

L 2, 3:
1625-90

CIF
WAGES
IND.

MAY 12 '70
Area Wage Surveys

Dayton & Montgomery Co
Public Library

APR 16 1970

DOCUMENT COLLECTION

**SELECTED METROPOLITAN AREAS
1968-69**

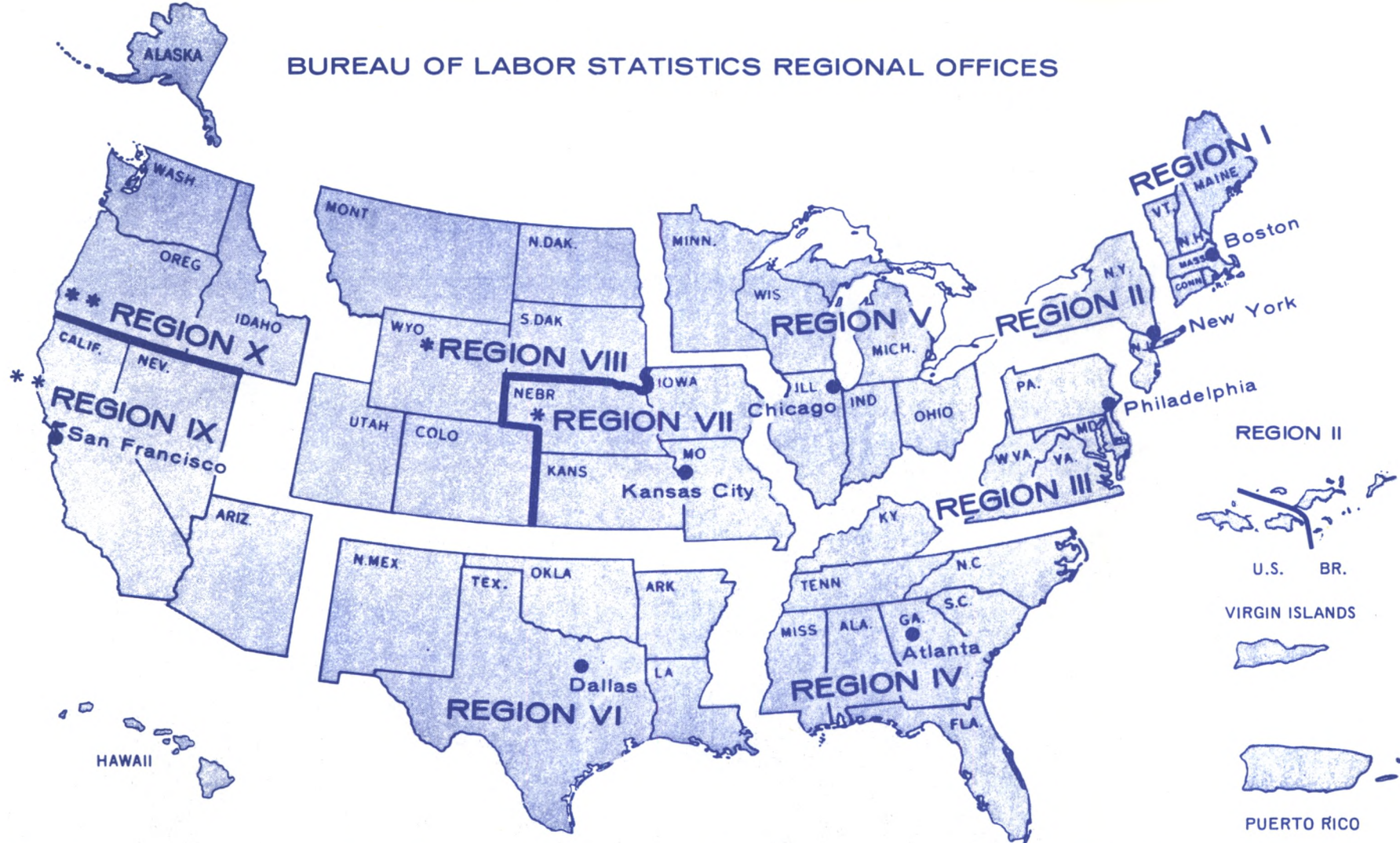
- **Occupational Earnings: 88 Areas**
- **Supplementary Provisions: 45 Areas**

Bulletin 1625-90

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

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

Regions IX and X
 450 Golden Gate Ave.
 Box 36017
 San Francisco, Calif. 94102
 Phone: 556-4678 (Area Code 415)

* Regions VII and VIII will be serviced by Kansas City.

** Regions IX and X will be serviced by San Francisco.

Area Wage Surveys

SELECTED METROPOLITAN AREAS

1968-69

- **Occupational Earnings: 88 Areas**
- **Supplementary Provisions: 45 Areas**

Bulletin 1625-90

1970

U.S. 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 \$1

Preface

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

An individual area bulletin presents survey results for each area studied. After completion of all of the individual area bulletins for a round of surveys, two summary bulletins are issued. The first brings data for each of the metropolitan areas studied into one bulletin. The second presents information which has been projected from individual metropolitan area data to relate to four regions and the United States. (Prior to this year, summary data were presented in a two-part bulletin entitled Wages and Related Benefits.)

The present consolidated bulletin compiles the results of most of the individual area surveys made during the period July 1968 through June 1969.

Contents

	Page
Introduction.....	1
Characteristics of the 88 areas.....	1
Tables:	
1. Manufacturing employment.....	3
2. Nonmanufacturing employment.....	4
3. Labor-management agreement coverage—all industries and 2 industry divisions.....	6
4. Wage changes—all industries and manufacturing (1968-69).....	7
5. Wage indexes—all industries and manufacturing (1961 base).....	8
6. Wage indexes—all industries and manufacturing— 20 metropolitan areas (1953 base).....	9
A. Occupational earnings:	
Average weekly earnings for selected office occupations—	
A-1. All industries.....	10
A-2. Manufacturing.....	16
A-3. Nonmanufacturing.....	21
A-4. Public utilities.....	26
Average hourly earnings for selected plant occupations—	
A-5. All industries.....	28
A-6. Manufacturing.....	32
A-7. Nonmanufacturing.....	36
A-8. Public utilities.....	40

Contents—Continued

	Page		Page
Tables—Continued		Tables—Continued	
B. Establishment practices and supplementary wage provisions:		B. Establishment practices and supplementary wage provisions—Continued	
Shift differential practices—		Health, insurance, and pension plans—	
B-1. Manufacturing	42	B-11. All industries	59
Scheduled weekly hours—		B-12. Manufacturing	62
B-2. All industries	44	B-13. Public utilities	65
B-3. Manufacturing	45	Method of wage determination—	
B-4. Public utilities	46	B-14. All industries	68
Paid holidays—		B-15. Manufacturing	70
B-5. All industries	47	B-16. Public utilities	72
B-6. Manufacturing	49	Frequency of payment—	
B-7. Public utilities	51	B-17. All industries	74
Paid vacations—		B-18. Manufacturing	75
B-8. All industries	53	B-19. Public utilities	76
B-9. Manufacturing	55	Appendixes:	
B-10. Public utilities	57	A. Scope and method of survey	77
		B. Occupational descriptions	83

Area Wage Surveys—

Selected Metropolitan Areas, 1968—69¹

Introduction

This bulletin summarizes the results of wage surveys conducted by the Bureau of Labor Statistics in 88 metropolitan areas between July 1968 and June 1969. Occupational earnings data are provided for each area, and information is presented on establishment provisions for supplementary wage benefits for 45 of the areas.² A common set of survey methods, concepts, and definitions applied to each survey.³

Occupations were studied on a communitywide basis in each of the 88 areas. The area surveys provide earnings data for the following types of occupations: (1) Office clerical, (2) professional and technical, (3) maintenance and powerplant, and (4) custodial and material movement. Data also were collected and summarized on labor-management agreement coverage, shift operations and differentials, weekly work schedules, and supplementary wage benefits, such as paid holidays and paid vacations. Most of these data, presented in detail in the individual area bulletins, are summarized in this bulletin. The scope and method of survey are presented in appendix A.

Each of the detailed area bulletins presents areawide information combining data for six major industry groupings. Separate data for each industry group are provided where feasible, depending largely on the relative size and importance of the industry group within a given area. Thus, the sampling techniques provided for presentation of separate data for manufacturing in each of the 88 areas; public utilities in 87; retail trade in 25; finance and wholesale trade in 18; and services in 9. The amount of industry detail provided in the individual area bulletins is indicated in the table in appendix A. Tabulations in this bulletin do not present separate data for the wholesale trade, retail trade, finance, and services industry groups.

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

² Data on supplementary wage benefits are collected biennially in most areas. Year-earlier data for the areas not presented in the B-series tables are included in BLS Bulletin 1575-87 (Part I, 1967-68), or BLS Bulletin 1530-87 (Part I, 1966-67). The program also covered two areas not included in this report: Norfolk-Portsmouth and Newport News-Hampton, Va., where information on general wage changes only was collected; and Burlington, Vt., a nonmetropolitan area.

³ In addition, the Bureau conducted studies in 90 areas at the request of the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor. These surveys were more limited as to the occupations and supplementary provisions studied.

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

Characteristics of the 88 Areas

The establishments within the scope of the surveys in the 88 areas provided employment to almost 18 million workers. The 88 areas covered by this report had a combined population of almost 91 million in 1960. Forty-two States and the District of Columbia were represented, permitting some examination of intraregional as well as interregional variation in pay levels and associated practices.

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

On the basis of employment within scope in the 88 areas in 1968-69, the proportion of employees in manufacturing industries ranged from 12 percent in Washington, D.C., to 85 percent in Muskegon-Muskegon Heights. In 53 of the areas, manufacturing employment was greater than in all nonmanufacturing industry groups combined. (See table 1.) A large proportion of such areas was located in the Northeast and North Central regions. Manufacturing employment exceeded nonmanufacturing in only 10 of 27 southern areas surveyed and 3 of 13 western areas.

Each of the 21 two-digit industry groupings within the manufacturing division had 10 percent or more of the manufacturing employment in at least one area. In the South, 18 of the 21 two-digit industry groupings were so represented; in the Northeast, 17; in the North Central, 10; and, in the West, 10. The industry groups which had 10 percent or more of the manufacturing employment in the most areas within each region were as follows: Northeast (23 areas)—electrical equipment and supplies, 13 areas; machinery, except electrical, 7 areas; and primary metal industries, 6 areas; South (27 areas)—food and kindred products, 16 areas; electrical equipment and supplies, 10 areas; and transportation equipment, 10 areas; North Central (25 areas)—machinery, except electrical, 18 areas; transportation equipment, 13 areas; and electrical equipment and supplies, 9 areas; and West (13 areas)—transportation equipment, 8 areas; and food and kindred products, 7 areas.

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

appendix A.) The retail trade group showed a similar range employing a fifth or less of the workers in Newark and Jersey City, and San Francisco-Oakland, but employing about half of the nonmanufacturing workers in the Lawrence-Haverhill, Rockford, and York areas. In 86 of the areas studied, either public utilities or retail trade had the largest nonmanufacturing employment.

The extent of unionization also varied greatly among areas. Labor-management agreements covered 65 percent or more of the plant workers in about half of the areas studied. (See table 3.) The proportion of plant workers covered by agreements was highest in Seattle-Everett, 1 of 4 areas in which at least 9 of every 10 workers were employed in establishments where a majority of the plant workers were covered by one or more contracts. Less than a fourth of the plant workers were under contract in six areas, with less than a tenth of the plant workers covered in Greenville.

A much smaller proportion of office workers were covered by labor-management agreements. Only seven areas reported more than a fourth of the office workers having coverage. Less than a tenth of the office work force were unionized in 27 areas, and between a tenth and a fourth were unionized in the remaining 54 areas.

Table 1. Manufacturing Employment

(Proportion of workers within scope of survey¹ employed in manufacturing industries and the major groups within manufacturing in 88 metropolitan areas surveyed, July 1968 through June 1969)

Metropolitan area	Manufacturing as a percent of within scope employment	Major industry groups ² by percent of all manufacturing employment					Metropolitan area	Manufacturing as a percent of within scope employment	Major industry groups ² by percent of all manufacturing employment					
		50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent			50 percent and over	40 and under 50 percent	30 and under 40 percent	20 and under 30 percent	10 and under 20 percent	
<u>Northeast</u>						<u>South—Continued</u>								
Albany-Schenectady-Troy	56	-	-	35	-	-	San Antonio	30	-	-	20	-	-	23, 34
Allentown-Bethlehem-Easton	79	-	-	-	33	23	Savannah	62	-	-	26	-	-	20, 24, 28, 37
Binghamton	79	-	-	35	-	31, 38	Tampa-St. Petersburg	38	-	-	-	36	-	20
Boston	45	-	-	-	36	37	Washington	12	-	-	27	20	-	-
Buffalo	65	-	-	-	33	37	<u>North Central</u>							
Lawrence-Haverhill	84	-	-	-	31, 36	19	Akron	69	-	30	-	-	-	34
Manchester	68	-	-	31	22, 36	-	Canton	79	-	-	33	35	-	-
Newark and Jersey City	54	-	-	-	36	28	Chicago	51	-	-	-	36	-	35
New Haven	58	-	-	-	-	19, 37	Cincinnati	60	-	-	-	-	-	20, 35, 37
New York	32	-	-	-	-	23, 27, 36	Cleveland	59	-	-	-	-	-	33, 34, 35, 36, 37
Paterson-Clifton-Passaic	68	-	-	-	-	28, 38	Columbus	49	-	-	-	-	-	34, 35, 36, 37
Philadelphia	59	-	-	-	-	36	Davenport-Rock Island-Moline	71	35	-	-	-	-	33
Pittsburgh	64	-	33	-	-	36	Dayton	74	-	-	-	35, 36	-	27
Portland	51	-	-	-	26	20, 31, 36	Des Moines	38	-	-	-	35	-	20, 27, 30
Providence-Pawtucket-Warwick	71	-	-	-	39	22	Detroit	66	-	37	-	-	-	33, 34, 35
Rochester	73	-	38	-	-	36	Green Bay	62	-	26	-	-	-	20, 35
Scranton	73	-	-	23	-	36	Indianapolis	55	-	-	-	37	-	35, 36
Syracuse	61	-	-	-	36	35	Kansas City	47	-	-	-	-	-	20, 36, 37
Trenton	70	-	-	-	-	30, 34, 35, 36	Milwaukee	65	-	-	-	35	-	36
Utica-Rome	77	-	-	-	-	33, 35, 36	Minneapolis-St. Paul	47	-	-	-	-	-	20, 26, 36
Waterbury	83	-	-	-	34	30, 33, 38	Muskegon-Muskegon Heights	85	-	-	-	33, 35	-	37
Worcester	70	-	-	-	35	32, 33, 34	Omaha	37	-	-	20	36	-	-
York	80	-	-	-	-	35	Rockford	81	-	-	-	33, 35, 37	-	-
<u>South</u>						<u>West</u>								
Atlanta	40	-	-	37	-	20	Albuquerque	13	-	-	-	20	24, 32, 36	27, 37
Baltimore	58	-	-	-	-	33, 36	Boise City	26	-	-	-	20, 24	-	20, 35, 37
Beaumont-Port Arthur-Orange	70	-	29	-	28	37	Denver	37	-	-	-	-	-	-
Birmingham	53	-	33	-	-	34	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	51	-	-	-	36, 37	-	-
Charleston, W. Va.	58	28	-	-	-	37	Phoenix	46	-	-	36	-	-	35, 37
Charlotte	41	-	-	-	22	20, 35	Portland	46	-	-	-	-	-	24, 26, 33, 36
Chattanooga	74	-	-	-	22	28, 34	Salt Lake City	39	-	-	-	-	-	19, 20, 33, 35, 37
Dallas	43	-	-	-	36	37	San Bernardino-Riverside-Ontario	44	-	-	33	-	-	36, 37
Fort Worth	59	37	-	-	-	-	San Diego	46	-	-	19, 37	-	-	-
Greenville	79	-	22	-	-	23, 35	San Francisco-Oakland	32	-	-	-	-	-	20, 36
Houston	39	-	-	-	-	28, 29, 34, 35	San Jose	66	-	-	36	19	-	20
Jackson	41	-	-	-	-	20, 25, 32, 36	Seattle-Everett	59	37	-	-	-	-	-
Jacksonville	41	-	-	-	20	26, 37	Spokane	38	-	33	-	-	-	20, 24
Little Rock-North Little Rock	51	-	-	-	-	20, 28, 36, 38								
Louisville	62	-	-	-	-	20, 28, 36								
Lubbock	28	-	20	-	-	35, 36								
Memphis	46	-	-	-	-	20, 36								
Miami	24	-	-	-	-	20, 23, 34, 37								
Midland and Odessa	26	-	-	29	28, 34	-								
New Orleans	31	-	-	-	20, 37	19								
Oklahoma City	35	-	-	-	20, 36	34, 37								
Raleigh	42	-	-	36	-	20, 22, 23								
Richmond	46	-	-	-	21	26, 28								

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

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

19 - Ordnance and accessories
 20 - Food and kindred products
 21 - Tobacco manufactures
 22 - Textile mill products
 23 - Apparel and other textile products
 24 - Lumber and wood products
 25 - Furniture and fixtures

26 - Paper and allied products
 27 - Printing and publishing
 28 - Chemicals and allied products
 29 - Petroleum and coal products
 30 - Rubber and plastics products
 31 - Leather and leather products
 32 - Stone, clay, and glass products

33 - Primary metal industries
 34 - Fabricated metal products
 35 - Machinery, except electrical
 36 - Electrical machinery equipment and supplies
 37 - Transportation equipment
 38 - Instruments and related products
 39 - Miscellaneous manufacturing industries

Table 2. Nonmanufacturing Employment

(Proportion of workers within scope of survey¹ employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries in 88 metropolitan areas surveyed, July 1968 through June 1969)

Metropolitan area	Nonmanu- facturing as a percent of within scope employment	Percent distribution of nonmanufacturing workers by major industry group and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services			
		Total ⁵	Industry						Total ⁵	Industry		Total ⁵	Industry		
		40	42	48	49			60	63		70	72	73		
Northeast															
Albany-Schenectady-Troy	44	26	6	3	10	4	11	35	12	6	5	16	3	2	10
Allentown-Bethlehem-Easton	21	31	6	8	4	11	10	40	12	5	3	7	1	3	2
Binghamton	21	26	7	5	6	8	7	40	13	6	6	14	3	2	7
Boston	55	15	2	2	6	3	13	28	21	7	11	23	3	2	13
Buffalo	35	28	9	5	5	5	9	38	13	7	4	12	2	2	6
Lawrence-Haverhill	16	12	-	3	-	7	13	49	13	8	4	13	3	5	4
Manchester	32	28	-	8	11	7	12	34	15	6	8	11	3	3	3
Newark and Jersey City	46	31	4	6	7	5	12	19	17	5	11	20	1	3	13
New Haven	42	37	11	4	15	5	9	25	15	6	7	14	3	2	9
New York	68	21	2	2	8	3	12	21	25	9	8	20	3	2	11
Paterson-Clifton-Passaic	32	26	1	9	6	4	20	33	7	4	2	14	(6)	4	8
Philadelphia	41	24	4	4	7	5	13	31	19	7	8	13	2	2	6
Pittsburgh	36	29	9	3	6	8	12	32	13	7	4	15	2	2	7
Portland	49	27	7	6	9	3	13	33	17	7	10	10	4	3	3
Providence-Pawtucket-Warwick	29	20	2	4	5	6	9	41	19	9	8	11	2	2	5
Rochester	27	25	9	2	7	5	7	44	11	7	3	12	2	3	5
Scranton	27	33	7	10	6	7	12	38	7	5	3	9	2	4	1
Syracuse	39	26	6	3	8	6	14	31	15	5	9	15	3	1	8
Trenton	30	26	3	5	11	5	8	32	13	6	7	21	2	3	13
Utica-Rome	23	29	3	4	9	5	9	30	21	8	13	11	2	6	2
Waterbury	17	26	2	6	9	8	8	38	14	11	1	15	1	2	11
Worcester	30	23	2	4	6	9	9	41	22	8	13	6	1	2	2
York	20	24	1	10	6	8	8	49	8	6	1	10	3	3	2
South															
Atlanta	60	28	3	7	6	3	16	29	14	4	7	13	2	2	5
Baltimore	42	25	6	3	6	6	11	32	17	5	7	16	2	3	7
Beaumont-Port Arthur-Orange	30	42	4	2	6	11	7	33	6	5	1	12	3	4	3
Birmingham	47	27	6	7	8	6	15	31	17	5	9	10	2	2	3
Charleston, W. Va.	42	45	5	9	12	16	11	32	6	3	2	6	2	2	1
Charlotte	59	32	1	16	6	5	20	24	13	6	4	11	2	3	4
Chattanooga	26	22	10	2	7	2	8	34	22	7	14	14	3	5	4
Dallas	57	22	1	6	5	3	17	31	17	4	10	12	3	2	5
Fort Worth	41	25	8	3	6	5	12	39	11	4	4	13	3	3	6
Greenville	21	23	3	9	7	3	8	42	14	6	6	13	2	5	3
Houston	61	23	3	5	4	6	20	31	10	3	4	16	2	7	6
Jackson	59	26	4	3	12	5	13	28	20	7	10	13	3	7	2
Jacksonville	74	25	9	6	7	(6)	13	33	18	4	12	10	3	2	4
Little Rock-North Little Rock	49	34	12	7	8	4	12	25	17	6	9	12	4	3	2
Louisville	38	29	11	5	6	5	14	32	13	5	6	12	3	4	3
Lubbock	72	26	4	6	10	5	14	39	9	6	3	12	5	4	2
Memphis	54	23	6	8	5	-	19	33	10	5	2	16	5	4	5
Miami	76	29	1	2	5	2	6	35	10	4	2	20	12	3	4
Midland and Odessa	74	36	-	7	9	8	6	39	10	10	-	10	4	3	1
New Orleans	69	33	3	4	5	4	13	29	10	4	5	15	5	2	7
Oklahoma City	65	26	3	7	8	7	13	37	15	4	6	9	2	2	3
Raleigh	58	24	6	2	7	6	13	33	23	6	11	7	3	2	2
Richmond	54	24	7	5	7	3	15	33	18	6	9	11	2	3	4
San Antonio	70	14	3	3	5	-	13	44	14	4	7	15	4	4	5
Savannah	38	36	19	1	9	6	10	39	9	7	1	6	2	3	-
Tampa-St. Petersburg	62	22	4	3	8	5	9	47	10	5	2	2	3	3	4
Washington	88	19	2	1	7	3	6	37	12	4	3	27	4	2	11

See footnotes at end of table.

Table 2. Nonmanufacturing Employment—Continued

(Proportion of workers within scope of survey¹ employed in nonmanufacturing establishments and proportion of workers employed in nonmanufacturing by major industry group and in selected industries in 88 metropolitan areas surveyed, July 1968 through June 1969)

Metropolitan area	Nonmanu- facturing as a percent of within scope employment	Percent distribution of nonmanufacturing workers by major industry group and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services			
		Total ⁵	Industry						Total ⁵	Industry		Total ⁵	Industry		
			40	42	48	49	60	63		70	72		73		
North Central															
Akron.....	31	30	2	16	5	6	9	46	7	4	1	9	2	2	3
Canton.....	21	32	11	3	6	10	12	39	13	5	4	5	1	1	3
Chicago.....	49	23	7	4	5	3	18	27	14	5	6	18	3	3	8
Cincinnati.....	40	30	8	7	7	5	12	31	13	4	7	14	2	2	7
Cleveland.....	41	24	6	4	7	3	16	33	13	5	4	14	2	2	7
Columbus.....	51	20	5	3	6	4	10	35	17	4	10	18	3	3	6
Davenport-Rock Island-Moline.....	29	27	9	4	7	6	10	38	12	4	7	14	3	2	3
Dayton.....	26	21	2	3	7	6	8	47	8	4	1	17	2	3	9
Des Moines.....	62	18	2	5	8	2	20	28	25	3	20	8	3	2	2
Detroit.....	34	22	3	5	6	6	13	33	15	6	5	17	1	3	7
Green Bay.....	38	35	11	9	6	9	12	35	4	3	1	14	2	1	6
Indianapolis.....	45	23	5	7	6	3	13	36	18	4	10	11	2	3	1
Kansas City.....	53	29	8	5	5	4	14	33	12	3	6	12	3	2	4
Milwaukee.....	35	24	4	5	6	6	11	38	14	4	7	13	2	3	5
Minneapolis-St. Paul.....	53	25	7	5	5	3	16	34	14	4	6	12	3	2	5
Muskegon-Muskegon Heights.....	15	42	3	11	16	12	9	34	10	9	1	5	2	2	-
Omaha.....	63	32	15	3	8	3	11	29	17	4	11	12	3	2	4
Rockford.....	19	17	(⁶)	4	6	6	10	51	9	5	3	13	3	4	7
St. Louis.....	41	31	8	6	6	6	13	27	15	5	6	14	3	2	6
Sioux Falls.....	53	35	1	11	15	7	13	38	9	6	4	5	3	2	-
South Bend.....	35	21	1	8	5	5	13	38	17	6	3	12	2	3	4
Toledo.....	35	29	12	6	5	6	10	40	9	5	2	12	2	3	4
Waterloo.....	23	29	11	4	8	5	8	40	4	3	1	19	9	3	3
Wichita.....	32	27	4	5	9	7	8	44	10	6	2	11	4	3	2
Youngstown-Warren.....	23	30	9	10	6	5	7	43	9	6	2	10	1	3	3
West															
Albuquerque.....	87	20	4	2	8	2	5	29	8	4	2	⁷ 38	2	2	2
Boise City.....	74	33	2 ⁶	2	13	14	11	32	15	11	4	9	6	2	1
Denver.....	63	27	5	5	7	4	13	34	12	4	5	14	3	2	5
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove.....	49	19	2	3	8	2	14	28	17	6	6	23	2	2	8
Phoenix.....	54	21	1	3	8	7	9	41	14	8	3	15	7	3	4
Portland.....	54	29	7	7	7	4	16	30	14	6	5	11	3	2	4
Salt Lake City.....	61	30	7	7	8	5	12	36	11	6	4	10	2	2	4
San Bernardino-Riverside- Ontario.....	56	32	14	1	11	5	9	31	8	6	2	20	7	2	7
San Diego.....	54	22	(⁶)	1	11	7	6	40	15	7	3	17	6	3	7
San Francisco-Oakland.....	68	30	4	3	8	4	13	19	20	8	8	18	3	1	6
San Jose.....	34	20	2	3	11	4	8	33	12	6	3	27	2	1	21
Seattle-Everett.....	41	27	4	4	8	2	12	33	16	7	6	12	3	2	4
Spokane.....	62	33	15	5	7	5	9	37	9	6	1	12	7	1	3

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

² Industries, with their 2-digit classification, are:

40 - Railroad transportation
42 - Trucking and warehousing
48 - Communication
49 - Electric, gas, and sanitary services

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

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Includes industries in addition to those shown separately.

⁶ Less than 0.5 percent.

⁷ Includes 31 percent in 2-digit classification 89, miscellaneous services.

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

(Approximate percent of all plant and office workers employed in establishments in which a contract or contracts covered a majority of workers in the respective categories, ¹ July 1968 through June 1969)

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

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

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

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

⁴ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 10 to the table in appendix A.

⁵ Separate presentation of data for this division is not made because of one or more of the reasons mentioned in footnote 7 to the table in appendix A. Data for this division, however, are included in estimates for "all industries."

Table 4. Wage Changes¹—All Industries and Manufacturing(Percents of change¹ in average earnings² for selected occupational groups in 84 metropolitan areas, ³ 1968-69⁴)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
Northeast								South-Continued									
Albany-Schenectady-Troy	5.6	4.7	5.4	5.6	5.6	4.0	5.5	5.1	Savannah	5.0	(⁵)	7.4	4.7	(⁵)	(⁵)	(⁵)	(⁵)
Allentown-Bethlehem-Easton	5.8	7.4	4.4	5.5	6.2	7.4	4.3	5.7	Tampa-St. Petersburg	5.2	(⁵)	6.6	11.3	3.8	(⁵)	6.2	9.7
Boston	6.1	6.4	7.0	6.5	6.0	7.8	6.8	4.8	Washington	5.3	9.4	8.2	7.0	(⁵)	(⁵)	(⁵)	(⁵)
Buffalo	3.7	7.0	6.3	6.1	4.2	7.0	6.4	6.0	North Central								
Lawrence-Haverhill	5.5	4.9	8.1	7.2	(⁵)	4.9	8.0	6.7	Akron	5.8	7.6	5.5	4.8	5.6	7.5	5.2	4.2
Manchester	6.7	(⁵)	5.4	11.3	(⁵)	(⁵)	(⁵)	(⁵)	Canton	5.5	7.2	6.0	8.0	6.2	7.2	6.0	8.4
Newark and Jersey City	4.6	6.3	5.6	6.2	4.0	5.9	5.0	6.1	Chicago	6.5	8.0	6.5	7.0	5.9	8.1	6.3	7.3
New Haven	5.1	6.0	5.6	7.2	5.4	5.7	5.5	6.2	Cincinnati	5.0	5.5	5.9	3.9	4.9	6.0	5.9	4.7
New York	7.1	8.9	6.4	7.4	5.9	8.0	5.9	7.1	Cleveland	4.9	9.2	9.1	8.2	4.0	9.1	9.2	6.1
Paterson-Clifton-Passaic	5.9	7.9	6.4	5.8	6.1	7.8	6.5	5.5	Columbus	8.3	6.6	8.0	6.2	4.7	4.7	8.3	4.6
Philadelphia	5.0	6.7	5.7	4.2	4.4	6.2	5.9	3.9	Davenport-Rock Island-Moline	7.7	12.2	12.0	7.8	8.8	12.2	12.4	9.6
Pittsburgh	5.8	8.6	6.7	5.4	5.7	9.0	7.1	6.6	Dayton	4.5	6.0	7.2	4.9	5.9	6.1	7.3	5.5
Portland	7.1	8.5	5.2	7.6	(⁵)	(⁵)	(⁵)	(⁵)	Des Moines	4.7	5.5	5.6	6.0	6.7	5.9	6.0	6.6
Providence-Pawtucket-									Detroit	4.8	8.3	6.6	6.4	4.8	8.2	6.5	6.5
Warwick	5.3	7.9	6.7	5.4	5.7	8.9	6.5	5.9	Green Bay	5.0	(⁵)	6.7	7.1	5.6	(⁵)	6.9	7.6
Scranton	7.5	12.2	4.2	5.1	7.3	12.2	4.6	5.3	Indianapolis	6.6	9.1	7.2	7.4	6.4	9.0	7.0	7.6
Trenton	4.6	4.3	5.0	5.4	4.5	4.3	4.7	5.3	Kansas City	5.2	7.4	4.4	4.0	3.9	7.5	3.6	4.0
Waterbury	5.2	5.1	4.3	3.6	5.3	4.7	4.3	3.3	Milwaukee	5.3	9.4	5.6	6.7	5.0	8.2	5.8	6.7
Worcester	5.2	6.3	4.4	4.1	3.9	6.0	4.5	4.9	Minneapolis-St. Paul	5.7	7.8	6.4	5.8	5.1	5.7	6.5	6.0
York	5.9	(⁵)	6.3	7.8	5.9	(⁵)	6.2	6.6	Muskegon-Muskegon Heights	8.7	5.7	6.1	7.7	9.5	5.7	6.3	8.2
									Omaha	6.0	(⁵)	3.0	5.1	6.3	(⁵)	4.2	4.1
									Rockford	6.7	7.0	6.6	6.1	6.8	7.0	6.6	6.5
									St. Louis	6.9	8.8	8.2	5.8	7.2	9.2	8.7	7.0
									Sioux Falls	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
									South Bend	5.3	5.7	7.9	4.1	4.7	5.7	8.4	3.9
									Toledo	6.1	8.0	8.7	8.0	6.1	8.0	9.5	7.1
									Waterloo	7.2	(⁵)	6.8	7.9	(⁵)	(⁵)	(⁵)	(⁵)
									Wichita	5.8	6.9	5.8	7.3	6.1	6.9	5.4	8.0
									Youngstown-Warren	7.8	9.2	5.9	6.3	7.1	9.2	6.1	6.2
									West								
									Albuquerque	4.3	(⁵)	(⁵)	6.2	(⁵)	(⁵)	(⁵)	(⁵)
									Boise City	4.4	(⁵)	(⁵)	5.8	(⁵)	(⁵)	(⁵)	(⁵)
									Denver	5.2	9.3	6.1	4.7	5.4	9.5	6.1	6.3
									Los Angeles-Long Beach and Anaheim-Santa Ana								
									Garden Grove	5.0	7.3	7.0	3.3	5.5	8.3	7.2	2.9
									Phoenix	5.9	6.2	5.9	5.0	5.6	6.2	7.5	4.6
									Portland	5.4	7.1	7.0	6.2	6.5	7.2	7.5	5.4
									Salt Lake City	5.0	(⁵)	5.5	5.1	(⁵)	(⁵)	5.2	4.0
									San Bernardino-Riverside-Ontario ⁶	7.1	15.4	12.1	5.5	10.4	15.3	12.7	8.0
									San Diego	6.1	11.6	6.8	5.2	6.2	12.0	6.5	7.8
									San Francisco-Oakland	4.3	6.5	6.2	3.8	4.0	6.4	6.3	4.8
									San Jose	6.2	7.8	8.4	4.6	7.0	7.8	8.6	5.1
									Seattle-Everett	6.8	5.3	8.4	4.6	8.6	4.9	8.6	6.7
									Spokane	5.2	(⁵)	4.1	6.5	(⁵)	(⁵)	3.7	6.6

¹ Unless otherwise indicated, all are increases.² Earnings of office clerical workers and industrial nurses relate to regular straight-time salaries that are paid for standard workweeks. Earnings of skilled maintenance trades and unskilled plant workers relate to hourly earnings excluding premium pay for work on weekends, holidays, and late shifts.³ Excludes Binghamton, Rochester, Syracuse, and Utica-Rome which were surveyed for the first time.⁴ Fiscal years ending June 30. The change is for 12 months except for Louisville, Lubbock, Midland and Odessa, and San Francisco-Oakland (9 months); Memphis (10 months); Albany-Schenectady-Troy, Allentown-Bethlehem-Easton, Baltimore, Buffalo, Canton, Charlotte, Houston, Kansas City, Newark and Jersey City, Trenton, Waterbury, and Worcester (11 months); Chattanooga and Des Moines (13 months); St. Louis and San Bernardino-Riverside-Ontario (14 months); and Richmond (16 months).⁵ Data do not meet publication criteria.⁶ Changes were affected by the inclusion of payments under a "progress-sharing" plan in 1 manufacturing establishment.

Table 5. Wage Indexes—All Industries and Manufacturing

(Indexes of average earnings¹ for selected occupational groups in 79 metropolitan areas,² 1969³)

Metropolitan area	All industries				Manufacturing				Metropolitan area	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
Northeast									South—Continued								
Albany-Schenectady-Troy	134.6	136.5	133.2	140.1	130.3	134.2	132.4	137.8	San Antonio	140.0	(*)	(*)	155.2	(*)	(*)	(*)	146.1
Allentown-Bethlehem-Easton	132.9	133.0	133.5	131.1	132.9	133.0	132.6	128.5	Savannah	132.9	(*)	135.5	137.2	(*)	(*)	(*)	(*)
Boston	137.1	150.6	135.6	129.3	134.2	150.0	133.3	127.4	Washington	135.3	142.8	142.3	133.0	(*)	(*)	(*)	(*)
Buffalo	130.2	136.1	135.7	130.9	127.6	134.6	135.2	126.5	North Central								
Lawrence-Haverhill	141.3	154.2	142.6	139.4	(*)	154.2	142.0	137.8	Akron	134.4	152.0	133.8	130.1	134.5	152.8	133.3	128.6
Manchester	139.3	(*)	143.4	148.0	(*)	(*)	(*)	(*)	Canton	126.1	140.1	128.4	129.8	119.3	139.6	127.9	127.1
Newark and Jersey City	131.9	141.4	133.7	128.5	131.4	139.6	131.9	127.2	Chicago	133.5	143.8	135.7	137.2	132.8	142.1	134.7	134.3
New Haven	129.1	139.8	131.6	131.8	128.5	139.0	129.4	134.5	Cincinnati	132.5	135.2	135.6	137.6	130.4	136.2	135.3	136.2
New York	137.6	146.9	139.7	142.0	132.6	143.9	135.8	136.5	Cleveland	125.8	138.4	134.6	131.1	123.7	138.2	134.3	128.2
Paterson-Clifton-Passaic	134.5	139.1	139.1	137.4	134.6	139.4	137.6	137.9	Columbus	129.7	134.1	133.1	137.2	128.9	133.2	134.1	130.1
Philadelphia	132.0	136.3	132.4	133.8	128.8	134.9	132.6	130.4	Davenport-Rock Island-Moline	135.4	138.7	137.8	135.8	134.6	138.7	137.5	137.3
Pittsburgh	125.3	131.0	125.6	128.4	120.0	131.0	124.9	127.6	Dayton	129.7	148.0	136.6	128.2	130.8	145.6	136.8	133.0
Portland	134.6	138.9	135.2	122.7	(*)	(*)	(*)	(*)	Des Moines	139.2	144.9	135.9	136.8	136.6	144.2	135.6	138.6
Providence-Pawtucket-Warwick	143.2	157.1	142.8	132.9	140.3	157.4	142.6	132.7	Detroit	134.3	147.0	140.0	138.0	133.6	145.2	140.4	136.0
Scranton	127.7	145.7	129.4	139.4	140.2	145.7	127.8	135.7	Green Bay	131.4	(*)	137.9	137.7	134.2	(*)	138.9	142.4
Trenton	128.8	147.8	134.0	137.6	124.1	147.0	133.3	136.2	Indianapolis	131.1	146.3	141.2	137.9	129.5	144.1	139.3	139.0
Waterbury	128.7	128.0	130.8	120.6	127.2	128.3	130.0	122.4	Kansas City	131.2	143.4	136.6	136.3	127.4	142.0	135.7	134.3
Worcester	137.9	142.2	131.1	139.9	132.3	139.9	129.2	142.9	Milwaukee	131.6	147.9	136.6	136.7	128.7	147.9	135.8	134.3
York	133.8	(*)	135.8	139.6	134.4	(*)	134.9	133.1	Minneapolis-St. Paul	133.3	150.3	138.9	139.1	131.4	149.4	137.9	133.2
South									Muskegon-Muskegon Heights	138.8	150.9	136.8	139.4	136.3	150.9	136.6	141.2
Atlanta	140.5	148.4	142.3	146.2	137.7	150.0	140.5	143.6	Omaha	129.9	(*)	130.2	129.1	126.7	(*)	132.7	127.6
Baltimore	135.2	139.9	136.0	131.9	126.4	138.0	135.5	131.8	Rockford	136.3	146.1	140.5	141.8	137.2	146.1	140.3	146.2
Beaumont-Port Arthur-Orange	134.0	132.6	130.2	138.3	130.8	132.6	129.1	137.6	St. Louis	135.9	150.6	138.3	138.5	136.2	151.6	138.5	139.3
Birmingham	129.6	131.9	126.6	128.4	120.6	130.5	125.3	125.9	Sioux Falls	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Charleston, W. Va.	124.4	133.6	122.9	116.6	121.3	132.7	121.6	125.3	South Bend	126.7	135.8	131.0	117.5	123.0	135.1	130.4	117.1
Charlotte	140.2	(*)	144.7	150.8	134.8	(*)	140.1	150.8	Toledo	132.9	144.3	137.5	134.8	132.8	142.1	137.8	135.5
Chattanooga	135.1	141.8	127.8	142.7	136.3	141.8	128.0	141.5	Waterloo	136.0	(*)	145.8	145.9	(*)	(*)	(*)	(*)
Dallas	135.0	146.1	137.1	140.1	127.1	(*)	139.1	140.3	Wichita	132.3	130.8	134.8	136.4	129.0	130.2	133.4	131.6
Fort Worth	141.7	134.8	137.2	150.6	(*)	134.1	134.8	136.9	West								
Greenville	144.7	139.5	147.2	151.3	143.0	139.5	148.3	151.8	Albuquerque	124.4	(*)	(*)	124.1	(*)	(*)	(*)	(*)
Houston	132.5	133.3	135.3	142.4	131.1	132.6	130.3	146.3	Boise City	131.2	(*)	(*)	127.8	(*)	(*)	(*)	(*)
Jackson	138.8	(*)	133.6	156.0	(*)	(*)	(*)	149.9	Denver	132.7	150.0	134.3	133.7	131.0	144.8	131.7	139.2
Jacksonville	137.7	(*)	139.5	142.7	(*)	(*)	(*)	138.3	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	133.7	147.4	137.3	132.2	134.9	148.6	135.8	126.7
Little Rock-North Little Rock	135.9	(*)	143.0	137.2	137.7	(*)	140.9	136.1	Phoenix	138.7	(*)	130.1	135.8	135.0	(*)	(*)	132.0
Louisville	132.8	135.1	131.0	130.9	130.5	134.7	130.0	132.3	Portland	133.4	151.4	139.1	139.9	131.3	155.5	138.6	132.0
Lubbock	135.6	(*)	(*)	145.5	(*)	(*)	(*)	(*)	Salt Lake City	135.8	(*)	135.6	131.2	(*)	(*)	129.7	133.6
Memphis	138.8	139.1	140.5	152.5	134.9	(*)	139.6	150.5	San Bernardino-Riverside-Ontario ⁵	137.2	147.3	136.6	127.9	142.0	144.7	135.6	133.8
Miami	134.2	159.5	138.0	129.8	133.7	(*)	129.0	127.4	San Francisco-Oakland	132.8	141.6	135.6	134.1	129.4	142.7	133.7	133.5
New Orleans	141.3	129.6	138.1	150.8	137.9	121.1	134.2	136.2	Seattle-Everett	137.2	153.6	141.4	141.4	137.2	150.5	141.6	145.7
Oklahoma City	135.3	(*)	(*)	133.8	128.3	(*)	(*)	136.0	Spokane	135.0	(*)	138.6	137.9	(*)	(*)	137.6	123.8
Raleigh	140.0	(*)	133.4	143.6	(*)	(*)	(*)	138.9									
Richmond	132.2	131.0	136.7	149.8	128.8	130.7	135.1	144.6									

¹ See footnote 2, table 4.² Excludes Binghamton, Midland and Odessa, Rochester, San Diego, San Jose, Syracuse, Tampa-St. Petersburg, Utica-Rome, and Youngstown-Warren which were not surveyed in the base year (fiscal 1961).³ Fiscal years ending June 30. The time span between the base year survey and the index year survey was not less than 95 months nor more than 97 months, except in Boise City (86 months); Baltimore, Columbus, Louisville, and San Francisco-Oakland (93 months); Kansas City, Lubbock, Memphis, Trenton, and Washington (94 months); Allentown-Bethlehem-Easton, Richmond, Seattle-Everett, and Wichita (99 months); Canton and St. Louis (101 months).⁴ Data do not meet publication criteria.⁵ See footnote 6, table 4.

Table 6. Wage Indexes—All Industries and Manufacturing—20 Metropolitan Areas¹(Indexes of average earnings² for selected occupational groups, 1969³)

Metropolitan area	Time interval (months)	All industries				Manufacturing			
		Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance (men)	Unskilled plant (men)
<u>Northeast</u>									
Boston	186	191.7	212.5	190.9	180.2	184.4	210.0	189.4	177.9
Buffalo	187	177.7	195.3	192.8	187.2	177.7	194.8	191.7	182.7
Newark and Jersey City	194	183.5	201.6	190.1	185.4	183.8	199.1	187.8	191.7
New York	194	189.8	208.9	194.7	198.8	186.7	220.2	190.8	196.8
Philadelphia	193	188.8	199.1	190.4	192.0	182.8	196.4	188.4	184.8
Providence-Pawtucket-Warwick	197	194.6	209.4	199.6	174.4	196.7	208.4	196.6	164.3
<u>South</u>									
Atlanta	194	191.9	215.2	201.2	207.8	190.0	222.2	194.9	204.9
Baltimore	191	196.6	211.0	206.2	208.3	190.4	212.4	207.5	215.6
Dallas	195	188.1	193.7	194.5	193.1	171.2	(⁴)	189.0	191.4
Memphis	190	184.0	203.4	199.8	212.3	179.7	(⁴)	192.0	202.4
<u>North Central</u>									
Chicago	193	183.0	207.2	193.1	190.7	183.9	205.8	191.1	184.1
Cleveland	191	176.9	208.2	193.8	191.9	178.0	206.7	193.4	185.9
Kansas City	191	186.3	212.9	199.0	195.3	184.0	209.7	196.9	198.0
Milwaukee	192	180.8	217.9	197.7	189.9	182.9	218.7	197.9	187.1
Minneapolis-St. Paul	194	183.6	219.0	197.2	202.4	177.5	217.1	192.2	190.1
St. Louis	195	188.1	225.3	199.3	198.1	190.0	226.8	198.6	199.6
<u>West</u>									
Denver	193	186.8	214.8	207.4	210.6	189.3	(⁴)	202.4	222.6
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	193	188.7	205.8	195.5	187.1	190.7	210.9	193.8	177.1
Portland	201	186.2	208.9	200.4	195.6	183.6	209.0	201.0	183.3
San Francisco-Oakland	189	183.8	213.8	191.1	195.5	178.8	217.2	193.1	193.0

¹ Limited to the 20 areas which were surveyed in both 1953 and 1969.² See footnote 2, table 4.³ Fiscal years ending June 30. The method of computing the index from 1961 to 1969 is described on p. 78. Index data for 1953 to 1961 are based on a slightly different list of occupations, weights are based on 1953-54 employment, and the office clerical and industrial nurses' occupational groups are limited to women.⁴ Data do not meet publication criteria.

A. Occupational Earnings

Table A-1. Office Occupations—All Industries

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ²																	
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton ³	Boston ³	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ³	Paterson-Ciifton-Passaic	Philadelphia ³	Pittsburgh ³	Portland	Providence-Pawtucket-Warwick	Rochester	Scranton	Trenton
	March	May	July	September	November	June	July	January	January	April	May	November	January	November	May	July	July	October
Office clerical																		
Men																		
Clerks:																		
Accounting, class A.....	\$129.50	\$160.00	-	\$126.00	\$147.00	\$120.50	\$106.50	\$129.50	\$132.50	\$138.00	\$142.00	\$132.00	\$145.50	\$125.00	\$134.00	\$136.50	\$108.00	\$118.50
Accounting, class B.....	114.50	113.50	-	95.00	126.50	-	-	116.50	-	110.00	134.50	116.00	124.50	-	93.50	-	-	115.00
Order.....	-	-	-	124.00	126.00	-	-	122.00	-	123.50	130.00	117.00	132.50	97.50	116.00	-	-	-
Payroll.....	124.00	-	-	117.50	138.00	-	-	126.00	-	119.50	-	129.50	130.50	-	-	-	-	-
Office boys.....	82.00	85.00	\$72.00	75.50	87.00	-	73.50	80.00	87.50	83.50	84.50	79.50	-	76.00	76.00	88.00	77.50	80.00
Tabulating-machine operators:																		
Class A.....	127.00	-	144.00	126.00	-	-	-	132.00	-	150.00	-	141.50	140.00	-	-	-	-	-
Class B.....	102.00	-	-	107.50	-	-	-	109.50	117.00	120.00	131.00	113.00	114.50	-	-	131.00	-	-
Class C.....	-	-	-	89.50	-	-	-	91.50	-	101.50	-	96.00	-	-	-	-	-	-
Women																		
Billers, machine:																		
Billing machine.....	-	86.00	-	85.00	95.50	-	77.00	94.50	89.00	105.00	91.00	96.00	99.00	70.50	86.00	93.00	-	-
Bookkeeping machine.....	81.50	85.00	-	85.50	-	-	81.50	86.50	-	101.00	-	83.00	88.50	75.50	76.50	75.00	74.00	87.00
Bookkeeping-machine operators:																		
Class A.....	-	-	-	102.50	111.00	-	-	107.00	101.00	117.00	106.00	98.00	105.00	92.00	99.00	105.50	-	-
Class B.....	84.50	90.50	-	87.00	84.50	82.00	82.50	98.50	84.00	102.50	93.50	90.00	84.00	79.00	82.50	89.00	72.00	85.50
Clerks:																		
Accounting, class A.....	116.00	120.00	95.50	107.00	115.00	105.00	99.50	114.50	116.00	120.00	116.00	109.50	121.50	102.00	102.00	112.00	106.00	107.50
Accounting, class B.....	95.50	91.00	80.00	87.50	92.50	89.00	78.00	94.50	87.50	95.50	94.00	84.50	94.00	81.50	85.50	93.00	81.00	87.00
File, class A.....	97.50	105.00	-	90.00	-	-	-	93.50	-	104.00	-	96.00	105.50	-	92.50	105.50	-	86.50
File, class B.....	78.50	91.50	-	75.50	78.50	-	-	80.50	75.00	88.50	82.00	74.50	81.50	-	78.00	86.50	75.00	78.00
File, class C.....	78.00	81.00	69.00	73.50	79.50	-	-	72.50	73.00	79.00	73.50	68.50	74.00	68.50	67.00	75.00	78.50	70.00
Order.....	87.00	114.50	83.00	90.50	95.50	84.50	86.50	88.00	82.50	92.50	92.00	88.00	97.00	-	88.00	93.00	79.00	97.50
Payroll.....	96.00	94.50	85.50	96.00	106.00	93.50	78.50	104.50	98.50	116.00	106.50	95.00	108.00	88.00	90.00	111.50	83.50	99.00
Comptometer operators.....	101.50	-	-	89.50	87.50	-	-	101.50	98.00	105.00	98.00	89.00	102.50	-	90.50	93.00	-	-
Keypunch operators, class A.....	104.00	114.50	102.00	94.50	100.00	-	-	100.00	99.50	108.00	103.00	98.50	102.00	91.50	86.00	106.00	-	91.50
Keypunch operators, class B.....	90.00	97.00	86.50	85.00	89.00	90.50	72.00	89.00	87.00	95.00	92.50	87.00	92.00	73.50	82.50	96.00	85.50	86.50
Office girls.....	76.50	89.50	-	72.50	73.50	-	-	78.00	81.50	78.50	80.00	75.00	76.00	-	75.00	89.00	-	78.00
Secretaries ⁴	120.50	114.50	120.50	114.50	118.50	119.00	98.00	120.50	116.00	131.00	120.00	116.50	120.00	95.50	106.50	130.00	95.00	113.50
Class A.....	133.50	135.50	135.50	137.50	130.00	123.50	-	140.00	141.00	160.00	148.50	138.50	145.00	112.50	125.50	135.00	104.50	129.50
Class B.....	129.50	117.50	135.50	127.50	127.00	119.50	109.00	129.50	125.00	143.50	127.50	126.00	131.00	100.50	116.50	140.00	103.50	121.50
Class C.....	119.50	112.00	126.00	115.50	123.50	120.50	90.50	124.00	114.50	129.00	123.50	118.00	120.00	99.50	107.00	134.00	98.50	121.50
Class D.....	108.50	100.50	96.50	104.00	105.50	109.50	88.00	110.50	101.50	117.00	109.50	104.00	109.50	87.00	95.50	124.00	87.00	105.00
Stenographers, general.....	96.50	95.00	97.00	93.50	94.00	96.50	74.50	97.50	100.00	104.50	98.50	92.00	95.00	83.00	85.00	105.00	80.50	90.00
Stenographers, senior.....	107.50	107.50	106.00	101.50	110.50	-	89.50	108.00	103.00	113.50	106.00	103.50	105.50	95.00	103.00	117.00	85.00	99.50
Switchboard operators, class A.....	105.50	109.50	-	98.50	107.00	-	-	106.00	102.00	113.00	108.50	101.00	106.50	-	97.00	109.50	-	-
Switchboard operators, class B.....	89.00	84.00	70.00	78.00	85.00	88.50	75.00	94.00	86.00	100.00	95.00	87.00	91.50	78.50	77.00	92.50	-	94.00
Switchboard operator-receptionists.....	92.00	88.00	81.50	89.50	91.00	86.50	75.50	96.00	90.50	102.00	94.50	89.00	92.50	80.50	84.00	92.00	72.00	90.00
Tabulating-machine operators:																		
Class B.....	-	-	-	96.50	119.00	-	-	-	-	100.50	-	100.00	106.50	-	104.50	111.50	-	-
Class C.....	-	-	-	-	90.00	-	-	91.50	-	99.00	-	84.50	88.00	-	88.50	-	-	-
Transcribing-machine operators, general.....	89.00	100.50	-	90.00	93.50	-	-	90.50	91.00	104.00	93.00	87.00	87.00	80.50	88.00	95.50	80.50	86.50
Typists, class A.....	98.00	103.00	111.50	91.50	93.50	90.00	78.50	93.50	90.50	102.50	99.00	93.50	91.00	-	91.50	105.00	86.50	84.50
Typists, class B.....	88.00	83.50	80.00	80.00	80.00	81.00	69.00	82.50	82.50	91.00	86.00	77.00	83.50	71.50	77.00	92.00	73.00	77.00
Professional and technical																		
Men																		
Draftsmen, class A.....	149.50	172.00	174.00	187.50	187.50	171.00	-	182.50	180.00	190.50	184.00	194.50	186.00	-	161.50	173.00	146.50	185.50
Draftsmen, class B.....	123.50	150.00	138.00	135.50	159.50	-	-	156.00	135.00	160.50	160.00	153.00	157.50	-	140.00	145.50	123.50	163.00
Draftsmen, class C.....	109.50	130.50	103.50	118.00	127.50	-	87.00	118.00	124.50	126.00	124.50	120.00	124.50	-	110.00	119.50	103.50	125.50
Draftsmen-tracers.....	-	112.00	-	89.00	106.50	-	-	92.00	-	99.00	102.50	95.00	104.00	-	-	104.50	-	-
Women																		
Nurses, industrial (registered).....	133.50	131.00	-	133.00	137.50	129.50	-	135.00	133.00	146.00	135.00	128.00	133.00	109.00	122.50	142.50	110.00	133.00

See footnotes at end of table.

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ² —Continued				South													
	Utica-Rome ³	Waterbury	Worcester	York	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ³	Charleston, W. Va.	Charlotte	Chattanooga ³	Dallas ³	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock
	July	March	May	February	May	September	May	April	April	March	September	November	November	May	May	February	January	July
Office clerical																		
Men																		
Clerks:																		
Accounting, class A.....	\$125.50	\$131.00	\$145.50	\$129.50	\$133.00	\$139.00	\$175.50	\$141.00	\$133.50	-	\$138.50	\$126.50	\$133.00	\$122.50	\$141.00	\$136.00	\$120.00	\$113.00
Accounting, class B.....	-	-	107.50	-	118.00	108.00	158.00	99.50	-	\$101.50	-	105.00	104.00	-	113.50	103.50	-	85.00
Order.....	-	-	-	103.00	120.50	117.50	136.00	107.00	-	100.50	-	113.50	115.50	-	122.50	93.50	109.00	97.50
Payroll.....	-	-	-	-	147.00	151.50	-	134.00	132.50	-	-	-	-	-	126.00	-	-	-
Office boys.....	-	-	-	80.00	83.00	77.00	-	77.00	79.00	78.00	-	76.00	74.50	76.50	81.00	75.00	74.50	67.00
Tabulating-machine operators:																		
Class A.....	-	-	-	-	143.00	143.00	-	-	-	-	-	134.50	-	-	140.00	-	-	-
Class B.....	-	-	-	-	116.00	123.50	-	-	-	106.50	-	108.50	-	94.50	123.50	-	110.50	-
Class C.....	-	-	-	-	93.50	98.00	-	-	-	-	-	81.00	-	-	90.50	-	-	-
Women																		
Billers, machine:																		
Billing machine.....	-	89.50	89.00	76.50	93.50	83.00	-	78.50	70.00	89.50	79.00	90.50	87.00	84.50	92.00	-	-	-
Bookkeeping machine.....	-	-	-	-	90.00	75.50	-	81.00	73.50	79.00	80.00	84.00	78.50	81.50	86.00	-	82.50	70.00
Bookkeeping-machine operators:																		
Class A.....	-	103.00	112.50	-	95.50	95.50	-	101.50	-	101.50	93.50	97.50	85.00	-	115.50	85.00	90.00	85.50
Class B.....	76.00	87.50	90.00	84.00	93.50	86.00	74.00	81.50	84.50	87.00	75.00	81.50	78.50	79.50	91.00	83.00	83.00	73.50
Clerks:																		
Accounting, class A.....	101.50	110.00	116.00	109.50	117.00	111.50	142.00	114.50	116.00	110.00	99.00	105.50	113.00	97.50	116.50	97.50	104.50	95.50
Accounting, class B.....	88.50	89.00	90.50	88.50	96.00	87.50	93.50	85.00	83.00	87.50	79.50	88.50	84.00	80.50	91.50	84.00	81.50	79.50
File, class A.....	-	94.00	-	-	94.00	96.00	-	80.50	-	-	85.50	89.00	-	-	105.00	-	93.00	74.50
File, class B.....	80.50	84.00	74.00	-	81.00	74.00	87.00	74.00	-	74.00	71.00	78.00	86.00	-	81.50	69.00	75.50	68.00
File, class C.....	66.50	-	74.50	-	72.00	70.50	-	68.50	72.50	70.00	64.50	67.50	68.50	72.00	74.00	68.50	66.00	65.50
Order.....	-	97.50	95.50	80.00	94.00	83.50	-	90.00	78.00	81.00	89.50	88.00	80.50	85.50	88.00	85.00	85.00	-
Payroll.....	92.00	100.50	96.00	83.50	101.50	99.00	118.00	91.50	107.50	94.00	91.50	99.50	94.00	85.00	110.00	98.50	98.00	85.00
Comptometer operators.....	-	-	89.50	-	97.50	90.50	-	84.50	-	90.00	-	89.50	84.50	-	88.50	-	85.00	76.50
Keypunch operators, class A.....	88.50	97.00	101.50	109.00	114.00	94.50	122.00	90.50	114.50	95.50	85.50	95.50	104.00	85.50	102.00	83.50	100.50	83.00
Keypunch operators, class B.....	81.50	88.50	84.50	78.00	92.50	90.00	97.00	82.50	79.50	84.00	72.50	82.50	91.00	77.00	90.00	79.00	87.00	73.00
Office girls.....	-	-	76.50	-	78.00	77.50	-	71.00	-	74.00	64.00	69.50	84.00	-	76.50	-	70.00	-
Secretaries ⁴	107.00	122.50	113.50	113.00	119.00	112.50	133.50	111.00	125.50	107.50	102.00	111.00	113.50	99.50	125.50	100.50	106.50	96.00
Class A.....	-	144.50	138.00	124.00	136.50	125.00	138.00	123.50	-	129.50	113.00	122.50	113.50	118.50	148.00	116.50	121.50	114.00
Class B.....	101.50	128.00	117.50	116.00	131.00	117.50	124.50	116.50	122.50	118.50	110.00	117.50	112.50	110.50	134.00	116.50	114.50	97.00
Class C.....	116.50	127.00	112.50	115.50	122.50	116.50	146.00	107.50	133.00	109.50	106.00	110.00	119.50	102.00	127.50	105.00	109.00	106.00
Class D.....	103.00	112.50	104.00	101.50	106.00	100.00	131.00	102.00	114.00	98.50	94.50	104.00	106.50	90.50	117.00	91.50	98.50	89.00
Stenographers, general.....	86.50	97.00	92.50	91.00	101.50	93.50	109.50	89.00	95.00	90.50	85.50	94.00	103.00	86.50	102.00	84.50	91.50	77.50
Stenographers, senior.....	96.00	110.00	97.00	102.00	119.00	103.50	133.50	108.00	124.00	102.00	98.50	106.50	115.50	97.00	112.50	93.50	107.00	102.50
Switchboard operators, class A.....	-	105.00	96.00	-	105.00	105.50	-	97.50	-	90.00	85.00	95.00	118.50	-	107.00	-	90.50	-
Switchboard operators, class B.....	-	-	89.00	69.00	81.50	83.00	93.00	73.50	71.50	78.50	60.00	74.00	73.50	77.00	85.50	70.00	69.50	75.00
Switchboard operator-receptionists.....	84.50	91.50	90.00	84.50	95.00	91.50	89.00	85.00	80.00	86.50	82.00	89.50	79.50	81.50	90.50	81.50	80.00	73.50
Tabulating-machine operators:																		
Class B.....	-	-	-	-	-	103.00	-	89.50	-	-	-	107.50	-	102.50	-	-	-	93.00
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	88.50	87.50	87.50	79.00	95.50	82.50	-	79.50	-	83.50	77.00	83.00	76.00	86.00	95.50	-	82.00	74.00
Typists, class A.....	87.00	91.00	86.00	87.50	93.50	92.00	104.00	82.00	108.00	86.50	85.50	87.00	94.50	-	95.00	80.00	83.00	84.50
Typists, class B.....	78.00	83.50	78.00	79.00	81.50	80.00	86.50	74.50	78.50	79.50	70.50	77.50	73.50	75.00	81.50	72.50	71.00	70.50
Professional and technical																		
Men																		
Draftsmen, class A.....	151.50	184.00	169.00	167.50	183.50	184.00	198.50	179.00	-	176.50	-	173.00	169.00	162.00	193.50	-	-	140.50
Draftsmen, class B.....	129.50	142.50	138.50	143.50	150.00	152.50	174.50	147.00	-	139.50	-	137.00	132.00	135.50	162.50	135.00	132.50	116.50
Draftsmen, class C.....	109.50	121.50	120.50	119.50	117.00	117.00	140.50	113.50	-	107.50	110.00	113.00	113.50	108.50	121.00	97.50	-	97.50
Draftsmen-tracers.....	-	-	-	-	94.00	93.50	-	-	-	-	-	96.50	88.50	-	94.00	-	-	-
Women																		
Nurses, industrial (registered).....	115.50	123.00	126.50	126.00	141.00	135.00	156.50	126.00	141.00	-	125.50	132.00	140.00	104.50	142.00	-	-	-

See footnotes at end of table.

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Sex, occupation, and grade	South—Continued													North Central			
	Louisville	Lubbock	Memphis ³	Miami ³	Midland and Odessa ³	New Orleans	Oklahoma City ³	Raleigh	Richmond ³	San Antonio ³	Savannah ³	Tampa-St. Petersburg	Washington	Akron ⁵	Canton	Chicago ³	Cincinnati
	November	March	November	December	March	February	July	August	March	June	May	August	September	July	May	April	March
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$135.00	-	\$139.00	\$116.50	\$153.00	\$126.50	\$133.00	\$114.00	\$138.00	\$125.50	\$136.50	\$115.50	\$125.00	\$144.50	\$140.50	\$142.00	\$137.00
Accounting, class B.....	119.50	-	115.00	101.50	-	103.00	96.00	91.50	119.50	92.00	112.00	-	102.00	116.00	-	118.50	108.00
Order.....	115.00	-	97.00	97.50	-	115.00	102.50	-	111.50	91.00	-	104.50	122.00	145.50	110.00	139.50	121.50
Payroll.....	-	-	-	99.50	-	131.00	-	-	-	-	-	-	109.50	-	137.50	133.00	-
Office boys.....	82.00	-	76.00	70.50	-	74.50	71.00	76.50	79.50	69.00	-	76.00	82.50	83.00	86.50	89.00	80.50
Tabulating-machine operators:																	
Class A.....	-	-	149.00	-	-	-	-	-	109.50	-	-	-	-	-	-	-	147.50
Class B.....	118.00	-	101.50	-	-	-	117.50	-	-	-	-	120.50	116.00	-	-	-	124.50
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	104.50
Women																	
Billers, machine:																	
Billing machine.....	94.00	-	77.50	85.00	-	77.00	-	79.50	85.50	76.50	-	81.50	-	95.50	74.00	110.00	79.00
Bookkeeping machine.....	83.50	-	-	89.50	-	85.00	73.50	-	80.00	-	-	-	91.00	82.50	-	99.00	87.00
Bookkeeping-machine operators:																	
Class A.....	95.00	-	91.50	91.50	86.00	98.00	-	-	101.50	89.50	-	88.00	102.50	106.00	-	113.50	102.50
Class B.....	76.00	\$ 74.50	81.50	82.50	-	82.50	-	83.00	81.00	77.50	-	79.00	89.00	86.50	79.00	99.50	89.00
Clerks:																	
Accounting, class A.....	114.00	104.00	102.50	110.00	128.00	112.50	104.50	92.00	106.00	100.50	114.00	101.00	112.00	124.00	95.00	121.50	114.50
Accounting, class B.....	83.50	81.00	83.50	87.50	91.50	86.00	80.00	79.50	87.00	83.00	93.00	76.50	90.50	101.00	88.00	99.50	88.50
File, class A.....	116.50	-	-	-	-	93.50	89.00	-	92.50	-	-	-	-	-	-	98.50	90.50
File, class B.....	76.50	73.50	74.00	74.00	86.00	74.50	71.00	-	76.00	68.50	-	72.00	82.00	79.00	79.00	87.50	77.50
File, class C.....	67.00	72.50	69.00	65.50	77.50	76.00	68.00	-	69.50	82.00	-	75.50	95.50	88.50	-	79.00	71.50
Order.....	81.00	-	85.50	-	-	86.50	-	-	89.50	82.00	-	84.00	112.00	112.00	100.00	113.00	102.50
Payroll.....	95.50	90.00	94.00	91.00	92.50	96.50	90.50	88.50	103.50	90.00	102.00	84.00	104.00	112.00	91.50	104.50	89.00
Comptometer operators.....	94.00	-	84.00	80.50	-	85.50	87.50	79.50	83.00	80.00	-	81.50	92.00	95.00	100.00	113.00	102.50
Keypunch operators, class A.....	99.50	88.50	88.50	93.50	94.50	95.50	91.00	92.00	92.00	86.00	101.50	87.00	102.00	111.50	99.50	108.50	98.00
Keypunch operators, class B.....	84.00	76.00	78.50	87.50	79.00	87.00	78.50	80.00	83.50	75.00	77.50	77.00	90.00	94.50	86.50	98.00	86.50
Office girls.....	72.50	-	71.00	69.50	80.50	67.50	69.00	68.00	70.50	-	-	-	78.00	79.00	-	82.50	75.00
Secretaries ⁴ :																	
Class A.....	109.00	98.00	101.50	108.00	128.50	114.50	106.00	100.50	108.00	97.50	106.50	103.00	121.00	100.50	109.50	126.00	120.50
Class B.....	125.00	-	111.50	125.00	-	123.00	129.50	103.50	131.50	109.50	-	110.00	149.00	149.50	-	148.00	147.00
Class C.....	117.00	104.00	106.00	117.00	137.50	126.50	114.00	105.50	116.50	97.50	111.50	114.50	132.00	135.50	114.50	136.50	129.00
Class D.....	109.00	104.50	105.50	104.50	129.50	116.00	107.50	-	107.50	100.00	114.00	110.00	122.00	119.50	115.00	125.00	124.50
Class D.....	102.00	87.00	94.00	100.50	122.50	105.00	93.50	96.50	99.50	92.50	91.50	96.00	110.50	108.00	99.50	112.00	111.50
Stenographers, general.....	90.00	80.50	85.50	88.00	100.00	91.00	85.50	80.00	93.00	80.00	99.00	89.00	101.00	97.00	86.50	106.50	92.50
Stenographers, senior.....	109.50	101.50	107.00	98.00	108.00	112.00	104.00	95.50	104.50	99.50	93.50	93.50	117.50	116.50	97.00	115.50	103.50
Switchboard operators, class A.....	-	-	99.00	97.00	-	91.50	90.00	-	94.00	-	-	98.50	101.50	115.50	-	108.50	112.00
Switchboard operators, class B.....	79.50	-	72.00	73.00	73.00	70.50	68.00	61.50	80.50	68.00	77.00	70.00	77.00	81.00	88.00	94.00	88.00
Switchboard operator-receptionists.....	82.00	78.00	81.50	80.50	100.50	83.00	80.50	80.00	86.00	78.00	83.00	79.00	95.00	95.50	88.00	100.50	90.00
Tabulating-machine operators:																	
Class B.....	100.00	-	91.50	115.00	-	-	-	-	95.50	-	-	-	-	-	-	111.00	-
Class C.....	85.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	96.00	-
Transcribing-machine operators, general.....	84.00	-	86.00	81.00	-	85.00	79.50	76.50	85.50	-	-	75.00	97.00	96.00	-	102.50	86.00
Typists, class A.....	93.00	-	91.50	90.50	-	89.00	82.00	80.00	91.50	83.00	-	82.00	99.00	88.50	94.50	102.00	96.50
Typists, class B.....	76.00	78.50	74.00	81.00	78.50	76.50	70.50	67.50	75.50	74.50	74.00	73.50	85.50	86.50	77.50	90.50	79.50
Professional and technical																	
Men																	
Draftsmen, class A.....	165.50	-	163.00	174.00	-	188.50	165.00	156.50	166.50	146.50	-	153.50	169.00	177.00	171.50	177.50	181.00
Draftsmen, class B.....	149.50	107.00	127.50	137.00	-	150.00	133.50	122.50	142.50	135.00	144.50	134.00	145.00	154.50	153.00	154.00	150.00
Draftsmen, class C.....	118.00	-	90.50	128.00	-	116.00	110.50	104.50	122.50	99.50	-	103.00	114.50	119.50	124.00	125.00	119.50
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	88.00	-	93.50	108.00	81.50
Women																	
Nurses, industrial (registered).....	128.50	-	121.00	134.50	-	129.00	-	-	129.00	-	125.00	-	128.00	149.00	133.00	141.00	135.00

See footnotes at end of table.

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued																
	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit ³	Green Bay	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Omaha ³	Rockford	St. Louis	Sioux Falls	South Bend ³
	September	October	October	January	March	January	July	December	September	April	January	May	October	May	March	October	March
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$143.00	\$127.50	\$148.00	\$134.00	\$118.50	\$165.00	\$131.00	\$134.50	\$132.50	\$143.00	\$130.50	\$149.00	\$134.50	\$142.00	\$142.00	\$131.00	\$132.50
Accounting, class B.....	119.50	104.00	-	126.50	109.50	129.50	115.00	114.00	112.00	120.50	106.50	-	112.50	126.00	111.50	-	-
Order.....	128.50	122.50	124.50	129.50	123.50	140.00	-	120.50	105.50	137.50	132.50	-	118.50	-	126.50	-	-
Payroll.....	129.00	-	-	-	-	151.50	-	-	-	-	125.00	-	-	-	139.50	-	-
Office boys.....	86.00	74.50	86.00	87.50	73.00	92.50	-	81.50	-	74.50	85.50	-	76.00	-	85.50	-	80.00
Tabulating-machine operators:																	
Class A.....	138.00	131.00	142.00	183.00	-	160.50	-	140.50	140.00	-	-	-	-	140.50	139.50	-	135.50
Class B.....	123.50	109.50	134.00	137.00	112.50	135.00	-	117.50	110.00	123.50	117.00	-	116.00	-	118.00	-	113.50
Class C.....	110.00	-	-	-	-	118.00	-	105.50	-	-	93.00	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	92.00	88.00	98.50	103.00	77.50	106.00	-	88.00	87.00	96.00	91.50	-	79.50	89.50	103.00	-	-
Bookkeeping machine.....	90.00	83.00	-	92.50	69.50	103.00	-	93.00	83.00	101.00	86.50	-	-	-	93.50	-	-
Bookkeeping-machine operators:																	
Class A.....	109.00	97.50	100.00	106.50	99.00	115.50	-	104.50	101.50	104.50	102.50	109.00	103.50	96.00	103.00	-	98.50
Class B.....	95.00	89.50	82.00	99.50	79.00	100.50	77.50	85.00	85.50	91.00	85.50	-	81.50	87.00	88.50	70.00	88.00
Clerks:																	
Accounting, class A.....	115.50	112.00	122.00	119.00	102.00	132.50	100.50	110.00	114.50	122.00	107.00	119.50	107.00	118.00	117.00	95.50	102.50
Accounting, class B.....	89.00	90.50	88.00	87.50	83.50	100.00	79.00	87.50	87.50	95.00	86.00	95.50	84.50	90.00	89.00	78.00	84.50
File, class A.....	94.00	99.50	-	109.50	77.00	109.50	-	99.00	97.00	98.00	88.50	-	101.50	99.00	95.00	-	97.50
File, class B.....	81.50	75.50	82.50	89.50	69.00	85.00	74.50	79.00	79.00	81.00	77.50	-	79.00	83.50	79.50	71.50	82.00
File, class C.....	72.50	67.50	69.00	-	65.00	76.50	-	70.00	70.50	72.00	69.00	-	67.00	70.50	72.50	-	72.00
Order.....	89.50	95.50	89.50	87.50	84.50	110.50	-	85.50	87.00	87.00	89.50	-	86.50	84.50	96.50	-	85.50
Payroll.....	105.00	94.50	112.50	111.50	101.00	121.00	93.00	104.00	103.50	105.50	98.50	105.00	99.00	108.50	101.50	-	100.00
Comptometer operators.....	97.00	93.00	-	99.50	89.50	111.00	-	92.50	92.50	90.00	94.00	-	90.50	-	100.00	-	-
Keypunch operators, class A.....	99.50	99.50	118.50	102.00	93.00	113.00	91.50	99.00	98.00	103.00	93.00	117.00	99.00	93.00	109.00	-	98.00
Keypunch operators, class B.....	91.00	82.00	87.50	97.00	79.00	113.00	75.50	88.00	86.50	88.00	85.00	90.50	79.00	85.50	91.50	75.00	85.50
Office girls.....	76.50	72.50	80.50	79.50	72.00	85.00	-	75.50	73.00	76.50	71.50	73.50	78.50	73.50	76.50	-	72.50
Secretaries ⁴	121.50	110.50	130.50	126.00	104.50	142.50	105.50	125.00	112.00	121.50	110.50	121.50	108.50	113.50	117.50	106.00	111.50
Class A.....	142.00	128.00	133.00	140.00	127.50	156.00	-	138.50	125.00	136.50	126.00	145.50	125.50	130.50	136.50	-	125.00
Class B.....	127.50	124.50	146.00	137.50	110.50	155.00	-	133.00	116.50	125.50	121.00	127.00	114.50	123.00	126.50	-	118.00
Class C.....	118.50	114.50	135.00	138.50	98.50	144.00	108.00	132.00	111.50	119.50	110.50	128.00	106.00	112.00	119.00	-	111.50
Class D.....	109.00	102.00	112.00	106.00	97.50	119.50	91.50	108.50	104.50	109.00	108.00	108.00	99.00	97.00	103.50	-	102.50
Stenographers, general.....	96.50	91.00	97.50	101.00	85.00	106.50	83.00	93.00	94.50	95.00	91.00	99.00	84.00	92.50	95.00	79.00	89.00
Stenographers, senior.....	111.00	106.00	119.00	126.50	105.50	130.00	104.50	110.50	107.00	111.00	100.50	106.50	104.50	107.50	104.50	104.50	108.00
Switchboard operators, class A.....	111.50	96.50	120.50	115.50	97.00	127.00	-	112.50	103.00	104.50	94.50	-	95.00	105.00	102.50	-	94.50
Switchboard operators, class B.....	87.00	79.50	70.50	80.50	79.50	93.50	-	80.50	76.50	78.50	82.00	-	73.00	80.00	84.00	-	82.50
Switchboard operator-receptionists.....	90.00	87.50	84.50	92.00	84.50	103.00	84.00	91.50	89.50	91.50	86.00	92.00	80.00	91.00	96.00	75.00	82.50
Tabulating-machine operators:																	
Class B.....	102.50	-	-	122.50	92.50	119.00	-	105.50	100.50	103.50	-	-	-	-	111.00	-	113.50
Class C.....	-	87.00	-	-	-	-	-	81.00	-	-	-	-	86.50	-	-	-	-
Transcribing-machine operators, general.....	91.50	81.00	85.50	88.50	87.00	97.50	76.50	82.00	85.00	93.00	87.50	-	82.50	99.00	93.50	76.50	81.50
Typists, class A.....	94.50	86.00	110.50	106.00	84.50	114.00	-	98.50	93.00	99.00	87.00	105.00	87.50	90.00	96.00	-	93.00
Typists, class B.....	83.50	75.00	85.50	87.50	72.50	94.00	76.00	75.00	77.50	81.50	78.00	87.50	73.00	80.50	82.50	74.00	76.00
Professional and technical																	
Men																	
Draftsmen, class A.....	179.00	166.00	163.50	202.50	165.50	229.50	-	184.50	157.50	171.00	178.50	193.00	162.00	166.50	180.50	-	174.50
Draftsmen, class B.....	149.50	141.00	129.50	167.50	133.00	180.00	125.00	148.50	136.00	146.00	148.50	156.50	125.50	142.50	153.00	-	148.00
Draftsmen, class C.....	122.00	117.50	111.00	127.50	99.00	142.00	-	124.50	107.50	118.50	118.00	118.00	96.50	117.00	125.50	-	120.00
Draftsmen-tracers.....	106.50	98.00	-	104.00	-	128.00	-	99.00	-	101.50	-	-	-	103.50	109.50	-	-
Women																	
Nurses, industrial (registered).....	137.00	122.00	138.00	150.00	134.00	156.00	-	144.00	137.50	139.00	138.50	130.50	128.00	122.00	141.50	-	129.00

See footnotes at end of table.

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued							West									
	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque ³	Boise City	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ³	Phoenix ³	Portland	Salt Lake City	San Bernardino- Riverside- Ontario ^{3 6}	San Diego ³	San Francisco- Oakland ³	San Jose	Seattle- Everett ³	Spokane
	Febru- ary	Novem- ber	Decem- ber	Novem- ber	April	July	Decem- ber	March	March	May	Decem- ber	October	Novem- ber	October	Septem- ber	Novem- ber	June
<u>Office clerical</u>																	
<u>Men</u>																	
Clerks:																	
Accounting, class A.....	\$149.00	-	\$121.00	\$143.50	-	-	\$128.00	\$135.50	\$121.50	\$145.00	\$128.50	-	-	\$138.50	\$146.00	\$135.00	\$147.00
Accounting, class B.....	112.50	-	104.00	-	-	-	105.50	119.50	-	121.00	-	-	-	121.50	-	-	-
Order.....	136.50	-	121.50	140.00	-	-	109.00	140.50	-	139.50	118.00	-	-	138.50	130.50	139.00	-
Payroll.....	140.50	-	-	143.50	-	-	-	148.50	-	-	-	-	-	140.00	-	-	-
Office boys.....	87.00	-	86.50	-	\$70.00	-	79.00	92.50	75.50	82.50	-	-	\$92.50	83.00	93.00	88.50	-
Tabulating machine operators:																	
Class A.....	-	-	-	-	-	-	148.50	144.50	-	-	-	-	-	146.50	-	-	-
Class B.....	-	-	104.00	-	-	-	110.50	135.00	-	117.50	-	-	123.50	131.00	-	-	-
Class C.....	-	-	-	-	-	-	-	127.50	-	-	-	-	-	113.50	-	-	-
<u>Women</u>																	
Billers, machine:																	
Billing machine.....	98.50	-	80.00	-	-	-	83.00	106.50	-	97.50	77.50	-	-	103.50	98.50	110.50	-
Bookkeeping machine.....	-	-	-	87.50	-	\$75.00	80.00	106.50	-	-	77.50	-	82.00	106.00	-	97.00	-
Bookkeeping-machine operators:																	
Class A.....	110.50	-	-	96.00	95.50	-	96.50	115.50	120.50	111.50	98.00	\$106.50	109.00	119.00	-	108.00	-
Class B.....	91.50	-	79.50	88.00	79.00	81.00	83.00	110.00	90.00	95.00	78.50	82.00	89.50	104.00	102.00	94.00	85.50
Clerks:																	
Accounting, class A.....	121.50	\$127.00	111.00	113.00	107.50	106.00	108.00	124.50	112.00	115.00	110.50	109.00	109.50	122.00	122.50	112.50	107.00
Accounting, class B.....	95.50	84.00	94.50	94.50	80.50	89.00	90.00	100.00	91.50	94.00	80.00	94.50	92.50	103.00	98.50	94.00	93.00
File, class A.....	-	-	99.50	-	-	-	94.50	99.00	-	106.00	-	-	-	100.00	-	115.00	-
File, class B.....	89.00	87.50	76.50	83.50	75.00	65.00	74.50	86.50	83.00	85.50	75.00	-	87.50	85.50	84.50	92.00	-
File, class C.....	73.00	-	-	68.50	68.00	-	68.50	79.00	69.00	75.00	67.50	-	73.00	82.00	-	77.50	-
Order.....	99.50	-	101.00	99.50	78.50	-	88.50	109.50	98.00	96.00	77.50	91.50	100.50	117.50	104.50	99.00	-
Payroll.....	102.50	114.50	112.50	103.50	94.00	90.50	100.00	117.50	101.50	109.00	98.50	106.50	110.00	122.50	115.50	107.00	116.50
Comptometer operators.....	94.00	-	97.50	96.50	-	-	88.50	114.50	88.00	106.50	83.50	-	102.00	113.50	106.00	93.50	-
Keypunch operators, class A.....	112.50	-	103.00	-	97.00	84.50	104.50	118.50	101.00	105.00	95.00	115.50	116.00	115.50	114.50	111.00	119.50
Keypunch operators, class B.....	98.00	106.00	92.50	98.50	75.50	79.50	92.50	104.50	89.00	91.00	83.50	97.50	98.50	105.50	106.00	94.50	91.50
Office girls.....	79.50	-	80.50	74.50	-	73.50	72.50	82.50	-	74.50	68.00	-	76.00	86.00	81.50	79.50	74.50
Secretaries ⁴	128.00	123.00	114.00	121.00	114.50	104.00	118.50	134.00	114.00	114.50	107.50	128.50	127.50	127.50	130.50	130.00	109.50
Class A.....	144.00	-	118.00	138.50	144.50	-	122.00	157.00	138.00	127.50	112.50	-	147.50	150.00	163.50	134.50	128.50
Class B.....	128.50	125.00	117.50	132.00	131.50	105.00	125.50	145.50	129.50	126.00	111.00	142.50	139.50	138.00	146.50	143.50	104.00
Class C.....	133.00	-	116.00	118.00	118.50	110.50	120.50	137.50	117.50	116.00	116.00	137.00	128.50	128.00	131.00	131.50	107.50
Class D.....	113.00	-	97.00	108.00	108.50	88.50	112.50	123.00	107.00	105.00	99.00	117.50	122.00	118.00	124.50	123.00	107.50
Stenographers, general.....	103.00	105.00	95.50	97.50	92.50	83.00	98.50	112.00	92.00	100.00	94.00	105.00	107.50	100.50	105.50	114.00	93.00
Stenographers, senior.....	120.00	108.50	-	110.00	102.00	95.50	107.50	121.50	102.50	107.50	102.00	110.00	122.00	116.00	127.00	110.50	119.00
Switchboard operators, class A.....	110.00	-	103.50	112.00	-	78.50	100.00	116.50	100.00	100.50	103.00	108.50	109.00	105.00	113.00	112.00	-
Switchboard operators, class B.....	92.50	-	73.00	93.00	80.00	-	78.00	92.50	76.00	89.00	73.00	78.00	80.00	96.00	86.50	95.00	91.00
Switchboard operator- receptionists.....	92.50	83.00	75.50	85.00	78.00	76.00	87.50	102.50	88.50	92.50	85.50	93.00	86.50	106.50	100.50	96.00	90.00
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	125.00	-	-	-	-	-	125.50	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	120.00	-	-	-
Transcribing-machine operators, general.....	81.00	89.50	-	-	-	-	84.50	99.00	-	97.00	76.50	-	-	99.50	106.00	94.50	-
Typists, class A.....	107.00	106.50	98.00	102.00	85.00	-	92.00	103.00	108.50	98.50	89.00	100.00	109.00	98.50	116.00	101.50	90.00
Typists, class B.....	84.00	91.00	85.00	88.00	72.00	71.50	78.00	93.00	84.00	82.50	77.00	93.00	83.00	88.00	97.50	84.50	82.00

See footnotes at end of table.

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

(Average weekly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued				West												
	Toledo	Waterloo	Wichita	Youngstown-Warren	Albuquerque ³	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	Phoenix ³	Portland	Salt Lake City	San Bernardino-Riverside-Ontario ^{3 6}	San Diego ³	San Francisco-Oakland ³	San Jose	Seattle-Everett ³	Spokane
	February	November	December	November	April	July	December	March	March	May	December	October	November	October	September	November	June
<u>Professional and technical</u>																	
<u>Men</u>																	
Draftsmen, class A -----	\$198.00	\$164.00	\$162.00	\$178.50	\$189.50	-	\$168.00	\$183.00	\$168.50	\$170.00	\$154.00	\$172.00	\$179.00	\$181.00	\$182.50	\$176.50	-
Draftsmen, class B -----	151.50	139.00	140.50	151.00	159.00	\$131.00	143.50	160.50	139.50	143.00	137.50	149.50	141.50	155.50	150.50	152.00	\$167.50
Draftsmen, class C -----	123.00	-	125.00	121.50	120.00	108.50	113.50	136.50	120.50	118.50	111.50	-	119.00	-	117.50	129.00	-
Draftsmen-tracers -----	102.50	-	-	113.00	-	-	-	121.50	-	-	-	-	-	-	-	-	-
<u>Women</u>																	
Nurses, industrial (registered)-----	141.00	-	131.50	136.50	-	-	135.00	153.50	135.50	135.50	-	149.50	154.00	148.00	151.50	149.00	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² Separate earnings information for men and women in office occupations are not available for Syracuse.³ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 10 to the table in appendix A.⁴ May include earnings of workers other than those presented separately.⁵ The Akron survey was deferred to July 1969 to incorporate significant wage changes.⁶ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-2. Office Occupations—Manufacturing

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ²																	
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Pater-son-Clifton-Passaic	Phila-delphia	Pitts-burgh	Portland	Providence-Pawtucket-Warwick	Roches-ter	Scranton	Trenton
<u>Office clerical</u>																		
<u>Men</u>																		
Clerks:																		
Accounting, class A	\$ 134.00	-	-	\$ 126.00	\$ 151.00	-	-	\$ 130.50	\$ 128.50	\$ 136.00	\$ 143.50	\$ 132.00	\$ 147.50	\$ 131.50	-	\$ 138.50	-	\$ 118.50
Accounting, class B	116.00	\$ 124.00	-	-	-	-	-	-	-	110.50	-	-	124.50	-	-	-	-	-
Order	-	-	-	125.50	121.50	-	-	125.50	-	-	-	123.00	133.00	-	\$ 117.00	-	-	-
Payroll	125.50	-	-	-	-	-	-	-	-	127.50	-	137.50	134.00	-	-	-	-	-
Office boys	78.00	84.00	\$ 72.00	75.50	-	-	-	84.50	-	84.50	86.50	79.00	82.50	-	79.00	91.00	-	-
Tabulating-machine operators:																		
Class A	-	-	-	131.00	-	-	-	134.00	-	-	-	145.50	142.50	-	-	-	-	-
Class B	-	-	-	-	-	-	-	116.00	-	129.50	-	112.50	117.00	-	-	131.00	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																		
Billers, machine:																		
Billing machine	-	86.50	-	92.00	-	-	-	90.00	-	101.50	92.00	-	92.50	-	87.50	-	-	-
Bookkeeping machine	-	-	-	-	-	-	-	93.00	-	-	-	89.50	-	-	-	-	-	-
Bookkeeping-machine operators:																		
Class A	-	-	-	104.50	-	-	-	109.50	-	117.50	107.00	110.50	104.00	-	98.00	106.00	-	-
Class B	-	96.50	-	91.00	91.50	\$ 85.00	-	100.50	79.50	109.00	95.00	91.00	83.00	-	84.50	93.50	-	-
Clerks:																		
Accounting, class A	116.50	121.50	93.50	106.00	115.50	106.00	-	117.00	105.50	125.50	119.00	110.50	126.00	104.50	104.00	117.50	-	106.50
Accounting, class B	89.50	93.00	80.00	89.00	95.50	90.00	\$ 77.00	96.50	88.00	99.00	95.50	88.00	101.50	88.00	86.00	98.50	\$ 78.50	92.50
File, class A	-	114.50	-	89.00	-	-	-	-	-	113.50	-	99.50	111.50	-	-	-	-	-
File, class B	-	91.50	-	80.00	-	-	-	85.00	-	90.00	-	80.00	87.50	-	-	91.00	-	-
File, class C	-	-	-	75.00	80.00	-	-	74.00	-	80.50	79.50	68.00	78.00	-	70.00	91.50	-	76.00
Order	-	116.00	-	90.00	104.00	-	-	92.00	95.00	90.00	95.00	91.50	117.50	-	92.50	97.00	-	-
Payroll	94.00	95.00	-	95.50	110.50	93.50	76.00	106.50	97.00	116.00	107.00	96.00	108.00	87.00	90.50	114.00	84.50	98.00
Comptometer operators	-	-	-	88.00	94.50	-	-	101.50	-	112.00	-	96.50	95.00	-	102.50	-	-	-
Keypunch operators, class A	103.00	113.50	104.50	95.00	104.00	-	-	102.00	94.50	105.50	103.50	99.00	103.50	-	87.00	107.00	-	92.00
Keypunch operators, class B	90.00	98.00	95.00	87.00	96.50	-	-	93.00	88.00	90.50	95.00	87.50	100.50	-	83.00	99.50	79.00	95.50
Office girls	-	92.50	-	77.00	75.50	-	-	81.50	-	79.00	80.00	75.00	82.50	-	73.50	90.50	-	78.50
Secretaries:																		
Class A	-	119.00	122.00	115.00	120.50	118.00	99.00	119.50	113.50	131.00	121.50	120.00	121.00	104.50	108.50	134.50	99.00	114.50
Class B	-	137.00	138.00	138.50	136.00	-	-	141.50	127.50	158.50	149.50	140.50	141.00	-	131.50	136.00	-	-
Class C	-	118.00	138.00	127.00	131.00	120.50	-	127.00	125.50	141.00	130.00	128.50	129.50	-	119.00	148.00	-	127.50
Class D	108.50	109.00	127.00	114.50	124.50	120.50	93.50	129.00	111.00	131.00	123.00	121.00	122.00	111.50	108.00	136.50	100.00	121.00
Stenographers, general	97.00	100.50	-	96.50	95.50	87.00	-	101.00	102.00	107.00	100.00	93.00	98.50	82.00	85.00	-	80.50	90.00
Stenographers, senior	-	109.00	-	95.50	118.00	-	-	113.00	100.50	117.00	108.50	103.00	107.00	-	98.50	118.00	87.50	99.50
Switchboard operators, class A	104.50	110.00	-	99.50	108.50	-	-	-	114.50	109.50	105.00	107.00	-	-	96.50	110.00	-	-
Switchboard operators, class B	-	-	-	-	-	-	-	99.50	-	103.00	-	93.00	-	-	-	-	-	101.00
Switchboard operator-receptionists	94.50	88.50	79.50	89.00	92.50	86.00	76.50	94.50	92.50	98.50	95.50	88.50	91.50	-	86.00	93.50	70.50	93.00
Tabulating-machine operators:																		
Class B	-	-	-	-	-	-	-	-	-	-	-	100.00	-	-	-	122.50	-	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	-	106.50	-	89.00	96.00	-	-	96.50	-	101.00	96.00	90.50	-	-	91.00	99.00	-	88.50
Typists, class A	-	101.50	-	91.50	94.00	90.00	-	97.50	91.00	103.00	101.50	96.00	94.50	-	91.00	106.00	-	88.50
Typists, class B	89.50	90.50	84.50	84.00	85.50	81.50	-	87.00	87.00	88.50	87.50	79.50	89.00	-	77.50	97.00	71.50	81.50
<u>Professional and technical</u>																		
<u>Men</u>																		
Draftsmen, class A	-	172.00	-	175.00	188.50	171.00	-	179.50	180.00	191.50	184.00	195.50	188.00	-	-	174.00	-	185.50
Draftsmen, class B	-	149.00	139.50	152.50	159.50	-	-	151.50	132.50	153.00	161.50	151.50	158.50	-	142.50	146.00	126.50	164.00
Draftsmen, class C	-	129.00	99.50	117.50	125.50	-	-	116.50	-	128.50	124.50	122.50	130.50	-	110.00	119.00	104.50	125.50
Draftsmen-tracers	-	109.00	-	87.50	-	-	-	-	-	98.00	102.50	102.50	106.50	-	-	107.00	-	-
<u>Women</u>																		
Nurses, industrial (registered)	130.00	131.00	-	132.00	138.00	129.50	-	134.00	129.50	146.50	136.00	128.50	133.00	109.00	122.00	143.50	110.00	133.00

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ² —Continued				South													
	Utica-Rome	Waterbury	Worcester	York	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham	Charleston, W. Va.	Charlotte	Chattanooga	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock
<u>Office clerical</u>																		
<u>Men</u>																		
Clerks:																		
Accounting, class A.....	-	-	-	\$131.00	\$134.50	\$145.50	\$178.50	\$149.00	-	-	\$141.50	\$141.00	\$145.00	-	\$145.50	-	-	-
Accounting, class B.....	-	-	-	-	-	112.00	158.00	99.50	-	-	-	100.00	-	-	-	-	-	-
Order.....	-	-	-	-	121.50	-	-	-	-	-	-	114.50	122.00	-	125.50	-	-	-
Payroll.....	-	-	-	-	-	147.00	151.50	134.50	-	-	-	-	-	-	-	-	-	-
Office boys.....	-	-	-	81.50	-	79.50	-	-	-	-	-	78.50	-	-	87.50	-	-	-
Tabulating-machine operators:																		
Class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class B.....	-	-	-	-	-	126.50	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																		
Billers, machine:																		
Billing machine.....	-	-	-	77.00	-	-	-	-	-	\$97.00	-	100.00	-	\$81.00	92.50	-	-	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																		
Class A.....	-	-	\$113.50	-	-	-	-	-	-	-	103.50	104.00	-	-	-	-	-	-
Class B.....	-	-	-	88.00	92.00	91.50	-	84.00	-	85.00	78.50	-	-	90.00	95.00	-	\$90.50	\$82.00
Clerks:																		
Accounting, class A.....	\$104.00	\$109.00	113.50	122.00	122.00	125.50	150.50	113.00	-	103.50	99.50	107.00	122.00	97.00	117.50	\$108.50	-	-
Accounting, class B.....	92.50	90.50	86.00	93.50	95.50	93.00	98.00	87.00	\$104.00	87.50	83.00	87.50	88.00	80.00	94.50	81.00	89.00	83.00
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File, class B.....	-	84.50	77.00	-	93.50	80.00	-	-	-	-	75.50	79.50	-	-	82.00	-	-	-
File, class C.....	-	-	-	-	-	73.50	-	-	-	-	-	-	-	-	-	-	-	-
Order.....	-	98.50	-	77.50	94.50	87.00	-	-	-	87.00	87.00	88.00	79.00	-	-	-	-	-
Payroll.....	91.00	102.00	93.00	84.00	99.00	107.50	133.50	91.00	-	89.50	92.00	100.00	92.00	84.00	114.50	-	-	87.50
Comptometer operators.....	-	-	-	-	107.50	93.00	-	91.50	-	-	-	97.00	87.50	-	-	-	-	-
Keypunch operators, class A.....	88.50	97.00	96.00	-	122.00	99.00	127.50	100.00	114.00	-	86.00	94.50	111.00	84.50	106.50	-	-	91.50
Keypunch operators, class B.....	87.00	90.00	84.00	81.50	106.50	92.00	113.00	88.00	-	81.50	73.50	88.00	103.50	77.00	93.50	-	-	76.00
Office girls.....	-	-	-	-	-	-	-	-	-	-	-	-	86.50	-	86.00	-	-	-
Secretaries ³ :																		
Class A.....	109.50	124.50	114.00	114.00	122.00	116.50	140.50	118.50	145.00	110.50	102.00	113.50	122.50	100.50	125.00	105.50	107.00	101.50
Class B.....	-	147.50	148.50	124.50	132.50	126.50	-	-	-	-	106.00	125.00	115.50	-	-	-	-	-
Class C.....	111.50	131.00	120.50	117.50	132.50	127.00	127.00	125.00	-	121.50	110.00	122.00	116.00	110.50	136.00	-	-	-
Class D.....	120.50	126.50	116.50	116.50	131.50	125.00	156.50	117.50	152.50	114.50	108.00	110.50	-	98.50	128.50	-	110.00	110.50
Class D.....	103.00	114.50	102.50	101.50	104.50	103.50	139.00	111.50	129.50	104.00	95.50	109.00	120.50	94.50	118.00	-	100.00	97.50
Stenographers, general.....	89.00	97.00	91.00	93.00	101.00	95.50	119.00	98.50	103.50	89.00	85.00	98.50	-	84.50	103.00	82.50	88.50	84.50
Stenographers, senior.....	-	110.00	-	102.00	-	107.50	140.50	102.50	127.00	-	102.00	105.50	-	91.50	120.50	-	-	112.50
Switchboard operators, class A.....	-	105.00	-	-	-	108.00	-	-	-	-	-	96.50	-	-	-	-	-	-
Switchboard operators, class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	94.50	-	-	-
Switchboard operator-receptionists.....	87.00	93.50	91.50	85.00	92.00	93.00	94.50	86.00	-	86.50	83.50	91.00	79.50	82.50	96.50	82.00	80.50	77.50
Tabulating-machine operators:																		
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	-	87.50	-	79.00	-	84.50	-	-	-	-	-	98.50	76.00	-	95.50	-	-	-
Typists, class A.....	87.00	92.50	85.00	87.00	96.50	91.50	-	-	111.50	-	-	92.00	106.50	-	100.50	-	-	-
Typists, class B.....	81.00	85.00	79.50	79.50	84.00	89.00	89.00	83.00	-	80.00	75.00	86.50	72.00	76.00	85.00	-	79.50	72.50
<u>Professional and technical</u>																		
<u>Men</u>																		
Draftsmen, class A.....	151.50	184.00	169.00	165.00	-	187.50	198.50	178.50	-	-	-	170.00	169.50	-	177.00	-	-	-
Draftsmen, class B.....	129.50	142.50	137.50	142.50	150.50	150.00	174.50	145.00	-	121.50	-	137.50	130.00	139.00	155.00	135.00	138.00	120.00
Draftsmen, class C.....	109.50	121.50	118.50	115.50	-	115.50	142.50	113.00	-	-	109.50	115.00	113.00	-	117.50	-	-	100.00
Draftsmen-tracers.....	-	-	-	-	-	95.00	-	-	-	-	-	98.50	-	-	-	-	-	-
<u>Women</u>																		
Nurses, industrial (registered).....	115.50	122.00	124.50	125.50	150.00	138.00	156.50	126.00	142.00	-	125.50	-	142.50	104.50	147.00	-	-	-

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	South—Continued												North Central				
	Louisville	Lubbock	Memphis	Miami	Midland and Odessa	New Orleans	Oklahoma City	Raleigh	Richmond	San Antonio	Savannah	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago	Cincinnati
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$142.50	-	\$145.50	\$100.00	-	\$138.50	\$117.00	\$115.00	\$148.00	\$126.50	\$140.00	\$120.00	-	\$154.50	\$141.50	\$144.00	\$137.50
Accounting, class B.....	113.00	-	-	99.50	-	-	-	-	123.00	-	-	-	-	-	-	118.00	105.50
Order.....	120.50	-	-	-	-	-	-	-	-	-	-	-	-	154.00	-	136.00	117.50
Payroll.....	-	-	-	-	-	133.00	-	-	-	-	-	-	-	-	137.50	132.00	-
Office boys.....	83.50	-	-	-	-	-	-	-	-	-	-	-	-	82.50	-	90.00	80.50
Tabulating-machine operators:																	
Class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	146.50	-
Class B.....	116.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	124.00	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	91.50	-	83.00	83.00	-	-	-	-	-	-	-	-	-	92.00	-	104.50	82.00
Bookkeeping machine.....	-	-	-	-	-	-	-	-	89.00	-	-	-	-	-	-	-	91.00
Bookkeeping-machine operators:																	
Class A.....	99.00	-	84.50	98.00	-	-	-	-	95.00	-	-	85.00	-	101.50	-	116.50	101.00
Class B.....	87.50	-	88.50	82.00	-	89.50	-	-	89.50	-	-	-	-	86.00	-	107.00	91.50
Clerks:																	
Accounting, class A.....	120.00	-	106.00	100.50	-	117.50	-	95.50	117.00	103.50	120.00	100.00	\$113.00	130.50	106.00	123.00	119.50
Accounting, class B.....	90.00	\$80.50	89.00	82.00	-	87.00	82.50	80.00	96.00	82.00	89.00	74.50	100.00	107.50	99.00	99.00	90.00
File, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	104.00	96.00
File, class B.....	76.00	-	70.00	-	-	-	-	-	-	-	-	-	-	90.50	-	89.50	80.00
File, class C.....	-	-	68.50	-	-	-	-	-	-	-	-	-	-	72.00	-	79.00	70.00
Order.....	-	-	79.50	-	-	-	-	-	-	-	-	-	-	-	-	99.00	92.50
Payroll.....	96.00	-	99.00	85.00	-	90.00	87.50	-	106.50	-	-	88.50	107.00	118.00	102.50	112.00	103.00
Comptometer operators.....	-	-	89.00	81.50	-	-	-	-	84.00	-	-	-	-	108.00	91.50	107.00	91.00
Keypunch operators, class A.....	96.00	-	101.00	-	-	107.50	89.00	-	97.00	-	101.50	94.50	106.50	115.50	100.50	108.50	102.50
Keypunch operators, class B.....	89.50	-	76.00	81.50	-	101.00	87.50	-	91.50	77.00	79.00	83.00	96.00	100.00	89.00	97.00	90.00
Office girls.....	75.50	-	-	-	-	-	-	-	-	-	-	-	-	80.00	-	86.50	77.00
Secretaries ³	116.50	-	102.00	106.00	-	128.50	103.50	106.00	112.50	99.00	101.50	100.50	125.00	128.50	114.00	127.00	122.50
Class A.....	135.00	-	107.00	116.50	-	-	-	-	-	-	-	-	-	152.50	-	147.00	145.50
Class B.....	127.00	-	103.00	106.50	-	138.50	118.00	-	115.50	100.00	-	108.00	135.50	139.00	123.50	136.50	132.50
Class C.....	121.00	-	111.50	105.50	-	134.00	105.50	-	117.50	96.50	114.50	110.50	126.50	121.00	115.50	125.00	130.00
Class D.....	105.00	-	93.50	100.00	-	114.00	91.50	106.50	114.00	-	86.00	96.50	113.00	103.00	101.50	113.50	114.00
Stenographers, general.....	87.50	-	88.00	88.00	\$100.00	92.50	83.00	82.00	92.50	85.00	96.00	85.00	101.50	96.00	85.50	106.50	92.50
Stenographers, senior.....	105.00	-	105.00	92.50	-	120.00	-	95.00	-	104.50	-	-	-	116.50	96.00	115.50	103.50
Switchboard operators, class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	118.50	-	108.00	-
Switchboard operators, class B.....	93.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00	-
Switchboard operator-receptionists.....	84.50	-	85.00	81.50	-	90.00	76.50	-	91.50	81.50	89.50	82.50	92.50	93.00	90.00	100.50	90.50
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	83.00	-	77.00	-	-	-	-	-	92.50	-	-	-	-	104.00	-	102.50	90.50
Typists, class A.....	90.50	-	100.50	-	-	103.00	86.00	-	84.50	-	-	80.00	93.00	99.00	94.50	102.50	100.00
Typists, class B.....	81.00	-	76.00	84.00	-	-	71.00	-	79.00	-	71.50	71.50	92.50	94.00	77.50	91.00	81.50
Professional and technical																	
Men																	
Draftsmen, class A.....	165.50	-	-	-	-	-	-	156.50	-	146.50	-	155.00	172.00	176.50	170.50	173.50	175.00
Draftsmen, class B.....	149.50	105.00	132.00	128.00	-	149.50	137.50	121.00	141.50	135.00	144.50	131.00	144.00	153.50	150.50	150.50	148.50
Draftsmen, class C.....	119.00	-	-	108.00	-	-	114.00	104.00	122.00	100.00	-	100.00	113.00	117.50	126.00	122.00	117.50
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	106.50	79.00
Women																	
Nurses, industrial (registered).....	129.50	-	123.00	-	-	129.50	-	-	132.00	-	125.00	-	-	150.50	133.00	140.00	133.50

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued																
	Cleveland	Columbus	Davenport—Rock Island—Moline	Dayton	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee	Minneapolis—St. Paul	Muskegon—Muskegon Heights	Omaha	Rockford	St. Louis	Sioux Falls	South Bend
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$145.50	\$129.00	\$148.50	\$137.00	\$120.50	\$166.50	\$125.50	\$141.50	\$138.50	\$147.00	\$131.00	\$152.00	\$128.00	\$143.50	\$146.50	-	\$149.50
Accounting, class B.....	122.50	-	-	-	-	134.50	-	-	-	-	109.00	-	109.00	-	131.50	-	-
Order.....	131.50	136.50	126.50	129.50	-	132.00	-	130.00	-	136.00	-	-	-	-	131.00	-	-
Payroll.....	132.00	-	-	-	-	153.50	-	-	-	-	-	-	-	-	128.50	-	-
Office boys.....	87.50	81.00	-	87.50	-	106.00	-	89.50	72.50	79.00	78.00	-	-	-	84.50	-	81.00
Tabulating-machine operators:																	
Class A.....	-	124.50	143.50	185.50	-	165.50	-	146.00	-	-	-	-	-	141.00	144.50	-	-
Class B.....	118.00	114.50	134.50	142.50	-	138.00	-	133.00	-	125.50	119.50	-	-	-	-	-	113.00
Class C.....	-	-	-	-	-	120.50	-	-	-	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	91.00	88.50	-	-	-	106.00	-	91.50	-	-	93.00	-	-	-	90.00	-	-
Bookkeeping machine.....	99.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																	
Class A.....	113.00	-	-	112.00	-	128.50	-	104.00	97.50	105.00	109.00	113.50	-	-	103.00	-	107.00
Class B.....	95.00	89.50	88.00	103.50	91.00	106.00	-	87.50	-	96.50	89.00	-	90.50	92.00	91.50	-	100.00
Clerks:																	
Accounting, class A.....	118.50	111.50	138.50	129.00	111.50	150.00	107.00	125.50	111.50	122.00	102.00	117.00	112.00	118.50	122.50	-	117.50
Accounting, class B.....	93.50	95.50	95.00	94.50	95.00	110.00	78.00	95.00	94.00	97.00	87.00	97.00	86.50	93.50	95.00	\$80.50	83.00
File, class A.....	93.00	-	-	-	-	-	-	103.00	-	108.50	87.00	-	-	99.00	102.00	-	-
File, class B.....	88.50	81.00	-	-	-	103.50	-	-	72.50	85.00	81.00	-	-	85.00	84.00	-	-
File, class C.....	74.50	70.00	-	-	-	77.00	-	82.50	-	71.00	71.00	-	-	-	69.00	-	-
Order.....	94.00	89.00	89.50	86.00	-	110.00	-	90.50	95.00	96.50	94.50	-	88.00	84.50	97.50	-	99.50
Payroll.....	109.50	99.00	119.50	113.50	108.50	130.00	94.00	110.50	100.50	105.50	97.50	105.50	101.00	108.50	100.50	-	100.00
Comptometer operators.....	102.00	107.00	-	114.50	-	131.00	-	102.00	98.50	93.50	99.00	-	92.50	-	101.00	-	-
Keypunch operators, class A.....	99.50	104.00	120.50	113.00	116.00	123.50	-	104.50	100.00	103.50	93.50	117.00	88.00	94.00	105.00	-	104.00
Keypunch operators, class B.....	94.00	93.50	88.50	100.50	85.50	126.50	76.50	98.50	91.00	91.50	82.50	91.50	88.50	87.00	96.00	-	88.50
Office girls.....	79.00	-	83.50	-	-	102.50	-	82.00	-	80.00	69.50	-	-	75.00	78.00	-	-
Secretaries.....	124.50	120.50	138.00	131.00	111.00	155.00	111.00	134.50	114.50	123.50	110.50	120.50	105.50	113.50	119.50	-	122.50
Class A.....	143.50	123.50	129.50	138.50	137.50	161.00	-	143.50	125.50	140.00	129.00	146.00	123.00	130.50	138.50	-	-
Class B.....	129.50	125.50	159.00	141.50	125.00	169.50	-	148.00	124.00	131.50	124.00	128.00	110.00	121.00	130.50	-	135.00
Class C.....	121.00	120.00	138.50	147.00	116.00	153.50	-	143.00	115.00	121.00	109.50	127.00	108.50	112.00	122.00	-	121.00
Class D.....	113.00	119.00	114.00	106.50	98.00	133.50	97.50	114.00	105.50	107.00	98.00	108.00	93.50	98.00	106.50	-	114.00
Stenographers, general.....	98.50	95.50	100.50	103.00	102.00	111.50	86.00	93.50	96.50	94.50	83.50	104.00	86.50	92.50	100.00	-	92.00
Stenographers, senior.....	114.00	109.50	124.50	133.50	105.50	134.50	107.50	116.00	112.50	112.50	96.00	106.50	-	109.00	106.00	-	108.00
Switchboard operators, class A.....	112.50	115.50	-	123.00	-	137.00	-	117.50	-	105.50	92.50	-	-	105.00	110.00	-	99.50
Switchboard operators, class B.....	98.50	86.50	-	-	-	111.50	-	86.00	93.50	-	-	-	-	-	-	-	-
Switchboard operator-receptionists.....	92.50	85.50	88.50	94.50	96.00	106.00	87.00	90.50	90.50	96.50	89.00	92.00	86.00	95.00	94.00	-	80.00
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	112.00
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....	92.00	86.00	-	88.00	104.00	-	-	91.50	90.50	99.50	90.50	-	-	102.00	92.00	-	80.50
Typists, class A.....	98.50	93.00	119.50	111.50	99.00	126.50	-	101.00	94.00	102.00	88.00	106.00	-	92.50	98.00	-	93.50
Typists, class B.....	88.00	84.00	90.50	92.00	80.00	108.00	75.50	80.00	80.00	84.00	82.00	86.50	77.00	83.00	88.00	-	77.50
Professional and technical																	
Men																	
Draftsmen, class A.....																	
Draftsmen, class B.....	180.00	166.50	163.50	201.50	165.50	233.50	-	184.00	152.00	170.50	177.50	193.00	-	167.50	179.50	-	176.00
Draftsmen, class C.....	149.00	144.50	128.00	164.50	133.00	183.50	120.00	146.50	135.50	144.00	144.00	156.50	123.00	142.50	153.00	-	151.50
Draftsmen-tracers.....	122.00	117.50	111.00	125.50	100.50	152.00	-	125.00	104.50	119.00	116.50	118.00	100.50	117.00	125.00	-	121.50
Draftsmen-tracers.....	106.50	-	-	113.00	-	-	-	105.00	-	101.50	-	-	-	103.50	107.00	-	-
Women																	
Nurses, industrial (registered).....	138.00	122.50	138.00	149.00	135.50	157.00	-	145.50	137.00	139.00	139.00	130.50	-	122.00	142.00	-	129.00

See footnotes at end of table.

Table A-2. Office Occupations—Manufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued				West												
	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque	Boise City	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Phoenix	Portland	Salt Lake City	San Bernardino- Riverside- Ontario ⁴	San Diego	San Francisco- Oakland	San Jose	Seattle- Everett	Spokane
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	\$149.00	-	\$113.50	\$146.00	-	-	-	\$134.00	-	\$134.00	\$139.50	-	-	\$147.00	\$148.00	-	-
Accounting, class B.....	109.50	-	-	-	-	-	-	120.00	-	111.00	-	-	-	121.00	-	-	-
Order.....	131.00	-	-	-	-	-	-	153.00	-	159.00	-	-	-	136.00	127.50	-	-
Payroll.....	141.50	-	-	144.50	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys.....	83.00	-	-	-	-	-	\$75.00	106.00	-	-	-	-	-	84.50	93.00	-	-
Tabulating-machine operators:																	
Class A.....	-	-	-	-	-	-	-	148.00	-	-	-	-	-	-	-	-	-
Class B.....	-	-	-	-	-	-	-	144.50	-	-	-	-	-	128.50	-	-	-
Class C.....	-	-	-	-	-	-	-	129.00	-	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	-	-	-	-	-	-	-	95.00	-	96.00	-	-	-	91.00	-	-	-
Bookkeeping machine.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators:																	
Class A.....	113.00	-	-	-	-	-	-	120.50	\$122.50	115.50	-	-	-	116.00	-	-	-
Class B.....	98.00	-	-	92.00	-	-	85.50	107.50	94.50	96.00	-	-	-	97.50	-	-	-
Clerks:																	
Accounting, class A.....	126.00	\$135.50	109.00	121.00	-	\$106.00	116.00	125.00	123.00	111.50	112.50	\$116.50	\$122.00	129.50	124.00	\$118.00	-
Accounting, class B.....	103.00	89.50	96.00	99.00	\$81.50	81.50	96.50	102.50	95.00	93.00	89.50	90.50	98.00	109.50	103.00	99.00	\$103.50
File, class A.....	-	-	-	-	-	-	-	117.50	-	-	-	-	-	103.00	-	-	-
File, class B.....	-	87.50	84.50	102.50	-	-	-	100.00	-	-	-	-	-	87.50	88.50	-	-
File, class C.....	-	-	-	-	-	-	-	99.50	-	72.00	-	-	-	-	-	-	-
Order.....	99.00	-	95.50	100.00	-	-	-	106.00	121.00	91.50	-	-	-	122.00	104.50	-	-
Payroll.....	105.50	116.50	116.00	107.00	-	-	104.00	117.00	103.50	116.50	-	109.50	116.00	126.00	115.50	107.50	-
Comptometer operators.....	105.00	-	88.00	104.50	-	-	-	121.50	-	112.50	-	-	113.00	115.50	119.50	-	-
Keypunch operators, class A.....	114.50	-	108.00	-	-	-	102.50	121.50	105.50	102.00	-	119.00	121.00	114.00	115.00	113.00	-
Keypunch operators, class B.....	99.00	-	100.50	102.00	-	-	96.50	107.50	95.00	89.00	88.50	-	116.00	102.00	111.00	100.50	-
Office girls.....	77.50	-	-	-	-	-	-	89.00	-	71.00	-	-	-	85.50	-	-	-
Secretaries ¹	133.00	127.00	120.00	123.50	101.00	-	123.00	136.00	122.00	114.50	113.50	132.50	131.00	130.00	132.50	136.00	138.50
Class A.....	148.00	-	-	142.00	-	-	-	160.50	-	128.50	-	-	-	148.50	166.50	-	-
Class B.....	134.50	129.00	125.50	133.00	-	-	127.50	146.00	135.50	127.00	-	146.00	149.50	140.00	148.00	150.00	-
Class C.....	138.50	-	120.00	128.50	-	-	130.50	140.00	128.50	118.50	119.00	137.00	138.00	132.00	132.00	139.00	-
Class D.....	118.50	-	-	105.50	-	-	114.00	124.50	117.00	103.50	108.00	118.50	124.50	121.00	126.00	130.00	-
Stenographers, general.....	104.00	107.50	96.50	103.00	-	-	100.00	120.00	98.00	95.50	86.50	116.50	120.50	106.00	108.00	118.50	88.50
Stenographers, senior.....	121.00	117.00	-	113.50	-	-	106.50	126.00	104.50	109.50	109.00	-	130.00	120.50	129.00	110.00	-
Switchboard operators, class A.....	113.50	-	-	112.00	-	-	99.00	123.00	-	86.50	-	-	114.00	116.50	122.00	-	-
Switchboard operators, class B.....	-	-	-	106.00	-	-	-	110.00	-	-	-	-	-	-	-	-	-
Switchboard operator- receptionists.....	92.50	-	-	87.00	-	-	87.50	102.00	84.00	91.50	89.00	95.00	93.00	107.00	100.50	95.00	-
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	136.00	-	-	-	-	-	-	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general.....																	
Typists, class A.....	107.00	93.00	100.50	102.50	-	-	89.00	109.50	111.00	98.00	95.50	103.50	-	98.00	105.00	-	-
Typists, class B.....	87.50	92.00	90.50	89.50	-	-	83.00	102.00	91.50	83.50	77.50	108.50	93.50	92.50	102.00	90.50	-
Professional and technical																	
Men																	
Draftsmen, class A.....	199.00	164.00	162.00	176.50	-	-	173.00	180.00	170.50	166.00	152.00	172.00	174.50	175.50	182.50	176.00	-
Draftsmen, class B.....	153.50	137.50	140.50	151.00	-	131.00	149.50	161.00	141.00	141.00	135.50	147.50	133.00	152.50	152.50	150.00	171.00
Draftsmen, class C.....	127.50	-	125.50	121.50	-	-	114.00	138.00	122.00	115.50	-	-	114.50	-	120.00	129.50	-
Draftsmen-tracers.....	-	-	-	113.00	-	-	-	121.50	-	-	-	-	-	-	-	-	-
Women																	
Nurses, industrial (registered).....	141.00	-	131.50	137.00	-	-	132.50	155.50	136.00	134.50	-	150.50	154.00	150.50	151.00	149.50	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² Separate earnings information for men and women in office occupations are not available for Syracuse.³ May include earnings of workers other than those presented separately.⁴ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-3. Office Occupations—Nonmanufacturing

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ²																	
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton ³	Boston ³	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ³	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh ³	Portland	Providence-Pawtucket-Warwick	Rochester	Scranton	Trenton
<u>Office clerical</u>																		
<u>Men</u>																		
Clerks:																		
Accounting, class A	\$126.50	\$138.50	-	\$126.00	-	-	-	\$128.00	-	\$138.50	-	\$132.00	\$140.00	\$116.00	-	-	-	-
Accounting, class B	113.50	95.50	-	95.50	-	-	-	120.00	-	109.50	-	111.00	124.00	-	-	-	-	-
Order	-	-	-	124.00	-	-	-	120.50	-	125.50	-	113.50	-	-	-	-	-	-
Payroll	-	-	-	-	-	-	-	-	-	114.00	-	-	-	-	-	-	-	-
Office boys	86.00	-	-	75.50	-	-	-	77.50	\$89.50	83.00	\$81.50	80.00	82.00	77.00	\$73.00	-	-	-
Tabulating-machine operators:																		
Class A	-	-	-	120.00	-	-	-	130.50	-	150.50	-	137.50	-	-	-	-	-	-
Class B	-	-	-	104.50	-	-	-	102.50	-	118.50	126.50	113.50	111.00	-	-	-	-	-
Class C	-	-	-	87.00	-	-	-	88.50	-	100.50	-	96.50	-	-	-	-	-	-
<u>Women</u>																		
Billers, machine:																		
Billing machine	-	-	-	83.50	\$95.50	-	-	100.50	-	108.00	-	99.50	-	70.00	-	\$88.50	-	-
Bookkeeping machine	82.00	-	-	83.50	-	-	-	82.50	-	99.00	-	80.00	85.00	-	75.50	72.00	-	-
Bookkeeping-machine operators:																		
Class A	-	-	-	101.50	-	-	-	106.00	-	117.00	-	88.50	105.50	-	-	104.50	-	-
Class B	81.50	82.50	-	85.00	81.50	-	\$78.00	96.00	-	101.00	92.00	88.50	85.00	80.50	79.50	84.00	\$69.50	-
Clerks:																		
Accounting, class A	116.00	-	-	107.00	114.50	-	-	110.50	122.50	117.50	109.00	108.50	115.50	101.50	97.50	103.50	-	-
Accounting, class B	97.00	86.50	-	87.50	88.50	-	78.00	93.50	87.00	94.50	91.50	83.00	90.00	78.50	84.00	86.50	85.50	-
File, class A	-	-	-	90.50	-	-	-	90.00	-	102.50	-	94.00	-	-	-	-	-	-
File, class B	76.00	-	-	74.50	71.50	-	-	79.00	75.00	88.00	80.00	73.50	78.00	-	76.50	80.00	-	-
File, class C	-	67.00	-	73.50	67.50	-	-	72.50	71.50	79.00	70.50	68.50	73.00	64.00	66.00	70.50	81.00	-
Order	85.00	-	-	91.00	84.00	-	-	85.00	75.00	94.50	91.00	83.00	89.50	-	83.00	-	-	-
Payroll	98.00	-	-	96.50	99.50	-	-	99.00	100.50	116.50	106.00	93.00	109.00	89.00	89.00	-	-	-
Comptometer operators	102.50	-	-	90.50	83.50	-	-	100.50	98.50	104.00	97.00	88.00	106.50	-	80.00	-	-	-
Keypunch operators, class A	106.50	-	-	94.00	94.50	-	-	97.50	102.00	109.50	103.00	97.50	100.00	-	83.00	100.50	-	-
Keypunch operators, class B	90.00	93.50	\$76.00	84.00	80.00	-	71.50	88.00	86.00	96.00	91.00	87.00	83.50	72.00	80.50	80.50	-	\$79.00
Office girls	75.00	-	-	71.50	72.00	-	-	76.50	85.00	78.50	-	75.00	73.50	-	-	-	-	-
Secretaries ⁴	123.00	98.00	111.50	114.00	113.50	\$126.50	97.00	121.50	119.00	131.00	117.00	110.50	119.00	93.00	103.50	110.50	88.00	109.50
Class A	130.00	-	-	137.00	-	-	-	138.50	152.50	161.50	-	135.50	149.50	-	115.00	133.00	-	-
Class B	133.00	115.00	117.50	127.50	120.00	-	107.50	132.00	124.00	144.50	122.00	122.50	132.00	98.50	111.50	111.50	-	111.00
Class C	122.00	97.00	-	116.50	120.50	-	-	120.50	120.00	128.50	126.00	111.00	118.00	84.00	105.00	120.50	-	-
Class D	108.50	82.00	104.00	102.50	99.00	-	87.00	111.50	101.50	119.00	106.50	100.50	104.00	85.00	94.00	100.00	80.50	100.00
Stenographers, general	96.00	83.50	92.50	92.00	91.50	101.50	-	95.00	99.00	103.50	96.50	91.50	92.00	83.50	85.00	98.00	81.00	89.50
Stenographers, senior	108.00	103.50	110.50	103.50	-	-	87.50	104.00	108.50	112.50	100.50	104.00	102.50	94.50	121.50	101.50	-	100.50
Switchboard operators, class A	-	-	-	98.00	-	-	-	105.00	-	112.50	-	96.50	105.50	-	97.50	-	-	-
Switchboard operators, class B	87.00	81.50	69.50	77.00	82.50	87.00	74.50	92.50	84.00	100.00	93.00	85.00	88.50	77.00	75.50	82.50	-	-
Switchboard operator-receptionists	89.00	85.50	-	90.00	89.50	-	-	97.50	88.00	104.00	93.00	89.50	93.50	81.50	78.00	89.50	-	85.00
Tabulating-machine operators:																		
Class B	-	-	-	95.00	-	-	-	-	-	99.50	-	-	-	-	-	-	-	-
Class C	-	-	-	-	-	-	-	88.00	-	99.00	-	84.00	87.50	-	-	-	-	-
Transcribing-machine operators, general	91.50	-	-	91.00	91.00	-	-	88.00	94.00	105.00	87.00	86.00	82.50	-	85.00	89.00	-	-
Typists, class A	91.50	108.00	-	91.50	93.00	-	-	90.50	89.50	102.50	94.50	91.00	88.00	-	92.00	-	-	-
Typists, class B	87.50	77.00	71.50	78.50	74.50	-	68.50	80.00	81.00	91.50	84.00	75.50	81.00	71.00	76.50	83.00	-	-
<u>Professional and technical</u>																		
<u>Men</u>																		
Draftsmen, class A	-	-	-	196.00	-	-	-	188.00	-	189.00	-	191.00	177.50	-	-	-	-	-
Draftsmen, class B	127.00	-	-	158.00	155.50	-	-	164.50	-	171.00	-	157.00	156.00	-	-	-	-	-
Draftsmen, class C	-	-	-	119.50	-	-	-	122.00	-	124.50	-	115.50	113.00	-	-	-	-	-
Draftsmen-tracers	-	-	-	91.00	-	-	-	-	-	-	-	-	96.50	-	-	-	-	-
<u>Women</u>																		
Nurses, industrial (registered)	-	-	-	134.50	-	-	-	-	-	145.50	-	126.00	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ² —Continued				South													
	Utica-Rome ³	Waterbury	Worcester	York	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ³	Charleston, W. Va.	Charlotte	Chattanooga ³	Dallas ³	Fort Worth	Greenville	Houston	Jackson	Jacksonville ³	Little Rock-North Little Rock
Office clerical																		
Men																		
Clerks:																		
Accounting, class A	-	-	\$132.00	-	\$132.50	\$131.00	-	\$128.00	-	-	-	\$122.50	\$127.00	-	\$138.50	-	\$120.50	-
Accounting, class B	-	-	-	-	118.50	103.00	-	-	-	\$102.00	-	107.00	-	-	111.00	-	-	-
Order	-	-	-	-	120.00	118.50	-	105.00	-	-	-	113.50	-	-	120.50	-	-	\$95.00
Payroll	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys	-	-	-	-	82.00	75.50	-	75.00	-	78.50	-	75.00	75.00	\$73.00	79.50	\$75.50	74.50	65.50
Tabulating-machine operators:																		
Class A	-	-	-	-	131.00	-	-	-	-	-	-	136.00	-	-	-	-	-	-
Class B	-	-	-	-	112.00	120.00	-	-	-	-	-	108.00	-	-	124.00	-	110.50	-
Class C	-	-	-	-	89.50	-	-	-	-	-	-	78.00	-	-	-	-	-	-
Women																		
Billers, machine:																		
Billing machine	-	-	-	\$76.00	91.00	80.50	-	77.50	\$66.50	-	-	85.50	-	-	91.50	-	-	-
Bookkeeping machine	-	-	-	-	87.00	-	-	78.00	73.50	79.50	-	82.00	77.50	75.50	83.50	-	-	69.50
Bookkeeping-machine operators:																		
Class A	-	-	-	-	95.00	95.00	-	99.50	-	102.00	\$86.00	93.00	-	-	113.50	81.50	-	-
Class B	\$74.00	-	87.00	69.50	94.00	82.00	-	80.50	84.50	87.50	73.00	81.50	77.00	76.50	88.50	83.50	80.50	69.50
Clerks:																		
Accounting, class A	-	-	118.50	97.50	116.00	106.50	\$119.00	115.50	108.50	111.50	98.00	104.50	97.50	98.50	116.50	94.00	103.00	95.00
Accounting, class B	82.00	\$84.00	93.50	-	96.00	85.00	-	84.50	79.00	87.50	77.00	89.00	81.00	81.00	90.50	84.50	81.00	78.50
File, class A	-	-	-	-	92.50	99.00	-	80.50	-	-	-	90.50	-	-	103.50	-	-	-
File, class B	-	-	-	-	79.00	73.00	-	73.50	-	-	78.00	-	-	-	81.00	-	-	-
File, class C	66.50	-	73.00	-	71.50	69.50	-	67.50	72.50	70.00	64.50	67.50	68.50	-	73.50	68.50	66.00	67.00
Order	-	-	-	-	94.00	81.00	-	98.00	-	-	-	88.50	81.00	-	86.00	-	-	71.50
Payroll	-	-	104.00	83.00	103.00	90.00	89.50	93.00	-	98.00	91.00	99.00	96.00	88.00	107.00	97.50	97.00	81.00
Comptometer operators	-	-	-	-	94.50	87.50	-	81.00	-	90.00	-	87.50	81.00	-	87.50	-	-	87.00
Keypunch operators, class A	-	-	106.50	-	111.50	91.00	-	86.00	-	97.00	85.50	95.50	88.00	-	100.50	82.50	100.50	78.50
Keypunch operators, class B	77.00	-	84.50	76.50	90.00	87.50	81.50	80.00	77.50	84.50	72.00	80.00	78.00	77.00	89.00	79.00	87.50	72.50
Office girls	-	-	-	-	78.50	72.00	-	71.00	-	75.00	-	68.00	-	-	72.50	-	70.00	-
Secretaries	100.00	-	112.00	108.50	118.00	109.00	118.00	107.50	114.50	105.50	101.50	109.50	103.50	99.00	126.00	100.00	106.50	93.00
Class A	-	-	-	-	138.50	124.00	-	119.50	-	128.50	122.00	121.00	112.00	-	149.50	117.00	121.00	109.50
Class B	91.00	-	114.50	112.50	130.50	112.00	119.00	114.00	123.00	117.00	110.50	115.00	109.50	110.50	133.50	117.50	115.00	97.50
Class C	-	-	107.00	109.00	117.00	109.00	128.00	104.50	104.00	107.00	96.50	110.00	104.00	105.50	127.00	105.50	109.00	104.50
Class D	-	-	-	-	106.50	96.00	112.00	93.50	109.50	93.00	92.50	101.00	98.00	83.50	116.50	91.00	98.00	84.50
Stenographers, general	-	-	96.50	86.00	101.50	93.00	86.50	85.50	87.50	90.50	86.00	90.00	85.50	90.00	101.50	85.00	91.50	75.00
Stenographers, senior	-	-	-	103.00	112.00	101.00	109.00	110.50	108.50	103.00	93.50	106.50	105.50	102.50	110.50	90.50	107.00	98.50
Switchboard operators, class A	-	-	97.00	-	-	-	-	-	-	-	-	93.50	-	-	104.00	-	91.00	-
Switchboard operators, class B	-	-	-	69.00	81.50	82.50	82.00	73.00	70.50	78.00	60.00	74.00	73.00	-	83.00	69.50	69.00	74.00
Switchboard operator-receptionists	-	-	87.50	82.00	96.00	89.50	-	84.50	80.50	87.00	79.00	89.00	79.50	80.00	86.00	81.00	79.50	72.50
Tabulating-machine operators:																		
Class B	-	-	-	-	-	95.50	-	89.00	-	-	-	-	-	-	-	-	93.00	-
Class C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, general	-	-	88.00	-	95.50	81.50	-	77.00	-	83.50	-	82.00	76.00	-	95.50	-	82.50	73.50
Typists, class A	-	-	88.00	-	93.00	92.00	-	79.50	-	-	-	83.50	83.00	-	93.00	83.00	83.00	89.50
Typists, class B	-	78.00	76.00	76.00	81.50	76.50	-	72.00	73.50	79.00	68.50	75.50	74.00	73.50	80.50	72.50	70.00	69.50
Professional and technical																		
Men																		
Draftsmen, class A	-	-	-	-	181.50	-	-	-	-	-	-	182.00	-	-	201.00	-	-	-
Draftsmen, class B	-	-	-	-	149.50	158.00	-	-	-	-	-	136.00	-	-	165.00	-	-	-
Draftsmen, class C	-	-	-	-	116.50	121.00	-	-	-	-	-	102.50	-	-	124.50	-	-	-
Draftsmen-tracers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	92.00	-	-	-
Women																		
Nurses, industrial (registered)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	South—Continued												North Central				
	Louisville	Lubbock	Memphis ³	Miami ³	Midland and Odessa ³	New Orleans	Oklahoma City ³	Raleigh	Richmond ³	San Antonio ³	Savannah ³	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ³	Cincinnati
<u>Office clerical</u>																	
<u>Men</u>																	
Clerks:																	
Accounting, class A.....	\$128.50	-	\$131.50	-	\$155.00	\$122.50	\$135.00	\$113.00	\$125.50	-	-	\$111.50	\$122.50	\$125.00	-	\$141.00	-
Accounting, class B.....	-	-	121.50	\$102.00	-	105.50	96.00	-	116.50	-	-	-	101.00	-	-	118.50	-
Order.....	-	-	96.50	-	-	115.50	102.00	-	102.00	\$90.50	-	-	123.50	-	-	142.50	\$129.00
Payroll.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	134.00	-
Office boys.....	80.50	-	76.00	70.00	-	73.50	71.00	77.00	79.00	66.50	-	77.00	82.50	-	-	88.50	80.50
Tabulating-machine operators:																	
Class A.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	147.50	-
Class B.....	-	-	99.00	-	-	-	118.00	-	-	-	-	-	116.00	-	-	124.50	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	104.00	-
<u>Women</u>																	
Billers, machine:																	
Billing machine.....	96.50	-	75.00	90.50	-	74.00	-	79.50	82.00	74.50	-	-	-	99.00	-	113.00	77.50
Bookkeeping machine.....	69.00	-	96.50	85.50	-	85.00	74.50	-	-	-	-	-	89.50	-	-	97.00	-
Bookkeeping-machine operators:																	
Class A.....	91.50	-	-	88.50	-	99.50	-	-	107.50	86.50	-	90.00	101.00	108.50	-	110.00	-
Class B.....	72.50	\$71.50	79.50	82.50	-	80.50	-	81.50	77.50	77.00	-	77.50	88.00	87.00	\$74.00	94.50	86.50
Clerks:																	
Accounting, class A.....	107.50	105.00	100.50	112.00	131.50	111.50	104.50	91.00	103.00	99.50	-	101.50	112.00	107.00	-	120.00	107.00
Accounting, class B.....	80.50	81.50	82.00	88.50	-	86.00	79.50	79.50	85.00	83.50	\$97.50	77.00	89.50	90.50	76.00	99.50	86.50
File, class A.....	117.00	-	-	-	-	91.00	-	-	92.50	-	-	-	81.50	-	-	94.50	84.50
File, class B.....	77.00	-	75.00	74.00	86.00	73.50	70.50	-	75.50	74.50	-	71.50	76.00	-	-	87.00	76.50
File, class C.....	67.00	-	69.50	65.00	77.50	66.00	68.00	-	69.00	69.00	-	69.50	73.00	-	-	79.00	71.50
Order.....	79.50	-	91.00	-	-	86.50	-	-	77.50	84.00	-	-	94.50	-	-	99.00	81.00
Payroll.....	94.50	89.50	89.00	92.50	91.00	100.00	93.00	95.50	101.00	90.50	-	80.00	103.50	103.00	-	114.00	100.50
Comptometer operators.....	93.00	-	81.50	80.00	-	85.50	84.50	-	82.50	81.00	-	82.00	91.00	-	-	103.50	88.00
Keypunch operators, class A.....	100.50	88.50	80.50	95.50	92.50	92.50	92.00	92.00	89.00	86.50	-	82.50	101.50	102.50	-	109.00	95.50
Keypunch operators, class B.....	80.50	76.00	79.50	88.00	77.00	84.00	75.00	80.00	82.50	74.50	-	75.50	89.00	86.00	81.50	98.00	82.50
Office girls.....	70.50	-	72.00	69.50	80.50	67.50	68.50	-	70.50	-	-	-	77.50	-	-	81.50	74.50
Secretaries ⁴ :																	
Class A.....	100.00	98.00	101.00	108.50	129.50	110.00	107.00	99.00	105.00	97.00	117.00	105.50	120.50	116.50	103.50	125.00	116.50
Class B.....	115.00	-	114.00	127.50	-	115.00	129.00	102.00	129.00	108.00	-	106.50	148.00	-	-	149.50	-
Class C.....	107.50	105.00	107.50	118.50	139.00	124.00	112.50	108.50	116.50	97.00	-	116.50	131.50	123.00	100.00	137.00	125.50
Class D.....	96.00	105.50	101.00	104.50	131.00	107.00	108.50	-	104.00	101.00	112.50	109.50	121.50	112.50	114.50	125.00	116.00
Stenographers, general.....	97.00	85.50	94.50	100.50	123.50	101.50	94.50	94.50	95.50	93.00	-	95.50	110.50	114.50	97.00	111.50	103.50
Stenographers, senior.....	91.50	81.00	84.50	88.00	100.00	91.00	86.00	80.00	93.00	78.50	105.00	90.00	100.50	100.00	89.00	106.50	92.50
Stenographers, class A.....	117.00	100.50	107.50	99.00	108.00	105.50	103.50	96.00	95.00	97.50	-	97.00	117.50	117.00	-	116.00	103.00
Switchboard operators, class A.....	-	-	-	99.50	-	-	-	-	94.50	-	-	-	99.00	-	-	109.00	-
Switchboard operators, class B.....	75.00	-	70.50	73.00	73.00	70.50	65.00	62.00	79.00	67.00	77.00	68.50	77.00	77.00	82.50	93.00	84.00
Switchboard operator-receptionists.....	79.50	76.50	80.00	79.50	103.50	80.50	81.50	79.50	81.50	76.50	74.50	77.00	95.50	97.50	-	100.00	88.50
Tabulating-machine operators:																	
Class B.....	89.00	-	-	115.00	-	-	-	-	95.00	-	-	-	-	-	-	109.50	-
Class C.....	83.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	98.50	-
Transcribing-machine operators, general.....	84.50	-	91.00	79.50	-	85.00	78.50	76.50	81.50	-	-	75.00	97.00	-	-	102.50	83.00
Typists, class A.....	96.00	-	85.50	91.00	-	86.00	79.50	79.50	81.00	78.00	-	83.50	100.00	95.50	-	101.50	91.00
Typists, class B.....	74.00	79.50	73.50	80.00	79.50	76.50	70.00	67.50	75.00	74.00	-	74.00	85.00	78.00	-	90.50	77.50
<u>Professional and technical</u>																	
<u>Men</u>																	
Draftsmen, class A.....	-	-	-	-	-	-	152.50	-	-	-	-	-	167.50	-	-	188.00	202.00
Draftsmen, class B.....	-	-	-	148.00	-	-	126.00	-	-	-	-	-	145.50	-	162.00	159.50	-
Draftsmen, class C.....	-	-	-	-	-	-	102.50	-	-	-	-	-	115.50	-	-	138.50	-
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	111.00	-
<u>Women</u>																	
Nurses, industrial (registered).....	-	-	-	136.50	-	-	-	-	-	-	-	-	127.00	-	-	145.50	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued																
	Cleveland ³	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit ³	Green Bay	Indianapolis ³	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Omaha ³	Rockford	St. Louis	Sioux Falls	South Bend ³
Office clerical																	
Men																	
Clerks:																	
Accounting, class A	\$138.00	\$126.00	-	\$128.00	\$117.00	\$162.00	\$135.00	\$127.50	\$129.00	\$133.50	\$130.50	-	\$138.50	-	\$134.50	-	\$117.50
Accounting, class B	-	-	-	-	111.50	126.00	-	119.50	110.50	-	104.50	-	-	-	95.50	-	-
Order	126.50	118.50	-	-	-	142.50	-	117.50	102.00	-	132.50	-	-	-	123.50	-	-
Payroll	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office boys	84.50	70.50	-	-	73.50	83.00	-	78.00	75.50	89.00	87.00	-	79.50	-	86.50	-	-
Tabulating-machine operators:																	
Class A	-	-	-	-	-	146.00	-	135.50	134.00	-	-	-	-	-	-	-	-
Class B	129.50	102.50	-	-	-	130.50	-	101.00	105.50	-	116.00	-	114.00	-	-	-	-
Class C	-	-	-	-	-	-	-	96.00	-	-	-	-	-	-	-	-	-
Women																	
Billers, machine:																	
Billing machine	92.00	-	-	-	75.50	106.00	-	87.00	-	95.50	90.00	-	77.00	-	115.00	-	-
Bookkeeping-machine operators:	84.50	-	-	-	-	97.50	-	-	-	-	87.00	-	-	-	87.50	-	-
Class A	104.50	-	-	99.00	100.00	103.00	-	105.00	105.00	104.00	99.00	-	105.00	-	102.50	-	91.00
Class B	94.50	89.50	\$76.50	86.00	75.50	98.50	-	83.50	85.00	87.50	84.00	-	78.00	\$82.50	85.50	-	81.50
Clerks:																	
Accounting, class A	112.00	112.50	110.50	107.50	99.50	118.50	94.50	104.50	116.00	122.00	110.00	\$123.00	106.00	117.00	114.00	-	-
Accounting, class B	85.50	85.50	83.50	84.00	82.00	96.00	80.00	84.00	86.00	93.50	86.00	93.50	84.00	87.50	86.00	\$76.50	85.50
File, class A	95.00	97.50	-	-	76.00	101.50	-	97.00	97.00	-	89.50	-	-	-	91.00	-	89.50
File, class B	78.50	74.00	80.50	82.50	69.00	80.50	-	77.00	80.50	78.00	75.50	-	78.50	-	76.50	-	81.50
File, class C	71.50	67.00	68.50	-	65.00	76.50	-	69.00	70.50	72.50	68.50	-	67.00	-	73.50	-	-
Order	86.00	104.00	-	-	81.50	111.00	-	81.00	82.00	82.50	87.00	-	85.50	-	95.00	-	-
Payroll	99.50	90.00	98.00	107.00	97.50	110.50	-	98.50	105.50	105.50	99.00	-	97.50	-	103.50	-	101.00
Comptometer operators	92.00	83.50	-	85.00	92.50	99.50	-	85.00	90.00	88.50	92.50	-	88.50	-	99.50	-	-
Keypunch operators, class A	100.00	96.50	107.00	93.50	88.00	108.50	-	95.50	97.50	102.00	92.50	-	102.50	-	114.00	-	-
Keypunch operators, class B	89.00	77.00	87.00	90.00	77.50	99.00	75.00	80.50	85.00	84.00	86.50	-	77.50	-	89.00	70.50	82.50
Office girls	75.00	70.50	77.00	-	71.50	76.00	-	74.00	73.50	74.00	72.00	-	79.50	-	75.00	-	70.50
Secretaries ⁴	117.50	105.50	114.00	115.50	101.50	126.50	99.00	111.00	110.50	117.00	111.00	129.00	110.00	113.50	115.50	112.50	101.00
Class A	139.00	135.00	-	-	124.00	147.00	-	132.50	124.50	131.00	122.50	-	127.00	-	134.50	-	122.00
Class B	125.00	124.00	121.50	129.00	108.00	136.50	-	119.50	114.00	116.00	117.00	-	116.50	-	123.50	-	105.50
Class C	114.50	111.50	121.00	119.00	88.50	128.00	98.00	109.50	110.00	117.00	113.00	-	104.50	112.00	115.00	-	96.50
Class D	104.00	95.50	106.50	105.00	97.00	110.00	-	100.50	103.50	112.50	98.50	-	103.50	90.50	98.50	-	92.00
Stenographers, general	94.00	87.00	92.00	98.00	81.50	102.50	80.50	93.00	93.00	96.00	96.00	-	83.50	93.00	90.50	75.00	85.00
Stenographers, senior	106.00	98.50	114.00	108.00	106.00	121.00	-	102.00	103.00	106.50	108.50	-	103.50	100.00	103.00	102.00	108.50
Switchboard operators, class A	109.50	88.00	-	105.00	95.00	110.50	-	-	100.00	-	97.00	-	-	-	95.50	-	-
Switchboard operators, class B	83.50	78.00	70.00	77.00	79.00	91.50	-	79.00	74.00	77.50	81.00	-	72.50	79.00	81.50	-	82.00
Switchboard operator-receptionists	87.50	89.50	81.00	87.00	81.50	100.50	80.00	91.50	88.50	86.00	84.00	-	78.00	79.00	98.00	-	85.00
Tabulating-machine operators:																	
Class B	101.00	-	-	-	-	113.00	-	98.00	99.50	99.50	-	-	-	-	112.50	-	-
Class C	-	86.50	-	-	-	-	-	80.00	-	-	-	-	85.50	-	-	-	-
Typing-machine operators, general	90.50	79.00	-	-	85.00	97.50	-	80.50	84.00	87.50	86.50	-	81.00	-	95.00	76.00	-
Typists, class A	89.50	81.00	93.00	96.00	82.00	103.50	-	92.50	92.50	92.00	86.50	-	87.50	-	93.50	-	-
Typists, class B	80.50	71.00	78.50	78.50	72.00	86.50	-	74.00	76.50	79.00	76.00	91.50	72.50	75.50	79.50	68.00	75.00
Professional and technical																	
Men																	
Draftsmen, class A	-	164.00	-	-	-	213.00	-	-	169.00	-	-	-	-	-	186.50	-	-
Draftsmen, class B	153.00	128.50	-	-	-	172.00	-	-	137.00	-	160.00	-	-	-	151.50	-	-
Draftsmen, class C	-	117.50	-	-	-	125.50	-	124.50	111.50	-	122.00	-	-	-	-	-	-
Draftsmen-tracers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																	
Nurses, industrial (registered)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Office Occupations—Nonmanufacturing—Continued

(Average weekly earnings¹ for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	North Central—Continued					West											
	Toledo	Waterloo	Wichita	Youngstown-Warren	Albuquerque	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	Phoenix ³	Portland	Salt Lake City	San Bernardino-Riverside-Ontario ³	San Diego ³	San Francisco-Oakland ³	San Jose	Seattle-Everett ³	Spokane
Office clerical																	
Men																	
Clerks:																	
Accounting, class A.....	-	-	\$126.00	-	-	-	\$128.50	\$136.50	\$115.50	\$152.50	\$123.50	-	-	\$132.50	-	\$132.00	-
Accounting, class B.....	-	-	-	-	-	-	106.50	119.00	-	127.50	-	-	-	122.00	-	-	-
Order.....	-	-	-	-	-	-	109.00	134.50	-	127.50	115.00	-	-	141.00	-	139.50	-
Payroll.....	-	-	-	-	-	-	-	149.50	-	-	-	-	-	-	-	-	-
Office boys.....	\$92.00	-	-	-	-	-	80.00	86.00	-	84.00	-	-	-	82.00	-	86.50	-
Tabulating-machine operators:																	
Class A.....	-	-	-	-	-	-	-	142.00	-	-	-	-	-	147.00	-	-	-
Class B.....	-	-	100.00	-	-	-	104.50	128.50	-	113.50	-	-	-	132.00	-	-	-
Class C.....	-	-	-	-	-	-	-	-	-	-	-	-	-	112.50	-	-	-
Women																	
Billers, machine:																	
Billing machine.....	101.00	-	79.50	-	-	-	82.00	116.00	-	98.00	-	-	-	110.50	-	113.00	-
Bookkeeping machine.....	-	-	-	\$69.00	-	-	78.50	105.00	-	-	74.00	-	-	106.00	-	94.50	-
Bookkeeping-machine operators:																	
Class A.....	-	-	-	-	\$94.00	-	91.50	114.00	-	108.00	98.00	-	\$102.00	121.00	-	108.00	-
Class B.....	87.50	-	73.00	81.00	76.50	-	82.00	111.50	87.50	94.50	79.00	\$82.00	88.50	106.50	\$99.00	93.50	\$80.50
Clerks:																	
Accounting, class A.....	114.50	-	111.50	100.00	109.50	\$106.00	105.50	124.00	108.50	116.50	109.50	104.50	104.50	118.00	120.50	111.00	101.00
Accounting, class B.....	88.00	\$77.00	93.50	86.00	80.00	96.00	88.00	98.50	89.50	94.50	77.50	95.50	89.00	101.00	94.00	92.50	90.50
File, class A.....	-	-	-	-	-	-	91.50	92.50	-	104.50	-	-	-	99.00	-	97.50	-
File, class B.....	88.00	-	70.50	72.00	75.00	65.00	74.50	83.50	75.50	85.50	74.00	-	-	85.00	76.00	78.50	-
File, class C.....	72.50	-	-	-	68.00	-	68.00	76.00	69.00	75.50	67.50	-	-	77.00	-	76.00	-
Order.....	-	-	-	-	-	-	89.50	112.00	-	98.00	78.00	-	-	116.00	-	98.00	-
Payroll.....	95.50	-	-	-	92.00	90.50	98.00	118.00	99.50	103.00	99.50	-	103.00	120.50	-	107.00	-
Comptometer operators.....	-	-	-	-	88.50	-	88.50	112.00	87.50	100.00	84.50	-	-	112.50	-	102.50	-
Keypunch operators, class A.....	-	-	92.00	-	97.00	94.00	105.00	116.50	85.50	106.50	94.00	113.00	100.00	116.00	114.00	105.00	95.00
Keypunch operators, class B.....	96.00	-	85.50	79.00	74.50	79.50	91.50	103.00	87.00	91.50	82.00	-	86.50	106.00	96.00	92.50	89.50
Office girls.....	-	-	-	-	-	-	72.50	79.00	-	76.00	67.50	-	-	86.50	-	79.50	74.50
Secretaries ⁴ :																	
Class A.....	113.00	-	100.50	114.50	115.00	105.50	115.50	131.50	107.00	115.00	105.00	125.00	123.00	126.50	124.00	117.50	101.50
Class B.....	-	-	-	-	-	-	118.50	153.00	-	126.50	111.00	-	-	150.50	-	133.00	-
Class C.....	118.50	-	108.00	129.00	131.50	118.50	124.50	145.00	127.00	126.00	111.00	138.50	134.00	137.00	136.50	132.00	103.00
Class D.....	117.50	-	101.50	98.00	119.00	105.50	113.50	135.00	110.00	115.00	114.00	137.00	121.00	126.00	127.50	119.00	103.50
Class E.....	96.00	-	85.00	115.50	-	88.50	111.50	122.00	97.00	106.50	95.00	117.00	116.50	117.00	118.50	104.50	91.00
Stenographers, general.....	99.00	94.00	93.00	86.00	93.00	85.00	97.00	106.50	90.00	103.50	98.00	96.00	94.00	99.00	97.00	99.50	94.50
Stenographers, senior.....	114.00	90.50	-	100.00	101.50	98.50	108.00	116.00	99.00	106.00	98.00	108.50	102.50	114.50	110.50	110.50	117.00
Switchboard operators, class A.....	-	-	-	-	-	-	82.50	101.00	-	112.00	-	-	-	102.50	101.00	-	-
Switchboard operators, class B.....	84.00	-	71.50	72.50	81.00	-	75.50	90.00	75.00	89.00	72.50	77.00	79.50	94.50	84.50	93.50	91.00
Switchboard operator-receptionists.....	92.50	-	71.50	80.50	74.50	80.00	87.00	103.00	91.50	93.00	84.00	90.00	83.00	106.00	100.50	96.00	93.50
Tabulating-machine operators:																	
Class B.....	-	-	-	-	-	-	-	117.50	-	-	-	-	-	125.00	-	-	-
Class C.....	-	-	-	-	-	-	-	99.00	-	-	-	-	-	121.00	-	-	-
Transcribing-machine operators, general.....	80.50	-	-	-	-	-	84.50	99.00	-	100.50	75.00	-	-	99.50	-	94.50	-
Typists, class A.....	105.00	-	-	-	85.00	-	93.00	99.50	-	99.00	81.00	97.50	95.00	97.50	94.50	95.50	88.00
Typists, class B.....	81.50	-	71.50	80.50	72.00	71.50	76.50	88.00	78.00	82.50	77.00	81.50	78.50	87.00	86.50	83.50	80.50
Professional and technical																	
Men																	
Draftsmen, class A.....	-	-	-	-	-	-	159.50	187.00	-	188.00	-	-	192.00	189.00	183.00	-	-
Draftsmen, class B.....	-	-	-	-	160.00	-	133.00	157.50	-	157.00	-	-	164.50	160.00	139.50	158.50	-
Draftsmen, class C.....	-	-	-	-	121.00	-	112.50	125.50	-	-	-	-	-	-	-	-	-
Draftsmen-tracers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																	
Nurses, industrial (registered).....	-	-	-	-	-	-	-	148.00	-	-	-	-	-	-	-	-	-

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks.² Separate earnings information for men and women in office occupations are not available for Syracuse.³ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 10 to the table in appendix A.⁴ May include earnings of workers other than those presented separately.

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

Table A-4. Office Occupations—Public Utilities¹

(Average weekly earnings² for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	Northeast ³																				
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton ⁴	Boston ⁴	Buffalo	Newark and Jersey City	New Haven	New York ⁴	Paterson-Clifton-Passaic	Philadelphia ⁴	Pittsburgh ⁴	Portland	Providence-Pawtucket-Warwick	Rochester	Utica-Rome ⁴	Worcester	York				
Men																					
Clerks, accounting, class A.....	-	-	-	-	-	\$123.50	-	\$150.50	-	\$143.00	\$153.00	-	-	-	-	-	-				
Clerks, accounting, class B.....	-	-	-	-	-	-	-	120.50	-	132.00	137.50	-	-	-	-	-	-				
Office boys.....	-	-	-	\$76.50	-	83.50	-	89.50	-	105.50	100.50	-	-	-	-	-	-				
Women																					
Clerks:																					
Accounting, class A.....	\$125.50	-	-	-	\$135.50	-	-	127.00	-	123.00	-	-	-	-	-	-	-				
Accounting, class B.....	-	-	-	-	113.50	98.50	\$88.00	94.50	-	106.50	-	\$86.00	\$92.00	-	-	-	-				
File, class B.....	-	-	-	-	-	83.00	-	99.00	-	-	-	-	-	-	-	-	-				
Payroll.....	-	-	-	-	-	114.00	-	127.00	\$108.50	90.50	129.50	-	-	-	-	-	-				
Comptometer operators.....	-	-	-	-	-	-	-	103.50	-	-	-	-	-	-	-	-	-				
Keypunch operators, class A.....	-	-	-	-	-	124.50	-	117.50	-	-	115.50	-	-	-	-	-	-				
Keypunch operators, class B.....	-	\$109.50	-	-	85.50	92.00	-	95.00	81.50	91.50	88.50	-	93.50	-	-	-	-				
Office girls.....																					
Secretaries ⁵	139.50	141.50	\$115.50	131.00	131.50	133.00	139.50	136.00	128.50	145.50	134.00	106.50	129.00	\$102.00	\$103.50	\$135.50	\$112.00				
Class A.....	-	-	-	-	-	-	-	168.50	-	164.00	-	-	-	-	-	-	-				
Class B.....	144.50	-	-	138.50	-	143.00	-	152.00	-	153.50	154.50	-	-	-	-	-	-				
Class C.....	142.00	-	-	130.00	139.00	129.00	139.50	135.00	137.00	148.00	132.50	-	-	-	-	-	-				
Class D.....	-	-	110.00	122.00	-	118.00	111.00	123.00	-	107.50	118.50	-	-	-	-	-	-				
Stenographers, general.....	111.50	-	-	115.00	121.50	96.50	103.50	107.50	-	107.00	101.50	-	-	-	-	-	-				
Stenographers, senior.....	-	-	-	111.50	-	112.50	-	113.00	-	136.00	105.50	-	122.00	-	-	-	-				
Switchboard operators, class A.....	-	-	-	116.00	-	-	-	119.00	-	-	113.50	-	-	-	-	-	-				
Switchboard operators, class B.....	-	-	-	-	-	121.50	-	99.50	-	116.50	107.00	-	-	-	-	-	-				
Switchboard operator-receptionists.....	-	-	-	103.00	101.50	103.00	-	109.00	96.00	95.00	-	-	-	-	-	-	-				
Typists, class A.....	84.50	116.00	-	-	114.00	113.50	-	103.50	84.00	104.00	97.00	-	-	-	-	-	-				
Typists, class B.....	-	95.00	-	-	101.50	91.50	80.00	95.50	-	88.50	98.00	72.50	-	-	-	-	-				
South																					
	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ⁴	Charleston, W. Va.	Charlotte	Chattanooga ⁴	Dallas ⁴	Fort Worth	Greenville	Houston	Jackson	Jacksonville ⁴	Little Rock-North Little Rock	Louisville	Lubbock	Memphis ⁴	Miami ⁴	Midland and Odessa	New Orleans	
Men																					
Clerks, accounting, class A.....	\$147.50	\$156.00	-	-	-	-	-	\$121.00	\$130.50	-	\$141.00	-	-	-	\$136.00	-	-	-	-	\$129.50	
Clerks, accounting, class B.....	122.50	-	-	-	-	-	-	112.00	-	-	123.00	-	-	-	-	-	-	\$110.00	-	101.50	
Office boys.....	98.50	-	-	-	-	-	-	77.00	-	-	81.00	-	-	-	-	-	-	76.00	-	76.50	
Women																					
Clerks:																					
Accounting, class A.....	134.50	-	-	\$131.00	-	\$116.00	-	115.50	-	-	115.00	-	\$111.00	-	116.50	-	-	-	-	127.50	
Accounting, class B.....	100.00	-	-	90.50	\$98.00	-	-	111.00	95.00	-	-	-	-	89.50	-	-	-	99.50	-	-	
File, class B.....	93.00	-	-	-	-	-	-	101.00	-	-	85.50	-	100.50	-	-	-	-	-	-	-	
Payroll.....	115.50	-	-	90.00	-	99.00	-	113.50	-	-	122.00	-	-	-	-	-	-	105.50	-	-	
Comptometer operators.....	114.50	-	-	-	-	-	-	108.50	-	-	-	-	-	-	-	-	-	-	-	91.50	
Keypunch operators, class A.....	127.00	86.00	-	-	-	-	-	108.50	-	-	107.50	-	-	-	-	-	-	-	-	-	
Keypunch operators, class B.....	93.00	-	-	85.50	-	85.00	-	80.50	-	-	90.00	-	109.00	-	92.50	-	\$96.00	99.00	-	89.50	
Office girls.....								72.50	-	-	79.00	-	-	-	-	-	-	-	-	-	
Secretaries ⁵	142.00	136.00	\$136.00	123.00	-	116.00	-	126.00	115.00	\$98.00	133.00	\$129.00	132.00	\$110.50	121.50	-	120.50	121.00	-	122.00	
Class A.....	-	-	-	-	-	-	-	164.50	-	-	164.50	-	-	-	-	-	-	-	-	-	
Class B.....	150.50	-	-	137.50	-	126.00	-	136.50	109.00	-	142.50	138.50	133.50	-	120.50	-	-	137.00	-	134.00	
Class C.....	133.00	124.00	-	120.50	-	120.50	-	126.00	125.00	-	125.50	-	-	119.50	120.00	-	-	125.50	-	126.50	
Class D.....	136.00	-	125.50	102.00	-	97.00	-	119.00	111.50	91.50	-	-	-	102.50	121.00	-	121.00	-	-	112.50	
Stenographers, general.....	111.00	115.00	-	89.50	96.50	94.00	\$97.00	93.00	-	-	99.00	88.50	106.00	84.00	109.00	\$94.00	102.00	97.50	\$111.00	90.50	
Stenographers, senior.....	118.50	110.50	-	-	-	-	-	109.50	-	-	106.50	113.00	-	102.50	109.00	109.50	-	119.00	-	102.00	
Switchboard operators, class A.....	-	-	-	-	-	-	-	102.00	-	-	98.00	-	-	-	-	-	-	118.00	-	-	
Switchboard operators, class B.....	117.00	104.00	-	-	-	-	-	-	-	-	105.50	-	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists.....	126.00	-	-	-	-	-	-	104.50	-	-	98.00	-	-	-	-	-	89.00	-	-	95.00	
Typists, class A.....	97.00	103.50	-	-	-	-	-	89.50	85.00	-	93.50	82.00	-	-	107.00	-	-	101.00	-	-	
Typists, class B.....	97.00	94.50	-	81.50	-	81.00	-	-	80.00	-	79.00	-	-	-	82.00	-	-	97.50	-	78.50	

See footnotes at end of table.

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

(Average weekly earnings² for selected occupations studied, July 1968 through June 1969)

Sex, occupation, and grade	South—Continued										North Central									
	Oklahoma City	Raleigh	Richmond ⁴	San Antonio ⁴	Savannah ⁴	Tampa—St. Petersburg	Washington	Akron	Chicago ⁴	Cincinnati	Cleveland ⁴	Columbus	Davenport—Rock Island—Moline	Dayton	Des Moines	Detroit ⁴	Indianapolis ⁴	Kansas City	Milwaukee	
Men																				
Clerks, accounting, class A-----	\$140.50	-	-	-	-	-	\$144.00	-	\$148.00	-	\$143.50	-	-	-	-	-	\$141.00	-	-	
Clerks, accounting, class B-----	-	-	\$127.50	-	-	-	-	-	130.00	-	-	-	-	-	-	\$122.50	-	-	-	
Office boys-----	-	-	-	-	-	-	92.00	-	106.00	-	108.00	-	-	-	-	-	\$93.50	84.50	-	
Women																				
Clerks:																				
Accounting, class A-----	119.50	-	-	\$107.00	-	-	-	-	140.50	-	116.00	\$110.50	\$117.00	-	-	130.00	111.50	129.00	\$129.00	
Accounting, class B-----	95.00	-	95.00	91.50	-	\$77.50	96.00	\$90.50	125.00	\$90.00	97.00	92.50	93.50	-	-	114.50	86.50	98.00	-	
File, class B-----	-	-	84.00	-	-	78.00	-	96.00	109.50	-	93.50	86.00	-	\$88.00	-	100.50	97.00	98.00	91.50	
Payroll-----	-	-	-	-	-	-	115.50	115.50	127.50	-	115.50	89.50	-	-	\$104.50	127.00	125.50	119.00	111.50	
Comptometer operators-----	-	-	-	-	-	-	-	-	114.50	-	120.50	-	-	-	-	127.50	-	-	-	
Keypunch operators, class A-----	114.50	-	-	-	-	-	130.00	-	117.50	99.00	107.50	-	-	-	-	124.00	98.00	-	102.50	
Keypunch operators, class B-----	-	-	87.50	-	-	-	90.00	-	108.50	-	99.00	90.00	-	-	-	-	81.50	107.00	-	
Office girls-----	-	-	-	-	-	-	84.00	-	94.00	-	-	-	-	-	-	-	84.00	-	-	
Secretaries ⁵ -----	124.00	\$116.00	123.00	109.50	\$137.50	122.00	137.00	131.50	139.50	137.50	131.00	121.00	125.50	-	112.00	129.00	120.00	128.00	135.00	
Class A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Class B-----	136.00	120.00	-	-	-	136.50	150.00	-	148.50	-	143.00	-	-	-	-	160.00	137.50	157.00	141.00	
Class C-----	113.50	-	108.00	-	-	126.50	136.50	126.00	136.00	153.00	129.50	123.50	129.00	131.50	-	138.50	114.50	125.50	134.00	
Class D-----	-	-	125.00	106.00	-	104.50	121.00	-	122.00	119.50	-	104.50	-	-	-	-	-	118.50	-	
Stenographers, general-----	89.50	85.50	107.50	90.00	108.00	100.00	116.00	102.00	124.00	111.50	100.50	97.50	105.00	-	-	114.50	112.50	107.00	108.00	
Stenographers, senior-----	104.00	110.00	-	-	-	-	120.00	117.50	129.00	-	114.00	-	-	-	115.00	-	110.50	116.00	122.50	
Switchboard operators, class A-----	-	-	-	-	-	-	110.50	-	124.00	-	117.00	-	-	-	-	-	-	-	-	
Switchboard operators, class B-----	-	-	-	-	-	-	-	-	115.50	-	102.50	-	-	-	-	119.50	-	111.00	-	
Switchboard operator-receptionists-----	-	-	-	-	-	-	-	-	121.00	-	-	-	-	-	-	116.00	111.00	94.00	-	
Typists, class A-----	-	-	83.00	-	-	-	-	-	124.00	-	94.50	-	-	-	85.00	121.50	94.00	102.50	-	
Typists, class B-----	-	-	79.50	-	-	-	94.50	91.00	106.50	80.00	-	83.50	-	79.50	93.00	-	88.00	85.00	-	
North Central—Continued																				
	Minneapolis—St. Paul	Omaha ⁴	Rockford	St. Louis	Sioux Falls	South Bend ⁴	Toledo	Wichita	Youngstown—Warren	Albuquerque ⁴	Denver	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ⁴	Phoenix ⁴	Portland	Salt Lake City	San Bernardino—Riverside—Ontario ⁴	San Francisco—Oakland ⁴	San Jose	Seattle—Everett ⁴	Spokane
Men																				
Clerks, accounting, class A-----	\$150.50	-	-	\$134.50	-	-	-	\$134.50	-	-	\$131.50	\$131.00	-	\$165.50	-	-	\$143.50	-	-	-
Clerks, accounting, class B-----	111.00	-	-	-	-	-	-	-	-	-	131.00	-	-	-	-	-	145.50	-	-	-
Office boys-----	109.50	-	-	103.00	-	-	-	-	-	-	-	91.50	-	-	-	-	93.50	-	-	-
Women																				
Clerks:																				
Accounting, class A-----	122.00	\$111.00	-	121.50	-	-	-	116.50	-	-	130.00	132.00	-	135.50	-	-	123.50	\$131.00	-	-
Accounting, class B-----	94.50	-	\$91.00	97.50	\$82.00	\$98.00	-	104.50	-	\$82.50	105.50	101.00	-	111.50	-	-	102.00	-	\$93.00	-
File, class B-----	85.00	-	-	96.00	-	88.00	-	-	-	-	-	122.50	-	-	-	-	115.50	-	-	-
Payroll-----	114.00	-	-	118.50	-	-	-	-	-	-	113.50	138.00	-	126.00	-	-	130.00	-	107.50	-
Comptometer operators-----	124.50	-	-	-	-	-	-	-	-	-	-	135.00	-	-	-	-	132.50	-	-	-
Keypunch operators, class A-----	96.50	-	-	-	-	-	-	-	-	-	115.00	124.50	-	115.00	-	-	124.00	-	114.50	-
Keypunch operators, class B-----	101.50	-	-	95.00	-	-	-	110.00	-	-	111.50	-	-	115.50	\$103.00	-	117.50	-	95.00	-
Office girls-----	-	91.00	-	81.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	82.00	-
Secretaries ⁵ -----	121.00	114.00	122.50	128.50	-	115.00	\$131.00	122.50	\$121.50	120.00	125.50	139.00	\$119.50	140.50	109.50	\$143.50	136.50	-	128.00	-
Class A-----	135.00	-	-	149.00	-	-	-	-	-	-	-	175.00	-	-	-	-	176.50	-	-	-
Class B-----	124.50	128.50	-	129.00	-	-	-	-	-	-	133.50	162.00	141.50	151.50	122.00	-	153.00	-	151.00	-
Class C-----	119.50	112.00	-	123.00	-	-	-	116.50	-	-	116.50	145.50	120.50	153.50	128.00	-	133.00	-	120.00	-
Class D-----	102.50	-	-	123.00	-	-	-	-	-	-	118.00	126.00	93.50	120.00	96.50	-	123.50	-	105.50	-
Stenographers, general-----	113.00	91.50	-	106.50	82.50	109.50	120.00	97.50	116.00	-	110.50	119.50	98.00	123.00	111.00	-	105.00	-	109.00	\$121.50
Stenographers, senior-----	123.00	109.50	-	115.00	-	-	-	-	-	-	130.50	114.50	-	117.50	113.00	-	122.00	-	119.00	127.50
Switchboard operators, class A-----	-	-	-	122.00	-	-	-	-	-	-	-	116.50	-	-	-	-	115.00	-	-	-
Switchboard operators, class B-----	108.50	-	-	-	-	-	-	-	-	-	-	112.00	-	117.50	-	-	113.50	-	118.00	-
Switchboard operator-receptionists-----	95.50	-	-	115.00	-	-	-	-	-	-	108.00	133.50	-	-	-	-	121.00	-	112.00	-
Typists, class A-----	97.50	105.00	-	-	-	-	-	-	-	-	107.50	100.00	-	-	-	-	108.50	-	-	-
Typists, class B-----	90.00	-	-	92.00	-	-	93.00	-	-	-	-	98.50	-	97.50	-	-	93.50	-	92.00	-

1 Transportation, communication, and other public utilities.
 2 Earnings relate to regular straight-time salaries that are paid for standard workweeks.
 3 Separate earnings information for men and women in office occupations are not available for Syracuse.
 4 Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.
 5 May include earnings of workers other than those presented separately.

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

Table A-5. Plant Occupations—All Industries

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Occupation ²	Northeast ³																			
	Albany-Schenectady Troy	Allentown-Bethlehem-Easton	Binghamton ⁴	Boston ⁴	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ⁴	Paterson-Clifton-Passaic	Philadelphia ⁴	Pittsburgh ⁴	Portland	Providence-Pawtucket-Warwick	Scranton	Syracuse	Trenton	Utica-Rome ⁴	Waterbury
<u>Maintenance and powerplant</u>																				
Carpenters	\$3.77	\$3.48	\$3.12	\$3.63	\$3.95	\$3.32	\$2.89	\$3.81	\$3.20	\$3.92	\$4.02	\$3.75	\$3.77	-	\$3.32	-	\$3.48	\$3.55	\$3.14	\$3.22
Electricians	3.88	3.66	3.37	3.83	4.12	3.66	2.92	4.04	3.48	4.00	4.05	3.78	3.86	\$3.20	3.55	\$3.22	3.88	3.79	3.33	3.58
Engineers, stationary	3.47	3.50	-	3.76	3.69	3.73	-	4.21	3.32	4.28	3.95	3.37	3.70	-	3.47	-	3.63	3.69	3.37	3.57
Firemen, stationary boiler	3.10	3.03	-	3.09	3.33	3.30	2.25	3.45	2.84	3.58	3.32	3.04	3.29	2.50	2.59	-	3.09	3.07	2.75	-
Helpers, trades	2.95	3.06	-	3.01	3.04	2.51	2.37	3.10	2.82	3.17	2.85	3.05	3.17	2.40	2.77	-	2.71	2.94	2.45	2.70
Machine-tool operators, toolroom	-	-	-	3.57	4.37	-	-	4.27	-	3.41	3.59	3.63	3.86	-	-	-	3.38	-	3.35	3.46
Machinists	3.84	3.62	3.93	3.73	4.13	3.42	3.06	4.08	3.40	4.35	3.87	3.85	4.14	3.71	3.64	3.26	3.54	3.87	3.40	3.55
Mechanics, automotive	3.60	3.59	3.24	3.66	3.65	3.60	3.08	3.90	3.51	4.07	3.85	3.65	3.91	2.86	3.48	3.41	3.76	3.58	3.51	3.50
Mechanics	3.54	3.60	3.30	3.52	4.04	3.55	2.99	3.80	3.53	3.91	3.72	3.63	3.74	3.19	3.25	3.19	3.44	3.40	3.26	3.49
Millwrights	3.87	3.87	-	3.50	4.11	3.61	-	3.98	3.18	3.93	4.14	4.00	-	-	3.16	-	3.61	4.15	3.23	3.36
Oilers	2.96	-	2.84	2.87	3.42	-	-	3.33	2.71	3.44	2.92	3.10	3.13	-	2.59	2.55	3.00	3.08	-	2.85
Painters	3.48	3.28	-	3.27	3.68	-	-	3.74	3.27	3.66	3.78	3.43	3.57	-	3.17	-	3.60	3.66	-	3.19
Pipefitters	3.76	3.42	-	3.63	3.98	3.55	-	4.03	3.44	3.76	4.07	3.85	3.70	-	3.32	-	3.76	3.88	3.41	-
Plumbers	-	-	-	3.65	-	-	-	4.20	-	3.76	-	3.78	3.67	-	-	-	-	-	-	3.33
Sheet-metal workers	3.82	3.88	-	3.64	4.12	-	-	3.95	-	3.89	4.19	3.71	3.77	-	-	-	3.95	-	-	3.58
Tool and die makers	-	4.09	4.45	3.99	4.44	4.11	3.47	4.14	3.61	4.02	4.18	4.01	4.14	3.19	3.95	3.58	3.84	4.33	3.54	3.71
<u>Custodial and material movement</u>																				
Guards and watchmen	2.26	2.59	2.87	2.07	2.40	2.29	1.76	2.09	1.99	2.48	2.58	2.21	2.80	2.29	1.99	1.99	2.00	2.73	2.24	2.55
Janitors, porters, and cleaners	2.40	2.48	2.06	2.13	2.45	2.16	1.86	2.28	2.01	2.58	2.53	2.36	2.38	2.17	2.13	2.04	2.16	2.23	2.05	2.20
Janitors, porters, and cleaners (women)	2.16	2.34	1.89	1.80	1.88	2.22	-	1.89	1.79	2.38	2.12	1.89	1.96	1.81	1.90	1.57	1.95	-	1.82	2.10
Laborers, material handling	2.78	2.87	2.09	2.64	2.97	2.69	2.33	3.15	2.63	3.08	2.96	2.84	3.10	2.20	2.22	2.61	2.59	2.89	2.40	2.35
Order fillers	2.84	2.55	2.52	2.80	2.90	3.00	1.85	3.05	2.83	2.98	2.98	2.96	3.19	2.44	2.37	2.45	2.58	2.79	2.53	-
Packers, shipping	2.50	2.32	2.69	2.70	3.15	2.52	1.96	2.78	2.44	2.56	2.51	2.51	2.92	2.08	2.34	2.23	2.55	2.61	2.62	2.80
Packers, shipping (women)	-	-	-	2.37	2.26	1.96	1.93	2.69	2.10	2.37	2.14	2.12	-	2.22	1.82	2.11	-	-	-	2.29
Receiving clerks	2.72	2.96	-	2.69	3.14	2.89	2.11	2.95	2.82	3.02	3.25	2.97	2.98	2.72	2.74	2.36	2.96	2.76	2.49	2.84
Shipping clerks	2.85	3.37	-	2.84	3.48	2.80	2.11	3.06	3.04	3.22	3.18	3.20	3.07	2.78	2.81	2.58	2.73	2.68	-	2.71
Shipping and receiving clerks	2.85	2.77	-	2.92	3.16	2.60	2.32	3.11	2.84	3.15	3.22	3.01	3.08	2.43	2.56	2.30	2.89	3.02	2.43	2.85
Truckdrivers ⁵	3.47	3.56	2.91	3.36	3.52	3.27	2.96	3.71	3.28	3.80	3.69	3.65	3.58	2.78	3.50	3.22	3.33	3.48	3.03	3.11
Light (under 1½ tons)	2.41	2.64	2.09	2.80	3.12	-	1.99	3.46	2.74	2.89	3.00	2.83	3.06	2.71	2.25	3.01	-	-	2.38	2.70
Medium (1½ to and including 4 tons)	3.34	3.17	2.53	3.21	3.07	-	2.86	3.68	3.05	3.78	3.29	3.56	3.56	2.11	3.30	3.25	2.39	3.11	2.40	-
Heavy (over 4 tons, trailer type)	3.69	3.85	-	3.62	3.69	-	3.22	3.78	3.59	3.87	3.93	3.76	3.73	2.93	3.83	-	3.56	3.72	3.66	3.19
Heavy (over 4 tons, other than trailer type)	3.35	3.19	2.53	3.44	3.54	-	-	3.57	3.19	4.02	3.86	3.68	3.42	2.96	2.79	-	3.20	3.35	3.28	3.29
Truckers, power (forklift)	3.00	2.94	2.47	3.18	3.27	2.92	-	3.29	2.80	3.32	3.08	3.04	3.20	2.50	2.80	2.63	3.03	2.95	2.55	2.87
Truckers, power (other than forklift)	2.99	3.09	-	2.92	3.31	-	-	2.86	2.76	-	3.43	3.25	3.53	-	2.60	-	2.39	-	-	2.99

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	Northeast ³ Continued				South																		
	Worcester	York	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ⁴	Charleston, W. Va.	Charlotte	Chattanooga ⁴	Dallas ⁴	Fort Worth	Greenville	Houston	Jackson	Jacksonville ⁴	Little Rock-North Little Rock	Louisville	Lubbock	Memphis ⁴	Miami ⁴	Midland and Odessa ⁴	New Orleans	Oklahoma City ⁴
<u>Maintenance and powerplant</u>																							
Carpenters.....	\$3.41	\$3.08	\$3.91	\$3.51	\$4.18	\$3.70	\$3.97	\$2.83	\$3.06	\$3.43	\$3.54	\$2.52	\$4.05	-	\$3.25	\$3.08	\$3.96	-	\$3.28	\$3.57	-	\$3.75	\$3.60
Electricians.....	3.82	3.45	4.20	3.75	4.21	4.07	4.01	3.10	3.31	3.65	3.83	2.89	4.20	\$3.27	3.81	3.74	4.09	-	3.77	3.56	\$4.24	3.76	3.23
Engineers, stationary.....	3.56	3.31	3.74	3.59	4.29	3.73	3.89	-	3.32	3.23	3.48	2.79	3.66	3.62	3.27	3.35	3.92	-	3.37	2.66	3.09	3.50	2.82
Firemen, stationary boiler.....	2.82	2.93	2.50	3.32	3.90	-	-	-	2.35	2.67	-	2.04	-	-	3.05	2.55	3.59	-	2.65	-	-	2.87	-
Helpers, trades.....	-	2.73	2.65	3.01	3.28	3.10	2.99	2.67	2.64	2.48	2.69	2.18	2.94	-	2.45	2.57	3.13	-	2.43	2.36	-	2.78	-
Machine-tool operators, toolroom.....	3.22	3.58	-	3.57	-	3.45	-	-	2.81	-	-	-	3.58	-	-	-	-	-	-	-	-	-	-
Machinists.....	3.51	3.32	3.73	4.01	4.22	4.04	3.96	3.07	3.35	3.20	3.86	2.72	4.13	3.15	3.58	3.63	4.02	-	3.73	3.98	-	3.79	3.46
Mechanics, automotive.....	3.54	3.37	3.62	3.62	3.95	3.43	3.67	3.37	2.90	3.41	3.01	3.07	3.55	3.11	3.17	3.54	3.71	\$2.94	3.51	3.21	3.26	3.50	3.39
Mechanics.....	3.58	3.38	3.23	4.00	4.03	3.73	3.98	3.04	3.23	3.27	3.33	2.86	3.93	3.06	3.19	3.45	3.83	2.92	3.49	3.04	4.06	3.59	3.24
Millwrights.....	3.40	-	-	4.06	-	-	3.96	-	3.60	-	3.36	-	4.19	-	-	-	4.37	-	4.07	-	-	3.93	-
Oilers.....	2.77	2.94	2.95	-	3.27	2.96	-	-	2.61	2.85	2.95	1.83	2.32	-	2.86	2.91	3.33	-	3.06	-	-	2.95	-
Painters.....	-	3.10	3.59	3.38	4.25	3.58	3.98	-	3.17	3.38	3.53	2.35	3.99	-	3.62	-	3.82	-	3.31	2.54	-	3.41	-
Pipefitters.....	3.63	3.52	4.33	3.89	4.28	-	3.99	-	3.37	-	-	-	4.22	-	-	-	4.14	-	3.92	-	4.22	3.78	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	-	-	3.76	4.28	-	4.02	-	-	-	-	3.32	-	-	-	-	4.10	-	-	-	-	3.62	-
Tool and die makers.....	3.33	3.72	4.49	4.07	-	3.50	-	-	3.32	4.00	4.15	3.47	3.90	-	-	3.54	4.50	-	3.99	3.36	-	4.56	3.74
<u>Custodial and material movement</u>																							
Guards and watchmen.....	2.27	2.38	1.98	2.16	2.90	2.12	3.27	1.94	2.32	2.04	2.65	1.79	2.00	1.72	-	2.04	2.43	-	1.78	1.74	-	1.79	1.86
Janitors, porters, and cleaners.....	2.32	2.28	1.93	1.93	2.32	1.88	2.03	1.80	1.97	1.88	2.23	1.79	1.95	1.77	1.77	1.79	2.40	1.75	1.98	1.77	1.96	1.79	1.75
Janitors, porters, and cleaners (women).....	2.08	2.05	1.70	1.76	-	1.66	1.81	1.67	1.69	1.66	1.69	1.70	1.65	1.59	1.62	1.63	2.23	-	1.72	1.72	-	1.65	1.73
Laborers, material handling.....	2.68	2.67	2.24	2.79	2.84	2.15	2.43	2.45	2.29	2.33	2.23	1.97	2.23	1.96	2.10	1.88	2.67	2.03	2.25	1.94	-	2.22	2.46
Order fillers.....	2.86	2.69	2.51	2.69	2.09	2.08	-	2.30	2.19	2.34	2.22	1.98	2.55	1.77	2.04	2.18	2.85	2.31	2.34	2.15	-	1.98	2.64
Packers, shipping.....	3.12	2.37	2.34	2.59	-	2.36	-	1.86	2.13	2.39	2.50	2.05	2.22	2.27	1.85	1.87	2.82	-	2.69	1.90	-	2.01	2.42
Packers, shipping (women).....	-	1.92	2.02	2.33	-	1.70	-	2.24	-	1.93	1.81	1.88	-	-	-	-	2.20	-	1.88	-	-	1.90	-
Receiving clerks.....	2.74	2.66	2.67	2.78	3.05	2.56	3.27	2.32	2.28	2.63	2.62	2.40	2.89	2.31	2.50	2.45	3.03	2.39	2.65	2.56	-	2.44	2.59
Shipping clerks.....	2.74	2.73	2.74	2.91	3.14	3.32	-	2.49	2.48	2.70	2.81	2.63	3.02	-	-	2.65	3.04	-	2.69	3.06	-	2.96	2.53
Shipping and receiving clerks.....	2.78	2.56	3.11	2.92	-	3.58	3.00	2.40	2.60	2.64	3.20	2.47	2.95	2.77	3.06	2.31	2.79	-	2.92	2.58	-	2.45	2.32
Truckdrivers ⁵	3.36	3.31	3.11	3.18	3.09	2.51	3.22	2.77	2.54	3.08	2.78	2.85	2.91	2.46	2.60	2.84	3.32	2.95	2.79	2.65	2.24	2.93	3.11
Light (under 1½ tons).....	2.59	2.14	2.19	2.60	2.95	1.98	1.94	2.26	2.05	2.23	1.87	2.04	2.59	1.67	1.91	1.98	2.61	1.82	2.09	2.01	-	2.01	2.07
Medium (1½ to and including 4 tons).....	2.89	2.65	3.29	2.89	3.04	2.45	2.96	2.78	2.53	3.21	2.25	2.11	3.01	3.00	2.70	2.93	2.95	3.28	2.68	2.40	-	2.98	3.23
Heavy (over 4 tons, trailer type).....	3.62	-	3.50	3.52	3.00	2.92	3.20	3.34	-	3.36	2.64	3.50	3.35	2.78	2.86	3.21	3.75	-	3.02	3.09	-	3.39	3.33
Heavy (over 4 tons, other than trailer type).....	3.56	2.85	-	3.30	3.59	2.29	3.49	2.14	-	-	-	3.19	2.50	-	2.34	-	3.33	-	2.70	3.24	-	-	-
Truckers, power (forklift).....	3.19	2.73	2.81	3.06	3.49	2.44	3.15	2.58	2.33	2.39	2.64	2.14	2.78	2.03	2.27	2.43	3.00	2.22	2.47	2.36	-	2.71	2.75
Truckers, power (other than forklift).....	-	-	3.20	3.72	-	3.19	-	-	2.54	3.32	-	-	2.06	-	-	-	3.28	-	2.97	-	-	2.71	-

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Occupation ²	South—Continued						North Central															
	Raleigh	Richmond ⁴	San Antonio ⁴	Savannah ⁴	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ⁴	Cincinnati	Cleveland ⁴	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	De-troit ⁴	Green Bay	Indianapolis ⁴	Kansas City	Milwaukee	Minneapolis-St. Paul	Muskegon-Muskegon Heights
<u>Maintenance and powerplant</u>																						
Carpenters.....	-	\$3.72	\$2.73	\$3.74	\$3.08	\$3.77	\$3.99	\$3.53	\$4.43	\$3.82	\$3.97	\$3.75	\$4.10	\$4.15	\$4.12	\$4.28	-	\$4.04	\$3.95	\$4.03	\$3.99	\$3.74
Electricians.....	\$3.37	3.83	3.19	3.78	3.63	3.80	4.09	3.79	4.33	3.96	4.03	3.88	4.39	4.25	4.05	4.63	\$3.46	4.23	4.14	4.47	4.45	3.76
Engineers, stationary.....	-	3.39	3.28	-	3.25	3.80	4.16	3.78	4.46	3.94	3.87	3.65	4.11	4.06	3.45	4.49	3.56	3.91	3.81	3.81	3.89	-
Firemen, stationary boiler.....	-	2.58	-	2.87	-	2.68	3.66	3.39	3.63	3.54	3.50	2.94	3.02	3.58	3.13	4.27	3.12	3.26	3.08	3.33	3.72	3.48
Helpers, trades.....	2.05	2.79	2.21	3.00	2.66	3.03	3.21	3.04	3.09	3.06	3.02	2.96	3.31	3.04	3.31	3.42	2.94	3.09	3.08	3.34	3.36	3.02
Machine-tool operators, toolroom.....	-	-	-	-	3.02	-	4.01	4.23	4.01	4.06	4.06	3.97	4.19	4.61	-	4.66	-	4.42	3.82	4.25	3.73	4.00
Machinists.....	2.71	3.89	-	-	3.59	3.82	3.98	3.86	4.24	3.91	3.97	4.00	4.22	4.40	4.08	4.62	3.52	3.99	4.11	4.41	4.21	3.92
Mechanics, automotive.....	3.05	3.19	3.11	3.40	3.03	3.73	4.00	3.47	4.17	3.69	3.94	3.65	3.98	3.73	3.72	4.15	3.47	3.81	3.79	4.04	3.84	3.66
Mechanics.....	2.93	3.67	3.15	3.61	3.34	4.01	4.03	3.54	3.91	3.66	3.93	3.55	4.21	3.85	3.76	4.52	3.41	4.06	3.76	3.90	3.78	3.59
Millwrights.....	-	-	-	-	-	-	4.12	3.78	4.07	4.14	4.11	3.71	4.36	4.34	-	4.50	-	4.38	4.09	4.23	4.16	3.80
Oilers.....	-	2.76	-	3.14	-	-	3.83	3.10	3.17	3.37	3.46	3.07	3.46	3.50	3.34	3.61	2.99	3.32	3.10	3.58	3.37	3.39
Painters.....	-	3.49	2.50	3.58	2.66	3.08	3.90	3.60	4.54	3.68	3.93	3.63	3.86	4.09	3.96	4.24	-	3.95	3.96	4.27	4.28	-
Pipefitters.....	-	-	-	3.92	-	-	4.11	3.80	4.21	4.13	3.99	3.93	4.18	4.38	-	4.52	3.53	4.22	4.06	4.26	4.55	3.84
Plumbers.....	-	-	-	-	-	-	-	-	4.64	-	-	-	-	3.88	-	-	-	-	-	-	4.51	-
Sheet-metal workers.....	-	-	-	-	-	-	4.20	-	4.16	4.14	4.02	4.19	4.41	4.52	-	4.56	-	4.43	4.04	4.30	4.23	-
Tool and die makers.....	-	-	-	-	3.70	-	4.62	4.11	4.56	4.29	4.35	4.42	4.70	4.77	4.54	4.83	-	4.43	4.06	4.51	4.07	4.13
<u>Custodial and material movement</u>																						
Guards and watchmen.....	1.80	2.24	1.98	2.45	-	1.89	3.33	3.12	2.46	2.35	2.46	2.16	-	3.13	-	2.93	2.57	2.56	2.38	2.34	2.50	2.96
Janitors, porters, and cleaners.....	1.69	1.95	1.69	1.96	1.77	1.85	2.94	2.63	2.57	2.24	2.54	2.05	2.83	2.61	2.38	2.96	2.62	2.26	2.30	2.52	2.47	2.90
Janitors, porters, and cleaners (women).....	1.61	1.76	1.64	2.21	1.69	1.73	2.18	1.97	2.22	1.90	1.99	1.76	2.44	2.14	1.82	2.12	2.04	1.86	2.00	2.09	2.10	2.54
Laborers, material handling.....	1.88	2.25	1.92	2.13	2.03	2.47	3.35	2.99	3.09	3.00	3.05	2.75	3.08	2.87	2.83	3.34	2.95	2.91	2.94	3.14	3.08	3.08
Order fillers.....	2.29	2.45	1.83	-	2.06	2.76	3.32	2.90	3.04	3.01	2.93	3.12	3.03	3.26	-2.93	3.32	2.95	2.73	2.88	3.38	3.28	3.23
Packers, shipping.....	1.83	2.41	1.85	-	1.87	2.32	3.59	3.07	2.87	2.62	2.79	2.89	3.42	3.06	3.02	3.29	2.73	2.60	2.95	3.15	3.08	-
Packers, shipping (women).....	-	1.78	-	-	-	-	2.72	-	2.43	2.35	2.17	2.38	2.79	3.06	-	3.17	-	2.12	2.33	2.32	2.61	-
Receiving clerks.....	2.26	2.84	2.25	2.61	2.53	2.44	3.36	2.96	3.20	2.87	2.89	2.82	2.98	2.80	2.99	3.42	2.93	2.89	3.08	3.30	3.26	3.33
Shipping clerks.....	-	2.55	2.20	2.89	2.88	2.76	3.23	3.08	3.30	2.92	2.92	2.98	3.26	3.48	2.98	3.58	-	3.04	3.05	3.41	3.35	3.26
Shipping and receiving clerks.....	2.33	2.74	2.36	-	2.30	3.03	3.06	2.84	3.26	2.90	3.21	2.88	2.98	3.11	3.02	3.51	2.77	3.08	2.86	3.32	3.29	3.08
Truckdrivers ⁵	2.21	2.60	2.51	2.10	2.40	3.05	3.74	3.19	3.93	3.65	3.60	3.27	3.32	3.47	3.30	3.72	3.40	3.41	3.47	3.81	3.61	3.47
Light (under 1½ tons).....	1.79	2.12	1.91	1.84	1.97	2.04	3.47	2.52	3.65	3.35	2.80	2.41	2.33	2.99	1.94	3.13	-	3.14	2.71	3.13	3.36	-
Medium (1½ to and including 4 tons).....	2.13	2.76	2.42	2.26	2.32	2.92	3.24	3.33	3.85	3.39	3.66	3.14	3.02	3.24	2.73	3.69	3.37	3.11	3.44	3.60	3.64	3.22
Heavy (over 4 tons, trailer type).....	2.68	2.85	3.00	-	2.71	3.38	3.91	3.50	4.04	3.78	3.76	3.64	3.40	3.66	-	3.81	3.40	3.74	3.58	3.93	3.68	3.58
Heavy (over 4 tons, other than trailer type).....	-	2.59	-	-	1.97	3.03	3.91	-	3.93	3.70	3.77	-	-	3.04	-	3.76	-	3.77	-	3.86	3.59	-
Truckers, power (forklift).....	2.05	2.47	2.09	2.54	2.45	2.38	3.62	3.05	3.16	3.25	3.29	2.95	3.39	3.28	3.33	3.47	2.95	3.17	3.17	3.36	3.25	3.14
Truckers, power (other than forklift).....	-	-	-	2.92	-	-	3.80	3.02	3.28	2.84	3.67	2.87	3.41	3.31	-	3.55	2.97	3.22	3.27	3.06	3.31	-

See footnotes at end of table.

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

(Average hourly earnings¹ for selected occupations studied in 6 broad industry divisions, July 1968 through June 1969)

Occupation ²	North Central—Continued									West												
	Omaha ⁴	Rock- ford	St. Louis	Sioux Falls	South Bend ⁴	Toledo	Water- loo	Wichita	Youngs- town- Warren	Albu- querque ⁴	Boise City	Den- ver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove ⁴	Phoe- nix ⁴	Port- land	Salt Lake City	San Bernardino- Riverside- Ontario ^{4,6}	San Diego ⁴	San Fran- cisco- Oakland ⁴	San Jose	Seattle- Everett ⁴	Spo- kane
<u>Maintenance and powerplant</u>																						
Carpenters.....	\$3.43	\$3.55	\$3.94	-	\$4.14	\$4.04	\$3.92	\$3.40	\$3.97	\$3.75	-	\$3.67	\$4.06	\$3.86	\$3.85	\$3.41	\$3.75	\$3.93	\$4.27	\$4.19	\$4.05	\$3.88
Electricians.....	3.89	3.99	4.28	-	4.04	4.30	4.42	3.69	4.18	3.80	-	3.83	4.33	4.05	4.29	3.65	4.22	4.39	4.34	4.20	4.16	4.40
Engineers, stationary.....	3.33	3.90	4.16	-	4.21	4.09	4.25	3.50	3.85	3.46	-	3.80	4.31	3.56	4.00	-	4.12	4.04	4.41	4.03	3.99	3.84
Firemen, stationary boiler.....	-	3.33	3.99	-	3.69	3.59	-	3.22	3.48	-	-	2.84	-	-	3.34	-	-	-	3.36	-	3.26	-
Helpers, trades.....	2.49	3.03	3.31	-	-	3.46	-	2.87	3.20	-	-	2.96	3.27	2.72	3.43	2.99	-	-	3.34	3.09	3.15	-
Machine-tool operators, toolroom.....	-	3.77	-	-	-	4.44	-	-	4.14	-	-	3.71	4.15	-	3.73	-	-	-	4.21	4.47	-	-
Mechanists.....	3.77	3.80	4.29	-	3.72	4.31	-	3.96	4.14	-	-	3.81	4.35	4.19	4.22	3.67	4.28	4.34	4.36	4.23	4.07	4.38
Mechanics, automotive.....	3.38	3.67	3.96	\$3.32	3.88	3.87	3.82	3.56	3.68	3.71	\$3.52	3.87	4.22	3.57	4.21	3.92	3.79	4.17	4.75	4.24	4.06	4.12
Mechanics.....	3.43	3.54	3.89	-	3.71	3.97	4.23	3.66	4.08	3.45	-	3.65	3.92	3.80	4.14	3.68	3.98	3.97	4.14	3.94	4.06	4.19
Millwrights.....	-	3.95	4.26	-	4.05	4.35	-	-	-	-	-	-	4.42	-	-	-	-	-	4.29	-	-	3.41
Oilers.....	3.38	3.08	3.71	-	3.37	3.45	-	-	3.12	-	-	3.18	3.39	2.96	3.34	-	3.37	3.24	3.40	3.35	3.35	-
Painters.....	3.66	3.52	3.91	-	4.13	3.72	-	-	3.91	-	-	3.76	3.97	3.49	4.13	3.51	3.89	3.89	4.53	4.06	4.14	4.19
Pipefitters.....	3.91	4.06	4.23	-	4.25	4.15	4.19	3.82	4.01	-	-	3.76	4.20	-	4.27	3.65	-	-	4.08	-	4.00	-
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	4.21	-	-	-	-	3.89	-	-	-	-
Sheet-metal workers.....	-	3.76	4.32	-	-	4.40	-	-	-	-	-	-	4.21	-	-	-	-	-	4.57	-	-	-
Tool and die makers.....	-	4.22	4.66	-	4.27	4.60	4.49	3.92	4.42	-	-	4.31	4.47	4.09	4.24	3.86	4.13	4.28	4.98	4.94	4.41	-
<u>Custodial and material movement</u>																						
Guards and watchmen.....	2.02	2.74	2.37	-	3.05	2.50	3.10	2.50	2.82	-	2.27	2.35	2.28	2.20	1.99	2.29	3.06	2.59	2.58	2.56	2.49	3.09
Janitors, porters, and cleaners.....	1.89	2.70	2.41	2.27	2.43	2.75	2.89	2.41	2.49	1.99	1.89	2.09	2.53	1.93	2.54	1.85	2.35	2.32	2.84	2.75	2.65	2.38
Janitors, porters, and cleaners (women).....	1.85	2.27	1.83	-	-	2.12	2.79	2.03	1.94	1.77	-	-	2.39	1.79	2.33	-	-	2.42	2.76	2.56	2.66	-
Laborers, material handling.....	2.70	2.81	3.03	2.83	2.91	3.13	3.25	2.60	2.98	2.54	3.04	2.95	3.16	2.62	3.39	2.75	2.74	3.29	3.51	3.07	3.38	3.23
Order fillers.....	2.88	2.72	3.42	2.59	3.16	3.13	3.56	2.80	3.46	-	2.69	2.83	3.09	3.05	3.36	2.49	3.38	3.34	3.70	3.12	3.33	-
Packers, shipping.....	3.02	2.84	2.95	-	2.86	3.25	3.20	2.67	2.97	-	-	2.47	2.70	2.64	3.15	1.96	-	-	3.49	2.68	3.20	3.32
Packers, shipping (women).....	2.15	2.55	2.76	-	-	2.87	-	-	2.64	-	-	2.17	2.72	-	2.32	-	-	-	3.09	-	2.98	-
Receiving clerks.....	2.83	3.17	3.20	-	3.28	2.96	3.29	2.87	3.03	2.75	2.76	2.89	3.27	2.71	3.33	2.74	2.92	3.24	3.72	3.41	3.38	3.31
Shipping clerks.....	2.99	2.92	3.09	-	2.92	3.48	3.46	3.01	3.10	-	2.66	3.04	3.32	2.54	3.55	2.85	3.36	3.43	3.65	3.34	3.51	3.28
Shipping and receiving clerks.....	2.57	3.05	3.48	-	3.38	-	2.61	3.04	-	-	-	2.82	3.09	3.02	3.61	3.08	3.16	3.01	3.69	3.45	3.41	-
Truckdrivers ⁵	3.01	3.25	3.73	3.11	3.41	3.61	3.37	2.93	3.52	2.76	3.05	3.24	3.71	3.15	3.86	2.96	3.45	3.84	4.09	3.99	3.97	3.78
Light (under 1½ tons).....	2.74	2.67	-	-	3.07	2.91	-	2.38	2.99	2.54	2.18	2.68	3.34	2.38	3.05	2.56	2.47	2.97	3.89	2.99	3.43	-
Medium (1½ to and including 4 tons).....	2.98	3.14	3.73	3.34	3.20	3.40	3.59	-	3.27	2.83	3.32	3.28	3.56	3.07	3.86	2.95	3.28	2.89	3.98	3.99	3.82	3.67
Heavy (over 4 tons, trailer type).....	3.20	-	3.78	-	3.21	3.73	-	3.40	3.71	2.76	-	3.56	3.91	3.37	3.97	3.38	3.61	3.96	4.20	4.00	4.01	3.87
Heavy (over 4 tons, other than trailer type).....	2.96	-	3.71	-	-	3.54	-	-	3.51	-	-	3.84	3.84	3.46	-	3.07	3.84	4.62	4.23	4.42	4.70	-
Truckers, power (forklift).....	2.91	3.12	3.28	3.08	3.03	3.18	-	3.11	3.33	2.64	2.70	3.20	3.32	2.79	3.40	2.70	3.23	3.33	3.55	3.33	3.47	3.42
Truckers, power (other than forklift).....	3.17	-	3.40	-	-	3.25	-	2.92	3.63	-	-	-	3.41	-	3.62	-	-	-	3.55	-	3.31	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Earnings information for plant occupations are not available for Rochester.⁴ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 10 to the table in appendix A.⁵ Includes all drivers, as defined, regardless of type and size of truck operated.⁶ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-6. Plant Occupations—Manufacturing

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	Northeast ³																	
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton	Boston	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York	Paterson-Clifton-Passaic	Philadelphia	Pittsburgh	Portland	Providence-Pawtucket-Warwick	Scranton	Syracuse	Trenton
<u>Maintenance and powerplant</u>																		
Carpenters	\$ 3.77	\$ 3.49	\$ 3.03	\$ 3.54	\$ 3.88	\$ 3.32	-	\$ 3.72	\$ 3.15	\$ 3.86	\$ 3.87	\$ 3.76	\$ 3.74	-	\$ 3.29	-	\$ 3.32	\$ 3.57
Electricians	3.87	3.65	3.35	3.82	4.12	3.66	\$ 2.92	4.00	3.48	4.05	4.02	3.77	3.85	\$ 3.20	3.43	\$ 3.16	3.80	3.76
Engineers, stationary	3.49	3.51	-	3.89	3.67	3.57	-	4.19	3.30	4.45	3.83	3.39	3.70	-	3.67	-	3.63	3.62
Firemen, stationary boiler	3.10	3.08	-	3.17	3.39	3.27	2.26	3.46	2.83	3.75	3.32	3.19	3.30	-	2.59	-	3.10	3.08
Helpers, trades	-	3.04	-	2.97	3.08	2.51	2.22	3.01	2.73	3.30	2.81	3.09	3.17	-	2.72	-	2.74	2.86
Machine-tool operators, toolroom	-	-	-	3.58	4.37	-	-	4.30	-	3.41	3.59	3.67	3.86	-	-	-	3.38	-
Machinists	3.84	3.61	3.92	3.72	4.14	3.42	3.06	4.07	3.29	4.37	3.85	3.82	4.17	3.71	3.67	3.26	3.54	3.82
Mechanics, automotive	3.52	3.63	-	3.50	3.63	3.49	-	3.82	-	4.13	4.01	3.72	3.92	3.00	3.25	-	3.24	-
Mechanics	3.54	3.60	3.28	3.46	4.06	3.53	2.99	3.76	3.52	3.85	3.70	3.63	3.74	3.22	3.06	3.18	3.44	3.39
Millwrights	3.88	3.87	-	3.50	4.11	3.61	-	3.98	3.18	3.90	4.14	4.00	-	-	3.16	-	3.61	4.15
Oilers	2.96	-	2.84	2.87	3.43	-	-	3.27	2.71	3.46	2.87	3.10	3.13	-	2.58	2.55	3.00	3.08
Painters	3.47	3.30	-	3.47	3.73	-	-	3.65	-	3.79	3.80	3.65	3.56	-	3.28	-	-	3.69
Pipefitters	3.73	3.42	-	3.63	3.98	3.55	-	3.98	3.44	3.76	4.05	3.83	3.72	-	3.32	-	3.76	3.87
Plumbers	-	-	-	-	-	-	-	-	-	3.64	-	3.72	3.62	-	-	-	-	-
Sheet-metal workers	3.84	3.88	-	3.63	4.16	-	-	3.96	-	3.91	4.19	3.72	3.77	-	-	-	3.95	-
Tool and die makers	-	4.09	4.45	3.99	4.44	4.11	3.47	4.13	3.61	4.02	4.18	4.01	4.14	3.19	3.95	3.58	3.84	4.33
<u>Custodial and material movement</u>																		
Guards and watchmen	2.53	2.79	2.91	2.74	3.16	2.66	1.76	2.74	2.53	2.89	2.76	2.77	3.00	2.28	2.27	2.01	2.81	2.79
Guards	2.69	-	2.96	2.80	3.25	2.83	-	2.97	2.52	3.02	3.06	2.89	3.07	-	-	2.36	2.96	2.91
Watchmen	2.32	2.20	-	2.61	2.77	2.19	1.77	2.30	-	2.60	2.27	2.24	2.66	-	2.23	1.74	-	2.40
Janitors, porters, and cleaners	2.44	2.55	2.14	2.41	2.74	2.17	1.88	2.65	2.43	2.64	2.69	2.56	2.67	2.28	2.14	2.09	2.56	2.55
Janitors, porters, and cleaners (women)	-	2.40	-	2.34	2.59	2.22	-	2.31	-	2.36	-	2.33	2.38	-	2.11	1.79	2.33	-
Laborers, material handling	2.58	2.84	2.17	2.48	2.91	2.59	1.83	3.05	2.61	2.98	2.69	2.67	3.00	2.28	2.16	2.22	2.53	2.68
Order fillers	2.88	2.37	-	2.54	2.94	-	1.79	3.08	-	2.99	2.68	2.71	3.14	-	2.37	2.11	-	-
Packers, shipping	2.54	2.32	2.76	2.65	3.22	2.52	1.97	2.83	2.48	2.55	2.40	2.63	2.95	-	2.37	2.28	2.56	2.65
Packers, shipping (women)	-	-	-	2.38	-	1.96	1.94	2.80	-	2.48	1.96	2.12	-	2.20	1.79	2.14	-	-
Receiving clerks	2.80	2.99	-	2.74	3.18	2.63	2.01	2.98	2.76	3.18	3.33	2.99	2.89	-	2.79	2.26	-	2.85
Shipping clerks	2.74	3.38	-	2.81	3.55	2.79	-	3.02	2.87	3.15	3.21	2.89	3.04	-	2.80	2.53	-	2.67
Shipping and receiving clerks	2.98	2.82	-	2.98	3.01	2.61	2.31	3.00	2.71	3.34	3.17	2.83	3.09	2.41	2.55	2.24	3.08	3.03
Truckdrivers ⁴	3.21	3.16	2.48	3.17	3.29	2.53	2.27	4.18	2.89	4.23	3.43	3.53	3.47	2.45	2.61	2.78	3.26	3.09
Light (under 1½ tons)	-	2.85	-	3.03	3.25	-	-	2.91	2.48	2.82	-	2.74	2.97	-	2.22	-	-	-
Medium (1½ to and including 4 tons)	3.41	3.23	2.39	3.20	3.03	-	-	4.50	2.71	4.30	3.17	3.53	3.69	-	2.96	2.27	-	2.78
Heavy (over 4 tons, trailer type)	-	3.33	-	3.17	3.33	-	2.48	4.07	-	3.74	3.74	3.70	3.35	2.39	2.86	-	3.29	-
Heavy (over 4 tons, other than trailer type)	-	3.00	-	3.09	3.28	-	-	3.47	-	4.63	3.96	-	3.32	-	2.66	-	3.46	-
Truckers, power (forklift)	2.98	2.94	2.47	3.12	3.25	2.63	-	3.17	2.77	3.30	3.11	2.98	3.13	2.55	2.81	2.62	2.98	2.92
Truckers, power (other than forklift)	2.88	3.09	-	2.89	3.31	-	-	2.85	2.75	-	3.45	3.17	3.54	-	-	-	-	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	Northeast ³ —Continued					South																	
	Utica-Rome	Waterbury	Worcester	York	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham	Charleston, W. Va.	Charlotte	Chattanooga	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock	Louisville	Lubbock	Memphis	Miami	Midland and Odessa
<u>Maintenance and powerplant</u>																							
Carpenters.....	\$3.12	\$3.22	\$3.26	\$3.04	-	\$3.68	\$4.18	\$3.71	\$3.97	-	\$3.11	\$3.56	-	\$2.51	\$4.08	-	-	\$2.94	\$3.98	-	\$3.10	-	-
Electricians.....	3.33	3.53	3.77	3.44	\$4.24	3.80	4.20	4.07	4.01	\$3.09	3.32	3.72	\$3.83	2.89	4.15	\$3.25	\$3.93	3.79	4.12	-	3.79	\$3.25	-
Engineers, stationary.....	3.22	3.57	3.57	3.31	3.94	3.62	4.30	3.81	3.93	-	3.31	3.67	3.68	2.76	3.99	-	3.63	3.42	4.00	-	3.71	-	-
Firemen, stationary boiler.....	2.77	-	2.83	2.94	-	3.38	3.98	-	-	-	2.34	2.67	-	2.04	-	-	-	2.55	3.63	-	2.67	-	-
Helpers, trades.....	2.47	2.60	-	2.75	2.67	-	3.33	3.13	2.92	2.02	2.63	2.48	2.84	2.19	2.95	-	2.48	2.45	3.23	-	2.37	2.26	-
Machine-tool operators, toolroom.....	3.35	3.46	3.22	3.58	-	3.57	-	3.45	-	-	2.81	-	-	3.58	-	-	-	-	-	-	-	-	-
Machinists.....	3.39	3.55	3.51	3.20	3.65	4.04	4.22	4.04	3.96	3.07	3.35	3.32	3.86	2.72	4.12	3.26	3.60	3.68	4.02	-	3.73	2.96	-
Mechanics, automotive.....	-	-	3.68	2.93	3.27	3.49	4.20	3.45	3.54	2.84	2.84	3.35	3.25	2.72	3.59	2.62	2.97	2.99	3.88	-	3.13	2.64	-
Mechanics.....	3.27	3.47	3.57	3.37	3.13	4.01	4.05	3.75	3.98	3.00	3.23	3.24	3.32	2.85	3.90	3.02	3.23	3.45	3.85	\$2.80	3.50	2.85	-
Millwrights.....	3.23	3.36	3.40	-	-	4.06	-	-	3.96	-	3.60	-	3.36	-	4.11	-	-	4.11	4.37	-	4.07	-	-
Oilers.....	-	2.85	2.77	2.94	2.95	-	3.27	2.96	-	2.59	2.85	2.95	1.83	2.96	-	2.86	2.91	3.34	3.42	-	3.06	-	-
Painters.....	-	3.19	-	3.10	4.01	3.58	4.25	3.58	4.00	-	3.21	3.44	-	2.33	4.04	-	-	3.85	3.42	-	3.42	-	-
Pipefitters.....	3.41	-	3.63	3.52	4.33	3.91	4.28	-	3.99	-	3.48	-	-	-	4.19	-	-	4.14	3.92	-	3.92	-	-
Plumbers.....	-	3.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers.....	-	3.58	-	-	-	3.79	4.29	-	4.02	-	-	-	3.32	-	4.22	-	-	4.10	3.42	-	3.42	-	-
Tool and die makers.....	3.54	3.71	3.33	3.72	4.49	4.08	-	3.50	-	-	3.32	4.00	4.15	3.47	3.91	-	-	3.57	4.50	-	3.99	3.36	-
<u>Custodial and material movement</u>																							
Guards and watchmen.....	2.28	2.55	2.54	2.39	2.88	2.88	3.51	2.62	3.41	1.75	2.44	2.73	3.01	1.90	2.75	1.86	-	2.09	3.05	-	2.66	-	-
Guards.....	2.53	2.67	2.75	2.54	3.41	3.03	3.66	3.04	-	-	2.65	2.91	3.18	-	3.14	-	-	2.58	3.28	-	3.13	-	-
Watchmen.....	1.96	2.45	2.34	2.26	1.83	2.28	-	1.95	-	1.75	2.04	2.30	1.78	1.87	2.35	1.71	-	1.76	2.46	-	1.68	-	-
Janitors, porters, and cleaners.....	2.32	2.46	2.45	2.35	2.38	2.50	2.93	2.38	2.75	1.79	2.09	2.18	2.55	1.78	2.59	1.89	2.07	1.92	2.76	1.83	2.25	1.92	\$1.86
Janitors, porters, and cleaners (women).....	2.00	-	-	2.09	1.89	2.31	-	2.00	-	1.65	1.72	2.09	-	1.70	-	-	-	1.71	2.52	-	1.79	-	-
Laborers, material handling.....	2.33	2.36	2.69	2.40	2.19	2.85	2.97	2.32	2.80	1.98	2.36	2.21	2.33	1.88	2.42	1.92	1.91	1.88	2.73	1.83	2.31	1.92	-
Order fillers.....	2.53	-	2.49	2.91	2.57	2.66	-	2.69	-	-	2.35	2.55	2.33	1.93	2.56	1.82	-	2.05	3.11	-	2.15	-	-
Packers, shipping.....	2.61	2.80	3.13	2.36	2.28	2.63	-	2.53	-	1.99	2.14	2.15	2.92	2.05	2.22	2.27	1.89	2.03	2.93	-	2.90	1.91	-
Packers, shipping (women).....	-	2.29	-	2.02	2.00	2.43	-	-	-	1.81	-	1.95	1.80	1.88	-	-	-	-	2.20	-	1.72	-	-
Receiving clerks.....	2.62	2.78	2.72	2.68	2.94	2.82	3.89	3.06	-	2.56	2.30	2.90	2.83	2.41	3.29	2.26	-	-	3.18	-	2.50	2.46	-
Shipping clerks.....	-	2.74	2.75	2.70	2.94	2.79	-	3.36	-	2.62	2.51	2.91	-	2.69	3.29	-	-	3.07	-	-	2.49	-	-
Shipping and receiving clerks.....	-	2.88	2.96	-	3.14	2.87	-	3.64	3.27	2.42	-	2.55	3.18	2.47	2.93	-	-	2.47	-	-	2.98	2.57	-
Truckdrivers ⁴	2.71	2.85	3.03	2.60	2.41	3.04	3.38	2.53	3.32	2.22	2.47	2.89	2.79	2.16	2.55	2.00	2.21	2.16	3.15	1.97	2.25	2.27	-
Light (under 1½ tons).....	2.45	2.71	2.71	1.99	2.26	2.96	3.57	2.43	-	-	2.13	2.24	2.16	-	2.85	-	-	2.34	2.25	-	2.46	2.21	-
Medium (1½ to and including 4 tons).....	2.31	-	2.84	2.66	2.57	2.77	3.20	2.65	-	2.16	2.30	3.11	2.40	1.91	2.56	-	2.22	1.97	3.35	2.15	2.01	2.00	-
Heavy (over 4 tons, trailer type).....	-	2.98	-	-	-	3.07	-	2.15	-	2.34	-	2.96	2.77	2.56	2.46	1.98	2.34	-	3.28	-	2.28	2.38	-
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	3.17	3.59	2.30	-	2.14	-	-	-	-	2.33	-	-	-	-	-	-	2.55	-
Truckers, power (forklift).....	2.55	2.87	3.00	2.69	2.76	3.09	3.56	2.46	3.15	2.20	2.37	2.38	2.76	1.99	2.91	2.03	2.28	2.15	3.00	1.97	2.53	2.21	-
Truckers, power (other than forklift).....	-	2.99	-	-	-	3.76	-	-	-	-	-	2.54	3.33	-	-	-	-	-	3.32	-	3.08	-	-

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	South—Continued								North Central													
	New Orleans	Oklahoma City	Raleigh	Richmond	San Antonio	Savannah	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago	Cincinnati	Cleveland	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit	Green Bay	Indianapolis	Kansas City	Milwaukee
Maintenance and powerplant																						
Carpenters.....	\$3.80	-	-	\$3.74	-	-	\$2.99	-	\$4.00	\$3.60	\$3.93	\$3.84	\$3.78	\$3.82	\$4.10	\$4.16	-	\$4.35	-	\$4.06	\$3.89	\$4.00
Electricians.....	3.82	\$3.27	\$3.14	3.80	\$3.78	\$3.76	3.57	-	4.08	3.78	4.19	3.98	4.05	3.82	4.39	4.25	\$4.03	4.65	\$3.45	4.22	4.11	4.02
Engineers, stationary.....	3.65	-	-	3.44	3.43	-	3.76	\$3.94	4.18	3.81	4.22	4.09	3.93	3.75	4.38	4.09	3.94	4.68	3.28	4.06	4.01	3.93
Firemen, stationary boiler.....	3.08	-	-	2.72	-	2.88	-	-	3.67	3.39	3.52	3.59	3.54	2.93	3.58	3.69	3.33	4.31	3.05	3.27	3.12	3.60
Helpers, trades.....	2.93	-	2.03	2.79	-	-	-	-	3.20	-	3.10	3.07	3.02	2.96	3.30	3.03	3.41	3.43	2.93	2.91	3.07	3.21
Machine-tool operators, toolroom.....	-	-	-	-	-	-	3.02	-	4.01	4.23	4.09	4.06	4.06	4.02	4.19	4.61	-	4.66	-	4.42	3.82	4.25
Machinists.....	3.81	3.43	2.71	3.89	-	-	3.59	3.76	3.98	3.86	4.25	3.95	3.98	4.00	4.22	4.41	4.08	4.64	3.51	3.99	4.11	4.41
Mechanics, automotive.....	3.26	3.05	-	3.25	2.75	3.29	2.47	3.47	3.99	3.54	4.02	3.68	4.03	3.60	4.14	3.92	3.67	4.39	-	3.74	3.89	4.08
Mechanics.....	3.61	3.09	2.89	3.67	3.17	3.60	3.25	4.10	4.04	3.54	3.88	3.68	3.93	3.51	4.21	3.82	3.78	4.52	3.42	4.07	3.70	3.90
Millwrights.....	4.01	-	-	-	-	-	-	-	4.12	3.78	4.07	4.14	4.11	3.71	4.36	4.34	-	4.50	-	4.38	4.08	4.23
Oilers.....	2.99	-	-	2.76	-	3.14	-	-	3.83	3.10	3.15	3.37	3.46	3.07	3.46	3.50	3.32	3.62	3.04	3.32	3.10	3.58
Painters.....	3.60	-	-	-	-	3.58	-	-	3.93	3.60	3.84	3.86	3.93	3.88	3.89	4.14	-	4.34	-	4.04	3.90	4.24
Pipefitters.....	3.77	-	-	-	-	3.92	-	-	4.11	3.80	4.14	4.13	3.99	3.95	4.18	4.40	-	4.52	3.53	4.24	4.07	4.35
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.88	-	-	-	-	-	-
Sheet-metal workers.....	-	-	-	-	-	-	-	-	4.20	-	4.16	4.23	4.15	4.20	4.41	4.52	-	4.60	-	4.43	4.03	4.29
Tool and die makers.....	4.56	3.74	-	-	-	-	3.70	-	4.62	4.11	4.56	4.29	4.35	4.43	4.70	4.77	4.54	4.83	-	4.43	4.06	4.51
Custodial and material movement																						
Guards and watchmen.....	2.30	2.27	1.98	2.59	1.94	2.49	2.05	-	3.43	3.12	2.99	2.94	3.08	2.94	3.14	3.35	3.38	3.62	2.57	3.07	3.12	2.98
Guards.....	-	2.63	-	2.89	-	2.69	2.20	-	3.55	3.19	3.07	3.14	3.24	3.12	3.34	3.47	-	3.69	-	3.21	3.31	3.05
Watchmen.....	1.94	1.88	-	2.40	1.93	2.25	1.84	-	2.90	2.56	2.70	2.27	2.60	2.10	2.29	2.44	-	2.64	2.62	2.28	2.52	2.85
Janitors, porters, and cleaners.....	2.40	1.98	1.77	2.20	1.89	2.04	2.09	2.22	3.23	2.72	2.68	2.68	2.79	2.38	2.98	2.97	2.85	3.26	2.73	2.69	2.71	2.80
Janitors, porters, and cleaners (women).....	2.29	-	-	1.97	-	2.37	-	-	3.17	2.42	2.50	2.41	2.45	2.48	2.71	2.91	-	2.66	2.38	2.66	2.50	2.66
Laborers, material handling.....	2.31	2.32	1.70	2.20	2.01	2.14	2.01	2.48	3.10	2.96	2.85	2.96	2.96	2.74	3.13	2.89	3.14	3.34	2.89	2.91	2.95	3.02
Order fillers.....	2.28	2.75	2.09	2.86	2.03	-	-	2.91	3.73	2.87	2.96	2.95	3.09	2.93	3.09	3.24	-	3.32	2.71	2.60	3.07	3.31
Packers, shipping.....	2.25	2.40	1.89	2.60	1.89	-	1.87	-	3.82	3.07	2.90	2.61	2.86	2.58	3.43	3.13	-	3.29	2.66	2.72	2.96	3.24
Packers, shipping (women).....	-	-	-	-	-	-	-	-	-	-	2.53	2.38	2.20	-	2.79	3.12	-	3.27	-	2.18	2.50	2.46
Receiving clerks.....	2.81	-	-	3.09	2.39	-	2.71	-	3.35	3.09	3.19	2.97	2.97	2.84	3.07	3.00	3.00	3.57	-	2.94	3.21	3.28
Shipping clerks.....	3.08	2.61	-	2.57	-	-	2.97	-	3.20	3.08	3.36	2.99	3.05	3.09	3.51	3.50	2.95	3.56	-	3.06	3.02	3.41
Shipping and receiving clerks.....	-	-	2.31	2.61	2.55	-	2.26	-	3.12	2.77	3.29	2.99	3.26	2.81	2.89	3.13	3.16	3.59	2.77	3.10	2.99	3.22
Truckdrivers ⁴	2.40	-	1.88	2.42	2.14	2.48	2.07	2.97	3.37	3.29	3.80	3.32	3.42	3.21	3.23	3.25	3.14	2.74	3.02	2.38	3.49	3.66
Light (under 1½ tons).....	2.03	-	-	2.20	2.33	-	2.41	-	2.79	-	-	2.96	3.18	2.85	2.62	3.19	-	3.57	-	2.85	2.95	3.30
Medium (1½ to and including 4 tons).....	2.31	2.40	-	2.19	2.14	2.56	2.09	2.81	3.04	3.44	3.67	3.17	3.20	-	2.89	3.17	-	3.84	2.67	3.13	3.66	3.41
Heavy (over 4 tons, trailer type).....	2.70	-	-	2.79	2.02	-	2.21	-	3.66	3.14	3.82	3.40	3.54	2.98	3.41	3.29	-	3.77	-	3.54	3.41	3.61
Heavy (over 4 tons, other than trailer type).....	-	-	-	2.20	-	-	-	-	-	-	-	3.63	3.89	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	2.83	2.69	1.94	2.40	2.18	2.54	2.63	2.26	3.65	3.04	3.11	3.25	3.25	2.91	3.40	3.27	3.33	3.45	2.90	3.18	3.19	3.35
Truckers, power (other than forklift).....	2.53	-	-	-	-	-	-	-	-	3.01	3.19	2.71	3.68	2.88	3.46	3.31	-	3.56	-	3.31	3.43	3.05

See footnotes at end of table.

Table A-6. Plant Occupations—Manufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	North Central—Continued											West												
	Minneapolis-St. Paul	Muskegon-Muskegon Heights	Omaha	Rockford	St. Louis	Sioux Falls	South Bend	Toledo	Waterloo	Wichita	Youngstown-Warren	Albuquerque	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Phoenix	Portland	Salt Lake City	San Bernardino-Riverside-Ontario ⁵	San Diego	San Francisco-Oakland	San Jose	Seattle- Everett	Spokane
Maintenance and powerplant																								
Carpenters	\$3.97	\$3.74	\$3.68	\$3.46	\$3.98	-	\$4.15	\$4.18	\$3.97	\$3.41	\$3.97	-	-	\$3.67	\$4.07	\$3.94	\$4.14	\$3.61	\$3.89	\$3.97	\$4.18	\$4.19	\$4.05	\$4.03
Electricians	4.42	3.77	3.87	3.98	4.24	-	4.04	4.30	4.44	3.66	4.18	\$3.66	-	3.77	4.28	3.96	4.32	3.67	4.20	4.25	4.33	4.19	4.12	4.32
Engineers, stationary	3.98	-	3.55	3.95	4.26	-	4.21	4.14	-	3.63	3.85	-	-	3.99	4.39	3.96	4.03	-	-	4.06	4.43	4.02	4.03	4.28
Firemen, stationary boiler	3.80	3.48	-	3.33	3.88	-	3.80	3.58	-	3.22	3.48	-	-	-	-	-	3.31	-	-	-	-	-	3.29	-
Helpers, trades	3.24	-	-	3.00	3.34	-	-	3.71	-	2.75	3.20	-	-	2.89	3.23	2.62	3.45	3.04	-	-	3.45	3.09	3.15	-
Machine-tool operators, toolroom	3.73	4.00	-	3.77	-	-	-	4.44	-	-	4.14	-	-	3.71	4.15	-	3.73	-	-	-	4.23	4.47	-	-
Machinists	4.21	3.92	3.76	3.79	4.29	-	3.72	4.32	-	-	4.14	-	-	3.79	4.28	4.18	4.28	3.67	4.29	-	4.35	4.23	4.10	4.32
Mechanics, automotive	3.89	3.48	3.28	4.09	4.12	-	3.82	3.91	3.87	3.42	3.98	3.21	-	3.54	4.13	3.44	4.05	3.36	3.84	4.22	4.70	4.15	4.01	4.15
Mechanics	3.77	3.58	3.41	3.53	3.91	-	3.74	4.00	4.23	3.63	4.08	3.43	-	3.65	3.92	3.80	4.16	3.67	3.97	3.94	4.13	3.94	4.06	4.16
Millwrights	4.17	3.80	-	3.95	4.26	-	4.05	4.35	-	-	-	-	-	-	4.42	-	-	-	-	-	-	-	-	-
Oilers	3.37	3.39	3.38	3.05	3.71	-	3.37	3.45	-	-	3.12	-	-	3.18	3.39	2.96	3.34	-	3.32	3.24	3.40	3.35	3.35	3.41
Painters	4.00	-	-	3.62	4.04	-	4.13	4.18	-	-	3.89	-	-	3.75	3.96	-	4.27	-	3.85	3.73	4.41	4.06	4.11	-
Pipefitters	4.55	3.84	3.99	4.06	4.22	-	4.25	4.15	-	3.82	4.01	-	-	3.76	4.27	-	4.27	3.65	-	-	4.08	-	4.06	-
Plumbers	4.52	-	-	-	-	-	-	-	-	-	-	-	-	-	4.19	-	-	-	-	3.91	-	-	-	-
Sheet-metal workers	4.23	-	-	3.76	4.34	-	-	4.43	-	-	-	-	-	-	4.17	-	-	-	-	-	4.73	-	-	-
Tool and die makers	4.07	4.13	-	4.22	4.66	-	4.27	4.60	4.49	3.92	4.42	-	-	4.31	4.46	4.09	4.24	3.86	4.13	4.28	4.98	4.94	4.41	-
Custodial and material movement																								
Guards and watchmen	2.99	2.96	2.73	2.85	3.08	-	3.08	3.10	3.10	2.90	3.18	1.83	-	3.19	3.29	2.82	2.71	2.85	3.36	3.17	3.22	3.34	3.15	3.14
Guards	3.01	2.96	-	3.11	3.25	-	3.27	3.23	-	2.93	3.22	-	-	3.19	3.39	2.97	-	2.92	3.40	3.17	3.21	-	3.17	-
Watchmen	-	-	2.38	2.39	2.74	-	2.50	2.69	-	-	-	1.75	-	-	-	-	2.54	-	-	-	3.24	2.85	-	-
Janitors, porters, and cleaners	2.73	3.01	2.41	2.79	2.90	\$2.53	2.68	2.98	3.05	2.59	2.67	2.00	\$2.07	2.55	2.76	2.35	2.79	2.36	2.73	2.84	3.09	2.89	2.95	2.99
Janitors, porters, and cleaners (women)	2.53	2.71	-	2.44	2.48	-	-	2.52	-	2.36	2.61	-	-	-	2.82	-	-	-	-	-	2.84	-	-	-
Laborers, material handling	2.91	3.11	2.64	2.78	2.88	2.93	2.81	2.99	3.25	2.62	2.98	2.42	2.06	2.72	2.77	2.55	2.89	2.92	2.86	3.43	3.35	2.96	3.37	2.84
Order fillers	2.95	-	3.38	2.70	3.24	2.80	3.35	-	3.56	-	-	-	2.59	2.81	2.75	-	3.64	-	-	-	3.49	3.03	3.22	-
Packers, shipping	2.84	-	3.17	2.84	2.96	-	2.82	3.24	3.20	2.79	2.97	-	-	2.53	2.69	2.68	3.03	-	-	-	3.49	2.85	2.90	-
Packers, shipping (women)	2.71	-	2.22	2.55	2.78	-	-	2.90	-	-	-	-	-	-	2.72	-	-	-	-	-	-	-	-	-
Receiving clerks	3.21	3.33	-	3.11	3.20	-	3.28	3.12	3.39	-	2.91	-	-	2.94	3.30	-	3.35	-	3.14	-	3.64	3.47	-	-
Shipping clerks	3.27	3.26	3.02	2.97	2.99	-	2.95	3.51	3.47	-	3.10	-	-	3.16	3.27	2.51	3.62	-	3.39	3.38	3.59	3.30	-	-
Shipping and receiving clerks	3.30	3.25	2.66	3.10	3.38	-	-	3.45	-	-	3.19	-	-	2.69	2.86	-	3.71	3.19	3.13	-	3.68	3.44	-	-
Truckdrivers ⁴	3.59	3.39	3.04	2.98	3.74	3.15	3.23	3.47	3.37	2.71	3.32	2.57	2.40	3.17	3.70	3.28	3.90	2.88	3.46	4.23	4.14	4.03	4.30	3.82
Light (under 1½ tons)	3.57	-	-	3.00	-	-	-	2.81	-	-	-	-	-	2.82	3.02	2.63	3.37	2.91	2.60	3.01	-	3.41	-	-
Medium (1½ to and including 4 tons)	3.62	3.22	3.27	2.91	3.83	-	3.12	3.51	-	-	3.12	-	-	2.89	3.54	-	3.68	2.63	3.23	3.02	3.94	-	3.96	3.46
Heavy (over 4 tons, trailer type)	3.45	-	2.99	-	3.48	-	3.05	3.45	-	-	3.34	2.56	-	3.35	3.78	-	3.88	-	3.54	4.05	4.13	3.99	4.17	3.79
Heavy (over 4 tons, other than trailer type)	-	-	-	-	-	-	-	3.60	-	-	3.47	2.61	-	-	3.99	-	-	-	3.84	-	-	-	4.93	-
Truckers, power (forklift)	3.12	3.15	2.88	3.12	3.26	3.08	3.02	3.17	-	3.07	3.29	2.56	2.64	3.15	3.19	2.84	3.20	2.91	3.19	3.30	3.42	3.31	3.37	3.38
Truckers, power (other than forklift)	-	-	3.27	-	3.41	-	-	3.25	-	2.92	3.63	-	-	-	3.26	-	3.61	-	-	-	-	-	3.31	-

- ¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Data limited to men workers except where otherwise indicated.
³ Earnings information for plant occupations are not available for Rochester.
⁴ Includes all drivers, as defined, regardless of type and size of truck operated.
⁵ Data include payments under a "progress-sharing" plan in 1 manufacturing establishment.

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

Table A-7. Plant Occupations—Nonmanufacturing

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	Northeast ³																	
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton ⁴	Boston ⁴	Buffalo	Lawrence-Haverhill	Manchester	Newark and Jersey City	New Haven	New York ⁴	Paterson-Clifton-Passaic	Philadelphia ⁴	Pittsburgh ⁴	Portland	Providence-Pawtucket-Warwick	Scranton	Syracuse	Trenton
<u>Maintenance and powerplant</u>																		
Carpenters.....	\$3.79	-	-	\$3.76	\$4.17	-	-	\$4.08	-	\$3.95	-	\$3.75	\$3.87	-	\$3.39	-	-	-
Electricians.....	3.98	-	-	3.88	4.20	-	-	4.31	-	3.93	-	3.85	3.89	-	4.00	-	\$4.20	-
Engineers, stationary.....	-	-	-	3.47	3.78	-	-	4.25	\$3.36	4.18	-	3.32	3.70	-	-	-	-	-
Firemen, stationary boiler.....	-	-	-	2.88	-	-	-	3.43	-	3.20	-	-	-	-	2.54	-	-	-
Helpers, trades.....	-	\$3.24	-	3.15	2.86	-	-	3.20	-	3.05	-	2.92	3.11	-	3.21	-	2.67	-
Machinists.....	-	-	-	-	-	-	-	4.15	-	-	-	4.14	3.76	-	-	-	-	-
Mechanics, automotive.....	3.63	3.55	\$3.54	3.70	3.65	\$3.72	\$3.25	3.91	3.63	4.05	\$3.81	3.62	3.89	\$2.80	3.54	\$3.46	4.02	\$3.63
Mechanics.....	-	-	-	3.75	-	-	-	-	-	4.24	3.97	-	3.78	-	-	-	-	-
Painters.....	-	-	-	3.11	-	-	-	4.08	-	3.62	-	3.12	3.58	-	-	-	-	-
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	3.59	-	-	-	-	-
Plumbers.....	-	-	-	-	-	-	-	-	-	3.87	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																		
Guards and watchmen.....	2.00	1.90	-	1.89	1.86	-	-	1.89	1.82	2.43	2.35	1.82	2.18	2.30	-	1.92	-	-
Janitors, porters, and cleaners.....	2.34	2.14	-	2.02	1.96	2.14	1.79	2.00	1.90	2.56	2.22	2.13	2.13	1.99	2.10	1.95	1.84	1.93
Janitors, porters, and cleaners (women).....	2.04	2.08	1.72	1.77	1.74	-	-	1.77	1.74	2.38	1.94	1.82	1.92	1.79	1.82	1.46	1.83	-
Laborers, material handling.....	2.99	2.96	1.82	2.82	3.14	3.32	2.61	3.23	2.65	3.13	3.16	3.02	3.28	2.17	2.39	2.94	2.70	3.36
Order fillers.....	2.81	-	-	2.93	2.88	-	-	3.04	-	2.98	3.14	3.08	3.21	2.43	2.36	-	2.61	-
Packers, shipping.....	2.31	-	-	2.76	-	-	-	2.40	-	2.57	2.77	2.24	2.75	-	-	-	-	-
Packers, shipping (women).....	-	-	-	-	-	-	-	-	-	2.26	2.46	2.14	-	-	1.90	-	-	-
Receiving clerks.....	2.66	2.83	-	2.67	3.09	3.15	-	2.90	-	2.90	3.15	2.96	3.09	2.75	2.68	2.55	3.11	-
Shipping clerks.....	3.00	-	-	2.88	-	-	-	3.18	-	3.27	3.14	-	3.14	2.77	2.84	-	-	-
Shipping and receiving clerks.....	-	-	-	2.86	-	-	-	3.36	3.02	3.04	3.30	3.13	3.06	-	2.63	-	2.54	-
Truckdrivers ⁵	3.52	3.85	2.99	3.41	3.59	3.51	3.22	3.57	3.38	3.64	3.75	3.71	3.63	2.84	3.71	3.28	3.36	3.57
Light (under 1½ tons).....	-	2.37	2.07	2.54	-	-	-	-	2.78	2.92	-	2.89	3.18	-	-	-	-	-
Medium (1½ to and including 4 tons).....	3.33	-	-	3.21	3.09	-	-	3.30	-	3.52	3.36	3.60	3.43	-	3.40	-	2.32	-
Heavy (over 4 tons, trailer type).....	3.71	4.03	-	3.67	3.74	-	-	3.72	3.66	3.89	3.94	3.77	3.82	3.03	3.88	-	3.62	3.74
Heavy (over 4 tons, other than trailer type).....	-	-	-	3.47	3.62	-	-	3.57	3.45	3.65	3.85	3.76	3.50	3.00	-	-	3.00	-
Truckers, power (forklift).....	3.04	-	-	3.31	3.40	-	-	3.45	-	3.35	3.03	3.31	3.72	-	-	2.68	-	3.35
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	Northeast ³ —Continued				South																			
	Utica-Rome ⁴	Waterbury	Worcester	York	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ⁴	Charleston, W. Va.	Charlotte	Chattanooga ⁴	Dallas ⁴	Fort Worth	Greenville	Houston	Jackson	Jacksonville ⁴	Little Rock-North Little Rock	Louisville	Lubbock	Memphis ⁴	Miami ⁴	Midland and Odessa ⁴	
Maintenance and powerplant																								
Carpenters-----	-	-	-	-	\$4.03	\$3.24	-	-	-	-	-	-	-	-	\$3.95	-	-	-	-	-	\$3.55	\$3.61	-	-
Electricians-----	-	-	-	-	4.04	3.55	-	-	-	-	-	\$3.47	-	-	4.76	-	-	-	-	-	-	3.75	-	-
Engineers, stationary-----	-	-	-	-	3.60	3.47	-	-	-	-	-	3.01	\$3.14	-	3.55	-	\$2.94	-	-	-	2.74	2.61	\$3.09	-
Firemen, stationary boiler-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades-----	-	-	-	\$2.67	-	2.87	-	\$2.75	-	\$2.98	-	2.48	-	-	2.90	-	2.42	-	\$2.88	-	-	2.52	-	-
Machinists-----	-	-	-	-	-	3.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4.16	-	-
Mechanics, automotive-----	-	\$3.60	\$3.50	3.73	3.69	3.70	\$3.21	3.42	\$3.70	3.43	\$3.09	3.42	2.82	\$3.19	3.54	\$3.30	3.22	\$3.70	3.60	-	3.62	3.37	3.25	4.22
Mechanics-----	-	-	-	-	3.58	3.87	3.76	3.33	-	-	-	-	-	-	4.24	-	-	-	-	-	-	3.57	4.22	-
Painters-----	-	-	-	-	3.24	3.02	-	-	-	-	-	-	-	-	3.85	-	-	-	-	-	-	2.54	-	-
Pipefitters-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																								
Guards and watchmen-----	\$1.92	-	-	-	1.75	1.86	-	1.92	-	-	-	1.81	-	-	1.81	-	-	1.90	1.89	-	-	1.72	-	-
Janitors, porters, and cleaners-----	1.74	-	2.02	1.96	1.78	1.71	1.82	1.62	1.74	1.80	1.76	1.72	1.77	1.82	1.73	1.66	1.70	1.69	1.81	\$1.70	1.77	1.73	2.00	-
Janitors, porters, and cleaners (women)-----	1.75	-	1.87	1.92	1.68	1.68	-	1.63	1.80	1.68	1.67	1.63	1.64	1.68	1.64	1.59	1.61	1.61	1.74	-	1.69	1.72	-	-
Laborers, material handling-----	2.66	-	-	3.30	2.27	2.69	2.50	1.93	2.08	2.61	-	2.43	2.15	2.39	2.08	2.11	2.21	1.88	2.44	2.16	2.18	1.95	-	-
Order fillers-----	-	-	-	-	2.48	2.71	-	1.96	-	2.32	-	2.26	2.18	-	2.55	-	2.04	-	2.48	2.31	2.38	2.17	-	-
Packers, shipping-----	-	-	-	-	2.44	2.54	-	1.90	-	-	-	2.60	1.78	-	-	-	1.80	1.70	2.41	-	2.60	-	-	-
Packers, shipping (women)-----	-	-	-	-	2.10	-	-	-	-	-	-	1.81	-	-	1.80	-	-	-	-	-	-	-	-	-
Receiving clerks-----	-	-	-	2.62	2.53	2.75	2.27	2.10	-	2.24	2.21	2.29	2.38	2.38	2.68	-	2.42	2.43	2.51	2.41	2.72	2.60	-	-
Shipping clerks-----	-	-	-	-	2.63	3.11	-	-	-	-	-	2.48	-	-	2.76	-	-	-	-	-	2.84	-	-	-
Shipping and receiving clerks-----	-	-	-	-	3.04	2.98	-	-	-	-	-	-	-	-	2.99	-	-	-	-	-	-	-	-	-
Truckdrivers ⁵ -----	3.39	3.54	3.53	3.55	3.20	3.24	2.77	2.50	3.16	2.83	2.60	3.12	2.78	3.18	3.03	2.66	2.68	3.19	3.38	3.11	2.93	2.73	2.28	-
Light (under 1½ tons)-----	-	-	-	2.32	2.18	2.10	1.98	1.85	-	2.28	-	2.23	1.74	2.06	2.49	1.66	1.87	1.84	2.69	-	2.02	1.96	-	-
Medium (1½ to and including 4 tons)-----	-	-	-	-	3.35	2.93	2.90	2.40	2.95	2.80	2.65	3.23	2.21	2.26	3.11	3.19	2.79	3.45	2.77	-	2.85	2.47	-	-
Heavy (over 4 tons, trailer type)-----	-	-	3.76	-	3.56	3.59	3.15	3.30	-	3.50	-	3.41	2.39	3.83	3.46	-	2.93	3.57	3.90	-	3.12	3.19	-	-
Heavy (over 4 tons, other than trailer type)-----	-	-	3.62	-	-	3.41	-	-	-	-	-	-	-	-	-	-	2.49	-	-	-	-	-	-	-
Truckers, power (forklift)-----	-	-	-	2.96	2.91	2.84	-	2.24	-	2.93	2.10	2.40	2.34	-	2.61	-	2.26	3.05	3.06	2.31	2.37	2.54	-	-
Truckers, power (other than forklift)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	South—Continued								North Central														
	New Orleans	Oklahoma City ⁴	Raleigh	Richmond ⁴	San Antonio ⁴	Savannah ⁴	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ⁴	Cincinnati	Cleveland ⁴	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	De-troit ⁴	Green Bay	Indianapolis ⁴	Kansas City	Milwaukee	Minneapolis-St. Paul
<u>Maintenance and powerplant</u>																							
Carpenters-----	\$3.71	-	-	-	-	-	\$3.16	\$3.77	-	-	\$4.88	-	\$4.72	-	-	-	\$3.99	-	\$3.95	\$4.06	\$4.08	\$4.02	
Electricians-----	3.57	-	-	-	\$2.77	-	3.70	\$4.24	-	4.77	\$3.81	3.89	-	-	-	-	4.27	-	-	4.34	-	4.57	
Engineers, stationary-----	3.39	\$2.57	-	-	3.20	-	2.39	3.77	-	4.64	3.27	3.62	\$3.38	\$3.16	-	\$3.19	3.92	-	-	3.45	-	3.80	
Firemen, stationary boiler-----	-	-	-	-	-	-	2.60	-	-	3.88	-	-	-	-	-	2.82	3.83	-	-	-	-	2.66	3.58
Helpers, trades-----	2.64	-	-	-	-	-	2.63	-	-	3.06	-	-	-	-	-	-	3.39	-	-	-	-	3.48	3.47
Machinists-----	-	-	-	-	-	-	-	-	-	4.11	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive-----	3.54	3.45	\$3.30	\$3.18	3.38	-	3.18	3.80	4.00	\$3.35	4.20	* 3.69	3.89	3.66	3.72	\$3.48	3.73	3.90	\$3.50	3.83	3.77	4.03	3.83
Mechanics-----	3.41	-	-	-	-	-	3.57	-	-	4.20	-	3.90	-	-	-	-	-	-	-	-	4.23	4.07	3.82
Painters-----	3.17	-	-	-	-	-	-	3.08	-	-	5.13	-	3.91	-	-	-	-	3.70	-	-	4.11	-	4.53
Pipefitters-----	-	-	-	-	-	-	-	-	-	-	4.72	-	-	-	-	-	-	-	-	-	-	-	-
Plumbers-----	-	-	-	-	-	-	-	-	-	5.35	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																							
Guards and watchmen-----	1.75	-	-	1.95	1.99	-	-	1.90	2.48	-	2.24	1.87	1.85	1.76	-	2.16	-	2.25	-	1.81	1.82	-	2.14
Janitors, porters, and cleaners-----	1.70	1.69	1.66	1.82	1.64	\$1.82	1.67	1.83	1.92	2.11	2.47	1.80	2.15	1.88	2.19	1.90	2.01	2.35	2.27	1.88	1.99	1.98	2.28
Janitors, porters, and cleaners (women)-----	1.63	1.73	1.56	1.70	1.64	-	1.63	1.73	1.82	-	2.16	1.81	1.90	1.67	2.05	-	1.79	2.02	1.63	1.73	1.89	1.83	1.99
Laborers, material handling-----	2.18	2.57	1.96	2.31	1.89	2.08	2.04	2.46	3.65	3.18	3.26	3.17	3.13	2.77	2.94	2.79	2.39	3.33	3.03	2.90	2.94	3.44	3.24
Order fillers-----	1.96	2.61	-	2.27	1.80	-	2.08	2.74	3.15	-	3.08	3.04	2.82	3.22	3.00	3.31	2.92	3.31	-	2.86	2.81	3.43	3.35
Packers, shipping-----	1.87	-	-	-	1.77	-	-	2.27	-	-	2.81	2.64	2.41	-	-	-	-	3.28	-	2.03	2.95	2.65	3.45
Packers, shipping (women)-----	-	-	-	-	-	-	-	-	-	-	2.23	-	2.06	-	-	-	-	-	-	1.80	2.17	-	2.00
Receiving clerks-----	2.36	2.48	2.31	2.39	2.17	-	2.42	2.42	3.38	-	3.22	2.68	2.76	2.81	2.94	2.58	-	3.14	-	2.82	2.95	3.36	3.35
Shipping clerks-----	2.80	-	-	-	-	-	-	2.69	-	-	3.24	-	2.71	2.75	2.91	-	-	3.61	-	-	-	-	3.51
Shipping and receiving clerks-----	2.41	-	-	2.95	-	-	-	3.28	2.91	-	3.25	2.70	3.16	2.93	-	2.71	3.31	-	3.06	2.79	3.44	3.27	
Truckdrivers ⁵ -----	3.02	3.23	2.32	2.65	2.62	1.86	2.49	3.07	3.89	3.09	3.95	3.73	3.64	3.30	3.39	3.58	3.35	3.71	3.49	3.41	3.47	3.86	3.61
Light (under 1½ tons)-----	2.01	2.09	-	2.09	1.77	1.68	1.87	2.00	-	-	3.51	-	2.68	2.04	-	2.71	1.91	3.03	-	3.22	2.60	-	3.22
Medium (1½ to and including 4 tons)-----	3.14	3.30	2.19	3.02	2.48	1.93	2.37	2.95	3.59	-	3.89	3.60	3.76	3.08	3.15	3.36	-	3.63	3.54	3.10	3.35	3.69	3.64
Heavy (over 4 tons, trailer type)-----	3.46	3.39	-	2.87	3.18	-	2.80	3.40	3.95	-	4.05	3.80	3.79	3.75	3.39	3.69	-	3.82	3.45	3.75	3.61	3.99	3.72
Heavy (over 4 tons, other than trailer type)-----	-	-	-	-	-	-	2.09	2.76	-	-	3.95	3.66	3.63	-	-	-	-	3.86	-	-	-	3.60	3.52
Truckers, power (forklift)-----	2.43	-	-	2.69	2.04	-	2.20	2.52	3.52	-	3.44	3.29	3.50	3.15	3.09	-	-	3.58	-	3.10	3.11	3.41	3.51
Truckers, power (other than forklift)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.92	-	-	3.17

See footnotes at end of table.

Table A-7. Plant Occupations—Nonmanufacturing—Continued

(Average hourly earnings¹ for selected occupations studied, July 1968 through June 1969)

Occupation ²	North Central—Continued										West												
	Muskegon-Muskegon Heights	Omaha ⁴	Rockford	St. Louis	Sioux Falls	South Bend ⁴	Toledo	Waterloo	Wichita	Youngstown-Warren	Albuquerque ⁴	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁴	Phoenix ⁴	Portland	Salt Lake City	San Bernardino-Riverside-Ontario ⁴	San Diego ⁴	San Francisco-Oakland ⁴	San Jose	Seattle-Everett ⁴	Spokane
Maintenance and powerplant																							
Carpenters.....	-	-	-	\$3.65	-	-	-	-	-	-	-	\$3.68	\$4.05	-	\$3.56	\$3.16	\$3.60	-	\$4.39	-	\$4.06	\$3.66	
Electricians.....	-	-	-	-	-	-	\$4.30	-	-	-	-	-	4.52	-	-	-	-	-	4.40	-	-	-	
Engineers, stationary.....	-	\$3.07	-	3.64	-	-	-	-	-	-	-	3.52	4.23	-	3.90	-	-	-	4.38	-	3.92	3.34	
Firemen, stationary boiler.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades.....	-	2.39	-	-	-	-	2.87	-	-	-	-	3.01	3.35	-	-	-	-	-	3.25	-	-	-	
Machinists.....	-	-	-	4.23	-	-	-	-	-	-	-	-	4.69	-	-	-	-	-	4.54	-	-	-	
Mechanics, automotive.....	\$3.87	3.40	\$3.46	3.93	\$3.23	\$3.92	3.85	-	\$3.62	\$3.33	\$4.00	\$3.70	3.94	4.25	\$3.61	4.26	4.00	3.71	\$4.01	4.76	\$4.37	4.10	4.11
Mechanics.....	-	-	-	3.65	-	-	-	-	-	-	-	-	3.89	-	3.98	-	-	-	4.28	-	-	-	
Painters.....	-	-	-	3.30	-	-	3.27	-	-	-	-	-	4.01	-	-	-	-	-	4.64	-	-	-	
Pipefitters.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Plumbers.....	-	-	-	-	-	-	-	-	-	-	-	-	4.27	-	-	-	-	-	-	-	-	-	
Custodial and material movement																							
Guards and watchmen.....	-	-	2.15	1.81	-	-	1.90	-	-	1.73	-	-	1.98	-	-	1.96	2.32	2.08	-	-	1.93	-	
Janitors, porters, and cleaners.....	2.45	1.73	2.22	1.93	2.01	1.98	2.24	\$2.13	1.90	2.03	1.99	1.83	1.98	2.44	1.78	2.39	1.78	2.07	2.16	2.75	2.61	2.49	2.13
Janitors, porters, and cleaners (women).....	-	1.85	-	1.71	-	-	1.91	-	1.77	1.75	1.79	-	2.31	1.71	2.33	-	-	2.10	2.74	2.62	-	-	
Laborers, material handling.....	-	2.77	-	3.24	2.39	3.02	3.38	-	2.56	2.97	2.63	-	3.02	2.65	3.61	2.73	2.53	3.08	3.70	3.27	3.39	3.42	
Order fillers.....	-	2.68	-	3.47	2.28	-	3.14	-	-	-	-	-	2.84	3.05	3.32	2.50	-	-	3.74	-	3.35	-	
Packers, shipping.....	-	2.19	-	2.94	-	-	-	-	-	-	-	-	2.33	-	3.25	-	-	-	3.50	-	3.35	-	
Packers, shipping (women).....	-	1.91	-	-	-	-	-	-	-	-	-	-	2.23	-	-	-	-	-	-	-	-	-	
Receiving clerks.....	-	2.79	-	3.19	-	-	2.65	-	-	3.17	2.82	2.76	2.86	2.71	3.30	2.67	2.73	3.20	3.79	3.26	3.35	3.25	
Shipping clerks.....	-	2.95	-	3.42	-	-	-	-	-	-	-	-	2.96	-	3.49	-	-	-	3.76	-	3.39	3.27	
Shipping and receiving clerks.....	-	2.48	-	3.55	-	-	3.08	-	-	-	-	-	2.89	-	3.46	-	-	-	3.69	-	-	-	
Truckdrivers ⁵	3.54	3.00	3.39	3.73	3.10	3.45	3.68	-	3.19	3.63	2.88	3.11	3.26	3.09	3.85	2.99	3.42	3.46	4.08	3.95	3.86	3.77	
Light (under 1½ tons).....	-	2.73	2.48	-	-	-	3.00	-	2.44	-	2.50	-	2.62	-	2.88	2.38	2.39	-	3.74	-	2.38	-	
Medium (1½ to and including 4 tons).....	-	2.90	3.32	3.71	-	3.24	3.33	-	-	-	2.90	3.42	3.31	3.09	3.89	3.00	-	-	3.98	3.95	3.81	3.70	
Heavy (over 4 tons, trailer type).....	-	3.34	-	3.81	-	-	3.79	-	-	3.78	2.98	-	3.59	3.35	3.99	3.40	3.67	3.92	4.22	-	3.98	3.90	
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	-	-	3.19	-	-	-	-	-	3.69	-	-	-	-	-	4.18	-	-	-	
Truckers, power (forklift).....	-	2.99	-	3.35	-	-	3.26	-	-	3.53	-	-	3.24	-	3.80	-	-	-	3.81	-	3.75	3.57	
Truckers, power (other than forklift).....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data limited to men workers except where otherwise indicated.³ Earnings information for plant occupations are not available for Rochester.⁴ Exceptions to the standard industry limitations are shown in footnotes 4 and/or 10 to the table in appendix A.⁵ Includes all drivers, as defined, regardless of type and size of truck operated.

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

Table A-8. Plant Occupations—Public Utilities¹(Average hourly earnings² for selected occupations studied, July 1968 through June 1969)

Occupation ³	Northeast ⁴																				
	Albany-Schenectady-Troy	Allentown-Bethlehem-Easton	Binghamton ⁵	Boston ⁵	Buffalo	Manchester	Newark and Jersey City	New Haven	New York ⁵	Paterson-Clifton-Passaic	Philadelphia ⁵	Pittsburgh ⁵	Portland	Providence-Pawtucket-Warwick	Scranton	Syracuse	Trenton	Utica-Rome ⁵	Waterbury	Worcester	York
<u>Maintenance and powerplant</u>																					
Carpenters	-	-	-	-	-	-	\$3.46	-	\$3.86	-	\$3.65	\$3.56	-	-	-	-	-	-	-	-	-
Electricians	-	-	-	-	-	-	4.16	-	3.89	-	4.11	3.99	-	\$4.21	-	-	-	-	-	-	-
Engineers, stationary	-	-	-	-	-	-	4.25	-	4.24	-	3.60	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades	\$2.99	\$3.29	-	\$3.43	\$2.94	-	-	-	3.07	-	-	3.15	-	3.29	-	-	-	-	-	-	\$2.70
Machinists	-	-	-	-	3.83	-	-	-	-	-	4.15	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive	3.63	3.56	\$3.58	3.72	3.66	\$3.25	3.84	\$3.63	4.01	\$3.83	3.79	3.90	\$2.81	3.53	\$3.51	\$4.03	\$3.63	\$3.80	\$3.60	\$3.54	3.73
Painters	-	-	-	3.79	-	-	3.97	-	3.68	-	3.81	3.76	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																					
Janitors, porters, and cleaners	2.85	2.69	-	2.64	2.84	-	2.76	2.65	2.81	2.83	2.71	2.72	2.44	2.73	2.61	-	2.76	-	-	-	-
Janitors, porters, and cleaners (women)	-	-	-	-	2.35	-	-	-	-	-	2.53	2.41	-	-	-	2.28	-	-	-	-	-
Laborers, material handling	3.40	3.79	-	3.14	3.62	-	3.45	-	3.44	3.50	3.40	3.57	-	3.34	3.61	3.60	3.37	3.39	-	-	3.65
Truckdrivers ⁶	3.73	4.05	3.13	3.67	3.66	3.68	3.68	3.58	3.78	3.85	3.78	3.68	3.11	3.81	3.53	3.76	3.58	3.77	3.70	3.80	3.82
Light (under 1½ tons)	-	-	-	-	-	-	-	-	-	-	-	3.05	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons)	-	-	-	3.70	3.28	-	3.57	-	3.68	-	3.67	-	-	-	3.42	-	-	-	-	-	-
Heavy (over 4 tons, trailer type)	3.77	4.07	-	3.70	3.77	-	3.72	-	3.89	3.94	3.81	3.74	2.90	3.90	-	-	3.74	-	-	3.87	-
Heavy (over 4 tons, other than trailer type)	-	-	-	3.71	3.76	-	3.66	3.15	3.83	3.85	3.81	-	3.48	-	-	-	-	-	-	3.90	-
Truckers, power (forklift)	-	-	-	-	-	-	3.50	-	3.44	2.78	3.72	3.79	-	-	-	-	-	-	-	-	-
Truckers, power (other than forklift)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South																					
	Atlanta	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ⁵	Charleston, W. Va.	Charlotte	Chattanooga ⁵	Dallas ⁵	Fort Worth	Greenville	Houston	Jackson	Jacksonville ⁵	Little Rock-North Little Rock	Louisville	Lubbock	Memphis ⁵	Miami ⁵	Midland and Odessa		
<u>Maintenance and powerplant</u>																					
Carpenters	-	\$3.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$4.13	\$4.60
Electricians	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Engineers, stationary	-	-	-	-	-	-	-	\$3.54	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades	-	2.97	-	\$2.82	-	\$3.03	-	2.50	-	-	\$2.99	-	-	-	-	-	\$2.94	-	-	-	-
Machinists	-	3.67	-	-	-	-	-	-	-	-	4.23	-	-	-	-	-	-	-	-	4.16	-
Mechanics, automotive	\$3.79	3.75	-	3.49	\$3.70	3.47	\$3.01	3.42	\$2.82	\$3.19	3.58	\$3.28	\$3.30	\$3.71	3.79	-	\$3.76	-	3.57	-	-
Painters	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>																					
Janitors, porters, and cleaners	2.45	2.32	-	2.16	2.49	1.92	2.28	2.29	2.41	-	2.25	1.88	2.66	1.91	2.43	-	2.22	2.71	-	-	-
Janitors, porters, and cleaners (women)	-	2.15	-	-	-	-	-	2.10	-	-	1.88	-	-	-	-	2.53	-	2.61	-	-	-
Laborers, material handling	3.30	3.38	\$3.06	2.17	-	2.80	-	2.92	2.75	3.31	2.20	-	2.82	-	2.76	\$2.65	-	2.97	2.55	-	-
Truckdrivers ⁶	3.59	3.64	3.69	2.88	3.67	3.21	-	3.60	3.57	3.74	3.66	-	3.01	-	3.56	-	3.61	3.49	-	-	-
Light (under 1½ tons)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons)	3.56	3.67	3.65	-	-	2.98	3.45	3.64	-	2.74	3.69	-	3.03	-	-	-	3.49	3.14	-	-	-
Heavy (over 4 tons, trailer type)	3.65	3.73	-	3.35	-	3.71	-	3.70	-	3.93	3.66	-	3.13	-	3.81	-	3.74	3.64	-	-	-
Heavy (over 4 tons, other than trailer type)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)	3.77	-	-	-	-	-	-	-	-	-	2.60	-	-	3.57	-	-	-	-	-	-	-
Truckers, power (other than forklift)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-8. Plant Occupations—Public Utilities¹—Continued(Average hourly earnings² for selected occupations studied, July 1968 through June 1969)

Occupation ³	South—Continued							North Central															
	New Orleans	Oklahoma City	Richmond ⁵	San Antonio ⁵	Savannah ⁵	Tampa-St. Petersburg	Washington	Akron	Canton	Chicago ⁵	Cincinnati	Cleveland ⁵	Columbus	Davenport-Rock Island-Moline	Dayton	Des Moines	Detroit ⁵	Green Bay	Indianapolis ⁵	Kansas City	Milwaukee	Minneapolis-St. Paul	
Maintenance and powerplant																							
Carpenters	-	-	-	-	-	-	-	-	-	\$3.58	\$3.33	-	-	-	-	-	\$3.75	-	-	-	\$3.71	\$3.24	
Electricians	\$3.83	-	-	-	-	-	-	-	-	4.33	3.74	-	-	-	-	-	-	-	-	-	-	-	
Engineers, stationary	-	-	-	-	-	-	-	-	-	4.32	-	-	-	-	-	\$3.26	-	-	-	-	-	-	
Firemen, stationary boiler	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, trades	2.74	-	-	-	-	-	-	-	-	3.11	-	-	-	-	-	-	3.56	-	\$3.47	-	3.60	3.47	
Machinists	-	-	-	-	-	-	-	-	-	4.29	3.51	-	-	-	-	-	4.02	-	-	-	-	-	
Mechanics, automotive	3.58	\$3.47	\$3.18	\$3.52	-	\$3.47	\$3.81	\$4.02	\$3.34	4.22	3.68	\$3.90	\$3.79	\$3.76	\$3.47	3.72	3.93	\$3.74	3.86	\$3.76	4.04	3.83	
Painters	-	-	-	-	-	-	-	-	-	3.93	-	-	-	-	-	-	-	-	-	-	-	-	
Custodial and material movement																							
Janitors, porters, and cleaners	2.32	2.02	2.35	1.95	\$2.28	2.09	2.49	2.75	2.84	2.88	2.54	2.77	2.53	2.70	-	2.63	2.91	2.55	2.61	2.74	3.10	2.90	
Janitors, porters, and cleaners (women)	-	-	-	-	-	-	2.19	2.37	-	2.47	2.37	-	-	-	2.16	-	3.00	-	2.22	2.43	2.12	2.49	
Laborers, material handling	2.72	2.81	-	2.77	-	-	3.98	-	-	3.56	3.66	3.64	3.34	-	3.57	-	3.76	3.29	3.48	3.13	3.83	3.20	
Truckdrivers ⁶	3.52	3.62	2.84	3.56	-	2.81	3.48	3.97	-	4.00	3.84	3.78	3.66	3.73	3.78	3.71	3.85	3.72	3.77	3.59	3.98	3.67	
Light (under 1½ tons)	-	-	-	-	-	-	2.85	-	-	-	-	-	-	-	-	-	-	-	-	2.85	-	-	
Medium (1½ to and including 4 tons)	3.56	3.61	3.12	3.45	-	3.23	3.26	-	-	3.89	3.75	3.78	3.64	-	-	-	-	3.74	-	3.39	3.81	3.67	
Heavy (over 4 tons, trailer type)	3.50	3.66	2.90	3.79	-	-	3.06	3.96	-	4.06	3.84	3.84	3.81	-	-	-	3.87	-	3.84	3.68	4.02	3.74	
Heavy (over 4 tons, other than trailer type)	-	-	-	-	-	-	2.93	-	-	4.01	3.82	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift)	2.69	-	-	-	-	2.94	-	3.98	-	3.53	-	-	-	-	-	-	-	-	-	-	3.70	3.32	
Truckers, power (other than forklift)	-	-	-	-	-	-	-	-	-	-	3.17	-	-	-	-	-	-	-	-	2.98	-	3.08	
North Central—Continued												West											
	Muskegon-Muskegon Heights	Omaha	Rockford	St. Louis	Sioux Falls	South Bend ⁵	Toledo	Wichita	Youngstown-Warren	Albuquerque	Boise City	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Phoenix ⁵	Portland	Salt Lake City	San Bernardino-Riverside-Ontario ⁵	San Diego	San Francisco-Oakland ⁵	San Jose	Seattle-Everett ⁵	Spokane	
Maintenance and powerplant																							
Carpenters	-	-	-	\$3.07	-	-	-	-	-	-	-	-	\$3.69	-	\$3.30	-	-	-	-	-	-	-	\$3.72
Electricians	-	-	-	-	-	-	\$4.73	-	-	-	-	-	4.53	-	-	-	-	-	\$4.50	-	-	-	-
Engineers, stationary	-	-	-	-	-	-	-	-	-	-	-	\$3.49	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, trades	-	\$2.64	-	3.01	-	-	-	-	-	-	-	3.11	-	-	-	-	-	-	-	-	-	-	-
Machinists	-	-	-	4.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, automotive	\$3.87	3.51	\$3.57	3.93	\$3.21	\$3.99	3.90	\$3.64	\$3.35	-	-	4.00	4.31	\$3.63	4.27	\$4.04	\$3.74	\$4.27	4.79	\$4.33	\$4.10	4.15	
Painters	-	-	-	-	-	-	-	-	-	-	-	-	4.14	-	-	-	-	-	-	-	-	-	-
Custodial and material movement																							
Janitors, porters, and cleaners	2.68	2.50	2.75	2.95	-	-	2.80	-	2.64	\$2.21	\$2.57	2.74	3.05	-	2.78	2.52	-	-	2.72	-	2.78	2.91	
Janitors, porters, and cleaners (women)	-	2.35	-	2.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	-	-	-	3.49	-	3.84	3.75	-	-	-	-	3.54	3.74	3.13	3.83	3.29	-	-	3.76	-	3.64	3.44	
Truckdrivers ⁶	3.72	3.58	-	3.75	3.29	3.84	3.75	3.63	3.75	3.84	-	3.61	3.92	3.49	3.93	3.39	-	3.72	4.03	4.15	3.84	3.84	
Light (under 1½ tons)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medium (1½ to and including 4 tons)	-	3.44	-	-	-	-	-	3.61	-	-	-	3.57	3.78	3.49	3.93	3.37	-	-	3.99	-	3.82	3.81	
Heavy (over 4 tons, trailer type)	-	3.74	-	3.74	-	-	3.80	-	3.79	-	-	3.71	3.93	3.55	4.02	3.60	-	-	4.11	-	3.93	3.95	
Heavy (over 4 tons, other than trailer type)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4.08	-	-	-	
Truckers, power (forklift)	-	-	-	-	-	-	-	-	-	-	-	3.66	3.84	-	-	-	-	-	4.04	-	-	3.41	
Truckers, power (other than forklift)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Transportation, communication, and other public utilities.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Data limited to men workers except where otherwise indicated.⁴ Earnings information for plant occupations are not available for Rochester.⁵ Exceptions to standard industry limitations are shown in footnote 4 to the table in appendix A.⁶ Includes all drivers, as defined, regardless of type and size of truck operated.

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

B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Shift Differential Practices—Manufacturing

(Percent distribution of plant workers actually working on late shifts, July 1968 through June 1969)

Shift operation and shift pay differential	Northeast											South											
	Albany-Schenectady-Troy	Binghamton	Boston	Buffalo	Manchester	Providence-Pawtucket-Warwick	Rochester	Scranton	Syracuse	Trenton	Utica-Rome	Baltimore	Beaumont-Port Arthur-Orange	Birmingham	Chattanooga	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock	
Total plant workers in manufacturing establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																							
Second shift	19.8	10.0	13.6	24.3	10.2	15.3	14.9	15.9	19.5	13.3	17.9	16.4	18.5	18.6	24.3	15.6	22.6	19.1	20.0	13.3	19.5	16.7	
With shift pay differential	18.4	9.7	13.3	23.9	6.5	13.0	14.5	12.2	19.5	13.3	17.5	16.0	17.9	16.6	18.8	15.4	22.6	7.7	19.5	11.5	15.0	15.6	
Uniform cents (per hour)	9.0	4.8	6.5	13.0	5.2	10.1	12.5	9.2	9.1	7.6	11.8	10.6	16.3	16.6	12.9	11.0	22.2	7.2	18.6	10.5	14.8	10.5	
Under 5 cents	-	-	.2	.3	.6	.3	1.1	-	-	-	(1)	.1	-	.2	.6	.3	.1	-	-	(1)	-	-	
5 and under 6 cents	.1	-	.5	.5	.3	3.0	.5	-	.2	2.2	.4	1.0	1.2	.9	.7	.7	.1	2.3	.9	1.8	1.2	2.3	
6 and under 7 cents	-	-	.6	.2	-	1.3	-	-	.2	.6	.1	.3	.5	1.0	.3	-	-	1.2	2.4	1.4	1.4	.1	
7 and under 8 cents	-	-	.3	.3	.7	.8	-	.9	1.9	1.5	1.1	.2	.2	.8	.2	1.5	.4	1.9	1.1	2.0	6.7	2.0	
8 and under 9 cents	1.7	-	.7	5.0	-	.9	(1)	.3	3.3	2.3	1.4	6.1	.5	10.3	4.3	(1)	2.4	.6	2.4	.2	.2	.1	
9 and under 10 cents	.9	-	-	.3	-	-	.3	-	.5	.1	-	.2	-	.5	-	-	.2	-	1.5	.6	1.8	.1	
10 and under 11 cents	2.6	2.7	1.9	2.1	1.3	2.0	-	5.4	2.6	1.0	2.1	2.0	3.7	2.1	1.7	5.5	2.2	.9	5.0	1.2	2.4	2.9	
11 and under 12 cents	.2	-	-	.8	-	-	-	-	-	-	-	-	-	.9	-	-	-	-	1.1	-	-	-	
12 and under 13 cents	.8	.3	(1)	.9	.2	.4	.2	1.5	-	.3	1.1	.2	.4	1.4	.1	.8	9.1	.4	2.3	2.3	-	1.0	
13 and under 14 cents	1.9	-	.5	.1	-	-	.5	.3	-	-	1.0	.1	-	.6	-	.3	.4	.4	.4	-	1.4	-	
14 and under 15 cents	.3	-	.3	.3	-	-	-	-	-	-	1.5	.1	-	.1	-	.2	.2	-	-	-	-	-	
15 and under 16 cents	.5	-	.4	1.7	.4	.6	.4	.2	.1	.1	.8	.4	10.0	.1	-	.2	5.9	.1	1.8	-	-	-	
16 cents and over	.2	1.7	1.0	.6	1.6	.8	8.7	.6	.5	-	1.8	.2	-	.5	1.4	.7	.9	.8	-	-	-	-	
Uniform percentage	9.3	4.9	5.8	10.0	1.3	1.6	2.0	2.1	10.1	5.8	5.7	4.7	-	-	5.4	4.4	.3	.6	.7	1.0	-	5.1	
Under 5 percent	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	.5	-	-	-	-	-	
5 percent	1.0	-	.4	7.0	.4	.1	-	.8	1.5	2.4	.1	.9	-	-	.7	4.3	.1	-	-	-	-	3.3	
Over 5 and under 10 percent	-	-	.7	.4	-	-	-	-	-	-	1.8	1.0	-	-	-	-	-	.1	.2	-	-	-	
10 percent	8.2	4.9	4.5	2.5	.9	1.5	1.5	1.3	8.6	3.4	3.9	2.4	-	-	1.9	.1	.2	-	.4	1.0	-	1.8	
Over 10 and under 15 percent	-	-	.2	-	-	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
15 percent and over	-	-	-	.1	-	-	.3	-	-	-	-	.3	-	-	-	-	-	.1	-	-	-	-	
Other	.1	-	1.0	.9	-	1.3	-	.9	.3	-	-	.7	1.7	.1	.5	-	-	.2	-	.2	-	.2	
With no shift pay differential	1.4	.2	.3	.4	3.7	2.2	.4	3.6	(1)	-	.4	.4	.5	1.9	5.5	.1	.1	11.3	.5	1.8	4.5	1.1	
Third shift	9.4	3.1	5.2	9.4	3.7	6.6	5.8	6.9	6.5	4.1	6.6	9.0	11.3	6.7	13.3	5.9	4.8	14.5	10.1	4.6	8.4	5.5	
With shift pay differential	9.2	3.0	5.2	9.3	3.7	6.4	5.7	6.9	6.5	4.1	6.1	9.0	11.2	6.0	12.6	5.9	4.8	13.7	9.7	3.4	6.2	5.3	
Uniform cents (per hour)	4.8	2.2	3.0	7.0	3.5	4.5	5.0	4.5	3.8	2.9	4.3	6.7	11.1	5.8	8.8	4.7	2.8	13.3	9.5	2.9	6.2	4.4	
Under 7 cents	.1	-	.1	-	-	.6	.4	-	-	-	-	.4	-	.2	2.5	.3	10.6	.2	.6	.7	.2	.2	
7 and under 8 cents	-	-	.2	.1	3.4	1.1	-	-	.5	.4	-	.1	-	-	.5	.3	-	.4	-	.8	(1)	-	
8 and under 9 cents	-	-	-	.3	-	.3	-	.5	-	.1	-	-	-	-	-	-	.5	-	-	-	-	-	
9 and under 10 cents	-	-	.2	(1)	-	-	-	.5	-	-	-	-	-	-	-	-	-	.3	-	-	1.0	-	
10 and under 11 cents	.2	-	.2	.7	-	.7	-	1.3	.7	.6	1.1	(1)	.1	(1)	.6	.6	-	.6	.1	.3	-	.4	
11 and under 12 cents	-	-	.6	-	-	(1)	-	-	.1	.8	-	.2	(1)	-	-	-	.2	.3	-	.5	-	-	
12 and under 13 cents	1.1	-	.3	3.5	-	.6	(1)	-	1.4	.7	.9	4.2	1.1	5.3	.5	.2	1.6	.4	1.7	.1	1.4	2.4	
13 and under 14 cents	.8	-	.1	-	-	-	-	.4	-	.1	.1	-	-	.4	-	.3	1.0	-	.2	-	-	-	
14 and under 15 cents	.2	-	.3	.1	-	.2	(1)	-	.1	(1)	.3	1.0	-	(1)	.5	-	.1	-	.3	1.3	.9	1.0	
15 and under 16 cents	.2	-	.3	.7	.1	.6	.1	2.3	-	.1	1.0	(1)	-	(1)	1.0	.5	.1	-	.4	-	-	-	
16 and under 17 cents	-	-	.1	.1	-	.2	-	-	.9	-	.4	.5	-	1.5	-	.5	-	.6	-	-	-	.3	
17 and under 20 cents	1.1	2.2	.5	-	-	-	.2	.5	-	.2	.1	.1	-	.1	.1	.2	.1	.2	1.1	.6	-	-	
20 cents and over	1.1	-	.7	.6	-	.3	4.2	.3	.2	-	.3	10.1	-	.2	.3	2.5	(1)	-	4.1	-	.6	-	
Uniform percentage	4.5	.7	1.8	1.5	.2	1.2	.6	1.6	2.8	.5	1.8	2.0	-	3.8	(1)	-	.4	(1)	.4	-	-	.8	
Under 7 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.4	-	-	-	-	-	
7 and under 10 percent	-	-	.1	.1	-	-	-	.5	-	.3	.3	-	-	.1	-	-	-	-	-	-	-	.1	
10 percent	4.5	.2	1.3	1.3	.2	1.2	(1)	1.1	2.5	.5	1.4	1.7	-	1.9	(1)	-	-	-	.4	-	-	.6	
Over 10 and under 15 percent	-	.4	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	
15 percent and over	-	.1	.3	-	-	-	.5	-	.2	-	-	(1)	-	-	-	-	-	-	-	-	-	.1	
Other	-	-	.5	.9	-	.7	.1	.8	-	.7	-	.3	.1	.2	(1)	1.1	2.0	-	.2	-	-	.2	
With no shift pay differential	.1	.1	(1)	(1)	-	.2	(1)	-	-	-	.5	-	.1	.7	.8	-	-	.8	.4	1.2	2.2	.2	

See footnotes at end of table.

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

(Percent distribution of plant workers actually working on late shifts, July 1968 through June 1969)

Shift operation and shift pay differential	South—Continued				North Central														West				
	Miami	New Orleans	Raleigh	San Antonio	Akron	Chicago	Cincinnati	Cleveland	Columbus	Dayton	Detroit	Green Bay	Indianapolis	Kansas City	Omaha	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	San Bernardino—Riverside—Ontario	Seattle—Everett
Total plant workers in manufacturing establishments-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actually working on:																							
Second shift-----	7.6	13.5	13.0	12.7	22.7	21.5	20.3	23.3	18.8	23.9	30.9	20.7	25.1	16.0	17.3	23.3	8.6	21.8	24.8	8.3	19.1	19.8	22.7
With shift pay differential-----	5.7	10.8	8.0	9.3	21.1	21.2	19.6	22.9	18.8	23.6	30.9	18.2	25.0	15.9	17.3	23.2	8.6	21.2	24.7	6.7	19.1	19.7	22.4
Uniform cents (per hour)-----	5.7	10.5	5.8	9.1	14.4	11.2	10.5	13.6	11.5	7.0	8.5	18.2	8.9	9.6	11.3	10.3	8.6	16.0	24.7	6.7	16.0	15.9	20.7
Under 5 cents-----	-	-	-	-	.2	-	-	-	-	-	.1	-	-	-	-	-	.1	-	-	-	-	-	-
5 and under 6 cents-----	2.2	.4	.1	1.3	.9	.6	.8	1.1	1.0	.6	.1	.1	.2	.3	2.8	(¹)	.6	1.8	.3	1.4	1.2	.9	-
6 and under 7 cents-----	.2	2.0	-	.8	7.4	.2	.8	.3	.2	-	-	1.1	.3	.1	.3	.9	-	.5	-	-	.2	-	-
7 and under 8 cents-----	.5	-	1.5	-	1.4	.4	.8	.6	.9	.2	.5	1.1	1.0	.6	-	.5	-	1.6	-	-	.2	.2	-
8 and under 9 cents-----	1.4	3.1	2.4	-	1.1	1.7	.5	2.5	1.3	.9	1.8	1.2	.5	.2	.3	1.6	-	1.1	-	-	.2	5.1	.5
9 and under 10 cents-----	-	.5	.1	-	(¹)	.2	.3	.8	.2	.1	1.3	1.0	.7	.4	-	-	-	2.9	-	-	.5	-	.2
10 and under 11 cents-----	1.3	3.0	.1	5.5	2.3	4.0	2.4	2.8	3.8	1.1	1.5	1.9	2.4	2.8	5.8	5.0	4.4	2.3	5.6	-	3.1	2.4	1.8
11 and under 12 cents-----	-	-	-	-	.4	-	.7	.1	.1	1.7	(¹)	-	-	-	.1	.3	-	-	-	-	.2	-	-
12 and under 13 cents-----	-	1.1	-	-	.1	.6	1.4	.8	2.7	.8	.8	6.2	.6	2.3	.1	.3	-	1.9	-	-	1.5	3.4	.1
13 and under 14 cents-----	-	-	-	.3	-	.2	.2	.3	.6	-	.1	(¹)	.3	-	.2	(¹)	-	.7	-	-	-	-	-
14 and under 15 cents-----	-	-	-	.6	-	.7	.3	(¹)	-	.3	.9	3.0	.1	.6	.6	.5	3.5	-	5.4	-	.1	.3	.2
15 and under 16 cents-----	-	-	-	-	.3	1.0	.4	2.1	.2	1.1	1.4	1.2	1.4	1.1	.2	.4	-	3.1	-	.5	3.0	.2	(¹)
16 cents and over-----	-	.4	1.5	.7	.4	1.7	1.8	2.6	(¹)	1.1	1.2	1.1	1.2	.8	.6	.6	-	.1	13.3	4.8	5.7	3.3	17.8
Uniform percentage-----	.2	2.3	-	1	6.1	9.0	8.7	8.8	6.3	16.3	21.4	-	15.1	5.8	5.8	12.7	-	4.7	-	-	1.2	2.9	(¹)
Under 5 percent-----	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.3	-	.3	-	-	.1	-	-
5 percent-----	(¹)	-	-	6.1	1.7	3.9	6.1	1.7	13.1	21.2	-	10.0	4.1	.5	5.2	-	3.8	-	-	-	.9	1.7	-
Over 5 and under 10 percent-----	-	-	-	-	1.4	.9	.5	.2	.6	.2	-	.8	.7	.6	5.0	-	-	-	-	-	.2	-	-
10 percent-----	-	-	2.0	.1	5.4	2.8	2.2	4.4	2.5	-	-	4.0	.8	4.7	2.0	-	.6	-	-	-	(¹)	1.2	(¹)
Over 10 and under 15 percent-----	-	-	-	-	.2	-	-	-	-	-	-	.3	-	-	-	-	-	-	-	-	-	-	-
15 percent and over-----	-	-	.3	-	.2	1.1	-	-	-	-	-	-	.2	-	.1	-	-	-	-	-	-	-	-
Other ² -----	.1	-	-	.6	1.0	.4	.5	.9	.2	1.1	-	.9	.5	.2	.3	-	.6	-	.6	-	2.0	1.0	1.7
With no shift pay differential-----	1.9	2.7	4.9	3.4	1.6	.2	.7	.4	-	.3	-	2.4	.1	(¹)	-	.1	-	.5	.1	1.6	-	.1	.3
Third shift-----	1.7	5.2	4.1	2.6	13.9	7.5	5.3	7.9	6.4	4.4	8.5	11.6	5.8	6.0	5.6	7.2	-	8.1	7.0	.6	5.1	8.1	4.7
With shift pay differential-----	1.3	5.1	1.9	1.0	13.5	7.5	5.1	7.7	6.4	4.3	8.5	11.6	5.8	6.0	5.6	7.2	-	8.1	7.0	-	5.1	8.1	4.7
Uniform cents (per hour)-----	1.1	4.9	1.9	.9	9.8	4.5	3.3	4.9	4.7	3.1	3.0	11.6	2.8	3.2	3.6	5.4	-	6.8	7.0	-	2.9	7.0	1.2
Under 7 cents-----	.1	.2	1.4	-	8.0	.1	-	(¹)	-	-	.1	-	.2	-	-	.2	-	-	-	-	-	-	-
7 and under 8 cents-----	-	-	-	-	-	.1	-	.1	(¹)	(¹)	-	-	(¹)	-	-	-	-	.6	-	-	.1	.1	-
8 and under 9 cents-----	-	-	.1	-	.1	-	-	(¹)	.1	-	.2	-	.3	-	-	-	-	.2	-	-	-	-	-
9 and under 10 cents-----	-	.2	-	-	-	-	-	(¹)	(¹)	-	-	.3	.4	-	-	.3	-	-	-	-	.1	-	-
10 and under 11 cents-----	.8	.3	.3	.4	.5	.8	.3	1.1	.2	.1	(¹)	.1	.1	.1	1.8	.3	-	.3	.1	-	.7	.2	(¹)
11 and under 12 cents-----	-	-	-	-	.1	-	-	.1	.1	.1	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 13 cents-----	-	2.3	-	-	.1	1.4	.9	1.8	.8	.5	1.1	.1	.4	1.0	1.2	-	2.2	-	-	-	.3	4.9	.3
13 and under 14 cents-----	.1	-	-	-	-	.1	(¹)	.4	.1	(¹)	.3	.5	.1	.2	1.5	-	.5	.8	-	-	.3	.1	-
14 and under 15 cents-----	(¹)	.5	.1	.4	.4	.2	.9	.4	.7	.7	.5	.3	.5	.8	.2	.4	-	.1	.6	-	.3	.1	(¹)
15 and under 16 cents-----	-	.6	-	-	.7	-	-	.1	-	.1	-	.3	.3	-	.2	.3	-	.1	-	-	.3	.1	(¹)
16 and under 20 cents-----	-	.4	-	-	.7	.1	.5	.5	(¹)	.1	.3	.1	1.0	-	.6	-	1.4	-	.6	-	.1	.5	(¹)
20 cents and over-----	.2	.2	-	.1	.8	.6	.7	.5	1.3	.6	-	.4	.3	-	.5	-	1.5	5.5	-	-	.9	1.1	.3
Uniform percentage-----	.2	-	-	.1	3.3	2.1	1.2	2.5	.7	1.2	5.4	-	2.8	2.2	1.4	.4	-	1.4	-	-	.2	.3	-
Under 7 percent-----	-	-	-	-	1.8	.1	(¹)	.2	-	(¹)	.1	-	.2	-	.1	-	-	.2	-	-	(¹)	-	-
7 and under 10 percent-----	.2	-	-	-	1.5	1.4	.9	2.1	.6	1.1	5.2	-	2.3	2.2	1.3	.3	-	1.2	-	-	.1	.3	-
Over 10 and under 15 percent-----	-	-	-	-	.1	-	-	.2	-	-	-	.2	-	-	.1	-	-	-	-	-	-	-	-
15 percent and over-----	-	-	-	.1	.3	.2	.2	.2	-	.1	-	.1	-	-	-	-	-	-	-	-	-	-	-
Other ² -----	.2	-	-	.5	.9	.6	.3	1.0	-	(¹)	-	.2	.6	.6	1.4	-	-	-	-	-	2.1	.8	3.5
With no shift pay differential-----	.5	.1	2.2	1.6	.4	-	.2	.1	-	.1	-	-	-	(¹)	-	-	-	-	-	.6	-	(¹)	-

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

Table B-2. Scheduled Weekly Hours—All Industries

(Percent distribution of plant and office workers by scheduled weekly hours¹ of first-shift workers, July 1968 through June 1969)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Over 40 hours						Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total ²		Total ²	42	44	45	48	Over 48	35	36¼	37½	38¾	Total ²		
Northeast																	
Albany-Schenectady-Troy	3	6	13	78	8	1	2	-	3	(³)	2	(³)	38	(³)	43	57	-
Binghamton ⁴	1	7	8	90	2	-	-	-	1	-	(³)	-	12	4	20	80	-
Boston ⁴	5	3	13	79	7	-	1	1	4	1	12	9	28	3	62	37	(³)
Buffalo	4	5	10	84	6	1	(³)	2	2	1	4	3	29	2	39	61	(³)
Manchester	4	4	7	79	14	(³)	1	2	2	3	2	-	26	12	41	58	1
Providence-Pawtucket-Warwick	6	4	10	63	26	(³)	2	14	6	1	4	6	19	9	43	54	3
Rochester	3	5	8	84	8	2	1	2	(³)	3	1	-	9	(³)	18	80	2
Scranton	13	8	21	75	3	1	(³)	-	1	1	14	4	20	(³)	43	56	1
Syracuse	2	1	4	87	9	-	1	4	(³)	1	5	2	16	3	34	66	-
Trenton	4	6	13	84	3	-	1	-	-	1	12	5	30	4	56	44	(³)
Utica-Rome ⁴	5	9	16	79	5	-	-	-	5	-	4	-	18	(³)	23	77	(³)
South																	
Baltimore	4	5	10	86	4	-	1	(³)	2	(³)	5	2	20	5	40	59	(³)
Beaumont-Port Arthur-Orange	1	3	6	86	7	1	(³)	4	2	1	(³)	-	2	(³)	4	95	1
Birmingham ⁴	4	1	4	87	9	1	2	2	2	1	2	-	13	1	20	78	1
Chattanooga ⁴	2	1	4	81	15	1	1	1	11	(³)	4	-	17	1	33	65	2
Dallas ⁴	3	1	4	76	19	(³)	4	3	8	3	1	-	12	7	21	75	3
Fort Worth	2	5	7	72	20	1	3	4	7	3	-	1	4	-	6	90	3
Greenville	(³)	1	3	73	24	1	-	3	18	2	-	5	7	1	16	81	3
Houston	-	6	5	77	16	1	2	4	5	2	(³)	1	7	2	11	86	2
Jackson	4	-	5	71	24	3	2	10	3	4	(³)	-	25	7	33	61	6
Jacksonville ⁴	6	3	9	69	22	3	5	7	2	4	3	6	29	9	49	49	2
Little Rock-North Little Rock	6	2	5	81	14	1	1	2	7	-	(³)	3	23	-	26	70	4
Miami ⁴	4	4	9	68	24	1	3	(³)	11	1	12	4	17	3	32	63	4
New Orleans	4	4	9	69	22	1	1	10	10	(³)	5	4	17	(³)	28	67	5
Raleigh	8	3	11	71	17	-	3	6	6	(³)	6	2	20	9	37	62	2
San Antonio ⁴	1	6	7	78	14	2	1	3	3	2	-	-	3	1	8	90	2
North Central																	
Akron	26	1	27	56	16	1	(³)	3	8	3	(³)	-	5	1	10	89	1
Chicago ⁴	2	2	4	83	12	1	2	2	5	2	5	2	23	10	42	57	(³)
Cincinnati	2	4	6	79	14	1	1	7	2	2	(³)	2	25	5	37	62	(³)
Cleveland ⁴	3	6	9	79	11	1	2	3	3	2	5	(³)	17	2	26	73	(³)
Columbus	1	2	3	84	13	2	2	1	4	2	-	-	8	9	20	78	2
Dayton	1	6	8	76	15	1	4	2	1	4	1	-	13	(³)	17	79	4
Detroit ⁴	1	1	2	89	8	(³)	1	1	4	3	1	1	11	1	16	82	1
Green Bay	-	6	6	76	17	(³)	-	7	6	4	1	-	14	3	18	81	1
Indianapolis ⁴	2	3	5	78	16	1	3	6	4	1	(³)	(³)	15	3	19	79	2
Kansas City	3	2	5	90	5	1	1	1	1	(³)	(³)	(³)	6	4	12	87	(³)
Omaha ⁴	1	2	4	77	19	1	3	4	7	2	(³)	(³)	2	6	9	85	6
St. Louis	2	1	3	93	4	1	(³)	2	1	(³)	7	2	12	5	31	69	(³)
Sioux Falls	1	2	3	76	21	1	2	9	8	-	-	1	2	-	4	90	6
Toledo	1	1	2	93	5	(³)	1	1	1	2	(³)	3	5	2	32	68	-
Waterloo	1	1	19	70	10	2	-	7	-	1	2	-	-	-	3	95	1
West																	
Boise City	4	7	11	71	17	4	1	-	6	4	-	-	4	-	4	95	1
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁴	2	3	5	91	4	(³)	1	(³)	2	1	1	(³)	8	8	18	82	(³)
San Bernardino-Riverside-Ontario ⁴	1	1	3	85	12	2	2	2	5	(³)	-	-	2	(³)	3	97	(³)
Seattle-Everett ⁴	3	7	9	90	(³)	-	-	-	(³)	-	(³)	-	9	7	17	83	-

¹ Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.² May include weekly schedules other than those presented separately.³ Less than 0.5 percent.⁴ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.

Table B-3. Scheduled Weekly Hours—Manufacturing

(Percent distribution of plant and office workers by scheduled weekly hours¹ of first-shift workers, July 1968 through June 1969)

Metropolitan area	Plant workers										Office workers						
	Under 40 hours			40 hours	Over 40 hours						Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total ²		Total ²	42	44	45	48	Over 48	35	36¼	37½	38¾	Total ²		
Northeast																	
Albany-Schenectady-Troy	2	5	12	80	8	-	2	-	3	1	1	1	20	1	27	73	-
Binghamton	-	5	5	95	-	-	-	-	-	-	1	-	1	-	2	98	-
Boston	3	4	8	86	6	-	-	2	2	1	8	(³)	19	2	32	68	-
Buffalo	1	3	4	89	6	1	(³)	3	2	1	1	-	12	4	17	83	-
Manchester	5	-	5	90	5	-	-	-	-	-	6	-	2	-	8	92	-
Providence-Pawtucket-Warwick	3	3	6	65	29	-	2	17	6	-	1	2	11	15	31	63	6
Rochester	3	3	6	87	7	1	(³)	2	-	4	(³)	-	4	-	4	96	-
Scranton	15	9	24	75	1	-	-	-	1	-	19	8	12	-	41	58	(³)
Syracuse	-	2	2	90	7	-	-	4	-	-	(³)	-	1	-	3	97	-
Trenton	2	1	5	91	3	-	2	-	-	2	6	(³)	41	5	53	46	(³)
Utica-Rome	3	9	14	79	7	-	-	-	7	-	-	-	6	1	7	93	(³)
South																	
Baltimore	1	4	5	93	1	-	-	(³)	1	-	2	-	17	7	26	73	1
Beaumont-Port Arthur-Orange	-	3	3	93	4	-	-	4	-	-	-	-	2	1	3	97	(³)
Birmingham	-	1	1	97	2	-	2	(³)	-	-	(³)	-	2	-	1	99	-
Chattanooga	-	2	2	87	11	-	1	-	10	-	(³)	-	3	1	7	92	-
Dallas	2	1	3	81	16	1	3	2	6	3	(³)	-	4	4	8	90	2
Fort Worth	2	2	2	83	14	-	-	2	6	5	-	-	(³)	-	(³)	98	2
Greenville	-	2	2	75	23	-	-	3	21	-	-	-	2	2	2	96	2
Houston	-	2	2	85	12	1	1	5	1	4	-	-	2	-	2	97	1
Jackson	-	-	-	85	15	-	-	10	-	5	-	-	2	3	5	85	10
Jacksonville	-	5	5	84	12	-	4	3	1	3	3	5	1	-	10	89	1
Little Rock-North Little Rock	2	3	5	86	9	1	-	1	5	-	-	-	1	-	1	96	3
Miami	6	2	7	88	5	-	-	1	3	-	-	-	6	-	6	91	3
New Orleans	1	4	5	68	26	-	-	22	3	1	-	-	4	1	5	79	16
Raleigh	2	3	6	87	7	-	4	-	2	1	(³)	-	7	-	7	90	2
San Antonio	-	4	4	85	11	-	-	6	-	1	-	-	-	-	-	97	3
North Central																	
Akron	29	1	31	52	17	1	1	3	8	4	(³)	-	1	-	1	99	(³)
Chicago	3	2	5	80	14	1	2	3	5	3	4	1	22	11	40	59	1
Cincinnati	-	3	3	80	17	2	-	10	1	3	-	2	19	4	25	75	(³)
Cleveland	2	2	4	81	14	1	2	4	4	3	-	-	17	(³)	18	82	(³)
Columbus	1	3	4	87	8	1	2	1	2	3	-	-	7	1	7	92	(³)
Dayton	-	7	8	78	14	(³)	3	3	(³)	5	2	-	10	1	13	83	4
Detroit	1	1	2	90	8	(³)	(³)	(³)	3	4	(³)	-	1	-	1	98	1
Green Bay	-	2	2	81	17	-	-	10	2	6	1	-	32	3	38	62	-
Indianapolis	(³)	1	1	84	15	2	2	8	1	2	(³)	-	1	-	1	97	2
Kansas City	3	3	6	90	4	(³)	1	1	(³)	1	-	-	1	3	4	95	(³)
Omaha	-	3	3	87	10	1	2	4	1	2	-	2	1	-	3	94	3
St. Louis	1	2	3	92	4	1	-	3	1	(³)	4	-	6	6	16	84	1
Sioux Falls	-	-	-	87	13	-	1	3	8	-	-	-	-	-	-	92	8
Toledo	1	1	2	96	2	-	1	1	-	-	-	-	4	3	29	71	1
Waterloo	-	1	20	71	8	-	-	7	-	2	-	-	-	-	-	99	(³)
West																	
Boise City	10	3	14	65	21	9	-	-	-	12	-	-	5	-	5	95	-
Los Angeles-Long Beach and Anaheim	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Santa Ana-Garden Grove	2	3	7	89	4	-	1	(³)	1	1	(³)	-	3	3	7	93	-
San Bernardino-Riverside-Ontario	2	2	5	90	5	-	3	-	-	-	-	-	(³)	1	2	98	-
Seattle-Everett	4	1	4	96	-	-	-	-	-	-	-	-	(³)	-	(³)	99	-

¹ Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.² May include weekly schedules other than those presented separately.³ Less than 0.5 percent.

Table B-4. Scheduled Weekly Hours—Public Utilities¹(Percent distribution of plant and office workers by scheduled weekly hours² of first-shift workers, July 1968 through June 1969)

Metropolitan area	Plant workers									Office workers						
	Under 40 hours			40 hours	Over 40 hours					Under 40 hours					40 hours	Over 40 hours
	Under 37½	37½	Total ³		Total ³	42	44	48	Over 48	35	36¼	37½	38¾	Total ³		
Northeast																
Albany-Schenectady-Troy	-	-	-	100	-	-	-	-	-	6	-	61	-	67	33	-
Binghamton ⁴	-	-	-	100	-	-	-	-	-	-	-	30	-	30	70	-
Boston ⁴	-	-	-	96	4	-	-	-	2	2	-	42	-	44	56	-
Buffalo	-	3	3	97	-	-	-	-	-	1	-	45	-	45	55	-
Manchester	-	-	-	64	36	-	-	-	-	-	-	62	-	62	38	-
Providence-Pawtucket-Warwick	-	-	-	88	12	-	-	-	8	-	2	64	-	67	33	-
Rochester	-	-	-	100	-	-	-	-	-	-	-	68	-	68	29	2
Scranton	-	-	-	94	6	-	-	6	-	1	-	22	2	24	76	-
Syracuse	-	-	-	99	1	-	1	-	-	-	-	76	-	76	24	-
Trenton	-	-	-	100	-	-	-	-	-	65	-	2	-	66	34	-
Utica-Rome ⁴	-	-	-	100	-	-	-	-	-	3	-	29	-	32	68	-
South																
Baltimore	-	-	-	100	-	-	-	-	-	1	-	23	-	24	76	-
Beaumont-Port Arthur-Orange	-	-	-	99	1	-	-	1	-	-	-	-	-	100	-	-
Birmingham ⁴	-	-	-	85	15	-	-	8	-	-	-	25	-	25	75	-
Chattanooga ⁴	-	-	-	100	-	-	-	-	-	-	-	29	-	29	71	-
Dallas ⁴	2	-	2	88	11	-	-	-	(⁵)	3	-	-	-	3	92	5
Fort Worth	-	-	-	88	12	-	8	4	-	-	-	-	-	-	100	-
Greenville	-	-	-	87	13	-	-	4	-	6	-	22	-	22	65	13
Houston	-	-	-	92	8	-	-	-	2	(⁵)	-	(⁵)	-	(⁵)	98	2
Jackson	-	-	-	95	5	-	5	-	-	(⁵)	-	54	-	54	46	-
Jacksonville ⁴	3	-	3	89	8	-	3	-	-	-	-	37	-	37	63	-
Little Rock-North Little Rock	-	-	-	88	12	-	6	-	-	-	-	-	-	-	100	-
Miami ⁴	5	2	7	91	2	-	-	2	-	43	-	19	-	62	38	-
New Orleans	-	-	-	90	10	-	-	5	-	7	-	31	-	38	61	1
Raleigh	-	-	-	82	18	-	-	7	-	-	-	22	-	22	77	(⁵)
San Antonio ⁴	-	-	-	93	7	3	-	1	-	-	-	-	-	-	100	-
North Central																
Akron	-	-	-	79	21	-	-	18	2	-	-	-	-	-	100	-
Chicago ⁴	-	(⁵)	(⁵)	99	-	-	-	-	-	1	-	9	-	10	90	-
Cincinnati	-	-	-	96	4	-	-	-	-	(⁵)	-	1	-	2	98	-
Cleveland ⁴	-	-	-	92	8	-	-	-	5	(⁵)	-	2	3	6	94	-
Columbus	-	-	-	90	10	-	-	3	4	-	-	-	-	-	100	-
Dayton	-	-	-	80	20	1	8	-	11	-	-	-	-	-	100	-
Detroit ⁴	3	-	3	90	7	-	-	5	2	2	-	35	-	36	61	2
Green Bay	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Indianapolis ⁴	-	4	4	96	-	-	-	-	-	-	-	3	2	5	95	-
Kansas City	-	-	-	96	4	2	-	-	-	-	-	-	-	-	99	1
Omaha ⁴	-	-	-	96	4	-	-	-	(⁵)	-	-	-	-	-	99	(⁵)
St. Louis	-	-	-	100	-	-	-	-	-	6	-	(⁵)	-	6	94	-
Sioux Falls	-	-	-	84	16	-	-	6	-	-	-	-	-	-	100	-
Toledo	-	-	-	96	4	-	-	4	-	-	1	-	-	1	99	-
Waterloo	-	-	-	96	4	-	-	-	-	-	-	-	-	-	100	-
West																
Boise City	-	-	-	96	4	-	4	-	-	-	-	-	-	-	99	1
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ⁴	1	-	1	97	1	-	-	-	1	4	-	1	-	5	95	-
San Bernardino-Riverside-Ontario ⁴	-	-	-	100	-	-	-	-	-	-	-	-	-	-	100	-
Seattle-Everett ⁴	4	-	4	96	-	-	-	-	-	3	-	28	-	31	69	-

¹ Transportation, communication, and other public utilities.² Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.³ May include weekly schedules other than those presented separately.⁴ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.⁵ Less than 0.5 percent.

Table B-5. Paid Holidays—All Industries

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1968 through June 1969)

Number of paid holidays	Northeast											South										
	Albany-Schenectady-Troy	Binghamton ¹	Boston ¹	Buffalo	Manchester	Providence-Pawtucket-Warwick	Rochester	Scranton	Syracuse	Trenton	Utica-Rome ¹	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ¹	Chattanooga ¹	Dallas ¹	Fort Worth	Greenville	Houston	Jackson	Jacksonville ¹	Little Rock-North Little Rock
Plant workers																						
Workers in establishments providing paid holidays	100	97	96	97	98	97	99	93	99	99	98	97	97	96	87	94	94	89	94	88	87	96
Less than 5 holidays	(²)	1	2	1	-	2	1	2	1	-	-	1	5	4	9	9	2	52	6	9	2	2
5 holidays	-	1	(²)	(²)	1	2	-	3	(²)	-	(²)	3	13	23	12	19	27	10	14	28	36	26
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	1	-	(²)	(²)	-	-	-	(²)	1	5	1	1
6 holidays	21	19	2	13	21	16	16	11	19	14	16	18	4	10	14	15	10	8	20	8	15	13
6 holidays plus 1 half day or more	2	5	(²)	1	3	2	(²)	4	2	-	-	1	-	1	-	(²)	1	1	1	2	1	1
7 holidays	11	7	5	19	8	8	14	21	15	13	19	24	10	27	5	12	25	6	11	15	6	20
7 holidays plus 1 half day or more	2	11	-	1	14	4	2	4	1	1	3	4	-	(²)	-	1	2	-	(²)	3	2	1
8 holidays	19	14	15	11	17	17	10	15	30	18	10	23	58	22	18	23	12	12	27	13	18	28
8 holidays plus 1 half day or more	1	-	2	3	4	2	3	10	2	7	4	2	-	-	2	10	-	(²)	(²)	-	3	-
9 holidays	31	36	27	23	23	36	41	16	16	28	40	14	7	8	28	3	1	(²)	12	7	3	5
9 holidays plus 1 half day or more	1	-	7	1	-	2	1	-	-	-	(²)	-	-	-	-	-	-	1	-	-	-	-
10 holidays	4	(²)	22	20	5	5	10	6	8	12	1	6	-	-	-	10	5	(²)	1	1	(²)	-
10 holidays plus 1 half day or more	-	-	5	1	(²)	-	-	(²)	-	(²)	-	(²)	-	-	-	-	-	-	-	-	-	-
11 holidays	6	1	6	2	1	1	1	-	2	1	2	1	-	-	-	-	(²)	-	-	-	1	-
11 holidays plus 1 half day or more	-	2	1	1	-	(²)	-	-	2	-	1	(²)	-	-	-	-	-	-	-	-	-	-
12 holidays	1	-	1	(²)	-	(²)	-	-	2	-	4	(²)	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	3	4	3	2	3	1	7	1	1	2	3	3	4	13	6	6	11	6	12	13	4
Office workers																						
Workers in establishments providing paid holidays	100	100	99	99	99	100	99	99	100	100	100	99	99	99	99	99	98	93	99	98	99	99
Less than 5 holidays	(²)	(²)	-	(²)	-	(²)	(²)	(²)	(²)	-	-	(²)	(²)	1	2	1	(²)	16	(²)	3	(²)	(²)
5 holidays	-	(²)	(²)	(²)	-	(²)	-	2	(²)	-	-	(²)	14	39	24	13	16	34	7	40	32	33
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	1	-	4	2	1	-	1	-	(²)	4	2	2	2
6 holidays	12	8	(²)	12	15	8	8	14	13	9	11	8	16	8	24	29	24	12	25	3	6	18
6 holidays plus 1 half day or more	1	6	(²)	2	(²)	1	1	12	2	-	1	(²)	-	3	9	3	(²)	(²)	3	10	3	1
7 holidays	7	2	1	11	4	5	4	12	5	5	11	25	8	19	5	17	40	16	13	9	10	20
7 holidays plus 1 half day or more	1	8	-	1	6	(²)	2	1	3	1	(²)	4	-	(²)	-	2	1	-	(²)	1	4	1
8 holidays	9	11	6	10	14	8	8	19	15	11	6	25	53	24	18	21	8	13	36	22	24	18
8 holidays plus 1 half day or more	8	4	2	2	2	2	5	13	6	10	5	-	1	-	2	5	-	1	4	-	-	2
9 holidays	31	45	16	22	8	38	53	14	28	43	39	15	5	3	17	2	(²)	1	10	3	15	1
9 holidays plus 1 half day or more	(²)	-	5	4	-	3	1	6	-	-	1	-	-	(²)	-	-	2	2	-	-	-	-
10 holidays	6	8	20	14	48	22	9	6	14	5	-	12	-	-	-	5	2	(²)	3	(²)	(²)	-
10 holidays plus 1 half day or more	-	-	6	1	1	5	(²)	-	-	3	-	(²)	-	-	-	-	-	-	-	-	-	-
11 holidays	21	6	34	17	(²)	4	9	-	9	(²)	19	3	-	-	-	2	(²)	-	-	-	2	1
11 holidays plus 1 half day or more	4	1	4	2	-	3	(²)	-	3	-	1	1	(²)	(²)	-	-	-	-	-	-	-	-
12 holidays	(²)	-	2	1	-	1	-	1	2	17	1	(²)	(²)	(²)	-	-	-	-	-	-	1	-
12 holidays plus 1 half day or more	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	(²)	(²)	1	-	(²)	(²)	-	-	(²)	(²)	(²)	1	(²)	2	7	(²)	2	(²)	(²)	1

See footnotes at end of table.

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

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1968 through June 1969)

Number of paid holidays	South—Continued					North Central													West				
	Miami ¹	New Orleans	Raleigh	San Antonio ¹	Akron	Chicago ¹	Cincinnati	Cleveland ¹	Columbus	Dayton	De-troit ¹	Green Bay	Indianapolis ¹	Kansas City	Omaha ¹	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ¹	San Bernardino—River-side—Ontario ¹	Seattle—Everett ¹
Plant workers																							
Workers in establishments providing paid holidays	88	86	92	85	98	98	98	99	96	98	99	97	93	98	87	99	98	98	100	92	98	91	98
Less than 5 holidays	14	5	17	5	1	-	1	(²)	2	3	(²)	1	2	1	1	1	4	(²)	1	-	3	2	7
5 holidays	8	4	22	36	-	-	1	(²)	1	1	-	-	(²)	-	1	(²)	2	-	1	-	1	(²)	1
5 holidays plus 1 half day or more	1	-	1	11	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	35	33	19	9	9	15	22	14	27	11	10	28	19	26	33	9	24	20	11	33	11	10	1
6 holidays plus 1 half day or more	2	2	3	6	-	4	4	3	1	4	2	10	2	2	2	1	-	3	-	-	(²)	-	-
7 holidays	8	10	13	2	13	21	16	20	13	9	16	3	16	20	7	26	17	16	4	27	13	19	27
7 holidays plus 1 half day or more	-	1	1	2	1	5	4	2	2	6	2	6	3	1	3	4	1	4	-	-	3	2	1
8 holidays	16	18	8	8	19	30	24	21	26	9	8	41	14	24	37	21	46	15	33	29	38	38	26
8 holidays plus 1 half day or more	2	3	2	4	-	3	-	7	-	2	1	3	1	1	-	3	1	1	-	-	3	-	1
9 holidays	2	4	5	1	40	14	15	15	20	24	10	5	15	11	4	12	-	9	46	1	12	14	2
9 holidays plus 1 half day or more	-	-	-	-	(²)	1	-	(²)	-	-	(²)	-	-	(²)	-	3	-	3	-	-	(²)	-	-
10 holidays	(²)	3	-	-	15	6	11	14	4	30	50	-	16	10	-	17	3	25	4	-	13	5	32
10 holidays plus 1 half day or more	-	-	-	-	-	(²)	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	(²)	1	-	-	-	(²)	1	(²)	-	(²)	-	(²)	-	-	1	-	-	2	-	-	(²)	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	1	-	2	-	-	-	-	(²)	-	(²)	-	4	1	-	3	1	-	-	-	(²)	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	12	14	8	15	2	2	2	1	4	2	(²)	3	7	2	13	1	2	2	-	8	2	9	2
Office workers																							
Workers in establishments providing paid holidays	99	99	99	96	99	99	99	99	99	99	100	100	99	99	99	99	99	100	100	99	99	99	99
Less than 5 holidays	3	(²)	2	2	-	(²)	-	-	-	(²)	(²)	(²)	-	-	(²)	-	1	(²)	(²)	-	(²)	1	-
5 holidays	7	2	8	19	-	-	(²)	(²)	1	(²)	-	-	-	-	(²)	-	-	-	-	-	(²)	(²)	(²)
5 holidays plus 1 half day or more	(²)	-	1	13	-	-	(²)	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	47	34	32	20	17	18	22	24	34	18	9	29	20	25	31	8	40	25	14	7	5	10	1
6 holidays plus 1 half day or more	3	8	1	23	(²)	5	9	5	4	3	5	29	14	2	6	2	4	-	1	1	1	-	-
7 holidays	10	7	21	5	11	13	8	16	17	9	6	5	18	16	12	14	16	6	7	14	10	11	31
7 holidays plus 1 half day or more	-	3	1	1	1	6	8	3	2	6	1	4	7	2	3	3	10	2	1	-	2	(²)	1
8 holidays	22	20	23	7	18	29	21	20	17	9	12	22	11	37	45	38	22	26	39	77	39	52	19
8 holidays plus 1 half day or more	3	7	1	6	(²)	5	3	2	-	5	2	7	2	1	-	3	2	4	-	-	11	2	4
9 holidays	2	5	2	1	41	11	20	16	22	27	16	4	11	10	1	14	-	8	38	(²)	12	16	2
9 holidays plus 1 half day or more	-	-	7	-	1	1	3	-	-	1	1	-	1	-	3	1	2	-	-	-	1	-	(²)
10 holidays	(²)	12	1	-	10	5	9	10	4	20	47	-	9	5	-	12	1	18	1	-	17	6	41
10 holidays plus 1 half day or more	-	-	-	-	-	(²)	-	(²)	-	-	-	-	4	-	-	-	-	-	-	-	1	-	-
11 holidays	(²)	1	-	-	-	6	(²)	(²)	-	1	(²)	-	(²)	1	(²)	-	5	5	-	-	1	-	-
11 holidays plus 1 half day or more	-	(²)	-	-	-	1	-	(²)	-	-	-	-	-	(²)	-	-	-	-	-	-	(²)	-	-
12 holidays	-	-	-	(²)	-	1	-	(²)	1	-	1	-	4	(²)	-	2	1	-	-	-	(²)	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	1	1	1	4	(²)	(²)	(²)	(²)	(²)	(²)	-	-	(²)	(²)	1	(²)	1	-	-	1	1	(²)	-

¹ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.² Less than 0.5 percent.

Table B-6. Paid Holidays—Manufacturing

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1968 through June 1969)

Number of paid holidays	Northeast											South										
	Albany-Schenectady-Troy	Binghamton	Boston	Buffalo	Manchester	Providence-Pawtucket-Warwick	Rochester	Scranton	Syracuse	Trenton	Utica-Rome	Baltimore	Beaumont-Port Arthur-Orange	Birmingham	Chattanooga	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock
Plant workers																						
Workers in establishments providing paid holidays	100	97	100	99	100	98	100	92	100	100	100	99	100	100	88	99	100	87	98	97	95	100
Less than 5 holidays	-	-	-	-	-	1	-	2	-	-	-	-	3	4	11	7	1	57	1	15	-	1
5 holidays	-	-	(1)	1	1	3	-	4	-	-	-	4	7	13	4	11	18	5	7	12	36	22
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	(1)	2	15	-
6 holidays	10	13	1	2	22	17	4	3	6	6	11	7	1	9	15	11	10	8	11	10	18	11
6 holidays plus 1 half day or more	2	5	(1)	(1)	-	2	(1)	5	2	-	-	-	1	-	1	1	1	1	1	3	-	-
7 holidays	9	2	4	18	7	10	12	25	15	13	20	30	11	38	4	16	37	5	14	26	4	23
7 holidays plus 1 half day or more	3	14	-	1	19	6	1	5	2	2	3	6	-	-	-	3	-	-	7	-	-	-
8 holidays	22	16	14	11	20	20	11	11	39	19	10	20	68	22	19	27	7	11	38	9	18	35
8 holidays plus 1 half day or more	1	-	4	4	5	2	4	13	3	9	5	3	-	-	4	15	-	-	-	-	-	-
9 holidays	45	47	30	32	25	31	54	17	22	32	49	21	9	13	34	6	2	-	26	12	5	8
9 holidays plus 1 half day or more	2	-	12	2	-	2	2	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-
10 holidays	5	-	16	26	-	3	11	7	10	16	1	6	-	-	18	7	-	1	-	-	-	-
10 holidays plus 1 half day or more	-	-	10	2	-	-	-	(1)	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	5	-	2	-	1	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
12 holidays	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	3	-	1	-	2	-	8	-	-	-	(1)	-	-	12	1	-	13	2	3	5	-
Office workers																						
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	99	100	100	100	100	100	100	99	100	98	86	99	100	100	100
Less than 5 holidays	-	-	-	-	-	-	-	(1)	-	-	-	-	(1)	1	3	2	(1)	24	2	14	-	1
5 holidays	-	-	(1)	(1)	-	1	-	2	-	-	-	1	11	15	11	7	8	27	2	11	28	18
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	(1)	5	6
6 holidays	7	6	(1)	3	27	13	1	3	5	3	7	7	1	9	19	13	11	9	12	9	23	10
6 holidays plus 1 half day or more	1	8	1	2	-	-	(1)	1	3	-	1	(1)	-	1	-	(1)	1	1	3	2	9	-
7 holidays	7	1	2	15	8	8	3	19	6	6	13	24	13	35	4	16	59	11	12	21	13	33
7 holidays plus 1 half day or more	2	10	-	1	15	(1)	2	2	5	2	1	7	-	-	-	1	2	-	7	-	-	-
8 holidays	12	12	5	12	24	13	9	13	20	10	9	29	66	28	29	9	3	14	44	12	9	34
8 holidays plus 1 half day or more	17	2	2	5	7	4	6	23	1	10	4	2	-	-	9	9	-	-	-	-	-	-
9 holidays	52	61	24	38	16	49	72	21	48	55	64	23	9	10	34	5	1	-	25	19	13	4
9 holidays plus 1 half day or more	1	-	14	1	-	6	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	1	-	12	20	2	4	5	2	12	8	-	3	-	-	17	3	-	(1)	-	-	-	-
10 holidays plus 1 half day or more	-	-	14	3	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	22	-	1	1	(1)	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	2	(1)	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
12 holidays	(1)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	1	-	2	14	(1)	-	-	-

See footnotes at end of table.

Table B-6. Paid Holidays—Manufacturing—Continued

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1968 through June 1969)

Number of paid holidays	South—Continued				North Central															West			
	Miami	New Orleans	Raleigh	San Antonio	Akron	Chicago	Cincinnati	Cleveland	Columbus	Dayton	Detroit	Green Bay	Indianapolis	Kansas City	Omaha	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	San Bernardino—River—side—Ontario	Seattle—Everett
Plant workers																							
Workers in establishments providing paid holidays	92	88	92	91	100	100	99	99	99	100	100	100	99	100	95	100	100	100	100	100	100	98	100
Less than 5 holidays	3	-	28	6	-	-	(¹)	-	(¹)	-	-	1	-	-	-	-	4	(¹)	-	-	-	(¹)	-
5 holidays	12	2	6	46	-	-	-	-	(¹)	-	-	-	(¹)	-	2	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	4	-	-	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	47	37	24	11	3	5	12	3	13	6	3	14	8	10	19	2	8	7	2	46	6	7	1
6 holidays plus 1 half day or more	5	1	2	3	-	5	4	4	(¹)	4	2	12	1	4	3	1	-	1	-	11	-	-	-
7 holidays	8	11	12	2	8	17	15	17	10	3	5	1	9	21	6	20	10	16	2	18	9	32	15
7 holidays plus 1 half day or more	-	-	-	4	1	7	5	3	4	7	1	10	4	2	4	6	1	5	-	-	5	3	1
8 holidays	5	16	6	7	11	33	28	20	32	9	5	54	18	23	51	18	75	13	35	26	31	20	25
8 holidays plus 1 half day or more	5	1	3	2	-	3	-	10	-	1	-	-	1	2	-	4	-	1	-	-	4	-	1
9 holidays	6	9	10	3	55	21	19	21	33	31	12	7	25	20	7	17	-	14	56	-	18	27	3
9 holidays plus 1 half day or more	-	-	-	-	-	1	-	(¹)	-	-	(¹)	-	-	(¹)	-	2	-	4	-	-	1	-	-
10 holidays	-	6	-	-	21	7	15	21	6	39	71	-	27	16	-	26	-	35	5	-	24	9	52
10 holidays plus 1 half day or more	-	-	-	-	-	(¹)	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	2	-	-	-	(¹)	1	(¹)	-	-	1	-	-	-	2	-	-	4	-	-	(¹)	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	3	-	5	-	-	-	-	-	-	(¹)	-	6	2	-	4	1	-	-	-	1	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	8	12	8	9	-	-	(¹)	1	1	-	-	-	(¹)	-	5	-	-	-	-	-	-	2	-
Office workers																							
Workers in establishments providing paid holidays	99	99	100	99	100	100	99	100	100	100	100	100	100	100	99	100	100	100	100	100	100	99	100
Less than 5 holidays	1	-	4	3	-	-	-	-	-	-	-	(¹)	(¹)	-	-	-	(¹)	-	-	-	-	3	-
5 holidays	8	(¹)	17	38	-	-	-	-	(¹)	-	-	-	(¹)	-	(¹)	-	-	-	-	-	(¹)	-	(¹)
5 holidays plus 1 half day or more	-	-	-	13	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	57	28	25	5	3	7	11	6	16	5	3	20	6	12	26	3	26	6	5	11	2	8	1
6 holidays plus 1 half day or more	6	2	(¹)	1	(¹)	4	4	5	1	2	1	21	3	4	3	1	-	3	-	3	1	-	-
7 holidays	10	5	23	2	6	15	7	12	13	3	2	1	16	20	9	14	17	7	4	6	5	25	5
7 holidays plus 1 half day or more	-	2	-	4	2	10	6	3	4	9	1	11	3	2	6	7	3	3	1	-	3	1	1
8 holidays	6	14	14	11	16	31	21	26	23	7	3	38	13	21	46	15	54	32	35	79	28	21	9
8 holidays plus 1 half day or more	6	1	6	11	-	5	1	2	-	1	1	-	1	4	-	7	-	3	-	-	3	-	1
9 holidays	6	5	11	9	59	22	33	24	39	41	9	10	26	26	7	27	-	13	53	-	18	27	3
9 holidays plus 1 half day or more	-	-	-	-	-	1	1	4	-	1	-	-	-	3	-	1	-	3	-	-	(¹)	-	-
10 holidays	-	38	-	-	14	5	14	17	3	32	77	-	22	7	-	22	-	23	1	-	38	14	80
10 holidays plus 1 half day or more	-	-	-	-	-	(¹)	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	2	-	-	-	-	(¹)	(¹)	-	-	1	-	-	-	1	-	-	7	-	-	(¹)	-	-
11 holidays plus 1 half day or more	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	-	-	2	-	-	-	-	-	-	(¹)	-	10	1	-	4	-	-	-	-	(¹)	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	(¹)	1	-	1	-	-	(¹)	-	-	-	-	-	-	-	1	-	-	-	-	-	-	(¹)	-

¹ Less than 0.5 percent.

Table B-7. Paid Holidays—Public Utilities¹

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1968 through June 1969)

Number of paid holidays	Northeast											South										Little Rock-North Little Rock
	Albany-Schenectady-Troy	Binghamton ²	Boston ²	Buffalo	Manchester	Providence-Pawtucket-Warwick	Rochester	Scranton	Syracuse	Trenton	Utica-Rome ²	Baltimore	Beaumont-Port Arthur-Orange	Birmingham ²	Chattanooga ²	Dallas ²	Fort Worth	Greenville	Houston	Jackson	Jacksonville ²	
Plant workers																						
Workers in establishments providing paid holidays	100	100	100	94	100	95	95	100	100	100	100	99	92	100	96	92	100	95	95	100	94	
Less than 5 holidays	-	-	1	-	-	-	-	6	-	-	-	-	-	12	11	6	-	8	3	8	8	6
5 holidays	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	(³)	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	3	6	-	-	7	-	5	-	13	-	7	-	4	9	14	10	7	11	-	15	2	
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	-	-	-	6	-	-	-
7 holidays	9	25	2	29	-	-	15	2	17	-	4	14	16	10	33	18	4	39	14	10	2	39
7 holidays plus 1 half day or more	-	(³)	-	-	-	-	-	-	-	-	-	-	-	4	-	6	-	2	-	-	-	-
8 holidays	27	13	23	24	-	6	32	68	22	19	34	60	83	59	44	51	77	39	62	71	68	46
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays	4	-	15	-	39	20	-	14	5	30	-	-	-	-	3	-	-	-	2	-	4	-
9 holidays plus 1 half day or more	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	-	7	40	-	51	48	38	11	5	-	-	23	-	-	-	-	-	(³)	-	-	-	-
10 holidays plus 1 half day or more	-	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	57	20	16	28	-	16	-	-	19	-	24	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	28	-	12	-	5	6	-	20	-	26	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	-	-	1	-	-	-	-	-	51	-	3	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	6	-	5	5	-	-	-	-	-	1	8	-	4	8	-	5	5	-	6
Office workers																						
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99
Less than 5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	3	16	9	7	2	10	-	4	(³)
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	1	-	-	1
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	12	3	-	11	1	-	6	7	9	3	37	-	-	2	14	9	29	1	8	-	8	11
6 holidays plus 1 half day or more	-	-	-	(³)	-	-	10	1	-	-	-	-	-	10	2	6	-	-	-	13	-	-
7 holidays	2	12	1	13	-	-	7	1	4	-	24	4	7	10	29	22	12	47	12	3	7	53
7 holidays plus 1 half day or more	-	14	-	2	-	-	-	-	-	-	-	-	-	-	-	12	-	2	-	-	-	-
8 holidays	19	7	10	20	-	-	8	47	13	4	7	54	90	67	43	44	56	35	76	80	81	33
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
9 holidays	4	-	6	-	9	14	-	9	-	65	-	-	-	-	4	-	-	-	-	1	-	-
9 holidays plus 1 half day or more	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(³)	-	-	-
10 holidays	-	7	52	2	88	55	68	36	7	-	-	41	-	-	-	-	-	-	-	-	-	-
10 holidays plus 1 half day or more	-	-	1	-	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	61	41	22	39	-	18	-	-	36	-	10	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	16	-	13	-	4	(³)	-	30	-	19	-	-	-	-	-	-	-	-	-	-	-
12 holidays	1	-	7	1	-	-	(³)	-	-	27	-	(³)	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1

See footnotes at end of table.

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

(Percent distribution of plant and office workers by number of paid holidays provided annually, July 1968 through June 1969)

Number of paid holidays	South—Continued				North Central														West				
	Miami ²	New Orleans	Raleigh	San Antonio ²	Akron	Chicago ²	Cincinnati	Cleveland ²	Columbus	Dayton	De-troit ²	Green Bay	Indianapolis ²	Kansas City	Omaha ²	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ²	San Bernardino-Riverside-Ontario ²	Seattle- Everett ²
Plant workers																							
Workers in establishments providing paid holidays	100	100	100	100	100	100	97	99	100	95	100	100	96	100	92	99	100	100	100	100	97	100	100
Less than 5 holidays	-	5	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
5 holidays	-	-	7	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	7	4	12	9	2	6	10	2	20	7	3	28	6	14	7	1	3	10	10	4	2	-	-
6 holidays plus 1 half day or more	-	(³)	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
7 holidays	25	11	50	9	42	24	27	54	35	16	20	8	47	12	14	25	63	18	27	11	2	-	33
7 holidays plus 1 half day or more	-	2	5	-	-	1	1	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-	-
8 holidays	66	62	18	35	50	52	41	27	38	39	54	39	27	62	72	52	5	48	63	85	80	98	61
8 holidays plus 1 half day or more	-	15	-	37	-	1	-	-	-	32	3	26	5	-	-	-	10	-	-	-	-	-	(³)
9 holidays	-	1	-	2	6	3	19	16	-	1	19	-	1	-	-	3	-	3	-	-	8	1	5
9 holidays plus 1 half day or more	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	18	-	-	-	-	-	-	-
10 holidays	2	(³)	-	-	-	13	-	-	7	-	-	-	-	11	-	-	19	21	-	-	3	-	-
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	3	1	-	5	-	-	4	-	8	(³)	-	-	-	-	3	-	-
Office workers																							
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	99	100	100	100	100	99	100	100	100	100	100	100	100	100	100	100
Less than 5 holidays	-	-	(³)	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	6	1	13	20	4	5	5	7	11	10	4	19	2	7	5	2	32	8	13	1	(³)	1	-
6 holidays plus 1 half day or more	-	17	2	-	2	-	3	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-
7 holidays	22	5	61	3	27	10	10	40	37	4	6	9	53	7	2	14	32	8	30	7	2	-	51
7 holidays plus 1 half day or more	-	7	6	-	3	1	-	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-
8 holidays	71	49	17	22	60	62	60	30	34	34	67	33	13	73	93	65	5	55	57	92	84	98	40
8 holidays plus 1 half day or more	(³)	17	-	51	-	(³)	-	-	-	51	4	40	11	-	-	-	9	22	-	-	-	-	1
9 holidays	-	(³)	-	1	4	2	22	22	-	(³)	19	-	1	-	-	2	-	1	-	-	11	(³)	6
9 holidays plus 1 half day or more	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	18	-	-	-	-	1	-	-
10 holidays	1	4	-	-	15	-	-	-	18	-	-	-	-	13	-	-	6	-	-	-	1	-	1
10 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	(³)	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-

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

Table B-8. Paid Vacations¹—All Industries

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1968 through June 1969)

Amount of vacation pay ² and service period	Northeast											South										
	Albany- Schenec- tady- Troy	Bing- hamton ³	Bos- ton ³	Buffalo	Man- chester	Provi- dence- Paw- tucket- Warwick	Roch- ester	Scrant- on	Syra- cuse	Tren- ton	Utica- Rome ³	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham ³	Chatta- nooga ³	Dallas ³	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville ³	Little Rock- North Little Rock
	Plant workers																					
2 weeks or more.....	99	95	99	98	97	94	98	92	98	99	94	93	95	91	86	91	97	89	94	77	88	98
1 year.....	24	47	39	18	19	20	44	35	20	24	16	15	57	11	13	18	46	9	33	16	17	11
3 years.....	87	88	84	79	38	61	85	66	76	67	53	75	82	76	54	80	83	29	90	65	75	61
5 years.....	99	95	99	98	96	93	96	89	97	95	94	92	95	91	83	90	95	89	93	77	88	97
3 weeks or more.....	87	80	90	94	66	71	90	73	88	85	84	86	84	74	66	69	65	31	72	46	59	63
5 years.....	10	33	16	17	11	18	11	20	7	16	8	6	49	8	13	13	3	5	16	2	3	2
10 years.....	73	73	74	70	50	47	72	50	71	59	66	69	67	56	45	55	50	21	56	28	52	49
15 years.....	86	80	89	93	66	71	88	70	88	85	84	86	83	73	62	67	65	31	71	46	59	61
20 years.....	87	80	90	93	66	71	90	73	88	85	84	86	84	74	65	68	65	31	72	46	59	63
4 weeks or more.....	74	70	66	67	29	42	68	27	69	60	73	61	69	58	43	49	29	21	50	22	35	49
10 years.....	4	(⁴)	10	8	3	5	1	1	3	5	4	2	48	4	7	1	1	5	9	(⁴)	1	(⁴)
15 years.....	16	35	25	21	7	21	13	4	11	12	23	7	48	7	16	29	15	7	16	4	8	5
20 years.....	67	63	60	51	27	39	60	19	59	52	58	41	60	34	37	46	27	14	45	20	30	35
25 years.....	74	67	65	67	29	42	68	27	69	60	73	61	69	58	43	49	29	21	50	22	35	49
5 weeks or more.....	19	34	9	22	-	7	10	(⁴)	10	8	15	11	48	16	3	3	6	7	13	8	8	(⁴)
15 years.....	1	-	1	(⁴)	-	1	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-
20 years.....	4	(⁴)	3	9	-	1	5	-	3	2	4	2	47	2	1	2	3	5	8	2	1	(⁴)
25 years.....	18	34	7	19	-	7	9	-	9	6	9	10	48	15	3	3	6	7	13	6	7	(⁴)
30 years.....	19	34	7	21	-	7	10	(⁴)	9	8	15	11	48	16	3	3	6	7	13	8	8	(⁴)
6 weeks or more.....	4	-	2	7	-	4	1	-	-	-	4	(⁴)	5	1	-	-	-	1	2	-	1	-
20 years.....	1	-	-	-	-	1	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-
25 years.....	2	-	1	1	-	1	1	-	-	-	1	(⁴)	-	1	-	-	-	-	-	-	-	-
30 years.....	4	-	1	6	-	4	1	-	-	-	1	(⁴)	-	1	-	-	-	1	2	-	1	-
	Office workers																					
2 weeks or more.....	99	99	99	99	100	99	99	99	99	99	99	99	99	98	99	99	99	96	99	95	99	99
1 year.....	87	80	92	80	77	73	85	68	86	88	86	75	71	65	70	71	78	63	74	71	66	70
3 years.....	99	99	99	97	90	91	99	93	99	96	95	98	91	95	94	96	94	92	99	95	98	95
5 years.....	99	99	99	99	99	99	99	98	99	97	99	99	99	98	98	99	99	96	99	95	99	98
3 weeks or more.....	95	93	97	97	74	85	94	90	96	94	88	94	86	74	79	83	74	55	86	81	83	67
5 years.....	21	35	37	20	7	15	14	26	9	29	8	12	37	5	12	13	3	6	21	14	5	5
10 years.....	83	83	88	85	68	60	83	68	73	69	62	81	74	48	59	62	63	37	70	45	70	42
15 years.....	95	93	97	96	74	85	93	88	92	94	88	93	85	72	78	81	72	55	84	81	79	57
20 years.....	95	93	97	96	74	85	94	90	96	94	88	94	86	73	78	83	72	55	86	81	80	67
4 weeks or more.....	83	83	83	87	35	57	83	61	80	80	72	74	74	55	51	58	28	37	64	51	57	43
10 years.....	6	(⁴)	7	8	(⁴)	5	1	1	2	21	2	4	32	1	6	2	(⁴)	4	16	1	1	2
15 years.....	20	37	23	21	3	19	15	11	11	31	11	11	35	6	15	15	10	6	21	3	11	5
20 years.....	76	74	75	69	28	47	72	40	62	65	68	58	69	39	30	51	24	29	57	32	52	35
25 years.....	83	82	83	87	35	57	83	61	77	80	72	73	74	44	51	58	28	37	63	51	57	43
5 weeks or more.....	15	33	17	18	11	8	14	5	10	9	7	11	36	10	5	3	3	8	23	12	21	3
15 years.....	(⁴)	-	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-
20 years.....	1	(⁴)	1	7	-	2	10	-	2	4	2	4	31	1	2	2	1	4	15	2	2	2
25 years.....	14	33	13	13	11	6	14	-	7	8	3	9	36	8	4	3	3	8	20	11	8	3
30 years.....	15	33	15	15	11	7	14	4	7	9	7	10	36	9	5	3	3	8	23	11	21	3
6 weeks or more.....	1	-	2	6	-	2	(⁴)	1	3	1	2	1	3	1	1	-	-	1	4	-	12	2
20 years.....	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25 years.....	-	-	(⁴)	1	-	(⁴)	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-
30 years.....	1	-	(⁴)	5	-	1	-	-	(⁴)	1	-	1	-	-	-	-	-	1	2	-	-	2

See footnotes at end of table.

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

(Percent distribution of plant and office workers by amount of vacation pay after length-of-service periods, July 1968 through June 1969)

Amount of vacation pay ² and service period	South—Continued				North Central														West				
	Miami ³	New Orleans	Raleigh	San Antonio ³	Akron	Chicago ³	Cincinnati	Cleveland ³	Columbus	Dayton	Detroit ³	Green Bay	Indianapolis ³	Kansas City	Omaha ³	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ³	San Bernardino—Riverside—Ontario ³	Seattle—Everett ³
Plant workers																							
2 weeks or more	91	91	81	81	99	99	99	99	95	99	99	96	98	99	97	99	100	99	100	98	99	95	99
1 year	31	30	17	17	33	26	25	16	21	8	13	14	15	28	10	18	13	18	5	24	36	16	45
3 years	83	70	60	60	78	92	80	69	69	59	50	75	61	85	91	82	95	62	93	95	93	97	
5 years	90	90	79	76	98	99	99	98	88	99	99	96	96	99	96	98	99	93	100	98	99	95	99
3 weeks or more	57	61	39	48	93	97	90	93	83	89	97	91	86	87	75	96	87	94	93	73	92	86	96
5 years	12	12	2	9	31	10	14	17	4	9	12	1	8	13	5	9	3	15	3	6	25	18	6
10 years	53	44	24	29	75	79	69	64	62	50	44	72	57	65	60	72	78	60	77	59	84	74	85
15 years	56	60	39	43	91	96	90	93	77	88	96	91	85	86	73	96	86	94	93	73	92	84	96
20 years	56	61	39	46	92	97	90	93	83	88	97	91	86	87	75	96	87	94	93	73	92	86	96
4 weeks or more	32	37	29	23	76	78	63	67	62	50	39	79	56	59	53	71	66	60	82	33	54	61	34
10 years	3	6	2	3	3	4	7	4	2	1	6	-	1	5	1	5	1	4	(⁴)	-	4	5	3
15 years	17	12	3	9	40	17	16	18	9	10	18	34	9	23	11	23	39	15	18	4	17	7	16
20 years	30	33	22	21	71	66	57	53	56	44	34	71	52	50	46	61	62	47	72	32	48	43	26
25 years	32	37	29	23	76	78	63	67	62	50	39	79	56	59	53	71	66	60	82	33	54	61	34
5 weeks or more	1	11	2	8	43	12	15	11	6	6	6	28	6	12	11	23	38	9	18	-	10	5	6
15 years	-	1	-	2	-	(⁴)	(⁴)	(⁴)	-	-	(⁴)	-	-	-	1	2	-	-	-	-	(⁴)	1	1
20 years	(⁴)	6	2	2	9	2	5	3	2	1	1	7	1	7	7	9	-	4	16	-	5	3	3
25 years	1	11	2	8	42	11	12	9	6	6	5	28	3	11	11	22	38	8	18	-	10	5	6
30 years	1	11	2	8	43	11	15	11	6	6	6	28	6	11	11	23	38	9	18	-	10	5	6
6 weeks or more	-	1	2	2	24	2	4	2	2	3	1	7	3	5	1	3	-	2	-	-	2	1	(⁴)
20 years	-	1	2	2	-	(⁴)	(⁴)	(⁴)	-	-	(⁴)	-	-	-	2	-	2	-	-	-	-	1	-
25 years	-	1	2	2	(⁴)	1	(⁴)	(⁴)	-	-	1	-	1	1	1	3	-	-	-	-	-	1	(⁴)
30 years	-	1	2	2	24	2	1	1	1	3	1	7	3	1	1	3	-	1	-	-	2	1	(⁴)
Office workers																							
2 weeks or more	99	99	97	94	99	99	99	99	99	99	99	99	99	100	99	99	100	99	100	99	99	99	99
1 year	68	71	67	57	82	78	81	79	70	72	85	73	73	72	56	71	53	68	52	68	76	64	83
3 years	98	96	95	90	99	99	99	99	93	97	99	96	98	99	99	99	97	92	99	98	99	99	99
5 years	99	99	97	93	99	99	99	99	94	99	99	99	99	99	99	99	99	92	100	99	99	99	99
3 weeks or more	77	76	74	60	98	96	93	93	90	94	97	97	94	92	88	96	83	96	93	94	95	92	98
5 years	16	14	1	6	43	15	12	16	7	30	49	2	21	18	10	16	6	13	38	2	17	10	8
10 years	69	56	59	26	88	87	74	75	59	79	92	77	76	74	71	81	70	79	74	69	92	82	93
15 years	77	69	74	58	98	96	93	93	84	92	97	97	93	92	86	96	83	95	93	94	94	92	98
20 years	77	74	74	59	98	96	93	93	90	92	97	97	93	92	88	96	83	96	93	94	94	92	98
4 weeks or more	46	49	54	42	87	77	78	69	62	83	83	78	73	66	69	77	55	83	79	61	68	78	84
10 years	2	2	1	1	3	5	10	4	2	2	15	-	5	8	4	9	1	8	32	-	4	1	1
15 years	20	10	3	4	53	20	22	17	9	37	49	21	16	23	9	24	24	17	50	2	13	7	11
20 years	43	45	43	41	82	65	66	62	52	74	73	67	55	51	60	66	53	70	69	60	55	54	72
25 years	46	49	54	42	87	77	78	69	61	83	82	78	73	66	68	77	55	83	75	61	68	76	82
5 weeks or more	2	10	2	6	49	16	23	14	7	11	10	11	8	18	13	18	21	13	50	-	11	8	2
15 years	-	1	-	(⁴)	-	(⁴)	(⁴)	-	-	-	(⁴)	-	-	1	(⁴)	2	-	-	-	-	-	(⁴)	(⁴)
20 years	(⁴)	2	1	1	3	5	10	4	1	2	2	1	2	9	6	8	-	4	18	-	4	1	1
25 years	1	10	1	6	49	15	20	10	7	11	8	11	5	15	13	18	15	10	50	-	10	7	2
30 years	2	10	2	6	49	16	23	14	7	11	10	11	8	18	13	18	21	13	50	-	11	8	2
6 weeks or more	1	1	1	(⁴)	15	2	3	2	1	4	1	-	2	1	(⁴)	5	1	2	1	-	2	1	(⁴)
20 years	-	1	-	(⁴)	-	(⁴)	-	(⁴)	-	-	(⁴)	-	-	-	-	2	-	-	-	-	-	(⁴)	-
25 years	-	1	-	(⁴)	1	(⁴)	1	-	-	-	(⁴)	-	-	-	(⁴)	2	-	-	-	-	(⁴)	(⁴)	(⁴)
30 years	-	1	-	(⁴)	15	2	(⁴)	1	1	3	1	-	2	-	(⁴)	5	-	1	1	-	2	(⁴)	(⁴)

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

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

⁴ Less than 0.5 percent.

Table B-9. Paid Vacations¹—Manufacturing

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1968 through June 1969)

Amount of vacation pay ² and service period	Northeast											South										
	Albany- Schenec- tady- Troy	Bing- hamton	Bos- ton	Buffalo	Man- chester	Provi- dence- Paw- tucket- Warwick	Roch- ester	Scran- ton	Syrac- use	Tren- ton	Utica- Rome	Balti- more	Beau- mont- Fort Arthur- Orange	Birming- ham	Chatta- nooga	Dallas	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville	Little Rock- North Little Rock
	Plant workers																					
2 weeks or more	100	97	100	100	99	93	99	90	100	100	97	96	97	94	85	95	97	90	95	82	91	97
1 year	15	52	30	14	12	14	50	35	14	16	13	12	69	7	14	13	50	7	38	6	8	5
3 years	84	89	75	74	26	53	86	62	69	56	48	71	82	75	51	84	78	20	87	60	65	43
5 years	100	97	100	100	97	92	97	89	99	95	97	95	97	93	83	95	96	90	93	82	91	96
3 weeks or more	91	91	96	99	64	70	96	71	96	88	87	91	92	82	69	82	76	26	87	53	52	66
5 years	11	43	11	14	9	18	11	19	8	7	9	7	65	8	15	20	4	6	30	-	1	3
10 years	77	82	68	69	45	42	75	45	76	54	67	70	74	62	47	60	55	18	67	31	48	52
15 years	90	91	95	99	64	70	94	68	96	88	87	91	91	81	65	80	75	26	87	53	52	63
20 years	91	91	96	99	64	70	96	70	96	88	87	91	92	82	69	82	76	26	87	53	52	66
4 weeks or more	75	79	73	72	20	37	76	22	81	60	76	65	79	69	46	55	26	18	59	17	29	52
10 years	5	-	6	10	-	1	1	1	4	1	5	2	63	6	9	2	6	19	-	2	2	(³)
15 years	16	39	17	21	3	15	11	2	9	10	24	6	63	7	19	41	21	7	25	2	9	4
20 years	70	70	62	52	18	33	65	14	67	49	59	36	67	34	39	52	22	11	52	14	19	31
25 years	75	76	72	72	20	37	76	22	81	60	76	65	79	69	46	55	26	18	59	17	29	52
5 weeks or more	17	38	12	25	-	6	12	(³)	9	9	14	7	62	18	4	4	4	7	21	5	9	(³)
15 years	1	-	1	-	-	1	1	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-
20 years	6	-	4	12	-	1	6	-	4	3	5	2	62	3	2	3	3	6	17	2	-	(³)
25 years	15	38	10	22	-	6	10	-	9	6	7	7	62	18	4	4	4	7	21	2	9	(³)
30 years	17	38	10	25	-	6	12	(³)	9	9	14	7	62	18	4	4	4	7	21	5	9	(³)
6 weeks or more	7	-	3	10	-	5	2	-	-	-	5	(³)	6	2	-	-	-	2	4	-	2	-
20 years	1	-	-	-	-	1	1	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-
25 years	3	-	1	1	-	1	1	-	-	-	1	(³)	-	2	-	-	-	-	-	-	-	-
30 years	7	-	3	8	-	5	1	-	-	-	1	(³)	-	2	-	-	-	2	4	-	2	-
	Office workers																					
2 weeks or more	99	100	99	100	100	99	100	98	100	100	99	99	100	97	98	99	99	94	99	97	99	99
1 year	92	83	92	87	72	65	90	80	96	91	87	78	81	73	75	64	87	60	74	46	66	73
3 years	98	99	98	98	81	85	99	95	99	97	94	97	87	88	94	96	94	87	98	92	95	90
5 years	99	100	99	100	99	99	99	98	99	99	99	99	100	97	98	99	99	94	99	97	99	99
3 weeks or more	98	97	98	99	47	78	99	88	98	98	93	95	90	79	73	90	84	47	91	65	70	75
5 years	27	47	10	23	13	15	17	30	11	40	12	13	60	9	24	21	5	7	28	-	17	19
10 years	94	88	83	89	39	54	89	60	85	82	86	86	73	68	62	72	80	32	77	43	65	61
15 years	98	97	98	99	47	78	99	88	97	98	93	95	89	79	73	89	84	47	91	65	70	71
20 years	98	97	98	99	47	78	99	88	98	98	93	95	90	79	73	90	84	47	91	65	70	75
4 weeks or more	89	86	84	91	27	51	94	55	92	89	91	83	79	68	50	64	18	25	69	32	44	50
10 years	2	-	3	13	-	2	-	3	3	34	3	4	60	3	11	4	1	6	15	-	-	9
15 years	25	49	13	28	6	22	18	10	8	47	14	10	61	18	29	25	15	9	20	3	10	15
20 years	89	81	77	82	25	50	85	30	76	80	88	77	71	65	46	62	18	17	66	31	32	41
25 years	89	85	83	91	27	51	94	55	92	89	91	81	79	68	50	64	18	25	66	32	44	50
5 weeks or more	14	45	7	21	-	5	19	6	6	11	9	8	60	13	7	5	2	9	20	6	8	13
15 years	1	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 years	1	-	1	12	-	1	14	-	3	7	3	3	59	2	4	4	2	6	14	3	-	9
25 years	13	45	5	19	-	5	19	-	6	10	3	7	60	13	7	5	2	9	17	3	8	13
30 years	14	45	6	21	-	5	19	6	6	11	9	8	60	13	7	5	2	9	20	6	8	13
6 weeks or more	1	-	1	10	-	3	-	-	1	2	3	1	6	-	3	-	-	2	3	-	-	9
20 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25 years	-	-	(³)	1	-	(³)	-	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-
30 years	1	-	1	8	-	3	-	-	1	2	-	1	-	-	-	-	-	2	3	-	-	9

See footnotes at end of table.

Table B-9. Paid Vacations¹—Manufacturing—Continued

(Percent distribution of plant and office workers by amount of vacation pay after specified length-of-service periods, July 1968 through June 1969)

Amount of vacation pay ² and service period	South—Continued				North Central														West				
	Miami	New Orleans	Raleigh	San Antonio	Akron	Chicago	Cincinnati	Cleveland	Columbus	Dayton	Detroit	Green Bay	Indianapolis	Kansas City	Omaha	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	San Bernardino—River-side—Ontario	Seattle—Everett
Plant workers																							
2 weeks or more	87	93	73	89	100	100	99	99	98	100	100	100	99	100	98	99	100	100	100	100	100	99	100
1 year	28	26	12	18	42	20	22	15	11	4	10	3	12	21	10	20	11	20	4	24	42	26	62
3 years	65	54	40	60	78	90	76	57	56	48	31	68	46	75	94	77	98	45	93	94	87	97	97
5 years	85	93	69	83	99	99	99	97	87	100	100	98	99	98	99	99	99	91	100	100	99	99	100
3 weeks or more	47	75	35	47	97	98	92	95	95	97	98	93	95	90	87	98	97	96	99	70	92	90	99
5 years	12	21	3	9	37	11	17	10	7	11	8	2	7	12	7	11	-	19	4	14	15	12	6
10 years	40	42	22	19	75	80	68	54	62	47	28	70	53	59	68	67	88	52	81	51	81	85	91
15 years	46	73	35	42	94	97	92	95	85	96	97	93	94	89	87	98	97	95	99	70	92	90	99
20 years	46	75	35	45	97	98	92	95	95	96	98	93	94	90	87	98	97	96	99	70	92	90	99
4 weeks or more	10	40	26	19	79	81	62	67	63	51	24	91	56	55	66	73	65	55	90	15	60	75	22
10 years	3	17	3	5	3	5	9	4	2	1	2	-	2	8	2	7	-	5	-	-	5	7	3
15 years	6	20	3	5	52	16	17	16	11	11	11	46	8	22	17	22	62	19	22	-	17	7	11
20 years	10	35	17	13	72	62	55	51	53	43	17	78	51	43	55	58	62	40	77	10	53	48	11
25 years	10	40	26	19	79	81	62	67	63	51	24	91	56	55	66	73	65	55	90	15	60	75	22
5 weeks or more	-	18	3	5	52	14	18	9	7	7	4	43	6	19	17	23	62	9	20	-	12	4	8
15 years	-	3	-	5	-	(³)	1	(³)	-	-	(³)	-	-	-	2	3	-	-	-	-	-	-	1
20 years	-	15	3	5	12	2	7	3	4	1	2	11	1	13	14	13	-	6	19	-	8	4	3
25 years	-	18	3	5	52	13	14	8	7	7	4	43	4	19	17	23	62	7	20	-	12	4	8
30 years	-	18	3	5	52	14	18	9	7	7	4	43	6	19	17	23	62	9	20	-	12	4	8
6 weeks or more	-	3	3	5	33	3	6	2	3	3	1	11	5	10	2	4	-	2	-	-	3	-	(³)
20 years	-	3	3	5	-	(³)	1	(³)	-	-	(³)	-	-	-	-	3	-	-	-	-	-	-	-
25 years	-	3	3	5	-	1	1	1	-	-	1	-	1	3	2	4	-	-	-	-	1	-	(³)
30 years	-	3	3	5	33	3	2	1	1	3	1	11	5	3	2	4	-	1	-	-	3	-	(³)
Office workers																							
2 weeks or more	96	99	94	98	100	99	99	99	99	100	100	99	99	100	99	100	100	99	100	100	99	99	100
1 year	51	92	68	36	94	77	87	91	74	79	97	77	83	76	76	75	72	77	56	80	85	84	96
3 years	90	96	91	84	100	99	99	99	83	96	100	92	98	99	99	98	97	87	99	97	99	99	99
5 years	96	99	94	96	100	99	99	99	84	100	100	99	99	99	99	99	97	87	100	100	99	99	99
3 weeks or more	55	91	72	64	99	97	92	97	97	99	98	97	97	95	91	96	98	97	99	94	96	91	98
5 years	19	26	-	20	53	18	22	19	12	45	75	5	32	16	15	28	-	18	49	7	17	19	4
10 years	49	72	41	35	93	88	83	81	63	88	92	73	88	84	80	86	84	76	78	85	94	88	97
15 years	54	91	72	60	99	97	92	96	82	97	98	97	95	95	91	96	98	95	99	94	96	91	98
20 years	54	91	72	63	99	97	92	96	97	97	98	97	95	95	91	96	98	97	99	94	96	91	98
4 weeks or more	23	66	46	28	96	87	81	84	69	91	89	96	82	77	77	84	46	87	87	77	75	80	90
10 years	11	6	-	2	2	6	19	7	1	2	24	-	10	8	2	19	-	10	41	-	5	2	1
15 years	15	24	-	3	69	26	32	24	13	50	77	37	33	22	14	35	44	19	66	-	16	10	4
20 years	23	64	25	23	92	72	76	80	53	83	88	81	72	61	65	76	44	71	74	76	69	78	89
25 years	23	66	46	28	96	86	81	84	69	91	89	96	82	77	77	84	46	87	81	77	75	80	90
5 weeks or more	-	11	-	3	62	24	33	18	9	12	5	25	11	21	15	25	44	9	61	-	11	5	1
15 years	-	4	-	2	-	1	-	(³)	-	-	(³)	-	-	-	1	4	-	-	-	-	-	1	(³)
20 years	-	9	-	3	3	6	18	6	1	2	3	2	3	9	13	17	-	6	20	-	8	2	1
25 years	-	11	-	3	61	23	27	14	9	12	5	25	8	16	15	25	44	9	61	-	11	5	1
30 years	-	11	-	3	61	23	33	18	9	12	5	25	11	21	15	25	44	9	61	-	11	5	1
6 weeks or more	-	4	-	2	21	4	7	3	3	5	2	-	5	3	1	11	-	3	1	-	3	1	(³)
20 years	-	3	-	2	-	-	(³)	-	-	-	(³)	-	-	-	-	4	-	-	-	-	-	1	(³)
25 years	-	4	-	2	-	1	-	1	-	-	(³)	-	-	-	1	4	-	-	-	-	1	1	(³)
30 years	-	4	-	2	21	4	1	2	2	5	2	-	5	-	1	11	-	2	1	-	3	1	(³)

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

³ Less than 0.5 percent.

Table B-10. Paid Vacations¹—Public Utilities²

(Percent distribution of plant and office workers by amount of vacation pay after length-of-service periods, July 1968 through June 1969)

Amount of vacation pay ³ and service period	Northeast											South										
	Albany- Schenec- tady- Troy	Bing- hamton ⁴	Bos- ton ⁴	Buffalo	Man- chester	Provi- dence- Paw- tucket- Warwick	Roch- ester	Scrant- on	Syra- cuse	Tren- ton	Utica- Rome ⁴	Balti- more	Beau- mont- Port Arthur- Orange	Birming- ham ⁴	Chatta- nooga ⁴	Dallas ⁴	Fort Worth	Green- ville	Hous- ton	Jack- son	Jackson- ville ⁴	Little Rock- North Little Rock
Plant workers																						
2 weeks or more-----	100	100	100	97	100	100	100	100	100	100	100	100	99	92	100	100	94	98	100	95	100	100
1 year-----	53	53	78	37	68	61	50	3	50	81	81	36	51	20	10	41	16	22	37	31	18	16
3 years-----	100	96	100	97	100	100	100	90	100	93	96	96	99	92	95	98	96	94	95	100	88	94
5 years-----	100	100	100	97	100	100	100	94	100	93	100	100	99	92	100	100	94	95	100	95	100	100
3 weeks or more-----	99	98	100	97	100	100	95	94	100	100	100	100	99	83	90	92	92	94	91	89	89	100
5 years-----	-	(⁵)	6	7	-	5	5	(⁵)	2	23	6	3	7	7	-	8	-	4	-	5	-	-
10 years-----	99	90	100	97	90	90	95	65	95	96	100	93	94	71	85	87	90	63	85	72	89	73
15 years-----	99	98	100	97	100	100	95	94	100	100	100	100	99	83	90	90	92	94	89	89	89	100
20 years-----	99	98	100	97	100	100	95	94	100	100	100	100	99	83	90	92	92	94	91	89	89	100
4 weeks or more-----	99	89	100	97	100	100	91	93	95	100	94	100	95	77	90	82	88	89	85	83	86	85
10 years-----	-	-	1	3	-	5	-	-	-	-	3	7	4	-	1	-	-	3	-	-	-	-
15 years-----	20	25	25	28	11	49	13	24	29	8	11	19	7	11	4	43	5	17	28	18	27	18
20 years-----	99	89	100	96	100	100	91	68	95	100	94	100	90	68	85	75	81	65	84	81	82	77
25 years-----	99	89	100	97	100	100	91	93	95	100	94	100	95	77	90	82	88	89	85	83	86	85
5 weeks or more-----	55	28	6	33	-	44	8	1	25	7	26	31	34	33	3	1	28	30	26	38	32	-
20 years-----	-	-	1	3	-	-	-	-	-	-	-	-	7	-	-	1	-	3	-	-	-	-
25 years-----	54	28	1	21	-	44	6	-	25	7	26	20	34	26	-	1	28	30	26	38	26	-
30 years-----	55	28	2	33	-	44	8	1	25	7	26	31	34	33	3	1	28	30	26	38	32	-
6 weeks or more-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁵)	-	-	-
30 years-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁵)	-	-	-
Office workers																						
2 weeks or more-----	100	100	100	100	100	100	100	100	100	97	100	100	99	99	100	100	100	100	100	100	100	100
1 year-----	71	83	87	57	93	81	73	23	69	94	56	43	55	37	16	57	45	33	62	35	9	32
3 years-----	100	98	100	100	100	100	100	98	100	97	68	99	94	99	92	95	97	100	99	100	99	99
5 years-----	100	100	100	100	100	100	100	100	100	97	100	100	94	99	100	95	100	100	99	100	100	100
3 weeks or more-----	96	99	99	100	94	100	96	93	99	97	63	99	99	81	78	91	96	92	93	96	97	100
5 years-----	-	14	4	5	-	5	12	20	3	2	3	(⁵)	5	2	-	5	-	30	-	-	-	-
10 years-----	96	99	99	89	94	100	96	69	92	96	63	98	97	72	70	78	84	51	89	65	97	86
15 years-----	96	99	99	100	94	100	96	93	99	97	63	99	99	81	78	91	96	92	91	96	97	100
20 years-----	96	99	99	100	94	100	96	93	99	97	63	99	99	81	78	91	96	92	93	96	97	100
4 weeks or more-----	91	85	94	99	93	88	83	91	92	90	60	99	99	77	78	86	91	83	89	83	90	86
10 years-----	-	-	-	4	-	-	2	-	-	-	-	-	5	-	3	-	-	28	-	-	-	-
15 years-----	(⁵)	12	29	14	2	35	2	23	11	3	-	5	3	-	27	1	5	40	3	9	8	-
20 years-----	91	85	94	90	93	88	83	67	92	90	60	99	96	70	70	73	56	46	88	83	90	79
25 years-----	91	85	94	99	93	88	83	91	92	90	60	99	99	77	78	86	91	83	89	83	90	86
5 weeks or more-----	62	16	41	26	62	38	1	(⁵)	30	2	19	23	25	26	4	3	14	22	44	54	36	-
15 years-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁵)	-	-	-	-
20 years-----	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	3	-	28	-	-	-	-
25 years-----	62	16	40	22	62	38	(⁵)	-	30	2	19	22	25	25	-	3	14	22	44	54	36	-
30 years-----	62	16	40	26	62	38	1	(⁵)	30	2	19	23	25	26	4	3	14	22	44	54	36	-
6 weeks or more-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-
30 years-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-

See footnotes at end of table.

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

(Percent distribution of plant and office workers by amount of vacation pay after length-of-service periods, July 1968 through June 1969)

Amount of vacation pay ³ and service period	South—Continued				North Central														West				
	Miami ⁴	New Orleans	Ra-leigh	San Antonio ⁴	Akron	Chi-cago ⁴	Cincin-nati	Cleve-land ⁴	Colum-bus	Day-ton	De-troit ⁴	Green Bay	Indian-apolis ⁴	Kansas City	Omaha ⁴	St. Louis	Sioux Falls	Tole-do	Water-loo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ⁴	San Bernar-dino—River-side—Ontario ⁴	Seattle—Everett ⁴
Plant workers																							
2 weeks or more -----	98	100	100	86	100	100	100	99	100	95	100	100	97	100	98	100	100	100	100	96	100	100	100
1 year -----	67	41	43	10	15	52	11	31	10	1	33	38	17	50	13	17	8	10	-	51	24	1	37
3 years -----	98	100	92	86	100	99	100	98	100	95	100	100	96	98	90	98	100	100	100	96	100	100	100
5 years -----	98	100	97	86	100	100	100	99	100	95	100	100	97	100	98	99	100	100	100	96	100	100	100
3 weeks or more -----	97	96	87	82	98	100	100	99	100	94	100	100	97	97	98	100	92	100	100	94	100	100	100
5 years -----	17	1	-	6	-	5	3	5	3	-	1	-	7	-	5	9	-	1	-	-	14	-	1
10 years -----	95	82	57	80	98	96	85	91	89	86	98	85	96	84	83	95	90	81	100	94	96	62	89
15 years -----	97	96	87	82	98	100	100	99	100	94	100	100	97	97	98	100	92	100	100	94	100	100	100
20 years -----	97	96	87	82	98	100	100	99	100	94	100	100	97	97	98	100	92	100	100	94	100	100	100
25 years -----	97	96	87	82	98	100	100	99	100	94	100	100	97	97	98	100	92	100	100	94	100	100	100
4 weeks or more -----	92	86	80	71	98	98	94	99	97	94	99	100	91	91	91	98	92	99	99	91	98	99	86
10 years -----	-	-	-	-	-	4	-	-	3	-	-	-	-	-	-	1	-	-	-	-	9	-	1
15 years -----	64	27	12	11	51	36	27	38	32	18	30	18	29	44	13	32	10	11	-	7	36	6	46
20 years -----	92	81	62	71	98	98	86	98	97	91	99	100	91	85	84	97	85	99	99	91	82	74	86
25 years -----	92	86	80	71	98	98	94	99	97	94	99	100	91	91	91	98	92	99	99	91	98	99	86
5 weeks or more -----	1	24	(⁵)	39	27	15	20	17	26	26	53	-	2	10	13	45	19	40	41	-	30	10	5
20 years -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
25 years -----	-	19	-	39	21	15	20	-	24	26	36	-	2	7	13	43	19	35	41	-	24	10	5
30 years -----	1	24	(⁵)	39	27	15	20	17	26	26	53	-	2	7	13	45	19	40	41	-	30	10	5
6 weeks or more -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 years -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office workers																							
2 weeks or more -----	100	100	100	99	100	100	100	99	100	100	100	100	99	100	100	100	99	100	99	100	100	100	100
1 year -----	72	51	49	7	95	57	24	45	7	7	40	47	19	62	18	36	9	31	7	51	20	1	35
3 years -----	100	100	98	99	100	99	100	99	100	99	100	100	99	100	100	98	100	99	100	99	100	100	100
5 years -----	100	100	100	99	100	100	100	99	100	100	100	100	99	100	100	98	100	99	100	99	100	100	100
3 weeks or more -----	99	98	94	89	96	99	95	94	100	98	98	99	97	98	99	84	99	92	97	99	99	99	99
5 years -----	14	10	-	5	2	6	-	6	-	-	(⁵)	-	13	-	1	8	-	2	-	-	7	-	8
10 years -----	98	87	41	88	93	99	90	77	93	88	98	93	94	88	96	91	79	86	92	97	96	85	96
15 years -----	99	88	94	89	96	99	95	94	100	100	98	98	99	97	98	99	84	99	92	97	99	99	99
20 years -----	99	88	94	89	96	99	95	94	100	100	98	98	99	97	98	99	84	99	92	97	99	99	99
4 weeks or more -----	95	80	85	78	93	99	93	94	89	90	97	93	82	92	96	97	80	94	86	97	95	98	85
10 years -----	2	2	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
15 years -----	60	15	11	2	13	34	8	7	15	3	10	16	12	40	2	21	21	8	-	7	22	6	31
20 years -----	95	78	46	78	93	99	91	94	89	90	96	93	82	85	95	95	79	94	86	97	79	85	85
25 years -----	95	80	85	78	93	99	93	94	89	90	97	93	82	92	96	97	80	94	86	97	95	98	85
5 weeks or more -----	(⁵)	28	1	52	26	17	48	29	29	27	64	-	(⁵)	24	25	40	22	48	31	-	39	36	7
15 years -----	-	2	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 years -----	-	2	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25 years -----	-	27	-	52	23	17	48	16	29	27	45	-	(⁵)	23	25	39	-	21	31	-	31	36	7
30 years -----	(⁵)	28	1	52	26	17	48	29	29	27	64	-	(⁵)	23	25	40	22	48	31	-	39	36	7
6 weeks or more -----	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 years -----	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 Transportation, communication, and other public utilities.

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

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

⁵ Less than 0.5 percent.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan				
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans							
Plant workers																				
<u>Northeast</u>																				
Albany-Schenectady-Troy	97	94	56	72	37	94	49	94	50	88	47	68	30	79	68	36	14	11	84	50
Binghamton ³	95	87	57	51	19	94	60	94	60	89	56	85	51	76	32	14	50	1	79	61
Boston ³	96	90	60	67	40	91	51	91	51	88	47	70	32	87	69	45	21	18	76	61
Buffalo	97	95	75	64	53	94	77	93	76	81	67	42	28	82	73	59	17	7	83	72
Manchester	99	97	75	77	56	85	55	91	61	84	61	58	39	89	82	66	11	3	67	57
Providence-Pawtucket-Warwick	99	82	65	58	44	98	79	95	75	87	70	51	40	40	32	23	13	4	50	44
Rochester	97	90	50	54	37	88	71	87	68	72	35	69	30	76	59	31	22	7	78	67
Scranton	98	90	78	57	48	96	81	94	79	76	63	42	34	85	79	72	9	3	60	52
Syracuse	98	92	52	55	28	92	51	92	51	90	49	71	26	52	39	24	19	1	86	63
Trenton	97	94	80	55	43	96	80	96	80	86	72	31	23	59	51	41	11	4	87	72
Utica-Rome ³	99	96	59	71	38	95	62	94	62	73	53	56	26	77	67	41	13	6	78	60
<u>South</u>																				
Baltimore	96	90	63	48	34	89	67	88	67	62	46	40	29	88	76	62	13	13	85	79
Beaumont-Port Arthur-Orange	96	90	54	41	15	95	40	95	29	85	24	63	13	85	41	14	21	36	82	51
Birmingham ³	96	91	66	50	31	89	58	89	58	58	31	35	20	79	66	52	15	10	66	58
Chattanooga ³	95	90	44	53	26	93	50	93	50	64	28	55	23	63	56	30	11	4	59	52
Dallas ³	93	85	47	52	29	92	43	92	43	81	37	62	33	72	54	31	31	12	67	50
Fort Worth	98	92	48	69	36	94	36	94	36	87	33	64	19	68	56	26	39	7	65	58
Greenville	98	94	39	50	24	95	33	94	33	51	17	71	21	56	47	17	7	4	59	55
Houston	97	89	46	58	30	91	38	91	38	86	35	70	28	73	45	25	22	21	64	45
Jackson	92	88	32	53	14	91	25	91	25	65	18	60	16	69	40	14	14	23	51	32
Jacksonville ³	96	89	43	61	24	91	31	90	31	71	24	62	21	54	38	16	13	15	52	39
Little Rock-North Little Rock	96	88	41	62	29	92	41	92	41	73	29	42	21	78	66	35	15	5	60	38
Miami ³	94	89	50	60	30	92	50	91	49	79	43	64	30	64	43	21	32	15	51	38
New Orleans	90	85	47	55	25	79	36	79	36	66	30	57	23	65	45	25	15	14	58	45
Raleigh	97	83	44	65	31	90	40	90	40	63	22	63	22	68	48	21	17	14	67	58
San Antonio ³	92	84	39	58	23	86	27	86	27	72	22	73	24	59	33	17	23	13	46	25
<u>North Central</u>																				
Akron	98	97	82	73	63	96	82	95	82	83	76	32	19	96	88	77	5	9	89	83
Chicago ³	98	93	61	66	44	97	64	97	64	90	59	64	39	91	74	54	13	20	75	61
Cincinnati	96	91	66	69	48	91	62	88	59	63	41	43	19	85	75	55	6	12	81	70
Cleveland ³	99	98	77	72	59	92	73	92	72	73	59	34	21	92	86	73	6	6	85	80
Columbus	95	91	60	70	42	93	49	93	49	70	35	55	30	87	69	52	20	13	81	70
Dayton	98	96	79	76	61	94	75	94	75	82	67	35	26	91	87	72	3	3	87	82
Detroit ³	99	98	89	71	66	99	90	99	90	93	85	25	20	96	86	83	10	7	92	88
Green Bay	96	89	51	69	46	96	34	96	34	88	33	70	27	88	77	46	5	16	80	73
Indianapolis ³	97	95	73	66	42	96	65	96	65	89	61	71	51	85	76	57	13	13	79	66
Kansas City	98	93	56	59	36	95	61	95	60	87	59	58	34	86	69	46	18	12	73	60
Omaha ³	95	89	54	58	32	88	47	88	47	85	46	69	46	77	63	39	9	22	62	52
St. Louis	99	97	69	73	52	97	69	96	68	88	62	42	23	90	74	56	16	15	85	79
Sioux Falls	98	97	65	44	19	98	64	98	64	92	61	84	63	84	24	15	17	49	62	53
Toledo	100	97	80	82	63	99	86	99	85	87	68	39	35	94	85	77	8	5	88	80
Waterloo	100	98	71	88	66	100	68	100	68	98	67	83	63	94	83	67	8	4	84	69

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Plant workers—Continued																				
West																				
Boise City.....	97	93	36	69	24	96	33	96	33	96	33	74	30	71	52	28	24	11	67	37
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ³	99	92	73	78	63	98	78	98	78	94	76	80	63	71	30	22	45	17	76	60
San Bernardino—Riverside—Ontario ³	97	90	71	77	61	97	70	97	70	94	69	84	66	66	34	23	24	20	71	62
Seattle—Everett ³	99	95	86	89	84	99	91	99	91	96	90	82	76	95	85	81	44	13	89	82
Office workers																				
Northeast																				
Albany—Schenectady—Troy.....	99	98	49	83	34	97	47	97	47	94	44	88	49	87	62	36	56	3	92	60
Binghamton ³	99	97	65	51	21	99	67	99	67	92	61	95	63	91	33	16	78	1	90	70
Boston ³	99	98	61	66	36	96	44	96	44	95	43	90	38	88	52	27	71	6	84	57
Buffalo.....	99	97	71	55	38	97	71	94	69	83	61	73	42	82	59	48	63	3	88	71
Manchester.....	100	97	79	78	45	91	58	94	61	78	47	82	50	86	41	31	64	(4)	75	67
Providence—Pawtucket—Warwick.....	99	93	66	65	45	98	74	96	72	93	71	75	54	70	32	20	57	3	75	66
Rochester.....	99	95	40	43	26	94	74	94	71	79	31	87	31	92	70	29	49	3	91	82
Scranton.....	99	95	67	62	41	96	76	95	75	76	61	64	48	91	64	53	54	4	76	54
Syracuse.....	99	98	42	67	30	93	36	93	36	91	35	89	26	84	60	37	77	1	92	60
Trenton.....	99	97	59	52	34	95	56	95	56	93	52	82	62	86	42	25	66	9	94	59
Utica—Rome ³	99	98	58	58	21	96	53	96	53	84	53	87	44	93	78	55	80	2	87	53
South																				
Baltimore.....	99	94	50	50	26	90	54	90	54	75	42	72	41	85	47	35	61	8	89	77
Beaumont—Port Arthur—Orange.....	99	97	53	60	29	99	49	99	44	96	43	81	36	81	21	4	66	12	84	49
Birmingham ³	99	95	57	45	22	80	36	80	36	72	33	71	37	79	35	26	55	12	78	63
Chattanooga ³	99	97	38	49	24	98	49	97	49	86	45	81	39	79	55	36	57	5	80	52
Dallas ³	99	97	41	55	22	97	40	97	40	92	36	87	34	77	40	17	51	12	81	55
Fort Worth.....	99	98	35	68	20	97	27	97	27	94	24	82	19	82	53	14	69	5	76	63
Greenville.....	100	98	44	58	25	99	40	99	40	66	26	88	33	69	42	19	46	5	67	52
Houston.....	99	96	45	57	27	98	40	98	40	95	39	91	39	84	38	19	63	9	82	54
Jackson.....	99	98	47	66	28	96	24	96	24	74	12	78	20	90	36	15	67	13	83	51
Jacksonville ³	99	97	43	67	20	98	25	98	25	87	23	93	27	78	39	23	43	10	75	61
Little Rock—North Little Rock.....	99	95	42	78	29	94	32	94	32	86	29	81	32	77	52	25	42	10	74	48
Miami ³	99	95	48	74	30	98	55	98	54	90	50	87	52	77	40	25	53	16	64	52
New Orleans.....	99	92	62	64	41	93	48	94	48	86	45	85	49	65	38	17	30	16	79	64
Raleigh.....	99	95	55	64	27	96	49	96	49	83	29	84	25	84	46	16	71	8	87	67
San Antonio ³	97	93	65	62	42	95	22	95	22	89	19	84	18	65	18	6	48	9	68	38

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan			
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Office workers—Continued																				
North Central																				
Akron.....	99	99	85	84	74	98	75	98	75	89	72	51	28	86	62	54	58	9	94	81
Chicago.....	99	96	50	64	34	97	43	96	43	91	41	84	35	90	52	30	55	21	78	54
Cincinnati.....	99	94	53	72	30	93	47	88	41	78	35	74	24	89	61	28	59	12	92	82
Cleveland ³	99	95	66	66	45	90	55	90	55	75	47	63	32	81	45	33	57	10	79	69
Columbus.....	98	96	62	74	39	91	43	90	42	79	38	80	39	84	57	43	55	14	92	83
Dayton.....	98	97	71	81	58	95	65	95	65	84	59	80	41	86	67	50	58	8	90	84
Detroit ³	99	98	76	71	56	99	75	99	75	95	74	77	44	93	66	56	72	11	90	78
Green Bay.....	99	96	44	75	42	99	39	99	39	96	36	92	38	89	55	35	43	11	88	81
Indianapolis ³	99	97	70	74	38	99	53	99	53	86	48	90	45	92	58	38	67	10	91	63
Kansas City.....	98	91	42	64	27	95	37	95	37	89	36	76	35	91	49	23	56	16	77	51
Omaha ³	99	95	57	62	31	97	41	97	41	93	40	84	49	90	40	22	63	13	71	53
St. Louis.....	99	97	56	66	40	95	48	95	46	92	45	75	34	80	47	24	54	11	85	62
Sioux Falls.....	99	94	48	64	21	99	48	99	48	94	45	90	46	79	38	21	53	10	69	55
Toledo.....	99	98	63	81	50	98	62	98	62	89	56	82	39	82	64	42	63	4	89	77
Waterloo.....	99	98	60	83	46	97	62	97	62	94	62	92	60	61	42	14	22	20	81	39
West																				
Boise City.....	99	98	30	68	18	98	21	98	21	98	21	93	28	84	61	11	32	8	92	78
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ³	99	97	66	81	52	98	60	98	60	95	58	94	60	91	37	22	84	3	81	65
San Bernardino—Riverside—Ontario ³	98	93	60	64	37	95	50	95	50	84	49	87	50	87	31	15	71	12	84	63
Seattle—Everett ³	99	97	23	82	17	99	68	99	68	97	67	95	67	94	30	15	79	7	88	75

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

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

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

⁴ Less than 0.5 percent.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Plant workers																				
<u>Northeast</u>																				
Albany-Schenectady-Troy	99	96	54	82	40	99	53	99	53	92	50	65	25	85	82	35	4	7	91	49
Binghamton	97	95	61	50	14	97	63	97	63	94	59	90	55	83	32	9	51	-	87	72
Boston	99	93	65	71	48	98	56	98	56	94	52	80	34	90	82	57	10	10	84	69
Buffalo	99	98	80	65	55	98	86	98	86	85	74	40	29	87	84	66	12	4	93	84
Manchester	100	100	87	77	67	86	64	93	71	84	72	53	45	91	91	82	6	-	70	62
Providence-Pawtucket-Warwick	100	80	67	57	47	99	83	97	80	87	73	47	36	31	30	20	7	1	47	41
Rochester	99	95	48	56	37	95	79	95	76	77	33	77	29	79	68	35	12	7	78	76
Scranton	98	91	81	54	48	98	84	97	83	79	66	41	32	85	85	78	2	-	61	54
Syracuse	100	96	50	56	25	99	55	99	55	97	53	75	24	52	45	26	11	-	96	69
Trenton	100	99	92	57	51	100	88	100	88	88	78	29	21	59	57	49	8	1	93	79
Utica-Rome	99	97	60	72	40	98	66	98	66	72	56	55	25	79	75	45	8	5	84	66
<u>South</u>																				
Baltimore	100	95	70	50	34	100	77	99	76	72	54	41	30	96	90	73	4	9	91	87
Beaumont-Port Arthur-Orange	99	95	58	37	11	99	40	99	25	88	19	65	4	96	50	15	22	40	90	58
Birmingham	99	97	81	47	34	95	75	95	75	54	37	24	18	88	85	73	13	4	76	70
Chattanooga	96	92	43	53	27	95	53	95	53	61	27	52	19	67	66	35	10	1	62	55
Dallas	98	89	55	49	34	98	53	98	53	85	45	59	36	84	75	43	40	7	77	66
Fort Worth	99	96	47	78	41	96	41	96	41	90	37	61	11	76	71	32	47	5	75	74
Greenville	98	94	41	49	24	95	33	94	33	48	16	71	19	52	50	18	2	1	61	58
Houston	99	96	51	59	32	99	42	99	42	97	39	81	29	86	69	34	11	26	79	63
Jackson	94	92	34	40	12	94	36	94	36	51	22	56	17	73	45	23	4	25	63	35
Jacksonville	96	82	22	66	15	95	27	92	27	88	23	70	12	46	37	12	5	8	57	47
Little Rock-North Little Rock	98	88	47	49	30	95	50	95	50	72	33	23	16	80	79	47	3	-	60	47
Miami	94	88	39	56	27	92	44	91	43	76	33	63	27	59	44	17	24	15	36	26
New Orleans	88	88	51	58	24	88	46	88	46	78	39	56	22	76	71	40	9	-	71	65
Raleigh	98	84	47	65	36	94	45	94	45	61	16	63	21	62	55	28	-	7	69	65
San Antonio	97	90	53	65	37	96	46	96	46	73	39	76	33	59	45	39	17	7	48	32
<u>North Central</u>																				
Akron	100	100	92	81	75	99	92	99	93	90	88	25	22	100	100	91	2	4	95	92
Chicago	99	96	68	68	47	99	69	99	68	93	63	62	39	96	87	65	10	14	79	66
Cincinnati	98	95	70	75	52	96	67	92	62	65	43	41	17	93	92	66	5	4	89	78
Cleveland	99	99	84	79	68	98	83	99	84	85	72	33	22	96	95	81	3	1	92	90
Columbus	99	99	72	84	57	99	67	99	68	72	47	52	39	96	93	77	23	2	87	84
Dayton	99	98	82	81	68	99	82	99	82	93	81	34	25	96	96	80	1	-	94	90
Detroit	100	99	96	75	74	99	98	99	98	98	94	12	12	98	97	96	5	(³)	98	98
Green Bay	99	91	64	81	61	99	33	99	33	88	32	67	23	95	89	58	5	7	83	80
Indianapolis	100	98	82	74	53	99	72	99	72	96	70	75	60	94	91	74	9	10	88	74
Kansas City	98	93	54	65	38	98	65	98	65	91	63	45	26	94	82	44	12	12	81	73
Omaha	99	98	64	60	31	99	57	99	57	99	56	79	58	92	81	58	4	31	75	66
St. Louis	99	99	67	83	55	98	66	97	65	90	58	41	21	97	90	66	15	9	91	84
Sioux Falls	100	99	85	31	23	100	88	100	88	100	88	93	82	84	14	10	5	67	73	71
Toledo	100	98	80	86	62	100	91	100	89	91	71	36	33	95	92	82	5	1	94	88
Waterloo	100	100	80	95	79	100	77	100	77	99	77	83	71	98	96	78	2	1	90	77

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan			
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Plant workers—Continued																				
<u>West</u>																				
Boise City	100	97	46	71	43	100	49	100	49	100	49	76	34	71	61	47	19	-	65	33
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	100	97	80	90	75	100	84	100	84	97	81	82	66	72	32	27	53	9	73	63
San Bernardino—Riverside—Ontario	99	98	85	90	78	99	84	99	84	99	84	88	72	69	49	39	26	7	83	73
Seattle—Everett	99	95	91	93	91	99	97	99	97	99	97	85	83	96	94	91	59	4	89	89
Office workers																				
<u>Northeast</u>																				
Albany—Schenectady—Troy	99	98	34	88	26	99	52	99	53	95	48	82	39	92	85	44	48	1	96	50
Binghamton	100	99	64	47	11	100	67	100	67	95	62	97	64	98	34	11	83	-	93	80
Boston	99	97	49	73	34	99	54	99	54	97	51	92	38	94	76	32	75	4	88	46
Buffalo	99	98	73	71	53	99	87	98	86	82	73	66	43	93	83	67	73	2	93	77
Manchester	100	100	86	84	74	82	65	91	74	80	68	60	48	89	89	78	48	-	58	40
Providence—Pawtucket—Warwick	99	93	75	70	53	99	81	97	79	94	77	67	44	62	40	27	48	-	70	60
Rochester	99	99	37	44	28	99	86	99	82	85	27	93	27	93	81	28	40	3	96	86
Scranton	98	93	69	55	42	96	75	96	75	77	61	70	48	92	84	70	39	-	74	44
Syracuse	100	99	35	67	19	97	27	97	27	96	26	90	15	86	75	39	76	-	95	53
Trenton	100	99	56	43	30	100	54	100	54	95	50	78	55	90	52	25	82	-	97	53
Utica—Rome	99	99	53	65	24	99	49	99	49	80	49	83	32	90	78	43	75	2	91	52
<u>South</u>																				
Baltimore	100	93	58	50	32	99	69	99	69	75	46	59	32	96	69	52	61	9	96	83
Beaumont—Port Arthur—Orange	99	99	53	49	15	99	35	99	25	97	24	72	6	90	36	7	82	1	84	47
Birmingham	100	98	84	45	33	90	74	90	74	81	67	49	35	79	69	64	55	4	82	76
Chattanooga	99	95	36	52	20	97	56	97	56	80	50	71	33	72	63	33	50	2	80	58
Dallas	99	96	50	53	31	99	47	99	47	94	44	88	40	86	70	32	61	4	85	72
Fort Worth	99	99	29	83	21	96	26	96	26	91	22	80	9	89	81	19	84	-	89	88
Greenville	100	97	51	50	31	99	44	99	44	63	28	87	31	60	48	26	37	(3)	70	52
Houston	99	96	42	63	29	99	38	99	38	99	36	94	33	81	48	24	58	9	85	57
Jackson	97	97	44	35	13	97	47	97	47	53	33	63	27	82	51	32	61	5	75	53
Jacksonville	99	95	31	70	16	98	45	98	45	97	16	93	10	69	30	10	35	7	76	41
Little Rock—North Little Rock	100	94	49	66	30	98	45	98	45	73	34	53	21	88	76	39	52	1	71	50
Miami	98	94	28	59	16	96	37	95	35	87	29	77	27	71	50	15	43	15	40	34
New Orleans	98	97	67	67	43	96	62	96	62	89	56	81	52	85	68	23	50	12	91	79
Raleigh	97	88	44	71	43	97	42	97	42	85	27	90	29	81	64	32	59	4	76	65
San Antonio	99	97	70	61	40	94	43	95	43	76	36	72	27	68	45	38	32	3	72	45

See footnotes at end of table.

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

(Percent distribution of plant and office workers with formal provisions,¹ by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans										Sickness and accident insurance and/or sick leave				Retirement pension plan				
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ²	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Office workers—Continued																				
<u>North Central</u>																				
Akron.....	100	99	89	93	85	99	90	99	90	96	87	39	28	87	73	64	64	3	98	87
Chicago.....	99	97	61	70	40	98	58	96	58	94	57	76	44	92	68	45	56	18	82	57
Cincinnati.....	99	96	45	79	30	95	51	94	50	77	38	70	14	94	79	33	70	2	92	83
Cleveland.....	99	98	73	72	56	96	76	96	74	83	65	60	32	85	61	46	66	1	87	80
Columbus.....	99	98	65	87	48	99	58	99	58	77	50	86	58	91	84	63	59	2	92	82
Dayton.....	99	99	75	84	68	99	72	99	72	88	69	86	41	95	88	67	73	1	94	89
Detroit.....	100	99	91	77	72	99	93	99	93	99	92	76	35	95	93	90	87	2	96	94
Green Bay.....	99	96	62	86	61	99	44	99	44	93	37	88	44	96	87	62	29	1	90	80
Indianapolis.....	100	98	70	75	52	99	69	99	69	95	65	88	44	95	87	65	73	7	94	64
Kansas City.....	97	95	43	72	28	96	57	96	57	94	56	68	37	95	67	29	55	20	83	69
Omaha.....	99	98	46	64	20	99	52	99	52	99	51	91	62	89	76	52	41	18	85	51
St. Louis.....	99	98	47	80	42	97	50	96	45	94	43	72	25	86	71	36	59	4	89	70
Sioux Falls.....	100	98	65	30	18	100	71	100	71	100	71	90	64	83	21	11	72	4	71	57
Toledo.....	100	99	64	93	56	99	59	99	58	97	56	83	32	91	85	54	74	-	92	84
Waterloo.....	99	99	66	92	60	99	79	99	79	99	79	92	72	56	51	18	14	19	89	47
<u>West</u>																				
Boise City.....	100	98	14	25	12	100	19	100	19	100	19	89	10	98	94	17	7	-	92	85
Los Angeles—Long Beach and Anaheim—Santa Ana— Garden Grove.....	99	99	80	93	74	99	83	99	83	96	80	96	77	93	39	29	89	2	81	63
San Bernardino—Riverside— Ontario.....	97	90	78	81	69	93	79	93	79	93	79	87	70	88	51	39	84	-	90	71
Seattle—Everett.....	99	98	12	95	11	98	96	98	96	98	96	96	93	98	12	8	94	1	93	92

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

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days³ pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

³ Less than 0.5 percent.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹

(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans											Sickness and accident insurance and/or sick leave				Retirement pension plan			
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ³	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Plant workers																				
Northeast																				
Albany-Schenectady-Troy	100	100	71	60	32	99	45	99	45	99	45	86	57	74	49	46	26	27	77	71
Binghamton ⁴	98	98	88	98	60	98	60	98	60	97	60	93	55	80	52	45	56	-	84	44
Boston ⁴	100	95	83	79	36	100	57	100	57	94	51	89	81	92	37	28	27	43	90	82
Buffalo	97	97	69	72	53	97	69	97	69	90	62	79	68	81	66	56	33	18	80	65
Manchester	100	100	71	90	33	100	65	100	65	100	65	71	37	100	39	39	32	28	93	93
Providence-Pawtucket-Warwick	100	100	35	84	21	100	64	100	64	100	64	88	84	88	81	60	23	32	91	81
Rochester	100	100	98	59	51	100	50	100	50	62	50	100	87	70	26	19	63	2	68	63
Scranton	100	100	68	95	50	86	55	86	55	86	55	80	79	97	47	40	14	38	95	83
Syracuse	100	100	77	69	44	100	62	100	62	95	56	90	44	68	13	13	48	7	78	68
Trenton	100	100	72	65	35	100	70	100	70	100	70	70	70	88	58	58	28	30	88	81
Utica-Rome ⁴	100	100	50	72	20	94	45	94	45	94	45	89	34	92	17	11	75	-	92	87
South																				
Baltimore	100	100	48	61	41	100	80	100	80	87	67	79	78	83	61	61	49	11	82	75
Beaumont-Port Arthur-Orange	100	100	56	56	29	100	65	100	65	93	58	89	80	50	5	4	13	31	82	45
Birmingham ⁴	92	92	71	70	33	92	49	92	49	83	40	79	56	68	22	11	16	44	62	58
Chattanooga ⁴	100	100	91	47	10	100	48	100	48	100	48	96	71	47	13	4	9	28	47	41
Dallas ⁴	97	97	59	75	38	97	62	97	62	87	52	87	71	82	45	43	18	42	82	52
Fort Worth	100	100	71	71	35	100	42	100	42	96	42	89	68	59	11	3	25	28	53	42
Greenville	100	100	79	76	44	100	67	100	67	60	27	69	66	84	26	23	24	37	81	81
Houston	100	98	70	75	48	100	63	100	63	95	60	83	71	64	22	19	24	24	71	61
Jackson	100	100	69	100	32	100	23	100	23	93	18	87	56	75	32	12	18	45	87	84
Jacksonville ⁴	97	97	86	71	43	97	68	97	68	94	65	86	83	58	36	31	9	34	57	52
Little Rock-North Little Rock	100	100	59	92	59	94	61	94	61	87	54	87	75	62	32	27	17	21	55	39
Miami ⁴	98	97	44	91	23	97	54	97	54	81	53	93	63	94	63	43	66	23	93	72
New Orleans	100	99	61	77	37	100	62	100	62	85	52	80	60	62	37	24	9	36	85	58
Raleigh	100	87	54	66	12	97	37	97	37	90	30	90	62	72	33	20	26	39	85	73
San Antonio ⁴	100	100	76	100	42	100	48	100	48	96	44	94	78	62	22	16	8	43	60	42
North Central																				
Akron	100	100	100	78	51	100	55	100	55	67	25	78	49	94	57	57	6	37	92	92
Chicago ⁴	99	98	72	83	58	99	62	99	62	95	58	93	78	78	48	38	33	23	77	67
Cincinnati	100	100	77	84	50	97	58	97	58	90	51	86	63	79	41	38	-	41	75	67
Cleveland ⁴	99	99	88	73	45	99	54	99	54	77	32	80	59	84	41	38	27	26	82	72
Columbus	100	93	65	85	35	100	41	100	41	83	34	84	61	82	50	39	13	37	83	72
Dayton	95	95	58	88	26	95	58	95	58	95	58	89	89	85	24	24	-	69	91	91
Detroit ⁴	100	100	48	66	36	100	59	100	59	96	54	76	70	90	28	28	33	32	90	88
Green Bay	100	100	52	65	43	100	78	100	78	95	72	89	79	62	38	38	12	15	74	74
Indianapolis ⁴	97	95	68	83	48	97	68	97	68	96	67	84	72	74	44	24	41	6	78	57
Kansas City	99	98	56	70	46	96	60	96	60	95	58	82	53	77	51	45	46	15	69	40
Omaha ⁴	98	98	92	88	69	98	76	98	76	94	72	94	84	41	27	20	7	20	42	36
St. Louis	100	98	83	60	45	99	61	99	61	88	51	80	56	75	31	20	15	43	78	73
Sioux Falls	100	100	57	80	15	100	55	100	55	90	45	97	92	92	32	21	23	48	77	68
Toledo	100	100	69	72	54	100	67	100	67	100	67	79	72	81	29	29	27	25	78	62
Waterloo	100	99	69	77	6	100	53	100	53	100	53	99	53	77	33	6	30	41	77	51

See footnotes at end of table.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹—Continued(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans												Sickness and accident insurance and/or sick leave						Retirement pension plan	
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ³	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans	
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans					
Plant workers—Continued																					
<u>West</u>																					
Boise City.....	100	100	65	65	27	100	26	100	26	100	26	100	61	90	44	12	48	35	90	83	
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ⁴	100	95	58	69	32	99	44	99	44	99	44	97	80	75	12	7	72	1	92	73	
San Bernardino—Riverside—Ontario ⁴	100	100	73	70	45	100	45	100	45	100	45	90	84	60	5	1	26	34	61	60	
Seattle—Everett ⁴	100	100	59	80	53	100	68	100	68	90	58	98	83	89	45	39	32	36	89	58	
<u>Office workers</u>																					
<u>Northeast</u>																					
Albany—Schenectady—Troy.....	100	100	82	80	28	96	28	96	28	96	28	98	77	96	26	21	93	3	78	72	
Binghamton ⁴	99	99	90	99	74	99	74	99	74	85	60	88	49	90	74	67	79	-	92	50	
Boston ⁴	100	99	82	82	37	100	58	100	58	96	54	95	93	100	27	20	79	12	86	85	
Buffalo.....	100	100	59	57	33	100	58	100	58	97	56	82	60	96	55	52	94	-	78	65	
Manchester.....	100	100	74	100	12	100	37	100	37	100	37	94	31	99	8	8	97	-	92	92	
Providence—Pawtucket—Warwick.....	100	97	23	75	13	100	63	100	63	100	63	86	85	77	64	44	76	-	84	74	
Rochester.....	100	100	99	31	30	100	25	100	25	32	25	98	93	99	24	19	94	(5)	83	82	
Scranton.....	99	99	76	56	24	90	68	90	68	90	68	99	99	94	47	46	79	9	95	80	
Syracuse.....	100	100	63	61	30	100	33	100	33	99	32	98	30	97	6	6	93	2	86	85	
Trenton.....	100	100	82	80	15	100	35	100	35	100	35	93	93	99	24	24	29	65	87	85	
Utica—Rome ⁴	100	100	61	90	42	97	63	97	63	97	63	100	63	100	40	37	65	-	56	29	
<u>South</u>																					
Baltimore.....	100	100	38	56	34	100	77	100	77	98	76	98	97	74	30	30	70	1	71	71	
Beaumont—Port Arthur—Orange.....	100	100	45	46	24	100	75	100	75	94	69	91	86	48	1	1	24	23	83	31	
Birmingham ⁴	99	99	74	59	25	99	43	99	43	96	40	96	65	77	7	5	36	39	66	66	
Chattanooga ⁴	100	100	87	48	14	100	49	100	49	94	43	94	64	72	11	6	44	21	35	34	
Dallas ⁴	99	99	52	61	26	99	60	99	60	93	54	89	64	78	29	21	39	28	85	59	
Fort Worth.....	100	100	50	53	25	100	40	100	40	96	39	88	55	89	7	3	72	14	64	41	
Greenville.....	100	100	79	69	42	100	73	100	73	61	34	84	79	72	21	16	44	22	70	64	
Houston.....	99	98	64	75	50	99	62	99	62	98	61	97	73	89	15	15	73	13	77	57	
Jackson.....	100	100	65	100	12	100	6	100	6	99	5	96	59	82	21	3	24	54	91	91	
Jacksonville ⁴	99	98	95	50	13	99	62	99	62	98	61	99	97	56	10	10	13	36	52	51	
Little Rock—North Little Rock.....	100	100	33	92	33	99	40	99	40	96	37	96	82	75	21	20	20	46	85	53	
Miami ⁴	100	92	25	90	6	99	53	99	53	83	46	98	69	98	58	41	79	18	94	83	
New Orleans.....	100	89	65	61	25	100	58	100	58	99	58	98	80	67	17	11	30	28	76	57	
Raleigh.....	100	95	45	69	6	91	23	91	23	91	23	91	46	55	22	7	32	23	79	69	
San Antonio ⁴	100	100	83	94	35	100	41	100	41	100	41	91	84	81	10	4	27	52	76	58	

See footnotes at end of table.

Table B-13. Health, Insurance, and Pension Plans—Public Utilities¹—Continued

(Percent distribution of plant and office workers with formal provisions,² by type of plan, July 1968 through June 1969)

Metropolitan area	One or more of the following benefits	Insurance plans												Sickness and accident insurance and/or sick leave				Retirement pension plan		
		Life		Accidental death and dismemberment		Hospitalization		Surgical		Medical		Catastrophe		Total ³	Sickness and accident insurance		Sick leave (full pay and no waiting period)	Sick leave (partial pay or waiting period)	All plans	Non-contributory plans
		All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans	All plans	Non-contributory plans		All plans	Non-contributory plans				
Office workers—Continued																				
<u>North Central</u>																				
Akron.....	100	100	97	70	42	100	44	100	44	88	34	91	58	88	40	38	62	23	86	86
Chicago ⁴	99	99	74	80	58	99	56	99	56	97	54	97	73	94	41	31	69	19	70	53
Cincinnati.....	100	98	75	90	23	96	26	96	26	89	20	89	47	90	12	10	14	66	81	78
Cleveland ⁴	99	99	82	70	29	99	50	99	50	96	46	96	80	80	16	10	30	46	74	69
Columbus.....	100	96	55	90	23	100	29	100	29	97	28	98	57	95	33	29	44	30	85	79
Dayton.....	100	100	45	97	15	99	66	99	66	97	65	96	94	89	8	6	2	83	95	95
Detroit ⁴	100	96	30	59	24	96	49	96	49	94	49	83	79	91	9	6	52	36	82	75
Green Bay.....	100	95	38	54	37	100	83	100	83	98	81	93	86	58	17	17	46	10	75	75
Indianapolis ⁴	99	96	80	85	48	99	63	99	63	98	61	95	80	99	38	30	49	33	88	71
Kansas City.....	99	97	58	63	37	99	62	99	62	99	61	92	76	92	42	41	71	19	73	46
Omaha ⁴	99	99	96	98	70	99	68	99	68	99	68	99	93	81	5	2	76	1	46	44
St. Louis.....	100	97	84	69	57	100	58	100	58	97	55	92	67	87	27	21	41	39	71	59
Sioux Falls.....	100	100	58	76	34	100	72	100	72	91	63	97	91	97	48	40	64	22	65	56
Toledo.....	100	99	68	68	46	99	70	99	70	99	70	91	81	93	9	8	60	29	65	43
Waterloo.....	100	94	65	69	8	100	46	100	46	100	46	94	46	69	24	-	38	31	61	37
<u>West</u>																				
Boise City.....	100	100	57	59	15	100	15	100	15	100	15	100	55	97	44	5	94	-	93	87
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ⁴	100	98	58	72	32	100	32	100	32	100	32	97	76	91	10	6	90	(⁵)	91	79
San Bernardino—Riverside—Ontario ⁴	100	100	42	74	21	100	20	100	20	100	20	64	49	99	13	1	50	49	85	84
Seattle—Everett ⁴	100	96	30	82	32	100	44	100	44	98	42	97	66	94	39	14	41	38	80	51

¹ Transportation, communication, and other public utilities.
² "All plans" include those plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans such as workmen's compensation, social security, and railroad retirement.
³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days¹ pay that can be expected by each employee. Informal sick-leave allowances determined on an individual basis are excluded.
⁴ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.
⁵ Less than 0.5 percent.

Table B-14. Method of Wage Determination—All Industries

(Percent distribution of plant and office workers by method of wage determination, July 1968 through June 1969)

Method of wage determination	Northeast												South										
	Albany-Schenectady-Troy	Binghamton	Boston	Buffalo	Manchester	Providence-Pawtucket-Warwick	Rochester	Scranton	Syracuse	Trenton	Utica-Rome	Baltimore	Beaumont-Port Arthur-Orange	Birmingham	Chattanooga	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock	
	Plant workers																						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Paid time rates	91	87	87	83	65	74	71	69	81	77	64	80	98	80	80	93	94	75	95	92	91	85	
Formal rate policy	77	72	68	77	38	50	63	58	63	65	59	64	95	57	71	64	67	59	76	48	56	64	
Single rate	50	14	16	45	22	28	18	37	39	32	25	34	73	36	43	12	21	34	36	33	24	52	
Range of rates	27	58	52	32	16	22	46	21	24	32	34	30	22	21	28	53	46	25	40	15	31	12	
Progression based on automatic advancement according to length of service	16	9	19	17	3	4	7	10	6	15	7	8	8	15	3	26	31	7	11	10	5	4	
Progression based on merit review	4	38	12	7	2	3	20	5	5	14	4	13	(²)	1	7	7	5	4	8	1	(²)	1	
Progression based on a combination of length of service and merit review	7	12	21	8	12	15	19	6	13	4	22	10	13	5	17	20	10	13	21	4	26	7	
No formal rate policy	14	15	19	5	27	24	8	11	18	12	5	16	4	23	9	29	27	17	19	45	35	21	
Paid by incentive methods	9	13	13	17	35	26	29	31	19	23	36	20	2	20	7	6	25	5	8	9	15	15	
Piece rate	6	5	6	5	32	17	11	24	11	13	25	7	(²)	5	16	3	2	22	(²)	3	3	7	
Individual	5	4	5	3	32	15	10	23	10	11	20	6	(²)	5	15	3	1	22	(²)	1	3	6	
Group	1	1	1	2	(²)	2	(²)	1	1	2	5	1	-	(²)	1	-	1	-	(²)	2	(²)	1	
Production bonus	3	8	6	12	1	7	17	5	8	9	10	11	-	13	2	1	2	(²)	2	1	2	4	
Individual	2	6	5	3	(²)	5	4	5	4	6	8	2	-	2	1	(²)	1	(²)	1	1	1	2	
Group	1	2	1	9	1	2	13	-	3	4	3	9	-	12	1	(²)	(²)	-	2	-	(²)	2	
Commission	1	(²)	1	1	2	1	1	2	(²)	1	1	1	1	2	2	3	2	3	3	4	5	4	
	Office workers																						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Paid time rates	100	100	99	99	100	99	99	100	100	100	96	100	100	99	99	100	100	100	99	100	100	100	
Formal rate policy	80	80	72	76	52	56	83	57	79	73	78	79	68	56	64	60	63	53	61	67	70	42	
Single rate	24	(²)	1	4	9	3	(²)	5	22	1	1	1	6	3	7	2	5	2	3	1	1	4	
Range of rates	56	80	71	72	43	54	82	53	57	72	77	78	62	53	57	58	58	51	58	65	69	38	
Progression based on automatic advancement according to length of service	16	5	10	11	11	4	1	14	8	12	3	7	29	12	4	4	38	3	(²)	13	7	7	
Progression based on merit review	25	52	31	33	22	35	67	21	37	51	63	47	6	30	11	27	10	17	34	42	3	11	
Progression based on a combination of length of service and merit review	14	23	30	28	10	14	14	17	12	9	11	24	27	10	42	26	10	32	24	10	59	19	
No formal rate policy	20	20	27	24	48	43	17	43	21	27	18	21	32	44	36	40	37	47	39	33	30	58	
Paid by incentive methods	-	-	(²)	(²)	-	(²)	(²)	-	-	-	4	-	-	(²)	(²)	-	-	-	1	-	-	-	

See footnotes at end of table.

Table B-14. Method of Wage Determination—All Industries—Continued

(Percent distribution of plant and office workers by method of wage determination, July 1968 through June 1969)

Method of wage determination	South—Continued				North Central														West				
	Miami ¹	New Orleans	Raleigh	San Antonio ¹	Akron	Chicago ¹	Cincinnati	Cleveland ¹	Columbus	Dayton	Detroit ¹	Green Bay	Indianapolis ¹	Kansas City	Omaha ¹	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ¹	San Bernardino—Riverside ¹ Ontario	Seattle—Everett ¹
	Plant workers																						
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates.....	92	92	89	91	82	81	86	83	81	85	96	86	84	93	89	88	94	83	60	94	94	91	98
Formal rate policy.....	58	63	59	47	72	77	73	76	70	76	91	73	69	86	68	85	78	78	52	67	87	79	96
Single rate.....	19	33	14	13	40	26	39	29	26	35	62	53	29	29	36	52	11	58	10	40	34	45	79
Range of rates.....	39	31	45	33	32	51	34	47	43	41	29	20	40	58	32	32	67	20	42	27	53	34	17
Progression based on automatic advancement according to length of service.....	20	9	10	18	7	21	11	17	21	14	9	7	16	26	10	18	52	9	15	21	22	26	9
Progression based on merit review.....	6	12	6	1	10	14	8	8	11	13	5	1	12	13	9	7	12	4	(²)	3	9	3	5
Progression based on a combination of length of service and merit review.....	13	9	30	14	15	16	16	21	12	14	15	12	12	19	13	7	3	7	26	3	22	5	3
No formal rate policy.....	34	29	30	44	11	4	13	7	11	10	5	13	15	7	21	4	16	5	8	27	7	13	2
Paid by incentive methods.....	8	8	11	9	18	19	14	17	19	15	4	14	16	7	11	12	6	17	40	6	6	9	2
Piece rate.....	3	3	9	4	11	7	5	7	6	11	1	6	6	4	1	4	3	5	6	-	3	2	1
Individual.....	3	2	9	4	8	5	5	7	5	10	1	6	5	1	1	3	5	6	-	-	3	2	(²)
Group.....	(²)	1	(²)	(²)	3	2	(²)	1	1	1	1	(²)	1	2	-	1	-	-	-	-	(²)	-	(²)
Production bonus.....	1	1	-	(²)	6	8	8	8	10	3	1	7	8	1	9	5	1	10	33	2	1	4	(²)
Individual.....	1	1	-	(²)	6	4	5	4	3	2	(²)	4	2	(²)	(²)	2	1	3	30	-	1	-	
Group.....	-	(²)	-	(²)	(²)	4	3	4	7	(²)	(²)	3	6	1	9	4	-	6	3	2	(²)	4	(²)
Commission.....	4	5	1	5	1	3	1	2	3	2	2	1	2	2	2	2	2	2	1	4	2	2	1
	Office workers																						
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates.....	100	100	100	100	100	99	99	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100	99
Formal rate policy.....	56	60	75	55	71	74	74	71	69	81	78	62	71	68	73	74	40	82	63	46	86	81	77
Single rate.....	1	5	3	2	1	4	1	1	1	2	4	1	4	4	6	1	3	3	4	4	3	11	5
Range of rates.....	55	55	71	54	70	71	73	69	68	81	76	58	70	64	70	68	39	79	61	42	83	70	72
Progression based on automatic advancement according to length of service.....	12	10	3	26	5	6	6	9	14	2	3	(²)	5	4	18	8	9	12	3	25	21	23	10
Progression based on merit review.....	11	28	33	9	56	42	40	36	25	28	37	5	57	35	21	43	26	41	3	2	27	25	54
Progression based on a combination of length of service and merit review.....	32	16	35	19	9	24	27	24	30	50	36	53	8	25	31	17	4	26	54	16	36	23	8
No formal rate policy.....	44	40	25	45	29	25	26	29	31	19	22	38	28	32	27	26	60	18	37	54	14	19	23
Paid by incentive methods.....	-	-	-	-	-	(²)	(²)	-	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	(²)

¹ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.² Less than 0.5 percent.

Table B-15. Method of Wage Determination—Manufacturing

(Percent distribution of plant and office workers by method of wage determination, July 1968 through June 1969)

Method of wage determination	Northeast											South										
	Albany-Schenectady-Troy	Binghamton	Boston	Buffalo	Manchester	Providence-Pawtucket-Warwick	Rochester	Scranton	Syracuse	Trenton	Utica-Rome	Baltimore	Beaumont-Port Arthur-Orange	Birmingham	Chattanooga	Dallas	Fort Worth	Greenville	Houston	Jackson	Jacksonville	Little Rock-North Little Rock
	Plant workers																					
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates	88	84	79	77	56	69	64	64	72	69	57	73	100	73	81	93	95	74	94	96	90	82
Formal rate policy	84	80	70	76	36	48	61	57	61	68	54	65	98	63	75	79	81	61	88	65	66	74
Single rate	65	14	16	47	20	30	19	38	40	35	22	36	83	40	44	11	22	37	48	55	51	62
Range of rates	19	66	54	29	15	18	42	18	21	33	32	30	15	23	31	68	58	25	40	10	15	11
Progression based on automatic advancement according to length of service	12	3	15	16	-	(1)	5	7	4	13	5	6	3	19	3	36	42	7	15	5	-	1
Progression based on merit review	3	49	15	8	2	2	21	5	3	17	3	13	-	-	9	5	6	5	9	-	-	1
Progression based on a combination of length of service and merit review	4	14	24	5	13	16	16	6	14	3	24	10	13	4	20	27	10	12	16	4	15	9
No formal rate policy	3	3	9	(1)	20	21	3	8	11	1	3	8	2	10	6	14	14	13	6	31	24	8
Paid by incentive methods	12	16	21	23	44	31	36	36	28	31	43	27	-	27	19	7	5	26	6	4	10	18
Piece rate	10	7	10	7	43	22	14	30	17	18	30	10	-	8	18	6	3	26	-	4	7	12
Individual	8	5	9	4	43	20	14	28	16	15	24	8	-	8	17	6	2	26	-	2	7	10
Group	2	1	1	3	(1)	2	(1)	2	1	3	7	2	-	-	1	-	1	-	-	2	-	2
Production bonus	3	9	11	17	1	9	22	6	11	13	12	16	-	19	2	1	2	(1)	6	(1)	3	6
Individual	1	7	9	4	(1)	6	6	6	6	8	9	2	-	1	1	-	1	(1)	1	(1)	3	3
Group	1	2	3	13	1	3	17	-	5	6	3	14	-	18	1	1	1	-	4	-	(1)	3
Commission	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-
	Office workers																					
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates	100	100	99	100	100	99	99	100	100	100	94	100	100	100	99	100	100	100	99	100	100	100
Formal rate policy	85	88	78	83	32	57	89	55	79	82	73	84	71	58	56	60	82	69	63	52	31	47
Single rate	39	-	1	1	6	4	-	2	33	2	(1)	1	5	2	4	-	4	1	1	-	-	1
Range of rates	45	88	77	82	26	53	89	53	46	80	73	84	67	56	52	60	78	68	62	52	31	46
Progression based on automatic advancement according to length of service	6	1	10	10	-	-	1	13	-	5	2	6	28	30	5	1	63	2	(1)	-	-	1
Progression based on merit review	31	67	31	46	9	32	79	18	36	64	67	52	9	21	20	23	11	27	34	45	-	24
Progression based on a combination of length of service and merit review	8	19	37	26	16	21	9	22	10	10	4	26	29	4	27	36	4	39	28	7	31	21
No formal rate policy	15	12	22	17	68	43	11	45	21	18	21	16	29	42	43	40	18	31	36	48	69	53
Paid by incentive methods	-	-	(1)	-	-	(1)	(1)	-	-	-	6	-	-	-	1	-	-	-	(1)	-	-	-

See footnotes at end of table.

Table B-15. Method of Wage Determination—Manufacturing—Continued

(Percent distribution of plant and office workers by method of wage determination, July 1968 through June 1969)

Method of wage determination	South—Continued				North Central														West				
	Miami	New Orleans	Ra-leigh	San An-tonio	Akron	Chi-cago	Cincin-nati	Cleve-land	Colum-bus	Dayton	De-troit	Green Bay	Indian-apolis	Kansas City	Omaha	St. Louis	Sioux Falls	Toledo	Water-loo	Boise City	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	San Bernar-dino-Riverside-Ontario	Seattle-Everett
	Plant workers																						
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates.....	91	92	83	89	77	75	82	78	74	84	98	80	77	91	80	85	94	78	53	95	92	90	99
Formal rate policy.....	56	81	61	60	74	75	71	76	70	80	97	80	73	87	70	84	90	76	52	72	89	83	98
Single rate.....	21	44	15	20	39	25	43	32	33	39	73	61	34	40	37	54	9	67	10	55	28	49	93
Range of rates.....	35	37	46	39	35	50	28	43	37	40	25	19	39	47	33	30	80	9	42	17	61	34	5
Progression based on automatic advancement according to length of service.....	16	10	7	12	7	21	9	14	25	16	8	11	16	24	11	19	69	5	14	17	29	24	1
Progression based on merit review.....	1	22	10	-	12	14	5	11	3	15	7	-	11	4	3	4	9	1	-	-	9	3	4
Progression based on a combination of length of service and merit review.....	18	5	29	27	17	15	13	18	8	9	10	8	12	19	18	7	2	3	28	-	23	6	(¹)
No formal rate policy.....	34	11	22	29	3	1	11	2	4	4	1	(¹)	5	3	10	1	5	2	1	23	3	7	1
Paid by incentive methods.....	9	8	17	11	23	25	18	22	26	16	2	20	23	9	20	15	6	22	47	5	8	10	1
Piece rate.....	9	7	17	11	14	12	7	10	9	13	1	9	9	7	2	7	6	7	7	-	6	3	1
Individual.....	9	5	17	11	11	8	7	10	8	12	(¹)	9	7	3	2	5	6	7	7	-	6	3	1
Group.....	1	2	1	-	3	3	(¹)	1	1	1	1	(¹)	2	4	-	2	-	(¹)	-	-	(¹)	-	(¹)
Production bonus.....	1	1	-	-	9	13	11	12	17	3	1	11	14	3	18	8	-	15	41	5	2	7	(¹)
Individual.....	-	1	-	-	8	6	7	6	5	2	1	7	3	(¹)	(¹)	3	-	5	37	-	1	-	(¹)
Group.....	-	(¹)	-	-	1	7	4	7	12	1	(¹)	4	10	2	18	5	-	10	3	5	1	7	(¹)
Commission.....	-	-	-	-	-	(¹)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Office workers																						
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates.....	100	100	100	100	100	100	99	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100	99
Formal rate policy.....	10	63	70	30	82	74	70	78	71	87	89	59	80	72	71	77	23	85	71	-	87	82	87
Single rate.....	-	2	6	-	(¹)	1	(¹)	2	(¹)	1	2	-	(¹)	3	2	1	-	1	-	-	1	22	(¹)
Range of rates.....	10	61	65	30	82	74	70	75	71	86	87	59	80	69	69	76	23	85	71	-	86	60	87
Progression based on automatic advancement according to length of service.....	1	(¹)	-	3	1	4	1	7	15	-	1	1	-	4	-	4	2	13	-	-	39	29	1
Progression based on merit review.....	-	44	46	-	75	43	41	43	32	34	58	10	67	38	19	53	21	41	-	-	24	6	86
Progression based on a combination of length of service and merit review.....	8	17	19	27	5	26	28	25	24	52	28	48	12	27	50	19	-	31	71	-	23	25	(¹)
No formal rate policy.....	90	37	30	70	18	26	30	22	29	13	11	41	19	28	29	23	77	15	29	100	13	18	12
Paid by incentive methods.....	-	-	-	-	-	-	(¹)	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	(¹)

¹ Less than 0.5 percent.

Table B-16. Method of Wage Determination—Public Utilities¹

(Percent distribution of plant and office workers by method of wage determination, July 1968 through June 1969)

Method of wage determination	Northeast											South										
	Albany-Schenectady-Troy	Bing-hamton ²	Boston ²	Buffalo	Man-chester	Provi-dence-Paw-tucket-Warwick	Roch-ester	Scr-an-ton	Syra-cuse	Tren-ton	Utica-Rome ²	Balti-more	Beau-mont-Port Arthur-Orange	Birming-ham ²	Chatta-nooga ²	Dallas ²	Fort Worth	Green-ville	Hous-ton	Jack-son	Jackson-ville ²	Little Rock-North Little Rock
	Plant workers																					
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates-----	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100	98	100	99	100	100
Formal rate policy-----	99	94	99	100	99	99	95	100	99	100	99	100	99	89	89	89	96	87	91	86	81	98
Single rate-----	47	46	25	54	72	54	45	53	63	42	42	39	53	57	60	28	52	54	52	26	27	65
Range of rates-----	53	48	75	46	28	45	50	47	36	58	57	61	46	32	29	62	44	33	40	60	54	32
Progression based on automatic advancement according to length of service-----	53	48	75	34	28	21	8	47	32	58	56	20	44	32	28	47	33	30	11	60	34	27
Progression based on merit review-----	-	-	(³)	1	-	-	38	-	-	-	-	21	2	-	-	7	4	-	2	-	-	-
Progression based on a combination of length of service and merit review-----	-	-	-	12	(³)	24	5	(³)	5	-	1	20	-	-	1	7	7	3	27	-	20	5
No formal rate policy-----	(³)	6	(³)	-	(³)	1	5	-	1	-	(³)	-	1	11	10	4	11	9	13	19	2	-
Paid by incentive methods-----	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	1	-	-	-
Piece rate-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Production bonus-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commission-----	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	1	-	-	-
	Office workers																					
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates-----	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate policy-----	90	72	91	95	92	79	81	81	90	86	63	97	94	72	72	80	81	68	75	93	81	83
Single rate-----	7	2	8	35	5	5	5	25	37	(³)	10	3	17	15	43	10	32	19	15	9	5	23
Range of rates-----	82	69	83	60	88	75	75	57	52	86	53	94	77	57	29	70	49	48	59	84	76	60
Progression based on automatic advancement according to length of service-----	81	62	78	34	62	44	7	36	50	67	26	27	69	25	21	24	14	22	2	71	35	47
Progression based on merit review-----	2	7	2	9	-	9	68	-	2	-	-	40	5	22	-	30	9	15	31	13	-	1
Progression based on a combination of length of service and merit review-----	(³)	-	3	17	25	22	(³)	20	(³)	18	27	27	3	10	8	16	25	12	26	-	41	12
No formal rate policy-----	10	29	9	5	8	19	19	19	10	14	37	3	6	28	28	20	19	33	26	7	19	17
Paid by incentive methods-----	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-16. Method of Wage Determination—Public Utilities¹—Continued

(Percent distribution of plant and office workers by method of wage determination, July 1968 through June 1969)

Method of wage determination	South—Continued				North Central														West				
	Miami ²	New Orleans	Raleigh	San Antonio ²	Akron	Chicago ²	Cincinnati	Cleveland ²	Columbus	Dayton	Detroit ²	Green Bay	Indianapolis ²	Kansas City	Omaha ²	St. Louis	Sioux Falls	Toledo	Waterloo	Boise City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove ²	San Bernardino—Riverside—Ontario ²	Seattle—Everett ²
	Plant workers																						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates	98	100	100	99	100	99	100	100	100	100	100	99	100	100	100	100	99	100	99	100	100	100	100
Formal rate policy	91	96	95	88	97	98	96	99	100	99	99	92	100	96	99	99	92	99	97	94	100	99	100
Single rate	11	60	25	29	50	46	52	42	56	30	39	51	48	36	78	60	42	53	50	10	32	41	66
Range of rates	80	36	70	59	48	51	44	57	44	70	61	41	52	60	21	40	50	46	47	83	68	58	34
Progression based on automatic advancement according to length of service	75	34	40	44	32	23	27	54	40	26	6	2	31	42	16	21	50	31	47	75	33	57	31
Progression based on merit review	3	-	-	-	-	1	14	3	-	-	(³)	-	4	7	2	17	-	-	-	8	5	-	2
Progression based on a combination of length of service and merit review	2	2	30	15	16	28	2	-	4	44	54	39	16	12	3	3	-	15	-	-	30	1	-
No formal rate policy	8	4	5	11	3	2	4	1	-	(³)	(³)	6	-	4	1	(³)	8	1	2	6	-	1	-
Paid by incentive methods	2	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	(³)	-	1	-	-	-	-
Piece rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Production bonus	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commission	2	-	-	(³)	-	-	-	-	-	-	-	1	-	-	-	-	(³)	-	1	-	-	-	-
	Office workers																						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Paid time rates	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal rate policy	94	75	86	90	89	91	83	88	83	93	96	75	91	89	95	93	58	88	57	97	97	98	80
Single rate	2	19	16	16	12	29	8	1	2	2	6	21	9	20	9	33	5	21	25	8	13	14	35
Range of rates	92	56	70	74	77	62	75	87	81	91	90	54	81	68	86	61	53	66	31	89	84	85	46
Progression based on automatic advancement according to length of service	35	33	22	52	34	18	49	46	54	29	9	(³)	41	11	70	29	31	33	31	84	30	83	31
Progression based on merit review	4	19	-	15	18	12	21	25	1	-	15	2	22	15	15	19	22	6	-	5	10	-	5
Progression based on a combination of length of service and merit review	53	4	48	8	25	32	5	16	26	62	66	52	18	42	2	12	-	27	-	-	44	2	10
No formal rate policy	6	25	14	10	11	9	17	12	17	7	4	25	9	11	5	7	42	12	43	3	3	2	20
Paid by incentive methods	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Table B-17. Frequency of Wage Payment—All Industries

(Percent distribution of plant and office workers by frequency of wage payment, July 1968 through June 1969)

Metropolitan area	Plant workers					Office workers				
	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency
Northeast										
Albany-Schenectady-Troy	97	3	-	-	-	71	21	7	1	-
Binghamton ¹	99	(²)	-	-	-	99	(²)	-	-	-
Boston ¹	99	1	(²)	(²)	-	76	19	4	1	-
Buffalo	96	3	1	1	-	65	16	11	8	-
Manchester	100	-	-	-	-	78	8	2	11	-
Providence-Pawtucket-Warwick	99	1	-	-	-	77	18	3	3	-
Rochester	99	(²)	-	-	-	92	5	3	-	-
Scranton	64	30	6	(²)	-	48	36	16	(²)	-
Syracuse	98	2	-	-	-	82	15	3	-	-
Trenton	89	9	2	(²)	-	39	40	20	1	-
Utica-Rome ¹	99	1	-	-	-	62	26	13	-	-
South										
Baltimore	96	3	1	(²)	(²)	61	29	9	2	-
Beaumont-Port Arthur-Orange	49	46	5	-	-	13	43	43	1	-
Birmingham ¹	72	25	4	(²)	-	42	22	33	3	-
Chattanooga ¹	96	3	1	-	-	64	18	15	4	-
Dallas ¹	70	22	8	(²)	-	32	26	40	3	-
Fort Worth	85	8	7	-	-	56	12	33	-	-
Greenville	97	1	2	(²)	-	52	11	18	19	-
Houston	62	25	12	-	-	20	32	48	-	(²)
Jackson	92	7	2	-	-	31	19	40	10	-
Jacksonville ¹	90	5	4	-	-	54	25	21	-	-
Little Rock-North Little Rock	81	13	6	-	-	28	31	39	2	-
Miami ¹	84	10	6	-	-	63	17	20	1	-
New Orleans	87	8	4	1	-	39	28	32	1	-
Raleigh	80	16	4	(²)	-	20	39	28	12	-
San Antonio ¹	76	12	12	-	-	44	11	45	-	-
North Central										
Akron	91	8	1	-	-	13	17	70	(²)	-
Chicago ¹	84	13	4	(²)	(²)	41	23	33	4	-
Cincinnati	96	3	1	-	-	58	25	18	-	-
Cleveland ¹	66	31	3	-	(²)	18	41	38	1	-
Columbus	86	12	1	1	-	31	23	28	15	3
Dayton	98	2	(²)	-	-	59	14	26	1	-
Detroit ¹	94	5	(²)	-	(²)	27	22	50	1	(²)
Green Bay	26	53	21	-	-	26	44	30	1	-
Indianapolis ¹	89	8	(²)	3	-	42	28	22	8	-
Kansas City	79	15	5	-	-	22	33	43	2	-
Omaha ¹	72	14	13	(²)	(²)	18	16	62	4	-
St. Louis	83	10	7	-	-	31	25	44	(²)	-
Sioux Falls	78	18	4	1	-	35	39	26	-	-
Toledo	92	7	(²)	-	-	24	30	46	-	-
Waterloo	91	7	2	(²)	-	29	56	13	2	-
West										
Boise City	41	22	28	9	-	20	21	47	11	-
Los Angeles-Long Beach and Anaheim	77	16	7	-	-	44	24	32	(²)	-
Santa Ana-Garden Grove ¹	62	24	14	-	-	28	47	25	-	-
San Bernardino-Riverside-Ontario ¹	52	37	11	-	-	48	18	33	(²)	-

¹ Exceptions to the standard industry limitations are shown in footnote 4 to the table in appendix A.² Less than 0.5 percent.

Table B-18. Frequency of Wage Payment—Manufacturing

(Percent distribution of plant and office workers by frequency of wage payment, July 1968 through June 1969)

Metropolitan area	Plant workers					Office workers				
	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency
Northeast										
Albany-Schenectady-Troy	100	-	-	-	-	72	21	6	-	-
Binghamton	100	-	-	-	-	100	-	-	-	-
Boston	100	-	-	-	-	96	3	1	-	-
Buffalo	98	1	1	1	-	60	14	19	7	-
Manchester	100	-	-	-	-	95	5	-	-	-
Providence-Pawtucket-Warwick	100	-	-	-	-	94	1	6	-	-
Rochester	100	-	-	-	-	94	4	2	-	-
Scranton	61	32	7	(¹)	-	44	45	11	(¹)	-
Syracuse	100	-	-	-	-	83	11	6	-	-
Trenton	90	7	2	-	-	30	45	25	-	-
Utica-Rome	100	-	-	-	-	85	-	15	-	-
South										
Baltimore	98	2	-	-	-	70	20	6	4	-
Beaumont-Port Arthur-Orange	46	51	3	-	-	10	29	59	1	-
Birmingham	70	29	1	-	-	31	36	23	9	-
Chattanooga	100	-	-	-	-	60	23	9	7	-
Dallas	76	21	2	-	-	49	30	16	5	-
Fort Worth	98	2	-	-	-	82	11	7	-	-
Greenville	99	-	(¹)	-	-	65	3	18	13	-
Houston	75	18	7	-	-	15	40	45	-	-
Jackson	97	3	-	-	-	39	51	5	6	-
Jacksonville	97	3	-	-	-	68	13	19	-	-
Little Rock-North Little Rock	97	2	1	-	-	46	12	35	6	-
Miami	96	4	-	-	-	94	3	3	-	-
New Orleans	93	7	-	-	-	36	49	13	3	-
Raleigh	94	6	-	-	-	39	22	22	17	-
San Antonio	85	12	3	-	-	75	12	13	-	-
North Central										
Akron	96	4	-	-	-	3	13	84	(¹)	-
Chicago	94	5	1	-	-	51	18	24	7	-
Cincinnati	98	1	1	-	-	56	26	19	-	-
Cleveland	67	31	3	-	-	15	36	46	2	-
Columbus	96	4	(¹)	-	-	34	7	33	26	-
Dayton	100	-	-	-	-	55	8	38	(¹)	-
Detroit	97	3	-	-	-	13	22	64	-	-
Green Bay	27	55	17	-	-	18	58	22	2	-
Indianapolis	94	2	-	5	-	30	22	33	15	-
Kansas City	89	10	(¹)	-	-	21	25	49	5	-
Omaha	90	8	2	-	-	31	13	34	22	-
St. Louis	93	4	4	-	-	39	16	46	-	-
Sioux Falls	96	4	-	-	-	36	61	4	-	-
Toledo	99	1	(¹)	-	-	23	20	57	-	-
Waterloo	99	-	1	-	-	31	63	4	1	-
West										
Boise City	52	13	28	7	-	8	7	81	4	-
Los Angeles-Long Beach and Anaheim	93	7	(¹)	-	-	73	14	12	(¹)	-
Santa Ana-Garden Grove	79	20	1	-	-	48	45	8	-	-
San Bernardino-Riverside-Ontario	60	35	5	-	-	81	15	4	(¹)	-

¹ Less than 0.5 percent.

Table B-19. Frequency of Wage Payment—Public Utilities¹

(Percent distribution of plant and office workers by frequency of wage payment, July 1968 through June 1969)

Metropolitan area	Plant workers					Office workers				
	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency	Weekly	Biweekly	Semi-monthly	Monthly	Other frequency
<u>Northeast</u>										
Albany-Schenectady-Troy	100	-	-	-	-	99	(²)	-	-	-
Binghamton ³	100	-	-	-	-	100	-	-	-	-
Boston ³	97	3	-	-	-	98	2	(²)	-	-
Buffalo	95	5	-	-	-	99	1	-	-	-
Manchester	100	-	-	-	-	100	-	-	-	-
Providence-Pawtucket-Warwick	100	-	-	-	-	100	-	-	-	-
Rochester	100	-	-	-	-	99	(²)	-	-	-
Scranton	69	31	-	-	-	54	45	1	-	-
Syracuse	95	5	-	-	-	99	(²)	-	-	-
Trenton	92	8	-	-	-	79	21	-	-	-
Utica-Rome ³	94	6	-	-	-	73	27	-	-	-
<u>South</u>										
Baltimore	83	13	-	-	3	92	5	2	-	-
Beaumont-Port Arthur-Orange	1	70	29	-	-	-	75	25	-	-
Birmingham ³	74	5	22	-	-	52	6	40	2	-
Chattanooga ³	55	40	4	-	-	60	24	8	9	-
Dallas ³	35	35	30	-	-	31	23	47	-	-
Fort Worth	8	34	59	-	-	3	19	79	-	-
Greenville	64	17	19	-	-	50	16	20	15	-
Houston	30	43	27	-	-	5	38	57	-	-
Jackson	79	21	-	-	-	64	36	-	-	-
Jacksonville ³	77	3	21	-	-	49	8	43	-	-
Little Rock-North Little Rock	11	50	39	-	-	5	81	14	-	-
Miami ³	82	15	3	-	-	68	28	3	2	-
New Orleans	81	4	15	-	-	37	21	40	1	-
Raleigh	60	30	10	-	-	34	49	17	-	-
San Antonio ³	30	10	60	-	-	16	12	72	-	-
<u>North Central</u>										
Akron	44	52	4	-	-	18	53	29	-	-
Chicago ³	36	47	17	-	-	23	49	28	-	-
Cincinnati	79	15	6	-	-	83	11	6	-	-
Cleveland ³	33	61	6	-	(²)	11	67	19	3	-
Columbus	34	66	-	-	-	18	80	1	-	-
Dayton	68	27	5	-	-	63	36	1	-	-
Detroit ³	90	6	3	-	(²)	57	13	24	4	1
Green Bay	30	12	57	-	-	17	10	73	-	-
Indianapolis ³	58	42	(²)	-	-	66	33	(²)	-	-
Kansas City	61	18	22	-	-	28	38	35	-	-
Omaha ³	16	21	61	-	2	3	1	96	-	-
St. Louis	47	34	19	-	-	24	46	29	-	-
Sioux Falls	18	77	5	-	-	31	63	6	-	-
Toledo	64	36	-	-	-	11	57	32	-	-
Waterloo	10	90	-	-	-	13	62	24	-	-
<u>West</u>										
Boise City	46	15	6	33	-	44	8	8	39	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove ³	28	50	21	-	-	15	62	23	-	-
San Bernardino-Riverside-Ontario ³	2	61	38	-	-	1	87	13	-	-
Seattle-Everett ³	25	52	23	-	-	10	54	35	1	-

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

Appendix A. Scope and Method of Survey

Occupational pay data for each area are collected annually. The data are collected by personal visits of Bureau field economists to all establishments in the sample at 2-year intervals and by a combination of personal visits and mail in the intervening years.

Supplementary wage practices are covered only in the surveys conducted through field economists' visits. Of the 88 areas covered in this bulletin, 45 involved this type of survey. In the other areas, data were obtained chiefly by mail questionnaire, from the establishments visited by field economists in the regular full-scale survey made in 1967-68. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey. Current employment and earnings information (A tables) was obtained, but no data were requested for establishment practices or supplementary wage provisions.

Industry and Establishment Coverage

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

The scope of the studies was further limited within each of the six major industry groupings to establishments which employed more than a specified minimum number of workers, as indicated in the table on page 81. Smaller establishments were omitted because they tended to furnish insufficient employment in the occupations studied to warrant inclusion.

Sampling and Estimating Procedures

Over 14,000 establishments were included in the Bureau's sample selected to represent almost 59,000 establishments within the scope of the studies in the 88 areas.

Each of the 88 areas surveyed relates to a Standard Metropolitan Statistical Area or as in three instances, to a combination of two SMSA's. Eighty-four of these areas⁵ are part of a sample design

⁴ See footnote 4 to the table (p. 82) for areas in which public utilities were municipally operated and have been excluded.

⁵ Four studies conducted under contract with the New York State Department of Labor are not included in the sample. These areas are Binghamton, Rochester, Syracuse, and Utica-Rome. However, the area sample includes data for Norfolk-Portsmouth and Newport News-Hampton, Va., which are not published in this bulletin.

which, when the areas are appropriately weighted, permits the preparation of estimates for the composites of all 229 Standard Metropolitan Statistical Areas in the United States, as established by the Bureau of the Budget through January 1968. Such estimates are not a part of this bulletin, but will be released in the forthcoming second summary bulletin.

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

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

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

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

Labor-Management Agreement Coverage

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

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

Trends of Occupational Earnings

Presented in tables 4, 5, and 6 are indexes and percentages of change in average salaries of office clerical workers and industrial nurses, and in average earnings of selected plant worker groups. The indexes are a measure of wages at a given time, expressed as a percent of wages during the base period (date of the area survey conducted between July 1960 and June 1961 for table 5, between July 1952 and June 1953 for table 6). Subtracting 100 from the index yields the percentage change in wages from the base period to the date of the index. The percentages of change or increase relate to wage changes between the indicated dates. These estimates measure changes 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 to compute the wage trends:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Comptometer operators
Keypunch operators, classes A and B
Office boys and girls
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators, classes A and B
Tabulating-machine operators, class B
Typists, classes A and B

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Index data in table 6 are computed by the method described above for the years 1961 to 1969. Data for the years 1953 to 1961 are based on a slightly different list of occupations; weights are based on employment in 1953-54; and the office clerical and industrial nurses' occupational groups are limited to women.

For office clerical workers and industrial nurses, the wage trends relate to 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, and exclude premium pay for overtime and for work on weekends, holidays, and late shifts. The percentages are based on data for selected key occupations and include most of the numerically important jobs within each group.

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

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

Occupational Earnings

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

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late

shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive earnings are included. Average weekly earnings for office occupations relate to the standard salaries that were paid for the workers' normal weekly work schedule excluding all overtime hours. Average weekly earnings for these occupations have been rounded to the nearest half dollar.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B tables) on selected establishment practices and supplementary benefits as they relate to plant and office workers in 45 areas. Administrative, executive, and professional employees, and force-account construction workers who are utilized as a separate work force are excluded from all tables. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing industries, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions.

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

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

The scheduled weekly hours (tables B-2 through B-4) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Scheduled weekly hours are those which full-time employees were expected to work, whether they were paid for at straight-time or overtime rates.

Paid holidays; paid vacations; health, insurance, and pension plans; and frequency of wage payment are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed.

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

The summary of vacation plans (tables B-8 through B-10) is limited to 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 bonus, 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 (tables B-11 through B-13) 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 data are 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,⁶ 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 plans⁷ 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.

⁶ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁷ 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 (tables B-14 through B-16) 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.

Tables B-17 through B-19 provide data on the frequency of wage payment for plant and office workers.

Minimum-Size Establishment and Estimated Number of Workers Within Scope of Survey by Industry Division for 85 Metropolitan Areas Studied by the Bureau of Labor Statistics, July 1968 through June 1969

Metropolitan area ¹	Payroll period	Minimum size establishment	Number of workers in establishments within scope of studies ² (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade			Finance ⁵		Services ⁶			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
Northeast																										
Albany-Schenectady-Troy, N. Y.	Mar. 1969	50	102.8	62.0	18.0	59.3	39.4	7.8	43.5	22.6	10.2	12.2	6.6	2.2	4.2	(?)	(?)	14.6	(?)	(?)	4.6	(?)	7.9	(?)	(?)	
Allentown-Bethlehem-Easton, Pa.-N. J. ⁸	May 1969	50	119.5	-	-	96.4	-	-	23.1	-	-	7.1	-	-	1.4	(?)	(?)	9.5	(?)	(?)	2.9	(?)	2.2	(?)	(?)	
Binghamton, N. Y.	July 1968	50	44.8	26.7	6.9	34.6	20.2	5.0	10.2	6.5	1.9	2.5	1.5	.4	.4	(?)	(?)	4.9	(?)	(?)	1.2	(?)	1.2	(?)	(?)	
Boston, Mass.	Sept. 1968	(9)	509.4	284.0	105.4	232.6	147.6	32.9	276.8	136.4	72.5	41.1	22.8	7.7	34.2	17.4	8.0	82.4	64.0	10.2	60.3	37.6	58.8	30.5	9.0	
Buffalo, N. Y.	Nov. 1968	50	254.3	174.5	34.4	166.6	123.0	17.6	87.7	51.5	16.8	23.6	13.2	3.6	7.2	(?)	(?)	33.5	(?)	(?)	12.1	(?)	11.3	(?)	(?)	
Lawrence-Haverhill, Mass.-N.H. ⁸	July 1969	50	46.4	-	-	39.1	-	-	7.3	-	-	1.1	(?)	(?)	.9	(?)	(?)	3.0	(?)	(?)	1.2	(?)	1.1	(?)	(?)	
Manchester, N.H.	July 1968	50	24.3	18.0	3.1	16.3	13.6	1.1	8.0	4.4	2.0	2.4	1.2	.5	1.0	(?)	(?)	2.4	(?)	(?)	1.3	(?)	.9	(?)	(?)	
Newark and Jersey City, N. J. ⁸	Jan. 1969	(9)	442.5	-	-	244.1	-	-	198.4	-	-	56.4	-	-	29.4	-	-	39.5	-	-	37.4	-	35.7	-	-	
New Haven, Conn. ⁸	Jan. 1969	50	71.1	-	-	42.1	-	-	29.0	-	-	11.0	-	-	2.8	(?)	(?)	7.5	(?)	(?)	4.5	(?)	3.2	(?)	(?)	
New York, N. Y. ⁸	Apr. 1969	(9)	1,769.9	-	-	544.3	-	-	1,225.6	-	-	260.3	-	-	138.9	-	-	233.7	-	-	338.2	-	254.5	-	-	
Paterson-Clifton-Passaic, N. J. ⁸	May 1969	50	221.2	-	-	147.7	-	-	73.5	-	-	16.8	-	-	12.4	(?)	(?)	27.8	(?)	(?)	7.1	(?)	9.4	(?)	(?)	
Philadelphia, Pa.-N. J. ⁸	Nov. 1968	(9)	751.7	-	-	442.8	-	-	308.9	-	-	64.0	-	-	41.3	-	-	97.9	-	-	66.0	-	39.7	-	-	
Pittsburgh, Pa. ⁸	Jan. 1969	(9)	396.3	-	-	245.3	-	-	151.0	-	-	43.2	-	-	15.2	-	-	50.7	-	-	18.7	-	23.2	-	-	
Portland, Maine ⁸	Nov. 1968	50	24.3	-	-	12.0	-	-	12.3	-	-	3.3	-	-	1.7	(?)	(?)	4.1	(?)	(?)	2.1	(?)	1.1	(?)	(?)	
Providence-Pawtucket-Warwick, R.I.-Mass.	May 1969	50	169.6	126.5	20.4	122.3	98.5	10.5	47.3	28.0	9.9	9.7	6.0	1.7	4.0	(?)	(?)	20.0	16.0	2.1	8.8	(?)	4.8	(?)	(?)	
Rochester, N. Y.	July 1968	50	179.3	110.9	33.6	135.8	83.7	24.8	43.5	27.2	8.8	5.9	3.8	1.1	2.7	(?)	(?)	23.1	(?)	(?)	5.8	(?)	6.0	(?)	(?)	
Scranton, Pa.	July 1968	50	41.6	33.2	4.1	31.8	26.8	2.2	9.8	6.4	1.9	2.8	1.7	.6	1.2	(?)	(?)	3.9	(?)	(?)	.9	(?)	1.0	(?)	(?)	
Syracuse, N. Y.	July 1968	50	96.8	61.5	18.1	60.0	40.2	10.0	36.8	21.3	8.1	9.1	6.2	1.6	4.1	(?)	(?)	12.8	(?)	(?)	6.5	(?)	4.3	(?)	(?)	
Trenton, N. J.	Oct. 1968	50	50.8	32.8	9.0	34.2	22.7	5.5	16.6	10.1	3.5	4.2	2.4	1.0	1.2	(?)	(?)	5.9	(?)	(?)	1.9	(?)	3.4	(?)	(?)	
Utica-Rome, N. Y.	July 1968	50	52.2	35.7	8.1	40.2	29.2	5.0	12.0	6.5	3.1	3.1	2.1	.5	.4	(?)	(?)	4.0	(?)	(?)	2.8	(?)	1.7	(?)	(?)	
Waterbury, Conn. ⁸	Mar. 1969	50	43.3	-	-	35.8	-	-	7.5	-	-	2.0	-	-	.4	(?)	(?)	3.0	(?)	(?)	1.2	(?)	.9	(?)	(?)	
Worcester, Mass. ⁸	May 1969	50	62.7	-	-	42.3	-	-	20.4	-	-	4.3	-	-	1.7	(?)	(?)	8.1	(?)	(?)	4.8	(?)	1.5	(?)	(?)	
York, Pa. ⁸	Feb. 1969	50	66.5	-	-	53.2	-	-	13.3	-	-	3.8	-	-	1.0	(?)	(?)	6.4	(?)	(?)	1.0	(?)	1.1	(?)	(?)	
South																										
Atlanta, Ga. ⁸	May 1969	50	277.5	-	-	106.3	-	-	171.2	-	-	46.5	-	-	25.6	-	-	52.8	-	-	24.1	-	22.2	(?)	(?)	
Baltimore, Md.	Sept. 1968	(9)	294.8	191.6	47.8	170.6	123.9	18.5	124.2	67.7	29.3	32.3	16.0	7.0	13.2	7.0	2.9	38.2	30.9	3.7	21.1	13.1	19.4	(?)	(?)	
Beaumont-Port Arthur-Orange, Tex.	May 1969	50	46.3	33.9	4.3	32.9	25.4	2.2	13.4	8.5	2.1	4.4	2.1	.8	1.4	(?)	(?)	5.1	(?)	(?)	.9	(?)	1.6	(?)	(?)	
Birmingham, Ala.	Apr. 1969	50	115.7	79.4	18.1	63.7	50.8	5.0	52.0	28.6	13.1	14.8	7.2	3.0	7.1	4.6	1.5	16.1	13.1	1.6	8.6	5.9	5.4	(?)	(?)	
Charleston, W. Va. ⁸	Apr. 1969	50	33.1	-	-	18.0	-	-	15.1	-	-	7.0	-	-	1.7	(?)	(?)	4.7	(?)	(?)	.9	(?)	.8	(?)	(?)	
Charlotte, N. C. ⁸	Mar. 1969	50	84.5	-	-	35.8	-	-	48.7	-	-	15.9	-	-	8.3	(?)	(?)	12.8	(?)	(?)	6.9	(?)	4.8	(?)	(?)	
Chattanooga, Tenn.-Ga.	Sept. 1968	50	68.7	51.8	7.6	51.9	41.6	3.7	16.8	10.2	3.9	3.7	2.4	.6	1.5	(?)	(?)	5.6	(?)	(?)	3.4	(?)	2.6	(?)	(?)	
Dallas, Tex.	Nov. 1968	50	312.4	190.1	57.8	144.3	100.1	14.9	168.1	90.0	42.9	39.6	20.9	7.5	25.4	(?)	(?)	52.0	40.4	6.5	28.7	19.3	22.4	(?)	(?)	
Fort Worth, Tex.	Nov. 1968	50	126.3	82.1	19.5	79.6	53.3	10.5	46.7	28.8	9.0	12.1	7.0	1.8	4.2	(?)	(?)	20.4	(?)	(?)	5.3	(?)	4.7	(?)	(?)	
Greenville, S. C.	May 1969	50	65.7	52.8	5.6	52.1	44.4	3.1	13.6	8.4	2.5	3.4	2.1	.4	1.2	(?)	(?)	5.6	(?)	(?)	1.7	(?)	1.7	(?)	(?)	
Houston, Tex.	May 1969	50	320.3	203.5	49.8	120.3	86.5	12.6	200.0	117.0	37.2	41.4	22.3	8.7	35.2	17.1	8.9	65.0	54.0	4.9	20.1	(?)	38.3	(?)	(?)	
Jackson, Miss.	Feb. 1969	50	28.3	19.0	5.0	12.2	10.0	.8	16.1	9.0	4.2	4.3	2.2	.8	2.2	(?)	(?)	4.3	(?)	(?)	3.0	(?)	2.3	(?)	(?)	
Jacksonville, Fla.	Jan. 1969	50	72.7	46.5	14.7	18.8	15.0	1.3	53.9	31.5	13.4	12.5	7.1	2.4	6.3	(?)	(?)	20.7	(?)	(?)	9.4	(?)	5.0	(?)	(?)	
Little Rock-North Little Rock, Ark.	July 1968	50	44.3	29.8	5.8	22.8	18.4	1.5	21.5	11.4	4.3	7.3	3.8	.8	2.6	(?)	(?)	5.7	(?)	(?)	3.2	(?)	2.7	(?)	(?)	
Louisville, Ky.-Ind. ⁸	Nov. 1968	50	168.2	-	-	110.3	-	-	57.9	-	-	17.1	-	-	7.1	(?)	(?)	18.9	(?)	(?)	8.5	(?)	6.3	(?)	(?)	
Lubbock, Tex. ⁸	Mar. 1969	50	15.6	-	-	4.4	-	-	11.2	-	-	2.7	-	-	1.5	(?)	(?)	4.9	(?)	(?)	1.0	(?)	1.1	(?)	(?)	
Memphis, Tenn.-Ark. ⁸	Nov. 1968	50	114.4	-	-	52.0	-	-	62.4	-	-	14.1	-	-	12.5	(?)	(?)	20.1	(?)	(?)	6.3	(?)	9.4	(?)	(?)	
Miami, Fla.	Dec. 1968	50	195.4	134.0	30.8	52.4	41.4	4.5	143.0	92.6	26.3	42.2	23.6	7.8	9.8	(?)	(?)	46.8	38.7	4.1	15.5	(?)	28.7	(?)	(?)	
Midland and Odessa, Tex. ⁸	Mar. 1969	50	10 ¹⁵ 9.5	-	-	2.4	-	-	10 ¹³ 13.5	-	-	2.5	-	-	.5	(?)	(?)	2.6	(?)	(?)	.7	(?)	.7	(?)	(?)	
New Orleans, La.	Feb. 1969	50	149.5	95.0	23.0	47.8	36.1	5.0	101.7	58.9	18.0	32.7	13.8	4.9	12.5	(?)	(?)	32.1	25.8	3.3	10.2	(?)	14.2	(?)	(?)	
Oklahoma City, Okla. ⁸	July 1968	50	10 ¹⁰ 70.0	-	-	24.8	-	-	10 ¹⁰ 45.2	-	-	10.4	-	-	4.8	(?)	(?)	16.5	(?)	(?)	6.5	(?)	3.2	(?)	(?)	
Raleigh, N. C.	Aug. 1968	50	24.1	14.5	4.4	10.5	7.5	.9	13.6	7.0	3.5	3.8	1.9	.6	1.4	(?)	(?)	4.3	(?)	(?)	3.0	(?)	1.1	(?)	(?)	
Richmond, Va. ⁸	Mar. 1969	50	99.2	-	-	47.3	-	-	51.9	-	-	12.2	-	-	6.6	(?)	(?)	17.9	(?)	(?)	10.4	(?)	4.8	(?)	(?)	
San Antonio, Tex.	June 1969	50	78.6	55.0	12.6	23.3	17.9	1.7	55.3	37.1	10.9	7.8	4.7	1.1	7.4	(?)	(?)	23.6	(?)	(?)	8.6	(?)	7.9	(?)	(?)	
Savannah, Ga. ⁸	May 1969	50	24.8	-	-	15.4	-	-	9.4	-	-	3.3	-	-	.9	(?)	(?)	3.8	(?)	(?)	.8	(?)	.6	(?)	(?)	
Tampa-St. Petersburg, Fla. ⁸	Aug. 1968	50	91.3	-	-	37.4	-	-	53.9	-	-	12.2	-	-	4.7	(?)	(?)	26.1	(?)	(?)	5.2	(?)	5.7	(?)	(?)	
Washington, D. C.-Md.-Va. ⁸	Sept. 1968	50	264.7	-	-	31.2	-	-	233.5	-	-	46.3	-	-	13.6	-	-	88.4	-	-	26.1	-	59.1	-	-	
North Central																										
Akron, Ohio	July 1969 ¹¹	50	137.9	83.4	23.7	97.2	59.0	16.2	40.7	24.4	7.5	10.9	4.8	2.0	3.2	(?)										

Minimum-Size Establishment and Estimated Number of Workers Within Scope of Survey by Industry Division for 85 Metropolitan Areas Studied by the Bureau of Labor Statistics, July 1968 through June 1969

Metropolitan area ¹	Payroll period	Minimum size establishment	Number of workers in establishments within scope of studies ² (in thousands)																							
			All industries			Manufacturing			Nonmanufacturing ³			Public utilities ⁴			Wholesale trade			Retail trade			Finance ⁵		Services ⁶			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
North Central—Continued																										
Davenport-Rock Island-Moline, Iowa-Ill ⁸	Oct. 1968	50	58.3	-	-	41.6	-	-	16.7	-	-	4.9	-	-	1.8	(7)	(7)	6.7	(7)	(7)	2.0	(7)	1.3	(7)	(7)	
Dayton, Ohio	Jan. 1969	50	167.2	121.6	19.9	121.2	93.0	12.8	46.0	28.6	7.1	8.7	5.0	1.6	3.6	(7)	(7)	22.8	(7)	(7)	3.2	(7)	7.7	(7)	(7)	
Des Moines, Iowa ⁸	Mar. 1969	50	59.5	-	-	32.6	-	-	35.9	-	-	6.4	-	-	5.7	(7)	(7)	11.0	(7)	(7)	9.8	(7)	3.0	(7)	(7)	
Detroit, Mich	Jan. 1969	(9)	789.2	512.1	132.7	515.7	355.5	70.6	273.5	156.6	62.1	56.1	28.3	12.9	32.2	18.9	7.4	100.3	82.7	8.5	40.8	26.5	44.1	25.5	6.8	
Green Bay, Wis	July 1968	50	22.1	16.2	2.7	13.2	10.5	1.1	8.9	5.7	1.6	3.1	1.8	.5	1.1	(7)	(7)	3.7	(7)	(7)	4.0	(7)	.6	(7)	(7)	
Indianapolis, Ind	Dec. 1968	50	230.0	151.5	38.8	126.0	90.8	15.6	104.0	60.7	23.2	23.9	12.6	4.4	11.9	(7)	(7)	40.2	33.0	3.7	17.5	(7)	10.5	(7)	(7)	
Kansas City, Mo.-Kans	Sept. 1968	50	263.3	165.7	49.5	120.4	88.8	14.9	142.9	76.9	34.6	41.3	21.1	8.0	20.9	(7)	(7)	49.7	(7)	(7)	15.8	(7)	15.2	(7)	(7)	
Milwaukee, Wis ⁸	Apr. 1969	50	286.5	-	-	188.5	-	-	98.0	-	-	22.7	-	-	10.2	(7)	(7)	38.9	(7)	(7)	13.9	(7)	12.3	(7)	(7)	
Minneapolis-St. Paul, Minn ⁸	Jan. 1969	50	402.1	-	-	199.3	-	-	202.8	-	-	44.6	-	-	29.7	-	-	74.8	-	-	25.6	-	28.1	(7)	(7)	
Muskegon-Muskegon Heights, Mich ⁸	May 1969	50	28.9	-	-	24.6	-	-	4.3	-	-	2.0	-	-	.3	(7)	(7)	1.6	(7)	(7)	.3	(7)	.1	(7)	(7)	
Omaha, Nebr.-Iowa	Oct. 1968	50	84.1	51.0	18.6	32.3	24.9	3.1	51.8	26.1	15.5	16.5	7.4	4.8	5.9	(7)	(7)	15.0	(7)	(7)	8.4	(7)	6.0	(7)	(7)	
Rockford, Ill ⁸	May 1969	50	67.4	-	-	54.8	-	-	12.6	-	-	2.2	-	-	1.3	(7)	(7)	6.9	(7)	(7)	.9	(7)	1.3	(7)	(7)	
St. Louis, Mo.-Ill	Mar. 1969	(9)	424.6	271.1	68.8	253.9	175.0	30.4	170.7	96.1	38.4	52.8	30.3	9.5	21.6	12.9	4.8	47.4	37.9	4.3	25.1	16.3	23.8	(7)	(7)	
Sioux Falls, S. Dak	Oct. 1968	50	11.1	7.6	1.3	5.4	4.3	.4	5.7	3.3	.9	1.9	.8	.3	2.8	(7)	(7)	2.2	(7)	(7)	.5	(7)	.3	(7)	(7)	
South Bend, Ind ⁸	Mar. 1969	50	49.5	-	-	32.6	-	-	16.9	-	-	3.3	-	-	2.8	(7)	(7)	6.1	(7)	(7)	3.0	(7)	1.7	(7)	(7)	
Toledo, Ohio-Mich	Feb. 1969	50	116.6	79.4	17.2	75.0	52.3	10.5	41.6	27.1	6.7	10.2	6.0	1.6	5.2	(7)	(7)	16.8	(7)	(7)	4.0	(7)	5.4	(7)	(7)	
Waterloo, Iowa	Nov. 1968	50	24.2	18.4	2.5	19.0	15.1	1.8	5.2	3.3	.7	1.6	.7	.2	1.2	(7)	(7)	2.4	(7)	(7)	.2	(7)	.8	(7)	(7)	
Wichita, Kans ⁸	Dec. 1968	50	65.1	-	-	46.4	-	-	18.7	-	-	4.4	-	-	1.2	(7)	(7)	8.7	(7)	(7)	2.1	(7)	2.3	(7)	(7)	
Youngstown-Warren, Ohio ⁸	Nov. 1968	50	113.7	-	-	90.2	-	-	23.5	-	-	7.2	-	-	1.7	(7)	(7)	10.2	(7)	(7)	2.4	(7)	2.0	(7)	(7)	
West																										
Albuquerque, N. Mex ⁸	Apr. 1969	50	30.7	-	-	5.5	-	-	25.2	-	-	4.9	-	-	1.1	(7)	(7)	7.1	(7)	(7)	2.4	(7)	9.7	(7)	(7)	
Boise City, Idaho	July 1968	50	8.1	4.7	1.8	2.3	1.4	.4	5.8	3.3	1.4	2.1	1.0	.4	.6	(7)	(7)	1.9	(7)	(7)	.7	(7)	.5	(7)	(7)	
Denver, Colo ⁸	Dec. 1968	50	171.3	-	-	64.2	-	-	107.1	-	-	28.9	-	-	12.5	(7)	(7)	35.7	-	-	13.0	(7)	17.0	(7)	(7)	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif	Mar. 1969	(9)	1,431.2	804.0	302.3	696.4	413.9	118.3	734.8	390.1	184.0	144.1	77.0	32.1	91.4	48.0	22.5	203.3	170.4	18.4	125.4	82.4	170.6	88.0	28.6	
Phoenix, Ariz ⁸	Mar. 1969	50	122.1	-	-	59.4	-	-	62.7	-	-	10.9	-	-	5.0	(7)	(7)	28.9	(7)	(7)	8.5	(7)	9.4	(7)	(7)	
Portland, Oreg.-Wash ⁸	May 1969	50	150.9	-	-	74.3	-	-	76.6	-	-	20.4	-	-	11.8	(7)	(7)	24.7	-	-	11.4	(7)	8.3	(7)	(7)	
Salt Lake City, Utah ⁸	Dec. 1968	50	61.9	-	-	22.8	-	-	39.1	-	-	11.6	-	-	4.4	(7)	(7)	14.5	(7)	(7)	4.8	(7)	3.8	(7)	(7)	
San Bernardino-Riverside-Ontario, Calif	Oct. 1968	50	82.2	55.2	10.8	39.4	29.4	3.5	42.8	25.8	7.3	14.4	8.4	1.5	3.9	(7)	(7)	13.5	(7)	(7)	4.0	(7)	7.0	(7)	(7)	
San Diego, Calif ⁸	Nov. 1968	50	112.3	-	-	54.1	-	-	58.2	-	-	12.7	-	-	3.1	(7)	(7)	24.1	(7)	(7)	7.7	(7)	10.6	(7)	(7)	
San Francisco-Oakland, Calif ⁸	Oct. 1968	(9)	452.4	-	-	143.3	-	-	309.1	-	-	100.1	-	-	38.2	-	-	57.2	-	-	64.0	-	49.6	(7)	(7)	
San Jose, Calif ⁸	Sept. 1968	50	159.4	-	-	109.0	-	-	50.4	-	-	9.8	-	-	4.2	(7)	(7)	15.6	(7)	(7)	6.0	(7)	14.8	(7)	(7)	
Seattle-Everett, Wash	Nov. 1968	50	264.6	151.0	50.5	154.7	91.3	25.9	109.9	59.7	24.6	26.2	11.8	4.5	14.7	(7)	(7)	38.4	30.8	3.8	16.7	(7)	13.7	(7)	(7)	
Spokane, Wash ⁸	June 1969	50	24.8	-	-	9.2	-	-	15.6	-	-	5.5	-	-	1.6	(7)	(7)	5.1	(7)	(7)	1.8	(7)	1.6	(7)	(7)	

¹ Consists of Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget through January 1968. Year-earlier studies were based on areas as defined by the Bureau through April 1967. The following studies relate to 2 Standard Metropolitan Statistical Areas combined: Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove; Midland and Odessa; and Newark and Jersey City. The Binghamton, N. Y., study was limited to the New York portion of the Standard Metropolitan Statistical Area.

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

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

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

⁵ Finance, insurance, and real estate. Workers from the entire division are represented in the A tables. Plant workers in finance and insurance are not included in estimates for plant workers in the scope table nor in the B tables. Data for plant workers in real estate, however, are included in "all industries" and "nonmanufacturing" estimates.

⁶ 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.

⁷ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the A tables, and for "all industries," where presented, in the B tables. (Some surveys are limited to occupational earnings. See footnote 8.) Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

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

⁹ Minimum-size establishment (in terms of employment) was 50 workers in the wholesale trade, finance, and services industry groups; and 100 workers in the manufacturing, public utilities, and retail trade groups.

¹⁰ Data for crude petroleum and natural gas are excluded in all areas except Midland and Odessa and Oklahoma City, where they are included in "all industries" and "nonmanufacturing."

¹¹ The Akron survey was deferred to July 1969 to incorporate significant changes.

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

Appendix B. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BILLER, MACHINE—Continued

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

BOOKKEEPING—MACHINE OPERATOR

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

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

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

NOTE: The Bureau has discontinued collecting data for duplicating-machine operators and elevator operators.

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 sub-headings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

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

CLERK, ORDER

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

KEYPUNCH OPERATOR—Continued

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

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

OFFICE BOY OR GIRL

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

SECRETARY

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

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

SECRETARY—Continued

Exclusions

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

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

Class A

- a. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- b. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- c. Secretary to the head (immediately below the corporate officer level) of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

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

SECRETARY—Continued

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

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

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

Class C

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

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

Class D

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

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

STENOGRAPHER, GENERAL

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

STENOGRAPHER, GENERAL—Continued

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

STENOGRAPHER, SENIOR

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

OR

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

SWITCHBOARD OPERATOR

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

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

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

TABULATING-MACHINE OPERATOR—Continued

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

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

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

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

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

PROFESSIONAL AND TECHNICAL

DRAFTSMAN

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

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

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

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,

DRAFTSMAN—Continued

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

DRAFTSMAN-TRACER

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

and/or

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

NURSE, INDUSTRIAL (REGISTERED)

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE—Continued

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, MAINTENANCE TRADES

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

HELPER, MAINTENANCE TRADES—Continued

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

TOOL AND DIE MAKER

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

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

TOOL AND DIE MAKER—Continued

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

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

CUSTODIAL AND MATERIAL MOVEMENT

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,

JANITOR, PORTER, OR CLEANER—Continued

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 rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

SHIPPING AND RECEIVING CLERK—Continued

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1 $\frac{1}{2}$ tons)
Truckdriver, medium (1 $\frac{1}{2}$ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

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

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

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

**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