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# **Wages and Related Benefits**

## **PART I: 80 METROPOLITAN AREAS 1964-65**

- Occupational Earnings
- Supplementary Practices

**Bulletin No. 1430-83**

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Arthur M. Ross, Commissioner



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## Preface

The Bureau of Labor Statistics program of annual occupational wage surveys in metropolitan areas provides data on occupational earnings, and establishment practices and supplementary wage provisions. It yields detailed data by selected industry divisions for each of the areas studied, 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 areas and industry divisions.

An individual area bulletin presents survey results for each area studied. After completion of all of the individual area bulletins for a round of surveys, a two-part summary bulletin is issued. This first part brings data for each of the metropolitan areas studied into one bulletin. The second part presents information which has been projected from individual metropolitan area data to relate to economic regions and the United States.

The present consolidated bulletin (Part I) compiles the results of most of the individual area surveys made during the period July 1964 through June 1965. A list of the bulletins for the areas surveyed appears on the last page.

## Contents

	Page
Introduction.....	1
Characteristics of the 80 areas.....	1
Tables:	
1. Manufacturing employment.....	3
2. Nonmanufacturing employment.....	4
3. Labor-management agreement coverage—all industries and 2 industry divisions .....	6
4. Percentage changes—all industries and manufacturing (1964-65).....	7
5. Wage indexes—all industries and manufacturing (1961 base) .....	8
6. Wage indexes—all industries and manufacturing— 20 metropolitan areas (1953 base) .....	9
A. Occupational earnings:	
Average weekly earnings for selected office occupations—	
A-1. All industries .....	11
A-2. Manufacturing.....	15
A-3. Nonmanufacturing.....	19
A-4. Public utilities.....	23
Average hourly earnings for selected plant occupations—	
A-5. All industries .....	25
A-6. Manufacturing.....	29
A-7. Nonmanufacturing.....	33
A-8. Public utilities.....	37

**Contents—Continued**

	Page		Page
<b>Tables—Continued</b>		<b>Tables—Continued</b>	
B. Establishment practices and supplementary wage provisions:		B. Establishment practices and supplementary wage provisions—Continued	
Shift differential practices—		Health, insurance, and pension plans—	
B-1. Manufacturing .....	39	B-11. All industries .....	56
Scheduled weekly hours—		B-12. Manufacturing .....	58
B-2. All industries .....	41	B-13. Public utilities .....	60
B-3. Manufacturing .....	42	Paid sick leave—	
B-4. Public utilities .....	43	B-14. All industries .....	62
Paid holidays—		Profit-sharing plans—	
B-5. All industries .....	44	B-15. All industries .....	66
B-6. Manufacturing .....	46	B-16. Manufacturing .....	67
B-7. Public utilities .....	48	Composition of retirement pension plans—	
Paid vacations—		B-17. All industries .....	68
B-8. All industries .....	50	B-18. Manufacturing .....	69
B-9. Manufacturing .....	52	<b>Appendixes:</b>	
B-10. Public utilities .....	54	A. Scope and method of survey .....	71
		B. Occupational descriptions .....	77

## Wages and Related Benefits—

### Part I: 80 Metropolitan Areas, 1964—65<sup>1</sup>

#### Introduction

This annual report summarizes in tabular form the results of most of the surveys of occupational earnings and related benefits conducted July 1964 through June 1965.<sup>2</sup> It is the first part of a two-part summary bulletin and incorporates data for each of 80 metropolitan areas surveyed.<sup>3</sup> These 80 areas comprise an area sample from the 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961. In the second part of the summary bulletin, data will be presented on occupational earnings, wage trends, intercity differences, and related benefits for all metropolitan areas combined.

Occupations were studied on a communitywide basis in each of the 80 areas. The area surveys provide earnings data for the following types of occupations: (1) Office clerical, (2) professional and technical, (3) maintenance and powerplant, and (4) custodial and material movement. Data were also collected and summarized on labor-management agreement coverage, shift operations and differentials, weekly work schedules, and supplementary wage benefits, such as paid holidays and paid vacations. Most of these data, presented in detail in the individual area bulletins, are summarized in this bulletin. Wage data are presented for each of the 80 areas and supplementary wage benefits for the 38 areas in which the data were collected.<sup>4</sup> The scope and method of survey are presented in appendix A.

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings. Separate data for each industry group are provided where feasible, depending largely on the relative size and importance of the industry group

within a given area. Thus, the sampling techniques provided for presentation of separate data for manufacturing in each of the 80 areas; public utilities in 78; retail trade in 24; finance and wholesale trade in 17; and services in 8. The amount of industry detail provided in the individual area bulletins is indicated in the table in appendix A. An explanation of the industry detail provided in this bulletin is given on page 71.

Differences in average pay levels for men and women in any of the selected occupations should not be assumed to reflect differences in pay treatment of the sexes within individual establishments. The averages presented reflect composite, areawide estimates. Industries and establishments differ in pay level, job staffing, and in the extent to which men and women are employed and, thus, contribute differently to the estimates. Other possible factors which may contribute to differences in pay include: Differences in progression within established rate ranges, since only the actual rates paid incumbents are collected; and differences in specific duties performed, although the workers 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 and allow for minor differences among establishments in the specific duties performed.

#### Characteristics of the 80 Areas

The establishments within the scope of the surveys in the 80 areas provided employment to more than 14 million workers. The 80 areas covered by this report had a combined population of about 85 million in 1960—about half of the Nation's total. Forty-one States and the District of Columbia were represented, permitting some examination of intraregional as well as interregional variation in pay levels and associated practices.

Areawide (all industries) estimates of wage levels and related practices reflect the influence of a variety of factors. One of the most important of these factors is the variation in industrial composition among the areas. Some areas have concentrations of high-wage industries whereas low-wage industries are concentrated in others.

On the basis of employment within scope in the 80 areas in 1963—64, the proportion of employees in manufacturing industries ranged from 12 percent in Washington, D.C., to 87 percent in

<sup>1</sup> Prepared by Kenneth J. Hoffmann, John E. Buckley, and James N. Houff in the Bureau's Division of Occupational Pay, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. Area studies were supervised by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

<sup>2</sup> See list of area bulletins on the last page. A directory of area reports issued previously, A Directory of Community Wage Surveys, 1948—June 1965, is available on request from the U. S. Department of Labor, Bureau of Labor Statistics, Washington, D. C. 20212, or from any of its six regional offices.

<sup>3</sup> The program also covered two nonmetropolitan areas (Boise City, Idaho, and Burlington, Vt.). Data for these two areas are not included in this summary bulletin.

<sup>4</sup> Beginning with surveys conducted in the winter of 1956—57, data on establishment practices and supplementary wage provisions are collected only biennially in some areas. See appendix A.

Waterbury. In 47 of the 80 areas, manufacturing employment was greater than in all nonmanufacturing industry groups combined. (See table 1.) A large proportion of such areas was located in the Northeast and North Central regions. Manufacturing employment exceeded nonmanufacturing in only 8 of 26 southern areas surveyed and 4 of 11 western areas.

Each of the 21 two-digit industry groupings within the manufacturing division accounted for 10 percent or more of the manufacturing employment in at least one area. In the South, 18 of the 21 two-digit industry groupings were so represented; in the Northeast, 17 of the 21 industry groupings were represented; in the North Central, 12 of the 21 industry groupings were represented; and, in the West, only 9 of the 21 categories showed similar concentrations. The industry groups which accounted for 10 percent or more of the manufacturing employment in the most areas within each region were as follows: Northeast (19 areas)—electrical machinery, 9 areas; primary metals, 6 areas; and transportation equipment, 5 areas; South (26 areas)—food, 19 areas; transportation equipment, 9 areas; and electrical machinery and chemicals, 7 areas; North Central (24 areas)—machinery (other than electrical), 18 areas; transportation equipment, 12 areas; and food, 11 areas; and West (11 areas)—food, 7 areas; and transportation equipment, 6 areas.

Within the nonmanufacturing industry groups studied, the proportion of workers employed in public utilities ranged from less than a seventh of total nonmanufacturing employment in Lawrence-Haverhill

and San Antonio to almost half in Charleston, W. Va. (See table 2.) In some areas, electric, gas, or transit establishments are municipally operated and are excluded by definition from the scope of the surveys. (See table in appendix A.) The retail trade group showed a similar range employing a fifth or less of the workers in Los Angeles-Long Beach, Newark and Jersey City, New Haven, New York, and San Francisco-Oakland, but employing nearly half of the nonmanufacturing workers in the Norfolk-Portsmouth and Newport News-Hampton area. Either public utilities or retail trade accounted for the largest nonmanufacturing employment in 76 of the 80 areas studied.

The extent of unionization also varied greatly among areas. Labor-management agreements covered 65 to 90 percent of the plant workers in about half of the areas studied. (See table 3.) The proportion of plant workers covered by agreements was highest in Seattle which was 1 of 6 areas in which at least 9 of every 10 workers were employed in establishments in which a majority of the plant workers were covered by one or more contracts. Less than a fourth of the plant workers were under contract in five areas, with less than a tenth of the plant workers covered in Greenville.

A much smaller proportion of office workers were covered by labor-management agreements. Only nine areas reported more than a fourth of the office workers having coverage. Less than a tenth of the office work force were unionized in 25 areas, and between a tenth and a fourth were unionized in the remaining 46 areas.



Table I. Manufacturing Employment

(Proportion of workers within scope of survey<sup>1</sup> employed in manufacturing industries and the major groups within manufacturing in 80 metropolitan areas surveyed, July 1964 through June 1965)

Metropolitan area	Manufacturing employment as percent of total	Major industry groups <sup>2</sup> by percent of all manufacturing employment					Metropolitan area	Manufacturing employment as percent of total	Major industry groups <sup>2</sup> by percent of all manufacturing employment				
		50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent			50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent
<b>Northeast</b>						<b>South—Continued</b>							
Albany-Schenectady-Troy	57	-	-	-	35	23	San Antonio	30	-	-	20	-	23
Allentown-Bethlehem-Easton	80	-	-	-	33	23	Savannah	62	-	26	-	-	20, 28, 37
Boston	44	-	-	-	36	37	Washington	12	-	-	27	20	
Buffalo	66	-	-	-	-	33, 37	<b>North Central</b>						
Lawrence-Haverhill	85	-	-	-	31, 36	19	Akron	72	30	-	-	-	34
Manchester	72	-	-	31	22	36	Canton	79	-	-	33	35	-
Newark and Jersey City	56	-	-	-	36	20, 28	Cincinnati	61	-	-	-	-	20, 35, 36
New Haven	62	-	-	-	-	19, 33, 37	Cleveland	62	-	-	-	-	20, 35, 37
New York	33	-	-	-	-	20, 27, 36	Columbus	54	-	-	-	37	33, 34, 35, 36, 37
Paterson-Clifton-Passaic	71	-	-	-	-	37, 38	Davenport-Rock Island-Moline	70	35	-	-	-	34, 35, 36
Philadelphia	60	-	-	-	-	36	Dayton	75	-	-	-	35, 36	27
Pittsburgh	63	-	33	-	-	36	Des Moines	39	-	-	-	35	20, 27, 30
Portland	49	-	26	20	37	37	Detroit	64	-	37	-	-	33, 34, 35
Providence-Pawtucket	72	-	-	39	22	36	Green Bay	63	-	26	-	-	20, 35
Scranton	71	-	23	-	36	36	Indianapolis	56	-	-	-	37	20, 35, 36
Trenton	73	-	-	-	-	30, 34, 35, 36	Kansas City	44	-	-	-	-	19, 20, 37
Waterbury	87	-	-	-	-	30, 33, 34, 38	Milwaukee	65	-	-	-	35	36
Worcester	71	-	-	-	35	32, 33, 34	Minneapolis-St. Paul	46	-	-	-	-	20, 26, 35, 36, 38
York	78	-	-	-	-	23, 35	Muskegon-Muskegon Heights	85	-	-	-	33, 35	37
<b>South</b>						<b>West</b>							
Atlanta	39	-	-	37	-	20	Albuquerque	21	-	19	-	20	32
Baltimore	57	-	-	-	33	20, 36	Denver	40	-	-	-	20, 37	-
Beaumont-Port Arthur	68	-	29	-	28	-	Los Angeles-Long Beach	53	-	-	-	36, 37	19
Birmingham	53	-	33	-	-	34	Phoenix	43	-	-	-	36	20, 35, 37
Charleston, W. Va.	59	28	-	-	-	32, 35	Portland	44	-	-	-	-	20, 24, 26, 36
Charlotte	40	-	-	-	22	20	Salt Lake City	38	-	-	19	-	20, 33
Chattanooga	70	-	-	-	22	28, 34	San Bernardino-Riverside	-	-	-	-	-	-
Dallas	41	-	-	-	36	20, 23, 37	Ontario	51	-	-	33	-	32, 37
Fort Worth	49	-	37	-	-	20	San Diego	51	-	-	19, 37	-	-
Greenville	79	22	-	-	23	-	San Francisco-Oakland	35	-	-	-	-	20
Houston	38	-	-	-	-	20, 28, 29, 34, 35	Seattle	58	37	-	-	-	-
Jackson	38	-	-	-	20, 25	36	Spokane	38	-	33	-	-	24, 20
Jacksonville	26	-	-	-	20	26, 37							
Little Rock-North Little Rock	43	-	-	-	-	20, 23, 36, 38							
Louisville	60	-	-	-	-	20, 21, 28, 34, 36							
Lubbock	27	20	-	-	-	35							
Memphis	46	-	-	-	-	20, 34							
Miami	23	-	-	-	20	23, 34, 37							
New Orleans	34	-	-	-	20	19, 37							
Norfolk-Portsmouth and Newport News-Hampton	47	37	-	-	-	-							
Oklahoma City	33	-	-	-	20, 36	34, 37							
Raleigh	36	-	-	36	20	22							
Richmond	47	-	-	-	21	28, 33							

<sup>1</sup> Based on estimates of employment derived from universe materials compiled prior to actual survey. Proportions in various groups may differ from proportions based on the results of the survey. For estimates based on the results of the survey, and for scope of the survey, see appendix A.

<sup>2</sup> Major industry groups, shown with their 2-digit classification, are:

19 - Ordnance  
20 - Food  
21 - Tobacco  
22 - Textiles  
23 - Apparel  
24 - Lumber  
25 - Furniture

26 - Paper  
27 - Printing  
28 - Chemicals  
29 - Petroleum refining  
30 - Rubber and plastics  
31 - Leather  
32 - Stone, clay, and glass

33 - Primary metals  
34 - Fabricated metals  
35 - Machinery (except electrical)  
36 - Electrical machinery  
37 - Transportation equipment  
38 - Scientific instruments  
39 - Miscellaneous manufacturing

Table 2. Nonmanufacturing Employment

(Proportion of workers within scope of survey<sup>1</sup> employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries<sup>2</sup> in 80 metropolitan areas surveyed, July 1964 through June 1965)

Metropolitan area	Nonmanu- facturing employment as percent of total	Percent distribution of nonmanufacturing workers by major industry group and in selected industries <sup>2</sup>													
		Public utilities <sup>3</sup>				Wholesale trade	Retail trade	Finance <sup>4</sup>			Services				
		Total <sup>5</sup>	Industry					Total <sup>5</sup>	Industry		Total <sup>5</sup>	Industry			
		40	42	48	49			Total <sup>5</sup>	60	63	Total <sup>5</sup>	70	72	73	
<u>Northeast</u>															
Albany-Schenectady-Troy .....	43	30	9	2	11	5	11	30	13	7	5	16	3	3	9
Allentown-Bethlehem-Easton .....	20	37	11	7	5	13	5	37	11	5	4	10	3	3	2
Boston .....	56	18	2	2	8	3	12	33	21	7	11	17	2	2	9
Buffalo .....	34	31	11	5	6	5	8	36	13	7	5	11	2	2	4
Lawrence-Haverhill .....	15	11	-	3	-	10	9	44	14	9	5	19	1	4	12
Manchester .....	28	35	1	11	12	10	14	26	16	6	8	9	3	4	3
Newark and Jersey City .....	44	29	6	5	7	6	13	19	18	4	12	20	1	3	14
New Haven .....	38	44	15	4	16	6	9	19	19	7	9	10	1	2	5
New York .....	67	22	2	1	8	3	12	20	26	9	8	20	3	2	10
Paterson-Clifton-Passaic .....	29	30	2	9	7	6	16	34	8	5	2	12	( <sup>6</sup> )	4	6
Philadelphia .....	40	26	5	3	7	5	13	29	19	7	9	13	2	3	5
Pittsburgh .....	37	31	10	3	6	9	12	30	14	6	5	14	3	2	6
Portland .....	51	32	10	5	12	4	13	34	15	7	7	7	4	2	-
Providence-Pawtucket .....	28	22	3	4	6	7	8	42	19	8	9	8	2	2	3
Scranton .....	29	41	13	11	7	6	9	33	9	5	4	9	2	3	-
Trenton .....	27	28	4	5	12	6	5	35	12	2	10	19	4	3	10
Waterbury .....	13	33	3	7	10	11	6	34	18	14	3	9	2	3	5
Worcester .....	29	25	3	3	11	6	7	39	23	8	15	6	2	2	2
York .....	22	36	5	12	9	9	8	39	7	6	2	10	3	2	2
<u>South</u>															
Atlanta .....	61	28	5	8	6	3	19	29	15	4	7	10	2	3	4
Baltimore .....	43	26	8	4	6	6	11	32	17	5	8	14	2	3	5
Beaumont-Port Arthur .....	32	42	4	2	5	11	10	32	6	4	1	11	3	5	1
Birmingham .....	47	28	7	7	7	6	16	30	15	5	8	10	3	3	2
Charleston, W. Va. ....	41	49	7	8	12	19	9	31	5	3	2	5	2	2	( <sup>6</sup> )
Charlotte .....	60	33	2	16	7	4	21	24	12	6	4	9	2	3	2
Chattanooga .....	30	23	12	2	6	2	6	36	22	7	15	13	4	5	2
Dallas .....	59	23	2	6	5	4	17	30	19	4	11	11	3	2	4
Fort Worth .....	51	27	10	3	6	5	13	40	10	4	5	9	2	3	2
Greenville .....	21	26	5	10	7	3	5	45	13	4	8	11	3	5	-
Houston .....	62	29	5	5	5	7	16	32	11	3	5	11	3	3	4
Jackson .....	62	29	5	3	12	6	16	27	18	6	8	15	6	7	( <sup>6</sup> )
Jacksonville .....	74	24	10	4	6	( <sup>6</sup> )	12	33	21	5	14	10	3	4	3
Little Rock-North Little Rock .....	57	37	18	4	8	5	11	27	12	5	6	12	5	4	2
Louisville .....	40	30	11	6	6	5	14	32	14	5	6	11	3	4	3
Lubbock .....	73	31	5	8	10	6	11	39	8	6	2	11	4	5	2
Memphis .....	54	24	8	9	5	-	20	32	12	5	3	13	3	5	3
Miami .....	77	28	1	1	5	2	6	34	9	3	2	23	15	3	2
New Orleans .....	66	34	5	4	5	5	12	30	10	4	5	13	5	2	5
Norfolk-Portsmouth and Newport News-Hampton .....	53	26	9	3	6	4	9	47	8	6	1	10	2	4	3
Oklahoma City .....	67	28	4	7	8	7	12	34	15	4	7	10	4	2	3
Raleigh .....	64	25	8	2	6	6	14	29	23	5	13	8	3	3	2
Richmond .....	53	27	9	5	8	3	14	32	19	7	10	9	3	3	2
San Antonio .....	70	14	4	2	6	( <sup>6</sup> )	12	44	14	5	7	15	4	5	4
Savannah .....	38	41	22	3	8	7	6	31	9	7	1	12	5	6	-
Washington .....	88	20	4	1	7	3	6	37	11	4	3	26	5	3	11

See footnotes at end of table.

Table 2. Nonmanufacturing Employment—Continued

(Proportion of workers within scope of survey<sup>1</sup> employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries<sup>2</sup> in 80 metropolitan areas surveyed, July 1964 through June 1965)

Metropolitan area	Nonmanu- facturing employment as percent of total	Percent distribution of nonmanufacturing workers by major industry group and in selected industries <sup>2</sup>													
		Public utilities <sup>3</sup>					Wholesale trade	Retail trade	Finance <sup>4</sup>			Services			
		Total <sup>5</sup>	Industry						Total <sup>5</sup>	Industry		Total <sup>5</sup>	Industry		
		40	42	48	49			60	63		70	72	73		
<u>North Central</u>															
Akron.....	28	37	4	18	6	8	8	40	7	4	1	8	1	2	1
Canton.....	21	34	14	3	6	10	10	37	14	6	4	4	1	3	(6)
Chicago.....	49	26	11	4	5	3	16	26	15	4	7	17	3	3	7
Cincinnati.....	39	31	10	7	8	5	13	29	14	4	8	12	3	2	5
Cleveland.....	38	26	8	4	7	4	18	29	15	6	5	13	2	3	5
Columbus.....	46	23	7	3	6	5	11	32	17	4	11	17	4	2	4
Davenport-Rock Island-Moline.....	30	30	14	4	6	7	11	39	13	4	7	7	4	1	1
Dayton.....	25	22	2	2	7	7	9	44	8	4	1	18	2	4	11
Des Moines.....	61	24	3	5	10	4	16	25	28	4	22	8	3	2	2
Detroit.....	36	22	4	4	7	6	12	33	15	6	6	17	1	3	9
Green Bay.....	37	43	16	10	6	11	17	28	2	1	1	9	2	1	4
Indianapolis.....	44	25	7	6	6	3	15	33	17	4	11	11	3	3	2
Kansas City.....	56	29	11	5	6	3	14	36	12	3	6	9	2	2	3
Milwaukee.....	35	25	5	5	6	6	11	38	14	4	7	12	2	3	4
Minneapolis-St. Paul.....	54	28	9	4	5	4	16	30	15	4	7	12	3	2	4
Muskegon-Muskegon Heights.....	15	44	7	9	15	13	8	35	9	8	1	4	3	2	-
Omaha.....	61	35	19	4	6	3	12	27	16	4	10	10	4	2	2
Rockford.....	19	24	1	4	8	8	9	44	12	5	7	11	3	3	3
St. Louis.....	42	33	13	5	6	6	14	28	13	5	4	13	4	3	4
Sioux Falls.....	52	41	3	13	15	7	10	37	8	5	3	5	3	1	-
South Bend.....	33	28	2	11	7	7	11	31	20	7	3	10	3	4	2
Toledo.....	35	31	13	5	5	6	10	39	9	5	2	11	2	3	3
Waterloo.....	20	38	17	3	10	7	6	36	5	5	-	14	4	1	7
Wichita.....	34	28	6	4	9	6	9	41	10	6	2	12	4	3	3
<u>West</u>															
Albuquerque.....	79	22	5	3	8	4	5	25	7	4	2	740	4	3	2
Denver.....	60	29	6	6	8	4	13	33	12	4	4	13	3	2	3
Los Angeles-Long Beach.....	47	22	3	4	9	3	15	19	20	7	7	24	2	2	10
Phoenix.....	57	23	2	4	10	6	8	41	13	7	4	15	7	3	4
Portland.....	56	32	9	7	8	5	14	30	13	7	4	10	3	2	3
Salt Lake City.....	62	29	7	7	8	5	13	30	11	6	3	17	2	2	3
San Bernardino-Riverside- Ontario.....	49	38	18	(6)	11	8	7	32	12	7	3	11	5	2	2
San Diego.....	49	22	(6)	1	10	7	5	40	14	7	3	20	7	3	7
San Francisco-Oakland.....	65	31	5	4	8	4	15	19	21	8	9	14	3	1	7
Seattle.....	42	27	4	4	8	2	12	34	15	6	6	12	4	2	3
Spokane.....	62	37	17	5	8	5	9	34	10	7	1	10	6	1	2

<sup>1</sup> Based on estimates of employment derived from universe materials compiled prior to actual survey. Proportions in various groups may differ from proportions based on the results of the survey, and for scope of the survey, see appendix A.

<sup>2</sup> Industries, with their 2-digit classification, are:

40 - Railroad transportation  
42 - Motor freight transportation and  
warehousing  
48 - Communications  
49 - Electric, gas, and sanitary service

60 - Banking  
63 - Insurance carriers  
70 - Hotels, rooming houses, camps, and other lodging places  
72 - Personal services  
73 - Miscellaneous business services

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

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

<sup>5</sup> Includes industries in addition to those shown separately.

<sup>6</sup> Less than 0.5 percent.

<sup>7</sup> Includes 31 percent in 2-digit classification 89, miscellaneous services.

Table 3. Labor-Management Agreement Coverage—All Industries and 2 Industry Divisions

(Approximate percent of all plant and office workers employed in establishments in which a contract or contracts covered a majority of workers in the respective categories, <sup>1</sup> July 1963 through June 1965)

Metropolitan area	Percent of plant workers employed in—			Percent of office workers employed in—			Metropolitan area	Percent of plant workers employed in—			Percent of office workers employed in—		
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>		All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>
<u>Northeast</u>							<u>South—Continued</u>						
Albany-Schenectady-Troy	75-79	90-94	95+	20-24	10-14	85-89	San Antonio <sup>4</sup>	15-19	25-29	70-74	5-9	5-9	60-64
Allentown-Bethlehem-Easton	75-79	80-84	95+	10-14	0-4	80-84	Savannah <sup>4</sup>	65-69	75-79	95+	25-29	0-4	95+
Boston <sup>4</sup>	65-69	70-74	95+	10-14	10-14	80-84	Washington	50-54	70-74	90-94	15-19	20-24	75-79
Buffalo	85-89	90-94	95+	20-24	15-19	90-94	<u>North Central</u>						
Lawrence-Haverhill	65-69	70-74	( <sup>5</sup> )	0-4	0-4	( <sup>5</sup> )	Akron	85-89	95+	95+	5-9	0-4	45-49
Manchester	60-64	60-64	95+	10-14	0-4	65-69	Canton	85-89	95+	95+	5-9	0-4	55-59
Newark and Jersey City	85-89	85-89	95+	20-24	20-24	60-64	Chicago <sup>4</sup>	70-74	70-74	95+	15-19	5-9	70-74
New Haven	75-79	80-84	95+	25-29	0-4	90-94	Cincinnati	75-79	85-89	( <sup>5</sup> )	10-14	0-4	( <sup>5</sup> )
New York <sup>4</sup>	75-79	80-84	95+	10-14	5-9	50-54	Cleveland <sup>4</sup>	80-84	85-89	95+	10-14	10-14	70-74
Paterson-Clifton-Passaic	80-84	85-89	95+	10-14	10-14	65-69	Columbus	65-69	90-94	90-94	5-9	0-4	45-49
Philadelphia	75-79	85-89	85-89	15-19	20-24	65-69	Davenport-Rock Island-Moline	80-84	85-89	95+	10-14	10-14	55-59
Pittsburgh	90-94	95+	95+	35-39	50-54	70-74	Dayton	80-84	90-94	90-94	25-29	35-39	75-79
Portland	35-39	35-39	85-89	20-24	5-9	80-84	Des Moines	70-74	90-94	90-94	10-14	0-4	70-74
Providence-Pawtucket	45-49	40-44	90-94	5-9	5-9	60-64	Detroit <sup>4</sup>	90-94	95+	95+	15-19	15-19	50-54
Scranton	65-69	70-74	95+	20-24	5-9	80-84	Green Bay	75-79	85-89	90-94	5-9	0-4	35-39
Trenton	75-79	80-84	95+	10-14	10-14	90-94	Indianapolis <sup>4</sup>	65-69	80-84	95+	5-9	0-4	60-64
Waterbury	80-84	80-84	95+	0-4	0-4	35-39	Kansas City	75-79	85-89	95+	10-14	0-4	55-59
Worcester	45-49	45-49	95+	10-14	0-4	75-79	Milwaukee	80-84	90-94	95+	20-24	10-14	90-94
York	50-54	50-54	85-89	15-19	25-29	5-9	Minneapolis-St. Paul	80-84	85-89	95+	10-14	0-4	65-69
<u>South</u>							Muskegon-Muskegon Heights	85-89	85-89	95+	5-9	0-4	55-59
Atlanta	45-49	60-64	70-74	15-19	40-44	45-49	Omaha <sup>4</sup>	60-64	80-84	95+	20-24	0-4	80-84
Baltimore	70-74	85-89	70-74	20-24	25-29	50-54	Rockford	45-49	50-54	95+	0-4	0-4	35-39
Beaumont-Port Arthur	65-69	80-84	75-79	30-34	30-34	75-79	St. Louis	85-89	95+	95+	15-19	5-9	85-89
Birmingham <sup>4</sup>	70-74	85-89	90-94	5-9	0-4	45-49	Sioux Falls	70-74	90-94	95+	10-14	0-4	35-39
Charleston, W. Va.	30-34	25-29	90-94	15-19	5-9	45-49	South Bend	90-94	90-94	90-94	5-9	5-9	70-74
Charlotte	20-24	10-14	60-64	5-9	5-9	30-34	Toledo	85-89	95+	95+	20-24	20-24	80-84
Chattanooga <sup>4</sup>	50-54	55-59	85-89	10-14	10-14	70-74	Waterloo	90-94	95+	95+	5-9	0-4	40-44
Dallas <sup>4</sup>	35-39	40-44	85-89	5-9	0-4	45-49	Wichita	70-74	85-89	95+	0-4	0-4	45-49
Fort Worth	45-49	70-74	70-74	30-34	60-64	55-59	<u>West</u>						
Greenville	5-9	0-4	85-89	0-4	0-4	35-39	Albuquerque <sup>4</sup>	60-64	80-84	95+	35-39	0-4	15-19
Houston	45-49	70-74	85-89	5-9	0-4	25-29	Denver	60-64	70-74	95+	10-14	5-9	25-29
Jackson	25-29	30-34	75-79	10-14	0-4	55-59	Los Angeles-Long Beach <sup>4</sup>	70-74	65-69	95+	15-19	15-19	75-79
Jacksonville <sup>4</sup>	35-39	50-54	90-94	10-14	0-4	80-84	Phoenix <sup>4</sup>	35-39	35-39	90-94	0-4	0-4	5-9
Little Rock-North Little Rock <sup>4</sup>	60-64	75-79	90-94	10-14	0-4	70-74	Portland	75-79	80-84	95+	20-24	0-4	65-69
Louisville	75-79	90-94	95+	10-14	0-4	45-49	Salt Lake City	45-49	60-64	85-89	10-14	0-4	40-44
Lubbock	15-19	5-9	70-74	15-19	0-4	60-64	San Bernardino-Riverside						
Memphis <sup>4</sup>	55-59	75-79	95+	5-9	10-14	60-64	Ontario	70-74	75-79	95+	15-19	15-19	45-49
Miami <sup>4</sup>	40-44	40-44	90-94	10-14	5-9	35-39	San Diego	70-74	85-89	95+	5-9	5-9	5-9
New Orleans	35-39	50-54	85-89	5-9	0-4	40-44	San Francisco-Oakland <sup>4</sup>	90-94	95+	95+	15-19	10-14	50-54
Norfolk-Portsmouth and Newport News-Hampton	60-64	85-89	90-94	25-29	40-44	75-79	Seattle <sup>4</sup>	95+	95+	95+	20-24	0-4	80-84
Oklahoma City <sup>4</sup>	30-34	45-49	70-74	5-9	0-4	45-49	Spokane	80-84	95+	95+	30-34	25-29	70-74
Raleigh	20-24	20-24	65-69	5-9	0-4	35-39							
Richmond <sup>4</sup>	55-59	80-84	85-89	20-24	10-14	90-94							

<sup>1</sup> All other plant and office workers were employed in establishments that either did not have labor-management contracts in effect, or had contracts that applied to fewer than half of their plant or office workers. The estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, owing to the exclusion of smaller size establishments. Data are limited to establishments with 50 employees or more except in the 12 largest areas where the minimum size adopted was 100 employees in manufacturing, public utilities, and retail trade. See table in appendix A for further explanation of the scope of the surveys.

<sup>2</sup> "All industries" includes data for divisions not shown separately in addition to divisions shown separately.

<sup>3</sup> Transportation, communication, and other public utilities. Excludes taxicabs, services incidental to water transportation, and municipally operated establishments.

<sup>4</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

<sup>5</sup> Separate presentation of data for this division is not made because of one or more of the reasons mentioned in footnote 8 to the table in appendix A. Data for this division, however, are included in estimates for "all industries."

Table 4. Percentage Changes<sup>1</sup>—All Industries and Manufacturing(Percents of change<sup>1</sup> in average earnings<sup>2</sup> for selected occupational groups, 1964-65<sup>3</sup>)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
<b>Northeast</b>								<b>South—Continued</b>									
Albany-Schenectady-Troy.....	2.4	2.8	2.7	1.7	1.8	3.3	2.7	1.8	San Antonio.....	5.1	( <sup>4</sup> )	( <sup>4</sup> )	3.3	4.4	( <sup>4</sup> )	( <sup>4</sup> )	3.2
Allentown-Bethlehem-Easton.....	2.6	3.4	3.1	2.9	2.0	3.9	3.0	2.9	Savannah.....	4.2	( <sup>4</sup> )	3.4	3.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Boston.....	2.8	4.1	2.4	1.2	3.8	5.6	2.2	2.6	Washington.....	4.0	( <sup>4</sup> )	3.5	1.6	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Buffalo.....	2.7	3.3	3.0	3.6	3.2	3.2	2.9	1.8	<b>North Central</b>								
Lawrence-Haverhill.....	2.6	( <sup>4</sup> )	2.1	2.7	( <sup>4</sup> )	3.6	2.0	2.4	Akron.....	3.0	2.8	3.0	2.6	3.1	2.3	2.9	2.3
Manchester.....	2.6	( <sup>4</sup> )	5.7	5.7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	Canton.....	2.5	.9	1.3	1.1	2.2	1.4	1.3	1.4
Newark and Jersey City.....	2.8	3.2	2.6	3.0	2.9	2.8	2.4	2.7	Chicago.....	2.6	2.8	3.1	2.8	2.6	3.2	3.0	1.9
New Haven.....	2.5	4.3	1.9	2.0	2.3	5.5	1.1	1.6	Cincinnati.....	2.9	3.8	2.6	2.5	2.2	3.8	2.2	2.6
New York.....	2.9	2.7	3.5	5.1	2.3	1.7	3.4	4.2	Cleveland.....	1.4	.9	1.1	1.6	.5	.9	.9	1.5
Paterson-Clifton-Passaic.....	3.2	3.2	3.4	2.8	3.1	2.2	3.5	3.3	Columbus.....	2.0	2.0	1.9	1.0	1.5	2.0	1.1	1.1
Philadelphia.....	2.3	2.9	2.9	3.5	2.9	2.9	2.9	3.4	Davenport-Rock Island-Moline.....	1.5	.6	.6	2.7	1.8	.5	.5	2.4
Pittsburgh.....	2.1	1.4	1.3	1.4	-.5	1.4	.7	1.1	Dayton.....	3.5	4.9	1.4	3.3	3.8	5.0	1.3	3.2
Portland.....	1.9	2.9	3.2	4.3	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	Des Moines.....	2.6	3.8	3.0	4.0	3.5	3.8	2.7	3.1
Providence-Pawtucket.....	3.1	4.5	3.6	3.0	2.9	3.4	3.6	4.4	Detroit.....	3.0	1.3	1.6	.4	2.3	.9	1.6	1.3
Scranton.....	3.9	( <sup>4</sup> )	3.0	5.2	3.5	( <sup>4</sup> )	2.4	5.2	Green Bay.....	3.3	( <sup>4</sup> )	3.5	3.1	2.5	( <sup>4</sup> )	3.8	4.1
Trenton.....	3.1	.9	2.9	1.7	1.4	.9	2.8	2.4	Indianapolis.....	3.4	4.1	1.9	3.5	2.7	4.4	1.5	2.2
Waterbury.....	2.8	2.4	2.6	1.8	2.3	2.0	2.5	1.8	Kansas City.....	1.9	.9	2.3	2.6	1.4	.5	1.9	1.1
Worcester.....	1.9	3.1	2.8	1.8	2.0	3.2	2.8	2.1	Milwaukee.....	2.9	1.4	2.4	1.4	2.1	1.4	2.5	1.3
York.....	3.3	( <sup>4</sup> )	1.5	2.6	2.8	( <sup>4</sup> )	1.3	1.8	Minneapolis-St. Paul.....	2.1	2.5	2.9	4.0	1.8	2.0	3.1	3.5
<b>South</b>								<b>West</b>									
Atlanta.....	4.3	4.7	4.6	4.7	4.0	4.4	4.6	6.5	Muskegon-Muskegon Heights.....	2.1	1.6	2.1	3.1	1.7	1.6	2.0	3.3
Baltimore.....	3.9	1.4	3.7	2.6	1.5	.9	4.1	2.3	Omaha.....	1.8	3.0	3.2	2.6	2.0	( <sup>4</sup> )	3.4	2.6
Beaumont-Port Arthur.....	3.2	3.3	2.3	3.0	2.6	3.3	2.3	1.6	Rockford.....	2.2	2.7	2.9	3.8	2.4	2.2	2.7	4.6
Birmingham.....	2.0	2.0	-.2	2.7	.5	1.5	-.5	3.5	St. Louis.....	2.3	3.4	2.7	2.6	2.3	3.8	2.7	2.9
Charleston, W. Va.....	1.2	2.2	1.7	4.0	.7	1.7	1.8	4.5	Sioux Falls.....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Charlotte.....	3.6	( <sup>4</sup> )	3.7	5.0	3.3	( <sup>4</sup> )	( <sup>4</sup> )	3.9	South Bend.....	1.1	4.5	.5	<sup>s</sup> -.6	.8	3.9	.1	<sup>s</sup> -.2
Chattanooga.....	2.1	.5	3.7	6.0	3.8	.5	3.6	7.3	Toledo.....	1.4	2.8	1.2	<sup>s</sup> -.3	1.4	2.3	1.1	.4
Dallas.....	3.7	0	4.6	2.4	3.2	( <sup>4</sup> )	4.7	1.8	Waterloo.....	3.5	( <sup>4</sup> )	1.8	1.4	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Fort Worth.....	4.3	2.7	5.0	3.4	( <sup>4</sup> )	3.1	4.6	<sup>s</sup> -.1	Wichita.....	1.8	.5	3.7	4.2	1.0	0	3.9	2.8
Greenville.....	3.1	3.0	4.4	4.3	3.4	3.0	4.4	3.7	<b>West</b>								
Houston.....	2.5	.9	1.9	3.4	2.1	0	1.8	3.4	Albuquerque.....	3.4	( <sup>4</sup> )	( <sup>4</sup> )	3.7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Jackson.....	3.1	( <sup>4</sup> )	1.5	2.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	Denver.....	2.7	3.9	2.7	3.9	1.6	3.4	1.9	2.5
Jacksonville.....	2.7	( <sup>4</sup> )	5.2	1.4	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	Los Angeles-Long Beach.....	3.0	4.3	3.3	4.3	2.6	3.8	2.8	4.6
Little Rock-North Little Rock.....	3.7	( <sup>4</sup> )	2.4	1.8	2.6	( <sup>4</sup> )	2.8	1.4	Phoenix.....	3.1	( <sup>4</sup> )	<sup>6</sup> 2.3	1.8	5.0	( <sup>4</sup> )	( <sup>4</sup> )	2.3
Louisville.....	3.6	0	1.4	3.6	4.3	0	.9	4.1	Portland.....	3.3	3.8	3.8	4.2	3.3	( <sup>4</sup> )	3.7	2.4
Lubbock.....	3.7	( <sup>4</sup> )	( <sup>4</sup> )	4.4	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	Salt Lake City.....	3.1	( <sup>4</sup> )	3.8	2.6	( <sup>4</sup> )	( <sup>4</sup> )	2.6	1.7
Memphis.....	2.7	0	2.9	1.3	3.0	( <sup>4</sup> )	2.6	1.7	San Bernardino-Riverside-Ontario.....	3.2	2.8	-3.8	2.1	1.4	.4	-4.7	1.0
Miami.....	3.1	3.8	2.0	2.9	4.8	( <sup>4</sup> )	1.0	4.0	San Diego.....	3.6	.4	3.5	3.2	4.1	0	3.7	4.8
New Orleans.....	2.5	0	2.5	6.3	3.7	.9	1.9	7.2	San Francisco-Oakland.....	3.4	2.2	1.3	3.2	3.4	2.2	1.2	2.6
Norfolk-Portsmouth and Newport News-Hampton.....	2.6	( <sup>4</sup> )	.9	4.2	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	3.5	Seattle.....	2.3	6.0	3.8	2.9	2.9	6.8	4.0	3.7
Oklahoma City.....	2.8	( <sup>4</sup> )	( <sup>4</sup> )	<sup>s</sup> -.1	1.7	( <sup>4</sup> )	( <sup>4</sup> )	2.4	Spokane.....	2.6	( <sup>4</sup> )	4.2	3.1	( <sup>4</sup> )	( <sup>4</sup> )	4.6	3.5
Raleigh.....	2.4	( <sup>4</sup> )	2.7	2.7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	2.0									
Richmond.....	2.6	.5	2.6	2.7	2.1	0	2.3	3.3									

<sup>1</sup> Unless otherwise indicated, all are increases.<sup>2</sup> Earnings of office clerical workers and industrial nurses relate to regular straight-time salaries that are paid for standard workweeks. Earnings of skilled maintenance trades and unskilled plant workers relate to hourly earnings excluding premium pay for work on weekends, holidays, and late shifts.<sup>3</sup> Fiscal years ending June 30. In most cases the change is for 12 months. The exceptions are Albany-Schenectady-Troy, Rockford, and Spokane, 13 months; and Columbus, 11 months.<sup>4</sup> Data do not meet publication criteria.<sup>5</sup> These unusual decreases largely reflect changes in employment among establishments with different pay levels.<sup>6</sup> Revised estimate.<sup>7</sup> Changes were affected by the inclusion of payments under a "progress-sharing" plan in 1 manufacturing establishment.

Table 5. Wage Indexes—All Industries and Manufacturing

(Indexes of average earnings<sup>1</sup> for selected occupational groups in 79 metropolitan areas,<sup>2</sup> 1965<sup>3</sup>)(1961<sup>3</sup>=100)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
<b>Northeast</b>								<b>South—Continued</b>									
Albany-Schenectady-Troy	111.6	111.7	111.1	111.2	110.9	111.2	110.3	111.6	San Antonio	114.7	(4)	(4)	117.5	113.4	(4)	(4)	114.6
Allentown-Bethlehem-Easton	112.1	108.1	111.4	111.8	111.4	108.6	110.9	109.4	Savannah	114.7	(4)	114.2	113.4	(4)	(4)	(4)	(4)
Boston	112.5	115.9	111.7	110.6	113.7	117.0	110.2	108.1	Washington	114.7	(4)	115.4	112.8	(4)	(4)	(4)	(4)
Buffalo	110.7	109.4	109.5	112.3	110.1	108.8	109.0	109.6	<b>North Central</b>								
Lawrence-Haverhill	114.1	121.4	115.4	114.3	(4)	121.4	115.4	114.6	Akron	112.7	112.2	111.0	113.8	114.1	111.7	110.7	110.6
Manchester	116.3	(4)	118.9	119.0	(4)	(4)	(4)	(4)	Canton	108.2	111.5	107.1	106.6	106.9	111.5	106.7	106.1
Newark and Jersey City	112.4	117.3	112.5	113.0	112.3	116.2	112.1	111.6	Chicago	111.1	113.2	112.6	112.3	112.1	113.2	111.9	109.6
New Haven	109.2	113.1	110.3	111.6	111.3	112.8	109.0	114.5	Cincinnati	112.3	110.6	111.1	113.9	110.7	110.7	110.5	113.5
New York	113.7	113.9	116.1	117.7	112.4	113.3	114.5	114.5	Cleveland	109.4	110.6	110.5	110.3	108.0	110.6	110.4	109.9
Paterson-Clifton-Passaic	113.5	116.2	114.1	113.5	115.0	118.2	114.0	112.9	Columbus	109.3	111.5	110.2	111.0	110.0	111.4	109.9	109.1
Philadelphia	111.6	112.9	113.0	114.0	111.8	112.3	113.1	113.7	Davenport-Rock Island-Moline	110.1	111.1	110.2	111.5	111.5	111.1	110.0	112.5
Pittsburgh	107.7	108.4	105.1	108.9	105.1	108.4	104.1	109.1	Dayton	110.7	116.3	107.8	108.0	109.4	114.2	107.4	110.3
Portland	109.6	111.5	113.7	106.3	(4)	(4)	(4)	(4)	Des Moines	114.2	116.8	112.2	113.7	113.5	114.9	110.9	114.1
Providence-Pawtucket	116.6	119.9	115.1	112.2	115.3	119.3	114.9	112.1	Detroit	111.9	110.8	109.4	109.6	111.2	109.2	109.5	109.9
Scranton	115.3	(4)	113.6	121.8	117.2	(4)	112.2	118.2	Green Bay	112.5	(4)	114.6	115.1	112.2	(4)	114.3	116.1
Trenton	109.9	119.4	110.6	112.7	106.9	119.9	110.1	113.2	Indianapolis	110.7	115.0	113.9	113.2	110.7	115.1	112.3	114.4
Waterbury	110.6	108.8	109.5	109.8	110.2	108.9	109.0	109.3	Kansas City	110.2	112.6	113.9	111.4	109.2	110.9	113.4	108.4
Worcester	110.8	111.2	109.0	113.9	111.4	110.1	108.2	116.9	Milwaukee	111.8	113.3	112.2	110.6	111.4	113.3	111.3	112.0
York	109.6	(4)	111.0	112.3	110.3	(4)	110.0	108.7	Minneapolis-St. Paul	111.2	111.4	114.8	115.3	110.6	109.1	114.5	114.2
<b>South</b>								<b>West</b>									
Atlanta	115.1	118.4	116.2	115.6	115.0	117.5	114.9	116.5	Albuquerque	112.0	(4)	(4)	115.9	(4)	(4)	(4)	(4)
Baltimore	114.0	114.0	112.3	112.4	110.0	112.5	111.7	112.6	Denver	114.5	119.4	113.6	117.5	112.8	115.9	112.4	116.5
Beaumont-Port Arthur	114.2	107.3	108.3	114.6	111.5	107.3	107.6	107.0	Los Angeles-Long Beach	112.7	117.2	112.8	115.7	113.7	116.7	111.7	113.4
Birmingham	109.9	106.2	108.4	109.3	104.3	104.6	108.0	110.1	Phoenix	115.4	(4)	5111.2	114.4	113.9	(4)	(4)	116.0
Charleston, W. Va.	111.2	109.9	108.1	110.0	104.7	109.3	107.4	110.8	Portland	113.0	121.8	113.0	111.1	111.1	(4)	112.5	112.9
Charlotte	113.6	(4)	119.1	115.6	114.7	(4)	(4)	116.5	Salt Lake City	116.8	(4)	116.6	111.0	(4)	(4)	114.6	111.0
Chattanooga	111.8	110.2	110.3	116.9	115.9	110.2	110.2	118.3	San Bernardino-Riverside	112.2	109.9	111.0	109.4	113.1	108.2	110.4	108.8
Dallas	112.5	110.0	115.7	113.0	110.7	(4)	115.7	115.0	Ontario	112.2	109.9	111.0	109.4	113.1	108.2	110.4	108.8
Fort Worth	116.0	109.7	115.2	112.4	(4)	110.0	114.3	105.8	San Francisco-Oakland	113.3	111.5	111.9	115.0	112.4	112.3	111.5	114.0
Greenville	114.8	113.4	116.5	117.4	113.1	113.4	116.7	116.9	Seattle	113.8	118.6	114.3	118.4	114.3	119.7	113.7	117.5
Houston	109.9	107.0	110.3	118.2	111.3	107.1	108.1	117.9	Spokane	112.2	(4)	113.4	113.3	(4)	(4)	113.2	108.6
Jackson	114.2	(4)	109.9	119.4	(4)	(4)	(4)	(4)									
Jacksonville	113.7	(4)	114.1	115.0	(4)	(4)	(4)	(4)									
Little Rock-North Little Rock	114.3	(4)	112.2	111.3	116.8	(4)	111.2	110.9									
Louisville	113.6	108.3	110.3	112.6	113.6	108.8	109.3	114.8									
Lubbock	114.3	(4)	(4)	115.6	(4)	(4)	(4)	(4)									
Memphis	114.3	112.6	114.6	116.3	115.6	(4)	114.0	114.1									
Miami	112.5	115.6	112.1	109.5	111.2	(4)	108.5	108.0									
New Orleans	115.3	105.0	114.3	117.9	117.1	102.8	113.1	112.8									
Norfolk-Portsmouth and Newport News-Hampton	115.0	(4)	112.4	111.2	(4)	(4)	(4)	110.7									
Oklahoma City	113.6	(4)	(4)	109.8	110.2	(4)	(4)	111.2									
Raleigh	115.9	(4)	110.2	111.0	(4)	(4)	(4)	110.7									
Richmond	112.1	106.6	111.6	118.4	110.0	105.5	110.6	119.9									

<sup>1</sup> See footnote 2, table 4.<sup>2</sup> Excludes San Diego which was not surveyed in the base year (fiscal 1961).<sup>3</sup> Fiscal years ending June 30. The time span between the base year survey and the index year survey was not less than 47 months nor more than 49 months, except in Canton (52 months) and Columbus (45 months).<sup>4</sup> Data do not meet publication criteria.<sup>5</sup> Revised estimate.<sup>6</sup> See footnote 7, table 4.

Table 6. Wage Indexes—All Industries and Manufacturing—20 Metropolitan Areas<sup>1</sup>(Indexes of average earnings<sup>2</sup> for selected occupational groups, 1965<sup>3</sup>)

Metropolitan area	Time interval (months)	(1953 <sup>3</sup> =100)				Manufacturing			
		All industries				Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
<u>Northeast</u>									
Boston.....	139	157.3	163.5	157.3	154.2	156.2	163.8	156.6	150.9
Buffalo.....	140	151.1	157.0	155.6	160.6	153.4	157.4	154.6	158.3
Newark and Jersey City.....	147	156.3	167.3	159.8	163.1	157.1	165.7	159.5	168.2
New York.....	146	156.8	162.0	161.8	165.5	158.3	173.3	160.9	165.1
Philadelphia.....	145	159.6	164.9	162.5	163.6	158.6	163.5	160.7	161.1
Providence-Pawtucket.....	149	158.5	159.8	160.9	147.2	161.7	158.0	158.4	138.8
<u>South</u>									
Atlanta.....	146	157.2	171.7	164.3	164.3	158.7	174.0	159.4	166.2
Baltimore.....	145	165.8	171.9	170.2	177.5	165.7	173.1	171.0	184.2
Dallas.....	147	156.7	145.9	164.2	155.7	149.1	( <sup>4</sup> )	157.2	156.9
Memphis.....	144	151.6	164.6	163.0	161.9	154.0	( <sup>4</sup> )	156.8	153.5
<u>North Central</u>									
Chicago.....	145	152.3	163.1	160.2	156.1	155.3	163.9	158.8	150.3
Cleveland.....	143	153.8	166.3	159.1	161.5	155.4	165.5	159.0	159.4
Kansas City.....	145	156.5	167.2	166.0	159.6	157.7	163.8	164.5	159.8
Milwaukee.....	144	153.6	166.9	162.4	153.6	158.3	167.6	162.2	156.0
Minneapolis-St. Paul.....	146	153.1	162.3	163.0	171.5	149.4	158.5	159.6	163.4
St. Louis.....	142	154.2	170.2	162.7	160.7	156.0	171.9	160.6	162.1
<u>West</u>									
Denver.....	145	161.2	171.0	175.4	185.1	163.0	( <sup>4</sup> )	172.8	186.3
Los Angeles-Long Beach.....	145	159.0	163.6	160.6	163.7	160.8	165.6	159.4	158.5
Portland.....	152	157.7	168.1	162.8	160.9	155.3	( <sup>4</sup> )	163.1	156.8
San Francisco-Oakland.....	144	156.9	168.4	157.7	167.7	155.3	170.9	161.0	164.8

<sup>1</sup> Limited to the 20 areas which were surveyed in both 1953 and 1965.<sup>2</sup> See footnote 2, table 4.<sup>3</sup> Fiscal years ending June 30. The method of computing the index from 1961 to 1965 is described on page 72. Index data for 1953 to 1961 are based on a slightly different list of occupations, weights are based on 1953-54 employment, and the office clerical and industrial nurses' occupational groups are limited to women.<sup>4</sup> Data do not meet publication criteria.

#### Changes in Occupational Descriptions

Since the Bureau's last survey in these areas, occupational descriptions for draftsman and switchboard operator were revised in order to obtain salary information for more specific categories. The revised descriptions were used in all areas where data were collected by personal visit. The old description for switchboard operator was used in areas where some of the data were collected by mail questionnaire. No attempt was made to publish data for draftsmen in these areas. The revised descriptions will be used in all areas next year.

Switchboard operator. The revised description for switchboard operator arranges these workers into two defined classes (A and B) instead of a single category, clarifying the criteria of types of calls handled and types of information provided. The combination of class A and class B data, where both are published, is comparable to the single designation, if previously published.

Draftsman. The revised descriptions for draftsman (classes A, B, and C; and draftsman-tracer) replace the previous designations for draftsman (leader, senior, and junior; and tracer) and emphasize the distinction between drafting and design skills. Therefore, if data are presented for any of these occupations, such data are not comparable to data previously published.

The revised occupational descriptions are included in appendix B.

#### Industry Detail

Tabulations in this bulletin do not present separate data for the wholesale trade, retail trade, finance, and services industry groups. These groups are included in the all industries tabulations and in total nonmanufacturing in the A-series tables, but are not shown separately because of the limited number of areas for which separate data were available. Industry detail provided in the individual area bulletins is indicated in the table in appendix A.



## A. Occupational Earnings

Table A-1. Office Occupations—All Industries

(Average weekly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Sex, occupation, and grade	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston <sup>2</sup>	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York <sup>2</sup>	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York
	April	February	October	December	June	August	February	January	April	May	November	January	November	May	August	December	March	June	February
<b>Office clerical</b>																			
<b>Men</b>																			
<b>Clerks:</b>																			
Accounting, class A.....	\$113.50	\$136.50	\$101.50	\$121.00	-	-	\$110.00	\$118.50	\$111.50	\$118.50	\$106.00	\$127.00	\$106.00	\$112.00	\$109.00	\$108.00	\$112.00	-	-
Accounting, class B.....	87.50	109.00	79.50	98.00	-	-	97.00	110.50	85.50	101.50	94.00	104.00	-	75.50	-	104.00	-	-	-
Order.....	101.00	-	104.00	113.50	-	-	102.00	115.00	95.50	96.00	102.50	111.50	-	98.00	-	-	124.00	\$108.00	\$87.00
Payroll.....	-	-	95.50	124.00	-	-	105.50	-	101.00	-	106.00	117.00	-	-	-	-	-	-	86.00
Office boys.....	65.50	87.50	59.00	67.50	-	-	64.00	69.50	65.50	71.00	66.00	66.50	58.50	64.00	67.50	61.50	-	56.00	65.00
<b>Tabulating-machine operators:</b>																			
Class A.....	111.00	-	107.00	121.00	\$106.00	-	112.00	115.00	114.00	124.50	111.50	119.00	-	-	-	-	-	-	-
Class B.....	94.50	110.50	88.50	115.00	-	\$80.00	98.50	93.00	97.50	106.50	91.00	102.50	76.00	91.00	94.00	-	90.50	84.50	-
Class C.....	77.50	94.00	73.00	-	-	-	78.50	-	79.50	-	72.50	87.00	-	-	-	-	-	-	-
<b>Women</b>																			
<b>Billers, machine:</b>																			
Billing machine.....	63.00	65.50	75.00	84.00	65.00	-	80.00	78.00	81.50	78.50	80.00	80.00	55.00	68.50	61.50	-	73.00	71.00	58.50
Bookkeeping-machine.....	75.00	-	65.50	63.00	-	-	72.00	70.50	84.00	-	69.00	66.00	-	58.50	-	-	-	-	-
<b>Bookkeeping-machine operators:</b>																			
Class A.....	92.50	86.00	87.00	89.00	-	72.00	80.50	78.00	92.00	100.50	80.50	88.50	-	77.00	77.50	-	-	87.00	78.50
Class B.....	68.50	64.50	71.50	72.50	59.00	66.00	73.00	69.50	80.50	73.50	72.00	69.50	59.00	66.00	60.50	76.00	65.50	67.00	60.50
<b>Clerks:</b>																			
Accounting, class A.....	99.00	99.50	90.00	101.50	90.00	83.50	97.00	99.50	103.00	106.00	91.00	104.00	83.50	87.00	96.00	95.00	100.00	89.00	84.00
Accounting, class B.....	77.00	85.50	72.00	77.50	72.50	63.50	79.50	74.50	80.50	79.00	72.00	83.50	66.50	69.00	81.00	75.00	74.00	71.50	69.00
File, class A.....	82.50	98.00	74.50	83.00	-	-	80.00	-	87.50	-	76.00	90.50	-	81.50	-	65.00	82.00	-	-
File, class B.....	64.00	82.00	61.00	61.00	64.50	-	64.00	63.50	72.50	67.50	61.00	69.00	-	62.00	57.00	65.00	69.00	60.50	56.50
File, class C.....	59.50	75.50	57.50	54.50	-	-	64.00	60.00	64.00	58.50	57.00	59.00	-	57.00	62.00	57.50	54.50	56.00	58.00
Order.....	-	-	75.50	76.00	81.00	-	77.50	83.50	78.00	73.50	73.50	85.00	65.00	69.00	65.00	73.00	84.00	76.50	71.00
Payroll.....	82.50	74.50	79.00	85.50	77.00	63.50	92.00	83.50	93.00	89.50	80.50	88.50	73.50	76.00	65.00	81.50	85.50	77.50	70.00
Comptometer operators.....	89.00	-	75.50	76.50	-	-	86.00	89.00	87.00	83.00	76.00	81.50	77.00	75.50	-	-	-	75.00	-
<b>Keypunch operators:</b>																			
Class A.....	87.50	92.00	79.00	90.50	-	-	87.00	86.50	88.50	92.00	84.50	90.50	85.00	77.00	-	83.00	85.00	73.50	92.00
Class B.....	77.00	79.50	68.00	74.00	70.00	60.00	75.50	74.00	76.00	72.50	70.00	77.00	58.00	65.50	80.00	70.00	74.50	66.50	66.00
Office girls.....	63.50	77.50	57.50	62.50	-	-	65.50	65.50	65.00	-	60.50	63.00	-	53.50	56.50	-	58.50	-	-
Secretaries.....	100.00	93.00	95.00	102.00	95.50	82.00	104.50	96.00	108.50	103.00	100.00	103.50	80.50	87.50	85.00	99.50	103.00	94.50	92.00
<b>Stenographers:</b>																			
General.....	79.50	76.50	76.50	81.50	75.50	65.00	82.50	82.50	85.00	81.00	77.50	82.00	65.00	70.00	72.50	76.00	82.00	74.50	75.00
Senior.....	-	87.00	83.50	98.00	-	-	92.00	85.00	97.50	90.50	88.50	93.00	79.50	79.50	75.50	86.50	95.50	81.00	-
Switchboard operators.....	76.00	77.00	( <sup>3</sup> )	( <sup>3</sup> )	74.00	( <sup>3</sup> )	83.00	81.00	( <sup>3</sup> )	86.00	( <sup>3</sup> )	( <sup>3</sup> )	60.00	( <sup>3</sup> )	64.00	( <sup>3</sup> )	79.00	76.00	73.50
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	82.50	91.50	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	94.00	( <sup>3</sup> )	87.00	93.00	( <sup>3</sup> )	73.50	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	68.50	67.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	83.50	( <sup>3</sup> )	73.00	76.00	( <sup>3</sup> )	59.00	( <sup>3</sup> )	71.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Switchboard operator-receptionists.....	73.00	71.50	77.00	78.50	66.50	60.50	83.00	78.00	84.50	80.50	74.00	80.00	64.50	68.50	59.50	76.50	75.00	71.00	69.00
<b>Tabulating-machine operators:</b>																			
Class B.....	-	105.00	78.00	97.00	-	-	97.50	-	87.50	-	89.00	94.50	-	89.00	-	-	90.50	90.50	-
Class C.....	-	-	64.50	78.00	-	-	-	-	-	74.00	70.50	79.00	-	67.00	-	-	-	-	-
<b>Typists:</b>																			
Class A.....	85.00	83.00	76.00	80.00	-	-	80.50	77.00	85.00	86.00	80.00	80.50	63.50	72.50	85.00	79.00	79.50	70.50	75.50
Class B.....	65.50	71.00	64.00	63.00	64.00	59.00	68.50	66.50	73.00	69.00	63.50	69.00	56.50	58.50	57.50	67.00	71.00	62.50	65.00
<b>Professional and technical</b>																			
<b>Men</b>																			
<b>Draftsmen:</b>																			
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	157.00	164.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	154.00	( <sup>3</sup> )	166.00	165.50	( <sup>3</sup> )	152.00	( <sup>3</sup> )	163.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	135.00	133.50	( <sup>3</sup> )	119.00	( <sup>3</sup> )	( <sup>3</sup> )	138.50	( <sup>3</sup> )	131.00	139.50	( <sup>3</sup> )	121.50	( <sup>3</sup> )	152.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	103.00	99.50	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	113.50	( <sup>3</sup> )	104.00	109.50	( <sup>3</sup> )	97.00	( <sup>3</sup> )	120.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Draftsmen-tracers.....	( <sup>3</sup> )	( <sup>3</sup> )	71.00	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	81.50	( <sup>3</sup> )	70.00	83.50	( <sup>3</sup> )	68.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
<b>Women</b>																			
Nurses, industrial (registered)....	110.00	106.50	102.00	110.00	102.00	-	112.00	107.50	113.50	113.00	105.50	110.00	87.50	93.50	-	107.50	105.00	98.50	-

See footnotes at end of table.

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

(Average weekly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Sex, occupation, and grade	South																				
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham <sup>2</sup>	Charles- ton, W. Va.	Char- lotte	Chatta- nooga <sup>2</sup>	Dallas <sup>2</sup>	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville <sup>2</sup>	Little Rock- North Little Rock <sup>2</sup>	Louis- ville	Lub- bock	Mem- phis <sup>2</sup>	Miami <sup>2</sup>	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City <sup>2</sup>
	May	Novem- ber	May	April	April	April	Septem- ber	Novem- ber	Novem- ber	May	June	Febru- ary	January	August	Febru- ary	June	January	Decem- ber	Febru- ary	June	August
<b>Office clerical</b>																					
<b>Men</b>																					
<b>Clerks:</b>																					
Accounting, class A.....	\$113.50	\$121.00	\$149.50	\$119.50	\$121.00	\$109.50	\$108.50	\$106.50	\$105.50	-	\$114.50	\$103.00	\$104.00	\$95.50	\$117.00	-	\$114.50	\$96.00	\$107.50	\$118.00	\$114.50
Accounting, class B.....	91.00	91.50	119.00	88.00	95.00	101.00	-	89.00	97.00	-	88.00	81.00	95.00	71.00	101.50	-	94.00	87.50	78.50	87.00	79.50
Order.....	93.00	111.50	119.00	88.00	-	85.50	-	92.00	94.00	-	106.00	73.50	85.50	77.00	101.00	-	90.00	85.50	85.50	-	86.00
Payroll.....	104.50	-	135.50	115.00	-	-	-	-	-	-	116.50	-	-	-	105.00	-	-	90.00	100.50	-	-
Office boys.....	65.50	63.50	-	66.50	67.50	62.50	61.00	58.00	59.00	-	60.00	59.50	57.50	55.50	66.00	-	61.00	59.00	58.50	69.00	57.00
<b>Tabulating-machine operators:</b>																					
Class A.....	111.50	116.00	149.00	-	-	119.50	123.50	108.00	109.00	-	118.00	-	105.50	-	119.00	-	-	104.50	109.50	-	120.00
Class B.....	95.00	94.50	-	89.00	118.00	93.00	-	91.00	90.50	-	97.50	-	96.00	-	100.00	-	89.50	90.50	93.50	-	91.50
Class C.....	79.00	85.00	-	-	-	-	-	69.00	64.50	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>																					
<b>Billers, machine:</b>																					
Billing machine.....	80.00	67.50	-	73.00	-	67.50	-	74.50	70.50	\$69.50	72.50	71.50	66.00	-	78.00	-	62.50	73.50	75.00	-	-
Bookkeeping machine.....	70.00	69.50	-	64.00	53.00	58.50	64.50	66.50	56.50	63.00	70.00	56.00	63.50	58.00	62.00	-	63.50	72.50	62.00	65.00	59.00
<b>Bookkeeping-machine operators:</b>																					
Class A.....	84.00	84.00	-	86.00	-	78.00	83.50	78.00	73.00	-	88.00	72.50	72.00	77.50	86.50	\$76.00	79.00	78.00	79.50	82.50	76.00
Class B.....	75.00	66.00	66.00	63.00	68.00	66.00	57.50	70.50	64.50	67.50	71.50	66.00	67.00	68.00	66.50	61.00	67.50	68.00	65.50	63.50	62.00
<b>Clerks:</b>																					
Accounting, class A.....	99.50	95.00	114.50	94.00	104.00	82.00	89.00	91.50	93.00	79.00	99.50	86.00	87.50	82.50	96.50	89.50	90.00	93.00	88.50	94.00	87.00
Accounting, class B.....	79.50	74.00	87.00	74.50	69.00	69.50	70.00	73.00	70.50	66.50	79.00	71.00	68.00	67.50	72.00	69.00	66.50	74.00	69.00	69.50	67.50
File, class A.....	82.50	82.00	119.50	70.00	-	71.00	76.50	72.00	-	-	78.50	-	-	-	95.00	-	-	78.50	74.50	-	74.00
File, class B.....	66.00	61.00	76.50	59.50	63.00	61.00	54.50	61.00	58.50	-	63.50	58.00	63.00	56.00	69.00	60.00	63.50	62.00	61.00	-	59.50
File, class C.....	56.50	57.00	-	57.00	-	56.50	51.00	54.50	53.50	52.50	56.00	53.50	53.50	-	54.00	59.00	51.00	56.00	-	-	52.50
Order.....	78.50	69.00	-	75.00	-	79.00	76.00	72.00	69.00	70.00	77.00	-	68.50	63.50	65.50	60.00	71.00	68.00	-	61.00	62.50
Payroll.....	85.50	81.50	101.50	81.50	95.50	75.00	77.50	82.00	78.00	67.50	90.50	81.50	81.00	73.50	79.50	75.50	75.00	77.50	74.00	74.00	80.50
Comptometer operators.....	79.50	80.00	83.50	66.50	80.50	68.00	-	74.00	70.00	-	75.50	-	70.50	63.00	76.00	67.00	68.50	66.00	66.50	-	70.50
<b>Keypunch operators:</b>																					
Class A.....	93.00	78.00	102.00	83.00	-	75.00	73.00	79.50	85.00	-	88.00	69.50	89.00	62.50	92.00	72.00	80.50	82.50	79.50	-	81.00
Class B.....	73.50	70.50	81.00	69.00	68.00	67.50	59.50	67.50	76.50	62.50	74.00	64.00	65.00	63.00	71.50	65.50	63.50	73.50	68.00	66.00	70.50
Office girls.....	62.00	63.00	-	59.00	-	55.00	50.50	59.00	67.00	-	62.00	-	57.00	56.00	58.50	-	58.00	58.50	56.00	-	56.00
Secretaries.....	100.00	98.00	113.00	93.50	109.50	89.00	84.00	96.00	92.00	82.00	103.00	80.50	91.50	81.50	98.00	83.00	84.50	91.00	95.00	92.00	89.00
<b>Stenographers:</b>																					
General.....	81.50	77.50	91.50	76.00	82.00	73.00	70.00	76.50	81.00	71.00	81.50	66.50	75.00	64.00	76.00	70.50	71.50	74.00	78.50	76.50	73.00
Senior.....	96.50	90.00	109.50	95.50	107.00	91.50	86.00	91.50	-	-	93.00	79.50	77.50	77.00	91.50	89.00	96.00	86.00	85.00	89.50	92.00
Switchboard operators.....	78.50	( <sup>3</sup> )	77.50	( <sup>3</sup> )	77.50	66.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	73.50	57.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	62.50	55.50	63.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class A.....	( <sup>3</sup> )	93.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	81.00	93.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	74.50	( <sup>3</sup> )	86.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	73.00	-	82.00
Class B.....	( <sup>3</sup> )	71.00	( <sup>3</sup> )	59.50	( <sup>3</sup> )	( <sup>3</sup> )	-	60.00	56.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	50.50	59.50	64.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	59.00	61.00	58.50
Switchboard operator- receptionists.....	76.50	71.50	77.50	73.00	67.50	72.50	72.00	74.50	65.50	65.50	76.00	66.00	67.50	63.00	68.50	63.00	68.50	69.50	69.00	65.00	66.50
<b>Tabulating-machine operators:</b>																					
Class B.....	83.00	85.50	-	82.50	-	75.00	82.50	-	-	-	-	-	82.50	-	87.50	-	82.50	79.50	-	-	-
Class C.....	-	79.50	-	-	-	68.00	-	-	-	-	-	-	74.00	-	68.50	-	-	-	-	-	-
<b>Typists:</b>																					
Class A.....	74.50	78.50	87.00	71.50	95.00	71.50	73.50	73.00	72.00	70.50	73.50	69.50	64.50	69.50	81.50	-	73.00	81.50	80.00	80.50	69.50
Class B.....	65.00	64.00	74.00	62.50	64.00	62.50	56.00	61.00	57.50	58.50	64.50	58.50	58.00	54.50	63.50	62.50	57.50	62.00	65.00	64.50	57.00
<b>Professional and technical</b>																					
<b>Men</b>																					
<b>Draftsmen:</b>																					
Class A.....	( <sup>3</sup> )	160.00	( <sup>3</sup> )	151.50	( <sup>3</sup> )	( <sup>3</sup> )	-	134.50	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	147.00
Class B.....	( <sup>3</sup> )	133.50	( <sup>3</sup> )	119.50	( <sup>3</sup> )	( <sup>3</sup> )	-	114.50	111.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	126.00	110.00	125.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	118.50
Class C.....	( <sup>3</sup> )	106.50	( <sup>3</sup> )	95.00	( <sup>3</sup> )	( <sup>3</sup> )	90.50	91.50	89.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	109.00	84.50	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	98.50	-	88.50
Draftsmen-tracers.....	( <sup>3</sup> )	78.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	67.50	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
<b>Women</b>																					
Nurses, industrial (registered).....	112.50	107.00	125.00	101.50	116.00	-	97.50	98.50	113.50	84.50	114.50	-	-	-	103.00	-	98.00	95.00	104.50	111.50	-

See footnotes at end of table.

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

(Average weekly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Sex, occupation, and grade	South—Continued					North Central															
	Raleigh	Rich- mond <sup>2</sup>	San An- tonio <sup>2</sup>	Savan- nah <sup>2</sup>	Wash- ington	Akron	Canton	Chi- cago <sup>2</sup>	Cincin- nati	Cleve- land <sup>2</sup>	Colum- bus	Davenport- Rock Island- Moline	Dayton	Des Moines	De- troit <sup>2</sup>	Green Bay	Indian- apolis <sup>2</sup>	Kansas City	Milwau- kee	Minne- apolis- St. Paul	Muskegon- Muskegon Heights
	Septem- ber	Novem- ber	June	May	October	June	April	April	March	Septem- ber	October	October	January	Feb- ruary	January	August	Decem- ber	Novem- ber	April	January	May
<b>Office clerical</b>																					
<b>Men</b>																					
Clerks:																					
Accounting, class A.....	\$92.00	\$119.00	\$92.00	\$118.00	\$107.50	\$129.50	\$122.50	\$120.00	\$111.00	\$117.00	\$106.50	\$118.50	\$122.00	\$112.50	\$137.00	\$120.00	\$113.50	\$114.00	\$120.50	\$114.50	\$126.00
Accounting, class B.....	-	97.00	79.50	98.00	83.50	95.50	-	99.50	84.50	95.00	87.50	88.00	94.50	96.00	101.50	93.00	88.00	86.00	97.50	92.00	-
Order.....	-	88.50	78.00	-	103.50	123.00	115.50	116.50	104.50	113.50	97.50	103.50	96.00	98.50	126.50	-	95.50	101.00	111.50	103.50	-
Payroll.....	-	-	-	106.00	-	-	-	111.00	-	110.50	-	-	-	-	123.00	-	123.00	117.00	117.00	98.00	-
Office boys.....	57.50	64.50	54.00	-	64.50	64.50	-	70.50	65.50	69.50	65.00	-	61.50	59.00	74.00	-	65.50	59.50	65.00	65.50	-
Tabulating-machine operators:																					
Class A.....	-	100.00	-	-	-	119.00	-	117.00	118.00	121.00	121.00	121.50	138.00	108.50	131.50	-	120.50	118.50	125.00	110.00	-
Class B.....	-	-	-	-	98.00	107.00	106.00	101.50	98.50	105.00	96.00	104.00	111.50	96.00	110.00	-	98.50	96.00	107.00	95.00	102.00
Class C.....	-	72.50	-	-	93.00	-	-	84.50	-	85.50	86.00	-	95.50	78.00	93.50	-	84.00	77.00	88.50	78.50	-
<b>Women</b>																					
Billers, machine:																					
Billing machine.....	-	65.00	62.00	-	-	83.50	63.50	84.00	71.50	78.50	77.50	64.00	78.50	64.50	89.00	-	69.50	78.50	75.00	72.00	-
Bookkeeping machine.....	-	67.50	58.00	-	75.00	68.00	-	74.00	-	73.50	62.00	-	64.50	60.00	73.00	-	68.50	76.50	80.50	66.50	-
Bookkeeping-machine operators:																					
Class A.....	-	77.50	75.50	-	83.00	90.00	-	97.00	85.50	90.50	83.50	92.50	90.00	82.50	100.00	-	82.50	89.00	90.00	85.00	-
Class B.....	66.50	67.00	58.50	61.50	75.50	74.50	63.50	79.50	74.00	74.50	64.00	66.50	83.50	65.00	78.00	59.50	71.50	69.50	77.50	69.00	72.50
Clerks:																					
Accounting, class A.....	78.00	89.50	89.50	91.50	95.50	104.00	87.00	102.50	97.00	101.50	87.00	104.00	97.50	82.50	108.50	86.00	96.50	93.50	101.50	90.00	98.00
Accounting, class B.....	63.50	74.50	68.50	74.50	75.50	85.00	78.50	83.00	74.00	79.50	72.00	76.00	75.50	72.50	82.50	72.00	71.50	71.50	79.50	72.00	80.00
File, class A.....	61.50	77.00	-	-	81.50	-	-	85.00	83.00	82.00	80.50	86.50	-	64.50	96.50	-	83.00	75.50	82.00	79.00	-
File, class B.....	54.50	65.00	62.50	-	70.50	66.00	63.00	71.50	64.00	67.00	62.00	64.00	-	56.00	72.50	-	66.50	62.00	64.50	62.50	58.50
File, class C.....	-	56.00	56.00	-	61.50	61.00	-	61.00	57.00	63.50	56.50	60.50	-	52.50	60.50	53.50	57.50	56.00	56.00	54.50	-
Order.....	-	76.00	69.00	-	75.50	70.00	80.50	80.50	76.50	81.00	73.50	75.50	70.50	66.50	88.50	-	72.00	74.00	73.00	74.00	-
Payroll.....	75.50	83.50	71.00	94.00	89.00	97.50	85.00	93.50	84.00	91.00	81.50	90.50	91.00	81.50	99.00	76.50	87.00	85.50	88.50	84.00	80.50
Comptometer operators.....	65.00	71.00	68.50	-	85.50	85.00	74.00	84.50	76.00	82.50	81.50	67.50	83.00	73.50	95.50	-	75.50	78.50	74.00	76.00	81.00
Keypunch operators:																					
Class A.....	78.50	81.50	72.00	-	88.00	95.50	89.00	90.50	83.50	87.00	81.00	95.50	95.50	78.50	98.00	-	84.00	85.00	85.00	79.00	-
Class B.....	62.00	70.00	61.50	78.50	76.00	78.00	72.00	80.50	71.00	78.50	69.00	76.00	77.00	63.00	90.50	57.00	74.50	73.00	74.50	72.00	72.50
Office girls.....	-	55.50	-	-	62.00	63.00	-	66.50	59.50	63.50	59.00	67.50	69.00	58.00	70.50	-	63.50	64.50	61.00	55.50	-
Secretaries.....	89.00	92.00	84.00	93.50	102.50	108.50	92.50	107.00	102.50	105.00	95.50	105.00	107.00	88.00	117.00	90.00	104.00	97.50	104.00	93.00	99.00
Stenographers:																					
General.....	66.00	78.50	65.00	83.00	90.00	83.50	75.00	88.00	75.50	82.50	79.00	78.50	87.00	70.00	92.50	70.00	86.50	79.50	80.00	75.50	76.50
Senior.....	77.00	87.50	81.00	87.50	99.50	97.50	89.50	96.00	93.00	95.50	90.50	94.00	107.50	83.00	107.00	89.00	95.50	90.00	95.50	83.00	94.50
Switchboard operators.....	57.00	70.50	( <sup>3</sup> )	64.50	( <sup>3</sup> )	78.00	79.50	( <sup>3</sup> )	83.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	77.00	67.00	( <sup>3</sup> )	( <sup>3</sup> )	73.50	71.50	( <sup>3</sup> )	( <sup>3</sup> )	70.50
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	69.00	( <sup>3</sup> )	85.00	( <sup>3</sup> )	( <sup>3</sup> )	93.00	( <sup>3</sup> )	97.00	87.50	99.00	( <sup>3</sup> )	( <sup>3</sup> )	108.00	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	91.50	84.50
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	52.00	( <sup>3</sup> )	64.50	( <sup>3</sup> )	( <sup>3</sup> )	76.50	( <sup>3</sup> )	73.50	66.00	54.00	( <sup>3</sup> )	( <sup>3</sup> )	79.00	60.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	71.00	69.50
Switchboard operator- receptionists.....	64.00	70.50	65.50	67.00	81.50	76.00	74.50	85.00	76.50	78.50	70.00	70.50	76.00	69.00	82.50	75.00	73.00	74.50	77.00	69.50	73.50
Tabulating-machine operators:																					
Class A.....	-	85.00	-	-	-	106.50	-	96.50	89.00	90.50	97.50	99.00	100.00	82.00	105.00	-	-	92.50	87.00	-	-
Class B.....	-	69.50	-	-	-	-	-	78.50	73.00	87.50	78.50	-	84.50	67.50	-	-	70.00	-	77.50	67.00	-
Typists:																					
Class A.....	65.00	73.00	67.50	84.00	81.00	82.50	80.50	84.50	81.50	85.50	76.50	91.00	91.50	69.00	96.00	84.50	86.00	78.50	85.00	72.50	87.00
Class B.....	54.50	62.00	56.50	65.50	71.50	73.00	62.50	73.00	66.00	69.50	63.00	70.50	73.00	58.50	78.50	62.00	62.00	65.00	65.00	63.00	69.00
<b>Professional and technical</b>																					
<b>Men</b>																					
Draftsmen:																					
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	114.00	( <sup>3</sup> )	144.00	( <sup>3</sup> )	( <sup>3</sup> )	160.00	( <sup>3</sup> )	156.50	153.50	134.00	( <sup>3</sup> )	( <sup>3</sup> )	186.50	-	( <sup>3</sup> )	( <sup>3</sup> )	143.00	142.50	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	104.50	( <sup>3</sup> )	128.00	( <sup>3</sup> )	( <sup>3</sup> )	133.00	( <sup>3</sup> )	134.00	126.50	113.50	( <sup>3</sup> )	( <sup>3</sup> )	168.50	115.50	( <sup>3</sup> )	( <sup>3</sup> )	124.50	119.00	( <sup>3</sup> )
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	97.00	( <sup>3</sup> )	( <sup>3</sup> )	104.00	( <sup>3</sup> )	108.50	95.50	98.50	( <sup>3</sup> )	( <sup>3</sup> )	126.00	95.50	( <sup>3</sup> )	( <sup>3</sup> )	99.00	94.50	( <sup>3</sup> )
Draftsmen-tracers.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	83.50	( <sup>3</sup> )	86.00	78.00	-	( <sup>3</sup> )	( <sup>3</sup> )	92.00	-	( <sup>3</sup> )	( <sup>3</sup> )	80.00	-	( <sup>3</sup> )
<b>Women</b>																					
Nurses, industrial (registered)....	-	105.00	-	-	-	110.00	107.00	111.00	110.00	109.50	101.50	110.00	117.50	108.00	117.50	-	114.50	107.50	106.50	102.50	95.50

See footnotes at end of table.

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

(Average weekly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Sex, occupation, and grade	North Central—Continued								West										
	Omaha <sup>2</sup>	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albu- querque <sup>2</sup>	Denver	Los Angeles— Long Beach <sup>2</sup>	Phoenix <sup>2</sup>	Portland	Salt Lake City	San Bernardino— Riverside— Ontario <sup>4</sup>	San Diego	San Francisco— Oakland <sup>2</sup>	Seattle <sup>2</sup>	Spokane
	October	May	October	October	March	Feb- ruary	Novem- ber	Septem- ber	April	Decem- ber	March	March	May	Decem- ber	September	Septem- ber	January	Septem- ber	June
<b>Office clerical</b>																			
<b>Men</b>																			
<b>Clerks:</b>																			
Accounting, class A.....	\$106.00	\$107.00	\$114.00	\$107.00	\$117.50	\$122.00	\$120.00	\$105.50	\$105.50	\$115.00	\$122.00	\$113.50	\$120.00	\$112.00	\$114.00	\$107.00	\$122.50	\$116.00	\$116.50
Accounting, class B.....	89.00	89.50	96.00	-	89.00	88.00	-	83.00	79.00	87.50	98.00	-	108.00	98.50	-	-	111.00	-	94.00
Order.....	93.50	104.50	109.50	-	-	78.50	-	92.00	86.00	96.50	115.50	92.00	115.00	97.00	106.50	112.00	125.00	114.50	-
Payroll.....	99.50	-	103.50	-	106.00	107.00	-	-	-	98.50	123.50	-	114.00	-	-	-	127.00	-	-
Office boys.....	61.50	-	65.50	-	63.50	69.50	-	63.50	-	65.50	79.00	60.50	71.00	63.50	69.50	70.50	71.00	67.50	-
<b>Tabulating-machine operators:</b>																			
Class A.....	111.00	110.00	118.50	-	116.00	-	-	-	-	122.00	124.00	111.50	128.50	-	-	129.00	126.50	115.50	-
Class B.....	95.00	92.00	97.00	-	104.50	114.00	-	94.00	-	99.00	110.00	103.50	105.00	-	-	106.00	108.50	105.00	-
Class C.....	-	-	85.50	-	-	86.00	-	79.00	-	77.00	97.00	-	-	-	-	-	96.00	-	-
<b>Women</b>																			
<b>Billers, machine:</b>																			
Billing machine.....	64.50	72.50	79.50	-	74.50	84.50	-	75.50	-	74.00	94.50	76.00	74.00	69.00	66.00	73.50	98.00	89.50	74.50
Bookkeeping machine.....	-	64.00	78.50	-	-	-	-	-	-	71.00	83.50	-	67.50	67.00	76.50	-	87.00	88.00	-
<b>Bookkeeping-machine operators:</b>																			
Class A.....	89.50	82.00	81.50	-	75.00	85.50	-	92.00	-	84.00	100.00	94.50	95.00	82.00	98.50	96.00	102.00	92.00	78.00
Class B.....	65.00	65.00	68.50	57.00	68.50	72.00	64.00	62.50	67.50	78.50	79.50	71.50	82.00	66.00	70.00	73.50	89.00	79.50	68.00
<b>Clerks:</b>																			
Accounting, class A.....	90.50	93.50	98.50	-	89.00	94.50	110.00	92.00	100.00	95.00	108.50	95.50	101.00	94.50	91.50	95.00	104.00	95.00	96.50
Accounting, class B.....	70.50	73.50	74.00	65.00	71.00	77.00	73.50	78.00	67.50	79.00	85.50	76.00	80.50	68.00	74.00	79.50	89.00	80.50	82.00
File, class A.....	87.00	79.50	86.00	-	-	-	-	77.00	-	77.00	88.50	-	84.00	-	-	-	83.00	95.00	-
File, class B.....	66.00	63.00	67.00	-	-	65.50	71.00	65.00	64.50	64.50	71.00	63.50	74.50	64.50	72.50	63.00	69.50	71.00	59.00
File, class C.....	58.50	52.50	56.00	50.50	52.00	60.00	-	53.00	-	59.00	67.00	57.50	58.50	-	58.50	60.00	65.00	-	-
Order.....	76.50	72.00	75.00	-	67.50	84.00	-	86.00	-	80.00	96.00	79.00	75.00	67.50	70.50	83.50	98.50	84.00	75.50
Payroll.....	83.00	80.50	81.50	-	86.50	83.00	88.50	96.50	79.00	89.00	99.50	82.00	92.50	89.50	96.00	104.00	95.50	95.50	89.00
Comptometer operators.....	85.50	76.00	79.50	-	-	77.50	-	77.50	-	77.50	98.50	80.00	87.50	69.50	-	90.00	96.50	91.00	71.00
<b>Keypunch operators:</b>																			
Class A.....	80.50	76.50	89.00	-	86.50	88.50	-	85.50	89.00	85.50	97.00	85.50	83.50	80.00	102.00	100.00	94.50	88.50	101.50
Class B.....	66.50	68.50	73.00	74.00	73.00	79.00	82.50	80.50	69.50	76.00	87.00	75.00	76.50	70.00	92.00	81.00	86.00	76.50	72.50
Office girls.....	63.00	59.50	59.00	-	66.50	67.50	-	-	-	59.50	71.00	-	59.00	57.50	-	61.00	70.50	67.50	69.00
Secretaries.....	96.50	97.00	98.00	81.50	98.00	104.50	102.50	96.50	104.50	99.00	112.50	97.00	97.50	93.50	103.00	107.50	109.00	106.50	94.50
<b>Stenographers:</b>																			
General.....	75.00	74.50	75.50	72.00	77.50	85.50	84.00	79.00	77.50	83.50	94.00	80.50	81.50	76.00	86.50	92.00	90.50	92.00	75.50
Senior.....	93.50	87.00	89.00	89.00	86.50	97.00	97.00	-	98.00	88.00	101.00	88.00	92.50	89.00	87.00	100.00	90.50	99.50	-
<b>Switchboard operators:</b>																			
Class A.....	66.00	75.00	-	-	73.00	-	-	-	-	63.50	-	65.50	79.00	-	76.50	-	83.00	-	-
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	85.00	( <sup>3</sup> )	( <sup>3</sup> )	100.50	-	63.00	( <sup>3</sup> )	( <sup>3</sup> )	102.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	94.00	92.00	( <sup>3</sup> )	( <sup>3</sup> )
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	68.00	( <sup>3</sup> )	( <sup>3</sup> )	77.50	-	-	( <sup>3</sup> )	( <sup>3</sup> )	79.00	( <sup>3</sup> )	( <sup>3</sup> )	64.50	( <sup>3</sup> )	72.00	83.50	( <sup>3</sup> )	74.50
<b>Switchboard operator-receptionists.....</b>																			
Class A.....	68.50	75.00	78.50	61.00	74.00	70.00	65.50	71.00	67.50	79.00	89.00	71.50	76.50	74.00	75.50	80.00	89.50	82.50	74.00
Class B.....	91.00	-	96.50	-	-	92.00	-	-	-	91.50	98.00	-	90.50	-	-	-	99.00	93.00	-
Class C.....	76.00	-	74.00	-	-	-	-	-	-	71.50	92.00	-	-	67.00	-	-	-	-	-
<b>Typists:</b>																			
Class A.....	77.50	77.00	80.00	-	85.00	84.50	90.50	84.50	80.50	77.00	88.50	79.00	82.00	80.50	83.00	97.50	86.00	83.00	91.00
Class B.....	61.50	64.50	65.00	58.50	63.00	70.50	72.50	67.00	62.50	69.00	78.50	68.00	67.00	65.50	66.50	71.00	73.00	69.50	72.00
<b>Professional and technical</b>																			
<b>Men</b>																			
<b>Draftsmen:</b>																			
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	157.00	( <sup>3</sup> )	( <sup>3</sup> )	169.00	-	-	( <sup>3</sup> )	( <sup>3</sup> )	158.50	( <sup>3</sup> )	( <sup>3</sup> )	137.50	( <sup>3</sup> )	-	160.50	( <sup>3</sup> )	-
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	137.00	( <sup>3</sup> )	( <sup>3</sup> )	128.50	105.50	126.50	( <sup>3</sup> )	( <sup>3</sup> )	137.50	( <sup>3</sup> )	( <sup>3</sup> )	121.50	( <sup>3</sup> )	127.50	134.50	( <sup>3</sup> )	142.00
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	100.00	( <sup>3</sup> )	( <sup>3</sup> )	102.50	94.50	107.00	( <sup>3</sup> )	( <sup>3</sup> )	110.00	( <sup>3</sup> )	( <sup>3</sup> )	103.00	( <sup>3</sup> )	102.50	106.50	( <sup>3</sup> )	-
Draftsmen-tracers.....	( <sup>3</sup> )	( <sup>3</sup> )	83.00	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-
<b>Women</b>																			
Nurses, industrial (registered)....	103.00	94.00	106.50	-	105.50	109.00	-	111.00	-	107.50	121.50	-	109.00	-	111.50	115.00	116.50	115.00	-

<sup>1</sup> Earnings relate to regular straight-time salaries that are paid for standard workweeks.<sup>2</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.<sup>3</sup> Data not collected for this occupation. See explanation on page 10.<sup>4</sup> Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-2. Office Occupations—Manufacturing

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York
<b>Office clerical</b>																			
<b>Men</b>																			
<b>Clerks:</b>																			
Accounting, class A	\$113.00	\$148.50	\$105.00	\$124.50	-	-	\$111.00	\$124.00	\$111.00	\$119.50	\$109.50	\$128.50	\$110.00	-	-	\$108.00	-	-	-
Accounting, class B	86.50	120.00	84.50	106.50	-	-	101.50	-	90.00	94.50	99.50	105.00	-	-	98.00	-	-	-	-
Order	-	-	112.50	-	-	-	100.00	-	92.00	95.00	105.50	118.00	-	\$96.50	-	-	-	\$109.50	\$86.50
Payroll	-	-	-	126.00	-	-	-	-	106.00	-	110.50	118.50	-	-	-	-	-	-	-
Office boys	65.50	86.00	60.50	-	-	-	63.50	-	66.50	72.00	64.50	66.50	-	64.50	-	60.00	-	57.00	67.00
<b>Tabulating-machine operators:</b>																			
Class A	112.50	-	108.00	-	-	-	114.00	-	117.00	125.50	115.50	120.00	-	-	-	-	-	-	-
Class B	97.00	117.00	92.00	126.00	-	-	98.00	-	102.00	108.50	94.00	108.00	-	-	-	-	\$93.00	-	-
Class C	-	-	74.00	-	-	-	83.00	-	84.50	-	73.50	-	-	-	-	-	-	-	-
<b>Women</b>																			
<b>Billers, machine:</b>																			
Billing machine	-	65.50	73.50	90.00	-	-	80.00	-	81.50	79.00	80.50	-	-	70.50	-	-	-	-	71.00
Bookkeeping machine	-	-	-	-	-	-	75.00	-	83.50	-	-	-	-	-	-	-	-	-	78.50
<b>Bookkeeping-machine operators:</b>																			
Class A	89.50	-	93.00	-	-	-	85.00	-	94.00	101.50	88.00	84.00	-	78.00	-	-	-	90.50	-
Class B	74.50	66.00	76.50	74.00	-	-	82.00	70.50	81.50	77.50	74.00	76.50	-	67.00	\$62.50	83.50	-	-	67.00
<b>Clerks:</b>																			
Accounting, class A	98.50	99.50	94.00	103.50	\$87.50	-	102.00	88.00	105.00	108.00	96.50	115.00	86.50	88.50	82.00	94.50	99.00	99.00	-
Accounting, class B	75.00	87.00	76.00	84.00	76.50	\$62.00	81.50	83.00	83.50	82.50	74.50	91.50	78.00	68.00	67.50	79.50	75.00	74.50	73.00
File, class A	82.50	-	82.50	-	-	-	87.00	-	97.00	-	80.50	-	-	-	-	-	-	80.00	-
File, class B	68.00	-	68.00	78.00	-	-	71.00	-	80.50	-	68.00	73.50	-	65.00	-	63.00	70.00	67.50	61.50
File, class C	-	-	66.00	-	-	-	69.00	-	69.00	61.50	64.00	-	-	58.00	51.00	-	-	-	-
Order	-	-	75.00	80.50	-	-	82.00	100.00	78.00	83.00	77.00	99.00	-	71.50	66.00	73.00	82.00	77.50	71.00
Payroll	80.00	74.00	78.00	91.00	77.00	60.00	94.00	83.00	95.00	91.00	82.00	91.50	73.50	76.00	65.00	82.00	86.50	79.00	69.00
Comptometer operators	-	-	77.50	78.50	-	-	86.50	-	96.00	86.50	84.50	84.00	67.50	78.00	-	-	-	-	-
<b>Keypunch operators:</b>																			
Class A	87.00	94.50	81.00	92.50	-	-	87.00	81.00	91.00	91.00	86.50	90.00	-	79.50	-	83.50	86.00	75.00	-
Class B	81.50	81.50	71.00	84.50	-	-	77.00	75.00	77.00	75.00	70.00	85.00	-	67.00	63.00	78.00	75.50	66.50	69.50
Office girls	-	-	60.50	63.00	-	-	63.50	-	66.50	-	63.00	-	-	52.50	-	-	-	-	-
Secretaries	100.00	98.00	96.50	104.00	96.00	79.00	105.50	95.00	112.00	105.50	105.50	109.50	86.50	89.50	87.50	101.50	104.50	98.00	97.00
<b>Stenographers:</b>																			
General	85.00	78.00	80.00	83.00	78.50	-	84.00	83.50	89.00	84.50	80.00	85.00	68.00	73.50	69.50	79.00	83.50	77.00	76.00
Senior	-	88.00	85.00	103.50	-	-	93.00	85.00	102.00	92.00	89.50	95.00	-	82.50	76.00	88.00	96.00	81.00	-
Switchboard operators	92.50	86.50	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	85.00	-	( <sup>2</sup> )	92.50	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	87.00	81.50	-
Class A	( <sup>2</sup> )	( <sup>2</sup> )	87.50	93.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	97.00	( <sup>2</sup> )	91.00	92.50	( <sup>2</sup> )	73.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Class B	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	89.50	( <sup>2</sup> )	83.50	84.50	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Switchboard operator-receptionists	79.50	72.50	77.50	81.50	69.00	61.00	83.00	79.00	84.00	84.00	75.00	85.50	-	68.50	59.50	78.50	76.50	72.00	70.50
<b>Tabulating-machine operators:</b>																			
Class B	-	106.50	89.00	-	-	-	97.00	-	-	-	92.00	97.00	-	-	-	-	90.50	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Typists:</b>																			
Class A	88.00	80.00	78.00	83.50	-	-	83.00	80.00	89.00	87.50	84.00	83.00	-	75.50	-	82.00	79.50	71.00	75.50
Class B	66.50	77.00	70.00	69.50	65.00	59.50	73.00	70.50	75.50	72.50	68.00	75.00	-	61.00	58.50	70.50	71.50	64.00	66.50
<b>Professional and technical</b>																			
<b>Men</b>																			
<b>Draftsmen:</b>																			
Class A	( <sup>2</sup> )	( <sup>2</sup> )	150.50	166.50	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	162.00	( <sup>2</sup> )	175.00	165.50	( <sup>2</sup> )	157.50	( <sup>2</sup> )	163.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Class B	( <sup>2</sup> )	( <sup>2</sup> )	133.00	133.50	( <sup>2</sup> )	119.50	( <sup>2</sup> )	( <sup>2</sup> )	138.50	( <sup>2</sup> )	133.00	140.00	( <sup>2</sup> )	122.00	( <sup>2</sup> )	150.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Class C	( <sup>2</sup> )	( <sup>2</sup> )	102.50	101.50	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	106.00	( <sup>2</sup> )	107.00	110.50	( <sup>2</sup> )	-	( <sup>2</sup> )	120.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Draftsmen-tracers	( <sup>2</sup> )	( <sup>2</sup> )	70.50	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	79.00	( <sup>2</sup> )	70.50	-	( <sup>2</sup> )	71.50	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
<b>Women</b>																			
Nurses, industrial (registered)	109.00	107.00	102.50	111.00	102.00	-	111.50	104.50	116.50	116.00	106.50	110.00	87.50	92.50	-	108.50	104.00	97.00	-

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	South																			
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Chatta- nooga	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville	Little Rock- North Little Rock	Louis- ville	Memphis	Miami	New Orleans	Norfolk- Portsmouth and Newport News-Hampton	Okla- homa City
<b>Office clerical</b>																				
<b>Men</b>																				
Clerks:																				
Accounting, class A.....	\$113.00	\$125.50	\$152.50	\$124.50	\$126.50	-	\$110.50	\$114.50	\$120.50	-	\$115.00	-	-	-	\$120.50	\$120.50	\$92.00	\$116.00	\$122.00	\$106.50
Accounting, class B.....	82.00	98.50	122.00	-	-	-	-	94.50	104.00	-	-	-	-	-	99.50	95.50	-	86.50	94.00	-
Order.....	97.00	-	-	-	-	-	-	-	-	-	107.00	-	-	-	-	-	-	-	-	-
Payroll.....	102.50	-	-	115.50	-	-	-	-	-	-	-	-	-	-	102.50	-	-	107.50	-	-
Office boys.....	-	67.00	-	-	-	-	-	-	53.50	-	-	-	-	-	68.50	-	-	65.00	-	-
Tabulating-machine operators:																				
Class A.....	-	120.00	153.00	-	-	-	-	-	116.00	-	-	-	-	-	119.50	-	-	-	-	-
Class B.....	-	100.00	-	-	-	-	-	-	100.00	-	-	-	-	103.00	-	-	-	-	-	-
Class C.....	-	94.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>																				
Billers, machine:																				
Billing machine.....	-	-	-	-	-	-	-	-	-	\$70.00	-	-	-	-	75.00	63.50	68.00	-	-	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																				
Class A.....	87.50	86.50	-	-	-	-	-	83.00	-	-	-	-	-	-	87.50	-	76.50	80.50	-	-
Class B.....	76.00	80.50	-	66.50	69.00	\$69.50	-	82.50	71.00	-	81.00	-	-	\$72.50	76.00	73.50	76.50	71.00	73.50	-
Clerks:																				
Accounting, class A.....	105.00	109.00	122.00	95.50	116.50	-	93.00	97.50	100.50	81.50	99.50	\$93.50	-	80.50	105.50	95.50	87.50	89.50	98.00	-
Accounting, class B.....	80.50	83.50	101.00	77.00	89.00	69.00	76.50	77.50	78.00	66.50	78.00	-	\$70.50	70.00	82.00	70.50	71.50	76.00	78.50	77.00
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File, class B.....	-	69.00	-	-	-	-	-	-	-	-	-	-	-	-	74.00	-	-	-	-	-
File, class C.....	-	65.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Order.....	-	81.50	-	-	-	-	-	-	77.50	76.00	73.50	-	-	-	74.50	77.00	-	-	-	-
Payroll.....	83.00	84.00	117.50	84.00	105.50	76.50	78.00	85.50	84.50	67.00	94.50	-	-	77.00	82.50	79.00	76.50	74.00	75.50	82.50
Comptometer operators.....	94.00	95.50	-	73.50	-	-	-	82.00	74.50	-	-	-	68.00	-	82.00	-	67.00	-	-	75.00
Keypunch operators:																				
Class A.....	-	82.50	104.50	86.50	-	-	76.00	81.00	102.50	-	98.00	-	-	-	88.00	90.50	-	96.00	-	-
Class B.....	89.50	80.50	-	73.00	-	71.50	66.50	73.50	85.00	63.00	76.00	-	-	-	77.00	-	-	78.50	-	70.50
Office girls.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	59.50	-	-	-	-	-
Secretaries.....	104.50	103.50	122.50	100.00	119.50	93.50	90.00	97.00	103.00	83.50	109.00	84.00	93.50	80.00	100.00	90.50	90.00	102.00	99.50	89.00
Stenographers:																				
General.....	82.00	82.50	100.00	86.00	86.00	81.00	70.50	81.50	-	71.00	90.00	70.00	73.50	68.00	77.00	73.50	70.50	88.50	79.50	72.00
Senior.....	102.00	96.50	115.00	90.50	112.00	-	93.00	94.50	-	-	102.50	-	-	-	92.00	102.50	-	87.50	-	-
Switchboard operators.....	-	( <sup>2</sup> )	100.50	( <sup>2</sup> )	97.00	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	85.50	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Class A.....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	82.00	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Class B.....	( <sup>2</sup> )	82.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	77.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Switchboard operator- receptionists.....	73.00	75.00	-	-	-	-	75.50	76.50	65.00	67.00	81.00	-	70.50	66.00	73.00	68.00	67.50	72.00	65.00	66.00
Tabulating-machine operators:																				
Class B.....	-	-	-	-	-	-	85.00	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists:																				
Class A.....	85.00	83.50	-	-	-	-	82.00	77.00	85.00	-	82.00	-	-	-	80.00	87.00	-	-	-	71.50
Class B.....	70.00	72.00	78.00	68.00	67.00	62.50	62.50	68.50	58.50	-	67.50	-	62.50	56.00	70.00	59.50	64.00	75.50	-	59.00
<b>Professional and technical</b>																				
<b>Men</b>																				
Draftsmen:																				
Class A.....	( <sup>2</sup> )	163.50	( <sup>2</sup> )	153.00	( <sup>2</sup> )	( <sup>2</sup> )	-	133.50	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	162.50
Class B.....	( <sup>2</sup> )	136.00	( <sup>2</sup> )	121.50	( <sup>2</sup> )	( <sup>2</sup> )	-	116.50	116.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	124.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	119.00
Class C.....	( <sup>2</sup> )	105.00	( <sup>2</sup> )	91.50	( <sup>2</sup> )	( <sup>2</sup> )	90.50	91.00	94.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	96.00	-	88.00
Draftsmen-tracers.....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	67.50	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
<b>Women</b>																				
Nurses, industrial (registered).....	117.50	109.00	125.00	101.00	117.00	-	97.50	-	116.00	84.50	121.00	-	-	-	104.50	-	-	110.00	-	-

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	South—Continued					North Central															
	Raleigh	Richmond	San Antonio	Savannah	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport—Rock Island—Moline	Dayton	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Heights
<b>Office clerical</b>																					
<b>Men</b>																					
Clerks:																					
Accounting, class A.....	-	\$126.00	-	\$119.00	-	\$135.00	\$123.50	\$124.50	\$112.00	\$117.50	\$108.50	\$121.50	\$121.50	\$120.00	\$138.00	\$112.50	\$121.50	\$121.00	\$124.50	\$108.00	\$128.00
Accounting, class B.....	-	101.00	-	-	-	97.50	-	99.50	85.50	98.50	87.00	89.00	88.50	-	104.00	-	86.50	-	99.50	88.50	-
Order.....	-	-	\$87.50	-	-	-	115.50	118.50	105.50	119.00	-	97.00	98.00	-	123.50	-	107.50	-	115.50	105.50	-
Payroll.....	-	-	-	-	-	-	-	110.50	-	113.50	-	-	-	-	126.00	-	-	-	-	-	-
Office boys.....	-	-	-	-	-	64.50	-	71.00	66.00	70.50	69.50	-	64.00	-	82.00	-	66.50	61.50	67.00	60.50	-
Tabulating-machine operators:																					
Class A.....	-	-	-	-	-	122.00	-	116.50	120.00	123.00	130.00	121.50	140.50	-	135.50	-	125.00	-	-	111.50	-
Class B.....	-	-	-	-	-	-	107.00	102.00	100.00	105.50	99.00	104.50	116.00	-	115.50	-	106.00	97.50	107.50	97.00	108.00
Class C.....	-	-	-	-	-	-	-	85.50	-	94.00	-	-	-	-	102.50	-	-	-	-	-	-
<b>Women</b>																					
Billers, machine:																					
Billing machine.....	-	-	-	-	-	81.00	63.50	82.00	71.50	81.00	75.50	-	78.50	66.50	80.00	-	78.00	-	-	72.50	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	77.50	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																					
Class A.....	-	79.50	76.00	-	-	84.00	-	98.50	-	93.50	89.50	-	87.50	-	108.00	-	-	85.50	93.00	85.00	-
Class B.....	-	70.00	62.50	-	-	75.50	71.00	89.50	76.50	78.50	72.50	-	89.00	65.50	90.50	-	80.00	77.00	81.00	74.50	-
Clerks:																					
Accounting, class A.....	-	89.50	-	101.50	\$99.50	111.50	90.50	105.00	101.00	104.00	92.00	114.00	99.00	95.50	125.00	-	108.00	93.00	103.50	89.00	90.50
Accounting, class B.....	\$67.00	86.50	65.50	73.50	83.50	92.50	84.50	85.50	74.50	83.00	75.50	82.50	85.00	84.50	98.00	70.50	82.00	70.50	84.50	71.00	80.50
File, class A.....	-	-	-	-	-	-	-	88.00	85.00	85.50	-	-	-	-	-	-	86.50	66.50	79.50	-	-
File, class B.....	-	69.50	-	-	-	78.50	64.00	72.50	68.00	69.00	66.00	75.00	-	-	94.00	-	72.00	65.50	71.00	64.50	-
File, class C.....	-	-	-	-	-	-	-	66.00	-	71.00	-	-	-	-	-	-	64.00	-	54.50	-	-
Order.....	-	-	-	-	-	82.00	81.00	77.00	87.00	77.00	84.00	68.00	74.50	95.00	-	75.50	81.50	84.50	78.50	-	-
Payroll.....	-	85.00	71.50	-	-	103.50	86.50	94.00	84.50	92.50	83.00	96.00	91.00	84.50	105.50	73.50	91.00	82.00	89.50	81.50	80.50
Comptometer operators.....	-	70.50	-	-	-	92.50	76.00	89.50	75.00	88.50	98.50	-	102.00	-	106.00	-	79.50	83.50	79.00	80.00	81.00
Keypunch operators:																					
Class A.....	-	89.00	-	-	-	99.00	90.50	93.00	91.50	89.50	90.50	96.50	98.50	88.50	108.00	-	92.00	85.50	87.00	79.50	-
Class B.....	-	72.00	-	-	81.50	83.00	73.00	81.00	76.50	81.00	74.00	80.00	79.50	71.50	100.00	61.50	89.00	74.50	81.50	70.00	75.50
Office girls.....	-	-	-	-	-	-	-	72.50	-	65.00	-	69.00	-	-	90.00	-	71.50	-	66.50	54.50	-
Secretaries.....	87.50	96.00	88.50	96.50	104.00	114.50	98.00	109.00	104.50	110.00	101.50	114.50	109.00	90.00	127.50	92.50	112.50	96.50	105.50	94.00	99.50
Stenographers:																					
General.....	-	78.50	71.00	78.00	-	86.00	73.50	88.00	76.00	84.00	85.50	84.50	87.00	76.50	97.50	71.50	91.50	84.50	81.50	71.00	77.50
Senior.....	76.00	96.50	85.00	85.50	-	98.00	85.50	98.50	94.00	97.00	95.00	104.00	109.50	86.00	110.00	-	100.50	101.00	99.00	81.50	94.00
Switchboard operators.....	-	85.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	93.00	88.50	( <sup>2</sup> )	91.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	98.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	92.50	86.50	( <sup>2</sup> )	( <sup>2</sup> )
Class A.....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Class B.....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Switchboard operator-receptionists.....	-	70.50	68.50	72.00	82.50	78.50	76.00	85.00	78.00	79.50	69.00	76.00	79.00	75.50	85.50	74.50	74.50	73.00	81.00	70.50	72.00
Tabulating-machine operators:																					
Class B.....	-	-	-	-	-	109.50	-	105.00	96.00	100.00	-	-	-	-	121.50	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	86.50	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists:																					
Class A.....	-	78.50	-	-	-	89.50	82.50	86.00	84.00	87.50	82.50	97.00	95.00	77.50	102.50	-	91.00	82.50	89.50	71.00	88.00
Class B.....	-	66.50	-	65.50	72.50	77.00	66.00	76.50	69.00	74.00	70.50	74.50	75.50	67.50	92.00	63.00	70.50	70.50	70.00	65.00	68.00
<b>Professional and technical</b>																					
<b>Men</b>																					
Draftsmen:																					
Class A.....	( <sup>2</sup> )	( <sup>2</sup> )	115.00	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	154.50	( <sup>2</sup> )	155.50	145.00	133.00	( <sup>2</sup> )	( <sup>2</sup> )	186.00	-	( <sup>2</sup> )	( <sup>2</sup> )	142.50	139.50	( <sup>2</sup> )
Class B.....	( <sup>2</sup> )	( <sup>2</sup> )	104.50	( <sup>2</sup> )	132.50	( <sup>2</sup> )	( <sup>2</sup> )	129.50	( <sup>2</sup> )	133.00	125.50	113.50	( <sup>2</sup> )	( <sup>2</sup> )	172.00	-	( <sup>2</sup> )	( <sup>2</sup> )	123.00	116.00	( <sup>2</sup> )
Class C.....	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	99.00	( <sup>2</sup> )	( <sup>2</sup> )	99.50	( <sup>2</sup> )	107.00	95.50	98.50	( <sup>2</sup> )	( <sup>2</sup> )	133.50	-	( <sup>2</sup> )	( <sup>2</sup> )	99.00	91.50	( <sup>2</sup> )
Draftsmen-tracers.....	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	82.00	( <sup>2</sup> )	84.00	-	-	( <sup>2</sup> )	( <sup>2</sup> )	104.50	-	( <sup>2</sup> )	( <sup>2</sup> )	81.00	-	( <sup>2</sup> )
<b>Women</b>																					
Nurses, industrial (registered).....	-	106.50	-	-	-	110.00	107.00	111.50	108.50	110.00	102.50	110.00	116.50	108.00	118.00	-	118.00	107.00	106.50	101.00	95.50

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	North Central—Continued								West										
	Omaha	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albuquerque	Denver	Los Angeles—Long Beach	Phoenix	Portland	Salt Lake City	San Bernardino—Riverside—Ontario <sup>3</sup>	San Diego	San Francisco—Oakland	Seattle	Spokane
<u>Office clerical</u>																			
<u>Men</u>																			
Clerks:																			
Accounting, class A	\$112.50	\$106.50	\$114.50	-	\$123.00	\$123.50	\$123.50	\$101.50	-	\$112.50	\$129.00	\$119.00	\$111.00	\$122.00	-	-	\$126.50	-	-
Accounting, class B	99.00	-	102.50	-	-	-	-	79.50	-	81.00	99.50	-	-	102.00	-	-	109.50	-	-
Order	-	104.50	112.00	-	-	-	-	-	-	-	114.50	-	123.50	98.00	-	-	127.00	-	-
Payroll	-	-	105.00	-	105.00	105.50	-	-	-	-	122.50	-	-	-	-	-	139.50	-	-
Office boys	-	-	67.00	-	61.50	68.50	-	70.00	-	56.50	84.50	-	-	-	-	-	73.00	-	-
Tabulating-machine operators:																			
Class A	-	-	119.50	-	-	-	-	-	-	124.50	129.00	-	-	-	-	\$128.50	130.50	-	-
Class B	98.00	92.50	97.50	-	107.50	113.00	-	98.00	-	106.00	113.00	-	102.50	-	-	-	109.50	-	-
Class C	-	-	81.00	-	-	-	-	84.00	-	-	102.00	-	-	-	-	-	-	-	-
<u>Women</u>																			
Billers, machine:																			
Billing machine	-	-	80.00	-	-	-	-	-	-	-	85.50	-	76.50	-	-	-	-	-	-
Bookkeeping machine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																			
Class A	-	-	93.00	-	92.00	-	-	-	-	-	99.50	97.50	94.50	-	-	-	100.00	-	-
Class B	-	70.00	77.00	-	81.00	81.00	-	-	-	79.00	87.00	88.00	85.00	-	-	-	97.00	-	-
Clerks:																			
Accounting, class A	89.50	93.00	101.00	-	99.00	104.50	-	94.00	-	95.50	108.50	103.50	104.50	\$91.50	103.00	113.00	\$102.00	-	-
Accounting, class B	76.00	72.50	78.00	-	74.50	83.00	78.50	79.00	\$73.50	81.50	87.00	79.00	82.00	75.00	91.00	95.50	90.50	\$95.50	-
File, class A	-	79.50	83.00	-	-	-	-	-	-	-	97.50	-	-	-	-	90.00	-	-	-
File, class B	-	66.00	68.00	-	-	-	-	-	-	-	82.50	-	73.00	-	-	-	-	85.50	-
File, class C	-	-	56.50	-	-	-	-	-	-	-	75.50	-	-	-	-	-	-	-	-
Order	72.00	72.00	78.00	-	77.00	90.50	-	-	-	82.00	91.00	84.50	81.00	-	-	-	98.50	87.50	-
Payroll	84.00	79.50	78.50	-	88.00	87.00	89.50	-	90.50	97.00	84.50	90.00	95.00	97.00	103.50	104.50	98.00	98.00	-
Comptometer operators	85.00	-	84.50	-	-	84.50	-	74.00	-	77.00	102.00	81.00	94.50	-	100.00	103.00	108.00	-	-
Keypunch operators:																			
Class A	82.00	76.00	87.00	-	90.50	89.00	-	91.00	-	88.00	101.50	88.50	81.50	-	107.50	103.50	96.00	91.00	-
Class B	73.00	70.00	74.50	-	79.00	82.00	-	86.00	-	81.00	89.50	75.50	75.00	77.00	-	-	89.50	-	-
Office girls	-	60.00	59.50	-	-	63.50	-	-	-	-	75.50	-	59.50	-	-	-	73.00	-	-
Secretaries	97.50	97.50	100.50	-	108.50	106.00	109.50	102.00	103.50	102.00	114.00	105.50	97.00	95.00	107.50	119.00	114.50	112.50	114.00
Stenographers:																			
General	74.00	75.00	76.50	-	80.50	85.00	86.00	83.50	-	86.50	99.50	84.00	80.50	78.00	90.00	102.00	94.50	96.00	-
Senior	91.50	86.50	90.50	-	91.50	97.50	-	-	96.50	88.50	102.50	92.00	93.00	91.50	94.00	107.00	104.50	-	-
Switchboard operators	-	83.50	( <sup>2</sup> )	-	84.50	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	90.00	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	93.00	( <sup>2</sup> )
Class A	( <sup>2</sup> )	( <sup>2</sup> )	90.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	104.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	97.50	99.50	( <sup>2</sup> )	( <sup>2</sup> )
Class B	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	90.00	-	-	( <sup>2</sup> )	( <sup>2</sup> )	95.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	89.00	( <sup>2</sup> )	( <sup>2</sup> )
Switchboard operator-receptionists	73.00	79.00	79.50	-	75.00	71.00	-	82.50	-	76.50	88.00	74.50	78.00	75.00	78.00	87.50	90.50	84.50	-
Tabulating-machine operators:																			
Class B	-	-	96.00	-	-	-	-	-	-	-	113.00	-	-	-	-	-	110.50	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	67.00	-	-	-	-	-	-
Typists:																			
Class A	-	78.00	83.00	-	88.50	84.00	92.00	85.50	-	80.00	94.50	-	80.50	86.00	84.50	105.00	91.50	90.50	-
Class B	66.00	66.50	69.50	-	67.00	70.50	74.00	73.50	-	72.00	88.00	78.00	72.00	75.00	66.00	86.50	78.50	74.50	-
<u>Professional and technical</u>																			
<u>Men</u>																			
Draftsmen:																			
Class A	( <sup>2</sup> )	( <sup>2</sup> )	155.50	( <sup>2</sup> )	( <sup>2</sup> )	169.50	-	-	( <sup>2</sup> )	( <sup>2</sup> )	147.00	( <sup>2</sup> )	( <sup>2</sup> )	137.50	( <sup>2</sup> )	-	157.50	( <sup>2</sup> )	-
Class B	( <sup>2</sup> )	( <sup>2</sup> )	137.50	( <sup>2</sup> )	( <sup>2</sup> )	130.00	106.00	126.50	( <sup>2</sup> )	( <sup>2</sup> )	132.50	( <sup>2</sup> )	( <sup>2</sup> )	120.00	( <sup>2</sup> )	125.00	134.00	( <sup>2</sup> )	145.50
Class C	( <sup>2</sup> )	( <sup>2</sup> )	99.00	( <sup>2</sup> )	( <sup>2</sup> )	102.50	95.00	107.00	( <sup>2</sup> )	( <sup>2</sup> )	110.00	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	102.00	106.00	( <sup>2</sup> )	( <sup>2</sup> )
Draftsmen-tracers	( <sup>2</sup> )	( <sup>2</sup> )	83.50	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )
<u>Women</u>																			
Nurses, industrial (registered)	-	93.50	107.00	-	105.50	109.00	-	111.00	-	106.00	122.00	-	108.50	-	112.50	115.50	118.50	119.00	-

<sup>1</sup> Earnings relate to regular straight-time salaries that are paid for standard workweeks.<sup>2</sup> Data not collected for this occupation. See explanation on page 10.<sup>3</sup> Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.



Table A-3. Office Occupations—Nonmanufacturing

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston <sup>2</sup>	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York <sup>2</sup>	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York
<u>Office clerical</u>																			
<u>Men</u>																			
Clerks:																			
Accounting, class A.....	\$113.50	\$109.50	\$100.00	\$111.00	-	-	\$109.50	-	\$112.00	-	\$101.50	\$123.50	\$103.00	\$116.50	\$112.50	-	-	-	-
Accounting, class B.....	88.00	-	78.50	-	-	-	95.00	-	84.50	-	86.00	102.00	-	75.00	-	-	-	-	-
Order.....	-	-	100.00	-	-	-	104.50	-	96.50	-	101.00	-	-	-	-	-	-	-	-
Payroll.....	-	-	-	-	-	-	-	-	96.50	-	-	113.50	-	-	-	-	-	-	-
Office boys.....	65.00	-	59.00	67.00	-	-	64.50	\$72.50	65.00	\$69.00	66.50	66.50	59.00	63.00	-	-	-	-	-
Tabulating-machine operators:																			
Class A.....	-	-	106.00	-	-	-	110.50	-	113.00	-	106.00	117.00	-	-	-	-	-	-	-
Class B.....	-	-	87.00	-	-	-	98.50	96.00	96.00	-	89.00	96.00	-	92.00	95.00	-	-	-	-
Class C.....	74.00	-	73.00	-	-	-	76.00	-	79.00	-	72.00	-	-	-	-	-	-	-	-
<u>Women</u>																			
Billers, machine:																			
Billing machine.....	-	-	76.00	-	\$64.00	-	79.50	-	81.50	-	79.50	78.00	55.00	61.00	-	-	-	\$61.00	-
Bookkeeping machine.....	-	-	63.00	-	-	-	68.50	-	84.00	-	65.00	71.00	-	57.50	-	-	-	-	-
Bookkeeping-machine operators:																			
Class A.....	-	-	80.00	-	-	-	77.50	-	91.50	-	73.00	-	-	-	-	-	-	-	-
Class B.....	66.50	63.00	69.50	71.00	-	\$61.50	69.50	-	80.50	70.00	71.00	66.50	59.00	64.50	59.50	\$67.50	-	64.50	-
Clerks:																			
Accounting, class A.....	99.00	-	88.50	97.50	93.00	83.00	90.00	103.50	102.50	102.50	87.50	96.50	83.00	84.00	102.50	-	-	-	77.50
Accounting, class B.....	77.50	80.50	71.00	71.50	68.50	64.50	77.50	71.00	79.50	75.50	71.00	77.50	63.50	69.50	87.00	-	\$70.50	-	67.50
File, class A.....	-	-	73.00	-	-	-	77.50	-	85.00	-	72.00	-	-	84.00	-	-	-	-	-
File, class B.....	61.50	-	60.00	54.50	-	-	62.50	63.50	70.50	64.50	59.00	67.00	-	60.50	-	-	-	-	58.00
File, class C.....	59.00	-	56.50	52.50	-	-	60.00	59.00	63.50	57.50	54.00	57.00	-	57.00	69.50	-	54.50	-	54.00
Order.....	-	-	77.00	69.00	-	-	74.00	-	77.50	67.50	70.50	76.50	-	65.00	-	-	-	-	-
Payroll.....	84.50	-	79.50	73.50	-	-	88.00	84.50	92.50	84.50	78.50	85.00	73.50	76.00	65.50	79.00	-	74.50	-
Comptometer operators.....	90.50	-	75.00	74.50	-	-	86.00	90.00	84.50	81.50	73.50	80.50	-	72.00	-	-	-	-	-
Keypunch operators:																			
Class A.....	-	-	77.00	87.50	-	-	87.50	90.50	87.50	93.50	82.00	91.50	-	75.50	-	-	-	-	-
Class B.....	74.00	77.00	67.00	64.00	-	60.50	74.50	73.50	76.00	71.50	69.50	71.00	58.00	63.00	85.50	61.50	-	66.00	63.00
Office girls.....	61.50	-	57.00	-	-	-	66.50	68.50	65.00	-	59.50	61.00	-	55.00	-	-	-	-	-
Secretaries.....	100.00	78.50	93.50	96.50	94.00	84.00	103.50	97.00	107.00	95.50	93.00	97.00	78.00	84.00	80.00	92.50	92.50	87.00	79.00
Stenographers:																			
General.....	74.50	73.50	74.00	78.00	74.00	63.50	81.50	82.00	83.00	75.00	75.50	79.00	63.50	66.50	74.00	71.00	-	69.50	69.50
Senior.....	-	-	83.00	87.50	-	-	90.50	85.00	94.00	-	85.50	91.50	-	77.50	-	-	-	-	-
Switchboard operators.....	68.00	68.00	( <sup>3</sup> )	( <sup>3</sup> )	66.00	( <sup>3</sup> )	82.00	80.50	( <sup>3</sup> )	79.00	( <sup>3</sup> )	( <sup>3</sup> )	57.50	( <sup>3</sup> )	56.50	( <sup>3</sup> )	62.50	71.50	( <sup>3</sup> )
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	81.00	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	93.00	( <sup>3</sup> )	81.00	93.50	( <sup>3</sup> )	74.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	68.00	65.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	83.00	( <sup>3</sup> )	71.00	74.50	( <sup>3</sup> )	59.50	( <sup>3</sup> )	61.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Switchboard operator-receptionists.....	68.50	-	76.00	75.00	-	-	83.50	76.50	85.00	74.00	72.50	74.50	67.00	69.50	59.50	-	-	68.50	65.00
Tabulating-machine operators:																			
Class B.....	-	-	76.50	-	-	-	-	-	87.00	-	86.50	91.00	-	89.50	-	-	-	-	-
Class C.....	-	-	62.00	-	-	-	-	-	-	74.00	69.00	76.00	-	-	-	-	-	-	-
Typists:																			
Class A.....	77.50	-	75.50	72.00	-	-	78.00	74.50	83.50	-	76.50	78.50	66.00	68.00	-	-	-	70.00	-
Class B.....	65.00	62.00	62.00	58.50	-	59.00	65.50	64.50	72.50	64.00	61.50	65.00	57.00	57.50	55.00	60.00	69.50	60.50	-
<u>Professional and technical</u>																			
<u>Men</u>																			
Draftsmen:																			
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	159.00	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	142.50	( <sup>3</sup> )	153.50	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	137.00	133.50	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	139.00	( <sup>3</sup> )	125.00	137.00	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	103.50	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	117.50	( <sup>3</sup> )	100.00	106.00	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Draftsmen-tracers.....	( <sup>3</sup> )	( <sup>3</sup> )	72.00	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
<u>Women</u>																			
Nurses, industrial (registered).....	-	-	101.00	-	-	-	113.50	-	110.50	-	101.50	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	South																				
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham <sup>2</sup>	Charles- ton, W. Va.	Char- lotte	Chatta- nooga <sup>2</sup>	Dallas <sup>2</sup>	Fort Worth	Green- ville	Houston	Jack- son	Jackson- ville <sup>2</sup>	Little Rock- North Little Rock <sup>2</sup>	Louis- ville	Lub- bock	Mem- phis <sup>2</sup>	Miami <sup>2</sup>	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City <sup>2</sup>
<b>Office clerical</b>																					
<b>Men</b>																					
Clerks:																					
Accounting, class A.....	\$114.00	\$112.50	\$130.50	\$108.50	\$116.50	\$110.50	-	\$105.00	\$99.00	-	\$114.50	\$103.50	\$101.50	\$93.50	\$110.00	-	-	\$97.00	\$103.50	-	\$117.50
Accounting, class B.....	92.00	85.00	-	-	-	101.00	-	86.50	92.00	-	87.00	-	95.50	-	103.00	-	-	88.00	76.50	-	79.50
Order.....	91.50	113.00	-	86.50	-	86.00	-	92.50	87.00	-	105.50	-	85.00	-	93.50	-	\$92.00	85.00	84.50	-	-
Payroll.....	-	-	-	-	-	-	-	-	-	-	112.50	-	-	-	-	-	-	-	-	-	-
Office boys.....	64.00	61.50	-	66.50	63.50	62.50	\$57.50	58.00	62.00	-	59.50	60.00	58.00	-	64.50	-	63.50	59.50	57.00	\$61.00	56.00
Tabulating-machine operators:																					
Class A.....	108.00	-	-	-	-	-	-	108.00	102.00	-	112.50	-	105.00	-	-	-	-	104.50	-	-	120.50
Class B.....	88.50	91.00	-	85.50	-	92.50	-	88.50	83.00	-	96.50	-	96.00	-	95.00	-	-	92.00	91.00	-	91.50
Class C.....	78.00	77.50	-	-	-	-	-	68.50	62.50	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>																					
Billers, machine:																					
Billing machine.....	77.50	61.00	-	69.00	-	65.50	-	74.00	72.50	\$69.50	66.00	-	-	-	82.50	-	62.00	76.50	-	-	-
Bookkeeping machine.....	-	-	-	-	53.50	58.50	-	62.50	54.50	63.00	68.50	55.00	-	57.50	60.00	-	63.00	72.00	62.00	63.00	-
Bookkeeping-machine operators:																					
Class A.....	81.00	-	-	81.00	-	75.50	79.00	77.00	69.50	-	82.00	72.00	70.50	-	85.50	\$76.00	-	78.50	79.00	80.50	-
Class B.....	74.00	62.00	-	62.50	68.00	65.50	55.00	68.50	62.00	66.00	68.50	66.50	66.50	61.00	64.50	60.00	65.50	66.00	64.00	62.50	61.50
Clerks:																					
Accounting, class A.....	98.00	88.00	106.50	94.00	94.50	80.00	83.00	89.00	86.00	-	99.50	83.00	86.50	83.00	89.00	88.00	86.50	94.50	88.00	88.50	88.00
Accounting, class B.....	79.50	71.50	82.00	74.00	64.00	69.50	62.00	72.00	68.50	67.00	79.50	71.00	67.50	66.50	69.00	69.50	65.50	74.50	68.00	65.00	65.00
File, class A.....	81.00	81.50	-	67.50	-	71.00	-	71.50	-	-	74.00	-	-	-	-	-	-	78.50	67.50	-	73.50
File, class B.....	65.50	59.50	-	58.00	-	61.50	53.50	60.50	58.00	-	63.00	58.00	63.00	56.00	68.00	-	63.50	61.50	58.00	-	59.00
File, class C.....	56.00	55.00	-	56.00	-	56.50	50.50	54.50	53.50	-	55.00	53.50	53.50	-	53.50	-	50.50	56.00	-	-	52.50
Order.....	78.50	63.50	-	72.00	-	-	-	70.00	66.00	-	74.50	-	68.00	-	63.00	-	69.50	65.50	-	-	56.50
Payroll.....	87.00	78.00	75.50	79.00	78.00	74.00	75.50	80.50	74.00	69.00	88.50	80.00	83.50	-	75.50	77.50	70.50	78.00	74.00	73.00	78.50
Comptometer operators.....	77.00	75.00	-	64.50	77.50	68.00	-	72.00	65.50	-	75.00	-	71.00	61.00	72.00	68.00	66.50	65.50	65.00	-	69.00
Keypunch operators:																					
Class A.....	91.50	75.00	-	76.50	-	74.50	71.00	79.50	70.50	-	86.00	70.00	89.00	60.50	95.50	72.00	75.00	86.50	-	-	82.00
Class B.....	71.00	65.50	-	68.00	-	66.50	56.00	66.00	66.50	-	74.00	63.50	64.50	63.00	68.00	65.50	63.00	73.50	63.50	63.00	70.50
Office girls.....	61.50	61.50	-	59.00	-	55.00	-	58.00	57.00	-	62.50	-	57.50	-	58.00	-	58.00	59.00	56.00	-	57.00
Secretaries.....	98.00	94.00	97.00	90.50	102.00	86.50	78.50	96.00	84.00	81.00	100.50	80.00	91.00	82.00	95.00	84.50	81.50	91.00	91.50	87.50	89.00
Stenographers:																					
General.....	81.50	74.50	76.50	72.50	78.50	70.50	69.00	73.50	73.50	71.00	78.00	66.00	75.00	63.00	75.00	70.50	70.50	74.50	70.50	75.00	73.50
Senior.....	90.00	82.50	-	99.00	95.50	91.50	75.50	90.00	-	-	91.00	78.50	77.00	77.50	91.00	88.00	93.00	87.00	84.50	81.00	93.00
Switchboard operators.....	75.00	( <sup>3</sup> )	63.00	( <sup>3</sup> )	68.50	65.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	70.00	56.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	64.00	53.00	63.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class A.....	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	80.00	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	74.50	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	68.50	( <sup>3</sup> )	58.00	( <sup>3</sup> )	( <sup>3</sup> )	-	59.50	55.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	50.50	58.50	61.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Switchboard operator- receptionists.....	78.00	68.00	-	71.50	66.50	72.50	63.50	73.50	66.00	64.00	74.00	65.00	66.50	61.50	64.00	62.50	68.50	71.00	67.50	65.00	67.00
Tabulating-machine operators:																					
Class B.....	80.00	82.50	-	80.50	-	-	-	-	-	-	-	-	82.00	-	86.00	-	-	79.50	-	-	-
Class C.....	-	75.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists:																					
Class A.....	73.00	71.50	-	63.50	-	72.00	62.50	72.50	68.50	-	72.00	70.00	64.50	70.50	88.00	-	69.50	82.00	72.50	-	67.50
Class B.....	64.00	61.00	-	60.50	63.50	62.50	54.00	60.00	57.00	-	64.00	58.50	58.00	54.00	61.00	62.50	56.50	62.00	63.50	60.00	57.00
<b>Professional and technical</b>																					
<b>Men</b>																					
Draftsmen:																					
Class A.....	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	135.00
Class B.....	( <sup>3</sup> )	125.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	106.50	98.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	117.00
Class C.....	( <sup>3</sup> )	109.00	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	93.50	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	90.00
Draftsmen-tracers.....	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
<b>Women</b>																					
Nurses, industrial (registered).....																					
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	94.50	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	South—Continued					North Central															
	Raleigh	Richmond <sup>2</sup>	San Antonio <sup>2</sup>	Savannah <sup>2</sup>	Washington	Akron	Canton	Chicago <sup>2</sup>	Cincinnati	Cleveland <sup>2</sup>	Columbus	Davenport—Rock Island—Moline	Dayton	Des Moines	De-troit <sup>2</sup>	Green Bay	Indianapolis <sup>2</sup>	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights
<u>Office clerical</u>																					
<u>Men</u>																					
Clerks:																					
Accounting, class A.....	\$90.50	\$108.50	\$91.50	\$117.50	\$106.50	\$113.00	-	\$116.50	\$110.00	\$115.50	\$103.50	\$107.00	-	\$102.50	\$132.50	\$125.50	\$106.00	\$109.00	\$114.50	\$118.00	-
Accounting, class B.....	-	93.00	-	-	82.50	-	-	99.00	84.00	92.50	-	-	-	-	99.50	-	89.00	83.00	-	93.50	-
Order.....	-	-	-	-	104.50	91.50	-	115.50	104.00	111.00	93.50	-	-	97.50	127.50	-	91.50	100.50	107.50	103.00	-
Payroll.....	-	-	-	-	-	-	-	113.00	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys.....	58.00	62.50	54.00	-	64.50	-	-	70.00	65.00	68.00	62.50	-	-	57.00	66.00	-	64.50	58.50	62.50	68.50	-
Tabulating-machine operators:																					
Class A.....	-	100.00	-	-	-	-	-	117.50	-	116.00	114.00	-	-	104.50	119.00	-	112.00	115.00	-	109.00	-
Class B.....	-	-	-	-	98.00	95.00	-	101.00	94.50	104.00	93.50	-	-	94.50	103.00	-	92.50	95.00	105.50	94.00	-
Class C.....	-	70.00	-	-	93.50	-	-	84.00	-	-	86.00	-	-	-	87.50	-	75.50	74.50	-	76.50	-
<u>Women</u>																					
Billers, machine:																					
Billing machine.....	-	-	-	-	-	85.00	-	85.00	71.50	76.00	-	58.00	-	-	93.50	-	67.00	-	-	72.00	-
Bookkeeping machine.....	-	65.00	56.50	-	73.50	-	-	74.00	-	71.00	62.00	-	-	-	67.00	-	68.50	-	75.00	66.50	-
Bookkeeping-machine operators:																					
Class A.....	-	76.00	-	-	82.50	95.00	-	95.00	85.50	85.50	-	91.00	\$93.50	78.50	92.00	-	80.50	90.50	85.50	85.00	-
Class B.....	65.00	66.00	58.00	-	75.00	73.50	\$59.50	75.50	72.00	72.00	62.50	-	73.00	65.00	74.00	57.50	67.00	66.50	74.00	67.50	-
Clerks:																					
Accounting, class A.....	77.00	90.00	90.00	80.00	95.00	89.50	81.00	100.50	90.00	98.00	84.00	92.00	93.50	80.00	97.50	-	90.50	94.00	100.00	90.00	\$104.00
Accounting, class B.....	63.00	72.50	69.00	76.00	74.00	71.00	66.00	81.50	73.50	77.50	70.50	71.50	68.50	71.00	77.50	-	67.00	72.00	77.00	72.50	79.00
File, class A.....	-	76.50	-	-	78.50	-	-	83.00	-	79.50	81.00	85.00	-	64.00	88.00	-	80.50	79.00	-	79.00	-
File, class B.....	54.50	64.00	61.00	-	68.50	61.50	-	71.00	62.00	66.50	61.00	58.50	-	56.00	65.50	-	65.50	62.00	62.50	62.00	-
File, class C.....	-	56.00	56.00	-	61.00	-	-	59.50	56.50	59.50	54.00	60.50	-	52.50	59.50	53.50	57.00	56.00	54.50	54.00	-
Order.....	-	72.00	-	-	71.50	62.00	-	79.00	76.00	72.50	-	-	-	72.50	84.00	-	69.50	72.00	70.00	71.50	-
Payroll.....	-	82.50	71.00	-	88.00	83.00	-	93.50	82.50	88.50	80.00	78.00	90.50	78.00	88.50	-	80.50	89.00	87.00	85.00	-
Comptometer operators.....	-	71.00	70.00	-	83.50	70.00	-	82.50	77.00	77.00	70.50	62.50	68.00	71.00	81.00	-	68.50	76.00	72.00	74.00	-
Keypunch operators:																					
Class A.....	78.00	77.00	72.00	-	87.50	89.50	-	89.00	78.00	83.00	72.50	-	91.50	75.00	90.00	-	77.50	85.00	81.50	78.50	-
Class B.....	61.50	70.00	61.00	-	75.50	72.00	69.00	80.00	65.50	77.00	66.00	71.50	72.00	62.00	79.50	-	66.50	72.50	69.50	73.00	-
Office girls.....	-	55.00	-	-	-	-	-	64.50	60.00	62.50	57.50	66.50	-	57.50	63.50	-	60.00	65.00	59.00	55.50	-
Secretaries.....	89.50	90.00	83.00	90.00	102.50	97.00	84.50	105.50	99.00	99.00	92.50	92.50	103.00	87.00	101.00	82.50	93.50	98.00	101.50	92.00	97.00
Stenographers:																					
General.....	66.00	78.00	63.00	90.50	90.00	75.00	77.00	88.50	74.50	80.00	75.50	69.00	87.50	68.50	84.00	67.50	81.50	76.50	78.00	77.50	74.00
Senior.....	77.50	83.50	79.50	-	99.00	94.00	-	94.00	86.50	93.00	76.50	83.00	98.50	82.00	95.50	-	84.00	84.50	89.00	85.00	-
Switchboard operators.....	57.50	67.00	( <sup>3</sup> )	59.00	( <sup>3</sup> )	71.00	71.50	( <sup>3</sup> )	78.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	71.00	64.50	( <sup>3</sup> )	( <sup>3</sup> )	63.00	67.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	84.00	( <sup>3</sup> )	( <sup>3</sup> )	90.50	( <sup>3</sup> )	95.50	82.50	-	( <sup>3</sup> )	( <sup>3</sup> )	99.00	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	51.50	( <sup>3</sup> )	64.50	( <sup>3</sup> )	( <sup>3</sup> )	75.00	( <sup>3</sup> )	69.00	64.00	54.00	( <sup>3</sup> )	( <sup>3</sup> )	75.50	60.50	( <sup>3</sup> )	( <sup>3</sup> )	70.00	69.00	( <sup>3</sup> )
Switchboard operator-receptionists.....	63.50	70.00	64.50	-	81.50	73.50	-	84.50	75.00	78.00	70.50	64.00	68.50	65.50	80.00	-	72.50	75.00	73.00	69.00	-
Tabulating-machine operators:																					
Class B.....	-	84.00	-	-	-	-	-	94.00	-	84.50	94.00	-	-	81.00	94.50	-	-	89.50	-	-	-
Class C.....	-	69.50	-	-	-	-	-	73.50	72.00	85.50	-	-	-	67.00	-	-	69.00	-	75.00	-	-
Typists:																					
Class A.....	64.00	72.00	63.50	-	81.50	73.50	-	83.50	76.00	82.00	73.50	74.00	80.00	66.50	85.50	-	77.50	75.50	77.50	73.50	-
Class B.....	54.50	61.50	56.00	-	71.50	62.50	56.50	71.50	63.50	66.50	60.50	62.00	68.00	58.50	68.50	59.50	60.50	62.50	62.00	61.50	-
<u>Professional and technical</u>																					
<u>Men</u>																					
Draftsmen:																					
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	137.50	( <sup>3</sup> )	( <sup>3</sup> )	170.00	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	189.50	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	126.00	( <sup>3</sup> )	( <sup>3</sup> )	140.00	( <sup>3</sup> )	139.00	-	-	( <sup>3</sup> )	( <sup>3</sup> )	157.50	-	( <sup>3</sup> )	( <sup>3</sup> )	-	127.50	( <sup>3</sup> )
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	96.50	( <sup>3</sup> )	( <sup>3</sup> )	114.00	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	113.00	-	( <sup>3</sup> )	( <sup>3</sup> )	-	103.00	( <sup>3</sup> )
Draftsmen-tracers.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )
<u>Women</u>																					
Nurses, industrial (registered).....	-	-	-	-	-	-	-	110.00	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	North Central—Continued								West										
	Omaha <sup>2</sup>	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albu- querque <sup>2</sup>	Denver	Los Angeles- Long Beach <sup>2</sup>	Phoenix <sup>2</sup>	Portland	Salt Lake City	San Bernardino- Riverside- Ontario	San Diego	San Francisco- Oakland <sup>2</sup>	Seattle <sup>2</sup>	Spokane
<b>Office clerical</b>																			
<b>Men</b>																			
Clerks:																			
Accounting, class A.....	\$102.00	-	\$113.50	-	\$112.50	-	-	\$109.00	\$105.50	\$115.50	\$116.50	\$110.00	\$124.50	\$106.00	-	\$107.50	\$117.50	\$113.50	\$115.50
Accounting, class B.....	83.00	-	91.50	-	-	-	-	-	-	95.50	97.50	-	107.50	-	-	-	112.00	-	-
Order .....	91.50	-	108.00	-	-	-	-	-	-	98.00	116.00	84.50	112.00	96.50	-	-	124.00	-	-
Payroll.....	-	-	-	-	-	-	-	-	-	-	124.00	-	-	-	-	-	119.50	-	-
Office boys.....	61.00	-	64.00	-	-	\$71.00	-	58.00	-	68.50	76.50	59.00	72.00	-	\$65.00	68.00	70.00	66.50	-
Tabulating-machine operators:																			
Class A.....	107.00	-	117.50	-	-	-	-	-	-	119.50	119.00	-	132.50	-	-	-	124.50	-	-
Class B.....	93.50	-	97.00	-	-	-	-	-	-	96.00	108.50	-	108.50	-	105.50	-	108.00	-	-
Class C.....	-	-	-	-	-	-	-	-	-	76.00	94.50	-	-	-	-	-	98.00	-	-
<b>Women</b>																			
Billers, machine:																			
Billing machine.....	64.50	\$71.00	79.50	-	-	-	-	76.00	-	73.00	98.00	77.00	72.00	69.50	-	-	103.00	91.00	70.50
Bookkeeping machine.....	-	-	73.50	-	-	-	-	-	-	69.00	83.50	-	67.50	65.00	-	-	86.50	86.00	-
Bookkeeping-machine operators:																			
Class A.....	89.50	-	75.00	-	62.50	82.00	-	-	-	85.50	101.00	92.00	95.50	82.50	98.00	94.00	103.00	92.50	-
Class B.....	63.50	-	64.50	\$56.00	66.00	68.00	-	59.50	67.50	78.50	77.50	68.50	80.50	66.00	69.00	72.50	88.00	78.00	68.00
Clerks:																			
Accounting, class A.....	90.50	96.50	96.50	-	84.50	85.00	-	91.00	98.50	94.50	108.00	93.00	99.00	91.00	91.50	93.50	100.50	93.50	94.00
Accounting, class B.....	69.00	75.00	70.50	60.50	-	71.00	\$69.50	78.00	66.00	78.00	84.50	74.50	80.50	66.50	72.00	77.00	86.50	78.50	78.00
File, class A.....	86.50	-	90.00	-	-	-	-	-	-	76.00	85.50	-	84.00	-	-	-	82.00	-	-
File, class B.....	66.00	60.50	66.00	-	-	63.00	-	-	64.50	64.00	68.50	59.00	75.00	60.50	64.00	61.00	69.00	62.00	59.00
File, class C.....	58.50	52.00	55.50	50.50	-	-	53.50	57.50	-	58.00	65.00	57.50	57.50	-	-	58.50	60.00	65.00	-
Order.....	82.00	-	74.00	-	-	69.50	-	-	-	79.00	97.50	-	72.50	68.00	-	-	98.00	82.00	-
Payroll.....	82.00	-	87.50	-	-	75.50	-	90.00	80.50	87.50	102.00	80.00	95.00	86.00	94.50	87.50	103.50	93.50	91.00
Comptometer operators.....	86.00	-	75.50	-	-	69.00	-	-	-	77.50	96.50	79.50	80.50	70.00	-	86.00	92.50	86.00	71.00
Keypunch operators:																			
Class A.....	80.00	-	91.00	-	-	-	-	-	89.50	85.00	94.00	77.00	84.00	77.50	95.50	93.50	94.50	84.50	-
Class B.....	64.50	61.00	72.00	-	67.50	74.50	-	72.00	70.00	75.00	85.50	75.00	77.00	68.00	-	76.50	85.00	76.00	72.50
Office girls.....	62.00	-	59.00	-	-	-	-	-	-	60.00	69.00	-	59.00	57.50	-	56.50	69.00	67.50	69.00
Secretaries.....	96.50	96.00	95.50	83.00	86.50	98.50	89.00	82.50	105.00	98.00	111.00	92.00	98.00	92.50	97.50	97.50	106.00	97.50	85.50
Stenographers:																			
General.....	75.00	74.50	74.00	65.50	74.00	88.00	75.50	75.00	76.50	82.00	89.50	78.50	82.00	75.50	85.50	75.00	88.50	79.50	76.50
Senior.....	94.50	-	87.00	91.00	-	94.50	-	-	98.50	87.50	100.00	84.00	92.50	86.50	86.00	86.00	97.50	90.00	98.00
Switchboard operators.....	64.00	69.50	( <sup>3</sup> )	( <sup>3</sup> )	64.00	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	61.50	69.00	( <sup>3</sup> )	63.00	79.00	( <sup>3</sup> )	71.00	( <sup>3</sup> )	( <sup>3</sup> )	80.50	( <sup>3</sup> )
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	80.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	100.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	89.50	( <sup>3</sup> )	( <sup>3</sup> )
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	64.00	( <sup>3</sup> )	( <sup>3</sup> )	67.50	-	62.00	( <sup>3</sup> )	( <sup>3</sup> )	76.50	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	64.50	( <sup>3</sup> )	70.00	82.50	( <sup>3</sup> )
Switchboard operator- receptionists.....	66.50	67.00	77.50	-	73.00	67.50	-	62.50	-	80.50	89.50	69.50	75.00	73.00	72.00	78.00	89.00	82.00	73.00
Tabulating-machine operators:																			
Class B.....	-	-	97.00	-	-	-	-	-	-	-	95.50	-	90.50	-	-	-	95.50	88.50	-
Class C.....	76.50	-	73.00	-	-	-	-	-	-	-	89.50	-	-	67.00	-	-	-	-	-
Typists:																			
Class A.....	78.00	-	75.00	-	74.00	89.00	-	-	81.50	75.50	85.50	74.50	83.00	73.00	77.50	79.00	85.00	79.00	87.00
Class B.....	61.00	58.00	62.50	57.00	62.50	70.50	-	-	62.50	68.50	74.50	64.00	65.50	61.00	67.00	66.50	72.00	68.50	65.50
<b>Professional and technical</b>																			
<b>Men</b>																			
Draftsmen:																			
Class A.....	( <sup>3</sup> )	( <sup>3</sup> )	164.00	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	175.50	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	164.00	( <sup>3</sup> )	-
Class B.....	( <sup>3</sup> )	( <sup>3</sup> )	135.00	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	150.50	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	135.00	( <sup>3</sup> )	-
Class C.....	( <sup>3</sup> )	( <sup>3</sup> )	105.50	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	108.50	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-
Draftsmen-tracers.....	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-
<b>Women</b>																			
Nurses, industrial (registered).....	-	-	-	-	-	-	-	-	-	-	121.00	-	-	-	-	-	-	-	-

<sup>1</sup> Earnings relate to regular straight-time salaries that are paid for standard workweeks.<sup>2</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.<sup>3</sup> Data not collected for this occupation. See explanation on page 10.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-4. Office Occupations—Public Utilities<sup>1</sup>

(Average weekly earnings<sup>2</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	Northeast																				
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston <sup>3</sup>	Buffalo	Newark and Jersey City	New Haven	New York <sup>3</sup>	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton								
<b>Men</b>																					
Clerks:																					
Accounting, class A.....	-	\$126.00	-	\$117.50	\$108.00	-	\$112.00	-	\$118.50	\$133.50	-	-	\$112.50								
Accounting, class B.....	-	-	-	-	-	-	90.00	-	112.50	118.50	-	-	-								
Office boys.....	-	-	\$63.50	-	73.00	-	70.00	-	-	87.00	-	-	-								
Tabulating-machine operators, class B.....	-	-	-	-	113.00	-	110.00	-	-	116.00	-	-	-								
<b>Women</b>																					
Clerks:																					
Accounting, class A.....	-	-	93.50	-	-	-	113.00	-	99.50	-	-	-	-								
Accounting, class B.....	-	-	-	101.50	-	\$84.00	87.50	-	84.50	101.00	\$74.00	-	-								
File, class B.....	-	-	-	-	-	-	85.00	-	71.50	-	-	-	-								
Payroll.....	\$90.00	-	-	-	82.00	90.50	101.00	-	81.50	104.50	-	-	-								
Comptometer operators.....	-	-	-	-	91.00	-	93.50	-	93.50	-	-	-	-								
Keypunch operators, class A.....	-	-	-	-	103.00	-	96.50	-	97.50	98.00	-	-	-								
Keypunch operators, class B.....	-	94.50	-	-	76.50	-	79.00	-	78.00	76.00	-	-	-								
Office girls.....	-	-	-	-	-	-	66.00	-	-	-	-	-	-								
Secretaries.....	129.00	-	108.00	114.50	110.50	116.00	112.50	\$108.50	123.00	113.50	90.00	\$105.50	-								
Stenographers, general.....	82.00	99.00	95.00	102.00	86.00	89.00	90.00	76.50	90.00	91.00	-	-	93.00								
Stenographers, senior.....	-	-	90.00	-	93.50	-	97.50	-	85.00	104.00	-	-	-								
Switchboard operators.....	-	-	-	-	-	-	-	-	-	-	-	-	-								
Class A.....	( <sup>4</sup> )	( <sup>4</sup> )	95.00	( <sup>4</sup> )	98.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )								
Class B.....	( <sup>4</sup> )	( <sup>4</sup> )	-	-	( <sup>4</sup> )	( <sup>4</sup> )	99.00	( <sup>4</sup> )	-	-	( <sup>4</sup> )	-	-								
Switchboard operator-receptionists.....	-	-	77.50	-	85.50	-	-	79.50	79.50	-	-	-	-								
Typists, class A.....	78.50	-	-	-	82.50	-	92.00	-	93.50	90.50	-	-	-								
Typists, class B.....	-	69.50	70.00	82.00	76.50	-	80.00	-	80.50	77.00	61.00	64.00	-								
<b>South</b>																					
	Atlanta	Baltimore	Beaumont-Port Arthur	Birmingham <sup>3</sup>	Charleston, W. Va.	Charlotte	Chattanooga <sup>3</sup>	Dallas <sup>3</sup>	Fort Worth	Houston	Jackson	Jacksonville <sup>3</sup>	Little Rock-North Little Rock	Louisville	Lubbock	Memphis <sup>3</sup>	Miami <sup>3</sup>	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City	
<b>Men</b>																					
Clerks:																					
Accounting, class A.....	\$115.00	-	-	-	-	\$113.50	-	\$103.00	\$103.00	\$116.50	-	-	-	\$120.50	-	-	-	\$103.50	-	\$117.50	
Accounting, class B.....	98.50	-	-	-	-	93.00	-	95.50	-	89.00	-	-	-	-	-	\$98.50	75.00	-	-	-	
Office boys.....	77.00	\$68.00	-	\$69.50	-	-	-	61.50	-	62.50	-	-	-	83.50	-	-	-	64.00	-	-	
Tabulating-machine operators, class B.....	92.50	-	-	-	-	-	-	100.50	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Women</b>																					
Clerks:																					
Accounting, class A.....	109.00	-	\$111.50	110.50	-	-	-	100.50	100.50	110.00	-	-	-	97.50	-	-	104.50	97.50	-	-	
Accounting, class B.....	78.50	-	-	-	-	-	-	88.00	-	84.50	-	-	-	79.00	-	-	79.50	-	-	75.50	
File, class B.....	77.00	-	-	-	-	-	-	68.50	-	78.50	-	\$83.50	-	-	-	-	-	-	-	-	
Payroll.....	95.50	-	-	-	-	79.00	-	93.00	-	97.00	-	88.50	-	-	-	-	86.00	-	-	-	
Comptometer operators.....	-	-	-	-	-	-	-	86.50	-	81.00	-	-	-	-	-	-	-	-	-	-	
Keypunch operators, class A.....	102.00	72.50	-	-	-	-	-	91.00	81.00	95.50	-	-	-	-	-	-	89.50	-	-	-	
Keypunch operators, class B.....	74.50	-	-	75.50	-	70.00	-	72.00	-	75.00	\$72.00	77.50	-	78.50	-	-	-	-	-	-	
Office girls.....	-	-	-	-	-	-	-	72.00	-	69.00	-	-	-	-	-	-	-	-	-	-	
Secretaries.....	115.50	116.50	118.50	109.50	\$111.50	94.50	-	108.00	96.50	109.50	97.00	107.00	\$99.00	108.50	\$98.00	\$101.00	99.50	102.50	\$92.50	102.00	
Stenographers, general.....	89.00	94.00	88.50	81.00	-	75.50	\$85.00	76.50	80.50	78.00	76.50	85.50	80.00	88.50	81.00	98.00	87.00	72.50	96.50	74.50	
Stenographers, senior.....	93.00	-	-	-	-	98.50	-	94.00	-	92.50	-	-	88.00	-	99.00	-	92.50	87.50	-	88.50	
Switchboard operators.....	99.50	( <sup>4</sup> )	-	( <sup>4</sup> )	101.00	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	86.50	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	-	( <sup>4</sup> )	86.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	
Class A.....	( <sup>4</sup> )	-	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	-	84.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	
Class B.....	( <sup>4</sup> )	86.00	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	( <sup>4</sup> )	( <sup>4</sup> )	-	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	
Switchboard operator-receptionists.....	94.50	-	-	-	-	-	-	94.50	-	71.00	-	-	-	-	-	-	-	80.50	-	-	
Typists, class A.....	87.00	-	-	-	-	-	-	78.50	71.50	74.00	74.00	74.50	-	94.00	-	-	85.00	-	-	-	
Typists, class B.....	80.00	70.50	-	70.00	-	62.50	-	70.00	65.00	67.50	-	-	-	76.50	-	-	81.50	63.00	-	-	

See footnotes at end of table.

Table A-4. Office Occupations—Public Utilities<sup>1</sup>—Continued

(Average weekly earnings<sup>2</sup> for selected occupations studied, July 1964 through June 1965)

Sex, occupation, and grade	South—Continued					North Central														
	Raleigh	Richmond <sup>3</sup>	San Antonio <sup>3</sup>	Savannah <sup>3</sup>	Washington	Akron	Chicago <sup>3</sup>	Cleveland <sup>3</sup>	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit <sup>3</sup>	Indianapolis <sup>3</sup>	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Heights		
<b>Men</b>																				
Clerks:																				
Accounting, class A.....	-	\$111.00	-	-	\$119.50	-	\$125.00	\$116.00	-	-	-	-	\$131.50	\$116.00	\$118.50	-	\$127.00	-		
Accounting, class B.....	-	98.50	-	-	-	-	110.50	101.00	-	-	-	-	-	-	-	-	95.50	-		
Office boys.....	-	72.00	-	-	73.00	-	81.50	86.00	-	-	-	-	78.00	78.50	70.50	-	86.50	-		
Tabulating-machine operators, class B.....	-	-	-	-	-	-	-	108.00	-	-	-	-	-	-	106.00	-	109.50	-		
<b>Women</b>																				
Clerks:																				
Accounting, class A.....	-	-	\$92.00	-	98.00	-	115.00	95.00	\$88.50	-	-	-	106.00	100.00	106.50	-	101.50	\$111.00		
Accounting, class B.....	-	83.50	-	-	-	\$80.00	101.00	82.50	84.50	-	-	-	94.00	69.50	82.00	-	79.00	-		
File, class B.....	-	81.50	-	-	-	78.50	88.00	-	75.00	-	-	-	77.00	73.50	-	\$76.00	71.50	-		
Payroll.....	-	-	-	-	105.50	-	100.00	94.50	86.00	-	-	-	101.00	-	94.00	98.00	98.00	-		
Comptometer operators.....	-	-	-	-	-	-	98.00	99.50	-	-	-	-	104.50	-	93.00	-	100.50	-		
Keypunch operators, class A.....	-	-	-	-	103.00	-	98.50	91.50	-	-	-	-	107.00	-	-	-	77.00	-		
Keypunch operators, class B.....	-	83.50	-	-	82.50	76.50	95.00	91.00	84.00	-	-	-	-	69.50	83.00	80.00	90.00	-		
Office girls.....	-	-	-	-	-	-	-	71.50	-	-	-	-	-	-	-	-	-	-		
Secretaries.....	\$101.00	109.50	95.50	\$109.50	110.50	111.50	117.00	113.50	106.50	\$110.00	\$111.50	\$99.50	113.00	103.00	108.00	119.50	99.00	-		
Stenographers, general.....	70.50	93.00	-	101.00	98.50	85.00	104.00	90.50	84.00	82.00	-	78.50	97.00	99.00	88.00	88.50	94.00	-		
Stenographers, senior.....	86.00	90.50	-	-	94.50	100.00	101.50	101.50	-	-	-	-	86.00	100.50	100.50	99.00	99.00	-		
Switchboard operators.....	-	87.00	( <sup>4</sup> )	-	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	95.00	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )		
Class A.....	( <sup>4</sup> )	( <sup>4</sup> )	-	( <sup>4</sup> )	90.50	( <sup>4</sup> )	101.50	98.00	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )		
Class B.....	( <sup>4</sup> )	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	98.00	91.50	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	100.00	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	93.50	( <sup>4</sup> )		
Switchboard operator-receptionists.....	-	-	-	-	89.00	-	86.00	-	-	-	-	-	86.00	87.50	87.00	-	72.50	-		
Typists, class A.....	-	75.50	-	-	-	79.50	98.50	85.50	75.00	-	-	70.50	100.00	76.50	86.00	81.50	84.50	-		
Typists, class B.....	-	73.00	-	-	80.00	70.50	84.00	73.50	78.50	-	-	72.50	80.00	63.50	75.00	71.00	82.00	-		
<b>North Central—Continued</b>																				
	Omaha <sup>3</sup>	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albuquerque <sup>3</sup>	Denver	Los Angeles-Long Beach <sup>3</sup>	Phoenix <sup>3</sup>	Portland	Salt Lake City	San Bernardino-Riverside-Ontario	San Diego	San Francisco-Oakland <sup>3</sup>	Seattle <sup>3</sup>	Spokane	
<b>Men</b>																				
Clerks:																				
Accounting, class A.....	\$104.50	-	\$114.50	-	-	-	-	\$109.00	-	\$110.50	\$117.50	-	\$134.00	-	-	-	\$123.50	\$113.50	\$123.00	-
Accounting, class B.....	-	-	103.50	-	-	-	-	-	-	-	98.00	-	116.50	-	-	-	120.00	-	-	-
Office boys.....	-	-	83.50	-	-	-	-	-	-	-	78.50	-	-	-	-	-	84.50	-	-	-
Tabulating-machine operators, class B.....	-	-	104.50	-	-	-	-	-	-	-	118.00	-	-	-	-	-	115.50	-	-	-
<b>Women</b>																				
Clerks:																				
Accounting, class A.....	94.00	-	102.00	-	-	-	-	-	-	107.50	115.00	-	-	-	-	-	112.50	89.50	-	-
Accounting, class B.....	-	-	89.50	-	-	-	\$73.50	95.00	-	92.50	84.50	-	103.00	-	-	-	97.00	78.00	-	-
File, class B.....	-	-	-	-	-	-	-	-	-	93.00	-	-	96.00	-	-	-	93.50	-	-	-
Payroll.....	89.50	-	99.00	-	-	-	-	-	-	108.50	113.00	-	108.50	-	-	-	120.00	92.50	-	-
Comptometer operators.....	-	-	93.50	-	-	-	-	-	-	-	110.50	-	-	-	-	-	109.00	-	-	-
Keypunch operators, class A.....	-	-	-	-	-	-	-	-	-	100.50	106.50	-	95.50	-	-	-	110.50	88.00	-	-
Keypunch operators, class B.....	-	-	88.50	-	-	-	86.50	\$68.50	83.00	84.00	-	-	-	-	-	-	99.00	78.00	-	-
Office girls.....	-	-	70.00	-	-	-	-	-	-	-	-	-	-	-	-	-	81.50	70.50	-	-
Secretaries.....	97.00	\$108.50	109.50	-	\$94.00	\$98.00	102.00	102.00	108.00	115.00	\$104.00	110.50	\$101.00	\$108.00	\$108.50	117.00	106.50	-	-	
Stenographers, general.....	78.50	-	90.00	\$69.50	86.50	105.00	-	93.50	-	92.50	98.00	-	105.00	89.00	99.50	-	97.00	91.50	-	-
Stenographers, senior.....	-	-	100.50	-	-	-	-	-	-	104.50	112.50	-	112.50	-	-	-	108.00	94.00	105.00	-
Switchboard operators.....	-	-	( <sup>4</sup> )	-	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	100.00	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Class A.....	( <sup>4</sup> )	( <sup>4</sup> )	103.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	101.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	109.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Class B.....	( <sup>4</sup> )	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	97.00	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	102.50	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Switchboard operator-receptionists.....	-	-	88.00	-	-	-	-	-	-	90.50	103.00	-	-	-	-	-	103.50	90.50	-	-
Typists, class A.....	-	-	82.50	-	-	-	-	-	-	87.00	-	-	-	73.50	-	-	95.00	77.00	-	-
Typists, class B.....	65.50	-	85.00	-	71.50	82.00	-	-	-	-	84.50	-	83.00	-	-	-	83.00	79.50	-	-

1 Transportation, communication, and other public utilities.  
 2 Earnings relate to regular straight-time salaries that are paid for standard workweeks.  
 3 Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.  
 4 Data not collected for this occupation. See explanation on page 10.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-5. Plant Occupations—All Industries

(Average hourly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Occupation <sup>2</sup>	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston <sup>3</sup>	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York <sup>3</sup>	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York
<b>Maintenance and powerplant</b>																			
Carpenters.....	\$3.01	\$2.95	\$2.97	\$3.10	\$2.68	-	\$3.24	\$2.69	\$3.22	\$3.22	\$3.27	\$3.15	\$2.47	\$2.55	\$2.61	\$2.90	\$2.74	\$2.75	\$2.69
Electricians.....	3.23	3.05	3.12	3.35	3.02	\$2.38	3.43	2.94	3.38	3.28	3.21	3.27	2.66	2.87	2.99	3.20	3.00	3.10	2.86
Engineers, stationary.....	2.97	3.14	3.02	2.93	3.01	-	3.55	2.84	3.56	3.34	2.88	3.14	2.52	3.03	-	3.11	2.96	3.00	-
Firemen, stationary boiler.....	2.64	2.42	2.63	2.77	2.74	1.68	3.07	2.37	2.94	2.77	2.52	2.78	2.00	2.19	-	2.52	1.97	2.43	2.27
Helpers, trades.....	2.53	2.64	2.55	2.60	2.21	2.01	2.58	2.50	2.68	2.56	2.63	2.68	-	2.28	2.06	2.50	2.49	2.22	2.22
Machine-tool operators, toolroom.....	3.09	-	3.07	3.33	-	-	3.44	2.74	3.11	3.16	3.08	3.37	2.53	2.60	-	-	-	2.81	2.92
Machinists.....	3.18	3.12	3.11	3.36	2.88	2.43	3.37	2.87	3.58	3.22	3.27	3.40	2.80	2.83	2.86	3.10	3.03	2.93	2.79
Mechanics, automotive.....	2.97	2.91	2.93	3.07	2.63	2.65	3.17	3.04	3.28	3.10	3.12	3.31	2.40	2.75	3.02	3.03	2.95	2.78	2.78
Mechanics.....	2.94	3.03	2.88	3.22	2.94	2.42	3.37	2.94	3.36	3.12	3.11	3.14	2.60	2.71	2.77	2.90	2.93	2.89	2.73
Millwrights.....	3.20	3.15	2.96	3.33	2.91	-	3.30	2.78	3.27	3.31	3.39	3.31	-	2.66	-	3.34	2.89	2.74	-
Oilers.....	2.50	2.74	2.47	2.80	-	-	2.80	2.32	2.80	2.53	2.52	2.70	-	2.07	-	2.44	2.51	2.51	2.22
Painters.....	3.01	2.89	2.80	3.01	2.75	-	3.11	2.74	2.96	3.05	2.92	3.01	2.25	2.52	-	2.96	2.69	-	2.40
Pipefitters.....	3.19	2.97	3.09	3.23	2.88	-	3.41	2.95	3.29	3.29	3.30	3.12	-	2.70	-	3.09	-	3.04	2.75
Plumbers.....	-	2.90	2.96	-	-	-	3.23	-	3.17	-	3.04	3.21	-	-	-	-	2.84	-	-
Sheet-metal workers.....	3.32	-	3.08	3.36	-	-	3.27	-	3.27	3.26	3.16	3.28	-	2.89	-	-	2.98	2.95	-
Tool and die makers.....	-	3.21	3.28	3.53	-	-	3.43	2.98	3.37	3.51	3.39	3.42	2.87	3.23	3.11	3.53	3.08	2.90	3.00
<b>Custodial and material movement</b>																			
Elevator operators, passenger.....	1.31	-	1.55	-	-	-	1.98	-	2.15	-	1.81	-	-	1.32	-	-	-	-	-
Elevator operators, passenger (women).....	1.37	-	1.46	1.38	-	-	1.55	-	2.02	-	1.45	1.78	1.11	1.42	1.12	-	-	1.36	-
Guards and watchmen.....	1.97	2.23	1.72	2.33	2.24	1.53	1.86	1.78	1.95	2.15	1.88	2.33	1.94	1.72	1.71	2.24	2.15	2.09	1.91
Janitors, porters, and cleaners.....	1.93	2.10	1.86	2.21	1.76	1.52	2.03	1.80	2.09	2.08	2.01	2.10	1.84	1.72	1.75	1.97	1.94	1.91	1.82
Janitors, porters, and cleaners (women).....	1.81	1.93	1.59	1.67	1.79	-	1.74	1.84	1.88	2.08	1.56	1.74	1.45	1.49	1.24	1.59	1.60	1.53	1.64
Laborers, material handling.....	2.21	2.48	2.24	2.59	2.21	1.96	2.76	2.23	2.64	2.45	2.42	2.56	1.93	2.00	2.30	2.26	2.30	2.29	2.14
Order fillers.....	2.46	2.06	2.28	2.75	-	1.72	2.74	2.41	2.36	2.58	2.56	2.71	2.30	2.14	2.12	2.47	3.37	2.28	2.15
Packers, shipping.....	2.20	1.77	2.17	2.56	2.13	1.72	2.32	2.28	2.09	2.43	2.08	2.37	1.63	1.92	1.81	2.35	2.58	2.31	2.03
Packers, shipping (women).....	1.45	-	1.69	2.29	1.54	1.54	1.84	1.71	1.98	1.75	1.80	2.09	2.01	1.55	-	-	2.07	-	1.74
Receiving clerks.....	2.39	2.37	2.29	2.63	2.12	1.83	2.52	2.34	2.57	2.82	2.37	2.64	2.19	2.05	2.13	2.43	2.42	2.24	2.23
Shipping clerks.....	2.48	2.49	2.38	2.89	2.21	1.99	2.75	2.52	2.69	2.84	2.56	2.77	2.35	2.12	1.90	2.36	2.17	2.29	2.40
Shipping and receiving clerks.....	2.51	2.30	2.31	2.73	2.22	2.15	2.66	2.48	2.66	2.60	2.49	2.75	2.26	2.11	2.14	2.46	2.47	2.06	2.17
Truckdrivers <sup>4</sup> .....	2.99	2.80	2.80	2.95	2.69	2.39	3.25	2.76	3.24	3.06	3.12	3.10	2.32	2.89	2.80	2.82	2.63	2.67	2.63
Light (under 1½ tons).....	2.36	2.21	2.28	2.59	-	1.63	3.07	2.20	2.61	2.92	2.50	2.82	2.07	1.76	2.42	-	2.26	2.07	1.69
Medium (1½ to and including 4 tons).....	2.90	2.41	2.67	2.67	2.31	2.12	3.21	-	3.20	2.94	3.15	3.08	1.64	2.56	2.81	2.62	2.19	2.39	2.14
Heavy (over 4 tons, trailer type).....	3.20	2.96	3.03	3.15	-	2.61	3.27	2.98	3.29	3.22	3.18	3.27	2.51	3.10	-	3.10	2.83	2.96	2.84
Heavy (over 4 tons, other than trailer type).....	2.73	2.77	2.88	2.92	-	-	3.06	2.66	3.53	3.11	3.17	2.96	2.35	2.58	-	2.67	2.64	2.84	-
Truckers, power (forklift).....	2.53	2.49	2.54	2.75	2.56	-	2.91	2.33	2.92	2.60	2.58	2.77	2.13	2.37	2.32	2.49	2.67	2.46	2.27
Truckers, power (other than forklift).....	2.54	-	2.45	2.65	-	-	2.50	2.44	2.75	2.99	2.53	2.89	-	2.17	-	2.36	2.31	2.63	-

See footnotes at end of table.

Table A-5. Plant Occupations—All Industries—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Occupation <sup>2</sup>	South																				
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham <sup>3</sup>	Charles- ton, W. Va.	Char- lotte	Chatta- nooga <sup>3</sup>	Dallas <sup>3</sup>	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville <sup>3</sup>	Little Rock- North Little Rock <sup>3</sup>	Louis- ville	Lub- bock	Memphis <sup>3</sup>	Miami <sup>3</sup>	New Orleans	Norfolk- Portsmouth and Newport News-Hampton	Okla- homa City <sup>3</sup>
<b>Maintenance and powerplant</b>																					
Carpenters.....	\$2.84	\$3.00	\$3.49	\$3.01	\$3.48	\$2.36	\$2.35	\$2.93	\$2.87	\$1.97	\$3.33	-	\$2.74	\$2.36	\$3.29	-	\$2.50	\$2.72	\$2.93	\$2.83	-
Electricians.....	3.35	3.11	3.51	3.55	3.49	2.69	2.84	3.03	3.38	2.18	3.38	\$2.75	3.01	2.55	3.44	-	3.14	2.87	3.19	3.17	\$2.77
Engineers, stationary.....	2.97	3.05	3.49	3.12	3.47	-	2.84	2.56	2.89	2.22	2.72	2.95	2.72	2.46	3.27	-	2.85	2.30	2.66	2.70	2.48
Firemen, stationary boiler.....	2.14	2.77	3.25	-	-	-	1.89	-	-	1.53	2.88	-	2.01	1.55	2.84	-	1.65	-	2.43	1.98	-
Helpers, trades.....	2.22	2.57	2.93	2.68	2.87	1.92	2.25	1.99	2.15	1.57	2.58	-	2.33	1.93	2.53	-	1.97	1.87	2.24	2.45	2.12
Machine-tool operators, toolroom.....	-	3.22	-	-	-	-	-	2.98	-	-	3.13	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.11	3.40	3.53	3.54	3.49	-	2.84	2.74	3.27	2.15	3.46	2.76	2.88	2.79	3.38	-	3.07	3.27	3.27	3.20	2.82
Mechanics, automotive.....	3.03	3.00	3.05	2.78	3.13	2.79	2.35	2.93	2.43	2.50	2.92	2.46	2.65	2.77	3.09	\$2.38	2.91	2.58	2.76	2.78	2.88
Mechanics.....	2.75	3.20	3.40	3.31	3.53	2.43	2.85	2.83	2.73	2.41	3.07	2.55	2.60	2.48	3.30	2.29	2.83	2.58	3.03	2.84	2.73
Millwrights.....	-	3.30	-	3.32	3.49	-	-	-	2.76	-	3.50	-	-	-	3.33	-	3.05	-	3.48	-	-
Oilers.....	2.27	2.80	2.88	2.67	-	1.61	2.27	2.40	2.51	1.54	2.70	-	2.29	-	2.74	-	2.42	-	2.52	-	-
Painters.....	2.76	2.81	3.50	3.05	3.46	-	2.65	2.66	2.92	1.87	3.30	-	2.60	-	3.19	-	2.63	2.42	2.77	3.02	-
Pipefitters.....	3.36	3.13	3.57	-	3.54	-	3.01	-	-	-	3.52	-	-	-	3.47	-	3.09	-	3.27	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.19	3.52	-	3.49	-	-	-	-	-	3.57	-	-	-	3.38	-	-	-	3.23	-	-
Tool and die makers.....	3.54	3.41	-	3.14	-	-	3.08	3.17	3.40	-	3.34	-	-	3.06	3.69	-	3.36	2.74	-	-	-
<b>Custodial and material movement</b>																					
Elevator operators, passenger... (women).....	-	1.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.83	-	.98	-	-
Guards and watchmen.....	1.73	1.95	2.87	1.86	2.83	1.69	1.99	1.66	2.24	1.44	1.78	1.62	1.52	1.44	2.03	1.38	1.66	1.72	1.49	2.01	1.57
Janitors, porters, and cleaners... (women).....	1.53	1.69	2.07	1.59	1.94	1.42	1.52	1.49	1.66	1.38	1.58	1.37	1.39	1.42	1.90	1.44	1.49	1.43	1.36	1.60	1.45
Laborers, material handling.....	1.87	2.39	2.14	1.89	2.60	1.85	1.94	1.89	1.75	1.52	1.81	1.49	1.72	1.52	2.44	1.58	1.74	1.79	1.79	1.93	2.00
Order fillers.....	2.03	2.32	1.63	1.70	2.30	1.85	1.94	2.03	1.76	1.55	2.16	-	1.81	1.65	2.39	1.69	1.73	1.79	1.63	1.70	1.84
Packers, shipping.....	1.90	2.11	-	2.36	-	1.59	1.50	1.81	1.94	1.55	1.67	-	1.64	1.53	2.40	-	1.99	1.63	1.60	1.82	1.96
Packers, shipping (women).....	1.69	1.86	-	-	-	1.64	-	1.50	-	-	-	-	-	-	1.81	-	1.54	-	-	-	-
Receiving clerks.....	2.23	2.50	2.29	2.21	3.03	2.05	1.94	2.27	1.97	1.81	2.28	-	1.96	1.84	2.39	2.07	1.96	2.18	1.93	2.57	2.28
Shipping clerks.....	2.44	2.63	2.58	2.92	-	2.26	2.12	2.42	2.12	1.95	2.42	-	-	-	2.62	-	2.06	2.61	2.27	-	2.62
Shipping and receiving clerks.....	2.66	2.52	3.03	2.97	2.70	2.05	2.17	2.20	2.26	1.81	2.37	2.20	2.24	1.91	2.43	-	2.37	2.44	2.27	2.06	2.15
Truckdrivers <sup>4</sup> .....	2.55	2.70	2.53	2.28	2.82	2.21	2.13	2.39	2.05	2.21	2.30	1.75	2.13	2.12	2.73	2.15	2.37	2.22	2.14	1.94	2.45
Light (under 1½ tons).....	1.63	2.35	2.46	1.60	-	1.75	1.57	1.69	1.48	1.32	1.71	1.31	1.52	1.66	1.90	1.67	1.66	1.77	1.57	1.45	1.55
Medium (1½ to and including 4 tons).....	2.64	2.50	2.57	2.27	2.63	2.43	2.22	2.58	1.85	1.47	2.47	2.03	2.09	2.00	2.39	2.33	2.39	2.10	2.12	1.82	2.48
Heavy (over 4 tons, trailer type).....	2.87	2.95	2.00	2.62	2.91	2.81	2.03	2.12	2.17	2.93	2.59	2.23	2.56	3.05	3.15	2.63	2.72	2.63	2.52	2.18	2.77
Heavy (over 4 tons, other than trailer type).....	-	2.75	-	2.31	2.85	-	-	-	-	2.86	2.93	-	-	-	-	-	-	2.32	2.09	-	-
Truckers, power (forklift).....	2.37	2.72	2.91	2.35	2.70	2.14	2.00	2.00	2.23	1.70	2.24	1.58	1.84	1.71	2.60	1.73	1.94	1.83	2.27	1.97	2.28
Truckers, power (other than forklift).....	2.57	2.84	-	-	-	-	-	2.63	-	-	-	-	2.38	1.59	2.52	-	2.55	-	2.33	2.13	-

See footnotes at end of table.



Table A-5. Plant Occupations—All Industries—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Occupation <sup>2</sup>	South—Continued					North Central															
	Raleigh	Richmond <sup>3</sup>	San Antonio	Savannah <sup>3</sup>	Washington	Akron	Canton	Chicago <sup>3</sup>	Cincinnati	Cleveland <sup>3</sup>	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit <sup>3</sup>	Green Bay	Indianapolis <sup>3</sup>	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Heights
<b>Maintenance and powerplant</b>																					
Carpenters.....	-	\$2.94	\$2.30	\$3.05	\$3.00	\$3.40	\$2.98	\$3.62	\$3.13	\$3.22	\$3.04	\$3.17	\$3.37	\$3.31	\$3.37	-	\$3.20	\$3.30	\$3.26	\$3.18	\$2.93
Electricians.....	\$2.74	3.18	2.96	3.26	3.09	3.44	3.16	3.57	3.26	3.34	3.25	3.51	3.39	3.43	3.60	\$2.92	3.42	3.42	3.56	3.56	3.05
Engineers, stationary.....	-	2.70	2.63	-	3.11	3.47	3.03	3.54	3.34	3.19	3.00	3.28	3.29	2.91	3.43	2.99	3.17	3.30	3.19	3.22	-
Firemen, stationary boiler.....	1.44	1.96	-	2.41	1.98	3.20	2.84	2.98	2.87	2.88	2.47	2.50	2.88	2.76	3.35	2.56	2.56	2.60	2.89	3.07	2.57
Helpers, trades.....	-	2.44	2.19	2.45	2.35	2.79	2.61	2.69	2.47	2.59	2.50	2.61	2.62	2.89	2.72	2.35	2.50	2.66	2.71	2.80	2.59
Machine-tool operators, toolroom.....	-	-	-	-	-	3.45	3.46	3.42	3.25	3.31	3.39	3.38	3.35	-	3.61	-	3.41	3.17	3.54	3.00	3.23
Machinists.....	-	3.09	-	3.37	3.30	3.40	3.24	3.58	3.23	3.29	3.36	3.50	3.48	3.37	3.57	2.98	3.35	3.43	3.60	3.49	3.10
Mechanics, automotive.....	2.59	2.55	2.57	2.92	2.93	3.28	2.94	3.51	2.99	3.20	3.09	3.18	2.98	3.14	3.32	2.91	3.11	3.09	3.29	3.21	3.04
Mechanics.....	2.33	3.02	2.72	2.93	3.27	3.44	3.06	3.30	3.06	3.22	2.99	3.36	3.13	3.18	3.55	2.80	3.28	3.20	3.26	3.12	3.07
Millwrights.....	-	3.19	-	-	-	3.45	3.11	3.39	3.28	3.32	3.15	3.35	3.42	-	3.50	-	3.44	3.43	3.38	3.30	2.94
Oilers.....	-	2.18	-	2.60	-	3.20	2.62	2.71	2.81	2.82	2.56	2.74	2.75	2.77	2.90	2.52	2.70	2.74	2.96	2.82	2.66
Painters.....	-	2.95	2.13	2.95	2.71	3.34	2.94	3.66	3.06	3.05	3.09	3.00	3.13	3.14	3.29	2.58	3.19	3.32	3.30	3.46	-
Pipefitters.....	-	3.26	-	3.29	-	3.43	3.13	3.55	3.37	3.26	3.24	3.38	3.45	-	3.52	2.85	3.38	3.40	3.48	3.52	3.02
Plumbers.....	-	-	-	-	-	-	-	3.54	-	-	-	-	3.31	-	3.18	-	-	-	-	-	-
Sheet-metal workers.....	-	3.22	-	-	-	3.50	-	3.41	3.37	3.31	3.31	3.40	3.48	-	3.54	-	3.46	3.38	3.46	3.23	-
Tool and die makers.....	-	-	-	-	-	3.58	3.30	3.71	3.44	3.59	3.56	3.71	3.71	3.49	3.76	-	3.56	3.41	3.82	3.55	3.30
<b>Custodial and material movement</b>																					
Elevator operators, passenger.....	-	-	-	-	1.34	-	-	2.26	-	-	-	-	-	-	1.77	-	-	-	-	1.70	-
Elevator operators, passenger (women).....	-	.88	.82	-	1.34	-	-	1.51	1.32	1.30	1.07	-	-	1.19	1.45	-	.87	1.36	-	1.61	-
Guards and watchmen.....	1.51	2.00	1.73	2.00	1.60	2.75	2.56	2.02	2.15	2.07	2.16	2.47	2.47	2.51	2.42	2.08	2.15	2.04	2.03	2.13	2.54
Janitors, porters, and cleaners.....	1.37	1.57	1.27	1.62	1.56	2.60	2.15	2.15	2.03	2.13	1.85	2.23	2.12	2.04	2.37	2.18	1.88	1.89	2.22	2.13	2.36
Janitors, porters, and cleaners (women).....	1.24	1.36	1.11	1.53	1.36	2.02	1.56	1.87	1.48	1.65	1.68	2.03	1.85	1.48	1.68	1.73	1.67	1.58	1.67	1.74	1.86
Laborers, material handling.....	1.46	1.77	1.55	1.76	2.15	2.93	2.46	2.50	2.48	2.58	2.19	2.58	2.50	2.47	2.67	2.47	2.44	2.38	2.55	2.70	2.47
Order fillers.....	1.84	1.90	1.39	2.00	2.19	2.65	2.57	2.53	2.43	2.47	2.27	2.53	2.56	2.60	2.69	2.50	2.24	2.40	2.74	2.62	2.73
Packers, shipping.....	1.48	1.61	1.39	-	1.82	2.85	2.55	2.33	1.99	2.49	2.07	2.72	2.42	2.86	2.69	-	2.25	2.31	2.62	2.62	2.64
Packers, shipping (women).....	-	-	-	-	-	-	-	1.89	2.11	2.00	1.93	-	1.85	-	2.36	-	1.68	1.89	1.98	1.92	2.58
Receiving clerks.....	1.77	2.21	1.92	2.35	2.10	2.77	2.54	2.65	2.32	2.50	2.36	2.32	2.51	2.51	2.77	2.54	2.36	2.48	2.71	2.67	2.69
Shipping clerks.....	-	2.24	-	-	2.26	2.77	2.64	2.67	2.43	2.61	2.44	2.64	2.66	2.71	2.92	-	2.61	2.60	2.82	2.81	2.76
Shipping and receiving clerks.....	-	2.33	2.29	-	2.56	2.80	2.37	2.85	2.60	2.68	2.42	2.44	2.38	2.50	2.82	-	2.66	2.72	2.88	2.67	-
Truckdrivers <sup>4</sup> .....	1.92	2.00	1.83	2.00	2.49	3.18	2.70	3.24	3.03	3.06	2.72	2.59	2.91	2.91	3.10	2.87	2.73	2.88	3.07	3.03	2.79
Light (under 1½ tons).....	-	1.96	1.38	1.64	1.64	3.12	2.39	3.11	2.73	2.78	2.17	1.96	2.20	2.33	2.48	-	2.13	2.30	2.46	2.89	-
Medium (1½ to and including 4 tons).....	1.90	1.98	2.02	2.16	2.32	3.01	2.72	3.19	2.97	3.08	2.53	2.34	2.49	2.30	3.10	2.86	2.68	2.78	2.79	3.03	2.79
Heavy (over 4 tons, trailer type).....	-	2.58	2.05	-	2.80	3.26	2.97	3.33	3.12	3.18	3.01	2.68	3.21	2.71	3.17	2.94	3.04	2.98	3.24	3.11	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	2.61	-	-	3.26	3.05	3.09	3.05	2.48	2.58	-	3.21	-	2.51	-	3.20	-	-
Truckers, power (forklift).....	1.79	1.94	1.52	2.27	2.02	3.00	2.55	2.69	2.82	2.76	2.43	2.76	2.69	2.63	2.80	2.47	2.64	2.67	2.78	2.78	2.61
Truckers, power (other than forklift).....	-	-	-	2.10	-	-	2.55	2.59	2.46	2.80	2.23	2.72	2.66	-	2.85	2.43	2.60	2.82	2.68	2.72	2.48

See footnotes at end of table.

Table A-5. Plant Occupations—All Industries—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied in 6 broad industry divisions, July 1964 through June 1965)

Occupation <sup>2</sup>	North Central—Continued								West										
	Omaha <sup>3</sup>	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albuquerque <sup>3</sup>	Denver	Los Angeles—Long Beach <sup>3</sup>	Phoenix <sup>3</sup>	Portland	Salt Lake City	San Bernardino—Riverside—Ontario <sup>5</sup>	San Diego	San Francisco—Oakland <sup>3</sup>	Seattle <sup>3</sup>	Spokane
<b>Maintenance and powerplant</b>																			
Carpenters.....	\$2.92	\$2.69	\$3.32	-	\$3.28	\$3.36	\$3.09	\$2.84	-	\$3.14	\$3.30	\$3.21	\$3.39	\$3.18	\$3.01	\$3.18	\$3.63	\$3.22	\$3.48
Electricians.....	3.33	3.10	3.50	-	3.30	3.38	3.45	3.05	\$3.42	3.30	3.60	3.53	3.52	3.20	3.42	3.64	3.65	-	3.57
Engineers, stationary.....	2.96	2.90	3.43	-	3.50	3.26	3.23	2.86	-	3.13	3.59	2.91	3.34	-	3.58	3.37	3.71	3.33	3.19
Firemen, stationary boiler.....	2.70	2.39	3.25	-	3.12	2.79	-	-	-	2.94	3.09	-	2.74	2.54	2.71	-	3.04	2.73	2.73
Helpers, trades.....	2.36	2.42	2.83	-	-	2.74	2.57	2.54	-	2.48	2.80	2.36	2.74	2.69	2.79	2.73	2.89	2.59	-
Machine-tool operators, toolroom.....	-	3.06	3.31	-	-	3.48	-	-	-	3.03	3.34	3.17	3.32	-	-	-	3.61	-	-
Machinists.....	3.31	2.98	3.53	-	3.10	3.40	-	3.19	-	3.21	3.61	3.52	3.44	3.24	3.39	3.46	3.59	3.33	3.56
Mechanics, automotive.....	3.09	2.85	3.28	\$2.67	3.19	3.11	3.15	2.95	3.34	3.27	3.51	3.18	3.34	3.22	3.22	3.32	3.71	3.31	3.34
Mechanics.....	3.11	2.91	3.11	-	3.14	3.29	3.34	2.89	3.28	3.13	3.34	3.20	3.36	3.25	3.27	3.32	3.58	3.21	3.46
Millwrights.....	3.39	2.99	3.46	-	3.29	3.19	-	-	-	-	3.48	-	-	-	-	-	3.63	3.35	-
Oilers.....	2.85	2.54	3.07	-	2.92	2.77	-	-	-	2.67	2.77	2.51	2.68	-	2.89	2.60	2.96	2.69	2.82
Painters.....	3.14	2.63	3.27	-	3.40	3.07	-	2.85	-	3.04	3.26	3.19	3.41	3.17	3.14	3.08	3.64	3.33	3.33
Pipefitters.....	3.28	3.05	3.42	-	-	3.33	3.27	3.25	-	3.25	3.49	-	3.45	3.26	3.28	-	3.53	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	3.43	-	-	-	-	3.29	-	-	-
Sheet-metal workers.....	3.45	2.99	3.47	-	-	3.39	-	-	-	-	3.50	-	-	-	-	-	3.82	-	-
Tool and die makers.....	3.26	3.26	3.69	-	3.51	3.53	3.55	3.33	-	3.38	3.48	3.32	3.49	3.36	3.35	3.55	3.98	3.53	-
<b>Custodial and material movement</b>																			
Elevator operators, passenger.....	-	-	1.35	-	-	-	-	-	-	-	1.84	-	-	-	-	-	2.27	-	-
Elevator operators, passenger (women).....	.91	1.18	1.43	-	-	-	-	.96	-	1.59	1.73	-	1.50	-	-	-	2.27	-	-
Guards and watchmen.....	1.72	1.99	1.99	-	2.66	2.16	2.50	2.39	2.99	2.26	2.44	2.18	2.28	2.41	2.46	2.70	2.21	2.57	2.68
Janitors, porters, and cleaners.....	1.86	2.08	1.93	1.90	2.18	2.13	2.27	1.93	1.84	1.85	2.21	1.65	2.13	1.75	2.02	2.07	2.45	2.21	2.08
Janitors, porters, and cleaners (women).....	1.47	1.69	1.43	-	-	1.71	2.18	1.67	1.75	1.76	1.91	1.30	1.92	1.44	-	1.83	2.37	1.99	-
Laborers, material handling.....	2.52	2.24	2.45	2.37	2.73	2.54	2.61	2.39	2.43	2.66	2.77	2.27	2.74	2.34	2.28	2.82	2.99	2.85	2.70
Order fillers.....	2.31	2.15	2.62	2.08	2.76	2.54	-	2.35	2.07	2.49	2.80	2.56	2.84	2.18	2.46	2.82	3.00	2.72	2.80
Packers, shipping.....	2.45	2.28	2.45	-	2.62	2.51	-	2.31	1.75	2.17	2.56	2.19	2.72	1.94	-	-	2.90	2.65	2.64
Packers, shipping (women).....	2.05	1.92	2.01	-	2.13	2.21	-	-	2.08	2.17	-	-	-	-	-	-	2.24	2.49	-
Receiving clerks.....	2.48	2.36	2.65	-	2.65	2.61	2.73	2.27	2.51	2.37	2.74	2.09	2.82	2.31	2.54	2.69	3.05	2.81	2.77
Shipping clerks.....	2.62	2.44	2.54	-	2.59	2.74	2.72	-	-	2.54	2.73	2.09	3.03	2.34	2.47	2.92	3.16	2.94	3.09
Shipping and receiving clerks.....	2.32	2.44	2.74	-	-	2.58	-	-	-	2.63	2.79	-	2.93	2.61	2.63	2.48	3.15	2.84	-
Truckdrivers <sup>4</sup> .....	2.51	2.64	3.07	2.32	2.94	2.92	2.80	2.69	2.36	2.77	3.16	2.63	3.16	2.60	2.75	3.13	3.41	3.26	3.13
Light (under 1½ tons).....	2.03	1.96	-	-	2.68	2.50	-	2.17	2.17	2.43	2.91	1.96	2.60	2.32	2.00	2.60	3.30	2.75	-
Medium (1½ to and including 4 tons).....	2.55	2.57	3.12	2.54	2.73	2.88	2.93	2.56	2.48	2.74	3.10	2.66	3.13	2.63	2.39	2.56	3.38	3.22	3.06
Heavy (over 4 tons, trailer type).....	2.68	2.96	3.14	-	2.64	3.12	-	2.85	2.55	3.03	3.30	2.81	3.25	2.76	3.18	3.24	3.52	3.37	3.20
Heavy (over 4 tons, other than trailer type).....	2.48	-	2.98	-	-	-	-	-	2.25	2.71	3.18	-	3.32	2.66	2.87	3.45	3.44	3.31	-
Truckers, power (forklift).....	2.49	2.50	2.74	-	2.77	2.55	2.67	2.57	2.47	2.70	2.94	2.40	2.93	2.49	2.73	2.97	3.04	2.80	2.88
Truckers, power (other than forklift).....	2.62	-	2.47	-	-	2.65	-	-	2.37	-	2.96	-	2.81	-	-	-	2.97	2.72	2.54

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.<sup>4</sup> Includes all drivers regardless of type and size of truck operated.<sup>5</sup> Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-6. Plant Occupations—Manufacturing

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York
<b>Maintenance and powerplant</b>																			
Carpenters.....	\$3.07	\$2.96	\$2.92	\$3.12	\$2.68	-	\$3.21	\$2.65	\$3.24	\$3.19	\$3.21	\$3.10	-	\$2.48	-	\$2.90	\$2.74	\$2.65	\$2.69
Electricians.....	3.21	3.05	3.12	3.35	3.02	\$2.38	3.40	2.94	3.47	3.27	3.21	3.26	\$2.71	2.73	\$2.93	3.17	2.98	3.10	2.86
Engineers, stationary.....	2.99	3.16	3.13	2.96	-	-	3.53	2.85	3.86	3.28	2.97	3.18	-	2.59	-	3.02	2.98	3.02	-
Firemen, stationary boiler.....	2.68	2.46	2.57	2.80	-	1.70	3.15	2.36	3.12	2.77	2.59	2.80	2.15	2.05	-	2.54	2.03	2.43	2.29
Helpers, trades.....	2.55	2.64	2.48	2.61	2.18	1.98	2.49	-	2.74	2.53	2.66	2.69	-	2.21	1.88	2.41	2.38	2.19	2.28
Machine-tool operators, toolroom.....	3.09	-	3.07	3.35	-	-	3.45	2.74	3.11	3.16	3.08	3.37	2.53	2.60	-	-	-	2.81	2.92
Machinists.....	3.16	3.13	3.10	3.37	2.88	2.43	3.36	2.82	3.58	3.22	3.26	3.41	2.80	2.82	2.86	3.08	3.03	2.92	2.76
Mechanics, automotive.....	2.80	3.02	3.00	3.05	-	-	3.43	-	3.37	3.19	3.22	3.34	2.33	2.54	-	2.97	-	2.87	2.20
Mechanics.....	2.93	3.03	2.81	3.22	2.92	2.40	3.35	2.93	3.34	3.12	3.11	3.13	2.55	2.63	2.79	2.89	2.90	2.88	2.70
Millwrights.....	3.18	3.15	2.96	3.33	2.91	-	3.30	2.78	3.24	3.31	3.39	3.31	-	2.66	-	3.34	2.89	2.73	-
Oilers.....	2.50	2.74	2.39	2.81	-	-	2.75	2.32	2.81	2.52	2.52	2.69	-	2.06	-	2.44	2.51	2.51	2.26
Painters.....	3.04	2.89	2.95	3.05	2.75	-	3.13	-	3.16	3.05	3.10	2.98	-	2.48	-	2.97	2.73	-	2.40
Pipefitters.....	3.16	2.97	3.09	3.23	2.88	-	3.35	2.95	3.30	3.28	3.28	3.12	-	2.70	-	3.09	-	3.04	2.75
Plumbers.....	-	-	-	-	-	-	-	-	3.14	-	3.12	-	-	-	-	-	2.84	-	-
Sheet-metal workers.....	3.31	-	3.09	3.36	-	-	3.27	-	3.28	3.26	3.18	3.28	-	2.89	-	-	2.98	2.95	-
Tool and die makers.....	-	3.21	3.28	3.53	-	-	3.44	2.98	3.37	3.51	3.39	3.44	2.87	3.23	3.11	3.53	3.08	2.90	3.00
<b>Custodial and material movement</b>																			
Guards and watchmen.....	2.25	2.29	2.20	2.56	2.24	1.54	2.31	2.22	2.38	2.33	2.31	2.64	-	1.77	1.73	2.37	2.21	2.11	1.91
Guards.....	2.45	-	2.30	2.72	-	-	2.47	2.27	2.50	2.73	2.54	2.68	-	2.00	2.02	2.56	2.31	2.26	2.19
Watchmen.....	2.00	1.77	2.05	2.11	1.90	1.56	2.05	2.06	2.14	1.92	1.87	2.41	-	1.73	1.51	1.83	2.14	1.88	1.78
Janitors, porters, and cleaners.....	2.02	2.15	2.05	2.42	1.79	1.59	2.30	2.13	2.16	2.18	2.19	2.29	2.05	1.75	1.87	2.19	2.10	2.03	1.92
Janitors, porters, and cleaners (women).....	1.98	1.96	1.88	2.10	-	-	2.06	-	1.94	2.24	1.93	2.11	-	1.75	1.48	2.15	-	1.75	1.82
Laborers, material handling.....	2.06	2.46	2.10	2.55	2.16	1.66	2.72	2.18	2.57	2.22	2.37	2.56	1.96	1.84	1.90	2.18	2.29	2.13	1.95
Order fillers.....	2.38	1.98	2.15	2.59	-	1.41	2.75	2.42	2.10	2.38	2.47	2.61	2.14	2.13	-	2.47	-	2.31	2.13
Packers, shipping.....	2.27	1.77	2.18	2.59	2.13	1.72	2.36	2.29	2.05	2.40	2.16	2.39	-	1.94	1.81	2.36	-	2.30	2.13
Packers, shipping (women).....	-	-	1.74	2.47	1.54	1.54	1.98	-	2.27	1.81	2.01	-	2.01	1.60	-	-	2.07	-	-
Receiving clerks.....	2.44	2.35	2.25	2.68	2.24	1.73	2.49	2.38	2.75	2.79	2.55	2.65	2.02	2.05	1.97	2.49	2.40	2.37	2.39
Shipping clerks.....	2.47	2.52	2.39	2.90	-	1.99	2.73	2.38	2.75	2.71	2.60	2.80	2.23	2.07	1.89	2.36	2.22	2.33	2.41
Shipping and receiving clerks.....	2.39	2.32	2.38	2.65	2.26	2.15	2.57	2.40	2.68	2.59	2.31	-	-	2.12	1.86	2.45	2.46	2.08	2.25
Truckdrivers <sup>3</sup> .....	2.62	2.50	2.71	2.78	2.38	2.02	3.50	2.51	3.57	2.80	3.06	3.08	2.01	2.19	2.40	2.50	2.45	2.38	2.03
Light (under 1½ tons).....	-	-	2.50	2.65	-	-	2.52	-	2.57	2.92	2.48	2.86	-	1.76	-	-	2.26	2.03	-
Medium (1½ to and including 4 tons).....	2.73	2.38	2.77	2.57	-	1.88	3.52	-	3.55	2.74	3.12	3.23	-	2.19	1.82	2.20	-	2.09	2.04
Heavy (over 4 tons, trailer type).....	-	2.53	2.77	-	-	2.30	3.46	2.70	3.16	2.78	3.17	2.97	-	2.48	-	2.58	2.62	-	-
Heavy (over 4 tons, other than trailer type).....	-	2.65	2.49	3.01	-	-	2.85	2.55	3.95	-	3.07	2.90	-	2.16	-	-	-	2.64	-
Truckers, power (forklift).....	2.50	2.56	2.46	2.70	2.25	-	2.83	2.30	2.92	2.54	2.52	2.71	2.18	2.30	2.26	2.48	2.67	2.46	2.23
Truckers, power (other than forklift).....	2.44	-	2.44	2.71	-	-	2.47	2.44	2.74	2.99	2.52	2.89	-	2.12	-	2.36	2.31	2.63	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	South																				
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham	Charles- ton, W. Va.	Char- lotte	Chatta- nooga	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville	Little Rock- North Little Rock	Louis- ville	Lub- bock	Memphis	Miami	New Orleans	Norfolk- Portsmouth and Newport News-Hampton	Okla- homa City
<u>Maintenance and powerplant</u>																					
Carpenters.....	\$2.76	\$3.10	\$3.49	\$3.09	\$3.49	-	\$2.32	-	\$3.09	\$1.97	\$3.41	-	-	\$2.23	\$3.31	-	\$2.38	-	\$3.05	-	-
Electricians.....	3.37	3.13	3.50	3.55	3.50	\$2.69	2.84	\$3.03	3.41	2.18	3.38	\$2.75	\$3.04	2.48	3.47	-	3.17	\$2.64	3.27	\$3.19	\$2.74
Engineers, stationary.....	3.19	3.08	3.51	3.37	3.48	-	2.88	2.76	3.25	2.19	3.17	-	-	2.38	3.31	-	3.04	2.38	2.97	-	2.71
Firemen, stationary boiler.....	-	2.83	3.29	-	-	-	1.91	-	-	1.54	2.88	-	-	1.55	2.89	-	1.62	-	2.74	1.92	-
Helpers, trades.....	2.39	2.59	2.97	2.71	-	1.69	2.25	2.01	2.26	1.58	2.58	-	2.36	1.77	2.64	-	1.86	2.08	2.33	-	-
Machine-tool operators, toolroom.....	-	3.22	-	-	-	-	-	2.98	-	-	3.13	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.09	3.43	3.53	3.54	3.50	-	2.84	2.86	3.26	2.15	3.41	2.76	2.88	2.83	3.38	-	3.08	-	3.27	3.23	-
Mechanics, automotive.....	2.73	3.02	3.28	2.71	3.12	2.14	2.30	2.62	2.58	-	3.01	-	2.39	2.14	3.07	-	2.55	2.29	2.58	2.54	2.54
Mechanics.....	2.68	3.19	3.42	3.34	3.55	2.41	2.85	2.81	2.76	2.40	3.14	2.47	2.58	2.42	3.31	\$2.20	2.85	2.43	3.04	2.80	2.61
Millwrights.....	-	3.30	-	3.32	3.49	-	-	2.76	-	-	3.50	-	-	-	3.33	-	3.05	-	3.50	-	-
Oilers.....	2.27	2.80	2.88	2.67	-	1.61	2.26	2.40	2.51	1.54	2.70	-	2.29	-	2.75	-	2.42	-	2.62	-	-
Painters.....	3.20	2.96	3.51	3.18	3.49	-	2.63	-	-	-	3.44	-	-	-	3.23	-	2.74	-	3.10	-	-
Pipefitters.....	3.36	3.13	3.57	-	3.54	-	3.01	-	-	-	3.52	-	-	-	3.47	-	3.09	-	3.26	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.20	3.53	-	3.49	-	-	-	-	-	3.57	-	-	-	3.38	-	-	-	-	-	-
Tool and die makers.....	3.54	3.42	-	3.14	-	-	3.08	3.17	3.40	-	3.34	-	-	3.08	3.69	-	3.36	2.74	-	-	-
<u>Custodial and material movement</u>																					
Guards and watchmen.....	2.35	2.34	2.93	2.15	2.99	1.69	2.03	1.98	2.50	1.45	2.35	1.56	-	1.41	2.57	-	1.84	1.42	2.08	2.21	1.87
Guards.....	2.85	2.56	3.00	2.64	3.09	-	2.14	2.24	2.81	-	2.73	-	-	-	2.75	-	2.55	1.48	2.43	-	-
Watchmen.....	1.67	1.73	-	1.67	-	1.37	1.74	1.75	1.47	1.43	1.71	1.30	-	1.39	2.13	-	1.28	1.32	1.64	1.52	1.49
Janitors, porters, and cleaners.....	1.94	2.08	2.35	2.06	2.42	1.47	1.71	1.77	1.98	1.40	2.13	1.51	1.72	1.54	2.30	1.44	1.74	1.52	1.95	2.13	1.60
Janitors, porters, and cleaners (women).....	1.49	1.91	-	1.62	-	1.40	1.40	-	-	1.30	-	-	-	1.31	1.95	-	1.51	-	1.49	-	-
Laborers, material handling.....	1.77	2.47	2.23	2.08	2.60	1.43	1.99	1.83	1.91	1.42	1.83	1.46	1.61	1.49	2.43	1.53	1.69	1.68	1.89	2.03	1.92
Order fillers.....	1.96	2.20	-	2.64	-	1.62	2.11	2.24	1.82	-	2.21	-	-	1.74	2.62	-	1.92	-	1.66	-	1.93
Packers, shipping.....	1.98	1.85	-	-	-	1.44	1.50	1.67	2.06	1.56	-	-	1.48	-	2.49	-	2.21	1.65	1.71	-	-
Packers, shipping (women).....	1.69	2.01	-	-	-	1.54	-	1.48	-	-	-	-	-	-	-	-	1.54	-	-	-	-
Receiving clerks.....	2.37	2.60	-	2.55	3.12	1.91	2.02	2.47	2.38	1.74	2.72	-	-	-	2.62	-	1.96	-	2.40	3.08	-
Shipping clerks.....	2.41	2.79	-	3.02	-	2.17	2.29	2.47	2.32	2.03	2.61	-	-	-	2.64	-	2.33	2.37	2.45	-	-
Shipping and receiving clerks.....	2.64	2.55	3.22	3.14	3.03	1.96	-	2.24	2.43	1.81	2.45	-	-	1.99	2.38	-	2.34	2.46	2.35	-	-
Truckdrivers <sup>3</sup> .....	1.93	2.60	2.89	2.35	2.89	-	2.05	2.05	2.02	1.62	2.04	1.54	1.71	1.92	2.75	1.79	1.77	1.87	1.94	2.13	-
Light (under 1½ tons).....	1.61	2.68	2.92	2.06	-	-	1.63	1.62	1.47	-	1.95	-	-	1.89	2.33	-	1.63	1.86	1.73	-	-
Medium (1½ to and including 4 tons).....	2.00	2.32	2.86	2.20	2.87	1.46	1.99	2.23	1.77	1.51	2.11	1.41	1.63	1.53	3.03	-	1.78	1.63	-	2.15	-
Heavy (over 4 tons, trailer type).....	-	2.64	-	-	2.80	-	-	2.27	2.29	-	1.78	1.68	-	-	2.81	-	1.78	1.80	2.42	-	-
Heavy (over 4 tons, other than trailer type).....	-	2.79	-	2.32	-	-	-	-	-	-	-	-	-	-	-	-	-	2.20	-	-	-
Truckers, power (forklift).....	2.36	2.73	2.95	2.40	2.65	1.80	2.03	2.07	2.38	1.51	2.39	1.55	1.95	1.62	2.60	1.63	2.08	1.69	2.42	2.14	-
Truckers, power (other than forklift).....	-	2.92	-	-	-	-	-	-	-	-	-	-	-	1.59	2.60	-	2.59	-	2.33	2.04	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	South—Continued					North Central															
	Raleigh	Richmond	San Antonio	Savannah	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights
<b>Maintenance and powerplant</b>																					
Carpenters.....	-	\$2.97	-	\$3.10	-	\$3.41	\$3.02	\$3.27	\$3.07	\$3.20	\$3.08	\$3.20	\$3.34	-	\$3.44	-	\$3.23	\$3.30	\$3.21	\$3.21	\$2.93
Electricians.....	-	3.19	\$3.17	3.25	-	3.44	3.16	3.49	3.25	3.35	3.23	3.51	3.37	\$3.43	3.62	\$2.87	3.41	3.42	3.50	3.56	3.04
Engineers, stationary.....	-	2.75	2.85	-	\$3.03	3.49	3.01	3.47	3.49	3.42	3.17	3.33	3.27	3.32	3.61	2.60	3.22	3.41	3.29	3.38	-
Firemen, stationary boiler.....	\$1.44	2.12	-	2.40	-	3.20	2.84	2.90	2.93	2.90	2.52	2.63	2.88	2.93	3.40	2.49	2.75	2.63	2.96	3.16	2.68
Helpers, trades.....	-	2.44	2.46	2.46	-	2.79	-	2.66	2.48	2.60	2.46	2.62	2.61	-	2.78	2.33	2.38	2.65	2.58	2.71	-
Machine-tool operators, toolroom.....	-	-	-	-	-	3.45	3.46	3.42	3.25	3.31	3.43	3.38	3.35	-	3.61	-	3.41	3.17	3.54	3.00	3.23
Machinists.....	-	3.09	-	3.37	-	3.40	3.25	3.58	3.26	3.29	3.36	3.50	3.48	3.38	3.59	2.96	3.36	3.43	3.60	3.50	3.08
Mechanics, automotive.....	1.98	2.47	2.31	2.82	2.90	3.35	3.00	3.38	3.02	3.17	2.91	3.29	3.03	3.05	3.40	-	3.00	3.10	3.27	3.32	2.92
Mechanics.....	2.22	3.01	2.73	2.92	3.31	3.44	3.06	3.25	3.08	3.21	2.96	3.36	3.08	3.15	3.56	2.79	3.30	3.11	3.23	3.04	3.04
Millwrights.....	-	3.19	-	-	-	3.45	3.11	3.39	3.28	3.32	3.15	3.35	3.42	-	3.50	-	3.44	3.43	3.38	3.30	2.94
Oilers.....	-	2.18	-	2.60	-	3.20	2.62	2.68	2.84	2.82	2.55	2.74	2.75	2.74	2.91	2.56	2.70	2.74	2.96	2.82	2.66
Painters.....	-	3.07	-	2.95	-	3.37	2.94	3.29	3.15	3.19	3.12	3.04	3.11	3.23	3.41	2.62	3.23	3.33	3.30	3.23	-
Pipefitters.....	-	3.26	-	3.29	-	3.43	3.13	3.47	3.37	3.26	3.19	3.38	3.45	-	3.51	2.85	3.39	3.41	3.49	3.53	3.02
Plumbers.....	-	-	-	-	-	-	-	3.20	-	-	-	-	3.31	-	3.31	-	-	-	-	-	-
Sheet-metal workers.....	-	3.22	-	-	-	3.50	-	3.43	3.45	3.37	3.32	3.40	3.48	-	3.55	-	3.46	3.39	3.45	3.23	-
Tool and die makers.....	-	-	-	-	-	3.58	3.30	3.71	3.44	3.59	3.56	3.71	3.71	3.49	3.76	-	3.56	3.41	3.82	3.55	3.30
<b>Custodial and material movement</b>																					
Guards and watchmen.....	1.56	2.18	1.85	1.96	-	2.84	2.68	2.31	2.45	2.55	2.43	2.48	2.59	2.71	2.98	2.11	2.61	2.67	2.54	2.51	2.55
Guards.....	-	-	-	2.20	-	2.97	2.70	2.49	2.76	2.68	2.69	2.79	2.68	-	3.00	-	2.68	2.81	2.64	2.57	2.63
Watchmen.....	-	1.82	1.45	1.75	-	2.41	-	2.07	1.90	2.19	1.76	1.76	1.87	-	2.61	2.16	2.02	2.16	2.38	2.26	2.15
Janitors, porters, and cleaners.....	1.45	1.82	1.50	1.74	1.77	2.75	2.31	2.21	2.23	2.39	2.06	2.40	2.36	2.38	2.63	2.24	2.23	2.24	2.38	2.30	2.44
Janitors, porters, and cleaners (women).....	-	1.57	-	-	-	2.41	2.10	2.00	1.86	2.05	2.04	2.32	2.39	-	2.32	1.91	2.22	1.76	2.15	2.00	-
Laborers, material handling.....	1.34	1.85	1.55	1.73	2.18	2.71	2.45	2.31	2.45	2.56	2.25	2.59	2.55	2.52	2.71	2.35	2.42	2.34	2.55	2.53	2.48
Order fillers.....	-	2.23	1.56	2.23	2.54	3.10	2.40	2.46	2.53	2.63	2.43	2.49	2.63	2.39	2.77	2.35	2.27	2.48	2.66	2.46	-
Packers, shipping.....	1.52	1.75	1.43	-	-	2.92	2.56	2.33	1.99	2.57	2.17	2.74	2.48	-	2.73	-	2.39	2.35	2.66	2.46	2.62
Packers, shipping (women).....	-	-	-	-	-	-	-	2.00	2.11	2.10	1.95	-	1.89	-	2.59	-	-	2.05	2.19	2.05	2.58
Receiving clerks.....	-	2.50	1.87	-	-	2.91	2.67	2.66	2.44	2.55	2.28	2.43	2.57	2.44	2.91	-	2.57	2.66	2.71	2.68	2.69
Shipping clerks.....	-	2.32	-	-	-	-	2.65	2.74	2.54	2.70	2.55	2.71	2.67	2.73	2.95	-	2.76	2.50	2.84	2.75	2.76
Shipping and receiving clerks.....	-	-	-	-	-	2.84	2.31	2.93	2.68	2.76	2.36	2.40	2.46	2.64	2.83	-	2.65	2.54	2.87	2.60	-
Truckdrivers <sup>3</sup> .....	1.47	1.78	1.65	1.99	2.55	3.05	2.81	3.20	2.76	2.90	2.42	2.52	2.70	2.52	3.09	2.37	2.72	2.91	3.00	3.01	2.77
Light (under 1½ tons).....	-	-	1.39	-	-	-	-	-	2.64	2.76	2.42	2.06	2.51	-	2.63	-	2.13	2.45	2.68	3.05	-
Medium (1½ to and including 4 tons).....	1.43	1.75	1.90	2.05	-	2.96	2.85	3.11	2.71	2.74	2.38	2.44	2.48	-	3.20	2.26	2.85	2.85	2.74	3.01	2.89
Heavy (over 4 tons, trailer type).....	-	-	-	-	2.53	3.19	2.77	3.25	2.91	3.09	2.49	-	2.86	-	3.10	-	2.83	2.89	3.03	-	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	3.02	-	-	-	-	2.58	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	1.66	1.95	1.56	2.24	1.82	3.01	2.55	2.65	2.82	2.74	2.40	2.77	2.67	2.62	2.80	2.43	2.64	2.75	2.74	2.64	2.61
Truckers, power (other than forklift).....	-	-	-	2.02	-	-	2.55	2.55	2.37	2.91	2.22	2.76	2.66	-	2.93	-	2.64	2.96	2.68	-	2.48

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	North Central—Continued								West										
	Omaha	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albuquerque	Denver	Los Angeles—Long Beach	Phoenix	Portland	Salt Lake City	San Bernardino—Riverside—Ontario <sup>4</sup>	San Diego	San Francisco—Oakland	Seattle	Spokane
<b>Maintenance and powerplant</b>																			
Carpenters.....	\$3.39	\$2.73	\$3.29	-	\$3.28	\$3.43	-	\$2.83	-	\$3.23	\$3.34	\$3.28	\$3.38	\$3.20	\$3.17	\$3.23	\$3.60	\$3.25	\$3.37
Electricians.....	3.37	3.07	3.47	-	3.31	3.34	\$3.44	3.03	-	3.26	3.60	3.44	3.53	3.21	3.42	3.53	3.64	-	3.53
Engineers, stationary.....	3.04	2.90	3.53	-	3.50	3.40	-	2.96	-	3.38	3.69	3.12	3.38	-	-	3.42	3.85	3.34	3.36
Firemen, stationary boiler.....	2.87	2.43	3.14	-	3.14	2.73	-	-	-	2.95	-	-	2.73	-	-	-	3.06	2.74	-
Helpers, trades.....	-	2.47	2.84	-	-	-	-	-	-	2.43	2.81	2.38	2.71	2.72	-	-	2.92	2.60	-
Machine-tool operators, toolroom.....	-	3.06	3.31	-	-	3.48	-	-	-	3.03	3.34	3.17	3.32	-	-	-	3.61	-	-
Machinists.....	3.30	2.97	3.50	-	3.10	3.40	-	3.16	-	3.20	3.56	-	3.45	3.25	3.40	3.47	3.59	3.32	3.54
Mechanics, automotive.....	2.77	-	3.27	-	3.16	3.13	3.17	2.85	\$3.01	3.13	3.45	3.17	3.30	2.96	3.26	3.45	3.75	3.26	3.34
Mechanics.....	3.10	2.86	3.10	-	3.14	3.28	3.33	2.86	3.28	3.13	3.36	3.21	3.37	3.26	3.27	3.31	3.59	3.21	3.44
Millwrights.....	3.39	3.00	3.46	-	3.29	3.19	-	-	-	-	3.48	-	-	-	-	-	3.63	3.35	-
Oilers.....	2.88	2.44	3.07	-	2.92	2.77	-	-	-	2.67	2.77	2.51	2.68	-	2.85	2.60	2.93	2.69	2.82
Painters.....	3.37	2.64	3.28	-	3.40	3.14	-	2.83	-	3.26	3.28	-	3.44	-	3.11	3.05	3.57	-	-
Pipefitters.....	3.44	3.05	3.39	-	-	3.33	-	3.25	-	3.25	3.53	-	3.46	3.26	3.28	-	3.54	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	3.38	-	-	-	-	3.33	-	-	-
Sheet-metal workers.....	3.45	2.99	3.50	-	-	3.40	-	-	-	-	3.47	-	-	-	-	-	3.85	-	-
Tool and die makers.....	3.26	3.26	3.69	-	3.51	3.53	3.55	3.33	-	3.38	3.48	3.32	3.49	3.36	3.35	3.55	3.98	3.53	-
<b>Custodial and material movement</b>																			
Guards and watchmen.....	2.28	2.02	2.48	-	2.72	2.54	2.50	2.47	-	2.52	2.76	2.54	2.30	2.52	2.62	2.81	2.60	2.63	-
Guards.....	-	-	2.68	-	2.81	2.56	-	-	-	2.73	2.80	2.64	-	-	2.68	-	2.71	2.72	-
Watchmen.....	1.85	1.98	2.18	-	2.28	-	-	-	-	1.86	2.50	-	2.21	-	-	-	2.49	2.27	-
Janitors, porters, and cleaners.....	2.15	2.15	2.29	\$2.17	2.40	2.34	2.42	2.16	2.02	2.25	2.41	2.03	2.30	2.04	2.19	2.36	2.64	2.42	2.61
Janitors, porters, and cleaners (women).....	1.82	1.86	1.83	-	-	2.04	2.27	-	-	1.91	2.13	-	-	-	2.42	2.23	-	-	-
Laborers, material handling.....	2.36	2.14	2.37	2.33	2.70	2.46	2.62	2.28	2.06	2.50	2.58	2.27	2.55	2.38	3.05	2.86	2.67	2.60	-
Order fillers.....	2.52	2.16	2.48	2.32	2.94	2.65	-	-	-	2.52	2.54	-	2.98	-	-	-	3.07	2.92	-
Packers, shipping.....	2.54	2.28	2.39	-	2.60	-	-	2.48	-	2.19	2.41	2.33	2.34	-	-	-	2.85	2.49	-
Packers, shipping (women).....	2.16	1.92	2.01	-	-	-	-	-	-	-	2.45	-	-	-	-	-	-	-	-
Receiving clerks.....	-	2.37	2.64	-	2.73	2.71	2.73	-	-	2.51	2.73	2.15	2.88	-	-	-	3.07	2.78	-
Shipping clerks.....	-	2.45	2.46	-	2.63	2.81	2.74	-	-	-	2.65	-	3.08	-	-	2.86	3.12	2.99	-
Shipping and receiving clerks.....	2.33	2.47	2.66	-	-	2.57	-	-	-	2.48	2.62	-	2.98	2.69	-	2.56	3.02	-	-
Truckdrivers <sup>3</sup> .....	2.58	2.63	3.21	2.40	2.67	2.82	2.80	2.63	2.22	2.67	3.13	2.64	3.24	2.60	3.37	3.37	3.34	3.34	3.23
Light (under 1½ tons).....	2.13	-	-	-	2.18	-	-	-	-	2.34	2.71	2.08	2.56	2.63	-	-	3.34	-	-
Medium (1½ to and including 4 tons).....	2.79	2.52	3.35	-	2.59	3.04	-	-	2.19	2.73	3.11	2.17	3.27	2.50	2.45	2.85	3.36	3.28	2.91
Heavy (over 4 tons, trailer type).....	2.58	-	2.90	-	2.37	3.10	-	-	2.14	2.86	3.31	-	3.26	-	3.13	3.18	3.55	-	-
Heavy (over 4 tons, other than trailer type).....	2.44	-	-	-	-	-	-	-	2.24	-	3.00	-	-	-	3.14	-	3.26	3.33	-
Truckers, power (forklift).....	2.50	2.49	2.68	-	2.76	2.55	2.67	2.56	2.36	2.56	2.80	2.52	2.69	2.45	2.73	2.77	2.90	2.74	2.86
Truckers, power (other than forklift).....	2.68	-	2.44	-	-	-	-	-	-	-	2.80	-	2.77	-	-	-	2.98	2.72	2.49

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> Includes all drivers regardless of type and size of truck operated.<sup>4</sup> Data includes payments under a "progress-sharing" plan in 1 manufacturing establishment.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-7. Plant Occupations—Nonmanufacturing

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston <sup>3</sup>	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York <sup>3</sup>	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York
<b>Maintenance and powerplant</b>																			
Carpenters.....	\$2.89	-	\$3.04	-	-	-	\$3.33	-	\$3.21	-	\$3.45	\$3.34	-	\$2.83	-	-	-	-	-
Electricians.....	-	-	3.12	-	-	-	3.60	-	3.28	-	3.15	3.31	-	3.48	-	-	-	-	-
Engineers, stationary.....	2.91	-	2.90	\$2.76	-	-	3.60	\$2.82	3.42	-	2.70	3.08	-	-	-	-	-	-	-
Firemen, stationary boiler.....	-	-	2.71	-	-	-	2.93	-	2.77	-	2.23	-	-	2.71	-	-	-	-	-
Helpers, trades.....	-	-	2.65	2.47	-	-	2.70	-	2.65	\$2.61	2.52	2.67	-	2.50	-	-	-	-	-
Machinists.....	-	-	-	-	-	-	3.45	3.05	-	-	3.46	3.18	-	-	-	-	-	-	-
Mechanics, automotive.....	3.04	\$2.84	2.92	3.08	\$2.52	\$2.68	3.11	3.04	3.25	3.08	3.07	3.27	\$2.43	2.82	\$3.04	\$3.07	\$2.99	\$2.75	\$3.14
Mechanics.....	-	-	3.11	3.08	-	-	3.49	-	3.45	3.12	3.11	3.39	-	-	-	-	-	-	-
Painters.....	-	-	2.65	-	-	-	3.06	-	2.89	-	2.61	3.09	-	-	-	-	-	-	-
Pipefitters.....	-	-	-	-	-	-	3.69	-	-	-	-	3.16	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	3.19	-	2.95	3.16	-	-	-	-	-	-	-
<b>Custodial and material movement</b>																			
Elevator operators, passenger.....	-	-	1.54	-	-	-	2.00	-	2.15	-	1.73	-	-	1.32	-	-	-	-	-
Elevator operators, passenger (women).....	1.28	-	1.45	1.34	-	-	1.55	-	2.02	-	1.41	1.69	1.10	1.41	1.06	-	-	1.36	-
Guards and watchmen.....	1.67	1.52	1.57	-	-	-	1.65	-	1.89	1.86	1.49	1.70	1.89	1.65	1.61	-	-	2.00	-
Janitors, porters, and cleaners.....	1.78	1.89	1.73	1.67	1.67	1.45	1.78	1.63	2.07	1.86	1.79	1.90	1.54	1.65	1.55	1.65	1.55	1.62	1.49
Janitors, porters, and cleaners (women).....	1.51	-	1.56	1.47	-	-	1.66	-	1.88	-	1.49	1.66	1.42	1.41	1.05	1.30	1.36	1.37	1.39
Laborers, material handling.....	2.50	2.52	2.36	2.68	2.50	2.16	2.80	2.31	2.67	2.62	2.47	2.58	1.92	2.29	2.56	2.45	2.34	2.51	2.75
Order fillers.....	-	-	2.35	2.83	-	-	2.72	2.40	2.53	2.78	2.61	2.79	2.42	2.16	-	-	-	-	2.17
Packers, shipping.....	-	-	2.14	-	-	-	1.94	-	2.14	-	1.89	2.24	1.42	1.79	-	-	-	-	-
Packers, shipping (women).....	-	-	-	-	-	-	-	-	1.85	-	1.67	-	-	1.48	-	-	-	-	-
Receiving clerks.....	2.31	-	2.31	2.56	-	1.93	2.56	-	2.43	-	2.16	2.64	2.24	2.06	2.37	-	-	2.01	1.99
Shipping clerks.....	-	-	2.36	-	-	-	2.83	-	2.61	-	2.41	2.68	2.46	2.33	-	-	-	-	-
Shipping and receiving clerks.....	2.62	-	2.26	2.80	-	-	2.84	-	2.64	2.62	2.71	2.75	-	2.09	-	-	-	-	-
Truckdrivers <sup>4</sup> .....	3.09	2.97	2.82	3.01	2.86	2.55	3.12	2.86	3.12	3.15	3.15	3.11	2.36	3.05	2.84	3.02	2.82	2.85	2.89
Light (under 1½ tons).....	-	-	2.07	2.46	-	-	-	2.23	2.62	2.93	2.51	2.80	2.09	-	1.97	-	-	-	-
Medium (1½ to and including 4 tons).....	2.99	-	2.63	2.72	-	-	2.98	-	3.10	3.03	3.17	3.01	1.53	2.70	2.89	2.77	-	2.48	-
Heavy (over 4 tons, trailer type).....	3.21	3.06	3.05	3.20	-	-	3.23	3.04	3.31	3.28	3.18	3.34	2.53	3.18	-	-	-	3.06	-
Heavy (over 4 tons, other than trailer type).....	-	-	2.94	2.90	-	-	3.09	2.78	3.25	-	3.27	-	2.38	-	-	-	2.63	2.89	-
Truckers, power (forklift).....	2.74	-	2.64	3.00	-	-	3.05	-	2.93	2.70	2.86	3.37	-	-	-	-	-	-	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	South																				
	Atlanta	Balti- more	Beau- mont- Port Arthur	Birming- ham <sup>3</sup>	Charles- ton, W. Va.	Char- lotte	Chatta- nooga <sup>3</sup>	Dallas <sup>3</sup>	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville <sup>3</sup>	Little Rock- North Little Rock <sup>3</sup>	Louis- ville	Lub- bock	Memphis <sup>3</sup>	Miami <sup>3</sup>	New Orleans	Norfolk- Portsmouth and Newport News-Hampton	Okla- homa City <sup>3</sup>
<u>Maintenance and powerplant</u>																					
Carpenters.....	\$2.89	\$2.75	-	\$2.60	-	-	-	-	-	-	\$3.03	-	-	-	-	-	\$2.61	\$2.72	\$2.79	\$2.69	-
Electricians.....	-	2.90	-	-	-	-	-	\$3.00	-	-	-	-	-	-	\$3.32	-	-	3.11	3.01	3.11	-
Engineers, stationary.....	2.70	2.87	-	2.48	-	-	-	2.45	\$2.51	-	2.58	-	\$2.47	-	3.08	-	2.44	2.23	2.47	-	\$2.24
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	2.04	2.48	\$1.84	-	-	-	-	-	-	-	-	-	2.28	-	-	-	2.19	1.63	2.13	2.57	-
Machinists.....	-	2.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.49	-	-	-
Mechanics, automotive.....	3.08	3.00	2.60	2.83	\$3.14	2.91	\$2.46	3.00	2.32	\$2.65	2.88	\$2.48	2.73	\$2.97	3.10	-	3.02	2.77	2.83	2.89	2.95
Mechanics.....	2.91	3.32	3.23	2.71	-	-	-	2.99	-	-	2.80	-	2.71	-	-	-	-	3.05	2.89	2.98	3.08
Painters.....	2.25	2.53	-	-	-	-	-	-	-	-	2.88	-	-	-	-	-	-	2.40	2.44	-	-
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																					
Elevator operators, passenger.....	-	1.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.83	-	.93	-	-
Elevator operators, passenger (women).....	.79	1.21	-	.78	1.01	-	-	-	1.01	-	1.12	.87	-	-	1.12	-	.80	.93	.95	-	1.00
Guards and watchmen.....	1.38	1.59	-	-	-	1.70	1.33	1.48	1.35	-	1.41	-	1.48	1.53	1.51	-	1.39	1.82	1.44	1.48	1.38
Janitors, porters, and cleaners.....	1.30	1.39	1.56	1.28	1.52	1.38	1.24	1.34	1.31	1.30	1.31	1.24	1.30	1.31	1.41	\$1.43	1.31	1.41	1.21	1.31	1.40
Janitors, porters, and cleaners (women).....	1.21	1.38	1.17	.99	1.47	1.26	1.25	1.25	1.23	1.18	1.28	1.21	1.24	1.14	1.22	1.26	1.02	1.32	1.07	1.04	1.36
Laborers, material handling.....	1.95	2.24	1.81	1.72	2.59	1.96	1.63	1.92	1.57	1.77	1.79	1.58	1.78	1.56	2.50	1.65	1.81	1.90	1.73	1.80	2.05
Order fillers.....	2.05	2.35	1.52	1.60	-	1.91	-	1.95	1.74	-	2.15	-	1.81	-	2.23	1.66	1.70	1.79	1.63	-	1.82
Packers, shipping.....	1.81	2.35	-	1.58	-	-	-	1.98	1.66	-	1.60	-	1.76	1.39	1.79	-	1.91	1.59	1.54	-	-
Packers, shipping (women).....	1.68	1.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks.....	2.14	2.43	2.05	1.79	-	2.11	-	2.07	1.79	-	2.11	-	1.94	1.80	2.03	2.13	1.97	2.16	1.86	1.87	2.31
Shipping clerks.....	2.47	2.40	-	-	-	-	-	2.33	1.91	-	2.22	-	-	-	-	-	1.88	-	2.15	-	-
Shipping and receiving clerks.....	2.69	2.50	-	-	-	-	-	2.11	1.98	-	2.22	-	2.25	-	2.47	-	-	-	2.21	-	-
Truckdrivers <sup>4</sup> .....	2.65	2.75	1.99	2.25	2.74	2.32	2.20	2.43	2.06	2.45	2.37	1.87	2.20	2.35	2.72	2.31	2.55	2.35	2.20	1.91	2.42
Light (under 1½ tons).....	1.64	1.84	1.39	1.52	-	1.77	-	1.71	1.49	1.31	1.64	1.31	1.50	1.51	1.72	1.68	1.66	1.76	1.53	1.41	1.54
Medium (1½ to and including 4 tons).....	2.75	2.59	2.21	2.29	2.43	2.51	2.37	2.61	1.86	1.42	2.60	2.33	2.18	2.33	2.15	2.39	2.58	2.23	2.20	1.74	2.53
Heavy (over 4 tons, trailer type).....	2.94	3.01	1.97	2.85	2.92	2.95	1.99	2.11	-	3.01	2.66	-	2.63	-	3.23	-	2.79	2.83	2.54	2.20	2.83
Heavy (over 4 tons, other than trailer type).....	-	2.70	-	-	-	-	-	-	-	2.93	-	-	-	-	-	-	-	2.59	-	-	-
Truckers, power (forklift).....	2.39	2.65	-	-	-	2.36	1.76	1.92	-	2.27	2.07	-	1.72	-	2.62	1.80	1.72	2.05	1.99	1.80	-
Truckers, power (other than forklift).....	-	2.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	South—Continued					North Central															
	Raleigh	Rich- mond <sup>3</sup>	San Antonio <sup>3</sup>	Savan- nah <sup>3</sup>	Wash- ington	Akron	Canton	Chicago <sup>3</sup>	Cincin- nati	Cleve- land <sup>3</sup>	Columbus	Davenport- Rock Island- Moline	Dayton	Des Moines	Detroit <sup>3</sup>	Green Bay	Indian- apolis <sup>3</sup>	Kansas City	Milwau- kee	Minne- apolis- St. Paul	Muskegon- Muskegon Heights
<u>Maintenance and powerplant</u>																					
Carpenters.....	-	\$2.87	-	-	\$3.00	-	-	\$3.97	\$3.25	\$3.25	\$3.00	-	\$3.46	-	\$3.13	-	\$3.12	\$3.30	\$3.39	\$3.15	-
Electricians.....	-	-	-	-	2.94	-	-	3.80	3.30	3.24	-	-	-	-	3.39	-	-	3.43	-	3.56	-
Engineers, stationary.....	-	-	-	-	3.13	-	-	3.59	2.88	2.74	2.82	-	-	\$2.59	2.93	-	-	3.02	2.95	3.13	-
Firemen, stationary boiler.....	-	-	-	-	1.94	-	-	3.10	2.49	-	2.39	-	-	2.32	2.86	-	1.99	-	2.48	2.92	-
Helpers, trades.....	-	2.45	\$1.54	-	2.37	-	-	2.81	-	2.47	2.62	-	-	-	2.48	-	2.78	-	2.87	2.90	-
Machinists.....	-	-	-	-	-	-	-	3.58	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive.....	\$2.72	2.57	2.68	-	2.93	\$3.26	\$2.83	3.56	2.98	3.21	3.13	\$3.04	2.87	3.17	3.25	\$2.96	3.15	3.08	3.30	3.19	\$3.20
Mechanics.....	-	-	-	-	-	-	-	3.58	-	-	-	-	-	-	3.41	-	-	-	-	3.26	-
Painters.....	-	-	-	-	2.69	-	-	3.89	2.87	2.77	-	-	-	-	2.93	-	-	-	-	3.59	-
Pipefitters.....	-	-	-	-	-	-	-	3.99	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	3.77	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																					
Elevator operators, passenger.....	-	-	-	-	1.34	-	-	2.27	-	-	-	-	-	-	-	-	-	-	-	1.70	-
Elevator operators, passenger (women).....	-	.87	.80	-	1.34	-	-	1.51	1.32	1.28	1.07	-	-	1.18	1.45	-	.87	1.36	-	1.61	-
Guards and watchmen.....	-	1.77	1.53	-	1.60	1.58	1.54	1.87	1.72	-	1.69	-	2.07	-	1.74	-	1.48	1.50	-	1.88	-
Janitors, porters, and cleaners.....	1.32	1.38	1.20	\$1.43	1.53	1.77	1.58	2.09	1.56	1.77	1.65	1.70	1.66	1.53	1.81	2.00	1.44	1.61	1.83	1.99	1.93
Janitors, porters, and cleaners (women).....	1.21	1.27	1.11	-	1.36	1.64	-	1.85	1.39	1.60	1.45	1.50	1.41	1.42	1.56	-	1.38	1.56	1.47	1.70	1.56
Laborers, material handling.....	1.58	1.70	1.55	1.86	2.13	3.10	2.49	2.66	2.57	2.61	2.08	2.52	2.38	2.41	2.59	2.68	2.46	2.40	2.54	2.78	-
Order fillers.....	1.84	1.80	1.36	-	2.16	2.16	-	2.56	2.32	2.34	2.19	2.57	2.50	2.64	2.64	-	2.22	2.36	2.77	2.67	-
Packers, shipping.....	-	-	1.30	-	1.82	-	-	2.33	1.99	2.18	1.70	-	-	2.03	-	-	1.52	2.30	2.52	2.79	-
Packers, shipping (women).....	-	-	-	-	1.74	-	-	1.74	-	1.62	-	-	-	-	-	-	-	1.74	1.75	1.61	-
Receiving clerks.....	1.83	1.89	1.96	-	2.08	2.29	2.22	2.64	2.13	2.44	2.43	2.27	2.46	2.60	2.50	-	2.12	2.39	2.71	2.66	-
Shipping clerks.....	-	2.14	-	-	2.22	-	-	2.57	-	2.36	2.28	-	2.65	2.68	2.74	-	2.19	2.72	-	2.87	-
Shipping and receiving clerks.....	-	-	-	-	2.64	2.62	2.46	2.81	2.51	2.57	2.49	-	2.10	-	2.78	-	2.69	2.87	-	2.78	-
Truckdrivers <sup>4</sup> .....	2.00	2.06	1.90	2.01	2.47	3.21	2.53	3.25	3.09	3.09	2.78	2.62	3.05	3.01	3.11	2.98	2.74	2.86	3.11	3.04	2.82
Light (under 1½ tons).....	-	1.98	1.38	-	1.59	-	-	3.05	2.75	2.78	1.74	-	1.64	-	2.36	-	2.14	2.22	-	2.83	-
Medium (1½ to and including 4 tons).....	1.96	2.07	2.05	2.23	2.34	3.03	-	3.19	3.13	3.14	2.55	-	-	-	3.01	-	2.64	2.75	2.82	3.03	-
Heavy (over 4 tons, trailer type).....	-	2.65	2.06	-	2.85	3.29	-	3.34	3.14	3.20	3.05	-	-	-	3.18	-	3.06	3.00	3.27	3.12	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	2.47	-	-	3.28	-	3.09	-	-	-	-	3.26	-	-	-	3.12	-	-
Truckers, power (forklift).....	-	1.92	1.49	-	2.25	2.92	-	2.83	2.80	2.89	2.55	2.54	-	-	2.81	-	2.68	2.45	2.99	2.96	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.40	2.45	-	2.64	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings<sup>1</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>2</sup>	North Central—Continued								West										
	Omaha <sup>3</sup>	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albuquerque <sup>3</sup>	Denver	Los Angeles—Long Beach <sup>3</sup>	Phoenix <sup>3</sup>	Portland	Salt Lake City	San Bernardino—Riverside—Ontario	San Diego	San Francisco—Oakland <sup>3</sup>	Seattle <sup>3</sup>	Spokane
<b>Maintenance and powerplant</b>																			
Carpenters.....	-	-	-	-	-	-	-	-	-	\$2.98	\$3.21	-	\$3.41	-	-	-	\$3.70	\$3.16	-
Electricians.....	-	-	\$3.72	-	-	-	-	-	-	-	3.60	-	3.45	-	\$3.46	-	3.69	-	-
Engineers, stationary.....	\$2.82	-	3.07	-	-	-	-	-	-	2.66	3.43	\$2.75	3.20	-	-	-	3.54	3.30	\$2.84
Fireman, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	-	-	-	-	-	-	-	-	-	-	2.77	-	-	-	-	-	-	-	-
Machinists.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.64	-	-
Mechanics, automotive.....	3.17	\$2.85	3.28	\$2.60	\$3.20	\$3.10	-	\$3.01	\$3.45	3.28	3.53	3.19	3.35	\$3.27	3.12	\$3.20	3.70	3.32	-
Mechanics.....	-	-	3.26	-	-	-	-	-	-	-	3.22	-	-	-	-	-	3.42	-	-
Painters.....	-	-	-	-	-	-	-	-	-	-	3.22	-	-	-	-	-	3.72	-	-
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	3.61	-	-	-	-	-	-	-	-
<b>Custodial and material movement</b>																			
Elevator operators, passenger.....	-	-	1.34	-	-	-	-	-	-	-	1.83	-	-	-	-	-	2.27	-	-
Elevator operators, passenger (women).....	.90	1.18	1.41	-	-	-	-	.96	-	1.62	1.71	-	1.50	-	-	-	2.24	-	-
Guards and watchmen.....	-	-	-	-	-	1.71	-	2.00	-	1.86	2.08	1.64	2.25	-	1.99	2.40	-	2.30	-
Janitors, porters, and cleaners.....	1.63	1.83	1.60	1.67	1.73	1.70	\$1.81	1.43	1.77	1.64	2.07	1.46	2.03	1.66	1.84	1.95	2.40	2.03	1.82
Janitors, porters, and cleaners (women).....	1.42	-	1.34	-	-	-	-	1.32	-	-	1.87	1.25	1.92	1.43	-	1.55	2.38	1.93	-
Laborers, material handling.....	2.65	2.52	2.60	-	2.79	2.71	2.23	2.55	2.61	2.69	2.88	2.27	2.92	2.33	2.11	2.73	3.12	2.97	2.79
Order fillers.....	2.24	-	2.71	1.86	2.58	2.34	-	-	1.96	2.48	2.86	2.49	2.81	2.17	2.48	2.82	2.96	2.68	-
Packers, shipping.....	2.21	-	2.60	-	-	-	-	-	-	2.09	2.73	-	2.81	-	-	-	2.92	2.84	-
Packers, shipping (women).....	1.94	-	-	-	-	-	-	-	-	1.95	2.01	-	-	-	-	-	-	2.52	-
Receiving clerks.....	2.46	-	2.65	-	2.43	2.42	-	-	2.53	2.33	2.76	2.05	2.70	2.27	2.49	2.73	3.04	2.82	2.70
Shipping clerks.....	2.54	-	2.65	-	-	-	-	-	-	2.52	2.93	-	2.92	2.27	-	-	3.18	2.90	3.03
Shipping and receiving clerks.....	2.29	-	2.84	-	-	-	-	-	-	2.71	2.97	-	2.86	-	-	2.42	3.19	-	-
Truckdrivers <sup>4</sup> .....	2.46	2.65	3.04	2.28	3.03	2.98	2.79	2.74	2.46	2.80	3.18	2.62	3.15	2.60	2.52	2.99	3.42	3.25	3.11
Light (under 1½ tons).....	2.01	1.84	-	-	-	2.67	-	-	2.18	2.47	2.96	1.90	2.63	2.18	1.76	-	3.27	-	-
Medium (1½ to and including 4 tons).....	2.46	-	3.06	2.53	2.77	2.78	-	-	-	2.75	3.10	2.78	3.12	2.64	2.37	2.40	3.38	3.21	3.07
Heavy (over 4 tons, trailer type).....	2.75	-	3.16	-	-	3.12	-	-	-	3.05	3.29	2.75	3.24	2.79	-	3.26	3.51	3.37	3.19
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	-	3.23	-	3.20	-	-	3.09	3.46	3.28	-
Truckers, power (forklift).....	2.48	-	3.08	-	-	-	-	2.66	-	2.80	3.17	-	3.17	-	2.72	3.16	3.29	3.01	2.96
Truckers, power (other than forklift).....	2.41	-	-	-	-	-	-	-	-	-	3.32	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.<sup>4</sup> Includes all drivers regardless of type and size of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table A-8. Plant Occupations—Public Utilities<sup>1</sup>(Average hourly earnings<sup>2</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>3</sup>	Northeast																				
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston <sup>4</sup>	Buffalo	Manchester	Newark and Jersey City	New Haven	New York <sup>4</sup>	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket	Scranton	Trenton	Waterbury	Worcester	York			
<u>Maintenance and powerplant</u>																					
Carpenters-----	-	-	\$ 2.85	-	-	-	-	\$ 3.34	-	\$ 2.93	\$ 2.95	-	-	-	-	-	-	-			
Electricians-----	-	-	-	-	-	\$ 3.70	-	3.45	-	3.38	3.23	-	\$ 3.55	-	-	-	-	-			
Engineers, stationary-----	-	-	3.15	-	-	3.35	-	3.58	-	3.09	-	-	-	-	-	-	-	-			
Fireman, stationary boiler-----	-	-	-	-	-	2.88	-	2.77	-	-	-	-	-	-	-	-	-	-			
Helpers, trades-----	-	-	2.76	-	-	-	-	2.69	\$ 2.73	2.72	2.67	-	2.58	-	-	\$ 2.69	-	-			
Machinists-----	-	-	3.33	-	-	-	-	-	-	3.46	-	-	-	-	-	-	-	-			
Mechanics, automotive-----	\$ 3.01	\$ 2.86	2.89	\$ 3.09	\$ 2.69	3.11	3.05	3.31	3.10	3.10	3.21	\$ 2.36	2.69	\$ 3.04	\$ 3.10	2.99	\$ 2.78	\$ 3.15			
Painters-----	-	-	3.22	-	-	3.16	-	3.20	-	3.20	3.27	-	-	-	-	-	-	-			
<u>Custodial and material movement</u>																					
Janitors, porters, and cleaners-----	2.25	2.15	2.19	2.24	-	2.39	-	2.32	-	2.28	2.38	1.93	2.25	2.01	2.29	-	-	1.90			
Janitors, porters, and cleaners (women)-----	1.83	-	-	1.78	-	-	-	-	-	2.04	1.91	-	-	-	-	-	-	-			
Laborers, material handling-----	-	3.03	2.72	2.96	2.89	2.91	2.72	2.85	2.91	2.80	2.96	-	3.02	2.88	2.86	2.97	3.12	3.05			
Truckdrivers <sup>5</sup> -----	3.12	3.11	2.99	3.11	-	3.17	3.07	3.15	3.24	3.19	3.08	2.55	3.14	2.96	-	3.00	3.14	3.17			
Light (under 1½ tons)-----	-	-	-	-	-	-	-	-	-	-	2.63	-	-	-	-	-	-	-			
Medium (1½ to and including 4 tons)-----	3.06	-	-	2.83	-	3.08	-	3.12	3.25	3.21	3.07	-	3.12	2.93	-	-	-	-			
Heavy (over 4 tons, trailer type)-----	3.16	3.12	3.02	3.18	-	3.25	-	3.30	3.28	3.23	3.14	2.38	3.15	-	-	3.02	3.15	-			
Heavy (over 4 tons, other than trailer type)-----	-	-	3.03	-	-	3.20	2.58	3.17	-	-	-	2.78	-	-	-	3.02	3.15	-			
Truckers, power (forklift)-----	-	-	-	-	-	3.14	-	2.95	-	3.17	3.19	-	-	-	-	-	-	-			
<u>South</u>																					
	Atlanta	Baltimore	Beaumont-Port Arthur	Birmingham <sup>4</sup>	Charleston, W. Va.	Charlotte	Chattanooga <sup>4</sup>	Dallas <sup>4</sup>	Fort Worth	Greenville	Houston	Jackson	Jacksonville <sup>4</sup>	Little Rock-North Little Rock	Louisville	Lubbock	Memphis <sup>4</sup>	Miami <sup>4</sup>	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City
<u>Maintenance and powerplant</u>																					
Carpenters-----	-	\$ 2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ 2.69	-
Electricians-----	-	2.98	-	-	-	-	-	-	-	-	-	-	-	-	\$ 3.37	-	-	\$ 3.48	-	3.07	-
Engineers, stationary-----	-	-	-	-	-	-	-	\$ 2.70	-	-	\$ 2.77	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades-----	-	2.53	-	-	-	-	-	1.93	-	-	-	-	-	-	-	-	\$ 2.40	-	\$ 2.23	2.59	-
Machinists-----	-	2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.49	-	-	-
Mechanics, automotive-----	\$ 3.16	3.03	-	\$ 2.93	\$ 3.15	\$ 2.93	\$ 2.43	3.03	\$ 2.38	\$ 2.63	2.89	\$ 2.45	\$ 2.85	\$ 2.99	3.25	-	3.16	3.01	2.89	2.89	\$ 2.94
Painters-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																					
Janitors, porters, and cleaners-----	1.85	2.02	\$ 1.95	1.92	2.06	1.41	1.75	1.76	1.78	-	1.74	1.51	2.03	1.71	2.09	\$ 1.67	1.90	2.25	1.68	1.78	1.85
Janitors, porters, and cleaners (women)-----	1.76	-	-	-	-	-	-	1.56	-	-	1.60	-	-	-	-	-	-	1.54	2.01	-	-
Laborers, material handling-----	2.54	2.68	2.32	2.23	-	2.33	1.93	2.24	2.12	2.80	1.80	-	2.19	-	1.56	-	3.04	2.53	1.89	2.06	2.46
Truckdrivers <sup>5</sup> -----	2.97	3.00	-	2.73	2.96	2.81	2.81	2.93	2.74	2.89	3.05	2.84	-	3.11	2.89	-	3.09	2.95	2.80	2.52	2.94
Light (under 1½ tons)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons)-----	2.96	3.08	-	2.69	-	2.68	2.72	3.03	2.53	-	3.05	3.02	-	3.08	-	3.10	3.06	2.84	2.90	2.37	2.93
Heavy (over 4 tons, trailer type)-----	3.01	3.11	-	2.96	2.95	3.02	-	-	-	3.12	-	-	-	-	-	-	3.12	3.06	2.69	2.42	-
Heavy (over 4 tons, other than trailer type)-----	-	-	-	-	-	-	-	-	-	3.12	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)-----	2.99	-	-	-	-	-	-	-	1.99	-	2.02	-	-	-	-	1.57	1.59	-	2.00	2.19	-

See footnotes at end of table.

Table A-8. Plant Occupations—Public Utilities<sup>1</sup>—Continued(Average hourly earnings<sup>2</sup> for selected occupations studied, July 1964 through June 1965)

Occupation <sup>3</sup>	South—Continued					North Central														
	Raleigh	Richmond <sup>4</sup>	San Antonio <sup>4</sup>	Savannah <sup>4</sup>	Washington	Akron	Canton	Chicago <sup>4</sup>	Cleveland <sup>4</sup>	Columbus	Davenport—Rock Island—Moline	Dayton	Des Moines	Detroit <sup>4</sup>	Green Bay	Indianapolis <sup>4</sup>	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights
<b>Maintenance and powerplant</b>																				
Carpenters.....	-	-	-	-	-	-	-	\$3.00	-	-	-	-	-	\$3.25	-	-	\$2.68	-	\$2.77	-
Electricians.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.47	-
Engineers, stationary.....	-	-	-	-	\$3.41	-	-	3.00	-	-	-	-	\$2.76	3.28	-	-	-	-	2.85	-
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.76	-
Helpers, trades.....	-	-	-	-	2.44	-	-	2.73	\$2.62	\$2.62	-	-	-	-	-	\$2.84	2.65	\$2.94	2.90	-
Machinists.....	-	-	-	-	-	-	-	3.60	-	-	-	-	-	3.25	-	-	3.54	-	-	-
Mechanics, automotive.....	-	\$2.61	\$2.84	-	2.96	\$3.27	\$2.83	3.57	3.25	3.24	\$3.07	\$2.77	3.16	3.32	\$3.14	3.20	3.13	3.31	3.19	\$3.20
Painters.....	-	-	-	-	-	-	-	3.08	-	-	-	-	-	-	-	-	-	-	-	-
<b>Custodial and material movement</b>																				
Janitors, porters, and cleaners.....	\$1.58	1.87	1.65	\$1.91	2.06	2.15	-	2.43	2.21	2.08	2.18	-	2.06	2.33	2.28	2.13	2.06	2.42	2.40	2.40
Janitors, porters, and cleaners (women).....	-	-	-	-	1.77	-	-	2.01	-	-	-	-	-	-	-	-	1.99	1.68	2.07	-
Laborers, material handling.....	-	2.24	2.55	-	-	3.25	-	2.90	2.93	2.63	2.98	-	-	3.01	2.78	2.93	2.67	3.05	2.89	-
Truckdrivers <sup>5</sup> .....	-	2.27	-	2.23	2.86	3.29	2.61	3.26	3.18	3.12	-	3.15	3.13	3.23	3.10	3.11	3.08	3.26	3.07	-
Light (under 1½ tons).....	-	-	-	-	-	-	-	3.19	-	-	-	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons).....	-	2.40	-	-	-	3.15	-	3.16	3.16	3.02	-	-	-	-	-	2.83	3.03	3.16	3.05	-
Heavy (over 4 tons, trailer type).....	-	2.77	-	-	-	3.30	-	3.34	3.23	-	-	-	-	3.25	-	3.23	-	3.32	3.12	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	3.25	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	-	-	-	-	-	3.26	-	2.96	-	-	-	-	-	2.86	-	-	2.45	-	2.98	-
<b>North Central—Continued</b>										<b>West</b>										
	Omaha <sup>4</sup>	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Albuquerque <sup>4</sup>	Denver	Los Angeles—Long Beach <sup>4</sup>	Phoenix <sup>4</sup>	Portland	Salt Lake City	San Bernardino—Riverside—Ontario	San Diego	San Francisco—Oakland <sup>4</sup>	Seattle <sup>4</sup>	Spokane	
<b>Maintenance and powerplant</b>																				
Carpenters.....	-	-	-	-	-	-	-	-	-	-	\$2.90	-	\$3.10	-	-	-	\$3.32	\$2.94	-	
Electricians.....	-	-	-	-	-	-	-	-	-	-	3.42	-	-	-	-	-	-	-	-	
Engineers, stationary.....	\$3.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machinists.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, automotive.....	3.22	\$2.92	\$3.29	\$2.61	\$3.21	\$3.11	-	\$3.01	\$3.44	\$3.33	3.55	\$3.22	3.35	\$3.29	\$3.17	\$3.26	3.70	3.32	-	
Painters.....	-	-	-	-	-	-	-	-	-	-	3.28	-	-	-	-	-	3.36	-	-	
<b>Custodial and material movement</b>																				
Janitors, porters, and cleaners.....	2.06	2.24	2.31	-	-	2.40	\$2.19	1.85	1.84	2.10	2.46	-	2.23	2.14	2.17	2.36	2.39	2.33	\$2.35	
Janitors, porters, and cleaners (women).....	1.87	-	1.99	-	-	-	-	-	-	-	2.05	-	-	-	-	-	2.26	-	-	
Laborers, material handling.....	2.88	-	2.70	-	3.28	3.08	-	2.92	2.95	2.93	2.92	-	3.04	2.89	-	-	3.25	3.09	2.98	
Truckdrivers <sup>5</sup> .....	2.99	-	3.07	-	3.29	3.16	-	3.03	3.07	2.98	3.26	3.05	3.15	2.85	2.66	3.15	3.39	3.20	3.10	
Light (under 1½ tons).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.16	-	-	
Medium (1½ to and including 4 tons).....	2.97	-	-	-	-	2.82	-	-	-	2.90	3.23	3.00	3.13	2.91	-	-	3.35	3.18	3.08	
Heavy (over 4 tons, trailer type).....	3.12	-	3.12	-	-	-	-	-	-	3.09	3.25	3.15	3.21	2.80	-	-	3.46	3.31	3.19	
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.46	-	-	
Truckers, power (forklift).....	-	-	-	-	-	-	-	-	-	3.04	3.04	-	3.23	-	-	-	3.24	-	2.96	

<sup>1</sup> Transportation, communication, and other public utilities.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> Data limited to men workers except where otherwise indicated.<sup>4</sup> Exceptions to standard industry limitations are shown in footnote 4 to the table in appendix A.<sup>5</sup> Includes all drivers regardless of type and size of truck operated.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table B-1. Shift Differential Practices—Manufacturing

(Percent distribution of plant workers actually working on late shifts, July 1964 through June 1965)

Shift operation and shift pay differential	Percent of manufacturing plant workers																				
	Northeast										South										
	Boston	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birning- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- and Newport News- Hampton	Okla- homa City	San An- tonio	Wash- ington
Total plant workers in manufacturing establishments.....	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	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																					
Second shift.....	10.9	22.4	8.5	11.8	17.6	24.0	15.0	14.4	17.3	19.0	22.7	11.4	19.8	17.7	10.4	18.8	16.1	13.8	14.6	9.7	13.8
With shift pay differential.....	10.8	22.4	2.7	11.5	17.4	23.8	10.9	14.4	16.3	16.8	16.1	11.2	18.2	13.4	10.0	18.4	14.2	13.2	13.5	6.9	11.2
Uniform cents (per hour).....	5.2	12.6	2.5	6.8	10.9	22.0	8.2	9.2	12.3	16.2	11.3	10.9	17.7	13.4	7.3	12.1	13.1	3.4	8.6	6.7	3.6
Under 5 cents.....	-	.2	-	.1	.3	.2	1.4	-	.3	.1	.5	.2	.1	-	-	-	.8	-	.1	-	-
5 and under 6 cents.....	1.2	.2	1.7	.4	1.8	.4	1.4	4.1	.9	-	.1	.6	.8	1.8	2.2	2.9	.5	.9	1.9	2.5	.4
6 and under 7 cents.....	.4	.5	-	.1	.6	.7	1.0	.4	.8	.9	1.3	.2	.5	2.9	1.4	.8	2.0	-	-	.7	-
7 and under 8 cents.....	-	.3	-	.2	.8	.5	2.1	1.9	.7	.8	2.8	1.7	.4	5.6	2.0	.7	1.1	.2	.3	-	.7
8 and under 9 cents.....	.3	6.1	-	.4	2.4	17.3	.6	1.5	7.5	12.2	5.3	.4	.7	1.0	.5	1.2	3.5	.4	.7	-	-
9 and under 10 cents.....	.1	.4	-	-	1.0	.6	-	.1	.1	.3	-	-	-	.3	.2	-	-	-	-	-	-
10 and under 11 cents.....	1.8	1.8	(1)	1.6	2.5	1.0	.9	1.1	.7	.7	1.0	5.7	2.2	1.8	-	3.3	3.2	.2	3.2	2.4	.4
11 and under 12 cents.....	-	.6	-	.1	.5	-	-	-	.3	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 13 cents.....	(1)	1.1	-	.1	.4	.8	.4	.2	.3	1.0	-	.9	6.9	-	1.1	1.6	2.7	.4	.7	-	.1
13 and under 14 cents.....	.5	.1	-	.2	.2	-	-	-	.2	-	.4	-	.5	-	1.0	-	.3	1.6	-	-	-
14 and under 15 cents.....	-	(1)	-	-	.1	.5	-	-	(1)	.2	-	.6	.4	-	-	-	-	-	-	1.1	.8
15 and under 16 cents.....	.3	1.0	-	.6	.1	-	.4	-	.3	-	-	.3	5.2	-	-	-	-	-	.1	-	-
16 cents and over.....	.4	.2	.8	3.3	.2	-	-	-	.1	-	-	.3	-	-	.5	.1	.1	-	-	-	1.3
Uniform percentage.....	4.4	8.6	.2	4.3	5.4	1.7	2.3	5.2	3.9	-	3.4	.3	.5	-	2.7	4.3	1.1	9.7	5.0	-	3.1
Under 5 percent.....	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	.7	-	-	-	-	-
5 percent.....	.4	6.4	-	.8	.6	.3	.2	.7	.6	-	1.3	.2	.2	-	.3	.4	.2	-	-	-	1.8
Over 5 and under 10 percent.....	.5	.3	-	.3	1.3	.2	-	-	1.0	-	-	-	-	-	1.0	-	9.5	-	-	-	-
10 percent.....	3.3	1.9	.2	2.2	3.3	1.3	2.1	4.2	2.3	-	2.1	.1	.3	-	2.7	3.0	-	-	5.0	-	1.3
Over 10 and under 15 percent.....	.2	-	-	.1	.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent and over.....	-	-	-	.8	-	-	-	.4	-	-	-	-	-	-	-	-	-	-	-	-	-
Other.....	1.3	1.1	-	.4	1.1	-	.4	-	.1	.6	1.4	-	.6	1.4	2.1	.1	.1	-	.2	4.4	-
With no shift pay differential.....	(1)	(1)	5.8	.4	.2	.2	4.1	-	1.1	2.2	6.6	.2	1.6	4.3	.3	1.9	.6	1.1	1.1	2.8	2.6
Third shift.....	3.0	8.5	3.8	3.4	6.9	14.2	6.3	5.0	9.4	7.9	11.9	3.6	3.8	7.3	1.5	4.8	5.0	5.7	1.5	1.2	5.4
With shift pay differential.....	3.0	8.5	3.8	3.3	6.9	14.2	5.8	5.0	9.3	6.9	10.4	3.6	3.4	6.6	1.5	4.8	4.9	5.4	1.3	.8	5.0
Uniform cents (per hour).....	1.6	6.4	3.8	2.2	5.0	13.6	5.0	3.2	7.5	6.8	7.9	3.4	1.6	6.6	1.0	3.6	4.3	1.6	1.2	.8	2.4
Under 7 cents.....	-	.1	-	.3	.1	.1	.5	-	.1	.3	3.5	.3	.1	(1)	.2	.1	.6	.3	-	-	-
7 and under 8 cents.....	.2	-	3.5	-	.1	.1	2.1	.9	.3	-	-	.3	.2	2.0	(1)	-	.3	-	-	.5	-
8 and under 9 cents.....	.1	.1	-	-	(1)	.1	.5	.3	(1)	-	.1	-	-	-	-	-	-	-	.2	-	-
9 and under 10 cents.....	(1)	-	-	-	.5	.3	-	-	.2	-	(1)	-	-	2.5	-	.3	-	-	-	-	-
10 and under 11 cents.....	.6	.7	.2	1.0	1.2	.8	1.3	.5	.1	(1)	.4	.1	.6	.4	.5	.3	-	.3	.5	-	-
11 and under 12 cents.....	(1)	.6	-	.1	.1	(1)	-	.5	.2	-	.2	-	-	-	.2	.5	-	-	-	-	-
12 and under 13 cents.....	.1	4.5	-	.2	1.6	11.8	.4	.7	5.8	5.9	1.0	.3	-	1.3	.7	.2	2.0	.2	.1	-	.2
13 and under 14 cents.....	-	(1)	-	-	.1	.1	-	(1)	-	-	.2	.1	.5	-	.1	-	-	.2	-	-	-
14 and under 15 cents.....	.2	-	-	(1)	.3	.1	-	.1	.2	-	1.1	-	.1	-	.3	-	-	-	-	-	-
15 and under 16 cents.....	.1	.1	-	(1)	.1	.1	.2	.3	(1)	.3	1.4	.2	-	-	.9	.3	(1)	.1	.4	-	-
16 and under 17 cents.....	-	-	-	(1)	.6	.1	-	.2	-	-	-	-	.2	-	-	.8	-	.4	-	-	-
17 and under 20 cents.....	.4	.1	-	.3	.2	-	.1	-	.2	-	-	-	-	-	.6	-	(1)	-	-	-	-
20 cents and over.....	(1)	.1	.1	.2	-	-	.1	-	.2	.3	-	2.2	(1)	.3	.8	-	.8	-	-	-	1.8
Uniform percentage.....	1.0	1.2	-	.3	1.3	.5	.8	1.2	1.8	-	2.4	(1)	-	-	.5	.6	.1	3.8	.1	-	1.2
Under 7 percent.....	-	-	-	.1	.1	.2	.1	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-
7 and under 10 percent.....	.1	.2	-	.2	.1	-	.5	.2	-	.3	-	-	-	-	-	-	-	3.7	-	-	-
10 percent.....	.5	1.0	-	.1	.9	.3	.7	.6	1.7	-	2.0	(1)	-	-	.5	.6	.1	(1)	.1	-	.6
Over 10 and under 15 percent.....	(1)	-	-	.1	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.5
15 percent.....	.4	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent and over.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other.....	.4	1.0	-	.9	.6	-	(1)	.6	-	.2	.1	.2	1.8	-	.5	.6	.1	.1	-	-	1.4
With no shift pay differential.....	-	-	-	.1	(1)	-	.5	-	.1	1.0	1.5	-	.4	.7	-	.1	.3	.2	.4	.5	-

See footnotes at end of table.

Table B-1. Shift Differential Practices—Manufacturing—Continued

(Percent distribution of plant workers actually working on late shifts, July 1964 through June 1965)

Shift operation and shift pay differential	Percent of manufacturing plant workers																
	North Central											West					
	Chicago	Cleveland	Columbus	Davenport— Rock Island— Moline	Detroit	Green Bay	Milwaukee	Minneapolis— St. Paul	St. Louis	Toledo	Water- loo	Wichita	Los Angeles— Long Beach	Salt Lake City	San Diego	San Francisco— Oakland	Spokane
Total plant workers in manufacturing establishments.....	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	100.0	100.0	100.0	100.0
Actually working on:																	
Second shift.....	19.9	19.5	18.0	21.1	26.5	20.9	22.3	15.2	19.4	19.6	22.1	25.0	17.5	16.9	19.0	17.2	21.3
With shift pay differential.....	19.3	19.2	18.0	20.9	26.5	20.9	22.3	15.0	19.4	18.9	22.0	24.7	17.5	15.4	18.8	17.2	21.3
Uniform cents (per hour).....	10.9	11.9	12.0	15.2	8.5	20.0	18.5	12.5	11.2	17.3	22.0	24.2	13.5	14.9	18.4	12.1	21.3
Under 5 cents.....	.1	—	.3	—	—	—	.1	—	—	—	—	—	.2	—	—	—	—
5 and under 6 cents.....	1.0	1.1	1.1	.4	.6	—	1.9	.4	—	2.3	.3	—	.8	4.0	( <sup>1</sup> )	1.3	—
6 and under 7 cents.....	.2	.2	.1	.5	.2	1.5	.2	.5	1.1	—	—	—	.2	—	—	—	.4
7 and under 8 cents.....	.3	.4	1.1	.3	.6	2.9	1.2	1.3	.3	5.0	.4	—	.8	—	—	—	—
8 and under 9 cents.....	2.3	3.5	2.2	2.8	2.8	1.7	2.2	.9	3.7	2.4	—	.3	1.1	3.2	—	3.7	16.1
9 and under 10 cents.....	.2	.7	1.1	.4	.4	—	.4	—	—	—	—	—	.4	—	—	—	—
10 and under 11 cents.....	4.4	2.2	2.3	2.1	1.5	13.0	5.5	3.8	2.1	1.3	3.3	1.7	1.9	6.4	.5	3.0	2.4
11 and under 12 cents.....	( <sup>1</sup> )	.2	.3	—	.3	—	.9	—	.9	—	—	—	—	—	—	—	1.7
12 and under 13 cents.....	1.0	2.7	2.9	—	.5	—	3.2	1.7	.2	2.9	—	—	6.4	1.3	—	—	—
13 and under 14 cents.....	.1	—	.7	—	—	—	.4	1.6	—	—	—	—	—	—	16.0	( <sup>1</sup> )	—
14 and under 15 cents.....	.3	.2	—	8.2	.4	—	1.1	.3	—	—	—	—	.1	—	—	—	—
15 and under 16 cents.....	.4	.6	—	.3	1.2	.8	.8	.5	2.1	—	18.0	—	.4	—	.5	1.7	.2
16 cents and over.....	.6	.1	—	.6	( <sup>1</sup> )	.1	.6	2.5	.4	.2	.1	—	.4	—	1.1	.9	—
Uniform percentage.....	7.0	6.9	5.5	.1	17.3	.9	3.7	2.3	7.5	1.5	—	—	1.7	.5	.3	.6	—
Under 5 percent.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
5 percent.....	2.0	3.9	1.0	—	16.9	—	2.2	.1	1.9	—	—	—	.9	.4	—	—	—
Over 5 and under 10 percent.....	.6	.9	—	.1	—	—	1.3	1.7	3.9	—	—	—	.4	—	—	—	—
10 percent.....	4.1	1.9	4.5	—	.4	.9	.2	.6	1.7	.2	—	—	.3	.1	—	.3	—
Over 10 and under 15 percent.....	( <sup>1</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
15 percent and over.....	.2	.2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Other <sup>2</sup> .....	1.4	.4	.5	5.5	.8	—	.1	.1	.7	.1	—	.5	2.3	—	.4	4.8	—
With no shift pay differential.....	.6	.3	—	.2	—	—	.3	—	.7	.7	( <sup>1</sup> )	.3	—	1.5	.2	—	—
Third shift.....	6.6	6.0	4.9	7.1	7.4	13.5	6.2	3.3	6.6	5.4	5.0	7.0	4.0	6.9	2.9	6.3	13.8
With shift pay differential.....	6.6	5.9	4.9	7.1	7.4	13.5	6.2	3.3	6.6	5.3	5.0	6.9	4.0	6.0	2.9	6.3	13.8
Uniform cents (per hour).....	4.0	4.8	3.9	5.0	3.0	13.5	4.5	2.7	5.5	5.0	5.0	.8	2.1	5.9	1.0	5.4	13.8
Under 7 cents.....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	—	—	—	—	—	.3	—	—	.1	( <sup>1</sup> )	—	—	—
7 and under 8 cents.....	.2	( <sup>1</sup> )	—	—	.2	—	—	—	—	.3	—	—	—	—	—	—	—
8 and under 9 cents.....	—	( <sup>1</sup> )	.6	—	.3	—	( <sup>1</sup> )	—	( <sup>1</sup> )	—	—	—	—	—	—	—	—
9 and under 10 cents.....	.1	( <sup>1</sup> )	.2	( <sup>1</sup> )	.1	.2	( <sup>1</sup> )	—	( <sup>1</sup> )	.2	—	—	—	—	—	—	—
10 and under 11 cents.....	.6	.4	1.0	( <sup>1</sup> )	.6	10.5	.7	.3	1.2	.2	—	.2	.2	( <sup>1</sup> )	—	—	—
11 and under 12 cents.....	( <sup>1</sup> )	—	—	—	—	—	( <sup>1</sup> )	—	.1	—	—	—	—	—	—	—	—
12 and under 13 cents.....	1.7	2.9	1.8	2.5	.9	1.3	.5	.8	2.4	1.8	—	.3	.8	—	.2	2.5	10.7
13 and under 14 cents.....	—	—	—	.1	( <sup>1</sup> )	.5	1.2	—	—	—	—	—	—	—	—	—	—
14 and under 15 cents.....	.2	( <sup>1</sup> )	—	.2	.4	—	.3	.1	( <sup>1</sup> )	—	1.2	—	( <sup>1</sup> )	—	—	—	.1
15 and under 16 cents.....	.7	.8	.3	.1	( <sup>1</sup> )	.6	.6	.7	.5	.4	—	—	.2	.9	.1	.8	2.9
16 and under 17 cents.....	.3	.1	( <sup>1</sup> )	.2	( <sup>1</sup> )	—	.3	.3	.3	.5	—	.3	.3	3.2	—	1.0	—
17 and under 20 cents.....	.1	.2	—	—	.1	.4	.3	.1	.6	.2	—	—	.2	1.5	.7	—	—
20 cents and over.....	.1	.1	—	1.9	.1	—	.5	.7	.2	1.2	3.8	—	.3	—	( <sup>1</sup> )	1.0	.1
Uniform percentage.....	1.6	1.1	.6	—	4.4	—	.9	.5	.2	.3	—	—	( <sup>1</sup> )	—	( <sup>1</sup> )	—	—
Under 7 percent.....	—	( <sup>1</sup> )	( <sup>1</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—	—
7 and under 10 percent.....	.1	.2	—	—	.1	—	.6	—	—	—	—	—	—	—	—	—	—
10 percent.....	1.1	.8	.6	—	4.3	—	.3	.3	.1	.3	—	—	( <sup>1</sup> )	—	—	—	—
Over 10 and under 15 percent.....	( <sup>1</sup> )	—	—	—	—	—	—	.2	.1	—	—	—	—	—	—	—	—
15 percent.....	.5	( <sup>1</sup> )	—	—	( <sup>1</sup> )	—	—	—	—	—	—	—	( <sup>1</sup> )	—	—	( <sup>1</sup> )	—
15 percent and over.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Other <sup>2</sup> .....	.9	.1	.4	2.0	.1	—	.8	.1	.9	—	—	6.1	1.9	( <sup>1</sup> )	1.8	.9	—
With no shift pay differential.....	( <sup>1</sup> )	.1	—	—	—	—	—	—	—	.1	—	.1	—	.9	—	—	—

<sup>1</sup> Less than 0.05 percent.<sup>2</sup> Pay at regular rate for more hours than worked, a paid lunch period not given to first-shift workers, a flat sum per shift, and other provisions. Most "other" workers, however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

Table B-2. Scheduled Weekly Hours—All Industries

(Percent distribution of plant and office workers by scheduled weekly hours of first-shift workers, July 1964 through June 1965)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Over 40 hours						Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total <sup>1</sup>		Total <sup>1</sup>	42	44	45	48	Over 48	35	36¼	37½	38¾	Total <sup>1</sup>		
<b>Northeast</b>																	
Boston <sup>2</sup> .....	5	6	<sup>3</sup> 16	<sup>3</sup> 75	9	( <sup>4</sup> )	1	1	3	1	12	7	27	5	<sup>3</sup> 65	<sup>3</sup> 35	( <sup>4</sup> )
Buffalo.....	1	9	10	86	5	-	1	-	2	1	1	3	27	4	36	64	( <sup>4</sup> )
Manchester.....	2	1	3	81	15	-	2	5	1	1	( <sup>4</sup> )	-	29	14	49	50	( <sup>4</sup> )
New York <sup>2</sup> .....	16	11	27	69	4	1	1	( <sup>4</sup> )	2	( <sup>4</sup> )	53	9	16	1	86	14	-
Philadelphia.....	3	6	11	85	4	( <sup>4</sup> )	1	( <sup>4</sup> )	1	1	9	4	23	7	53	47	( <sup>4</sup> )
Pittsburgh.....	1	1	2	93	5	1	1	-	3	( <sup>4</sup> )	3	1	20	3	29	71	( <sup>4</sup> )
Providence-Pawtucket.....	5	2	8	74	18	-	2	7	( <sup>4</sup> )	3	7	5	14	9	43	56	( <sup>4</sup> )
Trenton.....	5	1	7	88	5	-	3	2	-	-	11	1	6	5	32	67	( <sup>4</sup> )
<b>South</b>																	
Baltimore.....	2	5	9	85	6	-	( <sup>4</sup> )	2	2	( <sup>4</sup> )	3	4	17	3	36	64	( <sup>4</sup> )
Birmingham <sup>2</sup> .....	( <sup>4</sup> )	2	3	83	14	1	2	3	3	3	( <sup>4</sup> )	2	13	3	21	76	3
Chattanooga <sup>2</sup> .....	3	3	6	77	17	1	3	4	8	-	5	-	14	9	41	55	4
Dallas <sup>2</sup> .....	2	-	2	75	22	3	6	3	5	2	1	-	7	8	19	76	4
Fort Worth.....	2	1	4	75	21	1	3	3	6	4	( <sup>4</sup> )	-	1	1	3	92	4
Jacksonville <sup>2</sup> .....	2	3	6	63	31	-	4	5	6	5	-	5	33	7	46	50	4
Little Rock-North Little Rock <sup>2</sup> .....	1	4	8	74	18	1	4	4	6	1	( <sup>4</sup> )	-	15	-	15	77	8
Louisville.....	1	8	10	78	12	2	2	2	3	1	4	( <sup>4</sup> )	13	3	29	67	4
New Orleans.....	4	3	7	65	28	2	3	9	11	3	5	-	14	3	27	67	6
Norfolk-Portsmouth and Newport News-Hampton.....	5	1	6	71	23	3	2	1	9	4	5	-	7	1	14	82	4
Oklahoma City <sup>2</sup> .....	1	2	4	64	32	1	4	11	10	4	-	-	4	-	8	87	5
San Antonio <sup>2</sup> .....	1	3	4	62	34	7	4	4	11	6	( <sup>4</sup> )	-	6	-	10	82	8
Washington.....	3	3	6	77	17	1	4	1	6	3	7	1	19	10	40	59	1
<b>North Central</b>																	
Chicago <sup>2</sup> .....	3	3	6	85	8	( <sup>4</sup> )	1	3	3	1	6	4	19	9	40	59	1
Cleveland <sup>2</sup> .....	3	4	7	87	6	-	2	1	2	( <sup>4</sup> )	2	( <sup>4</sup> )	17	3	25	75	1
Columbus.....	2	3	5	76	19	3	4	3	7	1	3	-	6	12	21	78	1
Davenport-Rock Island-Moline.....	4	-	4	86	10	1	3	( <sup>4</sup> )	2	3	-	-	12	-	17	81	2
Detroit <sup>2</sup> .....	1	1	3	92	5	( <sup>4</sup> )	( <sup>4</sup> )	1	1	2	2	( <sup>4</sup> )	9	2	16	83	1
Green Bay.....	10	1	12	82	6	-	1	2	3	-	( <sup>4</sup> )	-	15	4	21	77	2
Milwaukee.....	2	2	4	81	15	1	( <sup>4</sup> )	2	3	6	( <sup>4</sup> )	( <sup>4</sup> )	8	5	14	85	1
Minneapolis-St. Paul.....	5	3	8	88	4	-	( <sup>4</sup> )	2	2	-	( <sup>4</sup> )	-	10	10	25	74	1
St. Louis.....	4	3	7	89	3	1	1	1	1	-	1	2	8	7	20	80	( <sup>4</sup> )
Toledo.....	1	2	4	89	8	-	5	-	2	-	1	4	7	1	13	86	1
Waterloo.....	-	1	22	70	7	-	1	1	2	2	-	-	-	-	-	96	4
Wichita.....	1	1	3	82	15	2	4	1	4	3	-	-	( <sup>4</sup> )	-	1	95	5
<b>West</b>																	
Los Angeles-Long Beach <sup>2</sup> .....	2	2	5	93	2	-	1	1	1	-	1	2	8	5	20	80	( <sup>4</sup> )
Salt Lake City.....	3	-	5	80	15	3	2	2	7	-	-	1	1	-	5	92	2
San Diego.....	3	2	8	83	9	( <sup>4</sup> )	1	-	8	-	2	-	2	-	9	89	2
San Francisco-Oakland <sup>2</sup> .....	6	7	14	86	( <sup>4</sup> )	-	-	( <sup>4</sup> )	-	-	2	1	19	5	33	67	-
Spokane.....	1	-	1	78	21	21	1	-	-	-	4	-	6	( <sup>4</sup> )	10	90	( <sup>4</sup> )

<sup>1</sup> May include weekly schedules other than those presented separately.<sup>2</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.<sup>3</sup> Revised estimate.<sup>4</sup> Less than 0.5 percent.

Table B-3. Scheduled Weekly Hours—Manufacturing

(Percent distribution of plant and office workers by scheduled weekly hours of first-shift workers, July 1964 through June 1965)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Total <sup>1</sup>	Over 40 hours					Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total <sup>1</sup>			42	44	45	48	Over 48	35	36¼	37½	38¾	Total <sup>1</sup>		
<u>Northeast</u>																	
Boston.....	5	7	<sup>2</sup> 12	<sup>2</sup> 82	6	-	1	2	2	-	11	-	23	5	<sup>2</sup> 39	<sup>2</sup> 61	-
Buffalo.....	1	4	4	91	5	-	1	-	3	1	1	-	11	4	17	83	-
Manchester.....	2	2	3	91	5	-	-	-	-	-	2	-	5	-	6	94	-
New York.....	22	5	27	72	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	55	7	14	1	80	20	-
Philadelphia.....	4	7	11	86	4	-	1	( <sup>3</sup> )	1	1	6	1	18	12	39	61	( <sup>3</sup> )
Pittsburgh.....	2	2	3	92	4	( <sup>3</sup> )	( <sup>3</sup> )	-	4	-	( <sup>3</sup> )	( <sup>3</sup> )	4	1	5	95	( <sup>3</sup> )
Providence-Pawtucket.....	3	2	5	76	19	-	2	9	-	3	2	( <sup>3</sup> )	11	11	25	75	-
Trenton.....	2	-	3	91	5	-	4	2	-	-	5	1	6	6	19	81	( <sup>3</sup> )
<u>South</u>																	
Baltimore.....	2	6	8	87	5	-	-	3	( <sup>3</sup> )	-	1	1	10	4	23	77	-
Birmingham.....	-	1	1	96	2	-	-	( <sup>3</sup> )	-	2	1	-	1	2	3	96	1
Chattanooga.....	2	1	2	84	14	-	2	4	7	-	-	-	1	6	7	90	2
Dallas.....	1	-	3	85	12	1	4	4	2	( <sup>3</sup> )	1	-	2	3	6	92	2
Fort Worth.....	3	1	4	83	12	( <sup>3</sup> )	1	4	3	3	-	-	-	2	2	97	2
Jacksonville.....	2	4	6	84	9	-	4	-	2	2	-	7	1	-	7	90	2
Little Rock-North Little Rock.....	2	5	7	88	6	-	-	3	3	-	-	-	1	-	1	96	3
Louisville.....	1	9	10	87	3	-	-	2	-	-	3	1	11	4	19	81	-
New Orleans.....	1	3	5	75	21	-	3	15	2	1	( <sup>3</sup> )	-	4	-	4	90	6
Norfolk-Portsmouth and Newport News-Hampton.....	2	1	2	92	6	1	-	1	1	3	7	-	3	2	12	88	-
Oklahoma City.....	-	4	4	77	19	-	4	11	-	4	-	-	3	-	3	93	4
San Antonio.....	-	5	5	74	20	4	-	2	5	5	-	-	-	-	-	92	8
Washington.....	20	11	31	63	6	-	-	3	-	2	3	8	23	1	36	62	2
<u>North Central</u>																	
Chicago.....	5	3	7	85	7	-	-	4	3	1	4	2	22	14	41	58	1
Cleveland.....	2	6	8	86	6	-	2	1	2	1	-	-	16	1	18	82	-
Columbus.....	1	4	5	79	15	6	3	1	5	1	-	-	7	1	9	91	( <sup>3</sup> )
Davenport-Rock Island-Moline.....	-	-	-	91	9	1	3	( <sup>3</sup> )	( <sup>3</sup> )	4	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	99	( <sup>3</sup> )
Detroit.....	1	1	2	94	4	-	-	( <sup>3</sup> )	1	3	-	-	3	1	5	95	1
Green Bay.....	13	2	15	80	5	-	-	2	2	-	1	-	32	7	43	57	-
Milwaukee.....	2	2	5	80	15	1	-	3	2	8	-	( <sup>3</sup> )	4	5	9	90	( <sup>3</sup> )
Minneapolis-St. Paul.....	9	3	12	83	5	-	-	4	1	-	( <sup>3</sup> )	( <sup>3</sup> )	6	3	19	80	1
St. Louis.....	5	3	8	90	2	2	-	-	-	-	( <sup>3</sup> )	-	7	6	15	85	-
Toledo.....	2	1	3	91	6	-	4	-	-	-	-	-	7	2	9	91	( <sup>3</sup> )
Waterloo.....	-	1	26	69	4	-	-	-	1	2	-	-	-	-	-	96	4
Wichita.....	1	1	2	93	5	-	3	( <sup>3</sup> )	-	2	-	-	-	-	-	98	2
<u>West</u>																	
Los Angeles-Long Beach.....	3	1	5	94	1	-	-	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	1	1	3	97	-
Salt Lake City.....	4	-	4	84	12	3	6	1	( <sup>3</sup> )	-	-	-	-	-	-	98	2
San Diego.....	5	-	5	94	2	-	-	-	2	-	-	-	1	-	1	99	-
San Francisco-Oakland.....	12	1	16	84	-	-	-	-	-	-	2	-	18	10	35	65	-
Spokane.....	2	-	2	49	50	50	-	-	-	-	-	-	3	5	5	95	-

<sup>1</sup> May include weekly schedules other than those presented separately.<sup>2</sup> Revised estimate.<sup>3</sup> Less than 0.5 percent.



Table B-4. Scheduled Weekly Hours—Public Utilities<sup>1</sup>

(Percent distribution of plant and office workers by scheduled weekly hours of first-shift workers, July 1964 through June 1965)

Metropolitan area	Plant workers									Office workers						
	Under 40 hours			40 hours	Over 40 hours					Under 40 hours				40 hours	Over 40 hours	
	Under 37½	37½	Total <sup>2</sup>		Total <sup>2</sup>	42	44	48	Over 48	35	36¼	37½	38¾			Total <sup>2</sup>
<b>Northeast</b>																
Boston <sup>3</sup> .....	-	-	-	496	4	-	-	2	2	( <sup>5</sup> )	1	45	-	446	454	-
Buffalo.....	-	-	-	99	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1	-	36	-	37	63	-
Manchester.....	-	-	-	67	33	-	-	-	-	-	-	57	-	57	43	-
New York <sup>3</sup> .....	1	4	5	94	1	-	-	1	-	48	5	15	1	70	30	-
Philadelphia.....	( <sup>5</sup> )	-	( <sup>5</sup> )	99	-	-	-	-	-	7	4	25	( <sup>5</sup> )	37	63	-
Pittsburgh.....	-	-	-	90	10	-	-	-	-	-	-	45	-	45	55	-
Providence-Pawtucket.....	-	-	-	87	13	-	-	-	-	-	2	64	2	68	28	4
Trenton.....	-	-	-	100	-	-	-	-	-	66	-	-	-	66	34	-
<b>South</b>																
Baltimore.....	-	-	-	100	-	-	-	-	-	( <sup>5</sup> )	-	24	-	27	73	-
Birmingham <sup>3</sup> .....	-	-	-	91	9	-	-	-	-	-	-	29	-	31	69	-
Chattanooga <sup>3</sup> .....	-	-	-	100	-	-	-	-	-	-	-	20	-	28	72	-
Dallas <sup>3</sup> .....	-	-	-	85	15	5	-	1	( <sup>5</sup> )	3	-	4	-	7	88	5
Fort Worth.....	-	-	-	90	10	-	3	3	4	-	-	-	-	-	99	1
Jacksonville <sup>3</sup> .....	2	-	2	95	3	-	2	1	-	-	-	32	-	32	68	( <sup>5</sup> )
Little Rock-North Little Rock.....	-	-	-	91	9	-	-	9	-	-	-	-	-	-	99	1
Louisville.....	-	-	-	92	8	-	1	-	-	-	-	19	-	19	81	( <sup>5</sup> )
New Orleans.....	-	-	-	89	11	-	-	4	( <sup>5</sup> )	15	-	28	-	42	52	6
Norfolk-Portsmouth and Newport News-Hampton.....	-	-	-	85	15	-	4	4	1	1	-	29	-	31	69	-
Oklahoma City.....	-	-	-	97	3	-	-	1	-	-	-	-	-	-	99	1
San Antonio <sup>3</sup> .....	-	-	-	93	7	-	5	1	-	-	-	-	-	-	100	-
Washington.....	-	-	-	97	3	-	-	-	2	9	-	38	13	61	39	-
<b>North Central</b>																
Chicago <sup>3</sup> .....	-	-	-	97	3	-	-	-	-	1	-	6	2	9	91	-
Cleveland <sup>3</sup> .....	-	-	-	90	10	-	-	-	-	-	-	3	1	4	96	-
Columbus.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	97	3
Davenport-Rock Island-Moline.....	-	-	-	93	7	-	-	-	4	-	-	-	-	-	100	-
Detroit <sup>3</sup> .....	-	-	-	96	4	-	-	4	-	1	-	29	( <sup>5</sup> )	30	70	-
Green Bay.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Milwaukee.....	-	-	-	98	2	-	-	-	-	-	-	-	-	-	100	-
Minneapolis-St. Paul.....	-	-	-	96	4	-	-	-	-	-	-	-	-	-	100	-
St. Louis.....	-	-	-	100	-	-	-	-	-	3	-	1	3	7	93	-
Toledo.....	-	-	-	100	-	-	-	-	-	-	2	-	-	4	96	-
Waterloo.....	-	-	-	97	3	-	-	-	-	-	-	-	-	-	100	-
Wichita.....	-	-	-	97	3	-	-	3	-	-	-	1	-	1	99	-
<b>West</b>																
Los Angeles-Long Beach <sup>3</sup> .....	-	-	-	100	-	-	-	-	-	4	( <sup>5</sup> )	2	-	7	93	-
Salt Lake City.....	-	-	-	96	4	-	-	4	-	-	-	-	-	-	100	-
San Diego.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
San Francisco-Oakland <sup>3</sup> .....	-	4	4	94	2	-	-	-	-	1	-	10	4	15	85	-
Spokane.....	-	-	-	96	4	-	4	-	-	-	-	-	-	-	100	-

<sup>1</sup> Transportation, communication, and other public utilities.<sup>2</sup> May include weekly schedules other than those presented separately.<sup>3</sup> Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.<sup>4</sup> Revised estimate.<sup>5</sup> Less than 0.5 percent.

Table B-5. Paid Holidays—All Industries

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1964 through June 1965)

Number of paid holidays	Northeast								South												
	Boston <sup>1</sup>	Buffalo	Man- chester	New York <sup>1</sup>	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birming- ham <sup>1</sup>	Chatta- nooga <sup>1</sup>	Dallas <sup>1</sup>	Fort Worth	Jackson- ville <sup>1</sup>	Little Rock- North Little Rock <sup>1</sup>	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City <sup>1</sup>	San An- tonio <sup>1</sup>	Wash- ington
Plant workers																					
Workers in establishments providing																					
paid holidays	98	98	98	98	99	98	99	99	97	93	79	91	92	85	94	99	75	91	88	76	95
Less than 5 holidays	4	( <sup>2</sup> )	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	-	1	2	9	8	11	11	6	3	4	8	5	6	6
5 holidays	( <sup>2</sup> )	1	3	( <sup>2</sup> )	1	( <sup>2</sup> )	1	-	1	22	10	33	29	41	36	1	5	6	6	30	2
5 holidays plus 1 half day or more	-	-	-	( <sup>2</sup> )	-	-	2	-	( <sup>2</sup> )	2	2	( <sup>2</sup> )	2	-	1	-	-	1	-	20	-
6 holidays	4	14	29	4	14	13	15	12	18	6	9	11	20	10	11	27	20	23	46	6	26
6 holidays plus 1 half day or more	1	3	-	2	6	1	4	-	2	( <sup>2</sup> )	-	4	1	-	2	3	7	2	( <sup>2</sup> )	( <sup>2</sup> )	2
7 holidays	6	25	20	25	26	56	21	22	35	51	24	26	14	16	24	26	19	40	24	6	21
7 holidays plus 1 half day or more	1	10	11	4	4	1	-	5	2	( <sup>2</sup> )	-	2	7	-	-	2	1	-	-	( <sup>2</sup> )	2
8 holidays	22	19	5	15	30	20	18	40	26	9	16	5	3	7	14	22	16	9	5	4	33
8 holidays plus 1 half day or more	2	4	1	3	3	1	1	1	( <sup>2</sup> )	-	-	-	-	-	-	-	1	-	-	( <sup>2</sup> )	( <sup>2</sup> )
9 holidays	15	18	18	11	9	3	25	14	7	-	7	1	5	-	-	11	1	2	-	-	2
9 holidays plus 1 half day or more	3	1	-	4	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	24	1	7	7	3	1	4	1	5	-	-	( <sup>2</sup> )	-	-	-	5	1	-	1	-	( <sup>2</sup> )
10 holidays plus 1 half day or more	4	-	( <sup>2</sup> )	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	10	2	-	15	1	1	( <sup>2</sup> )	1	1	-	-	-	-	-	-	-	1	-	-	2	-
11 holidays plus 1 half day or more	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	( <sup>2</sup> )	-	-	4	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	2	2	2	2	1	2	1	1	3	7	21	9	8	15	6	1	25	9	12	24	5
Office workers																					
Workers in establishments providing																					
paid holidays	99	99	98	99	100	99	99	100	100	99	99	99	98	99	99	99	99	99	98	99	99
Less than 5 holidays	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	4	1	3	( <sup>2</sup> )	2	1	( <sup>2</sup> )	( <sup>2</sup> )	1	2	( <sup>2</sup> )
5 holidays	-	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	36	22	20	22	38	56	( <sup>2</sup> )	1	5	7	17	( <sup>2</sup> )
5 holidays plus 1 half day or more	-	-	-	-	-	-	1	-	-	2	( <sup>2</sup> )	6	1	1	1	-	-	( <sup>2</sup> )	-	21	-
6 holidays	1	12	16	( <sup>2</sup> )	8	11	6	7	13	5	28	30	51	7	12	41	23	49	55	26	15
6 holidays plus 1 half day or more	( <sup>2</sup> )	3	-	( <sup>2</sup> )	4	6	( <sup>2</sup> )	2	3	12	9	( <sup>2</sup> )	2	1	4	13	1	3	16	2	2
7 holidays	2	21	5	9	16	44	8	14	21	39	29	21	11	20	23	19	15	27	20	6	17
7 holidays plus 1 half day or more	-	12	5	4	6	6	( <sup>2</sup> )	4	2	( <sup>2</sup> )	-	3	5	( <sup>2</sup> )	-	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	4
8 holidays	7	16	3	8	24	20	8	24	24	12	10	6	4	11	4	21	26	15	14	4	45
8 holidays plus 1 half day or more	2	4	1	4	3	3	1	20	2	1	-	-	-	-	-	14	-	-	-	1	5
9 holidays	11	14	13	14	6	3	31	11	8	-	3	2	2	9	-	7	3	1	-	4	4
9 holidays plus 1 half day or more	3	-	-	6	3	-	7	-	2	1	-	-	-	-	-	2	-	-	-	-	1
10 holidays	21	( <sup>2</sup> )	46	5	7	3	27	1	21	-	-	( <sup>2</sup> )	-	13	-	4	-	-	-	-	5
10 holidays plus 1 half day or more	4	-	8	4	1	7	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-	1
11 holidays	37	16	-	29	1	( <sup>2</sup> )	4	( <sup>2</sup> )	2	-	-	1	-	-	-	-	-	-	-	( <sup>2</sup> )	-
11 holidays plus 1 half day or more	11	( <sup>2</sup> )	-	5	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	2	( <sup>2</sup> )	-	11	20	( <sup>2</sup> )	-	18	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	( <sup>2</sup> )	( <sup>2</sup> )	2	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	1	1	( <sup>2</sup> )	2	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	1	1	2	( <sup>2</sup> )

See footnotes at end of table.

Table B-5. Paid Holidays—All Industries—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1964 through June 1965)

Number of paid holidays	North Central												West				
	Chicago	Cleveland	Columbus	Davenport-Rock Island-Moline	Detroit	Green Bay	Milwaukee	Minneapolis-St. Paul	St. Louis	Toledo	Waterloo	Wichita	Los Angeles-Long Beach	Salt Lake City	San Diego	San Francisco-Oakland	Spokane
<b>Plant workers</b>																	
Workers in establishments providing paid holidays	99	98	91	99	99	98	98	99	99	96	98	96	98	86	90	98	96
Less than 5 holidays	( <sup>2</sup> )	1	3	1	2	-	2	( <sup>2</sup> )	1	1	1	1	3	( <sup>2</sup> )	-	2	-
5 holidays	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	1	-	1	1	-	-	-	-
5 holidays plus 1 half day or more	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
6 holidays	27	23	29	22	22	39	23	39	22	24	11	25	14	4	27	4	25
6 holidays plus 1 half day or more	10	16	6	3	11	15	10	11	4	14	-	2	3	-	2	1	2
7 holidays	25	28	31	26	10	10	12	17	35	16	21	32	25	39	7	29	44
7 holidays plus 1 half day or more	6	7	1	-	2	3	9	10	2	3	-	-	6	-	-	5	( <sup>2</sup> )
8 holidays	20	15	18	5	7	31	24	16	26	10	23	34	42	28	53	37	25
8 holidays plus 1 half day or more	1	( <sup>2</sup> )	( <sup>2</sup> )	-	12	-	2	2	2	3	-	-	1	2	-	1	-
9 holidays	8	7	2	41	32	-	11	3	1	24	43	-	2	10	1	16	-
9 holidays plus 1 half day or more	( <sup>2</sup> )	-	-	-	-	-	1	-	2	-	-	-	-	-	-	( <sup>2</sup> )	-
10 holidays	1	1	-	1	( <sup>2</sup> )	-	3	-	1	-	-	( <sup>2</sup> )	1	-	-	3	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	( <sup>2</sup> )	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-
Workers in establishments providing no paid holidays	1	2	9	1	1	2	2	1	1	4	2	4	2	14	10	2	4
<b>Office workers</b>																	
Workers in establishments providing paid holidays	100	99	99	99	99	99	99	99	100	99	100	100	99	99	99	100	93
Less than 5 holidays	-	-	( <sup>2</sup> )	1	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-
5 holidays	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-
5 holidays plus 1 half day or more	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	24	32	44	35	17	31	19	32	15	33	11	31	8	( <sup>2</sup> )	16	( <sup>2</sup> )	28
6 holidays plus 1 half day or more	12	16	11	3	10	35	12	13	4	14	-	1	3	-	( <sup>2</sup> )	( <sup>2</sup> )	1
7 holidays	19	24	27	23	8	16	13	13	35	11	23	34	22	20	8	22	37
7 holidays plus 1 half day or more	7	7	-	-	4	8	13	10	3	9	-	-	6	-	-	5	-
8 holidays	18	12	14	2	6	9	14	21	31	8	36	34	44	62	69	49	25
8 holidays plus 1 half day or more	5	( <sup>2</sup> )	1	-	11	-	3	5	2	6	-	-	9	7	3	4	-
9 holidays	7	5	2	33	43	-	16	2	4	19	30	( <sup>2</sup> )	2	3	( <sup>2</sup> )	9	-
9 holidays plus 1 half day or more	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	3	3	-	-	-	2	1	-	4	-
10 holidays	( <sup>2</sup> )	2	-	2	( <sup>2</sup> )	-	5	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	3	2	1
10 holidays plus 1 half day or more	1	1	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-
11 holidays	6	-	-	-	-	-	-	1	2	-	-	-	2	-	-	( <sup>2</sup> )	-
11 holidays plus 1 half day or more	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
12 holidays or more	-	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	2	-
Workers in establishments providing no paid holidays	-	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	-	7

<sup>1</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

<sup>2</sup> Less than 0.5 percent.

Table B-6. Paid Holidays—Manufacturing

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1964 through June 1965)

Number of paid holidays	Northeast								South												
	Boston	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birming- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City	San An- tonio	Wash- ington
Plant workers																					
Workers in establishments providing paid holidays -----	100	99	100	99	100	100	100	100	99	97	77	94	92	92	98	100	68	97	98	76	95
Less than 5 holidays -----	1	-	1	-	-	-	-	-	-	-	10	3	6	20	8	-	-	2	2	5	-
5 holidays -----	-	-	4	2	( <sup>1</sup> )	-	2	-	1	11	2	24	15	39	30	-	3	4	10	43	2
5 holidays plus 1 half day or more -----	-	-	-	1	-	-	2	-	-	3	2	-	4	-	-	-	-	2	-	7	-
6 holidays -----	3	4	34	2	6	4	17	2	6	3	10	11	25	14	14	11	8	14	45	6	9
6 holidays plus 1 half day or more -----	2	3	-	3	8	1	5	-	2	-	-	5	1	-	3	4	7	2	-	-	7
7 holidays -----	7	22	23	13	30	71	26	24	46	70	24	35	11	15	21	34	18	66	30	2	35
7 holidays plus 1 half day or more -----	1	13	14	2	5	1	-	7	1	-	-	3	14	-	-	2	1	-	-	-	3
8 holidays -----	23	26	7	22	31	19	21	48	28	10	21	10	6	4	22	27	24	2	9	7	34
8 holidays plus 1 half day or more -----	3	5	2	6	5	1	2	1	-	-	-	-	-	-	-	1	-	-	-	1	-
9 holidays -----	18	23	15	17	10	3	18	16	10	-	8	2	9	-	-	16	2	4	-	-	5
9 holidays plus 1 half day or more -----	6	-	-	6	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays -----	19	1	-	10	3	-	-	1	4	-	-	1	-	-	-	7	2	-	2	-	-
10 holidays plus 1 half day or more -----	7	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays -----	9	-	-	8	1	1	-	1	1	-	-	-	-	-	-	-	3	-	-	6	-
11 holidays plus 1 half day or more -----	1	-	-	1	-	-	-	-	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more -----	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	-	1	-	1	-	-	-	-	1	3	23	6	8	8	2	-	32	3	2	24	5
Office workers																					
Workers in establishments providing paid holidays -----	100	100	100	100	100	100	100	100	100	100	99	99	97	100	100	100	100	99	100	95	97
Less than 5 holidays -----	( <sup>1</sup> )	-	-	-	-	-	-	-	-	( <sup>1</sup> )	9	1	1	3	7	-	-	( <sup>1</sup> )	1	3	-
5 holidays -----	-	-	1	( <sup>1</sup> )	-	-	1	-	( <sup>1</sup> )	14	6	13	14	41	28	-	( <sup>1</sup> )	3	4	34	( <sup>1</sup> )
5 holidays plus 1 half day or more -----	-	-	-	-	-	-	1	-	-	2	1	-	2	7	-	-	-	( <sup>1</sup> )	-	15	-
6 holidays -----	-	5	45	( <sup>1</sup> )	7	3	11	3	7	2	19	14	56	25	32	11	12	31	50	9	2
6 holidays plus 1 half day or more -----	-	4	-	( <sup>1</sup> )	6	2	1	-	2	2	-	4	1	-	4	3	4	1	-	4	4
7 holidays -----	4	19	13	6	22	60	14	19	40	58	30	34	4	8	19	31	6	58	26	1	26
7 holidays plus 1 half day or more -----	-	16	16	3	4	8	-	6	1	-	-	8	10	-	-	4	3	1	( <sup>1</sup> )	1	1
8 holidays -----	6	30	6	16	38	23	9	32	36	22	26	22	3	15	10	27	49	19	20	61	2
8 holidays plus 1 half day or more -----	5	7	4	8	6	2	2	30	-	-	-	-	-	-	-	24	1	-	-	11	-
9 holidays -----	23	19	9	21	7	3	43	8	8	-	7	3	4	-	-	15	1	2	-	-	2
9 holidays plus 1 half day or more -----	7	-	-	14	3	-	14	-	-	-	-	-	-	-	-	1	-	-	-	-	-
10 holidays -----	17	( <sup>1</sup> )	5	11	6	( <sup>1</sup> )	3	1	2	-	-	1	-	-	-	9	-	-	-	-	-
10 holidays plus 1 half day or more -----	9	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>1</sup> )	-	-	-	-
11 holidays -----	28	-	-	11	( <sup>1</sup> )	( <sup>1</sup> )	2	( <sup>1</sup> )	1	-	-	-	-	-	-	-	-	-	-	2	-
11 holidays plus 1 half day or more -----	1	-	-	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more -----	2	-	-	3	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	-	-	-	-	-	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	3	-	-	-	-	( <sup>1</sup> )	-	5	3

See footnote at end of table.

Table B-6. Paid Holidays—Manufacturing—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1964 through June 1965)

Number of paid holidays	North Central												West				
	Chicago	Cleveland	Columbus	Davenport— Rock Island— Moline	Detroit	Green Bay	Milwaukee	Minneapolis— St. Paul	St. Louis	Toledo	Water- loo	Wichita	Los Angeles— Long Beach	Salt Lake City	San Diego	San Francisco— Oakland	Spokane
Plant workers																	
Workers in establishments providing																	
paid holidays	100	99	95	100	99	100	100	100	100	98	100	100	99	96	98	99	100
Less than 5 holidays	1	-	-	1	-	-	( <sup>1</sup> )	-	1	1	-	-	-	-	-	-	-
5 holidays	-	1	1	-	-	-	-	-	-	-	-	2	1	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	14	9	17	12	7	32	10	17	9	10	4	9	6	4	14	-	18
6 holidays plus 1 half day or more	12	22	9	4	14	20	12	16	6	21	-	3	4	-	5	1	2
7 holidays	30	32	38	26	9	3	12	18	37	15	18	38	34	59	7	22	55
7 holidays plus 1 half day or more	8	10	1	-	2	-	13	17	3	5	-	-	10	-	-	10	-
8 holidays	22	14	28	5	6	44	31	25	35	6	27	48	37	27	72	41	25
8 holidays plus 1 half day or more	2	1	1	-	17	-	2	3	3	4	-	-	1	3	-	3	-
9 holidays	11	10	-	52	45	-	16	2	2	35	51	-	3	4	-	15	-
9 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	1	( <sup>1</sup> )	-	1	-	-	5	-	1	-	-	-	1	-	-	6	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	1	-	-	-	-	-	-	2	3	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Workers in establishments providing																	
no paid holidays	-	1	5	-	( <sup>1</sup> )	-	-	-	-	2	-	-	1	4	2	1	-
Office workers																	
Workers in establishments providing																	
paid holidays	100	99	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100
Less than 5 holidays	-	-	-	1	-	-	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-	-
5 holidays	-	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	21	16	26	11	4	36	8	12	9	11	4	8	5	1	8	-	26
6 holidays plus 1 half day or more	17	23	9	2	11	32	7	18	3	20	-	1	4	-	1	-	1
7 holidays	16	24	37	27	5	12	12	10	41	12	18	42	29	19	4	22	46
7 holidays plus 1 half day or more	10	12	-	-	2	-	18	18	4	15	-	-	8	-	-	11	-
8 holidays	21	17	28	2	4	20	19	38	34	2	40	49	52	56	87	52	28
8 holidays plus 1 half day or more	4	1	( <sup>1</sup> )	-	18	-	3	3	2	8	-	-	( <sup>1</sup> )	19	-	2	-
9 holidays	11	6	-	53	55	-	29	( <sup>1</sup> )	4	31	39	-	1	3	-	5	-
9 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
10 holidays	( <sup>1</sup> )	( <sup>1</sup> )	-	3	-	-	4	-	( <sup>1</sup> )	1	-	-	1	-	-	3	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	1	3	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
Workers in establishments providing																	
no paid holidays	-	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-

<sup>1</sup> Less than 0.5 percent.

Table B-7. Paid Holidays—Public Utilities<sup>1</sup>

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1964 through June 1965)

Number of paid holidays	Northeast								South												
	Boston <sup>2</sup>	Buffalo	Man- chester	New York <sup>2</sup>	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birming- ham <sup>2</sup>	Chatta- nooga <sup>2</sup>	Dallas <sup>2</sup>	Fort Worth	Jackson- ville <sup>2</sup>	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City	San An- tonio <sup>2</sup>	Wash- ington
Plant workers																					
Workers in establishments providing paid holidays.....	100	99	100	99	100	100	97	100	100	95	94	99	96	99	97	100	90	91	94	100	96
Less than 5 holidays.....	2	-	-	1	-	-	-	-	-	-	-	1	-	2	6	-	4	1	-	1	3
5 holidays.....	-	-	-	-	-	1	-	-	-	9	7	10	6	2	-	-	-	6	4	13	-
5 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
6 holidays.....	2	1	9	3	2	1	-	3	17	9	29	18	20	11	46	4	11	22	9	4	-
6 holidays plus 1 half day or more.....	-	-	-	( <sup>3</sup> )	-	-	-	-	3	-	9	-	-	-	1	( <sup>3</sup> )	-	-	-	4	-
7 holidays.....	23	56	-	11	30	28	-	19	31	39	74	50	72	42	71	28	53	17	67	46	32
7 holidays plus 1 half day or more.....	-	-	-	-	-	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
8 holidays.....	3	-	-	15	27	42	9	-	37	22	-	-	-	33	9	25	29	56	1	22	57
8 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-
9 holidays.....	11	9	33	5	19	8	27	37	2	-	4	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
9 holidays plus 1 half day or more.....	-	10	-	-	( <sup>3</sup> )	13	62	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays.....	38	2	53	( <sup>3</sup> )	13	18	62	-	27	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day or more.....	2	-	6	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays.....	21	21	-	54	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more.....	-	-	-	8	3	-	-	44	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	( <sup>3</sup> )	-	1	-	-	3	-	-	5	6	1	4	1	3	-	10	9	6	-	4
Office workers																					
Workers in establishments providing paid holidays.....	100	99	100	100	100	100	100	100	100	100	100	100	100	100	99	100	100	99	99	100	100
Less than 5 holidays.....	-	-	-	-	-	-	-	-	-	-	3	4	6	5	( <sup>3</sup> )	-	-	1	-	10	-
5 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-
5 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-
6 holidays.....	1	6	1	( <sup>3</sup> )	2	1	-	2	1	10	21	40	34	14	18	19	3	15	30	10	2
6 holidays plus 1 half day or more.....	-	-	-	( <sup>3</sup> )	-	-	-	-	2	7	-	13	61	34	72	31	25	20	62	43	25
7 holidays.....	3	42	-	11	32	10	-	11	28	62	70	41	61	34	72	4	36	62	43	11	-
7 holidays plus 1 half day or more.....	-	2	-	3	2	1	-	-	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	36	20	62	43	( <sup>3</sup> )	-
8 holidays.....	4	-	-	11	30	47	6	-	25	17	-	-	-	45	9	46	16	61	7	19	73
8 holidays plus 1 half day or more.....	-	-	-	1	-	-	-	66	1	-	-	-	-	-	-	4	1	-	-	-	-
9 holidays.....	9	23	11	7	5	13	10	66	1	-	5	-	-	-	-	16	16	7	19	73	-
9 holidays plus 1 half day or more.....	-	-	-	2	4	-	-	-	-	-	-	-	-	-	-	4	1	-	-	-	-
10 holidays.....	54	1	85	2	17	27	39	-	42	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day or more.....	( <sup>3</sup> )	-	3	-	5	-	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays.....	30	26	-	52	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more.....	-	-	-	5	2	-	-	21	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	( <sup>3</sup> )	-	-

See footnotes at end of table.

Table B-7. Paid Holidays—Public Utilities<sup>1</sup>—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1964 through June 1965)

Number of paid holidays	North Central												West				
	Chicago <sup>2</sup>	Cleveland <sup>2</sup>	Columbus	Davenport— Rock Island— Moline	Detroit <sup>2</sup>	Green Bay	Milwaukee	Minneapolis— St. Paul	St. Louis	Toledo	Water- loo	Wichita	Los Angeles— Long Beach <sup>2</sup>	Salt Lake City	San Diego	San Francisco— Oakland <sup>2</sup>	Spokane
Plant workers																	
Workers in establishments providing																	
paid holidays	98	97	96	100	100	100	100	100	99	100	100	97	97	100	98	100	100
Less than 5 holidays	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	24	22	20	19	24	32	34	32	18	18	8	32	3	9	8	2	4
6 holidays plus 1 half day or more	-	-	( <sup>3</sup> )	-	6	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	14	69	67	68	38	44	24	33	51	22	92	59	13	24	15	27	25
7 holidays plus 1 half day or more	-	-	-	-	17	24	-	-	-	-	-	-	-	-	-	-	-
8 holidays	49	6	-	12	15	-	21	26	12	52	-	-	77	67	74	52	71
8 holidays plus 1 half day or more	-	-	-	-	-	-	6	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-
9 holidays	12	-	9	-	-	-	-	9	-	8	-	-	2	-	-	18	-
9 holidays plus 1 half day or more	( <sup>3</sup> )	-	-	-	-	-	16	-	17	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing																	
no paid holidays	2	3	4	-	-	-	-	-	( <sup>3</sup> )	-	-	3	3	-	2	-	-
Office workers																	
Workers in establishments providing																	
paid holidays	100	100	100	100	99	100	100	99	100	100	100	100	100	100	100	100	100
Less than 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	12	19	17	17	11	26	10	21	11	16	12	43	( <sup>3</sup> )	-	6	-	1
6 holidays plus 1 half day or more	2	-	1	-	6	-	3	-	1	-	-	-	-	-	-	-	-
7 holidays	17	72	62	71	41	35	38	32	63	22	88	51	11	17	5	16	29
7 holidays plus 1 half day or more	1	-	-	-	21	40	1	-	-	-	-	-	-	-	-	2	-
8 holidays	53	9	-	12	20	-	9	32	6	55	-	-	86	81	87	71	70
8 holidays plus 1 half day or more	-	-	-	-	-	-	11	2	2	-	-	-	-	-	-	-	-
9 holidays	15	-	21	-	-	-	-	12	-	8	-	-	2	1	-	10	-
9 holidays plus 1 half day or more	( <sup>3</sup> )	-	-	-	-	-	28	-	17	-	-	-	-	-	-	-	-
10 holidays	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing																	
no paid holidays	-	-	-	-	1	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-

<sup>1</sup> Transportation, communication, and other public utilities.

<sup>2</sup> Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.

<sup>3</sup> Less than 0.5 percent.

Table B-8. Paid Vacations<sup>1</sup>—All Industries

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1964 through June 1965)

Amount of vacation pay <sup>2</sup> and service period	Northeast								South												
	Boston <sup>3</sup>	Buffalo	Man- chester	New York <sup>3</sup>	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birming- ham <sup>3</sup>	Chatta- nooga <sup>3</sup>	Dallas <sup>3</sup>	Fort Worth	Jackson- ville <sup>3</sup>	Little Rock- North Little Rock <sup>3</sup>	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City <sup>3</sup>	San An- tonio <sup>3</sup>	Wash- ington
	Plant workers																				
2 weeks or more.....	98	99	96	97	99	99	94	98	95	91	88	90	92	78	91	98	87	85	89	76	95
1 year.....	36	16	9	50	22	10	12	15	16	13	12	23	36	15	7	26	34	8	28	19	32
3 years.....	79	71	19	93	68	74	48	57	70	76	52	80	77	68	49	67	70	43	82	56	90
5 years.....	98	99	94	97	97	98	92	95	94	91	85	89	91	78	91	97	85	83	88	72	94
3 weeks or more.....	85	92	33	85	85	97	59	87	81	75	54	58	54	49	46	80	45	64	52	32	72
5 years.....	14	9	4	23	6	6	7	4	3	4	1	1	2	2	1	6	8	1	4	10	13
10 years.....	60	61	13	67	54	71	31	37	57	51	40	21	16	33	31	53	27	14	33	18	55
15 years.....	83	91	30	84	85	95	56	87	81	72	53	55	54	49	46	78	43	35	51	28	67
20 years.....	83	91	30	84	85	97	57	87	81	75	54	58	54	49	46	80	45	64	52	31	72
4 weeks or more.....	57	59	9	45	56	79	30	51	51	50	32	30	20	27	17	54	25	18	30	18	41
10 years.....	8	1	-	4	1	5	3	( <sup>4</sup> )	1	2	-	( <sup>4</sup> )	-	( <sup>4</sup> )	-	2	2	1	2	3	1
15 years.....	13	4	1	10	6	6	9	1	3	2	-	1	( <sup>4</sup> )	( <sup>4</sup> )	-	4	3	1	2	6	7
20 years.....	38	34	7	29	36	28	20	27	19	10	20	10	14	16	7	27	11	11	13	12	31
25 years.....	56	59	9	45	56	79	30	51	51	50	32	30	20	27	17	52	25	18	30	18	41
	Office workers																				
2 weeks or more.....	99	99	99	99	99	99	99	99	99	98	99	99	98	98	97	99	98	97	99	94	99
1 year.....	94	79	76	94	76	79	71	87	76	61	71	73	69	65	56	70	76	57	79	56	79
3 years.....	99	97	87	99	97	97	87	98	96	95	95	95	93	97	92	96	94	96	97	87	99
5 years.....	99	99	99	99	99	99	96	99	99	98	98	98	97	98	97	99	97	97	99	90	99
3 weeks or more.....	96	94	66	95	94	97	72	95	93	75	77	78	73	77	63	85	70	68	73	52	89
5 years.....	29	13	4	23	7	8	8	25	7	3	3	5	7	2	1	7	12	2	11	3	20
10 years.....	75	67	48	84	58	68	45	58	54	37	22	33	25	48	29	46	42	19	51	19	71
15 years.....	94	94	65	94	94	96	69	93	91	73	76	75	73	71	51	84	65	68	73	51	87
20 years.....	94	94	65	95	94	97	70	95	92	74	76	78	73	71	63	85	70	68	73	52	88
4 weeks or more.....	68	72	25	70	68	76	30	69	59	46	31	44	24	53	27	54	38	50	38	33	46
10 years.....	4	2	-	5	2	4	2	15	1	1	-	2	3	( <sup>4</sup> )	-	3	( <sup>4</sup> )	1	1	1	5
15 years.....	6	8	1	11	5	6	5	21	5	4	2	3	5	( <sup>4</sup> )	-	5	8	2	1	2	18
20 years.....	33	44	8	34	37	36	22	42	29	22	9	13	13	34	8	28	20	29	18	21	32
25 years.....	67	72	25	70	66	75	30	69	58	42	31	44	24	53	27	53	38	50	38	33	46

See footnotes at end of table.



Table B-8. Paid Vacations<sup>1</sup>—All Industries—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1964 through June 1965)

Amount of vacation pay <sup>2</sup> and service period	North Central												West				
	Chicago <sup>3</sup>	Cleveland <sup>3</sup>	Columbus	Davenport-- Rock Island-- Moline	Detroit <sup>3</sup>	Green Bay	Milwaukee	Minneapolis-- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Los Angeles-- Long Beach <sup>3</sup>	Salt Lake City	San Diego	San Francisco-- Oakland <sup>3</sup>	Spokane
Plant workers																	
2 weeks or more .....	99	99	92	98	99	99	99	99	99	97	99	95	98	97	99	99	100
1 year .....	21	14	20	8	9	11	8	19	13	17	2	36	32	20	43	36	8
3 years .....	89	57	56	41	46	42	55	93	78	55	44	91	92	90	99	94	99
5 years .....	99	99	91	95	99	99	98	99	99	86	99	93	98	97	99	99	100
3 weeks or more .....	91	91	77	87	92	92	94	91	91	92	95	55	91	72	74	97	89
5 years .....	7	10	2	1	9	1	9	11	7	12	( <sup>4</sup> )	3	22	7	20	32	2
10 years .....	61	42	43	26	32	58	63	63	58	47	33	42	60	32	47	87	73
15 years .....	90	90	75	87	91	92	93	91	90	90	94	54	91	68	74	97	89
20 years .....	90	91	77	87	92	92	93	91	90	92	95	55	91	72	74	97	89
4 weeks or more .....	61	54	38	65	30	70	73	59	46	47	73	13	32	21	22	65	61
10 years .....	2	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	5	-	5	2	4	5	( <sup>4</sup> )	-	2	1	1	7	-
15 years .....	5	1	2	( <sup>4</sup> )	6	1	9	4	5	10	( <sup>4</sup> )	-	6	1	3	11	1
20 years .....	36	24	21	11	19	44	51	45	32	24	25	6	21	13	14	41	32
25 years .....	61	53	38	65	30	70	73	59	46	47	73	13	32	21	22	65	61
Office workers																	
2 weeks or more .....	99	100	99	99	99	99	100	99	100	100	99	99	99	99	100	100	100
1 year .....	76	82	75	77	87	68	57	70	68	73	46	51	79	52	73	82	52
3 years .....	99	99	97	99	99	94	95	99	99	99	96	98	99	98	99	100	100
5 years .....	99	99	99	99	99	99	99	99	100	100	99	99	99	99	99	100	100
3 weeks or more .....	94	95	87	86	96	93	94	95	95	92	94	93	91	86	84	97	90
5 years .....	12	9	3	5	47	1	13	9	10	10	9	3	12	4	12	18	17
10 years .....	68	54	48	59	85	60	70	74	56	62	72	76	58	44	40	69	53
15 years .....	93	93	86	86	96	89	94	93	93	92	93	90	90	82	84	97	90
20 years .....	94	94	87	86	96	93	94	95	93	92	94	93	91	86	84	97	90
4 weeks or more .....	68	52	44	61	76	55	79	66	52	66	68	15	51	37	39	65	75
10 years .....	4	( <sup>4</sup> )	-	( <sup>4</sup> )	14	-	4	2	3	5	5	-	2	3	2	3	9
15 years .....	9	1	1	( <sup>4</sup> )	43	2	14	4	5	7	6	-	6	3	4	6	15
20 years .....	38	27	21	21	60	37	53	48	33	39	35	5	24	24	20	30	48
25 years .....	68	51	44	61	74	55	79	65	52	66	68	12	46	37	33	55	75

<sup>1</sup> 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 in the steel, aluminum, and can industries.

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

<sup>3</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

<sup>4</sup> Less than 0.5 percent.

Table B-9. Paid Vacations<sup>1</sup>—Manufacturing

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1964 through June 1965)

Amount of vacation pay <sup>2</sup> and service period	Northeast								South												
	Boston	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birming- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City	San An- tonio	Wash- ington
	Plant workers																				
2 weeks or more.....	99	99	97	97	99	99	95	100	97	95	87	94	95	84	90	100	90	92	97	83	93
1 year.....	22	9	4	45	24	5	5	9	13	7	14	23	37	5	3	23	29	5	26	20	49
3 years.....	69	62	8	89	61	69	38	46	64	77	47	82	68	60	22	61	65	15	91	50	86
5 years.....	99	99	94	96	97	99	93	96	96	95	85	94	95	84	90	99	87	89	96	76	93
3 weeks or more.....	84	96	25	77	84	98	57	91	85	84	55	68	66	48	42	90	57	83	57	29	83
5 years.....	8	3	3	23	6	7	4	2	3	4	1	2	3	1	2	6	13	( <sup>3</sup> )	8	11	37
10 years.....	51	60	6	63	51	81	24	30	61	62	45	19	8	34	39	65	36	9	40	11	71
15 years.....	82	96	23	75	84	98	54	91	85	83	55	67	66	48	42	89	53	29	57	24	78
20 years.....	83	96	23	77	84	98	55	91	85	84	55	68	66	48	42	90	57	83	57	26	83
4 weeks or more.....	55	61	6	36	52	83	22	52	55	60	36	34	20	13	12	62	25	4	39	10	46
10 years.....	2	1	-	5	2	6	1	( <sup>3</sup> )	1	3	-	( <sup>3</sup> )	-	-	-	3	5	( <sup>3</sup> )	4	6	( <sup>3</sup> )
15 years.....	4	4	2	12	6	8	4	1	3	3	-	1	-	-	-	4	7	( <sup>3</sup> )	4	6	22
20 years.....	30	34	5	27	32	21	13	24	19	5	24	10	19	11	5	29	9	1	13	10	40
25 years.....	54	61	6	36	52	83	22	52	55	60	36	34	20	13	12	62	25	4	39	10	46
	Office workers																				
2 weeks or more.....	100	99	99	99	99	100	98	100	99	98	98	98	99	99	95	100	97	98	99	94	99
1 year.....	95	85	61	93	89	88	58	91	79	66	75	65	82	71	40	86	92	80	85	33	87
3 years.....	99	95	69	99	96	97	76	97	92	92	94	95	93	96	78	96	95	93	98	80	99
5 years.....	100	99	97	99	99	100	93	100	99	98	98	98	99	99	95	99	97	98	99	94	99
3 weeks or more.....	94	97	19	92	93	99	67	98	94	85	65	83	84	68	52	93	86	82	72	46	91
5 years.....	14	17	7	26	7	12	9	33	9	5	6	11	7	9	-	15	29	3	21	13	42
10 years.....	68	82	13	84	69	78	30	69	73	53	44	31	17	49	49	70	79	18	59	13	85
15 years.....	92	97	17	91	93	98	61	95	94	85	64	83	84	68	52	92	86	82	72	43	90
20 years.....	92	97	17	92	93	98	62	98	94	85	64	83	84	68	52	93	86	82	72	46	91
4 weeks or more.....	58	84	10	71	63	86	19	70	60	51	38	51	19	17	35	63	33	53	38	15	77
10 years.....	2	3	-	13	1	8	( <sup>3</sup> )	23	1	2	-	7	-	-	-	7	( <sup>3</sup> )	3	4	2	8
15 years.....	5	14	4	20	5	11	6	31	6	10	5	7	4	-	-	12	24	3	4	2	54
20 years.....	34	67	9	50	43	38	16	55	47	39	22	14	17	5	2	37	31	52	23	13	72
25 years.....	56	84	10	71	63	86	19	70	60	51	38	51	19	17	35	63	33	53	38	15	77

See footnotes at end of table.

Table B-9. Paid Vacations<sup>1</sup>—Manufacturing—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1964 through June 1965)

Amount of vacation pay <sup>2</sup> and service period	North Central												West				
	Chicago	Cleveland	Columbus	Davenport-Rock Island-Moline	Detroit	Green Bay	Milwaukee	Minneapolis-St. Paul	St. Louis	Toledo	Waterloo	Wichita	Los Angeles-Long Beach	Salt Lake City	San Diego	San Francisco-Oakland	Spokane
Plant workers																	
2 weeks or more .....	99	100	93	99	100	100	100	100	99	98	100	99	98	98	100	100	100
1 year .....	18	11	13	7	4	3	3	12	11	19	1	46	34	35	77	28	-
3 years .....	83	42	39	28	28	21	42	89	69	39	36	95	89	79	100	87	97
5 years .....	99	99	92	96	100	100	98	99	99	82	100	97	98	98	100	100	100
3 weeks or more .....	96	94	86	92	95	100	97	93	95	95	98	54	90	81	82	97	97
5 years .....	8	6	3	1	5	1	9	15	7	18	-	2	14	8	16	18	-
10 years .....	63	33	39	20	19	64	63	68	58	40	29	44	49	31	28	81	91
15 years .....	96	94	86	92	94	100	97	92	94	92	96	54	90	80	82	97	97
20 years .....	96	94	86	92	95	100	97	93	94	95	98	54	90	81	82	97	97
4 weeks or more .....	58	59	37	74	19	80	77	54	45	42	80	6	26	15	9	58	70
10 years .....	2	( <sup>3</sup> )	-	1	1	-	6	2	5	7	-	-	2	3	-	5	-
15 years .....	5	1	2	1	3	2	11	6	6	14	-	-	7	3	6	6	-
20 years .....	28	21	16	9	10	47	53	42	29	19	26	6	15	14	8	34	18
25 years .....	58	58	37	74	19	80	77	53	45	42	80	6	26	15	9	58	70
Office workers																	
2 weeks or more .....	100	100	100	99	100	100	100	100	100	100	99	99	99	99	100	100	100
1 year .....	82	93	81	93	96	84	50	80	75	88	47	53	87	73	92	99	77
3 years .....	99	99	95	99	99	92	92	99	98	100	95	99	98	96	100	100	100
5 years .....	100	100	99	99	100	100	99	99	99	100	99	99	99	99	100	100	100
3 weeks or more .....	97	96	88	98	99	96	98	96	97	93	97	98	95	92	81	99	94
5 years .....	18	6	8	7	70	3	20	17	14	16	-	4	16	4	9	19	40
10 years .....	74	53	47	72	90	63	72	84	67	64	79	94	48	67	19	93	82
15 years .....	97	94	88	98	99	96	98	96	96	93	96	98	95	92	81	99	94
20 years .....	97	96	88	98	99	96	98	96	96	93	97	98	95	92	81	99	94
4 weeks or more .....	70	60	38	73	82	77	91	60	63	75	77	2	33	37	7	71	70
10 years .....	7	( <sup>3</sup> )	-	( <sup>3</sup> )	20	-	5	2	6	8	-	-	4	2	-	2	-
15 years .....	14	2	3	( <sup>3</sup> )	68	( <sup>3</sup> )	23	5	9	11	1	-	11	2	2	9	9
20 years .....	37	35	14	13	77	48	73	48	44	51	36	2	19	36	3	56	68
25 years .....	70	60	38	73	82	77	91	60	63	75	77	2	33	37	7	70	70

<sup>1</sup> 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 in the steel, aluminum, and can industries.

<sup>2</sup> Includes percentage or flat-sum type payments converted to equivalent weeks' pay. See footnote 2, table B-8.

<sup>3</sup> Less than 0.5 percent.

Table B-10. Paid Vacations<sup>1</sup>—Public Utilities<sup>2</sup>

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1964 through June 1965)

Amount of vacation pay <sup>3</sup> and service period	Northeast								South												
	Boston <sup>4</sup>	Buffalo	Man- chester	New York <sup>4</sup>	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket	Tren- ton	Balti- more	Birming- ham <sup>4</sup>	Chatta- nooga <sup>4</sup>	Dallas <sup>4</sup>	Fort Worth	Jackson- ville <sup>4</sup>	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City	San An- tonio <sup>4</sup>	Wash- ington
	Plant workers																				
2 weeks or more .....	100	100	100	100	100	100	100	100	100	95	100	100	100	98	100	100	95	97	100	90	99
1 year .....	72	32	74	78	21	10	55	81	32	23	7	43	14	12	16	9	40	1	58	10	34
3 years .....	90	100	85	98	74	88	88	100	96	94	94	99	95	95	97	90	94	100	87	94	94
5 years .....	100	100	100	98	100	100	100	100	100	95	100	99	100	98	97	100	95	96	100	87	99
3 weeks or more .....	100	100	100	98	100	97	94	100	100	91	91	87	92	95	96	100	75	94	96	75	96
5 years .....	5	-	-	21	3	-	1	10	2	-	-	-	2	-	3	1	(5)	7	-	11	-
10 years .....	75	73	64	81	66	55	70	90	46	44	35	39	25	46	20	34	43	24	35	49	69
15 years .....	100	100	100	98	100	97	94	100	100	91	91	87	92	95	96	100	75	90	90	75	95
20 years .....	100	100	100	98	100	97	94	100	100	91	91	87	92	95	96	100	75	90	96	75	96
4 weeks or more .....	87	73	64	90	87	92	93	90	82	82	46	59	24	83	35	84	67	84	45	70	78
10 years .....	2	-	-	4	(5)	-	3	-	1	-	-	-	-	-	-	-	-	(5)	-	-	-
15 years .....	2	1	-	13	19	-	3	-	1	2	-	-	-	-	3	-	-	(5)	-	-	13
20 years .....	49	49	38	56	65	64	67	53	27	42	6	29	4	49	9	44	29	43	20	28	44
25 years .....	87	73	64	90	87	92	93	90	82	82	46	59	24	83	35	84	67	84	45	70	78
	Office workers																				
2 weeks or more .....	100	100	100	100	100	100	100	98	100	99	100	100	100	99	100	100	100	99	100	99	99
1 year .....	84	38	90	95	37	38	77	84	48	45	18	48	18	10	32	8	47	12	74	18	42
3 years .....	97	100	94	100	95	96	94	98	98	99	97	100	98	99	99	99	99	99	100	96	98
5 years .....	100	100	100	100	100	100	100	98	100	99	100	100	100	99	100	100	100	99	100	96	99
3 weeks or more .....	97	99	97	99	100	99	96	98	99	98	86	94	94	94	97	98	92	91	97	71	99
5 years .....	3	-	-	26	7	-	3	2	(5)	-	-	-	1	-	2	10	1	7	-	4	-
10 years .....	82	56	88	89	45	65	84	90	31	62	25	36	29	43	61	34	57	39	51	46	78
15 years .....	97	99	97	99	100	99	96	98	99	98	86	92	94	94	97	98	92	90	97	71	99
20 years .....	97	99	97	99	100	99	96	98	99	98	86	94	94	94	97	98	92	90	97	71	99
4 weeks or more .....	73	57	88	85	67	95	88	84	72	81	36	50	28	88	62	78	71	84	47	64	74
10 years .....	-	-	-	6	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 years .....	-	1	-	17	2	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	3
20 years .....	34	29	31	52	35	65	52	17	7	21	5	16	-	55	4	50	23	41	11	21	30
25 years .....	73	56	88	85	67	95	88	84	72	81	36	50	28	88	62	70	71	84	47	64	74

See footnotes at end of table.

Table B-10. Paid Vacations<sup>1</sup>—Public Utilities<sup>2</sup>—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1964 through June 1965)

Amount of vacation pay <sup>3</sup> and service period	North Central												West				
	Chicago <sup>4</sup>	Cleveland <sup>4</sup>	Columbus	Davenport— Rock Island— Moline	Detroit <sup>4</sup>	Green Bay	Milwaukee	Minneapolis— St. Paul	St. Louis	Toledo	Water- loo	Wichita	Los Angeles— Long Beach <sup>4</sup>	Salt Lake City	San Diego	San Francisco— Oakland <sup>4</sup>	Spokane
Plant workers																	
2 weeks or more.....	98	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year.....	24	29	7	3	29	30	19	16	12	5	-	15	22	13	10	49	6
3 years.....	98	98	100	100	100	100	100	94	99	100	100	98	99	100	100	100	100
5 years.....	98	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
3 weeks or more.....	98	100	100	100	97	100	100	100	100	97	97	92	99	96	100	100	100
5 years.....	1	2	4	-	( <sup>5</sup> )	-	2	-	9	-	-	9	-	20	22	-	-
10 years.....	39	54	65	47	62	51	62	56	52	43	38	51	59	32	89	89	42
15 years.....	98	100	100	100	97	100	100	100	100	97	97	92	99	96	100	100	100
20 years.....	98	100	100	100	97	100	100	100	100	97	97	92	99	96	100	100	100
4 weeks or more.....	95	72	76	52	92	66	97	94	71	96	64	65	94	63	91	94	100
10 years.....	-	-	4	-	-	-	-	-	1	-	-	-	4	-	5	21	-
15 years.....	-	-	4	-	2	-	14	5	9	-	-	-	8	-	5	21	6
20 years.....	72	46	28	28	65	50	79	71	54	61	32	26	55	21	55	67	78
25 years.....	95	72	76	52	92	66	97	94	71	96	64	65	94	63	91	94	100
Office workers																	
2 weeks or more.....	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
1 year.....	47	48	7	19	43	43	30	22	15	23	8	15	19	8	49	28	2
3 years.....	100	97	100	100	100	100	99	99	100	100	100	100	100	100	100	100	100
5 years.....	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
3 weeks or more.....	99	91	100	98	96	99	95	99	99	94	88	91	99	97	99	100	99
5 years.....	1	1	-	-	2	-	1	-	3	-	-	-	5	-	6	15	-
10 years.....	40	64	74	58	69	56	82	60	52	49	24	52	65	45	94	75	48
15 years.....	99	91	100	98	96	99	95	99	99	94	88	91	99	97	99	100	99
20 years.....	99	91	100	98	96	99	95	99	99	94	88	91	99	97	99	100	99
4 weeks or more.....	91	64	75	60	93	69	94	85	63	94	50	67	95	65	95	87	99
10 years.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-
15 years.....	-	-	-	-	( <sup>5</sup> )	-	2	1	1	-	-	-	1	-	-	8	5
20 years.....	72	30	9	37	65	59	58	63	40	52	31	36	47	7	50	52	70
25 years.....	91	64	75	60	93	69	94	85	63	94	50	67	95	65	95	87	99

<sup>1</sup> 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 in the steel, aluminum, and can industries.

<sup>2</sup> Transportation, communication, and other public utilities.

<sup>3</sup> Includes percentage or flat-sum type payments converted to equivalent weeks' pay. See footnote 2, table B-8.

<sup>4</sup> Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.

<sup>5</sup> Less than 0.5 percent.

Table B-11. Health, Insurance, and Pension Plans—All Industries

(Percent distribution of plant and office workers with formal provisions, <sup>1</sup> by type of plan, July 1964 through June 1965)

Metropolitan area	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan			
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting period)			Sick leave (partial pay or waiting period)		
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total <sup>2</sup>	All plans	Non-contributory plans	All plans		Non-contributory plans		
Plant workers																				
Northeast																				
Boston <sup>3</sup> .....	93	59	63	36	90	54	89	54	80	46	39	19	93	74	47	20	13	74	59	2
Buffalo.....	94	74	54	44	95	75	94	74	66	52	21	16	81	71	56	14	5	78	68	1
Manchester.....	88	54	65	37	91	38	91	38	77	39	20	6	85	81	47	5	3	57	51	1
New York <sup>3</sup> .....	93	77	54	42	95	79	93	78	75	60	26	20	80	60	53	36	9	83	74	2
Philadelphia.....	95	71	49	40	90	73	88	73	69	57	25	16	91	80	64	12	8	33	72	( <sup>4</sup> )
Pittsburgh.....	98	87	40	33	96	83	94	81	45	37	21	15	90	83	77	7	3	88	80	2
Providence-Pawtucket.....	87	59	64	43	92	68	95	68	83	61	20	7	49	40	21	11	2	50	45	1
Trenton.....	93	83	56	49	95	71	93	70	83	62	21	16	52	47	39	6	4	74	65	3
South																				
Baltimore.....	91	55	42	24	83	60	84	60	53	35	29	18	90	75	55	12	12	82	75	2
Birmingham <sup>3</sup> .....	89	70	34	21	82	60	83	60	39	21	20	13	75	60	52	13	11	65	60	7
Chattanooga <sup>3</sup> .....	84	44	46	24	88	46	87	46	36	24	30	15	64	58	29	10	4	57	46	9
Dallas <sup>3</sup> .....	86	42	48	21	86	38	86	38	60	25	38	16	53	35	16	11	13	57	41	7
Fort Worth.....	87	43	58	25	94	39	94	39	70	24	51	15	60	45	23	28	6	52	40	4
Jacksonville <sup>3</sup> .....	84	37	50	15	88	31	86	29	63	21	50	19	49	32	12	14	11	52	38	7
Little Rock-North Little Rock <sup>3</sup> .....	81	42	46	23	86	42	80	35	61	28	39	24	66	58	26	12	4	48	32	8
Louisville.....	91	58	66	39	92	55	91	53	76	44	38	16	85	70	43	10	14	74	53	4
New Orleans.....	80	41	44	15	71	33	68	32	43	22	29	15	60	43	21	14	11	55	42	13
Norfolk-Portsmouth and Newport News-Hampton.....	84	25	64	15	87	21	87	21	75	19	29	12	71	32	13	42	6	57	17	10
Oklahoma City <sup>3</sup> .....	84	36	63	19	82	25	82	25	59	17	47	18	64	29	8	21	21	49	40	8
San Antonio <sup>3</sup> .....	82	37	44	13	83	28	82	27	47	17	51	17	48	22	8	19	13	40	23	9
Washington.....	87	47	60	29	86	43	83	40	51	23	47	19	80	58	33	35	23	66	42	7
North Central																				
Chicago <sup>3</sup> .....	93	57	59	32	97	56	96	56	77	47	43	21	89	73	42	10	15	65	53	1
Cleveland <sup>3</sup> .....	98	72	61	45	88	69	88	70	58	48	21	11	92	86	65	6	4	81	77	2
Columbus.....	90	51	72	30	91	46	92	47	57	29	41	21	83	73	38	17	7	69	61	4
Davenport-Rock Island-Moline.....	93	77	66	54	93	76	93	76	81	66	20	12	88	81	70	3	9	73	70	4
Detroit <sup>3</sup> .....	98	85	67	56	97	83	97	83	85	72	10	7	95	86	76	7	7	87	84	1
Green Bay.....	83	57	66	48	99	38	94	38	77	35	40	28	88	80	47	4	7	74	68	1
Milwaukee.....	95	63	58	37	96	51	96	51	83	47	41	18	94	81	49	6	10	76	67	1
Minneapolis-St. Paul.....	88	65	43	30	92	66	91	66	83	60	34	19	86	66	50	17	13	66	56	4
St. Louis.....	96	63	67	42	93	64	94	64	83	55	26	10	93	76	52	15	15	81	66	1
Toledo.....	97	71	72	55	98	72	97	70	83	48	26	7	92	81	61	5	8	81	73	-
Waterloo.....	99	82	88	76	98	77	98	77	95	74	16	7	91	86	71	4	3	83	70	-
Wichita.....	94	46	70	39	95	43	95	43	91	41	79	37	93	81	37	39	32	72	68	4
West																				
Los Angeles-Long Beach <sup>3</sup> .....	92	64	78	51	98	68	98	68	93	65	61	40	66	20	10	39	19	76	63	1
Salt Lake City.....	94	41	67	29	96	39	96	39	82	36	71	28	79	51	22	35	18	64	49	2
San Diego.....	98	76	87	64	99	72	99	72	89	64	81	60	71	23	3	47	20	57	48	( <sup>4</sup> )
San Francisco-Oakland <sup>3</sup> .....	98	85	64	57	100	83	99	83	97	81	53	41	79	17	11	26	44	95	74	-
Spokane.....	90	62	50	24	88	62	88	62	83	62	44	30	77	66	57	6	24	71	56	3

See footnotes at end of table.

Table B-11. Health, Insurance, and Pension Plans—All Industries—Continued

(Percent distribution of plant and office workers with formal provisions,<sup>1</sup> by type of plan, July 1964 through June 1965)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total <sup>2</sup>	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		Retirement pension plan	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				All plans	Non-contributory plans
Office workers																				
<b>Northeast</b>																				
Boston <sup>3</sup> .....	95	56	58	26	92	43	92	43	82	34	73	31	79	39	15	65	5	87	61	( <sup>4</sup> )
Buffalo.....	96	65	49	29	94	67	92	64	75	52	62	36	83	51	39	68	3	84	67	1
Manchester.....	92	73	72	39	92	55	94	58	71	39	66	39	82	38	24	63	2	71	65	1
New York <sup>3</sup> .....	96	62	50	30	86	49	84	46	72	34	69	30	75	37	25	55	6	85	61	1
Philadelphia.....	96	59	42	23	82	48	77	44	63	38	57	29	75	40	25	55	7	87	70	1
Pittsburgh.....	98	67	39	24	84	59	83	57	63	44	55	33	72	47	38	58	1	88	70	1
Providence-Pawtucket.....	87	52	60	36	96	69	96	68	91	66	52	35	61	24	10	48	1	68	58	1
Trenton.....	97	60	48	34	97	57	97	57	91	53	70	55	85	41	20	67	7	83	50	1
<b>South</b>																				
Baltimore.....	96	47	46	21	82	49	84	50	71	41	75	44	78	43	28	52	6	87	69	1
Birmingham <sup>3</sup> .....	97	58	50	24	76	44	77	44	59	32	44	23	70	31	22	50	10	77	57	2
Chattanooga <sup>3</sup> .....	96	40	47	19	95	36	95	36	77	31	74	28	70	38	20	51	4	80	47	2
Dallas <sup>3</sup> .....	98	43	46	17	92	36	92	36	77	27	63	21	63	28	10	39	13	78	50	1
Fort Worth.....	94	38	67	17	98	23	98	23	76	14	71	13	76	46	11	59	6	69	47	( <sup>4</sup> )
Jacksonville <sup>3</sup> .....	98	42	57	16	97	30	97	30	80	23	86	34	73	18	6	50	12	80	58	( <sup>4</sup> )
Little Rock-North Little Rock <sup>3</sup> .....	92	38	67	15	93	28	91	26	74	23	72	28	69	52	23	42	10	74	53	3
Louisville.....	92	46	54	22	91	37	90	37	82	34	69	40	67	38	18	45	8	74	52	3
New Orleans.....	95	55	54	19	77	39	75	39	65	33	48	25	66	33	21	30	18	72	52	2
Norfolk-Portsmouth and Newport News-Hampton.....	92	37	66	18	95	33	95	33	81	32	67	33	69	26	6	46	8	70	33	2
Oklahoma City <sup>3</sup> .....	93	28	70	20	89	15	89	15	65	12	62	16	66	31	3	40	12	67	45	2
San Antonio <sup>3</sup> .....	95	41	50	25	97	41	95	39	56	16	69	15	64	9	5	50	8	57	36	1
Washington.....	94	48	52	23	84	36	82	33	64	27	75	37	79	32	13	61	12	87	54	1
<b>North Central</b>																				
Chicago <sup>3</sup> .....	96	44	53	21	94	36	93	35	79	31	72	24	79	44	18	48	13	72	45	1
Cleveland <sup>3</sup> .....	97	64	64	38	86	46	83	44	62	33	53	20	73	49	32	49	6	82	71	1
Columbus.....	96	46	61	14	91	35	90	34	68	19	64	20	76	46	22	51	8	89	71	( <sup>4</sup> )
Davenport-Rock Island-Moline.....	96	80	63	48	96	75	96	75	85	67	37	23	50	29	21	26	5	81	73	2
Detroit <sup>3</sup> .....	97	79	65	52	96	68	96	68	92	66	66	35	89	64	54	60	20	88	73	1
Green Bay.....	91	55	69	40	99	54	97	54	84	42	67	42	82	53	38	40	3	72	66	( <sup>4</sup> )
Milwaukee.....	96	65	59	35	97	47	96	46	86	42	69	21	86	59	33	50	8	85	65	1
Minneapolis-St. Paul.....	93	54	43	20	92	43	91	43	87	41	69	27	78	37	21	52	6	80	48	2
St. Louis.....	95	58	55	32	89	50	90	51	84	47	56	28	76	48	27	44	11	78	50	2
Toledo.....	94	59	69	44	88	51	88	51	77	36	66	26	83	60	37	58	6	84	69	-
Waterloo.....	99	52	88	45	96	65	96	65	90	63	51	11	62	46	5	21	28	79	31	-
Wichita.....	95	15	77	42	94	41	94	41	89	40	89	41	94	43	4	50	33	82	77	1
<b>West</b>																				
Los Angeles-Long Beach <sup>3</sup> .....	98	52	77	35	97	44	97	44	91	41	85	41	83	21	9	76	3	82	62	( <sup>4</sup> )
Salt Lake City.....	99	45	52	21	99	34	99	34	92	32	79	32	72	38	10	50	9	83	51	-
San Diego.....	99	69	82	49	99	57	99	57	84	44	92	53	87	27	( <sup>4</sup> )	65	18	77	59	( <sup>4</sup> )
San Francisco-Oakland <sup>3</sup> .....	97	55	63	35	98	52	98	52	91	46	84	39	79	20	10	64	12	85	60	( <sup>4</sup> )
Spokane.....	90	43	51	15	76	30	76	30	73	30	78	35	79	45	34	53	12	78	50	1

<sup>1</sup> "All plans" include those plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans such as workmen's compensation, social security, and railroad retirement.

<sup>2</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

<sup>3</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

<sup>4</sup> Less than 0.5 percent.

Table B-12. Health, Insurance, and Pension Plans—Manufacturing

(Percent distribution of plant and office workers with formal provisions, <sup>1</sup> by type of plan, July 1964 through June 1965)

Metropolitan area	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan			
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting)	Sick leave (partial pay or waiting)		All plans	Non-contributory plans	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total <sup>2</sup>	All plans						Non-contributory plans
Plant workers																				
<u>Northeast</u>																				
Boston.....	96	65	66	46	96	64	96	64	84	54	42	18	98	91	61	7	5	84	68	-
Buffalo.....	98	79	55	47	99	82	98	81	67	55	16	12	85	83	65	9	3	85	77	( <sup>3</sup> )
Manchester.....	87	57	62	41	91	38	91	38	75	39	11	3	86	86	51	1	-	61	56	-
New York.....	95	79	49	44	97	89	96	88	76	65	16	11	77	65	62	35	4	81	76	2
Philadelphia.....	97	74	50	40	95	79	94	79	72	60	25	16	96	92	72	7	5	84	72	-
Pittsburgh.....	100	93	31	26	99	92	98	90	42	37	15	12	96	95	89	( <sup>3</sup> )	1	95	89	-
Providence-Pawtucket.....	86	59	64	46	94	71	98	70	86	63	20	6	42	39	19	5	1	49	45	-
Trenton.....	99	91	62	58	100	81	98	79	90	71	23	17	55	53	42	5	1	82	71	-
<u>South</u>																				
Baltimore.....	99	66	45	28	95	72	95	72	58	39	27	18	96	91	67	3	7	86	81	-
Birmingham.....	95	84	29	22	89	79	89	79	36	22	15	11	85	79	74	7	8	76	76	2
Chattanooga.....	85	45	47	28	88	50	88	50	33	25	27	12	69	67	35	10	2	62	50	8
Dallas.....	89	45	48	22	93	45	93	45	57	25	32	13	50	42	14	9	8	62	52	4
Fort Worth.....	97	47	69	35	96	51	96	51	73	31	41	12	72	66	34	36	5	68	65	2
Jacksonville.....	80	23	63	17	89	30	87	28	76	21	61	10	40	33	12	5	7	53	44	8
Little Rock-North Little Rock.....	78	41	44	31	88	48	77	38	62	28	26	18	71	69	36	2	1	50	38	10
Louisville.....	98	65	76	47	98	62	98	62	83	50	40	15	95	90	55	5	8	87	65	-
New Orleans.....	83	37	51	12	78	37	78	37	41	22	24	13	73	66	34	15	-	64	54	12
Norfolk-Portsmouth and Newport News-Hampton.....	95	18	82	15	98	19	98	19	87	16	14	6	89	33	17	58	1	81	21	2
Oklahoma City.....	96	30	75	18	94	30	94	30	75	21	63	27	68	40	11	7	26	59	58	4
San Antonio.....	81	44	44	25	93	38	93	38	47	20	52	19	37	26	17	13	2	34	21	4
Washington.....	90	40	62	27	90	38	81	30	61	19	56	23	85	70	52	29	3	57	55	3
<u>North Central</u>																				
Chicago.....	96	60	63	37	98	60	98	59	78	50	39	21	95	84	50	6	12	69	57	( <sup>3</sup> )
Cleveland.....	98	73	66	46	94	77	94	78	70	61	18	9	95	95	70	2	2	90	88	1
Columbus.....	96	57	84	41	95	55	96	57	67	39	42	23	92	90	54	19	1	83	79	2
Davenport-Rock Island-Moline.....	96	84	72	63	99	85	99	85	88	74	13	5	96	96	83	2	5	83	83	1
Detroit.....	99	90	71	62	99	94	99	94	90	86	4	3	99	98	88	3	( <sup>3</sup> )	97	96	-
Green Bay.....	86	62	77	63	99	31	99	31	78	28	34	23	93	88	53	4	5	74	72	1
Milwaukee.....	98	61	66	41	100	54	99	54	88	52	40	17	98	97	57	1	1	83	77	-
Minneapolis-St. Paul.....	90	73	34	28	96	77	94	76	86	71	22	14	91	75	63	14	13	69	66	3
St. Louis.....	99	59	75	43	96	64	96	64	86	56	21	6	99	91	58	17	8	87	69	-
Toledo.....	97	66	77	55	100	70	100	69	88	44	25	2	97	91	63	4	4	91	87	-
Waterloo.....	100	87	95	85	99	85	99	85	98	85	7	3	96	96	80	( <sup>3</sup> )	1	89	78	-
Wichita.....	99	51	75	48	99	52	99	52	96	50	86	43	99	96	49	45	35	84	83	-
<u>West</u>																				
Los Angeles-Long Beach.....	95	60	85	54	100	67	100	67	95	63	61	35	65	22	12	43	12	74	64	-
Salt Lake City.....	98	48	75	44	100	56	100	56	86	56	60	31	90	66	36	39	24	70	59	-
San Diego.....	100	84	94	80	100	85	100	85	82	68	86	72	80	47	7	68	3	68	68	-
San Francisco-Oakland.....	98	88	70	60	100	88	100	88	95	84	39	29	70	22	17	11	41	100	80	-
Spokane.....	97	84	42	30	94	83	94	83	94	83	14	11	92	88	79	-	14	83	75	3

See footnotes at end of table.



Table B-12. Health, Insurance, and Pension Plans—Manufacturing—Continued

(Percent distribution of plant and office workers with formal provisions, <sup>1</sup> by type of plan, July 1964 through June 1965)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total <sup>2</sup>	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		Retirement pension plan	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				All plans	Non-contributory plans
Office workers																				
<u>Northeast</u>																				
Boston.....	95	50	68	37	97	53	97	53	90	47	68	31	89	60	27	79	1	89	59	1
Buffalo.....	97	67	62	42	98	73	97	71	80	58	51	24	89	80	62	67	1	91	75	1
Manchester.....	81	56	72	55	82	39	91	48	62	32	18	4	85	85	56	53	-	44	36	1
New York.....	95	70	50	33	93	60	91	57	73	43	65	35	85	43	31	70	4	81	60	2
Philadelphia.....	97	60	51	32	93	69	90	66	76	56	51	33	87	69	44	62	4	92	67	1
Pittsburgh.....	99	74	33	24	99	80	98	78	77	64	44	28	83	67	57	72	-	95	81	( <sup>3</sup> )
Providence-Pawtucket.....	82	54	58	40	96	67	97	65	90	61	35	15	51	32	13	34	-	63	56	( <sup>3</sup> )
Trenton.....	99	62	45	38	99	60	99	60	94	55	68	47	92	46	26	86	-	88	50	-
<u>South</u>																				
Baltimore.....	99	56	54	29	91	60	93	60	74	44	60	29	93	72	50	53	6	91	79	-
Birmingham.....	96	84	40	32	87	76	87	76	60	51	35	22	77	67	60	59	6	83	74	2
Chattanooga.....	94	44	51	22	95	44	95	44	65	36	60	26	78	62	21	43	2	80	59	2
Dallas.....	96	41	53	18	98	35	98	35	70	21	53	16	71	52	11	50	5	79	51	( <sup>3</sup> )
Fort Worth.....	99	33	84	24	97	26	97	26	81	13	69	6	87	76	19	79	1	80	79	1
Jacksonville.....	95	23	67	18	91	19	90	18	80	11	82	13	66	37	6	36	5	73	40	3
Little Rock-North Little Rock.....	94	34	60	22	95	39	91	34	51	22	59	19	79	73	22	54	1	72	50	1
Louisville.....	98	51	83	44	98	55	98	55	89	48	73	36	83	73	36	54	-	89	61	-
New Orleans.....	95	43	59	10	57	38	57	38	43	29	12	4	88	39	29	55	23	91	82	3
Norfolk-Portsmouth and Newport News-Hampton.....	99	19	85	8	99	19	99	19	76	18	30	9	76	27	8	59	-	87	34	( <sup>3</sup> )
Oklahoma City.....	99	13	60	11	98	17	98	17	82	11	78	20	77	47	4	47	17	73	46	1
San Antonio.....	86	53	43	29	92	46	92	46	62	35	51	17	52	26	22	31	1	52	27	2
Washington.....	96	42	69	35	92	48	89	45	76	42	76	43	96	46	19	80	1	80	64	2
<u>North Central</u>																				
Chicago.....	99	49	57	28	94	43	93	42	81	37	64	26	86	62	31	49	10	74	54	( <sup>3</sup> )
Cleveland.....	98	70	66	48	93	66	90	63	67	48	48	21	85	69	47	62	1	90	80	1
Columbus.....	95	49	79	25	95	34	96	35	66	23	66	25	87	74	35	63	-	91	80	( <sup>3</sup> )
Davenport-Rock Island-Moline.....	98	85	78	68	99	85	99	85	92	78	22	11	53	44	34	26	-	92	91	( <sup>3</sup> )
Detroit.....	99	91	75	67	99	91	99	91	98	90	68	31	96	94	86	69	18	97	90	( <sup>3</sup> )
Green Bay.....	91	68	82	69	99	60	99	60	75	35	44	35	84	81	66	27	-	83	73	( <sup>3</sup> )
Milwaukee.....	99	66	72	47	100	65	99	65	90	58	61	15	95	90	55	49	1	88	79	-
Minneapolis-St. Paul.....	96	67	32	22	96	72	96	72	93	70	58	40	89	50	37	55	3	81	51	1
St. Louis.....	97	51	73	44	95	56	93	54	87	50	46	17	81	71	39	53	1	90	61	2
Toledo.....	98	58	82	47	98	51	98	51	94	38	69	15	90	82	46	70	1	93	79	-
Waterloo.....	100	54	94	53	99	82	99	82	99	82	42	4	56	55	6	6	35	91	38	-
Wichita.....	99	4	89	47	97	50	97	50	96	50	94	48	99	52	2	49	42	94	93	-
<u>West</u>																				
Los Angeles-Long Beach.....	99	54	94	52	99	55	99	55	92	51	83	41	84	19	10	79	2	85	68	-
Salt Lake City.....	100	47	43	28	100	61	100	61	90	61	62	28	95	77	15	78	9	82	53	-
San Diego.....	100	84	99	88	99	87	99	87	77	65	91	85	95	45	1	93	1	83	81	-
San Francisco-Oakland.....	94	57	64	36	100	69	100	69	98	67	63	26	74	23	14	68	4	96	60	-
Spokane.....	99	65	40	19	95	72	95	72	95	71	59	10	92	75	59	55	5	84	35	1

<sup>1</sup> "All plans" include those plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans such as workmen's compensation, social security, and railroad retirement.

<sup>2</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

<sup>3</sup> Less than 0.5 percent.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities<sup>1</sup>(Percent distribution of plant and office workers with formal provisions,<sup>2</sup> by type of plan, July 1964 through June 1965)

Metropolitan area	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan			
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total <sup>3</sup>	Sickness and accident insurance		Sick leave (full pay and no waiting period)		Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers																				
<b>Northeast</b>																				
Boston <sup>4</sup> .....	98	80	78	36	100	53	100	53	84	37	88	72	91	36	23	30	37	84	76	-
Buffalo.....	99	69	53	29	100	69	100	69	82	52	72	62	76	46	33	27	19	73	68	-
Manchester.....	100	68	91	33	100	65	100	65	100	65	63	37	97	33	33	38	26	88	88	-
New York <sup>4</sup> .....	99	67	72	20	100	48	100	48	96	45	75	67	84	41	22	34	35	85	64	-
Philadelphia.....	98	40	47	19	69	37	69	50	60	44	45	42	86	53	40	23	28	89	85	-
Pittsburgh.....	100	59	53	16	100	46	100	46	82	37	78	48	69	22	13	23	26	68	48	-
Providence-Pawtucket.....	99	55	77	23	100	66	100	66	100	66	37	35	82	56	28	21	23	87	83	-
Trenton.....	100	66	47	10	100	29	100	29	57	20	47	47	90	53	53	34	37	90	81	-
<b>South</b>																				
Baltimore.....	99	34	41	17	100	75	100	75	90	65	71	69	87	57	53	53	13	80	80	-
Birmingham <sup>4</sup> .....	92	75	48	19	95	63	95	63	82	50	64	53	64	30	21	21	30	62	52	5
Chattanooga <sup>4</sup> .....	100	91	40	2	100	53	100	53	94	46	85	74	46	13	2	9	29	46	40	-
Dallas <sup>4</sup> .....	100	52	58	20	94	48	94	48	75	35	72	50	78	34	27	23	37	75	53	-
Fort Worth.....	98	72	33	7	98	57	98	57	92	54	82	68	56	13	6	26	21	46	35	-
Jacksonville <sup>4</sup> .....	97	89	47	19	98	61	98	61	92	57	78	77	53	24	18	3	30	53	50	2
Little Rock-North Little Rock.....	100	91	31	9	94	67	94	67	80	58	83	75	47	31	26	18	17	42	28	-
Louisville.....	99	71	61	19	100	54	100	54	91	51	79	53	67	23	21	5	41	66	36	-
New Orleans.....	92	81	54	29	91	63	91	63	74	50	68	57	53	31	24	3	31	71	42	5
Norfolk-Portsmouth and Newport News-Hampton.....	98	68	44	8	96	44	96	44	89	38	83	73	66	23	12	46	-	62	40	2
Oklahoma City.....	100	76	80	37	100	50	100	50	81	34	53	42	75	25	14	26	30	77	67	-
San Antonio <sup>4</sup> .....	93	78	67	19	95	40	95	40	84	35	81	75	75	13	11	23	42	63	50	5
Washington.....	92	56	60	15	97	35	97	35	86	33	89	57	81	67	20	32	44	81	42	2
<b>North Central</b>																				
Chicago <sup>4</sup> .....	97	85	52	24	97	59	97	59	91	53	74	56	75	43	26	28	23	71	60	-
Cleveland <sup>4</sup> .....	100	89	55	30	100	57	100	57	71	28	66	57	75	30	29	28	25	75	67	-
Columbus.....	98	63	76	15	100	40	100	40	80	32	78	55	76	41	16	15	34	81	52	-
Davenport-Rock Island-Moline.....	100	97	38	12	98	72	98	72	90	64	95	92	60	14	14	-	46	61	59	-
Detroit <sup>4</sup> .....	97	68	53	25	100	45	100	45	93	39	68	66	83	26	23	32	31	81	79	-
Green Bay.....	100	94	48	26	100	78	100	78	93	71	64	68	48	26	26	6	16	72	72	-
Milwaukee.....	100	76	42	20	100	43	100	43	99	43	77	58	80	40	21	7	52	77	46	-
Minneapolis-St. Paul.....	98	64	42	19	97	61	97	61	84	48	62	48	76	28	21	26	27	74	62	2
St. Louis.....	98	87	48	18	98	60	98	60	83	45	72	50	69	30	19	9	33	68	64	-
Toledo.....	97	68	39	19	100	65	100	65	100	65	76	62	60	17	17	8	35	58	43	-
Waterloo.....	99	70	67	5	100	12	100	12	73	12	73	45	67	32	5	29	32	67	41	-
Wichita.....	100	67	61	13	100	18	100	18	92	12	90	45	84	20	13	24	40	69	65	-
<b>West</b>																				
Los Angeles-Long Beach <sup>4</sup> .....	99	79	65	20	99	36	99	36	98	36	87	61	73	13	3	67	4	82	70	-
Salt Lake City.....	95	48	66	13	100	18	100	18	100	18	90	37	59	20	13	33	10	75	58	-
San Diego.....	100	58	88	15	100	27	100	27	100	27	91	54	87	-	-	44	44	95	88	-
San Francisco-Oakland <sup>4</sup> .....	100	74	68	60	100	50	100	50	100	50	79	54	91	19	3	55	36	91	47	-
Spokane.....	100	80	58	22	80	57	80	57	80	57	80	75	62	26	22	6	29	62	52	-

See footnotes at end of table.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities<sup>1</sup>—Continued(Percent distribution of plant and office workers with formal provisions,<sup>2</sup> by type of plan, July 1964 through June 1965)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans		Non-contributory plans	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total <sup>3</sup>	All plans	Non-contributory plans				All plans	Non-contributory plans
Office workers																				
<u>Northeast</u>																				
Boston <sup>4</sup> .....	99	75	82	33	100	56	100	56	84	41	89	81	95	28	12	78	8	78	77	-
Buffalo.....	99	63	37	10	100	63	100	63	93	56	77	67	61	22	19	46	12	56	54	-
Manchester.....	100	72	97	12	100	42	100	42	100	42	87	30	100	11	11	91	1	93	93	-
New York <sup>4</sup> .....	99	54	75	18	95	41	95	41	84	32	75	63	79	42	20	65	9	93	56	( <sup>5</sup> )
Philadelphia.....	99	44	46	9	60	41	57	41	53	39	68	63	67	30	8	59	5	67	66	-
Pittsburgh.....	100	49	53	14	100	39	100	39	93	35	89	55	65	11	7	58	-	71	50	-
Providence-Pawtucket.....	97	54	69	8	98	54	98	54	95	54	49	81	81	27	5	77	-	86	78	2
Trenton.....	100	85	74	8	100	19	100	19	83	16	79	79	93	19	19	23	66	86	84	-
<u>South</u>																				
Baltimore.....	100	33	28	4	98	74	98	74	94	71	93	93	78	30	28	75	1	73	73	-
Birmingham <sup>4</sup> .....	98	82	49	12	99	55	99	55	97	53	72	57	67	13	5	27	33	75	73	1
Chattanooga <sup>4</sup> .....	100	85	38	3	100	56	100	56	94	50	93	70	66	8	3	43	20	36	35	-
Dallas <sup>4</sup> .....	100	54	47	8	98	48	98	48	88	40	70	52	66	20	13	18	35	79	58	-
Fort Worth.....	100	61	42	3	100	38	100	38	98	38	88	62	71	4	2	36	32	66	51	-
Jacksonville <sup>4</sup> .....	99	94	46	10	99	65	99	65	94	61	93	92	42	9	9	7	33	49	48	( <sup>5</sup> )
Little Rock-North Little Rock.....	99	76	67	3	99	27	99	27	77	23	92	73	76	67	53	22	49	82	55	1
Louisville.....	96	83	43	11	100	61	100	61	97	60	91	77	43	10	10	13	27	44	32	-
New Orleans.....	98	81	47	13	98	56	98	56	96	54	96	74	52	5	3	25	25	71	39	1
Norfolk-Portsmouth and Newport News-Hampton.....	98	70	38	9	99	50	99	50	93	48	90	83	75	20	8	48	16	52	34	( <sup>5</sup> )
Oklahoma City.....	100	75	86	38	100	39	100	39	95	35	60	50	82	13	6	37	37	88	67	-
San Antonio <sup>4</sup> .....	98	85	56	13	99	42	99	42	93	42	79	72	87	4	3	40	43	69	57	1
Washington.....	97	67	52	7	97	28	97	28	84	28	98	72	93	57	10	54	38	84	53	( <sup>5</sup> )
<u>North Central</u>																				
Chicago <sup>4</sup> .....	99	83	46	21	99	59	99	59	97	57	94	68	82	28	11	61	17	60	48	( <sup>5</sup> )
Cleveland <sup>4</sup> .....	96	81	61	24	97	38	97	38	95	36	87	61	71	12	8	35	36	68	62	-
Columbus.....	99	53	80	8	100	27	100	27	86	20	81	42	87	30	4	42	26	77	47	-
Davenport-Rock Island-Moline.....	98	93	36	7	100	71	100	71	98	69	98	93	65	1	( <sup>5</sup> )	37	28	57	56	-
Detroit <sup>4</sup> .....	97	58	40	10	100	36	100	36	96	36	81	76	84	10	9	52	28	73	73	-
Green Bay.....	97	94	33	20	100	87	100	87	97	84	91	87	59	6	6	47	10	75	75	-
Milwaukee.....	99	84	47	9	99	20	99	20	98	20	97	56	98	39	9	60	38	82	51	1
Minneapolis-St. Paul.....	97	59	33	4	96	51	96	51	94	49	82	57	96	14	7	85	4	64	52	( <sup>5</sup> )
St. Louis.....	99	96	43	9	99	57	99	57	94	51	88	68	92	20	10	42	39	57	54	( <sup>5</sup> )
Toledo.....	97	66	40	18	100	67	100	67	100	67	91	58	56	10	10	16	30	62	40	-
Waterloo.....	100	57	62	-	92	6	92	6	55	-	50	19	87	31	-	68	19	56	25	-
Wichita.....	100	60	57	19	100	25	100	25	90	16	93	44	91	16	12	44	31	61	58	-
<u>West</u>																				
Los Angeles-Long Beach <sup>4</sup> .....	100	84	64	12	100	24	100	24	100	24	96	66	83	9	1	79	1	87	75	-
Salt Lake City.....	100	43	82	2	100	4	100	4	100	4	99	36	68	7	1	59	2	72	60	-
San Diego.....	100	50	95	4	100	9	100	9	100	9	99	53	97	-	-	52	45	96	91	-
San Francisco-Oakland <sup>4</sup> .....	100	71	54	48	100	21	100	21	100	21	97	49	92	22	1	56	35	74	44	-
Spokane.....	100	70	73	30	70	33	70	33	70	33	70	47	73	31	30	28	28	73	72	-

<sup>1</sup> Transportation, communication, and other public utilities. Excludes taxicabs, services incidental to water transportation, and municipally operated establishments.<sup>2</sup> "All plans" include those plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans such as workmen's compensation, social security, and railroad retirement.<sup>3</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.<sup>4</sup> Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.<sup>5</sup> Less than 0.5 percent.

Table B-14. Paid Sick Leave—All Industries

(Percent distribution of plant and office workers by formal sick leave provisions, July 1964 through June 1965)

Type and amount of sick leave provided annually	Northeast							South											
	Boston <sup>1</sup>	Buffalo	Man- chester	Phila- delphia	Pitts- burgh	Providence-- Pawtucket	Trenton	Balti- more	Chatta- nooga <sup>1</sup>	Dallas <sup>1</sup>	Fort Worth	Jackson- ville <sup>1</sup>	Little Rock-- North Little Rock <sup>1</sup>	Louis- ville	New Orleans	Norfolk-- Portsmouth and Newport News--Hampton	Okla- homa City <sup>1</sup>	San Antonio	Wash- ington
Plant workers																			
Workers in establishments: With provisions for formal paid sick leave.....	33.1	19.6	7.7	19.4	10.1	13.0	10.6	23.5	13.6	23.9	33.9	24.3	15.9	24.3	25.6	47.3	41.9	31.8	57.4
Uniform plan: <sup>2</sup>																			
No waiting period.....	14.7	9.3	2.3	7.5	2.1	5.6	3.0	4.8	9.7	7.4	22.3	9.2	8.6	6.5	11.9	34.3	17.3	16.1	32.3
Full pay <sup>3</sup> .....	13.8	8.4	2.3	7.4	2.1	5.6	1.8	3.4	8.9	7.1	22.3	7.7	8.6	6.5	11.2	34.3	17.2	16.1	23.6
3 days.....	-	1.1	-	1.0	-	1.4	-	-	-	2.9	.3	-	.8	.6	-	-	.9	-	3.0
5 days.....	1.4	4.3	1.9	2.8	1.0	2.6	1.3	1.7	.5	1.7	18.1	3.0	.6	1.2	4.4	29.7	3.8	5.8	4.1
6 days.....	1.4	.3	-	1.6	.1	.4	-	.6	1.0	.6	2.1	2.7	3.1	.7	1.8	.6	4.5	5.7	3.7
7 days.....	.8	-	-	-	.3	-	-	-	.3	-	-	1.2	.6	.1	.4	1.5	-	-	.4
10 days.....	4.1	.6	-	.2	.1	.1	.5	.2	-	1.9	1.3	.1	2.1	1.8	3.1	1.2	5.3	3.0	2.1
12 days.....	2.3	-	-	.2	-	-	( <sup>4</sup> )	-	-	.3	.6	1.0	.2	1.1	.2	-	-	.3	5.1
Full pay plus partial pay.....	( <sup>4</sup> )	.7	-	-	-	-	.6	.2	.2	-	.9	-	-	.8	-	-	-	-	.8
Partial pay only.....	.8	.3	-	.1	-	-	1.2	.8	.6	.3	.6	-	-	-	-	.1	-	-	7.9
Waiting period.....	5.3	.9	1.6	2.7	.3	.6	-	3.3	.9	4.0	1.1	2.9	-	8.3	2.0	2.9	5.4	2.6	9.2
Full pay.....	.6	.9	1.6	.9	.3	.6	-	1.8	-	3.2	.5	.6	-	4.2	.9	2.9	5.4	.7	9.1
Full pay plus partial pay.....	-	-	-	.1	-	-	-	-	-	-	-	-	-	1.8	-	-	-	2.0	-
Partial pay only.....	4.7	-	-	1.7	-	-	-	1.5	.9	.8	.6	2.3	-	2.3	1.2	-	-	-	.1
Graduated plan <sup>2</sup> —After 1 year of service:																			
No waiting period.....	6.3	5.0	2.2	4.2	4.8	3.5	4.4	6.4	.8	3.8	5.5	5.0	3.1	3.9	4.2	4.7	4.0	2.6	10.8
Full pay <sup>3</sup> .....	2.1	2.8	.3	2.9	1.7	3.1	3.1	1.7	.2	2.2	2.5	2.5	2.9	3.3	.5	3.3	2.2	2.0	7.6
5 days.....	1.2	2.0	-	.6	.6	.6	-	.7	-	.6	1.3	2.5	1.9	2.9	-	1.4	.6	1.1	-
6 days.....	.6	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	-
10 days.....	.1	.3	.3	.7	-	.9	( <sup>4</sup> )	.2	.2	.9	.8	-	-	.4	( <sup>4</sup> )	-	1.2	.3	-
Full pay plus partial pay <sup>3</sup> .....	3.7	2.2	1.9	1.1	3.1	.3	1.3	2.1	.6	1.6	3.0	2.6	.2	1.9	1.4	1.8	.6	2.4	-
5 days.....	-	2.0	.5	( <sup>4</sup> )	.9	-	-	.3	-	-	-	2.2	-	-	-	-	-	-	.2
10 days.....	2.0	-	1.4	( <sup>4</sup> )	1.1	-	1.3	1.5	.2	.9	-	.3	-	.2	1.9	.3	( <sup>4</sup> )	.4	-
20 days.....	1.6	.2	-	1.1	.1	.3	-	.4	-	.3	-	-	.2	-	-	.2	-	.1	.2
22 days.....	-	-	-	.4	-	-	-	.3	.4	3.0	-	-	-	.4	-	.8	1.8	-	.4
Partial pay only.....	.6	-	-	.2	-	.2	-	2.5	-	-	-	-	-	1.7	-	-	-	-	.8
Waiting period.....	6.7	3.9	1.5	2.6	1.6	1.8	-	8.9	2.1	8.4	5.0	7.2	1.4	4.5	6.9	5.1	15.2	10.5	4.7
Full pay.....	1.0	.1	-	1.8	.6	.7	-	1.7	.6	2.2	1.0	1.9	1.4	2.7	2.2	2.8	-	2.0	1.6
Full pay plus partial pay.....	-	2.1	-	.9	.7	-	-	2.1	-	1.2	-	-	-	.3	1.3	-	2.3	3.2	.3
Partial pay only.....	5.7	1.7	1.5	-	.3	1.2	-	5.2	1.5	5.1	4.0	5.3	-	1.4	3.4	2.3	12.9	5.2	2.7
Graduated plan <sup>2</sup> —After 10 years of service:																			
No waiting period.....	11.9	7.3	3.7	7.6	7.0	6.8	4.1	9.1	3.0	7.7	8.3	10.2	6.7	8.7	10.1	11.3	7.8	12.1	
Full pay <sup>3</sup> .....	2.7	2.8	.3	2.7	1.7	4.5	3.1	3.9	.2	1.3	1.6	2.5	5.8	3.3	.5	4.1	1.6	1.5	6.6
10 days.....	.7	.5	-	1.0	.1	2.2	-	-	-	.4	1.5	.8	1.1	.5	-	-	-	1.1	2.4
20 days.....	.7	.3	-	-	-	-	.6	-	-	.6	.8	-	-	1.8	-	-	-	.3	.7
Full pay plus partial pay <sup>3</sup> .....	7.9	4.6	3.4	5.0	5.0	2.3	1.3	4.9	2.7	6.4	6.7	7.7	.9	2.3	6.4	6.1	8.6	6.4	4.9
50 days.....	.9	1.6	1.9	2.0	.6	.7	-	.8	.6	1.9	.9	1.7	.7	.6	1.5	2.0	2.9	2.0	1.5
60 days.....	.2	.2	-	.8	.3	.3	-	-	.3	-	-	-	.2	-	.8	.3	-	-	.2
65 days.....	4.2	1.4	1.5	1.9	.4	1.3	1.3	-	.6	2.4	5.0	-	-	.4	.5	.8	1.8	3.2	-
130 days.....	( <sup>4</sup> )	.1	-	.1	-	-	-	.4	-	-	-	-	-	-	.2	-	-	.1	.2
Partial pay only.....	1.3	-	-	-	.3	-	-	.3	-	-	-	-	-	1.7	-	1.0	-	.6	-
Waiting period.....	1.3	2.0	-	1.6	.7	-	3.2	6.3	-	4.8	2.1	2.1	.6	3.8	2.9	-	7.9	5.2	3.8
Full pay.....	-	.5	-	.3	-	-	.8	.9	-	.3	.1	.2	.6	.2	.6	-	-	-	.3
Full pay plus partial pay.....	.5	-	-	1.3	.7	-	2.4	4.8	-	2.5	-	1.7	-	2.5	1.8	-	6.9	3.2	.7
Partial pay only.....	.8	1.5	-	-	-	-	-	.6	-	2.0	2.0	.1	-	1.1	.4	-	1.0	2.0	2.7
With provisions for accumulation of unused sick leave.....	4.1	3.8	-	2.2	.1	-	1.3	2.8	1.7	3.8	7.0	1.8	4.1	3.7	4.7	35.4	17.5	7.9	23.9

See footnotes at end of table.

Table B-14. Paid Sick Leave—All Industries—Continued

(Percent distribution of plant and office workers by formal sick leave provisions, July 1964 through June 1965)

Type and amount of sick leave provided annually	North Central											West		
	Cleveland <sup>1</sup>	Columbus	Davenport— Rock Island— Moline	Detroit <sup>1</sup>	Green Bay	Milwaukee	Minneapolis— St. Paul	St. Louis	Toledo	Waterloo	Wichita	Salt Lake City	San Diego	Spokane
Plant workers—Continued														
Workers in establishments: With provisions for formal paid sick leave <sup>2</sup> .....	9.8	24.2	12.4	14.1	11.2	15.5	30.0	29.7	13.4	6.6	71.0	53.1	66.5	30.2
Uniform plan <sup>2</sup> .....														
No waiting period.....	3.7	14.1	2.3	5.1	4.0	2.2	10.9	5.8	4.3	1.2	36.5	33.4	33.4	3.7
Full pay <sup>3</sup> .....	3.5	13.4	2.3	4.6	2.6	2.0	10.4	5.0	3.3	1.2	35.3	26.6	32.9	3.7
3 days.....	-	.2	-	-	-	-	.6	-	-	.8	-	-	-	-
5 days.....	2.3	11.2	1.3	2.4	1.4	.6	1.5	.2	.7	.2	32.8	9.6	21.1	1.9
6 days.....	.5	.2	1.0	1.4	-	.9	2.7	1.2	.7	-	1.7	11.4	5.6	.5
7 days.....	-	-	-	-	-	-	.2	.5	.4	-	.8	-	.3	-
10 days.....	.1	.4	-	.5	.7	-	2.8	.7	-	.2	-	3.3	4.1	1.3
12 days.....	.3	.2	-	.2	.5	.3	1.7	.3	-	-	-	.9	.2	-
Full pay plus partial pay.....	.2	-	-	.4	1.3	.2	-	.1	1.0	-	-	1.8	-	-
Partial pay only.....	-	.6	-	-	-	-	.5	.7	-	-	1.2	5.0	.5	-
Waiting period.....	1.0	3.5	3.3	.6	2.3	5.9	4.4	3.6	.8	.4	3.5	6.8	13.5	10.8
Full pay.....	.5	-	2.0	.2	1.1	1.5	3.0	2.4	-	.4	.9	1.7	12.4	10.1
Full pay plus partial pay.....	-	-	-	.2	-	.1	-	-	-	-	-	1.3	-	-
Partial pay only.....	.5	3.5	1.3	.2	1.2	4.2	1.4	1.2	.8	-	2.6	3.8	1.2	.6
Graduated plan <sup>2</sup> —After 1 year of service.....														
No waiting period.....	1.6	4.0	.8	2.0	( <sup>4</sup> )	3.4	4.6	9.9	3.5	2.4	4.1	8.2	13.8	4.7
Full pay.....	1.0	1.9	-	1.3	( <sup>4</sup> )	1.0	2.8	8.6	-	1.5	3.2	2.9	12.3	-
5 days.....	.1	.7	-	.1	-	.6	2.8	-	-	1.4	1.2	1.1	1.8	-
6 days.....	-	-	-	-	-	-	-	-	-	-	-	.8	.4	-
10 days.....	.7	1.1	-	.3	-	-	-	.1	-	-	-	1.0	.3	-
Full pay plus partial pay <sup>3</sup> .....	.6	2.2	.8	.3	-	2.4	1.6	1.0	1.0	.9	1.0	5.4	1.6	2.5
5 days.....	-	-	-	-	-	( <sup>4</sup> )	.6	( <sup>4</sup> )	-	-	-	3.3	-	-
10 days.....	-	-	-	.1	-	.7	.3	.2	-	-	1.0	2.1	-	.3
20 days.....	-	-	-	.1	-	.1	-	.1	-	-	-	-	-	-
22 days.....	-	2.2	-	-	-	1.3	.7	.3	1.0	.9	-	-	1.6	2.3
Partial pay only.....	-	-	-	.3	-	-	.2	.3	2.5	-	-	-	-	2.2
Waiting period.....	3.4	2.6	4.5	5.9	4.9	3.9	6.8	10.2	4.7	2.6	6.8	4.6	5.7	10.9
Full pay.....	.9	.3	1.3	3.5	1.9	1.8	2.3	1.2	.8	2.6	3.0	1.6	1.7	4.3
Full pay plus partial pay.....	.7	.2	-	.3	-	1.1	-	3.5	1.2	-	.7	1.1	-	-
Partial pay only.....	1.8	2.0	3.2	2.1	3.1	.9	4.5	5.5	2.6	-	3.1	1.9	4.0	6.6
Graduated plan <sup>2</sup> —After 10 years of service.....														
No waiting period.....	4.5	6.3	5.3	7.3	4.1	5.3	13.2	12.3	6.0	5.0	7.8	9.8	19.3	11.8
Full pay <sup>3</sup> .....	.9	1.5	.1	4.3	( <sup>4</sup> )	.6	7.4	8.6	-	1.5	2.7	2.9	12.3	-
10 days.....	.1	-	.1	-	-	.6	3.3	-	-	1.4	.7	1.1	1.8	-
20 days.....	-	-	-	-	( <sup>4</sup> )	-	.3	-	-	-	-	-	-	-
Full pay plus partial pay <sup>3</sup> .....	3.5	4.8	2.0	2.7	2.8	4.6	2.4	2.0	3.5	3.5	5.1	7.0	7.0	6.9
50 days.....	.9	-	1.2	1.1	1.0	.7	.6	1.0	.8	1.0	1.4	1.6	1.4	4.3
60 days.....	.4	-	-	.1	-	.1	.1	.3	-	-	-	2.1	-	-
65 days.....	1.6	4.2	-	.1	-	2.4	.9	.3	2.7	2.5	3.3	-	5.6	2.3
130 days.....	-	-	.8	-	-	-	-	-	-	-	-	-	-	.3
Partial pay only.....	-	-	3.2	.2	1.3	-	3.4	1.7	2.5	-	-	-	-	4.9
Waiting period.....	.7	.3	1.4	1.1	.8	2.2	1.5	8.1	2.2	-	23.3	3.1	.2	3.9
Full pay.....	.1	.3	-	-	.8	1.2	-	-	-	-	21.7	-	.2	-
Full pay plus partial pay.....	.6	-	1.4	.4	-	.4	.7	8.0	1.2	-	.7	2.0	-	3.9
Partial pay only.....	-	-	-	.7	-	.7	.9	.1	.9	-	.8	1.0	-	-
With provisions for accumulation of unused sick leave.....	1.0	.3	2.3	3.7	3.0	4.4	11.9	4.0	.9	2.0	53.7	18.9	13.6	12.3

See footnotes at end of table.

Table B-14. Paid Sick Leave—All Industries—Continued

(Percent distribution of plant and office workers by formal sick leave provisions, July 1964 through June 1965)

Type and amount of sick leave provided annually	Northeast							South											
	Boston <sup>1</sup>	Buffalo	Man- chester	Phila- delphia	Pitts- burgh	Providence- Pawtucket	Trenton	Balti- more	Chatta- nooga <sup>1</sup>	Dallas <sup>1</sup>	Fort Worth	Jackson- ville <sup>1</sup>	Little Rock- North Little Rock <sup>1</sup>	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News-Hampton	Okla- homa City	San Antonio <sup>1</sup>	Wash- ington
Office workers																			
Workers in establishments:																			
With provisions for formal paid sick leave.....	70.3	71.0	64.4	61.6	59.4	48.9	73.6	58.0	55.8	51.5	65.7	62.4	52.0	52.4	48.5	53.3	52.3	58.8	72.4
Uniform plan: <sup>2</sup>																			
No waiting period.....	34.3	30.5	22.1	24.3	13.8	29.0	19.5	17.7	17.8	21.2	45.6	21.7	29.7	29.9	24.8	32.0	29.4	34.5	48.1
Full pay <sup>3</sup> .....	33.2	24.8	22.1	22.8	13.1	29.0	16.3	16.8	17.4	21.1	43.3	18.5	29.7	28.9	24.5	31.5	26.7	34.5	46.2
5 days.....	3.6	9.9	12.8	4.4	2.1	14.0	2.5	3.7	2.8	7.6	31.5	2.3	1.9	2.7	3.2	15.6	6.8	5.3	1.8
6 days.....	2.0	1.2	-	3.7	.6	1.7	2.9	.8	.7	1.7	.4	4.6	1.8	1.9	1.0	5.0	1.6	5.6	9.8
7 days.....	( <sup>4</sup> )	( <sup>4</sup> )	-	.5	.2	2.6	-	-	.9	.5	-	2.7	1.7	.9	1.2	1.6	-	( <sup>4</sup> )	.3
10 days.....	14.4	5.6	1.7	6.5	4.7	4.3	9.3	6.0	5.4	6.0	9.6	1.6	11.4	5.8	17.9	5.8	14.8	3.7	8.9
12 days.....	5.2	.1	-	1.6	2.0	.1	1.4	3.1	1.5	4.9	-	2.3	9.4	6.8	1.0	1.6	-	( <sup>4</sup> )	17.5
20 days.....	2.5	.3	-	2.4	-	1.4	.2	.1	-	.4	-	-	-	5.3	.1	.4	-	-	.1
Full pay plus partial pay.....	.7	5.8	-	1.5	.6	-	2.2	.5	.4	.1	2.3	3.0	-	1.0	.4	.5	2.8	-	1.4
Partial pay only.....	.4	.1	-	.1	-	-	.9	.5	-	-	.2	-	-	-	-	-	-	-	.4
Waiting period.....	1.7	-	1.6	.4	.4	-	-	1.7	.7	1.9	1.0	1.0	-	2.6	1.3	.7	1.0	2.2	6.9
Full pay.....	.1	-	1.6	.4	.4	-	-	1.1	-	1.7	.6	.7	-	.8	.2	.7	1.0	.1	6.9
Full pay plus partial pay.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.1	-
Partial pay only.....	1.6	-	-	( <sup>4</sup> )	-	-	-	.6	.7	.2	.4	.3	-	1.8	1.1	-	-	-	( <sup>4</sup> )
Graduated plan <sup>2</sup> —After 1 year of service:																			
No waiting period.....	31.6	34.1	40.7	29.5	43.9	18.8	48.3	31.9	34.0	17.4	13.8	28.4	12.6	12.2	7.8	8.9	10.4	15.3	13.3
Full pay <sup>3</sup> .....	17.6	29.8	19.3	20.0	33.7	15.0	43.2	19.4	20.0	10.6	12.9	8.0	12.0	7.8	4.3	5.1	6.8	14.0	8.3
5 days.....	5.8	11.1	17.7	1.3	2.2	5.4	2.2	1.4	2.2	.3	5.4	5.7	2.6	2.3	2.3	2.8	1.9	1.3	.1
10 days.....	6.1	7.8	1.6	6.7	2.9	6.9	29.1	6.8	8.0	3.0	4.8	.1	7.8	4.0	.7	.4	4.3	1.5	2.2
12 days.....	.7	-	-	2.6	-	-	-	-	-	.9	2.3	1.9	-	.1	-	-	-	-	-
15 days.....	1.6	1.6	-	1.3	.7	-	3.9	1.9	-	.7	.2	-	-	.1	-	-	-	-	.3
Full pay plus partial pay <sup>3</sup> .....	10.4	4.3	21.3	9.3	10.2	1.0	5.0	6.4	14.1	6.8	.8	20.4	.6	4.4	1.2	3.8	3.6	1.3	4.1
5 days.....	1.3	1.9	16.2	1.4	.2	-	-	.6	-	-	-	.5	-	.8	-	-	-	-	.2
10 days.....	4.3	.5	5.1	.7	.4	.5	4.8	2.1	13.0	3.4	-	19.9	-	3.1	1.2	2.7	1.8	1.0	.5
20 days.....	2.2	.2	-	3.7	.1	.2	.2	3.4	-	2.4	-	-	.6	.4	-	.6	1.1	.4	.1
22 days.....	.2	-	-	.6	1.1	-	-	-	1.1	1.0	.8	-	-	.1	-	.5	.7	-	.1
Partial pay only.....	3.6	-	.2	.2	-	2.8	-	6.0	-	-	-	-	-	2.4	-	-	-	-	.8
Waiting period.....	2.8	6.4	-	5.2	.9	.9	-	6.6	3.3	10.5	5.3	11.3	1.4	5.3	14.2	11.1	11.4	6.2	4.1
Full pay.....	2.0	-	-	4.2	.9	.9	-	.9	1.4	3.9	1.7	4.3	1.4	1.7	9.2	3.8	-	2.3	2.1
Full pay plus partial pay.....	.3	6.0	-	.9	-	-	-	.8	-	1.4	-	-	-	.3	.2	-	1.1	.5	.3
Partial pay only.....	.5	.4	-	-	-	-	-	5.0	1.9	5.1	3.6	7.0	-	3.3	4.8	7.2	10.3	3.3	1.7
Graduated plan <sup>2</sup> —After 10 years of service:																			
No waiting period.....	33.7	38.6	40.7	33.6	45.2	20.0	48.3	35.9	37.4	23.1	18.8	37.7	22.0	15.9	14.3	20.7	18.1	20.7	15.3
Full pay <sup>3</sup> .....	18.9	28.6	19.3	19.3	31.4	15.2	43.0	25.4	20.0	7.8	11.2	7.3	20.2	8.8	5.8	5.2	6.4	13.8	6.9
10 days.....	5.1	.4	17.7	.7	.4	2.3	-	.4	-	.3	.4	.4	6.9	.7	.6	-	1.5	1.3	1.4
15 days.....	3.7	1.2	-	.4	-	1.0	-	1.6	6.5	-	1.2	1.6	-	-	.2	-	-	-	1.5
20 days.....	1.0	5.6	-	.4	.8	-	6.0	1.0	-	.2	5.6	.1	-	2.3	-	-	-	1.5	.9
50 days.....	1.0	9.6	-	.1	1.7	2.5	1.6	1.9	-	.7	-	-	1.0	.4	-	.2	-	-	-
Full pay plus partial pay <sup>3</sup> .....	14.3	10.0	21.3	14.3	13.7	4.7	5.2	10.4	17.4	15.3	7.6	30.4	1.8	7.2	7.7	15.4	11.1	6.9	8.3
20 days.....	2.0	.2	-	.3	.1	-	1.0	.1	-	1.1	-	12.7	-	-	-	-	-	1.0	.5
50 days.....	1.5	1.2	5.2	5.4	1.7	.9	-	.7	1.4	2.6	1.5	4.7	1.2	.3	1.6	3.8	3.3	2.3	2.2
65 days.....	3.9	1.4	-	.6	4.2	2.8	3.8	1.7	2.0	4.7	4.4	-	-	.1	.8	.5	1.8	3.0	-
Partial pay only.....	.5	-	.2	-	-	-	-	.1	-	-	-	-	-	-	.8	-	.6	-	.1
Waiting period.....	.7	1.8	-	2.2	-	-	5.8	2.6	-	5.2	.2	2.0	.3	1.5	8.0	-	3.7	.9	2.1
Full pay.....	-	-	-	.9	-	-	-	.2	-	1.3	.2	.1	.3	( <sup>4</sup> )	7.6	-	-	-	( <sup>4</sup> )
Full pay plus partial pay.....	.5	1.6	-	1.3	-	-	5.8	2.4	-	2.6	-	1.0	-	1.5	.4	-	3.0	.5	.3
Partial pay only.....	.2	.3	-	-	-	-	-	-	-	1.2	-	.9	-	-	( <sup>4</sup> )	-	.8	.4	1.7
With provisions for accumulation of unused sick leave.....	12.7	5.3	1.0	4.8	1.6	1.9	.8	7.1	4.3	10.1	9.0	7.8	18.0	16.2	15.4	26.8	16.7	26.0	30.0

See footnotes at end of table.

Table B-14. Paid Sick Leave—All Industries—Continued

(Percent distribution of plant and office workers by formal sick leave provisions, July 1964 through June 1965)

Type and amount of sick leave provided annually	North Central											West		
	Cleveland <sup>1</sup>	Columbus	Davenport-Rock Island-Moline	Detroit <sup>1</sup>	Green Bay	Milwaukee	Minneapolis-St. Paul	St. Louis	Toledo	Waterloo	Wichita	Salt Lake City	San Diego	Spokane
	Office workers—Continued													
Workers in establishments:														
With provisions for formal paid sick leave:	54.0	59.8	31.0	80.1	42.8	58.5	<sup>5</sup> 57.3	55.4	63.8	49.8	83.2	59.0	82.6	65.4
Uniform plan:														
No waiting period:	22.8	32.5	11.9	26.9	9.3	20.4	27.7	32.5	34.1	12.7	42.3	34.5	39.7	18.7
Full pay:	20.5	29.1	11.9	13.7	9.3	20.4	27.3	30.7	33.6	12.7	42.2	32.9	37.1	18.7
5 days:	5.0	12.0	1.4	2.8	4.1	3.3	4.0	2.7	7.8	2.9	1.1	8.2	16.9	8.2
6 days:	1.4	3.5	2.0	2.1	3.0	4.0	4.3	2.0	.4	.6	4.0	3.6	2.2	3.7
7 days:	.1	-	-	.2	-	1.3	2.5	1.4	1.4	.8	.5	-	-	-
10 days:	3.8	3.3	4.1	2.6	1.9	4.9	6.8	17.6	5.2	8.1	34.1	4.1	8.1	1.7
12 days:	4.6	.4	2.1	1.9	.3	2.6	6.4	2.8	4.6	-	-	5.3	.4	4.1
20 days:	2.2	.2	-	.6	-	.2	.1	.2	-	-	-	.7	-	-
Full pay plus partial pay:	2.3	.6	-	12.6	-	-	.2	.6	.5	-	-	.9	-	-
Partial pay only:	-	2.8	-	.5	-	-	.3	1.2	-	-	.1	.6	2.6	-
Waiting period:	.9	1.4	1.5	.8	-	3.9	1.5	1.2	.1	-	.5	4.9	5.5	6.1
Full pay:	.7	-	-	( <sup>4</sup> )	-	1.3	1.5	.6	-	-	.5	2.1	5.2	3.1
Full pay plus partial pay:	-	-	-	.5	-	.3	-	-	-	-	-	.8	.2	-
Partial pay only:	.2	1.4	1.5	.2	-	2.4	-	.6	.1	-	-	2.0	-	3.0
Graduated plan <sup>2</sup> —After 1 year of service:														
No waiting period:	24.2	21.8	14.3	33.9	30.4	29.9	24.5	12.8	24.5	8.6	8.5	17.0	29.1	34.6
Full pay:	19.4	20.4	6.8	27.6	29.3	21.6	12.4	9.6	20.8	8.0	5.7	5.7	26.7	21.7
5 days:	3.4	6.6	3.6	1.2	5.1	3.2	5.6	2.0	5.0	3.2	2.1	4.6	.5	1.0
10 days:	8.9	6.3	2.7	18.6	3.4	6.7	3.2	2.1	2.0	-	-	.8	7.3	6.0
12 days:	.6	.3	-	-	11.7	1.0	-	1.3	-	2.4	.8	-	-	-
15 days:	-	1.1	-	2.3	-	.8	1.5	.7	-	-	-	2.9	-	-
Full pay plus partial pay <sup>3</sup> :	4.7	1.4	7.5	6.1	1.0	8.3	10.8	3.0	2.4	.7	2.8	11.1	.7	12.9
5 days:	.7	-	1.5	1.0	.4	2.7	1.9	1.0	.6	-	-	7.0	-	8.7
10 days:	.1	-	-	1.1	-	.3	6.7	1.0	.6	-	-	2.8	4.1	3.6
20 days:	1.1	-	-	.6	-	1.5	-	.1	-	-	-	-	-	-
22 days:	1.0	.7	1.6	-	-	1.5	.7	.2	1.1	.7	-	-	.7	.6
Partial pay only:	-	-	-	.2	-	-	1.3	.2	1.4	-	-	.3	1.6	-
Waiting period:	6.2	4.2	1.5	18.3	3.2	4.2	2.6	8.3	4.7	28.4	5.7	2.7	8.4	6.0
Full pay:	1.5	( <sup>4</sup> )	1.5	11.9	1.2	.7	1.7	1.3	1.4	28.4	1.5	1.0	1.7	3.1
Full pay plus partial pay:	.9	1.0	-	5.8	-	3.1	.6	2.6	-	-	-	.2	-	-
Partial pay only:	3.8	3.1	-	.6	2.0	.4	.3	4.5	3.3	-	4.2	1.5	6.7	2.9
Graduated plan <sup>2</sup> —After 10 years of service:														
No waiting period:	29.7	25.9	15.8	37.7	33.4	33.6	26.8	13.9	29.7	37.1	11.3	18.0	37.4	37.7
Full pay:	17.5	18.1	8.7	27.4	26.0	19.3	11.2	9.2	21.2	33.2	5.3	6.0	26.7	13.9
10 days:	.5	3.3	.6	-	8.0	3.7	5.3	1.8	-	3.2	1.1	4.6	.5	-
15 days:	( <sup>4</sup> )	.7	-	( <sup>4</sup> )	-	-	.1	.8	2.0	-	-	.4	-	.1
20 days:	5.0	3.2	.4	18.4	11.7	7.1	.1	1.7	5.0	25.2	.4	-	.2	8.9
50 days:	.7	2.5	-	.4	-	.7	1.5	.8	1.2	-	-	-	-	-
Full pay plus partial pay <sup>3</sup> :	12.2	7.8	7.1	10.2	7.4	14.3	15.1	4.7	7.0	3.9	6.0	12.1	9.1	23.8
20 days:	-	.3	-	-	-	-	-	.6	-	-	-	-	-	1.3
50 days:	1.0	-	2.7	1.2	1.0	.6	1.8	.8	1.4	1.3	.9	1.0	1.7	3.1
65 days:	5.2	3.8	-	2.1	-	4.8	1.6	1.2	3.5	2.6	4.0	-	7.4	6.5
Partial pay only:	-	-	-	.1	-	-	.5	-	1.4	-	-	-	1.6	-
Waiting period:	.7	( <sup>4</sup> )	1.8	14.8	.2	.6	1.3	7.8	-	-	29.0	1.7	-	2.9
Full pay:	.5	( <sup>4</sup> )	-	10.7	.2	.1	-	.4	-	-	26.8	-	-	-
Full pay plus partial pay:	.2	-	1.8	3.5	-	.3	1.3	7.4	-	-	-	.5	-	2.9
Partial pay only:	-	-	-	.5	-	.2	( <sup>4</sup> )	-	-	-	2.3	1.1	-	-
With provisions for accumulation of unused sick leave:	6.5	6.1	2.1	9.6	6.6	13.2	18.4	10.2	19.8	8.3	64.5	16.2	26.8	26.5

<sup>1</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 7, and/or 11 to the table in appendix A.<sup>2</sup> "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 20 days' sick leave after 10 years of service may also receive this amount after greater or lesser lengths of service.<sup>3</sup> 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.<sup>4</sup> Less than 0.05 percent.<sup>5</sup> Includes less than 3 percent of workers employed in establishments with formal sick leave plans for which details are not available.

Table B-15. Profit-Sharing Plans<sup>1</sup>—All Industries(Percent distribution of plant and office workers by type of plan, <sup>2</sup> July 1964 through June 1965)

Metropolitan area	Plant workers					Office workers				
	All plans	Type of plan <sup>2</sup>				All plans	Type of plan <sup>2</sup>			
		Current	Deferred	Current and deferred	Elective		Current	Deferred	Current and deferred	Elective
<u>Northeast</u>										
Buffalo.....	4	1	4	-	-	14	9	5	-	1
Manchester.....	5	3	2	-	-	4	1	3	-	-
New York <sup>3</sup> .....	6	( <sup>4</sup> )	6	-	( <sup>4</sup> )	28	1	19	( <sup>4</sup> )	8
Pittsburgh.....	5	2	4	-	( <sup>4</sup> )	17	1	16	-	( <sup>4</sup> )
Providence-Pawtucket.....	11	1	9	1	-	19	1	17	1	-
Trenton.....	7	( <sup>4</sup> )	5	1	-	8	1	7	( <sup>4</sup> )	-
<u>South</u>										
Baltimore.....	10	1	8	-	( <sup>4</sup> )	16	( <sup>4</sup> )	15	-	( <sup>4</sup> )
Birmingham <sup>3</sup> .....	15	2	11	1	-	26	2	24	( <sup>4</sup> )	-
Chattanooga <sup>3</sup> .....	7	4	2	1	-	16	1	9	6	-
Dallas <sup>3</sup> .....	23	3	19	( <sup>4</sup> )	-	19	1	16	1	-
Fort Worth.....	16	-	15	1	-	20	-	20	1	-
Jacksonville <sup>3</sup> .....	22	4	13	6	-	20	6	11	2	-
Little Rock-North Little Rock <sup>3</sup> .....	6	-	4	2	-	22	-	21	1	-
Louisville.....	12	2	8	2	( <sup>4</sup> )	13	2	10	1	( <sup>4</sup> )
New Orleans.....	7	1	5	1	-	12	1	10	1	-
Norfolk-Portsmouth and Newport News-Hampton.....	6	( <sup>4</sup> )	16	-	-	18	2	16	-	-
Oklahoma City <sup>3</sup> .....	10	-	10	1	-	12	-	9	3	-
San Antonio <sup>3</sup> .....	25	3	23	-	-	17	5	12	-	-
Washington.....	15	2	13	( <sup>4</sup> )	-	23	1	22	1	-
<u>North Central</u>										
Cleveland <sup>3</sup> .....	11	3	7	( <sup>4</sup> )	-	22	3	12	7	( <sup>4</sup> )
Columbus.....	8	-	8	( <sup>4</sup> )	-	9	1	8	( <sup>4</sup> )	-
Davenport-Rock Island-Moline.....	7	-	7	-	-	7	-	7	-	-
Detroit <sup>3</sup> .....	4	( <sup>4</sup> )	3	1	-	13	( <sup>4</sup> )	8	4	1
Green Bay.....	15	( <sup>4</sup> )	15	-	-	17	-	17	-	-
Milwaukee.....	22	5	16	1	-	21	1	20	( <sup>4</sup> )	-
Minneapolis-St. Paul.....	8	( <sup>4</sup> )	8	-	-	27	1	26	-	( <sup>4</sup> )
St. Louis.....	7	1	6	-	-	15	2	13	( <sup>4</sup> )	( <sup>4</sup> )
Toledo.....	9	( <sup>4</sup> )	8	-	1	16	1	12	2	1
Waterloo.....	6	1	5	-	-	12	( <sup>4</sup> )	12	-	-
Wichita.....	11	2	7	1	-	7	2	5	( <sup>4</sup> )	-
<u>West</u>										
Los Angeles-Long Beach <sup>3</sup> .....	12	1	9	1	1	24	1	19	3	1
Salt Lake City.....	25	-	24	-	( <sup>4</sup> )	28	-	28	-	( <sup>4</sup> )
San Diego.....	15	2	11	1	1	27	4	22	( <sup>4</sup> )	( <sup>4</sup> )
San Francisco-Oakland <sup>3</sup> .....	10	-	9	-	( <sup>4</sup> )	33	1	29	2	1
Spokane.....	12	-	12	-	-	31	5	25	-	-

<sup>1</sup> The study was limited to formal plans (1) having established formulas for the allocation of profit shares among employees; (2) whose formulas were communicated to the employees in advance of the determination of profits; (3) that represent a commitment by the company to make periodic contributions based on profits; and (4) in which eligibility extends to a majority of the plant or office workers. (Excluded were plans not based on profits—as incentive, thrift, cost savings, fixed pension plans—and profit-sharing plans applicable only to a minority of plant or office workers, or to executive and professional personnel.)

<sup>2</sup> Data are shown for 4 plan categories based on provisions for distributing profit shares to the participating employees: (1) Current distribution plans (profit shares are distributed soon—within 1 year—after profits are determined); (2) deferred distribution plans (profit shares are distributed after a specified number of years, or at retirement); (3) current and deferred plans (or features of both plans combined into 1 plan); and (4) elective distribution plans (participants must elect the type of distribution—current, deferred, or combination of current and deferred).

<sup>3</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

<sup>4</sup> Less than 0.5 percent.



Table B-16. Profit-Sharing Plans<sup>1</sup>—Manufacturing(Percent distribution of plant and office workers by type of plan,<sup>2</sup> July 1964 through June 1965)

Metropolitan area	Plant workers					Office workers				
	All plans	Type of plan <sup>2</sup>				All plans	Type of plan <sup>2</sup>			
		Current	Deferred	Current and deferred	Elective		Current	Deferred	Current and deferred	Elective
<u>Northeast</u>										
Buffalo.....	2	1	1	-	-	6	3	3	-	-
Manchester.....	6	4	2	-	-	11	4	7	-	-
New York.....	2	-	2	-	-	17	-	16	1	-
Pittsburgh.....	4	2	2	-	-	8	3	5	-	-
Providence-Pawtucket.....	14	1	11	1	-	22	1	19	2	-
Trenton.....	8	-	6	2	-	4	-	4	( <sup>3</sup> )	-
<u>South</u>										
Baltimore.....	3	-	2	-	1	4	-	4	-	( <sup>3</sup> )
Birmingham.....	14	4	9	1	-	13	3	10	( <sup>3</sup> )	( <sup>3</sup> )
Chattanooga.....	7	5	-	2	-	5	4	1	-	-
Dallas.....	27	6	21	1	-	18	3	15	-	-
Fort Worth.....	12	-	10	2	-	10	-	8	2	-
Jacksonville.....	9	4	5	-	-	19	9	10	-	-
Little Rock-North Little Rock.....	4	-	1	3	-	35	-	31	4	-
Louisville.....	11	2	8	-	-	9	1	6	1	-
New Orleans.....	5	-	5	-	-	10	-	10	-	-
Norfolk-Portsmouth and Newport News-Hampton.....	1	-	1	-	-	3	-	3	-	-
Oklahoma City.....	6	-	6	-	-	5	-	5	-	-
San Antonio.....	18	2	16	-	-	12	1	11	-	-
Washington.....	13	-	13	( <sup>3</sup> )	-	36	-	31	5	-
<u>North Central</u>										
Cleveland.....	9	3	5	( <sup>3</sup> )	-	19	3	16	1	-
Columbus.....	2	-	2	1	-	12	2	10	( <sup>3</sup> )	-
Davenport-Rock Island-Moline.....	5	-	5	-	-	6	-	6	-	-
Detroit.....	2	-	( <sup>3</sup> )	1	-	3	-	2	1	-
Green Bay.....	8	-	8	-	-	8	-	8	-	-
Milwaukee.....	25	6	17	2	-	26	1	24	1	-
Minneapolis-St. Paul.....	6	1	5	-	-	14	1	13	-	-
St. Louis.....	7	2	5	-	-	12	3	9	-	-
Toledo.....	5	( <sup>3</sup> )	4	-	-	9	2	5	2	-
Waterloo.....	4	-	4	-	-	8	-	8	-	-
Wichita.....	2	1	1	-	-	2	1	1	-	-
<u>West</u>										
Los Angeles-Long Beach.....	15	1	10	2	2	17	2	12	1	2
Salt Lake City.....	17	-	16	-	( <sup>3</sup> )	16	-	15	-	1
San Diego.....	11	1	10	-	-	10	2	9	-	-
San Francisco-Oakland.....	6	-	6	-	-	24	-	24	-	-
Spokane.....	1	-	1	-	-	16	-	16	-	-

<sup>1</sup> The study was limited to formal plans (1) having established formulas for the allocation of profit shares among employees; (2) whose formulas were communicated to the employees in advance of the determination of profits; (3) that represent a commitment by the company to make periodic contributions based on profits; and (4) in which eligibility extends to a majority of the plant or office workers. (Excluded were plans not based on profits—as incentive, thrift, cost savings, fixed pension plans—and profit-sharing plans applicable only to a minority of plant or office workers, or to executive and professional personnel.)

<sup>2</sup> Data are shown for 4 plan categories based on provisions for distributing profit shares to the participating employees: (1) Current distribution plans (profit shares are distributed soon—within 1 year—after profits are determined); (2) deferred distribution plans (profit shares are distributed after a specified number of years, or at retirement); (3) current and deferred plans (or features of both plans combined into 1 plan); and (4) elective distribution plans (participants must elect the type of distribution—current, deferred, or combination of current and deferred).

<sup>3</sup> Less than 0.5 percent.

Table B-17. Composition of Retirement Pension Plans<sup>1</sup>—All Industries

(Percent distribution of plant and office workers by type of plan, July 1964 through June 1965)

Metropolitan area	Plant workers			Office workers		
	Actuarial plan <sup>2</sup>	Annuity type profit-sharing plan <sup>3</sup>	Both types of plans <sup>4</sup>	Actuarial plan <sup>2</sup>	Annuity type profit-sharing plan <sup>3</sup>	Both types of plans <sup>4</sup>
<u>Northeast</u>						
Buffalo .....	75	3	( <sup>5</sup> )	80	3	( <sup>5</sup> )
Manchester .....	55	1	( <sup>5</sup> )	69	1	( <sup>5</sup> )
New York <sup>6</sup> .....	79	2	-	69	4	12
Pittsburgh .....	87	1	( <sup>5</sup> )	82	5	1
Providence-Pawtucket .....	46	1	3	63	1	4
Trenton .....	72	2	-	83	1	-
<u>South</u>						
Baltimore .....	77	3	1	78	3	6
Birmingham <sup>6</sup> .....	61	4	-	69	8	-
Chattanooga <sup>6</sup> .....	54	3	-	66	9	5
Dallas <sup>6</sup> .....	51	6	-	70	8	1
Fort Worth .....	45	7	-	65	4	( <sup>5</sup> )
Jacksonville <sup>6</sup> .....	39	12	-	69	11	-
Little Rock-North Little Rock <sup>6</sup> .....	45	2	2	61	4	10
Louisville .....	69	4	( <sup>5</sup> )	72	1	( <sup>5</sup> )
New Orleans .....	49	6	-	68	4	-
Norfolk-Portsmouth and Newport News-Hampton .....	54	3	-	58	12	-
Oklahoma City <sup>6</sup> .....	43	5	-	64	3	-
San Antonio <sup>6</sup> .....	33	7	-	51	6	-
Washington .....	54	12	( <sup>5</sup> )	70	13	4
<u>North Central</u>						
Cleveland <sup>6</sup> .....	77	2	1	76	4	1
Columbus .....	62	7	( <sup>5</sup> )	82	6	1
Davenport-Rock Island-Moline .....	70	4	-	76	5	-
Detroit <sup>6</sup> .....	85	1	-	86	2	( <sup>5</sup> )
Green Bay .....	60	8	7	56	9	7
Milwaukee .....	65	11	-	73	10	2
Minneapolis-St. Paul .....	61	5	-	72	7	1
St. Louis .....	77	3	1	75	2	1
Toledo .....	78	2	-	77	5	2
Waterloo .....	79	4	-	73	6	-
Wichita .....	67	4	1	79	3	( <sup>5</sup> )
<u>West</u>						
Los Angeles-Long Beach <sup>6</sup> .....	69	7	( <sup>5</sup> )	66	7	9
Salt Lake City .....	50	13	1	64	12	7
San Diego .....	52	4	2	68	3	6
San Francisco-Oakland <sup>6</sup> .....	90	3	1	64	8	13
Spokane .....	63	9	-	70	4	4

<sup>1</sup> The study was limited to plans providing regular payments for the remainder of the retiree's life; thus, plans providing for payment in lump sum at retirement, or payments in a specified number of installments were excluded.

<sup>2</sup> The employer contributes specific amounts to a pension plan providing for predetermined payments to the retiree for life. The plan may be funded or unfunded, and is not based on profits.

<sup>3</sup> Certain noncurrent profit-sharing plans which provide for the purchase of an annuity payable over the retiree's life with funds accumulated to his credit at retirement (see footnote 1, table B-15, for definition of a profit-sharing plan).

<sup>4</sup> Both "actuarial" and "annuity type profit-sharing plans" are provided separately by the establishment.

<sup>5</sup> Less than 0.5 percent.

<sup>6</sup> Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

Table B-18. Composition of Retirement Pension Plans<sup>1</sup>—Manufacturing

(Percent distribution of plant and office workers by type or plan, July 1964 through June 1965)

Metropolitan area	Plant workers			Office workers		
	Actuarial plan <sup>2</sup>	Annuity type profit-sharing plan <sup>3</sup>	Both types of plans <sup>4</sup>	Actuarial plan <sup>2</sup>	Annuity type profit-sharing plan <sup>3</sup>	Both types of plans <sup>4</sup>
<u>Northeast</u>						
Buffalo.....	84	( <sup>5</sup> )	( <sup>5</sup> )	90	( <sup>5</sup> )	1
Manchester.....	58	2	1	38	4	1
New York.....	80	-	1	73	1	7
Pittsburgh.....	95	-	-	92	1	2
Providence-Pawtucket.....	45	-	4	55	-	7
Trenton.....	80	2	-	88	( <sup>5</sup> )	-
<u>South</u>						
Baltimore.....	84	1	1	88	2	1
Birmingham.....	74	2	-	79	4	-
Chattanooga.....	60	2	-	79	1	-
Dallas.....	61	1	-	78	1	-
Fort Worth.....	62	6	-	77	3	-
Jacksonville.....	52	1	-	69	4	-
Little Rock-North Little Rock.....	48	-	3	64	4	4
Louisville.....	84	2	-	87	2	-
New Orleans.....	59	5	-	85	6	-
Norfolk-Portsmouth and Newport News-Hampton.....	81	-	-	87	-	-
Oklahoma City.....	54	5	-	69	5	-
San Antonio.....	33	2	-	51	1	-
Washington.....	44	13	( <sup>5</sup> )	66	5	9
<u>North Central</u>						
Cleveland.....	87	2	( <sup>5</sup> )	82	6	2
Columbus.....	81	2	-	82	7	1
Davenport-Rock Island-Moline.....	82	1	-	87	5	-
Detroit.....	96	1	-	96	1	( <sup>5</sup> )
Green Bay.....	66	6	2	75	7	( <sup>5</sup> )
Milwaukee.....	72	11	-	75	11	2
Minneapolis-St. Paul.....	64	5	-	72	7	2
St. Louis.....	84	2	1	86	2	1
Toledo.....	91	-	-	88	3	2
Waterloo.....	87	3	-	85	5	-
Wichita.....	84	-	-	94	-	-
<u>West</u>						
Los Angeles-Long Beach.....	65	8	1	75	9	2
Salt Lake City.....	63	7	-	80	2	-
San Diego.....	66	2	-	81	1	-
San Francisco-Oakland.....	98	2	-	89	4	3
Spokane.....	82	1	-	77	-	7

<sup>1</sup> The study was limited to plans providing regular payments for the remainder of the retiree's life; thus, plans providing for payment in lump sum at retirement, or payments in a specified number of installments were excluded.

<sup>2</sup> The employer contributes specific amounts to a pension plan providing for predetermined payments to the retiree for life. The plan may be funded or unfunded, and is not based on profits.

<sup>3</sup> Certain noncurrent profit-sharing plans which provide for the purchase of an annuity payable over the retiree's life with funds accumulated to his credit at retirement (see footnote 1, table B-15, for definition of a profit-sharing plan).

<sup>4</sup> Both "actuarial" and "annuity type profit-sharing plans" are provided separately by the establishment.

<sup>5</sup> Less than 0.5 percent.



## Appendix A. Scope and Method of Survey

Occupational pay data for each area are collected annually. In Boston, Chicago, Los Angeles—Long Beach, New York, Philadelphia, and San Francisco—Oakland, the data are collected by personal visits of Bureau field economists each year except for some of the smaller establishments. In these establishments, data are obtained by mail in alternate years if the last survey indicated employment in relatively few of the occupations studied. Occupational pay data in the other 74 areas are collected by personal visits of Bureau field economists to all establishments in the sample at 2-year intervals and by a combination of personal visits and mail in the intervening years.

Supplementary wage practices are covered only in the surveys conducted through field economists' visits. Of the 80 areas covered in this bulletin, 38 involved this type of survey. In the other areas, data were obtained chiefly by mail questionnaire, from the establishments visited by field economists in the regular full-scale survey made in 1963–64. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey. Full-scale employment and earnings information (A tables) were obtained, but ~~no data were~~ requested for current establishment practices or supplementary wage provisions.

### Industry and Establishment Coverage

Area survey data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies were government institutions<sup>5</sup> and the construction and extractive industries.

The scope of the studies was further limited within each of the six major industry groupings to establishments which employed more than a specified minimum number of workers, as indicated in the table on page 74. Smaller establishments were omitted because they tended to furnish insufficient employment in the occupations studied to warrant inclusion.

### Sampling and Estimating Procedures

More than 12,000 establishments were included in the Bureau's sample selected to represent almost 49,000 establishments within the scope of the studies in the 80 areas.

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<sup>5</sup> See footnote 4 to the table (p. 75) for areas in which public utilities were municipally operated and have been excluded.

Each of the 80 areas surveyed is a Standard Metropolitan Statistical Area. These 80 areas are part of a sample design which, when the areas are appropriately weighted, permits the preparation of estimates for the composites of all 212 Standard Metropolitan Statistical Areas in the United States, as established by the Bureau of the Budget through 1961. Such estimates are not a part of this bulletin, but will be released in the forthcoming second summary bulletin.

The present sampling plan can be described as a two-stage design consisting of an area sample and an establishment sample. The area sample is designed to allow presentation of data for all metropolitan areas and the establishment sample is designed to allow presentation of data for each particular area.

The area sample of 80 areas was based on the selection of 1 area from a stratum of similar areas. The criteria of stratification were region and type of industrial activity. Each area had a chance of selection roughly proportionate to its total nonagricultural employment. Each of 37 large areas formed a stratum by itself, and was certain of inclusion in the sample. Each of these areas represented only itself, but each of the 43 other areas represented itself and similar units.

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

To obtain optimum accuracy at minimum cost, a greater proportion of large than of small establishments was studied; however, all establishments were given their appropriate weight. Estimates are presented, therefore, as relating to all establishments in the industry grouping and area, but not to those below the minimum size studied.

### Labor-Management Agreement Coverage

Information is presented in table 3 on the proportion of plant or office workers employed in establishments having a labor-management agreement in effect. An establishment was considered to have a contract covering all plant or office workers if a majority of such workers were covered by a labor-management agreement.

Therefore, all other plant or office workers were employed in establishments that either did not have labor-management contracts in effect, or had contracts that applied to fewer than half of their plant or office workers. The estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, owing to the exclusion of smaller size establishments.

#### Trends of Occupational Earnings

The indexes and percentages of change presented in tables 4, 5, and 6 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.

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 presented in table 6 are computed for the years 1961 to 1965 by the method described above. Index data for the years 1953 to 1961 are based on a slightly different list of occupations; weights are based on employment in 1953-54; and the office clerical and industrial nurses' occupational groups are limited to women.

#### Occupational Earnings

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

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.

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 tables) on selected establishment practices and supplementary benefits as they relate to plant and office workers in 38 areas. The paid sick leave table (table B-14) presents data for 33 areas. Administrative, executive, and professional employees, and force-account construction workers who are

utilized as a separate work force are excluded from all tables. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing industries, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions.

Because of rounding, sums of individual items in these tabulations may not equal totals.

Shift differential data (table B-1) are limited to plant workers in manufacturing industries. This information is 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 (tables B-2 through B-4) 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 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.

Data on paid holidays (tables B-5 through B-7) are limited to 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 and the worker is not granted another day off.

The summary of vacation plans (tables B-8 through B-10) is limited to formal policies, excluding informal arrangements whereby time off with pay was granted at the discretion of the employer. 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 on employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts, are available in the individual area bulletins.

Data are presented for all health, insurance, and pension plans (tables B-11 through B-13) for which at least a part of the cost was borne by the employer, except those legally required such as workmen's compensation, railroad retirement, and social security. 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. Tables B-17 and B-18 present information on methods of financing retirement pension plans.

Sickness and accident insurance data are limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,<sup>6</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans<sup>7</sup> which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits. Table B-14 reports the prevalence of waiting periods, type of payment, most common number of days given, and the proportion of workers allowed to accumulate unused sick leave.

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 might be underwritten by commercial insurance companies or nonprofit organizations or they might be self-insured. Tabulations of retirement plans are limited to those plans that provided monthly payments for the remainder of the worker's life.

Profit-sharing plans (tables B-15 and B-16) are limited to formal plans with definite formulas for computing profit shares to be distributed among employees and whose formulas were communicated to employees in advance of the determination of profits. Data are presented according to provisions for distributing profit shares to employees: (1) Current or cash distribution of profit shares within a short period after determination of profits; (2) deferred distribution of profit shares after a specified number of years or at retirement; (3) combination current and deferred plans; and (4) elective distribution plans, under which each participant is required to select whether to take his share of the current year's profit in cash, have it deferred, or part in cash and part deferred.

<sup>6</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

<sup>7</sup> An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

Minimum-size establishment and estimated number of workers within scope of survey by industry division for 80 metropolitan areas studied by the Bureau of Labor Statistics, July 1964 through June 1965

Metropolitan area <sup>1</sup>	Payroll period	Minimum-size establishment	Number of workers in establishments within scope of studies <sup>2</sup> (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing <sup>3</sup>			Public utilities <sup>4</sup>			Wholesale trade			Retail trade <sup>5</sup>			Finance <sup>6</sup>		Services <sup>7</sup>			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
<b>Northeast</b>																										
Albany-Schenectady-Troy, N.Y. <sup>8</sup>	Apr. 1965	50	98.1	-	-	58.9	-	-	39.2	-	-	11.6	-	-	3.6	( <sup>9</sup> )	( <sup>9</sup> )	12.3	( <sup>9</sup> )	( <sup>9</sup> )	5.7	( <sup>9</sup> )	6.0	( <sup>9</sup> )	( <sup>9</sup> )	
Allentown-Bethlehem-Easton, Pa.-N.J. <sup>8</sup>	Feb. 1965	50	112.1	-	-	91.5	-	-	20.6	-	-	7.4	-	-	1.2	( <sup>9</sup> )	( <sup>9</sup> )	7.2	( <sup>9</sup> )	( <sup>9</sup> )	2.8	( <sup>9</sup> )	2.0	( <sup>9</sup> )	( <sup>9</sup> )	
Boston, Mass.	Oct. 1964	( <sup>10</sup> )	439.3	244.6	99.3	199.9	129.1	29.6	239.4	115.5	69.7	41.7	24.0	8.0	25.3	11.8	7.1	72.2	56.3	8.7	56.3	38.2	43.9	22.1	7.7	
Buffalo, N.Y.	Dec. 1964	50	222.2	153.5	31.1	150.6	112.6	15.9	71.6	40.9	15.2	23.1	11.8	4.0	5.6	( <sup>9</sup> )	( <sup>9</sup> )	26.0	( <sup>9</sup> )	( <sup>9</sup> )	9.5	( <sup>9</sup> )	7.4	( <sup>9</sup> )	( <sup>9</sup> )	
Lawrence-Haverhill, Mass.-N.H. <sup>8</sup>	June 1965	50	42.6	-	-	36.5	-	-	6.1	-	-	.9	( <sup>9</sup> )	( <sup>9</sup> )	.4	( <sup>9</sup> )	( <sup>9</sup> )	2.9	( <sup>9</sup> )	( <sup>9</sup> )	.9	( <sup>9</sup> )	1.0	( <sup>9</sup> )	( <sup>9</sup> )	
Manchester, N.H.	Aug. 1964	50	20.8	15.5	2.5	14.6	12.5	.8	6.2	3.0	1.7	2.0	.9	.5	1.0	( <sup>9</sup> )	( <sup>9</sup> )	1.4	( <sup>9</sup> )	( <sup>9</sup> )	1.2	( <sup>9</sup> )	.6	( <sup>9</sup> )	( <sup>9</sup> )	
Newark and Jersey City, N.J. <sup>8</sup>	Feb. 1965	( <sup>10</sup> )	433.2	-	-	247.1	-	-	186.1	-	-	53.9	-	-	24.1	( <sup>9</sup> )	( <sup>9</sup> )	35.1	( <sup>9</sup> )	( <sup>9</sup> )	35.0	( <sup>9</sup> )	38.0	( <sup>9</sup> )	( <sup>9</sup> )	
New Haven, Conn. <sup>8</sup>	Jan. 1965	50	60.5	-	-	36.4	-	-	24.1	-	-	10.1	-	-	2.2	( <sup>9</sup> )	( <sup>9</sup> )	4.5	( <sup>9</sup> )	( <sup>9</sup> )	4.9	( <sup>9</sup> )	2.4	( <sup>9</sup> )	( <sup>9</sup> )	
New York, N.Y.	Apr. 1965	( <sup>10</sup> )	1,639.8	766.5	465.0	516.7	295.2	104.1	1,123.1	471.3	360.9	248.9	116.8	52.4	134.7	52.5	49.2	220.4	167.2	27.0	291.9	189.3	227.2	120.3	43.0	
Paterson-Clifton-Passaic, N.J. <sup>8</sup>	May 1965	50	189.3	-	-	132.4	-	-	56.9	-	-	14.0	-	-	8.2	( <sup>9</sup> )	( <sup>9</sup> )	22.3	( <sup>9</sup> )	( <sup>9</sup> )	5.3	( <sup>9</sup> )	7.1	( <sup>9</sup> )	( <sup>9</sup> )	
Philadelphia, Pa.-N.J.	Nov. 1964	( <sup>10</sup> )	685.1	421.3	128.9	409.8	283.8	49.1	275.3	137.5	79.8	69.1	37.6	15.1	33.7	13.2	11.1	83.5	63.0	12.4	55.1	35.5	33.9	20.7	5.7	
Pittsburgh, Pa.	Jan. 1965	( <sup>10</sup> )	389.7	259.8	58.7	253.7	186.2	29.0	136.0	73.6	29.7	39.9	20.6	6.7	16.1	7.1	4.7	42.1	32.7	4.1	17.5	11.1	20.4	( <sup>9</sup> )	( <sup>9</sup> )	
Portland, Maine <sup>8</sup>	Nov. 1964	50	21.1	-	-	10.3	-	-	10.8	-	-	-	-	-	1.4	( <sup>9</sup> )	( <sup>9</sup> )	3.6	( <sup>9</sup> )	( <sup>9</sup> )	1.7	( <sup>9</sup> )	.7	( <sup>9</sup> )	( <sup>9</sup> )	
Providence-Pawtucket, R.I.-Mass.	May 1965	50	144.9	105.0	20.0	106.8	83.1	10.4	38.1	21.9	9.6	8.5	5.3	1.5	2.9	( <sup>9</sup> )	( <sup>9</sup> )	16.2	12.8	1.7	7.5	( <sup>9</sup> )	3.0	( <sup>9</sup> )	( <sup>9</sup> )	
Scranton, Pa. <sup>8</sup>	Aug. 1964	50	35.4	-	-	25.6	-	-	9.8	-	-	4.2	-	-	.6	( <sup>9</sup> )	( <sup>9</sup> )	3.4	( <sup>9</sup> )	( <sup>9</sup> )	.9	( <sup>9</sup> )	.7	( <sup>9</sup> )	( <sup>9</sup> )	
Trenton, N.J.	Dec. 1964	50	48.1	31.0	8.1	35.0	23.3	5.4	13.1	7.7	2.7	3.5	2.0	.7	.5	( <sup>9</sup> )	( <sup>9</sup> )	4.4	( <sup>9</sup> )	( <sup>9</sup> )	2.2	( <sup>9</sup> )	2.5	( <sup>9</sup> )	( <sup>9</sup> )	
Waterbury, Conn. <sup>8</sup>	Mar. 1965	50	39.4	-	-	34.0	-	-	5.4	-	-	1.7	-	-	.3	( <sup>9</sup> )	( <sup>9</sup> )	1.8	( <sup>9</sup> )	( <sup>9</sup> )	1.0	( <sup>9</sup> )	.6	( <sup>9</sup> )	( <sup>9</sup> )	
Worcester, Mass. <sup>8</sup>	June 1965	50	58.8	-	-	42.1	-	-	16.7	-	-	3.2	-	-	1.0	( <sup>9</sup> )	( <sup>9</sup> )	7.5	( <sup>9</sup> )	( <sup>9</sup> )	4.2	( <sup>9</sup> )	.8	( <sup>9</sup> )	( <sup>9</sup> )	
York, Pa. <sup>8</sup>	Feb. 1965	50	50.3	-	-	40.8	-	-	9.5	-	-	3.0	-	-	.8	( <sup>9</sup> )	( <sup>9</sup> )	4.1	( <sup>9</sup> )	( <sup>9</sup> )	.8	( <sup>9</sup> )	.8	( <sup>9</sup> )	( <sup>9</sup> )	
<b>South</b>																										
Atlanta, Ga. <sup>8</sup>	May 1965	50	212.7	-	-	87.6	-	-	125.1	-	-	35.8	-	-	19.4	-	-	37.6	-	-	19.5	-	12.8	( <sup>9</sup> )	( <sup>9</sup> )	
Baltimore, Md.	Nov. 1964	( <sup>10</sup> )	272.1	177.7	42.3	157.0	116.1	15.6	115.1	61.6	26.7	28.9	14.6	6.0	12.1	6.4	2.6	38.0	30.0	4.1	20.3	12.3	15.8	( <sup>9</sup> )	( <sup>9</sup> )	
Beaumont-Port Arthur, Tex. <sup>8</sup>	May 1965	50	43.1	-	-	29.8	-	-	13.3	-	-	5.8	-	-	1.1	( <sup>9</sup> )	( <sup>9</sup> )	4.1	( <sup>9</sup> )	( <sup>9</sup> )	.9	( <sup>9</sup> )	1.4	( <sup>9</sup> )	( <sup>9</sup> )	
Birmingham, Ala.	Apr. 1965	50	99.6	67.9	15.0	56.0	43.5	4.8	43.6	24.4	10.2	12.7	6.8	2.5	5.9	3.8	1.3	10.6	10.6	1.3	7.0	4.2	4.7	( <sup>9</sup> )	( <sup>9</sup> )	
Charleston, W. Va. <sup>8</sup>	Apr. 1965	50	34.6	-	-	20.7	-	-	13.9	-	-	6.6	-	-	1.4	( <sup>9</sup> )	( <sup>9</sup> )	4.4	( <sup>9</sup> )	( <sup>9</sup> )	.8	( <sup>9</sup> )	.7	( <sup>9</sup> )	( <sup>9</sup> )	
Charlotte, N.C. <sup>8</sup>	Apr. 1965	50	60.5	-	-	22.8	-	-	37.7	-	-	12.3	-	-	7.8	( <sup>9</sup> )	( <sup>9</sup> )	9.9	( <sup>9</sup> )	( <sup>9</sup> )	4.6	( <sup>9</sup> )	3.1	( <sup>9</sup> )	( <sup>9</sup> )	
Chattanooga, Tenn.-Ga.	Sept. 1964	50	51.0	37.9	5.7	37.0	30.0	2.2	14.0	7.9	3.5	3.4	2.0	.5	.8	( <sup>9</sup> )	( <sup>9</sup> )	4.7	( <sup>9</sup> )	( <sup>9</sup> )	3.1	( <sup>9</sup> )	2.0	( <sup>9</sup> )	( <sup>9</sup> )	
Dallas, Tex.	Nov. 1964	50	220.1	130.2	46.3	92.2	63.1	10.2	127.9	67.1	36.1	29.4	14.9	6.1	21.1	( <sup>9</sup> )	( <sup>9</sup> )	40.9	32.1	4.4	24.0	17.6	12.5	( <sup>9</sup> )	( <sup>9</sup> )	
Fort Worth, Tex.	Nov. 1964	50	95.5	58.7	17.0	50.3	30.6	7.5	45.2	28.1	9.5	11.0	5.8	2.2	6.0	( <sup>9</sup> )	( <sup>9</sup> )	20.7	( <sup>9</sup> )	( <sup>9</sup> )	3.8	( <sup>9</sup> )	3.7	( <sup>9</sup> )	( <sup>9</sup> )	
Greenville, S.C. <sup>8</sup>	May 1965	50	42.0	-	-	32.5	-	-	9.5	-	-	2.2	-	-	.5	( <sup>9</sup> )	( <sup>9</sup> )	4.5	( <sup>9</sup> )	( <sup>9</sup> )	1.2	( <sup>9</sup> )	1.1	( <sup>9</sup> )	( <sup>9</sup> )	
Houston, Tex. <sup>8</sup>	June 1965	50	219.2	-	-	83.3	-	-	135.9	-	-	34.8	-	-	19.8	( <sup>9</sup> )	( <sup>9</sup> )	48.8	( <sup>9</sup> )	( <sup>9</sup> )	15.7	( <sup>9</sup> )	16.8	( <sup>9</sup> )	( <sup>9</sup> )	
Jackson, Miss. <sup>8</sup>	Feb. 1965	50	20.1	-	-	7.3	-	-	12.8	-	-	3.8	-	-	1.5	( <sup>9</sup> )	( <sup>9</sup> )	3.3	( <sup>9</sup> )	( <sup>9</sup> )	2.3	( <sup>9</sup> )	1.9	( <sup>9</sup> )	( <sup>9</sup> )	
Jacksonville, Fla.	Jan. 1965	50	61.7	37.1	13.7	16.5	13.2	1.0	45.2	23.9	12.7	10.9	5.2	2.2	5.5	( <sup>9</sup> )	( <sup>9</sup> )	15.7	( <sup>9</sup> )	( <sup>9</sup> )	8.7	( <sup>9</sup> )	4.4	( <sup>9</sup> )	( <sup>9</sup> )	
Little Rock-North Little Rock, Ark.	Aug. 1964	50	32.6	21.2	4.5	15.1	11.9	1.0	17.5	9.3	3.5	6.6	3.5	.8	2.1	( <sup>9</sup> )	( <sup>9</sup> )	4.2	( <sup>9</sup> )	( <sup>9</sup> )	2.8	( <sup>9</sup> )	1.8	( <sup>9</sup> )	( <sup>9</sup> )	
Louisville, Ky.-Ind.	Feb. 1965	50	136.7	95.9	19.3	84.0	64.2	7.5	52.7	31.7	11.8	16.0	8.9	3.4	6.8	( <sup>9</sup> )	( <sup>9</sup> )	16.7	( <sup>9</sup> )	( <sup>9</sup> )	7.1	( <sup>9</sup> )	6.1	( <sup>9</sup> )	( <sup>9</sup> )	
Lubbock, Tex. <sup>8</sup>	June 1965	50	13.2	-	-	4.5	-	-	8.7	-	-	2.5	-	-	1.0	( <sup>9</sup> )	( <sup>9</sup> )	3.8	( <sup>9</sup> )	( <sup>9</sup> )	.7	( <sup>9</sup> )	.7	( <sup>9</sup> )	( <sup>9</sup> )	
Memphis, Tenn. <sup>8</sup>	Jan. 1965	50	93.5	-	-	42.5	-	-	51.0	-	-	11.7	-	-	9.0	( <sup>9</sup> )	( <sup>9</sup> )	18.2	( <sup>9</sup> )	( <sup>9</sup> )	5.5	( <sup>9</sup> )	6.6	( <sup>9</sup> )	( <sup>9</sup> )	
Miami, Fla. <sup>8</sup>	Dec. 1964	50	123.7	-	-	29.3	-	-	94.4	-	-	27.8	-	-	5.7	( <sup>9</sup> )	( <sup>9</sup> )	33.1	( <sup>9</sup> )	( <sup>9</sup> )	8.7	( <sup>9</sup> )	19.1	( <sup>9</sup> )	( <sup>9</sup> )	
New Orleans, La.	Feb. 1965	50	130.2	79.8	21.5	48.2	33.3	6.9	82.0	46.5	14.6	27.1	10.8	4.0	9.4	( <sup>9</sup> )	( <sup>9</sup> )	26.6	21.1	2.6	8.7	( <sup>9</sup> )	10.2	( <sup>9</sup> )	( <sup>9</sup> )	
Norfolk-Portsmouth and Newport News-Hampton, Va.	June 1965	50	83.2	64.8	8.2	40.0	34.7	2.4	43.2	30.1	5.8	10.3	6.3	1.5	3.6	( <sup>9</sup> )	( <sup>9</sup> )	22.0	( <sup>9</sup> )	( <sup>9</sup> )	3.0	( <sup>9</sup> )	4.3	( <sup>9</sup> )	( <sup>9</sup> )	
Oklahoma City, Okla.	Aug. 1964	50	<sup>11</sup> 61.7	<sup>11</sup> 37.7	<sup>11</sup> 12.9	20.7	14.2	2.8	<sup>11</sup> 41.0	<sup>11</sup> 23.5	<sup>11</sup> 10.1	10.2	5.9	2.1	4.8	( <sup>9</sup> )	( <sup>9</sup> )	14.1	( <sup>9</sup> )	( <sup>9</sup> )	5.6	( <sup>9</sup> )	3.4	( <sup>9</sup> )	( <sup>9</sup> )	
Raleigh, N.C. <sup>8</sup>	Sept. 1964	50	18.4	-	-	7.2	-	-	11.2	-	-	3.2	-	-	1.3	( <sup>9</sup> )	( <sup>9</sup> )	3.4	( <sup>9</sup> )	( <sup>9</sup> )	2.7	( <sup>9</sup> )	.6	( <sup>9</sup> )	( <sup>9</sup> )	
Richmond, Va. <sup>8</sup>	Nov. 1964	50	81.5	-	-	37.5	-	-	44.0	-	-	11.2	-	-	5.9	( <sup>9</sup> )	( <sup>9</sup> )	14.7	( <sup>9</sup> )	( <sup>9</sup> )	8.7	( <sup>9</sup> )	3.5	( <sup>9</sup> )	( <sup>9</sup> )	
San Antonio, Tex.	June 1965	50	62.9	44.1	10.2	19.8	15.2	1.4	43.1	28.9	8.8	5.8	3.4	.7	5.0	( <sup>9</sup> )	( <sup>9</sup> )	19.6	( <sup>9</sup> )	( <sup>9</sup> )	6.5	( <sup>9</sup> )	6.2	( <sup>9</sup> )	( <sup>9</sup> )	
Savannah, Ga. <sup>8</sup>	May 1965	50	20.5	-	-	12.7	-	-	7.8	-	-	3.3	-	-	.5	( <sup>9</sup> )	( <sup>9</sup> )	2.6	( <sup>9</sup> )	( <sup>9</sup> )	.6	( <sup>9</sup> )	.8	( <sup>9</sup> )</		



Minimum-size establishment and estimated number of workers within scope of survey by industry division for 80 metropolitan areas studied by the Bureau of Labor Statistics, July 1964 through June 1965

Metropolitan area <sup>1</sup>	Payroll period	Minimum-size establishment	Number of workers in establishments within scope of studies <sup>2</sup> (in thousands)																									
			All industries			Manufacturing			Nonmanufacturing <sup>3</sup>			Public utilities <sup>4</sup>			Wholesale trade			Retail trade <sup>5</sup>			Finance <sup>6</sup>		Services <sup>7</sup>					
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office			
<b>North Central—Continued</b>																												
Davenport-Rock Island-Moline, Iowa-Ill	Oct. 1964	50	54.5	38.6	8.0	40.1	30.4	4.8	14.4	8.2	3.2	4.2	2.4	0.6	1.4	( <sup>9</sup> )	( <sup>9</sup> )	5.7	( <sup>9</sup> )	( <sup>9</sup> )	2.2	( <sup>9</sup> )	0.9	( <sup>9</sup> )	( <sup>9</sup> )			
Dayton, Ohio <sup>8</sup>	Jan. 1965	50	134.2	-	-	97.8	-	-	36.4	-	-	7.6	-	-	2.7	( <sup>9</sup> )	( <sup>9</sup> )	16.6	( <sup>9</sup> )	( <sup>9</sup> )	2.8	( <sup>9</sup> )	6.7	( <sup>9</sup> )	( <sup>9</sup> )			
Des Moines, Iowa <sup>8</sup>	Feb. 1965	50	46.0	-	-	19.2	-	-	26.8	-	-	5.5	-	-	4.2	( <sup>9</sup> )	( <sup>9</sup> )	7.1	( <sup>9</sup> )	( <sup>9</sup> )	7.8	( <sup>9</sup> )	2.2	( <sup>9</sup> )	( <sup>9</sup> )			
Detroit, Mich	Jan. 1965	( <sup>10</sup> )	689.1	450.9	116.7	466.9	327.6	68.0	222.2	123.3	48.7	50.1	23.8	10.7	26.1	15.2	5.5	76.5	63.9	6.4	33.1	19.9	36.4	18.6	6.2			
Green Bay, Wis	Aug. 1964	50	17.5	12.5	2.2	11.1	8.7	1.0	6.4	3.8	1.2	2.8	1.4	.5	1.0	( <sup>9</sup> )	( <sup>9</sup> )	2.0	( <sup>9</sup> )	( <sup>9</sup> )	1	( <sup>9</sup> )	.5	( <sup>9</sup> )	( <sup>9</sup> )			
Indianapolis, Ind <sup>8</sup>	Dec. 1964	50	166.8	-	-	96.7	-	-	70.1	-	-	18.0	-	-	9.3	( <sup>9</sup> )	( <sup>9</sup> )	24.0	-	-	11.6	( <sup>9</sup> )	7.2	( <sup>9</sup> )	( <sup>9</sup> )			
Kansas City, Mo.-Kans <sup>8</sup>	Nov. 1964	50	200.1	-	-	93.7	-	-	106.4	-	-	31.6	-	-	17.0	( <sup>9</sup> )	( <sup>9</sup> )	34.3	( <sup>9</sup> )	( <sup>9</sup> )	13.7	( <sup>9</sup> )	9.8	( <sup>9</sup> )	( <sup>9</sup> )			
Milwaukee, Wis	Apr. 1965	50	265.3	177.4	44.7	175.6	126.0	23.3	89.7	51.4	21.4	20.6	11.7	3.8	10.4	( <sup>9</sup> )	( <sup>9</sup> )	35.5	( <sup>9</sup> )	( <sup>9</sup> )	12.4	( <sup>9</sup> )	10.8	( <sup>9</sup> )	( <sup>9</sup> )			
Minneapolis-St. Paul, Minn.	Jan. 1965	50	302.6	176.1	60.2	139.1	86.9	19.8	163.5	89.2	40.4	42.8	23.7	8.0	25.6	11.1	8.2	54.0	41.6	6.8	23.6	15.5	17.5	( <sup>9</sup> )	( <sup>9</sup> )			
Muskegon-Muskegon Heights, Mich <sup>8</sup>	May 1965	50	27.5	-	-	23.5	-	-	4.0	-	-	1.7	-	-	.3	( <sup>9</sup> )	( <sup>9</sup> )	1.3	( <sup>9</sup> )	( <sup>9</sup> )	.5	( <sup>9</sup> )	.2	( <sup>9</sup> )	( <sup>9</sup> )			
Omaha, Nebr.-Iowa <sup>8</sup>	Oct. 1964	50	78.6	-	-	31.3	-	-	47.3	-	-	16.5	-	-	5.2	( <sup>9</sup> )	( <sup>9</sup> )	13.0	( <sup>9</sup> )	( <sup>9</sup> )	7.8	( <sup>9</sup> )	4.8	( <sup>9</sup> )	( <sup>9</sup> )			
St. Louis, Mo.-Ill	Oct. 1964	( <sup>10</sup> )	361.7	228.0	58.9	220.3	151.1	26.1	141.4	76.9	32.8	48.4	26.0	9.2	17.4	7.8	5.4	37.0	29.9	3.4	19.6	11.9	19.0	( <sup>9</sup> )	( <sup>9</sup> )			
Sioux Falls, S. Dak <sup>8</sup>	Oct. 1964	50	9.3	-	-	4.8	-	-	4.5	-	-	1.9	-	-	.5	( <sup>9</sup> )	( <sup>9</sup> )	1.6	( <sup>9</sup> )	( <sup>9</sup> )	.4	( <sup>9</sup> )	.1	( <sup>9</sup> )	( <sup>9</sup> )			
South Bend, Ind <sup>8</sup>	Mar. 1965	50	37.4	-	-	25.5	-	-	11.9	-	-	2.8	-	-	1.4	( <sup>9</sup> )	( <sup>9</sup> )	3.8	( <sup>9</sup> )	( <sup>9</sup> )	2.7	( <sup>9</sup> )	1.2	( <sup>9</sup> )	( <sup>9</sup> )			
Toledo, Ohio	Feb. 1965	50	84.4	55.2	12.7	54.4	36.8	7.5	30.0	18.4	5.2	9.0	4.6	1.4	3.2	( <sup>9</sup> )	( <sup>9</sup> )	11.9	( <sup>9</sup> )	( <sup>9</sup> )	2.7	( <sup>9</sup> )	3.2	( <sup>9</sup> )	( <sup>9</sup> )			
Waterloo, Iowa	Nov. 1964	50	20.5	15.2	2.3	16.6	12.8	1.7	3.9	2.4	.6	1.6	.8	.2	.2	( <sup>9</sup> )	( <sup>9</sup> )	1.4	( <sup>9</sup> )	( <sup>9</sup> )	.2	( <sup>9</sup> )	.5	( <sup>9</sup> )	( <sup>9</sup> )			
Wichita, Kans	Sept. 1964	50	58.2	36.4	12.4	41.0	25.9	8.6	17.2	10.5	3.8	4.5	2.6	.9	1.4	( <sup>9</sup> )	( <sup>9</sup> )	7.4	( <sup>9</sup> )	( <sup>9</sup> )	2.1	( <sup>9</sup> )	1.8	( <sup>9</sup> )	( <sup>9</sup> )			
<b>West</b>																												
Albuquerque, N. Mex <sup>8</sup>	Apr. 1965	50	28.0	-	-	5.8	-	-	22.2	-	-	4.8	-	-	.9	( <sup>9</sup> )	( <sup>9</sup> )	5.8	( <sup>9</sup> )	( <sup>9</sup> )	1.4	( <sup>9</sup> )	9.3	( <sup>9</sup> )	( <sup>9</sup> )			
Denver, Colo <sup>8</sup>	Dec. 1964	50	139.7	-	-	53.3	-	-	86.5	-	-	26.6	-	-	9.1	( <sup>9</sup> )	( <sup>9</sup> )	27.2	-	-	10.7	( <sup>9</sup> )	12.8	( <sup>9</sup> )	( <sup>9</sup> )			
Los Angeles-Long Beach, Calif	Mar. 1965	( <sup>10</sup> )	1,107.9	614.2	237.5	588.4	350.5	90.5	519.5	263.7	147.0	113.7	61.7	25.3	70.9	43.6	17.7	104.1	( <sup>9</sup> )	( <sup>9</sup> )	109.9	71.3	12	101.0	12	50.1	12	21.4
Phoenix, Ariz <sup>8</sup>	Mar. 1965	50	78.9	-	-	35.4	-	-	43.5	-	-	9.7	-	-	2.8	( <sup>9</sup> )	( <sup>9</sup> )	19.5	( <sup>9</sup> )	( <sup>9</sup> )	5.5	( <sup>9</sup> )	6.0	( <sup>9</sup> )	( <sup>9</sup> )			
Portland, Oreg.-Wash <sup>8</sup>	May 1965	50	121.3	-	-	54.8	-	-	66.5	-	-	21.2	-	-	10.4	( <sup>9</sup> )	( <sup>9</sup> )	20.1	-	-	8.8	( <sup>9</sup> )	6.0	( <sup>9</sup> )	( <sup>9</sup> )			
Salt Lake City, Utah	Dec. 1964	50	58.4	36.4	10.8	21.9	14.2	3.0	36.5	22.2	7.8	10.8	5.3	2.2	5.2	( <sup>9</sup> )	( <sup>9</sup> )	12.9	( <sup>9</sup> )	( <sup>9</sup> )	3.8	( <sup>9</sup> )	3.8	( <sup>9</sup> )	( <sup>9</sup> )			
San Bernardino-Riverside-Ontario, Calif <sup>8</sup>	Sept. 1964	50	71.8	-	-	33.3	-	-	38.5	-	-	14.9	-	-	4.1	( <sup>9</sup> )	( <sup>9</sup> )	11.1	( <sup>9</sup> )	( <sup>9</sup> )	4.8	( <sup>9</sup> )	3.6	( <sup>9</sup> )	( <sup>9</sup> )			
San Diego, Calif	Sept. 1964	50	93.4	56.1	16.2	44.0	25.1	5.2	49.4	31.0	11.0	10.5	6.2	2.4	2.4	( <sup>9</sup> )	( <sup>9</sup> )	21.0	( <sup>9</sup> )	( <sup>9</sup> )	6.3	( <sup>9</sup> )	9.2	( <sup>9</sup> )	( <sup>9</sup> )			
San Francisco-Oakland, Calif	Jan. 1965	( <sup>10</sup> )	389.9	195.4	104.1	140.0	88.6	23.2	249.9	106.8	80.9	78.1	31.8	15.7	31.6	15.3	9.4	47.5	35.8	6.4	56.4	41.3	36.3	( <sup>9</sup> )	( <sup>9</sup> )			
Seattle, Wash <sup>8</sup>	Sept. 1964	50	177.8	-	-	96.0	-	-	81.8	-	-	22.9	-	-	9.0	( <sup>9</sup> )	( <sup>9</sup> )	27.5	-	-	13.1	( <sup>9</sup> )	9.3	( <sup>9</sup> )	( <sup>9</sup> )			
Spokane, Wash	June 1965	50	23.9	16.0	3.6	8.6	6.6	.6	15.3	9.4	3.0	5.7	3.3	.8	1.2	( <sup>9</sup> )	( <sup>9</sup> )	5.2	( <sup>9</sup> )	( <sup>9</sup> )	1.5	( <sup>9</sup> )	1.7	( <sup>9</sup> )	( <sup>9</sup> )			

<sup>1</sup> Consists of Standard Metropolitan Statistical Areas. Both the Newark and Jersey City area and the Norfolk-Portsmouth and Newport News-Hampton area consist of 2 Standard Metropolitan Statistical Areas.

<sup>2</sup> Totals include executive, professional, and other workers excluded from the separate plant and office categories. The estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

<sup>3</sup> Includes data for 5 broad nonmanufacturing industry groups shown separately.

<sup>4</sup> Transportation, communication, and other public utilities. Excludes taxicabs and services incidental to water transportation. Municipally operated establishments are excluded, by definition, from the scope of the survey. All or major local-transit operations in Albuquerque, Boston, Chicago, Cleveland, Dallas, Detroit, Los Angeles-Long Beach, Miami, New York, San Antonio, San Francisco-Oakland, Savannah, and Seattle were municipally operated; as were electric utility operations in Birmingham (supplying less than half of the electricity consumed), Chattanooga, Jacksonville, Los Angeles-Long Beach, Phoenix (supplying less than half of the electricity consumed), and Seattle; electric and gas operations in Memphis, Omaha, and San Antonio; and gas operations in Indianapolis and Richmond.

<sup>5</sup> Estimates for Los Angeles-Long Beach exclude department stores. The remainder of retail trade is appropriately represented in the A and B table estimates for all industries combined and, where presented, for nonmanufacturing.

<sup>6</sup> Finance, insurance, and real estate. Workers from the entire division are represented in the A tables. Plant workers in finance and insurance are not included in estimates for plant workers in the scope table nor in the B tables. Data for plant workers in real estate, however, are included in "all industries" and "nonmanufacturing" estimates.

<sup>7</sup> Hotels; personal services; business services; automobile repair shops; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services. Estimates for Little Rock-North Little Rock exclude hotels employing more than 100 employees. The remainder of services is appropriately represented in the A and B table estimates for all industries combined and, where presented, for nonmanufacturing.

<sup>8</sup> Survey limited to occupational earnings; separate plant and office employment totals were not compiled. Dashes indicate that coverage was sufficient to justify separate presentation of data in the A tables.

<sup>9</sup> This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the A tables, and for "all industries," where presented, in the B tables. (Some surveys are limited to occupational earnings. See footnote 8.) Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

<sup>10</sup> Minimum-size establishment (in terms of employment) was 50 workers in the wholesale trade, finance, and services industry groups; and 100 workers in the manufacturing, public utilities, and retail trade groups.

<sup>11</sup> Data for crude petroleum and natural gas are included in all areas except Oklahoma City, where they are included in "all industries" and "nonmanufacturing."

<sup>12</sup> Excludes data for motion picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing."

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



## Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers.

### OFFICE

#### **BILLER, MACHINE**

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (Moon Hopkins, Elliott Fisher, Burroughs, etc., which are combination typing and adding machines) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (Sundstrand, Elliott Fisher, Remington Rand, etc., which may or may not have typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

#### **BOOKKEEPING-MACHINE OPERATOR**

Operates a bookkeeping machine (Remington Rand, Elliott Fisher, Sundstrand, Burroughs, National Cash Register, with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

#### **CLERK, ACCOUNTING**

Class A. Under general direction of a bookkeeper or accountant, has responsibility for keeping one or more sections of a complete set of books or records relating to one phase of an establishment's business transactions. Work involves posting and balancing subsidiary

## CLERK, ACCOUNTING—Continued

ledger or ledgers such as accounts receivable or accounts payable; examining and coding invoices or vouchers with proper accounting distribution; and requires judgment and experience in making proper assignments and allocations. May assist in preparing, adjusting, and closing journal entries; and may direct class B accounting clerks.

Class B. Under supervision, performs one or more routine accounting operations such as posting simple journal vouchers or accounts payable vouchers, entering vouchers in voucher registers; reconciling bank accounts; and posting subsidiary ledgers controlled by general ledgers, or posting simple cost accounting data. This job does not require a knowledge of accounting and bookkeeping principles but is found in offices in which the more routine accounting work is subdivided on a functional basis among several workers.

## CLERK, FILE

Class A. In an established filing system containing a number of varied subject matter files, classifies and indexes file material such as correspondence, reports, technical documents, etc. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer sub-headings. 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

## CLERK, ORDER—Continued

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, followup 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

## KEYPUNCH OPERATOR—Continued

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 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 setup 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

**Class A.** Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

**Class B.** Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

## 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.

Class C. Operates simple tabulating or electrical accounting machines such as the sorter, reproducing punch, collator, etc., with

## TABULATING-MACHINE OPERATOR—Continued

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

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level draftsmen.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required.

DRAFTSMAN—Continued

Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTSMAN-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

and/or

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

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.

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 power tools,

CARPENTER, MAINTENANCE—Continued

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

## HELPER, MAINTENANCE TRADES—Continued

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 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 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 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 in-

## TOOL AND DIE MAKER—Continued

volves 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; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial

## JANITOR, PORTER, OR CLEANER—Continued

or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

## LABORER, MATERIAL HANDLING

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

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, 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 1 $\frac{1}{2}$  tons)  
Truckdriver, medium (1 $\frac{1}{2}$  to and including 4 tons)  
Truckdriver, heavy (over 4 tons, trailer type)  
Truckdriver, heavy (over 4 tons, other than trailer type)

## TRUCKER, POWER

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

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

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

## WATCHMAN

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



## Order Form

TO:

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

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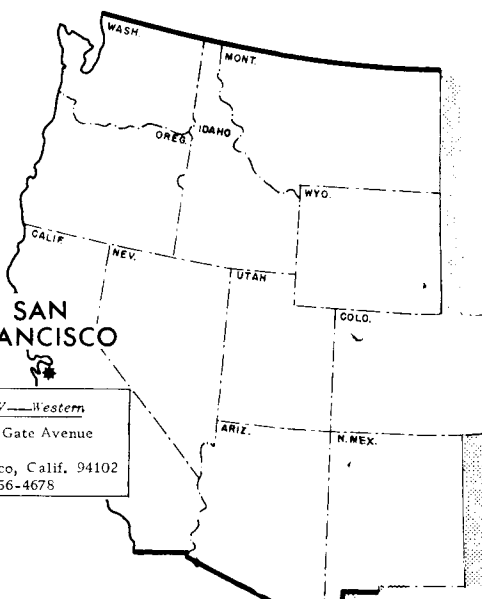
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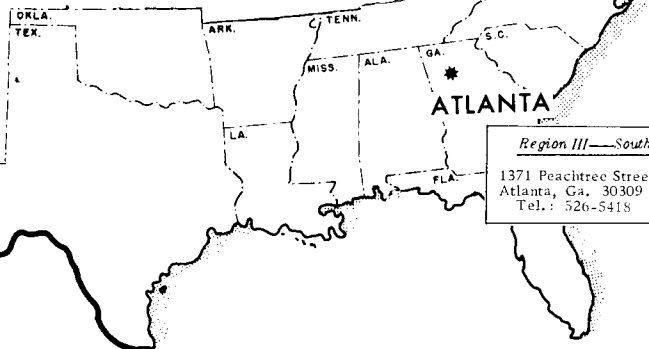
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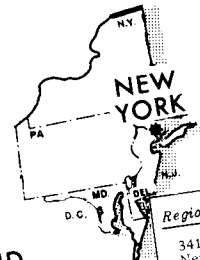
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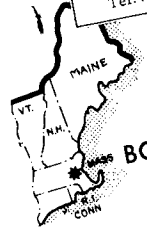
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