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Area Wage Survey

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The San Francisco—Oakland, California, Metropolitan Area

January 1966



Bulletin No. 1465-43

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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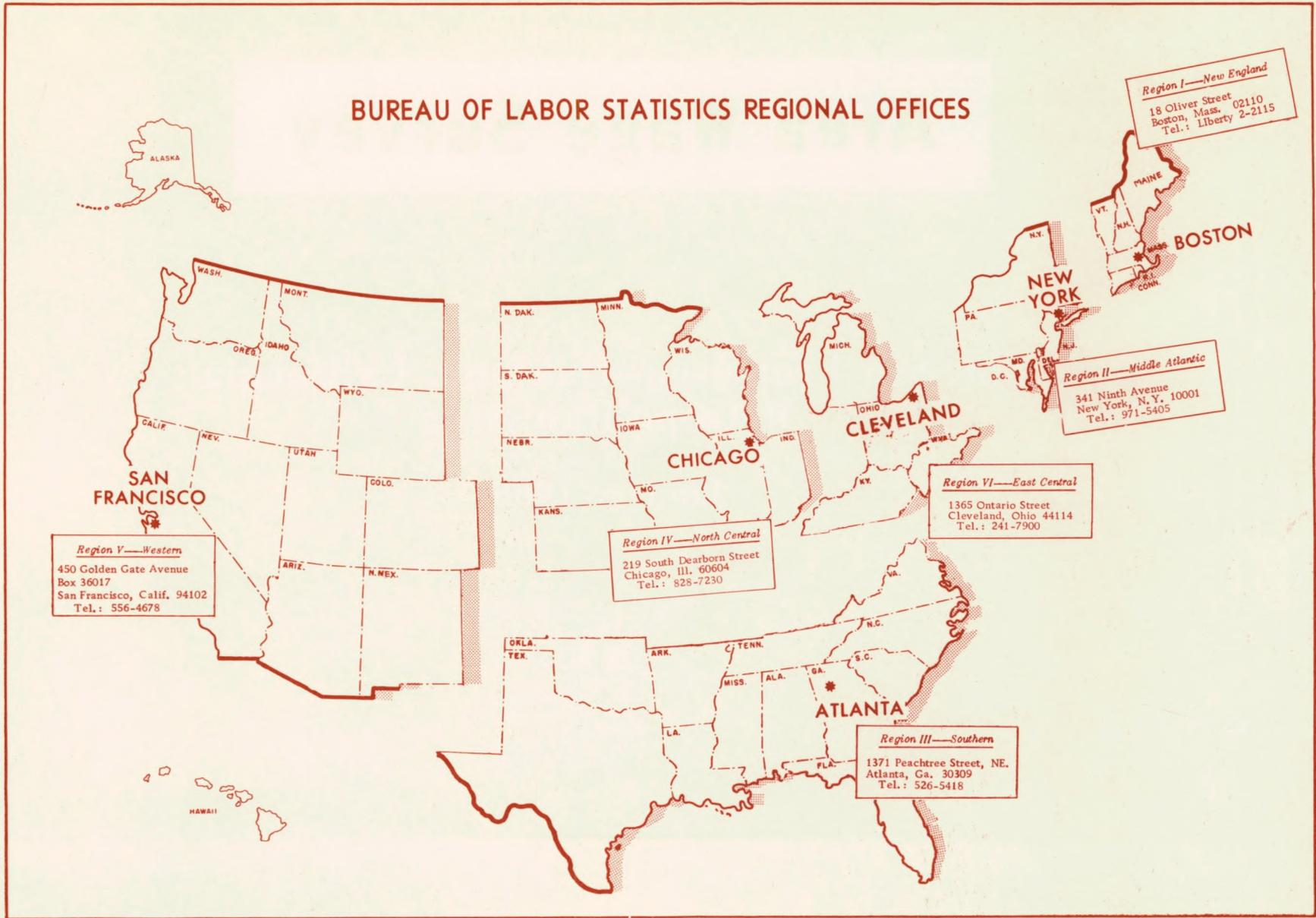
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The San Francisco—Oakland, California, Metropolitan Area

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THE FEDERAL RESERVE BANK OF ST. LOUISIS

ST. LOUIS, MISSOURI, FEBRUARY 19, 1914

MEMORANDUM

TO THE BOARD OF DIRECTORS

Preface

The Bureau of Labor Statistics program of annual occupational wage surveys in metropolitan areas is designed to provide data on occupational earnings, and establishment practices and supplementary wage provisions. It yields detailed data by selected industry divisions for each of the areas studied, for economic regions, and for the United States. A major consideration in the program is the need for greater insight into (1) the movement of wages by occupational category and skill level, and (2) the structure and level of wages among areas and industry divisions.

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

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

This bulletin presents results of the survey in San Francisco-Oakland, Calif., in January 1966. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through March 1965, consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties. This study was conducted by the Bureau's regional office in San Francisco, Calif., Max D. Kossoris, Director; by Randall L. Talbot, under the direction of William P. O'Connor. The study was under the general direction of John L. Dana, Assistant Regional Director for Wages and Industrial Relations.

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

Current reports on occupational earnings and supplementary wage practices in the San Francisco-Oakland area are also available for banking (December 1964); candy and other confectionery products (September 1965); contract cleaning services (June 1965); corrugated and solid fiber boxes (November 1964); and the machinery industries (May 1965). Union scales, indicative of prevailing pay levels are available for building construction, printing, local-transit operating employees, and motortruck drivers and helpers.

Area Wage Survey—

The San Francisco—Oakland, Calif., Metropolitan Area

Introduction

This area is 1 of 85 in which the U. S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related wage benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because they tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

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

Occupations and Earnings

The occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. The occupations selected for study are listed and described in appendix B. Earnings data for some of the occupations listed and described are not presented in the A-series tables because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living bonuses and incentive earnings are included. Where weekly hours are

reported, as for office clerical occupations, reference is to the work schedules (rounded to the nearest half hour) for which straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest half dollar.

The averages presented reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing and, thus, contribute differently to the estimates for each job. The pay relationship obtainable from the averages may fail to reflect accurately the wage spread or differential maintained among jobs in individual establishments. Similarly, differences in average pay levels for men and women in any of the selected occupations should not be assumed to reflect differences in pay treatment of the sexes within individual establishments. Other possible factors which may contribute to differences in pay for men and women include: Differences in progression within established rate ranges, since only the actual rates paid incumbents are collected; and differences in specific duties performed, although the workers are appropriately classified within the same survey job description. Job descriptions used in classifying employees in these surveys are usually more generalized than those used in individual establishments and allow for minor differences among establishments in the specific duties performed.

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

Establishment Practices and Supplementary Wage Provisions

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

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

Shift differential data (table B-2) are limited to plant workers in manufacturing industries. This information is presented both in terms of (1) establishment policy,¹ presented in terms of total plant worker employment, and (2) effective practice, presented in terms of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

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

Data on paid holidays (table B-4) are limited to data on holidays granted annually on a formal basis; i. e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a non-workday, even if the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

The summary of vacation plans (table B-5) is limited to formal policies, excluding informal arrangements whereby time off with pay is granted at the discretion of the employer. Estimates exclude vacation-savings plans and those which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in the tabulations of vacation pay, payments not on a time basis were converted to a time basis; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay.

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

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,² plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans³ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

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

² The temporary disability laws in California and Rhode Island do not require employer contributions.

³ An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

Table 1. Establishments and workers within scope of survey and number studied in San Francisco-Oakland, Calif.,¹ by major industry division,² January 1966

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Plant	Office	
				Number	Percent			
All divisions.....	-	1,269	269	391,500	100	194,400	103,700	215,980
Manufacturing.....	100	352	82	132,900	34	86,600	22,400	61,420
Nonmanufacturing.....	-	917	187	258,600	66	107,800	81,300	154,560
Transportation, communication, and other public utilities ⁵	100	87	30	81,800	21	33,200	16,000	66,580
Wholesale trade.....	50	268	37	36,000	9	14,800	12,000	9,000
Retail trade.....	100	114	46	49,700	13	36,100	7,200	35,930
Finance, insurance, and real estate.....	50	200	41	55,300	14	⁶ 1,500	40,300	30,590
Services ⁷	50	248	33	35,800	9	(⁸)	(⁸)	12,460

¹ The San Francisco-Oakland Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through March 1965, consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1957 revised edition of the Standard Industrial Classification Manual and the 1963 Supplement were used in classifying establishments by industry division.

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

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

⁵ Taxicabs and services incidental to water transportation were excluded. The local transit systems in the San Francisco-Oakland area are municipally operated and are excluded by definition from the scope of the study.

⁶ Estimate relates to real estate establishments only. Workers from the entire industry division are represented in the Series A tables, but from the real estate portion only in "all industry" estimates in the Series B tables.

⁷ Hotels; personal services; business services; automobile repair shops; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

⁸ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, and for "all industries" in the Series B tables. Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

About one-third of the employees within scope of the survey in the San Francisco-Oakland area were employed in manufacturing firms. The following table presents the major industry groups and specific industries as a percent of all manufacturing:

Industry group	Specific industries
Food products..... 18	Petroleum refining..... 7
Transportation equipment..... 11	Blast furnaces, steel works, and rolling and finishing mills..... 5
Electrical machinery..... 10	Motor vehicles and equipment..... 5
Fabricated metal products..... 10	Newspapers..... 5
Printing and publishing..... 10	Bakery products..... 4
Petroleum refining and related industries..... 7	Canning and preserving fruits, vegetables, and sea foods..... 4
Primary metals..... 7	
Chemicals..... 6	
Machinery (except electrical)..... 6	
Paper and allied products..... 5	

This information is based on estimates of total employment derived from universe materials compiled prior to actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in table 1 above.

Wage Trends for Selected Occupational Groups

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

For office clerical workers and industrial nurses, the percentages of change relate to average weekly salaries for normal hours of work, that is, the standard work schedule for which straight-time salaries are paid. For plant worker groups, they measure changes in average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The percentages are based on data for selected key occupations and include most of the numerically important jobs within each group.

Office clerical (men and women): Bookkeeping-machine operators, class B Clerks, accounting, classes A and B Clerks, file, classes A, B, and C Clerks, order Clerks, payroll Comptometer operators Key punch operators, classes A and B Office boys and girls Stenographers, general Stenographers, senior Switchboard operators, classes A and B Tabulating-machine operators, class B Typists, classes A and B	Industrial nurses (men and women): Nurses, industrial (registered) Skilled maintenance (men): Carpenters Electricians Machinists Mechanics Mechanics (automotive) Painters Pipefitters Tool and die makers Unskilled plant (men): Janitors, porters, and cleaners Laborers, material handling
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NOTE: Secretaries, included in the list of jobs in all previous years, are excluded because of a change in the description this year.

Average weekly salaries or average hourly earnings were computed for each of the selected occupations. The average salaries or hourly earnings were then multiplied by employment in each of

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

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

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

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in San Francisco-Oakland, Calif., January 1966 and January 1965, and percents of increase for selected periods

Industry and occupational group	Indexes (January 1961=100)		Percents of increase					
	January 1966	January 1965	January 1965	January 1964	January 1963	January 1962	January 1961	January 1960
			to January 1966	to January 1965	to January 1964	to January 1963	to January 1962	to January 1961
All industries:								
Office clerical (men and women) -----	116.7	113.3	2.9	3.4	3.1	3.2	3.0	4.1
Industrial nurses (men and women) ----	114.8	111.5	3.0	2.2	2.7	3.7	2.4	8.3
Skilled maintenance (men)-----	117.4	111.9	4.9	1.3	3.6	3.2	3.2	3.2
Unskilled plant (men) -----	117.9	115.0	2.6	3.2	3.5	4.5	3.0	4.8
Manufacturing:								
Office clerical (men and women) -----	114.2	112.4	1.6	3.4	3.5	2.4	2.6	4.2
Industrial nurses (men and women) ----	115.2	112.3	2.5	2.2	3.1	4.2	2.4	8.2
Skilled maintenance (men)-----	116.7	111.5	4.7	1.2	4.1	2.9	2.9	5.1
Unskilled plant (men) -----	116.1	114.0	1.8	2.6	4.3	3.7	2.7	4.5

A. Occupational Earnings

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 45 and under	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170 and over	
MEN																											
BILLERS, MACHINE (BILLING MACHINE) -----	126	40.0	\$ 121.50	\$ 122.50	\$ 121.00-124.00	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	104	10	-	-	-	-	-
NONMANUFACTURING -----	126	40.0	121.50	122.50	121.00-124.00	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	104	10	-	-	-	-	-
PUBLIC UTILITIES ³ -----	126	40.0	121.50	122.50	121.00-124.00	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	104	10	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A -----	503	39.0	125.00	125.00	116.00-133.00	-	-	-	-	-	1	1	12	9	16	26	48	80	148	95	32	24	5	2	-	-	-
MANUFACTURING -----	250	39.5	127.50	127.50	119.50-133.50	-	-	-	-	-	-	2	-	6	8	11	40	91	71	14	2	5	-	-	-	-	
NONMANUFACTURING -----	253	39.0	122.50	120.00	112.00-131.50	-	-	-	-	-	1	1	10	9	16	18	37	40	57	28	18	22	-	2	-	-	
PUBLIC UTILITIES ³ -----	96	39.5	127.50	128.50	116.50-148.50	-	-	-	-	-	-	1	3	7	7	4	-	8	24	11	11	20	-	-	-	-	
WHOLESALE TRADE -----	53	39.0	125.50	127.50	114.00-134.00	-	-	-	-	-	-	-	-	-	-	-	-	17	5	8	17	6	-	-	-	-	
FINANCE ⁴ -----	92	38.0	114.00	116.00	109.50-120.00	-	-	-	-	-	1	-	4	2	3	14	18	27	23	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	305	39.0	114.50	113.00	100.50-132.00	-	-	-	-	-	1	11	6	12	41	39	17	46	24	29	70	8	1	-	-	-	-
MANUFACTURING -----	88	39.5	110.00	111.50	99.00-114.50	-	-	-	-	-	-	5	-	8	12	7	1	37	3	4	2	8	1	-	-	-	
NONMANUFACTURING -----	217	39.0	116.50	116.50	101.50-135.50	-	-	-	-	-	1	-	6	6	4	29	32	16	9	21	25	68	-	-	-	-	-
WHOLESALE TRADE -----	62	38.0	107.00	104.50	101.00-109.50	-	-	-	-	-	-	-	-	-	11	22	16	2	5	5	1	-	-	-	-	-	
CLERKS, ORDER -----	540	40.0	132.00	137.00	112.00-147.00	-	-	-	-	-	3	-	5	8	17	46	52	11	27	32	108	145	67	1	18	-	-
MANUFACTURING -----	161	39.5	122.00	122.00	107.00-137.50	-	-	-	-	-	3	-	5	2	10	7	36	7	7	23	32	23	4	1	-	-	
NONMANUFACTURING -----	379	40.0	136.50	141.50	123.00-149.00	-	-	-	-	-	-	-	-	6	7	39	16	4	20	9	75	122	63	-	18	-	
WHOLESALE TRADE -----	337	40.0	134.00	139.00	118.00-147.00	-	-	-	-	-	-	-	-	6	7	39	16	4	20	9	75	122	21	-	18	-	
CLERKS, PAYROLL -----	91	39.0	122.50	124.50	104.00-137.50	-	-	-	-	-	5	1	-	-	20	1	1	9	19	17	2	16	-	-	-	-	
NONMANUFACTURING -----	69	39.0	123.50	122.50	104.50-139.50	-	-	-	-	-	-	-	-	-	20	1	1	8	16	7	-	16	-	-	-	-	
PUBLIC UTILITIES ³ -----	43	39.5	135.00	133.50	122.50-152.00	-	-	-	-	-	-	-	-	-	-	-	-	1	5	14	7	-	16	-	-	-	
OFFICE BOYS -----	668	38.0	72.00	69.50	66.00-79.00	24	6	18	68	255	99	38	79	59	6	9	4	-	3	-	-	-	-	-	-	-	
MANUFACTURING -----	176	38.0	73.00	69.00	65.50-78.00	-	-	-	39	64	15	23	15	14	2	1	-	-	3	-	-	-	-	-	-	-	
NONMANUFACTURING -----	492	38.0	72.00	69.50	66.00-80.00	24	6	18	29	191	84	15	64	45	4	8	4	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	62	39.0	78.50	80.00	65.50-89.00	-	-	-	5	10	12	-	4	12	5	2	8	4	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	56	39.0	76.50	80.50	66.50-86.00	-	-	-	10	14	3	-	13	14	2	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	339	38.0	69.50	69.00	66.00-74.00	24	3	13	9	156	60	7	39	25	-	-	-	-	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS A -----	162	39.0	126.50	124.00	114.50-139.50	-	-	-	-	-	-	-	-	-	1	16	9	17	17	26	28	22	14	1	1	-	
NONMANUFACTURING -----	114	39.0	125.50	124.00	112.00-140.00	-	-	-	-	-	-	-	-	-	1	16	8	9	10	19	23	22	5	1	-	-	
FINANCE ⁴ -----	56	38.5	119.50	115.50	104.00-135.00	-	-	-	-	-	-	-	-	-	1	16	6	5	4	3	8	13	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	433	39.0	114.50	116.50	105.50-125.50	-	-	-	-	1	-	2	10	38	26	26	64	20	90	112	40	4	-	-	-	-	
MANUFACTURING -----	107	38.5	116.50	117.00	111.00-119.50	-	-	-	-	-	-	-	-	-	1	4	21	6	53	14	5	3	-	-	-	-	
NONMANUFACTURING -----	326	39.0	113.50	116.00	101.50-126.00	-	-	-	-	1	-	2	10	38	25	22	43	14	37	98	25	1	-	-	-	-	
PUBLIC UTILITIES ³ -----	64	39.5	125.50	130.50	117.50-137.50	-	-	-	-	-	-	-	-	-	6	-	-	-	22	4	32	-	-	-	-	-	
WHOLESALE TRADE -----	56	39.5	117.50	119.50	106.50-126.00	-	-	-	-	-	-	-	-	-	5	7	8	5	4	23	3	1	-	-	-	-	
FINANCE ⁴ -----	142	39.0	107.00	107.50	95.50-121.00	-	-	-	-	1	-	2	10	22	13	9	30	7	9	39	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	74	39.5	105.00	103.00	95.50-118.00	-	-	-	-	1	-	2	5	10	14	10	7	5	4	16	-	-	-	-	-	-	
NONMANUFACTURING -----	73	39.5	105.00	103.00	95.50-118.00	-	-	-	-	-	-	2	5	10	14	10	7	5	4	16	-	-	-	-	-	-	
WOMEN																											
BILLERS, MACHINE (BILLING MACHINE) -----	181	39.5	91.50	89.50	81.00-98.50	-	-	-	2	4	10	26	20	31	21	22	-	2	11	6	15	3	-	-	-	-	
MANUFACTURING -----	62	39.5	79.50	79.50	75.50-84.50	-	-	-	2	2	10	20	14	6	7	-	-	-	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	118	39.5	97.50	95.00	89.00-112.50	-	-	-	-	2	-	6	6	25	21	22	-	2	10	6	15	3	-	-	-	-	
PUBLIC UTILITIES ³ -----	33	39.5	119.00	120.50	114.50-123.50	-	-	-	-	-	-	-	-	-	-	-	1	5	6	15	3	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	and																					
						under																					
			\$	\$	\$	\$ 45	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	
WOMEN - CONTINUED																											
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	161	39.5	\$ 89.50	\$ 89.50	\$ 86.00-94.50	-	-	-	6	1	5	8	5	63	36	24	3	5	4	-	-	1	-	-	-	-	-
NONMANUFACTURING -----	117	40.0	88.50	89.00	85.50-93.50	-	-	-	6	1	5	8	5	45	27	8	2	5	4	-	-	1	-	-	-	-	-
RETAIL TRADE -----	77	40.0	90.00	83.00	85.50-95.50	-	-	-	-	1	5	8	3	36	5	8	1	5	4	-	-	1	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	263	39.0	103.50	103.00	97.50-112.00	-	-	-	-	-	-	-	21	12	9	53	60	28	38	13	26	3	-	-	-	-	
MANUFACTURING -----	129	38.5	101.00	102.00	95.50-112.00	-	-	-	-	-	-	-	21	3	7	17	13	27	7	7	7	-	-	-	-	-	
NONMANUFACTURING -----	134	39.5	106.00	103.50	99.50-113.00	-	-	-	-	-	-	-	-	9	2	26	43	15	11	6	19	2	-	-	-	-	
WHOLESALE TRADE -----	86	39.5	108.00	104.50	101.50-111.00	-	-	-	-	-	-	-	-	-	-	8	41	15	6	-	16	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	530	39.0	89.50	88.00	83.00-96.00	-	-	-	-	8	26	27	113	162	39	98	31	8	-	7	11	-	-	-	-	-	
MANUFACTURING -----	90	39.5	89.50	89.50	85.00-96.50	-	-	-	-	2	6	4	11	24	13	25	5	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	440	39.0	89.50	87.50	83.00-96.00	-	-	-	-	6	20	23	102	138	26	73	26	8	-	7	11	-	-	-	-	-	
WHOLESALE TRADE -----	167	39.0	89.50	87.50	83.50-96.50	-	-	-	-	-	-	-	5	50	58	-	40	8	-	6	-	-	-	-	-	-	
FINANCE ⁴ -----	164	39.0	85.50	85.50	80.50-91.00	-	-	-	-	6	15	17	39	43	19	19	6	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	1,232	38.5	108.50	107.00	97.00-118.50	-	-	-	-	1	14	8	92	137	143	153	162	103	164	123	96	18	18	-	-	-	
MANUFACTURING -----	374	38.5	114.00	112.50	104.50-125.00	-	-	-	-	-	-	-	4	34	37	22	69	46	30	64	49	17	2	-	-	-	
NONMANUFACTURING -----	858	38.5	106.00	104.00	95.00-116.50	-	-	-	-	1	14	8	88	103	106	131	53	57	134	59	47	1	16	-	-	-	
PUBLIC UTILITIES ³ -----	105	39.5	119.00	118.00	110.00-132.00	-	-	-	-	-	-	-	3	-	2	5	12	4	11	29	6	23	1	9	-	-	
WHOLESALE TRADE -----	207	39.0	106.00	104.00	95.50-116.50	-	-	-	-	-	-	-	-	13	34	36	25	26	8	46	6	6	-	7	-	-	
RETAIL TRADE -----	104	39.5	103.00	101.50	92.00-116.00	-	-	-	-	-	-	-	3	17	14	16	8	9	10	8	18	1	-	-	-	-	
FINANCE ⁴ -----	305	37.5	101.00	99.00	90.50-112.50	-	-	-	-	1	14	2	55	52	37	40	21	14	44	10	15	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	2,314	38.5	93.50	90.50	83.00-101.50	-	-	15	8	24	124	154	399	393	305	226	276	107	83	74	39	87	-	-	-		
MANUFACTURING -----	664	39.0	95.50	93.00	87.00-104.50	-	-	-	-	3	41	5	67	140	119	32	103	37	61	33	20	3	-	-	-	-	
NONMANUFACTURING -----	1,650	38.5	92.50	89.50	82.00-100.00	-	-	15	8	21	83	149	332	253	186	194	173	70	22	41	19	84	-	-	-		
PUBLIC UTILITIES ³ -----	539	38.0	98.50	89.50	83.00-105.00	-	-	-	-	-	-	-	44	162	69	66	12	54	1	3	33	15	80	-	-	-	
WHOLESALE TRADE -----	346	38.5	96.50	97.50	87.50-104.50	-	-	-	-	4	4	53	55	23	64	61	57	11	6	4	4	-	-	-	-	-	
RETAIL TRADE -----	220	39.5	89.50	89.50	80.00-98.00	-	-	-	1	24	29	27	33	26	41	20	11	8	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	425	38.0	83.50	83.50	76.00-92.00	-	-	15	8	20	49	69	79	57	50	54	24	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	305	38.5	86.00	86.00	75.00-93.50	-	-	-	1	26	52	39	27	47	54	11	15	22	8	3	-	-	-	-	-	-	
MANUFACTURING -----	51	39.0	93.00	92.00	81.00-107.00	-	-	-	-	11	1	5	3	14	1	-	11	5	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	254	38.5	84.50	85.00	74.50-92.50	-	-	-	1	26	41	38	22	44	40	10	15	11	3	3	-	-	-	-	-	-	
FINANCE ⁴ -----	167	38.5	83.00	83.50	74.00-90.50	-	-	-	-	20	26	25	18	34	26	7	8	3	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	1,157	38.5	72.50	71.00	63.00-79.50	-	48	99	236	147	197	159	98	68	23	14	26	32	9	1	-	-	-	-	-	-	
MANUFACTURING -----	76	39.0	80.50	81.50	71.50-88.50	-	-	-	-	13	23	-	8	19	4	2	7	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,081	38.5	72.00	70.50	62.50-79.00	-	48	99	236	134	174	159	90	49	19	12	19	32	9	1	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	100	39.0	97.00	102.50	87.50-108.00	-	-	-	-	1	6	8	6	9	4	9	15	32	9	1	-	-	-	-	-	-	
WHOLESALE TRADE -----	146	38.5	78.50	76.50	72.00-83.00	-	-	-	5	12	50	22	34	4	15	3	1	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	78	40.0	77.00	77.50	76.00-79.00	-	-	-	-	7	64	4	-	-	-	-	3	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	702	38.0	66.50	64.50	60.50-72.00	-	48	99	230	117	85	61	36	26	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	881	38.5	65.50	64.00	58.50-70.00	12	77	146	205	170	88	55	48	12	3	-	6	5	1	3	-	-	-	-	-	-	
NONMANUFACTURING -----	856	38.5	65.00	63.50	58.00-69.50	12	77	196	198	170	78	47	48	12	3	-	6	5	1	3	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	32	38.5	93.50	85.00	81.50-107.00	-	-	-	-	-	-	4	13	-	-	-	6	5	1	3	-	-	-	-	-	-	
FINANCE ⁴ -----	624	38.0	62.50	61.00	57.00-67.00	12	77	184	160	96	43	28	22	2	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	370	39.5	98.50	97.00	85.50-104.00	-	-	-	-	5	12	20	52	31	40	59	75	3	34	3	10	17	-	-	-	9	
MANUFACTURING -----	155	39.5	96.00	95.50	90.00-100.00	-	-	-	-	-	-	4	10	26	35	42	12	-	18	-	7	1	-	-	-	-	
NONMANUFACTURING -----	215	39.5	100.00	100.50	82.50-105.00	-	-	-	-	5	12	16	42	5	5	17	63	3	16	3	3	16	-	-	-	9	
WHOLESALE TRADE -----	119	39.0	112.50	103.50	101.00-117.50	-	-	-	-	-	-	-	-	-	5	11	61	3	9	2	3	16	-	-	-	9	
RETAIL TRADE -----	96	40.0	84.50	82.00	77.50-84.50	-	-	-	-	5	12	16	42	5	-	6	2	-	7	1	-	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	and																					
						\$ 45	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	
WOMEN - CONTINUED																											
CLERKS, PAYROLL -----	714	39.0	\$ 109.50	\$ 107.50	\$ 98.00-119.00	-	-	-	1	1	1	19	14	44	44	92	102	81	44	117	64	45	11	34	-	-	
MANUFACTURING -----	283	39.0	109.00	107.00	100.00-119.00	-	-	-	1	1	1	3	10	10	17	29	52	41	6	52	29	27	4	-	-	-	
NONMANUFACTURING -----	431	39.0	110.00	108.00	97.00-119.00	-	-	-	-	-	-	16	4	34	27	63	50	40	38	65	35	18	7	34	-	-	
PUBLIC UTILITIES ³ -----	115	39.0	126.00	122.50	113.50-151.00	-	-	-	-	-	-	-	-	-	-	7	6	3	1	18	22	16	3	6	33	-	-
WHOLESALE TRADE -----	95	38.5	113.00	112.50	103.50-121.50	-	-	-	-	-	-	-	-	-	-	5	-	28	8	15	11	15	13	-	-	-	-
RETAIL TRADE -----	102	40.0	97.00	97.00	89.00-103.00	-	-	-	-	-	-	5	3	21	10	30	14	7	1	9	2	-	-	-	-	-	-
FINANCE ⁴ -----	92	38.0	102.00	100.50	95.00-115.00	-	-	-	-	-	11	1	7	4	23	4	15	4	22	1	1	-	-	-	-	-	
COMPUTER OPERATORS -----	856	39.5	99.00	97.50	86.50-112.00	-	-	-	-	21	31	113	147	74	82	87	48	110	102	12	29	-	-	-	-		
MANUFACTURING -----	190	39.0	103.00	102.50	91.50-117.00	-	-	-	-	-	9	9	22	29	5	40	-	8	53	12	3	-	-	-	-		
NONMANUFACTURING -----	666	39.5	98.00	90.00	86.00-110.50	-	-	-	-	21	22	104	125	45	77	47	48	102	49	-	26	-	-	-	-		
PUBLIC UTILITIES ³ -----	211	39.5	114.00	113.00	106.50-117.00	-	-	-	-	-	1	2	3	3	4	4	38	88	42	-	26	-	-	-	-		
WHOLESALE TRADE -----	230	39.5	91.00	90.00	82.50-99.00	-	-	-	-	20	2	68	25	11	57	37	9	1	-	-	-	-	-	-	-		
RETAIL TRADE -----	151	40.0	90.50	88.00	85.00-93.50	-	-	-	-	1	16	30	77	27	16	3	1	13	7	-	-	-	-	-	-		
DUPLICATING-MACHINE OPERATORS (MIMOGRAPH OR DITTO) -----	82	39.5	85.00	83.50	78.50-89.00	-	-	-	1	2	4	19	22	18	5	1	5	1	4	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS A -----	1,414	39.0	99.00	97.00	90.00-104.50	-	-	-	-	6	32	139	184	260	231	230	106	64	70	16	76	-	-	-	-		
MANUFACTURING -----	302	39.0	98.00	90.50	91.00-104.00	-	-	-	-	-	3	20	37	71	63	44	22	21	17	4	-	-	-	-	-		
NONMANUFACTURING -----	1,112	39.0	99.00	97.00	89.00-105.00	-	-	-	-	6	29	119	147	189	168	186	84	43	53	12	76	-	-	-	-		
PUBLIC UTILITIES ³ -----	182	39.0	116.00	109.50	100.50-136.50	-	-	-	-	-	-	-	16	20	6	33	18	9	-	5	76	-	-	-	-		
WHOLESALE TRADE -----	202	39.5	99.50	98.00	95.50-104.00	-	-	-	-	-	-	-	12	32	95	16	18	20	2	7	-	-	-	-	-		
RETAIL TRADE -----	118	38.5	92.00	90.00	86.00-96.50	-	-	-	-	-	-	24	37	25	10	5	14	1	2	-	-	-	-	-	-		
FINANCE ⁴ -----	517	38.5	94.00	92.50	85.00-101.50	-	-	-	-	6	29	95	82	98	53	73	31	2	48	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	1,704	39.0	90.50	88.50	79.50-100.00	-	-	20	71	83	114	160	245	253	205	138	97	20	147	89	72	-	-	-	-	-	
MANUFACTURING -----	432	38.5	93.50	93.00	86.00-101.50	-	-	-	1	4	22	20	44	82	76	55	70	7	19	24	8	-	-	-	-	-	
NONMANUFACTURING -----	1,272	39.0	89.00	86.50	77.50-99.00	-	-	20	70	79	82	140	201	171	129	83	27	13	128	65	64	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	397	39.0	105.50	112.50	86.50-117.50	-	-	-	6	2	14	64	44	2	1	2	6	128	64	64	-	-	-	-	-		
WHOLESALE TRADE -----	239	39.5	85.00	86.50	79.00-92.50	-	-	-	19	22	24	39	52	50	24	8	-	-	1	-	-	-	-	-	-		
RETAIL TRADE -----	104	39.5	88.50	86.50	81.50-94.00	-	-	-	-	9	5	37	5	28	4	9	7	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	506	38.5	78.50	78.50	68.50-88.00	-	-	20	70	50	49	95	52	70	38	54	8	-	-	-	-	-	-	-	-		
OFFICE GIRLS -----	368	38.5	74.50	73.00	67.50-80.50	-	6	9	41	74	89	50	53	12	4	26	-	3	1	-	-	-	-	-	-	-	
MANUFACTURING -----	137	38.5	74.00	73.50	68.50-78.50	-	-	-	27	18	40	35	14	2	2	-	-	3	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	231	38.5	75.00	72.50	67.00-82.50	-	6	9	19	56	49	15	39	10	2	26	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	58	38.5	89.50	85.00	82.50-97.00	-	-	-	-	-	-	1	30	1	2	24	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	77	37.5	70.50	71.00	67.00-74.00	-	6	6	-	18	36	3	6	-	2	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	70	39.0	71.00	69.00	65.50-74.50	-	-	-	15	26	13	6	1	9	-	-	-	-	-	-	-	-	-	-	-	-	
SECRETARIES ^{5,6} -----	6,436	38.5	112.50	110.00	100.00-123.50	-	-	-	-	6	11	23	103	277	422	742	898	760	473	708	994	598	246	103	52	17	
MANUFACTURING -----	2,209	39.0	117.50	117.00	104.00-128.50	-	-	-	-	-	-	-	17	45	78	169	288	279	119	266	449	345	95	26	29	4	
NONMANUFACTURING -----	4,227	38.5	110.50	107.50	98.00-120.00	-	-	-	-	6	11	23	86	232	344	573	610	481	354	442	545	253	154	77	23	13	
PUBLIC UTILITIES ³ -----	467	39.0	124.50	122.00	110.00-144.50	-	-	-	-	-	-	3	18	11	12	24	22	26	36	62	80	37	77	46	1	11	
WHOLESALE TRADE -----	897	38.5	113.50	112.00	102.50-122.00	-	-	-	-	6	6	1	2	27	53	69	125	106	178	101	134	87	35	14	3	-	
RETAIL TRADE -----	368	39.5	108.00	108.50	96.50-120.00	-	-	-	-	-	-	4	15	27	35	39	44	29	42	42	63	21	3	4	-	-	
FINANCE ⁴ -----	1,823	38.0	106.50	104.50	97.50-116.00	-	-	-	-	4	13	34	125	144	278	345	242	129	226	165	86	26	4	-	2		
SECRETARIES, CLASS A ⁶ -----	320	39.0	129.00	127.00	108.00-142.00	-	-	-	-	-	-	-	-	-	-	25	46	15	1	37	61	50	22	30	20	13	
MANUFACTURING -----	71	39.0	134.00	133.50	122.00-142.50	-	-	-	-	-	-	-	-	-	-	-	6	-	-	9	7	26	11	9	1	2	
NONMANUFACTURING -----	249	39.0	126.50	125.00	104.50-140.50	-	-	-	-	-	-	-	-	-	-	25	40	15	1	28	54	24	11	21	19	11	
PUBLIC UTILITIES ³ -----	28	38.5	147.50	147.50	127.00-179.00	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	6	2	1	2	1	7	
WHOLESALE TRADE -----	69	39.5	116.50	115.50	102.00-122.50	-	-	-	-	-	-	-	-	-	-	6	28	-	-	17	4	2	2	9	1	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean ²	Median ²	Middle range ²	\$ 45	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170		
						and under	50	55	60	65	70	75	80	85	90	95	100	105	110	115	120	130	140	150	160	170	over	
WOMEN - CONTINUED																												
SECRETARIES ⁵ - CONTINUED																												
SECRETARIES, CLASS B ⁶ -----	1,283	38.5	\$ 121.50	\$ 120.50	\$ 107.50-133.50	-	-	-	-	-	-	-	3	5	35	119	101	116	46	204	260	229	69	60	32	4	-	-
MANUFACTURING-----	398	39.0	129.00	129.00	118.00-137.50	-	-	-	-	-	-	-	-	8	11	14	33	4	54	84	134	13	13	28	2	-	-	
NONMANUFACTURING-----	885	38.5	118.50	118.00	104.50-128.50	-	-	-	-	-	-	-	3	5	27	108	87	83	42	150	176	95	56	47	4	2	-	
PUBLIC UTILITIES ³ -----	93	39.0	143.00	147.00	131.00-156.50	-	-	-	-	-	-	-	-	-	1	-	3	-	2	-	16	13	16	42	-	-	-	
WHOLESALE TRADE-----	160	39.0	118.00	118.50	107.50-124.50	-	-	-	-	-	-	-	-	17	17	-	13	-	49	30	10	19	3	2	-	-		
RETAIL TRADE-----	60	39.0	111.00	112.50	96.50-127.00	-	-	-	-	-	-	-	3	5	4	10	3	5	1	3	19	4	2	1	-	-		
FINANCE ⁴ -----	551	38.0	115.50	116.00	103.50-125.00	-	-	-	-	-	-	-	-	-	-	80	81	57	39	98	110	66	18	-	-	2		
SECRETARIES, CLASS C ⁶ -----	1,933	39.0	115.00	114.00	103.50-124.50	-	-	-	-	4	-	22	42	96	126	275	261	168	230	410	146	141	12	-	-	-	-	
MANUFACTURING-----	829	39.0	118.00	119.00	105.50-128.00	-	-	-	-	-	-	4	-	21	19	45	108	98	48	100	236	94	56	4	-	-		
NONMANUFACTURING-----	1,104	39.0	112.50	110.50	102.00-121.50	-	-	-	-	-	-	4	-	22	21	77	81	167	163	120	174	52	85	8	-	-		
PUBLIC UTILITIES ³ -----	193	39.0	125.00	123.50	113.50-145.50	-	-	-	-	-	-	-	3	1	2	11	6	14	16	29	37	12	60	2	-	-		
WHOLESALE TRADE-----	234	38.5	115.50	114.50	104.00-123.50	-	-	-	-	-	-	-	-	13	7	16	27	31	27	10	69	15	13	2	-	-		
RETAIL TRADE-----	126	39.5	109.50	109.50	101.00-118.00	-	-	-	-	-	-	-	1	4	9	12	22	16	20	16	19	7	-	-	-	-		
FINANCE ⁴ -----	440	38.5	108.00	107.00	101.50-115.50	-	-	-	-	4	-	3	3	35	40	59	82	55	71	34	10	-	4	-	-	-		
SECRETARIES, CLASS D ⁶ -----	2,843	38.5	105.50	103.50	96.00-114.00	-	-	-	-	6	7	22	78	229	289	471	472	361	251	234	236	171	16	-	-	-	-	
MANUFACTURING-----	890	39.0	110.00	107.50	100.50-119.50	-	-	-	-	-	-	7	22	78	229	289	471	472	361	251	234	171	16	-	-	-		
NONMANUFACTURING-----	1,953	38.0	103.00	101.50	94.00-111.00	-	-	-	-	6	7	22	61	205	238	358	312	213	185	131	133	81	1	-	-	-		
PUBLIC UTILITIES ³ -----	139	39.5	107.50	111.50	94.00-119.00	-	-	-	-	-	-	-	3	15	10	9	8	12	8	16	30	19	5	-	-	-		
WHOLESALE TRADE-----	434	38.0	110.00	110.00	101.50-116.00	-	-	-	-	6	6	1	2	14	29	30	70	62	101	25	31	56	1	-	-	-		
RETAIL TRADE-----	135	39.5	99.50	99.00	90.00-111.50	-	-	-	-	-	-	4	11	18	22	17	17	8	17	12	6	-	-	-	-	-		
FINANCE ⁴ -----	777	38.0	99.00	99.00	91.50-105.00	-	-	-	-	-	-	12	31	121	107	157	153	100	34	57	5	-	-	-	-	-		
STENOGRAPHERS, GENERAL-----	1,887	39.0	90.50	89.00	84.50-96.50	-	-	-	-	10	65	125	307	545	284	272	113	76	42	40	4	-	4	-	-	-		
MANUFACTURING-----	522	39.5	93.50	92.00	87.00-98.50	-	-	-	-	-	10	65	125	307	545	284	272	113	76	42	40	4	-	4	-	-		
NONMANUFACTURING-----	1,365	38.5	89.50	88.00	83.00-95.50	-	-	-	-	-	-	10	65	115	252	365	167	169	90	36	27	22	3	-	4	-		
PUBLIC UTILITIES ³ -----	224	38.5	95.00	91.00	85.00-107.00	-	-	-	-	-	-	-	6	47	52	25	9	17	22	21	16	1	-	4	-	-		
WHOLESALE TRADE-----	138	38.5	94.00	92.50	87.00-100.50	-	-	-	-	-	-	-	-	15	46	18	23	18	11	3	4	-	-	-	-	-		
RETAIL TRADE-----	660	39.0	86.50	87.00	81.00-92.50	-	-	-	-	9	65	106	154	261	112	108	43	2	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	777	38.0	99.00	99.00	91.50-105.00	-	-	-	-	-	-	12	31	121	107	157	153	100	34	57	5	-	-	-	-	-		
STENOGRAPHERS, SENIOR-----	2,062	39.0	102.50	102.00	93.00-110.00	-	-	-	-	3	17	72	255	303	242	384	271	153	161	123	64	14	-	-	-	-		
MANUFACTURING-----	828	39.0	107.00	105.50	98.50-116.00	-	-	-	-	1	7	27	84	123	160	121	79	108	89	28	-	-	-	-	-	-		
NONMANUFACTURING-----	1,234	39.0	99.50	98.50	90.00-107.00	-	-	-	-	-	-	2	16	65	228	219	119	224	150	74	53	34	36	14	-	-		
PUBLIC UTILITIES ³ -----	268	39.5	108.50	106.00	94.50-117.50	-	-	-	-	-	-	-	-	48	22	18	36	49	18	22	8	33	14	-	-	-		
WHOLESALE TRADE-----	167	38.5	105.00	104.00	94.00-114.00	-	-	-	-	-	-	-	2	11	36	5	39	17	21	11	22	3	-	-	-			
RETAIL TRADE-----	593	39.0	95.00	94.00	88.00-102.00	-	-	-	-	2	16	40	145	118	86	104	39	29	13	1	-	-	-	-	-	-		
FINANCE ⁴ -----	593	39.0	95.00	94.00	88.00-102.00	-	-	-	-	2	16	40	145	118	86	104	39	29	13	1	-	-	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS A-----	433	38.5	94.00	91.00	83.00-105.00	-	-	-	-	6	20	14	117	51	43	42	34	51	21	13	3	18	-	-	-	-		
MANUFACTURING-----	103	39.0	98.50	98.00	93.00-106.50	-	-	-	-	-	-	2	14	2	14	31	7	23	3	4	2	1	-	-	-			
NONMANUFACTURING-----	330	38.0	92.50	87.50	82.00-103.50	-	-	-	-	6	20	12	103	49	29	11	27	28	18	9	1	17	-	-	-			
PUBLIC UTILITIES ³ -----	78	39.5	111.00	107.50	101.50-119.00	-	-	-	-	-	-	2	-	7	7	-	11	25	4	4	1	17	-	-	-			
FINANCE ⁴ -----	116	37.5	87.00	87.00	81.00-92.50	-	-	-	-	6	11	9	16	39	13	9	9	-	1	3	-	-	-	-	-			
SWITCHBOARD OPERATORS, CLASS B-----	525	39.0	85.50	84.00	81.00-90.50	-	-	-	-	1	8	49	38	209	85	45	56	20	8	2	3	1	-	-	-			
MANUFACTURING-----	73	38.5	95.50	97.00	88.50-100.50	-	-	-	-	-	-	6	3	16	1	32	11	8	1	-	-	-	-	-				
NONMANUFACTURING-----	447	39.0	84.00	83.00	80.50-88.00	-	-	-	-	1	8	49	32	206	69	44	24	9	-	1	3	1	-	-	-			
RETAIL TRADE-----	96	40.0	84.50	83.00	80.50-86.50	-	-	-	-	10	9	50	11	8	7	-	-	-	1	-	-	-	-	-				
FINANCE ⁴ -----	162	39.0	83.50	85.00	74.50-90.50	-	-	-	-	6	38	10	26	39	31	12	-	-	-	-	-	-	-	-				
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	801	39.0	91.50	89.00	82.50-99.50	-	-	-	-	11	11	87	22	148	144	111	72	53	49	31	27	32	-	3	-			
MANUFACTURING-----	277	39.5	94.00	93.00	85.50-103.00	-	-	-	-	-	-	23	-	41	47	50	35	20	27	17	5	12	-	-	-			
NONMANUFACTURING-----	524	38.5	90.00	87.50	81.00-98.00	-	-	-	-	11	11	64	22	107	97	61	37	33	22	14	22	20	-	3	-			
PUBLIC UTILITIES ³ -----	80	39.5	112.00	117.00	94.50-120.50	-	-	-	-	-	-	-	5	-	11	-	1	-	6	21	13	-	3	-				
WHOLESALE TRADE-----	221	39.5	90.00	88.00	83.00-97.00	-	-	-	-	30	5	35	64	21	27	12	17	2	1	7	-	-	-	-				
RETAIL TRADE-----	103	37.5	80.00	78.50	71.00-90.50	-	-	-	-	11	11	19	16	9	9	28	-	-	-	-	-	-	-	-				

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
						80 and under	85	90	95	100	105	110	115	120	125	130	135	140	145	150	160	170	180	190	200	210
MEN																										
DRAFTSMEN, CLASS A -----	351	40.0	\$ 162.50	\$ 161.50	\$ 151.50-173.50	-	-	-	-	-	-	-	-	2	3	3	21	41	10	82	86	57	15	2	28	1
MANUFACTURING -----	184	39.5	156.00	154.00	142.50-169.00	-	-	-	-	-	-	-	-	1	3	2	21	39	6	52	18	25	13	2	2	-
NONMANUFACTURING -----	167	40.0	170.00	166.00	160.50-176.00	-	-	-	-	-	-	-	-	1	-	1	-	2	4	30	68	32	2	-	26	1
PUBLIC UTILITIES ³ -----	94	40.0	161.50	162.00	158.50-165.50	-	-	-	-	-	-	-	-	1	-	1	-	2	3	23	56	6	2	-	-	-
DRAFTSMEN, CLASS B -----	496	39.5	127.00	138.00	126.50-145.00	-	-	1	-	3	1	6	40	55	56	51	60	97	57	47	17	3	-	2	-	-
MANUFACTURING -----	270	39.5	136.50	135.50	125.50-144.50	-	-	-	-	2	-	5	21	34	43	28	20	54	15	34	13	1	-	-	-	-
NONMANUFACTURING -----	226	40.0	138.00	139.00	131.00-146.00	-	-	1	-	1	1	1	19	21	13	23	40	43	42	13	4	2	-	2	-	-
PUBLIC UTILITIES ³ -----	102	40.0	139.50	140.00	135.50-146.00	-	-	1	-	1	-	1	2	2	3	14	28	21	19	9	1	-	-	-	-	-
DRAFTSMEN, CLASS C -----	183	39.5	109.50	110.50	98.00-121.00	11	6	6	40	17	11	13	30	16	15	14	-	3	-	1	-	-	-	-	-	-
MANUFACTURING -----	131	39.5	107.50	106.00	87.00-118.50	11	5	6	26	16	10	8	26	5	8	6	-	3	-	1	-	-	-	-	-	-
NONMANUFACTURING -----	52	40.0	115.00	120.00	99.50-127.00	-	1	-	14	1	1	5	4	11	7	8	-	-	-	-	-	-	-	-	-	-
WOMEN																										
NURSES, INDUSTRIAL (REGISTERED) ---	148	40.0	121.00	121.00	109.00-130.00	-	-	-	5	25	9	12	17	30	14	20	8	7	1	-	-	-	-	-	-	-
MANUFACTURING -----	118	40.0	121.50	122.00	113.00-130.50	-	-	-	3	14	8	8	15	26	13	19	7	5	-	-	-	-	-	-	-	-

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.

² For definition of terms, see footnote 2, table A-1.

³ Transportation, communication, and other public utilities.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS			OFFICE OCCUPATIONS - CONTINUED			OFFICE OCCUPATIONS - CONTINUED					
BILLERS, MACHINE (BILLING MACHINE) -----	336	39.5	104.00	CLERKS, ORDER -----	910	39.5	118.50	SECRETARIES ^{4 5} - CONTINUED			
MANUFACTURING -----	62	39.5	79.50	MANUFACTURING -----	316	39.5	109.00	SECRETARIES, CLASS A ⁵ -----	321	39.0	128.00
NONMANUFACTURING -----	244	39.5	110.00	NONMANUFACTURING -----	594	40.0	123.50	MANUFACTURING -----	71	39.0	134.00
PUBLIC UTILITIES ² -----	159	40.0	121.00	WHOLESALE TRADE -----	456	39.5	128.50	NONMANUFACTURING -----	250	39.0	126.50
				RETAIL TRADE -----	138	40.0	105.50	PUBLIC UTILITIES ² -----	29	38.5	147.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	167	39.5	89.50	CLERKS, PAYROLL -----	805	39.0	111.00	WHOLESALE TRADE -----	69	39.5	116.50
MANUFACTURING -----	119	40.0	88.50	MANUFACTURING -----	305	39.0	109.50	SECRETARIES, CLASS B ⁵ -----	1,288	38.5	122.00
NONMANUFACTURING -----	79	40.0	89.50	NONMANUFACTURING -----	500	39.0	112.00	MANUFACTURING -----	400	39.0	129.00
RETAIL TRADE -----				PUBLIC UTILITIES ² -----	158	39.5	128.50	NONMANUFACTURING -----	886	38.5	118.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	263	39.0	103.50	WHOLESALE TRADE -----	57	38.5	113.00	PUBLIC UTILITIES ² -----	95	39.0	143.00
MANUFACTURING -----	129	38.5	101.00	RETAIL TRADE -----	103	40.0	97.00	WHOLESALE TRADE -----	161	39.0	118.00
NONMANUFACTURING -----	134	39.5	106.00	FINANCE ³ -----	92	38.0	102.00	RETAIL TRADE -----	60	39.0	111.00
WHOLESALE TRADE -----	86	39.5	108.00	COMPTOMETER OPERATORS -----	856	39.5	99.00	FINANCE ³ -----	551	38.0	115.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	533	39.0	89.50	MANUFACTURING -----	190	39.0	103.00	SECRETARIES, CLASS C ⁵ -----	1,943	39.0	115.00
MANUFACTURING -----	90	39.5	89.50	NONMANUFACTURING -----	666	39.5	98.00	MANUFACTURING -----	833	39.0	118.00
NONMANUFACTURING -----	443	39.0	89.50	PUBLIC UTILITIES ² -----	211	39.5	114.00	NONMANUFACTURING -----	1,110	39.0	112.50
WHOLESALE TRADE -----	167	39.0	89.50	WHOLESALE TRADE -----	230	39.5	91.00	PUBLIC UTILITIES ² -----	198	39.5	125.50
FINANCE ³ -----	165	39.0	85.50	RETAIL TRADE -----	191	40.0	90.50	WHOLESALE TRADE -----	235	38.5	115.50
CLERKS, ACCOUNTING, CLASS A -----	1,735	38.5	113.00	DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	87	39.5	85.50	RETAIL TRADE -----	126	39.5	109.50
MANUFACTURING -----	624	39.0	119.50	NONMANUFACTURING -----	51	39.5	83.00	FINANCE ³ -----	440	38.5	108.00
NONMANUFACTURING -----	1,111	38.5	109.50	KEYPUNCH OPERATORS, CLASS A -----	1,414	39.0	90.00	SECRETARIES, CLASS D ⁵ -----	2,868	38.5	105.00
PUBLIC UTILITIES ² -----	201	39.5	123.50	MANUFACTURING -----	302	39.0	98.00	MANUFACTURING -----	911	39.0	109.50
WHOLESALE TRADE -----	260	39.0	110.00	NONMANUFACTURING -----	1,112	39.0	99.00	NONMANUFACTURING -----	1,957	38.0	103.00
RETAIL TRADE -----	112	39.5	109.50	PUBLIC UTILITIES ² -----	182	39.0	116.00	PUBLIC UTILITIES ² -----	143	39.5	108.00
FINANCE ³ -----	397	37.5	104.00	WHOLESALE TRADE -----	202	39.5	99.50	WHOLESALE TRADE -----	434	38.0	110.00
CLERKS, ACCOUNTING, CLASS B -----	2,619	38.5	96.00	RETAIL TRADE -----	118	38.5	92.00	RETAIL TRADE -----	135	39.0	99.50
MANUFACTURING -----	752	39.0	97.50	FINANCE ³ -----	517	38.5	94.00	FINANCE ³ -----	777	38.5	99.00
NONMANUFACTURING -----	1,867	38.5	95.00	KEYPUNCH OPERATORS, CLASS B -----	1,716	39.0	90.50	STENOGRAPHERS, GENERAL -----	1,898	39.0	90.50
PUBLIC UTILITIES ² -----	645	38.5	104.00	MANUFACTURING -----	432	38.5	93.50	MANUFACTURING -----	523	39.5	93.50
WHOLESALE TRADE -----	408	38.5	98.00	NONMANUFACTURING -----	1,284	39.0	89.00	NONMANUFACTURING -----	1,375	38.5	89.50
RETAIL TRADE -----	222	39.5	89.50	PUBLIC UTILITIES ² -----	397	39.0	105.50	PUBLIC UTILITIES ² -----	230	38.5	97.00
FINANCE ³ -----	472	38.0	85.00	WHOLESALE TRADE -----	239	39.5	85.00	WHOLESALE TRADE -----	138	38.5	94.00
CLERKS, FILE, CLASS A -----	310	38.5	86.50	RETAIL TRADE -----	104	39.5	88.50	FINANCE ³ -----	860	39.0	86.50
MANUFACTURING -----	51	39.0	93.00	FINANCE ³ -----	518	38.5	79.00	STENOGRAPHERS, SENIOR -----	2,066	39.0	102.50
NONMANUFACTURING -----	259	38.5	85.00	OFFICE BOYS AND GIRLS -----	1,036	38.5	73.00	MANUFACTURING -----	829	39.0	107.00
FINANCE ³ -----	169	38.5	83.00	MANUFACTURING -----	313	38.5	73.50	NONMANUFACTURING -----	1,237	39.0	100.00
CLERKS, FILE, CLASS B -----	1,178	38.5	73.00	NONMANUFACTURING -----	723	38.5	73.00	PUBLIC UTILITIES ² -----	271	39.5	108.50
MANUFACTURING -----	76	39.0	80.50	PUBLIC UTILITIES ² -----	120	39.0	83.50	WHOLESALE TRADE -----	167	38.5	105.00
NONMANUFACTURING -----	1,102	38.5	72.50	WHOLESALE TRADE -----	133	38.0	73.00	FINANCE ³ -----	593	39.0	95.00
PUBLIC UTILITIES ² -----	117	39.0	97.50	RETAIL TRADE -----	409	38.0	70.00	SWITCHBOARD OPERATORS, CLASS A -----	435	38.5	94.00
WHOLESALE TRADE -----	146	38.5	78.50	SECRETARIES ^{4 5} -----	6,479	38.5	112.50	MANUFACTURING -----	103	39.0	98.50
RETAIL TRADE -----	78	40.0	77.00	MANUFACTURING -----	2,237	39.0	117.00	NONMANUFACTURING -----	332	38.0	92.50
FINANCE ³ -----	706	38.0	66.50	NONMANUFACTURING -----	4,242	38.5	110.50	PUBLIC UTILITIES ² -----	78	39.5	111.00
CLERKS, FILE, CLASS C -----	903	38.5	66.00	PUBLIC UTILITIES ² -----	480	39.0	125.00	FINANCE ³ -----	118	37.5	86.50
NONMANUFACTURING -----	878	38.5	66.00	WHOLESALE TRADE -----	899	38.5	113.50	SWITCHBOARD OPERATORS, CLASS B -----	525	39.0	85.50
PUBLIC UTILITIES ² -----	45	39.0	98.00	RETAIL TRADE -----	368	39.5	108.00	MANUFACTURING -----	78	38.5	95.50
FINANCE ³ -----	633	38.0	62.50	FINANCE ³ -----	1,823	38.0	106.50	NONMANUFACTURING -----	447	39.0	84.00
								RETAIL TRADE -----	96	40.0	84.50
								FINANCE ³ -----	162	39.0	83.50

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco-Oakland, Calif., January 1966)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS			
SWITCHBOARD OPERATOR-RECEPTIONISTS-	801	39.0	\$ 91.50	TRANSCRIBING-MACHINE OPERATORS,							
MANUFACTURING -----	277	39.5	94.00	GENERAL -----	641	38.0	\$ 86.00				
NONMANUFACTURING -----	524	38.5	90.00	MANUFACTURING -----	118	38.5	92.50	DRAFTSMEN, CLASS A -----	355	40.0	\$ 162.50
PUBLIC UTILITIES ² -----	60	39.5	112.00	NONMANUFACTURING -----	523	38.0	84.50	MANUFACTURING -----	188	39.5	156.00
WHOLESALE TRADE -----	221	39.5	90.00	PUBLIC UTILITIES ² -----	37	38.0	99.50	NONMANUFACTURING -----	167	40.0	170.00
FINANCE ³ -----	103	37.5	80.00	WHOLESALE TRADE -----	93	38.0	91.00	PUBLIC UTILITIES ² -----	94	40.0	161.50
				FINANCE ³ -----	316	38.0	81.50				
TABULATING-MACHINE OPERATORS,				TYPISTS, CLASS A -----	1,879	38.5	87.00	DRAFTSMEN, CLASS B -----	511	39.5	136.50
CLASS A -----	188	39.0	124.50	MANUFACTURING -----	237	39.0	94.50	MANUFACTURING -----	277	39.5	136.50
MANUFACTURING -----	54	39.5	128.50	NONMANUFACTURING -----	1,642	38.0	85.50	NONMANUFACTURING -----	234	40.0	137.00
NONMANUFACTURING -----	134	38.5	123.00	PUBLIC UTILITIES ² -----	180	38.5	98.00	PUBLIC UTILITIES ² -----	109	40.0	137.50
FINANCE ³ -----	73	38.0	115.50	WHOLESALE TRADE -----	158	37.0	92.50				
				FINANCE ³ -----	1,128	38.5	82.50	DRAFTSMEN, CLASS C -----	185	39.5	109.50
TABULATING-MACHINE OPERATORS,				TYPISTS, CLASS B -----	3,023	38.5	75.50	MANUFACTURING -----	132	39.5	107.50
CLASS B -----	731	39.0	109.00	MANUFACTURING -----	469	39.5	80.50	NONMANUFACTURING -----	53	40.0	115.00
MANUFACTURING -----	158	39.0	116.50	NONMANUFACTURING -----	2,554	38.5	75.00				
NONMANUFACTURING -----	573	39.0	107.50	PUBLIC UTILITIES ² -----	172	38.0	84.00	DRAFTSMEN-TRACERS -----	55	39.0	86.50
PUBLIC UTILITIES ² -----	245	38.0	106.00	WHOLESALE TRADE -----	247	38.5	79.00	MANUFACTURING -----	55	39.0	86.50
WHOLESALE TRADE -----	62	39.5	117.50	RETAIL TRADE -----	119	40.0	88.00				
FINANCE ³ -----	192	39.5	104.00	FINANCE ³ -----	1,811	38.5	72.00	NURSES, INDUSTRIAL (REGISTERED) ---	148	40.0	120.00
								MANUFACTURING -----	118	40.0	121.50
TABULATING-MACHINE OPERATORS,											
CLASS C -----	97	39.5	101.50								
MANUFACTURING -----	96	39.5	101.50								
NONMANUFACTURING -----	25	40.0	110.50								
PUBLIC UTILITIES ² -----											

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ May include workers other than those presented separately.⁵ Description for this occupation has been revised since the last survey in this area. See appendix A.

Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, San Francisco-Oakland, Calif., January 1966)

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	Under \$ 2.70	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50	\$ 4.60	\$ 4.70	\$ 4.80	and over
CARPENTERS, MAINTENANCE -----	328	3.63	3.68	3.33-3.79	-	-	72	-	-	-	-	30	10	24	38	85	7	9	-	-	-	1	-	35	4	4	9	
MANUFACTURING -----	182	3.74	3.73	3.60-3.79	-	-	-	-	-	-	-	30	1	14	28	73	7	9	-	-	-	-	-	16	4	-	-	
NONMANUFACTURING -----	146	3.48	3.42	2.85-3.78	-	-	72	-	-	-	-	9	10	10	12	-	-	-	-	-	-	1	-	19	-	4	9	
PUBLIC UTILITIES ³ -----	101	3.14	2.87	2.84-3.54	-	-	72	-	-	-	-	1	8	7	8	-	-	-	-	-	-	-	-	5	-	-	-	
ELECTRICIANS, MAINTENANCE -----	747	3.84	3.75	3.57-4.07	-	-	-	35	20	-	49	43	57	79	195	3	1	110	-	90	-	1	6	4	3	51		
MANUFACTURING -----	536	3.88	3.73	3.58-4.22	-	-	-	-	20	-	47	38	37	71	171	3	-	-	-	85	-	1	6	4	3	51		
NONMANUFACTURING -----	211	3.74	4.01	3.56-4.06	-	-	-	35	-	-	2	5	20	9	24	-	1	110	-	5	-	-	-	-	-	-		
ENGINEERS, STATIONARY -----	435	3.78	3.72	3.49-4.02	-	1	2	-	1	-	6	46	61	46	39	101	-	18	33	24	2	-	-	-	55	-		
MANUFACTURING -----	170	3.95	3.76	3.55-4.62	-	-	-	-	-	6	17	-	40	2	37	-	-	-	-	-	-	-	-	-	54	-		
NONMANUFACTURING -----	265	3.67	3.69	3.45-3.80	-	1	2	-	1	-	29	61	6	37	64	-	4	33	24	2	-	-	-	-	1	-		
FIREMEN, STATIONARY BOILER -----	99	3.09	3.07	3.01-3.22	2	-	15	3	41	10	24	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	84	3.09	3.07	3.01-3.22	-	-	13	3	39	5	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
HELPERS, MAINTENANCE TRADES -----	438	2.97	3.01	2.79-3.14	24	95	34	53	105	51	66	-	5	-	-	-	-	5	-	-	-	-	-	-	-	-		
MANUFACTURING -----	261	3.05	3.09	2.97-3.22	19	-	14	49	53	51	65	-	5	-	-	-	-	5	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	177	2.84	2.79	2.74-3.02	5	95	20	4	52	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	164	2.84	2.78	2.74-3.02	3	95	15	-	51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MACHINE-TOOL OPERATORS, TOOLROOM -----	123	3.76	3.78	3.73-3.85	-	-	-	-	-	1	3	6	-	2	64	35	12	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	117	3.77	3.78	3.73-3.85	-	-	-	-	-	1	3	6	-	1	59	35	12	-	-	-	-	-	-	-	-	-		
MACHINEISTS, MAINTENANCE -----	1,195	3.86	3.82	3.72-3.98	-	-	-	-	-	-	27	13	82	113	334	138	231	167	6	9	-	25	1	29	18	5		
MANUFACTURING -----	1,094	3.86	3.82	3.72-3.97	-	-	-	-	-	-	25	10	82	112	293	133	231	110	6	9	-	25	1	29	18	5		
NONMANUFACTURING -----	101	3.89	4.01	3.75-4.06	-	-	-	-	-	-	2	-	-	1	41	-	-	57	-	-	-	-	-	-	-	-		
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	1,037	3.93	3.87	3.81-4.08	-	-	-	19	28	3	6	7	28	54	93	408	85	62	-	6	236	2	-	-	-	-		
MANUFACTURING -----	217	3.82	3.83	3.72-3.88	-	-	-	-	-	-	-	5	9	35	34	96	6	24	-	6	-	2	-	-	-	-		
NONMANUFACTURING -----	820	3.95	3.88	3.82-4.31	-	-	-	19	28	3	6	2	19	19	59	312	79	38	-	-	236	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	737	3.96	3.88	3.82-4.32	-	-	-	19	21	3	6	-	19	18	42	311	76	-	-	-	222	-	-	-	-	-		
MECHANICS, MAINTENANCE -----	779	3.58	3.55	3.35-3.74	-	-	-	1	40	80	154	3	215	27	176	1	7	-	-	8	-	57	-	-	-	8		
MANUFACTURING -----	727	3.58	3.55	3.34-3.74	-	-	-	1	40	80	154	5	186	17	163	1	7	-	-	8	-	57	-	-	-	8		
NONMANUFACTURING -----	52	3.61	3.59	3.55-3.71	-	-	-	-	-	-	-	-	29	10	13	-	-	-	-	-	-	-	-	-	-	-		
OILERS -----	183	3.09	3.15	2.89-3.25	5	-	44	-	27	33	56	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	145	3.05	3.05	2.87-3.22	5	-	44	-	24	33	21	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PAINTERS, MAINTENANCE -----	291	3.71	3.64	3.49-3.74	-	-	12	-	4	6	16	37	29	97	47	-	-	-	-	-	-	-	1	3	-	38	1	
MANUFACTURING -----	128	3.65	3.65	3.47-3.74	-	-	-	-	4	3	16	14	13	31	37	-	-	-	-	-	-	-	1	3	-	6		
NONMANUFACTURING -----	163	3.76	3.64	3.52-3.73	-	-	12	-	-	-	3	16	16	66	10	-	-	-	-	-	-	-	-	-	-	32	1	
PUBLIC UTILITIES ³ -----	35	3.31	3.53	2.88-3.58	-	-	12	-	-	2	-	-	16	5	-	-	-	-	-	-	-	-	-	-	-	-		
PIPEFITTERS, MAINTENANCE -----	420	3.80	3.73	3.46-3.75	-	-	-	-	-	-	2	3	49	39	199	-	6	52	-	-	-	-	-	-	-	-	20	
MANUFACTURING -----	389	3.80	3.73	3.65-3.79	-	-	-	-	-	-	2	3	49	88	169	-	6	52	-	-	-	-	-	-	-	-	20	
SHEET-METAL WORKERS, MAINTENANCE -----	81	3.63	3.71	3.55-3.78	-	-	-	2	-	-	-	6	26	2	34	9	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	66	3.65	3.72	3.56-3.78	-	-	-	-	-	-	-	3	24	-	28	9	2	-	-	-	-	-	-	-	-	-		
TOOL AND DIE MAKERS -----	461	4.16	4.16	4.10-4.26	-	-	-	-	-	-	-	-	8	-	15	50	1	42	199	50	62	14	11	9	-	-		
MANUFACTURING -----	461	4.16	4.16	4.10-4.26	-	-	-	-	-	-	-	-	8	-	15	50	1	42	199	50	62	14	11	9	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² For definition of terms, see footnote 2, table A-1.³ Transportation, communication, and other public utilities.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., January 1966)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																															
		Mean ³	Median ³	Middle range ³	Under	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	Over							
					\$ 1.70 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SHIPPING AND RECEIVING CLERKS -----	514	3.20	3.21	3.11- 3.43	-	-	-	6	5	-	3	7	18	5	-	9	6	12	46	138	26	77	-	-	-	-	-	-	-	-	-	58	43	15	-	-
MANUFACTURING -----	96	3.05	3.15	2.92- 3.27	-	-	-	-	-	-	-	6	7	-	-	9	-	12	2	27	14	1	-	-	-	-	-	-	-	-	18	-	-	-	-	
NONMANUFACTURING -----	418	3.24	3.31	3.12- 3.45	-	-	6	5	-	3	1	11	5	-	-	6	-	44	111	12	76	-	-	-	-	-	-	-	-	80	43	15	-	-		
WHOLESALE TRADE -----	292	3.33	3.37	3.15- 3.47	-	-	-	-	-	3	-	-	-	-	-	-	-	44	56	-	64	-	-	-	-	-	-	-	76	34	15	-	-			
RETAIL TRADE -----	85	3.05	3.17	2.59- 3.33	-	-	-	5	-	-	1	11	5	-	-	-	-	-	30	9	12	-	-	-	-	-	-	-	3	9	-	-	-			
TRUCKDRIVERS ⁶ -----	6,673	3.52	3.55	3.47- 3.62	-	-	-	4	-	2	11	3	11	-	59	8	107	176	145	147	147	-	-	-	-	-	-	-	3924	1532	264	122	37			
MANUFACTURING -----	997	3.55	3.54	3.44- 3.67	-	-	-	4	-	-	-	-	8	-	6	6	1	23	10	40	43	-	-	-	-	-	-	-	479	203	95	63	16			
NONMANUFACTURING -----	5,676	3.51	3.55	3.47- 3.61	-	-	-	-	-	2	11	3	3	-	53	2	106	153	135	117	104	-	-	-	-	-	-	-	3445	1295	173	56	21			
PUBLIC UTILITIES ⁴ -----	3,978	3.49	3.55	3.40- 3.59	-	-	-	-	-	1	11	3	3	-	52	2	99	147	44	9	26	-	-	-	-	-	-	-	2719	862	-	-	-			
WHOLESALE TRADE -----	1,063	3.49	3.51	3.42- 3.63	-	-	-	-	-	-	-	-	-	-	-	-	-	1	91	49	78	-	-	-	-	-	-	-	456	388	-	-	-			
RETAIL TRADE -----	363	3.86	3.86	3.68- 3.58	-	-	-	-	-	-	-	-	-	-	-	-	6	5	-	-	-	-	-	-	-	-	-	-	50	49	173	59	21			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	919	3.39	3.46	3.41- 3.53	-	-	-	4	-	2	10	3	11	-	12	6	10	18	42	59	-	-	-	-	-	-	-	-	607	135	-	-	-			
MANUFACTURING -----	326	3.45	3.49	3.43- 3.64	-	-	-	4	-	-	-	-	8	-	6	1	8	-	-	-	-	-	-	-	-	-	-	-	164	135	-	-	-			
NONMANUFACTURING -----	593	3.35	3.45	3.30- 3.45	-	-	-	-	-	2	10	3	3	-	12	-	9	10	42	59	-	-	-	-	-	-	-	-	443	-	-	-	-			
PUBLIC UTILITIES ⁴ -----	273	3.31	3.44	3.41- 3.47	-	-	-	-	-	1	10	3	3	-	11	-	2	9	-	9	-	-	-	-	-	-	-	-	225	-	-	-	-			
WHOLESALE TRADE -----	182	3.31	3.30	3.21- 3.45	-	-	-	-	-	-	-	-	-	-	-	-	-	1	42	49	-	-	-	-	-	-	-	-	90	-	-	-	-			
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	2,280	3.44	3.51	3.43- 3.56	-	-	-	-	-	-	-	-	-	-	46	-	96	10	82	64	82	-	-	-	-	-	-	-	1772	95	22	-	7			
MANUFACTURING -----	145	3.45	3.51	3.43- 3.56	-	-	-	-	-	-	-	-	-	-	6	-	2	-	16	-	-	-	-	-	-	-	-	-	109	6	6	-	-			
NONMANUFACTURING -----	2,135	3.44	3.51	3.42- 3.56	-	-	-	-	-	-	-	-	-	-	40	-	96	8	82	48	82	-	-	-	-	-	-	-	1663	93	16	-	7			
PUBLIC UTILITIES ⁴ -----	1,622	3.43	3.52	3.45- 3.56	-	-	-	-	-	-	-	-	-	-	40	-	96	3	33	-	26	-	-	-	-	-	-	-	1424	-	-	-	-			
WHOLESALE TRADE -----	277	3.43	3.44	3.34- 3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	49	-	56	-	-	-	-	-	-	-	115	57	-	-	-			
RETAIL TRADE -----	96	3.69	3.64	3.56- 3.80	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	32	36	16	-	7			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	2,343	3.60	3.59	3.53- 3.67	-	-	-	-	-	-	-	-	-	-	-	2	1	126	9	-	28	-	-	-	-	-	-	-	1051	794	243	80	10			
MANUFACTURING -----	341	4.65	3.59	3.52- 3.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	170	56	83	21	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	2,002	3.59	3.60	3.53- 3.67	-	-	-	-	-	-	-	-	-	-	-	2	1	126	9	-	17	-	-	-	-	-	-	-	881	740	157	59	10			
PUBLIC UTILITIES ⁴ -----	1,482	3.55	3.58	3.53- 3.64	-	-	-	-	-	-	-	-	-	-	-	2	1	126	9	-	-	-	-	-	-	-	-	-	734	610	-	-	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	1,054	3.62	3.60	3.55- 3.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	31	-	-	-	-	-	473	472	6	42	20			
MANUFACTURING -----	125	3.75	3.93	3.38- 4.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	26	-	-	-	-	-	19	6	6	42	16			
NONMANUFACTURING -----	929	3.61	3.60	3.58- 3.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	454	466	-	-	4		
PUBLIC UTILITIES ⁴ -----	584	3.59	3.59	3.54- 3.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	322	252	-	-	-			
WHOLESALE TRADE -----	341	3.62	3.62	3.57- 3.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	122	214	-	-			
TRUCKERS, POWER (FORKLIFT) -----	2,349	3.18	3.10	3.02- 3.52	-	-	-	-	-	-	-	3	21	90	23	110	181	755	380	47	13	-	-	-	-	-	-	-	548	169	9	-	-			
MANUFACTURING -----	1,178	3.00	3.05	2.94- 3.12	-	-	-	-	-	-	-	3	21	90	18	99	181	394	316	40	6	-	-	-	-	-	-	-	10	-	-	-	-			
NONMANUFACTURING -----	1,171	3.37	3.52	3.08- 3.58	-	-	-	-	-	-	-	-	-	-	-	5	11	-	361	64	7	7	-	-	-	-	-	-	538	165	9	-	-			
PUBLIC UTILITIES ⁴ -----	631	3.38	3.53	3.07- 3.56	-	-	-	-	-	-	-	-	-	-	-	2	7	-	216	-	1	-	-	-	-	-	-	-	451	4	-	-	-			
WHOLESALE TRADE -----	344	3.32	3.19	3.06- 3.65	-	-	-	-	-	-	-	-	-	-	-	4	-	137	34	4	-	-	-	-	-	-	-	-	165	-	-	-	-			
RETAIL TRADE -----	144	3.39	3.45	3.19- 3.54	-	-	-	-	-	-	-	-	-	-	3	-	-	8	28	3	6	-	-	-	-	-	-	-	87	-	9	-	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	336	3.25	3.33	3.01- 3.55	-	-	-	-	-	-	-	-	12	36	7	17	5	63	-	25	13	-	-	-	-	-	-	-	154	-	4	-	-			

1 Data limited to men workers except where otherwise indicated.
 2 Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
 3 For definition of terms, see footnote 2, table A-1.
 4 Transportation, communication, and other public utilities.
 5 Finance, insurance, and real estate.
 6 Includes all drivers regardless of size and type of truck operated.
 7 All workers were at \$4.20 to \$4.40.

B. Establishment Practices and Supplementary Wage Provisions

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, San Francisco-Oakland, Calif., January 1966)

Minimum weekly straight-time salary ¹	Inexperienced typists							Other inexperienced clerical workers ²						
	All industries	Manufacturing			Nonmanufacturing			All industries	Manufacturing			Nonmanufacturing		
		Based on standard weekly hours ³ of—							Based on standard weekly hours ³ of—					
		All sched- ules	37½	40	All sched- ules	37½	40		All sched- ules	37½	40	All sched- ules	37½	40
Establishments studied.....	269	82	xxx	xxx	187	xxx	xxx	269	82	xxx	xxx	187	xxx	xxx
Establishments having a specified minimum.....	115	39	8	27	76	16	47	137	42	8	30	95	19	61
\$47.50 and under \$50.00.....	-	-	-	-	-	-	-	1	-	-	-	1	1	-
\$50.00 and under \$52.50.....	-	-	-	-	-	-	-	1	-	-	-	1	-	-
\$52.50 and under \$55.00.....	1	-	-	-	1	1	-	2	-	-	-	2	2	-
\$55.00 and under \$57.50.....	-	-	-	-	-	-	-	2	-	-	-	2	-	-
\$57.50 and under \$60.00.....	5	-	-	-	5	1	2	9	-	-	-	9	4	4
\$60.00 and under \$62.50.....	8	1	-	-	7	2	4	12	1	-	-	11	2	8
\$62.50 and under \$65.00.....	14	3	-	2	11	3	4	17	4	-	3	13	1	9
\$65.00 and under \$67.50.....	8	-	-	-	8	3	4	9	1	-	1	8	3	4
\$67.50 and under \$70.00.....	16	8	2	5	8	3	5	16	8	2	5	8	3	5
\$70.00 and under \$72.50.....	15	7	-	7	8	1	5	16	6	-	6	10	1	7
\$72.50 and under \$75.00.....	14	7	4	2	7	1	5	17	11	5	5	6	1	4
\$75.00 and under \$77.50.....	4	-	-	-	4	-	4	3	-	-	-	3	-	3
\$77.50 and under \$80.00.....	6	2	-	2	4	1	3	5	-	-	-	5	1	4
\$80.00 and under \$82.50.....	6	3	1	2	3	-	2	7	3	1	2	4	-	2
\$82.50 and under \$85.00.....	5	2	-	2	3	-	3	4	1	-	1	3	-	3
\$85.00 and under \$87.50.....	2	2	-	2	-	-	-	3	3	-	3	-	-	-
\$87.50 and under \$90.00.....	3	2	-	2	1	-	1	4	2	-	2	2	-	1
\$90.00 and under \$92.50.....	2	1	-	1	1	-	1	2	1	-	1	1	-	1
\$92.50 and under \$95.00.....	-	-	-	-	-	-	-	1	-	-	-	1	-	1
\$95.00 and under \$97.50.....	2	-	-	-	2	-	1	2	-	-	-	2	-	2
\$97.50 and under \$100.00.....	-	-	-	-	-	-	-	3	-	-	-	3	-	3
\$100.00 and under \$102.50.....	2	-	-	-	2	-	2	-	-	-	-	-	-	-
\$102.50 and over.....	2	1	1	-	1	-	1	1	1	-	1	-	-	-
Establishments having no specified minimum.....	52	13	xxx	xxx	39	xxx	xxx	53	14	xxx	xxx	39	xxx	xxx
Establishments which did not employ workers in this category.....	102	30	xxx	xxx	72	xxx	xxx	79	26	xxx	xxx	53	xxx	xxx

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

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

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

Table B-2. Shift Differentials

(Shift differentials of manufacturing plant workers by type and amount of differential,
San Francisco-Oakland, Calif., January 1966)

Shift differential	Percent of manufacturing plant workers—			
	In establishments having formal provisions ¹ for—		Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total.....	96.4	94.2	16.5	5.8
With shift pay differential	96.4	94.2	16.5	5.8
Uniform cents (per hour).....	48.3	38.5	10.4	4.3
5 cents.....	5.5	3.8	1.2	.3
8 cents.....	17.3	-	3.3	-
9 cents.....	.8	-	.2	-
10 cents.....	13.2	1.6	2.2	-
11 cents.....	1.0	-	.4	-
12 cents.....	-	8.2	-	1.8
12½ cents.....	.2	.2	.1	.1
14¼ cents.....	1.2	-	.1	-
14⅓ cents.....	3.1	-	1.7	-
15 cents.....	3.3	9.7	.8	.7
16 cents.....	-	8.1	-	.9
17 cents.....	.3	-	-	-
20 cents.....	-	3.0	-	.3
21⅔ cents.....	1.8	-	.4	-
22 cents.....	.7	2.6	(²)	(²)
23 cents and over.....	-	1.3	-	.3
Uniform percentage.....	16.0	15.5	1.3	.1
5 percent.....	5.1	-	-	-
10 percent.....	8.9	5.1	1.1	-
15 percent.....	-	8.4	-	.1
19 percent.....	2.1	-	.2	-
28 percent.....	-	2.1	-	-
Other formal pay differential ³	32.1	40.1	4.8	1.4
With no shift pay differential	-	-	-	-

¹ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.² Less than 0.05 percent.³ Primarily combination plans providing for full day's pay for reduced hours plus cents-per-hour differential, or percent differential, and/or a paid lunch period not given first-shift workers. Some of the plans provide for flat-sum payments per shift or per week, or for a combination of either cents-per-hour or percent differential plus a paid lunch period not given first-shift workers.

Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours of first-shift workers, San Francisco-Oakland, Calif., January 1966)

Weekly hours	Plant workers					Office workers					
	All industries ¹	Manufacturing	Public ² utilities	Wholesale trade	Retail trade	All industries ³	Manufacturing	Public ² utilities	Wholesale trade	Retail trade	Finance ⁴
All workers-----	100	100	100	100	100	100	100	100	100	100	100
35 hours-----	6	12	-	-	-	3	1	1	13	-	2
Over 35 and under 37½ hours-----	1	-	-	-	-	4	4	3	(⁵)	-	5
37½ hours-----	8	3	3	-	5	26	27	40	16	11	25
Over 37½ and under 38¾ hours-----	-	-	-	-	-	4	-	-	-	-	10
38¾ hours-----	(⁵)	(⁵)	-	-	(⁵)	5	11	2	8	6	2
Over 38¾ and under 40 hours-----	-	-	-	-	-	1	2	-	-	-	1
40 hours-----	86	84	97	99	95	57	57	55	62	84	55
48 hours-----	(⁵)	-	-	1	-	-	-	-	-	-	-

¹ Includes data for real estate and services in addition to those industry divisions shown separately.

² Transportation, communication, and other public utilities.

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

⁴ Finance, insurance, and real estate.

⁵ Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, San Francisco-Oakland, Calif., January 1966)

Item	Plant workers					Office workers					
	All industries ¹	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	All industries ³	Manufacturing	Public utilities ²	Wholesale trade	Retail trade	Finance ⁴
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	98	99	100	100	100	100	100	100	100	100	100
Workers in establishments providing no paid holidays	2	1	-	-	-	-	-	-	-	-	-
<u>Number of days</u>											
Less than 6 holidays	2	-	-	-	12	-	-	-	-	-	-
6 holidays	5	-	2	-	(⁵)	1	(⁵)	-	-	(⁵)	2
6 holidays plus 2 half days	(⁵)	-	-	2	-	-	-	-	-	-	-
7 holidays	25	16	24	11	55	21	21	12	17	75	11
7 holidays plus 1 half day	(⁵)	-	-	-	(⁵)	(⁵)	-	-	-	1	-
7 holidays plus 2 half days	4	7	-	-	3	5	6	-	15	3	4
8 holidays	41	46	55	34	30	51	56	74	48	19	50
8 holidays plus 1 half day	2	3	-	-	-	1	3	-	-	-	1
8 holidays plus 2 half days	(⁵)	1	-	-	-	(⁵)	1	-	-	-	-
9 holidays	17	22	15	51	-	11	12	12	21	-	11
9 holidays plus 1 half day	(⁵)	(⁵)	-	-	-	1	(⁵)	-	-	-	3
9 holidays plus 2 half days	-	-	-	-	-	3	-	2	-	-	6
10 holidays	2	3	4	2	-	1	1	-	-	-	2
10 holidays plus 1 half day	-	-	-	-	-	2	-	-	-	-	4
10 holidays plus 2 half days	-	-	-	-	-	1	-	-	-	-	2
11 holidays	-	-	-	-	-	(⁵)	-	-	-	2	-
12 holidays	-	-	-	-	-	2	-	-	-	-	4
<u>Total holiday time⁶</u>											
12 days	-	-	-	-	-	2	-	-	-	-	4
11 days or more	-	-	-	-	-	2	-	-	-	2	6
10 1/2 days or more	-	-	-	-	-	4	-	-	-	2	10
10 days or more	2	3	4	2	-	8	1	2	-	2	17
9 1/2 days or more	2	3	4	2	-	9	2	2	-	2	20
9 days or more	19	26	19	53	-	20	14	14	21	2	31
8 1/2 days or more	21	30	19	53	-	22	17	14	21	2	32
8 days or more	66	83	74	87	32	78	79	88	83	24	87
7 1/2 days or more	66	83	74	87	33	78	79	88	83	25	87
7 days or more	91	99	98	100	88	99	100	100	100	100	98
6 days or more	96	99	100	100	88	100	100	100	100	100	100
5 days or more	97	99	100	100	90	100	100	100	100	100	100
4 days or more	97	99	100	100	92	100	100	100	100	100	100
3 days or more	97	99	100	100	95	100	100	100	100	100	100
2 days or more	98	99	100	100	100	100	100	100	100	100	100

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

Table B-5. Paid Vacations¹

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, San Francisco-Oakland, Calif., January 1966)

Vacation policy	Plant workers					Office workers					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers.....	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing											
paid vacations.....	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	93	84	100	100	100	99	99	100	100	100	100
Percentage payment.....	6	14	-	-	-	(⁶)	(⁶)	-	-	-	-
Flat-sum payment.....	-	-	-	-	-	-	-	-	-	-	-
Other.....	1	2	-	-	-	-	-	-	-	-	-
Workers in establishments providing											
no paid vacations.....	-	-	-	-	-	-	-	-	-	-	-
<u>Amount of vacation pay⁷</u>											
<u>After 6 months of service</u>											
Under 1 week.....	7	13	-	1	5	2	3	-	-	14	2
1 week.....	18	21	34	8	10	52	55	48	62	9	57
Over 1 and under 2 weeks.....	3	4	9	-	-	3	2	-	-	-	6
2 weeks.....	(⁶)	1	-	-	(⁶)	9	-	-	-	6	21
Over 2 and under 3 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 1 year of service</u>											
1 week.....	57	54	53	68	58	17	3	71	14	45	-
Over 1 and under 2 weeks.....	7	17	-	-	-	-	-	18	-	-	-
2 weeks.....	27	20	29	30	42	83	97	29	86	55	100
Over 2 and under 3 weeks.....	3	-	18	2	-	-	-	-	-	-	-
3 weeks.....	5	8	-	-	-	-	-	-	-	-	-
4 weeks.....	(⁶)	1	-	-	-	-	-	-	-	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 2 years of service</u>											
1 week.....	13	20	12	2	3	1	-	3	-	-	-
Over 1 and under 2 weeks.....	4	7	-	11	-	3	-	18	-	-	-
2 weeks.....	73	61	70	85	97	95	99	79	100	100	99
Over 2 and under 3 weeks.....	3	(⁶)	18	2	-	1	(⁶)	-	-	-	1
3 weeks.....	6	11	-	-	-	-	-	-	-	-	-
4 weeks.....	(⁶)	1	-	-	-	-	-	-	-	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 3 years of service</u>											
1 week.....	1	2	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks.....	4	8	-	2	-	-	-	-	-	-	-
2 weeks.....	85	77	82	96	100	93	90	92	85	100	99
Over 2 and under 3 weeks.....	(⁶)	(⁶)	-	-	-	2	2	-	1	-	1
3 weeks.....	9	11	18	2	-	5	8	8	13	-	-
4 weeks.....	(⁶)	1	-	-	-	-	-	-	-	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 4 years of service</u>											
1 week.....	1	2	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks.....	4	8	-	2	-	-	-	-	-	-	-
2 weeks.....	84	74	82	96	100	93	90	92	85	100	99
Over 2 and under 3 weeks.....	2	4	-	-	-	2	2	-	1	-	1
3 weeks.....	9	11	18	2	-	5	8	8	13	-	-
4 weeks.....	(⁶)	1	-	-	-	-	-	-	-	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, San Francisco—Oakland, Calif., January 1966)

Vacation policy	Plant workers					Office workers					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
<u>Amount of vacation pay⁷—Continued</u>											
<u>After 5 years of service</u>											
2 weeks	65	75	75	71	29	78	80	80	76	49	88
Over 2 and under 3 weeks	3	6	-	-	-	5	(⁶)	-	-	-	12
3 weeks	30	15	25	29	71	16	20	20	24	51	-
4 weeks	2	5	-	-	-	-	-	-	-	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 10 years of service</u>											
2 weeks	6	2	14	13	3	23	5	22	18	8	38
Over 2 and under 3 weeks	4	9	-	2	-	2	(⁶)	-	-	-	6
3 weeks	81	79	65	79	97	72	91	69	78	92	57
Over 3 and under 4 weeks	-	-	-	-	-	1	2	-	1	-	-
4 weeks	9	10	21	6	-	2	2	8	2	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 12 years of service</u>											
2 weeks	5	2	10	13	3	21	3	22	18	8	36
Over 2 and under 3 weeks	3	7	-	2	-	2	1	-	-	-	6
3 weeks	82	80	66	79	97	72	88	69	78	92	59
Over 3 and under 4 weeks	(⁶)	1	-	-	-	1	2	-	1	-	-
4 weeks	9	10	23	6	-	3	6	10	2	-	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 15 years of service</u>											
2 weeks	3	1	-	13	3	5	1	-	11	8	6
3 weeks	80	84	75	70	72	89	89	85	86	83	94
Over 3 and under 4 weeks	1	3	-	-	-	(⁶)	-	-	-	-	(⁶)
4 weeks	16	11	25	17	25	6	11	15	4	8	-
Over 4 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 20 years of service</u>											
2 weeks	3	1	-	13	3	5	1	-	11	8	6
3 weeks	51	55	29	28	57	64	45	41	51	64	86
Over 3 and under 4 weeks	1	3	-	-	-	1	-	-	-	-	1
4 weeks	42	35	71	57	40	29	48	59	36	28	7
Over 4 weeks.....	3	5	(⁶)	2	-	2	6	-	2	-	-
<u>After 25 years of service</u>											
2 weeks	3	1	-	13	3	5	1	-	11	8	6
3 weeks	30	35	3	15	22	28	25	6	49	15	30
Over 3 and under 4 weeks	1	2	-	-	-	1	(⁶)	-	-	-	4
4 weeks	63	57	97	70	75	64	67	94	38	77	61
Over 4 weeks.....	3	5	(⁶)	2	-	2	6	-	2	-	(⁶)

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, San Francisco—Oakland, Calif., January 1966)

Vacation policy	Plant workers					Office workers					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
<u>Amount of vacation pay⁷—Continued</u>											
<u>After 30 years of service</u>											
2 weeks	3	1	-	13	3	5	1	-	11	8	6
3 weeks	30	35	3	15	22	23	25	6	35	15	21
Over 3 and under 4 weeks	1	2	-	-	-	1	(⁶)	-	-	-	4
4 weeks	63	57	97	70	75	68	68	94	51	77	69
Over 4 weeks	3	5	(⁶)	2	-	2	6	-	2	-	(⁶)

¹ Includes basic plans only. Excludes plans such as vacation-savings and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

² Includes data for real estate and services in addition to those industry divisions shown separately.

³ Transportation, communication, and other public utilities.

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

⁵ Finance, insurance, and real estate.

⁶ Less than 0.5 percent.

⁷ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.

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

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, ¹ San Francisco-Oakland, Calif., January 1966)

Type of benefit	Plant workers					Office workers					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:											
Life insurance.....	97	97	100	88	95	97	96	100	92	90	98
Accidental death and dismemberment insurance.....	64	77	46	76	53	63	75	38	76	50	65
Sickness and accident insurance or sick leave or both ⁶	80	75	89	83	84	82	75	95	77	77	84
Sickness and accident insurance.....	17	26	19	19	2	21	19	24	21	1	27
Sick leave (full pay and no waiting period).....	32	18	58	27	30	68	68	60	74	36	74
Sick leave (partial pay or waiting period).....	39	38	31	54	52	12	7	33	2	39	5
Hospitalization insurance.....	100	100	100	100	100	99	100	100	98	97	100
Surgical insurance.....	99	100	100	95	100	99	100	100	97	97	100
Medical insurance.....	97	97	100	93	96	92	100	100	94	84	84
Catastrophe insurance.....	64	57	83	77	76	87	80	99	96	83	82
Retirement pension.....	94	99	92	89	93	85	96	78	65	94	88
No health, insurance, or pension plan.....	-	-	-	-	-	(⁷)	-	-	2	1	-

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

² Includes data for real estate and services in addition to those industry divisions shown separately.

³ Transportation, communication, and other public utilities.

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

⁵ Finance, insurance, and real estate.

⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

⁷ Less than 0.5 percent.

Table B-7. Health Insurance Benefits Provided Employees and Their Dependents

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health insurance benefits covering employees and their dependents, San Francisco-Oakland, Calif., January 1966)

Type of benefit, coverage, and financing ¹	Plant workers					Office workers					
	All industries ²	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:											
Hospitalization insurance.....	100	100	100	100	100	99	100	100	98	97	100
Covering employees only.....	24	19	21	4	38	21	22	7	27	39	22
Employer financed.....	22	16	21	1	38	18	13	7	20	39	20
Jointly financed.....	2	3	-	3	-	3	8	-	6	-	1
Covering employees and their dependents.....	76	81	79	96	62	78	78	93	72	59	78
Employer financed.....	53	69	27	82	22	19	37	13	52	11	2
Jointly financed.....	15	11	39	14	13	41	31	54	18	31	52
Employer financed for employees; jointly financed for dependents.....	7	1	7	-	27	15	11	8	2	17	24
Employer financed for dependents; jointly financed for employees.....	1	-	6	-	-	3	-	18	-	-	-
Surgical insurance.....	99	100	100	95	100	99	100	100	97	97	100
Covering employees only.....	24	19	21	4	38	21	22	7	27	39	22
Employer financed.....	22	16	21	1	38	18	13	7	20	39	20
Jointly financed.....	2	3	-	3	-	3	8	-	6	-	1
Covering employees and their dependents.....	76	81	79	91	62	78	78	93	70	59	78
Employer financed.....	53	69	27	77	22	19	37	13	51	11	2
Jointly financed.....	15	11	39	14	13	41	31	54	18	31	52
Employer financed for employees; jointly financed for dependents.....	7	1	7	-	27	15	11	8	2	17	24
Employer financed for dependents; jointly financed for employees.....	1	-	6	-	-	3	-	18	-	-	-
Medical insurance.....	97	97	100	93	96	92	100	100	94	84	84
Covering employees only.....	25	21	21	4	38	21	24	7	27	33	22
Employer financed.....	23	18	21	1	38	18	15	7	20	33	20
Jointly financed.....	2	3	-	3	-	3	8	-	6	-	1
Covering employees and their dependents.....	73	76	79	89	58	70	76	93	68	51	63
Employer financed.....	51	64	27	75	22	18	34	13	48	11	2
Jointly financed.....	15	11	39	14	10	40	32	54	18	23	52
Employer financed for employees; jointly financed for dependents.....	7	1	7	-	27	9	11	8	2	17	8
Employer financed for dependents; jointly financed for employees.....	1	-	6	-	-	3	-	18	-	-	-
Catastrophe insurance.....	64	57	83	77	76	87	80	99	96	83	82
Covering employees only.....	14	10	21	4	26	18	15	9	26	24	20
Employer financed.....	12	7	19	1	23	14	7	8	20	20	18
Jointly financed.....	3	3	2	3	2	4	8	1	6	4	1
Covering employees and their dependents.....	49	47	62	73	50	69	65	90	70	58	63
Employer financed.....	33	35	38	67	15	23	16	42	46	12	11
Jointly financed.....	10	9	14	5	13	34	38	22	18	31	43
Employer financed for employees; jointly financed for dependents.....	6	3	4	-	22	9	11	8	5	16	8
Employer financed for dependents; jointly financed for employees.....	1	-	6	-	-	3	-	18	-	-	-

¹ Includes plans for which at least a part of the cost is borne by the employer. See footnote 1, table B-6. An establishment was considered as providing benefits to employees for their dependents if such coverage was available to at least a majority of those employees one would usually expect to have dependents, e.g., married men, even though they were less than a majority of all plant or office workers. The employer bears the entire cost of "employer financed" plans. The employer and employee share the cost of "jointly financed" plans.

² Includes data for real estate and services in addition to those industry divisions shown separately.

³ Transportation, communication, and other public utilities.

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

⁵ Finance, insurance, and real estate.

Appendix A. Changes in Occupational Descriptions

Since the Bureau's last survey, occupational descriptions for secretary were revised in order to obtain salary information for more specific categories.

The revised descriptions for secretary (classes A, B, C, and D) classify these workers according to levels of responsibility. The size of

the organization and the scope of the supervisor's position are considered in distinguishing these levels. Data published under the composite title of secretary are not comparable to data previously published.

The revised occupational descriptions are included in appendix B.

Appendix B. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

CLERK, ACCOUNTING—Continued

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

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

CLERK, FILE

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

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer sub-headings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. Performs simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items

CLERK, ORDER—Continued

to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEYPUNCH OPERATOR

Class A. Operates a numerical and/or alphabetical or combination keypunch machine to transcribe data from various source documents to keypunch tabulating cards. Performs same tasks as lower level keypunch operator but, in addition, work requires application

KEYPUNCH OPERATOR—Continued

of coding skills and the making of some determinations, for example, locates on the source document the items to be punched; extracts information from several documents; and searches for and interprets information on the document to determine information to be punched. May train inexperienced operators.

Class B. Under close supervision or following specific procedures or instructions, transcribes data from source documents to punched cards. Operates a numerical and/or alphabetical or combination keypunch machine to keypunch tabulating cards. May verify cards. Working from various standardized source documents, follows specified sequences which have been coded or prescribed in detail and require little or no selecting, coding, or interpreting of data to be punched. Problems arising from erroneous items or codes, missing information, etc., are referred to supervisor.

OFFICE BOY OR GIRL

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work activities of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following: (a) Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes the technical inquiries to the proper persons; (b) establishes, maintains, and revises the supervisor's files; (c) maintains the supervisor's calendar and makes appointments as instructed; (d) relays messages from supervisor to subordinates; (e) reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy; and (f) performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows: (a) Positions which do not meet the "personal" secretary concept described above; (b) stenographers not fully trained in secretarial type duties; (c) stenographers serving as office assistants to a group of professional, technical, or managerial persons; (d) secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition; and (e) assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e. g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- a. Secretary to the chairman of the board or president of a company that employes, in all, over 100 but fewer than 5,000 persons; or
- b. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employes, in all, over 5,000 but fewer than 25,000 persons; or
- c. Secretary to the head (immediately below the corporate officer level) of a major segment or subsidiary of a company that employes, in all, over 25,000 persons.

Class B

- a. Secretary to the chairman of the board or president of a company that employes, in all, fewer than 100 persons; or
- b. Secretary to a corporate officer (other than chairman of the board or president) of a company that employes, in all, over 100 but fewer than 5,000 persons; or

SECRETARY—Continued

c. Secretary to the head (immediately below the officer level) over either a major corporate-wide functional activity (e. g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e. g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or

d. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or

e. Secretary to the head of a large and important organizational segment (e. g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) of a company that employs, in all, over 25,000 persons.

Class C

a. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose subordinate staff normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or

b. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

a. Secretary to the supervisor or head of a small organizational unit (e. g., fewer than about 25 or 30 persons); or

b. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER, GENERAL

Primary duty is to take dictation involving a normal routine vocabulary from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy.

STENOGRAPHER, GENERAL—Continued

May maintain files, keep simple records, or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work. (See transcribing-machine operator.)

STENOGRAPHER, SENIOR

Primary duty is to take dictation involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy. May also set up and maintain files, keep records, etc.

OR

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

SWITCHBOARD OPERATOR

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

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

Class B. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the sorter, reproducer, and collator. This work is performed under specific instructions and may include the performance of some wiring from diagrams. The work typically involves, for example, tabulations involving a repetitive accounting exercise, a complete but small tabulating study, or parts of a longer and more complex report. Such reports and studies are usually of a recurring nature where the procedures are well established. May also include the training of new employees in the basic operation of the machine.

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

TABULATING-MACHINE OPERATOR—Continued

specific instructions. May include simple wiring from diagrams and some filing work. The work typically involves portions of a work unit, for example, individual sorting or collating runs or repetitive operations.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer, general.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; and planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already setup and spaced properly.

PROFESSIONAL AND TECHNICAL

DRAFTSMAN

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

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

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

DRAFTSMAN—Continued

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

DRAFTSMAN-TRACER

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

and/or

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

NURSE, INDUSTRIAL (REGISTERED)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel.

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools,

CARPENTER, MAINTENANCE—Continued

and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, or gas or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping

HELPER, MAINTENANCE TRADES—Continued

a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gages, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gages, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PLUMBER, MAINTENANCE

Keeps the plumbing system of an establishment in good order. Work involves: Knowledge of sanitary codes regarding installation of vents and traps in plumbing system; installing or repairing pipes and fixtures; and opening clogged drains with a plunger or plumber's snake. In general, the work of the maintenance plumber requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

(Die maker; jig maker; tool maker; fixture maker; gage maker)

Constructs and repairs machine-shop tools, gages, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work in-

TOOL AND DIE MAKER—Continued

volves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments, understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heattreating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

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

CUSTODIAL AND MATERIAL MOVEMENT

ELEVATOR OPERATOR, PASSENGER

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

GUARD

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

JANITOR, PORTER, OR CLEANER—Continued

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

LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1 $\frac{1}{2}$ tons)
Truckdriver, medium (1 $\frac{1}{2}$ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

WATCHMAN

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

Available On Request—

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

Order as BLS Bulletin 1469, National Survey of Professional, Administrative, Technical, and Clerical Pay, February–March 1965. 45 cents a copy.

Area Wage Surveys*

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

Area	Bulletin number and price	Area	Bulletin number and price
Akron, Ohio, June 1965	1430-78, 25 cents	Milwaukee, Wis., Apr. 1965 ¹	1430-58, 25 cents
Albany-Schenectady-Troy, N.Y., Apr. 1965	1430-52, 25 cents	Minneapolis-St. Paul, Minn., Jan. 1966	1465-38, 25 cents
Albuquerque, N. Mex., Apr. 1965	1430-62, 20 cents	Muskegon-Muskegon Heights, Mich., May 1965	1430-68, 20 cents
Allentown-Bethlehem-Easton, Pa.-N.J., Feb. 1965	1430-48, 20 cents	Newark and Jersey City, N.J., Feb. 1965	1430-45, 25 cents
Atlanta, Ga., May 1965	1430-74, 25 cents	New Haven, Conn., Jan. 1966 ¹	1465-37, 25 cents
Baltimore, Md., Nov. 1965	1465-29, 25 cents	New Orleans, La., Feb. 1965 ¹	1430-53, 30 cents
Beaumont-Port Arthur, Tex., May 1965	1430-66, 20 cents	New York, N.Y., Apr. 1965 ¹	1430-80, 40 cents
Birmingham, Ala., Apr. 1965 ¹	1430-60, 25 cents	Norfolk-Portsmouth and Newport News- Hampton, Va., June 1965 ¹	1430-77, 25 cents
Boise City, Idaho, July 1965	1465-1, 20 cents	Oklahoma City, Okla., Aug. 1965	1465-5, 20 cents
Boston, Mass., Oct. 1965 ¹	1465-12, 30 cents	Omaha, Nebr.-Iowa, Oct. 1965 ¹	1465-13, 25 cents
Buffalo, N.Y., Dec. 1965	1465-36, 25 cents	Paterson-Clifton-Passaic, N.J., May 1965	1430-71, 25 cents
Burlington, Vt., Mar. 1965 ¹	1430-51, 25 cents	Philadelphia, Pa.-N.J., Nov. 1965 ¹	1465-35, 35 cents
Canton, Ohio, Apr. 1965	1430-59, 20 cents	Phoenix, Ariz., Mar. 1965	1430-56, 20 cents
Charleston, W. Va., Apr. 1965	1430-65, 20 cents	Pittsburgh, Pa., Jan. 1965 ¹	1430-41, 30 cents
Charlotte, N.C., Apr. 1965	1430-61, 25 cents	Portland, Maine, Nov. 1965 ¹	1465-23, 25 cents
Chattanooga, Tenn.-Ga., Sept. 1965	1465-7, 20 cents	Portland, Oreg.-Wash., May 1965	1430-70, 25 cents
Chicago, Ill., Apr. 1965 ¹	1430-72, 30 cents	Providence-Pawtucket, R.I.-Mass., May 1965 ¹	1430-67, 30 cents
Cincinnati, Ohio-Ky., Mar. 1965	1430-55, 25 cents	Raleigh, N.C., Sept. 1965 ¹	1465-10, 25 cents
Cleveland, Ohio, Sept. 1965	1465-8, 25 cents	Richmond, Va., Nov. 1965 ¹	1465-28, 30 cents
Columbus, Ohio, Oct. 1965	1465-15, 25 cents	Rockford, Ill., May 1965	1430-63, 20 cents
Dallas, Tex., Nov. 1965	1465-24, 25 cents	St. Louis, Mo.-Ill., Oct. 1965	1465-22, 25 cents
Davenport-Rock Island-Moline, Iowa-Ill., Oct. 1965	1465-16, 20 cents	Salt Lake City, Utah, Dec. 1965	1465-32, 20 cents
Dayton, Ohio, Jan. 1966 ¹	1465-39, 25 cents	San Antonio, Tex., June 1965 ¹	1430-81, 25 cents
Denver, Colo., Dec. 1965 ¹	1465-33, 30 cents	San Bernardino-Riverside-Ontario, Calif., Sept. 1965 ¹	1465-20, 30 cents
Des Moines, Iowa, Feb. 1965	1430-47, 20 cents	San Diego, Calif., Nov. 1965	1465-21, 20 cents
Detroit, Mich., Jan. 1965 ¹	1430-43, 30 cents	San Francisco-Oakland, Calif., Jan. 1966 ¹	1465-43, 30 cents
Fort Worth, Tex., Nov. 1965	1465-26, 20 cents	San Jose, Calif., Sept. 1965 ¹	1465-19, 25 cents
Green Bay, Wis., Aug. 1965	1465-4, 20 cents	Savannah, Ga., May 1965	1430-64, 20 cents
Greenville, S.C., May 1965	1430-69, 20 cents	Scranton, Pa., Aug. 1965 ¹	1465-3, 25 cents
Houston, Tex., June 1965	1430-82, 25 cents	Seattle-Everett, Wash., Oct. 1965 ¹	1465-9, 30 cents
Indianapolis, Ind., Dec. 1965 ¹	1465-31, 30 cents	Sioux Falls, S. Dak., Oct. 1965 ¹	1465-17, 25 cents
Jackson, Miss., Feb. 1965	1430-44, 20 cents	South Bend, Ind., Mar. 1965	1430-54, 20 cents
Jacksonville, Fla., Jan. 1966	1465-41, 20 cents	Spokane, Wash., June 1965 ¹	1430-79, 25 cents
Kansas City, Mo.-Kans., Nov. 1965 ¹	1465-27, 30 cents	Toledo, Ohio, Feb. 1965 ¹	1430-50, 25 cents
Lawrence-Haverhill, Mass.-N.H., June 1965	1430-75, 20 cents	Trenton, N.J., Dec. 1965	1465-34, 20 cents
Little Rock-North Little Rock, Ark., Aug. 1965	1465-6, 20 cents	Washington, D.C.-Md.-Va., Oct. 1965	1465-14, 25 cents
Los Angeles-Long Beach, Calif., Mar. 1965 ¹	1430-57, 30 cents	Waterbury, Conn., Mar. 1965	1430-49, 20 cents
Louisville, Ky.-Ind., Feb. 1965 ¹	1430-42, 25 cents	Waterloo, Iowa, Nov. 1965	1465-18, 20 cents
Lubbock, Tex., June 1965	1430-73, 20 cents	Wichita, Kans., Oct. 1965	1465-11, 20 cents
Manchester, N.H., Aug. 1965	1465-2, 20 cents	Worcester, Mass., June 1965	1430-76, 25 cents
Memphis, Tenn.-Ark., Jan. 1966 ¹	1465-42, 30 cents	York, Pa., Feb. 1966 ¹	1465-40, 25 cents
Miami, Fla., Dec. 1965 ¹	1465-30, 25 cents	Youngstown-Warren, Ohio, Nov. 1965 ¹	1465-25, 25 cents
Midland and Odessa, Tex.	(Not previously surveyed)		

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

* Bulletins dated before July 1965 were entitled "Occupational Wage Surveys."

