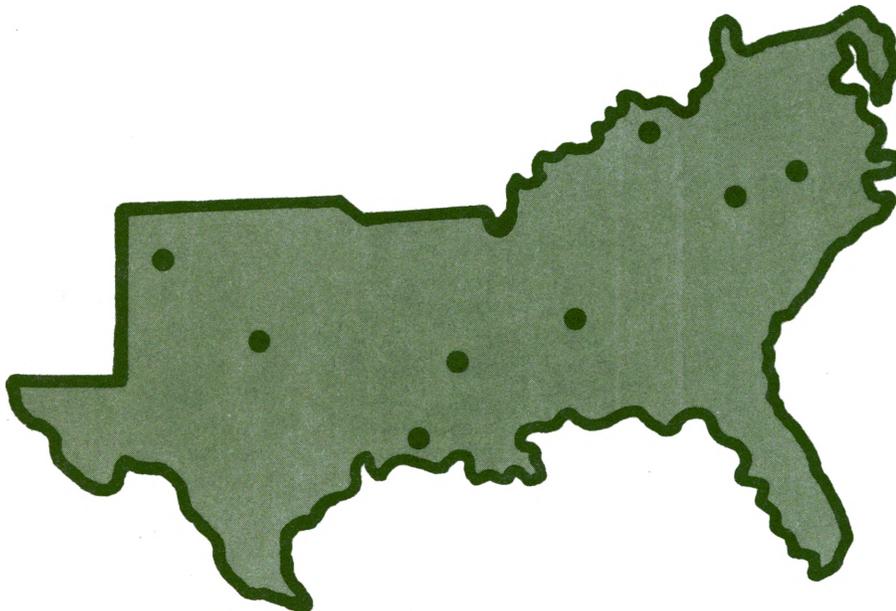


EMPLOYEE EARNINGS AND HOURS IN EIGHT METROPOLITAN AREAS OF THE SOUTH

JUNE 1965



UNITED STATES DEPARTMENT OF LABOR / W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS / Arthur M. Ross, Commissioner

EMPLOYEE EARNINGS AND HOURS IN EIGHT METROPOLITAN AREAS OF THE SOUTH

Amarillo, Texas

Asheville, North Carolina

Durham, North Carolina

Lake Charles, Louisiana

Lexington, Kentucky

Monroe, Louisiana

Tuscaloosa, Alabama

Wichita Falls, Texas

December 1966



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Preface

This bulletin presents estimates of employee average hourly earnings and weekly hours of work in manufacturing and selected nonmanufacturing industries in eight metropolitan areas of the South in June 1965. The results of this survey supplement those of similar studies made in June 1961 and June 1962. They permit an examination of wage changes occurring during a period when the Federal minimum wage was increased from \$1 to \$1.25, and a \$1 minimum wage was established and later raised to \$1.15 for employees (mostly those in large retail enterprises) brought under the provisions of the Fair Labor Standards Act for the first time in September 1961. The survey, conducted by the Bureau of Labor Statistics, was part of a broad program of studies initiated by the U.S. Department of Labor's Wage and Hour and Public Contracts Divisions for continuing appraisal of Federal minimum wage and maximum hours legislation. In this connection, data from the survey were published in the Report Submitted to the Congress in Accordance With the Requirements of Section 4(d) of the Fair Labor Standards Act, January 1966.

This study was conducted in the Bureau's Division of National Wage and Salary Income by Norman J. Samuels, Chief of the Division, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. This bulletin was prepared by William L. Dansby, under the supervision of Alvin Bauman.

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Employee Earnings and Hours in Eight Metropolitan Areas of the South, June 1965

Introduction

This report presents the findings of a June 1965 survey of earnings and hours of work for nonsupervisory employees in manufacturing and selected non-manufacturing industries in eight metropolitan areas of the South. The areas studied, which are listed below, are designated as Standard Metropolitan Statistical Areas and had populations of between 100,000 and 150,000 at the time of the 1960 census.

Amarillo, Tex. (Potter and Randall Counties)
Asheville, N. C. (Buncombe County)
Durham, N. C. (Durham County)
Lake Charles, La. (Calcasieu Parish)
Lexington, Ky. (Fayette County)
Monroe, La. (Ouachita Parish)
Tuscaloosa, Ala. (Tuscaloosa County)
Wichita Falls, Tex. (Archer and Wichita Counties)

The survey covered all major industry divisions, except agriculture and government, within the broad categories of manufacturing and nonmanufacturing. Industries excluded from the survey were petroleum and natural gas production; railroad transportation; and nonprofit religious, charitable, educational, and humanitarian organizations. The data, which relate to a representative payroll period in June 1965, are presented in the form of average straight-time hourly earnings (exclusive of premium pay for overtime, and for work on weekends, holidays, and late shifts), and weekly hours of work (including hours paid for sick leave, holidays, vacations, etc.) during a selected week in the survey month. A detailed description of the scope and method of survey, as well as definitions of terms, are presented in appendix A.

Surveys of employee earnings were conducted in these areas in June 1961 and again in June 1962. A comparison of the results of these with the 1965 results permits an analysis of wage changes occurring over a 4-year period. While all three surveys were timed to evaluate the effects of 1961 amendments to the Fair Labor Standards Act of 1938 (FLSA), the opportunity is taken here to examine the broader aspects of area wage structure and of wage change over a relatively long period of time.

Summary

Average straight-time hourly earnings of nonsupervisory employees in the eight Southern metropolitan areas selected for study differed by as much as 34 percent, ranging from \$1.66 in Asheville, to \$2.22 in Lake Charles in June 1965. Among the remaining areas, however, the variance was no more than 15 percent—from \$1.74 to \$2 an hour. Differences in industrial composition

largely accounted for the variation in earnings levels and are examined in detail in the discussion of individual areas. Employees in contract construction; transportation, communication, and public utilities; and manufacturing industries generally had the highest average earnings, followed by those in finance, insurance, and real estate; wholesale trade; retail trade; and, lastly, services. At the time of the survey, the average workweek ranged from 40 to 42 hours in all areas except Durham, where the average was 38 hours. During the 4-year period from June 1961 to June 1965, hourly earnings in the eight areas increased from 11 cents in Tuscaloosa to 23 cents in Lexington.

Employees in manufacturing in Lake Charles, three-fourths of whom worked in the oil refining and chemical industries, averaged \$2.93 an hour, more than those in any other area. Those in Asheville, where large numbers are employed in the relatively lower paying food, textile, and apparel industries, had the lowest average, \$1.79 an hour. By contrast, manufacturing pay levels differed by only 30 cents an hour among five other areas, extending from \$2.05 to \$2.35.

In nonmanufacturing industries, average earnings were lower and extended over a narrower range than in manufacturing. Only 35 cents separated the lowest and highest area pay levels—\$1.48 in Tuscaloosa and \$1.83 in Lexington. This is a relatively small variation when compared with that in manufacturing where there was a spread of \$1.14 between the lowest and the highest area averages and one of 52 cents even when the extremes (Asheville and Lake Charles) are not considered. The narrower spread in nonmanufacturing may be attributed, in part, to relatively few differences among the areas in the distribution of employees among the lower and higher paying nonmanufacturing industries, whereas high-wage manufacturing industries were present to a greater extent in some areas than in others.

Employees in nonmanufacturing industries earned less, on the average, than those in manufacturing by amounts varying from 11 cents an hour in Wichita Falls to \$1.14 an hour in Lake Charles. Because of the generally narrower range in nonmanufacturing pay levels, the difference in average earnings between the two categories was usually greater in those areas with the highest manufacturing pay levels.

More similarity existed among the areas in the distribution of employees by weekly hours of work. For example, among seven areas between an eighth and a fifth of the employees worked less than 35 hours a week. In Durham, the exception, nearly three-tenths of the employees worked such hours. Forty hours a week were worked by between a fourth and a third of the employees in every area but Lake Charles, where the proportion was two-fifths. A week of 48 hours or longer was worked by from about a fifth of the nonsupervisory employees in Durham to about three-tenths of those in Monroe and Wichita Falls.

At the time of the survey, the average workweek for manufacturing employees ranged from 39 hours in Durham to 44 hours in Monroe and Wichita Falls. The most common workweek was exactly 40 hours in each of the areas, applying to from three-tenths to more than half of the employees. Long workweeks (48 hours or more) were prevalent in all areas; from about a sixth of the employees in Lake Charles, Durham, and Asheville, to approximately a third in Tuscaloosa, Wichita Falls, Lexington, and Monroe, worked such hours. The incidence of part-time work (less than 35 hours a week) was relatively insignificant, applying to no more than about an eighth of the employees in any area except Durham, where a third of the employees worked less than 35 hours a week.

In nonmanufacturing, the average workweek ranged from 38 hours in Durham to 42 hours in Monroe. From a fifth to a third of the employees, depending on the area, worked exactly 40 hours during the week, making this the most common workweek in each area. The incidence of part-time work and long workweeks was also substantial. From about a sixth to a fourth of the employees worked less than 35 hours a week, and from about a fifth to three-tenths worked 48 hours or more. The systematic flow of production in most manufacturing industries does not lend itself to the widespread use of part-time labor, whereas in such nonmanufacturing activities as contract construction, retail trade, and services, temporary employment and regularly scheduled part-time work are a standard part of the operative process and can be accommodated with relative ease. Employees in wholesale trade usually had the longest workweek among the industry divisions studied—from 52 to 79 percent of the employees worked longer than 40 hours. Because of the industry's function as supplier in an area's economic life, weekly hours of operation frequently extend over 6 days; with the relatively small employment size of the average wholesale establishment, it is often easier to schedule long workweeks than to supplement with part-time employees.

Wage Changes—June 1961 to June 1965

In each of the eight Southern metropolitan areas studied, the overall level of earnings for nonsupervisory employees has increased since June 1961, when the first of the three surveys in these areas was conducted by the Bureau. The amount of increase varied from 11 cents an hour in Tuscaloosa to 23 cents an hour in Lexington. In relative terms, the increases ranged from 6 to 9 percent in five areas, while earnings in Durham, Lexington, and Asheville advanced by 11, 13, and 14 percent, respectively.

Average hourly earnings for manufacturing employees increased between 20 and 31 cents an hour in six of the areas, and in four of these the gain exceeded 25 cents. This compares with a nationwide increase of 25 cents in average hourly earnings (excluding overtime) for production employees in manufacturing between June 1961 and June 1965.¹ In Tuscaloosa and Wichita Falls, earnings advanced by 11 and 6 cents an hour, respectively, over the 4-year period. The predominant amount of the total increase since 1961 took place between 1962 and 1965 in seven areas; in the eighth, Tuscaloosa, about half of the increase occurred between 1961 and 1962.

Changes in the distribution of individual earnings during the 4-year period were most apparent at the lower pay levels, although in seven of the areas, gains were also displayed at the higher end of the pay scale. Much of the change in the lower wage intervals can no doubt be attributed to the implementation of provisions contained in the 1961 amendments to the FLSA which in September of that year raised the Federal minimum hourly wage, applying to most manufacturing employees, from \$1 to \$1.15, and 2 years later, to \$1.25. Increases at the higher pay levels, particularly upwards of \$2, seemed to be a consequence of forces not directly connected with minimum wage legislation, for most of these employees were in industries other than those in which the lower paid employees were found.

¹ Employment and Earnings Statistics for the United States, 1909-65 (BLS Bulletin 1312-3, 1965).

The earnings level of nonmanufacturing employees rose in all eight areas since 1961, but the increases generally were not as great as in manufacturing. In five areas the advances ranged from 8 to 12 cents; at the two extremes the earnings of employees in Lake Charles increased 2 cents an hour, and those in Wichita Falls and Lexington, by 17 and 20 cents, respectively. In five of the areas, employee earnings advanced to a greater degree during the 3-year period from 1962, and in two areas the greater portion of the overall increase was between 1961 and 1962. In Lake Charles, the 1965 nonmanufacturing average declined 8 cents from the 1962 level, but still was 2 cents above the 1961 level.

Changes in the distribution of employee earnings in nonmanufacturing industries, as a group, were less pronounced than those in manufacturing. The difference was most apparent at the lower pay levels, where there was a clearer response in manufacturing to movements of the Federal minimum wage since 1961. While a substantial segment of the nonmanufacturing group (from 58 to 70 percent among the eight areas) was in industries subject to Federal minimum wage legislation, the presence of large concentrations of lower paid employees, mainly in establishments not covered by the legislation, tended to obscure advances taking place at this level.

When the nonmanufacturing industry divisions are considered separately, the influence of the Federal minimum wage law on the distribution of employee earnings was particularly noticeable in the wholesale and retail trade industries. In five of the areas, from 27 to 37 percent of the employees in wholesale trade were concentrated at or just above \$1.25 an hour. The 1961 amendments to the FLSA brought most employees in large retail enterprises under minimum wage and maximum hours coverage for the first time. The effects this transition had on their earnings appeared to be two-fold. The minimum wage for these employees effective September 1961 was \$1 an hour, going to \$1.15 in September 1964. The result of this change in most of the areas was an enlargement of the cluster of employees at the \$1 to \$1.05 wage interval at the time of the June 1962 survey, and a subsequent shift to the \$1.15 to \$1.20 bracket during the June 1965 study. The companion outcome was a substantial growth between June 1962 and June 1965 in the concentration of employees at or within 5 cents of \$1.25 an hour, the final increment stipulated in the 1961 amendments but which was not to become effective until September 1965, 3 months after the time of the study.

Increased earnings for individual employees may not be the only factor contributing to an increase in an area's wage level. Changes in the labor force (turnover, expansions or reductions in force, and changes in the proportions of employees with different pay levels) may also contribute to increases or decreases in earnings levels in an area or industry from one period to another without any actual change in wages. For example, an expansion in work force might increase the proportion of lower paid employees and lower the average, whereas a reduction in the proportion of lower paid employees would have the opposite effect. Similarly, the movement of an establishment out of an area could cause changes in the earnings level, even though no change in wages occurred in other establishments in the area or industry. Thus, fluctuations over time, especially small ones, in average wages or the distribution of earnings should be viewed with some reservation.

Characteristics

Among the eight areas, Amarillo had the largest population, 149,493, and Monroe the smallest, 101,663. Nonsupervisory employees within the scope of the June 1965 survey ranged from 14,400 in Monroe to 29,600 in Asheville. The distribution of employment by industry division was approximately the same during all three surveys in each of the areas.

Although each of these areas has a character, traditions, and institutions of its own, they possess certain qualities in common, and in this respect are not unlike other metropolitan areas, larger or smaller, in the South or elsewhere. The term, metropolitan, itself assumes certain characteristics aside from the strictly technical definition. As a concentrated economic and social center, a metropolitan area not only is basically a self-sustaining unit, but also, in much the same manner, sustains a regional hinterland. It is not, then, an anomaly to find that in the eight areas the nonmanufacturing industrial composition and the relative size of each of the nonmanufacturing industries were much the same in one as in the other. Retail trade was the predominant nonmanufacturing activity, in terms of employment, in all of the areas, with proportions ranging from a third in Amarillo to more than two-fifths in Tuscaloosa, Asheville, and Wichita Falls. The diverse services division (hotels and motels, laundries and dry cleaning establishments, medical and other health services, etc.) was generally second in size to retail trade among the nonmanufacturing industries, employing roughly a sixth of the employees in each area. Except for an occasional variation, the proportions of employees in the other nonmanufacturing divisions did not exceed a tenth.

Natural resources and raw materials produced in a region often provide an impetus, as well as a direction, for an area's rise to metropolitan status, by forming a basis for industrial growth. These indigenous properties also gave an area special identity. Cotton, tobacco, timber, iron ore, petroleum, and natural gas, either singularly or in combination, play an important part in the economies of each of the eight areas surveyed. In six areas, manufacturing industries accounted for from a third to half of the area employees, but in two, Amarillo and Wichita Falls, for no more than a fifth. Contributing to a special identity, as well as to the social and economic life of Durham, Lexington, and Tuscaloosa, are the major universities located in those areas.

Wages and wage changes over time, and hours of work in these, as in all labor areas, are influenced by a variety of factors, among them the demographic characteristics of the labor force, supply of and demand for labor, industrial composition, occupational mix, availability of capital, Federal and State minimum wage legislation, degree of unionization, employer personnel practices, regional and sectional wage patterns, etc. Because of their interrelationship, the exact impact on earnings or any of the characteristics discussed above cannot be isolated and measured, but the pressures exerted by these forces and the extent to which they interact largely determine the wage structure in an area. Under these influences, earnings and hours of work in the same industry may differ substantially from one area to another, as they do from one establishment to another within an area.

In the discussion for each area, the general level of earnings is described by using the mean, the median, and the interquartile range. The mean, defined

as the sum of all the individual hourly earnings divided by the number of workers, tends to become less informative as the distribution of earnings departs from symmetry. In these cases, a useful measure of the general wage level is the median, the amount below and above which earnings for 50 percent of the employees are found. The interquartile range offers a broader view of the general earnings distribution, and describes the degree of dispersion of individual earnings from the points of central tendency by defining the range of earnings for the middle 50 percent of the employees.

The degree to which earnings in each area were dispersed and the relationship between one area and another are shown through the use of the index of dispersion, obtained by dividing the mean hourly earnings by the interquartile range of earnings. The index figure of 40 obtained for Asheville, the lowest of the eight areas, suggests that individual earnings were concentrated relatively near the mean, while at the other extreme, the index of 91 for Lake Charles reveals a much wider dispersal of wages. The indexes for the other six areas, by comparison, were evenly grouped between 51 and 60.

Metropolitan area	Population (1960 census)	Approximate number of nonsupervisory employees included in the survey, June 1965	Percent of employees in—			Percent of nonmanu- facturing employees in retail trade
			Manufac- turing industries	Industries with at least 10 percent of the manufacturing work force		
Amarillo, Tex ----- (Potter and Randall Counties)	149,493	21,700	15	Food and kindred products	24	34
				Printing and publishing	14	
				Primary metal industries	13	
Asheville, N.C. ----- (Buncombe County)	130,074	29,600	52	Chemicals and allied products	30	42
				Textiles and textile products	17	
				Apparel	15	
				Nonelectrical machinery	11	
Durham, N.C. ----- (Durham County)	111,995	23,100	44	Tobacco products	46	36
				Textiles and textile products	19	
Lake Charles, La ---- (Calcasieu Parish)	145,475	15,400	38	Petroleum refining and related industries	47	39
				Chemicals and allied products	27	
Lexington, Ky. ----- (Fayette County)	131,906	28,800	34	Nonelectrical machinery	37	37
				Electrical machinery	15	
Monroe, La. ----- (Ouachita Parish)	101,663	14,400	32	Paper and allied products	40	39
				Chemicals and allied products	20	
				Food and kindred products	11	
Tuscaloosa, Ala ----- (Tuscaloosa County)	109,047	15,500	47	Primary metal industries	27	43
				Paper and allied products	20	
				Rubber and rubber products	12	
				Lumber and wood products	12	
				Food and kindred products	10	
Wichita Falls, Tex--- (Archer and Wichita Counties)	129,638	14,800	20	Food and kindred products	28	41
				Nonelectrical machinery	22	
				Apparel	18	
				Printing and publishing	11	

Selected Metropolitan Areas

Amarillo, Tex.

The Amarillo metropolitan area, comprising Potter and Randall Counties, is situated near the center of the Texas Panhandle. According to the 1960 census, the area contained 149,500 inhabitants. Amarillo's location on major rail and highway systems and proximity to petroleum and gas fields are of primary importance to the area's economy. Sparse rainfall prohibits extensive agriculture in the area.

Approximately 21,700 nonsupervisory employees were within the scope of the June 1965 study. The proportion of these in manufacturing, about a sixth, was the smallest among the eight areas. In the nonmanufacturing group, retail trade, the largest single activity in terms of employment in Amarillo, accounted for a third of the employees, while transportation, communication, and public utilities and wholesale trade together employed three-tenths of the work force. It should be noted that railroad transportation, an important segment of Amarillo's industrial complex, was outside the scope of the study.

Earnings

Average straight-time hourly earnings for all nonsupervisory employees were \$1.85 in June of 1965 (table 1). Median earnings, the amount below and above which 50 percent of the employees were found, were \$1.63 an hour, 22 cents less than the mean. A fourth of the employees received less than \$1.29 an hour, and another fourth received \$2.27 or more. Thus, earnings of the middle 50 percent were spread over a 98-cent range.

Manufacturing. Amarillo's manufacturing complex, unlike those in several of the areas included in the survey, is composed of medium and small establishments, which, as a group, are not sufficiently large to influence greatly the wage level or employment structure of the area. Average hourly earnings for nonsupervisory employees in these industries were \$2.05. Fewer than a fifth of the manufacturing employees earned less than \$1.50 an hour, while more than two-fifths earned \$2 an hour or more, and a fourth received at least \$2.50. Two-thirds of those paid \$2 an hour or more were in the primary metal, food processing, and printing and publishing industries, which together employed about half of the manufacturing work force.

Nonmanufacturing. Nonmanufacturing employees accounted for more than four-fifths of the employees included in the survey and averaged \$1.81 an hour. One out of nine nonmanufacturing employees in Amarillo earned less than \$1 an hour during June 1965 and slightly more than a fifth earned less than \$1.25. Of the employees earning less than \$1, more than seven-tenths were in eating and drinking places, hotels and motels, and laundries. A tenth were clustered at or just above \$1.25 an hour. Further up the wage scale, a third of the employees earned at least \$2 an hour, and about a sixth, \$2.50 or more.

Average earnings for employees in retail trade were \$1.55 an hour, 40 cents less than the average for all other nonmanufacturing employees. Almost a fifth of the employees earned less than \$1 an hour, three-fourths of whom were in eating and drinking places. Over a fifth of the employees were in either of two 5-cent wage intervals, \$1.15 to \$1.20 and \$1.25 to \$1.30, in great part reflecting the influence of Federal minimum wage laws applicable to certain retail employees, primarily those in large enterprises. A minimum of \$1.15 was

in effect in June 1965 and \$1.25 was to become effective in September 1965. At the higher levels of the earnings distribution, close to a fifth of the retail trade employees were earning \$2 an hour or more.

Earnings in the transportation, communication, and public utilities industries averaged \$2.25 an hour. Nearly three-fifths of the employees were earning at least \$2 an hour, and more than a fifth had earnings exceeding \$3.

Average hourly earnings in wholesale trade firms were \$1.73. Relatively few employees had either extremely low or high earnings—only 1 in 5 did not earn between \$1.25 and \$2 an hour. Earnings in contract construction, at \$2.66, were the highest in the Amarillo area for a single industry group. (This division contained only 11 percent of the nonmanufacturing employment, however.) Seven-tenths of the employees earned at least \$2 an hour, and over a third earned \$3 or more. Employees in finance, insurance, and real estate industries averaged \$1.85 an hour, the same as that for all employees studied in the area. Earnings for almost two-fifths of the employees were concentrated between \$1.50 to \$2 an hour, while a third earned at least \$2 an hour.

Hours

The average workweek for all nonsupervisory employees during the June 1965 survey period was 41 hours (table 9). Three-tenths of the employees worked a 40-hour week, making this the most common period of work in the area. Nearly a fifth of the employees were working part time (less than 35 hours a week), and close to a fourth had long workweeks (48 hours or more). Both part time and long workweeks were more prevalent in nonmanufacturing than in manufacturing industries.

Manufacturing. Manufacturing employees worked an average of 42 hours during the survey week. Forty hours was the most common workweek, engaging a third of the work force, but the average for all manufacturing employees exceeded this because a fourth had long workweeks while only an eighth had part-time employment.

The distribution of employees by weekly hours varied widely among the major manufacturing industries. For example, a majority of the employees in printing and publishing and primary metals worked 40 hours, while a majority of those in food products and wood products worked longer than 40 hours. Part-time work did not engage more than a sixth of the employees in any of the major manufacturing industries.

Nonmanufacturing. The average workweek in nonmanufacturing industries was 40 hours, 2 hours less than in manufacturing. More employees, nearly three-tenths, were working exactly 40 hours than for any other single period of time. About a fifth were part-time (less than 35 hours) employees, while slightly more than this were on long workweeks (48 hours or more). Although the distribution of hours in nonmanufacturing was similar to that in manufacturing, relatively larger proportions of the former were part time, causing the 2-hour difference between the groups of industries.

Retail trade employees averaged 40 hours of work during the survey week. The length of the most prevalent workweek was also 40 hours, involving a fifth of the employees. Part-time work engaged a fifth of the employees and was especially common in general merchandise, food, and miscellaneous stores and in eating and drinking places. Weeks of at least 48 hours were worked by a fourth of the retail employees; the majority of those with long workweeks were in eating and drinking places, and at automotive dealers and gasoline service stations.

Transportation, communication, and public utilities employees averaged 41 hours a week. One-half of these were on a 40-hour week. Only a tenth of the employees worked part time, about half the proportion working long weeks. Employees in wholesale trade had the longest workweek as a group, 45 hours. Less than a tenth of these employees worked under 35 hours, a fourth worked exactly 40, and close to three-tenths had a workweek of at least 48 hours.

Employees in contract construction averaged 39 hours. Three-tenths were on part-time employment and a fourth had long workweeks. Not quite a fifth worked exactly 40 hours.

In finance, insurance, and real estate, roughly seven-tenths of the employees worked from 35 to 40 hours, inclusive.

Wage Changes

The wage level of nonsupervisory employees in Amarillo advanced 13 cents an hour between June 1961 and June 1965. All but 1 cent of this rise occurred during the 3-year period following June 1962. Changes in the distribution of individual earnings over the 4-year period reflected relatively consistent increases at all pay levels, except the proportion of employees earning less than \$1, which remained at about a tenth. In 1961, nearly three-tenths of the employees earned less than \$1.25 an hour; by 1965, the proportion had dropped to less than a fifth. During this same time, the proportion earning less than \$1.50 declined from 46 to 40 percent. Further up the pay scale, the proportion earning \$2 an hour or more increased from less than three-tenths to more than a third, and the proportion earning at least \$2.50 increased from a seventh to a fifth.

	<u>All industries</u>			<u>Manufacturing</u>			<u>Nonmanufacturing</u>		
	<u>June</u>			<u>June</u>			<u>June</u>		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	11	11	10	(1)	(1)	(1)	12	12	11
Under \$1.05 -----	17	16	13	4	1	(1)	18	19	15
Under \$1.15 -----	21	19	14	9	2	(1)	23	22	17
Under \$1.20 -----	25	24	18	12	7	(1)	27	27	21
Under \$1.25 -----	28	27	19	13	11	(1)	29	30	22
Under \$1.30 -----	34	34	28	18	17	4	36	37	32
Under \$1.50 -----	46	48	40	35	43	18	47	48	43
Under \$2.00 -----	72	70	65	67	69	55	72	70	67
Number of employees (in hundreds) -----	221	235	217	28	32	32	192	202	185
Average hourly earnings--	\$1.72	\$1.73	\$1.85	\$1.77	\$1.80	\$2.05	\$1.71	\$1.71	\$1.81

¹ Less than 0.5 percent.

Manufacturing. Among all industry divisions, earnings in manufacturing increased the most from 1961—28 cents an hour. Sharp changes occurred at all levels of the pay scale, particularly in the middle and upper portions. Abrupt changes at the lower pay levels, where immediate effects of movement in the Federal minimum wage usually are greatest, were also of note. In June 1961, 13 percent of the employees earned less than \$1.25, but the advent of the \$1.15 Federal minimum in September 1961 and the \$1.25 base, 2 years later, served to raise the earnings of all manufacturing employees to a minimum of \$1.25 an hour by June 1965. The new standards did not compress earnings at or a few cents above the minimums. Further up the pay scale, the changes were often acute. By 1965, the proportion earning less than \$1.50 an hour had declined

from more than a third in 1961 to less than a fifth, while the proportion receiving at least \$2 rose from a third to more than two-fifths. In 1961, 1 out of 11 manufacturing employees received \$2.50 an hour or more; 4 years later, 1 out of 4 had earnings at this level.

Nonmanufacturing. Earnings in nonmanufacturing industries increased 10 cents an hour over the 1961 and 1962 level of \$1.71. On the whole, the increases were spread over all levels of pay; however, they varied among the individual industries and were often concentrated at either the lower or higher levels of the earnings distribution.

Average hourly earnings for the lowest paid employees rose somewhat during the 4-year period. The proportion earning less than \$1 an hour did not change from the 1961 level, whereas the proportion paid at least \$1 but less than \$1.25 an hour declined from 17 percent in 1961 to 11 percent in 1965, and there was an attendant rise, from 7 to 10 percent, in the proportion paid between \$1.25 and \$1.30 an hour. This relatively uniform elevation of earnings continued through the upper levels of the array—the proportions of employees earning at least \$2 an hour increased from 28 to 33 percent, and those receiving at least \$2.50, from 15 to 18 percent.

In retail trade, average hourly earnings advanced 7 cents from the 1961 level of \$1.48. Virtually all of the change occurred among employees earning less than \$1.30 an hour. The proportion earning less than \$1 an hour, about a fifth, was the same during all three survey periods, but there was a substantial improvement within this group in the proportions of employees earning less than 75 cents, which declined to about a third of that of 1961. Between 1961 and 1965, the proportions earning less than \$1.15 an hour decreased from two-fifths to less than three-tenths, and those at less than \$1.25 decreased from nearly half to about two-fifths. During the same period, the proportions of employees in the \$1.15 to \$1.20 and \$1.25 to \$1.30 wage intervals doubled, and in June 1965 each contained roughly an eighth of the retail trade employees. Much of the change at the \$1.15 and \$1.25 levels may have been in response to the increments provided in the amendments to the Fair Labor Standards Act, setting a minimum wage in large retail enterprises of \$1, beginning in September 1961, and raising it to \$1.15 beginning in September 1964. A minimum of \$1.25 was to become effective in September 1965. One-third of the retail employees were in establishments subject to the provisions of the FLSA. There was little change towards the higher end of the earnings distribution since 1961. For example, the proportions of retail trade employees earning \$1.30 or more ranged between 45 and 48 percent during all of the surveys.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	21	20	19
Under \$1.05 -----	33	34	25
Under \$1.15 -----	40	41	28
Under \$1.20 -----	46	46	40
Under \$1.25 -----	48	49	41
Under \$1.30 -----	54	55	52
Under \$1.50 -----	65	67	63
Under \$2.00 -----	84	82	82
Number of employees (in hundreds)---	72	80	64
Average hourly earnings -----	\$1.48	\$1.44	\$1.55

Employees in transportation, communication, and public utilities received, on the average, 26 cents an hour more in June 1965 than in June 1961. All but 6 cents of this increase occurred between the 1961 and 1962 surveys. Because of relatively high average earnings in this industry group, the most noticeable changes occurred among those employees in the middle and upper reaches of the pay scale.

A 9-cent increase in wholesale trade earnings occurred between 1961 and 1965, much of which may have been brought about by changes in the Federal minimum wage to the benefit of lower paid employees. At the time of the first study, a tenth of the employees earned less than \$1.15 an hour and close to a fifth earned less than \$1.25. By 1962, virtually all employees earned at least \$1.15, and by 1965 at least \$1.25. The proportion of employees with hourly earnings of less than \$1.50 declined by 7 percentage points in 4 years, but from this level upward in the distribution there was little change.

Among other nonmanufacturing industries, earnings in contract construction advanced 20 cents an hour over the 1961 level. Eighteen cents of this came during the 1-year period following the 1961 survey. Earnings in finance, insurance, and real estate also increased 20 cents an hour; however, all but 2 cents of this change occurred during the 3 years following the 1962 study. Changes in the earnings distribution in these two industry divisions bore little resemblance. Because of the generally high wage structure in contract construction, advances in earnings applied to relatively high-paid employees. In finance, insurance, and real estate, on the other hand, the most notable changes were for employees at the lower pay levels.

	<u>Contract construction</u>			<u>Transportation, communication, and public utilities</u>			<u>Wholesale trade</u>			<u>Finance, insurance, and real estate</u>		
	<u>June</u>			<u>June</u>			<u>June</u>			<u>June</u>		
	1961	1962	1965	1961	1962	1965	1961	1962	1965	1961	1962	1965
Average hourly earnings												
	(Cumulative percent)											
Under \$1.00 -----	(1)	(1)	(1)	3	3	2	(1)	(1)	(1)	1	(1)	(1)
Under \$1.05 -----	1	(1)	(1)	4	3	2	6	(1)	(1)	6	1	(1)
Under \$1.15 -----	1	1	(1)	4	3	2	11	1	(1)	10	1	(1)
Under \$1.20 -----	1	2	(1)	5	5	2	16	11	1	14	11	1
Under \$1.25 -----	1	3	(1)	7	7	2	18	15	1	17	13	1
Under \$1.30 -----	7	7	3	13	11	7	29	25	18	24	27	10
Under \$1.50 -----	13	9	7	25	18	14	46	45	39	38	45	29
Under \$2.00 -----	38	27	30	56	44	41	77	77	77	80	81	66
Number of employees (in hundreds) -----	25	19	21	28	30	30	27	30	25	17	21	15
Average hourly earnings ----	\$2.46	\$2.54	\$2.66	\$1.99	\$2.19	\$2.25	\$1.64	\$1.66	\$1.73	\$1.65	\$1.67	\$1.85

¹ Less than 0.5 percent.

Asheville, N.C.

Asheville is located in the mountainous west central portion of North Carolina, near the Tennessee border. The metropolitan area, which consists of Buncombe County, had a population of 130,000 in 1960. The area has a large concentration of manufacturing industries, and is the center of an important agricultural region that produces and markets poultry, dairy products, and burley tobacco. Because of its scenic location and high elevation, Asheville is also a summer resort. About 29,600 nonsupervisory employees were included in the June 1965 survey. Slightly over half of these were in manufacturing establishments, the largest proportion among the areas studied. Retail trade was the major nonmanufacturing industry, employing about two-fifths of the area's work force in nonmanufacturing.

Earnings

Nonsupervisory employees, as a group, averaged \$1.66 an hour at straight-time rates in June 1965 (table 2). The middle half of the work force earned between \$1.29 and \$1.95, a range of 66 cents. Half of the employees received more and half less than \$1.59, only 7 cents below the average for all employees. Thus, the distribution of earnings in Asheville was relatively symmetrical.

Manufacturing. Employees in manufacturing earned an average of \$1.79 an hour. A twelfth of the employees were concentrated at or just above the \$1.25 Federal minimum wage, a fourth earned less than \$1.50 an hour, and nearly half received less than \$1.75 an hour. Further up the wage scale, over a fourth of the employees earned at least \$2, but less than a tenth earned as much as \$2.50 an hour.

The chemicals and allied products industry, which employed three-tenths of the manufacturing work force, accounted for three-fifths of the employees earning \$2 an hour or more. At the other end of the pay scale, apparel plants, with less than a sixth of the employees, included nearly three-fifths of those paid less than \$1.30 and almost two-fifths of those earning less than \$1.50 an hour. Contributing to the relative symmetry of the area's wage structure were the distributions of earnings in the textiles and machinery industries, which employed nearly three-tenths of the total manufacturing complement. In each, somewhat more than half of the employees earned between \$1.50 and \$2 an hour.

Nonmanufacturing. In nonmanufacturing, employees included in the 1965 study averaged \$1.51 an hour, 28 cents less than the average in manufacturing. Differences in the distribution of earnings between nonmanufacturing and manufacturing employees were more pronounced at the lower than at the upper end of the pay scale. A sixth of the nonmanufacturing employees were paid less than \$1 and nearly a third received less than \$1.25 an hour, while almost all of those in manufacturing received at least \$1.25. Three-fifths of the nonmanufacturing employees earned less than \$1.50, which was more than twice the proportion of those in manufacturing at this level. The differences narrowed towards the higher end of the wage scale. A fifth of the nonmanufacturing employees received at least \$2 an hour, only 8 percentage points below the proportion in manufacturing, and about a twelfth in each group earned \$2.50 an hour or more. Three-fourths of the nonmanufacturing employees earning less than \$1 an hour were in eating and drinking places, hotels and motels, laundries and dry cleaning plants, and medical services establishments, which as a group, accounted for slightly over a fifth of the total nonmanufacturing employment.

Average hourly earnings in retail trade were \$1.32. About 3,000 retail trade employees (roughly half the industry's work force) earned less than \$1.25 and accounted for nearly two-thirds of all employees with such earnings. About a tenth of the employees were clustered at each of two 5-cent wage intervals, \$1.15 to \$1.20 and \$1.25 to \$1.30. More than three-fifths of those in the former interval and close to half of those at the latter were in establishments which were generally subject to the provisions of the FLSA and which employed only three-tenths of the retail work force. These concentrations reflect, at least in part, the influence of the existing level and impending increase in the Federal minimum wage applicable to retail establishments covered by the act. Further up the pay scale, nearly three-tenths of the retail employees earned at least \$1.50 an hour, but relatively few, a tenth, earned \$2 or more.

In contract construction, which employed a seventh of the nonmanufacturing employees, average earnings came to \$1.85 an hour. Virtually none of the employees earned less than \$1.25 an hour; however, a fourth were at or less than 5 cents above this pay level. Two-fifths of the employees received \$2 an hour or more, and a sixth earned at least \$2.50.

An eighth of the nonmanufacturing employees were in transportation, communication, and public utilities industries, where average earnings were \$1.99 an hour, more than any other nonmanufacturing industry division. Two-fifths of the employees earned more than the average and nearly a fourth received at least \$2.50 an hour.

The earnings level of \$1.51 an hour in wholesale trade, which employed fewer than a tenth of the nonmanufacturing work force, was the same as that for all nonmanufacturing employees. Three-fifths of the employees were distributed within a 25-cents-an-hour range, \$1.25 to \$1.50. More than a third earned between \$1.25 and \$1.30 an hour, accounting for nearly a fourth of all nonmanufacturing employees with such earnings. Relatively few employees earned more than \$2 an hour.

Hours

Nonsupervisory employees worked an average of 40 hours a week at the time of the survey (table 10). A third of the employees worked exactly 40 hours, making this the most common workweek at the time. A fifth of the employees worked long weeks of 48 hours or more, and slightly fewer, a sixth, were on part-time employment (less than 35 hours).

Manufacturing. In manufacturing, employees averaged 41 hours of work during the survey week. The most prevalent period of employment, exactly 40 hours, was worked by about two-fifths of the employees. A long workweek was second most common, engaging nearly a fifth of the manufacturing work force, while part-time work prevailed for an eighth. A 40-hour week predominated in most of the major manufacturing industries, but the incidence of part time and long workweeks varied widely. In the chemical and machinery plants, for example, only a twelfth of the employees worked less than 35 hours, but nearly a fourth of those in apparel plants had such hours. Few apparel employees, on the other hand, worked as long as 48 hours, but workweeks of at least this duration were common among a third of the food processing, textiles, and machinery employees.

Nonmanufacturing. The average length of the nonmanufacturing workweek was 40 hours. Although this was only 1 hour less than the average in manufacturing, the distribution of weekly hours for nonmanufacturing employees differed substantially from that in manufacturing. Close to a fifth of the nonmanufacturing

employees worked less than 35 hours during the June survey week, a fourth worked exactly 40 hours, and about the same proportion had a workweek lasting 48 hours or longer. The relatively even distribution of employees among part time, standard, and long workweeks is attributable in great part to the wide variety of industries that the nonmanufacturing industry group comprises.

Whereas average weekly hours for retail employees came to 40, only 16 percent had weeks of exactly this duration. Slightly more, 17 percent, worked 48 hours, making this the most common single workweek among employees in retail trade. A fifth of the employees worked a week of less than 35 hours, while an eighth of the retail work force worked 48 hours or more.

Contract construction employees worked 38 hours, on the average, during the survey week. Over two-fifths worked less than 40 hours, and about half of these were concentrated between 15 and 35 hours. About a fourth of the construction employees, however, worked 40 hours during the survey week, and about a sixth worked at least 48 hours.

Half of the transportation, communication, and public utilities employees were working 40 hours during the survey week, 1 hour less than the average for all employees in this industry division. The proportions working less than 35, and 48 hours or more were relatively small—a ninth and a sixth, respectively.

In wholesale trade, the average week of 42 hours was longer than in any of the other industry divisions. About three-tenths of the employees worked 40 hours, and nearly a fourth worked at least 48 hours. A week of less than 35 hours prevailed for only 1 of 9 wholesale employees.

Wage Changes

Between June of 1961 and 1965, the area pay level advanced 20 cents an hour; 18 cents of the increase occurred during the 3-year period following the June 1962 survey. During the 4 years, the proportions of employees paid less than \$1 an hour declined from 14 to 8 percent, those earning less than \$1.15 declined from 29 to 12 percent, and those paid less than \$1.25 declined from 37 to 16 percent. At the same time, the proportion of employees earning \$1.30 or more went from 56 to 73 percent. At the higher earnings levels, the proportions paid at least \$2 an hour increased from 15 to 23 percent. Above this pay level, the improvement diminished until at \$2.50 an hour, the difference between 1961 and 1965 was only 3 percentage points.

	All industries			Manufacturing			Nonmanufacturing		
	June			June			June		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	14	11	8	1	1	(¹)	27	21	16
Under \$1.05 -----	24	15	10	10	2	(¹)	39	31	21
Under \$1.15 -----	29	12	12	14	2	1	45	37	24
Under \$1.20 -----	33	30	14	19	15	1	49	47	29
Under \$1.25 -----	37	34	16	23	19	1	52	51	32
Under \$1.30 -----	44	39	27	32	24	9	57	57	46
Under \$1.50 -----	58	58	43	52	48	26	64	68	61
Under \$2.00 -----	85	85	77	90	86	73	81	84	81
Number of employees (in hundreds) -----	251	273	296	130	144	155	121	129	141
Average hourly earnings --	\$1.46	\$1.48	\$1.66	\$1.52	\$1.58	\$1.79	\$1.39	\$1.37	\$1.51

¹ Less than 0.5 percent.

Manufacturing. Earnings in manufacturing advanced 27 cents an hour from 1961, 7 cents more than for all industries combined. This relatively large increase reflects changes, especially at the lower levels, in the distribution of employee earnings. Between June 1961, when 23 percent of the employees earned less than \$1.25, and June 1962, during which time the \$1.15 Federal minimum wage became effective, the proportion receiving less than the latter amount declined from 14 to 2 percent. Between 1962 and 1965, during which time the \$1.25 minimum became law, the proportion earning less than the new standard decreased from 19 to 1 percent. Thus, over a 4-year period, average hourly earnings of nearly a fourth of the manufacturing employees rose from some point below \$1.25 an hour to at least that amount. During the same span of time, employees earning \$1.50 or more an hour increased from half to nearly three-fourths, while those earning at least \$2 an hour rose from a tenth to a fourth. A proportion of these advances can be attributed to four rounds of "across-the-board" increases granted by southern textile industry employers between June 1961 and June 1965, affecting many employees in plants in Asheville. The amounts of the increases, which covered both wages and fringe benefits, varied by plant but were approximately 5 percent each. They became effective around February 1962, November 1963, September 1964, and beginning in June of 1965.²

Nonmanufacturing. Earnings in nonmanufacturing industries increased 12 cents an hour since 1961. Greater increases were registered by employees at the lower and middle levels of the earnings distribution than at the higher levels. The proportions earning at least \$1 an hour increased from 73 to 84 percent, those earning \$1.15 or more from 55 to 76 percent, and those earning at least \$1.25 from 48 to 68 percent. Employees earning at least \$1.50 an hour, however, showed a proportionate improvement of only 3 percentage points after 4 years, and there was only a slight change further up the wage scale.

Retail trade earnings advanced 5 cents over the level recorded in June 1961 and 12 cents over the June 1962 average. Most of the increase in earnings benefited employees at the lower pay levels. In 1961 and 1962, over half the

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	35	28	22
Under \$1.05 -----	47	45	29
Under \$1.15 -----	52	57	35
Under \$1.20 -----	57	63	46
Under \$1.25 -----	61	67	50
Under \$1.30 -----	66	71	60
Under \$1.50 -----	75	84	72
Under \$2.00 -----	89	93	91
Number of employees (in hundreds) ---	54	55	59
Average hourly earnings -----	\$1.27	\$1.20	\$1.32

² Current Wage Development (BLS Report Nos. 171, Mar. 1, 1962; 191, Nov. 1, 1963; 201, Sept. 1, 1964; and 210, June 1, 1965).

employees earned less than \$1.15 an hour; in 1965, the proportion declined to about a third. Similarly, while three-fifths to two-thirds of the employees earned less than \$1.25 in the earlier surveys, the proportion had been reduced to one-half in 1965. Many of these employees, either in direct response to or through the indirect influence of the 1961 amendments to the FLSA, presumably moved from lower wage levels into the \$1.15 to \$1.20 and \$1.25 to \$1.30 intervals, for the proportions in each were about a tenth in June 1965, double the amount in 1961 and 1962. Toward the higher levels of the pay scale, wage changes were relatively small. The proportions earning at least \$1.50 and at least \$2 differed by no more than 3 percentage points from the 1961 levels.

The average wage level advanced 12 cents in contract construction, and 14 cents in transportation, communication, and public utilities, between 1961 and 1965. In both groups, lower paid employees had the most noticeable changes in earnings. In each of the industries about a fourth of the employees earned less than \$1.25 in June 1961, but virtually all were at this level or higher in 1965. Although there was no significant change in earnings at the middle of the earnings distribution, the proportion of contract construction employees earning at least \$2.50 increased from a ninth to a sixth, and public utilities employees earning \$3 an hour or more increased from a twentieth to a sixth.

The sharpest increase in the area occurred among the lower paid wholesale trade employees. In June 1961, all employees earned at least \$1 an hour but a fourth were concentrated between \$1 and \$1.05 an hour, two-fifths had earnings of less than \$1.15, and nearly half received less than \$1.25. By 1962, virtually all employees earned at least \$1.15 but a fourth were concentrated between \$1.15 and \$1.20 although the proportion earning less than \$1.25 had been reduced to below two-fifths. Three years later all but 4 percent of the wholesale trade employees earned \$1.25 an hour or more but a third were grouped between \$1.25 and \$1.30. Since there was little change over the 4 years in the proportion earning \$1.50 or more, there was a decided compression of employees earning between \$1.25 to \$1.50.

	Contract construction			Transportation, communication, and public utilities			Wholesale trade		
	June			June			June		
	1961	1962	1965	1961	1962	1965	1961	1962	1965
Average hourly earnings									
	(Cumulative percent)								
Under \$1.00 -----	(1)	(1)	(1)	7	1	1	(1)	(1)	(1)
Under \$1.05 -----	16	3	1	15	4	1	26	1	(1)
Under \$1.15 -----	21	5	1	20	5	2	40	1	1
Under \$1.20 -----	25	19	1	23	14	2	42	26	2
Under \$1.25 -----	27	21	1	25	18	3	48	37	4
Under \$1.30 -----	36	29	26	29	28	17	57	48	40
Under \$1.50 -----	42	37	41	35	38	32	64	68	62
Under \$2.00 -----	56	62	59	60	64	58	86	88	87
Number of employees (in hundreds) -----	15	16	19	11	13	17	12	12	13
Average hourly earnings ----	\$1.73	\$1.78	\$1.85	\$1.85	\$1.82	\$1.99	\$1.43	\$1.47	\$1.51

¹ Less than 0.5 percent.

Durham, N.C.

The Durham metropolitan area lies in north central North Carolina and is noted for tobacco and textile products. Durham is also a loose leaf tobacco market and the site of Duke University. In 1960, the metropolitan area, which is coextensive with Durham County, had a population of 112,000. Over 23,000 nonsupervisory employees were within the scope of the survey conducted in June 1965. Manufacturing industries accounted for more than two-fifths of the employment, two-thirds of this in tobacco products plants and textile mills. Retail trade dominated the nonmanufacturing group, employing more than a third of the work force. This proportion was about double that of the next largest nonmanufacturing industry.

Earnings

Average straight-time hourly earnings of all nonsupervisory employees were \$1.83 in June 1965 (table 3). The median pay rate was \$1.73 an hour. Earnings of the middle half of the work force extended from \$1.29 to \$2.33 an hour.

Manufacturing. Manufacturing employees averaged \$2.16 an hour. Relatively few employees were at the lower pay levels—all but a sixth were earning at least \$1.50 an hour. Almost half of the lower paid employees were in the food processing and textile industries. Further up the pay scale, about three-fifths of the manufacturing work force earned \$2 or more and a fourth received at least \$2.50 an hour. The tobacco products industry, which contained less than half of the manufacturing employment, accounted for three-fourths of those earning \$2 or more, and over four-fifths of those earning at least \$2.50 an hour.

Nonmanufacturing. Average earnings in nonmanufacturing industries at \$1.58 an hour were 58 cents lower than in manufacturing. Much of the disparity in earnings levels between the two groups reflects the greater concentrations of nonmanufacturing rather than of manufacturing employees at the lower pay levels. For example, nearly three-tenths of the nonmanufacturing employees earned less than \$1.25 an hour while all but 2 percent of those in manufacturing earned at least that amount. Similarly, nearly a fourth of the nonmanufacturing employees earned \$2 or more an hour but this was only about two-fifths of the proportion of manufacturing employees with such earnings. Moreover, a seventh of the nonmanufacturing employees received less than \$1 an hour, most of whom were employed in eating and drinking places, hotels and motels, and laundries. An eighth of the employees received between \$1.25 and \$1.30 which was about double the manufacturing proportion at this level.

Earnings in retail trade averaged \$1.36 an hour; however, three-fifths of the employees received less than this amount, and a fifth earned less than \$1 an hour. Only a seventh of the employees earned as much as \$2 an hour. Roughly an eighth of the retail employees were clustered at each of two pay intervals—\$1.15 to \$1.20 and \$1.25 to \$1.30. The \$1.15 rate was the Federal minimum wage applicable to most employees in large retail organizations at the time of the survey, while \$1.25 was the Federal minimum wage that was to become obligatory in September 1965 for such employees, 3 months after the survey period.

Average hourly earnings in the contract construction and finance, insurance, and real estate industries, which together employed close to three-tenths of the nonmanufacturing work force, varied by only 1 cent, amounting to \$1.83 and \$1.82 respectively, but the distribution of individual employee earnings differed substantially. A fifth of the contract construction employees concentrated at or just above \$1.25, and two-fifths earned less than \$1.50 an hour. At the higher

pay levels, two-fifths earned at least \$2, and another fifth earned \$2.50 an hour or more. In finance, insurance, and real estate establishments there was no significant clustering of employment about the \$1.25 Federal minimum wage, and fewer than a fourth earned under \$1.50 an hour; on the other hand, fewer than a tenth received \$2.50 or more.

Transportation, communication, and public utilities employees averaged \$2.03 an hour. Three-fourths of the employees in this industry division, which accounted for an eighth of the nonmanufacturing employment, earned at least \$1.50 an hour, over two-fifths at least \$2, and nearly a fourth \$2.50 or more.

Hours

The combined workweeks of all nonsupervisory employees came to an average of 38 hours (table 11). Durham was the only area among the eight studied with an average workweek of less than 40 hours. Although more than half of the work force was employed 40 hours or longer during the survey week, a substantial segment—close to three-tenths worked less than 35 hours, lowering the average length of the workweek.

Manufacturing. The average workweek in manufacturing was 39 hours. One-third of the employees worked less than 35 hours, three-tenths were on a 40-hour week, and a sixth worked at least 48 hours. Nearly four-fifths of those working less than 35 hours were in the tobacco products industry, traceable to a large group of cigarette plant employees who worked 32 hours during the survey week. Two-fifths of the employees working 48 hours or more were in the textile industry.

Nonmanufacturing. Employees in nonmanufacturing worked an average of 38 hours during the survey week, the same as the all-employee average. The weekly hours were more evenly distributed than in manufacturing. A fourth of the employees worked less than 35 hours, a fifth exactly 40 hours (the most common single workweek), and almost a fifth worked at least 48 hours. Part-time employment was prevalent in contract construction, retail trade, and service industries, while long weeks were common only in retail trade and services.

Retail trade employees also averaged a 38-hour week. About three-fifths of the employees were either working part time (less than 35 hours) or had long workweeks (48 hours or more).

In contract construction, where weather conditions and fluctuating demands for labor tend to influence the length of the workweek more so than in most other industries, average weekly hours came to 35. Close to two-fifths of the employees worked less than 35 hours. A substantial proportion, a fifth, of the contract construction employees worked 40 hours, but the proportion working more than 48 hours was less than a tenth.

The average workweek among transportation, communication, and public utilities employees was 42 hours. Over half the employees were on a 40-hour week, and fewer than a tenth worked part time. A seventh worked 48 hours or more.

Employees in finance, insurance, and real estate businesses had a workweek of 37 hours on the average. About half worked between 35 and 38 hours and over four-fifths less than 40 hours.

Wage Changes

The wage level of nonsupervisory employees in Durham rose 18 cents an hour between June 1961 and June 1965. Seven cents of this rise occurred during the 1-year period following the first survey, and 11 cents occurred over the next 3 years. The increase affected employees throughout the pay scale, although the magnitude of change varied by industry division. The proportion of employees earning less than \$1.25 an hour declined from more than a fourth in 1961 to a sixth in 1965 although the proportion paid less than \$1 remained close to a tenth. Earnings also advanced for employees further up the pay scale. For example, the proportion receiving at least \$2 an hour increased from three-tenths to two-fifths.

	<u>All industries</u>			<u>Manufacturing</u>			<u>Nonmanufacturing</u>		
	June			June			June		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	10	9	8	1	1	1	18	15	14
Under \$1.05 -----	18	14	11	5	2	1	30	25	19
Under \$1.15 -----	22	18	12	8	3	1	35	31	21
Under \$1.20 -----	25	27	15	10	11	2	38	39	26
Under \$1.25 -----	27	29	16	12	13	2	41	42	28
Under \$1.30 -----	32	33	26	14	15	8	48	48	41
Under \$1.50 -----	44	44	38	27	27	17	59	59	54
Under \$2.00 -----	71	66	60	58	51	39	82	79	77
Number of employees (in hundreds) -----	225	246	231	106	113	102	119	133	130
Average hourly earnings--	\$1.65	\$1.72	\$1.83	\$1.85	\$1.93	\$2.16	\$1.47	\$1.53	\$1.58

Manufacturing. Earnings in manufacturing industries increased 31 cents an hour in 4 years. Raising the Federal minimum wage for most manufacturing employees from \$1 to \$1.25 between 1961 and 1965, raised the earnings of employees paid less than \$1.25 to at least that level. However, even in 1961 when the lower standard was in effect, only an eighth of the employees earned less than \$1.25 an hour. Changes higher in the earnings distribution were more significant. Earnings of \$2 an hour or more were received by slightly over two-fifths of the employees in 1961, but by 1965 the proportion had risen to three-fifths. Even more pronounced was the change in the proportion earning at least \$2.50, which rose from a twelfth in 1961 to more than a fourth in 1965. A portion of these changes may be attributed to two general wage increases in the tobacco industry, one of 7½ percent in October 1961, and one of 8¼ percent in November 1964.³

Nonmanufacturing. The level of earnings in nonmanufacturing industries increased 11 cents an hour since the June 1961 survey. Improvements occurred at all pay levels, but they were most striking at the lower intervals. Although there was little change in the proportion paid less than \$1 an hour, the distribution between \$1 and \$1.25 changed sharply. For example, the proportion earning less than \$1.15 an hour declined from more than a third to a fifth, while the proportion paid less than \$1.25 went from two-fifths to about a fourth. Most of this change took place between June 1962 and June 1965, coinciding with the minimum wage movement from \$1—effective at the time of the 1961 study for certain nonmanufacturing employees—to \$1.15 and \$1.25. Further up the wage scale, the changes were less pronounced. The proportion earning \$2 or more, for example, increased from nearly a fifth to about a fourth.

³ Current Wage Developments (BLS Report Nos. 168, Dec. 1, 1961; and 204, Dec. 1, 1964).

The level of earnings in retail trade fluctuated but did not change substantially over 4 years—a 4-cent decline between 1961 and 1962 was almost entirely offset by a 3-cent increase between 1962 and 1965. There was a decided improvement in earnings at the lower levels of the distribution. The proportion earning less than \$1.25 an hour was the same in 1965 as in 1961, but a gradual rise in earnings occurred within this group. The proportion earning less than \$1 an hour, 28 percent in 1961, decreased to 21 percent, and the proportion earning less than \$1.15 declined from 42 to 31 percent. During this time, the proportion earning \$1 to \$1.05 an hour did not change, but those receiving between \$1.15 and \$1.20 an hour increased from 3 to 12 percent. These movements can be attributed to the influence of changes since 1961 in the Federal minimum wage which in 1964 stipulated at least a \$1.15 rate for many nonsupervisory employees in large retail establishments. (At the time of the 1965 survey, one-third of the retail trade employees were in establishments subject to Federal minimum wage legislation.) At other levels of the earnings distribution, as noted in the accompanying table, there was little change.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00-----	28	23	21
Under \$1.05-----	36	43	28
Under \$1.15-----	42	51	31
Under \$1.20-----	45	55	43
Under \$1.25-----	47	58	46
Under \$1.30-----	54	63	59
Under \$1.50-----	66	75	71
Under \$2.00-----	85	89	86
Number of employees (in hundreds) ----	40	45	46
Average hourly earnings-----	\$1.37	\$1.33	\$1.36

In three industry divisions, the increase in employee earnings between 1961 and 1965 was greater than that for all nonmanufacturing employees. The advance in the finance, insurance, and real estate group was 25 cents an hour; in transportation, communication, and public utilities, 24 cents an hour; and in contract construction, 18 cents. In all three, the greatest change occurred among employees paid less than \$1.25 an hour, the proportions of whom ranged from a fourth to three-tenths in 1961, and declined to no greater than a twelfth in 1965.

Average hourly earnings	Contract construction			Transportation, communication, and public utilities			Finance, insurance, and real estate		
	June			June			June		
	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00-----	(¹)	1	(¹)	6	1	2	4	1	2
Under \$1.05-----	22	7	4	8	1	3	9	7	2
Under \$1.15-----	28	10	4	14	3	4	15	11	2
Under \$1.20-----	29	25	8	19	18	5	22	19	3
Under \$1.25-----	30	27	8	25	20	5	28	22	3
Under \$1.30-----	42	37	28	32	25	10	36	29	8
Under \$1.50-----	46	44	41	39	36	24	52	48	23
Under \$2.00-----	73	69	60	67	64	59	82	76	69
Number of employees (in hundreds) -----	25	25	23	12	14	16	12	15	13
Average hourly earnings-----	\$1.65	\$1.71	\$1.83	\$1.79	\$1.86	\$2.03	\$1.57	\$1.69	\$1.82

¹ Less than 0.5 percent.

At other points in the wage scale, the changes were more varied. The proportion of finance employees earning less than \$1.50 an hour declined from about a half to a fourth, while those earning \$2 or more increased from a sixth to three-tenths. Transportation employees earning less than \$1.50 decreased from nearly two-fifths to a fourth, while those with earnings of \$2 or more rose from a third to two-fifths. The decline from 46 percent to 41 percent in the proportion of contract construction employees earning less than \$1.50 was relatively small, but the proportion receiving at least \$2 increased from about a fourth in 1961 to two-fifths.

Lake Charles, La.

The Lake Charles metropolitan area, comprising Calcasieu Parish, is situated in southwestern Louisiana bordering on Texas, and in 1960 contained a population of 145,500. Although located inland, Lake Charles, through the use of a deepwater channel to the Gulf of Mexico, functions as a shipping center for the rice, cotton, oil and petrochemical products produced in the area. About 15,400 nonsupervisory employees were within scope of the June 1965 survey. Close to two-fifths of these were in manufacturing industries. Nearly two-fifths of the employees in nonmanufacturing were in retail trade.

Earnings

Nonsupervisory employees averaged \$2.22 an hour in June 1965 and, as a group, were the highest paid among the eight areas studied (table 4). Median earnings, the amount above and below which half the employees lie, came to \$2.05 an hour. A fourth of the employees earned \$1.30 or less and a fourth earned in excess of \$3.33 an hour.

Manufacturing. Employees in manufacturing received an average of \$2.93 an hour, 71 cents more than the all-industry average. All but a sixth of the employees earned at least \$2 an hour and nearly three-fifths had earnings of \$3 or more. The relatively high-paying petroleum refining and petrochemical industries employed three-fourths of the area's manufacturing work force but less than three-tenths of total area employment. Yet, employees in these two industries accounted for virtually all of the manufacturing employees and close to two-thirds of those in the area as a whole who earned \$2.50 an hour or more.

Nonmanufacturing. The average wage level in nonmanufacturing industries, \$1.79, was \$1.14 an hour less than the average in manufacturing, but only 4 cents below that of the leading metropolitan area studied. Thus, the wide spread in average earnings between the two groups of industries can be largely attributed to a relatively high earnings level in manufacturing. A sixth of the nonmanufacturing employees earned less than \$1 an hour. Eating and drinking places, hotels and motels, and laundries accounted for an eighth of the nonmanufacturing employment, but for three-fifths of those at this earnings level. Three-tenths of the employees in nonmanufacturing earned less than \$1.25 an hour and half received less than \$1.50. On the other hand, nearly a third of the employees had earnings of \$2 an hour or more.

Retail trade earnings came to \$1.35 an hour, 44 cents below the average for all nonmanufacturing industries. Close to a fourth of the employees received less than \$1, half earned less than \$1.25, and two-thirds received less than \$1.50 an hour. Although retail trade accounted for slightly less than two-fifths of the nonmanufacturing employment, it contained more than three-fifths of the nonmanufacturing employees paid less than \$1.25 an hour. An eighth of the employees were clustered at or near the \$1.15 Federal minimum wage applicable during the survey to most employees in large retail enterprises. Relatively few employees, an eighth, earned as much as \$2 an hour.

Average hourly earnings in the finance, insurance, and real estate industry, and in wholesale trade, which together employed 1 out of 7 nonmanufacturing employees, were \$1.57 and \$1.67, respectively. An eighth of the finance employees earned less than \$1.25 and about half earned less than \$1.50 an hour. A sixth of the employees earned \$2 an hour or more. In wholesale trade, few employees received less than \$1.25 an hour, but nearly a fifth were concentrated at or just above this level. A fourth of the wholesale employees were earning at least \$2 an hour.

Most of the higher paid nonmanufacturing employees were in the contract construction and transportation, communication, and public utilities industries, where employee earnings reached respective averages of \$2.92 and \$2.35 an hour. These industries, as a group, accounted for one-third of the nonmanufacturing employees, but for two-thirds of those earning more than \$2 an hour. Nearly three-fourths of the contract construction employees received at least \$2 an hour and close to half earned \$3 or more. There was a larger concentration of employees in lower pay intervals in transportation, communication, and public utilities. About a fourth in this second group earned less than \$1.50, but more than three-fifths received at least \$2 an hour and three-tenths earned at least \$3 an hour.

Hours

During the June 1965 survey, the average workweek in Lake Charles was 41 hours (table 12). The most common workweek, 40 hours, engaged two-fifths of the area's nonsupervisory employees. Only about a seventh of the employees were working part time (less than 35 hours a week), while a larger portion, more than a fifth, had long workweeks (48 hours or more).

Manufacturing. Manufacturing employees worked an average of 42 hours a week. Over half of the employees worked exactly 40 hours and a sixth worked 48 hours or more. Only 5 percent of the employees worked part time. The distribution of weekly hours in the major industries, oil refining and petrochemical products, was similar to the all-industry scale, except that 40-hour weeks were more prevalent—three-fifths of the employees had such hours.

Nonmanufacturing. Employees in nonmanufacturing worked an average of 40 hours during the June survey week. In contrast to manufacturing, the distribution of weekly hours was more evenly spread throughout the scale. Nearly a fifth of the employees, for example, worked part time and more than a fourth had long workweeks, while only about a third were on a 40-hour week.

The distribution of weekly hours in retail trade, where the average was also 40 hours, was similar to that for all nonmanufacturing industries except that slightly fewer, a fourth, worked exactly 40 hours and slightly more, three-tenths, had long workweeks.

Contract construction employees worked 40 hours a week, on the average. Nearly three-tenths of the employees worked less than 35 hours a week, a like proportion was employed exactly 40 hours, and a fourth worked at least 48 hours.

Hours of work in transportation, communication, and public utilities establishments varied widely by individual industry, but averaged out to 39 hours. About a fourth of the employees worked part time and a sixth worked long hours, but a workweek of 40 hours engaged half of the employees.

Employees in wholesale trade had a longer average workweek, 44 hours, than those in the other industry divisions. While two-fifths of the employees worked exactly 40 hours, a relatively high proportion, three-tenths, worked 48 hours or more, and only a twelfth worked less than 35 hours.

The average workweek in finance, insurance, and real estate was also 40 hours. Two-fifths of the employees were on a 40-hour week, and about a fifth were employed between 35 and 39 hours. Only a tenth of the employees worked less than 35 hours, but this was about twice the proportion having a long workweek.

Wage Changes

Earnings of nonsupervisory employees in Lake Charles increased 17 cents an hour between June 1961 and June 1965. The advance in wages, which was evident throughout the pay scale, was greater at certain pay levels than at others. For example, the proportion earning less than \$1.25 an hour declined from 27 percent to 19 percent, but the proportion earning less than \$1.50 an hour decreased by only 3 percentage points—from 37 to 34 percent. Further up the pay scale, the proportion receiving at least \$2 an hour increased only slightly, from 49 to 51 percent, while the increase in those receiving at least \$3 an hour was greater, from 23 to 31 percent. The changes in the earnings distribution were more evident at the lower and upper pay levels than in the middle reaches. This pattern can be attributed to differences in the movement of earnings in the manufacturing and nonmanufacturing industry groups. With relatively few employees earning less than \$2 an hour, manufacturing increases were necessarily confined to the upper pay levels, whereas, in nonmanufacturing little or no change occurred beyond the \$1.25 level.

	<u>All industries</u>			<u>Manufacturing</u>			<u>Nonmanufacturing</u>		
	<u>June</u>	<u>June</u>	<u>June</u>	<u>June</u>	<u>June</u>	<u>June</u>	<u>June</u>	<u>June</u>	
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	12	9	10	(1)	(1)	(1)	18	13	17
Under \$1.05 -----	18	13	12	3	1	(1)	25	19	20
Under \$1.15 -----	23	16	14	6	4	(1)	31	23	22
Under \$1.20 -----	25	22	17	7	7	(1)	33	29	28
Under \$1.25 -----	27	23	19	7	8	(1)	36	31	30
Under \$1.30 -----	30	27	25	10	10	7	39	37	37
Under \$1.50 -----	37	34	34	13	12	9	49	46	49
Under \$2.00 -----	51	47	49	19	16	17	66	63	68
Number of employees (in hundreds) -----	184	188	154	58	65	59	126	123	95
Average hourly earnings --	\$2.05	\$2.15	\$2.22	\$2.67	\$2.69	\$2.93	\$1.77	\$1.87	\$1.79

¹ Less than 0.5 percent.

Manufacturing. In 1965, earnings in manufacturing industries were 26 cents an hour above the 1961 level. All but 2 cents of this increase occurred during the 3 years following the 1962 study. Because of the dominance of high-paying industry in the area, changes in the Federal minimum wage exerted little influence on the earnings of the manufacturing work force, of whom only 7 percent earned less than \$1.25 in 1961. At the upper pay levels, however, significant changes took place over the 4-year period. Two-thirds of the employees were earning \$2.50 an hour or more in 1961, but by 1965 the proportion had grown to three-fourths. Similarly, the proportion earning at least \$3 an hour expanded from fewer than half in 1961 to nearly three-fifths by 1965.

Nonmanufacturing. Changes in nonmanufacturing earnings varied widely by industry, though the overall increase between 1961 and 1965 was only 2 cents an hour. Lower paid employees benefited more than those at the middle and upper levels of the earnings distribution. The proportions earning less than \$1.15 and \$1.25 an hour decreased by 9 and 6 percentage points during the 4-year period, but there was little or no change elsewhere in the earnings distribution since 1961.

Retail trade earnings rose 7 cents since 1961, primarily reflecting increased earnings of employees at the lower pay levels, especially those below the Federal minimum wage established in September 1961 for employees of most large retail enterprises. In June 1961, prior to the effective date of the minimum wage, about a third of the employees earned less than \$1 an hour and over half earned less than \$1.15. By June 1962, when a \$1 minimum wage was applicable for about half of the Lake Charles retail employees, the proportions earning less than \$1 and less than \$1.15 declined to a fourth and two-fifths, respectively. In June 1965, the proportion earning less than \$1 was the same, but only a third had earnings below \$1.15, the Federal minimum wage then applicable in large retail operations. As a result of these changes, the proportion of employees earning at least \$1.15 an hour rose from less than half in 1961 to more than two-thirds in 1965. The elevation of earnings at the lower pay intervals reached the \$1.25 point before leveling (\$1.25 was to become the Federal minimum wage for covered employees in September 1965, 3 months after the survey period). Wage changes were relatively small at other points along the wage scale.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	34	23	23
Under \$1.05 -----	47	34	29
Under \$1.15 -----	55	42	32
Under \$1.20 -----	57	45	44
Under \$1.25 -----	60	46	48
Under \$1.30 -----	62	52	55
Under \$1.50 -----	73	62	68
Under \$2.00 -----	86	80	88
Number of employees (in hundreds) ---	50	43	37
Average hourly earnings -----	\$1.28	\$1.50	\$1.35

The wage level advanced 23 cents an hour in contract construction and 30 cents in transportation, communication, and public utilities. Because of generally high wages prevailing in these industry groups, most of the change affected employees at the upper levels of the distribution. In contract construction there was hardly any change in the proportions earning less than \$3 an

hour, for example. Although the proportion of transportation, communication, and public utilities employees receiving less than \$1.25 an hour declined from 18 to 5 percent, the sharpest change occurred in the proportions earning at least \$3 an hour, which rose from 7 to 29 percent.

Wholesale trade earnings rose 17 cents between 1961 and 1965. The sharpest change over the 4 years was among employees at the lower pay levels, although higher paid employees also experienced an increase. In 1961, 36 percent of the employees earned less than \$1.25 an hour; by 1965, the proportion was only 3 percent. At the same time, the proportion in the \$1.25 to \$1.30 wage interval increased from 6 to 19 percent. Most wholesale trade employees are in firms subject to provisions of the FLSA. Further up the wage scale, the proportion earning \$2 an hour or more advanced from 14 to 24 percent.

	<u>Contract construction</u>			<u>Transportation, communication, and public utilities</u>			<u>Wholesale trade</u>			<u>Finance, insurance, and real estate</u>		
	<u>June</u>			<u>June</u>			<u>June</u>			<u>June</u>		
	1961	1962	1965	1961	1962	1965	1961	1962	1965	1961	1962	1965
Average hourly earnings												
	(Cumulative percent)											
Under \$1.00 -----	(1)	(1)	3	3	1	2	1	1	(1)	4	7	5
Under \$1.05 -----	1	2	3	12	3	3	11	4	(1)	7	11	5
Under \$1.15 -----	1	2	3	14	4	3	29	4	(1)	14	15	9
Under \$1.20 -----	3	7	3	17	11	4	32	23	3	19	20	12
Under \$1.25 -----	4	8	4	18	12	5	36	34	3	20	21	13
Under \$1.30 -----	6	13	7	24	18	10	42	43	22	26	25	24
Under \$1.50 -----	10	17	11	30	30	23	62	57	41	47	43	52
Under \$2.00 -----	26	28	26	48	48	37	86	79	76	79	79	84
Number of employees (in hundreds)-----	27	26	15	19	21	15	9	10	6	9	8	7
Average hourly earnings ---	\$2.69	\$2.64	\$2.92	\$2.05	\$2.11	\$2.35	\$1.50	\$1.60	\$1.67	\$1.62	\$1.62	\$1.57

¹ Less than 0.5 percent.

Lexington, Ky.

Lexington is located in the center of the blue grass region of east central Kentucky, an area noted for thoroughbred horses and burley tobacco. Lexington is a major leaf tobacco market, and is the site of the University of Kentucky, also an important part of the area's economy. In 1960, the Lexington metropolitan area, which includes Fayette County, had 131,900 inhabitants.

Earnings

Average earnings of the 28,800 employees within scope of the June 1965 survey were \$2 an hour, second highest among the eight southern metropolitan areas surveyed (table 5). Earnings for the middle half of the work force ranged from \$1.34 to \$2.54 an hour. Median earnings came to \$1.83 an hour.

Manufacturing. One-third of the area work force was employed in manufacturing industries, where average earnings of \$2.35 were 35 cents an hour higher than the all-industry average. A fourth of the manufacturing employees earned \$3 an hour or more, and more than three-fifths received at least \$2 an hour. Relatively few employees, an eighth, received less than \$1.50 an hour, nearly half of these clustered at the \$1.25 Federal minimum wage. The non-electrical machinery industry employed fewer than two-fifths of the employees in manufacturing, but accounted for nearly three-fourths of those earning \$2.50 an hour or more. A fourth of the employees were in the electrical machinery and food products industries where average earnings were about 10 cents an hour less than the all-industry average. However, earnings of at least \$2.50 an hour were received by a fifth of the electrical machinery and two-fifths of the food products employees. The largest concentration of employees receiving less than \$1.50 an hour was in the apparel industry, where almost two-fifths had such earnings. The tobacco stemming and redrying industry, which during the peak winter months employs as much as a sixth of the manufacturing work force, was represented in the study only by the skeletal force of year-round employees working at the time of the survey.

Nonmanufacturing. Average hourly earnings in nonmanufacturing industries, which accounted for two-thirds of the area employment within the scope of the study, were \$1.83, higher than in any other area. Yet, this level was 52 cents less than the average for Lexington's manufacturing work force. Differences in earnings of the two industry groups were evident at both the lower and upper levels of the wage scale. More than two-fifths of the nonmanufacturing employees earned less than \$1.50 an hour and about half of these received less than \$1.25 an hour. About 12 percent of the employees received less than \$1 an hour, seven-tenths of whom were in eating and drinking places, hotels and motels, laundries, and medical and health services establishments. Moreover, the proportion of nonmanufacturing employees earning \$2 an hour or more, a third, was only about half that in manufacturing.

Close to two-fifths of the nonmanufacturing employees were in retail trade, where average earnings were \$1.59 an hour. Nearly two-thirds of the retail employees, however, earned less than the average; a third had earnings of less than \$1.25 an hour, and a seventh received less than \$1 an hour. At the time of the survey, a Federal minimum wage of \$1.15 covered about a third of the area retail trade work force, mostly those in large enterprises; \$1.25 an hour was to become the minimum in September 1965. Relatively few employees, however, were clustered near these levels. A fifth of the employees in establishments subject to minimum wage legislation had such earnings, 9 percent at \$1.15 to \$1.20 and 10 percent at \$1.25 to \$1.30, and about half that proportion in establishments generally not subject were in the two intervals, 3 percent and 8 percent, respectively. Earnings of \$2 an hour or more were received by about a fifth of the retail employees.

Average earnings were substantially higher in the contract construction, and transportation, communication, and public utilities industries, which together accounted for about a fourth of the nonmanufacturing employment. In contract construction, where average earnings were \$2.65 an hour, more than two-thirds of the employees received at least \$2 an hour, and approximately a third earned \$3 an hour or more. About the same proportion of employees in transportation, communication, and public utilities, close to three-fifths, were earning \$2 an hour or more. Average hourly earnings for the industry (\$2.34), however, were somewhat less than in contract construction because of a larger concentration of employees at the lower earnings level—a fourth received less than \$1.50 an hour.

Hours

Nonsupervisory employees worked an average of 41 hours during the June 1965 survey week (table 13). The most common period of employment, however, was exactly 40 hours, engaging more than a fourth of the employees. Another fourth had a workweek of 48 hours or longer, and a sixth were part-time employees (less than 35 hours a week).

Manufacturing. The average workweek in manufacturing industries, 43 hours, was 2 hours longer than the average for all industries. Over a third of the employees were working 40 hours, the most common workweek, and another third worked at least 48 hours. Fewer than a tenth of the manufacturing employees worked less than 35 hours. Two-thirds of the employees in the electrical machinery industry were on a 40-hour week, while the proportions in other major manufacturing industries having a week of this duration were smaller, ranging from a fourth to two-fifths. Over half of the employees in the nonelectrical machinery industry worked at least 48 hours during the survey week, and two-fifths of the food products employees had such hours.

Nonmanufacturing. In nonmanufacturing industries, individual workweeks averaged 39 hours and were more evenly distributed over the hours scale than in manufacturing. The proportions working less than 35, exactly 40, and 48 hours or more were roughly a fifth each.

Retail trade employees worked a slightly longer week on the average, 40 hours, but the distribution of hours worked was similar to that for all nonmanufacturing employees. The workweek of contract construction employees averaged 37 hours. The incidence of part-time employment, accounting for three-tenths of the work force, was greater than in most of the other industry groups. A slightly larger proportion, a third, was working exactly 40 hours, and only a seventh of the employees had long workweeks.

Employees in transportation, communication, and public utilities, worked an average of 2 hours more a week than those in contract construction. The proportion working 40 hours, nearly two-fifths, was not substantially greater than in contract construction, but only a fifth worked part time and slightly more, a sixth, had long workweeks.

Wage Changes

The area pay level advanced 3 cents an hour between June 1961 and June 1962, and 20 cents between the latter period and June 1965, a total of 23 cents in 4 years. The changes in the proportion of employees at the higher pay levels were nearly as great as for those at the lower earnings levels. For example, the proportion of employees earning less than \$1.25 decreased from 29 percent in 1961 to 15 percent 4 years later, while during the same period the proportion earning \$2 an hour or more rose from 33 to 43 percent. The area-wide pay level increased 3 cents an hour more than that in either manufacturing or nonmanufacturing. This overall increase resulted because of a 39-percent employment growth in the relatively high-paying manufacturing industries, while the size of the nonmanufacturing work force was about the same after 4 years.

	<u>All industries</u>			<u>Manufacturing</u>			<u>Nonmanufacturing</u>		
	June			June			June		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	12	10	8	(1)	(1)	(1)	16	15	12
Under \$1.05 -----	19	18	11	2	1	(1)	25	25	16
Under \$1.15 -----	23	21	12	5	1	(1)	30	29	18
Under \$1.20 -----	26	26	14	7	6	1	34	34	21
Under \$1.25 -----	29	28	15	9	8	1	36	37	22
Under \$1.30 -----	35	34	23	12	11	6	44	44	32
Under \$1.50 -----	43	43	33	18	19	13	53	53	44
Under \$2.00 -----	67	65	57	46	44	37	75	74	66
Number of employees (in hundreds) -----	249	261	288	70	77	97	181	184	191
Average hourly earnings --	\$1.77	\$1.80	\$2.00	\$2.15	\$2.17	\$2.35	\$1.63	\$1.64	\$1.83

¹ Less than 0.5 percent.

Manufacturing. Employees in manufacturing industries had an average increase of 20 cents an hour over their 1961 level. Because of a generally high wage level in the area, relatively few employees were affected by changes in the Federal minimum wage, which rose from \$1 to \$1.25 between June 1961 and June 1965. However, the proportion of employees earning less than \$1.25 in 1961, 9 percent, were all earning at least this much by 1965. Increases further up the wage scale were more pronounced. In 1961, somewhat more than half of the employees earned \$2 an hour or more; by 1965, over three-fifths had such earnings. At the same time, the proportion of employees earning \$3 an hour or more moved from a ninth to nearly a fourth.

Nonmanufacturing. Average hourly earnings in nonmanufacturing industries, likewise, were 20 cents an hour higher in June 1965 than in June 1961. Compared with the changes in manufacturing, those in nonmanufacturing were largely concentrated at the lower wage levels. The proportion paid less than \$1.15 an hour decreased from three-tenths in 1961 to a sixth in 1965, for example, while the increase in the proportion receiving \$2 or more, from a fourth to a third, was not as great.

Earnings of employees in retail trade rose 13 cents an hour in 4 years, 7 cents less than the all-nonmanufacturing advance. Most of the improvement affected employees at the lower wage levels, but modest gains also occurred at the higher levels. At the time of the 1961 survey, a fourth of the retail employees earned less than \$1 an hour and half earned less than \$1.25. Four years later, the proportions below these respective levels had declined to a seventh and a third. Much of this change can be attributed to the influence of the Federal minimum wage standard, which in June 1965 applied to about a third of the area's retail employees, mostly in large enterprises. The implementation of the minimums (\$1 in September 1961 and \$1.15 in September 1964), however, did not result in marked concentrations of employment at these levels, except in June 1962 when the proportion at \$1 was double the June 1961 percent. At the higher earnings levels, the proportion of employees earning at least \$2 an hour advanced from a sixth to more than a fifth.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	25	16	14
Under \$1.05 -----	36	37	21
Under \$1.15 -----	43	44	24
Under \$1.20 -----	47	48	29
Under \$1.25 -----	50	52	32
Under \$1.30 -----	57	59	40
Under \$1.50 -----	67	70	55
Under \$2.00 -----	83	85	78
Number of employees (in hundreds) -----	67	72	71
Average hourly earnings -----	\$1.46	\$1.41	\$1.59

Wage increases in contract construction and transportation, communication, and public utilities, were 63 and 49 cents, respectively, contributing significantly to the rise in overall nonmanufacturing earnings since 1961. In 4 years, the proportion of contract construction employees earning less than \$1.50 an hour decreased from nearly three-tenths to one-tenth; the proportion receiving \$2 an hour or more rose from less than half to nearly seven-tenths; and the proportion earning at least \$3 advanced from a tenth to about a third. Changes in the distribution of earnings in transportation, communication, and public utilities industries, in contrast to contract construction, affected employees at all levels of the pay scale. Close to a fifth of the employees earned less than \$1.25 an hour in 1961; 4 years later the proportion was only a twentieth. During the same period the concentration of employment at or just above \$1.25 increased from 6 to 13 percent. The changes that took place further up the wage scale were more pronounced. Earnings of \$2 an hour or more were received by about a third of the employees in 1961, but by nearly three-fifths of those in 1965. Similarly, while virtually no employees in these industries earned as much as \$3 an hour in 1961, almost a fourth had such earnings 4 years later.

Average hourly earnings	Contract construction			Transportation, communication, and public utilities		
	June			June		
	1961	1962	1965	1961	1962	1965
	(Cumulative percent)					
Under \$1.00 -----	(1)	1	(1)	2	2	(1)
Under \$1.05 -----	9	5	(1)	12	2	1
Under \$1.15 -----	10	7	(1)	15	3	3
Under \$1.20 -----	10	9	(1)	17	14	4
Under \$1.25 -----	11	9	(1)	19	18	5
Under \$1.30 -----	22	16	7	25	21	18
Under \$1.50 -----	29	24	10	33	27	25
Under \$2.00 -----	56	51	31	65	55	42
Number of employees (in hundreds) -----	30	31	35	21	19	15
Average hourly earnings -----	\$2.02	\$2.13	\$2.65	\$1.85	\$1.96	\$2.34

¹ Less than 0.5 percent.

Monroe, La.

The Monroe, Louisiana, metropolitan area, consisting of Ouachita Parish, is located in the northeastern part of the State, and had a population of 101,700 in 1960. Monroe borders on one of the world's largest natural gas fields and is the hub of convergent pipelines. Large reserves of timber in the region around Monroe provide raw material for the important paper and lumber industries in the area. Of 14,400 employees included in the June 1965 study, about one-third were in manufacturing industries. Retail trade was the largest non-manufacturing activity, accounting for almost two-fifths of this segment of the area's work force.

Earnings

Nonsupervisory employees within the scope of the survey earned an average of \$1.76 an hour at straight-time rates (table 6). Earnings of the middle half of the work force extended between \$1.26 and \$2.29 an hour, a range of \$1.03 an hour. Median earnings, \$1.55 an hour, were 21 cents below the mean.

Manufacturing. In manufacturing industries, average hourly earnings for nonsupervisory employees were \$2.16, 40 cents above the average for all employees studied. About a tenth of the manufacturing employees earned less than \$1.30 an hour but three-fifths earned at least \$2 an hour, and nearly a third received \$2.50 an hour or more. The paper, paperboard, and allied products, and the chemical industries, which together employed three-fifths of the area's manufacturing work force, had a marked influence on the level and distribution of earnings. Roughly nine-tenths of the manufacturing employees earning \$2 an hour or more were in these two industries. The food products and lumber and wood products industries accounted for a fifth of the manufacturing employees, but for over half of those earning less than \$1.50 an hour, and for more than two-thirds of those paid less than \$1.30.

Nonmanufacturing. In nonmanufacturing industries, nonsupervisory employees averaged \$1.57 an hour, 59 cents less than in manufacturing. Their lower level of pay is a reflection of the wage distribution. A fifth of the employees earned less than \$1 an hour, three-tenths less than \$1.25, and nearly three-fifths received less than \$1.50. A seventh of the employees were concentrated in the \$1.25 to \$1.30 wage interval. Most of the employees paid less than \$1 an hour were in eating and drinking places and the service industries (particularly hotels and motels, laundries and dry cleaning establishments, and medical services). Altogether, these groups accounted for a sixth of the nonmanufacturing employment but for two-thirds of those at this earnings level.

Retail trade employees averaged \$1.35 an hour. Three-tenths of the employees earned less than \$1 an hour and half earned less than \$1.25, accounting for about three-fifths of the nonmanufacturing employees at these levels. Only an eighth of the retail employees earned as much as \$2 an hour. About a sixth of the employees were clustered at or just above either \$1.15 or \$1.25 an hour. (A third of the employees were in retail establishments subject to the \$1.15 minimum applicable in June 1965, which 3 months following the survey rose to \$1.25.)

Hourly earnings in wholesale trade, which accounted for nearly a seventh of the nonmanufacturing employment, were higher than in retail trade and averaged \$1.51 an hour. Relatively few of the wholesale employees earned less than the \$1.25 Federal minimum wage; however, three-tenths were concentrated at or just above that point. More than three-fifths of the employees earned less than \$1.50, and all but an eighth earned less than \$2 an hour.

About 1 out of 4 nonmanufacturing employees was employed either in the contract construction, or transportation, communication, and public utilities industries, where average earnings were \$2.14 and \$2.19 an hour, respectively. Roughly half of the employees in each industry earned at least \$2 an hour—these constituted half the nonmanufacturing work force with such earnings—and in each a fifth received \$3 or more. The contract construction industry did, however, have a sizable proportion of employees, a fifth, in the \$1.25 to \$1.30 wage interval, about double the proportion of transportation, communication, and public utilities employees at this level.

Hours

The average workweek of nonsupervisory employees was 42 hours (table 14). Close to three-tenths of the area's employees were on a 40-hour week, the most common single workweek during the June 1965 survey period. A like proportion worked 48 hours or more. Part-time work (less than 35 hours) comprised only about an eighth of the employees.

Manufacturing. The average workweek in manufacturing industries, 44 hours, was longer than that for the area as a whole. More than a third of the employees worked 40 hours (making this the most common workweek) and another third worked 48 hours or more. Long workweeks prevailed in the paper and allied products and food products industries. Together, these industries employed half the manufacturing work force, but accounted for more than seven-tenths of those working 48 hours or more a week. At the other end of the scale of weekly hours, the lumber and wood products industry accounted for only a tenth of the manufacturing employment, but for nearly three-tenths of the group working part time. A week of 40 hours was also common in the lumber and wood products industry, which along with the chemical and allied products industry employed two-fifths of the employees with such hours, although only about a third of the manufacturing work force were in these industries.

Nonmanufacturing. The average workweek of nonmanufacturing employees came to 42 hours, 2 hours less than that for manufacturing employees. Weekly hours were somewhat more evenly distributed across the hours scale in nonmanufacturing than in manufacturing. The most common workweek was 40 hours, applying to about a fourth of the employees, and the same proportion worked 48 hours or more. Part-time work was more prevalent in nonmanufacturing than in manufacturing, occupying nearly a sixth of the employees.

Retail trade employees had an average workweek of 41 hours at the time of the survey. A fifth of the employees worked less than 35 hours, while a large proportion, three-tenths, worked at least 48 hours. The most common workweek was 48 hours, engaging 18 percent of the employees, 1 percentage point more than the proportion on a 40-hour week.

Employees in wholesale trade worked 46 hours, which was longer than those in any other industry division. Almost two-fifths of the wholesale employees worked 48 hours or more. The most common workweek was 44 hours, engaging an eighth of the work force, while only a fifth worked 40 hours or less.

Average workweeks were 40 hours in the contract construction, and the transportation, communication, and public utilities industries. The distributions of weekly hours in the two groups were also similar, varying only in degree. Part-time employment did not engage more than a seventh of the employees in either industry, and long workweeks occupied fewer than a sixth of the employees. Nearly half of the contract construction employees and over two-thirds of the transportation, communication, and public utilities employees were working a 40-hour week.

Wage Changes

Between June 1961 and June 1965, the level of nonsupervisory earnings rose 13 cents an hour. Employees at the lower earnings levels accounted for a larger share of the increase than those at the upper levels. For example, the proportion of employees earning less than \$1.25 an hour decreased from 36 to 22 percent, while there was a smaller proportionate increase in those earning \$2 an hour or more, from 30 to 35 percent. Much of the lower level change, particularly in the intervals between \$1 and \$1.25, was in response to the new standards established by the 1961 amendments to the FLSA. The increase in the Federal minimum wage from \$1 to \$1.15 in manufacturing and certain segments of nonmanufacturing (e.g., wholesale trade), and establishing a \$1 minimum mainly applicable to large retail enterprises, both effective in September 1961, influenced the upward shift at these levels between June 1961 and June 1962. The subsequent change in the minimums, to \$1.25 in September 1963 for the former group and to \$1.15 in September 1964 for the latter, further elevated the general earnings level within the \$1 to \$1.25 interval, as shown by the change in the distribution of wages between June 1962 and June 1965. The proportion earning less than \$1 an hour, which consists mostly of employees in establishments that are not within reach of current minimum wage legislation, was, by contrast, substantially unchanged after 4 years.

	<u>All industries</u>			<u>Manufacturing</u>			<u>Nonmanufacturing</u>		
	<u>June</u>			<u>June</u>			<u>June</u>		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	18	14	14	3	2	(1)	25	20	20
Under \$1.05 -----	27	19	16	9	3	1	35	27	23
Under \$1.15 -----	32	23	18	13	4	1	41	32	26
Under \$1.20 -----	35	34	21	15	12	2	43	44	29
Under \$1.25 -----	36	35	22	17	14	2	45	46	31
Under \$1.30 -----	41	40	34	18	16	11	51	52	45
Under \$1.50 -----	49	48	46	22	22	21	61	60	58
Under \$2.00 -----	70	70	65	57	54	41	76	78	77
Number of employees (in hundreds) -----	150	166	144	47	55	46	103	110	98
Average hourly earnings -	\$1.63	\$1.69	\$1.76	\$1.94	\$1.99	\$2.16	\$1.49	\$1.54	\$1.57

¹ Less than 0.5 percent.

Manufacturing. The pay level in manufacturing increased 22 cents an hour during the 4-year period, reflecting gains by employees at all levels of the wage scale. Virtually all the employees earning less than \$1.25 in 1961, 17 percent, were earning at least this amount by 1965. The proportions of employees clustered near the Federal minimum wage current during the three surveys did not

change substantially: 6 percent earned \$1 in 1961; 8 percent earned \$1.15 in 1962; and 9 percent earned \$1.25 in 1965. Further up the pay scale, the changes were equally as extensive. The proportion earning \$2 an hour or more advanced from about two-fifths in 1961 to nearly three-fifths in 1965, while the proportion earning at least \$2.50 an hour increased from fewer than a fifth to nearly a third.

Nonmanufacturing. Earnings in nonmanufacturing industries were 8 cents an hour higher in 1965 than 4 years earlier. Although varying widely by individual nonmanufacturing industry, most of the increase reflected changes in the lower portion of the wage scale closely following the movement of the Federal minimum wage. Beyond the \$1.50 level, there was only slight change since 1961. The proportion earning less than \$1 an hour declined from a fourth in 1961 to a fifth in 1965. During this same time, the proportion earning less than \$1.25 an hour declined from 45 to 31 percent, and the concentration in the \$1.25 to \$1.30 wage interval rose from 6 to 14 percent.

Retail trade earnings rose 15 cents above the 1961 level, three times the increase received by employees in nonmanufacturing industries other than retail trade; however, the change in retail wages bore certain similarities to changes in the all-industry distribution, and much of the movement in retail earnings was also concentrated at the lower pay levels. For example, the proportion earning less than \$1 an hour, which exceeded two-fifths in 1961, was less than a third in 1965. Even more pronounced was the change in the proportion earning less than \$1.15 an hour, which declined from nearly three-fifths to less than two-fifths. Changes at these pay levels can be attributed, to a great degree, to the 1961 amendments to the FLSA. From this point in the distribution, however, the changes diminished; the proportion earning \$1.50 an hour or more was only four percentage points higher in 1965 than it was in 1961.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	43	33	31
Under \$1.05 -----	52	47	35
Under \$1.15 -----	59	58	39
Under \$1.20 -----	61	62	46
Under \$1.25 -----	62	63	50
Under \$1.30 -----	67	68	59
Under \$1.50 -----	76	76	72
Under \$2.00 -----	87	89	87
Number of employees (in hundreds) -----	39	41	39
Average hourly earnings -----	\$1.20	\$1.26	\$1.35

Wholesale trade employees experienced an increase in average wages of 18 cents an hour during the June 1961-June 1965 period. Although there were advances at most wage levels, lower paid employees received significant increases. In 1961, virtually all the employees earned at least \$1 an hour, the prevailing Federal minimum wage, but more than a fourth earned between \$1 and \$1.05 an hour. In 1962, virtually all earned at least \$1.15 an hour but the \$1.15 to \$1.20 interval contained over two-fifths of the employees. In 1965, virtually all earned \$1.25 but the \$1.25 to \$1.30 interval contained nearly three-tenths of the employees. The proportion earning \$2 an hour or more advanced from a twelfth to an eighth between 1961 and 1965.

Wage increases in contract construction, and transportation, communication, and public utilities were 5 and 15 cents, respectively, between 1961 and 1965. Changes in the distribution of employee earnings also varied considerably. Earnings in contract construction rose mainly at the lower pay levels, while in transportation, communication, and public utilities, increases were apparent at the upper levels as well. Relatively large proportions of employees in both industry groups were earning less than \$1.25 in 1961 (14 and 22 percent), but by 1965 nearly all employees earned this amount or more. The proportion of contract construction employees earning less than \$1.50 an hour declined from 37 to 26 percent, but higher in the wage scale there was little change in 4 years. Earnings in transportation, communication, and public utilities, on the other hand, varied only slightly from 1961 levels in the \$1.50 to \$2.50 interval but changed significantly at the upper pay levels. The proportion earning \$3 an hour or more, for example, rose from 7 percent to 20 percent in 4 years.

	Contract construction			Transportation, communication, and public utilities			Wholesale trade		
	June			June			June		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	1	(1)	(1)	1	(1)	3	4	1	(1)
Under \$1.05 -----	9	2	(1)	10	(1)	3	30	2	(1)
Under \$1.15 -----	9	2	1	18	8	3	43	2	1
Under \$1.20 -----	13	17	2	20	22	3	51	48	8
Under \$1.25 -----	14	17	2	22	23	3	54	56	8
Under \$1.30 -----	22	27	21	24	27	14	62	62	38
Under \$1.50 -----	37	34	26	29	33	28	74	72	63
Under \$2.00 -----	53	59	55	50	57	47	92	90	87
Number of employees (in hundreds) -----	18	19	14	12	11	11	11	13	13
Average hourly earnings--	\$2.09	\$2.05	\$2.14	\$2.04	\$2.06	\$2.19	\$1.33	\$1.39	\$1.51

¹ Less than 0.5 percent.

Tuscaloosa, Ala.

Tuscaloosa is situated in west central Alabama near a large agricultural and livestock region. The metropolitan area consists of Tuscaloosa County; in 1960 the area had a population of 109,000. In addition to several major manufacturing operations, Tuscaloosa is the site of the University of Alabama.

Earnings

About 15,500 nonsupervisory employees were within the scope of the June 1965 study and their average hourly earnings came to \$1.83 (table 7). Median earnings were somewhat less—\$1.65 an hour. Earnings of the middle half of the work force extended over the relatively wide range of \$1.11 an hour, from \$1.26 to \$2.37.

Manufacturing. Average earnings of manufacturing employees, who represented about half of the employment studied, were \$2.21 an hour. Close to two-thirds of the employees had earnings of at least \$2 an hour and a third earned \$2.50 or more. At the lower end of the wage scale, a fifth of the employees were earning less than \$1.50 an hour, and an eighth were clustered at the \$1.25 Federal minimum wage. Together, the food products, apparel, and lumber and wood products industries employed about a fourth of the manufacturing work force, but over four-fifths of those earning less than \$1.50 an hour. The relatively high earnings level in the manufacturing industry group can be attributed to the paper and allied products, rubber and miscellaneous plastics, and primary metal industries, which employed nearly three-fifths of the work force and paid an average of \$2.57 an hour. Wages in these industries also had a marked effect on the area wage structure. Accounting for less than three-tenths of the all-industry employment, they accounted for close to two-thirds of the employees earning \$2 an hour or more.

Nonmanufacturing. Average earnings in nonmanufacturing industries of \$1.48 an hour were 73 cents less than the manufacturing level. Differences between the two industry groups were apparent at all points along the wage distribution, and particularly at the lower levels. Close to a fourth of the nonmanufacturing employees earned less than \$1 an hour. Half of these employees were in eating and drinking places, hotels and motels, and laundries, although these industries accounted for only a sixth of the nonmanufacturing work force. Two-fifths of the employees received less than \$1.25 and all but a sixth were earning less than \$2 an hour.

Employees in retail trade, who constituted more than two-fifths of the nonmanufacturing work force, earned \$1.20 an hour, on the average. A third of the retail employees earned less than \$1 an hour, accounting for more than three-fifths of the nonmanufacturing employment at this level, and close to two-thirds received less than \$1.25. All but a sixth of the retail employees earned less than \$1.50 an hour. The \$1.15 and \$1.25 Federal minimum wages, around which a fourth of the employees were grouped, markedly influenced retail earnings. The former rate was in operation at the time of the survey, while the higher minimum was not applicable until September 1965, 3 months after the survey period. Nearly three-tenths of the area's retail work force were employed by enterprises generally subject to the provisions of the FLSA; two-fifths of these employees were clustered at or just above \$1.15 and a sixth concentrated at \$1.25. By comparison, only a tenth of the employees in establishments not covered by Federal minimum wage legislation had such earnings.

About a tenth of the nonmanufacturing employees were in wholesale trade where average earnings were \$1.44 an hour. Close to two-fifths of the employees earned between \$1.25 and \$1.30 an hour and that group accounted for more than a third of the nonmanufacturing work force with such earnings. Only 5 percent of the wholesale employees had earnings over \$2 an hour, but more than a third earned at least \$1.50.

An eighth of the nonmanufacturing employees were engaged in contract construction, and their average hourly earnings came to \$2.47. More than a third of the employees earned \$3 an hour or more, three-fifths had earnings of at least \$2 an hour, and all but a sixth earned at least \$1.50 an hour. More than two-fifths of the nonmanufacturing employees earning \$2 an hour or more were in contract construction.

Employees in the transportation, communication, and public utilities industry group earned an average of \$1.90 an hour. Three-tenths of the employees earned \$2 an hour or more and two-thirds received at least \$1.50 an hour. While relatively few of the employees earned less than \$1.25 an hour about a tenth had earnings which were concentrated between \$1.25 and \$1.30.

Hours

The area's nonsupervisory employees covered by the survey worked an average of 40 hours during the June 1965 survey week (table 15). Part-time work (less than 35 hours a week) engaged a sixth of the employees, while a fourth were employed 48 hours or more. The most common workweek, 40 hours, was shared by over a fourth of the employees included in the study.

Manufacturing. Employees in manufacturing industries worked 42 hours a week on the average. A third of the employees worked a 40-hour week, and almost as many, three-tenths, had long workweeks (48 hours or more). Part-time work occupied only about an eighth of the employees. There was substantial variation between the overall distribution of weekly hours and those of individual manufacturing industries. Nearly three-tenths of the lumber and wood products employees, for example, worked part time, while close to half of the employees in the paper and allied products, and rubber and miscellaneous plastics industries had long workweeks. On the other hand, three-fifths of the primary metals employees were on a 40-hour week.

Nonmanufacturing. The average workweek in nonmanufacturing industries came to 39 hours, slightly less than the area level and 3 hours below that for manufacturing. Weekly hours were more evenly distributed along the hours scale in nonmanufacturing than in manufacturing. Nearly a fourth of the employees worked less than 35 hours, for example, while almost as many, about a fifth each, were working standard (40 hours) and long workweeks.

The average workweek in retail trade, 39 hours, was the same as that for all nonmanufacturing employees. Individual weekly hours were also distributed similarly, except that a sixth worked exactly 40 hours. There was a larger concentration of employees in the intervals between 40 and 48 hours.

The length of the average workweek in wholesale trade was 44 hours. Three out of five employees had a workweek longer than the average, though, and 1 out of 3 worked 48 hours or more. The distribution of individual weekly hours was notable for the absence of a large concentration of employees at 40 hours. The 9 percent having a week of this duration, however, was as large or larger than any other proportion along the hours scale.

Contract construction employees were working an average of 34 hours during the June survey week. As the average would indicate, part-time work was prevalent, accounting for close to two-fifths of the employees. Only a fourth of the employees worked more than 40 hours a week. Employees in the transportation, communication, and public utilities industry group, by contrast, averaged 39 hours. Over half of the employees were on a 40-hour week; only a sixth were part time, and about the same proportion had long workweeks.

Wage Changes

The area nonsupervisory pay level advanced 11 cents an hour between June 1961 and June 1965. Gains were noted at the lower and upper pay levels, but there was little fluctuation in the middle portion of the distribution. For example, while the proportion earning less than \$1.25 an hour declined from 36 percent in 1961 to 23 percent in 1965, the proportion earning less than \$1.50 declined by only 2 percentage points. From this level, the increase accelerated somewhat.

The proportion of employees earning \$2 an hour or more rose from 36 to 40 percent and those with earnings of at least \$3 an hour advanced from 5 percent in 1961 to 13 percent in 1965.

	All industries			Manufacturing			Nonmanufacturing		
	June			June			June		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	17	16	13	2	1	1	31	29	23
Under \$1.05 -----	28	22	16	12	3	2	43	39	29
Under \$1.15 -----	32	24	18	14	3	2	49	43	32
Under \$1.20 -----	35	34	22	16	15	2	53	52	40
Under \$1.25 -----	36	36	23	17	16	2	55	55	41
Under \$1.30 -----	40	41	34	19	19	15	60	61	52
Under \$1.50 -----	45	47	43	22	23	21	66	68	63
Under \$2.00 -----	64	64	60	43	41	36	84	84	82
Number of employees (in hundreds) -----	150	155	155	73	73	74	77	82	82
Average hourly earnings --	\$1.72	\$1.76	\$1.83	\$2.10	\$2.15	\$2.21	\$1.36	\$1.41	\$1.48

Manufacturing. The increase in manufacturing earnings over the 4-year period, 11 cents an hour, was the same as the area increase, but it was spread more evenly throughout the wage distribution. In 1961, a sixth of the employees earned less than \$1.25 an hour; but subsequent to the rise in the Federal minimum wage to this level in September 1963, the 1965 survey found very few employees below \$1.25 an hour. Concurrently, the proportion in the \$1.25 to \$1.30 wage interval increased from 2 to 13 percent. As in the all-industry change, the proportion of manufacturing employees earning less than \$1.50 changed little, declining 1 percentage point. At the \$2 to \$3 levels, however, the gains were greater—the proportion earning at least the lower amount advanced from 57 to 64 percent, while the proportion receiving the higher amount or more rose from 7 to 18 percent.

Nonmanufacturing. Nonmanufacturing earnings increased 12 cents an hour over the 1961 level, reflecting increased earnings to varying extents for employees at all levels of the pay scale. In the earlier period, three-tenths of the employees earned less than \$1, and nearly half earned less than \$1.15 an hour. Four years later, these proportions were reduced to fewer than a fourth and fewer than a third, respectively. During the same period, employees earning between \$1 and \$1.05 an hour decreased by half, from 12 to 6 percent, while those in the \$1.15 to \$1.20 and \$1.25 to \$1.30 intervals rose from 4 to 8 percent and 5 to 11 percent. Toward the higher earnings levels, the proportions of employees earning at least \$2, \$2.50, and \$3 an hour increased 2 to 4 percentage points.

Most of the lower level change in nonmanufacturing earnings was largely attributable to wage movement in retail trade, where average earnings increased by 13 cents an hour between 1961 and 1965. The proportion of employees earning less than \$1 an hour declined from half to a third during this period, and those receiving less than \$1.15 declined from seven-tenths to less than half. The proportion earning \$1.15 an hour or just above, during the same time, rose from 3 to 14 percent. Aside from an increase in the proportion at the \$1.25 to \$1.30 interval (from 4 to 9 percent), the proportions at higher levels of the distribution

in 1965 were substantially the same as they were in 1961. Thus, much of the change in retail earnings can be attributed to the 1961 amendments to the FLSA.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	50	42	34
Under \$1.05 -----	62	60	43
Under \$1.15 -----	70	66	47
Under \$1.20 -----	73	71	61
Under \$1.25 -----	74	73	64
Under \$1.30 -----	78	76	73
Under \$1.50 -----	84	83	82
Under \$2.00 -----	94	93	92
Number of employees (in hundreds) -----	31	38	36
Average hourly earnings -----	\$1.07	\$1.11	\$1.20

Changes in wholesale trade earnings, which increased 11 cents in 4 years, were also confined mainly to the lower pay levels and closely followed the movements of the Federal minimum wage applicable to wholesale trade during that span of time. In 1961, about a fourth of the employees earned \$1 an hour or a few cents above, and close to three-fifths earned less than \$1.25. One year later, few employees earned below \$1.15 an hour but more than two-fifths were making less than \$1.20 an hour, and half earned less than \$1.25. By 1965, relatively few employees earned less than \$1.25. There was an attendant increase in the proportion earning at least \$1.50 an hour, which advanced from a fourth to almost two-fifths.

The average increase of 44 cents an hour for employees in contract construction industries reflects changes throughout the pay scale. The proportion earning less than \$1.25 in 1961, 14 percent, was reduced to 4 percent in 1965. The proportion earning \$2 an hour or more rose from 45 to 60 percent and those earning \$3 or more from 17 to 36 percent.

Average hourly earnings	Contract construction			Wholesale trade		
	June			June		
	1961	1962	1965	1961	1962	1965
	(Cumulative percent)					
Under \$1.00 -----	(1)	2	(1)	2	2	1
Under \$1.05 -----	7	6	2	26	2	1
Under \$1.15 -----	10	7	3	36	5	2
Under \$1.20 -----	14	13	3	51	43	4
Under \$1.25 -----	14	15	4	57	51	4
Under \$1.30 -----	23	24	10	64	58	41
Under \$1.50 -----	26	30	18	75	72	63
Under \$2.00 -----	55	60	40	92	91	95
Number of employees (in hundreds) -----	12	13	11	5	5	8
Average hourly earnings -----	\$2.03	\$2.03	\$2.47	\$1.33	\$1.39	\$1.44

¹ Less than 0.5 percent.

Wichita Falls, Tex.

Wichita Falls lies in north central Texas bordering on Oklahoma. Archer and Wichita Counties constitute the metropolitan area, which in 1960 had a population of 129,600. The crude petroleum and natural gas extraction industries are important elements of Wichita Falls economy, chiefly as the focal point for the service and distribution of products produced in the north Texas fields. Wichita Falls was 1 of 2 areas studied—Amarillo was the other—in which fewer than a third of the all-industry employment was in manufacturing.

Earnings

In June 1965, average hourly earnings for the 14,800 nonsupervisory employees within the scope of the survey were \$1.74 (table 8). Earnings for the middle half of the work force ranged from \$1.27 to \$2.16 an hour, a spread of 89 cents, and median earnings were \$1.54 an hour.

Manufacturing. Average hourly earnings in manufacturing industries, where a fifth of the area work force were employed, were \$1.83. The amount that manufacturing earnings exceeded the area pay level, 9 cents, was the smallest among the metropolitan areas included in the study. Two-thirds of Wichita Falls manufacturing employees earned less than \$2 an hour and more than a third less than \$1.50. A seventh of the employees were paid the \$1.25 Federal minimum wage. At the higher end of the pay scale, the food products and machinery industries accounted for about half of the manufacturing employees, but for more than three-fifths of those earning \$2 an hour or more. Most of the lower paid employees were in the apparel industry which employed a sixth of the work force. Nearly half of the apparel employees earned between \$1.25 and \$1.30 an hour, and this group accounted for three-fifths of the manufacturing employment with such earnings.

Nonmanufacturing. Because of the preponderance of employment in non-manufacturing industries, average hourly earnings for this group, \$1.72, and the distribution of earnings were similar to the overall area levels. A fourth of the nonmanufacturing employees earned less than \$1.25 an hour, and nearly a sixth earned less than \$1 an hour. More than four-fifths of those earning less than \$1 were in eating and drinking places, hotels and motels, laundries and medical services, although these industries accounted for only a fifth of the non-manufacturing work force. Towards the higher pay levels, the proportions in nonmanufacturing earning more than \$2 and more than \$2.50 an hour, three-tenths and a sixth, respectively, were nearly the same as those in manufacturing. A ninth of the nonmanufacturing employees were clustered in the \$1.25 to \$1.30 wage interval.

In terms of employment, retail trade was the largest industry in the area, comprising a third of the area employees and two-fifths of those in nonmanufacturing. Average earnings of the retail employees at \$1.50 an hour, however, were lower than either the area or nonmanufacturing levels. Over three-fifths of the employees earned less than \$1.50, two-fifths received less than \$1.25 an hour, and close to a fourth were paid less than \$1 an hour. The latter two proportions each accounted for more than three-fifths of all employees included in the study at these levels. A sixth of the retail employees were clustered near the \$1.15 and \$1.25 Federal minimum wage levels (7 percent at the lower and 11 percent at the higher level), reflecting the existing and anticipatory effects of the 1961 amendments to the FLSA. More than two-fifths of the retail work force were in establishments subject to the provisions of the act.

Average hourly earnings in wholesale trade were \$1.71. More than a fourth of the employees were clustered at or just above \$1.25 an hour. Although wholesale employees comprised only a tenth of the nonmanufacturing work force, they accounted for nearly a fourth of the employees at the Federal minimum wage. Seven-tenths of the employees earned less than \$2 an hour.

In the finance, insurance, and real estate industry group, the average pay level for nonsupervisory employees was \$1.80 an hour. A fifth of the employees earned less than \$1.25 an hour and nearly twice this proportion earned less than \$1.50. More than a third of the employees, however, earned \$2 an hour or more.

Earnings in contract construction, and the transportation, communication, and public utilities group were substantially higher than in the other industry divisions, averaging \$2.26 and \$2.31 an hour, respectively. Nearly half of the employees in contract construction and three-fifths of those in transportation, communication, and public utilities earned \$2 an hour or more, and a fourth of the employees in each earned at least \$3 an hour. These groups employed a fourth of the nonmanufacturing work force, but over half of those earning \$2 an hour or more.

Hours

Employees within the scope of the survey averaged 42 hours of work during the June 1965 survey week (table 16). Over a fourth of the employees worked 40 hours during the survey week making this the most common workweek. A sixth of the employees worked less than 35 hours during the week, while a week of 48 hours or longer engaged three-tenths of the work force.

Manufacturing. Employees in manufacturing had a longer average workweek, 44 hours, than those in the area as a whole. The length of the most common week of work was 40 hours, encompassing three-tenths of the employees. Part-time employment (less than 35 hours) engaged fewer than a tenth of the employees but long workweeks (48 hours or more) occupied three-tenths of the work force. More than two-fifths of the food products and machinery employees were on long workweeks during the survey week, comprising seven-tenths of the manufacturing employees with such hours. A shorter workweek was prevalent in apparel plants, where two-thirds of the employees worked 40 hours or less.

Nonmanufacturing. The workweek in nonmanufacturing industries was 3 hours less than in manufacturing. The proportion of nonmanufacturing employees working 48 hours or more a week was the same as for manufacturing employees, while the proportion on a 40-hour week—about a fourth—was somewhat smaller than in manufacturing. The major distinction between the two industry groups was the larger proportion of nonmanufacturing employees working part time, a sixth, which was about two and a half times the proportion in manufacturing.

The average week in retail trade was also 41 hours, but individual weekly hours were distributed somewhat differently from those for all nonmanufacturing employees. The same proportion, a sixth, worked less than 35 hours during the survey week, but fewer, a fifth, worked exactly 40 hours. A larger proportion, nearly two-fifths, were on long workweeks (48 hours or more).

The average workweek in wholesale trade came to 45 hours. Two-thirds of the employees had workweeks in excess of 40 hours and close to two-fifths worked 48 hours or more. One out of four wholesale employees, however, was on a 40-hour week.

Employees in the finance, insurance, and real estate group had a workweek averaging 40 hours. Over a third of the employees worked exactly 40 hours, making this the most common workweek. Part time and long workweeks were shared by almost equal proportions, a sixth, of the employees.

The average workweek in contract construction was 38 hours, while in the transportation, communication, and public utilities group it was 3 hours longer. A week of 48 hours or more engaged the same proportions of employees in each industry division, a sixth, but there were noticeable differences in the proportions having standard (40 hours) and part-time weeks. Nearly three-fifths of the transportation, communication, and public utilities employees worked exactly 40 hours, two and a half times the proportion at this level in contract construction, while the reverse relationship applied to the proportions employed part time.

Wage Changes

In June 1965, nonsupervisory employee earnings were 11 cents an hour higher than in June 1962 and 15 cents higher than in June 1961. Since the earlier period, the proportions earning less than \$1.25 an hour declined from more than a third to approximately a fifth, largely because of changes in the Federal minimum wage. There were also increases, smaller, however, further up the earnings scale. The proportion receiving at least \$1.50 an hour rose from 46 to 54 percent, and at least \$2 an hour, from 25 to 30 percent.

	<u>All industries</u>			<u>Manufacturing</u>			<u>Nonmanufacturing</u>		
	<u>June</u>			<u>June</u>			<u>June</u>		
Average hourly earnings	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)								
Under \$1.00 -----	15	14	12	(1)	1	(1)	18	16	15
Under \$1.05 -----	24	18	15	11	1	(1)	27	21	18
Under \$1.15 -----	29	23	17	16	1	1	32	27	21
Under \$1.20 -----	33	29	20	21	14	1	35	32	24
Under \$1.25 -----	35	31	21	25	16	2	37	34	26
Under \$1.30 -----	44	41	33	29	24	16	47	44	37
Under \$1.50 -----	54	53	46	42	42	36	56	54	48
Under \$2.00 -----	75	74	70	64	69	67	77	75	70
Number of employees (in hundreds) -----	153	161	148	27	28	29	126	134	119
Average hourly earnings--	\$1.59	\$1.63	\$1.74	\$1.77	\$1.76	\$1.83	\$1.55	\$1.60	\$1.72

¹ Less than 0.5 percent.

Manufacturing. Although manufacturing earnings rose by only 6 cents an hour between 1961 and 1965, there were sharp gains at the lower levels of the pay scale. In 1961, a ninth of the employees were in the \$1 to \$1.05 wage interval, reflecting the influence of the \$1 minimum wage in effect at the time, and a fourth of the employees earned less than \$1.25 an hour. A year later, all employees were earning at least \$1.15 an hour, but an eighth were in the \$1.15 to \$1.20 interval and a sixth earned less than \$1.25 an hour. Between 1962 and 1965,

during which time the Federal minimum wage rose from \$1.15 to \$1.25, virtually all employees advanced to at least the latter amount and a seventh were at or just above the minimum. Over a period of 4 years, then, the earnings of a fourth of the manufacturing work force rose from less than \$1.25 an hour to at least this amount. Further up the wage scale, the proportion earning \$1.50 an hour or more rose from less than three-fifths to nearly two-thirds, but there were only minor fluctuations in the scale beyond this level.

Nonmanufacturing. In nonmanufacturing industries, average earnings advanced by 17 cents an hour in 4 years, 11 cents more than the increase in manufacturing. Unlike the latter, nonmanufacturing employees at most levels of the wage distribution experienced an increase. While roughly a sixth earned less than \$1 in 1961, 1962, and 1965, over the 4 years the proportion earning less than \$1.25 an hour declined from 37 to 26 percent. There was somewhat less movement at the higher levels of the pay scale. For example, the proportion earning at least \$2 an hour advanced from fewer than a fourth to three-tenths.

Movement of the Federal minimum wage during June 1961 to June 1965 did not generate noticeable concentrations of employment at the successive increments. For example, the proportions earning between \$1.15 and \$1.20, and \$1.25 and \$1.30 an hour did not vary more than 2 percentage points during the three surveys. The effects of the 1961 amendments to the FLSA were more discernible when individual nonmanufacturing industries are examined separately.

The most noticeable change as a result of the ascending Federal minimum wage was in wholesale trade, where earnings rose 12 cents over the 1961 level. Three-tenths of the employees earned less than \$1.25 in 1961, but by 1965, all employees earned this amount or more. Eleven percent of the employees were earning the \$1 minimum, or just above, in 1961; 18 percent were at the \$1.15 level in 1962; while 27 percent were clustered around the \$1.25 level in 1965. Employees in the higher pay level also experienced an increase, with the proportion receiving at least \$2 an hour in wages advancing from less than a fifth in 1961 to nearly three-tenths 4 years later.

Earnings in retail trade advanced 22 cents an hour during June 1961 to June 1965. Although changes in the distribution were not so sharp as in wholesale trade, they covered a wider range. The proportion of employees earning less than \$1.15 was reduced from about half to less than a third, while the proportion earning \$1.50 or more an hour rose from less than a fourth to nearly two-fifths. There were also advances further up the wage scale. The proportion earning \$2 an hour or more rose from a tenth to nearly a fifth. In June 1965 about 45 percent of the area's retail employees were in establishments subject to the provisions of the FLSA, but the effects of changes in the minimum wage were not as pronounced as in several of the other areas studied. Between June 1961 and 1962, the proportion of retail employees paid less than \$1 an hour declined by only 2 percentage points, although the \$1 minimum wage in retail trade went into operation during this time. Concurrently, the concentration at \$1 to \$1.05 actually declined from somewhat more than an eighth to a tenth. Between June 1962 and 1965, during which time the \$1.15 minimum went into operation, the proportion earning less than that amount dropped from close to half to about three-tenths. There was only a slight increase in the concentration at \$1.15 to \$1.20, but the proportion earning at least \$1.25 an hour increased from fewer than half to three-fifths. Again, while \$1.25 was to become the Federal minimum wage for retail establishments subject to the FLSA, there was only a small increase in the concentration of employees at or just above this level. Thus, it appears that changes in the Federal minimum wage served more as a stimulant in the general wage movement in this area than as a specific level at which to set wages.

Average hourly earnings	Retail trade		
	June		
	1961	1962	1965
	(Cumulative percent)		
Under \$1.00 -----	29	27	23
Under \$1.05 -----	44	37	28
Under \$1.15 -----	51	45	31
Under \$1.20 -----	55	50	38
Under \$1.25 -----	57	52	40
Under \$1.30 -----	66	59	51
Under \$1.50 -----	77	69	62
Under \$2.00 -----	89	85	81
Number of employees (in hundreds) -----	52	56	49
Average hourly earnings -----	\$1.28	\$1.37	\$1.50

The average pay for finance, insurance, and real estate employees advanced 24 cents an hour between 1961 and 1965. Although the proportion of employees earning less than \$1.25 an hour hardly changed in 4 years, there was a considerable movement in wages within this level. The proportion earning less than \$1 and less than \$1.15 an hour each declined by about half, and some of the employees at these levels moved to the \$1.20 to \$1.25 interval, which rose from 3 to 9 percent. Further up the pay scale, however, changes were substantial. The proportion earning \$2 an hour or more increased from a sixth to more than a third, and the proportion earning at least \$2.50 advanced from 2 to 15 percent.

Employee earnings in the contract construction, and transportation, communication, and public utilities industries increased 12 and 29 cents, respectively, in 4 years. The proportion of contract construction employees earning less than \$1.50 an hour decreased from three-tenths to a fifth, but only minor fluctuations took place at higher pay levels. The transportation, communication, and public utilities group experienced a similar decline in the proportion earning less than \$1.50 an hour—from 23 to 13 percent, but the magnitude of change at the higher earnings levels was greater. For example, the proportion earning at least \$2 an hour increased from 44 to 61 percent, and those earning at least \$3, from 6 to 27 percent.

Average hourly earnings	Contract construction			Transportation, communication, and public utilities			Wholesale trade			Finance, insurance, and real estate		
	June			June			June			June		
	1961	1962	1965	1961	1962	1965	1961	1962	1965	1961	1962	1965
	(Cumulative percent)											
Under \$1.00 -----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	2	(1)	12	2	5
Under \$1.05 -----	2	(1)	(1)	1	(1)	(1)	11	2	(1)	16	3	7
Under \$1.15 -----	3	1	1	4	1	(1)	15	5	(1)	17	7	9
Under \$1.20 -----	3	2	1	8	6	(1)	26	23	(1)	19	9	11
Under \$1.25 -----	3	3	1	9	10	(1)	30	26	(1)	22	11	20
Under \$1.30 -----	20	23	15	15	15	4	39	36	27	35	27	29
Under \$1.50 -----	30	32	20	23	28	13	54	54	45	46	45	39
Under \$2.00 -----	53	51	52	56	59	39	81	80	71	85	80	64
Number of employees (in hundreds) -----	18	15	14	15	17	15	11	13	12	11	11	8
Average hourly earnings -----	\$2.14	\$2.14	\$2.26	\$2.02	\$1.97	\$2.31	\$1.59	\$1.60	\$1.71	\$1.56	\$1.65	\$1.80

¹ Less than 0.5 percent.

Table 1. Average Hourly Earnings: Amarillo, Tex.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under \$0.75 -----	2	-	3	-	1	-	4	-
Under \$0.80 -----	6	-	7	-	1	-	10	(²)
Under \$0.85 -----	7	-	8	-	2	-	13	(²)
Under \$0.90 -----	8	-	9	-	2	-	14	(²)
Under \$0.95 -----	9	-	11	-	2	-	18	(²)
Under \$1.00 -----	10	(²)	11	-	2	-	19	(²)
Under \$1.05 -----	13	(²)	15	-	2	-	25	(²)
Under \$1.10 -----	13	(²)	15	-	2	-	26	(²)
Under \$1.15 -----	14	(²)	17	(²)	2	-	28	(²)
Under \$1.20 -----	18	(²)	21	(²)	2	1	40	1
Under \$1.25 -----	19	(²)	22	(²)	2	1	41	1
Under \$1.30 -----	28	4	32	3	7	18	52	10
Under \$1.35 -----	30	6	34	3	8	21	55	18
Under \$1.40 -----	34	10	38	5	9	31	58	20
Under \$1.45 -----	37	14	41	6	12	37	61	27
Under \$1.50 -----	40	18	43	7	14	39	63	29
Under \$1.55 -----	45	24	49	18	21	45	68	34
Under \$1.60 -----	48	26	52	18	23	51	70	39
Under \$1.65 -----	51	32	54	20	27	55	72	42
Under \$1.70 -----	53	36	56	21	28	58	74	44
Under \$1.75 -----	55	39	58	22	31	61	75	50
Under \$1.80 -----	59	43	61	28	33	68	77	55
Under \$1.85 -----	60	47	63	29	34	69	78	59
Under \$1.90 -----	63	49	65	29	38	73	80	60
Under \$1.95 -----	64	52	66	30	40	76	81	64
Under \$2.00 -----	65	55	67	30	41	77	82	66
Under \$2.10 -----	70	59	72	36	49	81	85	70
Under \$2.20 -----	73	63	75	38	53	84	86	75
Under \$2.30 -----	76	67	78	49	57	86	88	78
Under \$2.40 -----	79	70	80	51	61	91	89	85
Under \$2.50 -----	81	75	82	53	63	91	90	87
Under \$2.60 -----	84	84	84	58	67	92	92	91
Under \$2.70 -----	86	89	86	61	70	94	92	94
Under \$2.80 -----	88	91	87	62	74	94	93	97
Under \$2.90 -----	89	92	89	64	76	96	93	98
Under \$3.00 -----	90	93	89	64	78	97	94	98
Total -----	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	217	32	185	21	30	25	64	15
Average hourly earnings -----	\$1.85	\$2.05	\$1.81	\$2.66	\$2.25	\$1.73	\$1.55	\$1.85

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 2. Average Hourly Earnings: Asheville, N.C.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries				
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade
Under \$0.75-----	3	-	6	-	(²)	-	9
Under \$0.80-----	3	-	6	-	-	-	10
Under \$0.85-----	4	(²)	8	-	(²)	-	12
Under \$0.90-----	6	(²)	13	-	1	-	18
Under \$0.95-----	7	(²)	15	-	1	-	20
Under \$1.00-----	8	(²)	16	-	1	-	22
Under \$1.05-----	10	(²)	21	1	1	-	29
Under \$1.10-----	10	(²)	22	1	2	-	31
Under \$1.15-----	12	(²)	24	1	2	1	35
Under \$1.20-----	14	1	29	1	2	2	46
Under \$1.25-----	16	1	32	1	3	4	50
Under \$1.30-----	27	9	46	26	17	37	60
Under \$1.35-----	30	12	50	26	19	49	64
Under \$1.40-----	34	15	55	35	26	53	68
Under \$1.45-----	39	21	58	37	30	60	70
Under \$1.50-----	43	26	61	41	32	62	72
Under \$1.55-----	47	31	65	48	35	64	76
Under \$1.60-----	51	36	67	48	37	65	79
Under \$1.65-----	54	40	69	50	43	70	80
Under \$1.70-----	57	44	71	51	44	72	83
Under \$1.75-----	60	48	73	52	47	76	84
Under \$1.80-----	65	55	76	56	50	78	86
Under \$1.85-----	67	59	77	57	51	79	87
Under \$1.90-----	72	66	79	58	52	83	89
Under \$1.95-----	75	72	80	59	54	85	90
Under \$2.00-----	77	73	81	59	58	87	91
Under \$2.10-----	82	80	85	70	64	89	93
Under \$2.20-----	87	87	87	72	69	92	94
Under \$2.30-----	90	90	89	79	73	94	94
Under \$2.40-----	91	92	91	83	75	95	96
Under \$2.50-----	93	93	92	84	76	95	96
Under \$2.60-----	95	96	93	90	77	95	97
Under \$2.70-----	96	97	94	92	78	97	97
Under \$2.80-----	96	98	95	94	81	97	97
Under \$2.90-----	97	98	96	94	81	98	98
Under \$3.00-----	97	99	96	95	83	98	98
Total-----	100	100	100	100	100	100	100
Number of employees (in hundreds)-----	296	155	141	19	17	13	59
Average hourly earnings-----	\$1.66	\$1.79	\$1.51	\$1.85	\$1.99	\$1.51	\$1.32

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 3. Average Hourly Earnings: Durham, N.C.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries				
			Total ¹	Contract construction	Transportation, communication, and public utilities	Retail trade	Finance, insurance, and real estate
Under \$0.75-----	2	-	3	-	(²)	5	-
Under \$0.80-----	2	-	4	-	(²)	7	-
Under \$0.85-----	3	-	5	-	(²)	9	-
Under \$0.90-----	6	1	10	(²)	1	15	-
Under \$0.95-----	7	1	13	(²)	1	19	1
Under \$1.00-----	8	1	14	(²)	2	21	2
Under \$1.05-----	11	1	19	4	3	28	2
Under \$1.10-----	11	1	20	4	3	30	2
Under \$1.15-----	12	1	21	4	4	31	2
Under \$1.20-----	15	2	26	8	5	43	3
Under \$1.25-----	16	2	28	8	5	46	3
Under \$1.30-----	26	8	41	28	10	59	8
Under \$1.35-----	29	10	44	32	12	62	10
Under \$1.40-----	33	13	48	38	15	66	14
Under \$1.45-----	35	14	52	40	19	69	18
Under \$1.50-----	38	17	54	41	24	71	23
Under \$1.55-----	42	20	59	48	32	74	31
Under \$1.60-----	44	22	61	49	33	77	34
Under \$1.65-----	47	25	64	50	38	79	39
Under \$1.70-----	49	27	66	52	39	80	43
Under \$1.75-----	51	29	68	53	40	81	49
Under \$1.80-----	53	32	70	57	42	82	55
Under \$1.85-----	55	34	72	58	44	83	62
Under \$1.90-----	57	35	73	59	46	85	63
Under \$1.95-----	59	37	75	60	53	85	67
Under \$2.00-----	60	39	77	60	59	86	69
Under \$2.10-----	64	43	81	67	64	89	74
Under \$2.20-----	69	50	83	69	66	91	79
Under \$2.30-----	73	56	87	77	70	94	85
Under \$2.40-----	79	66	89	80	73	94	89
Under \$2.50-----	83	73	90	81	76	95	93
Under \$2.60-----	87	80	92	86	79	96	96
Under \$2.70-----	89	84	93	87	80	97	97
Under \$2.80-----	91	86	94	90	81	97	98
Under \$2.90-----	93	90	95	90	82	98	98
Under \$3.00-----	93	91	95	90	85	98	98
Total-----	100	100	100	100	100	100	100
Number of employees (in hundreds)-----	231	102	130	23	16	46	13
Average hourly earnings-----	\$1.83	\$2.16	\$1.58	\$1.83	\$2.03	\$1.36	\$1.82

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 4. Average Hourly Earnings: Lake Charles, La.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under \$0.75 -----	5	-	9	-	(²)	-	13	-
Under \$0.80 -----	7	-	11	-	1	-	16	-
Under \$0.85 -----	8	-	12	2	1	-	18	-
Under \$0.90 -----	9	-	14	3	2	-	20	4
Under \$0.95 -----	9	-	15	3	2	-	22	5
Under \$1.00 -----	10	-	17	3	2	-	23	5
Under \$1.05 -----	12	-	20	3	3	-	29	5
Under \$1.10 -----	13	-	21	3	3	-	30	5
Under \$1.15 -----	14	(²)	22	3	3	-	32	9
Under \$1.20 -----	17	(²)	28	3	4	3	44	12
Under \$1.25 -----	19	(²)	30	4	5	3	48	13
Under \$1.30 -----	25	7	37	7	10	22	55	24
Under \$1.35 -----	28	7	41	10	12	28	60	32
Under \$1.40 -----	30	8	44	11	15	36	64	36
Under \$1.45 -----	32	9	47	11	18	39	67	46
Under \$1.50 -----	34	9	49	11	23	41	68	52
Under \$1.55 -----	37	12	53	15	27	45	73	55
Under \$1.60 -----	39	12	55	15	28	48	75	63
Under \$1.65 -----	41	13	58	18	29	62	76	67
Under \$1.70 -----	42	13	59	19	30	66	79	69
Under \$1.75 -----	43	14	61	20	30	68	80	74
Under \$1.80 -----	44	15	63	21	32	72	82	76
Under \$1.85 -----	46	16	64	22	34	73	83	77
Under \$1.90 -----	47	16	66	26	35	75	85	83
Under \$1.95 -----	48	17	67	26	36	75	87	83
Under \$2.00 -----	49	17	68	26	37	76	88	84
Under \$2.10 -----	51	18	72	28	43	82	91	87
Under \$2.20 -----	53	19	74	29	49	82	92	94
Under \$2.30 -----	54	20	75	30	50	88	93	94
Under \$2.40 -----	57	21	78	44	53	89	94	95
Under \$2.50 -----	58	24	79	46	54	90	95	97
Under \$2.60 -----	62	29	82	49	59	94	96	99
Under \$2.70 -----	63	32	83	49	61	95	96	99
Under \$2.80 -----	65	34	84	51	63	96	97	99
Under \$2.90 -----	67	37	85	51	69	96	97	100
Under \$3.00 -----	69	42	86	52	71	97	97	100
Total -----	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	154	59	95	15	15	6	37	7
Average hourly earnings -----	\$2.22	\$2.93	\$1.79	\$2.92	\$2.35	\$1.67	\$1.35	\$1.57

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 5. Average Hourly Earnings: Lexington, Ky.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries			
			Total ¹	Contract construction	Transportation, communication, and public utilities	Retail trade
Under \$0.75 -----	1	-	1	-	-	1
Under \$0.80 -----	4	-	5	-	(²)	7
Under \$0.85 -----	5	-	7	-	(²)	8
Under \$0.90 -----	6	-	9	-	(²)	12
Under \$0.95 -----	7	(²)	10	-	(²)	13
Under \$1.00 -----	8	(²)	12	-	(²)	14
Under \$1.05 -----	11	(²)	16	-	1	21
Under \$1.10 -----	11	(²)	17	-	2	23
Under \$1.15 -----	12	(²)	18	(²)	3	24
Under \$1.20 -----	14	1	21	(²)	4	29
Under \$1.25 -----	15	1	22	(²)	5	32
Under \$1.30 -----	23	6	32	7	18	40
Under \$1.35 -----	25	8	34	8	19	43
Under \$1.40 -----	29	10	38	9	22	47
Under \$1.45 -----	31	12	41	10	23	49
Under \$1.50 -----	33	13	44	10	25	55
Under \$1.55 -----	39	16	51	20	28	63
Under \$1.60 -----	41	17	52	20	28	65
Under \$1.65 -----	43	20	55	23	29	67
Under \$1.70 -----	44	22	56	24	30	68
Under \$1.75 -----	46	24	57	24	30	69
Under \$1.80 -----	49	27	60	30	31	71
Under \$1.85 -----	51	28	62	30	39	73
Under \$1.90 -----	53	30	64	31	40	76
Under \$1.95 -----	55	32	66	31	42	77
Under \$2.00 -----	57	37	66	31	42	78
Under \$2.10 -----	63	43	72	38	46	83
Under \$2.20 -----	66	51	75	40	49	85
Under \$2.30 -----	69	55	77	42	52	87
Under \$2.40 -----	72	58	78	43	58	88
Under \$2.50 -----	74	61	80	44	63	89
Under \$2.60 -----	77	65	83	50	66	91
Under \$2.70 -----	80	67	86	58	70	92
Under \$2.80 -----	82	70	88	64	73	94
Under \$2.90 -----	83	73	89	65	75	95
Under \$3.00 -----	85	76	90	68	76	96
Total -----	100	100	100	100	100	100
Number of employees (in hundreds) -----	288	97	191	35	15	71
Average hourly earnings -----	\$2.00	\$2.35	\$1.83	\$2.65	\$2.34	\$1.59

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 6. Average Hourly Earnings: Monroe, La.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under \$0.75 -----	9	-	13	-	(²)	-	17	-
Under \$0.80 -----	10	-	14	-	1	-	19	-
Under \$0.85 -----	12	-	17	-	1	-	2	-
Under \$0.90 -----	12	(²)	18	-	2	-	26	-
Under \$0.95 -----	13	(²)	19	-	2	-	28	-
Under \$1.00 -----	14	(²)	20	-	3	-	31	-
Under \$1.05 -----	16	1	23	-	3	(²)	35	4
Under \$1.10 -----	17	1	24	-	3	1	37	4
Under \$1.15 -----	18	1	26	1	3	1	39	4
Under \$1.20 -----	21	2	29	2	3	8	46	6
Under \$1.25 -----	22	2	31	2	3	8	50	7
Under \$1.30 -----	34	11	45	21	14	38	59	22
Under \$1.35 -----	37	15	48	22	17	43	63	34
Under \$1.40 -----	42	17	53	24	24	55	68	41
Under \$1.45 -----	44	20	56	26	26	59	70	51
Under \$1.50 -----	46	21	58	26	28	63	72	54
Under \$1.55 -----	50	24	62	35	29	69	76	55
Under \$1.60 -----	51	25	63	35	30	71	76	60
Under \$1.65 -----	53	26	65	38	31	75	78	63
Under \$1.70 -----	55	28	67	41	31	76	79	75
Under \$1.75 -----	57	29	69	44	32	78	82	79
Under \$1.80 -----	59	33	72	53	35	82	83	83
Under \$1.85 -----	61	34	73	53	36	84	83	84
Under \$1.90 -----	62	35	74	54	37	86	85	87
Under \$1.95 -----	64	38	76	54	39	87	87	88
Under \$2.00 -----	65	41	77	55	47	87	87	89
Under \$2.10 -----	69	46	81	61	51	88	90	94
Under \$2.20 -----	73	53	82	63	53	91	91	96
Under \$2.30 -----	75	58	84	64	57	94	91	96
Under \$2.40 -----	78	64	85	65	59	96	92	98
Under \$2.50 -----	80	68	86	66	61	96	92	98
Under \$2.60 -----	84	75	88	75	66	96	93	99
Under \$2.70 -----	86	78	90	76	70	96	94	99
Under \$2.80 -----	88	81	91	78	72	98	95	99
Under \$2.90 -----	90	85	92	78	77	98	95	99
Under \$3.00 -----	91	87	92	79	80	99	96	99
Total -----	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	144	46	98	14	11	13	39	4
Average hourly earnings -----	\$1.76	\$2.16	\$1.57	\$2.14	\$2.19	\$1.51	\$1.35	\$1.59

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 7. Average Hourly Earnings: Tuscaloosa, Ala.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries				
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade
Under \$0.75 -----	7	1	12	-	(²)	-	16
Under \$0.80 -----	8	1	15	-	(²)	-	20
Under \$0.85 -----	9	1	17	-	(²)	-	23
Under \$0.90 -----	11	1	20	-	(²)	1	27
Under \$0.95 -----	12	1	22	-	(²)	1	32
Under \$1.00 -----	13	1	23	-	(²)	1	34
Under \$1.05 -----	16	2	29	2	2	1	43
Under \$1.10 -----	17	2	30	2	3	1	45
Under \$1.15 -----	18	2	32	3	4	2	47
Under \$1.20 -----	22	2	40	3	4	4	61
Under \$1.25 -----	23	2	41	4	5	4	64
Under \$1.30 -----	34	15	52	10	16	41	73
Under \$1.35 -----	37	17	54	11	22	48	76
Under \$1.40 -----	40	19	59	12	29	57	79
Under \$1.45 -----	42	20	62	18	31	60	80
Under \$1.50 -----	43	21	63	18	33	63	82
Under \$1.55 -----	47	24	67	21	40	73	84
Under \$1.60 -----	48	25	69	22	42	76	85
Under \$1.65 -----	50	26	71	28	47	81	86
Under \$1.70 -----	52	27	74	33	50	85	87
Under \$1.75 -----	53	28	75	34	51	87	88
Under \$1.80 -----	55	29	78	36	58	91	89
Under \$1.85 -----	56	30	79	38	59	93	90
Under \$1.90 -----	57	31	80	39	65	94	91
Under \$1.95 -----	58	32	81	40	69	95	92
Under \$2.00 -----	60	36	82	40	71	95	92
Under \$2.10 -----	65	45	84	43	72	95	93
Under \$2.20 -----	68	50	85	44	75	96	94
Under \$2.30 -----	73	59	86	47	77	97	95
Under \$2.40 -----	76	63	87	48	77	97	95
Under \$2.50 -----	78	67	88	53	79	98	96
Under \$2.60 -----	80	69	89	56	79	98	97
Under \$2.70 -----	82	73	90	56	80	99	97
Under \$2.80 -----	84	75	91	60	80	99	97
Under \$2.90 -----	85	78	91	61	81	100	98
Under \$3.00 -----	87	82	92	64	82	100	98
Total -----	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	155	74	82	11	7	8	36
Average hourly earnings -----	\$1.83	\$2.21	\$1.48	\$2.47	\$1.90	\$1.44	\$1.20

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 8. Average Hourly Earnings: Wichita Falls, Tex.

(Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, selected industry groups, June 1965)

Average hourly earnings	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under \$0.75 -----	5	-	6	-	-	-	11	1
Under \$0.80 -----	8	-	9	-	-	-	17	1
Under \$0.85 -----	9	-	11	-	-	-	19	1
Under \$0.90 -----	10	-	13	-	-	-	21	4
Under \$0.95 -----	11	-	14	-	-	-	22	5
Under \$1.00 -----	12	-	15	-	-	-	23	5
Under \$1.05 -----	15	(²)	18	-	-	-	28	7
Under \$1.10 -----	16	(²)	20	-	-	-	29	7
Under \$1.15 -----	17	1	21	1	-	-	31	9
Under \$1.20 -----	20	1	24	1	-	-	38	11
Under \$1.25 -----	21	2	26	1	-	-	40	20
Under \$1.30 -----	33	16	37	15	4	27	51	29
Under \$1.35 -----	36	22	40	16	6	32	54	29
Under \$1.40 -----	40	28	43	19	7	36	57	33
Under \$1.45 -----	43	32	46	20	9	41	60	37
Under \$1.50 -----	46	36	48	20	13	45	62	39
Under \$1.55 -----	52	42	54	42	16	55	66	41
Under \$1.60 -----	54	45	56	42	19	56	68	44
Under \$1.65 -----	57	49	59	44	22	60	71	46
Under \$1.70 -----	59	51	61	45	24	62	73	48
Under \$1.75 -----	61	52	63	46	27	63	75	54
Under \$1.80 -----	63	58	65	50	30	64	77	56
Under \$1.85 -----	65	60	66	52	32	66	77	60
Under \$1.90 -----	67	63	68	52	35	68	79	61
Under \$1.95 -----	69	66	69	52	37	70	80	64
Under \$2.00 -----	70	67	70	52	39	71	81	64
Under \$2.10 -----	73	72	74	57	49	74	83	66
Under \$2.20 -----	76	74	77	58	53	79	85	71
Under \$2.30 -----	79	78	79	61	58	82	87	74
Under \$2.40 -----	81	79	82	62	61	87	88	79
Under \$2.50 -----	83	84	83	62	64	88	89	85
Under \$2.60 -----	86	88	86	67	65	95	91	91
Under \$2.70 -----	88	92	87	69	67	95	92	92
Under \$2.80 -----	89	95	88	73	68	96	93	95
Under \$2.90 -----	91	96	89	74	69	97	93	96
Under \$3.00 -----	92	97	90	74	73	98	94	96
Total -----	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	148	29	119	14	15	12	49	8
Average hourly earnings -----	\$1.74	\$1.83	\$1.72	\$2.26	\$2.31	\$1.71	\$1.50	\$1.80

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 9. Weekly Hours of Work: Amarillo, Tex.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under 15	4	2	5	8	3	1	6	2
15 and under 35	14	11	14	22	7	7	16	14
35 and under 40	7	8	7	7	2	4	9	11
40	29	32	29	19	50	26	19	60
Over 40 and under 44	9	10	9	8	9	8	10	9
44	6	5	6	4	4	7	6	1
Over 44 and under 48	9	8	9	7	6	19	10	1
48	7	6	7	3	10	1	10	-
Over 48	16	19	15	23	9	27	15	2
Total	100	100	100	100	100	100	100	100
Number of employees (in hundreds)	217	32	185	21	30	25	64	15
Average weekly hours	41	42	40	39	41	45	40	38

¹ Includes nonmanufacturing industries in addition to those shown separately.

Table 10. Weekly Hours of Work: Asheville, N.C.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries				
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade
Under 15	3	1	5	7	2	2	6
15 and under 35	12	11	13	22	9	8	13
35 and under 40	13	16	10	15	7	8	9
40	33	41	25	26	51	28	16
Over 40 and under 44	7	5	8	6	6	10	9
44	2	1	3	2	2	9	2
Over 44 and under 48	9	7	11	8	6	11	15
48	9	8	11	3	2	1	17
Over 48	12	11	13	13	15	24	12
Total	100	100	100	100	100	100	100
Number of employees (in hundreds)	296	155	141	19	17	13	59
Average weekly hours	40	41	40	38	41	42	40

¹ Includes nonmanufacturing industries in addition to those shown separately.

Table 11. Weekly Hours of Work: Durham, N.C.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries				
			Total ¹	Contract construction	Transportation, communication, and public utilities	Retail trade	Finance, insurance, and real estate
Under 15 -----	4	1	7	10	2	3	2
15 and under 35 -----	24	31	18	26	6	20	8
35 and under 40 -----	12	7	16	10	5	13	60
40 -----	24	30	20	21	53	11	14
Over 40 and under 44 -----	9	7	11	14	9	10	7
44 -----	1	1	2	1	1	1	1
Over 44 and under 48 -----	7	5	9	9	3	8	4
48 -----	7	9	6	1	2	10	1
Over 48 -----	11	8	13	8	13	18	2
Total -----	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	231	102	130	23	16	46	13
Average weekly hours -----	38	39	38	35	42	38	37

¹ Includes nonmanufacturing industries in addition to those shown separately.

Table 12. Weekly Hours of Work: Lake Charles, La.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under 15 -----	4	1	6	8	12	2	5	2
15 and under 35 -----	10	4	13	20	11	6	14	8
35 and under 40 -----	7	5	8	2	4	3	8	19
40 -----	40	54	32	29	50	38	25	41
Over 40 and under 44 -----	9	14	5	7	3	5	4	14
44 -----	4	4	3	3	1	5	4	1
Over 44 and under 48 -----	5	3	7	8	1	10	9	9
48 -----	9	5	11	2	2	2	19	1
Over 48 -----	13	11	15	22	14	30	11	5
Total -----	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	154	59	95	15	15	6	37	7
Average weekly hours -----	41	42	40	40	39	44	40	40

¹ Includes nonmanufacturing industries in addition to those shown separately.

Table 13. Weekly Hours of Work: Lexington, Ky.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries			
			Total ¹	Contract construction	Transportation, communication, and public utilities	Retail trade
Under 15 -----	3	1	5	6	6	5
15 and under 35 -----	14	7	17	24	14	15
35 and under 40 -----	10	6	13	12	10	11
40 -----	27	36	22	32	38	18
Over 40 and under 44 -----	9	7	10	9	9	11
44 -----	3	3	2	1	2	3
Over 44 and under 48 -----	8	8	9	3	4	11
48 -----	11	16	8	2	1	13
Over 48 -----	15	17	15	12	16	13
Total -----	100	100	100	100	100	100
Number of employees (in hundreds) -----	288	97	191	35	15	71
Average weekly hours -----	41	43	39	37	39	40

¹ Includes nonmanufacturing industries in addition to those shown separately.

Table 14. Weekly Hours of Work: Monroe, La.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under 15 -----	3	1	4	3	3	(²)	5	8
15 and under 35 -----	10	8	11	11	8	8	15	19
35 and under 40 -----	6	5	6	6	(²)	2	7	31
40 -----	29	35	27	48	68	11	17	11
Over 40 and under 44 -----	9	7	9	8	5	9	11	15
44 -----	7	3	8	2	3	13	8	1
Over 44 and under 48 -----	8	6	8	9	2	20	7	9
48 -----	11	11	11	2	4	1	18	1
Over 48 -----	19	24	16	13	8	36	13	6
Total -----	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	144	46	98	14	11	13	39	4
Average weekly hours -----	42	44	42	40	40	46	41	38

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 15. Weekly Hours of Work: Tuscaloosa, Ala.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries				
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade
Under 15	4	1	7	10	7	2	7
15 and under	14	11	17	27	9	9	18
35 and under 40	8	6	10	15	5	11	8
40	27	34	20	22	53	9	16
Over 40 and under 44	10	13	8	12	5	7	9
44	4	1	6	3	(²)	1	9
Over 44 and under 48	9	5	13	5	5	26	14
48	5	5	4	2	1	2	5
Over 48	20	25	15	4	16	33	14
Total	100	100	100	100	100	100	100
Number of employees (in hundreds)	155	74	82	11	7	8	35
Average weekly hours	40	42	39	34	39	44	39

¹ Includes nonmanufacturing industries in addition to those shown separately.² Less than 0.5 percent.

Table 16. Weekly Hours of Work: Wichita Falls, Tex.

(Percent distribution of nonsupervisory employees by weekly hours of work, selected industry groups, June 1965)

Weekly hours of work	All industries	Manufacturing industries	Nonmanufacturing industries					
			Total ¹	Contract construction	Transportation, communication, and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under 15	3	2	4	4	1	3	4	2
15 and under 35	12	5	14	22	9	6	13	13
35 and under 40	6	7	6	9	1	2	5	14
40	27	30	26	24	59	23	20	35
Over 40 and under 44	8	10	7	13	8	6	6	7
44	5	5	5	4	3	7	5	5
Over 44 and under 48	9	11	9	7	3	15	8	5
48	9	5	10	-	5	4	16	7
Over 48	21	25	20	17	12	34	23	11
Total	100	100	100	100	100	100	100	100
Number of employees (in hundreds)	148	29	119	14	15	12	49	8
Average weekly hours	42	44	41	38	41	45	41	40

¹ Includes nonmanufacturing industries in addition to those shown separately.

Appendix A. Scope and Method of Survey

Scope of Survey

The survey of selected metropolitan areas in the South with populations between 100,000 and 150,000 (according to the 1960 census) included the following: Amarillo, Tex. (Potter and Randall Counties); Asheville, N.C. (Buncombe County); Durham, N.C. (Durham County); Lake Charles, La. (Calcasieu Parish); Lexington, Ky. (Fayette County); Monroe, La. (Ouachita Parish); Tuscaloosa, Ala. (Tuscaloosa County); and Wichita Falls, Tex. (Archer and Wichita Counties). Included were establishments with one or more employees, and auxiliary units affiliated with and serving the various establishments (i.e., warehouses, central offices, laboratories, powerplants, etc.) within each of the areas. Major industry divisions within the scope of the survey were: (1) Mining (except petroleum and natural gas); (2) contract construction; (3) manufacturing; (4) transportation (except railroads), communication, electric, gas, and sanitary services; (5) wholesale trade; (6) retail trade; (7) finance, insurance, and real estate; and (8) services (except nonprofit religious, charitable, educational, and humanitarian organizations). Major industry divisions excluded were agriculture and government.

All nonsupervisory employees, except outside salespersons in industries other than retail trade, were included in the study. The earnings data relate to payroll periods ending nearest June 15, 1961, and June 15, 1962, and, in the latest survey, including June 12, 1965. The hours data pertain only to the June 1965 period.

Sample Design

State agencies which administer the unemployment insurance laws furnished lists of all establishments covered by these laws in each area, showing location, employment, and industry classification. From these lists, a sample of establishments was selected, using a stratified sample design with variable sampling ratios based on optimum allocation depending on kind of industrial activity and employment size. To obtain an appropriate degree of accuracy at minimum cost, the sample within each major industry division consisted of a greater proportion of large than of small establishments. Generally, each establishment's chance of being included in the sample was roughly proportionate to its employment size. Although separate samples were prepared for the 1961, 1962, and 1965 surveys, a substantial proportion of the larger establishments was included in all three surveys.

Method of Collection

Primary data for 1961 and 1962 used in the tabulations were obtained largely by mail questionnaire. Large units were visited by the Bureau's field economists, as were a sample of the nonrespondents to the mail questionnaire. Primary data for 1965 were obtained largely through personal visits by Bureau field economists to the sample establishments.

Estimating Procedures

The probability of the unit's inclusion in the sample determined the weighting for each sampling unit. For example, when 1 out of 4 establishments in an industry-size class was selected for study, data for this establishment were given a weight of 4, thus representing the establishment studied and the 3 not studied. Therefore, estimates based on the establishments studied relate to all establishments in the industry groups within the area. Data for establishments with 1 to 3 employees, which were not included in the State listings, were imputed to the establishments with 4 to 10 employees. To minimize the bias of nonresponse, data obtained from a sample of the nonrespondents to the mail questionnaire were weighted to represent all other nonrespondents.

The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied. Consequently, the survey did not include establishments new to the universe subsequent to the compilation of establishment listings. In addition, the lack of precise information for establishments with fewer than four employees makes it necessary to regard with reservation small employment changes based on samples.

Definition of Terms

Earnings Data. For purposes of this study, earnings data relate to straight-time hourly earnings, excluding premium pay for overtime work, and for work on weekends, holidays, and late shifts. Cost-of-living and incentive payments, such as those resulting from piecework or production bonus systems, are considered part of the worker's regular pay, but nonproduction payments, such as Christmas or yearend bonuses, are not so considered. Earnings of workers not paid on an hourly basis were converted to an hourly rate by dividing the total straight-time earnings reported by the number of paid hours during the payroll period. Group average hourly earnings published in this bulletin (except for retail trade) were obtained by dividing the sum of the hourly earnings by the number of individuals represented in the group total. Group average hourly earnings for retail trade were obtained by dividing the sum of the hourly earnings by the number of hours worked. This procedure was used because of the wide variation of work schedules for retail employees.

Establishment. An establishment is generally defined as a single physical location where business is conducted. Because the survey was conducted on a metropolitan area basis (as opposed to an industry basis), data were requested for all establishments of the reporting unit located within the specified area. Auxiliary units, such as warehouses, offices, repair shops, and laboratories, were also included in the survey as part of the reporting unit.

Hours of work are for a 1-week period and include hours paid for vacations, holidays, sick leave, and other paid leave. Group average weekly hours were obtained by dividing the sum of the weekly hours by the number of individuals in the group total.

Industry Groups. The industry groups used in this survey are completely defined in the 1957 edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget.

Metropolitan areas, as used in this study, refer to those city and county areas defined by the Bureau of the Budget as Standard Metropolitan Statistical Areas in 1961. Included are counties containing at least one central city with a population of 50,000 or more, as well as those adjacent counties that are found to be metropolitan in character and economically and socially integrated with the county containing the central city. For a more detailed description of metropolitan areas, see the pamphlet, Standard Metropolitan Statistical Areas, prepared by the Bureau of the Budget in 1961.

Nonsupervisory Employees. Included in this group are employees below the supervisory level, such as miners, production workers, office and clerical workers, inside salespersons, routemen, repairmen, maintenance workers, installation men, cafeteria employees, custodial workers, truckdrivers, etc. Excluded from this group are outside salespersons, executives, professionals, and supervisors.

Appendix B. Questionnaire

BLS 2837
(Rev. '65)

Budget Bureau No. 44-R1167.2
Approval expires May 31, 1966

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

Your report will be held in confidence.

IDENTIFICATION:

Schedule number	Reg.	State	City size	SIC	Est. size	Wgt.	Spec. char.
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**EMPLOYEE EARNINGS AND HOURS,
SELECTED AREAS**

This report should cover all establishments of your company located in the county or area designated to the left. Include auxiliary units such as warehouses, offices, repair shops, and research laboratories, etc. Do not report data for any establishment located outside of the designated county.

1. TYPE OF BUSINESS: _____

Indicate your major business activity (e.g., mining, manufacturing, wholesale trade, etc.) and your principal product or service based on value of sales or receipts (e.g., crude petroleum, seamless hosiery, groceries, etc.). Typical examples of proper entries are: Mining—coal; manufacturing—textile machinery; banking; automobile repair shops; general building contractor; etc.

2. PAYROLL PERIOD COVERED BY THE SURVEY:

The information requested should correspond to your payroll period (weekly, bi-weekly, or monthly) which includes June 12, 1965.

Indicate the dates for the payroll period used:

From _____, 1965 to _____, 1965.

3. EMPLOYMENT IN ESTABLISHMENTS COVERED BY THIS REPORT:

A. Total number of employees _____.

Enter total number of employees (full-time and part-time) who received pay for any part of the payroll period. **DO NOT INCLUDE** proprietors, members of unincorporated firms, or unpaid family workers.

B. Number of nonsupervisory employees _____.

Enter total number of employees (full-time and part-time) below the supervisory level who received pay for any part of the payroll period. Working supervisors who spend less than 20 percent of their time at supervisory duties should be classified as nonsupervisory. Include such employees as miners, production, office, and technical employees, salespersons (including telephone sales), routemen, repairmen, maintenance and installation men, cafeteria employees, waiters, custodial employees, truckdrivers, etc. **DO NOT INCLUDE** outside salesmen, executive, administrative, professional, and supervisory employees.

Do you want a copy of the Bureau's report on this survey? ---- Yes No

Name and title of person furnishing data _____

(Please type or print)

4. EARNINGS AND HOURS OF NONSUPERVISORY EMPLOYEES:

INSTRUCTIONS

(Please read carefully to avoid correspondence)

Earnings and hours should be reported separately for each employee unless these data are identical for two employees or more. Exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Do not report aggregate earnings and hours for several workers. For convenience of reporting for employees paid on other than an hourly basis (e.g., salary, incentive), columns 5 and 6 are provided. Instructions for reporting the necessary data in each column are listed below. The examples referred to are shown on the enclosed sheet.

<p><u>All employees</u></p> <p>Complete columns 1, 2, and 3 for all nonsupervisory employees covered by this report. (See examples 1-4.)</p>	<p>Column (1)—Indicate whether the employee is male (M) or female (F).</p> <p>Column (2)—Use a separate line for each employee and enter "1," unless two employees or more of the same sex worked the same number of hours during the selected week, and received identical hourly or salary rates. Data are to be reported individually for each employee whose earnings were based entirely or in part on commissions, bonuses, or incentives.</p> <p>Column (3)—Enter the number of hours worked during the week of June 6-12, 1965. Include hours paid for sick leave, holidays, vacations, etc. These hours should relate to a 1-week period regardless of the length of the payroll period.</p>
<p><u>Hourly rated employees</u></p> <p>Use column 4 to report earnings of employees paid on an hourly basis. (See example 1.)</p>	<p>Column (4)—Enter the base (straight-time hourly) rate. Premium payments for overtime and for work on weekends, holidays, and late shifts should be excluded. This column may also be used to report earnings of employees paid on an incentive or salary basis if average straight-time hourly earnings are available.</p>
<p><u>Salaries or incentive employees</u></p> <p>Use columns 5 and 6 to report earnings of employees paid on a salary or incentive basis. (See examples 2, 3, and 4.)</p>	<p>Column (5)—Enter for each employee the total straight-time salary and/or incentive earnings for the payroll period (weekly, biweekly, or semimonthly) which includes June 12, 1965. Include straight-time pay for overtime, but exclude overtime premium.</p> <p>Column (6)—Enter the number of hours worked during the payroll period (weekly, biweekly, monthly, or semimonthly) which corresponds to the earnings reported in column 5. Include hours paid for sick leave, holidays, vacations, etc.</p>

Complete these columns for all nonsupervisory employees			Use this column for nonsupervisory employees paid on an hourly basis	Use these columns for nonsupervisory employees paid other than on an hourly basis	
(1)	(2)	(3)	(4)	(5)	(6)
Sex (M or F)	Number of employees	Hours worked during the week June 6-12, 1965	Straight-time hourly rate	Straight-time salary or incentive earnings for payroll period which includes June 12, 1965	Hours worked during payroll period

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

