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Wages and Related Benefits

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PART II: METROPOLITAN AREAS, UNITED STATES AND REGIONAL SUMMARIES, 1965-66

Bulletin No. 1465-86

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

Wages and Related Benefits

PART II: METROPOLITAN AREAS, UNITED STATES AND REGIONAL SUMMARIES, 1965-66

Bulletin No. 1465-86

May 1967

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

The Bureau of Labor Statistics this year conducted areawide surveys in 84 Standard Metropolitan Statistical Areas. These studies provide data on occupational earnings and related supplementary benefits. A bulletin is published for each area, providing data as follows:

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

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

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

An earlier consolidated bulletin summarized the results of the individual area bulletins for the surveys made during the period July 1965 to June 1966. A list of the bulletins for the areas surveyed appears on the last page of this bulletin.

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

This bulletin was prepared in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner, Office of Wages and Industrial Relations. The analysis was prepared by John E. Buckley, Kenneth J. Hoffmann, and James N. Houff. The special analysis of profit-sharing coverage was prepared by Gunnar Engen. Area studies were supervised by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

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Wages and Related Benefits—

Metropolitan Areas, United States and Regional Summaries, 1965—66

Introduction

Surveys of occupational earnings and related practices were conducted in 84 metropolitan areas by the Bureau of Labor Statistics between July 1965 and June 1966.¹ These studies were part of a program designed to provide detailed data for each of the individual areas² and to permit projection of these data to all 221 Standard Metropolitan Statistical Areas in the United States.³

This current publication is the second of two summary bulletins. The first summary, Wages and Related Benefits, Part I, 84 Metropolitan Areas, 1965-66 (BLS Bulletin 1465-86, 1966), incorporated data for each of the 84 areas surveyed. This second summary offers data for all metropolitan areas combined, nationally; for four broad regions; and for six major industry divisions. Data are presented on occupational earnings, interarea differences in wages, wage trends, work schedules, supplementary wage benefits, profit-sharing plans, and labor-management agreement coverage.

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

Characteristics of the 221 Areas

The 221 metropolitan areas had a combined population of over 116 million in 1960, or nearly two-thirds of the Nation's total.

¹ The program also covered one nonmetropolitan area (Burlington, Vt.). Data for this area are not included in this bulletin.

² See last page for listing of area bulletins.

³ As established by the Bureau of the Budget through March 1965. For a detailed description of the scope and method of survey, see appendix A.

By region, 81 of the areas were located in the South, 60 in the North Central region, 47 in the Northeast, and 33 in the West. Even though over a third of the areas were located in the South, less than a fourth of the population was in these areas. The Northeast, on the other hand, with less than a fourth of the areas, accounted for about a third of the population. In the South, the average area population was less than half of the average in the Northeast.

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

Estimates of earnings, employer practices, and supplementary benefits in urban employment are composites representing 69,500 establishments employing over 19.1 million workers within scope of the survey. The average size of establishment within scope of the study ranged from 213 employees in the South to 317 in the North Central region. By industry group, the average size of establishment ranged from 118 employees in wholesale trade to 411 in public utilities.

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

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

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

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

Of the total employment of 19,122,000 within scope of the survey in all regions, the Northeast and North Central regions each accounted for 32 percent of the workers, 21 percent were in the South, and 15 percent in the West. These data, and the percentages shown in the text tabulation below, may be interpreted further. For example, 20 percent of the total employment in all metropolitan areas was found in manufacturing in the North Central region (61 percent x 32 percent = 20 percent).

Percent distribution of total employment by
region and industry division, 1965-66

Industry division	All metropolitan areas	Northeast	South	North Central	West
All industries -----	100	100	100	100	100
Manufacturing -----	54	56	47	61	48
Nonmanufacturing -----	46	44	53	39	52
Public utilities -----	12	11	14	10	14
Wholesale trade -----	5	5	6	5	6
Retail trade -----	14	12	18	13	13
Finance -----	8	9	7	6	8
Services -----	7	7	7	5	10

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

Occupational Earnings

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

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

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

Office Clerical Occupations

Nationwide, average (mean) weekly salaries of office clerical workers studied ranged from \$61.50 for women class C file clerks to \$121.50 for men class A tabulating-machine operators. Differences in wages of individuals within the same general occupational classification were even greater with some of the highest paid workers receiving triple the salary of the lowest paid.

In most cases, average (mean) earnings ranged from \$0.50 to \$2 above median earnings, indicating that unusually high earnings had a greater effect on the averages than low earnings.

Women class A keypunch operators averaged \$90.50 and class B operators averaged \$77.50. The number of women keypunch operators, by far the fastest growing occupation included in this survey, increased from 58,700 in 1961 to 87,800 in February 1966. The switch to automatic data processing equipment drastically reduced the number of persons in the finance industries doing routine posting by

⁵ An analysis of pay relatives of office clerical, skilled maintenance, and unskilled plant workers in 83 areas is presented on pp. 61-67.

bookkeeping machine. Over this time span, the number of tabulating-machine operators has decreased by about a fourth—another example of the effect of the computer on office occupational structure.

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

It should not be assumed that differences in average pay levels for men and women reflect differences in pay treatment of the sexes within individual establishments. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job (and sex). Even within establishments, differences may occur because of variances in progression within established rate ranges and differences in specific duties performed, although the workers are appropriately classified within the same more generalized survey job description.

The average earnings presented in the A-series tables of this bulletin are composites of earnings in many establishments and therefore are affected by the proportion of workers employed by high- or low-wage establishments. A 1963 study⁶ provides a better measure of wage relationships through the conversion of an establishment's occupational averages to a percentage of the establishment's average for men janitors.

Average weekly salaries of office workers tended to be higher in manufacturing than in the total nonmanufacturing group, and higher in the West than in the three other regions. Among the six industry divisions included in the survey, office clerical job averages were highest in public utilities, followed next by manufacturing. The following tabulation presents pay levels of office clerical workers in each of the six industry divisions, by region. These levels are expressed as a percentage of national all-industry pay levels.⁷

⁶ "Occupational Wage Relationships" *Wages and Related Benefits, Part II, Metropolitan Areas, United States and Regional Summaries, 1962-63* (BLS Bulletin 1345-63, 1964), pp. 47-60.

⁷ Based on aggregates obtained by multiplying occupational averages for men and women in 19 office jobs by the nationwide employment in each job. Secretaries, included in comparisons for earlier years, were excluded this year because of a change in the job description.

Office clerical worker pay levels					
(Percent of nationwide all-industry average)					
	All metropolitan areas	Northeast	South	North Central	West
All industries-----	100	99	94	101	108
Manufacturing -----	105	102	101	106	114
Nonmanufacturing -----	97	97	92	97	105
Public utilities -----	109	109	104	111	117
Wholesale trade -----	101	102	95	100	110
Retail trade-----	90	90	85	91	99
Finance -----	91	91	85	91	99
Services -----	99	100	93	95	108

The array of industries and regions from the highest to the lowest wage level has not changed since 1961, relative changes being only 2 points or less. Among industries, relative wage levels have increased in public utilities, retail trade, and services, and decreased in manufacturing. Among regions, relative levels have increased in the South and West, and decreased in the North Central.

Professional and Technical Occupations

Men class A draftsmen averaged \$159.50 in February 1966, the first period for which national estimates for this occupation were available. Regional differences in averages were smaller for the more skilled than for the less skilled drafting occupations. The lowest regional average for men class A draftsmen, \$157.50 in the South, was only \$3 below the highest, \$160.50 in the North Central region. Both draftsmen class B and C had differences of \$10.50, and the difference between the highest and lowest regional averages for draftsmen-tracers was \$17.

Nationally, women industrial nurses averaged \$113. Regional averages for the Northeast (\$111.50), South (\$109.50), and North Central (\$113) were substantially below the average for the West (\$122.50). Averages for manufacturing, which employed about four-fifths of the nurses, and for nonmanufacturing were near the all industries combined average in each region except the South where the nonmanufacturing average was significantly lower.

Maintenance and Powerplant Occupations

Among the skilled maintenance occupations studied, tool and die makers were the highest paid, averaging \$3.61 an hour. Averages for electricians, machine-tool operators (toolroom), machinists, mill-

wrights, pipefitters, and sheet-metal workers were all within a range of \$3.44 to \$3.47. Auto mechanics, carpenters, mechanics, and painters averaged from \$3.23 to \$3.27 an hour.

The relatives for skilled maintenance workers in manufacturing were almost identical to the all-industry relatives and to the 5-year earlier relatives. Because of the small number of skilled maintenance workers found in nonmanufacturing firms, relatives are presented in the following tabulation only for all-industries and manufacturing.⁸

Skilled maintenance worker pay levels					
(Percent of nationwide all-industry average)					
	All metropolitan areas	Northeast	South	North Central	West
All industries -----	100	97	96	103	105
Manufacturing -----	100	96	96	103	105

Regional differences in pay for the skilled maintenance group were not as sizable as for the other groups. Average earnings for the maintenance and powerplant jobs were lowest in the Northeast or South and highest in the North Central or West for all occupations except pipefitters. The high rates for pipefitters in the South reflect concentrations of these workers in the chemical and petroleum refining industries in a number of southern cities.

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

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

⁸ Based on aggregates obtained by multiplying occupational averages for eight skilled maintenance jobs by nationwide employment in each job.

Custodial and Material Movement Occupations

Among the custodial and material movement jobs, material handling laborers averaged \$2.44 an hour with industry averages ranging from \$1.95 in services to \$2.89 in public utilities. By region, averages ranged from \$1.93 in the South to \$2.81 in the West. Men janitors, the major custodial occupation, averaged \$2.04 with averages ranging from \$1.64 in retail trade to \$2.28 in manufacturing, and regional averages ranging from \$1.60 in the South to \$2.24 in the West.

The number of janitors in the services industry division has increased steadily through the years with the growth of the janitorial service industry. The number has increased more than normal during the past year because of the Bureau's broadening of its concept of full-time workers in the janitorial service industry. Of the janitors added (those who were regular employees of a janitorial service but were previously excluded as part-time workers because they worked less hours than would be considered a full workweek in other industries), a majority of the men earned less than the February 1965 average of \$1.73 for the services industry, but wages were high enough that they had a relatively small effect on February 1966 mean earnings. However, the large influx of workers earning less than \$1.70 an hour did lower median earnings in services from \$1.76 in 1965 to \$1.74 in 1966.

Pay levels for unskilled workers by region and industry division are expressed as percentages of national pay levels in the following tabulation:⁹

Unskilled plant worker pay levels					
(Percent of nationwide all-industry average)					
	All metropolitan areas	Northeast	South	North Central	West
All industries-----	100	102	79	108	113
Manufacturing -----	104	102	86	111	113
Nonmanufacturing -----	98	102	74	103	113
Public utilities -----	115	119	96	120	124
Wholesale trade -----	94	98	71	103	116
Retail trade -----	86	86	70	91	107
Finance -----	(¹)	(¹)	(¹)	(¹)	(¹)
Services -----	83	(¹)	(¹)	78	(¹)

¹ Data do not meet publication criteria.

For each industry division for which data were available, pay levels were highest in the West and lowest in the South. Pay levels were highest in the public utilities industry division and lowest in services.

⁹ Based on aggregates obtained by multiplying occupation averages for men janitors and material handling laborers by nationwide employment in each job.

Changes in Occupational Descriptions

The Bureau introduced revised occupational descriptions for switchboard operators and draftsmen in all areas during the last round of surveys in metropolitan areas and is presently converting to revised descriptions for secretaries. National estimates for the revised switchboard operator and draftsman descriptions are presented for the first time in this bulletin. Estimates for the revised secretary description will not be available until they are presented in the next annual bulletin. This revision has made it impossible to provide national estimates for secretaries in this bulletin.

Secretary. The revised descriptions for secretary (classes A, B, C, and D) classify these workers according to levels of responsibility. The size of the organization and the scope of the supervisor's position are considered in distinguishing these levels. Data will not be available until the next annual report.

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

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

The revised occupational descriptions for switchboard operators and draftsmen are included in appendix B.

Table A-2. Office Occupations—Northeast—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the Northeast, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190			
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN - CONTINUED																								
TABULATING-MACHINE OPERATORS, CLASS C -----	2,138	37.5	\$ 79.00	\$ 77.50	\$ 70.50-87.00	2	76	430	758	443	200	120	94	15	-	-	-	-	-	-	-	-		
MANUFACTURING -----	633	38.5	84.00	80.00	75.00-93.50	-	8	83	223	119	102	34	58	6	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,505	37.0	77.00	75.50	69.00-84.50	2	68	347	534	325	98	86	36	9	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	327	38.5	81.50	80.00	72.50-93.50	-	2	49	114	56	54	52	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	767	36.5	73.50	74.00	67.50-81.00	1	59	176	317	184	24	5	1	-	-	-	-	-	-	-	-	-		
TYPISTS, CLASS A -----	378	37.0	103.00	102.50	92.50-117.00	-	-	7	21	44	94	57	76	79	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	298	36.0	105.00	105.00	95.50-120.00	-	-	7	15	9	86	40	62	78	-	-	-	-	-	-	-	-		
TYPISTS, CLASS B -----	611	37.0	84.50	85.50	79.50-89.50	1	9	24	125	309	93	40	8	1	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	542	37.0	85.00	85.50	80.00-89.50	1	1	12	121	287	80	33	5	1	-	-	-	-	-	-	-	-		
WOMEN																								
BILLERS, MACHINE (BILLING MACHINE) -----	3,529	38.0	78.50	78.00	68.00-90.50	71	301	648	931	651	507	237	133	45	5	-	-	-	-	-	-	-		
MANUFACTURING -----	1,531	38.5	79.00	77.50	68.50-89.50	-	86	339	441	306	192	113	52	2	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,998	38.0	78.50	78.00	67.00-91.50	71	216	310	491	346	315	124	81	43	4	-	-	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	411	39.0	88.00	84.50	73.00-110.00	-	17	44	84	74	65	26	77	26	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	706	37.5	85.00	86.50	76.50-96.50	-	39	30	197	171	154	89	4	17	4	-	-	-	-	-	-	-		
RETAIL TRADE -----	528	37.5	61.50	62.50	53.00-71.00	71	147	161	125	12	12	-	-	-	-	-	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	2,373	38.0	75.00	75.50	63.00-87.00	35	356	539	529	462	344	78	22	7	3	-	-	-	-	-	-	-		
MANUFACTURING -----	706	38.5	80.00	81.00	70.50-91.50	-	73	96	168	167	123	61	10	6	3	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,667	38.0	72.50	72.00	62.00-84.00	35	283	442	361	295	221	17	12	1	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	853	38.5	67.00	65.00	59.50-75.50	18	210	314	178	107	24	2	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	308	38.5	72.00	75.50	61.00-83.00	14	57	67	71	44	51	5	-	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	3,050	38.0	93.50	94.50	85.00-103.50	-	14	130	304	633	877	680	296	100	15	1	-	-	-	-	-	-		
MANUFACTURING -----	1,415	38.5	94.00	93.50	87.50-101.50	-	-	34	107	298	570	221	148	25	13	1	-	-	-	-	-	-		
NONMANUFACTURING -----	1,635	37.5	92.50	96.00	83.00-104.00	-	14	96	199	335	306	460	149	75	2	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	649	37.5	97.00	100.50	87.50-106.50	-	-	-	37	146	120	234	92	18	2	-	-	-	-	-	-	-		
FINANCE ⁵ -----	455	37.5	89.00	89.00	75.50-103.00	-	13	50	89	87	35	129	9	44	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	7,780	38.0	76.00	76.00	66.00-86.50	41	937	1716	2023	1556	1088	296	80	33	9	1	-	-	-	-	-	-		
MANUFACTURING -----	2,334	38.5	78.50	77.50	68.50-89.50	-	155	507	691	420	366	142	27	22	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	5,446	38.0	75.00	75.00	65.00-85.50	41	781	1209	1332	1136	722	154	53	11	7	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	1,310	38.0	79.50	81.00	71.50-89.50	-	48	215	355	382	242	56	5	6	2	-	-	-	-	-	-	-		
RETAIL TRADE -----	1,032	38.5	69.00	68.50	59.50-78.50	8	259	303	247	150	62	-	3	-	-	-	-	-	-	-	-	-		
FINANCE ⁵ -----	2,648	37.5	73.50	73.50	63.50-83.00	23	443	644	646	463	352	47	29	-	-	-	-	-	-	-	-	-		
SERVICES -----	284	37.5	81.50	83.00	72.50-92.00	9	21	29	44	100	41	24	11	5	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	11,721	38.0	99.00	98.00	88.00-111.00	-	32	254	1046	2092	3027	2151	1450	1034	424	155	45	6	5	-	3			
MANUFACTURING -----	4,952	39.0	102.00	101.50	91.00-113.50	-	-	50	307	761	1170	1114	767	441	239	66	31	1	2	-	3			
NONMANUFACTURING -----	6,769	37.5	97.50	95.00	86.00-108.50	-	32	204	738	1330	1857	1037	683	594	184	89	14	5	3	-	-			
PUBLIC UTILITIES ⁵ -----	1,965	38.5	102.50	97.50	92.00-114.50	-	-	-	99	196	824	242	265	253	60	23	6	-	-	-	-	-		
WHOLESALE TRADE -----	1,005	37.5	103.00	100.50	89.00-118.50	-	-	7	35	242	213	189	73	141	50	49	3	4	-	-	-			
RETAIL TRADE -----	1,099	38.0	90.00	89.50	80.50-101.00	-	20	51	193	302	238	176	90	23	1	3	3	-	-	-	-			
FINANCE -----	1,905	37.0	90.50	89.00	79.00-100.50	-	11	124	373	498	412	246	125	66	48	1	-	-	-	-	-			
SERVICES -----	796	37.0	103.50	105.00	92.50-117.00	-	1	22	39	92	171	186	130	111	25	13	2	1	3	-	-			

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South, ¹ February 1966 ²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—															
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						Under \$ 40 and under	50	60	70	80	90	100	110	120	130	140	150	160	170	180	over
WOMEN																					
BILLERS, MACHINE (BILLING MACHINE) -----	2,027	40.0	\$ 70.50	\$ 69.00	\$ 62.00-78.00	-	17	328	753	490	289	90	25	28	5	2	-	-	-	-	
MANUFACTURING -----	649	40.0	72.00	72.00	63.50-81.50	-	-	84	187	198	137	27	7	4	3	2	-	-	-	-	
NONMANUFACTURING -----	1,378	40.0	69.50	67.50	61.50-76.50	-	17	244	568	293	151	63	18	24	2	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	386	39.5	74.00	65.50	61.00-86.50	-	-	77	154	35	52	28	14	24	2	-	-	-	-	-	
WHOLESALE TRADE -----	390	40.0	71.50	71.00	65.50-78.00	-	-	36	147	130	51	21	4	-	-	-	-	-	-	-	
RETAIL TRADE -----	349	40.5	64.00	65.00	60.00-71.00	-	17	67	164	79	23	-	-	-	-	-	-	-	-	-	
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	1,914	39.5	67.00	64.50	58.00-77.00	8	61	507	628	322	247	122	18	1	-	-	-	-	-	-	
MANUFACTURING -----	343	39.5	78.00	81.50	57.50-87.50	-	-	33	61	58	137	47	7	1	-	-	-	-	-	-	
NONMANUFACTURING -----	1,571	39.5	64.50	63.00	56.50-72.50	8	61	476	567	264	109	75	11	-	-	-	-	-	-	-	
RETAIL TRADE -----	1,120	39.5	63.00	62.00	56.00-69.50	-	51	380	420	176	64	28	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	2,627	40.0	82.50	82.00	73.00-92.00	-	-	57	412	637	725	486	194	75	33	9	-	-	-	-	
MANUFACTURING -----	798	40.0	87.00	86.00	80.00-94.50	-	-	8	41	154	293	155	88	41	14	4	-	-	-	-	
NONMANUFACTURING -----	1,829	40.0	81.00	80.00	70.50-90.50	-	-	49	371	482	433	331	106	34	19	5	-	-	-	-	
WHOLESALE TRADE -----	609	40.0	81.50	81.50	73.50-90.50	-	-	-	110	150	189	128	10	14	9	-	-	-	-	-	
RETAIL TRADE -----	357	40.5	77.50	76.00	70.00-84.50	-	-	18	71	137	64	49	18	-	-	-	-	-	-	-	
FINANCE ⁶ -----	609	39.0	79.00	77.00	67.50-90.00	-	-	31	166	126	136	102	33	11	5	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	6,893	40.0	69.00	67.50	60.00-76.00	-	43	1621	2381	1542	973	279	73	76	4	1	-	-	-	-	
MANUFACTURING -----	1,424	39.5	75.50	74.00	67.50-84.50	-	-	111	339	484	291	136	25	36	3	-	-	-	-	-	
NONMANUFACTURING -----	5,469	40.0	67.00	65.50	59.00-73.50	-	43	1510	2043	1057	581	143	48	41	1	-	-	-	-	-	
WHOLESALE TRADE -----	1,534	40.0	71.00	68.50	62.50-81.50	-	-	194	652	270	314	80	24	1	-	-	-	-	-	-	
RETAIL TRADE -----	1,226	40.0	67.00	68.00	59.50-74.50	-	24	305	363	390	97	46	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,237	39.5	63.00	61.50	57.00-68.00	-	10	970	855	277	103	7	15	-	-	-	-	-	-	-	
SERVICES -----	261	41.0	72.50	69.50	61.50-78.50	-	9	41	82	69	24	-	3	32	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	7,944	39.5	95.50	95.00	83.00-106.00	-	-	65	374	1102	1596	2026	1222	751	404	194	113	62	26	10	
MANUFACTURING -----	2,344	39.5	100.00	97.50	86.00-114.00	-	-	1	96	241	469	472	359	319	181	78	60	37	23	10	
NONMANUFACTURING -----	5,600	39.0	93.50	93.50	82.00-103.50	-	-	64	278	860	1127	1554	863	433	223	116	53	25	3	-	
PUBLIC UTILITIES ⁵ -----	1,685	39.0	103.50	100.00	96.50-110.00	-	-	-	4	72	102	687	408	202	109	55	36	12	-	-	
WHOLESALE TRADE -----	854	40.0	94.00	92.00	81.00-104.00	-	-	15	23	157	175	224	110	49	22	52	12	13	3	-	
RETAIL TRADE -----	1,175	40.0	87.50	86.50	77.50-97.00	-	-	20	74	237	373	220	163	34	53	1	-	-	-	-	
FINANCE ⁶ -----	1,358	38.5	86.50	85.50	75.00-95.50	-	-	26	160	315	327	279	154	68	22	4	5	-	-	-	
SERVICES -----	527	39.5	92.50	91.00	84.00-100.00	-	-	4	18	79	150	145	28	81	17	5	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	20,588	39.0	75.00	73.00	64.00-85.50	-	111	2672	5870	4974	3966	1637	732	389	119	88	24	6	-	-	
MANUFACTURING -----	4,052	39.5	78.50	76.50	68.00-87.50	-	-	261	943	1155	859	451	213	74	26	50	15	6	-	-	
NONMANUFACTURING -----	16,535	39.0	74.00	72.00	63.50-85.00	-	111	2411	4927	3819	3109	1186	519	315	94	39	10	-	-	-	
PUBLIC UTILITIES ⁵ -----	4,915	38.5	82.50	85.00	70.00-89.50	-	-	122	1088	975	1668	651	157	182	50	21	-	-	-	-	
WHOLESALE TRADE -----	2,864	40.0	79.50	76.00	65.50-93.00	-	25	359	705	510	460	328	293	118	39	18	10	-	-	-	
RETAIL TRADE -----	3,444	40.0	69.00	69.50	61.50-76.50	-	26	664	1102	1071	468	89	17	7	-	-	-	-	-	-	
FINANCE ⁶ -----	4,277	38.5	67.50	66.50	60.00-73.50	-	37	989	1779	991	356	82	31	8	4	-	-	-	-	-	
SERVICES -----	1,036	40.0	68.50	68.50	58.50-77.50	-	22	277	253	272	157	35	20	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	2,095	39.5	84.00	81.00	69.00-96.50	-	-	131	440	442	363	388	110	104	56	39	14	7	1	-	
MANUFACTURING -----	612	40.0	99.50	97.50	89.00-109.50	-	-	5	43	30	83	251	51	59	39	30	14	7	1	-	
NONMANUFACTURING -----	1,483	39.0	77.50	74.50	67.00-85.00	-	-	126	397	412	280	137	59	45	17	9	-	-	-	-	
FINANCE ⁶ -----	946	39.0	72.00	71.00	65.50-78.50	-	-	99	340	304	139	52	9	5	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	5,632	39.0	65.00	62.50	56.50-69.50	-	81	2187	2011	699	278	245	98	31	3	-	-	-	-	-	
MANUFACTURING -----	723	39.5	73.50	71.00	63.50-83.00	-	-	110	232	179	69	106	28	1	-	-	-	-	-	-	
NONMANUFACTURING -----	4,909	39.0	63.50	61.50	56.00-68.00	-	81	2078	1779	520	210	139	70	30	3	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	589	39.0	78.50	74.00	64.00-94.50	-	-	47	209	99	64	86	54	28	3	-	-	-	-	-	
WHOLESALE TRADE -----	702	40.0	67.00	65.00	58.00-73.50	-	4	239	240	95	65	47	11	-	-	-	-	-	-	-	
RETAIL TRADE -----	628	39.5	58.00	57.50	52.00-64.00	-	64	286	216	55	7	1	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,653	38.5	60.00	59.50	55.50-64.50	-	13	1397	1030	180	30	1	-	2	-	-	-	-	-	-	
SERVICES -----	337	40.0	67.50	67.00	57.50-76.00	-	-	110	83	92	43	4	5	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South, February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						Under \$ 40 and under 50	40 50	50 60	60 70	70 80	80 90	90 100	100 110	110 120	120 130	130 140	140 150	150 160	160 170	170 180	180 and over	
WOMEN - CONTINUED																						
CLERKS, FILE, CLASS C -----	6,788	39.0	\$ 58.50	\$ 57.50	\$ 53.00-63.00	15	397	4036	1631	457	229	16	5	2	-	-	-	-	-			
MANUFACTURING -----	842	40.0	67.50	66.00	57.00-79.00	-	2	290	193	160	188	10	1	-	-	-	-	-	-			
NONMANUFACTURING -----	5,946	39.0	57.50	56.50	53.00-61.50	15	395	3748	1439	297	41	6	4	2	-	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	360	38.5	65.00	63.00	60.50-67.50	-	-	66	223	48	10	6	4	2	-	-	-	-	-			
WHOLESALE TRADE -----	439	40.0	60.00	58.50	53.50-66.00	-	9	239	141	35	15	-	-	-	-	-	-	-	-			
RETAIL TRADE -----	732	39.5	55.00	54.50	52.00-58.50	-	37	561	119	14	1	-	-	-	-	-	-	-	-			
FINANCE ⁶ -----	4,023	38.5	56.50	56.00	52.50-59.50	-	349	2780	760	123	12	-	-	-	-	-	-	-	-			
CLERKS, ORDER -----	3,476	40.0	73.50	73.50	63.50-83.00	-	49	495	881	831	831	214	122	31	15	9	-	-	-			
MANUFACTURING -----	962	39.5	79.50	80.00	69.50-89.00	-	-	56	191	225	258	141	62	10	12	8	-	-	-			
NONMANUFACTURING -----	2,514	40.0	71.50	71.00	62.00-81.50	-	49	439	690	606	573	73	61	21	3	1	-	-	-			
WHOLESALE TRADE -----	1,349	40.0	76.00	77.00	65.00-84.50	-	-	144	303	330	439	54	57	20	3	1	-	-	-			
RETAIL TRADE -----	1,072	40.0	66.00	66.50	58.50-74.00	-	49	270	357	258	118	18	2	1	-	-	-	-	-			
CLERKS, PAYROLL -----	6,243	39.5	83.50	81.50	71.00-94.00	8	23	335	1074	1462	1416	807	520	318	156	33	73	14	3			
MANUFACTURING -----	2,858	40.0	85.00	82.00	72.00-94.00	-	-	138	432	720	673	357	238	115	85	17	62	14	3			
NONMANUFACTURING -----	3,385	39.5	82.50	81.00	69.50-94.00	8	23	197	642	741	743	449	283	204	71	16	10	-	-			
PUBLIC UTILITIES ⁵ -----	719	39.0	93.50	89.50	77.50-110.00	-	-	5	98	103	171	59	102	124	43	8	6	-	-			
WHOLESALE TRADE -----	581	40.0	85.00	84.00	74.50-95.00	-	-	21	73	123	173	86	57	33	11	2	2	-	-			
RETAIL TRADE -----	1,197	40.0	76.00	74.50	67.00-85.00	-	6	90	316	344	209	146	46	26	3	-	-	-	-			
FINANCE ⁶ -----	538	38.5	83.50	84.00	71.50-96.50	-	10	32	73	110	100	123	64	17	4	2	2	-	-			
SERVICES -----	361	40.5	75.50	75.50	64.00-84.50	8	7	49	83	62	88	36	12	3	9	4	-	-	-			
COMPTOMETER OPERATORS -----	4,970	39.5	75.50	73.00	65.00-84.00	-	92	511	1377	1365	807	378	260	113	38	23	5	-	-			
MANUFACTURING -----	1,100	39.5	81.50	77.50	67.00-93.50	-	-	58	306	242	186	108	97	52	31	21	-	-	-			
NONMANUFACTURING -----	3,870	39.5	73.50	72.50	64.50-82.00	-	92	454	1070	1123	622	270	163	61	7	2	5	-	-			
PUBLIC UTILITIES ⁵ -----	387	40.0	94.00	94.50	85.00-104.50	-	-	5	31	34	73	91	95	50	6	-	3	-	-			
WHOLESALE TRADE -----	1,157	39.5	74.00	73.50	65.00-82.00	-	38	108	269	399	232	63	37	9	-	1	1	-	-			
RETAIL TRADE -----	2,036	39.0	71.00	71.00	63.50-79.00	-	54	271	614	649	305	106	32	2	1	1	1	-	-			
DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	621	39.0	71.00	67.00	61.50-82.50	-	4	108	250	81	99	69	10	-	-	-	-	-	-			
NONMANUFACTURING -----	480	38.5	67.00	64.00	60.50-74.00	-	4	99	235	57	79	7	-	-	-	-	-	-	-			
KEYPUNCH OPERATORS, CLASS A -----	6,122	39.5	86.00	83.50	74.00-97.00	-	2	113	737	1652	1540	700	888	379	94	13	2	1	-			
MANUFACTURING -----	1,751	40.0	91.00	89.00	78.50-104.50	-	-	7	90	405	431	244	315	205	40	11	2	1	-			
NONMANUFACTURING -----	4,370	39.0	83.50	81.50	72.50-93.00	-	2	106	647	1245	1110	456	573	174	54	2	-	-	-			
PUBLIC UTILITIES ⁵ -----	1,136	39.5	95.50	99.50	82.00-108.50	-	-	-	103	137	175	156	400	125	39	1	-	-	-			
WHOLESALE TRADE -----	965	40.0	84.50	83.00	74.50-91.50	-	-	10	121	216	357	117	83	49	11	1	-	-	-			
RETAIL TRADE -----	297	40.0	80.00	80.50	72.50-87.50	-	2	5	39	96	99	27	29	-	-	-	-	-	-			
FINANCE ⁶ -----	1,801	38.5	76.00	74.50	69.50-82.00	-	-	91	381	780	410	100	37	-	2	-	-	-	-			
KEYPUNCH OPERATORS, CLASS B -----	9,949	39.5	72.00	70.00	62.50-80.00	-	42	1535	3405	2478	1589	428	367	84	22	-	-	-	-			
MANUFACTURING -----	2,334	39.5	77.00	74.00	66.00-86.00	-	-	201	690	634	338	186	229	37	20	-	-	-	-			
NONMANUFACTURING -----	7,615	39.0	70.50	69.00	62.00-78.50	-	42	1335	2715	1844	1252	242	137	47	2	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	1,724	39.0	77.50	75.00	66.50-86.50	-	-	93	509	455	402	102	126	38	-	-	-	-	-			
WHOLESALE TRADE -----	1,307	40.0	73.50	72.50	65.50-82.00	-	-	81	472	324	338	69	12	8	2	-	-	-	-			
RETAIL TRADE -----	1,061	40.0	67.00	67.50	61.50-73.50	-	-	197	451	319	87	8	-	-	-	-	-	-	-			
FINANCE ⁶ -----	3,130	38.5	65.50	64.50	58.50-71.50	-	42	942	1229	636	244	37	-	-	-	-	-	-	-			
SERVICES -----	393	39.5	77.50	80.50	72.50-85.00	-	-	23	54	110	181	26	-	-	-	-	-	-	-			
OFFICE GIRLS -----	2,024	39.0	61.00	60.00	54.00-65.00	-	111	921	665	205	60	48	10	5	-	-	-	-	-			
MANUFACTURING -----	347	39.5	67.00	64.00	58.50-75.00	-	2	103	131	58	22	27	4	2	-	-	-	-	-			
NONMANUFACTURING -----	1,677	39.0	60.00	59.00	53.50-64.00	-	109	819	533	148	38	21	6	3	-	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	391	38.5	67.00	64.50	61.50-71.50	-	2	54	220	79	9	21	6	-	-	-	-	-	-			
WHOLESALE TRADE -----	274	40.0	62.50	61.00	57.00-64.50	-	2	116	113	21	20	-	-	3	-	-	-	-	-			
FINANCE ⁶ -----	664	38.5	55.00	54.00	51.00-58.00	-	92	472	80	18	2	-	-	-	-	-	-	-	-			

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South,¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 40	\$ 40 and under	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	over	
WOMEN - CONTINUED																						
STENOGRAPHERS, GENERAL -----	21,470	39.5	\$ 79.50	\$ 77.00	\$ 67.50- 89.00	-	43	1510	5065	5404	4614	2119	1553	882	240	31	5	-	-	5	-	
MANUFACTURING -----	6,704	39.5	84.00	82.50	73.00- 94.00	-	-	162	957	1781	1681	983	835	219	64	21	3	-	-	-	-	
NONMANUFACTURING -----	14,766	39.0	77.50	74.00	66.00- 86.50	-	43	1349	4110	3623	2933	1137	719	662	176	10	2	-	-	5	-	
PUBLIC UTILITIES ⁵ -----	4,898	39.0	85.50	83.50	71.00- 98.50	-	-	87	1023	1058	1139	412	410	615	140	7	2	-	-	5	-	
WHOLESALE TRADE -----	2,441	40.0	76.50	74.50	66.00- 85.00	-	4	221	628	710	476	279	62	31	29	3	-	-	-	-	-	
RETAIL TRADE -----	1,078	39.5	72.00	72.00	64.50- 81.50	-	23	153	291	295	233	65	15	2	2	-	-	-	-	-	-	
FINANCE ⁶ -----	5,309	38.5	71.00	69.00	62.50- 77.50	-	16	779	2047	1349	765	258	78	12	5	-	-	-	-	-	-	
SERVICES -----	1,040	39.5	81.50	82.50	71.50- 91.50	-	-	108	121	210	321	124	153	4	1	-	-	-	-	-	-	
STENOGRAPHERS, SENIOR -----	10,713	39.5	94.50	93.50	82.00-107.50	-	-	61	671	1535	2167	2196	1988	1300	462	239	91	3	-	-	-	
MANUFACTURING -----	4,157	40.0	100.00	102.00	87.50-111.50	-	-	8	93	442	641	759	993	809	218	120	74	-	-	-	-	
NONMANUFACTURING -----	6,556	39.5	91.00	90.00	79.00-102.00	-	-	53	579	1092	1525	1438	994	491	245	119	17	3	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,805	39.5	97.50	95.00	84.50-109.50	-	-	-	50	230	367	414	313	232	107	88	2	3	-	-	-	
WHOLESALE TRADE -----	1,280	40.0	95.00	96.50	82.00-105.00	-	-	-	101	159	216	295	282	143	45	26	15	-	-	-	-	
RETAIL TRADE -----	344	40.0	83.00	83.00	73.00- 93.00	-	-	1	61	58	98	93	24	2	3	2	-	-	-	-	-	
FINANCE ⁶ -----	2,332	38.5	83.50	83.00	73.00- 91.50	-	-	4	352	561	717	329	230	57	37	-	-	-	-	-	-	
SERVICES -----	794	39.5	95.50	95.00	88.00-105.00	-	-	4	14	84	127	308	145	57	54	4	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS A -----	1,653	39.5	87.50	86.50	76.00- 98.50	-	-	28	190	348	440	279	211	119	15	16	7	-	-	-	-	
MANUFACTURING -----	557	40.0	93.00	90.00	80.00-107.50	-	-	-	38	103	137	82	79	88	8	14	7	-	-	-	-	
NONMANUFACTURING -----	1,097	39.5	84.50	84.50	74.00- 95.50	-	-	28	153	246	303	197	132	31	7	2	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	388	39.5	91.50	94.50	84.00-101.50	-	-	16	12	39	90	115	99	18	-	-	-	-	-	-	-	
FINANCE ⁶ -----	361	38.5	76.50	75.50	68.50- 83.00	-	-	8	96	139	79	32	8	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS B -----	4,994	41.0	63.00	62.00	52.50- 72.50	412	539	1286	1268	681	347	251	152	43	12	5	-	-	-	-	-	
MANUFACTURING -----	424	39.0	78.00	74.50	64.50- 89.00	-	5	51	104	93	71	46	21	19	12	3	-	-	-	-	-	
NONMANUFACTURING -----	4,570	41.5	62.00	61.00	51.50- 71.00	412	534	1235	1164	588	276	204	131	24	-	2	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	420	40.0	89.50	95.50	76.00-101.50	-	-	16	51	58	53	112	109	20	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	254	40.0	73.00	68.00	62.50- 84.00	-	-	33	113	29	27	36	12	3	-	2	-	-	-	-	-	
RETAIL TRADE -----	1,246	39.5	62.00	61.50	54.50- 69.50	-	83	473	402	190	90	8	-	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	904	38.5	67.00	67.00	59.00- 74.50	-	42	202	292	247	92	27	1	1	-	-	-	-	-	-	-	
SERVICES -----	1,746	44.5	51.00	51.50	41.00- 59.50	412	409	512	305	65	14	21	9	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS -----	6,263	40.0	73.00	72.00	63.50- 81.00	-	58	810	1889	1781	1056	405	128	77	50	8	-	-	-	-	-	
MANUFACTURING -----	2,293	39.5	75.00	73.50	66.00- 82.50	-	-	211	616	733	452	155	60	23	36	7	-	-	-	-	-	
NONMANUFACTURING -----	3,970	40.0	72.00	70.50	62.50- 80.00	-	58	598	1273	1048	605	250	68	55	14	1	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	597	40.0	77.50	75.00	64.50- 89.00	-	-	79	155	127	96	64	19	47	11	-	-	-	-	-	-	
WHOLESALE TRADE -----	1,340	40.0	73.50	72.50	64.00- 81.50	-	-	163	415	381	252	86	29	9	3	1	-	-	-	-	-	
RETAIL TRADE -----	963	41.0	66.00	66.50	59.50- 72.50	-	24	224	363	265	65	21	-	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	708	38.5	70.50	69.50	63.50- 76.50	-	11	80	273	216	100	27	-	-	-	-	-	-	-	-	-	
SERVICES -----	362	40.0	74.50	77.50	61.50- 87.50	-	23	52	66	58	91	52	20	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	1,352	38.5	86.50	86.50	76.50- 93.50	-	-	9	215	195	445	300	98	43	9	32	4	3	-	-	-	
NONMANUFACTURING -----	1,141	38.5	85.00	86.00	75.50- 92.00	-	-	9	190	179	404	252	57	20	5	23	4	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	564	38.0	84.00	87.00	70.50- 92.50	-	-	-	136	80	149	153	18	19	5	5	-	-	-	-	-	
FINANCE ⁶ -----	314	37.5	85.50	84.50	78.50- 90.00	-	-	7	27	61	142	58	3	-	-	16	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	789	39.0	75.00	74.00	65.50- 84.50	-	1	50	257	205	177	77	16	4	1	-	-	-	-	-	-	
NONMANUFACTURING -----	648	39.0	73.00	72.50	65.00- 82.50	-	-	49	230	168	155	43	2	-	1	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	5,283	39.0	71.00	70.00	62.50- 78.50	-	36	852	1758	1506	683	280	130	25	13	-	-	-	-	-	-	
MANUFACTURING -----	1,011	39.5	73.50	73.00	66.00- 80.50	-	-	87	275	391	160	63	29	-	7	-	-	-	-	-	-	
NONMANUFACTURING -----	4,272	39.0	70.50	69.00	62.00- 77.50	-	36	764	1483	1115	523	218	102	25	6	-	-	-	-	-	-	
WHOLESALE TRADE -----	1,032	40.0	69.00	68.50	62.00- 74.00	-	-	170	407	339	68	29	13	6	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,503	38.5	67.50	67.00	60.00- 74.00	-	36	572	972	597	262	59	3	4	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-3. Office Occupations—South—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South,¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						\$ 40 and under	50	60	70	80	90	100	110	120	130	140	150	160	170	180	over	
WOMEN - CONTINUED																						
TYPISTS, CLASS A -----	7,774	39.0	\$ 76.00	\$ 76.00	\$ 68.00-86.50	-	5	468	1938	2245	1720	770	464	148	11	6	-	-	-	-	-	-
MANUFACTURING -----	2,243	40.0	83.00	82.00	73.00-92.50	-	-	51	297	655	548	363	249	66	4	-	-	-	-	-	-	-
NONMANUFACTURING -----	5,532	39.0	76.00	74.00	66.50-84.00	-	5	417	1642	1578	1172	407	216	82	7	6	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	1,241	39.0	81.50	80.50	71.00-89.00	-	-	22	256	328	376	118	76	63	1	2	-	-	-	-	-	-
WHOLESALE TRADE -----	497	39.5	78.50	75.00	71.00-84.00	-	-	8	87	210	102	52	27	6	5	-	-	-	-	-	-	-
RETAIL TRADE -----	354	40.0	72.00	69.50	66.00-74.00	-	-	24	162	108	25	23	12	-	-	-	-	-	-	-	-	-
FINANCE ⁶ -----	2,634	38.5	70.50	69.50	63.00-77.50	-	5	336	1053	730	420	82	9	-	-	-	-	-	-	-	-	-
SERVICES -----	806	39.5	83.50	83.00	75.00-92.00	-	-	28	83	202	249	133	92	13	1	4	-	-	-	-	-	-
TYPISTS, CLASS B -----	18,281	39.0	64.50	63.00	56.50-70.50	8	255	6844	6374	3043	1320	305	103	21	10	-	-	-	-	-	-	-
MANUFACTURING -----	3,543	39.5	69.00	68.00	61.50-76.00	-	-	743	1340	888	386	160	25	-	3	-	-	-	-	-	-	-
NONMANUFACTURING -----	14,738	39.0	63.50	61.50	56.00-69.00	8	255	6102	5034	2155	934	145	79	21	7	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	1,299	39.5	71.00	68.00	62.00-77.00	-	4	207	547	294	137	23	61	20	7	-	-	-	-	-	-	-
WHOLESALE TRADE -----	2,049	40.0	66.00	64.50	58.50-73.00	-	3	605	758	403	266	15	1	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	1,569	40.0	63.50	62.50	54.50-71.50	-	56	563	515	279	121	30	6	-	-	-	-	-	-	-	-	-
FINANCE ⁶ -----	8,338	38.5	61.00	59.50	55.50-65.50	-	166	4281	2853	802	191	34	11	-	-	-	-	-	-	-	-	-
SERVICES -----	1,483	40.0	67.00	66.00	57.00-76.00	8	26	447	363	377	219	43	-	1	-	-	-	-	-	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-4. Office Occupations—North Central

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1966 ²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																						
BILLERS, MACHINE (BILLING MACHINE) -----	439	40.3	96.50	96.50	\$ 83.00-111.50	-	-	-	30	57	77	74	73	91	36	-	-	-	-	-	-	-
NONMANUFACTURING -----	423	40.0	97.00	98.00	83.50-112.00	-	-	-	30	48	76	68	73	91	36	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	408	40.0	97.00	99.00	84.00-112.00	-	-	-	30	44	72	62	73	90	36	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A -----	8,984	39.5	123.00	123.00	109.50-137.00	-	-	-	6	81	322	752	1135	1571	1884	1350	1048	442	296	84	15	
MANUFACTURING -----	5,382	40.0	126.00	127.00	113.50-140.50	-	-	-	-	35	152	352	595	780	1149	941	803	288	224	57	6	
NONMANUFACTURING -----	3,602	39.5	119.50	118.00	105.00-130.50	-	-	-	6	46	169	402	540	792	734	409	245	154	72	25	9	
PUBLIC UTILITIES ⁵ -----	1,247	40.0	127.00	125.50	116.00-137.00	-	-	-	-	21	29	91	292	350	212	161	61	10	13	9		
WHOLESALE TRADE -----	1,115	39.5	119.00	118.00	105.00-132.50	-	-	-	2	17	65	128	167	220	204	106	65	79	50	12		
RETAIL TRADE -----	406	39.5	111.00	112.50	102.50-121.50	-	-	-	3	12	65	102	111	74	31	7	1	1	-	-		
FINANCE ⁶ -----	689	38.0	107.00	104.50	94.50-118.50	-	-	-	2	24	63	168	156	123	85	42	12	4	10	-	-	
CLERKS, ACCOUNTING, CLASS B -----	4,051	39.5	99.50	100.00	85.00-114.00	-	-	-	35	228	666	652	746	646	422	196	30	4	2	-	-	
MANUFACTURING -----	1,881	39.5	101.00	101.00	85.50-117.00	-	-	-	8	76	189	317	319	369	262	226	149	22	4	2	-	
NONMANUFACTURING -----	2,169	39.5	97.50	99.50	84.50-112.50	-	-	-	27	153	349	334	437	384	196	47	8	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	896	40.0	105.00	108.00	94.00-117.00	-	-	-	-	20	73	93	101	230	236	122	26	4	-	-	-	
WHOLESALE TRADE -----	733	40.0	101.00	101.50	89.00-112.50	-	-	-	-	20	69	133	125	182	135	65	21	4	-	-	-	
FINANCE ⁶ -----	373	38.0	81.00	81.50	68.50-91.00	-	-	-	21	84	71	92	81	12	10	1	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	352	39.5	84.50	84.00	70.00-100.00	-	-	-	20	69	79	42	54	69	15	2	2	-	-	-	-	
CLERKS, ORDER -----	6,478	40.0	113.00	113.00	98.00-128.00	-	-	-	3	80	194	575	911	1134	1173	958	750	341	177	131	44	
MANUFACTURING -----	2,592	40.0	115.00	113.00	100.50-132.50	-	-	-	1	29	64	174	357	545	400	282	365	200	146	26	4	
NONMANUFACTURING -----	3,887	40.0	112.00	113.00	96.00-126.00	-	-	-	2	52	129	401	554	590	772	675	385	142	31	105	40	
WHOLESALE TRADE -----	3,677	40.0	112.50	113.50	97.50-126.50	-	-	-	2	42	110	366	502	559	746	652	373	142	31	153	40	
CLERKS, PAYROLL -----	1,685	39.5	115.50	115.50	102.50-129.50	-	-	-	22	37	97	180	240	443	252	232	129	23	26	1	2	
MANUFACTURING -----	1,239	39.5	117.00	116.00	103.00-131.50	-	-	-	11	34	76	128	179	279	185	199	97	23	25	1	2	
NONMANUFACTURING -----	446	40.0	112.50	115.00	102.00-122.50	-	-	-	11	3	21	52	62	164	66	34	32	-	1	-	-	
PUBLIC UTILITIES ⁵ -----	336	40.0	113.00	115.50	104.50-121.50	-	-	-	-	2	19	30	40	148	62	28	7	-	-	-	-	
OFFICE BOYS -----	5,056	39.0	69.50	67.00	60.00-77.00	-	-	-	78	1187	1813	957	468	399	116	27	13	-	-	-	-	
MANUFACTURING -----	2,094	39.5	71.00	68.00	62.00-78.50	-	-	-	11	353	864	399	220	173	52	21	2	-	-	-	-	
NONMANUFACTURING -----	2,962	39.0	68.50	65.50	58.50-76.00	-	-	-	68	834	949	558	248	226	63	5	11	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	501	39.5	83.50	87.00	70.00-96.50	-	-	-	-	56	69	85	62	156	56	5	11	-	-	-	-	
WHOLESALE TRADE -----	341	40.0	66.00	64.00	58.50-72.50	-	-	-	104	131	72	26	4	4	-	-	-	-	-	-	-	
FINANCE ⁶ -----	1,392	38.5	63.50	62.50	56.50-69.50	-	-	-	48	492	519	250	72	12	-	-	-	-	-	-	-	
SERVICES -----	526	37.5	69.50	67.50	59.50-77.50	-	-	-	18	123	171	90	73	48	3	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS A -----	2,674	39.5	123.50	122.00	111.50-133.50	-	-	-	-	1	9	143	419	637	629	425	225	94	60	32	1	
MANUFACTURING -----	1,424	40.0	127.00	126.00	115.50-137.00	-	-	-	-	-	3	52	143	313	372	262	143	73	32	31	1	
NONMANUFACTURING -----	1,250	39.5	119.00	117.50	108.00-129.50	-	-	-	1	6	91	277	374	257	163	82	21	28	1	-		
FINANCE ⁶ -----	515	38.5	116.00	114.00	105.50-125.00	-	-	-	-	6	53	160	113	105	36	26	7	10	-	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	4,300	39.5	105.50	105.50	95.00-116.50	-	-	-	21	135	526	850	1126	841	494	215	84	6	1	-	-	
MANUFACTURING -----	2,275	39.5	108.50	107.50	97.50-119.00	-	-	-	5	37	220	423	575	482	311	139	78	3	-	-	-	
NONMANUFACTURING -----	2,026	39.0	102.50	103.00	92.00-114.00	-	-	-	16	98	306	427	551	359	183	75	6	3	1	-	-	
PUBLIC UTILITIES ⁵ -----	354	40.0	113.00	113.00	105.50-121.50	-	-	-	-	3	19	38	80	117	67	20	6	3	1	-	-	
WHOLESALE TRADE -----	528	39.5	101.50	102.50	92.00-115.00	-	-	-	8	10	94	124	140	99	39	13	-	-	-	-	-	
RETAIL TRADE -----	274	39.5	99.50	99.50	90.50-112.00	-	-	-	1	23	44	73	56	49	27	2	-	-	-	-	-	
FINANCE ⁶ -----	736	38.5	100.00	101.00	90.00-108.50	-	-	-	7	45	134	159	243	76	39	33	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	1,668	39.5	86.50	86.00	74.00-98.50	-	-	-	24	244	324	402	301	231	109	28	3	1	-	-	-	
MANUFACTURING -----	737	39.5	91.50	91.50	81.50-102.00	-	-	-	14	32	112	192	174	130	61	18	2	1	-	-	-	
NONMANUFACTURING -----	931	39.5	82.50	81.50	70.50-93.00	-	-	-	10	213	212	210	127	100	48	10	1	-	-	-	-	
FINANCE ⁶ -----	458	39.0	83.00	82.50	70.00-93.00	-	-	-	10	107	87	106	75	42	25	5	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle-range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN																						
BILLERS, MACHINE (BILLING MACHINE)	3,655	39.5	\$ 79.00	\$ 77.50	\$ 67.50-89.00	-	14	375	702	967	763	339	244	239	12	-	-	-	-	-	-	-
MANUFACTURING	1,379	39.5	79.50	78.00	70.50-88.50	-	-	80	250	429	327	175	85	27	7	-	-	-	-	-	-	-
NONMANUFACTURING	2,276	39.5	79.00	76.50	66.00-89.00	-	14	295	452	538	437	164	158	212	5	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁵	624	40.0	92.50	93.00	76.50-111.00	-	-	8	41	166	93	33	112	166	5	-	-	-	-	-	-	-
WHOLESALE TRADE	883	39.0	79.00	80.50	67.50-88.00	-	-	83	171	167	293	94	35	41	-	-	-	-	-	-	-	-
RETAIL TRADE	582	39.5	67.00	67.00	55.00-75.50	-	14	172	155	158	46	28	9	-	-	-	-	-	-	-	-	-
BILLERS, MACHINE (BOOKKEEPING MACHINE)	1,901	39.5	73.50	72.50	63.50-83.00	-	45	215	566	482	317	190	55	31	1	-	-	-	-	-	-	-
MANUFACTURING	497	39.5	83.00	83.00	72.50-91.00	-	-	3	93	101	161	81	33	25	1	-	-	-	-	-	-	-
NONMANUFACTURING	1,404	39.5	70.00	69.50	61.50-78.00	-	45	212	475	381	156	108	22	6	-	-	-	-	-	-	-	-
RETAIL TRADE	775	39.5	65.50	66.00	60.00-73.50	-	45	154	298	207	64	9	-	-	-	-	-	-	-	-	-	-
SERVICES	302	40.0	70.00	69.00	62.00-77.00	-	-	47	111	91	21	27	-	4	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A	3,426	39.5	93.50	94.00	84.00-103.50	-	-	11	175	357	759	974	646	352	121	31	1	-	-	-	-	-
MANUFACTURING	1,814	39.5	98.00	98.00	90.00-107.50	-	-	-	17	106	335	555	428	276	78	18	1	-	-	-	-	-
NONMANUFACTURING	1,612	39.5	89.00	89.00	79.50-98.50	-	-	11	159	251	424	420	217	75	43	13	-	-	-	-	-	-
WHOLESALE TRADE	610	39.5	93.50	94.00	83.00-102.00	-	-	-	9	93	112	215	112	28	34	7	-	-	-	-	-	-
FINANCE ⁶	446	38.5	81.00	81.50	69.00-90.00	-	-	11	111	83	127	83	12	12	6	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B	8,919	39.0	75.00	73.50	64.00-84.50	-	44	1511	1991	2387	1523	905	292	222	40	4	-	-	-	-	-	-
MANUFACTURING	2,827	39.5	83.00	82.50	73.50-92.00	-	-	85	323	827	736	535	166	125	27	4	-	-	-	-	-	-
NONMANUFACTURING	6,091	39.0	71.00	69.50	60.50-79.00	-	44	1426	1668	1560	787	370	126	97	13	-	-	-	-	-	-	-
WHOLESALE TRADE	1,387	40.0	77.50	77.00	69.50-85.50	-	-	111	258	480	323	174	41	50	-	-	-	-	-	-	-	-
RETAIL TRADE	1,347	40.0	71.50	71.50	62.50-80.50	-	29	243	336	390	207	112	16	15	-	-	-	-	-	-	-	-
FINANCE ⁶	2,798	38.5	65.50	63.50	57.50-71.00	-	15	1049	957	526	190	53	7	2	-	-	-	-	-	-	-	-
SERVICES	353	39.0	81.00	78.00	71.00-90.50	-	-	9	66	131	56	54	12	11	13	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A	12,426	39.5	101.50	100.00	89.50-113.50	-	-	5	180	990	2086	2918	2424	1829	1045	543	311	75	17	3	-	-
MANUFACTURING	5,074	39.5	107.00	105.00	93.00-120.00	-	-	15	177	738	1036	980	871	584	350	240	63	17	3	-	-	-
NONMANUFACTURING	7,351	39.5	97.50	97.00	86.50-108.50	-	-	5	165	813	1348	1882	1444	958	462	193	71	12	-	-	-	-
PUBLIC UTILITIES ⁵	1,648	40.0	106.50	106.00	95.50-117.00	-	-	-	8	51	125	467	281	387	218	73	35	1	-	-	-	-
WHOLESALE TRADE	1,136	40.0	100.00	98.50	89.50-111.50	-	-	2	6	80	203	341	184	181	101	14	11	11	-	-	-	-
RETAIL TRADE	1,632	40.0	90.50	91.50	80.50-102.00	-	-	3	78	308	362	360	404	82	28	6	2	-	-	-	-	-
FINANCE ⁶	1,731	38.5	93.00	92.00	82.00-102.50	-	-	-	55	283	436	432	297	129	45	48	7	-	-	-	-	-
SERVICES	1,206	38.5	100.00	100.00	88.50-111.00	-	-	-	19	89	222	282	278	178	70	52	16	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS B	26,815	39.5	79.00	77.50	67.50-88.50	-	109	2273	5930	6701	5744	3111	1666	882	335	57	5	-	-	-	3	-
MANUFACTURING	9,840	39.5	83.00	82.00	72.00-93.00	-	4	379	1614	2417	2436	1412	827	506	213	33	2	-	-	-	-	-
NONMANUFACTURING	16,976	39.5	76.50	74.50	66.00-86.00	-	105	1894	4317	4285	3308	1700	839	375	122	24	3	-	-	-	3	-
PUBLIC UTILITIES ⁵	3,328	40.0	86.00	84.00	72.50-98.50	-	-	51	584	792	626	517	395	278	73	7	3	-	-	-	3	-
WHOLESALE TRADE	2,978	40.0	80.00	79.50	69.50-89.50	-	-	201	566	761	745	385	203	72	29	15	-	-	-	-	-	-
RETAIL TRADE	4,373	40.0	71.00	70.50	62.00-80.00	-	3	844	1282	1129	800	262	44	6	2	-	-	-	-	-	-	-
FINANCE ⁶	4,593	38.5	71.50	70.50	63.50-79.50	-	82	701	1433	1259	736	300	70	9	-	2	-	-	-	-	-	-
SERVICES	1,705	39.0	78.50	77.50	67.50-88.50	-	20	98	452	344	401	236	127	10	18	-	-	-	-	-	-	-
CLERKS, FILE, CLASS A	2,938	39.0	85.00	84.50	74.00-95.00	-	-	107	320	684	817	498	289	191	27	2	3	-	-	-	-	-
MANUFACTURING	1,112	39.5	90.00	89.50	81.00-99.00	-	-	15	50	181	323	285	145	105	6	1	-	-	-	-	-	-
NONMANUFACTURING	1,826	39.0	82.50	81.00	71.50-90.50	-	-	92	270	502	493	213	145	85	21	1	3	-	-	-	-	-
WHOLESALE TRADE	275	39.5	87.00	85.00	73.50-100.00	-	-	2	25	90	76	13	27	39	3	-	-	-	-	-	-	-
FINANCE ⁶	1,009	38.5	76.50	76.00	68.50-85.50	-	-	85	209	315	282	91	22	1	4	-	-	-	-	-	-	-
SERVICES	270	38.5	88.50	87.50	80.00-99.50	-	-	-	12	56	88	51	51	13	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40	50	60	70	80	90	100	110	120	130	140	150	160	170	180	over							
WOMEN - CONTINUED																						
CLERKS, FILE, CLASS B -----	12,666	39.0	\$ 68.50	\$ 66.50	\$ 60.00-75.50	-	213	3005	4462	2675	1471	587	173	56	25	1	-	-	-	-	-	-
MANUFACTURING -----	3,549	39.5	73.50	73.00	65.00-81.50	-	-	466	930	1145	690	186	88	22	22	-	-	-	-	-	-	-
NONMANUFACTURING -----	9,118	39.0	67.00	64.50	58.50-72.50	-	213	2538	3534	1530	781	400	85	34	3	1	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	1,143	40.0	81.50	80.00	69.00-95.50	-	-	55	264	254	198	253	81	34	3	1	-	-	-	-	-	-
WHOLESALE TRADE -----	1,405	40.0	69.00	66.50	61.50-75.00	-	-	254	592	305	177	72	4	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	1,145	39.0	63.50	62.00	54.00-72.50	-	174	312	312	177	148	22	-	-	-	-	-	-	-	-	-	-
FINANCE ⁶ -----	4,783	38.5	63.50	62.50	58.00-68.50	-	28	1735	2099	712	182	28	-	-	-	-	-	-	-	-	-	-
SERVICES -----	641	39.0	66.00	64.50	58.50-72.00	-	12	181	266	82	75	25	-	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS C -----	7,189	39.0	59.00	57.50	53.50-63.00	-	337	4263	1940	470	118	49	11	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	1,309	39.5	64.50	64.50	58.50-69.00	-	12	377	663	180	42	28	6	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	5,880	39.0	57.50	56.50	53.00-61.00	-	325	3886	1277	289	76	21	5	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	334	40.0	68.50	68.00	59.00-76.00	-	-	88	94	89	43	15	5	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	734	40.0	57.50	57.00	53.50-60.00	-	20	542	146	13	13	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	607	40.0	56.50	57.00	53.00-62.00	-	26	375	189	13	4	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁶ -----	3,555	39.0	57.00	56.00	52.50-60.00	-	277	2412	681	164	14	6	-	-	-	-	-	-	-	-	-	-
SERVICES -----	651	39.5	57.00	56.50	53.00-60.50	-	2	470	167	10	2	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ORDER -----	7,209	39.5	79.00	77.50	68.00-89.00	-	7	612	1489	1930	1488	970	326	255	75	42	11	5	-	-	-	-
MANUFACTURING -----	3,719	39.0	83.00	81.00	72.50-92.00	-	-	146	551	1073	918	490	255	206	52	14	11	5	-	-	-	-
NONMANUFACTURING -----	3,489	39.5	75.00	73.00	64.00-84.50	-	7	466	938	857	571	481	72	49	23	28	-	-	-	-	-	-
WHOLESALE TRADE -----	1,909	40.0	79.00	77.50	68.50-90.50	-	-	106	442	470	377	381	57	27	23	28	-	-	-	-	-	-
RETAIL TRADE -----	1,233	40.0	66.50	66.50	58.50-74.50	-	7	337	427	283	133	40	6	-	-	-	-	-	-	-	-	-
CLERKS, PAYROLL -----	10,206	39.5	92.00	90.50	78.00-105.00	-	-	296	915	1650	2128	1862	1358	1121	498	248	112	11	5	-	-	3
MANUFACTURING -----	6,415	39.5	93.50	91.50	79.00-107.50	-	-	206	559	929	1309	1167	865	688	371	209	97	7	5	-	-	3
NONMANUFACTURING -----	3,792	39.5	89.50	88.50	77.00-102.50	-	-	90	356	722	819	695	493	433	126	39	15	4	-	-	-	-
PUBLIC UTILITIES ⁵ -----	1,014	40.0	97.00	98.50	82.50-112.00	-	-	3	67	146	127	195	174	229	48	18	8	1	-	-	-	-
WHOLESALE TRADE -----	555	39.5	93.00	92.50	81.50-104.50	-	-	19	25	72	124	133	78	59	27	10	5	3	-	-	-	-
RETAIL TRADE -----	1,098	40.0	80.00	79.50	71.50-90.00	-	-	44	185	334	263	155	75	41	1	-	-	-	-	-	-	-
FINANCE ⁶ -----	529	39.0	95.00	93.50	82.00-107.50	-	-	2	34	68	132	76	107	72	27	11	-	-	-	-	-	-
SERVICES -----	596	38.5	87.00	87.00	77.00-94.50	-	-	21	47	101	172	138	58	33	23	-	2	-	-	-	-	-
COMPTOMETER OPERATORS -----	9,233	39.5	85.00	82.50	72.50-97.00	-	36	360	1335	2348	1932	1227	1022	561	377	29	7	-	-	-	-	-
MANUFACTURING -----	3,691	39.5	91.50	89.00	77.00-104.50	-	-	61	330	762	768	539	510	345	344	29	5	-	-	-	-	-
NONMANUFACTURING -----	5,542	39.5	80.50	79.00	70.50-91.00	-	36	299	1005	1587	1164	688	513	216	33	-	2	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	739	40.0	99.50	106.00	92.00-110.00	-	-	17	33	69	56	76	306	169	12	-	-	-	-	-	-	-
WHOLESALE TRADE -----	1,500	40.0	81.50	80.00	73.00-89.50	-	-	28	216	497	395	240	67	42	16	-	-	-	-	-	-	-
RETAIL TRADE -----	2,710	39.5	76.00	76.00	67.50-86.00	-	36	245	573	826	599	304	119	5	3	-	2	-	-	-	-	-
FINANCE ⁶ -----	290	38.5	72.50	72.00	64.50-79.00	-	-	10	113	103	54	9	1	-	-	-	-	-	-	-	-	-
DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	915	39.5	76.00	74.00	64.00-87.00	-	14	127	232	225	132	95	67	13	8	-	-	-	-	-	-	-
MANUFACTURING -----	469	40.0	80.00	77.00	66.00-93.00	-	-	41	127	98	71	65	51	9	8	-	-	-	-	-	-	-
NONMANUFACTURING -----	446	39.0	71.50	71.50	61.00-80.50	-	14	86	105	127	62	31	17	4	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A -----	10,304	39.5	90.00	89.50	80.50-100.50	-	-	28	484	1979	2862	2305	1743	714	106	85	-	-	-	-	-	-
MANUFACTURING -----	4,888	39.5	92.00	91.00	83.00-101.00	-	-	-	172	699	1392	1287	902	270	82	84	-	-	-	-	-	-
NONMANUFACTURING -----	5,416	39.0	88.50	87.50	78.00-99.50	-	-	28	312	1280	1470	1017	841	444	24	1	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	1,508	40.0	98.50	105.00	88.00-110.00	-	-	3	25	230	157	218	503	356	18	-	-	-	-	-	-	-
WHOLESALE TRADE -----	970	39.5	91.50	91.00	84.00-99.50	-	-	-	9	84	365	281	155	69	6	1	-	-	-	-	-	-
RETAIL TRADE -----	475	39.5	85.00	87.00	75.50-94.00	-	-	3	66	101	105	135	62	2	-	-	-	-	-	-	-	-
FINANCE ⁶ -----	2,018	38.5	81.50	80.50	74.50-88.50	-	-	22	184	758	648	286	115	5	-	-	-	-	-	-	-	-
SERVICES -----	445	39.0	83.50	84.00	77.50-90.50	-	-	-	28	108	195	97	6	12	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 30	\$ 40	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN - CONTINUED																						
TABULATING-MACHINE OPERATORS, CLASS A -----	351	39.5	\$ 117.00	\$ 116.50	\$ 103.50-130.50	-	-	-	-	6	9	51	46	92	55	55	17	18	2	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	2,014	39.5	98.00	97.50	86.00-110.00	-	-	7	51	221	356	516	369	321	99	40	31	4	-	-	-	
MANUFACTURING -----	845	39.5	104.00	104.00	91.50-113.50	-	-	-	8	45	132	135	214	172	74	39	21	4	-	-	-	
NONMANUFACTURING -----	1,169	39.5	94.00	94.50	82.50-105.00	-	-	7	42	176	224	381	156	149	25	1	10	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	566	40.3	96.00	96.00	83.00-109.00	-	-	-	24	92	79	173	67	101	20	1	10	-	-	-	-	
FINANCE ⁶ -----	311	38.0	89.00	91.00	79.00- 98.00	-	-	7	10	67	61	119	31	10	5	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	1,311	39.5	79.00	77.50	67.50- 88.00	-	5	53	373	304	295	160	71	37	13	1	-	-	-	-	-	
MANUFACTURING -----	362	39.5	86.50	85.50	78.00- 94.00	-	-	-	41	75	120	78	21	18	8	1	-	-	-	-	-	
NONMANUFACTURING -----	949	39.5	76.00	73.00	65.50-84.00	-	5	53	332	229	175	82	49	19	5	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	445	40.0	75.00	70.50	64.50- 82.00	-	-	7	212	96	70	22	16	17	5	-	-	-	-	-	-	
FINANCE ⁶ -----	281	38.5	72.50	71.00	64.50- 82.00	-	5	45	81	72	50	25	5	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	8,162	39.5	77.50	75.50	67.00- 86.00	-	30	670	1957	2373	1683	824	410	175	20	3	18	-	-	-	-	
MANUFACTURING -----	3,126	39.5	80.50	79.00	71.50- 89.00	-	-	111	533	1000	753	433	200	69	10	-	18	-	-	-	-	
NONMANUFACTURING -----	5,036	39.0	75.00	73.00	65.00- 84.00	-	30	559	1424	1373	931	392	210	106	10	3	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	308	39.5	93.00	93.50	73.50-110.50	-	-	2	59	47	29	19	69	76	5	3	-	-	-	-	-	
WHOLESALE TRADE -----	1,311	40.0	77.00	75.00	67.50- 85.00	-	-	85	337	413	291	108	52	21	5	-	-	-	-	-	-	
RETAIL TRADE -----	284	39.5	75.50	73.50	65.00- 85.50	-	8	14	94	72	47	41	6	2	-	-	-	-	-	-	-	
FINANCE ⁶ -----	2,581	38.5	72.00	71.00	63.50- 80.00	-	22	373	816	720	462	147	38	3	-	-	-	-	-	-	-	
SERVICES -----	552	39.0	77.00	75.50	64.00- 89.00	-	-	85	118	121	101	76	46	4	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	16,779	39.5	85.00	85.00	75.00- 96.00	-	-	181	1982	3963	4658	2666	1976	1092	249	12	-	-	-	-	-	
MANUFACTURING -----	9,149	39.5	89.50	87.50	78.50-100.50	-	-	23	657	1993	2655	1470	1297	832	220	2	-	-	-	-	-	
NONMANUFACTURING -----	7,629	38.5	82.50	81.50	72.00- 92.00	-	-	159	1324	1970	2004	1195	679	260	29	10	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,118	40.0	90.00	88.50	75.00-106.50	-	-	10	124	270	179	183	157	163	23	10	-	-	-	-	-	
WHOLESALE TRADE -----	992	39.0	87.50	87.00	79.00- 96.00	-	-	-	99	166	319	220	129	53	4	-	-	-	-	-	-	
RETAIL TRADE -----	568	40.0	81.50	79.50	72.50- 90.00	-	-	1	72	221	131	75	55	12	-	-	-	-	-	-	-	
FINANCE ⁶ -----	3,325	38.5	77.50	76.50	68.50- 86.00	-	-	142	806	998	870	429	80	-	-	-	-	-	-	-	-	
SERVICES -----	1,627	38.0	85.00	84.50	74.50- 95.50	-	-	6	223	316	503	288	258	31	2	-	-	-	-	-	-	
TYPISTS, CLASS B -----	34,528	39.0	70.50	69.00	61.50- 78.00	-	244	6591	11722	8809	4308	1583	857	285	128	-	1	-	-	-	-	
MANUFACTURING -----	13,272	39.5	75.50	73.50	66.00- 82.50	-	6	1034	3953	4196	2249	952	545	210	129	-	1	-	-	-	-	
NONMANUFACTURING -----	21,257	39.0	67.50	66.00	59.50- 74.00	-	238	5558	7770	4614	2058	632	311	75	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	2,048	39.5	78.50	74.00	66.50- 88.50	-	-	88	674	546	268	144	255	74	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	3,446	39.5	69.50	69.00	61.50- 77.00	-	-	637	1212	942	528	112	15	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	2,291	39.5	70.00	69.00	62.00- 78.50	-	59	342	842	540	320	152	35	-	-	-	-	-	-	-	-	
FINANCE ⁶ -----	10,937	38.5	64.50	63.50	57.50- 70.00	-	180	3904	4152	1936	632	130	3	-	-	-	-	-	-	-	-	
SERVICES -----	2,535	38.5	68.00	67.50	60.50- 75.00	-	-	587	890	650	310	94	3	1	-	-	-	-	-	-	-	

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-5. Office Occupations—West

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	Under \$ 50	50 and under	60	70	80	90	100	110	120	130	140	150	160	170	over		
						\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
MEN																						
BILLERS, MACHINE (BILLING MACHINE) -----	463	40.0	118.50	121.50	117.00-123.50	-	-	-	-	4	3	43	97	305	11	-	-	-	-	-		
NONMANUFACTURING -----	460	40.0	119.00	121.50	117.00-123.50	-	-	-	-	1	3	43	97	305	11	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	454	40.0	119.00	121.50	117.00-123.50	-	-	-	-	-	3	38	97	305	11	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	2,951	39.5	120.50	119.00	108.00-131.50	-	-	-	-	69	275	503	725	569	428	186	143	34	17	-		
MANUFACTURING -----	1,277	40.0	123.00	122.00	111.00-135.00	-	-	-	-	31	127	150	268	271	206	102	88	28	6	-		
NONMANUFACTURING -----	1,674	39.5	118.50	117.50	107.00-128.00	-	-	-	-	38	149	353	457	298	222	84	55	6	11	-		
PUBLIC UTILITIES ⁵ -----	480	40.0	122.00	120.00	110.00-135.50	-	-	-	-	8	42	70	119	98	77	28	37	1	-	-		
WHOLESALE TRADE -----	507	39.5	118.00	118.50	107.50-130.50	-	-	-	-	5	43	101	130	98	109	20	2	-	-	-		
FINANCE ⁶ -----	358	39.0	111.00	109.00	103.00-119.00	-	-	-	-	17	38	139	83	56	11	14	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	1,422	39.5	102.50	101.00	92.50-113.00	-	-	-	-	34	73	156	409	314	224	109	87	8	-	-		
MANUFACTURING -----	477	40.0	102.00	102.00	95.00-111.50	-	-	-	-	12	21	47	135	125	88	34	6	8	1	-		
NONMANUFACTURING -----	946	39.5	103.00	100.50	92.00-114.00	-	-	-	-	22	51	108	275	189	136	75	81	-	7	-		
PUBLIC UTILITIES ⁵ -----	279	40.0	115.00	116.50	103.50-131.00	-	-	-	-	3	6	26	35	58	50	73	-	-	-	-		
WHOLESALE TRADE -----	327	39.5	101.50	101.00	92.50-110.50	-	-	-	-	18	32	99	94	64	20	1	-	-	-	-		
CLERKS, ORDER -----	3,755	40.0	117.50	116.50	101.50-132.50	-	-	-	-	12	78	153	550	676	689	546	453	341	155	64	38	
MANUFACTURING -----	1,116	40.0	118.50	117.50	101.00-137.00	-	-	-	-	4	47	48	171	173	177	99	175	148	63	12	4	
NONMANUFACTURING -----	2,639	40.0	117.00	116.00	102.00-129.50	-	-	-	-	12	31	105	379	503	513	448	278	193	92	52	34	
WHOLESALE TRADE -----	2,514	40.0	117.00	116.00	102.00-129.50	-	-	-	-	12	27	92	365	469	513	431	277	193	50	52	34	
CLERKS, PAYROLL -----	536	39.5	120.00	119.00	106.00-131.50	-	-	-	-	2	35	19	108	116	114	61	39	36	4	2		
NONMANUFACTURING -----	287	39.5	124.50	125.00	109.50-138.50	-	-	-	-	8	9	57	41	77	31	30	31	3	1	-		
OFFICE BOYS -----	2,388	39.0	75.00	72.50	65.50- 84.00	26	255	774	489	476	251	89	30	-	-	-	-	-	-	-		
MANUFACTURING -----	810	39.5	79.00	80.50	67.50- 90.00	2	79	183	128	219	161	22	17	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,578	39.0	73.00	70.00	65.00- 81.00	24	176	591	360	257	90	67	13	-	-	-	-	-	-	-		
FINANCE ⁶ -----	854	38.5	69.00	67.50	61.50- 74.00	24	157	367	171	108	26	-	-	-	-	-	-	-	-	-		
SERVICES -----	314	39.5	77.50	76.50	70.00- 84.00	-	-	81	107	88	24	4	10	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS A -----	1,211	39.5	128.50	130.00	119.00-138.00	-	-	-	-	-	11	94	226	271	360	197	42	5	5	-		
MANUFACTURING -----	635	40.0	132.50	133.50	124.00-140.00	-	-	-	-	-	5	15	84	113	254	132	25	4	2	-		
NONMANUFACTURING -----	576	39.0	124.50	123.50	116.00-134.00	-	-	-	-	-	6	79	142	158	107	65	17	1	3	-		
FINANCE ⁶ -----	286	38.5	118.00	118.00	109.50-125.50	-	-	-	-	-	6	69	93	83	22	13	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	1,598	39.5	113.50	114.50	104.00-123.50	-	-	-	-	3	44	225	373	446	378	107	23	-	-	-		
MANUFACTURING -----	564	39.5	114.50	116.00	107.00-122.50	-	-	-	-	5	43	139	194	150	29	6	-	-	-	-		
NONMANUFACTURING -----	1,033	39.5	112.50	113.00	101.50-125.00	-	-	-	-	3	39	182	233	253	229	79	17	-	-	-		
FINANCE ⁶ -----	400	39.0	108.50	108.00	96.50-118.50	-	-	-	-	2	33	89	105	94	63	3	11	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	404	39.0	97.00	98.50	87.00-107.50	-	-	-	-	14	49	62	96	103	56	24	-	-	-	-		
NONMANUFACTURING -----	266	38.5	93.00	93.00	81.50-102.00	-	-	-	-	14	47	55	78	31	20	21	-	-	-	-		
WOMEN																						
BILLERS, MACHINE (BILLING MACHINE) -----	1,323	40.0	87.50	84.00	74.50- 98.50	5	51	176	281	267	241	44	126	127	5	-	-	-	-	-		
MANUFACTURING -----	323	40.0	83.00	79.50	73.00- 93.50	-	2	55	111	95	62	15	18	6	-	-	-	-	-	-		
NONMANUFACTURING -----	1,000	40.0	89.00	85.50	75.00-106.50	5	50	121	170	212	179	29	108	121	5	-	-	-	-	-		
RETAIL TRADE -----	422	40.0	81.00	76.00	64.50- 96.00	-	38	106	109	47	48	-	50	24	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	803	40.0	80.00	81.00	68.00- 89.50	-	56	191	134	231	124	54	9	5	1	-	-	-	-	-		
MANUFACTURING -----	279	40.0	84.50	86.00	73.00- 96.00	-	3	49	48	90	40	41	5	4	-	-	-	-	-	-		
NONMANUFACTURING -----	524	40.0	77.50	78.00	66.50- 88.00	-	53	142	86	141	84	13	4	1	1	-	-	-	-	-		
RETAIL TRADE -----	307	39.5	76.00	75.50	64.50- 86.50	-	39	84	72	64	32	11	4	-	1	-	-	-	-	-		

See footnotes at end of table.

Table A-5. Office Occupations—West—Continued

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West,¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ⁴ (standard)			Number of workers receiving straight-time weekly earnings of—												
			Mean ⁴	Median ⁴	Middle range ⁴	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						Under \$ 50 and under 50	50	60	70	80	90	100	110	120	130	140	150	160
WOMEN - CONTINUED																		
SWITCHBOARD OPERATORS, CLASS A ----	2,033	39.5	\$ 97.50	\$ 98.00	\$ 86.00-110.50	-	20	85	116	450	439	382	444	79	18	-	-	-
MANUFACTURING -----	886	40.0	101.50	103.50	92.00-113.50	-	-	29	27	136	175	171	327	22	1	-	-	-
NONMANUFACTURING -----	1,147	39.0	94.50	93.00	84.00-105.50	-	20	56	90	314	264	211	117	57	17	-	-	-
PUBLIC UTILITIES ⁵ -----	279	39.5	105.00	105.50	98.30-110.50	-	-	8	2	17	53	128	49	5	17	-	-	-
FINANCE ⁶ -----	355	38.5	86.50	87.00	80.50- 93.50	-	3	14	68	153	95	17	4	1	-	-	-	-
SERVICES -----	348	39.5	93.00	91.50	82.50-106.50	-	9	19	13	120	76	44	22	44	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B ----	3,675	40.0	79.00	78.50	66.00- 91.00	83	480	636	743	756	494	336	123	24	1	-	-	-
MANUFACTURING -----	431	39.5	94.00	96.50	85.50-104.50	-	3	26	52	66	128	96	60	-	-	-	-	-
NONMANUFACTURING -----	3,244	40.0	77.00	76.50	64.50- 87.50	83	477	609	690	689	366	240	63	24	1	-	-	-
PUBLIC UTILITIES ⁵ -----	339	39.5	97.00	99.50	89.50-105.50	-	-	3	20	65	87	136	20	6	-	-	-	-
RETAIL TRADE -----	593	40.0	74.00	75.50	63.50- 83.50	11	67	150	121	175	59	2	3	5	-	-	-	-
FINANCE ⁶ -----	910	39.5	79.00	77.50	70.50- 87.50	-	12	193	320	216	139	31	-	-	-	-	-	-
SERVICES -----	1,206	40.5	68.00	65.50	57.50- 79.00	72	389	259	211	192	31	42	1	8	1	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	5,070	39.5	86.50	85.50	75.50- 95.50	5	106	473	1071	1554	1060	414	277	97	-	14	-	-
NONMANUFACTURING -----	2,034	40.0	87.50	87.50	77.50- 96.50	-	14	172	399	541	592	194	87	34	-	-	-	-
PUBLIC UTILITIES ⁵ -----	3,037	39.5	85.50	84.50	74.50- 94.00	5	92	302	672	1013	467	220	190	63	-	14	-	-
WHOLESALE TRADE -----	351	40.0	99.00	106.00	80.50-116.00	-	14	19	53	36	26	47	127	27	-	3	-	-
RETAIL TRADE -----	1,068	40.0	87.00	86.00	77.50- 94.50	-	14	49	270	372	186	94	52	20	-	11	-	-
FINANCE ⁶ -----	546	40.0	79.50	80.50	67.00- 92.00	5	41	143	76	128	122	13	6	13	-	-	-	-
SERVICES -----	584	38.5	80.50	80.50	72.00- 88.00	-	16	82	187	206	69	24	-	-	-	-	-	-
SERVICES -----	488	39.0	85.50	86.00	81.00- 90.00	-	7	9	87	271	64	42	5	3	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS B -----	1,064	39.5	101.50	99.50	92.00-108.00	-	-	7	16	183	356	287	118	71	16	9	2	-
NONMANUFACTURING -----	901	39.5	99.50	98.50	91.50-106.00	-	-	5	14	167	321	282	67	30	10	3	2	-
TABULATING-MACHINE OPERATORS, CLASS C -----	280	40.0	83.00	78.50	71.50- 92.00	-	1	52	98	53	33	19	11	13	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	2,104	39.0	84.50	85.00	75.50- 92.00	-	28	195	456	769	483	127	26	21	-	-	-	-
MANUFACTURING -----	358	39.5	88.50	90.50	82.00- 97.00	-	3	13	53	103	123	57	6	-	-	-	-	-
NONMANUFACTURING -----	1,746	38.5	83.50	84.00	74.50- 91.00	-	24	183	403	665	360	70	20	21	-	-	-	-
WHOLESALE TRADE -----	281	39.5	88.00	88.00	82.50- 95.00	-	-	15	35	118	91	15	6	-	-	-	-	-
FINANCE ⁶ -----	998	38.0	81.00	81.50	73.00- 88.00	-	18	144	269	386	161	2	-	10	-	-	-	-
TYPISTS, CLASS A -----	8,927	39.5	88.00	86.50	78.50- 95.50	-	66	621	1800	3029	1749	894	674	59	35	-	-	-
MANUFACTURING -----	2,729	40.0	94.50	93.00	84.50-107.00	-	-	66	243	853	578	455	526	5	5	-	-	-
NONMANUFACTURING -----	6,198	39.0	85.00	84.50	76.00- 92.00	-	66	556	1557	2176	1172	440	148	54	30	-	-	-
PUBLIC UTILITIES ⁵ -----	560	39.5	90.00	85.50	80.50- 98.00	-	-	40	92	218	88	65	20	20	18	-	-	-
WHOLESALE TRADE -----	457	39.0	89.50	89.50	83.00- 97.00	-	-	11	59	170	151	59	3	5	-	-	-	-
RETAIL TRADE -----	262	40.0	85.50	85.50	76.50- 94.00	-	-	23	72	63	87	4	2	8	?	-	-	-
FINANCE ⁶ -----	3,702	38.5	80.50	80.50	73.50- 87.50	-	66	453	1229	1311	509	116	13	5	-	-	-	-
SERVICES -----	1,217	39.5	93.00	91.50	86.00-101.00	-	-	28	106	414	337	196	110	16	10	-	-	-
TYPISTS, CLASS B -----	15,881	39.0	78.00	76.00	68.50- 85.50	3	895	3769	5022	3417	1304	1308	136	24	2	1	-	-
MANUFACTURING -----	4,737	40.0	86.50	84.50	76.50-100.00	3	31	332	1275	1280	628	1117	64	6	-	1	-	-
NONMANUFACTURING -----	11,144	39.0	74.50	73.00	67.00- 81.00	-	865	3437	3747	2138	675	190	72	18	2	-	-	-
PUBLIC UTILITIES ⁵ -----	865	39.5	80.00	78.50	71.00- 84.00	-	4	193	301	232	47	63	19	6	-	-	-	-
WHOLESALE TRADE -----	1,419	39.5	78.50	76.50	69.50- 86.50	-	44	324	455	344	152	95	3	2	-	-	-	-
RETAIL TRADE -----	648	40.0	77.00	75.00	66.50- 87.50	-	35	205	170	101	103	17	11	5	2	-	-	-
FINANCE ⁶ -----	6,705	38.5	72.50	71.50	66.00- 78.00	-	486	2437	2550	1040	167	6	20	-	-	-	-	-
SERVICES -----	1,507	39.5	75.50	76.00	63.50- 86.50	-	296	278	273	421	206	9	19	5	-	-	-	-

¹ For definition of regions, see footnote 3 to table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

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

(Average straight-time weekly hours and earnings for selected occupations by industry division in all metropolitan areas, February 1966¹)

Sex, occupation, and industry division	Number of workers	Average weekly hours ² (standard)	Weekly earnings ² (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean ³	Median ³	Middle range ³	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						50 and under	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200	210	over			
MEN																										
DRAFTSMEN, CLASS A -----	25,884	40.0	\$ 159.50	\$ 157.50	\$ 142.00-175.00	-	-	-	-	14	179	472	1508	3268	4208	4280	4077	2701	2246	1342	812	781				
MANUFACTURING -----	19,773	40.0	158.50	155.50	141.00-174.50	-	-	-	-	9	154	402	1258	2845	3267	3402	2725	1881	1565	1030	538	698				
NONMANUFACTURING -----	6,111	39.5	163.00	163.00	147.50-176.50	-	-	-	-	5	26	70	249	423	941	878	1352	819	681	313	273	83				
PUBLIC UTILITIES ⁴ -----	973	39.5	162.50	162.00	149.50-171.50	-	-	-	-	4	6	26	66	153	134	331	70	87	71	13	13	14				
WHOLESALE TRADE -----	284	39.0	176.00	161.00	138.00-182.00	-	-	-	-	2	25	23	31	32	23	47	23	46	15	4	13	13				
SERVICES -----	4,729	39.5	162.50	163.00	148.00-177.00	-	-	-	-	5	20	33	191	312	744	709	956	708	543	222	243	44				
DRAFTSMEN, CLASS B -----	40,518	40.0	134.50	133.50	120.50-148.50	-	5	19	303	1199	3016	5281	7561	7481	6408	4139	2539	1578	623	201	96	73				
MANUFACTURING -----	30,551	40.0	133.00	132.00	119.00-146.50	-	4	9	183	916	2485	4431	6063	5558	4492	3187	1691	969	371	103	38	51				
NONMANUFACTURING -----	9,967	39.5	138.50	139.00	124.00-153.00	-	1	10	120	282	531	849	1497	1921	1917	952	849	609	252	98	58	22				
PUBLIC UTILITIES ⁴ -----	2,257	39.5	135.50	136.50	122.50-148.50	-	1	1	40	106	137	211	307	467	487	254	128	74	41	3	1	-				
WHOLESALE TRADE -----	672	39.5	123.50	124.50	104.50-139.50	-	-	-	31	102	80	85	125	88	76	29	39	7	8	-	3	-				
SERVICES -----	6,820	39.5	141.00	140.50	126.50-156.00	-	-	9	49	68	293	529	1023	1338	1324	645	668	515	194	93	50	20				
DRAFTSMEN, CLASS C -----	24,613	40.0	106.50	104.50	92.50-119.50	14	412	1074	3408	4524	4979	4153	2927	1567	773	523	207	42	5	1	3	-				
MANUFACTURING -----	18,083	40.0	106.00	104.00	92.50-118.00	12	302	754	2550	3542	3677	3198	2011	1061	484	366	79	42	5	1	3	-				
NONMANUFACTURING -----	6,529	39.5	108.00	105.50	93.00-123.50	2	110	321	858	983	1303	954	918	506	289	157	128	-	-	-	-	-				
PUBLIC UTILITIES ⁴ -----	1,608	39.5	110.00	113.00	93.00-126.00	-	17	114	215	178	204	300	344	167	68	3	-	-	-	-	-	-				
WHOLESALE TRADE -----	376	39.0	97.50	96.00	84.00-106.50	-	10	47	75	106	60	42	9	21	5	2	-	-	-	-	-	-				
SERVICES -----	4,391	39.5	108.50	104.50	93.50-124.00	2	79	148	551	670	990	589	557	313	216	149	127	-	-	-	-	-				
DRAFTSMEN-TRACERS -----	5,545	39.5	85.50	84.00	75.00-95.00	127	600	1257	1583	942	496	404	126	9	1	-	1	-	-	-	-	-				
MANUFACTURING -----	3,811	40.0	86.50	84.50	77.00-95.00	36	303	839	1231	742	350	245	53	9	1	-	1	-	-	-	-	-				
NONMANUFACTURING -----	1,735	39.5	83.50	81.50	71.00-95.00	91	296	418	351	201	147	159	73	-	-	-	-	-	-	-	-	-				
PUBLIC UTILITIES ⁴ -----	344	39.0	89.00	86.50	74.00-105.50	-	38	100	62	35	53	38	20	-	-	-	-	-	-	-	-	-				
SERVICES -----	1,333	39.5	82.00	80.50	69.50-94.00	88	254	306	260	162	92	121	53	-	-	-	-	-	-	-	-	-				
WOMEN																										
DRAFTSMEN, CLASS A -----	381	40.0	153.00	157.00	137.50-168.00	-	-	-	-	-	10	5	19	83	55	32	109	51	6	7	5	-				
MANUFACTURING -----	292	40.0	152.00	157.50	136.00-168.50	-	-	-	-	-	10	4	17	74	26	21	81	50	6	3	-	-				
DRAFTSMEN, CLASS B -----	767	40.0	127.00	126.50	113.50-140.00	-	-	2	3	25	88	164	157	136	114	45	27	8	1	-	-	-				
MANUFACTURING -----	553	40.0	129.50	129.50	116.50-142.00	-	-	-	3	11	48	104	118	108	90	43	25	5	-	-	-	-				
DRAFTSMEN, CLASS C -----	1,198	40.0	100.00	98.50	85.50-114.00	6	35	118	206	288	144	206	121	50	21	2	-	-	-	-	-	-				
MANUFACTURING -----	730	40.0	102.50	101.50	89.50-117.00	6	3	42	135	161	98	145	98	29	11	2	-	-	-	-	-	-				
NONMANUFACTURING -----	468	39.5	96.00	96.00	81.00-109.50	-	32	76	70	127	46	61	23	21	10	-	-	-	-	-	-	-				
DRAFTSMEN-TRACERS -----	1,273	38.5	81.50	83.50	70.00-89.50	15	300	209	477	197	39	24	12	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	1,075	38.5	80.00	83.00	69.50-89.00	15	278	178	395	174	26	-	8	-	-	-	-	-	-	-	-	-				
PUBLIC UTILITIES ⁴ -----	916	38.5	80.00	82.50	69.50-88.50	-	254	159	340	155	5	-	3	-	-	-	-	-	-	-	-	-				
NURSES, INDUSTRIAL (REGISTERED) -----	9,473	39.5	113.00	113.50	102.00-124.50	-	25	147	521	1265	2034	2239	1717	1038	368	89	23	4	-	4	-	-				
MANUFACTURING -----	7,855	40.0	113.00	113.50	102.50-125.00	-	21	112	411	1050	1652	1882	1457	856	322	70	16	3	-	3	-	-				
NONMANUFACTURING -----	1,619	38.5	111.50	112.00	101.00-123.50	-	4	35	109	215	383	357	261	182	46	19	6	1	-	1	-	-				
PUBLIC UTILITIES ⁴ -----	480	39.0	119.00	118.00	107.50-130.00	-	-	-	10	41	93	120	97	82	20	11	6	-	-	-	-	-				
RETAIL TRADE -----	388	39.0	98.50	99.50	88.00-110.50	-	3	27	79	90	89	55	33	10	1	-	-	-	-	-	-	-				
FINANCE ⁵ -----	464	37.5	109.50	109.00	101.00-119.50	-	-	7	18	72	146	113	72	26	7	3	-	-	-	-	-	-				

¹ Average month of reference. Data were collected during the period July 1965 through June 1966.² Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.³ For definition of terms, see footnote 3, table A-1.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate.

Table A-7. Professional and Technical Occupations—Northeast

(Average straight-time weekly hours and earnings for selected occupations by industry division in the Northeast, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																						
DRAFTSMEN, CLASS A -----	7,826	39.5	\$ 159.50	\$ 158.00	\$ 142.50-174.00	-	-	-	-	-	27	171	435	1016	1173	1313	1299	881	781	366	92	273
MANUFACTURING -----	5,702	40.0	159.00	156.50	141.00-174.50	-	-	-	-	-	27	143	330	852	850	993	795	624	526	246	68	249
NONMANUFACTURING -----	2,124	39.0	161.00	162.00	146.00-173.50	-	-	-	-	-	-	27	105	164	323	320	504	257	255	120	24	24
SERVICES -----	1,702	39.0	159.50	160.50	144.50-173.00	-	-	-	-	-	-	5	92	151	295	286	335	227	194	102	9	5
DRAFTSMEN, CLASS B -----	13,172	39.5	135.50	135.00	122.00-149.50	-	-	-	37	292	844	1583	2474	2530	2206	1519	923	531	141	37	18	40
MANUFACTURING -----	10,493	39.5	135.50	134.00	121.50-150.00	-	-	-	25	260	734	1285	2078	1841	1621	1269	718	440	131	37	14	40
NONMANUFACTURING -----	2,679	39.0	136.50	137.50	125.00-147.00	-	-	-	12	31	111	298	395	688	583	250	206	91	10	-	4	-
PUBLIC UTILITIES ⁵ -----	441	38.0	138.50	141.00	128.50-149.00	-	-	-	8	10	13	38	46	87	145	54	17	14	9	-	-	-
SERVICES -----	2,056	39.0	135.50	137.00	124.50-145.00	-	-	-	3	21	82	250	312	574	403	172	167	72	-	-	-	-
DRAFTSMEN, CLASS C -----	7,323	39.5	107.50	105.50	93.50-121.00	-	47	274	1020	1165	1611	1289	901	539	248	230	-	-	-	-	-	-
MANUFACTURING -----	4,961	39.5	107.00	106.00	93.00-119.50	-	35	206	721	841	1013	933	561	340	164	148	-	-	-	-	-	-
NONMANUFACTURING -----	2,362	39.0	108.00	105.00	95.50-123.00	-	12	68	298	324	598	356	339	199	84	82	-	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	444	37.5	112.00	116.50	101.00-124.50	-	-	21	47	40	62	108	126	36	4	-	-	-	-	-	-	-
SERVICES -----	1,805	39.5	107.50	104.00	95.00-122.50	-	10	40	227	264	513	231	209	150	80	80	-	-	-	-	-	-
DRAFTSMEN-TRACERS -----	2,052	39.5	83.50	83.00	74.50- 93.00	20	248	505	628	363	188	82	18	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	1,337	39.5	84.00	83.50	76.50- 92.50	11	119	296	504	290	98	17	3	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	715	39.0	83.00	80.50	71.50- 97.50	9	129	210	124	73	91	66	15	-	-	-	-	-	-	-	-	-
WOMEN																						
DRAFTSMEN, CLASS C -----	335	39.5	96.00	93.50	84.00-106.50	-	13	28	67	109	59	22	23	6	7	2	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED) ---	3,194	39.0	111.50	112.00	100.50-122.50	-	13	70	149	518	672	811	556	273	90	31	6	1	-	4	-	-
MANUFACTURING -----	2,515	39.5	111.00	111.50	100.00-122.00	-	12	56	109	437	529	645	424	197	73	26	4	1	-	3	-	-
NONMANUFACTURING -----	679	37.5	112.50	114.00	102.00-123.50	-	1	14	40	81	143	166	132	75	17	5	2	-	-	1	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.

Table A-8. Professional and Technical Occupations--South

(Average straight-time weekly hours and earnings for selected occupations by industry division in the South,¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																						
DRAFTSMEN, CLASS A -----	3,800	40.0	\$ 157.50	\$ 156.00	\$ 138.50-175.50	-	-	-	-	5	94	92	315	510	599	489	536	434	389	258	78	
MANUFACTURING -----	2,930	40.0	157.50	158.00	140.00-177.00	-	-	-	-	5	85	72	205	365	429	382	425	370	305	234	55	
NONMANUFACTURING -----	870	40.0	158.00	149.00	135.00-168.50	-	-	-	-	10	21	110	145	171	108	113	64	84	23	23		
PUBLIC UTILITIES ⁵ -----	280	40.0	160.50	161.00	145.00-171.00	-	-	-	-	-	1	21	21	58	35	71	21	34	10	9		
SERVICES -----	499	40.0	146.50	144.50	131.50-160.00	-	-	-	-	8	17	82	101	97	71	30	37	47	10	-		
DRAFTSMEN, CLASS B -----	6,577	40.0	128.00	127.00	111.50-144.00	-	4	14	169	480	803	1037	1095	946	818	588	361	189	57	9	7	
MANUFACTURING -----	4,965	40.0	129.00	128.50	113.00-145.00	-	4	8	90	322	563	795	818	777	631	512	264	121	48	9	4	
NONMANUFACTURING -----	1,612	40.0	124.50	123.00	106.00-141.50	-	-	6	79	156	240	242	277	170	188	76	97	68	9	-	3	
PUBLIC UTILITIES ⁵ -----	611	40.0	128.50	128.00	108.50-145.00	-	-	-	27	56	83	94	58	85	91	42	41	26	7	-	-	
SERVICES -----	756	40.0	125.00	123.50	109.00-141.50	-	-	6	31	30	129	112	173	68	88	28	49	41	-	-	-	
DRAFTSMEN, CLASS C -----	4,472	40.0	100.00	97.50	85.00-115.00	3	278	419	875	832	636	564	423	257	136	43	3	3	-	-	-	
MANUFACTURING -----	3,255	40.0	100.50	98.50	85.50-115.00	3	218	282	603	606	454	446	318	206	95	20	3	3	-	-	-	
NONMANUFACTURING -----	1,217	39.5	99.00	95.50	84.00-113.50	-	61	137	272	226	183	119	106	51	41	23	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	418	40.0	100.00	98.00	83.00-118.00	-	14	60	87	58	49	55	86	6	4	-	-	-	-	-	-	
SERVICES -----	636	39.5	99.50	95.00	85.50-111.00	-	36	45	157	133	104	50	18	40	33	23	-	-	-	-	-	
DRAFTSMEN-TRACERS -----	1,058	40.0	81.00	79.00	70.50- 89.50	24	222	310	248	107	70	53	25	1	-	-	-	-	-	-	-	
MANUFACTURING -----	587	40.0	78.50	77.50	70.50- 87.00	17	119	178	161	66	34	11	-	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	471	39.5	84.00	79.50	70.50- 94.50	7	102	132	87	40	36	42	25	-	-	-	-	-	-	-	-	
WOMEN																						
DRAFTSMEN-TRACERS -----	561	38.0	79.00	81.50	68.00- 88.00	14	161	97	229	40	10	-	9	-	-	-	-	-	-	-	-	
NURSES, INDUSTRIAL (REGISTERED) -----	1,514	39.5	109.50	108.00	95.50-122.50	-	2	50	183	257	327	264	214	129	51	28	8	2	-	-	-	
MANUFACTURING -----	1,176	40.0	111.00	110.00	96.50-126.00	-	-	37	138	183	231	192	194	116	48	28	8	2	-	-	-	
NONMANUFACTURING -----	338	39.0	103.00	103.00	93.00-113.00	-	2	14	44	76	96	71	20	13	3	-	-	-	-	-	-	

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.

Table A-9. Professional and Technical Occupations—North Central

(Average straight-time weekly hours and earnings for selected occupations by industry division in the North Central region, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ⁴	Median ⁴	Middle range ⁴	\$ 50	\$ 60	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																						
DRAFTSMEN, CLASS A -----	10,522	40.0	\$ 160.50	\$ 157.50	\$ 141.50-179.00	-	-	-	-	8	37	195	673	1371	1776	1640	1338	929	850	666	631	411
MANUFACTURING -----	8,557	40.0	159.50	195.00	140.00-178.00	-	-	-	-	3	25	178	649	1280	1424	1396	910	705	639	543	434	371
NONMANUFACTURING -----	1,965	40.0	166.00	164.00	149.50-182.00	-	-	-	-	5	12	17	23	90	352	244	428	224	210	123	197	40
PUBLIC UTILITIES ⁵ -----	273	40.0	164.00	161.50	147.50-182.00	-	-	-	-	-	-	5	4	31	40	50	44	24	17	54	2	1
SERVICES -----	1,634	40.0	166.50	164.50	153.00-182.50	-	-	-	-	5	12	12	18	47	299	182	376	192	192	66	195	39
DRAFTSMEN, CLASS B -----	14,145	40.0	134.50	132.50	120.00-148.00	-	1	5	74	346	1089	2017	2784	2691	1976	1264	798	601	308	118	58	15
MANUFACTURING -----	10,801	40.0	132.00	130.00	117.50-144.50	-	-	1	58	298	997	1832	2224	1988	1346	915	489	392	179	49	22	9
NONMANUFACTURING -----	3,345	40.0	142.00	141.00	128.50-155.50	-	1	4	16	48	90	185	559	705	630	349	310	209	129	69	36	6
PUBLIC UTILITIES ⁵ -----	742	40.0	137.00	136.50	126.50-149.50	-	1	1	1	22	29	57	116	191	146	115	43	14	2	3	1	-
SERVICES -----	2,350	40.0	145.00	144.00	131.00-162.00	-	-	3	15	16	42	81	378	459	459	223	251	195	122	66	35	6
DRAFTSMEN, CLASS C -----	9,648	40.0	107.50	104.50	93.50-119.50	11	87	362	1249	1928	2115	1574	1028	514	301	229	203	38	5	1	3	-
MANUFACTURING -----	7,730	40.0	106.50	104.00	93.00-117.50	9	49	267	1069	1631	1737	1318	796	355	193	181	76	38	5	1	3	-
NONMANUFACTURING -----	1,918	40.0	111.50	108.50	95.00-128.00	2	38	96	179	298	378	255	231	159	108	48	127	-	-	-	-	-
PUBLIC UTILITIES ⁵ -----	438	40.0	115.50	118.50	97.50-132.00	-	3	13	48	57	58	46	71	100	42	-	-	-	-	-	-	-
SERVICES -----	1,335	40.0	111.50	107.50	95.00-125.50	2	33	63	110	211	280	189	154	53	66	46	127	-	-	-	-	-
DRAFTSMEN-TRACERS -----	2,065	40.0	87.50	85.00	77.50- 97.00	83	131	426	609	357	197	170	81	8	1	-	1	-	-	-	-	-
MANUFACTURING -----	1,594	40.0	89.00	86.00	79.00- 98.00	8	66	360	500	304	176	119	50	8	-	1	-	-	-	-	-	-
NONMANUFACTURING -----	471	40.0	82.50	82.50	67.50- 94.00	75	65	66	109	53	21	51	31	-	-	-	-	-	-	-	-	-
WOMEN																						
DRAFTSMEN, CLASS C -----	353	40.0	94.50	96.50	83.50-102.00	6	12	34	66	135	45	36	11	5	4	-	-	-	-	-	-	-
DRAFTSMEN-TRACERS -----	383	40.0	83.50	84.50	75.00- 91.50	1	46	88	123	110	11	1	3	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED) ---	3,660	40.0	113.00	113.00	103.00-123.50	-	9	26	186	443	865	961	626	346	175	17	8	1	-	-	-	-
MANUFACTURING -----	3,262	40.0	113.00	113.50	103.00-123.50	-	8	19	162	396	758	869	564	315	161	8	4	-	-	-	-	-
NONMANUFACTURING -----	398	39.5	112.50	111.50	101.50-123.50	-	1	7	24	47	107	92	62	31	14	9	4	1	-	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.

Table A-10. Professional and Technical Occupations--West

(Average straight-time weekly hours and earnings for selected occupations by industry division in the West, ¹ February 1966²)

Sex, occupation, and industry division	Number of workers	Average weekly hours ³ (standard)	Weekly earnings ³ (standard)			Number of workers receiving straight-time weekly earnings of--																
			Mean ⁴	Median ⁴	Middle range ⁴	Under	80	90	100	110	120	130	140	150	160	170	180	190	200	210		
						\$ 80 and under	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
MEN																						
DRAFTSMEN, CLASS A -----	3,736	40.0	\$ 158.50	\$ 158.50	\$ 147.00-168.50	-	-	-	22	14	84	372	661	837	903	457	226	53	58	50		
MANUFACTURING -----	2,584	40.0	155.00	154.50	143.50-164.00	-	-	-	18	9	73	348	565	631	596	182	95	6	13	47		
NONMANUFACTURING -----	1,153	40.0	166.50	166.50	157.00-177.50	-	-	-	4	5	11	24	96	205	307	275	131	47	45	3		
DRAFTSMEN, CLASS B -----	6,624	42.0	138.50	138.00	125.00-150.00	-	24	81	281	642	1209	1314	1410	767	456	256	117	36	15	16		
MANUFACTURING -----	4,293	40.0	134.50	134.50	123.50-145.50	-	11	35	192	518	942	954	894	491	220	15	13	7	-	-		
NONMANUFACTURING -----	2,331	39.5	145.50	144.00	131.00-162.00	-	13	46	90	124	267	360	516	276	236	241	104	29	15	16		
PUBLIC UTILITIES ⁵ -----	463	40.0	140.00	138.50	128.00-149.50	-	3	17	11	22	87	105	104	43	27	20	23	-	-	-		
SERVICES -----	1,659	39.5	149.50	147.50	134.00-165.00	-	-	1	40	86	162	239	374	222	202	207	72	27	15	14		
DRAFTSMEN, CLASS C -----	3,170	40.0	110.50	111.00	98.50-123.50	19	264	599	618	727	577	257	89	20	1	-	-	-	-	-		
MANUFACTURING -----	2,137	40.0	109.50	109.00	98.50-120.50	-	156	463	475	501	334	160	34	16	-	-	-	-	-	-		
NONMANUFACTURING -----	1,033	42.0	112.50	115.50	99.50-126.00	19	108	135	144	226	241	98	56	4	1	-	-	-	-	-		
PUBLIC UTILITIES ⁵ -----	308	42.0	112.50	115.50	100.50-125.00	19	34	22	35	91	60	25	18	3	-	-	-	-	-	-		
DRAFTSMEN-TRACERS -----	372	40.0	98.00	96.00	88.50-110.50	16	98	116	42	98	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	294	40.0	100.50	99.00	90.00-112.00	5	67	82	42	98	-	-	-	-	-	-	-	-	-	-		
WOMEN																						
DRAFTSMEN, CLASS C -----	346	40.0	113.50	115.50	110.00-126.50	22	20	27	15	143	73	34	10	-	-	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) ---	1,105	40.0	122.50	124.00	113.00-133.00	-	4	47	170	206	322	291	52	13	-	-	-	-	-	-		
MANUFACTURING -----	901	40.0	122.50	124.00	114.00-132.00	-	3	35	134	178	275	228	40	8	-	-	-	-	-	-		

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.

Table A-11. Maintenance and Powerplant Occupations—United States—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in all metropolitan areas, February 1966¹)

Occupation and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																		
		Mean ³	Median ³	Middle range ³	Under \$ 1.70	\$ 1.70 and under	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60
					1.80	1.90	2.00	2.10	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	over	
MECHANICS, MAINTENANCE -----	72,827	3.24	3.31	2.96- 3.59	20	75	87	154	500	818	2264	3177	5265	7226	11026	11001	13744	10907	4526	1213	419	350	56
MANUFACTURING -----	67,246	3.24	3.30	2.96- 3.57	9	62	78	154	468	797	2132	2977	4862	6620	10386	10145	13144	9818	4262	733	223	334	45
NONMANUFACTURING -----	5,581	3.35	3.37	2.99- 3.69	12	13	9	-	32	21	132	200	404	606	640	856	600	1089	264	480	196	16	11
PUBLIC UTILITIES ⁴ -----	2,564	3.69	3.68	3.50- 4.01	-	-	-	-	-	13	-	1	13	78	120	308	365	760	245	460	175	16	11
WHOLESALE TRADE -----	1,159	3.05	3.12	2.77- 3.30	-	-	-	-	-	-	41	76	220	84	271	302	116	42	7	-	-	-	-
RETAIL TRADE -----	733	3.14	3.16	2.79- 3.37	2	-	2	-	5	-	8	52	120	43	193	159	35	65	12	20	20	-	-
SERVICES -----	674	3.00	3.18	2.52- 3.62	9	13	7	-	27	8	79	62	49	48	39	51	71	210	-	-	-	-	-
MILLWRIGHTS -----	24,382	3.44	3.49	3.23- 3.68	-	-	2	-	21	18	125	335	620	1363	3053	3454	5322	9102	495	350	67	42	12
MANUFACTURING -----	24,155	3.43	3.49	3.23- 3.68	-	-	2	-	21	18	125	334	619	1354	3035	3376	5284	9048	479	350	65	33	12
OILERS -----	14,055	2.76	2.83	2.56- 3.04	639	90	127	105	125	257	845	1721	2778	2887	2889	883	399	244	7	18	5	24	13
MANUFACTURING -----	13,386	2.75	2.82	2.55- 3.03	630	90	122	103	122	248	821	1655	2662	2841	2625	787	379	244	7	18	5	15	13
NONMANUFACTURING -----	669	2.91	3.03	2.69- 3.12	9	-	5	2	4	9	23	65	116	46	265	96	20	-	-	-	-	9	-
PUBLIC UTILITIES ⁴ -----	440	2.98	3.05	2.88- 3.11	-	-	-	-	2	2	3	-	84	27	258	65	-	-	-	-	-	-	-
PAINTERS, MAINTENANCE -----	14,396	3.25	3.29	2.91- 3.63	113	66	50	91	82	210	331	510	1201	1525	1907	2545	1550	2712	524	248	190	141	401
MANUFACTURING -----	9,760	3.28	3.32	3.06- 3.62	13	19	32	56	35	34	190	252	551	846	1530	2226	1165	2339	313	91	16	46	9
NONMANUFACTURING -----	4,636	3.20	3.06	2.70- 3.72	101	48	19	35	47	176	142	259	651	680	377	319	385	373	211	157	174	95	392
PUBLIC UTILITIES ⁴ -----	886	3.23	3.19	2.88- 3.57	-	-	-	-	6	-	2	24	83	201	129	79	180	128	35	10	3	6	-
RETAIL TRADE -----	524	3.51	3.54	2.99- 4.03	-	-	2	-	8	4	26	28	31	36	47	45	55	23	83	29	36	28	43
FINANCE ⁵ -----	1,731	3.33	3.01	2.65- 4.24	2	12	-	13	8	81	69	119	317	239	102	49	61	80	63	25	135	8	345
SERVICES -----	1,388	2.91	2.85	2.45- 3.45	97	36	17	22	25	87	44	74	215	190	71	140	67	126	28	92	-	53	4
PIPEFITTERS, MAINTENANCE -----	29,769	3.47	3.54	3.30- 3.68	-	2	-	2	9	33	86	280	741	1544	3018	4787	5842	11153	1452	478	83	111	148
MANUFACTURING -----	28,430	3.47	3.54	3.31- 3.68	-	2	-	2	9	33	86	276	728	1350	2780	4650	5617	10997	1312	348	69	72	99
NONMANUFACTURING -----	1,339	3.51	3.46	3.08- 3.85	-	-	-	-	-	-	-	4	13	194	238	137	225	156	140	130	14	39	49
PUBLIC UTILITIES ⁴ -----	881	3.43	3.41	3.02- 3.88	-	-	-	-	-	-	-	-	5	184	183	67	107	61	140	121	14	-	-
SERVICES -----	278	3.70	3.61	3.43- 3.77	-	-	-	-	-	-	-	1	1	6	17	25	87	83	-	5	-	38	16
PLUMBERS, MAINTENANCE -----	2,695	3.20	3.20	2.93- 3.52	9	9	5	-	36	11	78	91	205	399	513	418	517	199	38	55	52	5	55
MANUFACTURING -----	1,666	3.20	3.26	2.98- 3.53	-	7	3	-	28	6	47	49	107	188	327	285	443	129	21	-	8	1	16
NONMANUFACTURING -----	1,029	3.21	3.07	2.89- 3.50	9	1	2	-	8	5	31	42	98	212	186	133	74	70	17	55	44	4	39
PUBLIC UTILITIES ⁴ -----	391	3.12	3.03	2.95- 3.28	-	-	-	-	-	-	5	7	3	136	137	21	17	52	12	-	-	-	1
SERVICES -----	333	3.30	3.26	2.75- 4.14	9	1	2	-	7	1	22	6	63	30	16	29	38	4	-	47	39	-	18
SHEET-METAL WORKERS, MAINTENANCE --	6,147	3.44	3.49	3.26- 3.66	-	-	-	-	4	21	17	49	105	352	767	967	1497	2088	99	141	34	1	4
MANUFACTURING -----	5,812	3.45	3.49	3.29- 3.66	-	-	-	-	4	21	17	48	105	258	665	927	1446	2074	87	125	31	1	3
NONMANUFACTURING -----	336	3.24	3.08	2.99- 3.50	-	-	-	-	-	-	-	1	-	95	102	40	51	14	12	16	3	-	1
TOOL AND DIE MAKERS -----	50,525	3.61	3.70	3.35- 3.92	-	-	-	-	3	9	45	220	751	2148	4462	6619	6804	9680	14717	4195	668	128	76
MANUFACTURING -----	49,964	3.61	3.70	3.35- 3.92	-	-	-	-	3	9	45	216	747	2121	4410	6575	6756	9477	14645	4104	665	114	76

¹ Average month of reference. Data were collected during the period July 1965 through June 1966.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of terms, see footnote 3, table A-1.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate.

Table A-12. Maintenance and Powerplant Occupations—Northeast—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the Northeast, ¹ February 1966 ²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					Under \$ 1.70	1.70 and under	1.80	1.90	2.00	2.10	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60
DILERS -----	3,933	2.68	2.67	2.44- 2.96	88	58	63	78	27	129	410	649	978	579	539	209	60	9	3	18	-	24	13
MANUFACTURING -----	3,811	2.67	2.67	2.43- 2.95	88	58	62	78	25	122	409	647	920	565	516	208	56	9	3	18	-	15	13
PAINTERS, MAINTENANCE -----	4,564	3.07	3.05	2.78- 3.35	37	28	2	19	25	59	146	274	629	846	898	548	267	463	116	17	151	19	19
MANUFACTURING -----	2,713	3.09	3.11	2.85- 3.31	-	-	-	9	13	9	97	191	268	405	719	468	144	321	42	2	13	13	1
NONMANUFACTURING -----	1,851	3.04	2.89	2.70- 3.48	37	28	2	10	12	50	49	83	361	441	179	81	123	167	75	15	138	6	18
PUBLIC UTILITIES ⁵ -----	338	3.22	3.09	2.88- 3.57	-	-	-	-	-	-	-	14	17	95	60	16	68	31	27	10	-	-	-
FINANCE ⁶ -----	742	3.12	2.88	2.66- 3.71	-	1	-	1	2	14	32	32	195	158	50	19	48	72	-	-	125	-	3
SERVICES -----	540	2.68	2.79	2.57- 2.89	37	27	2	9	6	36	2	20	138	171	31	28	3	23	7	-	-	-	-
PIPEFITTERS, MAINTENANCE -----	8,074	3.29	3.31	3.07- 3.50	-	-	-	-	-	18	28	190	589	672	1553	2282	1047	1409	141	82	14	4	44
MANUFACTURING -----	7,689	3.28	3.31	3.07- 3.49	-	-	-	-	-	18	28	186	583	618	1482	2256	978	1372	71	62	-	4	32
NONMANUFACTURING -----	385	3.49	3.44	3.12- 3.83	-	-	-	-	-	-	-	4	7	55	71	26	69	37	70	20	14	-	12
PLUMBERS, MAINTENANCE -----	1,240	3.10	3.07	2.87- 3.30	-	-	3	-	21	-	30	31	140	245	339	221	78	70	21	9	13	-	19
MANUFACTURING -----	752	3.06	3.07	2.86- 3.25	-	-	3	-	18	-	27	26	71	130	247	129	55	17	10	-	5	-	13
NONMANUFACTURING -----	489	3.16	3.06	2.89- 3.37	-	-	-	-	3	-	3	5	69	115	91	92	23	53	11	9	8	-	6
SHEET-METAL WORKERS, MAINTENANCE -----	1,880	3.34	3.35	3.12- 3.60	-	-	-	-	-	5	4	18	46	224	298	434	385	384	33	31	12	1	3
MANUFACTURING -----	1,743	3.35	3.37	3.16- 3.61	-	-	-	-	-	5	4	17	46	185	246	418	372	381	25	31	9	1	2
TOOL AND DIE MAKERS -----	15,585	3.41	3.41	3.16- 3.71	-	-	-	-	3	-	13	172	517	1361	2543	3091	2211	3386	1787	414	58	8	22
MANUFACTURING -----	15,252	3.41	3.40	3.15- 3.71	-	-	-	-	3	-	13	168	513	1349	2527	3059	2167	3199	1762	404	58	8	22

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-13. Maintenance and Powerplant Occupations—South—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the South, ¹ February 1966 ²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					Under 1.70 and 1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	over
PAINTERS, MAINTENANCE -----	3,689	3.17	3.34	2.80- 3.65	76	35	47	68	51	125	63	69	130	257	181	280	659	254	1174	160	51	10	-
MANUFACTURING -----	2,859	3.31	3.50	3.18- 3.66	13	19	32	47	22	24	33	38	28	139	133	221	601	220	1134	146	8	2	-
NONMANUFACTURING -----	829	2.66	2.61	2.16- 3.12	64	16	15	21	29	101	30	31	101	118	47	60	58	34	40	14	43	8	-
FINANCE ⁶ -----	262	2.45	2.44	2.15- 2.63	2	11	-	12	5	66	12	15	67	30	6	18	8	-	-	-	8	-	-
SERVICES -----	312	2.45	2.33	1.90- 2.94	60	6	13	9	18	32	16	8	8	59	8	16	23	5	1	-	31	-	-
PIPEFITTERS, MAINTENANCE -----	7,975	3.58	3.65	3.48- 3.72	-	2	-	2	9	13	34	16	42	50	230	349	538	1259	4400	931	23	13	64
MANUFACTURING -----	7,829	3.58	3.65	3.48- 3.72	-	2	-	2	9	13	34	16	42	44	206	311	517	1243	4397	931	23	13	26
PLUMBERS, MAINTENANCE -----	360	2.93	2.91	2.50- 3.28	9	9	2	-	15	10	11	15	40	44	50	36	54	7	10	12	-	33	1
SHEET-METAL WORKERS, MAINTENANCE --	1,123	3.44	3.48	3.30- 3.68	-	-	-	-	4	15	1	4	19	35	35	122	155	237	432	13	46	6	-
MANUFACTURING -----	1,066	3.45	3.49	3.32- 3.68	-	-	-	-	4	15	1	4	19	35	32	97	134	237	432	13	38	6	-
TOOL AND DIE MAKERS -----	3,093	3.40	3.42	3.16- 3.71	-	-	-	-	-	9	-	9	26	132	289	437	586	563	474	550	19	-	-
MANUFACTURING -----	3,033	3.41	3.43	3.16- 3.72	-	-	-	-	-	9	-	9	26	132	275	405	574	561	474	550	19	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 2, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-14. Maintenance and Powerplant Occupations—North Central—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the North Central region,¹ February 1966²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60
					\$ 1.90 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	over	
PAINTERS, MAINTENANCE -----	4,353	3.44	3.42	3.09- 3.67	5	4	6	24	26	27	52	50	267	367	572	706	690	749	179	148	25	118	339
MANUFACTURING -----	2,988	3.36	3.40	3.14- 3.62	-	-	-	-	11	11	4	28	132	247	459	619	603	679	89	76	1	29	2
NONMANUFACTURING -----	1,365	3.61	3.60	2.91- 4.50	5	4	6	24	15	16	48	22	134	119	113	89	88	70	90	72	24	89	337
PUBLIC UTILITIES ⁵ -----	279	3.18	3.12	2.86- 3.53	-	-	4	-	-	2	6	-	43	50	41	47	41	34	5	-	-	6	-
FINANCE ⁶ -----	647	3.91	4.43	3.12- 4.65	-	-	1	-	9	1	8	7	75	47	32	21	21	8	63	17	10	8	318
SERVICES -----	256	3.27	3.15	2.45- 4.17	5	4	1	19	6	12	32	14	16	5	18	4	4	19	4	35	-	53	4
PIPEFITTERS, MAINTENANCE -----	11,661	3.51	3.58	3.35- 3.68	-	-	-	2	2	7	20	28	97	573	971	1818	2653	4706	346	292	56	45	48
MANUFACTURING -----	11,104	3.50	3.58	3.35- 3.67	-	-	-	2	2	7	20	28	97	518	915	1728	2553	4661	276	187	56	44	11
NONMANUFACTURING -----	558	3.63	3.56	3.25- 4.00	-	-	-	-	-	-	-	-	-	55	56	90	98	45	70	105	-	1	37
PUBLIC UTILITIES ⁵ -----	418	3.55	3.54	3.10- 3.99	-	-	-	-	-	-	-	-	-	55	53	54	70	14	70	101	-	-	-
PLUMBERS, MAINTENANCE -----	537	3.32	3.30	3.00- 3.62	-	-	-	1	12	9	16	3	20	77	109	64	72	107	3	-	6	4	34
MANUFACTURING -----	321	3.36	3.45	3.15- 3.63	-	-	-	-	-	-	-	-	14	29	54	52	68	99	3	-	1	-	1
SHEET-METAL WORKERS, MAINTENANCE --	2,677	3.49	3.59	3.36- 3.67	-	-	-	-	8	-	2	10	25	91	306	332	600	1197	41	57	6	-	1
MANUFACTURING -----	2,585	3.51	3.60	3.37- 3.67	-	-	-	-	8	-	2	10	25	40	294	332	575	1197	37	57	6	-	1
TOOL AND DIE MAKERS -----	26,713	3.73	3.85	3.55- 3.96	-	-	-	-	19	4	4	19	99	453	1378	2455	2931	4166	11538	3143	390	73	39
MANUFACTURING -----	26,666	3.73	3.85	3.55- 3.96	-	-	-	-	19	4	4	19	99	452	1374	2456	2930	4166	11538	3102	390	73	39

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.⁶ Finance, insurance, and real estate.

Table A-15. Maintenance and Powerplant Occupations—West—Continued

(Average straight-time hourly earnings for men in selected occupations by industry division in the West, ¹ February 1966 ²)

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40
					\$ 2.20 and under	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	over
SHEET-METAL WORKERS, MAINTENANCE --- MANUFACTURING -----	467 418	\$ 3.50 3.50	\$ 3.48 3.48	\$ 3.42- 3.59 3.42- 3.58	-	-	-	-	-	-	-	-	2	13	29	17	28	277	73	11	8	10	-
TOOL AND DIE MAKERS ----- MANUFACTURING -----	5,135 5,014	3.73 3.72	3.73 3.73	3.53- 3.90 3.53- 3.89	-	-	-	-	-	2	-	45	30	73	137	349	1100	1655	842	620	220	62	-
										2	-	45	30	73	137	349	1099	1639	795	580	217	48	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Transportation, communication, and other public utilities.

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

(Average straight-time hourly earnings for selected occupations by industry division
in all metropolitan areas, February 1966¹)

Occupation ² and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁴	Median ⁴	Middle range ⁴	Under	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					\$ 1.00 and under	1.00	1.10	1.20	1.30	1.40	1.50	1.60	1.80	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80
TRUCKDRIVERS⁷ - CONTINUED																							
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	77,895	3.19	3.32	3.15- 3.42	-	-	-	36	164	233	324	1077	1130	979	1289	1733	3117	4534	7675	32993	19109	2433	1072
MANUFACTURING -----	12,897	2.99	3.13	2.70- 3.36	-	-	-	18	146	63	101	331	372	361	538	769	1161	1743	1705	2972	1607	491	519
NONMANUFACTURING -----	64,998	3.23	3.33	3.21- 3.43	-	-	-	18	17	170	223	746	757	618	751	965	1956	2791	5971	30021	17501	1941	553
PUBLIC UTILITIES ⁶ -----	43,933	3.28	3.35	3.26- 3.42	-	-	-	18	-	8	28	268	363	192	360	160	645	762	3558	24355	12440	776	-
WHOLESALE TRADE -----	13,336	3.09	3.27	2.87- 3.47	-	-	-	-	13	145	128	397	299	173	351	555	866	942	1648	3384	3705	649	80
RETAIL TRADE -----	7,566	3.17	3.27	2.96- 3.46	-	-	-	-	4	16	67	77	95	248	40	222	435	1077	734	2281	1282	516	473
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	29,647	3.05	3.22	2.72- 3.39	-	-	-	74	58	145	577	608	966	886	1200	1586	2108	2925	2742	9032	3299	1757	1684
MANUFACTURING -----	13,378	2.96	2.92	2.45- 3.37	-	-	-	-	52	131	494	409	640	459	933	896	1324	1700	1287	2004	781	674	1594
NONMANUFACTURING -----	16,269	3.13	3.27	3.00- 3.39	-	-	-	74	6	15	83	199	326	427	267	690	785	1225	1455	7028	2519	1083	90
PUBLIC UTILITIES ⁶ -----	8,272	3.23	3.29	3.21- 3.38	-	-	-	-	-	-	-	120	54	20	9	132	335	505	642	4720	1473	261	-
WHOLESALE TRADE -----	5,515	3.09	3.26	2.81- 3.51	-	-	-	72	-	15	43	11	170	69	155	498	283	676	473	1245	925	820	62
RETAIL TRADE -----	2,337	2.91	3.20	2.47- 3.33	-	-	-	2	6	-	40	68	103	240	103	47	167	40	338	1062	91	2	28
TRUCKERS, POWER (FORKLIFT) -----	93,591	2.69	2.80	2.43- 2.99	-	-	-	255	737	1099	1041	2576	2753	4885	8377	12093	13234	24738	13327	3823	2614	953	1088
MANUFACTURING -----	74,675	2.68	2.76	2.43- 2.96	-	-	-	171	435	593	846	1573	2067	3906	7699	10751	11255	22210	9083	1387	1013	654	1037
NONMANUFACTURING -----	18,916	2.76	2.95	2.44- 3.19	-	-	-	85	303	506	196	1003	687	979	678	1343	1979	2528	4243	2436	1602	299	51
PUBLIC UTILITIES ⁶ -----	5,919	2.90	3.09	2.67- 3.29	-	-	-	-	119	172	26	212	204	71	82	367	653	430	1235	1681	663	4	-
WHOLESALE TRADE -----	7,941	2.66	2.84	2.32- 3.10	-	-	-	18	133	159	136	699	351	341	332	642	979	1443	1690	357	384	279	-
RETAIL TRADE -----	4,900	2.77	2.97	2.35- 3.17	-	-	-	65	51	175	33	74	96	540	257	311	324	651	1316	393	555	15	45
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	19,409	2.75	2.78	2.54- 2.95	-	-	-	10	45	85	285	293	442	746	1305	2948	4128	5761	847	1189	922	154	248
MANUFACTURING -----	15,910	2.75	2.82	2.51- 2.96	-	-	-	-	43	83	197	214	427	723	1265	2298	2309	5562	747	1014	650	135	246
NONMANUFACTURING -----	3,498	2.72	2.71	2.59- 2.79	-	-	-	10	2	2	88	79	16	24	40	651	1819	199	100	175	272	19	2
PUBLIC UTILITIES ⁶ -----	2,661	2.62	2.67	2.58- 2.75	-	-	-	3	2	1	88	52	2	-	34	594	1778	78	6	-	24	-	-
WHOLESALE TRADE -----	433	3.12	3.33	2.95- 3.43	-	-	-	-	-	-	-	7	9	17	-	48	13	21	62	118	120	19	-
RETAIL TRADE -----	297	3.05	3.35	2.69- 3.54	-	-	-	7	-	1	-	20	5	7	6	10	23	7	29	57	122	-	2

¹ Average month of reference. Data were collected during the period July 1965 through June 1966.² Data limited to men workers except where otherwise indicated.³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ For definition of terms, see footnote 3, table A-1.⁵ Finance, insurance, and real estate.⁶ Transportation, communication, and other public utilities.⁷ Includes all drivers, as defined, regardless of size and type of truck operated.

Table A-17. Custodial and Material Movement Occupations--Northeast

(Average straight-time hourly earnings for selected occupations by industry division in the Northeast, 1 February 1966²)

Table with 30 columns: Occupation and industry division, Number of workers, Hourly earnings (Mean, Median, Middle range), and Number of workers receiving straight-time hourly earnings of (17 bins from Under 1.20 to over 3.80).

See footnotes at end of table.

Table A-17. Custodial and Material Movement Occupations—Northeast—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the Northeast, ¹ February 1966²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under \$	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80
					and under	1.20	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	over
TRUCKERS, POWER (FORKLIFT) -----	20,860	2.70	2.73	2.38- 2.99	-	-	10	128	40	108	231	358	219	1257	3263	3080	3003	4343	2696	1093	353	152	528
MANUFACTURING -----	15,928	2.65	2.63	2.34- 2.93	-	-	10	24	17	69	198	332	156	1119	3026	2715	2449	3373	1132	380	280	137	493
NONMANUFACTURING -----	4,932	2.86	2.99	2.72- 3.16	-	-	-	104	22	39	33	26	63	138	237	367	534	970	1564	713	73	15	35
PUBLIC UTILITIES ⁷ -----	1,773	3.10	3.11	3.01- 3.25	-	-	-	-	-	-	-	-	-	5	4	37	147	220	735	566	60	-	-
WHOLESALE TRADE -----	1,681	2.70	2.78	2.45- 2.95	-	-	-	12	3	25	2	14	40	49	200	211	336	526	254	-	10	-	-
RETAIL TRADE -----	1,436	2.79	3.03	2.51- 3.16	-	-	-	92	19	14	21	13	22	78	33	98	48	223	575	147	3	15	35
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	5,141	2.75	2.73	2.44- 2.97	-	-	-	2	2	33	96	18	60	273	682	895	879	1093	129	620	178	75	104
MANUFACTURING -----	4,494	2.76	2.76	2.39- 2.99	-	-	-	2	2	20	92	13	60	273	682	731	464	1090	112	620	154	75	102

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 3, table A-1.⁶ Finance, insurance, and real estate.⁷ Transportation, communication, and other public utilities.⁸ Includes all drivers, as defined, regardless of size and type of truck operated.

Table A-18. Custodial and Material Movement Occupations—South—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the South,¹ February 1966²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
					1.00	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	over
TRUCKDRIVERS⁸ - CONTINUED																							
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	6,359	2.37	2.39	1.84- 2.84	-	-	-	74	58	145	571	263	266	524	115	513	737	251	941	1041	182	652	27
MANUFACTURING -----	4,412	2.28	2.34	1.82- 2.80	-	-	-	-	52	131	489	242	89	479	102	273	628	173	611	976	107	52	9
NONMANUFACTURING -----	1,947	2.57	2.72	2.12- 3.22	-	-	-	74	6	15	81	21	177	45	13	240	109	78	330	65	75	600	18
PUBLIC UTILITIES ⁷ -----	1,183	2.86	3.20	2.71- 3.26	-	-	-	-	-	-	-	-	120	45	9	19	9	51	281	20	31	580	18
TRUCKERS, POWER (FORKLIFT) -----	18,527	2.26	2.23	1.77- 2.73	-	-	-	253	717	960	940	844	1250	856	810	2427	1430	2396	1579	2270	836	740	224
MANUFACTURING -----	13,538	2.31	2.35	1.84- 2.79	-	-	-	171	415	559	771	519	733	585	551	1662	1151	2031	1034	1978	768	391	223
NONMANUFACTURING -----	4,989	2.12	2.04	1.69- 2.60	-	-	-	83	303	401	169	325	516	271	259	765	279	365	544	292	68	349	1
PUBLIC UTILITIES ⁷ -----	1,654	2.29	2.24	1.74- 2.93	-	-	-	-	119	172	26	10	202	115	89	66	75	149	185	76	21	349	-
WHOLESALE TRADE -----	1,879	1.88	1.77	1.61- 2.09	-	-	-	18	133	147	130	292	300	136	138	271	30	65	169	46	3	-	-
RETAIL TRADE -----	1,443	2.24	2.20	2.03- 2.65	-	-	-	65	51	82	13	15	14	21	31	427	173	151	187	170	44	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	2,847	2.43	2.52	1.95- 2.78	-	-	-	10	45	82	282	55	107	89	82	100	189	845	273	235	215	157	83
MANUFACTURING -----	2,211	2.45	2.52	1.97- 2.90	-	-	-	-	43	81	194	46	54	85	77	100	170	599	85	225	214	157	83
NONMANUFACTURING -----	635	2.33	2.53	1.79- 2.65	-	-	-	10	2	1	88	9	53	4	5	-	19	246	188	10	1	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 3, table A-1.⁶ Finance, insurance, and real estate.⁷ Transportation, communication, and other public utilities.⁸ Includes all drivers, as defined, regardless of size and type of truck operated.

Table A-19. Custodial and Material Movement Occupations—North Central—Continued

(Average straight-time hourly earnings for selected occupations by industry division in the North Central region, ¹ February 1966²)

Occupation ³ and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																		
		Mean ⁵	Median ⁵	Middle range ⁵	Under \$	\$ 1.00	\$ 1.10	\$ 1.20	\$ 1.30	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80
					and over	under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					1.00	1.10	1.20	1.30	1.40	1.50	1.60	1.80	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	over
TRUCKDRIVERS⁸ - CONTINUED																							
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	6,058	\$ 3.16	\$ 3.28	\$ 3.05- 3.42	-	-	-	-	-	-	-	9	13	82	84	682	176	179	1313	1817	1411	288	4
MANUFACTURING -----	2,347	3.04	3.13	2.76- 3.29	-	-	-	-	-	-	-	9	9	69	51	355	143	129	781	480	95	224	4
NONMANUFACTURING -----	3,711	3.24	3.35	3.18- 3.45	-	-	-	-	-	-	-	-	4	13	33	327	33	50	532	1337	1316	64	-
PUBLIC UTILITIES ⁶ -----	1,565	3.34	3.42	3.33- 3.47	-	-	-	-	-	-	-	-	-	-	-	46	19	34	164	342	951	9	-
WHOLESALE TRADE -----	1,024	3.10	3.32	2.48- 3.52	-	-	-	-	-	-	-	-	4	4	33	268	15	8	85	246	306	55	-
TRUCKERS, POWER (FORKLIFT) -----	41,657	2.80	2.85	2.60- 2.98	-	-	-	2	10	11	62	127	437	1056	3321	5328	7059	15336	6244	1233	546	378	510
MANUFACTURING -----	36,719	2.78	2.84	2.59- 2.97	-	-	-	-	10	10	58	41	369	980	3193	4871	6294	14469	4710	453	376	378	509
NONMANUFACTURING -----	4,938	2.92	3.00	2.71- 3.17	-	-	-	2	-	1	4	86	67	76	129	457	765	867	1533	781	170	-	1
PUBLIC UTILITIES ⁶ -----	1,052	3.02	3.14	2.72- 3.26	-	-	-	-	-	-	-	-	-	-	-	108	221	93	257	357	17	-	-
WHOLESALE TRADE -----	2,641	2.86	2.95	2.68- 3.13	-	-	-	-	-	-	3	80	23	21	100	291	443	570	807	238	65	-	-
RETAIL TRADE -----	1,158	3.00	3.08	2.86- 3.19	-	-	-	-	-	1	1	6	9	35	22	55	84	205	469	182	88	-	1
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	9,234	2.78	2.81	2.63- 2.94	-	-	-	-	-	1	1	2	194	365	403	974	2473	3790	404	188	305	57	76
MANUFACTURING -----	7,746	2.80	2.85	2.64- 2.95	-	-	-	-	-	-	1	1	192	347	382	785	1363	3702	356	178	305	57	76
NONMANUFACTURING -----	1,489	2.69	2.70	2.63- 2.76	-	-	-	-	-	1	-	1	2	19	21	189	1110	88	48	10	-	-	-
PUBLIC UTILITIES ⁶ -----	1,360	2.69	2.70	2.63- 2.75	-	-	-	-	-	-	-	-	-	-	15	172	1096	72	4	-	-	-	-

¹ For definition of regions, see footnote 3 to the table in appendix A.² Average month of reference. Data were collected during the period July 1965 through June 1966.³ Data limited to men workers except where otherwise indicated.⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁵ For definition of terms, see footnote 2, table A-1.⁶ Transportation, communication, and other public utilities.⁷ Finance, insurance, and real estate.⁸ Includes all drivers, as defined, regardless of size and type of truck operated.

Wage Differences Among Metropolitan Areas

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

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

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

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

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

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

Method of Computing Area Pay Relatives

The following method was used in computing the data used in the wage comparisons. Aggregates for all industries combined and for manufacturing and nonmanufacturing separately for each area were computed by multiplying the average weekly salary for each of 19 office jobs¹⁰ and the average straight-time hourly earnings for each of 8 skilled maintenance jobs and 2 unskilled plant jobs by the all-industry employment in the job in all Standard Metropolitan Statistical Areas combined.¹¹

For purposes of this comparison, aggregates for each job and industry group are expressed as percentages of like groups in 221 metropolitan areas combined, adjusted for differences in survey timing. The nationwide estimates relate to February 1965 and February 1966.¹² The area survey estimates relate to the study conducted between March 1965 and February 1966.

The adjustment for timing differences assumed that the nationwide wage level increased uniformly over the 12 months between annual studies and that an intermediate level for any intervening month, in which individual areas were studied, could be obtained by adding the estimated wage increment to February 1965 pay levels.

Interarea Comparisons

Wage levels differed widely among the 83 metropolitan areas surveyed;¹³ average rates for unskilled plant workers in the highest pay area being almost double those in the lowest. The maximum interarea wage spread for office clerical workers and skilled maintenance workers amounted to 39 and 57 percent, respectively.

¹⁰ Adjustments were necessary for secretaries in some areas because of a change in the description this year.

¹¹ The jobs are listed on p. 70.

¹² Average months of reference. Data were collected during the period July of one year through June of the next year.

¹³ Excludes the Midland and Odessa metropolitan area, which was not surveyed during the period, March 1965 to February 1966.

Nearly all of the areas having above-average pay levels had large numbers of workers in what are generally considered high-wage industries. These include transportation equipment (automobiles or aircraft), petroleum refining, chemicals, steel, and rubber. On the other hand, areas with large concentrations of workers in textiles, apparel, footwear, or the lower wage food industries tended to have below-average pay levels.

All Industries Combined. Among 81 areas included in the office clerical pay comparisons, earnings in Detroit were highest, at 114 percent of the nationwide urban level. Beaumont-Port Arthur had the second highest pay relative (112), followed closely by Los Angeles-Long Beach, and San Jose (111). San Francisco-Oakland and San Bernardino-Riverside-Ontario were next with 110 and 107 percent, respectively, of the national level. San Diego and Waterloo, at 106 percent, tied for seventh position in the ranking. Four areas—Allentown-Bethlehem-Easton, Charleston (W. Va.), Chicago, and Seattle-Everett—had relatives of 105 each, while New York, having about one-seventh of the office clerical workers in metropolitan areas, ranked 13th as did three North Central areas (Akron, Cleveland, and Dayton) at 104 percent.¹⁴ Eight additional areas had pay relatives above the national average, and two others—Milwaukee and Portland (Oreg.)—had relatives equal to the national figure (100). Of the 55 remaining areas for which data met publication criteria, 40 had relatives between 90 and 99, and 15, between 80 and 89. Ten of the latter group were located in the South.

Skilled maintenance rates were highest in San Francisco-Oakland, where a relative of 113 was recorded. Detroit and San Jose ranked second at 109 percent of national pay, while Chicago was in fourth position (108 percent). The pay relative for San Diego was 107, compared with 106 for Davenport-Rock Island-Moline, Los Angeles-Long Beach, Milwaukee, and Spokane. Youngstown-Warren, included in the Bureau's survey program for the first time this year, ranked 10th at 105 percent. Twenty other areas had pay relatives above the national level; Waterloo at 103 was the only above-average area with a population of less than 250,000. Among the remaining areas for which data are presented, the lowest pay relative, 72 in Greenville, was considerably below the next lowest, 82, found in Portland (Maine).

Interarea wage spread was substantially greater for unskilled plant workers than for the other two occupational groups studied. The pay relatives of 126 in Akron and 125 in San Francisco-Oakland were almost double that of 64 in San Antonio. As shown in the following tabulation, unskilled plant pay relatives were below 80 in 18 of the 26 southern areas, whereas only 1 southern area had a relative of less than 80 for skilled maintenance and none for office clerical.

¹⁴ If comparisons were based on average hourly earnings instead of average weekly earnings, New York would rank near the top for office clerical workers. More than half of such workers in New York were scheduled to work 35 hours a week; and 86 percent, less than 40 hours. In the two highest ranking areas, Detroit and Beaumont-Port Arthur, 16 and 2 percent, respectively, of the office clerical workers had work schedules of less than 40 hours.

Job group and region	Number of areas	Distribution of area relatives				
		Under 80	80 and under 90	90 and under 100	100 and under 110	110 and over
Office clerical:						
Northeast-----	19	-	4	9	6	-
South-----	26	-	10	13	2	1
North Central-----	23	-	1	12	9	1
West-----	13	-	-	6	4	3
Skilled maintenance:						
Northeast-----	18	-	6	8	4	-
South-----	20	1	4	12	3	-
North Central-----	23	-	-	6	17	-
West-----	10	-	-	2	7	1
Unskilled plant:						
Northeast-----	19	-	4	8	6	1
South-----	26	18	4	3	1	-
North Central-----	25	-	-	5	13	7
West-----	13	-	-	4	3	6

¹ Includes 5 areas under 70.

The impact of unskilled labor rates in the South on the all-area average is reflected in comparatively higher pay relatives in other regions for this job group than for office clerical and skilled maintenance workers.¹⁵ In the North Central region, for example, seven areas had relatives of 110 and over for unskilled plant workers, while only one area (Detroit) had a comparable pay level for office clerical and none for the skilled maintenance occupational group.

The dispersion of area pay relatives within and among regions reflect the influence of a variety of factors, including differences in area size and industrial composition. These factors are generally interrelated, and the influence of a single factor can seldom be isolated. Therefore, the correlation of relative pay levels with a particular characteristic does not necessarily imply a causal relationship. The examination that follows should be viewed with these limitations in mind.

Nationwide, pay levels for each of the three job groups were, for the most part, highest in large metropolitan areas and lowest in small areas. As shown in the following tabulation, a distinct majority of the areas with 1960 populations of 1 million or more had pay relatives of 100 or more. Among areas with less than 250,000 population, the percent of areas with pay relatives equal to or greater than the national level (100) ranged from 7 percent for office clerical to 25 percent for unskilled plant; the range among areas of intermediate size was 26 to 44 percent.

¹⁵ Slightly over a fifth of the workers in the unskilled jobs (janitors and laborers, material handling) were in the South.

Area population	Percent of areas with pay relatives of 100 or more		
	Office clerical	Skilled maintenance	Unskilled plant
1,000,000 or more -----	58	61	75
250,000 but less than 1,000,000-----	26	44	35
Less than 250,000 -----	7	11	25

Wage leadership among large metropolitan areas was less pronounced when the examination was directed to comparisons within regions. Using median-area pay relatives to highlight average differences among various area-size groups within regions, pay levels in the large areas did not consistently exceed those in the small areas. Median-area pay relatives, as shown in the following tabulation, were highest in the large areas in 10 of the 12 comparisons. Pay level differences within the three occupational groups were least affected by area size in the North Central region.

Job group and region	Median-area pay relatives among areas with populations of—			
	1,000,000 or more	250,000 but less than 1,000,000	Less than 250,000	All areas
Office clerical:				
Northeast-----	101	98	85	98
South-----	98	92	86	92
North Central-----	99	98	98	98
West-----	108	98	91	100
Skilled maintenance:				
Northeast-----	101	90	89	94
South-----	98	95	91	95
North Central-----	104	102	94	103
West-----	107	103	-	105
Unskilled plant:				
Northeast-----	108	94	91	96
South-----	78	79	68	78
North Central-----	108	106	108	107
West-----	118	101	102	109

In large areas, interregional comparisons of relatives revealed that pay levels were highest in the West and lowest in the South for each of the job groups. In the medium-size area group, the North Central region had the highest pay median for unskilled plant workers and shared the highest position with the other nonsouthern regions for office clerical workers; for skilled maintenance workers, the West held a slight advantage over the North Central region. The South had the lowest pay levels for 2 of the 3 groups, and the Northeast had the lowest for skilled maintenance workers. Median relatives of areas

with populations of less than one-quarter million were found to be highest in the North Central region and lowest in the Northeast and South. (Data for skilled maintenance workers in the lone western area studied in this population-size group do not meet publication criteria, so the West was not included in this comparison.)

Manufacturing. Pay relatives for manufacturing and non-manufacturing, based on 221-area pay levels for each of these divisions, are shown separately in table 1. The omission of estimates for skilled maintenance occupations in nonmanufacturing reflects the substantial concentration of this employment group in the manufacturing activities. Due to this fact, pay relative values and rank of individual areas for this job group in manufacturing corresponded more closely to the all-industry relatives than were shown by similar comparisons for office clerical and unskilled plant workers. The range of pay relatives in manufacturing is indicated in the following tabulation:

Job group	Area pay relatives in manufacturing industries			
	Highest	Lowest		
Office clerical -----	Detroit-----	119	Scranton-----	80
	Beaumont-Port Arthur-----	117	Providence-Pawtucket-----	84
	Los Angeles-Long Beach-----	111	Minneapolis-St. Paul and Oklahoma City-----	88
	Charleston (W. Va.) and San Francisco-----			
	Oakland-----	109		
Skilled maintenance -----	San Francisco-Oakland-----	114	Little Rock-North Little Rock-----	78
	Detroit and San Jose-----	110	Portland (Maine)-----	83
	Davenport-Rock Island- Moline and San Diego-----	107	Providence-Pawtucket and York-----	84
Unskilled plant-----	San Francisco-Oakland-----	121	Greenville-----	62
	Detroit-----	120	Charlotte and Raleigh-----	64
	Akron-----	119	Lubbock-----	65
	Seattle-Everett-----	118		

Four of the five highest paying areas for office clerical workers in manufacturing also held leading positions in the all-industry area ranking; the exception was Charleston (W. Va.), which shared ninth position with three other areas in the earlier comparison. For the three areas with populations of over 1 million, transportation equipment was the most important manufacturing industry in Detroit and Los Angeles-Long Beach, and food in San Francisco-Oakland. For the two southern areas with

populations of less than one-third million, petroleum refining was the major group within manufacturing in Beaumont-Port Arthur and chemicals was the predominant industry in Charleston (W. Va.).

The four areas with the lowest pay relatives for the office clerical job group were located in all regions except the West. Apparel was the most important manufacturing industry in Scranton, whereas the jewelry and ornament industry and textiles were the major manufacturing activities in Providence-Pawtucket. Machinery (except electrical) was the major industry group in Minneapolis-St. Paul, and electrical machinery in Oklahoma City; however, the food industry was almost equally important in each area.

Pay relatives of skilled maintenance workers in manufacturing were identical to the corresponding relatives of all industries in nearly half of the 61 areas for which comparisons were obtainable.¹⁶ Similarity of relatives is expected, as more than 80 percent of the skilled maintenance workers were employed in manufacturing establishments. Pay relatives were within 2 points of the corresponding all-industry relatives in all areas except Chicago and Little Rock-North Little Rock, where the all-industry relatives exceeded the manufacturing relatives by 3 and 5 points, respectively. Only three-tenths of the auto mechanics, compared to nine-tenths of the aggregate employment in the other skilled maintenance occupations, were employed in manufacturing establishments. Thus, differences between all-industry and manufacturing relatives were usually caused by wide differences in the manufacturing and nonmanufacturing averages of auto mechanics. In Little Rock-North Little Rock, auto mechanics averaged \$2.16 in manufacturing and \$3.11 in nonmanufacturing for an average of \$2.92 in all industries combined. In Chicago, however, the variation between the all-industry and manufacturing relatives was caused, not only by the auto mechanics job, but also by the large number of high paid carpenters, electricians, and painters in the nonmanufacturing real estate industry group. Many of the real estate operators in Chicago paid union scales negotiated for construction work to workers performing maintenance.

The areas with highest pay relatives for unskilled plant workers were located in two regions—North Central and West. Detroit and San Francisco-Oakland, which ranked among the top areas for office clerical and skilled maintenance, were joined by Akron and Seattle-Everett in the unskilled plant comparison. The industrial composition of Akron is heavily dominated by the rubber industry, and Seattle-Everett by transportation equipment; each industry group accounted for over 50 percent of the area's manufacturing activities. The nine lowest area pay relatives were found in the South; food or textiles were important manufacturing industries in each of these nine areas.

¹⁶ Comparisons were not made for 22 areas where data did not meet publication criteria for either all industries or manufacturing.

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

Area pay relatives in nonmanufacturing industries			
Job group	Highest		Lowest
Office clerical -----	Los Angeles-Long Beach and		San Antonio ----- 84
	San Francisco-Oakland ----- 112		Chattanooga and Little Rock-
	San Jose ----- 111		North Little Rock ----- 85
	Chicago and San Bernardino-		Portland (Maine) and
Riverside-Ontario ----- 107		Worcester ----- 86	
Unskilled plant-----	San Francisco-Oakland ----- 130		San Antonio ----- 64
	Seattle-Everett ----- 120		Fort Worth ----- 67
	San Jose ----- 118		New Orleans ----- 69
	Los Angeles-Long Beach ----- 117		Birmingham, Chattanooga,
	Portland (Oreg.) and		and Raleigh ----- 70
	San Diego----- 116		

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

Los Angeles-Long Beach and San Francisco-Oakland along with San Jose, which at 108 ranked sixth in the manufacturing group, were among the highest paying areas for office clerical workers in both manufacturing and nonmanufacturing industries. However, Chicago, which was tied with San Bernardino-Riverside-Ontario for fourth highest in the nonmanufacturing division, had a relative of 103 in manufacturing and was listed with 4 other areas for 12th position among the 57 areas for which data are shown. San Bernardino-Riverside-Ontario was among the 26 areas for which data did not permit publication of relatives for manufacturing as were most of the areas with comparatively low office pay relatives in nonmanufacturing.

Average pay rates for unskilled plant workers in nonmanufacturing were highest in western areas and lowest in southern areas. The six highest paying areas were located in the West. Los Angeles-Long Beach, Portland (Oreg.), San Francisco-Oakland, and San Jose had pay relatives that exceeded the corresponding relatives for manufacturing by 7 percentage points or more, and excepting

San Francisco—Oakland, had much higher positions in the nonmanufacturing array than in manufacturing. The lowest pay relative for nonsouthern areas—83 in Manchester and Portland (Maine)—ranked above 21 of the 25 southern areas included in the nonmanufacturing comparison. The South was the only region where all areas reported unskilled plant rates below the national average.

Changes in Area Pay Relatives, 1961 to 1966

Eighty metropolitan areas¹⁷ were surveyed in both 1961¹⁸ and 1966. Over this 5-year period, most areas had little change in their relative pay positions. Most of the major changes which did occur involved unskilled plant relatives; a smaller number related to office clerical workers. All changes in area pay levels for the skilled maintenance group in manufacturing were limited to increases or decreases of less than 5 points.

¹⁷ Excludes Wilmington, which is no longer surveyed, and San Diego, San Jose, and Youngstown—Warren which were not surveyed in 1961.

¹⁸ For area pay relatives for 1961, see Wages and Related Benefits: Metropolitan Areas, United States and Regional Summaries, 1960—61 (BLS Bulletin 1285-84, 1962), pp. 23—30.

The unskilled plant group, which consists of the janitor and laborer occupations, is quite sensitive to shifts in employment. Major changes in the relative pay position of an area were more often a reflection of changes in the proportion of workers employed by high- or low-wage establishments than large or small adjustments of workers' pay. Exceptions were those areas where large numbers of workers were affected by changes in the legally required minimum wage.

Further comparison of major changes in area pay relatives between 1961 and 1966 revealed that the larger point changes were common to both manufacturing and nonmanufacturing. There were 39 changes of 5 points or more found among the areas compared; 22 of these changes were in manufacturing, and 17 in nonmanufacturing. Pay relatives of unskilled plant workers in manufacturing rose in 10 areas and declined in 6 areas by 5 points or more; for the same job group in nonmanufacturing, relatives were higher in 2 areas and lower in 12 areas by 5 to 11 points from comparable estimates reported in the earlier study. The remaining nine changes of 5 points or more from 1961 to 1966 involved the office clerical group; six of these were in manufacturing.

Table 1. Interarea Pay Comparisons

(Relative pay levels by industry division, March 1965 through February 1966)

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

Area	Office clerical			Skilled maintenance		Unskilled plant		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
All metropolitan areas.....	100	100	100	100	100	100	100	100
<u>Northeast</u>								
Areas with 1,000,000 population or more:								
Boston.....	95	93	97	95	95	93	91	96
Buffalo.....	101	102	97	101	101	110	110	102
Newark and Jersey City.....	101	99	102	102	101	108	110	106
New York.....	104	103	106	102	103	108	105	111
Paterson-Clifton-Passaic.....	101	99	98	98	99	103	96	105
Philadelphia.....	96	96	95	99	99	103	102	103
Pittsburgh.....	103	103	102	102	102	108	109	106
Areas with 250,000 but less than 1,000,000 population:								
Albany-Schenectady-Troy.....	98	95	99	96	95	94	90	102
Allentown-Bethlehem-Easton.....	105	105	-	92	92	105	102	101
New Haven.....	99	93	103	90	89	91	93	91
Providence-Pawtucket.....	86	84	87	86	84	85	79	92
Trenton.....	98	96	-	96	95	98	99	96
Worcester.....	90	90	86	88	89	96	91	97
York.....	92	92	-	86	84	88	84	94
Areas with less than 250,000 population:								
Lawrence-Haverhill.....	91	-	-	88	-	91	87	98
Manchester.....	82	-	-	-	-	80	74	83
Portland.....	84	-	86	82	83	86	86	83
Scranton.....	85	80	-	89	-	93	87	94
Waterbury.....	99	96	-	90	90	97	97	92
<u>South</u>								
Areas with 1,000,000 population or more:								
Atlanta.....	98	99	100	95	94	78	81	76
Baltimore.....	97	98	96	98	99	95	102	86
Dallas.....	93	94	95	91	91	78	81	77
Houston.....	98	99	99	99	100	77	86	73
Washington.....	103	-	106	98	-	86	87	87
Areas with 250,000 but less than 1,000,000 population:								
Beaumont-Port Arthur.....	112	117	-	103	105	96	101	79
Birmingham.....	92	95	92	99	100	80	91	70
Charleston, W. Va.....	105	109	100	104	104	104	111	97
Charlotte.....	89	-	91	-	-	75	64	79
Chattanooga.....	87	-	85	86	86	81	83	70
Fort Worth.....	92	-	89	95	97	79	87	67
Greenville.....	83	-	-	72	-	66	62	72
Jacksonville.....	89	-	92	87	-	71	73	73
Louisville.....	96	96	96	103	103	99	103	93
Memphis.....	88	89	88	92	91	76	78	75
Miami.....	92	-	95	87	-	72	71	74
New Orleans.....	93	100	91	97	97	72	85	69
Norfolk-Portsmouth and Newport News-Hampton.....	94	-	89	91	-	80	91	73
Oklahoma City.....	90	88	92	-	-	79	79	80
Richmond.....	96	96	97	95	96	78	83	72
San Antonio.....	83	-	84	-	-	64	67	64
Areas with less than 250,000 population:								
Jackson.....	86	-	88	-	-	67	66	71
Little Rock-North Little Rock.....	83	-	85	83	78	70	66	-
Lubbock.....	85	-	89	-	-	68	65	72
Raleigh.....	86	-	88	-	-	67	64	70
Savannah.....	98	-	-	98	98	77	76	77

Table 1. Interarea Pay Comparisons—Continued

(Relative pay levels by industry division, March 1965 through February 1966)

Area	Office clerical			Skilled maintenance		Unskilled plant		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
<u>North Central</u>								
Areas with 1,000,000 population or more:								
Chicago.....	105	103	107	108	105	106	99	111
Cincinnati.....	98	95	97	98	98	103	103	98
Cleveland.....	104	103	103	102	103	109	111	105
Detroit.....	114	119	106	109	110	118	120	104
Kansas City.....	98	96	99	104	104	100	106	94
Milwaukee.....	100	100	99	106	105	109	109	103
Minneapolis-St. Paul.....	93	88	96	103	103	109	107	110
St. Louis.....	98	96	98	104	104	104	105	103
Areas with 250,000 but less than 1,000,000 population:								
Akron.....	104	105	95	104	104	126	119	115
Canton.....	96	94	-	95	96	105	105	96
Columbus.....	95	97	94	100	100	96	97	94
Davenport-Rock Island-Moline.....	103	105	96	106	107	112	111	104
Dayton.....	104	104	99	103	103	107	110	95
Des Moines.....	88	93	89	102	102	102	109	88
Indianapolis.....	97	100	95	103	103	101	101	99
Omaha.....	94	-	97	98	99	99	99	99
South Bend.....	96	97	-	100	100	113	113	107
Toledo.....	101	100	99	102	103	109	106	109
Wichita.....	98	97	-	94	94	99	99	95
Youngstown-Warren.....	102	103	-	105	106	110	107	109
Areas with less than 250,000 population:								
Green Bay.....	-	-	-	-	-	108	103	114
Muskegon-Muskegon Heights.....	98	95	-	94	93	110	108	-
Rockford.....	93	89	-	91	91	98	94	102
Sioux Falls.....	-	-	-	-	-	99	101	-
Waterloo.....	106	-	-	103	-	113	113	99
<u>West</u>								
Areas with 1,000,000 population or more:								
Los Angeles-Long Beach.....	111	111	112	106	106	114	110	117
San Diego.....	106	-	101	107	107	116	117	116
San Francisco-Oakland.....	110	109	112	113	114	125	121	130
Seattle- Everett.....	105	107	104	-	-	119	118	120
Areas with 250,000 but less than 1,000,000 population:								
Albuquerque.....	96	-	99	-	-	98	90	103
Denver.....	98	96	100	99	99	104	109	102
Phoenix.....	96	100	95	102	-	90	95	88
Portland.....	100	96	103	104	104	111	107	116
Salt Lake City.....	96	95	97	99	99	93	102	93
San Bernardino-Riverside-Ontario ¹	107	-	107	103	104	98	101	94
San Jose.....	111	108	111	109	110	114	111	118
Spokane.....	98	-	97	106	-	109	114	108
Areas with less than 250,000 population:								
Boise City.....	91	-	94	-	-	102	88	105

¹ Estimates for all industries and manufacturing include payments under a "progress sharing" plan in 1 manufacturing establishment. Exclusive of such payments, the relative for office clerical in all industries would have been 106. Relatives for skilled maintenance would have been 100 in all industries and 101 in manufacturing. For unskilled plant, the estimates would have been identical in both all industries and manufacturing.

Trends of Occupational Earnings

Average earnings of office and plant workers in the Nation's metropolitan areas rose more from February 1965 to February 1966 than in other recent periods. This differs from the pattern between February 1960 and February 1965 when annual wage increases showed a slow but steady decline. (See chart.)

The current 3.2-percent increase in average salaries of office clerical workers was last exceeded during the year ending February 1962. (See table 2.) The 3.7-percent increase for skilled maintenance workers and 3.8-percent increase for industrial nurses were the largest increases for these occupational groups since February 1961, when the Bureau of Labor Statistics began measuring occupational wage trends on a national basis. Average hourly earnings of unskilled plant workers rose 3.1 percent, a rate about equal to the average rise for this group of workers over the preceding 4 years, but above the 1964-65 increase.

Regionally, comparisons with year-earlier rates of increase disclose a rather consistent pattern of higher increases in the current year for all groups except unskilled plant workers. On the other hand, in large areas in three of the regions, decreases or relatively low increases occurred in the average earnings of unskilled plant workers because of unusual shifts in employment, i.e., loss of higher paid workers and an increase in the number of lower paid workers. These areas were Boston and Newark and Jersey City in the Northeast, Atlanta in the South, and Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove in the West.

Although wages increased more than they have in the past several years, increases were considerably smaller than those experienced in the 1950's. The Bureau of Labor Statistics conducted wage surveys in 20 metropolitan areas¹⁹ in both 1953 and 1966. Median annual average increases by industry and occupational group for these areas over the 13-year period are provided in the following tabulation:

¹⁹ Atlanta, Baltimore, Boston, Buffalo, Chicago, Cleveland, Dallas, Denver, Kansas City, Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Memphis, Milwaukee, Minneapolis-St. Paul, Newark and Jersey City, New York, Philadelphia, Portland (Oreg.), Providence-Pawtucket-Warwick, St. Louis, and San Francisco-Oakland.

Occupational group	1953-66	
	All industries	Manufacturing
Office clerical-----	3.7	3.8
Industrial nurses-----	4.2	4.3
Skilled maintenance-----	4.0	3.9
Unskilled plant-----	4.0	4.0

Over the 5-year period, February 1961 to February 1966, for 3 of the 4 occupational groups studied, wages increased most in the West and least in the North Central region. The exceptions were the largest increase for office clerical workers and the smallest increase for industrial nurses, both in the South. (See table 3.)

An analysis of the divergence between the estimates for all industries and those for manufacturing²⁰ shows that, generally, the larger wage increases went to workers in nonmanufacturing industries. Further analysis of published occupational averages by industry for February 1961 through February 1966 demonstrates that wages have risen most rapidly in the relatively low-paying services industry group.

Wage trends for office clerical workers are based on the averages of the combined salaries of men and women. Had the trends been computed for women only, in all probability, they would have been higher. Percentage increases in national average salaries from 1961 to 1966 have been larger for women in 5 of the 6 clerical trend occupations heavily populated by both men and women. In addition, the proportion of relatively high-paid men represented in the combined averages has diminished over this time span, and increases in the combined averages have been restrained. For example, the number of men class A accounting clerks has dropped from 28,900 to 25,200, while the number of women in this occupation has increased from 35,600 to 39,700. During this 1961 to 1966 period, the average weekly earnings for men increased 14 percent and the average for women 17 percent.

Wage trend data were collected in 80 metropolitan areas and were projected to represent all metropolitan areas in the United States. Size of area had little or no bearing on the wage trends. For the year, wage changes in the combined 24 metropolitan areas of the

²⁰ Employees of nonmanufacturing firms accounted for about three-fifths of the office clerical, nearly half of the unskilled plant, and about a fifth of the skilled maintenance workers included in this measurement of wage trends.

United States with populations of over a million each (1960 census) were almost identical to the trends for all 212 metropolitan areas. However, among individual areas for which data were published, there was a wide range of wage movement in both the 1-year and 5-year periods, as illustrated in the following tabulation:

	Number of areas			
	Office clerical	Industrial nurses	Skilled maintenance	Unskilled plant
1-year change:				
Decrease, or less than				
1-percent increase-----	2	1	-	13
1- to 1.9-percent increase-----	5	10	2	10
2- to 2.9-percent increase-----	23	9	16	13
3- to 3.9-percent increase-----	26	13	34	20
4- to 4.9-percent increase-----	17	13	15	11
5-percent increase or more-----	5	11	9	12
5-year increase:				
Less than 10-percent increase-----	-	2	-	4
10- to 14.9-percent increase-----	27	19	26	24
15- to 19.9-percent increase-----	43	27	40	32
20- to 24.9-percent increase-----	7	7	8	17
25- to 29.9-percent increase-----	-	3	-	1

Five-year increases for skilled maintenance and unskilled plant workers were smallest in South Bend. This area, adversely affected by employment losses in the auto industry, had the fifth lowest increase for office clerical workers. Two steel centers (Canton, Ohio, and Pittsburgh, Pa.) reported the smallest increases in wages for office workers. San Bernardino-Riverside-Ontario, where the fifth lowest increase for unskilled plant workers was found, was the only western area among the bottom 10 for any of the occupational groups.

Southern areas dominate distributions of areas showing the largest 5-year increase for the numerically important groups. Of the five highest increase areas for the office clerical and skilled maintenance groups, three of each were located in the South. Seven of the ten areas with the largest increases for the group most affected by increases in the Federal minimum wage, the unskilled plant workers group, were in the southern region. Cincinnati, Ohio, and Waterloo, Iowa (where increases for unskilled plant workers were 20.2 and 20.8 percent, respectively) were the only North Central areas where increases of over 20 percent were reported.

Coverage and Method of Computing Wage Trends

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. These weighted earnings were also multiplied by the area weight (the ratio of total nonagricultural employment in the stratum to that in the area) and totaled for each economic region, and for all areas to permit comparison on a regional and all-metropolitan area basis. The 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)
Stenographers, general	Painters
Stenographers, senior	Pipefitters
Switchboard operators, classes A and B	Tool and die makers
Tabulating-machine operators, class B	Unskilled plant (men):
Typists, classes A and B	Janitors, porters, and cleaners
	Laborers, material handling

NOTE: Secretaries, included in the list of office jobs in all previous years, were excluded in some areas this year because of a change in the description.

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

In the analysis of wage movements from 1953 to 1966, data for 1953 to 1961 were based on an average of 1953 and 1954 employment, were restricted to women in the office clerical and industrial nurse groups, and differed somewhat in occupations used.

About a third of the office employees within scope of the surveys were employed in occupations used in constructing the index for office workers. About 7 percent of all plant workers, the majority of whom were unskilled, were employed in selected jobs used in computing the indexes for skilled and unskilled workers. A large majority

of the skilled maintenance workers covered by the index were employed in manufacturing establishments, whereas the number of unskilled workers was only slightly larger in manufacturing than in nonmanufacturing. About three-fifths of the office workers were employed in nonmanufacturing industries.

Limitations of 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 areas.

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.

Annual Wage Increases, 1960-66, 3 Occupational Groups

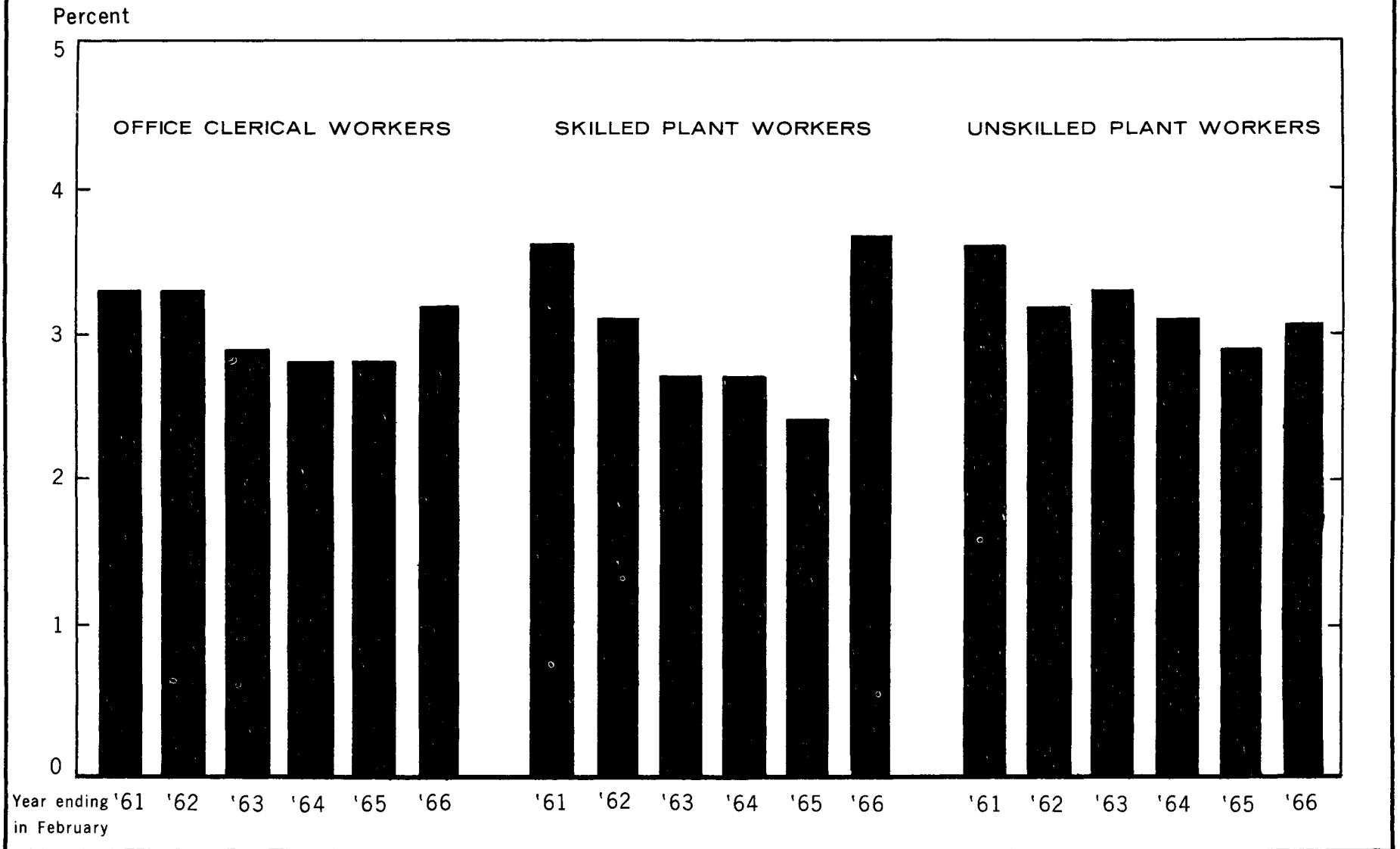


Table 2. Percentage Increases, Office and Plant—All Metropolitan Areas

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

Period and 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)
<u>February 1965 to February 1966</u> ⁴								
United States	3.2	3.8	3.7	3.1	3.0	3.9	3.6	3.1
Northeast	3.3	4.2	4.0	2.7	3.2	4.4	3.9	2.9
South	3.7	3.7	3.8	3.0	3.1	3.7	3.5	3.4
North Central	2.9	3.8	3.5	3.7	2.8	3.6	3.6	3.3
West	3.3	3.2	3.4	2.8	3.0	3.2	3.0	1.7
<u>February 1964 to February 1965</u> ⁴								
United States	2.8	2.5	2.4	2.9	2.5	2.3	2.2	2.6
Northeast	2.7	2.8	2.7	3.5	2.3	2.7	2.5	2.8
South	3.2	1.7	2.6	3.2	3.1	1.3	2.4	3.5
North Central	2.4	2.1	2.1	2.2	2.1	2.1	2.0	2.0
West	3.1	3.7	2.4	3.6	2.9	3.3	1.9	3.5
<u>February 1963 to February 1964</u> ⁴								
United States	2.8	2.8	2.7	3.1	2.7	2.8	2.6	2.9
Northeast	3.0	2.5	2.4	3.1	2.7	2.3	2.3	2.9
South	2.9	2.4	2.3	3.4	2.0	2.4	2.2	3.2
North Central	2.5	3.2	2.8	3.0	2.6	3.0	2.7	2.7
West	3.0	3.3	3.7	3.2	3.6	3.8	3.8	3.7
<u>February 1962 to February 1963</u> ⁴								
United States	2.9	3.3	2.7	3.3	2.8	3.3	2.5	2.8
Northeast	2.8	3.6	2.6	3.6	2.8	3.6	2.3	2.7
South	3.2	3.2	2.6	2.3	2.9	3.0	2.4	2.1
North Central	2.5	2.8	2.7	3.2	2.5	2.8	2.6	2.9
West	3.4	4.4	2.7	4.1	3.3	4.5	2.7	3.3
<u>February 1961 to February 1962</u> ⁴								
United States	3.3	3.6	3.1	3.2	3.2	3.4	2.9	3.2
Northeast	3.4	4.0	3.2	3.1	3.3	3.8	3.1	3.2
South	3.4	3.3	3.4	4.5	3.2	3.2	3.1	4.2
North Central	3.1	3.3	2.9	2.8	3.1	3.2	2.8	3.0
West	3.3	3.6	3.3	3.3	3.2	3.3	2.8	2.6
<u>February 1960 to February 1961</u> ⁴								
United States	3.3	3.7	3.6	3.6	3.5	3.7	3.6	3.7
Northeast	3.6	3.6	3.7	3.6	3.7	3.4	3.6	3.7
South	3.2	3.8	3.6	2.6	3.5	3.9	3.3	3.0
North Central	2.8	3.9	3.6	4.1	3.2	4.0	3.6	3.9
West	3.7	3.4	3.6	3.7	3.4	3.3	3.8	3.4

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

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

³ For definition of regions, see footnote 3 to the table in appendix A. Data for the 212 areas include Alaska and Hawaii in addition to the States listed.

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

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

(Indexes of average earnings¹ for selected occupational groups in all metropolitan areas,² United States and regions,³ February 1960 to February 1966)

(February 1961=100)

Occupational group and period ⁴	United States		Northeast		South		North Central		West	
	All industries	Manu- facturing	All industries	Manu- facturing	All industries	Manu- facturing	All industries	Manu- facturing	All industries	Manu- facturing
Office clerical (men and women):										
February of—										
1966.....	115.9	115.0	116.2	115.2	117.5	115.2	114.2	113.9	117.0	117.1
1965.....	112.3	111.6	112.4	111.6	113.4	111.8	111.0	110.8	113.3	113.7
1964.....	109.2	109.0	109.4	109.0	109.8	108.3	108.3	108.5	110.0	110.5
1963.....	106.2	106.0	106.3	106.1	106.7	106.2	105.7	105.7	106.8	106.6
1962.....	103.3	103.2	103.4	103.3	103.4	103.2	103.1	103.1	103.3	103.2
1961.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960.....	96.8	96.7	96.5	96.4	96.9	96.6	97.3	96.9	96.4	96.7
Industrial nurses (men and women):										
February of—										
1966.....	117.2	116.7	118.2	118.0	115.1	114.3	116.2	115.6	119.6	119.5
1965.....	112.9	112.3	113.5	113.0	111.0	110.2	112.0	111.5	115.9	115.8
1964.....	110.1	109.8	110.3	110.0	109.1	108.8	109.7	109.2	111.7	112.1
1963.....	107.0	106.8	107.7	107.5	106.6	106.2	106.3	106.1	108.1	108.0
1962.....	103.6	103.4	104.0	103.8	103.3	103.2	103.3	103.2	103.6	103.3
1961.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960.....	96.4	96.4	96.5	96.7	96.4	96.3	96.3	96.1	96.7	96.8
Skilled maintenance (men):										
February of—										
1966.....	115.5	114.5	115.8	114.8	115.7	114.3	114.9	114.4	116.4	115.0
1965.....	111.4	110.5	111.4	110.5	111.4	110.4	111.0	110.4	112.6	111.6
1964.....	108.8	108.2	108.5	107.9	108.6	107.9	108.7	108.2	110.0	109.6
1963.....	105.9	105.5	105.9	105.5	106.2	105.6	105.7	105.4	106.1	105.6
1962.....	103.1	102.9	103.2	103.1	103.4	103.1	102.9	102.8	103.3	102.8
1961.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960.....	96.5	96.5	96.4	96.5	96.6	96.8	96.5	96.5	96.6	96.3
Unskilled plant (men):										
February of—										
1966.....	116.8	115.4	116.9	115.3	117.6	117.6	115.9	114.7	118.3	115.7
1965.....	113.2	112.0	113.9	112.1	114.2	113.7	111.7	111.0	115.0	113.8
1964.....	110.0	109.1	110.1	109.1	110.6	109.8	109.3	108.8	111.0	109.9
1963.....	106.6	106.0	106.8	106.0	106.9	106.4	106.1	106.0	107.5	106.0
1962.....	103.2	103.2	103.1	103.2	104.5	104.2	102.8	103.0	103.3	102.6
1961.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1960.....	96.5	96.5	96.6	96.4	97.4	97.1	96.1	96.2	96.5	96.7

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

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

³ For definition of regions, see footnote 3 to the table in appendix A. Data for the 212 areas include Alaska and Hawaii in addition to the States listed.

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

Establishment Practices and Supplementary Wage Provisions

Nearly all plant and office workers within the scope of the survey in the 221 metropolitan areas received paid holidays and vacations and were covered by some type of health, insurance, or pension plan. Information is provided on the extent and nature of benefits in medium and large establishments in the industries within scope of the study in 1965-66, and on benefit trends over the period 1960-66.²¹

In analyzing the B-series tables, it should be kept in mind that the manufacturing division strongly influences the all-industry figures for plant workers, whereas for office workers, the nonmanufacturing industries exert the greater influence. About 62 percent of the plant workers and 38 percent of the office workers within scope of the 1966 study were employed in manufacturing firms.

The availability of supplemental wage benefits varied among regions and industry divisions. Almost all workers in each region received paid vacations, but the length of service required for a specific paid vacation period differed. For example, 65 percent of the office workers in the Northeast, compared with 41 percent in the South, were eligible for 4 weeks of vacation after 25 years of service. Eighty-two percent of the plant workers in public utilities and 9 percent in services were eligible for 4 weeks after 25 years.

The fastest growth over the period from 1960 to 1966 was in the prevalence of catastrophe (major medical) insurance. This insurance, available to only 42 percent of office and 20 percent of plant employees in 1960, was provided by establishments employing 73 and 40 percent of the office and plant workers, respectively, in 1966.

By 1959-60, nearly all workers were provided paid holidays and paid vacations, so changes over this 6-year period usually took the form of more liberal benefits rather than the establishment of plans. Changes in paid holidays over the 6-year period, 1959-60 to 1965-66, usually involved the establishment of additional holidays—in many cases, ones which provided long weekends rather than add traditional holidays. In keeping with the trend toward longer weekends, many labor-management agreements signed during this period specified Good Friday or the day after Thanksgiving as an additional paid holiday. The most frequent improvement in vacation provisions was a reduction in the service required for 3 and 4 weeks of vacation and the addition of a fourth week of vacation. Also, over this period, extended vacations were provided in major bargaining situations, such as in the steel and aluminum industries. However, this type of vacation plan is not included in the coverage of the survey; extended vacations are usually provided only at certain intervals (every 5 years, etc.). The vacation coverage in the survey was limited to basic plans and also excluded vacation-savings plans.

²¹ For data applying to 1960, see "Supplementary Wage Benefits in Metropolitan Areas, 1959-60," *Monthly Labor Review*, April 1961, pp. 379-387.

Late-Shift Pay Provisions and Practices in Manufacturing

The vigorous activity of the national economy over the past several years (and the ensuing effect of a tightening labor market) is noticeable in a number of the Bureau's statistical series. These include (a) average weekly overtime hours of production workers in manufacturing, and (b) prevalence of workers in manufacturing industries working late shifts. Average overtime hours of production workers in manufacturing rose from an annual average of 2.4 hours in 1960 to 3.6 hours in 1965, and the percent of manufacturing plant employees working on late shifts rose from 22.8 percent in 1960 to 25 percent in 1966.

Shift differential data were tabulated in two ways. The first applies the late shift provisions of a manufacturing establishment to all plant workers of the establishment regardless of whether they worked on late shifts. The second method applies the late shift provision to those workers actually working on the specific late shift at the time of the survey. About 88 percent of the plant workers were in establishments with provisions for late shifts with regional estimates ranging from 80 percent in the Northeast to 95 percent in the North Central region. Relatively few establishments had formal policies of paying day-shift rates for late-shift work.

The two most common types of premium pay for workers on late shifts were uniform cents-per-hour and uniform percentage additions to first-shift rates. About two-thirds of the workers on a second shift and receiving a pay differential were covered with a uniform cents-per-hour provision, while about a fourth received a uniform percentage differential. In order to simplify comparisons, average cents-per-hour and average percentage differentials were computed. In 1966, the average cents-per-hour differential for second shift work in all metropolitan areas was 9.5 cents—up from an average of 8.8 cents in 1960. In the same time period the average percentage differential remained almost static near 8 percent. However, since the straight-time earnings of skilled maintenance workers and unskilled plant workers in manufacturing increased 18.6 and 19.7 percent, respectively, those who received a percentage of straight-time pay as a differential got proportionate increases in the dollar value of their differentials as their straight-time earnings increased.

The percent of manufacturing plant workers with no provisions for second-shift pay differential was not significant except in the South, where about 14 percent of the workers had no provisions for premium pay for second-shift work. However, only about 4 percent of the workers in the South actually working second shift at the time of the survey received no shift differential.

As mentioned above, most of the workers in all metropolitan areas with late-shift pay provisions were getting either a uniform cents-per-hour or a uniform percentage addition to first-shift rates.

In the West, however, provisions for a full day's pay for reduced hours, or such combination plans as a full day's pay for reduced hours plus a cents-per-hour differential, was as important as a percentage addition for second shifts, and of equal importance to uniform cents-per-hour provisions for third shifts.

Since 1960, changes in the proportions of workers in manufacturing establishments with shift-pay differential provisions for late-shift work have been limited. The percentage of workers with a premium rate provision for second shift work increased by a little more than 1 percent—from 81.4 to 82.7 percent in the 1960-66 period. The number of workers with shift-pay differential provisions for third shift was 5 percentage points higher in 1966 than in 1960.

Shift operation and type of differential	Percent of manufacturing plant workers by type and amount of shift differential, 1960 and 1966			
	In establishments having provisions for late-shift operations		Actually working on late shifts	
	1960	1966	1960	1966
Second shift				
With shift pay differential-----	81.4	82.7	15.5	17.0
Uniform cents (per hour) -----	53.6	54.4	10.5	11.8
Average cents-per-hour differential-----	8.8	9.5	8.8	9.5
Uniform percentage -----	23.2	23.3	4.0	4.2
Average percentage differential-----	8.0	7.9	7.8	8.0
Other ¹ -----	4.5	4.9	.9	1.0
With no shift pay differential ----	4.4	5.0	1.0	1.1
Third shift				
With shift pay differential-----	72.8	77.8	6.1	6.7
Uniform cents (per hour) -----	43.6	47.1	4.6	5.1
Average cents-per-hour differential-----	11.4	12.5	11.1	12.0
Uniform percentage -----	18.6	20.6	1.0	1.0
Average percentage differential-----	10.1	10.2	9.9	10.0
Other ¹ -----	10.6	10.1	.5	.6
With no shift pay differential ----	1.8	1.5	.2	.2

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

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

Scheduled Weekly Hours

The 40-hour workweek remains the most typical work schedule among plant and office workers. Nearly 4 out of 5 plant workers and almost two-thirds of the office workers had a 40-hour workweek. Most of the remaining plant workers had a work schedule of more than 40 hours in contrast to nearly all of the remaining office workers having a work schedule of less than 40 hours (table B-2).

For all plant workers, the average scheduled weekly hours has remained unchanged from the 1960 level, and has varied only slightly during the intervening years. In the manufacturing industry

division, the average scheduled weekly hours for plant workers increased from 40.2 hours in 1965 to 40.4 in 1966. For plant workers, in the retail trade and services industries, the average has gradually declined since 1960. The average in retail trade for plant workers dropped from 41.2 hours in 1960 to 40.8 hours in 1965, and to 40.6 in 1966. In services, the decline was from 41.8 hours in 1960 to 41 hours in 1965, and to 40.9 in 1966. Plant workers in the public utilities industry division had the shortest scheduled hours (40.3), while workers in wholesale and services industries had the longest (40.9).

For office workers, the national average scheduled weekly hours was 38.9 hours. This represented no change from the 1965 average and only a tenth of an hour drop from 1960. Average workweeks also remained unchanged from the previous year in the manufacturing and nonmanufacturing industry divisions. Office workers in the finance industries had the shortest workweek (38.0 hours), while those in manufacturing and retail trade had the longest (39.4 hours).

By region, average scheduled weekly hours for plant workers in the Northeast and North Central increased slightly from the past year. In 1965, the Northeast had average weekly hours of 39.9 and the North Central, 40.4. The South and the West remained unchanged from the previous year. In all regions, most plant and office workers, excepting office workers in the Northeast, had a 40-hour workweek. In the Northeast, a majority of office workers had a weekly work schedule of less than 40 hours a week; the average workweek being 37.7 hours—1.8 hours less than the workweek in the South, North Central, and West.

Weekly hours	Percent of plant and office workers by scheduled weekly hours, 1960 and 1966			
	Plant workers		Office workers	
	1960	1966	1960	1966
Under 40 hours-----	7	8	34	36
40 hours -----	81	79	64	63
Over 40 hours-----	12	12	2	1
Average scheduled weekly hours--	40.5	40.5	39.0	38.9

Paid Holidays

Nearly all plant and office workers in metropolitan areas were employed in establishments providing paid holidays.²² Once this benefit is established, changes are usually in the form of additional holidays. An analysis of bargaining agreements affecting 1,000 workers or more showed that about 1.3 million workers had their paid holiday provisions improved during 1965.²³

²² For an analysis of major paid holidays provided, see *Wages and Related Benefits, Part II: Metropolitan Areas, United States and Regional Summaries, 1963-64* (BLS Bulletin 1385-82, 1965), p. 77.

²³ *Current Wage Developments* (BLS No. 222 Supplement, June 1966), p. 7.

Some significant labor-management agreements had important effects on paid holiday provisions in specific industry divisions and geographical regions. For example, employees of seven major aerospace companies received an additional paid holiday in late 1965. These workers are chiefly located in the western region, and contributed to the relatively large increase in the average number of paid holidays provided plant workers in that area during the past year. Again, during the same period, settlements in the rubber industry increased the number of paid holidays provided. These workers are primarily found in the North Central region, and the average number of paid holidays for plant workers in that region rose appreciably. Since both of these industries (aerospace and rubber) are included in the broad manufacturing industries division, they contributed to the large increase registered in the average number of paid holidays for plant and office workers in manufacturing.

Several important changes in paid holiday provisions can also be detected when specific provisions are examined. For example, the percent of plant workers receiving 9 paid holidays increased from 7 to 12 percent from 1965 to 1966. In the West, the same provision for these workers has an even greater upward movement—from 4 to 12 percent in the same 1-year period. For office workers, changes in the percent getting 9 paid holidays were equally important. The percent of office workers in manufacturing getting this provision doubled in the past year—from 11 to 22 percent.

Historically, office workers have received more paid holidays than plant workers in the same industry and region. This difference, however, is diminishing as the years pass. In 1966, only one-tenth of a paid holiday separated the average number provided plant and office workers in the North Central region. And by industry, only two-tenths of a paid holiday kept plant workers in public utilities and wholesale trade from receiving the same average number of holidays as office workers.

	Average number of paid holidays provided plant and office workers, 1960 and 1966			
	Plant workers		Office workers	
	1960	1966	1960	1966
All areas-----	6.9	7.3	7.8	8.0
<u>Industry division</u>				
Manufacturing-----	7.1	7.6	7.4	8.0
Public utilities-----	7.5	7.9	7.8	8.1
Wholesale trade-----	7.1	7.4	7.4	7.6
Retail trade-----	6.0	6.3	6.6	6.7
Finance-----	-	-	8.9	8.7
Services-----	5.9	6.4	7.4	7.4
<u>Region</u>				
Northeast-----	7.6	8.0	9.0	9.3
South-----	6.0	6.3	6.7	6.7
North Central-----	6.7	7.3	7.0	7.4
West-----	6.9	7.4	7.5	7.8

The small decrease in the average number of paid holidays for office workers in the finance division can be attributed to sampling variability, and to some banks which improved other working conditions while reducing the number of paid holidays given.

Paid Vacations

Virtually all employees in metropolitan areas were eligible for paid vacations in 1960. In the 6 years since 1960, changes in paid vacation provisions were generally in the form of shorter length-of-service requirements for specified vacation periods or longer vacations after qualifying lengths of service. The following tabulation illustrates the trend observed in paid vacation provisions during this period:

Amount of vacation pay and length of service	Percent of plant and office workers in estab- lishments with related formal paid vacation provisions, 1960 and 1966			
	(Cumulative percent)			
	Plant workers		Office workers	
	1960	1966	1960	1966
3 weeks or more after				
10 years-----	27	52	38	66
15 years-----	74	78	82	87
20 years-----	75	81	84	89
25 years-----	76	81	85	89
4 weeks or more after				
15 years-----	2	7	3	9
20 years-----	9	31	13	39
25 years-----	22	49	33	61

As in earlier years, the short-service office workers continued to receive more liberal paid vacations than plant workers with equal longevity; for example, 76 percent of the office workers in 1966 were eligible for 2 weeks after 1 year of service compared with only 20 percent of the plant workers. (The percentages represent the proportion of workers employed in establishments providing the specific benefits, not the proportion of workers actually receiving the various length vacations.) This large difference in coverage diminished as the length-of-service requirement increased; for example, 57 percent of the office workers in 1966 were eligible for 4 weeks' vacation after 30 years as compared with 43 percent of the plant workers. Most of the changes which took place during the 6-year period affected the long-service employees, and provisions were liberalized for both plant and office workers.

In the services industries, most of the plant workers reach their maximum vacation after 15 years of service. With that longevity, 44 percent of the plant workers would receive 3 weeks' vacation, and 3 percent would receive 4 weeks or more. After 30 years of service, 41 percent of the plant workers would receive 3 weeks, and 10 percent would receive 4 weeks or more. In all other industries studied, there were considerable and varied changes which provided for longer paid vacations after the 15-year mark. In public utilities, only 5 percent of the plant workers were eligible for 4 weeks' vacation after 15 years; but, after 20 and 25 years, those eligible for 4 weeks jumped to 53 and 82 percent, respectively.

Regionally, the highest percent of plant workers with the most liberal vacation provisions for 1, 2, 3, and 4 years of service was in the West. Long service plant workers, having 20 years' service or more, received the most liberal vacation benefits in the North Central region. Among senior office workers, the longest vacations were in the Northeast and the shortest in the South.

Health, Insurance, and Pension Plans

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

Nearly all workers in metropolitan areas were covered under some health, insurance, or pension plan. Coverage ranged from at least 92 percent of the plant and office workers covered by life, hospitalization, and surgical insurance to the 40 percent of plant workers who had catastrophe insurance coverage.

Catastrophe (extended medical) insurance is designed to protect employees when sickness or injury involves expenses beyond the normal coverage of hospitalization, medical, and surgical plans. While catastrophe insurance has been slowest in gaining general acceptance among the plans studied, in the past several years the percent of workers provided coverage has increased significantly. For example, in the period 1960-66, the percent of plant workers provided catastrophe insurance has doubled to 40 percent, and the office workers figures rose from 42 to 73 percent in the same period.

Regionally, for most of the health, insurance, and pension plans studied, a higher percentage of workers in the West was provided coverage. By industry, workers in public utilities had the highest percentage coverage for most plans.

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

Private retirement pension plans, designed to provide payments for the remainder of the worker's life, were available to 73 percent of the plant workers and 82 percent of the office workers in 1966. In 1960, the respective percents were 66 and 76.

Type of plan	Percent of plant and office workers in establishments with formal health, insurance, and pension plans, 1960 and 1966			
	Plant workers		Office workers	
	1960	1966	1960	1966
Insurance plans:				
Life-----	89	92	92	96
Accidental death and dismemberment-----	55	60	53	59
Hospitalization-----	86	93	83	93
Surgical-----	84	92	82	93
Medical-----	59	75	61	82
Catastrophe-----	20	40	42	73
Sickness and accident insurance and/or sick leave ¹ -----	80	80	81	79
Sickness and accident insurance-----	65	63	43	41
Sick leave:				
Full pay and no waiting period----	14	17	59	56
Partial pay or waiting period-----	10	12	8	9
Retirement pension plans-----	66	73	76	82
No health, insurance, or pension plans-----	4	3	1	1

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

While the Bureau did not attempt to determine the monetary cost of the plans studied, information was collected as to whether the plans provided were financed by the employer only or jointly financed by employer and employee. Survey results showed that a higher percentage of plant workers had the entire cost of health, insurance, and pension plans borne by the employer than did office employees. Generally, a greater percentage of office workers had coverage under these plans, but they were also more likely to share the costs with their employer. (See table B-5.)

B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differentials

(Shift differentials for manufacturing plant workers by type and amount of differential in all metropolitan areas by region, ¹ 1965-66²)

Shift operation and shift pay differential	Percent of manufacturing plant workers—									
	In establishments having provisions for late-shift operation ³					Actually working on late shift				
	All areas	Northeast	South	North Central	West	All areas	Northeast	South	North Central	West
All shift operations.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift.....	87.7	80.4	82.8	95.4	91.5	18.1	16.0	17.5	20.2	18.6
With shift pay differential.....	82.7	75.6	68.4	94.0	90.1	17.0	15.2	13.8	19.9	18.3
Uniform cents (per hour) ⁴	54.4	45.5	54.9	59.5	62.3	11.8	9.8	11.1	13.4	13.5
Under 5 cents.....	.8	1.0	1.5	.2	.9	.2	.3	.2	(⁵)	.2
5 cents.....	6.9	6.2	10.7	5.1	8.2	1.4	1.3	2.0	1.1	1.8
6 cents.....	3.0	2.0	4.7	3.7	.8	.7	.5	1.0	.8	.2
7 cents.....	2.5	2.9	3.6	2.2	.3	.6	.6	.9	.6	(⁵)
7½ cents.....	.9	1.3	.6	.9	.3	.2	.3	.1	.3	.1
8 cents.....	11.7	10.9	13.8	12.4	8.3	2.8	2.7	2.8	3.2	1.9
9 cents.....	1.6	1.9	1.3	1.3	2.4	.4	.4	.3	.3	.6
10 cents.....	12.5	10.4	9.3	15.7	13.3	2.3	1.7	1.8	3.2	1.7
11 cents.....	.5	.4	.2	.7	.5	.1	.1	(⁵)	.2	.2
12 cents.....	5.0	1.6	4.0	4.8	16.9	1.3	.3	.9	1.2	4.4
14 cents.....	1.9	.7	1.9	3.3	.9	.3	.1	.2	.5	.1
14⅔ cents.....	.7	-	-	1.9	-	.2	-	-	.5	-
15 cents.....	2.6	2.1	1.0	3.1	4.5	.5	.4	.3	.6	.9
Over 15 cents.....	2.1	2.5	.5	2.5	2.2	.5	.7	.1	.6	.6
Average cents-per-hour differential.....	9.5	9.2	8.3	10.0	10.3	9.5	9.2	8.4	9.9	10.5
Uniform percentage ⁴	23.3	27.1	10.7	29.6	14.0	4.2	4.8	2.0	5.4	2.6
5 percent.....	8.5	5.5	2.5	15.8	3.8	1.5	1.0	.3	2.7	.7
7 percent.....	1.2	1.2	2.3	1.0	-	.2	.2	.4	.3	-
7½ percent.....	.5	.4	(⁵)	.9	.1	.1	.1	(⁵)	.1	-
8 percent.....	.7	.5	.8	.7	.5	.1	.1	.2	.1	.2
10 percent.....	11.0	17.4	4.4	9.9	7.4	1.9	3.0	.9	1.9	1.1
15 percent.....	.4	.7	.1	.3	-	.1	.1	(⁵)	.1	-
Average percentage differential.....	7.9	8.8	7.7	8.4	8.6	8.0	8.7	7.9	7.3	8.5
Other ⁵	4.9	3.0	2.8	4.9	13.8	1.0	.5	.7	1.2	2.2
With no shift pay differential.....	5.0	4.8	14.4	1.4	1.4	1.1	.8	3.7	.3	.3
Third shift.....	79.2	72.0	71.3	88.9	82.2	6.9	6.4	8.0	7.2	5.7
With shift pay differential.....	77.8	70.8	66.9	88.4	81.7	6.7	6.3	7.3	7.1	5.6
Uniform cents (per hour) ⁴	47.1	41.5	50.8	53.7	36.0	5.1	4.7	6.4	5.4	3.4
5 cents.....	3.0	1.1	9.8	.8	4.0	.5	.1	1.8	.1	.1
6 cents.....	1.4	.8	.9	2.4	.6	.2	.1	.1	.3	.1
7 cents.....	1.1	1.4	2.0	.6	.1	.1	.2	.2	.1	(⁵)
7½ cents.....	.7	1.2	.3	.6	.1	.1	.1	(⁵)	(⁵)	(⁵)
8 cents.....	.7	.4	1.9	.6	.2	.1	(⁵)	.2	.1	(⁵)
9 cents.....	1.4	1.0	3.2	1.1	.2	.1	.6	.1	.1	(⁵)
10 cents.....	8.8	10.0	5.2	10.5	5.7	.6	.8	.3	.7	.3
11 cents.....	.7	.8	.8	.5	.5	.1	.1	.1	.1	(⁵)
12 cents.....	11.3	11.3	9.6	13.6	7.0	1.8	1.9	1.3	2.1	1.3
12½ cents.....	.7	.8	.5	.6	.9	.1	.1	.1	.1	.1
14 cents.....	2.1	1.6	1.3	3.4	.9	.1	.2	.2	.2	(⁵)
15 cents.....	5.8	4.8	3.9	7.1	7.6	.4	.3	.3	.4	.6
16 cents.....	2.2	1.1	4.2	2.2	1.7	.3	.2	.6	.3	.2
18 cents.....	.8	.7	.8	1.0	.5	.1	.1	.1	.1	.1
20 cents.....	1.9	.8	3.1	2.2	1.6	.2	.1	.4	.1	.1
Over 20 cents.....	2.5	1.3	1.7	3.8	2.8	.2	.1	.1	.3	.1
Average cents-per-hour differential.....	12.5	12.1	11.4	13.1	13.1	12.0	11.9	10.7	12.6	12.9
Uniform percentage ⁴	20.6	24.4	10.2	26.5	9.3	1.0	1.1	.6	1.3	.3
7 percent.....	.9	1.3	2.1	.1	-	(⁵)	(⁵)	.1	(⁵)	-
10 percent.....	15.6	17.2	6.6	22.1	5.3	.7	.8	.5	1.0	.1
15 percent.....	1.6	2.5	.2	1.4	2.2	.1	.1	-	.1	(⁵)
Average percentage differential.....	10.2	10.1	8.9	10.3	11.7	10.0	9.8	9.0	10.3	10.3
Other ⁵	10.1	4.9	5.9	8.3	36.3	.6	.5	.3	.5	2.0
With no shift pay differential.....	1.5	1.2	4.4	.4	.5	.2	.2	.7	(⁵)	(⁵)

¹ For definition of regions, see footnote 3 to the table in appendix A.² Information on establishment practices is obtained annually in 6 of the largest areas and biennially on a rotating cycle in the remaining areas. Data for a majority of the workers relate to late 1965 and early 1966; for the remainder, to late 1964 and early 1965.³ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts, even though they were not currently operating late shifts.⁴ Includes differentials in addition to those presented separately.⁵ Less than 0.05 percent.⁶ Includes pay at regular rate for more hours than worked; a paid lunch period not given to first-shift workers; a flat sum per shift; and other provisions. Most "other," however, were in establishments which provided 1 such provision in combination with a cents or percentage differential for hours actually worked.

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

Table B-2. Scheduled Weekly Hours

(Percent distribution of plant and office workers by scheduled weekly hours¹ of first-shift workers in all metropolitan areas, by industry division and region,² 1965-66³)

Weekly hours	All	Industry division					Region ²				
		Manufacturing	Public utilities ⁴	Wholesale trade	Retail trade	Finance ⁵	Services	Northeast	South	North Central	West
Plant workers											
All weekly work schedules.....	100	100	100	100	100		100	100	100	100	100
Under 40 hours ⁶	8	7	1	4	16		14	14	5	6	6
Under 35 hours.....	(⁷)	(⁷)	-	(⁷)	(⁷)		4	1	(⁷)	(⁷)	(⁷)
35 hours.....	3	3	(⁷)	1	2		5	6	1	1	2
37½ hours.....	4	3	(⁷)	3	8		4	6	2	3	3
40 hours.....	79	83	94	78	67		61	77	74	82	88
Over 40 hours ⁶	12	10	5	17	18		25	8	21	12	7
42 hours.....	1	1	(⁷)	1	2		1	1	1	1	1
44 hours.....	2	1	(⁷)	3	4		4	1	3	2	2
45 hours.....	2	2	2	4	2		3	2	4	3	(⁷)
48 hours.....	4	3	1	2	6		14	2	7	4	3
Over 48 hours.....	2	2	1	3	2		2	1	3	2	(⁷)
Average scheduled weekly hours.....	40.5	40.4	40.3	40.9	40.6		40.9	40.0	41.2	40.6	40.2
Office workers											
All weekly work schedules.....	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours ⁶	36	22	28	31	24	63	47	62	26	23	20
35 hours.....	10	6	9	10	6	15	18	26	3	2	2
36¼ hours.....	3	1	1	1	1	7	2	6	2	1	1
37½ hours.....	15	9	16	16	12	22	19	19	14	12	11
38¾ hours.....	4	4	1	4	1	7	4	3	4	6	3
40 hours.....	63	78	72	65	71	37	49	38	70	76	80
Over 40 hours.....	1	1	(⁷)	3	5	(⁷)	5	(⁷)	4	1	1
Average scheduled weekly hours.....	38.9	39.4	39.1	39.1	39.4	38.0	38.6	37.7	39.5	39.5	39.5

¹ Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.² For definition of regions, see footnote 3 to the table in appendix A.³ See footnote 2, table B-1.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate, however, are included in "all" and regional data.⁶ Includes weekly schedules other than those presented separately.⁷ Less than 0.5 percent.

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

Table B-3. Paid Holidays

(Percent distribution of plant and office workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region,¹ 1965-66²)

Item	All	Industry division					Region ¹				
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	95	97	98	98	93	79	98	88	98	95	
Workers in establishments providing no paid holidays.....	5	3	2	2	7	21	2	12	2	5	
Average number of holidays.....	7.3	7.6	7.9	7.4	6.3	6.4	8.0	6.3	7.3	7.4	
Number of days											
1 half day or more.....	(5)	(5)	(5)	-	(5)	(5)	(5)	(5)	(5)	(5)	-
1 day.....	1	(5)	(5)	(5)	(5)	2	(5)	(5)	(5)	(5)	1
1 day plus 1 half day or more.....	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
2 days.....	(5)	(5)	(5)	(5)	(5)	1	(5)	(5)	(5)	(5)	1
2 days plus 2 half days.....	(5)	(5)	(5)	-	(5)	-	(5)	(5)	(5)	(5)	1
3 days.....	(5)	(5)	(5)	1	(5)	1	(5)	(5)	(5)	(5)	1
3 days plus 2 half days.....	(5)	(5)	(5)	-	(5)	-	(5)	(5)	(5)	(5)	-
4 days.....	(5)	(5)	(5)	(5)	(5)	3	(5)	(5)	(5)	(5)	(5)
4 days plus 1 half day or more.....	(5)	(5)	(5)	(5)	(5)	1	(5)	(5)	(5)	(5)	(5)
5 days.....	4	2	1	9	11	7	1	17	(5)	(5)	1
5 days plus 1 half day or more.....	(5)	(5)	(5)	1	(5)	1	(5)	(5)	(5)	(5)	(5)
6 days.....	17	9	12	24	38	33	10	17	23	15	(5)
6 days plus 1 half day.....	1	1	(5)	1	(5)	1	2	1	1	1	(5)
6 days plus 2 half days.....	3	4	(5)	4	(5)	(5)	(5)	(5)	(5)	(5)	1
6 days plus 3 half days or more.....	(5)	(5)	(5)	14	(5)	(5)	(5)	(5)	(5)	(5)	(5)
7 days.....	23	25	28	14	18	14	24	23	22	23	(5)
7 days plus 1 half day.....	1	2	1	1	(5)	1	1	3	2	2	2
7 days plus 2 half days.....	2	3	(5)	3	(5)	1	3	(5)	3	2	(5)
7 days plus 3 half days or more.....	(5)	(5)	(5)	-	(5)	(5)	(5)	(5)	(5)	(5)	(5)
8 days.....	21	23	33	16	11	5	22	14	18	34	1
8 days plus 1 half day.....	1	1	(5)	1	(5)	1	1	(5)	1	(5)	(5)
8 days plus 2 half days.....	1	2	(5)	1	(5)	(5)	2	(5)	2	(5)	(5)
8 days plus 3 half days.....	(5)	-	-	(5)	-	-	(5)	(5)	(5)	(5)	(5)
9 days.....	12	17	6	9	3	2	14	4	16	12	(5)
9 days plus 1 half day or more.....	1	1	1	1	(5)	(5)	2	1	(5)	(5)	(5)
10 days.....	2	2	4	4	1	3	6	1	1	1	(5)
10 days plus 1 half day or more.....	(5)	1	(5)	(5)	-	(5)	1	(5)	(5)	(5)	(5)
11 days.....	2	1	(5)	2	1	1	5	(5)	(5)	(5)	(5)
11 days plus 1 half day or more.....	(5)	(5)	(5)	1	(5)	(5)	(5)	(5)	(5)	(5)	(5)
12 days.....	1	(5)	3	2	(5)	(5)	2	(5)	(5)	(5)	(5)
Over 12 days.....	(5)	(5)	(5)	1	(5)	-	1	-	-	-	-
Total holiday time ⁶											
13 days or more.....	(5)	(5)	(5)	1	(5)	-	(5)	-	-	-	-
12½ days or more.....	(5)	(5)	(5)	1	(5)	-	1	-	-	-	-
12 days or more.....	1	(5)	3	4	(5)	(5)	2	(5)	(5)	(5)	(5)
11½ days or more.....	1	(5)	3	4	(5)	1	2	(5)	(5)	(5)	(5)
11 days or more.....	2	2	10	6	1	2	7	(5)	(5)	(5)	(5)
10½ days or more.....	3	2	10	7	1	2	8	(5)	(5)	(5)	(5)
10 days or more.....	5	4	14	11	2	5	15	1	1	(5)	(5)
9½ days or more.....	5	4	15	12	2	8	16	1	1	(5)	(5)
9 days or more.....	19	24	21	21	5	10	32	5	20	13	13
8½ days or more.....	20	25	21	22	5	10	33	5	20	14	14
8 days or more.....	43	51	54	41	18	15	58	20	41	51	51
7½ days or more.....	44	53	55	43	18	16	60	21	43	52	52
7 days or more.....	70	82	84	61	36	31	84	44	72	76	76
6½ days or more.....	71	83	84	62	37	31	86	44	73	77	77
6 days or more.....	88	93	96	87	75	64	96	62	96	91	91
5½ days or more.....	88	93	96	88	75	64	96	63	96	91	91
5 days or more.....	92	95	98	96	86	71	97	79	97	92	92
4½ days or more.....	92	95	98	96	86	72	97	79	97	92	92
4 days or more.....	93	96	98	97	87	74	97	83	97	93	93

See footnotes at end of table.

Table B-3. Paid Holidays—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region,¹ 1965-66²)

Item	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	99	99	99	99	100	98	99	99	99	99
Workers in establishments providing no paid holidays.....	(⁵)	(⁵)	(⁵)	(⁵)	1	-	2	(⁵)	1	(⁵)	(⁵)
Average number of holidays.....	8.0	8.0	8.1	7.6	6.7	8.7	7.4	9.3	6.7	7.4	7.8
Number of days											
Less than 5 days.....	1	1	(⁵)	1	2	(⁵)	3	(⁵)	2	(⁵)	(⁵)
5 days.....	4	2	1	6	10	5	4	(⁵)	19	(⁵)	(⁵)
5 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	1	(⁵)	(⁵)	2	(⁵)	-
6 days.....	16	9	8	21	38	17	29	4	24	26	11
6 days plus 1 half day.....	2	2	(⁵)	2	1	2	2	1	1	4	(⁵)
6 days plus 2 half days.....	2	4	1	5	1	1	1	1	1	6	1
6 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	-
7 days.....	17	18	28	15	29	8	18	12	21	20	19
7 days plus 1 half day.....	2	2	1	2	2	2	2	2	1	2	2
7 days plus 2 half days.....	2	4	1	3	1	1	2	2	1	3	2
7 days plus 3 half days or more.....	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	-
8 days.....	20	23	34	21	8	11	15	14	17	16	40
8 days plus 1 half day.....	2	2	(⁵)	1	(⁵)	3	4	2	1	1	5
8 days plus 2 half days.....	1	3	(⁵)	1	(⁵)	1	2	2	1	2	1
8 days plus 3 half days or more.....	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	-	-
9 days.....	13	22	7	10	3	8	6	14	4	14	15
9 days plus 1 half day.....	1	1	1	1	1	1	(⁵)	2	(⁵)	1	1
9 days plus 2 half days.....	1	1	(⁵)	(⁵)	(⁵)	1	-	1	(⁵)	(⁵)	1
9 days plus 3 half days or more.....	(⁵)	-	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	-	(⁵)	-
10 days.....	4	3	6	5	2	6	4	9	3	1	1
10 days plus 1 half day.....	1	(⁵)	1	1	(⁵)	1	1	2	(⁵)	(⁵)	1
10 days plus 2 half days or more.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	-	(⁵)
11 days.....	6	2	7	2	1	16	3	17	(⁵)	2	(⁵)
11 days plus 1 half day.....	1	(⁵)	(⁵)	(⁵)	(⁵)	2	1	2	(⁵)	(⁵)	-
11 days plus 2 half days or more.....	(⁵)	(⁵)	1	(⁵)	(⁵)	1	(⁵)	1	-	-	-
12 days.....	3	(⁵)	2	1	(⁵)	9	1	8	(⁵)	(⁵)	(⁵)
12 days plus 1 half day or more.....	(⁵)	(⁵)	(⁵)	(⁵)	-	1	-	1	-	-	-
13 days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	1	1	(⁵)	-	-
Total holiday time ⁶											
13 days or more.....	(⁵)	(⁵)	(⁵)	1	(⁵)	1	1	1	(⁵)	-	-
12½ days or more.....	1	(⁵)	(⁵)	1	(⁵)	1	1	2	(⁵)	-	-
12 days or more.....	4	1	3	2	(⁵)	11	1	11	(⁵)	(⁵)	(⁵)
11½ days or more.....	5	1	3	3	1	13	3	13	(⁵)	(⁵)	(⁵)
11 days or more.....	11	3	10	5	2	29	7	31	1	2	1
10½ days or more.....	12	3	10	6	2	31	8	33	1	2	1
10 days or more.....	17	8	16	11	4	38	12	44	4	3	3
9½ days or more.....	18	9	18	12	5	39	12	46	4	4	4
9 days or more.....	32	33	25	22	8	49	20	62	9	21	20
8½ days or more.....	35	35	25	24	8	52	24	64	10	22	25
8 days or more.....	56	62	60	47	17	64	41	80	27	41	67
7½ days or more.....	58	65	62	50	18	66	43	82	29	44	68
7 days or more.....	78	87	90	70	48	75	62	95	51	70	88
6½ days or more.....	80	89	90	72	49	77	64	95	52	73	89
6 days or more.....	95	98	99	93	88	94	92	99	77	99	99
5½ days or more.....	96	98	99	93	88	95	93	99	78	99	99
5 days or more.....	99	99	99	99	98	99	97	99	97	99	99

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

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

Table B-4. Paid Vacations

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1965-66²)

Vacation policy	All	Industry division					Region ¹				
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers											
All workers-----	100	100	100	100	100		100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations-----	99	99	99	98	99		94	99	97	99	99
Length-of-time payment-----	85	79	97	97	96		90	84	86	85	89
Percentage payment-----	12	19	2	2	2		4	13	10	14	10
Flat-sum payment-----	(⁵)	(⁵)	(⁵)	-	1		(⁵)	(⁵)	1	(⁵)	(⁵)
Other-----	1	1	-	-	(⁵)		1	1	(⁵)	1	(⁵)
Workers in establishments providing no paid vacations-----	1	1	(⁵)	2	1		6	(⁵)	3	(⁵)	1
<u>Amount of vacation pay⁶</u>											
<u>After 6 months of service</u>											
Under 1 week-----	16	21	2	8	9		6	25	10	14	6
1 week-----	15	10	32	17	21		12	19	14	10	16
Over 1 and under 2 weeks-----	2	2	3	2	3		2	4	1	2	2
2 weeks-----	1	(⁵)	3	1	(⁵)		1	2	(⁵)	(⁵)	(⁵)
Over 2 weeks-----	(⁵)	(⁵)	(⁵)	-	(⁵)		1	(⁵)	-	(⁵)	(⁵)
<u>After 1 year of service</u>											
Under 1 week-----	(⁵)	(⁵)	-	(⁵)	1		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week-----	72	75	65	62	68		71	68	71	79	65
Over 1 and under 2 weeks-----	4	6	1	1	2		2	4	2	6	3
2 weeks-----	20	15	31	33	28		19	24	22	12	26
Over 2 weeks-----	3	3	3	2	(⁵)		2	4	1	2	5
<u>After 2 years of service</u>											
Under 1 week-----	(⁵)	(⁵)	-	-	1		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week-----	44	54	32	29	21		35	40	47	53	27
Over 1 and under 2 weeks-----	9	13	5	3	1		7	14	5	10	4
2 weeks-----	42	27	59	64	75		50	41	42	34	62
Over 2 weeks-----	4	4	3	2	1		3	5	2	2	6
<u>After 3 years of service</u>											
Under 1 week-----	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week-----	13	16	2	11	7		18	14	23	10	5
Over 1 and under 2 weeks-----	14	22	1	4	1		2	15	7	23	3
2 weeks-----	67	55	93	80	88		71	64	64	63	84
Over 2 and under 3 weeks-----	2	3	(⁵)	1	1		1	2	2	2	4
3 weeks-----	2	3	3	1	1		1	4	1	2	3
Over 3 weeks-----	1	1	(⁵)	1	(⁵)		1	1	(⁵)	1	1
<u>After 4 years of service</u>											
Under 1 week-----	(⁵)	(⁵)	-	-	(⁵)		(⁵)	(⁵)	1	(⁵)	(⁵)
1 week-----	12	15	2	10	7		15	13	21	8	4
Over 1 and under 2 weeks-----	14	21	1	4	1		2	14	7	22	3
2 weeks-----	68	56	93	81	88		74	65	66	65	84
Over 2 and under 3 weeks-----	2	3	1	1	1		2	3	2	2	4
3 weeks-----	2	3	3	2	1		1	3	1	2	3
Over 3 weeks-----	1	1	(⁵)	1	1		1	1	(⁵)	1	1

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1965-66²)

Vacation policy	All	Industry division					Region ¹				
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers—Continued											
<u>Amount of vacation pay⁶—Continued</u>											
<u>After 5 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)
1 week.....	3	3	(⁵)	4	4	9	2	9	1	1	1
Over 1 and under 2 weeks.....	1	1	(⁵)	1	1	1	1	1	1	1	1
2 weeks.....	80	80	91	78	75	74	78	78	85	75	75
Over 2 and under 3 weeks.....	5	7	1	13	2	5	5	3	6	5	5
3 weeks.....	9	7	6	13	17	4	10	6	6	15	15
Over 3 weeks.....	1	1	(⁵)	1	1	1	2	(⁵)	1	1	1
<u>After 10 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)
1 week.....	3	2	(⁵)	4	4	9	2	8	1	1	1
Over 1 and under 2 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)
2 weeks.....	32	28	39	41	32	52	31	45	26	26	26
Over 2 and under 3 weeks.....	12	18	1	4	1	3	9	5	21	6	6
3 weeks.....	48	45	56	45	59	29	51	34	48	62	62
Over 3 and under 4 weeks.....	1	3	1	(⁵)	1	(⁵)	1	3	2	2	2
4 weeks.....	3	3	2	5	2	1	3	3	2	2	2
Over 4 weeks.....	(⁵)	(⁵)	-	-	-	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
<u>After 12 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)
1 week.....	3	2	(⁵)	4	4	9	2	8	1	1	1
Over 1 and under 2 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)
2 weeks.....	26	23	26	34	30	46	27	41	19	19	19
Over 2 and under 3 weeks.....	12	19	1	4	(⁵)	2	10	5	22	5	5
3 weeks.....	53	50	68	49	61	34	54	39	53	69	69
Over 3 and under 4 weeks.....	2	2	1	(⁵)	1	1	2	1	2	1	1
4 weeks.....	3	3	3	6	2	1	3	3	2	3	3
Over 4 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	-	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
<u>After 15 years of service</u>											
Under 2 weeks.....	3	3	(⁵)	4	5	9	3	9	1	1	1
2 weeks.....	16	13	2	24	24	36	16	30	8	11	11
Over 2 and under 3 weeks.....	2	2	(⁵)	1	(⁵)	1	2	1	2	2	2
3 weeks.....	68	69	89	60	64	44	68	50	78	75	75
Over 3 and under 4 weeks.....	3	5	2	(⁵)	1	1	4	2	5	2	2
4 weeks.....	6	7	5	9	6	2	7	5	6	7	7
Over 4 weeks.....	1	1	1	(⁵)	-	1	1	(⁵)	1	1	1
<u>After 20 years of service</u>											
Under 2 weeks.....	3	3	(⁵)	4	5	9	3	9	1	1	1
2 weeks.....	15	12	2	23	22	33	15	28	8	11	11
Over 2 and under 3 weeks.....	1	1	(⁵)	1	(⁵)	1	1	1	1	(⁵)	(⁵)
3 weeks.....	47	51	41	42	37	42	45	36	53	53	53
Over 3 and under 4 weeks.....	3	4	1	(⁵)	1	1	3	2	4	1	1
4 weeks.....	28	24	53	24	35	7	31	18	31	29	29
Over 4 weeks.....	3	3	2	5	(⁵)	1	2	3	3	2	2
<u>After 25 years of service</u>											
Under 2 weeks.....	3	3	(⁵)	4	5	9	3	9	1	1	1
2 weeks.....	15	12	2	23	21	33	14	28	8	11	11
Over 2 and under 3 weeks.....	1	1	(⁵)	1	(⁵)	1	1	1	1	(⁵)	(⁵)
3 weeks.....	30	32	11	33	27	41	28	23	33	41	41
Over 3 and under 4 weeks.....	2	3	(⁵)	1	(⁵)	1	2	2	2	1	1
4 weeks.....	44	42	82	33	45	9	47	30	50	41	41
Over 4 weeks.....	5	6	3	5	1	1	4	5	5	3	3

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1965-66²)

Vacation policy	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Plant workers—Continued											
<u>Amount of vacation pay⁶—Continued</u>											
<u>After 30 years of service</u>											
Under 2 weeks.....	3	3	(⁵)	4	5		9	3	9	1	1
2 weeks.....	15	12	2	23	21		32	14	28	8	11
Over 2 and under 3 weeks.....	1	1	(⁵)	1	(⁵)		1	1	1	1	(⁵)
3 weeks.....	30	32	10	32	27		41	27	22	32	41
Over 3 and under 4 weeks.....	2	3	(⁵)	1	(⁵)		1	2	2	2	1
4 weeks.....	43	41	82	33	44		9	47	30	49	41
Over 4 weeks.....	5	7	4	5	1		2	5	5	7	3
<u>Maximum vacation available</u>											
Under 2 weeks.....	3	3	(⁵)	4	5		9	3	9	1	1
2 weeks.....	15	12	2	23	21		32	14	28	8	11
Over 2 and under 3 weeks.....	1	1	(⁵)	1	(⁵)		1	1	1	1	(⁵)
3 weeks.....	30	32	10	32	27		41	27	22	32	41
Over 3 and under 4 weeks.....	2	3	(⁵)	1	(⁵)		1	2	2	2	1
4 weeks.....	43	41	82	33	44		9	46	30	49	41
Over 4 weeks.....	5	7	4	5	2		2	5	5	7	3
Office workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations.....	99	99	99	99	99	99	99	99	99	99	99
Length-of-time payment.....	99	97	99	99	99	99	98	99	99	99	97
Percentage payment.....	1	3	1	(⁵)	1	-	(⁵)	1	(⁵)	1	3
Flat-sum payment.....	(⁵)	(⁵)	-	-	-	-	-	(⁵)	(⁵)	(⁵)	(⁵)
Other.....	(⁵)	(⁵)	-	-	-	-	-	(⁵)	(⁵)	(⁵)	(⁵)
Workers in establishments providing no paid vacations.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)
<u>Amount of vacation pay⁶</u>											
<u>After 6 months of service</u>											
Under 1 week.....	5	6	2	4	9	5	5	7	5	5	2
1 week.....	47	49	41	36	27	56	43	53	42	46	42
Over 1 and under 2 weeks.....	9	9	4	6	8	11	9	11	8	11	2
2 weeks.....	5	2	4	1	(⁵)	13	6	12	2	2	3
Over 2 weeks.....	(⁵)	(⁵)	(⁵)	-	(⁵)	-	3	(⁵)	-	(⁵)	1
<u>After 1 year of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	(⁵)	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
1 week.....	21	16	54	29	54	2	24	12	30	26	23
Over 1 and under 2 weeks.....	1	1	(⁵)	1	2	(⁵)	1	1	1	1	(⁵)
2 weeks.....	76	81	45	70	44	97	68	86	66	73	74
Over 2 weeks.....	2	2	(⁵)	(⁵)	(⁵)	1	6	2	3	1	2
<u>After 2 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	-	-	-	(⁵)	(⁵)	-
1 week.....	5	5	8	9	8	(⁵)	7	3	9	5	3
Over 1 and under 2 weeks.....	3	1	17	(⁵)	(⁵)	(⁵)	1	2	4	3	2
2 weeks.....	89	89	75	90	90	98	80	91	84	90	91
Over 2 weeks.....	3	4	(⁵)	1	1	2	12	4	3	2	4

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1965-66²)

Vacation policy	All	Industry division						Region ¹			
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers—Continued											
<u>Amount of vacation pay⁶—Continued</u>											
<u>After 3 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	-	-	-	(⁵)	(⁵)	-
1 week.....	2	3	1	3	3	(⁵)	-	2	4	1	1
Over 1 and under 2 weeks.....	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)
2 weeks.....	90	84	98	92	94	97	87	91	90	89	93
Over 2 and under 3 weeks.....	4	7	(⁵)	2	1	1	6	2	4	6	3
3 weeks.....	3	5	(⁵)	3	1	2	5	4	2	3	2
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	4	(⁵)	(⁵)	(⁵)	1
<u>After 4 years of service</u>											
Under 1 week.....	(⁵)	(⁵)	-	-	(⁵)	-	-	-	(⁵)	(⁵)	-
1 week.....	2	2	1	2	3	(⁵)	3	2	(⁵)	(⁵)	1
Over 1 and under 2 weeks.....	(⁵)	1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	(⁵)	(⁵)	(⁵)
2 weeks.....	90	84	98	92	94	96	87	91	90	89	92
Over 2 and under 3 weeks.....	4	7	(⁵)	2	1	2	6	2	4	6	3
3 weeks.....	3	5	(⁵)	3	1	2	5	4	2	4	2
Over 3 weeks.....	(⁵)	(⁵)	(⁵)	-	(⁵)	(⁵)	5	(⁵)	(⁵)	(⁵)	1
<u>After 5 years of service</u>											
Under 2 weeks.....	1	1	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks.....	80	77	93	80	82	82	65	75	85	82	82
Over 2 and under 3 weeks.....	5	3	1	1	2	10	22	6	5	2	5
3 weeks.....	14	18	6	18	13	8	22	18	8	15	11
Over 3 weeks.....	1	1	(⁵)	-	1	(⁵)	5	1	(⁵)	(⁵)	2
<u>After 10 years of service</u>											
Under 2 weeks.....	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks.....	30	22	35	39	30	36	34	23	49	29	26
Over 2 and under 3 weeks.....	3	5	1	2	(⁵)	4	2	3	5	3	2
3 weeks.....	60	61	62	48	66	59	53	68	40	58	67
Over 3 and under 4 weeks.....	2	5	(⁵)	2	(⁵)	(⁵)	1	1	1	6	1
4 weeks.....	4	6	2	9	2	(⁵)	5	5	3	4	3
Over 4 weeks.....	(⁵)	(⁵)	-	-	-	(⁵)	3	(⁵)	(⁵)	(⁵)	1
<u>After 12 years of service</u>											
Under 2 weeks.....	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks.....	26	17	27	33	27	34	32	20	44	24	22
Over 2 and under 3 weeks.....	4	5	1	3	(⁵)	6	2	4	5	4	2
3 weeks.....	63	65	69	52	68	59	54	69	44	63	70
Over 3 and under 4 weeks.....	3	6	(⁵)	9	(⁵)	(⁵)	1	3	3	6	1
4 weeks.....	4	6	2	9	2	(⁵)	5	5	3	4	3
Over 4 weeks.....	(⁵)	(⁵)	-	(⁵)	-	(⁵)	3	(⁵)	(⁵)	(⁵)	1
<u>After 15 years of service</u>											
Under 2 weeks.....	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks.....	11	3	3	21	21	9	23	8	24	8	8
Over 2 and under 3 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	1	1	(⁵)	1	(⁵)	(⁵)
3 weeks.....	76	73	91	65	72	83	60	79	63	78	83
Over 3 and under 4 weeks.....	2	2	1	1	1	5	1	3	3	2	1
4 weeks.....	9	16	5	12	5	3	10	9	6	12	6
Over 4 weeks.....	(⁵)	(⁵)	(⁵)	(⁵)	-	(⁵)	4	(⁵)	(⁵)	(⁵)	1

See footnotes at end of table.

Table B-4. Paid Vacations—Continued

(Percent distribution of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1965-66 ²)

Vacation policy	All	Industry division					Region ¹				
		Manufacturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services	Northeast	South	North Central	West
Office workers—Continued											
<u>Amount of vacation pay ⁶—Continued</u>											
<u>After 20 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks	10	7	3	21	20	7	23	7	23	7	7
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	50	42	49	43	39	67	52	50	46	50	56
Over 3 and under 4 weeks	1	2	1	(⁵)	(⁵)	1	1	1	2	1	1
4 weeks	36	45	46	27	39	24	18	39	24	39	34
Over 4 weeks	3	3	2	8	(⁵)	1	5	2	3	3	3
<u>After 25 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks	10	7	3	21	19	7	22	7	22	7	7
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	27	26	13	34	22	32	42	22	28	28	34
Over 3 and under 4 weeks	1	2	(⁵)	1	(⁵)	1	1	1	2	1	1
4 weeks	56	58	82	34	57	55	28	65	41	58	54
Over 4 weeks	5	7	3	10	1	5	5	5	6	6	4
<u>After 30 years of service</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks	10	7	3	21	19	7	22	7	22	7	7
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	26	25	12	33	21	29	42	22	27	28	31
Over 3 and under 4 weeks	1	1	(⁵)	1	(⁵)	1	1	1	2	1	1
4 weeks	57	58	81	35	57	58	28	64	41	57	57
Over 4 weeks	6	8	3	10	1	6	5	6	6	7	4
<u>Maximum vacation available</u>											
Under 2 weeks	(⁵)	(⁵)	(⁵)	1	2	(⁵)	1	(⁵)	2	(⁵)	(⁵)
2 weeks	10	7	3	21	19	7	22	7	22	7	7
Over 2 and under 3 weeks	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
3 weeks	26	25	12	33	21	29	42	22	27	27	31
Over 3 and under 4 weeks	1	1	(⁵)	1	(⁵)	1	1	1	2	1	1
4 weeks	56	57	81	35	56	57	28	63	41	58	57
Over 4 weeks	7	8	3	10	1	7	5	7	6	8	4

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

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

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

(Percent distribution of plant and office workers employed in establishments with formal provisions,¹ by type of plan and type of financing in all metropolitan areas, by industry division and region,² 1965-66³)

Industry division and region	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ⁴	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	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
Plant workers																				
All industries and regions ⁵	92	65	60	40	93	62	92	62	75	50	40	22	80	63	45	17	12	73	61	3
Industry division:																				
Manufacturing.....	95	69	64	46	97	70	96	69	78	56	35	20	85	76	55	11	8	78	69	1
Transportation, communication, and other public utilities.....	97	71	58	24	98	51	98	52	89	45	77	60	75	35	24	32	25	77	63	1
Wholesale trade.....	92	59	65	42	93	58	90	55	76	46	51	28	78	50	34	35	12	68	54	2
Retail trade.....	85	49	49	29	83	45	82	44	62	35	39	14	75	44	27	23	21	64	46	4
Services.....	79	60	52	39	80	59	78	57	64	48	23	12	57	43	33	19	6	39	31	13
Region:																				
Northeast.....	93	72	56	40	94	71	93	70	74	54	33	21	82	68	53	19	7	76	65	2
South.....	88	45	51	23	88	39	87	39	59	25	43	17	68	49	26	17	14	59	45	6
North Central.....	95	69	65	45	95	66	94	66	80	56	33	18	91	79	58	9	11	77	68	2
West.....	91	69	73	54	96	69	96	69	91	66	63	45	73	33	25	32	21	75	61	2
Office workers																				
All industries and regions	96	57	59	31	93	48	93	47	82	41	73	34	79	41	24	56	9	82	60	1
Industry division:																				
Manufacturing.....	97	61	67	42	96	63	96	62	85	55	67	34	87	60	38	62	6	86	66	1
Transportation, communication, and other public utilities.....	98	67	57	17	99	42	99	42	93	39	89	65	82	24	14	56	21	76	61	(⁶)
Wholesale trade.....	94	51	63	34	91	49	90	47	80	41	67	31	79	42	25	54	6	73	49	1
Retail trade.....	90	36	49	20	87	30	85	29	59	22	55	9	84	37	15	33	30	72	37	2
Finance, insurance, and real estate.....	98	55	52	26	92	38	91	38	81	30	84	31	69	25	12	59	3	90	65	(⁶)
Services.....	88	49	52	25	84	38	83	38	74	32	67	26	67	34	20	51	5	64	43	3
Region:																				
Northeast.....	96	62	53	29	92	52	90	51	79	42	70	36	79	44	28	59	6	85	64	1
South.....	96	46	56	22	92	37	92	36	74	29	73	30	72	34	16	48	11	77	54	1
North Central.....	96	58	61	34	94	49	93	49	84	44	68	29	83	50	30	52	12	81	59	1
West.....	96	56	71	38	97	51	97	50	91	47	87	46	83	27	14	69	8	83	61	(⁶)

¹ "All plans" include those plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, railroad retirement, and compulsory temporary disability insurance required in New York and New Jersey.² For definition of regions, see footnote 3 to the table in appendix A.³ See footnote 2, table B-1.⁴ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.⁵ Includes data for real estate in addition to those industry divisions shown separately.⁶ Less than 0.5 percent.

Profit-Sharing Coverage

For the first time, estimates of the extent of profit sharing, in terms of worker coverage, are available for all metropolitan areas of the United States (excluding Alaska and Hawaii). The study, conducted over the period of July 1964 through June 1966, obtained data on plan types, industry concentration, and regional distribution. It developed estimates of the extent of retirement pension coverage in profit-sharing establishments, as well as the extent to which unionized and nonunionized establishments provided profit-sharing plans for plant and office workers. Incidence of worker coverage by size of establishment, and the extent to which the establishments provided profit-sharing plans to either or both plant and office workers, were considered in the study.

The survey covered establishments employing 50 workers or more except in 12 of the largest areas, where the minimum establishment size was 100 employees in manufacturing, public utilities, and retail trade. The exclusion of establishments with fewer than 50 employees is not believed to affect materially the estimates for manufacturing and public utilities, since relatively small proportions of workers are involved; in some of the nonmanufacturing industry divisions—particularly wholesale trade, retail trade, and services—large proportions of employment are accounted for by small establishments. The estimates of coverage are largely representative of medium-size and large employers.

Estimates of the prevalence of profit-sharing plans are based on the assumption that the benefits apply to all plant or office workers in the establishment if a majority of such workers are eligible or may eventually qualify. Varying length-of-service requirements, and exclusions of part-time workers, affect the number of workers participating in such plans at a given time. Thus, these data give a measure of the number of workers in establishments providing profit-sharing coverage at the time of the survey, rather than a measure of the actual number of workers participating in such plans.

Definition of a Profit-Sharing Plan

The term profit sharing should not be interpreted to embrace benefit plans which, although providing remuneration supplementary to the earnings of the beneficiaries, do not relate directly to the profits of the enterprise and cannot, therefore, be classified as involving the principle of profit sharing. Payments to workers based on the profits of the enterprise involve a concept not present in plans such as—Individual or Group Incentive, Thrift or Savings, Stock Purchase, or Pension plans providing fixed, predetermined benefits regardless of profits.

In its first comprehensive study of profit sharing,²⁴ the Bureau accepted the main principles laid down by the International Cooperative Congress, held in Paris, France, 1889. This Congress defined profit sharing as an agreement freely entered into, by which the employees receive a share, fixed in advance, of the profits. These principles have provided the base for later profit-sharing definitions developed by students of the subject.

The Council of Profit Sharing Industries has defined profit sharing as "any procedure under which an employer pays or makes available to regular employees subject to reasonable eligibility rules, in addition to prevailing rates of pay, special current or deferred sums based on the profits of the business."²⁵

Under the legal implications of deferred distribution type profit-sharing plans, the Internal Revenue Service provides the following definition:

"A profit-sharing plan is a plan established and maintained by an employer to provide for the participation in his profits by his employees or their beneficiaries. The plan must provide a definite predetermined formula for allocating the contributions made to the plan among the participants, and for distributing the funds accumulated under the plan after a fixed number of years, the attainment of a stated age, or upon the prior occurrence of some event such as layoff, illness, disability, retirement, death, or severance of employment."²⁶

The Bureau embodied the principles laid down in its earlier studies, the last undertaken in 1955–56, and those of the above organizations, in defining a profit-sharing plan for the survey. The definition established the following criteria: (1) the plan must represent a commitment by the company to make periodic contributions based on profits; (2) the plan must contain a formula for the allocation of profit shares among the participating employees; (3) the plan must provide a method for distributing profit shares—current, deferred, or a combination of current and deferred distribution; (4) the plan

²⁴ Profit Sharing in the United States (BLS Bulletin 208, 1916).

²⁵ Council of Profit Sharing Industries, The Constitution and Bylaws of the Council of Profit Sharing Industries (as amended October 17, 1962), p. 1 cited by B. L. Metzger, Profit Sharing in Perspective (1966), p. 1.

²⁶ U. S. Treasury Department, Internal Revenue Service, Laws and Regulations Relating to Employee Pension, Annuity, Profit Sharing, Stock Bonus, and Bond Purchase Plans including Plans for Self-Employed Individuals, Publication No. 337 (2-66), p. 13.

must be communicated to the employees; and (5) in addition, the plan must be applicable to a majority of plant or office employees. Thus, excluded were plans limited to workers not classified as plant or office—such as executive or professional personnel—or plans limited to a minority of plant or office workers.

The amount contributed by the employer under a profit-sharing plan relates to the magnitude of profits. (It may be based on profits before or after taxes, or after certain amounts have been set aside for dividends and reinvestment.) Thus, the percentage or amount of profit shares declared in a given year need not be specified in the plan but may vary with profits. Also, the amount distributed to the participating employee, under the allocation formula, usually varies with his length of service, pay level, or annual earnings. The plan may include a savings feature providing for employee contributions. And, in order to participate in a profit-sharing plan, an employee may be required to have served with the company for a given period or meet a minimum age requirement.

This study distinguished four types of profit-sharing plans: (1) Current distribution plans; (2) deferred distribution plans; (3) combinations of current and deferred distribution plans; and (4) elective distribution plans.

Current Distribution Plans. Under these plans, full payment of profit shares (in cash or equivalent form readily convertible into cash) are made to the participants shortly after profits have been determined. A major objective of these plans is to provide an incentive for increasing productivity and lowering unit cost through better worker cooperation and effort, reduced waste of materials, etc. The worker is better able to relate his efforts to current bonuses than he is to bonuses set aside for future distribution. The plans have greater appeal to the younger worker, whose current purchasing power is directly affected. Disadvantages include reduction of the worker's current income when low profits lead to reduced or no profit shares, affecting both income and morale. In addition, receipts under these plans are taxable to the worker as current income.

Deferred Distribution Plans. Under these plans, payment of profit shares are deferred for a certain period or to retirement; the shares usually are placed in a trust fund. The plans may include provisions for payment of shares upon disability or death. Vesting rights are often included—the irrevocable right of participants to receive all or part of the amounts credited to their accounts—in case of premature separation from the company. Advantages of the plan include the possible creation of a retirement fund, an annuity, or funds for emergency needs. (See later discussion dealing with retirement pension and profit-sharing coverage.) The shares are not taxed until received by the worker, and lump sums paid at retirement are treated as capital gains. These plans present several advantages to the employer. They may satisfy worker demand for pension plans while avoiding the fixed cost of such plans. Less employee attention is

given to fluctuations in company contributions. The profit-sharing fund invested may continue to grow, although the company does not make contributions every year. The plans tend to reduce turnover in the work force. However, disadvantages are also noted. Current purchasing power is not increased because shares are deferred for future distribution; thus, less direct incentives are provided the worker to increase his efforts. The worker may have no control over the fund or how it should be invested. It may not be a satisfactory form of retirement security since the fund depends upon variable contributions for its growth.

Combinations of Current and Deferred Distribution Plans.

Under these plans, provisions may be made, for instance, to pay one half of the participant's share currently and to place the remainder in a trust fund for future distribution. These plans tend to secure the benefits, as well as the disadvantages, of current and deferred distribution plans described above.

Elective Distribution Plans.

Under these plans, the form in which profit shares are to be distributed to the participants is not specified. Each participating worker may be required to elect whether to take his share of current profits (a) in cash, (b) have it deferred for distribution at a future date, or (c) receive part in cash and have the remainder deferred. These plans include the advantage of some worker participation in the profit-sharing process since he, rather than the employer, decides the form of distributing profit shares.

Extent of Profit Sharing

The survey found 1.4 million plant workers and over 750,000 office workers employed in establishments providing profit-sharing plans. Coverage applied to 12 percent of 12 million plant and 22 percent of 3.5 million office workers within scope of the study.²⁷

The significantly higher proportion of office workers covered—nearly double that for plant workers—reflects, partly, the incidence of establishments limiting plans to office workers. Thus, 25 percent of covered office workers were in establishments which did not extend plan coverage to plant workers, while only 3 percent of covered plant workers had plans not applying to office workers. Conversely, 75 percent of office and 97 percent of plant workers under profit-sharing coverage were in establishments providing coverage to both groups. It is also of interest to note that, in nearly all cases, these establishments used the same type of plan for both plant and office workers:

²⁷ For the most current private study of profit-sharing plans, see B. L. Metzger, Profit Sharing in Perspective (1966).

	Intraestablishment coverage of profit-sharing plans (in percent)	
	Plant workers	Office workers
Profit-sharing coverage (all plans) -----	100	¹ 100
Plans cover		
Plant workers only-----	3	-
Office workers only-----	-	25
Plant and office workers-----	97	75
Under same types of plans -----	97	74
Under different types of plans -----	1	1

¹ Profit-sharing plans in the finance and insurance industries were excluded from this comparison since plant worker data were not obtained for these industries (see footnote 7 to the table in appendix A).

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

The study supports the conclusion that increasing proportions of workers in United States industry are participating in profits today, compared to a decade ago. The Bureau's previous study of the incidence of profit sharing, undertaken 10 years ago, found that 7 percent of plant workers and 13 percent of office workers were employed in establishments providing profit-sharing plans in 17 areas surveyed.²⁸ The percent of coverage for these worker groups in these substantially comparable areas were 12 and 25 percent, respectively, in 1965-66. Supporting evidence of growth of profit sharing is revealed by the number of profit-sharing plans approved by the Internal Revenue Service²⁹ during this period. It approved 46,859 plans for 2,831,933 participating employees during the period July 1955 through June 1966. During the same period, 3,502 plans were reported as terminated.³⁰

Types of Profit-Sharing Plans

The survey reveals a great predominance of deferred distribution types of profit-sharing plans for both plant and office workers. Ten percent of plant workers and 17 percent of office workers were employed in establishments providing such plans, compared to total coverage of all plans combined of 12 percent and 22 percent for the two worker groups, respectively. (See table 4.) The current distribution plans covered only 1 percent of plant and office

²⁸ See *Wages and Related Benefits, 17 Labor Markets, 1955-56* (BLS Bulletin 1188), pp. 81-82.

²⁹ The data originated in rulings made by the Internal Revenue Service as to the qualifications of profit-sharing plans ("deferred," or combination "current and deferred" plans). It is not possible to compute from these data a net figure of such plans in existence since Internal Revenue Service determination of initial qualification or termination of the plans is not required. Excluded from these data are plans approved for self-employed persons.

³⁰ Commissioner of Internal Revenue, U.S. Treasury Department, *Annual Reports*, and quarterly press releases on determination letters issued on employee benefit plans.

workers. Combination current and deferred distribution plans covered 1 percent of plant and 2 percent of office workers. Two percent of office workers and less than one-half percent of plant workers were covered by the elective distribution plans.

The 1955-56 survey found similar proportions of plant and office workers covered by current distribution plans. One percent of plant and office workers each were covered by such plans, while 5 percent of plant and 11 percent of office workers were covered by deferred distribution plans in the 17 areas surveyed. Thus, a significant movement of profit sharing is seen in the direction of deferred distribution plans.

Industry Variation in Profit Sharing

Profit-sharing coverage varied significantly among industry divisions surveyed. This variation reflected the distribution of deferred distribution plans, not only because such plans accounted for over 80 percent of profit-sharing coverage, but because the remaining plan types did not predominate in any given industry division. Two plan types—the combination current and deferred and elective distribution plans—showed a slight predominance for office workers in the finance, insurance, and real estate division. Within this industry division, banking accounted for the greatest proportion of such plans.

The proportion of workers covered by profit-sharing plans in retail trade was larger than in any of the other industry divisions studied. Twenty-seven percent of plant (sales and related personnel) and 44 percent of office workers were under such plans. In this industry, department stores contributed the bulk of covered workers; food stores, drug stores, and restaurants contributed most of the remaining covered workers.

Covered office workers in the finance, insurance, and real estate division constitute over 40 percent of all office workers under such plans in all industries combined, indicating the importance of this division in the total profit-sharing picture. One-third of the division's office workers were covered. Within the division, coverage amounted to 52 percent in banking, 12 percent in insurance carriers, and 26 percent in real estate.

Wholesale trade ranked third among industry divisions by providing plan coverage for 16 percent of plant and 22 percent of office workers.

In the transportation, communication, and other public utilities division, only 2 percent of plant and office workers were covered by profit-sharing plans. The bulk of covered workers were found in motor freight transportation and warehousing; 8 percent of the plant workers (not including over-the-road drivers) and 13 percent of the office workers were covered under profit-sharing plans. Profit-sharing coverage was not found in the electric and gas transmission, telephone, telegraph, railroad, and air transportation industries.

The predominance of the manufacturing industry division as an employer meant that the incidence of profit-sharing coverage in this division would significantly affect the all-industry average. This held true particularly for plant workers. Ten percent of these workers were covered in the manufacturing division, compared to 12 percent for all industries combined, while the division accounted for half the profit-sharing plant workers and over 60 percent of all plant workers in all industries combined. For office workers the effect was much less, as the division contributed only a fourth of the profit-sharing office workers and less than 40 percent of the office workers in the all-industry total.

Within the manufacturing division,³¹ profit-sharing coverage varied from 3 percent of plant workers in the transportation equipment industry to 43 percent in the tobacco industry. In industries which accounted for much of the employment in the manufacturing group, plant worker coverage amounted to 16 percent in electrical machinery, 17 percent in fabricated metal, 8 percent in food, and 30 percent in scientific instruments.

It is apparent that growth of profit-sharing coverage in the manufacturing industry division kept pace with the all-industry growth rate observed over the past 10 years in the 17 areas compared above. Coverage for plant workers jumped from 6 to 12 percent, and that for office workers from 9 to 17 percent in the 17 areas compared.

Profit Sharing and Establishment Size

Although the all-industry data showed a higher proportion of workers covered by profit-sharing plans in the smallest establishment size group (50-99 workers), as compared to those in the largest (2,500 workers or more), this tendency did not hold true for all industry divisions. (See table 5.)

The all-industry pattern was most pronounced in manufacturing, where the proportion of plant workers covered in the smallest size group (12 percent) was twice the largest size group coverage (6 percent). Among the intervening size groups, however, no pattern was evident.

³¹ For separate studies of profit sharing in cotton and synthetic textiles see: Industry Wage Survey: Synthetic Textiles, September 1965 (BLS Bulletin 1509, 1966) and Industry Wage Survey: Cotton Textiles, September 1965 (BLS Bulletin 1506, 1966).

While the tendency toward larger coverage in the smallest size group was also observed within nonmanufacturing—transportation and the wholesale trade division—a reversed pattern applied to the retail trade and finance, insurance, and real estate divisions. For these divisions, coverage increased with size of establishment and was much higher in the largest establishment size group. This coverage pattern reflected the higher incidence of profit-sharing plans in the larger size department stores and banks.

Throughout industry, the distribution of deferred profit-sharing plans by establishment size groups reflected the distribution of total profit-sharing coverage. Deferred plan coverage did not depart significantly from over-all coverage, within specific size groups. Only in the larger size groups of the finance, insurance, and real estate division did the "combination current and deferred" and "elective" type plans contribute significant proportions. The smaller proportion of workers covered by strictly "deferred" type plans in this industry division reflects the high incidence of the "combination current and deferred" and "elective" type plans provided in banking.

Regional and Area Variations in Profit Sharing

Among the four geographic regions—Northeast, South, North Central, and West—only the Northeast region fell below the all-region total for profit-sharing coverage. In this region, 7 percent of the plant workers were covered by profit-sharing plans in all industries combined, compared to 12 percent for all regions and 14 percent for each of the remaining regions. The all-industry coverage of plant workers in the Northeast was affected significantly by low coverage in the manufacturing industries although the proportion covered in the nonmanufacturing industries was also lower than the coverage for all regions combined. For office workers, regional differences were not significant in all industries combined. The all-industry coverage in the Northeast region was raised by the heavy concentration of covered office workers employed in the finance, insurance, and real estate division. Thus, 44 percent of office workers in this industry division were covered by profit-sharing plans in the New York metropolitan area alone.

The proportion of plant and office workers covered by profit-sharing plans in all industries combined varied considerably among the 84 areas studied.³² Examples of coverage in some of the larger areas are given in the following tabulation:

³² For separate data for each of the 84 areas studied, see Wages and Related Benefits, 80 Metropolitan Areas, 1964-65 (BLS Bulletin 1430-83, Part I, 1965); and Wages and Related Benefits, 84 Metropolitan Areas, 1965-66 (BLS Bulletin 1465-86, Part I, 1966).

Region and area	Profit-sharing coverage (in percent)	
	Plant workers	Office workers
Northeast-----	7	21
Boston-----	15	19
New York-----	6	28
Newark and Jersey City-----	7	10
Philadelphia-----	7	19
South-----	14	20
Atlanta-----	13	20
Baltimore-----	10	16
Dallas-----	23	19
Houston-----	22	25
North Central-----	14	22
Chicago-----	24	32
Detroit-----	4	13
Milwaukee-----	22	21
St. Louis-----	7	15
West-----	14	25
Los Angeles--Long Beach-----	12	24
San Diego-----	15	27
San Francisco--Oakland-----	10	33
Seattle--Everett-----	7	23

Profit Sharing and Unionization

A comparison was made of the extent to which profit-sharing coverage applied to plant and office workers in unionized establishments³³ (in which a majority of the workers were covered by union agreement) and nonunionized establishments (in which union agreements did not cover a majority of the workers). The data revealed (table 6) that significantly higher proportions of workers were covered by profit-sharing plans in nonunionized establishments, as compared to those covered in unionized establishments. For all industries combined, 26 percent of plant workers and 25 percent of office workers in nonunionized establishments were covered by profit-sharing plans, while only 6 percent of both plant and office workers were covered by such plans in unionized establishments.

Industry divisions which had the higher proportion of workers covered by profit-sharing plans—such as retail trade and finance—generally had the higher proportion of unionized workers under such plans. These industries, however, ranked lowest among industry divisions in the comparison of workers under union agreements.

³³ For information on union agreement coverage, see section entitled, "Labor-Management Agreement Coverage," in this bulletin.

Retirement Pension and Profit Sharing

An analysis was made of the extent to which plant and office workers were covered primarily by (a) actuarial pension plans (under which the employer contributes specific amounts to a pension plan providing for predetermined payments for the life of the retiree), (b) annuity type profit-sharing plans (certain deferred distribution 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), or (c) both types of plans. (See table 7.)

While annuity type profit-sharing plans constitute a small proportion of total retirement pension coverage of all plant and office workers studied, it became significant for workers in profit-sharing establishments:

Type of plan	Retirement pension coverage in profit-sharing establishments	
	Plant workers	Office workers
Workers in establishments covered by profit-sharing plans-----	100	100
Covered by retirement pension plans-----	72	81
Actuarial plan-----	22	31
Annuity type profit-sharing plan-----	43	30
Both types of plans-----	6	20
Not covered by retirement pension plans-----	28	19

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

While 67 percent of all plant workers surveyed were covered only by actuarial type plans, 22 percent of plant workers in profit-sharing establishments were covered by such plans. On the other hand, while 5 percent of all plant workers were covered only by annuity type profit-sharing plans, 43 percent of these workers were covered by such plans in profit-sharing establishments. Similar proportions were noted for office workers.

Retail trade stands out among industry divisions in the proportions of plant and office workers covered only by annuity type profit-sharing plans, indicating that such plans may substitute for actuarial pension plans. In this industry division, 16 percent of plant and 27 percent of office workers were covered by such plans—much above the all-industry averages. The figures for only actuarial plan coverage were correspondingly below the all-industry averages—47 and 42 percent for plant and office workers, respectively.

The substitution effect is noted even more in the case of the 28-percent plant workers and 19-percent office workers under profit-sharing plans who had no actuarial pension or annuity provisions included in their profit-sharing plans. Although these workers had to rely on the profit-sharing plan for lump sum or installment payments at retirement, they are in a more advantageous position, presumably, than those workers who are not covered by either type of plan.

Finally, the data revealed that in some establishments, actuarial pension plans are supplemented by annuity type profit-sharing plans. Six percent of plant workers and 20 percent of office workers in profit-sharing establishments were covered by both an actuarial plan and an annuity type profit-sharing plan.

The main difference between actuarial pension plans and annuity type profit-sharing plans is that the former provides for pre-determined retirement benefits, and employer contributions being actuarially determined. Under the annuity type profit-sharing plan, as well as the deferred type plan providing for payment in installments or in lump sum at retirement, the retirement benefits are not known in advance as they vary with profits. Thus, the actuarial pension plan subjects the company to a fixed charge not encountered under the deferred distribution profit-sharing plan.

Summary

- Profit sharing applies to a relatively small but growing proportion of workers in United States industry.
- A greater proportion of office clerical workers share in profits than do plant workers.
- More workers in the smallest manufacturing establishments are covered by profit-sharing plans than in the largest establishments surveyed. The opposite is true for retail trade and finance.
- Although the proportion of plant (10 percent) and office workers (15 percent) covered by profit-sharing plans in manufacturing is small, the data show not only growth in coverage for this industry division, but that this growth is keeping pace with the growth in coverage observed for nonmanufacturing divisions (excluding public utilities).
- The bulk (four-fifths) of profit-sharing coverage takes the form of deferred distribution plans.
- Establishments having profit-sharing plans provide regular pension plans to a much smaller proportion of their workers than do establishments not having profit-sharing plans.
- A much larger proportion of establishments not covered by union agreements have profit-sharing plans than do establishments covered by union agreements.

Table 4. Profit-Sharing Coverage, by Type of Plan

(Percent distribution of plant and office workers covered by profit-sharing plans,¹ by type of plan² in all metropolitan areas, by industry division and region.³ 1965-66⁴)

Industry division and region	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
All industries and regions.....	12	1	10	1	(⁵)	22	1	17	2	2
Industry division:										
Manufacturing.....	10	1	7	1	(⁵)	15	1	12	1	(⁵)
Transportation, communication, and other public utilities.....	2	(⁵)	1	(⁵)	(⁵)	2	(⁵)	2	(⁵)	(⁵)
Wholesale trade.....	16	2	14	(⁵)	(⁵)	22	1	19	1	1
Retail trade.....	27	1	24	1	(⁵)	44	2	42	1	(⁵)
Finance, insurance, and real estate ⁶	-	-	-	-	-	34	1	24	4	5
Services.....	6	(⁵)	5	(⁵)	(⁵)	20	1	15	(⁵)	4
Region: ³										
Northeast.....	7	1	6	1	(⁵)	21	1	14	1	4
South.....	14	1	12	1	(⁵)	20	1	18	1	(⁵)
North Central.....	14	2	12	1	(⁵)	22	1	19	2	(⁵)
West.....	14	1	10	1	1	25	1	21	2	1

¹ The study was limited to formal plans (1) which provide formulas for allocating profit shares among employees; (2) whose formulas were communicated to the employees in advance of the determination of profits; (3) which represent a commitment by the company to make periodic contributions based on profits; and (4) which extend eligibility 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 executive and professional personnel.)

² Data are shown for 4 plan categories: (1) Current distribution plans (profit shares are distributed 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 select the type of distribution—current, deferred, or combination of current and deferred).

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

⁴ Information on profit-sharing coverage was obtained during the period July 1964 through June 1966.

⁵ Less than 0.5 percent.

⁶ Data are not shown separately for plant workers in this industry group. Plant workers in real estate, however, are included in "all" and regional data.

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

Table 5. Profit-Sharing Coverage, by Size of Establishment

(Percent distribution of plant and office workers covered by profit-sharing plans,¹ by size of establishment² and industry division in all metropolitan areas, 1965-66³)

Industry division	Plant workers						Office workers					
	Percent of workers covered in establishments employing—											
	50-99 ⁴	100-249	250-499	500-999	1,000-2,499	2,500 and over	50-99 ⁴	100-249	250-499	500-999	1,000-2,499	2,500 and over
All workers in size group and industry division.....	100	100	100	100	100	100	100	100	100	100	100	100
All industries:												
All plans combined.....	12	12	14	12	15	9	21	23	23	22	26	19
Deferred plans.....	10	9	12	9	13	8	18	19	18	18	20	14
Manufacturing:												
All plans combined.....	12	11	14	9	11	6	18	25	20	17	17	7
Deferred plans.....	9	8	10	6	9	4	15	21	16	13	14	5
Transportation, communication, and other public utilities:												
All plans combined.....	8	2	2	1	3	1	14	7	3	3	1	(⁵)
Deferred plans.....	6	1	2	1	2	1	13	6	3	3	(⁵)	(⁵)
Wholesale trade:												
All plans combined.....	17	17	13	17	8	(⁶)	23	20	27	18	16	(⁶)
Deferred plans.....	15	13	11	15	8	(⁶)	21	16	24	16	16	(⁶)
Retail trade:												
All plans combined.....	15	18	27	30	37	34	23	31	36	42	59	58
Deferred plans.....	12	17	24	25	32	33	20	29	31	37	56	57
Finance, insurance, and real estate: ⁷												
All plans combined.....	-	-	-	-	-	-	23	22	27	33	42	61
Deferred plans.....	-	-	-	-	-	-	18	19	18	26	29	35
Services:												
All plans combined.....	4	5	8	7	6	(⁶)	17	27	23	8	26	(⁶)
Deferred plans.....	4	4	7	7	6	(⁶)	12	21	16	5	21	(⁶)

¹ For definition of profit-sharing plans, see footnote 1, table 4.² Size-group estimates relate to total employment of the establishment, rather than to plant or office staffs of similar size.³ Information on profit-sharing plans was obtained during the period July 1964 through June 1966.⁴ In 12 of the largest areas, the minimum size was 100 workers or more in manufacturing, public utilities, and retail trade.⁵ Less than 0.5 percent.⁶ No plans were reported.⁷ See footnote 6, table 4.

Table 6. Profit Sharing by Labor-Management Agreement Coverage

(Percent of plant and office workers with profit-sharing plans,¹ by labor-management agreement coverage in all metropolitan areas, by industry division and region,² 1965-66³)

Industry division and region	Plant workers			Office workers		
	All	Establishments with—		All	Establishments with—	
		Majority covered	None or minority covered		Majority covered	None or minority covered
All industries and regions.....	12	6	26	22	6	25
Industry division:						
Manufacturing.....	10	5	25	15	3	17
Nonmanufacturing.....	15	7	31	26	7	30
Transportation, communication, and other public utilities.....	2	1	11	2	(⁴)	6
Wholesale trade.....	16	9	26	22	11	22
Retail trade.....	27	16	34	44	51	44
Finance, insurance, and real estate ⁵	-	-	-	34	23	34
Services.....	6	2	10	20	1	23
Region: ²						
Northeast.....	7	4	16	21	4	24
South.....	14	5	23	20	2	23
North Central.....	14	7	39	22	7	25
West.....	14	6	32	25	10	28

¹ For definition of profit-sharing plans, see footnote 1, table 4.

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

³ Information on profit-sharing and union agreement coverage was obtained during the period July 1964 through June 1966.

⁴ Less than 0.5 percent.

⁵ See footnote 6, table 4.

Table 7. Composition of Retirement Pension Plans

(Percent distribution of plant and office workers covered by retirement pension plans,¹ by type of plan in all metropolitan areas, by industry division and region,² 1965-66.³)

Industry division and region	Plant workers			Office workers		
	Actuarial plan ⁴	Annuity type profit-sharing plan ⁵	Both types of plans ⁶	Actuarial plan ⁴	Annuity type profit-sharing plan ⁵	Both types of plans ⁶
All industries and regions.....	67	5	1	71	7	4
Industry division:						
Manufacturing.....	74	3	1	79	5	2
Transportation, communication, and other public utilities.....	75	1	(7)	75	1	(7)
Wholesale trade.....	62	6	1	63	7	3
Retail trade.....	47	16	1	42	27	2
Finance, insurance, and real estate ⁷	-	-	-	73	5	11
Services.....	36	2	(7)	52	6	4
Region: ²						
Northeast.....	72	3	1	74	5	6
South.....	52	7	1	66	8	3
North Central.....	71	6	(7)	72	7	1
West.....	68	6	1	66	8	8

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

³ Information on retirement pension coverage was obtained during the period July 1964 through June 1966.

⁴ The employer contributes specific amounts to a pension plan providing for predetermined payments for life to the retiree. Included were funded or unfunded plans not based on profits.

⁵ Certain deferred 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 4, for definition of a profit-sharing plan).

⁶ Both "actuarial" and "annuity type profit-sharing plans" are provided separately by the establishment.

⁷ Less than 0.5 percent.

⁸ See footnote 6, table 4.

Labor-Management Agreement Coverage

Only 16 percent of the 3.5 million office workers within scope of the survey were in establishments with labor-management agreement coverage, whereas 69 percent of the 12 million plant workers were in establishments with comparable coverage. These estimates of labor-management agreement coverage are representative only of medium and large establishments in the industries within scope of the survey in metropolitan areas.³⁴ The following table presents estimates of agreement coverage for plant and office workers, for all metropolitan areas combined, and by industry division and region:

Percentage of plant and office workers employed in establishments in which a contract or contracts covered a majority of workers in the respective categories, 1965-66

Region	All industries	Non-manufacturing		Public utilities	Wholesale trade	Retail trade	Finance	Services
		Manu- facturing	manu- facturing					
Plant workers								
All metropolitan areas -----	69	76	57	94	56	37	-	53
Northeast -----	73	78	66	97	67	46	-	62
South -----	46	57	33	83	25	14	-	22
North Central -----	79	87	62	98	69	39	-	65
West -----	72	73	70	96	69	59	-	63
Office workers								
All metropolitan areas -----	16	13	17	63	8	15	1	11
Northeast -----	16	15	17	67	8	19	1	14
South -----	14	15	13	55	(1)	3	-	2
North Central -----	15	10	20	70	8	14	3	2
West -----	17	15	19	55	15	26	2	21

¹ Less than 0.5 percent.

³⁴ Establishments with 50 workers or more were included in these studies, except in 12 of the largest areas in which the minimum was 100 in manufacturing, public utilities, and retail trade, and 50 in the other industry divisions.

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

The transportation, communication, and other public utilities division was the most extensively unionized. Ninety-four percent of the plant workers and 63 percent of the office workers were in establishments in which a majority were covered by one or more agreements. Coverage in public utilities was so much higher than in other nonmanufacturing industries that removing the utilities data from nonmanufacturing totals would reduce the extent of unionization of office workers in nonmanufacturing from 17 to 6 percent, and that of plant workers from 57 to 44 percent. Manufacturing industries had the next highest incidence of coverage for plant workers with 76 percent, while the retail trade group had the lowest with 37 percent. However, retail trade's office workers, with 15-percent coverage, exceeded all other industry divisions except public utilities in union contract coverage. The smallest percentage of unionized office workers was found in finance (1 percent).

In all geographical regions except the South, at least 7 out of 10 plant workers were in establishments operating under terms of collective bargaining agreements. Nearly half of the plant workers in the southern region were covered. Among office workers, those in the western region had the highest proportion under union coverage—17 percent, and those in the South the lowest—14 percent.

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

Appendix A. Scope and Method of Survey

Data in this report relate to all 221 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through March 1965. Data were collected in only 84 of the 221 areas, but these were selected as a sample designed to represent all 221 areas.

Occupational pay data are collected annually in each of the areas, but establishment practices and supplementary wage provisions are collected annually only in Boston, Chicago, Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, New York, Philadelphia, and San Francisco—Oakland; in the other areas, these data are collected biennially. Tables B-1 through B-5 include data from the previous year in the areas in which the supplementary data were not collected between July 1965 and June 1966. Current information was available for about two-thirds of the employment within scope of the survey.³⁵

Industry and Establishment Coverage

Area survey data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies were the construction and extractive industries and government institutions. The latter exclusion has a significant effect on the public utilities industry division. Municipally operated utilities were excluded, but utilities were included in areas where they are privately operated.

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

Sampling and Estimating Procedures

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

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

The area sample of 84 areas was based on the selection of one area from a stratum of similar areas. The criteria of stratification were size of area, region, and type of industrial activity. Insofar as possible, probability sampling was used and each area had a change of selection roughly proportionate to its total nonagricultural employment. Thirty-seven of the areas were certain of inclusion in the sample, either because of their size, as measured by the 1960 Census of Population, or because of the unusual nature of their industry composition. Each of these 37 areas represented only itself, but each of the 47 other areas represented itself and one or more similar areas, with the data from each area weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area when preparing estimates for all areas combined.

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

Approximately 12,800 establishments employing about 8,886,000 workers were included in the Bureau's sample from an estimated universe of 69,500 establishments employing about 19,122,000 workers within scope of the studies in all metropolitan areas. The estimates as presented relate to all establishments and workers within scope of the studies in all metropolitan areas.

Occupational Earnings

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

³⁵ For more detailed description of scope and method of survey in individual areas, see Wages and Related Benefits: Part I, 84 Metropolitan Areas, 1965-66 (BLS Bulletin 1465-86, 1966).

Average earnings are presented (in the A tables), beginning on page 7. Data are shown for full-time workers, i.e., those hired to work a full-time 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 standard workweek (rounded to the nearest half hour) for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations have been rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

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

Shift differential data (table B-1) are limited to plant workers in manufacturing industries. This information is presented both in terms of (1) establishment policy,³⁶ in terms of total plant worker employment, and (2) effective practice, in terms of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shifts hours.

The scheduled weekly hours (table B-2) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Scheduled weekly hours are those which full-time employees were expected to work, whether they were paid for at straight-time or overtime rates.

³⁶ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months prior to the survey, or (2) had provisions in written form for operating late shifts.

Paid holidays; paid vacations; health, insurance, and pension plans (tables B-3 through B-5) 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 (table B-3) are limited to data on holidays granted annually on a formal basis; i.e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted annually are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

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

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,³⁷ 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 plans³⁸ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Table B-5 distinguishes between sick leave plans which (1) provided full pay and no waiting period, and (2) provided either partial pay or a waiting period.

³⁷ The temporary disability laws in California and Rhode Island do not require employer contributions.

³⁸ 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.

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

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

Estimates of labor-management agreement coverage (page 99) relate to all workers (plant or office) employed in an establishment having effective contracts covering a majority of the workers in their respective categories.

Establishments and Workers Within Scope of Survey and Number Studied in All Metropolitan Areas¹
by Major Industry Division² and Region,³ Year Ending June 1966

Industry division and region	Number of establishments		Number of workers in establishments (in thousands)			
	Within scope of study ⁴	Studied	Within scope of study			Studied
			Total ⁵	Plant	Office	
All industries.....	69,477	12,771	19,122.3	11,997.5	3,481.4	8,886.0
Northeast.....	21,114	3,371	6,069.9	3,688.4	1,187.5	2,659.8
South.....	18,744	3,547	3,995.7	2,646.9	636.7	1,616.8
North Central.....	19,286	3,961	6,106.0	3,990.2	1,058.8	3,152.3
West.....	10,333	1,892	2,950.4	1,672.0	598.4	1,457.1
Manufacturing.....	28,547	5,119	10,416.1	7,395.9	1,307.2	4,725.7
Northeast.....	10,280	1,490	3,389.6	2,393.4	437.3	1,326.5
South.....	6,406	1,250	1,867.5	1,417.2	169.6	746.5
North Central.....	8,327	1,731	3,740.9	2,708.3	494.7	1,936.2
West.....	3,534	648	1,418.1	877.0	205.6	716.5
Nonmanufacturing.....	40,930	7,652	8,705.9	4,601.6	2,174.2	4,160.3
Northeast.....	10,834	1,881	2,680.3	1,295.0	750.2	1,333.3
South.....	12,338	2,297	2,128.2	1,229.7	467.1	870.3
North Central.....	10,959	2,230	2,365.1	1,281.9	564.1	1,216.1
West.....	6,799	1,244	1,532.3	795.0	392.8	740.6
Transportation, communication, and other public utilities ⁶	5,436	1,634	2,236.8	1,155.0	434.6	1,458.4
Northeast.....	1,218	374	652.3	338.7	131.4	456.4
South.....	1,864	508	564.4	296.2	103.8	307.4
North Central.....	1,556	502	618.5	315.5	122.3	415.4
West.....	798	250	401.6	204.6	77.1	279.2
Wholesale trade.....	8,934	1,315	1,051.2	542.1	289.9	264.4
Northeast.....	2,537	342	294.6	138.6	88.1	67.6
South.....	2,478	376	257.6	144.7	65.1	60.7
North Central.....	2,474	392	313.6	160.1	87.5	90.1
West.....	1,445	205	185.4	98.7	49.2	46.0
Retail trade.....	11,119	1,955	2,627.2	2,067.7	287.0	1,323.4
Northeast.....	2,362	446	711.4	547.4	85.6	391.5
South.....	3,979	616	738.4	590.6	73.4	302.1
North Central.....	2,958	566	782.1	610.7	90.0	449.4
West.....	1,820	327	395.3	319.0	38.0	180.4
Finance, insurance, and real estate.....	6,835	1,277	1,446.0	764.8	946.3	660.2
Northeast.....	2,041	328	568.6	272.8	365.3	275.2
South.....	1,876	388	288.8	127.7	189.8	107.7
North Central.....	1,815	355	337.9	163.3	212.7	152.0
West.....	1,103	206	250.7	80.0	178.5	125.3
Services ⁷	8,606	1,471	1,344.7	772.0	216.4	453.9
Northeast.....	2,676	391	453.4	242.5	79.8	142.6
South.....	2,141	409	279.0	185.5	35.0	92.4
North Central.....	2,156	415	313.0	179.3	51.6	109.2
West.....	1,633	256	299.3	164.7	50.0	109.7

¹ 221 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through March 1965.

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

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

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

⁵ Totals include executive, professional, and other workers excluded from the separate plant and office categories. The estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. They are not intended, however, to serve as a basis of comparison with other employment data for the area to measure employment trends or levels, since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the studies.

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

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

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

Appendix B. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

CLERK, ACCOUNTING—Continued

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

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

CLERK, FILE

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

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

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

CLERK, ORDER

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

CLERK, ORDER—Continued

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEYPUNCH OPERATOR

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

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.

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

STENOGRAPHER, SENIOR—Continued

research from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy. May also setup and maintain files, keep records, etc.

OR

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

SWITCHBOARD OPERATOR

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

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

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

TABULATING-MACHINE OPERATOR—Continued

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

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

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

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already 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 1½ tons)
Truckdriver, medium (1½ 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.

Data on occupational earnings are presented in the following bulletins:

<u>Number of copies</u>	<u>Area and payroll period</u>	<u>Bulletin number</u>	<u>Price</u>
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_____	San Antonio (June 1966)-----	1465-78	20 cents
_____	San Bernardino-Riverside-Ontario (Sept. 1966)-----	1530-14	25 cents
_____	San Jose (Sept. 1966)-----	1530-10	20 cents
_____	Scranton (Aug. 1966)-----	1530-3	20 cents
_____	Seattle-Everett (Oct. 1966)-----	1530-22	25 cents
_____	Sioux Falls (Oct. 1966)-----	1530-12	20 cents
_____	Spokane (June 1966)-----	1465-75	20 cents
_____	Toledo (Feb. 1966)-----	1465-49	20 cents
_____	York (Feb. 1967)-----	1530-47	25 cents
_____	Youngstown-Warren (Nov. 1966)-----	1530-29	25 cents

OCCUPATIONAL SUMMARY BULLETINS:

<u>Number of copies</u>	
_____	Bulletin 1465-86. <u>Wages and Related Benefits, Part I: 84 Metropolitan Areas, 1965-66.</u> Presents information on occupational earnings, employer practices, and supplementary wage benefits for 84 metropolitan areas by industry division and region. Also provides information on labor-management agreement coverage. Price 55 cents.
_____	Bulletin 1535. <u>National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1966.</u> Seventh 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 50 cents.

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

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_____	Greenville (May 1966)-----	1465-74	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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