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Occupational Wage Survey

CHICAGO, ILLINOIS

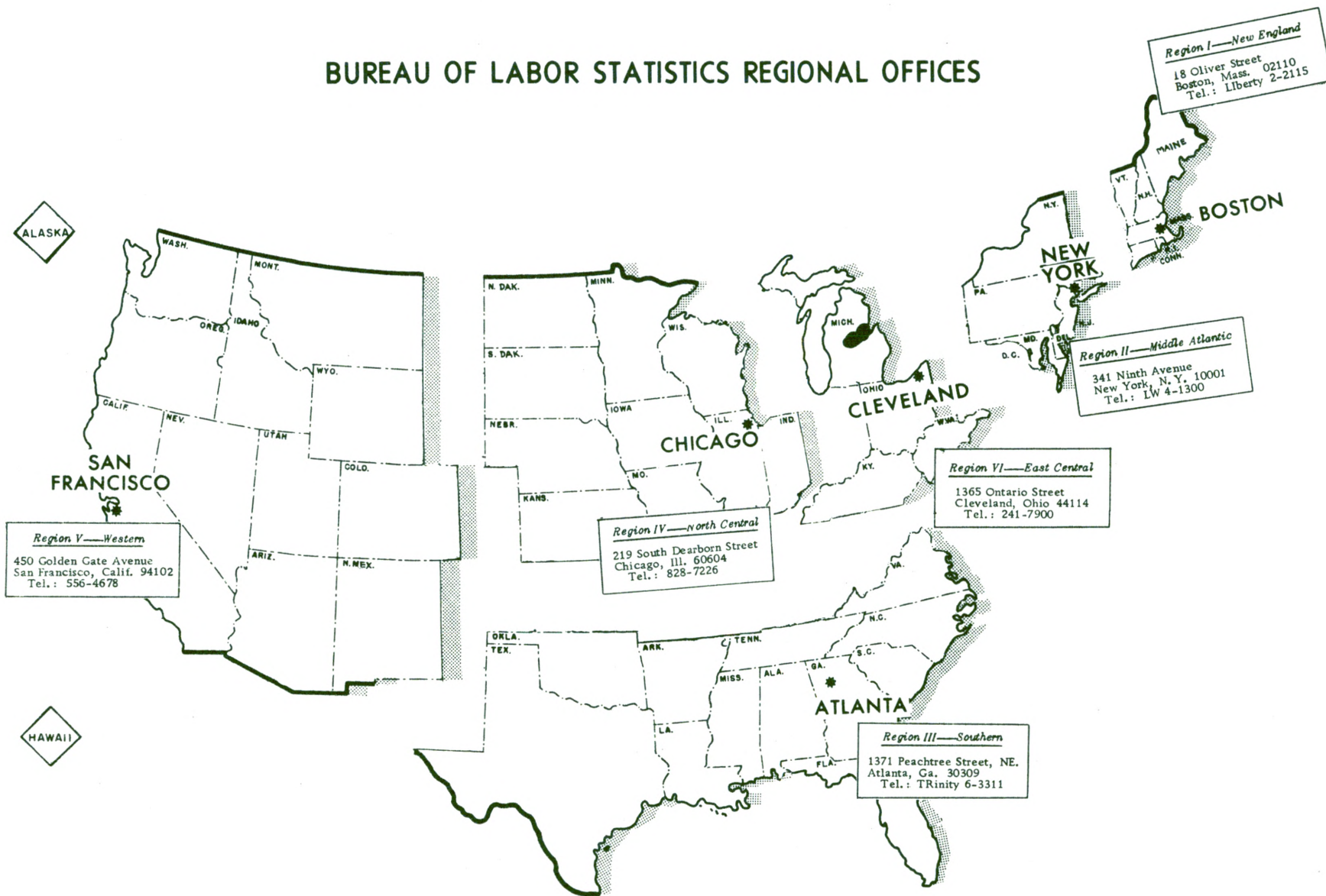
APRIL 1964

Bulletin No. 1385-66

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



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Preface

The 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 Chicago, Ill., in April 1964. It was prepared in the Bureau's regional office in Chicago, Ill., by Mary E. Stokes, under the direction of Kenneth Thorsten. The study was under the general direction of Woodrow C. Linn, Assistant Regional Director for Wages and Industrial Relations.

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

Current reports on occupational earnings and supplementary wage provisions in the Chicago area, are also available for motor vehicle parts (April 1963), machinery industries (May 1963), and women's and misses' dresses (March 1963). Union scales, indicative of prevailing pay levels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers and helpers.

Occupational Wage Survey—Chicago, Ill.

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 Chicago, Ill.,¹ by major industry division,² April 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	Total ⁴
All divisions.....	-	3,570	527	1,255,500	270,600	755,700	617,210
Manufacturing.....	100	1,569	218	663,100	104,500	452,900	275,970
Nonmanufacturing.....	-	2,001	309	592,400	166,100	302,800	341,240
Transportation, communication, and other public utilities ⁵	100	193	51	147,200	31,100	76,500	112,560
Wholesale trade.....	50	624	67	92,500	27,600	49,000	21,890
Retail trade.....	100	206	52	170,200	30,900	122,000	127,760
Finance, insurance, and real estate.....	50	409	57	86,400	55,700	6,900	43,580
Services.....	50	569	82	96,100	20,800	48,400	35,450

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will 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. Chicago's transit system is municipally operated and is excluded by definition from the scope of the study.

⁶ 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.

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

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups, and percents of increase for selected periods, Chicago, Ill.

Industry and occupational group	Index (April 1961=100)	Percents of increase			
	April 1964	April 1963 to April 1964	April 1962 to April 1963	April 1961 to April 1962	April 1960 to April 1961
All industries:					
Office clerical (men and women).....	108.2	2.5	2.3	3.2	2.3
Industrial nurses (men and women).....	110.2	4.3	2.5	3.0	3.1
Skilled maintenance (men).....	109.3	3.4	2.1	3.5	3.6
Unskilled plant (men).....	109.2	2.7	3.8	2.5	3.7
Manufacturing:					
Office clerical (men and women).....	109.3	3.5	2.5	3.0	3.1
Industrial nurses (men and women).....	109.6	3.8	2.0	3.6	3.1
Skilled maintenance (men).....	108.7	3.1	1.9	3.4	3.3
Unskilled plant (men).....	107.5	1.6	2.5	3.2	3.3

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.

A: Occupational Earnings

5

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, Chicago, Ill., April 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)	\$ 40	\$ 45	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	and over																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 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 ² (standard)	\$ 40	\$ 45	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160			
				and under 45	50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	over			
MEN - CONTINUED																															
TABULATING-MACHINE OPERATORS, CLASS C -----	425	39.5	\$ 85.50	-	-	-	4	3	13	57	67	57	48	78	49	35	8	5	-	-	1	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	153	39.5	88.00	-	-	-	-	-	-	13	11	28	9	66	20	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	272	39.5	84.00	-	-	-	4	3	13	44	56	29	39	12	25	30	8	4	-	-	1	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	103	39.0	80.00	-	-	-	2	2	10	31	18	11	7	8	2	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	123	40.0	75.00	-	-	-	7	1	29	29	24	-	-	25	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN																															
BILLERS, MACHINE (BILLING MACHINE) -----	1,230	39.5	83.50	-	6	3	3	25	72	138	283	169	206	74	40	67	139	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	569	39.0	81.50	-	-	-	-	7	51	54	146	115	67	40	38	39	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	661	39.5	85.00	-	6	3	3	18	21	84	142	54	139	34	2	28	127	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	248	40.0	91.50	-	-	-	-	-	-	60	48	-	-	25	-	8	107	-	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	323	39.5	84.00	-	-	-	-	2	12	13	76	45	131	3	2	19	20	-	-	-	-	-	-	-	-	-	-	-	-	-	
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	455	38.5	72.50	-	-	16	56	74	55	81	48	17	25	34	45	1	-	-	2	1	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	449	38.5	72.50	-	-	16	56	74	54	80	48	16	25	34	45	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	236	40.0	67.00	-	-	7	24	71	31	60	29	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	869	39.5	95.00	-	-	-	-	1	2	6	52	95	114	216	130	49	102	39	22	37	2	2	-	-	-	-	-	-	-	-	
MANUFACTURING -----	444	39.5	97.00	-	-	-	-	-	-	2	7	38	75	94	77	29	64	29	2	25	-	2	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	425	39.0	92.50	-	-	-	-	1	2	4	45	57	39	122	53	20	38	10	20	12	2	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	208	39.0	91.00	-	-	-	-	-	-	-	26	36	6	84	14	10	11	2	19	-	-	-	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	2,550	38.5	77.00	-	10	71	147	217	249	429	343	402	226	291	96	88	46	24	1	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	631	39.0	88.00	-	-	-	1	10	8	44	48	159	95	34	47	73	43	18	1	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,919	38.5	73.50	-	10	71	146	207	241	385	295	243	131	117	49	15	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	448	39.5	79.50	-	-	2	14	51	81	85	85	36	68	6	11	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	272	39.5	76.00	-	10	4	6	26	41	23	43	41	39	27	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ³ -----	1,067	37.5	69.00	-	-	66	136	166	140	270	142	99	18	8	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	103	38.0	79.00	-	-	1	2	1	9	11	25	18	23	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	2,930	39.0	100.00	-	-	-	1	26	62	142	195	189	359	408	409	416	233	160	200	42	47	23	9	2	2	2	3	1	-	-	
MANUFACTURING -----	1,330	39.0	101.00	-	-	-	-	-	18	31	60	61	88	120	181	243	194	113	83	90	15	13	8	6	1	2	3	-	-	-	
NONMANUFACTURING -----	1,600	38.5	100.00	-	-	-	1	1	8	31	82	134	101	239	227	166	222	120	77	110	27	34	15	3	1	-	-	-	-	-	
PUBLIC UTILITIES ² -----	260	39.5	109.50	-	-	-	-	-	-	-	-	-	-	4	30	34	90	55	15	3	3	22	2	-	1	-	-	-	-	-	
WHOLESALE TRADE -----	298	39.5	99.00	-	-	-	-	1	20	10	9	13	32	92	35	13	23	13	29	5	1	-	2	-	-	-	-	-	-	-	
RETAIL TRADE -----	265	39.5	90.50	-	-	-	-	-	5	2	37	38	16	81	39	24	10	6	3	1	1	1	-	1	-	-	-	-	-	-	
FINANCE ³ -----	129	37.5	96.00	-	-	-	1	1	2	6	22	81	66	107	50	44	81	17	23	14	6	4	4	-	-	-	-	-	-	-	
SERVICES -----	248	38.0	109.00	-	-	-	-	-	-	3	13	6	6	15	16	29	28	19	23	14	63	12	6	9	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	5,643	38.5	81.00	-	20	36	173	397	532	602	835	967	587	551	423	212	189	66	70	6	4	1	2	-	-	-	-	-	-	-	
MANUFACTURING -----	1,897	39.0	84.00	-	-	-	22	86	151	248	253	314	163	244	185	42	105	18	56	4	4	-	2	-	-	-	-	-	-	-	
NONMANUFACTURING -----	3,746	38.5	83.00	-	20	36	151	311	351	354	582	653	424	337	238	170	84	48	14	2	-	1	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	425	40.0	96.50	-	-	-	7	4	8	10	10	20	28	30	132	70	64	39	3	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	879	39.5	81.50	-	-	-	-	38	132	74	127	191	117	94	56	65	9	3	1	2	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	928	39.5	74.50	-	20	36	65	92	85	101	169	173	102	53	16	15	-	-	-	-	-	1	-	-	-	-	-	-	-	-	
FINANCE ³ -----	1,064	37.5	76.50	-	-	-	42	112	135	139	209	190	118	96	16	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	450	38.0	79.50	-	-	-	37	65	21	30	67	79	59	34	18	17	7	6	10	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 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, Chicago, Ill., April 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 ² (standard)	\$ 40 and under	\$ 45	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160 and over
				45	50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	over
WOMEN - CONTINUED																												
KEYPUNCH OPERATORS, CLASS B -----	3,993	39.0	79.00	-	30	8	75	254	403	637	808	690	380	274	278	83	47	10	16	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	1,404	39.5	80.50	-	-	-	-	47	81	322	343	183	134	124	98	38	15	4	15	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	2,589	39.0	78.00	-	30	8	75	207	322	315	465	507	246	150	180	45	32	6	1	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ² -----	382	40.0	89.50	-	-	-	-	1	16	13	5	48	67	19	27	119	34	30	2	1	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	578	39.5	79.00	-	-	-	22	12	26	89	110	196	73	31	11	8	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	359	39.5	76.00	-	-	1	7	20	60	73	100	42	21	22	12	1	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ³ -----	989	37.5	74.00	-	30	-	36	135	184	130	161	147	106	28	32	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	281	39.0	78.00	-	-	7	9	24	39	18	46	55	27	42	6	2	2	4	-	-	-	-	-	-	-	-	-	-
OFFICE GIRLS -----	1,257	39.5	65.00	-	-	158	228	272	221	199	82	14	60	10	4	9	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	322	39.0	68.50	-	-	7	35	75	52	88	33	5	12	6	1	8	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	935	39.5	64.00	-	-	151	193	197	169	111	49	9	48	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	193	40.0	62.50	-	-	59	-	23	59	35	13	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	144	39.5	62.00	-	-	11	36	48	27	19	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ³ -----	447	39.0	62.00	-	-	72	152	90	58	41	31	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES -----	16,092	38.5	104.00	-	-	-	-	52	74	147	492	1113	1361	1928	1861	1778	1664	1529	1121	1035	590	542	260	214	118	114	50	49
MANUFACTURING -----	6,425	39.0	106.50	-	-	-	-	17	11	24	158																	

See footnotes at end of table.

[illegible]

² Transportation, communication, and other public utilities.

3 Finance, insurance, and real estate.

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, Chicago, Ill., April 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)	\$ 60 and under	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210 and over			
				65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	160	170	180	190	200	210	over			
MEN																															
DRAFTSMEN, LEADER -----	613	39.5	\$ 149.50	-	-	-	-	-	-	-	2	2	8	3	15	22	35	88	21	38	45	191	59	42	21	5	13	3			
MANUFACTURING -----	466	40.0	148.50	-	-	-	-	-	-	-	2	2	8	3	13	22	27	84	21	23	43	117	40	23	21	1	13	3			
NONMANUFACTURING -----	147	38.5	154.50	-	-	-	-	-	-	-	-	-	-	-	2	-	8	4	-	15	2	74	19	19	-	4	-	-			
DRAFTSMEN, SENIOR -----	3,226	39.5	135.00	-	-	-	-	2	6	22	75	48	109	193	279	408	248	333	239	258	249	361	199	100	54	24	19	-			
MANUFACTURING -----	2,128	39.5	132.50	-	-	-	-	2	4	20	69	45	97	177	221	250	164	222	134	138	193	145	105	65	34	24	19	-			
NONMANUFACTURING -----	1,098	39.5	140.00	-	-	-	-	-	2	2	6	3	12	16	58	158	84	111	105	120	56	216	94	35	20	-	-	-			
PUBLIC UTILITIES ² -----	195	39.5	137.00	-	-	-	-	-	-	1	-	-	6	6	14	22	22	33	20	23	8	22	7	3	8	-	-	-			
SERVICES -----	816	39.5	141.00	-	-	-	-	-	2	1	6	3	5	1	38	128	51	67	76	95	43	179	83	29	9	-	-	-			
DRAFTSMEN, JUNIOR -----	2,140	39.5	103.00	2	23	23	120	256	102	223	158	316	160	176	147	97	181	77	17	38	4	18	2	-	-	-	-	-			
MANUFACTURING -----	1,476	40.0	98.50	2	21	18	106	232	83	174	126	260	114	112	88	26	73	8	7	12	4	8	2	-	-	-	-	-			
NONMANUFACTURING -----	664	39.5	113.50	-	2	5	14	24	19	49	32	56	46	64	59	71	108	69	10	26	-	10	-	-	-	-	-	-			
PUBLIC UTILITIES ² -----	226	40.0	116.50	-	2	2	13	-	7	16	13	2	6	9	11	16	87	40	2	-	-	-	-	-	-	-	-	-			
SERVICES -----	391	39.0	113.50	-	-	3	1	16	8	25	11	47	39	55	43	55	21	23	8	26	-	10	-	-	-	-	-	-			
TRACERS -----	108	39.5	87.00	-	5	-	6	46	16	13	8	3	8	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
WOMEN																															
DRAFTSMEN, JUNIOR -----	59	39.0	111.50	1	2	-	-	1	-	2	4	1	12	5	14	8	7	1	-	1	-	-	-	-	-	-	-	-			
NURSES, INDUSTRIAL (REGISTERED) -----	659	39.5	107.50	-	1	1	2	8	40	63	48	130	88	60	85	53	37	36	1	2	3	1	-	-	-	-	-	-			
MANUFACTURING -----	541	39.5	108.00	-	-	-	-	6	37	46	39	111	76	45	76	37	32	33	1	2	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	118	39.5	107.50	-	1	1	2	2	3	17	9	19	12	15	9	16	5	3	-	-	3	1	-	-	-	-	-	-			

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.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, Chicago, Ill., April 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)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS—CONTINUED				OFFICE OCCUPATIONS—CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	1,353	39.5	\$ 83.50	CLERKS, FILE, CLASS C -----	1,168	38.5	\$ 60.00	SECRETARIES -----	16,215	38.5	\$ 104.00
MANUFACTURING -----	578	39.0	82.00	MANUFACTURING -----	267	39.0	64.50	MANUFACTURING -----	6,456	39.0	106.50
NONMANUFACTURING -----	775	39.5	85.00	NONMANUFACTURING -----	901	38.5	59.00	NONMANUFACTURING -----	9,759	38.5	102.50
PUBLIC UTILITIES ² -----	342	40.0	89.00	RETAIL TRADE -----	145	40.0	57.00	PUBLIC UTILITIES ² -----	1,180	39.5	114.00
WHOLESALE TRADE -----	334	39.5	85.00	FINANCE ³ -----	582	37.5	57.50	WHOLESALE TRADE -----	1,857	39.0	103.50
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	461	38.5	72.50	CLERKS, ORDER -----	3,978	39.5	95.50	RETAIL TRADE -----	1,685	39.5	99.50
MANUFACTURING -----	455	38.5	72.00	MANUFACTURING -----	1,620	39.0	92.00	FINANCE ³ -----	2,492	37.5	100.50
NONMANUFACTURING -----	455	38.5	72.00	NONMANUFACTURING -----	2,358	39.5	98.00	SERVICES -----	2,545	37.5	100.50
RETAIL TRADE -----	236	40.0	67.00	WHOLESALE TRADE -----	1,677	39.5	106.50	STENOGRAPHERS, GENERAL -----	7,706	38.5	85.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	871	39.5	95.00	RETAIL TRADE -----	557	39.5	75.00	MANUFACTURING -----	3,381	39.0	85.50
MANUFACTURING -----	445	39.5	97.00	CLERKS, PAYROLL -----	2,516	39.0	94.50	NONMANUFACTURING -----	4,325	38.5	86.00
NONMANUFACTURING -----	426	39.0	92.50	MANUFACTURING -----	1,487	39.0	96.00	PUBLIC UTILITIES ² -----	1,003	39.5	99.00
WHOLESALE TRADE -----	208	39.0	91.00	NONMANUFACTURING -----	1,029	39.0	93.00	WHOLESALE TRADE -----	722	39.0	86.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	2,585	38.5	77.00	PUBLIC UTILITIES ² -----	246	39.5	102.00	RETAIL TRADE -----	352	39.5	81.00
MANUFACTURING -----	639	39.0	88.50	WHOLESALE TRADE -----	168	39.0	90.50	FINANCE ³ -----	1,554	37.5	80.00
NONMANUFACTURING -----	1,946	38.5	73.50	RETAIL TRADE -----	227	40.0	84.00	SERVICES -----	694	37.5	82.00
WHOLESALE TRADE -----	448	39.5	79.50	FINANCE ³ -----	118	37.5	103.50	STENOGRAPHERS, SENIOR -----	3,880	38.5	94.50
RETAIL TRADE -----	272	39.5	76.00	SERVICES -----	270	38.5	89.00	MANUFACTURING -----	1,734	38.5	97.50
FINANCE ³ -----	1,090	37.5	69.00	COMPTOMETER OPERATORS -----	3,093	39.5	82.00	NONMANUFACTURING -----	2,146	38.5	92.00
SERVICES -----	104	38.0	79.50	MANUFACTURING -----	800	39.0	86.00	PUBLIC UTILITIES ² -----	270	39.5	98.50
CLERKS, ACCOUNTING, CLASS A -----	5,245	38.5	108.00	NONMANUFACTURING -----	2,293	39.5	80.50	WHOLESALE TRADE -----	330	38.5	94.50
MANUFACTURING -----	2,240	39.0	109.50	PUBLIC UTILITIES ² -----	393	40.0	91.00	FINANCE ³ -----	734	37.5	92.50
NONMANUFACTURING -----	3,005	38.5	107.00	WHOLESALE TRADE -----	569	39.5	81.00	SERVICES -----	388	38.0	88.50
PUBLIC UTILITIES ² -----	511	39.5	114.00	RETAIL TRADE -----	770	39.5	79.00	SWITCHBOARD OPERATORS -----	1,947	39.0	81.00
WHOLESALE TRADE -----	730	39.5	112.50	FINANCE ³ -----	152	37.5	73.50	MANUFACTURING -----	525	39.0	88.50
RETAIL TRADE -----	561	39.0	100.50	DUPLICATING-MACHINE OPERATORS (MIMEDOGRAPH OR DITTO) -----	373	39.0	78.00	NONMANUFACTURING -----	1,422	39.0	78.00
FINANCE ³ -----	895	37.0	101.50	MANUFACTURING -----	202	39.5	75.00	PUBLIC UTILITIES ² -----	244	39.5	96.50
SERVICES -----	308	38.0	109.00	NONMANUFACTURING -----	171	39.0	81.50	WHOLESALE TRADE -----	111	39.5	87.50
CLERKS, ACCOUNTING, CLASS B -----	6,784	39.0	84.00	KEYPUNCH OPERATORS, CLASS A -----	2,736	39.0	88.00	RETAIL TRADE -----	239	40.0	70.50
MANUFACTURING -----	2,330	39.0	87.50	MANUFACTURING -----	1,233	38.5	89.50	FINANCE ³ -----	311	37.5	81.50
NONMANUFACTURING -----	4,454	38.5	82.50	NONMANUFACTURING -----	1,503	39.0	87.00	SERVICES -----	517	39.0	68.50
PUBLIC UTILITIES ² -----	704	40.0	100.00	PUBLIC UTILITIES ² -----	538	40.0	94.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	2,507	39.0	82.50
WHOLESALE TRADE -----	1,124	39.5	84.00	WHOLESALE TRADE -----	213	39.0	90.00	MANUFACTURING -----	1,249	39.0	82.50
RETAIL TRADE -----	984	39.5	75.00	RETAIL TRADE -----	237	40.0	79.50	NONMANUFACTURING -----	1,258	39.0	82.50
FINANCE ³ -----	1,166	37.0	77.50	FINANCE ³ -----	437	37.5	81.00	PUBLIC UTILITIES ² -----	142	39.0	84.00
SERVICES -----	476	38.0	79.00	KEYPUNCH OPERATORS, CLASS B -----	4,014	39.0	79.00	WHOLESALE TRADE -----	591	39.5	82.00
CLERKS, FILE, CLASS A -----	1,048	38.5	84.50	MANUFACTURING -----	1,415	39.5	80.50	RETAIL TRADE -----	124	39.5	80.00
MANUFACTURING -----	371	39.0	88.00	NONMANUFACTURING -----	2,599	39.0	78.00	FINANCE ³ -----	214	36.5	84.00
NONMANUFACTURING -----	677	38.5	82.50	PUBLIC UTILITIES ² -----	389	40.0	90.00	SERVICES -----	187	39.0	85.00
WHOLESALE TRADE -----	102	39.0	79.50	WHOLESALE TRADE -----	580	39.5	79.00	TABULATING-MACHINE OPERATORS, CLASS A -----	1,129	39.0	115.50
FINANCE ³ -----	308	38.5	78.00	RETAIL TRADE -----	360	39.5	76.00	MANUFACTURING -----	464	39.5	115.50
SERVICES -----	137	37.0	82.50	FINANCE ³ -----	989	37.5	74.00	NONMANUFACTURING -----	665	39.0	115.00
CLERKS, FILE, CLASS B -----	4,697	38.5	70.00	SERVICES -----	281	39.0	78.00	WHOLESALE TRADE -----	165	39.5	121.00
MANUFACTURING -----	1,405	39.0	71.00	OFFICE BOYS AND GIRLS -----	2,993	38.5	67.00	FINANCE ³ -----	247	37.5	111.50
NONMANUFACTURING -----	3,292	38.5	69.50	MANUFACTURING -----	798	39.0	69.00	TABULATING-MACHINE OPERATORS, CLASS B -----	1,755	39.0	98.50
PUBLIC UTILITIES ² -----	408	40.0	86.00	NONMANUFACTURING -----	2,195	38.5	66.50	MANUFACTURING -----	684	39.0	106.50
WHOLESALE TRADE -----	525	39.5	72.50	PUBLIC UTILITIES ² -----	210	39.5	79.50	NONMANUFACTURING -----	1,071	39.0	97.00
RETAIL TRADE -----	468	39.5	68.50	WHOLESALE TRADE -----	323	40.0	68.50	PUBLIC UTILITIES ² -----	254	40.0	104.00
FINANCE ³ -----	1,561	37.5	65.50	RETAIL TRADE -----	265	39.5	65.50	WHOLESALE TRADE -----	270	39.5	98.50
SERVICES -----	330	38.5	66.00	FINANCE ³ -----	1,019	38.0	64.00	RETAIL TRADE -----	134	39.5	96.00
				SERVICES -----	378	37.5	65.00	FINANCE ³ -----	325	37.5	92.00

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, Chicago, Ill., April 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—CONTINUED</u>			
TABULATING—MACHINE OPERATORS, CLASS C -----	865	39.5	\$ 82.50	TYPISTS, CLASS B -----	10,026	38.5	\$ 70.50	DRAFTSMEN, SENIOR -----	3,239	39.5	\$ 135.00
MANUFACTURING -----	274	39.0	85.00	MANUFACTURING -----	2,965	39.0	73.00	MANUFACTURING -----	2,135	39.5	132.50
NONMANUFACTURING -----	591	39.5	81.00	NONMANUFACTURING -----	7,061	38.5	69.50	NONMANUFACTURING -----	1,104	39.5	140.00
PUBLIC UTILITIES ² -----	189	40.0	88.00	PUBLIC UTILITIES ² -----	485	39.5	80.00	PUBLIC UTILITIES ² -----	195	39.5	137.00
WHOLESALE TRADE -----	161	40.0	70.00	WHOLESALE TRADE -----	1,106	39.0	72.00	SERVICES -----	820	39.5	141.00
FINANCE ³ -----	124	39.0	80.00	RETAIL TRADE -----	1,072	39.5	71.00	DRAFTSMEN, JUNIOR -----	2,199	39.5	103.50
TRANSCRIBING—MACHINE OPERATORS, GENERAL -----	2,366	38.5	80.00	FINANCE ³ -----	3,383	38.0	67.00	MANUFACTURING -----	1,497	40.0	98.50
MANUFACTURING -----	1,042	39.0	81.50	SERVICES -----	1,015	38.0	69.50	NONMANUFACTURING -----	702	39.5	113.50
NONMANUFACTURING -----	1,324	38.0	78.50	<u>PROFESSIONAL AND TECHNICAL OCCUPATIONS</u>				PUBLIC UTILITIES ² -----	231	40.0	115.50
WHOLESALE TRADE -----	305	39.5	77.50					SERVICES -----	422	39.0	113.50
RETAIL TRADE -----	105	40.0	77.50					NURSES, INDUSTRIAL (REGISTERED) ---	663	39.5	108.00
FINANCE ³ -----	492	37.5	75.00	DRAFTSMEN, LEADER -----	621	39.5	149.50	MANUFACTURING -----	544	39.5	108.00
SERVICES -----	330	37.0	79.50	MANUFACTURING -----	471	40.0	148.00	NONMANUFACTURING -----	119	39.5	107.50
TYPISTS, CLASS A -----	5,549	38.5	82.50	NONMANUFACTURING -----	150	38.5	154.00	TRACERS -----	126	40.0	88.00
MANUFACTURING -----	2,509	39.0	83.50								
NONMANUFACTURING -----	3,040	38.0	82.00								
PUBLIC UTILITIES ² -----	204	39.5	93.00								
WHOLESALE TRADE -----	310	39.5	83.50								
RETAIL TRADE -----	266	39.5	81.00								
FINANCE ³ -----	1,463	37.5	79.50								
SERVICES -----	797	38.0	83.50								

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.

Table A-4. Maintenance and Powerplant Occupations

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(Average straight-time hourly earnings for men in selected occupations studied on an area basis
by industry division, Chicago, Ill., April 1964)

Occupation and industry division	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$2.00	\$2.00 and under 2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20		
CARPENTERS, MAINTENANCE -----	1,096	3.52	-	-	1	-	3	2	77	61	46	54	63	83	54	76	29	86	57	11	8	33	4	8	336	4	-	-	
MANUFACTURING -----	516	3.20	-	-	-	-	1	1	6	29	26	46	38	75	49	71	27	45	51	11	1	30	2	3	4	-	-	-	
NONMANUFACTURING -----	580	3.81	-	-	1	-	2	1	71	32	20	8	25	8	5	5	2	41	6	-	7	3	2	5	332	4	-	-	
PUBLIC UTILITIES ² -----	130	2.83	-	-	-	-	-	68	4	16	3	5	-	-	-	-	-	28	-	-	6	-	-	-	-	-	-	-	
RETAIL TRADE -----	148	3.64	-	-	1	-	2	-	3	28	4	2	19	4	4	4	-	1	-	-	-	-	-	5	67	4	-	-	
FINANCE ³ -----	240	4.39	-	-	-	-	1	-	-	-	-	1	1	1	-	1	-	-	-	-	1	3	-	-	231	-	-	-	
SERVICES -----	58	4.02	-	-	-	-	-	-	-	-	-	2	-	2	-	-	2	12	4	-	-	-	2	-	34	-	-	-	
ELECTRICIANS, MAINTENANCE -----	3,096	3.47	-	-	-	-	-	28	34	59	193	92	102	137	319	192	208	352	333	334	72	323	67	11	6	223	10	1	
MANUFACTURING -----	2,210	3.39	-	-	-	-	-	6	34	57	115	70	66	136	305	93	194	298	323	259	15	56	66	4	6	97	10	-	
NONMANUFACTURING -----	886	3.65	-	-	-	-	-	22	-	2	78	22	36	1	14	99	14	54	10	75	57	267	1	7	-	126	-	1	
RETAIL TRADE -----	65	3.51	-	-	-	-	-	1	-	-	1	-	8	-	6	5	-	17	-	19	-	1	1	-	-	6	-	-	
FINANCE ³ -----	169	4.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	47	23	-	-	4	-	89	-	-	
SERVICES -----	174	3.61	-	-	-	-	-	-	-	2	-	-	-	-	3	89	2	19	-	6	16	2	-	3	-	31	-	1	
ENGINEERS, STATIONARY -----	2,146	3.41	-	-	12	-	13	27	26	136	130	9	33	89	46	128	186	75	194	665	111	176	83	5	-	1	-	1	
MANUFACTURING -----	886	3.33	-	-	-	-	-	17	25	76	96	7	33	56	33	51	56	48	70	57	67	110	79	3	-	1	-	1	
NONMANUFACTURING -----	1,260	3.47	-	-	12	-	13	10	1	60	34	2	-	33	13	77	130	27	124	608	44	66	4	2	-	-	-	-	
PUBLIC UTILITIES ² -----	108	2.84	-	-	-	-	-	5	-	44	33	-	-	8	1	-	-	16	-	-	-	1	-	-	-	-	-	-	
RETAIL TRADE -----	281	3.61	-	-	-	-	-	-	1	-	-	-	3	5	9	48	5	7	130	19	49	4	-	-	-	-	-	-	
FINANCE ³ -----	511	3.64	-	-	-	-	-	-	-	-	-	-	1	5	-	1	-	98	385	21	-	-	-	-	-	-	-	-	
SERVICES -----	313	3.30	-	-	12	-	13	5	-	16	-	-	-	-	2	68	74	6	18	93	4	-	-	2	-	-	-	-	
FIREMEN, STATIONARY BOILER -----	949	2.85	22	19	18	53	88	81	33	43	95	34	11	22	55	304	9	15	42	3	-	2	-	-	-	-	-	-	
MANUFACTURING -----	594	2.74	22	19	13	53	67	73	19	39	43	27	8	14	46	83	9	15	42	-	-	2	-	-	-	-	-	-	
NONMANUFACTURING -----	355	3.03	-	-	5	-	21	8	14	4	52	7	3	8	9	221	-	-	-	3	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	50	2.83	-	-	-	-	-	8	11	4	8	3	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	82	3.16	-	-	-	-	-	1	-	3	-	4	-	3	1	9	61	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	131	2.92	-	-	-	-	20	-	-	-	40	4	-	7	-	57	-	-	-	3	-	-	-	-	-	-	-	-	
HELPERS, MAINTENANCE TRADES -----	1,487	2.64	46	42	38	45	72	192	310	167	173	150	21	99	8	107	15	-	-	-	2	-	-	-	-	-	-	-	
MANUFACTURING -----	1,184	2.62	41	42	16	42	68	147	278	135	101	127	13	63	3	106	-	-	-	-	2	-	-	-	-	-	-	-	
NONMANUFACTURING -----	303	2.68	5	-	22	3	4	45	32	32	72	23	8	36	5	1	15	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	150	2.61	-	-	-	-	3	43	24	9	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM -----	1,592	3.30	-	-	-	-	-	6	30	47	110	90	38	106	89	137	308	136	177	160	93	48	15	2	-	-	-	-	
MANUFACTURING -----	1,590	3.30	-	-	-	-	-	6	30	47	110	90	38	105	89	137	307	136	177	160	93	48	15	2	-	-	-	-	
MACHINISTS, MAINTENANCE -----	2,562	3.47	-	-	-	-	-	8	18	41	57	53	87	44	289	275	172	381	407	343	66	98	32	25	16	135	14	1	
MANUFACTURING -----	2,392	3.47	-	-	-	-	-	8	18	40	18	53	83	44	289	254	160	378	404	339	59	23	31	25	16	135	14	1	
NONMANUFACTURING -----	170	3.45	-	-	-	-	-	-	1	39	-	4	-	-	-	21	12	3	3	4	7	75	1	-	-	-	-	-	
PUBLIC UTILITIES ² -----	116	3.45	-	-	-	-	-	-	1	39	-	2	-	-	-	-	-	-	-	2	7	65	-	-	-	-	-	-	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	2,424	3.39	-	-	-	-	-	16	127	64	34	53	41	147	158	286	364	946	140	82	26	-	-	-	-	-	-	-	
MANUFACTURING -----	589	3.26	-	-	-	-	-	4	52	26	2	30	2	35	93	176	83	80	4	2	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,835	3.43	-	-	-	-	-	12	75	38	32	23	39	112	65	110	221	866	136	80	26	-	-	-	-	-	-	-	
PUBLIC UTILITIES ² -----	1,516	3.46	-	-	-	-	-	-	72	38	32	13	22	75	22	60	122	833	132	80	15	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	134	3.37	-	-	-	-	-	-	3	-	-	-	1	16	5	35	12	25	27	-	10	-	-	-	-	-	-	-	
RETAIL TRADE -----	115	3.40	-	-	-	-	-	-	-	-	-	-	2	1	3	8	38	52	6	4	-	1	-	-	-	-	-	-	
MECHANICS, MAINTENANCE -----	3,592	3.20	-	-	-	8	61	114	125	70	158	285	300	333	268	288	246	493	364	196	94	185	1	2	-	1	-	-	
MANUFACTURING -----	3,106	3.15	-	-	-	8	61	114	122	60	125	279	283	319	250	221	226	426	363	180	65	-	1	2	-	1	-	-	
NONMANUFACTURING -----	486	3.48	-	-	-	-	-	3	10	33	6	17	14	18	67	20	67	1	16	29	185	-	-	-	-	-	-	-	
MILLWRIGHTS -----	1,537	3.31	-	-	-	-	1	3	11	21	52	81	60	262	170	411	70	338	8	17	6	26	-	-	-	-	-	-	
MANUFACTURING -----	1,513	3.31	-	-	-	-	1	3	11	18	52	81	57	256	164	410	70	337	8	13	6	26	-	-	-	-	-	-	
OILERS -----	690	2.63	6	8	19	72	50	108	86	94	22	108	43	22	16	22	13	-	-	-	1	-	-	-	-	-	-	-	
MANUFACTURING -----	657	2.60	6	8	19	72	50	108	81	94	22	108	43	22	9	1	13	-	-	-	1	-	-	-	-	-	-	-	

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, Chicago, Ill., April 1964)

Occupation and industry division	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$2.00	2.00 and under	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	
PAINTERS, MAINTENANCE -----	923	\$ 3.49	-	-	-	1	8	21	12	16	83	25	61	37	49	27	46	61	41	16	5	38	337	39	-	-	-	-
MANUFACTURING -----	354	3.23	-	-	-	-	-	9	-	3	24	25	45	35	46	27	24	18	41	9	4	33	11	-	-	-	-	
NONMANUFACTURING -----	569	3.65	-	-	-	1	8	12	12	13	59	-	16	2	3	-	22	43	-	7	1	5	326	39	-	-	-	-
PUBLIC UTILITIES ² -----	141	2.96	-	-	-	1	-	4	12	13	58	-	-	-	-	-	20	32	-	-	-	-	1	-	-	-	-	
RETAIL TRADE -----	56	3.74	-	-	-	-	-	-	-	-	1	-	14	2	1	-	-	1	-	-	-	-	13	24	-	-	-	-
FINANCE ³ -----	305	4.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	284	14	-	-	-	-
PIPEFITTERS, MAINTENANCE ⁴ -----	1,178	3.47	-	-	-	-	-	-	25	7	21	20	47	93	99	42	201	132	251	34	24	37	45	26	8	66	-	-
MANUFACTURING -----	754	3.37	-	-	-	-	-	-	25	7	8	19	43	93	62	42	192	111	250	31	18	2	45	1	-	5	-	-
NONMANUFACTURING -----	224	3.88	-	-	-	-	-	-	-	-	13	1	4	-	37	-	9	21	1	3	6	35	-	25	8	61	-	-
PLUMBERS, MAINTENANCE -----	149	3.41	-	-	-	-	-	5	1	-	31	8	6	22	5	18	3	8	-	-	-	-	2	6	14	20	-	-
MANUFACTURING -----	54	3.14	-	-	-	-	-	-	1	-	7	2	6	21	4	8	1	-	-	-	-	-	-	-	1	3	-	-
NONMANUFACTURING -----	95	3.56	-	-	-	-	-	5	-	-	24	6	-	1	1	10	2	8	-	-	-	-	2	6	13	17	-	-
SHEET-METAL WORKERS, MAINTENANCE -----	262	3.33	-	-	-	-	-	-	-	-	15	9	4	34	22	14	22	63	68	4	5	-	1	-	1	-	-	-
MANUFACTURING -----	254	3.35	-	-	-	-	-	-	-	-	8	9	3	34	22	14	22	63	68	4	5	-	1	-	1	-	-	-
TOOL AND DIE MAKERS -----	4,518	3.61	-	-	-	-	-	-	-	-	2	101	47	82	226	251	299	373	482	335	1128	896	225	63	8	-	-	-
MANUFACTURING -----	4,518	3.61	-	-	-	-	-	-	-	-	2	101	47	82	226	251	299	373	482	335	1128	896	225	63	8	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.

Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis
by industry division, Chicago, Ill., April 1964)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.10	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	
			and under	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	
			1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	over	
ELEVATOR OPERATORS, PASSENGER -----	926	2.24	26	2	8	20	37	4	31	32	6	1	8	-	7	25	662	56	-	1	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	910	2.24	26	2	8	20	37	4	31	29	6	1	8	-	7	15	659	56	-	1	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	62	2.42	-	-	-	-	-	-	-	-	-	-	8	-	6	6	-	42	-	-	-	-	-	-	-	-	-	-	
ELEVATOR OPERATORS, PASSENGER (WOMEN) -----	415	1.46	19	54	34	24	76	42	111	10	35	-	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	402	1.47	19	54	34	12	76	42	111	10	35	-	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	224	1.37	19	54	22	12	30	42	29	10	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GUARDS AND WATCHMEN -----	5,862	1.98	17	34	105	189	488	1198	357	180	389	286	536	324	137	202	117	144	256	528	173	153	32	17	-	-	-	-	
MANUFACTURING -----	2,176	2.21	-	-	34	30	35	33	147	49	255	154	383	171	64	84	72	59	119	160	145	134	31	17	-	-	-	-	
NONMANUFACTURING -----	3,686	1.85	17	34	71	159	453	1165	210	131	134	132	153	153	73	118	45	85	137	368	28	19	1	-	-	-	-	-	
GUARDS: -----																													
MANUFACTURING -----	1,253	2.40	-	-	-	6	-	-	8	106	120	216	109	36	30	31	45	86	137	143	132	31	17	-	-	-	-	-	
WATCHMEN: -----																													
MANUFACTURING -----	923	1.95	-	-	34	24	35	33	147	41	149	34	167	62	28	54	41	14	33	23	2	2	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS -----	14,908	2.08	133	44	253	407	403	631	758	909	1451	1106	954	935	1731	2192	1402	487	473	312	250	56	20	1	-	-	-	-	
MANUFACTURING -----	8,071	2.12	-	-	57	192	15	152	354	561	800	923	797	698	1126	711	558	193	428	275	205	9	16	1	-	-	-	-	
NONMANUFACTURING -----	6,837	2.03	133	44	196	215	388	479	404	348	651	183	157	237	605	1481	844	294	45	37	45	47	4	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	947	2.31	-	-	-	-	17	-	6	32	8	26	50	429	144	31	141	17	30	6	10	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	554	2.08	-	-	-	19	23	60	19	29	10	55	4	46	59	111	77	5	26	6	-	5	-	-	-	-	-	-	
RETAIL TRADE -----	1,632	1.81	34	40	75	47	61	158	281	175	308	44	79	69	53	34	58	46	-	-	38	28	4	-	-	-	-	-	
FINANCE -----	1,815	2.40	-	-	-	-	-	-	16	20	8	10	37	15	975	678	49	1	1	1	4	-	-	-	-	-	-	-	
SERVICES -----	1,889	1.70	99	4	121	149	304	244	104	122	281	68	38	35	49	217	-	53	1	-	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	5,709	1.83	4	40	15	139	95	284	109	362	3905	171	186	126	160	49	31	18	13	-	-	1	1	-	-	-	-	-	
MANUFACTURING -----	719	1.96	-	-	-	29	4	62	26	95	78	74	131	69	64	33	23	16	13	-	-	1	1	-	-	-	-	-	
NONMANUFACTURING -----	4,990	1.81	4	40	15	110	91	222	83	267	3827	97	55	57	96	16	8	2	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	414	1.92	-	-	-	-	-	9	210	47	6	-	49	69	15	7	2	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	140	1.67	-	-	-	10	-	57	5	19	28	10	10	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	231	1.61	-	-	3	21	34	62	51	16	20	22	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	3,059	1.84	-	-	-	-	9	20	4	2	2921	59	43	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	23,631	2.44	18	1	51	58	94	223	513	587	1078	970	1545	2080	2065	1941	2538	1039	1353	1912	851	822	3504	315	41	14	6	12	
MANUFACTURING -----	10,594	2.30	-	-	-	-	16	98	338	284	683	732	1096	1506	1610	479	943	434	589	362	381	73	918	20	30	14	6	12	
NONMANUFACTURING -----	13,037	2.56	18	1	51	58	78	125	175	303	395	238	449	574	455	1462	1595	635	764	1550	470	749	2586	295	11	-	-	-	
PUBLIC UTILITIES ³ -----	6,717	2.76	-	-	-	-	-	-	-	-	-	-	1	6	2	49	666	1231	204	321	1287	64	630	2245	-	-	-	-	
WHOLESALE TRADE -----	3,534	2.34	-	-	-	-	6	2	31	136	246	148	310	421	114	678	280	384	367	159	32	48	150	22	-	-	-	-	
RETAIL TRADE -----	2,599	2.37	18	1	33	58	69	110	112	110	139	63	112	150	286	118	84	47	76	104	374	71	191	273	-	-	-	-	
SERVICES -----	174	1.72	-	-	18	-	3	13	32	57	10	13	21	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
ORDER FILLERS -----	9,700	2.45	-	-	-	-	3	54	166	157	218	175	229	746	437	690	843	1146	1487	1227	780	664	105	194	272	20	48	12	27
MANUFACTURING -----	3,298	2.37	-	-	-	-	-	20	50	56	36	90	78	253	334	459	525	312	285	398	138	81	52	7	17	20	48	12	27
NONMANUFACTURING -----	6,402	2.49	-	-	-	-	3	34	116	101	182	85	151	493	103	231	318	834	1202	829	642	583	53	187	255	-	-	-	
PUBLIC UTILITIES ³ -----	154	2.47	-	-	-	-	-	-	-	4	-	-	-	7	3	4	13	49	8	66	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	5,078	2.47	-	-	-	-	25	76	35	80	53	128	403	71	195	255	772	1175	719	544	542	3	-	2	-	-	-	-	
RETAIL TRADE -----	1,169	2.55	-	-	-	-	3	9	40	66	98	32	23	83	29	32	50	13	19	44	97	41	50	187	253	-	-	-	
PACKERS, SHIPPING -----	7,000	2.28	-	-	68	94	81	213	256	310	368	427	599	600	383	434	903	752	337	441	365	129	37	61	17	19	27	79	
MANUFACTURING -----	3,879	2.30	-	-	24	52	24	100	108	165	96	362	375	350	302	285	477	382	57	279	90	113	35	61	17	19	27	79	
NONMANUFACTURING -----	3,121	2.25	-	-	44	42	57	113	148	145	272	65	224	250	81	149	426	370	280	162	275	16	2	-	-	-	-	-	
WHOLESALE TRADE -----	2,605	2.28	-	-	40	40	32	63	76	103	233	52	199	212	50	117	390	358	272	160	208	-	-	-	-	-	-	-	
RETAIL TRADE -----	475	2.10	-	-	4	2	25	36	69	34	31	12	24	36	29	32	34	12	8	2	67	16	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, Chicago, Ill., April 1964)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																										
			Under \$ 1.10	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	
			and under	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	
																												over	
PACKERS, SHIPPING (WOMEN) -----	2,539	1.83	-	1	34	81	242	179	398	333	346	151	225	248	227	26	10	3	1	2	8	4	-	1	-	1	6	12	
MANUFACTURING -----	1,396	1.95	-	-	-	29	107	59	137	127	215	54	131	247	216	26	10	3	1	2	8	4	-	1	-	1	6	12	
NONMANUFACTURING -----	1,143	1.69	-	1	34	52	135	120	261	206	131	97	94	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	476	1.78	-	1	4	12	35	26	86	48	112	59	92	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RECEIVING CLERKS -----	2,304	2.50	-	-	-	-	1	6	14	30	42	70	128	126	189	218	201	296	399	185	79	126	69	110	1	13	-	1	
MANUFACTURING -----	1,049	2.53	-	-	-	-	-	-	-	-	6	43	82	36	57	128	121	132	92	150	42	64	62	20	-	13	-	1	
NONMANUFACTURING -----	1,255	2.48	-	-	-	-	1	6	14	30	36	27	46	90	132	90	80	164	307	35	37	62	7	90	1	-	-	-	
WHOLESALE TRADE -----	534	2.43	-	-	-	-	-	-	-	-	19	19	19	74	89	12	60	80	76	17	28	41	-	-	-	-	-	-	
RETAIL TRADE -----	427	2.45	-	-	-	-	1	6	14	28	15	8	26	11	42	78	16	21	42	13	6	3	6	90	1	-	-	-	
SHIPPING CLERKS -----	1,331	2.62	-	-	1	1	-	-	2	9	56	35	41	78	67	82	77	186	139	85	106	139	46	37	64	54	11	15	
MANUFACTURING -----	824	2.69	-	-	-	-	-	-	9	25	20	36	33	32	36	19	139	63	69	51	106	35	35	64	34	9	13		
NONMANUFACTURING -----	507	2.51	-	-	1	1	-	-	2	4	31	15	5	45	35	46	58	47	76	16	55	33	11	2	-	20	2		
WHOLESALE TRADE -----	320	2.63	-	-	-	-	-	-	-	-	12	-	32	19	1	48	24	67	10	52	31	1	-	-	19	2	2		
RETAIL TRADE -----	162	2.31	-	-	1	1	-	-	2	4	18	3	5	13	16	44	10	18	6	5	3	2	8	2	-	1	-	-	
SHIPPING AND RECEIVING CLERKS -----	1,177	2.71	-	-	-	-	-	1	1	9	61	37	94	35	51	64	56	46	65	29	87	99	203	46	31	91	22	49	
MANUFACTURING -----	397	2.76	-	-	-	-	-	-	9	24	14	10	23	15	15	9	19	10	12	23	75	57	-	22	34	-	26		
NONMANUFACTURING -----	780	2.68	-	-	-	-	1	1	-	37	23	84	12	36	49	47	27	55	17	64	24	146	46	9	57	22	23		
WHOLESALE TRADE -----	579	2.80	-	-	-	-	-	-	-	10	2	57	2	21	38	19	21	44	15	57	18	127	38	8	57	22	23		
RETAIL TRADE -----	139	2.37	-	-	-	-	-	1	1	-	5	11	27	10	7	11	25	4	9	-	6	6	13	3	-	-	-	-	
TRUCKDRIVERS ³ -----	16,730	3.14	-	-	-	-	-	14	1	-	-	43	17	11	62	12	209	204	145	154	408	1194	2802	4684	4100	2376	231	63	
MANUFACTURING -----	2,056	3.08	-	-	-	-	-	-	-	-	-	5	1	8	10	6	32	23	7	76	49	236	321	933	197	100	35	17	
NONMANUFACTURING -----	14,674	3.15	-	-	-	-	-	14	1	-	-	38	16	3	52	6	177	181	138	78	359	958	2481	3751	3903	2276	196	46	
PUBLIC UTILITIES ³ -----	9,028	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	2	38	37	92	11	-	526	1965	2212	3004	985	144	12	
WHOLESALE TRADE -----	3,615	3.15	-	-	-	-	-	-	-	-	-	38	-	-	-	-	133	133	38	21	19	101	287	1211	596	1026	12	-	
RETAIL TRADE -----	1,660	3.08	-	-	-	-	-	14	1	-	-	-	14	-	52	-	6	8	8	45	23	301	228	321	300	265	40	34	
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	2,666	2.98	-	-	-	-	-	14	1	-	-	38	14	3	39	3	151	24	3	24	309	501	266	1224	-	12	39	1	
NONMANUFACTURING -----	1,841	2.92	-	-	-	-	-	14	1	-	-	38	14	3	39	3	151	13	-	1	305	497	213	532	-	12	4	1	
PUBLIC UTILITIES ³ -----	1,134	3.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	13	-	-	-	447	212	450	-	-	-	-	
RETAIL TRADE -----	109	2.41	-	-	-	-	-	14	1	-	-	-	14	-	39	-	6	-	-	-	-	21	1	-	-	12	-	1	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	4,939	3.10	-	-	-	-	-	-	-	-	-	-	3	8	23	8	4	25	84	13	44	566	1494	2143	306	198	8	12	
MANUFACTURING -----	494	2.97	-	-	-	-	-	-	-	-	-	-	1	8	10	6	2	10	4	11	31	192	112	80	27	-	-	-	
NONMANUFACTURING -----	4,445	3.11	-	-	-	-	-	-	-	-	-	-	2	-	13	2	2	15	80	2	13	374	1382	2063	279	198	8	12	
PUBLIC UTILITIES ³ -----	2,568	3.09	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	7	80	-	-	50	1133	1282	-	-	-	12	
WHOLESALE TRADE -----	1,538	3.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	101	203	766	260	198	8	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	7,014	3.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	2	2	10	24	63	512	995	3521	1637	175	48	
MANUFACTURING -----	568	3.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	1	-	-	-	31	136	132	129	99	-	15	
NONMANUFACTURING -----	6,446	3.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	10	24	32	376	863	3392	1538	175	33	
PUBLIC UTILITIES ³ -----	4,408	3.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	10	-	-	155	382	2956	769	135	-	
WHOLESALE TRADE -----	1,000	3.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	84	194	185	534	-	-	
RETAIL TRADE -----	1,035	3.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	21	32	137	287	248	235	40	33
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	1,525	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	4	6	87	17	52	442	231	141	529	9	2	
MANUFACTURING -----	98	3.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	-	42	-	-	6	-	41	1	-	2	
NONMANUFACTURING -----	1,427	3.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	45	17	52	436	231	100	528	9	-	
PUBLIC UTILITIES ³ -----	766	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	26	391	75	48	216	9	-	
WHOLESALE TRADE -----	482	3.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	-	153	19	294	-	-

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, Chicago, Ill., April 1964)

Occupation ¹ and industry division	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50
			and under \$ 1.10																									and over
TRUCKERS, POWER (FORKLIFT) -----	5,406	\$ 2.60	-	-	-	-	-	24	1	7	3	52	126	444	345	450	643	524	334	570	1122	245	203	151	4	144	8	6
MANUFACTURING -----	4,516	2.59	-	-	-	-	-	24	-	-	3	48	116	422	330	431	473	462	227	447	1065	43	163	100	4	144	8	6
NONMANUFACTURING -----	890	2.70	-	-	-	-	-	-	1	7	-	4	10	22	15	19	170	62	107	123	57	202	40	51	-	-	-	-
PUBLIC UTILITIES ³ -----	103	2.69	-	-	-	-	-	-	-	-	-	-	-	-	-	3	41	10	4	18	-	-	-	27	-	-	-	-
WHOLESALE TRADE -----	667	2.73	-	-	-	-	-	-	-	-	-	-	16	-	12	120	47	92	103	52	201	-	24	-	-	-	-	-
RETAIL TRADE -----	102	2.62	-	-	-	-	-	-	1	4	-	1	6	3	14	2	7	5	11	2	5	1	40	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	1,801	2.46	-	-	-	-	-	-	16	102	16	48	75	43	34	117	651	196	67	186	103	14	23	110	-	-	-	-
MANUFACTURING -----	944	2.44	-	-	-	-	-	-	16	102	16	48	75	43	34	115	16	76	44	138	103	8	-	110	-	-	-	-

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

B: Establishment Practices and Supplementary Wage Provisions

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Chicago, Ill., April 1964)

Minimum weekly straight-time salary ¹	Inexperienced typists									Other inexperienced clerical workers ²								
	All indus-tries	Manufacturing				Nonmanufacturing				All indus-tries	Manufacturing				Nonmanufacturing			
		Based on standard weekly hours ³ of---									Based on standard weekly hours ³ of---							
		All sched-ules	37½	38¾	40	All sched-ules	37½	38¾	40		All sched-ules	37½	38¾	40	All sched-ules	37½	38¾	40
Establishments studied -----	527	218	xxx	xxx	xxx	309	xxx	xxx	xxx	527	218	xxx	xxx	xxx	309	xxx	xxx	xxx
Establishments having a specified minimum -----	266	128	18	14	91	138	31	10	83	279	125	16	13	90	154	32	10	95
\$40.00 and under \$42.50-----	2	-	-	-	-	2	-	-	2	2	-	-	-	-	2	-	-	2
\$42.50 and under \$45.00-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$45.00 and under \$47.50-----	1	-	-	-	-	1	1	-	-	1	-	-	-	-	1	1	-	-
\$47.50 and under \$50.00-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$50.00 and under \$52.50-----	11	2	-	1	1	9	1	-	7	24	4	-	1	3	20	2	-	16
\$52.50 and under \$55.00-----	5	1	-	-	1	4	1	-	3	13	2	-	-	2	11	5	1	4
\$55.00 and under \$57.50-----	17	6	1	-	5	11	1	-	9	33	14	5	-	9	19	2	1	14
\$57.50 and under \$60.00-----	25	12	2	1	8	13	5	1	5	30	13	3	1	9	17	6	1	8
\$60.00 and under \$62.50-----	52	24	4	4	15	28	9	4	12	57	26	2	5	17	31	10	3	13
\$62.50 and under \$65.00-----	30	15	5	-	9	15	5	1	8	23	13	2	3	6	10	2	2	5
\$65.00 and under \$67.50-----	41	23	4	3	16	18	3	2	9	27	16	2	2	11	11	1	-	8
\$67.50 and under \$70.00-----	15	5	-	-	5	10	2	1	6	15	5	-	-	5	10	2	1	5
\$70.00 and under \$72.50-----	16	8	-	3	4	8	-	1	7	8	2	-	-	2	6	-	1	5
\$72.50 and under \$75.00-----	6	3	-	-	3	3	3	-	-	3	2	-	-	2	1	1	-	-
\$75.00 and under \$77.50-----	6	4	-	1	3	2	-	-	1	4	3	-	1	2	1	-	-	1
\$77.50 and under \$80.00-----	9	5	1	-	4	4	-	-	4	8	5	1	-	4	3	-	-	3
\$80.00 and under \$82.50-----	2	2	1	-	1	-	-	-	-	2	2	1	-	1	-	-	-	-
\$82.50 and under \$85.00-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$85.00 and under \$87.50-----	13	10	-	1	8	3	-	-	3	14	9	-	-	8	5	-	-	5
\$87.50 and under \$90.00-----	5	5	-	-	5	-	-	-	-	9	5	-	-	5	4	-	-	4
\$90.00 and under \$92.50-----	1	1	-	-	1	-	-	-	-	3	2	-	-	2	1	-	-	1
\$92.50 and under \$95.00-----	5	1	-	-	1	4	-	-	4	1	-	-	-	-	1	-	-	1
\$95.00 and under \$97.50-----	3	-	-	-	-	3	-	-	3	-	-	-	-	-	-	-	-	-
\$97.50 and over-----	1	1	-	-	1	-	-	-	-	2	2	-	-	2	-	-	-	-
Establishments having no specified minimum -----	128	59	xxx	xxx	xxx	69	xxx	xxx	xxx	147	63	xxx	xxx	xxx	84	xxx	xxx	xxx
Establishments which did not employ workers in this category-----	133	31	xxx	xxx	xxx	102	xxx	xxx	xxx	101	30	xxx	xxx	xxx	71	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,
Chicago, Ill., April 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.....	92.5	80.8	18.2	5.9
With shift pay differential.....	92.0	80.0	18.0	5.8
Uniform cents (per hour).....	53.0	45.2	10.8	3.8
5 cents.....	5.9	1.2	1.1	-
6 cents.....	.8	-	.3	-
7 cents.....	.4	.8	(²)	(²)
7½ cents.....	.5	.5	.1	.1
8 cents.....	7.8	.8	2.2	.1
8½ cents.....	.7	-	.2	-
9 cents.....	1.4	-	.2	-
10 cents.....	22.8	11.6	3.8	.7
11 cents.....	.7	.4	.2	.1
12 cents.....	3.9	8.3	1.3	1.5
12½ cents.....	.2	1.2	(²)	.1
13 cents.....	.5	.7	.2	(²)
14 cents.....	1.5	1.1	.4	.2
14½ cents.....	-	.7	-	.2
15 cents.....	3.7	10.8	.6	.5
16 cents.....	-	2.1	-	.1
17 cents.....	-	1.4	-	-
18 cents.....	(²)	.8	(²)	(²)
20 cents.....	1.1	2.5	.1	.1
22¾ cents.....	.8	-	.1	-
25 cents.....	-	(²)	-	-
27¼ cents.....	.5	.5	.1	-
Uniform percentage.....	34.1	26.9	5.8	1.2
5 percent.....	5.5	.5	1.5	-
6 percent.....	1.0	-	.4	-
7 percent.....	.7	1.0	(²)	(²)
7½ percent.....	.4	.2	.1	(²)
10 percent.....	24.7	19.5	3.6	.7
12 percent.....	-	.7	-	(²)
12½ percent.....	.4	.4	(²)	(²)
13 percent.....	-	.2	-	(²)
15 percent.....	1.3	4.4	.1	.4
Full day's pay for reduced hours.....	-	.4	-	(²)
Full day's pay for reduced hours, plus cents per hour.....	-	1.1	-	.2
Other formal pay differential.....	4.8	6.3	1.4	.6
With no shift pay differential.....	.6	.8	.2	(²)

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, Chicago, Ill., April 1964)

Weekly hours	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours	6	4	2	1	-	11	22	2	3	-	-	1	2
36 hours	(⁴)	-	-	1	-	2	-	(⁴)	-	-	-	-	3
36 1/4 hours	4	2	-	1	-	15	1	1	2	-	-	-	-
Over 36 1/4 and under 37 1/2 hours.....	1	(⁴)	-	-	-	4	6	-	-	-	-	-	-
37 1/2 hours	17	19	5	15	11	24	24	3	3	-	-	6	3
Over 37 1/2 and under 38 1/2 hours.....	1	1	2	-	-	4	1	(⁴)	-	-	-	1	-
38 1/2 hours	(⁴)	-	-	-	-	-	2	(⁴)	-	-	-	-	(⁴)
38 3/4 hours	9	13	1	13	-	8	9	(⁴)	(⁴)	-	(⁴)	-	(⁴)
Over 38 3/4 and under 40 hours.....	(⁴)	-	-	2	(⁴)	-	2	-	-	-	-	-	-
40 hours	60	60	92	66	88	33	34	87	89	98	91	81	69
Over 40 and under 44 hours.....	(⁴)	-	-	-	-	-	1	(⁴)	1	-	-	-	-
44 hours	-	-	-	-	-	-	-	1	-	-	-	3	9
44 1/2 hours	(⁴)	-	-	-	1	-	-	(⁴)	-	-	-	1	-
45 hours	(⁴)	-	-	2	-	-	-	1	2	2	5	-	-
48 hours	-	-	-	-	-	-	-	2	(⁴)	-	2	5	14
49 hours and over.....	-	-	-	-	-	-	-	1	1	-	2	2	-

¹ Transportation, communication, and other public utilities.

² Finance, insurance, and real estate.

³ Includes data for real estate in addition to those industry divisions shown separately.

⁴ Less than 0.5 percent.

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, Chicago, Ill., April 1964)

Item	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays-----	100	100	100	100	100	100	100	99	100	98	100	98	91
Workers in establishments providing no paid holidays-----	-	-	-	-	-	-	-	1	-	2	-	2	9
<u>Number of days</u>													
Less than 6 holidays-----	(⁴)	-	-	1	1	-	1	2	1	-	2	1	17
6 holidays-----	24	19	5	31	46	18	56	27	12	23	26	74	63
6 holidays plus 1 half day-----	3	5	2	3	1	1	4	2	3	-	3	-	-
6 holidays plus 2 half days-----	9	15	6	17	3	1	(⁴)	9	13	-	21	1	3
6 holidays plus 3 half days-----	1	-	-	2	1	4	(⁴)	(⁴)	-	-	3	-	(⁴)
7 holidays-----	28	30	50	22	45	9	11	35	44	40	22	16	3
7 holidays plus 1 half day-----	4	5	1	6	-	4	(⁴)	1	2	-	1	-	1
7 holidays plus 2 half days-----	3	5	-	1	-	2	11	3	4	-	2	1	2
7 holidays plus 3 half days-----	(⁴)	-	-	-	-	-	1	-	-	-	-	-	-
8 holidays-----	10	11	22	13	4	6	9	13	15	23	11	4	1
8 holidays plus 1 half day-----	1	1	-	1	-	1	-	(⁴)	(⁴)	-	1	-	-
8 holidays plus 2 half days-----	3	1	-	-	-	9	5	(⁴)	(⁴)	-	-	-	-
9 holidays-----	6	6	14	4	-	5	-	4	4	13	6	-	-
10 holidays-----	(⁴)	(⁴)	-	-	-	-	-	(⁴)	1	-	-	-	-
10 holidays plus 1 half day-----	1	-	-	-	-	3	-	-	-	-	-	-	-
10 holidays plus 2 half days-----	1	-	-	-	-	3	-	-	-	-	-	-	-
11 holidays-----	6	-	-	-	-	30	-	(⁴)	1	-	-	-	(⁴)
11 holidays plus 1 half day-----	1	-	-	-	-	2	2	-	-	-	-	-	-
12 holidays-----	(⁴)	-	-	-	-	1	-	-	-	-	-	-	-
<u>Total holiday time⁵</u>													
12 days-----	(⁴)	-	-	-	-	1	-	-	-	-	-	-	-
11½ days or more-----	1	-	-	-	-	3	2	-	-	-	-	-	-
11 days or more-----	8	-	-	-	-	36	2	(⁴)	1	-	-	-	(⁴)
10½ days or more-----	8	-	-	-	-	40	2	(⁴)	1	-	-	-	(⁴)
10 days or more-----	8	(⁴)	-	-	-	40	2	1	1	-	-	-	(⁴)
9 days or more-----	17	8	14	4	-	53	7	5	5	13	6	-	(⁴)
8½ days or more-----	18	9	14	5	-	54	8	5	5	13	7	-	(⁴)
8 days or more-----	31	26	36	19	4	62	28	21	25	35	21	6	4
7½ days or more-----	36	31	36	26	5	71	28	23	27	35	26	6	5
7 days or more-----	72	76	92	65	53	81	40	68	84	76	69	23	11
6½ days or more-----	75	81	95	69	53	82	44	70	87	76	72	23	11
6 days or more-----	100	100	100	99	99	100	99	97	99	98	98	97	74
5 days or more-----	100	100	100	100	99	100	100	98	99	98	100	97	88
4 days or more-----	100	100	100	100	100	100	100	99	100	98	100	98	91

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

Table B-5. Paid Vacations¹

(Percent distribution of office and plant workers in all industries and in industry divisions by vacation pay provisions, Chicago, Ill., April 1964)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
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.....	99	100	100	100	100	99	100	99	100	98	100	99	100
Length-of-time payment.....	99	99	100	99	96	99	100	93	91	98	98	94	90
Percentage payment.....	1	1	-	1	4	-	-	6	7	-	2	5	8
Flat-sum payment.....	-	-	-	-	-	-	-	(⁵)	-	-	-	1	-
Other.....	(⁵)	(⁵)	-	-	-	-	-	1	2	-	-	-	2
Workers in establishments providing no paid vacations.....	(⁵)	-	-	-	-	(⁵)	-	(⁵)	-	2	-	(⁵)	-
<u>Amount of vacation pay⁶</u>													
<u>After 6 months of service</u>													
Under 1 week.....	6	10	-	1	1	5	7	17	27	-	6	1	5
1 week.....	46	49	27	32	20	69	61	13	11	3	23	22	12
Over 1 and under 2 weeks.....	9	7	-	6	16	16	5	2	3	-	2	4	(⁵)
2 weeks.....	3	7	-	-	(⁵)	2	-	(⁵)	1	-	-	-	-
<u>After 1 year of service</u>													
Under 1 week.....	-	-	-	-	-	-	-	(⁵)	(⁵)	-	-	-	-
1 week.....	24	18	50	33	58	(⁵)	16	77	80	74	64	67	83
Over 1 and under 2 weeks.....	(⁵)	1	-	-	-	-	-	1	2	-	3	-	-
2 weeks.....	74	77	50	65	41	99	84	19	14	24	33	32	17
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	(⁵)	1	-	-	-	-
3 weeks.....	2	4	-	2	1	1	-	2	3	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
<u>After 2 years of service</u>													
1 week.....	3	4	8	1	1	-	2	37	47	38	26	7	34
Over 1 and under 2 weeks.....	4	-	36	-	-	-	-	6	7	12	4	-	7
2 weeks.....	89	88	56	97	98	99	97	52	39	48	69	91	59
Over 2 and under 3 weeks.....	(⁵)	(⁵)	-	-	-	-	1	1	1	-	-	-	-
3 weeks.....	4	8	-	2	1	1	-	2	4	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
<u>After 3 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	5	8	-	3	2	-
Over 1 and under 2 weeks.....	(⁵)	(⁵)	-	-	-	-	-	8	12	-	3	-	-
2 weeks.....	93	88	100	96	99	97	86	82	72	98	91	98	99
Over 2 and under 3 weeks.....	1	2	-	-	-	2	1	2	3	-	-	-	-
3 weeks.....	5	8	-	4	1	1	13	3	4	-	3	-	1
4 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
<u>After 4 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	4	7	-	3	-	-
Over 1 and under 2 weeks.....	(⁵)	(⁵)	-	-	-	-	-	8	12	-	3	-	-
2 weeks.....	93	88	100	96	99	97	86	83	73	98	91	100	99
Over 2 and under 3 weeks.....	1	2	-	-	-	2	1	2	3	-	-	-	-
3 weeks.....	5	8	-	4	1	1	13	3	4	-	3	-	1
4 weeks.....	-	-	-	-	-	-	-	1	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, Chicago, Ill., April 1964)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
<u>Amount of vacation pay⁵—Continued</u>													
<u>After 5 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	(⁵)	(⁵)	-	-	-	-
2 weeks.....	87	84	99	93	96	87	66	90	87	98	97	93	96
Over 2 and under 3 weeks.....	3	3	-	-	-	8	1	2	4	-	-	-	-
3 weeks.....	10	14	1	7	4	4	33	5	6	1	3	7	4
4 weeks.....	-	-	-	-	-	-	-	1	1	-	-	-	-
<u>After 10 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
2 weeks.....	30	24	48	40	14	30	47	32	26	51	34	24	76
Over 2 and under 3 weeks.....	4	5	13	1	-	2	-	9	12	10	6	-	-
3 weeks.....	64	68	38	60	86	67	47	57	58	36	60	75	22
Over 3 and under 4 weeks.....	(⁵)	(⁵)	-	-	-	-	4	(⁵)	(⁵)	-	-	-	2
4 weeks.....	2	3	-	-	-	1	2	1	1	-	-	-	-
<u>After 12 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
2 weeks.....	26	20	43	34	10	26	45	25	20	33	21	20	72
Over 2 and under 3 weeks.....	4	6	6	1	-	4	1	9	14	3	6	-	1
3 weeks.....	67	70	51	63	90	69	48	62	60	62	70	80	21
Over 3 and under 4 weeks.....	1	1	-	-	-	-	4	1	2	-	-	-	2
4 weeks.....	2	4	(⁵)	-	-	1	2	1	2	-	-	-	3
Over 4 weeks.....	(⁵)	-	-	2	-	-	-	(⁵)	-	-	3	-	-
<u>After 15 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
2 weeks.....	8	4	3	18	5	5	32	9	3	-	14	13	70
Over 2 and under 3 weeks.....	(⁵)	(⁵)	-	-	-	-	-	1	1	-	-	-	-
3 weeks.....	84	89	84	78	93	83	48	82	88	86	77	83	20
Over 3 and under 4 weeks.....	3	1	13	-	-	4	-	2	2	12	-	-	-
4 weeks.....	6	6	(⁵)	2	1	8	20	4	4	-	6	4	10
Over 4 weeks.....	(⁵)	-	-	2	-	-	-	(⁵)	-	-	3	-	-
<u>After 20 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
2 weeks.....	7	4	3	18	5	5	29	9	3	-	14	12	65
Over 2 and under 3 weeks.....	(⁵)	(⁵)	-	-	-	-	-	1	1	-	-	-	-
3 weeks.....	63	62	70	50	61	72	49	59	65	59	46	53	23
Over 3 and under 4 weeks.....	2	4	2	-	-	2	(⁵)	2	2	-	-	-	1
4 weeks.....	26	29	12	30	35	22	21	27	26	27	37	35	12
Over 4 weeks.....	2	1	13	2	-	(⁵)	-	2	(⁵)	12	3	-	-

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, Chicago, Ill., April 1964)

Vacation policy	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
<u>Amount of vacation pay⁶—Continued</u>													
<u>After 25 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
2 weeks.....	7	4	3	18	5	5	28	9	3	-	14	12	62
Over 2 and under 3 weeks.....	(⁵)	(⁵)	-	-	-	-	-	1	1	-	-	-	-
3 weeks.....	35	37	46	25	15	37	43	37	40	34	28	31	24
Over 3 and under 4 weeks.....	1	1	-	5	-	-	-	1	1	-	4	-	-
4 weeks.....	52	55	38	50	81	48	29	49	51	52	52	57	14
Over 4 weeks.....	5	2	13	2	-	10	(⁵)	2	2	12	3	-	-
<u>After 30 years of service</u>													
1 week.....	(⁵)	-	-	-	-	-	(⁵)	1	2	-	-	-	-
2 weeks.....	7	4	3	18	5	5	28	9	3	-	14	12	62
Over 2 and under 3 weeks.....	(⁵)	(⁵)	-	-	-	-	-	1	1	-	-	-	-
3 weeks.....	35	37	46	25	15	37	43	37	40	34	28	31	24
Over 3 and under 4 weeks.....	1	(⁵)	-	5	-	-	-	1	1	-	4	-	-
4 weeks.....	52	54	38	50	81	48	29	48	49	52	52	57	14
Over 4 weeks.....	5	4	13	2	-	10	(⁵)	3	3	12	3	-	-

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 Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ Includes data for real estate in addition to those industry divisions shown separately.

⁵ Less than 0.5 percent.

⁶ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' 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 Chicago, Ill., April 1964)

Type of benefit	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services	All industries ⁴	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance.....	96	99	99	94	95	97	78	94	96	98	98	89	82
Accidental death and dismemberment insurance.....	53	59	49	66	46	43	48	59	65	54	66	42	49
Sickness and accident insurance or sick leave or both ⁵	79	86	82	80	92	61	71	88	94	73	89	86	76
Sickness and accident insurance.....	44	62	25	48	38	27	34	73	85	41	64	58	71
Sick leave (full pay and no waiting period).....	46	47	56	53	8	54	54	10	7	26	27	4	13
Sick leave (partial pay or waiting period).....	13	9	22	2	54	2	4	14	10	24	8	29	4
Hospitalization insurance.....	93	93	99	95	97	92	85	96	98	98	94	93	92
Surgical insurance.....	92	92	99	89	97	92	83	96	98	98	85	93	91
Medical insurance.....	76	78	98	80	53	77	66	77	77	92	64	66	86
Catastrophe insurance.....	67	56	94	61	75	74	60	42	38	75	40	47	18
Retirement pension.....	71	71	62	66	77	79	55	62	62	70	68	71	27
No health, insurance, or pension plan.....	1	(⁶)	(⁶)	4	(⁶)	-	8	1	1	-	-	(⁶)	6

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 Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Includes data for real estate in addition to those industry divisions shown separately.⁵ 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.⁶ Less than 0.5 percent.

Table B-7. Paid Sick Leave

(Percent distribution of office and plant workers in all industries and in industry divisions by formal sick leave provisions, Chicago, Ill., April 1964)

Sick leave provision	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
All workers.....	100.0	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.....	⁴ 59.2	⁴ 55.7	⁴ 78.8	54.2	61.6	⁴ 56.5	57.9	23.9	16.6	49.5	35.3	33.2	16.9
Workers in establishments providing no formal paid sick leave.....	40.8	44.3	21.2	45.8	38.4	43.5	42.1	76.1	83.4	50.5	64.7	66.8	83.1
<u>Type and amount of paid sick leave provided annually</u>													
Uniform plan: ⁵													
No waiting period.....	27.4	23.2	26.6	29.5	9.6	40.5	38.7	6.7	2.2	18.9	22.7	8.4	7.9
Full pay: ⁶	26.3	21.5	26.6	29.5	5.1	40.5	38.7	5.6	1.9	18.9	22.7	3.1	7.9
3 days.....	.2	-	-	1.8	-	-	-	1.0	1.5	-	.8	-	-
4 days.....	.2	-	-	-	-	-	3.0	-	-	-	-	-	-
5 days.....	5.1	4.4	11.1	3.7	2.4	6.5	2.4	1.5	.4	7.3	1.1	1.7	1.3
6 days.....	3.0	3.1	-	5.7	1.4	5.0	1.0	.8	-	-	4.6	.7	6.1
7 days.....	1.0	(⁷)	-	3.3	-	3.0	-	-	-	-	-	-	-
8 days.....	1.1	2.8	-	-	-	-	-	(⁷)	(⁷)	-	-	-	-
9 days.....	.1	-	-	1.2	-	-	-	.2	-	-	2.8	-	-
10 days.....	4.7	4.3	8.2	4.3	.6	6.4	4.4	.5	-	3.4	-	.7	.3
11 days.....	.1	-	-	.6	-	-	-	.1	-	-	2.2	-	-
12 days.....	4.4	1.7	5.2	.7	.7	7.2	20.0	.6	-	4.6	1.4	-	-
15 days.....	2.3	-	.2	1.2	-	8.8	4.8	.1	-	-	1.4	-	-
20 days.....	.4	.5	-	2.1	-	-	-	-	-	-	-	-	-
65 days.....	1.6	4.2	-	-	-	-	-	-	-	-	-	-	-
130 days.....	.4	-	-	4.3	-	-	-	.4	-	-	6.1	-	-
5 days per disability.....	.4	.5	1.9	-	-	-	-	.4	-	3.6	-	-	-
20 days per disability.....	.1	-	-	.7	-	-	-	.2	-	-	2.4	-	-
Full pay plus partial pay.....	.4	1.0	-	-	-	-	-	-	-	-	-	-	-
Partial pay only.....	.8	.7	-	-	4.4	-	-	1.0	.3	-	-	5.3	-
Waiting period.....	.5	.4	-	-	.8	-	3.7	2.7	3.8	-	2.4	.7	2.3
Full pay.....	.5	.4	-	-	.4	-	3.7	.3	(⁷)	-	2.4	-	2.3
Full pay plus partial pay.....	-	-	-	-	-	-	-	.2	.3	-	-	-	-
Partial pay only.....	(⁷)	-	-	-	.4	-	-	2.2	3.5	-	-	.7	-
Graduated plan: ⁵ —After 1 year of service:													
No waiting period.....	19.3	24.4	22.8	23.2	6.4	14.5	15.1	5.4	5.0	6.6	4.7	7.6	3.3
Full pay: ⁶	13.9	19.6	14.7	9.8	2.9	10.3	15.1	2.9	3.6	3.4	1.3	.7	3.3
3 days.....	.5	1.2	-	-	-	-	-	-	-	-	-	-	-
5 days.....	2.7	1.4	13.2	5.5	.3	-	1.0	.9	.5	3.2	-	.7	3.1
6 days.....	1.4	3.7	-	-	-	-	.1	.9	1.5	-	-	-	-
7 days.....	.3	-	-	-	2.6	-	-	-	-	-	-	-	-
8 days.....	1.2	1.9	-	-	-	-	6.8	(⁷)	-	-	-	-	.2
10 days.....	3.5	5.9	-	2.8	-	4.4	.2	.6	.9	-	.5	-	-
12 days.....	1.1	-	1.2	-	-	2.4	6.0	(⁷)	-	-	-	-	(⁷)
15 days.....	.8	.2	-	-	-	3.5	-	-	-	-	-	-	-
24 days.....	.1	-	-	1.4	-	-	-	.1	-	-	.8	-	-
40-50 days.....	.8	2.1	-	-	-	-	-	-	-	-	-	-	-
Full pay plus partial pay: ⁶	4.2	4.2	6.9	13.4	-	2.2	-	1.0	.8	3.1	3.3	-	-
10 days.....	1.8	.9	3.7	5.8	-	2.0	-	.2	(⁷)	-	2.4	-	-
12 days.....	.2	-	-	1.5	-	-	-	-	-	-	-	-	-
20 days.....	1.0	1.6	-	3.4	-	-	-	.2	.3	-	1.0	-	-
22 days.....	.4	-	3.2	-	-	-	-	.3	-	3.1	-	-	-
40 days.....	.6	.9	-	2.3	-	-	-	-	-	-	-	-	-
Partial pay only.....	1.2	.6	1.2	-	3.5	2.0	-	1.5	.6	-	-	6.9	-
Waiting period.....	8.1	7.5	4.9	1.6	39.8	-	-	6.1	5.5	.5	5.6	15.1	-
Full pay.....	3.5	1.0	4.9	.4	22.5	-	-	1.9	.2	.5	1.4	10.0	-
Full pay plus partial pay.....	2.8	2.7	-	-	14.9	-	-	1.1	1.3	-	-	2.2	-
Partial pay only.....	1.8	3.8	-	1.1	2.4	-	-	3.1	4.0	-	4.2	2.9	-

See footnotes at end of table.

Table B-7. Paid Sick Leave—Continued

(Percent distribution of office and plant workers in all industries and in industry divisions by formal sick leave provisions, Chicago, Ill., April 1964)

Sick leave provision	OFFICE WORKERS							PLANT WORKERS					
	All industries	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Finance ²	Services	All industries ³	Manufacturing	Public utilities ¹	Wholesale trade	Retail trade	Services
<u>Type and amount of paid sick leave provided annually—Continued</u>													
Graduated plan ⁵ —After 10 years of service:													
No waiting period	23.0	25.9	27.7	23.2	28.9	14.5	15.3	8.0	6.1	7.1	4.7	17.6	6.0
Full pay ⁶	14.4	19.4	22.1	7.6	2.9	10.0	15.3	3.2	3.8	3.9	.8	.7	6.0
5 days	(7)	-	-	-	-	-	.2	.1	-	-	-	-	1.7
10 days	3.5	1.9	17.0	2.4	.3	-	7.4	.5	-	3.0	-	.7	.6
14 days	.3	.7	-	-	-	-	-	.8	1.4	-	-	-	-
15 days	.5	1.4	-	-	-	-	-	-	-	-	-	-	-
18 days	.9	1.1	-	-	-	2.4	-	.1	.1	-	-	-	-
20 days	2.7	2.6	-	-	2.6	4.4	6.5	.2	-	-	-	-	2.7
23 days	.5	1.3	-	-	-	-	-	-	-	-	-	-	-
24 days	.1	-	1.2	-	-	-	-	-	-	-	-	-	-
25 days	.7	1.8	-	-	-	-	.2	.1	.1	-	-	-	1.0
43 days	.5	1.3	-	-	-	-	-	.5	.8	-	-	-	-
45 days	.1	-	1.1	-	-	-	-	.1	-	.7	-	-	-
50 days	.8	.4	-	3.1	-	1.4	-	-	-	-	-	-	-
60 days	.3	.5	.3	-	-	-	1.0	(7)	-	.2	-	-	-
130 days	.6	.4	2.5	1.4	-	-	-	.1	-	-	.8	-	-
80-90 days	.8	2.1	-	-	-	-	-	-	-	-	-	-	-
20 days per disability	.4	-	-	-	-	1.9	-	-	-	-	-	-	-
Full pay plus partial pay ⁶	8.0	5.9	5.6	15.6	22.5	4.4	-	3.0	1.5	3.1	3.9	10.0	-
20 days	.6	-	-	2.2	-	1.8	-	(7)	-	-	.5	-	-
40 days	.1	-	1.2	-	-	-	-	-	-	-	-	-	-
42 days	.2	-	-	1.5	-	-	-	-	-	-	-	-	-
50 days	3.0	-	-	-	22.5	2.2	-	1.6	-	-	-	10.0	-
60 days	1.7	2.6	-	5.9	-	.2	-	.5	.5	-	3.3	-	-
65 days	.9	1.3	1.2	2.3	-	-	-	-	-	-	-	-	-
87 days	.4	-	3.2	-	-	-	-	.3	-	3.1	-	-	-
130 days	.3	-	-	3.3	-	-	-	-	-	-	-	-	-
Partial pay only	.7	.6	-	-	3.5	.1	-	1.7	.9	-	-	6.9	-
Waiting period	7.5	6.0	21.2	1.6	22.4	-	.2	6.6	4.5	23.5	5.6	6.6	.7
Full pay	.9	.7	-	.4	5.1	-	.2	.4	-	-	1.4	1.4	.7
Full pay plus partial pay	6.3	5.3	21.2	1.1	14.9	-	-	4.9	3.2	23.5	3.4	2.2	-
Partial pay only	.3	-	-	-	2.4	-	-	1.3	1.3	-	.8	2.9	-
<u>Provisions for accumulation</u>													
Workers in establishments having provisions for accumulation of unused sick leave	9.0	5.4	1.0	1.5	.8	21.6	27.0	2.3	2.3	4.7	-	.7	5.0

¹ Transportation, communication, and other public utilities.² Finance, insurance, and real estate.³ Includes data for real estate in addition to those industry divisions shown separately.⁴ Includes less than 3.5 percent of workers employed in establishments with formal sick leave plans for which details are not available.⁵ "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.⁶ May include provisions other than those presented separately. Numbers 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.⁷ 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; shelve; 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. ¹	1385-61	25 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. ¹	1385-63	25 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. ¹	1385-62	25 cents
Canton, Ohio. ¹	1385-64	25 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	1385-66	30 cents	Portland, Oreg.-Wash.	1345-73	25 cents
Cincinnati, Ohio-Ky. ¹	1385-58	25 cents	Providence-Pawtucket, R. I.-Mass.	1385-65	20 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. ¹	1385-60	25 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.