



Wages and Related Benefits

**PART II: METROPOLITAN AREAS,
UNITED STATES AND
REGIONAL SUMMARIES,
1964-65**

Bulletin No. 1430-83

UNITED STATES DEPARTMENT OF LABOR

Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS

Arthur M. Ross, Commissioner

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May 1966

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Preface

The Bureau of Labor Statistics annually conducts areawide surveys in 80 Standard Metropolitan Statistical Areas. These studies provide data on occupational earnings and related supplementary benefits. A bulletin is published for each area, providing data as follows:

For each occupation—employment and the mean, median, middle range of earnings, and distributions of workers by earnings intervals, areawide and by selected industry group.

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

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

An earlier consolidated bulletin summarized the results of the individual area bulletins for the surveys made during the period July 1964 to June 1965. A list of the bulletins for the areas surveyed appears on the last page of this bulletin.

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

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

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Wages and Related Benefits—

Metropolitan Areas, United States and Regional Summaries, 1964-65

Introduction

Surveys of occupational earnings and related practices in 80 metropolitan areas were conducted by the Bureau of Labor Statistics between July 1964 and June 1965.¹ These studies were part of a program designed to provide detailed data for each of the individual areas² and to permit projection of these data to all 212 Standard Metropolitan Statistical Areas in the United States.³

This current publication is the second of two summary bulletins. The first summary, Wages and Related Benefits, Part I. 80 Metropolitan Areas, 1964-65 (BLS Bulletin 1430-83, 1965), incorporated data for each of the 80 areas surveyed. This second summary offers data for all metropolitan areas combined, nationally; for four broad regions; and for six major industry divisions. Data are presented on occupational earnings, interarea differences in wages, wage trends, wage dispersions, work schedules, supplementary wage benefits, and labor-management agreement coverage.

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

Characteristics of the 212 Areas

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

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

² See last page for listing of area bulletins.

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

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

Regional data are greatly influenced by the larger metropolitan areas. In the West, Los Angeles and San Francisco account for almost half of the population. New York, Philadelphia, and Boston account for half of the population in the Northeast, and Chicago and Detroit for almost a third of the North Central population. In the South, however, the five largest areas combined account for only a fourth of the population.

Estimates of earnings, employer practices, and supplementary benefits in urban employment are composites representing 66,300 establishments employing over 18.1 million workers within scope of the survey. The average size of establishment within scope of the study ranged from 209 employees in the South to 318 in the North Central region. By industry group, the average size of establishment ranged from 116 employees in wholesale trade to 410 in public utilities.

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

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

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

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

Of the total employment of 18,118,000 within scope of the survey in all regions, 33 percent were in the Northeast, 32 percent in the North Central, 20 percent in the South, and 15 percent in the West. These data, and the percentages shown in the text tabulation below, may be interpreted further. For example, 20 percent of the total employment in all metropolitan areas was found in manufacturing in the North Central region (62 percent x 32 percent = 20 percent).

Percent distribution of total employment by region and industry division, 1964-65

Industry division	All metropolitan areas				
	Northeast	South	North Central	West	
All industries -----	100	100	100	100	100
Manufacturing -----	54	56	46	62	46
Nonmanufacturing -----	46	44	54	38	54
Public utilities -----	12	11	15	10	15
Wholesale trade -----	6	5	6	5	6
Retail trade-----	14	12	19	12	14
Finance -----	8	9	8	6	9
Services-----	7	7	7	5	10

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

Occupational Earnings

Occupational earnings data are presented in this bulletin for all industries combined, manufacturing, nonmanufacturing, and for the five nonmanufacturing industry divisions studied. Numbers of workers, means, medians, middle ranges, and distributions of workers by earnings are presented, by industry division, for the United States, and four broad Census regions.

The earnings data following the job titles are for all industries combined. The omission of an occupation, or an industry division within an occupation, indicates that either no workers were found in that group, or not enough workers were reported to provide a reliable estimate.

The averages and distributions were compiled by combining varying pay levels from establishments in many different industries and areas having widely divergent pay levels.⁵ No attempt is made to isolate all of the factors which affect the levels of earnings, but the tables provide information on differences in occupational earnings by industry division, region, and sex.

Office Clerical Occupations

Nationwide, average weekly salaries of women secretaries employed in metropolitan areas exceeded \$100 for the first time, reaching a new high of \$102.50 in February 1965. A fourth of the over 200,000 secretaries within scope of this study earned less than \$89 a week and a fourth earned more than \$116. Class B typists and general stenographers, numerically the next most important office jobs studied, averaged \$68 and \$81.50, respectively. The most populous jobs for men were class A accounting clerks, with an average of \$116.50, and office boys with an average of \$66.

On a nationwide and regional basis, all-industry averages for men exceeded those for women in each of the office clerical jobs for which data were published for both men and women. However, nationally, within industry divisions, office girls employed in manufacturing and women tabulating-machine operators (class C) in retail trade earned slightly higher salaries than did their male counterparts.

It should not be assumed that differences in average pay levels for men and women reflect differences in pay treatment of the sexes within individual establishments. Industries and establishments differ in pay levels and job staffing, thus contributing differently to

⁵ An analysis of pay relatives of office clerical, skilled maintenance, and unskilled plant workers in 80 areas is presented on pp. 61-66.

the estimates for each job (and sex).⁶ Even within establishments, differences may occur because of variances in progression within established rate ranges and differences in specific duties performed, although the workers are appropriately classified within the same more generalized survey job description.

Considering the nearly consistent pattern of higher nationwide averages for men within industry divisions, and the magnitude of these pay differences, the explanation undoubtedly involves a combination of factors. An earlier study indicated that, on an area basis, differences between men's and women's earnings were greatly reduced when comparisons were directed to establishments employing both sexes in the jobs studied.⁷

Average weekly salaries of office workers tended to be higher in manufacturing than in the total nonmanufacturing group, and higher in the West than in the three other regions. Among the six industry divisions included in the survey, office clerical job averages were highest in public utilities, followed next by manufacturing. The following tabulation presents pay levels of office clerical workers in each of the six industry divisions by region. These levels are expressed as a percentage of national all-industry pay levels.⁸

Office clerical worker pay levels					
(Percent of nationwide all-industry average)					
	All metropolitan areas	Northeast	South	North Central	West
All industries -----	100	99	93	101	107
Manufacturing -----	105	103	100	106	113
Nonmanufacturing-----	97	98	91	97	104
Public utilities -----	109	110	104	111	115
Wholesale trade-----	100	102	93	100	107
Retail trade-----	90	90	84	91	99
Finance -----	91	93	84	91	97
Services-----	99	99	93	96	108

⁶ See data on occupational employment by industry division and size of establishment in appendix B, pp. 107-113.

⁷ "Differences in Pay Rates for Men and Women," Wages and Related Benefits, 20 Labor Markets, 1958-59 (BLS Bulletin 1240-22, 1959), now out of print.

⁸ Based on aggregates obtained by multiplying occupational averages for 19 office jobs by the nationwide employment in each job.

Averages of office clerical workers by industry group within manufacturing, the largest industry division studied, were even more varied than were averages of the major industry divisions. Earnings in the textile, apparel, lumber and wood products (except furniture), furniture, leather and leather products, and miscellaneous manufacturing industry groups were more than 10 percent below the average for all manufacturing.⁹ The industry groups with earnings of more than 10 percent above the average for manufacturing were petroleum refining, primary metals, and transportation equipment. Office workers employed in occupations requiring skill in operating machines (bookkeeping, Comptometer, keypunch, and tabulating) were highest paid in the transportation equipment industry group, while the petroleum refining industry group paid the highest salaries for accounting and payroll clerks, stenographers, and secretaries.

Employees of large firms generally had higher earnings than employees of small firms. For example, women secretaries employed by establishments with fewer than 100 workers received salaries about 15 percent below those in establishments with 2,500 employees or more. The differential by size of establishment was larger in manufacturing, where about 30 percent of the secretaries in the largest establishments were employees of the relatively high-paying transportation equipment manufacturing firms.

Professional and Technical Occupations

Women registered industrial nurses, the only professional and technical occupation included in this 1964-65 survey, averaged \$108.50 a week. Regional averages for the Northeast (\$107), South (\$105), and North Central (\$108.50) were substantially below the average for the West (\$118). Over 60 percent of the nurses were employed in establishments with 1,000 workers or more and an additional 20 percent were in firms employing between 500 and 1,000 workers.

Maintenance and Powerplant Occupations

Among the skilled maintenance occupations studied, tool and die makers were the highest paid, averaging \$3.48 an hour. Averages for electricians, machinists, machine-tool operators (toolroom), pipefitters, and sheet-metal workers were all within a range of \$3.31 to \$3.34 an hour, while auto mechanics, carpenters, mechanics, and painters ranged from \$3.11 to \$3.14 an hour.

⁹ Conclusions regarding the relative ranking of industry groups are based on a composite of individual occupational averages, using all manufacturing employments as weights for each job within each industry group. Although the sampling error of these averages is too great to permit their publication, they are sufficiently accurate to distinguish the high from the low ranking industries.

It must be remembered that these industry averages relate only to metropolitan areas in the size groups covered, and no judgment should be made regarding the entire industry.

The relatives for skilled maintenance workers in manufacturing were almost identical to the all-industry relatives. Because of the small number of skilled maintenance workers found in nonmanufacturing firms, relatives are presented in the following tabulation only for all-industries and manufacturing.¹⁰

Skilled maintenance pay levels				
(Percent of nationwide average)				
	All metropolitan areas	Northeast	South Central	North West
All industries -----	100	96	96	103 106
Manufacturing -----	100	96	96	102 105

Machine-tool operators and tool and die makers in the North Central region, and pipefitters in the South were the only maintenance and toolroom occupations with averages equal to or above those in the West. Sixty percent of all machine-tool operators and over 50 percent of all tool and die makers were employed in the North Central region. The region's leading employers of workers in these occupations were the relatively high wage machinery (except electrical) and transportation equipment industries. The high rates for pipefitters in the South reflect concentrations of these workers in the chemical and petroleum refining industries in a number of southern cities.

Auto mechanics was the only trade which was not highly concentrated in manufacturing firms. About 16,000 auto mechanics, slightly over a third of the total, were employed by trucking companies; bus companies employed about a seventh of the total. Trucking companies paid more than the national average; bus companies paid less.

Carpenters and painters were highest paid in retail trade, which was generally found to be one of the lower paying industry groups. Most carpenters and painters in retail trade were employed by food and general merchandise (including department) stores. Some of these firms pay union scales negotiated for construction work to workers in some of the maintenance trades.

Custodial and Material Movement Occupations

Among the custodial and material movement jobs, material handling laborers averaged \$2.38 an hour with division averages ranging from \$1.93 in services to \$2.80 in public utilities. By region, averages ranged from \$1.89 in the South to \$2.69 in the West. Men

¹⁰ Based on aggregates obtained by multiplying occupational averages for eight skilled maintenance jobs by nationwide employment in each job.

janitors, the major custodial occupation, averaged \$1.97 with division averages ranging from \$1.56 in retail trade to \$2.20 in manufacturing, and regional averages ranging from \$1.54 in the South to \$2.16 in the West.

Understanding the industrial composition of an average often clarifies what seem to be unusual relationships to other occupational averages. The all-industries average for women janitors (\$1.67) was 30 cents below the average for men (\$1.97). Part of the difference is traceable to a larger proportion of men than women employed in the higher paying manufacturing division. Calculations based on an assumption that men and women were distributed similarly among major industry divisions would eliminate 10 cents of the difference. An analysis of relationships of job averages within establishments indicated that the wage advantage favoring men janitors was greatly reduced when examined on a plant-by-plant basis.¹¹

Pay levels for unskilled workers by region and industry division are expressed as percentages of national pay levels in the following tabulation:¹²

¹¹ "Occupational Wage Relationships in Metropolitan Areas, 1961-62," *Monthly Labor Review*, December 1963, pp. 1426-1431.

¹² Based on aggregates obtained by multiplying occupation averages for men janitors and material handling laborers by nationwide employment in each job.

Unskilled worker pay levels					
(Percent of nationwide all-industry average)					
	All metropolitan areas	Northeast	South	North Central	West
All industries -----	100	103	79	107	112
Manufacturing -----	103	103	86	110	114
Nonmanufacturing -----	98	103	74	102	111
Public utilities -----	115	118	97	119	122
Wholesale trade -----	93	98	71	102	112
Retail trade -----	86	87	69	90	102
Finance -----	(¹)	(¹)	(¹)	(¹)	(¹)
Services -----	84	(¹)	(¹)	(¹)	(¹)

¹ Data do not meet publication criteria.

For each industry division for which data were available, pay levels were highest in the West and lowest in the South. Pay levels were highest in the public utilities industry division and lowest in retail trade for each region. Comparisons based on average rates for men and women janitors suggest that pay levels for unskilled workers in the finance and services divisions exceed those in retail trade; nationwide, material handling laborers had a lower average in services than in retail trade.

A. Occupational Earnings

Table A-1. Office Occupations—United States

(Average straight-time weekly hours and earnings for selected occupations by industry division in all metropolitan areas, February 1965¹)

Sex, occupation, and industry division	Number of workers	Average weekly hours ² (standard)	Weekly earnings ² (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ³	Median ³	Middle range ³	Under \$40	\$40 and under	\$50	\$60	\$70	\$80	\$90	\$100	\$100	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190 and over		
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over		
MEN																								
BILLERS, MACHINE (BILLING MACHINE) -----	1,289	39.5	\$ 100.50	\$ 105.50	\$ 90.00-114.50	-	-	3	68	90	165	172	325	412	50	2	2	1	-	-	-	-		
NONMANUFACTURING -----	1,156	39.5	102.00	107.00	92.50-115.50	-	-	3	40	71	141	137	313	398	50	-	2	1	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	927	40.0	104.00	108.50	94.50-116.00	-	-	-	17	54	127	91	211	384	40	-	2	1	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	694	39.5	98.00	101.00	85.50-112.50	-	-	1	45	62	120	98	153	173	20	19	4	1	-	-	-	-		
NONMANUFACTURING -----	523	39.5	96.00	99.00	83.50-111.50	-	-	1	38	62	100	69	103	125	10	9	4	1	-	-	-	-		
FINANCE ⁵ -----	268	38.5	96.00	102.00	81.50-112.00	-	-	1	11	52	41	9	67	70	8	8	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	955	39.0	78.00	75.00	66.00-87.50	-	-	87	258	188	232	57	92	37	1	3	-	-	-	-	-	-		
NONMANUFACTURING -----	774	39.0	76.50	73.50	65.00-86.00	-	-	72	237	144	181	47	60	34	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	298	38.5	69.50	67.50	62.00-76.00	-	-	47	136	55	42	12	5	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	26,046	39.0	116.50	116.00	101.50-130.00	-	-	3	65	625	1726	3339	4571	4884	4317	3231	1565	927	517	136	108	34		
MANUFACTURING -----	12,841	39.5	121.00	121.50	105.50-135.50	-	-	-	9	200	604	1279	1891	2072	2470	2059	1012	694	375	96	69	15		
NONMANUFACTURING -----	13,205	39.0	111.50	111.00	98.50-124.00	-	-	3	56	425	1123	2060	2681	2811	1847	1172	554	233	142	40	40	19		
PUBLIC UTILITIES ⁴ -----	4,436	39.5	116.50	116.50	106.50-127.50	-	-	-	-	83	248	335	775	1281	785	510	271	88	35	22	5	-		
WHOLESALE TRADE -----	3,695	39.0	112.50	110.50	97.00-127.00	-	-	-	1	160	251	726	688	600	463	407	200	103	64	6	15	12		
RETAIL TRADE -----	1,134	39.5	106.50	105.50	97.00-119.00	-	-	3	31	114	225	282	223	190	41	12	9	1	1	1	1	1		
FINANCE ⁵ -----	2,751	37.5	103.50	103.00	91.50-115.50	-	-	-	41	136	434	546	671	433	292	125	43	3	25	1	-	-		
SERVICES -----	1,189	38.0	112.50	110.00	99.00-122.00	-	-	-	10	14	77	227	266	276	119	90	29	31	17	10	19	6		
CLERKS, ACCOUNTING, CLASS B -----	15,120	39.0	93.00	92.50	79.50-107.00	-	-	15	229	1346	2349	3010	2489	2652	1733	788	382	87	38	2	-	-		
MANUFACTURING -----	5,487	39.5	97.00	97.00	82.50-110.50	-	-	1	34	350	717	989	912	1066	676	505	147	55	34	2	-	-		
NONMANUFACTURING -----	9,634	39.0	91.00	90.00	77.00-104.50	-	-	14	196	996	1632	2021	1578	1586	1057	283	235	32	4	-	-	-		
PUBLIC UTILITIES ⁴ -----	3,265	39.5	101.50	103.50	90.00-113.00	-	-	-	21	155	296	345	464	954	621	197	200	10	2	-	-	-		
WHOLESALE TRADE -----	2,923	39.0	91.00	89.50	79.50-103.00	-	-	-	28	253	489	712	580	435	296	75	35	20	-	-	-	-		
RETAIL TRADE -----	517	39.5	81.00	81.50	71.00-91.00	-	-	3	16	92	116	148	93	19	30	1	-	-	-	-	-	-		
FINANCE ⁵ -----	2,327	37.0	80.00	79.50	70.00-89.00	-	-	-	109	454	617	606	324	121	92	4	-	-	-	-	-	-		
SERVICES -----	602	38.0	84.50	86.00	75.50-93.50	-	-	11	22	41	114	210	119	58	18	6	-	2	2	-	-	-		
CLERKS, FILE, CLASS A -----	855	39.0	103.00	101.50	87.00-115.00	-	-	-	-	29	121	102	158	146	142	67	35	24	18	2	13	-		
MANUFACTURING -----	275	39.5	113.00	107.50	92.00-133.50	-	-	-	-	29	9	51	45	46	38	17	17	20	18	2	13	-		
NONMANUFACTURING -----	580	39.0	98.50	99.00	81.50-112.50	-	-	-	-	29	112	51	112	100	104	50	19	4	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	310	39.5	110.00	111.00	103.00-119.00	-	-	-	-	12	7	4	34	84	98	48	19	4	-	-	-	-		
CLERKS, FILE, CLASS B -----	1,495	38.5	80.00	78.50	67.00-93.00	-	-	4	214	245	324	244	250	141	50	23	1	-	-	-	-	-		
MANUFACTURING -----	521	39.0	84.00	81.00	72.50-94.00	-	-	-	14	69	167	105	77	45	23	21	-	-	-	-	-	-		
NONMANUFACTURING -----	975	38.5	78.00	76.50	63.00-92.50	-	-	4	201	176	157	139	173	95	27	2	1	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	357	39.5	93.00	95.00	87.00-102.00	-	-	-	12	23	32	50	117	93	27	2	1	-	-	-	-	-		
FINANCE ⁵ -----	354	38.0	63.50	60.00	56.00-71.00	-	-	4	175	80	62	26	6	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	714	38.0	68.00	63.50	58.00-75.00	-	-	23	219	252	63	69	57	24	6	-	-	-	-	-	-	-		
NONMANUFACTURING -----	569	38.0	65.50	62.00	57.00-69.00	-	-	23	210	206	36	25	40	22	6	-	-	-	-	-	-	-		
FINANCE ⁵ -----	324	37.5	58.50	59.00	56.00-62.50	-	-	21	169	122	10	1	-	-	-	-	-	-	-	-	-	-		
CLERKS, ORDER -----	18,402	39.5	106.50	105.00	91.00-122.50	-	-	-	-	193	568	1322	2200	3086	3066	2800	2215	1573	808	295	141	109		
MANUFACTURING -----	6,667	39.5	111.50	110.50	94.00-128.50	-	-	-	-	35	98	379	750	1032	1013	864	1008	709	428	172	105	66		
NONMANUFACTURING -----	11,735	39.5	104.00	103.00	89.50-118.50	-	-	-	-	158	471	943	1451	2054	2054	1935	1206	864	380	123	36	43		
WHOLESALE TRADE -----	10,843	39.5	104.50	103.50	90.00-119.00	-	-	-	-	147	358	826	1352	1861	1914	1851	1135	823	369	113	34	43		
RETAIL TRADE -----	683	40.0	94.50	95.50	76.00-107.50	-	-	-	-	9	105	96	70	141	112	38	62	30	11	10	-	-		
CLERKS, PAYROLL -----	5,033	39.5	109.50	109.50	95.00-124.00	-	-	-	-	11	95	307	592	642	915	832	711	479	303	81	49	10		
MANUFACTURING -----	3,164	39.5	111.50	110.50	96.00-128.00	-	-	-	-	6	65	172	341	406	569	418	464	375	227	67	43	10		
NONMANUFACTURING -----	1,869	39.0	106.50	108.50	92.50-119.50	-	-	-	-	5	31	136	251	236	346	414	248	103	77	14	6	1		
PUBLIC UTILITIES ⁴ -----	1,093	39.5	109.00	111.50	100.00-119.50	-	-	-	-	9	49	118	95	220	351	143	66	38	4	-	-	1		
WHOLESALE TRADE -----	275	39.0	103.00	104.50	89.00-121.00	-	-	-	-	-	-	38	37	46	46	29	69	7	2	-	1	-		

See footnotes at end of table.

Table A-1. Office Occupations—United States—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in all metropolitan areas, February 1965¹)

Sex, occupation, and industry division	Number of workers	Average weekly hours ² (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ³	Median ³	Middle range ³	Under \$ 40	\$ 40 and under	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190		
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over		
MEN - CONTINUED																								
COMPTONER OPERATORS -----	306	40.0	\$ 102.50	\$ 100.00	\$ 85.00-116.50	-	-	3	36	15	59	40	52	31	3	19	-	48	-	-	-	-		
DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	1,075	38.0	78.00	75.00	67.50-91.00	-	7	98	246	286	157	185	71	25	1	-	-	-	-	-	-	-		
MANUFACTURING -----	392	39.0	82.50	83.00	70.00-95.50	-	-	14	82	78	75	104	29	9	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	683	37.5	75.50	73.00	66.50-84.00	-	7	84	164	208	82	81	42	16	1	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS A -----	511	39.5	97.50	99.00	87.00-110.00	-	-	7	18	50	71	121	115	116	7	6	-	-	-	-	-	-		
NONMANUFACTURING -----	315	39.5	98.50	103.00	90.00-111.00	-	-	3	17	34	25	59	88	87	4	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	574	39.0	89.00	95.00	77.50-103.00	-	-	31	66	61	104	95	202	15	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	461	39.0	90.50	98.00	80.00-103.50	-	-	31	48	35	71	73	192	12	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	276	39.5	101.50	102.00	98.00-105.00	-	-	-	-	7	17	64	175	12	-	-	-	-	-	-	-	-		
OFFICE BOYS -----	20,669	38.0	66.00	64.00	57.00-73.00	1	576	7005	6699	3261	1587	1081	366	78	13	-	-	-	-	-	-	-		
MANUFACTURING -----	6,941	38.5	68.00	65.50	59.00-75.50	-	59	1919	2493	1249	646	435	73	63	4	-	-	-	-	-	-	-		
NONMANUFACTURING -----	13,728	38.0	65.50	62.50	56.50-72.00	1	518	5086	4206	2012	942	647	293	15	9	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	2,519	39.0	76.00	72.00	61.50-91.50	-	13	530	618	311	331	427	271	13	6	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	1,755	38.5	65.00	64.00	57.00-72.50	-	12	619	597	324	128	66	7	2	1	-	-	-	-	-	-	-		
RETAIL TRADE -----	702	38.0	62.50	60.50	56.00-70.00	-	26	315	183	131	27	15	6	-	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	6,265	37.5	61.50	60.00	55.00-67.00	-	381	2734	2075	801	184	91	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	2,487	37.5	65.50	63.50	57.00-73.00	1	86	889	733	446	273	48	9	-	2	-	-	-	-	-	-	-		
SECRETARIES -----	1,404	39.5	119.50	120.00	106.00-133.00	-	-	-	33	34	57	120	178	286	269	235	87	46	30	15	7	7		
MANUFACTURING -----	407	39.0	121.00	119.50	103.00-136.00	-	-	-	-	18	30	43	52	67	60	67	26	9	17	9	6	5		
NONMANUFACTURING -----	997	39.5	118.50	120.00	107.50-132.00	-	-	-	33	16	27	77	128	219	210	168	62	37	13	6	1	2		
PUBLIC UTILITIES ⁴ -----	750	40.0	125.00	124.50	115.00-134.00	-	-	-	-	3	10	23	74	179	189	161	61	29	13	5	1	2		
STENOGRAPHERS, GENERAL -----	739	39.5	103.50	105.50	100.00-111.00	-	-	-	8	52	46	74	357	163	33	7	-	-	-	-	-	-		
NONMANUFACTURING -----	653	39.5	103.50	106.00	100.50-111.00	-	-	-	5	50	34	61	319	157	25	3	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	556	40.0	107.00	107.00	102.50-112.00	-	-	-	2	11	2	54	303	157	25	3	-	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	361	39.5	114.50	113.00	106.00-125.50	-	-	-	15	1	7	22	94	116	48	17	28	16	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS A -----	8,583	39.0	117.00	116.00	105.00-129.00	-	-	-	1	47	349	961	1829	1839	1535	1138	468	259	123	23	10	-		
MANUFACTURING -----	4,255	39.5	121.00	120.00	108.50-132.50	-	-	-	-	4	112	341	711	954	867	675	308	186	84	6	7	-		
NONMANUFACTURING -----	4,329	38.5	113.00	111.50	102.00-125.00	-	-	-	1	43	238	620	1117	886	669	463	160	73	39	17	3	-		
PUBLIC UTILITIES ⁴ -----	822	39.5	124.50	124.50	113.00-135.50	-	-	-	1	1	2	24	115	206	162	178	75	44	10	3	-	-		
WHOLESALE TRADE -----	670	39.5	119.50	118.50	105.50-130.50	-	-	-	-	5	8	93	92	156	147	72	54	19	15	7	3	-		
RETAIL TRADE -----	313	38.5	108.50	106.50	101.00-117.50	-	-	-	-	2	11	48	125	64	33	23	6	-	1	-	-	-		
FINANCE ⁵ -----	2,214	38.0	106.50	106.50	97.00-116.00	-	-	-	-	35	214	428	749	406	243	125	3	-	12	-	-	-		
SERVICES -----	310	38.5	122.00	123.00	112.00-133.00	-	-	-	-	-	3	28	37	54	84	65	22	10	1	7	-	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	13,934	39.0	99.00	99.00	87.50-110.00	-	-	19	452	1146	2442	3186	3169	1877	1099	448	72	21	2	-	-	-		
MANUFACTURING -----	5,429	39.5	103.00	102.50	92.00-115.00	-	-	4	96	275	740	1225	1334	810	637	239	56	13	1	-	-	-		
NONMANUFACTURING -----	8,505	38.5	96.50	96.50	85.00-108.00	-	-	15	357	871	1703	1962	1835	1068	462	209	16	8	1	-	-	-		
PUBLIC UTILITIES ⁴ -----	1,539	39.5	106.00	107.00	97.50-115.50	-	-	3	35	52	146	216	435	406	142	99	4	1	1	-	-	-		
WHOLESALE TRADE -----	1,690	39.0	100.00	99.50	89.50-111.00	-	-	-	28	96	313	429	379	253	141	50	3	-	-	-	-	-		
RETAIL TRADE -----	682	39.0	92.50	92.50	84.00-104.00	-	-	1	16	90	177	177	138	67	13	3	1	-	-	-	-	-		
FINANCE ⁵ -----	4,086	38.0	91.50	91.50	81.00-101.50	-	-	11	270	605	979	1037	778	259	107	36	5	-	-	-	-	-		
SERVICES -----	508	38.0	103.00	102.00	90.00-116.00	-	-	-	8	29	87	102	107	84	60	21	3	7	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	5,218	38.5	81.00	80.00	69.50-91.00	-	4	268	1068	1294	1208	677	495	178	27	-	-	-	-	-	-	-		
MANUFACTURING -----	1,651	39.5	86.00	86.00	76.00-96.50	-	-	39	140	366	464	330	239	62	12	-	-	-	-	-	-	-		
NONMANUFACTURING -----	3,566	38.5	78.50	76.00	67.50-87.50	-	4	230	928	927	744	346	257	115	15	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	391	39.5	92.50	95.50	77.00-109.00	-	3	14	31	71	48	52	89	74	9	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	563	39.0	79.50	81.00	69.50-89.00	-	-	35	115	119	171	91	20	8	3	-	-	-	-	-	-	-		
RETAIL TRADE -----	326	39.0	75.00	75.00	66.00-84.00	-	1	20	102	92	67	28	15	-	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	2,030	37.5	75.00	73.00	66.50-82.50	-	-	157	647	604	407	130	59	25	1	-	-	-	-	-	-	-		
SERVICES -----	256	38.5	88.50	90.00	76.50-101.50	-	-	3	32	42	50	46	74	8	2	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-1. Office Occupations—United States—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in all metropolitan areas, February 1965¹)

Sex, occupation, and industry division	Number of workers	Average weekly hours ² (standard)	Weekly earnings ² (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ³	Median ³	Middle range ³	Under \$40	\$40 and under	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190		
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over		
MEN - CONTINUED																								
TYPISTS, CLASS A -----	851	39.0	\$ 96.50	\$ 99.00	\$ 84.00-108.00	-	-	-	28	91	176	144	252	152	4	5	-	-	-	-	-	-		
MANUFACTURING -----	282	40.0	90.50	88.50	81.50-101.00	-	-	-	2	46	100	57	59	16	1	1	-	-	-	-	-	-		
NONMANUFACTURING -----	569	38.5	99.00	102.50	89.50-110.00	-	-	-	26	45	76	87	192	136	3	4	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	324	39.0	101.50	104.00	97.50-109.00	-	-	-	3	14	44	34	163	64	2	-	-	-	-	-	-	-		
TYPISTS, CLASS B -----	1,457	39.0	83.00	81.00	71.50- 97.50	-	1	141	164	392	270	187	136	167	-	-	-	-	-	-	-	-		
MANUFACTURING -----	1,217	39.0	83.50	81.00	71.50- 98.50	-	1	114	130	329	224	142	113	164	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	866	39.5	89.50	87.00	77.00-105.50	-	-	23	68	183	201	119	110	162	-	-	-	-	-	-	-	-		
WOMEN																								
BILLERS, MACHINE (BILLING MACHINE) -----	10,548	39.0	76.50	74.00	65.00- 88.00	-	200	1331	2641	2218	1806	1125	696	491	35	5	-	-	-	-	-	-		
MANUFACTURING -----	3,854	39.5	76.50	75.50	66.50- 86.00	-	6	414	931	941	893	389	189	70	17	2	-	-	-	-	-	-		
NONMANUFACTURING -----	6,694	39.0	76.50	73.50	63.50- 90.00	-	194	915	1709	1277	913	736	507	421	18	3	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	1,643	39.5	87.00	85.50	70.00-105.50	-	-	135	267	312	199	193	225	297	11	3	-	-	-	-	-	-		
WHOLESALE TRADE -----	2,196	39.5	78.00	77.00	66.50- 91.50	-	3	245	569	372	380	319	247	57	4	-	-	-	-	-	-	-		
RETAIL TRADE -----	1,756	39.0	65.50	64.50	55.00- 73.00	-	188	455	547	328	97	55	22	66	-	-	-	-	-	-	-	-		
SERVICES -----	615	39.0	74.00	72.50	64.50- 83.00	-	3	71	158	203	79	85	13	1	3	-	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	7,035	39.0	70.50	70.00	60.00- 82.00	13	235	1516	1753	1531	1210	617	109	47	3	1	-	-	-	-	-	-		
MANUFACTURING -----	1,639	39.0	77.00	77.50	67.00- 86.50	-	-	196	284	450	433	176	64	32	3	-	-	-	-	-	-	-		
NONMANUFACTURING -----	5,396	39.0	68.50	67.00	58.50- 79.00	13	235	1319	1465	1080	776	441	45	15	-	1	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	494	37.0	83.50	83.50	76.50- 92.00	-	-	2	48	149	109	158	19	9	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	614	39.0	76.00	77.00	63.00- 90.00	-	-	125	110	94	129	137	17	3	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	3,255	39.0	65.00	63.50	57.00- 73.00	5	207	937	1060	584	371	83	5	2	-	1	-	-	-	-	-	-		
SERVICES -----	901	40.0	69.50	70.00	59.00- 80.00	8	27	212	206	225	157	63	2	1	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	11,747	39.0	88.00	88.00	78.00- 98.00	-	-	287	1062	2076	2958	2898	1462	643	295	67	1	-	-	-	-	-		
MANUFACTURING -----	4,626	39.5	92.50	92.50	84.00-101.00	-	-	18	149	588	1127	1504	748	332	135	26	1	-	-	-	-	-		
NONMANUFACTURING -----	7,121	39.0	85.00	84.00	74.50- 95.50	-	-	269	913	1488	1831	1394	715	311	160	42	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	455	39.0	93.50	94.00	84.50-103.50	-	-	-	35	51	81	151	59	50	13	15	-	-	-	-	-	-		
WHOLESALE TRADE -----	2,346	39.5	88.50	87.00	77.50- 99.50	-	-	18	165	575	528	490	311	146	90	23	-	-	-	-	-	-		
RETAIL TRADE -----	1,218	39.5	85.00	84.50	77.00- 95.00	-	-	45	123	224	395	248	106	62	15	-	-	-	-	-	-	-		
FINANCE ⁵ -----	2,510	38.0	79.50	79.50	68.00- 89.50	-	-	205	544	531	628	375	166	30	31	-	-	-	-	-	-	-		
SERVICES -----	592	39.5	87.50	86.00	79.50- 95.50	-	-	1	45	107	198	130	73	23	11	4	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	30,670	39.0	71.50	70.00	61.00- 81.00	-	281	6524	8686	7050	4724	2013	871	416	106	2	-	-	-	-	-	-		
MANUFACTURING -----	7,401	39.0	78.00	77.50	68.50- 87.50	-	17	576	1543	2079	1781	819	384	162	40	1	-	-	-	-	-	-		
NONMANUFACTURING -----	23,269	39.0	69.50	67.50	59.50- 78.00	-	264	5948	7143	4970	2943	1194	488	254	66	1	-	-	-	-	-	-		
PUBLIC UTILITIES ⁴ -----	869	39.0	86.50	84.50	71.00-103.50	-	-	37	159	174	161	96	79	144	19	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	5,363	39.5	74.00	74.00	63.50- 84.50	-	6	776	1374	1234	1228	522	154	47	22	-	-	-	-	-	-	-		
RETAIL TRADE -----	4,021	39.5	68.50	67.50	59.50- 77.00	-	167	863	1326	872	559	173	51	10	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	11,791	38.5	65.50	64.00	57.50- 72.00	-	74	4132	4045	2396	768	292	81	3	2	-	-	-	-	-	-	-		
SERVICES -----	1,225	39.0	79.00	76.00	66.00- 90.00	-	16	140	240	294	227	111	123	49	23	1	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	38,280	39.0	96.50	95.50	85.00-108.50	-	2	247	1374	4120	8022	8947	7009	4639	2394	990	402	104	28	3	-	-		
MANUFACTURING -----	14,363	39.5	101.50	101.00	89.50-113.00	-	-	33	155	890	2700	3163	3086	2200	1258	574	207	74	19	3	-	-		
NONMANUFACTURING -----	23,917	38.5	94.00	93.00	83.00-104.50	-	2	214	1219	3230	5322	5784	3923	2440	1136	415	195	30	9	-	-	-		
PUBLIC UTILITIES ⁴ -----	5,431	39.0	101.50	100.00	91.50-112.50	-	-	2	53	226	736	1702	1014	1124	342	169	56	8	1	-	-	-		
WHOLESALE TRADE -----	3,538	39.0	98.50	98.00	87.50-108.00	-	-	20	65	284	693	872	830	317	260	116	62	16	4	-	-	-		
RETAIL TRADE -----	4,837	39.5	89.00	88.00	79.00- 99.00	-	2	78	252	958	1402	998	693	238	166	27	23	-	-	-	-	-		
FINANCE ⁵ -----	7,043	38.0	87.00	86.50	76.00- 96.50	-	-	111	758	1454	1980	1434	765	355	158	23	6	-	-	-	-	-		
SERVICES -----	3,068	38.5	98.50	97.50	87.50-110.00	-	-	4	91	309	512	778	621	406	212	80	48	6	4	-	-	-		

See footnotes at end of table.

Table A-1. Office Occupations—United States—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in all metropolitan areas, February 1965.¹)

Sex, occupation, and industry division	Number of workers	Average weekly hours ² (standard)	Weekly earnings ² (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ³	Median ³	Middle range ³	Under	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	
						\$ 40 and under	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over	
WOMEN - CONTINUED																							
TYPISTS, CLASS B -----	106,250	38.5	\$ 68.00	\$ 67.00	\$ 59.50-75.50	-	1525	26885	35303	25722	10936	3263	2241	303	72	-	-	-	-	-	-	-	-
MANUFACTURING -----	31,401	39.5	73.50	72.00	64.50-81.00	-	28	4216	9350	9360	4825	1845	1493	230	53	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	74,849	38.5	66.00	65.00	58.00-73.00	-	1498	22668	25953	16362	6111	1418	748	73	19	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁴ -----	6,368	39.0	75.50	73.50	65.00-83.50	-	16	654	1921	1769	921	482	568	37	1	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	9,742	39.0	68.50	68.00	60.00-76.50	-	40	2385	3066	2696	1074	379	80	12	12	-	-	-	-	-	-	-	-
RETAIL TRADE -----	6,979	39.5	65.00	64.50	57.00-72.50	-	240	2051	2475	1425	645	97	35	10	2	-	-	-	-	-	-	-	-
FINANCE ⁵ -----	43,382	38.0	63.50	63.00	56.50-69.50	-	1115	15831	16140	8003	2048	224	21	-	-	-	-	-	-	-	-	-	-
SERVICES -----	8,378	38.5	69.50	70.00	61.00-78.00	-	88	1747	2352	2469	1424	237	43	14	4	-	-	-	-	-	-	-	-

¹ Average month of reference. Data were collected during the period July 1964 through June 1965.² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.³ The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate.

Table A-2. Office Occupations—Northeast

(Average straight-time weekly hours and earnings for selected occupations by industry division in the Northeast, February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over	
BILLERS, MACHINE (BILLING MACHINE) -----	365	38.7	\$ 95.50	\$ 100.50	\$ 85.50-107.50	-	-	-	3	42	76	59	142	40	-	-	2	1	-	-	-	-	
NONMANUFACTURING -----	302	38.0	96.50	103.00	86.00-108.00	-	-	-	3	26	65	37	134	34	-	-	2	1	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	293	38.5	104.00	106.50	100.50-114.50	-	-	-	2	30	7	29	104	92	10	18	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	301	37.5	80.50	81.50	72.50-89.00	-	-	21	43	65	103	44	8	16	1	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	7,865	38.0	113.50	113.50	99.00-127.50	-	-	1	41	217	593	1229	1430	1409	1316	863	414	175	50	66	35	27	
MANUFACTURING -----	3,756	39.0	117.50	118.00	101.50-132.00	-	-	-	5	89	210	524	604	563	724	552	258	115	29	49	20	15	
NONMANUFACTURING -----	4,109	37.0	110.00	109.50	57.50-122.50	-	-	1	36	128	385	705	826	846	591	311	156	60	21	17	15	12	
PUBLIC UTILITIES ⁵ -----	1,254	38.5	115.50	116.50	106.50-124.50	-	-	-	-	8	40	120	232	448	226	103	53	11	5	9	-	-	
WHOLESALE TRADE -----	952	37.0	114.50	111.50	98.50-130.00	-	-	-	-	16	78	186	169	153	113	121	63	19	3	6	15	12	
RETAIL TRADE -----	254	37.5	102.50	101.50	91.50-120.00	-	-	1	-	16	40	58	57	18	49	6	2	6	1	-	-	-	
FINANCE ⁶ -----	1,062	36.0	102.00	102.00	88.50-116.00	-	-	-	29	84	191	178	207	156	157	31	28	1	-	-	-	-	
SERVICES -----	586	37.0	109.00	103.50	97.50-119.50	-	-	-	7	4	35	163	162	72	47	50	10	23	12	2	-	-	
CLERKS, ACCOUNTING, CLASS B -----	5,770	38.0	91.50	89.50	77.50-105.50	-	4	111	546	1015	1274	885	977	486	246	194	20	14	2	-	-	-	
MANUFACTURING -----	1,930	38.5	97.00	96.00	82.50-109.50	-	1	7	137	226	402	312	392	182	176	61	19	14	2	-	-	-	
NONMANUFACTURING -----	3,840	37.5	88.50	87.00	75.00-102.00	-	3	104	408	789	871	573	584	303	70	133	1	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,154	39.0	103.00	103.00	94.50-112.50	-	-	3	34	92	99	198	399	153	45	130	1	-	-	-	-	-	
WHOLESALE TRADE -----	813	37.5	87.00	85.50	75.50-98.50	-	-	16	86	168	247	111	82	79	20	3	-	-	-	-	-	-	
FINANCE ⁶ -----	1,270	36.0	79.50	78.00	70.50-89.00	-	-	60	241	401	269	168	64	63	4	-	-	-	-	-	-	-	
SERVICES -----	395	37.0	84.50	86.00	78.50-92.00	-	-	13	11	83	166	86	35	1	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	433	39.0	102.00	97.00	84.00-114.00	-	-	-	14	72	71	103	46	43	25	17	15	12	2	13	-	-	
NONMANUFACTURING -----	274	38.5	91.00	92.50	78.00-99.50	-	-	-	14	72	39	86	31	23	9	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	523	38.0	82.00	80.50	70.00-92.50	-	4	48	82	117	115	77	36	23	21	-	-	-	-	-	-	-	
NONMANUFACTURING -----	288	37.0	75.00	75.00	64.00-85.50	-	4	46	61	64	60	46	4	3	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	342	37.0	68.50	65.00	60.50-77.50	-	1	79	148	33	38	40	2	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	266	36.5	64.50	63.00	59.00-68.00	-	1	79	141	16	5	23	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	4,105	38.5	105.00	101.00	88.00-122.50	-	-	52	86	329	694	831	509	449	523	281	137	83	75	49	8	2	
MANUFACTURING -----	2,232	39.5	112.00	111.00	90.50-125.50	-	-	16	17	198	302	298	259	230	387	209	121	79	67	45	4	2	
NONMANUFACTURING -----	1,872	38.0	97.00	96.50	86.00-110.00	-	-	36	69	131	390	533	250	219	136	72	16	4	8	4	4	-	
WHOLESALE TRADE -----	1,689	38.0	97.50	97.00	86.00-111.00	-	-	32	58	103	372	457	227	207	126	71	16	4	8	4	4	-	
CLERKS, PAYROLL -----	1,533	38.5	105.50	103.00	89.00-121.00	-	-	3	19	124	282	243	286	167	168	107	104	18	11	-	1	-	
MANUFACTURING -----	929	39.0	109.00	105.00	90.00-125.50	-	-	2	11	67	151	146	140	94	120	70	101	16	11	-	-	-	
NONMANUFACTURING -----	605	38.0	100.00	100.50	87.00-111.50	-	-	1	8	56	131	97	146	73	48	38	3	2	-	-	1	-	
PUBLIC UTILITIES ⁵ -----	255	38.5	105.50	106.00	89.50-119.50	-	-	-	2	20	43	23	62	44	30	24	3	2	-	-	1	-	
DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	553	37.0	75.50	73.50	68.00-82.50	-	7	33	137	210	68	67	17	13	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	400	36.5	75.00	73.00	68.00-81.50	-	7	25	98	158	45	39	15	13	1	-	-	-	-	-	-	-	
OFFICE BOYS -----	9,407	37.0	65.50	63.50	57.50-71.50	-	208	3196	3348	1523	517	357	230	22	1	-	-	-	-	-	-	-	
MANUFACTURING -----	3,370	37.5	65.50	64.00	58.00-72.50	-	35	1060	1224	658	233	120	18	17	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	6,032	37.0	65.00	63.00	57.50-71.00	-	169	2136	2124	866	283	238	212	5	1	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,029	38.0	78.50	73.50	63.00-96.50	-	8	171	258	142	80	161	209	3	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	873	37.0	64.00	65.00	57.50-71.00	-	-	293	332	202	24	19	-	2	1	-	-	-	-	-	-	-	
RETAIL TRADE -----	342	37.0	60.50	59.50	56.00-65.00	-	8	179	106	33	13	-	3	-	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,435	36.5	62.50	61.50	56.50-67.50	-	88	961	933	329	66	58	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	1,354	37.0	62.50	61.50	56.50-68.50	-	65	532	496	160	101	-	-	-	-	-	-	-	101	-	-	-	

See footnotes at end of table.

Table A-2. Office Occupations—Northeast—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the Northeast, February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30 and under	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190 and over		
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over		
MEN - CONTINUED																								
SECRETARIES -----	412	38.0	\$ 116.00	\$ 112.50	\$ 94.50-133.50	-	-	-	7	13	45	48	75	60	48	54	12	13	16	9	6	6		
TABULATING-MACHINE OPERATORS, CLASS A -----	2,948	38.0	113.50	112.00	101.00-125.00	-	-	-	-	32	211	435	663	620	411	298	159	76	24	11	9	-		
MANUFACTURING -----	1,424	39.0	116.50	116.00	104.00-127.50	-	-	-	-	4	71	175	275	329	266	115	115	55	13	-	6	-		
NONMANUFACTURING -----	1,524	37.5	110.50	108.50	98.00-122.50	-	-	-	-	28	140	260	388	292	145	183	44	21	11	11	3	-		
PUBLIC UTILITIES ⁵ -----	288	39.5	127.50	129.50	117.00-137.50	-	-	-	-	-	6	27	63	52	96	26	15	-	3	-	-	-		
FINANCE ⁶ -----	891	37.0	103.50	104.50	93.50-112.50	-	-	-	-	27	127	196	278	153	56	53	1	-	1	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	4,730	37.5	96.00	95.50	84.00-106.50	-	-	1	236	525	960	1141	999	417	289	138	22	2	-	-	-			
MANUFACTURING -----	1,739	38.5	99.00	99.00	87.50-109.50	-	-	-	46	148	316	406	411	149	180	62	20	2	-	-	-			
NONMANUFACTURING -----	2,991	37.0	94.00	94.00	82.50-104.50	-	-	1	190	378	644	736	587	268	109	76	2	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	534	39.0	105.50	105.50	99.00-114.00	-	-	-	12	15	28	93	195	125	39	27	1	-	-	-	-	-		
WHOLESALE TRADE -----	405	37.5	96.50	96.50	85.50-107.00	-	-	-	14	22	94	116	80	49	24	6	1	-	-	-	-	-		
FINANCE ⁶ -----	1,641	36.5	89.50	88.50	78.50-99.00	-	-	-	152	301	414	397	252	57	34	34	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	2,128	37.5	78.50	77.00	68.50-87.00	-	-	1	128	487	649	469	190	153	50	-	-	-	-	-	-	-		
MANUFACTURING -----	596	38.5	81.50	81.00	87.50-90.00	-	-	-	20	86	174	170	75	47	24	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,532	37.0	77.00	75.00	67.50-85.50	-	-	1	108	401	475	299	115	106	26	-	-	-	-	-	-	-		
FINANCE ⁶ -----	949	36.5	74.50	73.00	66.50-82.00	-	-	-	91	263	325	181	56	34	-	-	-	-	-	-	-	-		
TYPISTS, CLASS A -----	344	37.5	98.00	99.50	86.50-110.00	-	-	-	7	27	70	74	79	81	4	1	-	-	-	-	-	-		
NONMANUFACTURING -----	261	36.5	101.00	103.00	93.00-112.00	-	-	-	6	8	42	58	65	78	3	-	-	-	-	-	-	-		
TYPISTS, CLASS B -----	517	38.0	78.50	80.00	71.00-85.50	-	-	1	31	76	152	175	32	47	3	-	-	-	-	-	-	-		
NONMANUFACTURING -----	391	38.0	79.50	80.50	72.50-86.00	-	-	1	5	51	124	153	19	36	2	-	-	-	-	-	-	-		
WOMEN																								
BILLERS, MACHINE (BILLING MACHINE) -----	3,591	38.0	76.00	74.00	65.50-88.50	-	101	338	981	709	661	507	186	97	12	-	-	-	-	-	-	-		
MANUFACTURING -----	1,384	38.5	77.00	77.50	67.00-87.50	-	6	119	338	291	369	165	64	32	2	-	-	-	-	-	-	-		
NONMANUFACTURING -----	2,207	37.5	75.00	72.50	64.50-89.50	-	95	219	644	418	292	342	121	65	10	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	332	39.0	84.50	82.00	68.50-99.50	-	-	17	76	66	25	65	28	48	5	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	755	37.5	80.00	78.50	68.50-93.50	-	-	60	178	153	77	185	82	16	4	-	-	-	-	-	-	-		
RETAIL TRADE -----	479	37.5	58.00	61.00	51.00-67.50	-	95	129	189	55	8	-	-	-	-	-	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	2,310	38.0	73.50	74.00	61.00-85.50	-	31	518	375	527	491	308	38	19	3	-	-	-	-	-	-	-		
MANUFACTURING -----	646	38.0	76.50	76.50	65.50-87.50	-	-	108	96	165	156	82	22	13	3	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,665	37.5	72.00	73.00	59.50-84.50	-	31	410	278	362	336	226	16	6	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	912	38.5	66.50	65.00	57.00-76.50	-	22	319	209	189	154	21	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	274	38.0	69.50	71.50	58.50-79.50	-	9	75	39	85	53	12	1	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	3,325	38.0	87.50	89.50	79.00-97.50	-	-	63	297	524	823	1006	401	135	49	27	1	-	-	-	-	-		
MANUFACTURING -----	1,425	38.5	90.00	91.50	83.00-97.50	-	-	11	63	173	380	564	130	68	29	9	1	-	-	-	-	-		
NONMANUFACTURING -----	1,900	37.5	86.00	85.50	76.00-98.00	-	-	52	235	351	444	442	271	67	20	18	-	-	-	-	-	-		
WHOLESALE TRADE -----	568	37.5	92.00	93.50	80.50-103.50	-	-	-	17	121	86	145	130	41	10	18	-	-	-	-	-	-		
FINANCE ⁶ -----	926	37.0	81.50	82.00	71.00-94.00	-	-	37	181	183	239	190	69	16	10	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	8,865	38.0	72.50	72.00	62.50-82.50	-	70	1482	2395	2297	1522	819	207	56	17	1	-	-	-	-	-	-		
MANUFACTURING -----	2,521	38.5	76.00	76.00	67.50-85.50	-	10	239	531	789	569	279	67	27	8	1	-	-	-	-	-	-		
NONMANUFACTURING -----	6,344	37.5	71.00	70.00	61.50-81.00	-	60	1243	1864	1508	953	540	140	29	9	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	1,549	38.5	76.00	78.00	67.50-87.50	-	-	189	276	390	383	257	41	11	2	-	-	-	-	-	-	-		
RETAIL TRADE -----	991	38.5	67.00	67.00	58.50-76.00	-	20	283	318	181	163	26	3	-	-	-	-	-	-	-	-	-		
FINANCE ⁶ -----	3,258	37.5	68.00	66.50	60.00-76.00	-	35	748	1190	780	296	164	40	2	2	-	-	-	-	-	-	-		
SERVICES -----	299	37.5	80.00	78.50	70.00-96.00	-	5	18	53	84	49	51	26	14	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-2. Office Occupations—Northeast—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the Northeast,¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	over
WOMEN - CONTINUED																						
TYPISTS, CLASS B -----	36,729	37.5	\$ 68.00	\$ 67.50	\$ 60.50- 75.00	-	372	8247	12938	10032	3729	994	360	42	15	-	-	-	-	-	-	-
MANUFACTURING -----	11,154	39.0	70.50	70.00	63.00- 78.00	-	28	1799	3682	3422	1529	530	143	24	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	25,575	37.0	67.00	66.50	59.50- 74.00	-	346	6448	9257	6611	2200	464	217	18	15	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	2,279	37.5	76.00	76.00	67.00- 84.00	-	-	187	584	733	449	164	154	10	1	-	-	-	-	-	-	-
WHOLESALE TRADE -----	2,765	38.0	71.00	71.50	63.50- 79.00	-	-	411	829	947	432	95	33	6	12	-	-	-	-	-	-	-
RETAIL TRADE -----	2,155	38.0	64.50	64.50	56.50- 72.00	-	31	736	721	503	133	23	7	1	2	-	-	-	-	-	-	-
FINANCE ⁶ -----	15,869	36.5	64.50	64.50	58.00- 71.50	-	306	4668	6354	3652	808	75	5	-	-	-	-	-	-	-	-	-
SERVICES -----	2,506	37.5	70.00	70.50	62.50- 78.00	-	9	447	771	775	378	107	18	1	-	-	-	-	-	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-3. Office Occupations—South

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South, ¹ February 1965 ²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 40	\$ 40 and under	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						50	60	70	80	90	100	110	120	130	140	150	160	170	180	over		
MEN																						
BOOKKEEPING—MACHINE OPERATORS, CLASS B	379	40.0	\$ 71.50	\$ 68.00	\$ 62.50–74.50	-	-	54	172	70	47	5	16	13	-	3	-	-	-	-	-	
NONMANUFACTURING	338	40.0	70.50	67.50	62.00–73.50	-	-	54	161	57	33	5	16	13	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A	5,612	39.5	112.50	111.00	95.50–127.50	-	-	2	16	294	579	886	930	975	732	496	304	158	185	24	32	
MANUFACTURING	2,256	40.0	121.00	120.50	103.00–138.00	-	-	-	-	62	179	234	308	333	349	298	196	120	153	5	21	
NONMANUFACTURING	3,357	39.5	107.00	106.00	93.00–119.00	-	-	2	16	233	401	653	622	641	382	198	108	40	32	19	11	
PUBLIC UTILITIES ⁵	1,360	39.5	112.00	112.50	99.00–123.50	-	-	-	-	72	165	116	241	360	192	106	54	19	18	12	5	
WHOLESALE TRADE	983	40.0	104.50	101.00	91.50–118.50	-	-	-	-	117	76	282	158	124	93	66	42	16	11	-	-	
RETAIL TRADE	271	41.0	102.00	101.50	92.00–115.50	-	-	2	3	12	39	67	53	43	40	10	2	1	-	-	-	
FINANCE ⁶	519	38.5	99.50	98.50	89.00–108.00	-	-	-	12	27	102	146	125	58	24	15	5	2	3	1	-	
CLERKS, ACCOUNTING, CLASS B	3,486	40.0	90.50	89.00	76.00–104.00	-	-	74	424	601	703	603	497	340	147	44	39	16	-	-	-	
MANUFACTURING	1,042	39.5	94.50	93.50	79.00–109.50	-	-	8	94	176	191	144	171	118	91	18	16	16	-	-	-	
NONMANUFACTURING	2,444	40.0	89.00	88.00	75.00–102.00	-	-	66	330	425	512	459	326	222	55	26	23	-	-	-	-	
PUBLIC UTILITIES ⁵	831	40.0	94.50	95.00	80.00–108.50	-	-	17	71	118	137	125	190	137	30	3	3	-	-	-	-	
WHOLESALE TRADE	1,006	40.0	92.00	90.50	80.00–101.00	-	-	12	82	154	245	256	116	78	21	23	20	-	-	-	-	
FINANCE ⁶	381	39.5	74.50	72.50	67.00–82.00	-	-	31	127	108	89	14	15	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B	396	39.5	73.50	68.50	58.00–90.50	-	-	139	72	50	35	59	37	5	-	-	-	-	-	-	-	
NONMANUFACTURING	351	39.5	72.50	66.50	57.50–91.00	-	-	129	71	39	18	52	37	5	-	-	-	-	-	-	-	
CLERKS, ORDER	3,450	40.0	92.50	91.50	77.00–104.00	-	-	136	310	579	612	695	527	248	132	107	68	5	15	15	5	
MANUFACTURING	871	40.5	100.00	97.00	86.00–112.50	-	-	18	42	73	168	194	144	85	37	48	32	2	15	15	-	
NONMANUFACTURING	2,579	40.0	90.00	88.50	75.00–102.00	-	-	118	268	506	444	501	383	163	95	59	35	3	-	-	5	
WHOLESALE TRADE	2,421	40.0	91.00	90.00	76.00–102.50	-	-	105	232	449	427	472	374	161	95	59	35	3	-	-	5	
CLERKS, PAYROLL	1,057	40.0	105.50	106.00	88.50–119.50	-	-	6	53	92	131	131	195	199	81	47	88	32	6	-	-	
MANUFACTURING	630	40.0	108.00	105.00	91.00–127.50	-	-	3	34	32	81	89	125	85	36	44	68	30	6	-	-	
NONMANUFACTURING	428	40.0	102.00	107.00	84.00–117.50	-	-	3	19	60	50	42	70	114	44	3	20	2	-	-	-	
PUBLIC UTILITIES ⁵	294	40.0	107.00	111.00	97.00–118.00	-	-	-	7	16	35	26	56	110	31	3	8	2	-	-	-	
OFFICE BOYS	3,640	39.0	62.00	58.50	53.50–66.50	1	221	1892	868	303	188	131	20	11	7	-	-	-	-	-	-	
MANUFACTURING	704	39.5	65.00	62.00	54.50–71.00	-	-	-	303	219	66	63	38	7	9	1	-	-	-	-	-	
NONMANUFACTURING	2,936	39.0	61.00	58.00	53.50–65.00	1	221	1589	649	237	124	95	13	2	6	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵	748	39.5	70.00	65.00	57.50–86.00	-	4	257	206	64	103	94	13	2	6	-	-	-	-	-	-	
WHOLESALE TRADE	332	40.0	62.00	60.00	57.50–67.50	-	12	153	98	55	15	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁶	1,529	38.5	56.00	55.50	51.50–59.50	-	197	987	287	55	3	-	-	-	-	-	-	-	-	-	-	
SECRETARIES	419	40.0	117.00	120.00	106.00–129.00	-	-	-	10	13	6	51	40	91	114	62	16	9	7	-	-	
NONMANUFACTURING	370	40.0	118.50	121.00	111.00–129.50	-	-	-	10	3	-	45	26	90	108	62	10	9	7	-	-	
PUBLIC UTILITIES ⁵	315	40.0	123.50	123.50	115.00–131.00	-	-	-	-	3	-	9	19	90	106	62	10	9	7	-	-	
STENOGRAPHERS, GENERAL	271	40.0	102.00	105.00	100.00–109.00	-	-	-	-	19	26	22	150	47	7	-	-	-	-	-	-	
TABULATING—MACHINE OPERATORS, CLASS A	1,505	39.5	113.50	112.50	100.50–126.50	-	-	-	1	14	89	247	327	307	253	126	57	55	24	5	-	
MANUFACTURING	582	40.0	120.50	118.00	105.50–134.50	-	-	-	-	-	23	57	105	131	82	72	37	54	20	2	-	
NONMANUFACTURING	923	39.0	109.50	108.00	97.50–122.00	-	-	-	1	14	67	190	223	175	171	54	20	1	4	3	-	
FINANCE ⁶	435	38.5	102.00	101.00	92.50–109.50	-	-	-	-	8	59	139	123	47	52	6	-	-	-	-	-	
TABULATING—MACHINE OPERATORS, CLASS B	2,359	39.5	92.50	92.00	80.50–104.50	-	-	18	171	366	493	507	431	232	93	36	2	9	-	-	-	
MANUFACTURING	666	40.0	101.00	100.50	89.00–113.00	-	-	4	36	44	95	146	135	108	58	30	1	9	-	-	-	
NONMANUFACTURING	1,693	39.5	89.50	89.50	78.00–101.00	-	-	14	135	322	399	361	296	124	36	6	1	-	-	-	-	
PUBLIC UTILITIES ⁵	364	39.5	98.50	101.50	87.50–110.50	-	-	3	19	33	59	51	104	69	24	3	-	-	-	-	-	
WHOLESALE TRADE	306	40.5	94.00	94.00	86.00–104.50	-	-	-	10	47	49	107	43	40	6	3	1	-	-	-	-	
FINANCE ⁶	808	39.0	83.50	83.00	73.00–93.50	-	-	11	106	200	226	144	115	5	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South,¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$40	\$40 and under	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180 and over	
						50	60	70	80	90	100	110	120	130	140	150	160	170	180	over		
MEN - CONTINUED																						
TABULATING-MACHINE OPERATORS, CLASS C	957	39.5	\$ 75.00	\$ 72.00	\$ 65.50-84.00	-	3	106	305	232	163	82	40	25	1	-	-	-	-	-	-	
NONMANUFACTURING	759	39.0	73.00	70.00	64.00-80.50	-	3	103	279	176	113	50	12	23	1	-	-	-	-	-	-	
FINANCE ⁵	455	39.0	69.00	68.50	63.50-74.00	-	-	59	212	124	49	12	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B	625	39.5	86.50	84.00	70.00-109.50	-	-	92	61	131	54	73	59	154	-	-	-	-	-	-	-	
NONMANUFACTURING	594	39.5	87.00	86.50	70.00-110.00	-	-	92	54	112	52	72	57	154	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵	491	40.0	92.50	95.00	77.00-111.00	-	-	23	39	100	48	71	57	154	-	-	-	-	-	-	-	
WOMEN																						
BILLERS, MACHINE (BILLING MACHINE)	2,008	40.0	70.00	68.50	60.50-78.00	-	38	432	645	462	288	59	68	11	4	2	-	-	-	-	-	
MANUFACTURING	652	40.0	71.00	71.00	63.50-78.50	-	-	114	178	219	109	10	13	6	2	2	-	-	-	-	-	
NONMANUFACTURING	1,356	40.0	69.00	67.00	59.50-77.50	-	38	318	468	244	179	49	55	5	2	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵	415	39.5	75.50	73.00	60.00-88.00	-	-	106	80	63	86	27	49	5	2	-	-	-	-	-	-	
WHOLESALE TRADE	447	40.0	68.50	66.00	61.00-75.00	-	3	91	213	66	60	8	6	-	-	-	-	-	-	-	-	
RETAIL TRADE	332	40.5	62.50	63.50	56.50-70.50	-	32	92	122	78	9	-	-	-	-	-	-	-	-	-	-	
BILLERS, MACHINE (BOOKKEEPING MACHINE)	1,995	39.5	64.00	63.00	55.50-72.50	13	162	587	633	366	167	50	16	2	-	-	-	-	-	-	-	
MANUFACTURING	366	39.5	72.50	74.50	63.00-80.00	-	-	62	73	138	66	12	13	2	-	-	-	-	-	-	-	
NONMANUFACTURING	1,629	39.5	62.00	61.50	55.00-69.00	13	162	525	560	228	101	38	3	-	-	-	-	-	-	-	-	
RETAIL TRADE	1,096	39.5	60.00	61.00	53.50-66.50	5	144	351	401	134	42	20	-	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A	2,739	39.5	79.50	78.50	70.50-88.00	-	-	126	523	858	656	398	105	60	12	1	-	-	-	-	-	
MANUFACTURING	752	39.5	85.50	84.00	76.50-93.50	-	-	-	64	220	218	162	34	42	12	-	-	-	-	-	-	
NONMANUFACTURING	1,987	39.5	77.00	76.00	68.50-85.00	-	-	126	459	638	438	237	71	17	-	1	-	-	-	-	-	
WHOLESALE TRADE	595	40.0	77.00	77.50	71.00-84.00	-	-	9	127	243	139	56	21	-	-	-	-	-	-	-	-	
RETAIL TRADE	375	40.5	76.50	78.00	69.00-84.50	-	-	28	78	104	100	61	-	2	-	-	-	-	-	-	-	
FINANCE ⁵	801	39.0	76.00	73.00	66.50-85.00	-	-	88	214	231	152	69	40	5	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B	7,407	39.5	66.50	64.50	58.50-73.50	-	123	2153	2699	1379	784	141	85	41	3	-	-	-	-	-	-	
MANUFACTURING	1,280	39.5	73.00	72.50	65.00-82.50	-	7	130	398	342	312	53	14	20	2	-	-	-	-	-	-	
NONMANUFACTURING	6,127	39.5	65.00	63.50	58.00-71.00	-	116	2022	2300	1037	473	88	71	21	1	-	-	-	-	-	-	
WHOLESALE TRADE	1,442	40.0	68.00	65.50	60.50-75.00	-	6	296	600	269	223	31	17	-	-	-	-	-	-	-	-	
RETAIL TRADE	1,206	40.0	65.00	65.00	57.50-73.00	-	87	288	453	239	111	25	4	-	-	-	-	-	-	-	-	
FINANCE ⁵	3,031	39.5	63.00	61.00	57.00-68.00	-	13	1369	1108	427	75	25	14	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A	7,816	39.5	91.50	90.50	80.00-102.00	-	2	109	532	1325	1840	1779	1066	637	263	152	56	41	14	-	-	
MANUFACTURING	2,079	39.5	98.00	95.50	85.00-110.50	-	-	22	60	201	507	422	332	266	120	81	26	32	9	-	-	
NONMANUFACTURING	5,737	39.0	89.50	89.00	77.50-99.50	-	2	87	471	1124	1333	1358	734	371	144	71	30	9	5	-	-	
PUBLIC UTILITIES ⁵	1,598	39.0	100.50	98.50	93.00-107.50	-	-	-	8	68	141	687	383	180	71	40	13	5	1	-	-	
WHOLESALE TRADE	740	40.0	92.00	88.00	80.50-101.50	-	-	17	39	118	236	128	88	43	21	28	17	4	4	-	-	
RETAIL TRADE	1,189	40.0	83.50	82.50	73.50-92.50	-	2	16	116	355	334	187	111	47	20	1	-	-	-	-	-	
FINANCE ⁵	1,710	38.5	82.00	81.00	72.00-89.50	-	-	52	281	484	487	219	110	49	28	2	-	-	-	-	-	
SERVICES	501	39.5	89.50	89.00	79.50-98.00	-	-	2	29	98	135	136	44	53	4	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B	19,835	39.0	72.00	70.50	61.50-82.50	-	221	4017	5463	4416	3660	1097	582	238	65	49	14	12	-	-	2	
MANUFACTURING	3,767	39.5	76.50	74.50	66.50-84.50	-	3	382	893	1129	744	306	176	50	30	29	12	12	-	-	2	
NONMANUFACTURING	16,068	39.0	71.00	69.00	60.50-81.50	-	218	3635	4570	3287	2916	791	405	189	35	20	2	-	-	-	-	
PUBLIC UTILITIES ⁵	4,893	38.5	79.50	83.00	69.00-88.50	-	7	364	529	993	1865	401	180	131	24	-	-	-	-	-	-	
WHOLESALE TRADE	2,446	40.0	75.50	72.50	61.00-87.50	-	27	521	543	427	388	246	204	58	11	20	2	-	-	-	-	
RETAIL TRADE	3,275	40.0	66.00	66.50	59.50-73.50	-	100	743	1209	873	283	66	3	-	-	-	-	-	-	-	-	
FINANCE ⁵	4,370	38.5	64.00	62.50	57.00-70.00	-	63	1679	1545	780	255	49	-	-	-	-	-	-	-	-	-	
SERVICES	1,084	40.0	66.50	64.50	58.00-74.50	-	22	329	347	215	125	29	18	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South, ¹ February 1965 ²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 40	40 and under 50	50 60	60 70	70 80	80 90	90 100	100 110	110 120	120 130	130 140	140 150	150 160	160 170	170 180	180 and over		
						\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
WOMEN - CONTINUED																							
CLERKS, FILE, CLASS A -----	2,114	39.5	\$ 79.50	\$ 75.50	\$ 66.50- 90.50	-	3	205	540	493	322	307	80	85	37	25	14	3	1	-	-		
MANUFACTURING -----	650	39.5	94.50	92.50	86.00-100.00	-	-	8	39	56	158	227	41	52	27	23	14	3	1	-	-		
NONMANUFACTURING -----	1,464	39.0	73.00	70.50	64.00- 79.00	-	3	197	500	437	164	81	40	32	10	2	-	-	-	-	-		
FINANCE ⁵ -----	1,017	39.0	69.00	68.50	62.50- 74.00	-	3	160	416	334	75	24	5	1	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS B -----	5,767	39.0	63.00	59.50	55.00- 68.00	-	283	2676	1588	656	275	218	53	20	-	-	-	-	-	-	-		
MANUFACTURING -----	732	39.0	72.00	70.00	63.00- 79.00	-	-	123	242	203	80	71	13	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	5,035	39.0	61.50	59.00	54.00- 66.00	-	283	2553	1347	453	195	147	40	20	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	607	39.0	76.00	72.00	59.50- 93.00	-	-	161	120	95	47	132	32	20	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	665	40.0	65.00	62.50	56.50- 73.50	-	5	251	214	86	94	11	4	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	672	40.0	56.00	55.00	51.00- 63.00	-	130	311	162	66	4	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	2,832	38.5	58.50	57.50	54.00- 62.00	-	129	1783	766	140	14	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	259	40.0	67.00	67.50	59.50- 75.50	-	19	47	84	67	34	4	4	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	6,317	39.0	57.00	54.50	51.50- 60.00	8	756	3948	1035	301	253	8	4	3	-	-	-	-	-	-	-		
MANUFACTURING -----	804	39.5	67.50	67.50	55.00- 80.50	-	8	258	163	148	226	2	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	5,512	39.0	55.00	54.00	51.50- 59.00	8	749	3691	872	153	27	6	4	3	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	273	39.0	65.50	63.50	58.50- 70.00	-	4	80	124	33	20	6	4	3	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	388	40.0	58.50	56.50	53.00- 62.00	-	3	269	65	51	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	775	40.0	54.00	54.00	51.50- 58.50	-	67	569	124	13	2	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	3,806	38.5	54.00	53.50	51.00- 57.50	-	654	2641	485	23	3	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	270	40.0	58.00	58.00	52.50- 66.50	8	22	131	75	33	2	-	-	-	-	-	-	-	-	-	-		
CLERKS, ORDER -----	3,029	40.0	71.00	70.00	60.50- 81.00	-	73	635	810	690	547	158	77	25	8	7	1	-	-	-	-		
MANUFACTURING -----	821	39.5	77.00	77.00	67.50- 86.00	-	-	96	140	258	180	95	32	13	-	7	-	-	-	-	-		
NONMANUFACTURING -----	2,208	40.0	68.50	67.00	59.00- 79.00	-	73	539	669	432	367	63	45	12	8	-	1	-	-	-	-		
WHOLESALE TRADE -----	1,148	40.0	73.50	74.50	62.50- 82.00	-	-	231	248	302	254	58	35	12	8	-	1	-	-	-	-		
RETAIL TRADE -----	999	40.0	63.00	62.50	56.00- 69.00	-	73	309	403	111	94	3	10	-	-	-	-	-	-	-	-		
CLERKS, PAYROLL -----	6,141	39.5	80.50	78.00	67.50- 90.50	-	32	538	1316	1459	1219	689	424	270	85	63	29	16	3	-	-		
MANUFACTURING -----	2,692	39.5	81.50	78.50	68.50- 91.00	-	-	245	522	684	539	296	172	91	48	52	25	16	3	-	-		
NONMANUFACTURING -----	3,448	39.5	79.50	77.00	67.00- 90.50	-	32	293	792	775	680	394	252	180	37	11	5	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	817	39.0	91.00	89.00	74.00-107.50	-	2	35	113	106	187	76	128	126	35	7	5	-	-	-	-		
WHOLESALE TRADE -----	551	40.0	80.50	80.50	69.50- 91.00	-	-	20	128	119	135	91	22	28	2	4	-	-	-	-	-		
RETAIL TRADE -----	1,162	40.0	73.50	72.50	65.00- 82.00	-	6	142	322	358	163	99	67	6	-	-	-	-	-	-	-		
FINANCE ⁵ -----	553	38.5	80.00	80.50	67.50- 91.50	-	-	50	116	103	129	107	31	15	-	-	-	-	-	-	-		
SERVICES -----	366	40.5	70.50	70.00	62.00- 80.50	-	24	46	115	89	66	20	4	5	-	-	-	-	-	-	-		
COMPUTER OPERATORS -----	5,389	39.5	73.00	71.50	62.50- 82.00	-	193	744	1523	1429	763	328	297	63	37	12	-	-	-	-	-		
MANUFACTURING -----	1,169	40.0	78.00	74.50	65.00- 88.50	-	1	123	321	258	199	93	96	36	34	8	-	-	-	-	-		
NONMANUFACTURING -----	4,220	39.5	71.50	70.50	62.00- 80.00	-	192	621	1202	1171	564	235	201	28	3	4	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	471	40.0	90.00	92.00	79.00-102.50	-	-	10	40	78	79	99	150	15	2	1	-	-	-	-	-		
WHOLESALE TRADE -----	1,283	39.5	71.50	70.50	62.00- 79.00	-	48	181	381	377	172	82	30	12	1	1	-	-	-	-	-		
RETAIL TRADE -----	2,164	39.0	68.00	69.00	61.00- 77.00	-	144	334	691	610	308	55	21	1	2	-	-	-	-	-	-		
DUPLICATING-MACHINE OPERATORS (TYPEWRITER OR DITTO) -----	587	39.0	67.50	63.50	58.50- 74.50	-	7	187	199	75	79	23	17	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	451	38.5	64.00	62.00	58.00- 69.00	-	7	165	175	55	43	-	8	-	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS A -----	5,752	39.5	82.50	80.50	71.50- 93.50	-	14	207	914	1695	1249	623	850	158	28	11	1	-	1	-	-		
MANUFACTURING -----	1,512	40.0	89.50	88.50	77.50-102.00	-	-	16	100	361	323	288	326	76	9	9	1	-	1	-	-		
NONMANUFACTURING -----	4,240	39.0	80.50	78.00	70.50- 88.50	-	14	191	813	1335	926	335	524	81	19	2	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	1,051	39.5	93.00	96.50	80.00-105.00	-	-	-	95	168	172	120	426	61	10	-	-	-	-	-	-		
WHOLESALE TRADE -----	941	40.0	81.50	80.50	73.00- 88.50	-	-	31	144	287	273	92	87	19	7	2	-	-	-	-	-		
RETAIL TRADE -----	287	40.0	76.00	76.00	69.50- 84.50	-	4	21	50	99	71	42	1	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	1,787	38.5	73.00	72.50	67.00- 79.00	-	10	139	507	742	318	65	6	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South, ¹ February 1965 ²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 40	\$ 40 and under	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	over	
WOMEN - CONTINUED																						
TABULATING-MACHINE OPERATORS, CLASS A -----	281	38.5	\$ 103.00	\$ 100.00	\$ 94.50-113.00	-	-	-	-	19	35	85	65	31	8	39	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	1,385	38.5	83.00	84.50	73.00- 90.50	-	-	61	216	244	498	222	65	39	15	23	1	-	-	-	-	
NONMANUFACTURING -----	1,139	38.5	81.50	83.50	72.00- 89.00	-	-	61	191	198	448	170	33	12	8	20	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	592	38.0	80.50	85.50	68.00- 89.00	-	-	45	126	74	238	64	27	12	6	-	-	-	-	-	-	
FINANCE ⁶ -----	331	38.0	82.50	82.50	73.00- 90.00	-	-	8	52	67	123	66	-	-	-	16	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	906	38.5	73.00	72.50	64.50- 80.50	-	7	71	286	308	167	47	12	9	1	-	-	-	-	-	-	
NONMANUFACTURING -----	763	38.5	72.00	72.00	64.00- 79.50	-	7	59	251	271	134	32	4	6	-	-	-	-	-	-	-	
FINANCE ⁶ -----	313	37.0	67.00	67.00	61.50- 73.50	-	7	40	134	114	17	-	-	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	5,047	39.0	68.50	67.00	60.50- 75.00	-	33	1130	1842	1191	549	204	65	25	7	-	-	-	-	-	-	
MANUFACTURING -----	833	39.5	70.50	69.50	62.50- 76.00	-	-	109	322	257	82	41	14	-	7	-	-	-	-	-	-	
NONMANUFACTURING -----	4,215	39.0	68.50	67.00	60.00- 75.00	-	33	1020	1521	934	466	164	51	25	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	1,076	40.0	67.00	65.50	60.00- 72.50	-	-	257	481	228	74	16	13	9	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,446	38.5	65.50	64.50	58.50- 72.00	-	33	712	951	539	175	34	3	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	7,896	39.0	74.50	73.00	65.50- 83.00	-	20	844	2244	2354	1501	515	325	83	10	3	-	-	-	-	-	
MANUFACTURING -----	2,047	39.5	81.50	81.00	72.00- 90.00	-	-	51	317	602	578	280	184	30	4	1	-	-	-	-	-	
NONMANUFACTURING -----	5,850	39.0	72.50	71.00	64.00- 79.00	-	20	793	1926	1751	924	234	141	53	6	2	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,308	39.0	78.50	76.50	67.50- 87.00	-	-	54	380	329	341	76	83	44	1	2	-	-	-	-	-	
WHOLESALE TRADE -----	468	39.5	75.00	73.50	68.50- 82.00	-	-	34	103	196	86	34	14	3	1	-	-	-	-	-	-	
RETAIL TRADE -----	345	40.5	70.50	68.50	64.50- 74.00	-	-	30	175	87	28	15	9	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	3,121	38.5	68.50	68.00	61.50- 74.50	-	20	610	1175	944	316	57	-	-	-	-	-	-	-	-	-	
SERVICES -----	608	39.5	77.00	75.00	69.50- 85.50	-	-	66	93	197	154	53	35	6	4	-	-	-	-	-	-	
TYPISTS, CLASS B -----	18,634	39.0	62.00	60.50	55.00- 68.50	-	768	8284	5725	2762	821	185	78	11	-	-	-	-	-	-	-	
MANUFACTURING -----	3,020	39.5	67.00	66.00	59.00- 74.00	-	-	854	1117	646	304	90	11	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	15,614	39.0	61.00	59.50	54.50- 67.00	-	768	7431	4609	2116	517	95	68	11	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,351	39.5	69.00	66.00	60.50- 75.00	-	-	12	301	520	297	110	50	50	11	-	-	-	-	-	-	
WHOLESALE TRADE -----	1,765	40.0	62.50	61.50	56.00- 69.00	-	20	738	618	325	40	14	10	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	1,526	40.0	60.50	61.00	53.50- 67.50	-	146	548	528	212	80	6	5	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	9,452	38.5	59.00	58.00	53.50- 63.50	-	535	5374	2663	774	103	3	1	-	-	-	-	-	-	-	-	
SERVICES -----	1,521	40.0	66.50	68.00	57.00- 76.00	-	56	470	280	508	183	22	1	-	-	-	-	-	-	-	-	

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-4. Office Occupations—North Central

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1965 ²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ⁵ (standard)			Number of workers receiving straight-time weekly earnings of—															
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																					
BILLERS, MACHINE (BILLING MACHINE)																					
MACHINE	339	40.0	\$ 94.50	\$ 97.50	\$ 85.50-108.50	-	-	-	36	31	53	68	73	62	16	-	-	-	-	-	-
NONMANUFACTURING	326	40.0	96.00	98.50	87.00-109.00	-	-	-	24	31	52	68	73	62	16	-	-	-	-	-	-
PUBLIC UTILITIES ⁵	284	40.0	96.00	98.00	87.00-106.50	-	-	-	14	28	52	62	73	49	6	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A																					
MANUFACTURING	9,423	39.5	119.50	119.00	105.50-133.50	-	-	-	8	100	484	925	1590	1746	1637	1491	700	430	243	32	38
NONMANUFACTURING	5,532	39.5	123.00	123.50	109.00-136.50	-	-	-	4	43	199	426	785	934	1110	1017	480	317	164	30	24
PUBLIC UTILITIES ⁵	3,891	39.5	115.00	113.50	102.00-128.50	-	-	-	4	57	286	499	806	812	526	475	220	113	79	2	14
WHOLESALE TRADE	1,313	40.0	121.00	120.00	110.50-133.00	-	-	-	-	3	32	55	226	343	245	233	124	43	8	1	-
RETAIL TRADE	1,243	39.5	115.00	113.50	98.50-131.50	-	-	-	1	27	97	208	229	217	117	156	78	66	49	-	-
FINANCE ⁶	455	40.0	109.00	108.00	100.00-119.00	-	-	-	-	3	30	80	135	102	77	18	6	2	-	1	-
FINANCE ⁶	714	37.5	106.00	103.50	92.50-117.50	-	-	-	1	23	115	138	182	106	81	36	10	-	22	-	-
CLERKS, ACCOUNTING, CLASS B																					
MANUFACTURING	4,585	39.5	95.50	96.00	81.50-109.00	-	11	37	339	634	784	774	921	647	348	69	16	5	-	-	-
NONMANUFACTURING	2,014	39.5	98.00	98.00	83.50-114.00	-	-	12	105	261	332	373	338	298	222	96	14	5	-	-	-
PUBLIC UTILITIES ⁵	2,571	39.5	93.50	94.50	80.00-106.50	-	11	25	233	374	452	401	583	349	126	13	2	-	-	-	-
WHOLESALE TRADE	957	40.0	102.50	104.50	96.00-113.50	-	-	-	1	43	76	78	114	312	225	104	4	2	-	-	-
RETAIL TRADE	877	40.0	92.50	92.50	79.00-105.00	-	-	-	-	83	160	143	155	207	99	22	9	-	-	-	-
FINANCE ⁶	525	38.5	83.00	83.50	73.00-91.50	-	-	-	19	75	99	185	92	34	22	-	-	-	-	-	-
CLERKS, FILE, CLASS B																					
MANUFACTURING	450	38.5	81.00	78.00	70.00-93.00	-	-	-	28	81	137	70	75	51	6	2	1	-	-	-	-
NONMANUFACTURING	252	38.5	83.50	86.00	69.50-97.00	-	-	-	26	40	43	43	53	41	3	2	1	-	-	-	-
CLERKS, ORDER																					
MANUFACTURING	7,019	40.0	111.00	111.50	97.00-125.50	-	-	7	104	343	633	938	1310	1322	1010	769	379	125	31	39	8
NONMANUFACTURING	2,535	40.0	113.50	114.50	100.50-128.50	-	-	1	31	93	169	326	500	412	419	305	215	58	7	-	-
WHOLESALE TRADE	4,484	40.0	109.50	110.50	95.00-123.50	-	-	6	73	250	464	613	809	910	591	464	165	67	24	39	8
WHOLESALE TRADE	4,094	40.0	110.50	111.50	96.50-124.50	-	-	6	29	223	400	533	738	866	563	436	164	67	22	39	8
CLERKS, PAYROLL																					
MANUFACTURING	1,765	39.5	112.00	112.00	100.00-125.50	-	-	2	23	74	138	207	338	370	267	237	60	16	26	3	3
NONMANUFACTURING	1,255	39.5	113.50	114.00	99.50-129.00	-	-	1	19	57	90	151	230	190	218	205	50	14	22	3	3
PUBLIC UTILITIES ⁵	511	40.0	108.50	111.00	100.00-117.00	-	-	1	4	17	49	55	108	180	49	32	10	2	4	-	-
PUBLIC UTILITIES ⁵	396	40.0	109.00	111.00	102.50-116.50	-	-	-	-	13	37	37	85	158	36	22	8	-	-	-	-
OFFICE BOYS																					
MANUFACTURING	5,109	39.0	67.50	65.00	58.00-75.00	-	92	1568	1612	889	528	315	84	21	1	-	-	-	-	-	-
NONMANUFACTURING	2,076	39.5	69.50	67.00	60.50-77.00	-	3	473	792	391	218	147	36	15	1	-	-	-	-	-	-
PUBLIC UTILITIES ⁵	3,034	38.5	66.50	63.50	56.50-73.50	-	89	1095	821	499	309	167	48	6	-	-	-	-	-	-	-
WHOLESALE TRADE	505	39.5	79.00	81.50	65.00-90.50	-	1	71	98	70	130	90	40	6	-	-	-	-	-	-	-
WHOLESALE TRADE	403	40.0	67.50	63.50	56.00-81.00	-	-	150	106	40	79	29	-	-	-	-	-	-	-	-	-
FINANCE ⁶	1,388	38.0	62.00	60.50	55.50-68.00	-	58	618	428	231	28	26	-	-	-	-	-	-	-	-	-
SERVICES	533	37.5	66.00	63.00	57.00-73.00	-	18	196	136	94	66	17	5	-	-	-	-	-	-	-	-
SECRETARIES																					
NONMANUFACTURING	385	40.0	123.00	125.00	114.00-136.50	-	-	-	16	8	2	13	48	73	70	84	47	11	7	5	2
NONMANUFACTURING	263	40.0	122.00	124.00	109.50-136.50	-	-	-	16	8	2	6	37	43	46	53	36	5	6	4	2
TABULATING-MACHINE OPERATORS, CLASS A																					
MANUFACTURING	2,908	39.5	119.00	118.00	107.50-130.00	-	-	-	-	1	42	250	655	662	573	403	163	85	70	4	1
NONMANUFACTURING	1,648	40.0	122.00	121.00	109.50-133.00	-	-	-	-	18	102	307	370	348	264	117	70	48	4	1	-
FINANCE ⁶	1,260	39.0	115.50	113.50	105.00-125.00	-	-	-	-	1	24	148	348	292	225	139	46	15	22	-	-
FINANCE ⁶	589	38.5	111.00	108.50	103.00-118.00	-	-	-	-	-	21	72	244	136	65	40	2	-	11	-	-
TABULATING-MACHINE OPERATORS, CLASS B																					
MANUFACTURING	4,838	39.5	101.50	101.50	90.50-112.50	-	-	-	44	220	868	1123	1212	760	397	168	42	3	2	-	-
NONMANUFACTURING	2,406	39.5	104.50	103.50	94.00-117.00	-	-	-	14	82	316	563	585	402	284	123	33	2	1	-	-
PUBLIC UTILITIES ⁵	2,431	39.0	98.50	98.50	88.00-108.50	-	-	-	30	137	551	560	627	358	112	45	9	1	1	-	-
WHOLESALE TRADE	407	40.0	106.50	109.00	97.50-114.50	-	-	-	4	4	52	54	100	142	17	28	3	1	1	-	-
WHOLESALE TRADE	714	39.5	100.00	101.50	89.50-110.00	-	-	-	4	26	155	140	216	101	57	14	1	-	-	-	-
RETAIL TRADE	251	39.5	94.50	93.50	84.50-107.00	-	-	-	8	23	64	56	56	39	3	1	-	-	-	-	-
FINANCE ⁶	939	38.5	94.50	94.00	85.50-102.50	-	-	-	12	70	261	292	219	57	23	2	5	-	-	-	-

See footnotes at end of table.

Table A-4. Office Occupations—North Central—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN - CONTINUED																						
TABULATING-MACHINE OPERATORS, CLASS C	1,647	39.5	\$ 83.50	\$ 83.50	\$ 72.50-93.00	-	-	34	259	371	465	306	140	51	22	-	-	-	-	-	-	-
MANUFACTURING	713	39.5	88.50	88.50	80.50-97.50	-	-	16	28	125	224	189	91	29	12	-	-	-	-	-	-	-
NONMANUFACTURING	934	39.5	79.50	78.50	69.50-88.50	-	-	18	231	246	241	117	49	22	10	-	-	-	-	-	-	-
FINANCE ⁵	480	39.0	77.00	74.00	68.00-85.00	-	-	7	155	133	126	38	14	7	1	-	-	-	-	-	-	-
WOMEN																						
BILLERS, MACHINE (BILLING MACHINE)	3,473	39.5	77.00	75.00	65.50-87.50	-	61	417	795	773	690	341	219	169	7	-	-	-	-	-	-	-
MANUFACTURING	1,491	39.5	77.50	77.00	67.00-87.00	-	-	159	337	329	380	162	96	21	7	-	-	-	-	-	-	-
NONMANUFACTURING	1,983	40.0	76.50	74.00	64.50-88.50	-	61	258	458	444	311	179	123	148	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁵	640	40.0	87.50	86.00	72.50-104.50	-	-	13	103	157	77	69	95	128	-	-	-	-	-	-	-	-
WHOLESALE TRADE	698	39.5	77.00	77.50	66.50-87.50	-	-	86	155	153	180	80	26	20	-	-	-	-	-	-	-	-
RETAIL TRADE	503	39.5	64.00	64.50	54.00-73.00	-	61	135	144	102	39	23	-	-	-	-	-	-	-	-	-	-
BILLERS, MACHINE (BOOKKEEPING MACHINE)	1,849	39.5	70.50	69.00	61.50-79.50	-	42	338	603	423	253	143	38	9	-	-	-	-	-	-	-	-
MANUFACTURING	364	39.5	78.50	79.50	67.50-88.00	-	-	18	96	73	107	40	25	6	-	-	-	-	-	-	-	-
NONMANUFACTURING	1,484	39.5	68.50	67.50	60.00-76.50	-	42	320	507	351	146	103	13	3	-	-	-	-	-	-	-	-
RETAIL TRADE	860	39.5	64.00	63.50	58.00-70.00	-	42	228	372	146	66	5	-	-	-	-	-	-	-	-	-	-
SERVICES	323	40.0	70.00	70.50	61.50-77.00	-	-	64	90	125	17	28	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A	3,633	39.5	90.00	90.00	81.00-99.50	-	-	98	196	515	1007	941	501	256	109	12	-	-	-	-	-	-
MANUFACTURING	1,675	39.5	95.50	94.50	87.00-104.00	-	-	7	13	142	412	534	347	146	67	8	-	-	-	-	-	-
NONMANUFACTURING	1,959	39.5	85.50	84.50	76.00-95.00	-	-	91	183	372	595	408	154	110	42	4	-	-	-	-	-	-
WHOLESALE TRADE	803	39.5	89.00	87.50	79.00-96.50	-	-	9	21	183	233	197	61	77	22	-	-	-	-	-	-	-
RETAIL TRADE	284	40.0	86.50	85.50	79.50-95.50	-	-	3	5	68	105	69	25	8	1	-	-	-	-	-	-	-
FINANCE ⁵	535	39.0	78.50	79.50	63.50-88.00	-	-	79	126	67	151	62	31	1	19	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B	9,810	39.5	72.00	71.00	60.50-82.00	-	87	2267	2348	2352	1532	700	329	163	33	-	-	-	-	-	-	-
MANUFACTURING	2,937	39.5	80.50	79.00	70.50-89.50	-	-	194	498	855	690	361	230	87	22	-	-	-	-	-	-	-
NONMANUFACTURING	6,874	39.5	68.50	67.00	58.00-77.00	-	87	2074	1849	1499	841	339	99	76	11	-	-	-	-	-	-	-
WHOLESALE TRADE	1,626	40.0	75.00	75.50	65.50-84.50	-	-	231	379	364	440	162	14	36	-	-	-	-	-	-	-	-
RETAIL TRADE	1,238	40.0	70.00	69.50	60.50-78.00	-	60	227	354	338	153	72	23	9	-	-	-	-	-	-	-	-
FINANCE ⁵	3,506	39.0	64.00	61.50	56.00-70.50	-	25	1575	1005	687	141	46	27	1	-	-	-	-	-	-	-	-
SERVICES	297	38.5	79.50	78.00	69.00-89.00	-	2	22	57	79	73	38	4	11	11	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A	11,588	39.5	97.50	95.50	86.00-109.50	-	-	48	373	1142	2448	2799	2021	1431	745	415	120	41	4	3	-	-
MANUFACTURING	4,866	39.5	102.50	101.00	89.50-114.50	-	-	-	60	262	976	1027	943	731	458	287	80	34	4	3	-	-
NONMANUFACTURING	6,722	39.0	94.00	93.00	83.50-105.00	-	48	313	880	1470	1771	1078	700	288	128	40	7	-	-	-	-	-
PUBLIC UTILITIES ⁵	1,466	40.0	103.00	104.50	92.00-114.00	-	-	-	14	79	178	347	303	393	72	81	1	-	-	-	-	-
WHOLESALE TRADE	1,085	40.0	97.50	96.00	88.00-105.50	-	-	2	17	87	210	392	180	85	69	25	11	7	-	-	-	-
RETAIL TRADE	1,470	40.0	87.50	88.00	78.50-96.50	-	-	18	69	321	397	405	204	42	11	1	-	-	-	-	-	-
FINANCE ⁵	1,832	38.5	88.50	88.00	78.00-97.50	-	-	28	184	309	516	411	223	96	48	12	6	-	-	-	-	-
SERVICES	869	38.5	97.50	97.00	85.50-109.00	-	-	-	28	84	170	217	167	86	88	9	21	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS B	25,904	39.5	77.00	75.50	66.00-87.00	-	189	2673	6351	6383	5330	2599	1460	701	203	12	4	-	-	-	-	-
MANUFACTURING	9,249	39.5	81.50	80.00	70.00-92.00	-	-	470	1817	2321	2118	1147	834	379	150	9	4	-	-	-	-	-
NONMANUFACTURING	16,655	39.0	74.50	73.00	64.00-84.50	-	189	2205	4535	4062	3212	1452	625	322	53	3	-	-	-	-	-	-
PUBLIC UTILITIES ⁵	3,397	40.0	83.00	81.50	70.50-94.50	-	-	139	640	819	712	447	352	245	43	1	-	-	-	-	-	-
WHOLESALE TRADE	2,955	39.5	78.50	78.00	68.00-87.50	-	-	203	677	753	796	302	167	44	10	2	-	-	-	-	-	-
RETAIL TRADE	4,095	39.5	69.00	68.50	60.50-78.50	-	86	884	1214	1027	654	200	27	4	-	-	-	-	-	-	-	-
FINANCE ⁵	4,716	38.0	70.00	69.00	61.50-79.00	-	80	878	1573	1139	742	272	29	3	-	-	-	-	-	-	-	-
SERVICES	1,492	39.0	77.00	75.50	66.50-87.50	-	23	100	431	325	306	232	50	26	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-4. Office Occupations—North Central—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	over							
WOMEN - CONTINUED																						
TABULATING-MACHINE OPERATORS, CLASS A -----	359	39.5	\$ 113.50	\$ 113.00	\$ 102.50-126.00	-	-	-	1	3	26	40	88	78	54	40	19	8	1	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	1,957	39.5	95.00	93.50	83.50-105.50	-	-	7	61	277	413	477	372	212	84	44	11	-	-	-	-	
MANUFACTURING -----	790	39.5	101.00	101.00	90.50-109.00	-	-	-	7	73	105	180	244	74	62	36	9	-	-	-	-	
NONMANUFACTURING -----	1,167	39.5	91.00	90.00	81.00-100.50	-	-	7	54	204	308	297	128	138	21	8	2	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	489	40.0	96.00	93.50	85.00-111.00	-	-	-	16	62	75	155	40	110	20	8	2	-	-	-	-	
FINANCE ⁶ -----	332	38.5	85.50	87.00	77.50- 92.50	-	-	7	35	55	125	69	36	5	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	1,834	39.5	75.00	73.50	64.50- 84.00	-	13	135	572	447	416	171	63	10	7	-	-	-	-	-	-	
MANUFACTURING -----	464	39.5	83.50	83.00	74.00- 92.00	-	-	11	46	111	168	82	31	10	6	-	-	-	-	-	-	
NONMANUFACTURING -----	1,370	39.5	72.00	70.50	63.00- 81.00	-	13	124	526	336	249	89	32	-	1	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	681	40.0	73.00	71.50	64.00- 80.50	-	-	16	288	198	131	27	21	-	1	-	-	-	-	-	-	
FINANCE ⁶ -----	422	38.5	69.00	67.00	58.50- 78.50	-	13	108	123	84	83	11	2	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	8,198	39.5	75.50	74.50	65.50- 85.00	-	27	1055	1956	2081	1676	878	361	91	12	21	-	-	-	-	-	
MANUFACTURING -----	3,448	39.5	79.50	78.50	70.50- 89.00	-	-	226	603	1034	791	546	183	43	4	18	-	-	-	-	-	
NONMANUFACTURING -----	4,750	39.0	73.00	71.00	62.00- 82.50	-	27	869	1354	1048	885	332	177	48	8	3	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	276	40.0	93.00	99.50	78.00-108.00	-	-	4	38	34	42	21	99	32	3	3	-	-	-	-	-	
WHOLESALE TRADE -----	1,247	40.0	75.00	74.00	64.50- 84.00	-	-	158	325	280	329	105	36	7	5	-	-	-	-	-	-	
RETAIL TRADE -----	267	39.5	72.50	70.50	62.50- 82.50	-	8	31	90	60	42	34	2	1	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,452	38.5	69.00	67.50	60.00- 76.00	-	19	608	806	562	330	105	19	4	-	-	-	-	-	-	-	
SERVICES -----	509	39.0	77.00	77.50	66.00- 88.00	-	-	68	94	111	142	67	22	4	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	16,534	39.0	84.00	83.00	73.00- 94.50	-	-	330	2464	4044	4349	2925	1538	840	46	-	-	-	-	-	-	
MANUFACTURING -----	8,985	39.5	87.50	86.50	77.50- 98.00	-	-	64	788	1968	2496	1917	1053	692	39	-	-	-	-	-	-	
NONMANUFACTURING -----	7,548	38.5	79.50	78.50	69.50- 88.50	-	-	266	1707	2076	1853	1007	485	148	7	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,107	40.0	86.50	86.50	73.50-100.00	-	-	25	133	262	244	168	178	97	1	-	-	-	-	-	-	
WHOLESALE TRADE -----	900	39.5	83.50	84.50	73.50- 93.50	-	-	10	161	162	278	209	46	30	4	-	-	-	-	-	-	
RETAIL TRADE -----	537	40.0	77.00	74.50	67.50- 85.50	-	-	13	156	170	115	54	29	1	-	-	-	-	-	-	-	
FINANCE ⁶ -----	3,449	38.0	75.00	74.00	67.00- 82.50	-	-	197	1029	1093	791	290	39	12	-	-	-	-	-	-	-	
SERVICES -----	1,555	38.0	83.50	82.50	74.00- 93.50	-	-	22	230	390	425	286	193	8	2	-	-	-	-	-	-	
TYPISTS, CLASS B -----	34,233	39.0	68.50	67.00	59.50- 75.50	-	377	8702	11361	8017	3651	1314	600	158	53	-	-	-	-	-	-	
MANUFACTURING -----	12,900	39.5	73.50	72.00	65.00- 81.00	-	-	1492	3968	3978	2124	837	308	140	53	-	-	-	-	-	-	
NONMANUFACTURING -----	21,333	39.0	65.50	63.50	57.50- 72.00	-	377	7210	7394	4039	1527	477	292	18	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	2,020	39.5	77.00	73.00	66.00- 89.00	-	-	5	158	645	477	254	193	274	15	-	-	-	-	-	-	
WHOLESALE TRADE -----	3,715	39.5	67.50	66.50	59.00- 75.00	-	-	20	1047	1169	983	333	150	9	3	-	-	-	-	-	-	
RETAIL TRADE -----	2,470	39.5	66.50	65.50	58.50- 75.00	-	-	62	695	832	539	281	57	6	-	-	-	-	-	-	-	
FINANCE ⁶ -----	10,642	38.5	62.00	60.50	56.00- 67.00	-	274	4714	3858	1402	365	30	-	-	-	-	-	-	-	-	-	
SERVICES -----	2,486	38.5	67.50	67.00	60.00- 74.00	-	-	16	597	891	638	295	47	3	-	-	-	-	-	-	-	

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-5. Office Occupations—West

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						Under \$ 50	50 and under	60	70	80	90	100	110	120	130	140	150	160	170	and over		
MEN																						
BILLERS, MACHINE (BILLING MACHINE) -----	388	40.0	\$ 111.50	\$ 115.50	\$ 108.00-118.00	-	-	3	11	5	23	75	248	24	-	-	-	-	-			
NONMANUFACTURING -----	384	40.0	112.00	115.50	108.50-118.00	-	-	3	11	5	23	71	248	24	-	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	352	40.0	114.50	116.00	110.50-118.50	-	-	-	-	4	5	71	248	24	-	-	-	-	-			
CLERKS, ACCOUNTING, CLASS A -----	3,147	39.5	119.00	118.00	106.50-129.50	-	-	-	12	65	299	622	754	632	382	149	163	39	25			
MANUFACTURING -----	1,298	40.0	124.00	122.50	110.50-136.00	-	-	-	5	17	96	195	241	285	193	78	142	29	16			
NONMANUFACTURING -----	1,849	39.5	115.00	115.00	105.00-125.50	-	-	-	7	52	203	426	513	347	189	71	21	10	9			
PUBLIC UTILITIES ⁵ -----	510	40.0	119.50	119.50	110.00-130.00	-	-	-	-	11	43	76	131	123	68	40	15	4	-			
WHOLESALE TRADE -----	517	40.0	116.00	115.50	105.50-127.00	-	-	-	-	1	49	133	107	142	64	17	2	1	-			
FINANCE ⁶ -----	456	39.0	108.00	107.50	100.00-117.00	-	-	-	2	27	85	156	112	30	43	-	-	-	-			
CLERKS, ACCOUNTING, CLASS B -----	1,279	40.0	100.50	101.00	87.50-113.50	-	-	7	38	100	248	228	259	260	47	76	13	4	-			
MANUFACTURING -----	500	40.0	99.50	101.50	88.50-109.00	-	-	7	13	55	64	83	166	78	15	13	7	-	-			
NONMANUFACTURING -----	779	39.5	101.00	99.50	87.00-115.50	-	-	-	24	45	185	145	94	182	32	63	6	4	-			
PUBLIC UTILITIES ⁵ -----	323	40.0	111.50	113.00	102.50-122.50	-	-	-	7	10	30	28	54	107	18	63	4	2	-			
CLERKS, ORDER -----	3,829	40.0	112.50	112.00	99.00-126.50	-	-	68	71	262	622	722	782	549	417	224	82	20	10			
MANUFACTURING -----	1,029	40.0	114.50	115.50	96.50-130.50	-	-	-	7	15	111	215	110	138	166	149	60	33	16			
NONMANUFACTURING -----	2,800	40.0	112.00	111.50	100.50-124.00	-	-	-	61	56	151	408	612	644	384	268	164	49	4			
WHOLESALE TRADE -----	2,639	40.0	112.00	111.50	100.00-124.00	-	-	-	40	51	151	400	575	618	351	257	154	39	4			
CLERKS, PAYROLL -----	677	40.0	119.00	121.00	105.50-130.00	-	-	-	16	41	62	98	95	196	87	52	16	6	9			
MANUFACTURING -----	351	40.0	117.50	119.50	104.50-128.00	-	-	-	15	19	20	75	49	90	56	8	8	4	7			
NONMANUFACTURING -----	326	39.5	120.50	122.00	108.50-131.50	-	-	-	1	22	42	22	46	105	31	44	8	2	2			
OFFICE BOYS -----	2,517	39.0	73.00	70.00	64.00-81.50	55	356	871	546	356	278	33	24	4	-	-	-	-	-			
MANUFACTURING -----	791	39.5	76.00	72.50	65.50-87.50	17	84	259	135	130	130	12	2	2	-	-	-	-	-			
NONMANUFACTURING -----	1,726	39.0	71.50	69.50	63.00-79.00	38	267	613	410	226	148	21	2	2	-	-	-	-	-			
FINANCE ⁶ -----	913	39.0	67.00	66.50	60.50-72.00	38	167	429	186	87	7	-	-	-	-	-	-	-	-			
SERVICES -----	384	38.5	76.00	77.00	70.00-83.00	-	42	56	145	104	31	4	-	2	-	-	-	-	-			
TABULATING-MACHINE OPERATORS, CLASS A -----	1,223	39.5	124.00	124.00	113.00-134.00	-	-	-	-	8	29	184	253	299	311	88	44	5	3			
MANUFACTURING -----	600	40.0	127.50	128.00	119.50-135.00	-	-	-	-	8	25	124	172	223	38	8	3	-	-			
NONMANUFACTURING -----	622	39.0	121.00	119.50	108.00-132.00	-	-	-	8	21	159	129	127	87	50	36	2	3	-			
FINANCE ⁶ -----	299	39.0	114.00	112.50	106.00-122.50	-	-	-	8	21	103	70	70	26	-	-	-	-	-			
TABULATING-MACHINE OPERATORS, CLASS B -----	2,007	39.5	108.00	107.50	98.50-118.50	-	-	-	36	121	416	527	468	321	106	6	7	-	-			
MANUFACTURING -----	618	40.0	109.50	109.00	101.00-119.00	-	-	-	2	12	110	202	150	116	24	2	-	-	-			
NONMANUFACTURING -----	1,390	39.5	107.50	107.00	96.50-118.50	-	-	-	34	108	306	325	319	205	82	4	7	-	-			
WHOLESALE TRADE -----	265	39.5	110.50	111.50	97.50-123.00	-	-	-	-	16	66	39	62	54	27	-	-	-	-			
FINANCE ⁶ -----	698	39.0	101.50	101.50	93.00-111.00	-	-	-	33	77	204	193	139	50	-	-	-	-	-			
TABULATING-MACHINE OPERATORS, CLASS C -----	486	39.5	95.00	97.00	85.00-104.50	-	-	17	42	111	98	162	51	4	-	-	-	-	-			
NONMANUFACTURING -----	341	39.5	94.00	93.50	83.50-104.00	-	-	17	30	91	65	90	44	4	-	-	-	-	-			
WOMEN																						
BILLERS, MACHINE (BILLING MACHINE) -----	1,476	39.5	86.00	84.50	70.00-102.50	-	142	215	274	166	219	225	215	12	3	-	-	-	-			
MANUFACTURING -----	327	40.0	80.50	76.00	68.50-92.00	-	23	79	102	35	53	17	11	6	-	-	-	-	-			
NONMANUFACTURING -----	1,148	39.5	87.50	90.50	71.50-104.00	-	119	140	172	131	166	208	204	6	3	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	256	39.5	105.50	109.50	97.50-117.00	-	-	9	26	12	32	53	117	4	3	-	-	-	-			
RETAIL TRADE -----	441	40.0	76.50	72.00	61.00-91.50	-	100	92	89	41	32	22	66	-	-	-	-	-	-			

See footnotes at end of table.

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Table A-5. Office Occupations—West—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 50	\$ 50 and under	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170			
						60	70	80	90	100	110	120	130	140	150	160	170	over				
WOMEN - CONTINUED																						
BILLERS, MACHINE (BOOKKEEPING MACHINE)	881	40.0	78.50	80.50	70.00-88.00	-	73	142	215	300	115	17	17	-	1	-	-	-	-			
MANUFACTURING	263	40.0	82.50	83.50	75.50-89.50	-	9	19	74	105	41	4	11	-	-	-	-	-	-			
NONMANUFACTURING	617	40.0	77.00	78.50	66.50-87.50	-	65	123	141	194	74	13	6	-	1	-	-	-	-			
RETAIL TRADE	386	40.0	76.00	77.00	66.00-87.00	-	40	78	115	110	37	5	2	-	1	-	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS A	2,050	39.5	96.00	94.50	86.50-105.00	-	-	44	179	471	553	457	193	125	28	-	-	-	-			
MANUFACTURING	775	40.0	97.50	98.00	96.50-106.50	-	-	9	53	117	246	238	78	27	9	-	-	-	-			
NONMANUFACTURING	1,275	39.5	95.00	93.00	84.50-103.50	-	-	35	126	355	307	220	117	98	19	-	-	-	-			
WHOLESALE TRADE	381	39.5	99.50	100.00	89.50-107.50	-	-	-	29	71	92	99	28	58	5	-	-	-	-			
RETAIL TRADE	372	39.5	94.50	94.00	86.00-103.00	-	-	11	27	113	93	62	52	14	-	-	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS B	4,588	40.0	76.50	73.50	64.50-86.50	-	622	1244	1021	886	353	251	156	53	1	-	-	-	-			
MANUFACTURING	664	40.0	85.00	86.00	73.00-94.00	-	11	115	93	209	126	73	29	8	-	-	-	-	-			
NONMANUFACTURING	3,924	40.0	75.00	72.00	63.50-84.50	-	611	1125	928	677	228	178	127	45	1	-	-	-	-			
WHOLESALE TRADE	747	40.0	80.00	79.00	70.50-89.50	-	61	115	211	182	72	82	-	20	-	-	-	-	-			
RETAIL TRADE	586	40.5	74.00	72.50	64.50-84.00	-	66	201	114	132	50	21	1	-	-	-	-	-	-			
FINANCE ⁵	1,997	39.5	69.00	67.50	61.00-75.00	-	439	743	502	255	57	-	-	-	-	-	-	-	-			
SERVICES	383	39.5	83.00	85.00	68.00-100.50	-	46	65	72	84	19	61	24	12	1	-	-	-	-			
CLERKS, ACCOUNTING, CLASS A	7,276	39.5	102.50	102.00	90.50-113.50	-	4	54	325	1331	1492	1782	1224	751	170	121	15	8	-			
MANUFACTURING	2,681	39.5	107.00	107.50	97.50-116.00	-	-	-	26	334	437	748	657	333	63	72	6	4	-			
NONMANUFACTURING	4,596	39.5	100.00	99.00	88.50-110.00	-	4	54	300	997	1055	1034	567	418	107	49	9	4	-			
PUBLIC UTILITIES ⁵	684	39.5	107.00	111.00	96.50-118.00	-	2	10	15	67	126	100	230	99	10	22	3	-	-			
WHOLESALE TRADE	816	40.0	104.00	103.00	93.50-113.00	-	-	-	32	77	176	294	100	120	16	1	-	-	-			
RETAIL TRADE	1,100	40.0	97.00	93.00	86.00-105.50	-	-	3	88	393	202	187	85	118	25	1	-	-	-			
FINANCE ⁵	1,150	38.5	93.00	92.50	85.50-100.50	-	2	26	97	349	372	214	63	28	-	-	-	-	-			
SERVICES	846	39.0	103.00	102.00	91.00-115.50	-	-	15	67	109	179	240	89	55	56	26	6	4	-			
CLERKS, ACCOUNTING, CLASS B	12,342	39.5	82.50	82.00	72.00-90.50	5	624	1934	2879	3667	1799	828	436	80	87	5	-	-	-			
MANUFACTURING	3,733	40.0	87.00	86.50	76.00-96.50	-	40	411	735	1064	806	443	179	41	15	-	-	-	-			
NONMANUFACTURING	8,609	39.5	80.00	80.00	70.00-88.00	5	584	1523	2144	2602	994	385	257	39	72	5	-	-	-			
PUBLIC UTILITIES ⁵	1,941	39.5	87.50	83.50	77.00-96.00	-	2	122	531	656	263	158	123	14	71	2	-	-	-			
WHOLESALE TRADE	1,495	40.0	81.00	82.00	70.50-90.00	-	133	229	313	459	229	57	61	14	-	-	-	-	-			
RETAIL TRADE	2,124	40.0	78.50	79.00	69.50-86.00	5	141	404	577	634	240	63	59	-	-	-	-	-	-			
FINANCE ⁵	2,331	38.5	74.00	74.00	66.50-83.00	-	296	635	600	674	121	1	-	-	-	-	-	-	-			
SERVICES	718	39.0	85.00	84.50	72.50-94.50	-	12	129	123	175	141	107	14	11	1	3	-	-	-			
CLERKS, FILE, CLASS A	1,326	39.0	86.50	86.50	74.00-98.00	-	-	177	336	256	311	190	40	9	6	-	-	-	-			
MANUFACTURING	319	39.5	95.50	97.50	90.00-102.50	-	-	-	21	58	122	111	6	-	-	-	-	-	-			
NONMANUFACTURING	1,008	39.0	84.00	80.50	72.00-95.00	-	-	177	315	198	189	79	34	9	6	-	-	-	-			
FINANCE ⁵	586	38.5	78.50	77.50	70.50-85.50	-	-	135	212	162	74	4	-	-	-	-	-	-	-			
CLERKS, FILE, CLASS B	5,153	39.0	69.50	67.00	60.50-75.50	21	1126	2007	1030	498	318	138	14	2	-	-	-	-	-			
MANUFACTURING	772	40.0	81.50	82.00	71.00-91.50	-	30	143	173	201	205	21	-	-	-	-	-	-	-			
NONMANUFACTURING	4,382	39.0	67.50	65.50	60.00-72.50	21	1096	1864	858	297	113	117	14	2	-	-	-	-	-			
PUBLIC UTILITIES ⁵	372	40.0	84.00	83.00	66.00-102.50	-	8	117	44	47	30	114	12	-	-	-	-	-	-			
WHOLESALE TRADE	538	40.0	72.50	72.00	64.00-81.50	-	82	153	143	116	44	1	-	-	-	-	-	-	-			
RETAIL TRADE	347	40.0	66.00	64.50	57.50-73.00	7	107	87	121	3	20	1	1	-	-	-	-	-	-			
FINANCE ⁵	2,622	38.5	64.50	64.00	58.50-69.50	14	783	1239	482	104	-	-	-	-	-	-	-	-	-			
SERVICES	503	39.5	67.00	65.00	60.50-69.50	-	117	268	68	27	19	1	1	2	-	-	-	-	-			
CLERKS, FILE, CLASS C	2,880	39.0	63.00	60.00	56.00-67.50	44	1404	876	352	95	72	25	12	-	-	-	-	-	-			
NONMANUFACTURING	2,636	39.0	62.00	59.50	55.50-66.50	44	1380	739	327	91	27	25	2	-	-	-	-	-	-			
FINANCE ⁵	1,680	38.5	60.00	59.00	55.00-64.00	38	540	530	155	16	-	-	-	-	-	-	-	-	-			

See footnotes at end of table.

Table A-5. Office Occupations—West—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—													
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	
						Under \$ 50 and under	60	70	80	90	100	110	120	130	140	150	160	170	over
WOMEN - CONTINUED																			
CLERKS, ORDER -----	2,787	40.0	87.50	87.00	72.50-101.00	17	184	393	505	453	496	314	267	123	24	4	2	6	-
MANUFACTURING -----	774	40.0	88.50	88.00	77.50-99.00	-	30	91	103	218	147	75	89	16	4	-	-	-	-
NONMANUFACTURING -----	2,013	40.0	87.00	86.00	71.00-101.50	17	153	302	401	235	349	239	178	107	20	4	2	6	-
WHOLESALE TRADE -----	1,133	39.5	98.50	98.00	88.50-109.00	-	7	7	151	151	316	230	145	98	20	-	2	6	-
RETAIL TRADE -----	720	40.0	69.00	68.00	61.50-77.00	17	120	280	192	72	24	9	7	-	-	-	-	-	-
CLERKS, PAYROLL -----	3,874	39.5	96.50	94.50	84.50-108.50	-	56	176	413	785	983	571	430	294	80	80	3	4	-
MANUFACTURING -----	1,761	40.0	96.00	94.00	83.50-108.00	-	19	57	207	351	490	258	175	128	37	40	-	-	-
NONMANUFACTURING -----	2,113	39.5	96.50	95.00	85.50-109.50	-	36	118	206	435	493	313	255	166	43	40	3	4	-
PUBLIC UTILITIES ⁵ -----	446	39.5	110.00	112.00	98.00-121.50	-	-	4	22	18	87	57	121	87	12	37	-	-	-
WHOLESALE TRADE -----	362	39.5	101.50	98.50	91.00-113.00	-	-	-	18	55	127	51	51	40	20	-	-	-	-
RETAIL TRADE -----	596	40.0	87.00	88.00	75.50-98.50	-	32	58	110	132	133	99	6	25	-	-	-	-	-
FINANCE ⁶ -----	333	39.0	95.00	93.50	85.00-103.50	-	-	10	26	111	79	46	41	10	10	-	-	-	-
SERVICES -----	375	39.5	92.00	89.50	85.00-103.00	-	4	46	30	118	67	60	36	4	1	3	3	4	-
COMPTONER OPERATORS -----	4,535	39.5	90.50	89.00	77.00-104.50	4	117	514	756	991	656	752	578	150	18	-	-	-	-
MANUFACTURING -----	1,462	40.0	98.00	101.00	87.00-113.50	-	6	141	102	180	234	364	392	43	-	-	-	-	-
NONMANUFACTURING -----	3,074	39.5	87.00	85.50	74.50-98.50	4	111	372	654	812	423	388	186	107	18	-	-	-	-
PUBLIC UTILITIES ⁵ -----	363	39.5	107.50	107.50	103.50-111.50	-	-	-	-	17	44	189	78	19	15	-	-	-	-
WHOLESALE TRADE -----	1,073	40.0	84.50	85.00	73.00-94.50	-	53	107	297	269	199	96	11	41	-	-	-	-	-
RETAIL TRADE -----	1,246	40.0	83.50	81.50	71.50-93.00	4	51	230	279	335	123	86	94	43	-	-	-	-	-
DUPLICATING-MACHINE OPERATORS (MIMEDGRAPH OR DITTO) -----	367	39.0	79.00	81.50	64.00-94.50	-	60	49	60	71	97	28	1	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A -----	6,690	39.5	94.00	93.50	84.50-104.00	-	18	146	899	1701	1610	1362	703	169	77	4	-	-	-
MANUFACTURING -----	2,620	40.0	98.00	99.00	89.00-108.00	-	-	18	188	525	646	756	408	79	1	-	-	-	-
NONMANUFACTURING -----	4,071	39.5	91.50	90.00	81.50-100.50	-	18	130	711	1177	964	607	295	90	76	4	-	-	-
PUBLIC UTILITIES ⁵ -----	717	40.0	101.50	102.50	88.50-113.50	-	-	1	100	62	109	192	109	54	61	-	-	-	-
WHOLESALE TRADE -----	633	40.0	93.50	92.50	86.00-101.00	-	-	6	67	173	218	114	39	16	-	-	-	-	-
RETAIL TRADE -----	256	39.5	90.00	87.00	81.50-98.00	-	-	8	36	119	34	31	22	5	-	-	-	-	-
FINANCE ⁶ -----	1,797	39.0	86.00	85.50	77.50-93.00	-	18	113	406	705	303	155	97	-	-	-	-	-	-
SERVICES -----	667	39.5	94.50	95.50	88.00-100.50	-	-	1	101	88	301	115	28	15	15	4	-	-	-
KEYPUNCH OPERATORS, CLASS B -----	5,925	39.5	82.50	81.00	71.50-92.00	-	215	1028	1528	1490	753	636	224	47	4	-	-	-	-
MANUFACTURING -----	1,782	40.0	86.00	86.00	75.50-95.00	-	4	147	459	522	317	258	68	6	-	-	-	-	-
NONMANUFACTURING -----	4,143	39.5	81.00	79.00	69.50-89.50	-	211	881	1069	967	436	378	156	41	4	-	-	-	-
PUBLIC UTILITIES ⁵ -----	1,253	40.0	86.00	82.50	73.00-101.50	-	-	9	246	250	330	80	210	110	18	-	-	-	-
WHOLESALE TRADE -----	739	39.5	83.50	82.00	73.00-95.50	-	50	50	215	170	138	107	9	-	-	-	-	-	-
RETAIL TRADE -----	369	40.0	82.50	80.50	69.00-94.50	-	31	68	80	80	57	26	26	-	-	-	-	-	-
FINANCE ⁶ -----	1,450	39.0	75.00	73.50	67.00-83.00	-	100	427	468	304	118	34	-	-	-	-	-	-	-
SERVICES -----	333	39.5	82.50	79.50	68.00-90.00	-	21	90	57	83	43	1	11	23	4	-	-	-	-
OFFICE GIRLS -----	1,936	39.0	68.00	66.50	58.50-74.50	10	557	663	420	138	118	23	9	-	-	-	-	-	-
MANUFACTURING -----	568	39.5	73.50	71.00	66.00-78.50	-	73	181	195	47	54	9	9	-	-	-	-	-	-
NONMANUFACTURING -----	1,369	39.0	66.00	64.00	57.00-72.00	10	484	481	225	91	64	14	-	-	-	-	-	-	-
FINANCE ⁶ -----	811	39.0	62.00	60.50	55.50-67.50	10	375	293	107	19	8	-	-	-	-	-	-	-	-
SECRETARIES -----	33,924	39.5	108.50	109.00	96.50-119.50	-	52	231	924	3432	6084	6939	8063	4350	2596	880	215	134	26
MANUFACTURING -----	15,336	40.0	112.00	113.00	103.00-121.50	-	7	61	184	701	2065	2956	5067	2391	1389	395	70	45	8
NONMANUFACTURING -----	18,588	39.0	105.50	103.50	92.50-117.50	-	45	170	740	2731	4020	3983	2998	1959	1207	485	145	89	18
PUBLIC UTILITIES ⁵ -----	2,673	39.5	111.50	112.50	97.00-124.00	-	-	17	113	253	403	426	581	397	275	146	52	10	1
WHOLESALE TRADE -----	2,130	39.5	107.50	105.00	94.50-121.00	-	-	15	47	281	447	481	303	251	223	46	26	9	1
RETAIL TRADE -----	1,350	40.0	100.50	99.50	88.50-113.50	-	5	13	110	247	317	250	196	127	54	26	3	-	1
FINANCE ⁶ -----	7,581	39.0	101.00	100.00	90.00-110.00	-	8	75	406	1390	1904	1939	953	495	339	46	-	28	-
SERVICES -----	4,856	39.0	109.50	109.00	95.50-122.00	-	31	51	65	560	949	888	966	690	316	221	64	42	15

See footnotes at end of table.

Table A-5. Office Occupations—West—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 50	\$ 50 and under	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 170 and over		
						60	70	80	90	100	110	120	130	140	150	160	170	over				
WOMEN - CONTINUED																						
STENOGRAPHERS, GENERAL -----	13,813	39.5	\$ 89.00	\$ 88.50	\$ 79.00-100.50	-	150	1265	2301	3703	2755	2755	622	138	123	-	-	-	-	-		
MANUFACTURING -----	5,963	40.0	94.50	96.50	86.50-102.50	-	8	143	557	1293	1569	2141	143	20	90	-	-	-	-	-		
NONMANUFACTURING -----	7,850	39.5	85.00	84.00	74.00-93.00	-	142	1122	1745	2411	1186	614	479	118	33	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	1,816	40.0	93.00	89.50	80.50-108.00	-	4	142	265	505	198	324	292	66	17	-	-	-	-	-		
WHOLESALE TRADE -----	936	40.0	87.00	87.00	75.00-97.00	-	41	88	175	248	207	83	79	14	1	-	-	-	-	-		
RETAIL TRADE -----	339	40.0	81.00	82.00	72.50-86.50	-	8	64	56	162	30	7	7	7	-	-	-	-	-	-		
FINANCE ⁶ -----	4,063	39.0	79.50	79.50	71.00-87.50	-	90	801	1191	1283	600	90	9	-	-	-	-	-	-	-		
SERVICES -----	695	39.0	95.00	92.00	85.50-106.00	-	-	30	58	209	151	110	91	31	15	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	12,568	39.5	97.00	97.00	87.50-107.00	-	5	240	979	2638	3273	3410	1350	551	52	53	12	4	2	2		
MANUFACTURING -----	4,808	40.0	100.50	101.50	91.50-108.50	-	-	19	145	815	1251	1663	688	217	9	-	-	-	-	-		
NONMANUFACTURING -----	7,760	39.5	95.00	94.50	85.50-104.50	-	5	221	833	1824	2021	1745	663	334	43	53	12	4	2	2		
PUBLIC UTILITIES ⁵ -----	1,154	40.0	105.00	105.00	95.00-114.50	-	-	-	42	153	255	318	191	132	19	44	-	-	-	-		
WHOLESALE TRADE -----	679	39.5	100.00	101.50	90.00-110.00	-	-	14	44	113	145	193	115	52	2	-	-	-	-	-		
RETAIL TRADE -----	263	40.0	90.50	89.50	84.50-100.00	-	2	27	11	102	56	26	35	5	-	-	-	-	-	-		
FINANCE ⁶ -----	2,993	39.0	87.00	86.50	79.50-94.50	-	3	163	638	1074	724	326	67	1	-	-	-	-	-	-		
SERVICES -----	2,671	39.5	99.50	100.00	92.00-106.50	-	-	17	59	383	841	884	255	144	22	9	12	4	2	2		
SWITCHBOARD OPERATORS -----	5,743	40.0	81.50	81.00	66.50-96.50	189	725	742	1119	1023	864	708	275	83	16	-	-	-	-	-		
MANUFACTURING -----	1,234	40.0	96.50	98.50	87.00-108.00	-	21	28	121	201	295	356	184	29	-	-	-	-	-	-		
NONMANUFACTURING -----	4,509	40.0	77.50	76.50	63.00-89.50	189	704	714	998	822	569	352	91	54	16	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	580	39.5	99.00	99.00	93.00-105.00	-	4	6	27	68	211	203	40	6	16	-	-	-	-	-		
WHOLESALE TRADE -----	352	40.0	87.50	88.00	77.50-98.50	-	8	43	55	95	75	53	21	2	-	-	-	-	-	-		
RETAIL TRADE -----	735	40.0	70.50	69.00	60.50-80.50	15	156	216	153	138	44	1	11	-	-	-	-	-	-	-		
FINANCE ⁶ -----	1,210	39.5	79.00	78.00	70.50-87.00	-	41	241	386	341	147	49	5	-	-	-	-	-	-	-		
SERVICES -----	1,632	40.0	69.50	64.50	57.00-79.50	174	495	209	377	180	92	46	14	46	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS -----	4,833	39.5	84.00	84.00	73.00-94.00	-	189	708	944	1374	866	429	254	62	-	8	-	-	-	-		
MANUFACTURING -----	1,986	40.0	84.50	84.50	74.00-93.50	-	46	246	436	558	385	235	54	26	-	-	-	-	-	-		
NONMANUFACTURING -----	2,847	39.5	84.00	83.50	72.00-94.00	-	143	463	509	815	481	193	200	36	-	8	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	338	39.5	92.50	94.50	74.50-111.50	-	21	40	39	47	36	40	111	4	-	-	-	-	-	-		
WHOLESALE TRADE -----	1,017	40.0	86.50	86.50	75.50-96.50	-	19	116	214	278	209	95	51	26	-	8	-	-	-	-		
RETAIL TRADE -----	509	40.5	76.00	69.50	62.50-90.50	-	71	190	64	50	76	37	20	1	-	-	-	-	-	-		
FINANCE ⁶ -----	506	38.0	79.50	80.00	71.50-87.50	-	19	86	146	149	97	8	-	-	-	-	-	-	-	-		
SERVICES -----	478	38.5	84.50	85.00	81.00-89.50	-	13	31	44	291	63	13	18	5	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	1,299	39.5	96.50	96.50	86.50-104.00	-	-	5	93	367	367	272	102	69	15	7	2	-	-	-		
NONMANUFACTURING -----	1,054	39.5	94.00	95.50	85.00-101.00	-	-	3	88	357	303	218	57	19	3	4	2	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	446	39.5	78.50	75.50	67.50-85.50	-	14	155	129	65	30	27	26	1	-	-	-	-	-	-		
NONMANUFACTURING -----	419	39.5	77.50	74.50	67.00-83.00	-	14	155	125	61	26	13	24	1	-	-	-	-	-	-		
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	2,260	39.0	81.50	81.50	73.00-89.50	-	93	282	601	757	391	91	45	-	-	-	-	-	-	-		
MANUFACTURING -----	473	40.0	82.50	82.00	74.00-91.00	-	10	33	150	144	87	43	5	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,787	39.0	81.00	81.50	72.50-89.00	-	81	249	451	613	304	48	40	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	259	39.5	83.50	86.00	76.50-91.00	-	6	34	34	106	70	6	3	-	-	-	-	-	-	-		
FINANCE ⁶ -----	1,008	38.0	78.50	80.00	70.50-86.00	-	68	166	276	341	127	15	14	-	-	-	-	-	-	-		
TYPISTS, CLASS A -----	8,379	39.5	86.00	85.50	76.50-94.50	-	87	838	1846	2594	1482	1283	203	22	22	-	-	-	-	-		
MANUFACTURING -----	2,889	40.0	92.50	92.00	83.00-105.50	-	16	76	363	831	563	973	53	13	-	-	-	-	-	-		
NONMANUFACTURING -----	5,490	39.0	83.00	82.50	74.00-90.50	-	71	761	1482	1764	920	310	150	9	22	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	732	40.0	86.00	81.50	73.50-98.00	-	-	120	218	156	72	73	76	2	16	-	-	-	-	-		
WHOLESALE TRADE -----	663	39.5	87.50	87.00	81.50-93.00	-	2	35	91	296	152	51	34	1	-	-	-	-	-	-		
FINANCE ⁶ -----	2,876	39.0	78.50	78.50	71.50-85.50	-	44	545	1047	831	328	75	6	-	-	-	-	-	-	-		
SERVICES -----	973	39.5	89.00	89.50	85.50-95.50	-	21	38	62	413	308	100	22	3	6	-	-	-	-	-		

See footnotes at end of table.

Table A-5. Office Occupations—West—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, ¹ February 1965²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—													
			Mean ⁴	Median ⁴	Middle range ⁴	Under	50	60	70	80	90	100	110	120	130	140	150	160	170
						\$ 50 and under	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170 and over	
WOMEN - CONTINUED																			
TYPISTS, CLASS B -----	16,654	39.0	\$ 74.50	\$ 72.50	\$ 65.50- 81.50	7	1651	5279	4913	2735	771	1202	92	4	-	-	-	-	-
MANUFACTURING -----	4,326	40.0	83.50	81.50	73.00-100.00	-	72	584	1316	868	388	1031	66	-	-	-	-	-	-
NONMANUFACTURING -----	12,328	39.0	71.00	70.00	63.50- 77.50	7	1579	4655	3597	1867	383	171	26	4	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	718	39.5	79.50	77.00	70.00- 85.00	-	8	174	262	108	75	90	1	-	-	-	-	-	-
WHOLESALE TRADE -----	1,499	40.0	73.00	73.00	65.00- 81.00	-	188	451	440	268	120	28	3	-	-	-	-	-	-
RETAIL TRADE -----	827	40.0	72.00	68.50	63.50- 79.00	-	73	396	171	150	11	17	9	-	-	-	-	-	-
FINANCE ⁶ -----	7,419	38.5	69.00	68.50	63.00- 74.00	-	1076	3266	2176	771	116	15	-	-	-	-	-	-	-
SERVICES -----	1,865	39.0	74.00	74.50	65.00- 82.50	7	234	405	548	568	61	21	13	4	-	-	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-6. Professional and Technical Occupations—Women—United States and Regions

(Average straight-time weekly hours and earnings for selected occupations by industry division in all metropolitan areas, and in regions, ¹ February 1965 ²)

Region, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—											
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 70	\$ 70 and under 80	\$ 80 90	\$ 90 100	\$ 100 110	\$ 110 120	\$ 120 130	\$ 130 140	\$ 140 150	\$ 150 160	\$ 160 170	\$ 170 and over
UNITED STATES																	
NURSES, INDUSTRIAL (REGISTERED) ---	9,188	39.5	\$ 108.50	\$ 108.00	\$ 97.50-\$ 120.00	58	175	843	1652	2330	1841	1344	754	154	18	12	7
MANUFACTURING -----	7,588	39.5	108.50	108.00	98.00-120.00	50	132	650	1339	1987	1527	1119	640	123	8	8	6
NONMANUFACTURING -----	1,599	38.5	107.50	107.00	96.00-119.50	8	44	193	315	343	314	225	113	31	10	4	1
PUBLIC UTILITIES ⁵ -----	478	39.0	114.50	113.50	103.00-125.50	-	1	24	63	100	119	99	44	13	10	3	1
RETAIL TRADE -----	407	39.0	96.00	96.00	86.00-106.50	7	36	101	105	72	53	28	6	-	-	-	-
FINANCE ⁶ -----	482	37.5	104.50	104.00	95.50-114.00	-	5	62	119	136	98	48	12	2	-	-	-
NORTHEAST																	
NURSES, INDUSTRIAL (REGISTERED) ---	3,228	39.0	107.00	106.50	96.50-117.50	26	83	241	694	882	638	419	172	59	5	2	6
MANUFACTURING -----	2,545	39.5	106.50	106.00	96.50-117.00	25	64	184	554	739	470	312	137	49	3	2	5
NONMANUFACTURING -----	683	37.5	108.00	108.50	97.00-119.00	1	19	56	140	143	168	107	35	10	2	-	1
SOUTH																	
NURSES, INDUSTRIAL (REGISTERED) ---	1,435	40.0	105.00	103.50	91.50-118.00	26	47	252	276	315	202	156	118	37	4	3	1
MANUFACTURING -----	1,115	40.0	106.50	105.00	92.50-121.00	24	29	175	189	247	153	145	113	34	4	3	1
NONMANUFACTURING -----	320	39.0	98.00	97.50	88.00-108.50	2	18	77	88	69	50	11	5	3	-	-	-
NORTH CENTRAL																	
NURSES, INDUSTRIAL (REGISTERED) ---	3,485	40.0	108.50	108.50	98.50-119.00	7	45	330	605	919	797	482	255	30	9	7	-
MANUFACTURING -----	3,098	40.0	108.50	108.50	98.50-118.50	2	38	282	543	824	726	420	234	25	1	3	-
NONMANUFACTURING -----	387	39.5	108.00	107.50	97.00-120.50	5	7	48	63	95	70	61	21	5	8	4	-
WEST																	
NURSES, INDUSTRIAL (REGISTERED) ---	1,039	40.0	118.00	120.00	107.50-129.00	-	-	20	77	214	203	288	209	28	-	-	-
MANUFACTURING -----	830	40.0	118.00	120.00	108.50-128.00	-	-	9	53	178	177	242	157	15	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Data are not presented for draftsmen and tracers due to a revision of occupational descriptions to facilitate improved classification. Earnings data for these occupations, based on the revised descriptions, will be presented next year.

Table A-7. Maintenance and Powerplant Occupations—United States—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in all metropolitan areas, February 1965¹)

Occupation and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																		
		Mean ³	Median ³	Middle range ³	Under \$	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20
					1.70 and under	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	over
MECHANICS, MAINTENANCE -----	66,572	\$ 3.14	\$ 3.19	\$ 2.88-3.47	91	90	134	299	693	839	871	1081	1690	1849	6238	8714	11510	11116	12279	6864	1164	617	434
MANUFACTURING -----	61,358	3.13	3.18	2.88-3.46	70	63	119	294	660	773	757	1020	1589	1700	5731	8331	10766	10307	11093	6467	842	374	405
NONMANUFACTURING -----	5,215	3.21	3.27	2.92-3.55	21	28	15	5	33	67	115	62	101	149	507	383	744	808	1186	398	322	243	29
PUBLIC UTILITIES ⁴ -----	2,505	3.50	3.53	3.31-3.76	-	-	-	-	-	13	-	-	4	5	125	85	213	297	870	334	310	239	10
WHOLESALE TRADE -----	1,180	2.95	3.03	2.66-3.23	-	-	-	-	15	50	27	36	64	208	148	284	221	114	8	4	8	4	-
RETAIL TRADE -----	753	3.03	3.07	2.70-3.28	2	-	4	1	14	1	8	26	45	112	60	185	100	81	48	8	4	19	-
SERVICES -----	638	2.82	2.96	2.28-3.32	19	28	12	4	20	36	57	5	5	38	59	50	47	145	109	6	-	-	-
MILLWRIGHTS -----	24,537	3.28	3.33	3.09-3.54	-	4	-	-	39	14	77	83	138	330	1162	2615	5376	4140	6807	3145	384	173	51
MANUFACTURING -----	24,346	3.28	3.33	3.09-3.54	-	4	-	-	39	14	77	82	138	321	1153	2601	5363	4071	6757	3122	381	173	51
OILERS -----	13,583	2.65	2.69	2.44-2.92	728	90	166	193	190	213	515	834	1052	1572	2552	3291	1119	678	287	33	9	20	43
MANUFACTURING -----	13,118	2.65	2.69	2.44-2.91	715	89	158	187	185	208	514	833	950	1542	2479	3266	961	649	287	33	9	20	34
NONMANUFACTURING -----	466	2.77	2.75	2.48-3.09	12	2	8	6	5	5	1	1	102	29	74	25	158	29	-	-	-	-	9
PUBLIC UTILITIES ⁴ -----	276	2.86	3.02	2.63-3.10	-	-	-	-	1	3	-	-	29	24	57	10	151	-	-	-	-	-	-
PAINTERS, MAINTENANCE -----	14,134	3.12	3.16	2.80-3.47	159	58	94	104	158	193	239	211	227	560	1501	1848	2109	2223	2714	683	329	118	606
MANUFACTURING -----	9,680	3.16	3.21	2.94-3.46	32	22	19	60	28	90	89	97	160	212	749	1384	1829	1825	2313	506	140	50	76
NONMANUFACTURING -----	4,454	3.03	2.92	2.58-3.49	128	36	75	44	130	104	150	115	67	348	753	464	280	397	401	177	189	68	530
PUBLIC UTILITIES ⁴ -----	936	3.12	3.06	2.81-3.45	-	-	2	4	-	1	3	8	5	53	149	218	62	125	205	79	17	3	1
RETAIL TRADE -----	527	3.37	3.43	2.89-3.87	-	1	5	-	10	8	10	23	18	16	24	40	67	40	36	59	64	32	78
FINANCE ⁵ -----	1,535	3.07	2.76	2.54-4.01	7	8	24	22	56	32	106	30	17	212	302	116	77	80	12	10	41	3	381
SERVICES -----	1,346	2.77	2.73	2.21-3.32	120	27	44	18	65	59	32	54	17	67	272	68	56	142	112	25	68	30	70
PIPEFITTERS, MAINTENANCE -----	28,553	3.34	3.41	3.13-3.56	8	-	3	2	38	69	16	92	172	213	1339	2023	4421	5576	10174	3468	407	277	258
MANUFACTURING -----	27,161	3.33	3.41	3.14-3.55	8	-	3	2	38	69	16	92	170	201	1226	1833	4250	5401	9896	3349	244	198	169
NONMANUFACTURING -----	1,392	3.45	3.42	3.04-3.78	-	-	-	-	-	-	-	-	2	12	113	190	171	175	278	119	163	79	89
PUBLIC UTILITIES ⁴ -----	831	3.33	3.32	2.88-3.81	-	-	-	-	-	-	-	-	-	9	111	187	88	63	70	84	153	65	-
SERVICES -----	285	3.50	3.45	3.30-3.53	-	-	-	-	-	-	-	-	-	-	1	1	23	58	165	8	7	4	18
PLUMBERS, MAINTENANCE -----	2,566	3.09	3.08	2.85-3.37	14	2	12	12	19	18	28	45	39	69	302	540	408	492	390	53	8	53	65
MANUFACTURING -----	1,621	3.10	3.13	2.93-3.37	4	-	8	8	12	9	16	26	26	33	132	281	355	352	295	34	6	11	15
NONMANUFACTURING -----	945	3.07	2.95	2.74-3.36	10	2	4	4	7	9	12	19	12	36	170	259	53	140	95	19	2	42	50
PUBLIC UTILITIES ⁴ -----	404	2.98	2.92	2.80-3.07	-	-	-	-	-	1	3	3	6	-	85	192	18	29	59	6	-	-	1
SERVICES -----	255	3.04	2.94	2.61-3.45	10	2	4	4	4	3	9	11	2	13	46	30	11	34	23	2	1	30	17
SHEET-METAL WORKERS, MAINTENANCE -----	6,204	3.31	3.36	3.11-3.53	-	-	-	-	2	34	15	3	20	63	246	731	816	1501	2113	443	111	50	55
MANUFACTURING -----	5,859	3.32	3.37	3.14-3.54	-	-	-	-	-	34	15	3	20	63	195	617	780	1446	2065	426	111	26	54
NONMANUFACTURING -----	345	3.16	3.05	2.89-3.41	-	-	-	-	2	-	-	-	-	-	51	113	36	55	48	17	-	24	1
TOOL AND DIE MAKERS -----	50,445	3.48	3.55	3.23-3.77	-	-	-	-	1	3	25	81	111	233	1425	3781	5956	7606	8451	12347	9064	917	444
MANUFACTURING -----	49,893	3.48	3.55	3.23-3.77	-	-	-	-	1	3	25	76	111	229	1415	3680	5885	7582	8261	12284	9004	906	430

¹ Average month of reference. Data were collected during the period July 1964 through June 1965.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of terms, see footnote 3, table A-1.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate.

Table A-8. Maintenance and Powerplant Occupations—Northeast—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the Northeast,¹ February 1965²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00
					\$ 1.70 and under	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	3.00	3.20	3.40	3.60	3.80	4.00	over
OILERS -----	3,986	2.58	2.56	2.35- 2.85	117	41	130	122	87	77	286	280	455	619	347	251	667	289	102	44	-	8	63
MANUFACTURING -----	3,835	2.57	2.56	2.34- 2.85	114	41	127	119	83	75	285	280	427	612	319	246	656	249	96	44	-	8	54
PAINTERS, MAINTENANCE -----	4,366	2.92	2.93	2.67- 3.21	39	20	27	25	62	82	123	103	134	263	314	474	916	661	469	438	73	67	77
MANUFACTURING -----	2,713	2.98	2.98	2.78- 3.22	-	-	4	21	20	38	56	68	100	93	147	174	722	545	324	341	11	6	43
NONMANUFACTURING -----	1,654	2.83	2.76	2.56- 3.17	39	20	22	4	42	44	68	35	35	170	167	300	194	116	144	97	62	61	34
PUBLIC UTILITIES ⁵ -----	372	3.11	2.99	2.78- 3.44	-	-	-	-	-	-	-	3	1	32	19	50	87	20	44	73	29	14	-
FINANCE ⁶ -----	527	2.66	2.65	2.51- 2.80	1	-	1	-	17	23	58	12	7	126	39	113	41	24	59	3	-	-	3
SERVICES -----	506	2.58	2.69	2.28- 2.79	38	20	21	4	20	17	8	12	2	11	107	132	35	31	29	-	3	16	-
PIPEFITTERS, MAINTENANCE -----	7,940	3.16	3.13	2.96- 3.43	-	-	-	-	23	21	12	36	119	170	325	467	1076	2282	1241	1378	671	22	95
MANUFACTURING -----	7,431	3.15	3.11	2.96- 3.40	-	-	-	-	23	21	12	36	117	161	324	441	1014	2199	1211	1254	566	2	49
NONMANUFACTURING -----	509	3.41	3.44	3.07- 3.74	-	-	-	-	-	-	-	-	2	9	1	27	62	83	30	124	105	20	46
PUBLIC UTILITIES ⁵ -----	257	3.40	3.59	2.88- 3.78	-	-	-	-	-	-	-	-	-	9	1	26	59	16	2	17	80	14	33
PLUMBERS, MAINTENANCE -----	1,197	3.02	2.99	2.82- 3.23	-	-	3	2	10	1	16	14	14	32	93	98	347	243	169	83	41	1	33
MANUFACTURING -----	749	2.99	2.99	2.84- 3.11	-	-	3	-	8	-	15	12	14	26	32	62	219	211	76	25	31	1	16
NONMANUFACTURING -----	448	3.07	2.98	2.80- 3.35	-	-	-	2	2	1	1	2	-	6	61	36	127	32	93	58	10	-	17
SHEET-METAL WORKERS, MAINTENANCE -----	1,921	3.21	3.21	2.99- 3.45	-	-	-	-	-	5	4	-	7	13	26	120	316	438	390	512	69	6	15
MANUFACTURING -----	1,771	3.22	3.23	3.02- 3.45	-	-	-	-	-	5	4	-	7	13	26	93	262	416	365	504	58	6	11
TOOL AND DIE MAKERS -----	15,960	3.29	3.28	3.02- 3.58	-	-	-	-	3	16	78	87	185	273	653	2290	3151	2586	2883	2379	1152	224	224
MANUFACTURING -----	15,599	3.29	3.28	3.02- 3.59	-	-	-	-	3	16	73	87	181	273	645	2206	3117	2576	2697	2349	1152	224	224

- ¹ For definition of regions, see footnote 3 to the table in appendix A.
² Average month of reference. Data were collected during the period July 1964 through June 1965.
³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
⁴ For definition of terms, see footnote 3, table A-1.
⁵ Transportation, communication, and other public utilities.
⁶ Finance, insurance, and real estate.

Table A-9. Maintenance and Powerplant Occupations—South—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the South,¹ February 1965²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																			
		Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 1.70	\$ 1.70 and under	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	over
					1.70	1.80	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	3.00	3.20	3.40	3.60	3.80	4.00	over		
PIPEFITTERS, MAINTENANCE -----	7,300	\$ 3.43	\$ 3.53	\$ 3.36- 3.59	8	-	3	2	15	48	3	20	19	37	30	132	238	420	1288	3489	1513	45	20	
MANUFACTURING -----	7,173	3.44	3.54	3.37- 3.59	8	-	3	2	15	48	3	20	19	34	18	103	132	408	1247	3405	1513	45	20	
PLUMBERS, MAINTENANCE -----	282	2.70	2.67	2.36- 3.13	14	2	8	9	9	14	4	17	12	26	35	11	29	32	26	27	1	5	1	
SHEET-METAL WORKERS, MAINTENANCE --	1,090	3.31	3.38	3.15- 3.57	-	-	-	-	2	15	11	3	-	41	7	21	80	121	286	311	147	39	5	
MANUFACTURING -----	1,033	3.33	3.39	3.20- 3.58	-	-	-	-	15	11	3	-	41	7	19	49	110	275	311	147	39	5		
TOOL AND DIE MAKERS -----	2,971	3.31	3.35	3.06- 3.62	-	-	-	-	1	-	9	-	22	19	51	187	294	413	764	418	715	72	7	
MANUFACTURING -----	2,906	3.31	3.35	3.07- 3.62	-	-	-	-	1	-	9	-	22	19	51	185	278	379	751	418	715	72	7	

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-10. Maintenance and Powerplant Occupations—North Central—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the North Central region,¹ February 1965²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 1.90	\$ 1.90 and under	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20
					2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	over	
PAINTERS, MAINTENANCE -----	4,285	\$ 3.29	\$ 3.29	\$ 2.96-3.54	4	13	-	48	17	52	64	105	213	165	171	389	591	726	896	130	195	28	478
MANUFACTURING -----	2,954	3.22	3.27	2.98-3.46	-	3	-	13	7	14	44	65	128	127	111	268	507	635	800	94	91	19	29
NONMANUFACTURING -----	1,331	3.46	3.46	2.89-4.24	4	10	-	35	10	38	20	40	85	38	60	121	84	91	96	36	104	9	449
PUBLIC UTILITIES ⁵ -----	281	3.07	2.99	2.86-3.41	-	4	-	1	1	4	1	13	10	19	28	62	12	53	61	7	3	-	1
FINANCE ⁶ -----	621	3.70	4.22	2.95-4.40	-	3	-	4	4	2	8	16	70	4	21	45	27	18	9	10	38	3	338
SERVICES -----	262	3.22	3.32	2.38-3.99	4	3	-	27	5	32	11	10	3	9	4	8	14	9	16	6	39	-	63
PIPEFITTERS, MAINTENANCE -----	10,917	3.39	3.43	3.20-3.56	-	-	-	-	-	35	33	5	84	289	282	365	1626	2116	4431	1016	276	236	123
MANUFACTURING -----	10,346	3.37	3.43	3.20-3.55	-	-	-	-	-	35	33	5	84	251	277	325	1551	2044	4353	1013	134	194	47
NONMANUFACTURING -----	571	3.64	3.55	3.16-3.96	-	-	-	-	-	-	-	-	-	38	5	40	75	72	78	3	142	42	76
PUBLIC UTILITIES ⁵ -----	388	3.46	3.44	3.04-3.89	-	-	-	-	-	-	-	-	-	38	5	40	69	39	25	1	139	32	-
PLUMBERS, MAINTENANCE -----	625	3.20	3.17	2.90-3.37	-	1	-	3	8	14	12	10	13	26	69	71	113	138	87	6	-	10	44
MANUFACTURING -----	367	3.22	3.22	3.10-3.39	-	-	-	-	-	-	-	5	7	12	19	28	96	110	79	3	-	7	1
NONMANUFACTURING -----	259	3.17	2.94	2.80-3.31	-	1	-	3	8	14	12	5	6	14	50	43	17	28	8	3	-	3	43
SHEET-METAL WORKERS, MAINTENANCE -----	2,664	3.35	3.43	3.21-3.55	-	-	-	13	-	-	13	9	6	66	47	267	206	612	1146	201	48	12	18
MANUFACTURING -----	2,584	3.36	3.43	3.22-3.55	-	-	-	13	-	-	13	9	6	44	43	258	203	604	1116	197	48	12	18
TOOL AND DIE MAKERS -----	26,772	3.60	3.71	3.40-3.83	-	-	-	-	-	-	-	30	68	168	281	820	1967	3357	4102	7590	7601	537	251
MANUFACTURING -----	26,762	3.60	3.71	3.40-3.83	-	-	-	-	-	-	-	30	68	168	280	818	1965	3356	4099	7589	7601	537	251

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-11. Maintenance and Powerplant Occupations—West

(Average straight-time hourly earnings for men in selected occupations by industry division in the West. ¹ February 1965²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 2.20	2.20 and 2.30	2.30 2.40	2.40 2.50	2.50 2.60	2.60 2.70	2.70 2.80	2.80 2.90	2.90 3.00	3.00 3.10	3.10 3.20	3.20 3.30	3.30 3.40	3.40 3.50	3.50 3.60	3.60 3.80	3.80 4.00	4.00 4.20	4.20 and over
CARPENTERS, MAINTENANCE -----	2,581	\$ 3.31	\$ 3.32	\$ 3.12- 3.46	3	1	6	26	119	24	168	71	81	99	230	321	597	305	94	196	71	72	100
MANUFACTURING -----	1,696	3.34	3.34	3.22- 3.44	-	-	4	19	14	1	14	22	66	66	173	241	548	269	55	131	22	12	39
NONMANUFACTURING -----	886	3.24	3.19	2.75- 3.64	3	1	2	7	105	23	154	49	15	33	57	80	50	36	39	65	49	60	61
PUBLIC UTILITIES ⁵ -----	435	3.01	2.77	2.62- 3.36	-	-	-	4	102	13	137	23	-	11	4	17	27	15	15	12	48	-	7
ELECTRICIANS, MAINTENANCE -----	6,415	3.54	3.53	3.35- 3.69	-	-	-	19	28	80	64	198	154	166	523	754	875	1296	1099	695	227	239	
MANUFACTURING -----	5,121	3.52	3.51	3.35- 3.63	-	-	-	8	11	57	35	83	137	122	453	718	829	1171	1038	217	10	233	
NONMANUFACTURING -----	1,294	3.62	3.81	3.30- 3.88	-	-	-	11	17	23	28	115	18	44	69	37	46	126	61	478	217	6	
PUBLIC UTILITIES ⁵ -----	816	3.64	3.83	3.52- 3.88	-	-	-	17	17	27	27	101	-	-	7	7	14	61	29	458	74	6	
SERVICES -----	355	3.67	3.58	3.39- 4.14	-	-	-	11	-	7	1	2	7	2	37	26	31	65	24	2	142	-	
ENGINEERS, STATIONARY -----	3,128	3.42	3.39	3.21- 3.64	24	5	7	16	60	74	76	130	26	101	234	357	494	424	226	350	166	207	154
MANUFACTURING -----	1,943	3.53	3.47	3.32- 3.70	-	-	5	5	2	-	77	9	78	129	121	373	264	181	310	96	151	143	
NONMANUFACTURING -----	1,185	3.23	3.26	2.89- 3.45	24	5	2	11	60	72	76	52	17	24	105	235	121	160	45	40	70	56	11
SERVICES -----	650	3.24	3.26	3.14- 3.41	24	5	-	-	43	45	1	3	1	13	64	198	85	62	8	1	52	47	-
FIREMEN, STATIONARY BOILER -----	790	2.84	2.86	2.60- 3.03	22	1	43	46	85	95	67	59	163	45	51	47	14	5	3	45	-	-	-
MANUFACTURING -----	569	2.91	2.91	2.66- 3.14	9	1	5	40	57	50	56	55	106	32	44	47	14	5	3	45	-	-	-
HELPERS, MAINTENANCE TRADES -----	3,516	2.75	2.81	2.64- 2.93	92	50	112	166	300	428	575	675	900	57	27	25	24	85	-	-	-	-	-
MANUFACTURING -----	2,578	2.79	2.84	2.68- 2.94	37	33	39	67	233	279	391	501	822	38	27	25	-	85	-	-	-	-	-
NONMANUFACTURING -----	938	2.64	2.70	2.49- 2.83	55	17	73	100	68	149	184	174	77	19	-	-	24	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	707	2.67	2.70	2.51- 2.82	9	11	58	93	57	127	151	116	71	14	-	-	2	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM -----	2,403	3.33	3.36	3.22- 3.47	3	-	-	-	-	1	24	90	98	113	171	531	270	729	86	265	23	-	-
MANUFACTURING -----	2,379	3.33	3.36	3.22- 3.47	3	-	-	-	-	1	24	90	98	113	171	531	270	729	75	251	23	-	-
MACHINISTS, MAINTENANCE -----	5,918	3.52	3.51	3.33- 3.69	-	-	-	1	14	22	53	51	34	167	262	583	847	858	942	1132	529	219	204
MANUFACTURING -----	5,384	3.50	3.50	3.33- 3.66	-	-	-	1	14	22	15	46	32	163	250	569	751	854	930	1107	379	47	204
NONMANUFACTURING -----	534	3.71	3.84	3.36- 4.12	-	-	-	-	-	-	38	4	2	4	12	14	96	4	12	25	150	172	-
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	8,145	3.41	3.39	3.29- 3.63	3	3	14	54	158	12	115	127	166	408	396	634	2239	560	651	2094	464	44	2
MANUFACTURING -----	2,414	3.34	3.38	3.20- 3.61	-	3	9	-	76	10	105	83	88	108	109	380	306	258	235	511	126	8	-
NONMANUFACTURING -----	5,731	3.43	3.39	3.32- 3.64	3	-	5	54	83	2	10	44	79	300	287	253	1934	302	417	1583	338	36	2
PUBLIC UTILITIES ⁵ -----	4,783	3.45	3.40	3.32- 3.65	3	-	1	53	65	1	1	25	75	159	218	196	1676	218	287	1500	306	-	-
WHOLESALE TRADE -----	421	3.37	3.39	3.25- 3.54	-	-	4	-	9	-	-	4	-	41	27	38	98	69	58	50	21	-	-
MECHANICS, MAINTENANCE -----	7,995	3.35	3.40	3.19- 3.49	-	8	3	46	51	48	189	143	272	951	318	1052	859	2354	500	751	203	166	81
MANUFACTURING -----	7,480	3.35	3.40	3.19- 3.49	-	8	3	45	41	48	187	109	263	876	311	918	832	2244	463	724	170	158	81
NONMANUFACTURING -----	516	3.32	3.29	3.10- 3.48	-	-	-	1	10	-	2	34	10	75	7	134	27	110	37	27	33	8	-
MILLWRIGHTS -----	695	3.42	3.45	3.32- 3.65	-	-	-	-	57	-	-	-	16	-	46	23	133	141	71	181	16	-	12
MANUFACTURING -----	654	3.41	3.45	3.32- 3.65	-	-	-	-	57	-	-	-	16	-	46	23	119	141	52	172	16	-	12
OILERS -----	1,476	2.78	2.77	2.65- 2.97	26	16	40	96	65	262	338	147	179	157	121	4	-	-	-	24	-	-	-
MANUFACTURING -----	1,394	2.76	2.76	2.64- 2.94	26	16	40	96	65	261	335	140	175	157	55	4	-	-	-	24	-	-	-
PAINTERS, MAINTENANCE -----	2,022	3.31	3.29	3.12- 3.47	3	-	7	1	44	62	46	91	58	162	199	375	239	348	59	143	60	40	87
MANUFACTURING -----	1,372	3.30	3.27	3.14- 3.44	-	-	-	-	-	1	12	75	38	141	189	313	186	213	36	96	42	6	25
NONMANUFACTURING -----	650	3.34	3.39	2.88- 3.59	3	-	7	1	44	61	34	16	21	20	10	62	53	135	23	47	18	34	62
SERVICES -----	258	3.50	3.43	3.29- 3.63	-	-	-	-	-	4	1	2	4	5	-	57	28	83	8	16	13	30	7
PIPEFITTERS, MAINTENANCE -----	2,396	3.43	3.41	3.32- 3.49	-	-	-	1	1	-	12	68	24	67	26	286	646	774	101	267	64	4	56
MANUFACTURING -----	2,211	3.44	3.41	3.32- 3.49	-	-	-	1	1	-	5	12	24	67	25	282	618	731	72	256	63	-	56
PLUMBERS, MAINTENANCE -----	461	3.36	3.40	3.28- 3.46	-	-	-	-	1	2	25	8	17	10	10	56	103	179	14	5	2	29	1
MANUFACTURING -----	340	3.37	3.40	3.32- 3.45	-	-	-	-	-	-	-	1	2	10	10	41	101	166	8	-	-	-	1

See footnotes at end of table.

Table A-11. Maintenance and Powerplant Occupations—West—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the West, ¹ February 1965²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 2.20	\$ 2.20 and under 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00	\$ 3.00 3.10	\$ 3.10 3.20	\$ 3.20 3.30	\$ 3.30 3.40	\$ 3.40 3.50	\$ 3.50 3.60	\$ 3.60 3.80	\$ 3.80 4.00	\$ 4.00 4.20	\$ 4.20 and over
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE --- MANUFACTURING -----	529 471	\$ 3.48 3.47	\$ 3.39 3.38	\$ 3.31-3.49 3.31-3.48	-	-	-	-	-	-	-	21	33	19	50	163	117	27	26	18	21	34	34
TOOL AND DIE MAKERS ----- MANUFACTURING -----	4,743 4,627	3.53 3.52	3.57 3.56	3.35-3.69 3.34-3.68	-	-	3	3	-	24	2	34	64	98	327	404	494	533	515	1663	238	275	67
					-	-	3	3	-	24	2	34	64	98	327	404	494	532	515	1632	178	264	53

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.

Table A-12. Custodial and Material Movement Occupations—United States—Continued

(Average straight-time hourly earnings for selected occupations by industry division
in all metropolitan areas, February 1965¹)

Occupation ² and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under \$	\$ 1.00	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60
					\$ 1.00 and under	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	over
TRUCKDRIVERS⁷ - CONTINUED																							
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	68,411	3.07	3.19	3.01- 3.33	-	-	-	167	272	121	311	552	515	967	1295	1288	2135	3784	5321	18746	26059	5530	1350
MANUFACTURING -----	10,745	2.88	2.99	2.62- 3.23	-	-	-	27	59	63	98	175	164	314	313	552	795	1500	1353	2348	1478	985	521
NONMANUFACTURING -----	57,666	3.10	3.21	3.08- 3.33	-	-	-	140	212	58	213	377	350	653	983	735	1340	2285	3968	16399	24581	4545	829
PUBLIC UTILITIES ⁵ -----	36,819	3.17	3.24	3.14- 3.34	-	-	-	34	-	-	-	10	118	340	319	272	206	818	1442	11893	19344	1966	56
WHOLESALE TRADE -----	13,294	2.93	3.11	2.73- 3.27	-	-	-	106	191	40	110	300	175	203	330	373	867	981	1597	2950	3533	1414	126
RETAIL TRADE -----	7,385	3.06	3.17	2.87- 3.39	-	-	-	-	21	18	103	67	58	110	326	84	231	470	889	1540	1703	1120	647
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	25,704	2.90	3.04	2.63- 3.26	-	-	-	38	114	193	568	119	250	1159	961	1426	1204	3899	2379	4726	5179	2180	1311
MANUFACTURING -----	11,770	2.79	2.76	2.28- 3.18	-	-	-	20	58	152	440	92	56	863	710	1017	708	2467	928	1530	946	568	1215
NONMANUFACTURING -----	13,934	3.00	3.15	2.82- 3.28	-	-	-	18	56	42	127	26	194	296	251	408	497	1432	1451	3196	4233	1612	96
PUBLIC UTILITIES ⁵ -----	6,900	3.08	3.20	3.04- 3.27	-	-	-	-	-	-	5	-	131	65	20	67	115	622	519	1923	2924	509	-
WHOLESALE TRADE -----	5,272	2.96	3.10	2.72- 3.37	-	-	-	12	25	23	94	20	-	184	73	295	274	733	529	818	1038	1082	72
RETAIL TRADE -----	1,601	2.83	2.98	2.60- 3.16	-	-	-	5	30	19	28	1	3	46	128	35	108	73	379	455	246	21	24
TRUCKERS, POWER (FORKLIFT) -----	84,197	2.61	2.70	2.35- 2.89	-	-	46	375	1078	1185	764	1151	1309	2885	4596	10937	11021	16156	21000	6219	2814	1452	1207
MANUFACTURING -----	66,680	2.60	2.68	2.35- 2.86	-	-	43	183	551	779	455	686	981	1992	3878	10019	9434	14037	17595	3125	1009	793	1122
NONMANUFACTURING -----	17,517	2.64	2.82	2.33- 3.07	-	-	3	196	527	406	309	465	328	892	718	919	1587	2119	3405	3094	1805	659	85
PUBLIC UTILITIES ⁵ -----	5,095	2.72	2.95	2.44- 3.18	-	-	-	13	257	34	59	95	153	350	71	144	505	443	590	1242	895	243	-
WHOLESALE TRADE -----	8,023	2.56	2.74	2.23- 2.98	-	-	-	95	213	295	243	342	154	390	221	459	858	1239	1670	1128	345	353	18
RETAIL TRADE -----	4,165	2.72	2.88	2.36- 3.06	-	-	3	86	57	77	8	19	21	119	408	312	195	387	1074	722	553	63	61
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	19,156	2.63	2.67	2.40- 2.84	-	-	7	3	88	147	268	183	161	648	939	2296	3318	5373	2906	919	1426	255	221
MANUFACTURING -----	15,455	2.63	2.71	2.37- 2.86	-	-	-	-	61	147	217	122	154	614	887	2115	1669	4375	2803	836	1010	228	214
NONMANUFACTURING -----	3,706	2.61	2.58	2.50- 2.68	-	-	7	3	28	-	51	61	7	35	52	181	1649	997	103	83	416	27	7
PUBLIC UTILITIES ⁵ -----	2,869	2.54	2.57	2.50- 2.64	-	-	-	3	2	-	42	50	2	2	20	158	1541	985	39	2	24	-	-
RETAIL TRADE -----	377	2.76	3.07	2.20- 3.33	-	-	7	-	26	-	2	10	2	33	14	23	14	4	44	54	138	-	7

¹ Average month of reference. Data were collected during the period July 1964 through June 1965.² Data limited to men workers except where otherwise indicated.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.⁷ Includes all drivers regardless of size and type of truck operated.

Table A-13. Custodial and Material Movement Occupations—Northeast—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the Northeast, ¹ February 1965 ²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under \$ 1.10	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60
					\$ 1.10 and under	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	over
TRUCKERS, POWER (FORKLIFT) -----	19,534	\$ 2.63	\$ 2.63	\$ 2.32- 2.89	-	-	-	14	73	67	138	160	188	308	1669	3807	2952	3503	3824	1398	579	176	680
MANUFACTURING -----	15,101	2.58	2.53	2.28- 2.81	-	-	-	5	-	67	129	159	148	268	1493	3625	2534	2725	2410	548	204	167	619
NONMANUFACTURING -----	4,433	2.80	2.90	2.66- 3.03	-	-	-	9	73	-	9	1	40	39	175	181	419	779	1414	850	375	9	61
PUBLIC UTILITIES ⁷ -----	1,348	3.03	3.06	2.91- 3.21	-	-	-	-	-	-	-	-	-	-	1	14	69	63	353	490	359	-	-
WHOLESALE TRADE -----	1,838	2.65	2.73	2.52- 2.91	-	-	-	-	18	-	9	-	23	34	114	56	303	666	501	108	-	6	-
RETAIL TRADE -----	1,213	2.79	2.93	2.73- 3.02	-	-	-	9	55	-	-	1	9	5	58	110	26	48	559	252	16	3	61
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	5,027	2.62	2.59	2.36- 2.83	-	-	-	-	-	20	11	28	13	130	452	752	1147	1130	428	260	479	113	63
MANUFACTURING -----	4,266	2.63	2.60	2.32- 2.87	-	-	-	-	-	20	1	28	13	103	452	739	769	870	415	234	453	113	56
NONMANUFACTURING -----	761	2.59	2.58	2.52- 2.66	-	-	-	-	-	-	10	-	-	27	-	14	378	260	13	20	26	-	7

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 3, table A-1.⁶ Finance, insurance, and real estate.⁷ Transportation, communication, and other public utilities.⁸ Includes all drivers regardless of size and type of truck operated.

Table A-14. Custodial and Material Movement Occupations—South—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the South, ¹ February 1965 ²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under \$	\$ 1.00	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40
					\$ 1.00 and under	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	over
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	3,103	\$ 2.36	\$ 2.38	\$ 1.79- 2.72	-	-	7	3	87	147	248	172	121	16	109	132	600	560	198	153	293	198	60
MANUFACTURING -----	2,481	2.38	2.36	1.78- 2.89	-	-	-	-	61	147	197	121	115	14	107	101	557	216	149	148	292	198	60
NONMANUFACTURING -----	622	2.26	2.48	2.12- 2.56	-	-	7	3	27	-	51	51	6	2	2	31	43	344	49	5	1	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 3, table A-1.⁶ Finance, insurance, and real estate.⁷ Transportation, communication, and other public utilities.⁸ Includes all drivers regardless of size and type of truck operated.

Table A-15. Custodial and Material Movement Occupations—North Central—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the North Central region, ¹ February 1965²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under \$ 1.00	\$ 1.00 and under 1.10	\$ 1.10 and under 1.20	\$ 1.20 and under 1.30	\$ 1.30 and under 1.40	\$ 1.40 and under 1.50	\$ 1.50 and under 1.60	\$ 1.60 and under 1.70	\$ 1.70 and under 1.80	\$ 1.80 and under 2.00	\$ 2.00 and under 2.20	\$ 2.20 and under 2.40	\$ 2.40 and under 2.60	\$ 2.60 and under 2.80	\$ 2.80 and under 3.00	\$ 3.00 and under 3.20	\$ 3.20 and under 3.40	\$ 3.40 and over 3.60	
					1.00	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	over
TRUCKDRIVERS⁸ - CONTINUED																							
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	5,271	\$ 3.05	\$ 3.16	\$ 2.94- 3.30	-	-	-	-	-	-	-	11	6	14	147	234	318	291	685	1436	1289	839	2
MANUFACTURING -----	1,967	2.93	3.07	2.71- 3.25	-	-	-	-	-	-	-	6	6	14	111	129	177	200	207	475	368	272	2
NONMANUFACTURING -----	3,304	3.11	3.18	2.99- 3.34	-	-	-	-	-	-	-	5	-	-	36	105	141	91	478	961	921	567	-
PUBLIC UTILITIES ⁷ -----	1,635	3.18	3.21	3.12- 3.35	-	-	-	-	-	-	-	-	-	-	-	-	53	34	210	489	636	213	-
WHOLESALE TRADE -----	919	3.06	3.25	2.78- 3.43	-	-	-	-	-	-	-	-	-	-	18	90	86	43	62	72	212	336	-
TRUCKERS, POWER (FORKLIFT) -----	36,268	2.70	2.75	2.51- 2.97	-	-	-	11	-	44	47	34	90	477	1146	4244	5510	9399	11286	2480	703	362	435
MANUFACTURING -----	32,045	2.69	2.75	2.50- 2.86	-	-	-	-	-	44	10	3	78	435	1109	3875	4917	8835	10241	1390	349	324	435
NONMANUFACTURING -----	4,223	2.80	2.86	2.58- 3.06	-	-	-	11	-	-	37	31	12	42	37	368	593	564	1045	1090	355	38	-
PUBLIC UTILITIES ⁷ -----	803	2.92	3.05	2.60- 3.18	-	-	-	-	-	-	-	-	-	-	-	37	167	106	40	281	153	19	-
WHOLESALE TRADE -----	2,476	2.74	2.84	2.55- 3.01	-	-	-	9	-	-	32	30	10	6	10	307	354	279	788	572	79	-	-
RETAIL TRADE -----	887	2.88	2.93	2.68- 3.08	-	-	-	-	-	-	5	1	2	11	12	22	64	177	217	237	119	19	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	8,822	2.67	2.72	2.53- 2.82	-	-	-	-	1	-	-	-	12	376	337	802	1345	3351	1906	308	216	78	92
MANUFACTURING -----	7,145	2.68	2.75	2.55- 2.84	-	-	-	-	-	-	-	-	11	372	321	711	515	2743	1826	262	216	78	92
NONMANUFACTURING -----	1,677	2.60	2.58	2.51- 2.66	-	-	-	-	1	-	-	-	1	4	16	92	830	608	80	46	-	-	-
PUBLIC UTILITIES ⁷ -----	1,456	2.59	2.58	2.52- 2.65	-	-	-	-	-	-	-	-	-	-	-	86	735	597	39	-	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 3, table A-1.⁶ Finance, insurance, and real estate.⁷ Transportation, communication, and other public utilities.⁸ Includes all drivers regardless of size and type of truck operated.

Table A-16. Custodial and Material Movement Occupations—West

(Average straight-time hourly earnings for selected occupations by industry division in the West, ¹ February 1965²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																				
		Mean ⁵	Median ⁵	Middle range ⁵	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
					1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60			
					Under and over	under																			
ELEVATOR OPERATORS, PASSENGER NONMANUFACTURING	364 350	1.99 1.87	1.91 1.86	1.64-2.12 1.64-2.08	11	4	-	3	18	9	115	14	2	55	47	29	45	12	-	-	-	-	-	-	-
ELEVATOR OPERATORS, PASSENGER (WOMEN) NONMANUFACTURING	773 740	1.69 1.67	1.66 1.65	1.44-1.94 1.43-1.91	52	7	84	34	38	78	163	71	22	78	49	11	86	-	-	-	-	-	-	-	-
GUARDS AND WATCHMEN MANUFACTURING	8,349 4,363	2.44 2.67	2.66 2.80	1.96-2.87 2.54-2.88	29	-	71	130	792	115	62	337	467	149	499	776	572	1144	2140	577	480	11	-	-	-
GUARDS AND WATCHMEN NONMANUFACTURING	3,986	2.18	2.05	1.54-2.81	29	-	31	106	789	109	45	302	406	103	237	455	168	181	348	251	417	11	-	-	-
GUARDS: MANUFACTURING	3,414	2.77	2.82	2.72-2.89	-	-	21	-	4	-	-	5	8	8	47	162	286	891	1671	304	9	-	-	-	-
WATCHMEN: MANUFACTURING	949	2.34	2.31	2.04-2.72	-	-	19	21	-	6	17	30	53	37	217	161	119	72	121	22	54	-	-	-	-
JANITORS, PORTERS, AND CLEANERS MANUFACTURING	28,875 9,957	2.16 2.38	2.20 2.41	1.92-2.47 2.17-2.61	253	346	454	346	1030	667	964	1418	1438	1941	5555	4088	6511	2518	927	387	36	-	-	-	-
JANITORS, PORTERS, AND CLEANERS NONMANUFACTURING	18,918	2.05	2.07	1.80-2.42	253	346	434	317	904	585	784	1145	1198	1637	4168	1806	4120	896	253	42	32	-	-	-	-
JANITORS, PORTERS, AND CLEANERS PUBLIC UTILITIES ⁶	1,818	2.27	2.31	2.09-2.47	-	-	14	18	26	49	9	63	55	134	145	592	471	171	45	22	5	-	-	-	-
JANITORS, PORTERS, AND CLEANERS WHOLESALE TRADE	430	2.19	2.29	1.80-2.50	-	-	26	-	20	-	44	31	35	22	27	70	124	45	29	7	9	-	-	-	-
JANITORS, PORTERS, AND CLEANERS RETAIL TRADE	3,650	1.96	1.96	1.60-2.41	11	30	145	141	344	231	235	334	171	288	519	228	915	28	5	8	18	-	-	-	-
JANITORS, PORTERS, AND CLEANERS FINANCE ⁷	2,821	1.99	2.03	1.82-2.24	-	-	161	34	-	34	74	114	222	405	895	61	628	8	12	5	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS SERVICES	10,139	2.05	2.08	1.83-2.41	243	155	215	155	479	232	382	494	531	1026	2582	854	1981	645	162	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN) MANUFACTURING	5,450 721	1.86 2.15	1.90 2.25	1.70-2.07 1.93-2.41	27	221	216	357	116	261	143	919	430	1099	556	548	504	56	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN) NONMANUFACTURING	4,729	1.82	1.85	1.63-2.00	27	221	207	328	101	256	133	888	375	1001	486	340	329	38	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN) PUBLIC UTILITIES ⁶	258	1.99	1.94	1.81-2.32	-	-	-	19	-	3	-	38	36	80	7	31	44	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN) RETAIL TRADE	416	1.52	1.49	1.25-1.74	27	34	90	36	24	6C	34	15	32	26	9	18	10	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN) FINANCE ⁷	2,478	1.82	1.79	1.71-1.98	-	186	14	141	38	78	88	811	148	466	86	202	220	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN) SERVICES	1,546	1.87	1.95	1.69-2.06	-	-	97	125	39	115	11	24	158	428	374	83	54	38	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING MANUFACTURING	25,680 9,601	2.69 2.59	2.77 2.65	2.42-3.05 2.34-2.95	-	-	42	176	70	183	315	449	473	932	1501	1853	2952	4702	4176	5508	1810	534	6	-	-
LABORERS, MATERIAL HANDLING NONMANUFACTURING	16,079	2.75	2.96	2.47-3.10	-	-	42	176	44	151	180	314	204	438	808	870	1537	2497	2136	5131	1215	338	-	-	-
LABORERS, MATERIAL HANDLING PUBLIC UTILITIES ⁶	5,965	3.01	3.11	2.89-3.18	-	-	-	-	-	-	-	5	-	-	2	78	811	426	208	3462	781	192	-	-	-
LABORERS, MATERIAL HANDLING WHOLESALE TRADE	5,847	2.68	2.79	2.51-2.98	-	-	11	116	11	19	23	31	63	233	598	296	241	1390	1456	1034	184	142	-	-	-
LABORERS, MATERIAL HANDLING RETAIL TRADE	4,130	2.47	2.50	2.00-2.94	-	-	31	60	33	132	157	275	141	199	205	473	456	615	467	634	250	4	-	-	-
ORDER FILLERS MANUFACTURING	11,833 2,249	2.74 2.73	2.82 2.81	2.55-2.95 2.61-2.93	-	-	4	6	90	55	51	67	166	227	524	753	1415	1957	4562	618	1123	201	15	-	-
ORDER FILLERS NONMANUFACTURING	9,583	2.74	2.83	2.54-2.95	-	-	4	6	90	45	46	65	165	211	205	645	1336	1417	3679	570	1072	14	15	-	-
ORDER FILLERS WHOLESALE TRADE	6,610	2.71	2.81	2.54-2.90	-	-	-	-	90	32	32	23	131	163	112	411	1042	1013	2730	435	398	-	-	-	-
ORDER FILLERS RETAIL TRADE	2,441	2.79	2.86	2.46-3.21	-	-	4	6	-	13	14	42	34	48	93	233	230	352	597	87	659	14	15	-	-
PACKERS, SHIPPING MANUFACTURING	3,455 1,736	2.56 2.43	2.64 2.52	2.36-2.84 2.20-2.61	-	1	21	40	35	21	42	76	126	52	250	247	778	511	993	161	48	46	7	-	-
PACKERS, SHIPPING NONMANUFACTURING	1,719	2.68	2.82	2.70-2.88	-	1	17	9	31	4	14	-	76	25	53	83	81	334	780	156	16	35	5	-	-
PACKERS, SHIPPING WHOLESALE TRADE	1,441	2.69	2.82	2.72-2.87	-	-	11	7	29	-	7	-	56	12	34	39	65	328	756	98	-	-	-	-	-
PACKERS, SHIPPING (WOMEN) NONMANUFACTURING	1,090 462	2.06 2.10	2.01 2.17	1.81-2.30 1.80-2.50	-	2	24	5	48	39	47	78	221	80	78	248	136	29	55	-	-	-	-	-	-
RECEIVING CLERKS MANUFACTURING	3,494 1,394	2.68 2.72	2.75 2.74	2.42-3.01 2.20-2.95	-	-	16	5	7	40	35	23	39	166	196	292	471	596	682	590	224	93	17	-	-
RECEIVING CLERKS NONMANUFACTURING	2,100	2.65	2.79	2.34-3.03	-	-	8	1	7	30	35	23	35	145	152	156	220	247	407	459	146	26	4	-	-
RECEIVING CLERKS WHOLESALE TRADE	913	2.72	2.89	2.44-3.03	-	-	-	-	5	21	18	21	46	-	29	66	58	104	273	179	93	-	-	-	-
RECEIVING CLERKS RETAIL TRADE	1,032	2.57	2.61	2.16-3.03	-	-	8	1	7	25	11	4	11	96	117	84	146	102	106	241	46	24	2	-	-

See footnotes at end of table.

Table A-16. Custodial and Material Movement Occupations—West—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the West, February 1965²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under \$	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60
					and under 1.10	1.10-1.20	1.20-1.30	1.30-1.40	1.40-1.50	1.50-1.60	1.60-1.70	1.70-1.80	1.80-1.90	1.90-2.00	2.00-2.20	2.20-2.40	2.40-2.60	2.60-2.80	2.80-3.00	3.00-3.20	3.20-3.40	3.40-3.60	over
SHIPPING CLERKS -----	2,038	2.74	2.81	2.42-3.09	-	-	-	-	-	11	-	5	5	76	192	191	277	236	349	400	194	61	40
MANUFACTURING -----	1,096	2.71	2.68	2.40-3.09	-	-	-	-	-	-	-	5	3	2	140	124	220	117	167	147	102	46	24
NONMANUFACTURING -----	942	2.79	2.91	2.50-3.10	-	-	-	-	-	11	-	-	3	74	53	67	57	119	182	254	92	15	16
WHOLESALE TRADE -----	711	2.72	2.88	2.39-3.05	-	-	-	-	-	11	-	-	-	74	40	58	26	90	175	169	60	8	-
SHIPPING AND RECEIVING CLERKS -----	2,480	2.84	2.83	2.61-3.10	-	-	-	-	2	4	14	2	5	32	74	158	303	569	434	375	294	150	65
MANUFACTURING -----	1,190	2.71	2.70	2.54-2.87	-	-	-	-	-	4	-	-	4	7	17	92	261	384	251	74	45	52	-
NONMANUFACTURING -----	1,290	2.95	3.03	2.75-3.27	-	-	-	-	2	-	14	2	1	25	57	65	42	185	183	301	249	98	65
WHOLESALE TRADE -----	591	3.19	3.27	3.04-3.42	-	-	-	-	-	-	-	-	-	-	12	19	5	25	50	134	189	94	63
RETAIL TRADE -----	415	2.84	2.97	2.74-3.08	-	-	-	-	2	-	6	2	-	1	19	33	32	17	112	135	52	4	-
TRUCKDRIVERS ⁸ -----	37,662	3.05	3.18	2.88-3.35	-	-	32	40	100	290	146	358	138	196	1226	1197	1623	2912	2704	9757	9472	6326	1145
MANUFACTURING -----	9,715	3.01	3.12	2.73-3.39	-	-	-	4	27	20	155	48	76	301	584	555	991	1053	2237	1482	1531	653	-
NONMANUFACTURING -----	27,947	3.07	3.19	2.98-3.34	-	-	32	40	96	263	126	203	90	121	926	613	1068	1921	1650	7519	7990	4796	492
PUBLIC UTILITIES ⁶ -----	14,449	3.18	3.21	3.13-3.31	-	-	-	-	-	-	-	-	15	2	76	21	157	1035	287	5412	5046	2348	47
WHOLESALE TRADE -----	8,035	2.92	3.12	2.63-3.30	-	-	22	4	79	144	73	62	47	109	511	381	405	782	701	1253	2331	1064	66
RETAIL TRADE -----	3,948	2.96	3.14	2.56-3.46	-	-	10	37	17	116	37	107	28	9	237	180	305	55	579	425	565	879	364
SERVICES -----	1,479	3.02	3.16	2.60-3.44	-	-	-	-	-	3	16	33	-	-	99	31	190	28	83	429	48	505	15
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	4,638	2.70	2.72	2.23-3.23	-	-	32	35	12	84	52	130	65	86	622	481	390	506	227	680	537	700	-
MANUFACTURING -----	1,281	2.75	2.74	2.44-3.31	-	-	-	4	27	-	36	19	6	111	90	197	201	141	88	230	132	-	
NONMANUFACTURING -----	3,357	2.69	2.72	2.14-3.21	-	-	32	35	8	57	52	94	46	80	511	390	193	306	88	551	367	568	-
PUBLIC UTILITIES ⁶ -----	725	3.28	3.51	3.21-3.56	-	-	-	-	-	-	-	-	-	-	7	4	49	38	20	53	146	407	-
WHOLESALE TRADE -----	1,447	2.39	2.36	2.05-2.71	-	-	22	4	-	26	44	54	24	77	279	290	126	242	3	103	142	12	-
RETAIL TRADE -----	362	2.05	2.06	1.80-2.25	-	-	10	31	8	28	6	6	22	3	125	65	14	1	7	16	19	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	14,348	3.01	3.14	2.83-3.26	-	-	-	-	9	135	67	220	53	67	262	377	706	1519	974	5241	3193	1291	236
MANUFACTURING -----	3,105	2.93	3.06	2.64-3.34	-	-	-	-	-	-	20	119	19	37	127	180	178	349	291	842	399	340	203
NONMANUFACTURING -----	11,242	3.03	3.15	2.91-3.25	-	-	-	-	9	135	47	101	34	30	135	196	528	1170	683	4398	2794	951	33
PUBLIC UTILITIES ⁶ -----	7,147	3.13	3.17	3.12-3.25	-	-	-	-	-	-	-	-	9	-	64	14	51	663	223	3617	1969	538	-
WHOLESALE TRADE -----	2,661	2.97	3.07	2.67-3.28	-	-	-	-	47	29	-	23	30	14	86	169	465	222	562	669	345	-	
RETAIL TRADE -----	1,118	2.67	2.84	2.25-3.13	-	-	-	-	9	87	4	101	2	-	56	97	111	19	223	219	108	50	33
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	11,892	3.24	3.28	3.15-3.44	-	-	-	-	-	-	27	-	-	28	240	27	155	508	552	2511	4073	3117	654
MANUFACTURING -----	2,268	3.23	3.30	3.12-3.46	-	-	-	-	-	-	-	-	-	22	22	21	24	142	155	558	373	739	214
NONMANUFACTURING -----	9,625	3.24	3.27	3.16-3.43	-	-	-	-	-	-	27	-	-	6	219	6	130	367	398	1953	3701	2378	440
PUBLIC UTILITIES ⁶ -----	5,086	3.24	3.25	3.16-3.37	-	-	-	-	-	-	-	-	-	-	3	-	5	267	29	1505	2268	963	47
WHOLESALE TRADE -----	2,706	3.15	3.25	3.00-3.39	-	-	-	-	-	-	-	-	-	-	216	6	105	65	283	265	1109	590	66
RETAIL TRADE -----	1,812	3.39	3.46	3.33-3.57	-	-	-	-	-	-	27	-	-	6	-	-	21	35	75	172	323	825	327
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	4,371	3.09	3.21	2.85-3.37	-	-	-	-	-	-	-	-	11	13	99	306	222	234	514	702	1324	708	240
MANUFACTURING -----	2,029	3.03	3.11	2.73-3.42	-	-	-	-	-	-	-	-	11	11	42	288	98	174	239	430	207	295	236
NONMANUFACTURING -----	2,342	3.14	3.25	3.09-3.35	-	-	-	-	-	-	-	-	-	2	57	18	124	60	275	272	1117	413	4
WHOLESALE TRADE -----	871	3.21	3.26	3.13-3.36	-	-	-	-	-	-	-	-	-	2	2	-	5	-	103	247	395	117	-

See footnotes at end of table.

Table A-16. Custodial and Material Movement Occupations—West—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the West, ¹ February 1965²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60
					\$ 1.10 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT) -----	11,601	2.87	2.91	2.66- 3.07	-	-	-	-	-	19	19	3	84	230	213	615	1227	1776	3741	1587	1156	874	60
MANUFACTURING -----	7,535	2.77	2.83	2.59- 2.96	-	-	-	-	-	8	19	3	79	43	213	545	1061	1404	3060	657	167	262	36
NONMANUFACTURING -----	4,066	3.06	3.10	2.89- 3.35	-	-	-	-	-	11	-	-	5	187	-	70	165	373	741	890	989	612	24
PUBLIC UTILITIES ⁶ -----	1,354	2.96	3.14	2.67- 3.34	-	-	-	-	-	-	-	-	-	173	-	4	113	114	189	232	305	224	-
WHOLESALE TRADE -----	1,712	3.09	3.08	2.92- 3.38	-	-	-	-	-	11	-	-	5	14	-	37	47	166	358	444	266	347	18
RETAIL TRADE -----	879	3.15	3.29	3.01- 3.35	-	-	-	-	-	-	-	-	-	-	-	29	4	49	124	214	418	41	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	2,204	2.85	2.79	2.63- 3.21	-	-	-	-	-	-	-	-	-	5	19	142	266	693	418	58	533	54	16
MANUFACTURING -----	1,558	2.78	2.76	2.63- 2.94	-	-	-	-	-	-	-	-	-	5	14	110	170	612	413	48	143	27	16
NONMANUFACTURING -----	646	3.03	3.24	2.64- 3.30	-	-	-	-	-	-	-	-	-	-	5	32	96	81	5	10	390	27	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1964 through June 1965.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 3, table A-1.⁶ Transportation, communication, and other public utilities.⁷ Finance, insurance, and real estate.⁸ Includes all drivers regardless of size and type of truck operated.

Wage Differences Among Metropolitan Areas

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

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

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

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

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

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

Method of Computing Area Pay Relatives

The following method was used in computing the data used in the wage comparisons. Aggregates for all industries combined and for manufacturing and nonmanufacturing separately for each area were computed by multiplying the average weekly salary for each of 19 office jobs and the average straight-time hourly earnings for each of 8 skilled maintenance jobs and 2 unskilled plant jobs by the all-industry employment in the job in all Standard Metropolitan Areas combined.¹³

For purposes of this comparison, aggregates for each job and industry group are expressed as percentages of like groups in the 212 metropolitan areas combined, adjusted for differences in survey timing. The nationwide estimates relate to February 1964 and February 1965.¹⁴

The adjustment for timing differences assumed that the nationwide wage level increased uniformly over the 12 months between annual studies and that an intermediate level for any intervening month, in which individual areas were studied, could be obtained by adding the estimated wage increment to February 1964 pay levels.

Interarea Comparisons

Wage levels differed widely among the 80 metropolitan areas surveyed, with average rates for unskilled plant workers in the highest pay area being almost double those in the lowest. The maximum interarea wage spread for office clerical workers and skilled maintenance workers amounted to 40 and 64 percent, respectively.

Nearly all of the areas with above average pay levels had large numbers of workers in industries with comparatively high wages, such as transportation equipment (automobiles or aircraft), petroleum refining, chemicals, steel, or rubber. On the other hand, areas with

¹³ The jobs are listed on p. 70.

¹⁴ Average month of reference. Data were collected during the period July of one year through June of the next year.

large concentrations of workers in textiles, apparel, footwear, or the lower wage food industries tended to record below average pay levels. Regardless of industrial composition; wages were usually highest in the large metropolitan areas and lowest in the small ones.

All Industries Combined. Among 79 areas included in the office clerical pay comparisons, Detroit was highest, at 115 percent of the nationwide urban level. Beaumont-Port Arthur, the only one of the top five areas with a population of less than 1 million, had the second highest pay relative (112). Los Angeles-Long Beach, San Francisco-Oakland, and San Diego were 111, 110, and 107 percent, respectively, of the national level. Allentown-Bethlehem-Easton and Charleston (W. Va.), at 106 percent tied for sixth position in the ranking. Three areas—Chicago, Dayton, and Seattle—had relatives of 105 each, while New York, with one-seventh of the office clerical workers in metropolitan areas, ranked 11th as did five other areas (Akron, Cleveland, Pittsburgh, San Bernardino-Riverside-Ontario, and Waterloo) at 104 percent.¹⁵ Six additional areas had pay relatives above the national average, and two others—Milwaukee and Portland (Oreg.)—had relatives equal to the national figure (100). Of the 55 remaining areas for which data met publication criteria, 41 had relatives between 90 and 99, and 14 between 80 and 89. Ten of the latter group were located in the South.

Skilled maintenance rates were highest in San Francisco-Oakland, where a relative of 113 was recorded. Detroit ranked second at 109 percent of national pay, while Chicago was in third position (107 percent). The pay relative for Milwaukee and San Diego was 106, compared with 105 for Charleston (W. Va.), Davenport-Rock Island-Moline, Los Angeles-Long Beach, and St. Louis. Eleven areas, widely separated geographically and varied in population size, had relatives of 102 each. Among the other areas for which data are presented, the lowest pay relative, 69 in Greenville, was 17 percent below the next lowest, 81, found in Little Rock-North Little Rock and Portland (Maine).

Pay relatives for unskilled plant workers ranged from 126 in Akron and 125 in San Francisco-Oakland to 65 in three areas (Greenville, Jackson, Miss., and Raleigh). As shown in the following tabulation, unskilled pay relatives were below 80 in 18 of 26 southern areas, whereas only 1 southern area had a relative of less than 80 for skilled maintenance and none for office clerical workers.

¹⁵ If comparisons were based on average hourly earnings instead of average weekly earnings, New York would rank near the top for office clerical workers. More than half of such workers in New York were scheduled to work 35 hours a week, and 86 percent, less than 40 hours. In the two highest ranking areas, Detroit and Beaumont-Port Arthur, 16 and 2 percent, respectively, of the office clerical workers had work schedules of less than 40 hours.

Job group and region	Number of areas	Distribution of area relatives				
		Under 80	80 and under 90	90 and under 100	100 and under 110	110 and over
Office clerical:						
Northeast-----	19	-	3	10	6	-
South-----	26	-	10	13	2	1
North Central-----	23	-	1	13	8	1
West-----	11	-	-	5	4	2
Skilled maintenance:						
Northeast-----	18	-	5	9	4	-
South-----	20	1	4	10	5	-
North Central-----	23	-	-	8	15	-
West-----	10	-	-	-	9	1
Unskilled plant:						
Northeast-----	19	-	3	9	5	2
South-----	26	¹ 18	4	2	2	-
North Central-----	24	-	-	4	12	8
West-----	11	-	-	3	3	5

¹ Includes 6 areas under 70.

The impact of unskilled labor rates in the South on the all-area average is reflected in comparatively higher pay relatives in other regions for this job group than for office clerical and skilled maintenance workers.¹⁶ In the North Central region, for example, eight areas had relatives of 110 and over for unskilled plant workers, while only one area (Detroit) had a comparable pay level for office clerical and none for the skilled maintenance occupational group.

The factors that distinguish one area's pay level from another are generally interrelated, and the influence of a single factor can seldom be isolated. Therefore, the correlation of relative pay levels with a particular characteristic does not necessarily imply a causal relationship. The examination that follows should be viewed with these limitations in mind.

Nationwide pay levels for each of the three job groups were, for the most part, highest in large metropolitan areas and lowest in small areas. As shown in the following tabulation, a distinct majority of the areas with 1960 populations of 1 million or more had pay relatives of 100 or more. Among areas with less than 250,000 population, the largest proportion of areas with pay relatives of 100 or more was 22 percent for unskilled plant workers; the highest proportion among areas of intermediate-size was 47 percent for skilled maintenance.

¹⁶ A fifth of the workers in the unskilled jobs (janitors and laborers, material handling) were in the South.

Area population	Percent of areas with pay relatives of 100 or more		
	Office clerical	Skilled maintenance	Unskilled plant
1,000,000 or more-----	58	67	71
250,000 but less than 1,000,000----	24	47	42
Less than 250,000 -----	6	15	22

Wage superiority among large metropolitan areas was less significant when the examination was directed to comparisons within broad regions. Using median-area pay relatives to point out average differences among various area-size groups within regions, pay levels in the large areas were not consistently above those in areas of other sizes. Median-area pay relatives, as shown in the following tabulation, were highest in the large areas in 8 of 12 job group-region comparisons.

Job group and region	Median-area pay relatives among areas with population of--			
	1,000,000 or more	250,000 but less than 1,000,000	Less than 250,000	All areas
Office clerical:				
Northeast-----	101	98	91	97
South-----	97	93	84	93
North Central-----	99	99	98	98
West-----	109	99	-	100
Skilled maintenance:				
Northeast-----	100	92	89	94
South-----	95	95	81	95
North Central-----	105	102	94	102
West-----	106	102	-	103
Unskilled plant:				
Northeast-----	106	97	91	97
South-----	78	78	66	77
North Central-----	108	105	109	107
West-----	116	100	-	109

For each of the job groups, interregional comparisons of relatives revealed that pay levels were highest in the West and lowest in the South in large areas. In the medium-size area group, the North Central region had the highest pay median for unskilled plant workers, and shared the highest position with the West for office clerical and skilled maintenance; in contrast, the South had the lowest pay levels except for skilled maintenance workers, where the lowest level was in the Northeast. Median relatives, by region, of areas with populations of less than one-quarter million were all below the

national average with the exception of unskilled plant workers in the North Central region. (None of the western areas studied were in this population-size group, so the West was not included in this comparison.)

Manufacturing. Pay relatives for manufacturing and non-manufacturing, based on 212-area pay levels for each of these divisions, are shown separately in table 1. The omission of estimates for skilled maintenance occupations in nonmanufacturing reflects the concentration of this employment group in manufacturing activities. Pay relative values and rank of individual areas in manufacturing differed from the all-industry relatives. The range of the industry's pay relatives is indicated in the following tabulation:

Job group	Area pay relatives in manufacturing industries	
	Highest	Lowest
Office clerical-----	Detroit----- 120	Scranton----- 82
	San Diego----- 113	Providence-Pawtucket----- 84
	Los Angeles-Long Beach and San Francisco-Oakland----- 111	Chattanooga and Oklahoma City----- 88
Skilled maintenance--	San Francisco-Oakland----- 113	Little Rock-North Little Rock----- 78
	Detroit----- 110	Portland (Maine)----- 81
	Davenport-Rock Island-Moline and San Diego----- 106	Providence-Pawtucket and York----- 83
Unskilled plant -----	San Diego and San Francisco-Oakland----- 122	Greenville----- 61
	Akron----- 120	Lubbock and Raleigh----- 62
	Detroit----- 118	Charlotte----- 63

The four areas with the highest pay relatives for office clerical workers had populations of over 1 million; three were located in the West. Transportation equipment was the most important manufacturing industry in Detroit and Los Angeles-Long Beach. Ordnance was the major group within manufacturing in San Diego, and food in San Francisco-Oakland.

The four areas with the lowest pay relatives for office clerical workers had populations of less than 1 million; two of them had less than 300,000 population. Half of these lower paying areas were located in the Northeast, and the other two areas were in the South. The most important manufacturing industries in Scranton and Chattanooga were apparel and textiles, respectively. Oklahoma City, with only one-third of its workers employed in manufacturing industries, had a variety of manufacturing activities that included about a fourth of

the manufacturing employment in the food industries. The industrial composition in Providence-Pawtucket had high concentrations of manufacturing employment in textiles and various miscellaneous manufacturing industries.

Pay relatives for skilled maintenance workers in manufacturing were identical to the corresponding relatives for all industries in nearly half of the 61 areas for which comparisons were obtainable.¹⁷ Similarity of relatives is expected, as more than 80 percent of the skilled maintenance workers were employed in manufacturing establishments. Only two areas—Little Rock-North Little Rock and York—had pay relatives which differed 3 points from the corresponding all-industry relatives, while all other areas had differences of 2 points or less. The prime cause for differences between the all-industry and manufacturing relatives was traceable to auto mechanics; less than three-tenths of these workers were employed in manufacturing establishments. Conversely, more than nine-tenths of the aggregate employment in the other seven skilled maintenance jobs selected for this study was in manufacturing. The effect of auto mechanics' rates on relatives can best be illustrated in Little Rock-North Little Rock, where auto mechanics averaged \$2.77 on an all-industry basis and \$2.14 in manufacturing, and in York, where the all-industry average of \$2.78 was 58 cents greater than the manufacturing average.

The areas with highest pay relatives for unskilled plant workers were located in the same regions as the highest paying areas for office clerical and skilled maintenance workers—North Central and West. Detroit, San Diego, and San Francisco-Oakland, which ranked among the top four areas for office clerical and skilled maintenance workers in manufacturing, were joined by Akron in the unskilled plant comparison. The latter area was heavily dominated by the rubber industry, which accounted for over 50 percent of the area's manufacturing activities. The eight lowest area pay relatives were found in the South; food or textiles were important manufacturing industries in each of these eight lower paying areas.

Nonmanufacturing. A review of pay relatives in nonmanufacturing industries indicates that the values and rank position of individual areas differed, substantially in some areas, from those in manufacturing or in all industries combined. The highest and lowest pay relatives in nonmanufacturing are shown in the following tabulation:

Area pay relatives in nonmanufacturing industries		
Job group	Highest	Lowest
Office clerical-----	Los Angeles-Long Beach-----	Little Rock-North Little Rock and San Antonio-----
	112	84
	San Francisco-Oakland-----	Chattanooga and
	111	
	Chicago-----	Portland (Maine)-----
	107	85
	Detroit and New York-----	
	106	
Unskilled plant-----	San Francisco-Oakland-----	
	130	
	Seattle-----	Jackson and San Antonio-----
	120	66
	Los Angeles-Long Beach-----	Fort Worth and Little Rock-
	116	
	Akron and Portland (Oreg.)-----	North Little Rock-----
	115	68

Comparisons of the high and low areas in nonmanufacturing with those in manufacturing show that areas are not necessarily common to both listings. The most notable exception was San Francisco-Oakland, which ranked among the four highest paying areas for each job group comparison in both manufacturing and nonmanufacturing industries.

Detroit, Los Angeles-Long Beach, and San Francisco-Oakland were among the highest paying areas for office clerical workers in both manufacturing and nonmanufacturing industries; however, Chicago and New York, which were listed among the areas with highest pay relatives in the nonmanufacturing division, had a relative of 103 in manufacturing and were tied with Cleveland and Indianapolis for 11th position among the 56 areas for which data were shown. The areas with comparatively low office pay relatives in nonmanufacturing industries had populations of less than three-quarter million and, except in Chattanooga which also ranked among the four lowest paying areas in manufacturing, did not have enough workers to permit publication of relatives for manufacturing.

Average pay rates for unskilled plant workers in nonmanufacturing were highest in western areas and lowest in southern areas. Four of the five highest paying areas were located in the West and had pay relatives that exceeded the corresponding relatives for manufacturing by 6 percentage points or more; these areas, excepting San Francisco-Oakland, had much higher positions in the nonmanufacturing scale than in manufacturing. The lowest pay relative for a nonsouthern area—82 in Portland (Maine)—ranked above 20 of the 25 southern areas included in the nonmanufacturing comparison. The South was the only region where all areas reported unskilled plant rates below the national average.

¹⁷ Comparisons were not made for 19 areas where data did not meet publication criteria for either all industries or manufacturing.

Movement of Area Pay Relatives, 1961 to 1965

A comparison of occupational pay relatives in 79 metropolitan areas¹⁸ studied in both 1961 and 1965 revealed that relative pay values for the unskilled plant occupations differed substantially in more areas than those for office and skilled maintenance.¹⁹ As shown in the following tabulation, pay relatives for unskilled plant workers in manufacturing were higher in 10 areas and lower in 5 areas by 5 points or more; 11 area pay relatives for the same job group in nonmanufacturing were 5 to 10 points lower than comparable estimates reported in the earlier study.

Industry and job group	Change in area pay relatives, 1961 to 1965	
	Higher by 5 points or more	Lower by 5 points or more
<u>Manufacturing</u>		
Office clerical -----	Memphis ----- 5	Canton ----- 5
	New Orleans ----- 7	Pittsburgh ----- 6
Skilled maintenance --	New Orleans ----- 5	Dayton ----- 5
		Pittsburgh ----- 6
Unskilled plant-----	Cincinnati, Denver, Manchester, Seattle, and Washington----- 5	Canton, Charleston (W. Va.), and Spokane ----- 5
	Albuquerque, New Orleans, and Richmond ----- 6	Fort Worth and Savannah ----- 6
	Sioux Falls and Worcester ----- 8	
<u>Nonmanufacturing</u>		
Unskilled plant-----		Charlotte, Greenville, Salt Lake City, and South Bend----- 5
		Davenport--Rock Island-- Moline and Oklahoma City----- 6
		Milwaukee and New Haven----- 7
		Rockford----- 8
		Portland (Maine) ----- 9
		Toledo ----- 10

¹⁸ Excludes Wilmington which is no longer surveyed and San Diego which was not surveyed in 1961.

¹⁹ For area pay relatives for 1961, see Wages and Related Benefits: Metropolitan Areas, United States and Regional Summaries, 1960-61 (BLS Bulletin 1285-84, 1962), pp. 23-30.

Rates for janitors and laborers, material handling were more widely dispersed than those for office clerical jobs and skilled maintenance. The rates for these jobs are often affected by shifts in employment. For example, a loss of workers in a high wage plant or an increase in employment in a low paying firm would cause a decrease in rates.

There were only seven changes of 5 points or more from 1961 to 1965 involving the office clerical and skilled maintenance groups and these were all in manufacturing. Pay relatives for the office clerical and skilled maintenance job groups in Pittsburgh decreased 6 points over the 4 years. These decreases were substantiated by comparing wage changes in manufacturing for these job groups in Pittsburgh with the wage changes in all metropolitan areas over the same period. Office clerical salaries in Pittsburgh rose only 5.1 percent and skilled maintenance rates 4.1 percent from 1961 to 1965. Salaries of office clerical workers in all metropolitan areas rose 11.6 percent and rates for skilled maintenance 10.5 percent. The comparatively small increases in Pittsburgh are explained largely by the fact that the 1962 labor-management agreement in steel, the dominant industry in the area, did not provide a general wage increase.

New Orleans was the only area that had substantial changes in pay relative values for manufacturing in each of the occupational groups studied. Each of these changes in the relative were increases, of which the 7-point increase for office clerical workers was highest. The upward movement of the relatives was also reflected in the wage trends for the three job groups from 1961 to 1965. The salaries of office clerical workers in New Orleans increased 17.1 percent over this period, skilled maintenance 13.1 percent, and unskilled plant workers 12.8 percent. Wage rates in New Orleans have been affected by the entrance of large, high-paying manufacturing plants into the area.

Most of the 29 areas with unusually high or low changes in their pay relatives were smaller metropolitan areas with a population of less than 500,000. Pay relatives as well as wage trends for small areas are more likely to be affected by unusual changes in a single industry or company. It should be noted that unusual changes in values and rank position of individual area pay relatives can be supported by comparison of the area wage trends with those in all metropolitan areas.

Table 1. Interarea Pay Comparisons

(Relative pay levels by industry division, March 1964 through February 1965)

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

Area	Office clerical			Skilled maintenance		Unskilled plant		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
All metropolitan areas	100	100	100	100	100	100	100	100
<u>Northeast</u>								
Areas with 1,000,000 population or more:								
Boston.....	93	92	95	94	94	95	93	98
Buffalo.....	101	101	97	101	101	111	110	104
Newark and Jersey City.....	101	98	102	102	103	111	112	109
New York.....	104	103	106	101	103	106	103	110
Paterson-Clifton-Passaic.....	101	99	98	98	98	103	96	104
Philadelphia.....	96	96	95	99	100	103	102	101
Pittsburgh.....	104	105	101	100	100	107	108	106
Areas with 250,000 but less than 1,000,000 population:								
Albany-Schenectady-Troy.....	99	96	98	96	95	96	91	102
Allentown-Bethlehem-Easton.....	106	104	97	93	93	105	102	104
New Haven.....	99	95	100	90	90	93	95	93
Providence-Pawtucket.....	86	84	87	85	83	86	78	97
Trenton.....	97	96	-	96	96	97	97	98
Worcester.....	91	90	87	89	89	97	93	98
Areas with less than 250,000 population:								
Lawrence-Haverhill.....	91	-	-	89	90	91	87	96
Manchester.....	82	-	-	-	-	81	73	87
Portland.....	83	-	85	81	81	87	89	82
Scranton.....	92	82	-	90	-	95	84	99
Waterbury.....	99	96	-	90	90	98	98	92
York.....	91	89	-	86	83	91	85	101
<u>South</u>								
Areas with 1,000,000 population or more:								
Atlanta.....	97	98	99	93	92	76	78	76
Baltimore.....	97	100	94	98	99	95	102	87
Dallas.....	93	94	95	91	91	78	80	78
Houston.....	99	99	100	100	101	77	86	73
Washington.....	102	-	105	95	-	87	89	87
Areas with 250,000 but less than 1,000,000 population:								
Beaumont-Port Arthur.....	112	-	-	103	105	95	101	-
Birmingham.....	93	-	93	102	102	80	91	71
Charleston, W. Va.....	106	-	99	105	105	106	114	97
Charlotte.....	88	-	90	-	-	74	63	77
Chattanooga.....	87	88	85	86	86	81	83	69
Forth Worth.....	93	96	89	94	96	78	86	68
Jacksonville.....	89	-	92	86	-	72	73	73
Louisville.....	96	96	96	103	104	100	105	93
Memphis.....	88	90	88	92	91	74	76	74
Miami.....	91	-	94	85	-	74	71	79
New Orleans.....	93	99	91	97	98	73	85	70
Norfolk-Portsmouth and Newport News-Hampton.....								
Oklahoma City.....	90	88	92	-	-	79	90	71
Richmond.....	94	95	94	94	94	81	79	83
San Antonio.....	82	-	84	-	-	77	82	73
Areas with less than 250,000 population:								
Greenville.....	82	-	-	69	-	65	61	71
Jackson.....	84	-	86	-	-	65	65	66
Little Rock-North Little Rock.....	83	-	84	81	78	68	68	68
Lubbock.....	85	-	87	-	-	67	62	73
Raleigh.....	84	-	87	-	-	65	62	69
Savannah.....	98	-	-	97	97	76	76	78

See footnotes at end of table.

Table 1. Interarea Pay Comparisons—Continued

(Relative pay levels by industry division, March 1964 through February 1965)

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

Area	Office clerical			Skilled maintenance		Unskilled plant		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
North Central								
Areas with 1,000,000 population or more:								
Chicago.....	105	103	107	107	105	106	100	111
Cincinnati.....	98	95	97	98	99	104	104	100
Cleveland.....	104	103	103	102	102	110	111	105
Detroit.....	115	120	106	109	110	116	118	104
Kansas City.....	96	95	98	102	102	99	102	96
Milwaukee.....	100	100	98	106	105	111	110	104
Minneapolis-St. Paul.....	93	89	96	104	104	112	107	113
St. Louis.....	98	96	99	105	105	102	104	101
Areas with 250,000 but less than 1,000,000 population:								
Akron.....	104	105	95	103	104	126	120	115
Canton.....	96	94	-	96	97	107	106	99
Columbus.....	94	97	93	99	99	94	96	89
Davenport-Rock Island-Moline.....	102	105	94	105	106	111	111	101
Dayton.....	105	104	102	102	102	106	109	96
Des Moines.....	88	92	88	102	101	104	108	94
Indianapolis.....	99	103	95	103	103	100	103	93
Omaha.....	95	93	97	99	100	102	101	103
Toledo.....	102	100	99	102	102	107	106	105
Wichita.....	98	98	-	95	94	101	99	96
Areas with less than 250,000 population:								
Green Bay.....	93	-	-	90	89	108	103	112
Muskegon-Muskegon Heights.....	99	96	-	94	94	109	107	-
Rockford.....	93	89	-	90	90	97	92	105
Sioux Falls.....	-	-	-	-	-	99	101	-
South Bend.....	98	99	-	102	103	116	115	108
Waterloo.....	104	-	-	102	-	113	112	96
West								
Areas with 1,000,000 population or more:								
Los Angeles-Long Beach.....	111	111	112	105	105	113	108	116
San Diego.....	107	113	101	106	106	114	122	112
San Francisco-Oakland.....	110	111	111	113	113	125	122	130
Seattle.....	105	107	103	103	-	118	114	120
Areas with 250,000 but less than 1,000,000 population:								
Albuquerque.....	96	-	99	-	-	97	90	103
Denver.....	99	97	101	100	99	105	106	104
Phoenix.....	95	98	95	102	-	91	96	90
Portland.....	100	95	103	103	103	110	107	115
Salt Lake City.....	95	96	95	100	99	95	99	95
San Bernardino-Riverside-Ontario ¹	104	-	105	102	103	100	102	94
Spokane.....	99	-	97	104	-	109	113	108

¹ Estimates for all industries and manufacturing include payments under a "progress sharing" plan in 1 manufacturing establishment. Estimates exclusive of such payments would have been identical for office clerical and unskilled plant workers. Relatives for skilled maintenance workers in both all industries and manufacturing would have been 100.

NOTE: Dashes indicate data that do not meet publication criteria.

Trends in Occupational Earnings

Average annual wage increases of office and plant workers have shown a slow but steady decline since 1960. (See chart 1.) Office clerical salaries increased 2.8 percent from February 1964 to February 1965 as compared to increases of 3.3 percent from February 1960 to February 1961 and February 1961 to February 1962 (table 2). Declining rates of increase are even more apparent for skilled maintenance workers whose earnings showed a 1964-65 increase of 2.4 percent, compared to a 1960-61 increase of 3.6 percent. Each year's increase for unskilled plant workers has been slightly smaller than that of the previous year, with the exception of the year ending February 1963. The latest average increase for unskilled plant workers was 2.9 percent.

The decline in rates of increase began even before 1960, the earliest date for which national wage levels were computed. The Bureau of Labor Statistics conducted wage surveys in 20 metropolitan areas²⁰ in both 1953 and 1965. Median annual average increases by industry and occupational group for these areas over the 12-year period are provided in the following tabulation:

Occupational group	1953-65	
	All industries	Manufacturing
Office clerical-----	3.8	3.8
Industrial nurses-----	4.3	4.3
Skilled maintenance-----	4.1	3.9
Unskilled plant-----	4.1	4.0

Pay rates for all groups studied rose less between February 1964 and February 1965 in manufacturing industries than in all industries combined, and the increases in manufacturing were smaller than those a year earlier.

An analysis of the divergence between estimates for manufacturing and all industries combined provides some insight into wage movements in the nonmanufacturing industries. Nonmanufacturing firms accounted for about three-fifths of the office clerical, nearly half of the unskilled plant, and about a fifth of the skilled maintenance workers included in this measurement of wage trends.

²⁰ Atlanta, Baltimore, Boston, Buffalo, Chicago, Cleveland, Dallas, Denver, Kansas City, Los Angeles-Long Beach, Memphis, Milwaukee, Minneapolis-St. Paul, Newark and Jersey City, New York, Philadelphia, Portland (Oreg.), Providence-Pawtucket, St. Louis, and San Francisco-Oakland.

Increases were generally smaller for workers in manufacturing than in all industries combined for the 4-year period from 1961 to 1965 (chart 2). Even in the West, where office clerical rates rose more in manufacturing over this period, the manufacturing rates of increase were smaller in 3 of the 4 years, but significantly larger for the year ending in February 1964.

The 4-year all-industry rates of increase for skilled maintenance workers by regions were: Northeast, 11.4 percent; South, 11.4 percent; North Central, 11 percent; and West, 12.6 percent. Although these percentages were smaller than those for unskilled plant workers, the dollar value percents of increase relate to considerably higher base rates.

Comparing the Nation's 10 largest metropolitan areas, percent increases (over the 4-year period) were highest in the city of New York for skilled maintenance and unskilled plant workers and highest in Washington for office clerical workers. The rates were higher than the national average for all three of these occupational groups in Los Angeles-Long Beach, New York, and San Francisco-Oakland, and lower in Detroit and Pittsburgh.

Following is a listing of those of the 80 metropolitan areas studied in which workers averaged the highest and lowest rates of increase between the 1960-61 and 1964-65 surveys.

Job group	Rate of wage increase	
	5 areas with highest increase	5 areas with lowest increase
Office clerical-----	Salt Lake City ----- 16.8 Providence----- Pawtucket----- 16.6 Manchester----- 16.3 Fort Worth----- 16.0 Raleigh ----- 15.9	Toledo----- 7.6 Pittsburgh----- 7.7 Canton----- 8.2 Wichita----- 8.6 Rockford----- 8.7
Skilled maintenance trades-----	Charlotte----- 19.1 Manchester----- 18.9 Salt Lake City ----- 16.6 Greenville----- 16.5 Atlanta ----- 16.2	Pittsburgh ----- 5.1 Canton ----- 7.1 South Bend ----- 7.7 Dayton----- 7.8 Charleston (W. Va.)----- 8.1
Unskilled plant-----	Scranton ----- 21.8 Jackson (Miss.)----- 19.4 Manchester----- 19.0 Richmond----- 18.4 Seattle ----- 18.4	Portland (Maine)-- 6.3 Canton----- 6.6 Toledo----- 6.9 South Bend ----- 7.2 Dayton----- 8.0

Most of the areas with unusually high or low increases were smaller metropolitan areas with populations of less than half a million people. Wage trends of small areas are more likely to be affected by unusual changes in a single industry or company. The comparatively low increases in Pittsburgh, a major industrial center, are explained largely by the fact that the 1962 labor-management agreement in steel, the dominant industry in the area, did not provide a general wage increase.

Coverage and Method of Computing Wage Trends

In computing wage or salary trends, average weekly salaries or hourly earnings for each of the selected occupations of an occupational group were multiplied by the 1961 employment in that job within the area. These weighted earnings were totaled for each occupational group and compared with the corresponding aggregate of the previous year to arrive at the percentage change in earnings. These weighted earnings were also multiplied by the area weight (the ratio to total nonagricultural employment in the stratum to that in the area) and totaled for each economic region, and for all areas to permit comparison on a regional and all-metropolitan area basis. The indexes (table 3) were computed by multiplying the ratios for each group aggregate for each period after the base year (1961).

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

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

In the analysis of wage movements from 1953 to 1965, data for 1953 to 1961 were based on an average of 1953 and 1954 employment, were restricted to women in the office clerical and industrial nurse groups, and differed somewhat in occupations used.

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

Limitations of the Data

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

The use of constant occupational employment and area weights eliminates the effects of changes in the proportion of workers represented in each job or area included in the data. The percentages of change are based on pay for straight-time hours and therefore are not influenced by changes in the standard work schedules of salaried workers or by premium pay for overtime.

Chart 1. Annual Wage Increases, 1960-65, 3 Occupational Groups

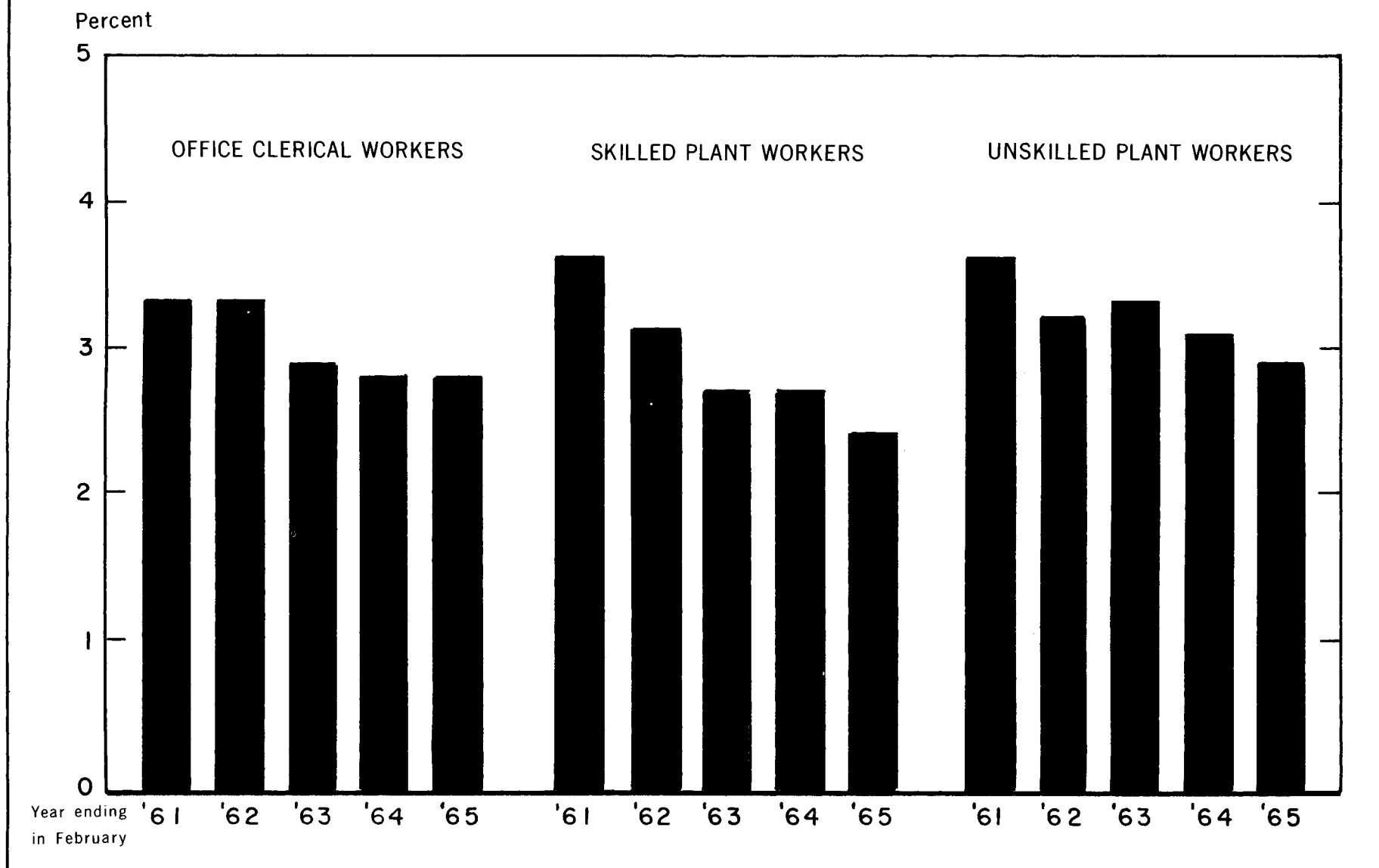
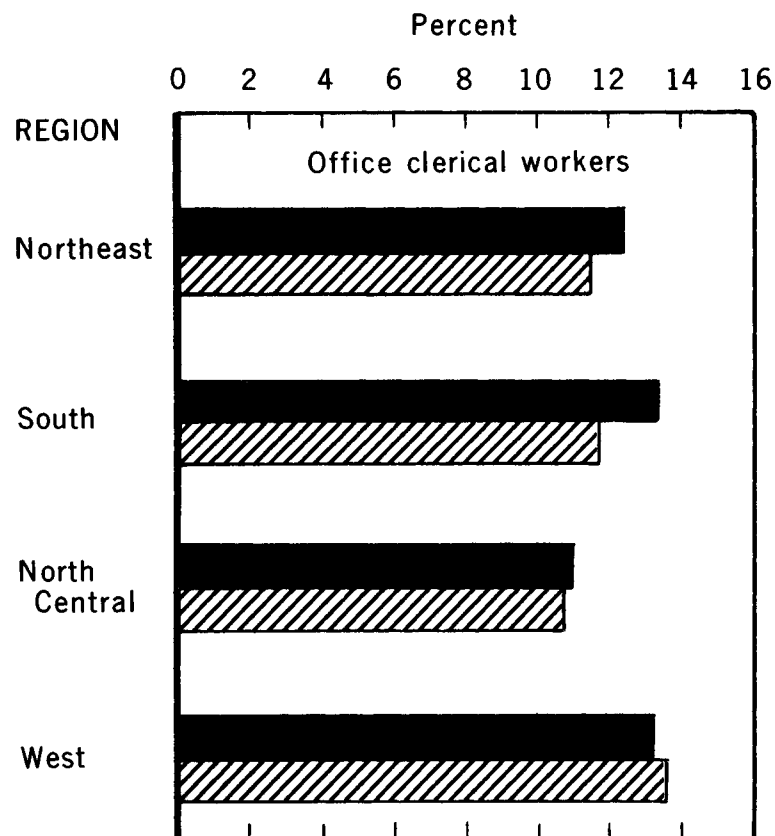
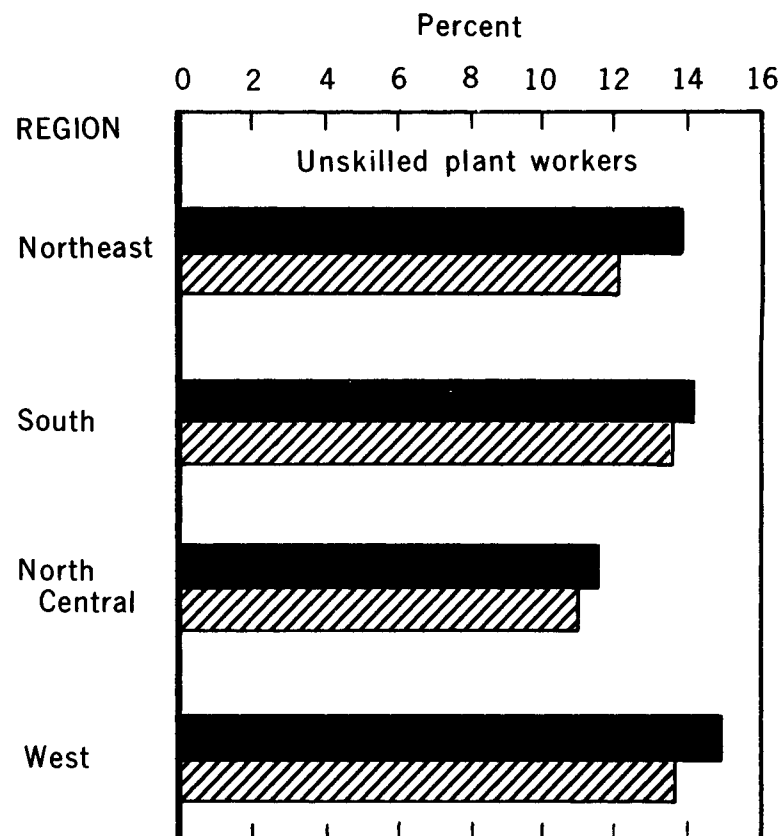


Chart 2. Wage Increases for Office Clerical and Unskilled Plant Workers—
All Industries and Manufacturing, February 1961 to February 1965



■ All industries



▨ Manufacturing

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

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

Period and area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
<u>February 1964 to February 1965⁴</u>								
United States	2.8	2.5	2.4	2.9	2.5	2.3	2.2	2.6
Northeast.....	2.7	2.8	2.7	3.5	2.3	2.7	2.5	2.8
South.....	3.2	1.7	2.6	3.2	3.1	1.3	2.4	3.5
North Central.....	2.4	2.1	2.1	2.2	2.1	2.1	2.0	2.0
West.....	3.1	3.7	2.4	3.6	2.9	3.3	1.9	3.5
<u>February 1963 to February 1964⁴</u>								
United States	2.8	2.8	2.7	3.1	2.7	2.8	2.6	2.9
Northeast.....	3.0	2.5	2.4	3.1	2.7	2.3	2.3	2.9
South.....	2.9	2.4	2.3	3.4	2.0	2.4	2.2	3.2
North Central.....	2.5	3.2	2.8	3.0	2.6	3.0	2.7	2.7
West.....	3.0	3.3	3.7	3.2	3.6	3.8	3.8	3.7
<u>February 1962 to February 1963⁴</u>								
United States	2.9	3.3	2.7	3.3	2.8	3.3	2.5	2.8
Northeast.....	2.8	3.6	2.6	3.6	2.8	3.6	2.3	2.7
South.....	3.2	3.2	2.6	2.3	2.9	3.0	2.4	2.1
North Central.....	2.5	2.8	2.7	3.2	2.5	2.8	2.6	2.9
West.....	3.4	4.4	2.7	4.1	3.3	4.5	2.7	3.3
<u>February 1961 to February 1962⁴</u>								
United States	3.3	3.6	3.1	3.2	3.2	3.4	2.9	3.2
Northeast.....	3.4	4.0	3.2	3.1	3.3	3.8	3.1	3.2
South.....	3.4	3.3	3.4	4.5	3.2	3.2	3.1	4.2
North Central.....	3.1	3.3	2.9	2.8	3.1	3.2	2.8	3.0
West.....	3.3	3.6	3.3	3.3	3.2	3.3	2.8	2.6
<u>February 1960 to February 1961⁴</u>								
United States	3.3	3.7	3.6	3.6	3.5	3.7	3.6	3.7
Northeast.....	3.6	3.6	3.7	3.6	3.7	3.4	3.6	3.7
South.....	3.2	3.8	3.6	2.6	3.5	3.9	3.3	3.0
North Central.....	2.8	3.9	3.6	4.1	3.2	4.0	3.6	3.9
West.....	3.7	3.4	3.6	3.7	3.4	3.3	3.8	3.4

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

² Data for the February 1963 to February 1964 and February 1964 to February 1965 increases relate to all 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961. Data for earlier comparisons relate to 188 areas as established through 1959.

³ For definition of regions, see footnote 3 to the table in appendix A. Data for the 188 areas excluded Alaska and Hawaii.

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

Table 3. Wage Indexes, Office and Plant—All Metropolitan Areas

(Indexes of average earnings¹ for selected occupational groups in all metropolitan areas,² United States, and regions,³ February 1960 to February 1965)

Occupational group and period ⁴	United States		Northeast		South		North Central		West	
	All industries	Manu- facturing	All industries	Manu- facturing	All industries	Manu- facturing	All industries	Manu- facturing	All industries	Manu- facturing
Office clerical (men and women):										
February of—										
1965	112.3	111.6	112.4	111.6	113.4	111.8	111.0	110.8	113.3	113.7
1964	109.2	109.0	109.4	109.0	109.8	108.3	108.3	108.5	110.0	110.5
1963	106.2	106.0	106.3	106.1	106.7	106.2	105.7	105.7	106.8	106.6
1962	103.3	103.2	103.4	103.3	103.4	103.2	103.1	103.1	103.3	103.2
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960	96.8	96.7	96.5	96.4	96.9	96.6	97.3	96.9	96.4	96.7
Industrial nurses (men and women):										
February of—										
1965	112.8	112.3	113.5	113.0	111.0	110.2	112.0	111.5	115.9	115.8
1964	110.1	109.8	110.3	110.0	109.1	108.8	109.7	109.2	111.7	112.1
1963	107.0	106.8	107.7	107.5	106.6	106.2	106.3	106.1	108.1	108.0
1962	103.6	103.4	104.0	103.8	103.3	103.2	103.3	103.2	103.6	103.3
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960	96.4	96.4	96.5	96.7	96.4	96.3	96.3	96.1	96.7	96.8
Skilled maintenance (men):										
February of—										
1965	111.4	110.5	111.4	110.5	111.4	110.4	111.0	110.4	112.6	111.6
1964	108.8	108.2	108.5	107.9	108.6	107.9	108.7	108.2	110.0	109.6
1963	105.9	105.5	105.9	105.5	106.2	105.6	105.7	105.4	106.1	105.6
1962	103.1	102.9	103.2	103.1	103.4	103.1	102.9	102.8	103.3	102.8
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960	96.5	96.5	96.4	96.5	96.6	96.8	96.5	96.5	96.6	96.3
Unskilled plant (men):										
February of—										
1965	113.2	112.0	113.9	112.1	114.2	113.7	111.7	111.0	115.0	113.8
1964	110.0	109.1	110.1	109.1	110.6	109.8	109.3	108.8	111.0	109.9
1963	106.6	106.0	106.8	106.0	106.9	106.4	106.1	106.0	107.5	106.0
1962	103.2	103.2	103.1	103.2	104.5	104.2	102.8	103.0	103.3	102.6
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960	96.5	96.5	96.6	96.4	97.4	97.1	96.1	96.2	96.5	96.7

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

² Indexes for February of 1964 and 1965 relate to all 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961. Earlier indexes relate to 188 areas as established through 1959. Data were adjusted to eliminate the effect of the conversion from 188 to 212 areas.

³ For definition of regions, see footnote 3 to the table in appendix A. Data for the 188 areas excluded Alaska and Hawaii.

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

Wage Dispersion

Substantial dispersion is to be noted in the rate distributions for each occupation and area studied.²¹ The pay rate for the highest paid employee commonly exceeds, by 100 percent or more, that of the lowest paid counterpart in the same occupation, industry division, and metropolitan area. The general level of pay varies among industries and among establishments within industries. Rate differences are also recorded within establishments for occupational classifications studied. A majority of office workers and large numbers of plant workers are employed under rate-range plans that provide for advancement in the range, based on merit (performance) reviews, length of service, or a combination of these concepts.²²

Establishments with single rates specified for individual jobs may have rate exceptions applying to certain conditions. In the absence of a formal wage structure specifying either a single rate or a range of rates for each job or labor grade,²³ pay rates tend to vary, since they are determined primarily with reference to the qualifications of the individual worker. Regardless of the type of pay plan in use, rate variation may be reflected in the survey data where more than one job classification in an establishment matches the job definition applied by the Bureau's field economist.

Wage dispersion measures are presented in the accompanying tables for selected office clerical and manual jobs. The data are shown separately for manufacturing and nonmanufacturing in each of 80 metropolitan areas, in table 4, and for all metropolitan areas by region in table 5. Comparable job data from surveys conducted in 1954 and 1961 were drawn upon in an examination of trends in wage dispersion rates.

The indexes of dispersion in the accompanying tables were computed by dividing the interquartile range by the median pay rate and multiplying by 100. A measure of relative dispersion rather than of absolute dispersion was selected for presentation, since widely differing pay levels, as measured by averages, were found among the occupations, industry groupings, and areas studied in late 1964 and early 1965. In addition, wage and salary levels had increased substantially during the period under review.

²¹ The reports for each area listed at the back of this bulletin provide distributions of employee rates for each occupation, by sex and, wherever possible, for major industry divisions.

²² See "Wage Payment Plans," *Wages and Related Benefits, Part II: Metropolitan Area, United States and Regional Summaries, 1962-63* (BLS Bulletin 1345-83, 1964), pp. 61-64.

²³ One of a series of rate steps (single rate or rate range) in the wage structure in which occupations of approximately equal value are grouped.

The same office and unskilled jobs were selected for analysis in manufacturing and nonmanufacturing; the skilled maintenance job selection differed by division, reflecting the concentration of maintenance employment in manufacturing in all except the automotive mechanic category.

Area Indexes

Among the occupations for which area indexes of wage dispersion are presented in table 4, the dispersion values ranged from less than 5 for one or more of the skilled trades in a few areas to more than 70 for material-handling laborers in nonmanufacturing in 2 of the 80 areas. As shown in the following tabulation, dispersion indexes of less than 15 were recorded for each of the skilled trades in at least half the areas.

Industry division and job	Percent distribution of area indexes		
	Under 15	15 and under 30	30 and over
Manufacturing:			
Stenographers, general-----	15	81	4
Electricians, maintenance-----	69	31	0
Machinists, maintenance-----	60	39	1
Mechanics, maintenance-----	50	41	9
Tool and die makers-----	76	24	0
Janitors, porters, and cleaners-----	23	54	23
Laborers, material handling-----	26	51	23
Nonmanufacturing:			
Stenographers, general-----	0	68	32
Mechanics, automotive-----	50	38	12
Janitors, porters, and cleaners-----	9	35	56
Laborers, material handling-----	9	29	62

Dispersion values for stenographers, janitors, and laborers exceeded those for the skilled trades and, for each of the three jobs, they were higher in nonmanufacturing than in manufacturing activities. Although the area values for most of these selected occupations (and industry groupings) varied quite widely within each region, on balance,

western and southern areas had the lowest and the highest indexes, respectively. The proportion of area indexes of less than 15 for the five skilled trades were as follows: West—seven-eighths; North Central—nearly three-fourths; Northeast—nearly three-fifths; and South—slightly more than one-third.

Examination was also made of the three lowest and three highest area indexes for each of the jobs in table 4. A total of 37 areas accounted for the three lowest indexes; of the 71 positions (and ties) noted for the 18 jobs, Salt Lake City accounted for 6 and Portland, Oreg.; San Francisco—Oakland; Seattle; San Diego; and Spokane accounted for from 3 to 5 each. Detroit ranked among the three lowest values in the tool and die maker, janitor, laborer, and forklift operator jobs in manufacturing. Thirty-three areas accounted for the 60 "high-3" indexes and more than one-half were in the South. Except for Detroit and San Francisco—Oakland, the large industrial areas appeared only infrequently at the extremes in the arrays of wage dispersion indexes.

It may be assumed that smaller dispersion values for manufacturing would be found in areas in which such employment is largely concentrated within a particular industry. The evidence supports this in part. Relatively low indexes were found in Detroit, San Diego, and Seattle (transportation equipment), in Akron (rubber), in Pittsburgh (steel), and in Greenville, S.C. (textiles). Some other "one-industry" centers, such as Fort Worth, Birmingham, Norfolk—Portsmouth and Newport News—Hampton did not have particularly low values. A relatively high proportion of employment working under terms of labor-management agreements was often associated with low index values.

As indicated on pages 3–5, general pay levels varied substantially among industry divisions in the nonmanufacturing sector. Public utilities (transportation, communication, and other public utilities) had pay levels for office clerical and unskilled workers that exceeded those for manufacturing as well as counterpart pay levels in the other nonmanufacturing divisions. It will be noted that the maximum wage spread among divisions was 21 percent for office clerical jobs and 37 percent for unskilled plant jobs. Despite the magnitude of interdivision differences in average pay levels, indexes of wage dispersion for some industry divisions exceeded the values for all nonmanufacturing industries combined in the same area. As shown in the following tabulation, total nonmanufacturing indexes for typists, class B (women) for example, were exceeded by public utilities indexes in 4 of the 5 areas.

Substantial variation in pay rates thus exists among industries and establishments classified in each of the industry divisions.

Job and industry division	Indexes of wage dispersion				
	Boston	Chicago	Detroit	New York	Philadelphia
Stenographers, general (women)-----	19	23	30	21	26
Public utilities-----	18	14	28	22	38
Wholesale trade-----	17	18	15	16	23
Retail trade-----	14	20	20	17	18
Finance-----	17	15	18	17	22
Services-----	11	15	28	17	-
Typists, class B (women)-----	18	20	20	17	20
Public utilities-----	37	37	21	15	34
Wholesale trade-----	11	16	23	13	16
Retail trade-----	27	20	26	16	22
Finance-----	14	19	14	15	18
Services-----	13	17	19	16	22
Janitors, porters, and cleaners (men)-----	29	32	25	20	21
Public utilities-----	15	5	18	15	13
Wholesale trade-----	24	34	42	30	30
Retail trade-----	26	23	37	27	27
Finance-----	21	3	16	15	10
Services-----	17	29	14	16	10

Range of Regional Indexes

Regional indexes of dispersion are presented for the Nation's metropolitan areas combined and for four broad regions in table 5. Nationwide indexes were closely grouped for the five skilled trades (14–18) and for office clerical jobs (23–29); for custodial and material-handling jobs, however, all-area indexes ranged from 19 for forklift operators in manufacturing to 46 for janitors in nonmanufacturing. Regionally, the lowest indexes for most jobs were recorded in the West and the highest indexes were usually in the South. Wage dispersion values in the South were more than double those in the West and North Central regions in the case of janitors, laborers, and forklift operators in manufacturing, and for laborers in nonmanufacturing. This characteristic of unskilled wages in southern manufacturing undoubtedly reflects the location in this region of relatively high wage, generally unionized, industries such as transportation equipment, chemicals, and petroleum refining that have pay levels that differ quite substantially from those prevailing in other local industries. The degree of dispersion in office clerical salaries and in the skilled trades (other than mechanics) was not appreciably greater in the South.

Dispersion trends

An earlier study, based on data for 17 of the larger markets, indicated that, except for the skilled trades in nonmanufacturing, increases in wage dispersion during the period studied (1954 to 1961)

outnumbered decreases for office clerical, skilled trades, and unskilled jobs.²⁴ In all except the manual jobs in nonmanufacturing, however, the index changes were considered to be minor, since more than one-half were within a band of plus or minus 4 points.

Comparison of indexes for 1954 and 1965 for the same areas and most of the same jobs indicated that increases of 5 points or more outnumbered decreases of this amount in a majority of the cases in manufacturing, but were about equal in number in nonmanufacturing. The greatest changes were noted in the following categories:

	Increases of 5 points or more	Decreases of 5 points or more
Janitors—manufacturing-----	9	1
Janitors—nonmanufacturing-----	2	12
Laborers—nonmanufacturing-----	14	1

Interindustry and interestablishment variation in the proportion of workers in the jobs included in the survey and in the general level of pay largely explains the interoccupational differences in the levels and trends of wage dispersion indexes. Employment in the maintenance trades tends to be concentrated in the larger establishments, whereas employment of janitors and laborers is more widely distributed within an area.²⁵ Some occupations, although found in a substantial proportion of the establishments visited, tend to be clustered, i.e., large groups of workers in the occupation are employed in certain industries. The material-handling laborer job is distributed in this manner. The increase in wage dispersion associated with this job is traceable, in part, to the above-average rise in pay rates in some of the unionized nonmanufacturing industries that are major employers of laborers.

²⁴ Wages and Related Benefits, Metropolitan Areas, United States and Regional Summaries, 1960-61 (BLS Bulletin 1285-84, 1962).

²⁵ See Occupational Employment data in appendix B.

Table 4. Dispersion of Rates Within Occupations

(Indexes of dispersion¹ for selected occupations in manufacturing and nonmanufacturing, 80 metropolitan areas, late 1964 and early 1965)

Metropolitan area	Office jobs (women)								Plant jobs (men)									
	Manufacturing				Nonmanufacturing				Manufacturing						Nonmanufacturing			
	Accounting clerks		Stenographers, general	Typists, class B	Accounting clerks		Stenographers, general	Typists, class B	Electricians	Machinists	Mechanics	Tool and die makers	Janitors, porters, and cleaners	Laborers, material handling	Truckers, power (fork-lift)	Mechanics, automotive	Janitors, porters, and cleaners	Laborers, material handling
	Class A	Class B			Class A	Class B												
Northeast																		
Albany-Schenectady-Troy, N.Y.	12	14	20	21	19	22	25	18	15	11	21	-	33	33	9	8	45	9
Allentown-Bethlehem-Easton, Pa.-N.J.	23	39	40	28	-	61	67	26	13	11	11	13	13	25	15	21	29	55
Boston, Mass.	18	19	17	20	16	26	19	18	10	13	27	16	22	27	19	17	29	27
Buffalo, N.Y.	17	35	24	25	29	26	42	15	12	14	11	10	18	17	12	20	63	15
Lawrence-Haverhill, Mass.-N.H.	14	23	14	23	34	27	18	-	15	18	17	-	24	14	15	21	33	27
Manchester, N.H.	-	23	-	13	17	20	20	15	29	20	36	-	23	24	-	5	17	55
Newark and Jersey City, N.J.	16	18	19	16	24	26	23	19	11	13	8	15	21	25	17	13	39	13
New Haven, Conn.	20	28	21	22	22	24	29	17	17	18	17	9	30	28	14	10	30	39
New York, N.Y.	20	20	19	20	22	22	21	17	18	18	13	9	30	29	20	12	20	10
Paterson-Clifton-Passaic, N.J.	25	17	20	12	29	16	15	20	13	16	20	11	29	24	19	6	30	17
Philadelphia, Pa.-N.J.	22	24	27	20	24	26	26	20	14	16	14	11	21	21	22	8	21	25
Pittsburgh, Pa.	16	24	26	27	16	31	25	22	8	16	11	18	6	13	12	12	30	39
Portland, Maine	20	18	25	-	17	53	30	14	6	23	9	13	6	29	14	34	35	68
Providence-Pawtucket, R.I.-Mass.	16	22	19	15	21	28	30	12	23	19	22	13	30	27	25	29	33	66
Scranton, Pa.	16	26	13	10	7	32	51	17	19	8	28	7	21	19	10	3	62	23
Trenton, N.J.	13	22	20	25	-	-	33	18	27	13	12	21	14	17	17	11	47	42
Waterbury, Conn.	16	26	21	16	-	27	-	17	6	10	7	11	25	28	16	18	16	47
Worcester, Mass.	38	21	21	14	23	14	17	13	14	17	14	7	26	36	12	22	37	34
York, Pa.	-	34	21	20	-	42	16	-	7	9	15	10	27	27	15	4	25	26
South																		
Atlanta, Ga.	41	26	25	20	19	30	26	17	12	20	33	13	59	28	39	22	18	64
Baltimore, Md.	29	31	20	32	21	31	32	23	16	16	14	7	33	25	14	7	14	43
Beaumont-Port Arthur, Tex.	49	63	14	27	14	27	27	-	2	2	-	11	35	11	52	51	50	
Birmingham, Ala.	31	29	29	39	29	33	35	22	23	24	19	8	26	27	43	25	46	39
Charleston, W. Va.	35	39	20	17	47	33	28	27	6	6	3	-	13	9	16	7	43	35
Charlotte, N.C.	-	13	30	18	13	36	26	16	28	-	30	-	17	18	14	19	22	52
Chattanooga, Tenn.-Ga.	23	21	13	19	23	20	28	10	18	17	16	3	36	21	26	22	15	25
Dallas, Tex.	27	22	15	16	25	31	22	16	27	23	13	19	25	32	26	23	14	67
Fort Worth, Tex.	21	38	-	26	28	36	26	18	9	17	42	9	45	55	33	25	32	41
Greenville, S.C.	16	14	15	-	-	16	27	-	11	11	18	-	9	9	16	30	26	55
Houston, Tex.	15	18	18	23	25	27	20	17	11	8	20	3	34	40	32	32	20	51
Jackson, Miss.	17	-	17	-	29	36	28	15	13	15	29	-	24	18	16	37	13	53
Jacksonville, Fla.	-	23	16	19	27	30	33	14	29	31	36	-	37	19	39	26	13	73
Little Rock-North Little Rock, Ark.	8	20	13	11	23	26	20	13	16	23	24	14	22	26	45	33	29	12
Louisville, Ky.-Ind.	23	30	19	22	19	33	31	24	10	5	14	3	21	18	17	22	31	43
Lubbock, Tex.	-	-	-	-	28	18	34	13	-	-	3	-	12	28	22	-	34	38
Memphis, Tenn.	20	28	23	13	23	26	35	13	11	17	29	23	40	37	66	4	20	69
Miami, Fla.	10	17	15	23	20	27	22	25	23	-	29	8	28	36	27	26	35	52
New Orleans, La.	36	23	19	23	23	28	27	25	16	15	21	-	37	42	30	29	19	49
Norfolk-Portsmouth and Newport News-Hampton, Va.	35	21	17	-	13	29	28	17	11	23	30	-	24	38	54	23	17	23
Oklahoma City, Okla.	-	21	15	12	30	31	22	14	20	-	29	-	34	41	-	24	25	42
Raleigh, N.C.	-	25	-	-	17	15	21	12	-	-	20	-	17	10	45	20	19	43
Richmond, Va.	22	28	11	17	9	24	39	13	9	8	18	-	28	34	30	33	33	46
San Antonio, Tex.	-	27	24	-	20	24	19	14	19	-	68	-	25	30	33	60	15	26
Savannah, Ga.	17	20	22	23	66	55	41	-	4	6	21	-	37	53	8	-	52	50
Washington, D.C.-Md.-Va.	16	11	-	16	21	17	28	15	-	-	23	-	17	34	19	16	36	46

See footnotes at end of table.

Table 4. Dispersion of Rates Within Occupations—Continued

(Indexes of dispersion¹ for selected occupations in manufacturing and nonmanufacturing, 80 metropolitan areas, late 1964 and early 1965)

Metropolitan area	Office jobs (women)								Plant jobs (men)									
	Manufacturing				Nonmanufacturing				Manufacturing						Nonmanufacturing			
	Accounting clerks		Stenographers, general	Typists, class B	Accounting clerks		Stenographers, general	Typists, class B	Electricians	Machinists	Mechanics	Tool and die makers	Janitors, porters, and cleaners	Laborers, material handling	Truckers, power (fork-lift)	Mechanics, automotive	Janitors, porters, and cleaners	Laborers, material handling
	Class A	Class B			Class A	Class B												
North Central																		
Akron, Ohio.....	15	23	26	23	22	28	30	25	6	6	5	12	12	11	20	4	39	3
Canton, Ohio.....	19	48	29	24	32	16	28	12	5	6	13	15	10	14	15	24	30	31
Chicago, Ill.....	20	19	19	17	20	22	23	20	12	12	16	10	25	22	19	4	32	23
Cincinnati, Ohio-Ky.....	28	19	16	18	16	29	23	21	18	15	14	16	19	23	20	19	27	16
Cleveland, Ohio.....	22	26	21	18	21	27	27	18	13	12	18	10	18	17	11	6	17	30
Columbus, Ohio.....	27	20	33	21	26	24	24	15	14	17	14	13	19	24	16	8	42	38
Davenport-Rock Island-Moline, Iowa-Ill.....	24	32	18	20	15	20	24	14	6	5	9	9	16	5	5	5	55	28
Dayton, Ohio.....	25	15	27	30	11	30	22	19	9	4	18	6	16	15	9	31	41	41
Des Moines, Iowa.....	12	21	20	20	20	25	26	22	14	15	11	20	23	12	20	5	33	57
Detroit, Mich.....	20	33	16	23	24	31	30	20	4	7	7	3	3	4	5	10	25	33
Green Bay, Wis.....	-	21	19	20	-	-	20	19	8	6	13	-	10	9	5	17	31	16
Indianapolis, Ind.....	28	25	25	20	17	23	46	20	11	8	17	10	28	19	13	12	38	48
Kansas City, Mo.-Kans.....	26	20	28	18	26	23	21	18	6	9	12	11	29	31	7	17	33	20
Milwaukee, Wis.....	17	29	21	17	22	29	21	14	12	14	19	8	17	17	20	11	30	49
Minneapolis-St. Paul, Minn.....	10	19	18	19	24	23	27	17	10	4	11	15	16	12	13	9	21	17
Muskegon-Muskegon Heights, Mich.....	18	23	19	19	21	47	25	-	11	11	8	9	12	15	7	7	45	-
Omaha, Nebr.-Iowa.....	35	19	19	11	20	29	20	20	7	11	18	14	31	32	26	13	53	30
Rockford, Ill.....	18	25	15	15	31	25	18	19	16	18	11	14	19	22	18	27	38	52
St. Louis, Mo.-Ill.....	21	26	19	18	32	30	36	22	12	12	20	2	24	27	17	2	30	26
Sioux Falls, S. Dak.....	-	-	-	-	-	30	22	27	-	-	-	-	41	24	-	6	47	-
South Bend, Ind.....	12	29	28	15	15	-	21	13	12	8	15	8	11	20	8	9	17	36
Toledo, Ohio.....	22	25	14	23	18	17	33	32	10	11	14	10	20	11	11	15	34	32
Waterloo, Iowa.....	-	28	20	25	-	27	58	-	17	-	14	23	5	3	12	-	41	74
Wichita, Kans.....	23	29	16	18	17	47	44	-	14	22	21	17	15	14	21	2	45	41
West																		
Albuquerque, N. Mex.....	-	23	-	-	33	25	30	12	-	-	15	-	31	25	20	3	40	24
Denver, Colo.....	25	21	19	22	27	28	32	15	8	9	10	15	20	35	13	5	20	26
Los Angeles-Long Beach, Calif.....	14	21	11	29	25	17	19	18	9	15	13	9	19	20	14	5	17	17
Phoenix, Ariz.....	20	17	15	15	18	20	21	16	6	-	11	13	18	22	18	19	34	41
Portland, Oreg.-Wash.....	24	24	18	22	23	23	39	19	3	4	11	20	20	10	12	2	12	10
Salt Lake City, Utah.....	25	18	11	6	8	23	29	19	3	3	7	8	46	10	22	2	18	47
San Bernardino-Riverside- Ontario, Calif.....	18	36	21	19	13	24	36	16	6	4	9	14	13	25	16	14	56	56
San Diego, Calif.....	8	20	7	28	24	24	16	24	4	6	4	4	12	2	5	12	21	23
San Francisco-Oakland, Calif.....	16	19	15	15	17	20	16	18	8	9	13	5	13	4	5	6	6	15
Seattle, Wash.....	18	27	11	24	16	15	19	18	-	11	15	9	16	12	6	2	12	15
Spokane, Wash.....	-	13	-	-	20	25	20	21	2	2	1	-	3	25	7	-	19	12

¹ Computed by dividing the interquartile range by the median and multiplying by 100.

NOTE: Dashes indicate data that do not meet publication criteria.

Table 5. Dispersion of Rates Within Occupations by Region

(Indexes of dispersion¹ for selected occupations² in manufacturing and nonmanufacturing industries in all metropolitan areas³ by region, February 1965)

Industry division and occupation	All metropolitan areas	Northeast	South	North Central	West
<u>Manufacturing</u>					
Accounting clerks, class A -----	23	21	27	25	17
Accounting clerks, class B -----	26	23	24	28	24
Stenographers, general -----	26	22	26	25	17
Typists, class B -----	23	21	23	22	33
Electricians -----	14	14	16	13	8
Machinists -----	14	15	15	12	9
Mechanics -----	18	15	28	18	9
Tool and die makers -----	15	17	16	12	10
Janitors, porters, and cleaners -----	28	23	47	21	18
Laborers, material handling -----	30	28	45	19	19
Truckers, power (forklift) -----	19	21	42	13	13
<u>Nonmanufacturing</u>					
Accounting clerks, class A -----	23	24	25	23	22
Accounting clerks, class B -----	29	27	30	28	23
Stenographers, general -----	27	24	29	28	23
Typists, class B -----	23	22	21	23	20
Mechanics, automotive -----	15	13	24	11	9
Janitors, porters, and cleaners -----	46	35	24	41	30
Laborers, material handling -----	35	21	60	28	22

¹ Computed by dividing the interquartile range by the median and multiplying by 100.² Estimates relate to women in office occupations and to men in plant occupations.³ 212 Standard Metropolitan Statistical Areas in the United States, as established by the Bureau of the Budget through 1961.

Establishment Practices and Supplementary Wage Provisions

Nearly all office and plant workers within the scope of the survey in the 212 metropolitan areas received paid holidays and vacations and were covered by some type of health, insurance, or pension plan. Information is provided on the extent and nature of benefits in medium and large establishments in the industries within scope of the study in 1964-65, and on benefit trends over the period 1960²⁶ to 1965.

In analyzing the B-series tables, it should be kept in mind that the manufacturing division strongly influences the all-industry figures for plant workers, whereas, for office workers, the nonmanufacturing industries exert the greater influence. About 61 percent of the plant workers and 37 percent of the office workers within scope of the 1965 study were employed in manufacturing firms.

The availability of supplemental wage benefits varied among regions and industry divisions. Almost all workers in each region received paid vacations, but the length of service required for a specific paid vacation period differed. For example, 61 percent of the office workers in the Northeast, compared with 39 percent in the South, were eligible for 4 weeks' vacation after 25 years of service. Seventy-three percent of the plant workers in public utilities and 6 percent in services were eligible for 4 weeks after 25 years.

The fastest growth over the period from 1960 to 1965 was in the prevalence of catastrophe (major medical) insurance. This insurance, available to only 42 percent of office and 20 percent of plant employees in 1960, was provided by establishments employing 69 and 35 percent of the office and plant workers, respectively, in 1965.

By 1959-60, nearly all workers were provided paid holidays and paid vacations, so changes over this 5-year period usually took the form of more liberal benefits rather than the establishment of plans. Changes in paid holidays over the 5-year period, 1959-60 to 1964-65, usually involved the establishment of additional holidays—in many cases, ones which provide long weekends rather than add traditional holidays. In keeping with the trend toward longer weekends, many labor-management agreements signed during this period specified Good Friday or the day after Thanksgiving as an additional paid holiday. The most frequent improvement in vacation provisions was reduction in the service required for 3 and 4 weeks of vacation and addition of a fourth week of vacation. Also, over this period, extended vacations were provided in major bargaining situations, such as in the steel and aluminum industries. However, this type of vacation plan is not included in the coverage of the survey; extended vacations are usually provided only at certain intervals (every 5 years, etc.). The vacation coverage in the survey was limited to basic plans and also excluded vacation-savings plans.

²⁶ For data applying to 1960, see "Supplementary Wage Benefits in Metropolitan Areas, 1959-60," Monthly Labor Review, April 1961, pp. 379-387.

Late-Shift Pay Provisions and Practices in Manufacturing

While 87 of every 100 manufacturing plant workers were in firms with provisions for shift operations, only 24 were actually working on a late shift at the time of survey. The percent actually working late shifts ranged from 21.5 percent in the Northeast to 26.7 percent in the North Central region. Workers actually employed on second shift ranged from 15.5 percent in the Northeast to 20 percent in the North Central region; and, on third shift, from 5.3 percent in the West to 7.9 percent in the South. Nearly all workers received premium rates when working on late shifts.

The most common form of premium pay for workers on late shifts was a uniform cents-per-hour addition to first-shift rates. Over two-thirds of the workers on a second shift and receiving a pay differential were covered with a uniform cents-per-hour provision. About three-fifths of the plant workers with provisions for a third-shift differential received the uniform cents-per-hour premium. The average cents-per-hour differential, computed to simplify comparisons, shows that plant employees actually working second shift averaged 9.5 cents; for workers actually working on the third shift, the average was 12 cents. Regionally, workers in the West had the highest average cents differential when working on second or third shift, and workers in the South the lowest.

In the 5-year period ending in 1965, shift-pay differentials computed on a cents-per-hour basis have not increased in value as fast as the increase in straight-time pay. During this period, the average cents-per-hour differential for all plant workers increased by 6.8 and 8.8 percent for second and third shifts, respectively. Straight-time earnings of skilled maintenance workers, however, increased 14.5 percent and those of unskilled plant workers by 16.1 percent. Workers who received a percentage of straight-time pay as a differential received proportionate increases in the dollar value of their differentials as their straight-time earnings increased.

The percent of manufacturing plant workers with no provision for a second-shift pay differential was not significant, except in the South where almost 15 percent of the workers received no differential for second-shift work. However, there were only about 4 percent of the workers in the South actually working second shift at the time of the survey and receiving no shift differential.

The addition of a uniform percentage differential to first-shift rates was next in importance to the uniform cents-per-hour differential. In the West, however, a full day's pay for reduced hours, or such combination plans as a full day's pay for reduced hours plus a cents-per-hour differential, was more important than a percentage addition. For ready analysis, average percentage differentials were

computed. The average percentage differential for second-shift workers was highest in the Northeast and lowest in the North Central region and, for third-shift workers, highest in the West and lowest in the South (table B-1).

Since 1960, changes in the proportions of workers in manufacturing establishments with shift-pay differential provisions for late-shift work have been limited. The percentage of workers on a second shift with a premium rate provision increased by less than 1 percent—from 81.4 to 82.1 percent in the 1960–65 period. The number of workers with shift-pay differential provisions for third shift was 4.5 percentage points higher in 1965 than in 1960. A different relationship was noted in the percent increases for those actually working late shifts. In 1960, 15.5 percent of all workers were actually working second shifts and receiving a premium rate. In 1965, the percentage actually working second shift and earning a differential was 16.6, while third-shift workers with premium rates actually working at time of the survey moved only two-tenths of 1 percent, from 6.1 to 6.3 in the same period.

Percent of manufacturing plant workers by type and amount of shift differential, 1960 and 1965

Shift operation and type of differential	In establishments having provisions for late-shift operations		Actually working on late shifts	
	1960	1965	1960	1965
Second shift				
With shift pay differential-----	81.4	82.1	15.5	16.6
Uniform cents (per hour) -----	53.6	54.6	10.5	11.5
Average cents-per-hour differential-----	8.8	9.4	8.8	9.5
Uniform percentage -----	23.2	22.7	4.0	4.2
Average percentage differential-----	8.0	7.9	7.8	7.6
Other ¹ -----	4.5	4.8	.9	.9
With no shift pay differential-----	4.4	5.2	1.0	1.2
Third shift				
With shift pay differential-----	72.8	77.3	6.1	6.3
Uniform cents (per hour) -----	43.6	47.3	4.6	4.9
Average cents-per-hour differential-----	11.4	12.4	11.1	12.0
Uniform percentage -----	18.6	19.8	1.0	.9
Average percentage differential-----	10.1	10.0	9.9	9.9
Other ¹ -----	10.6	10.2	.5	.5
With no shift pay differential-----	1.8	1.4	.2	.2

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

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

Scheduled Weekly Hours

The trend toward a shorter workweek which characterized the first half of the 20th Century²⁷ has become almost imperceptible during the past 5 years. However, for the first time since the Bureau projected its area studies to represent all metropolitan areas, plant workers in one region—the Northeast—had an average workweek of less than 40 hours.²⁸ The average scheduled weekly hours of 39.9 for plant workers in the Northeast reflected the continuing gradual decline in average weekly hours for workers in the nonmanufacturing industries. Plant workers in manufacturing firms have had a shorter average workweek than those in nonmanufacturing industries as a group.

In 1965, the manufacturing and public utilities industries had the shortest average scheduled weekly hours (40.2) for plant workers. Plant workers in services had the longest workweek (41 hours), despite the fact that this industry had the sharpest decline in average scheduled weekly hours since 1960, when the average was 41.8 hours. Eighty-one percent of all plant workers in metropolitan areas had a scheduled workweek of 40 hours; 11 percent worked over 40 hours, and the remaining 8 percent worked under 40 hours—principally 37½ or 35 hours.

Office workers in the Northeast had a considerably shorter average weekly hours schedule (37.7) than office workers in the other regions. Only 38 percent of the office workers in the Northeast had a 40-hour workweek; nearly all other office workers in this region worked less than 40 hours—principally 35 hours (26 percent), and 37½ hours (20 percent). The average workweek for office workers in the West exceeded the 39.5 hours in the South and North Central regions by only one-tenth of an hour.

Weekly hours	Percent of plant and office workers by scheduled weekly hours, 1960 and 1965			
	Plant workers		Office workers	
	1960	1965	1960	1965
Under 40 hours-----	7	8	34	36
40 hours-----	81	81	64	62
Over 40 hours-----	12	11	2	1
Average scheduled weekly hours---	40.5	40.4	39.0	38.9

NOTE: Because of rounding, sums of individual items may not equal 100 percent.

²⁷ "The Workweek in American Industry, 1850–1956," *Monthly Labor Review*, January 1958, pp. 23–29.

²⁸ The scheduled workweek is the number of hours which a majority of the first- or day-shift workers were expected to work, at the time of the survey, whether they were paid at straight-time or overtime rates. Thus, hours shown reflect the normal work schedule at time of study.

Paid Holidays

In 1965, nearly all office workers and 95 percent of plant workers in metropolitan areas were employed in establishments providing paid holidays. With this degree of coverage, most of the improvements connected with paid holidays were in the form of additional holidays. Continuing the trend toward the addition of paid holidays which provide workers with longer weekends, and away from the addition of traditional holidays,²⁹ several recent union settlements specified the day after Thanksgiving as an additional paid holiday. Major settlements in the auto industry in 1964 added Good Friday as a paid holiday. Furthermore, some employees, who in the past received no compensation when a regular paid holiday fell on Saturday or Sunday now get the preceding Friday or following Monday as a paid holiday when the holiday falls during the weekend.

A number of significant changes resulted from the additional paid holidays granted employees in the past year. In some instances, the increases effective in the period 1964-65 were greater than those in the 4-year period 1960-64. Geographically, the North Central region had the most important increases. Only 1 percent of the plant workers in the North Central region had 9 days or more of total holiday time in 1960. By 1964, the percentage rose to 3 percent, and in 1965 the percentage reached 13 percent. In the same region, the percent of plant workers receiving 8 days or more of paid time increased from 9 to 18 percent in the period 1960-64, and from 18 to 32 percent in the period 1964-65. The average number of paid holidays for plant workers in the North Central region was 6.7 in 1960, 6.9 in 1964, and 7.1 in 1965. Manufacturing and public utility industries were primarily responsible for the large increases. In spite of these significant advances, the North Central region trailed the Northeast and the West in the average number of paid holidays granted to both office and plant workers.

The slight decrease in the average number of paid holidays for office workers in the finance division may have been affected by a change in the workweek in banks during the period 1960-65. Some banks discontinued their policy of opening for business on Saturdays and, at the same time, reduced the number of paid holidays.

In each industry division and in each of the regions, office workers continued to receive more paid holidays than plant workers, even though there was more of an increase in the average number of paid holidays for plant than for office workers during the period.

²⁹ For an analysis of major paid holidays provided, see Wages and Related Benefits, Part II: Metropolitan Areas, United States and Regional Summaries, 1963-64 (BLS Bulletin 1385-82, 1965), p. 77.

While plant workers in the Northeast received a higher average number of paid holidays (7.9) than plant or office workers in the three other regions, office workers in the Northeast had an average of 9.3 paid holidays in 1965, or 1.4 paid holidays more than the plant workers in this region. The national average number of paid holidays was 7.9 for office and 7.2 for plant workers in 1965. The office workers' average was influenced by the average number of paid holidays (8.8) received by workers in the finance division. The all-industry average of 7.9 paid holidays with finance included drops to 7.6 when an all-industry average without the finance division is computed.³⁰

	Average number of paid holidays provided plant and office workers, 1960 and 1965			
	Plant workers		Office workers	
	1960	1965	1960	1965
All areas-----	6.9	7.2	7.8	7.9
<u>Industry division</u>				
Manufacturing-----	7.1	7.4	7.4	7.8
Public utilities ¹ -----	7.5	7.8	7.8	8.0
Wholesale trade-----	7.1	7.4	7.4	7.6
Retail trade-----	6.0	6.3	6.6	6.7
Finance ² -----	-	-	8.9	8.8
Services-----	5.9	6.4	7.4	7.4
<u>Region³</u>				
Northeast-----	7.6	7.9	9.0	9.3
South-----	6.0	6.2	6.7	6.7
North Central-----	6.7	7.1	7.0	7.3
West-----	6.9	7.2	7.5	7.7

¹ Transportation, communication, and other public utilities.

² Finance, insurance, and real estate.

³ For definition of regions, see footnote 3 to the table in appendix A.

Paid Vacations

Virtually all employees in metropolitan areas were eligible for paid vacations in 1960. Thus, in the 5 years since 1960, changes in paid vacations were generally in the form of a shorter length-of-service requirement for a specified vacation period or longer vacation after a qualifying length of service. The following tabulation typifies the trend observed in paid vacation provisions during this period:

³⁰ In comparing national and regional averages for plant and office workers, it should be kept in mind that the liberal provisions for workers in banks and insurance are not included in the plant workers' averages. (See footnote 7 to the table in appendix A.)

Percent of plant and office workers in establishments with selected formal paid vacation provisions, 1960 and 1965				
(Cumulative percent)				
Amount of vacation pay and length of service	Plant workers		Office workers	
	1960	1965	1960	1965
3 weeks or more after				
10 years -----	27	47	38	61
15 years -----	74	77	82	88
20 years -----	75	78	84	88
25 years -----	76	78	85	89
4 weeks or more after				
15 years -----	2	4	3	7
20 years -----	9	24	13	29
25 years -----	22	43	33	56

The relationship between vacations provided short-service plant and office workers did not change appreciably during 1960-65. Short-service office workers continued to receive more liberal paid vacations than similar plant workers; for example, 76 percent of the office workers in 1965 were provided 2 weeks after 1 year's service compared with only 19 percent of the plant workers. As in earlier years, differences between vacations provided plant and office were not as great for the long-service workers. Most of the changes which took place during the 5-year period affected the long-service employees, but provisions were liberalized for both office and plant workers.

Most of the plant workers in the services industry reached their maximum vacation after 15 years of service, while in all other industries studied there were considerable and varied changes which provided for longer paid vacations after the 15-year mark. In public utilities, only 4 percent of the plant workers received 4 weeks' vacation after 15 years; but, after 20 and 25 years, those receiving 4 weeks jumped to 43 and 73 percent, respectively. A higher percent of short-service office workers in the finance industry division were provided relatively long vacations when compared to similar workers in other industry divisions. However, this difference largely disappears after longer periods of service.

Regionally, the highest percent of short-service plant workers with relatively long paid vacations was in the West. Provisions for plant workers in the North Central region ranged from the least to the most liberal, depending on length of service; plant workers with short service received shorter paid vacations than comparable workers in the other regions, while long-service employees were provided longer paid vacations than workers in the other regions. Among regions, office workers in the Northeast had the longest vacations and in the South the shortest.

Health, Insurance, and Pension Plans

In collecting data on health, insurance, and pension plans, field representatives of the Bureau sought information relating only to the prevalence of these plans, and no attempt was made to evaluate either their monetary cost or the benefits provided by any plan (except paid sick leave).³¹ All plans (except those legally required) were included whenever at least a part of the cost was borne by the employer. Plans included those underwritten by a commercial insurance company and those provided through a union fund, or paid directly by the employer out of current operating funds, or from a fund earmarked for this purpose.

Life insurance coverage, available to 96 percent of the office workers and to 92 percent of the plant workers, was the most common benefit for office workers. Nine out of ten office and plant workers were covered by hospitalization and surgical insurance plans.

Among the plans studied, catastrophe (extended medical) insurance has been slowest in gaining general acceptance. This type of insurance is designed to protect employees when sickness or injury involves expenses beyond the normal coverage of hospitalization, medical, and surgical plans. By 1960, it was the only plan studied where less than half of the plant or office workers had been brought under coverage. Specifically, in that year, 20 and 42 percent of the plant and office workers, respectively, had catastrophe insurance available to them. The potential for expanded coverage was greater for this insurance and, in the period 1960-65, coverage for plant and office workers reached 35 and 69 percent, respectively.

The 59 percent of the plant and 61 percent of office workers with medical insurance coverage in 1960 advanced to 71 and 78 percent, respectively, by 1965. Viewing potential expansion in terms of closing the gap toward ultimate coverage under a plan, 29 percent of plant workers lacking medical insurance coverage in 1960 had it available to them by 1965. In like manner, office workers advanced toward ultimate medical coverage by 44 percent.

All of the industry divisions studied registered large increases in catastrophe and medical insurance coverage over the 5 years. The public utilities industry division extended catastrophe insurance coverage of office workers from 42 to 83 percent, and of plant workers from 36 to 71 percent. Medical insurance coverage increased from 55 to 87 percent for office and 55 to 84 percent for plant workers. In 1960, the percent of plant and office workers in public utilities having hospitalization and surgical insurance plans was

³¹ Additional detail (number of days, full pay or partial pay, accumulation, etc.) was collected on paid sick leave. See separate presentation in table B-6.

smaller than in any other industry division. However, by 1965, only one industry division (manufacturing) had a higher percent of workers covered, and the difference was only 1 percentage point. Regionally, the South has generally trailed the other geographic areas in providing insurance plans to workers. However, since 1960 interregional differences have been reduced by above average increases in coverage in the South.

Payment for absence from work because of illness or off-the-job injury was guaranteed to 4 of every 5 plant and office workers in scope of this study. Of the two major methods of salary continuation during disability, sickness and accident insurance plans were most prevalent for plant workers, while paid sick leave was most important for office workers. A more detailed analysis of paid sick leave provisions and the relationship of paid sick leave to sickness and accident insurance is presented in the separate coverage of paid sick leave.

Private retirement pension plans designed to provide payments for the remainder of the worker's life were available to 71 percent of the plant workers and 80 percent of the office workers in 1965. In 1960, the respective percents were 66 and 76.

Percent of plant and office workers in establishments with formal health, insurance, and pension plans, 1960 and 1965

Type of plan	Plant workers		Office workers	
	1960	1965	1960	1965
Insurance plans				
Life-----	89	92	92	96
Accidental death and dismemberment-----	55	59	53	58
Hospitalization-----	86	92	83	92
Surgical-----	84	91	82	91
Medical-----	59	71	61	78
Catastrophe-----	20	35	42	69
Sickness and accident insurance and/or sick leave¹-----	80	80	81	79
Sickness and accident insurance-----	65	63	43	40
Sick leave:				
Full pay and no waiting period-----	14	16	59	55
Partial pay or waiting period-----	10	12	8	9
Retirement pension plans-----	66	71	76	80
No health, insurance, or pension plans-----	4	3	1	1

¹ The apparent decline in prevalence of sickness and accident insurance and sick leave can be attributed to sampling variability and, in the case of sick leave for office workers, to a reevaluation of policies in some establishments regarding the formality of the plans.

Large segments of the work force, particularly among plant workers, were employed in establishments which paid all of the financing costs of insurance plans and retirement pension plans (table B-5). Of workers eligible for these plans, a higher percentage were covered on a noncontributory basis for retirement pension plans than any other plan. For example, 71 percent of the plant workers were covered by some form of retirement pension plan, and 59 percent were in firms paying the entire cost of the plan; therefore, 83 percent of those eligible had the entire cost borne by the employer. Regionally, most of the plans provided workers in the Northeast were primarily employer financed; the South showed a greater tendency than any other region to have employees share the cost of financing most of the plans studied.

Formal Provisions for Paid Sick Leave

Payment for absence from work because of illness or off-the-job injury was guaranteed to 4 of every 5 plant and office workers in metropolitan areas of the United States. This protection was usually in the form of sickness and accident insurance for plant workers, whereas office workers were covered primarily by paid sick leave. Sixty-three percent of the office workers within scope of the survey were employed in firms with formal sick leave plans and 40 percent were in firms with sickness and accident insurance for office workers. On the other hand, 63 percent of the plant workers were covered by sickness and accident insurance and only 27 percent by formal sick leave plans.

Plant and office workers employed in the public utilities industry division had the greatest likelihood of being employed by an establishment with a formal sick leave plan, as over half of the plant workers and almost three-fourths of the office workers in this industry were provided coverage. Manufacturing ranked second to public utilities in providing coverage for office workers, but provided the least coverage for plant workers. Only 17.3 percent of the plant workers in manufacturing firms were eligible for paid sick leave, compared with 42.5 percent in the nonmanufacturing industries. Sixty percent of the plant workers were employed in manufacturing establishments and the limited sick-leave coverage in these establishments had a great impact on the all-industries estimates.

Paid sick leave coverage for plant workers was highest in the West, where 50 percent were covered, followed by the South with 30 percent covered. Each major industry division in the West provided wider coverage than the national average. Manufacturing however, was the most important contributor to the West's broader coverage. Forty-five percent of the manufacturing plant workers in the West were eligible for sick leave in comparison to the national average for manufacturing of 17 percent. About 40 percent of the workers in the aircraft and aircraft-parts industries within scope of the survey are located in the West. These industries generally provided sick leave for plant workers and accounted for over a fourth of

the West's manufacturing plant workers with sick leave plans. However, with the aircraft and parts industries excluded, 38 percent of the plant workers in the West were eligible for paid sick leave, a considerably higher percentage than the coverage in the other regions (from 10 to 20 percent).

Coverage for office workers was also highest in the West and next highest in the Northeast. The most populous State in each of these regions (California and New York) has a State temporary disability law³² and sick leave plans in these States were often designed to provide the difference between the disability allowance and full pay.³³ In many cases, plans in these States also provided full pay for the period between the time of disability and the effective date of coverage. (State temporary disability plans usually require a 7-day waiting period.)

A majority of the plant workers eligible for paid sick leave were covered by plans which provided constant benefits regardless of length-of-service (uniform plans).³⁴ This was the case for each industry division studied except public utilities. Uniform plans were provided to slightly less than half of the office workers receiving paid sick leave, with proportions varying by industry division from about a third in public utilities to almost four-fifths in services.

Of those plant and office workers eligible for uniform plans, a majority were provided with 5, 6, 10, or 12 days a year. The provisions for 5 or 10 days were often expressed as 1 or 2 weeks a year; the provisions for 6 or 12 days were usually expressed as a half or full day per month.

Provisions for partial pay after the exhaustion of full pay benefits were not as widespread for uniform plans as for graduated plans or for plant workers as for office workers. One example of a uniform plan with provisions for full pay plus partial pay was the plan for office workers of a transportation-equipment manufacturing company. The plan provided 21 days of sick leave at full pay and if an employee was absent for more than 21 days, he had available to him an additional 42 days at half pay.

Few of the office workers covered by uniform plans were subject to a waiting period or received less than full pay, while almost 1 of every 3 plant workers covered by uniform plans were so limited. These limitations were most prevalent in the Western region and in wholesale and retail trade for both plant and office workers and

in services for office workers. The number of days provided at less than full pay or after a waiting period were not included in table B-6 because the plans which provided an equal number of days varied considerably in the proportion of pay provided and the length of the waiting period.

Graduated plans were designed to reward workers with greater service by providing additional leave time.³⁵ Uniform plans often accomplished the same by providing for the accumulation of unused sick leave; graduated plans seldom allowed for accumulation of unused leave. Under the graduated plans, increases in coverage after 10 years' service varied from 50-percent coverage for office workers and 37-percent coverage for plant workers in public utilities, to 12 percent for office workers and 5 percent for plant workers in services. Much of the telephone communications industry, which employs about 25 percent of the plant workers and about 30 percent of the office workers in public utilities, has a plan for long-term illnesses, with graduations up to a year of sick leave for employees with 25 years of service.

Of those plant workers employed in establishments with graduated sick leave plans, three-fifths received only partial pay or were subject to a waiting period for the first year; less than two-fifths of those with 10 years of service had similar restrictions. About a tenth of those eligible for sick leave after 10 years' service were ineligible for sick leave after only a year of service, but had acquired eligibility with greater tenure.

Some office workers also received more liberal benefits as service time increased. Three-fourths of the office workers covered by graduated plans were eligible for full pay, or full pay plus partial pay, after a year of service. The proportion eligible for similar benefits after 10 years of service increased to almost 90 percent. Some graduated plans which required a waiting period for office workers with a year of service did not require the waiting period after 10 years of service.

The study of credit for unused benefits was limited to provisions for accumulation of sick leave for use in future years. Other methods used to reward workers for not exhausting available benefits included cash payment for all or part of the unused leave; unused leave time added to the next year's vacation; and increased sick leave benefits to those workers who have not exhausted past benefits.

Slightly more than a fifth of the plant and office workers covered by sick leave plans were employed in establishments which allowed the accumulation of unused sick leave. Fourteen percent of the plant workers and 37 percent of the office workers with provisions

³² New Jersey and Rhode Island have similar plans. The New York and New Jersey plans require employer contributions; the California and Rhode Island plans are financed by the employees.

³³ Plans which provided the difference between full pay and the benefits of an insurance plan were considered as providing full pay.

³⁴ Plans which provide constant benefits after a year of service were considered to be uniform. Changes in benefits during probationary periods of less than a year were disregarded.

³⁵ The study of provisions of graduated plans (those which had changing benefits after a year of service) was limited to those provisions applicable after 1 year and 10 years of service.

for accumulation were not restricted in the number of days they could accumulate. Plans which provided for accumulation of unused leave usually credited workers with less leave per year than plans which had no provisions for accumulation.

Provisions for accumulation of unused paid sick leave were found more often in uniform plans than in graduated plans. Graduated plans which did provide for accumulation usually had few graduations and provided a month or less of sick leave as the maximum amount earned each year.

For both office and plant workers, provisions for accumulation were more than twice as prevalent in the West as in any other region, since uniform plans, which are more likely to have provisions for accumulation, were widespread in that region. Of the industry divisions studied, the largest proportion of office workers allowed to accumulate sick leave was found in finance. This was the only division which adopted plans for unlimited accumulation more often than plans for limited accumulation.

Disability benefits do not always end with the exhaustion of paid sick leave; 38 percent of the plant workers and 41 percent of the office workers with sick leave coverage were also eligible for sickness and accident insurance. Less than 30 percent of the plant and office workers in the West received both sick leave and sickness and accident insurance; this may reflect the absence of a need for voluntary sickness and accident insurance plans in California because of the State's temporary disability law.³⁶ The disability laws of New Jersey, New York, and Rhode Island apparently did not have the same effect on sickness and accident insurance coverage in the Northeast.

Office workers in manufacturing receiving paid sick leave were more likely to receive supplemental sickness and accident insurance benefits than were workers in the nonmanufacturing industries, and of the office workers in manufacturing eligible for paid sick leave over 60 percent were covered by a supplementary insurance plan, while less than 30 percent of those employed in nonmanufacturing and eligible for sick leave were covered by insurance. Coverage did not exceed 40 percent of the workers in any of the nonmanufacturing industry divisions. The difference in coverage between manufacturing

³⁶ As defined, sickness and accident insurance excluded legally required plans such as State temporary disability and railroad unemployment insurance except where the employer contributed more than was legally required or provided the employee with benefits which exceeded the requirements of the law.

and nonmanufacturing was not as large for plant workers as for office workers; plant workers in manufacturing receiving sick leave received the most sickness and accident insurance proportionately, but coverage in the services industry group followed closely. The divisions providing the smallest proportionate sickness and accident coverage to those eligible for sick leave were public utilities and retail trade. Workers in public utilities were less likely to need sickness and accident insurance because of the long-term sick leave plan provided to telephone communication workers and the coverage of railroad employees under the Railroad Unemployment Insurance Act.

Type of disability benefits	Percent of plant and office workers provided disability benefits, by type of benefit					
	Plant workers			Office workers		
	All industries	Manu- facturing	Nonmanu- facturing	All industries	Manu- facturing	Nonmanu- facturing
Sickness and accident insurance only -----	53	67	29	14	20	11
Sick leave only, full pay, no waiting period -----	8	4	14	32	23	37
Other paid sick leave only -----	9	5	15	6	2	8
Sickness and accident insurance plus:						
Full pay, no waiting period, sick leave -----	7	6	10	23	37	15
Other paid sick leave -----	3	3	4	3	4	3
No sickness and accident insurance or paid sick leave -----	20	15	28	22	14	26

As illustrated in the previous tabulation, two-thirds of the plant workers employed in manufacturing were covered by sickness and accident insurance alone. Plant workers employed in nonmanufacturing industries were covered less often by any plan, but were more often covered by a sick leave plan than were those in manufacturing. The smaller proportion of office workers receiving only sickness and accident insurance was partially offset by the number of workers receiving both sick leave and sickness and accident insurance. As for plant workers, sickness and accident insurance was more prevalent in manufacturing than nonmanufacturing and paid sick leave more common in nonmanufacturing than in manufacturing.

B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differentials

(Shift differentials for manufacturing plant workers by type and amount of differential in all metropolitan areas by region, ¹ 1964-65²)

Shift operation and shift pay differential	Percent of manufacturing plant workers—									
	In establishments having provisions for late-shift operation ³					Actually working on late shift				
	All areas	Northeast	South	North Central	West	All areas	Northeast	South	North Central	West
All shift operations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift	87.2	80.2	82.4	94.6	91.4	17.8	15.5	17.0	20.0	18.1
With shift pay differential	82.1	75.0	67.8	92.9	90.1	16.6	14.6	13.2	19.6	17.8
Uniform cents (per hour) ⁴	54.6	45.9	54.0	59.2	66.2	11.5	9.7	10.7	12.7	13.8
Under 5 cents	1.0	1.1	1.8	.5	1.1	.2	.3	.3	.1	.2
5 cents	6.8	6.9	8.9	5.9	6.1	1.3	1.4	1.5	1.2	1.0
6 cents	3.4	2.3	5.0	4.1	1.4	.8	.6	1.1	.9	.3
7 cents	2.6	2.7	4.3	2.1	1.0	.5	.5	1.0	.5	.1
7½ cents	.8	1.1	.6	.7	.3	.1	.2	.1	.2	(⁵)
8 cents	11.6	10.9	14.4	11.3	9.8	2.6	2.7	2.9	2.6	2.3
9 cents	1.4	2.0	.8	.8	2.6	.3	.4	.2	.2	.6
10 cents	12.5	10.2	8.5	15.7	15.0	2.3	1.6	1.6	3.2	2.3
11 cents	.5	.7	.2	.7	.1	.1	.2	(⁵)	.2	(⁵)
12 cents	6.1	1.6	4.2	6.9	19.3	1.3	.3	.9	1.5	4.7
14 cents	1.4	.4	1.7	2.3	.9	.3	.1	.2	.4	.2
14½ cents	.8	-	-	2.1	-	.2	-	-	.6	-
15 cents	2.2	2.0	1.2	2.1	4.2	.4	.4	.3	.4	.9
Over 15 cents	2.1	2.7	.4	2.2	2.5	.5	.7	.1	.5	.6
Average cents-per-hour differential	9.4	9.1	8.3	9.8	10.3	9.5	9.1	8.5	9.8	10.6
Uniform percentage ⁴	22.7	26.0	11.2	29.0	10.4	4.2	4.3	2.0	5.8	1.8
5 percent	8.3	5.2	2.6	15.3	3.4	1.7	.9	.3	3.5	.6
7 percent	1.2	.9	2.4	1.3	-	.2	.2	.4	.3	-
7½ percent	.5	.5	(⁵)	.8	-	.1	.1	(⁵)	.1	-
8 percent	.7	.4	1.0	1.1	.1	.1	.1	.2	.1	-
10 percent	10.8	17.1	4.6	9.7	6.2	1.8	2.6	.9	1.7	1.0
15 percent	.4	.8	(⁵)	.3	-	.1	.1	-	(⁵)	-
Average percentage differential	7.9	8.9	7.8	7.1	8.0	7.6	8.8	8.3	6.8	7.8
Other ⁶	4.8	3.1	2.5	4.7	13.5	.9	.6	.6	1.0	2.2
With no shift pay differential	5.2	5.2	14.6	1.7	1.3	1.2	.9	3.8	.4	.3
Third shift	78.7	71.2	70.9	88.1	82.5	6.5	6.0	7.9	6.7	5.3
With shift-pay differential	77.3	69.9	66.4	87.7	82.2	6.3	5.8	7.2	6.7	5.3
Uniform cents (per hour) ⁴	47.3	41.5	50.0	53.9	38.0	4.9	4.5	6.2	4.9	3.7
5 cents	2.5	.8	9.3	1.2	1.1	.4	.1	1.7	.1	.1
6 cents	1.7	.9	1.0	2.8	1.1	.2	.1	.1	.3	.2
7 cents	1.2	1.5	2.1	.8	.2	.2	.3	.2	.1	(⁵)
8 cents	.8	.5	1.6	.8	.4	.1	.1	.1	.1	(⁵)
9 cents	1.3	1.0	3.2	.9	.3	.2	.1	.6	(⁵)	(⁵)
10 cents	9.3	10.7	5.0	10.7	7.0	.6	.8	.3	.7	.2
11 cents	.7	1.0	.9	.4	.1	.1	.1	.1	.1	(⁵)
12 cents	12.0	11.5	10.2	14.1	9.4	1.7	1.8	1.3	1.7	1.6
12½ cents	.7	1.0	.5	.6	.8	.1	.1	.1	(⁵)	(⁵)
13 cents	.7	.7	.7	1.0	.2	.1	(⁵)	.1	.1	-
14 cents	1.4	1.3	.9	2.0	.6	.1	.1	.1	.1	(⁵)
15 cents	5.8	4.6	3.4	7.2	8.6	.4	.3	.3	.4	.7
16 cents	2.3	1.1	4.5	2.2	2.5	.3	.1	.6	.3	.4
18 cents	.8	.4	.5	1.3	1.2	.1	(⁵)	.1	.1	.1
20 cents	1.5	.7	3.0	1.6	.7	.1	(⁵)	.4	.1	(⁵)
Over 20 cents	2.5	1.4	1.6	3.9	2.7	.2	.1	.1	.3	.2
Average cents-per-hour differential	12.4	12.1	11.4	12.9	13.5	12.0	11.8	10.7	12.5	13.6
Uniform percentage ⁴	19.8	23.2	10.9	25.4	6.1	.9	.9	.7	1.3	.1
7 percent	.9	1.0	2.3	.3	-	(⁵)	(⁵)	.1	(⁵)	-
10 percent	15.4	17.0	7.0	21.4	5.0	.7	.7	.5	1.0	.1
15 percent	1.3	2.3	.1	1.1	1.1	.1	.1	-	.1	(⁵)
Average percentage differential	10.0	10.1	8.9	10.1	10.9	9.9	9.8	9.0	10.2	10.3
Other ⁶	10.2	5.2	5.5	8.4	38.1	.5	.4	.3	.5	1.5
With no shift pay differential	1.4	1.3	4.5	.4	.3	.2	.2	.7	.1	(⁵)

¹ For definition of regions, see footnote 3 to the table in appendix A.² Information on establishment practices is obtained annually in 6 of the largest areas and biennially on a rotating cycle in the remaining areas. Data for a majority of the workers relate to late 1964 and early 1965; for the remainder, to late 1963 and early 1964.³ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts, even though they were not currently operating late shifts.⁴ Includes differentials in addition to those presented separately.⁵ Less than 0.05 percent.⁶ Includes pay at regular rate for more hours than worked; a paid lunch period not given to first-shift workers; a flat sum per shift; and other provisions. Most "other," however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

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

Table B-2. Scheduled Weekly Hours

(Percent distribution of plant and office workers by scheduled weekly hours¹ of first-shift workers in all metropolitan areas, by industry division and region,² 1964-65³)

Weekly hours	All	Industry division					Region ²				
		Manufacturing	Public utilities ⁴	Wholesale trade	Retail trade	Finance ⁵	Services	Northeast	South	North Central	West
Plant workers											
All weekly work schedules	100	100	100	100	100		100	100	100	100	100
Under 40 hours ⁶	8	8	1	3	14		13	14	5	6	5
Under 35 hours	(⁷)	(⁷)	-	(⁷)	(⁷)		3	(⁷)	(⁷)	(⁷)	(⁷)
35 hours	3	3	(⁷)	1	1		5	6	(⁷)	1	2
37½ hours	3	3	(⁷)	2	7		4	6	3	2	2
40 hours	81	85	95	81	66		61	79	74	84	88
Over 40 hours ⁶	11	8	5	15	20		26	7	21	10	6
42 hours	1	1	(⁷)	(⁷)	2		1	1	2	1	1
44 hours	2	1	(⁷)	3	5		4	1	4	2	1
45 hours	2	2	1	3	2		3	1	3	3	1
48 hours	3	2	1	2	6		14	2	7	3	2
Over 48 hours	1	1	1	3	2		2	1	3	2	(⁷)
Average scheduled weekly hours	40.4	40.2	40.2	40.8	40.8		41.0	39.9	41.2	40.4	40.2
Office workers											
All weekly work schedules	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours ⁶	36	21	26	31	25	63	47	⁸ 62	25	23	18
35 hours	10	6	9	10	7	15	19	26	2	2	1
36¼ hours	3	1	1	2	1	8	2	6	2	1	1
37½ hours	14	9	14	13	13	21	20	20	13	12	9
38¾ hours	4	4	1	4	1	8	4	3	5	6	3
40 hours	62	78	74	65	70	37	48	38	70	75	81
Over 40 hours	1	1	(⁷)	4	5	(⁷)	5	(⁷)	4	1	1
Average scheduled weekly hours	38.9	39.4	39.1	39.1	39.4	38.0	38.6	37.7	39.5	39.5	39.6

¹ The scheduled workweek is the number of hours which a majority of the full-time workers on the first or day shift were expected to work at the time of the survey, regardless of whether some hours were paid for at overtime rates.² For definition of regions, see footnote 3 to the table in appendix A.³ See footnote 2, table B-1.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate, however, are included in "all" and regional data.⁶ Includes weekly schedules other than those presented separately.⁷ Less than 0.5 percent.⁸ Data published in error last year as 36 percent should have been 62 percent.

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

Table B-3. Paid Holidays

(Percent distribution of plant and office workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region,¹ 1964-65²)

Item	All	Industry division					Region ¹				
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers											
All workers.....	100	100	100	100	100		100	100	100	100	100
Workers in establishments providing paid holidays.....	95	97	98	97	92		80	98	87	98	95
Workers in establishments providing no paid holidays.....	5	3	2	3	8		20	2	13	2	5
Average number of holidays.....	7.2	7.4	7.8	7.4	6.3		6.4	7.9	6.2	7.1	7.2
Number of days											
Less than 1 day.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)		(⁵)	(⁵)	(⁵)	(⁵)	-
1 day.....	1	(⁵)	(⁵)	(⁵)	3		2	(⁵)	3	(⁵)	1
1 day plus 1 half day or more.....	(⁵)	(⁵)	-	-	(⁵)		(⁵)	-	(⁵)	(⁵)	-
2 days.....	(⁵)	(⁵)	(⁵)	(⁵)	1		2	(⁵)	1	(⁵)	1
3 days.....	1	(⁵)	(⁵)	(⁵)	1		2	(⁵)	2	(⁵)	1
3 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	-	-		-	(⁵)	(⁵)	-	(⁵)
4 days.....	1	1	(⁵)	(⁵)	1		2	(⁵)	2	(⁵)	(⁵)
4 days plus 1 half day or more.....	(⁵)	(⁵)	-	(⁵)	-		(⁵)	-	(⁵)	(⁵)	-
5 days.....	4	3	1	9	10		7	1	17	1	1
5 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	1	1		(⁵)	(⁵)	1	(⁵)	(⁵)
6 days.....	18	10	12	24	39		33	10	18	25	18
6 days plus 1 half day.....	1	2	(⁵)	2	(⁵)		1	2	1	2	1
6 days plus 2 half days.....	5	7	(⁵)	6	1		(⁵)	2	1	12	1
6 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	-		(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
7 days.....	26	29	36	13	18		13	28	24	24	29
7 days plus 1 half day.....	1	1	1	1	(⁵)		(⁵)	1	(⁵)	1	2
7 days plus 2 half days.....	2	3	(⁵)	2	2		1	3	3	3	2
7 days plus 3 half days or more.....	(⁵)	(⁵)	-	(⁵)	(⁵)		(⁵)	(⁵)	(⁵)	-	-
8 days.....	20	23	26	17	12		5	22	14	17	33
8 days plus 1 half day.....	1	1	(⁵)	1	(⁵)		2	1	(⁵)	(⁵)	1
8 days plus 2 half days.....	1	2	(⁵)	(⁵)	(⁵)		(⁵)	2	(⁵)	2	(⁵)
8 days plus 3 half days.....	(⁵)	-	-	(⁵)	-		-	(⁵)	-	-	-
9 days.....	7	10	6	8	2		4	10	2	10	4
9 days plus 1 half day or more.....	1	1	1	1	(⁵)		1	2	(⁵)	(⁵)	(⁵)
10 days.....	2	2	3	3	1		2	5	1	1	1
10 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)		(⁵)	1	(⁵)	-	-
11 days.....	2	1	7	4	(⁵)		2	5	(⁵)	(⁵)	-
11 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)		(⁵)	(⁵)	(⁵)	-	-
12 days.....	(⁵)	(⁵)	2	1	-		(⁵)	2	(⁵)	(⁵)	(⁵)
Over 12 days.....	(⁵)	(⁵)	1	2	-		(⁵)	1	-	-	-
Total holiday time ⁶											
13 days or more.....	(⁵)	(⁵)	1	2	-		(⁵)	(⁵)	-	-	-
12½ days or more.....	(⁵)	(⁵)	1	2	-		(⁵)	1	-	-	-
12 days or more.....	1	(⁵)	3	3	(⁵)		(⁵)	2	(⁵)	(⁵)	(⁵)
11½ days or more.....	1	(⁵)	3	4	(⁵)		(⁵)	2	(⁵)	(⁵)	(⁵)
11 days or more.....	3	1	10	7	1		2	8	(⁵)	(⁵)	(⁵)
10½ days or more.....	3	2	10	7	1		2	8	(⁵)	(⁵)	(⁵)
10 days or more.....	5	4	14	11	2		5	14	1	1	1
9½ days or more.....	5	4	14	12	2		5	15	1	1	1
9 days or more.....	14	16	21	20	4		9	27	3	13	5
8½ days or more.....	15	17	21	20	4		10	29	3	13	6
8 days or more.....	37	43	47	39	17		16	53	18	32	41
7½ days or more.....	38	44	48	41	18		17	55	18	33	43
7 days or more.....	69	80	84	60	37		30	84	43	69	73
6½ days or more.....	70	82	84	62	37		31	85	44	71	74
6 days or more.....	88	93	96	87	76		64	95	62	96	92
5½ days or more.....	88	93	96	87	76		64	95	63	96	92
5 days or more.....	92	95	97	96	86		71	97	79	97	92
4½ days or more.....	92	95	97	96	86		71	97	79	97	92
4 days or more.....	93	96	98	97	87		74	97	82	97	92

See footnotes at end of table.

Table B-3. Paid Holidays—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region, ¹ 1964-65 ²)

Item	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	99	99	99	99	99	98	99	99	99	99
Workers in establishments providing no paid holidays.....	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	2	(⁵)	1	(⁵)	(⁵)
Average number of holidays.....	7.9	7.8	8.0	7.6	6.7	8.8	7.4	9.3	6.7	7.3	7.7
Number of days											
Less than 5 days.....	(⁵)	(⁵)	(⁵)	(⁵)	1	-	1	(⁵)	2	(⁵)	(⁵)
5 days.....	4	1	1	6	10	5	5	(⁵)	19	(⁵)	(⁵)
5 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	1	1	1	(⁵)	(⁵)	2	(⁵)	(⁵)
6 days.....	16	10	8	20	38	16	28	4	24	26	12
6 days plus 1 half day.....	2	2	1	3	1	2	2	(⁵)	2	4	1
6 days plus 2 half days.....	3	6	1	6	1	1	1	1	2	9	1
6 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	1	(⁵)	(⁵)	1	(⁵)
7 days.....	20	23	34	13	30	8	17	14	22	22	24
7 days plus 1 half day.....	2	2	1	3	2	3	3	2	1	2	2
7 days plus 2 half days.....	2	3	(⁵)	3	(⁵)	1	3	(⁵)	1	3	2
7 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-
8 days.....	20	27	29	20	7	10	13	14	16	15	43
8 days plus 1 half day.....	2	2	(⁵)	1	(⁵)	4	4	2	1	1	5
8 days plus 2 half days.....	2	3	1	1	1	1	2	2	1	3	1
8 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	-	-
9 days.....	8	11	8	7	2	8	5	13	3	10	4
9 days plus 1 half day.....	1	1	1	1	1	2	(⁵)	3	1	(⁵)	1
9 days plus 2 half days.....	1	1	(⁵)	1	(⁵)	1	(⁵)	1	(⁵)	(⁵)	1
9 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-
10 days.....	4	3	4	4	2	6	3	8	3	1	1
10 days plus 1 half day.....	1	1	1	1	(⁵)	1	(⁵)	2	(⁵)	(⁵)	(⁵)
10 days plus 2 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	1	1	1	(⁵)	(⁵)	(⁵)
11 days.....	7	2	8	2	1	16	4	17	(⁵)	2	1
11 days plus 1 half day.....	1	(⁵)	-	1	(⁵)	2	1	3	(⁵)	(⁵)	-
11 days plus 2 half days or more.....	(⁵)	(⁵)	1	1	(⁵)	1	(⁵)	1	(⁵)	(⁵)	(⁵)
12 days.....	3	(⁵)	2	1	(⁵)	8	(⁵)	7	(⁵)	(⁵)	1
12 days plus 1 half day or more.....	1	(⁵)	(⁵)	-	-	2	1	2	-	-	-
13 days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	1	(⁵)	1	(⁵)	-	-
Total holiday time ⁶											
13 days or more.....	1	(⁵)	(⁵)	1	(⁵)	1	(⁵)	1	(⁵)	-	-
12½ days or more.....	1	(⁵)	1	1	(⁵)	2	1	3	(⁵)	-	-
12 days or more.....	4	1	2	2	(⁵)	11	1	11	(⁵)	(⁵)	1
11½ days or more.....	5	1	2	3	(⁵)	14	2	14	(⁵)	(⁵)	1
11 days or more.....	12	3	11	6	2	31	8	32	1	2	2
10½ days or more.....	13	4	11	7	2	32	8	34	1	2	2
10 days or more.....	17	7	15	12	4	39	11	43	4	4	4
9½ days or more.....	19	8	17	14	5	41	12	46	5	4	5
9 days or more.....	29	22	25	22	8	50	19	60	8	17	10
8½ days or more.....	31	24	26	23	8	54	23	62	9	18	15
8 days or more.....	53	55	55	46	16	65	39	78	26	36	60
7½ days or more.....	55	57	56	50	18	67	43	80	27	39	62
7 days or more.....	78	86	90	70	48	76	61	95	51	69	87
6½ days or more.....	80	87	91	72	49	79	63	95	53	73	88
6 days or more.....	95	98	99	93	88	95	92	99	77	99	99
5½ days or more.....	96	98	99	93	88	95	92	99	79	99	99
5 days or more.....	99	99	99	99	98	99	97	99	97	99	99

¹ For definition of regions, see footnote 3 to the table in appendix A.² See footnote 2, table B-1.³ Transportation, communication, and other public utilities.⁴ See footnote 5, table B-2.⁵ Less than 0.5 percent.⁶ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 7 days included those with 7 full days and no half days, 6 full days and 2 half days, 5 full days and 4 half days, and so on. Proportions were then cumulated.

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

Table B-4. Paid Vacations

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Vacation policy	All	Industry division					Region ¹				
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers											
All workers.....	100	100	100	100	100		100	100	100	100	100
Method of payment											
Workers in establishments providing paid vacations.....	99	99	99	98	99		94	99	97	99	99
Length-of-time payment.....	86	80	97	97	96		90	84	87	85	91
Percentage payment.....	12	18	3	2	1		3	13	9	14	8
Flat-sum payment.....	(⁵)	(⁵)	(⁵)	-	1		(⁵)	1	1	(⁵)	(⁵)
Other.....	1	1	(⁵)	-	(⁵)		1	1	(⁵)	(⁵)	(⁵)
Workers in establishments providing no paid vacations.....	1	1	(⁵)	2	1		6	1	3	(⁵)	1
Amount of vacation pay⁶											
After 6 months of service											
Under 1 week.....	16	22	2	7	9		8	25	9	16	6
1 week.....	14	9	31	20	22		12	19	14	10	15
Over 1 and under 2 weeks.....	2	2	3	3	2		2	4	1	2	1
2 weeks.....	1	(⁵)	3	1	(⁵)		(⁵)	2	(⁵)	(⁵)	(⁵)
Over 2 weeks.....	(⁵)	(⁵)	(⁵)	-	(⁵)		1	(⁵)	-	(⁵)	1
After 1 year of service											
Under 1 week.....	(⁵)	(⁵)	-	(⁵)	1		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week.....	72	76	65	60	68		70	67	71	81	69
Over 1 and under 2 weeks.....	4	6	1	1	2		3	4	2	6	3
2 weeks.....	19	14	31	34	28		18	25	22	11	22
Over 2 weeks.....	2	3	3	2	(⁵)		2	3	1	2	5
After 2 years of service											
Under 1 week.....	(⁵)	(⁵)	-	-	1		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week.....	44	55	32	31	22		37	40	47	54	28
Over 1 and under 2 weeks.....	10	13	6	2	2		7	14	6	10	4
2 weeks.....	42	27	59	63	74		47	41	42	33	61
Over 2 weeks.....	3	4	3	3	2		3	4	2	2	6
After 3 years of service											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week.....	14	17	2	12	7		19	14	23	11	6
Over 1 and under 2 weeks.....	14	23	1	3	1		3	14	6	24	4
2 weeks.....	66	54	93	79	88		69	65	65	60	83
Over 2 and under 3 weeks.....	2	3	(⁵)	1	2		1	2	2	2	4
3 weeks.....	2	2	3	2	1		1	3	1	2	2
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	1	(⁵)		1	(⁵)	(⁵)	(⁵)	1
After 4 years of service											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week.....	13	16	2	11	7		16	13	22	10	5
Over 1 and under 2 weeks.....	14	22	1	3	1		2	14	6	24	3
2 weeks.....	67	55	93	80	88		70	66	66	62	83
Over 2 and under 3 weeks.....	3	3	1	1	2		3	3	2	2	5
3 weeks.....	2	2	3	2	1		1	3	1	2	2
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	1	(⁵)		1	(⁵)	(⁵)	(⁵)	1

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Vacation policy	All	Industry division					Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central
Plant workers—Continued										
<u>Amount of vacation pay⁶—Continued</u>										
<u>After 5 years of service</u>										
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)
1 week.....	3	3	(⁵)	4	4	10	3	9	1	2
Over 1 and under 2 weeks.....	1	1	(⁵)	1	1	1	2	1	1	(⁵)
2 weeks.....	81	82	92	81	74	73	79	80	86	76
Over 2 and under 3 weeks.....	5	7	1	1	2	5	5	2	6	6
3 weeks.....	7	5	5	11	17	4	9	4	5	15
Over 3 weeks.....	1	1	(⁵)	1	(⁵)	2	1	(⁵)	1	1
<u>After 10 years of service</u>										
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)
1 week.....	3	3	(⁵)	4	4	10	2	8	1	2
Over 1 and under 2 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	(⁵)
2 weeks.....	36	33	43	41	33	55	35	47	30	34
Over 2 and under 3 weeks.....	12	19	1	4	1	3	9	5	23	5
3 weeks.....	45	42	53	46	58	24	49	35	43	54
Over 3 weeks.....	3	3	2	4	3	2	3	1	3	3
<u>After 12 years of service</u>										
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)
1 week.....	3	3	(⁵)	4	4	10	2	8	1	2
Over 1 and under 2 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	(⁵)
2 weeks.....	29	25	30	34	31	48	29	42	22	22
Over 2 and under 3 weeks.....	13	20	1	5	(⁵)	3	10	4	24	6
3 weeks.....	50	47	65	51	60	29	52	40	49	65
Over 3 weeks.....	3	4	3	5	3	3	4	2	4	4
<u>After 15 years of service</u>										
Under 2 weeks.....	4	3	(⁵)	4	5	10	3	9	1	2
2 weeks.....	17	14	3	24	24	36	16	31	9	12
Over 2 and under 3 weeks.....	2	3	(⁵)	1	(⁵)	1	2	1	2	3
3 weeks.....	70	72	90	64	64	41	69	52	80	76
Over 3 and under 4 weeks.....	3	4	1	(⁵)	1	1	3	2	4	1
4 weeks.....	4	3	4	6	5	3	5	1	3	4
Over 4 weeks.....	(⁵)	(⁵)	1	(⁵)	-	1	1	(⁵)	(⁵)	1
<u>After 20 years of service</u>										
Under 2 weeks.....	4	3	(⁵)	4	5	10	3	9	1	2
2 weeks.....	16	13	3	23	23	35	16	29	9	12
Over 2 and under 3 weeks.....	2	2	(⁵)	1	(⁵)	1	1	1	2	3
3 weeks.....	52	57	51	45	41	40	50	38	59	61
Over 3 and under 4 weeks.....	3	4	(⁵)	(⁵)	(⁵)	1	3	2	4	1
4 weeks.....	22	18	43	22	30	5	25	17	24	20
Over 4 weeks.....	2	2	2	3	(⁵)	2	2	1	2	2
<u>After 25 years of service</u>										
Under 2 weeks.....	4	3	(⁵)	4	5	10	3	9	1	2
2 weeks.....	15	13	3	23	22	34	15	29	9	12
Over 2 and under 3 weeks.....	2	2	(⁵)	1	(⁵)	1	1	1	2	3
3 weeks.....	33	35	21	35	27	40	30	24	36	46
Over 3 and under 4 weeks.....	2	4	(⁵)	1	(⁵)	1	2	2	4	1
4 weeks.....	41	39	73	31	44	6	45	31	45	34
Over 4 weeks.....	2	3	3	3	(⁵)	2	2	1	3	2

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1964-65²)

Vacation policy	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers—Continued											
<u>Amount of vacation pay⁶—Continued</u>											
<u>After 30 years of service</u>											
Under 2 weeks	4	3	(⁵)	4	5		10	3	9	1	2
2 weeks	15	13	3	23	22		34	15	29	9	12
Over 2 and under 3 weeks	2	2	(⁵)	1	(⁵)		1	1	1	2	3
3 weeks	33	35	20	35	27		40	30	24	36	46
Over 3 and under 4 weeks	2	4	(⁵)	1	(⁵)		1	2	2	4	1
4 weeks	40	38	73	31	44		6	45	31	45	33
Over 4 weeks	3	4	3	3	1		2	3	2	4	2
<u>Maximum vacation available</u>											
Under 2 weeks	4	3	(⁵)	4	5		10	3	9	1	2
2 weeks	15	13	3	23	22		34	15	29	9	12
Over 2 and under 3 weeks	2	2	(⁵)	1	(⁵)		1	1	1	2	3
3 weeks	33	35	20	35	27		40	30	23	36	46
Over 3 and under 4 weeks	2	4	(⁵)	1	(⁵)		1	2	2	4	1
4 weeks	40	38	73	31	44		6	45	31	45	33
Over 4 weeks	3	4	3	3	1		2	3	2	4	2
Office workers											
All workers	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing											
paid vacations	99	99	99	100	99	99	99	99	99	99	99
Length-of-time payment	99	98	99	99	99	99	99	99	99	99	97
Percentage payment	1	2	1	(⁵)	1	(⁵)	(⁵)	1	(⁵)	1	3
Flat-sum payment	-	-	-	-	-	-	-	-	-	-	-
Other	(⁵)	(⁵)	(⁵)	-	(⁵)	-	1	(⁵)	(⁵)	(⁵)	(⁵)
Workers in establishments providing											
no paid vacations	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
<u>Amount of vacation pay⁶</u>											
<u>After 6 months of service</u>											
Under 1 week	5	5	2	4	9	5	6	7	6	4	2
1 week	47	49	40	37	28	56	43	53	42	45	42
Over 1 and under 2 weeks	9	10	4	6	6	12	9	11	7	11	2
2 weeks	5	2	4	1	(⁵)	13	4	12	2	2	2
Over 2 weeks	(⁵)	(⁵)	-	-	(⁵)	-	3	(⁵)	-	(⁵)	1
<u>After 1 year of service</u>											
Under 1 week	(⁵)	(⁵)	-	(⁵)	-	-	(⁵)	-	(⁵)	(⁵)	(⁵)
1 week	22	16	56	29	56	2	24	12	31	26	25
Over 1 and under 2 weeks	1	1	(⁵)	(⁵)	1	1	1	1	1	1	1
2 weeks	76	81	44	70	43	96	68	86	65	73	71
Over 2 weeks	2	2	(⁵)	1	(⁵)	1	6	1	3	1	3

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Vacation policy	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers—Continued											
<u>Amount of vacation pay⁶—Continued</u>											
<u>After 2 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	-	(⁵)	(⁵)	(⁵)
1 week.....	5	6	7	10	9	(⁵)	8	3	9	5	3
Over 1 and under 2 weeks.....	3	1	19	(⁵)	(⁵)	-	1	2	4	3	3
2 weeks.....	89	89	74	89	89	98	81	91	83	90	90
Over 2 weeks.....	3	4	(⁵)	1	1	2	10	3	4	2	3
<u>After 3 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	-	(⁵)	(⁵)	(⁵)
1 week.....	2	3	1	3	3	(⁵)	4	2	5	1	1
Over 1 and under 2 weeks.....	(⁵)	1	(⁵)	(⁵)	(⁵)	-	(⁵)	1	1	(⁵)	(⁵)
2 weeks.....	91	85	98	93	94	96	81	92	90	90	93
Over 2 and under 3 weeks.....	3	6	(⁵)	1	1	1	6	2	3	5	2
3 weeks.....	3	5	1	2	1	2	5	4	1	3	2
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	4	(⁵)	(⁵)	(⁵)	2
<u>After 4 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	-	(⁵)	(⁵)	(⁵)
1 week.....	2	3	1	3	3	(⁵)	3	2	4	1	1
Over 1 and under 2 weeks.....	(⁵)	1	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	1	(⁵)	(⁵)
2 weeks.....	91	85	98	93	94	96	81	92	90	90	93
Over 2 and under 3 weeks.....	3	6	(⁵)	1	1	2	6	2	3	5	2
3 weeks.....	3	5	1	2	1	2	5	4	1	3	2
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	4	(⁵)	(⁵)	(⁵)	2
<u>After 5 years of service</u>											
Under 2 weeks.....	1	1	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks.....	82	81	94	85	82	82	67	77	87	85	83
Over 2 and under 3 weeks.....	5	3	(⁵)	3	2	10	6	6	5	3	4
3 weeks.....	12	15	5	11	14	9	20	16	5	13	10
Over 3 weeks.....	1	1	(⁵)	(⁵)	(⁵)	(⁵)	5	1	(⁵)	(⁵)	2
<u>After 10 years of service</u>											
Under 2 weeks.....	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks.....	35	29	39	41	31	38	40	26	51	32	40
Over 2 and under 3 weeks.....	4	7	2	2	1	4	2	4	5	5	3
3 weeks.....	56	55	58	50	64	57	47	65	40	55	54
Over 3 and under 4 weeks.....	2	4	(⁵)	1	(⁵)	(⁵)	2	1	1	4	1
4 weeks.....	3	5	1	4	3	(⁵)	4	4	1	3	2
Over 4 weeks.....	(⁵)	(⁵)	-	-	-	(⁵)	3	(⁵)	(⁵)	(⁵)	1
<u>After 12 years of service</u>											
Under 2 weeks.....	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks.....	29	20	32	36	29	36	37	23	45	26	30
Over 2 and under 3 weeks.....	5	7	1	3	1	5	2	4	5	5	3
3 weeks.....	60	62	66	54	66	57	50	67	44	60	63
Over 3 and under 4 weeks.....	2	5	(⁵)	1	(⁵)	1	2	1	2	5	1
4 weeks.....	3	5	1	5	3	(⁵)	4	4	1	3	2
Over 4 weeks.....	(⁵)	(⁵)	-	(⁵)	-	(⁵)	3	(⁵)	(⁵)	(⁵)	1

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Vacation policy	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers—Continued											
<u>Amount of vacation pay⁶—Continued</u>											
<u>After 15 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	12	9	3	23	22	8	26	7	24	8	12
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	1	(⁵)	(⁵)
3 weeks	78	76	92	68	71	85	57	82	66	80	80
Over 3 and under 4 weeks	2	2	1	1	1	4	1	3	3	2	1
4 weeks	7	11	3	7	4	2	10	7	3	9	5
Over 4 weeks	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	4	(⁵)	(⁵)	(⁵)	1
<u>After 20 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	11	9	3	23	21	7	25	7	23	8	11
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	58	53	60	45	51	71	51	59	51	58	62
Over 3 and under 4 weeks	1	2	1	(⁵)	(⁵)	1	1	1	2	1	1
4 weeks	28	33	35	26	26	20	17	31	20	31	23
Over 4 weeks	2	2	1	5	(⁵)	1	5	1	1	2	2
<u>After 25 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	10	9	3	22	20	6	24	7	23	7	11
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	32	33	23	35	22	36	41	28	32	33	41
Over 3 and under 4 weeks	1	2	1	(⁵)	(⁵)	1	1	1	2	1	1
4 weeks	52	52	71	35	56	53	27	61	39	54	43
Over 4 weeks	4	4	2	5	(⁵)	5	5	3	3	4	4
<u>After 30 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	10	9	3	22	20	6	24	7	22	7	11
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	31	33	23	35	22	32	41	27	31	33	36
Over 3 and under 4 weeks	1	2	(⁵)	1	(⁵)	1	1	1	2	1	1
4 weeks	53	51	71	36	56	56	27	61	39	54	48
Over 4 weeks	4	5	2	5	(⁵)	5	5	4	4	5	4
<u>Maximum vacation available</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	2	(⁵)	2	(⁵)	(⁵)
2 weeks	10	9	3	22	20	6	24	7	22	7	11
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	31	33	23	35	22	31	41	27	31	33	36
Over 3 and under 4 weeks	1	2	(⁵)	1	(⁵)	1	1	1	2	1	1
4 weeks	53	51	71	36	56	57	27	61	39	54	48
Over 4 weeks	4	5	2	5	1	5	5	4	4	5	4

¹ For definition of regions, see footnote 3 to the table in appendix A.² See footnote 2, table B-1.³ Transportation, communication, and other public utilities.⁴ See footnote 5, table B-2.⁵ Less than 0.5 percent.⁶ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years of service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.

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

Table B-5. Health, Insurance, and Pension Plans

(Percent distribution of plant and office workers employed in establishments with formal provisions,¹ by type of plan and type of financing in all metropolitan areas, by industry division and region,² 1964-65³)

Industry division and region	Insurance plans												Sickness and accident insurance and/or sick leave					Retirement pension plan		No health, insurance, or pension plan
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ⁴	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																				
All industries and regions ⁵	92	62	59	37	92	61	91	60	71	47	35	19	80	63	43	16	12	71	59	3
Industry division:																				
Manufacturing.....	95	66	62	41	96	68	95	67	75	52	31	16	85	76	53	10	7	77	67	2
Transportation, communication, and other public utilities.....	97	69	58	22	95	50	94	50	84	42	71	54	75	34	22	28	28	75	61	1
Wholesale trade.....	91	55	65	39	92	56	89	53	71	41	45	22	78	51	33	33	13	69	53	2
Retail trade.....	84	48	49	28	83	44	81	43	58	33	34	11	75	44	26	22	20	60	43	4
Services.....	76	60	52	40	78	58	76	57	61	47	20	10	56	44	36	18	6	36	28	14
Region:																				
Northeast.....	93	70	55	38	92	69	91	68	70	51	27	17	81	68	52	16	8	75	65	2
South.....	87	44	48	22	86	40	85	39	55	24	40	17	68	49	26	17	13	58	43	7
North Central.....	94	64	63	41	94	64	94	63	76	52	32	15	90	78	53	9	11	75	66	2
West.....	91	65	72	49	95	66	95	66	89	63	55	34	72	36	24	29	22	71	56	2
Office workers																				
All industries and regions.....	96	55	58	29	92	46	91	45	78	38	69	30	79	40	23	55	9	80	58	1
Industry division:																				
Manufacturing.....	97	59	66	38	96	60	95	60	82	52	61	29	86	61	37	60	6	85	66	1
Transportation, communication, and other public utilities.....	98	67	57	15	95	41	94	41	87	36	83	61	80	25	12	54	21	74	59	(⁶)
Wholesale trade.....	94	49	62	30	90	44	88	42	75	34	60	24	78	42	23	53	6	72	44	2
Retail trade.....	89	35	49	19	86	29	84	27	55	21	51	8	84	38	16	32	28	67	35	2
Finance, insurance, and real estate.....	98	54	51	25	90	38	89	36	78	28	82	29	69	23	11	57	3	88	62	(⁶)
Services.....	85	45	50	23	79	37	78	36	65	27	58	21	68	31	19	49	6	61	39	4
Region:																				
Northeast.....	96	61	53	30	89	51	87	49	74	39	64	32	79	43	27	59	6	84	62	1
South.....	95	45	54	21	91	35	90	35	70	27	70	29	71	33	14	47	11	76	52	1
North Central.....	96	56	59	31	93	48	92	47	81	42	65	26	81	49	28	51	11	80	58	1
West.....	96	50	71	31	96	44	96	44	89	40	81	37	81	27	13	66	9	80	57	(⁶)

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

² For definition of regions, see footnote 3 to the table in appendix A.

³ See footnote 2, table B-1.

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

⁵ Includes data for real estate in addition to those industry divisions shown separately.

⁶ Less than 0.5 percent.

Table B-6. Paid Sick Leave

(Percent distribution of plant and office workers by formal sick leave provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Sick leave provision	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers											
All workers	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0
Workers in establishments providing formal paid sick leave	27.1	17.3	55.3	46.7	42.5		20.1	23.7	29.9	19.0	49.8
Workers in establishments providing no formal paid sick leave	72.9	82.7	44.7	53.3	57.5		79.9	76.3	70.1	81.0	50.2
<u>Type and amount of paid sick leave provided annually</u>											
Uniform plan: ⁵											
No waiting period	11.3	8.4	14.8	26.4	14.7		12.3	10.6	12.9	5.7	23.9
Full pay ⁶	10.5	8.0	14.0	25.1	12.9		11.3	10.1	11.7	5.1	22.7
3 days	.5	.6	.1	.2	.8		.5	.7	.7	.3	.4
5 days	4.2	4.6	2.3	8.9	2.9		3.7	4.1	3.8	1.7	11.4
6 days	2.3	1.1	1.8	4.6	5.5		2.6	1.6	2.3	1.2	6.2
7 days	.2	.1	.3	1.1	.4		.7	.4	.3	.2	.1
10 days	1.1	.4	2.9	3.1	1.6		1.7	1.1	1.2	.5	1.9
12 days	.7	.1	4.7	1.0	.5		.8	.6	1.2	.4	1.0
15 days	.2	(⁷)	.9	.7	.1		.2	.1	.1	(⁷)	.6
130 days	.2	.2	-	2.1	-		.2	.1	.4	.2	.2
Full pay plus partial pay	.2	.1	.7	.8	.1		.1	.2	.2	.2	.3
Partial pay only	.6	.3	.1	.5	1.7		.9	.3	.9	.5	.9
Waiting period	4.1	2.9	3.6	7.9	8.0		3.0	2.3	4.2	2.1	13.3
Full pay	2.5	1.3	2.7	6.2	5.6		2.4	1.2	2.1	.7	10.4
Full pay plus partial pay	.3	.4	.1	.8	.1		.5	.2	.1	.1	1.8
Partial pay only	1.3	1.2	.8	.8	2.3		.1	.9	1.9	1.3	1.1
Graduated plan ⁵ —After 1 year of service:											
No waiting period	4.7	2.1	12.2	8.0	9.7		3.4	5.1	5.0	3.5	6.7
Full pay ⁶	2.4	1.2	6.3	3.9	4.2		2.2	2.6	2.5	2.1	2.9
1 day	.4	.4	(⁷)	.1	.6		(⁷)	.4	.2	.5	.4
5 days	.8	.1	1.5	1.7	2.4		1.4	.7	1.1	.7	.9
10 days	.4	.3	1.3	1.0	.4		.1	.6	.3	.3	.4
22 days	.1	(⁷)	1.1	.1	-		.2	.4	(⁷)	(⁷)	-
Full pay plus partial pay ⁶	1.7	.7	3.0	3.7	4.6		.7	2.2	2.1	.9	1.9
5 days	.3	.1	.9	.3	.5		.1	.4	.3	.1	.3
10 days	.6	.2	.7	1.0	2.2		.2	1.1	.7	.1	.8
20 days	.3	.3	.3	1.8	(⁷)		-	.4	.6	.1	.2
22 days	.3	-	.2	(⁷)	1.8		.1	.1	.4	.4	.7
Partial pay only	.6	.2	2.9	.4	.8		.6	.3	.4	.5	1.9
Waiting period	5.7	3.7	15.5	4.0	9.8		.3	3.7	7.5	6.4	5.7
Full pay	1.5	.2	1.6	.7	6.6		.1	.6	2.1	2.0	1.1
Full pay plus partial pay	1.0	.8	2.6	.3	1.5		-	.7	1.3	1.0	1.2
Partial pay only	3.2	2.7	11.3	3.0	1.7		.2	2.4	4.1	3.4	3.4
Graduated plan ⁵ —After 10 years of service:											
No waiting period	8.0	3.1	27.4	8.2	15.7		4.6	7.9	8.8	7.4	8.6
Full pay ⁶	2.8	1.4	6.7	4.0	5.1		3.6	2.8	2.7	2.7	3.0
5 days	.4	.5	-	.2	.1		.9	.3	-	.6	.8
7 days	.2	.1	.6	-	.4		(⁷)	.2	.3	.1	(⁷)
10 days	.6	.1	.6	1.2	2.0		1.1	.5	.7	.6	.7
20 days	.2	.1	.3	.3	.2		.4	.2	.2	.1	.4
65 days	.1	(⁷)	1.0	(⁷)	(⁷)		.2	.3	(⁷)	.2	-
Full pay plus partial pay ⁶	4.5	.8	20.4	4.0	9.8		1.0	4.9	5.8	2.9	5.0
35 days	.4	-	(⁷)	-	2.1		-	.8	.4	.1	-
50 days	1.0	.1	.7	(⁷)	5.0		(⁷)	.7	1.3	1.0	1.0
60 days	.3	.2	.2	1.9	(⁷)		.3	.3	.6	.2	.2
65 days	1.5	.1	11.4	.2	1.8		.3	2.1	1.0	.8	2.9
70 days	.5	-	5.3	-	-		-	.1	1.7	.3	.3
Partial pay only	.8	1.0	.3	.2	.9		-	.2	.3	1.7	.6

See footnotes at end of table.

Table B-6. Paid Sick Leave—Continued

(Percent distribution of plant and office workers by formal sick leave provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Sick leave provision	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers—Continued											
<u>Type and amount of paid sick leave provided annually—Continued</u>											
Graduated plan ⁵ —After 10 years of service—Continued											
Waiting period.....	3.6	2.8	9.6	4.2	4.0		0.2	2.9	4.1	3.7	3.9
Full pay.....	.4	.3	1.3	.8	.5		.1	.3	.7	.5	.3
Full pay plus partial pay.....	2.4	1.8	8.3	3.1	2.1		.1	2.4	2.3	2.6	2.5
Partial pay only.....	.7	.7	-	.3	1.4		-	.3	1.1	.7	1.1
<u>Provisions for accumulation</u>											
Workers in establishments having provisions for accumulation of unused sick leave.....	5.9	3.9	15.3	11.8	6.4		3.8	2.5	6.8	3.3	18.5
Office workers											
All workers.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Workers in establishments providing formal paid sick leave.....	63.3	65.8	74.0	58.9	60.5	59.6	51.8	63.8	58.0	61.3	71.5
Workers in establishments providing no formal paid sick leave.....	36.7	34.2	26.0	41.1	39.5	40.4	48.2	36.2	42.0	38.7	28.5
<u>Type and amount of paid sick leave provided annually</u>											
Uniform plan: ⁵											
No waiting period.....	29.4	33.3	22.2	33.3	19.5	27.8	36.1	27.7	25.4	26.5	43.1
Full pay ⁶	27.9	31.1	21.1	31.5	18.0	26.9	35.2	26.6	24.5	23.8	42.1
5 days.....	7.1	10.4	4.7	10.0	4.9	3.1	8.9	6.6	5.5	5.0	13.8
6 days.....	3.6	3.1	2.4	4.6	6.5	3.4	4.3	2.8	3.6	3.6	5.1
7 days.....	1.0	.7	.6	2.2	1.2	1.2	1.5	1.5	.8	.7	.9
10 days.....	6.8	9.3	5.5	6.6	2.2	5.1	8.9	7.4	6.0	5.7	8.7
12 days.....	3.4	1.6	5.1	1.2	.7	5.8	7.1	2.9	3.8	3.3	4.5
15 days.....	1.1	.3	1.5	.7	.4	2.1	1.3	1.2	.7	.9	1.3
20 days.....	.7	1.1	(?)	1.6	.2	.3	.1	.8	.4	.8	.5
22 days.....	.5	.1	(?)	.2	.1	1.5	(?)	.2	.4	(?)	2.1
30 days.....	.4	.5	-	1.4	-	.3	.2	.6	.4	.3	.2
Full pay plus partial pay ⁶	1.2	2.0	1.0	1.4	(?)	.7	.5	1.0	.7	2.2	.6
21 days.....	.5	1.3	-	.3	-	-	.2	.1	.1	1.4	.1
Partial pay only.....	.3	.2	.2	.4	1.5	.2	.3	.1	.2	.5	.4
Waiting period.....	1.6	1.2	1.6	3.2	4.5	.1	4.2	.4	2.7	1.2	3.6
Full pay.....	1.1	.7	1.4	1.9	2.1	.1	4.1	.2	1.3	.7	3.2
Full pay plus partial pay.....	.1	(?)	-	.4	.2	-	(?)	(?)	.1	.1	.1
Partial pay only.....	.5	.5	.2	.9	2.3	-	.1	.2	1.4	.4	.3
Graduated plan ⁵ —After 1 year of service:											
No waiting period.....	25.3	26.8	26.9	20.1	14.8	30.6	10.4	30.4	21.3	24.3	20.7
Full pay ⁶	17.1	21.8	14.8	9.5	6.9	18.7	9.0	20.0	13.5	18.6	12.1
5 days.....	3.4	2.9	7.3	2.5	3.5	2.9	1.5	3.8	3.4	3.6	1.9
6 days.....	.7	.5	.4	(?)	.4	1.4	.2	.3	.5	1.0	1.1
10 days.....	5.8	9.4	2.2	2.2	.9	6.0	1.4	7.3	3.0	6.6	4.3
12 days.....	.8	.2	.7	.1	.1	1.6	1.7	.8	1.1	.6	.4
15 days.....	1.2	1.2	.5	.3	(?)	2.1	1.7	1.6	.6	1.6	.5
20 days.....	.6	.6	.4	.3	.3	1.1	.1	.8	.7	.7	(?)
22 days.....	.5	.7	1.2	.6	-	.2	.2	.8	.3	.5	.3

See footnotes at end of table.

Table B-6. Paid Sick Leave—Continued

(Percent distribution of plant and office workers by formal sick leave provisions in all metropolitan areas, by industry division and region,¹ 1964-65²)

Sick leave provision	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers—Continued											
<u>Type and amount of paid sick leave provided annually—Continued</u>											
Graduated plan ⁵ —After 1 year of service—Continued											
No waiting period—Continued											
Full pay plus partial pay ⁶	6.8	4.8	6.9	9.7	7.1	9.7	1.4	8.3	7.1	5.2	6.3
5 days	1.5	.9	2.3	.8	.8	2.6	.3	1.7	.9	1.2	2.2
10 days	2.2	1.3	1.3	3.7	2.0	3.9	.5	2.2	3.4	1.3	2.8
15 days	.5	.4	.8	.3	-	.6	.3	.5	.6	.5	.2
20 days	.9	.9	.4	3.0	.2	1.0	-	1.5	1.4	.5	.1
22 days	.6	.2	.3	.3	3.9	.6	.2	.8	.5	.6	.6
Partial pay only	1.4	.1	5.2	.9	.9	2.1	(⁷)	2.1	.7	.6	2.4
Waiting period	6.0	4.1	18.3	2.1	20.8	.9	1.0	4.2	8.0	7.9	4.0
Full pay	2.5	1.9	3.3	.4	14.7	.4	.6	2.0	2.8	3.7	1.1
Full pay plus partial pay	1.1	.3	3.8	.4	4.0	.4	(⁷)	.6	.4	2.4	.4
Partial pay only	2.4	1.8	11.3	1.3	2.1	-	.5	1.7	4.8	1.7	2.5
Graduated plan ⁵ —After 10 years of service:											
No waiting period	28.7	27.6	41.2	20.2	29.3	31.0	10.5	32.9	27.5	27.8	22.9
Full pay ⁶	17.1	22.0	14.6	9.0	8.0	18.5	9.0	20.6	13.8	18.0	11.8
5 days	.7	.3	-	.7	.1	1.8	(⁷)	1.4	.2	.1	.6
10 days	1.8	1.3	4.5	1.3	2.9	1.3	1.2	1.6	1.9	2.3	1.3
12 days	.4	.1	.8	-	.2	1.0	-	.1	.7	.1	1.3
15 days	.9	.9	.9	.4	.9	1.1	.4	.9	1.0	.9	.8
20 days	2.7	5.3	.4	1.0	.8	1.7	1.4	2.2	1.0	5.0	1.7
22 days	.5	1.0	-	.1	-	.4	(⁷)	.4	.2	1.0	.1
30 days	.6	.8	.2	.4	.6	.8	.4	.6	.4	.7	.7
40 days	.5	.7	.1	.7	.3	.4	.7	1.2	.3	.1	(⁷)
50 days	1.2	1.2	.7	.6	.5	1.9	.4	2.0	.5	1.1	.1
55 days	.6	.6	.6	(⁷)	(⁷)	.8	1.0	1.5	.2	.1	.1
60 days	.5	.7	.8	(⁷)	-	.4	.3	.7	.2	.4	.6
65 days	.7	1.2	.9	.8	.2	.2	.2	1.1	.4	.7	.2
130 days	.6	.6	1.6	.5	.2	.5	-	.7	1.1	.5	.1
Full pay plus partial pay ⁶	11.4	5.4	26.0	11.1	20.5	12.5	1.5	12.2	13.5	9.5	10.9
5 days	.6	.1	.2	-	(⁷)	2.0	.1	.8	.6	.3	1.0
20 days	.7	.1	.1	.2	-	2.3	.1	.9	1.2	.2	.6
50 days	1.7	.7	.6	.2	13.2	1.2	.1	1.5	2.3	1.8	1.7
60 days	.9	.8	.8	3.2	.1	.7	.3	.7	1.0	.8	1.0
65 days	2.5	.9	12.5	1.8	2.9	.9	.1	2.7	1.9	2.0	3.9
70 days	.9	(⁷)	7.3	.1	-	-	-	.5	2.8	.5	.5
130 days	.7	.6	.1	2.0	(⁷)	1.0	.1	.8	.6	.5	.7
Partial pay only	.2	.1	.6	.1	.9	.1	-	.1	.2	.3	.2
Waiting period	3.5	3.7	9.0	2.2	7.1	.6	1.0	2.7	2.4	5.8	1.9
Full pay	.9	1.7	.3	.5	.9	.1	.6	.2	.7	2.1	.2
Full pay plus partial pay	2.4	1.8	8.8	1.4	4.4	.4	.5	2.5	1.2	3.4	1.7
Partial pay only	.2	.2	(⁷)	.3	1.8	-	-	(⁷)	.6	.4	.1
<u>Provisions for accumulation</u>											
Workers in establishments having provisions for accumulation of unused sick leave	13.0	9.3	17.5	8.4	5.2	18.5	18.0	8.2	12.9	11.4	26.4

¹ For definition of regions, see footnote 3 to the table in appendix A.² See footnote 2, table B-1.³ Transportation, communication, and other public utilities.⁴ See footnote 5, table B-2.⁵ "Uniform plans" are defined as those formal plans under which an employee, after 1 year of service, is entitled to the same number of days' paid sick leave each year. "Graduated plans" are defined as those formal plans under which an employee's leave varies according to length of service. Periods of service were arbitrarily chosen. Estimates reflect provisions applicable at the stated length of service but do not reflect provisions for progression. Thus, the proportion receiving 10 days' sick leave after 10 years of service may also receive this amount after greater or lesser lengths of service.⁶ Includes provisions other than those presented separately. Numbers of days shown under "Full pay plus partial pay" are days for which workers receive sick leave at full pay; workers are entitled to additional days of sick leave at partial pay.⁷ Less than 0.05 percent.

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

Labor-Management Agreement Coverage

Only 15 percent of the 3.4 million office workers within scope of the survey were in establishments with labor-management agreement coverage, whereas 69 percent of the 11.3 million plant workers were in establishments with comparable coverage. These estimates of agreement coverage are representative only of medium and large establishments in the industries within scope of the survey in metropolitan areas.³⁷ The following table presents estimates of agreement coverage for plant and office workers, for all metropolitan areas combined, and by industry division and region:

Percentage of plant and office workers employed in establishments in which a contract or contracts covered a majority of workers in the respective categories, 1964-65

Region ¹	All industries	Manufacturing	Nonmanufacturing	Public utilities	Wholesale trade	Retail trade	Plant workers	
							Finance	Services
Plant workers								
All metropolitan areas-----	69	77	57	94	57	36	-	54
Northeast-----	74	79	66	97	66	45	-	66
South-----	47	60	33	84	24	13	-	21
North Central-----	79	86	63	98	68	39	-	67
West-----	71	74	69	97	72	55	-	61
Office workers								
All metropolitan areas-----	15	12	17	62	7	14	2	12
Northeast-----	16	15	17	67	6	18	2	16
South-----	14	16	14	57	(²)	3	(²)	2
North Central-----	14	8	19	68	8	14	3	2
West-----	18	13	20	55	17	25	2	25

¹ For definition of regions, see footnote 3 to the table in appendix A.

² Less than 0.5 percent.

³⁷ Establishments with 50 workers or more were included in these studies, except in 12 of the largest areas in which the minimum was 100 in manufacturing, public utilities, and retail trade, and 50 in the other industry divisions.

If a majority of plant or office workers within an establishment were covered by a labor-management agreement, all plant or office workers in that establishment were considered to be covered. Thus, these data do not provide a measure of union membership, but rather a statistical measure of union coverage.

The transportation, communication, and other public utilities division was the most extensively unionized. Ninety-four percent of the plant workers and 62 percent of the office workers were in establishments in which a majority were covered by one or more agreements. Coverage in public utilities was so much higher than in other nonmanufacturing industries that removing the utilities data from nonmanufacturing totals would reduce the extent of unionization of office workers in nonmanufacturing from 17 to 6 percent, and that of plant workers from 57 to 44 percent. Manufacturing industries had the next highest incidence of coverage for plant workers with 77 percent, while the retail trade group had the lowest with 36 percent. However, retail trade's office workers, with 14 percent coverage, exceeded all other industry divisions except public utilities in union contract coverage. The smallest percentage of unionized office workers was found in finance (2 percent).

In all geographical regions except the South, at least 7 out of 10 plant workers were in establishments operating under terms of collective bargaining agreements. Approximately half of the plant workers in the southern region were covered. Among office workers, those in the western region had the highest proportion under union coverage—18 percent, and those in the South and North Central the lowest—14 percent.

A more detailed analysis of labor-management agreement coverage was included in Wages and Related Benefits: Metropolitan Areas, United States and Regional Summaries, 1960-61 (BLS Bulletin 1285-84, 1962). Agreement coverage by size of establishment and community were included in the examination.

Appendix A. Scope and Method of Survey

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

Occupational pay data are collected annually in each of the 80 areas, but establishment practices and supplementary wage provisions are collected annually only in Boston, Chicago, Los Angeles—Long Beach, New York, Philadelphia, and San Francisco—Oakland; in the other 74 areas, these data are collected biennially. Tables B-1 through B-6 include data from the previous year in the areas in which the supplementary data were not collected between July 1964 and June 1965. Current information was available for about two-thirds of the employment within scope of the survey.³⁸

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 the construction and extractive industries and government institutions. The latter exclusion has a significant effect on the public utilities industry division. Municipally operated utilities were excluded, but utilities were included in areas where they are privately operated.

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

Sampling and Estimating Procedures

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

areas combined, and the establishment sample is designed to allow presentation of data for each particular area. As was indicated earlier, this bulletin is concerned with the data for all metropolitan areas combined.

The area sample of 80 areas in 1964 and 1965 was based on the selection of one area from a stratum of similar areas. The criteria of stratification were size of area, region, and type of industrial activity. Insofar as possible, probability sampling was used and each area had a chance of selection roughly proportionate to its total nonagricultural employment. Thirty-seven of the areas were certain of inclusion in the sample, either because of their size, as measured by the 1960 Census of Population, or because of the unusual nature of their industry composition. Each of these 37 areas represented only itself, but each of the 43 other areas represented itself and one or more similar areas, with the data from each area weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area when preparing estimates for all areas combined.

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

Approximately 12,200 establishments employing about 8,377,900 workers were included in the Bureau's sample from an estimated universe of 66,300 establishments employing about 18,118,000 workers within scope of the studies in all metropolitan areas. The estimates as presented relate to all establishments and workers within scope of the studies in all metropolitan areas.

Occupational Earnings

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

Average earnings are presented (in the A tables), beginning on page 6. Data are shown for full-time workers, i. e., those hired to work a full-time schedule in the given occupational classification.

³⁸ For more detailed description of scope and method of survey in individual areas, see Wages and Related Benefits: Part I. 80 Metropolitan Areas, 1964—65 (BLS Bulletin 1430-83, 1965).

Earnings data exclude premium pay for overtime and nightwork, and work on weekends and holidays. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office clerical, professional, and technical occupations relate to the standard salaries that were paid for standard work schedules; i. e., to the straight-time salary corresponding to the workers' normal weekly work schedule excluding all overtime hours. Weekly earnings were rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

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

Shift differential data (table B-1) are limited to plant workers in manufacturing industries. This information is presented both in terms of (1) establishment policy,³⁹ in terms of total plant worker employment, and (2) effective practice, 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 shifts hours.

The scheduled weekly hours (table B-2) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Paid holidays; paid vacations; and health, insurance, and pension plans (tables B-3 through B-6) are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed.

³⁹ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months prior to the survey, or (2) had provisions in written form for operating late shifts.

Data on paid holidays (table B-3) are limited to data on holidays granted annually on a formal basis; i. e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted annually are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

The summary of vacation plans (table B-4) is limited to formal policies, excluding informal arrangements whereby time off with pay is granted at the discretion of the employer. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in the tabulations of vacation pay, payments not on a time basis were converted to a time basis; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay.

Data are presented for all health, insurance, and pension plans (table B-5) for which at least a part of the cost is borne by the employer, excepting only legal requirements such as workmen's compensation, social security, and railroad retirement. Such plans include those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. Death benefits are included as a form of life insurance.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,⁴⁰ 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 plans⁴¹ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Table B-5 distinguishes between sick leave plans which (1) provided full pay and no waiting period, and (2) provided either partial pay or a waiting period. Table B-6, the result of a special study of paid sick leave, provides information on the relationship of benefits to length of service, type of pay, waiting period requirements, number of days available, and provisions for accumulation of unused leave.

⁴⁰ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁴¹ 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.

Paid sick leave and sickness and accident insurance have a basic similarity of purpose but include a wide variety of provisions. Following are the criteria used in the study to distinguish between the two types of plans:

Method of Financing. Paid sick leave is (usually) a payroll item, while sickness and accident insurance is financed through purchase of insurance or is self-insured through a special fund.

Amount of Benefit. Paid sick leave usually provides full pay or a combination of full pay plus partial pay, but occasionally provides only partial pay. The rate of pay may graduate with length of service. Sickness and accident insurance usually provides flat-sum payments or a percentage of earnings less than full pay. The rate of pay is not graduated by length of service.

Benefit Period. Sick leave benefits range from a day to a full year, while sickness and accident benefits usually are for 26 weeks and occasionally for 13 weeks.

Waiting Period. Sick leave plans may have no waiting period or a waiting period of no longer than a week. The waiting period may diminish with length of service. Sickness and accident insurance usually has a 1-week waiting period. The length of the waiting period may be less for an accident or hospitalization, but does not vary with length of service.

Credit for Unused Benefit. Sick leave plans may provide cash for unused leave, accumulation to the next year, or other compensation. Sickness and accident insurance does not provide credit for unused benefits.

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

Tabulations of retirement pension plans are limited to those plans that provide monthly payments for the remainder of the workers' life.

Estimates of labor-management agreement coverage (page 101) relate to all workers (plant or office) employed in an establishment having effective contracts covering a majority of the workers in their respective categories.

Establishments and Workers Within Scope of Survey and Number Studied in All Metropolitan Areas¹
by Major Industry Division² and Region,³ Year Ending June 1965

Industry division and region	Number of establishments		Number of workers in establishments (in thousands)			
	Within scope of study ⁴	Studied	Within scope of study			Studied
			Total ⁵	Plant	Office	
All industries.....	66,323	12,196	18,118.1	11,283.9	3,359.9	8,377.9
Northeast.....	20,450	3,326	5,864.7	3,537.1	1,166.4	2,611.4
South.....	17,630	3,449	3,691.2	2,420.8	607.9	1,540.3
North Central.....	18,389	3,746	5,843.4	3,763.1	1,026.9	2,933.8
West.....	9,854	1,675	2,718.8	1,562.9	558.7	1,292.4
Manufacturing.....	27,124	4,875	9,823.5	6,900.2	1,244.4	4,414.9
Northeast.....	9,911	1,489	3,263.6	2,284.4	427.8	1,302.4
South.....	5,899	1,191	1,686.0	1,269.4	153.8	704.2
North Central.....	8,054	1,627	3,617.4	2,566.0	482.1	1,783.5
West.....	3,260	568	1,256.5	780.4	180.7	624.8
Nonmanufacturing.....	39,199	7,321	8,294.6	4,383.7	2,115.5	3,963.0
Northeast.....	10,539	1,837	2,601.1	1,252.7	738.6	1,309.0
South.....	11,731	2,258	2,005.2	1,151.4	454.1	836.1
North Central.....	10,335	2,119	2,226.0	1,197.1	544.8	1,150.3
West.....	6,594	1,107	1,462.3	782.5	378.0	667.6
Transportation, communication, and other public utilities ⁶	5,315	1,578	2,178.8	1,124.4	426.1	1,423.5
Northeast.....	1,197	370	645.2	336.1	130.0	458.1
South.....	1,802	507	542.8	282.9	102.6	302.0
North Central.....	1,523	476	596.4	305.0	117.5	400.6
West.....	793	225	394.4	200.4	76.0	262.8
Wholesale trade.....	8,631	1,276	997.6	517.0	280.3	249.3
Northeast.....	2,458	330	288.8	129.8	90.5	65.6
South.....	2,354	378	239.3	134.8	61.6	58.5
North Central.....	2,358	374	301.4	154.9	85.4	83.6
West.....	1,461	194	168.1	97.5	42.8	41.6
Retail trade.....	10,412	1,833	2,468.8	1,942.0	272.2	1,231.6
Northeast.....	2,276	432	679.9	522.9	82.2	373.1
South.....	3,733	596	687.6	547.5	69.2	286.4
North Central.....	2,712	524	713.2	556.0	83.5	411.4
West.....	1,691	281	388.1	315.6	37.3	160.7
Finance, insurance, and real estate.....	6,644	1,228	1,406.7	763.1	929.5	639.0
Northeast.....	2,018	321	552.4	217.7	362.5	270.4
South.....	1,825	376	282.0	111.6	187.5	103.7
North Central.....	1,747	348	325.2	157.7	208.4	149.7
West.....	1,054	183	247.1	141.7	171.1	115.2
Services ⁸	8,197	1,406	1,242.7	737.2	207.4	419.6
Northeast.....	2,590	384	434.8	242.2	73.4	141.8
South.....	2,017	401	253.5	174.6	33.2	85.5
North Central.....	1,995	397	289.8	165.5	50.0	105.0
West.....	1,595	224	264.6	154.9	50.8	87.3

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

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

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

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

⁵ 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. They are not intended, however, to serve as a basis of comparison with other employment data for the area to measure employment trends or levels, since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the studies.

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

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

⁸ Hotels, personal services, business services, auto repair shops, motion pictures, nonprofit membership organizations (excluding religious and charitable organizations), and engineering and architectural services.

Appendix B. Occupational Employment

Appendix Table 1. Percent of Workers in Selected Occupations by Industry Division in All Metropolitan Areas, February 1964¹

Sex, occupation, and grade	Percent of total					
	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services
<u>Office clerical</u>						
<u>Men</u>						
Billers, machine (billing machine).....	11	75	5	1	6	1
Bookkeeping-machine operators, class A.....	21	5	14	15	42	4
Bookkeeping-machine operators, class B.....	16	4	17	6	48	9
Clerks, accounting, class A.....	48	17	15	4	12	5
Clerks, accounting, class B.....	36	22	18	4	16	4
Clerks, file, class A.....	33	36	3	1	17	10
Clerks, file, class B.....	27	26	5	2	27	14
Clerks, file, class C.....	17	15	6	2	58	3
Clerks, order.....	37	1	58	4	(*)	(*)
Clerks, payroll.....	65	20	4	3	3	5
Comptometer operators.....	48	25	24	3	-	-
Duplicating-machine operators (Mimeograph or Ditto).....	40	21	7	4	13	14
Keypunch operators, class A.....	49	36	9	4	3	1
Keypunch operators, class B.....	25	46	10	2	10	7
Office boys.....	34	12	9	3	30	11
Secretaries.....	29	52	7	2	4	7
Stenographers, general.....	16	64	18	1	(*)	1
Stenographers, senior.....	39	47	7	(*)	6	1
Tabulating-machine operators, class A.....	51	10	8	3	25	3
Tabulating-machine operators, class B.....	40	11	12	5	29	4
Tabulating-machine operators, class C.....	32	9	12	6	39	3
Typists, class A.....	33	39	7	2	6	14
Typists, class B.....	20	49	18	3	6	4
<u>Women</u>						
Billers, machine (billing machine).....	38	16	20	17	5	5
Billers, machine (bookkeeping machine).....	24	8	8	46	3	13
Bookkeeping-machine operators, class A.....	37	4	20	10	24	5
Bookkeeping-machine operators, class B.....	21	3	16	11	46	3
Clerks, accounting, class A.....	38	13	9	13	18	9
Clerks, accounting, class B.....	29	18	11	16	20	6
Clerks, file, class A.....	33	7	8	3	41	8
Clerks, file, class B.....	23	7	10	9	45	7
Clerks, file, class C.....	16	6	7	10	54	8
Clerks, order.....	45	2	30	21	1	3
Clerks, payroll.....	57	10	7	12	7	7
Comptometer operators.....	34	8	18	30	5	4
Duplicating machine operators (Mimeograph or Ditto).....	45	11	11	6	18	9
Keypunch operators, class A.....	44	13	9	5	25	4
Keypunch operators, class B.....	35	16	11	7	28	4
Office girls.....	26	13	9	8	39	5
Secretaries.....	44	9	10	5	21	11
Stenographers, general.....	44	14	9	4	23	6
Stenographers, senior.....	53	10	7	3	20	7
Switchboard operators.....	23	12	7	14	20	23
Switchboard operator-receptionists.....	48	7	20	9	9	7
Tabulating-machine operators, class A.....	53	8	6	2	30	2
Tabulating-machine operators, class B.....	29	35	9	4	21	3
Tabulating-machine operators, class C.....	17	43	9	6	23	3
Transcribing-machine operators, general.....	33	3	16	3	38	8
Typists, class A.....	42	9	6	3	30	10
Typists, class B.....	30	6	9	6	42	8
<u>Professional and technical</u>						
<u>Women</u>						
Nurses, industrial (registered).....	82	5	1	4	5	2

See footnotes at end of table.

Appendix Table 1. Percent of Workers in Selected Occupations by Industry Division in All Metropolitan Areas, February 1964¹—Continued

Sex, occupation, and grade	Percent of total					
	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services
<u>Maintenance and powerplant⁵</u>						
Carpenters, maintenance.....	72	10	1	8	4	5
Electricians, maintenance.....	87	8	1	1	1	2
Engineers, stationary.....	63	8	2	7	9	12
Firemen, stationary boiler.....	81	5	2	2	3	7
Helpers, maintenance trades.....	79	16	1	1	1	2
Machine-tool operators, toolroom.....	99	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Machinists, maintenance.....	94	5	(⁴)	(⁴)	(⁴)	1
Mechanics, automotive (maintenance).....	28	60	6	3	(⁴)	3
Mechanics, maintenance.....	92	4	2	1	(⁴)	1
Millwrights.....	99	1	(⁴)	(⁴)	(⁴)	(⁴)
Oilers.....	97	2	(⁴)	(⁴)	(⁴)	1
Painters, maintenance.....	68	7	1	4	11	10
Pipefitters, maintenance.....	95	3	1	(⁴)	(⁴)	1
Plumbers, maintenance.....	64	15	(⁴)	3	8	10
Sheet-metal workers, maintenance.....	95	3	(⁴)	(⁴)	(⁴)	1
Tool and die makers.....	99	(⁴)	(⁴)	(⁴)	(⁴)	1
<u>Custodial and material movement⁵</u>						
Elevator operators, passenger.....	7	3	3	10	49	28
Elevator operators, passenger (women).....	2	4	1	37	21	35
Guards and watchmen.....	52	5	2	3	10	27
Janitors, porters, and cleaners.....	47	7	3	13	10	20
Janitors, porters, and cleaners (women).....	16	7	2	8	35	32
Laborers, material handling.....	53	22	15	10	(⁴)	(⁴)
Order fillers.....	32	2	46	20	(⁴)	(⁴)
Packers, shipping.....	69	(⁴)	24	6	(⁴)	1
Packers, shipping (women).....	75	(⁴)	10	15	(⁴)	(⁴)
Receiving clerks.....	49	4	21	24	(⁴)	1
Shipping clerks.....	66	1	24	9	(⁴)	1
Shipping and receiving clerks.....	58	5	21	13	(⁴)	3
Truckdrivers ⁶	27	40	20	10	(⁴)	3
Truckdrivers, light (under 1½ tons).....	32	14	25	16	1	13
Truckdrivers, medium (1½ to and including 4 tons).....	26	42	21	8	(⁴)	3
Truckdrivers, heavy (over 4 tons, trailer type).....	16	51	19	13	(⁴)	(⁴)
Truckdrivers, heavy (over 4 tons, other than trailer type).....	45	25	23	7	(⁴)	(⁴)
Truckers, power (forklift).....	79	7	9	5	(⁴)	(⁴)
Truckers, power (other than forklift).....	79	16	4	2	(⁴)	(⁴)

¹ Average month of reference. Data were collected during the period July 1963 through June 1964.

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ Less than 0.5 percent.

⁵ Data limited to men workers except where otherwise indicated.

⁶ Includes all drivers regardless of size and type of truck operated.

NOTE: Because of rounding, sums of individual items may not equal 100 percent.

Appendix Table 2. Percent of Workers in Selected Occupations by Size of Establishment¹
in All Metropolitan Areas, February 1964²

Sex, occupation, and industry division	Percent of all workers in establishments employing—					
	99 or less	100-249	250-499	500-999	1,000-2,499	2,500 or more
<u>Office clerical</u>						
<u>Men</u>						
Clerks, accounting, class A.....	11	20	17	17	16	18
Manufacturing.....	5	16	14	19	18	28
Nonmanufacturing.....	17	25	20	16	13	9
Clerks, accounting, class B.....	13	23	18	15	16	15
Manufacturing.....	5	17	21	18	16	24
Nonmanufacturing.....	18	26	17	13	16	10
Clerks, order.....	33	35	14	7	5	6
Manufacturing.....	7	32	22	14	11	14
Nonmanufacturing.....	48	37	9	3	1	1
Clerks, payroll.....	4	24	18	16	15	23
Manufacturing.....	3	23	16	14	14	30
Nonmanufacturing.....	7	25	21	19	17	10
Office boys.....	11	21	18	16	17	16
Manufacturing.....	1	12	17	20	26	24
Nonmanufacturing.....	16	26	19	14	13	12
Secretaries.....	9	13	10	18	28	23
Manufacturing.....	6	14	5	27	15	33
Nonmanufacturing.....	10	12	12	14	33	19
Tabulating-machine operators, class A.....	3	14	13	16	20	34
Manufacturing.....	1	5	8	17	23	47
Nonmanufacturing.....	6	23	18	15	18	20
Tabulating-machine operators, class B.....	7	16	15	17	19	26
Manufacturing.....	1	6	12	20	24	38
Nonmanufacturing.....	11	24	16	15	16	19
Tabulating-machine operators, class C.....	5	18	19	14	19	26
Manufacturing.....	1	11	12	15	22	39
Nonmanufacturing.....	7	21	22	13	18	19
<u>Women</u>						
Billers, machine (billing machine).....	22	35	18	11	8	5
Manufacturing.....	7	38	23	17	9	7
Nonmanufacturing.....	32	34	15	8	8	5
Billers, machine (bookkeeping machine).....	20	31	17	9	9	14
Manufacturing.....	15	38	21	11	11	4
Nonmanufacturing.....	21	29	16	9	9	16
Bookkeeping-machine operators, class A.....	27	36	16	9	7	5
Manufacturing.....	11	43	19	10	8	8
Nonmanufacturing.....	37	32	13	8	6	3
Bookkeeping-machine operators, class B.....	27	32	16	10	8	7
Manufacturing.....	10	37	23	13	10	7
Nonmanufacturing.....	32	31	14	9	7	7
Clerks, accounting, class A.....	18	26	15	13	13	14
Manufacturing.....	8	26	17	15	15	19
Nonmanufacturing.....	24	27	13	12	12	12
Clerks, accounting, class B.....	16	26	16	13	15	15
Manufacturing.....	7	26	20	17	14	15
Nonmanufacturing.....	19	26	15	11	15	15
Clerks, file, class A.....	12	20	17	13	13	24
Manufacturing.....	4	10	12	14	14	46
Nonmanufacturing.....	17	25	19	12	13	14

See footnotes at end of table.

Appendix Table 2. Percent of Workers in Selected Occupations by Size of Establishment ¹
in All Metropolitan Areas, February 1964 ²—Continued

Sex, occupation, and industry division	Percent of all workers in establishments employing—					
	99 or less	100-249	250-499	500-999	1,000-2,499	2,500 or more
<u>Office clerical—Continued</u>						
<u>Women—Continued</u>						
Clerks, file, class B.....	14	26	17	12	14	17
Manufacturing.....	2	17	17	16	15	33
Nonmanufacturing.....	17	28	17	11	14	12
Clerks, file, class C.....	15	22	20	13	15	16
Manufacturing.....	2	18	16	18	21	26
Nonmanufacturing.....	18	23	20	12	14	14
Clerks, order.....	20	31	15	9	13	12
Manufacturing.....	8	34	22	15	12	10
Nonmanufacturing.....	29	30	10	5	14	13
Clerks, payroll.....	11	30	20	16	12	11
Manufacturing.....	8	30	22	17	10	12
Nonmanufacturing.....	15	30	18	13	14	10
Comptometer operators.....	9	21	16	15	18	22
Manufacturing.....	4	21	19	16	15	26
Nonmanufacturing.....	12	21	15	14	19	20
Duplicating-machine operators (Mimeograph or Ditto).....	9	22	12	14	21	22
Manufacturing.....	1	13	14	18	22	31
Nonmanufacturing.....	16	30	10	10	19	14
Keypunch operators, class A.....	5	13	14	16	20	32
Manufacturing.....	(³)	6	10	16	25	43
Nonmanufacturing.....	9	19	17	15	16	24
Keypunch operators, class B.....	7	19	17	15	17	24
Manufacturing.....	1	16	13	18	19	34
Nonmanufacturing.....	11	22	19	13	17	19
Office girls.....	7	16	15	14	20	28
Manufacturing.....	1	17	17	22	18	26
Nonmanufacturing.....	10	16	14	11	20	29
Secretaries.....	11	21	17	14	16	21
Manufacturing.....	3	15	16	16	18	31
Nonmanufacturing.....	18	26	17	12	14	13
Stenographers, general.....	11	19	14	14	16	26
Manufacturing.....	3	14	13	15	18	36
Nonmanufacturing.....	17	23	14	12	15	18
Stenographers, senior.....	7	14	14	12	18	35
Manufacturing.....	2	7	12	12	18	49
Nonmanufacturing.....	13	22	16	13	18	19
Switchboard operators.....	14	23	16	13	15	18
Manufacturing.....	2	8	12	16	24	39
Nonmanufacturing.....	18	28	17	12	13	12
Switchboard operator-receptionists.....	30	42	16	7	3	1
Manufacturing.....	11	48	24	12	5	1
Nonmanufacturing.....	49	36	9	3	2	1
Tabulating-machine operators, class A.....	4	11	12	13	20	40
Manufacturing.....	(³)	4	10	13	18	55
Nonmanufacturing.....	8	19	14	13	22	24
Tabulating-machine operators, class B.....	9	15	12	11	13	41
Manufacturing.....	2	17	20	19	16	27
Nonmanufacturing.....	11	14	9	8	12	46

See footnotes at end of table.

Appendix Table 2. Percent of Workers in Selected Occupations by Size of Establishment ¹
in All Metropolitan Areas, February 1964 ²—Continued

Sex, occupation, and industry division	Percent of all workers in establishments employing—					
	99 or less	100-249	250-499	500-999	1,000-2,499	2,500 or more
<u>Office clerical—Continued</u>						
<u>Women—Continued</u>						
Tabulating-machine operators, class C.....	7	17	9	13	23	31
Manufacturing.....	1	18	13	19	19	30
Nonmanufacturing.....	8	17	8	12	24	31
Transcribing-machine operators, general.....	19	30	18	15	11	7
Manufacturing.....	4	33	22	21	14	7
Nonmanufacturing.....	27	28	17	11	9	7
Typists, class A.....	11	16	14	14	15	30
Manufacturing.....	2	8	12	15	19	44
Nonmanufacturing.....	18	22	15	13	12	20
Typists, class B.....	15	26	16	12	14	17
Manufacturing.....	4	17	16	16	18	29
Nonmanufacturing.....	20	30	16	11	12	12
<u>Professional and technical</u>						
<u>Women</u>						
Nurses, industrial (registered).....	(³)	5	13	21	24	37
Manufacturing.....	(³)	5	15	22	23	36
Nonmanufacturing.....	(³)	4	7	18	27	43
<u>Maintenance and powerplant ⁴</u>						
Carpenters, maintenance.....	3	10	10	16	21	40
Manufacturing.....	1	9	11	17	19	44
Nonmanufacturing.....	9	13	8	14	24	31
Electricians, maintenance.....	2	7	10	16	21	44
Manufacturing.....	1	7	10	16	21	45
Nonmanufacturing.....	5	8	7	17	25	38
Engineers, stationary.....	9	20	15	14	17	25
Manufacturing.....	3	17	16	17	18	30
Nonmanufacturing.....	18	25	14	11	16	16
Firemen, stationary boiler.....	8	22	17	18	16	19
Manufacturing.....	6	22	16	20	17	20
Nonmanufacturing.....	17	22	18	12	13	19
Helpers, maintenance trades.....	4	12	12	15	18	40
Manufacturing.....	3	10	11	15	17	44
Nonmanufacturing.....	8	17	14	13	21	27
Machine-tool operators, toolroom.....	2	10	9	10	17	51
Manufacturing.....	2	10	9	10	17	51
Machinists, maintenance.....	2	9	14	16	21	37
Manufacturing.....	2	9	14	16	21	37
Nonmanufacturing.....	2	7	8	16	21	47
Mechanics, automotive (maintenance).....	14	29	19	14	10	14
Manufacturing.....	7	23	18	14	12	26
Nonmanufacturing.....	16	31	20	14	9	10
Mechanics, maintenance.....	4	15	15	18	19	29
Manufacturing.....	3	15	16	18	20	29
Nonmanufacturing.....	11	13	10	18	18	30
Millwrights.....	(³)	3	7	12	18	59
Manufacturing.....	(³)	3	6	12	18	59
Oilers.....	2	10	15	17	19	37
Manufacturing.....	2	9	15	17	19	38

See footnotes at end of table.

Appendix Table 2. Percent of Workers in Selected Occupations by Size of Establishment ¹
in All Metropolitan Areas, February 1964²—Continued

Sex, occupation, and industry division	Percent of all workers in establishments employing—					
	99 or less	100-249	250-499	500-999	1,000-2,499	2,500 or more
<u>Maintenance and powerplant</u> ⁴ —Continued						
Painters, maintenance	8	10	9	15	22	37
Manufacturing.....	(³) 5	5	8	16	23	47
Nonmanufacturing.....	23	19	11	11	13	23
Pipefitters, maintenance	(³)	4	6	15	25	50
Manufacturing.....	(³) 4	4	6	15	26	50
Nonmanufacturing.....	(³) 8	8	9	15	18	49
Plumbers, maintenance.....	5	7	9	15	20	43
Manufacturing.....	(³) 5	7	12	14	18	50
Nonmanufacturing.....	14	9	6	19	23	30
Sheet-metal workers, maintenance.....	1	2	4	12	21	60
Manufacturing.....	1	2	4	12	21	60
Tool and die makers	2	14	12	14	15	43
Manufacturing.....	2	14	12	14	15	43
<u>Custodial and material movement</u> ⁴						
Elevator operators, passenger	37	20	10	9	12	12
Manufacturing.....	2	7	8	18	36	29
Nonmanufacturing.....	39	22	10	8	10	11
Elevator operators, passenger (women)	22	31	15	12	9	11
Nonmanufacturing.....	22	32	15	12	9	11
Guards and watchmen.....	9	17	18	14	14	28
Manufacturing.....	3	12	12	14	16	41
Nonmanufacturing.....	15	21	24	13	12	14
Guards:						
Manufacturing.....	1	4	7	13	19	56
Watchmen:						
Manufacturing.....	9	30	24	17	11	9
Janitors, porters, and cleaners.....	12	22	17	14	13	22
Manufacturing.....	5	18	16	15	17	29
Nonmanufacturing.....	18	26	18	13	10	16
Janitors, porters, and cleaners (women).....	21	27	16	9	9	19
Manufacturing.....	5	15	12	18	20	30
Nonmanufacturing.....	24	30	16	7	7	16
Laborers, material handling	15	26	16	13	12	18
Manufacturing.....	8	23	16	16	15	22
Nonmanufacturing.....	22	30	16	10	8	14
Order fillers	21	29	16	10	13	12
Manufacturing.....	6	26	19	17	14	18
Nonmanufacturing.....	28	31	14	7	12	9
Packers, shipping	13	29	20	13	11	14
Manufacturing.....	5	28	19	16	14	17
Nonmanufacturing.....	31	29	22	5	6	6
Packers, shipping (women)	12	30	18	13	12	14
Manufacturing.....	11	31	20	15	12	11
Nonmanufacturing.....	13	25	15	9	15	24
Receiving clerks	16	27	16	10	14	18
Manufacturing.....	4	27	19	13	13	23
Nonmanufacturing.....	27	27	12	7	14	13
Shipping clerks	20	31	16	10	10	14
Manufacturing.....	9	32	17	14	10	18
Nonmanufacturing.....	40	28	14	3	9	6

See footnotes at end of table.

Appendix Table 2. Percent of Workers in Selected Occupations by Size of Establishment ¹
in All Metropolitan Areas, February 1964 ²—Continued

Sex, occupation, and industry division	Percent of all workers in establishments employing—					
	99 or less	100-249	250-499	500-999	1,000-2,499	2,500 or more
<u>Custodial and material movement</u> ⁴ —						
Continued						
Shipping and receiving clerks -----	26	30	12	7	8	16
Manufacturing-----	20	33	12	7	6	22
Nonmanufacturing-----	34	28	13	7	10	8
Truckdrivers, light (under 1½ tons)-----	30	30	11	7	11	11
Manufacturing-----	14	26	17	7	15	22
Nonmanufacturing-----	38	31	9	7	9	6
Truckdrivers, medium (1½ to and including 4 tons)-----	25	36	15	10	6	7
Manufacturing-----	12	31	16	16	16	10
Nonmanufacturing-----	30	38	14	8	3	7
Truckdrivers, heavy (over 4 tons, trailer type)-----	21	37	16	11	8	7
Manufacturing-----	11	27	21	15	10	15
Nonmanufacturing-----	23	39	15	10	8	5
Truckdrivers, heavy (over 4 tons, other than trailer type)-----	27	37	17	6	7	6
Manufacturing-----	17	39	20	5	11	8
Nonmanufacturing-----	35	35	14	7	4	4
Truckers, power (forklift) -----	8	18	15	16	17	26
Manufacturing-----	4	14	16	17	18	30
Nonmanufacturing-----	22	32	14	11	13	9
Truckers, power (other than forklift)-----	4	7	8	14	20	46
Manufacturing-----	4	8	8	12	18	51
Nonmanufacturing-----	7	7	9	19	29	30

¹ The scope of the studies was limited within each of 6 major industry groupings to establishments which employed 50 workers or more. In 12 of the largest areas, the minimum size was 100 employees in manufacturing; and, within nonmanufacturing, in public utilities, and retail trade. Thus, the smallest size group shown is limited by the scope.

² Average month of reference. Data were collected during the period July 1963 through June 1964.

³ Less than 0.5 percent.

⁴ Data limited to men workers except where otherwise indicated.

NOTE: Because of rounding, sums of individual items may not equal 100 percent.

Appendix C. 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 pay-checks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

COMPTOMETER OPERATOR

Primary duty is to operate a Comptometer to perform mathematical computations. This job is not to be confused with that of statistical or other type of clerk, which may involve frequent use of a Comptometer but, in which, use of this machine is incidental to performance of other duties.

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

Under general supervision and with no supervisory responsibilities, reproduces multiple copies of typewritten or handwritten matter, using a Mimeograph or Ditto machine. Makes necessary adjustment such as for ink and paper feed counter and cylinder speed. Is not required to prepare stencil or Ditto master. May keep file of used stencils or Ditto masters. May sort, collate, and staple completed material.

KEYPUNCH OPERATOR

Class A. Operates a numerical and/or alphabetical or combination keypunch machine to transcribe data from various source documents to keypunch tabulating cards. Performs same tasks as lower level keypunch operator but, in addition, work requires application of coding skills and the making of some determinations, for example, locates on the source document the items to be punched; extracts information from several documents; and searches for and interprets information on the document to determine information to be punched. May train inexperienced operators.

KEYPUNCH OPERATOR—Continued

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

STENOGRAPHER, SENIOR—Continued

Performs stenographic duties requiring significantly greater independence and responsibility than stenographers, general as evidenced by the following: Work requires high degree of stenographic speed and accuracy; and a thorough working knowledge of general business and office procedures and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as, maintaining followup files; assembling material for reports, memorandums, letters, etc.; composing simple letters from general instructions, reading and routing incoming mail; and answering routine questions, etc. Does not include transcribing-machine work.

SWITCHBOARD OPERATOR

Operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, and intraplant or office calls. May record toll calls and take messages. May give information to persons who call in, or occasionally take telephone orders. For workers who also act as receptionists see switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TABULATING-MACHINE OPERATOR

Class A. Operates a variety of tabulating or electrical accounting machines, typically including such machines as the tabulator, calculator, interpreter, collator, and others. Performs complete reporting assignments without close supervision, and performs difficult wiring as required. The complete reporting and tabulating assignments typically involve a variety of long and complex reports which often are of irregular or nonrecurring type requiring some planning and sequencing of steps to be taken. As a more experienced operator, is typically involved in training new operators in machine operations, or partially trained operators in wiring from diagrams and operating sequences of long and complex reports. Does not include working supervisors performing tabulating-machine operations and day-to-day supervision of the work and production of a group of tabulating-machine operators.

TABULATING-MACHINE OPERATOR—Continued

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 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

PROFESSIONAL AND TECHNICAL

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

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,

TRANSCRIBING-MACHINE OPERATOR, GENERAL—Continued

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.

NURSE, INDUSTRIAL (REGISTERED)—Continued

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—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 1¹/₂ tons)
Truckdriver, medium (1¹/₂ 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.

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<u>Number of copies</u>	<u>Area and payroll period</u>	<u>Bulletin number</u>	<u>Price</u>
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_____	Birmingham (Apr. 1966)-----	1465-56	20 cents
_____	Boston (Oct. 1965)-----	1465-12	30 cents
_____	Chicago (Apr. 1965)-----	1430-72	30 cents
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Data on occupational earnings are presented in the following bulletins:

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_____	Bulletin 1430-83. <u>Wages and Related Benefits, Part I: 80 Metropolitan Areas, 1964-65.</u> Presents information on occupational earnings, employer practices, and supplementary wage benefits for 80 metropolitan areas by industry division and region. Also provides information on labor-management agreement coverage. Price 60 cents.
_____	Bulletin 1469. <u>National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1965.</u> Sixth annual report provides information on nationwide salary levels and distributions in private industry for accountants, auditors, attorneys, chemists, engineers, engineering technicians, draftsmen, tracers, job analysts, directors of personnel, managers of office services, and clerical employees. Price 45 cents.

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