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Area Wage Survey

The Jackson, Mississippi, Metropolitan Area

February 1968

Bulletin No 1575-49

UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

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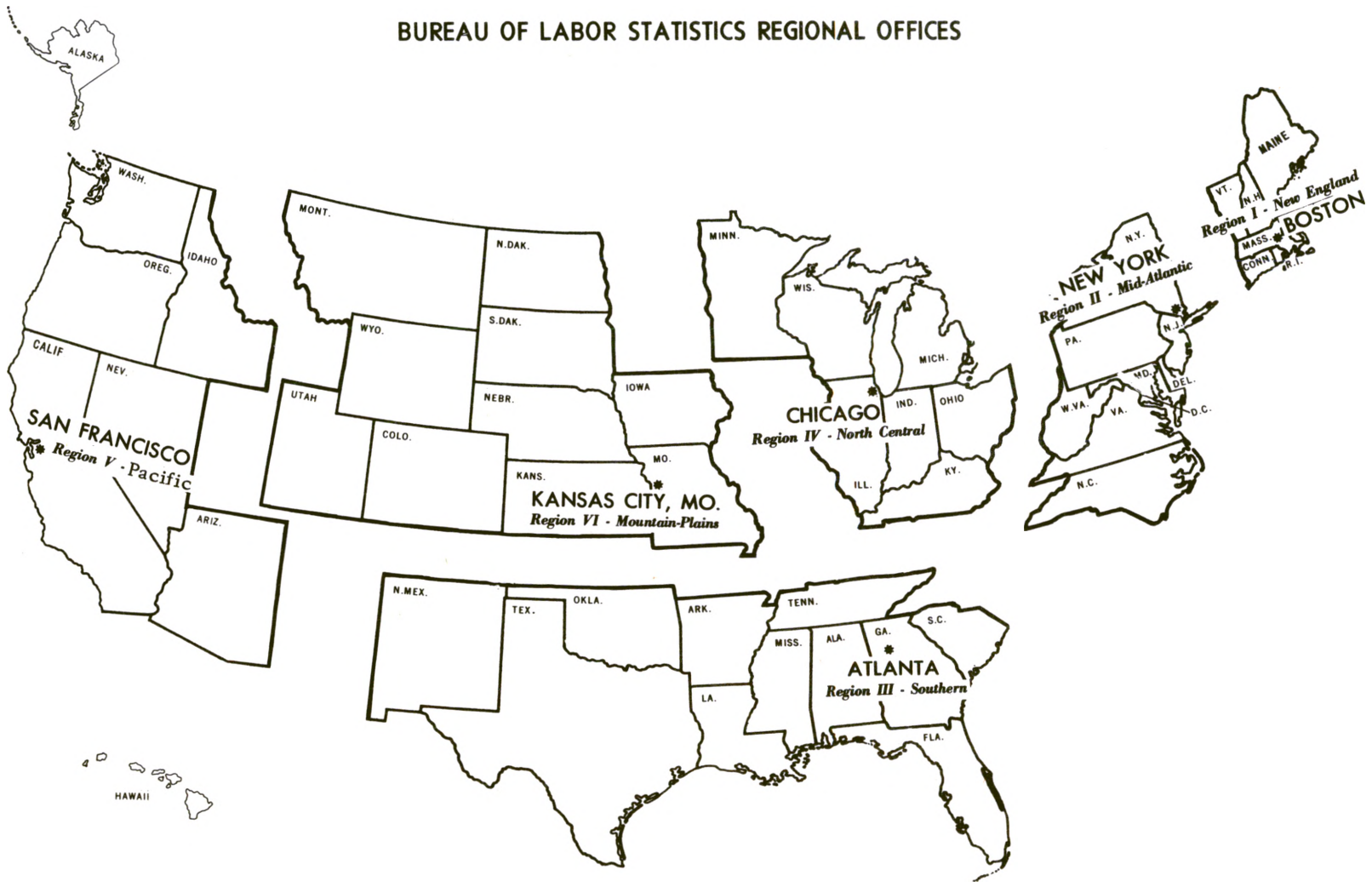

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Area Wage Survey

The Jackson, Mississippi, Metropolitan Area

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May 1968

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

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

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

Eighty-six areas currently are included in the program. In each area, information on occupational earnings is collected annually and on establishment practices and supplementary wage provisions biennially.

This bulletin presents results of the survey in Jackson, Miss., in February 1968. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through April 1967, consists of Hinds and Rankin Counties. This study was conducted by the staff of the Bureau's Atlanta Regional Office under the general direction of Donald M. Cruse, Assistant Regional Director for Operations.

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

Union scales, indicative of prevailing pay levels in the Jackson area, are also available for building construction; printing; local-transit operating employees; and motortruck drivers, helpers, and allied occupations.

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Area Wage Survey—

The Jackson, Miss., Metropolitan Area

Introduction

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

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

Occupations and Earnings

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

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

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

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

Establishment Practices and Supplementary Wage Provisions

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

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Minimum entrance salaries for women office workers (table B-1) relate only to the establishments visited. Because of the optimum sampling techniques used, and the probability that large establishments are more likely to have formal entrance rates for workers above the subclerical level than small establishments, the table is more-representative of policies in medium and large establishments.

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

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

Paid holidays; paid vacations; health, insurance, and pension plans; and premium pay for overtime work (tables B-4 through B-7) are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Sums of individual items in tables B-2 through B-7 may not equal totals because of rounding.

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

The summary of vacation plans (table B-5) is limited to a statistical measure of vacation provisions. It is not intended as a measure of the proportion of workers actually receiving specific benefits. Provisions of an establishment for all lengths of service were tabulated as applying to all plant or office workers of the establishment, regardless of length of service. Provisions for payment on other than a time basis were converted to a time basis; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay. Estimates exclude vacation-savings plans and those which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

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

Data on health, insurance, and pension plans (table B-6) include those plans for which the employer pays at least a part of the cost. Such plans include those underwritten by a commerical insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. An establishment was considered to have a plan if the majority of employees were eligible to be covered under the plan, even if less than a majority elected to participate because employees were required to contribute toward the cost of the plan. Legally required plans, such as workmen's compensation, social security, and railroad retirement were excluded.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,[2] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans[3] which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Catastrophe insurance, sometimes referred to as major medical insurance, includes those plans which are designed to protect employees in case of sickness and injury involving expenses beyond the normal coverage of hospitalization, medical, and surgical plans. Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by commercial insurance companies or nonprofit organizations or they may be paid for by the employer out of a fund set aside for this purpose. Tabulations of retirement pension plans are limited to those plans that provide regular payments for the remainder of the worker's life.

Data on overtime premium pay (table B-7), the hours after which premium pay is received and the corresponding rate of pay, are presented by daily and weekly provisions. Daily overtime refers to work in excess of a specified number of hours a day regardless of the number of hours worked on other days of the pay period. Weekly overtime refers to work in excess of a specified number of hours per week regardless of the day on which it is performed, the number of hours per day, or number of days worked.

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

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

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Table 1. Establishments and Workers Within Scope of Survey and Number Studied in Jackson, Miss.,[1] by Major Industry Division,[2] February 1968

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study[3]	Studied	Within scope of study				Studied
				Total[4]		Plant	Office	
				Number	Percent			Total[4]
All divisions		187	90	27,400	100	18,400	4,900	18,880
Manufacturing	50	64	33	11,700	43	9,600	800	8,520
Nonmanufacturing	-	123	57	15,700	57	8,800	4,100	10,360
Transportation, communication, and other public utilities[5]	50	18	13	4,300	16	2,200	800	3,900
Wholesale trade	50	26	7	2,300	8	(6)	(6)	760
Retail trade	50	39	18	4,200	15	(6)	(6)	2,470
Finance, insurance, and real estate	50	20	9	2,900	11	(7)	(6)	2,070
Services[8]	50	20	10	2,000	7	(6)	(6)	1,160

[1] The Jackson Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through April 1967, consists of Hinds and Rankin Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

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

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

[5] Taxicabs and services incidental to water transportation were excluded.

[6] This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, and for "all industries" in the Series B tables. Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

[7] Workers from this entire industry division are represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, but from the real estate portion only in estimates for "all industries" in the Series B tables. Separate presentation of data for this division is not made for one or more of the reasons given in footnote 6 above.

[8] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

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

Industry groups		Specific industries	
Furniture and fixtures	24	Household furniture	24
Food and kindred products	17	Aircraft and parts	8
Electrical equipment and supplies	12	Meat products	7
Stone, clay, and glass products	12	Household appliances	6
Transportation equipment	8	Electric lighting and wiring equipment	5
Lumber and wood products	6		
Apparel and other textile products	5		

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

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Wage Trends for Selected Occupational Groups

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

Method of Computing

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

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

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

Industrial nurses (men and women):
- Nurses, industrial (registered)

Skilled maintenance (men):
- Carpenters
- Electricians
- Machinists
- Mechanics
- Mechanics (automotive)
- Painters
- Pipefitters
- Tool and die makers

Unskilled plant (men):
- Janitors, porters, and cleaners
- Laborers, material handling

Table 2. Indexes of Standard Weekly Salaries and Straight-Time Hourly Earnings for Selected Occupational Groups in Jackson, Miss., February 1968 and February 1967, and Percents of Increase for Selected Periods

Occupational group	Indexes (February 1961=100)		Percents of increase							
	February 1968	February 1967	February 1967 to February 1968	February 1966 to February 1967	February 1965 to February 1966	February 1964 to February 1965	February 1963 to February 1964	February 1962 to February 1963	February 1961 to February 1962	February 1960 to February 1961
Office clerical (men and women)	131.6	126.9	3.7	5.4	5.4	3.1	3.7	3.4	3.3	1.8
Industrial nurses (men and women)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Skilled maintenance (men)	121.7	117.5	3.6	3.7	3.1	1.5	.5	3.6	4.0	5.0
Unskilled plant (men)	149.4	137.6	8.6	8.7	5.9	2.1	4.9	2.9	8.3	4.0

1 Data do not meet publication criteria.

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

Limitations of Data

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

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

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A. Occupational Earnings

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Jackson, Miss., February 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— $50 and under 55	$55–60	$60–65	$65–70	$70–75	$75–80	$80–85	$85–90	$90–95	$95–100	$100–105	$105–110	$110–115	$115–120	$120–125	$125–130	$130–135	$135–140	$140–145	$145–150	$150 and over
MEN																										
CLERKS, ACCOUNTING, CLASS A	39	40.0	$124.00	$122.50	$111.50–131.50	–	–	–	–	–	–	–	–	–	–	4	4	6	5	2	7	6	–	–	–	5
CLERKS, ACCOUNTING, CLASS B	20	40.0	88.50	84.50	74.00– 99.50	–	–	–	–	7	–	4	1	2	2	–	–	2	2	–	–	–	–	–	–	–
CLERKS, ORDER	29	40.0	89.00	85.00	80.50–102.50	–	–	–	–	–	7	8	3	2	1	3	1	2	2	–	–	–	–	–	–	–
OFFICE BOYS	26	39.0	71.00	67.00	61.50– 80.50	–	4	8	4	3	1	2	2	1	–	1	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	23	39.0	69.50	65.00	61.00– 75.00	–	4	8	3	3	1	2	–	1	–	1	–	–	–	–	–	–	–	–	–	–
WOMEN																										
BOOKKEEPING-MACHINE OPERATORS, CLASS A	29	40.5	81.50	84.50	70.00– 91.50	–	–	7	–	–	2	7	5	5	3	–	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	24	40.5	79.00	82.50	64.50– 89.50	–	–	7	–	–	2	7	3	5	–	–	–	–	–	–	–	–	–	–	–	–
BOOKKEEPING-MACHINE OPERATORS, CLASS B	55	40.0	78.00	76.00	63.50– 87.50	–	–	20	5	2	6	8	2	3	1	2	–	6	–	–	–	–	–	–	–	–
NONMANUFACTURING	46	40.0	79.00	75.50	63.50– 92.00	–	–	17	4	2	4	7	–	3	1	2	–	6	–	–	–	–	–	–	–	–
CLERKS, ACCOUNTING, CLASS A	79	39.5	93.50	92.00	83.00–105.50	–	–	–	–	8	8	7	15	5	8	8	9	3	3	2	2	1	–	–	–	–
MANUFACTURING	18	39.5	104.50	104.50	99.50–115.50	–	–	–	–	–	–	2	–	–	3	5	2	2	2	2	–	–	–	–	–	–
NONMANUFACTURING	61	39.5	90.50	88.50	79.50–101.00	–	–	–	–	8	8	5	15	5	5	3	7	1	1	–	2	1	–	–	–	–
CLERKS, ACCOUNTING, CLASS B	196	39.0	79.00	77.00	69.00– 91.00	1	3	11	45	25	30	17	7	48	3	5	1	–	–	–	–	–	–	–	–	–
MANUFACTURING	21	39.5	78.50	76.00	71.50– 79.50	–	–	–	4	5	8	–	–	–	2	2	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	175	38.5	79.00	77.50	68.50– 91.00	1	3	11	41	20	22	17	7	48	1	3	1	–	–	–	–	–	–	–	–	–
CLERKS, FILE, CLASS C	63	39.0	65.50	65.50	62.00– 68.50	–	8	20	30	3	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	62	39.0	65.50	66.00	62.00– 68.50	–	8	19	30	3	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
CLERKS, ORDER	20	40.0	85.00	84.00	81.00– 94.50	–	–	–	–	3	1	8	2	2	2	1	–	1	–	–	–	–	–	–	–	–
CLERKS, PAYROLL	38	39.5	93.50	91.50	83.00–105.50	–	–	–	1	3	2	6	4	12	–	1	3	2	1	1	–	–	2	–	–	–
NONMANUFACTURING	25	39.0	94.50	92.00	81.00–107.50	–	–	–	1	3	2	2	2	8	–	1	1	1	1	1	–	–	2	–	–	–
KEYPUNCH OPERATORS, CLASS A	75	39.5	77.50	76.00	70.50– 84.00	–	–	3	15	17	13	12	5	7	1	1	1	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	68	39.5	77.00	75.50	70.00– 83.00	–	–	3	14	16	12	12	5	3	1	1	1	–	–	–	–	–	–	–	–	–
KEYPUNCH OPERATORS, CLASS B	108	39.0	76.50	76.00	67.00– 86.50	–	–	20	18	12	24	5	10	15	1	3	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	96	39.0	77.00	76.00	67.00– 87.50	–	–	18	17	10	20	3	9	15	1	3	–	–	–	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	47	39.0	78.50	77.00	72.50– 87.50	–	–	–	8	8	19	–	2	10	–	–	–	–	–	–	–	–	–	–	–	–
SECRETARIES[4]	263	39.5	96.00	93.50	82.50–108.00	–	–	6	15	17	15	27	32	29	27	22	14	12	10	4	8	14	3	6	1	1
MANUFACTURING	30	39.5	99.50	100.50	92.00–106.00	–	–	–	–	2	–	3	1	4	5	8	–	4	–	2	–	–	1	–	–	–
NONMANUFACTURING	233	39.5	95.50	92.00	81.50–108.00	–	–	6	15	15	15	24	31	25	22	14	14	8	10	2	8	14	2	6	1	1
PUBLIC UTILITIES[3]	47	39.0	119.00	120.00	111.00–133.50	–	–	–	–	–	2	–	4	2	1	1	1	6	7	1	2	13	2	4	–	1
SECRETARIES, CLASS A	17	39.5	113.00	105.00	99.00–134.00	–	–	–	–	–	–	1	2	–	2	4	–	–	–	3	–	2	–	2	–	1
SECRETARIES, CLASS B	60	39.0	110.50	112.50	92.50–131.50	–	–	–	–	4	2	6	–	7	3	3	4	3	4	1	5	11	2	4	1	–
NONMANUFACTURING	56	39.0	111.00	115.50	92.00–132.00	–	–	–	–	4	2	6	–	6	2	3	4	1	4	1	5	11	2	4	1	–
PUBLIC UTILITIES[3]	24	39.0	126.50	132.50	121.00–137.00	–	–	–	–	–	2	–	–	–	–	[illegible]	–	1	2	1	–	11	2	4	–	–

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Jackson, Miss., February 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— $50 and under 55	$55 – 60	$60 – 65	$65 – 70	$70 – 75	$75 – 80	$80 – 85	$85 – 90	$90 – 95	$95 – 100	$100 – 105	$105 – 110	$110 – 115	$115 – 120	$120 – 125	$125 – 130	$130 – 135	$135 – 140	$140 – 145	$145 – 150	$150 and over
WOMEN - CONTINUED																										
SECRETARIES[4] - CONTINUED			$	$	$ $																					
SECRETARIES, CLASS C	43	39.5	96.50	96.00	83.50-113.50	-	-	-	3	2	2	6	3	5	5	5	-	3	5	-	3	-	1	-	-	-
NONMANUFACTURING	30	39.0	96.50	97.50	81.00-116.00	-	-	-	3	2	2	3	3	2	1	3	-	3	5	-	3	-	-	-	-	-
SECRETARIES, CLASS D	139	39.5	87.00	88.00	77.50- 97.00	-	-	6	12	11	11	14	27	17	17	10	9	5	-	-	-	-	-	-	-	-
NONMANUFACTURING	131	39.5	86.50	87.50	77.50- 96.00	-	-	6	12	9	11	14	26	17	17	7	9	3	-	-	-	-	-	-	-	-
STENOGRAPHERS, GENERAL	162	39.5	79.50	77.00	70.50- 87.00	-	-	4	32	33	31	18	11	19	1	11	-	1	1	-	-	-	-	-	-	-
MANUFACTURING	28	40.0	79.00	80.50	68.50- 88.50	-	-	-	11	-	3	5	4	3	1	-	-	1	-	-	-	-	-	-	-	-
NONMANUFACTURING	134	39.5	79.50	76.50	71.50- 86.50	-	-	4	21	33	28	13	7	16	-	11	-	-	1	-	-	-	-	-	-	-
PUBLIC UTILITIES[3]	57	39.0	83.00	79.50	74.00- 92.00	-	-	1	5	10	14	3	5	15	-	3	-	-	1	-	-	-	-	-	-	-
STENOGRAPHERS, SENIOR	77	40.0	89.50	87.50	80.00-101.00	-	-	6	5	7	1	14	11	8	5	8	1	1	3	4	3	-	-	-	-	-
NONMANUFACTURING	65	40.0	85.50	85.00	74.00- 94.00	-	-	6	5	7	1	14	11	7	5	4	-	1	-	4	-	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B	21	40.0	60.00	55.00	52.50- 69.50	11	-	2	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	18	40.0	59.50	54.50	52.00- 70.50	11	-	1	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	50	39.5	75.50	73.00	66.00- 83.50	-	-	10	11	8	3	9	3	4	-	-	2	-	-	-	-	-	-	-	-	-
MANUFACTURING	18	40.0	78.00	74.50	71.50- 86.00	-	-	-	2	8	-	4	1	3	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	32	39.5	74.00	68.50	64.00- 83.00	-	-	10	9	-	3	5	2	1	-	-	2	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS A	67	39.0	76.50	74.00	68.50- 84.00	-	-	2	22	13	8	8	4	5	2	2	-	-	-	1	-	-	-	-	-	-
NONMANUFACTURING	43	38.5	75.00	69.50	67.00- 80.00	-	-	2	22	6	3	1	-	4	2	2	-	-	-	1	-	-	-	-	-	-
PUBLIC UTILITIES[3]	19	39.0	76.00	70.00	67.00- 80.00	-	-	2	8	2	3	-	-	1	2	-	-	-	-	1	-	-	-	-	-	-
TYPISTS, CLASS B	103	38.5	68.00	66.50	62.50- 72.00	-	6	37	29	16	6	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	101	38.5	68.00	66.50	62.50- 71.50	-	6	37	29	16	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

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

[3] Transportation, communication, and other public utilities.

[4] May include workers other than those presented separately.

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Table A-2. Professional and Technical Occupations—Men

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Jackson, Miss., February 1968)

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean[2]	Median[2]	Middle range[2]	$ 75 and under 80	$ 80 - 85	$ 85 - 90	$ 90 - 95	$ 95 - 100	$ 100 - 105	$ 105 - 110	$ 110 - 115	$ 115 - 120	$ 120 - 125	$ 125 - 130	$ 130 - 135	$ 135 - 140	$ 140 - 145	$ 145 - 150	$ 150 - 155	$ 155 - 160	$ 160 and over
DRAFTSMEN, CLASS B	35	40.0	$ 124.00	$ 126.00	$ 112.00-137.50	-	-	-	2	-	2	3	5	-	5	6	3	2	1	-	6	-	-
MANUFACTURING	27	40.0	121.50	123.50	110.00-130.00	-	-	-	2	-	2	3	5	-	3	6	-	-	-	-	6	-	-
DRAFTSMEN, CLASS C	15	40.0	100.00	90.00	82.50-110.00	3	2	3	1	-	2	1	-	-	-	1	-	-	-	-	-	1	1

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] For definition of terms, see footnote 2, table A-1.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Jackson, Miss., February 1968)

Occupation and industry division	Number of workers	Average: Weekly hours[1] (standard)	Average: Weekly earnings[1] (standard)
OFFICE OCCUPATIONS			
BOOKKEEPING-MACHINE OPERATORS, CLASS A	29	40.5	$ 81.50
NONMANUFACTURING	24	40.5	79.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B	55	40.0	78.00
NONMANUFACTURING	46	40.0	79.00
CLERKS, ACCOUNTING, CLASS A	118	39.5	103.50
MANUFACTURING	28	39.5	116.00
NONMANUFACTURING	90	39.5	99.50
PUBLIC UTILITIES[2]	15	39.0	110.50
CLERKS, ACCOUNTING, CLASS B	216	39.0	80.00
MANUFACTURING	31	39.5	80.00
NONMANUFACTURING	185	38.5	80.00
CLERKS, FILE, CLASS C	63	39.0	65.50
NONMANUFACTURING	62	39.0	65.50
CLERKS, ORDER	49	40.0	87.50
MANUFACTURING	20	40.0	87.50
NONMANUFACTURING	29	40.0	87.50
CLERKS, PAYROLL	41	39.5	94.00
MANUFACTURING	15	40.0	89.50
NONMANUFACTURING	26	39.0	97.00
KEYPUNCH OPERATORS, CLASS A	75	39.5	77.50
NONMANUFACTURING	68	39.5	77.00
OFFICE OCCUPATIONS - CONTINUED			
KEYPUNCH OPERATORS, CLASS B	108	39.0	$ 76.50
NONMANUFACTURING	96	39.0	77.00
PUBLIC UTILITIES[2]	47	39.0	78.50
OFFICE BOYS AND GIRLS	39	39.0	70.50
NONMANUFACTURING	36	39.0	69.50
SECRETARIES[3]	263	39.5	96.00
MANUFACTURING	30	39.5	99.50
NONMANUFACTURING	233	39.5	95.50
PUBLIC UTILITIES[2]	47	39.0	119.00
SECRETARIES, CLASS A	17	39.5	113.00
SECRETARIES, CLASS B	60	39.0	110.50
NONMANUFACTURING	56	39.0	111.00
PUBLIC UTILITIES[2]	24	39.0	126.50
SECRETARIES, CLASS C	43	39.5	96.50
NONMANUFACTURING	30	39.0	96.50
SECRETARIES, CLASS D	139	39.5	87.00
NONMANUFACTURING	131	39.5	86.50
STENOGRAPHERS, GENERAL	163	39.5	79.50
MANUFACTURING	28	40.0	79.00
NONMANUFACTURING	135	39.5	80.00
PUBLIC UTILITIES[2]	58	39.0	83.50
OFFICE OCCUPATIONS - CONTINUED			
STENOGRAPHERS, SENIOR	77	40.0	$ 89.50
NONMANUFACTURING	65	40.0	85.50
SWITCHBOARD OPERATORS, CLASS B	21	40.0	60.00
NONMANUFACTURING	18	40.0	59.50
SWITCHBOARD OPERATOR-RECEPTIONISTS	50	39.5	75.50
MANUFACTURING	18	40.0	78.00
NONMANUFACTURING	32	39.5	74.00
TABULATING-MACHINE OPERATORS, CLASS B	24	38.5	89.50
NONMANUFACTURING	20	38.5	90.00
TYPISTS, CLASS A	67	39.0	76.50
NONMANUFACTURING	43	38.5	75.00
PUBLIC UTILITIES[2]	19	39.0	76.00
TYPISTS, CLASS B	103	38.5	68.00
NONMANUFACTURING	101	38.5	68.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS			
DRAFTSMEN, CLASS B	35	40.0	124.00
MANUFACTURING	27	40.0	121.50
DRAFTSMEN, CLASS C	16	40.0	100.50

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] Transportation, communication, and other public utilities.
[3] May include workers other than those presented separately.

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Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Jackson, Miss., February 1968)

Occupation and industry division	Number of workers	Hourly earnings[1]			Number of workers receiving straight-time hourly earnings of—																					
		Mean[2]	Median[2]	Middle range[2]	Under $ 2.00	$ 2.00 and under 2.10	$ 2.10 - 2.20	$ 2.20 - 2.30	$ 2.30 - 2.40	$ 2.40 - 2.50	$ 2.50 - 2.60	$ 2.60 - 2.70	$ 2.70 - 2.80	$ 2.80 - 2.90	$ 2.90 - 3.00	$ 3.00 - 3.10	$ 3.10 - 3.20	$ 3.20 - 3.30	$ 3.30 - 3.40	$ 3.40 - 3.50	$ 3.50 - 3.60	$ 3.60 - 3.70	$ 3.70 - 3.80	$ 3.80 - 3.90	$ 3.90 - 4.00	$ 4.00 - 4.10	$ 4.10 and over
		$	$	$ $																						
ELECTRICIANS, MAINTENANCE	47	3.05	2.95	2.75- 3.28	-	-	-	-	1	-	-	6	11	-	11	1	2	5	-	5	-	1	-	-	2	2	-
MANUFACTURING	45	3.00	2.95	2.74- 3.25	-	-	-	-	1	-	-	6	11	-	11	1	2	5	-	5	-	1	-	-	2	-	-
ENGINEERS, STATIONARY	17	3.50	3.74	2.88- 3.79	-	-	-	-	-	-	1	2	-	2	-	-	-	-	-	-	-	-	9	-	-	1	2
MACHINISTS, MAINTENANCE	32	2.96	2.85	2.77- 3.38	1	-	-	-	-	-	-	-	10	11	-	-	-	2	-	8	-	-	-	-	-	-	-
MANUFACTURING	31	2.99	2.85	2.78- 3.41	-	-	-	-	-	-	-	-	10	11	-	-	-	2	-	8	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE (MAINTENANCE)	110	2.72	2.54	2.44- 3.03	2	4	5	1	6	22	35	-	1	4	2	4	-	4	4	2	2	12	-	-	-	-	-
MANUFACTURING	30	2.46	2.39	2.14- 2.63	2	4	5	1	4	3	4	-	1	2	-	-	-	2	-	-	2	-	-	-	-	-	-
NONMANUFACTURING	80	2.81	2.56	2.50- 3.18	-	-	-	-	2	19	31	-	-	2	2	4	-	2	4	2	-	12	-	-	-	-	-
PUBLIC UTILITIES[3]	64	2.76	2.54	2.48- 2.60	-	-	-	-	1	19	30	-	-	-	-	-	-	-	-	2	-	12	-	-	-	-	-
MECHANICS, MAINTENANCE	112	2.88	2.93	2.48- 3.22	2	2	2	11	2	11	6	-	17	1	8	16	4	12	4	-	10	-	-	-	-	4	-
MANUFACTURING	100	2.83	2.80	2.46- 3.19	2	2	2	11	2	11	4	-	17	1	6	14	4	12	2	-	10	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] For definition of terms, see footnote 2, table A-1.
[3] Transportation, communication, and other public utilities.

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Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Jackson, Miss., February 1968)

Occupation[1] and industry division	Number of workers	Hourly earnings[2]			Number of workers receiving straight-time hourly earnings of—																						
		Mean[3]	Median[3]	Middle range[3]	Under $ 1.30	$ 1.30 and under 1.40	$ 1.40 - 1.50	$ 1.50 - 1.60	$ 1.60 - 1.70	$ 1.70 - 1.80	$ 1.80 - 1.90	$ 1.90 - 2.00	$ 2.00 - 2.10	$ 2.10 - 2.20	$ 2.20 - 2.30	$ 2.30 - 2.40	$ 2.40 - 2.50	$ 2.50 - 2.60	$ 2.60 - 2.70	$ 2.70 - 2.80	$ 2.80 - 2.90	$ 2.90 - 3.00	$ 3.00 - 3.10	$ 3.10 - 3.20	$ 3.20 - 3.30	$ 3.30 - 3.40	$ 3.40 - 3.60
GUARDS AND WATCHMEN	121	$ 1.78	$ 1.67	$ 1.63- $ 1.72	-	-	-	-	90	7	-	3	3	1	-	-	1	8	2	4	-	2	-	-	-	-	-
MANUFACTURING	45	1.80	1.67	1.63- 1.78	-	-	-	-	33	2	-	1	-	1	-	-	-	8	-	-	-	-	-	-	-	-	-
WATCHMEN:																											
MANUFACTURING	35	1.61	1.65	1.63- 1.68	-	-	-	-	33	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS	300	1.69	1.67	1.63- 1.78	11	3	2	12	182	20	32	11	13	5	3	4	-	-	-	2	-	-	-	-	-	-	-
MANUFACTURING	135	1.79	1.69	1.65- 1.89	-	-	-	-	72	12	18	6	13	5	3	4	-	-	-	2	-	-	-	-	-	-	-
NONMANUFACTURING	165	1.60	1.65	1.61- 1.69	11	3	2	12	110	8	14	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES[4]	28	1.75	1.79	1.67- 1.86	-	-	-	-	10	5	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS (WOMEN)	55	1.59	1.65	1.62- 1.68	2	-	-	-	53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	48	1.58	1.65	1.62- 1.68	2	-	-	-	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING	431	1.88	1.69	1.64- 2.12	-	-	-	-	241	40	24	11	6	13	35	3	14	6	2	16	2	4	6	2	4	-	2
MANUFACTURING	325	1.85	1.69	1.64- 1.89	-	-	-	-	182	40	24	7	3	3	30	2	14	-	-	-	2	4	6	2	4	-	2
NONMANUFACTURING	106	1.96	1.69	1.65- 2.29	-	-	-	-	59	-	-	4	3	10	5	1	-	6	2	16	-	-	-	-	-	-	-
ORDER FILLERS	72	1.75	1.73	1.66- 1.86	-	-	-	-	30	22	5	10	2	-	2	-	1	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	25	1.86	1.82	1.73- 1.98	-	-	-	-	4	8	5	3	2	-	2	-	1	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING	144	2.08	1.98	1.93- 2.34	-	-	-	-	1	13	-	74	-	-	-	56	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	143	2.08	1.98	1.93- 2.34	-	-	-	-	-	13	-	74	-	-	-	56	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS	17	2.20	2.19	1.98- 2.45	-	-	-	-	-	-	2	3	2	2	3	1	-	1	-	3	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS	24	2.77	2.55	2.36- 3.18	-	-	-	-	-	-	-	-	-	-	1	9	2	-	1	-	-	2	-	5	-	4	-
TRUCKDRIVERS[5]	487	2.33	1.91	1.71- 3.33	10	6	-	-	92	96	36	44	22	4	6	3	1	-	-	3	-	2	4	4	28	16	110
MANUFACTURING	146	1.87	1.90	1.80- 1.98	-	-	-	-	22	15	36	44	20	-	6	3	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	341	2.53	2.15	1.70- 3.52	10	6	-	-	70	81	-	-	2	4	-	-	1	-	-	3	-	2	4	4	28	16	110
PUBLIC UTILITIES[4]	125	3.49	3.54	3.52- 3.57	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	10	110
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS)	92	1.59	1.65	1.61- 1.69	10	6	-	-	62	6	3	-	1	3	-	-	-	-	-	-	-	1	-	-	-	-	-
NONMANUFACTURING	83	1.59	1.65	1.61- 1.68	10	6	-	-	56	6	-	-	1	3	-	-	-	-	-	-	-	1	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	105	2.61	2.37	1.75- 3.53	-	-	-	-	18	17	-	-	15	1	-	3	1	-	-	1	-	1	-	-	4	10	34
NONMANUFACTURING	81	2.79	3.34	1.74- 3.54	-	-	-	-	14	15	-	-	-	1	-	-	1	-	-	1	-	1	-	-	4	10	34
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE)	99	2.45	1.93	1.83- 3.25	-	-	-	-	3	13	33	4	-	-	6	-	-	-	-	-	-	-	-	4	24	6	6
MANUFACTURING	59	1.85	1.84	1.79- 1.89	-	-	-	-	3	13	33	4	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT)	121	1.91	1.77	1.67- 2.23	-	-	-	-	44	26	12	-	-	-	30	-	-	4	-	2	3	-	-	-	-	-	-
MANUFACTURING	111	1.90	1.77	1.68- 2.23	-	-	-	-	37	26	12	-	-	-	30	-	-	4	-	2	-	-	-	-	-	-	-

[1] Data limited to men workers except where otherwise indicated.
[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[3] For definition of terms, see footnote 2, table A-1.
[4] Transportation, communication, and other public utilities.
[5] Includes all drivers, as defined, regardless of size and type of truck operated.

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B. Establishment Practices and Supplementary Wage Provisions

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Jackson, Miss., February 1968)

Minimum weekly straight-time salary[1]	Inexperienced typists					Other inexperienced clerical workers[2]				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours[3] of—					Based on standard weekly hours[3] of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
Establishments studied	90	33	xxx	57	xxx	90	33	xxx	57	xxx
Establishments having a specified minimum	27	6	6	21	15	35	6	6	29	23
$45.00 and under $47.50	-	-	-	-	-	1	-	-	1	1
$47.50 and under $50.00	-	-	-	-	-	-	-	-	-	-
$50.00 and under $52.50	-	-	-	-	-	1	-	-	1	1
$52.50 and under $55.00	-	-	-	-	-	1	-	-	1	1
$55.00 and under $57.50	-	-	-	-	-	-	-	-	-	-
$57.50 and under $60.00	1	-	-	1	-	1	-	-	1	-
$60.00 and under $62.50	2	-	-	2	-	3	-	-	3	-
$62.50 and under $65.00	16	4	4	12	11	19	3	3	16	15
$65.00 and under $67.50	3	1	1	2	1	3	1	1	2	1
$67.50 and under $70.00	2	-	-	2	1	2	-	-	2	2
$70.00 and under $72.50	-	-	-	-	-	1	1	1	-	-
$72.50 and under $75.00	1	-	-	1	1	1	-	-	1	1
$75.00 and under $77.50	1	1	1	-	-	1	1	1	-	-
$77.50 and over	1	-	-	1	1	1	-	-	1	1
Establishments having no specified minimum	4	1	xxx	3	xxx	8	3	xxx	5	xxx
Establishments which did not employ workers in this category	59	26	xxx	33	xxx	47	24	xxx	23	xxx

[1] These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.
[2] Excludes workers in subclerical jobs such as messenger or office girl.
[3] Data are presented for all standard workweeks combined, and for the most common standard workweek reported.

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Table B-2. Shift Differentials

(Shift differentials of manufacturing workers by type and amount of differential, Jackson, Miss., February 1968)

Shift differential	Percent of manufacturing plant workers—			
	In establishments having formal provisions[1] for—		Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total	73.7	69.0	14.4	5.2
With shift pay differential	63.6	59.5	12.2	3.7
Uniform cents (per hour)	60.7	56.6	11.3	3.4
2 cents	2.0	-	([2])	-
3 cents	2.6	2.6	.3	.3
4 cents	6.7	-	1.5	-
5 cents	7.7	3.8	1.8	.6
6 cents	2.4	-	.9	-
7 cents	18.9	29.7	2.1	.3
8 cents	6.9	2.9	.8	-
10 cents	11.1	3.1	3.1	-
12 cents	-	12.1	-	1.6
15 cents	2.4	2.4	.6	.6
Uniform percentage	2.9	2.9	1.0	.3
10 percent	2.9	2.9	1.0	.3
With no shift pay differential	10.1	9.5	2.1	1.5

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

Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours[1] of first-shift workers, Jackson, Miss., February 1968)

Weekly hours	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Under 37½ hours	1	-	-	-	-	-
37½ hours	-	-	-	29	3	52
Over 37½ and under 40 hours	1	-	-	7	4	-
40 hours	73	83	93	58	82	48
Over 40 and under 44 hours	3	2	2	4	1	-
44 hours	2	-	-	([5])	-	-
Over 44 and under 48 hours	11	9	4	1	7	-
48 hours	4	1	-	([5])	-	-
50 hours	4	4	-	-	-	-
54 hours	-	-	-	([5])	2	-

[1] Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.
[2] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[3] Transportation, communication, and other public utilities.
[4] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[5] Less than 0.5 percent.

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Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, Jackson, Miss., February 1968)

Item	Plant workers			Office workers		
	All industries[1]	Manufacturing	Public utilities[2]	All industries[3]	Manufacturing	Public utilities[2]
All workers	100	100	100	100	100	100
Workers in establishments providing paid holidays	88	96	96	99	100	100
Workers in establishments providing no paid holidays	12	4	4	1		
Number of days						
1 holiday	1	3		1	4	
2 holidays plus 2 half days	1	-		-	-	
3 holidays	4	8		1	6	
4 holidays	3	3	-	1	4	-
5 holidays	27	13	8	35	11	4
5 holidays plus 1 half day	1	2	-	3	5	-
5 holidays plus 2 half days	-	-	-	1	-	-
6 holidays	9	10	3	4	9	6
6 holidays plus 1 half day	1	2	-	7	1	-
6 holidays plus 2 half days	1	-	6	2	-	13
7 holidays	22	26	57	27	20	72
7 holidays plus 1 half day	3	7	-	1	6	-
8 holidays	14	20	22	9	33	5
8 holidays plus 1 half day	-	-	-	3	-	-
9 holidays	2	3	-	([4])	1	
10 holidays	-	-		5	-	
Total holiday time[5]						
10 days	-	-	-	5	-	
9 days or more	2	3	-	5	1	-
8½ days or more	2	3	-	8	1	-
8 days or more	15	23	22	17	34	5
7½ days or more	19	29	22	18	40	5
7 days or more	41	55	84	47	60	90
6½ days or more	42	57	84	54	61	90
6 days or more	51	67	88	58	70	96
5½ days or more	52	70	88	61	75	96
5 days or more	79	82	96	96	86	100
4 days or more	82	85	96	97	90	100
3 days or more	86	93	96	98	96	100
1 day or more	88	96	96	99	100	100

[1] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[2] Transportation, communication, and other public utilities.
[3] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[4] Less than 0.5 percent.
[5] All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

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Table B-5. Paid Vacations[1]

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Jackson, Miss., February 1968)

Vacation policy	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Method of payment						
Workers in establishments providing paid vacations	95	98	100	100	100	100
Length-of-time payment	69	51	100	99	97	100
Percentage payment	25	47	-	(5)	3	-
Other	2	-	-	-	-	-
Workers in establishments providing no paid vacations	5	2		-		
Amount of vacation pay[6]						
After 6 months of service						
Under 1 week	7	13	2	3	-	(5)
1 week	14	5	50	40	9	55
Over 1 and under 2 weeks	-	-	-	11	18	-
2 weeks	1	-	-	1	-	-
After 1 year of service						
Under 1 week	2	-	-	-	-	-
1 week	75	86	69	29	52	66
Over 1 and under 2 weeks	3	6	-	-	-	-
2 weeks	16	7	31	70	45	34
Over 2 and under 3 weeks	-	-	-	(5)	3	-
After 2 years of service						
Under 1 week	2	-	-	-	-	-
1 week	38	41	14	8	10	7
Over 1 and under 2 weeks	6	8	14	1	-	5
2 weeks	49	49	72	90	88	88
Over 2 and under 3 weeks	-	-	-	(5)	3	-
After 3 years of service						
Under 1 week	2	-	-	-	-	-
1 week	26	31	-	5	9	-
Over 1 and under 2 weeks	3	6	-	(5)	-	-
2 weeks	63	58	100	94	89	100
Over 2 and under 3 weeks	1	3	-	(5)	3	-
After 4 years of service						
Under 1 week	2	-	-	-	-	-
1 week	21	23	-	5	7	-
Over 1 and under 2 weeks	3	6	-	(5)	-	-
2 weeks	68	67	100	94	90	100
Over 2 and under 3 weeks	1	3	-	(5)	3	-
After 5 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	(5)	-	-	(5)	-	-
2 weeks	71	76	100	85	95	100
Over 2 and under 3 weeks	3	6	-	(5)	3	-
3 weeks	1	-	-	10	-	-

See footnotes at end of table.

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Table B-5. Paid Vacations[1]—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Jackson, Miss., February 1968)

Vacation policy	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
Amount of vacation pay[6]—Continued						
After 10 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	(5)	-	-	(5)	-	-
2 weeks	45	47	28	48	51	34
3 weeks	26	29	72	45	44	66
Over 3 and under 4 weeks	3	6	-	(5)	3	-
4 weeks	1	-	-	3	-	-
After 12 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	(5)	-	-	(5)	-	-
2 weeks	41	45	10	42	50	4
Over 2 and under 3 weeks	2	-	6	2	-	13
3 weeks	29	31	84	48	46	83
Over 3 and under 4 weeks	3	6	-	(5)	3	-
4 weeks	1	-	-	3	-	-
After 15 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	(5)	-	-	(5)	-	-
2 weeks	28	26	10	13	30	4
3 weeks	42	49	74	79	65	94
Over 3 and under 4 weeks	1	3	-	-	-	-
4 weeks	3	-	16	3	-	1
Over 4 and under 5 weeks	1	3	-	(5)	3	-
After 20 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	(5)	-	-	(5)	-	-
2 weeks	27	26	6	13	30	4
Over 2 and under 3 weeks	1	-	4	-	-	-
3 weeks	28	39	23	53	34	37
Over 3 and under 4 weeks	1	3	-	-	-	-
4 weeks	16	10	67	27	31	58
5 weeks	1	-	-	3	-	-
Over 5 and under 6 weeks	1	3	-	(5)	3	-
After 25 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	(5)	-	-	(5)	-	-
2 weeks	27	26	6	13	30	4
Over 2 and under 3 weeks	1	-	4	-	-	-
3 weeks	26	39	9	27	33	20
4 weeks	18	10	81	52	32	76
Over 4 and under 5 weeks	1	3	-	-	-	-
5 weeks	1	-	-	3	-	-
Over 5 and unde. 6 weeks	1	3	-	(5)	3	-

See footnotes at end of table.

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Table B-5. Paid Vacations[1]—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Jackson, Miss., February 1968)

Vacation policy	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
Amount of vacation pay[6]—Continued						
After 30 years of service						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	([5])	-	-	([5])	-	-
2 weeks	27	26	6	13	30	4
Over 2 and under 3 weeks	1	-	4	-	-	-
3 weeks	26	39	9	27	33	20
4 weeks	17	8	81	52	29	76
Over 4 and under 5 weeks	1	3	-	-	-	-
5 weeks	2	2	-	3	3	-
Over 5 and under 6 weeks	1	3	-	([5])	3	-
Maximum vacation available						
Under 1 week	2	-	-	-	-	-
1 week	18	17	-	4	2	-
Over 1 and under 2 weeks	([5])	-	-	([5])	-	-
2 weeks	27	26	6	13	30	4
Over 2 and under 3 weeks	1	-	4	-	-	-
3 weeks	26	39	9	27	33	20
4 weeks	16	8	81	50	29	76
Over 4 and under 5 weeks	1	3	-	-	-	-
5 weeks	3	2	-	5	3	-
Over 5 and under 6 weeks	1	3	-	([5])	3	-

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

[2] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.

[3] Transportation, communication, and other public utilities.

[4] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.

[5] Less than 0.5 percent.

[6] Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect the individual provisions for progression. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for 3 weeks' pay or more after 10 years includes those eligible for 3 weeks' pay or more after fewer years of service.

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

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits,[1] Jackson, Miss., February 1968)

Type of benefit	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance	89	92	100	98	97	100
Accidental death and dismemberment insurance	50	37	86	65	34	95
Sickness and accident insurance or sick leave or both[5]	67	70	78	80	77	84
Sickness and accident insurance	40	44	30	35	52	21
Sick leave (full pay and no waiting period)	15	4	23	54	58	28
Sick leave (partial pay or waiting period)	22	23	45	13	3	52
Hospitalization insurance	92	94	100	96	97	100
Surgical insurance	92	94	100	96	97	100
Medical insurance	66	50	91	76	55	98
Catastrophe insurance	61	57	85	79	65	95
Retirement pension	51	63	86	86	74	94
No health, insurance, or pension plan	7	6	-	1	3	-

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

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Table B-7. Premium Pay for Overtime Work

(Percent distribution of plant and office workers in all industries and in industry divisions by overtime premium pay provisions, Jackson, Miss., February 1968)

Premium pay policy	Plant workers			Office workers		
	All industries[1]	Manufacturing	Public utilities[2]	All industries[3]	Manufacturing	Public utilities[2]
All workers	100	100	100	100	100	100
Daily overtime at premium rates						
Workers in establishments having provisions for daily overtime pay[4] at premium rates	41	58	80	29	56	76
Time and one-half	41	58	77	29	56	76
Effective after:						
7½ hours	-	-	-	9	-	52
8 hours	40	56	77	20	56	24
9 hours	1	2	-	-	-	-
Other premium rates	(5)	-	2	-	-	-
Workers in establishments having no provisions for daily overtime pay at premium rates[6]	59	42	20		44	24
Weekly overtime at premium rates						
Workers in establishments having provisions for weekly overtime pay[4] at premium rates	95	100	98	98	100	99
Time and one-half	95	100	98	80	100	99
Effective after:						
37½ hours	-	-	-	9	-	52
40 hours	86	100	98	70	100	48
Over 40 hours	8	-	-	1	-	-
Fluctuating workweek principle[7]	-	-	-	18	-	-
Workers in establishments having no provisions for weekly overtime pay at premium rates[6]			-	-		(5)

[1] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[2] Transportation, communication, and other public utilities.
[3] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[4] Includes workers in establishments covered by legislative requirements regarding premium pay for overtime, even though such workers actually do not work overtime. Graduated provisions for premium pay are classified under the first effective premium rate. For example, a plan calling for time and one-half after 8 and double time after 10 hours would be considered as time and one-half after 8 hours. Similarly, a plan calling for no pay or pay at a regular rate after 35 hours and time and one-half after 40 hours would be considered as time and one-half after 40 hours.
[5] Less than 0.5 percent.
[6] Includes workers in establishments exempt from legislative requirements regarding premium pay for overtime and where, as a matter of policy, overtime is not worked.
[7] Under the principle of the fluctuating workweek, pay for overtime work is determined by dividing the weekly salary by the total number of hours worked during the week (to obtain the base hourly rate for the week) and then applying the established overtime pay ratio for overtime hours worked. Thus, the hourly rate of pay for overtime decreases as the number of hours worked increases.

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Appendix. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (Sundstrand, Elliott Fisher, Remington Rand, etc., which may or may not have typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical

BILLER, MACHINE—Continued

columns and computes, and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

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

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

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

Note: Since the last survey in this area, the Bureau has discontinued collecting data for duplicating-machine operators and elevator operators.

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CLERK, ACCOUNTING

Class A. Under general direction of a bookkeeper or accountant, has responsibility for keeping one or more sections of a complete set of books or records relating to one phase of an establishment's business transactions. Work involves posting and balancing subsidiary ledger or ledgers such as accounts receivable or accounts payable; examining and coding invoices or vouchers with proper accounting distribution; and requires judgment and experience in making proper assignations and allocations. May assist in preparing, adjusting, and closing journal entries; and may direct class B accounting clerks.

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

CLERK, FILE

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

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

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

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

KEYPUNCH OPERATOR

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

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KEYPUNCH OPERATOR—Continued

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

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

OFFICE BOY OR GIRL

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

SECRETARY

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

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

SECRETARY—Continued

Exclusions

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

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

Class A

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

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

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

Class B

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

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

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SECRETARY—Continued

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

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

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

Class C

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

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

Class D

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

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, GENERAL—Continued

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

STENOGRAPHER, SENIOR

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

OR

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

SWITCHBOARD OPERATOR

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

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

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SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

Class C. Operates simple tabulating or electrical accounting machines such as the sorter, reproducing punch, collator, etc., with specific instructions. May include simple wiring from diagrams and

TABULATING-MACHINE OPERATOR—Continued

some filing work. The work typically involves portions of a work unit, for example, individual sorting or collating runs or repetitive operations.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

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

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

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

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PROFESSIONAL AND TECHNICAL

DRAFTSMAN

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

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

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

DRAFTSMAN—Continued

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

DRAFTSMAN-TRACER

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

and/or

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

NURSE, INDUSTRIAL (REGISTERED)

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

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

CARPENTER, MAINTENANCE—Continued

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

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ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, MAINTENANCE TRADES

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

HELPER, MAINTENANCE TRADES—Continued

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

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MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

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SHEET-METAL WORKER, MAINTENANCE

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

TOOL AND DIE MAKER

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

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

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

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMAN

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

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commerical or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

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ORDER, FILLER

(Order picker; stock selector; warehouse stockman)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

SHIPPING AND RECEIVING CLERK—Continued

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under $1^1/_2$ tons)
Truckdriver, medium ($1^1/_2$ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

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Area Wage Surveys

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

Area	Bulletin number and price	
Akron, Ohio, July 1967[1]	1530-86,	25 cents
Albany–Schenectady–Troy, N.Y., Apr. 1967	1530-62,	25 cents
Albuquerque, N. Mex., Apr. 1967	1530-60,	20 cents
Allentown–Bethlehem–Easton, Pa.–N.J., Feb. 1967	1530-53,	25 cents
Atlanta, Ga., May 1967	1530-71,	25 cents
Baltimore, Md., Oct. 1967	1575-18,	25 cents
Beaumont–Port Arthur–Orange, Tex., May 1967	1530-74,	20 cents
Birmingham, Ala., Apr. 1967[1]	1530-63,	30 cents
Boise City, Idaho, July 1967	1575-3,	20 cents
Boston, Mass., Sept. 1967[1]	1575-13,	30 cents
Buffalo, N.Y., Dec. 1967	1575-41,	30 cents
Burlington, Vt., Mar. 1967[1]	1530-52,	25 cents
Canton, Ohio, Apr. 1967	1530-58,	20 cents
Charleston, W. Va., Apr. 1967	1530-61,	20 cents
Charlotte, N.C., Apr. 1967	1530-64,	20 cents
Chattanooga, Tenn.–Ga., Aug. 1967	1575-7,	25 cents
Chicago, Ill., Apr. 1967[1]	1530-73,	30 cents
Cincinnati, Ohio–Ky.–Ind., Mar. 1967	1530-56,	25 cents
Cleveland, Ohio, Sept. 1967	1575-14,	25 cents
Columbus, Ohio, Oct. 1967	1575-23,	25 cents
Dallas, Tex., Nov. 1967	1575-20,	25 cents
Davenport–Rock Island–Moline, Iowa–Ill., Oct. 1967	1575-12,	25 cents
Dayton, Ohio, Jan. 1967	1530-45,	25 cents
Denver, Colo., Dec. 1967[1]	1575-38,	25 cents
Des Moines, Iowa, Feb. 1967	1530-44,	25 cents
Detroit, Mich., Jan. 1968[1]	1575-45,	35 cents
Fort Worth, Tex., Nov. 1967	1575-22,	25 cents
Green Bay, Wis., July 1967	1575-5,	20 cents
Greenville, S.C., May 1967	1530-66,	25 cents
Houston, Tex., June 1967	1530-85,	25 cents
Indianapolis, Ind., Dec. 1967[1]	1575-36,	30 cents
Jackson, Miss., Feb. 1968[1]	1575-49,	30 cents
Jacksonville, Fla., Jan. 1968	1575-33,	20 cents
Kansas City, Mo.–Kans., Nov. 1967[1]	1575-30,	25 cents
Lawrence–Haverhill, Mass.–N.H., June 1967	1530-77,	20 cents
Little Rock–North Little Rock, Ark., July 1967	1575-2,	25 cents
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, Calif., Mar. 1967[1]	1530-65,	30 cents
Louisville, Ky.–Ind., Feb. 1967[1]	1530-49,	30 cents
Lubbock, Tex., June 1967	1530-75,	20 cents
Manchester, N.H., July 1967	1575-1,	20 cents
Memphis, Tenn.–Ark., Jan. 1968[1]	1575-32,	25 cents
Miami, Fla., Dec. 1967[1]	1575-28,	25 cents
Midland and Odessa, Tex., June 1967	1530-78,	20 cents
Milwaukee, Wis., Apr. 1967[1]	1530-76,	30 cents
Minneapolis–St. Paul, Minn., Jan. 1967[1]	1530-42,	30 cents
Muskegon–Muskegon Heights, Mich., May 1967	1530-72,	20 cents
Newark and Jersey City, N.J., Feb. 1967	1530-55,	25 cents
New Haven, Conn., Jan. 1968[1]	1575-34,	25 cents
New Orleans, La., Feb. 1967[1]	1530-51,	30 cents
New York, N.Y., Apr. 1967[1]	1530-83,	40 cents
Norfolk–Portsmouth and Newport News–Hampton, Va., June 1967[1]	1530-82,	25 cents
Oklahoma City, Okla., July 1967	1575-4,	20 cents
Omaha, Nebr.–Iowa, Oct. 1967[1]	1575-21,	25 cents
Paterson–Clifton–Passaic, N.J., May 1967	1530-67,	25 cents
Philadelphia, Pa.–N.J., Nov. 1967[1]	1575-40,	30 cents
Phoenix, Ariz., Mar. 1967	1530-59,	20 cents
Pittsburgh, Pa., Jan. 1967[1]	1530-46,	30 cents
Portland, Maine, Nov. 1967[1]	1575-16,	25 cents
Portland, Oreg.–Wash., May 1967	1530-79,	25 cents
Providence–Pawtucket–Warwick, R.I.–Mass., May 1967[1]	1530-70,	30 cents
Raleigh, N.C., Aug. 1967[1]	1575-6,	25 cents
Richmond, Va., Nov. 1967[1]	1575-27,	25 cents
Rockford, Ill., May 1967	1530-68,	20 cents
St. Louis, Mo.–Ill., Jan. 1968	1575-39,	30 cents
Salt Lake City, Utah, Dec. 1967	1575-35,	20 cents
San Antonio, Tex., June 1967[1]	1530-84,	25 cents
San Bernardino–Riverside–Ontario, Calif., Aug. 1967[1]	1575-10,	30 cents
San Diego, Calif., Nov. 1967	1575-19,	20 cents
San Francisco–Oakland, Calif., Jan. 1968	1575-37,	25 cents
San Jose, Calif., Sept. 1967[1]	1575-15,	25 cents
Savannah, Ga., May 1967	1530-69,	20 cents
Scranton, Pa., July 1967[1]	1575-9,	25 cents
Seattle–Everett, Wash., Nov. 1967[1]	1575-29,	25 cents
Sioux Falls, S. Dak., Oct. 1967[1]	1575-17,	25 cents
South Bend, Ind., Mar. 1967	1530-57,	20 cents
Spokane, Wash., June 1967[1]	1530-80,	25 cents
Tampa–St. Petersburg, Fla., Aug. 1967	1575-8,	25 cents
Toledo, Ohio–Mich., Feb. 1967[1]	1530-50,	30 cents
Trenton, N.J., Nov. 1967	1575-24,	20 cents
Washington, D.C.–Md.–Va., Sept. 1967	1575-11,	25 cents
Waterbury, Conn., Mar. 1967	1530-54,	20 cents
Waterloo, Iowa, Nov. 1967	1575-26,	20 cents
Wichita, Kans., Dec. 1967	1575-31,	20 cents
Worcester, Mass., June 1967	1530-81,	25 cents
York, Pa., Feb. 1968[1]	1575-42,	30 cents
Youngstown–Warren, Ohio, Nov. 1967[1]	1575-25,	25 cents

[1] Data on establishment practices and supplementary wage provisions are also presented.

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