

Area Wage Survey

The Chicago, Illinois, Metropolitan Area

April 1967

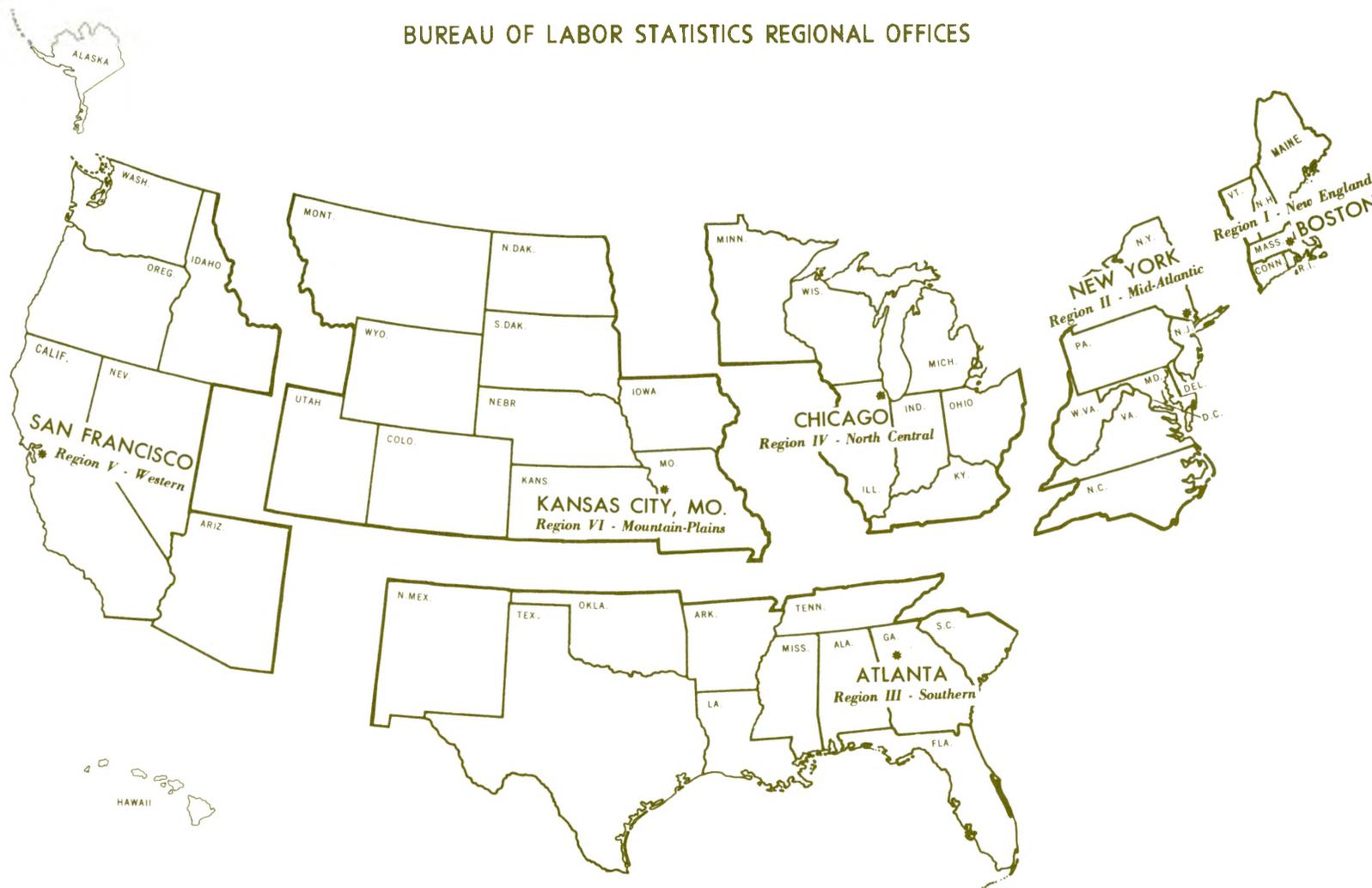


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UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner



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Preface

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

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

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

This bulletin presents results of the survey in Chicago, Ill., in April 1967. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through April 1966, consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties. This study was conducted by the Bureau's regional office in Chicago, Ill., Adolph O. Berger, Director; by Leonard Olson, under the direction of Kenneth Thorsten. The study was under the general direction of Woodrow C. Linn, Assistant Regional Director for Wages and Industrial Relations.

Contents

	Page
Introduction.....	1
Wage trends for selected occupational groups.....	4
Tables:	
1. Establishments and workers within scope of survey and number studied.....	3
2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups, and percents of increase for selected periods.....	4
A. Occupational earnings:*	
A-1. Office occupations—men and women.....	6
A-2. Professional and technical occupations—men and women ..	12
A-3. Office, professional, and technical occupations—men and women combined	13
A-4. Maintenance and powerplant occupations.....	15
A-5. Custodial and material movement occupations	16
B. Establishment practices and supplementary wage provisions:*	
B-1. Minimum entrance salaries for women office workers	19
B-2. Shift differentials	20
B-3. Scheduled weekly hours	21
B-4. Paid holidays.....	22
B-5. Paid vacations	23
B-6. Health, insurance, and pension plans.....	26
B-7. Health insurance benefits provided employees and their dependents.....	27
B-8. Premium pay for overtime work	28
Appendix. Occupational descriptions	29

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

Current reports on occupational earnings and supplemental wage provisions in the Chicago area were also available for hospitals (July 1966); life insurance (October 1966); the machinery industries (July 1966); and women's and misses' dresses (March 1966). Union scales, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; and motortruck drivers, helpers, and allied occupations.

Area Wage Survey—

The Chicago, Ill., Metropolitan Area

Introduction

This area is 1 of 86 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because they tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

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

Occupations and Earnings

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

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

bonuses and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is to the 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.

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

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

Establishment Practices and Supplementary Wage Provisions

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

include working supervisors and nonsupervisory workers performing clerical or related functions. Cafeteria workers and routemen are excluded in manufacturing industries, but included in nonmanufacturing industries.

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

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

The scheduled weekly hours (table B-3) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Scheduled weekly hours are those which full-time employees were expected to work, whether they were paid for at straight-time or overtime rates.

Paid holidays; paid vacations; health, insurance, and pension plans; and premium pay for overtime work (tables B-4 through B-8) are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Sums of individual items in tables B-2 through B-8 may not equal totals because of rounding.

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

The summary of vacation plans (table B-5) is limited to formal policies, excluding informal arrangements whereby time off with pay is granted at the discretion of the employer. Estimates exclude vacation-savings plans and those which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in

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

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

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

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

Data on overtime premium pay (table B-8), the hours after which premium pay is received and the corresponding rate of pay, are presented by daily and weekly provisions. Daily overtime refers to work in excess of a specified number of hours a day regardless of the number of hours worked on other days of the pay period. Weekly overtime refers to work in excess of a specified number of hours per week regardless of the day on which it is performed, the number of hours per day, or number of days worked.

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

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

Table 1. Establishments and workers within scope of survey and number studied in Chicago, Ill.,¹ by major industry division,² April 1967

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Plant	Office	
				Number	Percent			
All divisions.....	-	3,909	580	1,500,100	100	919,700	294,000	752,370
Manufacturing.....	100	1,761	248	813,200	54	573,200	115,600	350,220
Nonmanufacturing.....	-	2,148	332	686,900	46	346,500	178,400	402,150
Transportation, communication, and other public utilities ⁵	100	186	54	157,000	10	80,900	32,100	124,130
Wholesale trade.....	50	649	73	101,100	7	52,300	28,000	29,340
Retail trade.....	100	224	59	202,200	14	145,300	34,800	156,740
Finance, insurance, and real estate.....	50	424	55	93,800	6	6,200	56,800	47,400
Services ⁷	50	665	91	132,800	9	61,800	26,700	44,540

¹ The Chicago Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through April 1966, consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

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

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

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

⁵ Taxicabs and services incidental to water transportation were excluded. The local transit system for the city of Chicago is municipally operated and is excluded by definition from the scope of the study.

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

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

Over one-half of the workers within scope of the survey in the Chicago area were employed in manufacturing firms. The following table presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries		
Electrical machinery.....	21	Communication equipment.....	6
Machinery (except electrical)...	14	Blast furnaces, steelworks, and rolling and finishing	
Fabricated metal products.....	10	mills.....	5
Food products.....	9	Radio and television	
Primary metals.....	9	receiving sets (except	
Printing and publishing.....	8	communication types).....	5
Chemicals.....	5		

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

Wage Trends for Selected Occupational Groups

Presented in table 2 are indexes and percentages of change in average salaries of office clerical workers and industrial nurses, and in average earnings of selected plant worker groups. The indexes are a measure of wages at a given time, expressed as a percent of wages during the base period (date of the area survey conducted between July 1960 and June 1961). Subtracting 100 from the index yields the percentage change in wages from the base period to the date of the index. The percentages of change or increase relate to wage changes between the indicated dates. These estimates are measures of change in averages for the area; they are not intended to measure average pay changes in the establishments in the area.

Method of Computing

Each of the selected key occupations within an occupational group was assigned a weight based on its proportionate employment

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

Office clerical (men and women):
 Bookkeeping-machine operators,
 class B
 Clerks, accounting, classes
 A and B
 Clerks, file, classes
 A, B, and C
 Clerks, order
 Clerks, payroll
 Comptometer operators
 Key punch operators, classes
 A and B
 Office boys and girls

Office clerical (men and women)—
 Continued
 Secretaries
 Stenographers, general
 Stenographers, senior
 Switchboard operators, classes
 A and B
 Tabulating-machine operators,
 class B
 Typists, classes A and B
 Industrial nurses (men and women):
 Nurses, industrial (registered)

Skilled maintenance (men):
 Carpenters
 Electricians
 Machinists
 Mechanics
 Mechanics (automotive)
 Painters
 Pipefitters
 Tool and die makers
 Unskilled plant (men):
 Janitors, porters, and cleaners
 Laborers, material handling

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Chicago, Ill., April 1967 and April 1966, and percents of increase for selected periods

Industry and occupational group	Indexes (April 1961=100)		Percents of increase						
	April 1967	April 1966	April 1966	April 1965	April 1964	April 1963	April 1962	April 1961	April 1960
			to April 1967	to April 1966	to April 1965	to April 1964	to April 1963	to April 1962	to April 1961
All industries:									
Office clerical (men and women) ----	119.6	114.3	4.7	2.8	2.6	2.5	2.3	3.2	2.3
Industrial nurses (men and women) ----	123.9	117.8	5.2	4.1	2.8	4.3	2.5	3.0	3.1
Skilled maintenance (men)-----	120.3	116.0	3.6	3.0	3.1	3.4	2.1	3.5	3.6
Unskilled plant (men)-----	120.8	116.5	3.8	3.7	2.8	2.7	3.8	2.5	3.7
Manufacturing:									
Office clerical (men and women) ----	119.4	114.7	4.1	2.4	2.6	3.5	2.5	3.0	3.1
Industrial nurses (men and women) ----	122.8	116.7	5.2	3.1	3.2	3.8	2.0	3.6	3.1
Skilled maintenance (men)-----	119.7	115.3	3.9	3.0	3.0	3.1	1.9	3.4	3.3
Unskilled plant (men)-----	117.6	112.3	4.7	2.5	1.9	1.6	2.5	3.2	3.3

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

Limitations of Data

The indexes and percentages of change, as measures of change in area averages, are influenced by: (1) general salary and wage changes, (2) merit or other increases in pay received by individual workers while in the same job, and (3) changes in average wages due to changes in the labor force resulting from labor turnover, force expansions, force reductions, and changes in the proportions of workers employed by establishments with different pay levels.

Changes in the labor force can cause increases or decreases in the occupational averages without actual wage changes. It is conceivable that even though all establishments in an area gave wage increases, average wages may have declined because lower-paying establishments entered the area or expanded their work forces. Similarly, wages may have remained relatively constant, yet the averages for an area may have risen considerably because higher-paying establishments entered the area.

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

A. Occupational Earnings

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																											
CLERKS, ACCOUNTING, CLASS A -----	1,767	39.0	\$ 127.00	\$ 126.50	\$ 114.00-140.00	-	-	-	3	2	-	3	6	13	62	115	138	129	123	419	308	216	131	64	9	26	
MANUFACTURING -----	823	39.0	129.00	129.50	114.00-144.00	-	-	-	-	-	-	2	1	52	60	50	51	44	162	135	140	82	17	1	26		
NONMANUFACTURING -----	944	38.9	125.50	124.50	114.00-136.00	-	-	-	3	2	-	3	4	12	10	55	68	78	79	257	173	76	49	47	8	-	
PUBLIC UTILITIES ³ -----	250	39.5	137.00	134.50	128.50-142.50	-	-	-	-	-	-	-	-	-	1	1	1	3	14	51	98	42	6	27	6	-	
WHOLESALE TRADE -----	259	39.0	127.00	121.00	109.50-148.00	-	-	-	-	-	-	-	-	-	5	21	45	44	13	37	16	16	41	20	1	-	
RETAIL TRADE -----	203	38.0	119.50	122.50	114.00-129.50	-	-	-	-	-	-	2	6	1	22	13	9	25	78	36	9	1	-	1	-		
FINANCE -----	180	37.5	118.00	120.50	110.50-125.00	-	-	-	-	-	-	2	1	4	3	9	24	18	27	62	21	9	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	945	39.5	109.00	111.00	96.50-121.50	-	-	4	1	13	17	44	93	53	43	82	94	163	74	149	76	32	7	-	-	-	
MANUFACTURING -----	361	39.0	107.00	110.00	93.50-115.00	-	-	-	-	-	-	14	13	32	48	11	33	28	93	20	43	9	11	6	-	-	-
NONMANUFACTURING -----	584	40.0	110.50	112.00	99.50-123.50	-	-	4	1	13	3	31	61	5	32	49	66	70	54	106	67	21	1	-	-	-	
PUBLIC UTILITIES ³ -----	192	40.0	121.00	122.00	110.00-130.00	-	-	-	-	-	1	-	-	-	1	5	42	7	24	64	40	8	-	-	-	-	
WHOLESALE TRADE -----	290	40.0	110.00	112.50	98.00-122.00	-	-	-	-	2	2	21	40	1	12	20	18	63	28	42	27	13	1	-	-	-	
CLERKS, FILE, CLASS B -----	126	39.5	91.00	84.50	80.00-107.00	-	-	2	4	9	16	35	7	7	6	5	12	14	6	2	1	-	-	-	-	-	
CLERKS, ORDER -----	1,968	39.5	126.00	128.50	111.00-142.50	-	-	10	11	8	42	-	2	81	112	112	96	75	112	380	352	286	87	129	52	21	
MANUFACTURING -----	848	39.0	127.50	130.50	114.00-142.50	-	-	10	10	5	-	-	2	3	3	75	65	48	70	120	184	125	57	27	44	-	
NONMANUFACTURING -----	1,120	39.5	125.00	126.00	106.50-143.00	-	-	-	1	3	42	-	-	78	109	37	31	27	42	260	168	161	30	102	8	21	
WHOLESALE TRADE -----	1,054	39.5	126.50	127.50	111.00-144.00	-	-	-	-	-	40	-	-	64	98	30	26	24	41	244	166	160	30	102	8	21	
CLERKS, PAYROLL -----	369	39.5	118.00	121.00	108.00-131.00	-	-	2	-	-	8	11	17	4	12	13	41	37	29	94	73	14	10	-	-	4	
MANUFACTURING -----	244	39.0	115.00	114.50	106.00-132.00	-	-	-	-	-	7	14	17	2	8	11	40	31	11	28	64	7	8	-	-	-	
NONMANUFACTURING -----	125	39.5	123.50	123.50	118.50-128.50	-	-	2	-	-	1	1	-	2	4	2	1	6	18	66	9	7	2	-	-	4	
OFFICE BOYS -----	1,572	38.5	77.50	75.50	70.00-84.00	-	16	174	199	370	211	249	163	44	54	42	23	8	8	11	-	-	-	-	-	-	
MANUFACTURING -----	461	39.0	75.00	73.50	68.50-80.00	-	-	62	79	131	74	39	31	11	17	8	4	4	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,111	38.5	78.50	77.50	70.50-85.00	-	16	112	120	239	137	210	132	33	37	34	19	4	7	11	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	138	39.5	95.50	98.50	84.00-106.50	-	-	7	3	11	2	15	21	5	8	27	18	4	6	11	-	-	-	-	-	-	
FINANCE -----	393	37.5	75.00	75.00	68.50-82.50	-	-	62	53	81	58	79	50	4	5	-	1	-	-	-	-	-	-	-	-	-	
SERVICES -----	419	38.0	77.50	77.00	70.50-84.50	-	15	31	49	89	59	78	49	20	24	4	-	-	1	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS A -----	768	39.5	130.50	129.50	118.50-142.50	-	-	-	-	-	-	-	-	-	13	14	56	60	70	186	130	133	66	14	24	2	
MANUFACTURING -----	296	39.5	127.50	126.00	115.50-140.00	-	-	-	-	-	-	-	-	-	13	3	31	22	45	67	41	36	27	5	4	2	
NONMANUFACTURING -----	472	39.0	132.00	131.50	123.00-143.50	-	-	-	-	-	-	-	-	-	-	11	25	38	25	119	89	97	39	9	20	-	
WHOLESALE TRADE -----	125	40.0	131.50	132.50	126.50-144.00	-	-	-	-	-	-	-	-	-	-	11	11	11	-	28	31	41	2	1	-	-	
FINANCE -----	205	38.5	133.50	134.50	121.00-144.00	-	-	-	-	-	-	-	-	-	10	5	16	19	-	39	34	40	31	1	10	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	1,018	39.0	111.50	112.00	102.00-122.50	-	-	-	-	1	-	3	82	49	66	128	125	129	116	199	70	48	1	1	-	-	
MANUFACTURING -----	340	39.0	109.50	111.00	99.50-119.50	-	-	-	-	-	-	23	25	40	24	50	40	60	60	11	6	1	-	-	-		
NONMANUFACTURING -----	678	39.0	112.00	112.50	102.50-123.50	-	-	-	1	-	3	59	24	26	104	75	89	56	139	59	42	-	1	-	-		
WHOLESALE TRADE -----	136	39.5	114.00	113.50	106.00-130.50	-	-	-	-	-	-	10	5	11	5	18	28	13	11	34	1	-	-	-	-		
RETAIL TRADE -----	137	39.5	105.00	105.00	93.50-116.50	-	-	-	-	-	1	23	15	9	22	11	18	13	18	5	1	-	1	-	-		
FINANCE -----	199	37.5	109.50	106.50	101.50-120.00	-	-	-	-	1	-	2	21	4	5	61	19	17	21	23	3	22	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	354	38.5	93.50	92.00	86.50-105.00	-	-	-	1	10	36	21	82	67	27	21	52	20	4	13	-	-	-	-	-	-	
MANUFACTURING -----	132	39.0	94.50	93.00	89.00-104.00	-	-	-	-	1	3	4	30	48	5	11	13	14	-	3	-	-	-	-	-	-	
NONMANUFACTURING -----	222	38.5	93.00	90.00	84.00-105.50	-	-	-	1	9	33	17	52	19	22	10	39	6	4	10	-	-	-	-	-	-	
FINANCE -----	109	38.5	93.50	92.00	85.00-100.50	-	-	-	-	5	11	11	22	14	19	6	15	-	2	4	-	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						50 and under	55	60	65	70	75	80	85	90	95	100	105	110	115	120	120	130	140	150	160
WOMEN																									
BILLERS, MACHINE (BILLING MACHINE) -----	1,380	39.0	\$ 90.50	\$ 89.50	\$ 81.00- 99.50	-	6	19	42	45	170	284	144	170	167	78	51	48	122	21	13	-	-	-	-
MANUFACTURING -----	621	39.0	88.00	89.00	81.50- 95.50	-	6	-	37	14	60	130	77	130	86	29	23	17	12	-	-	-	-	-	-
NONMANUFACTURING -----	759	39.5	92.50	89.50	81.00-107.50	-	-	19	5	31	110	154	67	40	81	49	28	31	110	21	13	-	-	-	-
WHOLESALE TRADE -----	307	39.0	96.00	96.00	85.50-104.00	-	-	-	-	3	21	47	45	21	74	25	14	12	24	21	-	-	-	-	-
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	324	39.0	83.50	84.00	73.00- 93.50	-	8	9	46	29	20	65	34	48	40	13	2	6	2	-	-	2	-	-	-
NONMANUFACTURING -----	254	39.0	80.00	81.50	70.00- 89.50	-	8	9	46	29	20	61	20	22	26	11	2	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	1,170	39.0	103.00	102.50	95.00-112.50	-	-	-	1	4	8	28	99	149	203	201	140	83	93	114	44	3	-	-	-
MANUFACTURING -----	806	39.0	105.00	103.50	96.50-115.00	-	-	-	1	5	5	22	126	152	137	97	57	91	77	33	3	-	-	-	
NONMANUFACTURING -----	364	39.0	99.50	100.00	89.00-108.50	-	-	-	1	3	3	23	77	23	51	64	43	26	2	37	11	-	-	-	-
WHOLESALE TRADE -----	138	39.0	103.00	105.50	88.50-114.50	-	-	-	-	-	-	52	-	1	15	26	11	-	-	22	11	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	1,573	38.5	85.00	83.50	73.00- 96.50	-	1	66	170	276	109	221	138	169	111	143	40	88	17	23	1	-	-	-	-
MANUFACTURING -----	447	38.5	96.00	97.00	86.50-110.00	-	-	-	2	18	22	63	27	66	60	64	10	86	17	11	1	-	-	-	-
NONMANUFACTURING -----	1,126	38.5	81.00	79.00	71.00- 90.00	-	1	66	168	258	87	158	111	103	51	79	30	2	-	12	-	-	-	-	-
WHOLESALE TRADE -----	127	39.0	93.50	95.00	83.50-103.50	-	-	-	1	4	3	33	4	20	3	40	15	-	-	4	-	-	-	-	-
RETAIL TRADE -----	172	39.5	87.00	91.50	79.50- 95.50	-	1	2	18	3	21	20	7	54	28	17	-	-	-	1	-	-	-	-	-
FINANCE -----	709	38.5	75.00	73.00	69.00- 80.50	-	-	64	149	250	62	88	82	6	2	6	-	-	-	-	-	-	-	-	-
SERVICES -----	102	38.0	94.50	94.00	87.00-101.50	-	-	-	-	1	1	17	15	23	15	16	8	-	-	6	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A -----	3,180	38.5	110.00	108.50	99.00-122.00	-	-	-	3	14	9	66	141	257	386	507	318	339	261	464	242	133	30	7	3
MANUFACTURING -----	1,425	39.0	111.50	109.50	100.00-124.00	-	-	-	2	2	4	21	45	80	198	280	91	123	127	258	118	55	11	7	3
NONMANUFACTURING -----	1,755	38.5	109.00	108.00	97.50-119.50	-	-	-	1	12	5	45	96	177	188	227	227	216	134	206	124	78	19	-	-
PUBLIC UTILITIES ³ -----	228	40.0	125.50	127.00	119.50-133.50	-	-	-	-	-	-	-	-	2	7	1	14	7	28	79	64	25	1	-	-
WHOLESALE TRADE -----	401	39.5	108.50	107.50	98.00-120.00	-	-	-	-	-	1	21	48	47	58	50	57	20	65	20	14	-	-	-	
RETAIL TRADE -----	278	39.5	105.50	105.00	95.50-112.50	-	-	-	-	2	2	11	15	33	47	28	55	30	14	20	1	8	12	-	
FINANCE -----	468	37.5	104.50	103.50	96.00-113.00	-	-	-	-	2	3	25	39	35	60	96	44	76	34	31	23	-	-	-	-
SERVICES -----	380	37.0	107.50	107.00	95.00-116.00	-	-	-	1	8	-	8	21	59	27	44	64	46	38	11	16	31	6	-	-
CLERKS, ACCOUNTING, CLASS B -----	6,127	38.5	89.00	88.00	80.00- 98.00	-	29	148	168	507	678	925	947	841	557	442	331	168	192	129	44	21	-	-	-
MANUFACTURING -----	2,180	39.0	91.50	90.50	82.50-100.00	-	9	10	8	119	210	365	350	316	251	181	157	43	119	26	15	1	-	-	-
NONMANUFACTURING -----	3,947	38.5	88.00	87.00	78.00- 96.50	-	20	138	160	388	468	560	597	525	306	261	174	125	73	103	29	20	-	-	-
PUBLIC UTILITIES ³ -----	382	39.5	107.00	109.00	98.00-119.00	-	-	4	5	6	19	26	10	11	26	19	87	41	42	60	19	7	-	-	-
WHOLESALE TRADE -----	927	39.5	90.50	88.00	82.00- 99.00	-	-	8	15	25	112	190	191	125	39	83	32	54	13	19	8	13	-	-	-
RETAIL TRADE -----	805	39.5	82.50	83.50	74.50- 91.50	-	-	60	46	110	93	139	133	86	73	43	19	1	-	2	-	-	-	-	-
FINANCE -----	1,098	37.5	82.00	81.50	74.00- 92.00	-	20	40	76	178	201	111	137	170	101	41	13	3	5	2	11	-	-	-	-
SERVICES -----	735	38.0	89.50	89.50	81.50- 98.00	-	-	26	18	69	43	94	126	133	67	75	23	26	13	22	-	-	-	-	-
CLERKS, FILE, CLASS A -----	1,143	38.5	90.00	89.50	80.00- 99.50	-	20	72	26	61	110	160	134	148	143	83	37	38	30	71	7	3	-	-	-
MANUFACTURING -----	378	39.0	97.00	95.50	86.00-108.00	-	-	-	1	15	25	45	35	62	56	35	16	30	15	42	-	1	-	-	-
NONMANUFACTURING -----	765	38.0	86.50	86.00	76.50- 96.50	-	20	72	25	46	85	115	99	86	87	48	21	8	15	29	7	2	-	-	-
FINANCE -----	417	38.0	82.50	83.50	72.00- 92.50	-	20	63	12	24	43	71	53	54	39	12	7	6	2	11	-	-	-	-	-
SERVICES -----	186	38.0	90.50	90.00	82.50- 99.00	-	-	-	-	20	15	24	35	20	32	29	-	-	5	6	-	-	-	-	-
CLERKS, FILE, CLASS B -----	4,358	39.0	78.50	77.50	71.00- 86.00	-	125	272	459	981	730	609	560	292	173	67	12	33	33	9	3	-	-	-	-
MANUFACTURING -----	1,169	39.0	78.50	77.50	72.50- 85.00	-	-	69	68	343	196	202	187	57	13	11	8	15	-	-	-	-	-	-	-
NONMANUFACTURING -----	3,189	38.5	78.50	77.00	70.50- 86.50	-	125	203	391	638	534	407	373	235	160	56	4	18	33	9	3	-	-	-	-
PUBLIC UTILITIES ³ -----	454	39.5	91.50	91.00	80.50- 98.50	-	-	-	-	40	64	81	28	71	78	27	2	18	33	9	3	-	-	-	-
WHOLESALE TRADE -----	378	39.5	78.00	77.50	72.50- 84.00	-	-	14	45	71	119	47	50	6	2	22	2	-	-	-	-	-	-	-	-
RETAIL TRADE -----	647	40.0	78.00	81.50	69.50- 89.00	-	93	45	27	57	77	97	108	104	37	2	-	-	-	-	-	-	-	-	-
FINANCE -----	1,203	37.5	74.00	73.50	68.50- 79.50	-	31	91	246	337	228	108	134	14	9	5	-	-	-	-	-	-	-	-	-
SERVICES -----	507	38.5	77.00	75.00	70.00- 85.00	-	1	53	73	133	46	74	53	40	34	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180				
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN - CONTINUED																														
SECRETARIES ³ -----	18,365	38.5	\$ 113.00	\$ 111.50	\$ 99.00-126.00	-	-	-	37	85	143	484	956	1463	1688	2068	1710	1706	1842	2505	1807	1076	381	240	117	57				
MANUFACTURING -----	8,152	39.0	113.00	110.50	98.00-127.50	-	-	-	4	11	73	204	512	733	812	1005	648	751	544	1049	818	634	204	99	33	18				
NONMANUFACTURING -----	10,213	38.5	113.00	112.50	100.00-124.50	-	-	-	33	74	70	283	444	730	876	1063	1062	955	1298	1456	989	442	177	141	84	39				
PUBLIC UTILITIES ³ -----	1,188	39.5	126.00	126.00	114.00-137.00	-	-	-	7	7	-	6	9	38	26	51	58	125	141	227	245	111	61	42	17	7				
WHOLESALE TRADE -----	1,199	39.0	115.00	115.00	100.50-129.00	-	-	-	11	24	13	20	87	130	108	76	134	110	213	158	50	27	29	7	2					
RETAIL TRADE -----	2,014	40.0	108.50	108.50	97.50-120.00	-	-	-	1	10	24	66	112	197	195	234	228	247	199	306	136	44	11	3	1					
FINANCE ⁴ -----	3,308	38.0	110.00	108.00	97.50-120.00	-	-	-	25	30	6	132	193	253	388	446	321	211	471	443	195	89	24	38	28	15				
SERVICES -----	2,504	37.5	114.50	113.00	103.00-124.50	-	-	-	16	16	63	110	155	137	224	379	238	377	267	255	148	54	29	31	5					
SECRETARIES, CLASS A -----	1,728	38.5	132.50	133.00	117.50-146.50	-	-	-	-	-	-	-	13	16	70	77	58	142	116	282	311	301	135	106	60	41				
MANUFACTURING -----	906	39.0	132.00	134.00	118.00-147.00	-	-	-	-	-	-	-	16	38	61	22	66	42	152	164	170	78	67	20	10					
NONMANUFACTURING -----	822	38.5	133.00	132.00	117.00-145.00	-	-	-	-	-	-	-	13	-	32	16	36	76	74	130	147	131	57	39	40	31				
PUBLIC UTILITIES ³ -----	150	39.5	148.00	141.00	133.00-166.50	-	-	-	-	-	-	-	-	-	-	-	5	3	-	13	50	20	17	12	15	15				
WHOLESALE TRADE -----	167	39.0	123.00	120.50	110.50-133.00	-	-	-	-	-	-	-	-	-	20	-	20	33	10	34	18	7	7	15	2	1				
RETAIL TRADE -----	301	37.5	130.00	128.50	115.00-143.50	-	-	-	-	-	-	-	10	-	10	12	7	36	32	52	51	43	19	1	13	15				
FINANCE ⁴ -----	130	38.0	140.00	142.00	123.00-149.50	-	-	-	-	-	-	-	-	-	-	2	2	-	23	11	10	51	12	10	9					
SERVICES -----	130	38.0	140.00	142.00	123.00-149.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	11	10	51	12	10	9				
SECRETARIES, CLASS B -----	3,965	38.5	121.50	120.50	106.50-134.50	-	-	-	-	1	38	62	161	277	368	283	331	433	711	572	412	162	82	56	16					
MANUFACTURING -----	1,777	39.0	121.00	120.00	106.00-134.50	-	-	-	-	1	3	35	80	115	185	133	175	166	322	201	245	83	12	13	8					
NONMANUFACTURING -----	2,188	38.5	122.00	121.00	107.00-134.50	-	-	-	-	35	27	81	162	183	150	156	267	389	371	167	79	70	43	8						
PUBLIC UTILITIES ³ -----	264	39.5	126.50	123.00	116.00-135.00	-	-	-	-	-	-	-	-	10	13	13	20	56	60	36	18	26	9	1	2					
WHOLESALE TRADE -----	278	39.0	122.50	128.00	103.00-134.50	-	-	-	-	1	3	-	52	22	9	7	6	61	66	23	16	6	5	1						
RETAIL TRADE -----	338	39.5	122.50	125.00	113.00-134.00	-	-	-	-	5	-	7	9	18	14	53	32	81	81	30	6	2								
FINANCE ⁴ -----	836	38.0	116.00	114.00	101.00-128.00	-	-	-	-	14	24	59	88	105	88	54	123	96	97	32	4	37	15	-						
SERVICES -----	472	38.0	129.00	129.00	116.00-142.50	-	-	-	-	15	-	15	3	25	26	22	50	91	91	64	27	16	22	5						
SECRETARIES, CLASS C -----	6,375	39.0	112.00	112.00	100.50-123.50	-	-	-	8	20	24	100	330	470	560	766	668	691	718	980	637	283	72	48	-					
MANUFACTURING -----	2,866	39.0	112.00	110.00	99.00-126.00	-	-	-	7	7	-	64	188	253	260	386	264	288	192	373	358	175	39	19	-					
NONMANUFACTURING -----	3,509	38.5	112.00	113.00	102.00-122.00	-	-	-	8	13	24	36	142	217	300	380	404	403	526	607	279	108	33	29	-					
PUBLIC UTILITIES ³ -----	355	39.5	125.50	128.50	116.00-139.00	-	-	-	7	7	-	3	11	2	14	7	27	46	62	82	54	11	19	-						
WHOLESALE TRADE -----	371	39.0	115.50	114.00	102.50-127.00	-	-	-	-	-	4	-	27	33	57	32	40	36	62	49	19	4	8	-						
RETAIL TRADE -----	998	40.0	109.00	110.50	100.50-119.50	-	-	-	1	6	10	18	52	80	69	108	141	152	121	198	37	2	3	-						
FINANCE ⁴ -----	1,040	37.5	107.00	106.00	98.00-118.00	-	-	-	-	2	9	67	84	166	161	135	50	188	162	16	-	-	-	-						
SERVICES -----	745	37.0	116.00	116.00	109.00-123.50	-	-	-	-	12	2	20	15	30	40	89	134	135	123	95	33	15	2	-						
SECRETARIES, CLASS D -----	5,598	38.5	101.50	101.00	92.00-111.50	-	-	-	28	61	111	334	535	792	752	793	661	459	502	392	162	14	1	1	-					
MANUFACTURING -----	2,411	39.5	100.00	99.00	91.50-108.50	-	-	-	3	3	72	135	286	383	395	368	227	199	119	166	54	1	-	-						
NONMANUFACTURING -----	3,187	38.0	103.00	103.00	93.00-114.00	-	-	-	25	58	39	199	249	409	357	425	434	260	383	262	108	13	1	1	-					
PUBLIC UTILITIES ³ -----	247	39.0	111.00	112.00	103.00-120.00	-	-	-	-	-	-	3	6	27	13	22	26	64	26	35	12	12	1	-						
WHOLESALE TRADE -----	383	39.5	105.50	110.50	93.00-119.00	-	-	-	11	24	8	17	60	25	29	15	54	58	56	25	1	-	-	-						
RETAIL TRADE -----	511	39.5	98.00	98.50	92.00-105.50	-	-	-	4	7	33	48	91	106	88	58	34	35	7	-	-	-	-	-						
FINANCE ⁴ -----	889	38.0	99.50	99.00	88.50-110.00	-	-	-	25	27	4	109	88	106	109	129	73	26	95	86	12	-	-	-						
SERVICES -----	1,157	37.0	105.00	105.50	95.50-114.00	-	-	-	16	4	46	90	125	104	157	262	82	169	42	59	-	-	1	-						
STENOGRAPHERS, GENERAL -----	5,649	39.0	95.00	93.50	85.50-104.00	-	-	-	44	176	312	792	936	838	679	561	398	316	244	289	39	25	-	-	-					
MANUFACTURING -----	2,388	38.5	94.50	95.00	86.00-104.00	-	-	-	24	47	96	355	381	297	343	330	247	159	35	49	2	23	-	-	-					
NONMANUFACTURING -----	3,261	39.0	95.50	92.50	85.00-104.50	-	-	-	20	129	216	437	555	541	336	231	151	157	209	240	37	2	-	-	-					
PUBLIC UTILITIES ³ -----	789	40.0	111.00	116.00	103.00-122.00	-	-	-	6	34	45	31	34	35	21	54	104	179	213	31	2	-	-	-						
WHOLESALE TRADE -----	435	39.5	93.00	90.50	84.00-102.50	-	-	-	13	2	21	83	90	40	28	89	17	14	14	5	-	-	-	-						
RETAIL TRADE -----	280	39.0	87.00	87.00	81.50-94.00	-	-	-	1	10	40	64	65	41	32	12	9	5	1	-	-	-	-	-						
FINANCE ⁴ -----	1,043	38.5	89.50	89.50	83.50-95.50	-	-	-	1																					

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean ²	Median ²	Middle range ²	\$	50	55	60	65	70	75	80	85	90	95	100	105	110	115	\$	120	130	140	150	160	170	180
						and under	55	60	65	70	75	80	85	90	95	100	105	110	115	120	130	140	150	160	170	180	over	
WOMEN - CONTINUED																												
SWITCHBOARD OPERATORS, CLASS A	808	38.5	\$ 100.00	\$ 102.00	\$ 91.50-110.50	-	-	-	21	1	22	20	27	81	100	87	112	125	105	71	28	7	1	-	-	-	-	-
MANUFACTURING	338	39.0	99.50	100.00	92.00-109.00	-	-	-	-	-	2	16	14	30	65	44	61	28	36	30	10	2	-	-	-	-	-	-
NONMANUFACTURING	470	38.5	100.50	104.50	91.00-111.00	-	-	-	21	1	20	4	13	51	35	43	51	97	69	41	18	5	1	-	-	-	-	-
PUBLIC UTILITIES ³	128	40.0	110.50	112.00	106.00-117.50	-	-	-	-	-	-	-	-	2	6	3	16	27	28	32	14	-	-	-	-	-	-	-
FINANCE ⁴	137	37.5	104.00	107.00	101.00-110.00	-	-	-	1	1	-	-	1	4	11	14	12	60	31	-	2	-	-	-	-	-	-	-
SERVICES	152	38.0	89.00	89.50	75.00-100.50	-	-	-	21	-	18	2	3	36	11	22	19	3	9	8	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B	1,328	39.5	83.00	83.00	71.00-94.00	-	80	40	181	127	82	247	139	128	122	62	54	42	12	12	-	-	-	-	-	-	-	
MANUFACTURING	183	39.0	91.00	91.00	85.50-98.00	-	-	-	-	-	6	1	36	42	33	35	8	12	3	6	1	-	-	-	-	-	-	-
NONMANUFACTURING	1,145	39.5	81.50	81.50	69.50-92.50	-	80	40	181	121	81	211	97	95	87	54	42	39	6	11	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³	114	39.5	108.00	108.50	99.50-113.00	-	-	-	-	-	1	1	2	-	5	22	5	29	34	6	9	-	-	-	-	-	-	-
WHOLESALE TRADE	139	39.5	89.00	89.00	82.00-97.00	-	-	-	-	-	4	15	4	12	22	27	4	8	3	-	2	-	-	-	-	-	-	-
RETAIL TRADE	228	39.5	78.50	78.00	71.50-89.00	-	8	19	19	42	41	25	27	18	22	10	2	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴	304	38.5	84.00	83.50	78.50-90.00	-	-	21	3	37	23	103	43	19	16	35	2	2	-	-	-	-	-	-	-	-	-	-
SERVICES	360	40.0	70.50	68.50	65.50-80.00	-	72	-	159	37	1	44	15	31	-	-	-	1	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	2,599	39.0	91.00	90.50	83.00-99.50	-	-	5	22	186	213	358	470	329	423	223	157	111	16	71	9	6	-	-	-	-	-	
MANUFACTURING	1,453	39.0	92.00	92.00	85.00-99.00	-	-	2	-	84	93	178	273	233	276	98	102	43	16	45	4	6	-	-	-	-	-	
NONMANUFACTURING	1,146	39.0	89.50	88.50	81.00-100.00	-	-	3	22	102	120	180	197	96	147	125	55	68	-	26	5	-	-	-	-	-	-	
PUBLIC UTILITIES ³	105	39.5	95.00	97.00	89.50-103.00	-	-	-	-	14	-	-	14	14	27	18	8	3	-	7	-	-	-	-	-	-	-	
WHOLESALE TRADE	587	39.0	87.50	88.00	80.50-97.50	-	-	-	20	59	56	31	128	57	83	30	4	1	-	18	-	-	-	-	-	-	-	
FINANCE ⁴	118	37.5	88.50	88.50	85.00-95.00	-	-	-	-	2	23	3	46	16	9	16	3	-	-	-	-	-	-	-	-	-	-	
SERVICES	238	38.5	92.50	85.00	80.50-109.50	-	-	1	1	16	34	70	4	4	7	8	40	47	-	1	5	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS A	103	40.0	113.50	111.50	99.00-125.50	-	-	-	-	-	-	-	-	4	29	5	10	15	5	22	7	2	2	2	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B	422	39.5	106.00	107.00	96.50-121.50	-	-	-	1	22	39	5	20	13	17	69	57	10	45	107	11	5	1	-	-	-	-	
NONMANUFACTURING	324	39.5	104.00	107.00	89.00-122.00	-	-	-	1	22	39	5	19	9	5	43	55	2	19	99	4	2	-	-	-	-	-	
PUBLIC UTILITIES ³	232	40.0	103.50	107.00	80.00-123.50	-	-	-	-	21	38	3	11	7	4	24	21	1	8	90	2	2	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C	128	39.5	90.50	88.00	77.00-103.00	-	-	-	9	17	16	12	17	16	3	11	1	8	9	9	-	-	-	-	-	-	-	
NONMANUFACTURING	100	39.5	86.50	83.50	75.00-95.00	-	-	-	9	17	16	12	13	9	3	8	-	4	7	2	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL	1,968	38.5	91.00	90.00	83.50-97.50	-	-	9	42	110	139	294	385	323	323	108	60	65	43	42	4	21	-	-	-	-	-	
MANUFACTURING	740	39.0	92.00	91.00	84.00-98.50	-	-	-	-	38	31	151	131	123	118	43	32	30	10	15	-	18	-	-	-	-	-	
NONMANUFACTURING	1,228	38.5	90.50	89.50	82.50-97.50	-	-	9	42	72	108	143	254	200	205	65	28	35	33	27	4	3	-	-	-	-	-	
WHOLESALE TRADE	212	39.0	91.50	90.50	85.50-97.50	-	-	-	-	-	34	16	54	33	45	9	9	6	4	1	1	-	-	-	-	-	-	
RETAIL TRADE	113	40.0	86.50	87.50	75.50-97.00	-	-	8	8	12	6	13	20	9	22	3	6	3	1	2	-	-	-	-	-	-	-	
FINANCE ⁴	455	37.5	89.00	90.00	83.00-96.50	-	-	-	16	24	41	54	90	95	82	40	8	5	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A	6,166	38.5	91.50	91.00	83.50-98.50	-	3	12	36	360	496	887	1023	1354	665	410	369	255	190	98	8	-	-	-	-	-	-	
MANUFACTURING	2,953	39.5	91.00	91.00	84.00-97.00	-	-	6	21	178	219	416	444	820	290	171	163	100	69	53	3	-	-	-	-	-	-	
NONMANUFACTURING	3,213	38.0	92.00	90.50	83.50-99.50	-	3	6	15	182	277	471	579	534	375	239	206	155	121	45	5	-	-	-	-	-	-	
PUBLIC UTILITIES ³	208	40.0	109.00	115.00	102.00-118.50	-	-	-	-	4	12	-	8	10	13	13	13	29	74	27	5	-	-	-	-	-	-	
WHOLESALE TRADE	304	39.0	94.00	93.50	87.50-99.00	-	-	-	-	-	4	53	39	82	63	9	30	17	3	4	-	-	-	-	-	-	-	
RETAIL TRADE	387	40.0	91.50	92.00	83.00-100.00	-	-	4	6	15	31	68	47	59	61	49	20	20	7	-	-	-	-	-	-	-	-	
FINANCE ⁴	1,224	38.0	88.50	88.50	82.50-94.50	-	-	-	7	58	167	155	308	246	158	76	22	25	2	-	-	-	-	-	-	-	-	
SERVICES	1,090	37.5	92.00	90.00	82.50-103.00	-	3	2	2	105	63	195	177	137	80	92	121	64	35	14	-	-	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 50	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						55	60	65	70	75	80	85	90	95	100	105	110	115	120	130	140	150	160	170	180	over	
WOMEN - CCNTINUED																											
TYPISTS, CLASS B -----	9,189	38.5	\$ 79.00	\$ 78.50	\$ 72.00- 84.50	-	7	434	1077	1859	1788	1840	1069	456	197	200	180	31	46	5	-	-	-	-	-	-	-
MANUFACTURING -----	3,357	39.0	80.00	79.50	74.00- 86.00	-	6	86	242	656	731	716	523	144	107	65	57	10	13	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	5,832	38.5	78.50	77.50	71.00- 84.00	-	1	348	835	1203	1057	1124	546	312	90	135	123	21	33	4	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	434	39.5	90.50	89.50	75.00-106.50	-	-	-	2	107	73	21	16	25	17	41	88	8	32	4	-	-	-	-	-	-	-
WHOLESALE TRADE -----	895	39.0	81.00	82.00	76.50- 87.50	-	-	4	52	105	193	249	135	122	6	11	7	11	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	883	39.5	79.50	79.00	69.50- 88.50	-	1	95	133	120	123	145	67	82	35	53	27	2	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	2,877	38.0	76.00	75.50	70.50- 82.00	-	-	201	478	689	563	591	260	70	14	10	1	-	-	-	-	-	-	-	-	-	-
SERVICES -----	743	37.5	76.00	74.00	69.00- 82.00	-	-	48	170	182	105	118	68	13	18	20	-	-	1	-	-	-	-	-	-	-	-

¹ 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.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ May include workers other than those presented separately.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²																						
						\$ 70 and under	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230
MEN																											
DRAFTSMEN, CLASS A -----	2,012	39.5	\$ 162.50	\$ 159.50	\$ 147.00-179.00	-	-	-	-	-	-	-	-	4	6	18	53	277	214	483	239	233	220	168	40	21	36
MANUFACTURING -----	1,522	40.0	159.50	157.50	144.00-174.00	-	-	-	-	-	-	-	-	4	6	18	39	246	164	434	168	123	166	130	21	3	-
NONMANUFACTURING -----	490	39.5	173.00	172.50	156.50-186.00	-	-	-	-	-	-	-	-	-	-	-	14	31	50	49	71	110	54	38	19	18	36
DRAFTSMEN, CLASS B -----	2,064	39.5	138.00	137.50	125.00-151.50	-	-	4	4	1	10	33	24	114	150	364	425	363	275	214	48	29	5	1	-	-	
MANUFACTURING -----	1,389	40.0	133.00	133.00	121.50-144.00	-	-	4	4	-	10	29	19	100	131	304	292	254	140	79	13	8	2	-	-	-	
NONMANUFACTURING -----	675	39.5	148.00	149.50	135.00-162.00	-	-	-	-	1	-	4	5	14	19	60	133	109	135	135	35	21	3	1	-	-	
PUBLIC UTILITIES ³ -----	134	40.0	148.00	148.50	138.50-158.00	-	-	-	-	-	-	-	-	-	1	9	29	32	36	19	8	-	-	-	-	-	
DRAFTSMEN, CLASS C -----	1,473	39.5	112.00	111.00	100.00-122.50	3	3	27	60	135	136	240	94	187	147	219	97	65	34	18	8	-	-	-	-	-	
MANUFACTURING -----	1,162	39.5	108.00	108.50	98.50-119.00	1	2	25	47	122	127	203	78	161	139	167	78	10	2	-	-	-	-	-	-	-	
NONMANUFACTURING -----	311	39.5	126.00	126.00	105.50-146.00	2	1	2	13	13	9	37	16	26	8	52	19	55	32	18	8	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	120	40.0	132.00	142.00	120.00-148.50	-	-	-	8	4	3	1	2	9	3	16	1	50	23	-	-	-	-	-	-	-	
DRAFTSMEN-TRACERS -----	352	39.5	97.00	97.00	88.50-105.00	3	8	16	82	33	84	38	42	21	15	5	5	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	276	39.5	95.50	96.00	88.50-100.50	3	2	12	76	30	82	35	11	10	8	4	3	-	-	-	-	-	-	-	-	-	
WOMEN																											
DRAFTSMEN, CLASS C -----	95	39.5	105.50	102.50	80.00-120.00	-	25	2	-	3	3	29	9	-	1	3	9	10	-	1	-	-	-	-	-	-	
NURSES, INDUSTRIAL (REGISTERED) ---	753	39.5	121.50	122.00	113.50-132.00	-	-	1	1	14	16	47	67	62	117	219	144	53	9	2	1	-	-	-	-	-	
MANUFACTURING -----	610	39.5	121.00	122.00	113.00-131.00	-	-	-	-	13	16	35	58	51	92	183	120	38	4	-	-	-	-	-	-	-	
NONMANUFACTURING -----	143	39.5	124.00	124.50	115.00-136.00	-	-	1	1	1	-	12	9	11	25	36	24	15	5	2	1	-	-	-	-	-	
RETAIL TRADE -----	56	40.0	119.50	119.00	107.00-134.50	-	-	1	1	1	-	9	5	5	8	11	6	5	4	-	-	-	-	-	-	-	

¹ 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.

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

³ Transportation, communication, and other public utilities.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	1,553	39.5	90.50	CLERKS, FILE, CLASS C -----	2,100	38.5	69.50	SECRETARIES ⁴ -----	18,445	38.5	113.00
MANUFACTURING -----	621	39.0	88.00	MANUFACTURING -----	496	39.0	71.00	MANUFACTURING -----	8,157	39.0	113.00
NONMANUFACTURING -----	932	39.5	92.00	NONMANUFACTURING -----	1,604	38.5	69.00	NONMANUFACTURING -----	10,288	38.5	113.50
WHOLESALE TRADE -----	347	39.0	94.50	RETAIL TRADE -----	647	40.0	70.50	PUBLIC UTILITIES ³ -----	1,260	39.5	127.00
				FINANCE ² -----	816	37.0	67.00	WHOLESALE TRADE -----	1,201	39.0	115.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	324	39.0	83.50	CLERKS, ORDER -----	4,277	39.5	105.00	RETAIL TRADE -----	2,015	40.0	108.50
NONMANUFACTURING -----	254	39.0	80.00	MANUFACTURING -----	1,969	39.0	105.50	FINANCE ² -----	3,308	38.0	110.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	1,197	39.0	103.50	NONMANUFACTURING -----	2,308	39.5	104.50	SERVICES -----	2,504	37.5	114.50
MANUFACTURING -----	825	39.5	105.50	WHOLESALE TRADE -----	1,614	39.5	114.50	SECRETARIES, CLASS A -----	1,729	38.5	132.50
NONMANUFACTURING -----	372	38.5	99.50	RETAIL TRADE -----	552	40.0	80.00	MANUFACTURING -----	906	39.0	132.00
WHOLESALE TRADE -----	138	39.0	103.00	CLERKS, PAYROLL -----	2,861	39.0	102.50	NONMANUFACTURING -----	823	38.5	133.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	1,601	38.5	86.00	MANUFACTURING -----	1,635	39.0	102.00	PUBLIC UTILITIES ³ -----	151	39.5	148.00
MANUFACTURING -----	465	38.5	97.50	NONMANUFACTURING -----	1,226	39.0	103.00	WHOLESALE TRADE -----	167	39.0	123.00
NONMANUFACTURING -----	1,136	38.5	81.00	PUBLIC UTILITIES ³ -----	255	39.5	113.00	FINANCE ² -----	301	37.5	130.00
WHOLESALE TRADE -----	127	39.0	93.50	WHOLESALE TRADE -----	126	39.5	108.00	SERVICES -----	130	38.0	140.00
RETAIL TRADE -----	172	39.5	87.00	RETAIL TRADE -----	289	39.5	94.50	SECRETARIES, CLASS B -----	3,968	38.5	121.50
FINANCE ² -----	709	38.5	75.00	FINANCE ² -----	150	38.0	108.00	MANUFACTURING -----	1,777	39.0	121.00
SERVICES -----	112	38.5	93.00	SERVICES -----	406	38.0	99.50	NONMANUFACTURING -----	2,191	38.5	122.00
CLERKS, ACCOUNTING, CLASS A -----	4,947	38.5	116.00	CCMPTOMETER OPERATORS -----	2,793	39.5	91.50	PUBLIC UTILITIES ³ -----	266	39.5	127.00
MANUFACTURING -----	2,248	39.0	118.00	MANUFACTURING -----	800	39.0	93.50	WHOLESALE TRADE -----	279	39.0	123.00
NONMANUFACTURING -----	2,699	38.5	114.50	NONMANUFACTURING -----	1,993	39.5	91.00	RETAIL TRADE -----	338	39.5	122.50
PUBLIC UTILITIES ³ -----	478	39.5	131.50	PUBLIC UTILITIES ³ -----	300	40.0	103.00	FINANCE ² -----	836	38.0	116.00
WHOLESALE TRADE -----	660	39.0	116.00	WHOLESALE TRADE -----	444	40.0	94.50	SERVICES -----	472	38.0	129.00
RETAIL TRADE -----	481	39.0	111.50	RETAIL TRADE -----	804	39.5	88.00	SECRETARIES, CLASS C -----	6,412	39.0	112.00
FINANCE ² -----	648	37.5	108.00	DUPLICATING-MACHINE OPERATORS (MIMEOGRAPH OR DITTO) -----	240	39.0	84.50	MANUFACTURING -----	2,871	39.0	112.00
SERVICES -----	432	37.0	108.00	MANUFACTURING -----	100	39.5	85.00	NONMANUFACTURING -----	3,541	38.5	112.50
CLERKS, ACCOUNTING, CLASS B -----	7,072	39.0	92.00	NONMANUFACTURING -----	140	39.0	84.50	PUBLIC UTILITIES ³ -----	385	39.5	126.50
MANUFACTURING -----	2,541	39.0	93.50	KEYPUNCH OPERATORS, CLASS A -----	3,597	39.0	98.50	WHOLESALE TRADE -----	372	39.0	115.50
NONMANUFACTURING -----	4,531	39.0	91.00	MANUFACTURING -----	1,499	39.0	98.50	RETAIL TRADE -----	999	40.0	109.00
PUBLIC UTILITIES ³ -----	574	39.5	111.50	NONMANUFACTURING -----	2,098	39.0	98.50	FINANCE ² -----	1,040	37.5	107.00
WHOLESALE TRADE -----	1,217	39.5	95.00	PUBLIC UTILITIES ³ -----	626	40.0	106.00	SERVICES -----	745	37.0	116.00
RETAIL TRADE -----	822	39.5	82.50	WHOLESALE TRADE -----	328	39.5	99.00	SECRETARIES, CLASS D -----	5,603	38.5	101.50
FINANCE ² -----	1,165	37.5	83.00	RETAIL TRADE -----	355	39.5	92.50	MANUFACTURING -----	2,411	39.5	100.00
SERVICES -----	753	38.0	89.50	FINANCE ² -----	638	37.5	96.50	NONMANUFACTURING -----	3,192	38.0	103.00
CLERKS, FILE, CLASS A -----	1,198	38.5	91.00	SERVICES -----	151	37.5	87.00	PUBLIC UTILITIES ³ -----	252	39.5	111.00
MANUFACTURING -----	393	39.0	97.50	KEYPUNCH OPERATORS, CLASS B -----	4,313	39.0	86.50	WHOLESALE TRADE -----	383	39.5	105.50
NONMANUFACTURING -----	805	38.5	88.00	MANUFACTURING -----	1,724	39.0	87.50	RETAIL TRADE -----	511	39.5	98.00
FINANCE ² -----	420	38.0	82.50	NONMANUFACTURING -----	2,589	39.0	86.00	FINANCE ² -----	1,859	38.0	99.50
SERVICES -----	188	38.0	90.50	PUBLIC UTILITIES ³ -----	341	40.0	100.00	SERVICES -----	1,157	37.0	105.00
CLERKS, FILE, CLASS B -----	4,484	39.0	78.50	WHOLESALE TRADE -----	426	39.5	88.00	STENOGRAPHERS, GENERAL -----	5,677	39.0	95.50
MANUFACTURING -----	1,205	39.0	78.50	RETAIL TRADE -----	449	39.5	83.00	MANUFACTURING -----	2,393	38.5	94.50
NONMANUFACTURING -----	3,279	38.5	79.00	FINANCE ² -----	1,083	38.5	82.00	NONMANUFACTURING -----	3,284	39.0	96.00
PUBLIC UTILITIES ³ -----	523	39.5	92.50	SERVICES -----	290	38.5	85.00	PUBLIC UTILITIES ³ -----	811	40.0	111.50
WHOLESALE TRADE -----	385	39.5	78.00	OFFICE BOYS AND GIRLS -----	2,940	38.5	75.00	WHOLESALE TRADE -----	436	39.5	93.00
RETAIL TRADE -----	648	40.0	78.00	MANUFACTURING -----	821	39.0	75.00	RETAIL TRADE -----	280	39.0	87.00
FINANCE ² -----	1,216	37.5	74.50	NONMANUFACTURING -----	2,119	38.5	75.00	FINANCE ² -----	1,043	38.5	89.50
SERVICES -----	507	38.5	77.00	PUBLIC UTILITIES ³ -----	257	39.5	92.00	SERVICES -----	714	38.0	91.50
				WHOLESALE TRADE -----	255	39.5	70.50	STENOGRAPHERS, SENIOR -----	4,588	38.5	104.50
				RETAIL TRADE -----	234	39.0	70.50	MANUFACTURING -----	1,972	39.0	104.50
				FINANCE ² -----	825	38.0	71.50	NONMANUFACTURING -----	2,616	38.0	104.50
				SERVICES -----	548	38.5	76.50	PUBLIC UTILITIES ³ -----	301	39.5	114.50
								WHOLESALE TRADE -----	318	39.0	104.00
								RETAIL TRADE -----	254	39.0	94.00
								FINANCE ² -----	684	38.5	101.00
								SERVICES -----	1,059	37.0	106.00

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED			
SWITCHBOARD OPERATORS, CLASS A ----	820	38.5	\$ 100.00	TABULATING-MACHINE OPERATORS, CLASS B ----	1,440	39.0	\$ 109.50	TYPISTS, CLASS B ----	9,264	38.5	\$ 79.00
MANUFACTURING ----	339	39.0	99.50	MANUFACTURING ----	438	39.0	110.00	MANUFACTURING ----	3,366	39.0	80.00
NONMANUFACTURING ----	481	38.5	100.50	NONMANUFACTURING ----	1,002	39.0	109.50	NONMANUFACTURING ----	5,898	38.5	78.50
PUBLIC UTILITIES ³ ----	139	40.0	111.00	PUBLIC UTILITIES ³ ----	309	40.0	108.50	PUBLIC UTILITIES ³ ----	437	39.5	91.00
FINANCE ² ----	137	37.5	104.00	WHOLESALE TRADE ----	151	39.5	113.00	WHOLESALE TRADE ----	957	39.5	81.50
SERVICES ----	152	38.0	89.00	RETAIL TRADE ----	156	39.5	104.50	RETAIL TRADE ----	883	39.5	79.50
SWITCHBOARD OPERATORS, CLASS B ----	1,328	39.5	83.00	FINANCE ² ----	248	37.5	108.50	FINANCE ² ----	2,877	38.0	76.00
MANUFACTURING ----	183	39.0	91.00	SERVICES ----	138	38.5	116.00	SERVICES ----	744	37.5	76.00
NONMANUFACTURING ----	1,145	39.5	81.50	TABULATING-MACHINE OPERATORS, CLASS C ----	482	39.0	92.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS			
PUBLIC UTILITIES ³ ----	114	39.5	108.00	MANUFACTURING ----	160	39.0	96.50	DRAFTSMEN, CLASS A ----	2,038	39.5	162.50
WHOLESALE TRADE ----	139	39.5	89.00	NONMANUFACTURING ----	322	39.0	91.00	MANUFACTURING ----	1,548	40.0	159.50
RETAIL TRADE ----	228	39.5	78.50	FINANCE ² ----	117	38.5	93.00	NONMANUFACTURING ----	490	39.5	173.00
FINANCE ² ----	304	38.5	84.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL ----	1,969	38.5	91.00	DRAFTSMEN, CLASS B ----	2,098	39.5	137.50
SERVICES ----	360	40.0	70.50	MANUFACTURING ----	740	39.0	92.00	MANUFACTURING ----	1,417	40.0	133.00
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING ----	2,599	39.0	91.00	NONMANUFACTURING ----	1,229	38.5	90.50	NONMANUFACTURING ----	681	39.5	147.50
NONMANUFACTURING ----	1,453	39.0	92.00	WHOLESALE TRADE ----	212	39.0	91.50	PUBLIC UTILITIES ³ ----	134	40.0	148.00
PUBLIC UTILITIES ³ ----	1,146	39.0	89.50	RETAIL TRADE ----	114	40.0	86.50	SERVICES ----	459	39.0	148.00
WHOLESALE TRADE ----	105	39.5	95.00	FINANCE ² ----	455	37.5	89.00	DRAFTSMEN, CLASS C ----	1,568	39.5	111.50
RETAIL TRADE ----	587	39.0	87.50	TYPISTS, CLASS A ----	6,203	38.5	91.50	MANUFACTURING ----	1,223	39.5	107.50
FINANCE ² ----	112	37.5	88.50	MANUFACTURING ----	2,966	39.5	91.00	NONMANUFACTURING ----	345	39.5	126.00
SERVICES ----	238	38.5	92.50	NONMANUFACTURING ----	3,237	38.0	92.00	PUBLIC UTILITIES ³ ----	120	40.0	132.00
TABULATING-MACHINE OPERATORS, CLASS A ----	871	39.5	128.50	PUBLIC UTILITIES ³ ----	231	40.0	109.50	SERVICES ----	185	39.5	121.50
MANUFACTURING ----	371	39.5	124.50	WHOLESALE TRADE ----	304	39.0	94.00	DRAFTSMEN-TRACERS ----	373	39.5	96.50
NONMANUFACTURING ----	500	39.0	131.50	RETAIL TRADE ----	387	40.0	91.50	MANUFACTURING ----	290	39.5	95.00
WHOLESALE TRADE ----	135	40.0	129.50	FINANCE ² ----	1,225	38.0	88.50	NURSES, INDUSTRIAL (REGISTERED) ----	756	39.5	121.50
FINANCE ² ----	208	38.5	133.00	SERVICES ----	1,090	37.5	92.00	MANUFACTURING ----	612	39.5	121.00
								NONMANUFACTURING ----	144	39.5	124.00
								RETAIL TRADE ----	56	40.0	119.50

¹ 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.

² Finance, insurance, and real estate.

³ Transportation, communication, and other public utilities.

⁴ May include workers other than those presented separately.

Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	Number of workers receiving straight-time hourly earnings of—																									
					Under \$ 2.30	2.30 and under	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	4.60	4.80	5.00	5.20	5.40	over		
CARPENTERS, MAINTENANCE	1,184	3.89	3.58	3.22-5.21	-	-	6	-	23	25	27	68	71	57	91	102	136	125	79	28	7	1	3	6	-	321	8			
MANUFACTURING	599	3.41	3.41	3.19-3.64	-	-	6	-	16	10	26	24	27	48	74	63	128	101	44	21	4	1	1	-	-	5	-			
NONMANUFACTURING	585	4.38	5.21	3.32-5.26	-	-	-	-	7	15	1	44	44	9	17	39	8	24	35	7	3	-	2	6	-	316	8			
PUBLIC UTILITIES ³	148	3.25	3.05	2.96-3.81	-	-	-	-	15	-	40	36	8	9	-	1	-	33	6	-	-	-	-	-	-	-	-			
RETAIL TRADE	123	4.32	4.89	3.35-5.25	-	-	-	-	7	-	1	-	-	3	38	1	3	-	-	2	-	-	-	6	-	57	4			
FINANCE ⁴	228	5.16	5.25	5.22-5.27	-	-	-	-	-	-	-	1	-	1	-	2	-	-	-	1	-	2	-	-	221	-				
SERVICES	67	4.61	5.22	3.75-5.26	-	-	-	-	-	-	-	6	-	-	1	2	15	1	-	-	-	-	-	-	38	4				
ELECTRICIANS, MAINTENANCE	3,706	3.79	3.73	3.53-4.04	-	2	2	6	7	7	12	24	153	82	227	158	545	913	537	356	394	18	11	222	28	2	-			
MANUFACTURING	2,829	3.73	3.70	3.53-3.94	-	-	-	3	7	7	11	18	83	26	209	139	487	795	471	280	165	12	9	77	28	2	-			
NONMANUFACTURING	877	3.99	4.07	3.56-4.28	-	2	2	3	-	-	1	6	70	56	18	19	58	118	66	76	229	6	2	145	-	-				
RETAIL TRADE	58	3.87	3.87	3.76-3.95	-	-	-	-	-	-	-	-	-	1	-	5	5	6	35	1	1	-	4	-	-	-				
SERVICES	172	3.84	3.69	3.62-3.95	-	-	-	-	-	-	6	1	-	6	1	17	84	23	1	15	2	2	14	-	-	-				
ENGINEERS, STATIONARY	2,190	3.89	4.00	3.60-4.25	-	-	-	-	12	3	54	57	81	58	61	71	147	310	246	192	672	188	17	15	-	1	5			
MANUFACTURING	1,134	3.75	3.76	3.40-4.11	-	-	-	-	12	-	46	10	70	51	53	42	117	213	157	134	44	175	3	5	-	1	1			
NONMANUFACTURING	1,056	4.03	4.22	3.86-4.27	-	-	-	-	-	3	8	47	11	7	8	29	30	97	89	58	628	13	14	10	-	-	4			
PUBLIC UTILITIES ³	107	3.28	2.99	2.93-3.82	-	-	-	-	3	8	46	10	2	-	7	1	-	20	-	10	-	-	-	-	-	-				
RETAIL TRADE	215	4.13	4.23	4.08-4.27	-	-	-	-	-	-	-	-	1	1	-	2	9	3	28	13	158	-	-	-	-	-				
FINANCE ⁴	382	4.26	4.25	4.22-4.28	-	-	-	-	-	-	1	-	-	-	-	3	-	2	2	364	-	-	10	-	-	-				
SERVICES	297	4.03	4.11	3.68-4.26	-	-	-	-	-	-	-	-	-	-	8	17	75	28	43	96	12	14	-	-	-	4				
FIREMEN, STATIONARY BOILER	873	3.12	3.08	2.74-3.60	38	25	58	30	54	34	52	103	54	35	46	16	107	167	42	-	8	4	-	-	-	-	-			
MANUFACTURING	569	3.01	2.99	2.67-3.41	36	9	54	13	43	28	47	62	42	31	42	15	99	14	30	-	4	-	-	-	-	-				
NONMANUFACTURING	304	3.32	3.61	2.94-3.66	2	16	4	17	11	6	5	41	12	4	4	1	8	153	12	-	8	-	-	-	-	-				
RETAIL TRADE	74	3.59	3.64	3.61-3.67	-	-	-	-	1	-	-	-	2	4	4	1	1	61	-	-	-	-	-	-	-	-				
SERVICES	150	3.20	3.00	2.59-3.67	2	16	4	17	-	-	-	37	3	-	-	1	50	12	-	8	-	-	-	-	-	-				
HELPERS, MAINTENANCE TRADES	1,632	2.83	2.83	2.63-3.07	52	75	149	52	318	104	243	159	108	117	178	48	29	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING	1,318	2.81	2.81	2.61-3.06	38	53	149	51	278	69	183	118	81	103	167	25	3	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING	314	2.89	2.88	2.71-3.09	14	22	-	1	40	35	60	41	27	14	11	23	26	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³	192	2.84	2.85	2.75-2.95	-	-	-	-	30	35	59	41	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MACHINE-TOOL OPERATORS, TOOLROOM	1,842	3.72	3.77	3.53-4.00	-	-	-	3	3	7	65	25	63	44	56	76	274	357	414	330	106	12	7	-	-	-				
MANUFACTURING	1,802	3.71	3.76	3.53-3.98	-	-	-	3	3	7	65	25	63	44	56	76	274	357	414	330	66	12	7	-	-	-				
MACHINISTS, MAINTENANCE	3,488	3.80	3.73	3.58-4.00	-	-	-	-	9	4	12	4	69	87	62	81	638	1048	583	466	261	8	14	69	15	57	1			
MANUFACTURING	3,305	3.80	3.73	3.58-4.00	-	-	-	-	9	4	12	3	48	82	61	73	608	1006	580	457	199	8	13	69	15	57	1			
NONMANUFACTURING	183	3.79	3.67	3.53-4.23	-	-	-	-	-	-	-	1	21	5	1	8	30	42	3	9	62	-	1	-	-	-				
MECHANICS, AUTOMOTIVE (MAINTENANCE)	3,128	3.71	3.82	3.68-3.87	-	1	-	-	-	6	79	39	69	104	182	143	678	1688	115	24	-	-	-	-	-	-	-			
MANUFACTURING	730	3.53	3.62	3.31-3.75	-	-	-	-	-	2	63	15	25	67	80	83	246	146	2	1	-	-	-	-	-	-	-			
NONMANUFACTURING	2,398	3.77	3.83	3.77-3.87	-	1	-	-	-	4	16	24	44	37	102	60	432	1542	113	23	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³	2,091	3.78	3.83	3.79-3.87	-	1	-	-	-	4	-	22	42	1	86	39	383	1386	108	19	-	-	-	-	-	-	-			
WHOLESALE TRADE	137	3.77	3.83	3.77-3.87	-	-	-	-	-	-	-	2	2	-	-	10	28	95	-	-	-	-	-	-	-	-	-			
MECHANICS, MAINTENANCE	3,952	3.51	3.57	3.22-3.77	-	-	6	-	47	45	83	57	212	477	259	233	765	971	521	132	144	-	-	-	-	-	-			
MANUFACTURING	3,563	3.47	3.55	3.20-3.75	-	-	6	-	47	45	72	57	197	470	251	225	710	850	520	108	5	-	-	-	-	-	-			
NONMANUFACTURING	389	3.82	3.77	3.58-4.23	-	-	-	-	-	-	11	-	15	7	8	8	55	121	1	24	139	-	-	-	-	-	-			
MILLWRIGHTS	1,822	3.71	3.71	3.49-3.91	-	-	-	-	11	-	3	14	26	85	22	456	548	398	140	114	5	-	-	-	-	-	-			
MANUFACTURING	1,774	3.72	3.72	3.50-3.91	-	-	-	-	11	-	3	11	22	85	17	427	546	396	137	114	5	-	-	-	-	-	-			
OILERS	869	2.90	2.89	2.64-3.14	53	14	49	56	104	52	119	86	103	47	60	53	44	29	-	-	-	-	-	-	-	-	-			
MANUFACTURING	826	2.88	2.89	2.64-3.10	53	14	49	56	96	48	114	86	103	47	60	53	44	3	-	-	-	-	-	-	-	-	-			
PAINTERS, MAINTENANCE	933	3.97	3.97	3.41-4.65	-	-	-	2	-	19	14	13	58	39	37	42	115	78	61	27	8	12	375	33	-	-	-			
MANUFACTURING	366	3.47	3.46	3.25-3.69	-	-	-	-	-	12	13	5	26	16	36	31	112	46	40	22	5	-	2	-	-	-	-			
NONMANUFACTURING	567	4.30	4.63	4.12-4.67	-	-	-	-	2	-	7	1	8	32	23	1	11	3	32	21	5	3	12	373	33	-	-			
PUBLIC UTILITIES ³	94	3.36	3.10	3.02-3.80	-	-	-	2	-	7	1	7	32	1	1	-	1	19	21	-	-	-	2	-	-	-	-			

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Chicago, Ill., April 1967)

Occupation ¹ and industry division	Number of workers	Hourly earnings: ²			Number of workers receiving straight-time hourly earnings of—																						
		Mean ³	Median ³	Middle range ³	Under \$	\$ 1.40	\$ 1.50	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20
					\$ 1.40 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS	17,152	2.30	2.33	2.02-2.65	130	382	454	556	793	625	926	1973	1089	1327	1210	929	1142	2644	1455	1324	99	68	24	-	2	-	-
MANUFACTURING	9,443	2.37	2.36	2.10-2.67	22	-	83	188	192	265	610	984	787	1033	951	760	660	731	1038	1079	4	44	12	-	-	-	-
NONMANUFACTURING	7,709	2.21	2.22	1.83-2.64	108	382	371	368	601	360	316	989	302	294	259	169	482	1913	417	245	95	24	12	-	2	-	-
PUBLIC UTILITIES ⁴	939	2.60	2.63	2.53-2.70	-	-	-	-	14	1	-	19	56	51	11	18	194	343	111	86	34	1	-	-	-	-	-
WHOLESALE TRADE	619	2.27	2.23	1.94-2.75	-	-	40	62	21	20	29	100	23	50	32	14	25	36	26	114	11	16	-	-	-	-	-
RETAIL TRADE	1,576	2.06	2.03	1.79-2.27	-	19	123	101	162	125	181	248	124	143	114	21	80	38	17	43	30	7	-	-	-	-	-
FINANCE ⁵	1,359	2.64	2.66	2.62-2.69	-	-	-	-	-	5	-	-	-	22	17	8	21	1082	202	2	-	-	-	-	-	-	-
SERVICES	3,216	1.99	2.00	1.66-2.37	108	363	208	205	404	209	106	622	97	28	85	108	162	414	61	-	20	-	12	-	2	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN)	6,401	2.07	2.05	2.01-2.09	3	81	70	156	276	186	481	4082	258	185	91	70	97	267	18	72	6	-	2	-	-	-	-
MANUFACTURING	1,050	2.24	2.25	1.97-2.58	1	-	20	36	58	72	113	131	46	107	82	56	84	182	5	57	-	-	-	-	-	-	-
NONMANUFACTURING	5,351	2.04	2.04	2.01-2.08	2	81	50	120	218	114	368	3951	212	78	9	14	13	85	13	15	6	-	2	-	-	-	-
PUBLIC UTILITIES ⁴	458	2.18	1.99	1.94-2.57	-	-	-	-	1	10	252	50	3	1	4	14	13	85	11	14	-	-	-	-	-	-	-
RETAIL TRADE	274	1.83	1.83	1.69-1.99	2	23	25	22	44	65	29	14	26	17	1	-	-	-	-	-	6	-	-	-	-	-	-
FINANCE ⁵	2,729	2.07	2.05	2.03-2.08	-	13	-	-	-	1	8	2475	179	47	4	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES	1,828	1.99	2.04	2.00-2.07	-	45	11	93	153	38	74	1400	2	10	-	-	-	-	-	-	-	-	2	-	-	-	-
LABORERS, MATERIAL HANDLING	27,631	2.70	2.75	2.35-3.13	-	25	104	114	482	488	633	1430	1361	1591	1371	1314	2294	1401	2210	3662	4798	3866	364	73	22	1	27
MANUFACTURING	12,884	2.48	2.51	2.19-2.74	-	-	60	68	302	386	429	987	1049	1335	904	725	1843	1172	1064	1415	535	431	61	68	22	1	27
NONMANUFACTURING	14,747	2.89	3.07	2.73-3.20	-	25	44	46	180	102	204	443	312	256	467	589	451	229	1146	2247	4263	3435	303	5	-	-	-
PUBLIC UTILITIES ⁴	8,387	3.08	3.15	2.89-3.22	-	-	-	-	-	-	-	-	32	25	15	6	3	25	804	1288	3475	2590	124	-	-	-	-
WHOLESALE TRADE	3,068	2.73	2.80	2.44-3.00	-	-	-	-	-	22	110	77	79	318	420	241	58	192	776	353	281	140	1	-	-	-	-
RETAIL TRADE	2,987	2.60	2.61	2.10-3.14	-	25	44	43	89	88	168	285	133	119	134	145	207	146	150	183	435	564	25	4	-	-	-
ORDER FILLERS	8,682	2.76	2.86	2.46-3.14	-	1	15	55	116	257	249	354	276	461	200	303	488	623	563	1418	1483	1657	24	67	50	21	1
MANUFACTURING	3,233	2.59	2.62	2.22-2.88	-	1	8	9	72	202	133	150	187	204	125	187	287	285	235	715	169	101	24	67	50	21	1
NONMANUFACTURING	5,449	2.86	3.02	2.65-3.22	-	-	7	46	44	55	116	204	89	257	75	116	201	338	328	703	1314	1556	-	-	-	-	-
WHOLESALE TRADE	4,498	2.89	3.03	2.69-3.21	-	-	-	32	20	4	25	156	70	228	40	76	176	324	313	562	1252	1220	-	-	-	-	-
RETAIL TRADE	849	2.73	2.89	2.08-3.33	-	-	7	14	24	51	91	34	19	20	32	39	18	10	4	90	60	336	-	-	-	-	-
PACKERS, SHIPPING	5,068	2.47	2.38	2.11-2.86	-	56	109	64	101	220	196	480	440	429	518	244	333	236	228	288	899	98	53	19	8	12	37
MANUFACTURING	3,074	2.50	2.39	2.17-2.82	-	-	76	12	49	83	101	166	382	319	392	177	212	188	115	253	352	72	53	19	4	12	37
NONMANUFACTURING	1,994	2.43	2.37	2.02-3.05	-	56	33	52	52	137	95	314	58	110	126	67	121	48	113	35	547	26	-	-	-	-	-
WHOLESALE TRADE	1,676	2.45	2.40	2.03-3.08	-	55	22	45	34	103	74	276	36	92	105	53	93	31	101	24	524	4	-	-	-	-	-
RETAIL TRADE	266	2.31	2.22	1.89-2.72	-	1	11	7	18	34	17	30	13	13	13	12	12	17	12	11	23	22	-	-	-	-	-
PACKERS, SHIPPING (WOMEN)	2,300	2.15	2.15	1.89-2.39	-	10	95	106	172	207	158	273	251	139	361	100	59	329	13	9	16	-	1	1	-	-	-
MANUFACTURING	1,240	2.29	2.32	2.09-2.62	-	-	-	47	24	88	45	120	141	103	257	33	19	326	12	9	14	-	1	1	-	-	-
NONMANUFACTURING	1,060	1.98	1.99	1.77-2.19	-	10	95	59	148	119	113	153	110	36	104	67	40	3	1	-	2	-	-	-	-	-	-
RETAIL TRADE	732	2.02	2.02	1.84-2.24	-	10	40	37	64	81	109	109	86	33	103	16	40	3	1	-	-	-	-	-	-	-	-
RECEIVING CLERKS	2,404	2.82	2.90	2.56-3.09	-	-	-	1	1	9	63	23	24	126	120	152	129	167	254	376	570	310	68	11	-	-	-
MANUFACTURING	1,068	2.79	2.78	2.49-3.08	-	-	-	-	-	21	6	15	53	57	126	54	108	124	179	160	116	44	5	-	-	-	-
NONMANUFACTURING	1,336	2.85	2.97	2.63-3.10	-	-	-	1	1	9	42	17	9	73	63	26	75	59	130	197	410	194	24	6	-	-	-
WHOLESALE TRADE	444	2.80	2.78	2.56-3.06	-	-	-	-	-	-	-	-	-	60	-	20	51	42	62	57	90	48	11	3	-	-	-
RETAIL TRADE	613	2.82	2.88	2.51-3.20	-	-	-	1	1	8	42	13	7	12	62	6	14	17	64	104	112	136	11	3	-	-	-
SHIPPING CLERKS	1,350	2.87	2.93	2.58-3.18	-	-	-	10	-	1	6	10	31	60	76	48	121	84	83	228	280	209	48	36	5	14	-
MANUFACTURING	783	2.92	2.95	2.68-3.23	-	-	-	-	-	-	2	-	9	27	45	44	35	44	70	165	105	180	42	10	5	-	-
NONMANUFACTURING	567	2.80	2.86	2.53-3.10	-	-	-	10	-	1	4	10	22	33	31	4	86	40	13	63	175	29	6	26	-	-	-
WHOLESALE TRADE	391	2.88	3.03	2.55-3.14	-	-	-	-	-	-	-	-	20	20	31	-	53	26	2	19	159	19	4	24	-	-	-
RETAIL TRADE	169	2.61	2.66	2.46-2.88	-	-	-	10	-	1	4	10	2	13	-	4	33	14	10	40	14	10	2	2	-	-	-

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis
by industry division, Chicago, Ill., April 1967)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																						
		Mean ³	Median ³	Middle range ³	Under and over																						
					1.40	1.50	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	over
SHIPPING AND RECEIVING CLERKS -----	1,519	2.99	3.01	2.58- 3.32	-	-	-	-	-	12	7	31	22	48	101	51	133	69	108	158	278	215	103	32	45	60	46
MANUFACTURING -----	649	3.11	3.06	2.77- 3.37	-	-	-	-	12	1	-	1	-	15	23	41	19	77	59	200	47	52	6	23	52	21	
NONMANUFACTURING -----	870	2.90	2.91	2.49- 3.30	-	-	-	-	-	6	31	21	48	86	28	92	50	31	99	78	168	51	26	22	8	25	
WHOLESALE TRADE -----	551	3.06	3.21	2.57- 3.38	-	-	-	-	-	-	20	-	10	44	24	57	31	8	20	51	164	41	26	22	8	25	
RETAIL TRADE -----	134	2.59	2.59	2.30- 2.90	-	-	-	-	-	6	5	6	17	8	4	23	5	22	21	14	3	-	-	-	-	-	
TRUCKDRIVERS ⁶ -----	18,889	3.41	3.41	3.32- 3.47	-	-	-	-	-	-	-	-	-	36	9	14	19	248	14	333	568	7410	8547	1620	22	1	48
MANUFACTURING -----	2,311	3.32	3.34	3.23- 3.40	-	-	-	-	-	-	-	-	-	6	13	4	2	3	235	241	1269	406	63	21	-	48	
NONMANUFACTURING -----	16,578	3.42	3.42	3.34- 3.48	-	-	-	-	-	-	-	-	-	36	3	1	15	246	11	98	327	6141	8141	1557	1	1	-
PUBLIC UTILITIES ⁴ -----	11,946	3.43	3.42	3.35- 3.47	-	-	-	-	-	-	-	-	-	1	1	-	1	8	82	28	4620	6682	523	-	-	-	-
WHOLESALE TRADE -----	2,935	3.41	3.43	3.32- 3.62	-	-	-	-	-	-	-	-	-	20	-	-	11	188	-	11	151	842	754	956	1	1	-
RETAIL TRADE -----	1,368	3.37	3.41	3.33- 3.47	-	-	-	-	-	-	-	-	16	2	-	4	56	-	4	7	534	703	42	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	2,452	3.24	3.33	3.30- 3.37	-	-	-	-	-	-	-	-	-	36	9	8	4	228	1	46	198	1916	6	-	-	-	-
MANUFACTURING -----	1,655	3.20	3.33	3.14- 3.36	-	-	-	-	-	-	-	-	-	36	3	1	4	226	-	34	188	1163	-	-	-	-	-
PUBLIC UTILITIES ⁴ -----	1,171	3.34	3.35	3.32- 3.37	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	23	22	1123	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	4,229	3.33	3.31	3.25- 3.36	-	-	-	-	-	-	-	-	-	-	-	-	15	20	5	41	82	3786	104	174	1	1	-
MANUFACTURING -----	443	3.27	3.28	3.21- 3.36	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	32	67	283	57	-	-	-	-
NONMANUFACTURING -----	3,786	3.34	3.31	3.26- 3.36	-	-	-	-	-	-	-	-	-	-	-	-	11	20	5	9	15	3503	47	174	1	1	-
PUBLIC UTILITIES ⁴ -----	2,445	3.33	3.30	3.25- 3.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	9	-	2398	36	-	-	-	-
WHOLESALE TRADE -----	956	3.38	3.35	3.30- 3.39	-	-	-	-	-	-	-	-	-	-	-	-	11	8	-	15	746	-	174	1	1	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	10,282	3.48	3.45	3.42- 3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	51	128	1271	7645	1167	19	-	-
MANUFACTURING -----	671	3.37	3.42	3.19- 3.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	48	128	119	313	43	19	-	-
NONMANUFACTURING -----	9,611	3.49	3.45	3.42- 3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1152	7332	1124	-	-	-
PUBLIC UTILITIES ⁴ -----	7,543	3.48	3.45	3.42- 3.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1048	5980	514	-	-	-
WHOLESALE TRADE -----	1,201	3.56	3.50	3.45- 3.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	669	532	-	-	-	-
RETAIL TRADE -----	831	3.48	3.45	3.42- 3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	104	683	42	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	1,309	3.50	3.48	3.38- 3.60	-	-	-	-	-	-	-	-	-	6	-	-	-	1	58	7	282	626	279	2	-	48	
MANUFACTURING -----	257	3.47	3.35	3.21- 3.72	-	-	-	-	-	-	-	-	-	6	-	-	-	1	55	-	95	30	20	2	-	748	
NONMANUFACTURING -----	1,052	3.50	3.49	3.42- 3.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	187	596	259	-	-	-	
PUBLIC UTILITIES ⁴ -----	543	3.50	3.48	3.43- 3.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	33	500	9	-	-	-	-
TRUCKERS, POWER (FORKLIFT) -----	7,785	2.86	2.89	2.57- 3.14	-	-	-	-	1	26	35	129	104	465	562	956	454	526	1657	1330	1254	162	50	-	37	37	
MANUFACTURING -----	6,446	2.82	2.83	2.54- 3.07	-	-	-	-	-	22	32	124	103	461	507	886	436	491	1288	1137	760	75	50	-	37	37	
NONMANUFACTURING -----	1,339	3.06	3.15	2.92- 3.25	-	-	-	-	1	4	3	5	1	4	55	70	18	35	369	193	494	87	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	162	3.11	3.18	2.90- 3.25	-	-	-	-	-	-	-	-	-	-	-	-	-	3	42	47	60	10	-	-	-	-	
WHOLESALE TRADE -----	972	3.09	3.16	2.94- 3.25	-	-	-	-	-	-	-	-	-	-	-	-	45	23	2	300	140	354	77	-	-	-	-
RETAIL TRADE -----	163	2.93	3.18	2.55- 3.29	-	-	-	-	1	4	3	5	1	4	10	26	2	1	20	6	80	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	1,209	2.79	2.82	2.52- 3.12	-	-	-	-	-	54	1	64	69	100	68	158	52	277	249	70	25	22	-	-	-	-	
MANUFACTURING -----	775	2.74	2.81	2.41- 3.13	-	-	-	-	-	54	1	64	68	99	67	27	-	152	164	32	25	22	-	-	-	-	
NONMANUFACTURING -----	434	2.88	2.90	2.68- 3.10	-	-	-	-	-	-	-	-	-	1	1	1	131	52	125	85	38	-	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	380	2.85	2.86	2.67- 2.99	-	-	-	-	-	-	-	-	-	-	-	-	130	50	115	85	-	-	-	-	-	-	-

¹ Data limited to men workers except where otherwise indicated.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of terms, see footnote 2, table A-1.⁴ Transportation, communication, and other public utilities.⁵ Finance, insurance, and real estate.⁶ Includes all drivers, as defined, regardless of size and type of truck operated.⁷ All workers were at \$4.40 to \$4.60.

B. Establishment Practices and Supplementary Wage Provisions

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Chicago, Ill., April 1967)

Minimum weekly straight-time salary ¹	Inexperienced typists									Other inexperienced clerical workers ²								
	All industries	Manufacturing				Nonmanufacturing				All industries	Manufacturing				Nonmanufacturing			
		Based on standard weekly hours ³ of—									Based on standard weekly hours ³ of—							
		All schedules	37½	38¾	40	All schedules	37½	38¾	40		All schedules	37½	38¾	40	All schedules	37½	38¾	40
Establishments studied.....	580	248	xxx	xxx	xxx	332	xxx	xxx	xxx	580	248	xxx	xxx	xxx	332	xxx	xxx	xxx
Establishments having a specified minimum.....	278	143	22	14	104	135	30	11	77	299	144	23	15	101	155	32	11	91
\$52.50 and under \$55.00.....	2	1	1	-	-	1	1	-	-	3	1	1	-	-	2	1	-	1
\$55.00 and under \$57.50.....	7	2	-	-	2	5	-	-	4	16	3	-	-	3	13	2	-	10
\$57.50 and under \$60.00.....	4	1	-	1	-	3	1	-	1	14	4	-	2	1	10	2	1	4
\$60.00 and under \$62.50.....	19	6	1	-	5	13	2	1	9	32	9	1	1	7	23	3	1	15
\$62.50 and under \$65.00.....	18	5	1	-	4	13	3	-	7	22	10	3	-	7	12	4	1	5
\$65.00 and under \$67.50.....	37	25	5	4	15	12	1	3	8	45	25	9	3	12	20	8	2	10
\$67.50 and under \$70.00.....	30	9	2	1	6	21	10	2	4	26	14	2	3	9	12	5	1	2
\$70.00 and under \$72.50.....	45	29	8	1	18	16	4	1	9	44	26	5	2	17	18	3	2	11
\$72.50 and under \$75.00.....	21	9	1	-	8	12	4	1	6	21	13	-	2	11	8	2	1	5
\$75.00 and under \$77.50.....	27	16	1	2	13	11	2	2	5	10	3	-	-	3	7	1	1	3
\$77.50 and under \$80.00.....	6	5	-	2	3	1	-	-	1	5	3	-	1	2	2	-	1	1
\$80.00 and under \$82.50.....	11	5	-	1	4	6	2	-	4	14	7	-	-	6	7	1	-	4
\$82.50 and under \$85.00.....	4	2	-	-	2	2	-	-	2	5	3	-	1	2	2	-	-	2
\$85.00 and under \$87.50.....	7	4	1	-	3	3	-	-	2	4	2	1	-	1	2	-	-	2
\$87.50 and under \$90.00.....	9	6	-	2	4	3	-	1	2	6	4	-	-	4	2	-	-	2
\$90.00 and under \$92.50.....	4	1	-	-	1	3	-	-	3	5	2	1	-	1	3	-	-	3
\$92.50 and under \$95.00.....	3	2	1	-	1	1	-	-	1	2	1	-	-	1	1	-	-	1
\$95.00 and under \$97.50.....	2	2	-	-	2	-	-	-	-	5	2	-	-	2	3	-	-	3
\$97.50 and under \$100.00.....	12	8	-	-	8	4	-	-	4	10	7	-	-	7	3	-	-	2
\$100.00 and under \$102.50.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$102.50 and under \$105.00.....	7	4	-	-	4	3	-	-	3	7	4	-	-	4	3	-	-	3
\$105.00 and over.....	3	1	-	-	1	2	-	-	2	3	1	-	-	1	2	-	-	2
Establishments having no specified minimum.....	136	63	xxx	xxx	xxx	73	xxx	xxx	xxx	165	72	xxx	xxx	xxx	93	xxx	xxx	xxx
Establishments which did not employ workers in this category.....	166	42	xxx	xxx	xxx	124	xxx	xxx	xxx	116	32	xxx	xxx	xxx	84	xxx	xxx	xxx

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

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

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

Table B-2. Shift Differentials

(Shift differentials of manufacturing plant workers by type and amount of differential,
Chicago, Ill., April 1967)

Shift differential	Percent of manufacturing plant workers—			
	In establishments having formal provisions ¹ for—		Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total.....	92.6	82.8	19.8	7.3
With shift pay differential.....	90.3	82.3	19.3	7.3
Uniform cents (per hour).....	50.0	43.4	11.0	4.3
5 cents.....	3.8	.6	.9	(²)
6, 7, or 7½ cents.....	2.4	1.2	.5	.2
8 cents.....	6.1	-	1.6	-
8½ or 9 cents.....	1.8	-	.4	-
10 cents.....	23.2	11.5	4.7	.8
11 cents.....	.4	1.1	.1	.2
12 cents.....	1.7	7.4	.3	1.4
12½, 12½, or 13 cents.....	.6	1.3	.2	.1
14 or 14½ cents.....	1.8	1.8	.4	.2
15 cents.....	4.6	9.8	.9	.5
16, 17, or 18 cents.....	.9	3.0	.3	.5
20 cents.....	1.3	4.2	.4	.3
21, 22½, or 25 cents.....	.8	1.1	.1	(²)
25¼ cents.....	.2	-	.1	-
28 cents.....	.5	.5	.1	-
Uniform percentage.....	36.7	33.1	7.2	2.0
5 percent.....	5.6	.4	1.6	-
6 or 7 percent.....	1.1	.6	.4	.1
7½ percent.....	1.5	1.5	.3	.1
7½, 8, or 9 percent.....	1.1	1.3	.3	.2
10 percent.....	25.4	23.0	4.1	1.1
12½ percent.....	1.0	1.0	.2	(²)
15 percent.....	1.0	5.3	.2	.5
Full day's pay for reduced hours.....	.6	1.0	(²)	(²)
Other formal pay differential.....	2.9	4.9	1.0	.9
With no shift pay differential.....	2.3	.5	.5	.1

¹ Includes establishments currently operating late shifts, and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.² Less than 0.05 percent.

Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours¹ of first-shift workers, Chicago, Ill., April 1967)

Weekly hours	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
32½ hours.....	-	-	-	-	-	-	(⁵)	-	-	-	-	-	3
35 hours.....	2	2	-	-	-	-	3	1	-	(⁵)	(⁵)	7	16
Over 35 and under 37½ hours.....	1	1	-	-	-	-	2	3	1	3	-	4	3
37½ hours.....	2	1	-	(⁵)	7	(⁵)	20	20	5	16	9	29	31
Over 37½ and under 38¾ hours.....	(⁵)	-	-	-	-	1	2	-	(⁵)	2	-	7	5
38¾ hours.....	(⁵)	(⁵)	-	2	-	-	11	17	4	7	-	13	5
Over 38¾ and under 40 hours.....	(⁵)	-	-	-	-	(⁵)	1	(⁵)	-	-	(⁵)	-	4
40 hours.....	82	79	99	82	87	74	61	59	90	72	90	40	34
Over 40 and under 44 hours.....	1	1	-	3	-	-	(⁵)	-	-	-	-	-	1
44 hours.....	3	2	-	2	2	12	(⁵)	-	-	-	-	-	(⁵)
45 hours.....	5	7	-	5	-	1	(⁵)	-	-	1	-	-	-
Over 45 and under 48 hours.....	(⁵)	(⁵)	-	3	-	4	-	-	-	-	-	-	-
48 hours.....	4	5	1	2	4	7	-	-	-	-	-	-	-
50 hours and over.....	1	1	-	1	-	1	-	-	-	-	-	-	-

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 Includes data for real estate in addition to those industry divisions shown separately.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, Chicago, Ill., April 1967)

Item	Plant workers						Office workers						
	All industries ¹	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	100	100	98	91	99	100	100	100	100	100	99
Workers in establishments providing no paid holidays.....	1				2	9	(⁴)						1
<u>Number of days</u>													
Less than 6 holidays.....	(⁴)	1	-	-	1	-	(⁴)	-	-	-	(⁴)	-	-
6 holidays.....	26	9	28	35	73	70	23	14	14	39	37	20	40
6 holidays plus 1 half day.....	1	2	-	2	-	-	3	6	-	1	(⁴)	-	10
6 holidays plus 2 half days.....	6	8	-	16	1	7	6	9	(⁴)	16	3	-	2
6 holidays plus 3 half days.....	1	1	-	2	(⁴)	-	1	(⁴)	-	(⁴)	2	-	1
7 holidays.....	15	16	4	10	18	10	16	12	3	10	51	12	20
7 holidays plus 1 half day.....	3	4	-	-	2	-	2	4	-	-	5	-	-
7 holidays plus 2 half days.....	4	5	-	7	1	2	3	5	-	2	-	-	9
7 holidays plus 3 half days.....	-	-	-	-	-	-	(⁴)	(⁴)	-	-	-	1	-
8 holidays.....	25	31	56	13	4	2	23	28	69	14	1	9	13
8 holidays plus 1 half day.....	1	1	-	2	-	(⁴)	3	2	-	1	-	10	3
8 holidays plus 2 half days.....	1	1	-	2	-	-	2	2	-	-	-	6	2
9 holidays.....	13	20	-	10	-	-	8	15	1	16	-	3	-
9 holidays plus 1 half day.....	(⁴)	(⁴)	-	-	-	-	1	1	-	-	-	1	-
9 holidays plus 2 half days.....	(⁴)	(⁴)	1	-	-	-	(⁴)	-	1	-	-	2	-
10 holidays.....	2	2	11	-	-	-	2	1	12	-	-	2	-
10 holidays plus 1 half day.....	-	-	-	-	-	-	(⁴)	-	-	-	-	(⁴)	-
11 holidays.....	(⁴)	(⁴)	-	1	-	-	6	-	-	(⁴)	-	31	-
11 holidays plus 1 half day.....	-	-	-	-	-	-	1	-	-	-	-	3	-
<u>Total holiday time⁵</u>													
11 1/2 days.....	-	-	-	-	-	-	1	-	-	-	-	3	-
11 days or more.....	(⁴)	(⁴)	-	1	-	-	7	-	-	(⁴)	-	34	-
10 1/2 days or more.....	(⁴)	(⁴)	-	1	-	-	7	-	-	(⁴)	-	35	-
10 days or more.....	2	2	12	1	-	-	9	1	13	(⁴)	-	38	-
9 1/2 days or more.....	3	2	12	1	-	-	10	2	13	(⁴)	-	39	-
9 days or more.....	16	23	12	13	-	-	20	19	14	16	-	48	2
8 1/2 days or more.....	17	24	12	15	-	(⁴)	23	22	14	18	-	59	5
8 days or more.....	46	59	67	35	5	4	49	55	83	33	1	67	26
7 1/2 days or more.....	49	64	67	37	6	4	52	59	83	34	9	67	27
7 days or more.....	71	88	72	63	25	21	74	80	86	60	62	80	50
6 1/2 days or more.....	72	90	72	65	25	21	77	86	86	61	63	80	59
6 days or more.....	99	99	100	100	98	91	99	100	100	100	99	100	99
5 days or more.....	99	100	100	100	98	91	99	100	100	100	100	100	99
4 days or more.....	99	100	100	100	98	91	99	100	100	100	100	100	99

¹ Includes data for real estate in addition to those industry divisions shown separately.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Less than 0.5 percent.⁵ 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 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions were then cumulated.

Table B-5. Paid Vacations¹

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Chicago, Ill., April 1967)

Vacation policy	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	99	100	100	98	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	92	89	100	96	94	99	99	98	100	100	96	100	100
Percentage payment.....	7	9	-	2	5	-	1	2	-	-	4	-	-
Flat-sum payment.....	(⁵)	-	-	-	1	-	-	-	-	-	-	-	-
Other.....	1	2	-	-	-	1	(⁵)	(⁵)	-	-	-	-	-
Workers in establishments providing no paid vacations.....	(⁵)	-	-	2	-	-	-	-	-	-	-	-	-
<u>Amount of vacation pay⁶</u>													
<u>After 6 months of service</u>													
Under 1 week.....	16	26	-	1	1	4	6	12	-	1	(⁵)	3	7
1 week.....	13	11	4	15	28	8	49	50	27	41	25	71	68
Over 1 and under 2 weeks.....	2	1	-	3	6	-	8	8	-	3	25	7	3
2 weeks.....	(⁵)	(⁵)	-	-	-	-	2	2	-	-	-	3	-
Over 2 and under 3 weeks.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-
<u>After 1 year of service</u>													
Under 1 week.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-
1 week.....	75	79	75	72	58	87	22	19	50	33	41	(⁵)	14
Over 1 and under 2 weeks.....	1	2	-	1	-	-	(⁵)	(⁵)	-	-	-	-	-
2 weeks.....	21	16	24	23	41	13	76	77	49	66	58	99	86
3 weeks.....	1	2	1	-	1	-	2	3	1	1	1	1	-
Over 3 and under 4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
<u>After 2 years of service</u>													
1 week.....	36	45	46	27	5	27	4	4	14	4	1	(⁵)	1
Over 1 and under 2 weeks.....	4	4	7	-	-	6	3	-	29	-	-	-	(⁵)
2 weeks.....	55	44	46	69	94	66	90	91	56	94	98	99	95
Over 2 and under 3 weeks.....	1	2	-	-	-	-	1	1	-	-	-	-	5
3 weeks.....	3	4	1	1	1	2	4	4	1	1	1	1	-
Over 3 and under 4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
<u>After 3 years of service</u>													
1 week.....	4	5	-	3	1	4	(⁵)	1	-	-	1	-	1
Over 1 and under 2 weeks.....	6	9	-	1	-	-	(⁵)	(⁵)	-	-	-	-	-
2 weeks.....	85	78	99	92	98	94	93	89	99	95	99	98	86
Over 2 and under 3 weeks.....	2	3	-	-	-	-	3	5	-	4	-	2	5
3 weeks.....	3	4	1	1	1	2	3	5	1	1	1	1	9
Over 3 and under 4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
<u>After 4 years of service</u>													
1 week.....	3	3	-	3	-	4	(⁵)	(⁵)	-	-	-	-	1
Over 1 and under 2 weeks.....	6	9	-	1	-	-	(⁵)	(⁵)	-	-	-	-	-
2 weeks.....	86	79	99	92	99	94	93	88	99	95	99	98	86
Over 2 and under 3 weeks.....	2	3	-	-	-	-	4	6	-	4	-	2	5
3 weeks.....	3	4	1	1	1	2	3	5	1	1	1	1	9
Over 3 and under 4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Chicago, Ill., April 1967)

Vacation policy	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
<u>Amount of vacation pay⁶—Continued</u>													
<u>After 5 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	(⁵)	-	-	-	-	1
Over 1 and under 2 weeks.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-
2 weeks.....	89	87	98	87	92	96	85	82	97	82	96	89	65
Over 2 and under 3 weeks.....	2	3	-	-	-	-	3	2	-	-	-	6	5
3 weeks.....	7	7	2	11	8	4	12	15	3	18	4	6	29
Over 3 and under 4 weeks.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	1	1	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
<u>After 10 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	24	20	35	26	19	66	18	19	8	29	14	10	40
Over 2 and under 3 weeks.....	7	11	-	3	-	-	2	3	-	(⁵)	-	4	-
3 weeks.....	65	65	64	63	80	31	74	68	91	60	86	86	52
Over 3 and under 4 weeks.....	1	2	-	-	-	2	2	5	-	4	-	-	2
4 weeks.....	2	2	1	5	1	1	4	6	1	7	1	1	5
<u>After 12 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	16	12	11	17	15	66	14	14	1	22	9	8	37
Over 2 and under 3 weeks.....	8	13	-	3	-	-	2	3	-	(⁵)	-	4	-
3 weeks.....	70	69	88	69	85	28	77	72	98	65	90	86	55
Over 3 and under 4 weeks.....	2	3	-	2	-	-	3	5	-	4	-	1	2
4 weeks.....	3	3	1	5	1	5	4	6	1	7	1	1	5
Over 4 weeks.....	(⁵)	-	-	1	-	-	(⁵)	-	-	1	-	-	-
<u>After 15 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	6	2	-	9	8	39	4	3	-	9	5	(⁵)	20
Over 2 and under 3 weeks.....	-	-	-	-	-	-	(⁵)	-	-	-	-	2	-
3 weeks.....	82	86	79	74	86	52	82	81	75	78	93	92	67
Over 3 and under 4 weeks.....	3	4	11	-	-	-	2	(⁵)	12	-	-	4	-
4 weeks.....	8	7	9	14	6	9	10	15	13	12	2	2	13
Over 4 weeks.....	(⁵)	1	-	1	-	-	(⁵)	(⁵)	-	1	-	-	-
<u>After 20 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	6	2	-	9	7	39	4	3	-	9	4	(⁵)	20
3 weeks.....	41	49	2	49	23	45	44	42	6	48	17	76	56
Over 3 and under 4 weeks.....	3	5	-	-	-	-	1	2	-	-	-	2	-
4 weeks.....	48	42	87	33	70	15	47	49	81	35	79	20	22
Over 4 weeks.....	3	2	11	7	-	1	4	5	12	8	-	2	1
<u>After 25 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	6	2	-	9	7	39	4	3	-	9	4	(⁵)	19
3 weeks.....	24	25	2	35	16	44	24	20	6	39	10	40	38
Over 3 and under 4 weeks.....	1	1	-	3	-	-	(⁵)	(⁵)	-	2	-	-	-
4 weeks.....	64	65	87	44	77	16	62	67	82	37	86	49	41
Over 4 weeks.....	5	6	11	7	-	1	9	10	12	13	-	11	1

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Chicago, Ill., April 1967)

Vacation policy	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
<u>Amount of vacation pay⁵—Continued</u>													
<u>After 30 years of service</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	6	2	-	9	7	39	4	3	-	9	4	(⁵)	19
3 weeks.....	24	25	2	32	16	44	24	20	6	36	10	40	38
Over 3 and under 4 weeks.....	1	1	-	3	-	-	(⁵)	(⁵)	-	2	-	-	-
4 weeks.....	62	62	87	46	77	16	61	65	82	39	86	49	41
Over 4 weeks.....	7	9	11	7	-	1	10	13	12	14	-	11	1
<u>Maximum vacation available</u>													
1 week.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	1
2 weeks.....	6	2	-	9	7	39	4	3	-	9	4	(⁵)	19
3 weeks.....	24	25	2	32	16	44	24	20	6	36	10	40	38
Over 3 and under 4 weeks.....	1	1	-	3	-	-	(⁵)	(⁵)	-	2	-	-	-
4 weeks.....	62	62	86	46	77	16	61	65	81	39	86	47	41
Over 4 weeks.....	7	9	12	7	-	1	10	13	13	14	-	13	1

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

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

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' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' pay or more after 5 years includes those who receive 3 weeks' pay or more after fewer years of service.

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

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, ¹ Chicago, Ill., April 1967)

Type of benefit	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance.....	95	97	99	93	93	78	95	99	99	94	96	93	83
Accidental death and dismemberment insurance.....	60	65	61	64	50	44	56	66	47	67	46	44	49
Sickness and accident insurance or sick leave or both ⁵	89	93	77	87	92	63	83	91	82	85	96	68	64
Sickness and accident insurance.....	70	81	49	74	43	60	46	66	28	55	34	29	26
Sick leave (full pay and no waiting period).....	11	7	32	25	13	7	49	53	58	55	8	57	50
Sick leave (partial pay or waiting period).....	16	10	22	6	45	4	15	10	20	6	62	3	4
Hospitalization insurance.....	98	100	100	95	95	93	96	97	99	96	99	94	91
Surgical insurance.....	98	99	100	94	95	93	96	96	99	93	99	94	91
Medical insurance.....	87	88	95	79	81	80	86	90	98	87	68	85	78
Catastrophe insurance.....	56	54	83	55	63	18	79	73	96	71	79	87	75
Retirement pension.....	70	71	70	64	78	55	76	77	63	73	82	83	71
No health, insurance, or pension plan.....	1	-	-	3	-	6	(⁶)	-	1	1	(⁶)	-	3

¹ Includes those plans for which at least a part of the cost is borne by the employer, except those legally required, such as workmen's compensation, social security, and railroad retirement.² Includes data for real estate in addition to those industry divisions shown separately.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.⁶ Less than 0.5 percent.

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

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health insurance benefits covering employees and their dependents, Chicago, Ill., April 1967)

Type of benefit, coverage, and financing ¹	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Hospitalization insurance.....	98	100	100	95	95	93	96	97	99	96	99	94	91
Covering employees only.....	22	21	1	4	32	63	16	16	6	16	18	17	24
Employer financed.....	18	16	-	3	26	63	11	10	6	9	14	13	15
Jointly financed.....	4	5	1	1	6	1	5	6	(⁵)	6	4	4	9
Covering employees and their dependents.....	76	79	99	91	63	30	80	80	93	80	81	78	66
Employer financed.....	37	42	52	50	17	9	20	31	41	29	1	3	5
Jointly financed.....	30	27	36	28	44	18	50	37	37	39	74	70	59
Employer financed for employees; jointly financed for dependents.....	9	11	11	13	2	3	10	13	15	13	6	5	3
Employer financed for dependents; jointly financed for employees.....	(⁵)		(⁵)				(⁵)	(⁵)	(⁵)				
Surgical insurance.....	98	99	100	94	95	93	96	96	99	93	99	94	91
Covering employees only.....	22	21	1	4	32	63	16	16	6	16	18	17	24
Employer financed.....	18	16	-	3	26	63	11	10	6	9	14	13	15
Jointly financed.....	4	5	1	1	6	1	5	6	(⁵)	6	4	4	9
Covering employees and their dependents.....	76	79	99	90	63	30	79	79	93	78	81	78	66
Employer financed.....	37	41	52	49	17	9	20	30	41	26	1	3	5
Jointly financed.....	30	27	36	28	44	18	50	36	37	39	74	70	59
Employer financed for employees; jointly financed for dependents.....	9	11	11	13	2	3	10	13	15	13	6	5	3
Employer financed for dependents; jointly financed for employees.....	(⁵)		(⁵)				(⁵)	(⁵)	(⁵)				
Medical insurance.....	87	88	95	79	81	80	86	90	98	87	68	85	78
Covering employees only.....	21	19	1	4	28	56	15	15	6	14	15	17	19
Employer financed.....	17	15	-	3	23	55	11	10	6	8	11	13	15
Jointly financed.....	4	4	1	1	5	1	4	5	(⁵)	6	4	4	4
Covering employees and their dependents.....	66	69	95	75	53	24	71	75	91	73	53	68	59
Employer financed.....	33	36	47	40	17	9	19	29	38	25	1	3	5
Jointly financed.....	25	22	36	27	35	12	43	33	38	38	52	61	51
Employer financed for employees; jointly financed for dependents.....	8	11	11	8	1	3	9	12	15	10	1	5	3
Employer financed for dependents; jointly financed for employees.....	(⁵)		(⁵)				(⁵)		(⁵)				
Catastrophe insurance.....	56	54	83	55	63	18	79	73	96	71	79	87	75
Covering employees only.....	9	12	2	5	7	5	12	14	8	12	5	16	14
Employer financed.....	7	10	1	4	4	4	9	9	7	9	2	13	11
Jointly financed.....	2	2	1	1	3	1	4	5	1	3	4	4	3
Covering employees and their dependents.....	47	42	81	50	57	13	66	59	89	58	74	71	61
Employer financed.....	19	16	57	20	14	2	16	18	57	17	(⁵)	3	2
Jointly financed.....	21	18	15	20	40	10	43	31	21	30	68	65	57
Employer financed for employees; jointly financed for dependents.....	7	8	9	11	2	2	8	10	11	12	6	3	2
Employer financed for dependents; jointly financed for employees.....	(⁵)	-	(⁵)	-	-	-	(⁵)	(⁵)	(⁵)	-	-	-	-

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

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Less than 0.5 percent.

Table B-8. Premium Pay for Overtime Work

(Percent distribution of plant and office workers in all industries and in industry divisions by overtime premium pay provisions, Chicago, Ill., April 1967)

Premium pay policy	Plant workers						Office workers						
	All industries ¹	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium rates</u>													
Workers in establishments having provisions for daily overtime pay ⁴ at premium rates.....	84	89	100	88	67	49	57	65	91	70	73	23	14
Time and one-half.....	83	88	100	88	67	49	57	65	91	70	73	23	14
Effective after:													
Less than 7½ hours.....	2	3	-	-	-	-	(⁵)	-	1	-	-	-	3
7½ hours.....	1	1	-	-	1	-	4	5	(⁵)	1	1	8	4
Over 7½ and under 8 hours.....	(⁵)	-	-	2	-	-	-	2	-	-	-	3	-
8 hours.....	80	84	100	86	67	43	51	58	90	69	71	12	7
9 hours.....	(⁵)	-	-	-	-	6	-	-	-	-	-	-	-
Other premium rates.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁶	16	11	-	12	33	51	43	35	9	30	27	77	86
<u>Weekly overtime at premium rates</u>													
Workers in establishments having provisions for weekly overtime pay ⁴ at premium rates.....	99	100	100	100	100	99	99	100	99	100	99	100	96
Time and one-half.....	99	100	100	100	98	99	99	100	99	100	99	98	96
Effective after:													
Less than 37½ hours.....	2	4	-	-	-	-	1	1	1	(⁵)	-	-	7
37½ hours.....	1	1	-	-	1	(⁵)	6	6	(⁵)	1	2	8	19
Over 37½ and under 40 hours.....	(⁵)	-	-	2	-	-	3	4	-	1	-	4	5
40 hours.....	95	95	100	98	97	77	89	89	99	98	98	85	64
42 hours.....	(⁵)	-	-	-	-	6	-	-	-	-	-	-	-
44 hours.....	1	-	-	-	-	14	(⁵)	-	-	-	-	-	2
48 hours.....	(⁵)	-	-	-	1	2	-	-	-	-	-	-	-
Other premium rates.....	(⁵)	-	-	-	2	-	(⁵)	-	-	-	-	2	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁶	(⁵)	-	-	-	-	1	(⁵)	-	(⁵)	-	(⁵)	-	-

¹ Includes data for real estate in addition to those industry divisions shown separately.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ Includes workers in establishments covered by legislative requirements regarding premium pay for overtime, even though such workers actually do not work overtime. Graduated provisions for premium pay are classified under the first effective premium rate. For example, a plan calling for time and one-half after 8 and double time after 10 hours would be considered as time and one-half after 8 hours. Similarly, a plan calling for no pay or pay at a regular rate after 35 hours and time and one-half after 40 hours would be considered as time and one-half after 40 hours.⁵ Less than 0.5 percent.⁶ Includes workers in establishments exempt from legislative requirements regarding premium pay for overtime and where, as a matter of policy, overtime is not worked.

Appendix. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

CLERK, ACCOUNTING—Continued

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

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

CLERK, FILE

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

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

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

CLERK, ORDER

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

CLERK, ORDER—Continued

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEYPUNCH OPERATOR

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

KEYPUNCH OPERATOR—Continued

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

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

OFFICE BOY OR GIRL

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

SECRETARY

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

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

SECRETARY—Continued

Exclusions

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

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

Class A

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

b. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or

c. Secretary to the head (immediately below the corporate officer level) of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

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

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

SECRETARY—Continued

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

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

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

Class C

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

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

Class D

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

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, GENERAL—Continued

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

STENOGRAPHER, SENIOR

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

OR

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

SWITCHBOARD OPERATOR

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

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

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

TABULATING-MACHINE OPERATOR—Continued

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

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

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

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

PROFESSIONAL AND TECHNICAL

DRAFTSMAN

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

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

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

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,

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—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 AND WATCHMAN

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

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

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.

SHIPPING AND RECEIVING CLERK—Continued

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)

Available On Request—

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

Order as BLS Bulletin 1535, National Survey of Professional, Administrative, Technical, and Clerical Pay, February–March 1966.
50 cents a copy.

Area Wage Surveys

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

Area	Bulletin number and price	Area	Bulletin number and price
Akron, Ohio, June 1966 ¹	1465-81, 30 cents	Milwaukee, Wis., Apr. 1966	1465-61, 20 cents
Albany-Schenectady-Troy, N.Y., Apr. 1967	1530-62, 25 cents	Minneapolis-St. Paul, Minn., Jan. 1967 ¹	1530-42, 30 cents
Albuquerque, N. Mex., Apr. 1967	1530-60, 20 cents	Muskegon-Muskegon Heights, Mich., May 1967	1530-72, 20 cents
Allentown-Bethlehem-Easton, Pa.-N.J., Feb. 1967	1530-53, 25 cents	Newark and Jersey City, N.J., Feb. 1967	1530-55, 25 cents
Atlanta, Ga., May 1967	1530-71, 25 cents	New Haven, Conn., Jan. 1967	1530-41, 25 cents
Baltimore, Md., Nov. 1966 ¹	1530-30, 30 cents	New Orleans, La., Feb. 1967 ¹	1530-51, 30 cents
Beaumont-Port Arthur-Orange, Tex., May 1966 ¹	1465-63, 25 cents	New York, N.Y., Apr. 1966 ¹	1465-82, 40 cents
Birmingham, Ala., Apr. 1967 ¹	1530-63, 30 cents	Norfolk-Portsmouth and Newport News- Hampton, Va., June 1966	1465-77, 20 cents
Boise City, Idaho, July 1966 ¹	1530-2, 25 cents	Oklahoma City, Okla., Aug. 1966 ¹	1530-6, 25 cents
Boston, Mass., Oct. 1966	1530-16, 25 cents		
Buffalo, N.Y., Dec. 1966 ¹	1530-38, 30 cents	Omaha, Nebr.-Iowa, Oct. 1966	1530-18, 25 cents
Burlington, Vt., Mar. 1967 ¹	1530-52, 25 cents	Paterson-Clifton-Passaic, N.J., May 1967	1530-67, 25 cents
Canton, Ohio, Apr. 1967	1530-58, 20 cents	Philadelphia, Pa.-N.J., Nov. 1966 ¹	1530-35, 35 cents
Charleston, W. Va., Apr. 1967	1530-61, 20 cents	Phoenix, Ariz., Mar. 1967	1530-59, 20 cents
Charlotte, N.C., Apr. 1967	1530-64, 20 cents	Pittsburgh, Pa., Jan. 1967 ¹	1530-46, 30 cents
Chattanooga, Tenn.-Ga., Sept. 1966 ¹	1530-8, 30 cents	Portland, Maine, Nov. 1966	1530-17, 20 cents
Chicago, Ill., Apr. 1967 ¹	1530-73, 30 cents	Portland, Oreg.-Wash., May 1966 ¹	1465-73, 25 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1967	1530-56, 25 cents	Providence-Pawtucket-Warwick, R.I.-Mass., May 1967 ¹	1530-70 30 cents
Cleveland, Ohio, Sept. 1966 ¹	1530-13, 30 cents	Raleigh, N.C., Sept. 1966	1530-7, 20 cents
Columbus, Ohio, Oct. 1966 ¹	1530-20, 30 cents	Richmond, Va., Nov. 1966	1530-23, 25 cents
Dallas, Tex., Nov. 1966 ¹	1530-25, 30 cents	Rockford, Ill., May 1967	1530-68, 20 cents
Davenport-Rock Island-Moline, Iowa-Ill., Oct. 1966 ¹	1530-19, 30 cents	St. Louis, Mo.-Ill., Oct. 1966 ¹	1530-27, 30 cents
Dayton, Ohio, Jan. 1967	1530-45, 25 cents	Salt Lake City, Utah, Dec. 1966 ¹	1530-33, 25 cents
Denver, Colo., Dec. 1966	1530-32, 25 cents	San Antonio, Tex., June 1966	1465-78, 20 cents
Des Moines, Iowa, Feb. 1967	1530-44, 25 cents	San Bernardino-Riverside-Ontario, Calif., Sept. 1966	1530-14, 25 cents
Detroit, Mich., Jan. 1967 ¹	1530-48, 30 cents	San Diego, Calif., Nov. 1966 ¹	1530-24, 25 cents
Fort Worth, Tex., Nov. 1966 ¹	1530-28, 30 cents	San Francisco-Oakland, Calif., Jan. 1967 ¹	1530-36, 30 cents
Green Bay, Wis., Aug. 1966 ¹	1530-5, 25 cents	San Jose, Calif., Sept. 1966	1530-10, 20 cents
Greenville, S.C., May 1967	1530-66, 25 cents	Savannah, Ga., May 1967	1530-69, 20 cents
Houston, Tex., June 1966 ¹	1465-85, 30 cents	Scranton, Pa., Aug. 1966	1530-3, 20 cents
Indianapolis, Ind., Dec. 1966	1530-37, 25 cents	Seattle-Everett, Wash., Oct. 1966	1530-22, 25 cents
Jackson, Miss., Feb. 1967	1530-43, 20 cents		
Jacksonville, Fla., Jan. 1967 ¹	1530-39, 25 cents	Sioux Falls, S. Dak., Oct. 1966	1530-12, 20 cents
Kansas City, Mo.-Kans., Nov. 1966	1530-26, 25 cents	South Bend, Ind., Mar. 1967	1530-57, 20 cents
Lawrence-Haverhill, Mass.-N.H., June 1966 ¹	1465-80, 25 cents	Spokane, Wash., June 1966	1465-75, 20 cents
Little Rock-North Little Rock, Ark., Aug. 1966 ¹	1530-1, 25 cents	Tampa-St. Petersburg, Fla., Sept. 1966 ¹	1530-9, 25 cents
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove, Calif., Mar. 1967 ¹	1530-65, 30 cents	Toledo, Ohio-Mich., Feb. 1967 ¹	1530-50, 30 cents
Louisville, Ky.-Ind., Feb. 1967 ¹	1530-49, 30 cents	Trenton, N.J., Dec. 1966 ¹	1530-34, 25 cents
Lubbock, Tex., June 1966 ¹	1465-79, 25 cents	Washington, D.C.-Md.-Va., Oct. 1966 ¹	1530-15, 30 cents
Manchester, N.H., Aug. 1966 ¹	1530-4, 25 cents	Waterbury, Conn., Mar. 1967	1530-54, 20 cents
Memphis, Tenn.-Ark., Jan. 1967	1530-40, 25 cents	Waterloo, Iowa, Nov. 1966 ¹	1530-21, 25 cents
Miami, Fla., Dec. 1966	1530-31, 25 cents	Wichita, Kans., Oct. 1966 ¹	1530-11, 25 cents
Midland and Odessa, Tex., June 1966 ¹	1465-84, 25 cents	Worcester, Mass., June 1966 ¹	1465-83, 25 cents
		York, Pa., Feb. 1967	1530-47, 25 cents
		Youngstown-Warren, Ohio, Nov. 1966	1530-29, 25 cents