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INDUSTRY WAGE SURVEY

Auto Dealer Repair Shops

AUGUST—OCTOBER 1964

Bulletin No. 1452

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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Preface

This bulletin summarizes the results of a survey of occupational earnings and supplementary benefits in auto dealer repair shops in 34 areas in August–October 1964.

Separate releases for the areas, issued within a few months after the payroll period studied, may be obtained from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices.

This study was conducted in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L.R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Fred W. Mohr, under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's six regional offices, are listed at the end of this bulletin.

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Industry Wage Survey——

Auto Dealer Repair Shops, August—October 1964

Summary

Average straight-time hourly earnings of automotive mechanics performing major repair work (class A) in auto dealer repair shops ranged from $2.52 in Providence—Pawtucket to $3.79 in Los Angeles—Long Beach in August—October 1964. In a majority of the 34 areas studied by the Bureau of Labor Statistics,[1] body repairmen had the highest earnings and averaged more than $3 an hour in 27 areas. Washers, the lowest paid of the eight occupations studied in nearly all areas, averaged less than $1.50 an hour in 12 areas.

Earnings levels were highest in Los Angeles—Long Beach and San Francisco—Oakland, and lowest in Providence—Pawtucket. Average hourly earnings were usually higher for incentive-paid workers than for time-rated workers, in the same occupation and area.

Weekly work schedules varied among areas and within most areas. Supplementary benefits usually included 6 holidays a year, paid vacations, and life, hospitalization, and surgical insurance.

Industry Characteristics

Employment Levels. Approximately 172,400 workers were employed in the 3,437 retail auto dealer establishments[2] within the scope of the study. Men accounted for almost all of the production workers;[3] nine-tenths of the office workers were women. Employment levels varied from fewer than 2,000 workers in Birmingham, Bridgeport, Jacksonville, Louisville, Memphis, Providence—Pawtucket, and Richmond, to approximately 12,600 in New York, 13,600 in Chicago, and 23,900 in Los Angeles—Long Beach. Establishments with 20 to 49 workers accounted for approximately two-fifths of the total employment within scope of the study; those with 50 to 99 workers, another two-fifths; and establishments with 100 workers or more, slightly less than one-fifth.

Occupational Staffing Pattern. About 57 percent of the employees in the 34 areas combined were production workers; 23 percent were executive, supervisory, and office employees; and 20 percent were auto salesmen (table 1). Among the production workers, automotive mechanics were numerically most important, accounting for slightly more than one-sixth of the total work force. Body repairmen, painters, service salesmen, and parts men, who are also employed by most auto dealers, together represented nearly one-sixth of the total.

Occupational staffing patterns differed by size of establishment. Thus, executives, officials, and nonworking supervisors accounted for approximately 15 percent of the total employment in establishments with 20 to 49 workers, compared with about 10 percent in establishments with 100 workers or more. Auto salesmen represented approximately one-fifth of the employment in each of the three establishment-size groups. Production workers accounted for a slightly greater proportion of the workers in the largest establishment-size group than in smaller establishments.

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[1] See appendix A for scope and method of survey and definition of areas. For the payroll period studied in the respective areas, see table in appendix A.

[2] An establishment, for purposes of this study, was defined as all outlets of a company in an area.

[3] The term "production workers," as used in this study, includes working foremen and nonsupervisory workers in all departments except the office and the auto sales department.

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Apprentice auto mechanics[4] constituted less than 1 percent of the work force. Workers in this category were employed in some establishments in one-half of the areas; in most instances, however, these establishments accounted for only a small percent of the production workers, as indicated in the following tabulation:

	Percent of production workers in establishments employing auto mechanic apprentices
San Francisco–Oakland	87
Seattle	80
Minneapolis–St. Paul	47
St. Louis	37
Chicago, Portland	17–18
Cleveland, Dallas, Richmond, Washington	10–13
Baltimore, Buffalo, Indianapolis, Los Angeles–Long Beach, Milwaukee, Newark and Jersey City, New York	4– 6

Unionization. Establishments with labor-management contracts covering a majority of their production workers employed approximately 30 percent of the production workers in the 34 areas. The proportion of workers in such establishments differed substantially among the areas, as indicated in the following tabulation:

	Percent of production workers in union establishments
San Francisco–Oakland, Seattle	95+
Minneapolis–St. Paul, St. Louis	90–94
Chicago	80–84
Kansas City	75–79
New York	50–54
Cleveland	45–49
Buffalo	35–39
Philadelphia, Portland	25–29
Pittsburgh	20–24
Bridgeport, Detroit, Newark and Jersey City	10–14
Boston, Cincinnati, Milwaukee	5– 9
Atlanta, Baltimore, Birmingham, Dallas, Denver, Houston, Indianapolis, Jacksonville, Los Angeles–Long Beach, Louisville, Memphis, Miami, New Orleans, Providence–Pawtucket, Richmond, Washington	Less than 5

In Cleveland and each of the six areas in which union agreements applied to more than three-fourths of the workers, union firms typically united to negotiate the terms of agreement with the local unions; in all other areas in which a fourth or more of the workers were in union shops, independent bargaining was the usual practice. The major unions were affiliated with the International Association of Machinists and Aerospace Workers, or the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.). In Chicago, Kansas City, St. Louis, San Francisco–Oakland, and Seattle, most establishments had contracts with both of these unions, either as joint or separate contracts. In other areas, establishments having contracts typically bargained with only one union. Where both were involved, the Machinists union generally represented workers in the repair department and the Teamsters union represented workers in the parts department; greasers, washers, and pickup and delivery men.

[4] Apprenticed under formally established programs registered with the State or Federal government.

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Method of Wage Payment. Approximately 44 percent of the production workers in the 34 areas were paid on an incentive basis. As indicated in table 12, the proportion of workers paid on this basis ranged from 55 percent or more in nine areas to less than 5 percent in San Francisco—Oakland and Seattle. In all but the latter two areas, the large majority of the incentive-paid workers were employed under one or the other of two flat-rate systems. Most prevalent was the flat-rate percent system under which the worker received a stipulated percent (usually 45 or 50) of the labor cost charged to the customer. In Cleveland, Kansas City, and St. Louis, incentive-paid workers were most commonly paid on a flat-rate hours basis. Pay for these workers was determined by multiplying the number of flat-rate hours determined for each job by an established hourly rate.

The flat-rate systems were most commonly confined to automotive mechanics, body repairmen, and painters; however, as indicated in table 13, greasers were also frequently paid on this basis.

Occupational Earnings

The occupations for which average hourly earnings data are presented in table 2 accounted for almost two-thirds of the estimated 97,600 production workers within the scope of the survey. Automotive mechanics assigned to major repair work (class A) were the largest occupational group for which wage data were obtained. Their average straight-time hourly earnings varied from $2.52 in Providence—Pawtucket to $3.75 in Chicago, $3.78 in Cleveland, and $3.79 in Los Angeles—Long Beach; averages exceeded $3.50 an hour in 4 additional areas, and were more than $3 in 27 areas.

Body repairmen had the highest average earnings in 19 of the 34 areas studied, painters in 9 areas, class A automotive mechanics in 3 areas, and service salesmen in 3 areas. In a majority of the areas, average earnings of body repairmen were at least $3.50 an hour, and in Chicago and Detroit exceeded $4 an hour. Painters averaged more than $3.50 an hour in 11 areas and more than $4 in Kansas City, St. Louis, and Los Angeles—Long Beach. Class A automotive mechanics had average hourly earnings of more than $3.50 in seven areas, and service salesmen in three areas. Workers in these four occupations averaged at least $2.50 an hour in nearly all areas.

Washers, the lowest paid occupation studied in virtually all areas, averaged from $1.01 an hour in Birmingham to $2.61 in Seattle, and $2.96 in San Francisco—Oakland. In five additional areas, New York, Chicago, Cleveland, Minneapolis—St. Paul, and St. Louis, their earnings averaged $2 an hour or more.

Differences between the average hourly earnings for the highest and lowest paid jobs varied among areas. For example, in San Francisco—Oakland, body repairmen averaged approximately three-tenths more than washers; in Indianapolis, somewhat more than twice as much; and in Birmingham, three and one-half times as much. In eight southern areas, earnings of the highest paid job averaged more than two and one-half times as much as those of the lowest paid; in all Northeast areas, less than twice as much.

Incentive-paid workers generally had higher average earnings than time-rated workers in the same occupation and area (table 3). The differences, however, varied considerably among areas and occupations. For example, class A automotive mechanics in Detroit, who were paid on an incentive basis, averaged 43 percent more than those paid time rates; in St. Louis, the corresponding difference was 20 percent. Incentive-paid service salesmen averaged 38 percent more than time-rated workers in this occupation in Indianapolis, compared with 10 percent in St. Louis.

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The highest paid worker typically received at least twice as much as the lowest paid worker in the same job and area, and in some instances three times as much. (See tables 4–11.) For example, hourly earnings of body repairmen in Pittsburgh ranged from less than $1.60 to $5 or more; class A automotive mechanics in Los Angeles–Long Beach, from less than $1.80 to $5 or more; and parts men in Houston, from less than $1.25 to $4 or more. However, in some areas the range in earnings was more narrow; for example, from $3.40 to $4.20 an hour for class A automotive mechanics in San Francisco–Oakland and $3.20 to $3.80 for these workers in Seattle. Contributing to this variation in the spread in individual earnings were differences in the proportion of workers paid on an incentive basis, and interestablishment differences in pay rates.

In most areas, some workers in the lowest paid job studied had higher hourly earnings than some of the workers in the highest paid job in the same area. Thus, in Chicago, washers' hourly earnings were as high as $2.60 and body repairmen's earnings as low as $2.20; in New York, some washers received as much as $3, some body repairmen, as little as $2.10 an hour.

The following tabulation shows area average earnings for production workers expressed as a percent of the average for Milwaukee:

	Relative pay levels[1] (Milwaukee=100)
Los Angeles–Long Beach, San Francisco–Oakland	119–120
Chicago, Cleveland, Detroit	115–116
New York, St. Louis, Seattle	109–110
Houston, Kansas City, Minneapolis–St. Paul, Portland, Washington	105–107
Atlanta, Bridgeport, Dallas, Indianapolis, Miami, Milwaukee	98–102
Birmingham, Boston, Denver, Jacksonville, Louisville, Memphis, Newark and Jersey City, New Orleans, Philadelphia	93– 96
Baltimore, Buffalo, Cincinnati, Pittsburgh, Richmond	88– 92
Providence–Pawtucket	80

[1] The pay index for production workers in this tabulation was based on 7 jobs common to all areas (body repairmen, greasers, class A automotive mechanics, painters, parts men, service salesmen, and washers). To minimize interarea differences in occupational composition, weights expressing constant employment relationships based on total employment in the respective jobs in all 34 areas were used. Aggregates were computed for each area by multiplying the average straight-time hourly earnings for the jobs by these weights, and totaling. The ratio of these aggregates formed the basis for the index.

Pay levels were at least 15 percent above the Milwaukee level in five areas and 20 percent below in one area.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules, overtime premium pay, and selected supplementary benefits including paid holidays and vacations; health, insurance, and pension plans; nonproduction bonuses; separation pay; and the furnishing and cleaning of work clothing for production workers.

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Scheduled Weekly Hours and Overtime Pay. Weekly work schedules varied considerably among areas and within most areas (table 14). San Francisco–Oakland and Seattle were the only areas in which a majority of the production workers in all establishments contacted had a single schedule—40 hours a week. This was also the predominant schedule in establishments with a majority of the workers in six other areas. A 44-hour weekly schedule was in effect in establishments with a majority of the workers in 11 areas. In eight other areas, a majority of the workers were in establishments having a weekly schedule of 44 hours or less. Schedules of more than 48 hours a week were reported by some establishments in 19 areas, but in each instance these establishments employed less than one-fourth of the workers in the area.

Formal provisions for overtime premium pay were reported in establishments with a majority of the time-rated production workers in 19 areas (table 15). In 10 of these areas, premium pay applied only on a weekly basis, usually after 40 or 44 hours; in the other 9 areas, premium pay was provided on a daily as well as weekly basis. Overtime premium pay, on both a weekly and daily basis, was also provided for flat-rate workers in establishments with a majority of these workers in Chicago, Cleveland, Kansas City, Minneapolis–St. Paul, and St. Louis.

Paid Holidays. Paid holidays were provided by establishments with a large majority of the time-rated workers in each area (table 16). Six days or more a year were usually provided in all areas except Atlanta, Birmingham, Dallas, Jacksonville, Memphis, and Miami, where 5 days were typically provided. Flat-rate workers also received paid holidays in establishments with a majority of these workers in 23 areas and smaller proportions in 8 other areas.[5] Six days or more annually were most common in all of these areas except three, where 5 days were more common. However, holiday pay for flat-rate workers generally was substantially less than their usual pay (or guaranteed minimum) in a majority of the areas, especially in the Northeast, South, and West.

Paid Vacations. Paid vacations after qualifying periods of service were provided for time-rated production workers in all establishments contacted in 29 areas, and for flat-rate workers in all establishments contacted in 24 areas (table 17). In the remaining areas, all except a small percent of the workers were in establishments providing vacations. Three-fourths or more of the time-rated workers in 29 areas and a majority in the other 5 areas received 1 week or more after 1 year of service. Vacations of 2 weeks or more after 3 years of service were provided to a majority in all areas except five; 3 weeks or more after 15 years of service were provided in establishments with a majority of these workers in seven areas, and in establishments with smaller proportions in 19 other areas.

Provisions for flat-rate workers were generally less liberal than those for time-rated workers. One week or more after 1 year of service was provided in establishments with a majority of these workers in 22 areas; 2 weeks or more after 3 years, in establishments with a majority of these workers in 11 areas; and 3 weeks or more after 15 years of service in establishments with a majority of these workers in 5 areas and in establishments with smaller proportions in 15 other areas.

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[5] In New Orleans, none of the establishments contacted provided paid holidays for flat-rate workers and in San Francisco–Oakland and Seattle, no workers in the establishments contacted were paid on a flat-rate basis.

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Health, Insurance, and Pension Plans. A large majority of the production workers in each area were in establishments providing at least part of the cost of some type of health or insurance plan (table 18). Life insurance was provided in establishments with two-thirds of the workers or more in all areas except three; hospitalization in establishments with two-thirds of the workers or more in all areas except four; and surgical insurance in establishments with two-thirds of the workers or more in all areas except five. Medical insurance was provided in establishments with a majority of the workers in 25 areas, and catastrophe insurance in 13 areas. Sickness and accident insurance was also commonly provided in several areas, but sick leave plans were in effect for a majority of the workers only in New York and St. Louis.

Pension plans (providing regular payments on retirement in addition to those under the Federal social security program) were reported by establishments employing a majority of the production workers in 6 areas and smaller proportions in 21 additional areas.

Other Selected Benefits. Nonproduction bonuses, usually at Christmas or yearend, were provided in establishments with a majority of the production workers in 7 areas and smaller proportions in 24 other areas (table 19). Payments on permanent separation, other than for retirement or cause, were reported in establishments employing a majority of the workers in Miami and smaller proportions in 15 additional areas.

Provisions for payment of at least part of the cost of work clothing or its cleaning were reported by establishments employing a large majority of the workers in nearly all areas. Approximately one-half of the workers in the 34 areas combined were in establishments paying part of the clothing cost and part of the cleaning cost.[6] Approximately one-fourth of the workers were in establishments furnishing work clothing and paying all cleaning costs.[7] Establishments employing one-tenth of the workers furnished work clothing and paid part of the cleaning cost; San Francisco—Oakland, however, was the only area in which a majority of the workers were in establishments having this provision. Other provisions, each applying to a small percent of the workers in a few areas, included these arrangements by the employers: Furnishing work clothing; paying cleaning costs; paying part of the clothing cost and all cleaning cost; paying part of the clothing cost; and paying part of the cleaning cost.

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[6] In the following areas, a majority of the workers were in establishments with this provision: Boston, Pittsburgh, Providence–Pawtucket, Baltimore, Dallas, Louisville, Memphis, Miami, Washington, Chicago, Cincinnati, Cleveland, Detroit, Indianapolis, Kansas City, Milwaukee, Minneapolis–St. Paul, St. Louis, Denver, and Portland.

[7] Areas with a majority of the workers in establishments with this provision were: Bridgeport, Buffalo, Newark and Jersey City, New York, Philadelphia, and Seattle.

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Table 1. Occupational Staffing Pattern

(Percent distribution of workers in auto dealer repair shops by occupational group and size of establishment, 34 selected areas, August–October 1964)

Occupational group	All establishments	Establishments with—		
		20–49 workers	50–99 workers	100 workers or more
All workers	100.0	100.0	100.0	100.0
Executives, officials, and nonworking supervisors	12.9	15.2	12.0	9.5
Office employees, nonsupervisory	10.4	9.3	11.0	11.7
Salesmen, auto (new and/or used cars)	20.1	20.0	20.2	20.1
All production workers	56.6	55.5	56.8	58.6
Working foremen	1.7	1.8	1.6	1.6
Service salesmen	3.5	3.3	3.8	3.1
Parts men	4.1	3.7	4.3	4.4
Mechanics, automotive	17.6	19.1	17.1	15.3
Class A	15.2	16.8	14.8	12.6
Class B	2.4	2.3	2.3	2.7
Body repairmen	5.3	5.0	5.6	5.0
Painters	1.5	1.1	1.7	1.7
Car preparation workers	3.2	2.9	3.2	3.8
Greasers	2.4	3.0	2.1	1.3
Polishers	1.5	1.5	1.5	1.5
Washers	1.7	2.1	1.5	1.1
Pickup and delivery men	1.7	1.3	1.9	1.8
Laborers[1]	4.7	3.9	4.9	6.1
Helpers, learners, and apprentices	2.4	2.3	2.3	2.9
Helpers and learners	1.9	1.9	1.8	2.3
Apprentices, auto mechanic[2]	.3	.3	.3	.4
Apprentices, other than auto mechanic[2]	.2	.2	.1	.2
Janitors and porters	1.7	1.7	1.8	1.6
Watchmen and guards	.2	.1	.2	.3
Other production and related workers	3.7	2.7	3.4	7.0

[1] Includes car jockies, lot attendants, and utility men.
[2] Apprenticed under formally established programs registered with State or Federal government.

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

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Table 2. Occupational Averages: All Shops

(Number and average straight-time hourly earnings[1] of men in selected occupations in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Body repairmen		Greasers		Mechanics, automotive, class A		Mechanics, automotive, class B		Painters		Parts men		Service salesmen		Washers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Northeast																
Boston	389	$2.89	178	$1.84	1,058	$3.14	223	$2.08	62	$2.63	330	$2.42	255	$3.00	134	$1.62
Bridgeport	13	3.15	19	2.25	133	2.92	16	2.15	8	2.97	25	3.23	24	3.29	24	1.66
Buffalo	233	2.98	73	1.94	513	2.84	53	2.02	97	2.80	117	2.26	121	2.95	66	1.54
Newark and Jersey City	190	3.43	94	2.08	660	3.04	100	2.04	28	2.75	167	2.18	105	2.90	65	1.82
New York	258	3.59	390	.29	1,846	3.58	638	2.54	106	2.88	553	2.56	488	3.39	235	2.00
Philadelphia	345	2.95	211	1.79	1,416	3.14	319	2.14	85	3.35	306	2.28	220	3.07	117	1.79
Pittsburgh	453	2.90	130	1.71	889	2.84	131	1.90	-	-	211	2.19	172	2.75	223	1.59
Providence–Pawtucket	58	2.80	42	1.81	289	2.52	36	1.74	17	2.32	71	1.97	32	2.58	22	1.43
South																
Atlanta	177	3.54	65	2.75	461	3.02	151	2.54	41	3.43	146	2.29	140	3.01	19	1.17
Baltimore	209	3.41	59	1.69	595	2.93	126	2.19	84	3.05	161	2.13	143	2.82	86	1.24
Birmingham	88	3.52	32	2.28	191	3.09	83	2.89	22	3.46	73	2.13	66	2.77	39	1.01
Dallas	188	3.44	55	1.76	566	3.38	61	2.28	53	3.36	140	2.25	139	3.45	36	1.29
Houston	286	3.35	63	2.18	634	3.53	131	2.37	89	3.19	224	2.72	190	3.26	69	1.24
Jacksonville	64	2.97	18	2.71	157	3.20	109	2.41	31	2.73	65	1.99	64	2.84	38	1.21
Louisville	155	2.98	29	2.14	282	3.08	70	1.92	22	3.40	93	2.10	62	2.66	54	1.40
Memphis	47	3.57	27	1.90	204	3.07	55	2.77	14	2.40	73	1.96	63	2.73	-	-
Miami	118	3.50	58	2.18	378	3.31	181	2.52	60	3.42	129	2.24	141	3.12	97	1.57
New Orleans	142	3.53	42	2.04	259	3.10	74	2.91	58	3.46	77	2.27	70	2.70	22	1.12
Richmond	89	3.53	32	1.91	285	2.91	55	1.88	26	3.26	71	2.09	56	2.45	35	1.30
Washington	374	3.72	117	1.76	1,192	3.42	181	2.03	114	3.84	277	2.36	255	3.29	181	1.62
North Central																
Chicago	849	4.05	311	2.75	2,152	3.75	281	2.81	217	3.53	568	2.75	525	3.23	268	2.09
Cincinnati	166	3.30	51	1.81	396	2.86	89	2.04	28	3.13	104	2.12	88	2.67	67	1.47
Cleveland	256	3.84	96	2.44	616	3.78	39	2.75	101	3.82	139	2.61	144	3.33	97	2.19
Detroit	703	4.34	270	2.78	1,506	3.67	253	2.94	205	3.91	458	2.53	404	3.06	176	1.66
Indianapolis	142	3.80	38	2.24	416	3.20	79	2.21	51	3.63	125	2.26	101	2.93	45	1.84
Kansas City	230	3.57	60	3.17	560	3.32	-	-	29	4.05	108	2.33	82	3.47	32	1.81
Milwaukee	181	3.34	85	2.15	401	3.33	131	2.14	60	3.36	117	2.30	99	2.82	66	1.54
Minneapolis–St. Paul	295	3.50	87	2.45	775	3.38	112	2.66	77	3.69	147	2.47	100	3.08	55	2.24
St. Louis	255	3.80	126	2.74	757	3.33	70	2.94	22	4.29	197	2.77	143	3.26	34	2.27
West																
Denver	144	3.15	45	2.25	484	3.09	54	2.26	61	3.13	133	2.24	106	2.67	45	1.46
Los Angeles–Long Beach	1,148	3.99	662	3.20	3,334	3.79	167	2.27	217	4.18	977	2.89	906	3.67	229	1.73
Portland	169	3.61	64	1.99	428	3.29	52	2.44	28	3.88	109	2.62	58	3.44	42	1.78
San Francisco–Oakland	514	3.81	323	3.00	1,739	3.62	-	-	211	3.76	391	3.28	336	3.70	116	2.96
Seattle	169	3.39	82	2.64	652	3.31	-	-	63	3.36	112	3.13	103	3.57	58	2.61

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

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Table 3. Occupational Averages: By Method of Wage Payment

(Number and average straight-time hourly earnings[1] of men in selected occupations in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Body repairmen				Greasers				Mechanics, automotive, class A				Mechanics, automotive, class B			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Northeast																
Boston	236	$2.65	153	$3.25	147	$1.81	31	$1.98	258	$2.55	800	$3.33	177	$2.05	46	$2.19
Bridgeport	8	2.54	-	-	13	1.90	-	-	75	2.60	58	3.33	12	2.12	-	-
Buffalo	89	2.63	144	3.20	49	1.68	24	2.47	146	2.41	367	3.01	40	2.06	-	-
Newark and Jersey City	78	2.90	112	3.80	72	1.97	22	2.42	194	2.62	466	3.21	84	2.00	16	2.26
New York	138	3.10	120	4.15	289	2.10	101	2.87	503	2.90	1,343	3.83	495	2.45	143	2.83
Philadelphia	168	2.44	177	3.43	180	1.69	31	2.39	166	2.52	1,250	3.22	256	2.12	63	2.23
Pittsburgh	145	2.37	308	3.15	108	1.61	22	2.20	271	2.43	618	3.01	106	1.92	-	-
Providence–Pawtucket	39	2.26	19	3.92	34	1.57	8	2.84	93	2.04	196	2.74	31	1.77	-	-
South																
Atlanta	15	2.02	162	3.68	22	1.38	43	3.45	-	-	437	3.09	31	1.95	120	2.69
Baltimore	-	-	189	3.52	34	1.38	25	2.11	-	-	585	2.95	44	1.98	82	2.31
Birmingham	-	-	86	3.56	-	-	28	2.42	-	-	190	3.09	12	1.75	71	3.08
Dallas	-	-	188	3.44	33	1.54	22	2.09	-	-	555	3.40	-	-	53	2.34
Houston	-	-	280	3.34	36	1.42	27	3.18	-	-	627	3.53	93	2.09	38	3.06
Jacksonville	-	-	62	2.97	-	-	15	2.92	-	-	157	3.20	16	1.78	93	2.52
Louisville	-	-	153	2.99	9	1.55	20	2.41	-	-	281	3.08	28	1.80	42	2.00
Memphis	-	-	39	3.89	14	1.40	13	2.44	-	-	189	3.11	-	-	37	3.30
Miami	-	-	116	3.52	14	1.74	44	2.33	-	-	369	3.33	35	2.12	146	2.61
New Orleans	-	-	133	3.62	16	1.34	26	2.48	-	-	232	3.01	18	2.09	56	3.18
Richmond	-	-	89	3.53	13	1.29	19	2.34	-	-	281	2.92	45	1.85	10	2.06
Washington	42	2.95	332	3.82	89	1.55	28	2.44	75	2.70	1,117	3.47	120	2.00	61	2.07
North Central																
Chicago	67	2.98	782	4.14	162	2.43	149	3.11	141	3.07	2,011	3.80	173	2.65	108	3.07
Cincinnati	-	-	153	3.36	42	1.60	9	2.79	-	-	338	2.90	75	2.01	14	2.21
Cleveland	-	-	236	3.91	73	2.14	23	3.37	45	3.05	571	3.84	28	2.52	-	-
Detroit	-	-	703	4.34	50	1.70	220	3.03	48	2.59	1,458	3.71	37	2.44	216	3.02
Indianapolis	-	-	142	3.80	-	-	31	2.37	-	-	410	3.21	21	2.34	58	2.16
Kansas City	-	-	224	3.60	-	-	57	3.22	-	-	550	3.35	-	-	-	-
Milwaukee	31	2.82	150	3.45	48	1.79	37	2.61	71	2.70	330	3.46	53	2.13	78	2.14
Minneapolis–St. Paul	18	2.88	277	3.54	62	2.26	25	2.92	-	-	702	3.44	100	2.59	12	3.30
St. Louis	66	3.00	189	4.08	94	2.61	32	3.14	214	2.92	543	3.49	66	2.99	-	-
West																
Denver	-	-	139	3.20	10	1.80	35	2.38	-	-	480	3.09	-	-	44	2.31
Los Angeles–Long Beach	-	-	1,121	4.02	-	-	635	3.25	-	-	3,306	3.80	91	2.08	76	2.50
Portland	-	-	157	3.68	46	1.87	18	2.28	-	-	410	3.32	38	2.25	14	2.95
San Francisco–Oakland	514	3.81	-	-	311	2.99	-	-	1,739	3.62	-	-	-	-	-	-
Seattle	169	3.39	-	-	78	2.69	-	-	652	3.31	-	-	-	-	-	-

See footnote at end of table.

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Table 3. Occupational Averages: By Method of Wage Payment—Continued

(Number and average straight-time hourly earnings[1] of men in selected occupations in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Painters				Parts men				Service salesmen				Washers			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Northeast																
Boston	44	$2.42	18	$3.14	254	$2.31	76	$2.80	139	$2.83	116	$3.20	132	$1.61	-	-
Bridgeport	6	2.32	-	-	17	2.28	-	-	16	2.57	-	-	24	1.66	-	-
Buffalo	44	2.44	53	3.09	101	2.19	16	2.70	66	2.79	55	3.14	60	1.49	-	-
Newark and Jersey City	12	2.64	16	2.84	133	2.08	34	2.56	29	2.52	76	3.04	56	1.74	9	$2.29
New York	90	2.59	16	4.55	373	2.36	180	3.00	184	3.07	304	3.58	228	1.97	-	-
Philadelphia	26	2.49	59	3.73	185	2.09	121	2.57	85	2.61	135	3.37	90	1.62	-	-
Pittsburgh	-	-	-	-	187	2.10	24	2.87	102	2.48	70	3.15	186	1.53	37	1.90
Providence–Pawtucket	14	2.26	-	-	51	1.83	20	2.34	14	2.42	18	2.71	20	1.38	-	-
South																
Atlanta	13	2.31	28	3.96	92	1.97	54	2.85	29	2.13	111	3.24	18	1.16	-	-
Baltimore	-	-	80	3.11	123	2.08	38	2.26	66	2.72	77	2.92	85	1.24	-	-
Birmingham	11	2.17	11	4.74	22	1.70	51	2.31	-	-	66	2.77	22	.85	17	1.21
Dallas	9	2.10	44	3.62	71	2.03	69	2.48	27	2.69	112	3.64	36	1.29	-	-
Houston	23	2.13	66	3.56	61	2.11	163	2.95	19	2.81	171	3.31	68	1.24	-	-
Jacksonville	-	-	26	2.92	18	1.49	47	2.18	-	-	62	2.86	33	1.13	-	-
Louisville	-	-	19	3.58	59	1.88	34	2.46	33	2.34	29	3.04	44	1.34	10	1.64
Memphis	9	2.03	-	-	37	1.68	36	2.26	-	-	59	2.79	-	-	-	-
Miami	-	-	54	3.50	72	1.83	57	2.76	-	-	134	3.16	73	1.42	24	2.03
New Orleans	-	-	52	3.62	24	1.86	53	2.46	9	2.26	61	2.76	18	1.04	-	-
Richmond	-	-	26	3.26	24	1.68	47	2.30	13	2.30	43	2.50	30	1.17	-	-
Washington	33	2.90	81	4.23	168	2.12	109	2.72	102	3.07	153	3.44	141	1.44	-	-
North Central																
Chicago	77	2.85	140	3.91	365	2.57	203	3.09	240	2.91	285	3.49	249	2.07	19	2.35
Cincinnati	-	-	24	3.28	84	2.02	20	2.53	51	2.48	37	2.94	56	1.38	11	1.91
Cleveland	20	2.82	81	4.07	78	2.29	61	3.02	60	2.97	84	3.59	77	1.99	20	2.95
Detroit	-	-	201	3.94	219	2.24	239	2.80	158	2.64	246	3.33	136	1.54	40	2.06
Indianapolis	-	-	51	3.63	44	1.97	81	2.42	37	2.36	64	3.25	27	1.51	18	2.34
Kansas City	-	-	29	4.05	84	2.19	24	2.79	9	3.69	73	3.44	28	1.74	-	-
Milwaukee	14	2.59	46	3.59	66	2.03	51	2.64	30	2.62	69	2.90	58	1.45	8	2.22
Minneapolis–St. Paul	-	-	74	3.71	123	2.40	24	2.82	40	2.66	60	3.35	52	2.25	-	-
St. Louis	-	-	18	4.56	179	2.78	18	2.63	92	3.15	51	3.47	32	2.22	-	-
West																
Denver	-	-	54	3.20	88	2.19	45	2.34	-	-	72	2.70	30	1.33	15	1.71
Los Angeles–Long Beach	47	2.53	270	4.47	300	2.54	677	3.04	80	3.16	826	3.72	203	1.62	-	-
Portland	-	-	28	3.88	44	2.20	65	2.91	9	2.50	49	3.61	36	1.68	-	-
San Francisco–Oakland	211	3.76	-	-	353	3.26	38	3.43	165	3.50	171	3.89	116	2.96	-	-
Seattle	63	3.36	-	-	112	3.13	-	-	89	3.59	14	3.44	58	2.61	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

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Table 4. Earnings Distribution: Body Repairmen

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																									
			Under $1.60	$1.60 and under $1.70	$1.70 - $1.80	$1.80 - $1.90	$1.90 - $2.00	$2.00 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 - $4.20	$4.20 - $4.40	$4.40 - $4.60	$4.60 - $4.80	$4.80 - $5.00	$5.00 and over
Northeast																												
Boston	389	$2.89	-	-	-	-	6	24	22	21	12	15	43	36	30	32	7	60	18	15	12	7	7	-	6	-	1	15
Bridgeport	13	3.15	-	-	-	-	-	-	-	-	-	6	1	-	-	1	-	1	1	-	-	-	-	-	2	-	-	1
Buffalo	233	2.98	-	2	-	4	2	4	12	8	12	13	14	30	14	10	22	16	23	15	2	4	4	6	4	2	4	6
Newark and Jersey City	190	3.43	-	4	-	-	-	8	4	4	2	-	6	2	2	16	10	29	17	12	19	7	13	12	10	-	-	13
New York	258	3.59	-	-	-	-	-	3	-	-	7	11	5	19	3	21	4	33	43	31	12	-	9	3	8	5	5	36
Philadelphia	345	2.95	-	-	3	-	-	24	24	18	16	18	31	7	52	6	17	43	15	15	6	12	3	3	3	14	7	8
Pittsburgh	453	2.90	5	-	10	-	5	10	14	35	29	24	46	10	27	43	48	47	34	15	9	7	-	10	5	3	1	16
Providence–Pawtucket	58	2.80	-	-	-	3	6	3	10	2	1	2	4	8	4	-	-	1	1	4	1	2	1	-	-	2	-	3
South																												
Atlanta	177	3.54	-	4	-	-	4	2	-	11	5	-	13	3	7	8	7	11	7	8	11	20	12	5	9	6	11	13
Baltimore	209	3.41	1	6	-	1	-	6	3	18	2	5	8	5	7	14	3	4	33	23	4	18	5	5	13	9	5	11
Birmingham	88	3.52	4	-	4	-	3	1	-	-	4	1	1	2	4	3	1	11	8	8	8	8	3	1	4	-	-	9
Dallas	188	3.44	-	-	-	3	6	3	4	15	5	4	7	2	22	3	3	15	12	12	9	16	1	7	10	2	7	20
Houston	286	3.35	-	-	-	2	2	4	7	7	10	14	15	19	10	15	9	21	28	29	17	24	12	7	17	3	1	13
Jacksonville	64	2.97	-	1	4	2	-	2	1	-	4	4	6	2	7	3	4	2	6	4	3	-	2	3	-	2	-	2
Louisville	155	2.98	-	1	-	5	1	2	9	9	9	7	9	8	11	10	7	13	14	12	5	12	3	-	4	1	2	1
Memphis	47	3.57	2	-	-	-	-	4	-	2	-	-	2	-	-	6	-	1	2	2	1	3	13	3	1	1	-	4
Miami	118	3.50	-	-	-	1	-	-	3	-	4	6	7	4	4	6	7	4	10	19	6	11	4	5	1	4	1	11
New Orleans	142	3.53	-	-	-	1	-	1	1	9	7	2	4	5	2	4	4	8	17	15	11	11	10	5	7	9	4	5
Richmond	89	3.53	-	-	-	-	-	1	-	-	2	4	3	5	9	-	-	10	9	8	4	8	4	12	3	2	-	5
Washington	374	3.72	-	-	6	-	-	10	10	16	6	16	8	18	5	4	17	39	38	11	16	24	20	11	14	11	15	59
North Central																												
Chicago	849	4.05	-	-	-	-	-	-	8	-	13	-	4	25	4	38	15	70	103	66	79	31	79	68	44	43	16	143
Cincinnati	166	3.30	-	-	-	-	-	2	7	2	4	5	11	4	9	15	5	16	17	10	31	4	2	5	10	3	2	2
Cleveland	256	3.84	-	-	-	-	-	-	-	-	-	-	2	4	2	-	-	49	43	37	23	23	12	16	11	4	2	28
Detroit	703	4.34	-	-	-	6	-	6	-	-	-	6	10	6	11	14	26	30	34	29	23	55	55	83	52	44	43	170
Indianapolis	142	3.80	-	1	-	-	-	-	-	3	-	3	6	7	6	4	13	10	5	8	10	13	10	10	4	2	6	21
Kansas City	230	3.57	-	-	-	-	-	2	-	9	-	3	2	13	11	14	7	37	16	28	11	19	13	6	7	10	7	15
Milwaukee	181	3.34	-	-	-	-	-	3	3	2	2	10	6	7	13	5	4	21	20	22	11	6	14	6	6	2	-	8
Minneapolis–St. Paul	295	3.50	-	-	-	-	-	-	-	-	2	-	2	1	2	69	22	31	35	14	31	21	12	13	13	9	5	13
St. Louis	255	3.80	-	-	-	-	-	-	-	-	-	4	4	-	-	-	72	44	10	13	17	14	4	13	4	1	16	39
West																												
Denver	144	3.15	3	-	-	1	5	3	6	4	5	6	5	3	11	20	8	10	8	4	13	8	3	2	2	7	-	7
Los Angeles–Long Beach	1,148	3.99	-	-	8	-	14	-	17	31	8	11	11	38	29	32	24	60	111	118	38	104	63	61	78	44	21	227
Portland	169	3.61	-	-	-	-	-	-	-	-	3	5	-	11	10	20	4	35	6	5	12	9	14	4	1	9	2	19
San Francisco–Oakland	514	3.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	305	92	53	33	7	4	-	-
Seattle	169	3.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	158	6	5	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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Table 5. Earnings Distribution: Greasers

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																									
			Under $1.25	$1.25 and under $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 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 and over
Northeast																												
Boston	178	$1.84	5	-	-	-	29	28	26	37	5	15	7	9	2	1	6	5	-	1	2	-	-	-	-	-	-	-
Bridgeport	19	2.25	-	-	-	-	4	-	1	3	-	2	-	-	-	3	2	-	-	-	-	3	-	-	1	-	-	-
Buffalo	73	1.94	-	-	-	4	15	4	14	8	8	-	6	-	-	5	-	-	4	-	-	-	4	1	-	-	-	-
Newark and Jersey City	94	2.08	-	-	-	8	8	8	10	8	8	2	17	4	4	-	2	-	-	4	-	8	-	1	1	1	-	-
New York	390	2.29	-	-	-	-	7	12	41	30	15	65	42	10	33	-	61	12	15	12	7	9	3	-	10	-	6	-
Philadelphia	211	1.79	-	1	23	9	30	25	46	11	24	21	8	-	-	-	-	-	7	-	-	-	-	3	2	-	1	-
Pittsburgh	130	1.71	10	10	23	5	24	-	9	10	5	4	4	6	9	-	5	-	5	-	1	-	-	-	-	-	-	-
Providence–Pawtucket	42	1.81	-	4	5	3	7	8	1	1	6	-	-	-	1	-	-	-	-	-	-	6	-	-	-	-	-	-
South																												
Atlanta	65	2.75	7	2	4	-	4	-	3	1	2	3	1	-	-	2	-	6	5	1	1	2	1	-	6	-	14	-
Baltimore	59	1.69	7	11	7	1	9	5	-	-	3	-	-	-	9	3	-	3	-	1	-	-	-	-	-	-	-	-
Birmingham	32	2.28	2	-	4	-	1	2	5	1	-	-	2	-	-	3	1	1	2	2	-	3	-	-	2	-	1	-
Dallas	55	1.76	3	8	6	3	3	-	3	7	4	8	3	2	-	3	2	-	-	-	-	-	-	-	-	-	-	-
Houston	63	2.18	9	-	13	10	-	1	-	1	2	2	1	1	2	-	1	-	-	2	3	-	4	4	-	5	2	-
Jacksonville	18	2.71	-	-	-	4	-	-	2	2	-	-	-	-	2	-	-	1	-	2	-	-	-	1	-	-	4	-
Louisville	29	2.14	-	2	-	2	2	2	9	-	-	2	1	-	-	-	-	-	2	1	3	-	1	-	-	2	-	-
Memphis	27	1.90	1	4	5	-	5	-	-	-	-	4	-	-	3	2	-	-	-	-	-	-	2	1	-	-	-	-
Miami	58	2.18	2	-	1	2	2	-	13	5	3	1	6	1	1	-	2	8	3	2	1	3	-	-	-	2	-	-
New Orleans	42	2.04	5	3	-	3	-	5	-	7	-	1	1	-	4	-	2	2	-	1	4	2	-	2	-	-	-	-
Richmond	32	1.91	1	10	3	2	2	4	-	-	-	-	-	1	-	-	-	2	3	-	-	-	-	2	-	-	2	-
Washington	117	1.76	9	6	24	10	9	16	5	-	-	12	6	-	-	6	3	3	-	3	-	-	5	-	-	-	-	-
North Central																												
Chicago	311	2.75	-	-	-	-	-	-	-	-	-	13	24	44	52	11	8	30	29	17	11	8	12	11	15	5	21	-
Cincinnati	51	1.81	3	4	4	-	5	14	7	4	3	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	2	-
Cleveland	96	2.44	-	-	-	-	4	4	2	4	3	6	4	34	6	4	4	-	7	2	1	2	-	-	1	4	4	-
Detroit	270	2.78	-	-	5	15	6	14	13	12	4	15	4	10	-	18	4	4	-	14	16	28	13	31	22	6	16	-
Indianapolis	38	2.24	-	-	-	2	3	6	-	3	4	-	1	1	-	2	8	1	1	1	-	2	2	-	1	-	-	-
Kansas City	60	3.17	-	-	-	-	-	-	-	-	3	3	3	4	-	5	3	-	-	2	-	9	6	9	4	2	7	-
Milwaukee	85	2.15	-	2	-	-	12	3	7	6	10	7	4	5	7	4	2	-	-	4	6	2	-	2	-	2	-	-
Minneapolis–St. Paul	87	2.45	-	-	-	-	-	-	-	-	10	-	-	20	25	12	3	3	-	3	2	1	3	2	1	2	-	-
St. Louis	126	2.74	-	-	-	-	-	4	-	-	-	-	4	-	-	21	5	66	2	-	4	2	6	4	4	-	4	-
West																												
Denver	45	2.25	-	-	2	-	7	1	1	6	1	6	-	5	5	1	1	2	-	-	-	3	-	-	-	2	2	-
Los Angeles–Long Beach	662	3.20	-	-	-	-	-	-	-	22	22	-	8	-	22	65	86	30	8	49	30	60	34	48	16	19	143	-
Portland	64	1.99	-	-	-	-	6	6	9	5	3	6	17	6	2	-	1	-	1	2	-	-	-	-	-	-	-	-
San Francisco–Oakland	323	3.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	211	104	-	3	-	-	-	-
Seattle	82	2.64	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	74	2	2	-	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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Table 6. Earnings Distribution: Mechanics, Automotive, Class A

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																									
			Under $1.60	$1.60 and under $1.70	$1.70 - $1.80	$1.80 - $1.90	$1.90 - $2.00	$2.00 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 - $4.20	$4.20 - $4.40	$4.40 - $4.60	$4.60 - $4.80	$4.80 - $5.00	$5.00 and over
Northeast																												
Boston	1,058	$3.14	-	5	-	7	12	17	29	48	32	66	90	45	90	61	40	81	113	45	86	57	30	28	19	6	17	34
Bridgeport	133	2.92	-	-	-	-	-	-	-	2	3	24	17	10	29	4	5	10	6	-	5	5	8	2	-	1	1	1
Buffalo	513	2.84	-	2	2	-	-	40	10	26	38	40	88	23	44	31	13	35	25	30	11	20	14	-	15	2	-	4
Newark and Jersey City	660	3.04	-	-	4	4	4	20	14	42	46	23	50	25	69	27	40	67	53	41	48	10	30	11	11	4	2	15
New York	1,846	3.58	-	-	-	-	-	-	-	13	31	48	53	29	107	57	72	350	158	161	176	96	94	120	69	69	50	93
Philadelphia	1,416	3.14	-	-	11	-	7	30	20	76	49	32	119	126	123	87	76	128	134	74	85	56	55	34	21	24	4	45
Pittsburgh	889	2.84	1	-	10	2	16	40	54	104	53	50	58	35	90	96	34	56	59	48	22	21	12	6	7	7	-	8
Providence–Pawtucket	289	2.52	6	9	18	7	13	23	15	29	17	25	15	14	20	23	8	7	6	12	7	6	5	3	1	-	-	-
South																												
Atlanta	461	3.02	8	1	16	8	21	15	18	17	23	15	24	16	22	21	18	33	45	38	22	17	14	16	6	12	6	9
Baltimore	595	2.93	12	5	7	4	21	13	14	19	31	22	26	53	58	39	51	42	54	33	25	17	4	12	25	2	-	6
Birmingham	191	3.09	4	-	-	5	4	4	6	8	2	10	14	9	16	12	5	19	15	14	10	7	3	4	6	5	5	4
Dallas	566	3.38	4	-	-	1	12	14	9	12	28	30	15	25	31	16	40	57	44	39	29	25	39	17	16	9	8	46
Houston	634	3.53	-	2	6	5	9	4	17	11	27	20	27	21	17	37	46	46	44	47	35	22	42	15	31	25	16	62
Jacksonville	157	3.20	-	-	3	1	-	1	8	6	10	5	7	10	8	8	3	16	20	4	10	11	8	2	8	2	3	3
Louisville	282	3.08	-	-	-	1	8	8	5	19	10	17	10	15	10	18	9	40	27	18	24	13	9	10	5	2	3	1
Memphis	204	3.07	-	-	1	4	8	-	12	13	9	7	10	9	19	17	15	15	18	7	4	7	3	4	1	7	2	12
Miami	378	3.31	-	-	-	2	20	-	7	17	11	16	5	32	17	17	22	33	34	22	22	16	16	18	13	12	8	18
New Orleans	259	3.10	-	-	-	7	15	13	4	10	11	17	13	14	9	4	16	13	19	15	26	13	11	7	10	3	5	4
Richmond	285	2.91	-	2	-	6	5	4	14	18	20	16	17	15	15	19	22	41	21	21	8	5	2	3	1	3	3	4
Washington	1,192	3.42	6	5	15	4	9	14	34	24	23	43	30	65	71	64	81	104	93	70	81	82	28	41	71	30	18	86
North Central																												
Chicago	2,152	3.75	-	-	-	-	-	-	-	-	-	24	11	60	71	115	174	180	287	198	204	163	123	109	65	109	71	188
Cincinnati	396	2.86	2	3	1	8	2	3	11	19	16	39	51	31	28	29	16	40	32	35	8	4	1	2	7	4	-	4
Cleveland	616	3.78	-	-	-	-	-	-	-	2	-	4	-	8	4	4	15	119	87	73	61	56	45	35	18	26	12	47
Detroit	1,506	3.67	-	-	-	12	-	4	6	12	47	50	45	44	68	39	81	132	155	113	115	92	94	70	63	70	29	155
Indianapolis	416	3.20	-	-	2	1	2	6	13	12	18	24	31	15	19	25	35	47	30	24	27	21	22	7	13	6	2	14
Kansas City	560	3.32	-	-	-	-	13	4	8	14	22	31	24	27	43	22	36	55	48	30	35	37	22	17	16	19	13	24
Milwaukee	401	3.33	-	-	-	-	-	-	-	-	4	15	31	30	30	34	20	42	34	37	31	30	11	13	18	6	2	13
Minneapolis–St. Paul	775	3.38	-	-	-	-	-	-	-	-	5	4	2	4	126	98	39	97	94	77	65	47	30	19	25	13	8	22
St. Louis	757	3.33	-	-	-	-	-	-	-	-	-	-	4	8	4	117	295	52	52	41	50	20	26	14	21	7	23	23
West																												
Denver	484	3.09	8	2	7	14	10	11	16	18	12	21	11	31	24	35	22	61	42	25	28	20	12	13	12	10	7	12
Los Angeles–Long Beach	3,334	3.79	-	-	24	-	-	55	31	56	47	50	116	84	104	125	93	235	309	312	302	180	165	162	211	101	91	481
Portland	428	3.29	-	-	-	-	-	-	-	6	15	12	14	54	22	25	35	75	25	31	26	20	17	16	8	5	4	18
San Francisco–Oakland	1,739	3.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	791	765	119	64	-	-	-	-	-
Seattle	652	3.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	599	33	20	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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Table 7. Earnings Distribution: Mechanics, Automotive, Class B

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 31 selected areas, [2] August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																							
			Under $1.30	$1.30 and under $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 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 and over
Northeast																										
Boston	223	$2.08	-	-	5	7	7	21	5	30	38	29	30	9	27	10	-	1	1	-	-	2	-	-	-	1
Bridgeport	16	2.15	-	-	-	-		5	-	4	-	-	-	1	3	1	-	-	1	-	1	-	-	-	-	-
Buffalo	53	2.02	-	-	-	6	2	2	4	12	10	2	6	2	2	5	-	-	-	-	-	-	-	-	-	-
Newark and Jersey City	100	2.04	-	-	-	-	2	28	16	8	10	7	6	8	8	4	-	-	-	1	-	2	-	-	-	-
New York	638	2.54	-	-	-	-	3	7	22	10	57	43	59	44	33	49	76	95	64	28	10	9	7	8	7	7
Philadelphia	319	2.14	-	-	-	14	11	32	40	6	32	33	49	38	12	23	8	1	19	-	1	-	-	-	-	-
Pittsburgh	131	1.90	-	5	-	10	20	24	10	4	20	9	11	8	2	6	2	-	-	-	-	-	-	-	-	-
Providence–Pawtucket	36	1.74	1	-	1	2	8	12	6	-	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
South																										
Atlanta	151	2.54	3	1	8	8	13	7	8	10	4	4	14	7	3	5	1	8	1	3	8	1	9	11	2	12
Baltimore	126	2.19	5	1	4	5	-	1	17	13	21	7	11	10	9	1	5	3	-	2	4	4	1	-	1	1
Birmingham	83	2.89	1	1	3	3	-	3	5	8	4	-	2	1	-	-	-	-	-	4	5	17	7	5	7	7
Dallas	61	2.28	1	1	-	3	8	11	4	7	4	2	1	1	-	5	1	-	-	-	2	-	1	3	2	4
Houston	131	2.37	2	-	2	3	9	13	5	6	8	9	30	6	3	6	-	6	3	2	5	2	2	-	-	9
Jacksonville	109	2.41	-	-	5	7	15	5	12	5	5	5	4	2	6	2	3	1	4	-	6	7	5	2	1	7
Louisville	70	1.92	-	6	12	2	2	6	7	4	6	7	10	-	3	3	-	-	-	-	-	1	1	-	-	-
Memphis	55	2.77	-	7	-	6	2	3	5	-	1	4	5	1	2	-	3	-	-	-	1	-	2	-	1	12
Miami	181	2.52	-	1	-	5	3	14	14	9	23	15	7	-	11	17	9	13	6	1	4	2	2	2	13	10
New Orleans	74	2.91	-	-	-	1	3	6	-	4	4	5	10	3	1	2	5	2	1	2	-	5	4	-	1	15
Richmond	55	1.88	-	2	-	6	5	11	6	4	7	6	6	-	2	-	-	-	-	-	-	-	-	-	-	-
Washington	181	2.03	-	3	4	22	4	33	15	12	16	12	21	10	12	4	-	-	4	-	-	7	-	2	-	-
North Central																										
Chicago	281	2.81	-	-	-	-	-	-	-	10	-	4	18	4	29	53	32	18	13	3	42	5	9	33	8	-
Cincinnati	89	2.04	2	-	2	6	8	9	6	2	14	16	7	3	2	3	-	4	2	1	2	-	-	-	-	-
Cleveland	39	2.75	-	-	-	-	-	-	-	-	2	-	-	10	4	8	4	-	-	-	4	2	1	1	-	3
Detroit	253	2.94	-	-	-	-	-	4	7	10	14	8	14	9	14	4	21	18	12	14	29	18	14	16	6	21
Indianapolis	79	2.21	-	-	9	2	9	7	4	4	5	9	8	-	-	1	1	6	4	-	4	1	1	2	1	1
Milwaukee	131	2.14	-	-	-	-	3	5	9	14	18	25	27	17	2	8	3	-	-	-	-	-	-	-	-	-
Minneapolis–St. Paul	112	2.66	-	-	-	-	-	-	-	-	10	10	10	-	-	-	-	70	9	-	-	1	-	-	-	2
St. Louis	70	2.94	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	58	6	2	-	-	-	-
West																										
Denver	54	2.26	-	-	-	-	-	4	6	7	11	6	4	1	-	2	-	4	3	1	5	-	-	-	-	-
Los Angeles–Long Beach	167	2.27	-	-	-	-	-	14	27	30	-	36	8	-	-	22	-	5	-	3	7	10	2	3	-	-
Portland	52	2.44	-	-	-	-	-	-	-	-	20	3	1	1	1	11	7	-	-	-	4	-	1	2	1	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] No workers were reported in this occupation in the establishments contacted in Kansas City, San Francisco–Oakland, and Seattle.

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Table 8. Earnings Distribution: Painters

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 33 selected areas, [2] August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																										
			Under $1.60	$1.60 and under $1.70	$1.70 - $1.80	$1.80 - $1.90	$1.90 - $2.00	$2.00 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 - $4.20	$4.20 - $4.40	$4.40 - $4.60	$4.60 - $4.80	$4.80 - $5.00	$5.00 and over
Northeast																													
Boston	62	$2.63	-	-	-	-	-	8	5	8	7	4	1	-	9	5	6	3	2	-	-	1	2	-	-	-	1	-
Bridgeport	8	2.97	-	-	-	-	-	1	-	3	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2	-
Buffalo	97	2.80	-	-	-	-	-	2	-	14	17	9	7	2	11	1	1	9	8	2	2	8	4	-	-	-	-	-
Newark and Jersey City	28	2.75	-	-	-	2	-	-	2	4	-	4	4	2	2	-	-	2	-	-	4	-	-	2	-	-	-	-
New York	106	2.88	-	7	-	6	3	9	-	-	9	-	5	6	14	7	1	12	12	-	-	-	8	-	-	-	3	4
Philadelphia	85	3.35	-	-	-	-	-	-	12	-	1	-	3	3	14	2	-	9	3	12	2	1	-	13	-	1	2	7
Providence–Pawtucket	17	2.32	-	-	-	3	1	3	1	4	-	1	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
South																													
Atlanta	41	3.43	-	-	-	-	1	4	4	5	-	2	-	-	1	2	4	-	2	1	1	1	3	4	-	-	-	6
Baltimore	84	3.05	-	-	1	3	6	-	10	9	-	7	-	-	3	-	11	7	2	-	1	11	4	1	5	-	-	3
Birmingham	22	3.46	4	-	1	-	-	-	1	-	2	-	-	-	-	-	5	-	-	-	1	1	-	-	-	1	-	6
Dallas	53	3.36	-	-	-	3	3	4	-	4	-	-	-	8	4	-	-	-	5	-	-	6	-	5	3	-	4	4
Houston	89	3.19	3	4	-	2	7	2	4	-	3	2	2	-	2	6	8	9	-	-	7	7	7	3	3	-	2	6
Jacksonville	31	2.73	-	4	-	5	-	1	1	-	-	4	2	2	3	2	-	-	-	1	2	-	-	2	-	-	-	2
Louisville	22	3.40	-	-	-	-	-	1	1	4	-	-	-	-	-	1	-	2	4	2	2	-	1	-	-	-	-	4
Memphis	14	2.40	2	-	2	-	-	2	1	-	-	-	2	-	2	-	-	1	-	-	2	-	-	-	-	-	-	-
Miami	60	3.42	-	-	3	-	2	1	2	3	1	1	8	7	-	-	2	3	-	1	5	3	5	1	2	2	-	8
New Orleans	58	3.46	-	-	-	2	-	-	3	-	-	5	2	4	-	1	4	7	-	5	4	2	5	7	2	2	2	1
Richmond	26	3.26	-	-	-	-	1	-	-	1	-	-	-	-	1	3	2	3	3	6	2	4	-	-	-	-	-	-
Washington	114	3.84	-	-	-	-	-	-	-	1	-	3	12	4	8	2	5	4	16	1	-	10	10	-	2	9	7	20
North Central																													
Chicago	217	3.53	-	-	-	-	-	-	-	-	15	-	4	12	8	15	6	64	-	7	8	21	18	5	-	11	2	21
Cincinnati	28	3.13	-	-	-	2	2	-	-	1	-	-	3	2	-	-	4	1	3	3	-	2	2	1	-	2	-	-
Cleveland	101	3.82	-	-	-	-	-	-	-	4	-	-	-	-	4	-	-	20	14	3	11	10	10	2	-	12	-	11
Detroit	205	3.91	-	-	-	4	2	-	-	2	-	6	6	4	-	2	4	22	14	22	4	7	34	4	21	11	13	23
Indianapolis	51	3.63	-	-	-	-	-	3	-	2	5	-	-	-	2	3	6	3	1	5	5	-	-	1	6	-	-	9
Kansas City	29	4.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	2	-	5	3	-	2	2	1	2	4
Milwaukee	60	3.36	-	-	-	-	-	1	2	4	6	2	3	4	-	-	-	-	9	3	8	7	3	-	-	-	4	4
Minneapolis–St. Paul	77	3.69	-	-	-	-	-	-	-	-	-	-	-	-	3	18	2	5	4	6	6	10	7	2	3	2	2	7
St. Louis	22	4.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	1	6	-	1	-	-	-	-	-	9
West																													
Denver	61	3.13	2	-	3	-	1	4	-	1	3	2	-	4	2	4	-	10	2	9	2	1	4	2	2	-	-	3
Los Angeles–Long Beach	317	4.18	-	-	-	-	-	-	14	8	21	-	-	-	-	-	16	8	10	25	31	16	24	16	8	27	8	85
Portland	28	3.88	-	-	-	-	-	-	1	-	-	-	-	4	-	-	2	7	-	1	1	2	3	-	2	-	1	4
San Francisco–Oakland	211	3.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	107	50	16	-	10	-	-	-
Seattle	63	3.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	59	2	-	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data for Pittsburgh did not meet publication criteria.

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Table 9. Earnings Distribution: Parts Men

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																										
			Under $1.25	$1.25 and under $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 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 and over
Northeast																													
Boston	330	$2.42	-	-	-	-	10	2	11	12	41	29	31	15	40	2	25	29	15	14	7	30	6	1	-	-	10
Bridgeport	25	3.23	-	-	-	-	-	3	2	1	-	1	-	2	3	1	-	-	-	2	-	1	-	-	1	-	8
Buffalo	117	2.26	-	-	-	-	2	2	8	8	10	16	15	4	18	-	6	8	8	4	4	4	-	-	-	-	-
Newark and Jersey City	167	2.18	-	-	-	2	2	13	15	14	6	38	12	6	14	6	11	4	4	12	-	4	4	-	-	-	-
New York	553	2.56	-	7	-	-	3	18	3	35	8	18	32	90	22	16	51	16	28	58	30	54	27	17	13	7	-
Philadelphia	306	2.28	-	-	5	-	9	15	18	15	9	35	36	36	19	12	8	36	14	18	-	7	10	1	3	-	-
Pittsburgh	211	2.19	5	-	5	10	5	6	30	11	11	20	9	16	27	16	2	17	2	-	-	4	-	10	-	-	5
Providence–Pawtucket	71	1.97	-	-	1	6	8	2	10	9	4	9	7	-	4	3	-	-	-	3	2	3	-	-	-	-	-
South																													
Atlanta	146	2.29	-	6	1	8	2	8	9	9	5	10	21	11	3	8	8	6	5	5	-	3	1	9	4	-	4
Baltimore	161	2.13	-	-	5	7	12	6	18	11	6	25	10	9	12	6	3	4	-	14	10	-	-	-	-	3	-
Birmingham	73	2.13	1	-	4	1	4	4	4	3	7	8	9	6	10	2	-	2	-	-	4	-	4	-	-	-	-
Dallas	140	2.25	-	-	-	6	4	1	17	3	9	13	18	11	4	9	7	16	2	14	-	2	4	-	-	-	-
Houston	224	2.72	4	9	4	-	10	1	9	1	4	13	15	7	-	5	16	6	9	8	14	27	22	8	7	13	12
Jacksonville	65	1.99	2	6	2	5	8	4	5	3	4	5	4	3	1	1	-	3	3	-	-	-	-	3	-	2	1
Louisville	93	2.10	2	3	2	2	7	4	5	12	2	7	13	1	3	6	7	5	9	1	-	-	-	2	-	-	-
Memphis	73	1.96	-	5	1	10	5	12	3	2	2	6	1	7	2	3	3	5	2	-	-	1	2	1	-	-	-
Miami	129	2.24	-	2	-	5	13	5	11	17	9	11	3	9	6	3	4	5	-	1	5	5	5	-	5	1	4
New Orleans	77	2.27	3	1	3	5	3	5	1	1	5	9	9	3	2	7	-	2	1	2	2	1	1	6	2	3	-
Richmond	71	2.09	2	2	1	-	7	5	6	5	3	7	4	2	3	8	5	6	-	4	-	1	-	-	-	-	-
Washington	277	2.36	-	-	1	3	5	18	7	21	14	34	20	20	26	11	28	4	10	14	5	4	12	11	7	2	-
North Central																													
Chicago	568	2.75	-	-	-	-	-	-	-	8	6	37	19	59	11	26	29	53	73	37	36	85	35	17	19	18	-
Cincinnati	104	2.12	-	-	-	4	13	5	1	4	15	9	12	7	4	10	8	-	-	9	3	-	-	-	-	-	-
Cleveland	139	2.61	-	-	-	-	1	6	9	4	3	16	4	12	-	8	21	2	3	12	-	10	4	12	8	-	4
Detroit	458	2.53	-	-	-	2	11	11	4	28	34	51	16	34	40	-	21	32	21	12	8	52	61	7	7	6	-
Indianapolis	125	2.26	-	-	5	2	6	6	25	3	5	6	12	9	-	9	8	3	3	2	4	2	4	1	5	3	2
Kansas City	108	2.33	-	-	-	3	3	3	2	-	5	2	17	35	2	-	9	3	7	8	4	3	-	2	-	-	-
Milwaukee	117	2.30	-	-	-	2	3	11	9	10	4	11	11	4	4	10	3	9	2	5	5	7	2	1	-	2	2
Minneapolis–St. Paul	147	2.47	-	-	-	-	-	-	-	5	-	-	7	6	75	10	4	15	5	9	1	8	2	-	-	-	-
St. Louis	197	2.77	-	-	-	-	-	-	-	-	-	-	8	-	-	35	4	19	9	99	8	6	9	-	-	-	-
West																													
Denver	133	2.24	1	-	1	2	9	2	4	11	18	20	4	4	19	6	6	-	-	8	7	5	-	4	2	-	-
Los Angeles–Long Beach	977	2.89	-	-	-	-	-	-	22	11	16	30	24	52	112	58	70	85	59	63	38	64	95	70	19	-	89
Portland	109	2.62	-	-	-	-	6	-	-	-	6	12	6	6	15	3	8	2	8	9	6	13	1	-	3	1	4
San Francisco–Oakland	391	3.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	15	33	252	34	36	-	5
Seattle	112	3.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	65	42	5	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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Table 10. Earnings Distribution: Service Salesmen

(Distribution of men by average straight-time hourly earnings.[1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings of—																										
			Under $1.60	$1.60 and under $1.70	$1.70 - $1.80	$1.80 - $1.90	$1.90 - $2.00	$2.00 - $2.10	$2.10 - $2.20	$2.20 - $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 - $3.20	$3.20 - $3.40	$3.40 - $3.60	$3.60 - $3.80	$3.80 - $4.00	$4.00 - $4.20	$4.20 - $4.40	$4.40 - $4.60	$4.60 - $4.80	$4.80 - $5.00	$5.00 and over
Northeast																													
Boston	255	$3.00	-	-	-	-	-	12	2	14	9	12	8	24	16	26	13	28	32	18	9	27	-	5	-	-	-	-
Bridgeport	24	3.29	-	-	-	-	-	4	-	-	1	1	1	-	3	3	-	3	1	-	-	1	-	2	-	-	-	4
Buffalo	121	2.95	-	-	-	-	-	2	-	8	-	10	10	-	16	9	20	22	8	6	-	3	1	4	2	-	-	-
Newark and Jersey City	105	2.90	-	-	-	-	-	4	4	4	12	10	11	6	6	-	4	22	4	4	6	-	2	4	-	-	-	2
New York	488	3.39	-	-	-	-	-	7	-	-	5	-	15	-	38	7	25	144	52	30	59	34	17	22	20	-	13	-
Philadelphia	220	3.07	-	-	-	-	-	-	-	21	9	9	27	18	14	10	11	22	20	12	15	4	9	7	7	3	1	1
Pittsburgh	172	2.75	10	-	-	-	-	9	5	24	15	-	10	14	5	16	2	26	4	6	14	11	-	-	-	-	-	1
Providence–Pawtucket	32	2.58	-	-	-	3	-	-	4	3	2	2	7	-	3	-	3	3	-	-	-	1	1	-	-	-	-	-
South																													
Atlanta	140	3.01	1	1	4	1	6	7	5	13	1	8	1	2	18	6	10	13	9	3	6	10	3	2	2	2	-	6
Baltimore	143	2.82	-	-	-	1	-	1	-	8	5	22	6	28	3	7	14	34	1	8	-	3	1	1	-	-	-	-
Birmingham	66	2.77	-	-	-	3	1	4	-	1	3	8	6	9	5	3	3	8	2	4	4	-	2	-	-	-	-	-
Dallas	139	3.45	-	-	-	-	3	5	-	1	3	9	4	9	4	10	16	11	10	15	-	5	6	4	7	-	1	16
Houston	190	3.26	-	-	-	-	-	-	-	14	6	2	10	6	10	13	6	33	18	28	10	8	7	7	8	2	-	2
Jacksonville	64	2.84	-	1	-	4	3	4	2	4	5	4	4	3	-	2	2	8	5	4	2	1	3	-	-	2	-	1
Louisville	62	2.66	-	2	-	3	5	5	3	3	4	3	2	6	1	2	5	3	3	9	1	-	1	-	1	-	-	-
Memphis	63	2.73	11	-	-	5	1	1	2	2	4	2	6	-	3	4	2	3	2	1	4	-	2	3	2	1	-	2
Miami	141	3.12	4	2	-	4	-	6	7	4	7	1	4	6	7	9	5	23	9	8	6	9	5	-	3	4	3	5
New Orleans	70	2.70	3	3	-	-	1	1	6	5	6	5	5	5	3	3	8	1	3	6	1	3	1	-	-	-	1	-
Richmond	56	2.45	-	1	-	4	3	2	2	11	10	-	2	3	7	3	4	2	1	-	1	-	-	-	-	-	-	-
Washington	255	3.29	-	-	-	-	-	-	2	3	9	-	14	25	20	21	12	25	25	16	30	18	14	3	3	5	2	8
North Central																													
Chicago	525	3.23	-	-	4	-	-	8	18	13	-	9	34	26	25	22	47	82	18	64	55	32	35	15	7	7	-	4
Cincinnati	88	2.67	-	-	2	2	3	2	7	7	3	2	9	7	13	5	3	14	4	3	1	1	-	-	-	-	-	-
Cleveland	144	3.33	-	-	-	4	-	-	4	4	8	7	2	-	9	16	10	12	14	8	20	-	8	3	-	-	1	14
Detroit	404	3.06	-	-	-	10	14	17	3	18	6	12	19	19	26	34	6	27	74	52	25	12	14	2	2	4	-	8
Indianapolis	101	2.93	-	-	3	-	1	2	8	16	7	5	12	-	1	5	3	11	1	4	3	3	3	3	4	2	3	1
Kansas City	82	3.47	-	-	-	-	-	-	-	-	-	-	-	1	7	6	1	8	13	16	8	9	11	-	-	2	-	-
Milwaukee	99	2.82	-	-	2	-	-	2	2	7	7	6	4	14	12	5	4	14	9	1	3	7	-	-	-	-	-	-
Minneapolis–St. Paul	100	3.08	-	-	-	-	-	-	-	5	-	7	10	10	6	9	7	10	15	4	1	8	1	6	1	-	-	-
St. Louis	143	3.26	-	-	-	-	-	-	-	-	4	-	-	-	-	4	8	72	13	14	8	14	5	1	-	-	-	-
West																													
Denver	106	2.67	-	-	1	-	9	-	1	11	7	13	3	22	8	1	5	12	5	7	-	1	-	-	-	-	-	-
Los Angeles–Long Beach	906	3.67	-	-	-	-	16	8	-	39	22	8	22	28	28	48	53	66	62	58	61	93	76	2	43	32	32	109
Portland	58	3.44	-	-	-	-	-	-	-	-	8	1	-	-	3	-	1	8	2	14	6	1	7	3	-	4	-	-
San Francisco–Oakland	336	3.70	-	-	-	-	-	-	-	-	-	-	-	-	-	10	7	25	42	93	51	12	27	26	31	5	1	6
Seattle	103	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	43	40	6	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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Table 11. Earnings Distribution: Washers

(Distribution of men by average straight-time hourly earnings [1] in auto dealer repair shops, 33 selected areas, [2] August–October 1964)

Area	Number of workers	Average hourly earnings [1]	Number of workers receiving straight-time hourly earnings of—																								
			Under $1.00	$1.00 and under $1.05	$1.05 - $1.10	$1.10 - $1.15	$1.15 - $1.20	$1.20 - $1.25	$1.25 - $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 - $2.10	$2.10 - $2.20	$2.20 - $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 and over
Northeast																											
Boston	134	$1.62	-	-	-	-	-	-	14	5	-	46	27	12	17	-	11	-	-	-	-	-	-	2	-	-	-
Bridgeport	24	1.66	-	-	-	-	-	-	1	2	3	2	2	2	12	-	-	-	-	-	-	-	-	-	-	-	-
Buffalo	66	1.54	-	-	-	-	2	-	14	1	10	15	6	6	6	2	-	4	-	-	-	-	-	-	-	-	-
Newark and Jersey City	65	1.82	-	-	-	-	-	-	4	-	8	4	4	10	12	6	8	-	2	4	1	-	2	-	-	-	-
New York	235	2.00	-	-	-	-	-	-	7	-	6	7	26	43	35	12	31	12	13	3	12	6	12	-	4	-	6
Philadelphia	117	1.79	-	-	-	-	-	-	1	17	3	7	38	13	-	6	7	-	-	1	24	-	-	-	-	-	-
Pittsburgh	223	1.59	-	17	5	10	5	5	25	5	25	26	5	30	14	5	-	22	24	-	-	-	-	-	-	-	-
Providence–Pawtucket	22	1.43	-	-	-	-	-	-	9	3	3	1	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-
South																											
Atlanta	19	1.17	1	3	4	-	-	-	9	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Baltimore	86	1.24	-	15	-	9	3	5	32	18	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Birmingham	39	1.01	[3] 23	3	-	3	1	2	1	3	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Dallas	36	1.29	1	7	-	-	4	-	14	-	4	3	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Houston	69	1.24	2	7	2	15	4	8	6	14	1	5	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Jacksonville	38	1.21	8	2	-	5	1	3	9	2	2	4	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-
Louisville	54	1.40	-	2	-	2	4	-	9	8	19	2	4	2	1	-	-	-	-	-	1	-	-	-	-	-	-
Miami	97	1.57	-	-	-	7	-	1	24	14	5	10	1	16	5	2	3	2	-	-	2	2	-	1	-	1	1
New Orleans	22	1.12	6	8	-	1	1	-	-	3	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Richmond	35	1.30	-	3	4	7	3	2	9	2	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	-
Washington	181	1.62	-	-	6	7	4	22	22	30	8	9	6	9	3	9	12	9	-	8	6	3	3	-	3	-	2
North Central																											
Chicago	268	2.09	-	-	-	-	-	-	-	-	-	-	14	24	4	12	57	83	58	5	7	-	4	-	-	-	-
Cincinnati	67	1.47	2	-	-	3	-	3	12	18	7	12	2	2	-	-	-	-	-	2	1	-	3	-	-	-	-
Cleveland	97	2.19	-	-	-	-	-	-	-	-	-	2	8	15	6	2	6	26	11	4	5	-	-	-	-	-	12
Detroit	176	1.66	-	-	-	-	-	-	-	47	16	19	12	33	13	8	-	14	6	8	-	-	-	-	-	-	-
Indianapolis	45	1.84	-	2	-	-	2	-	6	-	3	9	5	2	2	1	1	2	2	1	-	-	-	-	2	-	5
Kansas City	32	1.81	-	-	-	-	-	-	-	-	1	-	8	17	-	2	-	-	-	4	-	-	-	-	-	-	-
Milwaukee	66	1.54	-	5	-	2	-	-	9	2	7	17	8	11	-	-	1	-	2	-	-	-	-	-	-	-	2
Minneapolis–St. Paul	55	2.24	-	-	-	-	-	-	-	-	-	-	-	1	-	..	4	21	14	6	7	2	-	-	-	-	-
St. Louis	34	2.27	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	10	-	16	2	-	-	-	-	2
West																											
Denver	45	1.46	2	1	3	3	1	3	8	1	3	10	-	5	-	-	-	4	-	-	-	1	-	-	-	-	-
Los Angeles–Long Beach	229	1.73	-	-	-	-	-	-	28	8	22	74	10	16	8	28	-	-	16	3	-	-	-	8	-	-	8
Portland	42	1.78	-	-	-	-	-	-	5	-	5	3	-	13	2	6	5	-	1	-	-	-	-	-	1	-	1
San Francisco–Oakland	116	2.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	87	15
Seattle	58	2.61	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	50	-	4	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Data for Memphis did not meet publication criteria.
[3] Includes 7 workers at less than $0.80; 11 at $0.80 and under $0.90; and 5 at $0.90 and under $1.

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Table 12. Method of Wage Payment: All Production Workers

(Percent of production workers by method of wage payment in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Time-rated workers	Incentive workers paid on the basis of—		
		Flat-rate percents	Flat-rate hours	Other
Total, 34 areas	56	31	4	9
Northeast				
Boston	66	24	3	7
Bridgeport	75	11	10	4
Buffalo	66	26	4	3
Newark and Jersey City	65	18	7	10
New York	68	14	7	11
Philadelphia	66	27	1	6
Pittsburgh	65	27	4	5
Providence–Pawtucket	68	23	2	6
South				
Atlanta	51	39	-	10
Baltimore	52	41	-	7
Birmingham	43	46	-	11
Dallas	48	40	(1)	11
Houston	51	38	-	12
Jacksonville	48	37	2	14
Louisville	47	44	2	7
Memphis	61	28	-	11
Miami	43	36	1	21
New Orleans	45	45	-	10
Richmond	45	44	-	11
Washington	54	34	5	7
North Central				
Chicago	52	41	(1)	6
Cincinnati	54	36	4	5
Cleveland	51	12	31	6
Detroit	40	50	-	10
Indianapolis	44	44	2	11
Kansas City	49	3	41	7
Milwaukee	53	36	2	10
Minneapolis–St. Paul	52	44	-	4
St. Louis	60	2	34	4
West				
Denver	36	49	-	14
Los Angeles–Long Beach	43	44	(1)	12
Portland	44	36	4	15
San Francisco–Oakland	96	-	-	4
Seattle	99	-	-	1

[1] Less than 0.5 percent.

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

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Table 13. Types of Incentive Payments: Selected Occupations

(Percent of workers paid on an incentive basis [1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Body repairmen					Greasers					Mechanics, automotive, class A				
	Incentive workers [2]	Flat-rate percents			Flat-rate hours	Incentive workers [2]	Flat-rate percents			Flat-rate hours	Incentive workers [2]	Flat-rate percents			Flat-rate hours
		Total [3]	45 percent	50 percent			Total [3]	45 percent	50 percent			Total [3]	45 percent	50 percent	
Total, 34 areas	79	69	8	49	8	46	36	5	25	4	81	70	10	49	10
Northeast															
Boston	39	30	3	18	7	17	8	-	7	2	76	67	9	49	5
Bridgeport	38	15	-	15	23	32	32	-	32	-	44	20	-	20	23
Buffalo	62	55	-	38	7	33	22	-	19	11	72	64	-	55	8
Newark and Jersey City	59	28	7	11	6	23	4	-	-	1	71	47	4	32	21
New York	47	33	14	8	9	26	12	7	3	8	73	47	14	24	21
Philadelphia	51	46	10	35	3	15	9	-	6	2	88	86	10	74	2
Pittsburgh	68	61	8	49	6	17	15	5	8	-	70	54	6	48	10
Providence–Pawtucket	33	29	14	5	3	19	10	-	10	2	68	63	21	33	4
South															
Atlanta	92	90	20	55	-	66	58	5	51	-	95	94	12	70	-
Baltimore	90	90	51	31	-	41	41	31	8	-	98	98	60	32	-
Birmingham	98	98	24	56	-	88	88	31	53	-	99	99	31	65	-
Dallas	100	[4]95	45	18	-	41	9	4	2	7	98	[5]94	47	14	-
Houston	98	98	5	76	-	43	43	10	27	-	99	99	8	72	-
Jacksonville	97	97	59	38	-	83	56	28	17	-	100	92	62	30	8
Louisville	99	99	-	99	-	69	52	-	45	-	100	93	-	89	7
Memphis	83	83	26	23	-	48	30	7	7	-	93	93	53	30	-
Miami	98	98	31	64	-	76	29	14	16	-	98	87	38	49	3
New Orleans	96	96	-	96	-	62	52	-	52	-	92	92	-	92	-
Richmond	100	100	11	75	-	59	22	-	22	-	99	99	7	77	-
Washington	89	81	33	41	8	24	15	3	5	7	94	83	30	41	10
North Central															
Chicago	94	92	-	67	-	48	38	-	19	7	94	[6]94	4	54	-
Cincinnati	92	81	2	74	11	18	10	-	6	4	85	76	9	56	10
Cleveland	92	39	3	36	53	24	2	-	-	22	93	20	3	17	73
Detroit	100	100	2	97	-	81	78	6	72	-	97	97	4	89	-
Indianapolis	100	100	-	98	-	82	76	-	76	-	99	94	-	94	5
Kansas City	97	3	-	3	95	95	52	-	52	23	98	3	-	3	91
Milwaukee	82	81	-	76	2	44	41	-	36	-	82	74	-	71	2
Minneapolis–St. Paul [7]	94	94	-	7	-	30	25	-	2	-	91	91	-	5	-
St. Louis	74	5	-	-	69	25	-	-	-	10	72	4	-	-	68
West															
Denver	97	88	4	77	-	78	69	9	51	-	99	88	4	83	-
Los Angeles–Long Beach	98	98	9	76	-	96	90	14	65	4	99	99	9	84	-
Portland	93	64	4	59	12	28	25	-	25	-	96	77	4	70	8
San Francisco–Oakland	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-
Seattle	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table 13. Types of Incentive Payments: Selected Occupations—Continued

(Percent of workers paid on an incentive basis [1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Mechanics, automotive, class B					Painters					Parts men	Service salesmen	Washers		
	Incentive workers [2]	Flat-rate percents			Flat-rate hours	Incentive workers [2]	Flat-rate percents			Flat-rate hours	Incentive workers [8]	Incentive workers [8]	Incentive workers [2]	Flat-rate percents	
		Total [3]	45 percent	50 percent			Total [3]	45 percent	50 percent					Total [3]	50 percent
Total, 34 areas	43	36	8	20	2	67	60	9	42	6	40	66	13	6	4
Northeast															
Boston	21	17	9	8	4	29	16	-	13	13	23	45	1	1	1
Bridgeport	44	-	-	-	25	25	25	-	25	-	32	33	-	-	-
Buffalo	25	25	-	8	-	55	44	-	44	10	14	45	9	9	9
Newark and Jersey City	16	8	4	4	8	57	14	-	-	-	20	72	14	-	-
New York	22	10	4	2	4	15	9	8	2	6	33	62	3	2	-
Philadelphia	20	14	5	8	-	69	61	21	34	8	40	61	23	-	-
Pittsburgh	19	19	19	-	-	20	20	-	20	-	11	41	17	11	2
Providence–Pawtucket	14	3	3	-	11	18	12	12	-	6	28	56	9	-	-
South															
Atlanta	79	78	15	40	-	68	63	12	39	-	37	79	5	-	-
Baltimore	65	65	25	36	-	95	95	38	46	-	24	54	1	1	-
Birmingham	93	93	24	65	-	50	50	5	45	-	70	100	44	44	10
Dallas	87	79	43	13	-	83	62	23	30	-	49	82	-	-	-
Houston	29	29	-	21	-	74	74	10	46	-	73	90	1	1	1
Jacksonville	85	82	52	29	4	84	84	35	42	-	72	97	13	13	-
Louisville	60	57	-	56	3	86	86	-	86	-	37	47	19	6	6
Memphis	67	67	35	25	-	36	36	36	-	-	49	94	40	-	-
Miami	81	29	13	17	1	90	90	35	50	-	44	95	25	9	7
New Orleans	76	76	-	76	-	90	90	-	90	-	69	87	18	5	5
Richmond	18	18	-	18	-	100	100	19	81	-	66	77	14	9	9
Washington	34	34	18	16	-	71	63	31	18	8	39	60	22	-	-
North Central															
Chicago	41	38	-	22	-	65	65	4	41	-	36	54	7	7	-
Cincinnati	16	9	-	7	2	86	79	7	64	7	19	42	.6	13	12
Cleveland	28	10	10	-	18	80	34	6	28	47	44	58	21	-	-
Detroit	85	85	-	52	-	98	98	4	91	-	52	61	23	19	18
Indianapolis	73	66	-	66	8	100	100	-	100	-	65	63	40	16	16
Kansas City	-	-	-	-	-	100	-	-	-	100	22	89	13	13	13
Milwaukee	60	49	-	47	6	77	70	-	63	7	44	70	12	5	5
Minneapolis–St. Paul [7]	11	11	-	-	-	96	96	-	-	-	16	60	5	2	2
St. Louis	6	-	-	-	6	82	-	-	-	82	9	36	6	-	-
West															
Denver	67	37	11	26	-	89	77	7	70	-	34	68	33	29	22
Los Angeles–Long Beach	40	40	20	20	-	85	85	7	68	-	69	91	11	7	-
Portland	27	27	-	27	-	100	71	-	71	-	60	84	14	14	14
San Francisco–Oakland	-	-	-	-	-	-	-	-	-	-	10	51	-	-	-
Seattle	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-

[1] Although the data relate only to incentive workers, the percents were based on all workers in the respective jobs.
[2] In some areas, includes data for types of incentive workers in addition to those shown separately.
[3] In some areas, includes data for workers paid flat-rate percents in addition to those shown separately.
[4] Includes 28 percent who received a flat-rate of 40 percent of the labor charge.
[5] Includes 33 percent who received a flat-rate of 40 percent of the labor charge.
[6] Includes 35 percent who received a flat-rate of 48 percent of the labor charge.
[7] In Minneapolis–St. Paul, incentive-paid body repairmen, classes A and B automotive mechanics, and painters typically received a flat rate of 46 percent of the labor charge.
[8] Parts men and service salesmen were paid on incentive basis other than flat-rate percents or flat-rate hours, e.g., commission.

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Table 14. Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours[1] in auto dealer repair shops, 34 selected areas, August–October 1964)

Area	Weekly hours							
	40 hours	Over 40 and under 44 hours	44 hours	44 1/2 hours	45 hours	Over 45 and under 48 hours	48 hours	Over 48 hours
Northeast								
Boston	16	8	31	-	15	21	-	8
Bridgeport	27	4	35	-	10	25	-	-
Buffalo	26	13	16	-	16	10	2	17
Newark and Jersey City	45	25	5	-	25	-	-	-
New York	78	8	4	-	4	5	-	-
Philadelphia	24	15	36	1	2	20	-	2
Pittsburgh	14	12	71	-	3	-	-	-
Providence–Pawtucket	10	4	43	-	-	39	-	4
South								
Atlanta	9	-	44	-	13	11	11	12
Baltimore	-	7	40	10	-	17	6	20
Birmingham	-	-	12	-	60	11	5	11
Dallas	2	-	77	-	-	5	-	16
Houston	6	-	27	2	35	15	-	15
Jacksonville	-	-	20	30	31	10	10	-
Louisville	14	7	52	4	10	2	5	6
Memphis	-	-	31	-	26	8	25	11
Miami	-	-	88	-	6	6	-	-
New Orleans	-	41	9	-	19	7	7	16
Richmond	-	-	-	-	31	47	-	23
Washington	19	10	16	4	18	12	-	20
North Central								
Chicago	21	2	70	-	2	4	-	-
Cincinnati	-	4	54	-	7	23	5	8
Cleveland	77	9	14	-	-	-	-	-
Detroit	-	-	90	-	2	2	-	5
Indianapolis	-	-	81	-	-	3	-	16
Kansas City	89	3	2	-	2	-	4	-
Milwaukee	5	4	69	-	4	11	-	8
Minneapolis–St. Paul	91	-	4	-	6	-	-	-
St. Louis	93	7	-	-	-	-	-	-
West								
Denver	-	3	53	4	-	21	-	18
Los Angeles–Long Beach	13	6	68	2	8	3	-	-
Portland	59	12	29	-	-	-	-	-
San Francisco–Oakland	100	-	-	-	-	-	-	-
Seattle	100	-	-	-	-	-	-	-

[1] Data relate to the predominant work schedule in each establishment.

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

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Table 15. Overtime Premium Pay

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with provisions for daily or weekly overtime by rate of pay and hours after which effective, 34 selected areas, August–October 1964)

Item	Northeast															
	Boston		Bridgeport		Buffalo		Newark and Jersey City		New York		Philadelphia		Pittsburgh		Providence–Pawtucket	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
Daily overtime																
Time and one-half effective after—																
8 hours	13	-	-	-	4	3	24	3	76	28	45	7	42	8	-	-
8½ hours	-	-	-	-	4	-	13	-	2	-	1	-	4	-	4	4
9 hours	-	6	-	-	-	-	13	3	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	3	-	4	-	5	4	-
No premium pay	29	26	-	-	92	97	44	64	11	57	38	59	18	53	91	96
No formal policy	59	68	100	100	-	-	6	30	11	12	16	30	36	33	-	-
Weekly overtime																
Time and one-half effective after—																
40 hours	24	7	22	-	4	3	41	3	96	28	45	11	16	8	31	-
42 hours	-	-	-	-	4	-	-	-	-	-	-	-	2	-	-	-
42½ hours	-	-	-	-	-	-	20	-	2	-	2	-	4	-	4	4
44 hours	5	-	78	-	-	-	6	4	-	-	18	-	32	-	10	-
45 hours	7	6	-	-	-	-	15	3	-	-	2	-	-	-	-	-
46 hours	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-
48½ hours	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
49 hours	1	-	-	-	9	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	3	-	9	-	5	-	-
No premium pay	22	26	-	-	83	97	18	64	1	57	29	59	13	55	30	96
No formal policy	38	61	-	100	-	-	-	26	1	12	5	21	33	31	4	-

Item	South															
	Atlanta		Baltimore		Birmingham		Dallas		Houston		Jacksonville		Louisville		Memphis		Miami	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
Daily overtime																		
Time and one-half effective after—																		
8 hours	6	-	7	-	2	-	-	-	3	-	8	-	-	-	-	-	-	-
9 hours	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-
Other	5	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No premium pay	85	-	76	95	94	85	-	-	91	100	68	70	4	-	-	-	96	100
No formal policy	5	100	10	5	5	15	100	100	-	-	24	30	96	100	100	100	4	-
Weekly overtime																		
Time and one-half effective after—																		
40 hours	34	-	-	-	-	-	26	-	12	-	7	-	35	15	17	-	11	-
41 hours	-	-	-	-	-	-	-	-	-	-	-	-	8	8	-	-	-	-
42 hours	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-
44 hours	14	-	7	-	2	-	42	-	15	-	8	-	12	-	21	-	65	-
46½ hours	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-
48 hours	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	-	-
50 hours	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-
Other	10	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No premium pay	42	-	73	95	94	85	9	-	68	100	62	70	4	-	30	-	18	100
No formal policy	-	100	10	5	5	15	22	100	-	-	24	30	38	78	19	100	-	-

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Table 15. Overtime Premium Pay—Continued

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with provisions for daily or weekly overtime by rate of pay and hours after which effective, 34 selected areas, August–October 1964)

Item	South—Continued						North Central									
	New Orleans		Richmond		Washington		Chicago		Cincinnati		Cleveland		Detroit		Indianapolis	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
Daily overtime																
Time and one-half effective after—																
8 hours	-	-	-	-	3	5	26	-	11	-	73	74	15	-	-	-
8 4/5 hours	-	-	-	-	-	-	60	-	-	-	-	-	-	-	-	
9 hours	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	[1] 82	-	-	-	4	-	-	-	-
No premium pay	97	96	100	100	90	84	14	18	89	100	15	12	83	98	100	100
No formal policy	-	4	-	-	7	10	-	-	-	-	12	10	2	2	-	-
Weekly overtime																
Time and one-half effective after—																
40 hours	20	-	14	18	21	11	20	-	18	3	86	32	2	-	22	-
44 hours	7	-	-	-	7	-	66	-	4	-	-	-	29	-	18	-
45 3/5 hours	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
47 hours	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	6	-	-	[1] 82	-	-	-	53	-	-	-	-
No premium pay	70	100	86	82	64	84	12	18	78	97	11	12	69	99	59	100
No formal policy	-	-	-	-	2	5	-	-	-	-	3	3	-	1	-	-

Item	North Central—Continued								West							
	Kansas City		Milwaukee		Minneapolis–St. Paul		St. Louis		Denver		Los Angeles–Long Beach		Portland		San Francisco–Oakland [2]	Seattle [2]
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Time-rate workers
Daily overtime																
Time and one-half effective after—																
8 hours	90	91	20	12	-	-	96	91	4	6	19	-	55	-	12	3
9 hours	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Other	3	-	-	1	[3] 92	[4] 95	-	-	-	-	-	-	12	-	[5] 88	[6] 97
No premium pay	5	3	80	87	8	5	4	9	47	2	79	99	30	74	-	-
No formal policy	3	5	-	-	-	-	-	-	46	92	2	1	3	26	-	-
Weekly overtime																
Time and one-half effective after—																
40 hours	89	91	28	10	94	95	96	91	20	3	1	-	39	-	100	100
42 hours	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-
42 1/2 hours	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-
44 hours	1	-	19	6	-	-	-	-	10	8	28	-	18	-	-	-
50 hours	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Other	3	-	-	1	-	-	-	-	-	-	-	2	-	-	-	-
No premium pay	5	3	53	83	6	5	4	9	62	2	65	96	30	74	-	-
No formal policy	3	5	-	-	-	-	-	-	5	87	2	1	3	26	-	-

[1] Provisions for 53 percent of the workers were one-half the guaranteed hourly rate, added to flat-rate hourly earnings after 8 hours and 48 minutes per day, or after 44 hours per week; for 25 percent of the workers, one-half the guaranteed hourly rate added to flat-rate hourly earnings after 8 hours per day or 40 hours per week; and for 4 percent of the workers other provisions applied.

[2] None of the production workers in the establishments contacted in San Francisco–Oakland and Seattle were paid on a flat-rate basis.

[3] Provisions for 48 percent of the workers were time and one-half after 8 hours, and double time after 10 hours; for 44 percent of the workers, time and one-half after 8 hours, and double time after 12 hours.

[4] Provisions for 54 percent of the workers were time and one-half after 8 hours and double time after 10 hours; for 41 percent of the workers, time and one-half after 8 hours and double time after 12 hours.

[5] Provisions for these workers were time and one-half after 8 hours and double time after 11 hours.

[6] Provisions for these workers were time and one-half for the 9th hour and double time thereafter.

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

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Table 16. Paid Holidays

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid holidays, 34 selected areas, August–October 1964)

Number of paid holidays	Northeast															
	Boston		Bridgeport		Buffalo		Newark and Jersey City		New York		Philadelphia		Pittsburgh		Providence–Pawtucket	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	93	78	100	100
Less than 5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	-	-	-	-	-	-	4	1	-	-	2	3	-	-	3	9
6 days	19	9	67	100	95	92	62	67	8	2	53	60	54	41	15	8
6 days plus 1 half day	-	-	-	-	-	-	2	-	-	-	16	5	4	3	-	-
6 days plus 2 half days	-	-	-	-	5	8	6	-	7	20	8	8	-	-	-	-
6 days plus 3 half days	-	-	-	-	-	-	-	-	-	-	2	4	-	-	-	-
7 days	18	14	33	-	-	-	25	27	38	25	9	6	35	35	15	9
7 days plus 1 half day	-	-	-	-	-	-	-	-	4	6	-	-	-	-	-	-
7 days plus 2 half days	-	-	-	-	-	-	1	4	10	8	7	8	-	-	-	-
7 days plus 3 half days	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-
8 days	27	33	-	-	-	-	-	-	6	12	3	6	-	-	9	13
8 days plus 2 half days	-	-	-	-	-	-	-	-	15	23	-	-	-	-	-	-
8 days plus 3 half days	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
9 days	22	29	-	-	-	-	-	-	3	4	-	-	-	-	58	61
More than 9 days	13	15	-	-	-	-	-	-	1	(1)	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	7	22	-	-

Number of paid holidays	South															
	Atlanta		Baltimore		Birmingham		Dallas		Houston		Jacksonville		Louisville		Memphis		Miami	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	53	100	87	100	45	92	77	100	12	100	33	88	43	85	59	100	41
Less than 5 days	5	4	-	-	5	-	2	2	-	-	6	-	-	2	-	-	-	-
5 days	95	48	-	-	95	45	90	74	24	3	86	21	7	8	85	59	66	34
6 days	-	-	86	87	-	-	-	-	76	10	8	12	68	33	-	-	34	6
6 days plus 1 half day	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days plus 2 half days	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days	-	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-	-	-
8 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
More than 8 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	47	-	13	-	55	8	23	-	88	-	67	12	57	15	41	-	59

See footnote at end of table.

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Table 16. Paid Holidays—Continued

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid holidays, 34 selected areas, August–October 1964)

Number of paid holidays	South—Continued						North Central									
	New Orleans		Richmond		Washington		Chicago		Cincinnati		Cleveland		Detroit		Indianapolis	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	85	-	96	13	100	92	100	100	87	66	99	97	97	69	84	11
Less than 5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	5	-	7	5	6	-	-	-	6	5	-	-	1	2	-	-
6 days	74	-	88	8	83	81	88	89	80	61	42	37	96	67	78	2
6 days plus 1 half day	-	-	-	-	-	-	([1])	1	-	-	-	-	-	-	6	8
6 days plus 2 half days	-	-	-	-	-	-	11	10	-	-	6	8	-	-	-	-
7 days	-	-	-	-	11	11	-	-	-	-	-	-	-	-	-	-
8 days	6	-	-	-	-	-	-	-	-	-	50	51	-	-	-	-
More than 8 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	15	100	4	87	-	8	-	-	13	34	1	3	3	31	16	89

Number of paid holidays	North Central—Continued						West									
	Kansas City		Milwaukee		Minneapolis–St. Paul		St. Louis		Denver		Los Angeles–Long Beach		Portland		San Francisco–Oakland[2]	Seattle[2]
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Time-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	90	90	100	100	100	100	94	56	98	85	70	45	100	97
Less than 5 days	-	-	-	-	-	-	-	-	-	-	-	-	8	11	-	-
5 days	-	-	-	-	-	-	-	-	-	-	-	-	4	5	-	-
6 days	95	100	90	90	56	59	4	9	94	56	98	85	51	29	-	-
6 days plus 1 half day	-	-	-	-	44	41	-	-	-	-	-	-	-	-	-	-
6 days plus 2 half days	5	-	-	-	-	-	28	-	-	-	-	-	-	-	-	-
7 days	-	-	-	-	-	-	68	91	-	-	-	-	7	-	11	97
8 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	89	-
More than 8 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	10	10	-	-	-	-	6	44	2	15	30	55	-	3

[1] Less than 0.5 percent.
[2] None of the production workers in the establishments contacted in San Francisco–Oakland and Seattle were paid on a flat-rate basis.

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

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Table 17. Paid Vacations

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 34 selected areas, August–October 1964)

Vacation policy	Northeast															
	Boston		Bridgeport		Buffalo		Newark and Jersey City		New York		Philadelphia		Pittsburgh		Providence–Pawtucket	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	95	44	100	100	100	79	100	100	100	91	98	73	100	87	87	51
Percentage payment	5	-	-	-	-	-	-	-	-	-	2	7	-	-	4	10
Flat-sum payment	-	56	-	-	-	21	-	-	-	9	-	15	-	13	9	39
Other	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay[1]																
After 1 year of service:																
Under 1 week	-	-	-	-	-	37	-	27	-	16	-	38	-	45	-	13
1 week	70	58	84	100	92	44	72	56	78	48	98	63	95	46	97	79
Over 1 and under 2 weeks	-	-	-	-	-	6	5	9	1	16	-	-	-	9	-	-
2 weeks	27	40	16	-	8	13	22	7	21	20	2	-	5	-	3	8
Over 2 weeks	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																
Under 1 week	-	-	-	-	-	31	-	3	-	4	-	34	-	25	-	13
1 week	29	28	-	-	64	39	21	36	18	8	61	42	40	16	73	56
Over 1 and under 2 weeks	8	4	18	-	9	16	7	14	-	24	5	5	15	48	4	5
2 weeks	61	66	82	100	27	13	72	46	82	63	34	19	45	11	23	26
Over 2 weeks	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																
Under 1 week	-	-	-	-	-	16	-	-	-	4	-	22	-	24	-	13
1 week	17	9	-	-	31	22	7	26	7	6	30	17	33	8	67	47
Over 1 and under 2 weeks	3	-	18	-	6	36	1	17	-	24	6	20	15	49	4	5
2 weeks	75	87	82	100	62	27	92	57	92	62	64	42	52	19	28	35
Over 2 weeks	5	3	-	-	-	-	-	-	1	3	-	-	-	-	-	-
After 5 years of service:																
Under 1 week	-	-	-	-	-	-	-	-	-	4	-	11	-	20	-	13
1 week	2	4	-	-	2	-	3	12	2	6	14	5	22	3	47	29
Over 1 and under 2 weeks	-	-	18	-	-	43	-	25	-	17	3	23	9	45	-	-
2 weeks	93	93	82	100	98	57	97	63	85	53	83	60	69	32	53	58
Over 2 weeks	5	3	-	-	-	-	-	-	13	20	-	1	-	-	-	-
After 10 years of service:																
Under 1 week	-	-	-	-	-	-	-	-	-	4	-	9	-	20	-	13
1 week	2	4	-	-	2	-	3	8	2	6	12	5	22	3	47	29
Over 1 and under 2 weeks	-	-	-	-	-	27	-	27	-	9	-	21	-	32	-	-
2 weeks	90	85	100	100	52	25	81	53	54	35	69	45	67	36	53	58
Over 2 and under 3 weeks	2	2	-	-	10	24	-	2	-	9	-	1	-	5	-	-
3 weeks	5	9	-	-	35	23	16	10	42	34	19	18	10	4	-	-
Over 3 weeks	-	-	-	-	-	-	-	-	2	3	-	-	-	-	-	-
After 15 years of service:[2]																
Under 1 week	-	-	-	-	-	-	-	-	-	4	-	9	-	20	-	13
1 week	2	4	-	-	2	-	3	8	2	6	12	5	22	3	47	29
Over 1 and under 2 weeks	-	-	-	-	-	27	-	27	-	9	-	17	-	28	-	-
2 weeks	86	82	95	100	44	14	65	34	49	32	61	42	57	21	53	58
Over 2 and under 3 weeks	2	2	-	-	-	16	-	2	-	9	-	4	-	9	-	-
3 weeks	10	11	5	-	54	43	31	30	47	37	27	21	20	19	-	-
Over 3 weeks	-	-	-	-	-	-	-	-	2	3	-	-	-	-	-	-

See footnotes at end of table.

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Table 17. Paid Vacations—Continued

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 34 selected areas, August–October 1964)

Vacation policy	South																	
	Atlanta		Baltimore		Birmingham		Dallas		Houston		Jacksonville		Louisville		Memphis		Miami	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																		
Workers in establishments providing paid vacations	100	100	100	100	100	95	100	100	100	100	100	85	100	100	100	97	96	91
Length-of-time payment	100	13	100	69	100	48	100	56	97	22	100	40	100	71	100	33	96	35
Percentage payment	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Flat-sum payment	-	84	-	25	-	47	-	44	-	74	-	45	-	22	-	64	-	56
Other	-	-	-	6	-	-	-	-	3	4	-	-	-	7	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	5	-	-	-	-	-	15	-	-	-	3	4	9
Amount of vacation pay[1]																		
After 1 year of service:																		
Under 1 week	-	88	-	43	-	47	-	28	-	67	-	45	-	9	-	56	-	49
1 week	77	12	92	48	83	29	77	53	92	33	87	25	56	60	88	35	65	22
Over 1 and under 2 weeks	-	-	-	3	-	-	-	16	-	-	-	-	-	-	-	-	-	7
2 weeks	23	-	8	6	17	19	23	2	5	-	13	14	44	31	12	5	30	13
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																		
Under 1 week	-	88	-	33	-	43	-	28	-	39	-	43	-	9	-	38	-	31
1 week	40	8	55	38	20	12	72	49	21	42	48	16	35	37	30	42	17	20
Over 1 and under 2 weeks	3	4	2	14	6	-	-	16	5	-	-	-	-	-	5	7	-	26
2 weeks	57	-	43	15	73	39	28	7	71	20	52	26	65	54	65	10	78	14
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																		
Under 1 week	-	88	-	29	-	43	-	28	-	30	-	43	-	9	-	38	-	26
1 week	40	8	47	38	20	12	72	49	19	47	39	8	25	28	30	42	9	15
Over 1 and under 2 weeks	-	-	-	12	-	-	-	16	-	3	-	-	-	-	5	7	-	31
2 weeks	60	4	53	21	80	39	28	7	81	20	61	34	75	63	65	10	87	20
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																		
Under 1 week	-	88	-	23	-	43	-	22	-	30	-	36	-	-	-	31	-	13
1 week	27	8	26	30	20	12	50	39	13	44	26	8	12	18	19	40	4	23
Over 1 and under 2 weeks	-	-	-	23	-	-	-	23	-	6	-	7	-	9	5	7	-	35
2 weeks	70	4	74	25	80	39	50	16	87	20	66	22	88	73	76	18	88	20
Over 2 weeks	3	-	-	-	-	-	-	-	-	-	8	12	-	-	-	-	3	-
After 10 years of service:																		
Under 1 week	-	88	-	23	-	35	-	22	-	30	-	36	-	-	-	31	-	13
1 week	27	8	13	11	8	21	47	33	11	41	26	8	12	18	19	40	4	23
Over 1 and under 2 weeks	-	-	-	20	-	-	-	23	-	6	-	7	-	9	-	7	-	35
2 weeks	70	4	83	46	92	39	53	23	89	23	66	22	88	73	81	18	88	20
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	3	-	4	-	-	-	-	-	-	-	8	12	-	-	-	-	3	-
Over 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 15 years of service:[2]																		
Under 1 week	-	88	-	23	-	35	-	22	-	30	-	29	-	-	-	31	-	13
1 week	27	8	13	11	8	21	47	33	11	41	26	8	12	18	19	40	4	19
Over 1 and under 2 weeks	-	-	-	20	-	-	-	23	-	6	-	14	-	9	-	7	-	39
2 weeks	70	4	83	46	92	39	53	23	89	23	61	22	77	61	70	10	82	20
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	3	-	4	-	-	-	-	-	-	-	14	12	11	12	11	8	10	-
Over 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table 17. Paid Vacations—Continued

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 34 selected areas, August–October 1964)

Vacation policy	South—Continued						North Central									
	New Orleans		Richmond		Washington		Chicago		Cincinnati		Cleveland		Detroit		Indianapolis	
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																
Workers in establishments providing paid vacations	85	81	100	100	100	100	100	100	100	100	100	100	99	99	100	100
Length-of-time payment	75	18	100	34	100	75	100	98	100	45	41	15	99	36	100	46
Percentage payment	-	-	-	-	-	3	-	-	-	-	59	85	-	2	-	-
Flat-sum payment	10	62	-	66	-	17	-	2	-	52	-	-	-	55	-	54
Other	-	-	-	-	-	6	-	-	-	2	-	-	-	5	-	-
Workers in establishments providing no paid vacations	15	19	-	-	-	-	-	-	-	-	-	-	1	1	-	-
Amount of vacation pay[1]																
After 1 year of service:																
Under 1 week	10	62	5	61	-	28	-	2	-	41	-	6	-	52	-	38
1 week	61	15	85	39	84	60	95	91	94	51	97	87	92	42	88	58
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
2 weeks	14	4	10	-	16	12	5	6	6	4	3	7	7	1	12	-
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																
Under 1 week	10	62	-	55	-	26	-	-	-	32	-	-	-	9	-	21
1 week	29	15	86	45	46	32	8	4	64	42	1	3	8	10	66	64
Over 1 and under 2 weeks	-	-	-	-	-	4	-	2	12	13	-	6	-	43	-	9
2 weeks	46	4	14	-	54	37	92	94	24	13	99	91	91	37	34	7
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																
Under 1 week	10	62	-	53	-	23	-	-	-	22	-	-	-	4	-	21
1 week	29	15	64	40	39	31	-	-	41	27	1	3	7	10	53	57
Over 1 and under 2 weeks	-	-	-	3	-	4	-	2	-	22	-	6	-	47	-	9
2 weeks	46	4	36	5	61	42	100	98	59	29	99	91	92	37	47	14
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																
Under 1 week	10	62	-	47	-	14	-	-	-	19	-	-	-	1	-	16
1 week	29	15	59	40	17	18	-	-	26	13	1	3	4	10	38	52
Over 1 and under 2 weeks	-	-	-	8	2	10	-	2	-	26	-	6	-	50	-	12
2 weeks	46	4	41	5	81	57	99	97	74	43	99	91	95	37	62	21
Over 2 weeks	-	-	-	-	-	-	1	(3)	-	-	-	-	-	-	-	-
After 10 years of service:																
Under 1 week	10	62	-	47	-	14	-	-	-	19	-	-	-	1	-	16
1 week	24	3	59	40	17	18	-	-	26	13	1	3	4	10	38	52
Over 1 and under 2 weeks	-	-	-	8	2	10	-	2	-	26	-	6	-	45	-	12
2 weeks	51	16	41	5	81	57	99	97	74	43	99	91	87	40	58	18
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
3 weeks	-	-	-	-	-	-	1	(3)	-	-	-	-	8	-	4	2
Over 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 15 years of service:[2]																
Under 1 week	10	62	-	47	-	14	-	-	-	19	-	-	-	1	-	16
1 week	24	3	59	40	17	18	-	-	26	13	1	3	4	10	38	52
Over 1 and under 2 weeks	-	-	-	8	2	10	-	-	-	26	-	-	-	45	-	12
2 weeks	51	16	41	5	73	47	25	22	74	43	26	13	87	40	58	18
Over 2 and under 3 weeks	-	-	-	-	-	-	-	2	-	-	-	6	-	2	-	-
3 weeks	-	-	-	-	8	11	75	76	-	-	73	77	8	-	4	2
Over 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table 17. Paid Vacations—Continued

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 34 selected areas, August–October 1964)

Vacation policy	North Central—Continued								West							
	Kansas City		Milwaukee		Minneapolis–St. Paul		St. Louis		Denver		Los Angeles–Long Beach		Portland		San Francisco–Oakland[4]	Seattle[4]
	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Flat-rate workers	Time-rate workers	Time-rate workers
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	96	93	100	96	100	97
Length-of-time payment	100	100	97	40	100	95	100	100	100	78	96	27	100	23	100	97
Percentage payment	-	-	3	33	-	-	-	-	-	-	-	3	-	-	-	-
Flat-sum payment	-	-	-	22	-	5	-	-	-	22	-	63	-	73	-	-
Other	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	-	-	-	4	7	-	4	-	3
Amount of vacation pay[1]																
After 1 year of service:																
Under 1 week	1	2	2	10	-	-	-	-	-	14	-	61	-	17	-	-
1 week	97	98	98	90	100	100	100	100	89	74	89	25	82	68	98	92
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	7	-	5	-	-
2 weeks	3	-	-	-	-	-	-	-	11	11	7	-	18	6	2	5
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																
Under 1 week	-	-	-	-	-	-	-	-	-	7	-	9	-	5	-	-
1 week	85	91	58	62	56	59	100	100	37	31	9	1	40	58	-	92
Over 1 and under 2 weeks	-	-	13	14	-	-	-	-	-	7	-	57	-	7	-	-
2 weeks	15	9	30	24	44	41	-	-	63	54	87	25	60	26	100	5
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																
Under 1 week	-	-	-	-	-	-	-	-	-	7	-	9	-	5	-	-
1 week	1	2	29	41	6	5	4	9	32	26	9	1	27	47	-	-
Over 1 and under 2 weeks	-	-	19	20	-	-	-	-	-	7	-	57	-	7	-	-
2 weeks	99	98	51	39	94	95	96	91	68	59	87	25	73	37	100	97
Over 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																
Under 1 week	-	-	-	-	-	-	-	-	-	7	-	9	-	5	-	-
1 week	1	2	3	6	-	-	-	-	32	26	9	1	11	14	-	-
Over 1 and under 2 weeks	-	-	11	9	-	-	-	-	-	7	-	57	-	17	-	-
2 weeks	99	98	73	84	100	100	100	100	68	59	88	25	75	56	60	97
Over 2 weeks	-	-	13	-	-	-	-	-	-	-	-	-	14	5	40	-
After 10 years of service:																
Under 1 week	-	-	-	-	-	-	-	-	-	7	-	9	-	5	-	-
1 week	1	2	3	6	-	-	-	-	32	26	9	1	7	14	-	-
Over 1 and under 2 weeks	-	-	-	6	-	-	-	-	-	7	-	43	-	17	-	-
2 weeks	99	98	52	65	100	100	100	100	66	57	76	25	73	49	11	97
Over 2 and under 3 weeks	-	-	16	10	-	-	-	-	-	-	-	15	19	12	-	-
3 weeks	-	-	29	12	-	-	-	-	2	3	12	-	-	-	89	-
Over 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 15 years of service:[2]																
Under 1 week	-	-	-	-	-	-	-	-	-	7	-	9	-	5	-	-
1 week	1	2	3	6	-	-	-	-	32	26	9	1	7	14	-	-
Over 1 and under 2 weeks	-	-	-	6	-	-	-	-	-	7	-	43	-	17	-	-
2 weeks	14	16	42	48	8	5	30	4	63	54	75	23	69	42	11	97
Over 2 and under 3 weeks	-	-	10	14	-	-	-	-	-	-	-	15	-	-	-	-
3 weeks	86	82	33	20	92	95	70	96	4	5	13	2	23	19	89	-
Over 3 weeks	-	-	12	5	-	-	-	-	-	-	-	-	-	-	-	-

[1] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, the changes in proportions indicated at 5 years may include changes occurring after 4 years of service.

[2] Vacation provisions were the same after longer periods of service, except in Buffalo, Newark and Jersey City, New York, and Milwaukee where benefits were slightly greater after 20 or 25 years, and in San Francisco–Oakland where 49 percent of the time-rate workers were in establishments providing 4 weeks after 20 years of service.

[3] Less than 0.5 percent.

[4] None of the production workers in the establishments contacted in San Francisco–Oakland and Seattle were paid on a flat-rate basis.

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

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Table 18. Health, Insurance, and Pension Plans

(Percent of production workers in auto dealer repair shops with specified health, insurance, and pension plans, 34 selected areas, August–October 1964)

Type of plan [1]	Northeast								South								
	Boston	Bridge-port	Buffalo	Newark and Jersey City	New York	Phila-delphia	Pitts-burgh	Provi-dence–Paw-tucket	Atlanta	Balti-more	Birming-ham	Dallas	Houston	Jackson-ville	Louis-ville	Memphis	Miami
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																	
Life insurance	63	100	69	72	69	86	72	63	93	91	97	70	87	84	69	93	96
Accidental death and dismemberment insurance	63	90	27	54	63	69	44	29	76	84	55	40	62	54	51	14	76
Sickness and accident insurance or sick leave or both [2]	58	100	7	76	99	80	41	30	40	86	58	40	39	20	56	45	32
Sickness and accident insurance	49	84	4	43	55	58	41	17	36	58	58	29	39	20	39	24	32
Sick leave (full pay, no waiting period)	13	39	3	47	91	36	2	6	3	25	-	11	5	-	10	21	-
Sick leave (partial pay or waiting period)	8	-	-	-	4	3	2	7	4	10	-	-	-	-	12	-	-
Hospitalization insurance	86	100	77	66	88	78	77	79	88	81	77	74	97	86	72	100	96
Surgical insurance	87	100	86	64	88	74	72	75	88	76	77	74	97	86	67	100	96
Medical insurance	85	100	43	31	83	61	60	75	61	16	26	42	92	35	49	57	87
Catastrophe insurance	71	81	21	16	40	39	22	5	76	57	7	42	59	57	39	83	73
Retirement pension	10	58	18	16	41	17	3	5	-	25	3	10	17	7	14	18	5
No plans	11	-	4	-	-	5	6	9	4	2	3	10	3	10	19	-	4

Type of plan [1]	South—Continued			North Central									West				
	New Orleans	Rich-mond	Wash-ington	Chicago	Cincin-nati	Cleve-land	Detroit	Indian-apolis	Kansas City	Milwau-kee	Minne-apolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach	Port-land	San Fran-cisco–Oakland	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																	
Life insurance	75	100	92	93	55	86	76	68	99	77	100	100	79	87	73	97	100
Accidental death and dismemberment insurance	53	88	68	89	46	73	45	47	99	77	93	100	66	86	68	97	100
Sickness and accident insurance or sick leave or both [2]	12	90	63	84	42	81	51	44	97	59	93	100	55	6	50	-	100
Sickness and accident insurance	12	90	54	84	38	76	51	44	95	59	93	100	55	2	50	-	100
Sick leave (full pay, no waiting period)	-	-	17	-	4	4	6	3	1	-	-	-	4	-	-	-	-
Sick leave (partial pay or waiting period)	-	-	4	-	-	-	-	-	-	-	-	76	-	4	-	-	-
Hospitalization insurance	62	100	91	93	43	93	87	61	99	89	100	100	61	95	72	97	100
Surgical insurance	62	100	91	93	40	93	87	58	99	89	100	100	61	95	72	97	100
Medical insurance	62	90	59	27	33	74	87	54	99	89	100	97	61	93	72	97	100
Catastrophe insurance	35	74	76	22	19	3	30	27	88	45	7	4	59	92	39	21	4
Retirement pension	-	26	24	69	-	52	30	-	-	23	-	93	-	4	11	75	87
No plans	17	-	5	5	36	7	8	15	-	2	-	-	19	5	8	3	-

[1] Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security were excluded; however, plans required by State temporary disability insurance laws were included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

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Table 19. Other Selected Benefits

(Percent of production workers in auto dealer repair shops with formal provisions for nonproduction bonuses, separation pay, and furnishing and/or cleaning work clothing, 34 selected areas, August–October 1964)

Type of benefit	Northeast								South								
	Boston	Bridge-port	Buffalo	Newark and Jersey City	New York	Phila-delphia	Pitts-burgh	Provi-dence–Paw-tucket	Atlanta	Balti-more	Birming-ham	Dallas	Houston	Jackson-ville	Louis-ville	Memphis	Miami
Workers in establishments with provisions for:																	
Nonproduction bonuses	33	45	18	70	56	51	41	66	28	43	-	29	40	27	43	29	39
Christmas or yearend	28	45	18	70	51	46	38	66	28	43	-	20	40	27	41	29	34
Profit sharing	5	-	-	-	5	5	3	-	-	-	-	9	-	-	2	-	5
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Separation pay [1]	6	-	-	7	9	3	12	8	-	10	-	5	5	-	-	-	53
Furnishing and/or cleaning work clothing or paying part of the cost thereof	100	100	100	96	100	100	94	83	57	96	65	52	40	62	100	65	88

Type of benefit	South—Continued			North Central									West				
	New Orleans	Rich-mond	Wash-ington	Chicago	Cincin-nati	Cleve-land	Detroit	Indian-apolis	Kansas City	Milwau-kee	Minne-apolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach	Port-land	San Fran-cisco–Oakland	Seattle
Workers in establishments with provisions for:																	
Nonproduction bonuses	22	48	59	20	61	24	37	7	16	31	-	6	63	10	32	4	-
Christmas or yearend	15	48	49	20	61	24	34	7	16	8	-	6	34	7	19	4	-
Profit sharing	6	-	11	-	-	-	2	-	-	18	-	-	29	1	10	-	-
Other	-	-	-	-	-	-	-	-	-	5	-	-	-	2	3	-	-
Separation pay [1]	6	-	16	-	2	-	2	-	-	-	-	-	11	-	14	-	-
Furnishing and/or cleaning work clothing or paying part of the cost thereof	53	66	90	100	100	100	98	78	69	100	81	83	86	96	82	71	100

[1] Lump-sum payments to workers permanently separated for reasons other than retirement or for cause.

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

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Appendix A. Scope and Method of Survey

Scope of Survey

The survey included retail motor vehicle dealer establishments primarily engaged in selling new, or new and used automobiles (industry 5511 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Establishments primarily engaged in selling trucks and general automobile repair shops were not included.

The establishments studied were selected from those with total employment of 20 workers or more (including office and auto sales workers as well as those in such departments as repair, service, and parts) at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be in the industry during the payroll period studied are shown in the table on the following page.

Method of Study

Data were obtained by personal visits of Bureau field economists under the direction of the Bureau's Assistant Regional Directors for Wages and Industrial Relations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Area Definitions

The areas studied were Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1961 and included: Atlanta—Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties, Ga.; Baltimore—Baltimore city and Anne Arundel, Baltimore, Carroll, and Howard Counties, Md.; Birmingham—Jefferson County, Ala.; Boston—76 cities and towns in Suffolk, Middlesex, Essex, Norfolk, and Plymouth Counties, Mass.; Bridgeport—Bridgeport and Shelton cities and Fairfield, Monroe, Stratford, and Trumbull towns in Fairfield County and Milford town in New Haven County, Conn.; Buffalo—Erie and Niagara Counties, N.Y.; Chicago—Cook, DuPage, Kane, Lake, McHenry, and Will Counties, Ill.; Cincinnati—Hamilton County, Ohio and Campbell and Kenton Counties, Ky.; Cleveland—Cuyahoga and Lake Counties, Ohio; Dallas—Collin, Dallas, Denton, and Ellis Counties, Tex.; Denver—Adams, Arapahoe, Boulder, Denver, and Jefferson Counties, Colo.; Detroit—Macomb, Oakland, and Wayne Counties, Mich.; Houston—Harris County, Tex.; Indianapolis—Marion County, Ind.; Jacksonville—Duval County, Fla.; Kansas City—Clay and Jackson Counties, Mo., and Johnson and Wyandotte Counties, Kans.; Los Angeles–Long Beach—Los Angeles and Orange Counties, Calif.; Louisville—Jefferson County, Ky., and Clark and Floyd Counties, Ind.; Memphis—Shelby County, Tenn.; Miami—Dade County, Fla.; Milwaukee—Milwaukee and Waukesha Counties, Wis.; Minneapolis–St. Paul—Anoka, Dakota, Hennepin, Ramsey, and Washington Counties, Minn.; Newark and Jersey City (a combination of the two SMSA's)—Essex, Hudson, Morris, and Union Counties, N.J.; New Orleans—Jefferson, Orleans, and St. Bernard Parishes, La.; New York—New York City and Nassau, Rockland, Suffolk, and Westchester Counties, N.Y.; Philadelphia—Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa., and Burlington, Camden, and Gloucester Counties, N.J.; Pittsburgh—Allegheny, Beaver, Washington, and Westmoreland Counties, Pa.; Portland—Clackamas, Multnomah, and Washington Counties, Oreg., and Clark County, Wash.; Providence–Pawtucket—the following areas in Rhode Island: Central Falls, Cranston, East Providence, Pawtucket, Providence, and Woonsocket cities and seven towns in Providence County; Narragansett and North Kingston towns in Washington County, Warwick city and three towns in Kent County, all of Bristol County, and Jamestown town in Newport County; and in Massachusetts: Attleboro city and eight contiguous towns in Bristol, Norfolk, and Worcester Counties; Richmond—Richmond city and Chesterfield and Henrico Counties, Va.; St. Louis—St. Louis city and Jefferson,

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St. Charles, and St. Louis Counties, Mo., and Madison and St. Clair Counties, Ill.; San Francisco–Oakland—Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Solano Counties, Calif.; Seattle—King and Snohomish Counties, Wash., and Washington—District of Columbia, Montgomery and Prince Georges Counties, Md., and Alexandria and Falls Church cities and Arlington and Fairfax Counties, Va.

Establishment Definition

An establishment, for purposes of this study, is defined as all outlets of a company in an area.

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied, Auto Dealer Repair Shops, 34 Selected Areas, August–October 1964 [1]

Area [2]	Payroll period	Number of establishments [3]		Workers in establishments		
		Within scope of study	Studied	Within scope of study		Studied
				Total [4]	Production workers	Total
Total, 34 areas		3,437	971	172,352	97,643	62,140
Northeast:						
Boston	August	173	45	6,410	3,769	2,070
Bridgeport	August	17	9	686	396	419
Buffalo	September	78	25	3,512	2,040	1,263
Newark and Jersey City	September	101	30	3,995	2,207	1,352
New York	September	308	57	12,597	7,404	2,754
Philadelphia	August	203	46	9,241	5,554	3,159
Pittsburgh	August	139	34	5,197	3,090	1,487
Providence–Pawtucket	August	40	18	1,708	908	930
South:						
Atlanta	August	51	24	3,468	2,079	2,058
Baltimore	August	81	25	4,439	2,670	1,773
Birmingham	August	26	14	1,878	1,108	1,290
Dallas	August	55	22	3,829	2,243	1,926
Houston	August	63	28	4,874	2,899	2,563
Jacksonville	August	25	15	1,781	942	1,289
Louisville	August	35	22	1,974	1,108	1,364
Memphis	August	28	14	1,928	1,017	1,264
Miami	August	49	23	3,389	1,902	2,128
New Orleans	June	34	19	2,362	1,356	1,560
Richmond	August	33	15	1,792	978	944
Washington	September	113	34	7,201	4,464	2,949
North Central:						
Chicago	October	308	53	13,634	7,775	3,137
Cincinnati	August	56	25	2,503	1,410	1,239
Cleveland	September	101	32	4,228	2,233	1,520
Detroit	August	197	43	10,221	5,748	2,554
Indianapolis	October	41	21	2,787	1,552	1,627
Kansas City	August	70	32	3,352	1,881	1,675
Milwaukee	September	62	28	3,159	1,756	1,518
Minneapolis–St. Paul	October	77	32	4,353	2,545	2,457
St. Louis	October	102	34	4,308	2,279	1,724
West:						
Denver	September	57	25	3,123	1,692	1,790
Los Angeles–Long Beach	October	437	45	23,909	12,683	3,117
Portland	September	50	23	2,623	1,369	1,471
San Francisco–Oakland	October	164	36	8,942	5,018	2,517
Seattle	September	63	23	2,949	1,568	1,252

[1] A June payroll period was studied in New Orleans.
[2] For definition of areas, see p. 33.
[3] Includes only establishments with 20 workers or more at the time of reference of the universe data.
[4] Includes executive, supervisory, office, auto sales, and other workers excluded from the production worker category shown.

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Employment

The estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied.

Production Workers

The term "production workers," as used in this bulletin, includes working foremen and nonsupervisory workers in all departments except the office and auto sales. Included are workers in such departments as repair, service, and parts.

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these job descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers were not reported in the data for the selected occupations.

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments—such as those based on flat-rate hours and flat-rate percents—and cost-of-living bonuses were included in the workers' pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.[8]

Weekly Hours

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

Overtime Premium Pay

Provisions for overtime premium pay, presented separately for time-rated and flat-rate production workers, were considered as applying to all such workers in an establishment—if half of these workers or more were covered, and nonexistent in an establishment—if fewer than half were covered. Daily overtime refers to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. Weekly overtime refers to work in excess of a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated. Because of rounding, sums of individual items may not equal totals.

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[8] Average hourly rates or earnings for each occupation were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

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Paid Holidays. Data are presented separately for time-rated and flat-rate workers and relate to full-day and half-day holidays provided annually.

Paid Vacations. The summary of vacation plans, which provides separate data for time-rated and flat-rate workers, is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 5 years of service may include changes which occurred after 4 years.

Health, Insurance, and Pension Plans. Data are presented for health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his 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 at least part of the cost. However, for areas in New York and New Jersey, where temporary disability insurance laws require employer contributions,[9] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide, on retirement, regular payments for the remainder of the worker's life.

Nonproduction Bonuses. Nonproduction bonuses are defined for this study as bonuses that depend on factors other than output of the individual worker or group of workers. Plans that defer payment beyond 1 year were excluded.

Separation Pay. Separation pay data relate to formal provisions for lump-sum payments made to production workers permanently separated for reasons other than retirement or for cause.

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[9] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

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Appendix B. Occupational Descriptions

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

BODY REPAIRMAN

(Automobile-collision serviceman; fender and body repairman; bodyman)

Repairs damaged automobile fenders and bodies to restore their original shape and smoothness of surface by hammering out and filling dents, and by welding breaks in the metal. May remove bolts and nuts, take off old fenders, and install new fenders. May perform such related tasks as replacing broken glass and repairing damaged radiators and woodwork. May paint repaired surfaces.

GREASER

(Lubricating man)

Lubricates, by means of hand-operated or compressed-air operated grease guns and oil sprays, all parts of automobiles or trucks where lubrication is required, using proper type lubricant on the various points on chassis or motors; and drains old lubricant from lubricant reservoirs and refills with new. May perform other related duties, such as checking radiator water level, checking and adding distilled water to battery, repairing tires, etc. May also perform duties of washer.

MECHANIC, AUTOMOTIVE

Repairs automobiles and trucks, performing such duties as disassembling and overhauling engines, transmissions, clutches, rear ends, and other assemblies on automobiles, replacing worn or broken parts, grinding valves, adjusting brakes, tightening body bolts, alining wheels, etc. In addition to general automotive mechanics, this classification also includes workers whose duties are limited to repairing and overhauling the motor.

Class A. Repairs, rebuilds, or overhauls engines, transmissions, clutches, rear ends, or other assemblies, replaces worn or broken parts, grinds valves, bores cylinders, fits rings. In addition, may adjust brakes or lights, tighten body bolts, aline wheels, etc. May remove or replace motors, transmissions, or other assemblies. May do machining of parts.

Class B. Adjusts brakes or lights, tightens body bolts, alines wheels, or makes other adjustments or repairs of a minor nature; or removes and replaces motors, transmissions, clutches, rear ends, etc., but does no repairing, rebuilding, or overhauling of these assemblies. Workers who are employed as helpers to mechanics are excluded from this classification.

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PAINTER

Repaints automobiles, buses, and trucks, or damaged places on such vehicles: Removes old paint; masks (covers) portions of automobile not to be painted; and sands rough spots. Mixes paint to produce desired color or may use prepared paints. Applies paint, enamel, or other finishes to metal surfaces with brush or spray gun. May rub intermediate coats and polish final coat.

PARTS MAN

(Counterman; parts clerk, automobile)

Sells automobile parts to customers and fills requisitions of service department for parts. Gives information concerning specific parts to customer, using catalogs as source of information. Marks and stores parts in stockroom according to prearranged plan.

SERVICE SALESMAN

(Automobile inspector; garage-service floorman; automobile-repair serviceman; write-up man)

Examines automobiles driven into garage by customers and determines need and cost of repairs. Ascertains nature of needed repairs by testing, by questioning customer concerning performance of automobile, or by visual inspection.

WASHER

(Car washer; washboy)

Washes automobiles and trucks; sweeps and cleans interior of automobile; may polish auto vehicle bodies, using polishing compound and a cloth. Various parts of this job may be performed by individual workers in automobile laundry production lines.

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Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).
Candy and Other Confectionery Products, 1960. BLS Report 195.
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1964. BLS Bulletin 1436 (30 cents)
Cigarette Manufacturing, 1960. BLS Report 167.
Cotton Textiles, 1963. BLS Bulletin 1410 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.

Fabricated Structural Steel, 1957. BLS Report 123.
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1960. BLS Report 174.
Footwear, 1962. BLS Bulletin 1360 (45 cents).
Hosiery, 1962. BLS Bulletin 1349 (45 cents).

Industrial Chemicals, 1955. BLS Report 103.
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1964. BLS Bulletin 1429 (35 cents).
Meat Products, 1963. BLS Bulletin 1415 (75 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961. BLS Bulletin 1323 (40 cents).
Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).

Nonferrous Foundries, 1960. BLS Report 180.
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).
Petroleum Refining, 1959. BLS Report 158.
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1423 (30 cents).
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).
Radio, Television, and Related Products, 1951. Series 2, No. 84.
Railroad Cars, 1952. Series 2, No. 86.
*Raw Sugar, 1957. BLS Report 136.

Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).
Structural Clay Products, 1960. BLS Report 172.
Synthetic Fibers, 1958. BLS Report 143.
Synthetic Textiles, 1963. BLS Bulletin 1414 (35 cents).
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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* Studies of the effects of the $1 minimum wage.

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I. Occupational Wage Studies—Continued

Manufacturing—Continued

West Coast Sawmilling, 1959. BLS Report 156.
Women's and Misses' Coats and Suits, 1962. BLS Bulletin 1371 (25 cents).
Women's and Misses' Dresses, 1963. BLS Bulletin 1391 (30 cents).
Wood Household Furniture, Except Upholstered, 1962. BLS Bulletin 1369 (40 cents).
*Wooden Containers, 1957. BLS Report 126.
Wool Textiles, 1962. BLS Bulletin 1372 (45 cents).
Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

Nonmanufacturing

Auto Dealer Repair Shops, 1958. BLS Report 141.
Banking Industry, 1960. BLS Report 179.
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1963. BLS Bulletin 1426 (20 cents).
Contract Cleaning Services, 1961. BLS Bulletin 1327 (25 cents).
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1963. BLS Bulletin 1409 (50 cents).
Hotels and Motels, 1963. BLS Bulletin 1406 (40 cents).
Laundries and Cleaning Services, 1963. BLS Bulletin 1401 (50 cents).
Life Insurance, 1961. BLS Bulletin 1324 (30 cents).

II. Other Industry Wage Studies

Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).
Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).

Retail Trade:
- Employee Earnings in Retail Trade, June 1962 (Overall Summary of the Industry). BLS Bulletin 1380 (45 cents).
- Employee Earnings at Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1962. BLS Bulletin 1380-1 (25 cents).
- Employee Earnings in Retail General Merchandise Stores, June 1962. BLS Bulletin 1380-2 (45 cents).
- Employee Earnings in Retail Food Stores, June 1962. BLS Bulletin 1380-3 (40 cents).
- Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1962. BLS Bulletin 1380-4 (40 cents).
- Employee Earnings in Retail Apparel and Accessory Stores, June 1962. BLS Bulletin 1380-5 (45 cents).
- Employee Earnings in Retail Furniture, Home Furnishings, and Household Appliance Stores, June 1962. BLS Bulletin 1380-6 (40 cents).
- Employee Earnings in Miscellaneous Retail Stores, June 1962. BLS Bulletin 1380-7 (40 cents).

Employee Earnings in Nonmetropolitan Areas of the South and North Central Regions, June 1962. BLS Bulletin 1416 (40 cents).

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* Studies of the effects of the $1 minimum wage.

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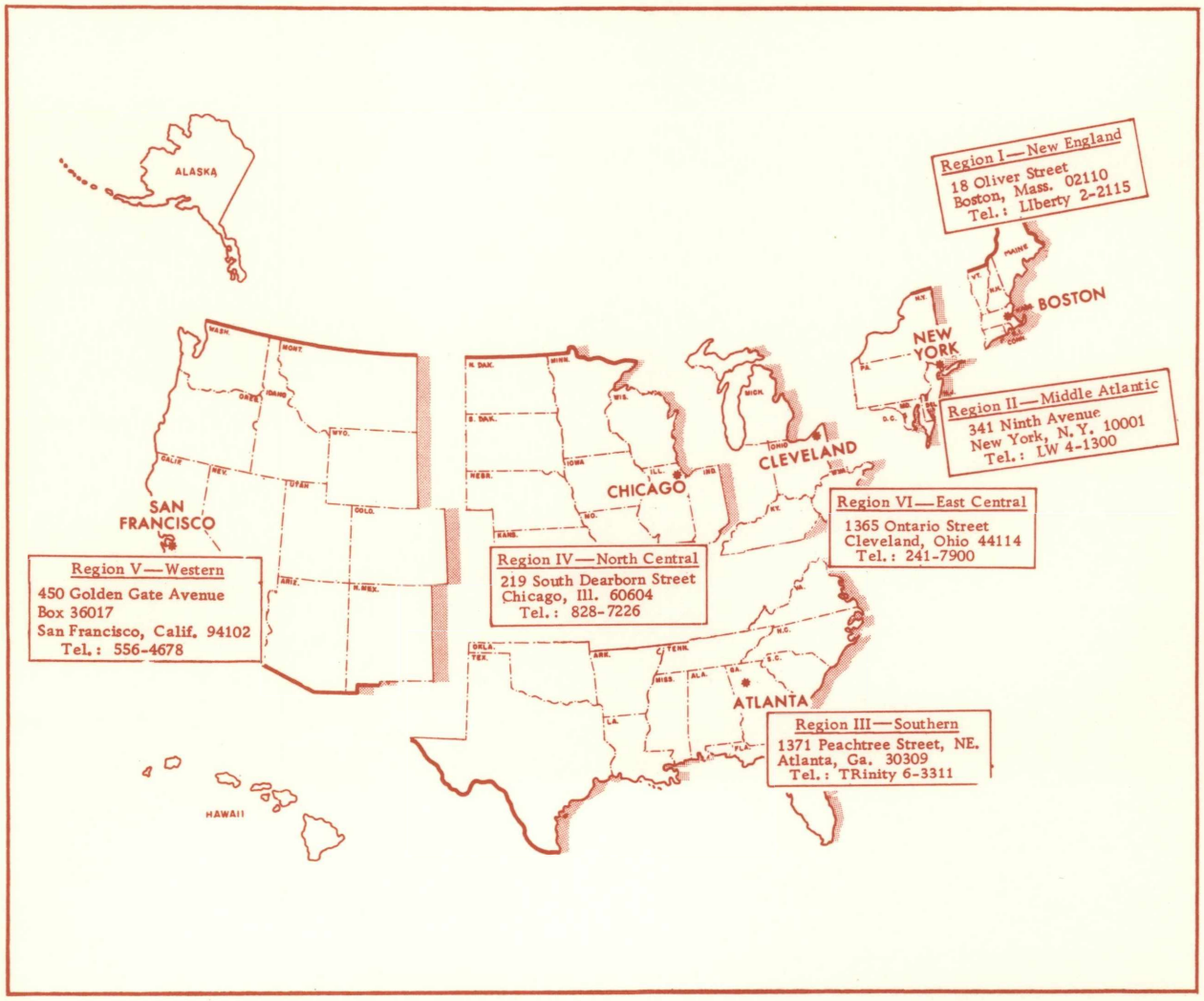

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