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Occupational Wage Survey

LOS ANGELES—LONG BEACH, CALIFORNIA

MARCH 1964

Bulletin No. 1385-59

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

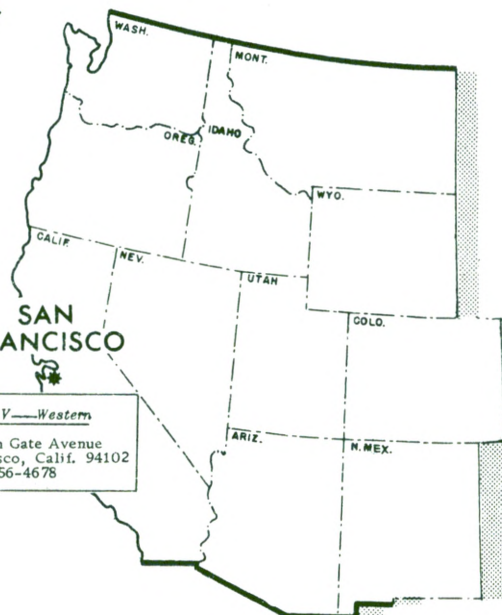
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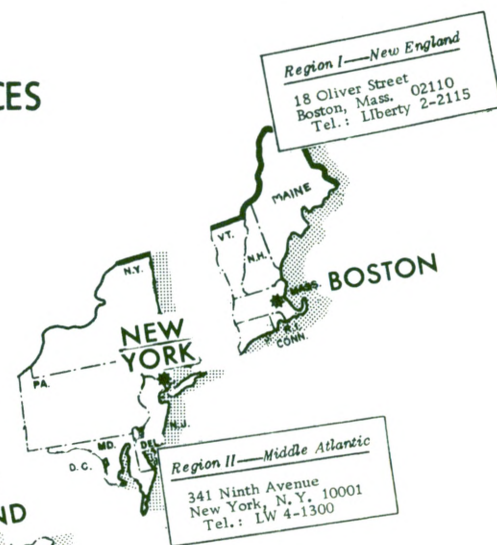
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**UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary**

**BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner**



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402 - Price **30 cents**

Preface

The Bureau of Labor Statistics program of annual occupational wage surveys in metropolitan areas is designed to provide data on occupational earnings, and establishment practices and supplementary wage provisions. It yields detailed data by selected industry divisions for metropolitan area labor markets, for economic regions, and for the United States. A major consideration in the program is the need for greater insight into (a) the movement of wages by occupational category and skill level, and (b) the structure and level of wages among labor markets and industry divisions.

A preliminary report and an individual area bulletin present survey results for each labor market studied. After completion of all of the individual area bulletins for a round of surveys, a two-part summary bulletin is issued. The first part brings data for each of the labor markets studied into one bulletin. The second part presents information which has been projected from individual labor market data to relate to economic regions and the United States.

Eighty-two labor markets currently are included in the program. Information on occupational earnings is collected annually in each area. Information on establishment practices and supplementary wage provisions is obtained biennially in most of the areas.

This bulletin presents results of the survey in Los Angeles-Long Beach, Calif., in March 1964. It was prepared in the Bureau's regional office in San Francisco, Calif., by Robert L. Orr, under the direction of William P. O'Connor. The study was under the general direction of John L. Dana, Assistant Regional Director for Wages and Industrial Relations.

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

Current reports on occupational earnings and supplementary wage provisions in the Los Angeles-Long Beach area are also available for the machinery industries (April 1963), men's and boys' suits and coats (October 1963), and women's and misses' dresses (April 1963). Union scales, indicative of prevailing pay levels, are available for building construction, printing, local-transit operating employees, and motortruck drivers and helpers.

Occupational Wage Survey—Los Angeles—Long Beach, Calif.

Introduction

This area is 1 of 82 labor markets in which the U. S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related wage benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists¹ to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because they tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

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

Occupations and Earnings

The occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. The occupations selected for study are listed and described in the appendix. Earnings data for some of the occupations listed and described are not presented in the A-series tables because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data.

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

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

Differences in pay levels for selected occupations in which both men and women are commonly employed may be due to such factors as (1) differences in the distribution of the sexes among industries and establishments; (2) differences in length of service or merit review when individual salaries are adjusted on this basis; and (3) differences in specific duties performed, although the occupations are appropriately classified within the same survey job description. Job descriptions used in classifying employees in these surveys are usually more generalized than those used in individual establishments. This allows for minor differences among establishments in specific duties performed.

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

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B-series tables) on selected establishment practices and supplementary 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. Cafeteria workers and routemen are excluded in manufacturing industries, but included in nonmanufacturing industries.

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

Shift differential data (table B-2) are limited to plant workers in manufacturing industries. This information is presented both in terms of (a) establishment policy,² presented in terms of total plant worker employment, and (b) effective practice, presented in terms of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

The scheduled weekly hours (table B-3) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Paid holidays; paid vacations; and health, insurance, and pension plans (tables B-4 through B-7) are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Sums of individual items in tables B-2 through B-7 may not equal totals because of rounding.

Data on paid holidays (table B-4) are limited to data on holidays granted annually on a formal basis; i.e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a 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-5) is limited to formal policies, excluding informal arrangements whereby time off with pay is granted at the discretion of the employer. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings,

² An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months prior to the survey, or (2) had provisions in written form for operating late shifts.

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

Data are presented for all health, insurance, and pension plans (tables B-6 and B-7) for which at least a part of the cost is borne by the employer, excepting only legal requirements such as workmen's compensation, social security, and railroad retirement. Such plans include those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. Death benefits are included as a form of life insurance.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,³ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁴ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

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

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

⁴ An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave that could be expected by each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

Table 1. Establishments and workers within scope of survey and number studied in Los Angeles-Long Beach, Calif.,¹ by major industry division,² March 1964

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study ³	Studied	Within scope of study			Studied
				Total ⁴	Office	Plant	
All divisions.....	-	2,909	347	1,065,700	227,200	590,100	529,150
Manufacturing.....	100	1,166	119	592,000	95,000	344,800	293,150
Nonmanufacturing.....	-	1,743	228	473,700	132,200	245,300	236,000
Transportation, communication, and other public utilities ⁵	100	127	35	108,800	22,600	60,700	89,190
Wholesale trade.....	50	493	51	69,700	17,600	42,100	17,190
Retail trade (excluding department stores).....	100	227	29	95,000	(⁶)	(⁶)	37,390
Finance, insurance, and real estate.....	50	332	46	99,000	65,100	7,000	52,080
Services (excluding motion pictures) ⁸	50	511	52	80,100	16,400	42,600	26,350
Motion pictures ⁹	50	53	15	21,100	2,700	12,600	13,800

¹ The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles and Orange Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

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

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

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

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

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

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

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

⁹ Motion picture production and motion picture service industries independent of production but allied thereto.

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups, and percents of increase for selected periods, Los Angeles-Long Beach, Calif.

Industry and occupational group	Index (March 1961=100)	Percents of increase			
	March 1964	March 1963 to March 1964	March 1962 to March 1963	March 1961 to March 1962	April 1960 to March 1961
All industries:					
Office clerical (men and women).....	109.5	2.6	3.3	3.3	4.1
Industrial nurses (men and women).....	112.4	3.5	4.6	3.8	3.0
Skilled maintenance (men).....	109.2	3.1	2.7	3.2	4.0
Unskilled plant (men).....	110.9	3.6	3.8	3.2	3.4
Manufacturing:					
Office clerical (men and women).....	110.8	3.3	3.7	3.4	3.4
Industrial nurses (men and women).....	112.4	4.0	4.6	3.3	2.9
Skilled maintenance (men).....	108.6	2.6	3.0	2.8	4.1
Unskilled plant (men).....	108.4	2.7	3.6	1.9	3.1

Wage Trends for Selected Occupational Groups

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

For office clerical workers and industrial nurses, the percentages of change relate to average weekly salaries for normal hours of work, that is, the standard work schedule for which straight-time salaries are paid. For plant worker groups, they measure changes in average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The percentages are based on data for selected key occupations and include most of the numerically important jobs within each group. The office clerical data are based on men and women in the following 19 jobs: Bookkeeping-machine operators, class B; clerks, accounting, class A and B; clerks, file, class A, B, and C; clerks, order; clerks, payroll; Comptometer operators; keypunch operators, class A and B; office boys and girls; secretaries; stenographers, general; stenographers, senior; switchboard operators; tabulating-machine operators, class B; and typists, class A and B. The industrial nurse data are based on men and women industrial nurses. Men in the following 8 skilled maintenance jobs and 2 unskilled jobs are included in the plant worker data: Skilled—carpenters; electricians; machinists; mechanics; mechanics, automotive; painters; pipefitters; and tool and die makers; unskilled—janitors, porters, and cleaners; and laborers, material handling.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by employment in each of the jobs during the period surveyed in 1961. These weighted earnings

for individual occupations were then totaled to obtain an aggregate for each occupational group. Finally, the ratio (expressed as a percentage) of the group aggregate for the one year to the aggregate for the other year was computed and the difference between the result and 100 is the percentage of change from the one period to the other. The indexes were computed by multiplying the ratios for each group aggregate for each period after the base year (1961).

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

The use of constant employment weights eliminates the effect of changes in the proportion of workers represented in each job included in the data. The percentages of change reflect only changes in average pay for straight-time hours. They are not influenced by changes in standard work schedules, as such, or by premium pay for overtime.

The above text represents the method used in computing a new index (1961 base) and trend series. This series, initiated with the expansion of the labor market wage survey program to 80 Standard Metropolitan Statistical Areas, replaces the old series (1953 base).

The new series covers the same job groupings as the earlier series with the following exceptions: The clerical and industrial nurse groups, formerly restricted to women, now include both men and women. Changes were also made in the jobs included within job groupings in order that an identical list could be employed in all areas.

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles-Long Beach, Calif., March 1964)

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of—																											
		Weekly hour ¹ (standard)	Weekly earnings ¹ (standard)	\$ 45 and under	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165 and over			
				50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	over			
MEN																															
BILLERS, MACHINE (BILLING MACHINE) -----	95	40.0	\$ 110.00	-	-	-	-	-	-	-	-	-	-	10	12	7	64	-	2	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	95	40.0	110.00	-	-	-	-	-	-	-	-	-	-	10	12	7	64	-	2	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ² -----	95	40.0	110.00	-	-	-	-	-	-	-	-	-	-	10	12	7	64	-	2	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	979	39.5	117.50	-	-	-	-	1	1	4	29	38	56	179	147	50	85	136	32	27	10	32	6	94	10	35	7	-	-		
MANUFACTURING -----	485	40.0	121.50	-	-	-	-	-	-	2	24	24	14	107	37	21	11	64	13	18	5	15	3	89	7	31	-	-			
NONMANUFACTURING -----	494	39.0	113.50	-	-	-	-	-	1	1	2	5	14	42	72	110	29	74	72	19	9	5	17	3	5	3	4	7			
PUBLIC UTILITIES ² -----	71	39.5	120.00	-	-	-	-	-	-	-	-	-	-	6	8	10	26	5	-	-	5	6	2	-	3	-	-	-			
WHOLESALE TRADE -----	93	39.5	111.00	-	-	-	-	-	-	-	4	7	6	2	30	7	9	21	1	2	-	-	-	-	-	-	-	-			
FINANCE ³ -----	156	39.0	110.50	-	-	-	-	-	1	1	2	-	4	12	26	49	-	35	8	18	-	-	-	-	-	-	-	-			
MOTION PICTURES ⁴ -----	40	40.0	141.50	-	-	-	-	-	1	1	2	-	4	12	26	49	-	35	8	18	-	5	-	7	1	5	-	4			
CLERKS, ACCOUNTING, CLASS B -----	360	39.5	90.50	-	-	-	14	10	21	52	39	126	47	28	12	7	1	2	-	-	-	1	-	-	-	-	-	-			
MANUFACTURING -----	201	40.0	91.00	-	-	-	4	4	8	29	8	93	34	17	2	1	-	1	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	159	39.5	89.50	-	-	-	10	6	13	23	31	33	13	11	10	6	1	1	-	-	-	1	-	-	-	-	-	-			
PUBLIC UTILITIES ² -----	34	40.0	90.50	-	-	-	5	5	-	2	7	2	1	1	9	2	-	-	-	-	-	-	-	-	-	-	-	-			
CLERKS, FILE, CLASS B -----	54	39.5	86.00	-	-	3	5	3	8	1	-	4	10	9	6	4	1	-	-	-	-	-	-	-	-	-	-	-			
CLERKS, ORDER -----	1,704	40.0	114.00	-	-	-	9	3	8	4	29	107	126	199	148	394	153	182	53	56	139	36	-	58	-	-	-	-			
MANUFACTURING -----	489	40.0	115.00	-	-	-	9	3	8	-	6	52	48	53	26	24	18	84	31	34	33	32	-	28	-	-	-				
NONMANUFACTURING -----	1,215	40.0	113.50	-	-	-	-	-	-	4	23	55	78	146	122	370	135	98	22	22	106	4	-	30	-	-	-	-			
WHOLESALE TRADE -----	1,127	40.0	114.50	-	-	-	-	-	-	4	23	55	18	146	94	370	135	98	22	22	106	4	-	30	-	-	-	-			
CLERKS, PAYROLL -----	289	40.0	117.00	-	-	-	-	1	2	22	11	28	7	5	25	21	27	26	40	14	6	35	10	5	1	-	3				
MANUFACTURING -----	146	40.5	110.50	-	-	-	-	-	2	21	11	27	4	2	12	2	10	3	28	7	5	3	5	1	1	-	2				
NONMANUFACTURING -----	143	40.0	124.00	-	-	-	-	1	-	1	-	1	3	3	13	19	17	23	12	7	1	32	5	4	-	1					
PUBLIC UTILITIES ² -----	37	40.0	111.00	-	-	-	-	-	-	-	-	1	2	3	8	7	14	1	-	1	-	-	-	-	-	-	-				
MOTION PICTURES ⁴ -----	65	40.0	137.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	11	5	1	32	5	4	-	-	1				
DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	116	39.5	85.00	-	-	1	6	4	28	3	4	5	51	3	9	2	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	83	40.0	88.00	-	-	-	-	-	22	-	1	2	50	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-			
OFFICE BOYS -----	870	39.5	78.50	-	12	23	77	137	66	157	95	104	157	12	15	9	6	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	374	40.0	85.00	-	-	2	15	29	26	36	39	75	127	8	8	4	5	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	496	39.0	74.00	-	12	21	62	108	40	121	56	29	30	4	7	5	1	-	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ² -----	55	38.5	80.50	-	-	-	1	18	3	2	-	20	7	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	67	39.5	74.50	-	-	-	16	16	4	16	-	10	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ³ -----	169	39.0	67.00	-	12	21	42	38	10	36	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SERVICES *** -----	129	38.5	75.50	-	-	-	3	32	16	33	33	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MOTION PICTURES ⁴ -----	70	40.0	80.00	-	-	-	-	4	7	31	16	5	2	-	3	1	1	-	-	-	-	-	-	-	-	-	-	-			
SECRETARIES -----	55	40.0	124.50	-	-	-	-	-	-	-	-	-	-	1	2	3	14	2	10	1	8	6	5	2	-	1	-	-			
NONMANUFACTURING ² -----				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ² -----	31	40.0	126.00	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	8	1	4	2	5	2	-	-	-	-			
TABULATING-MACHINE OPERATORS, CLASS A -----				839	39.5	120.00	-	-	-	-	-	7	4	12	10	29	139	116	142	109	82	67	60	7	14	16	2	23	-		
MANUFACTURING -----	412	40.0	124.50	-	-	-	-	-	-	-	-	-	-	5	9	30	48	67	70	56	39	59	3	3	-	2	21	-			
NONMANUFACTURING -----	427	38.5	115.50	-	-	-	-	-	-	-	-	7	4	12	5	20	109	68	75	39	26	28	1	4	11	16	-	2			
PUBLIC UTILITIES ² -----	49	39.0	122.00	-	-	-	-	-	-	-	-	3	1	3	1	2	3	6	9	3	-	-	-	1	8	9	-	-			
WHOLESALE TRADE -----	65	39.5	124.50	-	-	-	-	-	-	-	-	-	-	-	-	2	12	10	13	4	19	1	2	1	1	-	-	-			
FINANCE ³ -----	256	38.0	110.50	-	-	-	-	-	-	-	4	2	9	4	17	103	31	56	8	17	5	-	-	-	-	-	-	-			

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles—Long Beach, Calif., March 1964)

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of—																									
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)	\$ 45 and under	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165 and over	
				50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	over	
MEN - CONTINUED																													
TABULATING-MACHINE OPERATORS, CLASS B -----	941	39.5	108.00	-	-	-	-	-	2	9	17	42	75	109	149	91	104	198	71	56	8	3	3	3	1	-	-	-	-
MANUFACTURING -----	399	40.0	110.50	-	-	-	-	-	-	-	-	-	6	44	73	50	70	102	43	6	4	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	542	39.0	106.00	-	-	-	-	-	2	9	17	42	69	65	76	41	34	96	28	50	4	2	3	3	1	-	-	-	-
PUBLIC UTILITIES ² -----	76	40.0	114.00	-	-	-	-	-	3	1	-	2	6	1	3	6	43	2	9	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	169	39.0	110.00	-	-	-	-	-	-	4	12	25	5	18	11	12	38	8	36	-	-	-	-	-	-	-	-	-	-
FINANCE ³ -----	233	39.0	99.00	-	-	-	-	-	2	5	12	20	40	52	51	21	13	3	14	-	-	-	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS C -----	286	39.0	91.00	-	-	-	3	3	30	33	47	9	41	26	56	18	15	5	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	112	40.0	96.00	-	-	-	3	-	-	-	10	9	29	19	33	3	4	2	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	174	38.5	87.50	-	-	-	-	3	30	33	37	-	12	7	23	15	11	3	-	-	-	-	-	-	-	-	-	-	-
FINANCE ³ -----	117	38.0	86.00	-	-	-	-	3	4	33	35	-	12	7	14	7	-	2	-	-	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS B -----	52	39.0	84.50	-	-	1	6	5	5	5	8	1	5	7	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN																													
BILLERS, MACHINE (BILLING MACHINE) -----	375	39.5	88.50	-	-	-	-	34	-	70	53	8	82	87	16	-	3	1	17	-	4	-	-	-	-	-	-	-	-
MANUFACTURING -----	143	40.0	82.50	-	-	-	-	34	-	28	28	-	28	19	-	-	1	5	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	232	39.5	92.50	-	-	-	-	-	-	42	25	8	54	68	16	-	3	-	12	-	4	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ² -----	81	40.0	94.00	-	-	-	-	-	-	22	15	4	-	20	3	-	2	-	11	-	4	-	-	-	-	-	-	-	-
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	67	39.5	87.00	-	-	-	-	-	-	15	5	13	25	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	65	39.5	87.00	-	-	-	-	-	-	15	5	13	25	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	700	39.5	98.50	-	-	-	-	-	-	12	32	84	169	129	115	67	16	28	48	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	328	40.0	99.00	-	-	-	-	-	-	10	19	35	61	39	68	59	4	7	26	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	372	39.5	98.00	-	-	-	-	-	-	2	13	49	108	90	47	8	12	21	22	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	176	40.0	98.50	-	-	-	-	-	-	-	-	18	55	58	21	-	-	21	3	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	1,489	39.5	75.00	-	82	117	268	156	182	208	156	99	67	49	35	13	15	15	5	22	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	211	40.0	88.50	-	-	-	-	11	24	30	42	13	23	14	20	13	12	4	5	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,278	39.5	72.50	-	82	117	268	145	158	178	114	86	44	35	15	-	3	11	-	22	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	108	40.0	94.50	-	-	-	-	-	-	25	2	36	8	2	13	-	-	-	-	22	-	-	-	-	-	-	-	-	-
FINANCE ³ -----	994	39.0	67.50	-	82	117	264	141	130	149	55	37	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES *** -----	77	38.5	78.50	-	-	-	4	4	22	1	34	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A -----	2,888	39.5	105.50	-	-	-	2	1	21	72	141	174	234	297	477	527	242	240	223	81	42	45	44	4	14	4	3	-	-
MANUFACTURING -----	1,484	40.0	105.50	-	-	-	-	-	6	70	92	119	151	254	394	72	104	86	60	7	31	29	-	5	4	-	-	-	-
NONMANUFACTURING -----	1,404	39.0	105.00	-	-	-	2	1	21	66	71	82	115	146	223	133	170	136	137	21	35	14	15	4	9	3	-	-	-
PUBLIC UTILITIES ² -----	201	39.5	107.50	-	-	-	-	-	-	-	2	9	47	38	29	30	33	16	1	-	-	3	1	2	-	-	-	-	-
WHOLESALE TRADE -----	260	40.0	104.00	-	-	-	-	-	-	20	-	20	14	28	77	2	41	38	12	4	4	-	-	-	-	-	-	-	-
FINANCE ³ -----	376	38.5	98.00	-	-	-	-	-	11	38	32	29	56	48	31	65	32	3	19	-	12	-	-	-	-	-	-	-	-
SERVICES *** -----	306	38.5	99.50	-	-	-	2	1	10	8	39	31	29	20	61	35	2	35	29	-	3	1	-	-	-	-	-	-	-
MOTION PICTURES ⁴ -----	66	40.0	130.50	-	-	-	-	-	-	-	-	-	2	2	-	2	-	8	-	16	4	13	12	-	4	-	3	-	-
CLERKS, ACCOUNTING, CLASS B -----	4,255	39.5	83.50	-	-	11	96	329	447	812	787	505	515	414	170	50	67	26	6	5	11	4	-	-	-	-	-	-	-
MANUFACTURING -----	1,791	40.0	85.50	-	-	-	34	73	141	351	308	218	240	233	126	37	15	4	-	-	11	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	2,464	39.5	82.50	-	-	11	62	256	306	461	479	287	275	181	44	13	52	22	6	5	-	4	-	-	-	-	-	-	-
PUBLIC UTILITIES ² -----	753	40.0	82.00	-	-	-	10	42	123	203	120	86	50	89	14	1	11	-	4	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	542	40.0	86.50	-	-	-	4	2	46	71	142	75	122	53	17	4	2	4	-	-	-	-	-	-	-	-	-	-	-
FINANCE ³ -----	702	38.5	77.00	-	-	3	32	146	133	116	144	74	50	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES *** -----	348	38.5	82.00	-	-	8	16	66	-	64	72	22	43	32	8	-	17	-	-	-	-	-	-	-	-	-	-	-	-
MOTION PICTURES ⁴ -----	36	40.0	118.50	-	-	-	-	-	-	-	-	-	1	-	-	4	2	18	2	5	-	4	-	-	-	-	-	-	-

See footnotes at end of table.

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles-Long Beach, Calif., March 1964)

See footnotes at end of table.

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles-Long Beach, Calif., March 1964)

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of—																										
		Weekly earnings ¹ (standard)	Weekly hours ¹ (standard)	\$ 45 and under	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165 and over		
				50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	over		
WOMEN - CONTINUED																														
KEYPUNCH OPERATORS, CLASS B -----	2,536	39.5	\$ 88.00	-	-	-	-	9	92	275	334	400	269	426	193	302	168	37	26	5	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	1,182	40.0	88.50	-	-	-	-	18	128	85	220	129	269	150	131	30	13	5	4	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,354	39.0	87.50	-	-	-	-	9	74	147	249	180	140	157	43	171	138	24	21	1	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	330	40.0	80.00	-	-	-	-	15	91	81	57	40	23	9	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	315	39.5	94.00	-	-	-	-	-	2	32	60	13	41	17	106	44	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	476	38.5	85.00	-	-	-	5	56	30	125	46	52	77	4	46	35	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	54	40.0	83.50	-	-	-	4	1	5	1	3	30	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	40	40.0	111.50	-	-	-	-	-	-	-	-	-	4	2	4	4	4	21	1	-	-	-	-	-	-	-	-	-	-	
OFFICE GIRLS -----	902	39.0	69.00	-	20	106	215	243	143	62	45	14	34	6	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	287	40.0	73.50	-	6	3	53	94	40	4	39	9	27	2	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	615	39.0	67.00	-	14	103	162	149	103	58	6	5	7	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	35	38.5	70.50	-	-	-	5	25	1	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	63	39.5	70.50	-	-	10	-	12	16	21	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	416	38.5	64.50	-	12	91	144	91	46	31	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SECRETARIES -----	16,721	39.5	108.50	-	-	-	36	2	41	141	337	589	1648	1564	2158	3007	2241	1668	1044	945	502	432	148	55	96	18	10	39	-	
MANUFACTURING -----	8,878	40.0	109.50	-	-	-	-	-	24	-	156	242	521	660	1085	2213	1521	1032	470	398	219	247	39	23	9	9	7	3	-	
NONMANUFACTURING -----	7,843	39.0	108.00	-	-	-	36	2	17	141	181	347	1127	904	1773	794	720	636	574	547	283	185	109	32	87	9	3	36	-	
PUBLIC UTILITIES ² -----	933	38.5	113.00	-	-	-	-	-	-	2	12	30	91	67	81	124	116	78	63	42	49	38	7	4	4	1	-	-	-	
WHOLESALE TRADE -----	994	40.0	109.50	-	-	-	-	-	2	6	28	40	103	84	191	88	82	65	98	104	76	9	5	3	5	3	2	-	-	
FINANCE ³ -----	3,025	39.0	103.00	-	-	-	36	2	14	121	93	182	465	457	447	358	164	247	167	136	68	45	1	-	22	-	-	-	-	
SERVICES *** -----	2,006	38.5	104.50	-	-	-	-	1	12	48	82	457	244	277	188	274	128	176	44	15	31	7	22	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	566	40.0	131.00	-	-	-	-	-	-	-	-	-	-	-	17	11	57	29	31	167	61	41	58	-	56	2	-	36	-	
STENOGRAPHERS, GENERAL -----	5,648	39.5	92.00	-	-	9	50	157	233	603	667	692	768	827	1216	162	128	54	32	20	80	-	-	-	-	-	-	-	-	
MANUFACTURING -----	2,513	40.0	97.00	-	-	-	-	-	22	174	105	161	273	586	1037	57	10	1	2	10	80	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	3,135	39.5	88.00	-	-	9	50	107	211	429	562	531	495	241	184	105	118	53	30	10	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	392	40.0	94.50	-	-	-	-	8	25	61	42	20	28	23	66	38	71	2	8	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	418	40.0	94.50	-	-	-	-	-	2	20	47	79	97	87	30	28	8	13	12	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	1,701	39.0	82.50	-	-	8	49	99	178	314	343	348	236	83	18	20	5	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	361	39.0	91.00	-	-	1	1	-	4	14	74	77	125	3	39	1	-	22	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	122	40.0	108.00	-	-	-	-	-	-	-	-	3	4	19	31	14	17	16	8	10	-	-	-	-	-	-	-	-	-	
STENOGRAPHERS, SENIOR -----	4,163	39.5	98.00	-	-	-	1	16	22	227	359	374	659	618	835	563	125	200	97	24	2	-	32	2	-	6	-	1	-	
MANUFACTURING -----	2,255	40.0	98.50	-	-	-	-	-	2	55	130	159	378	360	578	441	53	73	22	2	2	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,908	39.5	97.00	-	-	-	1	16	20	172	229	215	281	258	257	122	72	127	75	22	-	-	32	2	-	6	-	1	-	
PUBLIC UTILITIES ² -----	181	39.5	106.00	-	-	-	-	2	2	3	6	19	5	12	19	26	15	68	4	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	208	39.5	95.50	-	-	-	-	-	-	16	36	10	18	46	44	28	7	2	1	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	742	39.5	91.50	-	-	-	9	8	87	87	116	172	130	75	34	18	6	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	583	39.5	97.50	-	-	-	1	5	10	57	84	59	69	66	86	26	9	25	54	11	-	-	21	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	112	40.0	119.50	-	-	-	-	-	-	-	-	-	-	1	20	8	23	26	3	11	-	-	11	2	-	6	-	1	-	
SWITCHBOARD OPERATORS -----	2,336	39.5	84.50	6	165	199	50	106	99	262	152	246	265	278	219	168	99	17	2	1	2	-	-	-	-	-	-	-	-	
MANUFACTURING -----	664	40.0	98.00	-	-	-	-	-	-	14	35	70	91	129	166	141	15	2	1	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,672	39.0	79.00	6	165	199	50	106	99	248	117	176	174	149	53	27	84	15	1	1	2	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	199	39.0	94.50	-	-	-	-	15	-	13	10	14	23	73	14	21	16	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	135	39.5	95.00	-	-	-	-	-	-	10	18	21	17	23	24	3	16	2	1	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	552	39.0	77.50	-	-	25	24	77	88	133	57	56	74	17	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	608	39.0	69.50	-	156	168	5	8	4	71	21	79	54	31	8	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	79	39.0	109.00	-	-	-	-	-	1	2	-	5	3	5	6	2	40	12	-	1	2	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS -----	1,945	39.5	87.50	-	-	4	74	39	146	190	414	388	172	255	94	44	84	7	15	9	-	10	-	-	-	-	-	-	-	
MANUFACTURING -----	1,021	40.0	88.00	-	-	58	24	97	24	174	189	128	201	63	30	8	1	15	9	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	924	39.5	87.00	-	-	4	16	15	49	166	240	199	44	54	31	14	76	6	-	-	-	10	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	77	39.5	96.00	-	-	-	-	11	-	-	5	18	-	2	2	1	38	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	408	40.0	87.50	-	-	-	-	44	61	114	85	6	40	12	9	26	-	-	-	-	-	10	-	-	-	-	-	-	-	
FINANCE ³ -----	143	38.5	79.00	-	-	4	12	4	5	42	52	22	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	192	39.5	83.00	-	-	-	-	-	-	51	67	48	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

9

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles—Long Beach, Calif., March 1964)

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of—																									
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)	\$ 45 and under	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165 and over	
				50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	over	
WOMEN - CONTINUED																													
TABULATING-MACHINE OPERATORS, CLASS A -----	92	39.5	\$ 121.00	-	-	-	-	-	-	-	1	-	-	7	1	4	18	12	15	6	8	17	2	1	-	-	-	-	-
MANUFACTURING -----	54	40.0	125.50	-	-	-	-	-	-	-	-	-	-	-	-	5	11	13	5	1	17	2	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	707	39.5	95.50	-	-	-	-	-	44	48	83	46	164	144	15	43	23	42	42	7	4	1	1	-	-	-	-	-	
MANUFACTURING -----	101	40.0	107.50	-	-	-	-	-	-	9	3	1	19	4	9	20	17	16	1	1	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	606	39.0	93.50	-	-	-	-	-	44	48	74	43	163	125	11	34	3	25	26	6	3	-	1	-	-	-	-	-	
WHOLESALE TRADE -----	71	39.0	108.50	-	-	-	-	-	-	4	6	2	2	-	4	21	2	10	20	-	-	-	-	-	-	-	-	-	
FINANCE -----	107	36.5	93.50	-	-	-	-	-	3	-	19	22	19	24	5	9	1	1	4	-	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	63	38.5	93.00	-	-	-	-	-	10	2	19	1	1	2	13	3	2	10	-	-	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	871	39.0	81.00	-	-	-	11	100	128	201	111	172	70	41	9	28	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	250	40.0	85.50	-	-	-	-	13	50	15	31	61	26	22	4	28	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	621	38.5	79.00	-	-	-	11	87	78	186	80	111	44	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	35	40.0	90.00	-	-	-	-	-	-	12	-	6	-	12	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	425	38.0	76.50	-	-	-	11	83	72	134	54	46	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	3,095	39.5	86.00	-	4	9	52	150	260	504	668	390	304	280	309	62	35	23	42	3	-	-	-	-	-	-	-	-	
MANUFACTURING -----	1,265	40.0	92.50	-	-	-	-	6	23	115	238	172	160	207	259	30	3	12	40	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,830	39.0	81.50	-	4	9	52	144	237	389	430	218	144	73	50	32	32	11	2	3	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	183	40.0	87.00	-	-	-	-	-	20	22	55	34	16	8	21	3	2	2	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	1,039	38.5	78.50	-	4	9	52	96	174	261	195	114	107	25	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	358	39.5	84.00	-	-	-	-	48	-	10	169	52	19	36	12	5	7	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	40	40.0	109.50	-	-	-	-	-	-	-	-	-	-	2	8	17	1	9	-	3	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	9,479	39.0	75.50	85	308	486	1110	1988	1354	999	797	409	486	1320	87	21	27	2	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	3,127	40.0	87.00	-	-	-	-	41	294	303	251	273	223	421	1286	25	-	10	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	6,352	38.5	69.50	85	308	486	1069	1694	1051	748	524	186	65	34	62	21	17	2	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	203	39.5	81.50	-	-	-	-	27	38	38	35	13	14	10	28	-	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	671	39.5	78.00	-	-	-	-	8	151	122	102	158	68	23	6	30	-	1	2	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	4,520	38.0	66.50	85	307	443	958	1399	724	371	205	27	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	788	38.5	74.50	-	1	39	64	98	161	233	107	73	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁴ -----	37	40.0	95.00	-	-	-	-	-	-	-	-	4	15	12	-	6	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ See footnote 9, table 1.⁵ Workers were distributed as follows: 5 at \$165 to \$170; and 2 at \$175 to \$180.

*** Excludes motion pictures.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Los Angeles—Long Beach, Calif., March 1964)

Sex, occupation, and industry division	Number of workers	Average		Number of workers receiving straight-time weekly earnings of—																										
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
				Under \$ 85	85 and under 90	90 95	95 100	105 110	110 115	115 120	120 125	125 130	130 135	135 140	140 145	145 150	150 155	155 160	160 165	165 170	170 175	175 180	180 185	185 190	190 195	195 200	200 and over			
				90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	170	175	180	185	190	195	200	over			
MEN																														
DRAFTSMEN, LEADER -----	558	39.5	\$ 172.00	-	-	-	-	-	-	-	-	-	6	6	41	38	17	6	6	126	146	3	65	9	26	11	52			
MANUFACTURING -----	156	40.0	154.50	-	-	-	-	-	-	-	-	-	6	6	41	38	13	2	5	13	18	3	-	-	-	11	-			
NONMANUFACTURING -----	402	39.5	179.00	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	1	113	128	-	65	9	26	-	52			
DRAFTSMEN, SENIOR -----	3,069	40.0	139.00	-	-	3	7	73	126	193	244	196	212	317	187	312	193	266	179	265	98	57	16	64	15	43	3	-		
MANUFACTURING -----	2,172	40.0	130.50	-	-	1	7	73	122	189	237	182	201	286	166	268	149	161	87	10	20	4	5	-	2	2	-			
NONMANUFACTURING -----	897	39.5	159.50	-	-	2	-	-	4	4	7	14	11	31	21	44	44	105	92	255	78	53	11	64	13	41	3	-		
PUBLIC UTILITIES ³ -----	57	40.0	145.50	-	-	-	-	-	-	2	2	4	3	12	4	13	2	5	2	8	-	-	-	-	-	-	-			
SERVICES *** -----	725	39.5	161.00	-	-	-	-	1	1	1	8	7	21	2	32	31	94	72	249	57	43	2	52	13	39	-	-			
DRAFTSMEN, JUNIOR -----	1,142	40.0	104.50	17	108	136	161	263	107	69	111	113	34	2	-	20	1	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	1,052	40.0	105.00	12	84	130	134	260	104	63	106	109	29	-	-	20	1	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	90	40.0	99.50	5	24	6	27	3	3	6	5	4	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
WOMEN																														
DRAFTSMEN, SENIOR -----	90	40.0	132.00	-	-	-	-	2	6	5	11	6	7	11	13	6	3	10	10	-	-	-	-	-	-	-	-			
MANUFACTURING -----	76	40.0	128.50	-	-	-	-	2	6	5	11	6	7	11	13	2	3	10	-	-	-	-	-	-	-	-	-			
DRAFTSMEN, JUNIOR -----	67	40.0	107.00	2	-	4	-	41	-	6	5	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	59	40.0	108.00	2	-	-	-	41	-	2	5	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
NURSES, INDUSTRIAL (REGISTERED) ---	514	39.5	117.00	-	-	11	43	45	43	42	85	92	118	21	12	2	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	421	40.0	117.50	-	-	2	37	38	29	34	73	75	110	11	12	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	93	39.0	115.00	-	-	9	6	7	14	8	12	17	8	10	-	2	-	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	29	39.5	119.50	-	-	-	-	2	4	3	3	10	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-			

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Workers were distributed as follows: 13 at \$200 to \$205; 13 at \$210 to \$215; and 26 at \$220 to \$225.³ Transportation, communication, and other public utilities.

*** Excludes motion pictures.

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

11

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, Los Angeles—Long Beach, Calif., March 1964)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
<u>OFFICE OCCUPATIONS</u>				<u>OFFICE OCCUPATIONS—CONTINUED</u>				<u>OFFICE OCCUPATIONS—CONTINUED</u>			
BILLERS, MACHINE (BILLING MACHINE) -----	470	39.5	\$ 93.00	CLERKS, FILE, CLASS C -----	995	39.0	\$ 66.00	OFFICE BOYS AND GIRLS -----	1,772	39.5	\$ 73.50
MANUFACTURING -----	143	40.0	82.50	MANUFACTURING -----	158	40.0	71.00	MANUFACTURING -----	661	40.0	80.00
NONMANUFACTURING -----	327	39.5	97.50	NONMANUFACTURING -----	837	38.5	65.00	NONMANUFACTURING -----	1,111	39.0	70.00
PUBLIC UTILITIES ² -----	176	40.0	102.50	PUBLIC UTILITIES ² -----	33	40.0	97.50	PUBLIC UTILITIES ² -----	90	38.5	76.50
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	67	39.5	87.00	WHOLESALE TRADE -----	107	40.0	73.50	WHOLESALE TRADE -----	130	39.5	72.50
NONMANUFACTURING -----	65	39.5	87.00	FINANCE -----	604	38.0	62.00	FINANCE -----	585	38.5	65.00
BOOKKEEPING—MACHINE OPERATORS, CLASS A -----	703	39.5	98.50	SERVICES *** -----	81	39.5	63.00	SERVICES *** -----	186	38.5	75.00
MANUFACTURING -----	330	40.0	99.00	CLERKS, ORDER -----	2,506	40.0	107.50	MOTION PICTURES ⁴ -----	78	40.0	82.00
NONMANUFACTURING -----	373	39.5	98.00	MANUFACTURING -----	727	40.0	107.50	SECRETARIES -----	16,776	39.5	108.50
WHOLESALE TRADE -----	176	40.0	98.50	NONMANUFACTURING -----	1,779	40.0	108.00	MANUFACTURING -----	8,891	40.0	109.50
BOOKKEEPING—MACHINE OPERATORS, CLASS B -----	1,489	39.5	75.00	PUBLIC UTILITIES ² -----	88	40.0	107.50	NONMANUFACTURING -----	7,885	39.0	108.00
MANUFACTURING -----	211	40.0	88.50	WHOLESALE TRADE -----	1,470	40.0	112.00	PUBLIC UTILITIES ² -----	964	38.5	113.50
NONMANUFACTURING -----	1,278	39.5	72.50	CLERKS, PAYROLL -----	1,502	39.5	103.00	WHOLESALE TRADE -----	997	40.0	109.50
WHOLESALE TRADE -----	108	40.0	94.50	MANUFACTURING -----	782	40.0	101.50	FINANCE ³ -----	3,025	39.0	103.00
FINANCE ³ -----	994	39.0	67.50	NONMANUFACTURING -----	720	39.0	104.00	SERVICES *** -----	2,006	38.5	104.50
SERVICES *** -----	77	38.5	78.50	PUBLIC UTILITIES ² -----	139	39.5	108.00	MOTION PICTURES ⁴ -----	574	40.0	131.50
CLERKS, ACCOUNTING, CLASS A -----	3,867	39.5	108.50	WHOLESALE TRADE -----	85	39.0	103.00	STENOGRAPHERS, GENERAL -----	5,669	39.5	92.00
MANUFACTURING -----	1,969	40.0	109.50	FINANCE ³ -----	151	38.5	90.00	MANUFACTURING -----	2,516	40.0	97.00
NONMANUFACTURING -----	1,898	39.0	107.50	SERVICES *** -----	128	39.0	96.00	NONMANUFACTURING -----	3,153	39.5	88.00
PUBLIC UTILITIES ² -----	272	39.5	111.00	MOTION PICTURES ⁴ -----	94	40.0	132.00	PUBLIC UTILITIES ² -----	410	40.0	95.00
WHOLESALE TRADE -----	353	40.0	106.00	COMPTOMETER OPERATORS -----	1,693	39.5	98.50	WHOLESALE TRADE -----	418	40.0	94.50
FINANCE ³ -----	532	38.5	101.50	MANUFACTURING -----	626	40.0	103.50	FINANCE -----	1,701	39.0	82.50
SERVICES *** -----	411	38.5	100.50	NONMANUFACTURING -----	1,067	39.5	95.00	SERVICES *** -----	361	39.0	91.00
MOTION PICTURES ⁴ -----	106	40.0	135.00	PUBLIC UTILITIES ² -----	54	40.0	104.00	MOTION PICTURES ⁴ -----	122	40.0	108.00
CLERKS, ACCOUNTING, CLASS B -----	4,615	39.5	84.00	WHOLESALE TRADE -----	465	39.5	93.00	STENOGRAPHERS, SENIOR -----	4,171	39.5	98.00
MANUFACTURING -----	1,992	40.0	86.00	DUPLICATING—MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	450	39.5	79.00	MANUFACTURING -----	2,257	40.0	98.50
NONMANUFACTURING -----	2,623	39.5	83.00	MANUFACTURING -----	181	40.0	87.50	NONMANUFACTURING -----	1,914	39.5	97.00
PUBLIC UTILITIES ² -----	787	40.0	82.50	NONMANUFACTURING -----	269	39.0	73.00	PUBLIC UTILITIES ² -----	187	39.5	106.50
WHOLESALE TRADE -----	566	40.0	86.50	FINANCE ³ -----	119	39.5	66.50	WHOLESALE TRADE -----	208	39.5	95.50
FINANCE ³ -----	776	38.5	78.00	SERVICES *** -----	93	38.5	76.00	FINANCE ³ -----	742	39.5	91.50
SERVICES *** -----	355	38.5	82.00	KEYPUNCH OPERATORS, CLASS A -----	2,150	39.5	94.50	SERVICES *** -----	583	39.5	97.50
MOTION PICTURES ⁴ -----	52	40.0	113.00	MANUFACTURING -----	982	40.0	99.50	MOTION PICTURES ⁴ -----	112	40.0	119.50
CLERKS, FILE, CLASS A -----	556	39.0	81.50	NONMANUFACTURING -----	1,168	39.0	90.00	SWITCHBOARD OPERATORS -----	2,340	39.5	84.50
MANUFACTURING -----	140	40.0	93.00	PUBLIC UTILITIES ² -----	138	39.5	107.00	MANUFACTURING -----	666	40.0	98.00
NONMANUFACTURING -----	416	38.5	78.00	WHOLESALE TRADE -----	129	39.5	96.50	NONMANUFACTURING -----	1,674	39.0	79.50
FINANCE ³ -----	324	38.5	73.00	FINANCE ³ -----	717	38.5	83.50	PUBLIC UTILITIES ² -----	199	39.0	94.50
CLERKS, FILE, CLASS B -----	2,733	39.0	70.00	SERVICES *** -----	121	38.5	91.00	WHOLESALE TRADE -----	135	39.5	95.00
MANUFACTURING -----	570	40.0	82.50	MOTION PICTURES ⁴ -----	41	40.0	116.50	FINANCE ³ -----	554	39.0	77.50
NONMANUFACTURING -----	2,163	38.5	66.50	KEYPUNCH OPERATORS, CLASS B -----	2,546	39.5	88.00	SERVICES *** -----	608	39.0	69.50
PUBLIC UTILITIES ² -----	101	40.0	88.00	MANUFACTURING -----	1,187	40.0	88.50	MOTION PICTURES ⁴ -----	79	39.0	109.00
WHOLESALE TRADE -----	206	40.0	72.50	NONMANUFACTURING -----	1,359	39.0	87.50	SWITCHBOARD OPERATOR—RECEPTIONISTS -----	1,945	39.5	87.50
FINANCE ³ -----	1,504	38.0	64.50	PUBLIC UTILITIES ² -----	335	40.0	80.50	MANUFACTURING -----	1,021	40.0	88.00
SERVICES *** -----	261	39.5	63.50	WHOLESALE TRADE -----	315	39.5	94.00	NONMANUFACTURING -----	924	39.5	87.00
				FINANCE ³ -----	476	38.5	85.00	PUBLIC UTILITIES ² -----	77	39.5	96.00
				SERVICES *** -----	54	40.0	83.50	WHOLESALE TRADE -----	408	40.0	87.50
				MOTION PICTURES ⁴ -----	40	40.0	111.50	FINANCE -----	143	38.5	79.00
								SERVICES *** -----	192	39.5	83.00

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, Los Angeles—Long Beach, Calif., March 1964)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
<u>OFFICE OCCUPATIONS—CONTINUED</u>				<u>OFFICE OCCUPATIONS—CONTINUED</u>				<u>PROFESSIONAL AND TECHNICAL OCCUPATIONS</u>			
TABULATING-MACHINE OPERATORS, CLASS A -----				TRANSCRIBING-MACHINE OPERATORS, GENERAL -----				DRAFTSMEN, LEADER -----			
MANUFACTURING -----				MANUFACTURING -----				MANUFACTURING -----			
NONMANUFACTURING -----				NONMANUFACTURING -----				NONMANUFACTURING -----			
PUBLIC UTILITIES ² -----				PUBLIC UTILITIES ² -----				PUBLIC UTILITIES ² -----			
WHOLESALE TRADE -----				FINANCE ³ -----				DRAFTSMEN, SENIOR -----			
FINANCE ³ -----				TYPISTS, CLASS A -----				MANUFACTURING -----			
SERVICES *** -----				MANUFACTURING -----				NONMANUFACTURING -----			
TABULATING-MACHINE OPERATORS, CLASS B -----				NONMANUFACTURING -----				PUBLIC UTILITIES ² -----			
MANUFACTURING -----				WHOLESALE TRADE -----				SERVICES *** -----			
NONMANUFACTURING -----				FINANCE ³ -----				DRAFTSMEN, JUNIOR -----			
WHOLESALE TRADE -----				SERVICES *** -----				MANUFACTURING -----			
FINANCE ³ -----				MOTION PICTURES ⁴ -----				NONMANUFACTURING -----			
MOTION PICTURES ⁴ -----				TYPISTS, CLASS B -----				NURSES, INDUSTRIAL (REGISTERED) ---			
TABULATING-MACHINE OPERATORS, CLASS C -----				MANUFACTURING -----				MANUFACTURING -----			
MANUFACTURING -----				NONMANUFACTURING -----				NONMANUFACTURING -----			
NONMANUFACTURING -----				PUBLIC UTILITIES ² -----				PUBLIC UTILITIES ² -----			
FINANCE ³ -----				WHOLESALE TRADE -----				TRACERS -----			
FINANCE ³ -----				FINANCE ³ -----				MANUFACTURING -----			
				SERVICES *** -----							
				MOTION PICTURES ⁴ -----							

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ See footnote 9, table 1.

*** Excludes motion pictures.

Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis
by industry division, Los Angeles-Long Beach, Calif., March 1964)

Occupation and industry division	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$2.20	\$2.20 and under 2.30	\$2.30 2.40	\$2.40 2.50	\$2.50 2.60	\$2.60 2.70	\$2.70 2.80	\$2.80 2.90	\$2.90 3.00	\$3.00 3.10	\$3.10 3.20	\$3.20 3.30	\$3.30 3.40	\$3.40 3.50	\$3.50 3.60	\$3.60 3.70	\$3.70 3.80	\$3.80 3.90	\$3.90 4.00	\$4.00 4.10	\$4.10 4.20	\$4.20 4.30	\$4.30 4.40	\$4.40 and over		
CARPENTERS, MAINTENANCE -----	1,056	3.20	-	-	-	-	101	5	20	14	48	94	180	281	140	45	46	24	21	37	-	-	-	-	-	-	-	
MANUFACTURING -----	794	3.24	-	-	-	-	-	4	11	12	37	76	152	255	129	41	44	12	21	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	262	3.05	-	-	-	-	101	1	9	2	11	18	28	26	11	4	2	12	-	37	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	121	2.71	-	-	-	-	101	-	-	-	-	4	-	-	-	7	4	2	-	3	-	-	-	-	-	-	-	
SERVICES *** -----	54	3.19	-	-	-	-	-	-	-	-	-	5	25	21	3	-	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ³ -----	34	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34	-	-	-	-	-	-	-	
ELECTRICIANS, MAINTENANCE -----	2,335	3.48	-	-	-	-	-	63	16	77	130	147	228	246	169	754	164	54	154	-	-	46	-	11	76	-	-	
MANUFACTURING -----	1,893	3.49	-	-	-	-	-	-	5	76	84	119	216	218	148	745	78	50	25	-	-	42	-	11	76	-	-	
NONMANUFACTURING -----	442	3.44	-	-	-	-	-	63	11	1	46	28	12	28	21	9	86	4	129	-	-	-	4	-	-	-	-	
PUBLIC UTILITIES ² -----	189	3.30	-	-	-	-	-	63	-	-	1	4	2	21	9	1	84	-	-	-	-	4	-	-	-	-	-	
SERVICES *** -----	68	3.45	-	-	-	-	-	-	-	-	-	1	20	6	7	10	6	-	18	-	-	-	-	-	-	-	-	
MOTION PICTURES ³ -----	111	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	111	-	-	-	-	-	-	-	-	
ENGINEERS, STATIONARY -----	916	3.54	-	-	4	-	8	-	4	3	5	25	158	119	67	149	28	71	-	56	90	-	34	6	89	-	-	
MANUFACTURING -----	600	3.65	-	-	-	-	-	-	-	2	5	17	50	74	61	103	-	70	-	17	90	-	22	-	89	-	-	
NONMANUFACTURING -----	316	3.35	-	-	4	-	8	-	4	1	-	8	108	45	6	46	28	1	-	39	-	-	12	6	-	-	-	
PUBLIC UTILITIES ² -----	30	3.26	-	-	-	8	-	4	-	-	-	-	-	-	-	14	-	-	-	-	-	4	-	-	-	-	-	
SERVICES *** -----	215	3.30	-	-	4	-	-	-	-	-	-	7	106	41	6	14	-	-	23	-	-	8	6	-	-	-	-	
FIREMEN, STATIONARY BOILER -----	147	3.15	-	-	-	21	-	21	-	-	22	-	25	-	2	6	-	-	50	-	-	-	-	-	-	-	-	
HELPERS, MAINTENANCE TRADES -----	1,118	2.70	9	27	96	79	265	35	236	195	28	40	24	84	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	964	2.70	6	27	85	65	233	15	187	194	28	40	-	84	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	154	2.69	3	-	11	14	32	20	49	1	-	-	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM -----	1,776	3.27	-	-	-	-	-	-	-	16	217	372	274	646	73	150	4	22	-	2	-	-	-	-	-	-	-	
MANUFACTURING -----	1,771	3.27	-	-	-	-	-	-	-	16	217	372	274	646	73	149	-	22	-	2	-	-	-	-	-	-	-	
MACHINISTS, MAINTENANCE -----	1,839	3.40	-	-	-	-	2	29	38	13	6	76	348	339	262	135	84	168	123	46	-	119	-	39	-	12		
MANUFACTURING -----	1,716	3.39	-	-	-	-	2	25	36	4	2	72	348	339	262	132	82	127	123	-	-	119	-	31	-	12		
NONMANUFACTURING -----	123	3.62	-	-	-	-	-	4	2	9	4	4	-	-	-	3	2	41	-	46	-	-	-	8	-	-	-	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	2,246	3.36	-	1	1	1	12	1	53	66	12	96	232	158	432	207	913	38	10	13	-	-	-	-	-	-	-	
MANUFACTURING -----	684	3.32	-	-	-	-	-	-	11	14	10	14	108	80	285	51	66	35	10	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,562	3.37	-	1	1	1	12	1	42	52	2	82	124	78	147	156	847	3	-	13	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	1,230	3.40	-	-	1	1	3	1	42	5	2	45	113	58	40	93	826	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	184	3.22	-	-	-	-	-	-	46	-	22	4	-	64	47	1	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	59	3.22	-	1	-	-	9	-	-	1	-	-	-	8	32	-	8	-	-	-	-	-	-	-	-	-	-	
MECHANICS, MAINTENANCE -----	2,835	3.21	-	-	-	-	35	11	30	71	770	119	327	327	306	502	114	36	187	-	-	-	-	-	-	-	-	
MANUFACTURING -----	2,641	3.22	-	-	-	-	35	9	28	71	699	107	274	298	293	494	112	34	187	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	194	3.11	-	-	-	-	-	2	2	-	71	12	53	29	13	8	2	2	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	128	3.09	-	-	-	-	-	-	-	-	68	12	6	26	10	2	2	2	-	-	-	-	-	-	-	-	-	
MILLWRIGHTS -----	239	3.40	-	-	-	-	-	-	-	-	6	-	13	106	4	26	73	-	-	5	-	-	-	-	-	6	-	
MANUFACTURING -----	239	3.40	-	-	-	-	-	-	-	-	6	-	13	106	4	26	73	-	-	5	-	-	-	-	-	-	6	
OILERS -----	450	2.67	23	18	18	32	117	124	10	41	3	30	-	-	-	-	-	34	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	450	2.67	23	18	18	32	117	124	10	41	3	30	-	-	-	-	-	34	-	-	-	-	-	-	-	-	-	
PAINTERS, MAINTENANCE -----	781	3.14	-	-	-	-	40	14	47	25	55	98	206	59	104	76	3	5	31	18	-	-	-	-	-	-	-	
MANUFACTURING -----	610	3.16	-	-	-	-	1	3	47	15	50	95	166	37	91	68	3	3	31	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	171	3.07	-	-	-	-	39	11	-	10	5	3	40	22	13	8	-	2	-	18	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	41	3.10	-	-	-	-	10	2	-	-	-	1	2	14	4	8	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	52	3.12	-	-	-	-	-	-	-	4	3	1	36	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
PIPEFITTERS, MAINTENANCE -----	695	3.38	-	-	-	-	51	-	-	-	1	5	35	136	222	94	43	-	70	4	-	-	-	20	14	-	-	
MANUFACTURING -----	631	3.44	-	-	-	-	-	-	-	-	1	5	35	136	213	94	43	-	70	-	-	-	-	20	14	-	-	

See footnotes at end of table.

Table A-4. Maintenance and Powerplant Occupations—Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis
by industry division, Los Angeles-Long Beach, Calif., March 1964)

Occupation and industry division	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$ 2.20	2.20 and under 2.30	2.30 2.40	2.40 2.50	2.50 2.60	2.60 2.70	2.70 2.80	2.80 2.90	2.90 3.00	3.00 3.10	3.10 3.20	3.20 3.30	3.30 3.40	3.40 3.50	3.50 3.60	3.60 3.70	3.70 3.80	3.80 3.90	3.90 4.00	4.00 4.10	4.10 4.20	4.20 4.30	4.30 4.40			
			and under 2.20	under 2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	over		
PLUMBERS, MAINTENANCE -----	301	\$ 3.30	-	-	-	-	-	2	7	4	-	10	34	94	120	5	-	-	-	24	-	-	-	-	-	1		
MANUFACTURING -----	249	3.27	-	-	-	-	-	-	-	4	-	9	22	94	117	2	-	-	-	-	-	-	-	-	-	1		
NONMANUFACTURING -----	52	3.44	-	-	-	-	-	2	7	-	-	1	12	-	3	3	-	-	-	24	-	-	-	-	-	-		
SHEET-METAL WORKERS, MAINTENANCE --	160	3.31	-	-	-	-	-	-	20	-	5	8	28	43	16	1	3	-	20	6	-	10	-	-	-	-		
MANUFACTURING -----	132	3.36	-	-	-	-	-	-	-	-	5	8	28	43	15	-	3	-	20	-	-	10	-	-	-	-		
TOOL AND DIE MAKERS -----	2,746	3.44	-	-	-	-	-	-	26	-	20	51	137	374	417	421	831	130	285	27	12	-	-	15	-	-		
MANUFACTURING -----	2,718	3.44	-	-	-	-	-	-	26	-	20	51	137	374	417	421	831	116	285	27	12	-	-	1	-	-		

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

*** Excludes motion pictures.

Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis
by industry division, Los Angeles-Long Beach, Calif., March 1964)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of--																										
			\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60		
			and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
			1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	over		
ELEVATOR OPERATORS, PASSENGER -----	232	1.78	-	-	-	84	34	8	40	44	3	1	5	-	4	-	9	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	226	1.77	-	-	-	84	34	8	40	44	3	-	-	-	4	-	9	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	77	1.83	-	-	-	-	20	2	40	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	118	1.65	-	-	-	84	2	-	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ELEVATOR OPERATORS, PASSENGER (WOMEN) -----	442	1.78	-	10	15	115	3	7	169	84	33	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	428	1.77	-	10	15	115	3	7	169	84	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	238	1.89	-	-	-	-	3	7	163	40	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GUARDS AND WATCHMEN -----	4,049	2.36	-	110	678	29	14	8	152	39	175	67	57	146	214	278	391	1052	488	37	12	32	10	60	-	-	-	-	
MANUFACTURING -----	2,407	2.64	-	-	-	-	-	-	65	2	111	7	47	131	173	198	337	1013	173	36	12	32	10	60	-	-	-	-	
NONMANUFACTURING -----	1,642	1.95	-	110	678	29	14	8	87	37	64	60	10	15	41	80	54	39	315	1	-	-	-	-	-	-	-	-	
GUARDS: MANUFACTURING -----	2,084	2.68	-	-	-	-	-	-	-	-	16	1	41	111	172	183	331	966	173	36	12	32	10	-	-	-	-	-	
WATCHMEN: MANUFACTURING -----	323	2.39	-	-	-	-	-	-	65	2	95	6	6	20	1	15	6	47	-	-	-	-	-	60	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS -----	11,232	2.14	38	306	258	191	270	224	838	2207	969	959	828	675	2617	470	443	328	71	103	4	32	-	1	-	-	-	-	
MANUFACTURING -----	4,926	2.32	-	-	-	24	82	64	196	249	397	538	538	540	1094	384	359	277	55	98	-	30	-	1	-	-	-	-	
NONMANUFACTURING -----	6,306	2.00	38	306	258	167	188	160	642	1958	572	421	290	135	923	86	84	51	16	5	4	2	-	-	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	434	2.32	-	-	-	-	2	17	1	18	55	155	76	10	38	23	23	12	4	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	263	2.21	-	22	-	-	2	6	2	22	16	53	35	19	-	48	23	6	2	1	4	2	-	-	-	-	-	-	
FINANCE ³ -----	958	1.87	-	1	1	26	111	73	276	352	65	21	12	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	2,987	1.91	20	283	27	36	54	6	319	1470	389	281	43	19	18	-	-	22	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁵ -----	209	2.53	-	-	-	-	-	-	-	-	-	-	-	-	171	-	38	-	-	-	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	2,049	1.88	-	12	60	140	40	454	469	490	97	52	24	60	143	6	2	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	331	2.15	-	-	-	-	10	22	12	58	50	20	19	45	87	6	2	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,718	1.83	-	12	60	140	30	432	457	432	47	32	5	15	56	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	47	2.03	-	-	-	-	-	25	-	-	-	1	5	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	876	1.73	-	-	54	116	21	394	201	87	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES *** -----	668	1.91	-	-	-	9	4	13	250	341	30	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES ⁵ -----	55	2.50	-	-	-	-	-	-	-	-	-	-	-	-	55	-	-	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	8,370	2.63	-	-	-	-	112	240	126	358	286	444	704	733	741	868	443	422	1438	1119	60	126	150	-	-	-	-	-	
MANUFACTURING -----	3,163	2.44	-	-	-	-	109	240	126	357	188	220	276	123	323	399	147	20	4	585	10	6	30	-	-	-	-	-	
NONMANUFACTURING -----	5,207	2.75	-	-	-	-	3	-	-	1	98	224	428	610	418	469	296	402	1434	534	50	120	120	-	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	2,002	2.81	-	-	-	-	-	-	-	-	-	3	34	484	17	99	33	28	1029	275	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	2,003	2.78	-	-	-	-	-	-	-	-	12	33	50	123	399	328	244	154	308	112	-	120	120	-	-	-	-	-	
ORDER FILLERS -----	4,634	2.59	-	-	-	-	61	206	43	282	105	41	306	341	706	727	642	633	52	4	485	-	-	-	-	-	-	-	
MANUFACTURING -----	863	2.45	-	-	-	-	-	-	11	237	30	23	22	59	18	132	298	33	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	3,771	2.62	-	-	-	-	61	206	32	45	75	18	284	282	688	595	344	600	52	4	485	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	2,500	2.58	-	-	-	-	176	-	-	-	-	15	205	252	644	555	344	79	52	4	174	-	-	-	-	-	-	-	
PACKERS, SHIPPING -----	1,146	2.44	-	-	-	5	53	8	8	89	37	89	139	148	156	198	146	38	32	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	565	2.33	-	-	-	-	48	-	-	66	10	61	127	75	125	53	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	581	2.54	-	-	-	5	5	8	8	23	27	28	12	73	31	145	146	38	32	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	484	2.56	-	-	-	-	-	-	-	18	26	22	4	72	31	145	146	20	-	-	-	-	-	-	-	-	-	-	
PACKERS, SHIPPING (WOMEN) -----	404	2.07	-	-	5	40	4	78	28	5	7	83	-	19	124	3	8	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	171	2.34	-	-	-	-	-	7	-	-	28	-	-	9	124	3	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	233	1.87	-	-	5	40	4	78	21	5	7	55	-	10	-	-	8	-	-	-	-	-	-	-	-	-	-	-	
RECEIVING CLERKS -----	1,533	2.65	-	-	-	-	16	1	46	40	79	90	11	134	106	97	207	72	130	276	28	77	70	12	30	1	10		
MANUFACTURING -----	704	2.58	-	-	-	-	-	-	-	-	79	67	7	82	54	89	150	29	17	44	-	6	33	9	28	-	10		
NONMANUFACTURING -----	829	2.71	-	-	-	-	16	1	46	40	-	23	4	52	52	8	57	43	113	232	28	71	37	3	2	1	-		
PUBLIC UTILITIES ⁴ -----	55	2.98	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	14	-	33	-	-	-	-	-	-	
WHOLESALE TRADE -----	426	2.59	-	-	-	-	-	-	40	22	-	13	4	42	44	8	56	28	113	14	2	20	18	-	2	-	-	-	

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Los Angeles—Long Beach, Calif., March 1964)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	
			and under 1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	over	
SHIPPING CLERKS -----	934	2.69	-	-	-	-	-	-	18	46	23	-	52	97	100	51	64	64	108	124	26	37	73	27	10	4	10	
MANUFACTURING -----	535	2.59	-	-	-	-	-	-	-	46	23	-	52	97	96	36	36	45	-	46	-	27	55	6	-	-	10	
NONMANUFACTURING -----	399	2.83	-	-	-	-	-	-	18	-	-	-	-	-	44	15	28	19	108	78	26	10	18	21	10	4	-	
WHOLESALE TRADE -----	325	2.80	-	-	-	-	-	-	18	-	-	-	-	-	44	12	28	10	108	44	-	10	18	21	10	2	-	
SHIPPING AND RECEIVING CLERKS -----	1,221	2.71	-	-	-	-	-	-	21	22	7	89	38	35	70	135	312	47	138	58	57	63	1	87	40	1	-	
MANUFACTURING -----	706	2.57	-	-	-	-	-	-	-	1	4	73	38	33	48	118	303	8	54	-	-	-	26	-	-	-	-	
NONMANUFACTURING -----	515	2.89	-	-	-	-	-	-	21	21	3	16	-	2	22	17	9	39	84	58	57	63	1	61	40	1	-	
WHOLESALE TRADE -----	221	3.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51	-	13	57	-	60	40	-	-	
SERVICES *** -----	106	2.37	-	-	-	-	-	-	21	21	3	-	-	2	21	6	7	3	-	-	22	-	-	-	-	-	-	
TRUCKDRIVERS ⁶ -----	12,970	3.02	-	-	-	-	-	31	29	55	56	203	29	243	366	337	211	525	580	1447	2937	2653	1386	1062	657	53	110	
MANUFACTURING -----	3,682	2.97	-	-	-	-	-	-	-	10	52	87	28	35	163	105	141	212	314	743	483	274	511	212	251	18	43	
NONMANUFACTURING -----	9,288	3.04	-	-	-	-	-	31	29	45	4	116	1	208	203	232	70	313	266	704	2454	2379	875	850	406	35	67	
PUBLIC UTILITIES ⁴ -----	4,205	3.08	-	-	-	-	-	-	3	6	4	4	-	-	10	5	2	18	26	359	2267	937	12	500	52	-	-	
WHOLESALE TRADE -----	2,861	2.96	-	-	-	-	-	31	26	39	-	13	-	49	163	175	50	215	228	302	147	671	573	113	-	-	66	
SERVICES *** -----	714	2.76	-	-	-	-	-	-	-	-	-	96	-	144	22	25	5	5	11	16	-	390	-	-	-	-	-	
MOTION PICTURES ⁵ -----	272	3.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	259	-	-	-	12	1	
TRUCKDRIVERS, LIGHT (UNDER 1.5 TONS) -----	1,779	2.82	-	-	-	-	-	31	29	45	4	155	1	38	91	205	83	67	111	99	35	415	-	370	-	-	-	
MANUFACTURING -----	523	2.69	-	-	-	-	-	-	-	-	-	41	-	25	36	88	71	53	105	56	33	15	-	-	-	-	-	
NONMANUFACTURING -----	1,256	2.88	-	-	-	-	-	31	29	45	4	114	1	13	55	117	12	14	6	43	2	400	-	370	-	-	-	
WHOLESALE TRADE -----	254	2.24	-	-	-	-	-	31	26	39	-	13	-	7	33	94	9	-	-	-	-	2	-	-	-	-	-	
TRUCKDRIVERS, MEDIUM (1.5 TO AND INCLUDING 4 TONS) -----	4,340	2.96	-	-	-	-	-	-	-	10	-	23	28	201	179	63	101	405	288	861	1045	152	581	140	249	10	4	
MANUFACTURING -----	1,578	2.96	-	-	-	-	-	-	-	10	-	23	28	10	127	11	69	107	131	511	44	17	227	-	249	10	4	
NONMANUFACTURING -----	2,762	2.96	-	-	-	-	-	-	-	-	-	-	-	191	52	52	32	298	157	350	1001	135	354	140	-	-	-	
PUBLIC UTILITIES ⁴ -----	1,236	3.04	-	-	-	-	-	-	-	-	-	-	-	-	10	4	2	8	2	266	814	-	-	130	-	-	-	
WHOLESALE TRADE -----	1,085	2.95	-	-	-	-	-	-	-	-	-	-	-	42	42	19	19	215	144	84	147	21	342	10	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	4,927	3.13	-	-	-	-	-	-	-	-	52	2	-	-	96	42	26	22	64	282	1267	1295	701	552	398	31	97	
MANUFACTURING -----	1,124	3.12	-	-	-	-	-	-	-	-	52	-	-	-	-	-	-	22	55	28	326	128	261	212	2	8	30	
NONMANUFACTURING -----	3,803	3.14	-	-	-	-	-	-	-	-	-	2	-	-	96	42	26	-	9	254	941	1167	440	340	396	23	67	
PUBLIC UTILITIES ⁴ -----	1,936	3.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	92	941	841	12	-	50	-	-	
WHOLESALE TRADE -----	1,039	3.10	-	-	-	-	-	-	-	-	-	-	-	-	88	42	22	-	9	162	-	316	231	103	-	-	66	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	1,275	3.07	-	-	-	-	-	-	-	-	23	-	4	-	6	-	7	8	56	560	497	97	-	8	-	9	-	
MANUFACTURING -----	187	3.00	-	-	-	-	-	-	-	-	23	-	-	-	6	-	6	-	8	-	50	77	16	-	-	-	9	
NONMANUFACTURING -----	1,088	3.09	-	-	-	-	-	-	-	-	-	-	4	-	-	-	1	8	56	510	420	81	-	8	-	-	-	
WHOLESALE TRADE -----	388	3.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	56	-	332	-	-	-	-	-	-	
TRUCKERS, POWER (FORKLIFT) -----	4,054	2.80	-	-	-	-	-	-	52	-	80	35	29	181	430	280	507	431	788	124	178	479	118	131	190	4	17	
MANUFACTURING -----	2,842	2.71	-	-	-	-	-	-	52	-	80	35	11	181	417	199	487	303	609	108	9	28	-	116	190	-	17	
NONMANUFACTURING -----	1,212	3.01	-	-	-	-	-	-	-	-	-	-	-	18	-	13	81	20	128	179	16	169	451	118	15	-	4	
PUBLIC UTILITIES ⁴ -----	287	2.92	-	-	-	-	-	-	-	-	-	-	-	18	-	13	31	-	57	2	151	-	-	15	-	-	-	
WHOLESALE TRADE -----	577	2.96	-	-	-	-	-	-	-	-	-	-	-	-	-	48	20	122	105	-	18	264	-	-	-	-	-	
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	1,052	2.88	-	-	-	-	-	-	-	-	-	-	1	9	18	125	89	204	199	-	-	317	60	30	-	-	-	
MANUFACTURING -----	681	2.73	-	-	-	-	-	-	-	-	-	-	-	1	9	18	125	89	204	199	-	-	6	30	-	-	-	
NONMANUFACTURING -----	371	3.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	311	60	-	-	-	-	

¹ Data limited to men workers except where otherwise indicated.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Finance, insurance, and real estate.⁴ Transportation, communication, and other public utilities.⁵ See footnote 9, table 1.⁶ Includes all drivers regardless of size and type of truck operated.

*** Excludes motion pictures.

B: Establishment Practices and Supplementary Wage Provisions

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Table B-1. Minimum Entrance Salaries for Women Office Workers

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Los Angeles-Long Beach, Calif., March 1964)

Minimum weekly straight-time salary ¹	Inexperienced typists							Other inexperienced clerical workers ²						
	All industries	Manufacturing		Nonmanufacturing				All industries	Manufacturing		Nonmanufacturing			
		Based on standard weekly hours ³ of—							Based on standard weekly hours ³ of—					
		All schedules	40	All schedules	37½	38¾	40		All schedules	40	All schedules	37½	38¾	40
Establishments studied.....	347	119	xxx	228	xxx	xxx	xxx	347	119	xxx	228	xxx	xxx	xxx
Establishments having a specified minimum.....	192	72	70	120	14	13	84	202	71	68	131	15	13	94
\$45.00 and under \$47.50.....	1	-	-	1	-	-	-	1	-	-	1	-	-	-
\$47.50 and under \$50.00.....	-	-	-	-	-	-	-	2	-	-	2	-	1	1
\$50.00 and under \$52.50.....	3	-	-	3	-	-	3	8	-	-	8	2	2	3
\$52.50 and under \$55.00.....	3	-	-	3	-	2	1	4	1	1	3	1	-	2
\$55.00 and under \$57.50.....	6	-	-	6	1	-	4	8	2	2	6	1	2	3
\$57.50 and under \$60.00.....	16	2	2	14	4	4	5	17	2	2	15	3	4	7
\$60.00 and under \$62.50.....	13	1	1	12	2	4	6	21	7	7	14	2	1	9
\$62.50 and under \$65.00.....	17	8	8	9	2	2	5	20	5	5	15	2	2	11
\$65.00 and under \$67.50.....	22	11	11	11	1	-	6	14	6	6	8	1	-	5
\$67.50 and under \$70.00.....	18	8	7	10	-	-	10	14	8	7	6	-	-	6
\$70.00 and under \$72.50.....	17	8	8	9	1	-	7	20	11	11	9	1	-	7
\$72.50 and under \$75.00.....	12	6	6	6	1	-	4	12	4	4	8	-	-	7
\$75.00 and under \$77.50.....	7	5	5	2	-	-	2	7	2	2	5	-	-	5
\$77.50 and under \$80.00.....	8	3	3	5	-	-	5	5	2	2	3	-	-	3
\$80.00 and under \$82.50.....	6	1	1	5	-	-	5	6	2	2	4	-	1	3
\$82.50 and under \$85.00.....	9	8	8	1	-	-	1	10	8	8	2	-	-	2
\$85.00 and under \$87.50.....	2	2	2	-	-	-	-	2	2	2	-	-	-	-
\$87.50 and under \$90.00.....	3	-	-	3	-	1	2	7	4	4	3	-	-	3
\$90.00 and under \$92.50.....	11	5	5	6	-	-	6	11	1	1	10	2	-	8
\$92.50 and under \$95.00.....	1	-	-	1	-	-	1	3	1	-	2	-	-	2
\$95.00 and under \$97.50.....	6	1	1	5	2	-	3	3	-	-	3	-	-	3
\$97.50 and under \$100.00.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$100.00 and under \$102.50.....	7	2	2	5	-	-	5	3	2	2	1	-	-	1
\$102.50 and under \$105.00.....	2	-	-	2	-	-	2	1	-	-	1	-	-	1
\$105.00 and under \$107.50.....	-	-	-	-	-	-	-	1	-	-	1	-	-	1
\$107.50 and under \$110.00.....	1	-	-	1	-	-	1	2	1	-	1	-	-	1
\$110.00 and under \$112.50.....	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having no specified minimum.....	51	18	xxx	33	xxx	xxx	xxx	51	16	xxx	35	xxx	xxx	xxx
Establishments which did not employ workers in this category.....	104	29	xxx	75	xxx	xxx	xxx	94	32	xxx	62	xxx	xxx	xxx

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

² Excludes workers in subclerical jobs such as messenger or office girl.

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

Table B-2. Shift Differentials .

(Shift differentials of manufacturing plant workers by type and amount of differential,
Los Angeles-Long Beach, Calif., March 1964)

Shift differential	Percent of manufacturing plant workers—			
	In establishments having formal provisions ¹ for—		Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total.....	91.0	80.0	17.1	3.7
With shift pay differential.....	91.0	80.0	17.1	3.7
Uniform cents (per hour).....	67.2	29.0	12.8	2.0
4 cents.....	.9	-	.2	-
5 cents.....	4.7	.1	.6	-
6 cents.....	.6	.6	.1	.1
7½ cents.....	1.8	.6	.4	(²)
8 cents.....	5.5	-	1.0	-
9 cents.....	.7	-	.2	-
10 cents.....	17.6	7.7	2.4	.1
11 cents.....	1.2	-	.4	-
12 cents.....	25.7	4.0	5.8	.7
12½ cents.....	1.2	1.2	.4	.2
13 cents.....	.8	1.1	.1	(²)
14 cents.....	.4	-	.1	-
14½ cents.....	.2	-	.1	-
15 cents.....	5.0	5.8	.7	.2
16 cents.....	-	1.5	-	.2
18 cents.....	.8	1.8	.3	.1
20 cents.....	-	1.0	-	-
22 cents.....	-	1.2	-	.2
22½ cents.....	-	1.2	-	.1
24 cents.....	-	1.0	-	-
29 cents.....	-	.2	-	(²)
Uniform percentage.....	10.3	5.4	1.9	(²)
5 percent.....	5.1	-	1.0	-
6 percent.....	2.7	-	.8	-
10 percent.....	2.5	5.2	.1	(²)
15 percent.....	-	.3	-	(²)
Full day's pay for reduced hours.....	1.4	1.4	.2	.1
Full day's pay for reduced hours, plus uniform cents per hour.....	5.2	35.0	1.1	1.4
Paid lunch period not given first-shift workers, plus uniform cents per hour.....	2.2	2.2	.5	(²)
Other formal pay differential.....	4.8	6.9	.5	.1
With no shift pay differential.....				

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

Table B-3. Scheduled Weekly Hours

(Percent distribution of office and plant workers in all industries and in industry divisions by scheduled weekly hours of first-shift workers, Los Angeles-Long Beach, Calif., March 1964)

Weekly hours	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Finance ³	Services (excluding motion pictures)	Motion pictures ⁴	All industries ⁵	Manufacturing	Public utilities ²	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁴
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours -----	2	(⁶)	4	-	3	6	-	1	2	-	-	-	-
36 hours -----	(⁶)	-	-	1	-	-	-	(⁶)	-	-	1	-	-
36 1/4 hours -----	3	-	-	-	8	7	-	(⁶)	1	-	-	-	-
37 1/2 hours -----	7	(⁶)	1	9	14	20	-	1	-	-	3	4	-
Over 37 1/2 and under 38 3/4 hours -----	3	(⁶)	-	-	7	9	-	-	-	-	-	-	-
38 3/4 hours -----	5	1	(⁶)	3	16	3	-	-	-	-	-	-	-
Over 38 3/4 and under 40 hours -----	-	-	-	-	-	-	-	1	1	-	-	-	-
40 hours -----	80	98	95	87	53	55	100	95	96	100	96	89	100
Over 40 and under 44 hours -----	(⁶)	(⁶)	-	-	-	-	-	(⁶)	-	-	-	-	-
44 hours -----	(⁶)	-	-	-	-	1	-	1	-	-	-	6	-
48 hours -----	-	-	-	-	-	-	-	(⁶)	-	-	-	-	-

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ See footnote 9, table 1.

⁵ Includes data for retail trade (except department stores) and real estate, in addition to those industry divisions shown separately.

⁶ Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of office and plant workers in all industries and in industry divisions by number of paid holidays provided annually, Los Angeles-Long Beach, Calif., March 1964)

Item	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Finance ³	Services (excluding motion pictures) ⁴	Motion pictures ⁴	All industries ⁵	Manufacturing	Public utilities ²	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁴
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100	98	99	98	100	91	100
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	2	1	2	-	9	-
<u>Number of days</u>													
Less than 5 holidays.....	(⁶)	-	-	-	-	1	-	3	-	2	-	14	-
5 holidays.....	(⁶)	(⁶)	-	-	-	(⁶)	-	1	1	-	-	-	-
6 holidays.....	7	3	3	13	4	20	100	13	4	5	8	54	100
6 holidays plus 1 half day.....	1	2	-	1	-	2	-	2	3	-	2	1	-
6 holidays plus 2 half days.....	1	2	-	2	-	(⁶)	-	3	5	-	-	-	-
7 holidays.....	25	34	21	23	14	37	-	30	41	24	24	11	-
7 holidays plus 1 half day.....	4	3	-	7	6	2	-	3	4	-	3	2	-
7 holidays plus 2 half days.....	2	2	-	4	1	-	-	2	2	-	6	-	-
8 holidays.....	44	53	74	45	28	29	-	40	37	64	51	8	-
8 holidays plus 1 half day.....	8	-	-	-	25	10	-	(⁶)	-	-	(⁶)	(⁶)	-
8 holidays plus 2 half days.....	1	-	-	-	2	-	-	(⁶)	1	-	-	-	-
9 holidays.....	2	1	2	5	3	-	-	2	2	2	5	-	-
9 holidays plus 1 half day.....	1	-	-	-	4	-	-	-	-	-	-	-	-
9 holidays plus 2 half days.....	1	-	-	-	3	-	-	-	-	-	-	-	-
10 holidays.....	1	(⁶)	-	-	3	-	-	(⁶)	(⁶)	-	-	-	-
11 holidays.....	2	-	-	-	6	-	-	-	-	-	-	-	-
11 holidays plus 2 half days.....	1	-	-	-	2	-	-	-	-	-	-	-	-
12 holidays.....	(⁶)	-	-	-	(⁶)	-	-	-	-	-	-	-	-
<u>Total holiday time⁷</u>													
12 days.....	1	-	-	-	2	-	-	-	-	-	-	-	-
11 days or more.....	2	-	-	-	8	-	-	-	-	-	-	-	-
10 days or more.....	4	(⁶)	-	-	13	-	-	(⁶)	(⁶)	-	-	-	-
9 1/2 days or more.....	5	(⁶)	-	-	17	-	-	(⁶)	(⁶)	-	-	-	-
9 days or more.....	7	1	2	5	23	-	-	2	3	2	5	-	-
8 1/2 days or more.....	15	1	2	5	47	10	-	2	3	2	5	(⁶)	-
8 days or more.....	61	56	76	53	76	38	-	44	42	66	63	8	-
7 1/2 days or more.....	65	59	76	60	83	40	-	46	45	66	66	10	-
7 days or more.....	92	95	97	86	96	78	-	79	91	91	90	21	-
6 1/2 days or more.....	93	97	97	87	96	79	-	81	94	91	92	23	-
6 days or more.....	100	100	100	100	100	99	100	94	97	96	100	77	100
5 days or more.....	100	100	100	100	100	99	100	95	99	96	100	77	100
2 days or more.....	100	100	100	100	100	100	100	96	99	98	100	77	100
1 day or more.....	100	100	100	100	100	100	100	98	99	98	100	91	100

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ See footnote 9, table 1.

⁵ Includes data for retail trade (except department stores) and real estate, in addition to those industry divisions shown separately.

⁶ Less than 0.5 percent.

⁷ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days includes those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on. Proportions were then cumulated.

Table B-5. Paid Vacations¹

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Los Angeles-Long Beach, Calif., March 1964)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Finance ⁴	Services (excluding motion pictures)	Motion pictures ⁵	All industries ⁶	Manufacturing	Public utilities	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁵
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations-----	100	100	100	100	100	100	100	99	100	100	100	97	100
Length-of-time payment-----	94	87	95	100	100	98	89	85	82	86	100	95	25
Percentage payment-----	6	13	5	-	-	2	11	14	18	14	-	2	75
Flat-sum payment-----	-	-	-	-	-	-	-	-	-	-	-	-	-
Other-----	-	-	-	-	-	-	-	(7)	(7)	-	-	-	-
Workers in establishments providing no paid vacations-----								1	-			3	
<u>Amount of vacation pay⁸</u>													
<u>After 6 months of service</u>													
Under 1 week-----	2	2	1	1	4	-	-	9	12	2	14	7	-
1 week-----	44	37	44	37	59	36	85	17	13	35	18	16	86
Over 1 and under 2 weeks-----	2	(7)	-	-	3	13	-	(7)	-	-	-	3	-
2 weeks-----	1	-	-	-	-	8	9	(7)	-	4	-	1	-
<u>After 1 year of service</u>													
Under 1 week-----	-	-	-	-	-	-	-	(7)	-	-	-	-	-
1 week-----	19	11	85	38	(7)	22	-	64	60	75	68	68	-
Over 1 and under 2 weeks-----	1	2	1	-	-	-	-	4	6	5	-	-	-
2 weeks-----	78	85	13	62	100	67	100	30	33	15	32	26	100
Over 2 and under 3 weeks-----	1	2	-	-	-	2	-	1	1	-	-	1	-
3 weeks-----	(7)	1	-	-	-	2	-	1	(7)	4	-	2	-
4 weeks-----	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 2 years of service</u>													
1 week-----	3	3	5	2	-	13	-	22	27	20	8	43	-
Over 1 and under 2 weeks-----	1	(7)	14	-	-	-	-	4	4	11	1	-	-
2 weeks-----	93	93	81	98	100	76	100	70	64	64	91	51	100
Over 2 and under 3 weeks-----	1	2	-	-	-	2	-	3	5	1	-	1	-
3 weeks-----	1	1	-	-	-	2	-	1	1	4	-	2	-
4 weeks-----	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 3 years of service</u>													
1 week-----	1	1	-	-	-	7	-	5	7	-	-	9	-
Over 1 and under 2 weeks-----	(7)	-	1	-	-	-	-	4	7	2	1	-	-
2 weeks-----	94	92	99	100	100	68	100	85	79	93	99	85	100
Over 2 and under 3 weeks-----	2	2	-	-	-	15	-	3	5	1	-	1	-
3 weeks-----	2	4	-	-	-	2	-	2	2	4	-	2	-
4 weeks-----	1	-	-	-	-	8	-	(7)	-	-	-	1	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Los Angeles—Long Beach, Calif., March 1964)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Finance ⁴	Services (excluding motion pictures)	Motion pictures ⁵	All industries ⁶	Manufacturing	Public utilities ³	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁵
<u>Amount of vacation pay⁸—Continued</u>													
<u>After 4 years of service</u>													
1 week.....	1	1	-	-	-	7	-	5	6	-	-	9	-
Over 1 and under 2 weeks.....	(7)	-	1	-	-	-	-	4	6	-	1	-	-
2 weeks.....	94	92	99	100	99	68	100	86	81	93	99	85	100
Over 2 and under 3 weeks.....	2	2	-	-	1	15	-	3	5	3	-	1	-
3 weeks.....	2	4	-	-	-	2	-	2	2	4	-	2	-
4 weeks.....	1	-	-	-	-	8	-	(7)	-	-	-	1	-
<u>After 5 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	85	86	93	81	87	68	95	75	81	89	76	79	96
Over 2 and under 3 weeks.....	4	2	3	2	7	15	-	4	6	4	1	5	-
3 weeks.....	10	11	3	16	6	8	5	18	10	2	23	4	4
4 weeks.....	1	(7)	-	-	-	8	-	(7)	-	4	-	1	-
<u>After 10 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	44	48	33	23	49	47	25	36	41	40	30	45	23
Over 2 and under 3 weeks.....	3	3	3	2	3	7	-	5	8	4	1	-	-
3 weeks.....	51	47	64	74	47	36	75	54	46	52	69	42	77
Over 3 and under 4 weeks.....	(7)	1	-	-	-	2	-	1	2	-	-	1	-
4 weeks.....	1	1	-	-	-	8	-	1	1	4	-	1	-
<u>After 12 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	27	9	28	19	49	44	17	19	16	25	27	42	5
Over 2 and under 3 weeks.....	4	6	1	2	3	7	-	7	11	3	1	2	-
3 weeks.....	67	83	71	79	47	39	83	69	68	68	72	42	95
Over 3 and under 4 weeks.....	1	1	-	-	-	2	-	1	2	-	-	1	-
4 weeks.....	1	(7)	-	-	-	8	-	1	1	4	-	1	-
Over 4 weeks.....	(7)	(7)	-	-	-	-	-	-	-	-	-	-	-
<u>After 15 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	7	4	1	12	5	24	17	7	5	-	7	32	5
Over 2 and under 3 weeks.....	(7)	-	1	-	-	-	-	1	1	2	-	-	-
3 weeks.....	87	90	98	82	90	59	83	84	84	90	91	54	95
Over 3 and under 4 weeks.....	2	2	-	-	3	2	-	2	3	1	-	1	-
4 weeks.....	4	4	1	6	2	14	-	3	4	4	2	1	-
Over 4 weeks.....	(7)	(7)	-	-	-	-	-	(7)	-	2	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Los Angeles—Long Beach, Calif., March 1964)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Finance ⁴	Services (excluding motion pictures) ⁵	Motion pictures ⁵	All industries ⁶	Manufacturing	Public utilities ³	Wholesale trade	Services (excluding motion pictures) ⁵	Motion pictures ⁵
<u>Amount of vacation pay⁸—Continued</u>													
<u>After 20 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	7	4	1	11	5	24	17	7	5	-	6	32	5
Over 2 and under 3 weeks.....	(7)	-	1	-	-	-	-	1	1	2	-	-	-
3 weeks.....	72	76	77	56	72	58	83	72	75	62	72	49	95
Over 3 and under 4 weeks.....	1	2	-	-	-	-	-	2	3	1	-	-	-
4 weeks.....	20	17	21	34	23	15	-	15	13	32	22	6	-
Over 4 weeks.....	(7)	1	-	-	-	2	-	1	(7)	2	-	1	-
<u>After 25 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	7	4	1	11	5	24	17	7	5	-	6	32	5
Over 2 and under 3 weeks.....	(7)	-	1	-	-	-	-	1	1	2	-	-	-
3 weeks.....	53	64	18	41	59	25	83	59	64	18	57	49	95
Over 3 and under 4 weeks.....	1	2	-	1	-	7	-	2	3	1	1	-	-
4 weeks.....	37	29	80	45	33	42	-	27	24	77	35	6	-
Over 4 weeks.....	1	1	-	2	3	2	-	1	(7)	2	(7)	1	-
<u>After 30 years of service</u>													
1 week.....	(7)	(7)	-	-	-	1	-	1	1	-	-	9	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
2 weeks.....	7	4	1	11	5	24	17	7	5	-	6	32	5
Over 2 and under 3 weeks.....	(7)	-	1	-	-	-	-	1	1	2	-	-	-
3 weeks.....	44	64	18	41	29	25	83	59	64	18	57	49	95
Over 3 and under 4 weeks.....	1	2	-	1	-	7	-	2	3	1	1	-	-
4 weeks.....	45	29	71	44	63	42	-	27	24	72	34	6	-
Over 4 weeks.....	2	1	9	4	3	2	-	1	(7)	7	2	1	-

¹ 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.

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ See footnote 9, table 1.

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

⁷ Less than 0.5 percent.

⁸ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.

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

(Percent of office and plant workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits,¹ Los Angeles-Long Beach, Calif., March 1964)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Finance ⁴	Services (excluding motion pictures)	Motion pictures ⁵	All industries ⁶	Manufacturing	Public utilities ³	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁵
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance.....	98	99	99	98	99	97	98	92	94	98	99	76	100
Accidental death and dismemberment insurance.....	78	93	62	85	62	78	81	77	84	66	84	62	87
Sickness and accident insurance or sick leave or both ⁷	79	85	81	82	76	49	71	64	66	72	85	23	16
Sickness and accident insurance.....	24	26	11	23	27	21	33	24	29	15	27	10	16
Sick leave (full pay and no waiting period).....	71	79	77	67	71	37	71	39	44	64	42	14	-
Sick leave (partial pay or waiting period).....	2	1	1	12	-	-	-	15	8	4	41	-	-
Hospitalization insurance.....	97	99	88	99	99	96	91	97	100	90	99	89	100
Surgical insurance.....	97	99	88	96	99	97	91	97	100	90	95	89	100
Medical insurance.....	90	91	88	89	94	89	76	92	94	88	94	87	100
Catastrophe insurance.....	83	82	93	67	89	78	68	55	60	78	48	32	40
Retirement pension.....	80	81	85	68	84	72	99	72	69	82	83	35	100
No health, insurance, or pension plan.....	(⁸)	-	-	-	-	2	-	1	-	-	-	9	-

¹ Includes those plans for which at least a part of the cost is borne by the employer, except those legally required, such as workmen's compensation, social security, and railroad retirement.

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ See footnote 9, table 1.

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

⁷ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

⁸ Less than 0.5 percent.

Table B-7. Paid Sick Leave

(Percent distribution of office and plant workers in all industries and industry divisions by formal sick leave provisions, Los Angeles—Long Beach, Calif., March 1964)

Sick leave provision	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Finance ³	Services (excluding motion pictures)	Motion pictures ⁴	All industries ⁵	Manufacturing	Public utilities	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁴
All workers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing formal paid sick leave	⁶ 73.1	79.9	⁶ 78.1	⁶ 78.5	71.0	36.6	71.3	⁶ 54.3	52.0	⁶ 68.1	⁶ 82.6	13.8	-
Workers in establishments providing no formal paid sick leave	26.9	20.1	21.9	21.5	29.0	63.4	28.7	45.7	48.0	31.9	17.4	86.2	100.0
<u>Type and amount of paid sick leave provided annually</u>													
Uniform plan: ⁷													
No waiting period	53.2	67.4	31.6	55.2	45.8	28.7	68.9	33.7	39.9	29.1	40.1	13.7	-
Full pay ⁸	52.6	67.3	31.6	54.3	44.9	26.4	68.9	32.9	39.8	29.1	35.9	13.7	-
5 days	23.9	48.2	-	27.8	1.5	10.2	12.8	18.2	27.7	-	16.6	3.0	-
6 days	6.1	10.2	1.1	2.7	2.3	3.9	-	8.1	8.2	2.9	6.0	8.8	-
7 days	1.3	.6	-	-	3.8	-	-	.3	.5	-	-	-	-
9 days	.7	-	-	2.1	1.8	-	-	.2	-	-	2.4	-	-
10 days	5.9	2.3	4.9	11.2	7.8	3.3	56.2	1.3	-	4.3	5.6	1.8	-
12 days	3.6	.2	4.3	1.2	8.1	9.0	-	.8	-	7.5	-	-	-
13 days	2.1	4.9	-	-	-	-	-	1.3	2.1	-	-	-	-
15 days	2.3	.1	21.3	1.6	-	-	-	1.6	-	14.4	1.4	-	-
20 days	.7	-	-	-	2.5	-	-	-	-	-	-	-	-
22 days	4.2	-	-	-	14.6	-	-	-	-	-	-	-	-
28 days	.3	-	-	4.3	-	-	-	(⁹)	-	-	.1	-	-
130 days	.3	-	-	3.3	-	-	-	.3	-	-	3.8	-	-
Full pay plus partial pay ⁸	.5	.1	-	-	.9	2.3	-	.2	.1	-	1.6	-	-
21 days	.2	.1	-	-	-	2.3	-	-	-	-	-	-	-
Partial pay only	.2	-	-	.9	-	-	-	.6	-	-	2.6	-	-
Waiting period	1.4	.6	.8	7.7	-	-	-	13.3	8.3	2.2	24.8	-	-
Full pay	1.4	.6	.8	7.7	-	-	-	11.0	4.4	2.2	24.8	-	-
Full pay plus partial pay	-	-	-	-	-	-	-	1.8	3.1	-	-	-	-
Partial pay only	-	-	-	-	-	-	-	.4	.8	-	-	-	-
Graduated plan ⁷ —After 1 year of service:													
No waiting period	17.2	11.9	44.8	8.3	22.8	7.9	2.3	5.6	3.4	32.5	3.7	.1	-
Full pay ⁸	8.7	9.4	9.3	3.9	10.2	7.9	2.3	1.9	2.3	5.5	-	.1	-
5 days	1.7	2.6	.3	-	-	7.9	2.3	.4	.6	-	-	.1	-
6 days	1.3	1.0	-	-	3.1	-	-	.3	.5	-	-	-	-
8 days	.8	-	8.3	-	-	-	-	.5	-	4.5	-	-	-
10 days	2.4	3.2	.7	3.9	2.4	-	-	.1	-	1.0	-	-	-
15 days	.8	-	-	-	2.6	-	-	-	-	-	-	-	-
Full pay plus partial pay ⁸	4.2	2.5	-	4.4	9.8	-	-	.9	1.1	-	3.7	-	-
5 days	1.5	2.1	-	-	2.3	-	-	.3	.4	-	-	-	-
10 days	2.3	.4	-	3.0	6.8	-	-	.4	.7	-	.7	-	-
20 days	.1	-	-	1.4	-	-	-	.2	-	-	3.0	-	-
Partial pay only	4.4	-	35.5	-	2.9	-	-	2.8	-	27.0	-	-	-
Waiting period	1.1	-	.3	5.0	2.3	-	-	1.1	.4	-	11.6	-	-
Full pay	.9	-	.3	2.2	2.3	-	-	.1	-	-	1.3	-	-
Full pay plus partial pay	-	-	-	-	-	-	-	.2	.4	-	-	-	-
Partial pay only	.2	-	-	2.8	-	-	-	.7	-	-	10.3	-	-

See footnotes at end of table.

Table B-7. Paid Sick Leave—Continued

(Percent distribution of office and plant workers in all industries and industry divisions by formal sick leave provisions, Los Angeles—Long Beach, Calif., March 1964)

Sick leave provision	OFFICE WORKERS							PLANT WORKERS					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Finance ³	Services (excluding motion pictures)	Motion pictures ⁴	All industries ⁵	Manufacturing	Public utilities	Wholesale trade	Services (excluding motion pictures)	Motion pictures ⁴
<u>Type and amount of paid sick leave provided annually—Continued</u>													
Graduated plan ⁷ —After 10 years of service:													
No waiting period	17.9	11.9	44.8	8.3	25.2	7.9	2.3	5.7	3.4	32.5	4.7	0.1	-
Full pay ⁸	8.3	8.8	9.3	3.9	9.9	7.9	2.3	1.7	1.8	5.5	1.0	.1	-
10 days .....	.9	2.0	.3	-	-	-	2.3	-	-	-	-	-	-
12 days .....	.9	-	-	-	3.1	-	-	-	-	-	-	-	-
15 days	1.5	2.7	-	-	1.1	-	-	-	-	-	-	-	-
20 days .....	.3	-	-	3.9	-	-	-	-	-	-	-	-	-
28 days .....	.6	-	-	-	-	7.9	-	(⁹)	-	-	-	.1	-
44 days .....	.5	.3	3.2	-	-	-	-	.1	-	1.2	-	-	-
60 days .....	.6	-	5.8	-	-	-	-	.4	-	4.3	-	-	-
140 days .....	.7	-	-	-	2.3	-	-	-	-	-	-	-	-
Full pay plus partial pay ⁸	9.6	3.1	35.5	4.4	15.3	-	-	4.0	1.6	27.0	3.7	-	-
5 days	1.5	-	-	-	5.2	-	-	-	-	-	-	-	-
10 days	1.2	-	-	-	4.0	-	-	-	-	-	-	-	-
20 days .....	.8	-	-	-	2.7	-	-	-	-	-	-	-	-
50 days	1.4	2.7	-	-	1.0	-	-	.5	.9	-	-	-	-
60 days .....	.6	-	-	1.4	1.7	-	-	.2	-	-	3.0	-	-
65 days	3.7	-	35.5	-	.7	-	-	2.8	-	27.0	-	-	-
130 days .....	.3	.2	-	3.0	-	-	-	.4	.7	-	.7	-	-
Waiting period .....	.4	-	.5	5.0	-	-	-	1.2	.4	1.8	11.6	-	-
Full pay .....	.2	-	.3	2.2	-	-	-	.1	-	-	1.3	-	-
Full pay plus partial pay .....	.2	-	.1	2.8	-	-	-	1.2	.4	1.8	10.3	-	-
<u>Provisions for accumulation</u>													
Workers in establishments having provisions for accumulation of unused sick leave	24.0	13.2	19.5	23.4	42.3	15.7	63.7	15.7	12.5	19.1	42.8	3.8	-

¹ Includes data for retail trade (except department stores) in addition to those industry divisions shown separately.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ See footnote 9, table 1.⁵ Includes data for retail trade (except department stores) and real estate, in addition to those industry divisions shown separately.⁶ Includes less than 3 percent of workers employed in establishments with formal sick leave plans for which details are not available.⁷ "Uniform plans" are defined as those formal plans under which an employee, after 1 year of service, is entitled to the same number of days' paid sick leave each year. "Graduated plans" are defined as those formal plans under which an employee's leave varies according to length of service. Periods of service were arbitrarily chosen. Estimates reflect provisions applicable at the stated length of service but do not reflect provisions for progression. Thus, the proportion receiving 15 days' sick leave after 10 years of service may also receive this amount after greater or lesser lengths of service.⁸ May include provisions other than those presented separately. Number of days shown under "Full pay plus partial pay" are days for which workers receive sick leave at full pay; workers are entitled to additional days of sick leave at partial pay.⁹ Less than 0.05 percent.

Appendix: Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This 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; heattreating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

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

CUSTODIAL AND MATERIAL MOVEMENT

ELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwomen; janitress)

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

LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

For wage study purposes, workers are classified as follows:

Receiving clerk

Shipping clerk

Shipping and receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

WATCHMAN

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

Available On Request—

The fourth annual report on salaries for accountants, auditors, attorneys, chemists, engineers, engineering technicians, draftsmen, tracers, job analysts, directors of personnel, managers of office services, and clerical employees.

Order as BLS Bulletin 1387, National Survey of Professional, Administrative, Technical, and Clerical Pay, February–March 1963. 40 cents a copy.

Occupational Wage Surveys

A list of the latest available bulletins is presented below. A directory indicating dates of earlier studies, and the prices of the bulletins is available on request. Bulletins may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C., 20402, or from any of the BLS regional sales offices shown on the inside front cover.

<u>Area</u>	<u>Bulletin number</u>	<u>Price</u>	<u>Area</u>	<u>Bulletin number</u>	<u>Price</u>
Akron, Ohio	1345-81	20 cents	Miami, Fla. ¹	1385-29	25 cents
Albany-Schenectady-Troy, N. Y. ¹	1385-52	25 cents	Milwaukee, Wis.	1385-56	25 cents
Albuquerque, N. Mex.	1345-63	20 cents	Minneapolis-St. Paul, Minn.	1385-39	25 cents
Allentown-Bethlehem-Easton, Pa.-N. J. ¹	1385-53	25 cents	Muskegon-Muskegon Heights, Mich.	1345-69	20 cents
Atlanta, Ga.	1345-71	25 cents	Newark and Jersey City, N. J. ¹	1385-49	30 cents
Baltimore, Md.	1385-24	25 cents	New Haven, Conn. ¹	1385-37	25 cents
Beaumont-Port Arthur, Tex.	1345-67	20 cents	New Orleans, La.	1385-42	25 cents
Birmingham, Ala.	1345-56	20 cents	New York, N. Y. ¹	1345-79	40 cents
Boise, Idaho	1345-74	20 cents	Norfolk-Portsmouth and Newport News- Hampton, Va. ¹	1345-75	25 cents
Boston, Mass. ¹	1385-16	25 cents	Oklahoma City, Okla.	1385-2	20 cents
Buffalo, N. Y.	1385-33	25 cents	Omaha, Nebr.-Iowa. ¹	1385-14	25 cents
Burlington, Vt.	1385-47	20 cents	Paterson-Clifton-Passaic, N. J.	1345-76	20 cents
Canton, Ohio	1345-64	20 cents	Philadelphia, Pa.-N. J. ¹	1385-31	30 cents
Charleston, W. Va. ¹	1385-57	25 cents	Phoenix, Ariz. ¹	1385-54	25 cents
Charlotte, N. C. ¹	1385-55	25 cents	Pittsburgh, Pa.	1385-38	25 cents
Chattanooga, Tenn.-Ga.	1385-5	20 cents	Portland, Maine. ¹	1385-22	25 cents
Chicago, Ill. ¹	1345-65	30 cents	Portland, Oreg.-Wash.	1345-73	25 cents
Cincinnati, Ohio-Ky. ¹	1385-58	25 cents	Providence-Pawtucket, R. I.-Mass. ¹	1345-70	25 cents
Cleveland, Ohio	1385-11	25 cents	Raleigh, N. C. ¹	1385-7	25 cents
Columbus, Ohio	1385-25	20 cents	Richmond, Va. ¹	1385-23	25 cents
Dallas, Tex.	1385-15	25 cents	Rockford, Ill.	1345-55	20 cents
Davenport-Rock Island-Moline, Iowa-Ill.	1385-12	20 cents	St. Louis, Mo.-Ill.	1385-21	25 cents
Dayton, Ohio. ¹	1385-40	25 cents	Salt Lake City, Utah	1385-28	20 cents
Denver, Colo. ¹	1385-34	25 cents	San Antonio, Tex. ¹	1345-78	25 cents
Des Moines, Iowa. ¹	1385-44	25 cents	San Bernardino-Riverside-Ontario, Calif. ¹	1385-9	25 cents
Detroit, Mich.	1385-43	25 cents	San Diego, Calif.	1385-13	20 cents
Fort Worth, Tex.	1385-19	20 cents	San Francisco-Oakland, Calif. ¹	1385-36	25 cents
Green Bay, Wis.	1385-4	20 cents	Savannah, Ga.	1345-60	20 cents
Greenville, S. C.	1345-68	20 cents	Scranton, Pa. ¹	1385-8	25 cents
Houston, Tex.	1345-82	25 cents	Seattle, Wash. ¹	1385-10	25 cents
Indianapolis, Ind. ¹	1385-30	25 cents	Sioux Falls, S. Dak. ¹	1385-20	25 cents
Jackson, Miss. ¹	1385-41	25 cents	South Bend, Ind. ¹	1385-51	25 cents
Jacksonville, Fla.	1385-32	20 cents	Spokane, Wash. ¹	1345-66	25 cents
Kansas City, Mo.-Kans. ¹	1385-26	25 cents	Toledo, Ohio.	1385-46	20 cents
Lawrence-Haverhill, Mass.-N. H.	1345-77	20 cents	Trenton, N. J.	1385-27	20 cents
Little Rock-North Little Rock, Ark.	1385-3	20 cents	Washington, D. C.-Md.-Va.	1385-17	25 cents
Los Angeles-Long Beach, Calif. ¹	1385-59	30 cents	Waterbury, Conn. ¹	1385-48	25 cents
Louisville, Ky.-Ind.	1385-50	20 cents	Waterloo, Iowa	1385-18	20 cents
Lubbock, Tex.	1345-72	20 cents	Wichita, Kans.	1385-6	20 cents
Manchester, N. H.	1385-1	20 cents	Worcester, Mass.	1345-80	20 cents
Memphis, Tenn. ¹	1385-35	25 cents	York, Pa. ¹	1385-45	25 cents

¹ Data on establishment practices and supplementary wage provisions are also presented.