

L2.31
1625-58

Dayton & Montgomery Co
Public Library
JUL 24 1969
Area Wage Survey

DOCUMENT COLLECTION

The Detroit, Michigan, Metropolitan Area

January 1969



Bulletin No. 1625-58

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



Region I
 1603-B Federal Building
 Government Center
 Boston, Mass. 02203
 Phone: 223-6762 (Area Code 617)

Region II
 341 Ninth Ave.
 New York, N. Y. 10001
 Phone: 971-5405 (Area Code 212)

Region III
 406 Penn Square Building
 1317 Filbert St.
 Philadelphia, Pa. 19107
 Phone: 597-7796 (Area Code 215)

Region IV
 Suite 540
 1371 Peachtree St. NE.
 Atlanta, Ga. 30309
 Phone: 526-5418 (Area Code 404)

Region V
 219 South Dearborn St.
 Chicago, Ill. 60604
 Phone: 353-7230 (Area Code 312)

Region VI
 Federal Office Building
 911 Walnut St., 10th Floor
 Kansas City, Mo. 64106
 Phone: 374-2481 (Area Code 816)

Region VII
 337 Mayflower Building
 411 North Akard St.
 Dallas, Tex. 75201
 Phone: 749-3516 (Area Code 214)

Region VIII
 450 Golden Gate Ave.
 Box 36017
 San Francisco, Calif. 94102
 Phone: 556-4678 (Area Code 415)

Area Wage Survey

The Detroit, Michigan, Metropolitan Area

January 1969

Bulletin No. 1625-58

June 1969

UNITED STATES DEPARTMENT OF LABOR

George P. Shultz, Secretary

BUREAU OF LABOR STATISTICS

Geoffrey H. Moore, Commissioner



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 Detroit, Mich., in January 1969. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Macomb, Oakland, and Wayne Counties. This study was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Woodrow C. Linn, 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.)

A current report on occupational earnings and supplementary wage provisions in the Detroit area is also available for contract cleaning services (July 1968); and on earnings only for selected food service and laundry and dry cleaning occupations (January 1969). Union scales, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; and motor-truck 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.....	15
A-2a. Professional and technical occupations—large establishments—men and women	16
A-3. Office, professional, and technical occupations—men and women combined.....	17
A-3a. Office, professional, and technical occupations—large establishments—men and women combined	19
A-4. Maintenance and powerplant occupations	20
A-4a. Maintenance and powerplant occupations—large establishments.....	21
A-5. Custodial and material movement occupations.....	22
A-5a. Custodial and material movement occupations—large establishments	24
B. Establishment practices and supplementary wage provisions:	
B-1. Minimum entrance salaries for women office workers.....	26
B-2. Shift differentials.....	27
B-3. Scheduled weekly hours.....	28
B-4. Paid holidays	29
B-5. Paid vacations.....	30
B-6. Health, insurance, and pension plans	33
B-7. Method of wage determination and frequency of payment	34
Appendix. Occupational descriptions	35

Area Wage Survey—

The Detroit, Mich., 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.¹ 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.

¹ 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,² 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

² 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,³ 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 plans⁴ 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.

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

⁴ 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 Detroit, Mich.,¹ by Major Industry Division,² January 1969

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Plant	Office	
				Number	Percent			
All establishments								
All divisions.....	-	1,384	300	789,200	100	512,100	132,700	581,110
Manufacturing.....	100	537	100	515,700	65	355,500	70,600	406,380
Nonmanufacturing.....	-	847	200	273,500	35	156,600	62,100	174,730
Transportation, communication, and other public utilities ⁵	100	82	29	56,100	7	28,300	12,900	44,680
Wholesale trade.....	50	210	34	32,200	4	18,900	7,400	14,810
Retail trade.....	100	122	36	100,300	13	82,700	8,500	73,360
Finance, insurance, and real estate.....	50	148	39	40,800	5	⁶ 1,200	26,500	25,910
Services ⁷	50	285	62	44,100	6	25,500	6,800	15,970
Large establishments								
All divisions.....	-	161	114	587,700	100	382,200	101,500	544,100
Manufacturing.....	500	86	50	421,800	72	286,400	61,600	394,600
Nonmanufacturing.....	-	75	64	165,900	28	95,800	39,900	149,500
Transportation, communication, and other public utilities ⁵	500	15	13	42,500	7	20,800	11,000	41,100
Wholesale trade.....	500	7	7	11,400	2	4,900	3,800	11,400
Retail trade.....	500	26	22	81,400	14	67,200	7,000	69,900
Finance, insurance, and real estate.....	500	15	13	22,900	4	-	16,700	21,200
Services ⁷	500	12	9	7,700	1	2,900	1,400	5,900

¹ The Detroit Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Macomb, Oakland, and Wayne Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

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

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

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

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

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

⁷ Hotels 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.

Two-thirds of the employees within scope of the survey in the Detroit 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>		
Transportation equipment.....	49	Motor vehicles and equipment.....	48
Machinery, except electrical.....	12	Blast furnace and basic steel products.....	8
Fabricated metal products.....	11	Metal stampings.....	6
Primary metal industries.....	11	Metalworking machinery.....	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 Secretaries	Carpenters
Clerks, accounting, classes A and B	Stenographers, general	Electricians
Clerks, file, classes A, B, and C	Stenographers, senior	Machinists
Clerks, order	Switchboard operators, classes A and B	Mechanics
Clerks, payroll	Tabulating-machine operators, class B	Mechanics (automotive)
Comptometer operators	Typists, classes A and B	Painters
Keypunch operators, classes A and B		Pipefitters
Office boys and girls	Industrial nurses (men and women):	Tool and die makers
	Nurses, industrial (registered)	
		Unskilled plant (men):
		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 Detroit, Mich., January 1969 and January 1968, and Percents of Increase for Selected Periods

Industry and occupational group	Indexes (January 1961=100)		Percents of increase				
	January 1969	January 1968	January 1968 to January 1969	January 1967 to January 1968	January 1966 to January 1967	January 1965 to January 1966	January 1964 to January 1965
All industries:							
Office clerical (men and women) -----	134.3	128.2	4.8	5.5	5.6	2.8	3.0
Industrial nurses (men and women) ---	147.0	135.7	8.3	8.6	7.3	5.1	1.3
Skilled maintenance (men) -----	140.0	131.3	6.6	9.9	5.4	3.7	1.6
Unskilled plant (men) -----	138.0	129.6	6.4	5.9	6.9	4.5	.4
Manufacturing:							
Office clerical (men and women) -----	133.6	127.4	4.8	5.2	5.9	2.8	2.3
Industrial nurses (men and women) ---	145.2	134.1	8.2	8.6	7.2	5.5	.9
Skilled maintenance (men) -----	140.4	131.8	6.5	10.3	5.4	3.6	1.6
Unskilled plant (men) -----	136.0	127.8	6.5	5.4	5.9	4.1	1.3
				January 1963 to January 1964	January 1962 to January 1963	January 1961 to January 1962	January 1960 to January 1961
All industries:							
Office clerical (men and women) -----				3.0	3.0	2.5	3.1
Industrial nurses (men and women) ---				3.1	2.7	3.3	4.4
Skilled maintenance (men) -----				2.7	2.9	1.9	4.4
Unskilled plant (men) -----				3.7	3.4	1.8	4.8
Manufacturing:							
Office clerical (men and women) -----				3.1	3.4	2.0	3.8
Industrial nurses (men and women) ---				2.6	3.2	2.3	5.3
Skilled maintenance (men) -----				2.7	2.9	1.9	4.5
Unskilled plant (men) -----				2.9	3.4	1.8	4.7

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, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN - CONTINUED																											
BOOKKEEPING—MACHINE OPERATORS, CLASS B -----	403	39.5	100.50	97.00	85.50-112.50	-	-	2	7	2	83	59	38	29	73	46	37	6	17	2	2	-	-	-	-	-	-
MANUFACTURING -----	105	39.5	106.00	107.00	89.50-125.50	-	-	-	7	-	7	14	3	10	27	7	21	4	1	2	2	-	-	-	-	-	-
NONMANUFACTURING -----	298	39.5	98.50	93.50	84.50-109.50	-	-	2	-	2	76	45	35	19	46	39	16	2	16	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	62	40.0	100.50	94.50	90.00-107.00	-	-	-	-	-	15	18	2	19	4	-	2	2	-	-	-	-	-	-	-	-	
SERVICES -----	64	38.5	113.50	110.50	101.00-129.00	-	-	2	-	-	-	-	-	11	18	13	6	-	14	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	1,313	39.5	132.50	130.50	111.00-152.50	-	-	-	-	-	4	19	78	60	151	130	206	196	108	105	82	105	49	15	5	-	
MANUFACTURING -----	573	40.0	150.00	145.50	133.00-171.50	-	-	-	-	-	-	-	6	10	29	74	105	79	58	50	96	47	14	5	-	-	
NONMANUFACTURING -----	740	39.0	118.50	115.50	103.50-132.00	-	-	-	-	-	4	19	78	54	141	101	132	91	29	47	32	9	2	1	-	-	
PUBLIC UTILITIES ³ -----	72	40.0	130.00	129.00	122.50-139.00	-	-	-	-	-	-	-	-	-	5	4	29	19	10	5	-	-	-	-	-	-	
WHOLESALE TRADE -----	103	40.0	134.50	151.50	98.50-165.50	-	-	-	-	-	4	14	11	4	16	-	-	1	10	31	9	2	1	-	-	-	
RETAIL TRADE -----	202	39.5	111.00	108.50	95.50-123.50	-	-	-	-	2	-	47	12	45	36	21	23	5	10	1	-	-	-	-	-	-	
FINANCE ⁴ -----	214	38.0	110.50	109.00	98.50-121.50	-	-	-	-	2	15	16	30	53	36	40	8	8	6	-	-	-	-	-	-	-	
SERVICES -----	149	38.5	124.50	123.50	112.00-133.50	-	-	-	-	-	-	-	1	1	34	9	42	41	5	16	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	2,362	39.5	100.00	97.50	86.00-114.00	-	36	54	91	149	210	280	274	180	379	273	203	150	60	20	3	-	-	-	-	-	
MANUFACTURING -----	713	40.0	110.00	108.50	97.50-121.00	-	-	-	-	36	4	72	35	65	172	145	71	67	23	20	3	-	-	-	-	-	
NONMANUFACTURING -----	1,649	39.0	96.00	92.50	83.00-108.00	-	36	54	91	113	206	208	239	115	207	128	132	83	37	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	281	39.5	114.50	117.50	100.50-126.50	-	-	-	-	-	1	21	24	23	34	46	75	46	11	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	191	40.0	95.50	93.00	87.00-104.50	-	-	-	25	5	9	25	52	5	35	11	21	3	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	556	40.0	93.00	91.50	81.50-103.00	-	6	17	31	63	70	59	104	45	69	51	22	19	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	429	38.0	89.50	85.50	77.00-98.00	-	30	37	23	42	77	62	44	12	53	11	2	10	26	-	-	-	-	-	-	-	
SERVICES -----	192	38.5	93.00	89.00	83.50-99.00	-	-	-	12	3	49	41	15	30	16	9	12	5	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	248	39.0	109.50	109.00	85.00-136.00	-	-	2	-	8	53	10	17	11	27	35	3	75	1	5	1	-	-	-	-	-	
NONMANUFACTURING -----	183	39.0	101.50	96.00	83.50-113.00	-	-	2	-	8	53	10	17	10	27	20	1	30	1	4	-	-	-	-	-	-	
FINANCE ⁴ -----	59	38.0	96.50	100.00	84.50-108.50	-	-	2	-	1	13	3	7	4	17	11	1	-	-	-	-	-	-	-	-	-	
SERVICES -----	73	39.0	87.50	84.00	81.50-93.00	-	-	-	-	7	36	7	10	1	9	3	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	718	39.5	85.00	81.00	74.50-90.00	-	16	27	152	144	123	76	46	19	66	19	8	3	9	10	-	-	-	-	-	-	
MANUFACTURING -----	145	39.5	103.50	105.00	83.00-112.50	-	-	-	4	4	45	11	3	3	31	17	6	3	8	10	-	-	-	-	-	-	
NONMANUFACTURING -----	573	39.5	80.50	78.50	73.50-86.50	-	16	27	148	140	78	65	43	16	35	2	2	-	1	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	39	40.0	100.50	101.00	91.00-105.00	-	-	-	-	-	-	8	8	1	19	-	2	-	1	-	-	-	-	-	-	-	
FINANCE ⁴ -----	441	39.0	78.50	77.00	72.50-83.00	-	15	25	131	121	63	41	16	13	16	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	659	39.5	76.50	76.50	70.50-81.00	-	37	118	124	189	111	28	23	3	11	15	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	52	40.0	77.00	78.00	70.00-83.00	-	7	6	9	8	16	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	607	39.0	76.50	76.50	70.50-81.00	-	30	112	115	181	95	26	19	3	11	15	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	50	38.5	91.00	85.00	82.50-100.50	-	-	-	-	-	26	7	4	-	11	2	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	80	40.0	79.00	81.00	73.50-84.50	-	8	5	11	11	30	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	390	39.0	75.00	76.00	69.00-79.00	-	18	97	53	159	32	17	-	1	-	13	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	354	39.5	110.50	108.00	96.50-130.50	-	6	3	7	-	18	13	21	66	50	27	49	90	3	-	1	-	-	-	-	-	
MANUFACTURING -----	216	39.5	110.00	108.50	96.50-129.00	-	-	-	7	-	10	2	20	56	19	19	34	48	-	1	-	-	-	-	-	-	
NONMANUFACTURING -----	138	40.0	111.00	105.00	98.00-132.50	-	6	3	-	-	8	11	1	10	31	8	15	42	3	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	80	40.0	113.00	116.50	100.50-130.00	-	-	-	-	-	8	-	-	10	20	8	15	16	3	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	781	39.5	121.00	121.00	105.50-137.00	-	1	2	6	4	32	17	42	45	90	138	131	111	85	26	20	29	1	1	-	-	
MANUFACTURING -----	420	40.0	130.00	131.00	115.00-145.50	-	-	-	1	1	4	3	17	10	36	58	72	85	62	25	16	28	1	1	-	-	
NONMANUFACTURING -----	361	39.5	110.50	112.00	97.00-123.00	-	1	2	5	3	28	14	25	35	54	80	59	26	23	1	4	1	-	-	-	-	
PUBLIC UTILITIES ³ -----	68	39.5	127.00	125.50	121.00-139.50	-	-	-	-	-	-	-	1	1	6	6	28	10	16	-	-	-	-	-	-	-	
RETAIL TRADE -----	107	40.0	98.50	99.50	84.00-115.50	-	1	2	4	3	21	6	11	7	12	27	11	2	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	55	38.5	110.50	116.00	98.00-121.00	-	-	-	-	-	1	4	2	11	4	18	10	5	-	-	-	-	-	-	-	-	
SERVICES -----	100	39.0	107.50	108.00	97.50-114.50	-	-	-	1	-	6	4	7	16	23	28	4	3	7	-	-	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, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						55 and under	60	65	70	75	80	85	90	95	100	110	120	130	140	150	160	170	180	190	200	210 and over
WOMEN - CONTINUED																										
COMPTOMETER OPERATORS -----	837	39.5	\$ 111.00	\$ 106.00	\$ 91.50-129.50	-	-	2	2	18	47	112	85	77	132	59	96	69	67	69	2	-	-	-	-	-
MANUFACTURING -----	308	40.0	131.00	133.00	119.00-147.50	-	-	-	-	-	-	4	8	4	38	28	61	49	53	61	2	-	-	-	-	-
NONMANUFACTURING -----	529	39.5	99.50	96.00	88.00-107.50	-	-	2	2	18	47	108	77	73	94	31	35	20	14	8	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	30	40.0	127.50	127.50	122.50-137.50	-	-	-	-	-	-	1	-	-	-	-	15	14	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	145	40.0	109.50	104.00	95.50-120.50	-	-	-	-	1	25	8	18	-	45	12	10	5	13	8	-	-	-	-	-	-
RETAIL TRADE -----	321	39.0	92.00	91.00	86.00- 98.00	-	-	2	2	18	44	81	62	53	35	19	3	1	1	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A -----	1,177	39.5	113.00	111.00	100.50-125.00	-	-	4	5	7	21	41	119	84	282	235	212	85	23	32	27	-	-	-	-	-
MANUFACTURING -----	357	40.0	123.50	119.50	111.00-136.50	-	-	4	-	-	-	10	6	-	62	105	49	50	20	32	19	-	-	-	-	-
NONMANUFACTURING -----	820	39.5	108.50	107.00	96.50-120.50	-	-	5	7	21	41	109	78	-	220	130	163	35	3	8	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	186	40.0	124.00	126.50	121.00-129.00	-	-	-	-	-	-	11	4	-	15	13	121	14	1	7	-	-	-	-	-	-
WHOLESALE TRADE -----	59	40.0	102.50	100.00	93.00-116.50	-	-	-	-	-	-	24	6	-	6	19	4	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	144	39.5	100.00	101.00	92.50-106.00	-	-	-	7	5	14	22	17	-	53	18	4	2	2	-	-	-	-	-	-	-
FINANCE ⁴ -----	258	39.5	100.00	100.00	92.00-108.00	-	-	5	-	16	26	50	33	-	74	35	18	1	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS B -----	2,404	39.5	113.00	113.50	92.00-131.00	-	-	-	10	82	213	232	159	183	262	188	447	225	225	168	10	-	-	-	-	-
MANUFACTURING -----	1,220	40.0	126.50	127.00	116.00-142.00	-	-	-	1	7	32	28	17	32	111	125	328	200	201	129	9	-	-	-	-	-
NONMANUFACTURING -----	1,184	39.0	99.00	94.50	86.00-108.00	-	-	-	9	75	181	204	142	151	151	63	119	25	24	39	1	-	-	-	-	-
WHOLESALE TRADE -----	313	40.0	113.50	110.00	93.00-133.00	-	-	-	22	20	16	34	28	-	37	14	55	23	24	39	1	-	-	-	-	-
RETAIL TRADE -----	141	40.0	87.50	88.00	83.00- 95.00	-	-	-	2	19	24	42	19	10	23	2	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	285	38.5	91.00	91.00	84.50- 98.50	-	-	-	7	34	33	57	56	39	43	15	1	-	-	-	-	-	-	-	-	-
SERVICES -----	218	38.5	102.00	99.00	95.00-109.50	-	-	-	-	3	24	27	74	-	42	32	17	-	-	-	-	-	-	-	-	-
OFFICE GIRLS -----	406	39.0	85.00	79.00	72.50- 91.00	-	-	25	37	81	76	51	27	40	8	4	19	3	35	-	-	-	-	-	-	-
MANUFACTURING -----	142	40.0	102.50	94.50	87.50-124.00	-	-	1	6	12	2	9	11	35	8	4	17	3	34	-	-	-	-	-	-	-
NONMANUFACTURING -----	264	39.0	76.00	75.50	71.00- 80.00	-	-	24	31	69	74	42	16	5	-	-	2	-	1	-	-	-	-	-	-	-
FINANCE ⁴ -----	122	39.0	74.00	73.50	69.00- 79.50	-	-	23	10	40	22	20	2	5	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES ⁵ -----	7,343	39.5	142.50	143.00	122.00-163.00	-	-	1	2	27	20	87	103	178	522	777	738	952	929	871	1608	497	343	126	69	93
MANUFACTURING -----	4,163	40.0	155.00	156.00	139.50-169.50	-	-	-	-	-	-	2	7	5	112	184	287	478	625	689	778	408	318	115	64	91
NONMANUFACTURING -----	3,180	38.5	126.50	124.00	109.50-141.50	-	-	1	2	27	20	85	96	173	410	593	451	474	304	182	230	89	25	11	5	2
PUBLIC UTILITIES ³ -----	560	38.5	129.00	121.50	115.00-147.00	-	-	-	-	-	-	5	21	18	76	156	80	34	39	51	52	19	5	3	1	-
WHOLESALE TRADE -----	521	40.0	138.00	143.00	115.50-161.50	-	-	-	8	-	34	17	5	-	32	67	21	48	85	51	91	44	12	6	-	
RETAIL TRADE -----	332	39.5	116.00	115.50	102.50-129.00	-	-	1	1	2	13	17	23	-	73	67	59	37	21	15	1	-	2	-	-	
FINANCE ⁴ -----	1,186	38.5	118.00	118.50	104.50-132.50	-	-	-	17	18	33	38	115	-	196	270	207	205	75	28	29	3	1	1	-	-
SERVICES -----	581	37.5	135.50	134.50	121.00-148.50	-	-	1	1	1	-	3	12	-	33	83	84	150	84	37	57	23	5	1	4	2
SECRETARIES, CLASS A -----	477	39.5	156.00	151.00	137.50-177.50	-	-	-	-	-	-	-	1	5	13	33	16	92	71	76	37	17	45	29	25	17
MANUFACTURING -----	296	40.0	161.00	155.50	138.50-186.00	-	-	-	-	-	-	-	-	-	10	22	1	58	26	51	28	11	30	23	21	15
NONMANUFACTURING -----	181	38.5	147.00	143.00	133.00-159.00	-	-	-	-	-	-	-	1	5	3	11	15	34	45	25	9	6	15	6	4	2
FINANCE ⁴ -----	72	38.0	137.50	137.50	131.50-144.00	-	-	-	-	-	-	-	-	-	-	6	5	31	13	8	4	2	-	-	-	-
SECRETARIES, CLASS B -----	1,648	39.5	155.00	155.50	132.00-177.50	-	-	-	-	-	-	13	5	29	48	111	182	185	178	162	148	239	140	90	43	75
MANUFACTURING -----	927	40.0	169.50	173.00	150.50-188.00	-	-	-	-	-	-	-	1	-	10	40	31	60	88	103	86	174	132	85	42	75
NONMANUFACTURING -----	721	38.5	136.50	135.00	121.50-153.00	-	-	-	-	-	-	13	5	28	38	71	151	125	90	59	62	65	8	5	1	-
PUBLIC UTILITIES ³ -----	65	38.5	160.00	164.00	154.00-170.00	-	-	-	-	-	-	-	-	-	-	1	1	3	9	14	22	15	-	-	-	-
WHOLESALE TRADE -----	108	40.0	148.50	157.00	119.50-173.50	-	-	-	-	-	8	-	-	-	-	21	4	1	16	8	9	32	5	4	-	-
RETAIL TRADE -----	67	39.5	130.00	131.50	124.50-138.00	-	-	-	-	-	-	-	-	-	1	10	19	27	6	3	1	-	-	-	-	-
FINANCE ⁴ -----	333	38.0	124.50	125.00	116.00-136.00	-	-	-	-	-	5	5	28	-	32	79	107	68	24	13	9	1	1	1	-	-
SERVICES -----	148	37.5	146.50	148.00	135.00-161.50	-	-	-	-	-	-	-	-	-	5	-	20	26	35	21	21	17	2	-	1	-
SECRETARIES, CLASS C -----	3,884	39.5	144.00	147.00	128.50-162.50	-	-	1	1	17	26	26	87	-	223	298	362	514	555	582	805	225	155	5	1	1
MANUFACTURING -----	2,436	40.0	153.50	156.50	142.00-166.50	-	-	-	-	-	-	-	-	-	64	58	133	267	408	491	646	209	153	5	1	1
NONMANUFACTURING -----	1,448	39.0	128.00	127.50	112.00-144.00	-	-	1	1	17	26	26	87	-	159	240	229	247	147	91	159	16	2	-	-	-
PUBLIC UTILITIES ³ -----	188	39.0	138.50	136.50	126.50-153.00	-	-	-	-	-	-	5	1	-	10	9	64	11	26	31	30	1	-	-	-	-
WHOLESALE TRADE -----	329	40.0	142.00	146.00	129.50-161.00	-	-	-	-	14	-	-	-	-	20	36	14	47	59	43	82	12	2	-	-	-
RETAIL TRADE -----	138	39.5	109.50	111.50	101.00-120.00	-	-	1	-	2	6	6	15	-	32	47	28	5	1	-	-	-	-	-	-	-
FINANCE ⁴ -----	499	38.5	118.50	117.50	105.00-132.00	-	-	-	-	15	6	14	59	-	78	108	77	83	36	7	16	-	-	-	-	-
SERVICES -----	294	37.0	131.50	132.00	119.50-139.50	-	-	-	1	-	-	-	1	12	19	45	46	101	25	10	31	3	-	-	-	-

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, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	
						and under	60	65	70	75	80	85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	over
WOMEN - CONTINUED																											
SECRETARIES ⁵ - CONTINUED																											
SECRETARIES, CLASS D -----	1,246	39.0	\$ 119.50	\$ 118.50	\$ 106.50-133.00	-	-	1	1	25	3	46	61	51	203	321	169	161	120	51	12	16	3	2	-	-	-
MANUFACTURING -----	498	40.0	133.50	132.50	122.00-144.50	-	-	-	-	-	-	2	7	4	28	64	122	93	103	44	12	14	3	2	-	-	-
NONMANUFACTURING -----	748	38.5	110.00	112.50	100.50-119.00	-	-	1	1	25	3	44	54	47	175	257	47	68	17	7	-	2	-	-	-	-	-
WHOLESALE TRADE -----	62	40.0	95.00	93.50	88.00-104.50	-	-	-	-	8	-	12	17	-	12	10	2	-	1	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	282	38.5	105.50	107.00	97.00-116.50	-	-	-	-	17	3	22	18	28	86	65	18	23	2	-	-	-	-	-	-	-	-
SERVICES -----	96	37.5	122.50	123.00	116.50-135.50	-	-	1	1	-	-	-	2	-	6	36	16	22	10	2	-	-	-	-	-	-	-
STENOGRAPHERS, GENERAL																											
MANUFACTURING -----	964	40.0	111.50	112.00	105.50-120.50	-	-	-	-	19	20	17	53	45	251	312	151	76	9	11	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,180	39.0	102.50	100.00	90.00-113.50	-	-	2	4	19	42	82	150	146	226	160	96	68	26	6	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	361	39.5	114.50	114.50	99.00-129.00	-	-	-	-	-	14	17	26	43	67	50	61	54	23	6	-	-	-	-	-	-	-
WHOLESALE TRADE -----	137	39.5	109.50	112.50	104.00-118.50	-	-	-	-	5	13	-	1	9	30	55	15	7	2	-	-	-	-	-	-	-	-
RETAIL TRADE -----	129	39.0	95.00	93.00	88.00-105.00	-	-	2	-	2	1	4	39	27	24	10	4	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	331	39.0	92.00	91.00	85.00-98.50	-	-	-	-	9	28	44	71	61	52	16	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	222	38.0	99.50	99.50	91.00-109.00	-	-	4	8	8	7	23	31	35	53	29	16	7	1	-	-	-	-	-	-	-	-
STENOGRAPHERS, SENIOR																											
MANUFACTURING -----	3,506	39.5	130.00	131.00	119.50-143.50	-	-	-	-	-	7	11	56	84	311	441	770	760	558	461	37	10	-	-	-	-	-
NONMANUFACTURING -----	2,350	40.0	134.50	135.00	124.00-146.50	-	-	-	-	-	-	2	23	16	100	194	562	566	450	401	36	-	-	-	-	-	-
FINANCE ⁴ -----	1,156	38.5	121.00	120.00	108.00-135.00	-	-	-	-	-	7	9	33	68	211	247	208	194	108	60	1	10	-	-	-	-	-
SERVICES -----	239	39.5	110.00	111.50	104.00-118.00	-	-	-	-	-	-	3	13	13	81	101	25	2	1	-	-	-	-	-	-	-	-
485	37.0	118.00	114.50	102.50-135.50	-	-	-	-	-	7	5	19	54	103	107	38	108	22	12	-	-	10	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS A																											
MANUFACTURING -----	276	39.5	127.00	133.00	111.00-141.00	-	-	-	1	-	1	8	17	19	19	37	24	80	30	32	8	-	-	-	-	-	-
NONMANUFACTURING -----	173	40.0	137.00	138.00	124.50-148.50	-	-	-	-	-	-	1	4	-	23	22	57	29	31	6	-	-	-	-	-	-	-
103	38.5	110.50	107.00	95.00-131.00	-	-	-	1	-	1	8	16	15	19	14	2	23	1	1	2	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B																											
MANUFACTURING -----	537	40.0	93.50	93.00	82.50-105.00	-	-	15	15	54	35	33	89	45	108	38	30	12	1	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	55	40.0	111.50	110.00	105.50-120.50	-	-	-	-	-	-	3	1	1	23	13	10	3	1	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	482	40.0	91.50	90.50	80.50-102.00	-	-	15	15	54	35	33	86	44	61	85	25	20	9	-	-	-	-	-	-	-	-
RETAIL TRADE -----	48	40.0	119.50	121.50	116.00-128.50	-	-	-	-	-	-	-	-	3	6	12	18	9	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	156	40.5	87.00	88.50	80.50-97.00	-	-	5	6	11	15	18	32	18	36	14	-	1	-	-	-	-	-	-	-	-	-
SERVICES -----	142	39.0	91.00	90.00	86.00-99.50	-	-	-	-	21	1	4	47	26	9	25	9	-	-	-	-	-	-	-	-	-	-
99	39.0	85.50	81.50	72.00-102.00	-	-	10	9	14	15	6	7	-	7	29	2	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS-																											
MANUFACTURING -----	904	39.5	103.00	101.50	91.00-114.00	-	-	13	24	8	44	117	96	119	193	144	64	44	20	18	-	-	-	-	-	-	-
NONMANUFACTURING -----	449	40.0	106.00	101.00	89.50-118.50	-	-	-	-	6	26	85	27	68	103	31	31	35	19	18	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	455	39.5	100.50	102.00	92.00-113.00	-	-	13	24	2	18	32	69	51	90	113	33	9	1	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	35	39.0	116.00	113.50	111.00-122.50	-	-	-	-	-	-	-	1	2	3	18	6	5	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	156	39.5	101.50	100.50	95.00-110.00	-	-	-	-	-	-	12	26	38	41	30	5	4	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	90	40.5	100.00	106.00	91.50-111.00	-	-	-	-	2	10	5	17	3	27	26	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	102	38.0	91.50	90.50	72.50-111.00	-	-	13	24	-	6	7	20	-	6	13	13	-	-	-	-	-	-	-	-	-	-
72	39.0	105.50	110.00	97.00-117.50	-	-	-	-	-	2	8	5	8	13	26	9	-	1	-	-	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS A																											
62	39.5	140.00	134.00	121.00-166.00	-	-	-	-	-	-	-	-	-	2	2	9	14	7	10	1	9	5	2	-	1	-	-
TABULATING-MACHINE OPERATORS, CLASS B																											
NONMANUFACTURING -----	118	38.5	119.00	114.50	98.00-141.00	-	-	-	-	-	-	6	12	19	15	11	21	5	8	15	5	1	-	-	-	-	-
92	38.0	113.00	109.00	96.50-124.00	-	-	-	-	-	-	6	12	19	11	8	19	1	7	8	1	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL																											
NONMANUFACTURING -----	326	39.0	97.50	94.00	88.50-105.50	-	-	5	3	2	17	15	55	81	36	59	25	15	6	6	1	-	-	-	-	-	-
WHOLESALE TRADE -----	319	39.0	97.50	94.00	88.50-105.00	-	-	5	3	2	17	15	55	77	36	59	23	15	5	6	1	-	-	-	-	-	-
FINANCE ⁴ -----	83	40.0	107.00	103.50	92.50-110.00	-	-	-	-	-	-	14	15	6	28	3	8	2	6	1	-	-	-	-	-	-	-
145	38.0	92.00	92.00	86.50-98.00	-	-	5	3	2	13	6	27	39	26	15	6	-	3	-	-	-	-	-	-	-	-	-

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, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						55 and under	60	65	70	75	80	85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	over
WOMEN - CONTINUED																											
TYPISTS, CLASS A -----	1,703	39.5	\$ 114.00	\$ 114.00	\$ 97.00-132.00	-	-	5	14	21	96	151	90	110	213	275	239	340	146	3	-	-	-	-	-	-	-
MANUFACTURING -----	794	40.0	126.50	127.00	114.50-138.00	-	-	-	-	1	5	6	1	11	76	161	178	211	141	3	-	-	-	-	-	-	-
NONMANUFACTURING -----	909	39.0	103.50	99.50	88.50-116.00	-	-	5	14	20	91	145	89	99	137	114	61	129	5	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	150	40.0	121.50	127.50	110.00-135.50	-	-	-	-	-	11	12	4	11	15	40	57	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	381	39.0	94.00	92.50	86.00-103.00	-	-	5	6	12	55	91	43	49	80	37	3	-	-	-	-	-	-	-	-	-	-
SERVICES -----	175	37.0	102.50	100.50	89.00-116.50	-	-	-	8	8	20	10	10	29	40	11	4	35	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS B -----	2,784	39.5	94.00	89.50	81.00-103.00	-	11	36	194	362	433	393	322	190	361	204	135	45	59	39	-	-	-	-	-	-	-
MANUFACTURING -----	965	40.0	108.00	105.50	93.00-120.50	-	-	-	1	43	49	108	69	105	177	162	114	45	53	39	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,819	39.0	86.50	84.50	78.50- 92.50	-	11	36	193	319	384	285	253	85	184	42	21	-	6	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	196	38.5	93.00	89.50	84.00- 99.00	-	-	-	-	-	61	42	33	15	21	19	5	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	212	39.5	91.50	92.00	84.50-100.00	-	-	2	1	21	33	11	88	2	46	5	3	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	171	40.0	87.00	81.00	76.00-100.50	-	-	6	27	47	30	6	5	5	37	2	-	-	6	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	1,016	39.0	84.00	83.00	77.00- 89.50	-	11	28	138	213	200	195	109	54	50	5	13	-	-	-	-	-	-	-	-	-	-
SERVICES -----	224	39.0	86.50	84.00	79.00- 93.50	-	-	-	27	38	60	31	18	9	30	11	-	-	-	-	-	-	-	-	-	-	-

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

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ May include workers other than those presented separately.

Table A-1a. Office 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, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	
						and under	70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	over	
MEN																											
CLERKS, ACCOUNTING, CLASS A -----	662	40.0	\$ 171.00	\$ 167.00	\$ 153.00-191.50	-	-	-	-	-	-	-	-	1	2	7	16	24	76	124	124	59	59	36	124	10	
MANUFACTURING -----	561	40.0	171.50	167.50	154.00-190.50	-	-	-	-	-	-	-	-	1	2	1	10	21	60	107	112	52	54	33	99	9	
NONMANUFACTURING -----	101	40.0	168.00	164.00	147.50-202.50	-	-	-	-	-	-	-	-	-	-	6	6	3	16	17	12	7	5	3	25	1	
CLERKS, ACCOUNTING, CLASS B -----	149	40.0	134.00	133.00	126.50-143.50	-	-	-	-	3	-	2	1	1	3	13	32	48	25	11	7	3	-	-	-	-	
MANUFACTURING -----	87	40.0	137.00	136.00	126.50-149.50	-	-	-	-	1	-	1	1	1	1	9	17	18	18	11	6	3	-	-	-	-	
CLERKS, ORDER -----	96	40.0	157.50	157.00	132.50-181.00	-	-	-	-	-	-	-	-	-	1	12	8	8	10	19	9	5	4	7	13	-	
CLERKS, PAYROLL -----	159	40.0	161.00	158.50	145.50-173.50	-	-	-	-	-	-	1	1	-	-	2	3	20	27	31	23	21	9	5	14	2	
MANUFACTURING -----	141	40.0	163.50	161.00	148.50-174.50	-	-	-	-	-	-	-	1	-	-	2	1	12	25	28	23	21	8	4	14	2	
OFFICE BOYS -----	177	40.0	102.50	106.50	83.50-114.50	1	9	5	26	5	12	10	11	6	13	44	20	8	6	1	-	-	-	-	-	-	
MANUFACTURING -----	111	40.0	106.00	110.50	95.00-114.00	1	3	5	9	2	2	6	8	5	13	39	8	4	5	1	-	-	-	-	-	-	
NONMANUFACTURING -----	66	39.5	96.50	89.00	78.00-121.00	-	6	-	17	3	10	4	3	1	-	5	12	4	1	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS A -----	167	40.0	162.00	164.00	145.00-178.00	-	-	-	-	-	-	-	1	-	1	4	5	4	43	15	33	25	25	4	7	-	
MANUFACTURING -----	135	40.0	165.00	167.00	146.50-182.00	-	-	-	-	-	-	-	-	-	-	4	2	3	32	12	23	23	25	4	7	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	167	40.0	139.00	139.50	131.00-150.50	-	-	-	-	-	4	1	1	2	3	6	20	50	37	28	10	5	-	-	-	-	
MANUFACTURING -----	106	40.0	142.00	140.00	131.50-151.00	-	-	-	-	-	-	-	-	-	-	4	15	34	25	14	9	5	-	-	-	-	
NONMANUFACTURING -----	61	40.0	133.50	139.00	126.00-150.00	-	-	-	-	-	4	1	1	2	3	2	5	16	12	14	1	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	30	40.0	144.50	148.00	138.00-152.00	-	-	-	-	-	-	-	-	-	-	-	1	11	6	12	-	-	-	-	-	-	
WOMEN																											
BILLERS, MACHINE (BILLING MACHINE) -----	57	39.5	109.00	105.00	94.00-125.00	-	-	-	-	-	6	10	2	11	2	7	17	1	-	1	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	71	39.5	124.50	127.00	107.50-135.00	-	-	-	2	2	4	-	1	7	4	2	18	17	1	7	6	-	-	-	-	-	
MANUFACTURING -----	51	40.0	127.50	130.00	121.50-134.50	-	-	-	-	-	1	-	1	6	2	-	16	17	1	7	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	88	39.0	108.00	97.50	89.50-134.50	-	2	1	2	12	6	15	12	4	4	3	4	4	15	2	2	-	-	-	-	-	
NONMANUFACTURING -----	63	38.5	104.00	95.00	86.00-113.50	-	2	-	2	11	5	12	8	4	2	3	-	-	14	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	548	40.0	145.50	149.00	121.50-171.00	-	-	-	-	2	-	20	16	17	15	60	51	63	34	58	61	105	33	8	5	-	
MANUFACTURING -----	328	40.0	158.00	167.00	139.00-175.00	-	-	-	-	-	-	-	6	2	2	27	14	35	18	35	50	96	31	7	5	-	
NONMANUFACTURING -----	220	39.5	126.50	124.00	108.00-145.50	-	-	-	-	2	-	20	10	15	13	33	37	28	16	23	11	9	2	1	-	-	
PUBLIC UTILITIES ³ -----	46	40.0	133.50	136.00	127.00-144.00	-	-	-	-	-	-	-	-	-	2	3	11	15	10	5	-	-	-	-	-	-	
RETAIL TRADE -----	99	39.0	115.00	111.50	99.50-128.50	-	-	-	-	2	-	17	7	13	9	14	15	6	5	10	1	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	1,037	39.5	102.50	99.50	88.00-115.50	6	17	31	68	79	96	115	122	88	83	111	78	90	30	20	3	-	-	-	-	-	
MANUFACTURING -----	375	40.0	113.50	108.50	99.00-125.50	-	-	-	-	4	20	29	54	48	49	46	40	39	23	20	3	-	-	-	-	-	
NONMANUFACTURING -----	662	39.5	96.50	93.50	83.00-109.50	6	17	31	68	75	76	86	68	40	34	65	38	51	7	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	212	39.0	113.50	113.00	98.00-130.00	-	-	-	-	1	16	22	22	16	12	46	24	46	7	-	-	-	-	-	-	-	
RETAIL TRADE -----	400	39.5	88.00	86.50	78.50-96.00	6	17	31	63	66	51	57	41	22	19	13	12	2	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	119	40.0	128.00	136.00	113.00-138.50	-	-	-	-	-	3	4	6	5	8	8	3	75	1	5	1	-	-	-	-	-	
NONMANUFACTURING -----	68	39.5	122.00	134.00	105.00-138.00	-	-	-	-	-	3	4	5	5	8	7	1	30	1	4	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	389	40.0	85.00	80.00	74.00-88.50	1	19	102	70	70	44	22	19	3	2	7	8	3	9	10	-	-	-	-	-	-	
MANUFACTURING -----	61	40.0	114.00	112.50	87.00-147.00	-	-	4	4	5	7	3	3	2	1	5	6	3	8	10	-	-	-	-	-	-	
NONMANUFACTURING -----	328	40.0	79.50	78.50	73.00-85.00	1	19	98	66	65	37	19	16	1	1	2	2	-	1	-	-	-	-	-	-	-	
FINANCE ⁴ -----	268	40.0	79.00	77.50	73.00-84.50	-	17	90	51	50	29	16	13	1	1	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																
			Mean ²	Median ²	Middle range ²	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210												
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over							
WOMEN - CONTINUED																																						
CLERKS, FILE, CLASS C -----	262	39.5	\$ 77.00	\$ 78.00	\$ 69.50-83.00	17	57	27	50	71	26	8	3	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MANUFACTURING -----	51	40.0	77.00	78.00	70.00-83.00	7	6	9	7	16	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	211	39.0	77.00	78.00	69.00-83.50	10	51	18	43	55	24	4	3	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FINANCE ⁴ -----	145	39.5	75.00	77.00	68.50-82.00	6	45	6	39	32	16	-	1	-	-	-	45	6	39	32	16	-	1	-	-	-	-	-	-	-	-	-	-	-				
CLERKS, PAYROLL -----	372	40.0	124.50	124.50	104.50-144.50	1	2	5	4	15	15	23	10	21	27	37	38	57	55	22	12	26	1	1	-	-	-	-	-	-	-	-	-	-				
MANUFACTURING -----	235	40.0	135.50	137.00	121.00-150.50	-	-	-	1	4	3	6	1	8	16	16	28	48	45	21	10	26	1	1	-	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	137	40.0	105.50	103.50	90.00-119.50	1	2	5	3	11	12	17	9	13	11	21	10	9	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	27	40.0	128.00	134.00	113.50-145.00	-	-	-	-	-	-	1	-	3	1	6	-	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RETAIL TRADE -----	55	39.5	93.00	92.50	83.50-103.50	1	2	4	3	6	6	11	5	6	4	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
COMPTOMETER OPERATORS -----	714	39.5	112.50	106.50	91.50-136.00	-	2	2	18	47	87	69	77	44	36	48	77	69	67	69	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	277	40.0	133.00	136.50	121.50-149.00	-	-	-	-	-	4	4	4	5	24	17	54	49	53	61	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	437	39.5	99.50	95.00	87.50-105.00	-	2	2	18	47	83	65	73	39	12	31	23	20	14	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	29	40.0	129.00	130.00	122.50-137.50	-	-	-	-	-	-	-	-	-	-	15	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	80	40.0	118.00	116.50	99.00-143.00	-	-	-	-	1	1	3	18	14	-	12	5	5	13	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE -----	321	39.0	92.00	91.00	86.00-98.00	-	2	2	18	44	81	62	53	23	12	19	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
KEYPUNCH OPERATORS, CLASS A -----	827	39.5	113.00	109.50	99.00-127.00	-	-	1	7	21	36	82	74	121	80	120	157	60	10	32	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	281	40.0	123.50	118.50	109.00-135.00	-	-	-	-	-	-	10	6	25	37	71	42	32	7	32	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	546	39.5	107.50	103.50	95.00-125.50	-	-	1	7	21	36	72	68	96	43	49	115	28	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE -----	144	39.5	100.00	101.00	92.50-106.00	-	-	-	7	5	14	22	17	41	12	18	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	207	40.0	99.50	100.00	92.00-106.50	-	-	1	-	16	22	37	28	46	23	75	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
KEYPUNCH OPERATORS, CLASS B -----	1,742	39.5	119.00	123.50	97.00-138.00	-	-	3	42	154	148	64	55	86	40	102	420	225	225	168	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	1,062	40.0	130.00	130.50	121.50-144.00	-	-	1	7	13	12	16	15	40	24	79	316	200	201	129	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	680	39.0	102.00	93.00	84.50-122.00	-	-	2	35	141	136	48	40	46	16	23	104	25	24	39	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	131	40.0	88.50	88.50	84.50-96.50	-	-	-	2	13	20	42	19	10	20	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	150	39.5	90.00	88.50	82.50-98.00	-	-	-	22	33	29	17	21	11	6	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OFFICE GIRLS -----	273	39.5	90.50	82.50	75.50-96.00	2	19	41	56	39	17	30	8	3	1	19	3	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	98	40.0	112.50	114.50	93.50-136.00	1	1	-	1	3	1	25	8	3	1	17	3	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	175	39.0	78.50	77.50	73.00-82.50	1	18	41	55	36	16	5	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	66	40.0	78.00	76.50	73.00-82.50	-	-	29	13	17	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SECRETARIES ⁵ -----	5,394	39.5	149.50	151.50	131.00-167.00	-	1	2	4	2	31	60	59	133	105	415	464	635	689	759	960	464	334	126	58	93	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	3,570	40.0	159.00	159.50	144.00-172.00	-	-	-	-	-	2	7	5	19	28	78	202	361	502	613	764	408	318	115	57	91	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,824	39.0	131.00	129.50	115.50-148.50	-	1	2	4	2	29	53	54	114	77	337	262	274	187	146	196	56	16	11	1	2	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	316	39.5	115.00	114.50	102.00-127.50	-	-	1	1	2	13	17	23	57	16	67	49	37	21	9	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	440	39.5	123.00	124.50	111.50-135.00	-	-	-	2	-	11	21	14	22	29	88	95	98	29	14	12	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
SECRETARIES, CLASS A -----	214	39.5	174.50	176.50	154.00-192.00	-	-	-	-	-	-	-	-	-	-	5	3	4	24	35	26	14	42	29	15	17	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	148	40.0	181.00	183.50	162.00-196.50	-	-	-	-	-	-	-	-	-	-	-	1	1	10	23	20	11	30	23	14	15	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	66	39.0	160.00	158.50	143.00-184.00	-	-	-	-	-	-	-	-	-	-	5	2	3	14	12	6	3	12	6	1	2	-	-	-	-	-	-	-	-	-	-		
SECRETARIES, CLASS B -----	1,076	39.5	168.00	171.00	149.50-186.00	-	-	-	-	-	-	-	-	1	2	4	31	55	82	101	113	132	212	136	90	42	75	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	770	40.0	176.00	177.50	162.00-191.00	-	-	-	-	-	-	-	-	1	4	6	19	28	52	72	80	174	132	85	42	75	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	306	39.0	148.00	148.00	132.50-164.50	-	-	-	-	-	-	-	-	2	-	25	36	54	49	41	52	38	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	52	39.0	159.00	163.00	153.00-169.00	-	-	-	-	-	-	-	-	-	-	1	1	2	8	12	18	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	59	39.5	130.50	133.00	123.00-138.50	-	-	-	-	-	-	-	-	1	-	10	11	27	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	87	39.5	136.50	133.00	123.50-148.00	-	-	-	-	-	-	-	-	1	-	14	22	22	10	7	8	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
SECRETARIES, CLASS C -----	3,241	40.0	149.00	152.00	135.00-164.50	-	-	1	1	2	12	19	22	54	48	146	286	430	485	569	784	222	153	5	1	1	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	2,286	40.0	155.50	157.50	144.00-167.00	-	-	-	-	-	-	-	-	13	6	40	100	257	373	482	646	209	153	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	955	39.0	133.50	132.50	119.50-150.00	-	-	1	1	2	12	19	22	41	42	106																						

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																													
			Mean ²	Median ²	Middle range ²	\$ 60 and under	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210									
						65	70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	over									
WOMEN - CONTINUED																																			
SECRETARIES ⁵ - CONTINUED																																			
SECRETARIES, CLASS D -----	775	39.0	\$ 123.50	\$ 120.00	\$ 112.50-136.50	-	1	1	2	-	17	31	30	46	49	219	111	119	74	42	12	16	3	2	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	360	40.0	134.50	135.00	122.50-146.00	-	-	-	-	-	2	7	4	6	18	32	82	75	67	36	12	14	3	2	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	415	38.5	114.00	116.50	104.50-119.50	-	1	1	2	-	15	24	26	40	31	187	29	44	7	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	68	39.5	105.50	106.00	96.00-116.00	-	-	-	2	-	5	8	10	8	7	20	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STENOGRAPHERS, GENERAL																																			
MANUFACTURING -----	688	40.0	114.50	114.00	107.50-122.50	2	-	8	28	46	110	126	117	97	156	343	211	115	31	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	719	39.5	104.50	100.50	90.50-117.00	2	-	8	21	36	105	89	91	63	59	87	69	61	22	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	293	40.0	117.00	117.50	100.00-132.00	-	-	-	8	8	19	40	23	18	-	45	50	54	22	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	129	39.0	95.00	93.00	88.00-105.00	2	-	2	1	4	39	27	16	6	18	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	202	40.0	92.00	91.50	86.50-98.50	-	-	2	12	21	54	42	31	19	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STENOGRAPHERS, SENIOR																																			
MANUFACTURING -----	2,788	40.0	133.50	134.50	123.00-145.50	-	-	-	-	3	22	20	75	94	241	664	682	501	449	37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	2,144	40.0	136.00	136.00	125.50-147.50	-	-	-	-	1	13	7	33	38	123	532	537	423	401	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	644	39.0	125.50	124.50	114.00-138.00	-	-	-	-	2	9	13	42	56	118	132	145	78	48	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	156	40.0	111.00	112.50	105.50-118.00	-	-	-	-	1	8	12	16	27	69	20	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS A																																			
MANUFACTURING -----	235	40.0	132.00	136.00	119.50-145.50	-	-	1	-	1	7	11	5	9	27	24	80	30	32	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	173	40.0	137.00	138.00	124.50-148.50	-	-	-	-	-	1	4	-	-	23	22	57	29	31	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	62	39.5	118.50	116.00	101.00-136.50	-	-	1	-	1	6	7	5	9	4	2	23	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B																																			
MANUFACTURING -----	308	39.5	99.00	99.00	88.00-110.00	5	11	13	18	9	38	19	49	27	43	33	30	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	55	40.0	111.50	110.00	105.50-120.50	-	-	-	-	3	1	1	8	15	13	10	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	253	39.5	96.50	97.00	86.00-107.50	5	11	13	18	9	35	18	48	19	28	20	20	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	48	40.0	119.50	121.50	116.00-128.50	-	-	-	-	-	3	3	3	-	12	18	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	122	39.5	87.50	89.50	78.00-98.00	5	6	11	15	6	20	8	36	8	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	60	39.5	96.50	96.50	89.00-106.50	-	-	1	1	1	15	10	8	6	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS																																			
MANUFACTURING -----	124	40.0	114.50	107.50	99.00-136.00	-	-	-	2	-	7	14	11	23	12	12	5	14	12	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	85	40.0	121.50	120.00	102.00-145.50	-	-	-	-	3	6	6	16	6	6	6	5	13	12	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS B																																			
NONMANUFACTURING -----	74	39.0	125.00	126.00	95.50-152.00	-	-	-	-	6	12	6	1	-	11	4	5	8	15	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	52	38.5	116.00	111.00	93.00-147.50	-	-	-	-	6	12	6	1	-	8	2	1	7	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL																																			
NONMANUFACTURING -----	92	40.0	98.50	93.00	86.00-108.50	-	2	2	10	7	13	20	6	7	4	7	4	3	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	89	40.0	97.50	93.00	85.50-105.50	-	2	2	10	7	13	20	6	7	4	5	4	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS A																																			
MANUFACTURING -----	1,188	40.0	120.50	123.00	107.50-136.00	-	-	-	7	45	67	60	46	50	48	209	172	340	141	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	671	40.0	129.50	131.00	120.50-139.00	-	-	-	5	6	1	1	21	13	115	154	211	141	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	517	39.5	108.50	107.50	92.00-130.00	-	-	7	40	61	59	45	29	35	94	18	129	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	116	40.0	120.50	129.50	106.00-136.50	-	-	-	-	11	11	4	1	10	14	8	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	163	40.0	94.50	92.50	84.50-105.50	-	-	-	7	36	25	27	15	12	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	81	37.0	114.50	112.00	99.50-132.00	-	-	-	-	-	2	20	12	5	7	-	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS B																																			
MANUFACTURING -----	1,444	40.0	100.00	95.00	84.00-112.50	-	1	51	124	229	143	170	122	132	66	164	121	29	53	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	672	40.0	114.00	113.00	99.50-124.50	-	-	1	3	33	25	54	56	71	44	150	114	29	53	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	772	39.5	87.50	86.00	80.50-94.00	-	1	50	121	196	118	116	66	61	22	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	145	38.5	92.00	89.00	83.00-96.50	-	-	-	-	61	16	29	11	11	6	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	141	40.0	85.50	80.50	76.50-98.50	-	-	21	47	24	6	5	5	20	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE ⁴ -----	449	40.0	86.50	86.00	81.00-93.00	-	1	19	73	108	96	73	48	25	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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, Detroit, Mich., January 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	Under	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	and over					
						\$ 110 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN																																
DRAFTSMEN, CLASS A -----	2,103	40.0	\$ 238.50	\$ 243.00	\$ 224.50-255.50	-	-	-	-	2	2	-	-	7	4	23	51	72	109	150	234	274	405	454	171	145	-	-				
MANUFACTURING -----	2,093	40.0	238.50	243.00	225.00-255.50	-	-	-	-	-	-	-	-	7	3	23	51	72	107	147	234	274	405	454	171	145	-	-				
DRAFTSMEN, CLASS B -----	1,166	40.0	187.00	188.00	169.00-208.00	2	-	4	7	1	9	11	50	88	129	159	163	161	113	196	48	18	6	-	-	1	-	-				
MANUFACTURING -----	989	40.0	189.50	191.00	173.00-210.50	2	-	4	7	1	9	11	31	63	94	121	135	151	103	187	48	16	5	-	-	1	-	-				
DRAFTSMEN, CLASS C -----	604	40.0	151.50	153.50	131.00-174.50	54	4	19	48	22	26	19	85	75	68	74	31	65	2	12	-	-	-	-	-	-	-	-				
MANUFACTURING -----	490	40.0	158.50	161.00	139.50-178.50	24	2	14	27	19	20	18	54	61	68	73	31	65	2	12	-	-	-	-	-	-	-	-				
WOMEN																																
NURSES, INDUSTRIAL (REGISTERED) ---	376	40.0	157.00	157.50	145.50-173.00	5	-	2	7	13	19	24	60	72	70	58	44	2	-	-	-	-	-	-	-	-	-	-				
MANUFACTURING -----	333	40.0	158.50	159.00	147.00-173.00	3	-	2	4	6	17	19	56	64	69	48	43	2	-	-	-	-	-	-	-	-	-	-				

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

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

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, Detroit, Mich., January 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	244	39.5	\$ 106.00	CLERKS, ORDER -----	772	40.0	\$ 126.50	SECRETARIES ⁴ - CONTINUED			
MANUFACTURING -----	70	39.5	106.00	MANUFACTURING -----	322	39.5	117.50	SECRETARIES, CLASS B -----	1,658	39.5	\$ 155.00
NONMANUFACTURING -----	174	40.0	106.00	NONMANUFACTURING -----	450	40.0	133.00	MANUFACTURING -----	935	40.0	169.50
PUBLIC UTILITIES ² -----	53	40.0	127.00	WHOLESALE TRADE -----	390	40.0	136.50	NONMANUFACTURING -----	723	38.5	136.50
WHOLESALE TRADE -----	106	40.0	95.50	CLERKS, PAYROLL -----	994	39.5	127.50	PUBLIC UTILITIES ² -----	67	39.5	160.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	92	39.5	103.00	MANUFACTURING -----	596	40.0	137.00	WHOLESALE TRADE -----	108	40.0	148.50
NONMANUFACTURING -----	65	39.5	97.50	NONMANUFACTURING -----	398	39.5	113.50	RETAIL TRADE -----	67	39.5	130.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	256	39.5	115.50	PUBLIC UTILITIES ² -----	90	39.5	129.50	FINANCE ³ -----	333	38.0	124.50
MANUFACTURING -----	124	40.0	128.50	RETAIL TRADE -----	107	40.0	98.50	SERVICES -----	148	37.5	146.50
NONMANUFACTURING -----	132	39.5	103.00	FINANCE ³ -----	55	38.5	110.50				
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	410	39.5	101.00	SERVICES -----	110	39.0	110.50	SECRETARIES, CLASS C -----	3,908	39.5	144.00
MANUFACTURING -----	108	39.5	106.50	COMPTOMETER OPERATORS -----	839	39.5	111.50	MANUFACTURING -----	2,451	40.0	153.50
NONMANUFACTURING -----	302	39.5	99.00	MANUFACTURING -----	309	40.0	131.00	NONMANUFACTURING -----	1,457	39.0	128.50
WHOLESALE TRADE -----	62	40.0	100.50	NONMANUFACTURING -----	530	39.5	100.00	PUBLIC UTILITIES ² -----	192	39.0	139.50
SERVICES -----	64	38.5	113.50	PUBLIC UTILITIES ² -----	30	40.0	127.50	WHOLESALE TRADE -----	332	40.0	141.50
CLERKS, ACCOUNTING, CLASS A -----	2,153	39.5	145.50	WHOLESALE TRADE -----	146	40.0	109.50	RETAIL TRADE -----	140	39.5	109.50
MANUFACTURING -----	1,247	40.0	159.00	RETAIL TRADE -----	321	39.0	92.00	FINANCE ³ -----	499	38.5	118.50
NONMANUFACTURING -----	906	39.0	126.50	KEYPUNCH OPERATORS, CLASS A -----	1,183	39.5	113.00	SERVICES -----	294	37.0	131.50
PUBLIC UTILITIES ² -----	95	40.0	136.50	MANUFACTURING -----	363	40.0	123.00	SECRETARIES, CLASS D -----	1,249	39.0	119.50
WHOLESALE TRADE -----	200	39.5	156.00	NONMANUFACTURING -----	820	39.5	108.50	MANUFACTURING -----	500	40.0	133.50
RETAIL TRADE -----	217	40.0	117.50	PUBLIC UTILITIES ² -----	186	40.0	124.00	NONMANUFACTURING -----	749	38.5	110.00
FINANCE ³ -----	240	38.0	111.50	WHOLESALE TRADE -----	59	40.0	102.50	WHOLESALE TRADE -----	62	40.0	95.00
SERVICES -----	154	38.5	124.50	RETAIL TRADE -----	144	39.5	100.00	FINANCE ³ -----	282	38.5	105.50
CLERKS, ACCOUNTING, CLASS B -----	2,607	39.5	103.00	FINANCE ³ -----	258	39.5	100.00	SERVICES -----	97	37.5	122.50
MANUFACTURING -----	812	40.0	113.00	KEYPUNCH OPERATORS, CLASS B -----	2,412	39.5	113.00	STENOGRAPHERS, GENERAL -----	2,145	39.5	106.50
NONMANUFACTURING -----	1,795	39.5	98.50	MANUFACTURING -----	1,227	40.0	126.50	MANUFACTURING -----	964	40.0	111.50
PUBLIC UTILITIES ² -----	368	39.5	116.50	NONMANUFACTURING -----	1,185	39.0	99.00	NONMANUFACTURING -----	1,181	39.0	102.50
WHOLESALE TRADE -----	235	40.0	103.50	WHOLESALE TRADE -----	314	40.0	113.50	PUBLIC UTILITIES ² -----	362	39.5	114.50
RETAIL TRADE -----	556	40.0	93.00	RETAIL TRADE -----	141	40.0	87.50	WHOLESALE TRADE -----	137	39.5	109.50
FINANCE ³ -----	442	38.0	90.00	FINANCE ³ -----	285	38.5	91.00	RETAIL TRADE -----	129	39.0	95.00
SERVICES -----	194	38.5	93.00	SERVICES -----	218	38.5	102.00	FINANCE ³ -----	331	39.0	92.00
CLERKS, FILE, CLASS A -----	260	39.0	110.50	OFFICE BOYS AND GIRLS -----	670	39.0	88.00	SERVICES -----	222	38.0	99.50
NONMANUFACTURING -----	187	39.0	102.50	MANUFACTURING -----	253	40.0	104.00	STENOGRAPHERS, SENIOR -----	3,522	39.5	130.00
FINANCE ³ -----	59	38.0	96.50	NONMANUFACTURING -----	417	39.0	78.50	MANUFACTURING -----	2,361	40.0	134.50
SERVICES -----	73	39.0	87.50	RETAIL TRADE -----	54	40.0	73.50	NONMANUFACTURING -----	1,161	38.5	121.00
CLERKS, FILE, CLASS B -----	748	39.5	86.00	FINANCE ³ -----	167	39.0	74.00	FINANCE ³ -----	239	39.5	110.00
MANUFACTURING -----	164	39.5	105.00	SERVICES -----	93	38.0	75.00	SERVICES -----	485	37.0	118.00
NONMANUFACTURING -----	584	39.5	81.00	SECRETARIES ⁴ -----	7,375	39.5	142.50	SWITCHBOARD OPERATORS, CLASS A -----	280	39.5	127.00
PUBLIC UTILITIES ² -----	41	40.0	101.50	MANUFACTURING -----	4,183	40.0	155.00	MANUFACTURING -----	173	40.0	137.00
FINANCE ³ -----	444	39.0	78.50	NONMANUFACTURING -----	3,192	38.5	126.50	NONMANUFACTURING -----	107	39.0	111.00
CLERKS, FILE, CLASS C -----	661	39.5	76.50	PUBLIC UTILITIES ² -----	566	38.5	129.50	SECRETARIES, CLASS A -----	478	39.5	156.00
MANUFACTURING -----	52	40.0	77.00	WHOLESALE TRADE -----	524	40.0	138.00	MANUFACTURING -----	297	40.0	161.00
NONMANUFACTURING -----	609	39.0	76.50	RETAIL TRADE -----	334	39.5	116.00	NONMANUFACTURING -----	181	38.5	147.00
PUBLIC UTILITIES ² -----	52	38.5	92.00	FINANCE ³ -----	1,186	38.5	118.00	PUBLIC UTILITIES ² -----	72	38.0	137.50
WHOLESALE TRADE -----	80	40.0	79.00	SERVICES -----	582	37.5	135.50	RETAIL TRADE -----	156	40.5	87.00
FINANCE ³ -----	390	39.0	75.00	SECRETARIES, CLASS A -----	478	39.5	156.00	FINANCE ³ -----	142	39.0	91.00
				MANUFACTURING -----	297	40.0	161.00	SERVICES -----	99	39.0	85.50
				NONMANUFACTURING -----	181	38.5	147.00				
				FINANCE ³ -----	72	38.0	137.50				

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, Detroit, Mich., January 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS			
SWITCHBOARD OPERATOR-RECEPTIONISTS-	917	39.5	\$ 103.50	TRANSCRIBING-MACHINE OPERATORS,			\$	DRAFTSMEN, CLASS A -----	3,036	40.0	\$ 229.00
MANUFACTURING -----	462	40.0	106.50	GENERAL -----	326	39.0	97.50	MANUFACTURING -----	2,406	40.0	233.50
NONMANUFACTURING -----	455	39.5	100.50	NONMANUFACTURING -----	319	39.0	97.50	NONMANUFACTURING -----	630	40.0	213.00
PUBLIC UTILITIES ² -----	35	39.0	116.00	WHOLESALE TRADE -----	83	40.0	107.00	SERVICES -----	620	40.0	213.50
WHOLESALE TRADE -----	156	39.5	101.50	FINANCE ³ -----	145	38.0	92.00				
RETAIL TRADE -----	90	40.5	100.00	TYPISTS, CLASS A -----	1,713	39.5	114.50	DRAFTSMEN, CLASS B -----	1,854	40.0	180.00
FINANCE ³ -----	102	38.0	91.50	MANUFACTURING -----	801	40.0	126.50	MANUFACTURING -----	1,289	40.0	183.50
SERVICES -----	72	39.0	105.50	NONMANUFACTURING -----	912	39.0	103.50	NONMANUFACTURING -----	565	40.0	172.00
				PUBLIC UTILITIES ² -----	152	40.0	121.00	PUBLIC UTILITIES ² -----	54	39.5	158.50
TABULATING-MACHINE OPERATORS,				FINANCE ³ -----	381	39.0	94.00	SERVICES -----	509	40.0	173.00
CLASS A -----	274	39.5	156.00	SERVICES -----	175	37.0	102.50				
MANUFACTURING -----	182	40.0	164.50	TYPISTS, CLASS B -----	2,791	39.5	94.00	DRAFTSMEN, CLASS C -----	1,081	40.0	141.50
NONMANUFACTURING -----	92	39.0	139.00	MANUFACTURING -----	971	40.0	108.00	MANUFACTURING -----	656	40.0	152.00
				NONMANUFACTURING -----	1,820	39.0	86.50	NONMANUFACTURING -----	425	40.0	125.50
TABULATING-MACHINE OPERATORS,				PUBLIC UTILITIES ² -----	196	38.5	93.00	PUBLIC UTILITIES ² -----	30	39.0	123.50
CLASS B -----	375	39.0	130.00	WHOLESALE TRADE -----	212	39.5	91.50	SERVICES -----	388	40.0	125.50
MANUFACTURING -----	173	40.0	138.50	RETAIL TRADE -----	172	40.0	87.00	DRAFTSMEN-TRACERS -----	270	40.0	128.50
NONMANUFACTURING -----	202	38.5	122.50	FINANCE ³ -----	1,016	39.0	84.00	NURSES, INDUSTRIAL (REGISTERED) ---	437	40.0	156.50
PUBLIC UTILITIES ² -----	70	39.0	126.00	SERVICES -----	224	39.0	86.50	MANUFACTURING -----	394	40.0	157.50
FINANCE ³ -----	53	38.0	112.50								
SERVICES -----	52	37.0	126.50								
TABULATING-MACHINE OPERATORS,											
CLASS C -----	88	40.0	117.50								
MANUFACTURING -----	59	40.0	122.00								

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

² Transportation, communication, and other public utilities.

³ Finance, insurance, and real estate.

⁴ 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 by industry division, Detroit, Mich., January 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	57	39.5	\$ 109.00	KEYPUNCH OPERATORS, CLASS B -----	1,750	39.5	\$ 119.00	SWITCHBOARD OPERATORS, CLASS B ----	308	39.5	\$ 99.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	72	39.5	124.50	MANUFACTURING -----	1,069	40.0	130.00	MANUFACTURING -----	55	40.0	111.50
MANUFACTURING -----	52	40.0	127.50	NONMANUFACTURING -----	681	39.0	102.00	NONMANUFACTURING -----	253	39.5	96.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	95	39.0	109.50	RETAIL TRADE -----	131	40.0	88.50	PUBLIC UTILITIES ² -----	48	40.0	119.50
NONMANUFACTURING -----	67	38.5	105.50	FINANCE ³ -----	150	39.5	90.00	RETAIL TRADE -----	122	39.5	87.50
CLERKS, ACCOUNTING, CLASS A -----	1,210	40.0	159.50	OFFICE BOYS AND GIRLS -----	450	39.5	95.50	FINANCE ³ -----	60	39.5	96.50
MANUFACTURING -----	889	40.0	166.50	MANUFACTURING -----	209	40.0	109.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	137	40.0	116.50
NONMANUFACTURING -----	321	39.5	139.50	NONMANUFACTURING -----	241	39.5	83.50	MANUFACTURING -----	98	40.0	123.00
PUBLIC UTILITIES ² -----	69	40.0	141.50	RETAIL TRADE -----	50	40.0	73.00	TABULATING-MACHINE OPERATORS, CLASS A -----	215	40.0	157.50
RETAIL TRADE -----	104	39.5	116.00	FINANCE ³ -----	81	40.0	79.50	MANUFACTURING -----	154	40.0	164.50
CLERKS, ACCOUNTING, CLASS B -----	1,186	39.5	106.50	SECRETARIES ⁴ -----	5,426	39.5	149.50	NONMANUFACTURING -----	61	40.0	140.50
MANUFACTURING -----	462	40.0	118.00	MANUFACTURING -----	3,590	40.0	159.00	TABULATING-MACHINE OPERATORS, CLASS B -----	241	39.5	134.50
NONMANUFACTURING -----	724	39.5	99.50	NONMANUFACTURING -----	1,836	39.0	131.50	MANUFACTURING -----	128	40.0	142.50
PUBLIC UTILITIES ² -----	269	39.5	117.00	RETAIL TRADE -----	318	39.5	115.00	NONMANUFACTURING -----	113	39.0	125.50
RETAIL TRADE -----	400	39.5	88.00	FINANCE ³ -----	440	39.5	123.00	PUBLIC UTILITIES ² -----	70	39.0	126.00
CLERKS, FILE, CLASS A -----	131	40.0	128.00	SECRETARIES, CLASS A -----	215	39.5	174.50	TABULATING-MACHINE OPERATORS, CLASS C -----	61	40.0	124.00
NONMANUFACTURING -----	72	39.5	123.00	MANUFACTURING -----	149	40.0	181.00	GENERAL -----	92	40.0	98.50
CLERKS, FILE, CLASS B -----	413	40.0	86.50	NONMANUFACTURING -----	66	39.0	160.00	NONMANUFACTURING -----	89	40.0	97.50
NONMANUFACTURING -----	333	40.0	80.00	SECRETARIES, CLASS B -----	1,086	39.5	168.50	TYPISTS, CLASS A -----	1,198	40.0	120.50
FINANCE ³ -----	271	40.0	78.50	MANUFACTURING -----	778	40.0	176.50	MANUFACTURING -----	678	40.0	129.50
CLERKS, FILE, CLASS C -----	264	39.5	77.00	NONMANUFACTURING -----	308	39.0	148.00	NONMANUFACTURING -----	520	39.5	108.50
MANUFACTURING -----	51	40.0	77.00	PUBLIC UTILITIES ² -----	54	39.0	159.50	PUBLIC UTILITIES ² -----	118	40.0	120.00
NONMANUFACTURING -----	213	39.5	77.00	RETAIL TRADE -----	59	39.5	130.50	FINANCE ³ -----	163	40.0	94.50
FINANCE ³ -----	145	39.5	75.00	FINANCE ³ -----	87	39.5	136.50	SERVICES -----	81	37.0	114.50
CLERKS, ORDER -----	142	40.0	140.50	SECRETARIES, CLASS C -----	3,265	40.0	149.00	TYPISTS, CLASS B -----	1,451	40.0	100.00
MANUFACTURING -----	76	40.0	131.50	MANUFACTURING -----	2,301	40.0	155.50	MANUFACTURING -----	678	40.0	114.00
NONMANUFACTURING -----	66	39.5	151.00	NONMANUFACTURING -----	964	39.0	133.50	NONMANUFACTURING -----	773	39.5	87.50
WHOLESALE TRADE -----	55	40.0	166.00	PUBLIC UTILITIES ² -----	172	39.0	141.50	PUBLIC UTILITIES ² -----	145	38.5	92.00
CLERKS, PAYROLL -----	531	40.0	135.50	RETAIL TRADE -----	138	39.5	109.50	RETAIL TRADE -----	142	40.0	85.50
MANUFACTURING -----	376	40.0	146.00	FINANCE ³ -----	272	39.5	121.50	FINANCE ³ -----	449	40.0	86.50
NONMANUFACTURING -----	155	40.0	109.50	SERVICES -----	135	37.0	139.00	SECRETARIES, CLASS D -----			
PUBLIC UTILITIES ² -----	42	40.0	130.00	MANUFACTURING -----	778	39.0	123.50	MANUFACTURING -----	362	40.0	134.50
RETAIL TRADE -----	55	39.5	93.00	NONMANUFACTURING -----	416	38.5	114.00	NONMANUFACTURING -----	416	38.5	114.00
COMPTOMETER OPERATORS -----	716	39.5	112.50	FINANCE ³ -----	68	39.5	105.50	RETAIL TRADE -----	142	40.0	85.50
MANUFACTURING -----	278	40.0	133.50	STENOGRAPHERS, GENERAL -----	1,408	40.0	109.50	FINANCE ³ -----	449	40.0	86.50
NONMANUFACTURING -----	438	39.5	99.50	MANUFACTURING -----	688	40.0	114.50	STENOGRAPHERS, GENERAL -----			
PUBLIC UTILITIES ² -----	29	40.0	129.00	NONMANUFACTURING -----	720	39.5	104.50	MANUFACTURING -----	2,105	40.0	238.50
WHOLESALE TRADE -----	81	40.0	118.50	PUBLIC UTILITIES ² -----	294	40.0	117.00	MANUFACTURING -----	2,095	40.0	238.50
RETAIL TRADE -----	321	39.0	92.00	RETAIL TRADE -----	129	39.0	95.00	DRAFTSMEN, CLASS A -----	2,105	40.0	238.50
KEYPUNCH OPERATORS, CLASS A -----	828	39.5	113.00	FINANCE ³ -----	202	40.0	92.00	MANUFACTURING -----	2,095	40.0	238.50
MANUFACTURING -----	282	40.0	124.00	STENOGRAPHERS, SENIOR -----	2,804	40.0	133.50	MANUFACTURING -----	1,170	40.0	187.00
NONMANUFACTURING -----	546	39.5	107.50	MANUFACTURING -----	2,155	40.0	136.00	MANUFACTURING -----	993	40.0	189.50
RETAIL TRADE -----	144	39.5	100.00	NONMANUFACTURING -----	649	39.0	125.50	MANUFACTURING -----	622	40.0	151.00
FINANCE ³ -----	207	40.0	99.50	FINANCE ³ -----	156	40.0	111.00	MANUFACTURING -----	495	40.0	158.50
				SWITCHBOARD OPERATORS, CLASS A ----	239	40.0	132.00	DRAFTSMEN, CLASS B -----	403	40.0	157.50
				MANUFACTURING -----	173	40.0	137.00	MANUFACTURING -----	360	40.0	159.00
				NONMANUFACTURING -----	66	39.5	118.50				

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.² Transportation, communication, and other public utilities.³ Finance, insurance, and real estate.⁴ May include workers other than those presented separately.

Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Detroit, Mich., January 1969)

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																								
		Mean ²	Median ²	Middle range ²	Under	\$ 2.50	\$ 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	\$ 5.00	\$ 5.20	\$ 5.40	Over	
					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
CARPENTERS, MAINTENANCE -----	782	4.28	4.43	3.96- 4.65	-	-	2	-	4	-	6	-	3	6	8	12	8	124	33	89	81	57	342	-	3	-	4		
MANUFACTURING -----	634	4.35	4.61	4.04- 4.65	-	-	-	-	-	-	-	-	-	-	-	7	8	102	28	60	76	22	336	-	-	-	-		
NONMANUFACTURING -----	148	3.99	4.03	3.58- 4.44	-	-	2	-	4	-	6	-	3	6	8	10	-	22	5	29	5	35	6	-	3	-	4		
PUBLIC UTILITIES ³ -----	61	3.75	3.85	3.49- 4.05	-	-	-	2	-	6	-	-	3	5	1	-	12	4	28	-	-	-	-	-	-	-			
ELECTRICIANS, MAINTENANCE -----	3,968	4.63	4.75	4.53- 4.82	-	-	-	5	3	5	5	-	11	9	41	15	39	79	224	314	373	1682	1111	8	-	44			
MANUFACTURING -----	3,754	4.65	4.75	4.59- 4.82	-	-	-	-	-	-	-	-	-	1	40	-	37	74	221	309	268	1655	1102	5	-	42			
NONMANUFACTURING -----	214	4.27	4.53	3.74- 4.59	-	-	-	5	3	5	5	-	11	8	1	15	2	5	3	5	105	27	9	3	-	2			
ENGINEERS, STATIONARY -----	726	4.49	4.59	4.14- 4.91	-	-	-	-	8	9	3	5	5	-	1	8	25	30	139	59	74	142	141	21	30	26			
MANUFACTURING -----	547	4.68	4.68	4.43- 4.94	-	-	-	-	-	-	-	-	-	-	-	-	12	12	46	56	73	134	141	17	30	26			
NONMANUFACTURING -----	179	3.92	4.10	3.75- 4.16	-	-	-	-	8	9	3	5	5	-	1	8	13	18	93	3	1	8	-	4	-	-			
FIREMEN, STATIONARY BOILER -----	731	4.27	4.64	3.80- 4.75	-	-	-	-	-	-	36	66	28	-	7	45	-	23	35	28	70	389	4	-	-	-			
MANUFACTURING -----	663	4.31	4.68	4.06- 4.75	-	-	-	-	-	-	36	60	28	-	5	3	-	23	33	28	68	376	3	-	-	-			
NONMANUFACTURING -----	68	3.83	3.66	3.62- 4.19	-	-	-	-	-	-	-	6	-	-	2	42	-	-	2	-	2	13	1	-	-	-			
HELPERS, MAINTENANCE TRADES -----	634	3.42	3.39	3.31- 3.63	3	4	10	-	4	2	74	2	44	198	79	28	87	51	28	15	3	2	-	-	-	-	-		
MANUFACTURING -----	476	3.43	3.38	3.32- 3.53	3	2	-	-	-	-	43	-	39	198	66	20	24	33	28	15	3	2	-	-	-	-	-		
NONMANUFACTURING -----	158	3.39	3.60	3.07- 3.67	-	2	10	-	4	2	31	2	5	-	13	8	63	18	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	112	3.56	3.64	3.55- 3.69	-	-	-	-	-	-	8	2	2	-	13	6	63	18	-	-	-	-	-	-	-	-	-		
MACHINE-TOOL OPERATORS, TOOLROOM -----	3,441	4.66	4.73	4.59- 4.85	-	-	-	-	-	-	-	-	21	-	18	6	2	16	277	176	380	1644	797	104	-	-			
MANUFACTURING -----	3,441	4.66	4.73	4.59- 4.85	-	-	-	-	-	-	-	-	21	-	18	6	2	16	277	176	380	1644	797	104	-	-			
MACHINISTS, MAINTENANCE -----	1,441	4.62	4.73	4.45- 4.78	-	-	-	-	-	-	-	-	-	-	-	19	42	4	100	153	136	821	144	22	-	-			
MANUFACTURING -----	1,395	4.64	4.73	4.49- 4.78	-	-	-	-	-	-	-	-	-	-	-	-	41	2	99	130	136	821	144	22	-	-			
NONMANUFACTURING -----	46	4.02	4.20	3.66- 4.35	-	-	-	-	-	-	-	-	-	-	-	19	1	2	1	23	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----																													
MECHANICS, AUTOMOTIVE -----	1,879	4.15	4.09	3.94- 4.55	1	1	1	1	1	3	4	6	32	29	6	63	40	130	281	507	146	268	359	-	-	-	-		
(MAINTENANCE) -----																													
MANUFACTURING -----	951	4.39	4.54	4.11- 4.63	-	-	-	-	-	-	-	-	-	-	2	8	-	2	132	136	78	250	343	-	-	-	-		
NONMANUFACTURING -----	928	3.90	4.00	3.74- 4.08	1	1	1	1	1	3	4	6	32	29	4	55	40	128	149	371	68	18	16	-	-	-	-		
PUBLIC UTILITIES ³ -----	677	3.93	4.02	3.61- 4.08	1	1	1	1	1	2	1	-	5	27	4	26	5	92	106	348	56	-	-	-	-	-	-		
WHOLESALE TRADE -----	186	3.83	3.76	3.61- 4.08	-	-	-	-	-	8	-	5	26	-	-	12	35	25	22	23	11	11	16	-	-	-	-		
MECHANICS, MAINTENANCE -----	4,014	4.52	4.71	4.28- 4.79	-	-	-	3	9	-	-	40	13	30	47	52	49	44	173	217	491	422	1565	859	-	-	-		
MANUFACTURING -----	3,765	4.52	4.71	4.28- 4.79	-	-	-	-	-	-	-	40	13	30	37	52	47	40	150	216	443	417	1421	859	-	-	-		
MILLWRIGHTS -----	3,942	4.50	4.65	4.31- 4.73	-	-	-	-	-	-	-	-	-	-	-	18	102	19	47	544	414	270	2511	-	-	17	-		
MANUFACTURING -----	3,917	4.50	4.65	4.31- 4.73	-	-	-	-	-	-	-	-	-	-	-	18	102	19	47	541	414	266	2493	-	-	17	-		
CILERS -----	971	3.61	3.64	3.61- 3.68	-	-	-	2	5	-	-	9	61	31	57	39	642	86	33	6	-	-	-	-	-	-	-		
MANUFACTURING -----	964	3.62	3.64	3.61- 3.68	-	-	-	-	-	-	-	9	61	31	57	39	642	86	33	6	-	-	-	-	-	-	-		
PAINTERS, MAINTENANCE -----	618	4.24	4.43	4.00- 4.59	2	13	1	-	1	4	3	1	1	4	-	29	7	15	72	71	78	178	135	2	-	-	1		
MANUFACTURING -----	525	4.34	4.51	4.12- 4.60	-	-	-	-	-	-	-	-	-	-	29	6	14	38	70	64	175	129	-	-	-	-			
NONMANUFACTURING -----	93	3.70	3.85	3.08- 4.33	2	13	1	-	1	4	3	1	1	4	-	-	1	1	34	1	14	3	6	2	-	-	1		
PIPEFITTERS, MAINTENANCE -----	2,215	4.52	4.64	4.38- 4.70	-	-	-	-	-	-	-	-	-	2	-	-	8	11	28	297	226	118	1520	1	-	-	4		
MANUFACTURING -----	2,196	4.52	4.64	4.39- 4.70	-	-	-	-	-	-	-	-	-	-	-	-	8	28	296	226	115	1518	1	-	-	4			
SHEET-METAL WORKERS, MAINTENANCE -----	480	4.56	4.65	4.61- 4.70	-	-	-	-	-	-	-	-	-	-	-	4	8	1	10	29	7	45	376	-	-	-	-		
MANUFACTURING -----	454	4.60	4.66	4.61- 4.70	-	-	-	-	-	-	-	-	-	-	-	-	1	8	17	7	45	376	-	-	-	-			
TOOL AND DIE MAKERS -----	6,314	4.83	4.92	4.83- 4.96	-	-	-	-	-	-	-	-	-	-	7	-	2	3	1	99	263	125	794	4788	182	50	-		
MANUFACTURING -----	6,313	4.83	4.92	4.83- 4.96	-	-	-	-	-	-	-	-	-	-	7	-	2	3	1	99	263	124	794	4788	182	50	-		

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

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, Detroit, Mich., January 1969)

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																						
		Mean ²	Median ²	Middle range ²	Under	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40
					\$ and 2.90 under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	706	4.31	4.53	4.01- 4.65	5	-	6	-	3	4	5	7	2	106	4	24	73	11	27	35	39	10	342	-	-	-	3
MANUFACTURING -----	588	4.37	4.61	4.06- 4.66	-	-	-	-	-	-	-	2	2	94	-	23	45	10	27	35	6	8	336	-	-	-	-
NONMANUFACTURING -----	118	4.01	4.05	3.71- 4.45	5	-	6	-	3	4	5	5	-	12	4	1	28	1	-	-	33	2	6	-	-	-	3
PUBLIC UTILITIES ³ -----	61	3.75	3.85	3.49- 4.05	2	-	6	-	-	3	5	1	-	12	4	-	28	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	3,687	4.67	4.75	4.63- 4.82	8	-	-	-	-	-	8	1	15	22	11	22	110	66	103	188	156	175	1654	1101	5	-	42
MANUFACTURING -----	3,511	4.69	4.76	4.70- 4.83	-	-	-	-	-	-	-	-	-	20	7	21	109	66	103	188	155	76	1627	1092	5	-	42
NONMANUFACTURING -----	176	4.36	4.55	4.50- 4.59	8	-	-	-	-	-	8	1	15	2	4	1	1	-	-	-	1	99	27	9	-	-	-
ENGINEERS, STATIONARY -----	485	4.63	4.74	4.35- 4.96	-	8	1	-	5	-	-	1	3	13	22	6	29	11	1	44	8	38	77	141	21	30	26
MANUFACTURING -----	418	4.75	4.82	4.52- 4.97	-	-	-	-	-	-	-	-	-	12	12	-	15	9	-	42	7	38	69	141	17	30	26
NONMANUFACTURING -----	67	3.93	3.98	3.67- 4.19	-	8	1	-	5	-	-	1	3	1	10	6	14	2	1	2	1	-	8	-	4	-	-
FIREMEN, STATIONARY BOILER -----	541	4.55	4.72	4.57- 4.76	-	-	-	-	2	4	-	7	5	-	21	-	19	8	13	15	6	48	389	4	-	-	-
MANUFACTURING -----	519	4.56	4.72	4.58- 4.76	-	-	-	-	4	-	4	-	5	3	-	21	-	19	8	13	15	6	46	376	3	-	-
MACHINE-TOOL OPERATORS, TOOLROOM --	2,462	4.72	4.74	4.67- 4.79	-	-	-	-	-	-	-	18	6	2	8	8	-	26	-	9	58	223	1566	533	5	-	-
MANUFACTURING -----	2,462	4.72	4.74	4.67- 4.79	-	-	-	-	-	-	-	18	6	2	8	8	-	26	-	9	58	223	1566	533	5	-	-
MACHINISTS, MAINTENANCE -----	1,308	4.63	4.73	4.48- 4.77	-	-	-	-	-	-	-	-	-	19	0	-	4	77	23	80	51	84	41	821	100	-	-
MANUFACTURING -----	1,262	4.65	4.73	4.54- 4.77	-	-	-	-	-	-	-	-	-	-	0	-	2	76	23	80	28	84	41	821	100	-	-
NONMANUFACTURING -----	46	4.02	4.20	3.66- 4.35	-	-	-	-	-	-	-	-	-	19	1	-	2	1	-	-	23	-	-	-	-	-	-
PUBLIC UTILITIES ³ -----	46	4.02	4.20	3.66- 4.35	-	-	-	-	-	-	-	-	-	19	1	-	2	1	-	-	23	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	1,166	4.28	4.50	3.97- 4.62	5	2	3	1	6	13	2	24	5	54	54	172	119	17	21	48	30	231	359	-	-	-	-
MANUFACTURING -----	821	4.43	4.57	4.16- 4.64	-	-	-	-	-	-	2	-	-	2	31	94	74	4	12	9	27	223	343	-	-	-	-
NONMANUFACTURING -----	345	3.93	3.95	3.75- 4.12	5	2	3	1	6	13	-	24	5	52	23	78	45	13	9	39	3	8	16	-	-	-	-
PUBLIC UTILITIES ³ -----	258	3.86	3.91	3.73- 4.06	5	2	1	-	5	11	-	24	3	50	22	44	45	10	4	32	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE -----	3,124	4.64	4.74	4.61- 4.81	3	-	-	-	-	2	5	28	38	44	60	16	109	31	39	85	79	209	1551	825	-	-	-
MANUFACTURING -----	2,896	4.65	4.74	4.62- 4.81	-	-	-	-	-	2	3	28	36	40	56	1	109	30	39	37	74	209	1407	825	-	-	-
MILLWRIGHTS -----	3,755	4.52	4.66	4.38- 4.73	-	-	-	-	-	-	-	18	22	19	33	14	139	405	152	172	100	155	2509	-	-	17	-
MANUFACTURING -----	3,730	4.52	4.66	4.38- 4.73	-	-	-	-	-	-	-	18	22	19	33	14	136	405	152	172	100	151	2491	-	-	17	-
OILERS -----	944	3.62	3.64	3.61- 3.68	5	-	-	9	61	25	50	39	642	79	14	14	5	1	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	939	3.62	3.64	3.61- 3.68	-	-	-	9	61	25	50	39	642	79	14	14	5	1	-	-	-	-	-	-	-	-	-
PAINTERS, MAINTENANCE -----	559	4.29	4.51	4.02- 4.60	7	1	1	1	1	4	-	29	7	15	60	8	32	32	23	23	26	152	135	2	-	-	-
MANUFACTURING -----	482	4.35	4.53	4.12- 4.61	-	-	-	-	-	-	-	29	6	14	27	7	31	32	23	9	25	150	129	-	-	-	-
NONMANUFACTURING -----	77	3.86	3.87	3.81- 4.35	7	1	1	1	1	4	-	-	-	1	1	33	1	1	-	-	14	1	2	6	2	-	-
PIPEFITTERS, MAINTENANCE -----	2,155	4.52	4.65	4.45- 4.70	-	-	-	-	-	2	-	-	-	8	11	14	14	201	81	103	79	54	64	1519	1	-	4
MANUFACTURING -----	2,136	4.53	4.65	4.47- 4.70	-	-	-	-	-	-	-	-	-	8	8	14	14	200	81	103	79	52	63	1517	1	-	4
SHEET-METAL WORKERS, MAINTENANCE --	458	4.55	4.65	4.61- 4.70	-	-	-	-	-	-	-	4	8	1	-	10	16	13	-	7	24	17	358	-	-	-	-
MANUFACTURING -----	432	4.59	4.66	4.61- 4.70	-	-	-	-	-	-	-	-	-	1	-	8	15	2	-	7	24	17	358	-	-	-	-
TOOL AND DIE MAKERS -----	5,361	4.86	4.93	4.87- 4.97	-	-	-	-	-	-	-	-	2	3	-	1	1	80	36	31	16	21	505	4537	78	50	-
MANUFACTURING -----	5,360	4.86	4.93	4.87- 4.97	-	-	-	-	-	-	-	-	2	3	-	1	1	80	36	31	16	20	505	4537	78	50	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

³ Transportation, communication, and other public utilities.

Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Detroit, Mich., January 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																						
		Mean ³	Median ³	Middle range ³	Under \$1.60	\$1.60 and under	\$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	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20
					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	3.40	3.60	3.80	4.00	4.20	over	
GUARDS AND WATCHMEN -----	4,334	2.93	3.18	2.05- 3.76	-	4	130	247	30	1230	69	31	5	6	30	59	30	36	48	74	163	260	301	660	921	-	-
MANUFACTURING -----	2,155	3.62	3.76	3.53- 3.89	-	-	-	-	1	48	-	-	-	-	14	45	-	10	30	53	103	156	153	659	883	-	-
NONMANUFACTURING -----	2,179	2.25	2.06	2.01- 2.16	-	4	130	247	29	1182	69	31	5	6	16	14	30	26	18	21	60	104	148	1	38	-	-
GUARDS: -----																											
MANUFACTURING -----	1,994	3.69	3.78	3.62- 3.90	-	-	-	-	-	-	-	-	-	-	1	-	-	5	18	47	88	156	149	647	883	-	-
WATCHMEN: -----																											
MANUFACTURING -----	161	2.64	2.64	2.08- 2.98	-	-	-	-	1	48	-	-	-	-	13	45	-	5	12	6	15	-	4	12	-	-	-
JANITORS, PORTERS, AND CLEANERS ---	9,733	2.96	3.25	2.55- 3.36	34	128	102	118	504	321	257	195	308	316	282	244	330	130	280	394	581	4086	956	145	22	-	-
MANUFACTURING -----	6,546	3.26	3.33	3.22- 3.38	-	1	1	-	5	-	18	20	30	163	60	192	67	51	98	360	458	3934	943	145	-	-	-
NONMANUFACTURING -----	3,187	2.35	2.29	1.98- 2.73	34	127	101	118	499	321	239	175	278	153	222	52	263	79	182	34	123	152	13	-	22	-	-
PUBLIC UTILITIES ⁴ -----	364	2.91	2.94	2.73- 3.18	-	-	-	-	-	-	5	9	24	15	11	10	62	33	32	21	67	63	12	-	-	-	
WHOLESALE TRADE -----	176	2.82	2.88	2.53- 3.34	-	5	10	5	5	5	-	-	5	-	31	4	2	20	5	4	-	74	1	-	-	-	
RETAIL TRADE -----	989	2.24	2.18	1.89- 2.60	25	86	60	82	46	91	131	102	37	20	64	13	69	15	118	5	23	2	-	-	-	-	
FINANCE ⁵ -----	365	2.50	2.50	2.26- 2.74	-	6	6	7	4	22	23	40	26	50	29	25	87	1	-	-	26	13	-	-	-	-	
SERVICES -----	1,293	2.17	2.06	1.95- 2.37	9	30	25	24	444	203	80	24	186	68	87	-	43	10	27	4	7	-	-	-	22	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	1,941	2.12	2.05	1.92- 2.31	4	230	105	115	191	681	96	2	227	60	1	35	6	50	4	17	49	43	4	21	-	-	
MANUFACTURING -----	309	2.66	2.64	2.34- 3.09	-	3	-	1	15	7	16	-	88	13	-	34	2	36	3	17	28	42	4	-	-	-	
NONMANUFACTURING -----	1,632	2.02	2.03	1.86- 2.09	4	227	105	114	176	674	80	2	139	47	1	1	4	14	1	-	21	1	-	21	-	-	
PUBLIC UTILITIES ⁴ -----	35	3.00	3.12	2.86- 3.17	-	-	-	-	-	-	-	-	-	-	-	-	4	8	1	-	21	1	-	-	-	-	
RETAIL TRADE -----	331	1.98	1.96	1.89- 2.12	-	29	24	30	142	21	17	-	68	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁵ -----	174	2.00	1.88	1.80- 2.39	-	18	27	53	12	2	12	2	6	40	1	1	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	1,086	1.99	2.04	1.91- 2.08	4	180	54	31	22	651	51	-	65	7	-	-	-	-	-	-	-	-	-	21	-	-	
LABORERS, MATERIAL HANDLING -----	12,912	3.34	3.50	3.12- 3.61	5	11	45	53	14	52	100	28	20	49	176	46	341	1426	151	586	525	1618	4247	1904	1499	16	-
MANUFACTURING -----	9,278	3.34	3.48	3.21- 3.58	-	-	-	-	-	2	57	13	5	40	148	19	261	583	122	541	493	1441	3783	1729	25	16	
NONMANUFACTURING -----	3,634	3.33	3.55	2.86- 3.84	5	11	45	53	14	50	43	15	15	9	28	27	80	843	29	45	32	177	464	175	1474	-	
PUBLIC UTILITIES ⁴ -----	1,836	3.76	3.84	3.81- 3.87	-	-	-	-	-	-	-	-	-	-	-	5	1	2	11	4	13	34	240	54	1472	-	
WHOLESALE TRADE -----	1,091	3.03	2.87	2.83- 2.90	-	-	-	-	-	-	-	-	-	-	-	-	5	828	-	2	-	24	111	121	-	-	
RETAIL TRADE -----	612	2.75	2.93	2.12- 3.36	5	11	44	23	14	48	43	15	14	8	17	11	36	13	18	39	19	119	113	-	2	-	
SERVICES -----	93	2.37	2.63	1.88- 2.74	-	-	1	30	-	1	-	-	1	-	11	11	38	-	-	-	-	-	-	-	-	-	
ORDER FILLERS -----	3,125	3.32	3.42	2.99- 3.61	-	-	-	-	3	20	5	15	22	22	26	59	15	261	380	4	254	342	858	777	55	7	
MANUFACTURING -----	744	3.32	3.36	3.23- 3.49	-	-	-	-	-	-	-	-	-	-	-	17	14	-	120	-	-	291	136	166	-	-	
NONMANUFACTURING -----	2,381	3.31	3.44	2.97- 3.61	-	-	-	-	3	20	5	15	22	22	26	42	1	261	260	4	254	51	722	611	55	7	
WHOLESALE TRADE -----	1,974	3.32	3.43	2.96- 3.63	-	-	-	-	-	-	5	-	21	21	15	19	-	260	258	-	223	45	434	611	55	7	
PACKERS, SHIPPING -----	1,305	3.29	3.25	3.15- 3.53	-	-	-	-	6	11	4	1	3	2	21	3	43	68	1	341	298	439	64	-	-	-	
MANUFACTURING -----	882	3.29	3.24	3.16- 3.44	-	-	-	-	-	-	-	-	-	-	14	1	-	1	-	323	296	185	62	-	-		
NONMANUFACTURING -----	423	3.28	3.52	2.94- 3.56	-	-	-	-	6	11	4	1	3	2	7	2	43	67	1	18	2	254	2	-	-		
PACKERS, SHIPPING (WOMEN) -----	563	3.17	3.19	2.79- 3.53	-	-	-	-	-	1	-	1	-	1	82	61	-	-	-	158	56	203	-	-	-		
MANUFACTURING -----	478	3.27	3.24	3.14- 3.54	-	-	-	-	-	1	-	1	-	1	2	56	-	-	-	158	56	203	-	-	-		
RECEIVING CLERKS -----	726	3.42	3.62	3.17- 3.68	-	-	-	2	3	6	2	9	17	16	7	2	8	5	23	5	110	35	52	384	36	2	
MANUFACTURING -----	465	3.57	3.64	3.52- 3.68	-	-	-	-	-	-	-	6	-	-	-	-	2	-	17	-	26	32	44	313	25	-	
NONMANUFACTURING -----	261	3.14	3.16	2.83- 3.64	-	-	-	2	3	6	2	3	17	16	7	2	6	5	6	5	84	3	8	71	11	2	
WHOLESALE TRADE -----	116	3.44	3.63	3.16- 3.69	-	-	-	-	-	-	-	-	5	-	4	-	-	-	-	-	36	1	-	58	11	1	
RETAIL TRADE -----	138	2.93	3.11	2.48- 3.18	-	-	-	3	6	2	1	10	16	3	2	6	5	6	5	47	2	8	13	-	1	2	
SHIPPING CLERKS -----	365	3.58	3.70	3.40- 3.78	-	-	-	-	-	-	-	-	1	-	-	-	12	-	1	3	32	42	30	179	65	-	
MANUFACTURING -----	226	3.56	3.65	3.39- 3.77	-	-	-	-	-	-	-	-	1	-	-	-	7	-	-	2	10	40	28	98	41	-	
NONMANUFACTURING -----	139	3.61	3.74	3.65- 3.79	-	-	-	-	-	-	-	-	1	-	-	-	5	-	1	1	22	2	2	81	24	-	

See footnotes at end of table.

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, Detroit, Mich., January 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																							
		Mean ³	Median ³	Middle range ³	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$					
					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	3.40	3.60	3.80	4.00	4.20		
GUARDS AND WATCHMEN -----	2,248	3.60	3.76	3.49-3.89	-	2	4	2	3	15	6	11	5	6	17	59	21	31	48	63	58	154	178	644	921	-	-	
MANUFACTURING -----	1,938	3.69	3.78	3.64-3.90	-	-	-	-	1	-	-	-	-	-	1	45	-	5	30	47	58	80	145	643	883	-	-	
NONMANUFACTURING -----	310	3.00	3.05	2.66-3.39	-	2	4	2	2	15	6	11	5	6	16	14	21	26	18	16	-	74	33	1	38	-	-	
GUARDS: -----																												
MANUFACTURING -----	1,854	3.72	3.79	3.67-3.91	-	-	-	-	-	-	-	-	-	-	1	-	-	5	18	47	48	80	141	631	883	-	-	
WATCHMEN: -----																												
MANUFACTURING -----	84	2.94	2.69	2.65-3.16	-	-	-	-	1	-	-	-	-	-	-	45	-	-	12	-	10	-	4	12	-	-	-	
JANITORS, PORTERS, AND CLEANERS ---	6,805	3.12	3.32	3.00-3.38	14	16	51	46	51	166	112	141	124	237	86	229	195	60	166	161	409	3673	750	96	22	-	-	
MANUFACTURING -----	5,277	3.29	3.34	3.30-3.39	-	1	1	-	5	-	-	-	30	150	1	182	31	11	16	135	330	3545	743	96	-	-	-	
NONMANUFACTURING -----	1,528	2.52	2.49	2.14-2.92	14	15	50	46	46	166	112	141	94	87	85	47	164	49	150	26	79	128	7	-	22	-	-	
PUBLIC UTILITIES ⁴ -----	332	2.91	2.94	2.74-3.16	-	-	-	-	-	5	9	9	15	11	10	62	33	32	21	67	52	6	-	-	-	-	-	
RETAIL TRADE -----	696	2.36	2.26	2.05-2.77	5	15	37	40	42	69	77	98	14	20	45	13	69	15	118	5	12	2	-	-	-	-	-	
FINANCE ⁵ -----	234	2.40	2.44	2.23-2.60	-	-	-	6	4	16	23	28	21	50	29	24	32	1	-	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	952	2.21	2.05	1.93-2.35	4	42	30	113	169	241	56	2	107	2	1	17	2	44	4	15	43	39	-	21	-	-	-	
MANUFACTURING -----	243	2.68	2.68	2.34-3.10	-	3	-	1	11	7	-	-	88	-	-	16	2	36	3	15	22	39	-	-	-	-	-	
NONMANUFACTURING -----	709	2.05	2.01	1.89-2.08	4	39	30	112	158	234	56	2	19	2	1	1	-	8	1	-	21	-	-	21	-	-	-	
RETAIL TRADE -----	265	1.89	1.94	1.85-1.98	-	29	24	30	142	21	17	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁵ -----	92	1.91	1.87	1.83-1.97	-	2	6	53	12	2	12	2	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	7,845	3.39	3.51	3.35-3.58	-	1	39	23	14	48	44	15	19	12	20	26	91	198	94	74	315	1335	3936	1513	12	16	-	
MANUFACTURING -----	7,044	3.44	3.52	3.38-3.59	-	-	-	-	-	-	1	-	5	4	3	10	54	183	65	59	295	1260	3622	1457	10	16	-	
NONMANUFACTURING -----	801	2.98	3.32	2.44-3.52	-	1	39	23	14	48	43	15	14	8	17	16	37	15	29	15	20	75	314	56	2	-	-	
WHOLESALE TRADE -----	163	3.54	3.57	3.53-3.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	14	91	56	-	-	-	
RETAIL TRADE -----	458	2.65	2.67	2.08-3.40	-	1	39	23	14	48	43	15	14	8	17	11	36	13	18	9	7	27	113	-	2	-	-	
ORDER FILLETS -----	1,511	3.51	3.55	3.44-3.64	-	-	-	-	3	10	-	15	1	1	11	1	1	1	2	4	20	149	658	634	-	-	-	
MANUFACTURING -----	275	3.42	3.42	3.26-3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	117	91	67	-	-	-	
NONMANUFACTURING -----	1,236	3.53	3.58	3.46-3.65	-	-	-	-	3	10	-	15	1	1	11	1	1	1	2	4	20	32	567	567	-	-	-	
WHOLESALE TRADE -----	872	3.60	3.62	3.47-3.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	279	567	-	-	-	
PACKERS, SHIPPING -----	670	3.43	3.52	3.27-3.57	-	-	-	-	-	1	6	4	1	3	-	-	-	1	1	2	1	77	118	393	62	-	-	-
MANUFACTURING -----	376	3.40	3.42	3.23-3.56	-	-	-	-	-	3	4	1	3	-	-	-	-	1	1	2	1	59	116	139	60	-	-	-
PACKERS, SHIPPING (WOMEN) -----	344	3.30	3.52	3.20-3.56	-	-	-	-	-	1	-	1	-	1	2	56	-	-	-	-	24	56	203	-	-	-	-	
MANUFACTURING -----	344	3.30	3.52	3.20-3.56	-	-	-	-	-	3	1	-	1	-	1	2	56	-	-	-	24	56	203	-	-	-	-	
RECEIVING CLERKS -----	505	3.47	3.63	3.33-3.67	-	-	-	-	3	6	2	2	10	5	3	2	8	5	10	5	53	17	22	345	3	2	2	
MANUFACTURING -----	346	3.63	3.64	3.61-3.68	-	-	-	-	-	-	-	-	-	-	-	2	-	4	-	-	11	15	20	291	3	-	-	
NONMANUFACTURING -----	159	3.14	3.16	2.82-3.64	-	-	-	-	3	6	2	2	10	5	3	2	6	5	6	5	42	2	2	54	-	2	2	
RETAIL TRADE -----	110	2.90	3.10	2.53-3.17	-	-	-	-	3	6	2	1	10	5	3	2	6	5	6	5	42	2	2	7	-	1	2	
SHIPPING CLERKS -----	226	3.64	3.71	3.63-3.76	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	3	12	18	6	178	7	-	-
MANUFACTURING -----	135	3.60	3.66	3.60-3.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	17	4	97	5	-	-	
TRUCKDRIVERS ⁶ -----	3,303	3.77	3.90	3.65-3.96	-	-	-	-	-	4	7	7	3	16	1	3	11	10	5	2	53	129	335	767	1718	232	-	
MANUFACTURING -----	1,845	3.80	3.92	3.65-3.97	-	-	-	-	-	-	-	-	-	-	-	6	-	1	22	-	-	114	105	428	944	225	-	
NONMANUFACTURING -----	1,458	3.73	3.83	3.66-3.94	-	-	-	-	-	4	7	7	3	16	1	3	11	4	5	1	31	15	230	339	774	7	-	
PUBLIC UTILITIES ⁴ -----	674	3.73	3.91	3.55-3.96	-	-	-	-	-	2	1	-	1	-	1	10	4	4	1	8	13	221	14	394	-	-	-	
WHOLESALE TRADE -----	280	3.86	3.93	3.87-3.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	14	258	-	-	
RETAIL TRADE -----	441	3.80	3.77	3.73-3.82	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	311	122	7	-	
FINANCE ⁵ -----	63	2.69	2.49	2.33-3.15	-	-	-	-	-	4	5	6	3	15	1	2	-	-	1	-	23	2	1	-	-	-	-	

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, Detroit, Mich., January 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																							
		Mean ³	Median ³	Middle range ³	Under	\$ 1.60	\$ 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	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	
					\$ 1.60 under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS ⁶ - CONTINUED																												
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	133	2.97	3.14	2.48- 3.25	-	-	-	-	4	7	7	3	16	1	3	5	1	4	1	39	22	5	15	-	-	-	-	-
NONMANUFACTURING -----	86	2.74	2.75	2.40- 3.16	-	-	-	-	4	7	7	3	16	1	3	5	1	4	1	23	9	2	-	-	-	-	-	-
FINANCE ⁵ -----	63	2.69	2.49	2.33- 3.15	-	-	-	-	4	5	6	3	15	1	2	-	-	-	1	23	2	1	-	-	-	-	-	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	729	3.89	3.96	3.90- 4.02	-	-	-	-	-	-	-	-	-	-	-	6	9	1	1	6	1	84	43	353	225	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,434	3.83	3.92	3.84- 3.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	102	53	106	1166	7	-	-	
MANUFACTURING -----	969	3.82	3.93	3.90- 3.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	97	46	45	781	-	-	-	
NONMANUFACTURING -----	465	3.85	3.89	3.82- 3.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	61	385	7	-	-	
PUBLIC UTILITIES ⁴ -----	62	3.80	3.91	3.66- 3.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	8	43	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	53	3.81	3.93	3.70- 3.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	13	36	-	-	-	
TRUCKERS, POWER (FORKLIFT) -----	5,039	3.52	3.56	3.46- 3.64	-	-	-	-	-	-	-	-	-	-	1	76	-	-	25	282	510	2270	1861	2	12	-	-	
MANUFACTURING -----	4,550	3.51	3.56	3.46- 3.63	-	-	-	-	-	-	-	-	-	-	-	76	-	-	25	282	481	2099	1573	2	12	-	-	
NONMANUFACTURING -----	489	3.57	3.62	3.46- 3.66	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	29	171	288	-	-	-	-	
RETAIL TRADE -----	249	3.59	3.63	3.56- 3.67	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	18	54	176	-	-	-	-	
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	655	3.54	3.54	3.49- 3.58	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	19	92	475	21	45	-	-	
MANUFACTURING -----	602	3.55	3.54	3.51- 3.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	92	425	21	45	-	-	-	

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

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, Detroit, Mich., January 1969)

Minimum weekly straight-time salary ¹	Inexperienced typists						Other inexperienced clerical workers ²							
	All industries	Manufacturing			Nonmanufacturing			All industries	Manufacturing			Nonmanufacturing		
		Based on standard weekly hours ³ of—							Based on standard weekly hours ³ of—					
		All schedules	40	All schedules	37½	40	All schedules		40	All schedules	37½	40		
Establishments studied.....	300	100	xxx	200	xxx	xxx	300	100	xxx	200	xxx	xxx		
Establishments having a specified minimum.....	137	49	46	88	17	57	153	51	48	102	18	69		
\$60.00 and under \$62.50.....	1	-	-	1	-	1	2	-	-	2	-	1		
\$62.50 and under \$65.00.....	10	-	-	10	2	6	11	-	-	11	2	6		
\$65.00 and under \$67.50.....	7	-	-	7	-	6	12	1	1	11	-	8		
\$67.50 and under \$70.00.....	6	2	2	4	1	2	11	3	3	8	1	6		
\$70.00 and under \$72.50.....	6	1	1	5	1	2	7	1	1	6	2	3		
\$72.50 and under \$75.00.....	11	4	4	7	1	5	11	4	4	7	2	5		
\$75.00 and under \$77.50.....	16	2	2	14	2	10	21	3	3	18	3	13		
\$77.50 and under \$80.00.....	9	4	4	5	3	2	8	2	2	6	4	2		
\$80.00 and under \$82.50.....	17	7	6	10	3	7	22	10	9	12	2	9		
\$82.50 and under \$85.00.....	10	3	3	7	2	4	8	3	3	5	2	2		
\$85.00 and under \$87.50.....	12	6	6	6	2	2	7	5	5	2	-	1		
\$87.50 and under \$90.00.....	5	2	2	3	-	3	5	1	1	4	-	4		
\$90.00 and under \$92.50.....	5	5	5	-	-	-	7	5	5	2	-	1		
\$92.50 and under \$95.00.....	3	3	2	-	-	-	3	3	2	-	-	-		
\$95.00 and under \$97.50.....	1	1	1	-	-	-	1	1	1	-	-	-		
\$97.50 and under \$100.00.....	4	2	1	2	-	2	4	1	1	3	-	3		
\$100.00 and under \$102.50.....	1	1	1	-	-	-	1	1	1	-	-	-		
\$102.50 and under \$105.00.....	3	1	1	2	-	1	4	1	1	3	-	3		
\$105.00 and under \$107.50.....	1	1	1	-	-	-	1	1	1	-	-	-		
\$107.50 and under \$110.00.....	3	1	1	2	-	2	3	2	1	1	-	1		
\$110.00 and under \$112.50.....	2	1	1	1	-	1	2	1	1	-	-	1		
\$112.50 and under \$115.00.....	2	1	1	1	-	1	2	2	2	-	-	-		
\$115.00 and over.....	2	1	1	1	-	-	-	-	-	-	-	-		
Establishments having no specified minimum.....	63	22	xxx	41	xxx	xxx	83	27	xxx	56	xxx	xxx		
Establishments which did not employ workers in this category.....	100	29	xxx	71	xxx	xxx	64	22	xxx	42	xxx	xxx		

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

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

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

Table B-2. Shift Differentials

(Late-shift pay provisions for manufacturing plant workers by type and amount of pay differential,
Detroit, Mich., January 1969)

(All plant workers in manufacturing = 100 percent)

Late-shift pay provision	Percent of manufacturing plant workers—			
	In establishments having provisions ¹ for late shifts		Actually working on late shifts	
	Second shift	Third or other shift	Second shift	Third or other shift
Total	99.6	95.0	30.9	8.5
No pay differential for work on late shift	-	-	-	-
Pay differential for work on late shift	99.6	95.0	30.9	8.5
Type and amount of differential:				
Uniform cents (per hour)	32.4	28.6	8.5	3.0
Under 7 cents	1.3	1.0	.2	.1
7 or 7½ cents	2.5	.1	.5	-
8 cents	5.5	(²)	1.6	-
8½ or 9 cents	1.2	.9	.3	.2
10 cents	7.2	2.0	1.5	(²)
11 or 12 cents	3.3	6.6	.8	1.1
13 or 14 cents	2.8	1.1	1.0	.3
15 cents	3.8	6.3	1.4	.5
16 or 17 cents	-	.7	-	(²)
18 or 19 cents2	1.6	.1	(²)
20 cents	1.5	3.2	.3	.3
22 or 23 cents	-	1.0	-	.1
25 cents	3.1	3.2	.8	.1
Over 25 cents	-	.7	-	.2
Uniform percentage	65.8	64.5	21.4	5.4
5 percent	64.5	-	21.2	-
7 percent	-	.3	-	(²)
7½ percent	-	1.5	-	.2
8 percent	1.3	-	.2	-
10 percent	-	62.7	-	5.2
Other formal pay differential	1.5	2.0	1.1	(²)

¹ 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.² Less than 0.05 percent.

Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours¹ of first-shift workers, Detroit, Mich., January 1969)

Weekly hours	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours.....	(⁵)	-	-	-	-	5	-	-	-	-	-	-	-
35 hours.....	(⁵)	-	3	-	-	5	1	(⁵)	2	-	-	(⁵)	20
Over 35 and under 37½ hours.....	1	1	-	-	-	-	2	-	-	-	-	9	-
37½ hours.....	1	1	-	-	4	(⁵)	11	1	35	3	12	22	29
Over 37½ and under 40 hours.....	-	-	-	-	-	-	3	-	-	4	-	14	-
40 hours.....	89	90	90	85	90	65	82	98	61	91 ¹	83	56	50
Over 40 and under 48 hours.....	2	1	-	15	2	-	1	1	-	1	6	-	1
48 hours.....	4	3	5	-	4	13	-	-	-	-	-	-	-
Over 48 and under 54 hours.....	1	1	2	-	-	1	(⁵)	-	2	-	-	-	-
54 hours and over.....	2	3	-	-	-	11	-	-	-	-	-	-	-

¹ Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, Detroit., Mich., January 1969)

Item	Plant workers						Office workers						
	All industries ¹	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Finance ³	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	100	100	100	90	100	100	100	100	100	100	100
Workers in establishments providing no paid holidays.....	(⁴)	-	-	-	-	10	-	-	-	-	-	-	-
<u>Number of days</u>													
Less than 6 holidays.....	(⁴)	-	-	-	2	5	(⁴)	-	-	-	-	-	(⁴)
6 holidays.....	10	3	3	28	21	60	9	3	4	16	23	12	53
6 holidays plus 1 half day.....	1	1	-	-	-	(⁴)	2	1	-	-	9	-	17
6 holidays plus 2 half days.....	1	1	-	9	-	5	2	1	-	7	3	6	4
6 holidays plus 3 half days.....	(⁴)	-	-	4	-	-	1	-	-	8	-	3	-
7 holidays.....	16	5	20	13	62	13	6	2	6	8	40	1	10
7 holidays plus 1 half day.....	(⁴)	(⁴)	-	-	-	(⁴)	1	-	-	-	-	3	3
7 holidays plus 2 half days.....	1	1	-	2	3	5	1	1	-	2	-	-	1
8 holidays.....	8	5	54	15	9	2	12	3	67	9	25	7	7
8 holidays plus 1, 2, and 3 half days.....	(⁴)	1	3	-	-	-	2	1	4	-	-	5	-
9 holidays.....	10	12	19	11	3	-	16	9	19	8	-	41	1
9 holidays plus 1 and 2 half days.....	(⁴)	(⁴)	-	-	-	-	1	1	-	-	-	1	-
10 holidays.....	50	71	-	19	-	-	47	77	-	42	-	19	-
11 holidays.....	(⁴)	1	-	-	-	(⁴)	(⁴)	1	-	-	-	-	4
12 holidays.....	(⁴)	(⁴)	-	-	-	-	1	(⁴)	-	-	-	2	-
<u>Total holiday time⁵</u>													
12 days.....	(⁴)	(⁴)	-	-	-	-	1	(⁴)	-	-	-	2	-
11 days or more.....	1	1	-	-	-	(⁴)	1	1	-	-	-	2	4
10 days or more.....	51	72	-	19	-	(⁴)	48	78	-	42	-	21	4
9½ days or more.....	51	72	-	19	-	(⁴)	49	79	-	42	-	23	4
9 days or more.....	61	85	19	30	3	(⁴)	65	90	19	51	-	64	5
8½ days or more.....	62	85	23	30	3	(⁴)	67	90	23	51	-	68	5
8 days or more.....	71	90	76	46	15	7	79	94	90	61	25	75	13
7½ days or more.....	72	90	76	50	15	7	81	94	90	69	25	82	16
7 days or more.....	89	96	97	72	77	25	89	97	96	84	68	88	30
6½ days or more.....	89	97	97	72	77	25	91	97	96	84	77	88	47
6 days or more.....	98	100	100	100	98	84	99	100	100	100	100	100	99
4 days or more.....	98	100	100	100	98	88	99	100	100	100	100	100	99
3 days or more.....	98	100	100	100	100	88	99	100	100	100	100	100	99
2 days or more.....	98	100	100	100	100	89	100	100	100	100	100	100	100
1 day or more.....	99	100	100	100	100	90	100	100	100	100	100	100	100

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

Table B-5. Paid Vacations¹

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Detroit, Mich., January 1969)

Vacation policy	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	99	100	100	100	100	99	99	100	100	100	100	100	99
Length-of-time payment.....	92	90	99	96	97	96	99	99	100	98	100	100	99
Percentage payment.....	8	10	1	4	3	3	(⁵)	(⁵)	-	2	-	-	-
Other.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
<u>Amount of vacation pay⁶</u>													
<u>After 6 months of service</u>													
Under 1 week.....	8	8	-	3	12	5	2	2	-	3	2	2	5
1 week.....	23	22	48	19	29	8	52	47	48	17	36	85	39
Over 1 and under 2 weeks.....	1	1	-	-	4	(⁵)	26	41	-	39	16	5	8
2 weeks.....	-	-	-	-	-	-	2	1	-	-	-	(⁵)	17
<u>After 1 year of service</u>													
Under 1 week.....	(⁵)	-	-	-	-	1	-	-	-	-	-	-	-
1 week.....	79	83	66	78	68	82	14	3	60	29	46	1	25
Over 1 and under 2 weeks.....	8	7	(⁵)	-	17	5	1	-	(⁵)	-	12	(⁵)	-
2 weeks.....	12	8	33	22	16	11	85	96	40	71	42	99	72
Over 2 and under 3 weeks.....	(⁵)	1	-	-	-	(⁵)	(⁵)	(⁵)	-	-	-	-	3
3 weeks.....	(⁵)	1	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
4 weeks.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-
<u>After 2 years of service</u>													
1 week.....	64	76	31	57	29	53	2	1	6	7	6	-	11
Over 1 and under 2 weeks.....	5	6	-	-	-	1	-	-	-	-	-	-	-
2 weeks.....	29	15	68	43	71	40	96	97	94	93	94	100	87
Over 2 and under 3 weeks.....	1	1	(⁵)	-	-	5	(⁵)	(⁵)	(⁵)	-	-	-	3
3 weeks.....	1	2	(⁵)	-	-	-	1	2	-	-	-	-	-
4 weeks.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-
<u>After 3 years of service</u>													
1 week.....	2	2	-	10	-	13	(⁵)	-	-	4	-	-	2
Over 1 and under 2 weeks.....	47	67	-	16	-	7	-	-	-	-	-	-	-
2 weeks.....	44	24	99	74	99	72	59	31	99	58	99	99	72
Over 2 and under 3 weeks.....	4	6	-	-	-	6	28	47	-	27	-	1	26
3 weeks.....	1	2	(⁵)	-	1	-	12	22	-	12	(⁵)	-	(⁵)
Over 3 and under 4 weeks.....	(⁵)	-	(⁵)	-	-	-	(⁵)	(⁵)	(⁵)	-	-	-	-
4 weeks.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-
<u>After 4 years of service</u>													
1 week.....	2	1	-	8	-	8	(⁵)	-	-	3	-	-	1
Over 1 and under 2 weeks.....	47	66	-	16	-	10	(⁵)	-	-	-	-	-	(⁵)
2 weeks.....	45	24	99	77	99	75	59	30	99	58	99	99	72
Over 2 and under 3 weeks.....	5	6	-	-	-	6	29	48	-	27	-	1	26
3 weeks.....	1	2	(⁵)	-	1	-	12	22	-	12	(⁵)	-	(⁵)
Over 3 and under 4 weeks.....	(⁵)	(⁵)	(⁵)	-	-	-	(⁵)	(⁵)	(⁵)	-	-	-	-
4 weeks.....	(⁵)	(⁵)	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Detroit, Mich., January 1969)

Vacation policy	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
<u>Amount of vacation pay⁶—Continued</u>													
<u>After 5 years of service</u>													
1 week.....	(⁵)	-	-	-	-	3	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	-	-	-	-	-	-	-
2 weeks.....	79	81	99	78	63	77	48	21	99	48	62	90	51
Over 2 and under 3 weeks.....	9	11	-	6	3	5	3	4	-	-	1	3	12
3 weeks.....	10	5	(⁵)	16	34	12	48	73	(⁵)	52	37	7	36
Over 3 and under 4 weeks.....	(⁵)	1	(⁵)	-	-	-	(⁵)	(⁵)	(⁵)	-	-	-	-
4 weeks.....	1	2	-	-	-	-	1	2	-	-	-	-	-
<u>After 10 years of service</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	-	-	-	-	-	-	-
2 weeks.....	6	2	2	15	7	53	6	4	2	23	5	7	14
Over 2 and under 3 weeks.....	49	70	-	21	-	1	2	3	-	-	-	-	3
3 weeks.....	34	21	98	55	67	32	48	20	98	30	73	92	69
Over 3 and under 4 weeks.....	4	4	(⁵)	-	2	5	28	49	(⁵)	27	-	1	13
4 weeks.....	6	2	-	9	24	6	15	24	-	20	21	-	1
Over 4 and under 5 weeks.....	-	-	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
<u>After 12 years of service</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	-	-	-	-	-	-	-
2 weeks.....	4	1	-	5	5	35	5	3	2	14	5	5	12
Over 2 and under 3 weeks.....	49	70	-	21	-	1	2	4	-	-	-	-	3
3 weeks.....	36	21	97	61	68	50	49	20	98	39	69	91	71
Over 3 and under 4 weeks.....	4	5	3	-	2	5	29	49	(⁵)	27	-	4	13
4 weeks.....	6	2	-	12	25	6	15	24	-	20	26	-	1
Over 4 and under 5 weeks.....	-	-	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
<u>After 15 years of service</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	-	-	-	-	-	-	-
2 weeks.....	2	-	-	3	4	26	3	2	2	5	5	2	10
Over 2 and under 3 weeks.....	2	3	-	-	-	4	(⁵)	(⁵)	-	-	-	-	3
3 weeks.....	73	81	70	68	48	53	47	20	87	41	53	92	63
Over 3 and under 4 weeks.....	4	5	(⁵)	-	2	5	1	(⁵)	(⁵)	2	-	5	-
4 weeks.....	17	10	30	24	46	8	49	77	10	52	42	2	14
Over 4 and under 5 weeks.....	(⁵)	1	-	-	-	-	1	(⁵)	-	-	-	-	9
5 weeks.....	(⁵)	(⁵)	-	5	-	-	(⁵)	(⁵)	-	1	-	-	-
<u>After 20 years of service</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	-	-	-	-	-	-	-
2 weeks.....	2	-	-	3	4	18	2	2	2	4	5	2	8
Over 2 and under 3 weeks.....	2	2	-	-	-	1	(⁵)	(⁵)	-	-	-	-	3
3 weeks.....	59	76	1	45	13	51	24	11	1	26	9	69	50
Over 3 and under 4 weeks.....	3	4	-	-	2	5	-	-	-	-	-	-	-
4 weeks.....	32	15	99	44	81	21	70	83	96	62	86	29	30
Over 4 and under 5 weeks.....	1	1	(⁵)	-	-	-	1	1	(⁵)	-	-	-	9
5 weeks.....	1	1	-	4	-	-	2	3	-	8	-	-	-
Over 5 and under 6 weeks.....	-	-	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
6 weeks.....	(⁵)	(⁵)	-	5	-	-	(⁵)	(⁵)	-	(⁵)	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Detroit, Mich., January 1969)

Vacation policy	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
<u>Amount of vacation pay⁶—Continued</u>													
<u>After 25 years of service</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	-
2 weeks.....	2	-	-	3	4	18	2	2	4	5	2	8	
Over 2 and under 3 weeks.....	2	2	-	-	1	(⁵)	(⁵)	-	-	-	-	3	
3 weeks.....	55	70	(⁵)	42	11	51	15	9	1	23	8	34	38
Over 3 and under 4 weeks.....	3	3	-	-	2	5	-	-	-	-	-	-	-
4 weeks.....	33	19	64	44	83	22	73	84	52	63	87	62	35
Over 4 and under 5 weeks.....	1	1	(⁵)	-	-	-	1	1	(⁵)	-	-	2	9
5 weeks.....	4	3	36	6	1	(⁵)	8	4	45	10	1	-	7
Over 5 and under 6 weeks.....	(⁵)	(⁵)	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
6 weeks.....	(⁵)	1	-	-	-	-	(⁵)	-	-	-	-	-	-
Over 6 weeks.....	(⁵)	(⁵)	-	5	-	-	(⁵)	(⁵)	-	1	-	-	-
<u>After 30 years of service</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	-
2 weeks.....	2	-	-	3	4	18	2	2	4	5	2	8	
Over 2 and under 3 weeks.....	2	2	-	-	1	(⁵)	(⁵)	-	-	-	-	3	
3 weeks.....	55	70	(⁵)	42	11	51	14	9	1	23	8	27	38
Over 3 and under 4 weeks.....	3	3	-	-	2	5	-	-	-	-	-	-	-
4 weeks.....	32	19	46	44	83	22	72	84	33	63	87	69	35
Over 4 and under 5 weeks.....	1	1	(⁵)	-	-	-	1	1	(⁵)	-	-	1	9
5 weeks.....	5	2	53	6	-	(⁵)	9	2	64	10	-	1	7
Over 5 and under 6 weeks.....	(⁵)	(⁵)	-	-	-	-	(⁵)	(⁵)	-	-	1	-	-
6 weeks.....	1	1	-	-	1	-	1	2	-	-	-	-	-
Over 6 weeks.....	(⁵)	(⁵)	-	5	-	-	(⁵)	(⁵)	-	1	-	-	-
<u>Maximum vacation available</u>													
1 week.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	(⁵)
Over 1 and under 2 weeks.....	(⁵)	-	-	-	-	1	(⁵)	-	-	-	-	-	-
2 weeks.....	2	-	-	3	4	18	2	2	4	5	2	8	
Over 2 and under 3 weeks.....	2	2	-	-	1	(⁵)	(⁵)	-	-	-	-	3	
3 weeks.....	55	70	(⁵)	42	11	51	14	9	1	23	8	27	38
Over 3 and under 4 weeks.....	3	3	-	-	2	5	-	-	-	-	-	-	-
4 weeks.....	32	19	46	44	83	22	72	83	33	63	87	69	35
Over 4 and under 5 weeks.....	1	1	(⁵)	-	-	-	1	1	(⁵)	-	-	2	9
5 weeks.....	5	2	53	6	-	(⁵)	8	2	64	10	-	-	7
Over 5 and under 6 weeks.....	(⁵)	(⁵)	-	-	-	-	(⁵)	(⁵)	-	-	-	-	-
6 weeks.....	1	1	-	-	1	-	1	2	-	-	1	-	-
Over 6 weeks.....	(⁵)	(⁵)	-	5	-	-	(⁵)	(⁵)	-	1	-	1	-

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

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Less than 0.5 percent.

⁶ Includes payment 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, ¹ Detroit, Mich., January 1969)

Type of benefit	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below	99	100	100	97	100	91	99	100	100	98	100	99	99
Life insurance	98	99	100	85	99	76	98	99	96	93	96	99	96
Accidental death and dismemberment insurance	71	75	66	63	62	68	71	77	59	56	62	68	73
Sickness and accident insurance or sick leave or both ⁵	96	98	90	84	97	80	93	95	91	87	96	90	83
Sickness and accident insurance	86	97	28	70	67	73	66	93	9	63	62	29	50
Sick leave (full pay and no waiting period)	10	5	33	25	21	9	72	87	52	73	33	58	57
Sick leave (partial pay or waiting period)	7	(⁶)	32	4	30	6	11	2	36	6	29	22	(⁶)
Hospitalization insurance	99	99	100	96	99	88	99	99	96	96	98	98	98
Surgical insurance	99	99	100	96	99	88	99	99	96	96	98	98	98
Medical insurance	93	98	96	68	85	66	95	99	94	82	90	92	90
Catastrophe insurance	25	12	76	53	59	17	77	76	83	56	75	83	71
Retirement pension	92	98	90	81	85	40	90	96	82	75	78	95	63

¹ Includes those plans for which at least a part of the cost is borne by the employer, except those legally required, such as workmen's compensation, social security, and railroad retirement.

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

⁶ Less than 0.5 percent.

Table B-7. 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 determination¹ and frequency of wage payment, Detroit, Mich., January 1969)

Item	Plant workers						Office workers						
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁴	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of wage determination¹</u>													
Paid time rates.....	96	98	100	95	91	85	100	100	100	100	100	100	100
Formal rate policy.....	91	97	99	91	69	65	78	89	96	71	65	61	18
Single rate.....	62	73	39	72	31	39	2	2	6	3	(⁵)	-	8
Range of rates.....	29	25	61	19	38	27	76	87	90	68	65	61	10
Progression based on automatic advancement according to length of service.....	9	8	6	5	16	5	3	1	9	6	3	3	1
Progression based on merit review.....	5	7	(⁵)	5	-	4	37	58	15	24	16	9	7
Progression based on a combination of length of service and merit review.....	15	10	54	9	22	17	36	28	66	38	46	48	3
No formal rate policy.....	5	1	(⁵)	4	22	19	22	11	4	29	35	39	82
Paid by incentive methods.....	4	2	-	5	9	15	-	-	-	-	-	-	-
Piece rate.....	1	1	-	-	-	10	-	-	-	-	-	-	-
Individual.....	1	(⁵)	-	-	-	7	-	-	-	-	-	-	-
Group.....	1	1	-	-	-	3	-	-	-	-	-	-	-
Production bonus.....	1	1	-	-	-	2	-	-	-	-	-	-	-
Individual.....	(⁵)	1	-	-	-	-	-	-	-	-	-	-	-
Group.....	(⁵)	(⁵)	-	-	-	2	-	-	-	-	-	(⁵)	9
Commission.....	2	-	-	5	9	4	-	-	-	-	-	-	-
<u>Frequency of wage payment</u>													
Weekly.....	94	97	90	89	90	84	27	13	57	39	85	27	28
Biweekly.....	5	3	6	7	10	14	22	22	13	36	10	24	30
Semimonthly.....	(⁵)	-	3	3	-	2	50	64	24	25	4	49	32
Monthly.....	-	-	-	-	-	-	1	-	4	-	-	(⁵)	9
Other frequency.....	(⁵)	-	(⁵)	-	-	-	(⁵)	-	1	-	-	-	-

Method of determining incentive pay of office workers not presented

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

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 sale's 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.

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

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;

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.

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—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 ninth 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 1617, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1968. Seventy-five cents a copy.

Area Wage Surveys

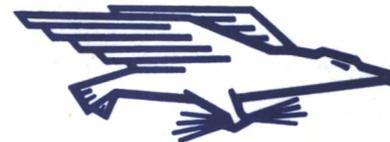
A list of the latest available bulletins is presented below. A directory of area wage studies including more limited studies conducted at the request of the Wage and Hour and Public Contracts Divisions of the Department of Labor is available on request. Bulletins may be purchased from the Superintendent 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.

<u>Area</u>	<u>Bulletin number and price</u>	<u>Area</u>	<u>Bulletin number and price</u>
Akron, Ohio, July 1968	1575-84, 35 cents	Minneapolis-St. Paul, Minn., Jan. 1969	1625-47, 35 cents
Albany-Schenectady-Troy, N. Y., Apr. 1968 ¹	1575-68, 30 cents	Muskegon-Muskegon Heights, Mich., May 1968 ¹	1575-60, 30 cents
Albuquerque, N. Mex., Apr. 1968 ¹	1575-58, 30 cents	Newark and Jersey City, N. J., Jan. 1969	1625-46, 40 cents
Allentown-Bethlehem-Easton, Pa.-N. J., June 1968 ¹	1575-86, 40 cents	New Haven, Conn., Jan. 1969	1625-38, 30 cents
Atlanta, Ga., May 1968 ¹	1575-71, 35 cents	New Orleans, La., Feb. 1969 ¹	1625-51, 35 cents
Baltimore, Md., Sept. 1968 ¹	1625-8, 50 cents	New York, N. Y., Apr. 1968	1575-78, 50 cents
Beaumont-Port Arthur-Orange, Tex., May 1968 ¹	1575-75, 30 cents	Norfolk-Portsmouth and Newport News- Hampton, Va., June 1968	1575-85, 30 cents
Binghamton, N. Y., July 1968 ¹	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. 1968 ¹	1625-26, 35 cents
Boise City, Idaho, July 1968 ¹	1625-6, 35 cents	Paterson-Clifton-Passaic, N. J., May 1968 ¹	1575-83, 40 cents
Boston, Mass., Sept. 1968 ¹	1625-15, 50 cents	Philadelphia, Pa.-N. J., Nov. 1968	1625-48, 50 cents
Buffalo, N. Y., Nov. 1968 ¹	1625-35, 50 cents	Phoenix, Ariz., Mar. 1968 ¹	1575-55, 30 cents
Burlington, Vt., Mar. 1968	1575-48, 20 cents	Pittsburgh, Pa., Jan. 1969	1625-59, 35 cents
Canton, Ohio, June 1968 ¹	1575-65, 30 cents	Portland, Maine, Nov. 1968	1625-20, 30 cents
Charleston, W. Va., Apr. 1968 ¹	1575-63, 30 cents	Portland, Oreg.-Wash., May 1968 ¹	1575-80, 40 cents
Charlotte, N. C., Apr. 1968 ¹	1575-57, 30 cents	Providence-Pawtucket-Warwick, R. I.-Mass., May 1968	1575-61, 30 cents
Chattanooga, Tenn.-Ga., Sept. 1968 ¹	1625-14, 35 cents	Raleigh, N. C., Aug. 1968 ¹	1625-13, 35 cents
Chicago, Ill., Apr. 1968	1575-81, 50 cents	Richmond, Va., Nov. 1967 ¹	1575-27, 25 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1968 ¹	1575-62, 30 cents	Rochester, N. Y. (office occupations only), July 1968 ¹	1625-2, 35 cents
Cleveland, Ohio, Sept. 1968 ¹	1625-19, 50 cents	Rockford, Ill., May 1968 ¹	1575-70, 30 cents
Columbus, Ohio, Oct. 1968 ¹	1625-24, 35 cents	St. Louis, Mo.-Ill., Jan. 1968	1575-39, 30 cents
Dallas, Tex., Nov. 1968 ¹	1625-28, 50 cents	Salt Lake City, Utah, Dec. 1968	1625-36, 30 cents
Davenport-Rock Island-Moline, Iowa-Ill., Oct. 1968	1625-16, 30 cents	San Antonio, Tex., June 1968	1575-69, 30 cents
Dayton, Ohio, Jan. 1969 ¹	1625-42, 35 cents	San Bernardino-Riverside-Ontario, Calif., Oct. 1968 ¹	1625-25, 40 cents
Denver, Colo., Dec. 1968	1625-39, 30 cents	San Diego, Calif., Nov. 1968	1625-32, 30 cents
Des Moines, Iowa, Feb. 1968 ¹	1575-52, 30 cents	San Francisco-Oakland, Calif., Oct. 1968	1625-44, 35 cents
Detroit, Mich., Jan. 1969 ¹	1625-58, 50 cents	San Jose, Calif., Sept. 1968	1625-21, 30 cents
Fort Worth, Tex., Nov. 1968 ¹	1625-27, 35 cents	Savannah, Ga., May 1968 ¹	1575-73, 30 cents
Green Bay, Wis., July 1968 ¹	1625-7, 35 cents	Scranton, Pa., July 1968 ¹	1625-12, 35 cents
Greenville, S. C., May 1968 ¹	1575-66, 30 cents	Seattle-Everett, Wash., Nov. 1968 ¹	1625-43, 35 cents
Houston, Tex., June 1968 ¹	1575-82, 45 cents	Sioux Falls, S. Dak., Oct. 1968 ¹	1625-23, 30 cents
Indianapolis, Ind., Dec. 1968 ¹	1625-40, 35 cents	South Bend, Ind., Mar. 1968 ¹	1575-56, 30 cents
Jackson, Miss., Feb. 1969 ¹	1625-45, 35 cents	Spokane, Wash., June 1968	1575-79, 30 cents
Jacksonville, Fla., Jan. 1969 ¹	1625-37, 35 cents	Syracuse, N. Y., July 1968 ¹	1625-5, 35 cents
Kansas City, Mo.-Kans., Sept. 1968 ¹	1625-17, 45 cents	Tampa-St. Petersburg, Fla., Aug. 1968	1625-10, 30 cents
Lawrence-Haverhill, Mass.-N. H., June 1968 ¹	1575-74, 30 cents	Toledo, Ohio-Mich., Feb. 1969 ¹	1625-57, 35 cents
Little Rock-North Little Rock, Ark., July 1968 ¹	1625-11, 35 cents	Trenton, N. J., Oct. 1968 ¹	1625-18, 35 cents
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove, Calif., Mar. 1968	1575-64, 30 cents	Utica-Rome, N. Y., July 1968 ¹	1625-1, 35 cents
Louisville, Ky.-Ind., Nov. 1968	1625-33, 30 cents	Washington, D. C.-Md.-Va., Sept. 1968	1625-22, 35 cents
Lubbock, Tex., Mar. 1969	1625-53, 30 cents	Waterbury, Conn., Mar. 1969	1625-50, 30 cents
Manchester, N. H., July 1968 ¹	1625-4, 35 cents	Waterloo, Iowa, Nov. 1968 ¹	1625-31, 35 cents
Memphis, Tenn.-Ark., Nov. 1968	1625-30, 30 cents	Wichita, Kans., Dec. 1968	1625-41, 30 cents
Miami, Fla., Dec. 1968 ¹	1625-29, 35 cents	Worcester, Mass., June 1968 ¹	1575-76, 30 cents
Midland and Odessa, Tex., Mar. 1969	1625-49, 25 cents	York, Pa., Feb. 1969	1625-52, 30 cents
Milwaukee, Wis., Apr. 1968	1575-67, 30 cents	Youngstown-Warren, Ohio, Nov. 1968	1625-34, 30 cents

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

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

OFFICIAL BUSINESS



**POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR**

FIRST CLASS MAIL