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**Area Wage Survey**

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# The Boston, Massachusetts, Metropolitan Area

September 1968

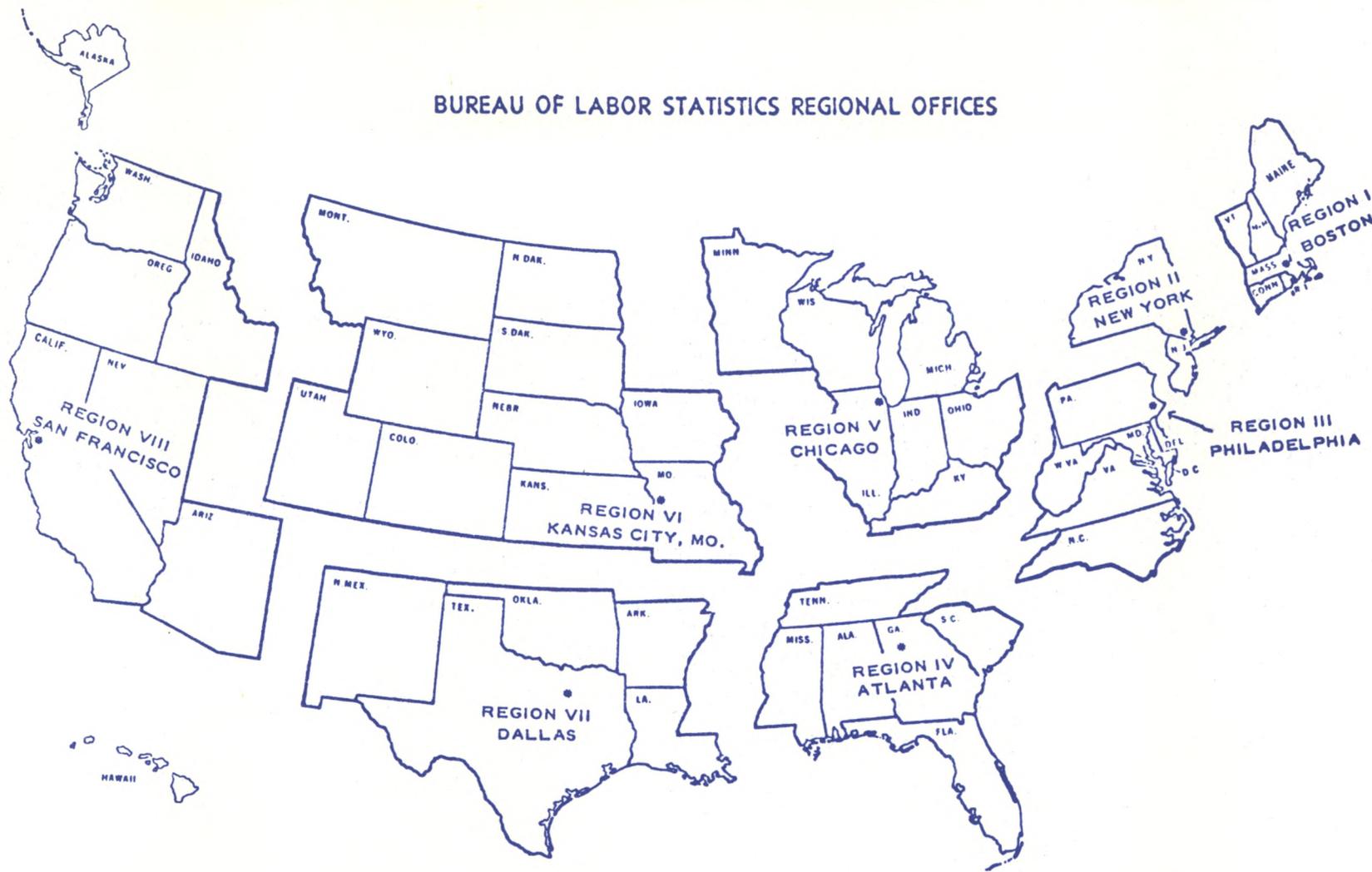


Bulletin No. 1625-15

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# Area Wage Survey

**The Boston, Massachusetts, Metropolitan Area**

**September 1968**

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January 1969

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For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402 - Price **50 cents**



## 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.

Ninety 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 Boston, Mass., in September 1968. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County. This study was conducted by the Bureau's regional office in Boston, Mass., under the general direction of Paul V. Mulkern, Assistant Regional Director for Operations.

## Contents

	Page
Introduction.....	1
Wage trends for selected occupational groups.....	5
Tables:	
1. Establishments and workers within scope of survey and number studied.....	4
2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups, and percents of increase for selected periods.....	6

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

Current reports on occupational earnings and supplementary wage provisions in the Boston area are also available for leather tanning (January 1968), and footwear (March 1968); and on earnings only for selected food service and laundry and dry cleaning occupations (September 1968). Union scales, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; and motortruck drivers, helpers, and allied occupations.

**Contents—Continued**

	Page
Tables—Continued	
A. Occupational earnings: *	
A-1. Office occupations—men and women .....	7
A-1a. Office occupations—Large establishments—men and women .....	12
A-2. Professional and technical occupations—men and women .....	16
A-2a. Professional and technical occupations—Large establishments—men and women .....	17
A-3. Office, professional, and technical occupations—men and women combined .....	18
A-3a. Office, professional, and technical occupations—Large establishments—men and women combined .....	20
A-4. Maintenance and powerplant occupations .....	21
A-4a. Maintenance and powerplant occupations—Large establishments .....	23
A-5. Custodial and material movement occupations .....	24
A-5a. Custodial and material movement occupations—Large establishments .....	26
B. Establishment practices and supplementary wage provisions: *	
B-1. Minimum entrance salaries for women office workers .....	28
B-2. Shift differentials .....	29
B-3. Scheduled weekly hours .....	30
B-4. Paid holidays .....	31
B-5. Paid vacations .....	32
B-6. Health, insurance, and pension plans .....	35
B-7. Method of wage determination and frequency of payment .....	36
Appendix. Occupational descriptions .....	37

## Area Wage Survey—

# The Boston, Mass., Metropolitan Area

### Introduction

This area is 1 of 90 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.<sup>1</sup> 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.

<sup>1</sup> Included in the 90 areas are four studies conducted under contract with the New York State Department of Labor. These areas are Binghamton (New York portion only); Rochester (office occupations only); Syracuse; and Utica—Rome. In addition, the Bureau conducts more limited area studies in 91 areas at the request of the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

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.

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,<sup>2</sup> 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 frequency of wage payment (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 non-workday and the worker is not granted another day off. The first

<sup>2</sup> 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.

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.

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 commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. An establishment was considered to have a plan if the majority of employees was 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 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,<sup>3</sup> 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<sup>4</sup> 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.

<sup>3</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

<sup>4</sup> An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

Catastrophe insurance, sometimes referred to as 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.

Method of wage determination (table B-7) relates to basic types of rate structure for workers paid under various time and incentive systems. Under a single rate structure the same rate is paid to all experienced workers in the same job classification. An individual worker occasionally may be paid above or below the single rate

for special reasons, but such payments are exceptions. A range-of-rates plan specifies the minimum and/or maximum rate paid experienced workers for the same job. Information also is provided on the method of progression through the range. In the absence of a formal rate structure, the qualifications of the individual worker determine the pay rate. Information on types of incentive plans is provided only for plant workers because of the low incidence of such plans for office workers. Under a piecework system, a predetermined rate is paid for each unit of output. Production bonuses are based on production over a quota or completion of a job in less than standard time. Compensation on a commission basis represents payments based on a percentage of value of sales, or on a combination of a stated salary plus a percentage.

Data on frequency of wage payment also are provided in table B-7.

Table 1. Establishments and Workers Within Scope of Survey and Number Studied in Boston, Mass.,<sup>1</sup> by Major Industry Division,<sup>2</sup> September 1968)

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study <sup>3</sup>	Studied	Within scope of study				Studied
				Total <sup>4</sup>		Plant	Office	
				Number	Percent			
<u>All establishments</u>								
All divisions.....	-	1,522	324	509,400	100	284,000	105,400	297,800
Manufacturing.....	100	474	95	232,600	46	147,600	32,900	129,900
Nonmanufacturing.....	-	1,048	229	276,800	54	136,400	72,500	167,900
Transportation, communication, and other public utilities <sup>5</sup> .....	100	65	28	41,100	8	22,800	7,700	34,780
Wholesale trade.....	50	260	49	34,200	7	17,400	8,000	10,630
Retail trade.....	100	177	45	82,400	16	64,000	10,200	54,110
Finance, insurance, and real estate.....	50	202	42	60,300	12	<sup>6</sup> 1,700	37,600	40,930
Services <sup>7</sup> .....	50	344	65	58,800	11	30,500	9,000	27,450
<u>Large establishments</u>								
All divisions.....	-	181	120	300,600	100	163,700	65,900	257,010
Manufacturing.....	500	99	51	154,400	51	92,000	23,900	119,430
Nonmanufacturing.....	-	82	69	146,200	49	71,700	42,000	137,580
Transportation, communication, and other public utilities <sup>5</sup> .....	500	12	12	30,900	11	16,700	6,100	30,850
Wholesale trade.....	500	9	5	5,500	2	3,000	1,200	3,480
Retail trade.....	500	29	21	54,700	18	42,900	6,500	48,860
Finance, insurance, and real estate.....	500	18	18	36,400	12	-	25,200	36,400
Services <sup>7</sup> .....	500	14	13	18,700	6	9,100	3,000	17,990

<sup>1</sup> The Boston Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County. 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.

<sup>2</sup> The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

<sup>3</sup> 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.

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

<sup>5</sup> Taxicabs and services incidental to water transportation were excluded. Boston's transit system is municipally operated and is excluded by definition from the scope of the study.

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

<sup>7</sup> 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 Boston area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

<u>Industry groups</u>	<u>Specific industries</u>		
Electrical equipment and supplies.....	24	Communication equipment.....	9
Transportation equipment.....	13	Aircraft and parts.....	7
Machinery, except electrical.....	10	Electronic components and accessories.....	7
Food and kindred products.....	8	Ship and boatbuilding and repairing.....	5
Instruments and related products.....	8	Footwear, except rubber.....	4
Printing and publishing.....	7		
Rubber and plastics products.....	6		
Leather and leather 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.

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

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.

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

Industry and occupational group	Indexes (October 1960= 100)		Percents of increase				
	September 1968	September 1967	September 1967 to September 1968	October 1966 to September 1967	October 1965 to October 1966	October 1964 to October 1965	October 1963 to October 1964
All industries:							
Office clerical (men and women) -----	137.1	129.2	6.1	5.5	3.8	4.8	2.8
Industrial nurses (men and women) --	150.6	141.5	6.4	12.7	3.3	4.9	4.1
Skilled maintenance (men) -----	135.6	126.7	7.0	4.3	4.5	4.1	2.4
Unskilled plant (men) -----	129.3	121.5	6.5	4.7	4.6	.3	1.2
Manufacturing:							
Office clerical (men and women) -----	134.2	126.6	6.0	4.1	3.6	3.2	3.8
Industrial nurses (men and women) --	150.0	139.2	7.8	9.9	3.7	4.4	5.6
Skilled maintenance (men) -----	133.3	124.9	6.8	4.5	4.6	3.7	2.2
Unskilled plant (men) -----	127.4	121.6	4.8	4.5	6.0	1.6	2.6
				October 1962 to October 1963	October 1961 to October 1962	October 1960 to October 1961	October 1959 to October 1960
All industries:							
Office clerical (men and women) -----				2.9	2.5	3.9	4.9
Industrial nurses (men and women) -----				2.6	3.8	4.5	4.1
Skilled maintenance (men) -----				3.1	3.5	2.2	4.7
Unskilled plant (men) -----				2.8	3.4	2.8	4.6
Manufacturing:							
Office clerical (men and women) -----				2.9	3.1	3.3	4.0
Industrial nurses (men and women) -----				2.1	4.4	4.0	4.1
Skilled maintenance (men) -----				3.1	3.5	1.1	4.8
Unskilled plant (men) -----				2.4	2.2	.7	4.6

## 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, Boston, Mass., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	140	150	160	170	180	over	
<b>MEN</b>																											
CLERKS, ACCOUNTING, CLASS A -----	504	39.0	\$ 126.00	\$ 129.00	\$ 112.50-140.50	-	-	-	-	1	8	10	13	36	41	32	47	30	46	106	83	39	12	-	-	-	
MANUFACTURING -----	162	39.0	126.00	119.50	107.50-151.50	-	-	-	-	-	-	-	3	29	19	18	14	15	10	5	5	32	12	-	-	-	
NONMANUFACTURING -----	342	39.0	126.00	132.00	117.00-140.00	-	-	-	-	1	8	10	10	7	22	14	33	15	36	101	78	7	-	-	-	-	
WHOLESALE TRADE -----	53	39.0	124.00	125.00	117.50-136.50	-	-	-	-	-	1	-	-	-	-	-	25	1	4	20	2	-	-	-	-	-	
FINANCE <sup>3</sup> -----	112	38.0	119.50	122.50	106.50-139.00	-	-	-	-	1	6	6	3	5	21	5	4	11	-	25	24	1	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	291	38.0	95.00	93.50	87.50-106.50	-	2	1	12	23	5	65	56	26	23	21	30	18	5	2	2	-	-	-	-	-	
NONMANUFACTURING -----	267	38.0	95.50	93.50	88.00-106.50	-	-	1	9	17	4	65	56	26	16	21	27	18	5	2	-	-	-	-	-	-	
WHOLESALE TRADE -----	174	37.5	97.00	93.50	88.50-108.00	-	-	-	-	-	60	37	12	12	18	26	7	1	1	-	-	-	-	-	-	-	
CLERKS, ORDER -----	551	39.0	124.00	121.00	106.50-140.50	-	-	-	-	3	1	6	18	18	58	115	33	13	71	29	46	48	39	15	13	25	
MANUFACTURING -----	142	38.0	125.50	126.50	113.50-137.50	-	-	-	-	3	-	-	1	3	9	7	19	9	12	28	27	12	7	1	1	3	
NONMANUFACTURING -----	409	39.5	124.00	113.00	105.50-143.00	-	-	-	-	-	1	6	17	15	49	108	14	4	59	1	19	36	32	14	12	22	
WHOLESALE TRADE -----	407	39.5	124.00	113.00	105.50-143.00	-	-	-	-	-	1	5	17	15	49	108	14	4	59	1	18	36	32	14	12	22	
CLERKS, PAYROLL -----	55	38.0	117.50	119.00	102.50-132.50	-	-	-	-	1	2	2	2	14	2	1	5	4	4	10	8	-	-	-	-	-	
OFFICE BOYS -----	744	38.0	75.50	75.00	70.50- 80.00	1	49	110	216	190	74	57	23	16	5	3	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	192	38.5	75.50	74.50	70.00- 83.00	-	13	37	49	29	28	25	4	2	3	2	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	552	37.5	75.50	75.00	71.00- 79.50	1	36	73	167	161	46	32	19	14	2	1	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	39	38.5	76.50	74.50	72.00- 78.00	-	-	-	23	12	-	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	61	38.5	75.50	75.00	72.50- 80.50	-	-	-	32	13	12	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	61	37.0	75.00	76.00	72.00- 80.00	1	4	2	21	19	11	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	290	37.5	75.00	74.50	69.50- 79.00	-	32	44	76	79	16	22	17	4	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	101	38.0	76.00	76.00	69.50- 79.50	-	-	27	15	38	7	7	-	7	-	-	-	-	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS A -----	136	38.5	126.00	121.50	112.50-148.00	-	-	-	-	1	-	1	9	5	7	23	20	8	3	22	6	25	6	-	-	-	
MANUFACTURING -----	77	39.5	131.00	133.50	114.50-151.50	-	-	-	-	-	-	-	7	1	2	11	3	6	1	15	6	25	-	-	-	-	
NONMANUFACTURING -----	59	37.0	120.00	116.50	111.00-127.50	-	-	-	-	1	-	1	2	4	5	12	17	2	2	7	-	-	6	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	132	38.0	107.50	106.50	96.00-117.00	-	-	-	1	1	6	11	11	15	17	17	14	19	4	4	2	3	5	2	-	-	
NONMANUFACTURING -----	83	37.5	104.50	101.50	93.00-113.50	-	-	-	1	1	5	7	11	13	12	7	9	5	2	3	2	-	5	-	-	-	
FINANCE <sup>3</sup> -----	55	37.0	97.50	98.00	90.50-104.50	-	-	-	1	1	4	7	8	11	11	5	5	1	-	1	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	86	37.5	89.50	88.00	80.00- 96.50	-	-	-	7	15	11	17	13	8	6	-	5	-	1	1	2	-	-	-	-	-	
NONMANUFACTURING -----	71	37.5	87.00	87.00	79.00- 93.50	-	-	-	7	14	9	16	11	7	4	-	-	-	1	1	1	-	-	-	-	-	
<b>WOMEN</b>																											
BILLERS, MACHINE (BILLING MACHINE) -----	304	38.5	85.00	85.50	78.50- 94.00	-	10	16	22	41	61	36	51	40	15	8	1	-	-	3	-	-	-	-	-	-	
MANUFACTURING -----	53	38.5	92.00	92.50	90.00- 95.50	-	-	-	-	-	6	7	27	6	-	6	1	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	251	38.5	83.50	83.50	77.00- 93.50	-	10	16	22	41	55	29	24	34	15	2	-	-	-	3	-	-	-	-	-	-	
WHOLESALE TRADE -----	120	39.0	87.50	89.00	80.00- 98.00	-	-	-	-	30	24	8	8	34	14	2	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	81	38.5	76.50	78.50	68.50- 86.00	-	10	16	10	7	14	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

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

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>WOMEN - CONTINUED</b>																											
BILLERS, MACHINE (BOOKKEEPING MACHINE)	166	37.5	\$ 85.50	\$ 85.00	\$ 76.00- 94.00	-	-	22	14	32	15	31	15	1	18	2	8	8	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	139	38.0	83.50	81.00	74.50- 93.00	-	-	22	14	32	9	19	15	1	18	1	8	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	79	38.0	77.00	76.50	69.50- 80.00	-	-	22	10	29	7	6	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING—MACHINE OPERATORS, CLASS A	256	37.5	102.50	103.50	97.00-109.50	-	-	-	-	2	3	7	35	39	57	54	42	-	10	2	5	-	-	-	-	-	-
MANUFACTURING	95	39.5	104.50	106.00	101.00-110.00	-	-	-	-	-	3	1	15	23	31	22	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	161	36.5	101.50	102.00	94.50-109.50	-	-	-	-	2	3	4	34	24	34	23	20	-	10	2	5	-	-	-	-	-	-
WHOLESALE TRADE	62	37.5	95.00	95.00	92.00- 98.50	-	-	-	-	2	4	26	22	7	1	-	-	-	-	-	5	-	-	-	-	-	-
BOOKKEEPING—MACHINE OPERATORS, CLASS B	453	38.0	87.00	87.00	80.50- 94.50	-	-	16	37	54	90	72	78	36	21	27	20	2	-	-	-	-	-	-	-	-	-
MANUFACTURING	152	39.0	91.00	91.00	85.00-100.50	-	-	-	7	25	30	30	14	18	12	7	2	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	301	38.0	85.00	84.50	78.00- 93.00	-	-	16	30	47	65	42	48	22	3	15	13	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	138	39.0	84.50	84.00	80.00- 88.50	-	-	-	11	24	44	36	7	4	-	-	12	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup>	96	36.0	84.50	83.50	73.50- 93.50	-	-	13	16	7	17	5	22	2	1	12	1	-	-	-	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A	1,568	38.0	107.00	108.50	96.50-115.50	-	-	-	12	18	72	122	113	184	117	196	324	149	119	63	19	55	3	2	-	-	-
MANUFACTURING	469	38.5	106.00	107.00	98.00-115.50	-	-	-	4	4	19	28	32	53	62	83	57	75	24	14	7	3	3	1	-	-	-
NONMANUFACTURING	1,099	38.0	107.00	110.00	96.00-115.50	-	-	-	8	14	53	94	81	131	55	113	267	74	95	49	12	52	-	1	-	-	-
WHOLESALE TRADE	138	39.0	105.50	99.50	95.00-114.00	-	-	-	-	3	7	22	2	41	2	21	8	-	3	5	1	22	-	1	-	-	-
RETAIL TRADE	132	37.5	107.00	110.00	99.00-120.50	-	-	-	2	2	8	12	2	3	8	20	11	17	13	28	2	6	-	-	-	-	-
FINANCE <sup>3</sup>	354	36.5	99.50	96.50	88.50-110.50	-	-	-	6	9	38	52	53	62	21	23	20	25	19	25	1	-	-	-	-	-	-
SERVICES	147	39.0	110.50	110.50	99.00-122.00	-	-	-	-	-	6	18	17	10	22	7	17	40	4	3	3	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS B	3,197	38.0	87.50	87.00	78.50- 97.00	2	42	86	377	403	479	533	367	249	195	250	101	43	63	4	2	1	-	-	-	-	-
MANUFACTURING	649	38.5	89.00	89.00	83.50- 96.00	-	-	-	29	59	104	169	107	81	38	37	8	8	4	2	2	1	-	-	-	-	-
NONMANUFACTURING	2,548	37.5	87.50	86.00	77.50- 97.50	2	42	86	348	344	375	364	260	168	157	213	93	35	59	2	-	-	-	-	-	-	-
WHOLESALE TRADE	423	38.5	89.00	87.50	80.50-100.50	-	-	-	62	40	60	97	42	14	29	7	46	14	12	-	-	-	-	-	-	-	-
RETAIL TRADE	696	37.0	82.00	82.00	75.50- 91.50	2	42	51	62	155	85	111	54	71	29	33	1	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup>	529	36.5	84.50	84.00	79.50- 91.00	-	-	7	53	82	154	88	78	33	10	18	3	3	-	-	-	-	-	-	-	-	-
SERVICES	229	38.0	91.00	91.50	83.00-101.50	-	-	11	2	22	35	32	46	16	28	18	13	3	3	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS A	317	38.0	90.00	87.50	79.00- 99.00	-	-	2	24	68	43	45	22	41	31	11	6	5	7	1	4	7	-	-	-	-	-
MANUFACTURING	92	39.0	89.00	89.00	83.00- 98.50	-	-	-	3	14	11	22	6	20	15	-	1	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	225	37.0	90.50	86.00	78.00-100.00	-	-	2	21	54	32	23	16	21	16	11	6	4	7	1	4	7	-	-	-	-	-
FINANCE <sup>3</sup>	176	37.0	84.50	82.00	77.00- 92.00	-	-	2	21	53	30	21	14	16	13	3	1	2	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS B	934	37.0	75.50	74.50	70.50- 81.00	12	67	140	270	177	149	44	45	11	13	3	2	1	-	-	-	-	-	-	-	-	-
MANUFACTURING	113	38.5	80.00	78.00	71.50- 91.00	-	-	8	15	20	22	8	7	22	5	6	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	821	37.0	74.50	74.50	70.00- 80.50	12	59	125	250	155	141	37	23	6	7	3	2	1	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	54	38.0	79.00	81.50	77.50- 84.00	-	-	-	4	6	7	32	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup>	567	37.0	73.50	73.50	70.00- 77.50	12	14	104	233	134	32	27	4	2	3	-	2	-	-	-	-	-	-	-	-	-	-
SERVICES	121	38.0	84.00	83.00	81.00- 88.00	-	-	-	3	10	76	4	18	4	3	3	-	-	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS C	971	38.0	73.50	73.50	69.00- 79.00	-	92	197	270	209	109	48	42	4	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	114	36.5	75.00	77.00	71.50- 80.50	-	-	23	19	42	21	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	857	38.0	73.50	73.00	68.50- 79.00	-	92	174	251	167	88	39	42	4	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	127	39.5	73.50	72.50	69.50- 78.50	-	5	30	55	9	14	2	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup>	383	37.5	72.00	71.50	67.50- 75.50	-	33	128	120	50	21	18	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ORDER	665	39.0	90.50	88.50	81.00- 98.50	-	6	17	71	58	94	118	104	48	51	20	14	15	10	15	-	12	12	-	-	-	-
MANUFACTURING	348	39.0	90.00	89.50	81.50-100.50	-	-	6	29	36	56	53	49	29	37	16	14	14	6	3	-	-	-	-	-	-	-
NONMANUFACTURING	317	39.0	91.00	88.00	79.50- 95.00	-	6	11	42	22	38	65	55	19	14	4	-	1	4	12	-	12	12	-	-	-	-
WHOLESALE TRADE	249	39.0	94.50	89.50	83.50- 96.50	-	-	-	31	17	22	61	51	18	5	3	-	1	4	12	-	12	12	-	-	-	-
RETAIL TRADE	56	39.0	76.00	75.50	69.00- 83.50	-	6	11	11	4	15	4	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

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

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180		
						and under	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	140	150	160	170	180	over	
WOMEN - CONTINUED																												
CLERKS, PAYROLL -----	971	38.0	\$ 96.00	\$ 96.00	\$ 86.00-107.00	-	4	11	75	75	64	87	150	117	96	121	46	21	57	33	12	2	-	-	-	-	-	-
MANUFACTURING -----	453	38.5	95.50	94.50	87.00-105.50	-	-	-	19	37	37	46	98	62	34	57	26	6	11	13	7	-	-	-	-	-	-	-
NONMANUFACTURING -----	518	37.5	96.50	98.00	84.00-108.50	-	4	11	56	38	27	41	52	55	62	64	20	15	46	20	5	2	-	-	-	-	-	-
RETAIL TRADE -----	140	37.5	89.50	89.50	78.00-102.00	-	4	10	15	11	12	20	18	11	13	6	4	11	5	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	62	36.5	98.50	100.00	95.00-104.00	-	-	-	1	4	5	4	1	17	18	3	4	-	1	3	1	-	-	-	-	-	-	-
SERVICES -----	83	37.5	108.00	107.50	99.00-123.00	-	-	-	-	-	-	4	4	17	16	2	9	2	16	13	-	-	-	-	-	-	-	-
COMPTOMETER OPERATORS -----	895	38.0	89.50	87.50	80.00-97.00	-	1	18	83	118	122	198	104	63	62	42	28	15	32	4	-	5	-	-	-	-	-	-
MANUFACTURING -----	343	38.0	88.00	87.00	80.50-93.50	-	-	4	36	42	45	100	42	24	30	7	5	-	2	1	-	5	-	-	-	-	-	-
NONMANUFACTURING -----	552	37.5	90.50	88.00	80.00-100.00	-	1	14	47	76	77	98	62	39	32	35	23	15	30	3	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	121	39.5	91.00	92.00	80.00-101.00	-	-	-	16	15	2	17	27	12	13	5	12	2	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	306	36.0	86.00	86.00	80.00-92.00	-	1	14	29	33	64	77	33	24	18	6	3	2	1	1	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A -----	1,353	38.0	94.50	95.50	87.50-102.50	-	-	9	35	93	114	180	226	268	184	131	55	16	31	5	4	2	-	-	-	-	-	-
MANUFACTURING -----	531	39.0	95.00	96.00	89.00-102.50	-	-	-	8	15	56	66	95	132	51	71	23	8	1	3	-	2	-	-	-	-	-	-
NONMANUFACTURING -----	822	37.5	94.00	95.00	86.50-102.50	-	-	9	27	78	58	114	131	136	133	60	32	8	30	2	4	-	-	-	-	-	-	-
WHOLESALE TRADE -----	108	38.0	93.50	95.50	89.00-102.00	-	-	-	-	8	3	20	22	17	29	4	4	1	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	143	37.5	93.00	94.00	88.00-101.50	-	-	-	1	1	17	27	31	19	38	3	6	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	392	36.5	90.00	91.50	80.00-99.00	-	-	9	26	65	36	45	54	72	38	21	19	1	4	2	-	-	-	-	-	-	-	-
SERVICES -----	120	39.0	95.50	96.50	90.50-102.50	-	-	-	-	4	2	22	24	28	21	16	3	-	-	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS B -----	1,292	38.5	85.00	83.50	77.50-90.50	-	5	35	156	258	274	228	124	62	63	7	21	10	21	8	17	3	-	-	-	-	-	-
MANUFACTURING -----	446	39.0	87.00	85.50	79.50-92.00	-	-	11	24	86	95	101	50	27	13	3	13	5	-	2	13	3	-	-	-	-	-	-
NONMANUFACTURING -----	846	38.0	84.00	82.50	76.50-90.00	-	5	24	132	172	179	127	74	35	50	4	8	5	21	6	4	-	-	-	-	-	-	-
WHOLESALE TRADE -----	74	38.5	89.00	90.50	81.00-93.50	-	-	-	7	8	15	4	32	-	-	4	-	-	-	-	4	-	-	-	-	-	-	-
RETAIL TRADE -----	245	38.0	80.00	80.00	75.50-86.50	-	5	11	38	68	50	39	22	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	242	37.0	82.00	82.50	78.00-87.00	-	-	2	28	52	75	61	11	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	53	39.0	83.00	83.50	80.00-87.50	-	-	-	4	9	21	13	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
OFFICE GIRLS -----	402	38.0	72.50	71.50	67.50-76.50	-	33	138	118	38	33	31	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	77	38.0	77.00	75.00	68.50-84.50	-	1	26	12	5	16	6	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	325	38.0	71.50	71.00	67.00-74.50	-	32	112	106	33	17	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	187	37.0	72.00	70.00	67.00-76.00	-	21	71	45	18	10	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES <sup>5</sup> -----	8,991	38.0	114.50	113.50	102.00-126.00	-	-	1	7	46	195	317	567	747	988	1078	841	976	793	799	777	492	192	98	57	20	-	-
MANUFACTURING -----	3,828	39.0	115.00	114.00	104.00-126.00	-	-	-	-	17	21	101	222	282	405	562	378	464	341	358	312	245	75	31	9	5	-	-
NONMANUFACTURING -----	5,163	37.5	114.00	112.50	100.50-126.00	-	-	1	7	29	174	216	345	465	583	516	463	512	452	441	465	247	117	67	48	15	-	-
PUBLIC UTILITIES <sup>4</sup> -----	196	39.5	131.00	128.50	118.00-145.50	-	-	-	-	-	-	-	2	6	9	7	12	21	15	36	24	28	20	9	5	2	-	-
WHOLESALE TRADE -----	740	38.0	115.50	115.50	103.50-127.50	-	-	-	-	6	6	69	48	76	98	62	75	67	97	65	37	16	3	14	1	-	-	
RETAIL TRADE -----	582	37.5	112.00	113.50	101.00-123.50	-	-	-	2	4	20	25	27	58	65	55	51	73	85	23	37	24	19	12	2	-	-	-
FINANCE <sup>3</sup> -----	2,425	36.5	110.00	108.50	97.50-123.50	-	-	1	5	22	128	148	167	266	326	210	213	219	170	202	185	98	35	13	16	1	-	-
SERVICES -----	1,220	39.0	118.00	115.00	103.50-129.50	-	-	-	-	3	20	37	80	87	107	146	125	124	115	83	154	60	27	30	11	11	-	-
SECRETARIES, CLASS A -----	506	37.5	137.50	134.50	123.00-153.00	-	-	-	-	-	-	-	1	3	12	28	12	36	55	55	87	67	72	32	27	19	-	-
MANUFACTURING -----	204	38.5	138.50	137.50	127.50-153.50	-	-	-	-	-	-	-	1	-	6	9	9	10	3	28	45	29	36	19	4	5	-	-
NONMANUFACTURING -----	302	37.0	137.00	132.50	122.00-152.50	-	-	-	-	-	-	-	-	3	6	19	3	26	52	27	42	38	36	13	23	14	-	-
WHOLESALE TRADE -----	104	37.0	127.50	128.00	119.50-138.50	-	-	-	-	-	-	-	-	-	4	12	-	12	18	10	25	16	3	-	4	-	-	-
RETAIL TRADE -----	85	37.0	127.00	124.00	118.50-146.00	-	-	-	-	-	-	-	-	3	2	7	3	9	25	3	11	3	17	-	2	-	-	-
FINANCE <sup>3</sup> -----	61	37.0	146.00	148.00	126.50-162.50	-	-	-	-	-	-	-	-	-	3	9	11	3	9	11	3	7	13	1	13	1	-	-
SECRETARIES, CLASS B -----	1,882	38.0	127.50	128.00	116.50-140.00	-	-	-	2	4	7	28	31	60	118	156	220	192	201	192	384	332	79	51	16	1	-	-
MANUFACTURING -----	796	38.5	127.00	129.50	116.50-141.00	-	-	-	-	-	3	10	12	13	53	80	84	88	65	158	205	21	4	-	-	-	-	
NONMANUFACTURING -----	1,086	37.5	127.50	127.50	116.50-139.00	-	-	-	2	4	4	18	19	47	65	76	136	104	136	226	127	58	47	16	1	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	53	39.5	138.50	134.50	124.00-149.50	-	-	-	-	-	-	-	2	1	-	2	2	8	4	4	10	12	3	4	5	-	-	-
WHOLESALE TRADE -----	132	39.0	126.00	126.50	117.50-140.00	-	-	-	-	-	4	2	10	-	8	19	16	28	13	16	11	2	2	2	1	-	-	
RETAIL TRADE -----	147	37.0	117.50	117.00	104.50-135.00	-	-	-	-	2	4	4	13	7	8	12	17	18	15	4	10	21	1	11	-	-	-	-
FINANCE <sup>3</sup> -----	522	36.5	126.50	126.50	117.50-134.00	-	-	-	-	-	-	1	1	22	26	39	83	62	88	123	40	22	12	3	-	-	-	
SERVICES -----	232	38.0	134.50	136.50	118.00-146.00	-	-	-	-	-	-	-	7	6	27	10	14	3	12	70	38	21	18	6	-	-	-	

See footnotes at end of table.

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

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

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55 and under	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ and over		
						60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	140	150	160	170	180	over			
WOMEN - CONTINUED																													
SECRETARIES <sup>5</sup> - CONTINUED																													
SECRETARIES, CLASS C -----	2,458	38.5	\$ 115.50	\$ 117.50	\$ 106.00-126.50	-	-	-	2	12	32	44	104	120	244	240	265	309	361	403	209	72	19	9	13	-	-	-	
MANUFACTURING -----	1,241	39.0	114.50	117.00	106.00-125.50	-	-	-	-	9	7	18	41	74	140	139	135	153	188	244	69	11	6	2	5	-	-	-	
NONMANUFACTURING -----	1,217	38.0	116.50	118.50	107.00-127.50	-	-	-	2	3	25	26	63	46	104	101	130	156	173	159	140	61	13	7	8	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	73	39.5	130.00	128.50	122.50-141.00	-	-	-	-	-	-	-	-	2	2	5	6	3	26	8	8	6	5	-	-	-	-		
WHOLESALE TRADE -----	178	39.0	119.50	120.00	108.50-129.00	-	-	-	-	1	2	10	1	18	18	24	15	21	30	22	5	2	1	8	-	-	-		
RETAIL TRADE -----	154	38.0	114.50	119.50	115.00-124.00	-	-	-	2	-	5	6	3	7	7	4	5	43	43	15	12	-	1	1	-	-	-	-	
FINANCE <sup>3</sup> -----	552	37.0	114.50	115.50	104.00-126.00	-	-	-	3	8	16	33	30	64	43	74	59	70	64	47	41	-	-	-	-	-	-	-	
SERVICES -----	260	38.5	117.00	119.00	107.50-129.50	-	-	-	-	11	2	17	6	13	34	22	33	36	24	51	7	4	-	-	-	-	-	-	
SECRETARIES, CLASS D -----	3,883	38.0	104.00	104.00	96.00-112.50	-	-	1	5	32	158	251	421	563	639	665	374	380	166	115	71	16	20	6	-	-	-	-	
MANUFACTURING -----	1,587	39.0	106.00	106.00	98.00-114.00	-	-	-	-	8	14	80	170	196	246	361	154	217	62	21	40	-	12	6	-	-	-	-	
NONMANUFACTURING -----	2,296	37.0	102.50	102.50	94.50-111.50	-	-	1	5	24	144	171	251	367	393	304	220	163	104	94	31	16	8	-	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	61	39.5	122.00	119.00	110.50-137.50	-	-	-	-	-	-	2	2	6	5	5	13	4	4	6	6	8	-	-	-	-	-	-	
WHOLESALE TRADE -----	326	38.0	105.50	105.00	97.00-114.00	-	-	-	-	5	4	5	4	6	68	30	29	12	29	5	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	192	37.5	99.00	101.50	96.00-107.50	-	-	-	2	11	15	11	41	48	32	26	3	2	1	-	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	1,290	36.0	100.00	100.00	91.50-108.00	-	-	1	5	19	120	132	133	235	240	141	100	74	29	39	12	10	-	-	-	-	-	-	
SERVICES -----	427	39.5	107.50	108.00	98.00-117.50	-	-	-	-	3	8	20	50	44	55	58	59	44	57	21	8	-	-	-	-	-	-	-	
STENOGRAPHERS, GENERAL -----	1,980	38.0	93.50	94.00	87.00-99.00	-	-	5	54	102	203	295	406	513	173	79	32	33	39	35	11	-	-	-	-	-	-	-	
MANUFACTURING -----	752	39.0	96.50	97.00	92.00-100.00	-	-	2	8	22	60	53	104	331	101	37	5	14	9	6	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,228	37.5	92.00	91.50	85.50-98.00	-	-	3	46	80	143	242	302	182	72	42	27	19	30	29	11	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	92	40.0	115.00	121.50	102.50-126.50	-	-	-	-	-	-	-	9	8	12	7	1	3	25	16	11	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	167	38.5	90.50	93.00	87.50-98.00	-	-	-	9	11	6	30	50	32	27	1	1	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	72	36.5	84.50	84.00	79.00-92.50	-	-	2	8	11	20	4	20	-	1	3	1	-	1	1	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	514	37.0	90.00	90.50	83.00-96.00	-	-	1	28	37	97	77	123	105	10	18	10	4	4	-	-	-	-	-	-	-	-	-	
SERVICES -----	383	37.5	92.00	91.00	87.00-97.00	-	-	-	1	21	20	131	100	37	22	13	14	12	-	12	-	-	-	-	-	-	-	-	
STENOGRAPHERS, SENIOR -----	1,505	37.5	101.50	99.00	91.00-111.50	-	-	1	10	26	119	155	278	201	138	144	174	86	48	42	50	31	2	-	-	-	-	-	
MANUFACTURING -----	382	38.0	95.50	94.50	89.50-103.00	-	-	-	1	5	42	51	104	65	35	47	12	7	5	1	5	2	-	-	-	-	-	-	
NONMANUFACTURING -----	1,123	37.5	103.50	102.00	92.00-113.50	-	-	1	9	21	77	104	174	136	103	97	162	79	43	41	45	29	2	-	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	131	38.5	111.50	112.00	106.50-115.00	-	-	-	5	4	1	3	3	6	5	20	53	5	-	8	15	1	2	-	-	-	-	-	
WHOLESALE TRADE -----	138	39.0	114.50	112.00	98.00-134.00	-	-	-	-	-	2	6	15	21	11	11	10	7	10	7	10	28	-	-	-	-	-	-	
RETAIL TRADE -----	397	37.0	97.00	94.50	88.00-106.50	-	-	4	10	43	70	77	47	37	34	31	26	15	2	1	2	1	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	397	37.0	97.00	94.50	88.00-106.50	-	-	4	10	43	70	77	47	37	34	31	26	15	2	1	2	1	-	-	-	-	-	-	
SERVICES -----	369	38.0	106.00	106.50	96.50-116.00	-	-	-	-	3	10	62	54	47	32	63	39	17	24	18	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS A -----	587	38.5	98.50	99.50	89.00-107.00	-	-	2	1	9	26	52	73	80	56	118	62	22	47	17	8	7	7	-	-	-	-	-	-
MANUFACTURING -----	190	39.0	99.50	100.50	91.50-105.00	-	-	-	-	6	7	27	29	19	58	10	7	15	8	3	-	1	-	-	-	-	-	-	
NONMANUFACTURING -----	397	38.0	98.00	98.50	87.50-107.50	-	-	2	1	9	20	45	46	51	37	60	52	15	32	9	5	7	6	-	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	47	40.0	116.00	116.50	109.00-120.00	-	-	-	-	-	-	-	-	-	3	12	4	17	7	-	2	2	4	-	-	-	-	-	
WHOLESALE TRADE -----	80	39.0	100.50	99.50	89.00-110.00	-	-	-	-	5	-	2	16	13	5	4	16	2	7	-	1	5	4	-	-	-	-	-	
RETAIL TRADE -----	84	38.5	90.00	90.50	81.00-101.00	-	-	2	4	11	18	6	12	7	18	2	2	1	-	1	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	108	36.5	95.50	95.50	87.50-102.50	-	-	1	-	4	12	19	16	22	17	7	4	4	2	-	-	-	-	-	-	-	-	-	
SERVICES -----	78	38.0	97.50	101.00	87.00-107.00	-	-	-	-	5	13	5	10	3	18	15	3	3	-	3	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS B -----	364	38.0	78.00	77.50	67.00-90.00	63	9	52	45	26	48	32	37	13	22	1	13	-	-	3	-	-	-	-	-	-	-	-	
MANUFACTURING -----	331	38.0	77.00	74.50	66.00-88.50	63	9	52	45	24	45	16	34	7	19	1	13	-	-	3	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	107	37.5	85.00	87.00	69.50-94.00	-	-	31	2	-	17	11	25	3	7	1	10	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	145	38.0	69.50	71.00	58.50-76.50	55	1	10	39	16	14	2	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	145	38.0	69.50	71.00	58.50-76.50	55	1	10	39	16	14	2	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	804	38.0	89.50	89.00	83.00-97.50	1	1	17	32	80	125	183	106	109	54	37	24	23	-	2	10	-	-	-	-	-	-	-	
MANUFACTURING -----	326	38.5	89.00	88.00	81.00-97.00	-	-	-	18	48	70	48	56	15	21	37	3	2	-	-	8	-	-	-	-	-	-	-	
NONMANUFACTURING -----	478	38.0	90.00	89.50	85.00-98.00	1	1	17	14	32	55	135	50	94	33	-	21	21	-	2	2	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	28	39.5	103.00	105.00	95.00-117.00	-	-	-	-	5	1	1	7	-	-	-	3	11	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	152	38.5	91.00	90.50	86.00-99.00	-	-	5	11	7	6	46	11	36	11	-	16	1	-	-	2	-	-	-	-	-	-	-	
RETAIL TRADE -----	136	37.5	85.00	87.00	83.50-89.50	-	-	12	1	2	28	69	14	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	119	38.5	93.50	95.5																									

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, Boston, Mass., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180
						and under 60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	140	150	160	170	180	over
WOMEN - CONTINUED																										
TABULATING-MACHINE OPERATORS, CLASS A -----	58	38.5	\$ 115.50	\$ 119.00	\$ 108.00-123.50	-	-	-	-	-	-	-	4	6	2	5	3	12	18	4	3	1	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS B -----	208	38.0	96.50	97.50	84.00-104.50	-	-	5	12	24	15	13	13	44	33	16	6	9	9	1	6	-	1	1	-	-
NONMANUFACTURING -----	174	37.5	95.00	97.00	81.00-104.50	-	-	5	12	24	15	10	9	30	28	16	6	6	9	-	3	-	-	1	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	451	37.5	90.00	90.50	84.00- 97.00	-	1	10	19	31	65	90	114	24	46	20	16	1	14	-	-	-	-	-	-	-
MANUFACTURING -----	172	37.5	89.00	91.00	84.50- 94.00	-	-	-	6	8	34	25	71	5	11	-	11	-	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	279	37.5	91.00	90.00	83.50-100.50	-	1	10	13	23	31	65	43	19	35	20	5	1	13	-	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	188	37.0	88.50	88.50	83.00- 94.50	-	1	-	11	17	29	52	36	17	6	18	1	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS A -----	1,539	38.0	91.50	91.00	83.00- 99.00	-	2	9	117	105	276	225	191	298	88	91	50	43	26	17	1	-	-	-	-	-
MANUFACTURING -----	449	39.5	91.50	94.00	85.50- 98.50	-	-	-	17	21	65	80	54	150	27	17	3	14	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,090	37.5	91.50	90.00	82.00- 99.50	-	2	9	100	84	211	145	137	148	61	74	47	29	25	17	1	-	-	-	-	1
WHOLESALE TRADE -----	89	39.0	98.00	93.50	88.00-115.00	-	-	-	1	2	10	16	24	4	4	4	2	14	4	4	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	394	36.5	86.00	84.50	80.50- 92.00	-	2	1	31	57	119	63	62	29	6	13	10	1	-	-	-	-	-	-	-	-
SERVICES -----	339	38.0	95.50	95.00	85.50-102.50	-	-	-	12	9	58	54	34	68	43	15	17	12	5	12	-	-	-	-	-	-
TYPISTS, CLASS B -----	2,864	38.0	80.00	80.00	74.00- 85.50	-	42	178	635	603	642	346	258	77	42	39	10	1	-	1	-	-	-	-	-	-
MANUFACTURING -----	751	39.0	84.00	83.50	77.50- 91.00	-	-	8	123	109	201	104	102	38	34	28	3	-	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	2,113	37.5	78.50	78.50	73.00- 84.00	-	42	170	512	494	441	232	156	39	8	11	7	1	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	292	38.5	82.50	83.50	80.50- 87.50	-	-	-	36	18	134	62	29	10	-	-	3	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	123	38.5	80.50	81.50	76.50- 85.00	-	3	3	17	28	43	10	11	8	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>3</sup> -----	1,474	37.0	76.50	76.50	72.00- 82.00	-	39	167	420	383	235	111	88	18	6	2	4	1	-	-	-	-	-	-	-	-
SERVICES -----	158	39.0	83.00	83.50	78.00- 89.00	-	-	-	12	49	25	44	26	1	1	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Finance, insurance, and real estate.

<sup>4</sup> Transportation, communication, and other public utilities.

<sup>5</sup> May include workers other than those presented separately.









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

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

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						Under \$ 80 and under	85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	over
<b>MEN</b>																										
DRAFTSMEN, CLASS A -----	1,172	39.5	\$ 187.50	\$ 185.00	\$ 167.50-203.50	-	-	-	-	-	-	1	3	28	43	110	147	183	188	108	126	60	37	38	89	11
MANUFACTURING -----	493	40.0	175.00	176.00	163.50-188.00	-	-	-	-	-	-	-	3	6	15	57	108	96	101	63	44	-	-	-	-	-
NONMANUFACTURING -----	679	39.0	196.00	195.50	175.50-221.50	-	-	-	-	-	-	1	-	22	28	53	39	87	87	45	82	60	37	38	89	11
SERVICES -----	613	39.0	196.50	194.00	173.00-225.50	-	-	-	-	-	-	-	-	22	28	53	38	86	65	34	53	59	37	38	89	11
DRAFTSMEN, CLASS B -----	1,216	39.5	155.50	158.00	139.50-170.50	-	-	-	-	12	29	52	77	141	128	214	253	157	83	27	27	3	2	11	-	-
MANUFACTURING -----	605	40.0	152.50	155.00	138.50-164.00	-	-	-	-	-	18	19	54	69	78	111	155	52	34	1	3	-	-	11	-	-
NONMANUFACTURING -----	611	39.0	158.00	160.00	140.00-176.50	-	-	-	-	12	11	33	23	72	50	103	98	105	49	26	24	3	2	-	-	-
SERVICES -----	515	39.0	158.50	162.50	138.50-177.00	-	-	-	-	12	10	27	21	66	43	61	92	83	49	24	24	2	1	-	-	-
DRAFTSMEN, CLASS C -----	769	39.5	118.00	117.00	105.50-134.50	6	19	28	26	37	131	176	115	115	85	11	4	8	8	-	-	-	-	-	-	-
MANUFACTURING -----	471	40.0	117.50	116.00	106.50-130.00	-	-	13	21	27	95	124	74	62	44	8	3	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	298	39.0	119.50	121.00	104.00-138.50	6	19	15	5	10	36	52	41	53	41	3	1	8	8	-	-	-	-	-	-	-
PUBLIC UTILITIES <sup>3</sup> -----	31	40.0	123.00	124.00	121.00-132.50	-	-	-	-	2	3	-	16	7	3	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	255	39.0	119.50	118.00	103.00-139.00	6	18	13	5	8	33	49	24	43	38	2	-	8	8	-	-	-	-	-	-	-
DRAFTSMEN-TRACERS -----	132	39.5	89.00	90.00	83.00- 94.50	8	44	13	39	9	11	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	81	40.0	87.50	91.00	83.00- 95.50	8	22	7	24	9	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	51	38.0	91.00	88.50	83.00- 93.50	-	22	6	15	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	51	38.0	91.00	88.50	83.00- 93.50	-	22	6	15	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>WOMEN</b>																										
NURSES, INDUSTRIAL (REGISTERED) ---	236	39.5	133.00	132.00	125.50-143.00	-	-	6	-	-	9	17	68	61	46	17	4	8	-	-	-	-	-	-	-	-
MANUFACTURING -----	162	40.0	132.00	131.50	124.50-142.50	-	-	6	-	-	6	14	47	37	29	16	-	7	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	74	38.5	134.50	133.50	126.50-145.00	-	-	-	-	-	3	3	21	24	17	1	4	1	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> For definition of terms, see footnote 2, table A-1.

<sup>3</sup> Transportation, communication, and other public utilities.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Boston, Mass., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$ 80	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220			
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>MEN</b>																													
DRAFTSMEN, CLASS A -----	605	40.0	\$ 177.00	\$ 176.50	\$ 162.50-191.00	-	-	-	-	-	-	-	1	-	-	3	11	31	74	114	97	117	72	60	11	14			
MANUFACTURING -----	404	40.0	176.50	177.00	164.50-189.00	-	-	-	-	-	-	-	-	-	-	3	6	9	45	82	79	84	52	44	-	-			
NONMANUFACTURING -----	201	39.5	178.50	175.00	158.00-197.50	-	-	-	-	-	-	1	-	-	-	-	5	22	29	32	18	33	20	16	11	14			
SERVICES -----	158	39.5	175.00	167.50	154.50-196.00	-	-	-	-	-	-	-	-	-	-	-	5	22	29	32	17	11	9	9	10	14			
DRAFTSMEN, CLASS B -----	676	40.0	153.50	155.00	140.00-165.50	-	-	-	-	1	16	7	11	21	32	82	98	125	139	79	38	11	11	3	2				
MANUFACTURING -----	486	40.0	152.00	155.50	138.50-164.50	-	-	-	-	-	12	6	7	18	21	66	72	72	122	52	34	1	3	-	-				
NONMANUFACTURING -----	190	39.5	157.50	154.00	142.50-175.50	-	-	-	-	1	4	1	4	3	11	16	26	53	17	27	4	10	8	3	2				
SERVICES -----	104	40.0	156.00	151.00	136.50-176.00	-	-	-	-	1	3	-	4	3	9	12	19	13	12	5	4	8	8	2	1				
DRAFTSMEN, CLASS C -----	390	40.0	116.50	114.50	103.50-129.00	-	1	16	26	25	40	45	49	46	26	24	32	47	9	4	-	-	-	-	-	-			
MANUFACTURING -----	318	40.0	117.00	114.50	104.00-130.00	-	-	13	21	21	32	34	42	37	22	18	23	44	8	3	-	-	-	-	-	-			
NONMANUFACTURING -----	72	39.5	113.50	113.00	103.50-127.50	-	1	3	5	4	8	11	7	9	4	6	9	3	1	1	-	-	-	-	-	-			
DRAFTSMEN-TRACERS -----	54	40.0	85.50	87.50	82.00- 92.00	8	13	13	17	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
<b>WOMEN</b>																													
NURSES, INDUSTRIAL (REGISTERED) ---	181	39.5	131.50	132.50	124.00-142.00	-	-	6	-	-	1	2	5	12	25	21	52	46	5	4	2	-	-	-	-	-			
MANUFACTURING -----	110	40.0	130.00	132.00	122.50-141.50	-	-	6	-	-	-	3	11	16	9	31	29	4	-	1	-	-	-	-	-				
NONMANUFACTURING -----	71	38.5	134.50	134.00	126.00-145.50	-	-	-	-	-	1	2	2	1	9	12	21	17	1	4	1	-	-	-	-	-			

<sup>1</sup> 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.  
<sup>2</sup> For definition of terms, see footnote 2, table A-1.

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, Boston, Mass., September 1968)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS</b>			<b>OFFICE OCCUPATIONS - CONTINUED</b>			<b>OFFICE OCCUPATIONS - CONTINUED</b>					
BILLERS, MACHINE (BILLING MACHINE) -----	310	38.5	\$ 85.00	CLERKS, ORDER -----	1,216	39.0	\$ 106.00	SECRETARIES <sup>4</sup> - CONTINUED:			
MANUFACTURING -----	53	38.5	92.00	MANUFACTURING -----	490	38.5	100.50	SECRETARIES, CLASS A -----	506	37.5	\$ 137.50
NONMANUFACTURING -----	257	38.5	83.50	NONMANUFACTURING -----	726	39.5	109.50	MANUFACTURING -----	204	38.5	138.50
WHOLESALE TRADE -----	124	39.0	87.00	WHOLESALE TRADE -----	656	39.5	112.50	NONMANUFACTURING -----	302	37.0	137.00
RETAIL TRADE -----	81	38.5	76.50	RETAIL TRADE -----	57	39.0	77.00	WHOLESALE TRADE -----	104	37.0	127.50
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	168	37.5	86.00	CLERKS, PAYROLL -----	1,026	38.0	97.00	RETAIL TRADE -----	85	37.0	127.00
NONMANUFACTURING -----	139	38.0	83.50	MANUFACTURING -----	461	38.5	96.00	FINANCE <sup>2</sup> -----	61	37.0	146.00
RETAIL TRADE -----	79	38.0	77.00	NONMANUFACTURING -----	565	37.5	98.50	SECRETARIES, CLASS B -----	1,883	38.0	127.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	265	37.5	103.00	WHOLESALE TRADE -----	54	38.5	111.00	MANUFACTURING -----	796	38.5	127.00
MANUFACTURING -----	95	39.5	104.50	RETAIL TRADE -----	143	37.5	90.00	NONMANUFACTURING -----	1,087	37.5	127.50
NONMANUFACTURING -----	170	36.5	102.50	FINANCE <sup>2</sup> -----	64	36.5	98.00	PUBLIC UTILITIES <sup>3</sup> -----	53	39.5	138.50
WHOLESALE TRADE -----	62	37.5	95.00	SERVICES -----	85	37.5	107.50	WHOLESALE TRADE -----	133	39.5	126.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	465	38.0	87.50	COMPTOMETER OPERATORS -----	896	38.0	89.50	RETAIL TRADE -----	147	37.0	117.50
MANUFACTURING -----	152	39.0	91.00	MANUFACTURING -----	343	38.0	88.00	FINANCE <sup>2</sup> -----	522	36.5	126.50
NONMANUFACTURING -----	313	38.0	85.50	NONMANUFACTURING -----	553	37.5	90.50	SERVICES -----	232	38.0	134.50
WHOLESALE TRADE -----	150	39.0	85.50	WHOLESALE TRADE -----	121	39.5	91.00	SECRETARIES, CLASS C -----	2,460	38.5	115.50
FINANCE <sup>2</sup> -----	96	36.0	84.50	RETAIL TRADE -----	306	36.0	86.00	MANUFACTURING -----	1,241	39.0	114.50
CLERKS, ACCOUNTING, CLASS A -----	2,072	38.5	111.50	KEYPUNCH OPERATORS, CLASS A -----	1,362	38.0	94.50	NONMANUFACTURING -----	1,219	38.0	116.50
MANUFACTURING -----	631	38.5	111.00	MANUFACTURING -----	535	39.0	95.00	PUBLIC UTILITIES <sup>3</sup> -----	73	39.5	130.00
NONMANUFACTURING -----	1,441	38.0	111.50	NONMANUFACTURING -----	827	37.5	94.00	WHOLESALE TRADE -----	180	39.0	119.50
PUBLIC UTILITIES <sup>3</sup> -----	443	39.0	120.50	PUBLIC UTILITIES <sup>3</sup> -----	62	40.0	117.50	RETAIL TRADE -----	154	38.0	114.50
WHOLESALE TRADE -----	191	39.0	111.00	WHOLESALE TRADE -----	108	38.0	93.50	FINANCE <sup>2</sup> -----	552	37.0	114.50
RETAIL TRADE -----	167	37.5	109.50	RETAIL TRADE -----	143	37.5	93.00	SERVICES -----	260	38.5	117.00
FINANCE <sup>2</sup> -----	466	37.0	104.00	FINANCE <sup>2</sup> -----	394	36.5	90.00	SECRETARIES, CLASS D -----	3,883	38.0	104.00
SERVICES -----	174	39.0	112.50	SERVICES -----	120	39.0	95.50	MANUFACTURING -----	1,587	39.0	106.00
CLERKS, ACCOUNTING, CLASS B -----	3,488	38.0	88.50	KEYPUNCH OPERATORS, CLASS B -----	1,303	38.5	85.00	NONMANUFACTURING -----	2,296	37.0	102.50
MANUFACTURING -----	673	38.5	89.00	MANUFACTURING -----	456	39.0	87.00	PUBLIC UTILITIES <sup>3</sup> -----	61	39.5	122.00
NONMANUFACTURING -----	2,815	37.5	88.00	NONMANUFACTURING -----	847	38.0	84.00	WHOLESALE TRADE -----	326	38.0	105.50
WHOLESALE TRADE -----	597	38.5	91.50	WHOLESALE TRADE -----	74	38.5	89.00	RETAIL TRADE -----	192	37.5	99.00
RETAIL TRADE -----	738	37.0	82.00	RETAIL TRADE -----	246	38.0	80.00	FINANCE <sup>2</sup> -----	1,290	36.0	100.00
FINANCE <sup>2</sup> -----	564	36.5	85.50	FINANCE <sup>2</sup> -----	242	37.0	82.00	SERVICES -----	427	39.5	107.50
SERVICES -----	239	38.0	91.00	SERVICES -----	53	39.0	83.00	STENOGRAPHERS, GENERAL -----	1,982	38.0	94.00
CLERKS, FILE, CLASS A -----	332	38.0	90.00	OFFICE BOYS AND GIRLS -----	1,146	38.0	74.50	MANUFACTURING -----	752	39.0	96.50
MANUFACTURING -----	93	39.0	89.00	MANUFACTURING -----	269	38.5	76.00	NONMANUFACTURING -----	1,230	37.5	92.00
NONMANUFACTURING -----	239	37.0	90.50	NONMANUFACTURING -----	877	37.5	74.00	PUBLIC UTILITIES <sup>3</sup> -----	93	40.0	115.00
FINANCE <sup>2</sup> -----	183	37.0	84.50	PUBLIC UTILITIES <sup>3</sup> -----	58	38.5	76.50	WHOLESALE TRADE -----	168	38.5	90.50
CLERKS, FILE, CLASS B -----	967	37.5	76.00	WHOLESALE TRADE -----	87	38.5	73.00	RETAIL TRADE -----	72	36.5	84.50
MANUFACTURING -----	113	38.5	80.00	RETAIL TRADE -----	107	37.5	73.00	FINANCE <sup>2</sup> -----	314	37.0	90.00
NONMANUFACTURING -----	854	37.0	75.50	FINANCE <sup>2</sup> -----	477	37.5	74.00	SERVICES -----	883	37.5	92.00
WHOLESALE TRADE -----	54	38.0	79.00	SERVICES -----	148	38.0	74.00	STENOGRAPHERS, SENIOR -----	1,520	38.0	101.50
FINANCE <sup>2</sup> -----	591	37.0	74.00	SECRETARIES <sup>4</sup> -----	8,994	38.0	114.50	MANUFACTURING -----	382	38.0	95.50
SERVICES -----	130	37.5	86.00	MANUFACTURING -----	3,828	39.0	115.00	NONMANUFACTURING -----	1,138	37.5	103.50
CLERKS, FILE, CLASS C -----	989	38.0	73.50	NONMANUFACTURING -----	5,166	37.5	114.00	PUBLIC UTILITIES <sup>3</sup> -----	131	38.5	111.50
MANUFACTURING -----	114	36.5	75.00	PUBLIC UTILITIES <sup>3</sup> -----	196	39.5	131.00	WHOLESALE TRADE -----	153	39.5	114.50
NONMANUFACTURING -----	875	38.0	73.50	WHOLESALE TRADE -----	743	38.5	116.00	FINANCE <sup>2</sup> -----	397	37.0	97.00
WHOLESALE TRADE -----	132	39.5	73.50	RETAIL TRADE -----	582	37.5	112.00	SERVICES -----	369	38.0	106.00
FINANCE <sup>2</sup> -----	389	37.5	72.00	FINANCE <sup>2</sup> -----	2,425	36.5	110.00	SWITCHBOARD OPERATORS, CLASS A -----	589	38.5	98.50
SERVICES -----	199	38.0	74.00	SERVICES -----	1,220	39.0	118.00	MANUFACTURING -----	190	39.0	99.50
								NONMANUFACTURING -----	399	38.0	98.00
								PUBLIC UTILITIES <sup>3</sup> -----	49	40.0	115.50
								WHOLESALE TRADE -----	80	39.0	100.50
								RETAIL TRADE -----	84	38.5	90.00
								FINANCE <sup>2</sup> -----	108	36.5	95.50
								SERVICES -----	78	38.0	97.50

See footnotes at end of table.

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

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

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS			
SWITCHBOARD OPERATORS, CLASS B ----	366	38.0	\$ 78.50	TABULATING-MACHINE OPERATORS, CLASS C ----	173	37.5	\$ 82.50	DRAFTSMEN, CLASS A ----	1,183	39.5	\$ 187.50
NONMANUFACTURING -----	331	38.0	77.00	MANUFACTURING -----	154	37.5	80.00	MANUFACTURING -----	493	40.0	175.00
FINANCE <sup>2</sup> -----	107	37.5	85.00	NONMANUFACTURING -----	72	37.0	84.50	NONMANUFACTURING -----	690	39.0	196.00
SERVICES -----	145	38.0	69.50	FINANCE <sup>2</sup> -----				SERVICES -----	624	39.0	196.00
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	804	38.0	89.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	452	37.5	90.00	DRAFTSMEN, CLASS B ----	1,224	39.5	155.50
NONMANUFACTURING -----	326	38.5	89.00	MANUFACTURING -----	172	37.5	89.00	MANUFACTURING -----	613	40.0	152.50
NONMANUFACTURING -----	478	38.0	90.00	NONMANUFACTURING -----	280	37.5	91.00	NONMANUFACTURING -----	611	39.0	158.00
PUBLIC UTILITIES <sup>3</sup> -----	28	39.5	103.00	FINANCE <sup>2</sup> -----	189	37.0	88.50	SERVICES -----	515	39.0	158.50
WHOLESALE TRADE -----	152	38.5	91.00	TYPISTS, CLASS A ----	1,540	38.0	91.50	DRAFTSMEN, CLASS C ----	811	39.5	119.00
FINANCE <sup>2</sup> -----	136	37.5	85.00	MANUFACTURING -----	450	39.5	91.50	MANUFACTURING -----	489	40.0	117.00
SERVICES -----	119	38.5	93.50	NONMANUFACTURING -----	1,090	37.5	91.50	NONMANUFACTURING -----	322	39.0	122.00
TABULATING-MACHINE OPERATORS, CLASS A ----	194	38.5	123.00	WHOLESALE TRADE -----	89	39.0	98.00	PUBLIC UTILITIES <sup>3</sup> -----	31	40.0	123.00
MANUFACTURING -----	104	39.5	127.00	FINANCE <sup>2</sup> -----	394	36.5	86.00	SERVICES -----	277	39.0	122.50
NONMANUFACTURING -----	90	37.5	118.50	SERVICES -----	339	38.0	95.50	DRAFTSMEN-TRACERS -----	136	39.5	89.00
FINANCE <sup>2</sup> -----	70	37.0	114.50	TYPISTS, CLASS B ----	2,891	38.0	80.00	MANUFACTURING -----	85	40.0	88.00
TABULATING-MACHINE OPERATORS, CLASS B ----	340	38.0	100.50	MANUFACTURING -----	753	39.0	84.00	NONMANUFACTURING -----	51	38.0	91.00
MANUFACTURING -----	83	39.5	109.50	NONMANUFACTURING -----	2,138	37.5	78.50	SERVICES -----	51	38.0	91.00
NONMANUFACTURING -----	257	37.5	98.00	PUBLIC UTILITIES <sup>3</sup> -----	86	38.5	89.50	NURSES, INDUSTRIAL (REGISTERED) ---	240	39.5	132.50
FINANCE <sup>2</sup> -----	95	37.0	94.50	WHOLESALE TRADE -----	292	38.5	82.50	MANUFACTURING -----	166	40.0	132.00
				RETAIL TRADE -----	128	38.5	81.00	NONMANUFACTURING -----	74	38.5	134.50
				FINANCE <sup>2</sup> -----	1,474	37.0	76.50				
				SERVICES -----	158	39.0	83.00				

<sup>1</sup> 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.<sup>2</sup> Finance, insurance, and real estate.<sup>3</sup> Transportation, communication, and other public utilities.<sup>4</sup> May include workers other than those presented separately.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, in industry division, Boston, Mass., September 1968)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>			
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	96	38.0	\$ 82.50	KEYPUNCH OPERATORS, CLASS A -----	894	38.5	\$ 95.00	STENOGRAPHERS, GENERAL -----	1,045	39.0	\$ 95.00
NONMANUFACTURING -----	85	38.0	78.00	MANUFACTURING -----	397	39.5	96.00	MANUFACTURING -----	644	39.5	96.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	50	39.5	99.50	NONMANUFACTURING -----	497	37.5	94.00	NONMANUFACTURING -----	401	38.0	92.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	96	37.5	89.00	RETAIL TRADE -----	92	38.0	90.00	PUBLIC UTILITIES <sup>2</sup> -----	67	40.0	114.00
NONMANUFACTURING -----	55	37.0	86.00	FINANCE <sup>3</sup> -----	267	36.5	90.50	FINANCE <sup>3</sup> -----	144	37.0	86.00
CLERKS, ACCOUNTING, CLASS A -----	1,075	38.5	113.00	SERVICES -----	56	40.0	94.00	SERVICES -----	126	39.5	90.00
MANUFACTURING -----	326	39.0	111.00	KEYPUNCH OPERATORS, CLASS B -----	980	38.5	84.50	STENOGRAPHERS, SENIOR -----	951	38.0	99.00
NONMANUFACTURING -----	749	38.0	114.00	MANUFACTURING -----	328	39.5	85.50	MANUFACTURING -----	286	39.0	96.50
PUBLIC UTILITIES <sup>2</sup> -----	375	38.5	122.50	NONMANUFACTURING -----	652	38.0	84.00	NONMANUFACTURING -----	665	37.5	100.00
RETAIL TRADE -----	118	37.0	109.00	RETAIL TRADE -----	195	38.0	79.00	FINANCE <sup>3</sup> -----	314	36.5	93.00
FINANCE <sup>3</sup> -----	173	37.0	99.50	FINANCE <sup>3</sup> -----	202	37.0	81.50	SERVICES -----	94	39.5	99.50
SERVICES -----	61	39.5	111.00	OFFICE BOYS AND GIRLS -----	674	38.0	74.00	SWITCHBOARD OPERATORS, CLASS A -----	363	38.5	100.00
CLERKS, ACCOUNTING, CLASS B -----	1,613	38.0	88.50	MANUFACTURING -----	194	38.5	76.00	MANUFACTURING -----	178	39.0	100.00
MANUFACTURING -----	349	39.0	91.00	NONMANUFACTURING -----	480	37.5	73.00	NONMANUFACTURING -----	185	38.5	100.50
NONMANUFACTURING -----	1,264	37.5	88.00	PUBLIC UTILITIES <sup>2</sup> -----	50	38.5	76.50	PUBLIC UTILITIES <sup>2</sup> -----	32	40.0	117.50
RETAIL TRADE -----	363	37.0	81.00	RETAIL TRADE -----	86	37.5	72.50	RETAIL TRADE -----	59	38.0	92.50
FINANCE <sup>3</sup> -----	208	37.0	84.50	FINANCE <sup>3</sup> -----	266	37.0	73.00	SWITCHBOARD OPERATORS, CLASS B -----	103	38.5	88.50
CLERKS, FILE, CLASS A -----	250	38.0	88.00	SECRETARIES <sup>4</sup> -----	4,951	39.0	116.00	NONMANUFACTURING -----	74	38.0	87.50
MANUFACTURING -----	81	39.5	88.00	MANUFACTURING -----	2,658	39.5	117.00	SWITCHBOARD OPERATOR-RECEPCIONISTS-MANUFACTURING -----	63	38.5	89.50
NONMANUFACTURING -----	169	37.0	88.00	NONMANUFACTURING -----	2,293	38.0	114.50	TABULATING-MACHINE OPERATORS, CLASS A -----	117	38.5	123.50
FINANCE <sup>3</sup> -----	141	37.0	82.50	PUBLIC UTILITIES <sup>2</sup> -----	110	40.0	136.50	MANUFACTURING -----	58	39.5	125.00
CLERKS, FILE, CLASS B -----	478	37.5	75.00	RETAIL TRADE -----	303	37.0	109.00	NONMANUFACTURING -----	59	37.5	122.50
MANUFACTURING -----	66	39.5	82.00	FINANCE <sup>3</sup> -----	916	36.5	111.00	TABULATING-MACHINE OPERATORS, CLASS B -----	310	38.0	101.00
NONMANUFACTURING -----	412	37.0	73.50	SERVICES -----	800	40.0	116.50	MANUFACTURING -----	83	39.5	109.50
FINANCE <sup>3</sup> -----	289	37.0	74.00	SECRETARIES, CLASS A -----	213	37.5	143.50	NONMANUFACTURING -----	227	37.5	97.50
CLERKS, FILE, CLASS C -----	470	37.5	74.50	MANUFACTURING -----	81	39.5	153.50	FINANCE <sup>3</sup> -----	87	37.0	96.00
NONMANUFACTURING -----	430	37.5	74.50	NONMANUFACTURING -----	132	36.5	137.50	TABULATING-MACHINE OPERATORS, CLASS C -----	173	37.5	82.50
FINANCE <sup>3</sup> -----	237	37.5	71.00	RETAIL TRADE -----	61	37.0	126.50	NONMANUFACTURING -----	154	37.5	80.00
CLERKS, ORDER -----	417	39.0	104.50	SECRETARIES, CLASS B -----	904	38.5	130.50	FINANCE <sup>3</sup> -----	72	37.0	84.50
MANUFACTURING -----	300	39.0	105.00	MANUFACTURING -----	541	39.0	130.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	192	38.0	89.00
NONMANUFACTURING -----	117	39.0	104.00	NONMANUFACTURING -----	363	38.0	130.50	MANUFACTURING -----	77	39.5	87.50
WHOLESALE TRADE -----	56	39.5	132.00	PUBLIC UTILITIES <sup>2</sup> -----	34	40.0	143.50	NONMANUFACTURING -----	115	37.5	90.00
RETAIL TRADE -----	57	39.0	77.00	RETAIL TRADE -----	85	36.5	110.50	FINANCE <sup>3</sup> -----	105	37.0	87.50
CLERKS, PAYROLL -----	582	38.0	95.50	FINANCE <sup>3</sup> -----	148	37.0	130.00	SECRETARIES, CLASS C -----	1,577	39.0	117.00
MANUFACTURING -----	211	39.0	101.00	SERVICES -----	79	40.0	143.00	MANUFACTURING -----	963	39.5	116.50
NONMANUFACTURING -----	371	37.5	92.50	SECRETARIES, CLASS D -----	1,995	38.5	105.50	NONMANUFACTURING -----	614	38.0	118.00
RETAIL TRADE -----	122	37.5	86.50	MANUFACTURING -----	1,073	39.5	107.50	PUBLIC UTILITIES <sup>2</sup> -----	49	40.0	131.50
COMPTOMETER OPERATORS -----	721	37.5	89.50	NONMANUFACTURING -----	922	37.5	103.50	RETAIL TRADE -----	50	38.5	104.50
MANUFACTURING -----	322	38.0	88.00	RETAIL TRADE -----	103	37.5	98.00	FINANCE <sup>3</sup> -----	350	36.5	114.50
NONMANUFACTURING -----	399	37.0	91.00	FINANCE <sup>3</sup> -----	398	36.5	99.50	SERVICES -----	133	40.0	124.00
RETAIL TRADE -----	289	36.0	86.00	SERVICES -----	319	40.0	107.00	SECRETARIES, CLASS D -----	1,995	38.5	105.50

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, in industry division, Boston, Mass., September 1968)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS - CONTINUED</b>				<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS</b>				<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED</b>			
TYPISTS, CLASS A -----	997	38.5	\$ 89.50	DRAFTSMEN, CLASS A -----	610	40.0	\$ 177.00	DRAFTSMEN, CLASS C -----	410	40.0	\$ 116.00
MANUFACTURING -----	385	39.5	90.00	MANUFACTURING -----	404	40.0	176.50	MANUFACTURING -----	336	40.0	116.50
NONMANUFACTURING -----	612	38.0	89.50	NONMANUFACTURING -----	206	39.5	178.00	NONMANUFACTURING -----	74	39.5	113.00
FINANCE <sup>3</sup> -----	222	36.5	85.00	SERVICES -----	163	39.5	174.50	DRAFTSMEN-TRACERS -----	58	40.0	86.00
SERVICES -----	150	39.5	92.00	DRAFTSMEN, CLASS B -----	684	40.0	153.50	NURSES, INDUSTRIAL (REGISTERED) ---	185	39.5	131.50
TYPISTS, CLASS B -----	1,398	38.0	80.00	MANUFACTURING -----	494	40.0	152.00	MANUFACTURING -----	114	40.0	130.00
MANUFACTURING -----	448	39.5	85.50	NONMANUFACTURING -----	190	39.5	157.50	NONMANUFACTURING -----	71	38.5	134.50
NONMANUFACTURING -----	950	37.5	77.50	SERVICES -----	104	40.0	156.00				
FINANCE <sup>3</sup> -----	689	37.0	76.50								
SERVICES -----	97	40.0	83.00								

<sup>1</sup> 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.  
<sup>2</sup> Transportation, communication, and other public utilities.  
<sup>3</sup> Finance, insurance, and real estate.  
<sup>4</sup> May include workers other than those presented separately.

Table A-4. Maintenance and Powerplant Occupations

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

Occupation and industry division	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$ 2.20	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80
					and \$ 2.20	under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	over	
CARPENTERS, MAINTENANCE -----	479	\$ 3.63	\$ 3.55	\$ 3.19- 3.94	-	13	2	-	2	2	7	17	18	23	42	18	27	19	100	45	11	29	16	24	16	7	41
MANUFACTURING -----	289	3.54	3.55	3.25- 3.68	-	-	-	-	-	3	13	16	18	17	12	17	8	85	36	8	19	8	16	9	-	4	
NONMANUFACTURING -----	190	3.76	3.56	3.16- 4.49	-	13	2	-	2	2	4	4	2	5	25	6	10	11	15	9	3	10	8	8	7	7	37
RETAIL TRADE -----	95	4.23	4.44	3.52- 5.14	-	-	-	-	2	-	2	4	-	1	11	2	1	-	6	4	3	3	4	3	5	7	37
ELECTRICIANS, MAINTENANCE -----	993	3.83	3.79	3.60- 4.07	-	-	-	-	1	1	1	9	18	21	16	49	35	24	71	59	223	185	104	44	108	-	24
MANUFACTURING -----	790	3.82	3.77	3.57- 3.96	-	-	-	-	-	7	18	20	14	42	34	17	68	40	181	160	36	26	105	-	22		
NONMANUFACTURING -----	203	3.88	3.94	3.71- 4.14	-	-	-	-	1	1	2	-	1	2	7	1	7	3	19	42	25	63	18	3	-	2	
SERVICES -----	55	3.81	3.93	3.63- 4.05	-	-	-	-	-	1	-	-	-	1	5	-	4	1	6	2	20	4	11	-	-		

See footnotes at end of table.



Table A-4a. Maintenance and Powerplant Occupations—Large Establishments

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more, by industry division, Boston, Mass., September 1968)

Occupation and industry division	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80
					2.30 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	398	3.71	3.57	3.33- 3.95	-	-	-	2	1	7	13	17	12	23	18	21	19	100	39	11	5	23	14	9	16	7	41
MANUFACTURING -----	257	3.55	3.56	3.34- 3.67	-	-	-	-	-	3	13	16	7	6	12	17	85	36	8	3	16	8	6	9	-	4	
NONMANUFACTURING -----	141	4.00	3.77	3.29- 4.86	-	-	-	2	1	4	-	1	5	17	6	4	11	15	3	3	2	7	6	3	7	7	37
RETAIL TRADE -----	78	4.46	4.69	3.79- 5.15	-	-	-	2	-	2	-	-	1	3	2	1	-	6	-	3	1	1	4	3	5	7	37
ELECTRICIANS, MAINTENANCE -----	750	3.81	3.77	3.60- 3.97	-	-	-	1	1	1	9	12	5	16	31	19	24	71	53	186	110	37	87	27	38	-	22
MANUFACTURING -----	583	3.81	3.76	3.57- 3.89	-	-	-	-	-	3	7	12	4	14	24	18	17	68	34	148	105	19	36	20	35	-	22
NONMANUFACTURING -----	167	3.83	3.82	3.68- 4.13	-	-	-	1	1	1	2	-	1	2	7	1	7	3	19	38	5	18	51	7	3	-	-
ENGINEERS, STATIONARY -----	117	3.75	3.76	3.54- 4.01	-	-	-	1	3	-	1	-	-	-	5	6	7	16	15	9	20	5	18	2	8	-	1
MANUFACTURING -----	75	3.81	3.79	3.61- 4.13	-	-	-	1	-	-	-	-	-	-	2	3	5	6	15	7	12	3	12	2	7	-	-
FIRMFEN, STATIONARY BOILER -----	160	3.18	3.13	2.96- 3.40	-	-	-	12	10	3	3	20	25	23	6	19	8	14	6	1	8	1	1	-	-	-	-
MANUFACTURING -----	127	3.16	3.14	2.95- 3.38	-	-	-	12	10	3	-	15	14	23	6	17	5	7	4	1	8	1	1	-	-	-	-
HELPERS, MAINTENANCE TRADES -----	207	3.06	3.19	2.81- 3.26	3	6	-	12	10	18	29	4	2	22	78	-	7	16	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	165	3.05	3.19	2.83- 3.25	3	5	-	12	9	16	25	4	1	19	76	-	6	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM -----	211	3.57	3.57	3.45- 3.68	-	-	-	-	-	-	-	-	3	3	18	12	37	45	49	16	3	19	6	-	-	-	-
MANUFACTURING -----	211	3.57	3.57	3.45- 3.68	-	-	-	-	-	-	-	-	3	3	18	12	37	45	49	16	3	19	6	-	-	-	-
MACHINISTS, MAINTENANCE -----	912	3.60	3.67	3.42- 3.94	-	3	-	3	15	48	38	28	13	27	41	58	129	76	101	11	263	6	46	5	1	-	
MANUFACTURING -----	902	3.60	3.67	3.42- 3.93	-	3	-	3	15	48	38	28	13	27	41	57	128	75	101	11	258	6	45	4	1	-	
MECHANICS, AUTOMOTIVE -----	311	3.66	3.59	3.51- 3.87	-	-	-	-	-	-	6	7	6	4	14	35	91	17	22	46	29	19	9	6	-	-	
(MAINTENANCE) -----	152	3.51	3.54	3.47- 3.59	-	-	-	-	-	-	6	-	6	3	10	20	77	9	14	1	-	-	-	6	-	-	
MANUFACTURING -----	159	3.80	3.85	3.59- 3.96	-	-	-	-	-	-	7	-	1	4	15	14	8	8	45	29	19	9	9	-	-	-	
NONMANUFACTURING -----	132	3.90	3.88	3.81- 3.99	-	-	-	-	-	-	-	-	-	-	-	14	8	8	45	29	19	9	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	132	3.90	3.88	3.81- 3.99	-	-	-	-	-	-	-	-	-	-	-	-	14	8	8	45	29	19	9	-	-	-	
MECHANICS, MAINTENANCE -----	1,043	3.58	3.58	3.30- 3.90	-	-	-	2	5	10	42	19	55	69	57	82	32	183	36	167	20	96	101	46	21	-	-
MANUFACTURING -----	831	3.53	3.56	3.25- 3.77	-	-	-	2	5	8	40	19	50	61	51	76	4	174	16	166	1	58	39	46	15	-	-
NONMANUFACTURING -----	212	3.79	3.90	3.49- 4.12	-	-	-	-	2	2	-	5	8	6	6	28	9	20	1	19	38	62	-	6	-	-	
RETAIL TRADE -----	102	3.56	3.55	3.42- 3.80	-	-	-	-	2	1	-	3	8	6	1	26	9	20	1	10	7	2	-	6	-	-	
MILLWRIGHTS -----	254	3.48	3.54	3.18- 3.65	-	-	-	3	-	3	3	27	24	5	9	11	10	76	40	6	3	8	2	-	24	-	-
MANUFACTURING -----	246	3.49	3.55	3.14- 3.66	-	-	-	3	-	3	3	27	24	5	7	9	7	75	40	6	3	8	2	-	24	-	-
OILERS -----	127	2.92	2.82	2.65- 3.33	-	13	3	3	24	18	16	2	5	-	6	22	4	8	-	2	-	1	-	-	-	-	-
MANUFACTURING -----	126	2.92	2.82	2.65- 3.33	-	13	3	3	24	18	15	2	5	-	6	22	4	8	-	2	-	1	-	-	-	-	-
PAINTERS, MAINTENANCE -----	226	3.50	3.52	3.24- 3.83	-	-	-	2	5	10	13	1	11	13	5	37	6	51	2	10	17	6	20	13	2	-	2
MANUFACTURING -----	135	3.47	3.51	3.30- 3.60	-	-	-	-	5	6	8	-	8	5	1	32	1	37	1	4	4	6	4	11	-	-	2
NONMANUFACTURING -----	91	3.54	3.56	3.19- 3.88	-	-	-	2	-	4	5	1	3	8	4	5	5	14	1	6	13	-	16	2	2	-	-
PIPEFITTERS, MAINTENANCE -----	398	3.67	3.71	3.50- 3.79	-	-	-	-	-	3	16	18	22	19	18	2	79	11	130	9	10	10	5	42	1	3	
MANUFACTURING -----	387	3.68	3.71	3.50- 3.79	-	-	-	-	-	3	16	18	21	18	17	2	74	11	130	8	8	10	5	42	1	3	
PLUMBERS, MAINTENANCE -----	63	3.62	3.62	3.49- 3.69	-	-	-	-	-	1	3	2	1	5	3	1	10	25	3	-	1	4	2	1	-	1	
SHEET-METAL WORKERS, MAINTENANCE -----	96	3.67	3.66	3.53- 3.79	-	-	-	-	-	-	3	1	1	3	8	1	23	14	20	1	14	2	3	1	-	1	
MANUFACTURING -----	91	3.65	3.64	3.53- 3.78	-	-	-	-	-	-	3	1	1	3	8	1	23	14	20	1	10	1	3	1	-	1	
TOOL AND DIE MAKERS -----	591	4.02	4.06	3.79- 4.24	-	-	-	-	-	-	-	-	4	11	6	15	14	30	79	32	80	101	180	2	34	3	
MANUFACTURING -----	591	4.02	4.06	3.79- 4.24	-	-	-	-	-	-	-	-	4	11	6	15	14	30	79	32	80	101	180	2	34	3	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> For definition of terms, see footnote 2, table A-1.  
<sup>3</sup> Workers were distributed as follows: 4 at \$4.80 to \$5; 28 at \$5 to \$5.20; and 5 at \$5.40 to \$5.60.  
<sup>4</sup> Transportation, communication, and other public utilities.





Table A-5a. Custodial and Material Movement Occupations—Large Establishments

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Boston, Mass., September 1968)

Occupation <sup>1</sup> and industry division	Number of workers	Hourly earnings <sup>2</sup>			Number of workers receiving straight-time hourly earnings of—																							
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					1.50 and under	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.80	4.00
GUARDS AND WATCHMEN -----	1,184	2.72	2.75	2.53- 2.91	-	8	6	6	5	44	27	88	41	56	57	95	321	125	67	71	30	36	28	1	48	24	-	
MANUFACTURING -----	680	2.72	2.74	2.60- 2.83	-	-	-	3	4	20	6	56	13	34	36	45	275	75	5	53	5	-	-	-	26	24	-	
NONMANUFACTURING -----	504	2.73	2.78	2.41- 3.03	-	8	6	3	1	24	21	32	28	22	21	50	46	50	62	18	25	36	28	1	22	-	-	
GUARDS: -----																												
MANUFACTURING -----	505	2.76	2.75	2.70- 2.80	-	-	-	-	-	-	-	24	12	27	31	33	251	74	-	1	2	-	-	-	26	24	-	
WATCHMEN: -----																												
MANUFACTURING -----	175	2.60	2.68	2.23- 3.02	-	-	-	3	4	20	6	32	1	7	5	12	24	1	5	52	3	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS ---	3,347	2.30	2.30	1.92- 2.57	5	153	483	170	160	271	176	253	218	422	297	62	93	167	68	124	187	32	6	-	-	-	-	
MANUFACTURING -----	1,457	2.54	2.47	2.32- 2.81	-	2	1	23	14	51	77	167	173	310	215	19	37	124	62	16	170	-	1	-	-	-	-	
NONMANUFACTURING -----	1,890	2.11	2.01	1.77- 2.43	5	151	482	147	146	220	99	91	45	112	82	43	56	43	6	108	17	32	5	-	-	-	-	
PUBLIC UTILITIES <sup>4</sup> -----	265	2.54	2.61	2.41- 2.88	-	-	-	36	18	4	4	-	-	65	4	23	15	37	2	57	-	-	-	-	-	-	-	
RETAIL TRADE -----	320	2.43	2.24	2.08- 3.01	5	6	10	11	8	53	56	27	8	7	8	13	24	2	-	44	4	29	5	-	-	-	-	
FINANCE <sup>5</sup> -----	183	2.41	2.43	2.26- 2.56	-	-	-	2	4	6	6	6	34	26	27	49	7	3	4	4	5	-	-	-	-	-	-	
SERVICES -----	1,106	1.85	1.79	1.73- 2.00	-	145	470	96	114	157	33	30	9	13	21	-	14	-	-	2	-	2	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	653	1.90	1.84	1.70- 2.09	2	158	111	156	50	15	33	41	58	7	11	5	6	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	90	2.27	2.34	2.25- 2.40	-	-	10	3	4	-	-	12	40	6	8	1	6	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	563	1.84	1.81	1.69- 1.92	2	158	101	153	46	15	33	29	18	1	3	4	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>5</sup> -----	161	1.98	1.96	1.81- 2.18	-	8	30	20	37	3	30	22	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	2,298	2.66	2.67	2.30- 3.00	1	16	43	79	45	98	147	153	66	159	214	178	41	366	119	53	105	188	216	8	3	-	-	
MANUFACTURING -----	1,414	2.55	2.58	2.25- 2.86	-	-	20	63	37	73	107	102	48	157	134	109	27	294	85	37	96	6	19	-	-	-	-	
NONMANUFACTURING -----	884	2.83	2.92	2.53- 3.29	1	16	23	16	8	25	40	51	18	2	80	69	14	72	34	16	9	182	197	8	3	-	-	
RETAIL TRADE -----	570	2.64	2.64	2.25- 3.13	1	16	23	16	8	21	35	49	17	2	77	56	7	72	18	8	9	50	81	1	3	-	-	
ORDER FILLERS -----	1,010	2.94	3.27	2.43- 3.35	-	-	4	-	3	47	106	65	14	44	15	4	3	19	105	14	1	89	440	32	1	4	-	
MANUFACTURING -----	341	2.62	2.46	2.17- 3.00	-	-	10	3	4	-	3	46	49	45	5	39	9	2	-	6	53	3	1	34	9	32	1	
NONMANUFACTURING -----	669	3.10	3.32	2.99- 3.36	-	-	4	-	-	1	57	20	9	5	6	2	3	13	52	11	-	55	431	-	-	-	-	
RETAIL TRADE -----	483	3.06	3.32	2.96- 3.36	-	-	4	-	-	-	57	13	7	4	5	2	-	4	44	2	-	54	287	-	-	-	-	
PACKERS, SHIPPING -----	554	2.94	3.13	2.65- 3.33	-	2	1	4	4	23	21	5	14	46	10	16	57	30	8	2	126	-	184	-	1	-	-	
MANUFACTURING -----	331	2.76	2.79	2.45- 3.14	-	-	-	-	-	21	19	5	14	45	1	14	51	25	8	1	126	-	-	-	1	-	-	
PACKERS, SHIPPING (WOMEN) -----	183	2.45	2.44	2.04- 3.03	-	1	18	7	9	30	9	9	4	14	5	6	-	-	2	69	-	-	-	-	-	-	-	
MANUFACTURING -----	144	2.49	2.29	2.04- 3.05	-	1	15	-	9	30	9	9	-	-	-	-	-	-	2	69	-	-	-	-	-	-	-	
RECEIVING CLERKS -----	299	2.87	2.90	2.67- 3.03	-	-	-	-	-	2	2	4	14	5	26	32	16	50	64	33	9	9	4	27	-	2	-	
MANUFACTURING -----	112	2.80	2.82	2.64- 2.97	-	-	-	-	-	1	1	-	6	4	8	22	11	18	20	9	3	1	3	3	-	2	-	
NONMANUFACTURING -----	187	2.90	2.93	2.78- 3.07	-	-	-	-	-	1	1	4	8	1	18	10	5	32	44	24	6	8	1	24	-	-	-	
RETAIL TRADE -----	146	2.83	2.91	2.68- 3.01	-	-	-	-	-	1	3	8	-	17	10	4	27	38	24	6	8	-	-	-	-	-	-	
SHIPPING CLERKS -----	156	2.75	2.76	2.55- 2.97	1	-	3	-	-	1	3	7	7	7	7	22	16	19	10	32	1	3	15	2	3	1	3	
MANUFACTURING -----	99	2.73	2.72	2.53- 2.93	-	-	-	-	-	3	7	4	7	13	12	17	9	12	1	3	4	-	3	1	3	-	-	
NONMANUFACTURING -----	57	2.78	2.93	2.57- 3.00	1	-	3	-	-	1	-	-	-	3	-	9	4	2	1	20	-	-	11	2	-	-	-	
SHIPPING AND RECEIVING CLERKS -----	414	3.06	3.18	2.91- 3.37	-	1	2	7	4	4	2	4	10	24	11	4	18	12	15	12	103	14	97	4	61	2	3	
MANUFACTURING -----	185	3.15	3.18	3.10- 3.51	-	-	-	-	-	1	3	2	5	11	2	4	5	2	10	59	8	25	-	47	1	-	-	
TRUCKDRIVERS <sup>6</sup> -----	1,302	3.33	3.38	3.07- 3.69	-	-	-	-	-	-	1	1	20	19	22	22	15	54	33	204	82	86	119	2	52	510	60	
MANUFACTURING -----	629	3.29	3.36	3.03- 3.67	-	-	-	-	-	-	-	-	16	16	19	9	6	40	8	144	9	35	22	-	26	219	60	
NONMANUFACTURING -----	673	3.37	3.38	3.15- 3.71	-	-	-	-	-	-	1	1	4	3	3	13	9	14	25	60	73	51	97	2	26	291	-	
PUBLIC UTILITIES <sup>4</sup> -----	300	3.46	3.70	3.33- 3.75	-	-	-	-	-	-	1	1	2	1	-	8	-	-	3	19	-	11	97	2	-	155	-	
RETAIL TRADE -----	310	3.38	3.53	3.15- 3.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	35	70	38	-	26	136	
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	156	3.24	3.07	2.85- 3.84	-	-	-	-	-	-	1	1	8	1	4	12	9	7	11	33	2	6	2	-	-	-	59	
NONMANUFACTURING -----	63	2.87	2.98	2.69- 3.07	-	-	-	-	-	-	1	1	2	1	1	11	7	4	5	23	2	3	2	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Boston, Mass., September 1968)

Occupation <sup>1</sup> and industry division	Number of workers	Hourly earnings <sup>2</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					1.50 and under	1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.80
TRUCKDRIVERS <sup>6</sup> —CONTINUED																											
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	589	3.31	3.60	3.06- 3.69	-	-	-	-	-	-	-	-	10	16	11	9	3	38	13	82	80	24	1	2	3	297	-
MANUFACTURING -----	307	3.27	3.61	3.00- 3.66	-	-	-	-	-	-	-	-	10	16	9	8	2	29	1	47	9	2	-	-	2	172	-
NONMANUFACTURING -----	282	3.36	3.25	3.12- 3.74	-	-	-	-	-	-	-	-	-	-	2	1	1	9	12	35	71	22	1	2	1	125	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	298	3.39	3.55	3.09- 3.65	-	-	-	-	-	-	-	-	-	-	-	-	8	-	74	-	28	14	-	47	127	-	
MANUFACTURING -----	132	3.14	3.08	3.04- 3.27	-	-	-	-	-	-	-	-	-	-	-	-	8	-	72	-	28	2	-	22	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	78	3.30	3.30	3.23- 3.40	-	-	-	-	-	-	-	-	-	1	-	2	-	4	5	-	28	20	-	2	15	1	
TRUCKERS, POWER (FORKLIFT) -----	780	2.93	2.96	2.63- 3.31	-	-	-	6	3	6	-	16	81	20	50	39	27	111	57	38	10	99	170	45	1	-	1
MANUFACTURING -----	510	2.79	2.83	2.50- 3.20	-	-	-	6	3	6	-	16	77	20	48	27	23	97	37	18	3	78	4	45	1	-	1
NONMANUFACTURING -----	270	3.20	3.32	3.06- 3.36	-	-	-	-	-	-	-	-	4	-	2	12	4	14	20	20	7	21	166	-	-	-	-
RETAIL TRADE -----	234	3.22	3.33	3.20- 3.36	-	-	-	-	-	-	-	-	4	-	2	12	4	6	6	19	6	17	158	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	147	2.91	2.84	2.73- 3.16	-	-	-	-	-	-	-	-	6	3	3	15	39	21	16	-	14	7	8	15	-	-	-
MANUFACTURING -----	139	2.89	2.82	2.72- 3.11	-	-	-	-	-	-	-	-	6	3	3	15	39	21	16	-	14	7	-	15	-	-	-

<sup>1</sup> Data limited to men workers except where otherwise indicated.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> For definition of terms, see footnote 2, table A-1.<sup>4</sup> Transportation, communication, and other public utilities.<sup>5</sup> Finance, insurance, and real estate.<sup>6</sup> Includes all drivers, as defined, regardless of size and type of truck operated.

**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, Boston, Mass., September 1968)

Minimum weekly straight-time salary <sup>1</sup>	Inexperienced typists								Other inexperienced clerical workers <sup>2</sup>									
	All industries	Manufacturing			Nonmanufacturing				All industries	Manufacturing			Nonmanufacturing					
		Based on standard weekly hours <sup>3</sup> of—								Based on standard weekly hours <sup>3</sup> of—								
		All schedules	37½	40	All schedules	36¼	37½	40		All schedules	37½	40	All schedules	36¼	37½	40		
Establishments studied .....	324	95	xxx	xxx	229	xxx	xxx	xxx	324	95	xxx	xxx	229	xxx	xxx	xxx		
Establishments having a specified minimum.....	155	56	17	35	99	13	21	42	166	58	18	36	108	13	26	44		
\$ 60.00 and under \$ 62.50.....	8	1	1	-	7	1	2	-	10	1	1	-	9	1	4	-		
\$ 62.50 and under \$ 65.00.....	3	1	-	1	2	-	-	2	8	2	1	1	6	-	-	4		
\$ 65.00 and under \$ 67.50.....	24	9	3	5	15	3	5	3	32	12	4	7	20	3	7	4		
\$ 67.50 and under \$ 70.00.....	15	4	2	2	11	-	3	3	19	5	2	2	14	1	4	4		
\$ 70.00 and under \$ 72.50.....	47	16	6	7	31	8	7	11	42	15	5	8	27	7	6	11		
\$ 72.50 and under \$ 75.00.....	12	8	3	5	4	-	1	3	12	8	2	6	4	-	-	4		
\$ 75.00 and under \$ 77.50.....	15	5	-	5	10	-	-	7	14	4	1	3	10	-	3	4		
\$ 77.50 and under \$ 80.00.....	5	3	-	3	2	-	2	-	5	2	-	2	3	-	1	1		
\$ 80.00 and under \$ 82.50.....	12	6	2	4	6	1	-	3	10	6	2	4	4	1	-	2		
\$ 82.50 and under \$ 85.00.....	4	-	-	-	4	-	1	3	4	-	-	-	4	-	1	3		
\$ 85.00 and under \$ 87.50.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
\$ 87.50 and under \$ 90.00.....	2	-	-	-	2	-	-	2	2	-	-	-	2	-	-	2		
\$ 90.00 and under \$ 92.50.....	1	1	-	1	-	-	-	-	1	1	-	1	-	-	-	-		
\$ 92.50 and under \$ 95.00.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
\$ 95.00 and under \$ 97.50.....	2	-	-	-	2	-	-	2	1	-	-	-	1	-	-	1		
\$ 97.50 and under \$ 100.00.....	1	1	-	1	-	-	-	-	1	1	-	1	-	-	-	-		
\$ 100.00 and over.....	4	1	-	1	3	-	-	3	5	1	-	1	4	-	-	4		
Establishments having no specified minimum.....	79	22	xxx	xxx	57	xxx	xxx	xxx	95	29	xxx	xxx	66	xxx	xxx	xxx		
Establishments which did not employ workers in this category.....	90	17	xxx	xxx	73	xxx	xxx	xxx	63	8	xxx	xxx	55	xxx	xxx	xxx		

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

<sup>2</sup> Excludes workers in subclerical jobs such as messenger or office girl.

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

Table B-2. Shift Differentials

(Late shift pay provisions for manufacturing plant workers by type and amount of pay differential, Boston, Mass., September 1968)

(All plant workers in manufacturing=100 percent)

Late shift pay provision	Percent of manufacturing plant workers—			
	In establishments having provisions <sup>1</sup> for late shifts		Actually working on late shifts	
	Second shift	Third or other shift	Second shift	Third or other shift
Total.....	85.5	76.9	13.6	5.2
No pay differential for work on late shift.....	2.2	1.1	0.3	( <sup>2</sup> )
Pay differential for work on late shift.....	83.3	75.8	13.3	5.2
Type and amount of differential:				
Uniform cents (per hour).....	35.5	30.1	6.5	3.0
4 cents.....	1.0	-	.2	-
5 cents.....	4.6	.7	.5	.1
6, 7, or 7½ cents.....	3.3	3.3	.9	.2
8 cents.....	3.8	-	.7	-
9 cents.....	-	.8	-	.2
10 cents.....	10.5	2.9	1.9	.2
12 cents.....	-	1.8	-	.1
12½ cents.....	.4	2.4	( <sup>2</sup> )	.2
13 cents.....	1.7	-	.5	-
14 cents.....	2.6	2.7	.3	.3
15 cents.....	2.7	4.7	.4	.3
16 or 17 cents.....	2.3	3.0	.4	.2
19 or 20 cents.....	1.8	2.4	.4	.5
21⅓ or 22 cents.....	-	1.5	-	.1
25 cents and over.....	.7	3.7	.2	.5
Uniform percentage.....	39.4	37.4	5.8	1.8
5 percent.....	3.8	1.8	.4	-
7 percent.....	4.5	4.8	.4	.1
7½ or 9 percent.....	2.2	-	.3	-
10 percent.....	27.7	23.4	4.5	1.3
12 or 12½ percent.....	1.1	3.1	.2	.2
15 percent.....	-	4.3	-	.3
Full day's pay for reduced hours.....	.9	.9	-	-
Other formal pay differential.....	7.5	7.5	1.0	.5

<sup>1</sup> Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts even though the establishments were not currently operating late shifts.<sup>2</sup> 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<sup>1</sup> of first-shift workers, Boston, Mass., September 1968)

Weekly hours	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours.....	2	-	-	-	-	15	-	-	-	-	-	-	-
35 hours.....	3	3	-	5	4	-	12	8	2	8	10	18	11
Over 35 and under 36 $\frac{1}{4}$ hours.....	( <sup>5</sup> )	-	-	-	( <sup>5</sup> )	-	( <sup>5</sup> )	-	-	1	( <sup>5</sup> )	-	-
36 $\frac{1}{4}$ hours.....	( <sup>5</sup> )	-	-	-	1	-	9	( <sup>5</sup> )	-	-	14	21	3
Over 36 $\frac{1}{4}$ and under 37 $\frac{1}{2}$ hours.....	1	-	-	-	3	-	5	1	-	-	-	12	( <sup>5</sup> )
37 $\frac{1}{2}$ hours.....	3	4	-	3	4	1	28	19	42	29	17	32	38
38 hours.....	2	-	-	-	9	-	6	1	-	-	11	12	-
38 $\frac{2}{3}$ hours.....	2	-	-	-	10	-	1	-	-	-	10	-	-
38 $\frac{3}{4}$ hours.....	( <sup>5</sup> )	1	-	-	( <sup>5</sup> )	1	3	2	-	9	11	-	6
39 $\frac{1}{10}$ hours.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	1
40 hours.....	79	86	96	88	56	72	37	68	56	53	28	4	41
Over 40 and under 48 hours.....	2	3	2	3	-	3	-	-	-	-	-	-	-
48 hours.....	4	2	-	-	9	6	( <sup>5</sup> )	-	-	-	-	-	( <sup>5</sup> )
Over 48 hours.....	1	1	2	-	5	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>3</sup> Transportation, communication, and other public utilities.

<sup>4</sup> Finance, insurance, and real estate.

<sup>5</sup> Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, Boston, Mass., September 1968)

Item	Plant workers						Office workers						
	All industries <sup>1</sup>	Manu- facturing	Public utilities <sup>2</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>2</sup>	Wholesale trade	Retail trade	Finance <sup>3</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	96	100	100	100	86	88	99	100	100	100	97	100	99
Workers in establishments providing no paid holidays.....	4	-	-	-	14	12	( <sup>4</sup> )	-	-	-	3	-	( <sup>4</sup> )
<u>Number of days</u>													
Less than 6 holidays.....	2	( <sup>4</sup> )	1	-	5	9	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-
6 holidays.....	2	1	-	3	3	11	( <sup>4</sup> )	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	-	1
6 holidays plus 1 half day.....	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	( <sup>4</sup> )	1	-	-	-	-	-
7 holidays.....	5	4	2	9	3	11	1	2	1	2	( <sup>4</sup> )	( <sup>4</sup> )	2
8 holidays.....	15	14	23	10	14	15	6	5	10	3	14	-	26
8 holidays plus 1 half day.....	2	3	-	-	-	2	2	2	-	-	6	-	3
8 holidays plus 2 half days.....	( <sup>4</sup> )	1	-	-	-	-	-	-	-	-	-	-	-
9 holidays.....	27	30	15	8	31	24	16	24	6	11	46	2	23
9 holidays plus 1 half day.....	4	6	2	-	1	-	4	10	1	-	5	-	-
9 holidays plus 2 half days.....	3	6	-	-	-	-	1	4	-	-	-	-	( <sup>4</sup> )
10 holidays.....	22	16	40	53	28	6	20	12	52	46	14	16	18
10 holidays plus 1 half day.....	4	7	2	-	-	1	4	10	1	-	( <sup>4</sup> )	2	5
10 holidays plus 2 half days.....	2	3	-	2	-	-	1	4	-	2	-	-	-
11 holidays.....	6	5	16	14	-	8	34	22	22	34	3	58	18
11 holidays plus 1 half day.....	1	1	-	2	1	2	3	( <sup>4</sup> )	-	1	4	7	4
11 holidays plus 2 half days.....	( <sup>4</sup> )	1	-	-	-	-	1	2	-	-	-	-	-
12 holidays.....	1	2	-	-	-	-	2	1	7	-	-	3	-
12 holidays plus 1 half day.....	-	-	-	-	-	-	5	-	-	-	4	12	-
<u>Total holiday time<sup>5</sup></u>													
12½ days.....	-	-	-	-	-	-	5	-	-	-	4	12	-
12 days or more.....	2	3	-	-	-	-	7	2	7	-	4	15	-
11½ days or more.....	3	4	-	2	1	2	10	3	7	1	8	22	4
11 days or more.....	10	12	16	18	1	10	45	29	29	37	11	80	23
10½ days or more.....	14	19	17	18	1	11	50	39	30	37	11	82	28
10 days or more.....	39	41	58	71	28	17	71	55	83	83	26	98	46
9½ days or more.....	42	47	59	71	29	17	75	65	83	83	31	98	46
9 days or more.....	69	78	74	79	60	40	90	89	89	94	77	99	69
8½ days or more.....	71	81	74	79	60	42	92	92	89	94	83	99	71
8 days or more.....	86	95	97	89	75	57	98	97	99	97	96	99	97
7 days or more.....	91	99	99	97	78	68	98	99	100	99	96	100	98
6½ days or more.....	91	99	99	97	78	68	98	99	100	99	96	100	98
6 days or more.....	93	99	99	100	81	79	98	99	100	100	97	100	99
5 days or more.....	93	100	99	100	81	81	99	100	100	100	97	100	99
4 days or more.....	94	100	99	100	81	88	99	100	100	100	97	100	99
3 days or more.....	94	100	100	100	81	88	99	100	100	100	97	100	99
2 days or more.....	95	100	100	100	83	88	99	100	100	100	97	100	99
1 day or more.....	96	100	100	100	86	88	99	100	100	100	97	100	99

<sup>1</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>2</sup> Transportation, communication, and other public utilities.<sup>3</sup> Finance, insurance, and real estate.<sup>4</sup> Less than 0.5 percent.<sup>5</sup> 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.

Table B-5. Paid Vacations<sup>1</sup>

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Boston, Mass., September 1968)

Vacation policy	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	99	100	100	100	97	99	100	100	100	100	100	100	100
Length-of-time payment.....	88	84	96	100	97	73	99	99	100	100	100	100	100
Percentage payment.....	12	16	4	-	-	26	( <sup>5</sup> )	1	-	-	-	-	-
Other.....	( <sup>5</sup> )	-	-	-	-	( <sup>5</sup> )	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	1	-	-	-	3	1	-	-	-	-	-	-	-
<u>Amount of vacation pay<sup>6</sup></u>													
<u>After 6 months of service</u>													
Under 1 week.....	19	31	-	5	8	3	4	2	1	2	5	6	3
1 week.....	27	21	22	46	38	20	49	61	24	55	59	36	62
Over 1 and under 2 weeks.....	3	2	9	1	-	10	7	7	13	10	3	4	11
2 weeks.....	4	( <sup>5</sup> )	38	2	2	2	24	9	43	3	4	48	9
3 weeks.....	-	-	-	-	-	-	1	-	-	-	-	2	-
<u>After 1 year of service</u>													
1 week.....	59	69	22	38	53	67	7	8	13	8	22	-	14
Over 1 and under 2 weeks.....	1	1	-	-	-	3	( <sup>5</sup> )	-	-	-	-	-	2
2 weeks.....	38	28	78	62	44	28	89	92	87	92	78	90	79
Over 2 and under 3 weeks.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	2
3 weeks.....	1	1	-	-	-	-	4	-	-	-	-	10	3
<u>After 2 years of service</u>													
1 week.....	30	45	15	23	7	17	2	4	3	2	-	-	6
Over 1 and under 2 weeks.....	6	10	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	2
2 weeks.....	61	40	84	77	89	75	93	94	97	98	98	89	87
Over 2 and under 3 weeks.....	2	3	-	-	-	1	1	2	-	-	( <sup>5</sup> )	2	2
3 weeks.....	1	2	1	-	1	-	4	-	-	-	1	10	3
<u>After 3 years of service</u>													
1 week.....	4	6	-	6	-	8	1	( <sup>5</sup> )	-	2	-	-	5
Over 1 and under 2 weeks.....	11	19	-	9	-	5	1	1	-	-	-	-	2
2 weeks.....	80	70	95	86	95	84	93	95	99	96	98	88	88
Over 2 and under 3 weeks.....	2	3	-	-	1	1	2	3	-	2	( <sup>5</sup> )	2	2
3 weeks.....	2	2	5	-	1	-	4	1	1	-	1	11	3
<u>After 4 years of service</u>													
1 week.....	4	6	-	6	-	8	1	( <sup>5</sup> )	-	2	-	-	5
Over 1 and under 2 weeks.....	9	16	-	9	-	3	1	1	-	-	-	-	2
2 weeks.....	80	69	95	80	95	87	91	93	99	96	98	85	88
Over 2 and under 3 weeks.....	2	3	-	-	1	1	2	3	-	2	( <sup>5</sup> )	3	2
3 weeks.....	3	5	4	5	1	-	6	3	1	-	1	13	3
4 weeks.....	( <sup>5</sup> )	-	1	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations<sup>1</sup>—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Boston, Mass., September 1968)

Vacation policy	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
Amount of vacation pay <sup>6</sup> —Continued													
After 5 years of service													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
Over 1 and under 2 weeks.....	( <sup>5</sup> )	-	-	-	-	3	( <sup>5</sup> )	-	-	-	-	-	2
2 weeks.....	79	83	94	79	60	88	58	88	96	74	52	23	55
Over 2 and under 3 weeks.....	4	6	-	-	1	4	4	3	-	-	-	10	2
3 weeks.....	16	11	5	18	36	3	37	10	4	24	48	67	41
5 weeks.....	( <sup>5</sup> )	-	1	-	-	-	-	-	-	-	-	-	-
After 10 years of service													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	19	23	-	12	19	21	10	15	1	32	14	2	6
Over 2 and under 3 weeks.....	5	9	-	9	-	1	2	2	-	-	-	4	2
3 weeks.....	64	62	99	66	52	71	80	79	99	59	57	90	69
Over 3 and under 4 weeks.....	( <sup>5</sup> )	-	-	-	-	3	1	1	-	2	-	-	2
4 weeks.....	9	5	-	9	26	1	7	3	-	5	29	4	21
5 weeks.....	1	1	1	-	-	-	-	-	-	-	-	-	-
After 12 years of service													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	16	17	-	11	19	20	8	11	( <sup>5</sup> )	27	14	2	6
Over 2 and under 3 weeks.....	7	11	-	9	-	1	2	3	-	-	-	4	2
3 weeks.....	65	64	99	67	52	72	81	82	99	64	57	89	69
Over 3 and under 4 weeks.....	1	1	-	-	-	3	1	1	-	2	-	1	2
4 weeks.....	9	5	-	9	26	1	7	3	-	5	29	4	21
5 weeks.....	1	1	1	-	-	-	-	-	-	-	-	-	-
After 15 years of service													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	9	5	-	9	17	20	3	2	( <sup>5</sup> )	12	5	( <sup>5</sup> )	6
Over 2 and under 3 weeks.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	2
3 weeks.....	63	76	75	60	28	66	71	84	71	61	45	71	64
Over 3 and under 4 weeks.....	2	2	-	-	-	5	3	1	-	-	-	6	2
4 weeks.....	24	15	24	28	52	5	23	13	29	25	50	23	26
5 weeks.....	1	1	1	-	-	-	-	-	-	-	-	-	-
After 20 years of service													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	8	4	-	9	16	20	3	2	( <sup>5</sup> )	12	4	-	6
Over 2 and under 3 weeks.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	2
3 weeks.....	30	34	-	33	15	56	21	20	5	27	17	18	50
Over 3 and under 4 weeks.....	1	1	-	-	-	8	1	-	-	-	-	3	4
4 weeks.....	57	58	99	48	64	13	74	76	94	54	75	79	39
5 weeks.....	3	4	1	7	2	-	1	1	-	5	4	-	-
After 25 years of service													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	8	4	-	9	16	20	3	2	( <sup>5</sup> )	12	4	-	6
Over 2 and under 3 weeks.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	2
3 weeks.....	24	24	-	33	15	52	14	15	5	26	17	6	37
Over 3 and under 4 weeks.....	1	1	-	-	-	8	( <sup>5</sup> )	-	-	-	-	-	4
4 weeks.....	58	62	99	39	63	16	68	77	54	47	75	68	51
Over 4 and under 5 weeks.....	( <sup>5</sup> )	-	-	-	-	-	2	1	-	-	-	5	-
5 weeks.....	6	8	1	16	3	-	13	4	40	13	4	21	-
6 weeks.....	1	1	-	-	-	-	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations<sup>1</sup>—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Boston, Mass., September 1968)

Vacation policy	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
<u>Amount of vacation pay<sup>6</sup>—Continued</u>													
<u>After 30 years of service</u>													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	8	4	-	9	16	20	3	2	( <sup>5</sup> )	12	4	-	6
Over 2 and under 3 weeks.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	2
3 weeks.....	23	22	-	33	15	52	14	14	5	26	17	6	37
Over 3 and under 4 weeks.....	1	1	-	-	-	8	( <sup>5</sup> )	-	-	-	-	-	4
4 weeks.....	58	62	98	39	63	16	67	77	54	47	75	68	51
Over 4 and under 5 weeks.....	( <sup>5</sup> )	1	-	-	-	-	1	1	-	-	-	2	-
5 weeks.....	6	8	2	16	3	-	15	5	40	13	4	24	-
6 weeks.....	1	3	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>Maximum vacation available</u>													
1 week.....	( <sup>5</sup> )	-	-	3	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	2	-	-	( <sup>5</sup> )
2 weeks.....	8	4	-	9	16	20	3	2	( <sup>5</sup> )	12	4	-	6
Over 2 and under 3 weeks.....	( <sup>5</sup> )	-	-	-	-	1	( <sup>5</sup> )	-	-	-	-	-	2
3 weeks.....	23	22	-	33	15	52	14	14	5	26	17	6	37
Over 3 and under 4 weeks.....	1	1	-	-	-	8	( <sup>5</sup> )	-	-	-	-	-	4
4 weeks.....	57	61	94	39	61	16	66	76	54	47	73	65	51
Over 4 and under 5 weeks.....	( <sup>5</sup> )	1	-	-	-	-	( <sup>5</sup> )	1	-	-	-	1	-
5 weeks.....	7	9	6	16	3	-	15	6	41	13	4	25	-
6 weeks.....	1	3	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
Over 6 weeks.....	( <sup>5</sup> )	-	-	-	2	-	1	-	-	-	3	3	-

<sup>1</sup> 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.

<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.

<sup>3</sup> Transportation, communication, and other public utilities.

<sup>4</sup> Finance, insurance, and real estate.

<sup>5</sup> Less than 0.5 percent.

<sup>6</sup> 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.

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,<sup>1</sup> Boston, Mass., September 1968)

Type of benefit	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below.....	96	99	100	100	95	78	99	99	100	100	100	100	99
Life insurance.....	90	93	95	97	84	75	98	97	99	97	95	100	98
Accidental death and dismemberment insurance.....	67	71	79	72	54	61	66	73	82	68	56	58	75
Sickness and accident insurance or sick leave or both <sup>5</sup> .....	87	90	92	91	86	67	88	94	100	88	93	80	82
Sickness and accident insurance.....	69	82	37	61	57	60	52	76	27	50	48	39	44
Sick leave (full pay and no waiting period).....	21	10	27	41	36	30	71	75	79	58	48	76	62
Sick leave (partial pay or waiting period).....	18	10	43	15	36	-	6	4	12	11	35	1	( <sup>6</sup> )
Hospitalization insurance.....	91	98	100	98	79	74	96	99	100	98	87	97	91
Surgical insurance.....	91	98	100	96	79	74	96	99	100	96	87	97	91
Medical insurance.....	88	94	94	93	79	72	95	97	96	96	87	97	90
Catastrophe insurance.....	70	80	89	65	52	47	90	92	95	82	65	97	83
Retirement pension.....	76	84	90	79	66	48	84	88	86	66	71	91	73

<sup>1</sup> 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.<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>3</sup> Transportation, communication, and other public utilities.<sup>4</sup> Finance, insurance, and real estate.<sup>5</sup> 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.<sup>6</sup> Less than 0.5 percent.

Table B-7. Method of Wage Determination and Frequency of Payment

(Percent distribution of plant and office workers in all industries and in industry divisions by method of wage determination<sup>1</sup> and frequency of wage payment, Boston, Mass., September 1968)

Item	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of wage determination<sup>1</sup></u>													
Paid time rates.....	87	79	100	94	95	98	99	99	100	100	100	100	100
Formal rate policy.....	68	70	99	63	58	57	72	78	91	42	53	81	49
Single rate.....	16	16	25	22	4	27	1	1	8	9	-	-	( <sup>5</sup> )
Range of rates.....	52	54	75	40	55	30	71	77	83	33	53	81	49
Progression based on automatic advancement according to length of service.....	19	15	75	9	20	3	10	10	78	1	-	3	-
Progression based on merit review.....	12	15	( <sup>5</sup> )	19	2	24	31	31	2	23	16	44	24
Progression based on a combination of length of service and merit review.....	21	24	-	12	32	4	30	37	3	9	37	34	24
No formal rate policy.....	19	9	( <sup>5</sup> )	32	36	40	27	22	9	58	47	19	51
Paid by incentive methods.....	13	21	-	7	5	2	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-
Piece rate.....	6	10	-	-	( <sup>5</sup> )	2	-	-	-	-	-	-	-
Individual.....	5	9	-	-	( <sup>5</sup> )	2	-	-	-	-	-	-	-
Group.....	1	1	-	-	-	-	-	-	-	-	-	-	-
Production bonus.....	6	11	-	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-
Individual.....	5	9	-	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-
Group.....	1	3	-	-	-	-	-	-	-	-	-	-	-
Commission.....	1	-	-	7	5	1	-	-	-	-	-	-	-
<u>Frequency of wage payment</u>													
Weekly.....	99	100	97	92	100	97	76	96	98	82	100	49	70
Biweekly.....	1	-	3	6	-	1	19	3	2	11	-	45	11
Semi-monthly.....	( <sup>5</sup> )	-	-	-	-	( <sup>5</sup> )	4	1	( <sup>5</sup> )	2	-	6	16
Monthly.....	( <sup>5</sup> )	-	-	2	-	2	1	-	-	4	-	-	3
Other frequency.....	-	-	-	-	-	-	-	-	-	-	-	-	-

Method of determining incentive pay of office workers not presented

<sup>1</sup> For a description of the methods of wage determination, see Introduction.<sup>2</sup> Includes data for real estate in addition to those industry divisions shown separately.<sup>3</sup> Transportation, communication, and other public utilities.<sup>4</sup> Finance, insurance, and real estate.<sup>5</sup> Less than 0.5 percent.

## 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 electro-matic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

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

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

#### BOOKKEEPING-MACHINE OPERATOR

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

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

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

#### CLERK, ACCOUNTING

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

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

#### CLERK, FILE

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

**Class B.** Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer 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 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.

## KEYPUNCH OPERATOR—Continued

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.

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
- 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

## SECRETARY—Continued

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

## STENOGRAPHER, SENIOR

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

OR

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

## SWITCHBOARD OPERATOR

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

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

## SWITCHBOARD OPERATOR-RECEPTIONIST

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

## TABULATING-MACHINE OPERATOR

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

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

## TABULATING-MACHINE OPERATOR—Continued

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

## TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

## TYPIST

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

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

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

PROFESSIONAL AND TECHNICAL

## DRAFTSMAN

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

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

**Class C.** Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of

## DRAFTSMAN—Continued

components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. 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, and standard measuring instruments;

## CARPENTER, MAINTENANCE—Continued

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

## ELECTRICIAN, MAINTENANCE

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

## ENGINEER, STATIONARY

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

## FIREMAN, STATIONARY BOILER

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

## HELPER, MAINTENANCE TRADES

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

## MACHINE-TOOL OPERATOR, TOOLROOM

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

## MACHINIST, MAINTENANCE

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

## MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gages, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing

## MECHANIC, AUTOMOTIVE (MAINTENANCE)—Continued

the various assemblies in the vehicle and making necessary adjustments; and alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

## MECHANIC, MAINTENANCE

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

## MILLWRIGHT

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

## OILER

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

## PAINTER, MAINTENANCE

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

## PIPEFITTER, MAINTENANCE

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

## PLUMBER, MAINTENANCE

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

## SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of

## SHEET-METAL WORKER, MAINTENANCE—Continued

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;

## TOOL AND DIE MAKER—Continued

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; heat-treating 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 commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

## LABORER, MATERIAL HANDLING

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

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

## ORDER, FILLER

(Order picker; stock selector; warehouse stockman)

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

## PACKER, SHIPPING

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

## SHIPPING AND RECEIVING CLERK

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

For wage study purposes, workers are classified as follows:

Receiving clerk  
Shipping clerk  
Shipping and receiving clerk

## TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)  
Truckdriver, light (under 1½ tons)  
Truckdriver, medium (1½ to and including 4 tons)  
Truckdriver, heavy (over 4 tons, trailer type)  
Truckdriver, heavy (over 4 tons, other than trailer type)

## TRUCKER, POWER

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

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

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



**Available On Request—**

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

Order as BLS Bulletin 1585, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1967. Fifty cents a copy.



## Area Wage Surveys

A list of the latest available bulletins is presented below. A directory of area wage studies including more limited studies conducted at the request of the Wage and Hour and Public Contracts Divisions of the Department of Labor is available on request. Bulletins may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or from any of the BLS regional sales offices shown on the inside front cover.

Area	Bulletin number and price	Area	Bulletin number and price
Akron, Ohio, July 1968	1575-84, 35 cents	Minneapolis-St. Paul, Minn., Jan. 1968	1575-47, 30 cents
Albany-Schenectady-Troy, N. Y., Apr. 1968 <sup>1</sup>	1575-68, 30 cents	Muskegon-Muskegon Heights, Mich., May 1968 <sup>1</sup>	1575-60, 30 cents
Albuquerque, N. Mex., Apr. 1968 <sup>1</sup>	1575-58, 30 cents	Newark and Jersey City, N. J., Feb. 1968 <sup>1</sup>	1575-54, 35 cents
Allentown-Bethlehem-Easton, Pa.-N. J., June 1968 <sup>1</sup>	1575-86, 40 cents	New Haven, Conn., Jan. 1968 <sup>1</sup>	1575-34, 25 cents
Atlanta, Ga., May 1968 <sup>1</sup>	1575-71, 35 cents	New Orleans, La., Feb. 1968	1575-46, 30 cents
Baltimore, Md., Oct. 1967	1575-18, 25 cents	New York, N. Y., Apr. 1968	1575-78, 50 cents
Beaumont-Port Arthur-Orange, Tex., May 1968 <sup>1</sup>	1575-75, 30 cents	Norfolk-Portsmouth and Newport News- Hampton, Va., June 1968	1575-85, 30 cents
Binghamton, N. Y., July 1968 <sup>1</sup>	1625-3, 35 cents	Oklahoma City, Okla., July 1968	1625-9, 30 cents
Birmingham, Ala., Apr. 1968	1575-59, 30 cents	Omaha, Nebr.-Iowa, Oct. 1967 <sup>1</sup>	1575-21, 25 cents
Boise City, Idaho, July 1968 <sup>1</sup>	1625-6, 35 cents	Paterson-Clifton-Passaic, N. J., May 1968 <sup>1</sup>	1575-83, 40 cents
Boston; Mass., Sept. 1968 <sup>1</sup>	1625-10, 50 cents	Philadelphia, Pa.-N. J., Nov. 1967 <sup>1</sup>	1575-40, 30 cents
Buffalo, N. Y., Dec. 1967	1575-41, 30 cents	Phoenix, Ariz., Mar. 1968 <sup>1</sup>	1575-55, 30 cents
Burlington, Vt., Mar. 1968	1575-48, 20 cents	Pittsburgh, Pa., Jan. 1968	1575-44, 30 cents
Canton, Ohio, June 1968 <sup>1</sup>	1575-65, 30 cents	Portland, Maine, Nov. 1967 <sup>1</sup>	1575-16, 25 cents
Charleston, W. Va., Apr. 1968 <sup>1</sup>	1575-63, 30 cents	Portland, Oreg.-Wash., May 1968 <sup>1</sup>	1575-80, 40 cents
Charlotte, N. C., Apr. 1968 <sup>1</sup>	1575-57, 30 cents	Providence-Pawtucket-Warwick, R. I.-Mass., May 1968	1575-61, 30 cents
Chattanooga, Tenn.-Ga., Sept. 1968 <sup>1</sup>	1625-14, 35 cents	Raleigh, N. C., Aug. 1968 <sup>1</sup>	1625-13, 35 cents
Chicago, Ill., Apr. 1968	1575-81, 50 cents	Richmond, Va., Nov. 1967 <sup>1</sup>	1575-27, 25 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1968 <sup>1</sup>	1575-62, 30 cents	Rochester, N. Y. (office occupations only), July 1968 <sup>1</sup>	1625-2, 35 cents
Cleveland, Ohio, Sept. 1967	1575-14, 25 cents	Rockford, Ill., May 1968 <sup>1</sup>	1575-70, 30 cents
Columbus, Ohio, Oct. 1967	1575-23, 25 cents	St. Louis, Mo.-Ill., Jan. 1968	1575-39, 30 cents
Dallas, Tex., Nov. 1967	1575-20, 25 cents	Salt Lake City, Utah, Dec. 1967	1575-35, 20 cents
Davenport-Rock Island-Moline, Iowa-Ill., Oct. 1967	1575-12, 25 cents	San Antonio, Tex., June 1968	1575-69, 30 cents
Dayton, Ohio, Jan. 1968 <sup>1</sup>	1575-51, 30 cents	San Bernardino-Riverside-Ontario, Calif., Aug. 1967 <sup>1</sup>	1575-10, 30 cents
Denver, Colo., Dec. 1967 <sup>1</sup>	1575-38, 25 cents	San Diego, Calif., Nov. 1967	1575-19, 20 cents
Des Moines, Iowa, Feb. 1968 <sup>1</sup>	1575-52, 30 cents	San Francisco-Oakland, Calif., Jan. 1968	1575-37, 25 cents
Detroit, Mich., Jan. 1968 <sup>1</sup>	1575-45, 35 cents	San Jose, Calif., Sept. 1967 <sup>1</sup>	1575-15, 25 cents
Fort Worth, Tex., Nov. 1967	1575-22, 25 cents	Savannah, Ga., May 1968 <sup>1</sup>	1575-73, 30 cents
Green Bay, Wis., July 1968 <sup>1</sup>	1625-7, 35 cents	Scranton, Pa., July 1968 <sup>1</sup>	1625-12, 35 cents
Greenville, S. C., May 1968 <sup>1</sup>	1575-66, 30 cents	Seattle-Everett, Wash., Nov. 1967 <sup>1</sup>	1575-29, 25 cents
Houston, Tex., June 1968 <sup>1</sup>	1575-82, 45 cents	Sioux Falls, S. Dak., Oct. 1967 <sup>1</sup>	1575-17, 25 cents
Indianapolis, Ind., Dec. 1967 <sup>1</sup>	1575-36, 30 cents	South Bend, Ind., Mar. 1968 <sup>1</sup>	1575-56, 30 cents
Jackson, Miss., Feb. 1968 <sup>1</sup>	1575-49, 30 cents	Spokane, Wash., June 1968	1575-79, 30 cents
Jacksonville, Fla., Jan. 1968	1575-33, 20 cents	Syracuse, N. Y., July 1968 <sup>1</sup>	1625-5, 35 cents
Kansas City, Mo.-Kans., Nov. 1967 <sup>1</sup>	1575-30, 25 cents	Tampa-St. Petersburg, Fla., Aug. 1968	1625-10, 30 cents
Lawrence-Haverhill, Mass.-N. H., June 1968 <sup>1</sup>	1575-74, 30 cents	Toledo, Ohio-Mich., Feb. 1968	1575-43, 30 cents
Little Rock-North Little Rock, Ark., July 1968 <sup>1</sup>	1625-11, 35 cents	Trenton, N. J., Nov. 1967	1575-24, 20 cents
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove, Calif., Mar. 1968	1575-64, 30 cents	Utica-Rome, N. Y., July 1968 <sup>1</sup>	1625-1, 35 cents
Louisville, Ky.-Ind., Feb. 1968	1575-50, 30 cents	Washington, D. C.-Md.-Va., Sept. 1967	1575-11, 25 cents
Lubbock, Tex., June 1968 <sup>1</sup>	1575-77, 30 cents	Waterbury, Conn., Apr. 1968 <sup>1</sup>	1575-53, 30 cents
Manchester, N. H., July 1968 <sup>1</sup>	1625-4, 35 cents	Waterloo, Iowa, Nov. 1967	1575-26, 20 cents
Memphis, Tenn.-Ark., Jan. 1968 <sup>1</sup>	1575-32, 25 cents	Wichita, Kans., Dec. 1967	1575-31, 20 cents
Miami, Fla., Dec. 1967 <sup>1</sup>	1575-28, 25 cents	Worcester, Mass., June 1968 <sup>1</sup>	1575-76, 30 cents
Midland and Odessa, Tex., June 1968 <sup>1</sup>	1575-72, 30 cents	York, Pa., Feb. 1968 <sup>1</sup>	1575-42, 30 cents
Milwaukee, Wis., Apr. 1968	1575-67, 30 cents	Youngstown-Warren, Ohio, Nov. 1967 <sup>1</sup>	1575-25, 25 cents

<sup>1</sup> Data on establishment practices and supplementary wage provisions are also presented.

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