

Wages and Related Benefits

PART II: Metropolitan Areas, United States and Regional Summaries, 1962-63

Bulletin No. 1345-83

June 1964



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C., 20402 - Price 50 cents

Preface

The Bureau of Labor Statistics annually conducts area-wide wage surveys in 82 labor markets, 80 of which are classified as Standard Metropolitan Statistical Areas.

These studies provide data on occupational earnings and related supplementary benefits. A preliminary report on changes in earnings levels during the survey year and on current occupational average earnings (mean, median, and middle range) is released within a month of the completion of each area study. This is followed within 2 months by an area bulletin providing additional data as follows:

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

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

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

An earlier consolidated bulletin summarized the results of the individual area bulletins for the surveys made during the period from July 1962 to June 1963. A list of the bulletins for the areas surveyed appears on the last page of this bulletin.

The present bulletin contains information on occupational earnings, employer practices, and supplementary wage benefits for all metropolitan areas combined and by industry division within regions. Also provided are analyses of wage trends, interarea pay comparisons, occupational wage relationships, and wage payment plans.

This bulletin was prepared in the Bureau's Division of Occupational Pay, by Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Donald J. Blackmore, John H. Cox, and Kenneth J. Hoffmann, under the immediate supervision of Alexander N. Jarrell. Area studies were supervised by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

Contents

	Page
Introduction	1
Characteristics of the 212 areas	1
Occupational earnings:	
Office clerical occupations.....	3
Professional and technical occupations.....	4
Maintenance and powerplant occupations.....	4
Custodial and material movement occupations	4
Wage differences among labor markets	5
Interarea pay comparisons:	
Method of computing area pay relatives.....	39
Trends of occupational earnings:	
Movement of wages, 1960-63.....	43
Movement of wages, 1953-63.....	43
Coverage and method of computing wage trends	44
Limitations of the data	44
Occupational wage relationships:	
Method of computing relationships.....	47
Nationwide pay relatives.....	47
Regional pay relatives.....	48
Long-term trends.....	48
Wage payment plans:	
Nature of the data.....	61
Office worker rate structure	61
Plant worker wage structure	62
Factors affecting rate structure characteristics	62
Establishment practices and supplementary wage provisions:	
Scheduled weekly hours	65
Late-shift pay provisions and practices.....	65
Paid holidays.....	66
Paid vacations	66
Health, insurance, and pension plans.....	67
Chart:	
Relationships between earnings of men janitors and selected occupations in manufacturing and non-manufacturing establishments, all metropolitan areas, 1961-62	49

Contents—Continued

	Page		Page
Tables:		Tables—Continued	
Interarea pay comparisons:		A. Occupational earnings—Continued	
1. Interarea pay comparisons-----	40	A-8. Office occupations—services-----	17
Trends of occupational earnings:		A-9. Plant occupations by region—	
2. Percentage increases, office and		all industries-----	18
plant—all industries and manufacturing,		A-10. Plant occupations—manufacturing-----	22
all metropolitan areas-----	46	A-11. Plant occupations—nonmanufacturing-----	23
Occupational wage relationships:		A-12. Plant occupations—public utilities-----	24
3. United States-----	50	A-13. Plant occupations—wholesale trade-----	25
4. Northeast-----	52	A-14. Plant occupations—retail trade-----	26
5. South-----	54	A-15. Plant occupations—finance-----	27
6. North Central-----	56	A-16. Plant occupations—services-----	28
7. West-----	58	A-17. Office occupations by region and	
8. Selected trades and industries-----	60	industry division-----	29
Wage payment plans:		A-18. Plant occupations by region and	
9. Wage payment plans-----	63	industry division-----	35
A. Occupational earnings:		B. Establishment practices and supplementary	
A-1. Office occupations by region—		wage provisions:	
all industries-----	6	B-1. Scheduled weekly hours-----	69
A-2. Office occupations—manufacturing-----	11	B-2. Shift differentials-----	70
A-3. Office occupations—nonmanufacturing-----	12	B-3. Paid holidays-----	71
A-4. Office occupations—public utilities-----	13	B-4. Paid vacations-----	73
A-5. Office occupations—wholesale trade-----	14	B-5. Health, insurance, and pension plans-----	77
A-6. Office occupations—retail trade-----	15	Appendixes:	
A-7. Office occupations—finance-----	16	A. Scope and method of survey-----	79
		B. Occupational descriptions-----	83

Wages and Related Benefits—

Metropolitan Areas, United States and Regional Summaries, 1962—63

Introduction

Surveys of occupational earnings and related practices in 80 metropolitan areas were conducted by the Bureau of Labor Statistics between July 1962 and June 1963.¹ These studies were part of a program designed to provide data in detail for each of the individual areas² and also to permit projection of data to all 212 Standard Metropolitan Statistical Areas in the United States.³

The current publication is the second of two summary bulletins. The first summary, Wages and Related Benefits, Part I, 82 Labor Markets, 1962-63 (BLS Bulletin 1345-83, 1964), incorporated data for each of the 82 areas surveyed. This second summary offers data for all metropolitan areas combined, nationally; in four broad regions; and for six major industry divisions. Data are presented on occupational earnings, interarea differences in wages, wage payment plans, wage trends, occupational wage relationships, work schedules, and supplementary wage benefits.

Occupations common to a variety of manufacturing and non-manufacturing industries were studied on a communitywide basis in the selected areas. Earnings data are provided for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement. Data were also collected and summarized on shift operations and differentials, paid vacations, paid holidays, and health, insurance, and pension plans.

Characteristics of the 212 Areas

The 212 metropolitan areas had a combined population of nearly 113 million in 1960, or over three-fifths of the Nation's total.

¹ The program also covered two nonmetropolitan areas (Boise, Idaho, and Burlington, Vt.). Data for these two areas are not included in this bulletin.

² See last page for listing of area bulletins.

³ As established by the Bureau of the Budget through 1961. For a detailed description of the scope and method of survey, see appendix A.

By region, 77 of the areas were located in the South, 59 in the North Central region, 47 in the Northeast, and 29 in the West. Even though over a third of the areas were located in the South, less than a fourth of the population was in these areas. The Northeast, on the other hand, with less than a fourth of the areas, accounted for about a third of the population. In the South, the average area population was less than half of the average in the Northeast.

Regional data are greatly influenced by the larger metropolitan areas. In the West, Los Angeles and San Francisco account for almost half of the population. New York alone accounts for nearly a third of the population in the Northeast, and Chicago for about a fifth of the North Central population.

In this bulletin, estimates of earnings, employer practices, and supplementary benefits in urban employment are composites representing 63,000 establishments employing over 17 million workers within scope of the survey. The Northeast and North Central regions each accounted for about a third of these workers, the South about a fifth, and the West about a sixth. The average size of establishment within scope of the study ranged from 211 employees in the South to 306 in the North Central region. By industry group, the average size of establishment ranged from 114 employees in wholesale trade to 421 in public utilities.

Differences in pay levels among geographic areas reflect the influence of a variety of factors including variation in industrial composition. More than half of all workers within the scope of the survey were employed in manufacturing establishments (by region, the proportion varied from about three-fifths of the workers in the Northeast and North Central regions to less than half in the South and West). Furthermore, within manufacturing, the concentration of comparatively high-wage industries (such as rubber, steel, transportation equipment, metal products, chemicals, and petroleum refining) characterizes the North Central and Western regions.

Among nonmanufacturing industries, retail trade accounted for a larger proportion of workers in the South than in other regions.

Information on the distribution of total employment, as surveyed for this study, aids in interpreting the estimates presented. The percentage distribution of such total employment by industry division and region⁴ is shown in the tabulation below.

⁴ For a further breakdown by industry divisions within regions, see appendix A table.

Of the total employment of 17,258,600 within scope of the survey in all regions, 34 percent were in the Northeast, 31 percent in the North Central, 20 percent in the South, and 15 percent in the West. These data, and the percentages shown in the text tabulation below, may be interpreted further. For example, 19 percent of the total employment in all metropolitan areas was found in manufacturing in the Northeast (57% x 34% = 19%).

Percent distribution of total employment by
region and industry division, 1962-63

Industry division	All metropolitan areas	Northeast	South	North Central	West
All industries-----	100	100	100	100	100
Manufacturing-----	55	57	46	62	48
Nonmanufacturing-----	45	43	54	38	52
Public utilities ¹ -----	12	11	15	11	14
Wholesale trade-----	5	5	6	5	6
Retail trade-----	13	11	18	12	14
Finance ² -----	8	9	7	6	8
Services-----	6	7	6	5	8

¹ Transportation, communication, and other public utilities.

² Finance, insurance, and real estate.

NOTE: Because of rounding, sums of individual items may not equal totals.

Occupational Earnings

Occupational earnings data are presented in this bulletin for all industries within scope of the survey in all metropolitan areas combined (tables A-1 to A-16). Occupational averages (means and medians), middle ranges, and distributions of workers by individual earnings are presented for the United States, four broad regions, and separately for each of six major industry divisions. Averages and middle ranges are also presented by industry division within regions (tables A-17 and A-18). In addition, all tables provide occupational employment estimates.

The averages and distributions are compiled by combining varying pay levels, from establishments in many different industries and labor markets, with widely divergent pay levels.⁵ No attempt is made to isolate all of the factors which affect the level of earnings, but the tables provide information on differences in occupational earnings by industry division, region, and sex. To better understand and use the averages presented, it is necessary to examine the individual earnings.

Office Clerical Occupations

Nationwide, all-industry average (mean) weekly salaries for office jobs studied ranged from \$112 for men tabulating-machine operators (class A) to \$56.50 for women file clerks (class C); the latter was the only occupation in this group in which women averaged less than \$60 (table A-1). Of the 25 other occupations for which data are published for women, 6 of the average salaries were at least \$60 but under \$70; 12 at least \$70 but under \$80; 5 at least \$80 but under \$90; and 2 at least \$90 but under \$100. Average weekly salaries of women billers (billing machine), keypunch operators (class B), transcribing-machine operators, accounting clerks (class B), switchboard operator-receptionists, switchboard operators, and order clerks were grouped between \$71.50 and \$73.

In most cases, average (mean) earnings equaled or ranged up to \$1.50 above median earnings, indicating that unusually high earnings had a greater effect on the averages than low earnings.

On a nationwide and regional basis, all-industry averages for men exceeded those for women in each of the seven office clerical jobs for which data were published for both men and women. On a nationwide basis, the greatest earnings difference in the same job category occurred between order clerks, where men averaged \$100.50 and women averaged \$73. Within these seven occupations, the most populous earnings interval for men was \$90 and under \$100, whereas most women were in the \$60-\$70 interval. These distributions, of course, do not necessarily represent earnings in identical establishments.

A 1959 study indicated that, in the great majority of cases, the differences between men's and women's earnings are greatly reduced when the comparison is limited to establishments employing both men and women in the same job. The greatest earnings differences in the same job category were found to be between workers in establishments employing only men in the job and those in establishments employing only women in the job.⁶

One factor contributing to differences in earnings of men and women in the same job classification is the variation in the establishments and types of industry in which men and women are employed. A greater proportion of men than women were employed in the higher paying manufacturing, public utilities, and wholesale trade industry divisions.

To the extent that individual pay rates are adjusted on the basis of length of service and consequent experience, men workers are likely to earn higher average pay in the same job, since men workers commonly average longer service than women in a particular job. Differences among men and women workers in assignment of functions, tasks, and responsibilities within the same job categories would also be likely to influence their relative pay positions.

A job description used for wage survey purposes must make allowance for the variety of differences actually found in establishments.

Average weekly salaries of office workers tended to be higher in manufacturing than in the total nonmanufacturing group and higher in the West than in the three other regions. Among the six industry divisions included in the survey, office clerical job averages were highest in public utilities, followed next by manufacturing. The following tabulation presents pay levels of office clerical workers in each of the six industry divisions by region. These levels are expressed as a percentage of national all-industry pay levels.⁷

⁶ See Wages and Related Benefits, 20 Labor Markets, 1958-59 (BLS Bulletin 1240-22, 1959), pp. 37-45.

⁷ Based on aggregates obtained by multiplying occupational averages for 19 office jobs by the nationwide employment in each job.

	Percent of nationwide average				
	All metropolitan areas	Northeast	South	North Central	West
All industries-----	100	99	93	102	106
Manufacturing-----	106	103	100	107	113
Nonmanufacturing-----	97	97	90	98	103
Public utilities-----	109	109	103	111	114
Wholesale trade-----	101	102	93	101	109
Retail trade-----	90	90	83	92	99
Finance-----	92	92	83	92	97
Services-----	97	97	89	97	101

In this tabulation, office pay levels were highest in public utilities in the West and lowest in retail trade and finance in the South. In each of the comparisons of industry divisions by region, salaries were lowest in the South and highest in the West. Office workers in manufacturing and nonmanufacturing in the South averaged 88 and 87 percent, respectively, of their counterparts in the West. Within nonmanufacturing, levels in the South in comparison with the West varied from 84 percent in retail trade to 90 percent in public utilities. Of the nonmanufacturing industries, salaries in public utilities were highest, followed by wholesale trade and services in that order in each of the four regions. Relatively, salaries were generally lowest in the retail trade or finance industry groups. In the South and North Central, salaries for office workers in retail trade equaled those in finance. In the Northeast, all divisions exceeded retail trade; in the West, finance ranked lowest.

Professional and Technical Occupations

Among the professional and technical occupations studied, wage levels of draftsmen varied from \$99.50 a week for junior draftsmen to \$161.50 for draftsmen leaders. Drafting salaries were highest in the North Central region and, with the exception of draftsmen leaders in the West, were lowest in the South.

Women industrial nurses, with a national average of \$102.50, averaged \$100.50 in the Northeast and South, \$103 in the North Central region, and \$110 in the West. Over 80 percent of the nurses worked in manufacturing establishments where the average was \$103.

Maintenance and Powerplant Occupations

Tool and die makers, the highest paid skilled workers studied, had average earnings of \$3.32 an hour (table A-9). By region, their earnings ranged from \$3.13 in the South to \$3.43 in the North Central region. Nationwide, machine-tool operators (toolroom), machinists, millwrights, and sheet-metal workers each averaged \$3.16 an hour,

while electricians and pipefitters had averages of \$3.17 and \$3.19, respectively. Carpenters averaged \$2.98 and painters averaged \$2.92. Highest industry pay levels for these two jobs were in retail trade, where establishments often pay their maintenance personnel according to construction union scales. With only one exception, either the North Central or Western region paid the highest rates for maintenance and powerplant jobs. Pipefitters were highest paid in the South, where the majority of pipefitters were employed in the high-wage petroleum refining and chemical industries.

Relative pay levels of manufacturing workers in skilled occupations were almost identical to their counterparts in nonmanufacturing industries. Because of the small number of skilled maintenance workers found in nonmanufacturing firms, relatives are presented in the following tabulation only for all-industries and manufacturing:⁸

	Percent of nationwide average				
	All metropolitan areas	Northeast	South	North Central	West
All industries-----	100	96	96	103	105
Manufacturing-----	100	97	96	103	105

Custodial and Material Movement Occupations

Material-handling laborers, numerically the most important job studied among custodial and material movement occupations, averaged \$2.24 an hour. Unusually low rates had a greater effect on the average than did high rates, reflected by a median 11 cents higher than the mean. The middle range of this and most other custodial and material movement occupations for men exhibited considerably more dispersion than found among the skilled maintenance jobs. Distributions within unskilled occupations for women were not as widely dispersed as those for men, nor were the means and medians as far apart.

Janitors (men) earned an average of \$1.87 an hour; their earnings ranged from \$1.45 in the South to \$2.04 in the North Central region. Both men and women janitors had highest earnings in manufacturing and lowest earnings in retail trade. Women janitors were

⁸ Based on aggregates obtained by multiplying occupational averages for eight skilled maintenance jobs by nationwide employment in each job.

lowest paid in the South and highest in the West. Regionally by industry division, average earnings for men janitors were lowest in services in the South, and earnings for women janitors were lowest in finance in the South.

Truckdrivers, as a group, averaged \$2.64 an hour; their earnings ranged from \$2.17 for drivers of light trucks (under 1½ tons) to \$2.83 for drivers of heavy (over 4 tons) trailer type trucks. The highest average for drivers of all truck sizes, combined, was in the North Central region. Drivers of medium capacity trucks, however, were highest paid in the Northeast (\$2.79) and \$2.88 was the hourly average for drivers of heavy trucks (over 4 tons, other than trailer type) in the Northeast, North Central, and West.

Pay levels for unskilled workers (material-handling laborers and men janitors) by region and industry division are expressed as percentages of national pay levels in the tabulation below:⁹

	Percent of nationwide average				
	All metropolitan areas	Northeast	South	North Central	West
All industries ¹ -----	100	101	78	108	110
Manufacturing-----	103	103	85	111	112
Nonmanufacturing ¹ -----	97	101	74	102	109
Public utilities-----	112	115	97	117	119
Wholesale trade-----	93	98	70	102	111
Retail trade-----	85	86	68	91	101
Services-----	84	85	(2)	81	(2)

¹ Data for finance do not meet criteria for separate presentation. These data, however, are included in all-industry and nonmanufacturing estimates.

² Data do not meet publication criteria.

⁹ Based on aggregates obtained by multiplying occupational averages for men janitors and laborers, material-handling, by nationwide employment in each job.

Wage Differences Among Labor Markets

The United States and regional estimates of earnings are projections of wage data collected in 80 metropolitan areas. Of these areas, Detroit reported highest salaries for office clerical workers with averages 14 percent above the nationwide level. Office salaries in both Beaumont-Port Arthur and Los Angeles-Long Beach were 111 percent of the national average (table 1). Eighteen other areas had relatives above the national figure while 56 areas were below. Office salaries were lowest in Manchester with a relative of 80. Where comparisons could be made, office clerical relatives for manufacturing in the Northeast were generally lower than the all-industry relatives, whereas in the South, manufacturing relatives were generally higher. There was no general pattern in the North Central region or in the West.

Skilled maintenance earnings were highest in San Francisco-Oakland with a relative of 113, and lowest in Greenville with a relative of 70. Salt Lake City, with a relative of 99, was the only western area below the national average. Because most skilled maintenance workers were employed in manufacturing establishments, there was little difference between all-industry and manufacturing relatives. The number of workers performing skilled maintenance duties in non-manufacturing establishments was insufficient to warrant separate presentation.

Wage levels of unskilled plant workers (men janitors and laborers) fluctuated widely from area to area. Highest wages were paid in San Francisco, where the average was 124 percent of the national average, followed closely by Akron with a relative of 123 and Detroit with 118. Lowest area pay relatives were found in Greenville (64); Jackson and Lubbock (65); San Antonio and Raleigh (66); and New Orleans and Little Rock-North Little Rock (69). Within nonmanufacturing, the pay relatives in all of the southern areas were below the national average. Cincinnati and Kansas City with non-manufacturing relatives of 99 and 97, respectively, were the only nonsouthern areas with populations of over 1 million in which unskilled plant workers earned less than the national level.

A. Occupational Earnings

Table A-1. Office Occupations by Region—All Industries

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region,² February 1963³)

Sex, occupation, and region	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Office clerical</u>																					
<u>Men</u>																					
Clerks, accounting, class A.....	27,862	39.0	\$110.50	\$109.50	\$96.00-\$125.00	-	-	27	350	1,283	2,715	4,416	5,293	4,883	4,048	2,361	1,199	809	321	157	
Northeast.....	9,000	38.0	108.00	108.00	93.50-123.50	-	-	21	184	563	995	1,494	1,548	1,536	1,239	805	297	170	67	81	
South.....	5,941	39.5	107.00	105.00	91.00-121.00	-	-	6	95	460	804	1,021	1,154	865	602	322	270	135	185	22	
North Central.....	9,540	39.5	114.50	114.50	100.50-128.00	-	-	-	64	184	743	1,310	1,703	1,784	1,739	1,018	469	434	51	41	
West.....	3,381	39.5	111.00	109.50	100.00-122.00	-	-	-	7	76	173	591	888	698	468	216	163	70	18	13	
Clerks, accounting, class B.....	15,491	39.0	89.50	89.00	75.00-104.00	-	23	673	1,840	2,599	2,845	2,568	2,831	1,033	785	203	66	25	-	-	
Northeast.....	6,203	38.0	89.50	89.00	74.50-104.00	-	5	276	750	1,098	1,101	926	1,209	360	377	59	18	24	-	-	
South.....	3,462	40.0	86.50	84.50	70.00-99.50	-	7	243	613	578	665	509	469	172	94	81	31	-	-	-	
North Central.....	4,444	39.5	91.00	92.00	77.50-104.00	-	11	130	432	713	763	925	860	348	218	35	8	1	-	-	
West.....	1,382	40.0	75.00	71.50	62.00-108.00	-	-	24	45	210	316	208	293	153	96	28	9	-	-	-	
Clerks, order.....	18,994	39.5	100.50	100.50	85.50-116.50	-	51	300	1,106	1,918	2,459	3,489	3,579	2,109	2,008	1,165	333	263	175	39	
Northeast.....	4,829	38.5	97.50	95.50	79.50-116.00	-	-	74	367	793	723	813	657	482	450	211	73	105	48	33	
South.....	3,074	40.0	86.00	85.50	71.00-99.00	-	51	193	474	516	570	574	347	175	72	54	27	19	1	-	
North Central.....	6,820	40.0	106.00	105.50	91.50-123.50	-	-	24	194	466	819	1,200	1,266	806	1,007	644	185	123	84	2	
West.....	4,271	40.0	106.50	105.00	95.50-116.50	-	-	9	71	143	347	902	1,309	645	479	256	48	16	42	4	
Clerks, payroll.....	5,589	39.5	104.00	103.50	90.00-119.00	-	2	97	204	427	661	982	1,215	684	624	337	246	72	27	11	
Northeast.....	1,978	39.0	101.00	99.50	86.50-116.00	-	-	30	92	182	301	410	362	184	214	88	93	9	12	1	
South.....	1,102	40.0	101.00	102.00	82.50-116.00	-	2	47	78	118	134	129	232	142	54	68	80	7	10	1	
North Central.....	1,802	39.5	107.00	106.50	95.50-121.00	-	-	18	32	100	153	274	487	266	266	132	26	38	5	5	
West.....	707	40.0	109.00	106.00	94.50-123.50	-	-	2	27	73	169	134	92	90	49	47	18	5	4	-	
Office boys.....	20,960	38.0	62.50	61.00	54.00-69.50	2	2,385	7,432	6,135	2,492	1,734	561	186	32	1	-	-	-	-	-	
Northeast.....	9,859	37.0	61.50	60.50	54.00-68.00	-	850	3,948	3,160	1,105	477	223	80	16	-	-	-	-	-	-	
South.....	3,448	39.0	58.00	55.50	49.50-63.50	2	883	1,519	544	201	246	39	13	1	-	-	-	-	-	-	
North Central.....	5,064	39.0	65.00	64.00	55.50-74.00	-	521	1,418	716	585	191	49	4	-	-	-	-	-	-	-	
West.....	2,589	39.0	69.00	67.50	59.50-79.00	-	131	547	851	470	426	108	44	11	1	-	-	-	-	-	
Tabulating-machine operators, class A.....	9,553	39.0	112.00	111.00	100.50-124.00	-	-	-	12	140	670	1,502	2,232	1,993	1,553	799	376	207	62	7	
Northeast.....	3,078	38.5	108.00	106.00	95.50-119.50	-	-	-	2	81	331	672	736	512	367	212	112	37	14	2	
South.....	1,616	39.5	109.00	108.00	95.00-121.00	-	-	-	9	36	213	291	332	310	229	75	55	35	27	4	
North Central.....	3,278	39.5	115.00	114.50	103.50-126.50	-	-	-	1	23	103	434	767	722	625	353	140	88	21	1	
West.....	1,581	39.5	117.00	116.00	106.50-126.50	-	-	-	-	-	23	105	397	449	332	159	69	47	-	-	
Tabulating-machine operators, class B.....	16,133	39.0	94.00	94.50	83.00-105.50	-	2	123	789	2,055	3,403	3,954	3,122	1,650	829	140	60	6	-	-	
Northeast.....	5,550	38.0	90.50	90.00	80.00-101.00	-	-	61	399	938	1,359	1,316	813	391	213	33	27	-	-	-	
South.....	2,750	39.5	89.00	88.00	77.00-100.50	-	2	54	271	517	652	545	381	195	96	18	17	2	-	-	
North Central.....	5,401	39.5	96.50	96.00	86.00-107.00	-	-	8	118	555	1,116	1,458	1,153	609	306	70	6	2	-	-	
West.....	2,432	39.5	103.00	103.50	94.50-112.00	-	-	-	1	45	276	635	775	455	214	19	10	2	-	-	
Tabulating-machine operators, class C.....	7,105	38.5	78.00	77.00	67.00-88.50	-	42	626	1,591	1,812	1,482	924	475	130	21	2	-	-	-	-	
Northeast.....	2,838	37.5	74.50	74.00	65.50-83.50	-	7	299	745	893	502	257	114	21	-	-	-	-	-	-	
South.....	1,202	39.0	71.50	68.50	60.50-80.50	-	35	252	372	236	141	79	50	32	4	1	-	-	-	-	
North Central.....	2,308	39.5	82.00	82.00	71.50-91.50	-	-	60	427	552	625	389	182	59	13	1	-	-	-	-	
West.....	757	39.0	88.00	88.50	79.50-98.00	-	-	15	47	131	214	199	129	18	4	-	-	-	-	-	

See footnotes at end of table.

Table A-1. Office Occupations by Region—All Industries—Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region,² February 1963³)

Sex, occupation, and region	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—														
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50-\$60	\$60-\$70	\$70-\$80	\$80-\$90	\$90-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$170	\$170 and over
Office clerical—Continued																				
Women																				
Billers, machine (billing machine) -----	11,364	39.0	\$71.50	\$70.50	\$61.50-\$83.00	92	552	1,696	3,172	2,550	1,656	1,008	512	96	18	12	-	-	-	-
Northeast.....	4,275	37.5	70.50	69.50	61.50-82.00	92	268	519	1,296	905	646	390	110	28	11	10	-	-	-	-
South.....	2,085	39.5	67.00	65.50	57.50-75.00	-	107	542	715	384	161	79	81	10	4	2	-	-	-	-
North Central.....	3,641	39.5	73.00	73.50	63.00-84.00	-	139	509	832	1,018	586	322	227	8	-	-	-	-	-	-
West.....	1,363	40.0	78.00	78.00	65.50-91.00	-	38	126	329	243	263	217	94	50	3	-	-	-	-	-
Billers, machine (bookkeeping machine)-----	7,167	39.0	66.50	66.00	56.50-77.50	61	601	1,745	1,930	1,349	1,081	247	124	24	5	-	-	-	-	-
Northeast.....	2,498	38.0	70.00	69.00	59.50-81.50	-	98	551	651	493	567	90	36	11	1	-	-	-	-	-
South.....	2,081	39.5	59.50	59.00	51.00-68.50	58	393	655	522	332	88	21	7	5	-	-	-	-	-	-
North Central.....	1,785	39.5	67.50	67.00	59.00-77.00	3	110	371	599	358	197	86	50	8	3	-	-	-	-	-
West.....	803	40.0	73.00	74.50	62.00-85.00	-	-	168	158	166	229	50	31	-	1	-	-	-	-	-
Bookkeeping-machine operators, class A-----	12,837	39.0	82.00	82.00	72.00-93.50	-	21	611	1,973	3,190	3,090	2,270	1,032	487	146	15	1	1	-	-
Northeast.....	4,108	38.0	81.00	82.50	72.00-92.00	-	-	280	543	961	1,169	679	308	156	6	5	1	-	-	-
South.....	2,720	39.5	74.50	74.00	66.00-83.00	-	-	225	751	936	456	221	85	36	6	3	-	1	-	-
North Central.....	3,972	39.5	84.50	84.50	74.00-95.50	-	21	101	503	976	899	863	357	157	88	7	-	-	-	-
West.....	2,037	39.5	89.00	89.00	80.00-99.00	-	-	5	176	317	566	507	282	138	46	-	-	-	-	-
Bookkeeping-machine operators, class B-----	43,405	39.0	66.50	65.50	57.00-75.50	10	2,708	11,519	13,880	7,860	4,813	1,756	676	150	33	-	-	-	-	-
Northeast.....	13,515	38.0	67.00	66.50	58.00-76.50	-	737	3,304	4,319	2,687	1,647	617	174	26	4	-	-	-	-	-
South.....	8,898	39.5	61.50	61.00	54.00-68.00	10	766	3,431	3,039	1,096	419	92	42	3	-	-	-	-	-	-
North Central.....	14,102	39.0	67.50	67.50	57.50-77.50	-	1,134	3,292	4,054	2,840	1,667	734	314	58	9	-	-	-	-	-
West.....	6,890	39.5	70.00	67.50	60.50-79.00	-	71	1,492	2,468	1,237	1,080	313	146	63	20	-	-	-	-	-
Clerks, accounting, class A-----	37,177	39.0	91.00	91.00	80.00-103.00	-	11	414	2,926	5,903	8,447	8,379	6,019	2,939	1,409	526	128	51	21	4
Northeast.....	11,648	38.0	89.50	89.50	79.00-100.50	-	2	174	863	2,049	2,891	2,699	1,671	703	398	165	26	5	2	-
South.....	7,638	39.5	86.00	85.50	74.00-97.50	-	7	142	1,192	1,453	1,885	1,409	885	336	216	62	23	22	3	3
North Central.....	11,310	39.5	93.00	93.00	81.50-105.50	-	2	89	720	1,677	2,453	2,474	1,962	1,099	583	193	45	9	3	1
West.....	6,581	39.5	96.50	96.50	86.50-107.00	-	-	9	151	724	1,218	1,797	1,501	801	212	106	34	15	13	-
Clerks, accounting, class B-----	77,257	39.0	72.00	70.50	61.50-82.00	246	2,844	12,986	21,270	18,002	12,762	5,464	2,482	852	253	71	24	1	-	-
Northeast.....	21,380	38.0	71.00	70.00	61.50-80.00	230	717	3,556	6,263	5,250	3,356	1,036	587	262	93	29	-	1	-	-
South.....	19,693	39.0	67.50	66.50	57.50-77.50	16	1,372	4,794	5,857	3,548	2,733	788	347	129	59	26	24	-	-	-
North Central.....	24,167	39.5	73.00	72.00	62.50-83.50	-	646	3,681	6,709	5,791	3,776	2,121	1,067	316	50	10	-	-	-	-
West.....	12,017	39.5	78.00	77.50	68.00-87.00	-	109	955	2,441	3,413	2,897	1,519	481	145	51	6	-	-	-	-
Clerks, file, class A-----	11,373	38.5	77.50	76.00	66.00-88.00	-	60	1,047	2,911	2,701	2,231	1,370	696	184	109	52	8	4	-	-
Northeast.....	4,135	37.5	77.50	76.00	66.00-87.50	-	21	364	1,075	1,038	783	492	218	113	22	6	-	3	-	-
South.....	2,193	39.0	74.50	70.00	61.50-86.00	-	38	408	643	422	223	256	83	35	47	29	8	1	-	-
North Central.....	3,653	39.0	79.00	78.00	68.50-88.50	-	1	258	781	961	871	425	299	22	35	-	-	-	-	-
West.....	1,392	39.0	80.50	79.50	68.00-89.50	-	-	17	412	280	354	197	96	14	5	17	-	-	-	-
Clerks, file, class B-----	38,141	39.5	63.00	61.50	54.50-69.50	65	3,629	13,392	12,117	5,271	2,547	802	240	72	5	1	-	-	-	-
Northeast.....	11,717	37.5	64.00	63.00	55.50-71.50	46	931	3,618	3,896	2,069	763	271	91	27	5	-	-	-	-	-
South.....	5,993	39.0	58.50	56.50	50.50-65.00	10	1,320	2,485	1,297	454	241	144	38	3	-	1	-	-	-	-
North Central.....	13,302	39.0	63.00	62.00	55.00-69.50	9	955	4,837	4,495	1,926	781	222	57	20	-	-	-	-	-	-
West.....	7,129	39.0	64.50	63.00	55.50-70.50	-	423	2,452	2,429	822	762	165	54	22	-	-	-	-	-	-
Clerks, file, class C-----	26,147	38.5	56.50	55.50	49.50-63.00	42	6,731	11,209	5,844	1,362	666	254	37	2	-	-	-	-	-	-
Northeast.....	11,161	37.5	58.00	57.50	52.00-65.00	-	1,920	4,922	3,167	677	377	96	2	-	-	-	-	-	-	-
South.....	5,384	39.0	52.50	51.00	45.50-57.50	31	2,387	2,235	492	172	62	1	2	-	-	-	-	-	-	-
North Central.....	7,208	39.0	55.00	54.50	48.00-60.50	11	2,237	3,121	1,418	285	38	97	1	-	-	-	-	-	-	-
West.....	2,394	39.0	62.50	61.00	54.50-69.00	-	187	931	767	228	189	60	32	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations by Region—All Industries—Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region, ² February 1963³)

Sex, occupation, and region	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50-\$60	\$60-\$70	\$70-\$80	\$80-\$90	\$90-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$170	\$170 and over	
Office clerical—Continued																					
Women—Continued																					
Clerks, order	18,298	39.0	\$73.00	\$72.00	\$62.00—\$83.50	2	758	2,885	4,480	4,590	2,963	1,314	766	350	136	21	17	4	12	-	
Northeast	6,490	38.5	72.50	72.00	62.50—82.00	-	228	985	1,703	1,754	1,009	476	181	71	63	10	4	2	-	-	
South	2,972	39.5	66.00	66.00	56.50—75.50	2	261	727	845	720	205	138	37	26	9	2	-	-	-	-	
North Central	6,598	39.5	73.50	73.50	63.00—84.50	-	233	926	1,594	1,658	1,226	511	289	123	29	9	-	-	-	-	
West	2,238	40.0	82.00	81.00	68.00—94.00	-	36	247	338	458	523	189	259	130	35	-	13	-	10	-	
Clerks, payroll	31,809	39.0	81.00	80.50	68.50—93.50	14	468	2,694	5,769	6,694	6,550	4,587	2,939	1,157	531	299	72	19	14	2	
Northeast	11,562	38.5	78.00	77.50	66.00—89.00	-	273	1,207	2,284	2,670	2,454	1,339	833	275	144	66	12	5	-	-	
South	6,265	39.5	75.50	73.50	63.00—87.50	14	142	923	1,570	1,312	964	680	362	152	46	73	15	8	4	-	
North Central	9,886	39.5	84.00	83.00	71.50—96.50	-	53	475	1,618	2,172	2,076	1,623	1,070	435	236	84	41	3	-	-	
West	4,096	39.5	91.00	90.50	81.00—102.00	-	-	89	297	540	1,056	945	674	295	105	76	4	3	10	2	
Comptometer operators	30,434	39.0	78.00	77.00	66.00—90.00	7	538	2,867	6,965	7,003	5,536	4,396	2,277	733	106	6	-	-	-	-	
Northeast	9,115	37.5	77.50	77.00	66.50—89.00	-	85	797	2,131	2,187	1,807	1,445	449	180	29	5	-	-	-	-	
South	5,422	39.5	70.00	68.00	60.00—79.50	7	262	1,054	1,709	1,104	664	364	181	52	21	1	-	-	-	-	
North Central	11,235	39.5	78.50	77.50	67.00—90.50	-	177	823	2,502	2,894	1,918	1,739	826	328	28	-	-	-	-	-	
West	4,662	39.5	85.50	86.00	74.00—98.50	-	14	193	623	818	1,147	848	821	173	25	-	-	-	-	-	
Duplicating-machine operators (Mimeograph or Ditto)	3,843	39.0	68.50	67.50	59.00—79.00	-	205	857	1,116	767	580	265	52	-	1	-	-	-	-	-	
Northeast	1,041	38.5	67.00	66.00	58.00—76.00	-	39	271	346	205	133	35	12	-	-	-	-	-	-	-	
South	682	39.0	62.50	59.00	52.50—73.50	-	106	258	112	109	64	33	-	-	-	-	-	-	-	-	
North Central	1,303	39.0	70.50	68.50	60.50—81.50	-	43	253	422	234	179	138	33	-	1	-	-	-	-	-	
West	817	39.5	73.50	73.50	65.00—83.50	-	17	75	236	219	204	59	7	-	-	-	-	-	-	-	
Keypunch operators, class A	26,366	39.0	82.50	82.00	72.50—93.00	-	36	1,101	3,870	6,756	6,482	5,069	2,254	651	133	8	5	-	1	-	
Northeast	8,486	38.0	81.00	80.00	71.50—90.00	-	-	334	1,402	2,502	2,173	1,458	436	167	14	-	-	-	-	-	
South	4,833	39.5	78.00	76.00	66.00—89.50	-	20	436	1,255	1,201	738	786	281	96	14	4	1	-	1	-	
North Central	7,595	39.5	83.50	83.00	73.50—94.00	-	3	253	898	2,001	2,009	1,403	822	175	31	-	-	-	-	-	
West	5,452	39.5	88.00	88.00	79.00—97.50	-	13	78	315	1,052	1,562	1,422	715	213	74	4	4	-	-	-	
Keypunch operators, class B	43,335	39.0	71.50	70.00	61.00—81.50	-	1,415	7,951	12,190	10,003	6,131	4,016	1,286	334	8	1	-	-	-	-	
Northeast	14,328	38.0	69.50	68.50	61.00—79.00	-	389	2,774	4,728	3,238	1,969	1,056	170	4	-	-	-	-	-	-	
South	7,375	39.0	64.50	63.00	55.00—72.50	-	732	2,297	2,207	1,127	588	328	87	9	-	-	-	-	-	-	
North Central	15,873	39.5	73.50	72.00	63.00—84.00	-	276	2,496	4,268	4,004	2,222	1,785	590	223	8	1	-	-	-	-	
West	5,759	39.5	80.00	79.00	70.50—89.50	-	18	384	987	1,634	1,352	847	439	98	-	-	-	-	-	-	
Office girls	13,076	38.5	60.50	59.00	52.50—67.00	10	1,795	5,343	3,916	1,114	636	165	97	-	-	-	-	-	-	-	
Northeast	4,975	37.5	61.00	60.00	54.00—66.50	-	442	2,049	1,865	343	177	68	31	-	-	-	-	-	-	-	
South	1,866	39.0	56.00	54.50	48.00—61.50	4	586	771	306	89	88	16	6	-	-	-	-	-	-	-	
North Central	4,228	39.5	60.00	58.00	52.50—67.00	6	640	1,819	1,037	435	204	47	40	-	-	-	-	-	-	-	
West	2,007	39.5	64.00	62.50	55.50—69.50	-	127	704	708	247	167	34	20	-	-	-	-	-	-	-	
Secretaries	190,780	38.5	96.50	96.00	83.50—108.50	-	119	2,357	9,855	21,901	35,950	41,780	36,000	20,710	12,702	5,752	2,056	1,031	326	241	
Northeast	80,069	37.5	97.00	96.00	84.00—108.50	-	40	634	3,076	9,653	15,714	18,665	14,234	8,358	5,081	2,679	941	570	233	191	
South	31,197	39.5	88.50	87.50	74.50—101.00	-	47	1,240	3,959	5,518	6,646	5,603	4,110	1,949	1,293	434	230	109	36	23	
North Central	50,572	39.0	98.50	97.50	85.50—111.00	-	32	434	2,130	5,135	9,176	10,919	9,334	6,576	4,071	1,887	609	215	39	15	
West	28,942	39.5	101.00	101.50	90.50—110.00	-	-	49	690	1,595	4,414	6,593	8,322	3,827	2,257	752	276	137	18	12	
Stenographers, general	102,757	39.0	77.50	77.00	66.50—88.00	27	1,090	9,461	22,547	26,261	22,481	13,129	6,148	1,306	265	37	5	-	-	-	
Northeast	34,900	38.0	77.00	76.50	67.00—86.50	7	363	2,920	7,536	9,995	8,143	3,725	1,773	337	69	29	3	-	-	-	
South	19,742	39.5	72.50	70.50	61.50—82.50	20	411	3,548	5,650	4,418	2,856	1,440	1,110	232	49	6	2	-	-	-	
North Central	33,299	39.5	78.00	77.00	67.00—88.00	-	312	2,564	7,665	8,783	7,156	3,924	2,290	561	42	2	-	-	-	-	
West	14,816	39.5	84.00	85.00	75.00—94.00	-	4	429	1,696	3,065	4,326	4,040	975	176	105	-	-	-	-	-	

See footnotes at end of table.

Table A-1. Office Occupations by Region—All Industries—Continued

9

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region,² February 1963³)

Sex, occupation, and region	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$170 and over
							\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	and over	
Office clerical—Continued																					
Women—Continued																					
Stenographers, senior.....	51,913	39.0	\$89.00	\$89.50	\$79.50—\$99.00	-	96	555	3,964	8,921	13,228	13,277	7,758	3,066	799	181	60	5	3	-	-
Northeast.....	14,431	38.0	87.00	86.50	77.50—96.50	-	95	220	1,091	2,977	4,285	3,331	1,468	670	229	57	7	1	-	-	-
South.....	8,377	39.5	86.50	85.50	74.00—98.00	-	-	180	1,202	1,744	1,854	1,612	1,099	404	237	29	12	2	-	-	-
North Central.....	17,972	39.5	90.50	91.50	80.50—101.00	-	-	131	1,250	2,900	3,961	4,913	3,230	1,358	215	13	1	-	-	-	-
West.....	11,133	39.5	92.00	92.00	83.50—100.50	-	1	24	421	1,300	3,128	3,421	1,961	634	118	82	40	2	1	-	-
Switchboard operators.....	31,023	39.5	73.00	73.50	60.50—87.00	897	2,237	4,424	5,627	6,326	5,383	4,112	1,489	418	97	7	4	2	-	-	-
Northeast.....	12,054	38.0	76.00	77.00	66.00—87.50	52	527	1,135	2,244	3,041	2,759	1,646	461	150	36	-	1	2	-	-	-
South.....	6,112	41.0	62.00	61.00	49.00—74.50	682	960	1,283	1,272	850	465	388	172	34	5	1	-	-	-	-	-
North Central.....	7,303	40.0	74.00	74.00	60.00—89.50	155	483	1,210	1,286	1,226	1,196	1,113	478	143	8	4	1	-	-	-	-
West.....	5,554	40.0	77.00	77.50	64.00—91.00	8	267	796	825	1,209	963	965	378	91	48	2	2	-	-	-	-
Switchboard operator-receptionists.....	29,273	39.0	72.50	72.00	63.00—82.50	18	781	3,895	8,246	7,620	5,217	2,254	921	273	45	3	-	-	-	-	-
Northeast.....	9,194	38.5	72.50	73.50	64.50—82.50	-	252	1,060	2,306	2,803	1,764	738	201	59	10	1	-	-	-	-	-
South.....	5,744	40.0	66.00	65.00	58.00—73.50	15	338	1,385	2,198	1,044	410	206	115	30	2	1	-	-	-	-	-
North Central.....	9,277	39.5	73.50	73.50	64.50—83.50	3	139	1,042	2,587	2,569	1,746	799	280	106	5	1	-	-	-	-	-
West.....	5,058	39.5	78.00	77.50	67.00—87.50	-	52	408	1,155	1,204	1,297	511	325	78	28	-	-	-	-	-	-
Tabulating-machine operators, class B.....	8,221	38.5	86.00	85.50	76.00—96.00	-	6	201	913	1,564	2,635	1,455	909	375	118	45	-	-	-	-	-
Northeast.....	3,112	37.5	84.00	83.50	74.00—92.00	-	-	56	421	713	1,059	486	265	80	29	3	-	-	-	-	-
South.....	1,586	38.5	78.00	78.50	68.50—87.00	-	-	122	321	412	494	100	93	29	15	-	-	-	-	-	-
North Central.....	1,924	39.5	90.00	89.50	80.50—100.50	-	6	23	151	286	533	426	290	122	60	27	-	-	-	-	-
West.....	1,599	39.5	93.50	92.00	84.00—101.50	-	-	-	20	153	549	443	261	144	14	15	-	-	-	-	-
Tabulating-machine operators, class C.....	7,283	38.5	70.50	69.00	60.00—79.50	-	167	1,623	2,108	1,657	998	432	256	36	6	-	-	-	-	-	-
Northeast.....	3,245	37.0	67.50	66.00	58.00—76.00	-	61	912	1,071	632	372	119	67	11	-	-	-	-	-	-	-
South.....	1,192	38.5	67.50	66.50	60.00—76.00	-	51	253	450	241	146	28	17	6	-	-	-	-	-	-	-
North Central.....	2,299	39.5	74.50	74.00	62.50—84.50	-	54	405	426	662	387	202	141	16	6	-	-	-	-	-	-
West.....	547	39.5	76.50	75.00	65.00—88.00	-	1	53	161	122	93	83	31	3	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	23,413	38.5	71.50	71.50	62.50—81.00	-	597	3,745	6,601	6,112	4,175	1,541	525	69	37	6	1	3	1	-	-
Northeast.....	7,713	37.5	73.00	73.50	64.00—83.00	-	107	1,019	1,981	2,152	1,656	611	135	23	21	6	-	2	-	-	-
South.....	4,627	39.0	64.50	64.00	56.00—71.50	-	308	1,388	1,645	786	340	103	53	4	-	-	-	-	-	-	-
North Central.....	8,502	39.0	73.00	72.00	63.50—82.00	-	157	1,115	2,465	2,340	1,515	594	282	20	14	-	-	-	-	-	-
West.....	2,571	39.0	76.00	76.50	67.50—85.00	-	25	223	510	834	664	233	55	22	2	-	1	1	1	-	-
Typists, class A.....	53,481	38.5	77.50	76.50	67.50—87.00	-	285	3,471	12,619	15,542	11,505	6,756	2,707	467	113	8	2	4	2	-	-
Northeast.....	18,984	37.5	76.50	75.50	67.00—85.00	-	45	1,077	5,015	6,188	3,990	1,639	778	220	17	7	2	4	2	-	-
South.....	7,723	39.0	70.50	69.50	61.50—80.00	-	174	1,347	2,500	1,808	1,228	455	179	22	10	-	-	-	-	-	-
North Central.....	17,413	39.0	80.00	78.50	70.00—91.00	-	53	721	3,495	5,073	3,452	2,993	1,432	174	19	1	-	-	-	-	-
West.....	9,361	39.5	80.50	81.00	71.50—89.00	-	13	326	1,609	2,473	2,835	1,669	318	51	67	-	-	-	-	-	-
Typists, class B.....	109,703	38.5	65.00	64.00	56.50—72.50	34	7,532	31,662	38,165	19,896	7,927	3,734	667	84	2	-	-	-	-	-	-
Northeast.....	38,476	37.5	64.00	64.00	56.50—71.50	7	2,434	10,853	14,452	7,304	2,476	729	207	12	2	-	-	-	-	-	-
South.....	17,265	39.0	58.00	57.50	51.50—65.00	27	3,140	7,447	4,477	1,569	448	108	49	-	-	-	-	-	-	-	-
North Central.....	35,049	39.0	65.50	64.50	57.00—73.00	-	1,612	10,298	12,523	6,349	2,820	1,082	293	72	-	-	-	-	-	-	-
West.....	18,913	39.0	70.50	69.00	62.00—78.50	-	346	3,064	6,713	4,674	2,183	1,815	118	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Office Occupations by Region—All Industries—Continued

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region,² February 1963³)

Sex, occupation, and region	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$60	\$60 and under \$70	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200 and over
Professional and technical																					
Men																					
Draftsmen, leader.....	9,482	40.0	\$161.50	\$160.00	\$141.00—\$181.50	-	-	-	6	12	98	245	687	1,214	1,247	1,258	1,103	1,086	972	705	849
Northeast.....	3,450	39.5	160.50	160.00	143.50—178.00	-	-	-	-	6	8	66	261	376	445	559	536	421	373	225	174
South.....	1,587	40.0	159.00	162.50	136.50—181.00	-	-	-	5	4	57	78	111	214	143	136	185	236	188	168	62
North Central.....	3,130	40.0	166.00	164.50	143.50—189.50	-	-	-	1	2	30	95	164	373	341	415	313	339	283	234	540
West.....	1,315	40.0	155.00	148.00	136.50—174.50	-	-	-	-	-	3	6	151	251	318	148	69	90	128	78	73
Draftsmen, senior.....	51,378	40.0	131.00	129.00	115.00—146.50	-	10	173	652	2,421	5,738	8,075	9,500	8,174	5,825	4,767	2,910	1,556	961	399	217
Northeast.....	17,411	39.5	128.50	128.00	114.00—143.50	-	-	60	243	843	2,020	2,852	3,302	2,937	2,279	1,563	837	291	106	54	24
South.....	6,886	40.0	124.00	122.50	107.00—140.50	-	9	65	210	623	1,125	1,106	1,202	785	670	581	328	126	51	5	-
North Central.....	18,614	40.0	136.00	133.00	118.00—153.50	-	1	46	152	736	1,602	2,700	3,117	2,967	2,027	1,817	1,290	930	728	310	191
West.....	8,467	40.0	130.50	128.50	116.00—143.50	-	-	2	47	219	991	1,417	1,879	1,485	849	806	455	209	76	30	2
Draftsmen, junior.....	26,555	39.5	99.50	98.50	86.00—112.00	191	1,109	2,533	4,830	5,497	5,104	2,980	2,129	1,094	641	332	106	7	2	-	-
Northeast.....	8,688	39.5	97.50	97.00	85.50—109.00	92	323	879	1,619	2,013	1,738	901	625	316	97	46	37	-	2	-	-
South.....	4,314	40.0	90.50	88.50	77.00—104.00	81	499	710	1,003	687	652	307	199	151	12	13	-	-	-	-	-
North Central.....	10,449	40.0	104.50	103.00	89.50—119.00	18	277	834	1,593	1,941	2,001	1,279	1,060	575	528	271	65	7	-	-	-
West.....	3,104	40.0	100.50	99.50	90.50—110.50	-	10	110	615	856	713	493	245	52	4	2	4	-	-	-	-
Tracers.....	2,359	39.5	82.00	82.50	70.00—95.50	179	411	462	499	403	339	57	9	-	-	-	-	-	-	-	-
Women																					
Nurses, industrial (registered).....	9,285	39.5	102.50	103.00	92.00—114.50	11	157	400	1,268	2,169	2,244	1,672	981	289	54	31	5	4	-	-	-
Northeast.....	3,382	39.0	100.50	100.50	90.50—112.00	6	69	172	537	869	801	453	365	78	8	17	3	4	-	-	-
South.....	1,401	39.5	100.50	100.50	87.50—114.00	5	49	127	230	280	281	194	123	78	26	6	2	-	-	-	-
North Central.....	3,379	40.0	103.00	103.00	93.00—113.00	-	34	96	434	867	896	673	286	69	16	8	-	-	-	-	-
West.....	1,123	40.0	110.00	112.00	102.00—120.00	-	5	5	67	153	266	352	207	64	4	-	-	-	-	-	-
Tracers.....	980	38.5	74.50	77.00	65.00—85.50	139	208	212	319	66	33	3	-	-	-	-	-	-	-	-	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

² The regions are defined as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

³ Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-2. Office Occupations—Manufacturing

(Average weekly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Sex, occupation, and grade	Number of workers	Average weekly hours	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$50	\$50 and under \$60	\$60 - \$70	\$70 - \$80	\$80 - \$90	\$90 - \$100	\$100 - \$110	\$110 - \$120	\$120 - \$130	\$130 - \$140	\$140 - \$150	\$150 - \$160	\$160 - \$170	\$170 - \$180	\$180 - \$190	\$190 and over
Office clerical																					
Men																					
Clerks:																					
Accounting, class A	13,221	39.5	\$116.50	\$116.50	\$101.50-\$131.00	-	-	36	348	972	1,668	2,247	2,073	2,438	1,591	810	629	271	85	37	16
Accounting, class B	5,725	39.5	94.50	93.50	79.00-108.00	-	103	559	874	995	901	1,067	521	485	139	57	24	-	-	-	-
Order	6,820	39.5	105.00	104.00	90.00-122.50	10	75	254	574	804	1,253	1,102	844	884	533	196	167	86	29	7	2
Payroll	3,551	39.5	105.50	104.00	90.50-123.00	2	60	113	244	449	642	654	348	507	254	195	53	22	8	-	-
Office boys	7,069	38.5	64.50	63.50	55.50-73.50	571	2,232	2,122	1,073	696	248	102	25	-	-	-	-	-	-	-	-
Tabulating-machine operators:																					
Class A	4,872	39.5	115.50	115.00	103.50-127.00	-	-	-	28	192	611	1,080	1,072	967	525	233	125	36	3	-	-
Class B	6,261	39.5	99.00	99.00	89.00-109.50	-	6	96	473	1,123	1,618	1,444	885	487	79	47	3	-	-	-	-
Class C	2,200	39.5	82.50	83.00	73.00-93.00	3	87	311	528	617	380	230	43	-	1	-	-	-	-	-	-
Women																					
Billers, machine:																					
Billing machine	4,324	39.0	73.00	72.50	63.50-83.00	99	551	1,260	1,109	708	413	136	33	15	-	-	-	-	-	-	-
Bookkeeping machine	1,633	39.0	74.00	73.50	64.50-83.50	13	206	430	476	270	152	68	18	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																					
Class A	4,852	39.0	86.50	86.50	77.50-96.50	-	48	406	1,016	1,460	1,089	546	250	28	8	1	-	-	-	-	-
Class B	8,059	39.0	74.50	73.50	64.00-85.00	34	1,116	2,153	2,043	1,455	839	317	97	5	-	-	-	-	-	-	-
Clerks:																					
Accounting, class A	13,974	39.5	95.00	95.00	84.00-106.50	-	38	514	1,818	2,982	3,364	2,730	1,306	783	335	55	38	8	3	-	-
Accounting, class B	22,640	39.5	77.00	76.00	66.00-87.50	170	2,386	5,336	5,850	4,378	2,657	1,152	507	143	37	24	-	-	-	-	-
File, class A	3,729	39.5	84.50	84.50	73.50-95.00	3	132	500	812	967	747	370	97	58	33	6	4	-	-	-	-
File, class B	8,700	39.0	69.00	67.50	60.50-78.00	164	1,866	3,013	1,895	1,226	372	122	37	5	-	-	-	-	-	-	-
File, class C	4,181	39.0	63.50	62.50	55.00-70.50	400	1,327	1,367	569	384	119	15	-	-	-	-	-	-	-	-	-
Order	8,483	39.0	76.50	76.00	65.50-87.00	92	914	1,947	2,189	1,792	849	390	190	96	17	1	4	2	-	-	-
Payroll	18,093	39.5	81.00	80.00	68.50-93.50	204	1,580	3,273	4,000	3,626	2,634	1,465	675	365	214	46	8	3	-	-	-
Comptometer operators	10,532	39.5	82.50	81.50	70.00-95.50	53	630	1,957	2,352	1,858	1,959	1,162	493	68	-	-	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto):																					
Keypunch operators:	1,815	39.5	72.50	72.00	62.50-84.00	30	279	533	357	399	174	42	-	1	-	-	-	-	-	-	-
Class A	11,724	39.5	85.50	85.50	76.00-95.50	-	131	1,184	2,759	3,262	2,768	1,110	436	70	2	1	-	1	-	-	-
Class B	14,990	39.5	76.00	75.50	65.50-87.00	111	1,588	3,804	3,712	2,913	2,114	535	204	8	1	-	-	-	-	-	-
Office girls	3,455	39.0	64.50	62.50	55.00-72.50	234	1,213	1,029	458	342	116	63	-	-	-	-	-	-	-	-	-
Secretaries	83,427	39.0	100.50	100.00	87.50-112.00	3	274	2,541	7,522	13,724	17,869	18,181	10,934	6,888	3,483	1,165	538	175	81	34	15
Stenographers:																					
General	46,183	39.0	80.50	81.00	71.00-90.50	103	2,137	8,003	11,910	11,991	8,338	2,875	633	172	16	5	-	-	-	-	-
Senior	28,018	39.5	92.00	92.50	82.50-101.50	-	126	1,263	3,996	6,683	8,038	5,250	2,013	538	87	23	1	-	-	-	-
Switchboard operators	7,013	39.0	84.00	84.50	74.00-95.50	42	214	905	1,493	1,864	1,367	882	225	37	1	1	-	-	-	-	-
Switchboard operator-receptionists	14,065	39.0	74.00	73.50	64.50-83.50	215	1,565	3,763	4,131	2,567	1,257	392	155	20	-	-	-	-	-	-	-
Tabulating-machine operators:																					
Class B	2,314	39.5	93.50	94.00	83.00-104.00	-	8	112	304	498	628	457	207	79	21	-	-	-	-	-	-
Class C	1,506	39.5	81.00	80.50	70.50-91.50	-	66	289	388	345	282	110	24	2	-	-	-	-	-	-	-
Transcribing-machine operators, general:																					
Typists:	7,638	39.0	74.50	74.50	65.50-84.00	46	805	1,907	2,309	1,559	740	233	17	20	2	-	-	-	-	-	-
Class A	23,643	39.5	81.50	81.00	71.50-91.50	38	744	4,126	6,493	5,579	4,550	1,766	246	85	8	2	4	2	-	-	-
Class B	34,416	39.5	70.00	68.50	61.50-79.00	608	6,287	11,935	7,732	4,587	2,770	426	71	-	-	-	-	-	-	-	-
Professional and technical																					
Men																					
Draftsmen:																					
Leader	7,107	40.0	160.50	158.50	138.50-181.50	-	-	-	-	6	12	78	196	594	1,019	948	833	747	795	689	1,190
Senior	38,985	40.0	130.00	127.50	114.00-145.00	-	-	7	118	487	1,928	4,603	6,575	7,479	6,023	4,194	3,224	2,010	1,061	744	532
Junior	20,180	40.0	99.00	97.50	85.50-110.50	8	141	800	1,974	3,960	4,348	3,775	2,074	1,399	906	485	219	82	7	2	-
Tracers	1,773	40.0	84.50	85.50	73.00-98.00	5	87	250	349	368	348	314	43	9	-	-	-	-	-	-	-
Women																					
Nurses, industrial (registered):																					
.....	7,703	39.5	103.00	103.00	92.50-114.50	-	8	131	288	1,027	1,788	1,896	1,434	801	256	41	26	5	2	-	-

¹ For definition of terms, see footnote 1, table A-1.² Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-3. Office Occupations—Nonmanufacturing

(Average weekly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Sex, occupation, and grade	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50-\$60	\$60-\$70	\$70-\$80	\$80-\$90	\$90-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$170	\$170-\$180	\$180 and over
Office clerical																					
Men																					
Clerks:																					
Accounting, class A	14,641	38.5	\$105.00	\$105.00	\$92.50-\$117.50	-	-	27	314	935	1,743	2,748	3,046	2,810	1,610	770	389	180	50	11	8
Accounting, class B	9,766	38.5	86.50	87.00	73.50-101.00	-	23	570	1,281	1,725	1,850	1,667	1,764	512	300	64	9	1	-	-	-
Order	12,174	39.5	98.00	99.00	83.50-112.50	-	41	225	852	1,344	1,655	2,236	2,477	1,265	1,124	632	137	96	89	1	-
Payroll	2,038	39.5	101.00	103.00	89.50-113.00	-	-	37	91	183	212	340	561	336	117	83	51	19	5	1	2
Office boys	13,891	38.0	61.50	60.00	53.00-68.50	2	1,814	5,200	4,013	1,419	1,038	313	84	7	1	-	-	-	-	-	-
Tabulating-machine operators:																					
Class A	4,681	38.5	108.50	107.50	96.50-119.50	-	-	-	12	112	478	891	1,152	921	586	274	143	82	26	3	1
Class B	9,872	38.5	91.00	91.00	80.50-102.50	-	2	117	693	2,280	2,336	1,678	765	342	61	13	3	-	-	-	-
Class C	4,905	38.5	76.00	74.50	65.00-86.00	-	39	539	1,280	1,284	865	544	245	87	21	1	-	-	-	-	-
Women																					
Billers, machine:																					
Billing machine	7,040	39.0	71.00	69.50	60.50-82.50	92	453	1,145	1,912	1,441	948	595	376	63	3	12	-	-	-	-	-
Bookkeeping machine	5,534	39.0	64.50	64.00	55.00-75.50	61	588	1,539	1,500	873	811	95	56	6	5	-	-	-	-	-	-
Bookkeeping-machine operators:																					
Class A	7,985	39.0	79.50	78.50	69.00-90.50	-	21	563	1,567	2,174	1,630	1,181	486	237	118	7	-	1	-	-	-
Class B	35,346	39.0	65.00	64.00	56.00-73.00	10	2,674	10,403	11,727	5,817	3,358	917	359	53	28	-	-	-	-	-	-
Clerks:																					
Accounting, class A	23,203	38.5	89.00	88.50	77.50-100.00	-	11	376	2,412	4,085	5,465	5,015	3,289	1,633	626	191	73	13	13	1	-
Accounting, class B	54,617	38.5	69.50	68.50	60.00-79.50	246	2,674	10,600	15,934	12,152	8,384	2,807	1,330	345	110	34	-	1	-	-	-
File, class A	7,644	38.0	74.50	72.50	64.00-83.50	-	57	915	2,411	1,889	1,264	623	326	87	51	19	2	-	-	-	-
File, class B	29,441	38.5	61.00	59.50	53.50-67.50	62	3,468	11,526	9,104	3,376	1,321	430	118	35	-	1	-	-	-	-	-
File, class C	21,966	38.5	55.00	54.50	48.50-60.50	42	6,331	9,882	4,477	793	282	135	22	2	-	4	-	-	-	-	-
Order	9,815	39.5	70.00	69.00	59.00-79.00	2	666	1,971	2,533	2,401	1,171	465	376	160	40	4	16	-	10	-	-
Payroll	13,716	39.0	81.00	81.00	68.00-94.00	14	264	1,114	2,496	2,924	1,953	1,474	482	166	85	26	11	11	-	-	2
Comptometer operators	19,902	39.0	75.50	75.00	64.50-87.00	7	485	2,237	5,008	4,651	3,678	2,437	1,115	240	38	6	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)																					
Key-punch operators:	2,028	38.5	65.00	64.50	55.50-74.50	-	175	578	583	410	181	91	10	-	-	-	-	-	-	-	-
Class A	14,642	38.5	80.00	79.00	70.00-90.50	-	36	970	2,686	3,997	3,220	2,301	1,144	215	63	6	4	-	-	-	-
Class B	28,345	38.5	69.00	68.00	59.00-78.50	-	1,304	6,363	8,386	6,291	3,218	1,902	751	130	-	-	-	-	-	-	-
Office girls	9,621	38.5	59.00	58.00	52.00-65.00	10	1,561	4,130	2,887	656	294	49	34	-	-	-	-	-	-	-	-
Secretaries	107,353	38.0	93.50	93.00	81.50-106.00	-	116	2,083	7,314	14,379	22,226	23,911	17,819	9,776	5,814	2,269	891	493	151	63	48
Stenographers:																					
General	56,574	38.5	74.50	74.00	64.00-85.00	27	987	7,324	14,544	14,351	10,490	4,791	3,273	673	93	21	-	-	-	-	-
Senior	23,895	38.5	86.00	86.00	75.50-96.00	-	96	429	2,701	4,925	6,545	5,239	2,508	1,053	261	94	37	4	3	-	-
Switchboard operators	23,990	39.5	69.50	70.00	57.00-83.00	897	2,195	4,210	4,722	4,833	3,519	2,745	607	193	60	6	3	-	-	-	-
Switchboard operator-receptionists	15,208	39.0	71.50	70.50	62.00-82.00	18	566	2,330	4,483	3,489	2,650	997	529	118	25	3	-	-	-	-	-
Tabulating-machine operators:																					
Class B	5,907	38.0	83.00	83.00	74.00-90.50	-	6	193	801	1,260	2,137	827	452	168	39	24	-	-	-	-	-
Class C	5,777	38.0	68.00	66.50	58.00-76.00	-	167	1,557	1,819	1,269	653	150	146	12	4	-	-	-	-	-	-
Transcribing-machine operators, general	15,775	38.5	70.00	69.50	61.00-79.50	-	551	2,940	4,694	3,803	2,616	801	292	52	17	4	1	3	1	-	-
Typists:																					
Class A	29,838	38.0	74.50	74.00	65.50-83.00	-	247	2,727	8,493	9,049	5,926	2,206	941	221	28	-	-	-	-	-	-
Class B	75,287	38.5	62.50	62.00	54.50-69.00	34	6,924	25,375	26,230	12,164	3,340	964	241	13	2	-	-	-	-	-	-
Professional and technical																					
Men																					
Draftsmen:																					
Leader	2,375	39.5	164.00	163.00	148.00-182.00	-	-	-	-	-	-	-	20	49	93	195	299	425	356	291	647
Senior	12,393	39.5	133.50	134.00	118.50-151.00	-	-	-	3	55	165	493	1,135	1,500	2,021	2,151	1,631	1,543	900	495	301
Junior	6,375	39.5	101.00	102.00	88.00-116.00	-	-	42	309	559	870	1,149	1,329	906	730	188	156	113	24	-	-
Tracers	586	39.5	74.50	74.00	63.50-86.00	-	3	84	161	113	131	55	25	14	-	-	-	-	-	-	-
Women																					
Nurses, industrial (registered)																					
Tracers	1,582	38.5	101.00	101.00	90.50-113.00	-	-	3	26	112	241	381	348	238	180	33	13	5	-	2	-
	827	38.5	72.50	74.50	63.50-84.00	-	-	137	189	188	280	27	3	3	-	-	-	-	-	-	-

¹ For definition of terms, see footnote 1, table A-1.² Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-4. Office Occupations—Public Utilities¹(Average weekly earnings² for selected occupations studied in all metropolitan areas, February 1963³)

Sex, occupation, and grade	Number of workers	Average weekly hours ²	Earnings ²			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$170 and over
Office clerical																					
Men																					
Clerks:																					
Accounting, class A	4,748	39.5	\$110.50	\$111.50	\$101.50—\$120.50	-	-	-	28	113	355	519	1,146	1,351	740	303	148	29	13	3	
Accounting, class B	3,425	39.5	97.50	101.00	90.00—108.00	-	2	51	246	270	288	712	1,236	360	243	16	1	-	-	-	
Payroll	1,123	39.5	105.00	106.50	97.50—115.00	-	-	4	22	49	96	146	385	286	71	54	6	2	1	1	
Office boys	2,476	39.0	71.50	68.00	57.50—85.00	-	114	669	574	195	617	243	57	6	1	-	-	-	-	-	
Tabulating-machine operators:																					
Class A	912	39.5	118.00	117.50	108.00—128.00	-	-	-	1	6	24	64	168	250	212	119	50	18	-	-	
Class B	1,820	39.5	99.50	101.00	89.00—110.50	-	-	2	47	148	285	367	501	331	115	23	1	-	-	-	
Class C	726	40.0	89.50	91.50	76.50—103.00	-	3	31	78	107	122	154	158	61	12	-	-	-	-	-	
Women																					
Billers, machine:																					
Billing machine	1,827	39.5	80.00	77.50	67.00—96.50	-	11	253	284	475	201	219	317	54	3	10	-	-	-	-	
Bookkeeping-machine	596	37.5	76.00	78.50	67.50—85.00	-	-	77	97	144	249	11	16	1	1	-	-	-	-	-	
Bookkeeping-machine operators:																					
Class A	482	39.0	87.50	87.00	80.00—98.50	-	-	4	31	83	181	73	74	28	6	1	-	1	-	-	
Class B	961	39.0	77.00	76.00	66.00—88.50	-	5	88	249	239	170	138	67	4	-	-	-	-	-	-	
Clerks:																					
Accounting, class A	5,250	39.0	96.00	96.00	86.00—106.50	-	-	4	146	409	1,274	1,317	1,250	560	227	40	17	5	-	1	
Accounting, class B	13,334	38.5	77.00	76.50	65.50—87.00	-	79	1,625	2,992	2,929	3,483	1,132	829	191	70	4	-	-	-	-	
File, class A	881	39.0	88.00	88.50	75.00—100.00	-	-	12	143	126	184	197	125	63	13	17	1	-	-	-	
File, class B	2,898	39.5	71.50	69.50	60.50—83.00	-	24	675	804	512	515	237	99	31	-	1	-	-	-	-	
File, class C	1,406	39.0	67.50	65.50	56.50—79.00	-	56	466	399	150	180	131	22	2	-	-	-	-	-	-	
Order	375	39.5	81.50	79.50	68.50—98.00	-	6	24	76	87	68	27	82	5	-	-	-	-	-	-	
Payroll	3,147	39.0	88.00	88.50	75.00—102.50	-	4	180	396	434	669	534	633	201	46	36	14	-	-	-	
Comptometer operators	2,594	39.5	90.00	93.00	81.50—99.50	-	4	67	221	288	408	1,027	500	59	19	1	-	-	-	-	
Duplicating-machine operators (Mimeograph or Ditto)																					
393	38.0	66.50	63.00	56.00—75.00	-	-	167	94	66	33	26	7	-	-	-	-	-	-	-	-	
Keypunch operators:																					
Class A	3,778	39.5	89.00	92.00	79.50—100.00	-	-	203	245	521	666	1,203	752	146	42	-	-	-	-	-	
Class B	6,768	39.0	76.50	74.50	64.00—89.50	-	38	974	1,706	1,458	924	1,076	525	67	-	-	-	-	-	-	
Office girls	1,564	38.5	65.00	62.00	55.50—69.50	-	31	663	505	112	205	35	13	-	-	-	-	-	-	-	
Secretaries	17,259	38.5	103.00	102.50	90.50—115.50	-	-	75	402	1,243	2,494	3,473	3,895	2,384	1,884	852	306	138	57	56	
Stenographers:																					
General	14,294	39.0	84.00	84.00	71.00—98.50	-	31	940	2,328	2,758	2,874	2,142	2,649	471	81	20	-	-	-	-	
Senior	5,112	39.5	93.50	93.50	83.00—105.00	-	-	27	264	642	1,237	1,107	1,086	534	153	58	-	2	2	-	
Switchboard operators	3,839	39.5	88.00	91.00	81.00—97.00	-	11	82	226	548	868	1,677	334	68	22	-	3	-	-	-	
Switchboard operator-receptionists	2,005	39.5	76.50	75.50	63.50—90.50	5	47	284	457	399	294	272	223	18	5	1	-	-	-	-	
Tabulating-machine operators:																					
Class B	2,772	38.0	83.00	83.50	73.00—90.50	-	-	114	439	473	1,042	359	252	51	20	22	-	-	-	-	
Class C	2,944	37.5	68.00	65.50	57.50—76.00	-	53	887	978	496	347	44	126	9	4	-	-	-	-	-	
Transcribing-machine operators, general																					
678	39.5	85.50	87.50	74.00—99.00	-	-	18	109	102	152	145	140	12	-	-	-	-	-	-	-	
Typists:																					
Class A	4,420	39.0	80.50	79.00	69.50—91.00	-	-	206	969	1,145	936	524	474	150	16	-	-	-	-	-	
Class B	6,777	39.0	70.00	68.50	61.00—78.50	-	119	1,401	2,245	1,519	841	468	180	4	-	-	-	-	-	-	
Professional and technical																					
Men																					
Draftsmen:																					
Leader	473	40.0	150.00	148.00	140.00—160.00	-	-	-	-	-	-	-	1	11	25	82	149	87	57	61	
Senior	2,681	39.5	127.00	127.50	114.50—139.00	-	-	-	3	12	51	175	265	379	609	578	324	133	64	88	
Junior	1,922	39.5	102.50	104.50	90.00—116.00	-	-	-	79	179	218	295	426	420	224	35	29	17	-	-	
Women																					
Nurses, industrial (registered)																					
479	39.0	109.00	108.50	100.00—119.00	-	-	-	-	13	39	65	146	105	78	16	11	4	-	-	2	
Tracers	685	38.5	71.00	73.00	63.00—83.00	-	-	120	178	150	236	-	1	-	-	-	-	-	-	-	

¹ Transportation, communication, and other public utilities.² For definition of terms, see footnote 1, table A-1.³ Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-5. Office Occupations—Wholesale Trade

(Average weekly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Sex, occupation, and grade	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170 and over	
Office clerical																					
Men																					
Clerks:																					
Accounting, class A.....	4,245	39.0	\$106.00	\$104.50	\$91.50-\$121.00	-	-	-	64	317	535	909	673	648	478	297	178	124	18	4	
Accounting, class B.....	2,574	39.0	86.50	86.50	74.50- 98.50	-	-	142	285	500	567	505	347	122	52	46	7	1	-	-	
Order.....	11,142	39.5	99.00	99.50	84.00-113.50	-	41	189	777	1,137	1,540	1,974	2,291	1,206	1,069	611	134	93	79	1	
Payroll.....	297	39.5	97.00	98.00	79.50-109.50	-	-	22	29	25	30	53	67	19	27	8	9	3	4	1	
Office boys.....	2,178	38.0	63.00	62.00	55.00- 69.50	-	156	775	732	325	155	30	5	-	-	-	-	-	-	-	
Tabulating-machine operators:																					
Class A.....	828	39.0	114.00	114.50	103.00-126.50	-	-	-	-	15	47	100	153	228	119	65	48	40	9	4	
Class B.....	2,049	39.0	94.00	94.50	83.50-105.00	-	-	7	75	290	398	569	401	203	94	9	2	1	-	-	
Class C.....	731	39.5	79.00	81.00	67.50- 89.00	-	-	90	123	125	241	99	28	20	4	1	-	-	-	-	
Women																					
Billers, machine:																					
Billing machine.....	2,263	39.0	73.50	73.50	64.00- 85.00	-	53	263	632	494	505	249	59	6	-	2	-	-	-	-	
Bookkeeping machine.....	573	39.0	71.00	70.50	61.50- 83.00	-	5	118	159	103	142	18	24	2	2	-	-	-	-	-	
Bookkeeping-machine operators:																					
Class A.....	2,369	39.0	85.00	84.50	74.00- 97.00	-	-	44	299	625	505	432	262	157	43	2	-	-	-	-	
Class B.....	5,870	39.5	71.00	70.50	61.50- 82.00	-	189	1,058	1,611	1,298	1,226	318	141	9	20	-	-	-	-	-	
Clerks:																					
Accounting, class A.....	3,558	39.0	93.00	92.00	81.50-104.00	-	-	1	267	475	865	886	439	293	204	97	30	1	-	-	
Accounting, class B.....	8,579	39.5	74.00	74.00	64.00- 85.00	6	171	1,168	2,104	2,152	1,660	904	240	120	33	21	-	-	-	-	
File, class A.....	926	38.5	77.50	77.00	67.50- 87.50	-	-	68	224	241	211	94	77	5	3	2	1	-	-	-	
File, class B.....	3,678	39.5	64.50	64.00	56.50- 72.50	-	169	1,190	1,221	738	301	46	13	-	-	-	-	-	-	-	
File, class C.....	1,911	39.0	57.50	57.00	51.00- 66.00	-	387	786	435	244	59	-	-	-	-	-	-	-	-	-	
Order.....	5,336	39.5	74.50	73.50	63.00- 84.00	-	138	818	1,192	1,479	886	358	254	150	39	4	8	-	10	-	
Payroll.....	2,119	39.0	87.00	86.50	75.00- 99.00	-	17	52	278	349	566	373	263	116	75	15	8	6	1	-	
Comptometer operators.....	5,681	39.0	76.50	76.50	66.00- 87.00	2	55	536	1,368	1,393	1,281	659	299	82	6	-	-	-	-	-	
Duplicating-machine operators (Mimeograph or Ditto).....																					
	409	39.5	67.00	67.00	59.00- 77.00	-	17	96	131	94	53	18	-	-	-	-	-	-	-	-	
Keypunch operators:																					
Class A.....	2,381	39.0	82.00	81.00	72.50- 91.00	-	-	57	341	735	611	400	194	36	5	2	-	-	-	-	
Class B.....	4,795	39.5	73.00	73.00	63.50- 82.50	-	20	758	1,175	1,439	860	410	98	35	-	-	-	-	-	-	
Office girls.....	994	39.5	61.00	60.00	53.50- 68.50	-	119	382	296	140	35	6	16	-	-	-	-	-	-	-	
Secretaries.....	18,974	38.5	95.50	96.50	84.00-108.50	-	13	331	1,000	2,038	3,260	4,360	3,878	2,291	1,214	350	158	58	14	9	
Stenographers:																					
General.....	9,760	39.0	75.50	75.50	65.50- 85.50	-	170	993	2,248	2,602	2,308	1,028	310	99	1	1	-	-	-	-	
Senior.....	3,451	39.0	88.50	88.50	80.00- 99.50	-	-	43	329	501	996	770	550	224	27	11	-	-	-	-	
Switchboard operators.....	2,375	38.5	77.50	79.50	68.50- 89.00	-	57	320	259	588	622	360	123	26	20	-	-	-	-	-	
Switchboard operator-receptionists.....	5,645	39.0	73.50	73.00	64.00- 83.50	-	114	666	1,599	1,439	1,150	416	185	65	10	1	-	-	-	-	
Tabulating-machine operators:																					
Class B.....	736	39.5	85.00	83.00	74.50- 95.00	-	-	-	87	228	168	144	50	54	4	1	-	-	-	-	
Class C.....	672	39.5	70.00	69.50	61.50- 79.50	-	-	143	199	171	106	51	1	1	-	-	-	-	-	-	
Transcribing-machine operators, general.....																					
	3,831	39.0	73.50	74.00	64.50- 84.00	-	61	460	1,008	973	905	315	93	13	3	-	-	-	-	-	
Typists:																					
Class A.....	2,850	38.5	78.50	79.00	69.00- 88.00	-	6	219	533	751	779	326	217	19	-	-	-	-	-	-	
Class B.....	9,725	39.5	65.50	66.00	58.00- 74.50	-	447	2,541	3,253	2,403	849	205	22	5	-	-	-	-	-	-	
Professional and technical																					
Men																					
Draftsmen:																					
Senior.....	751	39.5	127.00	126.00	108.00- 146.00	-	-	-	-	-	48	59	102	95	121	76	105	84	17	44	
Junior.....	361	39.5	94.50	92.50	81.00- 106.50	-	-	-	30	54	74	88	39	41	9	17	8	1	-	-	

¹ For definition of terms, see footnote 1, table A-1.² Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A 6. Office Occupations—Retail Trade

(Average weekly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Sex, occupation, and grade	Number of workers	Average weekly hours	Earnings ¹			Number of workers receiving straight-time weekly earnings of—														
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170 and over
Office clerical																				
Men																				
Clerks:																				
Accounting, class A	1,299	39.5	\$100.50	\$102.50	\$91.50—\$114.00	-	-	4	63	76	137	289	311	249	114	40	6	9	-	1
Accounting, class B	675	39.5	77.00	77.50	69.00—87.00	-	7	80	89	218	158	86	31	4	1	1	-	-	-	-
Order	670	40.0	93.00	94.00	79.50—104.00	-	-	15	41	115	80	209	106	31	53	14	3	3	-	-
Office boys	729	38.5	60.50	60.50	53.50—69.00	-	86	265	224	108	34	11	1	-	-	-	-	-	-	-
Tabulating-machine operators:																				
Class A	348	39.0	102.50	101.00	93.50—112.50	-	-	-	-	2	44	121	81	54	21	23	1	-	1	-
Class B	730	39.0	88.00	88.50	79.00—98.50	-	-	2	46	149	196	186	125	19	6	1	-	-	-	-
Class C	412	39.0	71.50	70.50	63.50—79.50	-	1	47	151	118	59	34	2	-	-	-	-	-	-	-
Women																				
Billers, machine:																				
Billing machine	1,827	39.0	59.50	60.00	50.50—68.50	92	347	464	564	218	92	50	-	-	-	-	-	-	-	-
Bookkeeping machine	3,257	39.5	61.00	60.50	52.50—69.50	54	522	1,019	885	460	287	12	14	2	2	-	-	-	-	-
Bookkeeping-machine operators:																				
Class A	1,253	39.5	79.50	78.50	71.00—91.50	-	-	62	204	417	228	232	59	38	13	-	-	-	-	-
Class B	4,094	39.5	65.00	65.00	56.50—74.00	10	454	868	1,481	641	495	98	33	14	-	-	-	-	-	-
Clerks:																				
Accounting, class A	4,830	39.5	84.00	83.50	73.00—96.00	-	11	158	728	1,091	1,173	796	478	298	82	13	2	-	-	-
Accounting, class B	12,807	39.0	65.50	66.00	57.00—75.50	233	1,006	2,867	3,880	2,925	1,301	363	199	25	3	4	-	1	-	-
File, class A	341	39.0	67.00	66.00	58.50—75.50	-	4	96	122	62	39	11	7	-	-	-	-	-	-	-
File, class B	3,418	39.0	56.00	55.50	48.00—64.50	62	997	1,164	779	364	37	14	1	-	-	-	-	-	-	-
File, class C	2,631	39.5	52.00	52.00	46.00—58.00	30	1,031	1,153	360	54	-	3	-	-	-	-	-	-	-	-
Order	3,545	39.5	62.50	62.50	54.00—71.50	2	485	1,013	1,058	713	197	59	12	5	1	-	-	-	-	-
Payroll	4,036	39.0	73.50	72.50	63.00—84.50	-	124	564	1,096	930	672	386	162	73	12	17	-	-	-	-
Comptometer operators	8,724	38.5	71.00	70.50	62.00—80.50	5	401	1,325	2,492	2,260	1,420	442	273	90	11	5	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)																				
263	38.5	64.00	64.50	55.00—74.00	-	30	71	66	73	18	5	-	-	-	-	-	-	-	-	-
Keypunch operators:																				
Class A	1,180	39.0	75.00	75.50	66.50—84.00	-	3	133	254	380	279	101	16	14	-	-	-	-	-	-
Class B	2,834	39.0	66.00	65.50	57.50—74.50	-	163	739	946	631	225	64	66	-	-	-	-	-	-	-
Office girls	1,061	39.0	57.50	57.00	51.50—64.50	10	190	477	276	98	3	5	2	-	-	-	-	-	-	-
Secretaries	9,622	39.0	88.00	88.50	76.50—100.50	-	19	386	995	1,517	2,240	1,981	1,343	708	313	74	22	19	1	4
Stenographers:																				
General	3,991	39.0	69.00	69.00	61.00—77.50	23	155	688	1,278	1,128	462	163	71	19	4	-	-	-	-	-
Senior	1,367	39.5	82.00	83.00	74.00—90.00	-	1	60	130	359	478	226	84	17	12	-	-	-	-	-
Switchboard operators	4,456	39.5	60.50	60.00	51.50—69.50	106	825	1,294	1,188	714	242	60	22	5	-	-	-	-	-	-
Switchboard operator-receptionists	2,767	40.0	64.00	63.50	56.00—72.00	10	227	787	977	404	228	80	36	17	-	1	-	-	-	-
Tabulating-machine operators:																				
Class B	438	39.5	83.50	84.00	80.00—87.50	-	-	10	40	60	283	37	8	-	-	-	-	-	-	-
Class C	424	39.5	70.50	69.50	62.00—79.00	-	20	58	141	110	73	15	7	-	-	-	-	-	-	-
Transcribing-machine operators, general																				
675	39.5	68.00	69.00	61.00—76.50	-	32	115	216	220	77	12	3	-	-	-	-	-	-	-	-
Typists:																				
Class A	1,709	39.5	72.50	72.50	64.00—81.50	-	38	182	495	517	332	90	53	2	-	-	-	-	-	-
Class B	6,433	39.5	61.50	61.50	54.00—69.50	13	802	2,060	2,019	1,161	273	70	30	3	2	-	-	-	-	-
Professional and technical																				
Men																				
Draftsmen, senior																				
318	39.0	129.50	128.50	116.00—145.00	-	-	-	-	-	1	15	27	61	66	52	34	35	11	16	-
Women																				
Nurses, industrial (registered)																				
386	39.5	88.00	90.00	80.00—98.50	-	-	1	25	72	93	117	48	25	4	1	-	-	-	-	-

¹ For definition of terms, see footnote 1, table A-1.² Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-7. Office Occupations—Finance¹(Average weekly earnings² for selected occupations studied in all metropolitan areas, February 1963³)

Sex, occupation, and grade	Number of workers	Average weekly hours ²	Earnings ²			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50-\$60	\$60-\$70	\$70-\$80	\$80-\$90	\$90-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$170	\$170 and over	
<u>Office clerical</u>																					
<u>Men</u>																					
Clerks:																					
Accounting, class A	3,151	37.5	\$96.00	\$96.50	\$84.50-\$108.00	-	-	17	149	359	576	743	654	385	168	76	24	-	-	-	
Accounting, class B	2,534	37.5	76.50	77.50	66.50-87.00	-	13	256	570	582	675	308	125	5	-	-	-	-	-	-	
Office boys	6,145	37.5	58.00	57.50	51.50-65.00	1	1,140	2,532	1,813	468	174	17	-	-	-	-	-	-	-	-	
Tabulating-machine operators:																					
Class A	2,233	38.0	102.50	101.50	92.00-110.00	-	-	-	11	88	348	562	666	285	172	53	19	19	10	-	
Class B	4,612	38.0	85.50	86.00	75.50-96.00	-	2	101	512	940	1,271	1,046	520	144	63	13	-	-	-	-	
Class C	2,823	37.5	71.50	71.50	63.50-79.00	-	35	371	886	903	355	227	43	2	1	-	-	-	-	-	
<u>Women</u>																					
Billers, machine (billing machine)																					
Bookkeeping-machine operators:	566	36.5	69.00	67.00	62.50-75.00	-	10	59	307	95	43	52	-	-	-	-	-	-	-	-	
Class A	3,409	38.5	73.50	73.00	64.00-83.00	-	21	449	969	921	616	327	57	9	40	-	-	-	-	-	
Class B	23,073	38.5	62.50	61.50	54.50-69.00	-	1,962	8,246	8,038	3,307	1,197	243	79	1	-	-	-	-	-	-	
Clerks:																					
Accounting, class A	6,537	38.0	83.50	83.50	72.50-94.50	-	-	182	1,033	1,530	1,570	1,301	570	282	56	13	-	-	-	-	
Accounting, class B	15,144	38.0	64.50	64.00	56.00-72.00	-	1,247	4,152	5,378	2,901	1,260	189	17	-	-	-	-	-	-	-	
File, class A	4,674	37.5	70.50	69.00	62.00-78.50	-	53	727	1,731	1,182	629	243	71	13	25	-	-	-	-	-	
File, class B	16,297	38.0	59.00	58.50	53.00-65.50	-	2,011	7,315	5,183	1,409	309	65	3	2	-	-	-	-	-	-	
File, class C	14,118	38.0	54.50	54.00	48.00-59.50	5	4,299	6,529	2,965	284	36	-	-	-	-	-	-	-	-	-	
Payroll	2,269	37.5	82.00	82.50	71.50-94.50	-	32	153	317	491	518	405	252	61	24	13	1	2	-	-	
Comptometer operators	1,690	37.5	72.00	70.00	63.00-80.50	-	23	220	608	397	286	123	28	5	-	-	-	-	-	-	
Duplicating-machine operators (Mimeograph or Ditto)																					
Keypunch operators:	649	38.0	60.00	59.00	51.50-67.50	-	124	221	191	90	20	3	-	-	-	-	-	-	-	-	
Class A	6,360	38.0	74.00	74.00	66.00-82.00	-	33	567	1,679	2,192	1,336	435	115	3	-	-	-	-	-	-	
Class B	12,260	38.0	64.00	63.50	55.50-71.50	-	1,033	3,594	4,194	2,183	973	237	46	-	-	-	-	-	-	-	
Office girls	5,331	37.5	57.00	56.50	51.00-63.00	-	1,101	2,397	1,584	234	15	-	-	-	-	-	-	-	-	-	
Secretaries	39,865	37.5	89.00	88.50	77.00-100.00	-	55	1,059	4,092	6,978	9,238	8,653	5,116	2,595	1,146	513	239	126	46	9	
Stenographers:																					
General	23,275	38.0	69.50	69.00	61.00-78.00	-	536	4,432	7,576	6,276	3,447	933	75	-	-	-	-	-	-	-	
Senior	9,746	38.0	80.00	80.50	71.50-89.50	-	95	270	1,720	2,684	2,722	1,821	319	106	9	-	-	-	-	-	
Switchboard operators	6,234	38.0	72.50	72.00	63.50-82.00	-	202	699	1,847	1,692	1,203	486	57	37	7	4	-	-	-	-	
Switchboard operator-receptionists	2,691	38.0	69.50	68.50	61.50-79.00	-	107	397	968	612	449	129	29	-	-	-	-	-	-	-	
Tabulating-machine operators:																					
Class B	1,774	37.5	81.50	82.00	73.00-89.50	-	6	68	219	473	595	257	117	28	11	-	-	-	-	-	
Class C	1,554	37.5	65.50	65.50	56.50-74.50	-	94	449	424	437	111	26	12	1	-	-	-	-	-	-	
Transcribing-machine operators; general																					
Typists:	8,631	38.0	67.00	66.00	58.00-76.00	-	446	2,162	2,788	1,834	1,130	211	33	11	7	4	1	3	1	-	
Class A	15,913	37.5	71.00	70.50	63.50-78.00	-	192	1,917	5,579	5,166	2,384	616	52	2	5	-	-	-	-	-	
Class B	44,253	37.5	60.00	60.00	53.50-67.00	11	4,929	17,428	15,889	5,147	762	83	3	1	-	-	-	-	-	-	
<u>Professional and technical</u>																					
<u>Women</u>																					
Nurses, industrial (registered)																					
	468	37.5	97.50	97.50	90.00-106.50	-	-	2	-	19	96	160	111	59	14	6	1	-	-	-	

¹ Finance, insurance, and real estate.² For definition of terms, see footnote 1, table A-1.³ Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-8. Office Occupations—Services

(Average weekly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Sex, occupation, and grade	Number of workers	Average weekly hours ¹	Earnings ¹			Number of workers receiving straight-time weekly earnings of—															
			Mean	Median	Middle range	Under \$40	\$40 and under \$50	\$50-\$60	\$60-\$70	\$70-\$80	\$80-\$90	\$90-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$170	\$170-\$180	\$180 and over
Office clerical																					
Men																					
Clerks:																					
Accounting, class A.....	1,105	38.0	\$102.50	\$101.50	\$92.00-\$114.50	-	-	6	9	70	139	286	246	164	93	46	22	11	9	4	-
Accounting, class B.....	551	38.0	79.00	79.50	70.50- 88.00	-	2	39	92	154	160	57	24	20	3	-	-	-	-	-	-
Payroll.....	274	38.5	91.00	93.00	79.00-103.00	-	-	7	14	54	41	72	65	9	-	7	-	5	-	-	-
Office boys.....	2,271	37.5	59.00	58.50	52.50- 66.50	1	318	954	662	292	30	10	4	-	-	-	-	-	-	-	-
Tabulating-machine operators:																					
Class A.....	335	38.5	113.50	113.00	103.00-122.50	-	-	-	-	1	14	44	78	102	55	13	21	1	6	-	-
Class B.....	619	38.5	96.50	97.00	86.50-108.00	-	-	5	13	54	130	160	128	68	55	6	-	-	-	-	-
Women																					
Billers, machine:																					
Billing machine.....	556	39.0	69.50	71.00	60.00- 79.50	-	31	106	126	160	107	25	-	1	-	-	-	-	-	-	-
Bookkeeping machine.....	883	39.5	66.50	66.00	57.00- 77.50	8	57	223	263	148	133	50	-	1	-	-	-	-	-	-	-
Bookkeeping-machine operators:																					
Class A.....	463	39.5	84.00	83.50	73.50- 94.50	-	-	5	64	128	100	115	29	3	15	4	-	-	-	-	-
Class B.....	1,338	38.5	73.50	73.50	63.50- 84.00	-	65	143	348	334	271	120	27	24	6	-	-	-	-	-	-
Clerks:																					
Accounting, class A.....	2,947	38.0	89.50	90.50	78.00-101.50	-	-	31	238	580	580	711	547	191	40	23	2	4	-	-	-
Accounting, class B.....	4,718	38.5	69.00	69.00	61.50- 78.00	8	172	788	1,572	1,245	674	213	43	3	-	-	-	-	-	-	-
File, class A.....	806	38.0	78.50	77.50	70.00- 86.50	-	-	13	191	274	201	75	40	4	8	-	-	-	-	-	-
File, class B.....	3,143	38.5	62.00	61.00	54.50- 68.00	-	266	1,179	1,117	354	159	66	2	-	-	-	-	-	-	-	-
File, class C.....	1,900	39.0	54.00	54.00	48.50- 59.00	8	558	948	319	61	6	-	-	-	-	-	-	-	-	-	-
Order.....	466	38.0	63.50	64.50	57.50- 71.00	-	36	110	194	107	11	8	-	-	-	-	-	-	-	-	-
Payroll.....	2,124	39.0	77.50	78.00	66.50- 88.50	14	87	167	409	489	500	255	163	29	7	4	-	-	-	-	-
Comptometer operators.....	1,204	38.5	75.50	76.00	66.50- 86.50	-	2	89	319	314	282	186	11	1	-	-	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto).....																					
311	38.5	73.50	73.00	65.00- 83.50	-	3	23	102	87	56	39	1	-	-	-	-	-	-	-	-	-
Keypunch operators:																					
Class A.....	901	38.5	82.50	83.00	73.00- 90.00	-	-	9	168	169	328	159	57	3	4	-	4	-	-	-	-
Class B.....	1,620	38.5	70.50	72.00	61.50- 79.00	-	50	298	355	565	234	106	10	2	-	-	-	-	-	-	-
Office girls.....	660	38.5	60.50	60.00	52.00- 67.50	-	120	210	226	68	34	2	-	-	-	-	-	-	-	-	-
Secretaries.....	21,004	37.5	94.00	93.50	83.00-105.00	-	30	232	825	2,602	4,945	5,406	3,527	1,728	1,044	425	76	114	27	7	16
Stenographers:																					
General.....	4,974	38.0	76.50	77.00	68.50- 85.50	3	95	272	1,054	1,537	1,349	503	121	40	-	-	-	-	-	-	-
Senior.....	3,963	38.5	88.00	88.50	79.50- 96.50	-	-	30	258	739	1,098	1,278	423	95	21	21	-	-	-	-	-
Switchboard operators.....	6,966	41.0	59.50	59.00	48.50- 72.50	791	1,100	1,816	1,190	1,283	577	152	5	-	-	-	-	-	-	-	-
Switchboard operator-receptionists.....	2,072	38.5	73.50	74.50	65.00- 83.50	3	71	194	482	631	516	100	53	12	10	-	-	-	-	-	-
Transcribing-machine operators, general.....																					
1,959	38.5	73.50	73.00	65.00- 80.50	-	13	184	573	674	350	119	23	16	7	-	-	-	-	-	-	-
Typists:																					
Class A.....	4,904	38.0	78.00	79.00	76.50- 87.00	-	11	203	917	1,468	1,496	648	120	41	-	-	-	-	-	-	-
Class B.....	8,045	38.5	64.50	65.00	57.00- 73.50	11	628	1,945	2,817	1,924	594	126	-	-	-	-	-	-	-	-	-
Professional and technical																					
Men																					
Draftsmen:																					
Leader.....	1,747	39.5	168.50	168.50	153.50- 186.00	-	-	-	-	-	-	-	6	24	66	97	135	314	273	234	598
Senior.....	8,499	40.0	136.00	137.50	121.00- 154.50	-	-	-	-	43	61	234	725	951	1,200	1,421	1,151	1,284	796	400	233
Junior.....	3,806	39.5	101.50	102.50	88.50- 118.00	-	-	41	187	295	504	694	802	419	492	135	119	94	24	-	-
Tracers.....	340	39.5	72.00	72.00	62.50- 85.00	-	3	58	100	43	100	30	6	-	-	-	-	-	-	-	-

¹ For definition of terms, see footnote 1, table A-1.² Average month of reference. Data were collected during the period July 1962 through June 1963.

Table A-9. Plant Occupations by Region—All Industries

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region,² February 1963³)

Occupation ⁴ and region	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																					
		Mean	Median	Middle range	Under \$1.70	\$1.70 and under	\$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	\$3.50 and over
						\$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		
Maintenance and powerplant																										
Carpenters, maintenance.....	20,654	\$2.98	\$3.03	\$2.64—\$3.31	201	152	222	206	287	287	439	452	1,040	1,473	1,150	1,034	1,264	1,320	2,557	1,924	1,359	1,360	2,033	305	1,589	
Northeast.....	7,334	2.89	2.88	2.57—3.11	18	10	75	68	137	117	251	305	508	516	682	457	627	496	1,172	451	316	288	254	67	519	
South.....	4,680	2.87	3.05	2.48—3.43	160	138	146	113	116	150	99	95	191	206	152	191	95	201	541	335	144	114	2,767	70	147	
North Central.....	6,111	3.09	3.12	2.77—3.35	23	4	1	25	34	20	81	38	306	533	250	289	384	476	458	764	536	705	449	102	633	
West.....	2,529	3.15	3.14	2.92—3.31	-	-	-	-	-	-	8	14	35	218	66	97	158	147	386	374	363	253	54	66	290	
Electricians, maintenance.....	52,371	3.17	3.22	2.94—3.44	55	66	149	213	322	284	381	443	1,120	1,509	2,059	2,577	2,682	3,307	3,873	5,856	6,498	5,643	6,094	4,471	4,769	
Northeast.....	15,507	3.04	3.06	2.77—3.27	-	10	8	71	101	72	132	271	733	727	993	1,028	1,025	1,596	1,521	2,001	1,948	830	1,039	562	837	
South.....	9,698	3.09	3.18	2.81—3.46	49	56	140	127	194	183	201	59	236	362	307	462	380	406	744	1,202	722	672	1,361	1,070	765	
North Central.....	21,305	3.27	3.30	3.06—3.49	6	-	1	15	27	29	45	109	145	393	679	892	1,131	1,102	1,190	2,110	2,848	2,747	2,898	2,480	2,458	
West.....	5,861	3.33	3.32	3.17—3.45	-	-	-	-	-	-	3	4	6	27	80	195	146	203	418	543	980	1,394	796	357	709	
Engineers, stationary.....	23,405	3.00	3.05	2.66—3.37	313	176	173	230	451	418	890	641	803	1,090	1,081	1,460	1,597	1,275	2,082	1,925	1,829	1,572	1,531	1,458	2,410	
Northeast.....	7,852	2.95	2.93	2.59—3.25	59	64	32	41	109	120	468	304	348	456	484	577	748	398	747	617	594	242	382	211	851	
South.....	4,685	2.75	2.84	2.24—3.24	232	98	109	161	241	237	222	170	186	178	157	240	266	168	375	663	474	150	364	224	170	
North Central.....	7,863	3.11	3.17	2.80—3.47	22	14	22	23	82	57	187	150	240	311	335	543	414	510	530	700	467	853	625	850	928	
West.....	3,005	3.21	3.17	2.97—3.43	-	-	10	5	19	4	13	17	29	145	105	100	169	199	430	345	294	327	160	173	461	
Firemen, stationary boiler.....	17,373	2.49	2.52	2.15—2.90	2,009	303	510	586	534	782	1,108	1,101	1,557	1,114	1,127	1,290	1,003	867	699	846	629	377	501	201	229	
Northeast.....	6,908	2.44	2.44	2.15—2.73	557	126	176	377	260	435	572	630	827	472	562	579	265	393	199	89	80	95	49	-	165	
South.....	3,013	2.09	1.98	1.39—2.78	1,242	101	86	95	50	154	122	104	45	93	65	127	89	74	84	147	192	33	94	-	14	
North Central.....	6,698	2.70	2.73	2.39—3.11	198	69	242	106	213	191	340	349	602	465	411	480	549	356	377	584	348	249	350	169	50	
West.....	754	2.65	2.68	2.46—2.87	12	7	6	8	11	2	74	18	83	84	89	104	100	44	39	24	9	-	-	-	32	
Helpers, maintenance trades.....	31,855	2.46	2.52	2.25—2.76	1,842	585	773	799	1,130	1,805	2,180	2,003	4,070	4,779	2,333	2,773	2,869	1,663	1,288	678	84	157	4	2	38	
Northeast.....	10,323	2.43	2.45	2.19—2.63	261	148	316	380	568	1,003	991	627	1,992	1,613	824	673	337	272	185	381	23	93	-	-	36	
South.....	10,177	2.39	2.49	2.06—2.85	1,502	323	307	234	321	355	574	544	993	1,230	180	485	1,253	934	815	82	34	-	-	1	1	
North Central.....	7,596	2.56	2.58	2.40—2.78	58	79	135	154	212	373	459	444	917	1,224	740	1,073	858	378	284	120	52	30	4	1	1	
West.....	3,759	2.57	2.58	2.43—2.74	21	35	15	31	29	74	156	388	568	712	589	542	421	79	4	95	-	-	-	-	-	
Machine-tool operators, toolroom.....																										
Northeast.....	5,530	2.96	2.94	2.67—3.31	-	-	9	41	90	39	65	220	304	409	283	633	532	350	333	415	398	357	502	390	160	
South.....	1,902	3.04	3.11	2.93—3.25	-	-	14	16	29	10	26	25	39	26	76	93	59	226	285	208	572	93	45	16	44	
North Central.....	14,825	3.25	3.33	3.09—3.50	-	-	-	-	4	24	43	50	88	262	434	706	571	787	851	1,012	1,927	1,984	2,495	2,379	1,208	
West.....	2,430	3.18	3.20	3.09—3.28	-	-	-	-	-	-	-	-	-	-	16	48	74	168	347	558	783	223	153	27	33	
Machinists, maintenance.....	44,030	3.16	3.22	2.91—3.42	16	27	175	192	227	219	405	556	912	1,339	1,888	2,301	2,530	2,414	3,372	4,485	6,252	4,523	5,354	2,735	4,108	
Northeast.....	16,016	3.06	3.09	2.75—3.29	-	-	4	63	62	102	269	430	638	646	1,082	1,340	1,186	1,105	1,183	1,871	2,282	836	1,194	380	1,343	
South.....	8,090	3.12	3.21	2.87—3.45	16	27	171	120	165	102	119	57	127	347	201	395	253	392	601	882	827	294	1,858	434	702	
North Central.....	14,727	3.24	3.29	3.03—3.46	-	-	-	9	-	15	17	69	108	307	506	450	973	881	1,075	1,034	2,251	2,483	1,538	1,484	1,527	
West.....	5,197	3.30	3.31	3.15—3.46	-	-	-	-	-	-	-	-	39	39	99	116	118	36	513	698	892	910	764	437	536	
Mechanics, automotive (maintenance).....																										
Northeast.....	10,836	2.91	2.87	2.65—3.14	377	388	485	545	917	818	1,031	1,873	1,543	2,269	1,933	2,981	3,844	3,825	4,299	7,047	3,732	3,521	2,040	859	964	
South.....	11,242	2.63	2.74	2.23—3.04	276	250	397	492	672	533	675	402	444	699	564	569	1,004	1,037	1,055	931	646	218	305	70	3	
North Central.....	14,562	3.00	3.09	2.83—3.23	18	28	25	29	84	89	141	280	596	716	496	800	1,166	1,202	1,727	3,086	1,542	1,387	855	179	116	
West.....	7,958	3.18	3.19	3.05—3.37	-	4	4	-	3	19	11	93	139	95	144	264	325	503	734	1,773	824	1,456	602	507	458	
Mechanics, maintenance.....	63,420	2.99	3.04	2.72—3.32	116	237	453	576	902	1,041	1,262	1,873	2,219	3,289	3,229	4,028	5,135	4,976	5,408	7,067	4,685	4,484	6,336	3,500	2,604	
Northeast.....	19,532	2.92	2.95	2.65—3.17	28	29	39	141	140	398	379	859	819	1,393	1,277	1,431	1,916	1,899	1,949	2,784	1,318	735	842	294	862	
South.....	15,675	2.85	2.94	2.45—3.34	88	198	381	423	657	566	680	544	713	993	717	914	613	964	762	1,445	712	888	2,673	232	512	
North Central.....	20,909	3.09	3.13	2.83—3.43	-	10	15	12	105	77	191	432	627	793	990	1,452	1,669	1,799	1,825	1,443	1,936	1,619	2,316	2,769	829	
West.....	7,304	3.14	3.16	2.96—3.44	-	-	18	-	-	-	12	38	60	110	245	231	937	314	872	1,395	719	1,242	505	205	401	
Millwrights.....	24,578	3.16	3.19	3.01—3.41	4	-	5	29	25	26	113	193	350	802	556	921	1,589	1,306	1,812	5,202	2,061	3,047	5,166	320	1,051	
Northeast.....	5,682	3.09	3.12	2.87—3.34	-	-	4	12	13	7	21	65	195	261	220	261	503	455	609	1,062	377	530	568	64	455	
South.....	3,545	3.16	3.18	3.11—3.41	4	-	-	17	8	19	42	51	32	89	68	55	85	178	173	1,196	417	127	841	-	143	
North Central.....	14,479	3.19	3.23	3.05—3.42	-	-	1	-	4	-	50	77	90	446	252	603	953	668	1,002	2,848	896	2,328	3,661	249	351	
West.....	872	3.25	3.25	3.18—3.38	-	-	-	-	-	-	-	-	33	6	16	2	48	5	28	96	371	62	96	7	102	

See footnotes at end of table.

Table A-9. Plant Occupations by Region—All Industries—Continued

19

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region, ² February 1963³)

Occupation ⁴ and region	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																					
		Mean	Median	Middle range	Under \$1.70	\$1.70 and under \$1.80	\$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	
					\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over	
Maintenance and powerplant—Continued																										
Oilers	14,228	\$2.50	\$2.56	\$2.32-\$2.78	1,027	174	257	232	345	578	698	1,245	1,648	1,536	1,573	1,746	1,280	606	317	465	151	197	21	51	81	
Northeast.....	4,407	2.46	2.48	2.22-2.69	204	119	131	87	205	300	277	476	539	560	434	402	258	98	80	80	26	23	16	19	73	
South.....	3,167	2.25	2.41	1.67-2.67	808	52	17	58	202	116	186	275	338	270	297	234	102	147	86	96	27	3	3	-	-	
North Central.....	5,123	2.67	2.71	2.47-2.85	15	3	64	70	77	135	176	373	510	488	569	960	793	197	149	265	98	171	2	-	8	
West.....	1,531	2.60	2.60	2.44-2.78	-	-	45	17	11	27	59	121	261	218	273	150	127	164	2	24	-	-	-	32	-	
Painters, maintenance	14,636	2.92	2.98	2.60-3.29	397	142	107	168	242	286	357	465	528	972	830	768	883	1,475	1,270	1,002	1,199	1,055	1,320	263	907	
Northeast.....	4,749	2.74	2.75	2.48-3.04	95	35	40	72	130	162	154	255	318	495	458	303	322	522	496	271	140	221	111	35	114	
South.....	3,867	2.84	3.02	2.40-3.41	285	101	62	81	91	83	156	104	92	143	115	143	146	278	283	106	336	181	892	163	26	
North Central.....	4,254	3.10	3.14	2.82-3.36	17	6	5	15	21	38	41	102	117	259	144	254	243	429	287	409	542	430	283	26	586	
West.....	1,766	3.13	3.10	2.90-3.32	-	-	-	-	-	3	6	4	1	75	113	68	172	246	204	216	181	223	34	39	181	
Pipefitters, maintenance	28,117	3.19	3.25	3.03-3.43	-	3	16	40	57	97	87	269	425	534	806	1,021	1,265	1,478	3,262	3,265	2,640	4,066	6,537	1,120	1,129	
Northeast.....	8,201	3.02	3.05	2.81-3.24	-	-	6	16	40	69	51	207	301	351	415	503	730	646	1,679	807	748	657	614	71	290	
South.....	7,352	3.31	3.43	3.18-3.48	-	3	10	24	17	24	22	18	36	30	180	155	50	292	423	729	336	261	3,689	854	199	
North Central.....	10,569	3.23	3.30	3.10-3.41	-	-	-	-	-	4	14	43	79	153	157	352	408	530	855	1,578	1,099	2,516	2,077	195	509	
West.....	1,995	3.26	3.28	3.12-3.37	-	-	-	-	-	-	-	1	9	-	54	11	77	10	305	151	457	632	157	-	131	
Plumbers, maintenance.....	2,661	2.91	2.92	2.70-3.14	12	27	38	40	18	10	89	41	110	101	164	377	243	328	280	331	138	73	41	33	167	
Northeast.....	1,292	2.85	2.85	2.69-3.00	-	3	16	18	10	4	32	27	93	55	71	230	166	253	160	40	33	17	14	10	40	
South.....	270	2.47	2.55	1.96-2.93	12	24	19	22	-	6	36	1	6	21	27	9	16	15	17	5	10	6	5	9	4	
North Central.....	651	3.11	3.10	2.73-3.32	-	-	3	-	8	-	21	13	11	25	56	82	44	33	30	122	34	44	19	14	92	
West.....	448	3.11	3.13	3.00-3.19	-	-	-	-	-	-	-	-	-	-	10	56	17	27	73	164	61	6	3	-	31	
Sheet-metal workers, maintenance.....	6,059	3.16	3.21	3.00-3.40	-	-	-	10	25	4	12	32	67	108	140	371	399	330	568	917	682	894	1,235	82	183	
Northeast.....	1,988	3.05	3.07	2.83-3.28	-	-	-	6	4	-	15	51	60	94	205	199	165	270	323	133	188	222	9	44	44	
South.....	1,044	3.21	3.33	3.08-3.46	-	-	-	2	19	-	10	2	13	35	15	45	17	56	60	156	80	49	407	35	43	
North Central.....	2,489	3.25	3.31	3.14-3.41	-	-	8	-	-	-	2	15	-	13	28	82	115	79	131	380	343	610	576	30	77	
West.....	538	3.13	3.13	2.97-3.28	-	-	-	-	-	-	-	-	3	-	3	39	68	30	107	58	126	47	30	8	19	
Tool and die makers.....	49,389	3.32	3.40	3.08-3.62	-	-	-	14	-	9	43	134	436	846	1,125	1,669	2,555	2,567	3,488	4,024	3,339	4,652	5,030	4,944	14,514	
Northeast.....	15,791	3.15	3.15	2.89-3.45	-	-	-	-	4	38	100	278	566	729	951	1,394	1,574	1,519	1,509	1,122	1,507	1,077	1,314	2,109	2,109	
South.....	2,667	3.13	3.17	2.86-3.40	-	-	-	14	-	5	5	22	84	141	146	99	246	98	206	376	282	271	181	197	294	
North Central.....	25,832	3.43	3.54	3.25-3.66	-	-	-	-	-	-	12	72	131	227	555	840	824	1,309	1,797	1,480	1,738	2,858	2,778	11,211	211	
West.....	5,099	3.38	3.39	3.25-3.54	-	-	-	-	-	-	-	-	2	8	23	64	75	71	454	342	455	1,136	914	655	900	
Custodial and material movement																										
Elevator operators, passenger	9,071	1.77	1.80	1.41-2.24	467	338	488	713	235	447	474	274	1,130	966	202	195	328	1,495	965	75	129	108	11	30	1	
Northeast.....	5,637	1.88	1.85	1.70-2.23	-	84	236	169	97	354	277	174	1,006	867	145	149	296	1,405	122	21	102	95	7	30	1	
South.....	936	1.02	1.07	.80-1.20	333	207	157	150	24	12	4	2	6	16	7	11	6	1	-	-	-	-	-	-	-	
North Central.....	1,943	1.85	2.01	1.29-2.35	123	19	95	265	107	54	127	50	86	10	33	4	12	830	51	27	13	4	-	-	-	
West.....	555	1.64	1.62	1.28-1.89	11	28	-	129	7	27	66	48	32	73	17	2	22	77	13	3	-	-	-	-	-	
Elevator operators, passenger (women).....	9,339	1.26	1.20	1.04-1.55	1,590	1,891	1,239	885	543	599	568	393	785	189	164	133	50	193	28	37	32	17	3	-	-	
Northeast.....	2,580	1.47	1.40	1.16-1.76	29	395	361	307	201	110	106	158	442	111	110	110	32	46	8	32	3	16	3	-	-	
South.....	2,863	.90	1.02	.66-1.10	1,200	938	418	179	53	27	10	2	4	8	-	11	10	3	-	-	-	-	-	-	-	
North Central.....	2,671	1.26	1.24	1.07-1.46	353	433	423	342	232	373	184	142	103	31	10	3	4	15	14	5	4	-	-	-	-	
West.....	1,225	1.61	1.59	1.43-1.78	8	125	37	57	57	89	268	91	236	39	44	9	4	129	6	-	25	1	-	-	-	

See footnotes at end of table.

Table A-9. Plant Occupations by Region—All Industries—Continued

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions in all metropolitan areas by region, ² February 1963³)

Occupation ⁴ and region	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																						
		Mean	Median	Middle range	Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.20 and over	
					154	955	3,112	4,172	3,253	2,854	3,368	3,827	3,392	2,844	3,322	4,008	4,749	4,689	5,715	8,669	10,145	33,309	57,507	38,808	14,622		
Custodial and material movement—Continued																											
Truckdrivers ⁵	213,474	\$2.64	\$2.81	\$2.43—\$3.00	154	955	3,112	4,172	3,253	2,854	3,368	3,827	3,392	2,844	3,322	4,008	4,749	4,689	5,715	8,669	10,145	33,309	57,507	38,808	14,622		
Northeast.....	66,575	2.78	2.80	2.60—3.00	-	-	105	115	476	172	347	1,354	742	445	845	807	1,563	1,313	1,449	2,080	4,462	17,366	16,663	10,388	5,883		
South.....	50,936	2.14	2.23	1.50—2.82	145	922	2,961	3,876	2,400	2,465	2,428	1,767	1,910	1,240	1,494	1,753	1,589	1,717	1,870	2,340	1,910	4,690	8,737	4,637	85		
North Central.....	59,831	2.82	2.90	2.70—3.02	9	33	21	146	163	135	368	246	526	665	500	883	1,087	1,035	1,632	2,549	2,309	7,321	18,479	17,701	4,023		
West.....	36,132	2.81	2.87	2.71—3.10	-	-	25	35	214	82	225	460	214	494	483	565	510	624	764	1,700	1,464	3,932	13,628	6,082	4,631		
Truckdrivers, light (under 1½ tons).....	23,893	2.17	2.22	1.62—2.79	119	433	1,138	1,336	1,186	780	822	959	1,116	1,174	1,126	921	682	832	888	1,447	989	2,101	3,038	2,113	693		
Northeast.....	5,161	2.29	2.39	1.95—2.69	-	-	82	54	162	83	116	174	216	162	526	272	269	303	178	569	377	582	716	199	121		
South.....	8,073	1.63	1.49	1.24—1.89	119	406	1,013	1,136	843	592	486	507	575	416	287	182	131	224	313	100	85	195	455	8	-		
North Central.....	6,282	2.55	2.74	2.22—2.98	-	27	18	111	79	39	125	167	245	247	129	177	175	182	256	419	203	918	1,361	1,346	58		
West.....	4,377	2.48	2.54	2.02—2.98	-	-	25	35	102	66	95	111	80	349	184	290	107	123	141	359	324	406	506	560	514		
Truckdrivers, medium (1½ to and including 4 tons).....	83,301	2.58	2.77	2.34—2.94	35	514	1,700	2,167	1,594	1,418	1,810	1,340	1,259	898	1,149	1,660	1,916	2,331	2,955	3,794	4,575	13,061	25,032	10,153	3,940		
Northeast.....	24,538	2.79	2.79	2.60—2.96	-	-	23	61	247	57	133	168	313	164	180	361	553	595	684	576	2,118	6,235	8,301	1,904	1,865		
South.....	20,466	2.12	2.22	1.44—2.85	26	508	1,674	2,071	1,269	1,284	1,378	806	645	523	636	648	604	932	886	1,192	860	1,443	4,578	2,486	17		
North Central.....	20,187	2.74	2.83	2.53—3.00	9	6	3	35	71	77	177	60	212	171	219	489	521	545	920	1,239	923	3,141	6,395	4,129	845		
West.....	14,110	2.77	2.83	2.70—2.92	-	-	-	-	7	-	122	306	89	40	114	162	238	259	465	787	674	2,242	5,758	1,634	1,213		
Truckdrivers, heavy (over 4 tons, trailer type).....	62,114	2.83	2.92	2.72—3.12	-	4	186	310	188	398	381	1,028	412	308	633	621	919	800	963	1,261	2,153	9,308	18,031	18,771	5,439		
Northeast.....	19,333	2.84	2.89	2.67—3.12	-	-	-	-	-	-	2	610	139	14	48	56	439	97	281	286	853	5,415	3,747	6,049	1,297		
South.....	11,353	2.46	2.72	2.07—2.90	-	4	186	310	188	379	327	380	173	184	355	441	287	498	462	199	429	2,051	3,000	1,446	54		
North Central.....	20,402	2.96	3.03	2.85—3.15	-	-	-	-	-	19	52	-	59	80	68	36	160	84	178	536	547	1,209	6,373	8,625	2,376		
West.....	11,026	2.95	2.96	2.85—3.15	-	-	-	-	-	-	-	-	38	41	30	162	88	33	121	42	240	324	633	4,911	2,651	1,712	
Truckdrivers, heavy (over 4 tons, other than trailer type).....	24,112	2.76	2.84	2.53—3.03	-	1	42	98	66	168	263	428	520	154	315	487	854	540	392	1,273	1,571	4,018	6,375	3,139	3,408		
Northeast.....	10,323	2.88	2.84	2.62—3.07	-	-	-	14	12	62	394	34	45	89	85	126	207	110	293	776	2,681	2,576	865	1,954	-		
South.....	4,212	2.22	2.34	1.89—2.58	-	1	42	98	47	156	189	15	476	34	194	329	472	34	121	586	486	424	390	118	-		
North Central.....	5,717	2.88	2.95	2.77—3.08	-	-	-	-	5	-	12	19	6	9	52	155	182	58	157	248	684	2,027	1,462	641			
West.....	3,860	2.88	2.88	2.80—3.15	-	-	-	-	-	-	-	-	4	75	23	21	101	117	103	237	61	229	1,382	694	813		
Truckers, power (forklift).....	74,549	2.47	2.56	2.23—2.76	-	66	309	1,130	807	915	930	1,018	1,145	1,959	1,416	3,089	4,489	5,382	5,921	5,512	5,456	21,214	8,845	2,685	2,261		
Northeast.....	19,436	2.48	2.48	2.19—2.75	-	-	-	33	126	43	111	166	271	550	393	1,396	1,896	1,841	1,581	1,677	1,585	4,310	2,242	238	977		
South.....	14,542	2.07	2.10	1.59—2.58	-	66	283	1,097	678	816	760	768	710	977	532	594	866	1,259	672	395	512	1,760	1,135	507	155		
North Central.....	30,026	2.58	2.64	2.38—2.76	-	-	26	-	3	56	40	40	133	287	335	812	1,493	1,992	2,945	2,385	2,452	12,679	2,641	1,076	631		
West.....	10,545	2.66	2.72	2.47—2.87	-	-	-	-	-	-	19	44	31	145	156	287	234	290	723	1,055	907	2,465	2,827	864	498		
Truckers, power (other than forklift).....	18,144	2.49	2.49	2.27—2.72	-	26	42	103	87	276	45	235	98	275	369	562	1,492	1,270	1,420	2,934	1,780	4,436	1,232	696	765		
Northeast.....	5,466	2.54	2.47	2.20—2.76	-	-	-	-	-	14	-	13	22	62	147	358	744	278	448	910	239	1,143	280	510	298		
South.....	2,550	2.08	2.20	1.63—2.36	-	26	42	103	87	261	42	220	14	64	35	129	250	489	248	131	33	179	107	62	28		
North Central.....	8,057	2.56	2.56	2.42—2.71	-	-	-	-	-	1	3	2	63	144	186	54	394	403	478	1,522	1,285	2,802	320	114	286		
West.....	2,071	2.64	2.58	2.41—2.91	-	-	-	-	-	-	-	-	-	5	1	21	104	100	246	371	223	312	525	10	153		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

² For definition of regions, see footnote 2, table A-1.

³ Average month of reference. Data were collected during the period July 1962 through June 1963.

⁴ Data limited to men workers except where otherwise indicated.

⁵ Includes all drivers regardless of type and size of truck operated.

Table A-10. Plant Occupations—Manufacturing

(Average hourly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Occupation ³	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																					
		Mean	Median	Middle range	Under \$1.70	\$1.70 and under \$1.80	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over	
Maintenance and powerplant																										
Carpenters, maintenance.....	15,066	\$2.97	\$3.05	\$2.74—\$3.30	74	99	120	120	198	212	256	334	766	608	694	714	1,086	1,126	2,180	1,699	1,038	1,191	1,929	204	418	
Electricians, maintenance.....	45,250	3.17	3.22	2.95—3.43	8	48	139	172	293	240	333	375	944	1,303	1,849	1,596	2,433	3,017	3,497	5,336	5,952	4,895	5,724	3,989	3,107	
Engineers, stationary.....	15,135	3.07	3.09	2.76—3.40	28	64	35	74	144	211	578	384	497	590	585	944	1,232	937	1,385	1,123	1,236	1,305	1,185	730	1,868	
Firemen, stationary boiler.....	14,015	2.52	2.53	2.19—2.93	1,449	191	393	471	402	698	957	951	1,209	889	770	1,041	877	704	615	629	594	365	494	137	179	
Helpers, maintenance trades.....	24,908	2.49	2.54	2.26—2.80	1,341	379	595	633	848	1,462	1,608	1,482	2,709	3,891	1,590	2,255	2,377	1,563	1,244	670	61	156	4	2	38	
Machine-tool operators, toolroom.....	24,572	3.17	3.24	2.96—3.44	-	-	22	57	119	70	131	286	415	692	799	1,465	1,231	1,521	1,808	2,190	3,679	2,647	3,191	2,808	1,441	
Machinists, maintenance.....	41,542	3.16	3.22	2.92—3.42	16	27	173	173	221	219	381	546	877	1,313	1,851	1,572	2,457	2,376	3,287	4,319	6,050	4,268	5,219	2,556	3,641	
Mechanics, automotive (maintenance).....	12,763	2.89	2.99	2.59—3.26	167	207	175	287	328	307	284	291	442	760	609	769	1,020	860	945	1,484	1,000	1,382	669	411	366	
Mechanics, maintenance.....	58,208	2.99	3.04	2.72—3.32	85	203	416	513	822	934	1,175	1,731	2,022	3,013	3,050	3,652	4,723	4,653	4,950	6,695	4,096	3,958	6,072	3,432	2,013	
Millwrights.....	24,361	3.16	3.19	3.01—3.41	4	-	5	29	25	26	112	193	346	794	555	905	1,582	1,285	1,806	5,138	2,015	3,019	5,161	315	1,046	
Oilers.....	13,645	2.50	2.56	2.31—2.77	995	163	250	219	344	578	697	1,196	1,527	1,469	1,545	1,680	1,253	493	290	453	151	197	21	51	73	
Painters, maintenance.....	9,944	2.99	3.03	2.77—3.30	90	36	43	49	128	128	141	231	266	460	559	518	707	1,319	1,040	749	987	925	1,170	186	212	
Pipefitters, maintenance.....	26,774	3.19	3.25	3.03—3.43	-	3	16	40	52	95	85	267	413	529	748	791	1,188	1,460	3,172	3,184	2,455	3,953	6,438	1,096	789	
Plumbers, maintenance.....	1,589	2.94	2.97	2.80—3.16	1	16	19	33	6	6	29	34	33	54	50	114	187	286	161	287	109	54	30	23	57	
Sheet-metal workers, maintenance.....	5,777	3.17	3.22	3.02—3.40	-	-	-	10	25	4	12	32	65	105	137	231	393	326	554	879	654	878	1,226	78	168	
Tool and die makers.....	48,777	3.32	3.40	3.07—3.62	-	-	-	14	-	9	43	130	436	846	1,124	1,601	2,525	2,520	3,430	3,997	3,323	4,545	4,940	4,871	14,423	
Custodial and material movement																										
Elevator operators, passenger.....	698	2.10	2.22	1.78—2.36	-	13	22	21	24	26	27	55	16	33	51	34	171	50	16	68	23	26	11	10	1	
Guards and watchmen.....	42,517	2.30	2.41	1.99—2.69	31	1,077	1,051	1,006	883	921	1,032	1,271	1,727	1,747	2,292	3,098	2,175	2,598	2,760	3,819	3,511	5,769	4,626	971	152	
Guards.....	28,619	2.51	2.59	2.30—2.77	12	23	87	153	175	168	204	376	680	789	1,398	1,797	1,336	2,006	2,206	3,122	3,074	5,531	4,436	894	152	
Watchmen.....	13,898	1.87	1.88	1.48—2.22	19	1,054	964	853	708	753	828	895	1,047	958	894	1,301	839	592	554	697	437	238	190	77	-	
Janitors, porters, and cleaners.....	97,892	2.08	2.16	1.81—2.43	101	1,976	3,323	3,239	2,785	4,145	3,923	4,457	5,333	6,717	8,176	7,802	11,510	7,511	9,282	10,568	4,525	1,009	932	384	194	
Janitors, porters, and cleaners (women).....	9,535	1.89	1.92	1.57—2.26	6	630	637	436	378	406	606	860	670	872	597	693	654	599	1,009	319	87	37	38	1	-	
Laborers, material handling.....	126,973	2.19	2.23	1.86—2.55	168	2,959	4,032	3,364	3,069	3,540	5,245	5,087	6,902	7,802	9,782	8,067	10,210	8,064	10,857	12,915	10,289	7,217	3,113	2,051	2,240	
Order fillers.....	26,239	2.27	2.33	1.99—2.60	-	269	587	528	571	614	661	1,056	1,061	1,335	1,740	1,774	2,231	2,386	2,524	2,378	2,238	1,706	1,533	361	686	
Packers, shipping.....	32,631	2.20	2.26	1.90—2.55	-	298	652	1,003	1,020	1,228	1,181	1,393	1,339	2,498	2,193	2,121	2,257	2,852	2,877	3,382	2,844	1,307	1,007	613	566	
Packers, shipping (women).....	13,147	1.80	1.78	1.48—2.05	-	551	1,021	943	994	1,278	697	1,349	1,646	1,075	676	684	312	488	238	781	142	57	107	61	47	
Receiving clerks.....	11,907	2.42	2.44	2.17—2.74	-	90	54	90	232	244	332	304	410	664	825	1,184	1,061	1,114	1,123	877	909	1,473	586	335		
Shipping clerks.....	10,508	2.49	2.51	2.22—2.80	-	-	16	30	28	144	142	265	302	344	622	562	963	900	877	1,034	691	922	1,583	521	562	
Shipping and receiving clerks.....	9,609	2.43	2.47	2.14—2.73	-	-	16	80	174	191	251	496	269	687	644	770	683	730	663	1,082	1,356	732	452	333		
Truckdrivers ⁴	58,342	2.61	2.72	2.21—2.98	15	488	1,136	1,124	1,099	1,102	1,327	1,741	1,008	1,524	1,678	2,233	1,830	2,200	2,841	3,426	3,336	5,951	1,138	7,227	5,918	
Truckdrivers, light (under 1½ tons).....	8,264	2.30	2.39	1.90—2.81	15	138	363	364	175	208	302	302	206	688	342	264	435	348	458	492	338	671	931	1,119	105	
Truckdrivers, medium (1½ to and including 4 tons).....	22,558	2.59	2.69	2.10—2.98	-	322	561	531	699	482	730	729	495	419	699	731	856	879	566	1,292	1,357	2,060	3,994	2,255	2,901	
Truckdrivers, heavy (over 4 tons, trailer type).....	10,207	2.70	2.81	2.47—3.05	-	11	114	141	69	123	205	229	180	178	140	298	201	398	384	673	645	988	2,378	1,728	1,124	
Truckdrivers, heavy (over 4 tons, other than trailer type).....	9,918	2.69	2.68	2.24—2.99	-	-	55	10	136	250	70	449	51	199	454	699	264	254	960	713	500	690	1,882	944	1,338	
Truckers, power (forklift).....	58,812	2.47	2.54	2.23—2.75	22	129	635	535	588	667	692	869	1,475	1,092	2,828	3,865	4,747	4,976	4,566	4,476	6,945	10,653	5,838	1,203	2,011	
Truckers, power (other than forklift).....	14,400	2.50	2.55	2.23—2.74	-	40	68	87	231	40	168	82	274	352	539	1,435	1,029	945	1,079	1,614	1,925	2,366	740	658	728	

¹ For definition of terms, see footnote 1, table A-9.² Average month of reference. Data were collected during the period July 1962 through June 1963.³ Data limited to men workers except where otherwise indicated.⁴ Includes all drivers regardless of type and size of truck operated.

Table A-11. Plant Occupations—Nonmanufacturing

23

(Average hourly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Occupation ³	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean	Median	Middle range	Under \$1.70	\$1.70 and under \$1.80	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over				
Maintenance and powerplant																														
Carpenters, maintenance.....	5,588	\$2.98	\$2.83	\$2.53-33.39	127	53	102	86	89	75	183	118	274	865	456	320	178	194	377	225	321	169	104	101	1,171					
Electricians, maintenance.....	7,121	3.21	3.25	2.79- 3.58	47	18	10	41	29	44	48	68	176	206	210	981	249	290	376	520	546	748	370	482	1,662					
Engineers, stationary.....	8,270	2.86	2.95	2.50- 3.27	285	112	138	156	307	207	312	257	306	500	496	516	365	338	697	802	593	267	346	728	542					
Firemen, stationary boiler.....	3,358	2.36	2.47	1.94- 2.77	560	112	117	115	132	84	151	150	348	225	357	249	126	163	84	217	35	12	7	64	50					
Helpers, maintenance trades.....	6,947	2.37	2.45	2.21- 2.63	501	206	178	166	282	343	572	521	1,361	888	743	518	492	100	44	8	23	1	-	-	-					
Machinists, maintenance.....	2,488	3.14	3.20	2.76- 3.51	-	-	2	19	6	-	24	10	35	26	37	729	73	38	85	166	202	255	135	179	467					
Mechanics, automotive (maintenance).....	31,835	2.91	3.01	2.71- 3.19	210	181	310	258	589	511	747	889	1,101	1,509	1,324	2,212	2,824	2,965	3,354	5,563	2,732	2,139	1,371	448	598					
Mechanics, maintenance.....	5,212	3.00	3.06	2.72- 3.33	31	34	37	63	80	107	87	142	197	276	179	376	412	323	458	372	589	526	264	68	591					
Oilers.....	583	2.57	2.59	2.43- 2.91	32	11	7	13	1	-	1	49	121	67	28	66	27	113	27	12	-	-	-	-	8					
Painters, maintenance.....	4,692	2.77	2.69	2.34- 3.24	307	106	64	119	114	158	216	234	262	512	271	250	176	156	230	253	212	130	150	77	695					
Pipefitters, maintenance.....	1,343	3.25	3.25	2.83- 3.60	-	-	-	-	5	2	2	2	12	5	58	230	77	18	90	81	185	113	99	24	340					
Plumbers, maintenance.....	1,072	2.85	2.76	2.61- 3.06	11	11	19	7	12	4	60	7	77	47	114	263	56	42	119	44	29	19	11	10	110					
Sheet-metal workers, maintenance.....	282	2.98	2.80	2.74- 3.21	-	-	-	-	-	-	-	-	2	3	3	140	6	4	14	38	28	16	9	4	15					
Tool and die makers.....	612	3.29	3.35	3.01- 3.52	-	-	-	-	-	-	-	-	4	-	-	1	68	30	47	58	27	16	107	90	73	91				
					Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	and over				
Custodial and material movement																														
Elevator operators, passenger.....	8,373	1.74	1.78	1.36- 2.23	467	338	474	691	214	423	448	247	1,075	950	169	145	294	1,324	915	59	61	59	-	20	-					
Elevator operators, passenger (women).....	9,098	1.24	1.19	1.04- 1.52	1,590	1,891	1,236	871	535	576	563	378	783	131	147	85	37	181	24	37	13	17	3	-	-					
Guards and watchmen.....	35,946	1.70	1.56	1.26- 2.13	383	386	5,457	4,289	1,940	3,205	4,084	1,708	1,320	1,160	950	1,545	1,564	2,384	1,079	912	750	1,630	564	620	16					
Janitors, porters, and cleaners.....	102,696	1.66	1.66	1.28- 2.04	3,937	5,340	10,216	8,152	6,887	6,030	7,077	6,482	6,450	8,377	6,242	4,851	4,895	9,263	4,437	2,035	1,098	703	154	24	46					
Janitors, porters, and cleaners (women).....	44,182	1.48	1.52	1.22- 1.75	1,755	2,573	5,772	3,846	3,588	3,882	3,352	4,348	8,577	4,360	382	320	407	651	133	87	25	122	-	2	-					
Laborers, material handling.....	112,553	2.29	2.46	1.95- 2.71	12	1,018	5,375	3,724	2,961	2,832	2,613	3,045	2,667	2,816	2,340	3,370	3,788	5,446	8,399	9,909	13,299	20,248	13,413	4,632	646					
Order fillers.....	54,639	2.23	2.37	1.83- 2.65	-	11	1,626	1,601	1,662	1,903	1,923	1,667	2,497	3,004	2,748	1,875	2,639	2,420	2,522	4,824	5,236	11,207	3,582	1,169	523					
Packers, shipping.....	15,010	2.03	2.11	1.59- 2.51	-	97	671	755	681	703	949	756	727	802	732	579	863	1,008	921	821	1,370	2,236	227	69	43					
Packers, shipping (women).....	3,796	1.67	1.70	1.43- 1.89	-	86	211	264	291	295	397	358	502	497	310	181	181	77	44	46	23	29	4	-	-					
Receiving clerks.....	12,115	2.21	2.23	1.81- 2.62	9	30	160	209	405	400	502	615	595	851	511	861	729	619	568	687	1,130	1,610	1,036	427	161					
Shipping clerks.....	5,591	2.34	2.38	1.98- 2.75	-	-	3	40	58	55	204	253	215	339	308	345	283	344	452	438	365	695	842	201	151					
Shipping and receiving clerks.....	7,454	2.43	2.51	2.11- 2.80	-	8	26	35	113	88	166	170	225	297	285	401	496	324	513	471	810	1,140	1,004	597	285					
Truckdrivers ⁴	155,132	2.66	2.90	2.52- 3.11	154	940	2,624	3,036	2,129	1,755	2,266	2,500	1,651	1,836	1,798	2,330	2,516	2,859	3,515	5,828	6,719	24,021	46,369	31,582	8,704					
Truckdrivers, light (under 1½ tons).....	15,629	2.10	2.07	1.50- 2.76	119	418	1,000	973	822	605	614	657	814	968	438	579	418	397	540	989	497	1,092	2,107	994	588					
Truckdrivers, medium (1½ to and including 4 tons).....	60,743	2.57	2.79	2.42- 2.90	35	514	1,378	1,606	1,063	719	1,328	610	530	403	730	961	1,185	1,475	2,076	3,228	3,283	9,644	21,038	7,898	1,039					
Truckdrivers, heavy (over 4 tons, trailer type).....	51,907	2.86	2.94	2.75- 3.12	-	4	175	196	47	329	258	823	183	128	455	481	621	599	565	877	1,480	7,675	15,653	17,043	4,315					
Truckdrivers, heavy (over 4 tons, other than trailer type).....	14,194	2.81	2.89	2.66- 3.06	-	1	42	43	56	32	13	358	71	103	116	33	155	276	138	313	858	2,828	4,493	2,195	2,070					
Truckers, power (forklift).....	15,737	2.46	2.63	2.21- 2.84	-	44	180	495	272	327	263	326	276	484	324	261	624	635	945	946	980	3,616	3,007	1,482	250					
Truckers, power (other than forklift).....	3,744	2.45	2.45	2.38- 2.50	-	26	2	35	-	45	5	67	17	1	17	23	57	241	475	1,855	166	145	492	38	37					

¹ For definition of terms, see footnote 1, table A-9.² Average month of reference. Data were collected during the period July 1962 through June 1963.³ Data limited to men workers except where otherwise indicated.⁴ Includes all drivers regardless of type and size of truck operated.

Table A-12. Plant Occupations—Public Utilities¹(Average hourly earnings² for selected occupations studied in all metropolitan areas, February 1963³)

Occupation ⁴	Number of workers	Earnings ²			Number of workers receiving straight-time hourly earnings of—																					
		Mean	Median	Middle range	Under \$1.80	\$1.80 and under \$1.90	\$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	
Maintenance and powerplant																										
Carpenters, maintenance.....	1,917	\$2.77	\$2.61	\$2.54—\$3.03	-	-	-	3	19	43	3	166	685	284	121	19	54	121	58	151	66	26	40	8	50	
Electricians, maintenance.....	4,114	3.27	3.34	2.86—3.61	-	-	-	-	-	5	12	14	16	85	832	110	52	225	221	304	510	295	333	578	522	
Engineers, stationary.....	1,906	2.93	3.00	2.63—3.22	18	17	-	20	7	35	12	84	217	241	173	58	63	235	205	218	81	80	58	19	65	
Firemen, stationary boiler.....	1,985	2.70	2.65	2.50—2.91	13	-	8	-	7	14	9	79	119	180	127	113	65	83	43	58	3	8	-	37	5	
Helpers, maintenance trades.....	5,287	2.43	2.47	2.29—2.63	238	103	89	212	246	485	450	1,226	718	611	426	398	43	41	-	1	-	-	-	-	-	
Mechanists, maintenance.....	2,141	3.12	3.14	2.76—3.51	-	2	19	6	-	13	4	32	13	31	718	73	34	79	113	125	205	131	163	212	168	
Mechanics, automotive (maintenance).....	26,299	2.93	3.02	2.74—3.19	204	210	193	448	369	647	639	847	1,074	1,153	1,875	2,321	2,583	2,670	4,774	2,318	1,891	1,224	396	419	44	
Mechanics, maintenance.....	2,491	3.24	3.28	3.04—3.48	-	5	5	9	4	12	3	11	99	36	194	73	105	161	110	500	384	205	42	260	273	
Olors.....	342	2.70	2.75	2.49—2.93	-	-	4	-	-	-	3	91	29	13	66	24	106	-	6	-	-	-	-	-	-	
Painters, maintenance.....	967	2.94	2.94	2.66—3.22	3	1	6	4	8	3	4	17	138	102	125	36	87	88	81	145	47	41	14	12	5	
Pipefitters, maintenance.....	883	3.17	3.21	2.77—3.61	-	-	-	5	-	-	1	10	2	58	222	69	6	24	38	70	38	87	24	166	63	
Plumbers, maintenance.....	434	2.79	2.75	2.69—2.83	-	-	-	2	-	13	-	5	4	96	197	27	6	45	9	12	10	2	5	-	1	
					Under \$1.30	\$1.30 and under \$1.40	\$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 and over	
Custodial and material movement																										
Elevator operators, passenger.....	293	2.30	2.35	2.15—2.50	2	1	4	2	-	4	7	7	36	21	28	69	39	15	58	-	-	-	-	-	-	-
Elevator operators, passenger (women).....	441	1.88	1.84	1.67—2.08	-	23	32	14	59	90	8	77	38	12	19	18	37	-	14	-	-	-	-	-	-	
Janitors, porters, and cleaners.....	14,920	2.02	2.11	1.78—2.27	510	413	470	1,009	752	715	953	1,341	1,184	1,842	2,871	1,081	751	640	272	85	30	-	1	-	-	
Janitors, porters, and cleaners (women).....	4,356	1.70	1.67	1.51—1.85	283	423	347	694	587	758	330	91	150	289	276	84	40	2	2	-	-	-	-	-	-	
Laborers, material handling.....	49,775	2.59	2.62	2.43—2.82	506	193	415	396	376	296	219	229	717	916	1,446	5,060	5,686	7,590	4,880	7,356	5,602	4,046	2,449	1,051	346	
Order fillers.....	1,438	2.48	2.62	2.40—2.75	-	-	-	23	27	123	32	13	8	14	29	85	257	91	82	592	6	37	-	19	-	
Receiving clerks.....	1,105	2.61	2.60	2.52—2.72	-	-	-	-	7	12	10	4	26	3	12	19	106	346	264	132	64	58	7	21	14	
Shipping and receiving clerks.....	997	2.61	2.59	2.52—2.80	-	-	4	4	5	10	7	6	20	3	25	27	72	360	88	123	106	51	54	22	10	
Truckdrivers ⁵	84,029	2.85	2.89	2.76—3.04	141	44	57	179	623	205	213	441	749	171	590	1,014	2,798	2,952	5,138	9,932	19,434	14,813	9,069	11,638	3,828	
Truckdrivers, light (under 1½ tons).....	3,653	2.80	2.88	2.59—3.01	49	-	-	14	11	11	27	5	27	39	25	52	458	212	273	107	637	737	493	109	367	
Truckdrivers, medium (1½ to and including 4 tons).....	35,023	2.80	2.85	2.73—2.96	90	40	32	123	20	98	21	298	340	110	446	654	1,882	1,281	2,055	4,930	9,261	7,437	4,318	1,181	406	
Truckdrivers, heavy (over 4 tons, trailer type).....	30,921	2.92	2.96	2.82—3.13	-	-	15	24	592	31	-	133	268	13	40	196	31	653	1,455	2,784	6,280	4,905	2,957	8,242	2,302	
Truckdrivers, heavy (over 4 tons, other than trailer type).....	6,003	2.86	2.88	2.70—2.99	-	-	-	-	-	64	5	2	-	-	30	35	550	788	482	1,171	1,543	357	387	533		
Truckers, power (forklift).....	5,325	2.51	2.71	2.29—2.89	283	10	7	124	117	87	27	144	16	242	295	371	400	349	111	893	571	634	444	84	116	
Truckers, power (other than forklift).....	2,905	2.39	2.43	2.37—2.47	2	-	40	2	64	-	1	-	-	45	239	450	1,838	135	43	18	-	2	-	26	-	

¹ Transportation, communication, and other public utilities.² For definition of terms, see footnote 1, table A-9.³ Average month of reference. Data were collected during the period July 1962 through June 1963.⁴ Data limited to men workers except where otherwise indicated.⁵ Includes all drivers regardless of type and size of truck operated.

Table A-13. Plant Occupations—Wholesale Trade

(Average hourly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Occupation ³	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																					
		Mean	Median	Middle range	Under \$1.70	\$1.70 and under \$1.80	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over	
					\$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		
Maintenance and powerplant																										
Electricians, maintenance	395	\$3.00	\$2.96	\$2.79-3.24	-	1	-	-	5	7	2	-	33	6	-	48	21	120	5	45	11	39	13	12	27	
Engineers, stationary	328	2.96	3.01	2.70-3.26	9	5	-	3	4	12	10	7	2	2	28	21	17	41	27	33	43	11	5	3	45	
Helpers, maintenance trades	402	2.15	2.14	1.71-2.67	94	51	17	23	8	20	9	17	31	14	28	37	4	46	3	-	-	-	-	-	-	
Mechanics, automotive (maintenance)	2,622	2.86	2.96	2.63-3.15	39	23	50	11	48	23	16	75	157	187	99	235	231	200	402	322	198	124	118	41	23	
Mechanics, maintenance	1,133	2.81	2.88	2.55-3.06	-	-	-	6	18	37	40	64	84	75	64	79	127	148	182	104	23	16	54	8	4	
Custodial and material movement																										
Janitors, porters, and cleaners	5,246	1.76	1.74	1.39-2.13	390	544	436	290	483	356	349	430	240	282	396	327	234	167	222	52	7	19	15	7	-	
Janitors, porters, and cleaners (women)	958	1.51	1.51	1.26-1.70	182	102	99	81	140	114	88	10	47	38	42	7	5	-	3	-	-	-	-	-	-	
Laborers, material handling	36,663	2.08	2.22	1.56-2.58	3,707	2,141	1,552	1,239	867	1,465	1,209	1,461	929	1,594	1,799	1,991	1,738	2,539	4,342	3,717	1,314	1,500	713	483	363	
Order fillers	36,252	2.18	2.31	1.78-2.60	1,305	1,395	1,317	1,404	1,442	980	1,514	1,809	1,663	1,255	2,033	1,851	1,730	3,453	3,916	3,780	2,815	1,007	858	398	327	
Packers, shipping	11,447	2.10	2.22	1.67-2.55	477	502	416	466	642	541	566	489	565	312	579	823	810	742	1,252	1,469	560	30	139	61	6	
Packers, shipping (women)	1,296	1.72	1.71	1.51-1.88	46	69	98	93	191	132	293	66	77	34	58	40	22	40	17	-	16	4	-	-	-	
Receiving clerks	4,850	2.20	2.19	1.81-2.62	34	59	225	168	173	225	294	304	234	421	317	200	247	315	362	245	388	281	144	85	129	
Shipping clerks	3,815	2.34	2.39	1.97-2.75	-	24	31	38	160	177	128	228	233	179	216	192	319	353	248	169	323	441	101	102	153	
Shipping and receiving clerks	3,694	2.52	2.57	2.19-2.87	-	4	30	47	83	83	107	98	126	132	233	155	260	293	272	330	248	363	173	290	367	
Truckdrivers ⁴	42,944	2.48	2.67	2.09-3.00	1,780	1,770	1,105	1,004	917	1,255	959	688	814	501	1,689	1,487	1,143	1,696	2,713	2,987	2,289	3,469	3,980	4,579	6,119	
Truckdrivers, light (under 1½ tons)	5,604	1.91	1.63	1.40-2.41	540	444	434	260	255	440	586	447	239	228	98	131	71	212	173	127	136	17	257	299	210	
Truckdrivers, medium (1½ to and including 4 tons)	16,434	2.35	2.54	1.83-2.89	1,064	1,063	492	417	535	288	210	132	246	104	846	595	796	842	1,506	896	768	1,728	1,280	1,197	1,429	
Truckdrivers, heavy (over 4 tons, trailer type)	12,249	2.71	2.88	2.52-3.05	147	158	30	258	111	165	128	37	188	41	519	525	182	474	452	1,085	781	1,062	1,738	2,100	2,068	
Truckdrivers, heavy (over 4 tons, other than trailer type)	6,326	2.81	2.91	2.62-3.16	4	18	28	32	-	331	-	5	89	16	149	221	85	139	273	858	304	534	642	756	1,842	
Truckers, power (forklift)	6,200	2.38	2.61	2.08-2.80	112	202	170	282	114	157	150	250	26	115	263	188	359	318	292	1,102	539	783	203	444	131	
Truckers, power (other than forklift)	554	2.85	2.93	2.84-2.97	-	-	-	4	-	-	-	-	16	12	12	-	18	11	13	28	15	24	385	-	16	

¹ For definition of terms, see footnote 1, table A-9.² Average month of reference. Data were collected during the period July 1962 through June 1963.³ Data limited to men workers except where otherwise indicated.⁴ Includes all drivers regardless of type and size of truck operated.

Table A-14. Plant Occupations—Retail Trade

(Average hourly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Occupation ³	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																								
		Mean	Median	Middle range	Under \$1.50	\$1.50 and under \$1.60	\$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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over				
Maintenance and powerplant																													
Carpenters, maintenance.....	1,638	\$3.25	\$3.27	\$2.73-\$3.83	2	7	8	21	36	11	31	22	54	45	31	53	76	47	163	139	171	101	171	163	286				
Electricians, maintenance.....	628	3.16	3.16	2.74-3.57	-	-	-	1	-	2	10	18	8	14	20	52	20	34	86	61	86	72	86	7	51				
Engineers, stationary.....	1,514	2.98	3.07	2.59-3.47	5	7	26	28	11	11	59	26	56	46	27	83	65	83	153	212	191	242	95	41	47				
Firemen, stationary boiler.....	387	2.53	2.55	2.04-3.11	30	2	3	11	21	23	17	15	37	12	12	22	20	10	43	64	23	4	1	2	15				
Helpers, maintenance trades.....	365	1.96	1.88	1.58-2.29	45	56	12	34	45	15	11	18	45	26	4	19	3	11	16	4	1	-	-	-	-				
Mechanics, automotive (maintenance).....	1,614	2.80	2.93	2.52-3.14	-	14	13	38	33	22	66	27	21	95	49	151	38	52	304	370	231	26	52	12	-				
Mechanics, maintenance.....	836	2.85	2.84	2.56-3.12	2	-	-	10	8	15	4	17	29	36	50	61	49	65	217	119	83	18	18	1	34				
Painters, maintenance.....	605	3.04	3.07	2.52-3.62	10	3	1	12	13	6	10	15	25	39	6	47	16	20	67	41	31	78	78	41	46				
					Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over
Custodial and material movement																													
Elevator operators, passenger.....	865	1.45	1.42	1.13-1.69	6	172	118	74	47	79	74	93	39	50	22	12	48	15	13	2	1	-	-	-	-	-	-	-	
Elevator operators, passenger (women).....	3,329	1.19	1.12	1.05-1.32	36	1,489	590	339	283	147	150	147	53	33	43	11	1	5	2	-	-	-	-	-	-	-	-	-	
Janitors, porters, and cleaners.....	25,949	1.46	1.40	1.17-1.70	1,094	3,705	2,596	2,845	2,770	2,427	2,209	1,798	1,448	1,345	814	503	672	426	778	229	116	146	6	16	6	6	6	6	
Janitors, porters, and cleaners (women).....	4,603	1.22	1.18	1.06-1.39	164	1,596	717	589	450	332	347	120	126	87	37	13	12	7	3	-	-	-	-	-	-	-	-	-	
Laborers, material handling.....	24,986	2.03	2.10	1.53-2.51	6	1,005	1,285	1,354	1,143	1,119	1,268	1,121	1,017	1,069	1,117	988	1,043	1,905	1,568	1,615	1,281	2,948	1,548	459	127	459	127		
Order fillers.....	16,506	2.32	2.45	1.89-2.73	-	11	319	196	282	435	423	647	773	1,148	1,061	594	582	535	660	1,088	1,199	3,931	1,674	637	311	637	311		
Packers, shipping.....	3,161	1.80	1.78	1.41-2.16	-	97	192	241	248	217	261	197	156	296	114	244	188	145	109	75	117	200	54	6	4	6	4		
Packers, shipping (women).....	2,461	1.65	1.69	1.39-1.89	-	86	164	195	188	192	200	219	205	427	233	147	121	37	22	6	6	13	-	-	-	-	-		
Receiving clerks.....	5,738	2.15	2.15	1.75-2.57	-	28	113	146	170	219	302	328	246	512	250	373	397	389	271	263	421	550	434	270	56	434	270		
Shipping clerks.....	1,448	2.32	2.33	1.95-2.74	-	-	3	17	26	17	43	65	78	77	73	93	53	142	119	57	88	171	250	43	33	43	33		
Shipping and receiving clerks.....	2,270	2.26	2.28	1.94-2.70	-	8	25	28	79	36	75	70	97	103	133	216	162	125	181	71	120	318	293	124	6	124	6		
Truckdrivers.....	22,690	2.38	2.64	1.79-2.94	51	788	771	1,051	863	436	858	523	361	660	361	755	474	408	726	982	846	3,077	4,130	3,059	1,510	3,059	1,510		
Truckdrivers, light (under 1½ tons).....	3,777	1.73	1.58	1.24-2.14	42	282	434	419	315	169	302	161	118	263	106	160	156	114	81	72	70	124	368	10	11	10	11		
Truckdrivers, medium (1½ to and including 4 tons).....	6,991	2.08	2.14	1.43-2.73	9	498	265	440	488	191	411	251	198	208	100	359	176	201	332	440	346	786	943	132	217	132	217		
Truckdrivers, heavy (over 4 tons, trailer type).....	8,605	2.83	2.93	2.64-3.15	-	4	29	39	17	56	123	66	24	91	129	173	89	21	185	344	359	1,544	1,641	2,545	1,126	2,545	1,126		
Truckdrivers, heavy (over 4 tons, other than trailer type).....	1,853	2.69	2.83	2.60-2.98	-	1	38	24	28	-	6	27	7	94	24	17	2	25	18	118	35	396	603	288	102	288	102		
Truckers, power (forklift).....	4,021	2.51	2.65	2.23-2.85	-	44	31	44	87	38	25	52	37	205	154	130	115	149	203	210	332	854	805	415	91	415	91		
Truckers, power (other than forklift).....	260	2.33	2.64	1.61-2.93	-	26	-	35	-	1	3	2	17	-	1	11	-	1	7	6	18	24	81	6	24	81	6		

¹ For definition of terms, see footnote 1, table A-9.² Average month of reference. Data were collected during the period July 1962 through June 1963.³ Data limited to men workers except where otherwise indicated.⁴ Includes all drivers regardless of type and size of truck operated.

Table A-15. Plant Occupations—Finance¹(Average hourly earnings² for selected occupations studied in all metropolitan areas, February 1963³)

Occupation ⁴	Number of workers	Earnings ²			Number of workers receiving straight-time hourly earnings of—																						
		Mean	Median	Middle range	Under \$1.50	\$1.50 and under \$1.60	\$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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over		
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance and powerplant																											
Carpenters, maintenance.....	865	\$3.09	\$2.99	\$2.52-\$4.21	7	2	21	8	28	45	10	11	18	34	20	64	33	73	61	134	13	14	9	23	237		
Electricians, maintenance.....	774	3.23	3.11	2.64-3.57	14	1	-	11	6	8	4	10	11	12	10	81	70	24	81	127	44	96	3	7	154		
Engineers, stationary.....	1,954	2.95	3.09	2.56-3.50	-	24	13	7	31	41	84	103	29	53	59	78	58	149	175	295	134	519	72	10	20		
Firemen, stationary boiler.....	393	2.39	2.43	1.91-2.78	35	26	16	10	8	46	10	-	34	4	30	4	55	22	5	55	2	21	-	-	10		
Helpers, maintenance trades.....	453	2.46	2.54	2.19-2.76	23	3	5	21	6	6	6	46	19	3	35	129	23	27	79	-	22	-	-	-	-		
Painters, maintenance.....	1,600	2.82	2.64	2.29-3.46	32	-	11	41	23	85	39	65	122	123	68	149	108	78	61	110	68	36	28	311	42		
					Under \$0.70	\$0.70 and under \$0.80	\$0.80	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60 and over		
Custodial and material movement																											
Elevator operators, passenger.....	4,894	1.91	1.89	1.71-2.27	-	-	57	-	105	120	352	52	219	228	50	490	826	109	32	125	1,240	825	18	45	1		
Elevator operators, passenger (women).....	1,918	1.36	1.30	1.12-1.70	43	84	91	43	144	334	222	72	249	70	71	373	29	27	-	4	58	2	-	2	-		
Janitors, porters, and cleaners.....	19,626	1.72	1.76	1.35-2.09	26	74	333	154	305	2,020	1,536	953	1,025	1,190	1,294	1,598	2,422	899	941	574	2,183	1,594	353	98	54		
Janitors, porters, and cleaners (women).....	19,587	1.49	1.54	1.28-1.75	570	361	202	32	350	2,256	1,365	1,913	2,195	1,306	1,466	5,394	1,702	82	42	2	313	36	-	-	-		
Truckdrivers ⁵	318	1.99	2.12	1.64-2.32	-	-	1	-	-	6	31	18	20	-	10	4	17	16	26	59	27	18	13	21	31		

¹ Finance, insurance, and real estate.² For definition of terms, see footnote 1, table A-9.³ Average month of reference. Data were collected during the period July 1962 through June 1963.⁴ Data limited to men workers except where otherwise indicated.⁵ Includes all drivers regardless of type and size of truck operated.

Table A-16. Plant Occupations—Services

(Average hourly earnings¹ for selected occupations studied in all metropolitan areas, February 1963²)

Occupation ³	Number of workers	Earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean	Median	Middle range	Under \$1.50	\$1.50 and under \$1.60	\$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	\$3.40	\$3.60	\$3.60 and over		
					Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20
Maintenance and powerplant																												
Carpenters, maintenance.....	979	\$2.79	\$2.73	\$2.22-\$3.26	37	11	33	25	38	30	40	16	63	19	57	42	59	59	28	69	59	80	18	176				
Electricians, maintenance.....	1,070	2.97	3.11	2.55-3.31	16	9	7	5	5	30	11	9	22	30	99	50	35	44	29	41	83	129	299	32	85			
Engineers, stationary.....	2,547	2.63	2.66	2.20-3.12	100	43	53	59	78	101	141	59	182	139	134	120	104	92	105	90	254	238	181	167	107			
Firemen, stationary boiler.....	1,366	2.04	2.08	1.61-2.56	315	20	94	77	72	38	80	41	53	49	180	10	136	55	27	45	20	42	3	6	3			
Helpers, maintenance trades.....	439	2.09	2.15	1.72-2.51	81	14	11	20	8	34	45	13	14	24	65	9	78	17	6	-	-	-	-	-	-			
Mechanics, automotive (maintenance).....	1,223	2.73	2.84	2.34-3.16	8	7	1	36	16	33	24	93	60	77	42	91	34	39	124	23	28	328	108	15	36			
Mechanics, maintenance.....	600	2.56	2.55	2.07-3.12	14	14	1	24	24	37	49	48	4	23	48	30	20	24	25	11	40	60	102	1	1			
Painters, maintenance.....	1,400	2.46	2.46	2.00-2.95	102	108	38	53	28	22	58	61	55	68	171	171	33	25	43	31	59	87	33	35	119			
Tool and die makers.....	523	3.35	3.39	3.10-3.53	-	-	-	-	-	-	-	-	-	-	-	-	1	10	28	47	45	26	121	164	81			
Custodial and material movement																												
Elevator operators, passenger.....	2,161	1.39	1.45	1.14-1.75	404	61	198	258	105	120	135	95	538	64	16	49	76	41	1	-	-	-	-	-	-	-		
Elevator operators, passenger (women).....	3,346	1.13	1.14	.69-1.53	1,295	255	297	284	150	136	328	101	267	61	-	36	18	99	2	-	11	1	2	3	-	-		
Janitors, porters, and cleaners.....	36,770	1.60	1.62	1.22-1.96	2,257	1,309	4,982	2,966	2,316	1,818	2,187	2,283	2,341	3,228	2,949	1,941	1,410	3,455	751	345	23	121	17	35	36			
Janitors, porters, and cleaners (women).....	14,626	1.49	1.56	1.20-1.76	424	614	2,551	1,587	703	927	864	2,061	2,210	2,230	126	78	62	49	5	6	20	19	90	-	-			
Laborers, material handling.....	1,001	1.86	1.78	1.52-2.25	6	5	24	77	70	56	81	81	129	47	33	69	28	88	26	63	85	22	10	1	-			
Packers, shipping.....	314	1.91	1.98	1.58-2.16	-	-	2	9	10	19	46	15	1	16	50	23	73	37	1	4	1	1	2	3	1			
Receiving clerks.....	379	2.00	1.91	1.64-2.36	9	2	12	4	11	12	24	49	39	25	22	34	11	17	24	2	7	16	51	6				
Shipping and receiving clerks.....	436	2.20	2.18	1.89-2.49	-	-	1	3	3	-	5	13	5	89	19	21	79	19	44	30	57	14	15	14	5			
Truckdrivers ⁴	4,820	2.18	2.30	1.78-2.62	102	97	58	108	99	237	312	89	122	258	168	301	124	346	614	340	187	319	253	234	452			
Truckdrivers, light (under 1½ tons).....	2,392	2.06	2.16	1.69-2.46	76	81	37	93	67	168	43	39	95	215	81	145	95	108	318	235	31	107	198	76	84			
Truckdrivers, medium (1½ to and including 4 tons).....	2,170	2.26	2.32	1.89-2.66	26	16	21	15	32	67	260	47	24	40	79	151	24	226	294	63	140	172	32	100	341			

¹ For definition of terms, see footnote 1, table A-9.² Average month of reference. Data were collected during the period July 1962 through June 1963.³ Data limited to men workers except where otherwise indicated.⁴ Includes all drivers regardless of type and size of truck operated.

Table A-17. Office Occupations by Region and Industry Division

(Average weekly earnings ¹ for selected occupations by region ² and industry division, February 1963 ³)

Sex, occupation, and industry division	Northeast			South			North Central			West						
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Office clerical																
Men																
Clerks, accounting, class A -----	9,000	\$108.00	\$108.00	\$93.50-\$123.50	5,941	\$107.00	\$105.00	\$91.00-\$121.00	9,540	\$114.50	\$114.50	\$100.50-\$128.00	3,381	\$111.00	\$109.50	\$100.00-\$122.00
Manufacturing -----	3,978	115.00	115.50	98.50-130.50	2,381	117.00	114.50	98.00-135.00	5,349	118.50	119.50	105.00-131.50	1,516	113.00	110.50	100.50-125.00
Nonmanufacturing -----	5,022	103.00	103.50	90.50-116.50	3,560	101.00	100.50	87.50-113.00	4,191	109.00	108.50	95.50-121.50	1,865	109.50	108.50	99.00-120.00
Public utilities ⁴ -----	1,537	111.00	112.50	103.00-119.50	1,296	104.00	104.50	92.50-115.00	1,337	114.50	114.50	104.50-125.00	578	116.00	115.50	106.00-126.50
Wholesale trade -----	1,312	104.00	103.00	91.00-117.50	1,070	102.50	100.00	86.00-118.50	1,344	110.00	108.00	93.00-128.00	521	108.50	108.50	97.00-120.50
Retail trade -----	307	96.00	96.00	82.50-111.50	271	97.50	98.50	87.50-113.00	593	103.00	105.00	95.50-114.50	-	-	-	-
Finance ⁵ -----	1,251	93.00	92.00	78.50-107.00	725	94.00	94.00	83.50-104.50	761	100.50	99.00	90.50-111.00	417	103.00	103.50	95.50-110.50
Services -----	615	102.00	100.50	92.50-114.50	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B -----	6,203	89.50	89.00	74.50-104.00	3,462	86.50	84.50	70.00-99.50	4,444	91.00	92.00	77.50-104.00	1,382	95.00	94.50	82.00-108.00
Manufacturing -----	2,033	95.00	96.00	77.00-109.50	1,184	92.00	87.50	75.00-103.50	1,864	94.50	94.50	80.50-107.50	644	99.00	97.00	84.50-112.00
Nonmanufacturing -----	4,170	86.50	86.50	74.00-101.00	2,278	83.50	83.00	67.50-97.50	2,580	88.00	90.00	75.50-102.00	738	92.00	92.50	79.00-105.50
Public utilities ⁴ -----	1,471	101.00	103.00	93.50-109.00	771	89.00	92.00	72.50-104.50	874	98.00	100.50	92.00-108.00	307	101.50	104.00	94.00-111.00
Wholesale trade -----	826	85.00	84.50	75.00-96.50	921	86.00	85.00	70.00-97.50	707	88.00	89.50	76.50-101.50	-	-	-	-
Retail trade -----	311	74.50	75.50	66.50-85.00	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	1,232	75.50	77.00	66.50-87.00	352	69.50	67.50	61.00-79.50	807	79.00	79.50	70.50-89.00	-	-	-	-
Services -----	330	77.50	79.00	71.50-87.00	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, order -----	4,829	97.50	95.50	79.50-116.00	3,074	86.00	85.50	71.00-99.00	6,820	106.00	105.50	91.50-123.50	4,271	106.50	105.00	95.50-116.50
Manufacturing -----	2,433	104.50	102.50	86.00-122.50	774	91.50	90.50	75.50-105.00	2,471	108.00	107.50	93.50-124.00	1,145	110.00	108.50	95.50-124.00
Nonmanufacturing -----	2,396	90.00	89.00	75.50-105.50	2,300	84.00	83.50	70.00-97.00	4,349	105.50	104.50	90.50-123.00	3,126	105.00	104.50	95.50-113.50
Wholesale trade -----	2,113	91.00	90.00	76.50-107.00	2,150	84.00	84.00	69.50-97.50	3,960	106.50	105.50	91.50-124.00	2,921	105.00	104.50	95.50-113.50
Retail trade -----	-	-	-	-	-	-	-	-	252	93.50	93.50	80.50-106.50	-	-	-	-
Clerks, payroll -----	1,978	101.00	99.50	86.50-116.00	1,102	101.00	102.00	82.50-116.00	1,802	107.00	106.50	95.50-121.00	707	109.00	106.00	94.50-123.50
Manufacturing -----	1,252	103.50	101.00	87.00-122.00	624	104.00	103.00	84.50-127.50	1,324	108.00	107.00	95.00-123.50	353	105.00	99.00	92.00-122.00
Nonmanufacturing -----	726	96.00	97.50	84.50-108.00	478	96.50	101.00	80.00-111.50	478	105.00	105.50	97.00-114.50	354	113.00	109.50	100.50-126.50
Public utilities ⁴ -----	310	104.00	105.50	95.50-115.00	303	101.50	105.00	91.00-113.00	351	105.50	106.50	99.00-115.00	-	-	-	-
Office boys -----	9,859	61.50	60.50	54.00-68.00	3,448	58.00	55.50	49.50-63.50	5,064	65.00	64.00	55.50-74.00	2,589	69.00	67.50	59.50-79.00
Manufacturing -----	3,459	62.50	62.00	55.00-69.50	721	60.50	58.00	52.00-69.00	2,036	67.00	65.50	57.50-76.00	853	71.50	70.50	58.50-83.50
Nonmanufacturing -----	6,400	61.00	59.50	53.50-67.50	2,727	57.00	55.00	49.00-61.50	3,028	64.00	62.50	54.00-72.00	1,745	67.50	66.50	60.00-76.00
Public utilities ⁴ -----	940	70.50	66.50	57.00-84.50	706	67.50	61.50	54.50-81.50	551	75.50	80.00	63.50-86.50	260	77.00	80.50	64.00-89.00
Wholesale trade -----	1,258	62.00	62.00	55.50-69.00	333	56.50	54.50	48.50-61.50	455	66.00	65.00	58.00-73.50	-	-	-	-
Retail trade -----	326	58.00	58.50	53.50-65.50	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	2,556	59.50	59.00	53.50-66.00	1,388	52.50	52.00	46.50-57.50	1,286	59.50	58.00	51.50-66.00	915	62.50	63.00	56.50-68.50
Services -----	1,319	56.50	57.00	51.50-64.00	-	-	-	-	494	61.50	61.50	54.50-68.00	289	67.00	68.00	60.50-75.00
Tabulating-machine operators, class A -----	3,078	108.00	106.00	95.50-119.50	1,616	109.00	108.00	95.00-121.00	3,278	115.00	114.50	103.50-126.50	1,581	117.00	116.00	106.50-126.50
Manufacturing -----	1,494	111.50	109.00	99.00-123.50	627	117.00	115.50	103.00-130.00	1,894	117.00	117.50	105.50-128.00	858	118.00	117.00	109.00-127.00
Nonmanufacturing -----	1,584	104.50	103.00	92.00-116.50	989	104.00	103.00	92.00-116.00	1,384	112.50	110.00	101.00-122.50	723	116.00	114.00	105.00-125.50
Public utilities ⁴ -----	287	122.50	122.00	114.50-129.50	-	-	-	-	277	117.50	115.50	106.50-129.50	-	-	-	-
Wholesale trade -----	-	-	-	-	308	107.00	110.00	94.50-120.00	272	122.00	121.50	108.50-139.50	-	-	-	-
Finance ⁵ -----	909	98.00	97.00	87.50-107.00	357	97.50	96.50	88.00-106.00	595	107.00	105.00	97.00-114.50	325	111.50	108.50	103.00-118.50
Tabulating-machine operators, class B -----	5,550	90.50	90.00	80.00-101.00	2,750	89.00	88.00	77.00-100.50	5,401	96.50	96.00	86.00-107.00	2,432	103.00	103.50	94.50-112.00
Manufacturing -----	2,146	95.00	94.50	85.00-105.50	776	98.50	98.50	86.00-109.50	2,392	100.50	100.50	90.50-112.50	950	103.50	104.00	96.00-110.50
Nonmanufacturing -----	3,404	87.50	87.00	76.50-98.50	1,974	85.00	85.00	74.50-96.00	3,009	93.00	93.50	83.50-103.00	1,482	102.50	103.00	93.50-113.00
Public utilities ⁴ -----	489	98.50	101.00	91.00-108.50	398	92.50	94.00	80.50-106.50	666	101.00	101.00	89.00-110.00	269	107.50	110.50	101.50-117.50
Wholesale trade -----	497	90.00	91.00	80.00-99.50	475	91.50	90.50	81.50-102.50	746	92.50	94.00	83.00-102.50	330	106.00	107.00	97.00-116.00
Retail trade -----	283	83.00	83.00	74.00-93.50	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁵ -----	1,941	84.00	83.50	74.00-94.00	877	78.00	78.00	68.50-87.50	1,189	89.00	89.50	81.00-98.00	605	95.50	96.50	89.00-104.00
Tabulating-machine operators, class C -----	2,838	74.50	74.00	65.50-83.50	1,202	71.50	68.50	60.50-80.50	2,308	82.00	82.00	71.50-91.50	757	88.00	88.50	79.50-98.00
Manufacturing -----	811	76.50	76.00	68.00-86.00	-	-	-	-	943	85.50	86.00	77.50-95.00	-	-	-	-
Nonmanufacturing -----	2,027	74.00	73.50	64.50-83.00	981	69.50	66.50	58.50-77.00	1,365	79.50	78.00	69.00-89.00	529	86.00	87.50	76.00-97.00
Public utilities ⁴ -----	288	88.00	89.50	80.50-99.00	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade -----	-	-	-	-	-	-	-	-	323	79.50	80.50	69.50-87.50	-	-	-	-
Finance ⁵ -----	1,238	70.50	71.00	63.50-78.00	589	64.00	64.00	57.00-70.50	615	74.00	73.50	66.00-80.00	382	82.00	83.50	73.50-93.50

See footnotes at end of table.

Table A-17. Office Occupations by Region and Industry Division—Continued

(Average weekly earnings¹ for selected occupations by region² and industry division, February 1963³)

Sex, occupation, and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Office clerical—Continued																
Women																
Billers, machine (billing machine).....	4, 275	\$70.50	\$69.50	\$61.50—\$82.00	2, 085	\$67.00	\$65.50	\$57.50—\$75.00	3, 641	\$73.00	\$73.50	\$63.00—\$84.00	1, 333	\$78.00	\$78.00	\$65.50—\$91.00
Manufacturing.....	1, 692	72.50	71.50	63.00—83.00	693	66.50	66.00	59.00—74.00	1, 633	75.00	75.00	66.00—85.50	312	77.00	77.00	67.50—85.50
Nonmanufacturing.....	2, 583	69.00	68.50	60.50—81.00	1, 392	67.00	65.50	57.00—76.00	2, 008	72.00	71.50	60.50—82.50	1, 051	78.50	78.00	64.50—93.50
Public utilities ⁴	344	80.50	77.50	69.00—94.50	571	73.50	72.00	58.00—86.50	591	81.00	78.50	70.50—97.50	322	90.00	94.00	73.50—105.00
Wholesale trade.....	845	74.50	76.00	65.00—87.00	380	65.00	65.00	59.00—70.00	792	73.00	73.50	64.50—81.00	-	-	-	-
Retail trade.....	695	55.00	54.50	44.50—65.00	326	60.00	62.50	54.50—68.00	448	58.50	58.50	50.50—66.50	357	69.00	67.50	59.00—78.50
Finance ⁵	429	69.00	67.00	63.00—74.00	-	-	-	-	-	-	-	-	-	-	-	-
Services.....	269	75.00	75.50	70.00—82.00	-	-	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine).....	2, 498	70.00	69.00	59.50—81.50	2, 081	59.50	59.00	51.00—68.50	1, 785	62.50	67.00	59.00—77.00	803	73.00	74.50	62.00—85.00
Manufacturing.....	635	74.00	74.00	64.50—84.50	424	70.50	71.00	62.50—78.00	374	77.00	75.50	64.50—88.00	-	-	-	-
Nonmanufacturing.....	1, 863	68.50	67.50	58.00—80.50	1, 657	56.50	56.50	49.50—65.50	1, 411	65.00	65.50	57.50—74.50	601	71.50	73.50	59.50—84.50
Public utilities ⁴	363	77.50	80.50	70.00—85.50	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	1, 057	65.00	64.00	56.00—74.00	1, 103	54.00	54.50	46.50—63.00	731	60.00	62.00	53.50—69.50	369	70.00	69.50	57.50—84.00
Services.....	257	67.00	65.50	56.50—80.00	-	-	-	-	337	68.50	67.00	60.50—78.00	-	-	-	-
Bookkeeping-machine operators, class A.....	4, 108	81.00	82.50	72.00—92.00	2, 720	74.50	74.00	66.00—83.00	3, 972	84.50	84.50	74.00—95.50	2, 037	89.00	89.00	80.00—99.00
Manufacturing.....	1, 675	84.50	85.50	76.50—94.50	767	78.50	78.50	71.50—86.50	1, 603	89.50	89.50	80.50—98.50	807	91.00	92.00	83.50—100.50
Nonmanufacturing.....	2, 433	78.50	79.50	69.50—89.50	1, 953	73.50	72.50	64.50—79.50	2, 369	81.00	79.50	70.50—92.50	1, 230	88.00	87.50	77.00—98.00
Wholesale trade.....	623	88.00	88.00	77.50—102.00	509	75.50	74.50	67.00—82.00	850	84.50	83.50	74.50—95.00	387	95.00	94.50	85.00—111.00
Retail trade.....	-	-	-	-	379	71.00	72.00	64.50—78.50	291	83.50	84.00	74.50—95.00	366	87.00	87.50	78.00—96.50
Finance ⁵	1, 398	73.50	75.50	64.00—85.00	866	70.50	69.00	62.50—77.50	894	75.00	72.50	64.50—83.50	252	78.00	76.00	69.00—85.00
Bookkeeping-machine operators, class B.....	13, 515	67.00	66.50	58.00—76.50	8, 898	61.50	61.00	54.00—68.00	14, 102	67.50	66.50	57.50—77.50	6, 890	70.00	67.50	60.50—79.00
Manufacturing.....	2, 660	72.00	71.50	62.50—81.50	1, 232	67.50	66.50	59.50—75.00	3, 320	76.50	76.00	66.50—87.00	846	85.50	83.50	72.00—92.50
Nonmanufacturing.....	10, 855	66.00	65.00	57.00—75.00	7, 666	60.50	60.00	53.50—67.00	10, 782	65.00	64.00	55.50—73.50	6, 044	68.50	66.50	60.00—76.50
Public utilities ⁴	281	77.00	76.00	65.00—87.50	-	-	-	-	276	78.00	77.50	67.00—88.50	-	-	-	-
Wholesale trade.....	1, 924	73.00	74.50	64.00—84.50	1, 474	63.50	63.00	55.50—71.00	1, 656	71.00	71.00	62.00—80.50	837	79.50	80.50	69.00—87.50
Retail trade.....	1, 003	64.50	65.00	57.50—72.00	1, 182	60.50	62.00	53.00—69.00	1, 320	65.00	65.00	56.50—74.50	564	73.50	73.00	63.00—85.00
Finance ⁵	7, 140	63.50	63.00	55.50—70.00	4, 579	59.00	58.50	53.00—65.00	7, 186	62.50	61.50	53.50—69.50	4, 171	64.00	64.00	57.50—69.50
Services.....	507	75.00	76.00	67.00—86.00	-	-	-	-	344	78.00	76.00	67.00—88.50	292	73.00	72.50	63.50—84.50
Clerks, accounting, class A.....	11, 648	89.50	89.50	79.00—100.50	7, 638	86.00	85.50	74.00—97.50	11, 310	93.00	93.00	81.50—105.50	6, 581	96.50	96.50	86.50—107.00
Manufacturing.....	4, 849	91.50	91.50	81.50—101.50	2, 073	92.00	91.00	80.00—104.50	4, 511	98.00	97.00	85.50—110.00	2, 542	100.00	100.50	91.50—109.00
Nonmanufacturing.....	6, 799	88.50	88.00	77.00—99.50	5, 565	83.50	83.50	72.00—95.00	6, 799	90.00	90.00	78.50—102.00	4, 039	94.50	94.00	83.50—105.00
Public utilities ⁴	1, 577	94.50	93.00	84.00—106.50	1, 468	94.50	95.50	86.00—104.50	1, 565	96.50	97.00	86.00—107.00	639	101.00	100.50	92.50—108.00
Wholesale trade.....	1, 079	95.00	93.50	83.00—106.00	797	85.00	84.00	73.00—93.50	1, 017	94.50	94.00	83.00—108.50	664	96.00	95.50	87.50—105.50
Retail trade.....	1, 113	83.50	84.50	72.50—96.00	1, 292	77.50	77.00	67.50—88.00	1, 593	84.50	84.50	74.50—96.00	851	93.50	91.00	80.50—107.50
Finance ⁵	2, 101	82.50	81.00	71.50—93.00	1, 512	77.50	77.00	67.50—87.00	1, 762	86.00	86.50	75.00—97.50	1, 161	89.50	89.50	82.00—98.00
Services.....	929	90.00	92.00	78.50—100.00	504	81.50	83.00	74.00—89.50	861	94.50	93.00	78.50—105.00	653	91.50	94.00	79.50—104.00
Clerks, accounting, class B.....	21, 380	71.00	70.00	61.50—80.00	19, 693	67.50	66.50	57.50—77.50	24, 167	73.00	72.00	62.50—83.50	12, 017	78.00	77.50	68.00—87.00
Manufacturing.....	6, 718	75.50	75.00	65.50—85.50	3, 770	72.00	70.00	62.50—80.50	8, 281	77.50	76.00	66.00—89.00	3, 871	82.50	83.00	72.50—92.00
Nonmanufacturing.....	14, 662	69.00	68.00	60.00—78.00	15, 923	66.50	65.00	56.50—77.00	15, 886	71.00	69.50	61.00—80.50	8, 146	75.50	75.00	66.00—84.50
Public utilities ⁴	3, 340	75.50	72.50	63.50—84.50	4, 863	74.00	76.50	63.50—85.50	3, 393	79.50	79.00	67.50—91.00	1, 738	81.50	79.00	72.50—90.00
Wholesale trade.....	2, 237	73.00	73.00	63.50—83.50	2, 231	72.50	69.50	60.50—82.50	2, 567	74.50	75.00	65.00—85.00	1, 544	78.50	79.00	69.00—88.00
Retail trade.....	3, 970	64.00	64.50	54.50—74.50	3, 070	62.50	63.50	55.00—70.00	3, 847	67.00	67.00	58.00—76.50	1, 920	72.50	73.00	62.50—81.00
Finance ⁵	3, 651	64.50	65.00	58.00—72.00	4, 636	59.50	59.00	52.00—66.50	4, 640	66.00	65.50	57.50—74.00	2, 217	71.00	70.50	63.00—79.00
Services.....	1, 468	69.50	70.00	63.00—77.50	1, 108	62.50	62.00	54.50—70.00	1, 437	71.00	69.50	62.50—80.50	706	76.00	75.50	67.50—85.00
Clerks, file, class A.....	4, 135	77.50	76.00	66.00—87.50	2, 193	74.50	70.00	61.50—86.00	3, 653	79.00	78.00	68.50—88.50	1, 392	80.50	79.50	68.00—89.50
Manufacturing.....	1, 248	82.50	79.50	70.50—93.50	609	90.50	92.50	78.00—100.00	1, 491	82.50	82.50	73.50—90.50	381	90.50	90.00	84.50—97.00
Nonmanufacturing.....	2, 887	75.00	74.00	65.00—85.50	1, 584	68.00	66.50	59.50—75.50	2, 162	76.50	75.00	65.50—86.00	1, 011	76.50	73.50	66.00—84.00
Public utilities ⁴	281	86.50	90.00	70.00—99.00	-	-	-	-	262	89.50	90.00	78.50—102.00	-	-	-	-
Wholesale trade.....	370	78.50	78.50	71.50—86.50	-	-	-	-	342	79.00	79.00	67.50—91.00	-	-	-	-
Finance ⁵	1, 825	72.50	71.00	63.50—82.50	1, 058	64.50	64.00	57.50—75.50	1, 117	72.00	70.50	62.50—79.00	676	72.50	71.00	65.00—78.50
Services.....	251	81.00	79.00	72.00—88.50	-	-	-	-	347	80.00	79.00	72.50—88.00	-	-	-	-

See footnotes at end of table.

Table A-17. Office Occupations by Region and Industry Division—Continued

(Average weekly earnings¹ for selected occupations by region² and industry division, February 1963³)

Sex, occupation, and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Office clerical—Continued																
Women—Continued																
Clerks, file, class B	11,717	\$64.00	\$63.00	\$55.50—\$71.50	5,993	\$58.50	\$56.50	\$50.50—\$65.00	13,302	\$63.00	\$62.00	\$55.00—\$69.50	7,129	\$64.50	\$63.00	\$55.50—\$70.50
Manufacturing	3,189	68.00	66.50	58.50—76.50	704	68.50	67.50	59.50—78.50	3,558	67.50	66.50	60.50—74.50	1,251	76.50	80.00	68.50—85.50
Nonmanufacturing	8,528	62.50	62.00	54.50—69.50	5,289	57.50	56.00	50.00—63.00	9,744	61.00	60.00	54.00—67.50	5,878	62.00	60.50	54.50—67.50
Public utilities ⁴	531	73.50	72.00	64.50—84.00	822	67.50	64.50	56.50—76.50	1,035	73.50	74.00	63.00—85.00	513	72.50	67.50	57.50—87.50
Wholesale trade	936	65.50	66.00	57.50—74.50	637	61.50	60.00	53.00—69.00	1,568	63.50	63.00	56.00—71.00	537	68.50	66.00	60.50—75.50
Retail trade	1,155	54.00	54.00	46.50—62.00	591	51.50	52.00	45.50—58.50	1,234	58.00	57.50	49.50—67.50	439	60.50	60.50	53.50—67.50
Finance ⁵	4,846	62.50	62.00	55.00—69.00	2,930	54.00	53.50	48.00—58.50	4,926	58.50	58.00	53.00—64.50	3,590	60.00	59.50	54.00—66.00
Services	1,060	63.50	62.50	56.00—69.00	305	64.50	63.50	54.50—74.50	982	61.00	61.50	53.50—67.50	797	59.50	58.50	53.50—66.50
Clerks, file, class C	11,161	58.00	57.50	52.00—65.00	5,384	52.50	51.00	45.50—57.50	7,208	55.00	54.50	48.00—60.50	2,394	62.50	61.00	54.50—69.00
Manufacturing	2,045	64.50	63.00	55.00—74.00	518	59.50	57.00	50.00—71.00	1,309	61.00	62.00	55.50—67.50	308	72.00	70.00	64.00—79.50
Nonmanufacturing	9,116	56.50	56.50	51.50—63.50	4,866	51.50	50.50	45.50—56.50	5,899	53.50	53.00	47.00—58.50	2,086	61.50	59.50	53.50—67.50
Public utilities ⁴	467	65.00	63.50	56.50—70.50	277	60.00	57.50	53.50—64.00	431	66.00	64.00	55.50—75.00	-	-	-	-
Wholesale trade	567	60.00	63.00	56.00—68.50	369	55.00	54.50	48.50—59.50	763	53.50	53.50	47.50—58.50	-	-	-	-
Retail trade	995	50.50	51.50	45.50—57.00	626	50.00	50.50	45.00—56.00	722	53.00	53.00	46.50—59.50	287	58.00	57.00	52.50—64.50
Finance ⁵	6,285	57.00	57.00	51.50—63.50	3,200	50.50	49.50	44.50—55.50	3,453	52.50	52.00	46.00—57.00	1,183	57.50	58.00	53.00—63.50
Services	799	55.00	55.00	50.50—59.50	395	53.00	52.50	46.00—59.00	530	52.00	53.00	47.00—57.50	-	-	-	-
Clerks, order	6,490	72.50	72.00	62.50—82.00	2,972	66.00	66.00	56.50—75.50	6,598	73.50	73.50	63.00—84.50	2,238	82.00	81.00	68.00—94.00
Manufacturing	3,515	77.00	76.00	65.00—87.50	910	73.50	72.50	64.50—81.50	3,381	76.00	75.50	66.00—85.50	677	84.50	83.50	73.00—97.00
Nonmanufacturing	2,975	67.50	68.00	60.50—76.00	2,062	63.00	62.50	54.00—72.50	3,217	71.50	70.50	60.00—82.50	1,561	81.00	79.00	66.50—92.50
Wholesale trade	1,529	69.00	70.50	62.00—77.50	1,066	67.00	67.50	57.00—76.50	1,890	75.50	75.00	64.00—86.50	843	90.50	87.00	79.50—102.50
Retail trade	1,165	65.00	65.50	56.50—74.50	907	58.00	58.00	51.00—66.50	904	61.50	61.50	53.50—70.00	571	65.50	65.50	56.50—74.50
Clerks, payroll	11,562	78.00	77.50	66.00—89.00	6,265	75.50	73.50	63.00—87.50	9,886	84.00	83.00	71.50—96.50	4,096	91.00	90.50	81.00—102.00
Manufacturing	7,256	77.00	76.50	65.00—88.00	2,779	76.50	73.00	63.00—87.50	6,233	85.50	84.00	72.50—97.50	1,825	96.00	90.50	81.50—100.50
Nonmanufacturing	4,306	80.00	80.00	68.00—92.00	3,486	75.00	74.00	63.00—88.00	3,653	82.00	81.50	69.50—94.00	2,271	91.00	90.50	80.00—103.50
Public utilities ⁴	827	84.00	84.50	72.00—97.50	888	85.00	86.00	71.00—99.50	1,037	88.50	88.00	75.50—102.50	390	101.00	102.50	93.50—109.00
Wholesale trade	552	90.50	89.00	81.00—102.00	512	80.00	78.00	67.50—92.50	640	84.50	85.00	72.50—96.50	417	95.00	91.50	83.50—104.50
Retail trade	1,275	71.00	70.00	62.00—80.50	1,105	68.00	68.00	60.00—78.50	903	72.50	73.00	64.00—82.50	753	86.00	86.00	74.50—98.00
Finance ⁵	815	84.50	85.50	74.00—97.00	595	74.50	75.00	64.00—86.50	539	83.50	83.50	71.50—95.50	324	89.00	88.00	77.50—99.50
Services	837	77.00	78.50	68.50—88.00	386	66.50	67.00	59.00—76.00	534	79.00	79.50	68.50—88.50	367	86.00	87.50	77.00—98.00
Comptometer operators	9,115	77.50	77.00	66.50—89.00	5,422	70.00	68.00	60.00—79.50	11,235	78.50	77.50	67.00—90.50	4,662	85.50	86.00	74.00—98.50
Manufacturing	3,030	79.50	78.50	68.00—90.50	1,069	75.00	72.50	63.00—85.50	4,866	83.50	82.00	71.00—96.50	1,567	90.50	93.00	80.00—102.00
Nonmanufacturing	6,085	77.00	76.50	66.00—88.50	4,353	68.50	67.50	59.50—78.50	6,369	75.00	74.50	65.00—86.00	3,095	83.00	83.50	72.00—94.50
Public utilities ⁴	769	92.00	94.00	86.00—98.50	532	85.00	87.00	75.00—96.00	1,004	89.50	92.50	79.50—99.00	287	98.50	102.00	91.50—107.50
Wholesale trade	1,266	79.00	81.00	69.50—89.50	1,389	69.00	67.50	59.50—78.50	1,919	75.50	75.00	66.50—83.50	1,106	85.00	85.50	75.00—95.00
Retail trade	2,948	72.50	72.00	63.00—80.50	2,081	65.00	65.50	57.50—74.50	2,393	70.00	71.00	62.00—79.50	1,304	79.50	79.50	66.50—90.00
Finance ⁵	765	75.00	74.00	64.50—85.50	-	-	-	-	530	71.00	69.50	63.00—78.50	-	-	-	-
Services	337	79.50	79.00	72.00—91.00	-	-	-	-	523	74.50	73.00	65.50—85.50	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	1,041	67.00	66.00	58.00—76.00	682	62.50	59.00	52.50—73.50	1,303	70.50	68.50	60.50—81.50	817	73.50	73.50	65.00—83.50
Manufacturing	620	69.00	68.50	60.50—79.00	-	-	-	-	686	73.50	72.00	63.50—85.50	324	77.50	80.50	67.50—86.00
Nonmanufacturing	421	63.50	63.00	55.50—70.50	499	59.00	57.00	51.50—67.50	617	67.00	65.50	57.50—76.50	493	71.00	71.50	63.00—79.00
Keypunch operators, class A	8,486	81.00	80.00	71.50—90.00	4,833	78.00	76.00	66.00—89.50	7,595	83.50	83.00	73.50—94.00	5,452	88.00	88.00	79.00—97.50
Manufacturing	4,009	81.50	81.00	72.50—89.50	1,363	85.50	86.00	73.50—97.00	4,006	86.00	85.50	76.50—95.50	2,351	91.50	92.50	84.50—99.00
Nonmanufacturing	4,477	80.00	79.00	70.50—90.00	3,470	74.50	73.00	64.00—84.50	3,589	80.50	80.00	71.00—91.00	3,101	85.50	84.50	75.00—95.00
Public utilities ⁴	1,281	86.50	92.00	75.50—98.00	853	86.50	89.50	76.50—96.50	1,102	91.50	94.00	83.50—103.00	542	95.50	95.50	83.00—109.00
Wholesale trade	587	81.50	79.00	71.50—88.50	772	78.00	76.00	68.50—86.50	558	81.50	83.00	75.50—88.50	463	90.00	91.50	81.00—99.50
Retail trade	343	76.00	75.50	67.50—84.50	-	-	-	-	380	74.50	74.00	63.00—84.00	-	-	-	-
Finance ⁵	2,089	76.00	76.50	69.00—84.50	1,482	67.00	67.00	61.50—74.00	1,338	73.00	73.00	65.50—79.50	1,455	79.50	79.00	72.50—87.00
Services	-	-	-	-	-	-	-	-	-	-	-	-	386	88.50	88.50	81.50—97.00

See footnotes at end of table.

Table A-17. Office Occupations by Region and Industry Division—Continued

(Average weekly earnings¹ for selected occupations by region² and industry division, February 1963³)

Sex, occupation, and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Office clerical—Continued</u>																
<u>Women—Continued</u>																
Keypunch operators, class B _____	14,328	\$69.50	\$68.50	\$61.00—\$79.00	7,375	\$64.50	\$63.00	\$55.00—\$72.50	15,873	\$73.50	\$72.00	\$63.00—\$84.00	5,759	\$80.00	\$79.00	\$70.50—\$89.50
Manufacturing _____	4,900	73.00	72.00	63.50—83.00	1,442	70.50	68.00	61.00—81.00	6,665	77.50	76.00	66.50—89.00	1,985	83.00	84.00	75.50—92.00
Nonmanufacturing _____	9,428	68.00	67.00	59.50—76.50	5,933	63.00	61.50	54.00—70.50	9,208	70.50	69.00	60.50—79.50	3,774	78.00	76.50	67.50—88.00
Public utilities ⁴ _____	2,194	73.50	71.50	63.00—85.50	1,341	71.50	69.50	61.00—83.50	2,007	80.50	79.00	67.50—94.50	1,269	80.00	77.00	67.00—94.00
Wholesale trade _____	1,238	69.50	69.50	58.50—79.00	969	69.00	68.50	61.50—77.00	1,907	74.50	74.50	65.50—83.00	681	82.50	81.50	73.50—92.50
Retail trade _____	1,003	66.00	66.50	59.00—74.50	727	58.00	59.00	53.00—65.50	793	67.00	68.00	60.00—76.00	314	79.00	79.00	69.00—90.00
Finance ⁵ _____	4,476	65.00	65.00	58.00—73.00	2,644	57.50	56.00	50.50—63.50	3,885	65.00	64.00	57.00—72.00	1,227	72.50	72.00	64.00—79.50
Services _____	517	68.50	70.50	60.00—76.50	-	-	-	-	616	70.50	72.50	58.50—83.50	283	77.00	77.50	72.00—84.50
Office girls _____	4,975	61.00	60.00	54.00—66.50	1,866	56.00	54.50	48.00—61.50	4,228	60.00	58.00	52.50—67.00	2,007	64.00	62.50	55.50—69.50
Manufacturing _____	1,304	64.00	62.00	55.00—71.50	361	63.00	58.50	53.50—71.50	1,170	64.00	62.00	54.50—72.00	621	68.00	66.50	60.50—76.00
Nonmanufacturing _____	3,671	59.50	59.50	53.50—65.50	1,505	54.50	53.50	46.50—59.50	3,058	58.50	57.00	51.50—65.00	1,386	62.00	60.00	54.00—68.00
Public utilities ⁴ _____	626	62.50	61.00	55.50—67.00	371	61.00	57.50	53.00—65.50	380	68.50	65.50	57.50—79.50	-	-	-	-
Wholesale trade _____	-	-	-	-	-	-	-	-	449	61.50	61.00	53.50—68.00	-	-	-	-
Retail trade _____	310	55.50	55.00	50.50—59.50	-	-	-	-	432	59.00	58.00	52.50—66.50	-	-	-	-
Finance ⁵ _____	2,228	59.50	60.00	54.00—65.50	660	50.00	48.00	44.00—54.50	1,615	55.00	54.50	50.00—59.50	830	58.00	57.50	53.00—64.00
Services _____	304	58.50	59.50	51.50—65.50	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries _____	80,069	97.00	96.00	84.00—108.50	31,197	88.50	87.50	74.50—101.00	50,572	98.50	97.50	85.50—111.00	28,942	101.00	101.50	90.50—110.00
Manufacturing _____	34,996	99.00	97.50	86.00—110.50	9,682	93.50	92.50	80.00—106.50	25,179	103.00	102.00	89.50—116.50	13,575	104.00	104.00	95.50—112.00
Nonmanufacturing _____	45,073	95.50	94.50	83.00—107.00	21,515	86.00	85.00	72.50—98.50	25,393	94.00	94.00	82.00—106.00	15,367	98.50	97.50	86.50—109.00
Public utilities ⁴ _____	6,349	105.00	102.50	91.00—118.00	4,439	98.50	99.00	85.50—110.50	4,080	104.00	104.00	92.50—116.50	2,393	105.00	104.50	92.00—117.50
Wholesale trade _____	9,030	98.00	99.00	88.50—108.50	3,458	86.50	85.00	70.50—100.50	4,656	96.00	95.50	84.00—109.50	1,829	102.00	101.00	91.00—113.00
Retail trade _____	2,643	90.00	90.00	79.50—102.50	2,573	78.50	79.00	68.50—89.00	3,121	91.00	92.50	81.00—104.00	1,286	95.50	95.00	85.00—106.50
Finance ⁵ _____	15,917	92.00	90.00	79.00—104.00	8,350	80.50	80.00	69.00—91.50	9,352	89.00	89.00	78.00—99.50	6,244	93.00	93.00	83.00—102.50
Services _____	11,134	94.00	93.00	83.00—104.00	2,579	88.50	88.00	79.50—98.00	4,184	95.00	95.00	84.00—106.50	3,111	98.50	98.50	88.00—108.50
Stenographers, general _____	34,900	77.00	76.50	67.00—86.50	19,742	72.50	70.50	61.50—82.50	33,299	78.00	77.00	67.00—88.00	14,816	84.00	85.00	75.00—94.00
Manufacturing _____	16,251	79.00	79.00	70.00—88.50	6,116	78.00	77.00	67.50—88.00	16,718	80.00	79.50	70.50—89.00	7,095	88.00	90.00	82.00—95.50
Nonmanufacturing _____	18,649	74.50	74.50	65.50—84.50	13,626	70.00	68.00	59.50—79.00	16,581	75.50	74.50	64.50—86.00	7,721	80.50	80.00	71.00—89.50
Public utilities ⁴ _____	3,725	85.00	84.50	73.50—96.50	4,547	79.50	78.00	65.50—94.00	4,276	86.50	87.50	73.00—101.00	1,748	88.00	87.00	76.50—102.00
Wholesale trade _____	2,962	78.00	79.50	70.50—88.00	2,396	68.00	67.50	59.50—76.50	3,350	76.00	76.00	67.00—85.50	1,053	82.50	84.00	73.00—93.00
Retail trade _____	1,387	70.50	71.00	63.50—78.00	1,088	62.50	63.00	55.00—70.00	1,108	69.00	70.00	61.50—78.50	407	79.00	77.50	68.50—87.50
Finance ⁵ _____	8,593	70.00	70.50	62.50—78.50	4,753	63.50	63.00	56.50—69.50	6,194	69.00	68.00	60.50—77.50	3,735	75.50	75.50	67.00—84.00
Services _____	1,982	75.00	75.50	67.50—83.50	672	74.50	76.00	65.00—85.00	1,653	76.00	76.50	68.00—85.00	670	83.50	84.50	77.50—90.00
Stenographers, senior _____	14,431	87.00	86.50	77.50—96.50	8,377	86.50	85.50	74.00—98.00	17,972	90.50	91.50	80.50—101.00	11,133	92.00	92.00	83.50—100.50
Manufacturing _____	8,324	89.00	88.00	80.00—98.00	3,287	92.50	93.50	81.00—104.00	11,458	93.00	94.00	83.50—103.00	4,948	94.00	94.50	86.00—103.00
Nonmanufacturing _____	6,107	84.00	84.50	74.50—94.00	5,090	82.50	81.50	79.50—92.50	6,514	86.50	86.00	75.50—97.50	6,185	90.50	90.00	81.50—98.00
Public utilities ⁴ _____	893	93.00	93.50	82.50—103.50	1,630	89.50	87.00	78.50—100.00	1,611	96.00	98.50	86.00—107.50	979	97.00	96.50	87.50—107.00
Wholesale trade _____	1,119	89.00	88.00	81.00—99.50	891	85.50	85.50	71.50—98.00	738	89.50	91.00	81.50—99.50	703	91.00	90.00	82.50—100.50
Retail trade _____	-	-	-	-	-	-	-	-	718	83.50	83.50	76.50—90.00	319	84.50	84.50	75.50—94.50
Finance ⁵ _____	3,181	79.50	80.00	71.50—91.00	1,947	75.50	74.00	66.50—83.50	2,395	80.00	80.50	70.50—89.00	2,226	84.50	85.00	77.00—92.00
Services _____	797	83.50	84.50	77.50—91.00	333	84.50	85.00	73.50—95.00	1,052	84.50	84.00	74.00—96.50	1,782	92.50	92.50	85.00—98.50
Switchboard operators _____	12,054	76.00	77.00	66.00—87.50	6,112	62.00	61.00	49.00—74.50	7,303	74.00	74.00	60.00—89.50	5,554	77.00	77.50	64.00—91.00
Manufacturing _____	2,803	82.50	82.50	73.50—90.50	946	77.50	76.50	65.00—90.50	2,127	86.50	87.00	76.00—98.50	1,155	89.50	92.00	82.00—99.00
Nonmanufacturing _____	9,251	74.00	75.00	63.50—86.00	5,166	59.00	58.50	46.50—70.00	5,176	69.00	67.50	55.50—83.50	4,399	74.00	73.50	61.00—86.50
Public utilities ⁴ _____	1,446	88.50	91.00	82.00—96.50	819	81.50	84.00	72.50—94.00	888	90.50	93.00	85.00—97.50	287	91.50	83.00	76.00—88.50
Wholesale trade _____	1,248	78.50	80.50	72.00—89.50	343	67.50	65.00	56.00—76.50	468	77.50	79.00	69.00—87.00	316	85.00	87.50	75.50—96.00
Retail trade _____	1,369	62.50	63.00	53.00—72.50	1,319	55.00	55.50	47.50—64.00	1,138	60.00	58.00	51.50—68.50	634	67.00	66.00	56.50—75.50
Finance ⁵ _____	2,870	75.00	75.00	65.50—84.50	1,111	63.00	64.00	55.50—70.00	1,150	74.00	73.00	64.50—83.00	1,102	74.50	74.00	66.00—82.00
Services _____	2,318	68.00	70.00	59.50—77.50	1,557	45.50	44.50	36.00—55.00	1,532	56.50	56.00	49.50—64.00	1,562	64.00	63.50	53.00—76.00

See footnotes at end of table.

Table A-17. Office Occupations by Region and Industry Division—Continued

(Average weekly earnings¹ for selected occupations by region² and industry division, February 1963³)

Sex, occupation, and industry division	Northeast				South				North Central				West					
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹				
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		
Office clerical—Continued																		
Women—Continued																		
Switchboard operator-receptionists	9,194	\$72.50	\$73.50	\$64.50—\$82.50	5,744	\$66.00	\$65.00	\$58.00—\$73.50	9,277	\$73.50	\$73.50	\$64.50—\$83.50	5,058	\$78.00	\$77.50	\$67.00—\$87.50		
Manufacturing	5,210	72.00	73.00	65.00—81.50	2,100	68.50	67.50	61.00—76.00	4,628	75.50	75.00	66.00—85.00	2,128	79.50	79.00	69.00—89.00		
Nonmanufacturing	3,984	73.50	74.00	65.00—84.00	3,644	64.50	64.00	56.00—71.00	4,649	72.00	71.50	63.00—82.00	2,930	76.50	76.50	65.50—86.50		
Public utilities ⁴	441	73.50	73.50	63.00—85.50	587	73.50	70.50	61.50—86.50	635	75.50	75.50	63.50—89.00	345	87.50	90.00	72.50—102.50		
Wholesale trade	1,493	75.50	77.00	67.50—86.50	1,149	65.50	65.00	58.50—72.00	1,925	73.50	72.50	64.00—82.00	1,080	79.50	80.00	69.00—87.50		
Retail trade	592	65.50	65.00	56.50—75.00	922	58.50	59.50	53.00—66.00	693	65.50	66.00	59.00—75.00	564	69.00	67.00	59.00—79.50		
Finance ⁵	577	75.00	74.50	67.00—83.00	729	61.50	62.50	55.00—68.50	875	70.50	68.50	62.50—80.00	510	73.50	74.50	65.00—84.00		
Services	881	74.00	74.50	67.00—82.50	257	68.00	68.00	57.00—83.00	525	74.50	76.00	65.50—85.50	411	73.50	75.00	66.50—82.00		
Tabulating-machine operators, class B	3,112	84.00	83.50	74.00—92.00	1,586	78.00	78.50	68.50—87.00	1,924	90.00	89.50	80.50—100.50	1,599	93.50	92.00	84.00—101.50		
Manufacturing	915	91.50	91.00	82.00—99.50	264	84.50	83.50	71.50—98.00	776	95.50	95.50	85.50—106.00	359	101.00	102.50	93.00—109.50		
Nonmanufacturing	2,197	80.50	81.00	71.50—88.00	1,322	77.00	78.00	68.00—85.50	1,148	86.50	86.00	77.00—96.50	1,240	91.00	89.50	83.00—97.50		
Public utilities ⁴	1,188	80.50	81.00	69.50—87.50	700	76.50	80.00	66.50—86.50	368	93.50	88.00	82.00—104.50	516	90.00	92.00	83.50—97.00		
Retail trade	-	-	-	-	-	-	-	-	-	-	-	-	272	88.00	85.00	82.50—88.00		
Finance ⁵	641	81.50	82.00	74.50—89.50	369	76.00	77.00	67.50—84.50	487	80.50	81.50	71.50—89.50	279	89.50	89.50	82.00—99.00		
Tabulating-machine operators, class C	3,245	67.50	66.00	58.00—76.00	1,192	67.50	66.50	60.00—76.00	2,299	74.50	74.00	62.50—84.50	547	76.50	75.00	65.00—88.00		
Manufacturing	522	79.00	77.50	69.50—87.50	-	-	-	-	712	83.00	83.50	73.50—93.00	-	-	-	-		
Nonmanufacturing	2,723	65.50	64.50	57.00—73.00	999	66.00	66.00	58.50—74.50	1,587	70.50	70.50	59.00—78.50	464	74.00	72.00	64.00—83.00		
Public utilities ⁴	1,689	64.50	62.50	56.00—69.00	264	70.50	71.50	62.00—81.50	780	74.00	72.50	61.50—81.00	-	-	-	-		
Wholesale trade	279	68.00	67.50	58.50—78.00	-	-	-	-	260	72.00	74.00	64.00—81.50	-	-	-	-		
Finance ⁵	589	66.50	68.50	59.00—75.50	409	63.00	63.50	56.00—70.00	423	63.00	61.00	53.50—72.50	-	-	-	-		
Transcribing-machine operators, general	7,713	73.00	73.50	64.00—83.00	4,627	64.50	64.00	56.00—71.50	8,502	73.00	72.00	63.50—82.00	2,571	76.00	76.50	67.50—85.00		
Manufacturing	2,747	74.50	75.00	66.50—84.00	825	66.50	65.50	58.50—74.00	3,529	75.50	75.00	66.50—84.50	536	81.00	83.00	74.00—90.50		
Nonmanufacturing	4,966	72.50	72.50	63.00—83.00	3,802	64.00	63.50	55.50—71.00	4,973	71.00	69.50	61.50—79.50	2,035	74.50	75.00	66.50—83.00		
Wholesale trade	1,278	77.00	80.50	71.00—87.50	953	66.50	64.50	58.00—71.50	1,302	74.50	74.00	66.00—83.50	299	76.50	77.50	71.50—85.00		
Retail trade	-	-	-	-	-	-	-	-	250	72.00	71.50	64.00—80.00	-	-	-	-		
Finance ⁵	2,812	70.00	69.50	61.00—79.50	2,229	61.00	60.50	54.00—68.00	2,435	66.00	65.00	58.00—74.00	1,155	72.50	73.00	64.50—79.50		
Services	584	71.50	69.00	63.50—78.00	265	72.50	74.50	67.00—81.00	745	74.00	74.00	66.50—80.50	366	76.50	75.50	66.00—85.00		
Typists, class A	18,984	76.50	75.50	67.00—85.00	7,733	70.50	69.50	61.50—80.00	17,413	80.00	78.50	70.00—91.00	9,361	80.50	81.00	71.50—89.00		
Manufacturing	7,639	77.50	76.00	68.00—86.00	2,192	77.50	77.50	68.50—87.00	9,800	83.50	83.00	73.50—95.00	4,012	85.50	86.50	78.50—94.00		
Nonmanufacturing	11,345	75.50	75.00	67.00—84.00	5,541	68.00	67.00	60.00—76.50	7,613	75.50	74.50	66.00—84.50	5,349	76.50	76.50	68.50—85.00		
Public utilities ⁴	1,294	85.00	84.00	72.50—99.50	1,313	74.50	74.50	65.50—84.50	1,147	82.50	81.50	71.00—93.50	670	80.00	78.00	69.50—88.50		
Wholesale trade	1,032	80.00	80.00	71.00—88.50	565	72.50	69.50	63.00—81.50	873	78.50	79.00	70.50—88.50	380	85.00	84.50	77.00—93.00		
Retail trade	409	72.50	74.00	68.50—78.50	383	65.50	64.00	56.00—73.50	595	74.50	75.00	66.50—84.50	323	76.50	76.00	66.50—85.00		
Finance ⁵	6,420	72.00	72.00	64.50—79.00	2,802	64.00	64.50	57.50—70.00	3,686	71.50	70.50	63.50—78.50	3,007	74.00	74.00	66.50—80.50		
Services	2,150	79.00	79.00	71.50—87.50	478	68.50	69.50	58.50—80.50	1,312	80.00	79.00	71.00—90.00	926	78.50	81.50	73.00—87.00		
Typists, class B	38,476	64.00	64.00	56.50—71.50	17,265	58.00	57.50	51.50—65.00	35,049	65.50	64.50	57.00—73.00	18,913	70.50	69.00	62.00—78.50		
Manufacturing	11,721	67.50	66.50	60.00—75.50	3,079	63.00	62.50	55.00—70.00	13,272	70.00	68.00	61.50—78.00	6,344	79.50	79.50	70.50—90.50		
Nonmanufacturing	26,755	63.00	63.00	55.50—70.00	14,186	57.00	56.50	51.00—64.00	21,777	62.50	62.00	55.00—69.50	12,569	66.50	65.50	60.00—72.50		
Public utilities ⁴	2,273	70.50	68.50	61.50—79.00	1,472	65.00	62.50	55.50—73.00	2,232	71.00	69.00	62.50—80.50	740	74.50	74.00	66.00—81.00		
Wholesale trade	2,707	68.00	69.50	60.50—77.00	1,506	59.00	58.50	53.00—66.00	3,756	64.00	64.50	57.00—72.00	1,755	71.50	70.50	63.50—77.50		
Retail trade	2,039	60.50	61.00	53.50—68.50	1,316	57.00	57.50	51.00—65.00	2,271	63.50	64.00	55.00—73.00	809	67.50	66.50	59.50—75.00		
Finance ⁵	16,829	61.00	61.50	54.50—67.50	8,643	55.00	54.50	49.50—60.00	11,024	60.00	59.00	53.50—66.50	7,757	64.50	64.00	58.50—69.00		
Services	2,907	65.50	66.00	59.00—74.50	1,249	62.50	63.50	54.50—72.00	2,494	64.00	63.50	56.50—71.00	1,395	65.50	67.00	58.00—75.00		
Professional and technical																		
Men																		
Draftsmen, leader	3,449	160.50	160.00	143.50—178.00	1,587	159.00	162.50	136.50—181.00	3,130	166.00	164.50	143.50—189.50	1,315	155.00	148.00	136.50—174.50		
Manufacturing	2,312	159.00	158.00	139.00—177.00	1,318	162.00	168.00	138.00—184.00	2,617	166.00	163.50	143.00—189.50	856	146.00	142.50	133.00—152.50		
Nonmanufacturing	1,137	164.50	162.50	151.50—180.00	269	146.00	146.00	132.50—157.50	513	166.00	168.50	146.50—191.00	459	172.00	176.00	150.50—189.50		
Services	970	165.50	163.50	152.50—181.50	-	-	-	-	386	170.00	173.00	153.50—196.00	308	185.00	185.00	175.00—195.00		

See footnotes at end of table.

Table A-17. Office Occupations by Region and Industry Division—Continued

(Average weekly earnings¹ for selected occupations by region² and industry division, February 1963³)

Sex, occupation, and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Professional and technical—Continued																
Men—Continued																
Draftsmen, senior.....	17,411	\$128.50	\$128.00	\$114.00—\$143.50	6,886	\$124.00	\$122.50	\$107.00—\$140.50	18,614	\$136.00	\$133.00	\$118.00—\$153.50	8,467	\$130.50	\$128.50	\$116.00—\$143.50
Manufacturing.....	12,714	127.50	126.50	113.50—141.50	5,010	126.50	125.00	109.00—145.50	15,595	135.00	132.00	116.50—152.00	5,669	124.50	124.50	113.00—136.00
Nonmanufacturing.....	4,697	131.00	133.50	118.00—147.00	1,876	117.00	117.00	104.00—129.00	3,019	140.00	138.50	125.00—158.00	2,798	141.50	142.00	125.00—158.50
Public utilities ⁴	507	128.50	128.50	116.50—143.00	797	120.00	120.00	104.50—133.50	928	132.50	132.00	121.00—141.50	448	127.00	128.00	118.50—137.00
Services.....	3,938	130.50	134.00	117.50—147.50	690	114.00	115.00	105.00—125.50	1,782	146.00	148.50	132.00—164.50	2,091	145.00	150.00	128.00—161.00
Draftsmen, junior.....	8,688	97.50	97.00	85.50—109.00	4,314	90.50	88.50	77.00—104.00	10,449	104.50	103.00	89.50—119.00	3,104	100.50	99.50	90.50—110.50
Manufacturing.....	5,969	96.50	95.50	84.50—108.00	3,225	91.50	89.00	77.50—105.50	8,712	103.50	102.00	88.50—117.50	2,276	97.50	96.50	88.50—106.50
Nonmanufacturing.....	2,719	99.00	101.00	88.50—112.00	1,089	87.50	87.00	76.00—90.50	1,737	109.50	109.00	93.00—126.00	828	108.50	110.00	100.00—120.00
Public utilities ⁴	511	103.50	105.00	94.00—113.50	462	93.00	94.00	77.00—107.50	645	107.50	110.50	91.50—123.00	306	105.50	108.00	98.00—115.50
Services.....	2,079	98.50	101.00	88.50—112.00	403	82.50	85.00	75.00—93.00	930	112.50	112.50	96.50—132.50	395	111.50	113.50	102.50—124.50
Tracers.....	744	74.00	74.50	65.00—84.00	-	-	-	-	886	84.50	84.50	73.00—96.50	509	93.50	97.50	89.00—104.00
Manufacturing.....	512	74.50	74.00	65.50—82.50	-	-	-	-	655	87.00	87.00	76.00—97.50	480	94.50	98.00	90.00—104.50
Women																
Nurses, industrial (registered).....	3,382	100.50	100.50	90.50—112.00	1,401	100.50	100.50	87.50—114.00	3,379	103.00	103.00	93.00—113.00	1,123	110.00	112.00	102.00—120.00
Manufacturing.....	2,684	100.50	100.00	90.50—111.00	1,106	103.00	103.00	90.00—117.00	2,993	103.00	103.00	93.50—113.50	923	110.00	111.50	102.50—119.00
Nonmanufacturing.....	698	102.00	102.00	92.00—113.50	295	92.00	92.50	82.00—103.50	386	100.50	100.00	91.00—111.50	-	-	-	-
Tracers.....	293	74.50	74.50	66.50—84.00	345	70.50	74.50	59.00—84.50	306	76.00	78.00	69.00—85.50	-	-	-	-
Nonmanufacturing.....	254	74.00	74.00	66.00—83.50	332	69.50	72.50	58.50—84.00	-	-	-	-	-	-	-	-
Public utilities ⁴	-	-	-	-	305	70.00	74.50	59.50—84.50	-	-	-	-	-	-	-	-

¹ For definition of terms, see footnote 1, table A-1.² For definition of regions, see footnote 2, table A-1.³ Average month of reference. Data were collected during the period July 1962 through June 1963.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate.

NOTE: Dashes indicate data do not meet publication criteria. Because of rounding, sums of individual items may not equal totals.

Table A-18. Plant Occupations by Region and Industry Division

(Average hourly earnings¹ for selected occupations by region² and industry division, February 1963³)

Occupation ⁴ and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Maintenance and powerplant																
Carpenters, maintenance.....	7,334	\$2.89	\$2.88	\$2.57-\$3.11	4,680	\$2.87	\$3.05	\$2.48-\$3.43	6,111	\$3.09	\$3.12	\$2.77-\$3.35	2,529	\$3.15	\$3.14	\$2.92-\$3.31
Manufacturing.....	5,295	2.85	2.89	2.56-3.09	3,615	2.98	3.12	2.73-3.44	4,514	3.07	3.13	2.88-3.33	1,641	3.12	3.13	3.01-3.27
Nonmanufacturing.....	2,039	2.99	2.86	2.58-3.27	1,065	2.53	2.53	2.11-2.99	1,597	3.14	2.92	2.55-3.86	888	3.21	3.15	2.63-3.71
Public utilities ⁵	614	2.83	2.68	2.61-3.05	302	2.70	2.59	2.48-3.03	616	2.67	2.56	2.50-2.75	385	2.90	2.59	2.55-3.22
Retail trade.....	709	3.40	3.44	3.01-3.88	398	2.74	2.64	2.24-3.37	385	3.39	3.37	2.84-3.89	-	-	-	-
Finance ⁶	253	2.86	2.97	2.62-3.10	-	-	-	-	398	3.67	4.21	2.95-4.26	-	-	-	-
Services.....	416	2.48	2.49	2.16-2.77	-	-	-	-	-	-	-	-	-	-	-	-
Electricians, maintenance.....	15,507	3.04	3.06	2.77-3.27	9,698	3.09	3.18	2.81-3.46	21,305	3.27	3.30	3.06-3.49	5,861	3.33	3.32	3.17-3.45
Manufacturing.....	13,307	3.03	3.07	2.79-3.26	8,633	3.11	3.19	2.86-3.47	18,707	3.25	3.29	3.07-3.47	4,601	3.32	3.31	3.18-3.40
Nonmanufacturing.....	2,200	3.06	3.06	2.74-3.34	1,065	2.89	3.07	2.71-3.27	2,598	3.38	3.40	3.00-3.70	1,260	3.36	3.45	3.08-3.63
Public utilities ⁵	1,099	3.12	3.07	2.77-3.46	696	3.10	3.19	2.80-3.31	1,569	3.40	3.51	3.18-3.70	750	3.36	3.50	3.18-3.60
Retail trade.....	306	3.24	3.24	2.82-3.63	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁶	319	3.03	3.04	2.64-3.19	-	-	-	-	336	3.70	3.56	2.91-4.72	-	-	-	-
Services.....	391	2.75	2.74	2.47-3.11	-	-	-	-	359	3.27	3.31	3.11-3.39	-	-	-	-
Engineers, stationary.....	7,852	2.95	2.93	2.59-3.25	4,685	2.75	2.84	2.24-3.24	7,863	3.11	3.17	2.80-3.47	3,005	3.21	3.17	2.97-3.43
Manufacturing.....	5,307	2.96	2.88	2.57-3.24	2,807	2.96	3.08	2.65-3.35	5,092	3.17	3.22	2.89-3.45	1,929	3.32	3.28	3.06-3.49
Nonmanufacturing.....	2,545	2.95	3.05	2.64-3.27	1,878	2.43	2.41	1.99-2.81	2,771	3.00	3.11	2.64-3.50	1,076	3.02	3.04	2.69-3.22
Public utilities ⁵	802	3.11	3.11	2.92-3.28	328	2.71	2.66	2.47-3.21	561	2.84	2.76	2.59-3.12	-	-	-	-
Retail trade.....	356	3.15	3.29	2.80-3.50	447	2.65	2.60	2.21-3.11	562	3.09	3.14	2.80-3.55	-	-	-	-
Finance ⁶	666	2.92	3.03	2.63-3.23	435	2.39	2.35	2.09-2.72	739	3.30	3.51	3.17-3.56	-	-	-	-
Services.....	633	2.64	2.62	2.33-3.06	593	2.13	1.99	1.66-2.53	771	2.76	2.82	2.27-3.25	549	2.99	3.04	2.81-3.17
Firemen, stationary boiler.....	6,908	2.44	2.44	2.15-2.73	3,013	2.09	1.98	1.39-2.78	6,698	2.70	2.73	2.39-3.11	754	2.65	2.68	2.46-2.87
Manufacturing.....	5,516	2.46	2.43	2.17-2.74	2,588	2.15	2.09	1.41-2.88	5,359	2.74	2.77	2.42-3.13	550	2.74	2.72	2.52-2.92
Nonmanufacturing.....	1,392	2.36	2.46	1.97-2.70	425	1.74	1.67	1.30-2.31	1,339	2.55	2.64	2.18-2.99	-	-	-	-
Public utilities ⁵	417	2.68	2.71	2.48-2.94	-	-	-	-	418	2.82	2.70	2.57-2.96	-	-	-	-
Services.....	590	2.15	2.41	1.74-2.50	-	-	-	-	501	2.16	2.17	1.69-2.72	-	-	-	-
Helpers, maintenance trades.....	10,323	2.43	2.45	2.19-2.63	10,177	2.39	2.49	2.06-2.85	7,596	2.56	2.58	2.40-2.78	3,759	2.57	2.58	2.43-2.74
Manufacturing.....	7,603	2.44	2.45	2.17-2.66	8,156	2.44	2.55	2.17-2.88	6,351	2.56	2.57	2.38-2.78	2,797	2.60	2.60	2.46-2.77
Nonmanufacturing.....	2,720	2.40	2.46	2.25-2.60	2,021	2.16	2.24	1.80-2.49	1,245	2.56	2.62	2.44-2.80	962	2.49	2.50	2.37-2.65
Public utilities ⁵	2,017	2.45	2.47	2.32-2.61	1,591	2.29	2.32	2.05-2.53	888	2.59	2.62	2.46-2.78	790	2.51	2.49	2.38-2.63
Finance ⁶	251	2.44	2.52	2.27-2.58	-	-	-	-	-	-	-	-	-	-	-	-
Machine-tool operators, toolroom.....	5,530	2.96	2.94	2.67-3.31	1,902	3.04	3.11	2.93-3.25	14,825	3.25	3.33	3.09-3.50	2,430	3.18	3.20	3.09-3.28
Manufacturing.....	5,524	2.96	2.94	2.67-3.31	1,858	3.06	3.12	2.94-3.25	14,782	3.25	3.33	3.09-3.50	2,407	3.17	3.20	3.09-3.28
Machinists, maintenance.....	16,016	3.06	3.09	2.75-3.29	8,090	3.12	3.21	2.87-3.45	14,727	3.24	3.29	3.03-3.46	5,197	3.30	3.31	3.15-3.46
Manufacturing.....	15,135	3.06	3.10	2.75-3.29	7,475	3.13	3.21	2.91-3.46	14,168	3.24	3.28	3.03-3.45	4,763	3.30	3.30	3.15-3.45
Nonmanufacturing.....	881	3.07	2.83	2.75-3.43	615	2.99	3.11	2.74-3.31	559	3.31	3.43	2.83-3.65	434	3.31	3.40	3.13-3.56
Public utilities ⁵	781	3.05	2.79	2.74-3.47	559	2.99	3.12	2.74-3.30	499	3.29	3.45	2.79-3.65	302	3.26	3.44	3.10-3.55
Mechanics, automotive (maintenance).....	10,836	2.86	2.87	2.65-3.14	11,242	2.63	2.74	2.23-3.04	14,562	3.00	3.09	2.83-3.23	7,958	3.18	3.19	3.05-3.37
Manufacturing.....	3,068	2.93	2.94	2.64-3.18	2,942	2.48	2.38	2.01-2.97	4,757	3.02	3.11	2.81-3.29	1,995	3.15	3.18	2.98-3.38
Nonmanufacturing.....	7,768	2.84	2.86	2.66-3.12	8,300	2.69	2.82	2.36-3.05	9,805	3.00	3.08	2.85-3.20	5,963	3.19	3.19	3.10-3.37
Public utilities ⁵	6,295	2.82	2.83	2.63-3.09	6,788	2.74	2.86	2.45-3.08	8,360	3.02	3.10	2.89-3.20	4,857	3.21	3.20	3.11-3.37
Wholesale trade.....	743	2.99	3.04	2.84-3.18	550	2.51	2.60	2.09-2.94	848	2.87	2.94	2.57-3.15	481	3.06	3.13	2.84-3.31
Retail trade.....	-	-	-	-	619	2.45	2.51	2.19-2.81	468	2.98	3.05	2.86-3.22	333	3.18	3.19	3.05-3.31
Services.....	536	2.82	3.11	2.61-3.16	307	2.31	2.38	2.04-2.56	-	-	-	-	251	3.08	3.21	2.86-3.36
Mechanics, maintenance.....	19,532	2.92	2.95	2.65-3.17	15,675	2.85	2.94	2.45-3.34	20,909	3.09	3.13	2.83-3.43	7,304	3.14	3.16	2.96-3.44
Manufacturing.....	17,834	2.91	2.94	2.64-3.16	14,180	2.86	2.95	2.45-3.37	19,342	3.09	3.12	2.83-3.43	6,852	3.14	3.16	2.97-3.34
Nonmanufacturing.....	1,698	3.03	3.05	2.77-3.30	1,495	2.74	2.77	2.46-3.21	1,567	3.17	3.26	2.92-3.55	452	3.08	3.12	2.86-3.30
Public utilities ⁵	742	3.22	3.25	2.92-3.45	641	3.02	3.19	2.74-3.32	927	3.41	3.38	3.25-3.67	-	-	-	-
Wholesale trade.....	279	3.05	3.06	2.97-3.18	398	2.60	2.61	2.36-2.91	282	2.72	2.81	2.45-2.97	-	-	-	-
Retail trade.....	441	2.91	2.86	2.67-3.10	274	2.65	2.69	2.33-2.98	-	-	-	-	-	-	-	-
Millwrights.....	5,682	3.09	3.12	2.87-3.34	3,545	3.16	3.18	3.11-3.41	14,479	3.19	3.23	3.05-3.42	872	3.25	3.25	3.18-3.38
Manufacturing.....	5,576	3.09	3.12	2.87-3.34	3,535	3.16	3.18	3.11-3.41	14,420	3.19	3.23	3.05-3.42	830	3.25	3.25	3.17-3.39

See footnotes at end of table.

Table A-18. Plant Occupations by Region and Industry Division—Continued

(Average hourly earnings¹ for selected occupations by region² and industry division, February 1963³)

Occupation ⁴ and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Maintenance and powerplant—Continued																
Oilers	4,407	\$2.46	\$2.48	\$2.22–\$2.69	3,167	\$2.25	\$2.41	\$1.67–\$2.67	5,123	\$2.67	\$2.71	\$2.47–\$2.85	1,531	\$2.60	\$2.60	\$2.44–\$2.78
Manufacturing	4,190	2.45	2.47	2.21–2.69	3,103	2.25	2.40	1.67–2.67	4,942	2.68	2.71	2.48–2.85	1,409	2.57	2.58	2.43–2.73
Painters, maintenance	4,749	2.74	2.75	2.48–3.04	3,867	2.84	3.02	2.40–3.41	4,254	3.10	3.14	2.82–3.36	1,766	3.13	3.10	2.90–3.32
Manufacturing	2,973	2.81	2.87	2.60–3.05	2,887	3.04	3.22	2.85–3.43	2,918	3.07	3.12	2.89–3.30	1,164	3.10	3.08	2.92–3.29
Nonmanufacturing	1,776	2.62	2.56	2.35–3.02	980	2.24	2.21	1.77–2.65	1,336	3.17	3.23	2.71–3.91	602	3.19	3.13	2.70–3.55
Public utilities ⁵	361	2.98	3.01	2.67–3.20	-	-	-	-	311	2.91	2.92	2.71–3.22	-	-	-	-
Finance ⁶	524	2.54	2.51	2.32–2.79	336	2.16	2.19	1.91–2.29	610	3.42	3.90	2.82–3.95	-	-	-	-
Services	610	2.31	2.45	2.12–2.56	328	1.87	1.78	1.48–2.23	-	-	-	-	-	-	-	-
Pipefitters, maintenance	8,201	3.02	3.05	2.81–3.24	7,352	3.31	3.43	3.18–3.48	10,569	3.23	3.30	3.10–3.41	1,995	3.26	3.28	3.12–3.37
Manufacturing	7,688	3.01	3.04	2.81–3.23	7,240	3.32	3.43	3.18–3.48	10,015	3.23	3.30	3.11–3.40	1,833	3.27	3.29	3.12–3.37
Nonmanufacturing	513	3.23	3.24	2.80–3.46	-	-	-	-	554	3.38	3.35	2.89–3.68	-	-	-	-
Public utilities ⁵	298	3.19	3.37	2.75–3.49	-	-	-	-	406	3.26	3.32	2.84–3.65	-	-	-	-
Plumbers, maintenance	1,292	2.85	2.85	2.69–3.00	270	2.47	2.55	1.96–2.93	651	3.11	3.10	2.73–3.32	448	3.11	3.13	3.00–3.19
Manufacturing	741	2.85	2.90	2.74–2.99	-	-	-	-	375	3.13	3.13	2.85–3.30	321	3.13	3.14	3.07–3.19
Nonmanufacturing	551	2.80	2.77	2.61–3.02	-	-	-	-	276	3.08	2.80	2.64–3.44	-	-	-	-
Sheet-metal workers, maintenance	1,988	3.05	3.07	2.83–3.28	1,044	3.21	3.33	3.08–3.46	2,489	3.25	3.31	3.14–3.41	538	3.13	3.13	2.97–3.28
Manufacturing	1,869	3.05	3.08	2.85–3.28	1,011	3.22	3.36	3.11–3.46	2,427	3.25	3.31	3.14–3.41	469	3.14	3.14	3.01–3.27
Tool and die makers	15,791	3.15	3.15	2.89–3.45	2,667	3.13	3.17	2.86–3.40	25,832	3.43	3.54	3.25–3.66	5,099	3.38	3.39	3.25–3.54
Manufacturing	15,390	3.15	3.15	2.89–3.45	2,605	3.13	3.18	2.86–3.41	25,820	3.43	3.54	3.25–3.66	4,961	3.38	3.39	3.24–3.53
Nonmanufacturing	401	3.20	3.32	2.96–3.42	-	-	-	-	-	-	-	-	-	-	-	-
Services	337	3.30	3.35	3.09–3.44	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																
Elevator operators, passenger	5,637	1.88	1.85	1.70–2.23	936	1.02	1.07	.80–1.20	1,943	1.85	2.01	1.29–2.35	555	1.64	1.62	1.28–1.89
Manufacturing	509	2.16	2.24	1.95–2.40	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	5,128	1.85	1.83	1.68–2.21	911	1.01	1.06	.79–1.20	1,806	1.84	2.05	1.29–2.35	527	1.61	1.59	1.27–1.87
Retail trade	586	1.53	1.53	1.23–1.74	-	-	-	-	-	-	-	-	-	-	-	-
Finance ⁶	3,124	1.96	1.89	1.79–2.24	365	1.10	1.12	1.03–1.21	1,233	2.04	2.32	1.56–2.36	-	-	-	-
Services	1,138	1.61	1.72	1.34–1.77	312	.74	.67	.61–.83	394	1.20	1.24	.96–1.40	317	1.51	1.53	1.25–1.83
Elevator operators, passenger (women)	2,580	1.47	1.40	1.16–1.76	2,863	.90	1.02	.66–1.10	2,671	1.26	1.24	1.07–1.46	1,225	1.61	1.59	1.43–1.78
Nonmanufacturing	2,412	1.45	1.36	1.15–1.74	2,853	.90	1.02	.65–1.10	2,647	1.25	1.23	1.07–1.46	1,186	1.59	1.58	1.42–1.77
Retail trade	935	1.26	1.20	1.08–1.37	1,027	1.04	1.06	1.03–1.09	1,100	1.21	1.16	1.07–1.34	268	1.49	1.50	1.31–1.68
Finance ⁶	438	1.55	1.63	1.28–1.76	741	1.02	1.08	.86–1.16	462	1.45	1.45	1.35–1.51	277	1.81	1.76	1.72–1.80
Services	811	1.48	1.57	1.15–1.75	1,018	.62	.54	.44–.72	940	1.13	1.19	.91–1.35	576	1.53	1.54	1.27–1.61
Guards and watchmen	28,966	1.95	2.03	1.47–2.38	13,999	1.74	1.52	1.19–2.28	26,242	2.16	2.25	1.58–2.68	9,256	2.33	2.42	2.06–2.69
Manufacturing	13,812	2.20	2.22	1.93–2.56	7,487	2.04	2.11	1.38–2.63	16,272	2.45	2.57	2.16–2.78	4,945	2.48	2.58	2.32–2.71
Guards	8,495	2.40	2.42	2.15–2.71	4,317	2.43	2.51	2.12–2.80	12,016	2.60	2.71	2.43–2.83	3,788	2.55	2.61	2.49–2.69
Watchmen	5,317	1.89	1.91	1.57–2.18	3,170	1.50	1.35	1.20–1.67	4,256	2.05	2.03	1.76–2.39	1,157	2.21	2.20	1.94–2.59
Nonmanufacturing	15,154	1.72	1.57	1.28–2.16	6,512	1.40	1.23	1.14–1.62	9,970	1.68	1.54	1.33–1.97	4,311	2.16	2.22	1.69–2.55
Janitors, porters, and cleaners	64,867	1.90	1.95	1.61–2.23	43,154	1.45	1.31	1.15–1.70	62,811	2.04	2.14	1.72–2.45	29,756	2.01	2.06	1.79–2.30
Manufacturing	30,759	2.03	2.07	1.78–2.28	17,446	1.74	1.61	1.32–2.05	39,004	2.24	2.31	2.01–2.52	10,682	2.23	2.27	2.05–2.45
Nonmanufacturing	34,108	1.79	1.82	1.50–2.12	25,708	1.26	1.19	1.09–1.40	23,807	1.72	1.68	1.37–2.12	19,074	1.89	1.89	1.70–2.21
Public utilities ⁵	4,905	2.12	2.19	1.95–2.29	3,912	1.74	1.70	1.49–2.09	4,097	2.13	2.21	1.94–2.36	2,004	2.10	2.15	1.98–2.28
Wholesale trade	1,260	1.80	1.80	1.52–2.09	1,576	1.49	1.39	1.23–1.67	1,765	1.88	1.87	1.55–2.23	645	2.04	2.12	1.80–2.33
Retail trade	6,779	1.52	1.46	1.27–1.72	8,087	1.17	1.12	1.04–1.32	7,586	1.54	1.53	1.29–1.76	3,494	1.82	1.80	1.48–2.21
Finance ⁶	7,433	1.88	1.87	1.69–2.15	4,638	1.20	1.18	1.12–1.30	4,974	1.86	1.83	1.52–2.33	2,583	1.94	1.87	1.73–2.24
Services	13,731	1.75	1.76	1.48–2.06	7,495	1.10	1.15	1.06–1.22	5,385	1.48	1.45	1.22–1.73	10,156	1.85	1.87	1.70–2.10

See footnotes at end of table.

Table A-18. Plant Occupations by Region and Industry Division—Continued

(Average hourly earnings¹ for selected occupations by region² and industry division, February 1963³)

Occupation ⁴ and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Custodial and material movement—Continued</u>																
Janitors, porters, and cleaners (women)	20,919	\$1.62	\$1.67	\$1.39-\$1.81	10,314	\$1.15	\$1.14	\$1.05-\$1.25	17,833	\$1.65	\$1.63	\$1.40-\$1.79	4,651	\$1.79	\$1.76	\$1.65-\$1.94
Manufacturing	3,125	1.88	1.86	1.63-2.16	1,469	1.48	1.27	1.18-1.80	4,265	2.01	2.02	1.72-2.41	674	2.08	2.15	1.93-2.29
Nonmanufacturing	17,794	1.57	1.64	1.37-1.78	8,845	1.10	1.14	1.03-1.20	13,568	1.54	1.55	1.31-1.74	3,977	1.74	1.75	1.64-1.85
Public utilities ⁵	1,729	1.70	1.72	1.55-1.85	980	1.53	1.52	1.33-1.63	1,351	1.78	1.70	1.54-2.13	297	1.81	1.75	1.70-1.82
Wholesale trade	251	1.48	1.52	1.34-1.71	271	1.37	1.25	1.16-1.54	412	1.58	1.58	1.41-1.71	-	-	-	-
Retail trade	1,328	1.33	1.28	1.16-1.51	1,747	1.03	1.06	1.02-1.10	1,270	1.30	1.29	1.14-1.47	259	1.48	1.46	1.27-1.71
Finance ⁶	7,971	1.56	1.64	1.38-1.77	3,176	1.00	1.11	.76-1.17	6,699	1.58	1.59	1.42-1.75	1,743	1.76	1.72	1.64-1.80
Services	6,515	1.61	1.67	1.44-1.82	2,671	1.08	1.14	1.08-1.18	3,836	1.46	1.48	1.22-1.68	1,602	1.72	1.77	1.71-1.85
Laborers, material handling	70,375	2.27	2.36	1.94-2.62	51,439	1.77	1.65	1.28-2.19	90,438	2.39	2.44	2.16-2.66	27,274	2.52	2.61	2.28-2.79
Manufacturing	37,738	2.21	2.17	1.86-2.50	28,055	1.78	1.69	1.33-2.14	52,476	2.36	2.42	2.12-2.60	8,700	2.39	2.42	2.17-2.65
Nonmanufacturing	32,637	2.35	2.51	2.16-2.65	23,384	1.76	1.57	1.23-2.12	37,962	2.44	2.49	2.24-2.81	18,574	2.58	2.69	2.42-2.83
Public utilities ⁵	15,690	2.61	2.60	2.51-2.69	8,822	2.23	2.32	1.83-2.72	17,747	2.67	2.69	2.42-2.94	7,513	2.78	2.78	2.71-2.86
Wholesale trade	8,810	2.22	2.34	1.83-2.58	9,568	1.40	1.27	1.17-1.49	11,395	2.29	2.38	2.11-2.57	6,890	2.51	2.63	2.36-2.78
Retail trade	7,635	2.00	2.06	1.48-2.46	4,884	1.59	1.49	1.22-1.90	8,403	2.17	2.27	1.72-2.65	4,064	2.32	2.29	2.08-2.69
Services	421	1.77	1.70	1.48-2.10	-	-	-	-	385	1.84	1.75	1.50-2.24	-	-	-	-
Order fillers	21,399	2.29	2.32	1.96-2.61	17,386	1.75	1.69	1.36-2.10	30,031	2.38	2.46	2.12-2.67	12,062	2.53	2.61	2.38-2.76
Manufacturing	9,278	2.21	2.25	1.95-2.49	3,236	1.89	1.83	1.43-2.33	11,006	2.38	2.41	2.14-2.64	2,716	2.51	2.59	2.29-2.74
Nonmanufacturing	12,121	2.35	2.45	1.97-2.68	14,150	1.72	1.65	1.35-2.01	19,025	2.38	2.47	2.11-2.69	9,346	2.53	2.62	2.39-2.77
Public utilities ⁵	-	-	-	-	-	-	-	-	592	2.59	2.69	2.48-2.76	425	2.69	2.74	2.71-2.77
Wholesale trade	7,198	2.26	2.23	1.91-2.60	8,855	1.60	1.47	1.28-1.83	13,735	2.36	2.45	2.11-2.64	6,462	2.52	2.59	2.41-2.74
Retail trade	4,579	2.50	2.59	2.36-2.78	5,017	1.93	1.90	1.66-2.26	4,584	2.43	2.62	2.06-2.77	2,327	2.57	2.71	2.35-2.82
Packers, shipping	16,303	2.08	2.09	1.80-2.36	7,099	1.72	1.55	1.32-2.02	20,418	2.31	2.40	2.04-2.60	3,821	2.39	2.49	2.19-2.65
Manufacturing	12,273	2.13	2.11	1.86-2.39	3,999	1.80	1.57	1.36-2.30	14,294	2.36	2.43	2.09-2.62	2,065	2.37	2.44	2.21-2.57
Nonmanufacturing	4,030	1.93	1.97	1.58-2.26	3,100	1.62	1.49	1.26-1.85	6,124	2.21	2.34	1.86-2.56	1,756	2.40	2.61	2.14-2.68
Wholesale trade	2,632	2.02	2.10	1.71-2.30	2,358	1.65	1.49	1.26-1.90	5,031	2.25	2.40	1.94-2.57	1,424	2.43	2.62	2.38-2.67
Retail trade	1,267	1.75	1.73	1.38-2.11	698	1.49	1.46	1.26-1.79	901	2.00	2.04	1.59-2.41	295	2.17	2.09	1.84-2.66
Packers, shipping (women)	6,486	1.64	1.59	1.38-1.86	1,796	1.49	1.43	1.25-1.64	7,226	1.92	1.86	1.64-2.16	1,435	1.97	2.03	1.74-2.23
Manufacturing	5,327	1.63	1.56	1.37-1.85	1,386	1.48	1.38	1.24-1.58	5,470	2.01	1.95	1.73-2.31	962	2.00	2.05	1.76-2.26
Nonmanufacturing	1,159	1.72	1.82	1.46-1.92	410	1.53	1.55	1.30-1.76	1,756	1.61	1.63	1.41-1.79	473	1.89	1.96	1.58-2.21
Wholesale trade	-	-	-	-	-	-	-	-	768	1.63	1.63	1.43-1.77	-	-	-	-
Retail trade	1,001	1.71	1.82	1.46-1.90	-	-	-	-	955	1.61	1.63	1.39-1.85	274	1.79	1.80	1.53-2.07
Receiving clerks	7,369	2.27	2.28	1.98-2.58	5,090	2.02	1.95	1.60-2.42	7,932	2.46	2.52	2.25-2.74	3,631	2.49	2.53	2.21-2.82
Manufacturing	3,873	2.35	2.34	2.10-2.59	1,999	2.27	2.23	1.80-2.79	4,469	2.51	2.55	2.31-2.78	1,563	2.52	2.49	2.26-2.76
Nonmanufacturing	3,496	2.19	2.15	1.82-2.56	3,091	1.86	1.82	1.53-2.15	3,463	2.38	2.49	2.13-2.69	2,068	2.47	2.59	2.13-2.85
Public utilities ⁵	282	2.59	2.55	2.48-2.67	-	-	-	-	593	2.65	2.64	2.56-2.71	-	-	-	-
Wholesale trade	1,256	2.21	2.16	1.98-2.57	1,278	1.78	1.74	1.51-2.01	1,315	2.39	2.45	2.12-2.67	997	2.47	2.64	2.13-2.82
Retail trade	1,772	2.12	2.07	1.74-2.54	1,563	1.87	1.85	1.53-2.18	1,474	2.29	2.30	1.93-2.67	928	2.44	2.54	2.08-2.91
Shipping clerks	5,609	2.40	2.41	2.11-2.73	2,914	2.21	2.18	1.81-2.56	5,774	2.53	2.57	2.29-2.82	1,802	2.62	2.71	2.31-2.90
Manufacturing	3,736	2.41	2.41	2.14-2.72	1,689	2.39	2.36	2.05-2.66	4,216	2.58	2.63	2.33-2.83	870	2.61	2.61	2.27-2.96
Nonmanufacturing	1,873	2.38	2.39	2.03-2.77	1,225	1.96	1.87	1.64-2.23	1,558	2.42	2.45	2.18-2.71	932	2.63	2.75	2.36-2.88
Wholesale trade	1,116	2.40	2.40	2.14-2.76	878	1.92	1.82	1.61-2.17	1,108	2.45	2.49	2.21-2.73	712	2.61	2.74	2.33-2.86
Retail trade	646	2.35	2.37	1.93-2.85	278	2.01	2.01	1.72-2.36	350	2.36	2.30	2.20-2.67	-	-	-	-
Shipping and receiving clerks	5,326	2.33	2.37	2.08-2.60	3,069	2.23	2.16	1.82-2.63	5,993	2.54	2.63	2.27-2.79	2,675	2.63	2.67	2.39-2.90
Manufacturing	3,203	2.31	2.30	2.06-2.57	1,624	2.34	2.23	1.87-2.70	3,456	2.55	2.67	2.33-2.77	1,326	2.54	2.59	2.33-2.73
Nonmanufacturing	2,123	2.38	2.44	2.15-2.64	1,445	2.11	2.07	1.74-2.51	2,537	2.52	2.57	2.20-2.84	1,349	2.72	2.83	2.56-3.02
Public utilities ⁵	-	-	-	-	-	-	-	-	451	2.67	2.63	2.52-2.82	-	-	-	-
Wholesale trade	969	2.49	2.47	2.33-2.69	886	2.14	2.12	1.72-2.55	1,172	2.62	2.64	2.25-2.88	664	2.91	2.98	2.78-3.08
Retail trade	745	2.17	2.19	1.85-2.52	377	1.99	2.02	1.73-2.26	748	2.32	2.33	1.97-2.73	401	2.60	2.72	2.46-2.88

See footnotes at end of table.

Table A-18. Plant Occupations by Region and Industry Division—Continued

(Average hourly earnings¹ for selected occupations by region² and industry division, February 1963³)

Occupation ⁴ and industry division	Northeast				South				North Central				West			
	Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹			Number of workers	Earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Custodial and material movement—Continued																
Truckdrivers ⁷	66,575	\$2.78	\$2.80	\$2.60-\$3.00	50,936	\$2.14	\$2.23	\$1.50-\$2.82	59,831	\$2.82	\$2.90	\$2.70-\$3.02	36,132	\$2.81	\$2.87	\$2.71-\$3.10
Manufacturing.....	19,760	2.85	2.78	2.46-3.08	13,782	2.01	1.97	1.50-2.51	15,544	2.73	2.79	2.55-2.99	9,265	2.76	2.88	2.49-3.11
Nonmanufacturing.....	46,815	2.75	2.80	2.63-2.98	37,154	2.19	2.37	1.50-2.87	44,287	2.85	2.93	2.77-3.10	26,877	2.80	2.87	2.75-3.09
Public utilities ⁵	26,747	2.81	2.80	2.70-2.97	17,148	2.72	2.87	2.60-2.99	25,455	2.96	3.01	2.85-3.13	14,672	2.89	2.86	2.81-2.95
Wholesale trade.....	14,110	2.72	2.83	2.55-3.05	10,374	1.73	1.52	1.25-2.21	11,113	2.69	2.80	2.43-3.02	7,352	2.74	2.87	2.45-3.12
Retail trade.....	4,543	2.59	2.69	2.32-2.98	7,366	1.73	1.56	1.24-2.29	6,964	2.74	2.87	2.70-3.02	3,818	2.74	2.90	2.44-3.16
Services.....	1,270	2.43	2.47	2.27-2.88	2,175	1.86	1.93	1.46-2.32	715	2.36	2.52	1.89-2.74	659	2.51	2.56	2.10-2.87
Truckdrivers, light (under 1½ tons).....	5,161	2.29	2.39	1.95-2.69	8,073	1.63	1.49	1.24-1.89	6,282	2.55	2.74	2.22-2.98	4,377	2.48	2.54	2.02-2.98
Manufacturing.....	2,286	2.23	2.21	1.94-2.59	2,030	1.91	1.66	1.33-2.74	2,329	2.60	2.72	2.33-3.03	1,617	2.48	2.51	2.09-2.82
Nonmanufacturing.....	2,875	2.35	2.46	1.99-2.79	6,043	1.54	1.44	1.21-1.80	3,953	2.52	2.75	2.10-2.94	2,760	2.49	2.56	1.96-3.04
Public utilities ⁵	995	2.61	2.58	2.46-2.71	-	-	-	-	1,509	2.94	2.95	2.87-3.03	908	2.95	3.02	2.81-3.23
Wholesale trade.....	811	2.26	2.13	1.67-2.98	2,657	1.48	1.44	1.24-1.72	1,055	2.35	2.44	1.97-2.78	1,082	2.28	2.19	1.85-2.60
Retail trade.....	546	2.10	2.13	1.58-2.81	2,044	1.43	1.31	1.16-1.66	814	2.11	2.10	1.63-2.75	372	1.98	1.96	1.49-2.65
Services.....	405	2.25	2.42	1.98-2.49	1,071	1.73	1.77	1.30-2.28	531	2.31	2.44	1.86-2.72	385	2.44	2.46	2.03-2.75
Truckdrivers, medium (1½ to and including 4 tons).....	24,538	2.79	2.79	2.60-2.96	24,466	2.12	2.22	1.44-2.85	20,187	2.74	2.83	2.53-3.00	14,110	2.77	2.83	2.70-2.92
Manufacturing.....	8,218	2.97	2.87	2.54-3.09	5,729	1.85	1.71	1.41-2.24	5,426	2.72	2.75	2.52-2.97	3,185	2.72	2.88	2.41-3.10
Nonmanufacturing.....	16,320	2.70	2.77	2.61-2.93	18,737	2.20	2.41	1.48-2.90	14,761	2.74	2.86	2.54-3.00	10,925	2.78	2.83	2.72-2.89
Public utilities ⁵	9,176	2.82	2.79	2.72-2.94	10,132	2.71	2.88	2.49-2.99	8,529	2.86	2.89	2.81-3.02	7,185	2.83	2.84	2.78-2.88
Wholesale trade.....	5,013	2.64	2.74	2.53-2.90	4,458	1.53	1.34	1.21-1.65	4,581	2.61	2.71	2.31-3.01	2,381	2.76	2.76	2.45-3.12
Retail trade.....	1,329	2.24	2.39	1.87-2.71	3,000	1.59	1.43	1.20-1.96	1,580	2.54	2.72	2.42-2.84	1,084	2.58	2.80	2.04-2.99
Services.....	777	2.52	2.55	2.32-2.93	1,083	2.00	2.03	1.56-2.35	-	-	-	-	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type).....	19,333	2.84	2.89	2.67-3.12	11,353	2.46	2.72	2.07-2.90	20,402	2.96	3.03	2.85-3.15	11,026	2.95	2.96	2.85-3.15
Manufacturing.....	3,385	2.77	2.74	2.54-3.01	1,635	1.97	1.88	1.56-2.34	3,049	2.81	2.86	2.62-3.05	2,138	2.99	3.00	2.90-3.18
Nonmanufacturing.....	15,948	2.85	2.92	2.70-3.13	9,718	2.54	2.76	2.28-2.93	17,353	2.99	3.06	2.88-3.16	8,888	2.94	2.95	2.84-3.14
Public utilities ⁵	10,592	2.85	2.91	2.72-3.13	5,060	2.77	2.87	2.76-3.01	10,524	3.06	3.11	2.92-3.17	4,644	2.96	2.92	2.85-2.98
Wholesale trade.....	3,431	2.83	3.01	2.68-3.07	2,676	2.26	2.37	1.62-2.62	3,523	2.81	2.92	2.65-3.04	2,618	2.86	2.99	2.63-3.13
Retail trade.....	1,853	2.95	2.98	2.66-3.19	1,880	2.31	2.51	2.03-2.72	3,273	2.97	3.00	2.87-3.15	1,597	3.02	3.13	2.96-3.19
Truckdrivers, heavy (over 4 tons, other than trailer type).....	10,323	2.88	2.84	2.62-3.07	4,212	2.22	2.34	1.89-2.58	5,717	2.88	2.95	2.77-3.08	3,860	2.88	2.88	2.80-3.15
Manufacturing.....	3,250	3.09	2.90	2.63-3.92	3,236	2.16	2.17	1.81-2.50	2,108	2.80	2.93	2.70-3.00	1,327	2.80	2.87	2.41-3.16
Nonmanufacturing.....	7,073	2.78	2.80	2.62-2.99	976	2.40	2.66	1.94-2.91	3,609	2.92	2.97	2.81-3.10	2,533	2.91	2.89	2.82-3.14
Public utilities ⁵	2,784	2.77	2.75	2.62-2.93	597	2.73	2.85	2.65-2.97	1,476	3.00	3.02	2.91-3.13	1,145	2.95	2.87	2.83-3.22
Wholesale trade.....	3,780	2.80	2.86	2.62-3.19	262	2.09	2.17	1.49-2.51	1,440	2.87	2.98	2.60-3.20	844	3.01	3.02	2.89-3.10
Retail trade.....	509	2.70	2.91	2.55-3.01	-	-	-	-	685	2.88	2.91	2.79-2.98	539	2.69	2.78	2.44-3.08
Truckers, power (forklift).....	19,436	2.48	2.48	2.19-2.75	14,542	2.07	2.10	1.59-2.58	30,026	2.58	2.64	2.38-2.76	10,545	2.66	2.72	2.47-2.87
Manufacturing.....	15,244	2.45	2.40	2.16-2.71	10,352	2.13	2.15	1.66-2.66	25,957	2.57	2.64	2.38-2.75	7,259	2.60	2.65	2.42-2.83
Nonmanufacturing.....	4,192	2.59	2.70	2.46-2.83	4,190	1.93	1.89	1.45-2.38	4,069	2.60	2.66	2.37-2.84	3,286	2.80	2.84	2.67-3.02
Public utilities ⁵	1,391	2.74	2.77	2.70-2.88	1,555	2.08	2.22	1.57-2.56	1,334	2.61	2.58	2.33-3.00	1,049	2.72	2.78	2.52-2.93
Wholesale trade.....	1,620	2.47	2.62	2.25-2.70	1,444	1.67	1.49	1.33-1.92	1,778	2.57	2.64	2.37-2.83	1,359	2.80	2.83	2.68-3.02
Retail trade.....	1,153	2.60	2.72	2.45-2.86	1,185	2.06	2.06	1.84-2.43	937	2.65	2.72	2.56-2.80	746	2.92	3.02	2.83-3.09
Truckers, power (other than forklift).....	5,466	2.54	2.47	2.20-2.76	2,550	2.08	2.20	1.63-2.36	8,057	2.56	2.56	2.42-2.71	2,071	2.64	2.58	2.41-2.91
Manufacturing.....	4,699	2.54	2.50	2.18-2.78	2,017	2.10	2.18	1.63-2.37	6,344	2.59	2.61	2.44-2.73	1,340	2.58	2.55	2.40-2.76
Nonmanufacturing.....	767	2.51	2.46	2.42-2.49	533	2.00	2.24	1.64-2.36	1,713	2.44	2.45	2.41-2.49	731	2.75	2.91	2.43-2.96
Public utilities ⁵	680	2.46	2.45	2.42-2.48	447	2.12	2.27	2.11-2.37	1,497	2.44	2.45	2.41-2.48	281	2.37	2.39	2.30-2.45
Wholesale trade.....	-	-	-	-	-	-	-	-	-	-	-	-	414	3.00	2.95	2.92-2.98

¹ For definition of terms, see footnote 1, table A-9.² For definition of regions, see footnote 2, table A-1.³ Average month of reference. Data were collected during the period July 1962 through June 1963.⁴ Data limited to men workers except where otherwise indicated.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.⁷ Includes all drivers regardless of type and size of truck operated.

NOTE: Dashes indicate data do not meet publication criteria. Because of rounding, sums of individual items may not equal totals.

Interarea Pay Comparisons

Comparison of occupational averages for two areas or more will generally show that the magnitude of wage differences, whether measured in absolute or in relative terms, varies among occupations. Any of several factors may account for the variation. Perhaps foremost, establishments differ in their general pay levels and occupational staffing and, thus, in their contribution to the pay averages recorded for the jobs studied. Interestablishment differences may occur in the positioning of particular jobs in the wage or salary structure because of differences in evaluation, collective bargaining, or the labor supply situation.

Interarea differences in pay levels are examined here in terms of average wage rates for three occupational groups—office clerical, skilled maintenance, and unskilled plant workers. Pay levels in the areas studied are expressed as percentages of national levels and are presented in table 1 for all industries combined and separately for manufacturing and nonmanufacturing.

Pay relationships based on occupations included in the labor market wage surveys will not necessarily correspond closely to those obtained by comparing averages for broader groups, such as all production workers in manufacturing, or for specific industries. Whereas interarea differences in pay for production workers may, in some situations, largely reflect differences in occupational and skill composition of the production labor force or in the incidence and nature of incentive pay plans, such influence is almost completely eliminated in the interarea comparisons by basing the pay relatives on a constant list of jobs.

Detailed reports issued on the Bureau's surveys in individual labor markets indicate that individual employee pay rates within the same occupation and industry division were distributed over a wide range; quite commonly, the highest individual rates exceeded the lowest rates in the same community by 100 percent or more. Inevitably, therefore, substantial overlap may be found in the employee distributions in areas with significantly different average rates for the same occupation.

The use of averages for the same jobs in each area, together with the assumption of a constant employment relationship between jobs in all areas, eliminates interarea differences in occupational composition as a factor in examining pay levels. Although

adjustments were made for differences in the timing of surveys in individual areas, the multiplicity of wage actions within labor markets precludes obtaining exact comparability through the procedure outlined under "Method of Computing Area Pay Relatives."

Pay relatives based on year earlier averages are included in Wages and Related Benefits: Part II. Metropolitan Areas, United States and Regional Summaries, 1961-62 (BLS Bulletin 1303-83, 1963). An analysis of the effect of industry mix, size of community, and size of establishment on area pay relatives was included in that bulletin. No attempt is made this year to repeat that type of analysis; this section of the bulletin repeats the scope and method of the comparison and presents the new pay relatives.

Method of Computing Area Pay Relatives

The following method was used in computing the data used in the wage comparisons. Aggregates for all industries combined and for manufacturing and nonmanufacturing separately for each area were computed by multiplying the average weekly salary for each of 19 office jobs and the average straight-time hourly earnings for each of 8 skilled maintenance jobs and 2 unskilled plant jobs by the all-industry employment in the job in all Standard Metropolitan Areas combined.¹⁰

For purposes of this comparison, aggregates for each job and industry group are expressed as percentages of like groups in the 212 metropolitan areas combined, adjusted for differences in survey timing. As indicated on page 46, the nationwide estimates, on average, relate to February 1962 and February 1963.

The adjustment for timing differences assumed that the nationwide wage level increased uniformly over the 12 months between annual studies and that an intermediate level for any intervening month, in which individual areas were studied, could be obtained by adding the estimated wage increment to February 1962 pay levels.

¹⁰ The jobs are listed on p. 44.

Table 1. Interarea Pay Comparisons

(Relative pay levels by industry divisions, March 1962 through February 1963)

Labor market	(212-area pay levels for each industry and occupational group-100)							
	Office clerical			Skilled maintenance		Unskilled plant		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
All metropolitan areas.....	100	100	100	100	100	100	100	100
<u>Northeast</u>								
Areas with 1,000,000 or more population:								
Boston.....	93	91	95	94	94	97	93	101
Buffalo.....	101	101	98	101	102	111	112	102
Newark and Jersey City.....	102	98	104	101	102	111	111	108
New York City.....	103	101	105	100	103	105	102	109
Paterson-Clifton-Passaic.....	100	99	97	98	98	103	97	105
Philadelphia ¹	96	95	96	98	99	101	100	102
Pittsburgh.....	106	110	101	103	105	110	112	107
Areas with 250,000 but less than 1,000,000 population:								
Albany-Schenectady-Troy.....	97	95	97	96	95	97	92	104
Allentown-Bethlehem-Easton.....	107	106	-	93	94	106	102	111
New Haven.....	99	92	102	90	89	92	92	96
Providence-Pawtucket.....	85	83	85	84	83	87	78	100
Trenton.....	98	98	-	96	96	98	96	99
Worcester.....	92	91	87	91	91	94	89	98
Areas with less than 250,000 population:								
Lawrence-Haverhill.....	91	-	-	89	90	91	87	96
Manchester.....	80	-	-	-	-	77	71	83
Portland.....	84	-	85	82	82	87	87	85
Scranton.....	91	-	95	89	-	89	83	96
Waterbury.....	98	95	-	91	90	98	-	-
York.....	93	90	-	86	85	91	87	100
<u>South</u>								
Areas with 1,000,000 or more population:								
Atlanta.....	95	97	97	92	91	78	81	79
Baltimore.....	95	100	91	97	98	94	102	83
Dallas.....	93	93	94	90	88	78	79	79
Houston.....	99	99	100	101	103	76	85	74
Washington.....	101	-	104	96	-	87	88	90
Areas with 250,000 but less than 1,000,000 population:								
Beaumont-Fort Arthur.....	111	118	99	104	105	97	103	84
Birmingham.....	94	102	92	104	104	83	92	75
Charleston, W. Va.....	107	116	96	106	106	109	114	99
Charlotte.....	88	-	89	-	-	73	62	79
Chattanooga.....	88	86	87	85	85	78	80	68
Fort Worth.....	90	96	86	91	93	78	90	69
Jacksonville.....	89	-	92	86	-	73	73	75
Louisville.....	95	94	95	105	105	99	102	95
Memphis.....	88	89	88	92	90	75	75	76
Miami.....	90	82	94	84	-	76	71	83
New Orleans.....	91	95	91	96	97	69	82	67
Norfolk-Portsmouth and Newport News-Hampton.....	93	-	89	91	-	82	90	74
Oklahoma City.....	89	89	90	-	-	82	79	85
Richmond.....	94	95	95	94	94	77	81	73
San Antonio.....	82	-	84	-	-	66	66	68
Areas with less than 250,000 population:								
Greenville.....	81	-	-	70	-	64	60	73
Jackson.....	83	-	85	-	-	65	66	66
Little Rock-North Little Rock.....	82	-	84	82	78	69	68	70
Lubbock.....	84	-	-	-	-	65	60	69
Raleigh.....	85	-	88	-	-	66	63	72
Savannah.....	98	-	-	99	98	77	77	77

See footnote at end of table.

Table 1. Interarea Pay Comparisons—Continued

(Relative pay levels by industry divisions, March 1962 through February 1963)

(212-area pay levels for each industry and occupational group=100)

Labor market	Office clerical			Skilled maintenance		Unskilled plant		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
<u>North Central</u>								
Areas with 1,000,000 or more population:								
Chicago	107	104	109	108	106	106	101	110
Cincinnati	97	95	96	97	98	104	104	99
Cleveland	106	105	105	103	104	111	112	107
Detroit	114	119	106	110	111	118	120	107
Kansas City	99	98	99	102	102	100	104	97
Milwaukee	99	100	97	105	105	110	108	109
Minneapolis-St. Paul	94	90	97	102	102	110	105	112
St. Louis	99	95	101	104	104	104	104	104
Areas with 250,000 but less than 1,000,000 population:								
Akron	104	105	95	103	104	123	119	116
Canton	100	99	-	99	100	111	111	98
Columbus	95	97	93	99	98	95	97	90
Davenport-Rock Island-Moline	103	106	96	107	108	110	111	101
Dayton	106	105	101	104	104	108	109	98
Des Moines	87	91	88	101	101	101	107	92
Indianapolis	99	102	96	102	102	97	101	92
Omaha	96	94	98	98	98	102	99	104
Toledo	104	102	103	104	104	112	109	111
Wichita	98	100	-	92	92	97	99	89
Areas with less than 250,000 population:								
Green Bay	92	-	-	89	-	107	102	112
Muskegon-Muskegon Heights	98	95	-	95	95	111	108	-
Rockford	95	92	-	91	92	96	92	108
Sioux Falls	-	-	-	-	-	96	97	-
South Bend	98	102	-	104	105	116	115	108
Waterloo	102	-	-	101	-	112	112	98
<u>West</u>								
Areas with 1,000,000 or more population:								
Los Angeles-Long Beach	111	109	112	105	105	111	107	115
San Diego	105	110	100	105	104	112	116	111
San Francisco-Oakland	110	110	111	113	113	124	121	130
Seattle	106	108	103	100	99	116	110	119
Areas with 250,000 but less than 1,000,000 population:								
Albuquerque	95	-	98	-	-	91	87	97
Denver	99	96	101	100	100	104	107	103
Phoenix	94	97	92	105	-	90	91	91
Portland	98	94	101	103	103	110	105	114
Salt Lake City	95	-	96	99	99	94	94	96
San Bernardino-Riverside-Ontario	104	-	104	102	103	99	101	96
Spokane	98	-	95	104	104	111	118	107

¹ Not comparable to data for earlier years. Data relate to the Standard Metropolitan Statistical Area. Current estimates for the 3-county area covered in earlier years were identical with those shown above for skilled maintenance and unskilled plant (manufacturing) workers, 1 point higher for skilled maintenance (all industries), and 1 point lower in all other categories.

NOTE: Dashes indicate data do not meet publication criteria.

Trends of Occupational Earnings

Since 1951, the Bureau of Labor Statistics has conducted surveys of office and plant occupations common to a variety of industries, on a labor market basis. This continuing program of surveys makes data available for the computation of wage trends since 1953 for selected areas studied during this period. In 1960, the labor market program was expanded to include 60 Standard Metropolitan Statistical Areas, and in 1961, to the 80 areas presently studied. This expanded area coverage not only provided trend data for additional areas, but also permitted projection of the data to arrive at estimates for all metropolitan areas.

Movement of Wages, 1960-63

Average weekly salaries of office clerical workers and of industrial nurses employed in the Nation's metropolitan areas increased 2.9 percent and 3.3 percent, respectively, between February 1962 and February 1963. Average hourly pay rates for skilled maintenance men rose 2.7 percent, and those for unskilled plant workers rose 3.3 percent during that period. (See table 2.)

Pay rates for office clerical, skilled maintenance, and unskilled plant workers rose less in manufacturing industries than in all industries combined. Divergence between all-industry and manufacturing estimates gives a clue to pay trends in nonmanufacturing, since the latter industry group accounts for three-fifths of the office clerical, nearly half of the unskilled plant, and about a fifth of the skilled maintenance workers included in this measurement of wage trends.

Percent increases for the United States during the year ending in February 1963 were smaller than in each of the 2 earlier years for all four job groups in manufacturing and for all except unskilled plant workers in the year ending February 1962 in the all-industry tabulations.

Regionally, with the exception of industrial nurses in the West, all-industry rates of increase were the same as or greater than their manufacturing counterparts during the year ending February 1963. Increases during the latest year in the Northeast, South, and North Central were generally smaller than in the earlier years. Except for the skilled maintenance trades, however, pay rates in the West rose more during 1962 than in 1961 for the occupational groups studied.

Percent increases from February 1960 to February 1963 are shown in the following tabulation:

Industry and occupational group	United States	North-east	South	North Central	West
<u>All industries</u>					
Office clerical (men and women)----	9.7	10.1	10.1	8.6	10.8
Industrial nurses (men and women)---	11.0	11.6	10.6	10.4	11.8
Skilled maintenance trades (men)---	9.7	9.8	9.9	9.5	9.9
Unskilled plant workers (men)-----	10.5	10.6	9.8	10.5	11.4
<u>Manufacturing</u>					
Office clerical (men and women)----	9.7	10.1	9.9	9.1	10.3
Industrial nurses (men and women)---	10.8	11.2	10.3	10.4	11.6
Skilled maintenance trades (men)---	9.2	9.3	9.1	9.2	9.6
Unskilled plant workers (men)-----	9.9	9.9	9.6	10.1	9.6

Nationwide, the rise in pay rates was greatest for industrial nurses; unskilled plant worker rates in all industries rose 10.5 percent as compared with 9.7 percent each for office clerical and skilled maintenance trades.

Movement of Wages, 1953-63

Seventeen metropolitan areas¹¹ were studied in 1953, 1958, and 1963. Among these 17 areas, the time interval between the 1953 and 1963 surveys ranged from 115 months in Boston to 128 months in Portland (Oreg.). Correction for interarea variation in the time interval between the first and last wage survey during the 10-year period was accomplished by computing the average 12-month rate of increase for each occupational group in each area.

During this decade, median average annual increases for the four occupational groups in all industries ranged from 3.9 percent for women office clerical workers to 4.5 percent for women industrial nurses. Sharpest advances occurred in the first half of the decade.

¹¹ Atlanta, Baltimore, Boston, Chicago, Cleveland, Dallas, Denver, Los Angeles-Long Beach, Memphis, Milwaukee, Minneapolis-St. Paul, Newark and Jersey City, New York City, Philadelphia, Portland (Oreg.), St. Louis, and San Francisco-Oakland.

Median annual average increases by industry and occupational group are provided in the following tabulation:

Industry and occupational group	1953 to 1963 ¹	1958 to 1963 ¹	1953 to 1958 ¹
<u>All industries</u>			
Office clerical (women)-----	3.9	3.4	4.5
Industrial nurses (women)-----	4.5	3.9	5.2
Skilled maintenance trades (men) -----	4.3	3.7	4.8
Unskilled plant (men)-----	4.2	3.5	5.0
<u>Manufacturing</u>			
Office clerical (women)-----	4.0	3.3	4.6
Industrial nurses (women)-----	4.6	4.0	5.4
Skilled maintenance trades (men) -----	4.2	3.4	4.8
Unskilled plant (men)-----	4.2	3.5	4.7

¹ Fiscal years ending June 30.

Salaries of women office clerical workers rose less than the pay in any of the other occupational groups, over the 10-year span and over both of the two intervening 5-year periods. The pay of industrial nurses rose more than that of the other groups studied. These patterns of high and low rates of increase also prevailed among manufacturing workers. Hourly earnings of skilled maintenance workers rose about the same as earnings of unskilled plant workers during the decade, for all industries and manufacturing.

Coverage and Method of Computing Wage Trends

In computing wage or salary trends, average weekly salaries or hourly earnings for each of the selected occupations of an occupational group were multiplied by the 1961 employment¹² in that job within the area. These weighted earnings were totaled for each occupational group and compared with the corresponding aggregate of the previous year to arrive at the percentage change in earnings. These weighted earnings were also multiplied by the area weight (the ratio of total nonagricultural employment in the stratum to that in the area) and totaled for each economic region, and for all areas to permit comparison on a regional and all-metropolitan area basis. Data were projected to represent 188 metropolitan areas rather than the 212 areas referred to in other sections of this bulletin.

¹² The average of 1953 and 1954 employment was used in computing the 1953-63 wage trend.

The new trend series is based on 1961 employment in the following occupations:

<u>Office clerical (men and women)</u>	<u>Skilled maintenance (men)</u>
Bookkeeping-machine operators, class B	Carpenters
Clerks, accounting, classes A and B	Electricians
Clerks, file, classes A, B, and C	Machinists
Clerks, order	Mechanics
Clerks, payroll	Mechanics (automotive)
Comptometer operators	Painters
Key punch operators, classes A and B	Pipefitters
Office boys and girls	Tool and die makers
Secretaries	
Stenographers, general	
Stenographers, senior	<u>Unskilled plant (men)</u>
Switchboard operators	Janitors, porters, and cleaners
Tabulating-machine operators, class B	Laborers, material handling
Typists, classes A and B	

The old series based on 1953-54 employment was restricted to women in the office clerical and industrial nurse groups and differed somewhat in occupations used.

About a third of the office employees within scope of the surveys were employed in occupations used in constructing the index for office workers. About 7 percent of all plant workers, the majority of whom were unskilled, were employed in the selected jobs used in computing the indexes for skilled and unskilled workers. A large majority of the skilled maintenance workers covered by the index were employed in manufacturing establishments, whereas the number of unskilled workers was only slightly larger in manufacturing than in nonmanufacturing. About three-fifths of the office workers were employed in nonmanufacturing industries.

Limitations of the Data

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 and reductions, as well as changes in the proportion of workers employed by establishments with different pay levels. Changes in the labor force can cause increases or decreases in the occupational averages without actual wage changes.

For example, a force expansion might increase the proportion of lower paid workers in a specific occupation and thereby lower the average. Similarly, the movement of a high-paying establishment out of an area could cause average earnings in the area to drop, even though no change in rates occurred in other area establishments.

The use of constant occupational employment and area weights eliminates the effects of changes in the proportion of workers represented in each job or area included in the data. The percentages of

change are based on pay for straight-time hours and therefore are not influenced by changes in the standard work schedules of salaried workers or by premium pay for overtime.

The percentage changes in earnings for the occupational groups selected for study do not necessarily correspond to changes in earnings among production workers in manufacturing or in specific industries, as pointed out in the section on "Interarea Pay Comparisons."

Table 2. Percentage Increases, Office and Plant—All Industries and Manufacturing, All Metropolitan Areas

(Percentage increases in average earnings¹ for selected occupational groups in all metropolitan areas,² United States and regions,³ for selected periods)

Period and area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
<u>February 1962 to February 1963⁴</u>								
United States	2.9	3.3	2.7	3.3	2.8	3.3	2.5	2.8
Northeast.....	2.8	3.6	2.6	3.6	2.8	3.6	2.3	2.7
South.....	3.2	3.2	2.6	2.3	2.9	3.0	2.4	2.1
North Central.....	2.5	2.8	2.7	3.2	2.5	2.8	2.6	2.9
West.....	3.4	4.4	2.7	4.1	3.3	4.5	2.7	3.3
<u>February 1961 to February 1962⁴</u>								
United States	3.3	3.6	3.1	3.2	3.2	3.4	2.9	3.2
Northeast.....	3.4	4.0	3.2	3.1	3.3	3.8	3.1	3.2
South.....	3.4	3.3	3.4	4.5	3.2	3.2	3.1	4.2
North Central.....	3.1	3.3	2.9	2.8	3.1	3.2	2.8	3.0
West.....	3.3	3.6	3.3	3.2	3.2	3.3	2.8	2.6
<u>February 1960 to February 1961⁴</u>								
United States	3.3	3.7	3.6	3.6	3.5	3.7	3.6	3.7
Northeast.....	3.6	3.6	3.7	3.6	3.7	3.4	3.6	3.7
South.....	3.2	3.8	3.6	2.6	3.5	3.9	3.3	3.0
North Central.....	2.8	3.9	3.6	4.1	3.2	4.0	3.6	3.9
West.....	3.7	3.4	3.6	3.7	3.4	3.3	3.8	3.4

¹ Earnings of office clerical workers and industrial nurses relate to regular straight-time salaries that are paid for standard workweeks. Earnings of skilled maintenance and unskilled plant workers relate to hourly earnings excluding premium pay for overtime and work on weekends, holidays, and late shifts.

² 188 Standard Metropolitan Statistical Areas of the United States, excluding Alaska and Hawaii, as revised by the Bureau of the Budget through 1959.

³ The regions are defined as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

⁴ Average months of reference. Individual area surveys were conducted during the period July of one year through June of the next year.

Occupational Wage Relationships

One dimension of the wage structure of an establishment is the series of wage rates, established unilaterally by the employer or negotiated through collective bargaining, for the variety of skills and other characteristics of jobs on the payroll. A majority of American workers are employed in jobs assigned either a single rate or a range of rates; lower rates are commonly provided for probationary workers. Special rates may also apply to part-time, seasonal, or handicapped workers or workers in particular situations. Separate structures usually apply to plant and office occupations.

Establishments in the 6 broad industry groups included in the labor market occupational wage surveys differ in their pay levels and occupational staffing. Thus, comparisons of earnings among occupations are affected by the differences in the contribution of individual establishments to the average earnings for each job studied.

This article limits the study of occupational wage relationships to those found within individual establishments included in the labor market wage surveys during the year ending June 1962. The relative pay positions of plant and office occupations are examined by broad industry division and region (tables 3 through 7) and within selected industries in manufacturing and nonmanufacturing (table 8).

Method of Computing Relationships

Average straight-time hourly earnings of workers in each plant and office job studied within an establishment were related to the earnings of men janitors in the establishment. Earnings of men janitors were assigned a base of 100, and average hourly earnings for workers in other classifications were converted to a percentage of that base. Straight-time hourly earnings for office occupations were obtained by dividing weekly earnings by standard weekly hours for which straight-time salaries were paid. These were related to the janitors' straight-time hourly earnings to obtain a ratio, thus enabling comparisons of both plant and office jobs. The comparisons were made in establishments employing 100 or more workers who included men janitors and workers in at least one of the other jobs studied; the number of establishments involved varied for different occupations. Janitors were selected because they are employed in most establishments and because their position is at or near the bottom of the pay scale. Percentage differentials between wages of janitors and jobs averaging higher pay can be computed readily by subtracting 100 from the percentages shown in the accompanying tables.

Establishment indexes for each occupation were arrayed for the United States and for each region and industry grouping for all of the establishments in which that occupation was found. The array

medians (or midpoints) served to compare occupational differentials.¹³ Differences among establishments are shown in the accompanying chart and tables as the range within which the middle 50 percent of the establishments fell.

Nationwide Pay Relatives

Nationally, tool and die makers, the highest paid skilled plant job studied, averaged 55 percent above the pay level for janitors employed in the same establishments (table 3). Average (median) wage differentials for other skilled maintenance and powerplant workers studied ranged from 31 percent for painters to 46 percent for stationary engineers. Among industry divisions, the greatest difference between differentials for painters and stationary engineers was in the service division where painters averaged 78 percent more than janitors compared with 106 percent more for stationary engineers.

The differential for maintenance electricians amounted to 96 percent in services and 88 percent in retail trade, compared with 34 and 39 percent, respectively, in public utilities and manufacturing.

Interindustry differences in pay levels were much smaller between electricians than between janitors. Nationwide average hourly earnings drawn from the same surveys are shown below:

	Electricians, maintenance	Janitors
Manufacturing -----	\$3.09	\$2.03
Public utilities -----	3.14	1.96
Wholesale trade -----	2.91	1.73
Retail trade -----	3.03	1.41
Finance -----	3.16	1.67
Services -----	2.81	1.54
Interindustry difference -----	.35	.62

In view of the substantial differences among the industry divisions in the relative wage spread between the skilled trades and janitorial workers, it is to be expected that pay relatives for intermediate jobs would also vary substantially. Median pay relatives for truckdrivers operating light delivery trucks ranged from 107 in wholesale trade to 130 in the service industries.

¹³ The approximate wage relationship between any two occupations shown for the same region or industry grouping may be computed by using the percentages shown as absolute numbers. For example, as the median percentages for maintenance electricians and receiving clerks in manufacturing (in chart) are 139 and 119, respectively, the average wage relationship of electricians to receiving clerks will be found to be 117 percent ($139/119 \times 100$).

Positioning of men in selected office and plant occupations on the same scale for the manufacturing division is indicated below:

Pay relative	Office occupations	Plant occupations
152-155-----	Senior draftsmen	Tool and die makers
134-135-----	Clerks, accounting, class A Tabulating-machine operators, class A	Carpenters, maintenance Pipefitters, maintenance
120-----	Payroll clerks	Truckdrivers, heavy (other than trailer)
100-101-----	Tabulating-machine operators, class C	Elevator operators Janitors

With few exceptions, pay relatives for men exceeded those for women in the same jobs and industry division. Differences in length of service or experience and minor variations in duties and responsibilities may be reflected in these estimates. Furthermore, the median values relate to the pairing of each job with men janitors, and the medians for men and women are not drawn from the same array of establishments.

Entry-level office workers (office boys and girls, clerks doing routine filing work) generally held a pay position below that of men janitors. Office workers in nonmanufacturing held a more favorable position, relative to janitor pay, than those in manufacturing. General stenographers (women), for example, had a pay relative of 100 in manufacturing and from 106 to 125 among the five nonmanufacturing divisions.

Differentials also varied widely within each of the broad industry groups. Wage relationships are shown in table 8 for seven skilled trades in selected manufacturing and nonmanufacturing industries. The lowest medians for these trades in manufacturing were usually in petroleum refining, papermills, and in firms manufacturing dairy products. The greatest spread among the manufacturing firms was recorded in newspaper publishing and printing and in the malt liquor establishments. Overall, the smallest wage differentials were found in railroads and the greatest in hotels and motels.

Average earnings for carpenters in railroads were only 15 percent above the rates for janitors. In hotels and motels, the earnings of carpenters were more than double (209 percent) the earnings of men janitors. Among the seven jobs for which relationships are shown in table 8, differences between the lowest and highest industry medians ranged from 52 points for automotive mechanics to 96 points for stationary engineers.

Industries with a high degree of interplant similarity in wage differentials were meatpacking, petroleum refining, basic steel, motor vehicles, and railroads. Greatest variations occurred in malt liquors, newspapers, commercial printing, department stores, and hotels and motels.

One of the factors to be considered in comparing the pattern of occupational wage relationships between industries is the type of collective bargaining employed. More uniform wage relationships usually result when interplant bargaining is industrywide, rather than when it occurs with individual employers; and a more systematic structure is typically found within establishments when bargaining is with one organization.

Regional Pay Relatives

Average skill differentials in metropolitan areas did not vary greatly from one region to another except that in the South they were much greater than elsewhere. Average earnings for workers in the maintenance trades and office clerical jobs in the South compared more favorably with prevailing levels in other regions than did rates for men janitors in the South. The following tabulation presents pay levels for these three groups in each of the regions, expressed as percentages of national all-industry pay levels.¹⁴

The greater differentials in the South are traceable to the lower rates paid to janitors.

	<u>Percent of nationwide average</u>			
	North- east	South	North Central	West
Office clerical workers (men and women)-----	99	93	102	106
Skilled maintenance workers (men)-----	96	96	103	105
Janitors (men)-----	101	78	109	108

Long-Term Trends

After a long period of narrowing differentials, percentage differences in pay between skilled and unskilled jobs in manufacturing industries have remained about the same over the last decade. Earlier Bureau studies have noted a decline from 105 percent in 1907 to 80 percent in 1931-32, 55 percent in 1945-47, and 37 percent in 1953.¹⁵ Limiting the comparisons to the same areas and jobs as were used in 1953, the skill differential averaged 37 percent in the current study.¹⁶ The Bureau's 1953 report suggested that the problem of maintaining skill differentials was being increasingly recognized in labor-management negotiations, and the period of stability since then measures the extent to which such differentials have been maintained.

¹⁴ Based on aggregates obtained by multiplying occupational averages for 19 office jobs and, in the case of skilled maintenance, for 8 trades by the nationwide employment in each job.

¹⁵ See "Occupational Wage Differentials, 1907-47," Monthly Labor Review, August 1948, p. 127, and "Occupational Wage Relationships in Manufacturing," Monthly Labor Review, November 1953, p. 1171.

¹⁶ These estimates relate to the median in an array of citywide average differentials between 12 skilled jobs and janitors in manufacturing.

Relationships Between Earnings of Men Janitors and Selected Occupations in Manufacturing and Nonmanufacturing Establishments, All Metropolitan Areas, 1961-62

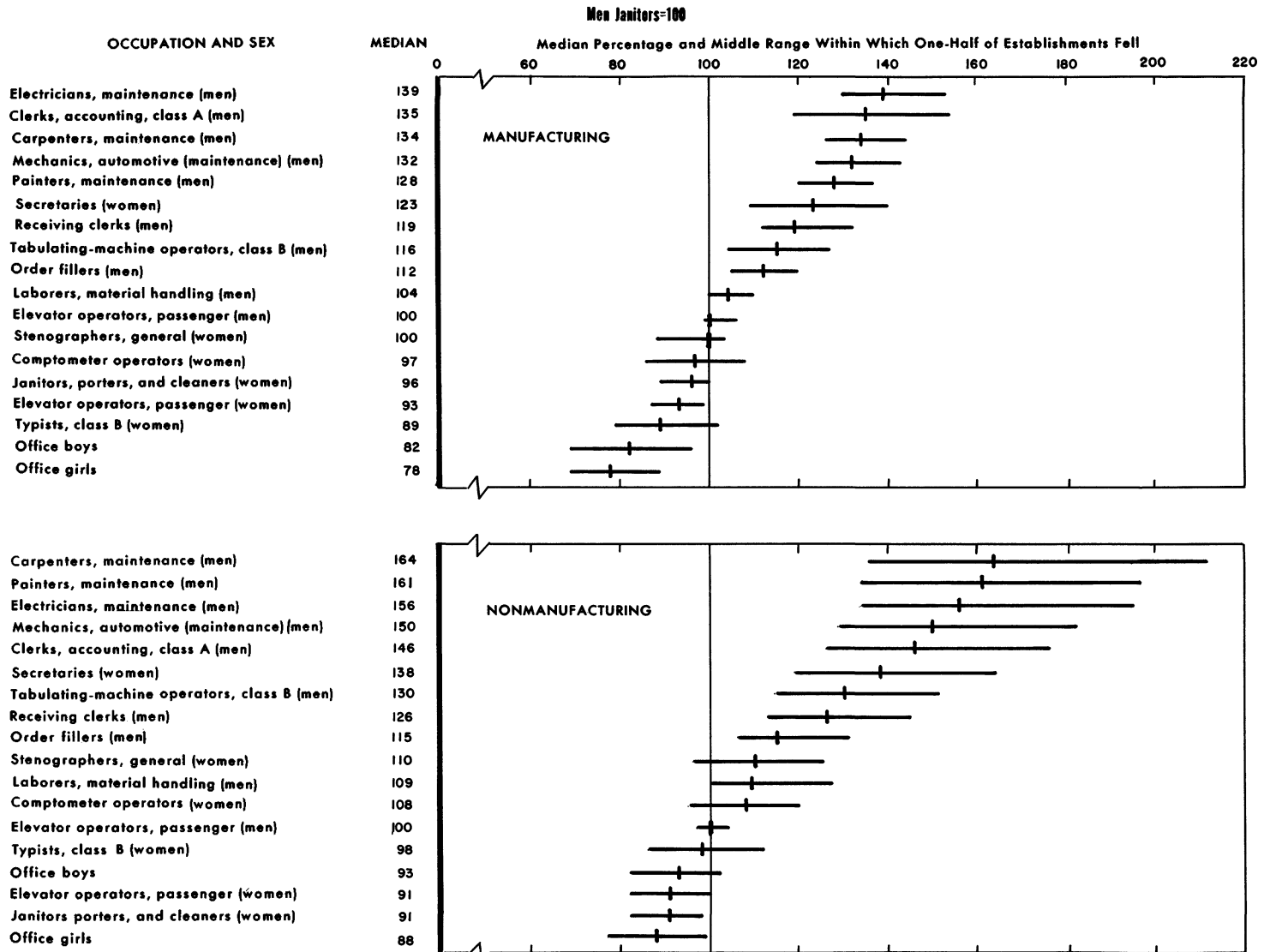


Table 3. Occupational Wage Relationships—United States

(Average hourly earnings for selected jobs as percentages¹ of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ²		Wholesale trade		Retail trade		Finance ³		Services	
					Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
<u>Office clerical</u>																
<u>Men</u>																
Clerks, accounting, class A	138	121-161	135	119-154	146	126-176	131	121-145	153	125-177	158	132-192	160	138-190	164	137-216
Clerks, accounting, class B	113	99-128	108	97-124	119	106-137	117	104-125	118	110-139	124	106-142	120	107-141	125	109-159
Clerks, order	131	114-149	132	113-146	129	114-154	-	-	131	115-154	125	120-164	-	-	-	-
Clerks, payroll	123	110-138	120	108-136	128	114-147	124	113-137	130	106-158	138	114-167	-	-	140	118-196
Office boys	88	74-99	82	69-96	93	82-102	95	82-100	92	76-99	90	81-96	95	83-105	100	89-110
Tabulating-machine operators, class A	140	126-167	135	123-152	153	133-188	139	123-164	138	126-170	158	128-192	166	143-201	-	-
Tabulating-machine operators, class B	121	108-138	116	104-127	130	115-151	118	110-138	129	108-146	130	116-148	136	123-162	137	122-146
Tabulating-machine operators, class C	106	94-120	101	91-111	111	97-127	109	97-119	107	90-120	112	98-130	113	102-130	-	-
<u>Women</u>																
Billers, machine (billing machine)	105	91-121	105	90-125	105	92-118	106	95-117	101	91-115	101	86-115	-	-	121	104-133
Billers, machine (bookkeeping machine)	109	95-126	106	92-122	110	97-129	102	86-121	-	-	109	96-125	-	-	129	111-162
Bookkeeping-machine operators, class A	120	103-142	117	100-139	129	109-146	118	104-130	118	104-130	137	117-161	129	111-143	144	116-163
Bookkeeping-machine operators, class B	106	91-122	102	89-119	109	95-124	109	91-124	105	95-115	114	98-134	104	90-116	129	108-160
Clerks, accounting, class A	127	113-150	123	109-143	135	117-160	123	112-140	131	116-156	137	117-165	140	119-170	148	132-177
Clerks, accounting, class B	105	92-125	102	89-118	111	96-130	107	93-123	105	90-121	111	95-131	109	96-124	134	112-160
Clerks, file, class A	105	92-120	98	89-114	113	101-124	113	101-119	105	92-114	105	97-119	119	107-134	122	109-140
Clerks, file, class B	91	80-104	88	78-99	95	83-108	93	79-106	90	79-100	97	85-107	97	86-113	104	89-118
Clerks, file, class C	89	76-100	83	72-98	92	79-101	87	79-98	88	76-97	92	79-102	93	78-101	108	103-114
Clerks, order	104	90-123	106	91-125	102	90-116	-	-	110	94-121	95	87-108	-	-	-	-
Clerks, payroll	115	100-133	110	98-126	125	109-148	117	104-133	121	105-133	120	104-145	139	122-161	138	120-160
Comptometer operators	102	89-115	97	86-108	108	95-120	109	100-114	105	94-117	106	93-120	113	92-130	129	112-147
Duplicating-machine operators (Mimeograph or Ditto)	92	80-105	88	76-100	100	88-109	97	88-105	108	96-118	97	88-104	95	85-109	-	-
Keypunch operators, class A	106	95-118	101	92-112	113	100-129	107	95-116	107	97-125	118	108-136	118	101-138	113	108-133
Keypunch operators, class B	96	84-109	91	80-103	103	90-116	100	86-113	104	89-118	106	95-117	103	92-114	112	101-124
Office girls	82	72-96	78	69-89	88	77-99	86	78-98	88	79-100	91	81-98	86	76-100	85	74-101
Secretaries	128	113-150	123	109-140	138	119-164	128	113-148	129	113-147	141	121-163	143	126-169	156	129-188
Stenographers, general	103	91-119	100	88-113	110	96-125	106	95-116	106	95-119	115	99-136	109	95-128	125	106-148
Stenographers, senior	113	101-130	108	98-120	123	109-144	117	106-130	119	102-130	128	110-153	128	111-150	146	114-165
Switchboard operator-receptionists	104	90-118	102	88-116	110	96-127	107	94-126	107	93-118	111	95-132	119	99-132	115	104-131
Tabulating-machine operators, class A	132	118-151	128	116-140	143	126-168	136	121-150	-	-	-	-	144	130-168	-	-
Tabulating-machine operators, class B	117	104-135	115	101-128	122	108-142	115	108-126	124	109-150	116	98-146	128	113-142	-	-
Tabulating-machine operators, class C	104	92-119	102	92-117	106	90-121	95	83-111	-	-	104	87-121	110	98-122	-	-
Transcribing-machine operators, general	98	87-114	95	86-109	105	93-119	110	99-118	102	94-117	97	91-114	105	93-122	-	-
Typists, class A	101	90-114	97	87-108	108	96-124	106	93-117	105	94-116	104	93-120	115	98-133	114	104-129
Typists, class B	92	81-106	89	79-102	98	86-112	92	82-107	93	83-104	100	88-115	101	87-111	112	99-124

See footnotes at end of table.

Table 3. Occupational Wage Relationships—United States—Continued

(Average hourly earnings for selected jobs as percentages ¹ of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ²		Wholesale trade		Retail trade		Finance ³		Services	
					Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Professional and technical ⁴																
Draftsmen, leader.....	190	170-222	191	168-219	199	178-238	184	165-226	-	-	-	-	-	-	-	-
Draftsmen, senior.....	153	136-173	152	136-171	160	138-188	145	132-162	175	156-209	189	164-233	-	-	175	160-208
Draftsmen, junior.....	119	106-134	118	106-133	126	114-143	120	110-138	-	-	142	123-168	-	-	128	119-138
Nurses, industrial (registered) (women).....	121	109-136	119	107-131	138	124-158	135	120-154	127	120-139	144	126-162	145	127-162	-	-
Maintenance and powerplant ⁴																
Carpenters, maintenance.....	136	127-155	134	126-144	164	136-211	122	115-147	136	126-157	189	153-240	160	132-176	176	156-248
Electricians, maintenance.....	141	131-156	139	130-153	156	134-195	134	122-152	145	132-166	188	164-218	163	139-187	196	160-228
Engineers, stationary.....	146	131-175	137	126-152	176	149-222	137	121-153	146	134-184	183	156-225	157	147-185	206	170-256
Firemen, stationary boiler.....	120	112-131	119	111-129	131	112-155	112	108-119	-	-	140	115-164	-	-	146	131-170
Helpers, maintenance trades.....	113	107-124	112	107-122	115	107-135	109	105-121	-	-	120	108-141	133	120-141	128	118-158
Machine-tool operators, toolroom.....	138	130-149	138	130-149	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	143	133-156	143	133-156	145	122-158	140	121-154	-	-	-	-	-	-	-	-
Mechanics, automotive (maintenance).....	136	125-156	132	124-143	150	129-182	145	127-170	143	123-172	157	140-185	-	-	188	156-208
Mechanics, maintenance.....	138	128-153	137	128-152	145	129-176	140	126-149	140	127-158	146	129-188	-	-	186	150-209
Millwrights.....	133	127-141	133	127-141	-	-	-	-	-	-	-	-	-	-	-	-
Oilers.....	112	107-118	112	107-117	127	115-143	-	-	-	-	-	-	-	-	-	-
Painters, maintenance.....	131	122-150	128	120-136	161	134-197	130	115-148	-	-	-	-	-	-	-	-
Pipefitters, maintenance.....	134	127-142	134	127-140	141	124-165	128	121-148	-	-	187	148-220	160	134-175	178	148-218
Plumbers, maintenance.....	140	129-163	138	129-153	156	131-190	122	116-130	-	-	191	176-210	149	138-165	194	166-220
Sheet-metal workers, maintenance.....	134	128-145	134	128-144	128	120-148	122	119-126	-	-	-	-	-	-	-	-
Tool and die makers.....	155	144-171	155	144-171	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement ⁴																
Elevator operators, passenger.....	100	97-104	100	99-106	100	97-104	100	97-104	-	-	100	97-102	100	97-102	100	94-107
Elevator operators, passenger (women).....	91	82-100	93	87-99	91	82-100	93	86-99	-	-	90	80-96	95	87-100	97	85-104
Guards.....	107	100-114	106	100-112	111	100-122	114	103-122	-	-	107	102-120	110	97-126	112	104-118
Janitors, porters, and cleaners (women).....	94	85-100	96	89-100	91	82-98	91	84-98	90	82-97	90	82-98	90	80-97	93	83-99
Laborers, material handling.....	105	100-113	104	100-110	109	100-127	109	103-141	107	101-120	111	100-127	-	-	104	95-107
Order fillers.....	112	105-123	112	105-120	115	106-131	112	106-120	113	105-127	121	111-137	-	-	-	-
Packers, shipping.....	109	103-119	109	104-117	109	101-122	-	-	110	102-121	108	99-124	-	-	-	-
Packers, shipping (women).....	100	93-108	101	94-108	98	89-104	-	-	-	-	94	87-104	-	-	-	-
Receiving clerks.....	120	111-137	119	111-132	126	113-145	116	112-124	121	109-136	133	116-151	-	-	136	115-161
Shipping clerks.....	128	115-147	126	115-147	131	119-149	-	-	129	116-140	137	123-156	-	-	-	-
Shipping and receiving clerks.....	127	115-149	123	114-148	137	119-158	120	112-132	138	121-150	144	125-167	-	-	133	120-137
Truckdrivers:																
Truckdrivers, light (under 1½ tons).....	116	107-130	114	107-124	119	106-144	116	108-136	107	100-127	121	107-156	-	-	130	118-147
Truckdrivers, medium (1½ to and including 4 tons).....	119	110-138	117	110-131	129	113-161	126	110-171	120	112-155	131	119-157	-	-	154	121-187
Truckdrivers, heavy (over 4 tons, trailer type).....	129	117-149	125	114-138	144	126-176	148	122-185	138	117-158	145	132-174	-	-	-	-
Truckdrivers, heavy (over 4 tons, other than trailer type).....	123	113-143	120	112-136	139	123-174	139	121-179	139	130-160	145	132-184	-	-	-	-
Truckers, power (forklift).....	111	107-118	110	107-116	118	107-142	111	105-145	116	106-135	131	119-143	-	-	-	-
Truckers, power (other than forklift).....	109	105-116	109	105-116	107	103-121	105	103-108	-	-	123	105-136	-	-	-	-
Watchmen.....	100	96-107	100	96-107	100	97-110	100	96-107	100	94-116	102	96-113	100	95-103	103	98-115

¹ These percentages show the relationship between straight-time average hourly earnings for selected occupations in establishments with total employment of 100 or more. In each such establishment studied, the average earnings for men janitors were used as a base (100); average earnings for other occupations were converted to a percentage of that base. The median indicates the midpoint in the array of establishment percentages for the same occupation. The middle range is the central part of the array and excludes the upper and lower fourths of the establishment percentages.

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate data do not meet publication criteria.

Table 4. Occupational Wage Relationships—Northeast¹(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services	
Median					Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	
<u>Office clerical</u>																
<u>Men</u>																
Clerks, accounting, class A.....	137	123-155	136	119-150	141	126-168	132	119-141	-	-	147	129-170	154	135-168	-	-
Clerks, accounting, class B.....	111	99-125	104	95-123	117	104-131	116	103-120	-	-	117	102-140	-	-	-	-
Clerks, order.....	135	111-146	136	111-151	124	108-140	-	-	-	-	-	-	-	-	-	-
Clerks, payroll.....	120	112-136	119	111-134	134	114-149	119	109-137	-	-	-	-	-	-	-	-
Office boys.....	83	72-95	80	70-93	89	78-98	89	71-98	-	-	87	81-94	89	80-95	-	-
Tabulating-machine operators, class A.....	138	125-155	135	123-151	145	133-161	-	-	-	-	-	-	148	138-155	-	-
Tabulating-machine operators, class B.....	119	105-132	114	104-126	128	109-136	114	106-124	-	-	121	109-135	131	115-136	-	-
Tabulating-machine operators, class C.....	101	92-111	100	90-110	104	94-113	-	-	-	-	106	94-130	104	96-107	-	-
<u>Women</u>																
Bookkeeping-machine operators, class A.....	123	103-142	120	101-140	132	109-149	-	-	-	-	-	-	125	91-143	-	-
Bookkeeping-machine operators, class B.....	104	90-116	104	89-118	103	92-116	-	-	-	-	108	95-119	97	88-111	-	-
Clerks, accounting, class A.....	125	112-143	123	111-138	129	116-155	116	106-130	-	-	130	118-177	130	114-142	141	120-173
Clerks, accounting, class B.....	105	91-121	105	89-118	107	92-123	104	91-117	105	87-116	102	90-123	103	93-110	128	109-148
Clerks, file, class A.....	106	94-115	100	92-112	110	100-119	108	90-115	-	-	-	-	113	107-120	-	-
Clerks, file, class B.....	90	81-100	88	79-97	94	84-104	-	-	-	-	92	82-107	95	87-100	-	-
Clerks, file, class C.....	87	77-98	87	78-98	88	77-94	-	-	-	-	92	78-99	85	72-94	-	-
Clerks, order.....	105	92-126	108	95-128	96	90-108	-	-	-	-	94	89-103	-	-	-	-
Clerks, payroll.....	113	100-131	111	98-127	120	103-138	110	101-122	-	-	115	99-133	125	113-143	133	118-149
Comptometer operators.....	103	93-113	102	93-110	108	94-116	107	100-112	-	-	104	91-114	-	-	-	-
Keypunch operators, class A.....	104	95-112	101	93-109	108	98-118	106	89-108	-	-	126	112-139	105	95-115	-	-
Keypunch operators, class B.....	96	86-106	93	83-103	99	88-110	100	88-108	-	-	105	94-119	96	88-104	-	-
Office girls.....	82	74-95	82	71-94	81	74-95	79	70-86	-	-	90	81-97	80	76-88	-	-
Secretaries.....	128	114-148	126	112-140	135	118-154	125	110-144	135	117-150	145	125-162	133	121-152	150	123-171
Stenographers, general.....	104	93-117	103	92-113	106	95-123	103	93-112	106	96-120	118	100-142	105	96-117	124	91-140
Stenographers, senior.....	113	104-124	112	103-121	117	109-126	115	103-120	-	-	-	-	117	109-120	-	-
Switchboard operator-receptionists.....	107	94-120	106	93-118	111	96-126	103	92-119	105	90-125	111	97-142	-	-	116	106-131
Tabulating-machine operators, class A.....	129	117-147	128	117-150	135	121-147	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B.....	116	102-131	113	101-128	116	106-140	108	102-122	-	-	-	-	116	104-132	-	-
Tabulating-machine operators, class C.....	102	92-117	105	96-118	99	89-113	-	-	-	-	-	-	99	95-113	-	-
Transcribing-machine operators, general.....	99	89-111	97	89-110	100	91-116	-	-	-	-	-	-	94	86-112	-	-
Typists, class A.....	101	91-112	97	88-108	107	95-120	107	94-112	-	-	99	89-121	105	92-120	-	-
Typists, class B.....	93	82-105	92	80-103	95	85-109	88	81-104	95	87-109	95	85-106	95	85-104	108	93-119

See footnotes at end of table.

Table 4. Occupational Wage Relationships—Northeast¹—Continued(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services	
					Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Professional and technical⁵																
Draftsmen, leader.....	197	178-226	197	178-226	207	188-211	-	-	-	-	-	-	-	-	-	-
Draftsmen, senior.....	159	138-179	159	139-179	160	136-193	137	124-150	-	-	-	-	-	-	-	-
Draftsmen, junior.....	120	106-134	119	106-133	124	113-143	118	111-131	-	-	-	-	-	-	-	-
Nurses, industrial (registered) (women).....	123	113-137	121	111-133	137	126-150	135	123-152	-	-	137	123-164	138	127-149	-	-
Maintenance and powerplant⁵																
Carpenters, maintenance.....	135	125-147	133	124-141	151	132-180	120	115-141	-	-	180	148-234	133	132-149	162	146-169
Electricians, maintenance.....	141	129-153	140	129-151	148	129-174	125	120-145	-	-	179	163-211	140	129-154	164	150-194
Engineers, stationary.....	141	128-162	137	126-155	153	140-181	132	122-146	-	-	182	151-236	152	145-156	176	162-212
Firemen, stationary boiler.....	120	111-131	119	111-130	134	111-146	111	108-119	-	-	134	102-161	-	-	-	-
Helpers, maintenance trades.....	111	106-121	111	106-120	111	107-131	108	104-113	-	-	-	-	-	-	-	-
Machinists, maintenance.....	142	130-153	142	131-152	144	121-155	128	119-152	-	-	-	-	-	-	-	-
Mechanics, automotive (maintenance).....	133	123-148	129	123-137	143	125-173	141	121-154	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	137	126-149	137	126-148	141	122-159	133	124-145	-	-	134	113-163	-	-	-	-
Oilers.....	111	107-117	111	106-117	-	-	-	-	-	-	-	-	-	-	-	-
Painters, maintenance.....	128	118-142	126	116-133	146	125-159	134	117-148	-	-	168	143-202	134	114-147	148	145-159
Pipefitters, maintenance.....	134	126-142	134	126-140	148	125-155	-	-	-	-	-	-	-	-	-	-
Tool and die makers.....	154	145-168	154	145-168	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement⁵																
Elevator operators, passenger.....	100	98-105	100	100-108	100	98-104	-	-	-	-	100	100-104	100	99-102	101	98-107
Guards.....	105	100-112	105	100-111	105	98-118	105	100-118	-	-	-	-	104	95-122	-	-
Janitors, porters, and cleaners (women).....	92	85-100	96	88-100	88	83-96	90	82-96	-	-	88	85-97	83	77-88	96	86-99
Laborers, material handling.....	105	100-112	105	100-111	106	100-121	106	103-128	114	108-125	102	95-123	-	-	-	-
Order fillers.....	112	106-122	112	106-120	115	102-131	-	-	117	111-140	119	100-131	-	-	-	-
Packers, shipping.....	111	103-120	112	104-121	108	97-115	-	-	-	-	106	94-111	-	-	-	-
Receiving clerks.....	119	110-133	118	110-131	121	108-139	-	-	125	110-144	124	108-138	-	-	-	-
Shipping clerks.....	126	115-146	126	115-146	132	120-144	-	-	-	-	127	120-145	-	-	-	-
Shipping and receiving clerks.....	129	116-151	127	116-149	135	116-158	-	-	-	-	145	127-158	-	-	-	-
Truckdrivers:																
Truckdrivers, light (under 1 1/2 tons).....	118	107-130	115	107-124	129	110-158	117	106-173	-	-	-	-	-	-	-	-
Truckdrivers, medium (1 1/2 to and including 4 tons).....	123	113-138	120	113-135	134	119-161	112	108-148	-	-	142	125-173	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type).....	136	119-150	132	117-146	146	132-178	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	111	107-118	111	106-118	119	109-156	-	-	-	-	136	119-159	-	-	-	-
Watchmen.....	101	96-108	100	95-108	101	97-108	100	100-101	-	-	101	94-113	100	94-103	103	100-113

¹ The regions are defined as follows: **Northeast**—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **North Central**—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; **West**—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

² See footnote 1, table 3.

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate data do not meet publication criteria.

Table 5. Occupational Wage Relationships—South¹(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services	
					Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
<u>Office clerical</u>																
<u>Men</u>																
Clerks, accounting, class A	156	133-185	150	128-173	165	138-196	139	126-172	161	138-195	173	152-205	185	160-206	-	-
Clerks, accounting, class B	125	111-140	122	109-137	129	116-149	124	116-132	128	115-158	-	-	132	117-149	-	-
Clerks, order	142	118-160	139	119-156	150	118-161	-	-	150	118-161	-	-	-	-	-	-
Clerks, payroll	134	121-157	134	115-156	133	122-166	131	122-145	-	-	-	-	-	-	-	-
Office boys	99	88-108	92	83-102	100	93-112	99	89-104	-	-	101	86-108	104	100-118	-	-
Tabulating-machine operators, class A	170	140-204	154	133-186	181	150-219	162	136-181	-	-	-	-	216	173-252	-	-
Tabulating-machine operators, class B	142	125-165	132	115-153	149	130-170	132	122-153	134	126-146	158	131-171	162	145-187	-	-
Tabulating-machine operators, class C	125	108-139	117	102-136	127	112-139	-	-	-	-	-	-	130	122-141	-	-
<u>Women</u>																
Bookkeeping-machine operators, class A	139	125-160	139	118-152	139	130-169	-	-	-	-	153	134-181	138	130-165	-	-
Bookkeeping-machine operators, class B	119	108-133	117	104-130	121	108-136	-	-	121	107-130	123	108-139	118	109-125	-	-
Clerks, accounting, class A	147	128-170	137	120-158	156	134-181	139	123-160	140	133-161	156	133-182	175	144-197	170	148-204
Clerks, accounting, class B	121	106-138	116	102-132	125	112-142	123	109-138	119	105-132	125	112-140	128	111-147	145	127-187
Clerks, file, class A	122	105-137	114	97-133	123	109-139	123	108-129	-	-	-	-	126	116-142	-	-
Clerks, file, class B	105	96-118	104	91-114	106	97-120	102	89-113	102	94-115	102	99-119	113	103-123	-	-
Clerks, file, class C	100	91-110	91	80-106	101	94-110	-	-	-	-	101	94-109	103	96-111	-	-
Clerks, order	120	104-134	120	105-139	115	103-132	-	-	117	106-128	110	100-132	-	-	-	-
Clerks, payroll	130	115-149	122	108-139	138	122-162	128	118-141	127	117-142	135	121-157	153	137-174	155	133-187
Comptometer operators	116	105-131	114	95-128	117	109-132	116	108-122	116	109-130	116	106-135	-	-	-	-
Keypunch operators, class A	121	108-137	109	99-124	129	117-142	119	113-130	120	110-130	-	-	137	128-151	-	-
Keypunch operators, class B	109	99-121	104	90-117	112	103-122	111	98-119	111	103-120	115	103-121	111	106-127	-	-
Office girls	97	86-105	83	74- 97	100	90-106	98	86-103	96	88-109	97	86-100	103	93-109	-	-
Secretaries	146	129-171	138	121-157	154	136-182	142	124-173	144	129-161	154	136-176	166	147-188	194	154-249
Stenographers, general	117	104-132	113	100-129	120	109-134	115	105-122	117	107-129	122	109-143	128	113-136	148	122-163
Stenographers, senior	133	116-155	122	106-139	145	124-165	131	118-147	130	115-150	153	130-163	163	140-172	-	-
Switchboard operator-receptionists	115	102-129	111	98-123	122	108-139	122	113-137	113	106-126	124	107-139	133	122-150	-	-
Tabulating-machine operators, class A	152	137-177	-	-	160	141-189	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B	135	116-153	137	119-143	131	115-155	118	113-129	-	-	-	-	153	135-168	-	-
Tabulating-machine operators, class C	121	104-136	117	99-126	121	110-138	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	115	103-130	114	102-129	117	104-131	-	-	-	-	-	-	122	108-134	-	-
Typists, class A	116	102-132	108	95-120	123	108-138	117	105-131	107	103-122	116	107-143	131	120-144	-	-
Typists, class B	106	95-117	100	88-113	109	100-122	104	95-117	104	94-114	111	102-123	111	103-124	121	107-140

See footnotes at end of table.

Table 5. Occupational Wage Relationships—South¹—Continued(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services	
					Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Professional and technical⁵																
Draftsmen, leader.....	222	192-261	221	191-257	238	196-255	-	-	-	-	-	-	-	-	-	-
Draftsmen, senior.....	170	148-197	168	146-189	179	153-209	163	144-191	-	-	-	-	-	-	-	-
Draftsmen, junior.....	132	120-150	131	116-147	140	124-154	139	127-154	-	-	-	-	-	-	-	-
Nurses, industrial (registered) (women).....	133	119-157	129	116-144	166	145-182	164	132-182	-	-	163	148-175	-	-	-	-
Maintenance and powerplant⁵																
Carpenters, maintenance.....	146	133-172	141	132-155	184	147-254	147	118-184	-	-	211	169-273	-	-	254	202-269
Electricians, maintenance.....	152	138-171	148	138-165	193	150-230	147	129-195	-	-	198	192-280	-	-	-	-
Engineers, stationary.....	169	141-220	142	133-163	201	168-253	171	140-180	-	-	197	167-240	200	183-235	243	205-285
Firemen, stationary boiler.....	118	108-135	117	108-135	127	107-149	-	-	-	-	-	-	-	-	-	-
Helpers, maintenance trades.....	115	107-127	113	107-123	121	109-142	120	108-142	-	-	-	-	-	-	-	-
Machinists, maintenance.....	149	139-167	148	139-165	172	136-193	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive (maintenance).....	148	132-175	139	130-157	166	148-196	162	143-193	-	-	168	159-194	-	-	-	-
Mechanics, maintenance.....	150	136-178	148	136-174	169	137-196	-	-	-	-	167	147-197	-	-	-	-
Oilers.....	113	108-122	113	108-121	-	-	-	-	-	-	-	-	-	-	-	-
Painters, maintenance.....	137	127-176	131	124-143	189	158-239	-	-	-	-	189	160-233	-	-	218	178-278
Pipefitters, maintenance.....	139	133-152	139	133-152	-	-	-	-	-	-	-	-	-	-	-	-
Tool and die makers.....	159	147-181	159	147-174	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement⁵																
Elevator operators, passenger.....	100	90-103	-	-	100	89-103	-	-	-	-	-	-	-	-	-	-
Guards.....	112	104-121	111	103-116	121	108-138	-	-	-	-	-	-	122	111-140	-	-
Janitors, porters, and cleaners (women).....	97	89-100	98	92-100	95	88-100	91	87-99	-	-	95	90-100	96	93-100	91	73-100
Laborers, material handling.....	103	100-110	102	100-107	106	100-117	111	101-151	103	100-110	107	100-115	-	-	-	-
Order fillers.....	113	105-123	113	105-119	114	105-125	-	-	110	103-117	122	113-134	-	-	-	-
Packers, shipping.....	108	102-118	109	102-119	108	100-117	-	-	109	102-117	105	100-118	-	-	-	-
Receiving clerks.....	129	116-145	126	114-137	136	120-156	-	-	125	117-143	139	121-159	-	-	-	-
Shipping clerks.....	136	124-162	138	123-166	135	125-148	-	-	133	125-139	145	123-166	-	-	-	-
Shipping and receiving clerks.....	138	121-163	136	119-157	143	124-175	-	-	-	-	149	139-200	-	-	-	-
Truckdrivers:																
Truckdrivers, light (under 1½ tons).....	111	103-125	110	102-118	114	103-134	-	-	104	103-121	114	103-133	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons).....	115	107-131	112	105-120	122	111-161	147	113-180	115	104-124	120	112-149	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type).....	129	115-154	120	110-130	147	130-180	171	144-199	-	-	140	132-162	-	-	-	-
Truckers, power (forklift).....	111	105-120	110	106-117	116	105-139	107	104-166	111	100-121	127	117-140	-	-	-	-
Watchmen.....	101	98-109	100	98-107	101	97-115	100	87-114	-	-	107	100-121	100	98-107	98	92-131

¹ For definition of regions, see footnote 1, table 4.² See footnote 1, table 3.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate data do not meet publication criteria.

Table 6. Occupational Wage Relationships—North Central¹(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—																
	All industries		Manufacturing		Nonmanufacturing												
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services		
				Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Office clerical																	
Men																	
Clerks, accounting, class A	135	120-157	133	118-149	143	125-177	127	121-138	141	125-170	177	146-199	156	135-185	-	-	-
Clerks, accounting, class B	109	94-123	106	92-119	115	99-130	108	96-118	115	110-139	-	-	-	-	-	-	-
Clerks, order	130	114-152	130	112-146	140	119-159	-	-	140	122-155	-	-	-	-	-	-	-
Clerks, payroll	121	106-135	119	105-135	123	108-135	123	108-135	-	-	-	-	-	-	-	-	-
Office boys	84	70-97	80	67-89	93	81-98	95	82-98	93	76-97	87	74-97	97	83-100	-	-	-
Tabulating-machine operators, class A	134	122-157	132	119-146	146	126-183	130	121-151	-	-	-	-	168	134-201	-	-	-
Tabulating-machine operators, class B	117	105-130	113	101-126	123	110-143	116	110-127	116	103-145	123	111-144	130	116-165	-	-	-
Tabulating-machine operators, class C	101	92-115	100	90-107	105	93-120	100	93-109	-	-	-	-	113	97-125	-	-	-
Women																	
Bookkeeping-machine operators, class A	115	99-132	113	98-132	117	102-135	-	-	-	-	122	95-138	114	110-129	-	-	-
Bookkeeping-machine operators, class B	100	86-115	98	87-115	103	86-116	97	85-114	101	89-110	102	86-136	95	80-108	133	112-160	-
Clerks, accounting, class A	122	109-149	119	106-142	129	114-154	119	112-128	118	113-137	130	110-155	139	124-155	165	140-200	-
Clerks, accounting, class B	100	87-118	97	85-112	105	92-124	98	87-109	103	90-117	103	90-128	105	97-119	132	109-156	-
Clerks, file, class A	99	89-116	95	86-108	109	98-119	109	98-119	-	-	-	-	120	110-127	-	-	-
Clerks, file, class B	86	76-97	86	74-95	88	77-99	86	78-105	85	78-95	87	77-99	92	76-104	-	-	-
Clerks, file, class C	80	69-94	80	65-92	81	70-95	86	74-94	-	-	79	70-98	85	66-95	-	-	-
Clerks, order	102	87-116	102	88-116	95	83-112	-	-	110	92-120	87	79-102	-	-	-	-	-
Clerks, payroll	109	96-126	107	94-120	119	104-144	109	95-122	118	99-137	111	98-142	130	112-161	142	121-165	-
Comptometer operators	95	84-107	91	81-104	103	91-112	107	96-110	101	93-107	103	89-114	-	-	-	-	-
Keypunch operators, class A	101	92-113	100	91-111	106	94-119	105	89-113	96	95-103	-	-	116	94-138	-	-	-
Keypunch operators, class B	90	78-103	86	76-97	99	84-112	89	77-106	96	82-116	100	86-111	100	89-116	-	-	-
Office girls	78	69-89	76	68-85	82	71-95	84	78-96	-	-	85	74-100	81	70-94	-	-	-
Secretaries	120	108-139	117	107-131	130	113-155	122	109-139	117	110-131	129	110-153	140	119-163	164	135-189	-
Stenographers, general	97	84-112	94	83-106	102	87-117	100	86-113	102	92-117	104	87-118	98	86-118	121	113-145	-
Stenographers, senior	105	97-119	103	94-112	117	102-137	111	100-125	-	-	130	105-154	123	103-142	-	-	-
Switchboard operator-receptionists	98	85-113	95	83-111	105	91-119	103	91-117	106	97-113	100	88-132	115	87-123	117	102-138	-
Tabulating-machine operators, class A	127	116-141	122	114-132	134	121-153	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B	116	101-127	111	99-121	123	110-137	114	105-121	-	-	-	-	126	115-140	-	-	-
Tabulating-machine operators, class C	100	89-114	98	87-113	104	90-117	90	77-106	-	-	-	-	107	94-121	-	-	-
Transcribing-machine operators, general	93	81-106	91	80-100	103	85-117	-	-	99	91-114	-	-	103	83-119	-	-	-
Typists, class A	96	86-110	94	84-105	103	91-116	101	89-115	103	91-113	99	90-111	108	91-127	-	-	-
Typists, class B	86	76-100	84	75-97	92	81-106	87	79-101	87	82-98	94	82-111	95	81-106	114	96-119	-

See footnotes at end of table.

(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—														
	All industries		Manufacturing		Nonmanufacturing										
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services
Median					Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Professional and technical⁵															
Draftsmen, leader.....	182	164-207	181	164-207	188	167-205	-	-	-	-	-	-	-	-	-
Draftsmen, senior.....	146	134-168	146	134-166	148	136-172	143	131-153	-	-	-	-	-	-	-
Draftsmen, junior.....	114	104-130	114	104-130	122	105-134	110	103-125	-	-	-	-	-	-	-
Nurses, industrial (registered) (women).....	114	105-126	112	104-123	133	118-150	127	113-143	-	-	133	120-146	149	123-162	-
Maintenance and powerplant⁵															
Carpenters, maintenance.....	133	124-147	130	124-139	170	133-213	117	112-128	-	-	194	170-232	175	153-179	-
Electricians, maintenance.....	137	129-152	136	129-147	163	141-199	136	123-153	-	-	193	154-218	-	-	218
Engineers, stationary.....	141	128-165	135	125-145	172	143-222	134	119-150	-	-	180	151-222	151	147-163	217
Firemen, stationary boiler.....	120	112-129	119	112-127	131	115-166	115	111-127	-	-	140	129-166	-	-	190
Helpers, maintenance trades.....	114	108-125	114	107-124	118	108-135	109	106-113	-	-	-	-	-	-	-
Machinists, maintenance.....	141	131-155	141	131-158	140	124-154	139	122-152	-	-	-	-	-	-	-
Mechanics, automotive (maintenance).....	131	122-147	129	121-137	146	128-179	138	126-167	-	-	144	131-182	-	-	-
Mechanics, maintenance.....	134	126-148	134	126-147	142	128-149	139	127-146	-	-	-	-	-	-	-
Oilers.....	112	107-117	112	107-117	-	-	-	-	-	-	-	-	-	-	-
Painters, maintenance.....	130	122-150	127	120-134	167	135-210	120	112-130	-	-	-	-	-	-	-
Pipefitters, maintenance.....	132	126-138	131	126-137	143	126-183	-	-	-	-	191	157-231	167	160-188	195
Tool and die makers.....	154	142-173	154	142-173	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement⁵															
Elevator operators, passenger.....	100	95-106	-	-	100	94-106	-	-	-	-	-	-	99	94-104	-
Guards.....	106	100-112	104	100-111	110	96-121	114	105-122	-	-	-	-	110	89-122	-
Janitors, porters, and cleaners (women).....	92	82- 99	95	88-100	87	77- 95	92	79- 98	-	-	82	76- 93	84	77- 91	91
Laborers, material handling.....	106	101-115	105	101-111	112	102-135	112	104-149	112	103-129	113	99-127	-	-	-
Order fillers.....	112	106-123	110	105-120	118	108-136	-	-	113	108-132	128	115-148	-	-	-
Packers, shipping.....	109	104-117	108	104-115	112	103-130	-	-	111	103-125	121	100-146	-	-	-
Receiving clerks.....	118	111-133	117	110-130	124	113-145	-	-	116	107-139	137	115-156	-	-	-
Shipping clerks.....	125	114-146	124	114-146	128	114-147	-	-	121	113-134	140	120-171	-	-	-
Shipping and receiving clerks.....	123	113-148	121	112-146	138	119-167	-	-	137	124-147	141	119-167	-	-	-
Truckdrivers:															
Truckdrivers, light (under 1½ tons).....	116	108-132	114	108-124	120	109-142	113	106-134	-	-	132	114-170	-	-	-
Truckdrivers, medium (1½ to and including 4 tons).....	119	110-145	115	110-136	135	115-172	125	110-172	143	119-155	131	125-161	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type).....	127	117-153	124	113-134	145	126-179	142	120-185	-	-	145	136-176	-	-	-
Truckers, power (forklift).....	110	106-118	110	106-115	126	109-150	113	104-151	123	109-147	133	119-145	-	-	-
Watchmen.....	100	95-106	100	95-105	100	94-109	100	94-105	-	-	100	92-108	99	94-104	104

¹ For definition of regions, see footnote 1, table 4.² See footnote 1, table 3.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate data do not meet publication criteria.

Table 7. Occupational Wage Relationships—West¹(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries		Manufacturing		Nonmanufacturing											
	Median	Middle range	Median	Middle range	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services	
Median					Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	
<u>Office clerical</u>																
<u>Men</u>																
Clerks, accounting, class A.....	126	113-143	126	113-141	127	117-149	127	120-142	-	-	-	-	-	-	-	-
Clerks, accounting, class B.....	103	98-114	103	98-106	113	102-124	-	-	-	-	-	-	-	-	-	-
Clerks, order.....	112	114-137	126	119-142	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll.....	114	102-135	110	100-133	122	114-135	-	-	-	-	-	-	-	-	-	-
Office boys.....	87	76-96	85	76-96	91	77-98	93	76-99	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A.....	137	126-161	131	121-142	150	128-167	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B.....	117	108-129	113	103-120	128	114-143	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C.....	106	97-120	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																
Bookkeeping-machine operators, class A.....	114	99-126	114	99-120	113	101-139	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class B.....	99	90-120	96	86-108	109	95-124	-	-	-	-	119	96-123	-	-	-	-
Clerks, accounting, class A.....	121	111-137	120	111-131	125	111-140	122	111-139	-	-	126	111-148	-	-	-	-
Clerks, accounting, class B.....	101	91-111	99	90-106	102	91-122	105	94-120	-	-	107	95-127	-	-	-	-
Clerks, file, class A.....	104	91-111	-	-	104	94-118	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B.....	87	79-99	91	79-100	87	76-99	90	81-104	-	-	-	-	-	-	-	-
Clerks, file, class C.....	83	75-93	-	-	88	78-93	-	-	-	-	-	-	-	-	-	-
Clerks, order.....	100	89-109	101	90-113	95	87-104	-	-	-	-	-	-	-	-	-	-
Clerks, payroll.....	112	99-129	108	96-120	121	103-141	114	99-123	-	-	118	99-141	-	-	132	119-148
Comptometer operators.....	98	87-107	93	85-104	99	91-113	-	-	-	-	98	93-114	-	-	-	-
Keypunch operators, class A.....	104	92-114	100	87-111	106	95-116	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B.....	93	82-105	89	75-99	98	87-112	96	86-104	-	-	-	-	-	-	-	-
Office girls.....	77	68-90	73	65-81	84	77-96	-	-	-	-	-	-	-	-	-	-
Secretaries.....	120	107-137	115	104-132	126	113-145	122	110-137	-	-	126	112-152	128	113-144	130	123-167
Stenographers, general.....	98	89-108	95	85-102	103	94-116	104	96-113	-	-	112	99-143	-	-	-	-
Stenographers, senior.....	110	99-122	107	97-117	114	102-130	112	106-117	-	-	-	-	-	-	-	-
Switchboard operator-receptionists.....	96	85-108	95	84-108	96	88-111	-	-	-	-	96	88-124	-	-	-	-
Tabulating-machine operators, class A.....	137	126-172	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B.....	113	100-127	113	101-123	110	98-131	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C.....	88	87-99	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	95	85-109	91	85-110	97	86-108	-	-	-	-	-	-	-	-	-	-
Typists, class A.....	99	89-108	96	88-105	102	91-112	94	87-105	-	-	-	-	-	-	-	-
Typists, class B.....	86	77-99	86	77-96	88	79-102	91	79-97	-	-	88	83-113	88	77-112	-	-

See footnotes at end of table.

Table 7. Occupational Wage Relationships—West¹—Continued(Average hourly earnings for selected jobs as percentages² of averages for men janitors in metropolitan areas, by industry division, July 1961 through June 1962)

Sex and occupation	Establishment percentages in—															
	All industries				Manufacturing				Nonmanufacturing							
	Total		Public utilities ³		Wholesale trade		Retail trade		Finance ⁴		Services					
	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range		
Professional and technical⁵																
Draftsmen, leader.....	174	166-199	174	166-199	-	-	-	-	-	-	-	-	-	-	-	-
Draftsmen, senior.....	143	131-161	143	130-161	143	134-164	142	134-150	-	-	-	-	-	-	-	-
Draftsmen, junior.....	119	109-127	117	108-124	-	-	-	-	-	-	-	-	-	-	-	-
Nurses, industrial (registered) (women).....	122	109-136	121	107-133	131	117-145	-	-	-	-	-	-	-	-	-	-
Maintenance and powerplant⁵																
Carpenters, maintenance.....	142	131-169	136	130-149	170	142-206	-	-	-	-	-	-	-	-	-	-
Electricians, maintenance.....	141	131-155	139	131-153	155	133-169	-	-	-	-	-	-	-	-	-	-
Engineers, stationary.....	150	129-175	137	126-160	168	150-193	-	-	-	-	-	-	-	182	167-202	-
Firemen, stationary boiler.....	120	112-130	120	114-126	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, maintenance trades.....	111	107-120	111	108-118	109	106-126	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance.....	143	135-152	143	135-152	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive (maintenance).....	136	126-152	132	126-143	145	127-157	137	126-146	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	135	129-142	135	129-142	-	-	-	-	-	-	-	-	-	-	-	-
Others.....	111	109-116	111	109-116	-	-	-	-	-	-	-	-	-	-	-	-
Painters, maintenance.....	132	126-164	129	124-138	172	155-199	-	-	-	-	-	-	-	-	-	-
Pipefitters, maintenance.....	133	128-141	133	127-140	-	-	-	-	-	-	-	-	-	-	-	-
Tool and die makers.....	156	148-166	156	148-166	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement⁵																
Elevator operators, passenger.....	100	96-100	-	-	100	96-100	-	-	-	-	-	-	-	-	-	-
Guards.....	108	103-115	105	101-113	114	107-118	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women).....	95	88-100	100	89-100	94	86-99	-	-	-	86	82-94	-	-	-	-	-
Laborers, material handling.....	106	100-120	105	100-110	114	102-132	108	103-123	-	129	111-134	-	-	-	-	-
Order fillers.....	111	104-129	108	104-123	117	103-134	-	-	-	-	-	-	-	-	-	-
Packers, shipping.....	107	102-116	107	102-113	104	102-137	-	-	-	-	-	-	-	-	-	-
Receiving clerks.....	120	109-133	119	110-131	125	105-139	-	-	-	130	118-143	-	-	-	-	-
Shipping clerks.....	127	113-141	121	113-133	130	117-156	-	-	-	-	-	-	-	-	-	-
Shipping and receiving clerks.....	122	113-133	119	112-126	133	120-147	-	-	-	-	-	-	-	-	-	-
Truckdrivers:																
Truckdrivers, light (under 1½ tons).....	118	108-131	118	109-128	117	107-158	-	-	-	-	-	-	-	-	-	-
Truckdrivers, medium (1½ to and including 4 tons).....	121	113-133	121	114-132	126	113-153	121	110-145	-	144	125-155	-	-	-	-	-
Truckdrivers, heavy (over 4 tons, trailer type).....	124	118-138	124	120-134	133	117-150	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	112	108-117	111	108-116	115	107-133	112	110-125	-	-	-	-	-	-	-	-
Watchmen.....	100	91-105	100	87-103	100	97-107	-	-	-	-	-	-	-	-	-	-

¹ For definition of regions, see footnote 1, table 4.² See footnote 1, table 3.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ Data limited to men workers except where otherwise indicated.

NOTE: Dashes indicate data do not meet publication criteria.

Table 8. Occupational Wage Relationships—Selected Trades and Industries

(Average hourly earnings for selected jobs as percentages¹ of averages for men janitors in all metropolitan areas, July 1961 through June 1962)

Industry ²	Standard Industrial Classification Code ²	Establishment percentages for—													
		Carpenters, maintenance		Electricians, maintenance		Engineers, stationary		Machinists, maintenance		Mechanics, automotive (maintenance)		Mechanics, maintenance		Painters, maintenance	
		Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range	Median	Middle range
Manufacturing															
Meat products.....	201	126	121-129	131	123-134	137	121-145	135	131-139	127	119-132	128	115-134	123	121-124
Dairy products.....	202	-	-	-	-	150	123-168	-	-	127	117-146	123	116-153	119	109-131
Fluid milk.....	2026	-	-	-	-	142	122-174	-	-	133	117-153	136	117-159	-	-
Bakery products.....	205	127	122-144	136	124-149	138	129-149	-	-	127	121-142	130	120-135	128	114-136
Beverage industries.....	208	149	135-177	148	142-160	169	143-177	147	141-169	144	126-164	138	120-146	149	134-169
Malt liquors.....	2082	166	139-189	160	146-200	171	144-183	160	145-176	153	128-173	171	128-180	152	134-173
Papermills, except building papermills.....	262	131	121-140	131	128-142	131	119-143	129	127-140	-	-	-	-	118	116-140
Paperboard containers and boxes.....	265	-	-	147	135-155	133	129-152	148	145-174	-	-	144	133-148	-	-
Newspapers: publishing, publishing and printing.....	271	175	150-183	198	183-220	159	137-174	196	178-217	156	143-185	208	196-243	158	150-176
Commercial printing.....	275	-	-	185	152-195	-	-	163	154-210	-	-	-	-	-	-
Industrial inorganic and organic chemicals.....	281	131	122-139	138	128-148	131	123-149	134	126-142	133	126-143	132	126-149	127	120-135
Petroleum refining.....	291	130	125-135	130	125-136	-	-	129	125-133	-	-	-	-	129	123-134
Glass and glassware, pressed or blown.....	322	127	123-150	142	128-160	-	-	156	148-168	-	-	-	-	-	-
Blast furnaces, steel works, and rolling and finishing mills.....	331	134	130-134	140	137-143	137	132-144	143	135-143	137	136-139	137	132-140	128	121-130
Iron and steel foundries.....	332	127	123-134	138	129-150	-	-	139	135-144	131	124-141	133	129-142	-	-
Rolling, drawing and extruding of nonferrous metals.....	335	127	120-136	142	130-146	-	-	137	130-139	-	-	139	125-140	128	119-130
Fabricated structural metal products.....	344	136	126-161	138	131-144	-	-	137	133-143	137	120-154	137	122-148	-	-
Farm machinery and equipment.....	352	-	-	141	136-148	-	-	-	-	137	131-137	141	137-142	-	-
Construction, mining, and materials.....	352	118	117-138	132	125-144	-	-	143	132-152	-	-	137	125-137	-	-
Metalworking machinery and equipment.....	354	137	122-142	135	128-137	-	-	-	-	-	-	135	127-158	-	-
Special industry machinery, (except metalworking).....	355	-	-	141	133-149	-	-	-	-	-	-	-	-	-	-
General industrial machinery and equipment.....	356	131	125-136	134	127-142	-	-	143	137-165	-	-	136	130-137	-	-
Electric transmission and distribution equipment.....	361	-	-	151	134-167	-	-	-	-	-	-	-	-	-	-
Electrical industrial apparatus.....	362	-	-	142	129-147	-	-	-	-	-	-	-	-	-	-
Communication equipment.....	366	144	142-151	151	140-162	154	145-158	156	151-168	-	-	-	-	145	131-148
Motor vehicles and motor vehicle equipment.....	371	133	130-133	136	132-139	137	135-144	136	131-139	132	126-133	132	127-139	129	126-131
Aircraft and parts.....	372	133	128-139	143	135-151	139	132-149	147	136-151	130	125-136	136	135-141	125	122-131
Nonmanufacturing															
Railroads.....	401	115	112-118	122	119-124	119	115-122	121	117-122	123	118-126	-	-	115	112-118
Local and suburban passenger transportation.....	411	-	-	-	-	-	-	122	118-136	121	115-140	-	-	-	-
Trucking, local and long distance.....	421	-	-	-	-	-	-	-	-	161	138-188	-	-	-	-
Telephone communication (wire or radio).....	481	-	-	-	-	150	135-162	-	-	156	147-185	-	-	-	-
Electric companies and systems.....	491	155	141-183	155	148-195	-	-	154	148-167	146	137-180	151	142-183	136	134-163
Gas companies and systems.....	492	-	-	-	-	-	-	124	121-142	126	121-133	-	-	-	-
Department stores.....	531	204	171-258	195	170-229	189	156-225	-	-	173	150-196	189	155-201	197	175-239
Grocery stores.....	541	169	138-198	147	127-193	154	138-176	-	-	147	135-166	134	115-151	145	113-173
Commercial and stock savings banks.....	602	151	127-178	161	144-172	170	148-191	-	-	-	-	-	-	163	129-211
Life insurance.....	631	-	-	-	-	190	152-235	-	-	-	-	-	-	-	-
Hotels, tourist courts, and motels.....	701	209	165-254	205	190-228	215	179-268	-	-	-	-	-	-	189	150-229

¹ See footnote 1, table 3.² The 1957 revised edition of the Standard Industrial Classification Manual was used in classifying establishments by 3- and 4-digit industry groups.

NOTE: Dashes indicate data do not meet publication criteria.

Wage Payment Plans

This bulletin identifies the types of rate structures and the various types of incentive pay plans found in industry divisions included in the program of occupational wage surveys in the Nation's metropolitan areas. The proportions of workers employed under the several distinct types of pay plans are reported separately for non-supervisory office and plant workers, by industry division and by region.

Formal rate structures for time-rated workers provide single rates or a range of rates for each job category in the establishment. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker.

A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the worker to achieve the full job rate over a period of time. Individual experienced workers may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions.

Range-of-rate plans are ones in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service.

Nearly four-fifths of the plant workers and virtually all office workers within scope of the survey were paid time rates.¹⁷ Among time-rated workers paid under formal rate structures, range-of-rate plans covered nearly all office workers, whereas single rate plans generally covered larger proportions of plant workers.

About a fifth of the plant workers in metropolitan areas were paid under formal incentive plans. Piecework and production bonus systems were the most important types of incentive pay in manufacturing industries, whereas most of the workers paid by incentive methods in the wholesale and retail trade industry divisions received commission pay.

Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time. Compensation on a commission basis represents payments based on a percentage of value of sales, or on a combination of a stated salary plus a percentage.

Nature of the Data

The information on the basic types of rate structure characteristics relates to the actual proportion of workers paid under various time and incentive systems. For example, if an establishment had a formal rate structure providing single rates for some jobs (or departments) and rate ranges for other jobs, the actual number of workers paid under each system was recorded.

Office Worker Rate Structure

Formal rate structures based on time payments covered almost two-thirds of the office workers within scope of the study. Slightly more than three-fourths of the office workers were employed in manufacturing, public utilities, and finance. In these industry divisions, each region showed more than 50 percent of the office workers as being paid under formal rate structures on a time basis. In the wholesale trade, retail trade, and services industry divisions, only the North Central region in retail trade reported more than 50 percent. Except in retail trade, the West showed the largest proportions of workers under formal rate structures. In each industry division, the South reported the smallest proportions, but in the finance and service divisions, the North Central region had equally small proportions. Services showed the lowest incidence of formal rate structures, and public utilities the highest.

The larger proportions covered by formal wage structures in public utilities may be accounted for partially by the fact that labor-management agreement coverage of office workers is relatively greater in public utilities than in other industry divisions.¹⁸

Not only did public utilities show the largest proportion of office workers covered by formal rate structures, but this industry division also showed the only sizable proportion of workers covered by single rate plans. The public utilities industry division includes railroads, and rate structures in railroads involve primarily single-rate plans. Even in public utilities, however, the proportion reported under range-of-rate plans was nearly 3 times as great as the proportion reported under single-rate plans.

¹⁷ The number of office workers paid by incentive methods was insignificant and was excluded from the data.

¹⁸ See Wages and Related Benefits, Metropolitan Areas, United States and Regional Summaries, 1960-61 (BLS Bulletin 1285-84, 1962), pp. 41-44.

Nationwide, plans incorporating ranges of rates covered 94 percent of the office workers employed under formal rate structures.

Plant Worker Wage Structure

Each industry division, even when examined at the regional level, reported that at least two-thirds of the plant workers were paid time rates. In public utilities, practically all workers were paid time rates; manufacturing establishments reported the smallest proportions, ranging from 66 percent in the Northeast to 90 percent in the West. The West exceeded the other regions in the proportion of plant workers paid on a time basis in all industry divisions except wholesale trade and public utilities. In wholesale trade, the largest proportion was in the South, and in public utilities 99 percent of the workers were paid time rates in all regions.

Virtually all of the time-rated plant workers in public utilities were employed under formal rate structures. Manufacturing industries had the second highest proportion of time-rated plant workers under formal plans (89 percent). Approximately a third of the time-rated workers in wholesale trade and services industry divisions and two-fifths in retail trade were paid individual rates.

About nine-tenths of the time-rated plant workers in the North Central and Western regions were employed under formal rate structures compared with seven- and eight-tenths in the South and Northeast, respectively.

Except in retail trade, single-rate plans generally covered slightly larger proportions of plant workers paid on a time basis under formal rate structures than did range-of-rate plans. Single rate plans and range-of-rate plans covered about equal proportions of the total workers in public utilities. In manufacturing, single rate structures were approximately one and one-fourth to twice as predominant as range-of-rate plans. In each industry division except public utilities, the West had the largest proportions of plant workers employed under single rate plans.

Only in manufacturing did the proportion of plant workers paid under incentive methods exceed 20 percent. The proportions in manufacturing ranged from 33 percent in the Northeast to 10 percent in the West. The proportion, nationwide, was 26 percent. About half of the workers employed in manufacturing under incentive systems were paid by piecework rates, the other half under systems incorporating production bonuses. Individual piecework systems were markedly predominant over other incentive systems in the Northeast and the South. In the North Central and the West, individual piecework and group production bonus systems were found in approximately equal proportions.

Among plant workers paid under incentive systems in the wholesale and retail trade industry divisions, commission pay predominated. Approximately 90 percent of these workers were paid commissions. Nationwide, 13 percent of all plant workers in wholesale trade, and 18 percent in retail trade were reported under incentive systems.

Factors Affecting Rate Structure Characteristics

The present examination serves primarily to indicate the proportions of workers in metropolitan areas employed under various wage structures. The factors which determine the prevalence of a type of rate structure are generally interrelated, and the influence of a single factor cannot be isolated within this analysis. However, a suggestion of the extent to which industry mix determines the prevalence of a type of rate structure within an area is indicated by an examination of various earlier observations in Akron, Detroit, and Greenville.

One industry accounted for over 40 percent of the manufacturing plant worker employment: In Akron, tires and inner tubes; in Detroit, motor vehicles and motor vehicle equipment; and in Greenville, cotton and synthetic textiles.¹⁹ In Akron and Detroit, labor-management agreements covered nearly all manufacturing plant workers. In all three areas, nearly all manufacturing plant workers were employed under formal rate structures.

Formalized wage systems providing single rates for specific jobs are predominant in the motor vehicle industry. In Detroit, only 7 percent of the manufacturing plant workers were paid by incentive methods, whereas 72 percent were paid under formal time-rate systems providing single rates.

Nationwide, incentive systems, predominantly piecework, covered a third of the plant workers in the cotton textile industry.²⁰ In Greenville, 64 percent of the manufacturing plant workers employed under formal rate structures were paid time rates, and 36 percent were paid by incentive methods. In Akron, the proportions were 63 percent and 37 percent, respectively. Among the workers paid by incentive methods, over nine-tenths were paid piecework rates in Greenville, but only about two-thirds in Akron were paid these rates.

¹⁹ Data previously published in Wages and Related Benefits: Part I. 82 Labor Markets, 1962-63 (BLS Bulletin 1345-83, 1964).

²⁰ See Wage Structure: Cotton Textiles, August 1960 (BLS Report 184, 1961), p. 3.

Table 9. Wage Payment Plans

(Percent distribution of office and plant workers in all metropolitan areas¹ by type of rate structure,² by industry division and region,³ July 1961 through June 1963)

Item	All industries					Manufacturing					Public utilities ⁴				
	Total	Northeast	South	North Central	West	Total	Northeast	South	North Central	West	Total	Northeast	South	North Central	West
Office workers															
All office workers ⁵	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate policy	64	63	55	64	74	68	64	54	71	82	85	85	79	85	93
Single rate	4	3	5	4	4	1	2	2	1	2	22	18	21	29	19
Range of rates	60	60	50	60	70	67	62	52	70	80	63	67	58	56	74
No formal rate policy	35	35	44	35	26	30	33	42	28	18	15	15	21	15	7
Plant workers															
All plant workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates	79	73	83	76	90	73	66	79	71	90	99	99	99	99	99
Formal rate policy	65	58	59	69	82	65	54	65	67	86	97	98	94	97	99
Single rate	37	32	35	39	50	38	30	43	38	48	49	47	46	55	45
Range of rates	28	26	24	30	32	27	24	22	29	38	48	51	48	42	54
No formal rate policy	14	15	24	7	8	8	11	13	4	4	2	1	5	2	(?)
Paid by incentive methods	20	25	16	23	10	26	33	20	28	10	(?)	(?)	(?)	1	(?)
Piece rate	8	13	6	9	2	14	18	13	12	4	(?)	(?)	(?)	-	-
Individual	7	12	5	7	2	12	16	11	10	4	(?)	(?)	(?)	-	-
Group	1	1	1	2	(?)	2	2	2	2	(?)	(?)	(?)	-	-	-
Production bonus	8	8	4	11	3	11	12	6	16	6	(?)	(?)	(?)	1	(?)
Individual	4	5	3	5	2	6	7	4	7	3	(?)	(?)	(?)	(?)	(?)
Group	4	3	1	6	1	5	5	2	9	3	(?)	-	-	1	-
Commission	3	2	5	3	5	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)

See footnotes at end of table.

Table 9. Wage Payment Plans—Continued

(Percent distribution of office and plant workers in all metropolitan areas¹ by type of rate structure,² by industry division and region,³ July 1961 through June 1963)

Item	Wholesale trade					Retail trade					Finance ⁶					Services				
	Total	Northeast	South	North Central	West	Total	Northeast	South	North Central	West	Total	Northeast	South	North Central	West	Total	Northeast	South	North Central	West
	Office workers																			
All office workers ⁵	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate policy	42	41	38	42	50	46	45	37	54	47	65	69	56	56	74	38	35	33	33	50
Single rate	3	2	2	2	5	1	1	(?)	(?)	2	(?)	(?)	(?)	(?)	1	3	2	3	1	5
Range of rates	39	39	36	40	45	45	44	37	54	45	65	69	56	56	73	35	33	30	32	45
No formal rate policy	58	59	62	58	50	52	51	62	43	53	35	30	44	44	26	62	65	67	67	50
	Plant workers																			
All plant workers	100	100	100	100	100	100	100	100	100	100						100	100	100	100	100
Paid time rates	87	88	90	85	84	80	79	79	79	84						88	88	87	85	93
Formal rate policy	58	57	35	66	73	48	42	32	57	65						58	62	37	63	72
Single rate	36	39	16	39	50	21	15	10	20	51						47	49	28	54	58
Range of rates	22	18	19	27	23	27	27	22	37	14						11	13	9	9	14
No formal rate policy	29	31	55	19	11	32	36	47	22	19						30	26	50	22	21
Paid by incentive methods	13	12	10	15	16	18	15	20	20	16						12	11	13	15	7
Piece rate	(?)	(?)	(?)	(?)	1	(?)	(?)	(?)	(?)	(?)						5	7	7	7	1
Individual	(?)	(?)	(?)	(?)	1	(?)	(?)	(?)	(?)	(?)						4	6	6	5	1
Group	(?)	-	-	(?)	-	(?)	-	(?)	-	-						1	1	1	2	(?)
Production bonus	1	1	(?)	2	1	2	1	3	2	1						3	2	2	3	3
Individual	1	1	(?)	1	1	2	1	3	2	1						2	1	1	2	2
Group	(?)	(?)	(?)	1	(?)	(?)	(?)	(?)	(?)	-						1	1	1	1	1
Commission	12	11	10	13	14	16	14	17	18	15						4	2	4	5	3

¹ 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961.² For a description of the types of rate structure, see section on "Wage Payment Plans," p. 61.³ For definition of regions, see footnote 2, table A-1.⁴ Transportation, communication, and other public utilities.⁵ Relates to time-rated workers. The number of office workers paid by incentive methods was insignificant and was excluded from the data.⁶ Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate firms, however, are included in the all industries data.⁷ Less than 0.5 percent.

NOTE: Sums of individual items may not equal totals because percentages of workers for whom rate structure information was not available are not shown. Dashes indicate no workers reported.

Establishment Practices and Supplementary Wage Provisions

Nearly all office and plant workers within the scope of the survey in the 212 metropolitan areas received paid holidays and vacations and were covered by some type of health, insurance, or pension plan. Information is provided on the extent and nature of benefits in 1962-63, as well as benefit trends over the period 1960²¹ to 1963.

The fastest growth over the period from 1960 to 1963 was in the prevalence of catastrophe (major medical) insurance. This insurance, available to only 42 percent of office and 20 percent of the plant employees in 1960, was provided by establishments employing 61 and 30 percent of the office and plant workers, respectively, in 1963.

Once a particular benefit has been established as available to a large proportion of workers, any further improvement, if it is to be effected, is likely to take the form of liberalizing the application of that benefit. For example, an analysis of paid holidays (available to 99 percent of office workers and 95 percent of plant workers in 1960 and 1963) indicated a moderate increase over those 3 years in the average number of holidays made available to workers. Paid vacation benefits (available in 1960 and 1963 to almost all workers with qualifying service with the employer) were liberalized over the 3 years, 1960-63, usually by shortening the length-of-service requirement for certain paid vacations or by adding a fourth week of vacation.

The application of such benefits varied among regions and among industry divisions. For example, while almost all office workers in each region and industry division received paid holidays, the average number of holidays received was highest in the Northeast, lowest in the South, highest in the finance industries, and lowest in retail trade.

A majority of plant workers in manufacturing were employed in establishments with specific pay provisions for late-shift work, and 23 percent of such workers were actually working on late shifts at the time of the survey.

The most typical work schedule for both office and plant workers was the 40-hour week.

Scheduled Weekly Hours

Almost two-thirds of the office workers (62 percent) and over four-fifths of the plant workers (82 percent) were scheduled to work 40-hour weeks²² (table B-1). Nearly all other office workers had

shorter work schedules—most frequently 37½ hours. Most other plant workers, on the other hand, had longer work schedules—generally over 40 hours. The average scheduled workweek for all office workers was 38.9 hours, and for all plant workers 40.4 hours.

For office workers, the shorter weekly work schedules were more prevalent in nonmanufacturing than in manufacturing. Specifically, 65 percent of the office workers in finance and 49 percent in services were scheduled to work less than 40 hours, in contrast to 22 percent in manufacturing. Retail trade was the only nonmanufacturing industry division where office workers had longer average workweeks than in manufacturing.

For plant workers, the average weekly scheduled hours ranged from 40.2 in manufacturing to 41.3 in services.²³ Seven percent of all plant workers had scheduled workweeks of less than 40 hours; 11 percent had schedules of over 40 hours.

By region, the average scheduled weekly hours of office workers ranged from 37.7 in the Northeast to 39.6 in the South and West, and, for plant workers, from 40 hours in the Northeast to 41.3 in the South. For both office and plant workers, the 40-hour workweek was most prevalent in the West, whereas a workweek of less than 40 hours characterized office workers in the Northeast. Among plant workers, the proportion working less than a 40-hour workweek ranged from 5 percent in the South and West to 11 percent in the Northeast.

Although there was little or no change in the average weekly hours for all workers between 1960 and 1963, a reduction of about a half-hour a week was observed among plant workers in services (41.8 to 41.3 hours).

Late-Shift Pay Provisions and Practices

Almost 9 out of every 10 plant workers in manufacturing were in plants having specific pay provisions for second-shift operations, and 3 out of 4 were in plants with third-shift provisions (table B-2). These estimates were exceeded for both shifts in the North Central region and in the West. Twenty-three percent of all manufacturing plant workers were actually working on late shifts at the time of the survey; among regions, the proportions of workers on late shifts ranged from 20.5 percent in the Northeast to 25.6 percent in the South.

²¹ "Supplementary Wage Benefits in Metropolitan Areas, 1959-60," Monthly Labor Review, April 1961, pp. 379-387.

²² The scheduled workweek is the number of hours which a majority of the first- or day-shift workers were expected to work, at the time of the survey, whether they were paid at straight-time or overtime rates. Thus, hours shown reflect the normal work schedule when studied.

²³ Data for nonoffice (plant) workers in finance and insurance are not presented separately (table B-1). Plant workers in real estate are included, however, in "all" and regional figures.

Shift differentials were almost universally specified except in the South, where 16 percent of the workers were in plants with no second-shift pay differential and 5 percent were in firms with no third-shift differential, and in the Northeast where second-shift differentials were not provided for 5 percent of the plant workers. The primary type of differential was an addition of uniform cents-per-hour to the first-shift rates. Next in importance, except in the West, was the addition of a uniform percentage to the first-shift rate. In the West, a full day's pay for reduced hours or such combination plans as a full day's pay for reduced hours plus a uniform cents-per-hour differential were more important than uniform percentage additions.

A wide variety of cents-per-hour and percentage differentials were found in the all metropolitan area data. No single differential of either type applied to a majority in any region. To simplify comparisons, average cents-per-hour differentials and average percentage additions to first-shift rates were computed. In firms with provisions for a uniform cents-per-hour differential for second shift, the average differential was 9.2 cents, ranging from 8.3 cents in the South to 10.3 cents in the West. For third-shift workers, the average was 12.1 cents, ranging from 11.4 cents in the South to 13 cents in the West.

Percentage additions were provided extensively in the Northeast and North Central regions for both second- and third-shift work. For all regions, the average addition was 8 percent for second-shift work and 10 percent for third-shift work. Second-shift average percentages ranged from 7.2 in the North Central to 8.9 in the Northeast, and third-shift averages ranged from 8.9 percent in the South to 11 percent in the West.

Since 1960, the proportions of workers in manufacturing establishments with shift-pay differentials for second- and third-shift work have not changed appreciably. While the average percentage additions for second- and third-shift work remained essentially unchanged during 1960-63, the average cents-per-hour differential for second- and third-shift workers increased a moderate 0.4 cent (from 8.8 to 9.2 cents) and 0.7 cent (from 11.4 cents to 12.1 cents), respectively.

Paid Holidays

Paid holidays were provided to almost all office workers and to all but 5 percent of the plant workers in all metropolitan areas (table B-3). For those who received paid holidays, including both whole and half day holidays, the national averages were 7.9 days for office workers and 7.1 days for plant workers.

Virtually all office workers in each region received paid holidays. In the Northeast, office and plant workers averaged 9.2 and 7.8 days, respectively. This was the only region in which the average number of holidays exceeded the national averages. Office

workers averaged 6.6 days in the South, 7.1 days in the North Central region, and 7.6 days in the West. Among plant workers, 86 percent in the South received an average of 6.2 days; 98 percent in the North Central region averaged 6.8 days; and 95 percent in the West, 7.0 days.

Among industry divisions, average holidays for office workers ranged from 6.7 days in retail trade to 8.8 in finance. Over a third of the office workers in finance received 11 holidays or more each year, and over half received 9 or more. Among plant workers who received paid holidays, the average number of days ranged from 6.2 in retail trade and services to 7.7 in public utilities. The proportion of plant workers provided paid holidays ranged from 78 percent in services to 98 percent in public utilities.

Paid holiday time received by office workers exceeded that for plant workers in each industry division, as it did in 1960. Although the average number of holidays for office and plant workers increased a modest one-tenth and two-tenths day, respectively, since 1960, the trend toward liberalizing holidays was particularly evident among plant workers in services. In that division, 78 percent of the plant workers in the present study received an average of 6.2 days compared with 76 percent who received 5.9 days in 1960.

Paid Vacations

Vacation pay was available to 99 percent of all office and plant workers (table B-4). With very few exceptions, the amount of vacation pay was graduated on a sliding scale, based on length of service, varying from as little as 1 day's pay for short service to as much as 4 weeks' pay or more for long service.

For nearly all office workers and for 85 percent of the plant workers, vacation pay provisions were expressed in regular or average weekly earnings for a stated length of time, depending upon length of service. About 12 percent of the plant workers were in firms (mostly manufacturing establishments) in which vacation pay was expressed as a percentage of the worker's earnings. Flat-sum and other types of vacation payments applied to about 1 percent of all workers.²⁴

On a national and regional basis, paid vacation provisions for employees with relatively short service were more liberal for office workers than for plant workers with comparable periods of service. At least 2 weeks of vacation pay after 1 year's service was available to about three-fourths of the office workers but for only about a fifth of the plant workers; the Northeast (87 percent) led other regions, particularly the South, in the availability of this provision for office workers. Among plant workers, this provision was

²⁴ See footnote 6, table B-4, regarding conversion to an equivalent time basis.

more than twice as prevalent in the West (29 percent) than in the North Central region (12 percent). Provisions were also more liberal for office workers as to the maximum amount of vacation pay; for example, 4 weeks or more of vacation pay after 25 years' service was available to 45 percent of the office workers and to 34 percent of the plant workers.

The finance industries provided the most liberal vacations for short-service office workers; 97 percent of such finance workers with 1 year of service qualified for 2 weeks or more of vacation pay. Among other office workers, the same provision ranged in availability from 84 percent in manufacturing to about 37 percent in retail trade. At least half of all office employees in public utilities, retail trade, and finance with 25 years' service were provided vacations of 4 weeks or more.

The proportions of plant workers in establishments that provided 4 weeks or more of vacation pay after 25 years' service were 62 percent in public utilities and 39 percent in retail trade. In manufacturing and wholesale trade, the proportions were almost a third; in services, about a sixteenth.

Comparison of the results of this survey with those for a survey in 1960, reveals a definite liberalizing of vacation pay provisions for both long-service office and plant workers. In 1960, 33 percent of office workers qualified for 4 weeks or more of vacation pay after 25 years of service; in 1963, 45 percent. Similarly, among plant workers, the 22 percent qualifying for this provision in 1960 has increased to 34 percent. This tendency in all regions and in all industry divisions (except services) is shown in the tabulation below:

	Percentage of workers entitled to 4 weeks' or more vacation after 25 years of service			
	Office workers		Plant workers	
	1963	1960	1963	1960
All areas-----	45	33	34	22
<u>Industry division</u>				
Manufacturing-----	39	28	31	20
Public utilities-----	59	24	62	28
Wholesale trade-----	37	27	29	19
Retail trade-----	51	47	39	32
Finance-----	50	44	-	-
Services-----	26	23	6	6
<u>Region</u>				
Northeast-----	55	40	38	22
South-----	35	26	26	18
North Central-----	43	31	38	26
West-----	35	24	28	15

Health, Insurance, and Pension Plans

Coverage under some form of health, insurance, or pension plan was available to 99 percent of the office workers and 97 percent of the plant workers in metropolitan areas (table B-5).

The tabulation of health, insurance, and pension plans relates only to the prevalence of these plans, and no attempt is made to evaluate either the monetary cost or the benefits provided by any plan. All plans (except those legally required) were included wherever at least a part of the cost was borne by the employer. Plans included those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund earmarked for this purpose.

Life insurance coverage, the most common benefit provision, was available to 96 percent of the office workers and 92 percent of the plant workers. The most widespread health insurance provision was for hospitalization, which covered 86 and 88 percent of the office and plant workers, respectively. Almost all workers covered by hospitalization provisions also had surgical coverage. Medical care insurance, providing for complete or partial payment of doctors' fees, was extended to 69 percent of the office and 65 percent of the plant workers.

Eighty percent of the office and plant workers were covered by one or more plans providing cash payments during illness or accident disability. These included sickness and accident insurance and formal sick leave plans which establish at least the minimum number of days of sick leave that an employee may expect. Sickness and accident insurance covered 63 percent of the plant workers, but only 40 percent of the office workers. Sixty-seven percent of the office workers, however, were employed in firms providing paid sick leave, compared with 27 percent of the plant workers. Some workers were covered by both paid sick leave and sickness and accident insurance, the former frequently covering the waiting period (typically the first week of disability) before insurance benefits are available. In many instances, the company-paid sick leave plan supplemented the insurance benefits to provide full earnings to the employee during a reasonable period of disability.

Private retirement pension plans, which provide monthly payments for the remainder of the worker's life, were available to 78 percent of the office workers and 69 percent of the plant workers.

The proportions of office and plant workers covered by insurance plans generally were highest in manufacturing; major exceptions were in catastrophe insurance, available to three-fourths or more of the office workers in finance and public utilities and to over two-thirds of the plant workers in public utilities. Regionally, catastrophe insurance was notably more prevalent in the West for both plant and office workers.

In recent years, the trend has been toward comprehensive health plans encompassing hospitalization, surgical, medical, and catastrophe (extended medical) insurance. This latter benefit is designed to protect employees when sickness or injury involves expenses beyond the normal coverage of hospitalization, medical, and surgical plans. Adoption of catastrophe insurance has been most marked. For example, in the 1960-63 period, coverage of office workers advanced from 42 to 61 percent, and that of plant workers from 20 to 30 percent. This advance was evident in each industry division studied and in each economic region.

A review of the financing of insurance plans and retirement pension plans indicates that large segments of the work force were employed in establishments which paid all of the financing costs (table B-5). Employer financing of plans was relatively more prevalent for plant workers than for office workers. Every type of plan

studied was provided on a noncontributory basis to more than half of all covered plant workers and to at least half of all covered office workers with the exceptions of accidental death and dismemberment plans and catastrophe insurance. In every industry division and in every region, the financing of retirement pension plans for a majority of all covered workers was on a noncontributory basis. Life insurance was provided on a noncontributory basis to 58 percent of plant workers and to 55 percent of office workers.

The extent to which the financing of plans was noncontributory varied greatly among the economic regions. The South showed a greater tendency than any other region to have employees share the cost of financing in most of the plans studied; in the Northeast, most plans were employer financed.

B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Scheduled Weekly Hours

(Percent distribution of office and plant workers by scheduled weekly hours¹ of first-shift workers in all metropolitan areas, by industry division and region,² 1962-63³)

Weekly hours	All	Industry division						Region ²			
		Manu- facturing	Public utilities ⁴	Wholesale trade	Retail trade	Finance ⁵	Services	Northeast	South	North Central	West
Office workers											
All weekly work schedules	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours ⁶	36	22	25	31	24	65	49	62	24	23	18
35 hours	11	7	10	9	6	17	18	26	3	3	1
36 ¹ / ₄ hours	3	1	1	3	1	8	2	6	2	2	1
37 ¹ / ₂ hours	14	8	13	14	12	21	20	19	12	11	9
38 ¹ / ₄ hours	4	4	1	4	1	7	5	4	4	5	4
40 hours	62	78	74	64	70	35	46	38	71	75	81
Over 40 hours	1	1	(⁷)	5	5	(⁷)	5	(⁷)	5	1	1
Average scheduled weekly hours	38.9	39.3	39.1	39.2	39.5	37.9	38.6	37.7	39.6	39.4	39.6
Plant workers											
All weekly work schedules	100	100	100	100	100		100	100	100	100	100
Under 40 hours ⁶	7	7	1	3	12		9	11	5	6	5
Under 37 ¹ / ₂ hours	3	4	(⁷)	1	3		5	5	2	3	2
37 ¹ / ₂ hours	3	3	1	2	5		3	5	2	2	2
40 hours	82	85	95	79	68		64	81	73	85	89
Over 40 hours ⁶	11	7	5	17	20		27	7	23	8	6
42 hours	1	1	(⁷)	(⁷)	1		1	1	1	1	1
44 hours	2	1	(⁷)	4	5		4	1	4	2	2
45 hours	2	2	1	3	3		3	1	4	2	(⁷)
48 hours	3	2	1	2	7		15	2	7	2	3
Over 48 hours	1	1	1	4	2		2	1	3	1	(⁷)
Average scheduled weekly hours	40.4	40.2	40.3	41.0	40.9		41.3	40.0	41.3	40.3	40.2

¹ The scheduled workweek is the number of hours which a majority of the full-time workers on the first or day shift were expected to work at the time of the survey, regardless of whether some hours were paid for at overtime rates.

² For definition of regions, see footnote 2, table A-1.

³ Information on establishment practices is obtained annually in 6 of the largest areas and biennially in a rotating cycle in the remaining areas. Data for a majority of the workers relate to late 1962 and early 1963; for the remainder, to late 1961 and early 1962.

⁴ Transportation, communication, and other public utilities.

⁵ Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate firms, however, are included in "all" and regional data.

⁶ Includes weekly schedules other than those presented separately.

⁷ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table B-2. Shift Differentials

(Shift differentials for manufacturing plant workers by type and amount of differential in all metropolitan areas, by region,¹ 1962-63²)

Shift operation and shift-pay differential	Percent of manufacturing plant workers—									
	In establishments having provisions for late-shift operation ³					Actually working on late shift				
	All areas	Northeast	South	North Central	West	All areas	Northeast	South	North Central	West
All shift operations.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift.....	87.2	80.8	82.2	94.1	92.5	17.0	15.0	17.2	18.4	18.1
With shift-pay differential.....	82.0	75.9	66.3	92.7	91.4	15.8	14.2	13.0	18.1	17.8
Uniform cents (per hour) ⁴	54.4	46.6	53.1	58.0	68.3	10.9	9.4	10.5	11.6	13.8
Under 5 cents.....	1.0	1.0	2.0	.4	1.1	.2	.3	.3	.1	.2
5 cents.....	7.4	7.4	10.2	6.3	6.9	1.3	1.3	1.9	1.1	.9
6 cents.....	3.5	2.6	3.9	4.7	2.1	.8	.6	.9	1.1	.5
7 cents.....	2.8	3.3	3.4	2.6	.9	.6	.6	.8	.5	.1
7½ cents.....	1.4	1.9	.8	1.1	1.6	.3	.4	.2	.2	.4
8 cents.....	11.1	10.2	15.3	11.0	8.2	2.4	2.3	3.2	2.4	1.8
9 cents.....	1.1	1.7	1.0	.5	1.7	.2	.3	.2	.1	.4
10 cents.....	11.7	10.1	7.6	14.8	13.5	2.0	1.5	1.3	2.8	2.4
11 cents.....	.6	.9	.1	.6	.6	.1	.2	(⁵)	.1	.2
12 cents.....	6.8	1.8	3.9	7.9	22.9	1.4	.3	.7	1.5	4.9
13 cents.....	.4	.2	.3	.7	.4	.1	.1	(⁵)	.2	(⁵)
15 cents.....	1.8	1.7	.8	1.9	3.3	.3	.2	.1	.4	.6
Over 15 cents.....	2.0	2.4	1.9	1.6	2.5	.5	.8	.3	.3	.6
Average cents-per-hour differential.....	9.2	9.0	8.3	9.5	10.3	9.4	9.3	8.2	9.4	10.5
Uniform percentage ⁴	22.7	25.7	10.9	29.6	10.2	3.9	4.2	2.0	5.2	1.9
5 percent.....	7.5	4.8	2.0	14.1	3.7	1.4	.8	.2	2.7	.7
7 percent.....	1.2	1.5	2.5	.8	-.	.3	.3	.5	.2	-.
8 percent.....	1.1	.4	1.1	2.2	-.	.2	.1	.2	.2	-.
10 percent.....	11.2	17.2	4.7	10.5	4.9	1.8	2.7	1.0	1.8	.7
Average percentage differential.....	8.0	8.9	8.0	7.2	7.5	7.7	8.8	8.4	7.1	7.1
Other ⁵	4.9	3.5	2.2	5.0	12.9	1.0	.7	.5	1.3	2.2
With no shift-pay differential.....	5.2	4.9	16.0	1.4	1.1	1.2	.8	4.2	.3	.2
Third shift.....	78.4	71.9	71.5	86.4	83.7	6.2	5.5	8.4	6.1	5.0
With shift-pay differential.....	76.9	70.6	66.5	85.9	83.5	5.9	5.3	7.6	6.0	4.9
Uniform cents (per hour) ⁴	46.0	41.8	51.0	51.3	34.7	4.5	4.0	6.7	4.3	3.5
5 cents.....	2.7	.9	9.6	1.5	1.0	.4	.1	1.8	.1	(⁵)
6 cents.....	1.6	.9	.9	2.8	1.6	.2	.1	.1	.3	.2
7 cents.....	1.0	1.5	2.0	.3	.3	.1	.2	.2	(⁵)	(⁵)
7½ cents.....	.6	1.1	.3	.4	.7	(⁵)	.1	(⁵)	(⁵)	.1
8 cents.....	1.3	.9	3.7	1.0	.2	.2	.1	.7	.1	(⁵)
9 cents.....	1.0	1.1	1.3	1.1	-.	.1	.1	.1	(⁵)	-.
10 cents.....	9.5	12.4	5.1	9.8	6.1	.6	.9	.4	.6	.2
12 cents.....	12.1	10.4	10.6	15.5	8.7	1.6	1.5	1.5	1.8	1.6
12½ cents.....	.7	.9	.6	.7	.8	.1	.1	.1	.1	.1
13 cents.....	.7	.6	.5	.9	.2	.1	(⁵)	.1	.1	(⁵)
14 cents.....	.8	1.2	.4	.8	.2	.1	.1	.1	.1	(⁵)
15 cents.....	5.7	4.6	4.8	6.7	7.9	.3	.2	.4	.3	.5
16 cents.....	2.4	1.0	5.9	2.3	1.6	.3	.1	.8	.2	.2
Over 20 cents.....	1.7	1.5	3.2	1.1	2.1	.6	.1	.3	(⁵)	.2
Average cents-per-hour differential.....	12.1	11.9	11.4	12.4	13.0	11.6	11.6	10.6	12.0	12.9
Uniform percentage ⁴	20.1	23.5	10.6	25.9	6.5	.9	.9	.7	1.2	.1
7 percent.....	.9	1.2	2.3	.3	-.	(⁵)	(⁵)	.1	(⁵)	-.
10 percent.....	15.7	18.1	6.3	21.6	5.2	.7	.7	.5	1.0	.1
15 percent.....	1.2	2.0	.2	.9	1.3	(⁵)	(⁵)	(⁵)	.1	(⁵)
Average percentage differential.....	10.0	10.1	8.9	10.1	11.0	9.9	10.1	8.9	10.0	10.6
Other ⁵	10.8	5.3	4.9	8.6	42.3	.5	.4	.2	.5	1.3
With no shift-pay differential.....	1.6	1.3	5.0	.5	.2	.2	.2	.8	(⁵)	(⁵)

¹ For definition of regions, see footnote 2, table A-1.² See footnote 3, table B-1.³ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts, even though they were not currently operating late shifts.⁴ Includes differentials in addition to those presented separately.⁵ Less than 0.05 percent.⁶ Includes pay at regular rate for more hours than worked, a paid lunch period not given to first-shift workers, a flat sum per shift, and other provisions. Most "other," however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table B-3. Paid Holidays

(Percent distribution of office and plant workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region,¹ 1962-63²)

Item	All	Industry division						Region ¹			
		Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	99	99	99	98	99	98	99	99	99	99
Workers in establishments providing no paid holidays.....	(⁵)	(⁵)	(⁵)	(⁵)	2	(⁵)	2	(⁵)	1	(⁵)	(⁵)
Average number of holidays.....	7.9	7.6	7.9	7.6	6.7	8.8	7.5	9.2	6.6	7.1	7.6
Number of days											
Less than 5 days.....	(⁵)	(⁵)	(⁵)	1	1	(⁵)	2	(⁵)	2	(⁵)	(⁵)
5 days.....	3	1	1	6	9	5	4	(⁵)	19	(⁵)	(⁵)
5 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	1	1	(⁵)	(⁵)	(⁵)	2	(⁵)	(⁵)
6 days.....	16	11	8	21	39	16	28	4	23	27	13
6 days plus 1 half day.....	2	2	1	3	2	3	2	1	2	5	1
6 days plus 2 half days.....	5	11	1	6	1	1	1	1	2	14	1
6 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	1	(⁵)	(⁵)	1	(⁵)
7 days.....	23	28	43	16	28	8	17	16	25	28	25
7 days plus 1 half day.....	2	3	(⁵)	3	1	1	3	2	1	2	2
7 days plus 2 half days.....	2	2	(⁵)	2	(⁵)	1	3	1	1	2	1
7 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	-
8 days.....	17	24	20	19	7	10	13	12	14	11	42
8 days plus 1 half day.....	2	2	1	2	(⁵)	3	5	2	1	(⁵)	5
8 days plus 2 half days.....	1	1	(⁵)	(⁵)	1	1	1	1	(⁵)	1	1
8 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-	-	1
9 days.....	6	5	8	6	2	7	6	12	2	3	3
9 days plus 1 half day.....	1	1	1	1	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	3
9 days plus 2 half days.....	1	1	(⁵)	(⁵)	(⁵)	1	1	2	2	(⁵)	1
9 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	1
10 days.....	4	2	3	4	2	5	4	7	3	1	-
10 days plus 1 half day.....	1	(⁵)	1	1	(⁵)	1	(⁵)	2	(⁵)	(⁵)	(⁵)
10 days plus 2 half days or more.....	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)
11 days.....	7	2	8	3	1	18	5	18	2	2	1
11 days plus 1 half day.....	1	(⁵)	1	1	-	3	2	2	(⁵)	(⁵)	(⁵)
11 days plus 2 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	1	-	1	-	(⁵)	(⁵)
12 days.....	3	(⁵)	2	1	(⁵)	9	1	8	(⁵)	(⁵)	(⁵)
12 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	-	-	1	-	1	-	-	-
13 days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	1	(⁵)	1	(⁵)	-	(⁵)
Total holiday time ⁶											
13 days or more.....	1	(⁵)	(⁵)	1	(⁵)	1	(⁵)	1	(⁵)	-	(⁵)
12½ days or more.....	1	(⁵)	(⁵)	1	(⁵)	2	1	2	(⁵)	-	(⁵)
12 days or more.....	4	1	2	2	12	11	1	11	(⁵)	(⁵)	1
11½ days or more.....	5	1	2	4	(⁵)	15	3	14	1	1	1
11 days or more.....	13	4	10	7	1	34	8	32	1	3	2
10½ days or more.....	14	4	12	8	2	35	9	35	1	3	2
10 days or more.....	18	7	15	13	5	41	12	43	4	5	4
9½ days or more.....	19	8	17	14	5	43	13	45	4	5	4
9 days or more.....	26	14	25	20	9	51	20	59	7	9	8
8½ days or more.....	28	16	25	23	9	54	25	61	8	9	13
8 days or more.....	47	43	45	44	16	66	41	75	23	23	57
7½ days or more.....	49	45	46	47	17	67	44	78	23	25	59
7 days or more.....	77	85	90	69	47	76	62	95	51	67	85
6½ days or more.....	79	87	91	71	48	78	64	95	53	72	86
6 days or more.....	95	98	99	92	87	95	92	99	76	99	99
5½ days or more.....	96	98	99	93	88	95	92	99	78	99	99
5 days or more.....	99	99	99	99	97	99	96	99	97	99	99

See footnotes at end of table.

Table B-3. Paid Holidays—Continued

(Percent distribution of office and plant workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region, ¹ 1962-63²)

Item	All	Industry division					Region ¹				
		Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	95	97	98	97	92	78	98	86	98	95	
Workers in establishments providing no paid holidays.....	5	3	2	3	8	22	2	14	2	5	
Average number of holidays.....	7.1	7.2	7.7	7.2	6.2	6.2	7.8	6.2	6.8	7.0	
<u>Number of days</u>											
Less than 1 day.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-
1 day.....	1	(⁵)	(⁵)	(⁵)	4	3	(⁵)	2	(⁵)	2	2
1 day plus 1 half day or more.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-
2 days.....	1	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	1	1
2 days plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	(⁵)	-
3 days.....	1	1	(⁵)	1	1	3	(⁵)	2	(⁵)	(⁵)	1
3 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	-	-	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
4 days.....	1	1	(⁵)	1	1	4	1	2	1	(⁵)	(⁵)
4 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)
5 days.....	4	2	1	9	9	5	1	16	(⁵)	(⁵)	1
5 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	1	1	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)
6 days.....	18	11	12	24	38	31	11	18	25	16	16
6 days plus 1 half day.....	1	2	(⁵)	2	(⁵)	(⁵)	1	1	2	1	1
6 days plus 2 half days.....	8	12	(⁵)	6	(⁵)	1	3	1	19	2	2
6 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
7 days.....	30	33	45	16	19	14	31	25	32	32	32
7 days plus 1 half day.....	1	2	(⁵)	1	(⁵)	(⁵)	2	(⁵)	1	1	1
7 days plus 2 half days.....	2	2	(⁵)	1	2	1	2	(⁵)	(⁵)	(⁵)	-
7 days plus 3 half days or more.....	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-
8 days.....	18	21	18	18	10	4	20	13	11	34	34
8 days plus 1 half day.....	1	1	(⁵)	1	(⁵)	2	2	(⁵)	(⁵)	(⁵)	1
8 days plus 2 half days.....	1	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
8 days plus 3 half days or more.....	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
9 days.....	3	3	6	6	2	3	8	1	1	2	2
9 days plus 1 half day or more.....	1	1	1	1	(⁵)	(⁵)	2	(⁵)	(⁵)	(⁵)	(⁵)
10 days.....	2	3	3	3	1	3	5	(⁵)	(⁵)	(⁵)	(⁵)
10 days plus 1 half day or more.....	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)
11 days.....	2	1	6	4	1	1	4	(⁵)	(⁵)	(⁵)	(⁵)
11 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
12 days.....	(⁵)	(⁵)	2	1	-	-	-	-	(⁵)	(⁵)	(⁵)
Over 12 days.....	(⁵)	(⁵)	(⁵)	1	-	(⁵)	(⁵)	-	-	-	-
<u>Total holiday time ⁶</u>											
13 days or more.....	(⁵)	(⁵)	(⁵)	1	-	(⁵)	(⁵)	-	-	-	-
12 1/2 days or more.....	(⁵)	(⁵)	(⁵)	1	-	(⁵)	(⁵)	-	-	-	-
12 days or more.....	1	(⁵)	3	2	-	(⁵)	2	(⁵)	(⁵)	(⁵)	(⁵)
11 1/2 days or more.....	1	(⁵)	3	2	(⁵)	(⁵)	2	(⁵)	(⁵)	(⁵)	(⁵)
11 days or more.....	2	2	7	6	1	2	7	(⁵)	(⁵)	(⁵)	(⁵)
10 1/2 days or more.....	3	3	10	7	2	2	7	(⁵)	(⁵)	(⁵)	(⁵)
10 days or more.....	5	5	13	10	2	5	13	1	1	(⁵)	(⁵)
9 1/2 days or more.....	5	5	14	10	3	5	15	1	1	(⁵)	(⁵)
9 days or more.....	9	8	20	16	5	8	24	1	2	3	3
8 1/2 days or more.....	10	9	20	17	5	10	27	1	2	3	3
8 days or more.....	29	32	39	36	16	15	48	15	15	38	38
7 1/2 days or more.....	31	34	39	38	16	15	50	16	17	39	39
7 days or more.....	69	79	84	60	36	30	83	42	69	73	73
6 1/2 days or more.....	70	81	84	61	37	30	85	43	71	74	74
6 days or more.....	88	88	92	85	75	61	95	62	96	90	90
5 1/2 days or more.....	88	93	96	86	76	61	96	63	96	90	90
5 days or more.....	92	95	97	96	85	67	97	79	96	91	91
4 1/2 days or more.....	92	95	97	96	85	67	97	79	96	91	91
4 days or more.....	93	96	98	96	86	70	97	81	97	91	91

¹ For definition of regions, see footnote 2, table A-1.² See footnote 3, table B-1.³ Transportation, communication, and other public utilities.⁴ See footnote 5, table B-1.⁵ Less than 0.5 percent.⁶ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days includes those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on. Proportions were then cumulated.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table B-4. Paid Vacations

(Percent distribution of office and plant workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1962-63²)

Vacation policy	All	Industry division						Region ¹			
		Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations.....	99	99	99	99	99	99	99	99	99	99	99
Length-of-time payment.....	99	98	99	99	99	99	99	99	99	99	98
Percentage payment.....	1	2	(⁵)	(⁵)	1	-	(⁵)	(⁵)	(⁵)	1	2
Flat-sum payment.....	(⁵)	(⁵)	(⁵)	-	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Other.....	(⁵)	(⁵)	(⁵)	-	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Workers in establishments providing no paid vacations.....	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
<u>Amount of vacation pay⁶</u>											
<u>After 1 year of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
1 week.....	22	15	54	28	61	3	26	13	31	27	25
Over 1 and under 2 weeks.....	1	1	1	(⁵)	1	(⁵)	1	1	1	1	1
2 weeks.....	76	82	45	70	36	96	67	86	65	72	71
Over 2 weeks.....	1	2	(⁵)	1	1	1	6	1	2	1	3
<u>After 2 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	(⁵)	(⁵)	(⁵)	(⁵)
1 week.....	5	6	7	11	9	(⁵)	9	4	10	6	4
Over 1 and under 2 weeks.....	3	1	20	(⁵)	1	(⁵)	1	2	5	3	3
2 weeks.....	89	90	73	87	88	97	81	91	82	89	90
Over 2 weeks.....	3	3	(⁵)	1	2	2	10	3	3	2	3
<u>After 3 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	(⁵)	(⁵)	(⁵)	(⁵)
1 week.....	2	3	1	4	3	(⁵)	5	2	5	2	1
Over 1 and under 2 weeks.....	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	(⁵)
2 weeks.....	93	91	97	93	93	96	80	92	90	95	94
Over 2 and under 3 weeks.....	2	2	(⁵)	1	1	1	7	2	3	1	2
3 weeks or more.....	3	3	1	1	1	2	8	3	2	2	3
<u>After 5 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	(⁵)	-	-	-
1 week.....	1	1	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	1
Over 1 and under 2 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
2 weeks.....	85	87	94	90	81	80	66	79	88	90	85
Over 2 and under 3 weeks.....	5	3	1	3	2	10	7	6	5	3	5
3 weeks.....	9	8	5	6	15	9	20	14	4	6	8
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	4	(⁵)	(⁵)	(⁵)	1

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of office and plant workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1962-63²)

Vacation policy	All	Industry division						Region ¹			
		Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers—Continued											
Amount of vacation pay ⁶ —Continued											
After 10 years of service											
Under 1 week	(⁵)	(⁵)	-	-	-	-	-	(⁵)	-	(⁵)	-
1 week	1	1	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	1
Over 1 and under 2 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
2 weeks	45	39	68	49	39	43	43	38	59	42	51
Over 2 and under 3 weeks	7	11	2	3	(⁵)	7	2	7	6	7	4
3 weeks	46	47	29	47	56	49	45	52	31	49	43
Over 3 weeks	2	2	1	(⁵)	2	1	8	2	1	1	2
After 15 years of service											
Under 2 weeks	1	1	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	13	11	4	26	24	10	23	9	25	10	13
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	1	(⁵)	(⁵)
3 weeks	81	84	93	70	70	83	60	84	66	86	82
Over 3 and under 4 weeks	2	1	1	1	(⁵)	4	1	2	3	2	1
4 weeks	3	3	2	2	3	3	8	5	2	2	2
Over 4 weeks	(⁵)	(⁵)	(⁵)	-	-	(⁵)	4	(⁵)	(⁵)	(⁵)	1
After 20 years of service											
Under 2 weeks	1	1	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	12	10	4	25	23	8	23	9	24	1	12
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)
3 weeks	68	69	79	52	53	72	57	67	56	72	71
Over 3 and under 4 weeks	1	2	1	(⁵)	(⁵)	1	1	1	1	1	1
4 weeks	18	18	16	22	22	18	12	22	15	17	15
Over 4 weeks	1	(⁵)	1	(⁵)	(⁵)	(⁵)	4	(⁵)	1	1	1
After 25 years of service											
Under 2 weeks	1	1	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	11	10	4	24	22	7	23	8	23	8	12
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	41	45	37	36	24	42	47	34	37	46	51
Over 3 and under 4 weeks	2	5	(⁵)	2	-	(⁵)	2	3	2	2	1
4 weeks	43	39	57	37	51	45	21	53	33	41	33
Over 4 weeks	2	1	2	1	(⁵)	4	4	2	2	2	2

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of office and plant workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1962-63²)

Vacation policy	All	Industry division					Region ¹				
		Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers											
All workers.....	100	100	100	100	100		100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations.....	99	99	99	97	99		93	99	97	99	99
Length-of-time payment.....	85	79	98	96	97		90	84	86	84	91
Percentage payment.....	12	19	2	1	1		2	14	10	15	8
Flat-sum payment.....	(⁵)	(⁵)	-	-	1		-	1	1	(⁵)	(⁵)
Other.....	1	1	(⁵)	-	(⁵)		1	1	(⁵)	1	(⁵)
Workers in establishments providing no paid vacations.....	1	1	(⁵)	3	1		7	1	3	(⁵)	1
<u>Amount of vacation pay⁶</u>											
<u>After 6 months of service</u>											
Under 1 week.....	17	22	2	8	10		6	25	8	17	8
1 week.....	14	9	29	21	21		10	18	14	9	14
Over 1 and under 2 weeks.....	2	3	4	3	1		2	4	1	2	3
2 weeks.....	1	(⁵)	(⁵)	1	(⁵)		1	2	(⁵)	(⁵)	(⁵)
Over 2 weeks.....	(⁵)	-	(⁵)	-	-		1	(⁵)	(⁵)	-	1
<u>After 1 year of service</u>											
Under 1 week.....	1	1	-	(⁵)	1		(⁵)	1	1	(⁵)	(⁵)
1 week.....	72	76	63	60	70		72	68	70	80	67
Over 1 and under 2 weeks.....	4	6	2	(⁵)	2		2	4	2	7	4
2 weeks.....	19	15	32	34	26		16	24	23	11	24
Over 2 weeks.....	2	3	2	2	(⁵)		3	2	1	1	5
<u>After 2 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week.....	45	55	31	30	23		39	42	47	54	27
Over 1 and under 2 weeks.....	10	14	7	2	2		6	14	6	11	5
2 weeks.....	41	27	59	63	72		45	40	42	32	60
Over 2 weeks.....	3	3	3	2	2		3	3	1	2	7
<u>After 3 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week.....	15	19	4	11	8		24	16	24	13	7
Over 1 and under 2 weeks.....	17	27	1	3	1		3	18	9	28	5
2 weeks.....	62	49	91	80	87		63	60	61	56	79
Over 2 and under 3 weeks.....	2	2	1	1	2		1	2	1	1	5
3 weeks or more.....	2	2	2	2	1		2	3	1	2	3
<u>After 5 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	(⁵)	-	(⁵)
1 week.....	4	3	(⁵)	4	5		13	4	9	1	2
Over 1 and under 2 weeks.....	1	1	(⁵)	1	1		1	2	1	1	(⁵)
2 weeks.....	82	83	93	84	74		72	81	80	85	77
Over 2 and under 3 weeks.....	5	7	1	1	2		3	4	2	7	7
3 weeks.....	7	4	4	8	17		2	8	3	5	12
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)		2	1	(⁵)	(⁵)	1

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of office and plant workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1962-63²)

Vacation policy	All	Industry division						Region ¹			
		Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers—Continued											
<u>Amount of vacation⁶—Continued</u>											
<u>After 10 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)
1 week.....	4	3	(⁵)	4	5	12	3	9	1	2	(⁵)
Over 1 and under 2 weeks.....	(⁵)	1	(⁵)	(⁵)	(⁵)	1	1	1	(⁵)	(⁵)	(⁵)
2 weeks.....	43	39	67	49	36	59	45	53	37	41	41
Over 2 and under 3 weeks.....	15	23	2	4	(⁵)	3	12	7	26	9	9
3 weeks.....	34	31	28	40	54	16	36	26	33	44	44
Over 3 weeks.....	2	2	2	(⁵)	3	1	2	(⁵)	2	2	2
<u>After 15 years of service</u>											
Under 2 weeks.....	4	4	(⁵)	4	5	13	4	10	1	3	3
2 weeks.....	17	14	3	26	26	41	17	32	10	13	13
Over 2 and under 3 weeks.....	2	3	(⁵)	1	(⁵)	1	1	1	2	4	4
3 weeks.....	70	73	91	65	63	35	71	52	79	76	76
Over 3 and under 4 weeks.....	3	4	2	(⁵)	(⁵)	1	3	1	5	1	1
4 weeks or more.....	2	2	3	2	4	3	3	1	2	3	3
<u>After 20 years of service</u>											
Under 2 weeks.....	4	4	(⁵)	4	5	13	4	10	1	3	3
2 weeks.....	16	14	3	25	25	39	16	30	9	13	13
Over 2 and under 3 weeks.....	2	2	(⁵)	(⁵)	(⁵)	1	1	1	2	3	3
3 weeks.....	58	62	68	50	44	34	58	41	65	65	65
Over 3 and under 4 weeks.....	3	4	1	(⁵)	(⁵)	1	2	1	5	1	1
4 weeks.....	16	13	26	18	25	3	17	14	17	13	13
Over 4 weeks.....	1	1	2	-	(⁵)	2	(⁵)	(⁵)	1	1	1
<u>After 25 years of service</u>											
Under 2 weeks.....	4	4	(⁵)	4	5	13	4	10	1	3	3
2 weeks.....	16	13	3	25	24	38	16	29	9	13	13
Over 2 and under 3 weeks.....	2	2	(⁵)	(⁵)	(⁵)	1	1	1	2	3	3
3 weeks.....	37	40	34	39	30	33	34	26	42	50	50
Over 3 and under 4 weeks.....	6	9	(⁵)	1	(⁵)	1	6	5	7	3	3
4 weeks.....	33	31	59	29	39	4	38	26	36	27	27
Over 4 weeks.....	1	1	3	(⁵)	(⁵)	2	1	1	2	1	1

¹ For definition of regions, see footnote 2, table A-1.² See footnote 3, table B-1.³ Transportation, communication, and other public utilities.⁴ See footnote 5, table B-1.⁵ Less than 0.5 percent.⁶ 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 of service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks or more pay after 5 years includes those who receive 3 weeks or more pay after fewer years of service.

NOTE: Includes basic plans only. Excludes plans such as vacation-savings and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans recently negotiated in the steel, aluminum, and can industries. Because of rounding, sums of individual items may not equal totals.

(Percent distribution of office and plant workers employed in establishments with formal provisions,¹ by type of plan and type of financing in all metropolitan areas, by industry division and region,² 1962-63³)

Industry division and region	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans		
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total ⁴	All plans						Non-contributory plans
Office workers																				
All industries and regions.....	96	55	56	27	86	45	85	44	69	35	61	26	80	40	20	60	7	78	56	1
Industry division:																				
Manufacturing.....	97	55	64	34	92	57	92	56	75	46	52	23	88	61	33	64	5	83	64	1
Transportation, communication, and other public utilities.....	98	69	53	13	67	40	66	39	58	35	78	58	81	23	11	56	19	72	57	(⁵)
Wholesale trade.....	94	47	58	28	87	41	85	39	71	32	52	19	77	41	20	57	5	69	43	2
Retail trade.....	88	36	47	20	83	32	82	30	49	24	44	7	83	40	17	35	25	63	34	3
Finance, insurance, and real estate.....	98	57	48	26	90	39	88	36	73	26	75	24	71	20	8	65	1	87	61	(⁵)
Services.....	83	49	44	24	71	33	70	32	53	20	47	14	70	28	18	53	6	58	36	6
Region:																				
Northeast.....	96	62	50	28	83	52	81	49	66	37	57	26	84	39	23	70	4	82	63	1
South.....	94	45	51	20	85	34	84	33	59	23	64	26	72	33	14	49	10	74	48	2
North Central.....	96	54	58	28	89	46	88	45	73	37	58	22	81	50	25	51	9	77	55	2
West.....	96	51	67	30	87	41	87	41	78	37	70	30	80	31	13	64	8	78	54	1
Plant workers																				
All industries and regions ⁶	92	58	58	33	88	59	87	58	65	44	30	16	80	63	39	16	11	69	57	3
Industry division:																				
Manufacturing.....	95	59	61	36	94	65	93	65	70	48	26	13	85	77	47	11	7	75	64	2
Transportation, communication, and other public utilities.....	97	70	55	19	72	47	70	46	59	38	67	50	74	32	19	29	27	73	59	1
Wholesale trade.....	90	53	62	36	87	52	84	49	65	39	37	17	77	50	29	33	12	63	49	3
Retail trade.....	84	47	48	27	81	43	79	42	54	33	27	8	75	45	26	24	19	59	42	5
Services.....	75	59	49	38	75	55	73	53	55	41	13	5	56	44	36	15	6	31	25	15
Region:																				
Northeast.....	93	69	54	36	88	68	86	67	63	49	23	15	82	68	50	17	8	74	63	2
South.....	86	42	47	20	81	37	80	36	45	20	35	15	67	50	26	17	13	56	41	7
North Central.....	94	55	63	33	91	59	90	59	71	47	27	12	90	78	43	9	10	71	62	2
West.....	91	63	70	47	91	65	91	65	83	61	47	28	72	39	24	32	18	69	54	2

¹ "All plans" include those plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, railroad retirement, and compulsory temporary disability insurance required in New York and New Jersey.

² For definition of regions, see footnote 2, table A-1.

³ See footnote 3, table B-1.

⁴ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

⁵ Less than 0.5 percent.

⁶ Includes data for real estate in addition to those industry divisions shown separately.

Appendix A. Scope and Method of Survey

Data in this report relate to all 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961. Data were collected in only 80 of the 212 areas, but these were selected as a sample designed to represent all 212 areas.

Occupational pay data are collected annually in each of the 80 areas, but establishment practices and supplementary wage provisions are collected annually only in Boston, Chicago, Los Angeles—Long Beach, New York, Philadelphia, and San Francisco—Oakland; in the other 74 areas, these data are collected biennially. Tables B-1 through B-5 and table 9 include data from the previous year in the areas in which the supplementary data were not collected between July 1962 and June 1963. Current information was available for nearly two-thirds of the employment within scope of the survey.²⁵

Industry and Establishment Coverage

Area survey data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services.²⁶ Excluded from the scope of the studies were the construction and extractive industries and Government institutions. The latter exclusion has a significant effect on the public utilities industry division. Municipally operated utilities were excluded, but utilities were included in areas where they are privately operated.

The scope of the studies was further limited within each of the six major industry groupings to establishments which employed 50 or more workers. In 12 of the largest areas, the minimum size was 100 employees in manufacturing, public utilities, and retail trade. These areas are Baltimore, Boston, Chicago, Cleveland, Detroit, Los Angeles—Long Beach, Newark and Jersey City, New York, Philadelphia, Pittsburgh, St. Louis, and San Francisco—Oakland. Smaller establishments were omitted because employment in the occupations studied tended to be insufficient to warrant inclusion.

²⁵ For more detailed description of scope and method of survey in individual areas, see Wages and Related Benefits: Part I. 82 Labor Markets, 1962-63 (BLS Bulletin 1345-83, 1964).

²⁶ The Oklahoma City survey also included data for crude petroleum and natural gas; services in Los Angeles—Long Beach excluded motion picture production and allied services. These data are included in the "all industries" and "nonmanufacturing" estimates only.

Sampling and Estimating Procedures

The sampling plan can be described as a two-stage design consisting of an area sample and an establishment sample. The area sample is designed to allow presentation of data for all metropolitan areas combined, and the establishment sample is designed to allow presentation of data for each particular area. As was indicated earlier, this bulletin is concerned with the data for all metropolitan areas combined.

The area sample of 80 areas in 1962 and 1963 was based upon the selection of one area from a stratum of similar areas. The criteria of stratification were size of area, region, and type of industrial activity. Insofar as possible, probability sampling was used and each area had a chance of selection roughly proportionate to its total nonagricultural employment. Thirty-seven of the areas were certain of inclusion in the sample, either because of their size, as measured by the 1960 Census of Population, or because of the unusual nature of their industry composition. Each of these 37 areas represented only itself, but each of the 43 other areas represented itself and one or more similar areas, with the data from each area weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area when preparing estimates for all areas combined.

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

Approximately 12,000 establishments employing about 8,146,000 workers were included in the Bureau's sample from an estimated universe of 63,000 establishments employing about 17,258,600 workers within scope of the studies in all metropolitan areas. The estimates as presented relate to all establishments and workers within scope of the studies in all metropolitan areas.

Occupational Earnings

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

Average earnings are presented (in the A tables), beginning on page 6. Data are shown for full-time workers, i. e., those hired to work a full-time schedule in the given occupational classification. Earnings data exclude premium pay for overtime and nightwork, and work on weekends and holidays. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office clerical, professional, and technical occupations relate to the standard salaries that were paid for standard work schedules; i. e., to the straight-time salary corresponding to the workers' normal weekly work schedule excluding all over-time hours. Weekly earnings were rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B-series tables) on selected establishment practices and supplementary wage provisions as they relate to office and plant workers. Administrative, executive, and professional employees, and force-account construction workers who are utilized as a separate work force are excluded. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Catereria workers and routemen are excluded in manufacturing industries, but included in nonmanufacturing industries.

The scheduled hours (table B-1) 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.

Shift differential data (table B-2) are limited to plant workers in manufacturing industries. This information is shown both in terms of (1) establishment policy,²⁷ presented in terms of total plant worker employment, and (2) 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 of the differential 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.

²⁷ 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.

Paid holidays, paid vacations, and health, insurance, and pension plans are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or can expect eventually to qualify for the practices listed.

Data on paid holidays (table B-3) 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 non-workday, 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-4) 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, 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-5) for which at least a part of the cost was borne by the employer, excepting only legally required payments such as those under workmen's compensation, railroad retirement, and social security provisions. 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 requiring employer contributions,²⁸ plans are included only if the employer (1) contributes more than 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 which provide full pay or a proportion of the worker's pay during absence

²⁸ The temporary disability laws in California and Rhode Island did not require employer contributions.

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. Sick leave plans include only 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. 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 benefit.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes those plans which are designed to protect employees when sickness and injury involve 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.

Establishments and Workers Within Scope of Survey and Number Studied in All Metropolitan Areas¹
by Major Industry Division² and Region,³ Year Ending June 1963

Industry division and region	Number of establishments		Number of workers in establishments (in thousands)			
	Within scope of study ⁴	Studied	Within scope of study			Studied
			Total ⁵	Office	Plant	
All industries -----	63,005	11,998	17,258.6	3,255.2	10,785.6	8,145.9
Northeast-----	19,881	3,238	5,803.9	1,158.5	3,540.4	2,580.9
South-----	16,140	3,381	3,404.0	555.4	2,231.0	1,448.7
North Central-----	17,662	3,744	5,410.6	998.2	3,477.7	2,824.5
West-----	9,320	1,635	2,640.1	543.1	1,536.5	1,291.8
Manufacturing-----	26,310	4,886	9,491.7	1,230.9	6,695.2	4,419.6
Northeast-----	9,868	1,485	3,312.2	431.0	2,341.9	1,319.2
South-----	5,559	1,200	1,572.7	143.9	1,176.3	674.2
North Central-----	7,698	1,637	3,333.0	464.4	2,383.7	1,751.0
West-----	3,183	564	1,273.8	191.6	793.3	675.2
Nonmanufacturing-----	36,694	7,112	7,766.9	2,024.3	4,090.4	3,726.2
Northeast-----	10,013	1,753	2,491.7	727.5	1,198.5	1,261.7
South-----	10,580	2,481	1,831.3	411.5	1,054.7	774.5
North Central-----	9,964	2,107	2,077.6	533.8	1,094.0	1,073.5
West-----	6,136	1,071	1,366.3	351.5	743.2	616.6
Transportation, communication, and other public utilities ⁶ -----	5,101	1,563	2,146.2	423.6	1,118.0	1,394.7
Northeast-----	1,191	360	655.7	133.7	348.0	457.2
South-----	1,673	492	518.7	98.2	273.1	282.8
North Central-----	1,487	491	599.3	120.4	306.8	406.0
West-----	749	220	372.5	71.3	190.1	248.7
Wholesale trade-----	8,347	1,245	947.8	272.9	481.2	237.1
Northeast-----	2,405	310	278.2	89.8	119.1	58.6
South-----	2,147	362	218.6	56.4	121.6	56.6
North Central-----	2,372	386	281.4	83.5	139.7	83.1
West-----	1,420	187	169.6	43.2	100.8	38.9
Retail trade-----	9,586	1,779	2,262.2	256.3	1,771.4	1,120.1
Northeast-----	2,127	414	631.8	77.1	488.2	352.3
South-----	3,361	590	624.0	64.3	492.9	267.4
North Central-----	2,532	502	631.1	77.9	487.1	354.6
West-----	1,564	273	375.3	37.0	303.2	145.8
Finance, insurance, and real estate-----	6,219	1,170	1,316.0	882.1	⁷ 57.8	605.0
Northeast-----	1,941	305	529.8	352.9	⁷ 22.6	263.1
South-----	1,632	352	251.4	165.3	⁷ 10.5	94.5
North Central-----	1,686	336	313.3	206.7	⁷ 14.4	137.5
West-----	959	177	221.5	157.2	⁷ 10.3	109.9
Services ⁸ -----	7,354	1,331	1,072.7	185.4	649.4	354.0
Northeast-----	2,348	364	396.1	74.1	220.5	130.5
South-----	1,731	377	214.1	25.9	155.1	71.5
North Central-----	1,884	392	252.5	45.1	146.1	92.2
West-----	1,389	198	210.0	40.3	127.7	59.8

¹ 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961.

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

³ For definition of regions, see footnote 2, table A-1.

⁴ Includes all establishments with total employment at or above the minimum limitation (50 employees). In 12 of the largest areas, the minimum size was 100 or more employees in manufacturing, public utilities, and retail trade firms.

⁵ Totals include executive, professional, and other workers excluded from the separate office and plant categories. The estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. They are not intended, however, to serve as a basis of comparison with other employment data 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 studies.

⁶ Excludes taxicabs, services incidental to water transportation, and municipally operated establishments.

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

⁸ Hotels, personal services, business services, auto repair shops, motion pictures, nonprofit membership organizations, and engineering and architectural services.

NOTE: Because of rounding, sums of individual items may not equal totals.

Appendix B: Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits 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 of 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 involving a normal routine vocabulary from one or more persons either in shorthand or by Stenotype or similar machine; 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 involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research from one or more persons either in shorthand or by Stenotype or similar machine; 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

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.

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 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.

DRAFTSMAN—Continued

Junior (assistant). 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.

NURSE, INDUSTRIAL (REGISTERED)

A registered nurse who gives nursing service under general medical direction 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; assisting in 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 generation, 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, layouts, 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

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, or gas or oil burner; and checks water and safety valves. 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 journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MACHINIST, MAINTENANCE—Continued

properties of the common metals; selecting standard materials, parts, and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings

PIPEFITTER, MAINTENANCE—Continued

and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. **Work involves most of the following:** Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available

SHEET-METAL WORKER, MAINTENANCE—Continued

types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

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

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

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

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

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwomen; janitress)

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

LABORER, MATERIAL HANDLING

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

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by hand truck, car, or wheelbarrow. *Longshoremen, who load and unload ships are excluded.*

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

For wage study purposes, workers are classified as follows:

Receiving clerk

Shipping clerk

Shipping and receiving clerk

TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)

Truckdriver, light (under 1½ tons)

Truckdriver, medium (1½ to and including 4 tons)

Truckdriver, heavy (over 4 tons, trailer type)

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

TRUCKER, POWER

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)

WATCHMAN

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

Order Form

TO:

Superintendent of Documents
U. S. Government Printing Office
Washington, D. C. 20402

or

Bureau of Labor Statistics—
18 Oliver Street, Boston, Mass. 02110
341 Ninth Avenue, New York, N. Y. 10001
1371 Peachtree Street, N.E., Atlanta, Ga. 30309
1365 Ontario Street, Cleveland, Ohio 44114
219 South Dearborn Street, Chicago, Ill. 60603
450 Golden Gate Avenue, San Francisco, Calif. 94102

Enclosed find \$ _____ in check or money order. Make checks or money orders payable to the Superintendent of Documents. (Twenty-five percent discount for bundle order of 100 or more copies.)

Please send me copies of bulletins as indicated.

Data on occupational earnings, and establishment practices and supplementary wage provisions are presented in the following bulletins:

<u>Number of copies</u>	<u>Area and payroll period</u>	<u>Bulletin number</u>	<u>Price</u>
_____	Baltimore (Nov. 1962)-----	1345-23	25 cents
_____	Boston (Oct. 1962)-----	1345-15	25 cents
_____	Buffalo (Dec. 1962)-----	1345-30	25 cents
_____	Burlington (Mar. 1963)-----	1345-50	25 cents
_____	Chattanooga (Sept. 1962)-----	1345-8	25 cents
_____	Chicago (Apr. 1963)-----	1345-65	30 cents
_____	Cleveland (Sept. 1962)-----	1345-14	25 cents
_____	Columbus (Dec. 1962)-----	1345-28	25 cents
_____	Dallas (Nov. 1962)-----	1345-21	25 cents
_____	Davenport-Rock Island-Moline (Oct. 1962)-----	1345-18	25 cents
_____	Detroit (Jan. 1963)-----	1345-47	25 cents
_____	Fort Worth (Nov. 1962)-----	1345-27	25 cents
_____	Green Bay (Aug. 1962)-----	1345-3	25 cents
_____	Jacksonville (Jan. 1963)-----	1345-39	25 cents
_____	Little Rock-North Little Rock (Aug. 1962)-----	1345-7	25 cents
_____	Los Angeles-Long Beach (Mar. 1963)-----	1345-62	30 cents
_____	Louisville (Feb. 1963)-----	1345-48	25 cents
_____	Manchester (Aug. 1962)-----	1345-2	25 cents
_____	Milwaukee (Apr. 1963)-----	1345-59	25 cents
_____	Minneapolis-St. Paul (Jan. 1963)-----	1345-38	25 cents
_____	New Orleans (Feb. 1963)-----	1345-44	25 cents
_____	New York (Apr. 1963)-----	1345-79	40 cents
_____	Norfolk-Portsmouth and Newport News-Hampton (June 1963)-----	1345-75	25 cents
_____	Oklahoma City (Aug. 1962)-----	1345-6	25 cents
_____	Philadelphia (Nov. 1962)-----	1345-31	30 cents
_____	Pittsburgh (Jan. 1963)-----	1345-40	25 cents
_____	Providence-Pawtucket (May 1963)-----	1345-70	25 cents
_____	St. Louis (Oct. 1962)-----	1345-17	25 cents
_____	Salt Lake City (Dec. 1962)-----	1345-25	25 cents
_____	San Antonio (June 1963)-----	1345-78	25 cents
_____	San Diego (Sept. 1962)-----	1345-10	25 cents
_____	San Francisco-Oakland (Jan. 1963)-----	1345-34	25 cents
_____	Seattle (Aug. 1962)-----	1345-4	25 cents
_____	Spokane (May 1963)-----	1345-66	25 cents
_____	Toledo (Feb. 1963)-----	1345-51	25 cents
_____	Trenton (Dec. 1962)-----	1345-29	25 cents
_____	Washington (D. C.), (Oct. 1962)-----	1345-16	25 cents
_____	Waterloo (Nov. 1962)-----	1345-20	25 cents
_____	Wichita (Oct. 1962)-----	1345-11	25 cents

Data on occupational earnings are presented in the following bulletins:

Number of copies	Area and payroll period	Bulletin number	Price
_____	Akron (June 1963)-----	1345-81	20 cents
_____	Albany-Schenectady-Troy (Mar. 1963)-----	1345-53	20 cents
_____	Albuquerque (Apr. 1963)-----	1345-63	20 cents
_____	Allentown-Bethlehem-Easton (Feb. 1963)-----	1345-45	20 cents
_____	Atlanta (May 1963)-----	1345-71	25 cents
_____	Beaumont-Port Arthur (May 1963)-----	1345-67	20 cents
_____	Birmingham (Apr. 1963)-----	1345-56	20 cents
_____	Boise (May 1963)-----	1345-74	20 cents
_____	Canton (Apr. 1963)-----	1345-64	20 cents
_____	Charleston (W. Va.), (Apr. 1963)-----	1345-61	20 cents
_____	Charlotte (Apr. 1963)-----	1345-58	20 cents
_____	Cincinnati (Mar. 1963)-----	1345-54	20 cents
_____	Dayton (Jan. 1963)-----	1345-35	20 cents
_____	Denver (Dec. 1962)-----	1345-32	25 cents
_____	Des Moines (Feb. 1963)-----	1345-42	20 cents
_____	Greenville (May 1963)-----	1345-68	20 cents
_____	Houston (June 1963)-----	1345-82	25 cents
_____	Indianapolis (Dec. 1962)-----	1345-26	25 cents
_____	Jackson (Feb. 1963)-----	1345-43	20 cents
_____	Kansas City (Nov. 1962)-----	1345-22	25 cents
_____	Lawrence-Haverhill (June 1963)-----	1345-77	20 cents
_____	Lubbock (June 1963)-----	1345-72	20 cents
_____	Memphis (Jan. 1963)-----	1345-36	25 cents
_____	Miami (Dec. 1962)-----	1345-33	20 cents
_____	Muskegon-Muskegon Heights (May 1963)-----	1345-69	20 cents
_____	Newark and Jersey City (Feb. 1963)-----	1345-46	25 cents
_____	New Haven (Jan. 1963)-----	1345-37	20 cents
_____	Omaha (Oct. 1962)-----	1345-12	20 cents
_____	Paterson-Clifton-Passaic (May 1963)-----	1345-76	20 cents
_____	Phoenix (Mar. 1963)-----	1345-57	20 cents
_____	Portland (Maine), (Nov. 1962)-----	1345-24	20 cents
_____	Portland (Oreg.), (May 1963)-----	1345-73	25 cents
_____	Raleigh (Sept. 1962)-----	1345-1	20 cents
_____	Richmond (Nov. 1962)-----	1345-19	20 cents
_____	Rockford (Apr. 1963)-----	1345-55	20 cents
_____	San Bernardino-Riverside-Ontario (Sept. 1962)-----	1345-9	20 cents
_____	Savannah (May 1963)-----	1345-60	20 cents
_____	Scranton (Aug. 1962)-----	1345-5	15 cents
_____	Sioux Falls (Oct. 1962)-----	1345-13	20 cents
_____	South Bend (Mar. 1963)-----	1345-52	20 cents
_____	Waterbury (Mar. 1963)-----	1345-49	20 cents
_____	Worcester (June 1963)-----	1345-80	20 cents
_____	York (Feb. 1963)-----	1345-41	20 cents

OCCUPATIONAL SUMMARY BULLETINS:

Number of copies

_____ Bulletin 1345-83. Wages and Related Benefits, Part I: 82 Labor Markets, 1962-63.

Presents information on occupational earnings, employer practices, and supplementary wage benefits for 82 metropolitan areas by industry division and region. Also provides information on rate structure characteristics. Price 60 cents.

_____ Bulletin 1387. National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1963.

Fourth annual report provides information on nationwide salary levels and distributions in private industry for 75 occupation work level categories selected from accounting, legal, engineering and chemistry, personnel management, office services, technical (draftsmen, tracers, and engineering technicians), and clerical fields. Price 40 cents.

Name _____

Address _____

Digitized for FRASER City _____ State _____ Zip Code _____

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

