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Wages and Related Benefits

PART I: 84 METROPOLITAN AREAS 1965-66

- Occupational Earnings
- Supplementary Practices

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Bulletin No. 1465-86

UNITED STATES DEPARTMENT OF LABOR

W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS

Arthur M. Ross, Commissioner

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- **Occupational Earnings**
- **Supplementary Practices**

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October 1966

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Preface

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

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

The present consolidated bulletin (Part I) compiles the results of most of the individual area surveys made during the period July 1965 through June 1966. A list of the bulletins for the areas surveyed appears on the last page.

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Wages and Related Benefits—

Part I: 84 Metropolitan Areas, 1965—66¹

Introduction

This annual report summarizes in tabular form the results of most of the surveys of occupational earnings and related benefits conducted July 1965 through June 1966.² It is the first part of a two-part summary bulletin and incorporates data for each of 84 metropolitan areas surveyed.³ These 84 areas comprise an area sample from the 221 Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii, as established by the Bureau of the Budget through March 1965. In the second part of the summary bulletin, data will be presented on occupational earnings, wage trends, intercity differences, and related benefits for all metropolitan areas combined.

Occupations were studied on a communitywide basis in each of the 84 areas. The area surveys provide earnings data for the following types of occupations: (1) Office clerical, (2) professional and technical, (3) maintenance and powerplant, and (4) custodial and material movement. Data were also collected and summarized on labor-management agreement coverage, shift operations and differentials, weekly work schedules, and supplementary wage benefits, such as paid holidays and paid vacations. Most of these data, presented in detail in the individual area bulletins, are summarized in this bulletin. Wage data are presented for each of the 84 areas and supplementary wage benefits for the 51 areas in which the data were collected.⁴ The scope and method of survey are presented in appendix A.

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

within a given area. Thus, the sampling techniques provided for presentation of separate data for manufacturing in each of the 84 areas; public utilities in 82; retail trade in 24; finance and wholesale trade in 17; and services in 8. The amount of industry detail provided in the individual area bulletins is indicated in the table in appendix A. An explanation of the industry detail provided in this bulletin is given on page 10.

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

Characteristics of the 84 Areas

The establishments within the scope of the surveys in the 84 areas provided employment to more than 15 million workers. The 84 areas covered by this report had a combined population of about 88½ million in 1960. Forty-two States and the District of Columbia were represented, permitting some examination of intraregional as well as interregional variation in pay levels and associated practices.

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

On the basis of employment within scope in the 84 areas in 1965—66, the proportion of employees in manufacturing industries ranged from 12 percent in Washington, D.C., to 85 percent in 3 areas—

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

² See lists of area bulletins on the last page. A directory of area reports issued previously, A Directory of Community Wage Surveys, 1948—June 1966 is available on request from the U. S. Department of Labor, Bureau of Labor Statistics, Washington, D. C., 20212, or from any of its six regional offices.

³ The program also covered one nonmetropolitan area (Burlington, Vt.). Data for this area are not included in this summary bulletin.

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

Lawrence-Haverhill, Muskegon-Muskegon Heights, and Waterbury. In 47 of the 84 areas, manufacturing employment was greater than in all nonmanufacturing industry groups combined. (See table 1.) A large proportion of such areas was located in the Northeast and North Central regions. Manufacturing employment exceeded nonmanufacturing in only 8 of 27 southern areas surveyed and 4 of 13 western areas.

Each of the 21 two-digit industry groupings within the manufacturing division accounted for 10 percent or more of the manufacturing employment in at least one area. In the South, 18 of the 21 two-digit industry groupings were so represented; in the Northeast, 17 of the 21 industry groupings were represented; in the North Central, 11 of the 21 industry groupings were represented; and, in the West, only 9 of the 21 categories showed similar concentrations. The industry groups which accounted for 10 percent or more of the manufacturing employment in the most areas within each region were as follows: Northeast (19 areas)—electrical machinery, 9 areas; primary metals, 5 areas; and machinery (except electrical), 4 areas; South (27 areas)—food, 18 areas; transportation equipment, 10 areas; and electrical machinery and chemicals, 7 areas; North Central (25 areas)—machinery (other than electrical), 17 areas; transportation equipment, 12 areas; and food, 11 areas; and West (13 areas)—transportation equipment, 8 areas, and food, 7 areas.

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

and San Antonio to almost half in Charleston, W. Va. (See table 2.) In some areas, electric, gas, or transit establishments are municipally operated and are excluded by definition from the scope of the surveys. (See table in appendix A.) The retail trade group showed a similar range employing a fifth or less of the workers in Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Newark and Jersey City, New York, and San Francisco-Oakland, but employing nearly half of the nonmanufacturing workers in the Greenville and Norfolk-Portsmouth and Newport News-Hampton areas. Either public utilities or retail trade accounted for the largest nonmanufacturing employment in 80 of the 84 areas studied.

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

A much smaller proportion of office workers were covered by labor-management agreements. Only 10 areas reported more than a fourth of the office workers having coverage. Less than a tenth of the office work force were unionized in 25 areas, and between a tenth and a fourth were unionized in the remaining 49 areas.

Table 1. Manufacturing Employment

(Proportion of workers within scope of survey¹ employed in manufacturing industries and the major groups within manufacturing in 84 metropolitan areas surveyed, July 1965 through June 1966)

Metropolitan area	Manufacturing employment as percent of total	Major industry groups ² by percent of all manufacturing employment					Metropolitan area	Manufacturing employment as percent of total	Major industry groups ² by percent of all manufacturing employment					
		50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent			50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent	
Northeast						South—Continued								
Albany-Schenectady-Troy	57	-	-	35	-	-	San Antonio	30	-	-	20	-	-	23
Allentown-Bethlehem-Easton	80	-	-	-	33	23	Savannah	62	-	-	26	-	-	20, 37
Boston	44	-	-	-	36	37	Washington	12	-	-	27	20	-	-
Buffalo	66	-	-	-	-	33, 37	North Central							
Lawrence-Haverhill	85	-	-	36	31	-	Akron	73	30	-	-	-	-	34
Manchester	72	-	-	31	22	36	Canton	79	-	-	33	35	-	-
Newark and Jersey City	55	-	-	-	36	20, 28	Chicago	50	-	-	-	-	-	20, 35, 36
New Haven	60	-	-	-	-	19, 37	Cincinnati	60	-	-	-	-	-	20, 35, 37
New York	32	-	-	-	-	20, 23, 27, 36	Cleveland	63	-	-	-	-	-	33, 34, 35, 36, 37
Paterson-Clifton-Passaic	66	-	-	-	-	-	Columbus	55	-	-	-	37	-	34, 35, 36
Philadelphia	59	-	-	-	-	36	Davenport-Rock Island-Moline	71	35	-	-	-	-	33
Pittsburgh	63	-	33	-	-	36	Dayton	73	-	-	-	35, 36	27	
Portland	50	-	-	-	26	20, 31	Des Moines	40	-	-	-	35	20, 27, 30	
Providence-Pawtucket-Warwick	72	-	-	-	39	22	Detroit	64	-	37	-	-	33, 34, 35	
Scranton	71	-	-	23	-	22, 36	Green Bay	63	-	26	-	-	20, 35	
Trenton	73	-	-	-	-	30, 34, 35, 36	Indianapolis	57	-	-	-	37	20, 35, 36	
Waterbury	85	-	-	-	34	30, 33, 38	Kansas City	44	-	-	-	-	20, 36, 37	
Worcester	69	-	-	-	35	32, 33, 34	Milwaukee	66	-	-	-	35	36	
York	80	-	-	-	-	23, 35	Minneapolis-St. Paul	46	-	-	-	-	20, 26, 35, 36, 38	
South						West								
Atlanta	40	-	-	37	-	20	Muskegon-Muskegon Heights	85	-	-	-	33, 35	37	
Baltimore	57	-	-	-	33	20, 36	Omaha	40	-	20	-	-	36	
Beaumont-Port Arthur-Orange	68	-	29	-	28	37	Rockford	80	-	-	-	34, 35	37	
Birmingham	53	-	33	-	-	34	St. Louis	58	-	-	-	37	20	
Charleston, W. Va.	58	28	-	-	-	19	Sioux Falls	48	20	-	-	-	-	
Charlotte	42	-	-	-	22	20	South Bend	67	-	-	37	35	30	
Chattanooga	70	-	-	-	22	28, 34	Toledo	68	-	-	-	37	32	
Dallas	41	-	-	-	36	20, 23, 37	Waterloo	80	-	35	20	-	-	
Fort Worth	49	-	37	-	-	20	Wichita	67	37	-	-	-	-	
Greenville	81	-	22	-	23	35	Youngstown-Warren	77	33	-	-	-	-	
Houston	40	-	-	-	-	28, 29, 34, 35	West							
Jackson	41	-	-	-	20	25, 32, 36	Albuquerque	21	-	19	-	20	32	
Jacksonville	26	-	-	-	20	26, 37	Boise City	23	-	-	-	20, 37	24, 27	
Little Rock-North Little Rock	43	-	-	-	-	20, 23, 36, 38	Denver	36	-	-	-	20	37	
Louisville	60	-	-	-	-	20, 21, 28, 34, 36	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	52	-	-	-	37	19, 36	
Lubbock	29	-	20	-	35	-	Phoenix	45	-	-	36	-	35, 37	
Memphis	45	-	-	-	-	20, 24	Portland	45	-	-	-	-	24	
Miami	23	-	-	-	-	20, 23, 34, 37	Salt Lake City	40	-	-	19	-	20	
Midland and Odessa	22	28	-	-	-	-	San Bernardino-Riverside-Ontario	46	-	-	33	-	32, 37	
New Orleans	35	-	-	-	20	19, 37	San Diego	51	-	-	19, 37	-	-	
Norfolk-Portsmouth and Newport News-Hampton	47	37	-	-	-	-	San Francisco-Oakland	34	-	-	-	-	20, 37	
Oklahoma City	33	-	-	-	20, 36	34, 37	San Jose	66	-	-	-	19, 20, 36	-	
Raleigh	38	-	36	-	20	22	Seattle-Everett	55	37	-	-	-	-	
Richmond	46	-	-	-	21	28	Spokane	38	-	33	-	-	20, 24	

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

² Major industry groups, shown with their 2-digit classification, are:

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

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

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

Table 2. Nonmanufacturing Employment

(Proportion of workers within scope of survey¹ employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries in 84 metropolitan areas surveyed, July 1965 through June 1966)

Metropolitan area	Nonmanu- facturing employment as percent of total	Percent distribution of nonmanufacturing workers by major industry group and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services			
		Total ⁵	Industry						Total ⁵	Industry		Total ⁵	Industry		
			40	42	48	49				60	63		70	72	73
<u>Northeast</u>															
Albany-Schenectady-Troy.....	43	28	10	3	10	4	11	33	12	6	5	16	2	2	9
Allentown-Bethlehem-Easton.....	20	32	7	7	5	12	5	37	14	8	3	12	3	4	4
Boston.....	56	16	2	3	6	3	12	34	21	7	11	17	2	2	9
Buffalo.....	34	31	11	5	6	5	8	36	13	7	5	11	2	2	4
Lawrence-Haverhill.....	15	14	-	2	-	10	12	44	15	9	5	15	2	4	7
Manchester.....	28	35	1	11	12	10	14	26	16	6	8	9	3	4	3
Newark and Jersey City.....	45	30	6	6	7	5	12	19	18	5	11	20	1	3	14
New Haven.....	40	42	15	4	15	6	10	21	18	8	8	9	(6)	2	6
New York.....	68	22	2	1	8	3	12	20	26	10	8	20	3	2	10
Paterson-Clifton-Passaic.....	34	24	1	9	6	4	15	38	9	6	2	14	(6)	3	6
Philadelphia.....	41	25	5	4	7	5	13	30	19	7	9	13	2	3	5
Pittsburgh.....	37	31	10	3	6	9	12	30	14	6	5	14	3	2	6
Portland.....	50	31	8	5	13	3	16	31	16	8	8	6	4	2	1
Providence-Pawtucket-Warwick.....	28	22	3	4	6	7	8	42	19	8	9	8	2	2	3
Scranton.....	29	38	11	11	6	7	11	34	9	6	2	7	2	3	-
Trenton.....	27	28	4	5	12	6	5	35	12	2	10	19	4	3	10
Waterbury.....	15	29	2	6	10	9	7	37	16	13	2	11	1	3	7
Worcester.....	31	30	3	4	10	11	7	35	23	8	14	5	1	2	2
York.....	20	29	2	12	6	8	8	45	9	7	2	10	3	3	1
<u>South</u>															
Atlanta.....	60	28	4	7	6	3	16	31	14	4	7	11	2	3	4
Baltimore.....	43	26	8	4	6	6	11	32	17	5	8	14	2	3	5
Beaumont-Port Arthur-Orange.....	32	41	4	3	6	11	8	32	5	4	(6)	14	2	5	5
Birmingham.....	47	28	7	7	7	6	16	30	15	5	8	10	3	3	2
Charleston, W. Va.....	42	46	6	8	12	17	10	33	6	3	3	6	2	3	(6)
Charlotte.....	58	33	2	16	7	4	20	26	12	6	4	9	1	2	3
Chattanooga.....	30	23	12	2	6	2	6	36	22	7	15	13	4	5	2
Dallas.....	59	23	2	6	5	4	17	30	19	4	11	11	3	2	4
Fort Worth.....	51	27	10	3	6	5	13	40	10	4	5	9	2	3	2
Greenville.....	19	24	4	9	7	3	6	47	12	4	6	10	2	5	-
Houston.....	60	26	4	6	5	6	17	33	11	3	4	13	3	3	5
Jackson.....	59	27	5	2	12	6	12	28	16	6	8	17	5	7	2
Jacksonville.....	74	24	10	4	6	(6)	12	33	21	5	14	10	3	4	3
Little Rock-North Little Rock.....	57	37	18	4	8	5	11	27	12	5	6	12	5	4	2
Louisville.....	40	30	11	6	6	5	14	32	14	5	6	11	3	4	3
Lubbock.....	71	27	4	6	10	6	12	45	7	5	2	9	3	5	1
Memphis.....	55	24	8	9	5	(6)	19	32	11	5	3	14	4	4	3
Miami.....	77	27	1	1	5	2	6	35	9	4	2	23	14	3	3
Midland and Odessa.....	78	33	-	9	8	8	8	38	10	9	1	10	4	3	3
New Orleans.....	65	34	5	4	5	5	12	30	10	4	5	13	5	2	5
Norfolk-Portsmouth and Newport News-Hampton.....	53	26	9	3	6	4	9	47	8	6	1	10	2	4	3
Oklahoma City.....	67	28	4	7	8	7	12	34	15	4	7	10	4	2	3
Raleigh.....	62	24	7	1	6	6	13	32	24	6	13	7	2	3	2
Richmond.....	54	25	8	5	7	3	15	31	19	7	10	10	2	3	3
San Antonio.....	70	14	4	2	6	(6)	12	44	14	5	7	15	4	5	4
Savannah.....	38	40	20	2	8	7	7	36	8	6	-	10	4	5	-
Washington.....	88	20	4	1	7	3	6	37	11	4	3	26	5	3	11

See footnotes at end of table.

Table 2. Nonmanufacturing Employment—Continued

(Proportion of workers within scope of survey¹ employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries in 84 metropolitan areas surveyed, July 1965 through June 1966)

Metropolitan area	Nonmanu- facturing employment as percent of total	Percent distribution of nonmanufacturing workers by major industry group and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services			
		Total ⁵	Industry						Total ⁵	Industry		Total ⁵	Industry		
			40	42	48	49				60	63		70	72	73
North Central															
Akron.....	27	35	3	19	6	7	9	39	8	5	2	9	1	3	2
Canton.....	21	33	12	4	6	11	12	37	12	6	3	5	1	1	2
Chicago.....	50	24	9	4	5	3	16	28	15	4	6	17	3	3	7
Cincinnati.....	40	29	8	7	7	5	13	32	14	4	8	13	2	2	6
Cleveland.....	37	26	8	4	7	4	18	29	15	6	5	13	2	3	5
Columbus.....	45	23	7	3	6	5	11	32	17	4	11	17	4	2	4
Davenport-Rock Island-Moline.....	29	32	13	4	7	9	11	38	12	4	7	7	4	1	1
Dayton.....	27	20	1	3	6	7	8	44	7	4	1	20	3	3	12
Des Moines.....	60	21	3	5	9	3	16	26	29	4	23	8	3	2	2
Detroit.....	36	22	4	4	7	6	12	33	15	6	6	17	1	3	9
Green Bay.....	37	43	16	10	6	11	17	28	2	1	1	9	2	1	4
Indianapolis.....	43	25	6	7	6	4	14	34	17	4	11	10	3	3	2
Kansas City.....	56	28	9	5	5	3	15	36	12	4	6	10	2	2	3
Milwaukee.....	34	25	5	5	6	6	11	38	12	4	7	12	2	3	4
Minneapolis-St. Paul.....	54	28	9	4	5	4	16	30	15	4	7	12	3	2	4
Muskegon-Muskegon Heights.....	15	43	6	10	15	12	8	35	10	8	1	5	2	1	-
Omaha.....	60	35	18	3	8	3	11	26	17	4	11	11	5	2	2
Rockford.....	20	19	1	4	7	6	14	45	10	5	5	12	2	4	6
St. Louis.....	42	33	13	5	6	6	14	28	13	5	4	13	4	3	4
Sioux Falls.....	52	39	2	14	14	7	11	37	10	6	4	3	2	1	-
South Bend.....	33	24	1	10	6	6	15	29	20	6	3	12	3	3	3
Toledo.....	32	31	12	5	6	7	10	40	9	5	2	11	2	3	3
Waterloo.....	20	38	17	3	10	7	6	36	5	5	-	14	4	1	7
Wichita.....	33	28	6	4	9	6	9	41	10	6	2	12	4	3	3
Youngstown-Warren.....	23	32	11	9	6	5	8	43	8	6	2	8	1	3	2
West															
Albuquerque.....	79	22	5	3	8	4	5	25	7	4	2	7 ⁴⁰	4	3	2
Boise City.....	77	39	2	4	14	15	9	32	11	10	1	9	5	3	1
Denver.....	64	28	5	6	8	4	12	34	12	4	5	13	3	2	3
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove.....	48	22	3	3	10	3	15	20	20	7	7	23	2	2	10
Phoenix.....	55	20	2	3	9	4	7	44	15	8	3	14	7	3	4
Portland.....	55	31	8	7	7	5	15	30	13	7	4	11	4	1	3
Salt Lake City.....	60	29	7	7	8	5	13	30	11	6	3	17	2	2	3
San Bernardino-Riverside- Ontario.....	54	37	18	1	11	6	7	31	11	7	2	14	6	2	3
San Diego.....	49	22	(⁶)	1	10	7	5	40	14	7	3	20	7	3	7
San Francisco-Oakland.....	66	31	5	3	8	4	14	20	21	9	8	14	3	1	6
San Jose.....	34	19	3	4	9	3	9	32	13	6	3	27	2	1	21
Seattle-Everett.....	45	28	4	4	9	2	13	34	16	7	7	10	3	2	3
Spokane.....	62	37	17	5	8	5	9	34	10	7	1	10	6	1	2

¹ Based on estimates of employment derived from universe materials compiled prior to actual survey. Proportions in various groups may differ from proportions based on the results of the survey, and for scope of the survey, see appendix A.² Industries, with their 2-digit classification, are:

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

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

³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ Includes industries in addition to those shown separately.⁶ Less than 0.5 percent.⁷ Includes 31 percent in 2-digit classification 89, miscellaneous services.

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

(Approximate percent of all plant and office workers employed in establishments in which a contract or contracts covered a majority of workers in the respective categories,¹ July 1964 through June 1966)

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

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

² "All industries" includes data for divisions not shown separately in addition to divisions shown separately.

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

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

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

Table 4. Percentage Changes¹—All Industries and Manufacturing

(Percents of change¹ in average earnings² for selected occupational groups in 81 metropolitan areas,³ 1965-66⁴)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing										
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)							
<u>Northeast</u>								<u>South—Continued</u>																
Albany-Schenectady-Troy	4.0	3.2	2.9	5.2	2.5	2.8	3.1	5.1	San Antonio	2.7	(6)	(6)	4.5	(6)	(6)	(6)	2.8							
Allentown-Bethlehem-Easton	3.7	5.9	2.9	2.9	5.2	5-1.4	2.8	3.1	Savannah	.5	(6)	3.6	2.2	(6)	(6)	(6)	(6)							
Boston	4.8	4.9	4.1	.3	3.2	4.4	3.7	1.6	Washington	4.4	(6)	6.8	1.9	(6)	(6)	(6)	(6)							
Buffalo	3.6	4.5	3.9	1.6	3.9	4.5	3.9	2.1	<u>North Central</u>															
Lawrence-Haverhill	(6)	5.9	2.9	4.0	(6)	5.9	(6)	3.1	Akron	2.6	3.2	2.8	.7	2.1	3.6	2.8	1.1							
Manchester	3.1	(6)	3.9	3.8	(6)	(6)	(6)	(6)	Canton	1.6	1.9	6.2	4.1	2.5	1.9	6.5	3.9							
Newark and Jersey City	3.3	4.9	3.1	.7	4.3	5.8	2.5	1.6	Chicago	2.8	4.1	3.0	3.7	2.4	3.1	3.0	2.5							
New Haven	3.7	5.1	3.8	1.7	1.3	4.3	3.7	1.0	Cincinnati	2.3	1.8	3.8	5.6	2.5	2.8	3.4	4.7							
New York	3.2	4.8	4.0	3.0	3.3	5.6	3.6	1.6	Cleveland	3.1	4.1	3.4	2.7	2.9	4.1	3.4	2.8							
Paterson-Clifton-Passaic	2.8	2.6	4.4	6.0	2.6	2.1	4.1	5.1	Columbus	4.3	3.9	4.1	5.4	3.3	4.9	4.4	3.4							
Philadelphia	2.9	2.4	3.4	3.8	2.7	2.8	3.4	3.3	Davenport-Rock Island-Moline	4.4	3.2	3.7	3.5	3.3	3.2	3.6	2.9							
Pittsburgh	2.9	1.8	6.3	3.5	1.9	2.7	6.5	4.3	Dayton	1.9	2.6	4.2	3.2	3.1	2.6	4.3	3.7							
Portland	3.4	1.7	5.2	2.1	(6)	(6)	(6)	(6)	Des Moines	4.0	2.3	4.1	3.7	4.5	2.8	4.1	3.0							
Providence-Pawtucket	3.8	4.8	4.8	.3	3.3	5.4	4.9	1.0	Detroit	2.8	5.1	3.7	4.5	2.8	5.5	3.6	4.1							
Warwick	3.7	(6)	2.2	.7	1.8	(6)	3.0	6.3	Green Bay	2.2	(6)	3.1	3.2	(6)	(6)	3.7	2.6							
Scranton	5-3.7	(6)	2.2	3.3	3.5	6.0	3.2	5.0	Indianapolis	1.3	3.9	3.7	4.7	.7	2.5	3.8	1.7							
Trenton	3.5	7.0	3.1	3.3	3.1	1.8	2.9	3.0	Kansas City	4.3	5.6	4.9	4.1	3.6	6.5	4.9	7.0							
Trenton	2.1	1.9	3.3	5-6	1.8	2.9	3.0	2.0	Milwaukee	1.6	3.3	3.4	3.1	1.7	2.8	3.3	3.5							
Waterbury	5.5	6.1	5.7	6.8	3.1	6.6	5.3	7.6	Minneapolis-St. Paul	2.6	3.4	3.4	3.3	2.1	3.0	2.8	3.1							
Worcester	4.3	(6)	3.7	1.6	5.4	(6)	3.1	2.5	Muskegon-Muskegon Heights	3.1	2.6	2.7	3.2	1.8	2.6	2.9	3.7							
York	4.3	(6)	3.7	1.6	5.4	(6)	3.1	2.5	Omaha	2.6	(6)	1.5	5-3	1.2	(6)	2.8	.8							
<u>South</u>								<u>West</u>																
Atlanta	4.3	3.1	3.6	.9	3.4	3.0	3.2	2.3	Albuquerque	3.0	(6)	(6)	3.6	(6)	(6)	(6)	(6)							
Baltimore	3.4	1.4	3.1	2.4	1.4	1.3	2.9	2.9	Boise City	5.6	(6)	(6)	3.6	(6)	(6)	(6)	(6)							
Beaumont-Port Arthur	2.8	5.6	3.9	.7	3.5	5.6	3.8	3.1	Denver	2.3	1.9	2.3	2.3	2.7	1.4	2.6	4.9							
Orange	4.4	3.9	4.3	4.4	4.9	3.5	4.1	1.5	Los Angeles-Long Beach and Anaheim-Santa Ana	3.4	2.9	2.7	2.7	3.3	2.9	2.1	5-.5							
Birmingham	2.2	3.0	2.8	.9	3.3	3.0	2.6	3.0	Garden Grove	3.3	(6)	3.7	2.4	3.5	(6)	(6)	3.2							
Charlotte	4.7	(6)	1.9	6.6	1.6	(6)	(6)	3.5	Phoenix	3.4	2.3	3.7	3.0	2.1	1.8	3.2	3.8							
Chattanooga	3.7	4.6	3.3	3.3	3.7	4.6	3.2	2.3	Portland	4.6	(6)	3.3	3.7	2.4	(6)	2.7	7.1							
Dallas	2.8	7.1	3.5	2.9	2.6	(6)	3.7	4.0	Salt Lake City	4.7	4.5	4.1	1.0	5.7	4.0	4.0	2.8							
Fort Worth	2.4	4.0	4.0	6.4	(6)	3.4	3.9	6.8	San Bernardino-Riverside-Ontario	2.8	(6)	4.8	4.1	(6)	(6)	5.0	1.1							
Greenville	6.4	1.8	4.8	3.9	6.3	1.8	5.6	7.1	San Diego	2.9	3.0	4.9	2.6	1.6	2.5	4.7	1.8							
Houston	4.0	4.4	5.7	1.4	.7	6.2	4.6	3.9	Seattle-Everett	3.5	2.7	3.6	4.4	2.7	1.7	4.0	6.6							
Jackson	5.4	(6)	3.1	5.9	(6)	(6)	(6)	(6)	Spokane	3.3	(6)	2.4	2.7	(6)	(6)	.8	.4							
Jacksonville	3.3	(6)	2.8	2.4	(6)	(6)	3.7	2.0																
Little Rock-North Little Rock	3.2	(6)	4.9	6.3	2.7	(6)	2.5	2.0																
Louisville	3.1	4.3	3.0	1.7	2.8	4.3	2.9	1.1																
Lubbock	2.9	(6)	(6)	.8	(6)	(6)	(6)	(6)																
Memphis	3.7	2.6	2.9	6.2	3.0	(6)	3.2	5.9																
Miami	3.7	4.7	5.6	.4	4.2	(6)	4.5	2.9																
New Orleans	4.4	3.3	3.8	3.3	3.5	1.8	2.9	3.6																
Norfolk-Portsmouth and Newport News-Hampton	1.9	(6)	2.0	1.1	(6)	(6)	(6)	(6)																
Oklahoma City	2.8	(6)	3.4	1.0	3.6	(6)	(6)	2.3																
Raleigh	4.8	(6)	6.3	5.0	(6)	(6)	(6)	6.2																
Richmond	5.4	3.8	5.5	4.0	3.5	4.2	5.1	5.1																

¹ Unless otherwise indicated, all are increases.
² Earnings of office clerical workers and industrial nurses relate to regular straight-time salaries that are paid for standard workweeks. Earnings of skilled maintenance trades and unskilled plant workers relate to hourly earnings excluding premium pay for work on weekends, holidays, and late shifts.
³ Excludes Midland and Odessa, San Jose, and Youngstown-Warren which were surveyed for the first time.
⁴ Fiscal years ending June 30. In most cases the change is for 12 months. The exceptions are Seattle-Everett and Wichita (13 months), and San Diego (14 months).
⁵ These unusual decreases largely reflect changes in employment among establishments with different pay levels.
⁶ Data do not meet publication criteria.
⁷ Changes were affected by the inclusion of payments under a "progress-sharing" plan in 1 manufacturing establishment.

Table 5. Wage Indexes—All Industries and Manufacturing

(Indexes of average earnings¹ for selected occupational groups in 80 metropolitan areas,² 1966³)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
<u>Northeast</u>								<u>South—Continued</u>									
Albany-Schenectady-Troy	116.0	115.2	114.4	117.1	113.8	114.3	113.7	117.2	San Antonio	117.9	(*)	(*)	122.9	(*)	(*)	(*)	117.8
Allentown-Bethlehem-Easton	116.3	107.1	114.6	115.0	117.2	107.1	113.9	112.9	Savannah	115.2	(*)	118.3	115.9	(*)	(*)	(*)	(*)
Boston	117.9	121.6	116.3	110.9	117.4	122.2	114.2	109.8	Washington	119.7	117.2	123.2	114.9	(*)	(*)	(*)	(*)
Buffalo	114.6	114.3	113.7	114.1	114.4	113.6	113.2	112.0	<u>North Central</u>								
Lawrence-Haverhill	(*)	128.6	118.7	118.9	(*)	128.6	(*)	118.1	Akron	115.6	115.8	114.1	114.6	116.5	115.8	113.8	111.8
Manchester	119.9	(*)	123.4	123.6	(*)	(*)	(*)	(*)	Canton	110.0	113.6	113.8	111.0	109.6	113.6	113.7	110.3
Newark and Jersey City	116.2	123.0	116.0	113.8	117.1	122.9	114.8	113.4	Chicago	117.8	116.0	116.5	114.7	116.7	115.3	112.3	
New Haven	113.2	118.8	114.5	113.5	112.7	117.6	113.0	115.6	Cincinnati	114.9	112.6	115.3	120.2	113.5	113.8	114.3	118.8
New York	117.3	119.4	120.8	121.2	116.1	119.6	118.7	116.4	Cleveland	112.8	115.1	114.2	113.3	111.2	115.1	114.2	113.0
Paterson-Clifton-Passaic	116.7	119.3	119.2	120.3	118.0	120.7	118.6	118.6	Columbus	114.1	115.9	114.6	117.1	113.7	116.9	114.7	112.8
Philadelphia	114.8	115.5	116.9	118.3	114.9	115.4	117.0	117.5	Davenport-Rock Island-Moline	115.0	114.6	114.3	115.4	115.1	114.6	114.0	115.8
Pittsburgh	110.8	110.3	111.7	112.8	107.0	111.3	110.8	113.8	Dayton	112.8	119.3	112.3	111.5	112.8	117.2	112.0	114.4
Portland	113.4	113.4	119.6	108.6	(*)	(*)	(*)	(*)	Des Moines	118.8	119.5	116.8	117.9	118.7	118.1	115.5	117.6
Providence-Pawtucket-Warwick	121.0	125.6	120.7	112.5	119.1	125.8	120.5	113.3	Detroit	115.1	116.4	113.4	114.5	114.3	115.2	113.5	114.4
Scranton	111.0	(*)	116.2	122.7	119.3	(*)	115.6	125.6	Green Bay	115.1	(*)	118.2	118.8	(*)	(*)	118.5	119.1
Trenton	113.8	127.8	114.2	116.4	110.7	127.1	113.6	118.8	Indianapolis	112.1	119.5	118.1	118.5	111.5	118.0	116.6	116.3
Waterbury	112.9	110.9	113.0	109.0	112.2	112.0	112.3	111.4	Kansas City	114.9	118.9	119.5	116.0	113.2	118.1	119.0	116.0
Worcester	116.9	118.0	115.2	121.7	114.8	117.4	113.9	125.7	Milwaukee	113.6	117.0	116.0	114.0	113.2	116.5	115.0	115.9
York	114.3	(*)	115.1	114.1	116.3	(*)	113.4	111.5	Minneapolis-St. Paul	114.1	115.1	118.7	119.1	112.9	112.4	117.7	117.7
<u>South</u>								<u>West</u>									
Atlanta	120.1	122.1	120.4	116.7	118.9	121.0	118.6	119.1	Muskegon-Muskegon Heights	116.7	113.3	113.9	116.1	115.0	113.3	113.5	117.5
Baltimore	117.9	115.5	115.7	115.1	111.6	114.0	114.9	115.9	Omaha	113.7	(*)	115.5	114.4	111.8	(*)	118.2	114.3
Beaumont-Port Arthur-Orange	117.4	113.3	112.5	115.4	115.4	113.3	111.7	110.3	Rockford	116.2	118.6	113.4	114.0	115.8	118.6	112.7	117.9
Birmingham	114.8	110.4	113.1	114.1	109.4	108.2	112.4	111.7	St. Louis	114.3	119.7	115.7	118.1	115.3	120.2	115.2	117.6
Charleston, W. Va.	113.6	113.3	111.1	111.0	108.2	112.6	110.1	114.1	Sioux Falls	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Charlotte	119.0	(*)	121.3	123.2	116.5	(*)	(*)	120.5	South Bend	111.5	113.2	110.8	107.4	112.4	113.1	110.4	107.2
Chattanooga	115.9	115.3	113.9	120.7	120.2	115.3	113.7	121.0	Toledo	111.2	117.3	112.5	111.8	110.6	115.0	111.9	112.2
Dallas	115.6	117.9	119.7	116.3	113.6	(*)	120.0	119.6	Waterloo	118.3	(*)	119.8	120.8	(*)	(*)	(*)	(*)
Fort Worth	118.8	114.0	119.8	119.6	(*)	113.8	118.7	113.0	Wichita	111.8	112.4	114.7	113.9	110.3	112.4	113.6	114.2
Greenville	122.1	115.4	122.1	121.9	120.3	115.4	123.2	125.3	<u>West</u>								
Houston	114.3	111.7	116.5	119.8	112.1	113.7	113.1	122.5	Albuquerque	115.4	(*)	(*)	120.0	(*)	(*)	(*)	(*)
Jackson	120.3	(*)	113.3	126.5	(*)	(*)	(*)	(*)	Boise City	116.5	(*)	(*)	114.1	(*)	(*)	(*)	(*)
Jacksonville	117.4	(*)	117.2	117.7	(*)	(*)	(*)	119.7	Denver	117.1	121.7	116.2	120.2	115.8	117.5	115.3	122.2
Little Rock-North Little Rock	118.0	(*)	117.7	118.4	120.0	(*)	114.0	113.2	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	116.5	120.6	115.9	118.9	117.5	120.0	114.0	112.9
Louisville	117.2	113.0	113.6	114.5	116.8	113.4	112.5	116.0	Phoenix	119.2	(*)	115.3	117.2	117.9	(*)	(*)	119.7
Lubbock	117.6	(*)	(*)	116.5	(*)	(*)	(*)	(*)	Portland	116.9	124.6	117.2	118.5	113.4	127.7	116.1	117.2
Memphis	118.5	115.5	118.0	123.5	119.1	(*)	117.6	120.8	Salt Lake City	122.1	(*)	120.5	115.1	120.1	(*)	117.8	118.9
Miami	116.7	120.9	118.4	109.9	115.9	(*)	113.4	111.0	San Bernardino-Riverside-Ontario	117.4	114.8	115.5	110.4	119.6	112.5	114.8	111.0
New Orleans	120.4	108.5	118.6	121.8	121.2	104.7	116.4	116.8	San Francisco-Oakland	116.7	114.8	117.4	117.9	114.2	115.2	116.7	116.1
Norfolk-Portsmouth and Newport News-Hampton	117.1	(*)	114.7	112.4	(*)	(*)	(*)	111.2	Seattle-Everett	117.8	119.1	118.4	123.6	117.4	118.7	118.3	125.2
Oklahoma City	116.8	(*)	(*)	110.9	114.2	(*)	(*)	113.8	Spokane	115.9	(*)	116.1	116.3	(*)	(*)	114.1	109.1
Raleigh	121.4	(*)	117.1	116.5	(*)	(*)	(*)	117.6									
Richmond	118.1	110.7	117.7	123.1	113.9	109.9	116.2	126.0									

¹ See footnote 2, table 4.² Excludes Midland and Odessa, San Diego, San Jose, and Youngstown-Warren which were not surveyed in the base year (fiscal 1961).³ Fiscal years ending June 30. The time span between the base year survey and the index year survey was not less than 59 months nor more than 61 months, except in Boise City (50 months), Columbus (57 months), Seattle-Everett (62 months), and Canton (64 months).⁴ Data do not meet publication criteria.⁵ See footnote 7, table 4.

Table 6. Wage Indexes—All Industries and Manufacturing—20 Metropolitan Areas¹(Indexes of average earnings² for selected occupational groups, 1966³)

Metropolitan area	Time interval (months)	(1953 ³ =100)							
		All industries				Manufacturing			
		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
<u>Northeast</u>									
Boston	151	164.8	171.6	163.8	154.6	161.3	171.1	162.3	153.3
Buffalo	152	156.4	164.0	161.6	163.2	159.4	164.4	160.5	161.7
Newark and Jersey City.....	159	161.6	175.4	164.7	164.2	163.8	175.3	163.4	170.9
New York	158	161.8	169.8	168.4	170.4	163.5	183.0	166.8	167.8
Philadelphia	157	164.2	168.7	168.1	169.8	163.0	168.0	166.3	166.5
Providence-Pawtucket-Warwick.....	161	164.4	167.4	168.7	147.6	167.0	166.6	166.2	140.3
<u>South</u>									
Atlanta	158	164.1	177.0	170.2	165.8	164.1	179.2	164.5	170.0
Baltimore	157	171.4	174.2	175.4	181.7	168.1	175.4	175.9	189.6
Dallas	159	161.0	156.3	169.9	160.3	153.0	(⁴)	163.1	163.1
Memphis.....	156	157.1	168.9	167.8	171.9	158.6	(⁴)	161.7	162.5
<u>North Central</u>									
Chicago	157	156.7	169.7	165.1	161.9	158.9	169.0	163.6	154.0
Cleveland.....	155	158.6	173.1	164.4	165.9	160.0	172.2	164.4	163.9
Kansas City.....	157	163.2	176.6	174.1	166.2	163.5	174.4	172.7	171.0
Milwaukee.....	156	156.1	172.3	167.9	158.3	160.9	172.3	167.6	161.4
Minneapolis-St. Paul.....	158	157.1	167.7	168.6	177.1	152.5	163.3	164.1	168.4
St. Louis	154	158.2	179.1	166.7	168.9	160.8	179.8	165.2	168.5
<u>West</u>									
Denver	157	164.9	174.3	179.4	189.3	167.3	(⁴)	177.2	195.4
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove	157	164.4	168.4	165.0	168.2	166.1	170.3	162.7	157.8
Portland	164	163.2	171.9	168.9	165.7	158.5	171.6	168.3	162.8
San Francisco-Oakland.....	156	161.6	173.3	165.4	171.9	157.8	175.3	168.5	167.9

¹ Limited to the 20 areas which were surveyed in both 1953 and 1966.² See footnote 2, table 4.³ Fiscal years ending June 30. The method of computing the index from 1961 to 1966 is described on p. 86. Index data for 1953 to 1961 are based on a slightly different list of occupations, weights are based on 1953-54 employment, and the office clerical and industrial nurses' occupational groups are limited to women.⁴ Data do not meet publication criteria.

Changes in Occupational Descriptions

Since the Bureau's last survey in these areas, occupational descriptions for secretaries have been changed in order to obtain salary information for more specific categories. The revised descriptions were used in 51 areas. They will be used in all areas next year. The revised descriptions for draftsmen and switchboard operators, used in 38 metropolitan areas last year, were used in all areas this year.

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

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

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

The revised occupational descriptions are included in appendix B.

Industry Detail

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

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1965 through June 1966)

Sex, occupation, and grade	West												
	Albu- querque ²	Boise City	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ²	Phoenix ²	Portland	Salt Lake City	San Bernardino- Riverside- Ontario ³	San Diego	San Francisco- Oakland ²	San Jose	Seattle- Everett ²	Spokane
	April	July	December	March	March	May	December	September	November	January	September	October	June
Office clerical													
Men													
Clerks:													
Accounting, class A-----	\$101.50	\$103.00	\$116.50	\$121.00	\$110.00	\$126.00	\$114.50	\$118.00	-	\$125.00	\$123.50	\$123.50	\$120.50
Accounting, class B-----	-	-	91.50	99.00	-	111.00	103.00	-	-	114.50	-	95.00	-
Order-----	93.50	-	97.00	118.50	91.50	126.50	98.50	-	-	132.00	117.50	123.50	-
Payroll-----	-	-	101.00	125.00	-	120.50	-	-	-	122.50	-	-	-
Office boys-----	-	66.00	69.50	80.00	62.00	69.00	64.00	-	\$76.50	72.00	79.00	70.00	-
Tabulating-machine operators:													
Class A-----	-	-	124.50	128.50	-	-	-	-	133.00	126.50	134.50	-	-
Class B-----	-	-	103.50	114.00	-	110.50	-	-	107.00	114.50	116.00	-	-
Class C-----	-	-	84.00	97.00	-	94.00	-	-	-	105.00	-	-	-
Women													
Billers, machine (billing machine)-----	-	73.50	74.50	99.00	-	81.50	72.00	-	-	91.50	-	93.00	77.00
Billers, machine (bookkeeping machine)-----	-	69.50	70.00	88.50	-	72.00	67.00	-	75.00	89.50	-	90.50	-
Bookkeeping-machine operators, class A-----	82.00	89.50	81.50	100.50	99.50	94.00	86.00	103.50	100.50	103.50	105.50	91.00	80.00
Bookkeeping-machine operators, class B-----	68.00	63.00	77.00	84.50	73.50	85.00	69.00	74.50	78.00	89.50	88.50	85.00	71.50
Clerks:													
Accounting, class A-----	103.00	96.00	97.00	109.00	97.50	102.00	98.00	100.00	97.50	108.50	107.50	100.50	97.50
Accounting, class B-----	72.50	74.00	80.50	90.50	79.50	81.00	74.00	80.00	82.50	93.50	91.00	83.50	83.50
File, class A-----	-	-	78.00	86.50	-	90.00	-	-	-	86.00	81.00	97.50	-
File, class B-----	66.50	55.50	67.00	75.00	70.50	74.50	67.00	-	66.50	72.50	78.50	69.00	-
File, class C-----	-	-	60.50	66.00	56.00	63.50	-	-	62.00	65.50	78.50	66.00	-
Order-----	71.50	-	83.00	98.50	90.50	85.50	70.00	-	94.50	98.50	100.00	91.00	75.00
Payroll-----	80.50	83.00	90.00	106.00	87.50	92.00	92.50	97.00	100.00	109.50	104.00	96.50	93.00
Comptometer operators-----	-	-	79.50	103.50	81.00	90.00	72.50	-	93.50	99.00	91.00	91.00	72.50
Duplicating-machine operators (Mimeograph or Ditto)-----													
Keypunch operators, class A-----	94.50	-	86.00	103.00	87.50	87.50	86.50	98.50	106.00	99.00	92.50	102.50	-
Keypunch operators, class B-----	66.50	75.00	78.00	91.00	78.00	81.50	76.00	92.00	88.50	90.50	89.00	82.50	77.00
Office girls-----	-	-	62.50	75.50	-	60.00	60.00	-	61.50	74.50	69.50	69.00	68.50
Secretaries³													
Class A-----	106.00	95.50	101.50	117.00	98.00	102.00	96.50	107.50	109.00	112.50	111.50	112.00	100.50
Class B-----	123.50	(⁴)	113.00	137.50	106.50	110.00	(⁴)	-	(⁴)	128.00	124.00	-	(⁴)
Class C-----	117.50	(⁴)	111.00	127.50	106.50	112.50	(⁴)	118.50	(⁴)	121.50	127.00	125.00	(⁴)
Class D-----	111.00	(⁴)	105.50	120.00	101.00	104.50	(⁴)	113.00	(⁴)	115.00	113.00	114.00	(⁴)
Class E-----	-	(⁴)	96.00	108.00	90.50	95.50	(⁴)	96.00	(⁴)	105.50	108.00	106.00	(⁴)
Stenographers, general-----	81.50	74.00	84.00	95.50	78.50	82.00	80.50	86.50	97.00	90.50	90.50	94.00	77.00
Stenographers, senior-----	97.50	84.50	90.50	105.00	92.50	91.00	94.50	100.50	103.00	102.50	105.50	92.50	102.50
Switchboard operators, class A-----	-	65.50	84.00	103.50	-	94.50	-	-	93.50	94.00	97.50	97.50	-
Switchboard operators, class B-----	66.00	-	68.50	82.50	61.50	77.50	69.50	73.00	74.00	85.50	78.00	83.00	75.00
Switchboard operator-receptionists-----	71.50	73.00	79.50	90.50	74.00	79.50	76.00	80.00	82.50	91.50	86.00	85.00	79.50
Tabulating-machine operators, class B-----	-	-	-	101.00	-	97.50	-	-	-	102.00	-	-	-
Tabulating-machine operators, class C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general-----	-	-	80.00	87.00	-	84.50	72.00	-	-	86.00	91.50	78.50	-
Typists, class A-----	84.50	-	79.50	90.00	84.00	79.50	80.00	88.00	95.50	87.00	86.50	87.50	87.50
Typists, class B-----	65.00	65.50	71.00	81.50	73.00	72.00	66.00	69.00	72.50	75.50	80.00	73.00	74.00
Professional and technical													
Men													
Draftsmen, class A-----	169.00	-	158.00	160.00	149.50	144.50	139.00	176.50	-	162.50	160.00	153.00	-
Draftsmen, class B-----	139.00	115.00	132.00	143.50	136.00	125.50	125.00	134.50	138.00	137.00	134.50	135.00	147.50
Draftsmen, class C-----	114.00	91.00	114.50	114.00	102.00	100.00	103.50	-	97.50	109.50	106.00	107.00	-
Draftsmen-tracers-----	-	-	-	107.00	-	-	-	-	-	-	86.50	-	-
Women													
Nurses, industrial (registered)-----	-	-	109.50	125.50	109.50	111.50	-	116.50	-	120.00	122.00	115.50	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.³ In areas where data are presented for class A, B, C, or D, the composite may include earnings of workers other than those presented separately.⁴ Data not collected for this occupation. See explanation on p. 10.⁵ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1965 through June 1966)

Sex, occupation, and grade	South																	
	Atlanta	Balti- more	Beaumont- Port Arthur- Orange	Birming- ham	Charles- ton, W. Va.	Char- lotte	Chatta- nooga	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville	Little Rock- North Little Rock	Louis- ville	Lub- bock	Memphis	Miami
<u>Office clerical</u>																		
<u>Men</u>																		
Clerks:																		
Accounting, class A.....	\$121.00	\$124.00	\$156.50	\$133.00	\$131.00	-	\$113.00	\$118.00	\$125.50	\$96.00	\$121.50	-	-	-	\$122.00	-	\$128.00	\$95.50
Accounting, class B.....	96.00	96.00	129.00	-	-	-	-	101.50	-	-	98.50	-	-	-	97.00	-	-	84.50
Order.....	98.50	-	-	-	-	-	-	-	-	-	109.50	-	-	-	-	-	-	-
Payroll.....	-	126.50	-	120.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys.....	-	63.50	79.00	-	-	-	-	-	57.00	-	-	-	-	-	-	-	57.50	-
Tabulating-machine operators:																		
Class A.....	-	120.00	158.00	-	-	-	-	-	121.00	-	-	-	-	-	127.00	-	-	-
Class B.....	115.50	104.00	-	96.00	-	-	-	-	-	-	-	-	-	108.00	-	-	-	-
Class C.....	-	95.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																		
Billers, machine:																		
Billing machine.....	-	-	-	-	-	-	-	-	-	68.00	-	-	-	-	77.00	-	66.50	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																		
Class A.....	-	88.00	-	-	-	-	-	90.50	-	-	-	-	-	-	92.00	-	78.00	86.50
Class B.....	76.50	80.50	81.50	72.50	74.00	\$73.50	-	81.50	76.00	75.00	84.50	-	-	80.00	-	73.50	77.00	-
Clerks:																		
Accounting, class A.....	109.00	106.50	122.00	99.00	127.00	90.00	92.50	97.50	105.50	79.00	99.50	\$96.00	-	82.50	106.50	-	100.50	88.50
Accounting, class B.....	83.00	84.00	101.00	75.50	90.00	70.50	78.50	80.00	78.00	68.50	79.50	-	\$70.50	73.00	84.00	\$67.50	76.50	74.00
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File, class B.....	80.00	71.50	-	-	-	-	-	-	-	-	67.00	-	-	-	79.50	-	-	-
File, class C.....	-	63.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Order.....	-	82.00	-	-	-	-	-	78.50	80.00	82.00	85.50	-	-	78.50	-	-	71.50	-
Payroll.....	82.00	88.00	122.00	87.00	106.50	79.50	81.00	90.50	85.00	73.50	93.50	-	-	86.00	-	-	83.00	77.00
Comptometer operators.....	97.00	91.50	-	74.00	-	-	-	88.00	77.00	-	-	-	-	-	83.00	-	-	69.50
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A.....	-	85.50	105.50	90.50	-	-	80.50	83.00	104.00	73.50	95.00	-	-	85.50	-	-	89.00	-
Keypunch operators, class B.....	90.50	83.00	-	83.00	-	72.00	69.00	76.00	87.50	64.00	75.50	-	-	80.00	-	-	66.50	-
Office girls.....	-	-	-	-	-	-	-	-	-	-	-	-	-	68.00	-	-	-	-
Secretaries ²	105.50	105.50	125.50	106.50	125.00	95.50	94.00	98.50	106.50	85.00	108.50	89.00	97.00	83.00	102.50	-	89.00	91.00
Class A.....	101.50	(3)	-	(3)	-	-	(3)	(3)	(3)	-	113.50	-	(3)	(3)	(3)	-	89.50	94.00
Class B.....	109.50	(3)	110.00	(3)	-	100.00	(3)	(3)	(3)	87.00	110.00	-	(3)	(3)	(3)	-	90.00	-
Class C.....	113.50	(3)	135.50	(3)	-	97.00	(3)	(3)	(3)	86.00	113.50	-	(3)	(3)	(3)	-	98.00	89.50
Class D.....	91.00	(3)	120.00	(3)	113.00	86.50	(3)	(3)	(3)	80.00	104.50	-	(3)	(3)	(3)	-	70.00	87.50
Stenographers, general.....	88.00	84.00	104.00	88.50	89.00	82.00	73.50	83.00	-	72.50	91.00	75.00	77.00	71.00	81.00	-	74.50	77.50
Stenographers, senior.....	104.00	100.50	121.00	93.50	113.50	90.50	93.50	96.50	-	-	105.50	-	-	-	96.00	-	98.00	80.00
Switchboard operators, class A.....	-	-	-	-	-	-	-	81.00	-	-	-	-	-	-	-	-	-	-
Switchboard operators, class B.....	-	-	-	-	-	-	-	-	-	-	79.50	-	-	-	81.00	-	-	-
Switchboard operator- receptionists.....	77.00	79.50	84.00	78.00	-	70.50	74.50	78.50	70.50	73.00	83.50	-	73.50	-	75.00	-	70.00	71.00
Tabulating-machine operators:																		
Class B.....	-	-	-	-	-	-	-	88.50	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	78.00	-	77.00	-	-	-	80.00	-	-	78.50	-	-	-	76.00	-	67.50	-
Typists, class A.....	80.50	84.50	-	-	100.00	-	-	79.00	90.50	-	84.50	-	-	-	84.50	-	91.50	-
Typists, class B.....	70.50	73.00	78.00	72.50	-	62.00	65.00	71.50	59.50	64.50	69.00	-	65.00	57.00	72.00	-	62.50	68.00
<u>Professional and technical</u>																		
<u>Men</u>																		
Draftsmen, class A.....	152.00	164.00	174.50	157.00	-	-	-	137.50	-	-	158.00	-	-	-	150.50	-	-	-
Draftsmen, class B.....	119.00	137.00	147.00	127.00	-	105.00	-	119.50	124.00	-	132.00	-	-	128.50	-	114.00	-	-
Draftsmen, class C.....	100.50	107.50	124.50	-	-	-	91.50	91.50	99.00	-	95.00	-	-	-	-	-	-	-
Draftsmen-tracers.....	-	76.00	-	-	-	-	-	77.00	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																		
Nurses, industrial (registered).....	121.00	113.50	132.00	104.50	120.50	-	102.00	-	120.00	86.50	126.50	-	-	-	108.50	-	-	-

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1965 through June 1966)

Sex, occupation, and grade	South—Continued									North Central							
	Midland and Odessa	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City	Raleigh	Richmond	San Antonio	Savannah	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport-Rock Island-Moline	Dayton
<u>Office clerical</u>																	
<u>Men</u>																	
Clerks:																	
Accounting, class A.....	-	\$117.00	\$119.50	\$108.50	-	\$134.50	\$92.50	\$113.50	-	\$137.50	\$124.50	\$126.50	\$114.00	\$123.00	\$113.50	\$126.00	\$122.00
Accounting, class B.....	-	90.00	92.50	-	-	104.50	-	92.50	-	103.00	-	99.50	91.50	99.50	88.50	102.00	-
Order.....	-	-	-	95.00	-	-	-	-	-	-	-	120.00	100.50	124.50	116.00	98.50	100.50
Payroll.....	-	114.50	-	-	-	-	-	-	-	-	-	110.00	-	121.00	-	-	-
Office boys.....	-	62.00	-	-	-	67.50	-	-	-	67.50	-	72.50	66.50	72.00	73.00	-	65.50
Tabulating-machine operators:																	
Class A.....	-	-	-	-	-	-	-	-	-	123.00	-	121.50	-	127.00	127.50	121.00	-
Class B.....	-	-	-	-	-	-	-	-	-	-	106.50	107.00	100.00	110.00	103.50	108.00	119.50
Class C.....	-	-	-	-	-	-	-	-	-	-	-	88.50	-	99.50	-	88.00	-
<u>Women</u>																	
Billers, machine:																	
Billing machine.....	-	-	-	-	-	-	-	-	-	79.50	-	83.50	73.50	85.50	78.00	71.50	87.00
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	81.00	-	-	-
Bookkeeping-machine operators:																	
Class A.....	-	87.50	-	-	-	82.50	78.50	-	-	90.00	-	102.00	82.50	97.00	91.00	-	98.50
Class B.....	-	73.50	73.00	-	-	72.00	65.50	-	-	78.50	77.50	91.00	79.50	82.00	75.50	-	-
Clerks:																	
Accounting, class A.....	-	97.00	104.50	-	-	103.00	-	108.50	\$103.00	114.00	96.50	108.50	107.00	106.00	94.00	116.00	102.50
Accounting, class B.....	-	76.50	82.50	77.50	\$72.50	89.00	70.50	78.00	85.50	92.50	86.00	88.00	77.00	83.50	78.50	82.50	85.00
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	93.00	84.50	85.50	-	-	-
File, class B.....	-	88.50	-	-	-	71.50	-	-	-	79.00	68.50	74.00	67.50	71.50	74.00	77.50	-
File, class C.....	-	-	-	-	-	-	-	-	-	62.50	-	67.50	62.00	70.50	60.50	-	-
Order.....	-	-	-	-	-	89.50	-	-	86.00	90.50	-	83.00	80.50	90.50	81.00	-	71.50
Payroll.....	-	78.50	79.00	85.00	-	92.00	68.00	-	-	104.00	90.50	97.00	88.00	95.00	85.50	101.00	95.50
Comptometer operators.....	-	-	-	81.50	-	77.50	-	-	-	93.50	79.00	91.00	79.00	92.50	102.50	-	102.50
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A.....	-	101.50	-	79.50	-	90.50	-	-	91.50	98.50	83.50	94.00	93.50	93.00	91.00	98.00	100.00
Keypunch operators, class B.....	-	82.00	74.00	74.00	-	72.50	-	-	81.00	83.50	77.00	84.00	80.50	84.00	79.00	81.00	80.50
Office girls.....	-	-	-	-	-	-	-	-	-	-	-	72.50	-	66.50	-	70.50	-
Secretaries ²	-	108.00	100.50	91.50	92.50	98.00	90.00	95.50	107.50	109.00	98.50	109.50	106.00	112.50	105.50	119.00	115.50
Class A.....	-	(3)	(3)	(3)	-	-	(3)	-	(3)	136.00	-	126.00	123.00	(3)	(3)	(3)	115.00
Class B.....	-	(3)	(3)	(3)	-	104.00	(3)	94.50	(3)	121.00	110.50	114.50	118.00	(3)	(3)	(3)	125.00
Class C.....	-	(3)	(3)	(3)	-	102.50	(3)	106.50	(3)	105.50	103.00	108.00	112.50	(3)	(3)	(3)	127.00
Class D.....	-	(3)	(3)	(3)	92.00	96.00	(3)	83.00	(3)	90.50	87.50	98.00	97.00	(3)	(3)	(3)	93.50
Stenographers, general.....	\$84.00	91.00	79.00	74.50	-	80.00	72.00	81.00	-	83.00	74.00	91.00	79.00	87.00	85.50	88.50	89.50
Stenographers, senior.....	-	99.00	-	90.50	81.00	98.00	86.50	-	-	101.00	87.50	101.00	95.00	101.00	97.00	105.00	111.50
Switchboard operators, class A.....	-	-	-	-	-	-	-	-	-	102.00	-	96.50	-	101.50	100.50	-	105.50
Switchboard operators, class B.....	-	-	-	-	-	-	-	-	-	-	-	89.00	-	90.50	-	-	-
Switchboard operator-receptionists.....	-	75.00	64.50	68.00	-	74.00	69.00	73.00	82.00	85.00	78.00	87.00	79.00	82.00	73.00	79.00	82.50
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	-	-	112.00	-	111.00	99.50	-	-	-	112.00
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	81.00
Transcribing-machine operators, general.....	-	-	-	-	-	74.00	-	-	-	-	-	87.50	77.00	80.50	72.00	-	81.00
Typists, class A.....	-	-	-	75.00	-	82.00	-	-	79.50	92.00	85.50	86.00	87.00	90.50	83.50	98.00	103.00
Typists, class B.....	-	72.00	-	62.00	-	71.00	-	65.50	76.00	81.00	63.50	77.00	69.00	75.50	69.00	78.00	79.50
<u>Professional and technical</u>																	
<u>Men</u>																	
Draftsmen, class A.....	-	-	-	163.00	149.00	151.50	-	-	-	159.00	155.00	153.00	151.00	161.00	144.00	137.00	165.50
Draftsmen, class B.....	-	129.00	-	120.00	113.50	121.50	111.50	101.50	137.00	139.00	128.50	127.00	129.00	136.50	126.00	113.00	141.00
Draftsmen, class C.....	-	93.00	-	88.50	-	109.00	-	-	-	105.50	108.00	103.50	105.00	113.50	97.00	96.00	106.00
Draftsmen-tracers.....	-	-	-	-	-	-	66.50	-	-	-	79.00	91.50	-	84.50	-	-	-
<u>Women</u>																	
Nurses, industrial (registered).....	-	112.00	-	-	-	111.00	-	-	-	113.50	107.00	115.00	111.50	114.50	107.50	114.00	119.50

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1965 through June 1966)

Sex, occupation, and grade	North Central—Continued																	
	Des Moines	De-troit	Green Bay	Indian-apolis	Kansas City	Milwau-kee	Minne-apolis—St. Paul	Muskegon—Muskegon Heights	Omaha	Rock-ford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Youngs-town—Warren	
Office clerical																		
Men																		
Clerks:																		
Accounting, class A.....	\$119.00	\$141.50	\$119.00	\$126.00	\$126.00	\$123.00	\$111.00	\$129.50	\$114.00	\$115.00	\$120.50	-	\$128.00	\$128.00	\$127.00	\$103.50	\$134.00	
Accounting, class B.....	-	110.00	-	92.00	-	104.00	89.50	-	-	-	110.50	-	-	98.50	-	82.50	-	
Order.....	-	120.00	-	117.50	109.50	120.50	108.00	-	-	108.50	116.00	-	-	-	-	-	-	
Payroll.....	-	126.50	-	-	-	-	-	-	-	-	112.50	-	110.50	111.50	-	-	128.00	
Office boys.....	63.50	83.00	-	74.00	61.00	68.00	59.50	-	-	-	68.50	-	-	69.00	-	71.00	-	
Tabulating-machine operators:																		
Class A.....	-	140.50	-	126.00	-	-	115.00	-	-	-	120.50	-	120.50	-	-	-	128.50	
Class B.....	-	121.50	-	109.50	-	109.00	100.50	100.50	-	-	102.00	-	113.00	112.50	-	103.50	113.50	
Class C.....	-	106.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																		
Billers, machine:																		
Billing machine.....	70.00	80.50	-	76.50	-	-	73.50	-	-	-	80.00	-	-	-	-	-	-	
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeeping-machine operators:																		
Class A.....	-	111.50	-	99.50	87.00	96.00	-	-	-	-	94.50	-	96.50	-	-	-	-	
Class B.....	76.00	91.00	-	80.00	82.00	84.50	77.00	-	-	79.50	81.50	-	81.00	80.50	-	-	80.50	
Clerks:																		
Accounting, class A.....	98.00	129.00	89.50	109.50	100.00	107.50	91.50	96.00	94.00	102.50	103.00	-	106.00	105.50	115.50	97.00	118.50	
Accounting, class B.....	84.00	94.50	66.50	81.00	75.00	84.50	73.50	82.00	78.00	76.50	81.00	\$79.50	79.00	83.50	79.00	76.50	85.00	
File, class A.....	-	-	-	88.50	-	-	81.50	-	-	78.00	85.50	-	-	-	-	-	-	
File, class B.....	-	93.50	-	74.00	71.00	71.50	65.50	-	-	69.50	69.00	-	-	-	-	-	-	
File, class C.....	-	-	-	65.00	-	61.00	57.00	-	-	-	58.00	-	-	-	-	-	-	
Order.....	-	105.00	-	72.00	82.50	90.00	81.00	-	81.50	81.00	80.50	-	83.00	86.00	-	-	89.00	
Payroll.....	90.50	111.00	77.50	94.50	85.00	91.00	83.50	85.00	84.00	87.00	80.00	-	92.00	91.50	95.00	100.00	98.50	
Comptometer operators.....	-	111.00	-	87.00	-	87.50	81.00	-	85.00	-	85.00	-	-	89.50	-	75.50	95.50	
Duplicating-machine operators (Mimeograph or Ditto).....	-	98.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Keypunch operators, class A.....	92.00	106.00	-	90.50	88.50	89.00	81.50	-	80.00	79.50	89.50	-	93.50	91.50	-	89.00	-	
Keypunch operators, class B.....	74.50	104.00	65.50	89.50	79.00	82.00	69.50	75.00	74.00	73.50	77.00	-	80.50	82.50	-	87.00	91.50	
Office girls.....	-	92.00	-	-	-	69.50	55.00	-	-	61.00	61.50	-	-	65.50	-	-	-	
Secretaries ²	93.50	131.50	97.50	113.00	101.00	108.50	95.00	102.00	97.50	101.50	102.00	-	112.00	109.50	115.50	104.50	105.00	
Class A.....	-	(³)	(³)	124.00	108.00	(³)	(³)	114.50	103.50	115.50	(³)	-	125.00	(³)	(³)	(³)	119.50	
Class B.....	102.00	(³)	(³)	121.00	106.50	(³)	(³)	110.50	102.50	107.00	(³)	-	121.50	(³)	(³)	(³)	115.50	
Class C.....	98.50	(³)	(³)	123.00	96.50	(³)	(³)	105.50	97.00	98.00	(³)	-	118.50	(³)	(³)	(³)	110.00	
Class D.....	86.50	(³)	(³)	94.50	102.00	(³)	(³)	95.00	-	92.00	(³)	-	102.00	(³)	(³)	(³)	92.00	
Stenographers, general.....	83.00	99.50	75.00	84.50	87.50	82.50	73.50	79.00	75.00	80.50	81.50	77.50	80.50	87.50	89.00	90.50	86.50	
Stenographers, senior.....	86.00	114.00	-	102.50	102.00	100.00	83.00	95.50	92.50	92.50	92.00	-	96.00	103.00	-	96.50	102.00	
Switchboard operators, class A.....	-	112.50	-	106.00	-	92.50	84.00	-	-	-	93.50	-	92.50	102.00	-	-	-	
Switchboard operators, class B.....	-	101.50	-	74.00	-	-	-	-	-	-	-	-	-	97.00	-	-	100.50	
Switchboard operator-receptionists.....	80.50	90.00	78.50	76.00	76.50	81.50	74.00	74.00	73.00	80.50	80.00	-	76.50	72.50	-	82.00	78.50	
Tabulating-machine operators:																		
Class B.....	84.50	123.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transcribing-machine operators, general.....	-	97.50	-	78.50	80.00	83.00	74.50	-	83.50	81.00	79.00	-	76.50	-	-	-	-	
Typists, class A.....	83.50	106.00	-	88.50	87.00	86.00	73.50	89.00	-	79.00	87.00	-	88.00	86.50	98.50	90.50	102.00	
Typists, class B.....	71.00	94.00	63.50	69.00	71.00	76.00	67.50	69.00	63.00	69.00	71.00	-	69.00	72.50	77.50	74.50	78.50	
Professional and technical																		
Men																		
Draftsmen, class A.....	146.50	192.50	-	156.00	146.50	148.50	142.50	150.50	-	140.50	151.00	-	155.00	170.50	-	-	165.00	
Draftsmen, class B.....	117.50	157.50	105.00	126.00	125.50	125.50	120.50	128.00	-	118.50	134.50	-	137.50	135.00	113.00	126.50	145.50	
Draftsmen, class C.....	-	132.00	-	108.00	104.50	102.00	94.00	102.00	89.50	101.50	98.50	-	117.50	105.00	92.00	111.00	115.00	
Draftsmen-tracers.....	-	109.50	-	-	-	81.00	-	-	-	80.50	84.50	-	-	-	-	-	-	
Women																		
Nurses, industrial (registered).....	111.00	124.50	-	119.00	114.00	109.50	104.00	98.00	-	99.00	112.50	-	108.00	114.00	-	113.50	113.50	

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1965 through June 1966)

Sex, occupation, and grade	West												
	Albu- querque	Boise City	Denver	Los Angeles— Long Beach and Anaheim— Santa Ana— Garden Grove	Phoenix	Portland	Salt Lake City	San Bernardino— Riverside— Ontario ⁴	San Diego	San Francisco— Oakland	San Jose	Seattle— Everett	Spokane
<u>Office clerical</u>													
<u>Men</u>													
Clerks:													
Accounting, class A.....	-	-	\$125.00	\$122.00	-	\$121.50	\$125.50	-	-	\$127.50	\$126.50	-	-
Accounting, class B.....	-	-	84.00	103.00	-	-	-	-	-	110.00	-	-	-
Order.....	-	-	-	121.00	-	-	-	-	-	122.00	114.50	-	-
Payroll.....	-	-	-	117.00	-	-	-	-	-	-	-	-	-
Office boys.....	-	-	57.50	87.00	-	-	-	-	-	73.00	81.50	\$77.50	-
Tabulating-machine operators:													
Class A.....	-	-	130.00	132.50	-	-	-	-	\$132.00	-	135.50	-	-
Class B.....	-	-	-	116.00	-	-	-	-	-	116.50	-	112.50	-
Class C.....	-	-	-	107.50	-	-	-	-	-	-	-	-	-
<u>Women</u>													
Billers, machine (billing machine).....	-	-	-	85.00	-	82.00	-	-	-	79.50	-	-	-
Billers, machine (bookkeeping machine).....	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A.....	-	-	-	101.00	\$104.00	99.00	-	-	-	101.00	-	-	-
Bookkeeping-machine operators, class B.....	-	\$71.00	80.50	91.50	90.00	85.50	-	-	-	89.50	88.50	88.50	-
Clerks:													
Accounting, class A.....	-	95.50	102.00	109.50	104.50	103.50	111.50	\$101.50	104.00	114.00	107.00	108.50	-
Accounting, class B.....	\$76.00	-	85.00	91.50	82.50	84.00	77.00	89.00	-	95.50	92.50	77.00	\$96.00
File, class A.....	-	-	-	100.00	-	-	-	-	-	93.00	-	-	-
File, class B.....	-	-	-	84.00	-	71.00	-	-	-	80.50	83.50	86.50	-
File, class C.....	-	-	63.00	84.00	-	-	-	-	-	-	-	-	-
Order.....	-	-	77.50	95.00	105.00	85.00	-	-	-	96.00	100.00	99.50	-
Payroll.....	-	-	94.00	104.00	84.50	90.50	94.50	97.00	110.00	109.00	104.50	95.50	-
Comptometer operators.....	-	-	83.00	108.00	87.50	95.50	-	-	-	103.00	102.00	112.50	-
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	97.00	-	-	-	-	-	-	-	-	-
Keypunch operators, class A.....	-	-	89.50	106.50	89.50	83.00	-	99.00	-	98.00	101.50	94.50	-
Keypunch operators, class B.....	-	-	83.00	93.00	81.00	80.50	80.00	-	96.50	93.50	92.00	85.50	-
Office girls.....	-	-	-	81.50	-	59.00	-	-	-	74.00	-	-	-
Secretaries ²	103.00	-	108.00	117.50	105.00	99.00	99.50	114.00	120.00	117.50	112.00	115.50	122.00
Class A.....	-	(3)	-	134.00	-	103.50	(3)	-	(3)	134.00	128.50	-	(3)
Class B.....	-	(3)	113.00	128.50	112.50	109.50	(3)	120.50	(3)	129.00	130.00	127.00	(3)
Class C.....	-	(3)	113.00	120.00	107.50	104.00	(3)	115.50	(3)	118.00	114.50	118.50	(3)
Class D.....	-	(3)	102.50	108.00	102.00	93.00	(3)	96.00	(3)	110.00	108.50	110.00	(3)
Stenographers, general.....	-	-	86.50	100.50	88.50	84.50	79.00	94.50	105.00	93.50	92.50	98.00	-
Stenographers, senior.....	98.50	-	93.00	108.00	94.00	95.00	97.50	-	112.50	107.00	106.50	97.00	-
Switchboard operators, class A.....	-	-	88.00	107.00	-	-	-	-	95.50	98.50	99.50	-	-
Switchboard operators, class B.....	-	-	-	97.00	-	-	-	-	-	95.50	-	-	-
Switchboard operator-receptionists.....	-	-	77.00	90.00	75.00	81.50	76.00	82.00	91.00	94.00	87.00	85.50	-
Tabulating-machine operators, class B.....	-	-	-	-	-	-	-	-	-	116.00	-	-	-
Tabulating-machine operators, class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	-	-	-	-	-	-	-	92.50	91.50	-	-
Typists, class A.....	-	-	83.00	98.50	-	81.50	86.50	91.00	-	94.50	86.50	93.00	-
Typists, class B.....	-	-	74.50	90.50	79.00	74.00	75.00	72.50	94.00	80.00	84.50	75.00	-
<u>Professional and technical</u>													
<u>Men</u>													
Draftsmen, class A.....	-	-	150.50	157.00	149.00	136.00	138.50	177.50	-	156.00	158.00	153.00	-
Draftsmen, class B.....	-	-	129.00	135.50	136.00	121.00	124.00	134.00	133.50	136.50	136.50	133.50	151.00
Draftsmen, class C.....	-	-	106.50	115.00	102.00	97.00	-	-	-	107.50	106.50	106.50	-
Draftsmen-tracers.....	-	-	-	108.00	-	-	-	-	-	-	-	-	-
<u>Women</u>													
Nurses, industrial (registered).....	-	-	107.50	126.00	109.50	110.50	-	117.00	-	121.50	121.50	117.50	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² In areas where data are presented for class A, B, C, or D, the composite may include earnings of workers other than those presented separately.³ Data not collected for this occupation. See explanation on p. 10.⁴ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1965 through June 1966)

Sex, occupation, and grade	West												
	Albu- querque ²	Boise City	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ²	Phoenix ²	Portland	Salt Lake City	San Bernardino- Riverside- Ontario	San Diego	San Francisco- Oakland ²	San Jose	Seattle- Everett ²	Spokane
Office clerical													
Men													
Clerks:													
Accounting, class A.....	-	\$102.00	\$115.00	\$120.50	-	\$128.50	\$109.00	-	-	\$122.50	-	\$119.00	\$121.00
Accounting, class B.....	-	-	95.00	97.00	-	111.00	102.00	-	-	116.50	-	-	-
Order.....	-	-	99.00	117.00	\$88.00	127.50	98.00	-	-	136.50	-	124.50	-
Payroll.....	-	-	-	129.00	-	-	-	-	-	123.50	-	-	-
Office boys.....	-	66.50	73.50	76.00	59.00	69.00	-	-	\$70.50	72.00	-	65.00	-
Tabulating-machine operators:													
Class A.....	-	-	-	123.50	-	-	-	-	-	125.50	-	-	-
Class B.....	-	-	105.50	113.00	-	107.50	-	-	-	113.50	\$119.00	-	-
Class C.....	-	-	83.50	88.00	-	-	-	-	-	105.00	-	-	-
Women													
Billers, machine (billing machine).....	-	75.50	74.50	105.50	-	81.50	72.00	-	-	97.50	-	95.50	73.50
Billers, machine (bookkeeping machine).....	-	68.00	72.50	88.00	-	68.00	65.50	-	-	88.50	-	86.00	-
Bookkeeping-machine operators, class A.....	\$81.00	-	82.00	100.50	96.00	90.50	86.00	\$102.50	100.50	106.00	-	92.50	-
Bookkeeping-machine operators, class B.....	68.00	61.00	75.00	82.50	71.00	85.00	69.00	72.50	77.50	89.50	88.00	83.00	70.50
Clerks:													
Accounting, class A.....	102.00	96.00	96.00	109.00	94.50	101.50	93.50	99.00	96.50	106.00	108.50	99.00	94.00
Accounting, class B.....	71.50	73.00	79.50	89.50	76.50	80.50	73.00	77.50	81.50	92.50	90.00	81.50	78.50
File, class A.....	-	-	78.00	81.50	-	90.00	-	-	-	84.50	-	-	-
File, class B.....	66.50	55.50	66.50	73.00	62.50	75.00	64.00	-	63.50	72.00	77.00	63.00	-
File, class C.....	-	-	60.50	63.00	56.00	63.50	-	-	62.00	65.00	-	64.50	-
Order.....	70.50	-	87.50	99.00	76.50	85.50	-	-	100.00	-	-	88.50	-
Payroll.....	83.00	87.50	87.50	109.00	91.50	93.00	91.00	96.50	92.00	110.00	102.50	97.00	95.00
Comptometer operators.....	-	-	78.50	100.50	77.00	84.50	72.50	-	89.00	98.00	-	86.00	70.00
Duplicating-machine operators (Mimeograph or Ditto).....													
Key punch operators, class A.....	96.00	-	84.50	100.50	81.00	88.50	86.00	97.50	96.50	99.00	94.00	88.00	-
Key punch operators, class B.....	66.00	76.50	77.50	90.00	75.50	81.50	74.50	89.50	83.00	89.00	84.00	80.50	77.00
Office girls.....	-	-	62.50	72.00	-	60.00	60.00	-	59.50	75.00	-	68.50	68.50
Secretaries.....	106.00	93.00	99.00	116.00	92.50	104.00	94.50	103.00	101.00	110.50	110.50	104.50	89.00
Class A.....	-	(⁴)	110.00	144.00	109.00	-	(⁴)	-	(⁴)	126.50	-	-	(⁴)
Class B.....	117.50	(⁴)	110.00	126.50	104.50	113.50	117.00	(⁴)	(⁴)	118.50	121.50	119.50	(⁴)
Class C.....	-	(⁴)	100.50	120.50	96.50	105.00	109.50	(⁴)	(⁴)	112.50	111.00	107.00	(⁴)
Class D.....	-	(⁴)	94.00	108.00	79.50	97.00	96.00	(⁴)	(⁴)	103.00	106.00	95.00	(⁴)
Stenographers, general.....	80.50	75.00	83.00	90.50	75.00	81.50	81.50	84.00	79.50	89.50	85.50	82.50	77.00
Stenographers, senior.....	96.50	85.50	90.00	101.00	90.50	89.50	92.50	99.50	87.00	99.50	100.50	92.00	100.00
Switchboard operators, class A.....	-	65.50	82.50	100.00	-	101.00	-	-	-	92.50	93.50	-	-
Switchboard operators, class B.....	66.50	-	65.00	80.00	61.00	77.50	69.50	70.00	70.50	84.00	77.00	82.50	75.00
Switchboard operator-receptionists.....	71.00	-	80.00	90.50	72.50	78.50	75.50	77.50	79.50	90.00	83.00	84.50	79.50
Tabulating-machine operators, class B.....	-	-	-	99.50	-	98.00	-	-	-	99.00	-	-	-
Tabulating-machine operators, class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	80.50	86.50	-	86.00	72.00	-	-	84.50	-	78.00	-
Typists, class A.....	86.50	-	79.00	86.50	76.50	78.50	74.00	85.00	80.50	85.50	86.50	83.00	80.50
Typists, class B.....	64.00	63.50	69.50	77.00	64.50	71.00	64.50	68.50	67.50	75.00	72.50	72.00	68.00
Professional and technical													
Men													
Draftsmen, class A.....	-	-	165.50	167.00	-	164.00	-	-	-	170.00	163.50	-	-
Draftsmen, class B.....	-	-	137.00	155.00	-	134.50	-	-	-	138.00	126.50	144.00	-
Draftsmen, class C.....	116.50	-	121.50	110.50	-	108.50	-	-	-	115.00	106.00	-	-
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Women													
Nurses, industrial (registered).....	-	-	-	124.00	-	-	-	-	-	-	-	-	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.

² Exceptions to the standard industry limitations are shown in footnotes 4, 5, 7, and/or 11 to the table in appendix A.

³ In areas where data are presented for class A, B, C, or D, the composite may include earnings of workers other than those presented separately.

⁴ Data not collected for this occupation. See explanation on p. 10.

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

Table A-5. Plant Occupations—All Industries

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1965 through June 1966)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ³	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
Maintenance and powerplant																			
Carpenters.....	\$3.14	\$3.04	\$3.13	\$3.17	\$2.73	-	\$3.38	\$2.79	\$3.35	\$3.40	\$3.38	\$3.34	\$2.52	\$2.66	-	\$3.08	\$2.79	\$3.02	\$2.62
Electricians.....	3.32	3.10	3.24	3.49	3.06	\$2.44	3.52	3.04	3.46	3.41	3.33	3.45	2.75	2.97	\$3.03	3.30	3.09	3.33	2.94
Engineers, stationary.....	3.00	3.16	3.06	3.18	3.05	-	3.78	2.88	3.66	3.51	2.99	3.30	2.61	3.09	-	3.28	3.01	3.11	-
Firemen, stationary boiler.....	2.71	2.56	2.66	2.92	2.84	1.73	3.04	2.48	3.02	2.84	2.65	2.94	2.16	2.19	-	2.62	1.94	2.55	2.27
Helpers, trades.....	2.54	2.62	2.62	2.70	2.20	2.08	2.76	2.52	2.77	2.48	2.75	2.82	-	2.36	2.11	2.58	2.54	2.42	2.40
Machine-tool operators, toolroom.....	-	3.08	3.20	3.51	-	-	3.56	-	3.12	3.20	3.22	3.45	2.60	2.65	-	-	-	3.00	2.86
Machinists.....	3.26	3.12	3.22	3.50	2.98	2.55	3.49	2.97	3.71	3.41	3.41	3.77	2.88	3.00	2.88	3.23	3.09	3.10	2.83
Mechanics, automotive.....	3.15	2.99	3.19	3.21	2.67	2.74	3.26	3.15	3.47	3.27	3.21	3.40	2.56	2.88	2.94	3.12	3.09	3.01	2.99
Mechanics.....	3.06	3.16	2.97	3.33	3.03	2.54	3.37	3.06	3.43	3.25	3.21	3.31	2.87	2.88	2.89	3.04	3.00	3.05	2.81
Millwrights.....	3.27	3.31	3.17	3.46	2.99	-	3.49	2.89	3.33	3.40	3.46	3.61	-	2.93	-	3.42	3.00	2.80	-
Oilers.....	2.56	2.81	2.48	2.90	-	-	2.84	2.40	2.88	2.57	2.62	2.85	-	2.15	2.16	2.53	2.63	2.54	2.52
Painters.....	3.05	2.94	2.88	3.19	2.78	-	3.32	2.88	3.16	3.15	3.03	3.14	2.33	2.68	-	3.09	2.79	-	2.59
Pipefitters.....	3.26	3.06	3.19	3.38	2.96	-	3.52	3.03	3.39	3.40	3.40	3.31	-	2.88	-	3.22	-	3.20	2.89
Plumbers.....	-	3.03	3.08	-	-	-	3.34	-	3.21	-	3.15	3.33	-	-	-	-	2.89	-	-
Sheet-metal workers.....	3.35	-	3.18	3.51	-	-	3.40	-	3.55	3.36	3.28	3.44	-	2.98	-	3.30	3.08	3.19	-
Tool and die makers.....	-	3.27	3.40	3.64	-	-	3.59	3.11	3.51	3.58	3.49	3.58	2.87	3.33	3.24	3.56	3.19	3.03	3.15
Custodial and material movement																			
Elevator operators, passenger.....	1.37	-	1.55	-	-	-	-	-	2.14	-	1.85	2.11	-	1.34	-	-	-	-	-
Elevator operators, passenger (women).....	1.38	-	1.45	1.46	-	-	1.54	-	2.07	-	1.54	1.86	1.20	-	-	-	-	-	-
Guards and watchmen.....	2.04	2.29	1.74	2.37	2.30	1.57	1.77	1.76	2.09	2.36	1.92	2.46	1.94	1.81	1.66	2.37	2.18	2.17	2.00
Janitors, porters, and cleaners.....	2.04	2.23	1.86	2.27	1.88	1.58	2.02	1.77	2.19	2.18	2.11	2.14	1.93	1.79	1.79	2.00	1.94	2.02	1.81
Janitors, porters, and cleaners (women).....	1.83	2.05	1.61	1.76	1.90	-	1.70	1.62	1.97	2.11	1.63	1.77	1.55	1.55	1.26	1.64	1.76	1.62	1.65
Laborers, material handling.....	2.35	2.48	2.25	2.62	2.28	1.93	2.79	2.27	2.65	2.61	2.49	2.68	1.94	1.89	2.30	2.36	2.21	2.33	2.15
Order fillers.....	2.56	2.00	2.35	2.76	-	-	2.73	2.39	2.48	2.63	2.61	2.92	2.36	2.17	2.16	2.64	-	2.40	2.22
Packers, shipping.....	2.28	1.96	2.32	2.69	2.10	1.82	2.38	2.08	2.17	2.54	2.14	2.33	1.77	1.95	1.88	2.38	2.62	2.66	2.10
Packers, shipping (women).....	-	-	1.64	2.38	1.58	1.62	1.99	1.60	1.96	1.77	1.88	2.13	1.98	1.60	1.69	-	2.08	-	1.55
Receiving clerks.....	2.34	2.39	2.33	2.73	2.26	1.88	2.63	2.37	2.65	2.86	2.50	2.72	2.26	2.28	2.21	2.53	2.35	2.35	2.26
Shipping clerks.....	2.54	2.52	2.44	2.96	2.36	2.00	2.81	2.53	2.82	2.95	2.65	2.82	2.49	2.32	2.12	2.32	2.40	2.30	2.30
Shipping and receiving clerks.....	2.48	2.37	2.50	2.84	2.27	2.15	2.66	2.41	2.79	2.71	2.65	2.89	2.20	2.22	2.08	2.59	2.59	2.21	2.26
Truckdrivers ⁴	3.13	2.78	2.91	3.04	2.78	2.54	3.30	2.88	3.35	3.19	3.21	3.17	2.37	2.99	2.91	2.95	2.64	2.86	2.66
Light (under 1½ tons).....	2.30	2.33	2.39	2.74	2.12	1.68	2.56	2.29	2.69	3.12	2.34	2.93	2.36	2.12	2.75	-	2.29	2.27	1.70
Medium (1½ to and including 4 tons).....	3.09	2.41	2.80	2.74	-	2.20	3.32	-	3.30	3.11	3.22	3.14	1.74	2.62	2.91	2.87	2.22	2.61	2.05
Heavy (over 4 tons, trailer type).....	3.30	3.06	3.10	3.22	-	2.89	3.39	3.11	3.34	3.34	3.26	3.32	2.50	3.25	-	-	2.76	3.05	2.99
Heavy (over 4 tons, other than trailer type).....	-	2.56	3.03	3.02	-	-	3.14	2.75	3.64	3.14	3.27	3.05	2.53	2.55	-	-	2.72	3.01	2.41
Truckers, power (forklift).....	2.63	2.60	2.63	2.84	-	-	2.96	2.41	2.99	2.70	2.69	2.89	2.25	2.50	2.26	2.60	2.63	2.57	2.23
Truckers, power (other than forklift).....	2.63	-	2.66	2.72	-	-	2.50	2.48	2.95	3.02	2.69	3.08	-	2.13	-	2.39	2.49	3.31	-

See footnotes at end of table.

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

(Average hourly earnings ¹ for selected occupations studied in 6 broad industry divisions, July 1965 through June 1966)

Occupation ²	South																					
	Atlanta	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham ³	Charles- ton, W. Va.	Char- lotte	Chatta- nooga ³	Dallas ³	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville ³	Little Rock- North Little Rock ³	Louis- ville	Lub- bock	Mem- phis ³	Miami ³	Midland and Odessa ³	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City ³
Maintenance and powerplant																						
Carpenters.....	\$2.97	\$3.11	\$3.63	\$3.31	\$3.58	\$2.40	\$2.45	\$2.95	\$2.92	\$2.12	\$3.61	-	\$2.82	\$2.47	\$3.40	-	\$2.62	\$2.85	-	\$3.09	\$2.86	-
Electricians.....	3.46	3.23	3.65	3.67	3.58	2.52	2.91	3.18	3.49	2.35	3.69	\$2.83	3.18	2.67	3.57	-	3.22	3.05	\$3.97	3.30	\$2.23	\$2.89
Engineers, stationary.....	3.02	3.13	3.61	3.37	3.56	-	3.02	2.69	3.00	2.33	2.98	3.06	2.79	2.57	3.35	-	2.91	2.34	2.39	2.80	2.65	2.58
Firemen, stationary boiler.....	2.20	2.82	3.33	2.67	-	-	2.01	-	-	1.69	3.08	-	2.08	1.59	2.93	-	1.87	-	-	2.57	-	-
Helpers, trades.....	2.23	2.66	3.05	2.77	-	2.02	2.40	2.00	2.27	1.66	2.68	-	2.31	2.04	2.64	-	1.92	1.95	1.91	2.43	2.52	2.25
Machine-tool operators, toolroom.....	-	3.29	-	3.13	-	-	-	3.08	-	-	3.14	-	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.24	3.43	3.62	3.61	3.58	2.77	2.89	2.82	3.39	2.31	3.70	2.77	2.96	2.93	3.51	-	3.19	3.48	-	3.29	3.26	2.84
Mechanics, automotive.....	3.17	3.12	3.32	2.97	3.28	2.85	2.46	3.03	2.55	2.53	2.97	2.51	2.68	2.92	\$2.49	2.93	2.73	2.91	2.90	2.82	2.82	2.96
Mechanics.....	2.82	3.29	3.51	3.45	3.63	2.57	2.97	2.91	2.90	2.35	3.26	2.65	2.70	2.55	3.34	2.45	2.94	2.64	3.72	3.12	2.95	2.84
Millwrights.....	-	3.43	-	3.47	3.57	-	-	-	2.98	-	3.70	-	-	-	3.54	-	3.16	-	-	3.52	-	-
Oilers.....	2.48	2.89	2.91	2.74	-	1.56	2.37	2.50	2.65	1.55	2.79	-	2.40	-	2.86	-	2.53	-	-	2.57	-	-
Painters.....	2.82	2.98	3.67	3.06	3.53	-	2.78	2.81	3.07	1.92	3.51	-	2.67	-	3.25	-	2.71	-	2.52	2.99	3.06	-
Pipefitters.....	3.50	3.25	3.72	-	3.63	-	3.08	-	3.00	-	3.73	-	-	-	3.63	-	3.27	-	-	3.37	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.31	3.67	-	3.64	-	-	-	-	-	3.76	-	-	-	3.51	-	-	-	-	3.35	-	-
Tool and die makers.....	3.60	3.55	-	3.25	-	-	3.12	3.29	3.54	3.11	3.39	-	-	3.18	3.79	-	3.45	2.99	-	-	-	-
Custodial and material movement																						
Elevator operators, passenger.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.69	-	-	1.06	-	-
Elevator operators, passenger (women).....	.68	1.30	-	.73	.97	-	-	-	1.04	-	1.14	.82	-	-	1.26	-	.78	.97	-	1.05	-	1.09
Guards and watchmen.....	1.84	2.01	2.86	1.92	2.91	1.70	2.05	1.70	2.33	1.60	1.67	1.66	1.55	1.49	2.03	1.39	1.78	1.48	-	1.51	2.09	1.57
Janitors, porters, and cleaners.....	1.52	1.75	2.08	1.61	1.97	1.54	1.59	1.55	1.78	1.48	1.58	1.42	1.41	1.43	1.96	1.44	1.58	1.49	1.46	1.43	1.62	1.49
Janitors, porters, and cleaners (women).....	1.26	1.56	1.52	1.18	1.52	1.37	1.34	1.30	1.38	1.35	1.31	1.27	1.27	1.24	1.61	1.31	1.20	1.58	-	1.18	1.11	1.41
Laborers, material handling.....	1.89	2.43	2.16	1.96	2.56	1.98	1.99	1.93	1.76	1.55	1.92	1.60	1.77	1.65	2.46	1.60	1.81	1.74	-	1.80	1.95	1.99
Order fillers.....	2.05	2.35	1.67	1.79	2.25	1.86	1.98	2.11	1.76	1.54	2.09	1.59	1.83	1.72	2.52	1.72	1.90	1.86	-	1.71	1.74	1.88
Packers, shipping.....	1.99	2.05	-	-	-	1.63	1.64	1.93	2.06	1.68	1.69	-	1.71	1.67	2.47	-	2.00	1.65	-	1.66	1.88	1.99
Packers, shipping (women).....	1.77	1.93	-	-	-	1.71	-	1.64	1.43	1.46	2.15	-	-	-	1.90	-	1.58	-	-	-	-	-
Receiving clerks.....	2.38	2.45	2.41	2.32	3.07	2.03	2.08	2.35	2.04	1.93	2.44	1.69	2.07	1.85	2.61	2.05	2.26	-	-	2.01	2.63	2.32
Shipping clerks.....	2.52	2.70	-	3.05	-	2.37	2.15	2.51	2.28	2.10	2.70	-	-	-	2.62	-	2.25	2.70	-	2.48	-	2.62
Shipping and receiving clerks.....	2.72	2.55	3.08	3.06	2.75	2.15	2.25	2.28	2.34	2.12	2.52	2.19	2.27	1.93	2.55	-	2.35	2.43	-	2.26	2.01	2.15
Truckdrivers ⁴	2.52	2.77	2.61	2.35	2.90	2.28	2.20	2.41	2.15	2.21	2.41	2.04	2.16	2.22	2.88	2.27	2.36	2.24	2.12	2.18	2.06	2.53
Light (under 1 1/2 tons).....	1.71	2.43	2.48	1.68	-	1.82	1.70	1.78	1.48	1.46	1.91	1.32	1.59	1.71	1.98	1.75	1.63	1.82	-	1.68	1.50	1.56
Medium (1 1/2 to and including 4 tons).....	2.66	2.53	2.67	2.29	2.64	2.34	2.27	2.60	1.87	1.68	2.55	2.50	2.10	2.11	2.55	2.44	2.37	2.11	1.68	2.12	1.90	2.56
Heavy (over 4 tons, trailer type).....	2.94	3.04	2.18	2.85	-	2.65	2.20	2.16	2.17	3.00	2.96	2.21	2.63	-	3.30	-	2.87	2.69	-	2.63	2.21	2.97
Heavy (over 4 tons, other than trailer type).....	-	2.85	-	2.37	3.00	-	-	-	-	2.84	3.00	-	-	-	-	-	1.93	-	-	2.17	2.03	-
Truckers, power (forklift).....	2.44	2.78	2.98	2.36	2.70	2.29	2.05	2.08	2.35	1.82	2.33	1.67	1.90	1.84	2.63	1.78	2.03	1.91	-	2.29	2.05	2.34
Truckers, power (other than forklift).....	2.74	2.92	-	2.75	-	-	2.29	2.68	-	-	1.67	-	2.44	-	2.70	-	2.70	-	-	2.42	2.24	-

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1965 through June 1966)

Occupation ²	South—Continued						North Central															
	Raleigh	Richmond ³	San Antonio	Savannah ³	Washington	Akron	Canton	Chicago ³	Cincinnati	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	De-troit ³	Green Bay	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Omaha ³
Maintenance and powerplant																						
Carpenters.....	-	\$3.11	-	\$3.14	\$3.19	\$3.51	\$3.13	\$3.66	\$3.26	\$3.36	\$3.22	\$3.33	\$3.53	\$3.46	\$3.51	-	\$3.39	\$3.49	\$3.40	\$3.24	\$3.02	\$3.11
Electricians.....	\$2.94	3.30	\$2.95	3.35	3.30	3.54	3.38	3.67	3.35	3.46	3.37	3.67	3.52	3.54	3.73	\$3.02	3.53	3.63	3.70	3.69	3.14	3.42
Engineers, stationary	-	2.79	2.66	-	3.32	3.52	3.25	3.66	3.52	3.31	3.12	3.36	3.42	3.00	3.55	2.98	3.28	3.35	3.32	3.36	-	3.05
Firemen, stationary boiler	-	2.10	-	2.50	2.11	3.36	2.84	3.01	3.04	2.96	2.58	2.63	2.97	2.84	3.44	2.63	2.72	2.66	2.99	3.20	2.61	2.92
Helpers, trades.....	-	2.51	-	2.60	2.41	2.93	2.71	2.77	2.55	2.71	2.64	2.76	2.72	2.97	2.83	2.40	2.47	2.40	2.80	2.88	2.67	2.37
Machine-tool operators, toolroom.....	-	-	-	-	-	3.64	3.58	3.51	3.38	3.44	3.45	3.49	3.54	-	3.74	-	3.61	3.37	3.68	3.11	3.40	-
Machinists.....	-	3.32	-	-	3.40	3.49	3.50	3.65	3.40	3.40	3.47	3.57	3.61	3.51	3.72	3.08	3.43	3.61	3.70	3.59	3.17	3.42
Mechanics, automotive.....	2.70	2.79	2.73	2.98	3.18	3.38	3.05	3.66	3.20	3.30	3.22	3.31	3.06	3.28	3.44	2.98	3.16	3.23	3.44	3.36	3.09	2.97
Mechanics.....	2.52	3.12	2.67	3.13	3.43	3.47	3.13	3.41	3.10	3.35	3.17	3.52	3.30	3.30	3.67	2.88	3.42	3.37	3.35	3.24	3.14	3.19
Millwrights.....	-	-	-	-	-	3.60	3.37	3.56	3.46	3.44	3.30	3.52	3.58	-	3.65	3.04	3.58	3.59	3.51	3.41	3.03	3.49
Oilers.....	-	2.35	-	2.67	-	3.28	2.70	2.81	2.90	2.92	2.65	2.86	2.89	2.93	3.02	2.59	2.79	2.85	3.07	2.90	2.74	2.90
Painters.....	-	3.09	-	3.07	2.84	3.42	3.19	3.86	3.20	3.22	3.13	3.21	3.34	3.37	3.40	-	3.34	3.49	3.45	3.59	-	3.29
Pipefitters.....	-	-	-	3.40	-	3.55	3.35	3.61	3.48	3.40	3.36	3.51	3.62	-	3.66	2.94	3.53	3.55	3.61	3.59	3.14	3.43
Plumbers.....	-	-	-	-	-	-	-	3.62	-	-	-	-	3.43	-	3.39	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.35	-	-	-	3.59	-	3.52	3.56	3.47	-	3.50	3.65	-	3.66	-	3.61	3.62	3.56	3.32	-	3.50
Tool and die makers.....	-	-	-	-	-	3.73	3.52	3.84	3.57	3.66	3.70	3.80	3.85	3.64	3.90	-	3.66	3.50	3.93	3.64	3.39	-
Custodial and material movement																						
Elevator operators, passenger.....	-	-	-	-	-	-	-	2.36	-	-	-	-	-	-	1.98	-	-	-	-	1.73	-	-
Elevator operators, passenger (women).....	-	.78	.98	-	1.39	-	-	1.58	1.41	1.33	1.09	-	-	1.25	1.52	-	1.07	1.24	-	1.64	-	.93
Guards and watchmen.....	1.64	2.13	1.60	1.99	1.62	2.84	2.73	2.09	2.15	2.17	2.26	2.57	2.57	2.42	2.49	2.16	2.19	2.22	2.02	2.17	2.40	1.78
Janitors, porters, and cleaners	1.40	1.68	1.32	1.69	1.62	2.63	2.29	2.22	1.98	2.19	1.95	2.31	2.16	2.08	2.50	2.25	1.96	2.01	2.27	2.19	2.42	1.84
Janitors, porters, and cleaners (women).....	-	1.46	1.23	1.68	1.42	1.99	1.63	1.92	1.57	1.72	1.80	2.07	1.73	1.50	1.73	1.75	1.67	1.66	1.77	1.80	1.81	1.56
Laborers, material handling.....	1.58	1.81	1.55	1.78	2.16	2.94	2.53	2.60	2.60	2.65	2.31	2.67	2.62	2.48	2.77	2.55	2.52	2.45	2.63	2.68	2.56	2.52
Order fillers.....	1.90	2.03	1.55	2.12	2.27	2.85	2.52	2.67	2.45	2.59	2.44	2.60	2.58	2.65	2.73	2.57	2.39	2.54	2.85	2.76	2.80	2.50
Packers, shipping.....	1.55	1.62	1.47	-	1.81	2.91	2.56	2.43	2.15	2.59	2.25	2.76	2.57	2.77	2.79	-	2.22	2.47	2.74	2.68	2.75	2.45
Packers, shipping (women).....	-	-	-	-	-	-	-	2.02	2.10	2.06	1.90	-	2.09	-	2.44	-	1.71	2.16	1.94	2.03	2.67	1.84
Receiving clerks.....	1.91	2.37	1.98	2.29	2.22	2.84	2.69	2.73	2.46	2.58	2.49	2.40	2.37	2.62	2.84	2.62	2.38	2.67	2.81	2.77	2.73	2.28
Shipping clerks.....	-	2.34	-	-	2.54	2.84	2.77	2.74	2.58	2.71	2.56	2.78	2.68	2.74	3.05	-	2.55	2.72	2.95	2.92	2.79	2.59
Shipping and receiving clerks.....	2.12	2.40	-	-	2.66	2.78	2.67	2.97	2.77	2.73	2.46	2.60	2.51	2.52	2.93	-	2.68	2.75	3.00	2.74	-	2.40
Truckdrivers ⁴	1.93	2.15	2.02	1.77	2.60	3.24	2.68	3.37	3.18	3.13	2.85	2.70	2.98	2.99	3.18	2.90	2.89	3.03	3.20	3.12	3.00	2.55
Light (under 1 1/2 tons).....	1.43	2.18	1.53	1.62	1.77	3.18	2.15	3.15	2.68	2.69	2.16	2.02	2.36	1.88	2.45	-	2.32	2.50	2.55	2.99	-	2.11
Medium (1 1/2 to and including 4 tons).....	1.90	2.13	2.18	1.89	2.37	3.10	2.73	3.30	2.89	3.14	2.74	3.52	2.80	2.07	3.18	2.94	2.71	2.89	2.87	3.13	2.81	2.51
Heavy (over 4 tons, trailer type).....	-	2.75	2.36	1.53	2.97	3.29	3.06	3.45	3.35	3.26	3.10	2.79	3.15	2.91	3.26	3.03	3.11	3.05	3.34	3.20	-	2.80
Heavy (over 4 tons, other than trailer type).....	-	1.69	-	-	2.73	-	-	3.43	3.30	3.17	3.17	2.50	2.73	-	3.26	-	3.17	-	3.32	3.04	3.16	-
Truckers, power (forklift).....	1.89	2.10	1.73	2.28	2.07	3.13	2.67	2.76	2.85	2.87	2.52	2.87	2.75	2.77	2.91	2.52	2.72	2.76	2.83	2.86	2.66	2.64
Truckers, power (other than forklift).....	-	-	-	2.32	-	3.21	2.75	2.65	2.55	2.99	2.34	2.82	2.87	-	2.93	2.52	2.61	2.96	2.77	2.82	2.61	2.79

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1965 through June 1966)

Occupation ²	North Central—Continued								West												
	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque ³	Boise City	Den- ver	Los Angeles- Long Beach- and Anaheim- Santa Ana- Garden Grove ³	Phoe- nix ³	Port- land	Salt Lake City	San Bernardino- Riverside- Ontario ⁵	San Diego	San Fran- cisco- Oakland ³	San Jose	Seattle- Everett ³	Spokane
<u>Maintenance and powerplant</u>																					
Carpenters.....	\$2.88	\$3.34	-	\$3.39	\$3.49	\$3.24	\$2.95	\$3.38	-	-	\$3.22	\$3.39	\$3.35	\$3.39	\$3.25	\$3.16	\$3.32	\$3.63	\$3.51	\$3.40	\$3.53
Electricians.....	3.19	3.63	-	3.41	3.44	3.55	3.14	3.61	\$3.50	-	3.41	3.68	3.56	3.61	3.30	3.59	3.83	3.84	3.65	-	3.60
Engineers, stationary.....	3.05	3.50	-	3.54	3.34	3.50	2.98	3.46	-	-	3.30	3.78	3.02	3.41	3.21	3.80	3.51	3.78	3.57	3.45	3.30
Firemen, stationary boiler.....	2.57	3.37	-	3.06	2.93	3.02	2.77	3.09	-	-	2.98	3.50	-	2.77	2.86	-	-	3.09	-	2.80	-
Helpers, trades.....	2.34	2.85	-	-	2.83	2.62	2.61	2.85	-	-	2.56	2.79	2.53	2.82	2.73	2.89	-	2.97	2.77	2.71	-
Machine-tool operators, toolroom.....	3.20	3.42	-	-	3.66	-	-	3.53	-	-	3.02	3.52	3.29	3.34	-	-	-	3.76	-	-	-
Machinists.....	3.06	3.61	-	3.19	3.49	-	3.31	3.63	-	-	3.28	3.52	3.71	3.59	3.33	3.57	3.59	3.86	3.67	3.43	3.60
Mechanics, automotive.....	2.93	3.33	\$2.80	3.24	3.26	3.29	3.03	3.34	3.38	\$3.18	3.30	3.68	3.19	3.55	3.35	3.33	3.48	3.93	3.67	3.39	3.57
Mechanics.....	2.95	3.17	-	3.21	3.30	3.46	3.11	3.55	3.36	-	3.16	3.41	3.42	3.43	3.35	3.33	3.47	3.58	3.41	3.39	3.47
Millwrights.....	3.12	3.54	-	3.41	3.35	-	-	3.40	-	-	-	3.56	-	-	-	-	-	-	-	-	3.38
Oilers.....	2.64	3.17	-	2.93	2.87	-	-	2.79	2.62	-	2.73	2.85	2.65	2.91	-	2.98	2.82	3.09	2.84	2.86	-
Painters.....	2.71	3.35	-	3.51	3.28	-	2.93	3.20	-	-	3.35	3.37	3.05	3.49	3.24	3.27	3.24	3.71	3.45	3.46	3.43
Pipefitters.....	3.27	3.49	-	3.55	3.44	3.39	3.32	3.48	-	-	3.36	3.62	-	3.62	-	3.43	-	3.80	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	3.58	-	-	-	-	3.37	-	-	-	-
Sheet-metal workers.....	3.05	3.58	-	-	3.49	-	-	3.58	-	-	-	3.56	-	-	-	-	-	3.63	-	-	-
Tool and die makers.....	3.40	3.82	-	3.63	3.70	3.66	3.30	3.71	-	-	3.54	3.62	3.63	3.65	3.47	3.51	3.72	4.16	4.09	3.63	-
<u>Custodial and material movement</u>																					
Elevator operators, passenger.....	-	1.40	-	-	-	-	-	-	-	-	-	1.85	-	-	-	-	-	2.22	-	-	-
Elevator operators, passenger (women).....	-	1.46	-	-	-	-	-	1.28	-	-	1.69	1.78	-	1.57	-	-	-	2.18	-	-	-
Guards and watchmen.....	2.30	2.08	-	2.71	2.24	2.59	2.46	2.34	3.07	1.90	2.43	2.33	2.31	2.40	2.43	2.56	2.78	2.29	2.28	2.63	2.53
Janitors, porters, and cleaners.....	2.18	2.06	1.90	2.21	2.24	2.35	1.95	2.21	1.93	1.73	1.91	2.24	1.63	2.21	1.70	2.02	2.14	2.51	2.46	2.26	2.05
Janitors, porters, and cleaners (women).....	1.61	1.44	-	-	1.79	2.21	1.66	1.87	-	-	1.84	2.03	1.32	2.04	-	-	1.86	2.37	1.88	2.12	-
Laborers, material handling.....	2.25	2.55	2.46	2.70	2.66	2.70	2.43	2.67	2.49	2.71	2.71	2.88	2.34	2.83	2.43	2.34	2.99	3.07	2.62	3.01	2.80
Order fillers.....	2.30	2.78	2.11	2.85	2.72	-	2.46	3.01	2.14	-	2.48	2.84	2.39	2.91	2.23	2.92	2.95	3.03	2.69	2.89	2.81
Packers, shipping.....	2.34	2.57	-	2.64	2.68	-	2.31	2.78	1.71	-	2.39	2.62	2.44	2.85	2.05	-	-	3.06	2.45	2.81	2.76
Packers, shipping (women).....	1.92	2.12	-	-	2.24	-	-	2.25	-	-	-	2.38	-	-	-	-	-	2.46	-	2.60	-
Receiving clerks.....	2.57	2.68	-	2.71	2.68	2.83	2.46	2.63	2.62	2.37	2.47	2.86	2.39	2.94	2.41	2.76	2.90	3.18	2.98	2.92	2.82
Shipping clerks.....	2.63	2.67	-	2.67	2.85	2.83	2.63	2.90	2.04	-	2.62	2.94	-	3.00	2.39	-	2.93	3.29	2.85	3.05	3.10
Shipping and receiving clerks.....	2.63	2.82	-	2.97	2.72	-	2.34	2.69	-	-	2.55	2.88	2.41	3.06	2.68	2.68	2.48	3.20	2.90	2.93	-
Truckdrivers ⁴	2.76	3.18	2.41	3.03	3.06	2.88	2.70	3.07	2.45	2.89	2.80	3.28	2.85	3.23	2.64	3.10	3.29	3.52	3.56	3.46	3.23
Light (under 1½ tons).....	2.11	-	-	2.69	2.65	-	2.16	2.28	2.20	-	2.32	2.97	2.07	2.57	2.39	2.32	2.74	3.39	2.66	2.93	-
Medium (1½ to and including 4 tons).....	2.64	3.24	2.63	2.74	2.93	2.99	2.53	2.85	2.34	3.00	2.83	3.20	2.77	3.20	2.62	2.62	2.64	3.44	3.44	3.28	3.13
Heavy (over 4 tons, trailer type).....	3.12	3.23	2.42	2.67	3.22	-	2.95	3.29	2.72	3.27	3.10	3.43	3.11	3.38	2.93	3.31	3.44	3.60	3.61	3.47	3.35
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	2.85	2.30	-	2.84	3.35	-	3.42	2.74	3.20	-	3.62	3.88	3.84	-
Truckers, power (forklift).....	2.56	2.83	-	2.71	2.65	2.76	2.71	3.01	2.51	2.18	2.83	2.96	2.74	2.99	2.63	2.80	3.15	3.18	2.89	2.97	2.93
Truckers, power (other than forklift).....	-	2.57	-	-	2.68	-	2.53	3.05	2.72	-	-	3.03	-	2.94	-	-	-	3.25	3.02	2.80	2.63

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

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

Table A-6. Plant Occupations—Manufacturing

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
Maintenance and powerplant																			
Carpenters.....	\$3.20	\$3.04	\$3.06	\$3.18	\$2.73	-	\$3.32	\$2.75	\$3.37	\$3.33	\$3.32	\$3.31	\$2.57	\$2.60	-	\$3.09	\$2.79	\$2.93	\$2.62
Electricians.....	3.31	3.09	3.23	3.49	3.06	\$2.44	3.48	3.04	3.56	3.40	3.34	3.44	2.76	2.84	\$2.95	3.27	3.07	3.29	2.92
Engineers, stationary.....	3.07	3.17	3.21	3.19	-	-	3.77	2.86	3.96	3.40	3.08	3.32	-	2.68	-	3.17	3.07	3.13	-
Firemen, stationary boiler.....	2.74	2.61	2.62	2.93	-	1.74	3.03	2.48	3.24	2.83	2.74	2.95	-	2.06	-	2.62	-	2.55	2.28
Helpers, trades.....	2.55	2.61	2.43	2.72	2.19	2.05	2.72	-	2.88	2.45	2.79	2.82	-	2.33	2.10	2.47	2.45	2.36	2.42
Machine-tool operators, toolroom.....	-	3.08	3.20	3.53	-	-	3.60	-	3.12	3.20	3.22	3.46	2.60	2.65	-	-	-	3.00	2.86
Machinists.....	3.25	3.12	3.20	3.51	2.98	-	3.48	2.92	3.72	3.40	3.40	3.78	2.88	3.00	2.88	3.20	3.09	3.09	2.81
Mechanics, automotive.....	3.07	3.05	3.16	3.22	-	-	3.26	-	3.62	3.40	3.24	3.44	2.66	2.76	-	-	-	2.97	2.58
Mechanics.....	3.06	3.16	2.92	3.33	3.01	2.54	3.34	3.04	3.41	3.24	3.20	3.30	2.88	2.74	2.90	3.03	2.97	3.04	2.75
Millwrights.....	3.26	3.31	3.18	3.46	2.99	-	3.49	2.89	3.30	3.40	3.46	3.61	-	2.93	-	3.42	3.00	2.80	-
Oilers.....	2.56	2.81	2.49	2.90	-	-	2.79	2.40	2.90	2.54	2.62	2.84	-	2.14	2.16	2.53	2.63	2.54	2.52
Painters.....	3.07	2.95	3.01	3.22	-	-	3.22	-	3.28	3.16	3.21	3.14	-	2.68	-	3.13	2.79	-	2.59
Pipefitters.....	3.24	3.06	3.19	3.38	2.96	-	3.46	3.03	3.43	3.39	3.39	3.31	-	2.88	-	3.21	-	3.21	2.89
Plumbers.....	-	3.02	-	-	-	-	-	-	3.21	-	-	-	-	-	-	-	2.89	-	-
Sheet-metal workers.....	3.36	-	3.18	3.52	-	-	3.42	-	3.58	3.36	3.30	3.48	-	2.98	-	-	3.08	3.19	-
Tool and die makers.....	-	3.27	3.41	3.64	-	-	3.59	3.11	3.51	3.58	3.49	3.58	2.87	3.33	3.24	3.56	3.19	3.03	3.15
Custodial and material movement																			
Guards and watchmen.....	2.23	2.34	2.30	2.67	2.32	1.58	2.42	2.27	2.52	2.62	2.43	2.75	1.90	1.86	1.66	2.51	2.20	2.19	2.00
Guards.....	2.39	2.77	2.36	2.81	-	-	2.63	2.32	2.67	2.76	2.60	2.80	-	2.02	1.91	2.76	-	2.28	2.23
Watchmen.....	2.06	1.83	2.21	2.18	1.96	1.60	2.08	2.12	2.23	2.28	1.95	2.50	-	1.82	1.50	1.88	2.10	1.99	1.89
Janitors, porters, and cleaners.....	2.13	2.29	2.10	2.48	1.89	1.68	2.36	2.11	2.24	2.27	2.27	2.35	2.08	1.80	1.93	2.28	2.18	2.17	1.89
Janitors, porters, and cleaners (women).....	1.95	2.07	1.96	2.19	1.95	-	1.99	-	2.10	2.25	1.94	2.10	-	1.79	1.52	2.21	-	-	1.74
Laborers, material handling.....	2.16	2.46	2.12	2.60	2.21	1.71	2.75	2.23	2.55	2.35	2.44	2.70	1.94	1.87	2.06	2.30	2.22	2.34	2.03
Order fillers.....	2.56	1.88	2.17	2.62	-	1.49	2.72	2.21	2.27	2.47	2.50	2.84	-	2.15	1.93	2.64	-	2.31	2.24
Packers, shipping.....	2.31	1.96	2.31	2.72	2.10	1.82	2.39	2.12	2.11	2.58	2.25	2.33	1.83	1.97	1.88	2.40	2.65	2.67	2.19
Packers, shipping (women).....	-	-	1.66	2.51	1.58	1.62	2.09	-	-	1.84	2.06	-	1.92	1.59	1.77	-	2.08	-	1.55
Receiving clerks.....	2.44	2.41	2.30	2.77	2.26	-	2.60	2.42	2.80	2.85	2.61	2.71	-	2.35	2.13	2.56	2.31	2.46	2.33
Shipping clerks.....	2.49	2.52	2.45	2.96	2.36	1.94	2.78	2.48	2.79	2.89	2.67	2.86	2.42	2.29	2.08	2.32	2.45	2.32	2.30
Shipping and receiving clerks.....	2.40	2.44	2.66	2.70	2.27	2.15	2.63	2.38	2.87	2.72	2.44	2.90	2.23	2.25	1.90	2.59	2.59	2.25	2.35
Truckdrivers ³	2.93	2.62	2.71	2.88	2.40	2.09	3.65	2.55	3.74	2.98	3.18	3.12	2.03	2.28	2.66	2.60	2.48	2.56	2.03
Light (under 1½ tons).....	-	2.52	2.59	2.80	-	-	2.65	-	2.62	-	2.56	-	-	2.03	-	-	2.29	2.32	1.60
Medium (1½ to and including over 4 tons).....	3.31	2.39	2.78	2.62	-	1.97	3.92	-	3.82	2.94	3.22	3.24	2.22	2.25	-	2.38	2.19	2.39	1.95
Heavy (over 4 tons, trailer type).....	-	2.63	2.78	-	-	2.37	3.54	2.77	3.36	-	3.23	3.03	1.92	2.57	-	-	2.62	-	-
Heavy (over 4 tons, other than trailer type).....	-	2.64	2.73	3.11	-	-	2.91	2.54	4.08	2.82	-	3.00	-	2.14	-	-	-	-	2.41
Truckers, power (forklift).....	2.60	2.61	2.49	2.80	-	-	2.84	2.37	3.04	2.66	2.64	2.84	2.39	2.45	2.24	2.59	2.63	2.53	2.21
Truckers, power (other than forklift).....	2.49	-	2.66	2.78	-	-	2.51	2.48	3.03	3.01	2.68	3.08	-	2.07	-	2.39	2.49	3.31	-

See footnotes at end of table.

Table A-6. Plant Occupations —Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	South																					
	Atlanta	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham	Charles- ton, W. Va.	Char- lotte	Chatta- nooga	Dallas	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville	Little Rock- North Little Rock	Louis- ville	Lub- bock	Mem- phis	Miami	Midland and Odessa	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City
Maintenance and powerplant																						
Carpenters.....	\$2.99	\$3.21	\$3.63	\$3.36	\$3.59	\$2.34	\$2.38	-	\$3.16	\$2.12	\$3.54	-	-	\$2.28	\$3.43	-	\$2.53	-	-	\$3.17	-	-
Electricians.....	3.47	3.25	3.64	3.68	3.58	2.52	2.91	\$3.17	3.51	2.35	3.61	\$2.83	\$3.23	2.56	3.59	-	3.25	\$2.81	-	3.36	\$3.24	\$2.85
Engineers, stationary.....	3.24	3.16	3.64	3.54	3.58	-	3.06	2.87	3.34	2.27	3.38	-	3.21	-	3.42	-	3.16	2.48	-	3.09	-	2.78
Firemen, stationary boiler.....	-	2.88	3.40	2.91	-	-	2.02	-	-	1.69	3.08	-	2.15	1.59	3.01	-	1.83	-	-	2.84	-	-
Helpers, trades.....	2.32	2.68	3.07	2.80	-	1.78	2.41	2.02	2.38	1.67	2.85	-	2.32	1.84	2.69	-	1.74	-	-	2.58	-	-
Machine-tool operators, toolroom.....	-	3.29	-	3.13	-	-	-	3.08	-	-	3.14	-	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.20	3.44	3.62	3.61	3.58	2.77	2.89	2.92	3.38	2.31	3.69	2.77	2.96	2.88	3.51	-	3.19	-	-	3.30	3.31	-
Mechanics, automotive.....	2.79	3.13	3.56	2.93	3.38	2.21	2.42	2.78	2.73	2.15	3.14	2.17	2.45	2.16	3.25	-	2.58	2.30	-	2.63	2.50	2.59
Mechanics.....	2.75	3.29	3.53	3.48	3.64	2.52	2.97	2.89	2.93	2.35	3.30	2.59	2.66	2.49	3.35	\$2.32	2.94	2.39	\$3.41	3.15	2.88	2.69
Millwrights.....	-	3.43	-	3.47	3.58	-	-	2.98	-	-	3.63	-	-	-	3.54	-	3.16	-	-	3.53	-	-
Oilers.....	2.48	2.90	2.91	2.74	-	1.56	2.35	2.50	2.65	1.55	2.80	-	2.38	-	2.86	-	2.53	-	-	2.71	-	-
Painters.....	3.36	3.17	3.67	3.20	3.55	-	2.78	-	3.21	1.90	3.53	-	-	-	3.29	-	2.84	-	-	3.22	-	-
Pipefitters.....	3.50	3.26	3.72	-	3.63	-	3.08	-	-	-	3.70	-	-	-	3.63	-	3.27	-	-	3.36	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.32	3.67	-	3.64	-	-	-	-	-	3.72	-	-	-	3.51	-	-	-	-	-	-	-
Tool and die makers.....	3.60	3.55	-	3.25	-	-	3.12	3.29	3.54	3.11	3.39	-	-	3.19	3.79	-	3.45	2.99	-	-	-	-
Custodial and material movement																						
Guards and watchmen.....	2.37	2.57	2.91	2.22	2.98	1.60	2.11	2.17	2.61	1.60	2.48	1.56	-	1.45	2.61	-	2.16	1.44	-	2.33	2.30	1.86
Guards.....	2.92	2.73	3.10	2.68	3.08	-	2.23	2.26	2.88	1.70	2.89	-	-	-	2.86	-	2.67	1.53	-	2.75	-	-
Watchmen.....	1.66	1.80	1.82	1.74	-	1.44	1.80	2.02	1.53	1.57	2.04	1.33	-	1.43	2.17	-	1.34	1.33	-	-	1.71	1.51
Janitors, porters, and cleaners.....	1.95	2.21	2.46	2.11	2.49	1.53	1.76	1.82	2.10	1.50	2.24	1.55	1.77	1.52	2.35	1.46	1.87	1.60	1.63	2.01	2.14	1.64
Janitors, porters, and cleaners (women).....	1.57	1.99	-	1.65	-	1.41	1.37	-	-	1.37	-	-	-	1.36	2.08	-	1.53	-	-	1.53	-	-
Laborers, material handling.....	1.83	2.50	2.26	2.10	2.57	1.47	2.03	1.92	1.93	1.52	1.97	1.53	1.66	1.52	2.44	1.54	1.78	1.71	-	1.96	2.04	1.96
Order fillers.....	1.99	2.27	-	2.68	-	1.69	2.14	2.36	1.87	-	2.31	-	-	1.90	2.72	-	1.95	-	-	1.79	-	2.02
Packers, shipping.....	1.99	1.92	-	-	-	1.49	1.64	1.79	2.23	1.68	2.00	-	1.57	1.79	2.57	-	2.08	1.64	-	1.79	-	-
Packers, shipping (women).....	1.77	-	-	-	-	1.57	-	1.61	1.42	1.46	-	-	-	-	1.96	-	1.51	-	-	-	-	-
Receiving clerks.....	2.54	2.45	-	2.62	3.19	1.92	2.14	2.59	2.45	1.93	2.74	-	-	-	2.75	-	2.14	2.16	-	2.44	3.08	2.29
Shipping clerks.....	2.58	2.74	-	3.16	-	2.29	2.36	2.53	2.47	2.17	2.91	-	-	-	2.65	-	2.28	2.55	-	2.58	-	2.49
Shipping and receiving clerks.....	2.75	-	3.26	3.27	3.06	2.06	-	2.38	2.57	2.14	2.59	2.25	-	2.01	2.47	-	2.23	2.43	-	2.39	-	-
Truckdrivers.....	1.88	2.66	2.99	2.44	2.96	1.68	2.14	2.20	2.15	1.71	2.36	1.64	1.76	2.02	2.83	1.71	1.84	1.96	-	2.07	2.03	-
Light (under 1½ tons).....	1.73	2.74	2.98	2.16	-	-	1.77	1.71	1.55	-	2.53	-	-	2.01	2.12	-	1.62	1.85	-	1.80	-	-
Medium (1½ to and including 4 tons).....	2.09	2.40	3.06	2.30	2.80	1.46	2.06	2.37	1.85	1.61	2.26	1.75	1.65	1.58	3.17	-	1.82	1.78	-	1.97	2.18	2.01
Heavy (over 4 tons, trailer type).....	-	2.70	-	1.87	-	1.82	-	2.34	2.39	-	2.18	1.67	-	-	2.91	-	1.96	2.00	-	2.47	-	-
Heavy (over 4 tons, other than trailer type).....	-	2.89	-	2.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	2.43	2.78	3.03	2.47	-	1.85	2.08	2.13	2.54	1.72	2.42	1.64	2.01	1.67	2.62	-	2.11	1.76	-	2.45	2.19	2.45
Truckers, power (other than forklift).....	-	3.03	-	2.81	-	-	2.29	2.78	-	-	-	-	-	-	2.78	-	2.71	-	-	2.41	2.15	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	South—Continued					North Central																
	Raleigh	Richmond	San Antonio	Savannah	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Omaha
Maintenance and powerplant																						
Carpenters.....	-	\$3.18	-	\$3.16	-	\$3.52	\$3.22	\$3.31	\$3.23	\$3.32	\$3.22	\$3.33	\$3.53	-	\$3.57	-	\$3.43	\$3.50	\$3.32	\$3.26	\$3.02	\$3.42
Electricians.....	\$2.65	3.30	-	3.34	-	3.54	3.39	3.60	3.35	3.47	3.34	3.66	3.50	\$3.54	3.75	\$3.00	3.54	3.61	3.64	3.68	3.14	3.43
Engineers, stationary.....	-	2.94	-	-	\$3.57	3.57	3.29	3.60	3.64	3.56	3.22	3.48	3.43	3.38	3.75	2.59	3.32	3.54	3.41	3.53	-	3.11
Firemen, stationary boiler.....	-	2.24	-	2.49	-	3.36	2.84	2.93	3.10	2.98	2.58	2.77	2.97	3.07	3.50	2.56	2.86	2.65	3.07	3.27	2.69	-
Helpers, trades.....	-	2.54	\$2.54	2.61	-	2.94	-	2.75	2.56	2.71	2.60	2.76	2.77	-	2.86	2.39	2.39	2.77	2.65	2.78	-	-
Machine-tool operators, toolroom.....	-	-	-	-	-	3.64	3.58	3.51	3.38	3.44	3.51	3.49	3.54	-	3.74	-	3.61	3.37	3.69	3.11	3.40	-
Machinists.....	-	3.32	-	-	-	3.49	3.51	3.65	3.43	3.41	3.49	3.57	3.61	3.52	3.74	3.07	3.44	3.61	3.70	3.60	3.17	3.42
Mechanics, automotive.....	2.09	2.76	2.33	2.89	3.01	3.49	3.17	3.49	3.22	3.31	3.05	3.46	3.12	3.19	3.52	-	3.02	3.25	3.40	3.45	2.94	2.84
Mechanics.....	2.43	3.13	2.76	3.12	3.45	3.48	3.13	3.37	3.11	3.33	3.15	3.52	3.25	3.28	3.67	2.88	3.44	3.31	3.33	3.14	3.12	3.18
Millwrights.....	-	-	-	-	-	3.60	3.37	3.56	3.46	3.44	3.30	3.52	3.58	-	3.65	3.04	3.58	3.59	3.51	3.41	3.03	3.49
Oilers.....	-	2.35	-	2.67	-	3.28	2.70	2.78	2.93	2.92	2.65	2.86	2.89	2.91	3.03	2.62	2.79	2.85	3.07	2.90	2.74	2.95
Painters.....	-	3.20	-	3.07	-	3.44	3.19	3.37	3.30	3.36	3.20	3.24	3.35	3.47	3.53	-	3.37	3.44	3.46	3.31	-	-
Pipefitters.....	-	-	-	3.40	-	3.55	3.34	3.58	3.48	3.40	3.39	3.51	3.63	-	3.65	2.94	3.34	3.56	3.61	3.61	3.14	3.56
Plumbers.....	-	-	-	-	-	-	-	3.37	-	-	-	-	3.43	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	-	-	-	-	3.59	-	3.54	3.61	3.51	-	3.50	3.65	-	3.67	-	3.61	3.62	3.56	3.32	-	3.50
Tool and die makers.....	-	-	-	-	-	3.73	3.52	3.83	3.57	3.66	3.71	3.80	3.85	3.64	3.90	-	3.66	3.50	3.93	3.64	3.39	-
Custodial and material movement																						
Guards and watchmen.....	1.74	2.34	1.54	2.03	-	2.93	2.83	2.43	2.60	2.67	2.67	2.64	2.82	2.70	3.11	2.19	2.64	2.82	2.61	2.58	2.42	2.32
Guards.....	-	-	1.62	2.28	-	3.01	2.84	2.58	2.76	2.81	2.79	2.89	2.91	-	3.13	-	2.75	2.95	2.68	2.63	2.49	-
Watchmen.....	-	2.02	1.50	1.82	-	2.58	-	2.21	2.03	2.24	-	1.88	1.92	-	2.65	2.22	1.98	2.41	2.50	2.30	-	2.00
Janitors, porters, and cleaners.....	1.52	1.90	1.53	1.84	1.79	2.76	2.43	2.26	2.34	2.46	2.16	2.46	2.45	2.43	2.73	2.30	2.27	2.34	2.46	2.38	2.53	2.20
Janitors, porters, and cleaners (women).....	-	1.71	-	1.95	-	2.50	2.16	2.13	1.95	2.11	2.33	2.32	2.54	-	2.34	1.96	2.29	-	2.25	2.09	-	-
Laborers, material handling.....	1.44	1.95	1.61	1.82	2.18	2.77	2.53	2.37	2.58	2.63	2.30	2.67	2.64	2.64	2.83	2.41	2.37	2.55	2.64	2.60	2.57	2.36
Order fillers.....	-	2.42	1.60	2.29	2.65	3.17	2.39	2.56	2.65	2.76	2.59	2.48	2.67	-	2.87	2.37	2.29	2.71	2.74	2.56	-	2.70
Packers, shipping.....	1.64	1.91	1.49	-	-	3.00	2.64	2.44	2.22	2.70	2.30	2.77	2.63	2.76	2.82	-	2.35	2.61	2.79	2.51	2.74	2.57
Packers, shipping (women).....	-	-	-	-	-	-	-	2.13	2.11	2.16	-	-	2.13	-	2.57	-	1.76	-	2.12	2.15	2.67	1.94
Receiving clerks.....	-	2.69	1.94	-	-	2.99	2.81	2.71	2.58	2.59	2.43	2.52	2.69	2.61	3.02	-	2.53	2.75	2.77	2.77	2.73	-
Shipping clerks.....	-	2.51	-	-	-	2.86	2.77	2.75	2.65	2.79	2.78	2.85	2.71	2.77	3.08	-	2.68	2.63	2.96	2.86	2.79	-
Shipping and receiving clerks.....	-	-	-	-	-	2.79	2.72	3.02	2.84	2.83	2.33	2.58	2.62	2.75	2.94	-	2.70	2.80	2.97	2.66	-	2.45
Truckdrivers ³	1.50	1.93	1.70	2.02	2.66	3.07	2.91	3.25	2.80	2.99	2.61	2.58	2.83	2.50	3.22	2.44	2.72	3.11	3.08	3.07	2.77	2.67
Light (under 1½ tons).....	-	-	1.48	-	-	2.92	-	-	2.60	2.87	2.47	2.19	2.55	-	2.79	-	2.20	2.66	2.79	3.11	-	2.10
Medium (1½ to and including 4 tons).....	1.44	1.87	2.00	2.24	2.32	2.95	2.96	3.20	2.84	2.87	2.88	2.42	2.73	-	3.35	2.31	2.67	3.11	2.80	3.10	2.89	2.93
Heavy (over 4 tons, trailer type).....	-	2.18	-	1.53	2.76	3.22	2.87	3.35	3.08	3.19	2.44	2.79	2.98	-	3.22	-	2.97	3.02	3.13	-	-	2.66
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	3.16	-	-	-	2.28	2.73	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	1.69	2.08	1.60	2.28	1.90	3.14	2.66	2.72	2.84	2.84	2.50	2.88	2.74	2.75	2.91	2.48	2.71	2.83	2.80	2.73	2.66	2.63
Truckers, power (other than forklift).....	-	-	-	2.21	-	3.21	2.75	2.60	2.52	3.09	2.31	2.85	2.87	-	2.98	-	2.63	3.15	2.76	-	2.61	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	North Central—Continued								West												
	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque	Boise City	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Phoe- nix	Port- land	Salt Lake City	San Bernardino- Riverside- Ontario ⁴	San Diego	San Fran- cisco- Oakland	San Jose	Seattle- Everett	Spokane
<u>Maintenance and powerplant</u>																					
Carpenters.....	\$2.83	\$3.36	-	\$3.39	\$3.54	-	\$2.98	\$3.37	-	-	\$3.33	\$3.40	\$3.44	\$3.42	\$3.28	\$3.38	\$3.42	\$3.74	\$3.52	\$3.42	\$3.40
Electricians.....	3.17	3.60	-	3.41	3.40	\$3.54	3.13	3.61	\$3.45	-	3.37	3.67	3.42	3.64	3.30	3.58	3.74	3.88	3.63	-	3.53
Engineers, stationary.....	3.08	3.61	-	3.56	3.44	-	3.08	3.48	-	-	3.50	3.90	3.22	3.52	-	-	-	3.95	3.57	3.46	3.48
Firemen, stationary boiler.....	2.60	3.30	-	3.07	2.91	-	2.77	3.09	-	-	2.98	-	-	2.76	-	-	-	3.09	-	2.80	-
Helpers, trades.....	2.32	2.87	-	-	2.86	-	2.40	2.87	-	-	2.45	2.76	-	2.80	2.81	-	-	3.05	2.78	2.70	-
Machine-tool operators, toolroom.....	3.20	3.42	-	-	3.66	-	-	3.53	-	-	3.02	3.52	3.29	3.34	-	-	-	3.77	-	-	-
Machinists.....	3.05	3.59	-	3.19	3.48	-	3.30	3.63	-	-	3.27	3.49	-	3.60	3.34	3.58	3.60	3.86	3.67	3.42	3.57
Mechanics, automotive.....	2.85	3.26	-	3.26	3.32	3.31	2.89	3.36	3.04	-	3.14	3.61	2.92	3.48	3.03	3.38	3.62	3.82	3.63	3.35	3.42
Mechanics.....	2.92	3.16	-	3.21	3.30	3.46	3.10	3.55	3.36	-	3.17	3.40	3.42	3.43	3.35	3.34	3.47	3.58	3.41	3.39	3.44
Millwrights.....	3.12	3.55	-	3.41	3.35	-	-	3.40	-	-	-	3.56	-	-	-	-	-	-	-	3.38	-
Oilers.....	2.56	3.17	-	2.93	2.87	-	-	2.79	-	-	2.73	2.84	2.65	2.91	-	2.94	2.82	3.05	2.84	2.86	-
Painters.....	2.73	3.41	-	3.51	3.34	-	2.90	3.27	-	-	3.36	3.37	-	3.53	3.31	3.24	3.21	3.65	3.46	3.43	-
Pipefitters.....	3.27	3.47	-	3.55	3.44	-	3.32	3.48	-	-	3.36	3.70	-	3.62	-	3.43	-	3.80	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	3.52	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	3.05	3.60	-	-	3.58	-	-	3.58	-	-	-	3.56	-	-	-	-	-	3.65	-	-	-
Tool and die makers.....	3.40	3.82	-	3.63	3.70	3.66	3.30	3.71	-	-	3.54	3.62	3.63	3.65	3.47	3.51	3.72	4.16	4.09	3.63	-
<u>Custodial and material movement</u>																					
Guards and watchmen.....	2.35	2.61	-	2.76	2.60	2.58	2.55	2.77	-	-	2.80	2.83	2.63	2.46	2.64	2.75	-	2.68	-	2.73	-
Guards.....	-	2.81	-	2.89	2.66	-	-	2.90	-	-	2.80	2.85	2.66	-	-	-	-	2.76	-	2.81	-
Watchmen.....	2.14	2.26	-	2.24	2.29	-	-	2.31	1.46	-	-	2.64	-	2.33	-	-	-	2.58	2.60	2.41	-
Janitors, porters, and cleaners.....	2.25	2.40	\$2.22	2.43	2.42	2.49	2.20	2.34	2.09	\$1.80	2.29	2.41	2.11	2.41	2.13	2.29	2.41	2.69	2.50	2.53	2.64
Janitors, porters, and cleaners (women).....	1.88	1.96	-	-	2.07	2.27	-	2.34	-	-	2.11	2.25	-	-	-	-	-	2.29	-	-	-
Laborers, material handling.....	2.24	2.45	2.44	2.64	2.54	2.71	2.37	2.60	2.12	2.22	2.73	2.55	2.33	2.61	2.58	2.38	2.98	2.91	2.60	2.90	2.60
Order fillers.....	2.33	2.67	2.46	3.05	2.84	-	-	2.96	-	-	2.45	2.65	-	2.96	-	-	-	3.02	2.68	3.04	-
Packers, shipping.....	2.34	2.49	-	2.62	2.71	-	2.51	2.78	-	-	2.50	2.32	2.52	2.50	-	-	-	3.10	2.51	2.61	-
Packers, shipping (women).....	1.92	2.14	-	-	2.29	-	-	-	-	-	-	2.47	-	-	-	-	-	-	-	-	-
Receiving clerks.....	2.57	2.71	-	2.78	2.78	2.83	2.61	2.79	-	-	2.58	2.74	-	3.00	-	-	-	3.16	-	2.89	-
Shipping clerks.....	2.67	2.55	-	2.71	2.89	2.83	-	2.92	-	-	2.63	2.80	-	3.10	-	-	-	3.30	2.82	3.03	-
Shipping and receiving clerks.....	2.75	2.69	-	2.72	-	-	-	2.78	-	-	2.34	2.75	2.38	3.13	2.77	2.67	2.60	3.05	2.89	3.02	-
Truckdrivers ³	2.68	3.29	2.61	2.72	2.97	2.87	2.66	2.82	2.28	2.27	2.80	3.21	2.96	3.35	2.67	3.15	3.62	3.55	3.62	3.71	3.31
Light (under 1½ tons).....	2.33	-	-	-	2.42	-	-	-	-	-	2.33	2.64	2.13	2.67	2.72	-	-	3.45	2.69	-	-
Medium (1½ to and including 4 tons).....	2.57	3.42	-	2.64	3.09	-	-	2.70	2.20	-	2.79	3.15	2.16	3.22	2.59	-	3.00	3.45	3.43	3.38	3.00
Heavy (over 4 tons, trailer type).....	-	2.94	-	2.56	3.16	-	-	-	2.25	-	3.15	3.44	-	3.47	-	3.18	3.47	3.65	3.68	3.72	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	2.30	-	-	3.32	-	-	-	3.41	-	3.75	-	-	-
Truckers, power (forklift).....	2.56	2.77	-	2.71	2.65	2.76	-	3.01	2.46	-	2.76	2.81	2.77	2.79	2.59	2.78	3.13	3.09	2.88	2.87	2.90
Truckers, power (other than forklift).....	-	2.54	-	-	-	-	2.53	3.09	2.72	-	-	2.79	-	2.92	-	-	-	-	3.02	2.80	2.57

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

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

Table A-7. Plant Occupations—Nonmanufacturing

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ³	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
Maintenance and powerplant																			
Carpenters-----	\$ 3.03	-	\$ 3.23	-	-	-	\$ 3.58	-	\$ 3.34	-	\$ 3.53	\$ 3.45	-	\$ 2.87	-	-	-	-	-
Electricians-----	3.43	-	3.25	-	-	-	3.76	-	3.32	-	3.30	3.54	-	3.41	-	-	-	-	-
Engineers, stationary-----	2.88	-	2.86	\$ 3.11	-	-	3.79	-	3.50	-	2.80	3.27	\$ 2.41	3.43	-	-	-	-	-
Firemen, stationary boiler-----	-	-	2.71	-	-	-	3.07	-	2.84	-	2.34	-	-	2.74	-	-	-	-	-
Helpers, trades-----	2.49	\$ 2.72	2.81	-	-	-	2.81	\$ 2.68	2.68	-	2.57	2.79	-	2.46	-	-	-	-	-
Machinists-----	-	-	-	-	-	-	3.68	3.19	3.55	-	3.55	3.54	-	-	-	-	-	-	-
Mechanics, automotive-----	3.17	2.95	3.20	3.20	\$ 2.51	\$ 2.77	3.26	3.16	3.43	\$ 3.24	3.18	3.36	2.52	2.91	\$ 2.99	\$ 3.15	\$ 3.14	\$ 3.02	\$ 3.28
Mechanics-----	-	-	3.20	3.22	-	-	-	-	3.48	3.35	-	3.43	-	-	-	-	-	-	-
Painters-----	-	-	2.72	-	-	-	3.79	-	3.14	-	2.72	3.16	-	-	-	-	-	-	-
Pipefitters-----	-	-	-	-	-	-	-	-	-	-	-	3.26	-	-	-	-	-	-	-
Plumbers-----	-	-	-	-	-	-	-	-	3.20	-	3.18	3.27	-	-	-	-	-	-	-
Custodial and material movement																			
Elevator operators, passenger-----	1.36	-	1.53	-	-	-	-	-	2.13	-	1.75	-	-	1.34	-	-	-	-	-
Elevator operators, passenger (women)-----	1.33	-	1.44	1.42	-	-	1.52	-	2.08	-	1.51	1.75	1.19	-	-	-	-	-	-
Guards and watchmen-----	1.76	1.65	1.59	-	-	-	1.57	-	2.03	2.08	1.52	1.83	1.96	1.74	-	-	-	2.07	-
Janitors, porters, and cleaners-----	1.88	1.86	1.76	1.73	1.84	1.47	1.74	1.62	2.18	1.97	1.89	1.94	1.67	1.74	1.58	1.64	-	1.65	1.53
Janitors, porters, and cleaners (women)-----	1.59	-	1.58	1.53	-	-	1.61	1.54	1.97	-	1.56	1.69	1.51	1.47	1.12	1.39	-	1.42	1.43
Laborers, material handling-----	2.60	2.56	2.38	2.68	2.75	2.09	2.83	2.33	2.70	2.77	2.55	2.65	1.94	1.92	2.42	2.51	2.14	2.22	2.52
Order fillers-----	-	-	2.44	2.92	-	-	2.74	2.53	2.59	2.75	2.68	2.97	2.44	2.20	-	-	-	-	-
Packers, shipping-----	-	-	2.33	-	-	-	2.26	-	2.23	-	1.81	2.29	-	1.81	-	-	-	-	-
Packers, shipping (women)-----	-	-	-	-	-	-	-	-	1.95	-	1.80	-	-	1.62	-	-	-	-	-
Receiving clerks-----	2.24	-	2.35	2.68	-	1.91	2.69	-	2.55	2.87	2.36	2.73	2.27	2.18	2.30	-	-	2.12	2.03
Shipping clerks-----	-	-	2.42	-	-	-	2.96	-	2.87	-	2.58	2.74	2.52	2.41	-	-	-	-	-
Shipping and receiving clerks-----	-	-	2.39	-	-	-	2.72	-	2.72	2.69	2.89	2.89	-	2.17	-	-	-	-	-
Truckdrivers ⁴ -----	3.17	2.86	2.95	3.10	2.91	2.70	3.18	2.99	3.20	3.24	3.22	3.20	2.44	3.17	2.93	3.14	2.96	2.99	2.93
Light (under 1½ tons)-----	-	2.08	2.16	2.55	-	-	2.53	2.29	2.72	-	2.11	2.88	-	-	-	-	-	-	1.79
Medium (1½ to and including 4 tons)-----	3.03	-	2.81	2.83	-	-	3.06	-	3.14	3.15	3.22	3.07	1.56	2.76	2.96	3.07	-	2.70	-
Heavy (over 4 tons, trailer type)-----	3.32	3.15	3.14	3.28	-	-	3.35	3.20	3.34	3.35	3.27	3.41	2.58	3.34	-	-	-	3.14	-
Heavy (over 4 tons, other than trailer type)-----	-	-	3.06	2.99	-	-	3.18	2.94	3.36	-	3.32	3.12	2.62	-	-	-	-	3.03	-
Truckers, power (forklift)-----	2.78	-	2.78	3.06	-	-	3.11	-	2.92	2.80	2.93	3.38	-	-	-	-	-	-	2.34
Truckers, power (other than forklift)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	South																					
	Atlanta	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham ³	Charles- ton, W. Va.	Char- lotte	Chatta- nooga ³	Dallas ³	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville ³	Little Rock- North Little Rock ³	Louis- ville	Lub- bock	Mem- phis ³	Miami ³	Midland and Odessa ³	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City ³
Maintenance and powerplant																						
Carpenters.....	\$ 2.96	\$ 2.85	-	-	-	-	\$ 2.94	-	-	-	\$ 3.81	-	-	-	-	-	\$ 2.72	\$ 2.79	-	\$ 3.00	\$ 2.78	-
Electricians.....	3.43	3.05	-	-	-	-	3.20	-	-	-	-	-	-	-	-	-	-	3.29	-	3.13	3.18	-
Engineers, stationary.....	2.80	2.95	-	-	-	-	2.58	\$ 2.58	-	-	2.91	-	\$ 2.42	-	-	-	2.38	2.26	\$ 2.39	2.62	-	\$ 2.38
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	2.13	2.52	-	\$ 2.32	-	\$ 2.22	-	1.94	-	-	2.01	-	2.30	-	\$ 2.53	-	2.32	-	-	2.23	2.64	-
Machinists.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.60	-	-	-	-
Mechanics, automotive.....	3.23	3.11	\$ 2.82	2.99	\$ 3.23	2.94	\$ 2.55	3.08	2.44	\$ 2.76	2.91	\$ 2.58	2.75	\$ 3.11	3.20	\$ 2.75	3.07	2.93	2.90	3.01	3.00	3.03
Mechanics.....	3.05	3.32	-	2.87	-	-	-	-	2.72	-	3.05	-	2.90	-	-	-	-	3.32	3.88	2.91	3.14	3.24
Painters.....	2.36	2.64	-	-	-	-	2.63	-	-	-	3.45	-	-	-	-	-	-	2.51	-	2.72	-	-
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																						
Elevator operators, passenger.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.69	-	-	1.04	-	-
Elevator operators, passenger (women).....	.68	1.30	-	.73	.97	-	-	-	1.04	-	1.14	.82	-	-	1.26	-	.78	.97	-	1.04	-	1.09
Guards and watchmen.....	1.48	1.60	-	1.58	-	-	1.29	1.49	1.37	-	1.35	2.03	1.50	1.61	1.52	-	1.46	1.49	-	1.46	1.60	1.37
Janitors, porters, and cleaners.....	1.32	1.42	1.58	1.30	1.53	1.55	1.30	1.38	1.38	1.35	1.31	1.31	1.32	1.37	1.44	1.42	1.40	1.45	1.43	1.29	1.35	1.44
Janitors, porters, and cleaners (women).....	1.23	1.39	1.23	1.11	1.51	1.33	1.33	1.28	1.31	1.30	1.30	1.27	1.27	1.23	1.36	1.31	1.11	1.59	-	1.16	1.10	1.40
Laborers, material handling.....	1.93	2.28	1.92	1.80	2.56	2.20	1.72	1.94	1.56	1.68	1.86	1.79	1.84	-	2.57	1.66	1.85	1.76	-	1.71	1.82	2.00
Order fillers.....	2.07	2.38	-	1.70	-	1.90	-	2.02	1.74	-	2.02	-	1.88	-	2.37	1.69	1.89	1.87	-	1.70	-	1.85
Packers, shipping.....	1.98	2.17	-	-	-	-	-	2.08	-	-	1.55	-	1.82	1.43	1.83	-	1.95	1.66	-	1.54	-	-
Packers, shipping (women).....	1.81	1.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks.....	2.28	2.45	2.10	1.93	-	2.11	-	2.11	1.85	1.92	2.23	-	2.06	1.78	2.30	-	2.05	2.29	-	1.94	1.99	2.33
Shipping clerks.....	2.48	2.64	-	-	-	2.43	-	2.48	-	-	-	-	-	-	-	-	2.21	-	-	2.40	-	-
Shipping and receiving clerks.....	2.67	2.52	-	-	-	-	-	2.08	-	-	2.36	-	2.28	-	2.67	-	-	-	-	2.18	-	-
Truckdrivers ⁴	2.64	2.83	2.15	2.32	2.85	2.35	2.24	2.44	2.15	2.37	2.43	2.32	2.23	2.45	2.90	2.48	2.56	2.34	2.15	2.22	2.07	2.54
Light (under 1½ tons).....	1.71	1.81	1.70	1.59	-	1.84	-	1.80	1.43	1.45	1.70	1.31	1.55	1.54	1.91	1.76	1.63	1.81	-	1.66	1.45	1.56
Medium (1½ to and including 4 tons).....	2.74	2.61	2.31	2.29	2.58	2.40	2.40	2.62	1.87	1.73	2.64	2.75	2.19	2.48	2.32	2.54	2.54	2.18	1.68	2.16	1.84	2.62
Heavy (over 4 tons, trailer type).....	2.99	3.11	2.12	3.05	-	2.82	2.12	2.14	-	3.08	3.08	-	2.70	-	3.38	-	3.02	2.84	-	2.66	2.23	3.01
Heavy (over 4 tons, other than trailer type).....	-	2.79	-	-	-	-	-	-	-	3.02	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	2.49	2.72	-	1.95	-	2.62	1.87	1.98	1.91	2.17	2.16	-	1.80	-	2.72	1.82	1.85	2.12	-	2.01	1.94	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	1.58	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	South—Continued					North Central																	
	Raleigh	Richmond ³	San Antonio ³	Savannah ³	Washington	Akron	Canton	Chicago ³	Cincinnati	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit ³	Green Bay	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Heights	Omaha ³	
<u>Maintenance and powerplant</u>																							
Carpenters-----	-	\$2.94	-	-	\$3.19	-	-	\$4.00	-	\$3.47	-	-	-	-	\$3.29	-	\$3.21	\$3.49	\$3.57	\$3.22	-	-	-
Electricians-----	-	-	-	-	3.14	-	-	3.87	\$3.38	3.34	-	-	-	-	3.45	-	-	3.73	-	3.70	-	-	-
Engineers, stationary-----	-	-	\$2.54	-	3.25	-	-	3.70	2.92	2.83	\$2.93	\$2.98	-	\$2.81	3.01	-	-	3.04	3.06	3.26	-	\$2.94	-
Firemen, stationary boiler-----	-	-	-	-	2.06	-	-	3.15	-	-	-	-	-	2.35	2.95	-	-	-	2.44	3.06	-	-	-
Helpers, trades-----	-	2.45	-	-	2.44	-	-	2.87	-	2.72	-	-	-	-	2.56	-	-	-	3.04	3.00	-	2.28	-
Machinists-----	-	-	-	-	-	-	-	3.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive-----	\$2.82	2.80	2.92	-	3.23	\$3.35	\$2.81	3.71	3.20	3.30	3.26	3.11	\$2.90	3.31	3.37	\$3.04	3.22	3.22	3.45	3.35	\$3.34	3.02	-
Mechanics-----	-	-	-	-	-	-	-	3.69	-	-	-	-	-	-	3.63	-	-	-	-	3.43	-	-	-
Painters-----	-	-	-	-	2.83	-	-	4.16	2.96	2.90	-	-	-	-	3.01	-	-	3.58	-	3.72	-	-	-
Pipefitters-----	-	-	-	-	-	-	-	3.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers-----	-	-	-	-	-	-	-	3.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																							
Elevator operators, passenger-----	-	-	-	-	-	-	-	2.37	-	-	-	-	-	-	1.93	-	-	-	-	1.73	-	-	-
Elevator operators, passenger (women)-----	-	.78	.95	-	1.39	-	-	1.57	1.41	1.31	1.09	-	-	1.25	1.52	-	1.07	1.20	-	1.64	-	.92	-
Guards and watchmen-----	-	1.79	1.67	-	1.62	1.80	-	1.91	-	-	1.74	-	-	1.88	1.78	-	1.47	1.56	-	1.90	-	-	-
Janitors, porters, and cleaners-----	1.35	1.45	1.26	\$1.37	1.60	1.83	1.73	2.17	1.47	1.84	1.72	1.81	1.57	1.66	1.89	2.08	1.52	1.69	1.82	2.04	1.92	1.59	-
Janitors, porters, and cleaners (women)-----	-	1.37	1.23	-	1.41	1.66	-	1.90	1.48	1.66	1.53	1.52	-	1.47	1.64	-	1.43	1.62	1.54	1.75	-	1.52	-
Laborers, material handling-----	1.68	1.70	1.52	-	2.15	3.14	2.54	2.79	2.68	2.68	2.33	2.67	2.53	2.19	2.65	2.82	2.74	2.38	2.58	2.73	-	2.65	-
Order fillers-----	1.93	1.84	1.53	-	2.21	2.45	-	2.70	2.26	2.46	2.35	2.67	2.43	2.66	2.65	-	2.44	2.45	2.89	2.83	-	2.42	-
Packers, shipping-----	-	1.35	1.40	-	1.80	-	-	2.40	2.01	2.17	-	-	1.86	-	-	-	1.65	2.42	2.51	2.89	-	1.95	-
Packers, shipping (women)-----	-	-	-	-	-	-	-	1.88	-	1.70	-	-	-	-	1.67	-	-	2.04	1.74	-	-	-	-
Receiving clerks-----	1.96	2.05	2.01	-	2.21	2.49	-	2.74	2.31	2.57	2.55	2.30	2.15	2.63	2.53	-	2.13	2.59	2.89	2.78	-	2.20	-
Shipping clerks-----	-	-	-	-	-	-	-	2.73	-	2.45	2.20	-	-	-	2.81	-	2.13	2.89	-	2.99	-	-	-
Shipping and receiving clerks-----	-	-	-	-	2.77	2.75	-	2.93	2.63	2.58	2.59	-	2.03	2.15	2.88	-	2.66	2.72	-	2.88	-	2.32	-
Truckdrivers ⁴ -----	2.07	2.20	2.17	-	2.58	3.29	2.46	3.38	3.26	3.17	2.91	2.75	3.08	3.11	3.17	2.99	2.93	3.01	3.25	3.13	3.16	2.48	-
Light (under 1½ tons)-----	-	2.21	1.53	1.33	1.72	-	-	3.11	2.70	2.60	1.68	-	-	-	1.78	2.26	-	2.35	2.44	-	2.93	-	2.11
Medium (1½ to and including 4 tons)-----	2.00	2.24	2.23	-	2.38	3.17	-	3.32	2.93	3.21	2.71	-	-	-	3.06	-	2.73	2.82	2.91	3.13	-	2.37	-
Heavy (over 4 tons, trailer type)-----	-	2.83	2.39	-	3.00	3.31	-	3.46	3.36	3.28	3.21	2.79	3.17	-	3.27	-	3.12	3.05	3.37	3.20	-	2.87	-
Heavy (over 4 tons, other than trailer type)-----	-	-	-	-	2.63	-	-	3.46	3.31	3.18	-	-	-	-	3.31	-	-	-	3.17	-	-	-	-
Truckers, power (forklift)-----	-	2.15	-	-	2.28	3.00	-	2.94	2.97	3.02	2.60	2.68	-	-	2.94	-	2.77	2.54	3.02	3.05	-	2.68	-
Truckers, power (other than forklift)-----	-	-	-	-	-	-	-	2.74	-	-	-	-	-	-	-	-	2.52	2.54	-	2.77	-	2.50	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1965 through June 1966)

Occupation ²	North Central—Continued								West												
	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque ³	Boise City	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ³	Phoe- nix ³	Port- land	Salt Lake City	San Bernardino- Riverside- Ontario	San Diego	San Fran- cisco- Oakland ³	San Jose	Seattle- Everett ³	Spokane
Maintenance and powerplant																					
Carpenters.....	-	\$3.22	-	-	-	-	-	-	-	\$3.04	\$3.35	-	\$3.34	-	-	-	\$3.48	-	\$3.36	-	
Electricians.....	-	-	-	-	\$3.71	-	-	-	-	-	3.72	-	3.45	-	\$3.63	-	3.74	-	-	-	
Engineers, stationary.....	-	3.18	-	-	-	-	-	-	-	2.88	3.60	\$2.88	3.21	-	-	-	3.67	-	3.42	\$2.93	
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades.....	-	-	-	-	-	-	-	-	-	-	2.94	-	-	-	-	-	2.84	-	-	-	
Machinists.....	-	-	-	-	-	-	-	-	-	-	3.85	-	-	-	-	-	3.88	-	-	-	
Mechanics, automotive.....	\$2.96	3.36	\$2.71	\$3.23	3.21	-	\$3.11	\$3.32	\$3.51	\$3.31	3.71	3.30	3.58	\$3.42	3.25	\$3.31	3.96	\$3.73	3.43	-	
Mechanics.....	-	3.38	-	-	-	-	-	-	-	-	3.44	-	-	-	-	-	3.61	-	-	-	
Painters.....	-	3.10	-	-	-	-	-	-	-	-	3.38	-	-	-	-	-	3.76	-	-	-	
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Plumbers.....	-	-	-	-	-	-	-	-	-	-	3.75	-	-	-	-	-	-	-	-	-	
Custodial and material movement																					
Elevator operators, passenger.....	-	1.41	-	-	-	-	-	-	-	-	1.84	-	-	-	-	-	2.20	-	-	-	
Elevator operators, passenger (women).....	-	1.44	-	-	-	-	-	-	-	1.69	1.75	-	1.57	-	-	-	-	-	-	-	
Guards and watchmen.....	-	-	-	-	1.73	-	2.10	-	-	1.99	1.91	1.67	2.32	-	2.15	-	-	-	2.30	-	
Janitors, porters, and cleaners.....	1.89	1.67	1.68	1.73	1.75	\$1.83	1.46	1.79	1.88	1.70	2.14	1.45	2.09	1.61	1.76	2.02	2.45	2.44	2.10	1.82	
Janitors, porters, and cleaners (women).....	-	1.37	-	-	-	-	1.35	1.28	-	-	2.00	1.27	2.04	-	-	1.66	2.39	-	-	-	
Laborers, material handling.....	2.30	2.75	-	2.85	2.96	2.47	2.50	2.88	2.66	2.78	2.71	2.34	2.97	2.40	2.29	3.00	3.22	2.67	3.08	2.92	
Order fillers.....	-	2.83	-	2.70	2.47	-	-	3.02	1.95	-	2.50	2.89	2.44	2.90	2.24	2.95	3.04	-	2.86	-	
Packers, shipping.....	-	2.76	-	-	-	-	-	-	-	-	2.84	-	2.94	-	-	-	3.02	-	2.95	-	
Packers, shipping (women).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving clerks.....	-	2.64	-	2.62	2.48	-	-	-	2.67	2.37	2.43	2.28	2.88	2.35	2.63	2.90	3.20	2.92	2.93	-	
Shipping clerks.....	-	2.80	-	-	-	-	-	-	2.04	-	2.62	-	2.90	2.30	-	-	3.29	-	3.06	3.03	
Shipping and receiving clerks.....	-	3.00	-	-	-	-	-	-	-	-	2.66	3.01	2.89	-	-	2.40	3.24	-	2.83	-	
Truckdrivers ⁴	2.81	3.15	2.30	3.13	3.12	2.91	2.72	3.20	2.61	2.95	2.80	3.30	2.77	3.21	2.62	3.02	3.10	3.51	3.34	3.21	
Light (under 1½ tons).....	1.93	-	-	-	2.81	-	2.18	-	2.20	-	2.31	3.05	-	2.56	2.25	2.08	2.59	3.35	-	-	
Medium (1½ to and including 4 tons).....	2.70	3.18	2.54	2.79	2.80	-	2.99	2.50	3.08	2.84	3.21	2.91	3.20	2.63	2.78	-	3.44	3.45	3.26	3.14	
Heavy (over 4 tons, trailer type).....	-	3.26	-	-	3.23	-	3.35	-	-	3.09	3.43	2.92	3.37	3.01	-	-	3.59	-	3.46	3.34	
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	-	3.37	-	3.30	-	-	-	3.61	-	-	-	
Truckers, power (forklift).....	-	3.12	-	-	-	-	2.84	3.01	-	-	2.92	3.24	-	3.26	-	3.28	3.37	-	3.20	3.04	
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	3.42	-	-	-	-	-	-	-	-	-	

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

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

Table A-8. Plant Occupations—Public Utilities¹(Average hourly earnings² for selected occupations studied, July 1965 through June 1966)

Occupation ³	Northeast																					
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ⁴	Buffalo	Manchester	Newark and Jersey City	New Haven	New York ⁴	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York				
<u>Maintenance and powerplant</u>																						
Carpenters.....	-	-	\$3.10	-	-	\$2.98	-	\$3.45	-	\$3.07	\$3.09	-	-	-	-	-	-	-				
Electricians.....	-	-	-	-	-	3.65	-	3.43	-	3.55	3.49	-	\$3.64	-	-	-	-	-				
Engineers, stationary.....	-	-	-	-	-	3.67	-	3.70	-	3.09	-	-	-	-	-	-	-	-				
Firemen, stationary boiler.....	-	-	-	-	-	3.09	-	-	-	-	-	-	-	-	-	-	-	-				
Helpers, trades.....	-	\$2.78	2.88	-	-	-	-	2.73	\$2.61	2.77	2.80	-	2.55	-	-	-	-	-				
Machinists.....	-	-	3.55	-	-	-	-	-	-	3.55	-	-	-	-	-	-	-	-				
Mechanics, automotive.....	\$3.14	2.97	3.18	\$3.19	\$2.78	3.26	3.19	3.43	3.27	3.23	3.36	\$2.44	2.77	\$2.99	\$3.17	\$3.14	\$3.07	\$3.28				
Painters.....	-	-	3.36	-	-	3.36	-	3.24	-	3.36	3.28	-	-	-	-	-	-	-				
<u>Custodial and material movement</u>																						
Janitors, porters, and cleaners.....	2.41	2.19	2.31	2.36	-	2.43	-	2.43	2.44	2.37	2.40	-	2.31	2.26	-	-	-	-				
Janitors, porters, and cleaners (women).....	1.87	-	-	1.87	-	-	-	-	-	2.13	2.04	-	-	-	-	-	-	-				
Laborers, material handling.....	2.88	3.07	2.85	3.04	-	2.96	2.85	2.88	3.00	2.89	3.06	-	2.84	2.98	2.90	-	-	3.11				
Truckdrivers ⁵	-	3.18	3.11	3.18	3.12	3.27	3.11	3.19	3.30	3.26	3.18	2.66	3.26	3.02	-	3.14	3.31	3.26				
Light (under 1½ tons).....	-	-	-	-	-	-	-	-	-	-	2.63	-	-	-	-	-	-	-				
Medium (1½ to and including 4 tons).....	-	-	3.14	2.90	-	3.21	-	3.12	3.29	3.27	-	-	3.28	3.00	-	-	-	-				
Heavy (over 4 tons, trailer type).....	-	3.18	3.15	3.24	-	3.34	-	3.32	3.35	3.30	3.22	2.47	3.31	-	-	-	3.31	-				
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	3.23	2.69	3.24	3.27	3.30	-	2.93	-	-	-	-	3.31	-				
Truckers, power (forklift).....	-	-	-	-	-	3.15	-	2.95	-	3.19	3.21	-	-	-	-	-	-	-				
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
<u>South</u>																						
	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ⁴	Charleston W. Va.	Charlotte	Chattanooga ⁴	Dallas ⁴	Fort Worth	Greenville	Houston	Jackson	Jacksonville ⁴	Little Rock-North Little Rock	Louisville	Lubbock	Memphis ⁴	Miami ⁴	Midland and Odessa	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City
<u>Maintenance and powerplant</u>																						
Carpenters.....	-	\$3.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$2.78	-
Electricians.....	-	3.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$3.56	-	3.15	-
Engineers, stationary.....	-	-	-	-	-	-	-	\$2.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	-	2.58	-	-	-	\$2.20	-	1.94	-	-	-	-	-	\$2.61	-	\$2.45	-	-	-	\$2.28	2.68	-
Machinists.....	-	3.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.60	-	-	-
Mechanics, automotive.....	\$3.27	3.17	-	\$3.09	\$3.24	2.96	\$2.49	3.11	\$2.48	\$2.77	\$2.95	\$2.55	\$2.90	\$3.14	3.34	-	3.19	3.14	-	3.10	3.00	\$3.02
Painters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																						
Janitors, porters, and cleaners.....	1.95	2.04	\$1.98	1.93	2.15	1.48	1.82	1.80	1.88	-	1.79	1.59	2.10	1.79	2.12	\$1.69	1.89	2.26	\$1.97	1.77	1.92	1.88
Janitors, porters, and cleaners (women).....	1.82	1.72	-	-	-	-	-	1.64	-	-	1.66	-	-	-	2.06	-	1.64	2.09	-	-	-	-
Laborers, material handling.....	-	2.80	2.34	2.25	-	2.43	2.04	2.24	2.16	-	1.89	2.67	2.20	-	3.02	2.09	2.62	2.52	-	1.96	1.98	2.49
Truckdrivers ⁵	3.01	3.08	3.12	2.79	-	2.73	2.89	2.96	2.86	3.03	3.12	3.16	2.83	3.20	3.02	-	3.11	3.03	-	2.85	2.70	3.03
Light (under 1½ tons).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons).....	3.00	3.16	-	2.69	-	2.65	2.79	3.09	2.59	2.29	3.07	-	2.78	3.18	-	-	3.07	2.89	-	2.95	2.57	3.01
Heavy (over 4 tons, trailer type).....	3.06	3.23	-	3.14	-	2.84	-	-	-	3.21	-	-	3.07	-	-	-	3.21	3.16	-	2.78	-	3.17
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	3.21	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	3.10	-	-	-	-	-	-	-	-	-	2.17	-	-	-	-	-	1.69	-	-	2.09	2.39	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	1.58	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-8. Plant Occupations—Public Utilities¹—Continued

(Average hourly earnings² for selected occupations studied, July 1965 through June 1966)

Occupation ³	South—Continued					North Central															
	Raleigh	Richmond ⁴	San Antonio ⁴	Savannah ⁴	Washington	Akron	Canton	Chicago ⁴	Cleveland ⁴	Columbus	Davenport—Rock Island—Moline	Dayton	Des Moines	De-troit ⁴	Green Bay	Indianapolis ⁴	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Omaha ⁴
Maintenance and powerplant																					
Carpenters.....	-	-	-	-	-	-	-	\$3.11	-	-	-	-	-	\$3.37	-	-	\$2.84	\$3.05	\$2.87	-	-
Electricians.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.60	-	-
Engineers, stationary.....	-	-	-	-	-	-	-	3.14	-	-	-	-	\$2.86	-	-	-	-	-	2.95	-	\$3.31
Firemen, stationary boiler.....	-	-	-	-	\$2.62	-	-	-	-	-	-	-	-	-	-	-	-	-	2.85	-	-
Helpers, trades.....	-	-	-	-	2.52	-	-	2.81	\$2.89	-	-	-	2.86	-	-	-	2.75	3.06	2.99	-	2.29
Machinists.....	-	-	-	-	-	-	-	3.70	-	-	-	-	-	-	-	-	-	3.69	-	-	-
Mechanics, automotive.....	-	\$2.81	\$3.07	-	3.24	\$3.36	\$2.80	3.73	3.35	\$3.34	\$3.13	\$2.82	3.30	3.39	\$3.21	\$3.27	3.21	3.46	3.35	\$3.34	3.04
Painters.....	-	-	-	-	-	-	-	3.25	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																					
Janitors, porters, and cleaners.....	\$1.71	2.02	1.74	\$1.86	2.11	2.24	-	2.51	2.33	2.13	2.22	-	2.19	2.45	2.32	2.17	2.22	2.60	2.49	2.48	2.16
Janitors, porters, and cleaners (women).....	-	-	-	-	1.87	-	-	2.11	-	1.80	-	-	-	-	-	1.92	2.11	1.74	2.19	-	-
Laborers, material handling.....	-	2.32	-	-	3.34	-	-	2.98	3.07	2.87	2.96	2.96	-	3.11	2.84	3.08	2.64	3.18	2.74	-	2.93
Truckdrivers ⁵	-	2.39	3.13	-	2.94	3.33	2.56	3.40	3.25	3.20	2.92	3.21	3.26	3.31	3.20	3.25	3.17	3.39	3.16	3.37	3.06
Light (under 1½ tons).....	-	-	-	-	-	-	-	3.29	-	-	-	-	-	-	-	-	2.64	-	-	-	-
Medium (1½ to and including 4 tons).....	-	2.48	3.11	-	-	3.22	-	3.28	3.21	3.08	-	-	-	-	-	2.72	3.09	3.28	3.15	-	2.97
Heavy (over 4 tons, trailer type).....	-	2.91	-	-	-	3.31	-	3.45	3.31	3.29	-	3.31	-	3.33	-	3.31	3.24	3.41	3.21	-	3.21
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	3.49	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	-	-	-	-	-	3.36	-	2.97	-	-	-	-	-	3.03	-	-	2.61	-	3.05	-	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.59	2.59	-	-	-	-
North Central—Continued											West										
	Rock-ford	St. Louis	Sioux Falls	South Bend	Toledo	Wichita	Youngs-town—Warren	Albu-querque ⁴	Boise City	Den-ver	Los Angeles—Long Beach—Anaheim—Santa Ana—Garden Grove ⁴	Phoen-ix ⁴	Port-land	Salt Lake City	San Bernardino—Riverside—Ontario	San Diego	San Fran-cisco—Oakland ⁴	San Jose	Seattle—Everett ⁴	Spokane	
Maintenance and powerplant																					
Carpenters.....	-	-	-	-	-	-	-	-	-	-	\$3.01	-	\$3.02	-	-	-	\$3.14	-	\$3.09	-	
Electricians.....	-	-	-	-	-	-	-	-	-	-	3.66	-	-	-	\$3.67	-	-	-	-	-	
Engineers, stationary.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.84	-	-	-	
Machinists.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, automotive.....	\$3.10	\$3.37	\$2.70	\$3.23	\$3.24	\$3.11	\$3.32	-	\$3.25	\$3.39	3.72	\$3.35	\$3.58	\$3.42	3.22	\$3.41	3.96	\$3.74	3.45	-	
Painters.....	-	-	-	-	-	-	-	-	-	-	3.49	-	-	-	-	-	3.31	-	-	-	
Custodial and material movement																					
Janitors, porters, and cleaners.....	2.33	2.42	-	-	2.49	1.93	2.25	\$2.01	-	2.27	2.56	-	2.36	2.09	2.18	-	2.45	-	2.42	\$2.36	
Janitors, porters, and cleaners (women).....	-	2.04	-	-	-	-	-	-	-	-	-	-	2.06	-	-	-	2.33	-	-	-	
Laborers, material handling.....	-	2.83	-	-	3.23	3.05	3.23	3.04	-	2.99	3.29	-	3.08	3.03	-	-	3.35	3.29	3.21	3.06	
Truckdrivers ⁵	-	3.15	-	3.39	3.22	3.09	3.33	3.20	3.15	3.02	3.39	3.22	3.20	2.92	-	3.32	3.49	3.55	3.29	3.18	
Light (under 1½ tons).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.31	-	-	-	
Medium (1½ to and including 4 tons).....	-	-	-	-	2.86	-	3.24	-	3.14	2.96	3.30	3.19	3.21	2.91	-	-	3.43	3.44	3.25	3.16	
Heavy (over 4 tons, trailer type).....	-	3.20	-	-	3.26	-	3.36	-	-	3.15	3.41	3.28	3.32	3.05	-	-	3.55	-	3.39	-	
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	-	3.36	-	-	-	-	-	3.59	-	-	-	
Truckers, power (forklift).....	-	-	-	-	-	-	-	-	-	3.06	3.21	-	3.29	-	-	-	3.38	-	-	-	
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differential Practices—Manufacturing

(Percent distribution of plant workers actually working on late shifts, July 1965 through June 1966)

Shift operation and shift pay differential	Percent of manufacturing plant workers													
	Northeast													
	Albany-Schenectady-Trby	Allentown-Bethlehem-Easton	Boston	Lawrence-Haverhill	Newark and Jersey City	New Haven	New York	Paterson-Clifton-Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
Total plant workers in manufacturing establishments.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:														
Second shift.....	18.1	15.7	11.3	14.2	15.6	15.8	11.3	16.3	18.3	18.8	13.6	21.7	17.1	11.5
With shift pay differential.....	18.0	15.0	11.2	11.9	15.5	15.8	11.1	16.2	18.1	13.5	8.7	21.5	16.2	10.4
Uniform cents (per hour).....	9.0	11.9	4.8	5.1	7.8	12.1	6.4	8.1	10.7	7.9	7.1	16.6	10.1	7.9
Under 5 cents.....	(¹)	.8	-	1.4	-	.9	.4	-	.4	-	-	.6	-	-
5 and under 6 cents.....	.5	1.8	1.1	.7	1.5	.8	-	3.3	1.8	1.4	-	.5	.9	2.2
6 and under 7 cents.....	-	.1	.4	.6	.1	.3	.1	-	.8	-	-	5.6	-	.8
7 and under 8 cents.....	2.2	.1	.1	.5	.9	.8	.9	.3	.8	.7	.9	3.4	1.5	-
8 and under 9 cents.....	1.4	5.3	.4	1.8	1.1	.6	.2	1.0	2.3	-	-	.1	1.6	.8
9 and under 10 cents.....	.6	.7	.2	-	.3	-	-	-	.7	-	-	4.3	-	-
10 and under 11 cents.....	.5	2.7	1.9	.1	1.8	2.5	1.2	2.2	2.6	3.7	2.6	1.0	4.5	1.5
11 and under 12 cents.....	.5	-	-	-	.1	-	.1	-	-	-	-	-	-	-
12 and under 13 cents.....	1.0	-	(¹)	-	.5	-	.2	-	.6	1.0	1.8	.5	.4	-
13 and under 14 cents.....	1.2	.3	.5	-	.4	.2	-	-	.2	-	-	.4	-	.2
14 and under 15 cents.....	.3	.1	-	-	.3	-	.3	.4	.1	-	-	-	.6	-
15 and under 16 cents.....	.4	-	.1	-	.5	6.1	.5	.3	.2	-	.1	.3	.7	.1
16 cents and over.....	.5	-	.2	-	.3	-	2.5	.5	.2	1.1	1.7	-	-	2.2
Uniform percentage.....	9.0	2.5	5.1	6.2	7.0	3.6	4.5	7.4	6.5	.5	1.6	4.1	6.0	2.4
Under 5 percent.....	-	-	-	-	.1	-	.2	-	.1	-	-	-	-	.9
5 percent.....	1.2	.3	.2	.3	1.3	1.7	.5	1.9	.6	-	.7	2.5	1.3	.1
Over 5 and under 10 percent.....	.1	-	.6	-	.8	.3	.6	2.4	1.2	-	-	1.1	.1	.2
10 percent.....	7.7	1.3	3.8	5.9	4.9	1.6	2.3	3.1	4.3	.5	.9	.5	4.5	1.2
Over 10 and under 15 percent.....	-	.9	.5	-	-	-	(¹)	-	.3	-	-	-	-	-
15 percent and over.....	-	-	-	-	-	-	.7	-	-	-	-	-	-	(¹)
Other ²	-	.5	1.2	.5	.7	.1	.3	.8	.9	5.1	-	.8	-	.1
With no shift pay differential.....	.1	.7	.1	2.4	.1	-	.2	.1	.2	5.3	5.0	.2	1.0	1.0
Third shift.....	8.9	8.4	3.3	4.6	5.3	8.5	3.9	5.1	7.3	9.2	4.0	6.2	5.2	3.9
With shift pay differential.....	8.7	8.3	3.2	4.0	5.3	8.5	3.8	5.0	7.2	4.5	4.0	6.2	5.2	3.9
Uniform cents (per hour).....	4.8	7.6	1.6	2.2	3.9	2.7	2.8	3.8	5.0	1.9	2.8	5.6	3.4	3.0
Under 7 cents.....	.1	1.0	-	-	.4	-	.1	.1	.1	-	-	1.8	.3	.3
7 and under 8 cents.....	-	.1	.2	1.1	(¹)	.8	.3	(¹)	.1	.4	-	-	-	-
8 and under 9 cents.....	-	-	.1	-	-	-	-	-	-	-	-	-	-	.1
9 and under 10 cents.....	-	-	-	.2	-	-	-	-	.6	-	.1	-	-	.1
10 and under 11 cents.....	.2	.7	.6	.3	.9	.5	1.1	1.3	1.1	.9	.8	1.3	1.2	.6
11 and under 12 cents.....	(¹)	.3	.1	-	-	-	-	-	.1	-	-	-	-	.3
12 and under 13 cents.....	1.7	3.6	.2	-	1.2	.8	.2	.7	1.5	.7	-	.7	1.0	.8
13 and under 14 cents.....	.3	-	-	.3	-	.1	-	-	-	-	-	(¹)	-	-
14 and under 15 cents.....	1.0	-	.3	(¹)	(¹)	.5	-	.2	.5	-	.3	-	-	-
15 and under 16 cents.....	-	1.5	(¹)	-	.1	(¹)	.6	.4	.1	-	.4	1.7	.5	-
16 and under 17 cents.....	-	.3	-	-	.4	-	(¹)	.2	.6	-	-	-	-	.5
17 and under 20 cents.....	.1	-	.4	-	.8	-	.3	-	.2	-	-	-	(¹)	.1
20 cents and over.....	1.3	-	.1	-	.1	.2	.9	.1	1.1	-	1.2	.1	.3	.4
Uniform percentage.....	3.9	.6	1.2	1.8	1.2	1.5	.5	.8	1.6	-	.9	.6	1.8	.9
Under 7 percent.....	-	-	-	-	.1	.2	(¹)	-	.1	-	-	.1	-	-
7 and under 10 percent.....	-	-	.1	.3	-	.4	-	.2	.3	-	.5	.3	-	(¹)
10 percent.....	3.9	.3	.8	1.4	1.0	.7	.2	.4	1.0	-	.4	.2	1.8	.9
Over 10 and under 15 percent.....	-	.3	(¹)	-	.1	.3	-	.1	.1	-	-	-	-	-
15 percent.....	-	-	.3	-	(¹)	-	.3	.1	.1	-	-	-	-	-
Over 15 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ²	-	.1	.4	(¹)	.2	4.3	.5	.4	.7	2.5	.3	-	-	-
With no shift pay differential.....	.2	.2	(¹)	.6	-	-	.1	.1	(¹)	4.7	-	(¹)	-	-

See footnotes at end of table.

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

(Percent distribution of plant workers actually working on late shifts, July 1965 through June 1966)

Shift operation and shift pay differential	Percent of manufacturing plant workers																	
	South													North Central				
	Atlanta	Beaumont-Port Arthur-Orange	Charleston, W. Va.	Charlotte	Greenville	Houston	Jackson	Lubbock	Memphis	Miami	Midland and Odessa	Raleigh	Richmond	Savannah	Akron	Canton	Chicago	Cincinnati
Total plant workers in manufacturing establishments.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																		
Second shift.....	16.8	17.3	15.0	16.2	20.1	20.6	14.3	18.1	17.1	9.3	12.6	15.2	15.2	23.8	23.4	28.3	21.2	18.2
With shift pay differential.....	14.4	16.8	14.7	8.6	6.1	19.6	12.4	10.9	14.1	5.3	3.7	7.0	14.7	19.9	20.8	28.2	20.7	17.7
Uniform cents (per hour).....	12.0	13.8	13.9	6.2	5.3	19.3	11.2	10.9	10.7	5.3	3.7	4.1	6.2	17.9	15.8	27.3	10.6	9.5
Under 5 cents.....	.2	-	-	1.4	-	.2	1.8	-	(1)	-	-	-	-	.2	-	.4	-	-
5 and under 6 cents.....	1.6	.9	.5	2.6	3.4	1.1	4.0	2.8	2.2	1.9	-	.4	3.0	12.4	2.0	2.9	.6	.9
6 and under 7 cents.....	-	2.2	1.0	-	.6	1.4	1.0	-	2.6	-	-	1.2	.3	3.4	8.7	.8	.3	.7
7 and under 8 cents.....	.4	.2	-	-	-	3.3	2.5	-	.4	.2	-	-	-	.5	1.5	.9	.4	.9
8 and under 9 cents.....	1.6	7.5	.2	-	1.0	3.2	1.1	-	.4	1.8	2.2	-	1.5	-	.9	17.5	2.3	.8
9 and under 10 cents.....	-	-	-	-	-	3.9	-	-	.7	-	-	-	-	-	.4	1.7	.3	.1
10 and under 11 cents.....	3.2	2.9	5.6	1.5	(1)	4.5	-	6.5	1.4	.9	1.5	.7	-	.2	1.9	2.4	3.9	1.7
11 and under 12 cents.....	.2	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	.9
12 and under 13 cents.....	4.2	-	.1	-	-	.1	-	-	1.9	-	-	-	.5	-	.2	-	.6	1.6
13 and under 14 cents.....	.5	-	-	.7	-	.7	-	1.6	.9	-	-	1.8	.4	1.1	-	(1)	-	.5
14 and under 15 cents.....	-	-	6.2	-	-	.1	-	-	-	-	-	-	-	-	-	.6	.4	(1)
15 and under 16 cents.....	(1)	-	-	-	-	.6	.7	-	-	.5	-	-	-	-	-	.1	.8	(1)
16 cents and over.....	.1	-	.3	-	.2	-	-	-	-	-	-	-	.5	-	-	-	.8	1.2
Uniform percentage.....	2.2	-	-	1.6	.8	.3	1.2	-	.8	.1	-	3.0	8.0	1.8	4.3	.9	8.1	7.8
Under 5 percent.....	-	-	-	.5	.8	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent.....	2.2	-	-	-	-	-	-	-	-	-	-	-	-	-	4.3	.9	2.1	3.0
Over 5 and under 10 percent.....	-	-	-	1.1	-	-	-	-	.8	.1	-	-	4.5	1.8	-	-	.7	.8
10 percent.....	-	-	-	-	-	.3	1.2	-	-	-	-	3.0	3.5	-	-	-	4.9	2.8
Over 10 and under 15 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.2	-
15 percent and over.....	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	.3	1.1
Other ².....	.2	3.0	.9	.8	-	-	-	-	2.6	-	-	-	.5	.2	.7	-	1.9	.4
With no shift pay differential.....	2.4	.6	.2	7.5	14.1	1.0	1.9	7.3	3.1	3.9	8.8	8.2	.4	3.9	2.6	.1	.5	.4
Third shift.....	5.2	10.0	9.3	7.8	14.8	8.2	5.3	3.3	7.0	3.6	10.4	5.0	6.2	14.6	14.2	15.6	7.0	4.5
With shift pay differential.....	4.7	9.8	9.3	6.1	14.1	8.1	4.2	.8	5.8	1.7	3.1	2.5	6.2	13.3	13.5	15.5	7.0	4.3
Uniform cents (per hour).....	3.3	9.7	9.3	5.2	13.8	8.1	3.8	.5	4.9	1.7	3.1	2.4	3.1	13.2	11.0	14.8	4.2	2.5
Under 7 cents.....	.9	-	-	4.5	12.1	(1)	.7	-	2.5	.2	-	1.6	.5	.2	9.3	.8	(1)	-
7 and under 8 cents.....	-	-	-	-	-	.4	.8	-	.3	-	-	-	.3	-	.1	.9	.1	-
8 and under 9 cents.....	-	-	-	.4	.6	.2	-	-	.1	-	-	.2	.2	1.0	.3	.7	.1	-
9 and under 10 cents.....	-	-	.8	-	.2	.1	.6	-	.2	-	-	-	.2	10.8	.1	.5	-	-
10 and under 11 cents.....	.5	.3	(1)	(1)	.4	.2	-	.5	.4	.8	-	-	.5	.9	(1)	1.4	.4	.3
11 and under 12 cents.....	(1)	-	-	-	.4	-	-	-	-	-	-	-	-	-	.3	.1	.1	.1
12 and under 13 cents.....	1.1	.1	-	-	.6	1.9	1.0	-	.5	-	-	.5	1.2	.4	.1	9.7	1.8	1.0
13 and under 14 cents.....	-	-	-	-	-	.2	-	-	-	.2	-	-	-	-	-	-	-	(1)
14 and under 15 cents.....	.3	-	-	-	.6	.2	-	-	-	-	-	-	-	-	-	.1	.2	(1)
15 and under 16 cents.....	-	-	2.6	.1	-	.2	.7	-	-	-	.8	-	.1	-	.5	.1	.6	.1
16 and under 17 cents.....	(1)	7.2	.1	-	-	1.9	-	-	-	-	2.2	-	.1	-	(1)	.2	.1	.2
17 and under 20 cents.....	-	-	.1	-	-	1.5	-	-	-	-	-	-	-	-	.4	.3	.2	.2
20 cents and over.....	.2	2.1	5.7	.2	.3	.5	-	(1)	.5	-	-	-	-	-	.4	.3	.2	.2
Uniform percentage.....	.2	-	-	.4	.3	-	.4	-	-	-	-	.1	3.1	-	2.1	.7	2.0	1.2
Under 7 percent.....	.1	-	-	.4	.3	-	-	-	-	-	-	-	-	-	(1)	-	-	-
7 and under 10 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.9	-	.1	.1
10 percent.....	.1	-	-	-	-	-	.4	-	-	-	-	.1	3.1	-	1.1	.7	1.3	1.0
Over 10 and under 15 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	(1)
15 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.5	-
Over 15 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.1
Other ²	1.2	.2	.5	-	-	-	.3	1.0	-	-	-	.1	-	.1	.4	-	.8	.6
With no shift pay differential.....	.5	.2	-	1.7	.7	.1	1.1	2.5	1.2	1.9	7.4	2.5	-	1.3	.7	.1	(1)	.1

See footnotes at end of table.

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

(Percent distribution of plant workers actually working on late shifts, July 1965 through June 1966)

Shift operation and shift pay differential	Percent of manufacturing plant workers																		
	North Central—Continued										West								
	Dayton	Des Moines	Indianapolis	Kansas City	Muskegon—Muskegon Heights	Omaha	Rockford	Sioux Falls	South Bend	Youngstown—Warren	Albuquerque	Denver	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Phoenix	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland	San Jose	Seattle—Everett
Total plant workers in manufacturing establishments.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																			
Second shift.....	12.7	23.8	17.9	15.1	20.7	15.8	18.6	6.1	24.6	22.9	19.0	18.7	17.6	24.3	19.5	18.2	16.5	19.8	22.1
With shift pay differential.....	12.4	23.6	17.7	15.1	20.6	15.2	18.2	6.1	24.6	22.9	17.0	18.7	17.4	22.7	19.0	18.2	16.5	19.7	22.0
Uniform cents (per hour).....	7.6	15.2	7.4	8.9	15.4	9.6	12.8	6.1	21.5	21.6	17.0	13.9	13.8	8.4	11.5	13.4	10.4	10.8	17.8
Under 5 cents.....	-.2	.2	-.5	.5	3.1	1.7	-.7	1.0	.4	1.9	.5	1.2	.3	.6	-.6	-.7	1.2	8.0	.6
5 and under 6 cents.....	.3	-.5	.3	5.2	-.2	-.4	-.7	4.2	.6	.5	3.8	.1	.1	-.2	-.3	-.4	-.5	-.5	.1
6 and under 7 cents.....	.5	-.4	.7	1.4	.4	-.1	-.3	1.3	-.5	-.5	(1)	.1	-.2	-.2	.3	-.3	-.5	-.1	.6
7 and under 8 cents.....	.7	.6	1.3	.6	.1	-.1	-.3	3.4	18.4	-.3	.9	1.9	2.7	5.9	3.3	.1	.3	.1	1.6
8 and under 9 cents.....	-.4	.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4
9 and under 10 cents.....	2.3	3.4	3.1	2.7	5.0	5.4	7.0	1.8	4.4	1.2	.4	4.5	1.8	.4	1.9	2.2	2.2	.3	.4
10 and under 11 cents.....	1.6	-.3	-.4	1.5	-.4	-.4	-.4	6.0	.2	10.8	1.2	6.5	2.8	.9	3.5	.1	.5	12.2	-.4
11 and under 12 cents.....	-.8	-.3	.4	1.5	-.4	-.4	2.5	-.4	-.1	3.0	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4
12 and under 13 cents.....	.1	.4	1.1	1.1	1.2	1.1	3.5	-.6	-.6	-.6	-.6	1.1	.2	.5	.4	1.9	-.4	-.1	.1
13 and under 14 cents.....	.6	2.8	.6	.1	(1)	.6	.5	-.4	-.4	1.1	1.4	1.7	.1	.4	.4	.8	.4	(1)	.1
14 and under 15 cents.....	.5	3.0	-.6	.6	(1)	.6	.5	-.4	-.4	1.1	1.3	.3	2.1	.4	.4	.7	.7	1.5	.1
15 and under 16 cents.....	4.5	1.0	9.2	5.0	.7	5.3	4.3	3.1	1.1	-.1	1.8	13.8	3.1	4.2	1.3	7.6	.1	.1	.1
16 cents and over.....	1.6	.5	3.2	3.5	.7	.5	-.7	2.6	-.4	-.4	1.1	-.4	-.4	2.9	-.2	-.2	-.2	-.2	-.2
Uniform percentage.....	5	5	6	3	2	1	1	5	1	1	4	13	2	1	1	1	1	1	1
Under 5 percent.....	-.3	7.4	1.1	1.2	4.5	.3	1.1	-.1	-.1	4.7	1.7	.2	4.5	.6	4.8	1.3	4.1	.2	.2
5 percent.....	.4	.2	.2	(1)	.1	.6	.3	-.3	-.3	2.0	-.1	1.6	.5	-.5	-.5	-.5	-.5	-.5	-.5
Over 5 and under 10 percent.....	4.2	10.9	6.0	4.9	7.3	4.3	4.4	(1)	7.5	15.2	1.6	5.7	4.8	11.0	6.5	9.2	5.8	4.8	4.7
10 percent.....	4.2	10.7	5.9	4.9	7.3	4.3	4.4	(1)	7.5	15.2	1.3	5.7	4.8	11.0	6.4	9.2	5.8	4.7	4.7
Over 10 and under 15 percent.....	3.0	10.7	2.6	3.2	6.2	3.2	3.4	(1)	7.3	15.0	1.3	4.4	2.2	2.0	5.1	4.3	2.7	2.0	.2
15 percent.....	-.1	-.6	-.5	.1	2.0	1.5	-.1	1.7	.3	-.3	.2	.6	.1	.3	.5	.7	.2	.9	.2
Over 15 percent.....	.7	.2	.3	1.5	-.9	(1)	-.6	14.5	-.6	-.2	.8	1.4	2.0	5.6	1.8	.4	.4	.4	.4
20 cents and over.....	.1	1.1	.2	.3	-.9	-.5	-.2	-.2	-.2	-.2	.1	.3	.1	.1	.1	.1	.1	.1	.1
Uniform percentage.....	1.5	3.0	-.2	.6	(1)	1.0	.7	-.2	.2	-.1	.1	(1)	1.4	.1	1.0	.1	1.1	-.2	.2
Under 7 percent.....	(1)	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3
7 and under 10 percent.....	(1)	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3	-.3
10 percent.....	.8	-.3	2.5	.6	-.3	1.0	.6	-.2	.2	-.1	(1)	1.4	.1	1.0	-.1	.5	-.2	.5	.5
Over 10 and under 15 percent.....	.2	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1	-.1
15 percent.....	.2	(1)	.3	1.1	1.1	.3	-.3	-.3	-.3	1.3	2.6	7.7	1.3	.7	1.4	.9	.9	2.7	.2
Over 15 percent.....	(1)	.2	.1	(1)	.1	-.1	-.1	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4
With no shift pay differential.....	(1)	.2	.1	(1)	.1	-.1	-.1	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4	-.4

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

Table B-2. Scheduled Weekly Hours—All Industries

(Percent distribution of plant and office workers by scheduled weekly hours of first-shift workers, July 1965 through June 1966)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Over 40 hours						Under 40 hours				40 hours	Over 40 hours	
	Under 37½	37½	Total ¹		Total ¹	42	44	45	48	Over 48	35	36¼	37½	38¾			Total ¹
Northeast																	
Albany-Schenectady-Troy	2	10	15	75	10	-	4	-	2	-	2	(²)	37	(²)	42	57	1
Allentown-Bethlehem-Easton	14	3	16	78	5	2	1	(²)	2	-	6	1	7	5	25	74	1
Boston ³	5	5	15	75	10	(²)	2	2	3	1	13	8	25	4	64	36	(²)
Lawrence-Haverhill	2	1	3	83	14	(²)	4	1	7	-	2	-	5	2	11	89	(²)
Newark and Jersey City	6	4	11	83	5	(²)	-	(²)	3	1	17	5	30	8	65	34	(²)
New Haven	3	6	13	69	18	-	2	7	2	5	2	4	29	3	48	51	(²)
New York ³	17	10	28	69	2	-	1	(²)	1	(²)	51	9	15	1	84	15	(²)
Paterson-Clifton-Passaic	8	2	11	84	5	1	-	-	1	1	22	1	23	5	55	45	-
Philadelphia	3	7	11	84	4	-	1	1	1	1	10	5	25	7	55	45	(²)
Portland	7	3	10	47	43	14	2	8	2	2	9	5	28	4	52	45	3
Scranton	12	11	22	73	4	1	1	(²)	1	1	17	4	19	(²)	43	57	(²)
Waterbury	5	1	8	77	15	1	1	2	1	5	(²)	-	13	-	27	72	1
Worcester	7	9	17	67	16	(²)	1	6	5	4	2	15	17	-	38	62	-
York	4	3	8	71	21	1	3	7	6	4	1	-	6	1	9	88	3
South																	
Atlanta	1	3	4	77	18	3	2	2	6	3	1	3	15	7	27	71	1
Beaumont-Port Arthur-Orange	1	1	2	87	11	1	1	3	4	1	1	-	2	(²)	4	91	5
Charleston, W. Va	3	1	8	74	17	-	3	1	2	9	3	(²)	12	-	19	74	7
Charlotte	2	3	4	76	19	2	(²)	4	5	5	1	3	27	3	34	63	3
Greenville	-	(²)	2	68	30	2	4	3	20	1	-	4	6	2	14	80	5
Houston	(²)	2	3	76	21	-	3	5	8	2	(²)	2	6	2	10	86	3
Jackson	(²)	-	1	69	29	1	5	5	5	9	-	-	18	7	25	66	8
Lubbock	-	2	2	48	51	-	15	4	14	17	-	-	1	-	1	78	21
Memphis ³	3	1	6	77	17	1	4	5	6	(²)	1	1	11	1	13	83	4
Miami ³	3	(²)	3	61	35	2	8	1	18	2	15	-	10	4	31	58	11
Midland and Odessa ³	2	1	4	64	32	1	-	3	10	18	(²)	-	1	-	1	96	3
Raleigh	3	8	11	70	19	-	3	4	6	4	9	3	17	12	42	56	3
Richmond ³	-	5	6	77	17	1	3	3	5	3	3	10	28	8	53	46	1
Savannah ³	-	1	4	71	24	2	5	10	1	5	10	2	8	-	22	73	5
North Central																	
Akron	26	1	31	54	14	-	2	5	3	3	(²)	-	4	(²)	7	91	2
Canton	1	1	4	84	12	1	1	4	6	1	(²)	-	4	4	8	89	3
Chicago ³	3	4	7	83	10	-	2	3	4	1	5	2	20	10	38	61	(²)
Cincinnati	1	3	4	78	17	1	2	7	2	3	4	2	16	4	35	63	2
Dayton	(²)	6	6	73	20	1	5	4	4	4	3	-	16	1	20	76	3
Des Moines	8	9	17	68	15	3	2	4	5	-	2	-	22	8	31	68	1
Indianapolis ³	-	(²)	(²)	84	15	1	2	3	5	3	(²)	(²)	7	8	17	80	2
Kansas City	3	3	8	86	6	1	1	2	2	(²)	(²)	(²)	7	4	14	84	2
Muskegon-Muskegon Heights	-	1	2	80	18	1	5	7	4	1	(²)	-	1	-	1	95	5
Omaha ³	1	5	6	71	23	(²)	5	5	8	3	(²)	1	4	2	7	88	5
Rockford	2	1	3	47	50	-	8	18	9	14	-	-	2	-	2	95	3
Sioux Falls	-	-	1	75	24	-	4	10	4	4	-	1	1	-	3	87	10
South Bend	3	2	5	77	17	-	1	2	9	2	-	-	2	4	7	91	2
Youngstown-Warren	2	1	5	78	17	2	1	2	13	1	-	-	4	-	13	86	1
West																	
Albuquerque ³	2	3	5	81	14	-	7	-	3	5	-	-	3	-	3	93	4
Denver	1	4	6	82	13	-	3	2	5	1	(²)	2	6	3	11	86	2
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	1	3	4	92	4	-	1	-	2	1	2	2	8	4	18	81	(²)
Phoenix ³	1	3	4	76	19	1	4	(²)	12	1	-	-	4	-	6	90	4
Portland	3	-	3	94	2	-	2	(²)	(²)	-	(²)	1	15	1	24	76	(²)
San Bernardino-Riverside-Ontario	1	1	3	86	11	-	4	1	4	(²)	(²)	-	3	(²)	4	95	1
San Francisco-Oakland ³	6	8	14	86	(²)	-	-	-	(²)	-	3	2	26	5	43	57	-
San Jose	4	1	5	84	11	(²)	-	(²)	10	(²)	(²)	-	9	1	15	85	(²)
Seattle-Everett ¹	3	(²)	4	96	-	-	-	-	-	-	-	-	11	4	15	85	-

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

Table B-3. Scheduled Weekly Hours—Manufacturing

(Percent distribution of plant and office workers by scheduled weekly hours of first-shift workers, July 1965 through June 1966)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Total ¹	Over 40 hours					Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total ¹			42	44	45	48	Over 48	35	36¼	37½	38¾	Total ¹		
Northeast																	
Albany-Schenectady-Troy	3	4	12	79	9	-	4	-	3	-	(²)	1	21	1	28	71	1
Allentown-Bethlehem-Easton	16	3	19	78	3	1	-	-	2	-	1	-	5	14	7	86	-
Boston	4	6	10	79	11	-	4	(²)	3	-	12	(²)	19	4	36	64	-
Lawrence-Haverhill	-	1	1	86	13	-	-	-	6	-	(²)	-	6	1	7	93	-
Newark and Jersey City	9	5	15	79	5	1	4	-	2	1	-	-	20	18	55	44	1
New Haven	3	8	11	72	17	-	2	-	1	5	1	-	7	5	15	85	-
New York	23	4	27	72	1	-	-	-	(²)	-	53	8	12	3	80	20	-
Paterson-Clifton-Passaic	11	1	12	84	4	-	-	-	1	2	13	1	20	2	40	60	-
Philadelphia	3	7	10	86	4	-	1	1	2	1	7	2	14	13	38	62	(²)
Portland	-	2	2	46	52	24	1	5	-	3	3	-	3	9	88	3	-
Scranton	14	11	25	74	1	-	-	-	1	-	26	8	11	-	45	55	-
Waterbury	6	1	7	81	12	-	1	2	-	5	(²)	-	-	-	17	83	-
Worcester	2	11	13	70	17	-	1	5	6	5	-	-	16	-	19	81	-
York	4	3	7	70	23	1	2	8	7	5	2	-	6	1	9	87	3
South																	
Atlanta	-	5	5	86	9	3	-	-	4	2	(²)	-	6	-	7	92	1
Beaumont-Port Arthur-Orange	-	2	2	93	5	-	-	3	1	-	-	-	2	1	3	93	4
Charleston, W. Va.	-	2	2	76	22	-	2	-	1	14	-	-	3	-	3	89	8
Charlotte	-	4	4	82	14	-	1	3	5	2	1	-	24	9	34	64	2
Greenville	-	(²)	(²)	72	27	-	3	2	22	-	-	-	7	1	7	90	2
Houston	-	4	4	87	9	-	-	4	4	2	-	-	3	-	3	96	1
Jackson	-	5	5	85	15	1	-	4	3	6	-	-	-	4	4	84	11
Lubbock	-	5	5	43	52	-	-	11	17	24	-	-	-	-	-	62	38
Memphis	-	2	3	89	8	2	1	1	3	-	-	-	5	-	6	93	1
Miami	6	1	7	81	12	-	4	1	7	-	-	-	7	-	7	84	10
Midland and Odessa	-	-	-	92	8	-	-	-	8	-	-	-	-	-	-	96	4
Raleigh	-	6	6	84	10	-	2	2	2	4	(²)	-	10	-	10	86	4
Richmond	-	7	10	81	9	-	2	1	4	1	1	3	12	30	47	53	-
Savannah	-	2	2	83	15	3	7	4	-	-	(²)	4	9	-	16	83	1
North Central																	
Akron	34	-	34	54	12	-	1	4	1	4	(²)	-	1	-	1	98	1
Canton	-	1	1	88	11	1	-	4	5	1	-	-	5	1	7	93	(²)
Chicago	4	2	6	83	11	-	1	5	4	2	1	2	21	15	40	60	-
Cincinnati	-	3	3	75	22	1	2	10	2	4	-	1	16	3	21	76	3
Dayton	-	7	7	77	16	1	3	4	3	4	-	-	10	1	12	86	2
Des Moines	-	16	16	77	7	-	2	2	3	-	-	-	-	1	1	97	2
Indianapolis	-	(²)	(²)	88	11	1	-	3	2	3	-	-	1	-	2	97	1
Kansas City	5	3	8	89	3	2	-	-	(²)	-	-	-	1	4	7	93	(²)
Muskegon-Muskegon Heights	-	(²)	(²)	82	17	1	5	6	4	1	-	-	-	-	-	94	6
Omaha	-	2	2	82	16	1	5	6	2	2	-	2	2	2	6	91	3
Rockford	-	1	1	47	53	-	8	18	10	17	-	-	-	-	-	99	1
Sioux Falls	-	-	-	86	14	-	4	2	1	4	-	-	-	-	-	87	13
South Bend	-	-	-	90	10	-	-	-	8	2	-	-	-	7	7	93	-
Youngstown-Warren	-	1	1	81	18	2	-	1	14	(²)	-	-	4	-	4	96	-
West																	
Albuquerque	-	5	5	95	-	-	-	-	-	-	-	-	-	-	-	99	1
Denver	-	9	9	86	5	-	-	5	-	-	-	-	-	-	-	99	1
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	2	1	4	93	3	-	2	-	1	1	(²)	-	1	1	3	97	-
Phoenix	-	5	5	93	2	-	-	-	1	-	-	-	(²)	-	(²)	99	-
Portland	4	-	4	94	2	-	2	-	-	-	-	-	2	-	3	97	(²)
San Bernardino-Riverside-Ontario	2	2	5	90	6	-	4	-	1	-	-	-	-	1	1	99	(²)
San Francisco-Oakland	12	3	16	84	-	-	-	-	-	-	1	-	27	11	43	57	-
San Jose	1	-	1	85	13	(²)	-	-	13	-	-	-	1	2	3	97	(²)
Seattle-Everett	5	1	6	94	-	-	-	-	-	-	-	-	(²)	-	(²)	99	-

¹ May include weekly schedules other than those presented separately.² Less than 0.5 percent.

Table B-4. Scheduled Weekly Hours—Public Utilities¹

(Percent distribution of plant and office workers by scheduled weekly hours of first-shift workers, July 1965 through June 1966)

Metropolitan area	Plant workers								Office workers							
	Under 40 hours			40 hours	Over 40 hours				Under 40 hours				40 hours	Over 40 hours		
	Under 37½	37½	Total ²		Total ²	42	44	48	Over 48	35	36¼	37½			38¾	Total ²
Northeast																
Albany-Schenectady-Troy.....	-	-	-	100	-	-	-	-	5	-	66	-	71	29	-	
Allentown-Bethlehem-Easton.....	-	-	-	100	-	-	-	-	-	16	10	-	26	74	-	
Boston ³	-	-	-	95	5	-	-	4	2	(⁴)	42	-	43	57	-	
Newark and Jersey City.....	(⁴)	-	(⁴)	99	-	-	-	-	42	-	2	-	44	56	-	
New Haven.....	-	-	-	85	15	-	3	-	5	(⁴)	57	-	58	42	-	
New York ³	1	4	5	92	4	-	-	-	(⁴)	46	6	(⁴)	71	29	-	
Paterson-Clifton-Passaic.....	-	-	-	99	1	-	-	1	-	51	5	-	56	44	-	
Philadelphia.....	(⁴)	-	(⁴)	99	-	-	-	-	6	4	26	1	38	62	-	
Portland.....	-	-	-	72	28	-	-	-	5	-	47	-	48	50	2	
Scranton.....	-	-	-	94	6	-	-	6	1	-	22	3	25	75	-	
Waterbury.....	-	-	-	90	10	-	-	-	-	-	3	-	3	97	-	
Worcester.....	-	-	-	100	-	-	-	-	-	-	21	-	21	79	-	
York.....	-	-	-	95	5	-	-	-	3	-	15	-	15	85	-	
South																
Atlanta.....	-	-	-	96	4	4	-	-	-	5	-	31	-	35	65	-
Beaumont-Port Arthur-Orange.....	-	-	-	100	-	-	-	-	-	-	-	-	-	100	-	
Charleston, W. Va.....	-	-	-	98	2	-	-	-	-	-	38	-	38	60	2	
Charlotte.....	-	-	-	74	26	4	-	-	11	-	23	-	23	76	1	
Greenville.....	-	-	-	84	16	-	-	-	10	-	26	-	26	64	10	
Houston.....	-	-	-	90	10	-	-	-	2	-	-	-	-	99	1	
Jackson.....	-	-	-	97	3	-	-	-	-	-	49	-	49	51	-	
Lubbock.....	-	-	-	90	10	-	4	6	-	-	-	-	-	97	3	
Memphis ³	-	-	-	100	-	-	-	-	-	5	-	24	-	29	69	2
Miami ³	1	-	2	96	2	-	-	2	40	-	18	-	58	42	-	
Midland and Odessa.....	-	-	-	96	4	-	-	-	2	-	-	-	-	96	4	
Raleigh.....	-	-	-	89	11	-	-	5	-	-	18	-	18	82	-	
Richmond ³	-	-	-	72	28	-	12	-	-	-	37	-	37	63	-	
Savannah ³	-	-	-	96	4	-	-	-	4	-	26	-	26	67	7	
North Central																
Akron.....	-	-	-	69	31	-	5	5	3	-	-	-	-	99	1	
Canton.....	-	-	-	82	18	-	-	3	-	-	-	-	-	100	-	
Chicago ³	-	-	-	97	3	-	-	1	(⁴)	2	5	4	11	89	-	
Dayton.....	-	-	-	98	2	2	-	-	-	-	5	-	5	95	-	
Des Moines.....	-	-	-	92	8	-	-	8	-	-	1	-	1	98	(⁴)	
Indianapolis ³	-	-	-	97	3	-	-	-	-	-	8	-	8	92	-	
Kansas City.....	-	-	-	96	4	1	-	-	2	-	-	-	-	99	(⁴)	
Muskegon-Muskegon Heights.....	-	-	-	83	17	-	-	11	-	-	-	-	-	99	1	
Omaha ³	-	-	-	95	5	-	-	1	-	-	-	-	-	99	(⁴)	
Rockford.....	-	-	-	80	20	-	6	-	-	-	-	-	-	100	-	
Sioux Falls.....	-	-	-	67	33	-	3	4	5	-	-	-	-	97	3	
South Bend.....	-	-	-	78	22	-	-	-	-	-	-	-	-	100	-	
Youngstown-Warren.....	-	-	-	82	18	-	(⁴)	-	2	-	-	-	-	98	2	
West																
Albuquerque ³	-	-	-	93	7	-	5	2	-	-	-	-	-	98	2	
Denver.....	-	-	-	98	2	-	2	-	-	-	-	-	-	99	1	
Los Angeles-Long Beach and Anaheim- Santa Ana-Garden Grove ³	-	-	-	100	-	-	-	-	-	5	(⁴)	2	7	93	-	
Phoenix ³	-	-	-	84	16	4	10	-	2	-	-	-	-	99	1	
Portland.....	4	-	4	95	1	-	-	1	-	-	-	-	-	100	-	
San Bernardino-Riverside-Ontario.....	-	-	-	100	-	-	-	-	-	-	-	-	-	100	-	
San Francisco-Oakland ³	-	3	3	97	-	-	-	-	-	1	3	40	2	45	55	
San Jose.....	-	-	-	85	15	-	-	4	7	-	57	-	57	43	-	
Seattle-Everett ³	-	-	-	100	-	-	-	-	-	-	34	-	34	66	-	

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

Table B-5. Paid Holidays—All Industries

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	Northeast													
	Albany-- Schenectady-- Troy	Allentown-- Bethlehem-- Easton	Boston ¹	Lawrence-- Haverhill	Newark and Jersey City	New Haven	New York ¹	Paterson-- Clifton-- Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
	Plant workers													
Workers in establishments providing paid holidays	99	97	98	95	98	99	98	100	99	95	92	99	97	95
Less than 5 holidays	1	3	2	1	-	(²)	(²)	2	(²)	1	3	1	2	1
5 holidays	2	2	2	3	1	1	1	-	1	2	3	2	-	5
5 holidays plus 1 half day or more	-	1	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	25	11	5	6	4	2	4	5	14	5	20	4	7	26
6 holidays plus 1 half day or more	2	9	-	-	1	4	1	1	3	1	15	2	2	5
7 holidays	18	28	6	14	15	20	25	18	22	43	24	29	17	22
7 holidays plus 1 half day or more	2	5	1	-	2	7	4	7	6	-	2	17	6	7
8 holidays	34	23	22	47	20	28	15	11	25	23	14	17	36	22
8 holidays plus 1 half day or more	1	5	1	4	10	3	2	6	3	(²)	6	3	8	-
9 holidays	7	9	21	10	17	26	13	26	17	15	3	22	11	7
9 holidays plus 1 half day or more	-	-	4	1	5	3	3	1	(²)	4	-	-	2	-
10 holidays	2	1	22	7	6	2	9	7	3	1	1	1	6	1
10 holidays plus 1 half day or more	-	-	5	2	3	(²)	2	1	1	-	-	-	-	-
11 holidays	3	(²)	7	-	4	1	14	7	1	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	1	-	2	-	1	1	-	-	-	-	-	-
12 holidays or more	1	-	-	-	9	1	4	7	1	-	-	-	-	-
Workers in establishments providing no paid holidays	1	3	2	5	2	1	2	-	1	5	8	1	3	5
	Office workers													
Workers in establishments providing paid holidays	99	100	99	97	99	99	99	100	99	100	99	99	99	99
Less than 5 holidays	(²)	(²)	-	1	(²)	(²)	(²)	(²)	-	(²)	(²)	(²)	(²)	1
5 holidays	1	(²)	(²)	1	(²)	(²)	(²)	-	-	2	1	(²)	(²)	2
5 holidays plus 1 half day or more	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	16	14	1	2	2	1	3	8	1	16	2	2	2	17
6 holidays plus 1 half day or more	1	1	-	1	(²)	1	(²)	3	3	12	(²)	3	3	4
7 holidays	7	21	2	3	7	10	11	8	11	21	13	19	6	20
7 holidays plus 1 half day or more	1	5	-	-	1	3	3	5	8	3	30	2	8	8
8 holidays	32	34	7	42	10	9	9	8	25	13	17	14	26	21
8 holidays plus 1 half day or more	11	9	2	3	5	3	2	8	2	(²)	29	2	8	-
9 holidays	7	9	14	25	17	38	15	25	8	43	4	17	9	20
9 holidays plus 1 half day or more	1	3	1	5	4	5	5	3	14	-	1	3	-	-
10 holidays	2	4	20	19	7	17	8	12	7	5	2	2	35	1
10 holidays plus 1 half day or more	-	-	4	1	7	1	2	1	2	1	-	-	3	-
11 holidays	20	(²)	34	-	6	11	29	8	2	1	-	10	-	3
11 holidays plus 1 half day or more	-	-	12	-	5	-	4	2	1	-	-	-	-	-
12 holidays or more	2	2	1	-	28	(²)	15	13	21	-	1	1	-	2
Workers in establishments providing no paid holidays	(²)	-	(²)	3	(²)	(²)	(²)	-	(²)	-	(²)	(²)	(²)	1

See footnotes at end of table.

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

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	South													North Central				
	Atlanta	Beaumont- Port Arthur- Orange	Charleston, W. Va.	Charlotte	Green- ville	Houston	Jackson	Lubbock	Mem- phis ¹	Miami ¹	Midland and Odessa ¹	Raleigh	Rich- mond ¹	Savan- nah ¹	Akron	Canton	Chi- cago ¹	Cincin- nati
Plant workers																		
Workers in establishments providing																		
paid holidays	91	97	96	80	68	91	89	97	93	81	70	81	95	90	99	97	99	98
Less than 5 holidays	3	9	2	16	35	5	10	25	4	14	8	25	7	5	1	1	(²)	3
5 holidays	29	8	1	22	15	12	30	27	33	8	7	15	4	17	-	-	1	(²)
5 holidays plus 1 half day or more	1	-	-	2	-	(²)	2	-	1	-	-	2	-	-	-	-	(²)	-
6 holidays	15	8	22	21	10	21	20	23	20	33	12	11	28	6	13	12	25	24
6 holidays plus 1 half day or more	(²)	-	-	-	-	-	1	-	(²)	2	-	1	2	-	(²)	3	10	8
7 holidays	19	18	12	13	7	22	9	19	15	19	10	16	34	47	22	45	22	31
7 holidays plus 1 half day or more	(²)	-	9	-	-	1	8	1	1	-	-	2	-	-	2	8	5	5
8 holidays	6	45	40	5	1	27	9	2	10	5	33	10	9	15	18	19	21	14
8 holidays plus 1 half day or more	-	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	1	-
9 holidays	17	9	11	1	-	2	-	-	9	-	-	-	11	-	44	10	10	10
9 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-
10 holidays	-	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	1	3
10 holidays plus 1 half day or more	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	1
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing																		
no paid holidays	9	3	4	20	32	9	11	3	7	19	30	19	5	10	1	3	1	2
Office workers																		
Workers in establishments providing																		
paid holidays	99	99	99	99	89	99	99	99	99	98	99	99	99	99	99	99	100	99
Less than 5 holidays	(²)	2	(²)	5	18	(²)	4	10	1	3	2	3	(²)	1	(²)	(²)	-	-
5 holidays	25	12	(²)	39	36	5	49	18	55	8	4	14	3	36	-	-	(²)	-
5 holidays plus 1 half day or more	3	-	-	5	-	(²)	5	-	2	-	-	2	(²)	-	-	(²)	-	-
6 holidays	16	17	19	14	22	34	11	42	12	51	26	30	36	5	22	25	24	26
6 holidays plus 1 half day or more	1	-	-	-	-	1	2	-	2	1	-	(²)	3	-	1	8	13	10
7 holidays	21	21	7	19	12	26	20	22	13	29	9	37	19	41	13	41	19	30
7 holidays plus 1 half day or more	2	1	4	-	-	1	4	4	3	(²)	-	1	1	-	1	4	6	8
8 holidays	11	38	56	10	1	26	4	5	6	3	57	12	28	16	13	17	17	8
8 holidays plus 1 half day or more	3	-	-	(²)	-	1	-	-	-	2	-	-	1	-	-	-	4	1
9 holidays	13	6	6	3	-	3	-	-	6	(²)	-	-	8	-	49	3	9	10
9 holidays plus 1 half day or more	2	-	-	2	-	-	-	-	-	-	1	-	-	-	-	-	(²)	1
10 holidays	-	-	-	-	-	2	-	-	-	-	-	-	-	-	1	1	7	-
10 holidays plus 1 half day or more	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-
11 holidays	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	5	(²)
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
12 holidays or more	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-
Workers in establishments providing																		
no paid holidays	(²)	1	(²)	1	11	(²)	1	(²)	(²)	2	1	1	(²)	1	(²)	(²)	-	(²)

See footnotes at end of table.

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

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	North Central—Continued										West								
	Day- ton	Des Moines	Indian- apolis ¹	Kansas City	Muskegon- Muskegon Heights	Omaha ¹	Rock- ford	Sioux Falls	South Bend	Youngs- town- Warren	Albu- querque ¹	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ¹	Phoenix ¹	Port- land	San Bernar- dino- Riverside- Ontario	San Francisco- Oakland ¹	San Jose	Seattle- Everett ¹
Plant workers																			
Workers in establishments providing paid holidays	97	98	94	98	99	88	99	97	98	98	90	87	98	84	96	90	98	96	98
Less than 5 holidays	4	3	3	1	-	2	2	3	1	1	5	1	3	5	3	2	2	4	8
5 holidays	(²)	-	(²)	-	-	-	1	1	-	(²)	2	-	1	2	2	(²)	-	-	-
5 holidays plus 1 half day or more	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
6 holidays	20	43	23	37	10	31	20	28	19	8	32	39	13	22	27	14	5	4	5
6 holidays plus 1 half day or more	3	9	4	5	7	1	5	1	2	-	2	6	1	2	-	(²)	(²)	-	-
7 holidays	10	10	14	24	4	15	16	18	17	69	12	14	18	31	34	30	25	15	41
7 holidays plus 1 half day or more	9	5	2	1	11	3	17	1	3	2	-	1	6	3	-	4	7	5	5
8 holidays	10	6	25	13	29	33	29	41	15	9	16	17	38	20	26	41	41	44	15
8 holidays plus 1 half day or more	-	-	-	(²)	6	-	2	1	1	-	15	-	1	2	-	2	1	1	1
9 holidays	41	20	19	14	32	1	7	3	37	9	7	8	15	1	2	17	20	23	23
9 holidays plus 1 half day or more	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	(²)	-	-	-
10 holidays	-	-	1	1	-	-	-	-	1	-	-	-	1	-	-	2	-	-	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	2	(²)	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	3	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	3	2	6	2	1	12	1	3	2	2	10	13	2	16	4	10	2	4	2
Office workers																			
Workers in establishments providing paid holidays	100	99	99	99	99	98	99	100	100	100	99	99	99	99	99	98	100	99	100
Less than 5 holidays	1	(²)	(²)	(²)	-	(²)	(²)	1	(²)	(²)	1	-	(²)	1	(²)	(²)	-	(²)	-
5 holidays	(²)	-	(²)	(²)	-	(²)	(²)	-	-	-	(²)	-	(²)	1	1	-	-	-	-
5 holidays plus 1 half day or more	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	27	53	31	29	9	30	20	41	39	28	32	33	9	46	25	11	1	5	1
6 holidays plus 1 half day or more	2	9	16	3	11	5	6	-	4	2	1	4	1	2	(²)	-	-	2	-
7 holidays	10	28	18	27	11	30	18	23	10	53	5	14	15	18	42	18	21	16	38
7 holidays plus 1 half day or more	10	1	5	3	17	5	10	11	1	4	-	3	4	2	-	5	9	4	4
8 holidays	10	4	13	28	18	28	31	17	12	6	15	41	39	27	24	56	51	37	15
8 holidays plus 1 half day or more	-	-	-	1	5	-	7	2	1	-	36	-	10	3	1	2	1	1	2
9 holidays	38	5	13	8	22	(²)	5	5	33	5	9	5	17	1	4	12	11	29	37
9 holidays plus 1 half day or more	-	-	-	-	-	-	1	1	-	-	-	-	2	-	-	4	1	1	1
10 holidays	1	-	(²)	2	7	-	-	-	-	-	1	(²)	1	-	-	(²)	1	-	2
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-
11 holidays	-	-	-	-	-	(²)	(²)	-	(²)	-	-	-	1	-	-	-	(²)	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	3	-	-	-	-	-	-	1	(²)	-	(²)	(²)	-	-	2	(²)	-
Workers in establishments providing no paid holidays	-	(²)	(²)	(²)	(²)	2	(²)	-	-	-	(²)	(²)	(²)	1	1	2	-	(²)	-

¹ Exceptions to the standard industry limitations are shown in footnotes 4, 5, and/or 11 to the table in appendix A.² Less than 0.5 percent.

Table B-6. Paid Holidays—Manufacturing

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	Northeast													
	Albany— Schenectady— Troy	Allentown— Bethlehem— Easton	Boston	Lawrence— Haverhill	Newark and Jersey City	New Haven	New York	Paterson— Clifton— Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
	Plant workers													
Workers in establishments providing														
paid holidays	99	99	100	98	100	100	99	100	100	99	92	100	100	95
Less than 5 holidays	-	2	-	-	-	-	-	-	-	-	4	1	3	1
5 holidays	-	2	1	3	1	-	2	-	(¹)	4	4	2	-	6
5 holidays plus 1 half day or more	-	2	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	12	7	4	6	2	1	(¹)	6	7	9	13	3	8	23
6 holidays plus 1 half day or more	3	11	-	-	1	3	2	(¹)	4	2	20	2	3	5
7 holidays	21	31	6	15	11	13	17	15	26	52	30	28	21	25
7 holidays plus 1 half day or more	3	6	1	-	1	9	2	6	8	-	2	19	8	9
8 holidays	47	23	25	51	20	34	23	11	28	20	9	19	36	19
8 holidays plus 1 half day or more	1	5	2	4	13	4	4	7	5	-	7	3	10	-
9 holidays	11	10	22	11	22	30	19	32	17	10	3	23	8	8
9 holidays plus 1 half day or more	-	-	6	2	7	3	5	2	1	2	-	-	3	-
10 holidays	-	-	15	4	9	2	11	9	3	-	-	-	-	-
10 holidays plus 1 half day or more	-	-	9	2	5	-	3	1	(¹)	-	-	-	-	-
11 holidays	-	-	6	-	4	1	9	9	1	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	1	-	1	-	(¹)	-	-	-	-	-	-	-
12 holidays or more	1	-	-	-	4	-	2	1	1	-	-	-	-	-
Workers in establishments providing no paid holidays	1	1	-	2	-	-	1	-	-	1	8	-	-	5
	Office workers													
Workers in establishments providing														
paid holidays	100	100	100	98	100	100	100	100	100	100	99	100	100	99
Less than 5 holidays	-	1	-	-	-	-	-	-	-	-	(¹)	(¹)	-	-
5 holidays	-	(¹)	-	1	(¹)	-	(¹)	-	-	-	3	-	(¹)	3
5 holidays plus 1 half day or more	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	8	6	-	2	2	4	(¹)	5	8	5	9	2	4	10
6 holidays plus 1 half day or more	3	2	-	1	1	(¹)	(¹)	1	3	1	6	(¹)	6	3
7 holidays	11	13	3	3	7	10	8	5	19	48	23	21	13	24
7 holidays plus 1 half day or more	2	5	-	-	1	5	3	7	7	-	5	36	5	11
8 holidays	51	48	8	51	17	10	16	7	34	25	12	18	41	24
8 holidays plus 1 half day or more	16	13	5	3	7	7	2	11	4	-	40	3	16	-
9 holidays	9	12	25	30	26	57	20	32	15	16	1	20	7	25
9 holidays plus 1 half day or more	-	-	9	1	9	1	12	9	2	2	-	-	7	-
10 holidays	-	-	15	4	14	4	17	15	5	3	-	-	-	-
10 holidays plus 1 half day or more	-	-	10	1	4	-	3	-	1	-	-	-	1	-
11 holidays	-	-	24	-	7	(¹)	13	8	1	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	1	-	2	-	3	(¹)	-	-	-	-	-	-
12 holidays or more	(¹)	-	(¹)	-	3	-	5	(¹)	(¹)	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	2	-	-	-	-	-	-	(¹)	-	-	1

See footnote at end of table.

Table B-6. Paid Holidays—Manufacturing—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	South														North Central			
	Atlanta	Beaumont- Port Arthur- Orange	Charleston, W. Va.	Charlotte	Green- ville	Houston	Jackson	Lubbock	Memphis	Miami	Midland and Odessa	Raleigh	Richmond	Savannah	Akron	Canton	Chicago	Cincin- nati
Plant workers																		
Workers in establishments providing																		
paid holidays	92	100	97	73	65	94	96	100	96	83	100	78	99	94	100	99	100	100
Less than 5 holidays	-	7	-	21	37	1	16	23	3	7	15	34	7	1	-	-	(¹)	1
5 holidays	19	2	-	9	11	3	13	20	19	10	4	8	1	11	-	-	-	-
5 holidays plus 1 half day or more	1	-	-	2	-	1	5	-	1	-	-	-	-	-	-	-	-	-
6 holidays	15	5	8	25	10	12	31	29	27	47	16	5	15	6	6	7	8	12
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	(¹)	2	-	-	1	-	-	4	15	10
7 holidays	16	18	12	9	6	24	3	28	16	6	-	15	48	61	19	48	26	35
7 holidays plus 1 half day or more	1	-	14	-	-	-	16	-	2	-	-	2	-	-	2	10	7	7
8 holidays	8	56	46	4	-	48	13	-	13	11	64	15	8	15	16	18	25	17
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
9 holidays	33	12	17	1	-	5	-	-	14	-	-	-	19	-	57	12	15	14
9 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(¹)	-
10 holidays	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2	4
10 holidays plus 1 half day or more	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(¹)	1
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing																		
no paid holidays	8	-	3	27	35	6	4	-	4	17	-	22	1	6	-	1	-	-
Office workers																		
Workers in establishments providing																		
paid holidays	99	100	100	98	83	99	100	100	99	99	100	99	99	99	100	100	100	100
Less than 5 holidays	-	2	-	13	26	-	15	30	2	-	7	10	(¹)	(¹)	-	-	-	-
5 holidays	12	7	-	24	30	4	11	17	22	9	7	22	1	15	-	-	-	-
5 holidays plus 1 half day or more	5	-	-	3	-	1	8	-	1	-	-	-	1	-	-	-	-	-
6 holidays	17	6	6	29	17	14	28	28	29	70	10	25	17	6	9	11	15	15
6 holidays plus 1 half day or more	-	-	-	-	-	2	-	-	4	2	-	-	5	-	1	12	22	9
7 holidays	14	18	5	13	10	25	2	25	13	10	-	23	26	59	5	51	17	35
7 holidays plus 1 half day or more	-	2	8	-	-	1	25	-	4	-	-	4	-	-	1	6	6	6
8 holidays	6	52	68	1	-	50	12	-	9	7	76	15	35	19	15	14	20	9
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
9 holidays	47	12	12	5	-	3	-	-	16	-	-	-	15	-	70	4	12	19
9 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
10 holidays	-	-	-	-	-	(¹)	-	-	-	-	-	-	-	-	-	1	1	6
10 holidays plus 1 half day or more	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(¹)
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing																		
no paid holidays	(¹)	-	-	2	17	(¹)	-	-	1	1	-	(¹)	(¹)	1	-	-	-	-

See footnote at end of table.

Table B-6. Paid Holidays—Manufacturing—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	North Central—Continued										West								
	Dayton	Des Moines	Indianapolis	Kansas City	Muskegon-Muskegon Heights	Omaha	Rockford	Sioux Falls	South Bend	Youngstown-Warren	Albuquerque	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Phoenix	Portland	San Bernardino-Riverside-Ontario	San Francisco-Oakland	San Jose	Seattle-Everett
Plant workers																			
Workers in establishments providing paid holidays	100	100	99	99	100	95	100	98	100	100	100	96	99	99	99	98	99	96	100
Less than 5 holidays	2	-	2	-	-	-	1	-	-	(¹)	11	-	3	-	1	-	-	-	-
5 holidays	-	-	-	-	-	-	-	1	-	(¹)	3	-	-	2	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
6 holidays	10	21	11	18	6	16	12	11	4	3	39	19	6	12	15	12	-	2	8
6 holidays plus 1 half day or more	5	15	4	8	7	2	5	-	2	-	3	16	2	3	-	-	-	(¹)	-
7 holidays	8	3	11	29	2	19	17	12	19	75	12	19	22	49	44	46	16	12	27
7 holidays plus 1 half day or more	10	10	2	2	11	5	20	1	3	3	-	2	10	-	5	-	7	10	7
8 holidays	12	11	33	17	33	48	33	71	19	8	3	23	32	26	31	35	46	44	19
8 holidays plus 1 half day or more	-	-	-	(¹)	5	-	2	-	-	-	-	-	1	4	-	-	4	2	2
9 holidays	54	39	28	23	35	2	8	-	49	11	29	18	24	3	2	4	22	27	39
9 holidays plus 1 half day or more	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	(¹)	-	-
10 holidays	-	-	2	2	-	-	-	-	2	-	-	-	1	-	-	-	3	-	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	3	(¹)	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	5	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	1	(¹)	-	5	-	2	-	-	-	4	1	1	1	2	1	4	-
Office workers																			
Workers in establishments providing paid holidays	100	100	99	100	100	98	100	100	100	100	100	100	99	100	99	100	99	99	100
Less than 5 holidays	1	-	(¹)	-	-	-	(¹)	-	-	1	(¹)	-	-	-	1	-	-	-	-
5 holidays	-	-	-	-	-	-	-	-	-	-	(¹)	-	-	2	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	7	28	12	13	5	25	8	31	3	4	31	20	4	15	26	11	(¹)	1	1
6 holidays plus 1 half day or more	3	35	6	5	12	9	5	-	3	4	3	9	2	1	1	-	-	1	-
7 holidays	10	-	16	43	4	21	21	18	14	73	2	18	13	40	32	34	21	18	11
7 holidays plus 1 half day or more	11	6	5	8	23	1	13	3	1	6	-	1	7	-	6	-	6	13	2
8 holidays	12	4	25	14	23	41	39	48	17	5	2	41	32	33	31	43	56	25	8
8 holidays plus 1 half day or more	-	-	-	4	2	-	4	-	-	-	-	-	2	8	-	-	3	2	1
9 holidays	56	26	28	11	30	-	7	-	62	7	62	11	40	3	2	10	12	40	75
9 holidays plus 1 half day or more	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	(¹)	-	-
10 holidays	-	-	1	2	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	1	(¹)	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	(¹)	-	-	2	-	-	-	-	-	-	-	(¹)	-	(¹)	-	(¹)	-

¹ Less than 0.5 percent.

Table B-7. Paid Holidays—Public Utilities¹

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	Northeast												
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ²	Newark and Jersey City	New Haven	New York ²	Paterson-Clifton-Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
Plant workers													
Workers in establishments providing paid holidays.....	100	100	100	100	98	99	100	100	85	94	100	100	100
Less than 5 holidays.....	-	-	1	-	-	1	-	-	-	-	-	-	-
5 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays.....	8	-	2	2	-	3	1	1	-	-	-	-	7
6 holidays plus 1 half day or more.....	-	-	-	-	-	(³)	-	-	-	-	-	-	-
7 holidays.....	22	4	12	5	15	11	2	20	5	4	9	9	-
7 holidays plus 1 half day or more.....	-	3	-	-	-	-	-	-	-	-	-	-	-
8 holidays.....	18	56	15	31	30	13	5	36	21	79	7	7	66
8 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays.....	-	8	11	15	36	10	28	21	37	(³)	49	19	-
9 holidays plus 1 half day or more.....	-	-	-	-	7	-	-	(³)	23	-	-	-	-
10 holidays.....	18	21	40	2	1	1	-	13	-	11	35	65	27
10 holidays plus 1 half day or more.....	-	-	1	-	4	-	-	4	-	-	-	-	-
11 holidays.....	35	8	17	7	-	53	9	1	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	-	-	2	(³)	-	-	-	-	-	-
12 holidays or more.....	-	-	-	38	5	6	55	3	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	2	1	-	-	15	6	-	-	-
Office workers													
Workers in establishments providing paid holidays.....	100	100	100	100	99	100	100	100	100	100	100	100	100
Less than 5 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays.....	15	-	1	1	-	-	2	2	-	11	-	-	4
6 holidays plus 1 half day or more.....	-	(³)	-	-	-	-	-	(³)	-	(³)	-	-	-
7 holidays.....	1	8	3	1	3	17	(³)	1	1	1	-	-	25
7 holidays plus 1 half day or more.....	-	-	-	-	-	4	-	2	-	-	-	-	-
8 holidays.....	15	15	5	5	1	12	7	61	-	50	3	1	59
8 holidays plus 1 half day or more.....	-	2	-	7	-	(³)	2	-	-	-	-	2	-
9 holidays.....	-	7	5	35	53	7	46	5	29	23	32	20	-
9 holidays plus 1 half day or more.....	-	-	-	-	10	2	-	4	51	-	14	-	-
10 holidays.....	11	46	56	9	29	2	4	18	19	15	51	53	12
10 holidays plus 1 half day or more.....	-	-	(³)	-	2	-	-	5	-	-	-	24	-
11 holidays.....	57	5	24	5	-	48	13	(³)	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	1	-	4	-	-	-	-	-	-	-
12 holidays or more.....	1	16	6	36	2	8	26	2	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	(³)	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-7. Paid Holidays—Public Utilities¹—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	South														North Central			
	Atlanta	Beaumont-Port Arthur-Orange	Charleston, W. Va.	Charlotte	Green-ville	Houston	Jackson	Lubbock	Memphis ²	Miami ²	Midland and Odessa	Raleigh	Richmond ²	Savannah ²	Akron	Canton	Chi-cago ²	Dayton
Plant workers																		
Workers in establishments providing paid holidays.....	100	99	100	99	100	95	89	96	97	100	90	100	100	89	100	91	100	94
Less than 5 holidays.....	-	4	-	5	6	-	-	6	-	-	-	5	-	-	-	-	-	(³)
5 holidays.....	10	7	-	13	12	3	7	6	11	-	-	5	8	-	-	-	-	-
5 holidays plus 1 half day or more.....	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays.....	29	-	10	31	15	20	6	11	28	13	9	5	31	-	42	10	27	20
6 holidays plus 1 half day or more.....	-	-	-	-	-	-	6	-	-	-	-	6	-	-	-	-	-	-
7 holidays.....	52	44	15	37	47	37	54	51	32	80	38	60	19	39	46	24	13	33
7 holidays plus 1 half day or more.....	-	-	-	-	-	2	-	10	-	-	-	4	-	-	-	-	-	33
8 holidays.....	9	44	73	7	21	33	16	14	26	7	43	15	42	50	11	57	49	8
8 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays.....	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-
9 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
10 holidays.....	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	3	-
10 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	1	-	1	-	5	11	4	3	-	10	-	-	11	-	9	-	6
Office workers																		
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Less than 5 holidays.....	-	-	-	2	6	-	-	3	-	-	-	-	-	-	-	-	-	-
5 holidays.....	10	7	-	12	12	-	12	3	11	-	7	(³)	-	8	-	-	-	-
5 holidays plus 1 half day or more.....	-	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays.....	19	-	8	16	18	8	3	16	22	8	21	13	8	-	15	8	14	13
6 holidays plus 1 half day or more.....	-	-	-	-	-	4	12	-	8	-	-	2	-	-	3	-	(³)	-
7 holidays.....	55	39	2	56	52	46	69	50	28	90	28	62	18	47	68	17	15	33
7 holidays plus 1 half day or more.....	-	-	-	-	-	3	-	12	-	(³)	-	3	-	-	3	-	4	40
8 holidays.....	16	55	90	9	12	38	4	16	31	2	44	19	74	45	11	75	53	15
8 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays.....	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-
9 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
10 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
10 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-7. Paid Holidays—Public Utilities¹—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1965 through June 1966)

Number of paid holidays	North Central—Continued									West								
	Des Moines	Indianapolis ²	Kansas City	Muskegon—Muskegon Heights	Omaha ²	Rockford	Sioux Falls	South Bend	Youngstown—Warren	Albuquerque ²	Denver	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ²	Phoenix ²	Portland	San Bernardino—Riverside—Ontario	San Francisco—Oakland ²	San Jose	Seattle—Everett ²
Plant workers																		
Workers in establishments providing paid holidays.....	97	97	100	100	94	100	100	100	100	95	96	97	100	98	100	100	97	100
Less than 5 holidays.....	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	4	-
5 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays.....	35	21	27	6	11	24	17	37	21	1	7	3	10	5	1	2	5	1
6 holidays plus 1 half day or more.....	-	1	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-
7 holidays.....	53	28	27	56	25	33	51	27	46	12	38	12	18	34	12	24	-	59
7 holidays plus 1 half day or more.....	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
8 holidays.....	9	32	33	4	58	43	4	17	33	80	51	79	73	59	86	55	76	40
8 holidays plus 1 half day or more.....	-	-	-	34	-	-	-	10	11	-	-	-	-	-	-	-	-	-
9 holidays.....	-	-	8	-	-	-	-	18	-	-	-	3	-	-	-	15	11	-
9 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays.....	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
10 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	3	3	-	-	6	-	-	-	-	5	4	3	-	2	-	-	3	-
Office workers																		
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Less than 5 holidays.....	-	-	-	-	-	-	-	-	-	(³)	-	1	-	-	-	-	(³)	-
5 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays.....	71	13	9	8	8	25	28	38	23	4	6	1	4	8	1	-	1	1
6 holidays plus 1 half day or more.....	9	21	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-
7 holidays.....	77	31	33	62	25	39	45	19	38	1	35	11	2	29	7	12	1	64
7 holidays plus 1 half day or more.....	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(³)	-
8 holidays.....	3	11	44	6	67	37	3	22	39	92	58	86	94	63	92	74	94	35
8 holidays plus 1 half day or more.....	-	-	-	24	-	-	-	8	14	-	-	-	-	-	-	-	-	-
9 holidays.....	-	-	7	-	-	-	-	17	-	2	-	1	-	-	-	12	3	-
9 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
10 holidays.....	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Transportation, communication, and other public utilities.² Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.³ Less than 0.5 percent.

Table B-8. Paid Vacations¹—All Industries

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ² and service period	Northeast													
	Albany- Schenectady- Troy	Allentown- Bethlehem- Easton	Boston ³	Lawrence- Haverhill	Newark and Jersey City	New Haven	New York ³	Paterson- Clifton- Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
	Plant workers													
2 weeks or more	97	86	98	98	99	98	98	96	99	93	84	97	92	85
1 year	24	16	37	15	34	26	48	30	23	21	35	6	21	9
3 years	60	59	78	67	74	75	92	77	69	76	60	44	69	35
5 years	95	86	98	98	96	97	98	95	98	90	83	92	91	78
3 weeks or more	86	67	86	58	87	87	84	81	89	62	44	88	85	60
5 years	11	7	14	8	15	7	22	10	11	8	10	2	6	7
10 years	67	49	64	46	66	38	67	60	64	40	26	31	44	33
15 years	79	65	84	58	85	86	83	76	88	54	44	88	82	56
20 years	84	67	85	58	87	86	84	81	89	59	44	88	84	56
4 weeks or more	66	51	58	40	59	49	48	44	60	33	19	59	53	31
10 years	3	1	9	(⁴)	4	(⁴)	6	2	3	1	-	-	3	1
15 years	7	3	16	4	8	2	12	9	10	5	1	15	5	1
20 years	54	21	44	13	41	29	33	35	43	26	11	45	34	17
25 years	64	51	57	40	59	49	48	44	60	33	16	59	53	29
	Office workers													
2 weeks or more	99	98	99	99	99	99	99	100	99	98	97	99	99	96
1 year	88	67	93	89	91	86	94	84	76	71	69	91	91	56
3 years	98	90	99	97	98	98	99	100	97	93	89	98	97	76
5 years	99	98	99	99	99	99	99	100	99	98	97	99	99	96
3 weeks or more	94	91	95	79	94	95	94	88	95	82	83	94	96	82
5 years	14	6	26	10	13	3	26	14	11	7	21	1	7	7
10 years	70	65	77	68	80	53	85	74	64	48	55	57	44	50
15 years	93	87	94	79	93	94	93	88	94	78	83	94	94	80
20 years	94	89	94	79	94	94	94	88	95	79	83	94	94	80
4 weeks or more	80	74	73	64	76	83	72	68	76	37	47	62	60	54
10 years	2	2	4	(⁴)	4	1	6	8	5	2	-	-	3	2
15 years	11	3	7	9	7	5	12	14	9	10	2	13	7	2
20 years	57	59	38	15	51	40	41	45	49	27	12	59	32	28
25 years	80	74	72	64	76	75	72	67	75	37	46	62	60	52

See footnotes at end of table.

Table B-8. Paid Vacations¹—All Industries—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ² and service period	South														North Central			
	Atlanta	Beaumont- Port Arthur- Orange	Charleston, W. Va.	Charlotte	Green- ville	Houston	Jackson	Lubbock	Mem- phis ³	Miami ³	Midland and Odessa ³	Raleigh	Rich- mond ³	Savan- nah ³	Akron	Canton	Chi- cago ³	Cincin- nati
	Plant workers																	
2 weeks or more -----	88	95	95	76	83	88	73	95	91	86	78	75	90	86	99	98	99	99
1 year -----	28	60	46	18	3	29	19	20	15	27	46	18	44	12	6	7	23	20
3 years -----	68	83	83	50	21	80	61	80	68	79	77	45	77	62	80	72	89	68
5 years -----	88	95	93	71	83	86	73	94	89	86	77	71	89	86	99	97	99	98
3 weeks or more -----	68	80	89	42	22	67	43	40	62	48	56	40	73	63	95	93	94	88
5 years -----	8	29	13	3	1	10	1	1	4	8	22	1	7	4	6	4	7	10
10 years -----	44	64	72	19	6	43	23	21	35	41	46	24	54	40	68	64	66	54
15 years -----	67	80	85	39	19	62	43	38	56	47	54	39	71	62	95	93	92	87
20 years -----	68	80	89	40	22	67	43	40	59	48	56	40	73	63	95	93	94	88
4 weeks or more -----	42	57	64	21	11	41	20	18	30	27	41	28	53	53	73	72	65	57
10 years -----	1	29	11	2	-	7	(⁴)	-	(⁴)	1	22	-	(⁴)	2	(⁴)	(⁴)	2	1
15 years -----	2	34	11	2	-	8	(⁴)	-	6	5	26	1	1	29	37	4	6	5
20 years -----	31	51	53	15	6	32	10	8	25	19	29	20	36	40	59	25	42	37
25 years -----	42	57	62	21	10	41	20	18	30	27	41	28	53	53	73	72	65	57
	Office workers																	
2 weeks or more -----	99	98	99	98	94	99	95	98	99	97	99	98	99	98	100	99	99	99
1 year -----	70	75	63	57	55	74	69	49	62	65	87	66	71	77	81	75	75	75
3 years -----	96	94	98	90	89	97	94	96	95	95	98	95	97	95	99	98	99	97
5 years -----	99	98	98	96	93	98	95	98	99	97	98	98	99	98	100	99	99	99
3 weeks or more -----	83	84	83	65	49	82	67	50	69	62	77	75	86	81	95	96	95	90
5 years -----	9	24	7	5	5	11	6	-	9	10	48	2	9	2	7	4	12	4
10 years -----	53	64	74	28	20	54	31	32	35	56	72	42	46	56	80	67	73	63
15 years -----	82	84	83	56	49	77	67	49	52	62	77	74	83	79	95	96	94	90
20 years -----	83	84	83	65	49	80	67	50	67	62	77	74	86	81	95	96	94	90
4 weeks or more -----	68	61	75	38	22	54	43	31	32	47	64	45	62	61	78	79	68	69
10 years -----	4	22	6	5	-	8	1	-	1	2	48	1	7	1	(⁴)	1	3	2
15 years -----	8	27	6	5	-	10	1	-	8	9	51	6	7	37	51	2	9	12
20 years -----	41	46	58	16	12	43	13	18	25	34	54	33	33	49	68	39	44	46
25 years -----	68	61	75	38	21	53	43	31	32	47	64	45	62	61	78	79	68	69

See footnotes at end of table.

Table B-8. Paid Vacations¹—All Industries—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ² and service period	North Central—Continued										West								
	Day- ton	Des Moines	Indian- apolis ³	Kansas City	Muskegon- Muskegon Heights	Omaha ³	Rock- ford	Sioux Falls	South Bend	Youngs- town- Warren	Albu- querque ³	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ³	Phoenix ³	Port- land	San Bernar- dino- Riverside- Ontario	San Fran- cisco- Oakland ³	San Jose	Seattle- Everett ³
	Plant workers																		
2 weeks or more.....	97	97	98	99	99	93	99	98	99	99	93	96	98	86	100	94	100	96	99
1 year.....	10	23	10	23	3	9	5	8	3	3	30	23	34	31	18	13	35	39	33
3 years.....	56	81	55	79	36	82	34	91	47	83	85	88	92	75	95	85	95	86	89
5 years.....	97	97	98	99	99	92	99	97	95	99	90	96	98	85	100	94	100	93	99
3 weeks or more.....	88	88	86	80	93	72	91	83	80	97	69	79	90	58	84	80	97	90	93
5 years.....	8	13	3	7	5	4	11	2	2	5	21	8	19	5	4	10	32	20	5
10 years.....	45	52	48	45	28	47	32	69	40	83	49	51	71	54	53	58	90	82	41
15 years.....	87	80	84	80	93	72	90	82	64	97	68	78	90	58	82	79	97	90	70
20 years.....	87	88	85	80	93	72	91	83	80	97	69	79	90	58	84	80	97	90	93
4 weeks or more.....	48	55	52	53	59	48	45	64	45	81	45	48	39	38	40	50	66	68	25
10 years.....	1	1	1	3	1	2	1	(4)	1	4	18	1	2	(4)	2	-	9	4	1
15 years.....	3	14	4	4	1	3	13	(4)	21	6	18	5	7	3	8	3	16	10	6
20 years.....	25	35	35	31	50	31	39	50	33	20	33	29	30	27	30	25	45	57	17
25 years.....	47	54	52	53	59	48	45	64	45	81	43	47	38	38	40	50	66	68	25
	Office workers																		
2 weeks or more.....	99	99	99	100	99	99	99	100	99	100	99	99	99	99	100	99	100	99	100
1 year.....	77	72	66	71	75	56	66	54	75	77	73	66	78	74	66	63	83	82	82
3 years.....	97	99	95	99	99	96	92	96	97	99	99	99	99	98	98	99	100	97	99
5 years.....	99	99	99	100	99	99	99	99	99	99	99	99	99	98	100	99	100	97	100
3 weeks or more.....	93	88	91	88	97	87	87	84	93	97	91	91	93	84	90	92	95	94	96
5 years.....	31	20	20	17	8	4	9	5	5	12	38	10	13	3	6	11	16	16	4
10 years.....	78	46	67	60	53	54	42	61	75	73	78	59	77	71	59	61	75	79	77
15 years.....	91	83	88	83	97	81	87	83	93	97	91	91	93	84	88	91	95	94	96
20 years.....	91	88	89	85	97	87	87	84	93	97	91	91	93	84	90	92	95	94	96
4 weeks or more.....	75	53	67	65	51	64	51	56	71	68	74	49	57	61	55	56	71	73	75
10 years.....	(4)	3	6	8	3	1	2	1	2	3	36	3	3	1	1	-	2	10	1
15 years.....	23	7	17	12	3	2	18	5	15	11	36	6	7	2	7	7	6	14	2
20 years.....	50	22	45	38	39	26	43	39	47	50	54	32	34	37	30	35	31	52	57
25 years.....	75	45	66	65	51	62	51	56	71	68	71	49	54	53	45	56	66	68	72

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 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.

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

⁴ Less than 0.5 percent.

Table B-9. Paid Vacations¹—Manufacturing

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ² and service period	Northeast													
	Albany- Schenectady- Troy	Allentown- Bethlehem- Easton	Boston	Lawrence- Haverhill	Newark and Jersey City	New Haven	New York	Paterson- Clifton- Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
	Plant workers													
2 weeks or more	98	86	99	99	99	98	97	94	99	92	82	98	92	85
1 year	16	18	23	12	23	19	44	18	24	10	39	4	9	7
3 years	47	58	64	66	63	70	85	68	61	69	53	39	64	27
5 years	96	86	99	99	96	96	96	92	98	87	82	93	90	76
3 weeks or more	89	70	86	60	87	89	75	76	90	59	37	91	87	57
5 years	12	7	9	7	10	5	22	6	14	7	7	1	1	6
10 years	72	51	57	46	65	31	59	50	61	44	20	28	37	32
15 years	81	68	85	60	85	89	73	69	90	59	37	91	84	53
20 years	86	70	86	60	87	89	75	76	90	59	37	91	87	53
4 weeks or more	69	51	56	40	58	45	41	37	56	34	11	62	51	28
10 years	4	2	2	-	6	-	8	2	4	-	-	-	-	1
15 years	7	3	8	3	8	3	14	8	13	2	1	18	-	1
20 years	62	17	39	9	35	28	32	28	38	28	4	48	31	13
25 years	67	51	56	40	58	45	41	37	56	34	8	62	51	25
	Office workers													
2 weeks or more	99	98	99	99	99	99	99	100	99	98	96	100	98	98
1 year	89	84	94	93	89	96	93	88	85	61	79	96	90	61
3 years	97	90	99	97	96	97	99	100	94	94	84	98	95	75
5 years	99	98	99	99	99	99	99	100	99	98	96	99	98	98
3 weeks or more	98	92	94	85	92	96	91	87	93	77	79	95	96	82
5 years	26	4	12	7	10	2	33	13	12	13	28	-	3	5
10 years	88	75	75	75	80	58	84	74	73	49	55	51	47	54
15 years	98	90	93	85	92	96	91	86	93	77	79	95	95	80
20 years	98	92	94	85	92	96	91	87	93	77	79	95	96	80
4 weeks or more	87	84	68	71	67	80	73	69	63	42	46	65	58	51
10 years	1	2	2	-	4	-	16	8	4	-	-	-	-	3
15 years	18	4	6	5	7	11	24	11	11	7	4	16	-	3
20 years	86	69	40	10	43	53	54	49	46	37	8	63	44	24
25 years	87	84	66	71	67	80	73	69	63	42	44	65	58	49

See footnotes at end of table.

Table B-9. Paid Vacations¹—Manufacturing—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ² and service period	South													North Central				
	Atlanta	Beaumont- Fort Arthur- Orange	Charleston, W. Va.	Charlotte	Green- ville	Houston	Jackson	Lubbock	Memphis	Miami	Midland and Odessa	Raleigh	Richmond	Savannah	Akron	Canton	Chicago	Cincin- nati
	Plant workers																	
2 weeks or more	90	98	100	67	83	94	76	100	90	76	100	69	91	94	100	100	99	99
1 year	29	70	60	22	1	30	5	15	10	30	73	11	55	6	2	2	19	16
3 years	54	85	85	34	13	82	53	75	58	61	100	19	75	62	77	69	83	58
5 years	90	98	99	64	83	91	76	100	89	73	100	63	89	94	99	99	99	99
3 weeks or more	71	89	98	32	19	79	48	17	61	34	93	39	81	71	98	96	98	92
5 years	7	38	17	3	-	20	-	-	3	6	8	-	7	3	2	2	9	11
10 years	43	71	85	13	4	52	25	-	33	26	72	22	61	46	66	64	70	56
15 years	71	89	96	28	15	73	48	13	59	33	85	38	77	69	98	96	98	92
20 years	71	89	98	29	19	79	48	17	61	33	93	39	81	71	98	96	98	92
4 weeks or more	32	67	71	10	7	46	15	-	26	8	47	25	53	57	72	72	65	56
10 years	1	38	17	3	-	14	-	-	-	3	8	-	-	3	-	(¹)	3	(¹)
15 years	3	45	17	3	-	15	-	-	10	5	24	-	-	41	48	4	7	6
20 years	24	63	63	8	3	37	7	-	21	6	24	25	35	44	56	17	35	35
25 years	32	67	68	10	7	46	15	-	26	8	47	25	53	57	72	72	65	56
	Office workers																	
2 weeks or more	98	99	100	95	91	98	90	100	98	98	100	94	98	98	100	100	100	99
1 year	80	84	96	66	53	70	45	49	70	62	94	72	83	87	95	81	79	81
3 years	95	93	99	88	84	93	84	86	92	90	100	84	94	95	99	97	99	95
5 years	98	99	99	95	91	96	90	100	98	97	100	94	98	98	100	100	100	98
3 weeks or more	82	89	98	58	39	85	48	19	67	41	93	69	87	86	99	98	98	90
5 years	10	41	12	1	7	22	-	-	11	18	4	-	35	2	6	4	16	7
10 years	65	74	93	37	15	67	24	4	38	33	83	45	67	70	92	72	81	65
15 years	81	89	97	55	39	85	48	15	60	39	88	68	77	83	99	98	97	90
20 years	82	89	98	58	39	85	48	19	67	39	93	69	86	86	99	98	98	90
4 weeks or more	60	71	90	29	11	59	14	4	28	21	72	34	61	68	86	84	71	70
10 years	2	41	12	1	-	12	-	-	-	13	4	-	27	2	-	2	5	2
15 years	8	46	12	1	-	14	-	-	16	15	9	-	27	54	69	2	13	18
20 years	54	67	80	17	8	47	13	-	24	19	9	34	52	58	75	33	45	54
25 years	60	71	90	29	11	54	14	4	28	21	72	34	61	68	86	84	71	70

See footnotes at end of table.

Table B-9. Paid Vacations¹—Manufacturing—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ² and service period	North Central—Continued											West							
	Dayton	Des Moines	Indianapolis	Kansas City	Muskegon-Muskegon Heights	Omaha	Rockford	Sioux Falls	South Bend	Youngstown-Warren	Albuquerque	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Phoenix	Portland	San Bernardino-Riverside-Ontario	San Francisco-Oakland	San Jose	Seattle-Everett
	Plant workers																		
2 weeks or more	99	100	100	100	100	97	99	100	100	99	97	100	98	99	100	97	100	96	100
1 year	5	22	9	21	2	8	4	5	2	1	13	18	41	50	18	14	29	40	45
3 years	47	68	39	65	30	86	23	95	34	82	70	93	89	82	93	81	90	82	84
5 years	99	100	100	100	99	97	99	99	94	99	90	100	98	97	100	96	100	92	100
3 weeks or more	96	98	93	86	94	91	96	93	88	98	63	96	90	79	95	83	99	89	96
5 years	9	17	2	8	4	6	11	-	1	4	10	11	11	5	5	4	20	13	7
10 years	43	68	48	43	25	68	28	82	40	86	46	63	70	75	59	59	88	80	29
15 years	95	98	92	86	94	91	96	93	67	98	63	95	90	79	92	83	99	89	57
20 years	95	98	93	86	94	91	96	93	88	98	63	96	90	79	95	83	99	89	96
4 weeks or more	46	61	52	48	59	61	47	73	48	84	2	53	37	51	35	50	61	69	17
10 years	1	2	1	5	1	4	2	-	2	4	2	3	2	-	2	-	10	5	1
15 years	2	23	4	6	1	4	16	-	27	7	2	14	9	6	3	1	11	9	4
20 years	18	37	30	22	50	34	41	69	33	13	2	26	31	38	24	13	40	61	10
25 years	45	58	51	48	59	61	47	73	48	84	2	52	37	51	35	50	61	69	17
	Office workers																		
2 weeks or more	100	100	99	100	100	99	99	100	99	100	100	100	99	99	100	99	100	99	100
1 year	84	69	78	74	86	75	69	73	81	86	83	77	85	91	66	80	97	89	94
3 years	96	98	96	99	99	91	90	96	96	99	95	100	98	98	94	98	100	95	99
5 years	100	100	99	100	99	99	99	97	99	100	98	100	99	99	100	99	100	95	100
3 weeks or more	99	97	95	93	97	93	99	93	95	99	89	97	95	90	90	89	99	93	97
5 years	44	45	34	14	10	14	11	-	5	17	17	9	15	5	9	8	20	23	6
10 years	87	75	81	68	49	78	42	76	77	93	81	73	88	86	60	65	95	81	92
15 years	97	97	92	92	97	93	99	93	95	99	89	97	95	90	86	89	99	93	97
20 years	97	97	93	93	97	93	99	93	95	99	89	97	95	90	90	89	99	93	97
4 weeks or more	84	56	76	78	50	67	56	48	84	83	62	57	50	58	40	50	74	81	86
10 years	1	15	10	6	5	2	3	-	1	4	(³)	2	4	1	(³)	-	2	15	1
15 years	33	24	34	12	5	2	23	-	25	17	(³)	12	10	5	5	2	11	23	1
20 years	56	32	62	44	43	38	49	46	74	57	62	38	43	42	37	39	54	73	82
25 years	84	56	75	78	50	67	56	48	84	83	62	57	50	58	40	50	73	81	86

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

³ Less than 0.5 percent.

Table B-10. Paid Vacations¹—Public Utilities²

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ³ and service period	Northeast												
	Albany- Schenectady- Troy	Allentown- Bethlehem- Easton	Boston ⁴	Newark and Jersey City	New Haven	New York ⁴	Paterson- Clifton- Passaic	Philadelphia	Portland	Scranton	Waterbury	Worcester	York
	Plant workers												
2 weeks or more.....	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year.....	54	-	75	66	45	81	76	22	51	4	39	74	7
3 years.....	98	100	94	99	90	100	100	83	86	94	100	100	84
5 years.....	100	100	100	100	100	100	100	100	100	94	100	100	100
3 weeks or more.....	99	100	100	100	98	100	99	100	100	94	100	100	93
5 years.....	-	-	4	31	2	23	34	2	12	(⁵)	-	-	-
10 years.....	75	50	76	75	53	86	93	86	56	31	83	74	22
15 years.....	99	100	100	95	98	100	99	100	95	94	100	100	93
20 years.....	99	100	100	100	98	100	99	100	100	94	100	100	93
4 weeks or more.....	97	100	98	85	93	94	98	98	62	79	100	100	93
10 years.....	-	-	1	-	1	8	13	1	2	-	-	-	-
15 years.....	-	3	1	4	1	17	17	16	2	-	-	28	-
20 years.....	57	67	61	69	59	59	78	72	35	52	52	69	61
25 years.....	91	100	98	85	93	94	98	98	62	79	100	100	93
	Office workers												
2 weeks or more.....	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year.....	81	-	87	87	69	96	87	36	71	14	46	82	19
3 years.....	99	94	98	99	99	100	100	98	96	100	100	100	93
5 years.....	100	100	100	100	100	100	100	100	100	100	100	100	100
3 weeks or more.....	87	100	98	96	99	99	87	100	98	95	100	100	96
5 years.....	-	-	2	5	2	29	1	5	11	10	-	-	-
10 years.....	70	26	83	83	65	87	77	69	72	36	87	78	19
15 years.....	87	100	98	96	99	99	87	100	98	95	100	100	96
20 years.....	87	100	98	96	99	99	87	100	98	95	100	100	96
4 weeks or more.....	86	91	91	84	93	87	73	97	84	70	97	94	74
10 years.....	-	-	-	3	-	6	1	1	4	-	-	-	-
15 years.....	-	1	1	3	-	20	1	4	4	-	14	53	-
20 years.....	28	38	53	47	38	54	32	65	33	14	69	74	37
25 years.....	85	91	91	84	93	87	73	97	84	70	97	94	74

See footnotes at end of table.

Table B-10. Paid Vacations¹—Public Utilities²—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ³ and service period	South														North Central			
	Atlanta	Beaumont- Port Arthur- Orange	Charleston, W. Va.	Charlotte	Green- ville	Houston	Jackson	Lubbock	Mem- phis ⁴	Miami ⁴	Midland and Odessa	Raleigh	Rich- mond ⁴	Savan- nah ⁴	Akron	Canton	Chi- cago ⁴	Dayton
Plant workers																		
2 weeks or more.....	100	99	100	91	94	96	100	96	100	98	90	100	95	93	100	100	100	94
1 year.....	35	58	-	25	12	40	35	17	20	65	51	35	6	24	13	30	22	6
3 years.....	99	99	99	85	89	95	97	78	96	97	90	88	87	93	100	97	100	94
5 years.....	100	99	100	90	94	95	100	92	100	98	90	95	95	93	100	100	100	94
3 weeks or more.....	96	99	100	80	87	90	89	85	94	96	90	83	89	89	96	99	100	94
5 years.....	2	4	-	-	-	5	-	-	3	17	25	-	-	-	-	-	(⁵)	-
10 years.....	66	80	67	28	29	48	52	49	59	87	76	47	39	47	65	59	38	71
15 years.....	96	99	100	80	87	88	89	81	94	96	90	83	89	89	96	99	100	94
20 years.....	96	99	100	80	87	90	89	85	94	96	90	83	89	89	96	99	100	94
4 weeks or more.....	77	83	99	67	82	82	76	73	88	88	82	79	85	89	92	91	92	93
10 years.....	(⁵)	4	-	-	-	4	-	-	-	1	25	-	-	-	-	-	-	-
15 years.....	(⁵)	4	-	-	-	4	-	-	2	17	33	-	-	-	-	-	-	-
20 years.....	51	28	67	44	41	61	31	34	70	63	36	23	38	50	72	57	72	64
25 years.....	77	83	99	67	71	82	76	73	88	88	82	79	85	89	92	88	92	93
Office workers																		
2 weeks or more.....	100	99	100	97	100	100	100	100	100	100	98	100	100	99	100	100	100	100
1 year.....	38	69	2	13	19	65	36	30	19	74	58	51	19	41	35	52	48	13
3 years.....	99	99	99	86	100	99	100	97	99	99	98	97	98	99	100	100	100	99
5 years.....	100	99	100	92	100	99	100	100	100	100	98	100	100	99	100	100	100	100
3 weeks or more.....	97	99	97	74	82	96	94	94	97	99	91	93	97	92	96	99	100	92
5 years.....	5	5	-	-	-	9	-	-	5	11	41	-	-	-	-	-	2	-
10 years.....	59	84	82	25	33	60	58	58	59	94	62	19	41	61	54	68	44	74
15 years.....	97	99	97	74	82	93	94	94	97	99	91	93	97	92	96	99	100	92
20 years.....	97	99	97	74	82	96	94	94	97	99	91	93	97	92	96	99	100	92
4 weeks or more.....	79	90	97	67	78	74	75	76	85	93	80	84	95	92	89	97	93	90
10 years.....	3	5	-	-	-	7	-	-	1	1	41	-	-	-	-	-	-	-
15 years.....	3	5	-	-	-	12	-	-	8	10	60	-	-	-	-	-	-	-
20 years.....	46	27	53	19	25	60	7	43	61	63	61	23	40	45	66	70	75	53
25 years.....	79	90	97	67	56	74	75	76	85	93	80	84	95	92	89	97	93	90

See footnotes at end of table.

Table B-10. Paid Vacations¹—Public Utilities²—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1965 through June 1966)

Amount of vacation pay ³ and service period	North Central—Continued										West							
	Des Moines	Indian- apolis ⁴	Kansas City	Muskegon- Muskegon Heights	Omaha ⁴	Rock- ford	Sioux Falls	South Bend	Youngs- town- Warren	Albu- querque ⁴	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ⁴	Phoenix ⁴	Port- land	San Bernar- dino- Riverside- Ontario	San Fran- cisco- Oakland ⁴	San Jose	Seattle- Everett ⁴
	Plant workers																	
2 weeks or more.....	100	100	100	100	98	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year.....	33	10	32	11	12	4	5	21	10	31	36	17	49	23	1	47	19	28
3 years.....	98	97	99	100	88	100	88	100	96	100	85	99	100	100	100	100	99	99
5 years.....	100	100	100	100	98	100	100	100	96	100	100	100	100	100	100	100	100	100
3 weeks or more.....	100	100	96	100	97	96	90	100	99	94	98	99	84	100	100	94	100	100
5 years.....	5	7	3	-	2	-	-	-	-	12	-	7	11	2	1	25	13	1
10 years.....	57	46	37	56	26	74	63	50	50	56	51	55	67	50	56	86	79	57
15 years.....	100	100	96	100	97	96	90	100	99	93	93	99	84	100	100	100	94	100
20 years.....	100	100	96	100	97	96	90	100	99	94	98	99	84	100	100	100	94	100
4 weeks or more.....	96	93	92	94	90	96	90	77	96	86	74	97	83	88	99	97	94	76
10 years.....	2	-	1	-	-	-	-	-	-	-	-	3	-	-	-	21	11	1
15 years.....	2	2	1	-	2	-	-	-	-	-	-	6	-	1	9	25	11	4
20 years.....	59	72	68	60	70	52	38	50	69	49	34	54	48	71	68	71	43	50
25 years.....	96	93	92	94	90	96	90	77	96	78	74	95	83	88	99	97	94	76
	Office workers																	
2 weeks or more.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year.....	14	10	57	11	19	44	8	25	26	30	37	21	26	33	2	29	12	31
3 years.....	99	90	100	100	100	94	99	100	99	100	100	100	100	100	100	100	100	100
5 years.....	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
3 weeks or more.....	91	99	97	100	94	85	84	96	97	98	98	99	95	93	99	100	99	97
5 years.....	1	2	5	-	-	-	-	-	-	1	-	5	1	3	1	20	4	4
10 years.....	78	73	61	37	37	71	64	50	42	83	47	64	83	48	85	78	82	67
15 years.....	91	99	97	100	94	85	84	96	97	97	98	99	95	93	99	100	99	97
20 years.....	91	99	97	100	94	85	84	96	97	98	98	99	95	93	99	100	99	97
4 weeks or more.....	91	73	92	92	94	76	80	75	85	85	91	97	94	88	98	94	96	76
10 years.....	(⁵)	-	3	-	-	-	-	-	-	-	-	-	-	-	-	8	4	-
15 years.....	(⁵)	-	3	-	-	-	-	-	-	-	-	1	-	-	37	15	4	8
20 years.....	26	42	61	42	57	37	35	56	63	14	35	49	33	68	80	59	34	45
25 years.....	91	73	92	92	94	76	80	75	85	67	91	95	94	88	98	94	96	76

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 Transportation, communication, and other public utilities.

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

⁴ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.

⁵ Less than 0.5 percent.

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

(Percent distribution of plant and office workers with formal provisions, ¹ by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers																				
Northeast																				
Albany-Schenectady-Troy	95	54	58	25	93	46	92	46	80	40	49	20	77	61	30	13	7	84	48	3
Allentown-Bethlehem-Easton	91	78	43	33	95	85	91	81	53	44	17	15	91	87	79	4	7	77	73	1
Boston ³	91	60	62	36	91	36	91	36	85	32	46	15	90	71	47	20	14	69	54	2
Lawrence-Haverhill	91	76	68	34	90	53	88	53	81	48	49	36	86	61	43	6	23	59	58	4
Newark and Jersey City	95	74	57	42	96	70	94	68	71	51	33	24	68	54	44	17	11	77	63	1
New Haven	94	70	67	46	93	57	91	54	68	47	51	24	86	72	52	15	5	76	57	2
New York ³	95	81	54	43	96	79	95	78	80	64	31	24	83	59	52	44	5	84	75	2
Paterson-Clifton-Passaic	94	78	59	50	95	86	95	86	75	68	38	31	75	61	49	22	7	77	69	-
Philadelphia	95	73	50	41	94	51	93	52	76	39	28	12	89	78	65	12	8	82	72	1
Portland	88	47	60	23	89	30	89	30	84	20	56	12	78	64	32	19	6	54	45	5
Scranton	85	65	48	35	88	32	86	30	70	22	24	10	80	74	59	9	3	57	46	8
Waterbury	97	78	81	74	96	86	96	88	95	87	34	26	92	87	81	7	11	86	84	3
Worcester	91	53	68	33	94	49	94	48	90	45	59	25	89	82	50	8	2	76	58	2
York	93	60	58	37	96	27	94	26	49	15	32	7	80	75	48	7	5	56	50	1
South																				
Atlanta	93	55	58	31	90	48	89	47	64	36	51	25	70	52	36	17	17	63	54	4
Beaumont-Port Arthur-Orange	89	25	37	7	94	23	94	23	75	17	55	5	82	37	9	19	37	73	39	4
Charleston, W. Va	98	52	47	28	96	31	96	31	84	21	65	20	94	79	32	16	50	85	78	1
Charlotte	89	51	62	35	91	43	91	43	54	26	48	26	66	45	27	19	7	58	51	6
Greenville	96	35	50	20	93	29	92	29	32	13	30	8	53	47	15	5	3	48	43	2
Houston	89	39	60	26	90	32	90	32	72	26	62	21	68	42	19	20	19	61	42	5
Jackson	87	24	48	9	90	20	90	20	55	12	50	8	64	37	7	11	22	51	31	8
Lubbock	92	40	54	18	91	28	91	28	61	25	72	22	65	34	4	27	20	70	35	3
Memphis ³	88	44	49	26	86	25	85	24	55	16	32	8	65	48	26	11	13	45	30	6
Miami ³	82	42	53	22	91	11	91	12	76	9	53	6	56	36	15	26	13	36	21	6
Midland and Odessa ³	87	37	63	21	87	18	87	18	84	15	80	17	49	16	3	22	15	67	30	8
Raleigh	84	45	61	30	82	6	82	6	52	3	45	6	69	46	23	14	14	59	51	9
Richmond ³	88	62	42	23	83	20	80	19	65	17	40	7	76	57	29	26	11	62	50	4
Savannah ³	94	53	40	7	91	27	91	27	72	21	49	22	74	67	38	6	5	64	52	3
North Central																				
Akron	98	88	74	68	97	86	97	86	81	72	19	11	98	90	82	4	7	88	82	1
Canton	98	87	43	40	95	83	95	83	60	51	19	13	94	87	82	3	5	89	84	1
Chicago ³	94	62	59	36	97	62	97	62	83	54	50	27	90	73	49	10	16	68	55	1
Cincinnati	93	66	66	42	91	61	88	59	59	36	32	15	85	73	50	6	10	77	68	3
Dayton	95	75	74	60	89	61	89	61	78	55	25	17	93	86	66	5	4	81	77	2
Des Moines	88	53	68	45	87	57	85	55	76	48	27	14	77	55	33	15	18	68	54	4
Indianapolis ³	93	67	65	37	93	43	93	43	80	40	40	22	86	77	52	11	12	75	63	3
Kansas City	93	53	63	33	93	34	93	34	81	32	41	12	82	66	41	11	16	66	54	3
Muskegon-Muskegon Heights	99	88	83	76	97	84	97	84	89	77	42	33	98	93	82	5	3	91	87	(⁴)
Omaha ³	86	51	50	19	85	25	85	25	81	23	50	16	73	59	35	11	24	55	48	6
Rockford	93	48	76	32	98	45	98	45	95	43	67	25	93	90	42	2	5	79	61	1
Sioux Falls	96	68	35	18	90	50	90	50	83	50	78	50	87	28	19	16	50	66	58	2
South Bend	95	53	80	44	97	71	97	71	80	57	26	10	96	90	53	7	5	69	65	-
Youngstown-Warren	98	88	80	73	97	83	97	84	86	75	11	4	96	90	84	4	3	94	90	1

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers—Continued																				
West																				
Albuquerque ³	90	61	71	28	87	31	87	31	83	30	76	28	72	45	31	18	36	59	28	4
Denver	87	58	61	37	83	27	83	27	81	27	45	16	79	54	38	22	18	63	50	4
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove ³	94	74	80	60	98	75	98	75	94	71	67	51	66	20	14	41	15	76	63	1
Phoenix ³	86	55	70	42	91	37	91	37	82	33	68	24	70	50	31	16	17	47	32	6
Portland	77	53	65	47	97	76	96	76	92	73	54	41	80	66	57	11	21	78	68	1
San Bernardino—Riverside—Ontario	89	65	76	58	97	48	97	48	92	47	80	44	68	32	23	22	19	67	53	3
San Francisco—Oakland ³	97	78	64	57	100	53	99	53	97	51	64	33	80	17	13	32	39	94	74	-
San Jose	80	63	62	51	95	50	90	45	90	44	66	27	77	16	11	37	32	80	70	4
Seattle—Everett ³	95	87	86	81	97	30	96	37	93	35	36	10	95	87	85	29	15	85	77	2
Office workers																				
Northeast																				
Albany—Schenectady—Troy	98	48	60	16	93	43	93	43	88	40	80	41	80	47	21	48	3	90	51	1
Allentown—Bethlehem—Easton	91	60	45	32	90	71	87	68	85	67	42	30	88	66	54	59	4	85	74	2
Boston ³	96	60	57	24	94	25	94	25	87	20	79	22	80	42	24	62	6	84	59	1
Lawrence—Haverhill	92	77	72	28	95	47	94	47	92	47	84	52	82	40	14	35	33	78	56	1
Newark and Jersey City	97	66	64	34	96	49	95	50	74	38	68	40	86	49	36	62	13	86	66	1
New Haven	97	73	63	31	96	45	95	44	77	41	75	40	83	43	29	73	(⁴)	85	62	(⁴)
New York ³	97	62	50	30	91	50	89	48	78	36	73	32	75	38	26	56	6	86	64	1
Paterson—Clifton—Passaic	94	68	53	40	90	59	90	59	80	53	78	42	84	53	38	62	7	78	70	1
Philadelphia	97	62	41	21	88	25	84	24	72	21	65	17	78	40	24	60	7	88	70	1
Portland	89	58	64	29	86	17	86	17	83	13	76	22	73	44	27	54	6	72	58	5
Scranton	94	54	64	42	94	43	93	41	78	37	58	25	87	59	38	60	4	64	37	2
Waterbury	99	67	88	73	98	91	98	31	97	90	74	54	86	51	47	77	1	94	89	1
Worcester	97	43	71	24	96	33	97	33	96	33	81	20	92	70	35	72	1	91	60	(⁴)
York	95	53	63	31	97	31	95	31	66	28	47	15	84	67	34	52	9	75	57	1
South																				
Atlanta	98	55	65	28	93	37	93	36	78	30	83	29	76	43	27	47	17	84	63	1
Beaumont—Port Arthur—Orange	92	36	47	19	98	35	98	35	87	30	71	22	71	21	5	53	15	77	40	1
Charleston, W. Va.	99	48	52	24	99	30	99	30	93	26	83	32	85	51	10	40	37	89	67	(⁴)
Charlotte	98	54	64	41	96	52	96	52	68	40	75	44	82	23	15	60	12	84	75	1
Greenville	98	41	51	25	98	39	97	39	50	23	55	21	66	43	19	43	5	63	43	(⁴)
Houston	97	37	64	23	96	28	96	28	77	24	80	27	70	36	15	48	8	78	42	1
Jackson	96	49	67	31	96	36	96	36	65	21	74	30	73	27	11	51	12	81	53	1
Lubbock	92	44	56	18	99	30	99	30	80	28	86	30	64	27	5	38	19	74	36	(⁴)
Memphis ³	97	51	45	21	95	19	95	18	65	17	72	14	64	33	12	31	15	63	46	1
Miami ³	84	39	59	21	96	5	96	5	89	4	79	7	63	35	19	46	10	57	33	2
Midland and Odessa ³	97	41	73	29	98	28	98	28	96	27	96	29	60	6	1	48	9	74	26	1
Raleigh	97	52	55	15	95	6	95	6	78	4	82	6	71	39	7	51	6	86	62	1
Richmond ³	96	65	53	36	91	11	90	9	83	9	85	14	77	32	19	57	10	79	58	(⁴)
Savannah ³	98	54	41	7	99	26	99	26	86	23	90	27	77	52	31	52	6	83	65	-

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan			
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total ²	All plans						Non-contributory plans
Office workers—Continued																				
<u>North Central</u>																				
Akron.....	98	86	80	71	94	77	94	76	86	72	50	25	81	59	53	59	4	89	75	(⁴)
Canton.....	99	68	50	27	96	69	94	68	72	46	58	35	94	68	59	58	4	87	60	(⁴)
Chicago ³	96	47	55	24	94	41	94	41	83	36	76	29	86	49	24	48	15	77	48	(⁴)
Cincinnati.....	94	50	63	23	91	46	86	40	68	30	67	22	81	46	19	55	10	87	74	1
Dayton.....	97	72	75	55	93	54	93	54	85	50	70	27	89	70	51	65	7	85	73	1
Des Moines.....	97	48	60	27	96	45	96	44	93	42	64	27	79	23	10	65	6	84	56	1
Indianapolis ³	92	60	68	34	96	29	96	29	83	27	68	19	90	59	34	62	10	84	56	1
Kansas City.....	94	42	67	24	88	16	88	16	80	16	72	12	75	38	15	47	17	75	44	2
Muskegon—Muskegon Heights.....	98	83	64	58	97	75	97	75	93	71	60	44	87	46	39	40	9	92	84	(⁴)
Omaha ³	94	64	42	19	95	12	95	12	92	12	82	16	85	31	16	64	9	62	48	1
Rockford.....	98	66	83	55	98	53	98	53	97	52	85	45	96	86	48	36	5	85	68	(⁴)
Sioux Falls.....	94	52	62	20	98	28	98	28	93	28	89	32	80	39	23	48	15	75	53	(⁴)
South Bend.....	98	36	67	23	99	46	99	46	93	43	74	9	95	53	17	71	11	78	69	(⁴)
Youngstown—Warren.....	98	73	66	54	97	61	97	61	91	57	61	23	70	48	41	46	6	90	59	1
<u>West</u>																				
Albuquerque ³	95	72	90	24	98	28	98	28	96	27	⁵ 90	33	85	56	53	28	48	91	38	(⁴)
Denver.....	89	45	66	23	87	12	87	12	80	12	69	13	86	33	15	69	4	76	55	1
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove ³	96	64	75	46	98	56	98	56	93	53	90	52	85	22	11	79	3	85	67	(⁴)
Phoenix ³	97	50	75	35	98	20	98	21	86	19	89	22	90	50	21	62	16	66	36	1
Portland.....	89	40	62	26	98	58	98	58	97	56	79	47	86	51	35	47	9	82	60	(⁴)
San Bernardino—Riverside—Ontario.....	91	49	63	32	97	23	97	23	85	23	82	24	81	25	11	69	10	78	52	2
San Francisco—Oakland ³	97	49	63	35	99	19	99	19	92	18	87	23	82	21	11	68	12	85	60	(⁴)
San Jose.....	97	73	76	57	99	31	98	29	94	29	94	30	85	22	10	72	7	80	58	(⁴)
Seattle—Everett ³	99	29	83	23	98	14	98	14	95	14	88	10	90	30	23	69	8	91	75	(⁴)

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

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days¹ pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

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

⁴ Less than 0.5 percent.

⁵ Revised estimate.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans		Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers																				
<u>Northeast</u>																				
Albany-Schenectady-Troy	98	57	68	32	98	54	98	54	88	45	50	18	82	77	34	5	4	91	51	-
Allentown-Bethlehem-Easton	94	85	42	34	98	90	95	87	51	42	15	14	95	94	89	2	6	81	78	-
Boston	95	68	67	46	96	49	97	49	89	45	55	18	95	86	60	9	7	77	60	-
Lawrence-Haverhill	94	82	72	36	93	54	90	54	83	48	48	36	89	63	46	3	26	62	62	2
Newark and Jersey City	98	78	59	44	99	76	98	73	77	55	33	22	68	61	48	7	10	82	66	-
New Haven	95	67	72	47	97	62	97	58	70	50	49	18	90	89	61	3	4	86	64	3
New York	95	81	53	48	97	90	98	90	82	71	23	18	82	65	62	39	5	84	77	2
Paterson-Clifton-Passaic	95	80	60	50	99	92	99	92	78	72	38	30	76	72	57	15	2	78	70	-
Philadelphia	97	76	52	43	98	61	97	61	79	45	30	12	94	90	75	9	3	84	73	-
Portland	95	53	64	28	96	37	96	37	93	24	57	10	87	81	42	4	4	59	52	2
Scranton	85	67	45	35	90	30	88	28	73	18	18	4	81	81	65	2	-	58	48	8
Waterbury	100	82	86	81	100	93	100	95	100	95	36	27	96	95	88	1	13	92	89	-
Worcester	91	53	71	36	98	51	98	51	93	47	62	26	94	93	60	1	-	79	60	1
York	94	62	59	37	97	25	97	25	46	13	33	6	79	78	51	6	1	52	48	1
<u>South</u>																				
Atlanta	98	60	74	48	97	61	96	61	67	46	44	25	77	72	52	20	3	67	60	1
Beaumont-Port Arthur-Orange	91	22	29	5	97	22	97	22	77	16	55	-	93	43	11	22	42	82	44	2
Charleston, W. Va.	100	52	39	32	99	31	99	31	95	26	70	20	99	98	38	14	63	96	91	-
Charlotte	90	45	70	37	94	43	94	43	53	23	48	20	61	51	25	11	-	49	42	5
Greenville	97	36	50	21	94	29	93	29	29	12	26	5	50	49	16	(³)	1	47	42	1
Houston	94	45	69	40	94	38	94	38	81	32	66	20	78	62	28	11	24	72	58	4
Jackson	91	17	38	6	94	23	94	23	47	12	45	1	69	40	9	4	26	60	30	6
Lubbock	100	43	83	38	100	33	100	33	74	30	66	10	60	44	6	12	17	75	30	-
Memphis	87	42	56	30	87	28	85	28	52	19	18	2	68	62	33	4	7	44	34	6
Miami	79	29	49	12	88	5	87	5	78	4	57	2	48	39	11	19	12	19	18	10
Midland and Odessa	93	48	93	48	100	72	100	72	76	48	78	33	81	32	23	32	17	85	36	-
Raleigh	81	42	57	33	83	5	83	5	45	3	42	-	61	57	32	-	8	53	52	11
Richmond	91	75	34	23	89	31	85	29	70	26	26	4	85	72	40	22	11	68	61	2
Savannah	95	55	40	4	91	19	91	19	77	18	39	14	83	83	52	-	1	73	61	4
<u>North Central</u>																				
Akron	99	93	79	78	99	92	99	92	85	80	13	11	99	99	94	-	3	92	90	(³)
Canton	99	91	44	42	100	91	99	91	59	54	9	8	99	98	93	-	1	93	93	-
Chicago	97	65	65	42	98	65	98	64	82	56	45	25	96	86	60	5	11	71	57	-
Cincinnati	98	68	72	45	92	61	90	59	63	36	33	13	93	88	57	4	3	85	74	1
Dayton	98	78	80	68	95	72	95	72	88	69	26	20	98	98	76	1	(³)	89	87	-
Des Moines	93	74	73	64	95	83	93	81	87	76	21	19	87	64	52	3	23	78	64	5
Indianapolis	95	76	73	49	98	57	98	57	92	55	38	24	92	88	70	7	14	86	73	1
Kansas City	94	54	70	35	97	41	97	41	86	38	28	9	90	82	47	7	15	78	71	2
Muskegon-Muskegon Heights	99	88	88	83	100	89	100	89	92	81	43	34	100	99	88	2	-	94	90	-
Omaha	96	67	57	29	94	40	94	40	91	38	47	22	88	81	56	3	40	78	69	2
Rockford	100	52	82	36	100	48	100	48	99	47	71	28	99	98	47	1	2	84	64	-
Sioux Falls	100	88	23	18	98	82	98	82	98	82	88	74	92	17	13	6	71	82	80	-
South Bend	99	53	88	50	100	79	100	79	86	65	20	6	99	99	57	-	-	76	74	-
Youngstown-Warren	99	94	86	80	99	94	99	94	93	88	6	2	99	99	95	(³)	-	98	96	(³)

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers—Continued																				
<u>West</u>																				
Albuquerque	88	50	50	41	84	41	84	41	84	41	62	24	66	59	25	3	35	35	35	7
Denver	95	69	66	52	96	32	96	32	92	32	39	18	91	82	66	10	16	74	69	2
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove	97	74	87	67	100	79	100	79	94	73	68	51	68	21	16	47	8	72	63	-
Phoenix	99	77	88	67	99	50	99	50	90	42	74	22	88	86	59	18	5	55	39	1
Portland	89	71	78	61	97	80	95	80	88	74	49	40	84	77	68	9	11	87	81	1
San Bernardino—Riverside—Ontario	95	77	82	67	99	53	99	53	93	51	80	40	72	47	35	18	12	77	67	1
San Francisco—Oakland	97	83	77	66	100	69	100	69	97	64	57	35	75	26	18	18	38	99	80	-
San Jose	80	72	65	56	96	64	88	56	88	56	64	29	76	12	10	37	30	84	79	4
Seattle—Everett	93	90	87	84	97	21	97	21	95	17	28	(³)	97	96	93	41	6	90	87	2
Office workers																				
<u>Northeast</u>																				
Albany—Schenectady—Troy	98	40	85	30	98	53	98	53	93	49	74	38	86	66	28	47	1	94	52	(³)
Allentown—Bethlehem—Easton	92	68	46	33	96	82	94	80	91	77	36	28	94	88	76	57	2	89	84	3
Boston	94	50	64	35	96	36	96	36	93	35	76	24	93	64	32	78	3	87	55	2
Lawrence—Haverhill	95	87	84	34	97	43	96	42	96	42	85	53	94	43	16	38	42	78	55	-
Newark and Jersey City	97	70	70	40	98	58	96	57	69	37	60	36	88	62	47	53	20	84	57	(³)
New Haven	99	68	83	49	96	62	98	61	72	58	61	26	88	84	58	72	(³)	95	69	(³)
New York	93	64	49	32	95	62	91	60	75	46	73	43	84	45	33	67	3	82	60	(³)
Paterson—Clifton—Passaic	98	71	49	38	93	74	93	74	82	65	77	38	82	65	40	57	3	76	72	(³)
Philadelphia	96	58	52	32	94	38	90	38	80	33	58	15	88	69	43	67	1	91	70	1
Portland	97	41	76	31	98	31	98	31	98	26	70	14	55	48	30	26	9	74	55	1
Scranton	91	55	59	47	94	42	94	42	77	37	58	22	92	72	54	51	2	65	25	3
Waterbury	99	65	93	76	99	95	99	96	99	95	75	51	92	60	56	84	-	97	93	(³)
Worcester	96	51	82	38	98	50	98	49	98	50	77	30	96	91	55	69	3	93	75	(³)
York	97	48	65	27	98	28	97	28	58	24	46	12	87	77	37	63	1	75	58	1
<u>South</u>																				
Atlanta	99	69	81	57	98	66	97	65	86	59	83	52	84	72	57	67	1	82	71	(³)
Beaumont—Port Arthur—Orange	95	33	41	13	99	32	99	32	88	31	60	6	87	35	9	76	6	82	44	(³)
Charleston, W. Va	99	31	23	18	98	18	98	18	97	17	84	14	97	91	17	28	64	94	71	(³)
Charlotte	98	58	76	47	99	56	99	56	63	36	77	41	71	25	12	57	-	76	45	1
Greenville	98	45	45	29	98	41	98	41	39	24	36	12	58	46	23	37	(³)	57	31	-
Houston	98	36	69	28	95	25	95	25	78	23	79	20	76	49	16	46	8	76	56	1
Jackson	98	17	37	7	98	24	98	24	50	10	45	6	80	48	10	49	-	72	32	2
Lubbock	100	37	81	30	100	31	100	31	80	31	73	10	58	40	4	16	11	75	23	-
Memphis	90	39	58	24	90	19	90	19	58	18	51	1	70	53	21	23	4	62	49	1
Miami	92	29	64	15	94	4	93	4	89	3	74	2	64	49	9	40	5	35	30	2
Midland and Odessa	93	24	93	24	100	35	100	35	88	24	93	24	87	10	10	73	4	88	9	-
Raleigh	95	41	64	43	93	4	93	4	64	4	85	-	74	54	29	48	3	72	55	3
Richmond	95	74	36	23	90	22	89	16	85	16	65	7	86	68	44	68	1	76	61	-
Savannah	99	71	22	4	100	23	100	23	90	22	90	22	82	74	52	60	-	90	66	-

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		Retirement pension plan	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				All plans	Non-contributory plans
Office workers—Continued																				
North Central																				
Akron.....	99	91	88	85	97	89	97	89	93	86	46	24	83	70	66	61	-	92	79	(³)
Canton.....	100	84	48	35	100	78	99	79	77	58	56	44	98	86	77	54	1	91	75	-
Chicago.....	99	51	62	33	93	49	94	48	83	44	67	31	94	71	41	48	11	79	53	(³)
Cincinnati.....	96	39	69	20	91	45	90	45	75	34	63	11	87	63	20	60	(³)	88	79	1
Dayton.....	99	76	81	65	98	65	98	65	88	63	73	29	95	92	67	75	-	91	78	(³)
Des Moines.....	95	68	63	46	95	70	93	68	91	66	43	21	67	30	14	23	25	81	56	3
Indianapolis.....	89	70	69	49	98	53	98	53	90	49	58	18	95	77	61	66	7	93	66	1
Kansas City.....	98	42	69	23	97	32	97	32	93	31	62	14	85	66	26	53	19	81	62	1
Muskegon—Muskegon Heights.....	99	85	76	70	99	85	99	85	94	80	66	49	94	59	50	44	2	96	90	(³)
Omaha.....	96	43	58	17	95	30	95	30	95	30	73	25	84	69	42	35	20	83	49	3
Rockford.....	100	71	85	61	100	57	100	57	99	57	89	47	100	97	55	38	1	90	74	-
Sioux Falls.....	100	65	28	16	98	57	98	57	98	57	93	54	91	26	15	76	1	79	60	-
South Bend.....	99	41	93	38	100	76	100	76	96	73	62	6	97	78	24	71	9	84	75	-
Youngstown—Warren.....	99	85	73	62	99	86	99	86	96	83	54	28	85	68	61	63	-	95	79	(³)
West																				
Albuquerque.....	99	30	96	28	99	91	99	91	98	90	81	74	93	88	84	69	2	85	85	1
Denver.....	95	54	80	49	95	27	95	27	75	27	68	24	72	59	26	51	3	85	78	2
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove.....	95	72	90	69	99	75	99	75	94	71	86	62	90	19	12	85	4	87	67	-
Phoenix.....	99	73	94	68	99	37	99	37	95	35	89	21	92	89	53	66	5	54	28	(³)
Portland.....	93	61	80	50	96	78	94	78	88	73	70	58	82	61	51	52	1	77	49	1
San Bernardino—Riverside—Ontario.....	89	71	78	63	94	39	94	39	93	39	85	34	87	40	31	86	-	87	70	3
San Francisco—Oakland.....	96	56	75	47	100	37	100	37	100	34	80	16	75	19	6	68	7	96	56	-
San Jose.....	99	86	86	72	99	45	97	41	97	41	97	33	89	22	7	87	(³)	81	63	(³)
Seattle—Everett.....	99	20	93	14	98	9	98	9	98	9	90	2	94	13	11	85	2	94	92	(³)

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

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days¹ pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

³ Less than 0.5 percent.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health insurance or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans		Non-contributory plans	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total ³	All plans	Non-contributory plans				All plans	Non-contributory plans
Plant workers																				
Northeast																				
Albany-Schenectady-Troy.....	100	77	44	8	99	46	99	46	99	46	78	56	74	21	20	18	35	75	68	-
Allentown-Bethlehem-Easton.....	100	48	49	22	100	84	100	84	100	84	66	66	68	38	30	16	23	82	68	-
Boston ⁴	92	76	76	32	97	28	97	28	92	22	86	54	89	37	23	30	39	86	76	-
Newark and Jersey City.....	99	70	51	29	100	59	100	59	77	49	55	53	71	42	41	27	26	83	74	-
New Haven.....	94	81	45	17	98	69	98	69	86	58	78	78	64	19	19	45	-	57	57	2
New York ⁴	99	73	78	25	100	48	100	48	97	45	89	72	89	42	24	68	5	86	65	-
Paterson-Clifton-Passaic.....	99	73	52	32	99	53	99	53	79	52	48	48	78	56	56	21	20	93	91	-
Philadelphia.....	94	57	41	12	100	27	100	41	95	39	48	36	87	54	41	25	29	89	86	-
Portland.....	90	67	62	18	90	44	90	44	85	44	70	56	61	24	15	48	18	74	53	-
Scranton.....	100	72	76	43	88	51	88	51	88	51	83	78	80	38	32	15	28	76	65	-
Waterbury.....	100	65	49	10	100	61	100	61	90	51	51	51	93	19	19	74	-	93	93	-
Worcester.....	100	66	93	34	100	59	100	59	100	59	81	44	93	62	25	34	31	93	84	-
York.....	100	66	53	53	100	38	100	38	100	38	49	12	91	33	33	15	42	88	83	-
South																				
Atlanta.....	91	65	42	18	93	58	93	58	72	41	69	53	76	56	39	8	48	80	64	2
Beaumont-Port Arthur-Orange.....	93	49	36	9	99	21	99	21	89	11	85	33	46	-	-	17	30	77	39	-
Charleston, W. Va.....	100	60	81	24	100	36	100	36	80	16	79	39	90	25	24	36	33	88	87	-
Charlotte.....	88	66	89	48	100	74	100	74	70	45	65	65	86	49	48	27	32	90	78	-
Greenville.....	100	78	68	33	100	65	100	65	66	37	69	69	74	21	21	19	34	74	74	-
Houston.....	94	58	57	17	95	55	95	55	78	43	76	61	64	25	21	27	22	66	53	3
Jackson.....	100	68	84	19	100	21	100	21	87	11	78	45	81	32	15	27	42	81	79	-
Lubbock.....	90	63	65	10	96	35	96	35	96	35	87	70	65	26	5	17	44	83	61	4
Memphis ⁴	95	83	63	33	93	60	93	60	66	43	68	61	62	40	30	1	28	64	54	5
Miami ⁴	76	39	65	14	96	10	96	10	76	6	87	24	93	57	31	5	22	89	46	2
Midland and Odessa.....	100	41	51	4	100	2	100	2	100	2	99	28	65	27	1	36	27	96	69	-
Raleigh.....	91	58	67	4	95	15	95	15	90	15	90	57	85	37	8	25	44	81	71	-
Richmond ⁴	95	68	53	43	95	34	95	34	83	21	72	46	62	25	15	13	24	72	51	5
Savannah ⁴	100	73	30	4	100	54	100	54	100	54	100	80	54	27	13	20	26	47	47	-
North Central																				
Akron.....	100	100	68	48	99	73	99	73	60	33	60	37	94	55	55	14	36	87	87	-
Canton.....	100	70	39	15	100	58	100	58	90	52	96	58	69	28	24	-	51	69	48	-
Chicago ⁴	99	96	58	30	100	61	100	61	96	57	83	66	75	45	29	29	22	67	57	-
Dayton.....	94	54	83	17	94	20	94	20	74	6	71	32	88	29	17	6	62	88	83	6
Des Moines.....	100	63	87	47	100	63	93	56	65	28	44	39	96	58	54	34	32	91	79	-
Indianapolis ⁴	97	77	55	23	98	54	98	54	84	41	89	70	68	41	21	41	4	65	51	-
Kansas City.....	96	80	46	20	90	35	90	35	90	35	67	33	65	40	34	25	15	60	50	-
Muskegon-Muskegon Heights.....	100	100	17	17	100	55	100	55	90	44	38	38	98	17	17	47	34	96	96	-
Omaha ⁴	96	93	30	13	98	23	98	23	94	23	94	32	39	22	20	20	8	38	34	2
Rockford.....	100	61	92	14	100	42	100	42	88	36	55	52	92	48	14	-	50	92	92	-
Sioux Falls.....	100	60	68	21	100	27	100	27	90	27	91	60	93	40	30	21	42	74	64	-
South Bend.....	100	65	62	23	92	27	92	27	54	4	54	31	96	37	23	35	23	96	69	-
Youngstown-Warren.....	100	74	63	36	99	40	99	40	79	19	69	39	81	24	21	29	27	81	80	-

See footnotes at end of table.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹—Continued(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan			
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	Total ³	All plans	Non-contributory plans				All plans	Non-contributory plans
Plant workers—Continued																				
<u>West</u>																				
Albuquerque ⁴	95	78	62	16	99	32	99	32	99	32	99	61	60	33	21	12	27	66	46	1
Denver.....	97	71	76	21	99	24	99	24	99	24	95	45	75	32	24	54	4	76	62	-
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ⁴	99	84	64	22	99	41	99	41	99	41	92	72	70	11	4	66	2	87	75	-
Phoenix ⁴	96	63	61	15	98	37	98	37	77	37	98	71	84	28	17	33	34	87	75	-
Portland.....	89	42	49	29	100	55	100	55	100	55	83	54	77	45	39	9	36	77	70	-
San Bernardino—Riverside—Ontario.....	100	64	92	66	100	49	100	49	100	49	91	66	56	18	15	34	10	58	35	-
San Francisco—Oakland ⁴	100	54	46	40	100	27	100	27	100	27	83	38	89	19	17	58	31	92	49	-
San Jose.....	97	36	27	27	100	19	100	19	100	19	93	67	85	16	16	21	64	87	68	-
Seattle—Everett ⁴	100	55	76	41	94	45	94	45	86	45	93	61	87	40	38	27	33	87	60	-
Office workers																				
<u>Northeast</u>																				
Albany—Schenectady—Troy.....	99	86	60	3	98	29	98	29	98	29	88	75	82	12	12	68	3	73	71	-
Allentown—Bethlehem—Easton.....	100	38	28	13	100	90	100	90	100	90	80	80	56	19	18	46	3	74	31	-
Boston ⁴	99	72	82	28	99	25	99	25	97	22	86	57	96	33	12	79	8	82	81	-
Newark and Jersey City.....	99	71	53	13	100	39	100	39	74	33	69	67	84	33	30	48	36	81	79	-
New Haven.....	99	92	57	3	99	44	99	44	93	40	92	92	97	5	5	96	-	69	69	(⁵)
New York ⁴	99	59	72	16	99	41	99	41	90	36	92	65	83	36	15	66	10	93	58	(⁵)
Paterson—Clifton—Passaic.....	98	75	67	23	99	35	99	35	73	24	71	64	94	39	32	39	41	78	78	-
Philadelphia.....	99	67	46	8	100	36	100	36	96	37	73	61	68	30	8	61	5	67	66	-
Portland.....	93	76	67	8	93	29	93	29	92	29	86	74	87	9	5	63	19	75	60	(⁵)
Scranton.....	96	74	61	35	92	55	92	55	92	55	96	86	82	27	27	70	8	83	67	-
Waterbury.....	100	51	46	16	100	70	100	70	100	70	70	70	100	23	19	91	-	89	89	-
Worcester.....	100	39	83	11	100	63	100	63	96	63	91	25	99	75	21	99	-	85	79	-
York.....	100	84	61	61	100	39	100	39	100	39	68	12	93	40	40	43	32	73	72	-
<u>South</u>																				
Atlanta.....	97	69	41	9	96	48	96	48	83	41	86	61	71	41	28	27	39	80	70	1
Beaumont—Port Arthur—Orange.....	97	35	27	6	99	13	99	13	93	7	87	21	33	-	-	14	19	83	24	-
Charleston, W. Va.....	100	57	83	8	100	17	100	17	98	15	98	53	93	3	1	88	5	89	87	-
Charlotte.....	96	55	71	44	100	61	100	61	82	47	75	73	94	25	15	54	31	79	77	-
Greenville.....	100	60	73	31	100	58	100	58	71	39	78	72	59	22	11	22	26	74	74	-
Houston.....	99	40	51	9	96	40	96	40	85	35	93	48	81	21	8	63	10	78	37	(⁵)
Jackson.....	100	62	95	8	100	10	100	10	96	7	92	57	84	22	2	32	49	93	93	-
Lubbock.....	100	64	63	17	100	35	100	35	100	35	84	54	76	43	14	41	35	84	52	-
Memphis ⁴	100	80	63	21	98	50	98	50	81	42	88	67	58	29	15	12	28	63	56	-
Miami ⁴	62	28	57	6	99	4	99	4	90	3	96	21	96	59	42	77	18	94	47	-
Midland and Odessa.....	100	26	47	7	100	6	100	6	100	6	98	20	33	15	2	15	17	93	80	-
Raleigh.....	95	41	68	3	91	19	91	19	91	19	91	38	92	58	4	30	19	77	67	-
Richmond ⁴	99	80	43	41	99	24	99	24	99	24	97	60	80	5	3	41	37	58	40	1
Savannah ⁴	100	64	33	7	100	51	100	51	100	51	100	77	62	36	21	35	26	61	61	-

See footnotes at end of table.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹—Continued(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1965 through June 1966)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ³	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		Retirement pension plan	
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				All plans	Non-contributory plans
Office workers—Continued																				
North Central																				
Akron.....	100	100	54	31	99	74	96	71	90	64	80	54	86	37	37	63	23	79	79	-
Canton.....	100	49	21	5	100	51	100	51	99	51	94	46	69	21	18	40	27	68	32	-
Chicago ⁴	99	95	45	25	99	65	99	65	98	62	97	76	81	28	17	60	19	61	50	(⁵)
Dayton.....	99	50	95	20	97	5	97	5	94	3	81	28	91	26	15	8	77	93	86	1
Des Moines.....	100	30	91	25	100	30	99	29	91	21	79	73	97	25	21	96	(⁵)	95	82	-
Indianapolis ⁴	98	81	74	41	98	37	98	37	88	28	94	54	91	51	39	44	30	77	62	-
Kansas City.....	99	69	64	31	99	25	99	24	98	24	95	44	94	33	29	67	23	70	45	(⁵)
Muskegon—Muskegon Heights.....	99	99	2	2	100	40	100	40	100	40	64	64	96	9	9	38	49	84	84	-
Omaha ⁴	96	94	41	15	99	10	99	10	99	10	99	34	84	4	3	80	1	42	41	(⁵)
Rockford.....	100	50	94	9	100	43	100	43	99	43	56	48	91	44	9	8	39	90	90	-
Sioux Falls.....	100	65	73	27	100	23	100	23	92	23	93	55	97	42	35	51	36	76	68	-
South Bend.....	100	62	74	24	93	29	93	29	83	20	83	40	96	35	21	36	50	84	53	-
Youngstown—Warren.....	97	75	58	37	99	45	99	45	96	42	87	57	63	9	8	34	20	54	51	-
West																				
Albuquerque ⁴	99	97	78	23	99	22	99	22	99	22	99	74	76	22	21	5	52	85	66	(⁵)
Denver.....	98	65	77	9	99	3	99	3	99	3	98	32	91	15	11	89	1	75	68	-
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove ⁴	100	86	63	17	100	28	100	28	100	28	97	68	85	9	3	83	(⁵)	89	76	-
Phoenix ⁴	99	78	70	7	99	12	99	12	79	12	99	72	93	8	7	25	61	88	87	(⁵)
Portland.....	81	30	41	19	100	36	100	36	100	36	97	52	81	28	23	28	36	70	64	-
San Bernardino—Riverside—Ontario.....	100	39	85	61	100	48	100	48	100	48	85	58	98	18	8	76	16	85	41	-
San Francisco—Oakland ⁴	100	43	38	34	100	13	100	13	100	13	99	42	95	24	17	60	33	78	48	-
San Jose.....	99	28	22	20	100	5	100	5	100	5	93	67	97	13	13	30	66	88	69	-
Seattle—Everett ⁴	100	38	69	23	94	36	94	36	92	36	91	63	94	19	18	39	41	80	54	-

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

Table B-14. Health Insurance Benefits Provided Employees and Their Dependents—All Industries

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1965 through June 1966)

Type of benefit, coverage, and financing ¹	Northeast												
	Albany- Schenectady- Troy	Allentown- Bethlehem- Easton	Boston ²	Lawrence- Haverhill	Newark and Jersey City	New Haven	New York ²	Paterson- Clifton- Passaic	Portland	Scranton	Waterbury	Worcester	York
	Plant workers												
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Hospitalization insurance.....	93	95	91	90	96	93	96	95	89	88	96	94	96
Covering employees only.....	9	10	17	23	16	12	12	10	32	43	4	20	36
Employer financed.....	7	8	13	22	13	12	11	8	14	32	2	14	28
Jointly financed.....	2	1	4	2	4	-	1	1	18	11	3	6	8
Covering employees and their dependents.....	83	86	74	67	79	82	83	86	57	45	92	74	60
Employer financed.....	35	76	36	24	56	57	64	77	30	32	85	31	27
Jointly financed.....	44	9	31	36	22	23	14	8	26	10	7	39	26
Employer financed for employees; jointly financed for dependents.....	4	1	7	7	2	2	4	1	1	2	-	4	7
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	2	-	-	-	1	-	-
Surgical insurance.....	92	91	91	88	94	91	95	95	89	86	96	94	94
Covering employees only.....	9	7	16	21	16	12	12	10	32	43	6	20	35
Employer financed.....	7	5	13	21	12	12	11	8	14	32	3	14	27
Jointly financed.....	2	1	4	-	4	-	1	1	18	11	3	6	8
Covering employees and their dependents.....	83	84	75	67	78	79	83	86	57	42	90	74	58
Employer financed.....	35	74	36	24	53	54	64	77	30	30	85	30	26
Jointly financed.....	44	9	32	36	22	22	14	8	26	10	5	40	25
Employer financed for employees; jointly financed for dependents.....	4	1	7	7	2	4	4	1	1	2	-	4	7
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	2	-	-	-	-	-	-
Medical insurance.....	80	53	85	81	71	68	80	75	84	70	95	90	49
Covering employees only.....	8	8	15	20	10	11	9	6	29	38	6	19	18
Employer financed.....	6	7	12	20	8	11	8	6	12	29	3	12	13
Jointly financed.....	2	1	4	-	1	-	1	-	18	9	3	6	6
Covering employees and their dependents.....	72	46	70	60	61	57	72	69	54	32	90	72	31
Employer financed.....	30	36	32	20	41	47	51	61	20	22	84	29	15
Jointly financed.....	38	9	32	33	19	7	14	7	33	10	5	39	13
Employer financed for employees; jointly financed for dependents.....	4	1	6	7	1	4	5	1	1	1	-	4	2
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	2	-	-	-	-	-	-
Catastrophe insurance.....	49	17	46	49	33	51	31	38	56	24	34	59	32
Covering employees only.....	2	1	3	5	5	3	4	5	20	4	1	6	8
Employer financed.....	2	1	2	5	5	3	3	5	5	2	1	2	7
Jointly financed.....	1	-	1	-	(³)	-	1	(³)	15	2	-	4	1
Covering employees and their dependents.....	47	16	43	44	27	48	27	33	36	20	33	53	24
Employer financed.....	18	14	15	29	18	24	19	25	12	10	25	18	7
Jointly financed.....	29	2	22	13	8	22	5	7	23	9	8	30	12
Employer financed for employees; jointly financed for dependents.....	(³)	-	5	2	1	2	2	1	1	1	(³)	5	5
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	2	-	-	-	-	-	-

See footnotes at end of table.

Table B-14. Health Insurance Benefits Provided Employees and Their Dependents—All Industries—Continued

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1965 through June 1966)

Type of benefit, coverage, and financing ¹	South														North Central			
	Atlanta	Beaumont- Port Arthur- Orange	Charleston, W. Va.	Charlotte	Green- ville	Houston	Jackson	Lubbock	Mem- phis ²	Miami ²	Midland and Odessa ²	Raleigh	Rich- mond ²	Savan- nah ²	Akron	Canton	Cincin- nati	Day- ton
	Plant workers—Continued																	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Hospitalization insurance.....	90	94	96	91	93	90	90	91	86	91	87	82	83	91	97	95	91	89
Covering employees only.....	19	13	5	33	29	22	20	20	28	39	22	45	40	23	1	4	22	7
Employer financed.....	13	4	3	26	15	9	9	16	12	28	8	25	26	14	1	4	16	1
Jointly financed.....	6	9	1	7	14	12	11	4	16	11	14	20	14	9	1	(³)	7	6
Covering employees and their dependents.....	71	81	92	58	64	68	70	71	58	52	65	37	43	68	96	91	68	82
Employer financed.....	25	11	14	13	5	20	7	9	25	11	7	6	20	7	81	78	43	61
Jointly financed.....	35	62	56	40	50	46	59	59	33	36	56	22	19	55	11	11	22	20
Employer financed for employees; jointly financed for dependents.....	10	7	22	4	9	2	4	3	1	4	2	8	4	6	5	1	3	2
Employer financed for dependents; jointly financed for employees.....	-	(³)	1	-	(³)	(³)	-	-	-	-	-	-	-	-	-	1	1	-
Surgical insurance.....	89	94	96	91	92	90	90	91	85	91	87	82	80	91	97	95	88	89
Covering employees only.....	19	13	5	33	28	22	20	20	27	39	22	45	37	23	1	3	23	7
Employer financed.....	12	4	3	26	15	9	9	16	11	27	8	25	24	14	1	3	16	1
Jointly financed.....	6	9	1	7	13	12	11	4	16	11	14	20	13	9	1	(³)	7	6
Covering employees and their dependents.....	70	81	92	58	64	68	70	71	58	52	65	37	43	68	96	91	65	82
Employer financed.....	25	11	14	13	5	20	7	9	24	12	7	6	19	7	80	78	39	61
Jointly financed.....	35	62	56	40	50	46	59	59	33	36	56	22	19	55	11	11	22	20
Employer financed for employees; jointly financed for dependents.....	10	7	22	4	9	2	4	3	1	4	2	8	5	6	5	1	3	1
Employer financed for dependents; jointly financed for employees.....	-	(³)	1	-	(³)	(³)	-	-	-	-	-	-	-	-	-	1	1	-
Medical insurance.....	64	75	84	54	32	72	55	61	55	76	84	52	65	72	81	60	59	78
Covering employees only.....	12	8	2	20	6	16	13	19	14	33	22	32	27	16	1	4	15	5
Employer financed.....	7	3	1	16	4	7	5	15	8	25	8	17	15	10	1	3	8	1
Jointly financed.....	5	5	1	5	2	8	8	4	6	8	14	16	12	7	1	(³)	7	4
Covering employees and their dependents.....	52	67	82	33	26	56	42	41	41	44	62	20	38	56	80	56	44	73
Employer financed.....	20	7	7	7	2	17	4	9	16	9	4	3	17	5	70	47	26	55
Jointly financed.....	23	52	53	23	17	37	35	32	24	30	56	16	17	44	8	8	16	16
Employer financed for employees; jointly financed for dependents.....	9	7	22	3	7	2	4	-	1	4	2	(³)	5	6	1	1	1	1
Employer financed for dependents; jointly financed for employees.....	-	(³)	1	-	-	(³)	-	-	-	-	-	-	-	-	-	-	1	-
Catastrophe insurance.....	51	55	65	48	30	62	50	72	32	53	80	45	40	49	19	19	32	25
Covering employees only.....	8	8	2	20	13	14	9	11	11	17	18	19	18	16	(³)	5	8	1
Employer financed.....	3	2	2	14	6	6	1	8	5	13	8	8	10	10	(³)	4	1	1
Jointly financed.....	5	7	(³)	6	8	8	7	4	5	4	10	11	7	7	(³)	6	1	1
Covering employees and their dependents.....	43	46	63	28	17	48	42	61	21	36	62	27	23	33	19	14	24	24
Employer financed.....	13	3	4	9	2	13	7	14	8	6	7	6	7	7	10	7	12	17
Jointly financed.....	21	42	45	16	15	33	35	47	12	25	53	13	13	21	8	6	10	7
Employer financed for employees; jointly financed for dependents.....	8	(³)	14	3	-	2	-	-	(³)	4	2	8	2	5	-	1	1	1
Employer financed for dependents; jointly financed for employees.....	-	(³)	1	-	(³)	(³)	-	-	-	-	-	-	-	-	-	-	1	-

See footnotes at end of table.

Table B-14. Health Insurance Benefits Provided Employees and Their Dependents—All Industries—Continued

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1965 through June 1966)

Type of benefit, coverage, and financing ¹	North Central—Continued									West								
	Des Moines	Indianapolis ²	Kansas City	Muskegon-Muskegon Heights	Omaha ²	Rockford	Sioux Falls	South Bend	Youngstown-Warren	Albuquerque ²	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ²	Phoenix ²	Portland	San Bernardino-Riverside-Ontario	San Francisco-Oakland ²	San Jose	Seattle-Everett ²
	Plant workers—Continued																	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Hospitalization insurance.....	87	93	93	97	85	98	90	97	97	87	83	98	91	97	97	100	95	97
Covering employees only.....	10	13	20	32	5	3	10	16	2	13	25	28	15	27	22	24	11	26
Employer financed.....	10	10	14	32	4	1	9	13	2	10	19	21	14	21	15	22	11	24
Jointly financed.....	(³)	3	6	(³)	1	2	1	2	1	3	6	6	2	6	7	2	(³)	1
Covering employees and their dependents.....	77	80	74	64	80	95	80	81	94	74	58	70	75	70	76	76	84	71
Employer financed.....	46	43	34	51	25	36	50	53	83	19	27	42	16	35	48	53	50	30
Jointly financed.....	30	33	33	12	40	51	24	24	10	48	29	16	52	13	17	15	12	29
Employer financed for employees; jointly financed for dependents.....	1	4	6	1	8	8	6	4	1	3	-	12	7	20	10	7	11	12
Employer financed for dependents; jointly financed for employees.....	-	(³)	(³)	-	7	-	-	-	-	5	2	1	(³)	2	1	1	(³)	-
Surgical insurance.....	85	93	93	97	85	98	90	97	97	87	83	98	91	96	97	99	90	96
Covering employees only.....	9	13	20	32	5	3	10	16	2	13	25	28	15	27	22	24	11	18
Employer financed.....	9	10	13	32	4	1	9	13	2	10	19	21	14	21	15	22	11	17
Jointly financed.....	(³)	3	7	(³)	1	2	1	2	1	3	6	6	2	6	7	2	(³)	1
Covering employees and their dependents.....	76	80	74	64	80	95	80	81	95	74	58	70	75	69	75	76	79	78
Employer financed.....	46	43	34	51	25	36	50	53	84	19	27	41	16	35	48	53	45	37
Jointly financed.....	30	33	33	12	40	51	24	24	10	48	29	16	52	12	17	15	12	29
Employer financed for employees; jointly financed for dependents.....	1	4	6	1	8	8	6	4	1	3	-	12	7	20	10	7	21	12
Employer financed for dependents; jointly financed for employees.....	-	-	(³)	-	7	-	-	-	-	5	2	1	(³)	2	1	1	(³)	-
Medical insurance.....	76	80	81	89	81	95	83	80	86	83	81	94	82	92	92	97	90	93
Covering employees only.....	8	9	18	29	5	3	8	9	2	13	25	27	15	27	21	25	12	19
Employer financed.....	7	6	11	29	4	1	7	8	1	10	19	21	14	21	13	23	12	18
Jointly financed.....	(³)	3	7	(³)	1	2	1	1	1	3	6	6	1	6	8	2	(³)	1
Covering employees and their dependents.....	69	71	63	60	76	92	75	71	85	70	56	66	66	66	71	73	77	74
Employer financed.....	40	40	32	47	23	35	50	45	75	18	27	40	12	31	47	51	44	35
Jointly financed.....	28	27	25	12	37	51	20	22	9	45	27	15	48	12	14	15	12	27
Employer financed for employees; jointly financed for dependents.....	1	4	6	1	8	6	5	4	1	3	-	11	6	20	9	7	21	12
Employer financed for dependents; jointly financed for employees.....	-	-	(³)	-	7	-	-	-	-	5	2	1	(³)	2	1	1	(³)	-
Catastrophe insurance.....	27	40	41	42	50	67	78	26	11	76	45	67	68	54	80	64	66	36
Covering employees only.....	1	5	6	23	4	2	6	3	1	7	9	18	10	10	15	14	4	18
Employer financed.....	1	2	3	22	3	1	6	3	(³)	5	5	14	10	8	10	12	4	16
Jointly financed.....	-	3	3	(³)	1	1	-	-	1	2	4	3	-	1	4	3	(³)	1
Covering employees and their dependents.....	27	35	35	20	46	65	72	24	11	68	36	49	58	44	65	49	62	18
Employer financed.....	13	22	12	10	16	20	50	6	4	20	16	25	9	22	44	33	27	10
Jointly financed.....	14	11	20	9	17	41	16	16	5	41	18	12	43	9	12	10	12	4
Employer financed for employees; jointly financed for dependents.....	-	1	2	-	5	4	5	1	1	3	-	12	5	11	8	6	22	4
Employer financed for dependents; jointly financed for employees.....	-	-	(³)	-	7	-	-	-	-	5	2	1	(³)	2	1	1	(³)	-

See footnotes at end of table.

Table B-14. Health Insurance Benefits Provided Employees and Their Dependents—All Industries—Continued

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1965 through June 1966)

Type of benefit, coverage, and financing ¹	Northeast												
	Albany- Schenectady- Troy	Allentown- Bethlehem- Easton	Boston ²	Lawrence- Haverhill	Newark and Jersey City	New Haven	New York ²	Paterson- Clifton- Passaic	Portland	Scranton	Waterbury	Worcester	York
	Office workers												
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Hospitalization insurance.....	93	90	94	95	96	96	91	90	86	94	98	96	97
Covering employees only.....	17	13	17	13	15	12	18	14	27	25	4	11	28
Employer financed.....	14	12	14	13	11	10	16	10	18	14	2	8	22
Jointly financed.....	2	1	3	(³)	4	1	2	3	9	10	2	3	6
Covering employees and their dependents.....	77	77	77	82	81	84	73	76	59	70	93	85	69
Employer financed.....	26	58	25	31	35	45	30	45	17	43	88	24	31
Jointly financed.....	48	18	45	48	43	29	37	28	38	23	5	60	36
Employer financed for employees; jointly financed for dependents.....	2	1	7	4	3	10	5	3	5	4	-	2	2
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	1	-	-	-	(³)	-	-
Surgical insurance.....	93	87	94	94	95	95	89	90	86	93	98	97	95
Covering employees only.....	17	11	17	12	15	15	18	14	27	25	4	11	26
Employer financed.....	14	11	14	12	11	14	16	10	18	14	2	8	21
Jointly financed.....	2	1	3	-	4	1	2	3	9	10	2	3	6
Covering employees and their dependents.....	77	76	77	82	80	79	71	76	59	68	93	85	69
Employer financed.....	26	57	25	31	36	44	25	45	17	41	89	23	31
Jointly financed.....	48	18	45	48	41	29	37	28	38	23	5	60	36
Employer financed for employees; jointly financed for dependents.....	2	1	7	4	3	7	7	3	5	4	-	2	2
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	1	-	-	-	-	-	-
Medical insurance.....	88	85	87	92	74	77	78	80	83	78	97	96	66
Covering employees only.....	16	11	16	13	9	10	12	11	26	18	4	11	19
Employer financed.....	14	11	13	13	7	9	10	9	17	10	2	8	13
Jointly financed.....	2	1	3	-	1	1	2	2	9	8	2	3	6
Covering employees and their dependents.....	72	74	71	79	66	67	66	69	57	60	93	85	46
Employer financed.....	24	55	20	30	28	41	22	39	13	37	88	24	28
Jointly financed.....	46	18	44	46	35	20	38	24	39	22	5	59	17
Employer financed for employees; jointly financed for dependents.....	2	1	7	4	3	5	5	5	5	(³)	-	2	1
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	1	-	-	-	-	-	-
Catastrophe insurance.....	80	42	79	84	68	75	73	78	76	58	74	81	47
Covering employees only.....	12	4	10	7	9	14	11	11	24	11	2	3	9
Employer financed.....	12	4	8	6	7	12	8	6	16	3	(³)	1	7
Jointly financed.....	1	-	2	1	3	1	2	5	8	7	2	2	2
Covering employees and their dependents.....	67	38	70	77	59	62	62	67	52	47	72	78	38
Employer financed.....	29	25	22	43	30	40	20	30	22	25	53	15	15
Jointly financed.....	38	13	41	32	26	16	37	31	26	21	18	59	22
Employer financed for employees; jointly financed for dependents.....	1	(³)	6	2	3	6	4	6	5	(³)	(³)	4	1
Employer financed for dependents; jointly financed for employees.....	-	-	-	-	-	-	1	-	-	-	-	-	-

See footnotes at end of table.

Table B-14. Health Insurance Benefits Provided Employees and Their Dependents—All Industries—Continued

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1965 through June 1966)

Type of benefit, coverage, and financing ¹	South														North Central			
	Atlanta	Beaumont-Port Arthur-Orange	Charleston, W. Va.	Charlotte	Green-ville	Houston	Jackson	Lubbock	Mem-phis ²	Miami ²	Midland and Odessa ²	Raleigh	Rich-mond ²	Savan-nah ²	Akron	Canton	Cincin-nati	Dayton
	Office workers—Continued																	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Hospitalization insurance.....	93	98	99	96	98	96	96	99	95	96	98	95	91	99	94	96	91	93
Covering employees only.....	14	31	7	48	38	20	25	23	28	36	27	61	30	13	2	10	19	6
Employer financed.....	7	14	7	38	21	10	18	19	16	28	17	38	19	8	2	7	9	3
Jointly financed.....	7	17	(³)	10	16	10	6	4	12	8	10	23	11	5	(³)	2	10	4
Covering employees and their dependents.....	79	67	92	48	60	75	71	76	67	60	71	34	61	86	92	86	72	87
Employer financed.....	16	12	15	11	7	14	13	9	19	5	5	6	11	11	65	57	28	54
Jointly financed.....	49	44	63	34	41	57	54	64	45	41	59	24	38	69	17	23	35	31
Employer financed for employees; jointly financed for dependents.....	14	9	13	4	10	4	4	2	4	14	6	4	12	7	10	4	9	2
Employer financed for dependents; jointly financed for employees.....	-	2	2	-	1	(³)	-	-	-	-	-	-	-	-	-	2	(³)	-
Surgical insurance.....	93	98	99	96	97	96	96	99	95	96	98	95	90	99	94	94	86	93
Covering employees only.....	14	31	7	48	37	20	25	23	28	36	27	61	30	13	2	9	19	6
Employer financed.....	7	14	7	38	21	10	18	19	16	28	17	38	19	8	2	7	9	3
Jointly financed.....	7	17	(³)	10	16	10	6	4	12	8	10	23	11	5	(³)	2	10	4
Covering employees and their dependents.....	79	67	92	48	60	75	71	76	67	61	71	34	60	86	91	85	67	87
Employer financed.....	15	12	15	11	7	14	13	9	18	5	5	6	9	11	64	57	23	54
Jointly financed.....	49	44	63	34	41	57	54	64	45	41	59	24	38	69	17	23	36	32
Employer financed for employees; jointly financed for dependents.....	14	9	13	4	10	4	4	2	4	14	6	4	14	7	10	4	8	2
Employer financed for dependents; jointly financed for employees.....	-	2	2	-	1	(³)	-	-	-	-	-	-	-	-	-	2	(³)	-
Medical insurance.....	78	87	93	68	50	77	65	80	65	89	96	78	83	86	86	72	68	85
Covering employees only.....	12	26	6	32	16	15	13	23	13	33	27	51	26	10	1	5	13	4
Employer financed.....	5	11	6	28	9	8	9	19	10	27	17	19	14	6	(³)	2	6	2
Jointly financed.....	7	15	(³)	3	7	7	4	4	3	6	10	32	11	4	(³)	2	8	2
Covering employees and their dependents.....	67	61	87	36	34	62	52	58	52	56	69	28	58	75	85	68	55	81
Employer financed.....	12	10	12	9	4	13	12	9	17	4	4	4	9	10	61	42	18	50
Jointly financed.....	41	41	60	24	20	46	40	48	32	38	59	22	35	59	14	23	30	29
Employer financed for employees; jointly financed for dependents.....	13	8	13	3	9	3	(³)	-	3	14	6	2	14	7	10	1	6	2
Employer financed for dependents; jointly financed for employees.....	-	2	2	-	-	(³)	-	-	-	-	-	-	-	-	-	2	(³)	-
Catastrophe insurance.....	83	71	83	75	55	80	74	86	72	79	96	82	85	90	50	58	67	70
Covering employees only.....	10	27	6	38	29	16	12	15	26	25	27	56	29	10	3	4	12	2
Employer financed.....	3	12	6	28	16	8	8	11	18	21	17	19	18	7	(³)	1	1	2
Jointly financed.....	7	14	(³)	10	13	8	4	4	9	4	10	37	12	4	3	2	10	1
Covering employees and their dependents.....	73	44	77	37	26	64	62	71	46	54	70	26	56	80	47	55	55	68
Employer financed.....	13	6	18	12	5	15	22	19	14	7	5	6	14	14	16	32	14	27
Jointly financed.....	47	33	50	21	19	45	40	52	29	34	58	16	33	59	23	19	34	39
Employer financed for employees; jointly financed for dependents.....	13	3	8	4	1	4	-	-	3	14	6	4	8	7	8	2	6	2
Employer financed for dependents; jointly financed for employees.....	-	2	2	-	1	(³)	-	-	-	-	-	-	-	-	-	2	(³)	-

See footnotes at end of table.

Table B-14. Health Insurance Benefits Provided Employees and Their Dependents—All Industries—Continued

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1965 through June 1966)

Type of benefit, coverage, and financing ¹	North Central—Continued									West								
	Des Moines	Indianapolis ²	Kansas City	Muskegon-Muskegon Heights	Omaha ²	Rockford	Sioux Falls	South Bend	Youngstown-Warren	Albuquerque ²	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ²	Phoenix ²	Portland	San Bernardino-Riverside-Ontario	San Francisco-Oakland ²	San Jose	Seattle-Everett ²
	Office workers—Continued																	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Hospitalization insurance.....	96	96	88	97	95	98	98	99	97	98	87	98	98	97	99	99	98	98
Covering employees only.....	19	21	13	41	14	4	9	6	12	10	22	25	11	24	20	21	10	19
Employer financed.....	16	13	9	39	9	3	8	3	9	5	16	16	5	19	6	18	8	11
Jointly financed.....	2	8	4	2	5	1	1	3	3	5	6	9	6	4	14	3	2	8
Covering employees and their dependents.....	77	75	74	56	82	94	88	93	85	88	64	73	87	75	78	78	89	79
Employer financed.....	25	29	16	33	12	35	28	41	61	20	12	25	5	23	23	19	31	14
Jointly financed.....	49	40	49	20	48	43	52	50	20	64	49	33	71	32	36	41	19	59
Employer financed for employees; jointly financed for dependents.....	3	5	9	3	9	15	8	1	4	3	1	15	10	15	18	15	38	6
Employer financed for dependents; jointly financed for employees.....	-	(³)	(³)	-	13	-	-	-	-	2	3	1	1	5	1	3	1	-
Surgical insurance.....	96	96	88	97	95	98	98	99	97	98	87	98	98	97	99	98	98	98
Covering employees only.....	18	21	15	41	13	4	9	6	12	10	22	25	11	24	20	21	10	19
Employer financed.....	16	13	9	39	8	3	8	3	9	5	16	16	5	19	6	18	8	11
Jointly financed.....	2	8	6	2	5	1	1	3	3	5	6	9	6	4	14	3	2	8
Covering employees and their dependents.....	77	75	73	56	82	94	88	93	85	88	64	73	87	74	77	78	87	79
Employer financed.....	25	29	16	33	12	35	28	41	61	20	12	24	5	23	23	19	29	14
Jointly financed.....	49	40	47	20	48	43	52	50	20	64	49	33	71	31	36	41	19	59
Employer financed for employees; jointly financed for dependents.....	3	5	9	3	9	15	8	1	4	3	1	15	10	15	18	15	38	6
Employer financed for dependents; jointly financed for employees.....	-	-	(³)	-	13	-	-	-	-	2	3	1	1	5	1	3	1	-
Medical insurance.....	93	83	80	93	92	97	93	93	91	96	80	93	86	97	85	92	94	95
Covering employees only.....	18	17	15	41	13	4	9	4	12	10	21	24	9	24	21	21	10	18
Employer financed.....	16	10	9	39	9	3	7	3	9	5	15	15	5	19	6	18	8	11
Jointly financed.....	2	7	6	2	5	1	1	2	3	5	6	9	4	4	15	3	2	7
Covering employees and their dependents.....	74	66	65	52	79	93	84	89	79	86	58	69	76	73	64	70	84	77
Employer financed.....	23	27	16	29	12	35	28	39	56	20	12	23	4	22	23	18	29	14
Jointly financed.....	49	35	41	20	45	44	50	49	19	62	43	31	62	31	22	40	19	57
Employer financed for employees; jointly financed for dependents.....	3	5	8	3	9	14	6	1	3	3	1	14	10	15	18	9	35	6
Employer financed for dependents; jointly financed for employees.....	-	-	(³)	-	13	-	-	-	-	2	3	1	1	5	1	3	1	-
Catastrophe insurance.....	64	68	72	60	82	85	89	74	61	90	69	90	89	79	82	87	94	88
Covering employees only.....	8	13	14	29	10	4	7	2	10	7	12	20	9	15	16	18	9	18
Employer financed.....	5	9	10	27	8	3	7	1	9	2	8	13	4	13	5	14	7	10
Jointly financed.....	2	4	4	2	2	1	1	1	2	5	3	7	5	1	11	4	2	8
Covering employees and their dependents.....	57	55	59	31	72	81	82	72	51	83	57	69	80	65	66	69	85	69
Employer financed.....	19	19	12	16	16	30	32	6	23	27	13	23	11	19	24	23	30	10
Jointly financed.....	35	33	38	15	35	39	42	65	23	51	40	29	61	27	25	34	19	55
Employer financed for employees; jointly financed for dependents.....	3	3	7	(³)	8	12	8	1	5	3	1	16	7	14	17	9	35	4
Employer financed for dependents; jointly financed for employees.....	-	-	(³)	-	13	-	-	-	-	2	3	1	1	5	1	3	1	-

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

³ Less than 0.5 percent.

Table B-15. Profit-Sharing Plans¹—All Industries(Percent distribution of plant and office workers by type of plan,² July 1965 through June 1966)

Metropolitan area	Plant workers					Office workers				
	All plans	Type of plan ²				All plans	Type of plan ²			
		Current	Deferred	Current and deferred	Elective		Current	Deferred	Current and deferred	Elective
Northeast										
Albany-Schenectady-Troy	6	-	6	-	-	22	(³)	15	6	-
Allentown-Bethlehem-Easton	3	-	3	-	-	13	-	13	-	-
Boston ⁴	15	1	10	3	(³)	19	1	13	4	1
Lawrence-Haverhill	7	-	4	3	-	12	-	7	5	-
Newark and Jersey City	7	2	5	1	-	10	1	6	3	(³)
New Haven	10	-	10	1	-	21	4	16	1	(³)
Paterson-Clifton-Passaic	8	3	6	-	(³)	15	1	14	-	(³)
Philadelphia	7	2	5	-	-	19	2	10	3	3
Portland	8	1	8	-	-	11	(³)	10	-	-
Scranton	5	-	5	-	-	23	-	23	-	-
Waterbury	2	-	1	-	1	1	-	1	-	(³)
Worcester	11	2	8	-	-	25	2	10	-	13
York	10	-	8	2	-	18	-	11	4	2
South										
Atlanta	13	1	11	1	-	20	1	18	1	1
Beaumont-Port Arthur-Orange	8	(³)	8	-	-	12	1	11	-	-
Charleston, W. Va.	5	-	4	1	-	6	(³)	3	3	-
Charlotte	20	2	18	1	-	28	2	24	1	2
Greenville	15	-	14	2	-	27	-	25	2	-
Houston	22	(³)	22	(³)	-	25	(³)	25	(³)	1
Jackson	19	-	19	-	-	34	-	34	-	-
Lubbock	23	-	23	-	-	22	-	22	-	-
Memphis ⁴	14	1	12	2	-	37	(³)	36	-	(³)
Miami ⁴	14	1	9	3	(³)	18	1	10	4	3
Midland and Odessa ⁴	25	-	23	1	-	38	-	37	1	-
Raleigh	23	-	20	3	-	14	-	13	2	-
Richmond ⁴	17	-	17	-	-	15	-	15	-	-
Savannah ⁴	7	-	7	-	-	26	-	26	-	-
North Central										
Akron	3	(³)	3	(³)	-	12	1	12	(³)	-
Canton	5	2	3	-	-	11	(³)	11	-	-
Chicago ⁴	24	2	21	1	(³)	32	1	29	2	(³)
Cincinnati	13	2	8	-	3	27	3	21	-	3
Dayton	13	3	8	1	-	16	4	11	2	-
Des Moines	28	2	25	2	-	24	(³)	19	4	-
Indianapolis ⁴	7	(³)	6	1	(³)	17	3	12	1	1
Kansas City	18	1	16	-	-	27	1	23	3	-
Muskegon-Muskegon Heights	8	2	7	-	-	8	3	5	-	-
Omaha ⁴	8	-	6	1	1	9	2	7	(³)	(³)
Rockford	49	7	37	5	-	47	4	39	4	-
Sioux Falls	18	1	17	-	-	36	1	36	-	-
South Bend	11	1	10	-	-	39	2	37	-	-
Youngstown-Warren	4	(³)	4	(³)	-	15	1	14	(³)	-
West										
Albuquerque ⁴	23	2	20	-	-	9	(³)	9	-	-
Denver	13	7	7	-	-	19	(³)	17	1	-
Phoenix ⁴	24	1	24	-	-	28	(³)	28	-	-
Portland	18	2	12	5	-	34	3	24	6	1
San Bernardino-Riverside-Ontario	13	2	7	4	-	27	2	19	6	-
San Jose	15	2	7	4	1	22	1	14	6	(³)
Seattle-Everett ⁴	7	1	6	-	-	23	(³)	18	5	-

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

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

³ Less than 0.5 percent.

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

Table B-16. Profit-Sharing Plans¹—Manufacturing(Percent distribution of plant and office workers by type of plan,² July 1965 through June 1966)

Metropolitan area	Plant workers					Office workers				
	All plans	Type of plan ²				All plans	Type of plan ²			
		Current	Deferred	Current and Deferred	Elective		Current	Deferred	Current and Deferred	Elective
Northeast										
Albany-Schenectady-Troy	2	-	2	-	-	20	1	19	-	-
Allentown-Bethlehem-Easton	3	-	3	-	-	3	-	3	-	-
Boston	16	2	10	4	-	21	3	12	6	-
Lawrence-Haverhill	5	-	3	2	-	9	-	6	2	-
Newark and Jersey City	6	2	3	1	-	6	1	2	3	-
New Haven	10	-	9	1	-	24	-	23	2	-
Paterson-Clifton-Passaic	5	1	4	-	-	17	2	15	-	-
Philadelphia	6	3	3	-	-	11	5	6	(³)	-
Portland	5	-	5	-	-	7	-	7	-	-
Scranton	4	-	4	-	-	20	-	20	-	-
Waterbury	3	-	1	-	2	1	-	1	-	(³)
Worcester	8	3	5	-	-	13	4	9	-	-
York	10	-	8	2	-	14	-	12	1	-
South										
Atlanta	13	2	9	2	-	14	1	11	2	-
Beaumont-Port Arthur-Orange	1	-	1	-	-	2	-	2	-	-
Charleston, W. Va.	-	-	-	-	-	-	-	-	-	-
Charlotte	20	3	17	-	-	32	1	31	-	-
Greenville	13	-	13	-	-	21	-	21	-	-
Houston	20	-	20	-	-	27	-	27	-	-
Jackson	25	-	25	-	-	20	-	20	-	-
Lubbock	11	-	11	-	-	13	-	13	-	-
Mempbis	6	-	5	-	1	13	-	12	-	-
Miami	16	4	9	3	-	17	4	11	2	1
Midland and Odessa	37	-	29	8	-	22	-	16	6	-
Raleigh	18	-	18	-	-	35	-	35	-	-
Richmond	22	-	22	-	-	12	-	12	-	-
Savannah	3	-	3	-	-	7	-	7	-	-
North Central										
Akron	1	(³)	-	1	-	12	1	11	(³)	-
Canton	2	2	-	-	-	9	(³)	9	-	-
Chicago	24	2	20	1	-	31	3	26	3	-
Cincinnati	14	3	7	-	4	36	5	26	-	6
Dayton	5	2	2	1	-	7	1	5	1	-
Des Moines	12	-	12	-	-	17	1	16	-	-
Indianapolis	5	-	4	1	(³)	11	-	7	3	(³)
Kansas City	13	2	11	-	-	21	2	20	-	-
Muskegon-Muskegon Heights	7	2	5	-	-	6	2	4	-	-
Omaha	9	-	6	2	2	9	-	8	1	1
Rockford	53	7	40	6	-	47	5	38	5	-
Sioux Falls	7	-	7	-	-	12	-	12	-	-
South Bend	4	-	4	-	-	15	(³)	14	-	-
Youngstown-Warren	2	(³)	1	-	-	7	1	6	-	-
West										
Albuquerque	5	-	5	-	-	4	-	4	-	-
Denver	16	13	2	-	-	12	1	10	-	-
Phoenix	39	-	39	-	-	43	-	43	-	-
Portland	19	3	7	9	-	29	5	12	12	-
San Bernardino-Riverside-Ontario	7	1	1	5	-	18	2	6	11	-
San Jose	13	3	4	6	-	14	2	5	7	-
Seattle-Everett	2	2	(³)	-	-	6	1	5	-	-

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

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

³ Less than 0.5 percent.

Table B-17. Composition of Retirement Pension Plans¹—All Industries

(Percent distribution of plant and office workers by type of plan, July 1965 through June 1966)

Metropolitan area	Plant workers			Office workers		
	Actuarial plan ²	Annuity type profit-sharing plan ³	Both types of plans ⁴	Actuarial plan ²	Annuity type profit-sharing plan ³	Both types of plans ⁴
<u>Northeast</u>						
Albany-Schenectady-Troy	81	2	1	88	2	1
Allentown-Bethlehem-Easton	75	1	1	77	7	1
Boston ⁵	60	8	(⁶)	75	7	2
Lawrence-Haverhill	55	4	-	74	4	-
Newark and Jersey City	74	1	2	80	1	5
New Haven	69	6	1	74	7	5
Paterson-Clifton-Passiac	74	2	1	70	8	(⁶)
Philadelphia	79	3	(⁶)	79	7	2
Portland	50	4	-	68	4	-
Scranton	53	4	-	56	6	2
Waterbury	85	1	-	93	1	-
Worcester	68	4	4	74	4	12
York	55	1	-	67	3	5
<u>South</u>						
Atlanta	55	8	(⁶)	71	11	2
Beaumont-Port Arthur-Orange	69	5	-	69	8	-
Charleston, W. Va	82	3	-	86	4	-
Charlotte	43	15	(⁶)	65	16	4
Greenville	43	5	1	51	9	3
Houston	48	12	1	65	13	1
Jackson	32	19	-	48	17	17
Lubbock	58	12	-	65	9	-
Memphis ⁵	38	5	3	46	7	10
Miami ⁵	28	8	1	45	5	7
Midland and Odessa ⁵	43	24	-	59	13	1
Raleigh	47	12	-	80	5	1
Richmond ⁵	45	5	11	69	5	5
Savannah ⁵	58	6	-	60	14	9
<u>North Central</u>						
Akron	86	2	-	80	9	-
Canton	85	3	-	78	10	-
Chicago ⁵	59	9	1	65	10	2
Cincinnati	74	3	1	81	4	2
Dayton	73	8	-	78	6	1
Des Moines	57	11	(⁶)	77	7	-
Indianapolis ⁵	69	6	1	72	9	3
Kansas City	58	5	3	63	7	5
Muskegon-Muskegon Heights	90	2	-	90	2	-
Omaha ⁵	49	4	2	58	3	1
Rockford	50	29	-	55	29	2
Sioux Falls	61	5	-	62	9	4
South Bend	66	3	-	53	25	-
Youngstown-Warren	91	3	-	77	5	7
<u>West</u>						
Albuquerque ⁵	44	14	-	85	5	(⁶)
Denver	59	3	(⁶)	62	9	5
Phoenix ⁵	43	4	-	59	6	2
Portland	66	12	(⁶)	64	14	4
San Bernardino-Riverside-Ontario	60	7	(⁶)	54	11	12
San Jose	71	5	3	65	8	7
Seattle-Everett ⁵	79	5	-	82	8	(⁶)

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

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

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

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

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

⁶ Less than 0.5 percent.

Table B-18. Composition of Retirement Pension Plans¹—Manufacturing

(Percent distribution of plant and office workers by type of plan, July 1965 through June 1966)

Metropolitan area	Plant workers			Office workers		
	Actuarial plan ²	Annuity type profit-sharing plan ³	Both types of plans ⁴	Actuarial plan ²	Annuity type profit-sharing plan ³	Both types of plans ⁴
<u>Northeast</u>						
Albany-Schenectady-Troy.....	90	(⁵)	(⁵)	93	1	1
Allentown-Bethlehem-Easton.....	80	-	1	86	1	2
Boston.....	69	7	1	75	11	1
Lawrence-Haverhill.....	58	4	-	74	4	-
Newark and Jersey City.....	81	(⁵)	1	82	(⁵)	2
New Haven.....	78	8	-	83	12	-
Paterson-Clifton-Passaic.....	75	2	1	68	8	(⁵)
Philadelphia.....	82	2	1	88	2	1
Portland.....	59	1	-	73	1	-
Scranton.....	55	4	-	58	8	-
Waterbury.....	90	1	-	96	1	-
Worcester.....	75	-	5	84	2	7
York.....	52	-	-	72	1	3
<u>South</u>						
Atlanta.....	61	6	-	76	6	-
Beaumont-Port Arthur-Orange.....	82	-	-	81	1	-
Charleston, W. Va.....	96	-	-	95	-	-
Charlotte.....	35	14	-	57	20	-
Greenville.....	44	2	1	45	8	5
Houston.....	60	10	1	66	9	2
Jackson.....	37	24	-	53	20	-
Lubbock.....	71	3	-	73	2	-
Memphis.....	43	-	2	59	-	3
Miami.....	13	4	2	27	6	2
Midland and Odessa.....	47	37	-	66	17	6
Raleigh.....	44	9	-	54	10	8
Richmond.....	46	2	19	64	1	10
Savannah.....	70	3	-	83	7	-
<u>North Central</u>						
Akron.....	92	-	-	83	9	-
Canton.....	93	-	-	84	7	-
Chicago.....	64	7	1	68	9	2
Cincinnati.....	83	2	-	83	5	-
Dayton.....	86	2	-	87	3	1
Des Moines.....	73	5	1	73	8	-
Indianapolis.....	80	5	1	82	9	2
Kansas City.....	73	2	4	70	2	9
Muskegon-Muskegon Heights.....	94	-	-	96	1	-
Omaha.....	73	1	4	77	4	2
Rockford.....	53	32	-	58	32	-
Sioux Falls.....	80	2	-	74	5	-
South Bend.....	76	-	-	78	6	-
Youngstown-Warren.....	98	(⁵)	-	91	5	-
<u>West</u>						
Albuquerque.....	35	-	-	85	-	-
Denver.....	72	2	-	74	-	10
Phoenix.....	53	2	-	52	3	-
Portland.....	76	12	-	60	16	-
San Bernardino-Riverside-Ontario.....	71	5	1	71	10	6
San Jose.....	77	4	3	70	6	5
Seattle-Everett.....	90	-	-	93	1	-

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

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

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

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

⁵ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Occupational pay data for each area are collected annually. In Boston, Chicago, Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, New York, Philadelphia, and San Francisco—Oakland, the data are collected by personal visits of Bureau field economists each year except for some of the smaller establishments. In these establishments, data are obtained by mail in alternate years if the last survey indicated employment in relatively few of the occupations studied. Occupational pay data in the other 78 areas are collected by personal visits of Bureau field economists to all establishments in the sample at 2-year intervals and by a combination of personal visits and mail in the intervening years.

Supplementary wage practices are covered only in the surveys conducted through field economists' visits. Of the 84 areas covered in this bulletin, 51 involved this type of survey. In the other areas, data were obtained chiefly by mail questionnaire, from the establishments visited by field economists in the regular full-scale survey made in 1964–65. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey. Full-scale employment and earnings information (A tables) were obtained, but no data were requested for current establishment practices or supplementary wage provisions.

Industry and Establishment Coverage

Area survey data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies were government institutions⁵ and the construction and extractive industries.

The scope of the studies was further limited within each of the six major industry groupings to establishments which employed more than a specified minimum number of workers, as indicated in the table on page 89. Smaller establishments were omitted because they tended to furnish insufficient employment in the occupations studied to warrant inclusion.

Sampling and Estimating Procedures

Almost 13,000 establishments were included in the Bureau's sample selected to represent almost 52,000 establishments within the scope of the studies in the 84 areas.

⁵ See footnote 4 to the table (p. 90) for areas in which public utilities were municipally operated and have been excluded.

Each of the 84 areas surveyed is a Standard Metropolitan Statistical Area. These 84 areas are part of a sample design which, when the areas are appropriately weighted, permits the preparation of estimates for the composites of all 221 Standard Metropolitan Statistical Areas in the United States, as established by the Bureau of the Budget through March 1965. Such estimates are not a part of this bulletin, but will be released in the forthcoming second summary bulletin.

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

The area sample of 84 areas was based on the selection of 1 area from a stratum of similar areas. The criteria of stratification were region and type of industrial activity. Each area had a chance of selection roughly proportionate to its total nonagricultural employment. Each of 37 large areas formed a stratum by itself, and was certain of inclusion in the sample. Each of these areas represented only itself, but each of the 47 other areas represented itself and similar units.

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

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

Labor-Management Agreement Coverage

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

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

Trends of Occupational Earnings

Presented in tables 4, 5, and 6 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. The indexes are a measure of wages at a given time, expressed as a percent of wages during the base period (date of the area survey conducted between July 1960 and June 1961 for table 5, between July 1952 and June 1953 for table 6). Subtracting 100 from the index yields the percentage change in wages from the base period to the date of the index. The percentages of change or increase relate to wage changes between the indicated dates. These estimates are measures of change in averages for the area; they are not intended to measure average pay changes in the establishments in the area.

Method of Computing. Each of the selected key occupations within an occupational group was assigned a weight based on its proportionate employment in the occupational group. These constant weights reflect base year employments wherever possible. The average (mean) earnings for each occupation were multiplied by the occupation weight, and the products for all occupations in the group were totaled. The aggregates for 2 consecutive years were related by dividing the aggregate for the later year by the aggregate for the earlier year. The resultant relative, less 100 percent, shows the percentage change. The index is the product of multiplying the base year relative (100) by the relative for the next succeeding year and continuing to multiply (compound) each year's relative by the previous year's index. Average earnings for the following occupations were used in computing the wage trends:

Office clerical (men and women):	Industrial nurses (men and women):
Bookkeeping-machine operators, class B	Nurses, industrial (registered)
Clerks, accounting, classes A and B	
Clerks, file, classes A, B, and C	Skilled maintenance (men):
Clerks, order	Carpenters
Clerks, payroll	Electricians
Comptometer operators	Machinists
Key punch operators, classes A and B	Mechanics
Office boys and girls	Mechanics (automotive)
Secretaries	Painters
Stenographers, general	Pipefitters
Stenographers, senior	Tool and die makers
Switchboard operators, classes A and B	
Tabulating-machine operators, class B	Unskilled plant (men):
Typists, classes A and B	Janitors, porters, and cleaners
	Laborers, material handling

Secretaries are excluded from 1965 to 1966 comparisons for areas using the revised descriptions in 1966. Index data in table 6 are computed by the method described above for the years 1961 to 1966. Data for the years 1953 to 1961 are based on a slightly different list of occupations; weights are based on employment in 1953-54; and the office clerical and industrial nurses' occupational groups are limited to women.

For office clerical workers and industrial nurses, the wage trends relate to weekly salaries for the normal workweek, exclusive of earnings at overtime premium rates. 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.

Limitations of Data. The indexes and percentages of change, as measures of change in area averages, are influenced by (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. It is conceivable that even though all establishments in an area gave wage increases, average wages may have declined because lower-paying establishments entered the area or expanded their work forces. Similarly, wages may have remained relatively constant, yet the averages for an area may have risen considerably because higher-paying establishments entered the area.

The use of constant employment weights eliminates the effect of changes in the proportion of workers represented in each job included in the data. The percentages of change reflect only changes in average pay for straight-time hours. They are not influenced by changes in standard work schedules, as such, or by premium pay for overtime. Data were adjusted where necessary to remove from the indexes and percentages of change any significant effect caused by changes in the scope of the survey.

Occupational Earnings

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

Occupational employment and earnings data are shown for full-time workers, i. e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living bonuses and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is to the work schedules (rounded to the nearest half hour) for which straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest half dollar.

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

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B tables) on selected establishment practices and supplementary benefits as they relate to plant and office workers in 51 areas. Administrative, executive, and professional employees, and force-account construction workers who are utilized as a separate work force are excluded from all tables. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing industries, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions.

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

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

The scheduled weekly hours (tables B-2 through B-4) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed.

Data on paid holidays (tables B-5 through B-7) are limited to holidays granted annually on a formal basis; i. e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a non-workday and the worker is not granted another day off.

The summary of vacation plans (tables B-8 through B-10) is limited to formal policies, excluding informal arrangements whereby time off with pay was granted at the discretion of the employer. In the tabulations of vacation pay, payments not on a time basis were converted to a time basis; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay. Data on employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts, are available in the individual area bulletins.

Data are presented for all health, insurance, and pension plans (tables B-11 through B-13) for which at least a part of the cost was borne by the employer, except those legally required such as workmen's compensation, railroad retirement, and social security. Such plans include those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. Death benefits are included as a form of life insurance. Selected health insurance benefits provided employees and their dependents are presented in table B-14. Tables B-17 and B-18 present information on methods of financing retirement pension plans.

Sickness and accident insurance data are limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,⁶ 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 plans⁷

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

⁷ 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.

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 might be underwritten by

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

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

Minimum-Size Establishment and Estimated Number of Workers Within Scope of Survey by Industry Division for 84 Metropolitan Areas Studied by the Bureau of Labor Statistics, July 1965 Through June 1966

Metropolitan area ¹	Payroll period	Minimum size establishment	Number of workers in establishments within scope of studies ² (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade ⁵			Finance ⁶		Services ⁷			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
Northeast																										
Albany-Schenectady-Troy, N. Y.	Apr. 1966	50	100.4	62.1	16.7	60.2	41.3	8.0	40.2	20.8	8.7	11.0	5.9	1.9	3.8	(8)	(8)	13.3	(8)	(8)	5.4	(8)	6.7	(8)	(8)	
Allentown-Bethlehem-Easton, Pa.-N. J.	Feb. 1966	50	115.4	85.2	13.2	93.7	71.7	9.0	21.7	13.5	4.2	7.1	4.2	1.2	1.1	(8)	(8)	8.5	(8)	(8)	2.7	(8)	2.3	(8)	(8)	
Boston, Mass.	Oct. 1965	(9)	456.1	257.9	99.5	205.9	133.0	29.6	250.2	124.9	69.9	41.5	23.3	8.2	27.4	13.2	7.1	77.4	59.5	10.0	55.1	36.6	48.8	26.8	8.0	
Buffalo, N. Y. ¹⁰	Dec. 1965	50	232.5	-	-	160.9	-	-	71.6	-	-	-	-	-	5.4	(8)	(8)	25.8	(8)	(8)	9.5	(8)	7.4	(8)	(8)	
Lawrence-Haverhill, Mass.-N. H.	June 1966	50	43.6	33.5	4.8	37.2	29.4	3.7	6.4	4.1	1.1	.8	(8)	(8)	.9	(8)	(8)	2.9	(8)	(8)	.9	(8)	.9	(8)	(8)	
Manchester, N. H. ¹⁰	Aug. 1965	50	20.6	-	-	14.4	-	-	6.2	-	-	-	-	-	1.0	(8)	(8)	1.4	(8)	(8)	1.2	(8)	.6	(8)	(8)	
Newark and Jersey City, N. J.	Feb. 1966	(9)	443.8	276.4	83.4	249.1	180.2	32.6	194.7	96.2	50.8	57.6	34.5	9.9	25.1	13.1	6.5	36.5	28.0	3.4	36.3	25.2	39.2	20.2	5.8	
New Haven, Conn.	Jan. 1966	50	64.5	42.2	12.1	40.2	30.1	4.8	24.3	12.1	7.3	10.6	4.8	3.4	2.5	(8)	(8)	5.4	(8)	(8)	3.9	(8)	1.9	(8)	(8)	
New York, N. Y.	Apr. 1966	(9)	1,684.7	783.1	475.3	543.1	312.3	109.8	1,141.6	470.8	365.5	248.1	113.2	52.7	129.7	52.9	45.6	226.3	169.6	27.7	301.4	190.8	236.1	114.9	48.7	
Paterson-Clifton-Passaic, N. J.	May 1966	50	198.5	134.7	30.9	132.9	93.4	16.4	65.6	41.3	14.5	17.2	10.3	2.7	9.3	(8)	(8)	25.5	(8)	(8)	5.5	(8)	8.1	(8)	(8)	
Philadelphia, Pa.-N. J.	Nov. 1965	(9)	698.0	429.6	130.9	414.8	287.6	48.9	283.2	142.0	82.0	69.2	37.6	15.0	33.6	14.1	10.9	88.2	66.7	13.1	58.8	38.0	33.4	20.8	5.0	
Pittsburgh, Pa. ¹⁰	Jan. 1966	(9)	387.0	-	-	243.9	-	-	143.1	-	-	-	-	-	16.4	-	-	45.2	-	-	18.5	-	21.5	(8)	(8)	
Portland, Maine	Nov. 1965	50	23.8	16.6	3.6	12.1	9.7	.9	11.7	6.9	2.7	3.3	1.7	.7	1.7	(8)	(8)	4.0	(8)	(8)	1.7	(8)	1.0	(8)	(8)	
Providence-Pawtucket-Warwick, R. I.-Mass. ¹⁰	May 1966	50	155.5	-	-	116.9	-	-	38.6	-	-	-	-	-	3.0	(8)	(8)	16.6	-	-	7.4	(8)	3.0	(8)	(8)	
Scranton, Pa.	Aug. 1965	50	37.5	29.2	4.2	27.6	23.0	2.3	9.9	6.2	1.9	3.6	2.1	.6	1.0	(8)	(8)	3.6	(8)	(8)	.8	(8)	.9	(8)	(8)	
Trenton, N. J. ¹⁰	Dec. 1965	50	48.9	-	-	35.3	-	-	13.6	-	-	-	-	-	.6	(8)	(8)	4.5	(8)	(8)	2.0	(8)	2.9	(8)	(8)	
Waterbury, Conn.	Mar. 1966	50	41.7	30.0	5.5	35.8	26.4	4.3	5.9	3.6	1.2	1.8	1.2	.2	.3	(8)	(8)	2.1	(8)	(8)	1.1	(8)	.6	(8)	(8)	
Worcester, Mass.	June 1966	50	62.5	42.3	10.2	44.2	32.5	5.2	18.3	9.8	5.0	4.4	2.9	.8	1.4	(8)	(8)	7.3	(8)	(8)	4.3	(8)	.9	(8)	(8)	
York, Pa.	Feb. 1966	50	63.7	49.6	6.1	52.4	42.1	4.4	11.3	7.5	1.7	3.2	1.9	.5	.8	(8)	(8)	5.3	(8)	(8)	1.0	(8)	1.0	(8)	(8)	
South																										
Atlanta, Ga.	May 1966	50	247.2	153.0	47.7	100.8	72.2	11.7	146.4	80.8	36.0	39.1	22.6	7.0	22.2	10.8	7.2	47.0	35.6	6.4	20.5	12.7	17.6	(8)	(8)	
Baltimore, Md. ¹⁰	Nov. 1965	(9)	275.2	-	-	161.9	-	-	113.3	-	-	-	-	-	11.9	-	-	38.4	-	-	20.0	-	15.2	(8)	(8)	
Beaumont-Port Arthur- Orange, Tex.	May 1966	50	44.9	32.8	4.1	30.6	24.5	2.1	14.3	8.3	2.0	5.9	2.3	.9	1.2	(8)	(8)	4.5	(8)	(8)	.8	(8)	1.9	(8)	(8)	
Birmingham, Ala. ¹⁰	Apr. 1966	50	100.5	-	-	56.8	-	-	43.7	-	-	-	-	-	5.8	-	-	13.6	-	-	6.9	-	4.8	(8)	(8)	
Charleston, W. Va.	Apr. 1966	50	35.7	22.5	5.8	21.3	14.5	2.3	14.4	8.0	3.0	6.3	2.4	1.5	1.6	(8)	(8)	4.7	(8)	(8)	.8	(8)	1.0	(8)	(8)	
Charlotte, N. C.	Apr. 1966	50	72.4	45.4	13.2	30.3	23.5	2.5	42.1	21.9	10.7	13.4	6.5	2.7	8.1	(8)	(8)	10.7	(8)	(8)	5.4	(8)	4.5	(8)	(8)	
Chattanooga, Tenn.-Ga. ¹⁰	Sept. 1965	50	53.6	-	-	39.3	-	-	14.3	-	-	-	-	-	.8	(8)	(8)	4.9	(8)	(8)	3.2	(8)	2.1	(8)	(8)	
Dallas, Tex. ¹⁰	Nov. 1965	50	236.0	-	-	101.9	-	-	134.1	-	-	-	-	-	21.2	(8)	(8)	44.6	-	-	25.5	-	13.1	(8)	(8)	
Fort Worth, Tex. ¹⁰	Nov. 1965	50	95.2	-	-	50.6	-	-	44.6	-	-	-	-	-	6.3	(8)	(8)	19.9	(8)	(8)	4.0	(8)	3.4	(8)	(8)	
Greenville, S. C.	May 1966	50	55.5	45.9	4.1	45.5	39.6	2.5	10.0	6.3	1.6	2.4	1.6	.3	.8	(8)	(8)	4.4	(8)	(8)	1.3	(8)	1.1	(8)	(8)	
Houston, Tex.	June 1966	50	251.1	161.6	41.9	102.1	73.2	10.9	149.0	88.4	31.0	38.0	20.1	9.0	24.1	11.2	6.9	49.4	40.7	4.2	14.9	(8)	22.6	(8)	(8)	
Jackson, Miss.	Feb. 1966	50	24.8	17.1	4.1	10.9	9.0	.7	13.9	8.1	3.4	4.0	2.0	.8	1.9	(8)	(8)	4.0	(8)	(8)	2.2	(8)	1.8	(8)	(8)	
Jacksonville, Fla. ¹⁰	Jan. 1966	50	62.7	-	-	17.1	-	-	45.6	-	-	-	-	-	5.7	(8)	(8)	16.3	(8)	(8)	8.0	(8)	4.3	(8)	(8)	
Little Rock-North Little Rock, Ark. ¹⁰	Aug. 1965	50	33.9	-	-	15.7	-	-	18.2	-	-	-	-	-	2.2	(8)	(8)	4.6	(8)	(8)	2.9	(8)	1.8	(8)	(8)	
Louisville, Ky.-Ind. ¹⁰	Feb. 1966	50	144.4	-	-	90.6	-	-	53.8	-	-	-	-	-	6.9	(8)	(8)	17.1	(8)	(8)	7.4	(8)	5.3	(8)	(8)	
Lubbock, Tex.	June 1966	50	13.9	9.6	2.0	4.4	3.2	.3	9.5	6.4	1.7	2.5	1.3	.6	.9	(8)	(8)	4.6	(8)	(8)	.7	(8)	.8	(8)	(8)	
Memphis, Tenn.-Ark.	Jan. 1966	50	99.5	68.2	14.3	45.1	35.5	3.4	54.4	32.7	10.9	13.3	7.7	1.6	8.8	(8)	(8)	18.7	(8)	(8)	5.9	(8)	7.7	(8)	(8)	
Miami, Fla.	Dec. 1965	50	142.8	97.5	22.0	36.4	28.5	3.1	106.4	69.0	18.9	30.8	17.6	5.8	6.1	(8)	(8)	36.7	29.8	3.6	11.1	(8)	21.7	(8)	(8)	
Midland and Odessa, Tex.	June 1966	50	115.6	118.6	112.7	2.1	1.2	.3	113.5	117.4	112.4	2.5	1.6	.3	.5	(8)	(8)	2.3	(8)	(8)	.7	(8)	.6	(8)	(8)	
New Orleans, La. ¹⁰	Feb. 1966	50	137.1	-	-	51.6	-	-	85.5	-	-	-	-	-	9.7	(8)	(8)	29.1	(8)	(8)	9.3	(8)	10.4	(8)	(8)	
Norfolk-Portsmouth and Newport News-Hampton, Va. ¹⁰	June 1966	50	84.8	-	-	38.5	-	-	46.3	-	-	10.3	-	-	3.7	(8)	(8)	24.4	(8)	(8)	3.7	(8)	4.2	(8)	(8)	
Oklahoma City, Okla. ¹⁰	Aug. 1965	50	1165.1	-	-	22.7	-	-	142.4	-	-	10.6	-	-	5.1	(8)	(8)	14.8	(8)	(8)	5.4	(8)	3.6	(8)	(8)	
Raleigh, N. C.	Sept. 1965	50	20.8	12.6	3.9	8.5	6.8	.7	12.3	5.8	3.2	3.2	1.3	.6	1.5	(8)	(8)	4.1	(8)	(8)	2.7	(8)	.8	(8)	(8)	
Richmond, Va.	Nov. 1965	50	89.6	55.0	16.3	42.0	31.0	3.9	47.6	24.0	12.4	11.8	5.1	3.1	7.3	(8)	(8)	15.1	(8)	(8)	8.9	(8)	4.5	(8)	(8)	
San Antonio, Tex. ¹⁰	June 1966	50	65.0	-	-	20.3	-	-	44.7	-	-	-	-	-	5.1	(8)	(8)	20.5	(8)	(8)	6.6	(8)	6.5	(8)	(8)	
Savannah, Ga.	May 1966	50	21.2	16.2	2.3	13.9	11.0	1.2	7.3	5.2	1.1	2.4	1.6	.3	.5	(8)	(8)	3.3	(8)	(8)	.5	(8)	.6	(8)	(8)	
Washington, D. C.-Md.-Va. ¹⁰	Oct. 1965	50	239.7	-	-	28.5	-	-	211.2	-	-	-	-	-	12.4	-	-	78.1	-	-	22.7	-	56.5	-	-	
North Central																										
Akron, Ohio	June 1966	50	120.0	74.0	19.8	88.2	56.4	13.8	31.8	17.6	6.0	10.2	4.2	1.8	2.4	(8)	(8)	13.7	(8)	(8)	2.6	(8)	2.9	(8)	(8)	
Canton, Ohio	Apr. 1966	50	71.0	52.7	8.2	55.7	43.4	5.6	15.3	9.3	2.6	4.4	2.4	.7	1.9	(8)	(8)	6.2	(8)	(8)	2.0	(8)	.8	(8)	(8)	
Chicago, Ill.	Apr. 1966	(9)	1,369.0	826.9	282.8	712.7	491.5	110.9	656.3	335.4	171.9	155.9	81.1	31.4	102.9	51.8	29.4	191.4	136.9	34.1	92.7	54.6	113.4	57.4	22.4	
Cincinnati, Ohio-Ky.-Ind.	Mar. 1966	50	231.3	150.2	38.0	145.3	100.1	19.9	86.0	50.1	18.1	25.6	(8)	(8)	9.2	(8)	(8)	28.8	(8)	(8)	11.					

Minimum-Size Establishment and Estimated Number of Workers Within Scope of Survey by Industry Division for 84 Metropolitan Areas
 Studied by the Bureau of Labor Statistics, July 1965 Through June 1966—Continued

Metropolitan area ¹	Payroll period	Minimum size establishment	Number of workers in establishments within scope of studies ² (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade ⁵			Finance ⁶		Services ⁷			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
North Central—Continued																										
Detroit, Mich. ¹⁰	Jan. 1966	(9)	723.8	-	-	491.5	-	-	232.3	-	-	51.6	-	-	26.3	-	-	82.1	-	-	35.0	-	-	37.3	-	-
Green Bay, Wis. ¹⁰	Aug. 1965	50	17.8	-	-	11.4	-	-	6.4	-	-	2.8	-	-	1.0	(8)	(8)	2.0	(8)	(8)	.1	(8)	(8)	5.4	(8)	(8)
Indianapolis, Ind.	Dec. 1965	50	194.4	128.6	33.1	114.8	83.6	13.9	79.6	45.0	19.2	19.0	9.6	4.0	10.2	(8)	(8)	28.6	23.0	3.1	13.4	(8)	(8)	8.4	(8)	(8)
Kansas City, Mo.—Kans.	Nov. 1965	50	218.7	134.4	43.2	101.6	73.4	13.2	117.1	61.0	30.0	33.8	16.2	6.9	17.9	(8)	(8)	39.1	(8)	(8)	14.5	(8)	(8)	11.8	(8)	(8)
Milwaukee, Wis. ¹⁰	Apr. 1966	50	271.1	-	-	179.5	-	-	91.6	-	-	20.7	-	-	10.3	(8)	(8)	36.0	(8)	(8)	12.6	(8)	(8)	12.0	(8)	(8)
Minneapolis—St. Paul, Minn. ¹⁰	Jan. 1966	50	315.5	-	-	149.2	-	-	166.3	-	-	43.0	-	-	26.2	-	-	55.4	-	-	23.8	-	-	17.9	(8)	(8)
Muskegon—Muskegon Heights, Mich.	May 1966	50	30.3	22.9	3.1	26.0	20.6	2.2	4.3	2.3	.9	1.7	.8	.4	.3	(8)	(8)	1.7	(8)	(8)	.4	(8)	(8)	.2	(8)	(8)
Omaha, Nebr.—Iowa	Oct. 1965	50	74.5	44.3	16.8	28.9	21.9	3.0	45.6	22.4	13.8	15.6	7.0	4.7	4.4	(8)	(8)	12.9	(8)	(8)	8.0	(8)	(8)	4.7	(8)	(8)
Rockford, Ill.	May 1966	50	60.8	44.4	7.7	49.5	37.1	5.9	11.3	7.3	1.8	2.0	1.3	.3	1.4	(8)	(8)	5.3	(8)	(8)	1.0	(8)	(8)	1.6	(8)	(8)
St. Louis, Mo.—Ill. ¹⁰	Oct. 1965	(9)	380.7	-	-	232.7	-	-	148.0	-	-	48.3	-	-	18.2	-	-	40.3	-	-	21.7	-	-	19.5	(8)	(8)
Sioux Falls, S. Dak.	Oct. 1965	50	9.5	6.4	1.2	4.6	3.5	.3	4.9	2.9	.9	1.9	.3	.3	.5	(8)	(8)	1.8	(8)	(8)	.5	(8)	(8)	.2	(8)	(8)
South Bend, Ind.	Mar. 1966	50	44.1	28.8	7.0	29.7	21.0	3.5	14.4	7.8	3.5	3.4	1.9	.5	2.0	(8)	(8)	4.2	(8)	(8)	3.0	(8)	(8)	1.8	(8)	(8)
Toledo, Ohio—Mich. ¹⁰	Feb. 1966	50	103.5	-	-	69.8	-	-	33.7	-	-	10.1	-	-	2.9	(8)	(8)	14.8	(8)	(8)	2.5	(8)	(8)	3.4	(8)	(8)
Waterloo, Iowa. ¹⁰	Nov. 1965	50	22.0	-	-	18.0	-	-	4.0	-	-	1.6	-	-	2.9	(8)	(8)	1.5	(8)	(8)	.2	(8)	(8)	.5	(8)	(8)
Wichita, Kans. ¹⁰	Oct. 1965	50	56.3	-	-	39.0	-	-	17.3	-	-	4.4	-	-	1.5	(8)	(8)	7.7	(8)	(8)	1.9	(8)	(8)	1.8	(8)	(8)
Youngstown—Warren, Ohio	Nov. 1965	50	95.1	75.1	8.5	77.6	62.8	5.4	19.4	12.3	3.1	5.8	2.8	.7	1.1	(8)	(8)	9.1	(8)	(8)	1.9	(8)	(8)	1.5	(8)	(8)
West																										
Albuquerque, N. Mex.	Apr. 1966	50	28.3	15.8	5.6	5.9	3.6	.8	22.4	12.2	4.8	5.1	2.9	.9	.9	(8)	(8)	6.0	(8)	(8)	1.5	(8)	(8)	8.9	(8)	(8)
Boise City, Idaho. ¹⁰	July 1965	50	7.0	-	-	2.0	-	-	5.0	-	-	2.0	-	-	.4	(8)	(8)	1.6	(8)	(8)	.6	(8)	(8)	.5	(8)	(8)
Denver, Colo.	Dec. 1965	50	145.2	83.4	29.5	52.4	32.4	6.9	92.8	51.0	22.6	26.8	12.7	5.4	9.8	(8)	(8)	31.0	24.1	3.4	10.7	(8)	(8)	14.5	(8)	(8)
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.	Mar. 1966	(9)	1,179.3	650.9	249.7	625.7	375.3	97.0	553.6	275.6	152.7	117.6	65.0	25.0	82.4	46.5	20.5	102.5	(8)	(8)	109.2	75.6	1212.4	252.8	1220.6	
Phoenix, Ariz.	Mar. 1966	50	91.9	58.8	14.7	44.2	27.7	5.5	47.7	31.1	9.2	10.0	5.6	1.8	3.0	(8)	(8)	20.6	(8)	(8)	6.7	(8)	(8)	7.4	(8)	(8)
Portland, Oreg.—Wash.	May 1966	50	133.5	88.3	22.7	63.4	48.8	5.8	70.1	39.5	16.9	21.0	10.9	4.1	10.2	(8)	(8)	21.9	17.4	2.6	9.5	(8)	(8)	7.5	(8)	(8)
Salt Lake City, Utah. ¹⁰	Dec. 1965	50	58.4	-	-	22.6	-	-	35.8	-	-	10.8	-	-	5.1	(8)	(8)	12.9	(8)	(8)	3.5	(8)	(8)	3.5	(8)	(8)
San Bernardino—Riverside—Ontario, Calif. ¹⁰	Sept. 1965	50	72.2	48.3	10.5	33.4	25.4	2.7	38.8	22.9	7.8	14.4	8.2	1.8	3.0	(8)	(8)	12.1	(8)	(8)	4.6	(8)	(8)	4.7	(8)	(8)
San Diego, Calif. ¹⁰	Nov. 1965	50	90.9	-	-	43.5	-	-	47.4	-	-	10.5	-	-	2.1	(8)	(8)	19.5	(8)	(8)	6.0	(8)	(8)	9.3	(8)	(8)
San Francisco—Oakland, Calif.	Jan. 1966	(9)	391.5	194.4	103.7	132.9	86.6	22.4	258.6	107.8	81.3	81.8	33.2	16.0	36.0	14.8	12.0	49.7	36.1	7.2	55.3	40.3	35.8	(8)	(8)	(8)
San Jose, Calif.	Sept. 1965	50	129.1	68.7	22.4	87.8	47.4	13.3	41.3	21.3	9.1	8.8	4.8	1.8	3.1	(8)	(8)	13.2	(8)	(8)	5.4	(8)	(8)	10.8	(8)	(8)
Seattle—Everett, Wash.	Oct. 1965	50	192.7	110.4	37.2	107.3	65.2	17.5	85.4	45.2	19.7	22.6	9.9	3.8	11.3	(8)	(8)	29.6	24.0	2.5	13.3	(8)	(8)	8.6	(8)	(8)
Spokane, Wash. ¹⁰	June 1966	50	23.7	-	-	8.7	-	-	15.0	-	-	5.5	-	-	1.2	(8)	(8)	5.1	(8)	(8)	1.4	(8)	(8)	1.8	(8)	(8)

¹ Consists of Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget through March 1965, except for Kansas City. Year-earlier studies and the current study for Kansas City are based on areas as defined by the Bureau through 1961. The following studies relate to 2 Standard Metropolitan Statistical Areas combined: Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove; Midland and Odessa; Newark and Jersey City; and Norfolk—Portsmouth and Newport News—Hampton.

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

³ Includes data for 5 broad nonmanufacturing industry groups shown separately.

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

⁵ Estimates for Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove exclude department stores. The remainder of retail trade is appropriately represented in the A and B table estimates for all industries combined and, where presented, for nonmanufacturing.

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

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

⁸ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the A tables, and for "all industries," where presented, in the B tables. (Some surveys are limited to occupational earnings. See footnote 10.) 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.

⁹ Minimum-size establishment (in terms of employment) was 50 workers in the wholesale trade, finance, and services industry groups; and 100 workers in the manufacturing, public utilities, and retail trade groups.

¹⁰ Survey limited to occupational earnings; separate plant and office employment totals were not compiled. Dashes indicate that coverage was sufficient to justify separate presentation of data in the A tables.

¹¹ Data for crude petroleum and natural gas are excluded in all areas except Midland and Odessa and Oklahoma City, where they are included in "all industries" and "nonmanufacturing."

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

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

Appendix B. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

CLERK, ACCOUNTING—Continued

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

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

CLERK, FILE

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

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

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

CLERK, ORDER

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

CLERK, ORDER—Continued

to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, 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 (revised description used in 51 areas)

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 (revised description used in 51 areas)—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 employs, 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 employs, 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 employs, in all, over 25,000 persons.

Class B

- a. Secretary to the chairman of the board or president of a company that employs, 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 employs, in all, over 100 but fewer than 5,000 persons; or

SECRETARY (revised description used in 51 areas)—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.)

SECRETARY (earlier description used in 33 areas)

Performs secretarial and clerical duties for a superior in an administrative or executive position. Duties include making appointments for superior; receiving people coming into office; answering and making

SECRETARY (earlier description used in 33 areas)—Continued

phone calls; handling personal and important or confidential mail, and writing routine correspondence on own initiative; and taking dictation (where transcribing machine is not used) either in shorthand or by Stenotype or similar machine, and transcribing dictation or the recorded information reproduced on a transcribing machine. May prepare special reports or memorandums for information of superior.

STENOGRAPHER, GENERAL

Primary duty is to take dictation involving a normal routine vocabulary from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work. (See transcribing-machine operator.)

STENOGRAPHER, SENIOR

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

OR

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

SWITCHBOARD OPERATOR

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

SWITCHBOARD OPERATOR—Continued

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-MACHINE OPERATOR—Continued

tabulating study, or parts of a longer and more complex report. Such reports and studies are usually of a recurring nature where the procedures are well established. May also include the training of new employees in the basic operation of the machine.

Class C. Operates simple tabulating or electrical accounting machines such as the sorter, reproducing punch, collator, etc., with specific instructions. May include simple wiring from diagrams and some filing work. The work typically involves portions of a work unit, for example, individual sorting or collating runs or repetitive operations.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving 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 1¹/₂ tons)
Truckdriver, medium (1¹/₂ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

WATCHMAN

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

Order Form

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Please send me copies of bulletins as indicated.

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

<u>Number of copies</u>	<u>Area and payroll period</u>	<u>Bulletin number</u>	<u>Price</u>
_____	Akron (June 1966).....	1465-81	30 cents
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_____	Lawrence-Haverhill (June 1966).....	1465-80	25 cents
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_____	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove (Mar. 1966).....	1465-59	30 cents
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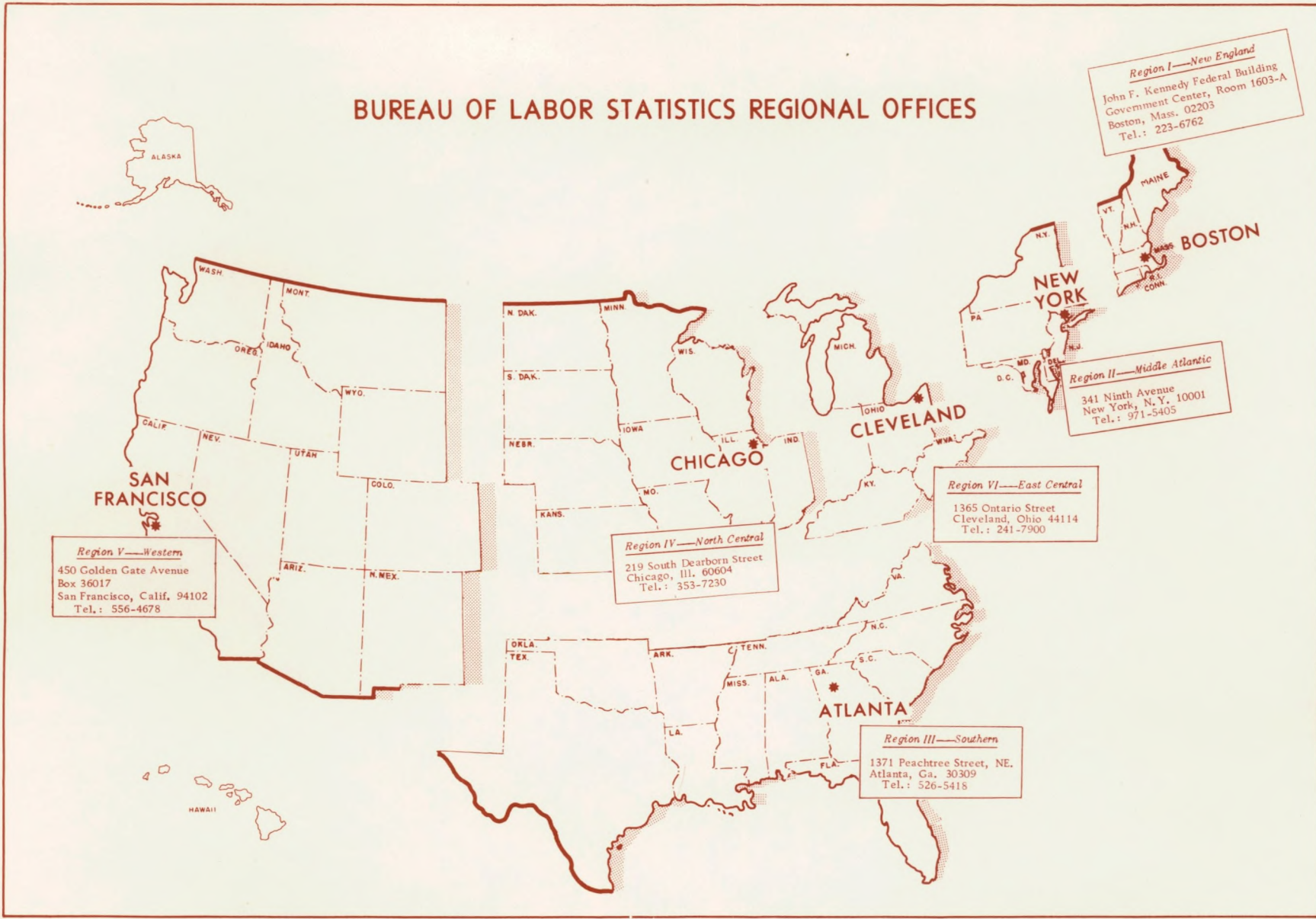
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_____	Bulletin 1430-83. <u>Wages and Related Benefits, Part II: Metropolitan Areas, United States and Regional Summaries, 1964-65.</u> Presents information on occupational earnings, establishment practices, and supplementary wage provisions for all metropolitan areas combined and separately by industry division and region. Also provides analyses of wage differences among metropolitan areas, wage dispersion, and trends of occupational earnings. Price 60 cents.
_____	Bulletin 1469. <u>National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1965.</u> Fifth annual report provides information on nationwide salary levels and distributions in private industry for accountants, auditors, attorneys, chemists, engineers, engineering technicians, draftsmen, tracers, job analysts, directors of personnel, managers of office services, and clerical employees. Price 45 cents.

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