



Wages and Related Benefits

PART I: 85 METROPOLITAN AREAS 1966-67

- Occupational Earnings
- Supplementary Practices

Bulletin No. 1530-87

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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November 1967

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

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Preface

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

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

The present consolidated bulletin (Part I) compiles the results of most of the individual area surveys made during the period July 1966 through June 1967. A list of the bulletins for the areas surveyed appears on the last page.

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Wages and Related Benefits—

Part I: 85 Metropolitan Areas, 1966—67¹

Introduction

This report, the first part of a two-part bulletin, summarizes in tabular form the results of surveys of occupational earnings in 85 metropolitan areas and related benefits in almost half of these areas.² These 85 areas, which were surveyed between July 1966 and June 1967, comprise an area sample from the 227 Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii, as established by the Bureau of the Budget through April 1966. The second part of the summary bulletin, to be issued at a later date, will provide occupational earnings, wage trends, intercity differences, and related benefits coverage for the combined 227 metropolitan areas of the United States.

Occupations were studied on a communitywide basis in each of the 85 areas. The area surveys provide earnings data for the following types of occupations: (1) Office clerical, (2) professional and technical, (3) maintenance and powerplant, and (4) custodial and material movement. Data were also collected and summarized on labor-management agreement coverage, shift operations and differentials, weekly work schedules, and supplementary wage benefits, such as paid holidays and paid vacations. Most of these data, presented in detail in the individual area bulletins, are summarized in this bulletin. Wage data are presented for each of the 85 areas and supplementary wage benefits for the 40 areas in which the data were collected.³ The scope and method of survey are presented in appendix A.

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings. Separate data for each industry group are provided where feasible, depending largely on the relative size and importance of the industry group within a given area. Thus, the sampling techniques provided for presentation of separate data for manufacturing in each of the 85 areas; public utilities in 83; retail trade in 24; finance and wholesale trade

in 17; and services in 8. The amount of industry detail provided in the individual area bulletins is indicated in the table in appendix A. An explanation of the industry detail provided in this bulletin is given on page 10.

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

Characteristics of the 85 Areas

The establishments within the scope of the surveys in the 85 areas provided employment to more than 16 million workers. The 85 areas covered by this report had a combined population of almost 90 million in 1960. Forty-two States and the District of Columbia were represented, permitting some examination of intraregional as well as interregional variation in pay levels and associated practices.

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

On the basis of employment within scope in the 85 areas in 1966—67, the proportion of employees in manufacturing industries ranged from 11 percent in Washington, D.C., to 85 percent in 3 areas—Lawrence—Haverhill, Muskegon—Muskegon Heights, and Waterbury. In 48 of the 85 areas, manufacturing employment was greater than in all nonmanufacturing industry groups combined. (See table 1.) A large

¹ Prepared in the Bureau's Division of Occupational Pay, under the general direction of Thomas W. Gavett, Assistant Commissioner for Wages and Industrial Relations. Area studies were supervised by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

² Data on related benefits are collected biennially in most areas. Year-earlier data for the areas not presented in the B-series tables are included in Wages and Related Benefits, Part I: 84 Metropolitan Areas, 1965—66 (BLS Bulletin 1465-86), pp. 44-84. The program also covered a non-metropolitan area (Burlington, Vt.) which is not included in this report.

³ See lists of area bulletins on the last page.

proportion of such areas was located in the Northeast and North Central regions. Manufacturing employment exceeded nonmanufacturing in only 9 of 28 southern areas surveyed and 3 of 13 western areas.

Each of the 21 two-digit industry groupings within the manufacturing division accounted for 10 percent or more of the manufacturing employment in at least one area. In the South, 18 of the 21 two-digit industry groupings were so represented; in the Northeast, 17; in the North Central, 10; and, in the West, 9 of the 21 categories showed similar concentrations. The industry groups which accounted for 10 percent or more of the manufacturing employment in the most areas within each region were as follows: Northeast (19 areas)—electrical machinery, 9 areas; and primary metals, 5 areas; South (28 areas)—food, 19 areas; transportation equipment, 10 areas; and electrical machinery, 8 areas; North Central (25 areas)—machinery (other than electrical), 17 areas; transportation equipment, 12 areas; and food, 10 areas; and West (13 areas)—transportation equipment, 8 areas, and food, 7 areas.

Within the nonmanufacturing industry groups studied, the proportion of workers employed in public utilities ranged from less than a seventh of total nonmanufacturing employment in Lawrence-Haverhill to almost half in Charleston, W.Va. (See table 2.) In some areas, electric, gas, or transit establishments are municipally operated and

are excluded by definition from the scope of the surveys. (See table in appendix A.) The retail trade group showed a similar range employing a fifth or less of the workers in Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Newark and Jersey City, and San Francisco-Oakland, but employing nearly half of the nonmanufacturing workers in the Greenville and Tampa-St. Petersburg areas. Either public utilities or retail trade accounted for the largest nonmanufacturing employment in 82 of the 85 areas studied.

The extent of unionization also varied greatly among areas. Labor-management agreements covered 65 percent or more of the plant workers in about half of the areas studied. (See table 3.) The proportion of plant workers covered by agreements was highest in Seattle-Everett, 1 of 5 areas in which at least 9 of every 10 workers were employed in establishments where a majority of the plant workers were covered by one or more contracts. Less than a fourth of the plant workers were under contract in six areas, with less than a tenth of the plant workers covered in Greenville.

A much smaller proportion of office workers were covered by labor-management agreements. Only 10 areas reported more than a fourth of the office workers having coverage. Less than a tenth of the office work force were unionized in 25 areas, and between a tenth and a fourth were unionized in the remaining 50 areas.

Table 1. Manufacturing Employment

(Proportion of workers within scope of survey¹ employed in manufacturing industries and the major groups within manufacturing in 85 metropolitan areas surveyed, July 1966 through June 1967)

Metropolitan area	Manufacturing employment as percent of total	Major industry groups ² by percent of all manufacturing employment					Metropolitan area	Manufacturing employment as percent of total	Major industry groups ² by percent of all manufacturing employment					
		50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent			50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent	
Northeast						South—Continued								
Albany-Schenectady-Troy	57	-	-	35	-	-	Savannah	62	-	-	26	-	-	20, 37
Allentown-Bethlehem-Easton	80	-	-	-	33	23	Tampa-St. Petersburg	38	-	-	-	20, 36	-	-
Boston	44	-	-	-	36	37	Washington	11	-	-	27	20	-	-
Buffalo	66	-	-	-	-	33, 37	North Central							
Lawrence-Haverhill	85	-	-	36	31	-	Akron	71	-	30	-	-	-	34
Manchester	70	-	-	31	22	36	Canton	79	-	-	33	35	-	-
Newark and Jersey City	55	-	-	-	36	20, 28	Chicago	54	-	-	-	36	-	-
New Haven	60	-	-	-	-	19, 37	Cincinnati	60	-	-	-	-	-	20, 35, 37
New York	32	-	-	-	-	23, 27, 36	Cleveland	62	-	-	-	-	-	33, 34, 35, 37
Paterson-Clifton-Passaic	66	-	-	-	-	-	Columbus	52	-	-	-	36	-	34, 35, 37
Philadelphia	59	-	-	-	-	36	Davenport-Rock Island-Moline	71	35	-	-	-	-	33
Pittsburgh	64	-	33	-	-	36	Dayton	73	-	-	-	35, 36	-	27
Portland	50	-	-	-	26	20, 31	Des Moines	40	-	-	-	35	-	20, 27, 30
Providence-Pawtucket-Warwick	72	-	-	-	39	22	Detroit	64	-	37	-	-	-	34, 35
Scranton	71	-	23	-	-	22, 36	Green Bay	63	-	26	-	-	-	35
Trenton	71	-	-	-	-	30, 34, 35, 36	Indianapolis	57	-	-	-	20	-	20, 35, 36
Waterbury	85	-	-	-	34	30, 33, 38	Kansas City	44	-	-	-	-	-	20, 36, 37
Worcester	69	-	-	-	35	32, 33, 34	Milwaukee	65	-	-	-	-	-	35
York	80	-	-	-	-	22, 35	Minneapolis-St. Paul	47	-	-	-	-	-	20, 26, 36
South						West								
Atlanta	40	-	-	37	-	20	Muskegon-Muskegon Heights	85	-	-	-	33, 35	-	37
Baltimore	58	-	-	-	33	20, 36	Omaha	40	-	20	-	-	-	36
Beaumont-Port Arthur-Orange	68	-	29	-	28	37	Rockford	80	-	-	-	34, 35	-	37
Birmingham	55	-	33	-	-	37	St. Louis	59	-	-	-	37	-	20, 33
Charleston, W. Va.	58	28	-	-	-	34	Sioux Falls	48	20	-	-	-	-	-
Charlotte	42	-	-	-	22	19	South Bend	67	-	-	37	35	-	30
Chattanooga	73	-	-	-	22	28, 34	Toledo	68	-	-	-	37	-	32
Dallas	43	-	-	-	36	20, 23, 37	Waterloo	78	35	-	-	20	-	-
Fort Worth	53	37	-	-	-	20	Wichita	68	37	-	-	-	-	-
Greenville	81	-	22	-	23	35	Youngstown-Warren	77	33	-	-	-	-	-
Houston	40	-	-	-	-	28, 29, 34, 35	West							
Jackson	41	-	-	-	20	25, 32, 36	Albuquerque	21	-	19	-	20	-	32
Jacksonville	28	-	-	-	37	20, 26	Boise City	32	-	-	-	20, 24, 37	-	27
Little Rock-North Little Rock	44	-	-	-	-	20, 23, 36, 38	Denver	36	-	-	-	20	-	37
Louisville	62	-	-	-	-	20, 28, 36	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	53	-	-	-	-	37	36
Lubbock	29	-	20	-	35	-	Phoenix	45	-	-	36	-	-	35, 37
Memphis	45	-	-	-	-	20, 24	Portland	45	-	-	-	-	-	24
Miami	23	-	-	-	-	20, 23, 34, 37	Salt Lake City	39	-	-	-	-	-	19, 20, 33, 35, 37
Midland and Odessa	22	28	-	-	-	-	San Bernardino-Riverside-Ontario	46	-	-	33	-	-	32, 37
New Orleans	34	-	-	-	-	19, 20, 37	San Diego	46	-	-	19, 37	-	-	-
Norfolk-Portsmouth and Newport News-Hampton	46	37	-	-	-	-	San Francisco-Oakland	32	-	-	-	-	-	20, 36
Oklahoma City	35	-	-	-	20, 36	34, 37	San Jose	66	-	-	-	19, 20, 36	-	-
Raleigh	38	-	-	36	20	22	Seattle-Everett	55	37	-	-	-	-	-
Richmond	46	-	-	-	21	28	Spokane	38	-	33	-	-	-	20, 24
San Antonio	31	-	-	20	-	23								

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

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

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

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

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

Table 2. Nonmanufacturing Employment

(Proportion of workers within scope of survey¹ employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries in 85 metropolitan areas surveyed, July 1966 through June 1967)

Metropolitan area	Nonmanu- facturing employment as percent of total	Percent distribution of nonmanufacturing workers by major industry group and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services			
		Total ⁵	Industry						Total ⁵	Industry		Total ⁵	Industry		
			40	42	48	49	60	63		70	72		73		
Northeast															
Albany-Schenectady-Troy.....	43	28	10	3	10	4	11	33	12	6	5	16	2	2	9
Allentown-Bethlehem-Easton.....	20	32	7	7	5	12	5	37	14	8	3	12	3	4	4
Boston.....	56	16	2	3	6	3	12	34	21	7	11	17	2	2	9
Buffalo.....	34	30	10	5	6	5	9	36	12	7	5	12	2	2	5
Lawrence-Haverhill.....	15	14	-	2	-	10	12	44	15	9	5	15	2	4	7
Manchester.....	30	32	-	9	13	9	14	25	16	7	8	13	3	4	3
Newark and Jersey City.....	45	30	6	6	7	5	12	19	18	5	11	20	1	3	14
New Haven.....	40	42	15	4	15	6	10	21	18	8	8	9	(⁶)	2	6
New York.....	68	21	2	2	8	3	12	21	25	9	8	20	3	2	11
Paterson-Clifton-Passaic.....	34	24	1	9	6	4	15	38	9	6	2	14	(⁶)	3	6
Philadelphia.....	41	24	4	3	7	5	13	31	19	7	9	13	2	3	6
Pittsburgh.....	36	29	9	3	6	8	12	32	13	7	4	15	2	2	7
Portland.....	50	31	8	5	13	3	16	31	16	8	8	6	4	2	1
Providence-Pawtucket-															
Warwick.....	28	24	2	5	7	7	9	40	18	8	8	9	1	2	4
Scranton.....	29	38	11	11	6	7	11	34	9	6	2	7	2	3	-
Trenton.....	29	25	3	3	11	6	7	34	13	6	7	22	2	4	13
Waterbury.....	15	29	2	6	10	9	7	37	16	13	2	11	1	3	7
Worcester.....	31	30	3	4	10	11	7	35	23	8	14	5	1	2	2
York.....	20	29	2	12	6	8	8	45	9	7	2	10	3	3	1
South															
Atlanta.....	60	28	4	7	6	3	16	31	14	4	7	11	2	3	4
Baltimore.....	42	25	6	3	6	6	11	32	17	5	7	16	2	3	7
Beaumont-Port Arthur-Orange.....	32	41	4	3	6	11	8	32	5	4	(⁶)	14	2	5	5
Birmingham.....	45	28	6	7	7	6	16	30	15	5	8	11	3	3	3
Charleston, W. Va.....	42	46	6	8	12	17	10	33	6	3	3	6	2	3	(⁶)
Charlotte.....	58	33	2	16	7	4	20	26	12	6	4	9	1	2	3
Chattanooga.....	27	23	11	3	6	2	7	35	21	7	13	14	4	5	3
Dallas.....	57	22	2	6	5	4	17	31	19	4	11	12	3	2	4
Fort Worth.....	47	24	9	3	5	5	13	41	11	4	5	10	1	3	4
Greenville.....	19	24	4	9	7	3	6	47	12	4	6	10	2	5	-
Houston.....	60	26	4	6	5	6	17	33	11	3	4	13	3	3	5
Jackson.....	59	27	5	2	12	6	12	28	16	6	8	17	5	7	2
Jacksonville.....	72	27	11	6	7	(⁶)	13	32	18	4	12	11	3	3	3
Little Rock-North Little Rock.....	56	35	15	6	8	5	12	25	15	5	7	13	4	4	2
Louisville.....	38	29	11	5	6	5	14	32	13	5	6	12	3	4	3
Lubbock.....	71	27	4	6	10	6	12	45	7	5	2	9	3	5	1
Memphis.....	55	24	8	9	5	(⁶)	19	32	11	5	3	14	4	4	3
Miami.....	77	27	1	1	5	2	6	35	9	4	2	23	14	3	3
Midland and Odessa.....	78	33	-	9	8	8	8	38	10	9	1	10	4	3	3
New Orleans.....	66	32	3	4	5	4	12	31	10	4	4	15	5	2	7
Norfolk-Portsmouth and Newport News-Hampton.....	54	26	8	4	7	3	10	44	8	6	1	12	2	4	5
Oklahoma City.....	65	26	3	7	8	7	13	37	15	4	6	9	2	2	3
Raleigh.....	62	24	7	1	6	6	13	32	24	6	13	7	2	3	2
Richmond.....	54	25	8	5	7	3	15	31	19	7	10	10	2	3	3
San Antonio.....	69	15	4	3	6	-	12	43	14	5	7	16	4	6	4
Savannah.....	38	40	20	2	8	7	7	36	8	6	-	10	4	5	-
Tampa-St. Petersburg.....	62	22	4	3	8	5	9	47	10	5	2	12	3	3	4
Washington.....	89	19	3	1	7	3	6	37	12	4	3	27	4	2	11

See footnotes at end of table.

Table 2. Nonmanufacturing Employment—Continued

(Proportion of workers within scope of survey¹ employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries in 85 metropolitan areas surveyed, July 1966 through June 1967)

Metropolitan area	Nonmanu- facturing employment as percent of total	Percent distribution of nonmanufacturing workers by major industry group and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴				Services		
		Total ⁵	Industry						Total ⁵	Industry		Total ⁵	Industry		
			40	42	48	49				60	63		70	72	73
North Central															
Akron.....	29	32	3	17	5	6	8	44	7	4	1	9	1	2	3
Canton.....	21	33	12	4	6	11	12	37	12	6	3	5	1	1	2
Chicago.....	46	24	9	4	5	3	16	28	14	4	6	19	3	3	8
Cincinnati.....	40	29	8	7	7	5	13	32	14	4	8	13	2	2	6
Cleveland.....	38	25	7	4	7	4	18	29	14	6	4	14	2	3	7
Columbus.....	48	23	6	4	7	5	11	34	16	4	10	16	4	3	5
Davenport—Rock Island—Moline.....	29	27	9	4	7	6	10	38	12	4	7	14	3	2	3
Dayton.....	27	20	1	3	6	7	8	44	7	4	1	20	3	3	12
Des Moines.....	60	21	3	5	9	3	16	26	29	4	23	8	3	2	2
Detroit.....	36	22	4	6	6	5	13	34	15	6	6	17	1	3	7
Green Bay.....	37	37	11	10	6	10	14	35	4	3	1	10	3	1	5
Indianapolis.....	43	25	6	7	6	4	14	34	17	4	11	10	3	3	2
Kansas City.....	35	28	9	5	6	3	15	36	12	4	6	10	2	2	3
Milwaukee.....	35	24	4	5	6	6	11	38	14	4	7	13	2	3	5
Minneapolis—St. Paul.....	53	25	7	5	5	3	16	34	14	4	6	12	3	2	5
Muskegon—Muskegon Heights.....	15	43	6	10	15	12	8	35	10	8	1	5	2	1	-
Omaha.....	60	35	18	3	8	3	11	26	17	4	11	11	5	2	2
Rockford.....	20	19	1	4	7	3	14	45	10	5	5	12	2	4	6
St. Louis.....	41	31	10	6	6	6	15	27	13	5	5	14	4	3	5
Sioux Falls.....	52	39	2	14	14	7	11	37	10	6	4	4	2	1	-
South Bend.....	33	24	1	10	6	6	15	29	20	6	3	12	3	3	3
Toledo.....	32	31	11	6	5	7	10	40	8	5	2	11	2	3	3
Waterloo.....	22	32	12	3	10	6	7	44	5	4	1	13	3	4	6
Wichita.....	32	27	4	5	9	7	8	44	10	6	2	11	4	3	2
Youngstown—Warren.....	23	32	11	9	6	5	8	43	8	6	2	8	1	3	2
West															
Albuquerque.....	79	22	5	3	8	4	5	25	7	4	2	7 ⁴⁰	4	3	2
Boise City.....	68	38	2	4	13	15	8	33	11	11	-	10	6	2	1
Denver.....	64	28	5	6	8	4	12	34	12	4	5	13	3	2	3
Los Angeles—Long Beach and Anaheim—Santa Ana— Garden Grove.....	47	21	2	3	10	3	15	20	19	7	7	25	2	2	11
Phoenix.....	55	20	2	3	9	4	7	44	15	8	3	14	7	3	4
Portland.....	55	31	8	7	7	5	15	30	13	7	4	11	4	1	3
Salt Lake City.....	61	30	7	7	8	5	12	36	11	6	4	10	2	2	4
San Bernardino—Riverside— Ontario.....	54	37	18	1	11	6	7	31	11	7	2	14	6	2	3
San Diego.....	54	22	(⁶)	1	11	7	6	40	15	7	3	17	6	3	7
San Francisco—Oakland.....	68	30	4	3	8	4	13	19	20	8	8	18	3	1	6
San Jose.....	34	19	3	4	9	3	9	32	13	6	3	27	2	1	21
Seattle—Everett.....	45	28	4	4	9	2	13	34	16	7	7	10	3	2	3
Spokane.....	62	33	15	5	7	5	9	37	9	6	1	12	7	1	3

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

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

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

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

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

(Approximate percent of all plant and office workers employed in establishments in which a contract or contracts covered a majority of workers in the respective categories,¹ July 1965 through June 1967)

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

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

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

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

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

⁵ Separate presentation of data for this division is not made because of one or more of the reasons mentioned in footnote 9 to the table in appendix A. Data for this division, however, are included in estimates for "all industries."

Table 4. Wage Changes¹—All Industries and Manufacturing(Percents of change¹ in average earnings² for selected occupational groups in 84 metropolitan areas,³ 1966-67⁴)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
Northeast								South—Continued									
Albany-Schenectady-Troy.....	4.8	2.6	5.9	6.4	3.9	3.1	5.9	4.9	San Antonio.....	8.0	(⁵)	(⁵)	11.2	(⁵)	(⁵)	(⁵)	10.4
Allentown-Bethlehem-Easton.....	2.7	2.8	3.9	2.1	2.2	2.8	4.0	2.7	Savannah.....	2.9	(⁵)	3.6	4.9	(⁵)	(⁵)	(⁵)	(⁵)
Boston.....	3.8	3.3	4.5	4.6	3.6	3.7	4.6	6.0	Washington.....	3.4	4.3	2.8	1.1	(⁵)	(⁵)	(⁵)	(⁵)
Buffalo.....	3.5	4.8	4.8	2.9	2.8	4.7	4.9	2.5	North Central								
Lawrence-Haverhill.....	(⁵)	4.2	7.0	6.3	(⁵)	4.2	(⁵)	6.7	Akron.....	4.4	10.1	5.1	2.9	4.4	10.5	5.2	4.1
Manchester.....	4.6	(⁵)	4.6	4.8	(⁵)	(⁵)	(⁵)	(⁵)	Canton.....	2.5	5.5	3.2	2.8	.5	5.5	3.1	2.9
Newark and Jersey City.....	3.8	4.3	3.6	1.7	3.8	3.8	3.6	1.9	Chicago.....	4.7	5.2	3.6	3.8	4.1	5.2	3.9	4.7
New Haven.....	3.3	4.0	4.0	3.6	2.4	3.6	3.6	3.0	Cincinnati.....	4.6	5.4	4.4	3.9	4.2	4.0	4.9	3.7
New York.....	4.0	6.3	3.3	4.0	3.2	4.0	2.8	3.1	Cleveland.....	2.3	4.4	4.3	2.2	2.3	4.4	4.3	3.1
Paterson-Clifton-Passaic.....	4.0	1.7	3.5	4.6	3.7	0	3.4	3.8	Columbus.....	1.7	2.4	3.9	4.7	3.5	3.3	4.0	7.1
Philadelphia.....	4.1	4.6	4.1	4.4	2.8	4.1	3.9	2.8	Davenport-Rock Island-Moline.....	5.9	3.1	4.4	3.9	4.0	3.1	4.4	3.9
Pittsburgh.....	3.1	4.5	1.9	3.8	3.4	3.5	1.7	2.4	Dayton.....	5.4	5.8	5.3	6.3	4.9	6.3	5.4	5.8
Portland.....	3.4	3.9	2.9	2.2	(⁵)	(⁵)	(⁵)	(⁵)	Des Moines.....	5.6	7.7	3.8	5.5	4.7	8.1	4.1	5.1
Providence-Pawtucket- Warwick.....	6.4	6.6	5.6	5.1	5.4	6.2	5.4	6.5	Detroit.....	5.6	7.3	5.4	6.9	5.9	7.2	5.4	5.9
Scranton.....	.6	(⁵)	2.0	0	2.5	(⁵)	1.8	6-1.4	Green Bay.....	3.5	(⁵)	3.7	2.4	(⁵)	(⁵)	3.5	5.0
Trenton.....	4.7	2.2	4.8	6.6	3.7	2.2	5.0	3.2	Indianapolis.....	4.5	5.1	4.6	4.5	4.1	5.9	4.5	3.6
Waterbury.....	3.7	6.1	3.9	4.0	3.4	5.6	4.0	1.7	Kansas City.....	3.5	4.8	3.9	5.0	3.4	5.7	4.4	4.6
Worcester.....	5.7	6.7	5.0	5.9	5.2	5.7	5.2	5.1	Milwaukee.....	5.0	8.2	5.0	7.0	3.3	8.7	5.2	4.0
York.....	5.1	(⁵)	5.9	6.5	5.0	(⁵)	6.2	6.1	Minneapolis-St. Paul.....	5.2	4.7	3.9	3.6	5.5	6.2	4.4	3.0
South								Muskegon-Muskegon Heights.....									
Atlanta.....	5.7	4.3	4.6	8.7	5.3	4.5	5.2	7.1	Omaha.....	4.1	13.3	4.6	5.4	3.4	13.3	4.6	4.2
Baltimore.....	3.8	4.0	6.6	.9	3.8	4.4	7.1	1.5	Rockford.....	4.6	(⁵)	2.6	3.6	3.4	(⁵)	2.3	2.9
Beaumont-Port Arthur- Orange.....	4.5	3.4	3.7	3.1	3.9	3.4	3.7	7.0	St. Louis.....	4.7	7.1	5.9	7.6	5.0	7.1	5.8	9.1
Birmingham.....	3.8	1.9	2.0	1.5	2.0	1.4	1.6	3.1	St. Louis.....	4.7	4.9	3.3	3.6	3.6	4.9	3.2	2.9
Charleston, W. Va.....	1.7	1.7	2.0	1.9	1.0	1.2	2.1	2.3	Sioux Falls.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Charlotte.....	4.4	(⁵)	6.3	7.2	4.5	(⁵)	7.4	7.9	South Bend.....	2.8	4.2	4.3	3.4	2.0	3.7	4.4	4.5
Chattanooga.....	4.0	2.9	1.7	5.5	2.9	2.9	2.3	4.9	Toledo.....	6.3	6.5	4.2	5.8	6.9	7.0	4.1	5.8
Dallas.....	4.6	6.6	2.1	4.7	2.9	(⁵)	3.2	1.4	Waterloo.....	2.2	(⁵)	5.1	3.2	(⁵)	(⁵)	(⁵)	(⁵)
Fort Worth.....	4.7	5.5	3.6	7.0	(⁵)	6.7	3.7	5.0	Wichita.....	6.3	3.5	4.9	3.5	4.4	3.1	4.8	1.0
Greenville.....	5.3	6.9	5.8	5.9	4.9	6.9	5.8	5.9	Youngstown-Warren.....	5.7	4.9	5.5	5.9	4.8	4.4	5.5	5.0
Houston.....	3.8	5.9	3.1	7.1	3.7	4.3	3.2	3.0	West								
Jackson.....	5.4	(⁵)	3.7	8.7	(⁵)	(⁵)	(⁵)	(⁵)	Albuquerque.....	3.0	(⁵)	(⁵)	3.5	(⁵)	(⁵)	(⁵)	(⁵)
Jacksonville.....	5.1	(⁵)	6.0	6.5	(⁵)	(⁵)	6.7	6.7	Boise City.....	3.0	(⁵)	(⁵)	1.7	(⁵)	(⁵)	(⁵)	(⁵)
Little Rock-North Little Rock.....	3.5	(⁵)	5.8	1.4	2.9	(⁵)	7.0	5.5	Denver.....	4.3	5.0	4.3	2.1	3.9	4.2	3.1	3.2
Louisville.....	5.5	5.6	4.6	2.5	4.0	4.6	4.8	1.8	Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove.....	5.3	6.7	5.1	3.5	5.3	6.3	5.4	4.7
Lubbock.....	6.3	(⁵)	(⁵)	6.2	(⁵)	(⁵)	(⁵)	(⁵)	Phoenix.....	5.8	(⁵)	3.1	4.4	4.8	(⁵)	(⁵)	2.8
Memphis.....	5.8	7.0	6.2	5.6	4.2	(⁵)	6.1	8.4	Portland.....	4.4	5.8	2.9	5.4	3.7	5.9	2.7	2.8
Miami.....	3.7	7.4	5.7	4.8	4.0	(⁵)	3.9	3.4	Salt Lake City.....	1.2	(⁵)	3.6	1.4	(⁵)	(⁵)	2.8	4.4
Midland and Odessa.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	San Bernardino-Riverside- Ontario.....	5.2	5.2	6.1	6.6	6.5	5.6	6.3	6.5
New Orleans.....	5.3	5.1	4.5	10.8	3.5	4.0	3.7	2.6	San Diego.....	3.9	(⁵)	4.6	3.3	3.2	(⁵)	4.0	3.5
Norfolk-Portsmouth and Newport News-Hampton.....	4.5	(⁵)	1.7	2.7	(⁵)	(⁵)	(⁵)	1.2	San Francisco-Oakland.....	3.6	4.6	3.5	3.2	3.0	4.1	2.8	3.7
Oklahoma City.....	4.5	(⁵)	2.1	4.5	2.5	(⁵)	(⁵)	8.0	San Jose.....	4.0	4.5	3.6	3.7	4.5	4.5	3.6	2.2
Raleigh.....	5.0	(⁵)	3.9	4.4	(⁵)	(⁵)	(⁵)	5.9	Seattle-Everett.....	4.7	6 10.0	5.7	4.6	4.3	6 8.5	5.7	5.5
Richmond.....	3.8	4.1	3.3	6 8.5	2.9	5.0	3.3	4.0	Spokane.....	6.2	(⁵)	3.8	7.3	(⁵)	(⁵)	4.2	3.2

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

Table 5. Wage Indexes—All Industries and Manufacturing

(Indexes of average earnings¹ for selected occupational groups in 80 metropolitan areas,² 1967³)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
Northeast								South—Continued									
Albany-Schenectady-Troy	121.6	118.3	121.1	124.5	118.2	117.9	120.4	123.0	San Antonio	127.3	(*)	(*)	136.6	(*)	(*)	(*)	130.1
Allentown-Bethlehem-Easton	119.5	110.2	119.1	117.5	119.8	110.2	118.5	116.0	Savannah	118.6	(*)	122.5	121.6	(*)	(*)	(*)	(*)
Boston	122.4	125.6	121.5	116.0	121.7	126.7	119.5	116.4	Washington	123.7	122.2	126.6	116.1	(*)	(*)	(*)	(*)
Buffalo	118.6	119.8	119.2	117.5	117.6	119.0	118.7	114.7	North Central								
Lawrence-Haverhill	(*)	133.9	127.0	126.5	(*)	133.9	(*)	126.1	Akron	120.7	127.5	119.9	117.9	121.7	127.9	119.7	116.4
Manchester	125.4	(*)	129.1	129.5	(*)	(*)	(*)	(*)	Canton	112.7	119.8	117.4	114.0	110.1	119.8	117.2	113.5
Newark and Jersey City	120.6	128.3	120.2	115.7	121.6	127.6	119.0	115.5	Chicago	119.6	123.9	120.3	120.8	119.4	122.8	119.7	117.6
New Haven	116.9	123.6	119.0	117.5	115.4	121.9	117.2	119.1	Cincinnati	120.2	118.6	120.4	124.9	118.3	118.4	119.9	123.3
New York	122.0	126.9	124.8	126.1	119.8	124.5	122.1	120.0	Cleveland	120.2	118.6	120.4	124.9	118.3	118.4	119.9	123.3
Paterson-Clifton-Passaic	121.4	121.3	123.4	125.8	122.4	120.7	122.6	123.0	Columbus	115.3	120.2	119.1	115.8	113.7	120.1	119.0	116.6
Philadelphia	119.6	120.8	121.7	123.5	118.0	120.2	121.5	120.8	Dayton	116.0	118.7	119.1	122.6	117.6	120.7	119.3	120.8
Pittsburgh	114.3	115.3	113.8	117.1	110.7	115.3	112.7	116.5	Davenport-Rock Island-Moline	121.8	118.1	119.3	119.9	119.8	118.1	119.0	120.3
Portland	117.2	117.8	123.1	110.9	(*)	(*)	(*)	(*)	Des Moines	118.8	126.2	118.2	118.6	118.3	124.5	118.1	121.0
Providence-Pawtucket-Warwick	128.8	134.0	127.4	119.3	125.5	133.5	127.0	120.7	Detroit	125.5	128.6	121.3	124.4	124.3	127.7	120.2	123.5
Scranton	111.7	(*)	118.5	122.7	122.2	(*)	117.7	123.9	Indianapolis	121.5	124.9	119.5	122.4	121.1	123.5	119.6	121.2
Trenton	119.1	130.6	119.7	124.0	114.8	129.8	119.3	122.6	Kansas City	119.0	124.6	124.1	121.8	117.0	124.9	124.3	121.3
Waterbury	117.1	117.6	117.4	113.4	116.0	118.3	116.8	113.4	Milwaukee	117.2	125.6	123.5	123.8	116.1	124.9	121.9	120.5
Worcester	123.6	125.9	121.0	129.0	120.8	124.2	119.8	132.1	Minneapolis-St. Paul	119.0	126.6	121.8	122.0	117.0	126.6	120.9	120.5
York	120.1	(*)	121.9	121.4	122.1	(*)	120.5	118.3	Muskegon-Muskegon Heights	120.0	120.5	123.4	123.4	119.2	119.3	122.9	121.2
South								West									
Atlanta	126.9	127.4	125.9	126.9	125.1	126.5	124.7	127.6	Albuquerque	118.8	(*)	(*)	124.2	(*)	(*)	(*)	(*)
Baltimore	122.3	120.2	123.3	116.1	115.8	119.0	123.0	117.7	Boise City	120.0	(*)	(*)	116.0	(*)	(*)	(*)	(*)
Beaumont-Port Arthur-Orange	122.7	117.2	116.7	119.0	119.8	117.2	115.8	118.0	Denver	122.2	127.8	121.2	122.8	120.4	122.4	119.0	126.1
Birmingham	119.1	112.5	115.3	115.8	111.6	109.8	114.2	115.2	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	122.7	128.7	121.8	123.1	123.6	127.6	120.2	118.2
Charleston, W. Va.	115.6	115.2	113.3	113.2	109.2	114.0	112.5	116.8	Phoenix	126.1	(*)	118.9	122.4	123.6	(*)	(*)	123.0
Charlotte	124.2	(*)	128.9	132.1	121.8	(*)	123.8	130.0	Portland	122.0	131.9	120.6	124.9	117.6	135.3	119.2	120.5
Chattanooga	120.5	118.6	115.8	127.3	123.7	118.6	116.4	126.9	Salt Lake City	123.5	(*)	124.8	116.8	(*)	(*)	121.0	124.2
Dallas	120.9	125.6	122.2	121.8	116.9	(*)	123.8	121.3	San Bernardino-Riverside-Ontario	123.5	120.7	122.5	117.7	127.4	118.8	122.1	119.2
Fort Worth	124.4	120.3	124.1	128.0	(*)	121.3	123.1	118.7	San Francisco-Oakland	120.9	120.1	121.5	121.7	117.7	119.9	119.9	120.4
Greenville	128.6	123.5	129.2	129.2	126.1	123.5	130.3	132.7	Seattle-Everett	123.3	131.0	125.1	129.3	122.5	128.8	125.0	132.1
Houston	118.6	118.2	120.2	128.3	116.2	118.7	116.6	126.2	Spokane	123.1	(*)	120.5	124.9	(*)	(*)	118.9	112.5
Jackson	126.9	(*)	117.5	137.6	(*)	(*)	(*)	(*)									
Jacksonville	123.5	(*)	124.3	124.5	(*)	(*)	(*)	120.5									
Little Rock-North Little Rock	122.2	(*)	124.6	120.1	123.5	(*)	122.1	119.4									
Louisville	123.7	119.3	118.9	117.4	121.4	118.6	117.9	118.2									
Lubbock	125.0	(*)	(*)	123.8	(*)	(*)	(*)	(*)									
Memphis	125.4	123.6	125.3	130.4	124.0	(*)	124.8	131.0									
Miami	120.9	129.8	125.2	115.2	120.5	(*)	117.8	114.8									
New Orleans	126.8	114.1	124.0	135.0	125.5	108.9	120.7	119.8									
Norfolk-Portsmouth and Newport News-Hampton	122.4	(*)	116.6	115.5	(*)	(*)	(*)	112.5									
Oklahoma City	122.0	(*)	(*)	115.9	117.0	(*)	(*)	122.9									
Raleigh	127.5	(*)	121.7	121.6	(*)	(*)	(*)	124.5									
Richmond	122.6	115.2	121.6	133.6	117.2	115.4	120.1	130.9									

¹ See footnote 2, table 4.² Excludes Midland and Odessa, San Diego, San Jose, Tampa-St. Petersburg, and Youngstown-Warren which were not surveyed in the base year (fiscal 1961).³ Fiscal years ending June 30. The time span between the base year survey and the index year survey was not less than 71 months nor more than 73 months, except in Boise City (62 months), Columbus (69 months), Seattle-Everett (74 months), and Canton (76 months).⁴ Data do not meet publication criteria.⁵ See footnote 7, table 4.

Table 6. Wage Indexes—All Industries and Manufacturing—20 Metropolitan Areas¹(Indexes of average earnings² for selected occupational groups, 1967³)

Metropolitan area	Time interval (months)	(1953 ³ = 100) All industries				Manufacturing			
		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
<u>Northeast</u>									
Boston.....	163	171.1	177.2	171.1	161.7	167.2	177.4	169.8	162.5
Buffalo.....	164	161.9	171.9	169.4	168.0	163.8	172.2	168.3	165.6
Newark and Jersey City.....	171	167.8	183.0	170.7	167.0	170.1	182.0	169.3	174.1
New York.....	170	168.2	180.5	174.0	176.5	168.7	190.5	171.6	173.0
Philadelphia.....	169	171.0	176.5	175.0	177.2	167.4	175.0	172.7	171.2
Providence-Pawtucket-Warwick.....	173	175.0	178.6	178.1	156.5	176.0	176.8	175.1	149.4
<u>South</u>									
Atlanta.....	170	173.3	184.7	178.0	180.3	172.6	187.3	173.0	182.1
Baltimore.....	169	177.8	181.3	186.9	183.3	174.4	183.1	188.3	192.6
Dallas.....	171	168.4	166.5	173.4	167.8	157.5	(⁴)	168.2	165.5
Memphis.....	168	166.3	180.7	178.2	181.5	165.2	(⁴)	171.6	176.2
<u>North Central</u>									
Chicago.....	169	164.0	178.5	171.2	167.9	165.4	177.8	169.9	161.2
Cleveland.....	167	162.1	180.8	171.5	169.5	163.6	179.7	171.4	169.1
Kansas City.....	169	169.0	185.0	180.8	174.5	168.9	184.5	180.4	178.8
Milwaukee.....	168	163.8	186.5	176.2	169.5	166.3	187.2	176.2	167.9
Minneapolis-St. Paul.....	170	165.2	175.6	175.2	183.5	161.0	173.3	171.3	173.4
St. Louis.....	166	165.5	187.7	172.2	174.9	166.7	188.6	170.4	173.2
<u>West</u>									
Denver.....	169	172.1	183.0	187.1	193.4	174.0	(⁴)	182.9	201.6
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	169	173.1	179.7	173.4	174.2	174.8	181.1	171.5	165.2
Portland.....	177	170.3	182.0	173.8	174.6	164.4	181.8	172.8	167.4
San Francisco-Oakland.....	168	167.3	181.4	171.2	177.4	162.7	182.5	173.1	174.1

¹ Limited to the 20 areas which were surveyed in both 1953 and 1967.² See footnote 2, table 4.³ Fiscal years ending June 30. The method of computing the index from 1961 to 1967 is described on p. 82. Index data for 1953 to 1961 are based on a slightly different list of occupations, weights are based on 1953-54 employment, and the office clerical and industrial nurses' occupational groups are limited to women.⁴ Data do not meet publication criteria.

Change in Occupational Descriptions

Revised occupational descriptions for secretary (classes A, B, C, and D) were used for the first time in 34 areas. They were used 1 year earlier in the remainder of the areas. The revised descriptions, included in appendix B, classify workers according to level of responsibility. The size of organization and the scope of the supervisor's position are considered in distinguishing these levels. Data published under the composite title of secretary are not exactly comparable to data based on the earlier description.

Industry Detail

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

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1966 through June 1967)

Sex, occupation, and grade	West												
	Albuquerque ²	Boise City	Denver	Los Angeles— Long Beach and Anaheim— Santa Ana— Garden Grove ²	Phoenix ²	Portland	Salt Lake City	San Bernardino— Riverside— Ontario ⁵	San Diego	San Francisco— Oakland ⁵	San Jose	Seattle— Everett ²	Spokane
	April	July	December	March	March	May	December	September	November	January	September	October	June
Office clerical													
Men													
Clerks:													
Accounting, class A.....	\$109.00	\$109.00	\$119.00	\$123.50	\$110.00	\$132.00	\$116.00	-	\$127.50	\$126.00	\$128.00	\$125.00	\$127.50
Accounting, class B.....	84.00	-	93.00	106.00	113.50	113.50	103.50	-	-	116.00	-	-	-
Order.....	98.50	-	100.50	126.50	103.50	128.00	107.00	-	-	124.50	117.50	131.00	-
Payroll.....	-	-	-	130.50	-	-	-	-	-	122.00	-	-	-
Office boys.....	-	70.50	69.50	83.00	66.50	74.00	64.50	-	76.00	74.00	82.50	80.50	-
Tabulating-machine operators:													
Class A.....	-	-	132.50	137.00	-	-	-	-	133.50	132.00	-	-	-
Class B.....	-	-	104.00	120.50	-	110.50	-	-	114.00	119.50	120.50	-	-
Class C.....	-	-	-	109.50	-	100.50	-	-	-	103.00	-	-	-
Women													
Billers, machine (billing machine).....	-	71.50	75.50	99.50	-	87.00	70.50	-	80.50	97.00	-	96.50	82.00
Billers, machine (bookkeeping machine).....	-	71.00	72.50	99.50	-	76.00	73.50	-	78.50	94.00	-	92.50	-
Bookkeeping-machine operators, class A.....	88.00	91.00	88.00	107.50	105.00	100.00	85.00	\$111.00	101.50	109.50	105.00	-	-
Bookkeeping-machine operators, class B.....	71.00	63.00	82.00	99.50	80.00	88.50	71.00	73.50	78.50	95.00	89.50	87.50	72.00
Clerks:													
Accounting, class A.....	107.50	101.00	101.50	115.50	103.00	108.50	102.00	102.50	100.50	115.00	108.00	103.50	104.00
Accounting, class B.....	74.50	80.00	83.00	95.50	83.50	85.00	71.50	83.00	82.00	97.50	91.00	87.00	87.00
File, class A.....	-	-	78.50	93.00	-	102.50	-	-	-	89.00	96.00	100.00	-
File, class B.....	71.00	-	71.00	78.50	76.50	78.50	66.00	-	70.50	74.50	74.00	75.50	-
File, class C.....	-	-	63.00	70.50	62.50	68.50	-	-	-	67.00	85.50	69.00	-
Order.....	75.50	-	82.00	96.00	88.50	88.50	75.00	-	92.00	102.50	100.00	95.50	72.50
Payroll.....	86.00	89.50	93.00	108.50	91.50	96.50	91.50	97.50	103.50	111.50	106.50	101.50	102.00
Comptometer operators.....	-	-	80.50	109.00	88.50	92.50	75.00	-	96.00	104.50	97.00	95.00	80.00
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	95.50	-	78.00	-	-	-	86.50	-	-	-
Keypunch operators, class A.....	98.50	83.00	92.00	108.00	90.00	91.00	87.00	108.00	107.50	104.50	103.00	96.50	106.50
Keypunch operators, class B.....	69.50	73.50	84.00	97.00	79.50	86.00	76.00	89.50	90.00	97.00	93.50	87.00	-
Office girls.....	-	-	67.50	78.50	-	65.00	60.50	-	67.00	75.00	74.50	71.50	75.50
Secretaries ³	109.50	99.50	107.50	122.00	103.00	105.50	98.50	117.00	114.50	117.00	117.00	117.00	100.00
Class A.....	-	-	118.00	145.50	116.50	113.50	102.50	-	126.00	138.50	126.50	-	-
Class B.....	124.50	111.00	116.50	133.50	112.50	115.50	100.50	126.00	121.50	126.00	132.50	131.50	100.00
Class C.....	115.50	100.00	113.00	126.00	103.50	107.50	106.00	123.00	113.50	120.00	116.00	118.50	98.50
Class D.....	103.50	83.50	100.50	112.00	96.50	98.50	92.00	102.00	111.50	107.50	114.50	111.50	98.50
Stenographers, general.....	84.00	76.00	90.00	100.00	83.50	87.00	84.00	91.50	101.00	93.00	97.50	99.00	91.50
Stenographers, senior.....	96.50	86.00	95.00	109.50	94.00	96.50	95.00	103.50	108.00	104.50	109.50	97.00	107.50
Switchboard operators, class A.....	-	74.00	87.50	109.00	92.50	100.00	-	97.50	97.50	99.00	106.00	100.00	-
Switchboard operators, class B.....	70.00	-	72.50	86.00	65.50	82.00	70.00	75.00	80.00	89.50	82.00	87.00	82.00
Switchboard operator-receptionists.....	77.00	70.50	81.50	93.50	78.00	84.00	79.00	84.00	81.00	96.00	89.00	88.00	79.00
Tabulating-machine operators, class B.....	-	-	-	109.50	-	99.50	-	-	-	109.50	112.50	-	-
Tabulating-machine operators, class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	77.50	90.00	-	86.50	70.50	-	-	91.50	90.50	84.00	-
Typists, class A.....	85.50	-	85.50	96.00	88.00	85.50	82.50	89.50	101.00	90.00	100.00	90.50	85.00
Typists, class B.....	72.00	68.00	71.50	86.00	77.50	76.50	70.50	74.50	74.50	79.00	84.50	77.00	78.50
Professional and technical													
Men													
Draftsmen, class A.....	173.00	-	156.00	162.00	158.00	148.00	146.50	150.50	161.00	165.00	160.00	157.50	-
Draftsmen, class B.....	140.00	118.00	135.00	144.00	143.00	128.00	126.50	136.50	133.00	142.50	135.00	139.50	154.00
Draftsmen, class C.....	116.50	97.50	110.50	119.00	106.50	103.00	107.50	-	107.50	122.50	112.50	112.50	-
Draftsmen-tracers.....	-	-	-	108.50	-	-	-	-	-	95.00	92.50	-	-
Women													
Nurses, industrial (registered).....	-	-	114.50	134.00	121.50	118.00	-	122.50	127.00	125.50	127.50	127.00	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² Exceptions to the standard industry limitations are shown in footnotes 4, 5, and/or 11 to the table in appendix A.³ May include earnings of workers other than those presented separately.⁴ The Akron survey, originally scheduled for June 1967, was deferred to July 1967 to incorporate significant wage changes.⁵ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-2. Office Occupations—Manufacturing

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Pater-son-Clifton-Passaic	Phila-delphia	Pitts-burgh	Port-land	Provi-dence-Pawtucket-Warwick	Scranton	Trenton	Water-bury	Worces-ter	York
Office clerical																			
Men																			
Clerks:																			
Accounting, class A	\$122.50	-	\$114.50	\$134.50	-	-	\$121.00	-	\$123.00	\$133.00	\$117.50	\$132.00	\$115.50	-	-	\$115.50	-	-	-
Accounting, class B	100.50	\$117.50	-	-	-	-	106.00	-	96.00	-	-	111.50	-	-	-	-	-	-	\$81.50
Order	-	-	114.50	-	-	-	111.00	-	-	-	107.50	119.00	-	-	-	-	-	-	-
Payroll	-	-	-	129.00	-	-	-	-	109.50	-	120.00	123.50	-	-	-	-	-	-	-
Office boys	70.50	74.00	64.00	-	-	-	74.00	\$68.00	74.00	73.00	69.00	76.00	-	\$70.00	-	64.00	-	\$63.50	73.00
Tabulating-machine operators:																			
Class A	113.00	-	120.50	-	-	-	122.00	-	125.50	124.00	127.00	124.00	-	-	-	-	-	-	-
Class B	97.50	124.50	99.50	138.00	-	-	104.50	-	111.00	105.00	101.50	108.50	-	-	-	-	-	-	-
Class C	-	-	-	-	-	-	-	-	-	-	83.00	-	-	-	-	-	-	-	-
Women																			
Billers, machine:																			
Billing machine	-	70.50	73.00	88.00	-	-	82.50	-	90.00	87.00	82.00	87.00	-	75.50	-	-	-	-	72.00
Bookkeeping machine	-	78.50	-	-	-	-	82.50	-	99.50	-	83.00	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																			
Class A	-	-	97.50	-	-	-	95.50	-	104.50	98.00	103.00	-	-	85.50	-	-	-	92.50	93.50
Class B	-	78.00	82.50	81.00	-	-	87.00	74.50	91.00	87.00	83.00	82.00	-	75.00	\$65.00	91.50	-	82.50	77.50
Clerks:																			
Accounting, class A	105.50	103.50	100.50	109.00	\$95.00	-	110.00	94.00	112.00	110.00	105.50	118.00	91.00	93.50	91.50	\$104.00	108.00	-	-
Accounting, class B	84.50	91.00	83.50	89.50	83.50	\$69.50	88.00	81.50	90.50	89.00	77.00	93.50	82.00	74.50	-	84.00	80.50	79.50	83.00
File, class A	-	106.00	83.00	-	-	-	95.50	-	104.50	-	88.50	96.00	-	-	-	-	79.50	-	-
File, class B	-	91.50	67.50	86.50	-	-	80.50	-	83.00	-	72.00	77.00	-	-	-	67.00	76.00	72.00	73.00
File, class C	-	56.50	63.00	-	-	-	67.00	-	74.50	72.00	61.50	78.50	-	63.00	57.50	-	69.00	69.00	-
Order	-	96.00	79.50	95.00	-	-	81.50	95.50	85.50	87.50	87.00	110.00	-	80.50	-	82.50	86.50	81.50	74.00
Payroll	87.50	84.00	83.50	100.00	85.00	63.50	100.50	87.50	103.00	99.50	87.00	99.00	76.50	84.00	72.50	90.50	92.00	87.00	73.00
Comptometer operators	-	-	81.50	88.00	-	-	95.00	-	100.50	-	90.00	86.50	-	94.00	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A	96.00	102.00	87.50	98.00	-	-	93.00	86.00	96.00	96.50	90.00	94.00	79.00	80.50	-	86.00	90.50	84.50	-
Key punch operators, class B	86.50	86.00	75.00	87.50	-	-	84.50	78.50	82.00	81.50	80.00	89.50	-	73.00	65.50	83.00	82.50	75.50	71.50
Office girls	-	83.50	67.00	67.00	-	-	-	-	72.00	-	66.00	73.00	-	-	-	-	-	-	-
Secretaries ²																			
Class A	107.50	108.00	105.00	112.00	106.50	91.50	113.50	101.50	119.00	110.50	111.00	112.50	93.50	100.00	93.50	108.00	111.50	106.00	107.50
Class B	-	124.50	130.50	-	-	-	126.00	109.50	147.00	125.00	130.00	133.50	-	117.00	-	-	128.00	124.50	112.50
Class C	-	109.50	116.50	117.50	105.50	-	124.00	114.50	131.00	119.00	120.00	121.50	-	112.50	-	120.50	121.50	108.50	111.00
Class D	-	109.50	108.00	112.00	109.50	90.50	116.00	100.50	118.50	110.50	111.50	112.00	-	96.50	93.50	109.00	115.50	109.00	111.00
Stenographers, general	88.50	90.00	87.50	86.50	83.00	-	90.50	87.00	95.00	90.50	84.50	91.50	74.00	77.50	73.00	84.50	89.50	81.50	85.50
Stenographers, senior	-	102.00	89.00	108.00	-	-	100.50	89.00	107.00	97.00	94.00	98.50	-	86.00	74.00	94.50	104.00	87.00	93.50
Switchboard operators, class A	99.00	99.00	90.00	97.00	-	-	-	-	104.50	-	98.00	100.50	-	82.00	-	-	96.50	-	-
Switchboard operators, class B	-	79.00	-	-	-	-	92.50	-	93.00	-	84.50	-	-	-	-	-	-	-	-
Switchboard operator-receptionists	83.00	84.50	82.00	82.50	78.00	72.50	86.50	87.00	87.00	89.00	78.50	86.50	66.50	76.00	65.00	83.50	81.00	80.00	75.00
Tabulating-machine operators:																			
Class B	-	-	-	-	-	-	-	-	-	-	95.50	-	-	-	-	99.00	-	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	-	88.50	76.50	89.00	-	-	83.00	80.50	93.00	89.00	82.00	83.00	-	82.00	-	68.50	78.50	-	74.50
Typists, class A	-	87.00	81.50	88.00	-	-	89.00	84.50	94.50	90.00	87.00	87.00	-	82.00	-	91.00	84.50	77.00	79.50
Typists, class B	79.00	83.00	75.00	75.50	72.50	64.00	80.50	76.00	80.00	79.00	73.50	82.50	-	68.00	64.00	75.00	75.00	70.00	72.00
Professional and technical																			
Men																			
Draftsmen, class A	-	160.00	160.50	171.50	-	-	166.00	156.00	170.50	166.00	181.00	172.50	-	166.00	-	174.50	171.50	147.00	147.00
Draftsmen, class B	121.50	141.00	140.50	143.50	-	-	148.50	122.00	143.50	145.00	141.50	147.50	-	124.50	-	154.50	128.00	122.50	128.50
Draftsmen, class C	101.50	113.50	109.00	115.00	-	-	111.00	115.50	103.50	112.50	112.00	117.50	-	94.50	92.00	116.00	115.50	100.50	96.50
Draftsmen-tracers	-	-	81.50	103.00	-	-	90.50	-	86.00	-	89.00	97.00	-	-	-	-	-	-	-
Women																			
Nurses, industrial (registered)	114.50	108.50	111.50	122.00	112.50	-	122.50	113.50	128.00	118.00	114.00	117.00	92.50	103.50	-	117.50	112.50	109.50	111.50

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	South																	
	Atlanta	Balti- more	Beaumont- Port Arthur- Orange	Birming- ham	Charles- ton, W. Va.	Char- lotte	Chatta- nooga	Dallas	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville	Little Rock- North Little Rock	Louis- ville	Lubbock	Memphis	Miami
Office clerical																		
Men																		
Clerks:																		
Accounting, class A.....	\$129.00	\$131.00	\$162.00	\$134.00	\$144.50	-	\$117.00	\$134.00	\$137.00	\$103.50	\$124.50	-	-	-	\$126.50	-	\$132.00	-
Accounting, class B.....	-	100.50	144.00	-	-	-	-	104.00	-	-	-	-	-	-	-	-	101.50	\$89.50
Order.....	116.00	-	-	-	-	-	-	103.00	-	-	112.00	-	-	\$94.00	-	-	-	-
Payroll.....	-	131.50	-	119.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys.....	-	70.00	88.00	-	80.00	-	-	64.00	-	-	-	-	-	-	75.50	-	-	-
Tabulating-machine operators:																		
Class A.....	-	125.50	162.50	-	-	-	-	-	129.00	-	-	-	-	-	-	-	-	-
Class B.....	-	114.00	-	-	-	-	-	-	-	-	-	-	-	109.00	-	-	-	-
Class C.....	-	98.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																		
Billers, machine:																		
Billing machine.....	-	-	-	-	-	-	62.00	-	-	76.50	93.50	-	-	-	78.50	-	-	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																		
Class A.....	99.00	-	-	97.00	-	-	96.00	89.50	-	-	-	-	-	86.00	96.00	-	77.00	88.50
Class B.....	83.50	83.00	80.50	79.50	78.00	\$77.00	-	85.00	77.50	78.50	83.00	-	\$79.00	-	81.00	-	77.00	82.00
Clerks:																		
Accounting, class A.....	113.00	110.50	135.50	105.50	121.00	96.50	90.50	98.50	109.50	82.50	101.00	\$101.00	-	-	111.00	-	103.50	96.00
Accounting, class B.....	86.00	88.50	100.50	78.50	92.00	77.00	74.00	84.50	79.50	73.50	85.59	78.50	75.50	75.00	86.50	\$73.00	77.50	76.00
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File, class B.....	84.00	-	-	-	-	-	68.00	-	-	-	72.00	-	-	-	74.00	-	-	-
File, class C.....	-	65.00	-	-	-	-	-	-	-	59.00	-	-	-	-	-	-	-	55.50
Order.....	86.50	80.00	-	-	-	80.00	82.00	84.50	86.50	82.00	89.50	-	-	78.50	-	-	74.00	-
Payroll.....	89.50	99.50	127.50	90.50	101.00	85.00	81.50	93.50	89.00	75.50	96.50	-	-	78.50	90.50	-	89.00	80.50
Comptometer operators.....	105.50	82.50	-	-	-	-	-	87.00	82.00	-	-	-	-	-	101.00	-	-	72.50
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A.....	-	86.50	107.00	88.00	110.00	-	83.00	83.50	106.00	75.50	95.50	-	-	-	89.00	-	89.00	-
Keypunch operators, class B.....	95.50	83.50	102.50	79.00	-	72.50	69.50	76.00	91.50	67.00	80.50	-	-	70.00	82.00	-	69.50	-
Office girls.....	61.50	65.00	-	-	-	-	-	69.00	-	-	-	-	-	-	65.50	-	-	-
Secretaries ²	110.50	109.00	130.00	109.00	126.00	100.00	93.50	104.00	113.00	90.00	113.00	93.00	100.50	90.00	108.00	-	94.00	92.50
Class A.....	115.50	119.50	-	-	-	118.00	96.00	115.50	-	-	120.00	-	-	-	124.00	-	93.00	98.50
Class B.....	113.50	121.50	114.50	115.50	-	110.00	104.50	110.50	110.00	94.00	115.00	-	-	90.00	116.50	-	94.50	-
Class C.....	118.50	112.00	141.50	111.00	-	101.00	100.00	102.50	-	91.00	116.50	-	-	96.00	114.50	-	102.00	90.50
Class D.....	96.00	95.00	123.00	99.50	113.00	92.00	86.50	96.50	100.50	85.00	109.50	-	92.50	85.00	98.00	-	84.50	85.50
Stenographers, general.....	91.50	90.00	107.00	92.00	87.50	77.50	74.50	85.50	-	75.00	92.00	78.00	81.50	72.50	83.00	-	80.50	75.00
Stenographers, senior.....	-	104.00	126.50	96.00	119.00	88.00	98.00	101.00	-	82.00	107.00	-	-	-	99.50	-	100.00	-
Switchboard operators, class A.....	-	-	-	-	-	-	-	85.50	-	-	-	-	-	-	-	-	-	-
Switchboard operators, class B.....	-	-	-	-	-	-	-	66.00	-	-	85.50	-	-	-	84.50	-	-	-
Switchboard operator- receptionists.....	82.00	79.50	83.50	80.50	-	78.00	78.50	80.50	70.00	76.00	86.00	-	76.00	67.00	78.50	-	74.50	73.50
Tabulating-machine operators:																		
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	80.00	-	77.50	-	-	-	93.00	-	-	80.00	-	-	-	77.00	-	69.50	-
Typists, class A.....	88.50	83.50	-	-	100.50	-	-	79.00	-	-	86.50	-	-	-	86.00	-	87.50	-
Typists, class B.....	74.00	76.00	84.00	75.00	-	68.50	65.50	74.00	60.00	67.50	76.00	-	69.00	60.00	72.50	-	65.00	73.00
Professional and technical																		
Men																		
Draftsmen, class A.....	158.00	167.50	179.00	164.00	-	-	-	142.00	-	-	171.50	-	-	-	162.50	-	-	-
Draftsmen, class B.....	132.50	141.50	156.50	133.00	-	-	-	118.00	123.00	124.50	138.50	-	135.00	-	137.50	-	118.00	112.00
Draftsmen, class C.....	112.50	105.50	118.50	96.00	-	-	-	93.00	105.50	89.50	107.50	-	-	-	99.50	-	85.00	-
Draftsmen-tracers.....	-	83.50	-	86.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																		
Nurses, industrial (registered).....	126.50	118.50	138.00	106.00	122.00	-	105.00	-	128.00	92.50	132.00	-	-	-	113.50	-	-	-

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	South—Continued										North Central							
	Midland and Odessa	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City	Raleigh	Richmond	San Antonio	Savannah	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport-Rock Island-Moline	Dayton
Office clerical																		
Men																		
Clerks:																		
Accounting, class A.....	-	\$121.50	\$123.50	\$114.50	-	\$138.00	-	\$119.50	\$112.50	-	\$139.00	\$133.00	\$129.00	\$120.00	\$130.00	\$119.50	\$133.00	\$129.50
Accounting, class B.....	-	-	98.00	88.50	-	107.00	-	-	-	-	113.00	-	107.00	101.00	103.50	100.00	99.50	104.50
Order.....	-	-	-	-	-	-	-	-	-	-	135.50	-	127.50	105.50	128.00	123.50	-	109.00
Payroll.....	-	120.00	-	-	-	-	-	-	-	-	-	-	115.00	-	126.00	-	-	-
Office boys.....	-	-	-	-	-	-	-	-	-	-	-	-	75.00	-	78.00	-	-	70.50
Tabulating-machine operators:																		
Class A.....	-	-	-	-	-	-	-	-	-	-	124.50	-	127.50	-	130.50	-	-	159.00
Class B.....	-	-	-	-	-	-	-	-	-	-	-	107.00	109.50	102.00	112.00	106.50	114.00	125.00
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	94.50	-	-	-	-	-
Women																		
Billers, machine:																		
Billing machine.....	-	-	-	-	-	-	-	-	-	-	82.50	-	88.00	75.50	86.00	82.50	-	91.00
Bookkeeping machine.....	-	-	-	-	-	81.00	-	-	-	-	-	-	-	-	82.00	-	-	-
Bookkeeping-machine operators:																		
Class A.....	-	90.00	-	-	-	86.50	-	76.00	-	95.00	-	105.00	86.00	103.00	-	-	106.50	-
Class B.....	-	83.50	75.00	-	-	73.50	\$66.50	-	-	79.50	80.00	96.00	79.00	82.50	78.00	79.50	95.00	-
Clerks:																		
Accounting, class A.....	-	105.00	101.00	-	-	110.50	-	106.00	95.00	\$107.50	117.00	97.00	111.50	112.00	109.00	102.00	121.00	111.00
Accounting, class B.....	-	79.00	81.50	76.00	\$74.50	90.00	76.50	83.50	68.00	86.50	99.50	90.50	91.50	80.00	85.50	83.00	86.00	90.50
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	97.00	85.50	88.00	-	-	-
File, class B.....	-	-	-	-	-	75.00	-	-	-	-	80.50	73.50	78.50	71.50	76.50	74.50	80.50	-
File, class C.....	-	-	-	-	-	-	-	-	-	-	64.00	-	71.00	64.00	68.50	61.50	-	-
Order.....	-	-	-	-	-	94.00	-	-	-	70.00	-	84.50	76.50	88.50	83.50	92.50	84.00	71.00
Payroll.....	-	84.00	80.50	83.50	-	95.00	76.00	-	83.00	99.50	106.50	91.00	99.50	94.00	97.00	91.00	102.50	99.00
Comptometer operators.....	-	-	-	85.00	-	77.50	-	-	-	-	100.50	80.00	93.50	81.50	95.00	100.00	-	110.50
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	82.00	-	-	-
Keypunch operators, class A.....	-	101.50	-	80.50	-	92.50	-	85.50	87.50	92.50	102.00	89.50	98.50	96.50	94.00	95.50	104.50	106.50
Keypunch operators, class B.....	-	90.50	79.50	78.50	-	79.50	-	-	-	89.50	88.00	80.00	87.50	83.50	86.00	84.00	82.00	84.50
Office girls.....	-	-	-	-	-	-	-	-	-	-	76.00	-	75.50	-	69.50	-	74.50	-
Secretaries ²	-	112.50	110.00	94.00	96.00	101.00	92.50	97.50	94.00	111.50	113.50	101.50	113.00	110.50	115.50	111.50	122.50	119.50
Class A.....	-	-	-	-	-	-	-	-	-	-	140.50	-	132.00	126.50	127.00	-	-	126.50
Class B.....	-	117.00	-	103.00	-	107.00	88.50	100.00	102.00	119.50	126.50	110.00	121.00	123.00	122.50	114.50	140.00	126.00
Class C.....	-	117.50	102.50	97.00	-	106.00	-	106.00	101.50	119.50	108.50	108.00	112.00	117.00	114.00	112.00	122.00	132.00
Class D.....	-	105.00	102.50	84.50	93.00	99.00	-	87.50	89.50	100.50	96.50	88.00	100.00	102.00	102.50	111.50	106.50	99.00
Stenographers, general.....	\$89.00	88.50	75.50	-	-	82.00	76.00	84.50	77.00	-	87.00	77.00	94.50	82.00	87.00	87.50	92.00	95.00
Stenographers, senior.....	-	108.50	-	-	83.50	-	-	-	-	-	107.00	87.00	104.50	97.50	104.50	99.00	110.00	116.50
Switchboard operators, class A.....	-	-	-	-	-	-	-	-	-	-	105.00	-	99.50	-	103.50	103.00	-	113.50
Switchboard operators, class B.....	-	-	-	-	-	-	-	-	-	-	-	-	91.00	-	92.00	-	-	-
Switchboard operator-receptionists.....	-	80.50	69.50	69.00	-	77.50	80.00	76.00	72.00	83.50	84.00	80.00	92.00	81.50	84.00	79.00	79.00	85.00
Tabulating-machine operators:																		
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	-	-	-	84.00	-	-	-	-	92.50	-	92.00	77.50	84.50	74.50	-	85.00
Typists, class A.....	-	98.50	-	77.50	-	86.00	-	-	76.50	83.00	92.50	89.00	91.00	91.00	92.50	85.50	103.50	108.00
Typists, class B.....	-	71.50	-	62.50	-	72.50	-	65.00	63.00	80.50	87.50	66.50	80.00	74.00	78.50	71.50	82.00	83.00
Professional and technical																		
Men																		
Draftsmen, class A.....	-	-	-	-	152.50	-	131.50	-	137.00	164.00	161.00	159.00	159.50	155.50	169.50	161.50	144.50	176.50
Draftsmen, class B.....	-	141.50	-	124.00	115.50	127.00	-	-	119.50	142.00	138.00	139.00	133.00	134.00	140.50	130.50	116.50	146.50
Draftsmen, class C.....	-	104.50	-	98.00	93.50	108.00	-	-	100.50	96.00	110.00	111.50	108.00	106.50	113.50	102.50	105.00	107.00
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	83.00	95.50	81.50	86.50	-	-
Women																		
Nurses, industrial (registered).....	-	116.50	-	-	-	116.50	-	-	-	-	126.00	113.00	121.00	116.00	119.50	111.00	117.50	127.00

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	North Central—Continued																
	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Omaha	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Youngstown—Warren
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$123.00	\$148.50	\$122.00	\$134.50	\$131.50	\$130.00	\$115.50	\$139.50	\$116.50	\$124.50	\$126.50	-	\$137.50	\$134.00	-	\$107.50	\$135.50
Accounting, class B.....	-	120.50	-	89.00	-	107.50	97.50	-	92.00	-	117.00	-	-	-	-	-	116.00
Order.....	-	132.00	-	120.00	105.50	123.00	118.00	-	-	108.50	119.50	-	-	-	-	-	-
Payroll.....	-	139.00	-	-	-	-	-	-	-	-	117.50	-	112.00	118.00	-	-	130.50
Office boys.....	69.00	90.50	-	79.50	64.00	69.50	66.00	-	-	-	71.50	-	69.50	69.50	-	76.50	-
Tabulating-machine operators:																	
Class A.....	-	146.50	-	131.00	-	-	120.50	-	-	-	123.50	-	127.00	136.00	-	-	-
Class B.....	-	127.50	-	117.50	-	114.00	105.00	108.00	-	-	104.50	-	114.50	122.50	-	-	117.00
Class C.....	-	109.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	-	93.00	-	81.00	-	84.00	80.50	-	-	-	82.00	-	-	-	-	-	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																	
Class A.....	-	117.50	-	107.00	92.50	96.50	100.00	-	-	-	97.50	-	99.00	99.50	-	-	-
Class B.....	79.00	96.50	-	83.00	84.50	88.50	80.00	-	-	82.50	87.00	-	84.50	90.00	-	-	84.00
Clerks:																	
Accounting, class A.....	101.50	135.50	-	117.00	102.50	112.50	95.00	103.50	101.00	108.50	108.00	-	-	112.00	-	104.00	118.50
Accounting, class B.....	87.00	102.00	69.00	84.00	81.50	90.50	80.00	92.00	80.00	80.50	82.50	\$ 73.00	78.00	88.50	\$ 77.50	85.00	89.00
File, class A.....	-	-	-	-	-	98.00	85.50	-	-	82.50	89.50	-	-	-	-	-	-
File, class B.....	-	96.00	-	77.00	72.50	74.50	70.00	-	-	72.00	74.50	-	-	84.50	74.50	73.50	-
File, class C.....	-	-	-	72.00	-	-	62.00	-	-	-	58.00	-	-	-	-	-	-
Order.....	-	106.50	-	73.50	83.50	84.50	86.00	-	86.50	85.00	83.50	-	91.50	92.50	-	88.50	-
Payroll.....	92.50	116.00	83.00	100.00	92.00	93.50	90.00	89.50	89.50	94.50	89.50	-	93.50	99.50	95.50	105.00	101.00
Comptometer operators.....	-	117.50	-	87.00	92.50	81.00	87.50	-	87.00	-	87.00	-	-	94.50	-	80.50	92.00
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	-	-	77.50	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A.....	96.50	111.50	-	96.00	89.50	93.50	84.00	-	84.00	83.00	93.50	-	94.00	101.50	-	91.00	-
Keypunch operators, class B.....	75.00	110.50	66.50	90.50	84.00	85.50	74.00	81.00	80.00	76.50	81.50	-	83.00	85.00	-	94.50	91.50
Office girls.....	-	91.50	-	72.50	-	71.50	59.00	-	-	65.50	65.00	-	-	75.50	-	-	-
Secretaries ²	98.50	139.00	104.00	116.50	103.50	113.50	99.50	106.50	97.50	105.50	106.00	-	114.00	115.00	118.50	107.00	113.00
Class A.....	-	145.50	-	126.50	112.50	122.00	112.00	123.00	105.00	123.50	123.00	-	-	131.50	-	-	125.50
Class B.....	111.50	153.50	-	127.50	111.50	119.50	113.00	108.00	-	112.00	115.50	-	127.50	120.00	123.00	111.50	123.00
Class C.....	102.50	137.50	-	126.50	102.00	111.00	99.00	114.00	97.50	101.50	108.00	-	118.50	116.00	-	108.50	115.00
Class D.....	88.00	115.50	96.50	97.00	101.00	101.00	89.50	98.00	87.00	94.50	94.50	-	103.50	102.50	-	-	100.00
Stenographers, general.....	88.00	105.50	76.50	88.00	90.50	85.50	76.00	83.50	78.50	82.50	86.00	77.00	84.00	93.00	92.50	88.00	93.00
Stenographers, senior.....	92.50	121.50	95.00	109.00	105.00	103.50	87.50	102.00	-	94.50	94.00	-	96.00	108.50	109.00	-	110.00
Switchboard operators, class A.....	-	122.50	-	105.00	101.50	96.50	85.50	-	-	95.50	96.00	-	90.00	-	-	-	-
Switchboard operators, class B.....	-	102.50	-	-	-	-	-	-	-	-	-	-	-	102.00	-	-	101.50
Switchboard operator-receptionists.....	82.50	96.00	79.00	79.00	81.00	87.00	77.50	82.00	80.00	85.00	84.50	-	77.50	78.50	-	-	83.00
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	69.50	84.00	85.00	86.50	77.50	-	80.00	87.00	80.50	-	78.50	69.50	78.50	-	-
Typists, class A.....	94.00	113.00	-	93.00	88.00	88.50	77.00	88.00	-	83.50	89.00	-	91.00	96.00	100.00	90.50	99.50
Typists, class B.....	77.00	100.00	66.00	74.50	72.50	79.50	73.00	71.50	63.50	73.50	73.00	-	69.50	78.00	80.00	77.00	84.50
Professional and technical																	
Men																	
Draftsmen, class A.....	150.50	204.00	-	164.50	147.00	157.50	150.50	164.50	-	145.00	161.50	-	159.50	185.50	143.50	-	173.00
Draftsmen, class B.....	116.50	158.50	108.50	133.00	126.50	132.00	126.50	135.00	-	125.50	140.50	-	146.00	145.50	118.50	127.00	140.00
Draftsmen, class C.....	91.00	130.50	90.50	117.50	104.00	110.50	98.50	111.00	94.50	104.00	105.50	-	121.50	117.00	94.50	111.50	114.00
Draftsmen-tracers.....	-	-	-	-	-	84.00	-	-	-	81.00	-	-	-	-	-	-	-
Women																	
Nurses, industrial (registered).....	120.00	133.50	-	126.00	120.50	119.00	110.50	111.00	-	106.00	119.00	-	112.00	121.50	-	117.00	118.50

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	West												
	Albu- querque	Boise City	Denver	Los Angeles— Long Beach and Anaheim— Santa Ana— Garden Grove	Phoenix	Portland	Salt Lake City	San Bernardino— Riverside— Ontario ³	San Diego	San Francisco— Oakland	San Jose	Seattle— Everett	Spokane
<u>Office clerical</u>													
<u>Men</u>													
Clerks:													
Accounting, class A.....	-	-	\$131.50	\$122.50	-	\$128.50	\$123.50	-	-	\$129.50	\$126.50	-	-
Accounting, class B.....	-	-	-	107.00	-	-	-	-	-	110.00	-	-	-
Order.....	-	-	-	135.00	-	-	-	-	-	116.00	116.50	-	-
Payroll.....	-	-	-	119.00	-	-	-	-	-	-	-	-	-
Office boys.....	-	-	-	92.00	-	-	-	-	-	-	-	-	-
Tabulating-machine operators:													
Class A.....	-	-	137.50	139.00	-	-	-	-	\$133.50	-	-	-	-
Class B.....	-	-	-	123.50	-	-	-	-	-	121.50	-	-	-
Class C.....	-	-	-	114.00	-	-	-	-	-	-	-	-	-
<u>Women</u>													
Billers, machine (billing machine).....	-	-	-	91.50	-	85.00	-	-	-	83.00	-	-	-
Billers, machine (bookkeeping machine).....	-	-	-	100.50	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A.....	-	-	-	110.00	-	100.50	-	-	-	105.00	-	-	-
Bookkeeping-machine operators, class B.....	-	\$77.00	86.50	97.50	\$94.00	91.00	-	-	-	91.00	-	92.50	-
Clerks:													
Accounting, class A.....	-	100.50	107.00	115.50	108.00	108.00	-	\$104.00	112.50	121.50	108.50	111.00	\$116.50
Accounting, class B.....	\$77.50	-	88.00	97.50	89.00	86.00	80.50	90.50	92.00	99.50	92.00	95.00	-
File, class A.....	-	-	-	101.00	-	-	-	-	-	96.50	-	-	-
File, class B.....	-	-	-	91.50	-	-	-	-	-	81.00	81.00	93.00	-
File, class C.....	-	-	66.00	87.50	-	-	-	-	-	-	-	-	-
Order.....	-	-	77.50	92.50	-	87.50	-	-	-	101.50	100.00	102.50	-
Payroll.....	-	-	95.50	106.00	92.00	95.50	-	99.00	107.50	110.50	107.50	103.00	-
Comptometer operators.....	-	-	-	113.50	-	97.50	-	-	-	105.00	104.50	115.00	-
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	98.00	-	-	-	-	-	-	-	-	-
Keypunch operators, class A.....	-	-	93.00	111.00	95.00	91.50	-	103.00	111.00	103.00	104.50	99.00	-
Keypunch operators, class B.....	-	-	84.00	101.50	83.50	81.50	80.00	-	99.50	98.00	98.00	89.00	-
Office girls.....	-	-	-	88.00	-	64.00	-	-	-	76.50	-	-	-
Secretaries ²	105.50	-	113.00	124.00	107.00	102.00	104.00	121.00	120.50	121.50	118.00	120.50	122.00
Class A.....	-	-	-	145.00	-	107.50	-	-	-	137.50	129.00	-	-
Class B.....	-	-	120.00	136.00	109.50	113.00	-	126.00	129.50	134.00	135.50	133.00	-
Class C.....	-	-	120.00	126.00	108.00	106.00	108.00	127.00	122.00	123.50	117.00	123.50	-
Class D.....	-	-	105.50	112.50	104.50	94.50	100.50	102.00	117.00	112.00	115.50	114.00	-
Stenographers, general.....	84.00	-	89.50	107.50	89.50	88.50	81.50	105.50	110.50	95.00	99.50	102.00	91.50
Stenographers, senior.....	98.00	-	96.50	114.00	98.00	100.00	99.50	-	118.00	107.50	110.50	100.50	-
Switchboard operators, class A.....	-	-	94.00	111.00	90.50	-	-	-	101.00	105.00	109.50	-	-
Switchboard operators, class B.....	-	-	-	100.00	-	-	-	-	-	104.50	-	-	-
Switchboard operator-receptionists.....	-	-	79.50	93.50	80.00	85.50	81.50	83.50	82.50	98.00	90.00	89.00	83.50
Tabulating-machine operators, class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	82.00	92.50	-	81.50	-	-	-	97.00	95.00	-	-
Typists, class A.....	-	-	87.00	104.50	-	85.00	89.50	95.00	111.00	97.50	101.50	97.50	-
Typists, class B.....	-	-	74.00	93.00	84.50	78.00	73.00	78.00	87.50	83.00	89.50	83.50	-
<u>Professional and technical</u>													
<u>Men</u>													
Draftsmen, class A.....	-	-	156.50	157.00	158.00	141.50	145.50	151.50	160.00	164.50	158.50	157.00	-
Draftsmen, class B.....	-	-	134.00	140.50	143.00	124.50	125.00	134.00	127.50	143.00	136.50	136.50	155.50
Draftsmen, class C.....	-	-	109.00	118.50	104.00	101.00	105.50	-	104.00	117.50	114.00	111.50	-
Draftsmen-tracers.....	-	-	-	110.00	-	-	-	-	-	94.00	-	-	-
<u>Women</u>													
Nurses, industrial (registered).....	-	-	111.50	134.00	122.00	117.00	-	123.50	127.50	125.50	127.00	127.50	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² May include earnings of workers other than those presented separately.³ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-3. Office Occupations—Nonmanufacturing

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ²	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ²	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
Office clerical																			
Men																			
Clerks:																			
Accounting, class A	\$125.00	\$122.00	\$113.00	\$112.00	-	-	\$117.50	-	\$121.50	\$112.00	\$116.00	\$130.50	\$103.50	\$121.00	-	-	-	-	-
Accounting, class B	-	-	85.00	-	-	-	104.50	-	90.00	-	99.00	119.00	-	-	-	-	-	-	-
Order	-	-	110.00	-	-	-	97.00	-	104.00	-	104.50	-	-	-	-	-	-	-	-
Payroll	-	-	-	-	-	-	-	-	109.00	-	-	109.00	-	-	-	-	-	-	-
Office boys	71.50	-	64.00	77.00	-	-	69.50	\$85.00	71.50	-	76.50	71.00	64.50	69.00	-	-	-	-	-
Tabulating-machine operators:																			
Class A	-	-	116.00	-	-	-	123.50	-	121.50	-	120.50	123.00	-	-	-	-	-	-	-
Class B	96.50	-	95.50	107.50	-	-	105.00	-	104.50	-	95.50	99.00	-	-	-	-	-	-	-
Class C	-	-	79.00	-	-	-	79.50	-	83.50	-	79.50	-	-	-	-	-	-	-	-
Women																			
Billers, machine:																			
Billing machine	-	-	83.00	79.50	-	-	90.50	-	95.50	90.50	81.50	-	60.50	-	-	-	\$60.50	\$67.50	\$66.50
Bookkeeping machine	-	-	69.50	-	-	-	75.00	-	89.00	-	72.50	76.00	-	67.00	-	-	-	-	-
Bookkeeping-machine operators:																			
Class A	-	-	89.00	-	-	-	93.50	-	103.00	-	86.50	89.00	-	-	-	-	-	-	-
Class B	79.00	-	76.50	76.00	\$74.50	\$66.00	83.50	-	89.50	77.00	70.00	72.00	63.50	73.50	\$63.00	-	-	74.00	67.50
Clerks:																			
Accounting, class A	107.50	-	97.50	110.50	-	89.00	102.00	108.00	105.00	105.50	95.00	100.50	88.00	92.00	-	-	-	101.50	82.00
Accounting, class B	86.00	74.00	77.50	75.50	71.00	69.00	85.00	78.00	83.50	84.50	73.50	79.50	69.00	77.50	79.00	-	76.00	85.50	63.50
File, class A	-	-	81.00	-	-	-	80.50	-	92.50	-	80.00	-	-	91.50	-	-	-	-	-
File, class B	68.00	-	66.00	60.00	-	-	69.00	71.00	76.50	73.00	64.50	72.50	-	69.50	-	-	-	61.50	-
File, class C	67.50	56.50	61.50	59.00	-	-	66.50	64.50	69.00	59.00	60.50	62.00	55.50	-	75.00	-	-	61.00	63.50
Order	-	-	83.00	-	-	-	81.50	-	85.00	84.50	77.50	81.00	-	76.50	-	-	-	-	-
Payroll	91.00	-	85.50	88.50	-	-	92.00	94.00	100.00	95.00	84.00	100.50	81.00	82.00	71.00	-	-	87.50	-
Comptometer operators	94.50	-	80.00	74.00	-	-	88.00	92.50	90.00	83.50	81.50	91.50	-	75.50	-	-	-	-	-
Duplicating-machine operators (Mimeograph or Ditto)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A	-	-	84.00	96.00	-	-	92.50	95.00	96.00	91.50	89.00	96.00	-	77.50	-	-	-	93.00	-
Keypunch operators, class B	80.00	81.00	72.00	73.50	-	65.00	80.00	77.50	82.50	82.50	76.50	73.50	60.50	71.00	-	\$73.00	-	72.50	64.00
Office girls	65.50	-	63.50	64.50	-	-	70.50	77.00	69.50	-	63.00	65.50	-	65.00	-	-	-	-	-
Secretaries ³	110.00	91.50	102.00	103.50	95.00	92.00	111.50	111.00	117.50	101.50	101.50	108.50	83.50	94.00	86.00	101.50	-	97.00	92.00
Class A	118.50	-	121.50	-	-	-	124.00	141.00	145.50	-	120.00	134.50	-	111.50	-	-	-	-	-
Class B	119.50	106.00	111.50	108.00	-	100.50	120.50	116.50	129.50	107.50	111.00	118.00	89.50	98.00	-	103.00	-	102.50	94.00
Class C	107.00	83.00	104.50	108.50	-	-	110.50	112.50	116.00	110.50	101.50	107.50	-	106.00	-	-	-	87.00	90.00
Class D	96.00	-	93.50	93.00	-	82.00	103.50	94.00	105.00	92.00	92.50	95.00	76.50	83.00	79.00	95.59	-	-	88.00
Stenographers, general	84.00	74.00	83.00	84.50	91.50	65.50	85.50	91.50	89.00	81.00	83.00	82.00	70.50	74.50	67.00	77.00	-	81.50	73.00
Stenographers, senior	97.00	95.00	92.00	91.50	-	81.50	98.00	96.00	101.50	88.00	95.50	95.00	83.50	98.50	-	89.00	-	-	87.50
Switchboard operators, class A	-	-	88.50	-	-	-	95.50	-	101.00	-	89.00	100.00	-	88.50	-	-	-	-	-
Switchboard operators, class B	74.00	67.00	69.50	71.00	77.00	66.50	85.00	75.00	87.50	79.50	76.00	77.50	61.50	68.50	-	-	-	72.00	60.50
Switchboard operator-receptionists	77.50	-	82.50	82.50	-	-	89.00	80.00	92.00	83.00	79.00	83.00	70.00	75.00	-	76.00	-	81.00	71.50
Tabulating-machine operators:																			
Class B	-	-	83.00	-	-	-	-	-	91.00	-	93.00	93.50	-	-	-	-	-	-	-
Class C	-	-	-	-	-	-	-	-	93.00	83.50	77.50	78.50	-	-	-	-	-	-	-
Transcribing-machine operators, general	80.00	-	79.50	68.50	-	-	78.00	82.50	92.00	-	77.50	74.00	65.00	70.00	-	-	-	77.00	-
Typists, class A	81.00	-	80.50	80.00	-	-	80.50	81.50	89.50	-	84.50	90.00	-	88.00	-	-	-	78.00	-
Typists, class B	75.00	68.00	67.50	64.00	-	61.00	72.00	70.50	78.50	73.50	66.50	71.00	59.00	66.50	58.00	-	-	66.50	62.00
Professional and technical																			
Men																			
Draftsmen, class A	-	-	166.50	-	-	-	168.50	-	166.00	-	159.00	156.50	-	-	-	-	-	-	-
Draftsmen, class B	-	-	138.00	139.00	-	-	148.50	-	153.50	-	136.50	132.50	-	-	-	-	-	-	-
Draftsmen, class C	-	-	102.50	113.00	-	-	-	-	111.00	-	104.50	101.00	-	-	-	-	-	-	-
Draftsmen-tracers	-	-	69.50	-	-	-	-	-	90.00	-	-	-	-	-	-	-	-	-	-
Women																			
Nurses, industrial (registered)	-	-	111.50	-	-	-	123.50	-	125.50	-	111.50	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	South																	
	Atlanta	Balti- more	Beaumont- Port Arthur- Orange	Birming- ham ²	Charles- ton, W. Va.	Char- lotte	Chatta- nooga ²	Dallas ²	Fort Worth	Green- ville	Houston	Jackson	Jackson- ville ²	Little Rock- North Little Rock	Louis- ville	Lubbock	Memphis ²	Miami ²
<u>Office clerical</u>																		
<u>Men</u>																		
Clerks:																		
Accounting, class A-----	\$125.00	\$120.00	\$145.50	\$116.00	\$122.00	\$121.00	-	\$111.00	\$109.50	-	\$130.50	-	\$108.50	\$ 95.00	\$119.50	-	\$119.50	-
Accounting, class B-----	106.00	96.50	-	90.50	-	97.50	-	98.50	-	-	101.50	-	95.00	70.00	111.00	-	-	\$84.00
Order-----	106.50	114.50	-	96.00	-	98.50	-	97.00	-	-	104.00	-	89.50	79.00	-	-	88.00	-
Payroll-----	-	-	-	-	-	-	-	-	-	-	121.00	-	-	-	-	-	-	-
Office boys-----	73.00	69.50	-	67.00	67.50	68.00	-	63.00	65.00	-	66.50	\$66.00	64.50	55.50	68.50	-	65.50	62.50
Tabulating-machine operators:																		
Class A-----	122.50	-	-	-	-	-	-	128.50	-	-	-	-	120.00	-	-	-	-	120.50
Class B-----	100.50	109.00	-	-	-	98.00	-	95.50	91.00	-	105.50	-	100.50	-	-	-	93.50	99.50
Class C-----	81.50	-	-	-	-	-	-	65.00	-	-	94.00	-	-	-	-	-	-	72.00
<u>Women</u>																		
Billers, machine:																		
Billing machine-----	-	67.00	-	66.00	79.00	77.00	-	77.50	-	-	78.00	-	69.50	-	88.00	-	73.00	81.50
Bookkeeping machine-----	-	-	-	67.00	63.50	67.00	\$68.50	-	-	\$68.00	77.00	-	-	62.00	68.00	-	66.00	77.00
Bookkeeping-machine operators:																		
Class A-----	87.00	89.00	-	88.00	-	90.00	83.00	84.50	72.00	-	94.00	77.00	76.00	86.50	86.50	-	92.00	85.50
Class B-----	83.00	70.50	64.50	71.00	66.00	72.00	64.50	74.00	68.50	80.00	73.50	68.00	66.50	71.00	-	69.50	71.50	
Clerks:																		
Accounting, class A-----	102.00	97.00	-	103.00	101.50	98.50	83.50	92.50	86.50	91.00	105.50	85.00	91.00	88.00	101.50	\$ 94.50	95.50	101.50
Accounting, class B-----	86.50	75.50	-	81.00	73.00	77.50	71.00	79.50	72.00	73.50	83.00	76.50	76.00	71.50	75.00	75.00	75.00	83.00
File, class A-----	89.50	84.50	-	72.50	-	-	-	78.00	-	-	82.00	-	-	-	-	-	-	-
File, class B-----	68.00	64.00	-	63.50	-	65.00	59.00	67.00	65.00	-	74.50	63.50	65.50	62.00	71.00	-	72.00	67.00
File, class C-----	67.00	62.00	-	58.50	60.00	61.50	55.00	59.00	55.50	-	64.50	58.50	59.00	-	58.50	-	58.00	55.00
Order-----	82.00	72.00	-	89.50	-	-	85.00	66.00	-	-	66.00	-	67.50	-	69.00	-	-	-
Payroll-----	92.00	80.50	80.50	84.50	-	84.50	80.00	89.50	81.00	77.50	95.50	85.00	86.50	72.50	84.50	80.50	77.00	86.50
Comptometer operators-----	87.00	80.00	-	70.00	-	79.00	-	77.00	72.00	-	77.00	-	76.00	68.50	84.50	-	72.50	70.50
Duplicating-machine operators (Mimeograph or Ditto)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A-----	99.50	80.00	-	77.00	-	84.50	80.00	86.50	75.50	-	93.00	79.00	97.00	73.00	100.50	79.00	78.50	86.00
Keypunch operators, class B-----	79.50	79.00	70.50	72.50	67.50	74.00	63.00	71.50	66.50	-	81.50	72.50	71.00	63.50	75.00	73.50	69.00	80.50
Office girls-----	69.00	64.50	-	62.00	-	61.50	-	60.50	66.00	-	65.50	-	60.50	-	64.00	-	61.00	64.00
Secretaries ¹ -----	106.50	100.00	106.00	100.00	110.00	92.00	87.00	99.50	90.00	86.50	113.00	94.50	95.50	85.50	98.00	93.00	92.00	96.00
Class A-----	123.00	111.00	-	109.00	-	111.50	104.50	112.50	95.00	-	138.00	-	104.50	109.50	113.00	-	100.00	110.00
Class B-----	116.50	96.50	-	106.50	117.00	101.00	97.00	104.50	96.00	97.00	121.50	108.50	100.00	81.00	105.00	93.50	102.00	104.00
Class C-----	105.50	97.00	115.00	99.00	103.50	94.50	81.00	100.50	88.00	90.50	117.00	95.00	99.00	98.00	96.00	99.50	94.00	94.50
Class D-----	96.00	91.00	95.00	88.00	107.00	82.00	80.50	91.50	81.00	72.50	101.00	88.00	89.50	78.50	90.50	-	83.50	88.50
Stenographers, general-----	90.00	82.00	87.00	80.50	81.50	77.50	72.50	81.50	76.00	82.00	86.00	76.00	81.00	66.50	83.50	75.00	76.00	82.50
Stenographers, senior-----	99.50	95.50	102.50	103.50	-	91.50	84.00	93.00	-	100.00	101.00	87.50	88.50	87.50	107.50	94.50	91.00	93.50
Switchboard operators, class A-----	-	-	-	-	-	-	-	86.50	-	-	87.50	-	86.00	-	-	-	-	96.50
Switchboard operators, class B-----	72.00	71.50	73.00	61.00	66.00	65.00	47.50	66.00	63.50	-	73.00	53.00	58.50	60.00	69.00	-	54.50	63.50
Switchboard operator- receptionists-----	85.50	80.00	-	76.50	67.00	80.50	74.00	80.50	65.50	71.00	77.50	72.50	71.50	63.50	72.00	72.00	72.50	72.50
Tabulating-machine operators:																		
Class B-----	91.00	84.50	-	80.50	-	-	-	-	-	-	-	-	90.00	-	108.00	-	86.50	-
Class C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	76.50	-	-	-
Transcribing-machine operators, general-----	83.50	72.50	-	70.50	-	73.00	-	73.50	64.50	-	81.00	71.50	73.00	63.00	78.50	-	71.50	-
Typists, class A-----	86.00	78.50	-	71.50	-	84.50	72.00	76.00	75.00	-	84.50	75.00	72.50	79.00	85.50	-	79.00	85.00
Typists, class B-----	75.50	65.50	-	62.50	68.00	72.00	58.00	65.00	61.00	65.50	74.00	63.50	62.50	60.00	66.00	73.00	65.00	67.50
<u>Professional and technical</u>																		
<u>Men</u>																		
Draftsmen, class A-----	147.00	166.50	-	-	-	-	-	149.50	-	-	165.00	-	-	-	-	-	-	-
Draftsmen, class B-----	126.50	138.50	-	-	-	-	-	109.50	-	-	149.00	-	-	-	-	-	-	-
Draftsmen, class C-----	106.00	112.00	-	-	-	95.50	-	98.00	-	-	112.00	-	-	-	-	-	-	-
Draftsmen-tracers-----	91.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																		
Nurses, industrial (registered)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	110.00

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	South—Continued										North Central							
	Midland and Odessa ²	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City ²	Raleigh	Richmond ²	San Antonio ²	Savannah ²	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ²	Cincinnati	Cleveland ²	Columbus	Davenport-Rock Island-Moline	Dayton
Office clerical																		
Men																		
Clerks:																		
Accounting, class A.....	\$142.50	\$111.00	\$113.00	\$127.00	\$105.00	\$115.00	\$101.00	-	\$95.50	\$108.00	\$115.50	-	\$125.50	\$115.50	\$127.50	\$108.00	\$119.50	-
Accounting, class B.....	-	90.50	-	85.00	-	106.00	-	-	-	87.50	-	-	110.50	-	107.50	-	-	-
Order.....	-	93.00	-	88.50	-	-	-	-	-	106.50	-	-	125.00	119.00	116.50	98.50	115.00	-
Payroll.....	-	-	-	-	-	-	-	-	-	-	-	-	123.50	-	-	-	-	-
Office boys.....	-	63.50	-	60.50	63.00	74.50	-	-	64.50	72.00	-	-	78.50	69.50	77.00	64.00	-	-
Tabulating-machine operators:																		
Class A.....	-	-	-	118.00	-	-	-	-	-	-	-	-	132.00	-	-	127.00	-	-
Class B.....	-	89.00	-	99.50	-	94.00	-	-	-	107.50	-	-	112.00	-	110.00	102.00	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	93.00	-	-	-	-	-
Women																		
Billers, machine:																		
Billing machine.....	-	-	-	-	-	73.00	-	-	-	-	90.00	-	92.50	71.50	79.50	-	-	-
Bookkeeping machine.....	-	72.50	65.00	62.50	-	-	-	-	-	77.00	-	-	80.00	-	78.00	63.00	-	\$68.00
Bookkeeping-machine operators:																		
Class A.....	87.00	-	-	-	71.00	89.50	78.50	-	81.50	92.00	-	-	99.50	-	97.00	-	-	88.00
Class B.....	-	72.00	65.50	-	72.00	66.00	-	60.00	83.00	81.50	-	-	81.00	75.50	79.50	77.50	68.00	80.50
Clerks:																		
Accounting, class A.....	113.00	100.00	95.50	94.50	86.00	96.00	93.00	-	91.00	102.50	99.00	-	109.00	93.00	101.50	96.00	104.50	104.00
Accounting, class B.....	81.50	77.00	72.00	68.50	74.00	79.50	77.00	\$89.00	70.50	81.00	76.50	\$69.00	88.00	79.00	80.00	76.50	75.50	75.00
File, class A.....	-	74.00	-	83.50	-	87.50	-	-	-	-	-	-	86.50	-	83.50	86.00	-	-
File, class B.....	-	64.50	-	63.00	60.50	68.00	66.50	-	69.50	74.50	66.50	-	78.50	69.00	69.00	63.50	-	-
File, class C.....	74.50	60.50	-	54.50	-	63.50	60.00	-	58.50	66.50	64.00	-	69.00	63.00	61.00	58.00	67.00	-
Order.....	-	76.00	-	61.00	90.50	79.50	-	-	78.50	76.50	-	-	85.00	-	81.00	71.50	-	81.00
Payroll.....	87.00	89.50	76.50	87.00	90.50	92.50	79.00	-	72.50	93.00	91.50	-	101.00	92.00	89.00	86.50	96.50	101.00
Comptometer operators.....	-	75.50	-	75.00	68.00	78.00	72.50	-	71.50	89.50	70.50	-	90.00	82.00	82.00	78.50	-	80.00
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	-	-	-	-	-	-	-	-	-	81.00	-	-	-	-	-
Keypunch operators, class A.....	83.50	82.00	78.50	81.50	84.50	78.00	82.50	-	80.50	93.50	96.50	-	98.00	92.00	95.00	80.50	101.50	93.00
Keypunch operators, class B.....	74.00	73.00	68.00	71.00	69.50	78.50	67.50	-	66.00	84.00	75.00	69.50	85.50	74.00	80.50	68.50	77.00	74.50
Office girls.....	72.00	62.50	-	63.50	-	60.00	61.50	-	58.50	67.50	-	-	71.00	66.50	67.50	63.50	74.50	-
Secretaries ³	114.50	100.50	91.00	96.50	96.00	97.50	92.00	93.00	94.50	111.00	99.00	88.00	113.00	109.00	106.00	99.50	101.50	109.50
Class A.....	-	105.50	-	113.50	-	111.50	101.50	-	99.00	124.50	-	-	133.00	132.50	127.00	120.50	-	-
Class B.....	121.50	109.50	95.50	110.50	107.00	104.00	85.00	-	101.50	123.00	106.00	-	122.00	113.50	111.00	107.50	107.50	117.50
Class C.....	122.50	104.00	92.00	96.50	97.00	96.50	98.00	-	95.00	111.50	102.50	104.00	112.00	109.00	108.00	103.00	111.00	110.00
Class D.....	99.00	91.00	80.50	84.00	92.00	88.50	87.00	85.50	89.00	103.00	92.50	78.00	103.00	100.50	94.50	90.00	91.00	103.50
Stenographers, general.....	84.00	79.50	83.50	80.00	72.00	85.00	71.00	82.50	82.00	95.00	85.00	78.50	95.50	81.50	84.00	74.00	80.50	92.00
Stenographers, senior.....	99.00	97.50	92.50	96.50	85.50	91.00	97.00	-	90.50	106.50	104.50	-	104.00	95.00	99.00	84.00	107.50	99.50
Switchboard operators, class A.....	-	-	-	85.00	-	85.00	-	-	-	90.00	94.00	-	100.50	-	101.00	85.00	-	-
Switchboard operators, class B.....	72.00	63.50	65.00	57.00	54.50	68.00	64.50	71.00	60.50	69.00	71.00	70.50	81.50	78.00	74.50	64.00	65.50	72.00
Switchboard operator-receptionists.....	-	72.00	70.50	73.50	71.50	75.50	68.00	-	67.50	90.00	83.00	-	89.50	80.50	80.50	77.00	72.50	76.50
Tabulating-machine operators:																		
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	104.00	-	-	-	-	-
Class C.....	-	-	-	-	-	74.00	-	-	-	-	-	-	86.50	76.00	90.50	87.00	-	-
Transcribing-machine operators, general.....	-	71.00	-	77.00	67.00	68.50	-	-	-	91.00	80.50	-	90.50	78.00	78.50	70.50	-	-
Typists, class A.....	-	76.00	-	71.50	71.00	74.50	76.50	-	78.50	90.50	77.00	-	92.00	85.50	88.50	74.50	86.00	92.00
Typists, class B.....	70.50	66.50	65.00	61.50	60.00	67.00	65.00	-	64.50	78.50	69.00	63.00	78.50	68.00	71.50	62.50	71.00	70.50
Professional and technical																		
Men																		
Draftsmen, class A.....	-	-	-	143.50	-	-	-	-	-	150.50	-	-	173.00	-	-	-	-	-
Draftsmen, class B.....	-	-	-	120.00	-	-	-	-	118.50	132.50	147.50	138.00	148.00	-	143.50	134.50	-	-
Draftsmen, class C.....	-	-	-	104.00	-	-	-	-	92.00	103.50	-	-	126.00	-	105.50	108.50	-	-
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																		
Nurses, industrial (registered).....	-	110.00	-	-	-	-	-	-	-	-	-	-	124.00	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	North Central—Continued																
	Des Moines	Detroit ²	Green Bay	Indianapolis ²	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Omaha ²	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Youngstown—Warren
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$107.50	\$148.00	\$135.00	\$112.00	\$117.50	\$115.50	\$119.50	-	\$113.50	-	\$119.50	-	\$120.50	-	-	\$116.00	-
Accounting, class B.....	90.50	113.00	-	97.50	98.50	-	102.00	-	99.50	-	86.00	-	-	-	-	-	-
Order.....	-	125.50	-	98.00	111.50	116.50	119.50	-	95.00	-	116.00	-	-	-	-	-	-
Payroll.....	-	117.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys.....	64.00	73.50	-	66.00	62.50	77.00	74.50	-	-	-	76.00	-	-	\$77.00	-	62.50	-
Tabulating-machine operators:																	
Class A.....	118.50	136.50	-	119.50	122.50	-	-	-	-	-	128.00	-	-	-	-	-	-
Class B.....	92.00	110.50	-	99.00	100.00	-	102.00	-	102.00	-	109.00	-	-	-	-	-	-
Class C.....	76.50	-	-	83.00	79.50	-	87.00	-	-	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	-	95.00	-	69.00	-	86.50	83.50	-	64.50	-	95.50	-	-	85.00	-	73.50	-
Bookkeeping machine.....	-	82.00	-	-	79.50	-	76.50	-	-	-	79.50	-	-	-	-	-	\$62.00
Bookkeeping-machine operators:																	
Class A.....	88.00	94.50	-	96.50	91.00	94.00	91.50	-	83.50	-	85.00	-	-	-	-	-	-
Class B.....	64.50	79.50	-	73.50	72.50	80.00	75.00	-	68.50	\$79.00	68.00	\$59.50	67.00	79.50	-	65.50	65.50
Clerks:																	
Accounting, class A.....	89.00	103.00	-	97.50	103.50	105.50	97.50	\$113.50	97.00	107.50	100.00	-	-	96.50	-	100.50	89.00
Accounting, class B.....	73.50	87.00	72.50	74.00	76.50	80.50	77.00	87.50	74.50	82.00	79.00	64.50	-	81.00	\$71.00	84.00	68.50
File, class A.....	75.50	93.50	-	91.00	89.50	75.00	82.00	-	-	-	86.00	-	-	-	-	-	-
File, class B.....	62.50	72.00	-	68.00	68.00	69.00	67.00	-	72.50	72.50	69.00	-	67.00	69.00	-	58.50	-
File, class C.....	58.50	66.50	-	60.50	58.00	63.00	59.50	-	57.50	-	61.00	-	-	63.00	-	61.50	55.50
Order.....	-	89.50	-	74.00	74.50	74.00	74.50	-	-	-	83.50	-	-	73.00	-	-	-
Payroll.....	84.00	98.00	86.00	87.00	97.50	94.50	90.50	-	87.50	-	97.50	-	91.50	86.50	-	-	73.00
Comptometer operators																	
Duplicating-machine operators (Mimeograph or Ditto).....	83.00	89.00	-	77.50	80.50	78.00	81.00	-	92.00	-	78.50	-	-	74.00	-	97.50	-
Keypunch operators, class A																	
Keypunch operators, class A.....	82.50	100.00	-	85.00	89.00	87.00	83.50	-	96.50	-	100.00	-	-	-	-	-	-
Keypunch operators, class B.....	69.00	87.50	-	72.00	75.50	76.00	76.50	-	69.50	67.50	78.50	62.00	71.00	78.50	-	76.50	69.00
Office girls																	
Secretaries.....	62.50	66.50	-	59.00	66.00	67.00	61.50	-	67.50	-	65.00	-	60.00	-	-	-	-
Class A.....	93.00	110.50	85.50	100.50	103.00	107.50	99.00	107.00	103.00	96.00	101.50	96.00	92.00	104.00	98.50	90.50	91.00
Class B.....	117.50	135.00	-	125.00	116.50	122.00	111.50	-	121.50	-	117.50	-	105.50	126.50	-	-	-
Class C.....	97.00	123.50	-	108.00	108.50	106.50	105.00	-	104.00	108.00	109.00	-	92.00	105.50	-	105.50	-
Class D.....	83.50	114.00	-	99.50	101.50	106.00	100.00	-	100.50	108.00	102.50	-	93.00	104.00	-	89.00	-
Class E.....	85.00	99.00	-	92.50	98.00	100.50	88.50	-	91.50	84.00	84.50	-	87.00	87.00	-	76.50	88.50
Stenographers, general.....	73.50	93.50	68.00	87.50	86.00	85.50	85.50	78.00	79.00	78.00	79.00	67.00	78.50	89.50	82.00	89.00	74.50
Stenographers, senior.....	94.00	106.50	-	93.50	90.00	96.00	91.50	-	98.50	-	92.00	99.50	80.50	102.50	-	-	-
Switchboard operators, class A.....	87.50	100.50	-	-	97.50	-	92.00	-	-	-	86.00	-	-	-	-	-	-
Switchboard operators, class B.....	62.50	83.00	63.50	69.50	69.00	71.00	74.50	-	64.00	62.50	68.00	-	66.50	72.00	-	66.50	-
Switchboard operator-receptionists.....	73.50	88.00	-	80.00	80.50	78.50	74.50	-	73.00	73.50	86.50	-	76.00	78.50	-	64.00	71.50
Tabulating-machine operators:																	
Class A.....	84.00	103.00	-	82.50	94.00	-	85.50	-	-	-	97.00	-	-	-	-	-	-
Class B.....	68.00	-	-	70.00	-	-	73.00	-	87.50	-	94.00	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general																	
Transcribing-machine operators, general.....	77.00	86.00	-	73.50	73.00	79.00	74.50	-	74.00	-	82.00	-	-	72.50	-	-	-
Typists, class A.....	72.00	92.00	-	85.50	81.00	83.50	75.50	-	83.50	-	83.00	-	-	-	-	-	-
Typists, class B.....	63.50	75.50	66.00	65.00	68.00	70.00	67.00	-	63.50	62.00	68.00	-	66.00	72.00	-	65.50	68.50
Professional and technical																	
Men																	
Draftsmen, class A.....	-	189.50	-	-	-	-	150.50	-	-	-	166.50	-	-	-	-	-	-
Draftsmen, class B.....	-	172.00	-	-	126.00	-	133.50	-	-	-	133.50	-	-	-	-	-	-
Draftsmen, class C.....	-	126.50	-	-	-	-	108.00	-	-	-	105.00	-	-	-	-	-	-
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																	
Nurses, industrial (registered).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	West												
	Albuquerque ²	Boise City	Denver	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ²	Phoenix ²	Portland	Salt Lake City	San Bernardino—Riverside—Ontario	San Diego	San Francisco—Oakland ²	San Jose	Seattle—Everett ²	Spokane
Office clerical													
Men													
Clerks:													
Accounting, class A.....	-	\$107.00	\$116.00	\$124.00	-	\$133.00	\$112.50	-	-	\$122.00	-	\$123.50	\$127.50
Accounting, class B.....	-	-	99.50	105.00	-	114.00	-	-	-	119.50	-	-	-
Order.....	-	-	100.50	123.00	\$99.50	131.00	-	-	-	130.50	-	131.00	-
Payroll.....	-	-	-	136.00	-	-	-	-	-	121.00	-	-	-
Office boys.....	-	-	75.00	79.50	63.50	75.00	-	-	-	73.50	-	72.00	-
Tabulating-machine operators:													
Class A.....	-	-	-	131.50	-	-	-	-	-	134.00	-	-	-
Class B.....	-	-	101.00	118.00	-	104.00	-	-	\$110.00	119.00	-	-	-
Class C.....	-	-	-	96.50	-	-	-	-	-	103.50	-	-	-
Women													
Billers, machine (billing machine).....	-	-	75.50	105.50	-	88.00	-	-	-	104.50	-	96.00	78.50
Billers, machine (bookkeeping machine).....	-	-	76.00	97.50	-	71.00	70.50	-	70.00	94.00	-	88.50	-
Bookkeeping-machine operators, class A.....	-	-	86.50	105.50	98.00	99.50	85.00	-	98.00	112.00	-	-	-
Bookkeeping-machine operators, class B.....	\$70.00	-	81.00	100.50	76.00	87.50	71.00	\$69.00	77.50	96.50	\$89.50	86.00	70.00
Clerks:													
Accounting, class A.....	108.00	101.00	100.00	115.00	98.00	108.50	100.50	101.50	97.00	111.00	107.00	102.50	95.00
Accounting, class B.....	74.00	84.50	81.50	93.50	80.00	84.50	70.50	81.00	78.00	96.50	90.00	85.00	82.50
File, class A.....	-	-	78.50	88.50	-	103.00	-	-	-	87.00	-	89.00	-
File, class B.....	71.00	-	70.00	74.50	69.50	79.00	65.00	-	-	74.00	69.00	65.00	-
File, class C.....	-	-	62.50	67.00	60.00	69.00	-	-	-	67.00	-	65.50	-
Order.....	75.50	-	84.00	103.00	-	89.00	75.00	-	-	103.00	-	93.00	-
Payroll.....	87.50	92.50	91.50	111.50	91.00	97.00	90.00	95.50	96.00	112.00	103.50	100.50	106.00
Comptometer operators.....	-	-	79.50	106.50	84.50	88.00	74.50	-	90.50	104.50	-	90.50	75.50
Duplicating-machine operators (Mimeograph or Ditto).....	-	-	-	91.00	-	-	-	-	-	83.00	-	-	-
Keypunch operators, class A.....	101.50	-	91.50	105.00	79.00	91.00	87.00	116.50	96.50	105.00	100.00	89.00	87.00
Keypunch operators, class B.....	69.50	74.50	84.00	94.50	76.50	88.00	75.00	-	83.00	96.50	86.50	84.50	-
Office girls.....	-	-	67.50	73.50	-	65.00	60.00	-	-	73.50	-	71.50	75.50
Secretaries:													
Class A.....	110.00	97.50	105.00	120.00	99.00	107.50	97.00	112.50	108.50	115.00	113.50	110.00	93.00
Class B.....	-	-	115.50	147.00	118.50	-	102.50	-	115.00	138.50	-	-	-
Class C.....	124.00	111.50	115.50	131.00	114.50	116.50	100.00	-	117.50	123.50	125.00	126.50	100.00
Class D.....	116.50	96.50	107.50	125.50	98.00	108.50	104.50	118.00	108.50	118.00	114.00	110.50	94.00
Stenographers, general.....	84.00	76.50	90.50	95.50	80.50	86.50	85.00	86.50	84.50	92.00	91.50	87.50	91.50
Stenographers, senior.....	95.50	86.50	94.50	104.00	88.50	95.50	92.00	103.00	93.00	103.00	102.50	96.50	104.00
Switchboard operators, class A.....	-	76.50	85.00	107.00	-	106.00	-	-	-	97.50	96.00	-	-
Switchboard operators, class B.....	70.50	-	69.50	84.00	64.50	82.00	69.50	68.50	77.00	87.50	80.00	85.50	82.00
Switchboard operator-receptionists.....	76.00	70.00	82.00	93.00	76.00	83.50	78.00	85.00	80.50	95.00	87.00	88.00	77.50
Tabulating-machine operators, class B.....	-	-	-	105.50	-	99.50	-	-	-	109.00	-	-	-
Tabulating-machine operators, class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	-	76.50	89.50	-	87.00	70.50	-	-	90.50	-	83.50	-
Typists, class A.....	88.00	-	85.00	92.00	81.50	86.00	76.00	80.50	86.00	89.00	90.00	85.00	83.00
Typists, class B.....	71.50	67.00	71.00	81.00	71.00	76.00	70.00	74.00	70.50	78.00	75.50	74.50	73.00
Professional and technical													
Men													
Draftsmen, class A.....	-	-	-	172.00	-	166.50	-	-	-	166.00	167.50	-	-
Draftsmen, class B.....	-	-	137.50	153.50	-	138.50	-	-	148.00	142.50	125.50	155.50	-
Draftsmen, class C.....	119.00	-	112.00	119.50	-	101.00	-	-	-	-	-	-	-
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Women													
Nurses, industrial (registered).....	-	-	-	134.50	-	117.00	-	-	-	-	-	-	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² Exceptions to the standard industry limitations are shown in footnotes 4, 5, and/or 11 to the table in appendix A.³ May include earnings of workers other than those presented separately.

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

Table A-4. Office Occupations—Public Utilities¹(Average weekly earnings² for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	Northeast													South						
	Albany— Schenectady— Troy	Allentown— Bethlehem— Easton	Boston ³	Buffalo	Newark and Jersey City	New Haven	New York ³	Paterson— Clifton— Passaic	Philadelphia	Pittsburgh	Port- land	Providence— Pawtucket— Warwick	York	Atlanta	Balti- more	Beaumont— Port Arthur— Orange	Birming- ham ³			
Men																				
Clerks, accounting, class A-----	-	\$137.00	-	\$130.00	\$119.00	-	\$122.00	-	\$140.00	\$138.50	-	-	-	\$129.00	\$140.50	-	-			
Clerks, accounting, class B-----	-	-	-	-	-	-	97.50	-	120.00	131.00	-	-	-	107.50	-	-	-			
Office boys-----	-	-	\$70.50	-	77.50	-	78.00	-	-	87.50	-	-	-	86.00	79.00	-	-			
Women																				
Clerks:																				
Accounting, class A-----	-	-	103.00	126.00	-	-	118.00	-	106.50	-	-	-	-	120.50	-	-	\$121.00			
Accounting, class B-----	-	-	-	113.00	-	\$83.50	89.50	-	93.00	98.00	\$77.50	-	-	87.00	-	-	-			
File, class B-----	-	-	-	-	-	-	92.00	-	83.00	-	-	-	-	85.50	-	-	-			
Payroll-----	\$97.00	-	-	104.00	93.00	100.00	114.00	-	88.00	119.00	-	-	-	99.50	-	-	85.00			
Comptometer operators-----	-	-	-	-	-	-	96.00	-	-	-	-	-	-	-	-	-	-			
Keypunch operators, class A-----	-	-	105.00	-	116.00	-	105.50	-	-	105.00	-	-	-	111.00	-	-	-			
Keypunch operators, class B-----	-	-	-	92.00	85.00	-	84.00	\$79.50	88.50	77.50	-	-	-	82.50	-	-	82.50			
Office girls-----	-	-	-	-	-	-	71.50	-	-	-	-	-	-	71.00	70.00	-	-			
Secretaries ⁴ -----	132.50	124.50	112.00	121.50	121.00	126.00	122.50	120.50	136.50	123.00	96.00	\$110.00	\$101.00	124.00	124.50	\$128.50	114.00			
Class A-----	-	-	-	-	147.50	-	152.00	-	158.00	-	-	-	-	-	-	-	-			
Class B-----	-	-	129.50	128.50	127.50	-	133.00	-	139.50	132.50	-	-	-	132.00	-	-	124.50			
Class C-----	-	-	119.00	128.00	120.00	122.50	121.50	-	140.00	121.50	-	-	-	116.50	-	-	-			
Class D-----	-	-	101.50	-	102.00	103.00	111.00	-	109.00	108.50	-	-	-	120.00	-	-	95.00			
Stenographers, general-----	93.50	103.00	105.00	108.00	90.50	96.50	95.00	-	96.00	93.00	-	-	-	95.50	104.00	94.00	88.00			
Stenographers, senior-----	-	-	98.00	-	101.00	-	101.50	-	115.00	98.50	-	-	-	104.50	-	-	-			
Switchboard operators, class A-----	-	-	99.00	106.00	-	-	107.50	-	-	105.00	-	-	-	-	-	-	-			
Switchboard operators, class B-----	-	-	-	-	110.00	-	96.00	-	103.50	95.50	-	-	-	108.50	95.00	-	-			
Switchboard operator- receptionists-----	-	-	92.00	102.00	91.00	-	96.50	86.50	85.50	-	-	-	-	103.00	-	-	-			
Typists, class A-----	-	-	-	98.50	87.50	91.50	96.00	-	103.50	98.50	-	-	-	94.00	86.00	-	-			
Typists, class B-----	-	75.50	73.00	86.50	81.00	-	87.50	79.00	87.50	82.50	61.50	75.00	-	92.00	78.50	-	70.00			
South—Continued																				
	Char- leston, W. Va.	Char- lotte	Chatta- nooga ³	Dallas ³	Fort Worth	Houston	Jackson	Jackson- ville ³	Little Rock— North Little Rock	Louis- ville	Lubbock	Memphis ³	Miami ³	Midland and Odessa	New Orleans	Norfolk— Portsmouth and New- port Hampton	Okla- homa City	Raleigh	Rich- mond ³	
Men																				
Clerks, accounting, class A-----	-	\$121.00	-	\$110.50	\$115.00	\$139.50	-	-	-	\$129.00	-	-	-	\$152.00	\$112.50	-	\$127.00	-	\$125.00	
Clerks, accounting, class B-----	-	-	-	99.50	-	102.00	-	-	-	-	-	-	\$100.50	-	91.00	-	-	-	113.50	
Office boys-----	-	-	-	70.00	-	69.00	-	-	-	-	-	-	64.50	-	68.00	-	-	-	-	
Women																				
Clerks:																				
Accounting, class A-----	-	-	-	106.00	-	107.50	-	\$107.00	-	109.00	\$99.50	-	-	-	113.50	-	106.50	-	-	
Accounting, class B-----	\$94.00	-	-	98.00	88.00	-	-	-	-	-	-	-	89.00	-	-	-	-	-	93.00	
File, class B-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	88.50	
Payroll-----	-	90.00	-	103.00	-	111.50	-	-	-	-	-	-	97.00	-	-	-	-	-	-	
Comptometer operators-----	-	-	-	92.00	-	-	-	-	-	-	-	-	-	-	87.00	-	-	-	-	
Keypunch operators, class A-----	-	-	-	95.50	85.50	99.00	-	-	-	-	-	-	-	-	-	-	-	-	-	
Keypunch operators, class B-----	71.50	76.50	-	74.00	-	84.50	\$78.00	85.50	-	85.00	-	-	-	-	80.50	-	-	-	89.00	
Office girls-----	-	-	-	71.00	-	74.00	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries ⁴ -----	-	104.00	-	118.00	103.50	117.00	111.00	111.50	\$103.00	117.00	108.00	\$111.00	105.00	-	112.00	\$100.00	111.00	\$108.50	116.50	
Class A-----	-	-	-	-	-	164.00	-	-	-	-	-	-	-	-	-	-	-	-	-	
Class B-----	-	112.00	-	125.00	105.00	128.00	121.00	-	-	-	-	-	123.00	-	124.50	-	125.00	-	118.00	
Class C-----	-	107.00	-	117.00	-	126.00	-	-	102.00	123.50	-	-	105.50	-	117.50	-	103.00	-	120.00	
Class D-----	-	-	-	111.50	-	108.00	-	105.00	-	123.50	-	-	-	-	103.50	-	-	-	110.50	
Stenographers, general-----	-	82.00	\$89.00	83.00	85.50	85.00	81.50	-	79.50	98.50	88.00	90.50	90.00	98.50	80.50	100.00	80.50	73.50	102.00	
Stenographers, senior-----	-	98.00	-	99.00	-	100.00	94.50	-	92.50	-	106.50	97.50	105.00	-	98.00	-	94.50	95.00	97.00	
Switchboard operators, class A-----	-	-	-	94.50	-	84.50	-	-	-	-	-	-	102.50	-	-	-	-	-	-	
Switchboard operators, class B-----	-	-	-	-	-	98.50	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operator- receptionists-----	-	-	-	90.50	-	79.00	-	-	-	-	-	-	-	-	81.50	-	-	-	-	
Typists, class A-----	-	-	-	79.50	77.00	83.50	79.00	83.00	-	92.00	-	-	91.00	-	83.00	78.50	-	-	82.50	
Typists, class B-----	-	71.50	-	85.50	70.50	69.00	-	-	-	78.50	-	-	82.50	-	72.50	-	-	-	79.00	

See footnotes at end of table.

Table A-4. Office Occupations—Public Utilities¹—Continued

(Average weekly earnings² for selected occupations studied, July 1966 through June 1967)

Sex, occupation, and grade	South—Continued				North Central													
	San Antonio ³	Savannah ³	Tampa-St. Petersburg	Washington	Akron	Chicago ³	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	De-troit ³	Indian-apolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Omaha ³	St. Louis
Men																		
Clerks, accounting, class A.....	-	-	-	\$126.00	-	\$137.00	\$130.00	-	-	-	-	\$134.00	-	\$128.00	\$125.00	\$137.00	\$121.50	\$125.00
Clerks, accounting, class B.....	-	-	-	-	-	121.00	115.50	-	-	-	\$82.50	-	-	-	-	108.00	-	108.00
Office boys.....	-	-	-	78.00	-	95.50	-	-	-	-	-	90.50	76.50	80.50	94.00	-	-	94.50
Women																		
Clerks:																		
Accounting, class A.....	\$96.50	-	-	-	\$101.00	125.50	108.00	\$99.50	\$116.50	-	-	117.50	101.50	-	-	106.00	99.50	119.50
Accounting, class B.....	-	-	\$75.00	-	81.00	107.00	91.00	84.00	83.00	-	-	103.50	74.50	-	-	84.50	-	99.00
File, class B.....	-	-	-	-	-	91.50	-	79.50	-	-	-	84.00	73.00	82.50	81.50	71.00	-	88.00
Payroll.....	-	-	-	111.00	102.50	108.00	100.50	83.50	-	-	113.00	-	108.50	105.00	103.50	-	-	110.50
Comptometer operators.....	-	-	-	-	-	104.00	109.00	-	-	-	109.50	-	100.50	-	100.50	-	-	105.00
Keypunch operators, class A.....	-	-	-	113.00	-	105.00	99.50	-	-	-	111.50	-	84.50	-	-	82.00	-	109.00
Keypunch operators, class B.....	-	-	68.00	86.00	80.00	99.00	94.50	84.50	-	-	-	73.00	93.50	-	94.00	-	-	87.50
Office girls.....	-	-	-	-	-	87.50	78.00	-	-	-	-	-	-	-	-	-	-	68.50
Secretaries ⁴	104.50	-	113.50	124.00	120.50	126.00	121.50	109.00	110.00	-	103.50	119.50	104.50	114.50	123.00	105.00	108.00	117.00
Class A.....	-	-	-	-	-	148.00	-	-	-	-	-	-	-	115.00	-	114.50	-	126.50
Class B.....	-	-	121.00	130.00	-	126.50	131.00	-	-	-	-	142.00	111.00	132.00	123.50	109.00	-	121.00
Class C.....	-	-	106.00	125.50	119.50	125.50	121.50	114.00	113.50	\$117.00	-	128.00	100.50	115.00	125.00	104.00	109.50	115.00
Class D.....	-	-	112.50	110.50	117.00	111.00	96.00	96.50	-	-	-	91.00	107.50	-	-	88.50	-	103.00
Stenographers, general.....	85.00	\$99.00	94.00	101.50	92.00	111.00	94.50	80.00	93.00	-	88.00	104.50	98.50	97.50	97.00	102.50	82.00	95.00
Stenographers, senior.....	-	-	-	107.00	109.00	112.50	105.00	-	-	-	108.00	119.00	100.50	103.50	109.50	114.50	103.00	106.00
Switchboard operators, class A.....	-	-	-	99.00	-	110.50	104.00	-	-	-	-	-	-	106.00	-	-	-	107.50
Switchboard operators, class B.....	-	-	-	-	-	108.00	-	-	-	-	-	112.00	-	-	-	98.00	-	-
Switchboard operator-receptionists.....	-	-	-	-	-	95.00	-	-	-	-	-	98.00	94.00	89.00	-	84.00	-	99.00
Typists, class A.....	-	-	-	92.00	-	109.00	88.00	-	-	-	-	106.00	84.50	93.00	92.50	89.00	-	-
Typists, class B.....	-	-	-	83.50	82.00	90.50	-	76.50	-	-	74.50	90.50	68.00	79.50	76.50	81.50	-	87.00
North Central—Continued																		
	Sioux Falls	South Bend	Toledo	Wichita	Youngstown-Warren	Albuquerque ³	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	Phoenix ³	Portland	Salt Lake City	San Bernardino-Riverside-Ontario	San Diego	San Francisco-Oakland ³	Seattle-Everett ³	Spokane	
Men																		
Clerks, accounting, class A.....	-	-	-	\$118.00	-	-	-	-	\$120.00	-	\$141.00	-	-	-	\$133.00	\$123.00	\$135.50	
Clerks, accounting, class B.....	-	-	-	-	-	-	-	\$113.00	101.50	-	114.00	-	-	-	-	-	-	
Office boys.....	-	-	-	-	-	-	-	-	78.00	-	-	-	-	-	86.00	-	-	
Women																		
Clerks:																		
Accounting, class A.....	-	-	-	106.50	-	-	-	118.50	125.00	-	-	-	-	-	123.00	105.00	-	
Accounting, class B.....	\$69.00	-	-	102.50	-	-	-	98.00	94.00	\$98.00	102.00	-	-	-	100.00	87.50	-	
File, class B.....	-	\$74.50	-	-	-	-	-	-	104.00	-	-	-	-	-	97.50	-	-	
Payroll.....	-	-	-	-	-	-	-	-	125.00	-	112.00	-	-	-	122.50	102.50	-	
Comptometer operators.....	-	-	-	-	-	-	-	-	119.00	-	-	-	-	-	119.00	-	-	
Keypunch operators, class A.....	-	-	-	-	-	-	-	105.00	116.00	-	101.50	-	-	-	120.00	96.50	-	
Keypunch operators, class B.....	-	-	-	96.00	-	-	-	98.50	93.00	-	105.00	\$87.00	-	-	108.00	86.50	-	
Office girls.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	78.50	-	
Secretaries ⁴	-	105.00	\$113.50	107.50	\$110.00	\$109.00	\$106.50	119.00	126.50	-	121.50	101.00	\$124.00	\$124.00	125.50	114.50	-	
Class A.....	-	-	-	-	-	-	-	-	159.00	-	-	-	-	-	157.00	-	-	
Class B.....	-	-	-	-	-	-	116.00	123.00	145.00	120.50	128.50	-	-	-	142.50	-	-	
Class C.....	-	-	103.50	-	109.50	98.50	122.50	132.50	132.50	-	133.00	116.00	-	-	128.50	115.50	-	
Class D.....	-	-	-	-	-	-	103.00	115.50	-	-	105.50	91.00	118.50	-	109.50	101.50	-	
Stenographers, general.....	73.00	89.50	108.00	91.50	-	83.50	-	99.00	108.00	89.00	109.50	96.50	102.50	-	98.50	103.00	114.50	
Stenographers, senior.....	-	-	-	-	-	-	-	111.50	102.00	-	101.00	107.00	-	-	113.00	95.00	113.00	
Switchboard operators, class A.....	-	-	-	-	-	-	-	-	110.50	-	108.00	-	-	-	114.00	-	-	
Switchboard operators, class B.....	-	-	-	-	-	-	-	-	102.50	-	103.50	-	-	-	104.50	103.50	-	
Switchboard operator-receptionists.....	-	-	-	-	-	-	-	-	118.00	-	-	-	-	-	107.50	94.50	-	
Typists, class A.....	-	-	-	-	-	-	-	95.50	93.50	-	-	-	-	88.50	101.50	90.00	-	
Typists, class B.....	-	76.00	82.50	-	77.50	-	-	-	91.00	-	85.00	-	-	-	88.50	87.00	-	

¹ Transportation, communication, and other public utilities.

² Earnings relate to regular straight-time salaries that are paid for standard workweeks.

³ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.

⁴ May include earnings of workers other than those presented separately.

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

Table A-5. Plant Occupations—All Industries

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1966 through June 1967)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ³	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
Maintenance and powerplant																			
Carpenters.....	\$3.38	\$3.13	\$3.30	\$3.40	\$2.93	\$2.71	\$3.47	\$2.97	\$3.51	\$3.55	\$3.50	\$3.42	\$2.60	\$2.78	-	\$3.22	\$2.90	\$3.14	\$2.87
Electricians.....	3.53	3.23	3.40	3.64	3.31	-	3.65	3.15	3.58	3.56	3.47	3.52	2.83	3.25	\$3.02	3.46	3.24	3.51	3.12
Engineers, stationary.....	3.14	3.30	3.27	3.31	3.22	-	3.86	3.01	3.79	3.82	3.14	3.36	2.73	3.18	-	3.40	3.20	3.24	2.96
Firemen, stationary boiler.....	2.83	2.62	2.84	3.04	2.93	1.81	3.08	2.58	3.15	2.97	2.79	2.94	2.21	2.25	-	2.74	-	2.62	2.37
Helpers, trades.....	2.71	2.70	2.72	2.75	2.27	2.12	2.77	2.64	2.97	2.64	2.83	2.84	-	2.50	2.22	2.62	2.47	2.58	2.51
Machine-tool operators, toolroom.....	-	3.22	3.37	3.77	-	-	3.76	-	3.30	3.29	3.34	3.45	2.73	-	-	-	-	3.04	3.13
Machinists.....	3.50	3.21	3.40	3.64	3.22	2.73	3.66	3.06	3.88	3.50	3.53	3.77	2.98	3.23	2.92	3.42	3.18	3.21	3.02
Mechanics, automotive.....	3.27	3.09	3.28	3.37	2.90	2.86	3.42	3.21	3.56	3.37	3.33	3.54	-	3.07	3.04	3.27	3.14	3.14	3.13
Mechanics.....	3.24	3.27	3.06	3.48	3.14	2.60	3.49	3.17	3.54	3.35	3.33	3.36	2.94	2.92	2.92	3.13	3.09	3.26	2.97
Millwrights.....	3.53	3.38	3.29	3.64	3.18	-	3.57	2.98	3.56	3.53	3.61	-	-	2.91	-	3.59	3.11	3.01	-
Oilers.....	2.71	2.90	2.60	3.02	-	-	3.03	2.53	2.96	2.68	2.75	2.86	-	2.29	2.20	2.65	2.68	2.71	2.63
Painters.....	3.19	3.01	2.94	3.33	3.00	-	3.45	2.91	3.25	3.37	3.26	3.22	-	2.73	-	3.19	2.86	-	2.72
Pipefitters.....	3.40	3.15	3.34	3.50	3.11	-	3.65	3.11	3.44	3.56	3.54	3.37	-	3.01	-	3.42	-	3.46	3.06
Plumbers.....	-	-	3.05	-	-	-	3.46	-	3.38	-	3.34	3.41	-	-	-	-	2.96	-	-
Sheet-metal workers.....	3.54	-	3.33	3.69	-	-	3.52	-	3.52	3.47	3.37	3.45	-	-	-	-	3.17	3.29	-
Tool and die makers.....	-	3.50	3.60	3.88	3.62	-	3.66	3.26	3.62	3.68	3.65	3.71	2.96	3.47	3.34	3.76	3.34	3.13	3.33
Custodial and material movement																			
Elevator operators, passenger.....	-	-	1.60	-	-	-	-	-	2.21	-	1.98	2.23	-	1.54	-	-	-	-	-
Elevator operators, passenger (women).....	1.58	-	1.50	1.53	-	-	1.65	-	2.13	-	1.59	1.98	1.27	-	-	-	-	-	-
Guards and watchmen.....	2.16	2.29	1.78	2.35	2.42	1.62	1.86	1.93	2.22	2.47	2.01	2.57	2.00	1.91	1.70	2.54	2.30	2.16	2.11
Janitors, porters, and cleaners.....	2.06	2.29	1.92	2.17	1.96	1.61	2.03	1.85	2.27	2.30	2.17	2.19	1.96	1.89	1.79	2.07	2.07	2.13	1.95
Janitors, porters, and cleaners (women).....	1.81	2.10	1.68	1.68	1.99	1.40	1.65	1.62	2.06	1.97	1.71	1.79	1.58	1.77	1.29	1.65	1.76	1.77	1.89
Laborers, material handling.....	2.52	2.52	2.36	2.68	2.44	2.05	2.83	2.28	2.77	2.72	2.63	2.81	1.99	2.01	2.30	2.56	2.21	2.48	2.29
Order fillers.....	2.68	2.11	2.42	2.81	-	1.67	2.77	2.43	2.62	2.77	2.70	2.97	2.47	2.12	2.18	-	-	2.53	2.36
Packers, shipping.....	2.36	2.07	2.40	2.76	2.13	1.79	2.57	2.16	2.26	2.69	2.30	2.64	1.87	2.11	1.93	2.42	2.77	2.73	2.12
Packers, shipping (women).....	-	-	1.97	2.17	1.68	1.59	-	1.68	2.06	1.87	2.03	-	2.01	1.50	1.76	-	2.08	-	-
Receiving clerks.....	2.46	2.51	2.40	2.86	2.38	1.81	2.81	2.50	2.80	2.97	2.60	2.79	2.38	2.42	2.21	2.61	2.45	2.44	2.34
Shipping clerks.....	2.68	2.69	2.49	2.98	2.49	2.00	2.96	2.66	2.92	2.98	2.82	2.87	2.60	2.42	2.25	2.47	2.41	2.39	2.39
Shipping and receiving clerks.....	2.56	2.48	2.58	2.94	2.44	2.06	2.74	2.57	2.83	2.84	2.80	2.93	2.23	2.32	2.04	2.65	2.72	2.28	2.32
Truckdrivers ⁴	3.42	2.90	3.02	3.11	2.83	2.60	3.42	2.98	3.40	3.28	3.31	3.27	2.45	3.17	2.97	3.12	2.72	3.02	2.81
Light (under 1½ tons).....	2.32	2.45	2.46	2.84	-	1.74	3.25	2.38	2.72	3.06	2.36	2.91	2.39	2.06	2.57	-	2.29	2.37	1.86
Medium (1½ to and including 4 tons).....	3.38	2.65	2.87	2.92	-	2.26	3.38	-	3.34	3.22	3.31	3.24	1.82	2.79	3.01	3.08	-	2.59	2.26
Heavy (over 4 tons, trailer type).....	3.58	3.21	3.24	3.29	-	3.01	3.51	3.30	3.47	3.46	3.38	3.42	2.61	3.47	-	3.31	2.86	3.24	3.04
Heavy (over 4 tons, other than trailer type).....	-	2.66	3.17	3.08	-	-	3.23	2.91	3.64	3.23	3.41	3.21	2.53	2.84	-	2.92	2.79	3.24	2.44
Truckers, power (forklift).....	2.74	2.69	2.87	2.94	2.43	-	3.06	2.51	3.07	2.79	2.82	2.94	2.29	2.48	2.34	2.69	2.69	2.71	2.44
Truckers, power (other than forklift).....	2.75	-	2.74	2.85	-	-	2.55	2.51	2.92	3.06	2.76	3.19	-	2.36	-	2.46	2.57	3.46	-

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1966 through June 1967)

Occupation ²	South																					
	Atlanta	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham ³	Charles- ton, W. Va.	Char- lotte	Chatta- nooga ³	Dallas ³	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville ³	Little Rock- North Little Rock	Louis- ville	Lub- bock	Mem- phis ³	Miami ³	Midland and Odessa ³	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City ³
Maintenance and powerplant																						
Carpenters.....	\$3.14	\$3.22	\$3.75	\$3.36	\$3.67	\$2.55	\$2.50	\$3.08	\$3.19	\$2.25	\$3.65	-	\$2.88	\$2.57	\$3.55	-	\$2.95	\$3.07	-	\$3.34	\$2.91	\$3.05
Electricians.....	3.68	3.41	3.76	3.72	3.67	2.79	2.99	3.22	3.57	2.49	3.76	\$2.97	3.31	2.86	3.73	-	3.40	3.19	\$3.96	3.44	3.33	2.97
Engineers, stationary.....	3.27	3.23	3.71	3.44	3.62	-	3.05	2.81	3.14	2.48	3.21	3.19	2.97	2.68	3.49	-	3.00	2.49	2.54	3.04	2.79	2.51
Firemen, stationary boiler.....	-	2.88	3.32	2.91	-	-	2.15	-	-	1.75	3.08	-	-	1.71	3.14	-	2.30	-	-	2.68	-	-
Helpers, trades.....	2.41	2.73	3.10	2.82	-	2.11	2.28	2.11	2.42	1.85	2.61	-	2.35	2.13	2.78	-	2.01	2.05	2.05	2.55	2.36	-
Machine-tool operators, toolroom.....	-	3.29	-	3.15	-	-	-	3.16	-	-	3.31	-	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.43	3.66	3.78	3.68	3.68	3.06	2.98	2.97	3.42	2.46	3.76	2.89	3.20	3.00	3.63	-	3.30	3.63	-	3.46	3.35	3.15
Mechanics, automotive.....	3.28	3.28	3.51	3.11	3.29	2.98	2.54	3.05	2.59	2.68	3.12	2.62	2.85	3.11	3.32	\$2.62	3.11	2.91	3.01	3.00	2.90	3.06
Mechanics.....	2.94	3.58	3.62	3.50	3.68	2.74	3.02	2.96	3.03	2.49	3.39	2.72	2.85	2.81	3.50	2.70	3.13	2.81	3.72	3.24	2.89	2.91
Millwrights.....	-	3.55	-	3.53	3.64	-	-	3.15	-	-	3.66	-	-	-	3.75	-	3.32	-	-	3.55	-	-
Oilers.....	2.65	2.96	3.01	2.78	-	1.62	2.37	2.55	2.74	1.64	2.79	-	2.40	-	2.92	-	2.75	-	-	2.60	-	-
Painters.....	2.82	3.03	3.82	3.24	3.64	-	2.65	2.81	3.20	2.07	3.58	-	3.01	-	3.46	-	2.91	2.62	-	3.20	3.04	-
Pipefitters.....	3.73	3.49	3.84	-	3.69	-	3.09	-	-	-	3.85	-	-	-	3.79	-	3.42	-	-	3.47	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.38	3.83	-	3.73	-	-	-	3.01	-	3.93	-	-	-	3.64	-	-	-	-	3.30	-	-
Tool and die makers.....	3.83	3.65	-	3.38	-	-	3.15	3.53	3.79	3.18	3.55	-	-	3.27	4.07	-	3.58	3.22	-	-	-	-
Custodial and material movement																						
Elevator operators, passenger.....	-	1.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.78	-	-	1.31	-	-
Elevator operators, passenger (women).....	1.13	-	-	1.05	1.33	-	-	-	1.10	-	1.22	1.05	-	-	1.42	-	1.01	1.01	-	1.20	1.32	1.13
Guards and watchmen.....	1.87	2.05	2.55	1.74	2.94	1.58	1.97	1.61	2.36	1.67	1.69	1.75	-	1.56	2.13	1.55	1.75	1.46	1.78	1.63	2.15	1.60
Janitors, porters, and cleaners.....	1.67	1.67	2.09	1.62	2.02	1.64	1.63	1.57	1.93	1.56	1.73	1.50	1.48	1.47	2.06	1.56	1.67	1.57	1.55	1.55	1.75	1.46
Janitors, porters, and cleaners (women).....	-	1.54	1.55	1.37	1.64	1.50	1.35	1.32	1.46	1.44	1.43	1.41	1.28	1.35	1.81	-	1.43	1.73	-	1.44	1.38	1.50
Laborers, material handling.....	2.04	2.48	2.30	2.00	2.33	2.13	2.13	2.07	1.85	1.65	2.02	1.77	1.88	1.66	2.47	1.68	1.91	1.72	-	1.99	1.91	2.20
Order fillers.....	2.23	2.44	1.76	1.85	2.04	2.03	2.15	2.12	1.77	1.66	2.20	1.57	1.92	1.96	2.60	1.93	1.96	1.86	-	1.77	1.87	2.35
Packers, shipping.....	2.02	2.23	-	2.23	1.95	1.66	1.79	2.06	2.23	1.88	2.00	-	1.75	1.76	2.56	-	2.23	1.72	-	1.87	2.00	2.17
Packers, shipping (women).....	1.85	2.00	-	-	1.89	-	1.69	1.55	1.55	1.60	-	-	-	-	2.04	-	1.67	-	-	-	-	-
Receiving clerks.....	2.59	2.52	2.45	2.37	3.02	2.10	2.11	2.34	2.21	2.06	2.45	1.87	2.24	2.16	2.71	2.24	2.21	2.25	-	2.10	2.77	2.47
Shipping clerks.....	2.70	2.71	-	3.21	-	2.32	2.30	2.52	2.38	2.28	2.75	-	2.54	-	2.88	-	2.36	2.81	-	2.61	-	2.86
Shipping and receiving clerks.....	2.80	2.72	3.24	3.12	2.77	2.22	2.14	2.42	2.60	2.22	2.68	2.34	2.54	2.05	2.69	-	2.82	2.56	-	2.30	2.14	2.07
Truckdrivers ⁴	2.71	2.86	2.77	2.35	2.96	2.39	2.38	2.53	2.18	2.45	2.53	2.16	2.29	2.22	2.98	2.39	2.52	2.34	2.12	2.41	2.30	2.74
Light (under 1½ tons).....	1.86	2.35	2.60	1.65	-	2.04	1.82	1.96	1.43	1.58	2.01	1.42	1.67	1.63	2.20	1.80	1.71	1.87	-	1.84	1.73	1.77
Medium (1½ to and including 4 tons).....	2.88	2.61	2.84	2.31	2.71	2.32	2.35	2.67	1.79	1.76	2.69	2.62	2.38	2.27	2.59	2.64	2.53	2.09	1.69	2.34	2.07	2.80
Heavy (over 4 tons, trailer type).....	3.09	3.18	2.18	2.71	-	3.02	2.82	2.49	2.43	3.20	3.10	2.27	2.65	-	3.44	-	2.97	2.87	-	2.88	2.61	3.06
Heavy (over 4 tons, other than trailer type).....	-	2.93	-	2.25	3.08	-	-	-	-	3.21	-	-	2.09	-	-	-	2.15	2.41	-	-	-	-
Truckers, power (forklift).....	2.56	2.82	3.09	2.24	2.84	2.42	2.15	2.15	2.40	1.89	2.43	1.73	2.00	1.89	2.73	1.94	2.17	1.93	-	2.45	2.01	2.51
Truckers, power (other than forklift).....	2.89	3.10	-	2.93	-	-	2.34	2.90	-	-	1.97	-	-	-	2.91	-	2.77	-	-	2.36	2.24	-

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1966 through June 1967)

Occupation ²	South—Continued						North Central															
	Raleigh	Richmond ³	San Antonio ³	Savannah ³	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ³	Cincinnati	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	De-troit ³	Green Bay	Indian-apolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Heights
Maintenance and powerplant																						
Carpenters.....	-	\$3.19	-	\$3.32	\$2.90	\$3.21	\$3.69	\$3.30	\$3.89	\$3.41	\$3.53	\$3.33	\$3.49	\$3.66	\$3.54	\$3.70	-	\$3.53	\$3.59	\$3.58	\$3.43	\$3.18
Electricians.....	\$2.98	3.41	\$3.05	3.43	3.32	3.33	3.71	3.52	3.79	3.51	3.61	3.52	3.81	3.69	3.69	3.95	\$3.13	3.71	3.78	3.95	3.87	3.30
Engineers, stationary.....	2.68	2.85	2.61	-	2.96	3.40	3.72	3.36	3.89	3.62	3.40	3.23	3.60	3.58	3.14	3.82	3.16	3.47	3.53	3.47	3.51	-
Firemen, stationary boiler.....	-	2.14	-	2.62	-	2.14	3.50	2.94	3.12	3.19	3.16	2.77	2.75	3.12	2.97	3.63	2.66	2.85	2.68	3.02	3.22	2.77
Helpers, trades.....	-	2.51	2.56	2.70	2.33	2.63	2.94	2.82	2.83	2.71	2.73	2.75	2.86	2.86	3.07	2.96	2.52	2.56	2.89	3.07	3.17	2.73
Machine-tool operators, toolroom.....	-	-	-	-	2.80	-	3.68	3.69	3.72	3.58	3.55	3.57	3.58	3.72	-	3.94	-	3.84	3.52	3.79	3.28	3.55
Machinists.....	-	3.39	-	-	3.17	3.64	3.53	3.58	3.80	3.54	3.52	3.64	3.68	3.78	3.67	3.92	3.17	3.54	3.79	3.87	3.72	3.35
Mechanics, automotive.....	2.84	2.90	2.90	3.13	2.77	3.32	3.53	3.11	3.71	3.25	3.43	3.32	3.47	3.21	3.41	3.60	3.10	3.32	3.34	3.51	3.43	3.26
Mechanics.....	2.61	3.25	2.84	3.26	3.04	3.37	3.67	3.22	3.51	3.25	3.47	3.21	3.65	3.41	3.37	3.84	2.98	3.55	3.46	3.54	3.29	3.24
Milwrights.....	-	-	-	-	3.37	-	3.81	3.51	3.71	3.55	3.61	3.44	3.67	3.78	-	3.85	-	3.75	3.74	3.69	3.63	3.20
Oilers.....	-	2.46	-	2.82	-	-	3.48	2.81	2.90	3.02	3.02	2.82	2.97	3.07	3.02	3.21	2.69	2.93	2.97	3.22	2.99	2.89
Painters.....	-	3.18	2.07	3.17	2.46	2.89	3.62	3.29	3.97	3.35	3.36	3.37	3.32	3.50	3.58	3.61	2.83	3.52	3.64	3.71	3.87	-
Pipefitters.....	-	-	-	3.52	-	-	3.76	3.45	3.79	3.62	3.56	3.47	3.61	3.83	-	3.87	3.07	3.68	3.70	3.78	3.97	3.31
Plumbers.....	-	-	-	-	-	-	-	4.26	-	-	-	-	-	3.59	-	3.64	-	-	-	-	4.23	-
Sheet-metal workers.....	-	3.51	-	-	-	-	3.82	-	3.67	3.67	3.68	3.66	3.83	3.84	-	3.89	-	3.81	3.73	3.71	3.87	3.24
Tool and die makers.....	-	-	-	-	3.60	-	3.94	3.64	4.01	3.78	3.84	3.86	4.06	4.09	3.85	4.11	-	3.85	3.68	4.10	3.76	3.53
Custodial and material movement																						
Elevator operators, passenger.....	-	-	-	-	-	-	-	2.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women).....	-	-	-	-	1.31	1.42	-	1.66	1.51	1.34	1.14	-	-	1.40	1.56	-	1.19	1.29	-	1.70	-	-
Guards and watchmen.....	1.68	1.95	1.69	2.14	-	1.67	2.89	2.76	2.24	2.15	2.21	2.04	2.28	2.71	2.62	2.67	2.26	2.26	2.29	2.15	2.47	2.56
Janitors, porters, and cleaners.....	1.40	1.74	1.47	1.77	1.45	1.62	2.63	2.37	2.30	2.09	2.25	1.85	2.48	2.30	2.17	2.64	2.31	2.09	2.11	2.36	2.24	2.60
Janitors, porters, and cleaners (women).....	-	1.44	1.36	1.84	1.35	1.47	1.87	1.71	2.07	1.65	1.79	1.70	2.13	1.80	1.61	1.82	1.80	1.72	1.76	1.92	1.86	2.11
Laborers, material handling.....	1.64	2.02	1.72	1.87	1.72	2.18	3.07	2.59	2.70	2.67	2.70	2.44	2.73	2.78	2.56	2.95	2.61	2.61	2.59	2.85	2.79	2.66
Order fillers.....	2.06	2.25	1.65	2.17	1.94	2.38	2.92	2.53	2.76	2.64	2.67	2.42	2.67	2.88	2.71	2.86	2.62	2.52	2.60	3.02	2.89	2.90
Packers, shipping.....	1.59	1.73	1.55	-	1.54	1.94	3.09	2.66	2.47	2.32	2.69	2.37	2.94	2.76	2.93	2.93	2.52	2.27	2.64	2.87	2.70	2.91
Packers, shipping (women).....	-	-	-	-	1.67	-	2.24	-	2.15	2.19	1.91	2.01	2.45	2.20	-	2.73	-	1.77	2.19	2.02	2.12	2.79
Receiving clerks.....	2.06	2.44	2.07	2.39	2.35	2.16	2.98	2.76	2.82	2.58	2.69	2.56	2.56	2.52	2.74	3.04	2.68	2.42	2.84	2.92	2.88	2.96
Shipping clerks.....	-	2.42	-	-	-	2.68	2.91	2.85	2.87	2.66	2.74	2.64	2.94	2.94	2.91	3.22	-	2.58	2.86	3.00	3.00	2.88
Shipping and receiving clerks.....	2.13	2.51	-	-	2.32	2.70	2.79	2.73	2.99	2.85	2.80	2.55	2.76	2.70	2.72	3.13	-	2.76	2.86	3.03	2.93	-
Truckdrivers ⁴	1.96	2.26	2.41	1.81	2.24	2.76	3.38	2.70	3.41	3.23	3.22	2.86	2.96	3.08	3.05	3.32	2.93	2.97	3.18	3.43	3.22	3.17
Light (under 1½ tons).....	1.50	2.18	1.70	1.66	1.71	1.81	3.28	2.24	3.24	2.84	2.73	2.26	2.28	2.35	2.06	2.72	-	2.44	2.67	2.76	3.06	-
Medium (1½ to and including 4 tons).....	1.90	2.29	2.40	1.88	2.30	2.62	3.06	2.85	3.33	2.96	3.23	2.76	2.65	2.90	2.20	3.28	2.90	2.81	3.05	3.21	3.23	2.82
Heavy (over 4 tons, trailer type).....	-	2.86	2.71	-	2.45	3.12	3.47	3.07	3.48	3.37	3.35	3.30	3.03	3.23	3.04	3.39	3.02	3.18	3.16	3.54	3.30	3.23
Heavy (over 4 tons, other than trailer type).....	-	1.82	-	-	1.87	2.85	3.25	-	3.50	3.34	3.24	-	-	2.84	-	3.39	-	3.30	-	3.52	-	-
Truckers, power (forklift).....	2.04	2.14	1.83	2.35	2.12	2.15	3.25	2.78	2.86	2.93	3.01	2.67	3.00	2.92	2.98	3.09	2.65	2.84	2.87	3.01	2.96	2.81
Truckers, power (other than forklift).....	-	-	-	2.32	-	-	3.27	2.84	2.79	2.66	3.15	2.53	2.98	3.04	-	3.11	-	2.76	3.11	2.93	2.94	2.80

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1966 through June 1967)

Occupation ²	North Central—Continued									West												
	Omaha ³	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Youngstown-Warren	Albuquerque ³	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	Phoenix ³	Portland	Salt Lake City	San Bernardino-Riverside-Ontario ⁵	San Diego	San Francisco-Oakland ³	San Jose	Seattle-Everett ³	Spokane
Maintenance and powerplant																						
Carpenters.....	\$3.22	\$3.08	\$3.44	-	\$3.59	\$3.64	\$3.30	\$2.98	\$3.66	-	-	\$3.35	\$3.57	\$3.52	\$3.49	\$3.20	\$3.30	\$3.52	\$3.78	\$3.66	\$3.59	\$3.51
Electricians.....	3.55	3.41	3.78	-	3.56	3.61	3.77	3.31	3.84	\$3.58	-	3.52	3.83	3.74	3.66	3.39	3.83	3.95	3.95	3.74	3.69	3.77
Engineers, stationary.....	3.25	3.26	3.68	-	3.68	3.58	3.67	3.17	3.52	-	-	3.45	3.87	3.15	3.53	3.39	3.85	3.67	3.98	3.74	3.62	3.41
Firemen, stationary boiler.....	3.02	2.72	3.52	-	3.20	3.13	3.19	2.88	3.29	-	-	2.85	-	-	2.84	2.98	-	-	3.12	-	3.00	-
Helpers, trades.....	2.48	2.50	3.00	-	2.86	3.02	-	2.64	2.91	-	-	2.65	3.07	2.51	2.88	2.84	-	-	3.08	2.84	2.81	2.93
Machine-tool operators, toolroom.....	-	3.26	3.59	-	-	3.90	-	-	3.73	-	-	3.31	3.76	3.41	3.49	-	-	-	3.70	3.80	3.83	-
Machinists.....	3.48	3.20	3.64	-	3.35	3.71	-	3.33	3.78	-	-	3.40	3.87	3.71	3.67	3.43	3.80	3.84	3.96	3.79	3.61	3.76
Mechanics, automotive.....	3.10	3.24	3.51	\$2.87	3.37	3.40	3.39	3.18	3.50	3.43	\$3.24	3.48	3.79	3.37	3.69	3.53	3.45	3.64	4.19	3.84	3.61	3.72
Mechanics.....	3.20	3.11	3.40	-	3.33	3.36	3.68	3.26	3.73	3.40	-	3.27	3.50	3.43	3.55	3.43	3.58	3.61	3.73	3.52	3.56	3.60
Millwrights.....	3.61	3.38	3.70	-	3.54	3.59	-	-	3.58	-	-	-	3.78	-	-	-	-	-	-	-	-	-
Oilers.....	3.03	2.76	3.25	-	3.05	2.99	-	-	2.84	2.72	-	2.83	2.97	2.70	2.94	-	3.05	2.93	3.20	2.94	3.03	2.93
Painters.....	3.28	2.89	3.42	-	3.58	3.41	3.30	3.05	3.44	-	-	3.47	3.54	3.16	3.52	3.32	3.49	3.50	3.94	3.61	3.67	-
Pipefitters.....	3.48	3.55	3.60	-	3.71	3.57	3.55	3.39	3.63	-	-	3.43	3.74	-	3.65	3.41	3.69	-	3.78	-	3.53	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	3.73	-	-	-	-	3.54	-	3.60	-	-
Sheet-metal workers.....	3.58	3.19	3.66	-	-	3.69	-	-	3.76	-	-	-	3.72	-	-	-	-	-	3.77	-	-	-
Tool and die makers.....	-	3.58	3.91	-	3.79	3.89	3.93	3.50	3.91	-	-	3.76	3.90	3.79	3.77	3.60	3.62	3.88	4.29	4.25	3.88	-
Custodial and material movement																						
Elevator operators, passenger.....	-	-	1.44	-	-	-	-	-	-	-	-	-	1.85	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women).....	1.04	-	1.44	-	-	-	-	-	-	-	-	1.72	1.84	-	-	-	-	-	2.38	-	-	-
Guards and watchmen.....	1.96	2.45	2.29	-	2.84	2.34	2.70	2.29	2.45	2.85	1.89	2.20	2.12	2.10	2.01	2.06	2.66	2.36	2.31	2.16	2.52	2.90
Janitors, porters, and cleaners.....	1.73	2.30	2.11	2.02	2.32	2.45	2.54	2.04	2.31	2.01	1.80	1.96	2.33	1.66	2.29	1.60	2.17	2.24	2.58	2.56	2.43	2.22
Janitors, porters, and cleaners (women).....	1.64	1.87	1.51	-	-	1.85	2.32	1.72	1.91	-	1.53	1.94	2.14	1.42	2.12	-	-	2.05	2.55	2.40	2.35	-
Laborers, material handling.....	2.51	2.47	2.69	2.49	2.74	2.72	2.76	2.48	2.86	2.52	2.72	2.72	2.97	2.40	3.01	2.48	2.56	2.98	3.18	2.72	3.10	2.99
Order fillers.....	2.67	2.51	2.98	2.29	2.91	2.81	-	2.64	3.14	2.20	2.45	2.51	2.86	2.76	2.99	2.40	3.03	3.04	3.23	2.77	3.03	2.85
Packers, shipping.....	2.58	2.49	2.60	-	2.76	2.90	2.70	2.40	2.76	1.79	-	2.39	2.54	2.52	2.98	2.25	-	2.74	3.08	2.51	2.92	2.79
Packers, shipping (women).....	2.03	2.17	2.18	-	-	2.23	-	-	-	-	-	-	2.42	-	-	-	-	-	2.73	-	2.60	-
Receiving clerks.....	2.27	2.71	2.78	-	2.94	2.86	2.94	2.62	2.71	2.70	2.45	2.59	2.98	2.54	3.12	2.50	2.81	2.92	3.32	3.07	3.10	2.93
Shipping clerks.....	2.61	2.77	2.81	-	2.83	3.04	3.04	2.76	3.06	2.09	2.47	2.75	3.06	-	3.12	-	2.99	2.82	3.32	2.81	3.16	3.08
Shipping and receiving clerks.....	2.44	2.79	3.01	-	2.95	2.92	-	2.34	2.83	-	-	2.63	2.84	2.52	3.19	2.79	2.71	2.67	3.21	3.04	3.10	-
Truckdrivers ⁴	2.66	2.98	3.27	2.67	3.10	3.13	2.98	2.71	3.20	2.52	2.91	2.84	3.41	2.98	3.43	2.71	3.25	3.43	3.65	3.65	3.63	3.45
Light (under 1 1/2 tons).....	2.23	2.36	-	-	2.74	2.56	-	2.39	2.31	2.31	-	2.41	2.99	2.18	2.80	2.38	-	2.87	3.43	2.79	3.07	-
Medium (1 1/2 to and including 4 tons).....	2.61	2.87	3.33	2.88	2.84	3.03	3.10	2.26	3.00	2.39	3.11	2.82	3.34	2.97	3.46	2.67	2.69	3.05	3.56	3.58	3.41	3.31
Heavy (over 4 tons, trailer type).....	2.90	3.36	3.31	2.80	2.78	3.28	-	3.03	3.38	2.74	3.29	3.18	3.55	3.20	3.54	3.05	3.35	3.54	3.78	3.71	3.62	3.55
Heavy (over 4 tons, other than trailer type).....	-	-	3.28	-	-	-	-	-	2.98	2.38	-	2.95	3.51	-	3.56	2.93	3.42	3.89	3.70	3.92	4.12	-
Truckers, power (forklift).....	2.73	2.79	2.91	-	2.82	2.77	2.87	2.79	3.09	2.56	2.55	2.90	3.00	2.82	3.19	2.72	2.87	3.09	3.20	2.94	3.09	3.07
Truckers, power (other than forklift).....	2.90	-	2.98	-	2.82	-	-	2.58	3.17	2.74	-	-	3.12	-	3.01	-	-	-	3.32	-	2.99	2.93

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

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

Table A-6. Plant Occupations—Manufacturing

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
Maintenance and powerplant																			
Carpenters.....	\$3.41	\$3.13	\$3.16	\$3.42	\$2.93	-	\$3.41	\$2.93	\$3.47	\$3.47	\$3.45	\$3.38	-	\$2.71	-	\$3.26	\$2.90	\$3.05	\$2.86
Electricians.....	3.52	3.23	3.40	3.64	3.31	\$2.71	3.62	3.14	3.64	3.53	3.47	3.51	\$2.83	3.16	\$2.94	3.44	3.22	3.47	3.10
Engineers, stationary.....	3.24	3.30	3.50	3.29	-	-	3.83	2.99	4.00	3.59	3.19	3.34	-	3.22	-	3.30	3.20	3.22	2.96
Firemen, stationary boiler.....	2.87	2.67	2.84	3.04	-	1.82	3.07	2.57	3.30	2.96	2.90	2.95	-	2.22	-	2.74	-	2.63	2.38
Helpers, trades.....	-	2.68	2.50	2.75	2.27	2.06	2.71	-	3.09	2.69	2.87	2.84	-	2.48	2.21	2.56	2.40	-	2.52
Machine-tool operators, toolroom.....	-	3.22	3.37	3.78	-	-	3.79	-	3.30	3.29	3.34	3.45	2.73	-	-	-	-	3.04	3.13
Machinists.....	3.49	3.21	3.39	3.65	3.22	2.73	3.65	3.00	3.91	3.49	3.51	3.77	2.98	3.24	2.92	3.39	3.18	3.20	2.94
Mechanics, automotive.....	3.18	3.14	3.25	3.51	-	-	3.53	-	3.64	3.48	3.37	3.55	2.74	2.99	-	-	2.97	-	2.76
Mechanics.....	3.25	3.27	3.00	3.48	3.13	2.60	3.45	3.16	3.48	3.33	3.33	3.35	2.95	2.67	2.93	3.12	3.06	3.25	2.94
Millwrights.....	3.53	3.38	3.30	3.64	3.18	-	3.57	2.98	3.52	3.53	3.61	-	-	2.91	-	3.60	3.11	3.00	-
Oilers.....	2.71	2.90	2.60	3.04	-	-	2.99	2.53	3.01	2.66	2.75	2.86	-	2.29	2.20	2.65	2.68	2.71	2.63
Painters.....	3.19	3.01	3.09	3.34	3.00	-	3.33	-	3.39	3.38	3.35	3.21	-	2.93	-	3.22	2.86	-	2.72
Pipefitters.....	3.38	3.15	3.34	3.50	3.11	-	3.59	3.11	3.45	3.55	3.51	3.37	-	3.01	-	3.45	-	3.47	3.06
Plumbers.....	-	-	-	-	-	-	-	-	3.35	-	3.43	-	-	-	-	-	2.96	-	-
Sheet-metal workers.....	3.55	-	3.33	3.71	-	-	3.55	-	3.55	3.47	3.37	3.46	-	-	-	-	3.17	3.29	-
Tool and die makers.....	-	3.50	3.61	3.88	3.62	-	3.65	3.26	3.62	3.68	3.65	3.71	2.96	3.47	3.34	3.76	3.34	3.13	3.33
Custodial and material movement																			
Guards and watchmen.....	2.30	2.41	2.42	2.85	2.43	1.62	2.55	2.26	2.54	2.80	2.49	2.77	1.97	1.94	1.70	2.61	2.30	2.16	2.12
Guards.....	2.43	2.78	2.49	2.94	2.59	-	2.75	2.38	2.69	2.88	2.66	2.82	-	2.30	1.97	2.88	-	2.21	2.36
Watchmen.....	2.14	1.85	2.30	2.48	2.03	1.64	2.20	-	2.23	-	1.96	2.56	-	1.88	1.57	2.05	2.19	2.00	1.97
Janitors, porters, and cleaners.....	2.20	2.36	2.18	2.43	1.96	1.63	2.44	2.17	2.34	2.40	2.30	2.44	2.10	1.93	1.92	2.36	2.25	2.26	2.02
Janitors, porters, and cleaners (women).....	2.06	2.12	2.10	2.25	2.04	-	2.08	-	2.17	2.27	2.12	2.26	-	2.01	1.62	2.33	-	-	1.95
Laborers, material handling.....	2.29	2.52	2.28	2.67	2.38	1.64	2.75	2.30	2.60	2.40	2.54	2.74	2.02	1.98	2.02	2.37	2.22	2.50	2.16
Order fillers.....	2.64	1.99	2.38	2.66	-	1.62	2.73	-	2.49	2.55	2.64	2.92	-	2.20	1.99	-	-	2.27	2.40
Packers, shipping.....	2.39	2.07	2.43	2.78	2.13	1.82	2.62	2.18	2.15	2.71	2.42	2.67	1.94	2.13	1.94	2.44	2.79	2.74	2.21
Packers, shipping (women).....	-	-	2.17	-	1.68	1.59	-	-	-	-	2.15	-	1.94	1.50	1.87	-	2.08	-	-
Receiving clerks.....	2.50	2.57	2.41	2.86	2.31	1.76	2.73	2.54	2.95	2.96	2.73	2.84	2.20	2.44	2.13	2.69	2.40	2.51	2.38
Shipping clerks.....	2.61	2.68	2.52	3.04	2.47	-	2.90	2.54	2.97	2.87	2.71	2.89	-	2.38	2.29	2.47	2.45	-	2.36
Shipping and receiving clerks.....	2.45	2.55	2.72	2.92	2.41	2.08	2.72	2.54	2.87	2.86	2.51	2.84	2.26	2.39	1.88	2.67	2.76	2.37	2.42
Truckdrivers ³	2.98	2.72	2.85	3.02	2.49	2.11	3.77	2.64	3.67	3.02	3.25	3.19	2.08	2.42	2.61	2.73	2.56	2.66	2.19
Light (under 1½ tons).....	-	2.62	2.66	2.87	-	-	2.70	-	2.49	-	2.44	2.79	-	2.97	-	-	2.37	2.47	1.71
Medium (1½ to and including 4 tons).....	3.28	2.66	2.96	2.78	-	1.99	4.04	-	3.78	3.02	3.28	3.36	2.31	2.47	-	-	-	2.47	2.20
Heavy (over 4 tons, trailer type).....	-	2.77	2.93	2.99	-	2.35	3.70	-	3.36	-	3.33	3.10	1.98	2.91	-	2.82	2.73	-	2.30
Heavy (over 4 tons, other than trailer type).....	-	2.67	-	3.16	-	-	3.00	2.69	3.89	2.91	-	3.10	-	-	-	-	-	-	2.43
Truckers, power (forklift).....	2.72	2.71	2.85	2.90	2.43	-	2.91	2.47	3.10	2.78	2.76	2.89	2.40	2.48	2.33	2.67	2.72	2.68	2.40
Truckers, power (other than forklift).....	2.58	-	2.74	2.92	-	-	2.57	2.50	-	3.06	2.76	3.19	-	-	-	2.46	2.57	3.46	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	South																					
	Atlanta	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham	Charles- ton, W. Va.	Char- lotte	Chatta- nooga	Dallas	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville	Little Rock- North Little Rock	Louis- ville	Lub- bock	Mem- phis	Miami	Midland and Odessa	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City
Maintenance and powerplant																						
Carpenters.....	\$3.16	\$3.40	\$3.75	\$3.37	\$3.68	-	\$2.48	\$3.04	\$3.28	\$2.25	\$3.65	-	-	\$2.36	\$3.56	-	\$2.79	-	-	\$3.31	\$2.86	-
Electricians.....	3.66	3.47	3.76	3.73	3.67	\$2.79	3.00	3.23	3.62	2.49	3.69	\$2.94	\$3.39	2.83	3.74	-	3.43	\$2.86	-	3.48	3.35	\$2.98
Engineers, stationary.....	3.38	3.31	3.74	3.53	3.64	-	3.19	3.24	3.47	2.42	3.34	-	3.34	2.53	3.56	-	3.36	-	-	3.18	3.18	2.94
Firemen, stationary boiler.....	-	2.96	3.37	-	-	-	2.15	-	-	1.75	3.09	-	-	1.71	3.17	-	2.30	-	-	2.82	-	-
Helpers, trades.....	2.44	-	3.11	2.85	-	1.81	2.31	2.17	2.59	1.86	2.76	-	2.46	1.93	2.82	-	1.85	1.97	-	2.67	-	-
Machine-tool operators, toolroom.....	-	3.29	-	3.15	-	-	-	3.16	-	-	3.31	-	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.38	3.70	3.78	3.68	3.68	3.00	2.98	3.07	3.41	2.46	3.77	2.89	3.24	2.93	3.63	-	3.30	-	-	3.47	3.43	-
Mechanics, automotive.....	2.92	3.26	3.68	3.09	3.42	2.35	2.50	2.90	2.92	2.25	3.25	2.32	2.53	2.26	3.39	-	2.78	2.32	-	2.77	2.67	2.78
Mechanics.....	2.85	3.59	3.64	3.53	3.69	2.70	3.02	2.95	3.03	2.49	3.43	2.67	2.86	2.78	3.52	\$2.64	3.14	2.61	\$3.53	3.25	2.72	2.76
Millwrights.....	-	3.55	-	3.53	3.64	-	-	-	3.15	-	3.50	-	-	-	3.75	-	3.32	-	-	3.58	-	-
Oilers.....	2.65	2.96	3.01	2.78	-	1.62	2.35	2.55	2.74	1.64	2.75	-	2.39	-	2.92	-	2.75	-	-	2.68	-	-
Painters.....	3.51	3.32	3.82	3.26	3.67	-	2.77	2.94	3.34	2.06	3.61	-	-	-	3.49	-	3.01	-	-	3.30	-	-
Pipefitters.....	3.73	3.50	3.84	-	3.69	-	-	-	-	-	3.82	-	-	-	3.79	-	3.42	-	-	3.46	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.42	3.84	-	3.73	-	-	-	3.01	-	3.88	-	-	-	3.64	-	-	-	-	-	-	-
Tool and die makers.....	3.83	3.66	-	3.38	-	-	3.15	3.53	3.79	3.18	3.55	-	-	3.32	4.07	-	3.58	3.22	-	-	-	-
Custodial and material movement																						
Guards and watchmen.....	2.49	2.63	3.07	2.27	3.01	1.54	2.07	2.09	2.66	1.68	2.64	1.67	-	1.52	2.64	-	2.45	1.53	-	2.13	2.38	2.00
Guards.....	2.98	2.80	3.24	2.79	3.14	-	2.25	2.25	2.92	1.79	2.92	-	-	-	2.99	-	2.83	-	-	2.31	-	-
Watchmen.....	1.65	1.96	-	1.69	-	1.53	1.76	1.86	1.53	1.64	2.26	1.46	-	1.51	2.05	-	1.46	-	-	1.76	1.68	1.67
Janitors, porters, and cleaners.....	2.14	2.24	2.59	2.20	2.57	1.62	1.82	1.84	2.24	1.58	2.29	1.59	1.82	1.58	2.40	1.57	2.00	1.67	1.69	2.10	2.26	1.77
Janitors, porters, and cleaners (women).....	1.63	1.99	-	1.73	-	1.53	1.42	-	-	1.45	1.79	-	-	1.42	2.15	-	-	-	-	1.67	-	-
Laborers, material handling.....	1.93	2.54	2.46	2.15	2.60	1.62	2.14	1.95	1.98	1.62	2.04	1.72	1.66	1.62	2.48	1.59	1.94	1.76	-	2.00	1.98	2.12
Order fillers.....	2.22	2.23	-	2.69	-	1.73	2.23	2.18	1.95	-	2.42	-	-	2.17	2.82	-	2.03	-	-	1.95	-	2.28
Packers, shipping.....	1.98	2.03	-	2.45	-	1.54	1.78	1.84	2.61	1.88	2.23	-	1.60	1.89	2.66	-	2.19	1.79	-	2.01	-	2.16
Packers, shipping (women).....	1.85	2.27	-	-	-	-	-	1.68	1.54	1.60	-	-	-	-	2.06	-	1.60	-	-	-	-	-
Receiving clerks.....	2.68	2.43	-	2.73	3.17	2.05	2.20	2.54	2.47	2.08	2.78	-	-	-	2.89	-	2.37	2.27	-	2.61	-	2.30
Shipping clerks.....	2.75	2.66	-	3.28	-	2.31	2.48	2.68	-	2.37	2.99	-	-	-	2.94	-	2.39	2.72	-	2.82	-	-
Shipping and receiving clerks.....	2.82	-	3.41	3.23	3.02	2.14	2.15	2.44	2.86	2.22	2.73	2.40	-	2.14	2.57	-	2.78	2.54	-	-	-	2.16
Truckdrivers ³	2.08	2.70	3.17	2.40	3.02	1.85	2.25	2.39	2.29	1.80	2.48	1.76	1.88	-	2.91	1.82	1.95	1.94	-	2.20	2.12	-
Light (under 1½ tons).....	1.90	2.65	3.16	2.26	-	1.85	1.90	1.87	1.59	-	2.62	-	1.93	1.78	2.10	-	1.67	1.89	-	1.87	-	-
Medium (1½ to and including 4 tons).....	2.36	2.37	3.19	2.28	2.91	1.69	2.17	2.67	1.88	1.69	2.39	-	1.71	1.66	3.18	-	1.87	1.70	-	2.09	2.35	1.96
Heavy (over 4 tons, trailer type).....	-	2.71	-	1.93	-	2.01	-	2.24	2.64	-	2.27	1.73	1.94	-	3.00	-	1.85	2.12	-	2.52	-	-
Heavy (over 4 tons, other than trailer type).....	-	2.88	-	2.35	-	-	-	-	-	-	-	-	-	-	-	-	-	2.04	-	-	-	-
Truckers, power (forklift).....	2.50	2.84	3.16	2.29	2.78	1.92	2.17	2.17	2.61	1.79	2.51	1.70	2.02	1.73	2.73	1.83	2.28	1.86	-	2.62	2.14	2.41
Truckers, power (other than forklift).....	-	3.14	-	-	-	-	2.32	3.01	-	-	-	-	-	-	2.97	-	2.80	-	-	2.33	2.14	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	South—Continued						North Central															
	Raleigh	Richmond	San Antonio	Savannah	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Heights
<u>Maintenance and powerplant</u>																						
Carpenters.....	-	\$3.28	-	\$3.34	\$2.91	-	\$3.69	\$3.39	\$3.41	\$3.40	\$3.44	\$3.41	\$3.49	\$3.68	\$3.55	\$3.74	-	\$3.58	\$3.63	\$3.52	\$3.45	\$3.18
Electricians.....	\$2.73	3.42	-	3.43	3.23	-	3.71	3.52	3.73	3.51	3.63	3.50	3.80	3.68	3.69	3.96	\$3.09	3.70	3.77	3.87	3.85	3.30
Engineers, stationary.....	-	2.99	-	-	3.34	\$3.61	3.76	3.42	3.75	3.74	3.64	3.32	3.78	3.60	3.52	3.92	2.79	3.50	3.69	3.57	3.69	-
Firemen, stationary boiler.....	-	2.24	-	-	-	-	3.50	2.94	3.01	3.22	3.23	2.80	2.99	3.12	3.09	3.68	2.64	3.01	2.64	3.17	3.25	2.89
Helpers, trades.....	-	2.49	\$2.75	-	2.30	-	2.94	2.82	2.81	2.73	2.74	2.75	2.85	2.92	-	2.96	2.50	2.54	2.89	2.90	3.21	2.69
Machine-tool operators, toolroom.....	-	-	-	-	2.80	-	3.68	3.69	3.71	3.58	3.55	3.64	3.58	3.72	-	3.94	-	3.84	3.52	3.79	3.28	3.55
Machinists.....	-	3.39	-	-	3.19	-	3.53	3.58	3.80	3.58	3.52	3.65	3.68	3.78	3.68	3.95	3.16	3.55	3.80	3.86	3.71	3.34
Mechanics, automotive.....	-	2.78	2.54	3.07	2.15	3.19	3.58	3.26	3.53	3.28	3.45	3.07	3.62	3.28	3.37	3.72	-	3.28	3.40	3.50	3.60	3.16
Mechanics.....	2.54	3.26	2.92	3.25	2.99	3.34	3.68	3.22	3.47	3.26	3.46	3.19	3.65	3.37	3.37	3.84	2.97	3.57	3.42	3.52	3.28	3.22
Millwrights.....	-	-	-	-	3.37	-	3.81	3.51	3.72	3.55	3.61	3.44	3.67	3.78	-	3.85	-	3.75	3.74	3.69	3.64	3.20
Oilers.....	-	2.46	-	2.82	-	-	3.48	2.81	2.88	3.05	3.02	2.82	2.97	3.07	2.99	3.22	2.70	2.93	2.97	3.22	2.99	2.89
Painters.....	-	3.33	-	3.17	-	-	3.67	3.29	3.47	3.46	3.49	3.47	3.36	3.52	3.60	3.74	-	3.55	3.59	3.67	3.61	-
Pipefitters.....	-	-	-	3.52	-	-	3.76	3.45	3.76	3.62	3.56	3.49	3.61	3.83	-	3.86	3.07	3.69	3.71	3.84	3.96	3.31
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	3.59	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.51	-	-	-	-	3.82	-	3.68	3.74	3.70	3.66	3.83	3.84	-	3.90	-	3.81	3.73	3.69	3.87	3.24
Tool and die makers.....	-	-	-	-	3.60	-	3.94	3.64	4.01	3.78	3.84	3.87	4.06	4.09	3.85	4.11	-	3.85	3.68	4.10	3.76	3.53
<u>Custodial and material movement</u>																						
Guards and watchmen.....	1.73	2.40	1.66	2.15	1.87	-	3.03	2.80	2.58	2.69	2.84	2.72	2.77	3.00	2.95	3.26	2.28	2.76	2.91	2.68	2.72	2.58
Guards.....	-	2.97	1.70	2.40	2.01	-	3.17	2.83	2.71	2.87	2.96	2.90	3.01	3.09	-	3.29	-	2.86	3.06	2.73	2.75	2.60
Watchmen.....	-	2.08	1.64	1.92	1.59	-	2.60	-	2.35	2.07	2.34	1.88	2.04	2.01	-	2.79	2.29	2.06	2.48	2.57	-	-
Janitors, porters, and cleaners.....	1.58	1.97	1.66	1.89	1.83	1.93	2.89	2.49	2.37	2.46	2.54	2.27	2.58	2.60	2.55	2.88	2.39	2.36	2.47	2.55	2.41	2.65
Janitors, porters, and cleaners (women).....	-	1.79	-	2.04	-	-	2.81	2.17	2.24	2.08	2.23	2.41	2.38	2.64	-	2.48	2.06	2.28	-	2.48	2.21	-
Laborers, material handling.....	1.55	2.03	1.82	1.89	1.65	2.18	2.86	2.61	2.48	2.65	2.71	2.49	2.76	2.78	2.78	3.00	2.54	2.50	2.65	2.75	2.71	2.67
Order fillers.....	-	2.63	1.66	2.38	-	2.64	3.33	2.46	2.59	2.69	2.82	2.62	2.58	2.83	-	2.98	2.42	2.36	2.79	2.93	2.68	-
Packers, shipping.....	1.67	2.01	1.58	-	1.54	-	3.24	2.72	2.50	2.37	2.75	2.44	2.96	2.78	2.93	2.92	-	2.45	2.81	2.89	2.59	2.90
Packers, shipping (women).....	-	-	-	-	1.67	-	2.37	-	2.29	2.25	1.99	2.04	2.45	2.25	-	2.83	-	1.78	-	2.17	2.16	2.79
Receiving clerks.....	-	2.76	2.04	-	2.57	-	3.05	2.85	2.79	2.70	2.76	2.63	2.75	2.80	2.75	3.19	-	2.62	2.95	2.89	2.85	2.96
Shipping clerks.....	-	2.56	-	-	-	-	2.91	2.85	2.92	2.73	2.84	2.81	3.09	2.90	2.94	3.26	-	2.84	2.82	3.00	2.93	2.88
Shipping and receiving clerks.....	2.15	2.35	-	-	2.31	-	2.84	2.74	3.11	3.01	3.01	2.44	2.68	2.80	2.89	-	-	2.68	2.85	3.02	2.90	-
Truckdrivers ³	1.56	2.08	2.00	2.19	1.88	2.74	3.04	2.97	3.32	2.92	3.03	2.71	2.87	2.97	2.58	3.37	2.52	2.81	3.27	3.27	3.16	3.07
Light (under 1½ tons).....	-	-	1.71	-	2.15	-	-	-	-	2.65	2.88	2.64	2.50	2.70	-	3.13	-	2.29	2.84	2.95	3.13	-
Medium (1½ to and including 4 tons).....	1.49	2.02	2.09	2.28	1.82	2.41	2.84	3.02	3.27	2.94	2.90	2.92	2.62	2.84	-	3.46	2.33	2.85	3.30	3.01	3.13	-
Heavy (over 4 tons, trailer type).....	-	2.29	-	-	2.03	2.86	3.28	2.92	3.37	3.09	3.23	2.66	3.07	3.06	-	3.37	-	2.95	3.15	3.30	3.05	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	3.47	-	-	-	-	2.84	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	1.70	2.11	1.71	2.35	2.35	1.98	3.27	2.77	2.82	2.91	2.99	2.67	3.01	2.92	2.97	3.09	2.61	2.83	2.94	3.00	2.88	2.82
Truckers, power (other than forklift).....	-	-	-	2.22	-	-	3.27	2.83	2.74	2.62	3.30	2.52	3.02	3.04	-	3.15	-	2.80	3.28	2.92	-	2.80

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	North Central—Continued									West												
	Omaha	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque	Boise City	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Phoen- ix	Port- land	Salt Lake City	San Bernar- dino- Riverside- Ontario ⁴	San Diego	San Francisco- Oakland	San Jose	Seattle- Everett	Spo- kane
Maintenance and powerplant																						
Carpenters.....	\$3.58	\$3.02	\$3.46	-	\$3.59	\$3.71	\$3.35	\$2.99	\$3.66	-	-	\$3.42	\$3.57	\$3.57	\$3.59	\$3.36	\$3.50	\$3.54	\$3.80	\$3.66	\$3.59	\$3.52
Electricians.....	3.55	3.39	3.74	-	3.56	3.55	3.77	3.30	3.84	\$3.52	-	3.46	3.79	3.59	3.68	3.40	3.82	3.85	3.93	3.74	3.67	3.69
Engineers, stationary.....	3.38	3.28	3.78	-	3.71	3.62	-	3.28	3.53	-	-	3.67	3.92	3.41	3.59	-	-	-	4.06	3.75	3.63	3.72
Firemen, stationary boiler.....	-	2.77	3.43	-	3.20	3.15	-	2.88	3.29	-	-	-	-	-	2.83	-	-	-	3.10	-	3.00	-
Helpers, trades.....	-	2.43	3.03	-	2.86	3.06	-	2.39	2.91	-	-	2.50	3.06	2.57	2.83	2.87	-	-	3.15	2.84	2.80	-
Machine-tool operators, toolroom.....	-	3.26	3.59	-	-	3.90	-	-	3.73	-	-	3.31	3.76	3.41	3.49	-	-	3.70	3.81	3.83	-	-
Machinists.....	3.48	3.19	3.62	-	3.35	3.71	-	3.30	3.78	-	-	3.38	3.84	3.66	3.67	3.44	3.82	3.87	3.94	3.79	3.60	3.72
Mechanics, automotive.....	2.97	3.30	3.55	-	3.37	3.45	3.40	2.99	3.51	3.06	-	3.22	3.68	3.26	3.64	3.17	3.50	3.72	4.19	3.79	3.60	3.65
Mechanics.....	3.19	3.08	3.40	-	3.34	3.35	-	3.25	3.73	3.39	-	3.27	3.50	3.43	3.55	3.41	3.58	3.60	3.73	3.52	3.56	3.57
Millwrights.....	3.61	3.38	3.70	-	3.54	3.59	-	-	3.58	-	-	-	3.78	-	-	-	-	-	-	-	-	-
Oilers.....	3.05	2.69	3.25	-	3.05	2.99	-	-	2.84	-	-	2.83	2.96	2.70	2.94	-	3.01	2.93	3.15	2.94	3.03	2.93
Painters.....	-	2.93	3.54	-	3.58	3.47	-	3.07	3.44	-	-	3.46	3.53	-	3.54	3.36	3.47	3.38	3.79	3.62	3.65	-
Pipefitters.....	3.59	3.55	3.58	-	3.71	3.58	-	3.39	3.63	-	-	3.43	3.83	-	3.65	3.41	3.69	-	3.78	-	3.57	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	3.68	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	3.58	3.19	3.68	-	-	3.76	-	-	3.76	-	-	-	3.71	-	-	-	-	-	3.61	-	-	-
Tool and die makers.....	-	3.58	3.91	-	3.79	3.89	3.93	3.50	3.91	-	-	3.76	3.89	3.79	3.77	3.60	3.62	3.88	4.29	4.25	3.88	-
Custodial and material movement																						
Guards and watchmen.....	2.42	2.52	2.74	-	2.87	2.74	2.69	2.62	2.91	-	-	2.88	2.98	2.71	2.67	2.69	2.91	-	2.86	2.92	2.87	-
Guards.....	-	-	2.96	-	3.02	2.84	-	2.63	3.01	-	-	2.89	3.00	2.73	-	2.77	-	-	2.94	-	2.96	-
Watchmen.....	2.13	2.26	2.34	-	2.29	2.42	-	-	2.28	1.58	-	-	2.66	-	2.55	-	-	-	2.77	2.60	2.54	-
Janitors, porters, and cleaners.....	2.33	2.45	2.47	\$2.31	2.55	2.61	2.65	2.25	2.43	2.16	\$1.86	2.34	2.53	2.15	2.50	2.18	2.42	2.52	2.76	2.57	2.73	2.71
Janitors, porters, and cleaners (women).....	-	2.16	2.11	-	-	2.22	2.42	-	2.37	-	-	2.26	2.50	-	-	-	-	-	2.33	-	-	-
Laborers, material handling.....	2.39	2.45	2.53	2.56	2.74	2.63	2.77	2.34	2.76	2.18	-	2.66	2.66	2.41	2.67	2.72	2.57	2.97	3.04	2.65	3.02	2.69
Order fillers.....	3.02	2.49	2.78	2.54	3.07	2.88	-	-	2.89	-	-	2.48	2.63	-	3.09	-	-	-	3.08	2.75	3.10	-
Packers, shipping.....	2.73	2.49	2.58	-	2.74	2.91	2.70	2.48	2.76	-	-	2.48	2.32	2.52	2.66	-	-	-	3.10	2.56	2.65	-
Packers, shipping (women).....	2.13	2.17	2.25	-	-	2.25	-	-	-	-	-	-	2.45	-	-	-	-	-	-	-	-	-
Receiving clerks.....	-	2.71	2.82	-	3.03	2.95	2.98	-	2.85	-	-	2.74	2.91	-	3.19	-	-	-	3.33	-	3.23	-
Shipping clerks.....	-	2.81	2.72	-	2.91	3.08	3.04	-	3.07	-	-	2.85	2.89	-	3.14	-	3.05	2.70	3.26	2.85	-	-
Shipping and receiving clerks.....	2.50	2.90	2.87	-	-	2.94	-	2.50	2.92	-	-	2.42	2.70	-	3.25	2.94	2.70	2.83	3.20	3.03	3.18	-
Truckdrivers ³	2.75	2.79	3.35	2.76	2.88	3.05	2.97	2.54	2.91	2.35	2.16	2.90	3.38	3.08	3.46	2.74	3.29	3.70	3.63	3.66	3.94	3.51
Light (under 1½ tons).....	2.18	2.54	-	-	-	-	-	-	-	-	-	2.50	2.68	2.20	2.83	2.69	-	3.05	-	2.89	-	-
Medium (1½ to and including 4 tons).....	3.01	2.70	3.55	-	2.74	3.22	-	-	2.74	2.27	-	2.86	3.26	2.30	3.32	2.39	2.44	3.08	3.49	3.56	3.50	3.10
Heavy (over 4 tons, trailer type).....	2.75	-	3.10	-	2.67	3.18	-	-	3.08	2.35	-	3.08	3.52	-	3.61	-	3.20	3.67	3.81	3.75	-	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	2.38	-	-	3.57	-	-	2.91	3.67	-	3.78	-	4.19	-
Truckers, power (forklift).....	2.75	2.79	2.86	-	2.81	2.76	2.87	-	3.07	2.50	-	2.84	2.85	2.85	2.95	2.70	2.86	2.99	3.08	2.93	3.02	3.06
Truckers, power (other than forklift).....	-	-	3.01	-	-	-	-	2.58	3.20	-	-	-	2.94	-	3.00	-	-	-	-	-	2.99	-

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

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

Table A-7. Plant Occupations—Nonmanufacturing

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	Northeast																		
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ³	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ³	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York
<u>Maintenance and powerplant</u>																			
Carpenters	\$ 3.30	-	\$ 3.49	-	-	-	\$ 3.66	-	\$ 3.53	-	\$ 3.64	\$ 3.60	-	\$ 3.00	-	-	-	-	-
Electricians	3.62	-	3.40	\$ 3.66	-	-	3.85	-	3.50	-	3.49	3.58	-	3.57	-	-	-	-	-
Engineers, stationary	2.99	-	2.96	3.40	-	-	3.90	-	3.69	\$ 4.19	3.01	3.40	-	-	-	-	-	-	-
Firemen, stationary boiler	-	-	2.85	-	-	-	3.10	-	2.89	-	2.41	-	-	-	-	-	-	-	-
Helpers, trades	-	\$ 2.82	2.98	2.74	-	-	2.86	-	2.88	-	2.67	2.86	-	2.68	-	-	-	-	-
Machinists	-	-	-	-	-	-	3.86	\$ 3.25	3.70	-	3.67	3.61	-	-	-	-	-	-	-
Mechanics, automotive	3.29	3.05	3.28	3.31	\$ 2.52	\$ 2.90	3.40	3.33	3.54	3.34	3.31	3.53	\$ 2.62	3.10	\$ 3.08	\$ 3.31	\$ 3.25	\$ 3.10	\$ 3.36
Mechanics	-	-	3.28	-	-	-	-	-	3.78	3.54	-	3.43	-	-	-	-	-	-	-
Painters	-	-	2.79	-	-	-	3.89	-	3.21	-	3.05	3.24	-	2.40	-	-	-	-	-
Pipefitters	-	-	-	-	-	-	-	-	-	-	-	3.34	-	-	-	-	-	-	-
Plumbers	-	-	-	-	-	-	-	-	3.41	-	3.25	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																			
Elevator operators, passenger	-	-	1.59	-	-	-	-	-	2.19	-	1.84	2.20	-	-	-	-	-	-	-
Elevator operators, passenger (women)	1.56	-	1.50	1.51	-	-	1.62	-	2.14	-	1.56	1.95	1.26	-	-	-	-	-	-
Guards and watchmen	2.00	1.60	1.62	1.75	-	-	1.65	1.67	2.18	2.16	1.59	1.93	2.01	1.86	-	-	-	2.17	-
Janitors, porters, and cleaners	1.92	1.90	1.80	1.73	1.94	1.59	1.77	1.70	2.25	2.07	2.00	1.98	1.73	1.83	1.59	1.68	-	1.74	1.66
Janitors, porters, and cleaners (women)	1.67	-	1.65	1.52	-	-	1.55	1.57	2.06	1.69	1.62	1.73	1.55	1.65	1.16	-	-	1.60	-
Laborers, material handling	2.82	2.57	2.46	2.71	2.81	2.34	2.91	2.24	2.84	2.91	2.73	2.91	1.98	2.13	2.50	2.99	2.13	2.26	2.68
Order fillers	-	-	2.43	2.88	-	-	2.79	2.73	2.66	2.91	2.73	2.99	2.57	1.97	-	-	-	-	-
Packers, shipping	-	-	2.35	-	-	-	2.13	-	2.36	-	1.93	2.50	-	1.91	-	-	-	-	-
Packers, shipping (women)	-	-	-	-	-	-	-	-	2.03	-	1.95	-	-	-	-	-	-	-	-
Receiving clerks	2.42	-	2.39	2.86	-	-	2.96	-	2.68	2.98	2.46	2.76	2.43	2.40	2.29	-	-	-	2.20
Shipping clerks	-	-	2.44	-	-	-	3.16	-	2.89	3.08	2.97	2.83	2.66	2.51	-	-	-	-	-
Shipping and receiving clerks	-	-	2.48	-	-	-	2.75	-	2.81	2.80	3.03	3.00	-	2.16	-	-	-	-	-
Truckdrivers ⁴	3.50	3.01	3.06	3.14	2.94	2.81	3.31	3.08	3.31	3.33	3.34	3.30	2.53	3.34	3.00	3.35	2.95	3.20	3.08
Light (under 1½ tons)	-	2.31	2.22	-	-	-	3.39	2.39	2.84	3.11	2.28	3.01	-	-	1.97	-	-	-	2.04
Medium (1½ to and including 4 tons)	3.40	-	2.84	2.98	-	-	3.10	-	3.21	3.27	3.33	3.11	1.62	2.93	3.06	-	-	2.67	-
Heavy (over 4 tons, trailer type)	3.60	3.29	3.29	3.35	-	-	3.46	3.35	3.49	3.47	3.39	3.47	2.72	3.52	-	-	-	3.34	3.15
Heavy (over 4 tons, other than trailer type)	-	-	3.18	3.03	-	-	3.26	3.09	3.44	3.34	3.45	3.27	2.64	-	-	-	-	3.27	-
Truckers, power (forklift)	2.89	-	2.88	3.13	-	-	3.24	-	3.04	2.82	3.07	3.33	-	-	-	-	-	-	2.59
Truckers, power (other than forklift)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	South																					
	Atlanta	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham ³	Charles- ton, W. Va.	Char- lotte	Chatta- nooga ³	Dallas ³	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville ³	Little Rock- North Little Rock	Louis- ville	Lub- bock	Mem- phis ³	Miami ³	Midland and Odessa ³	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City ³
Maintenance and powerplant																						
Carpenters.....	\$3.12	\$2.93	-	-	-	-	\$3.11	\$2.95	-	\$3.64	-	-	-	-	-	\$3.16	\$3.01	-	\$3.36	\$2.93	-	-
Electricians.....	3.76	3.13	-	-	-	-	3.18	3.34	-	-	-	-	-	-	-	-	3.48	-	3.31	3.25	-	-
Engineers, stationary.....	3.14	2.95	-	-	-	-	\$2.79	2.60	2.78	3.18	-	\$2.64	-	-	-	2.39	2.43	\$2.54	2.97	-	-	\$2.23
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	-	2.63	-	\$2.53	-	\$2.38	-	2.02	-	2.04	-	2.22	-	\$2.66	-	2.44	2.11	-	2.41	2.43	-	-
Machinists.....	-	3.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.76	-	-	-	-	-
Mechanics, automotive.....	3.35	3.29	\$3.08	3.11	\$3.25	3.06	2.62	3.08	2.41	\$2.87	3.07	\$2.70	2.93	\$3.26	3.29	3.20	3.14	3.00	3.08	3.06	3.12	3.12
Mechanics.....	3.15	3.51	-	3.06	-	-	-	-	-	-	3.21	-	2.84	-	-	-	3.28	3.89	3.11	3.17	-	-
Painters.....	2.32	2.60	-	-	-	-	-	2.69	-	-	3.48	-	-	-	-	-	-	-	2.62	-	-	-
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																						
Elevator operators, passenger.....	-	1.24	-	-	-	-	-	-	-	-	-	-	-	-	-	.78	-	-	1.28	-	-	-
Elevator operators, passenger (women).....	1.13	-	-	1.05	1.33	-	-	1.10	-	1.22	1.05	-	-	-	1.42	-	1.01	1.01	-	-	1.32	1.13
Guards and watchmen.....	1.56	1.68	-	1.54	-	1.62	1.46	1.43	-	1.47	-	-	1.68	1.63	-	1.46	-	-	1.59	1.69	-	-
Janitors, porters, and cleaners.....	1.47	1.42	1.67	1.40	1.62	1.66	1.40	1.43	1.48	1.50	1.43	1.44	1.40	1.40	1.59	\$1.55	1.45	1.54	1.52	1.46	1.61	1.40
Janitors, porters, and cleaners (women).....	1.36	1.42	1.36	1.33	1.26	1.48	1.31	1.30	1.38	1.43	1.41	1.40	1.28	1.34	1.49	-	1.38	1.79	-	1.43	1.37	1.50
Laborers, material handling.....	2.11	2.38	1.93	1.83	1.96	2.36	2.06	2.16	1.68	1.78	2.00	1.93	2.07	1.75	2.37	1.76	1.86	1.68	-	1.99	1.82	2.26
Order fillers.....	2.24	2.49	-	1.76	-	2.09	-	2.10	1.68	-	2.14	-	1.93	1.89	2.28	1.91	1.95	1.86	-	1.75	-	2.37
Packers, shipping.....	2.07	2.40	-	1.62	-	1.80	-	2.31	-	-	1.61	-	1.83	1.47	2.15	-	2.26	1.60	-	1.78	-	2.18
Packers, shipping (women).....	1.89	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks.....	2.51	2.59	2.07	1.98	2.27	2.12	1.91	2.11	1.88	2.04	2.29	-	2.24	2.15	2.23	2.24	2.16	2.24	-	2.03	2.01	2.51
Shipping clerks.....	2.65	2.79	-	-	-	2.33	-	2.33	-	-	2.28	-	2.47	-	-	-	2.33	-	-	2.44	-	-
Shipping and receiving clerks.....	2.75	2.69	-	-	-	-	-	2.06	-	-	2.57	-	-	-	2.84	-	-	-	-	2.24	-	-
Truckdrivers ⁴	2.81	2.94	2.35	2.33	2.89	2.47	2.47	2.56	2.13	2.64	2.55	2.42	2.38	2.55	3.01	2.57	2.68	2.46	2.15	2.49	2.35	2.84
Light (under 1/2 tons).....	1.85	1.90	1.74	1.55	-	2.06	-	2.00	1.38	1.58	1.81	1.40	1.63	1.60	2.24	1.81	1.72	1.86	-	1.83	1.70	1.77
Medium (1 1/2 to and including 4 tons).....	2.93	2.70	2.57	2.32	2.64	2.37	2.46	2.67	1.76	1.81	2.77	2.86	2.51	2.77	-	2.75	2.68	2.17	1.69	2.41	2.01	2.87
Heavy (over 4 tons, trailer type).....	3.14	3.27	2.18	2.90	-	3.27	2.84	2.55	2.03	3.26	3.22	-	2.73	-	3.53	-	3.10	2.97	-	2.95	2.62	3.13
Heavy (over 4 tons, other than trailer type).....	-	2.98	-	-	-	-	-	-	-	3.39	-	-	2.15	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	2.71	2.66	-	1.99	-	2.70	1.92	2.11	1.86	2.24	2.30	-	1.98	-	2.76	1.99	1.91	2.00	-	2.12	1.92	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	1.71	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	South—Continued						North Central															
	Raleigh	Richmond ³	San Antonio ³	Savannah ³	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ³	Cincinnati	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit ³	Green Bay	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights
<u>Maintenance and powerplant</u>																						
Carpenters.....	-	\$2.99	-	-	-	\$3.21	-	-	\$4.38	-	\$3.78	-	-	-	-	\$3.54	-	\$3.37	\$3.53	\$3.74	\$3.40	-
Electricians.....	-	-	-	-	-	3.27	-	-	3.99	\$3.47	3.46	-	-	-	-	3.75	-	-	3.89	-	3.97	-
Engineers, stationary.....	-	-	\$2.30	-	\$2.46	3.35	-	-	4.03	-	2.83	\$3.03	\$3.07	-	\$2.96	3.42	-	-	3.14	3.25	3.42	-
Firemen, stationary boiler.....	-	-	-	-	-	2.07	-	-	3.32	-	-	-	-	-	-	3.08	-	-	-	2.59	3.16	-
Helpers, trades.....	-	-	-	-	2.40	2.70	-	-	2.89	-	-	-	-	-	2.80	2.92	-	-	-	3.27	3.12	-
Machinists.....	-	-	-	-	-	-	-	-	3.79	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive.....	\$2.96	2.93	3.07	-	2.94	3.35	\$3.52	\$2.79	3.77	3.24	3.42	3.40	3.23	\$3.03	3.42	3.51	\$3.15	3.34	3.32	3.52	3.40	\$3.39
Mechanics.....	-	-	-	-	3.18	-	-	-	3.82	-	3.58	-	-	-	-	3.78	-	-	-	3.80	3.35	-
Painters.....	-	-	1.88	-	-	2.89	-	-	4.30	3.04	3.07	-	-	-	-	3.14	-	-	-	-	4.03	-
Pipefitters.....	-	-	-	-	-	-	-	-	3.95	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	4.36	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																						
Elevator operators, passenger.....	-	-	-	-	-	-	-	-	2.36	-	-	-	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women).....	-	-	-	-	1.31	1.42	-	-	1.65	1.51	1.32	1.14	-	-	1.40	1.56	-	1.19	1.27	-	1.70	-
Guards and watchmen.....	-	1.57	1.70	-	-	1.68	1.68	-	2.03	1.77	-	1.56	-	-	2.04	1.81	-	1.53	1.60	-	2.22	-
Janitors, porters, and cleaners.....	1.35	1.53	1.41	\$1.49	1.34	1.60	1.68	1.86	2.21	1.61	1.81	1.66	2.05	1.68	1.82	2.04	2.08	1.64	1.80	1.93	2.10	2.21
Janitors, porters, and cleaners (women).....	-	1.36	1.36	-	1.32	1.47	1.53	-	2.04	1.56	1.72	1.47	1.76	1.43	1.58	1.73	-	1.50	1.73	1.65	1.79	-
Laborers, material handling.....	1.69	2.00	1.69	-	1.76	2.18	3.23	2.51	2.89	2.78	2.69	2.34	2.63	2.78	2.17	2.85	2.74	2.76	2.54	3.11	2.88	-
Order fillers.....	2.12	2.02	1.65	-	2.02	2.35	2.53	-	2.86	2.59	2.57	2.33	2.70	3.00	2.71	2.80	-	2.60	2.50	3.07	2.96	-
Packers, shipping.....	-	1.47	1.51	-	-	1.98	-	-	2.43	2.16	2.23	-	-	-	-	-	-	1.73	2.57	2.78	2.97	-
Packers, shipping (women).....	-	-	-	-	-	-	-	-	1.98	-	1.71	-	-	-	-	-	-	-	1.67	1.97	1.75	-
Receiving clerks.....	2.12	2.06	2.09	-	2.10	2.12	2.81	-	2.85	2.37	2.59	2.51	2.47	2.29	2.74	2.75	-	2.13	2.73	2.98	2.90	-
Shipping clerks.....	-	-	-	-	-	2.69	-	-	2.80	-	2.54	2.34	2.68	-	2.88	3.00	-	-	-	-	3.11	-
Shipping and receiving clerks.....	-	-	-	-	-	2.80	2.61	-	2.90	2.64	2.61	2.64	-	-	2.41	3.02	-	2.83	2.86	3.05	2.99	-
Truckdrivers.....	2.07	2.30	2.50	1.57	2.33	2.77	3.45	2.47	3.42	3.29	3.27	2.94	3.03	3.15	3.16	3.31	3.05	3.00	3.15	3.48	3.24	3.26
Light (under 1½ tons).....	-	2.20	1.70	1.40	1.64	1.77	3.37	-	3.20	2.90	2.63	1.91	-	-	1.95	2.57	-	2.49	2.60	-	3.03	-
Medium (1½ to and including 4 tons).....	1.96	2.41	2.51	1.56	2.39	2.65	3.22	-	3.34	2.97	3.31	2.73	2.67	-	-	3.17	3.12	2.80	2.95	3.30	3.24	-
Heavy (over 4 tons, trailer type).....	-	2.95	2.76	-	2.54	3.14	3.49	-	3.49	3.39	3.39	3.40	3.01	3.25	-	3.40	3.20	3.20	3.17	3.58	3.31	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	2.76	-	-	3.50	3.35	3.27	-	-	-	-	-	-	-	-	3.47	-	-
Truckers, power (forklift).....	-	2.26	1.90	-	1.82	2.37	3.17	-	3.06	3.15	3.11	-	2.77	-	-	3.08	-	2.87	2.67	3.06	3.13	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	2.88	-	-	-	-	-	-	-	-	2.62	2.69	-	2.85	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1966 through June 1967)

Occupation ²	North Central—Continued									West												
	Omaha ³	Rock- ford	St. Louis	Sioux Falls	South Bend	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque ³	Boise City	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ³	Phoe- nix ³	Port- land	Salt Lake City	San Bernar- dino- Riverside- Ontario	San Diego	San Fran- cisco- Oakland ³	San Jose	Scatte- r Everett ³	Spo- kane
Maintenance and powerplant																						
Carpenters.....	-	-	\$3.33	-	-	-	-	-	-	-	-	\$3.22	\$3.56	-	\$3.36	-	-	\$3.46	\$3.76	-	\$3.58	\$3.48
Electricians.....	-	-	4.06	-	-	\$4.03	-	-	-	-	-	-	3.98	-	3.49	-	-	-	3.98	-	-	-
Engineers, stationary.....	\$3.07	-	3.29	-	-	-	-	-	-	-	-	-	3.79	\$2.98	3.34	-	-	-	3.93	-	3.57	3.03
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	2.41	-	2.67	-	-	-	-	-	-	-	-	-	3.13	2.57	-	-	-	-	3.00	-	-	-
Machinists.....	-	-	3.78	-	-	-	-	-	-	-	-	-	4.05	-	-	-	-	-	4.12	-	-	-
Mechanics, automotive.....	3.14	\$3.21	3.50	\$2.77	\$3.37	3.35	-	\$3.28	\$3.46	\$3.63	\$3.43	3.51	3.85	3.40	3.71	\$3.60	\$3.36	3.55	4.19	\$3.93	3.62	-
Mechanics.....	-	-	3.38	-	-	-	-	-	-	-	-	-	3.55	-	-	-	-	-	-	-	-	-
Painters.....	-	-	2.90	-	-	-	-	-	-	-	-	-	3.58	-	-	-	-	-	4.08	-	-	-
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	3.94	-	-	-	-	-	-	-	-	-
Custodial and material movement																						
Elevator operators, passenger.....	-	-	-	-	-	-	-	-	-	-	-	-	1.84	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women).....	1.04	-	1.42	-	-	-	-	-	-	-	-	1.72	1.82	-	-	-	-	-	2.33	-	-	-
Guards and watchmen.....	1.81	-	1.65	-	-	1.87	-	-	-	-	-	1.72	1.78	1.54	1.82	1.73	1.90	1.86	-	-	1.89	-
Janitors, porters, and cleaners.....	1.52	1.83	1.70	1.77	1.75	1.99	\$1.95	1.59	1.86	1.97	1.77	1.75	2.21	1.46	2.15	1.52	1.94	2.10	2.53	2.55	2.23	1.94
Janitors, porters, and cleaners (women).....	1.57	-	1.45	-	-	-	-	1.40	1.34	-	1.53	-	2.09	1.38	2.12	-	-	1.88	2.58	2.42	-	-
Laborers, material handling.....	2.70	2.55	2.89	2.20	2.72	2.91	-	2.62	3.16	2.78	2.82	2.74	3.20	2.40	3.15	2.46	2.53	2.99	3.31	2.98	3.15	3.15
Order fillers.....	2.52	-	3.05	-	2.81	2.69	-	-	3.19	-	-	-	2.91	2.76	2.97	2.42	-	3.01	3.25	-	-	-
Packers, shipping.....	1.84	-	2.64	-	-	-	-	-	-	-	-	-	2.68	-	3.07	-	-	-	3.06	-	3.09	-
Packers, shipping (women).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving clerks.....	2.22	-	2.70	-	-	2.66	-	-	2.51	2.74	2.53	2.51	3.07	2.48	3.03	2.44	2.67	2.93	3.32	2.96	3.06	2.88
Shipping clerks.....	-	-	3.01	-	-	-	-	-	-	2.09	-	2.70	3.25	-	3.10	-	-	-	3.40	-	3.12	3.04
Shipping and receiving clerks.....	-	-	3.23	-	-	-	-	-	-	-	-	2.79	3.03	-	3.08	-	-	2.46	3.22	-	3.00	-
Truckdrivers ⁴	2.60	3.11	3.26	2.64	3.18	3.19	3.02	2.88	3.33	2.68	2.97	2.82	3.42	2.92	3.42	2.70	3.17	3.29	3.65	3.63	3.47	3.43
Light (under 1½ tons).....	2.25	2.21	-	-	-	2.70	-	2.42	-	2.33	-	2.38	3.08	-	2.80	2.23	-	2.76	3.43	-	-	-
Medium (1½ to and including 4 tons).....	2.47	3.01	3.28	2.81	2.89	2.92	-	2.46	3.23	2.53	3.19	2.82	3.36	3.11	3.48	2.70	2.85	-	3.57	3.59	3.40	3.35
Heavy (over 4 tons, trailer type).....	2.97	-	3.32	-	-	3.28	-	-	3.45	-	-	3.19	3.56	2.98	3.53	3.08	-	3.50	3.77	-	3.60	3.58
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	-	-	-	3.44	-	3.41	-	-	-	3.69	-	-	-
Truckers, power (forklift).....	2.68	-	3.03	-	-	-	-	2.98	3.19	-	-	3.01	3.33	-	3.54	2.78	-	3.38	3.37	-	3.35	3.13
Truckers, power (other than forklift).....	2.58	-	-	-	-	-	-	-	-	-	-	-	3.48	-	-	-	-	-	-	-	-	-

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

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

Table A-8. Plant Occupations—Public Utilities¹(Average hourly earnings² for selected occupations studied, July 1966 through June 1967)

Occupation ³	Northeast																					
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Boston ⁴	Buffalo	Manchester	Newark and Jersey City	New Haven	New York ⁴	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Trenton	Waterbury	Worcester	York				
Maintenance and powerplant																						
Carpenters.....	-	-	\$3.16	-	-	\$3.01	-	\$3.49	-	\$3.25	\$3.22	-	-	-	-	-	-	-				
Electricians.....	-	-	-	-	-	3.75	-	3.55	-	3.66	3.56	-	\$3.81	-	-	-	-	-				
Engineers, stationary.....	-	-	-	-	-	3.78	-	3.76	-	-	-	-	-	-	-	-	-	-				
Firemen, stationary boiler.....	-	-	-	-	-	3.12	-	-	-	-	-	-	-	-	-	-	-	-				
Helpers, trades.....	-	\$2.88	3.09	\$2.80	-	-	-	2.92	\$2.57	2.88	2.85	-	2.80	-	-	-	-	-				
Machinists.....	-	-	3.67	-	-	-	\$3.25	-	-	3.67	-	-	-	-	-	-	-	-				
Mechanics, automotive.....	\$3.25	3.06	3.27	3.30	\$2.90	3.40	3.34	3.53	3.37	3.33	3.53	\$2.58	3.04	\$3.08	\$3.31	\$3.25	\$3.14	\$3.37				
Painters.....	-	-	3.49	-	-	3.46	-	3.33	-	3.41	3.40	-	-	-	-	-	-	-				
Custodial and material movement																						
Janitors, porters, and cleaners.....	2.47	2.29	2.38	2.44	-	2.58	2.44	2.50	2.57	2.51	2.50	2.20	2.49	2.19	-	-	-	-				
Janitors, porters, and cleaners (women).....	-	-	-	2.01	-	-	-	-	-	2.29	2.18	-	-	-	-	-	-	-				
Laborers, material handling.....	3.27	3.15	2.98	3.14	-	3.09	-	3.07	3.11	3.01	3.16	-	3.03	3.07	3.00	-	-	3.22				
Truckdrivers ⁵	-	3.31	3.27	3.21	3.27	3.41	3.26	3.37	3.42	3.37	3.29	2.78	3.50	3.12	3.33	3.30	3.56	3.38				
Light (under 1½ tons).....	-	-	-	-	-	-	-	-	-	-	2.84	-	-	-	-	-	-	-				
Medium (1½ to and including 4 tons).....	-	-	3.30	3.03	-	3.31	-	3.32	3.41	-	-	-	3.53	3.11	-	-	-	-				
Heavy (over 4 tons, trailer type).....	-	3.32	3.31	3.35	-	3.48	-	3.48	3.47	3.40	3.32	2.61	3.56	-	-	-	3.56	-				
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	3.39	2.90	3.37	3.37	3.40	-	3.07	-	-	-	-	-	-				
Truckers, power (forklift).....	-	-	-	-	-	3.34	-	3.15	-	3.30	3.32	-	-	-	-	-	-	-				
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
South																						
	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ⁴	Charleston, W. Va.	Charlotte	Chattanooga ⁴	Dallas ⁴	Fort Worth	Greenville	Houston	Jackson	Jacksonville ⁴	Little Rock-North Little Rock	Louisville	Lubbock	Memphis ⁴	Miami ⁴	Midland and Odessa	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City
Maintenance and powerplant																						
Carpenters.....	-	\$2.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$2.93	-
Electricians.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$3.71	\$4.19	-	3.21	-
Engineers, stationary.....	-	-	-	-	-	-	\$2.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	-	2.71	-	\$2.69	-	\$2.34	-	2.10	-	-	-	-	-	-	\$2.71	-	\$2.52	-	-	\$2.46	2.46	-
Machinists.....	-	3.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.76	-	-	-	-
Mechanics, automotive.....	\$3.37	3.32	-	3.17	\$3.23	3.06	\$2.63	3.08	\$2.48	\$2.92	\$3.13	\$2.68	\$2.97	\$3.29	3.43	-	3.31	3.35	-	3.12	3.04	\$3.11
Painters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																						
Janitors, porters, and cleaners.....	2.07	2.18	\$2.09	2.03	2.19	1.62	1.84	1.81	1.98	-	1.95	1.71	2.28	1.87	2.30	\$1.77	2.05	2.41	2.11	1.90	2.00	1.80
Janitors, porters, and cleaners (women).....	1.93	1.85	-	-	-	1.53	-	1.68	-	-	1.76	-	-	-	2.14	2.09	1.79	2.26	-	-	-	1.79
Laborers, material handling.....	2.58	2.91	2.46	2.18	-	2.58	2.49	2.54	2.18	-	2.02	2.80	2.43	-	-	-	2.72	-	-	2.52	2.09	2.69
Truckdrivers ⁵	3.14	3.22	3.29	2.87	3.18	2.85	3.19	3.04	3.07	3.37	3.35	-	2.76	3.30	3.11	-	3.22	3.16	-	2.97	2.99	3.20
Light (under 1½ tons).....	-	-	-	-	-	-	2.33	-	-	-	-	-	-	-	-	-	-	-	-	1.91	-	-
Medium (1½ to and including 4 tons).....	3.15	3.28	-	2.75	-	2.63	3.04	3.13	-	2.34	3.28	-	2.88	3.28	-	-	3.19	2.94	-	3.01	2.70	3.18
Heavy (over 4 tons, trailer type).....	3.17	3.33	-	3.21	-	3.44	-	2.67	-	3.56	-	-	2.77	-	3.39	-	3.31	3.27	-	2.99	3.05	3.29
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	3.56	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	3.27	-	-	-	-	-	-	-	-	2.32	-	-	-	-	-	-	1.74	-	-	2.30	2.38	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	1.70	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

(Average hourly earnings² for selected occupations studied, July 1966 through June 1967)

Occupation ³	South—Continued				North Central															
	Richmond ⁴	San Antonio ⁴	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ⁴	Cleveland ⁴	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit ⁴	Green Bay	Indianapolis ⁴	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Heights	Omaha ⁴
Maintenance and powerplant																				
Carpenters.....	-	-	-	-	-	-	\$3.25	-	-	-	-	\$3.49	-	-	\$2.94	\$3.29	\$2.82	-	-	-
Electricians.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Engineers, stationary.....	-	-	-	\$3.70	-	-	3.28	-	-	-	\$3.07	-	-	-	-	-	-	3.08	-	-
Firemen, stationary boiler.....	-	-	-	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	-	-	\$2.63	2.85	-	-	2.84	-	-	-	-	-	-	-	-	2.84	3.34	3.12	-	\$2.43
Machinists.....	-	-	-	-	-	-	-	-	-	-	-	3.43	-	-	-	3.34	4.05	3.40	-	-
Mechanics, automotive.....	\$2.95	\$3.25	3.24	3.36	\$3.53	\$2.77	3.78	\$3.48	\$3.46	\$3.27	\$2.95	3.41	3.55	\$3.32	\$3.38	3.32	3.52	3.40	\$3.39	3.16
Painters.....	-	-	-	-	-	-	3.36	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																				
Janitors, porters, and cleaners.....	2.17	1.87	1.88	2.18	2.37	-	2.60	2.55	2.34	2.41	-	2.38	2.65	2.33	2.28	2.41	2.71	2.58	2.51	2.29
Janitors, porters, and cleaners (women).....	-	-	-	1.91	-	-	2.18	-	-	-	-	-	2.68	-	1.95	2.25	1.85	2.18	-	2.01
Laborers, material handling.....	2.43	2.17	2.01	-	3.60	-	3.08	3.26	3.03	3.08	3.05	-	3.25	2.93	3.10	2.81	3.53	2.77	-	2.84
Truckdrivers ⁵	2.50	3.32	2.69	3.10	3.51	-	3.43	3.35	3.34	3.31	3.32	3.30	3.44	3.29	3.35	3.27	3.61	3.26	3.46	3.15
Light (under 1½ tons).....	-	-	-	-	-	-	3.34	-	-	-	-	-	-	-	-	2.69	-	-	-	-
Medium (1½ to and including 4 tons).....	2.58	3.35	3.07	2.97	3.29	-	3.33	3.33	3.23	-	-	-	-	-	-	3.20	3.42	3.26	-	3.06
Heavy (over 4 tons, trailer type).....	3.02	-	2.61	-	3.50	-	3.48	3.41	3.41	-	3.41	-	3.46	-	3.42	3.34	3.66	3.31	-	3.31
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	3.50	-	-	-	-	-	-	-	-	3.70	-	-	-	-
Truckers, power (forklift).....	-	-	2.41	-	3.61	-	3.11	-	-	-	-	-	3.17	-	-	2.71	3.38	2.95	-	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	2.85	-	-	-	-	-	-	-	-	2.72	-	2.78	-	-
North Central—Continued										West										
	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Wichita	Youngstown-Warren	Albuquerque ⁴	Boise City	Denver	Los Angeles-Long Beach-Santa Ana-Garden Grove ⁴	Phoenix ⁴	Portland	Salt Lake City	San Bernardino-Riverside-Ontario	San Diego	San Francisco-Oakland ⁴	San Jose	Seattle-Everett ⁴	Spokane
Maintenance and powerplant																				
Carpenters.....	-	\$2.78	-	-	-	-	-	-	-	-	\$3.24	-	\$3.10	-	-	-	-	-	\$3.30	\$3.54
Electricians.....	-	-	-	-	\$4.16	-	-	-	-	-	3.94	-	-	-	-	-	\$4.03	-	-	-
Engineers, stationary.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades.....	-	2.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.01	-	-	-
Machinists.....	-	3.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive.....	\$3.29	3.49	\$2.76	\$3.35	3.38	\$3.29	\$3.45	-	-	\$3.61	3.89	\$3.44	3.72	\$3.62	\$3.34	\$3.56	4.21	\$3.91	3.61	-
Painters.....	-	-	-	-	-	-	-	-	-	-	3.76	-	-	-	-	-	-	-	-	-
Custodial and material movement																				
Janitors, porters, and cleaners.....	2.34	2.56	-	-	2.60	1.98	2.31	\$2.13	\$2.30	2.40	2.77	-	2.46	2.25	-	-	2.52	-	2.56	2.52
Janitors, porters, and cleaners (women).....	-	2.17	-	-	-	-	-	-	-	-	2.25	-	2.20	-	-	-	2.38	-	-	-
Laborers, material handling.....	-	2.99	-	-	3.25	-	-	3.15	-	3.07	3.40	-	3.32	3.14	-	-	3.42	3.36	3.29	3.45
Truckdrivers ⁵	-	3.27	-	3.41	3.29	-	3.42	3.30	3.10	3.10	3.51	3.31	3.46	3.00	-	3.37	3.61	3.68	3.42	3.47
Light (under 1½ tons).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.19	-	-	-
Medium (1½ to and including 4 tons).....	-	-	-	-	3.09	-	3.35	-	3.27	3.03	3.44	3.30	3.51	2.97	-	-	3.55	-	3.39	3.44
Heavy (over 4 tons, trailer type).....	-	3.31	-	-	3.32	-	3.46	-	3.24	3.52	3.33	3.51	3.20	-	-	-	3.72	-	3.51	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.68	-	-	-
Truckers, power (forklift).....	-	3.21	-	-	-	-	-	-	-	3.23	3.40	-	3.62	-	-	-	3.60	-	-	-
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differential Practices—Manufacturing

(Percent distribution of plant workers actually working on late shifts, July 1966 through June 1967)

Shift operation and shift pay differential	Northeast										South										
	Buffalo	Manchester	New York	Philadelphia	Pittsburgh	Providence-Pawtucket-Warwick	Trenton	Baltimore	Birmingham	Chattanooga	Dallas	Fort Worth	Jacksonville	Little Rock-North Little Rock	Louisville	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City	San Antonio	Tampa-St. Petersburg	Washington
Total plant workers in manufacturing establishments.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																					
Second shift.....	23.9	11.5	10.5	17.8	25.2	14.6	11.4	18.5	19.9	24.2	14.2	19.2	17.1	15.0	21.3	15.3	14.2	19.7	10.5	14.3	15.4
With shift pay differential.....	23.9	5.6	10.3	17.5	25.2	12.7	11.4	17.3	17.6	16.1	13.6	19.0	12.8	14.7	20.9	13.0	13.5	19.5	8.1	10.9	12.9
Uniform cents (per hour).....	13.5	4.2	5.4	9.5	22.8	9.1	8.0	12.0	17.2	12.2	13.4	19.0	12.8	8.4	13.5	12.3	3.5	8.2	8.1	8.7	5.3
Under 5 cents.....	.2	1.2	-	.1	(¹)	1.0	-	.2	.1	.6	-	-	-	-	-	1.2	.1	-	-	-	-
5 and under 6 cents.....	.3	-	.6	1.3	.6	1.5	2.7	.7	.3	1.0	.2	1.0	1.4	1.3	1.2	.8	.3	.8	.8	.7	-
6 and under 7 cents.....	.2	-	.1	.3	.7	1.4	1.1	.8	.9	.9	.3	.3	2.8	.1	1.5	-	-	.8	1.2	-	-
7 and under 8 cents.....	.3	.1	.1	1.0	-	1.4	.7	.3	1.2	1.4	1.9	.2	5.6	3.7	.6	-	-	.6	2.5	-	-
8 and under 9 cents.....	5.8	-	.1	2.3	17.3	.8	2.3	7.1	11.6	3.4	.1	.1	1.3	.6	2.9	.3	-	-	-	-	-
9 and under 10 cents.....	.2	-	-	.7	.3	-	(¹)	.2	1.6	-	-	.2	-	1.4	1.0	-	-	-	-	-	-
10 and under 11 cents.....	3.0	.9	1.3	2.5	2.5	1.2	1.0	1.8	.3	1.0	8.3	3.8	1.7	.3	3.5	3.3	.1	4.4	4.9	3.8	.1
11 and under 12 cents.....	.7	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 13 cents.....	.9	.5	.2	.6	.7	.3	.1	.3	1.1	3.0	1.6	6.9	-	1.1	.8	1.9	.6	2.0	-	1.6	.1
13 and under 14 cents.....	.2	-	-	.4	-	-	-	.1	-	-	.4	-	.4	-	.8	-	.2	1.4	.3	-	-
14 and under 15 cents.....	-	-	.3	(¹)	.7	-	-	.1	.1	-	.5	.4	-	-	1.0	-	-	.5	-	.1	-
15 and under 16 cents.....	1.2	.9	.6	.1	(¹)	.3	.1	.3	-	.3	5.7	-	-	3.8	-	-	.1	.1	-	.1	-
16 cents and over.....	.6	.7	2.1	.2	-	1.2	-	.2	-	.4	.1	-	-	.6	.1	.2	-	.7	.6	1.6	-
Uniform percentage.....	9.4	1.3	4.4	7.0	2.4	2.3	3.4	4.6	-	3.3	.2	(¹)	-	6.2	7.4	.6	9.8	11.3	-	2.2	3.6
Under 5 percent.....	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	.3	-	-	-	-	-	-
5 percent.....	6.7	.3	.9	.7	1.1	(¹)	.8	.8	-	1.0	.2	-	-	4.2	1.5	.3	.2	-	.2	1.0	-
Over 5 and under 10 percent.....	.5	-	.5	1.0	.1	(¹)	-	1.3	-	-	-	-	-	-	2.2	-	9.6	-	-	-	-
10 percent.....	2.1	1.0	2.4	4.9	1.2	2.3	2.6	2.2	-	2.3	-	(¹)	-	2.0	3.8	-	-	11.3	-	2.0	2.7
Over 10 and under 15 percent.....	-	-	.2	.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent and over.....	.1	-	.5	-	-	-	-	.3	1	-	-	-	-	-	-	-	-	-	-	-	-
Other.....	1.0	-	.4	1.1	-	1.3	-	.7	.4	.6	-	-	-	-	.1	.2	-	-	-	-	4.0
With no shift pay differential.....	(¹)	5.9	.3	.2	-	1.9	-	1.2	2.3	8.1	.6	.2	4.3	.3	.4	2.3	.7	.2	2.3	3.4	2.5
Third shift.....	9.6	6.0	4.0	7.2	13.3	6.0	4.6	10.2	7.3	13.6	4.4	3.7	6.8	3.7	5.9	4.6	5.0	1.9	2.1	4.1	6.5
With shift pay differential.....	9.6	6.0	3.9	7.1	13.3	5.8	4.6	10.2	7.1	11.4	4.4	3.6	6.1	3.7	5.9	4.5	4.9	1.9	1.5	3.3	6.4
Uniform cents (per hour).....	7.3	5.8	2.8	4.9	12.6	4.2	3.5	7.8	6.6	8.9	3.8	1.5	6.1	3.1	4.2	4.3	1.7	1.0	1.5	3.0	3.6
Under 7 cents.....	-	.3	(¹)	(¹)	(¹)	.4	-	.7	.6	3.0	(¹)	.2	.3	.3	.4	.8	.1	-	-	-	-
7 and under 8 cents.....	(¹)	5.4	-	.1	.1	1.4	.3	.1	-	-	.1	-	2.1	(¹)	-	.1	-	-	.1	.1	.4
8 and under 9 cents.....	.2	-	-	.5	.3	(¹)	.3	-	-	.1	-	-	-	-	-	-	-	-	-	-	-
9 and under 10 cents.....	-	-	-	.5	.3	-	.6	.2	-	-	-	2.3	-	-	.4	-	-	-	-	-	-
10 and under 11 cents.....	.8	-	1.4	.9	.6	.9	.7	.3	.1	.6	.3	.2	.3	.6	.3	-	.4	1.1	1.1	.4	-
11 and under 12 cents.....	.6	-	-	-	.1	-	.2	.3	-	.2	-	-	-	-	-	-	-	-	-	-	-
12 and under 13 cents.....	4.5	-	.1	1.9	10.6	.3	.4	5.0	5.5	1.4	.1	.4	.9	.6	1.1	2.0	.3	.2	-	-	1.1
13 and under 14 cents.....	.1	-	-	-	.2	-	-	-	-	.1	-	.3	-	1.5	.3	-	.2	-	-	-	-
14 and under 15 cents.....	(¹)	-	-	.5	.1	-	(¹)	.3	-	.5	-	.1	-	-	.2	-	-	-	-	.4	-
15 and under 16 cents.....	.6	.1	.7	.2	.3	.6	1.1	(¹)	-	.6	.2	-	-	.2	.6	.3	-	.1	.4	.5	.1
16 and under 17 cents.....	(¹)	-	(¹)	.6	.1	.2	.9	.5	-	-	-	-	-	-	.3	.2	-	-	.4	.4	-
17 and under 20 cents.....	.1	-	.3	.1	.1	-	-	.1	.2	1.9	.1	.2	-	-	.7	.1	-	-	.5	-	-
20 cents and over.....	.2	.1	.2	.1	-	.3	-	.2	.2	.4	3.0	(¹)	.4	-	1.6	.3	.1	-	.1	-	1.6
Uniform percentage.....	1.4	.2	.3	1.6	.7	1.4	.4	2.2	-	2.5	(¹)	-	-	.6	1.6	-	3.1	.9	-	.4	1.4
Under 7 percent.....	-	-	(¹)	.2	.1	-	-	-	-	(¹)	-	-	-	.2	-	-	-	-	-	-	-
7 and under 10 percent.....	.1	-	-	.2	.1	-	.4	.3	-	.3	-	-	-	.4	-	-	3.1	-	-	-	-
10 percent.....	1.2	.2	.1	1.0	.5	1.4	-	1.9	-	2.2	(¹)	-	-	.4	1.3	-	.9	-	.4	1.0	-
Over 10 and under 15 percent.....	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.4	-
15 percent and over.....	-	-	.2	(¹)	-	-	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-
Other.....	.9	-	.8	.7	-	.2	.8	.1	.5	(¹)	.6	2.1	-	.1	.2	.1	-	-	-	-	1.4
With no shift pay differential.....	-	-	.1	.1	-	.2	-	-	.2	2.2	-	.1	.6	-	.1	.1	-	.6	.8	.1	.1

See footnotes at end of table.

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

(Percent distribution of plant workers actually working on late shifts, July 1966 through June 1967)

Shift operation and shift pay differential	North Central													West					
	Akron	Chicago	Cleveland	Columbus	Davenport-Rock Island-Moline	Detroit	Green Bay	Milwaukee	Minneapolis-St. Paul	St. Louis	Toledo	Waterloo	Wichita	Boise City	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Salt Lake City	San Diego	San Francisco-Oakland	Spokane
Total plant workers in manufacturing establishments.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																			
Second shift.....	22.6	19.8	22.5	21.3	22.3	27.0	23.0	20.3	18.0	21.5	22.3	25.2	25.1	7.3	19.2	19.1	18.0	16.0	21.9
With shift pay differential.....	20.8	19.3	22.4	20.9	22.1	27.0	20.5	20.2	17.9	21.5	21.3	25.1	24.9	6.8	19.0	16.1	18.0	16.0	21.9
Uniform cents (per hour).....	15.5	11.0	15.1	11.9	17.1	9.2	20.5	17.3	16.4	11.8	18.3	24.3	24.1	6.8	15.6	14.6	16.7	9.2	21.3
Under 5 cents.....	.1	-	-	(¹)	-	.4	.1	(¹)	-	-	-	-	-	-	-	-	-	-	-
5 and under 6 cents.....	1.5	.9	1.5	1.4	.3	.3	.1	.2	.1	.1	1.7	.3	(¹)	2.2	1.4	1.0	-	.6	.6
6 and under 7 cents.....	8.6	.2	.9	.1	.3	.3	1.9	-	-	1.5	4.6	-	-	-	-	.1	-	-	2.0
7 and under 8 cents.....	2.1	.4	1.1	1.3	.3	.5	3.4	1.6	1.5	2.1	3.8	.3	.6	-	.1	-	-	-	-
8 and under 9 cents.....	1.0	1.8	3.1	2.5	2.4	2.6	.5	2.4	.6	3.3	1.2	-	.5	-	1.2	4.3	-	3.0	14.9
9 and under 10 cents.....	.4	.3	.4	2.0	.2	.4	-	.2	-	.1	.2	-	.1	-	.5	-	-	.2	1.1
10 and under 11 cents.....	1.3	4.7	2.5	2.0	3.4	2.7	12.1	4.5	6.6	3.0	2.4	5.7	.9	-	2.3	7.0	-	1.4	1.6
11 and under 12 cents.....	-	.1	.3	.2	-	-	-	1.4	-	.2	-	-	-	-	.3	-	-	.5	-
12 and under 13 cents.....	.1	.4	2.5	1.7	.5	.1	.3	2.5	2.5	.6	2.5	-	16.6	-	7.1	1.9	13.0	.1	-
13 and under 14 cents.....	-	.1	-	.8	-	-	-	.1	.9	-	-	-	-	-	.4	-	-	-	-
14 and under 15 cents.....	-	.4	.3	-	.6	.3	-	1.8	.8	.3	-	4.9	.2	-	.2	-	2.3	1.3	.6
15 and under 16 cents.....	.4	.9	1.8	-	.4	.3	1.3	1.8	1.4	.1	1.7	-	5.2	.4	1.8	-	.3	1.1	-
16 cents and over.....	-	1.0	.5	-	8.6	1.2	.9	.8	2.2	.5	.1	13.1	-	4.2	.2	.4	1.0	.9	.6
Uniform percentage.....	4.8	7.2	6.9	8.5	.2	17.1	-	2.7	1.4	9.2	2.4	.7	-	-	1.2	1.5	(¹)	2.3	-
Under 5 percent.....	-	-	.2	-	-	-	-	-	-	-	.2	-	-	-	.1	-	-	-	-
5 percent.....	4.8	1.6	3.8	1.2	-	16.6	-	1.0	.6	2.7	2.2	.7	-	-	.4	1.3	-	-	-
Over 5 and under 10 percent.....	-	1.1	.4	-	.2	.1	-	1.6	.8	5.0	-	-	-	-	.6	-	(¹)	.5	-
10 percent.....	-	4.1	2.3	7.3	-	.3	-	.1	(¹)	1.5	.1	-	-	-	.1	.2	-	1.7	-
Over 10 and under 15 percent.....	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent and over.....	-	.2	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other.....	.5	1.0	.4	.5	4.9	.8	-	.1	.1	.4	.5	-	.8	-	2.2	-	1.3	4.5	.6
With no shift pay differential.....	1.8	.5	.2	.3	.2	-	2.5	.1	.1	(¹)	1.1	.1	.3	.5	.2	2.9	-	-	-
Third shift.....	15.7	7.3	6.9	7.1	8.1	8.1	12.0	6.9	4.1	7.3	8.7	8.1	7.6	.4	5.3	6.5	4.2	7.3	12.6
With shift pay differential.....	15.3	7.3	6.9	7.1	8.1	8.1	12.0	6.8	4.1	7.3	8.2	8.1	7.5	-	5.3	5.4	4.2	7.3	12.6
Uniform cents (per hour).....	12.6	4.3	5.0	5.2	6.3	3.1	12.0	5.0	3.4	5.4	7.3	8.1	.6	-	2.5	5.1	.4	4.8	12.5
Under 7 cents.....	11.1	(¹)	(¹)	(¹)	.1	.1	-	-	-	-	.4	-	-	-	.1	-	-	-	-
7 and under 8 cents.....	-	.2	.1	(¹)	-	.1	-	-	.1	.1	.2	-	-	-	.1	-	-	-	.6
8 and under 9 cents.....	.1	-	(¹)	.7	-	.2	-	-	.1	(¹)	.2	-	-	-	(¹)	-	-	-	-
9 and under 10 cents.....	.1	-	.1	.1	-	(¹)	.4	.1	.4	1.9	-	-	-	-	-	-	-	-	-
10 and under 11 cents.....	.1	.8	.8	.6	.6	.4	9.4	.5	.1	.4	.1	(¹)	.2	-	.9	.2	-	-	-
11 and under 12 cents.....	-	.2	-	-	-	-	-	.1	-	.3	-	-	-	-	.1	-	-	-	-
12 and under 13 cents.....	.1	1.5	2.4	2.5	2.6	1.1	1.0	.3	.9	2.6	1.4	-	-	-	.7	-	.1	1.7	9.9
13 and under 14 cents.....	-	.1	.1	-	.2	-	.5	1.1	-	(¹)	-	-	-	-	-	-	-	-	-
14 and under 15 cents.....	-	.2	(¹)	.4	.3	.3	-	.2	.1	.2	1.1	.8	-	-	(¹)	-	-	-	-
15 and under 16 cents.....	.6	.5	.9	.3	.1	.4	.3	.5	1.5	.3	.6	.2	-	-	.3	.5	-	.6	1.8
16 and under 17 cents.....	-	.3	.1	.2	.4	-	-	1.0	-	.3	-	-	.3	-	-	3.5	-	.9	-
17 and under 20 cents.....	.4	.2	.3	.4	.1	.1	.3	.2	-	.5	.1	-	.1	-	.2	.9	.2	-	-
20 cents and over.....	-	.4	.1	-	2.0	.2	-	.9	.8	.3	1.3	7.1	-	-	.2	-	(¹)	1.6	.1
Uniform percentage.....	2.3	2.0	1.7	1.3	-	4.9	-	1.0	.5	.5	.9	-	-	-	(¹)	(¹)	-	.7	-
Under 7 percent.....	-	-	.2	.2	-	-	-	-	(¹)	-	.1	-	-	-	(¹)	-	-	-	-
7 and under 10 percent.....	1.4	.4	.2	-	-	.1	-	.7	(¹)	-	-	-	-	-	-	-	-	.4	-
10 percent.....	.9	1.1	1.4	1.1	-	4.8	-	.3	.4	.4	.8	-	-	-	(¹)	(¹)	-	-	-
Over 10 and under 15 percent.....	-	(¹)	-	-	-	-	-	-	.1	(¹)	-	-	-	-	-	-	-	-	-
15 percent and over.....	-	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.3	-
Other.....	.4	1.0	.2	.6	1.8	.1	-	.9	.2	1.5	-	-	6.8	-	2.7	.3	3.8	1.7	.1
With no shift pay differential.....	.4	.1	.1	-	-	-	-	.1	-	-	.5	-	.2	.4	(¹)	1.1	-	-	-

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

Table B-2. Scheduled Weekly Hours—All Industries

(Percent distribution of plant and office workers by scheduled weekly hours¹ of first-shift workers, July 1966 through June 1967)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Over 40 hours						Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total ²		Total ²	42	44	45	48	Over 48	35	36¼	37½	38¾	Total ²		
Northeast																	
Buffalo.....	4	6	10	84	6	-	2	(³)	1	2	3	4	26	2	37	62	(³)
Manchester.....	3	-	3	80	17	-	1	6	2	1	1	-	33	14	48	50	1
New York ⁴	15	10	26	72	2	(³)	(³)	(³)	1	(³)	56	9	13	1	84	16	(³)
Philadelphia.....	4	8	13	82	5	-	1	(³)	2	1	9	4	23	8	53	47	(³)
Pittsburgh.....	1	1	3	92	5	1	2	(³)	1	(³)	3	1	22	2	30	70	(³)
Providence-Pawtucket-Warwick.....	6	3	9	68	23	-	-	13	3	3	9	2	17	10	42	56	2
Trenton.....	5	3	9	87	4	-	2	-	-	1	12	5	24	4	49	51	(³)
South																	
Baltimore.....	2	4	8	85	7	(³)	1	1	3	1	3	2	19	3	36	64	1
Birmingham ⁴	1	4	5	82	13	1	2	2	4	2	-	1	20	3	27	69	4
Chattanooga ⁴	1	3	5	77	18	1	2	4	10	1	5	-	17	3	40	57	4
Dallas ⁴	2	-	3	73	24	1	3	4	10	3	1	-	7	6	18	79	3
Fort Worth.....	2	-	3	76	21	1	3	3	6	3	-	(³)	-	-	2	95	3
Jacksonville ⁴	5	3	8	68	23	(³)	6	4	5	4	2	5	28	6	44	52	4
Little Rock-North Little Rock.....	1	3	7	80	14	-	2	2	7	-	(³)	-	12	-	12	82	5
Louisville.....	1	8	10	79	10	1	1	2	4	1	3	(³)	12	3	25	73	2
New Orleans.....	3	3	6	69	24	2	2	7	10	2	3	-	16	(³)	21	75	4
Norfolk-Portsmouth and Newport News-Hampton.....	4	2	8	76	15	(³)	2	3	3	3	4	-	8	1	13	85	2
Oklahoma City ⁴	1	2	3	69	27	1	4	9	6	5	-	-	1	3	7	90	3
San Antonio ⁴	1	3	4	71	25	2	4	5	5	5	-	-	2	1	7	88	5
Tampa-St. Petersburg.....	5	6	11	61	27	-	5	2	12	6	2	-	6	2	11	86	4
Washington.....	4	5	9	77	14	(³)	4	2	5	2	6	1	22	9	44	54	1
North Central																	
Akron.....	28	1	29	60	11	-	2	2	5	2	(³)	-	4	-	8	91	1
Chicago ⁴	2	2	4	82	14	(³)	3	5	4	1	3	2	20	11	39	61	(³)
Cleveland ⁴	3	4	7	77	16	(³)	2	3	5	5	3	(³)	16	2	23	76	1
Columbus.....	2	2	5	74	21	3	4	4	7	1	2	-	9	9	22	75	3
Davenport-Rock Island-Moline.....	2	-	2	71	27	3	1	6	12	4	-	-	9	-	12	87	2
Detroit ⁴	1	1	2	89	8	-	(³)	1	3	4	2	1	9	2	17	82	1
Green Bay.....	7	1	8	68	24	1	9	7	6	1	-	-	14	5	20	77	3
Milwaukee.....	3	3	6	80	13	(³)	3	4	3	3	(³)	(³)	8	6	17	82	(³)
Minneapolis-St. Paul.....	4	3	8	85	8	-	(³)	3	2	2	(³)	-	8	10	23	77	(³)
St. Louis.....	3	2	5	89	7	1	(³)	2	1	2	7	4	11	6	31	69	(³)
Toledo.....	1	3	10	84	5	-	2	(³)	2	1	(³)	3	5	2	16	83	(³)
Waterloo.....	-	1	18	70	12	-	1	1	6	3	2	-	(³)	-	2	93	4
Wichita.....	1	1	3	83	14	1	2	2	6	2	(³)	-	(³)	-	1	95	4
West																	
Boise City.....	4	1	7	77	17	-	5	-	7	2	-	-	3	-	4	94	2
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁴	1	2	4	93	3	(³)	1	(³)	1	-	1	1	9	6	18	81	(³)
Salt Lake City.....	3	2	5	83	11	-	2	2	7	(³)	-	-	5	-	8	90	2
San Diego.....	3	2	7	89	4	(³)	1	-	3	-	(³)	-	3	-	8	90	1
San Francisco-Oakland ⁴	7	5	12	88	-	-	-	-	-	-	6	2	18	6	40	60	(³)
Spokane.....	1	-	1	77	22	19	2	-	-	-	6	-	4	-	9	90	(³)

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

Table B-3. Scheduled Weekly Hours—Manufacturing

(Percent distribution of plant and office workers by scheduled weekly hours¹ of first-shift workers, July 1966 through June 1967)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Over 40 hours						Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total ²		Total ²	42	44	45	48	Over 48	35	36¼	37½	38¾	Total ²		
Northeast																	
Buffalo.....	1	3	4	90	6	-	2	1	1	3	1	-	10	4	15	84	(³)
Manchester.....	4	-	4	85	11	-	-	5	-	-	4	-	3	-	7	93	-
New York.....	21	3	25	74	(³)	-	-	-	-	(³)	54	9	12	3	79	21	-
Philadelphia.....	4	7	11	85	4	-	1	-	2	1	8	2	11	11	34	66	(³)
Pittsburgh.....	2	1	3	93	4	1	1	-	2	-	(³)	-	6	-	7	93	-
Providence-Pawtucket-Warwick.....	4	2	6	69	25	-	-	15	3	3	1	3	12	14	31	64	4
Trenton.....	1	(³)	3	94	2	-	2	-	-	-	5	1	34	5	45	54	1
South																	
Baltimore.....	2	4	6	88	6	-	-	1	2	-	1	-	18	4	24	75	1
Birmingham.....	-	1	1	96	3	-	-	-	-	3	-	-	(³)	-	(³)	99	-
Chattanooga.....	-	2	2	83	15	-	-	-	10	1	-	-	4	7	11	88	1
Dallas.....	2	-	3	78	19	-	3	4	6	3	1	-	3	5	8	90	2
Fort Worth.....	2	-	2	83	15	3	1	3	4	3	-	-	-	-	-	99	1
Jacksonville.....	2	4	6	84	10	1	3	1	2	4	2	5	1	-	9	88	3
Little Rock-North Little Rock.....	2	3	5	91	4	-	-	3	1	-	-	-	2	-	2	97	1
Louisville.....	1	10	11	85	5	-	-	1	1	1	1	1	11	4	19	81	-
New Orleans.....	1	4	5	72	23	-	3	15	2	1	-	-	3	-	3	89	8
Norfolk-Portsmouth and Newport News-Hampton.....	2	2	4	90	6	-	-	1	1	3	6	-	5	3	15	85	-
Oklahoma City.....	-	4	4	85	11	-	3	5	-	-	-	-	-	-	-	99	1
San Antonio.....	-	4	4	74	21	2	-	10	-	3	-	-	-	-	-	94	5
Tampa-St. Petersburg.....	-	6	6	68	26	-	7	3	4	10	-	-	3	-	3	93	4
Washington.....	18	11	29	64	7	-	-	4	-	3	1	9	27	1	38	60	3
North Central																	
Akron.....	32	-	32	61	7	-	1	1	2	3	(³)	-	1	-	1	98	(³)
Chicago.....	4	1	5	79	16	-	2	7	5	1	1	2	20	17	41	59	-
Cleveland.....	2	6	8	73	19	-	3	3	6	6	-	-	14	1	15	84	1
Columbus.....	1	3	4	75	21	6	3	3	5	2	-	-	9	1	10	88	2
Davenport-Rock Island-Moline.....	-	-	-	70	30	3	1	7	13	5	-	-	1	-	1	98	1
Detroit.....	1	1	2	89	8	-	(³)	1	3	4	(³)	-	2	1	3	96	1
Green Bay.....	10	2	12	64	24	-	-	12	3	9	1	-	31	10	44	55	1
Milwaukee.....	3	3	7	78	15	-	2	5	2	4	-	(³)	4	2	6	94	(³)
Minneapolis-St. Paul.....	6	4	10	78	12	-	-	5	3	4	-	-	5	7	21	79	(³)
St. Louis.....	2	2	5	87	8	2	-	2	1	3	5	-	8	5	19	81	1
Toledo.....	(³)	1	11	85	3	-	1	(³)	-	-	-	-	5	3	8	92	-
Waterloo.....	-	1	21	68	11	-	-	-	7	4	-	-	-	-	-	96	4
Wichita.....	1	1	2	95	3	-	2	(³)	-	1	(³)	-	(³)	-	(³)	98	1
West																	
Boise City.....	10	3	14	71	15	-	8	-	-	7	-	-	7	-	7	93	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	2	1	4	94	2	-	1	-	1	-	(³)	-	3	1	5	95	-
Salt Lake City.....	4	2	6	85	10	-	4	-	3	-	-	-	1	-	1	97	2
San Diego.....	5	-	5	93	1	-	-	-	1	-	-	-	1	-	1	99	-
San Francisco-Oakland.....	14	-	14	86	-	-	-	-	-	-	1	-	22	20	48	52	-
Spokane.....	2	-	2	47	51	46	3	-	-	-	-	-	-	-	-	100	-

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 May include weekly schedules other than those presented separately.³ Less than 0.5 percent.

Table B-4. Scheduled Weekly Hours—Public Utilities¹(Percent distribution of plant and office workers by scheduled weekly hours² of first-shift workers, July 1966 through June 1967)

Metropolitan area	Plant workers									Office workers						
	Under 40 hours			40 hours	Over 40 hours				Under 40 hours					40 hours	Over 40 hours	
	Under 37½	37½	Total ³		Total ³	42	44	48	Over 48	35	36¼	37½	38¾			Total ³
Northeast																
Buffalo.....	-	5	5	91	4	-	4	(⁴)	-	-	-	39	-	39	61	-
Manchester.....	-	-	-	67	33	-	-	-	-	-	-	63	-	63	37	-
New York ⁵	(⁴)	3	4	93	3	-	-	-	1	47	11	11	(⁴)	71	29	-
Philadelphia.....	-	-	-	100	-	-	-	-	-	7	-	29	2	38	62	-
Pittsburgh.....	-	-	-	99	1	-	-	-	-	1	-	40	-	41	59	-
Providence-Pawtucket-Warwick.....	-	-	-	87	13	-	-	-	6	3	4	63	-	69	31	-
Trenton.....	-	-	-	100	-	-	-	-	-	67	-	2	-	69	31	-
South																
Baltimore.....	-	-	-	100	-	-	-	-	-	1	-	24	-	25	75	-
Birmingham ⁵	-	-	-	87	13	-	-	6	-	-	-	31	-	33	67	-
Chattanooga ⁵	-	-	-	100	-	-	-	-	-	-	-	20	-	28	72	-
Dallas ⁵	-	-	-	82	18	2	-	1	(⁴)	3	-	1	-	4	90	6
Fort Worth.....	-	-	-	92	8	-	-	3	4	-	-	-	-	-	100	-
Jacksonville ⁵	1	-	1	88	11	-	5	-	6	-	-	36	-	36	64	(⁴)
Little Rock-North Little Rock.....	-	-	-	92	8	-	-	8	-	-	-	-	-	-	100	-
Louisville.....	-	-	-	93	7	4	-	-	-	-	-	22	-	22	78	(⁴)
New Orleans.....	-	-	-	91	9	-	-	5	(⁴)	4	-	27	-	31	68	1
Norfolk-Portsmouth and Newport News-Hampton.....	-	-	-	82	18	-	9	-	2	-	-	25	-	25	73	1
Oklahoma City.....	-	-	-	96	4	-	1	-	-	-	-	-	-	-	99	1
San Antonio ⁵	-	-	-	96	4	-	-	1	-	-	-	-	-	-	100	-
Tampa-St. Petersburg.....	-	-	-	92	8	-	-	-	4	-	-	-	-	-	98	2
Washington.....	2	-	2	95	2	-	-	1	-	9	-	44	13	66	34	-
North Central																
Akron.....	-	-	-	60	40	-	5	20	-	-	-	-	-	-	100	-
Chicago ⁵	-	-	-	99	1	-	-	1	-	-	1	5	4	10	90	-
Cleveland ⁵	-	-	-	89	11	-	-	-	6	-	-	3	1	4	96	-
Columbus.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Davenport-Rock Island-Moline.....	-	-	-	95	5	-	-	-	-	-	-	-	-	-	100	-
Detroit ⁵	-	-	-	93	7	-	-	4	3	1	-	28	(⁴)	29	69	2
Green Bay.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Milwaukee.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Minneapolis-St. Paul.....	-	-	-	98	2	-	-	-	-	-	-	(⁴)	1	1	99	-
St. Louis.....	-	-	-	100	-	-	-	-	-	3	-	1	-	4	96	-
Toledo.....	-	-	-	96	4	-	-	4	-	-	1	-	-	1	99	-
Waterloo.....	-	-	-	97	3	-	-	-	-	-	-	-	-	-	100	-
Wichita.....	-	-	-	97	3	-	-	3	-	-	-	(⁴)	-	(⁴)	99	-
West																
Boise City.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁵	-	-	-	100	-	-	-	-	-	4	-	-	-	4	96	-
Salt Lake City.....	-	-	-	96	4	-	-	2	2	-	-	-	-	-	98	2
San Diego.....	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
San Francisco-Oakland ⁵	-	-	-	100	-	-	-	-	-	6	-	6	(⁴)	12	88	-
Spokane.....	-	-	-	97	3	-	3	-	-	-	-	-	-	-	100	-

¹ Transportation, communication, and other public utilities.² 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.³ May include weekly schedules other than those presented separately.⁴ Less than 0.5 percent.⁵ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.

Table B-5. Paid Holidays—All Industries

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1966 through June 1967)

Number of paid holidays	Northeast										South										
	Buffalo	Man- chester	New York	Phila- delphia	Pitte- sburgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birmin- g- ham ¹	Chatta- nooga ¹	Dallas ¹	Fort Worth	Jackson- ville ¹	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City ¹	San An- tonio	Tampa- St. Peters- burg	Wash- ington
Plant workers																					
Workers in establishments providing																					
paid holidays	98	98	98	99	98	97	99	97	94	87	92	94	88	96	99	78	92	87	82	82	96
Less than 5 holidays	1	-	(²)	(²)	1	2	-	1	5	10	9	7	11	1	3	5	8	4	7	10	7
5 holidays	-	2	1	-	(²)	2	-	2	22	18	23	27	36	2	3	5	2	34	24	1	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	(²)	(²)	(²)	-	2	-	1	-	1	-	13	1	-	-
6 holidays	14	32	3	10	12	16	14	19	8	8	16	10	17	15	23	25	22	43	7	20	26
6 holidays plus 1 half day or more	1	-	1	5	1	5	-	2	-	-	2	1	-	2	2	6	2	-	4	1	1
7 holidays	24	11	22	21	55	17	14	27	47	11	15	20	12	13	21	15	8	16	4	8	18
7 holidays plus 1 half day or more	7	5	3	5	1	-	4	3	(²)	2	(²)	1	-	-	2	1	(²)	-	5	3	2
8 holidays	13	21	19	26	19	15	28	27	10	19	18	9	10	28	22	13	42	20	6	13	38
8 holidays plus 1 half day or more	3	5	3	3	(²)	1	6	1	-	-	2	11	-	-	3	-	(²)	(²)	-	-	1
9 holidays	28	16	13	20	6	29	27	11	1	18	7	7	1	-	5	3	(²)	-	-	1	2
9 holidays plus 1 half day or more	3	-	2	1	-	3	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	2	-	2	1	1	6	-	3	-	-	(²)	-	-	5	(²)	-	-	-	-	1	-
10 holidays plus 1 half day or more	-	(²)	9	3	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	(²)
11 holidays	2	-	14	2	1	(²)	2	-	-	-	-	(²)	1	-	2	-	1	1	-	-	(²)
11 holidays plus 1 half day or more	-	-	1	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	6	1	-	-	5	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Workers in establishments providing no paid holidays	2	2	2	1	2	3	1	3	6	13	8	6	12	4	1	22	8	13	18	18	4
Office workers																					
Workers in establishments providing																					
paid holidays	100	98	99	99	100	99	100	99	99	98	99	97	99	99	99	99	99	99	99	99	99
Less than 5 holidays	(²)	-	-	(²)	(²)	(²)	(²)	(²)	1	2	1	2	(²)	1	(²)	(²)	1	1	2	2	(²)
5 holidays	(²)	-	(²)	-	(²)	(²)	-	(²)	34	20	17	25	34	40	1	-	4	19	16	16	(²)
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	1	1	1	2	2	2	-	-	-	-	10	-	-
6 holidays	13	14	1	7	11	9	8	12	9	30	33	21	11	20	39	29	50	50	27	29	15
6 holidays plus 1 half day or more	2	-	(²)	4	4	(²)	11	15	1	12	7	(²)	1	5	2	13	2	-	19	14	1
7 holidays	15	4	2	10	46	6	11	16	4	9	15	30	21	17	15	15	13	19	5	9	5
7 holidays plus 1 half day or more	4	2	7	3	3	(²)	2	2	2	1	3	(²)	(²)	-	3	2	(²)	(²)	5	11	5
8 holidays	11	15	9	26	21	8	21	28	13	15	12	6	11	12	27	14	27	24	5	11	51
8 holidays plus 1 half day or more	4	3	2	3	2	1	7	3	(²)	15	2	5	2	-	(²)	6	1	4	1	-	3
9 holidays	27	4	16	13	7	5	33	10	2	9	6	3	(²)	-	9	15	1	1	-	4	1
9 holidays plus 1 half day or more	4	-	3	2	(²)	5	-	2	-	1	1	-	-	-	2	-	-	-	-	-	6
10 holidays	2	53	7	6	5	28	(²)	17	1	-	2	-	13	-	4	1	-	-	-	(²)	3
10 holidays plus 1 half day or more	-	1	3	2	1	5	(²)	(²)	-	-	-	-	-	-	-	(²)	-	-	-	-	1
11 holidays	15	-	29	2	1	2	1	4	-	-	-	(²)	5	3	-	1	-	-	-	-	(²)
11 holidays plus 1 half day or more	(²)	-	4	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	(²)	-	14	17	(²)	1	16	(²)	-	-	-	2	-	-	-	-	-	(²)	-	-	-
Workers in establishments providing no paid holidays	-	2	(²)	(²)	-	1	-	(²)	(²)	2	(²)	3	(²)	1	(²)	(²)	(²)	(²)	1	1	(²)

See footnotes at end of table.

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

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1966 through June 1967)

Number of paid holidays	North Central												West						
	Akron	Chi- cago ¹	Cleve- land ¹	Colum- bus	Davenport- Rock Island- Moline	De- troit ¹	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ¹	Salt Lake City	San Diego	San Fran- cisco- Oakland ¹	Spokane
Plant workers																			
Workers in establishments providing																			
paid holidays	99	99	98	95	98	99	96	98	98	99	96	99	97	91	99	83	90	98	93
Less than 5 holidays	2	(²)	1	3	2	1	2	3	1	1	-	1	1	-	2	1	-	1	-
5 holidays	-	(²)	-	(²)	-	(²)	-	(²)	-	-	(²)	1	1	2	-	-	(²)	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	11	26	16	29	18	20	27	23	36	16	28	10	23	32	12	3	18	6	31
6 holidays plus 1 half day or more	(²)	8	6	1	5	4	11	4	7	1	3	-	2	3	(²)	-	3	-	2
7 holidays	18	15	24	22	13	9	8	8	17	28	11	14	25	37	14	34	15	24	37
7 holidays plus 1 half day or more	-	7	10	1	2	2	7	5	7	5	3	-	-	-	5	-	-	4	-
8 holidays	24	25	20	24	14	9	40	27	24	21	14	27	20	16	42	33	35	41	19
8 holidays plus 1 half day or more	-	1	2	1	(²)	1	2	2	2	1	3	-	-	2	2	2	1	3	(²)
9 holidays	41	13	17	14	43	53	-	18	5	20	33	44	25	(²)	19	10	17	15	5
9 holidays plus 1 half day or more	-	(²)	-	-	-	-	-	3	-	2	-	-	-	-	-	-	-	(²)	-
10 holidays	3	2	-	-	-	(²)	-	-	-	(²)	-	2	(²)	-	(²)	-	-	4	-
10 holidays plus 1 half day or more	-	-	(²)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	(²)	-	-	-	-	-	3	1	(²)	-	-	-	-	(²)	-	1	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Workers in establishments providing																			
no paid holidays	1	1	2	5	2	1	4	2	2	1	4	1	3	9	1	17	10	2	7
Office workers																			
Workers in establishments providing																			
paid holidays	100	99	99	100	95	99	99	99	99	99	99	100	100	98	100	99	99	100	93
Less than 5 holidays	(²)	-	-	(²)	1	(²)	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-
5 holidays	-	(²)	-	(²)	-	(²)	-	(²)	-	-	(²)	-	-	-	-	-	-	(²)	-
5 holidays plus 1 half day or more	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	23	23	29	34	24	14	24	18	31	17	34	13	24	7	7	1	13	1	24
6 holidays plus 1 half day or more	(²)	9	6	15	3	6	35	11	9	3	3	-	1	1	1	-	(²)	-	2
7 holidays	12	16	18	21	10	7	4	10	14	20	6	21	23	48	14	13	12	17	43
7 holidays plus 1 half day or more	1	5	8	1	5	3	5	11	8	5	1	-	-	-	3	1	(²)	5	-
8 holidays	18	23	21	17	8	9	22	15	26	34	22	35	18	42	40	66	44	54	16
8 holidays plus 1 half day or more	-	5	2	(²)	(²)	2	7	2	4	1	4	-	-	-	10	5	4	6	(²)
9 holidays	38	8	13	11	42	54	-	21	4	16	27	30	34	(²)	21	5	26	11	7
9 holidays plus 1 half day or more	-	1	1	-	-	1	1	6	3	2	-	1	-	-	-	4	-	2	1
10 holidays	7	2	1	-	-	4	-	3	-	1	2	1	1	-	2	3	-	1	1
10 holidays plus 1 half day or more	-	(²)	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-
11 holidays	-	6	-	-	(²)	(²)	-	2	1	1	-	(²)	-	-	-	-	(²)	1	-
11 holidays plus 1 half day or more	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	(²)	-	-	(²)	-	-	(²)	1	-	-	-	-	(²)	-	-	2	-
Workers in establishments providing																			
no paid holidays	-	(²)	(²)	-	5	(²)	1	(²)	(²)	(²)	(²)	-	-	2	-	1	1	-	7

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

Table B-6. Paid Holidays—Manufacturing

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1966 through June 1967)

Number of paid holidays	Northeast								South												
	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio	Tampa- St. Peters- burg	Wash- ington
Plant workers																					
Workers in establishments providing																					
paid holidays	99	100	100	100	100	98	100	99	98	88	99	99	94	98	99	66	96	98	85	86	99
Less than 5 holidays	-	-	-	-	-	1	-	-	4	11	8	2	24	1	-	2	1	3	4	4	-
5 holidays	-	3	1	(¹)	-	3	-	2	10	11	14	19	30	22	2	3	2	1	51	24	1
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	2	-	7	1	-
6 holidays	5	36	1	5	2	18	6	8	6	8	14	10	19	17	9	12	16	28	6	21	5
6 holidays plus 1 half day or more	1	-	2	7	1	6	-	2	-	-	1	1	-	3	2	4	1	-	-	2	1
7 holidays	22	9	14	22	71	21	13	36	65	11	16	26	13	18	25	11	4	17	4	-	34
7 holidays plus 1 half day or more	9	6	3	6	1	-	5	3	-	3	-	1	-	-	2	-	1	-	3	6	-
8 holidays	16	24	26	26	16	17	32	28	12	21	30	8	6	37	26	17	64	46	5	23	39
8 holidays plus 1 half day or more	4	6	5	5	-	1	8	1	-	-	3	18	-	-	-	1	(¹)	-	-	-	9
9 holidays	38	15	20	22	8	24	32	16	2	22	12	12	2	-	26	12	6	-	-	3	9
9 holidays plus 1 half day or more	3	-	3	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	2	-	9	2	-	3	-	1	-	-	(¹)	-	-	-	6	-	-	-	-	2	-
10 holidays plus 1 half day or more	-	-	4	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	8	2	1	-	1	1	-	-	-	-	-	-	-	4	-	2	3	-	-
11 holidays plus 1 half day or more	-	-	(¹)	-	-	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	4	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	3	-	-
Workers in establishments providing																					
no paid holidays	1	-	-	-	-	2	-	(¹)	2	12	1	1	6	2	1	34	4	2	15	14	1
Office workers																					
Workers in establishments providing																					
paid holidays	100	100	100	100	100	99	100	100	100	99	100	97	100	100	100	99	99	100	97	100	97
Less than 5 holidays	-	-	-	-	-	1	-	-	1	4	2	1	2	3	-	-	-	3	(¹)	-	-
5 holidays	-	-	(¹)	-	1	-	-	1	11	15	11	11	32	20	-	(¹)	2	(¹)	43	20	1
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	1	7	-	-	(¹)	-	15	1	-	7
6 holidays	4	35	1	5	3	15	3	9	7	18	14	8	35	31	8	19	22	31	8	21	(¹)
6 holidays plus 1 half day or more	1	-	(¹)	6	2	1	-	5	1	-	1	1	-	3	2	3	-	-	-	1	-
7 holidays	19	4	5	14	61	10	13	31	52	14	19	53	5	18	21	5	18	9	4	-	20
7 holidays plus 1 half day or more	8	8	4	5	5	-	4	2	-	1	1	1	-	-	4	2	1	7	18	5	5
8 holidays	14	34	14	34	20	13	28	37	28	25	26	2	15	24	39	13	48	44	12	35	56
8 holidays plus 1 half day or more	3	10	3	6	-	2	10	1	-	7	12	-	-	-	-	1	-	14	4	-	3
9 holidays	45	6	23	22	8	42	40	12	1	21	19	7	5	-	17	53	4	-	-	(¹)	5
9 holidays plus 1 half day or more	4	-	6	3	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	1	3	18	4	-	6	1	1	-	-	(¹)	-	-	-	9	-	-	-	-	2	-
10 holidays plus 1 half day or more	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	(¹)	-	-	-	-	-
11 holidays	-	-	13	1	(¹)	-	1	(¹)	-	-	-	-	-	-	-	2	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	4	(¹)	-	2	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Workers in establishments providing																					
no paid holidays	-	-	-	-	-	(¹)	-	-	-	1	-	3	-	-	-	1	(¹)	-	5	-	3

See footnote at end of table.

Table B-6. Paid Holidays—Manufacturing—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1966 through June 1967)

Number of paid holidays	North Central													West					
	Akron	Chi- cago	Cleve- land	Colum- bus	Davenport- Rock Island- Moline	Detroit	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Salt Lake City	San Diego	San Fran- cisco- Oakland	Spokane
Plant workers																			
Workers in establishments providing paid holidays	100	100	99	97	100	100	99	99	100	100	98	100	100	100	99	96	98	99	100
Less than 5 holidays	-	-	-	(¹)	1	-	-	1	-	-	-	-	-	-	1	-	-	-	-
5 holidays	-	1	-	(¹)	-	-	-	-	-	-	-	-	1	3	2	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	6	9	4	12	8	4	14	9	19	6	19	2	9	45	5	4	7	-	17
6 holidays plus 1 half day or more	-	11	7	1	6	5	14	5	7	2	5	-	2	10	-	7	-	-	-
7 holidays	9	16	25	25	13	7	5	4	15	24	10	13	28	24	16	46	14	17	59
7 holidays plus 1 half day or more	-	9	14	2	1	3	10	8	12	7	3	-	-	-	8	-	-	7	-
8 holidays	23	31	19	36	15	8	55	36	37	23	8	30	25	18	37	33	36	42	17
8 holidays plus 1 half day or more	-	2	3	1	(¹)	1	-	3	3	1	5	-	-	-	3	5	2	6	1
9 holidays	57	20	25	19	55	73	-	25	7	31	47	52	34	-	30	7	32	20	6
9 holidays plus 1 half day or more	-	(¹)	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	-
10 holidays	4	2	1	-	-	(¹)	-	2	-	1	-	3	-	-	(¹)	-	-	7	-
10 holidays plus 1 half day or more	-	-	(¹)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	(¹)	-	-	-	-	-	4	(¹)	(¹)	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	1	3	-	-	1	(¹)	-	-	2	-	-	-	1	4	2	1	-
Office workers																			
Workers in establishments providing paid holidays	100	100	99	100	100	100	99	99	100	100	100	100	100	100	100	99	100	100	100
Less than 5 holidays	-	-	-	(¹)	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	-	-	-	(¹)	-	-	-	-	-	-	-	-	(¹)	-	(¹)	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	10	14	10	21	5	2	16	8	11	8	16	3	7	10	3	1	6	-	14
6 holidays plus 1 half day or more	-	15	6	3	4	6	26	3	10	2	4	-	1	3	1	-	1	-	-
7 holidays	2	12	18	22	12	3	2	4	8	20	5	18	20	77	7	21	9	15	58
7 holidays plus 1 half day or more	1	9	12	3	1	3	13	12	16	8	1	-	-	-	6	2	-	8	-
8 holidays	20	28	27	26	8	4	42	23	46	23	27	35	24	11	36	51	24	53	20
8 holidays plus 1 half day or more	-	4	3	(¹)	1	3	-	3	2	1	4	-	-	-	3	18	1	8	(¹)
9 holidays	56	15	23	25	67	78	-	38	6	32	41	42	47	-	44	6	58	12	8
9 holidays plus 1 half day or more	-	1	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	1	-
10 holidays	9	1	(¹)	-	-	(¹)	-	1	1	3	1	2	-	-	(¹)	-	-	1	-
10 holidays plus 1 half day or more	-	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	4	1	3	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	(¹)	-	-	-	1	(¹)	-	-	-	-	-	-	-	1	-	-	-

¹ Less than 0.5 percent.

Table B-7. Paid Holidays—Public Utilities¹

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1966 through June 1967)

Number of paid holidays	Northeast										South										
	Buffalo	Man- chester	New York ²	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ²	Chatta- nooga ²	Dallas ²	Fort Worth	Jackson- ville ²	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio ²	Tampa- St. Peters- burg	Wash- ington
Plant workers																					
Workers in establishments providing paid holidays	95	100	99	100	100	94	100	100	94	100	96	96	100	92	100	99	91	94	100	92	97
Less than 5 holidays	(³)	-	1	-	1	-	-	-	-	-	1	2	1	-	-	4	2	-	1	-	2
5 holidays	-	-	-	-	(³)	-	-	-	11	12	13	5	13	6	-	-	5	2	10	9	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	-	7	-	1	2	-	-	2	17	14	20	9	16	16	50	5	12	23	9	9	4
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	4	-	7	-	-	-	3	-	-	3	-	-	-
7 holidays	33	-	8	13	22	-	10	21	37	30	29	34	24	19	44	20	59	8	43	22	
7 holidays plus 1 half day or more	-	-	-	-	3	-	-	-	5	-	-	-	-	-	-	-	-	35	8	-	-
8 holidays	25	-	17	41	45	11	12	52	21	40	25	46	45	50	30	26	52	10	34	22	69
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	-
9 holidays	-	33	10	22	8	22	32	2	-	4	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 1 half day or more	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	2	56	-	15	19	62	-	23	-	-	-	-	-	-	(³)	-	-	-	-	-	-
10 holidays plus 1 half day or more	-	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	26	-	49	1	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	12	3	-	-	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	5	-	1	-	-	6	-	-	6	-	4	4	-	8	-	1	9	6	-	8	3
Office workers																					
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	98	100	100	99	100	100	99	100
Less than 5 holidays	(³)	-	-	-	-	-	-	-	-	-	-	4	(³)	-	-	-	1	-	-	-	-
5 holidays	-	-	-	-	-	-	-	-	9	5	8	6	7	-	-	-	-	-	5	6	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	13	1	-	3	2	-	1	(³)	9	23	25	31	12	14	23	2	18	27	11	10	2
6 holidays plus 1 half day or more	-	-	-	(³)	3	-	-	-	2	-	13	-	-	-	-	25	-	9	-	-	-
7 holidays	6	-	11	(³)	7	-	3	5	59	20	23	21	34	50	26	31	18	61	5	38	11
7 holidays plus 1 half day or more	2	-	4	2	-	-	-	-	1	-	-	-	(³)	-	(³)	1	-	50	32	(³)	-
8 holidays	32	-	9	63	47	1	6	55	21	47	31	39	46	35	51	23	63	12	19	13	87
8 holidays plus 1 half day or more	-	-	2	-	-	-	1	-	-	-	-	-	-	-	17	-	-	-	-	-	-
9 holidays	-	7	13	7	12	13	67	1	-	5	-	-	-	-	-	-	-	-	-	-	-
9 holidays plus 1 half day or more	13	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	2	89	3	17	30	43	-	37	-	-	-	-	-	-	2	-	-	-	-	-	-
10 holidays plus 1 half day or more	-	3	1	5	-	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	32	-	45	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	5	2	-	-	22	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	(³)	-	-	-	1	-

See footnotes at end of table.

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

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1966 through June 1967)

Number of paid holidays	North Central													West					
	Akron	Chi- cago ²	Cleve- land ²	Colum- bus	Davenport- Rock Island- Moline	De- troit ²	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ²	Salt Lake City	San Diego	San Fran- cisco- Oakland ²	Spokane
Plant workers																			
Workers in establishments providing paid holidays	100	100	99	100	100	100	100	100	100	99	100	100	92	100	97	100	100	100	100
Less than 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-
6 holidays	4	28	25	33	23	28	36	38	30	17	19	9	15	4	2	-	12	2	3
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	72	4	29	28	11	31	16	22	26	25	24	59	49	46	4	17	9	11	22
7 holidays plus 1 half day or more	-	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 holidays	24	56	44	33	47	37	24	20	33	39	50	33	23	50	88	82	79	70	64
8 holidays plus 1 half day or more	-	-	-	-	3	23	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	-	-	-	6	2	-	-	-	10	2	7	-	-	-	3	-	-	10	11
9 holidays plus 1 half day or more	-	1	-	-	-	-	-	20	-	17	-	-	-	-	-	-	-	-	-
10 holidays	-	11	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	5	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	1	-	-	-	-	-	-	(³)	-	-	8	-	3	-	-	-	-
Office workers																			
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Less than 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(³)	-
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	12	14	13	21	23	14	28	11	25	15	16	10	17	1	1	-	8	-	1
6 holidays plus 1 half day or more	2	(³)	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
7 holidays	51	3	38	30	13	40	10	35	31	23	19	62	65	56	5	4	4	8	23
7 holidays plus 1 half day or more	2	-	-	-	30	-	-	1	-	-	-	-	-	-	-	-	-	-	-
8 holidays	33	69	49	31	33	43	23	12	32	43	39	27	11	43	93	92	88	81	44
8 holidays plus 1 half day or more	-	-	-	-	4	39	1	-	-	1	19	-	-	-	-	-	-	-	-
9 holidays	-	1	-	18	1	-	-	-	11	1	6	-	-	-	1	1	-	11	32
9 holidays plus 1 half day or more	-	1	-	-	-	-	-	35	-	17	-	-	-	-	-	-	-	-	-
10 holidays	-	12	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	1	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Table B-8. Paid Vacations¹—All Industries

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1966 through June 1967)

Amount of vacation pay ² and service period	Northeast								South												
	Buffalo	Man- chester	New York ³	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ³	Chatta- nooga ³	Dallas ³	Fort Worth	Jackson- ville ³	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City ³	San An- tonio ³	Tampa- St. Peters- burg	Wash- ington
	Plant workers																				
2 weeks or more.....	99	96	98	99	99	92	98	94	92	86	90	94	86	97	96	85	87	87	80	86	94
1 year.....	18	16	50	26	14	15	21	18	10	15	17	42	16	9	31	27	8	24	18	30	33
3 years.....	80	28	92	72	81	61	58	76	73	50	81	80	74	55	70	67	44	81	58	75	91
5 years.....	99	94	97	98	99	91	94	92	92	82	89	93	86	95	96	85	86	87	75	82	94
3 weeks or more.....	94	42	85	92	96	65	83	86	74	60	64	60	51	54	83	56	70	58	37	53	71
5 years.....	18	7	24	15	9	10	7	5	5	10	16	3	3	1	15	7	4	5	7	7	13
10 years.....	70	19	75	68	71	37	44	62	53	43	45	38	38	36	66	37	23	43	27	38	60
15 years.....	93	42	84	91	95	63	83	86	72	59	61	60	51	50	81	54	70	58	32	52	70
20 years.....	93	42	84	92	96	65	83	86	74	59	63	60	51	54	83	56	70	58	35	53	71
4 weeks or more.....	66	16	52	67	85	36	54	57	53	38	43	30	29	26	65	33	48	34	21	29	49
10 years.....	6	-	5	4	6	5	3	1	3	9	2	1	1	(⁴)	3	3	2	2	3	5	1
15 years.....	16	2	13	14	11	18	4	5	5	11	17	12	4	(⁴)	15	6	2	3	8	10	10
20 years.....	44	10	44	51	40	27	41	28	22	26	35	24	24	16	45	26	16	17	20	23	41
25 years.....	66	16	52	67	85	36	54	57	53	38	43	30	29	26	64	33	48	34	21	29	49
	Office workers																				
2 weeks or more.....	99	99	99	99	99	99	99	99	99	98	99	98	99	99	99	97	98	99	96	98	99
1 year.....	77	76	94	76	78	68	88	74	63	71	72	74	62	65	72	72	44	77	60	69	76
3 years.....	98	86	99	97	99	87	98	98	94	92	96	93	98	92	98	96	95	97	90	96	99
5 years.....	99	99	99	99	99	99	99	99	99	95	99	97	99	97	99	97	98	99	95	97	99
3 weeks or more.....	95	70	95	95	98	81	94	94	79	77	80	70	80	55	86	73	68	72	61	76	89
5 years.....	17	6	29	12	10	14	25	10	6	6	8	4	3	1	11	9	5	16	6	4	27
10 years.....	78	62	88	72	80	54	66	64	49	29	48	54	63	36	60	50	29	56	21	57	80
15 years.....	94	70	94	94	98	78	91	93	78	76	78	69	76	49	85	69	67	72	58	69	89
20 years.....	94	70	95	94	98	81	94	93	78	76	80	69	77	55	86	73	68	72	59	76	89
4 weeks or more.....	81	29	75	77	84	52	76	69	54	40	51	30	52	37	62	46	47	48	40	45	55
10 years.....	6	-	7	6	6	3	18	2	3	4	2	1	1	1	4	(⁴)	2	13	1	2	8
15 years.....	17	1	15	11	9	15	24	9	7	7	9	8	1	1	8	8	2	17	3	6	20
20 years.....	56	10	51	57	60	36	55	42	37	22	32	19	42	22	41	35	32	34	34	33	42
25 years.....	81	29	75	76	84	52	76	69	49	40	51	29	52	37	62	46	47	48	40	43	55

See footnotes at end of table.

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

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1966 through June 1967)

Amount of vacation pay ² and service period	North Central													West					
	Akron	Chi- cago ³	Cleve- land ³	Colum- bus	Davenport- Rock Island- Moline	De- troit ³	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ³	Salt Lake City	San Diego	San Fran- cisco- Oakland ³	Spokane
	Plant workers																		
2 weeks or more -----	99	99	100	94	97	99	97	99	99	99	98	99	96	94	99	97	99	99	100
1 year -----	29	23	19	22	8	23	13	13	24	22	18	4	33	20	34	24	46	36	9
3 years -----	79	90	64	61	43	60	48	65	95	81	59	46	92	89	93	93	99	94	100
5 years -----	98	99	99	94	95	99	96	98	99	99	91	99	95	94	99	95	99	98	100
3 weeks or more -----	92	94	92	82	87	95	91	94	94	94	91	94	84	66	91	70	76	95	87
5 years -----	30	8	16	3	1	22	1	10	11	9	18	2	5	3	24	10	23	33	2
10 years -----	72	68	54	58	30	50	65	69	73	65	57	34	49	38	77	42	69	89	77
15 years -----	92	94	91	80	87	93	91	94	94	93	84	94	58	66	90	67	76	95	87
20 years -----	92	94	91	82	87	95	91	94	94	93	85	94	84	66	91	70	76	95	87
4 weeks or more -----	75	69	68	61	75	47	74	77	67	71	53	80	40	24	41	28	39	65	62
10 years -----	1	2	2	2	1	5	-	6	2	5	3	(⁴)	2	-	3	3	(⁴)	9	1
15 years -----	37	8	9	5	1	23	26	15	11	10	18	2	3	-	10	5	2	25	10
20 years -----	68	50	43	44	23	40	60	67	60	53	41	30	35	7	36	23	32	48	41
25 years -----	75	69	68	61	74	47	74	77	67	71	53	80	40	24	41	28	39	65	62
	Office workers																		
2 weeks or more -----	99	99	99	99	99	99	99	99	100	100	99	100	99	99	99	99	99	99	99
1 year -----	79	78	81	75	75	87	72	64	69	66	69	50	54	67	75	59	76	82	53
3 years -----	99	99	99	98	99	99	94	97	99	99	92	97	98	98	99	99	99	99	99
5 years -----	99	99	99	99	99	99	99	99	100	99	93	100	99	99	99	99	99	99	99
3 weeks or more -----	96	96	93	92	91	96	97	95	96	94	93	96	93	90	95	88	86	96	95
5 years -----	39	12	16	7	36	49	1	10	9	13	13	39	4	2	17	8	9	19	16
10 years -----	76	80	62	63	70	88	63	76	85	64	68	73	75	48	85	52	67	83	65
15 years -----	94	95	91	91	91	96	94	95	95	93	85	96	90	90	94	84	86	95	95
20 years -----	96	96	93	92	91	96	97	95	96	93	86	96	93	90	94	88	86	96	95
4 weeks or more -----	77	71	66	67	75	80	71	80	71	67	68	75	51	56	64	45	54	74	80
10 years -----	4	4	4	2	22	16	-	4	2	7	8	33	2	-	5	6	2	3	8
15 years -----	49	10	11	5	33	47	14	12	8	11	14	36	2	-	10	11	3	14	20
20 years -----	75	51	47	36	62	70	42	68	66	48	51	64	42	38	46	25	38	36	62
25 years -----	77	71	66	67	73	79	71	80	71	67	68	75	49	56	61	45	54	69	80

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

² Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily 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 eligible for 3 weeks' pay or more after 10 years includes those eligible for 3 weeks' pay or more after fewer years of service.

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

⁴ Less than 0.5 percent.

Table B-9. Paid Vacations¹—Manufacturing

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1966 through June 1967)

Amount of vacation pay ² and service period	Northeast							South													
	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birmin- g- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio	Tampa- St. Peters- burg	Wash- ington
Plant workers																					
2 weeks or more	99	98	96	99	99	92	100	96	97	86	93	95	89	94	97	86	94	93	85	86	96
1 year	14	11	45	29	9	10	15	14	5	16	11	44	7	5	27	17	5	17	19	30	56
3 years	74	17	86	65	77	55	47	73	74	47	84	72	66	31	65	51	17	84	52	66	84
5 years	99	95	96	98	99	92	95	95	97	83	93	94	89	94	97	84	93	93	77	81	96
3 weeks or more	97	34	74	92	99	64	89	92	85	62	73	73	53	57	92	67	88	79	31	57	87
5 years	16	6	22	19	11	9	3	6	5	12	27	3	1	2	17	13	3	7	10	8	34
10 years	70	10	61	64	78	32	38	65	60	47	54	48	41	43	74	36	13	58	15	44	74
15 years	97	34	74	92	99	62	89	91	82	61	72	72	53	50	89	64	88	79	24	53	82
20 years	97	34	74	92	99	64	89	92	85	62	73	72	53	57	92	67	88	79	29	57	87
4 weeks or more	70	14	40	64	90	30	53	60	65	40	47	29	20	14	73	34	60	48	14	25	55
10 years	8	-	7	6	8	2	1	(³)	5	12	3	1	-	-	4	7	2	2	5	5	(³)
15 years	17	2	12	18	14	12	2	5	6	13	26	19	4	-	20	10	2	5	5	11	31
20 years	44	8	35	46	34	20	38	26	17	28	43	27	16	4	50	21	3	16	12	22	51
25 years	70	14	40	64	90	30	53	60	65	40	47	29	20	14	72	34	59	48	14	25	55
Office workers																					
2 weeks or more	99	100	99	99	100	99	100	99	98	98	98	99	100	95	100	97	99	99	93	99	99
1 year	85	66	94	84	92	57	93	75	66	74	64	83	69	66	88	92	32	85	33	79	88
3 years	98	70	99	95	99	79	98	98	91	91	96	94	94	82	99	96	90	97	78	95	99
5 years	99	99	99	99	99	99	99	99	98	95	98	99	100	95	100	97	99	99	90	97	99
3 weeks or more	97	27	92	93	99	74	98	94	85	63	88	87	70	65	94	88	86	86	56	78	88
5 years	22	9	36	14	14	12	33	11	5	13	19	7	8	-	22	31	12	17	23	10	49
10 years	87	17	88	78	87	47	76	83	55	54	69	82	54	53	76	78	26	73	31	70	82
15 years	97	27	92	93	99	74	95	94	85	63	88	87	70	62	93	88	86	86	50	76	86
20 years	97	27	92	93	99	74	98	94	85	63	88	87	70	65	94	88	86	86	54	78	88
4 weeks or more	85	17	76	74	93	42	79	71	53	42	55	23	23	50	71	45	54	46	21	50	70
10 years	9	-	19	6	10	1	26	1	3	9	6	1	-	-	8	2	5	7	2	2	9
15 years	25	4	32	16	15	18	36	9	10	14	16	16	4	-	19	27	6	15	2	11	46
20 years	74	13	65	63	79	33	70	64	44	34	51	22	20	41	52	43	52	30	19	40	69
25 years	85	17	76	74	93	42	79	71	53	42	55	23	23	50	71	45	53	46	21	41	70

See footnotes at end of table.

Table B-9. Paid Vacations¹—Manufacturing—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1966 through June 1967)

Amount of vacation pay ² and service period	North Central													West					
	Akron	Chicago	Cleveland	Columbus	Davenport-Rock Island-Moline	Detroit	Green Bay	Milwaukee	Minneapolis-St. Paul	St. Louis	Toledo	Waterloo	Wichita	Boise City	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Salt Lake City	San Diego	San Francisco-Oakland	Spokane
	Plant workers																		
2 weeks or more.....	100	99	100	96	99	100	100	100	100	99	98	100	98	100	99	97	100	100	100
1 year.....	36	19	18	16	6	25	3	6	23	24	21	3	40	24	41	36	77	30	2
3 years.....	78	86	51	46	31	46	29	56	93	74	42	39	95	87	90	86	100	92	100
5 years.....	98	99	99	96	96	100	99	98	100	99	88	100	97	100	99	92	100	100	100
3 weeks or more.....	95	97	93	94	92	97	94	97	98	98	91	98	95	53	93	81	84	97	99
5 years.....	35	9	13	5	1	22	2	10	17	11	23	3	5	10	16	11	15	26	2
10 years.....	70	69	47	65	25	42	66	71	85	66	49	30	53	32	77	47	74	83	88
15 years.....	95	97	93	93	92	96	94	97	98	97	81	98	61	53	92	80	84	97	99
20 years.....	95	97	93	94	92	97	94	97	98	97	82	98	95	53	93	81	84	97	99
4 weeks or more.....	76	71	70	68	82	40	82	85	70	72	45	85	42	7	44	28	47	59	71
10 years.....	1	2	1	2	1	-	8	8	2	8	3	-	2	-	4	6	-	12	2
15 years.....	47	8	11	7	1	23	37	19	17	12	22	3	3	-	12	11	2	15	10
20 years.....	66	44	42	44	18	32	66	71	59	52	33	27	41	-	37	28	46	46	23
25 years.....	76	71	70	68	80	40	82	85	70	72	45	85	42	7	44	28	47	59	71
	Office workers																		
2 weeks or more.....	100	100	99	99	99	100	100	100	100	100	100	100	99	100	99	99	100	100	100
1 year.....	94	80	88	87	91	95	82	60	80	71	76	52	56	83	82	67	94	97	76
3 years.....	99	99	98	87	99	99	91	95	99	99	88	97	99	100	99	97	100	100	100
5 years.....	100	99	99	99	99	100	98	99	100	100	88	100	99	100	99	99	100	100	100
3 weeks or more.....	99	97	98	95	98	99	98	98	98	96	93	99	99	91	96	95	85	99	99
5 years.....	52	15	21	13	57	73	3	14	15	18	18	44	6	7	20	6	7	15	46
10 years.....	86	79	69	74	78	89	66	82	91	72	66	78	94	83	94	70	81	94	85
15 years.....	99	97	95	95	98	99	98	98	98	95	81	99	99	91	96	95	85	99	99
20 years.....	99	97	98	95	98	99	98	98	98	95	82	99	99	91	96	95	85	99	99
4 weeks or more.....	86	77	80	81	83	87	82	94	76	81	72	82	52	74	57	31	63	69	80
10 years.....	3	6	6	1	34	23	-	5	2	12	10	40	2	-	7	6	-	4	2
15 years.....	67	15	18	9	52	72	26	21	17	19	19	44	2	-	14	28	2	11	14
20 years.....	83	53	65	39	73	85	52	85	72	64	58	72	52	73	52	31	63	57	77
25 years.....	86	77	80	81	79	87	82	94	76	81	72	82	52	74	57	31	63	69	80

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

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

³ Less than 0.5 percent.

Table B-10. Paid Vacations¹—Public Utilities²

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1966 through June 1967)

Amount of vacation pay ³ and service period	Northeast							South													
	Buffalo	Man- chester	New York ⁴	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ⁴	Chatta- nooga ⁴	Dallas ⁴	Fort Worth	Jackson- ville ⁴	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Porta- mouth and Newport News- Hampton	Okla- homa City	San An- tonio ⁴	Tampa- St. Peters- burg	Wash- ington
	Plant workers																				
2 weeks or more.....	100	100	100	100	99	100	100	100	94	100	100	100	99	100	100	99	93	100	94	96	99
1 year.....	40	78	82	17	12	61	78	33	22	8	41	19	9	19	14	42	2	54	19	59	37
3 years.....	100	87	100	87	91	100	100	97	91	94	93	97	95	92	95	97	85	100	94	86	98
5 years.....	100	100	100	100	99	100	100	100	94	100	99	100	99	92	100	99	91	100	94	96	99
3 weeks or more.....	100	100	100	100	99	100	100	100	89	91	85	94	88	88	100	93	85	94	84	90	98
5 years.....	8	-	25	1	1	16	(⁵)	-	-	9	1	-	-	5	-	1	2	6	2	14	-
10 years.....	74	67	93	84	74	88	86	48	65	36	64	41	70	24	70	75	53	37	80	34	77
15 years.....	100	100	100	100	99	100	100	100	89	91	85	94	88	88	100	93	80	94	84	90	98
20 years.....	100	100	100	100	99	100	100	100	89	91	85	94	88	88	100	93	80	94	84	90	98
4 weeks or more.....	100	81	98	99	99	100	100	99	85	87	76	85	82	81	93	81	75	59	75	82	94
10 years.....	5	-	7	1	1	7	-	(⁵)	-	-	1	-	-	-	-	-	-	-	-	2	-
15 years.....	10	9	23	15	4	34	-	2	11	-	20	-	9	-	4	13	1	2	14	7	16
20 years.....	80	52	97	75	75	76	68	49	71	46	47	52	77	52	68	81	70	33	75	50	63
25 years.....	100	81	98	99	99	100	100	99	85	87	76	85	82	81	93	81	75	59	75	82	94
	Office workers																				
2 weeks or more.....	100	100	100	100	100	100	99	100	99	100	100	100	99	100	100	100	98	100	99	100	100
1 year.....	46	95	97	16	32	81	91	41	42	17	50	43	10	32	9	51	10	71	21	73	44
3 years.....	100	98	100	98	98	96	99	99	99	96	99	98	99	98	99	99	95	100	99	96	99
5 years.....	100	100	100	100	100	100	99	100	99	100	100	100	99	98	100	100	98	100	99	100	100
3 weeks or more.....	99	97	99	99	99	96	99	99	92	86	92	91	94	94	98	83	86	95	85	90	99
5 years.....	7	-	34	1	1	6	2	(⁵)	-	-	6	1	-	-	4	5	(⁵)	2	6	3	7
10 years.....	64	93	92	72	91	89	91	29	79	25	69	30	87	66	89	68	80	61	83	49	84
15 years.....	99	97	99	99	99	96	99	99	92	86	90	91	94	92	98	83	86	94	85	90	99
20 years.....	99	97	99	99	99	96	99	99	92	86	92	91	94	94	98	83	86	95	85	90	99
4 weeks or more.....	99	93	90	95	93	88	92	99	90	84	83	83	88	88	87	75	82	62	73	88	94
10 years.....	7	-	7	1	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	3	-
15 years.....	9	-	24	5	1	24	-	(⁵)	7	-	18	-	(⁵)	-	(⁵)	3	(⁵)	2	1	3	3
20 years.....	77	31	84	64	66	54	24	38	81	52	48	39	88	30	75	65	65	27	73	61	46
25 years.....	99	93	90	95	93	88	92	99	90	84	83	83	88	88	87	75	82	62	73	88	94

See footnotes at end of table.

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

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1966 through June 1967)

Amount of vacation pay ³ and service period	North Central													West					
	Akron	Chi- cago ⁴	Cleve- land ⁴	Colum- bus	Davenport- Rock Island- Moline	De- troit ⁴	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ⁴	Salt Lake City	San Diego	San Fran- cisco- Oakland ⁴	Spokane
Plant workers																			
2 weeks or more	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year	15	25	29	8	7	34	37	18	17	11	12	-	13	42	19	29	7	48	8
3 years	100	100	96	100	100	100	100	100	98	98	100	100	98	100	96	100	100	100	100
5 years	100	100	100	100	100	100	100	100	100	99	100	100	100	96	100	100	100	100	100
3 weeks or more	99	100	99	100	100	100	100	100	98	100	100	97	97	84	100	96	100	95	100
5 years	-	2	1	5	-	3	-	3	-	7	2	-	-	2	9	-	21	19	-
10 years	99	65	56	58	49	69	56	79	61	54	79	64	50	41	70	35	93	92	79
15 years	99	100	99	100	100	100	100	100	98	100	100	97	97	84	82	96	100	95	100
20 years	99	100	99	100	100	100	100	100	98	100	100	97	97	84	100	96	100	95	100
4 weeks or more	91	98	99	96	94	99	100	100	98	99	98	96	86	80	99	78	87	92	100
10 years	-	1	1	5	-	-	-	-	-	1	-	-	-	-	3	-	3	15	-
15 years	47	9	1	5	-	12	3	15	16	7	-	-	3	-	18	-	4	64	19
20 years	91	98	73	59	68	99	86	100	93	79	96	64	51	13	85	43	48	66	97
25 years	91	98	99	96	94	99	100	100	98	99	96	96	86	80	99	78	87	92	100
Office workers																			
2 weeks or more	100	100	100	100	100	100	100	100	100	100	99	100	100	99	100	100	100	100	100
1 year	29	50	44	7	17	45	47	31	21	19	31	7	14	53	22	20	48	27	2
3 years	100	100	98	100	100	100	100	99	100	98	96	100	100	99	100	100	100	100	100
5 years	100	100	100	100	100	100	100	100	100	98	99	100	100	99	100	100	100	100	100
3 weeks or more	98	100	95	100	95	97	99	96	98	99	99	90	99	91	100	97	100	99	99
5 years	-	3	2	-	-	1	-	1	-	3	3	-	-	-	7	-	6	17	-
10 years	66	92	65	72	66	91	60	91	88	55	86	62	58	31	76	49	95	98	83
15 years	98	100	95	100	95	97	99	96	98	99	99	90	99	91	100	97	100	99	99
20 years	98	100	95	100	95	97	99	96	98	99	99	90	99	91	100	97	100	99	99
4 weeks or more	90	94	92	82	91	96	95	93	87	96	96	86	82	87	99	81	96	95	99
10 years	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-
15 years	1	13	2	-	-	1	1	5	4	1	-	-	2	-	9	-	(⁵)	49	33
20 years	90	94	58	37	65	96	86	93	85	70	96	49	49	13	86	16	50	60	99
25 years	90	94	92	82	91	96	95	93	87	96	96	86	82	87	99	81	96	95	99

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

² Transportation, communication, and other public utilities.

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

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

⁵ Less than 0.5 percent.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1966 through June 1967)

Metropolitan area	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans		Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers																				
<u>Northeast</u>																				
Buffalo	96	74	58	48	96	76	95	75	70	52	35	19	80	69	54	16	6	80	71	1
Manchester	90	57	70	43	85	40	89	43	81	45	30	15	86	80	50	5	2	58	51	2
New York ³	94	80	55	43	95	80	94	79	83	68	37	28	85	62	55	44	11	82	73	1
Philadelphia	96	74	53	42	95	76	94	76	83	68	36	25	90	77	65	14	8	81	70	(*)
Pittsburgh	97	86	52	43	96	82	95	82	51	40	26	19	94	86	78	9	5	91	83	1
Providence-Pawtucket-Warwick	84	59	60	42	96	70	95	69	84	61	29	14	50	41	24	10	4	47	44	1
Trenton	93	78	56	46	95	77	94	76	84	68	28	24	58	52	42	9	4	79	66	3
<u>South</u>																				
Baltimore	90	59	43	25	86	64	86	64	56	38	37	24	89	75	58	14	13	85	78	4
Birmingham ³	89	65	37	22	84	57	85	57	48	27	27	14	74	61	49	14	9	64	56	7
Chattanooga ³	89	46	52	25	90	50	90	50	41	20	35	17	66	54	32	10	3	61	52	8
Dallas ³	86	47	44	21	90	46	90	46	68	30	49	24	69	49	29	16	13	60	45	7
Fort Worth	89	46	62	29	94	41	94	41	81	36	59	20	63	52	28	31	6	57	51	4
Jacksonville ³	85	35	57	17	90	32	90	31	70	27	59	21	48	33	11	13	9	50	39	4
Little Rock-North Little Rock	81	37	54	24	87	37	81	31	72	27	46	22	72	60	24	14	8	55	33	9
Louisville	92	61	68	41	95	60	94	60	87	55	50	23	87	72	45	10	14	79	57	2
New Orleans	84	47	51	20	77	38	75	37	59	30	49	23	63	44	25	19	11	55	43	10
Norfolk-Portsmouth and Newport News-Hampton	92	30	70	20	93	24	93	24	82	23	39	15	74	33	14	44	8	59	19	3
Oklahoma City ³	84	37	72	16	84	20	82	20	62	13	57	23	76	42	10	22	25	56	38	8
San Antonio ³	83	41	51	20	84	32	84	32	62	21	57	18	53	30	14	20	13	44	23	11
Tampa-St. Petersburg	80	51	44	25	85	44	84	43	82	41	51	24	56	36	16	17	12	43	34	8
Washington	86	44	60	29	84	39	84	38	59	26	52	17	80	58	32	31	22	68	45	7
<u>North Central</u>																				
Akron	97	82	73	67	96	84	95	84	81	75	24	15	94	85	77	6	6	86	78	2
Chicago ³	95	64	60	38	98	64	98	64	87	58	56	33	89	70	50	11	16	70	57	1
Cleveland ³	99	79	65	54	92	69	91	69	71	55	26	14	94	87	71	6	5	79	73	1
Columbus	87	57	71	42	93	56	93	56	56	34	42	27	85	73	52	17	11	77	69	3
Davenport-Rock Island-Moline	92	78	70	55	95	72	95	72	85	64	54	39	90	83	70	7	8	70	67	4
Detroit ³	98	90	69	62	99	91	99	91	88	81	19	16	97	89	84	9	6	89	86	(*)
Green Bay	82	52	67	43	95	41	95	41	86	39	64	28	88	78	46	5	10	78	73	4
Milwaukee	93	66	59	39	97	66	97	66	87	60	51	30	92	80	53	7	10	80	71	1
Minneapolis-St. Paul	93	74	49	37	95	76	95	77	92	75	51	37	87	70	56	18	12	69	62	2
St. Louis	98	70	71	50	97	68	96	67	87	60	37	20	91	76	56	17	13	83	65	(*)
Toledo	97	77	80	57	98	78	97	76	80	56	33	15	94	88	75	6	5	85	79	(*)
Waterloo	99	78	89	73	98	73	98	73	96	70	75	64	94	90	73	4	2	82	70	1
Wichita	94	39	69	33	95	34	95	34	92	32	80	30	92	81	31	33	36	75	72	3
<u>West</u>																				
Boise City	91	36	70	24	94	33	94	33	91	30	69	30	68	39	23	23	12	49	39	4
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	95	75	81	64	99	78	99	79	97	77	75	60	66	20	16	43	16	74	61	(*)
Salt Lake City	91	47	68	36	96	48	96	48	86	48	70	34	75	52	26	33	22	65	45	2
San Diego	97	78	88	68	99	77	99	77	88	68	82	65	70	17	3	48	19	67	58	(*)
San Francisco-Oakland ³	95	77	65	56	99	82	99	82	98	80	67	53	75	14	10	32	35	92	73	-
Spokane	86	53	47	17	92	56	92	56	89	53	54	29	74	66	48	11	16	75	58	1

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1966 through June 1967)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Office workers																				
Northeast																				
Buffalo	98	69	57	39	96	71	94	69	79	57	70	41	86	54	43	68	3	84	68	(4)
Manchester	93	72	74	38	89	53	93	56	74	40	72	42	87	37	23	66	1	75	69	3
New York ³	97	62	53	34	92	49	90	46	80	36	76	32	77	41	30	57	6	83	63	(4)
Philadelphia	98	63	48	26	90	52	88	50	78	47	73	38	82	42	25	61	7	87	68	(4)
Pittsburgh	98	71	47	30	86	62	86	62	70	48	61	39	78	52	43	58	2	88	73	1
Providence-Pawtucket-Warwick	92	61	64	41	98	70	97	68	93	67	56	36	68	31	15	45	4	72	63	(4)
Trenton	96	58	43	28	96	58	96	58	92	55	76	59	85	39	29	66	8	91	56	1
South																				
Baltimore	96	52	44	22	86	55	87	56	72	42	75	45	81	47	35	52	6	88	75	1
Birmingham ³	97	65	45	25	80	44	81	44	69	36	61	30	76	35	25	52	11	78	63	2
Chattanooga ³	97	40	50	18	97	38	97	38	78	30	76	30	69	21	34	49	4	79	47	1
Dallas ³	95	42	47	16	95	39	95	39	84	32	75	30	74	37	15	44	11	78	51	(4)
Fort Worth	94	37	62	18	98	24	98	24	87	20	75	13	75	45	12	61	5	68	53	(4)
Jacksonville ³	97	42	68	20	94	23	94	23	78	22	86	30	68	21	10	41	18	73	61	(4)
Little Rock-North Little Rock	93	45	76	25	93	29	92	28	81	25	85	34	70	52	17	42	11	72	48	2
Louisville	93	48	53	22	92	39	92	39	87	35	75	40	71	39	21	47	11	75	51	1
New Orleans	92	55	54	21	91	44	90	44	81	41	71	38	63	32	22	32	15	78	58	1
Norfolk-Portsmouth and Newport News-Hampton	94	44	62	24	93	37	93	37	81	37	71	38	69	26	9	48	8	74	42	(4)
Oklahoma City ³	91	30	75	20	93	16	92	16	77	14	69	16	77	38	7	44	19	83	51	1
San Antonio ³	95	42	55	20	96	23	96	23	85	19	79	15	59	14	6	41	11	59	33	2
Tampa-St. Petersburg	92	49	58	26	87	37	87	37	86	36	69	28	87	39	17	60	9	72	53	1
Washington	95	58	57	30	85	38	84	38	72	34	81	45	85	37	15	65	12	83	51	(4)
North Central																				
Akron	99	80	80	66	97	74	97	74	86	69	48	26	79	56	48	56	4	88	71	(4)
Chicago ³	95	47	56	25	96	41	96	41	86	38	79	32	83	46	21	49	15	76	49	(4)
Cleveland ³	97	66	60	39	88	42	87	43	71	37	57	23	77	47	31	54	5	79	69	1
Columbus	97	56	70	30	90	40	90	39	70	26	75	37	79	48	34	53	12	92	80	(4)
Davenport-Rock Island-Moline	95	80	70	56	98	70	98	70	96	70	77	56	57	35	25	34	6	83	76	1
Detroit ³	98	79	66	52	97	73	97	73	92	71	70	40	91	54	54	62	19	88	74	1
Green Bay	94	50	74	37	99	45	99	45	93	40	89	39	83	47	29	46	4	89	82	1
Milwaukee	95	65	60	38	96	63	96	63	90	59	81	47	89	61	37	58	9	85	68	2
Minneapolis-St. Paul	96	58	46	22	94	46	93	47	92	47	80	36	82	42	26	55	6	79	53	1
St. Louis	96	55	62	35	90	45	91	46	88	45	66	31	81	46	26	52	10	77	48	2
Toledo	99	63	78	48	98	66	97	65	90	53	76	35	86	68	44	59	6	87	71	(4)
Waterloo	99	60	86	48	95	60	95	60	93	59	79	56	61	44	13	21	23	80	38	1
Wichita	97	12	74	42	94	43	94	43	91	42	90	43	97	42	3	54	29	86	78	(4)
West																				
Boise City	99	26	57	16	98	18	98	18	97	18	93	24	65	39	9	30	5	80	76	1
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	98	63	79	49	99	59	99	59	95	57	92	58	87	21	9	81	3	83	66	(4)
Salt Lake City	98	53	52	20	99	34	99	34	92	32	89	38	81	40	14	59	6	81	53	(4)
San Diego	94	70	80	54	99	59	99	59	80	41	89	62	86	17	(4)	72	11	79	69	(4)
San Francisco-Oakland ³	98	53	66	36	98	41	98	41	97	40	88	46	86	21	10	72	12	88	63	(4)
Spokane	90	40	56	17	80	40	80	40	77	40	74	40	85	51	37	62	10	78	56	(4)

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

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

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

⁴ Less than 0.5 percent.

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

(Percent distribution of plant and office workers with formal provisions, ¹ by type of plan, July 1966 through June 1967)

Metropolitan area	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans		Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers																				
<u>Northeast</u>																				
Buffalo.....	98	78	59	50	99	82	98	81	69	54	30	16	85	82	64	10	3	89	81	(³)
Manchester.....	91	60	69	47	86	41	91	45	81	48	21	13	88	88	56	1	-	61	54	-
New York.....	94	80	56	49	97	88	98	89	82	72	33	26	80	63	61	42	4	80	73	1
Philadelphia.....	98	76	55	45	98	83	98	82	85	72	36	26	94	89	74	10	4	82	70	-
Pittsburgh.....	100	90	44	37	100	90	100	90	52	43	21	17	98	97	88	1	1	97	92	-
Providence-Fawtucket-Warwick.....	83	60	59	45	97	72	96	72	83	62	28	12	44	40	22	5	1	47	45	-
Trenton.....	99	89	61	55	100	87	99	85	88	76	25	23	60	58	47	5	1	85	74	-
<u>South</u>																				
Baltimore.....	98	69	47	29	96	74	96	74	62	44	36	22	98	92	73	6	9	91	87	-
Birmingham.....	94	76	30	21	94	77	94	77	46	33	16	12	84	80	70	11	4	76	71	2
Chattanooga.....	90	46	52	27	91	53	91	53	38	19	34	15	71	62	38	9	(³)	66	57	7
Dallas.....	89	53	44	24	97	57	97	57	61	27	38	18	75	67	40	15	4	66	56	2
Fort Worth.....	97	47	72	37	96	46	96	46	89	44	51	13	77	72	38	41	4	73	73	1
Jacksonville.....	82	22	71	16	91	33	88	31	86	29	66	16	43	34	11	6	7	54	45	4
Little Rock-North Little Rock.....	80	37	46	30	89	44	80	35	69	30	26	17	70	67	34	3	2	55	41	9
Louisville.....	96	66	74	47	98	67	98	67	92	61	51	24	93	88	57	5	9	87	65	-
New Orleans.....	86	46	55	19	84	48	84	48	63	35	48	23	71	65	39	12	-	65	59	11
Norfolk-Portsmouth and Newport News-Hampton.....	97	19	86	18	99	21	99	21	92	19	25	9	93	35	18	58	5	80	23	1
Oklahoma City.....	97	44	88	13	94	21	94	21	78	15	79	44	82	48	12	12	31	72	60	3
San Antonio.....	85	53	55	35	90	41	90	41	65	28	55	20	44	28	22	18	2	48	27	6
Tampa-St. Petersburg.....	81	55	52	32	89	62	86	60	86	60	46	30	40	32	22	9	1	41	39	11
Washington.....	86	40	64	28	88	41	87	40	73	30	50	17	83	76	58	32	3	64	59	2
<u>North Central</u>																				
Akron.....	98	91	84	79	99	93	99	93	89	86	19	17	95	94	89	1	3	89	85	1
Chicago.....	97	69	65	43	100	68	99	68	88	62	54	34	93	81	58	7	10	71	59	-
Cleveland.....	99	84	70	59	98	77	98	78	82	67	24	14	97	96	77	3	2	87	84	(³)
Columbus.....	99	70	85	58	98	65	98	65	69	46	45	33	95	93	73	19	1	88	82	1
Davenport-Rock Island-Moline.....	95	84	77	63	99	82	99	82	89	73	52	41	98	96	83	3	5	80	80	1
Detroit.....	99	96	72	70	100	97	100	97	92	90	9	9	99	99	96	4	(³)	97	97	-
Green Bay.....	88	58	78	56	99	38	99	38	88	38	64	26	95	89	55	4	10	83	81	1
Milwaukee.....	94	66	66	45	100	70	100	70	91	66	51	30	95	93	61	2	2	86	82	-
Minneapolis-St. Paul.....	96	82	43	37	99	89	98	89	94	86	42	34	90	74	65	17	11	73	72	1
St. Louis.....	99	66	79	52	98	66	97	65	90	60	33	14	96	91	63	17	5	93	70	-
Toledo.....	97	76	87	58	99	76	99	75	86	57	33	10	97	95	79	4	1	90	86	-
Waterloo.....	100	83	95	82	98	81	98	81	98	80	77	71	99	98	81	1	(³)	89	77	-
Wichita.....	99	40	75	38	98	40	98	40	97	39	88	34	98	94	39	37	41	85	84	-
<u>West</u>																				
Boise City.....	93	45	72	42	96	59	96	59	86	49	67	38	65	57	42	16		49	39	4
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	97	78	86	70	100	82	100	82	98	80	78	63	66	15	12	49	9	72	62	-
Salt Lake City.....	99	48	81	40	100	51	100	51	88	51	72	34	86	68	33	48	20	78	58	-
San Diego.....	100	86	94	82	99	86	99	86	80	67	79	66	81	33	5	73	1	72	72	-
San Francisco-Oakland.....	94	83	76	66	100	87	100	87	97	84	59	44	62	18	13	17	31	96	79	-
Spokane.....	97	77	37	16	97	70	97	70	97	70	37	17	88	82	62	5	11	90	80	3

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1966 through June 1967)

Metropolitan area	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	Retirement pension plan		
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans			All plans		Non-contributory plans
Office workers																				
Northeast																				
Buffalo.....	99	69	68	48	99	79	99	78	77	60	61	32	91	82	67	68	1	89	73	(³)
Manchester.....	88	64	76	59	79	45	90	57	77	47	30	17	86	86	60	50	-	54	42	2
New York.....	92	65	50	35	93	60	93	60	78	47	76	47	88	48	38	74	3	84	63	2
Philadelphia.....	98	63	57	39	94	74	91	72	84	66	68	43	89	68	45	61	2	90	68	1
Pittsburgh.....	100	80	40	32	99	84	99	84	87	73	45	32	89	74	67	71	(³)	97	87	-
Providence-Pawtucket-Warwick.....	93	70	64	49	99	73	97	71	93	68	42	21	59	34	15	32	-	68	61	(³)
Trenton.....	99	60	37	28	99	60	99	60	95	56	74	55	91	44	30	84	-	96	53	-
South																				
Baltimore.....	98	62	54	31	97	69	97	69	76	48	66	35	94	75	55	51	6	92	81	-
Birmingham.....	96	84	39	31	91	85	91	85	69	63	38	33	77	66	62	58	3	82	77	2
Chattanooga.....	95	47	61	25	96	50	96	50	65	34	62	29	73	53	28	38	2	82	61	2
Dallas.....	94	42	53	26	98	47	98	47	79	31	71	28	88	69	26	48	2	81	61	-
Fort Worth.....	99	31	84	25	95	24	95	24	91	23	70	4	89	78	19	83	1	83	82	(³)
Jacksonville.....	95	29	78	21	93	27	92	25	89	24	80	17	68	37	11	34	5	71	40	(³)
Little Rock-North Little Rock.....	93	36	66	26	96	36	92	33	61	27	64	17	77	68	24	50	1	74	54	1
Louisville.....	96	55	75	41	98	60	98	60	92	52	77	39	85	67	38	58	6	90	57	-
New Orleans.....	95	45	59	15	94	70	94	70	85	63	54	38	84	40	30	51	21	89	76	1
Norfolk-Portsmouth and Newport News-Hampton.....	99	23	89	16	99	26	99	26	84	26	40	16	75	26	12	57	2	86	40	(³)
Oklahoma City.....	99	34	82	20	97	29	97	29	88	24	77	28	91	58	18	45	29	89	40	(³)
San Antonio.....	92	70	50	36	91	53	91	53	69	42	57	28	45	29	26	24	1	64	35	2
Tampa-St. Petersburg.....	93	66	54	29	96	67	94	66	94	66	55	41	79	47	31	70	3	70	64	2
Washington.....	94	36	62	29	96	35	95	34	91	33	87	30	92	63	21	80	1	73	46	2
North Central																				
Akron.....	99	86	94	83	99	90	99	90	93	84	35	25	83	70	63	61	-	91	78	-
Chicago.....	99	56	66	36	97	54	96	53	90	51	73	37	91	66	36	53	10	77	52	-
Cleveland.....	98	72	66	50	95	63	94	65	78	57	52	24	84	62	45	67	(³)	89	78	1
Columbus.....	98	62	82	41	98	51	98	51	74	41	73	50	91	83	62	69	2	94	83	(³)
Davenport-Rock Island-Moline.....	97	85	82	70	99	85	99	85	99	85	70	57	61	49	40	30	2	93	92	(³)
Detroit.....	99	93	75	72	99	94	99	94	98	93	70	34	95	93	89	69	17	96	93	(³)
Green Bay.....	97	58	86	58	99	52	99	52	90	42	85	39	84	51	78	30	2	89	77	(³)
Milwaukee.....	98	75	72	54	99	75	99	75	93	71	81	48	93	81	57	53	4	89	81	-
Minneapolis-St. Paul.....	98	73	39	31	98	80	98	82	98	82	69	53	91	48	42	58	8	82	55	(³)
St. Louis.....	97	47	76	40	95	48	94	47	91	45	60	19	85	70	38	54	1	86	57	2
Toledo.....	100	62	94	54	98	60	98	60	95	48	78	26	96	90	57	72	-	91	77	-
Waterloo.....	99	61	92	59	97	82	97	82	97	82	75	70	57	55	16	9	24	89	45	1
Wichita.....	99	3	82	49	97	51	97	51	96	51	93	49	99	49	2	51	36	93	91	(³)
West																				
Boise City.....	98	12	23	10	99	20	99	20	97	18	94	17	24	20	15	8	-	89	88	(³)
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove.....	98	76	91	72	99	79	99	79	96	76	93	72	88	15	11	82	3	83	65	-
Salt Lake City.....	100	49	59	30	100	55	100	55	89	55	74	33	97	78	20	76	3	83	50	-
San Diego.....	99	81	96	81	98	83	98	83	54	39	95	80	98	20	1	97	-	84	83	-
San Francisco-Oakland.....	99	61	77	49	99	54	99	54	99	53	87	38	82	21	7	81	3	95	58	-
Spokane.....	100	63	47	19	100	66	100	66	100	66	57	32	98	88	63	66	7	82	43	-

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

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

³ Less than 0.5 percent.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1966 through June 1967)

Metropolitan area	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		No health insurance, or pension plan	
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ³	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans		Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers																				
<u>Northeast</u>																				
Buffalo.....	98	66	56	37	100	67	100	67	89	56	81	68	77	44	34	36	18	73	65	-
Manchester.....	100	66	95	32	100	64	100	64	100	64	79	50	100	33	33	38	29	93	93	-
New York ⁴	98	74	78	24	100	43	100	43	97	40	91	69	90	47	28	38	36	90	67	-
Philadelphia.....	95	61	38	11	100	43	100	55	95	53	65	56	85	54	42	22	27	86	83	-
Pittsburgh.....	99	76	62	33	99	52	99	52	76	32	78	52	79	37	29	30	29	77	56	(⁵)
Providence-Pawtucket-Warwick.....	99	58	75	23	100	72	100	72	100	72	62	62	82	54	30	22	24	88	78	-
Trenton.....	100	70	52	20	100	38	100	38	70	38	47	47	86	53	53	30	32	86	78	-
<u>South</u>																				
Baltimore.....	100	43	47	23	100	76	100	76	86	62	83	82	85	60	57	53	11	81	76	-
Birmingham ⁴	91	73	54	19	94	51	94	51	84	40	80	46	70	31	20	20	37	68	57	6
Chattanooga ⁴	100	87	45	2	100	45	100	45	96	42	88	70	51	15	2	13	30	51	41	-
Dallas ⁴	98	57	55	16	93	49	93	49	87	46	87	62	81	37	31	22	45	76	53	2
Fort Worth.....	100	75	42	8	100	59	100	59	97	59	88	74	59	11	5	25	27	48	38	-
Jacksonville ⁴	91	77	50	19	97	60	97	60	89	56	84	75	50	26	18	12	23	51	40	1
Little Rock-North Little Rock.....	100	83	48	12	94	58	94	58	90	55	86	74	59	24	12	21	19	49	30	-
Louisville.....	99	69	65	23	100	53	100	53	94	54	84	54	72	30	23	5	44	71	40	-
New Orleans.....	89	76	52	20	96	62	96	62	86	56	80	64	60	28	19	15	33	83	53	1
Norfolk-Portsmouth and Newport News-Hampton.....	95	63	42	7	95	42	95	42	87	35	80	67	57	19	8	42	-	55	34	4
Oklahoma City.....	100	79	84	40	95	47	95	47	83	35	57	46	86	31	19	29	29	76	52	-
San Antonio ⁴	100	78	80	25	100	46	100	46	89	42	89	77	68	29	26	7	45	60	43	-
Tampa-St. Petersburg.....	90	72	28	12	96	45	96	45	92	45	48	34	72	21	17	27	32	69	52	4
Washington.....	96	64	64	17	98	32	98	32	88	30	83	55	86	69	19	34	44	85	54	(⁵)
<u>North Central</u>																				
Akron.....	100	100	73	56	99	76	99	76	61	38	59	40	95	64	64	6	31	95	95	-
Chicago ⁴	99	75	61	33	100	62	100	62	95	58	83	66	77	49	34	32	22	70	60	-
Cleveland ⁴	100	84	57	30	100	55	99	55	80	34	78	56	79	33	30	26	29	78	69	-
Columbus.....	98	66	74	22	100	43	100	43	82	32	82	59	79	46	33	14	34	84	64	-
Davenport-Rock Island-Moline.....	100	82	48	19	98	70	98	70	98	70	98	92	61	14	14	3	44	65	58	-
Detroit ⁴	100	79	58	35	100	67	100	67	96	63	72	67	86	33	33	37	26	82	76	-
Green Bay.....	97	86	50	25	100	73	100	73	94	67	83	69	53	25	25	14	14	76	76	-
Milwaukee.....	100	62	49	25	100	62	100	62	98	62	90	88	85	46	27	6	51	81	51	-
Minneapolis-St. Paul.....	100	72	45	25	97	61	97	61	91	56	78	65	79	29	27	30	27	60	46	-
St. Louis.....	98	88	47	19	99	63	99	63	89	53	80	63	69	28	20	10	39	72	65	-
Toledo.....	99	71	46	25	100	69	100	69	96	65	72	59	73	23	23	28	22	71	57	-
Waterloo.....	99	70	67	6	100	13	100	13	100	13	99	45	67	31	6	29	32	67	41	-
Wichita.....	100	69	59	15	100	15	100	15	92	6	95	44	80	22	15	26	32	70	68	-
<u>West</u>																				
Boise City.....	100	69	65	25	100	26	100	26	100	26	98	64	93	13	12	42	39	82	76	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁴	97	54	65	23	99	42	99	42	99	42	99	79	71	11	5	68	3	88	74	-
Salt Lake City.....	97	56	62	20	100	48	100	48	100	48	96	63	63	13	11	50	4	67	50	-
San Diego.....	100	58	91	21	100	28	100	28	100	28	92	58	85	-	-	41	44	96	90	-
San Francisco-Oakland ⁴	100	48	51	40	98	53	98	53	98	53	87	67	88	19	13	54	34	93	53	-
Spokane.....	100	57	58	18	86	74	86	74	86	74	86	74	61	42	39	8	33	61	51	-

See footnotes at end of table.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹—Continued(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1966 through June 1967)

Metropolitan area	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan		No health, insurance, or pension plan		
	Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ³	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)		All plans	Non-contributory plans
	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
	Office workers																			
Northeast																				
Buffalo.....	99	64	43	19	100	62	100	62	96	58	85	68	78	26	23	63	13	66	60	-
Manchester.....	100	73	100	10	100	37	100	37	100	37	97	34	100	7	7	96	-	97	97	-
New York ⁴	98	60	74	20	99	37	99	37	90	31	94	60	83	40	21	65	10	95	58	(⁵)
Philadelphia.....	99	71	47	9	100	42	100	44	95	41	91	81	69	26	9	61	6	68	65	-
Pittsburgh.....	100	71	60	19	100	40	100	40	94	34	93	58	74	28	11	67	1	72	56	-
Providence-Pawtucket-Warwick.....	96	53	70	10	100	58	100	58	96	58	73	68	77	25	5	75	-	85	75	-
Trenton.....	100	87	79	11	100	19	100	19	87	19	81	81	94	17	17	23	67	85	83	-
South																				
Baltimore.....	100	38	29	6	100	77	100	77	97	74	95	95	72	32	30	69	1	69	69	-
Birmingham ⁴	99	79	50	12	99	48	99	48	96	45	96	54	67	14	6	26	34	76	75	1
Chattanooga ⁴	100	83	41	3	100	53	100	53	95	47	94	68	67	10	3	43	20	39	35	-
Dallas ⁴	99	62	47	8	98	50	98	50	89	43	86	56	72	24	17	25	36	81	61	(⁵)
Fort Worth.....	100	52	36	5	100	46	100	46	98	46	87	55	77	5	3	58	17	59	41	-
Jacksonville ⁴	96	91	48	9	98	58	98	58	95	57	95	91	44	7	5	9	34	51	48	(⁵)
Little Rock-North Little Rock.....	100	78	77	6	99	28	99	28	96	25	91	76	73	14	6	18	50	84	54	-
Louisville.....	99	80	47	10	100	55	100	55	97	54	97	74	51	14	7	15	34	48	33	-
New Orleans.....	89	70	50	10	99	58	99	58	99	58	97	78	64	13	8	32	25	85	52	-
Norfolk-Portsmouth and Newport News-Hampton.....	98	68	38	5	99	48	99	48	95	45	91	81	70	15	2	50	14	46	27	(⁵)
Oklahoma City.....	100	77	93	46	99	42	99	42	96	39	64	51	82	14	10	41	35	92	43	-
San Antonio ⁴	100	92	72	14	100	40	100	40	99	40	96	88	82	11	6	26	51	71	61	-
Tampa-St. Petersburg.....	98	61	44	10	98	35	98	35	97	35	59	23	81	11	10	53	27	76	44	2
Washington.....	98	71	62	16	97	20	97	20	85	20	99	71	96	67	13	54	42	88	62	-
North Central																				
Akron.....	100	97	55	29	99	68	99	68	92	61	88	58	89	36	33	64	24	81	79	-
Chicago ⁴	99	79	47	25	99	62	99	62	98	60	96	74	82	28	17	58	20	63	51	1
Cleveland ⁴	97	78	57	20	96	34	96	34	92	29	90	63	72	13	7	34	35	69	64	-
Columbus.....	99	55	80	15	100	29	100	29	96	26	98	54	87	32	24	40	28	80	58	-
Davenport-Rock Island-Moline.....	100	85	47	19	100	72	100	72	100	72	100	94	71	6	-	44	27	66	62	-
Detroit ⁴	98	60	39	9	98	55	98	55	95	55	82	77	85	11	6	53	29	78	74	-
Green Bay.....	96	89	34	18	100	83	100	83	98	81	93	86	59	4	4	48	9	76	76	-
Milwaukee.....	99	52	51	15	99	63	99	63	98	62	99	88	98	42	15	59	36	83	54	1
Minneapolis-St. Paul.....	97	56	34	4	94	45	94	45	91	43	92	61	94	20	7	85	2	65	48	3
St. Louis.....	97	92	53	26	99	58	99	58	97	56	88	68	91	25	22	39	38	68	55	(⁵)
Toledo.....	98	69	40	17	99	70	99	70	99	70	87	59	79	9	9	47	26	61	42	-
Waterloo.....	100	68	68	-	93	5	93	5	88	-	84	36	89	22	-	53	36	63	41	-
Wichita.....	100	60	59	22	100	22	100	22	88	10	99	47	98	15	12	58	25	66	64	-
West																				
Boise City.....	100	55	46	15	100	15	100	15	100	15	98	45	97	13	13	84	82	79	79	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁴	100	51	70	22	100	29	100	29	100	29	99	70	88	7	2	88	(⁵)	90	77	-
Salt Lake City.....	100	49	79	4	100	20	100	20	100	20	98	53	80	6	1	73	(⁵)	79	68	-
San Diego.....	100	49	96	6	100	9	100	9	100	9	98	52	98	-	-	52	46	96	92	-
San Francisco-Oakland ⁴	99	40	46	37	99	22	99	22	99	22	98	52	98	23	18	58	39	78	48	-
Spokane.....	100	44	72	16	67	56	67	56	67	56	67	56	72	39	38	33	23	72	71	-

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

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

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1966 through June 1967)

Type of benefit, coverage, and financing ¹	Northeast							South												
	Buffalo	Manchester	Philadelphia	Pittsburgh	Providence-Pawtucket-Warwick	Trenton	Baltimore	Birmingham ²	Chattanooga ²	Dallas ²	Fort Worth	Jacksonville ²	Little Rock-North Little Rock	Louisville	New Orleans	Norfolk-Portsmouth and Newport News-Hampton	Oklahoma City ²	San Antonio ²	Tampa-St. Petersburg	Washington
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																				
Hospitalization insurance-----	96	85	95	96	96	95	86	84	90	90	94	90	87	95	77	93	84	84	85	84
Covering employees only-----	6	38	24	10	26	12	16	9	18	32	26	23	30	19	18	16	15	26	32	20
Employer financed-----	5	23	19	9	21	10	15	6	12	23	8	15	15	16	15	10	8	17	24	15
Jointly financed-----	1	15	5	1	4	2	1	3	6	9	18	8	15	3	3	7	7	9	8	4
Covering employees and their dependents-----	90	48	71	86	70	84	70	75	72	58	68	67	58	76	59	77	69	58	53	65
Employer financed-----	65	17	53	70	41	63	44	48	29	16	27	13	19	35	19	12	9	11	14	20
Jointly financed-----	19	31	14	13	21	17	22	24	34	35	35	50	36	32	36	63	57	43	32	41
Employer financed for employees; jointly financed for dependents-----	6	-	4	2	7	4	4	2	9	7	7	4	3	9	4	3	3	4	5	3
Employer financed for dependents; jointly financed for employees-----	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	(³)	-	-	-	2	(³)
Surgical insurance-----	95	89	94	95	95	94	86	85	90	90	94	90	81	94	75	93	82	84	84	84
Covering employees only-----	6	41	24	9	27	11	16	10	18	32	26	22	25	19	18	16	13	26	32	19
Employer financed-----	5	26	19	9	22	9	15	6	12	23	8	14	10	16	15	10	8	17	24	15
Jointly financed-----	1	15	5	1	4	2	(³)	4	6	9	18	8	15	3	3	7	6	9	8	4
Covering employees and their dependents-----	89	48	70	86	68	84	70	75	72	58	68	67	56	75	57	77	69	58	52	64
Employer financed-----	64	17	53	70	39	63	44	48	29	16	27	13	18	34	19	12	9	11	13	20
Jointly financed-----	19	31	13	13	21	17	22	24	34	35	35	50	36	32	35	63	57	43	32	41
Employer financed for employees; jointly financed for dependents-----	6	-	4	2	7	4	4	2	9	7	7	4	3	9	3	3	3	4	5	3
Employer financed for dependents; jointly financed for employees-----	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	(³)	-	-	-	2	(³)
Medical insurance-----	70	81	83	51	84	84	56	48	41	68	81	70	72	87	59	82	62	62	82	59
Covering employees only-----	4	46	26	5	22	9	13	6	10	16	23	15	23	18	16	15	7	17	30	14
Employer financed-----	3	31	21	5	17	9	13	4	5	9	6	11	8	16	14	9	4	10	23	10
Jointly financed-----	1	15	4	(³)	4	-	(³)	2	5	8	16	4	15	3	2	5	3	7	8	4
Covering employees and their dependents-----	66	35	57	46	62	75	44	42	32	52	59	54	48	68	42	68	55	45	51	45
Employer financed-----	44	14	43	33	36	56	24	21	14	15	27	15	15	30	13	10	8	9	13	14
Jointly financed-----	17	21	10	11	18	16	18	19	16	30	29	38	30	29	26	54	45	34	31	29
Employer financed for employees; jointly financed for dependents-----	5	-	4	2	7	4	1	2	2	7	3	4	3	9	3	3	2	2	5	2
Employer financed for dependents; jointly financed for employees-----	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	(³)	-	-	-	2	(³)
Catastrophe insurance-----	35	30	36	26	29	28	37	27	35	49	59	59	46	50	49	39	57	57	51	52
Covering employees only-----	1	6	6	5	4	3	9	4	7	10	16	6	7	7	9	9	6	10	14	9
Employer financed-----	1	5	5	5	4	3	8	2	4	6	4	5	6	4	8	6	3	3	11	5
Jointly financed-----	(³)	1	1	(³)	-	-	(³)	2	3	4	12	1	1	3	2	3	4	6	3	4
Covering employees and their dependents-----	33	24	30	22	25	25	29	24	29	39	42	53	39	43	38	29	51	48	37	43
Employer financed-----	13	10	19	13	8	17	12	12	12	12	14	13	14	13	12	7	19	11	7	11
Jointly financed-----	15	14	10	7	15	4	14	11	16	21	26	37	23	24	23	20	30	33	23	31
Employer financed for employees; jointly financed for dependents-----	5	-	2	1	2	4	3	-	1	7	2	4	1	6	3	2	2	4	5	1
Employer financed for dependents; jointly financed for employees-----	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	(³)	-	-	-	2	(³)

See footnotes at end of table.

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

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1966 through June 1967)

Type of benefit, coverage, and financing ¹	North Central											West				
	Chicago ²	Cleveland ²	Columbus	Davenport— Rock Island— Moline	Detroit ²	Green Bay	Milwaukee	Minneapolis— St. Paul	St. Louis	Toledo	Waterloo	Wichita	Boise City	Salt Lake City	San Diego	Spokane
	Plant workers—Continued															
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																
Hospitalization insurance-----	98	92	93	95	99	95	97	95	97	98	98	95	94	96	99	92
Covering employees only-----	22	9	11	11	10	7	14	26	16	11	4	5	17	22	29	5
Employer financed-----	18	7	6	6	10	6	10	26	13	11	4	1	11	19	27	2
Jointly financed-----	4	2	5	5	(³)	1	4	1	3	(³)	1	4	6	3	2	3
Covering employees and their dependents-----	76	83	82	84	89	88	84	69	81	87	93	90	77	73	70	87
Employer financed-----	37	58	34	64	79	23	43	33	50	65	67	7	13	22	31	45
Jointly financed-----	30	21	33	18	8	53	28	18	26	20	24	57	54	43	20	33
Employer financed for employees; jointly financed for dependents-----	9	4	15	2	2	12	14	17	4	2	3	25	9	7	19	9
Employer financed for dependents; jointly financed for employees-----	(³)	-	-	-	-	-	-	-	(³)	-	-	-	1	1	(³)	-
Surgical insurance-----	98	91	93	95	99	95	97	95	96	97	98	95	94	96	99	92
Covering employees only-----	22	9	11	12	10	7	14	26	16	11	4	5	17	21	29	5
Employer financed-----	18	7	6	7	10	6	10	26	12	10	4	1	11	18	27	2
Jointly financed-----	4	2	5	5	(³)	1	4	1	3	1	1	4	6	3	2	3
Covering employees and their dependents-----	76	83	82	84	89	88	84	68	80	86	93	90	77	75	70	87
Employer financed-----	37	59	34	64	79	23	43	33	50	64	67	7	13	22	31	45
Jointly financed-----	30	20	33	18	8	53	28	17	26	20	24	57	54	43	20	33
Employer financed for employees; jointly financed for dependents-----	9	4	15	1	2	12	14	17	4	2	3	25	9	8	19	9
Employer financed for dependents; jointly financed for employees-----	(³)	-	-	-	-	-	-	-	(³)	-	-	-	1	1	(³)	-
Medical insurance-----	87	71	56	85	88	86	87	92	87	80	96	92	91	86	88	89
Covering employees only-----	21	4	5	11	8	7	13	26	14	4	4	5	17	21	29	5
Employer financed-----	17	2	4	7	8	6	11	26	11	4	4	1	11	18	27	2
Jointly financed-----	4	2	1	4	(³)	1	3	1	3	(³)	1	4	6	3	2	3
Covering employees and their dependents-----	66	67	51	75	80	78	74	65	73	76	91	87	74	65	59	84
Employer financed-----	33	50	23	56	71	22	37	32	44	50	65	6	13	22	30	45
Jointly financed-----	25	14	22	17	6	45	25	17	24	24	25	56	54	34	18	33
Employer financed for employees; jointly financed for dependents-----	8	3	7	1	2	12	13	17	4	2	1	25	6	8	11	6
Employer financed for dependents; jointly financed for employees-----	(³)	-	-	-	-	-	-	-	(³)	-	-	-	1	1	(³)	-
Catastrophe insurance-----	56	26	42	54	19	64	51	51	37	33	75	80	69	70	82	54
Covering employees only-----	9	4	3	6	4	4	4	9	7	1	2	3	12	16	25	3
Employer financed-----	7	1	(³)	5	4	3	2	9	5	1	1	1	10	13	24	(³)
Jointly financed-----	2	3	3	2	(³)	1	2	(³)	2	-	1	2	2	3	1	2
Covering employees and their dependents-----	47	22	38	48	15	60	47	42	30	32	73	78	58	54	57	52
Employer financed-----	19	12	20	35	10	14	21	20	14	13	63	4	14	16	27	25
Jointly financed-----	21	9	12	13	3	35	19	13	15	18	10	48	37	32	16	23
Employer financed for employees; jointly financed for dependents-----	7	1	7		2	12	7	9	1	1		25	6	5	14	3
Employer financed for dependents; jointly financed for employees-----	(³)												1	1	(³)	

See footnotes at end of table.

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

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1966 through June 1967)

Type of benefit, coverage, and financing ¹	Northeast							South												
	Buffalo	Man- chester	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ²	Chatta- nooga ²	Dallas ²	Fort Worth	Jackson- ville ²	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Portsmouth and Newport News- Hampton	Okla- homa City ²	San An- tonio ²	Tampa- St. Peters- burg	Wash- ington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																				
Hospitalization insurance	96	89	90	86	98	96	86	80	97	95	98	94	93	92	91	93	93	96	87	85
Covering employees only	3	42	24	10	22	16	21	11	21	28	28	14	11	15	18	22	16	22	25	19
Employer financed	2	30	16	10	21	13	20	7	17	16	8	10	7	9	17	11	3	11	19	16
Jointly financed	1	12	7	(³)	2	3	1	4	4	12	20	3	4	7	2	11	14	11	6	3
Covering employees and their dependents	94	48	66	76	76	80	66	69	76	67	69	80	82	77	73	71	76	75	62	66
Employer financed	60	9	28	48	39	41	27	34	16	12	13	11	22	27	19	10	9	12	11	13
Jointly financed	25	24	30	24	27	35	31	32	55	45	53	68	60	47	44	44	63	62	43	43
Employer financed for employees; jointly financed for dependents	9	14	8	3	10	4	7	4	6	10	3	1	1	3	8	17	4	1	7	9
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	1	-	-	-	1	(³)
Surgical insurance	94	93	88	86	97	96	87	81	97	95	98	94	92	92	90	93	92	96	87	84
Covering employees only	3	45	22	10	22	16	20	12	21	28	28	13	10	15	18	22	16	22	25	19
Employer financed	2	33	15	10	21	13	20	7	17	16	8	10	6	9	17	11	3	11	19	16
Jointly financed	1	12	7	(³)	2	3	1	5	4	12	20	3	4	7	2	11	13	11	6	3
Covering employees and their dependents	91	48	66	76	75	80	67	69	76	67	69	80	82	76	71	71	76	75	62	66
Employer financed	58	9	27	48	38	41	28	34	16	12	13	11	21	27	19	10	9	12	11	13
Jointly financed	25	24	30	24	27	35	31	32	55	45	53	68	60	47	43	44	63	62	43	43
Employer financed for employees; jointly financed for dependents	9	14	8	3	10	4	7	4	6	10	3	1	1	3	8	17	4	1	7	9
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	1	-	-	-	1	(³)
Medical insurance	79	74	78	70	93	92	72	69	78	84	87	78	81	87	81	81	77	85	86	72
Covering employees only	2	43	20	7	21	15	16	9	17	23	26	11	8	15	16	20	14	18	24	16
Employer financed	1	31	14	7	19	12	16	4	16	12	6	9	5	8	15	10	2	7	19	13
Jointly financed	1	12	7	(³)	2	2	(³)	4	2	11	20	2	4	7	1	10	12	10	6	3
Covering employees and their dependents	77	31	58	63	72	77	55	61	60	61	61	66	73	72	65	61	63	68	62	56
Employer financed	48	8	25	39	37	39	23	28	14	11	13	11	20	24	17	9	8	11	11	12
Jointly financed	22	23	25	22	24	35	29	29	45	41	48	54	52	45	39	34	52	56	43	35
Employer financed for employees; jointly financed for dependents	8	-	8	2	10	4	3	4	1	9	1	1	1	3	8	17	3	1	7	9
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	1	-	-	-	1	(³)
Catastrophe insurance	70	72	73	61	56	76	75	61	76	75	75	86	85	75	71	71	69	79	69	81
Covering employees only	1	29	15	7	11	8	19	11	15	21	19	11	8	16	15	22	8	13	10	18
Employer financed	1	22	11	7	11	6	18	8	14	13	6	9	7	13	14	12	2	3	9	15
Jointly financed	(³)	8	4	(³)	-	2	2	4	1	9	13	2	1	3	1	10	6	10	1	3
Covering employees and their dependents	69	42	57	54	45	69	56	50	61	54	56	75	77	59	57	49	61	66	59	64
Employer financed	27	6	20	29	15	50	21	19	14	11	6	17	27	25	17	9	13	9	12	22
Jointly financed	28	22	30	22	20	15	28	27	46	37	49	54	50	32	31	23	47	54	39	33
Employer financed for employees; jointly financed for dependents	14	14	7	3	10	4	7	4	1	6	(³)	4	-	2	8	16	1	3	7	8
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	(³)	-	-	-	-	(³)	-	1	-	-	-	1	(³)

See footnotes at end of table.

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

(Percent of plant and office workers in all industries employed in establishments providing health insurance benefits covering employees and their dependents, July 1966 through June 1967)

Type of benefit, coverage, and financing ¹	North Central												West			
	Chicago ²	Cleveland ²	Columbus	Davenport-- Rock Island-- Moline	Detroit ²	Green Bay	Milwaukee	Minneapolis-- St. Paul	St. Louis	Toledo	Waterloo	Wichita	Boise City	Salt Lake City	San Diego	Spokane
	Office workers—Continued															
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																
Hospitalization insurance.....	96	88	90	98	97	99	96	94	90	98	95	94	98	99	99	80
Covering employees only.....	16	9	7	18	9	4	9	14	24	13	4	6	6	22	35	9
Employer financed.....	11	5	3	15	6	2	7	11	19	12	4	5	4	18	26	4
Jointly financed.....	5	3	4	3	3	2	2	3	5	1	1	1	2	4	10	5
Covering employees and their dependents.....	80	80	84	80	87	95	87	80	66	84	90	88	92	77	63	71
Employer financed.....	20	32	25	51	65	26	36	23	22	50	55	4	4	8	13	31
Jointly financed.....	50	43	47	25	20	52	31	45	39	31	34	50	76	60	30	35
Employer financed for employees; jointly financed for dependents.....	10	4	12	5	2	17	20	13	4	3	1	34	10	8	20	5
Employer financed for dependents; jointly financed for employees.....	(³)	-	-	-	-	-	-	-	(³)	-	-	-	2	1	(³)	-
Surgical insurance.....	96	87	90	98	97	99	96	93	91	97	95	94	98	99	99	80
Covering employees only.....	16	9	7	18	9	4	9	14	24	13	4	6	6	22	34	9
Employer financed.....	11	6	3	15	6	2	7	11	19	12	4	5	4	18	26	4
Jointly financed.....	5	3	4	3	3	2	2	3	6	1	1	1	2	4	10	5
Covering employees and their dependents.....	79	78	83	80	87	95	87	79	67	84	90	88	92	77	63	71
Employer financed.....	20	33	24	51	65	26	36	24	24	50	55	4	4	8	13	31
Jointly financed.....	50	41	47	25	20	52	31	43	39	31	34	50	76	60	30	35
Employer financed for employees; jointly financed for dependents.....	10	4	12	5	2	17	20	13	4	3	1	34	10	8	20	5
Employer financed for dependents; jointly financed for employees.....	(³)	-	-	-	-	-	-	-	(³)	-	-	-	2	1	(³)	-
Medical insurance.....	86	71	70	96	92	93	90	92	88	90	93	91	97	92	80	77
Covering employees only.....	15	6	4	17	7	4	9	14	23	12	4	6	6	22	35	9
Employer financed.....	11	3	2	15	5	2	8	11	18	11	3	5	4	18	26	4
Jointly financed.....	4	3	2	3	2	2	1	3	5	1	1	1	2	4	10	5
Covering employees and their dependents.....	71	65	67	79	85	89	81	78	65	78	89	85	91	70	44	69
Employer financed.....	19	31	21	51	64	21	33	23	23	38	55	4	4	8	12	31
Jointly financed.....	43	31	43	23	19	51	30	43	38	37	34	48	76	55	28	32
Employer financed for employees; jointly financed for dependents.....	9	3	3	5	2	17	18	12	4	3	-	34	9	6	3	5
Employer financed for dependents; jointly financed for employees.....	(³)	-	-	-	-	-	-	-	(³)	-	-	-	2	1	(³)	-
Catastrophe insurance.....	79	57	75	77	70	89	81	80	66	76	79	90	93	89	89	74
Covering employees only.....	12	5	7	13	4	3	4	9	15	11	3	5	4	21	29	6
Employer financed.....	9	2	4	11	4	1	3	6	11	10	2	5	3	17	25	5
Jointly financed.....	4	3	3	2	1	2	1	3	3	1	1	(³)	1	4	4	1
Covering employees and their dependents.....	66	52	67	64	65	87	76	71	52	65	76	85	88	68	60	68
Employer financed.....	16	18	28	40	34	21	20	22	18	19	55	5	11	15	17	32
Jointly financed.....	43	31	35	20	29	49	33	40	32	39	22	46	66	46	23	34
Employer financed for employees; jointly financed for dependents.....	8	3	4	4	2	17	24	9	3	7	-	34	10	6	20	3
Employer financed for dependents; jointly financed for employees.....	(³)	-	-	-	-	-	-	-	-	-	-	-	2	1	(³)	-

¹ Includes plans for which at least a part of the cost is borne by the employer, except those legally required, such as workmen's compensation, social security, and railroad retirement. An establishment was considered as providing benefits to employees for their dependents if such coverage was available to at least a majority of those employees one would usually expect to have dependents, e.g., married men, even though they were less than a majority of all plant or office workers. The employer bears the entire cost of "employer financed" plans. The employer and employee share the cost of "jointly financed" plans.

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

³ Less than 0.5 percent.

Table B-15. Premium Pay for Overtime Work—All Industries

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	Northeast										South										
	Buffalo	Man- chester	New York ¹	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ¹	Chatta- nooga ¹	Dallas ¹	Fort Worth	Jackson- ville ¹	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City ¹	San An- tonio ¹	Tampa- St. Peters- burg	Wash- ington
	Plant workers																				
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																					
Workers in establishments having provisions for daily overtime pay ² at premium rates.....	87	72	83	80	93	65	85	75	60	66	48	55	49	83	81	56	68	44	28	40	65
Time and one-half.....	86	70	83	79	93	64	85	75	60	66	48	55	48	82	81	54	68	44	27	39	63
Effective after:																					
Less than 8 hours ³	3	3	18	7	2	5	2	1	-	1	1	1	2	4	7	2	1	1	1	1	3
7 hours.....	-	3	10	2	1	2	2	(*)	-	-	1	-	-	-	1	-	-	-	(*)	-	2
7½ hours.....	2	-	7	5	1	3	-	-	-	1	-	-	2	2	6	1	1	1	1	1	1
8 hours.....	84	66	65	72	91	59	82	73	58	65	48	53	44	78	74	51	67	42	26	38	59
More than 8 hours ³	-	1	(*)	1	(*)	-	1	1	2	-	(*)	-	3	1	-	1	(*)	1	(*)	(*)	1
8½ hours.....	-	-	(*)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
9 hours.....	-	1	(*)	1	(*)	-	-	1	1	-	-	-	3	-	-	1	-	1	(*)	(*)	(*)
Double time ³	-	-	(*)	-	(*)	1	-	-	-	-	-	(*)	-	-	-	2	-	-	-	1	1
Effective after:																					
8 hours.....	-	-	(*)	-	-	-	-	-	-	-	-	(*)	-	-	-	2	-	-	-	1	1
Other premium rates.....	(*)	2	(*)	1	-	-	-	-	-	1	-	-	1	1	-	-	-	(*)	1	-	1
Workers in establishments having no provisions for daily overtime pay at premium rates ⁵	13	28	17	20	7	35	15	25	40	34	52	45	51	17	19	44	32	56	72	60	35
<u>Weekly overtime at premium pay</u>																					
Workers in establishments having provisions for weekly overtime pay ² at premium rates.....	99	97	99	99	99	99	99	96	95	96	91	94	87	94	96	95	97	89	85	85	93
Time and one-half.....	99	97	99	99	99	98	99	96	95	96	91	93	87	94	96	93	97	88	85	82	92
Effective after:																					
Less than 40 hours ³	3	3	20	8	2	4	4	2	-	1	2	1	2	3	7	1	2	2	2	1	3
35 hours.....	-	3	11	2	1	2	2	(*)	-	-	1	-	-	-	1	-	1	-	-	-	2
36¼ hours.....	1	-	(*)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
37½ hours.....	2	-	8	6	1	2	2	(*)	-	1	-	-	2	2	6	1	1	2	2	1	1
38¾ hours.....	-	-	-	(*)	-	-	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	(*)
40 hours.....	96	92	79	90	96	93	96	94	90	95	89	90	83	91	88	87	92	86	79	80	85
More than 40 hours ³	-	2	(*)	1	1	1	-	(*)	5	1	(*)	2	2	-	1	5	3	1	5	2	3
44 hours.....	-	-	-	(*)	(*)	1	-	-	4	-	(*)	-	2	-	3	2	3	-	5	-	1
45 hours.....	-	2	-	(*)	-	-	-	-	-	(*)	-	-	-	-	-	-	-	-	-	-	(*)
48 hours.....	-	-	(*)	(*)	1	-	-	(*)	1	-	-	2	-	-	1	3	(*)	1	-	1	2
Double time ³	-	-	(*)	(*)	-	1	-	-	-	-	-	(*)	-	-	-	2	-	-	-	2	1
Effective after:																					
40 hours.....	-	-	(*)	-	-	-	-	-	-	-	-	(*)	-	-	-	2	-	-	-	2	1
Fluctuating workweek principle ⁶	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Other premium rates.....	(*)	-	(*)	(*)	-	(*)	-	-	-	-	-	-	-	1	-	-	-	-	-	-	(*)
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁵	1	3	(*)	1	(*)	1	(*)	4	5	4	9	6	13	6	4	5	3	11	15	15	7

See footnotes at end of table.

Table B-15. Premium Pay for Overtime Work—All Industries—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	North Central													West						
	Akron	Chi- cago ¹	Cleve- land ¹	Colum- bus	Davenport- Rock Island- Moline	De- troit ¹	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ¹	Salt Lake City	San Diego	San Fran- cisco- Oakland ¹	Spokane	
	Plant workers—Continued																			
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
<u>Daily overtime at premium pay</u>																				
Workers in establishments having provisions for daily overtime pay ² at premium rates.....	82	84	87	81	87	95	78	88	89	94	91	94	81	73	98	71	99	99	93	
Time and one-half.....	82	83	87	80	87	95	78	84	89	93	91	94	81	73	98	69	99	90	91	
Effective after:																				
Less than 8 hours ³	1	3	3	2	(⁴)	(⁴)	-	6	5	3	2	1	2	4	3	2	2	11	1	
7 hours.....	(⁴)	1	1	(⁴)	-	(⁴)	-	2	3	1	1	-	-	3	1	(⁴)	2	5	1	
7½ hours.....	-	1	2	2	-	(⁴)	-	3	2	2	1	1	1	1	2	-	-	5	-	
8 hours.....	81	80	84	78	87	94	78	78	83	88	89	93	79	69	94	66	97	79	91	
More than 8 hours ³	-	(⁴)	-	-	-	(⁴)	-	(⁴)	(⁴)	1	-	-	-	-	-	1	-	-	-	
8½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9 hours.....	-	(⁴)	-	-	-	(⁴)	-	(⁴)	(⁴)	1	-	-	-	-	-	1	-	-	-	
Double time ³	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	9	2	
Effective after:																				
8 hours.....	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	9	2	
Other premium rates.....	-	(⁴)	-	1	(⁴)	1	-	4	(⁴)	1	-	-	(⁴)	-	-	2	-	-	-	
Workers in establishments having no provisions for daily overtime pay at premium rates ⁵	18	16	13	19	13	5	22	12	11	6	9	6	19	27	1	29	1	1	-	
<u>Weekly overtime at premium pay</u>																				
Workers in establishments having provisions for weekly overtime pay ² at premium rates.....	99	99	99	95	97	99	96	99	99	99	99	98	97	95	99	93	100	100	100	
Time and one-half.....	99	99	99	94	97	99	96	99	99	98	99	97	97	95	99	91	100	91	98	
Effective after:																				
Less than 40 hours ³	2	3	3	2	1	(⁴)	1	6	7	3	2	1	2	4	4	3	2	11	1	
35 hours.....	(⁴)	2	2	(⁴)	-	(⁴)	-	2	4	2	1	-	-	3	1	1	2	6	1	
36¼ hours.....	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	1	-	-	-	
37½ hours.....	1	1	2	2	-	(⁴)	1	3	3	2	1	1	1	1	2	1	-	5	-	
38¾ hours.....	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	-	
40 hours.....	95	95	95	89	96	99	93	91	93	94	97	96	94	85	95	85	96	80	97	
More than 40 hours ³	2	2	1	2	1	1	2	2	2	1	1	1	2	6	1	3	2	-	1	
44 hours.....	1	1	1	1	-	(⁴)	-	1	-	(⁴)	1	-	1	-	1	-	-	1	-	
45 hours.....	-	-	-	-	-	-	-	(⁴)	-	1	-	1	-	-	-	-	-	-	-	
48 hours.....	2	(⁴)	(⁴)	1	1	(⁴)	2	(⁴)	-	-	-	-	1	6	(⁴)	3	2	-	-	
Double time ³	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-	(⁴)	-	-	9	2	
Effective after:																				
40 hours.....	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-	(⁴)	-	-	9	2	
Fluctuating workweek principle ⁶	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other premium rates.....	-	(⁴)	-	2	(⁴)	-	-	-	(⁴)	1	-	1	(⁴)	-	-	2	-	(⁴)	-	
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁵	1	(⁴)	1	5	3	1	4	1	(⁴)	(⁴)	1	2	3	5	(⁴)	7	-	-	-	

See footnotes at end of table.

Table B-15. Premium Pay for Overtime Work—All Industries—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	Northeast										South											
	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ¹	Chatta- nooga ¹	Dallas ¹	Fort Worth	Jackson- ville ¹	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City ¹	San An- tonio ¹	Tampa- St. Peters- burg	Wash- ington	
	Office workers																					
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
<u>Daily overtime at premium pay</u>																						
Workers in establishments having provisions for daily overtime pay ² at premium rates.....	75	50	47	52	71	44	50	53	34	37	35	54	40	65	52	41	27	41	22	33	33	
Time and one-half.....	74	50	44	52	71	44	50	53	34	37	35	53	40	65	52	41	27	41	22	33	33	
Effective after:																						
Less than 8 hours ³	8	27	16	9	9	15	2	3	5	-	1	-	13	-	6	1	-	-	4	-	7	
7 hours.....	1	1	10	1	(*)	6	(*)	-	-	-	-	-	-	-	-	-	-	-	4	-	2	
7½ hours.....	5	12	5	7	8	9	2	2	5	-	(*)	-	13	-	5	1	-	-	-	-	2	
8 hours.....	66	23	27	42	62	29	47	51	29	37	34	51	27	65	45	40	27	41	18	33	26	
More than 8 hours ³	-	-	(*)	(*)	-	-	-	-	-	-	(*)	2	-	-	-	-	-	(*)	-	-	-	
8½ hours.....	-	-	(*)	-	-	-	-	-	-	-	(*)	-	-	-	-	-	-	-	-	-	-	
9 hours.....	-	-	(*)	(*)	-	-	-	-	-	-	-	2	-	-	-	-	-	(*)	-	-	-	
Double time ³	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Effective after:																						
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Other premium rates.....	1	-	3	1	(*)	-	-	-	-	-	-	-	1	-	-	-	-	(*)	-	(*)	(*)	
Workers in establishments having no provisions for daily overtime pay at premium rates ⁵	25	50	53	48	29	56	50	47	66	63	65	46	60	35	48	59	73	59	78	67	67	
<u>Weekly overtime at premium pay</u>																						
Workers in establishments having provisions for weekly overtime pay ² at premium rates.....	99	98	99	99	99	99	99	99	99	98	99	99	99	97	99	99	99	98	97	96	96	
Time and one-half.....	99	98	99	99	99	99	99	99	97	98	98	92	93	84	99	90	99	98	85	79	91	
Effective after:																						
Less than 40 hours ³	11	33	23	13	10	19	12	5	10	-	3	-	16	-	9	2	-	1	-	(*)	16	
35 hours.....	1	1	13	(*)	1	6	3	(*)	-	-	-	-	-	-	2	(*)	-	-	-	-	1	
36¼ hours.....	4	-	2	(*)	(*)	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	(*)	
37½ hours.....	4	17	7	9	8	10	8	2	6	-	(*)	-	13	-	5	1	-	-	-	(*)	7	
38¼ hours.....	-	14	(*)	1	(*)	1	1	1	3	-	3	-	3	-	2	-	-	1	-	-	5	
40 hours.....	88	65	76	86	89	79	87	93	87	97	95	92	77	84	90	88	97	97	83	79	75	
More than 40 hours ³	-	-	-	-	(*)	-	-	-	1	1	-	-	(*)	-	(*)	(*)	1	(*)	2	(*)	-	
44 hours.....	-	-	-	-	(*)	-	-	-	1	1	-	-	(*)	-	(*)	(*)	1	(*)	2	(*)	-	
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(*)	-	(*)	-	
48 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(*)	(*)	(*)	(*)	(*)	(*)	-	
Double time ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Effective after:																						
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fluctuating workweek principle ⁶	-	-	-	-	-	-	-	-	1	-	1	7	5	13	-	6	1	(*)	12	17	5	
Other premium rates.....	1	-	(*)	-	(*)	(*)	-	-	-	-	-	-	1	-	3	-	-	-	-	-	(*)	
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁵	1	2	1	(*)	(*)	1	1	1	1	2	1	1	1	3	1	1	1	2	3	4	4	

See footnotes at end of table.

Table B-15. Premium Pay for Overtime Work—All Industries—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	North Central													West					
	Akron	Chi- cago ¹	Cleve- land ¹	Colum- bus	Davenport- Rock Island- Moline	De- troit ¹	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ¹	Salt Lake City	San Diego	San Fran- cisco- Oakland ¹	Spokane
	Office workers—Continued																		
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Daily overtime at premium pay																			
Workers in establishments having provisions for daily overtime pay ² at premium rates.....	71	57	58	61	63	72	50	72	56	64	72	40	78	57	99	52	100	96	73
Time and one-half.....	71	57	58	61	63	72	50	66	55	60	72	40	78	57	99	52	100	96	73
Effective after:																			
Less than 8 hours ³	(4)	6	2	7	3	1	5	3	6	5	2	-	-	2	6	(4)	(4)	15	-
7 hours.....	(4)	-	1	-	3	(4)	-	(4)	-	(4)	-	-	-	-	(4)	(4)	-	2	-
7½ hours.....	-	4	1	2	3	1	5	2	4	4	2	-	-	2	2	-	(4)	6	-
8 hours.....	70	51	56	54	59	70	46	62	49	55	70	40	78	55	94	52	99	81	73
More than 8 hours ³	-	-	-	-	-	-	-	(4)	(4)	-	-	-	-	-	-	(4)	-	-	-
8½ hours.....	-	-	-	-	-	-	-	(4)	(4)	-	-	-	-	-	-	-	-	-	-
9 hours.....	-	-	-	-	-	-	-	(4)	(4)	-	-	-	-	-	-	-	-	-	-
Double time ³	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	(4)	-
Effective after:																			
8 hours.....	-	-	-	-	-	-	-	-	-	(4)	-	-	-	-	-	-	-	(4)	-
Other premium rates.....	-	-	-	-	-	-	-	7	(4)	3	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁵	29	43	42	39	37	28	50	28	44	36	28	60	22	43	(4)	48	-	4	27
Weekly overtime at premium pay																			
Workers in establishments having provisions for weekly overtime pay ² at premium rates.....	97	99	99	98	99	99	99	99	99	99	99	99	99	98	99	96	100	99	99
Time and one-half.....	97	99	99	98	93	99	99	99	99	96	99	99	99	98	99	96	100	99	99
Effective after:																			
Less than 40 hours ³	1	10	3	8	7	3	5	4	7	8	2	-	(4)	3	6	(4)	(4)	14	-
35 hours.....	(4)	1	1	-	-	(4)	-	(4)	-	1	-	-	-	-	(4)	-	-	2	-
36¼ hours.....	-	(4)	-	-	-	(4)	-	-	-	-	-	-	-	-	(4)	-	-	1	-
37½ hours.....	(4)	6	1	3	6	1	1	2	5	5	1	-	(4)	3	2	(4)	(4)	5	-
38¾ hours.....	-	3	(4)	5	-	(4)	4	1	2	1	-	-	-	-	3	-	-	4	-
40 hours.....	96	89	96	90	86	96	94	96	92	88	98	99	98	93	94	95	99	85	99
More than 40 hours ³	(4)	(4)	(4)	(4)	1	(4)	(4)	(4)	-	(4)	-	(4)	(4)	1	(4)	(4)	(4)	-	-
44 hours.....	(4)	(4)	(4)	-	1	(4)	-	(4)	-	(4)	-	-	-	-	(4)	(4)	-	-	-
45 hours.....	-	-	-	-	-	-	(4)	-	-	-	-	(4)	-	-	-	-	-	-	-
48 hours.....	-	-	-	(4)	-	-	-	-	-	1	-	-	-	(4)	1	(4)	-	(4)	-
Double time ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(4)	-	-	(4)	-
Effective after:																			
40 hours.....	-	-	-	-	-	-	-	-	-	(4)	-	-	-	-	(4)	-	-	(4)	-
Fluctuating workweek principle ⁶	-	(4)	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-
Other premium rates.....	-	-	-	-	6	-	-	-	1	2	-	(4)	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁵	3	(4)	1	2	(4)	1	1	(4)	(4)	1	(4)	1	(4)	2	(4)	4	-	(4)	(4)

¹ Exceptions to the standard industry limitations are shown in footnotes 4, 5, and/or 11 to the table in appendix A.² 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 regular rate after 35 hours and time and one-half after 40 hours would be considered as time and one-half after 40 hours.³ May include workers at hours other than those shown separately.⁴ Less than 0.5 percent.⁵ Includes workers in establishments exempt from legislative requirements regarding premium pay for overtime and where, as a matter of policy, overtime is not worked.⁶ Under the principle of the fluctuating workweek, pay for overtime work is determined by dividing the weekly salary by the total number of hours worked during the week (to obtain the base hourly rate for the week) and then applying the established overtime pay ratio for overtime hours worked. Thus, the hourly rate of pay for overtime decreases as the number of hours worked increases.

Table B-16. Premium Pay for Overtime Work—Manufacturing

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	Northeast							South													
	Buffalo	Man- chester	New York	Phila- delpha	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio	Tampa- St. Peters- burg	Wash- ington
	Plant workers																				
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																					
Workers in establishments having provisions for daily overtime pay ¹ at premium rates.....	98	81	87	90	99	66	94	89	81	75	66	76	71	91	94	74	93	69	42	56	89
Time and one-half.....	98	78	86	90	99	65	94	89	81	74	66	75	71	91	94	69	93	68	42	53	89
Effective after:																					
Less than 8 hours ²	3	4	20	9	3	5	1	2	-	1	1	2	4	6	9	3	2	2	2	2	28
7 hours.....	-	4	16	4	2	3	1	1	-	-	1	-	-	-	1	-	-	-	-	-	18
7½ hours.....	2	-	4	5	1	2	-	-	-	1	-	-	4	3	8	3	2	2	2	2	10
8 hours.....	95	75	66	81	97	60	93	85	80	73	65	73	65	85	85	67	91	66	41	49	57
More than 8 hours ²	-	-	-	-	-	-	-	2	1	-	-	-	2	-	-	-	-	-	-	1	4
9 hours.....	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	1	-
Double time ²	-	-	(³)	-	-	1	-	-	-	-	-	1	-	-	-	4	-	-	-	3	-
Effective after:																					
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	4	-	-	-	3	-
Other premium rates.....	-	2	1	(³)	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	1
Workers in establishments having no provisions for daily overtime pay at premium rates ⁴	2	19	13	10	1	34	6	11	19	25	34	24	29	9	6	26	7	31	58	44	11
<u>Weekly overtime at premium pay</u>																					
Workers in establishments having provisions for weekly overtime pay ¹ at premium rates.....	99	100	100	100	100	100	100	100	100	100	100	100	98	100	100	97	100	100	100	96	100
Time and one-half.....	99	100	99	99	100	99	100	100	100	100	100	99	98	100	100	93	100	98	100	91	94
Effective after:																					
Less than 40 hours ²	3	4	23	8	3	5	1	3	-	1	3	2	4	5	9	3	4	4	4	2	29
35 hours.....	-	4	18	3	2	3	1	1	-	-	2	-	-	-	1	-	2	-	-	-	18
36¼ hours.....	1	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-
37½ hours.....	2	-	3	5	1	2	-	(³)	-	1	-	-	4	3	8	3	2	4	4	2	11
38¾ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	97	96	76	91	97	94	99	97	100	99	97	97	94	95	91	90	96	93	96	89	65
Double time ²	-	-	(³)	-	-	1	-	-	-	-	-	1	-	-	-	4	-	-	-	5	6
Effective after:																					
40 hours.....	-	-	(³)	-	-	-	-	-	-	-	-	1	-	-	-	4	-	-	-	5	6
Fluctuating workweek principle ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
Other premium rates.....	-	-	1	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁴	(³)	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	4	-

See footnotes at end of table.

Table B-16. Premium Pay for Overtime Work—Manufacturing—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	North Central													West					
	Akron	Chi- cago	Cleve- land	Colum- bus	Davenport- Rock Island- Moline	De- troit	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Salt Lake City	San Diego	San Fran- cisco- Oakland	Spokane
	Plant workers—Continued																		
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																			
Workers in establishments having provisions for daily overtime pay ¹ at premium rates.....	91	89	99	96	95	99	92	97	93	99	97	99	98	79	99	78	100	99	100
Time and one-half.....	91	88	99	96	95	99	92	91	93	98	97	99	98	79	99	77	100	78	100
Effective after:																			
Less than 8 hours ²	1	4	4	4	1	(³)	-	8	9	4	1	1	2	13	3	2	5	14	2
7 hours.....	-	2	2	1	-	-	-	3	6	2	(³)	-	-	10	1	-	5	12	2
7½ hours.....	-	1	2	3	-	(³)	-	4	3	2	1	1	1	3	1	-	-	1	-
8 hours.....	90	84	94	92	95	99	92	83	84	93	96	99	96	66	96	75	95	64	98
More than 8 hours ²	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
9 hours.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Double time ²	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	-
Effective after:																			
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	-
Other premium rates.....	-	1	-	-	-	(³)	-	6	-	(³)	-	-	-	-	-	1	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁴	9	11	1	4	5	(³)	8	3	7	1	3	(³)	2	21	-	22	-	1	-
<u>Weekly overtime at premium pay</u>																			
Workers in establishments having provisions for weekly overtime pay ¹ at premium rates.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100
Time and one-half.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100	79	100
Effective after:																			
Less than 40 hours ²	2	5	4	4	-	(³)	2	8	10	5	1	1	2	14	4	6	4	14	2
35 hours.....	-	3	2	1	-	-	-	3	6	2	(³)	-	-	10	1	2	4	14	2
36¼ hours.....	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-
37½ hours.....	-	1	2	3	-	(³)	2	4	4	2	1	1	1	3	1	2	-	-	-
38¾ hours.....	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	98	95	96	96	100	99	98	92	90	95	99	99	98	86	96	94	96	66	98
Double time ²	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-
Effective after:																			
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-
Fluctuating workweek principle ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other premium rates.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-

See footnotes at end of table.

Table B-16. Premium Pay for Overtime Work—Manufacturing—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	Northeast										South										
	Buffalo	Man- chester	New York	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birmin- g- ham	Chatta- nooga	Dallas	Fort Worth	Jackson- ville	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio	Tampa- St. Peters- burg	Wash- ington
	Office workers																				
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																					
Workers in establishments having provisions for daily overtime pay ¹ at premium rates.....	86	34	58	71	91	50	54	79	64	57	53	80	34	92	69	70	30	60	40	55	44
Time and one-half.....	86	34	58	71	91	50	54	79	64	57	53	77	34	92	69	70	30	60	40	55	44
Effective after:																					
Less than 8 hours ²	6	4	17	5	5	4	3	2	-	-	-	-	-	-	(³)	-	-	-	-	-	8
7 hours.....	(³)	4	13	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7½ hours.....	5	-	2	3	5	3	2	2	-	-	-	-	-	-	(³)	-	-	-	-	-	8
8 hours.....	80	30	41	66	86	45	51	77	64	57	53	77	34	92	68	70	30	60	40	55	36
More than 8 hours ²	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Double time ²	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Effective after:																					
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Other premium rates.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates.....	14	66	42	29	9	50	46	21	36	43	47	20	66	8	31	30	70	40	60	45	56
<u>Weekly overtime at premium pay</u>																					
Workers in establishments having provisions for weekly overtime pay ¹ at premium rates.....	99	100	100	100	100	99	100	100	99	100	100	100	100	100	100	100	100	100	100	99	100
Time and one-half.....	99	100	100	100	100	99	100	100	99	100	100	100	100	100	100	100	97	99	100	99	100
Effective after:																					
Less than 40 hours ²	5	4	25	6	5	12	8	3	-	-	3	-	1	-	2	(³)	-	-	-	2	20
35 hours.....	1	4	18	1	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
36¼ hours.....	-	-	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours.....	5	-	5	4	5	7	4	2	-	-	-	1	-	2	(³)	-	-	-	-	2	20
38¼ hours.....	-	-	-	1	-	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	1
40 hours.....	94	96	75	94	95	87	92	97	99	100	97	100	99	100	98	99	97	99	100	98	80
Double time ²	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Effective after:																					
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fluctuating workweek principle ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	-	-
Other premium rates.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁴	(³)	-	-	-	-	1	-	-	(³)	-	-	-	-	-	-	-	-	-	-	(³)	-

See footnotes at end of table.

Table B-16. Premium Pay for Overtime Work—Manufacturing—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	North Central													West					
	Akron	Chi- ago	Cleve- land	Colum- bus	Davenport- Rock Island- Moline	De- troit	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Salt Lake City	San Diego	San Fran- cisco- Oakland	Spokane
	Office workers—Continued																		
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																			
Workers in establishments having provisions for daily overtime pay ¹ at premium rates.....	87	65	71	83	81	94	65	82	80	83	83	50	94	21	100	77	100	94	100
Time and one-half.....	87	65	71	83	81	94	65	70	80	82	83	50	94	21	100	77	100	93	100
Effective after:																			
Less than 8 hours ²	-	7	1	6	-	-	11	5	8	9	3	-	-	7	2	-	1	17	-
7 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(³)	-	-	1	-
7½ hours.....	-	5	1	6	-	-	11	3	4	6	2	-	-	7	-	-	1	6	-
8 hours.....	87	58	70	77	81	94	54	64	73	73	80	50	94	14	98	76	99	76	100
More than 8 hours ²	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-
9 hours.....	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Double time ²	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Effective after:																			
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Other premium rates.....	-	-	-	-	-	-	-	12	(³)	2	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁴	13	35	29	17	19	6	35	18	20	17	17	50	6	79	23	-	6	-	-
<u>Weekly overtime at premium pay</u>																			
Workers in establishments having provisions for weekly overtime pay ¹ at premium rates.....	99	100	100	99	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100
Time and one-half.....	99	100	100	99	100	100	100	100	99	100	100	100	100	100	100	99	100	99	100
Effective after:																			
Less than 40 hours ²	(³)	11	2	6	(³)	-	11	5	9	10	3	-	(³)	7	2	1	1	17	-
35 hours.....	-	1	-	-	-	-	-	-	-	-	-	-	-	-	(³)	-	-	1	-
36¼ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours.....	(³)	6	2	6	(³)	-	1	3	5	8	2	-	(³)	7	-	1	1	6	-
38¾ hours.....	-	4	-	-	-	-	10	2	3	2	-	-	-	10	1	-	-	9	-
40 hours.....	99	89	98	94	99	100	89	95	91	90	97	100	99	93	98	98	99	82	100
Double time ²	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Effective after:																			
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Fluctuating workweek principle ⁵	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other premium rates.....	-	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁴	1	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-

¹ 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 regular rate after 35 hours and time and one-half after 40 hours would be considered as time and one-half after 40 hours.

² May include workers at hours other than those shown separately.

³ Less than 0.5 percent.

⁴ Includes workers in establishments exempt from legislative requirements regarding premium pay for overtime and where, as a matter of policy, overtime is not worked.

⁵ Under the principle of the fluctuating workweek, pay for overtime work is determined by dividing the weekly salary by the total number of hours worked during the week (to obtain the base hourly rate for the week) and then applying the established overtime pay ratio for overtime hours worked. Thus, the hourly rate of pay for overtime decreases as the number of hours worked increases.

Table B-17. Premium Pay for Overtime Work—Public Utilities¹

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	Northeast							South													
	Buffalo	Man- chester	New York ²	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ²	Chatta- nooga ²	Dallas ²	Fort Worth	Jackson- ville ²	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio ²	Tampa- St. Peters- burg	Wash- ington
	Plant workers																				
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																					
Workers in establishments having provisions for daily overtime pay ³ at premium rates.....	92	81	95	100	99	100	97	100	79	87	77	85	83	95	100	97	95	78	85	84	96
Time and one-half.....	87	81	95	100	99	100	97	100	79	87	77	85	83	95	100	97	95	78	85	84	96
Effective after:																					
Less than 8 hours ⁴	-	-	3 (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 hours.....	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7½ hours.....	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 hours.....	87	72	91	99	99	100	97	100	79	87	75	85	83	89	100	93	90	78	82	84	94
More than 8 hours ⁴	-	9	(5)	1	-	-	-	-	-	2	-	-	-	6	-	4	4	-	4	-	2
8½ hours.....	-	-	(5)	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-
9 hours.....	-	9	(5)	1	-	-	-	-	-	-	-	-	-	6	-	4	4	-	4	-	2
Double time ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Effective after:																					
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other premium rates.....	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁶	8	19	5	-	1	-	3	-	21	13	23	15	17	5	-	3	5	22	15	16	4
<u>Weekly overtime at premium pay</u>																					
Workers in establishments having provisions for weekly overtime pay ³ at premium rates.....	100	100	100	100	99	100	100	100	97	100	95	97	98	94	100	96	92	100	96	96	98
Time and one-half.....	95	100	100	100	99	100	100	100	97	100	95	97	98	94	100	96	92	100	96	96	98
Effective after:																					
Less than 40 hours ⁴	-	-	3 (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35 hours.....	-	-	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
36¼ hours.....	-	-	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours.....	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
38¾ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	95	67	96	99	99	100	100	100	91	96	95	97	98	94	100	96	92	100	96	96	96
More than 40 hours ⁴	-	33	(5)	1	-	-	-	-	6	4	-	-	-	-	-	-	-	-	-	-	2
44 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours.....	-	33	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
48 hours.....	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Effective after:																					
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other premium rates.....	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁶	-	-	-	(5)	-	-	-	-	3	-	5	3	2	6	-	4	8	-	4	4	2

See footnotes at end of table.

Table B-17. Premium Pay for Overtime Work—Public Utilities¹—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	North Central												West						
	Akron	Chi- cago ²	Cleve- land ²	Colum- bus	Davenport- Rock Island- Moline	De- troit ²	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ²	Salt Lake City	San Diego	San Fran- cisco- Oakland ²	Spokane
	Plant workers—Continued																		
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																			
Workers in establishments having provisions for daily overtime pay ³ at premium rates.....	99	100	99	100	93	97	82	100	98	100	96	96	95	64	100	82	100	100	100
Time and one-half.....	99	100	99	100	91	97	82	100	98	89	96	96	92	64	100	82	100	100	89
Effective after:																			
Less than 8 hours ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
7 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
7½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 hours.....	99	100	99	100	91	96	82	100	98	89	96	96	92	64	100	75	100	100	89
More than 8 hours ⁴	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	6	-	-	-
8½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 hours.....	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	6	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
Effective after:																			
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
Other premium rates.....	-	-	-	-	2	-	-	-	-	11	-	-	3	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁵	1	-	1	-	-	3	18	-	2	-	4	4	5	36	-	18	-	-	-
<u>Weekly overtime at premium pay</u>																			
Workers in establishments having provisions for weekly overtime pay ³ at premium rates.....	100	100	100	100	98	100	100	100	100	100	100	100	100	96	100	100	100	100	100
Time and one-half.....	100	100	100	100	96	100	100	100	100	89	100	100	97	96	100	100	100	100	89
Effective after:																			
Less than 40 hours ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
36¼ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
38¾ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	100	100	100	100	96	100	100	100	100	89	100	100	97	96	100	98	100	100	86
More than 40 hours ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3
44 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
Effective after:																			
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
Other premium rates.....	-	-	-	-	2	-	-	-	-	11	-	-	3	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁵	-	-	-	-	2	-	-	-	-	-	-	-	-	4	-	-	-	-	-

See footnotes at end of table.

Table B-17. Premium Pay for Overtime Work—Public Utilities¹—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	Northeast							South													
	Buffalo	Man- chester	New York ²	Phila- delphia	Pitts- burgh	Provi- dence- Paw- tucket- Warwick	Tren- ton	Balti- more	Birming- ham ²	Chatta- nooga ²	Dallas ²	Fort Worth	Jackson- ville ²	Little Rock- North Little Rock	Louis- ville	New Orleans	Norfolk- Ports- mouth and Newport News- Hampton	Okla- homa City	San An- tonio ²	Tampa- St. Peters- burg	Wash- ington
	Office workers																				
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																					
Workers in establishments having provisions for daily overtime pay ³ at premium rates.....	89	97	83	93	96	79	88	74	72	83	71	80	97	83	92	54	73	65	74	90	44
Time and one-half.....	83	97	82	93	96	79	88	74	72	83	71	80	97	83	92	54	73	65	74	90	44
Effective after:																					
Less than 8 hours ⁴	21	63	13	29	30	60	-	1	31	-	-	-	-	-	21	3	-	-	-	-	13
7 hours.....	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7½ hours.....	21	63	7	29	30	60	-	1	31	-	-	-	-	-	21	3	-	-	-	-	-
8 hours.....	62	35	66	64	67	18	88	73	41	83	71	80	97	83	71	51	73	65	74	90	31
More than 8 hours ⁴	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 hours.....	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Effective after:																					
8 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other premium rates.....	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁶	11	3	17	7	4	21	12	26	28	17	29	20	3	17	8	46	27	35	26	10	56
<u>Weekly overtime at premium pay</u>																					
Workers in establishments having provisions for weekly overtime pay ³ at premium rates.....	99	100	99	99	100	100	100	100	100	100	100	100	100	97	100	99	99	100	100	98	99
Time and one-half.....	93	100	98	99	100	100	100	100	100	100	100	100	100	97	100	99	99	100	100	98	99
Effective after:																					
Less than 40 hours ⁴	1	63	18	29	30	63	-	2	31	-	1	-	-	-	21	4	-	-	-	-	13
35 hours.....	-	-	4	-	-	3	-	1	-	-	-	-	-	-	-	2	-	-	-	-	-
36¼ hours.....	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours.....	1	63	7	29	30	60	-	1	31	-	1	-	-	-	21	3	-	-	-	-	(⁵)
38¾ hours.....	-	-	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13
40 hours.....	92	37	80	70	70	37	100	98	69	100	99	100	100	97	79	95	99	100	100	98	86
More than 40 hours ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
44 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Effective after:																					
40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other premium rates.....	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁶	(⁵)	-	1	(⁵)	-	-	-	-	-	-	-	-	-	3	-	(⁵)	1	-	-	2	-

See footnotes at end of table.

Table B-17. Premium Pay for Overtime Work—Public Utilities¹—Continued

(Percent distribution of plant and office workers by overtime premium pay provisions, July 1966 through June 1967)

Premium pay policy	North Central													West					
	Akron	Chi- cago ²	Cleve- land ²	Colum- bus	Davenport- Rock Island- Moline	De- troit ²	Green Bay	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Toledo	Water- loo	Wichita	Boise City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ²	Salt Lake City	San Diego	San Fran- cisco- Oakland ²	Spokane
	Office workers—Continued																		
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Daily overtime at premium pay</u>																			
Workers in establishments having provisions for daily overtime pay ³ at premium rates.....	70	91	89	93	75	68	82	96	63	95	93	21	83	53	100	72	100	97	100
Time and one-half.....	70	91	89	93	75	68	82	96	63	82	93	21	83	53	100	72	100	97	100
Effective after:																			
Less than 8 hours ⁴	-	1	-	-	-	(⁵)	-	-	(⁵)	1	-	-	-	-	(⁵)	(⁵)	-	4	-
7 hours.....	-	(⁵)	-	-	-	-	-	-	(⁵)	1	-	-	-	-	(⁵)	(⁵)	-	3	-
7½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
8 hours.....	70	90	89	93	75	67	82	96	63	81	93	21	83	53	99	71	100	93	100
More than 8 hours ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8½ hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 hours.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Effective after:																			
8 hours.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Other premium rates.....	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates ⁴	30	9	11	7	25	32	18	4	37	5	7	79	17	47	-	28	-	3	-
<u>Weekly overtime at premium pay</u>																			
Workers in establishments having provisions for weekly overtime pay ³ at premium rates.....	100	99	99	100	100	100	100	100	100	100	100	100	99	99	100	100	100	100	100
Time and one-half.....	100	99	99	100	100	100	100	100	100	87	100	100	99	99	100	100	100	100	100
Effective after:																			
Less than 40 hours ⁴	-	1	1	-	-	(⁵)	-	-	(⁵)	1	-	-	-	-	(⁵)	-	-	4	-
35 hours.....	-	-	-	-	-	-	-	-	-	(⁵)	-	-	-	-	(⁵)	-	-	3	-
36¼ hours.....	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours.....	-	(⁵)	-	-	-	-	-	-	(⁵)	1	-	-	-	-	-	-	-	1	-
38¼ hours.....	-	-	1	-	-	(⁵)	-	-	-	-	-	-	-	-	-	-	-	(⁵)	-
40 hours.....	100	99	99	100	100	99	100	100	99	86	100	100	99	99	99	100	100	96	100
More than 40 hours ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
44 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Double time ⁴	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Effective after:																			
40 hours.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Other premium rates.....	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates ⁶	-	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	(⁵)	1	-	-	-	-	-

¹ Transportation, communication, and other public utilities.² Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.³ 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.⁴ May include workers at hours other than those shown separately.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 A. Scope and Method of Survey

Occupational pay data for each area are collected annually. In Chicago, Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, New York, Philadelphia, and San Francisco—Oakland, the data are collected by personal visits of Bureau field economists each year. Occupational pay data in the other areas are collected by personal visits of Bureau field economists to all establishments in the sample at 2-year intervals and by a combination of personal visits and mail in the intervening years.

Supplementary wage practices are covered only in the surveys conducted through field economists' visits. Of the 85 areas covered in this bulletin, 40 involved this type of survey. In the other areas, data were obtained chiefly by mail questionnaire, from the establishments visited by field economists in the regular full-scale survey made in 1965-66. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey. Full-scale employment and earnings information (A tables) were obtained, but no data were requested for current establishment practices or supplementary wage provisions.

Industry and Establishment Coverage

Area survey data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies were government institutions⁴ and the construction and extractive industries.

The scope of the studies was further limited within each of the six major industry groupings to establishments which employed more than a specified minimum number of workers, as indicated in the table on page 85. Smaller establishments were omitted because they tended to furnish insufficient employment in the occupations studied to warrant inclusion.

Sampling and Estimating Procedures

Over 13,000 establishments were included in the Bureau's sample selected to represent over 54,000 establishments within the scope of the studies in the 85 areas.

⁴ See footnote 4 to the table (p. 86) for areas in which public utilities were municipally operated and have been excluded.

Each of the 85 areas surveyed relates to a Standard Metropolitan Statistical Area or as in four instances, to a combination of two SMSA's. These areas are part of a sample design which, when the areas are appropriately weighted, permits the preparation of estimates for the composites of all 227 Standard Metropolitan Statistical Areas in the United States, as established by the Bureau of the Budget through April 1966. Such estimates are not a part of this bulletin, but will be released in the forthcoming second part of the summary bulletin.

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

The area sample of 85 areas was based on the selection of 1 area from a stratum of similar areas. The criteria of stratification were region and type of industrial activity. Each area had a chance of selection roughly proportionate to its total nonagricultural employment. Each of 37 large areas formed a stratum by itself, and was certain of inclusion in the sample. Each of these areas represented only itself, but each of the 48 other areas represented itself and similar units.

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

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

Labor-Management Agreement Coverage

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

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

Trends of Occupational Earnings

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

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

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

Secretaries are excluded from 1966 to 1967 comparisons for areas using the revised descriptions for the first time in 1967. Index data in table 6 are computed by the method described above for the years 1961 to 1967. Data for the years 1953 to 1961 are based on a slightly different list of occupations; weights are based on employment in 1953-54; and the office clerical and industrial nurses' occupational groups are limited to women.

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

Limitations of Data. The indexes and percentages of change, as measures of change in area averages, are influenced by (1) general salary and wage changes, (2) merit or other increases in pay received by individual workers while in the same job, and (3) changes in average wages due to changes in the labor force resulting from labor turnover, force expansions, force reductions, and changes in the proportions of workers employed by establishments with different pay levels. Changes in the labor force can cause increases or decreases in the occupational averages without actual wage changes. It is conceivable that even though all establishments in an area gave wage increases, average wages may have declined because lower-paying establishments entered the area or expanded their work forces. Similarly, wages may have remained relatively constant, yet the averages for an area may have risen considerably because higher-paying establishments entered the area.

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

Occupational Earnings

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

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living bonuses and incentive earnings are included. Average weekly earnings for office occupations relate to the standard salaries that were paid for the workers' normal weekly work schedule excluding all overtime hours. Average weekly earnings for these occupations have been rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B tables) on selected establishment practices and supplementary benefits as they relate to plant and office workers in 40 areas. Administrative, executive, and professional employees, and force-account construction workers who are utilized as a separate work force are excluded from all tables. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing industries, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions.

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

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

The scheduled weekly hours (tables B-2 through B-4) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. 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 are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed.

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

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

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

Sickness and accident insurance data are limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,⁵ 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 plans⁶ 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

⁵ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁶ 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.

employees in case of sickness and injury involving expenses beyond the normal coverage of hospitalization, medical, and surgical plans. Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans might be underwritten by commercial insurance companies or nonprofit organizations or they might be some form of self-insurance. Tabulations of retirement plans are limited to those plans that provided monthly payments for the remainder of the worker's life.

Data on overtime premium pay (tables B-15 through B-17), 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.

Minimum-Size Establishment and Estimated Number of Workers Within Scope of Survey by Industry Division for 85 Metropolitan Areas
Studied by the Bureau of Labor Statistics, July 1966 Through June 1967

Metropolitan area ¹	Payroll period	Minimum-size establishment	Number of workers in establishments within scope of studies ² (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade ⁵			Finance ⁶		Services ⁷			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
Northeast																										
Albany-Schenectady-Troy, N.Y. ⁸	Apr. 1967	50	103.6	-	-	61.0	-	-	42.6	-	-	11.1	-	-	3.8	(⁹)	(⁹)	15.8	(⁹)	(⁹)	5.4	(⁹)	6.5	(⁹)	(⁹)	
Allentown-Bethlehem-Easton, Pa.-N.J. ⁸	Feb. 1967	50	116.7	-	-	95.0	-	-	21.7	-	-	7.2	-	-	1.1	(⁹)	(⁹)	9.0	(⁹)	(⁹)	2.5	(⁹)	1.9	(⁹)	(⁹)	
Boston, Mass. ⁸	Oct. 1966	(¹⁰)	455.0	-	-	204.0	-	-	251.0	-	-	41.4	-	-	28.8	-	-	75.1	-	-	55.1	-	50.6	-	(⁹)	
Buffalo, N.Y.	Dec. 1966	50	244.7	168.8	33.6	163.8	122.1	17.9	80.9	46.7	15.7	24.6	13.4	3.8	7.1	(⁹)	(⁹)	29.4	(⁹)	(⁹)	10.6	(⁹)	9.2	(⁹)	(⁹)	
Lawrence-Haverhill, Mass.-N.H. ⁸	June 1967	50	44.4	-	-	37.9	-	-	6.5	-	-	.7	(⁹)	(⁹)	1.1	(⁹)	(⁹)	2.9	(⁹)	(⁹)	.9	(⁹)	.9	(⁹)	(⁹)	
Manchester, N.H.	Aug. 1966	50	21.7	16.4	2.5	15.1	13.0	.8	6.6	3.4	1.7	2.1	1.0	.4	1.2	(⁹)	(⁹)	1.6	(⁹)	(⁹)	1.1	(⁹)	.6	(⁹)	(⁹)	
Newark and Jersey City, N.J. ⁸	Feb. 1967	(¹⁰)	449.8	-	-	248.4	-	-	201.4	-	-	57.6	-	-	29.7	-	-	38.5	-	-	36.7	-	38.9	-	(⁹)	
New Haven, Conn. ⁸	Jan. 1967	50	67.1	-	-	42.1	-	-	25.0	-	-	10.5	-	-	2.6	(⁹)	(⁹)	6.0	(⁹)	(⁹)	4.0	(⁹)	1.9	(⁹)	(⁹)	
New York, N.Y.	Apr. 1967	(¹⁰)	1,705.6	790.6	485.3	540.5	319.3	102.5	1,165.1	471.3	382.8	248.9	113.0	55.3	136.4	52.2	48.7	234.4	171.7	32.1	308.8	198.9	236.6	115.5	47.8	
Paterson-Clifton-Passaic, N.J. ⁸	May 1967	50	205.2	-	-	138.0	-	-	67.2	-	-	16.4	-	-	9.1	(⁹)	(⁹)	28.4	(⁹)	(⁹)	5.5	(⁹)	7.8	-	(⁹)	
Philadelphia, Pa.-N.J.	Nov. 1966	(¹⁰)	740.6	456.4	138.8	442.6	303.9	55.0	298.0	152.5	83.8	70.8	41.4	13.7	39.3	16.0	12.3	94.7	71.8	13.9	57.9	38.3	35.3	21.1	5.6	
Pittsburgh, Pa.	Jan. 1967	(¹⁰)	406.2	278.4	61.1	256.2	193.7	28.9	150.0	84.7	32.2	41.5	20.1	7.9	17.1	8.2	4.8	49.7	40.6	4.9	19.1	11.3	22.6	(⁹)	(⁹)	
Portland, Maine ⁸	Nov. 1966	50	23.9	-	-	12.4	-	-	11.5	-	-	3.2	-	-	1.6	(⁹)	(⁹)	3.9	(⁹)	(⁹)	1.9	(⁹)	.9	(⁹)	(⁹)	
Providence-Pawtucket-Warwick, R.I.-Mass.	May 1967	50	159.6	118.7	20.0	119.4	95.1	10.8	40.2	23.6	9.2	8.7	5.2	1.6	2.9	(⁹)	(⁹)	16.6	13.6	1.7	8.2	(⁹)	3.8	(⁹)	(⁹)	
Scranton, Pa. ⁸	Aug. 1966	50	38.7	-	-	28.7	-	-	10.0	-	-	3.4	-	-	1.1	(⁹)	(⁹)	3.8	(⁹)	(⁹)	.7	(⁹)	1.0	(⁹)	(⁹)	
Trenton, N.J.	Dec. 1966	50	53.0	34.6	9.1	37.4	25.2	5.9	15.6	9.4	3.2	3.9	2.3	.8	1.3	(⁹)	(⁹)	4.9	(⁹)	(⁹)	1.8	(⁹)	3.7	(⁹)	(⁹)	
Waterbury, Conn. ⁸	Mar. 1967	50	43.7	-	-	37.7	-	-	6.0	-	-	1.8	-	-	.3	(⁹)	(⁹)	2.1	(⁹)	(⁹)	1.2	(⁹)	.6	(⁹)	(⁹)	
Worcester, Mass. ⁸	June 1967	50	64.0	-	-	44.8	-	-	19.2	-	-	4.3	-	-	1.5	(⁹)	(⁹)	8.3	(⁹)	(⁹)	4.2	(⁹)	.9	(⁹)	(⁹)	
York, Pa. ⁸	Feb. 1967	50	64.8	-	-	53.0	-	-	11.8	-	-	3.3	-	-	.9	(⁹)	(⁹)	5.6	(⁹)	(⁹)	1.0	(⁹)	1.0	(⁹)	(⁹)	
South																										
Atlanta, Ga. ⁸	May 1967	50	256.1	-	-	103.1	-	-	153.0	-	-	42.4	-	-	23.1	-	-	48.0	-	-	21.1	-	18.4	-	(⁹)	(⁹)
Baltimore, Md.	Nov. 1966	(¹⁰)	295.6	189.9	46.5	172.9	122.7	18.7	122.7	67.2	27.8	33.0	16.9	6.7	13.8	7.9	3.0	37.6	30.0	4.0	20.0	12.0	18.3	(⁹)	(⁹)	
Beaumont-Port Arthur-Orange, Tex. ⁸	May 1967	50	45.0	-	-	31.0	-	-	14.0	-	-	5.6	-	-	1.2	(⁹)	(⁹)	4.5	(⁹)	(⁹)	.9	(⁹)	1.8	(⁹)	(⁹)	
Birmingham, Ala.	Apr. 1967	50	109.6	75.3	16.9	59.7	46.5	5.4	49.9	28.8	11.5	13.7	6.7	2.6	6.8	4.6	1.2	16.2	13.3	1.5	7.5	5.3	5.7	(⁹)	(⁹)	
Charleston, W.Va. ⁸	Apr. 1967	50	36.9	-	-	22.2	-	-	14.7	-	-	6.6	-	-	1.5	(⁹)	(⁹)	4.8	(⁹)	(⁹)	1.0	(⁹)	4.5	(⁹)	(⁹)	
Charlotte, N.C. ⁸	Apr. 1967	50	73.9	-	-	30.4	-	-	43.5	-	-	13.8	-	-	8.8	(⁹)	(⁹)	10.8	(⁹)	(⁹)	5.6	(⁹)	4.5	(⁹)	(⁹)	
Chattanooga, Tenn.-Ga.	Sept. 1966	50	60.1	45.6	6.3	45.0	36.8	2.6	15.1	8.8	3.7	3.5	2.2	.5	1.2	(⁹)	(⁹)	4.9	(⁹)	(⁹)	3.1	(⁹)	2.4	(⁹)	(⁹)	
Dallas, Tex.	Nov. 1966	50	265.4	162.7	51.4	120.2	84.0	12.6	145.2	78.7	38.8	34.1	17.8	6.6	20.9	(⁹)	(⁹)	46.4	36.5	5.4	25.9	18.2	17.9	(⁹)	(⁹)	
Fort Worth, Tex.	Nov. 1966	50	107.7	68.9	18.0	62.2	41.1	8.1	45.5	27.8	9.9	11.4	6.6	1.9	5.1	(⁹)	(⁹)	19.5	(⁹)	(⁹)	6.0	(⁹)	3.5	(⁹)	(⁹)	
Greenville, S.C. ⁸	May 1967	50	56.3	-	-	46.0	-	-	10.3	-	-	2.5	-	-	.8	(⁹)	(⁹)	4.4	(⁹)	(⁹)	1.4	(⁹)	1.2	(⁹)	(⁹)	
Houston, Tex. ⁸	June 1967	50	258.2	-	-	107.2	-	-	151.0	-	-	40.4	-	-	23.7	-	-	49.4	-	-	13.7	-	23.8	-	(⁹)	(⁹)
Jackson, Miss. ⁸	Feb. 1967	50	27.0	-	-	12.2	-	-	14.8	-	-	4.2	-	-	2.2	(⁹)	(⁹)	4.2	(⁹)	(⁹)	2.4	(⁹)	1.8	(⁹)	(⁹)	
Jacksonville, Fla.	Jan. 1967	50	67.0	41.2	13.9	19.1	15.1	1.3	47.9	26.1	12.6	12.8	6.5	2.5	5.3	(⁹)	(⁹)	16.2	(⁹)	(⁹)	8.5	(⁹)	5.1	(⁹)	(⁹)	
Little Rock-North Little Rock, Ark.	Aug. 1966	50	37.6	24.9	5.2	18.1	14.2	1.3	19.5	10.7	3.9	6.6	3.4	.8	2.2	(⁹)	(⁹)	5.4	(⁹)	(⁹)	3.0	(⁹)	2.3	(⁹)	(⁹)	
Louisville, Ky.-Ind.	Feb. 1967	50	159.0	114.1	21.4	100.6	79.7	8.3	58.4	34.4	13.1	17.3	9.6	3.4	7.2	(⁹)	(⁹)	19.9	(⁹)	(⁹)	7.7	(⁹)	6.3	(⁹)	(⁹)	
Lubbock, Tex. ⁸	June 1967	50	13.4	-	-	4.0	-	-	9.4	-	-	2.5	-	-	.9	(⁹)	(⁹)	4.5	(⁹)	(⁹)	.7	(⁹)	.8	(⁹)	(⁹)	
Memphis, Tenn.-Ark. ⁸	Jan. 1967	50	105.0	-	-	45.7	-	-	59.3	-	-	14.0	-	-	9.3	(⁹)	(⁹)	21.1	(⁹)	(⁹)	5.9	(⁹)	9.0	(⁹)	(⁹)	
Miami, Fla. ⁸	Dec. 1966	50	149.6	-	-	39.4	-	-	110.2	-	-	32.7	-	-	6.6	(⁹)	(⁹)	37.6	-	-	11.2	-	22.1	-	(⁹)	(⁹)
Midland and Odessa, Tex. ⁸	June 1967	50	115.5	-	-	2.1	-	-	113.4	-	-	2.5	-	-	.5	(⁹)	(⁹)	2.4	(⁹)	(⁹)	.7	(⁹)	7.9	(⁹)	(⁹)	
New Orleans, La.	Feb. 1967	50	147.1	91.0	22.9	50.3	36.6	5.9	96.8	54.4	17.0	31.4	12.8	4.9	11.9	(⁹)	(⁹)	29.2	23.5	2.9	10.4	(⁹)	13.9	(⁹)	(⁹)	
Norfolk-Portsmouth and Newport News-Hampton, Va.	June 1967	50	87.0	67.1	9.9	42.2	36.4	2.7	44.8	30.7	7.2	10.4	6.9	1.5	4.5	(⁹)	(⁹)	20.8	(⁹)	(⁹)	3.8	(⁹)	5.3	(⁹)	(⁹)	
Oklahoma City, Okla.	Aug. 1966	50	116.9	114.6	113.8	24.1	16.4	3.7	114.8	112.5	110.1	10.4	5.1	1.9	5.3	(⁹)	(⁹)	15.4	(⁹)	(⁹)	5.7	(⁹)	3.4	(⁹)	(⁹)	
Raleigh, N.C. ⁸	Sept. 1966	50	22.2	-	-	9.1	-	-	13.1	-	-	3.5	-	-	1.5	(⁹)	(⁹)	4.4	(⁹)	(⁹)	2.7	(⁹)	1.0	(⁹)	(⁹)	
Richmond, Va. ⁸	Nov. 1966	50	92.0	-	-	43.7	-	-	48.3	-	-	11.9	-	-	7.2	(⁹)	(⁹)	15.7	(⁹)	(⁹)	8.6	(⁹)	4.9	(⁹)	(⁹)	
San Antonio, Tex.	June 1967	50	69.0	49.0	10.8	21.9	17.2	1.6	47.1	31.8	9.2	6.9	4.3	.8	5.5	(⁹)	(⁹)	20.9	(⁹)	(⁹)	6.9	(⁹)	6.9	(⁹)	(⁹)	
Savannah, Ga. ⁸	May 1967	50	21.5	-	-	14.1	-	-	7.4																	

Minimum-Size Establishment and Estimated Number of Workers Within Scope of Survey by Industry Division for 85 Metropolitan Areas
Studied by the Bureau of Labor Statistics, July 1966 Through June 1967—Continued

Metropolitan area ¹	Payroll period	Minimum-size establishment	Number of workers in establishments within scope of studies ² (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade ⁵			Finance ⁶		Services ⁷			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
North Central—Continued																										
Dayton, Ohio ⁸	Jan. 1967	50	157.8	-	-	116.3	-	-	41.5	-	-	8.3	-	-	3.5	(9)	(9)	20.0	(9)	(9)	2.8	(9)	6.9	(9)	(9)	
Des Moines, Iowa ⁸	Feb. 1967	50	52.8	-	-	21.2	-	-	31.6	-	-	5.9	-	-	5.8	(9)	(9)	8.7	(9)	(9)	8.8	(9)	2.4	(9)	(9)	
Detroit, Mich.	Jan. 1967	(10)	775.9	508.9	128.1	519.3	365.7	71.0	256.6	143.2	57.1	57.0	28.8	11.6	27.4	16.6	6.1	88.8	73.6	7.4	37.2	24.6	46.2	22.8	7.4	
Green Bay, Wis.	Aug. 1966	50	21.4	15.3	2.8	13.3	10.3	1.2	8.1	5.0	1.6	3.0	1.6	.5	1.0	(9)	(9)	3.0	(9)	(9)	.3	(9)	.8	(9)	(9)	
Indianapolis, Ind. ⁸	Dec. 1966	50	200.8	-	-	119.9	-	-	80.9	-	-	19.3	-	-	10.7	(9)	(9)	27.9	(9)	(9)	14.9	(9)	8.1	(9)	(9)	
Kansas City, Mo.—Kans. ⁸	Nov. 1966	50	236.3	-	-	113.4	-	-	122.9	-	-	38.0	-	-	17.7	(9)	(9)	40.2	(9)	(9)	14.7	(9)	12.3	(9)	(9)	
Milwaukee, Wis.	Apr. 1967	50	281.0	186.4	48.5	183.7	128.4	25.4	97.3	58.0	23.1	22.5	12.3	4.4	10.4	(9)	(9)	38.1	(9)	(9)	13.2	(9)	13.1	(9)	(9)	
Minneapolis—St. Paul, Minn.	Jan. 1967	50	361.8	213.9	66.4	177.1	112.8	23.6	184.7	101.1	42.8	42.6	21.3	8.4	27.1	12.1	7.9	66.8	53.1	7.7	26.6	16.6	21.6	(9)	(9)	
Muskegon—Muskegon Heights, Mich. ⁸	May 1967	50	31.0	-	-	26.6	-	-	4.4	-	-	1.9	-	-	.3	(9)	(9)	1.7	(9)	(9)	.3	(9)	.2	(9)	(9)	
Omaha, Nebr.—Iowa ⁸	Oct. 1966	50	78.4	-	-	31.0	-	-	47.4	-	-	17.7	-	-	4.4	(9)	(9)	13.1	(9)	(9)	7.4	(9)	4.8	(9)	(9)	
Rockford, Ill. ⁸	May 1967	50	65.0	-	-	53.2	-	-	11.8	-	-	1.9	-	-	1.4	(9)	(9)	6.2	(9)	(9)	.9	(9)	1.4	(9)	(9)	
St. Louis, Mo.—Ill.	Oct. 1966	(10)	413.9	263.2	67.2	249.9	172.0	30.6	164.0	91.2	36.6	52.9	29.7	9.5	20.8	11.9	4.7	44.4	35.7	4.2	22.4	14.8	23.5	(9)	(9)	
Sioux Falls, S. Dak. ⁸	Oct. 1966	50	10.0	-	-	5.0	-	-	5.0	-	-	1.9	-	-	.6	(9)	(9)	1.8	(9)	(9)	.5	(9)	.2	(9)	(9)	
South Bend, Ind. ⁸	Mar. 1967	50	46.1	-	-	31.6	-	-	14.5	-	-	3.3	-	-	1.9	(9)	(9)	4.6	(9)	(9)	2.9	(9)	1.8	(9)	(9)	
Toledo, Ohio—Mich.	Feb. 1967	50	106.9	72.7	16.0	71.4	50.0	10.1	35.5	22.7	5.9	10.3	5.6	1.6	3.6	(9)	(9)	14.8	(9)	(9)	3.0	(9)	3.8	(9)	(9)	
Waterloo, Iowa	Nov. 1966	50	24.8	19.1	2.6	20.3	16.3	1.9	4.5	2.8	.7	1.6	.8	.3	.2	(9)	(9)	1.7	(9)	(9)	.3	(9)	.7	(9)	(9)	
Wichita, Kans.	Oct. 1966	50	68.4	44.7	12.7	49.5	33.0	9.0	18.9	11.7	3.7	4.8	2.7	1.0	1.3	(9)	(9)	8.5	(9)	(9)	2.1	(9)	2.2	(9)	(9)	
Youngstown—Warren, Ohio ⁸	Nov. 1966	50	100.8	-	-	81.0	-	-	19.8	-	-	5.9	-	-	1.2	(9)	(9)	9.2	(9)	(9)	1.8	(9)	1.7	(9)	(9)	
West																										
Albuquerque, N. Mex. ⁸	Apr. 1967	50	28.0	-	-	5.5	-	-	22.5	-	-	5.0	-	-	.9	(9)	(9)	6.2	(9)	(9)	1.4	(9)	9.0	(9)	(9)	
Boise City, Idaho	July 1966	50	7.7	4.6	1.7	2.3	1.4	.5	5.4	3.2	1.2	2.0	1.0	.4	.4	(9)	(9)	1.9	(9)	(9)	.6	(9)	.5	(9)	(9)	
Denver, Colo. ⁸	Dec. 1966	50	154.6	-	-	59.8	-	-	94.8	-	-	28.0	-	-	9.6	(9)	(9)	32.2	-	-	10.3	(9)	14.7	(9)	(9)	
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.	Mar. 1967	(10)	1,268.2	706.8	261.5	682.4	410.8	104.2	585.8	296.0	157.3	124.0	65.9	27.9	82.8	46.8	19.2	113.9	(9)	(9)	112.4	76.1	¹³ 127.2	¹³ 65.0	¹³ 22.1	
Phoenix, Ariz. ⁸	Mar. 1967	50	100.4	-	-	48.2	-	-	52.2	-	-	12.0	-	-	3.5	(9)	(9)	21.9	(9)	(9)	7.2	(9)	7.6	(9)	(9)	
Portland, Oreg.—Wash. ⁸	May 1967	50	135.0	-	-	63.2	-	-	71.8	-	-	20.7	-	-	10.9	(9)	(9)	22.3	(9)	(9)	9.9	(9)	8.0	(9)	(9)	
Salt Lake City, Utah	Dec. 1966	50	60.3	37.7	11.3	22.6	15.0	3.0	37.7	22.7	8.3	10.9	5.2	2.4	4.1	(9)	(9)	14.7	(9)	(9)	4.3	(9)	3.7	(9)	(9)	
San Bernardino—Riverside—Ontario, Calif. ⁸	Sept. 1966	50	73.7	-	-	35.5	-	-	38.2	-	-	13.5	-	-	2.9	(9)	(9)	12.4	(9)	(9)	4.2	(9)	5.2	(9)	(9)	
San Diego, Calif.	Nov. 1966	50	104.6	63.9	17.1	50.6	29.2	6.6	54.0	34.7	10.5	11.3	7.0	2.4	2.7	(9)	(9)	23.3	(9)	(9)	7.2	(9)	9.5	(9)	(9)	
San Francisco—Oakland, Calif.	Jan. 1967	(10)	393.5	197.0	101.1	130.3	84.7	22.0	263.2	112.3	79.1	84.4	35.2	16.1	33.3	14.9	10.6	51.2	37.7	6.9	53.3	38.4	41.0	(9)	(9)	
San Jose, Calif. ⁸	Sept. 1966	50	142.2	-	-	98.6	-	-	43.6	-	-	9.5	-	-	3.1	(9)	(9)	12.9	(9)	(9)	5.1	(9)	13.0	(9)	(9)	
Seattle—Everett, Wash. ⁸	Oct. 1966	50	237.6	-	-	145.2	-	-	92.4	-	-	24.2	-	-	11.5	(9)	(9)	32.9	(9)	(9)	14.5	(9)	9.3	(9)	(9)	
Spokane, Wash.	June 1967	50	25.4	17.0	3.6	9.2	7.1	.6	16.2	9.9	3.0	5.7	3.1	.7	1.5	(9)	(9)	5.5	(9)	(9)	1.6	(9)	1.9	(9)	(9)	

¹ Consists of Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget through April 1966. Year-earlier studies were based on areas as defined by the Bureau through March 1965, except for Kansas City which was based on the area as defined through 1961. The following studies relate to 2 Standard Metropolitan Statistical Areas combined: Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove; Midland and Odessa; Newark and Jersey City; and Norfolk—Portsmouth and Newport News—Hampton.

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

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

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

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

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

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

⁸ Survey limited to occupational earnings; separate plant and office employment totals were not compiled. Dashes indicate that coverage was sufficient to justify separate presentation of data in the A tables of this bulletin and/or the individual area bulletins.

⁹ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the A tables, and for "all industries," where presented, in the B tables. (Some surveys are limited to occupational earnings. See footnote 8.) Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

¹⁰ Minimum-size establishment (in terms of employment) was 50 workers in the wholesale trade, finance, and services industry groups; and 100 workers in the manufacturing, public utilities, and retail trade groups.

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

¹² The Akron survey, originally scheduled for June 1967, was deferred to July 1967 to incorporate significant wage and supplementary benefit changes.

¹³ Excludes data for motion picture production and allied services; data for these industries are included, however, in "all industries" and "nonmanufacturing".

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

Appendix B. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

CLERK, ACCOUNTING—Continued

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

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

CLERK, FILE

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

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

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

CLERK, ORDER

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

CLERK, ORDER—Continued

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

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

KEYPUNCH OPERATOR

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

KEYPUNCH OPERATOR—Continued

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

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

OFFICE BOY OR GIRL

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

SECRETARY

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.

DRAFTSMAN—Continued

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

DRAFTSMAN-TRACER

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

and/or

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

NURSE, INDUSTRIAL (REGISTERED)

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

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

CARPENTER, MAINTENANCE—Continued

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, MAINTENANCE TRADES

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

HELPER, MAINTENANCE TRADES—Continued

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

TOOL AND DIE MAKER

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

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

TOOL AND DIE MAKER—Continued

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

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

CUSTODIAL AND MATERIAL MOVEMENT

ELEVATOR OPERATOR, PASSENGER

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

GUARD 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; shelve; 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 1 1/2 tons)
Truckdriver, medium (1 1/2 to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

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Data on occupational earnings are presented in the following bulletins:

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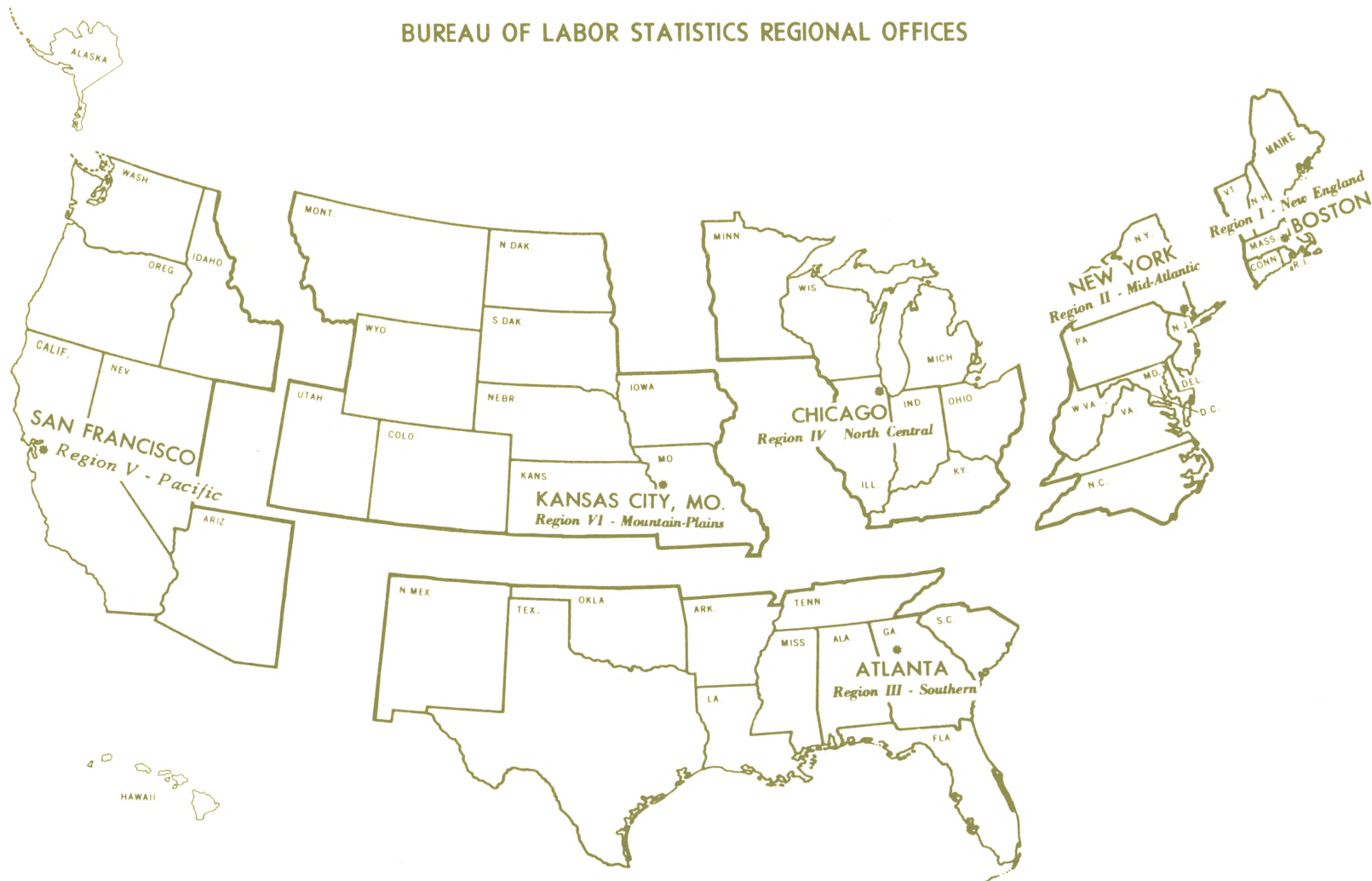
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