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Area Wage Survey

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The San Francisco—Oakland, California, Metropolitan Area

October 1969

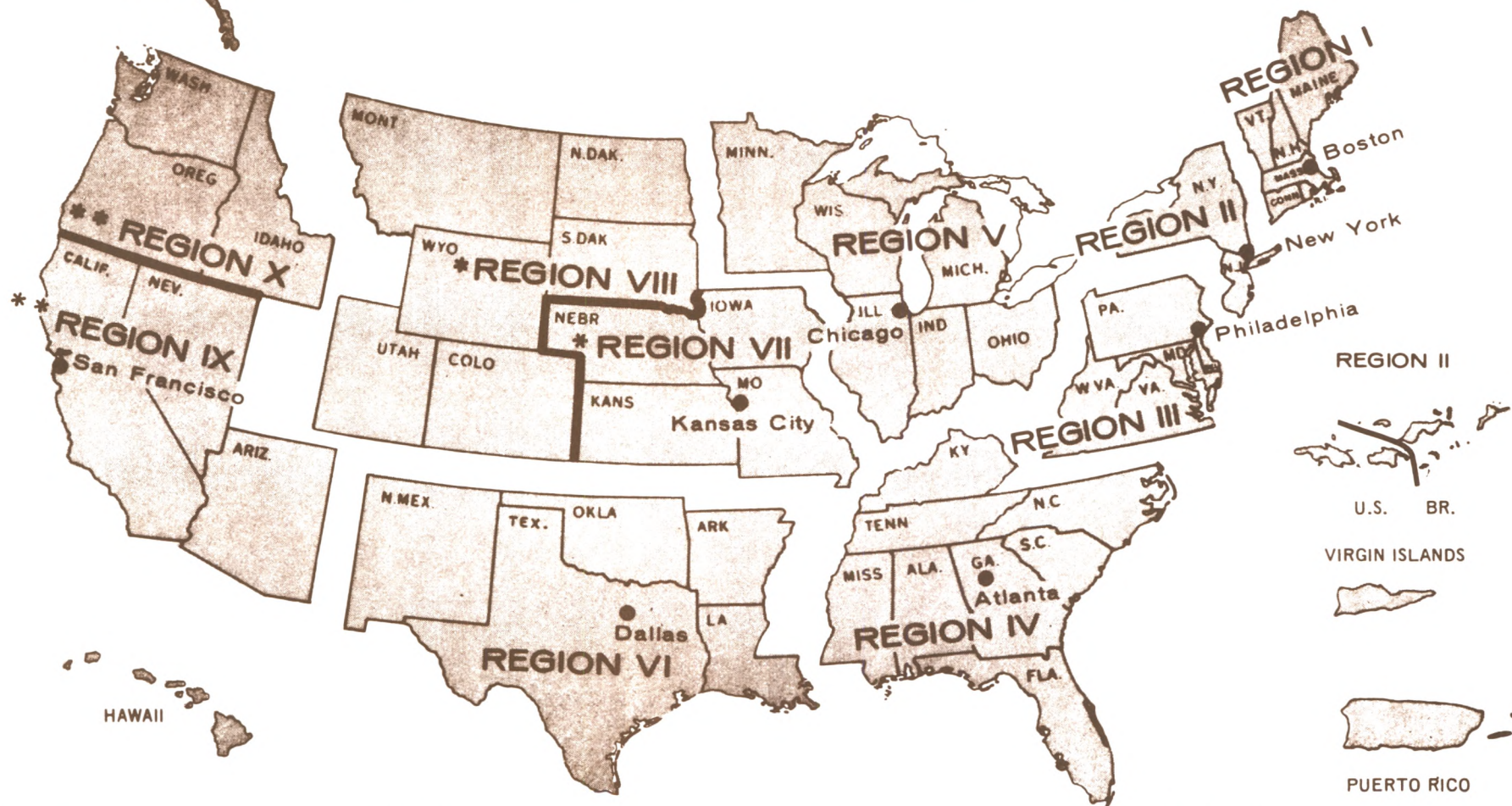


Bulletin 1660-33

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Area Wage Survey

The San Francisco—Oakland, California, Metropolitan Area

October 1969

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March 1970

U.S. DEPARTMENT OF LABOR

George P. Shultz, Secretary

BUREAU OF LABOR STATISTICS

Geoffrey H. Moore, Commissioner



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Preface

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

At the end of each survey, an individual area bulletin presents survey results for each area studied. After completion of all of the individual area bulletins for a round of surveys, 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 geographic regions and the United States.

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

This bulletin presents results of the survey in San Francisco-Oakland, Calif., in October 1969. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties. This study was conducted by the Bureau's regional office in San Francisco, Calif., under the general direction of Adolph O. Berger, Assistant Regional Director for Operations.

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

A current report on occupational earnings and supplementary wage provisions in the San Francisco-Oakland area is also available for power laundries (April 1968). Union scales, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; and motortruck drivers, helpers, and allied occupations.

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Area Wage Survey—

The San Francisco—Oakland, Calif., Metropolitan Area

Introduction

This area is 1 of 90 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis.¹ In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because they tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

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

Occupations and Earnings

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

¹ Included in the 90 areas are four studies conducted under contract with the New York State Department of Labor. These areas are Binghamton (New York portion only); Rochester (office occupations only); Syracuse; and Utica—Rome. In addition, the Bureau conducts more limited area studies in 78 areas at the request of the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

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

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

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

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B-series tables) on selected establishment practices and supplementary wage provisions as they relate to plant and office workers. Administrative, executive, and professional employees, and construction workers who are utilized as a separate work force are excluded. "Plant workers" include

working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Cafeteria workers and routemen are excluded in manufacturing industries, but included in nonmanufacturing industries.

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

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

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

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

Data on paid holidays (table B-4) are limited to data on holidays granted annually on a formal basis; i.e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a non-workday and the worker is not granted another day off. The first

part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

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

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,³ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁴ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

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

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

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

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

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

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

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

Table 1. Establishments and Workers Within Scope of Survey and Number Studied in San Francisco—Oakland, Calif.,¹ by Major Industry Division,² October 1969

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Plant	Office	
				Number	Percent			Total ⁴
<u>All establishments</u>								
All divisions	-	1,460	281	457,580	100	224,532	117,778	252,258
Manufacturing	100	378	80	139,078	30	86,514	24,662	62,981
Nonmanufacturing	-	1,082	201	318,502	70	138,018	93,116	189,277
Transportation, communication, and other public utilities ⁵	100	93	32	94,624	21	42,154	18,564	79,252
Wholesale trade	50	302	37	39,892	9	17,877	11,997	10,027
Retail trade	100	124	44	60,670	13	45,807	7,919	42,362
Finance, insurance, and real estate	50	241	43	69,250	15	⁶ 2,171	48,242	39,290
Services ⁷	50	322	45	54,066	12	⁽⁸⁾	⁽⁸⁾	18,346
<u>Large establishments</u>								
All divisions	-	148	101	247,396	100	116,383	65,360	214,140
Manufacturing	500	59	34	68,403	28	43,950	11,226	51,743
Nonmanufacturing	-	89	67	178,993	72	72,433	54,134	162,397
Transportation, communication, and other public utilities ⁵	500	24	18	81,505	33	32,698	16,833	76,335
Wholesale trade	500	5	4	4,687	2	2,103	1,264	4,165
Retail trade	500	28	23	40,059	16	30,362	5,448	37,189
Finance, insurance, and real estate	500	16	12	35,708	14	-	28,122	32,710
Services ⁷	500	16	10	17,034	7	⁽⁸⁾	⁽⁸⁾	11,998

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

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

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

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

⁵ Taxicabs and services incidental to water transportation were excluded. The local transit systems in the San Francisco—Oakland area are municipally operated and are excluded by definition from the scope of the study.

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

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

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

About one-third of the workers within scope of the survey in the San Francisco—Oakland area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

<u>Industry groups</u>		<u>Specific industries</u>	
Food and kindred products	17	Motor vehicles and equipment	7
Electrical equipment and supplies	11	Petroleum refining	7
Fabricated metal products	11	Communication equipment	5
Printing and publishing	9	Blast furnace and basic steel products	4
Transportation equipment	9	Canned, cured, and frozen foods	4
Primary metal industries	8	Commercial printing	4
Chemicals and allied products	7	Fabricated structural metal products	4
Machinery, except electrical	7		
Petroleum and coal products	7		
Paper and allied products	5		

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

Wage Trends for Selected Occupational Groups

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

Method of Computing

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

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

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

Limitations of Data

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

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

Table 2. Indexes of Standard Weekly Salaries and Straight-Time Hourly Earnings for Selected Occupational Groups in San Francisco—Oakland, Calif., October 1969 and October 1968, and Percents of Increase for Selected Periods

Period	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
Indexes (January 1961=100)								
October 1969 -----	140.4	149.3	145.0	140.9	134.8	149.3	143.3	142.3
October 1968 -----	132.8	141.6	135.6	134.1	129.4	142.7	133.7	133.5
Percents of increase								
October 1968 to October 1969 -----	5.7	5.4	7.0	5.0	4.1	4.7	7.2	6.6
January 1968 to October 1968 -----	4.3	6.5	6.2	3.8	4.0	6.4	6.3	4.8
January 1967 to January 1968 -----	5.4	10.8	5.1	6.2	5.8	11.9	4.8	5.9
January 1966 to January 1967 -----	3.6	4.6	3.5	3.2	3.0	4.1	2.8	3.7
January 1965 to January 1966 -----	2.9	3.0	4.9	2.6	1.6	2.5	4.7	1.8
January 1964 to January 1965 -----	3.4	2.2	1.3	3.2	3.4	2.2	1.2	2.6
January 1963 to January 1964 -----	3.1	2.7	3.6	3.5	3.5	3.1	4.1	4.3
January 1962 to January 1963 -----	3.2	3.7	3.2	4.5	2.4	4.2	2.9	3.7
January 1961 to January 1962 -----	3.0	2.4	3.2	3.0	2.6	2.4	2.9	2.7
January 1960 to January 1961 -----	4.1	8.3	3.2	4.8	4.2	8.2	5.1	4.5

A. Occupational Earnings

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, San Francisco—Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
			Mean ²	Median ²	Middle range ²	\$ 65 and under	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								

See footnotes at end of table.

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco-Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 65 and under	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220 and over					
						70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	220	over					
WOMEN - CONTINUED																															
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	274	39.0	\$ 110.00	\$ 110.50	\$ 101.50-122.00	-	-	-	32	3	2	21	38	38	59	64	15	2	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	78	39.0	95.00	97.50	83.00-107.00	-	-	-	32	1	-	14	11	3	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	196	38.5	115.50	116.00	106.50-124.50	-	-	-	-	2	2	7	27	35	43	63	15	2	-	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	132	39.0	116.50	117.00	108.50-124.00	-	-	-	-	-	-	12	30	35	35	55	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	1,583	39.0	130.00	128.50	119.50-142.50	-	-	-	-	1	33	72	76	231	433	283	251	148	31	16	8	-	-	-	-	-	-	-	-		
MANUFACTURING -----	534	39.0	135.00	133.50	124.00-145.50	-	-	-	-	-	5	3	11	40	163	106	138	51	6	11	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,049	39.0	127.50	125.00	117.00-139.00	-	-	-	-	1	28	69	65	191	270	177	113	97	25	5	8	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	193	39.5	139.50	143.00	127.00-153.00	-	-	-	-	-	-	-	14	15	36	22	35	47	14	2	8	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	201	38.5	129.50	131.00	120.00-137.50	-	-	-	-	-	-	-	-	51	41	79	24	-	4	2	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	110	39.5	136.00	138.00	122.50-150.50	-	-	-	-	-	3	3	4	15	13	26	17	26	2	1	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	419	38.5	120.50	121.00	106.50-129.50	-	-	-	-	1	25	64	44	55	128	38	37	22	5	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	2,343	39.5	109.00	104.00	96.50-121.00	4	16	11	37	108	281	398	394	190	272	314	167	78	25	47	-	1	-	-	-	-	-	-	-		
MANUFACTURING -----	572	39.5	112.50	111.00	98.00-130.00	4	14	10	2	36	27	84	47	55	80	71	116	14	9	2	-	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,771	39.5	108.00	103.00	96.00-119.00	-	2	1	35	72	254	314	347	135	192	243	51	64	16	45	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	565	40.0	111.50	102.50	98.50-122.00	-	-	-	-	75	101	202	16	5	64	17	35	5	45	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	356	39.0	109.00	107.50	96.00-123.50	-	-	-	6	18	53	60	30	21	44	105	15	2	2	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	346	39.5	114.50	115.50	104.50-122.00	-	-	-	3	34	31	22	62	98	42	19	26	9	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	367	38.5	99.50	98.00	93.00-104.00	-	-	1	17	41	51	114	64	30	31	18	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS A -----	249	38.0	105.50	104.00	94.00-115.00	-	-	-	-	28	41	26	40	39	31	16	21	7	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	60	39.0	108.50	107.50	104.00-114.50	-	-	-	-	10	2	4	28	8	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	189	38.0	104.50	101.50	93.00-115.00	-	-	-	-	28	31	24	36	11	23	14	15	7	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	127	38.0	103.50	103.00	94.00-113.00	-	-	-	-	16	19	10	34	10	22	11	5	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS B -----	777	39.0	90.50	87.00	81.50- 94.00	35	56	47	165	201	101	43	22	20	28	34	25	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	73	39.5	90.50	90.50	83.00- 93.50	-	-	3	25	6	30	1	-	2	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	704	39.0	90.50	87.00	81.50- 94.00	35	56	44	140	195	71	42	22	18	25	31	25	-	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	43	39.5	128.00	131.00	125.50-133.00	-	-	-	-	-	-	-	-	-	6	12	25	-	-	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	76	39.0	92.50	92.50	89.50- 96.50	-	9	-	-	12	35	6	9	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	104	39.5	93.50	89.00	87.00- 96.00	-	-	-	-	69	7	12	-	-	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	470	39.0	85.50	84.00	79.00- 89.00	35	47	44	140	110	27	23	12	15	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	878	38.5	82.00	79.00	75.50- 87.00	82	110	302	146	48	57	18	68	20	9	18	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	827	38.5	81.00	78.50	75.00- 84.50	82	110	297	145	42	46	18	68	6	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	93	40.0	90.00	85.00	80.00-102.00	-	-	24	24	-	6	-	37	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	671	38.0	78.00	77.50	74.00- 82.00	82	110	267	120	37	34	11	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ORDER -----	292	39.5	126.50	124.00	115.00-138.00	-	-	-	-	1	1	36	9	23	29	67	63	28	18	17	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	77	39.5	133.00	134.50	122.00-149.50	-	-	-	1	1	1	1	11	-	15	23	6	18	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	215	39.5	124.50	122.50	109.50-135.00	-	-	-	-	-	35	8	12	29	52	40	22	-	17	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	144	39.0	129.50	124.00	120.00-138.50	-	-	-	-	-	-	8	10	19	52	21	17	-	17	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	56	40.0	110.50	99.00	97.00-133.00	-	-	-	-	-	35	-	2	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, PAYROLL -----	647	39.0	130.00	132.00	112.00-146.00	-	-	-	10	3	6	38	31	59	58	85	126	131	61	13	8	18	-	-	-	-	-	-	-		
MANUFACTURING -----	242	39.5	131.00	132.50	120.50-147.50	-	-	10	1	2	17	7	7	14	43	52	47	22	13	7	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	405	38.5	130.00	132.00	110.00-144.50	-	-	-	2	4	21	24	52	44	42	74	84	39	-	1	18	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	126	38.5	148.00	145.00	138.00-151.50	-	-	-	-	-	-	-	-	3	3	39	47	15	-	1	18	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	74	37.5	124.00	122.00	113.00-146.50	-	-	-	-	-	9	17	-	8	12	1	16	11	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	104	40.0	116.00	112.50	107.00-128.50	-	-	-	-	4	5	5	30	20	20	16	4	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	53	38.5	126.50	126.50	111.00-141.50	-	-	-	-	-	-	2	10	11	6	7	14	3	-	-	-	-	-	-	-	-	-	-	-		
COMPTOMETER OPERATORS -----	550	39.5	120.50	118.00	104.00-136.50	-	-	1	-	-	58	41	49	40	113	66	81	82	4	15	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	188	39.0	123.00	120.00	109.00-138.00	-	-	1	-	-	10	-	12	30	42	19	45	27	2	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	362	39.5	119.00	117.50	100.00-133.00	-	-	-	-	48	41	37	10	71	47	36	55	2	15	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	115	39.0	141.50	146.00	132.50-149.00	-	-	-	-	-	2	4	-	2	1	11	24	55	2	15	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	99	39.5	114.50	117.00	114.00-119.50	-	-	-	-	3	6	10	-	61	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	125	40.0	105.50	99.50	94.50-116.00	-	-	-	-	-	34	31	18	5	8	21	8	-	-	-	-	-	-	-	-	-	-	-	-		

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 65 and under	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220			
WOMEN - CONTINUED																													
KEYPUNCH OPERATORS, CLASS A -----	1,754	39.5	\$ 121.00	\$ 120.50	\$ 109.00-130.00	-	-	-	-	25	15	42	176	230	349	488	276	38	24	91	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	481	39.0	120.50	120.50	108.50-127.50	-	-	-	-	-	3	1	52	88	85	141	78	10	-	23	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,273	39.5	121.50	121.00	109.00-130.00	-	-	-	-	25	12	41	124	142	264	347	198	28	24	68	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	232	40.0	137.00	135.50	112.50-166.00	-	-	-	-	-	-	-	28	20	32	26	18	18	22	68	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	304	40.0	121.50	124.50	115.50-130.00	-	-	-	-	-	-	-	13	42	71	103	69	4	2	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	96	39.5	118.50	121.50	108.00-129.00	-	-	-	-	1	-	8	7	15	15	31	18	1	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	610	39.0	116.00	117.50	105.50-126.50	-	-	-	-	24	12	33	75	64	130	176	93	3	-	-	-	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS B -----	1,806	39.0	110.00	106.00	98.00-122.00	-	12	-	24	74	214	230	285	277	195	175	232	84	4	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	300	39.0	103.50	102.00	94.00-109.00	-	-	-	10	4	76	39	52	58	38	8	3	12	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,506	39.0	111.50	107.00	98.50-125.00	-	12	-	14	70	138	191	233	219	157	167	229	72	4	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	509	40.0	126.00	135.50	107.50-138.50	-	-	-	-	-	2	61	53	21	10	63	223	72	4	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	312	39.0	107.50	106.50	101.50-114.00	-	-	-	-	6	27	22	75	84	52	46	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	200	40.0	107.50	107.50	100.50-114.00	-	-	-	-	3	23	23	16	75	41	13	6	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	454	38.5	100.50	99.00	91.50-108.00	-	12	-	14	61	77	84	68	39	54	45	-	-	-	-	-	-	-	-	-	-	-	-	
OFFICE GIRLS -----	314	38.5	86.50	86.00	80.00- 90.00	25	8	46	51	111	34	5	4	13	11	6	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	117	38.0	88.50	87.00	82.00- 89.50	-	3	18	19	53	6	-	2	10	-	6	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	197	39.0	85.00	86.00	78.50- 90.00	25	5	28	32	58	28	5	2	3	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	113	38.5	80.50	80.50	74.50- 87.50	25	4	26	21	18	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SECRETARIES ⁵ -----	7,185	39.0	133.50	131.00	120.00-144.50	-	-	-	-	13	34	112	325	404	929	1663	1239	1177	494	347	235	128	48	18	9	10	-	-	
MANUFACTURING -----	1,956	39.0	137.00	135.00	124.50-147.00	-	-	-	-	3	10	9	15	86	212	475	372	352	181	134	32	69	-	1	1	4	-	-	
NONMANUFACTURING -----	5,229	39.0	132.00	129.50	118.50-144.00	-	-	-	-	10	24	103	310	318	717	1188	867	825	313	213	203	59	48	17	8	6	-	-	
PUBLIC UTILITIES ³ -----	621	39.5	145.50	144.00	127.50-160.00	-	-	-	-	-	1	-	60	18	31	62	75	135	84	40	31	33	36	3	7	5	-	-	
WHOLESALE TRADE -----	1,188	38.5	133.00	130.00	120.00-144.50	-	-	-	-	-	39	47	46	159	299	187	248	46	40	52	8	5	12	-	-	-	-	-	
RETAIL TRADE -----	411	39.5	135.00	135.00	123.00-145.00	-	-	-	-	-	3	12	27	35	87	95	77	37	24	9	-	4	1	-	-	-	-	-	
FINANCE ⁴ -----	2,096	39.0	128.50	126.50	116.50-139.50	-	-	-	-	10	23	50	122	167	355	502	353	229	107	86	78	10	2	-	1	1	-	-	
SECRETARIES, CLASS A -----	408	39.0	158.50	160.50	141.00-172.00	-	-	-	-	-	-	-	-	-	5	41	49	87	19	97	42	38	10	5	7	8	-	-	
MANUFACTURING -----	81	39.5	158.50	144.50	138.50-173.50	-	-	-	-	-	-	-	-	-	-	-	28	17	-	13	6	14	-	-	-	3	-	-	
NONMANUFACTURING -----	327	38.5	158.50	161.00	142.50-171.50	-	-	-	-	-	-	-	-	-	5	41	21	70	19	84	36	24	10	5	7	5	-	-	
PUBLIC UTILITIES ³ -----	49	39.5	180.50	170.00	161.00-212.50	-	-	-	-	-	-	-	-	-	-	-	-	7	4	14	3	2	4	3	7	5	-	-	
FINANCE ⁴ -----	147	38.5	158.00	159.50	144.00-171.50	-	-	-	-	-	-	-	-	-	-	6	7	50	12	33	28	9	2	-	-	-	-	-	
SECRETARIES, CLASS B -----	1,578	39.0	142.50	141.00	126.50-157.00	-	-	-	-	-	-	12	54	34	135	272	255	311	191	88	114	61	36	12	2	1	-	-	
MANUFACTURING -----	357	39.5	150.50	146.50	133.00-163.00	-	-	-	-	-	-	-	-	-	5	59	63	72	60	35	13	48	-	1	1	-	-	-	
NONMANUFACTURING -----	1,221	39.0	140.50	139.00	124.50-155.50	-	-	-	-	-	-	12	54	34	130	213	192	239	131	53	101	13	36	11	1	1	-	-	
PUBLIC UTILITIES ³ -----	121	39.0	162.00	160.00	146.50-195.00	-	-	-	-	-	-	-	9	-	-	12	5	13	22	13	6	9	32	-	-	-	-	-	
WHOLESALE TRADE -----	206	39.5	145.50	145.00	124.50-166.50	-	-	-	-	-	-	12	-	-	24	45	3	44	25	5	31	3	4	10	-	-	-	-	
RETAIL TRADE -----	67	39.0	145.50	144.00	139.00-156.50	-	-	-	-	-	-	-	-	-	3	1	15	29	11	3	5	-	-	-	-	-	-	-	
FINANCE ⁴ -----	599	38.5	135.00	134.50	121.00-148.00	-	-	-	-	-	-	-	31	25	85	95	143	91	64	29	33	1	-	-	1	1	-	-	
SECRETARIES, CLASS C -----	2,407	39.0	134.50	134.00	124.50-144.00	-	-	-	-	-	1	21	32	101	211	640	486	571	179	100	56	7	1	-	-	-	-	-	
MANUFACTURING -----	724	39.0	136.50	135.50	126.00-144.50	-	-	-	-	-	-	-	26	60	211	139	155	73	46	6	7	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,683	39.0	134.00	134.00	123.50-144.00	-	-	-	-	-	1	21	32	75	151	429	347	416	106	54	50	-	1	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	237	39.5	141.50	142.00	131.50-148.50	-	-	-	-	-	1	-	-	1	12	33	50	89	28	5	18	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	414	39.0	136.50	140.50	127.00-146.00	-	-	-	-	-	-	-	-	16	19	111	47	183	18	12	8	-	-	-	-	-	-	-	
RETAIL TRADE -----	144	39.5	136.50	136.00	130.00-144.50	-	-	-	-	-	-	-	1	4	6	26	57	26	20	4	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	712	39.0	130.50	128.50	121.50-138.50	-	-	-	-	-	-	11	10	29	94	244	167	85	31	24	17	-	-	-	-	-	-	-	
SECRETARIES, CLASS D -----	2,675	39.0	122.50	121.50	111.50-131.50	-	-	-	-	13	33	79	237	269	578	709	414	174	96	34	17	22	-	-	-	-	-	-	
MANUFACTURING -----	702	39.0	126.50	126.50	116.50-136.50	-	-	-	-	3	10	9	15	60	147	205	110	84	42	16	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,973	39.0	121.00	120.50	109.00-130.50	-	-	-	-	10	23	70	222	209	431	504	304	90	54	18	16	22	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	202	39.5	131.00	129.00	104.00-153.00	-	-	-	-	-	-	-	60	8	19	17	20	20	27	5	4	22	-	-	-	-	-	-	
WHOLESALE TRADE -----	528	38.0	123.00	123.00	115.50-132.00	-	-	-	-	-	-	27	45	30	116	140	128	15	3	12	12	-	-	-	-	-	-	-	
RETAIL TRADE -----	146	39.5	121.50	122.00	110.00-129.50	-	-	-	-	-	3	11	23	23	25	50	15	15	4	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	638	39.0	113.50	115.50	105.50-122.00	-	-	-	-	10	23	39	81	113	176	157	36	3	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 65 and under	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	over					
WOMEN - CONTINUED																																
STENOGRAPHERS, GENERAL -----	1,327	39.5	\$ 108.00	\$ 104.50	\$ 97.50-117.00	-	-	-	7	32	190	222	233	139	269	116	64	51	4	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	304	40.0	109.00	108.00	100.00-118.50	-	-	-	4	4	39	29	46	47	69	46	20	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	1,023	39.5	107.50	103.50	97.00-117.00	-	-	-	3	28	151	193	187	92	200	70	44	51	4	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	230	39.5	119.50	122.00	99.50-136.00	-	-	-	4	14	43	27	5	16	33	35	49	4	-	-	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	165	39.0	111.00	115.00	103.00-118.00	-	-	-	-	9	9	41	12	79	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	549	39.5	101.50	100.00	94.50-107.50	-	-	-	2	24	126	129	101	64	79	21	3	-	-	-	-	-	-	-	-	-	-	-	-			
STENOGRAPHERS, SENIOR -----	1,723	39.0	123.00	122.00	111.50-132.50	-	-	-	8	49	64	100	164	392	395	329	110	44	52	4	12	-	-	-	-	-	-	-	-			
MANUFACTURING -----	546	39.5	121.00	121.50	111.50-131.50	-	-	-	4	31	10	23	56	125	147	91	39	19	-	1	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	1,177	39.0	123.50	122.00	112.00-133.00	-	-	-	4	18	54	77	108	267	248	238	71	25	52	3	12	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	197	39.5	139.00	134.50	130.50-150.50	-	-	-	-	-	1	5	5	17	18	80	21	18	18	2	12	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	192	39.0	124.50	125.00	116.50-133.00	-	-	-	3	3	3	-	21	32	64	45	14	6	-	1	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	587	39.0	119.00	117.00	107.50-126.50	-	-	-	1	15	24	68	78	178	101	61	27	-	34	-	-	-	-	-	-	-	-	-	-			
SWITCHBOARD OPERATORS, CLASS A ----	361	39.0	118.00	115.50	104.50-131.00	-	-	-	-	1	30	25	39	51	85	38	48	25	1	18	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	111	39.0	120.00	117.00	107.50-136.50	-	-	-	-	-	5	10	7	11	39	4	18	12	-	5	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	250	39.0	116.50	113.50	103.50-128.50	-	-	-	-	1	25	15	32	40	46	34	30	13	1	13	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	85	39.5	131.50	130.00	117.00-142.00	-	-	-	-	-	3	4	3	-	16	17	18	10	1	13	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	130	38.5	108.00	106.00	100.50-118.00	-	-	-	-	1	22	7	29	26	18	17	10	-	-	-	-	-	-	-	-	-	-	-	-			
SWITCHBOARD OPERATORS, CLASS B ----	612	38.5	99.00	94.50	91.50-104.50	-	1	-	26	24	293	83	36	48	52	36	9	4	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	578	38.5	97.50	94.00	91.50-101.00	-	1	-	26	24	293	83	33	48	44	16	8	2	-	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE -----	86	40.0	101.50	99.00	96.50-106.00	-	-	-	-	-	7	48	6	17	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	113	39.5	101.50	102.50	93.50-108.00	-	1	-	2	11	21	12	19	30	12	5	-	-	-	-	-	-	-	-	-	-	-	-	-			
SWITCHBOARD OPERATOR-RECEPTIONISTS-	868	39.0	110.50	106.00	99.00-118.00	-	-	-	3	24	96	121	177	79	194	37	77	40	20	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	265	39.5	109.50	104.50	98.00-118.50	-	-	-	3	2	48	23	65	17	50	11	40	6	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	603	38.5	111.00	107.00	99.00-117.50	-	-	-	-	22	48	98	112	62	144	26	37	34	20	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	51	39.5	135.00	138.50	118.50-148.50	-	-	-	-	-	-	-	-	-	16	-	14	13	8	-	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	249	39.0	114.00	110.50	102.00-119.00	-	-	-	-	-	24	15	55	29	75	8	10	21	12	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	145	38.0	100.50	101.00	95.00-104.50	-	-	-	-	22	14	27	50	2	29	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
TABULATING-MACHINE OPERATORS, CLASS B -----	263	39.5	128.50	125.00	114.50-144.00	-	-	-	-	-	-	25	18	12	15	71	26	67	25	4	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	258	39.5	128.50	125.00	114.00-144.00	-	-	-	-	-	-	25	18	12	14	71	22	67	25	4	-	-	-	-	-	-	-	-	-			
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	459	37.5	103.00	99.50	94.00-111.50	-	-	-	1	60	66	114	69	27	66	43	8	4	-	1	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	417	37.5	102.50	99.00	93.50-110.50	-	-	-	-	59	66	103	57	26	61	32	8	4	-	1	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	283	37.5	98.00	96.00	91.00-101.50	-	-	-	-	59	66	74	44	12	22	-	3	2	-	1	-	-	-	-	-	-	-	-	-			
TYPISTS, CLASS A -----	1,573	38.5	103.50	101.50	94.00-111.50	-	-	24	39	189	182	310	163	231	250	98	51	14	11	11	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	199	39.5	112.50	113.50	108.00-119.50	-	-	4	3	5	6	10	13	15	96	24	21	2	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	1,374	38.5	102.50	99.50	93.00-109.00	-	-	20	36	184	176	300	150	216	154	74	30	12	11	11	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	110	40.0	113.00	104.00	98.00-119.50	-	-	-	-	-	-	43	15	10	16	4	8	1	2	11	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	325	36.5	103.00	101.00	96.50-108.50	-	-	-	-	16	36	104	28	81	34	24	1	1	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	824	38.5	98.00	97.00	89.50-105.50	-	-	20	36	168	136	150	99	100	82	28	5	-	-	-	-	-	-	-	-	-	-	-	-			
TYPISTS, CLASS B -----	2,522	38.5	94.50	93.00	87.00-99.50	-	52	79	275	525	597	418	215	161	90	72	19	15	4	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	445	39.5	97.00	96.00	89.50-105.50	-	-	-	50	70	81	114	13	59	43	14	-	-	1	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	2,077	38.5	94.00	92.00	87.00-99.00	-	52	79	225	455	516	304	202	102	47	58	19	15	3	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	240	39.5	105.50	94.00	92.00-121.50	-	-	-	-	15	124	10	3	2	15	44	9	15	3	-	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	77	38.0	97.00	100.00	94.00-103.50	-	-	9	9	-	2	20	27	4	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE -----	91	39.5	105.00	99.50	94.00-118.50	-	-	-	-	2	28	17	4	12	8	10	10	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	1,505	38.5	90.50	90.00	85.50-95.50	-	52	70	211	430	350	179	155	41	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-			

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.⁵ May include workers other than those presented separately.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco-Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	Under \$ 75	\$ 75 and under	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	and over		
							80	85	90	95	100	105	110	115	120	130	140	150	160	170	180	190	200	210	220				
MEN																													
CLERKS, ACCOUNTING, CLASS A -----	215	39.5	\$ 148.00	\$ 145.00	\$ 134.00-163.50	-	-	-	-	-	-	3	2	5	9	13	40	52	32	16	27	16	-	-	-	-	-	-	
MANUFACTURING -----	130	39.5	151.00	148.00	141.00-166.00	-	-	-	-	-	-	-	-	-	2	2	23	45	21	10	21	6	-	-	-	-	-		
NONMANUFACTURING -----	85	39.5	142.50	138.00	126.50-161.50	-	-	-	-	-	-	3	2	5	7	11	17	7	11	6	6	10	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	58	39.5	148.00	144.00	130.50-164.00	-	-	-	-	-	-	-	-	2	5	7	10	7	9	5	3	10	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	133	39.5	138.00	141.00	125.50-166.00	-	-	4	4	5	-	10	2	1	5	11	23	20	7	40	1	-	-	-	-	-	-		
NONMANUFACTURING -----	106	39.5	138.50	146.50	117.00-166.50	-	-	4	4	5	-	10	2	-	5	11	2	18	7	38	-	-	-	-	-	-	-		
OFFICE BOYS -----	232	39.5	94.00	93.00	84.50-101.00	5	21	34	38	29	43	21	19	6	12	1	3	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	79	39.0	92.00	88.00	83.50-100.50	1	7	17	26	1	7	10	6	-	-	1	3	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	153	39.5	95.00	95.50	86.50-102.00	4	14	17	12	28	36	11	13	6	12	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	100	40.0	92.50	93.50	86.00- 98.00	1	9	13	11	23	30	7	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS A -----	58	39.5	155.00	152.00	140.50-178.00	-	-	-	-	-	-	-	-	-	-	3	11	12	12	2	5	13	-	-	-	-	-		
NONMANUFACTURING -----	53	39.5	155.50	151.50	140.50-180.00	-	-	-	-	-	-	-	-	-	-	2	11	11	9	2	5	13	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	112	39.5	139.00	134.50	125.00-162.50	-	-	-	-	-	-	2	5	8	9	9	34	10	7	28	-	-	-	-	-	-	-		
NONMANUFACTURING -----	79	40.0	144.50	143.50	129.00-166.50	-	-	-	-	-	-	2	2	1	7	9	13	10	7	28	-	-	-	-	-	-	-		
WOMEN																													
BILLERS, MACHINE (BILLING MACHINE) -----	60	40.0	108.50	102.00	90.50-121.50	-	-	-	15	2	10	9	5	2	-	8	-	2	7	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	511	39.5	134.50	134.00	122.00-145.00	-	-	-	-	-	6	12	17	23	44	113	92	124	38	18	16	8	-	-	-	-	-		
MANUFACTURING -----	247	39.0	138.50	140.00	129.00-146.00	-	-	-	-	-	-	3	4	19	40	55	89	20	6	11	-	-	-	-	-	-			
NONMANUFACTURING -----	264	40.0	130.50	127.50	118.00-143.50	-	-	-	-	-	6	12	14	19	25	73	37	35	18	12	5	8	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	130	39.5	136.00	132.50	125.50-146.00	-	-	-	-	-	-	5	10	5	36	22	33	3	6	2	8	-	-	-	-	-	-		
RETAIL TRADE -----	50	40.0	131.00	131.00	117.00-151.00	-	-	-	-	-	2	3	2	2	9	7	10	1	11	2	1	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	1,261	39.5	110.50	104.00	98.00-121.00	12	-	14	28	146	203	294	110	46	80	101	105	62	12	47	-	1	-	-	-	-	-		
MANUFACTURING -----	256	39.5	116.50	116.00	102.00-133.00	10	-	2	5	3	32	30	22	20	22	15	79	8	5	2	-	1	-	-	-	-	-		
NONMANUFACTURING -----	1,005	39.5	109.00	103.00	97.00-117.00	2	-	12	23	143	171	264	88	26	58	86	26	54	7	45	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	541	40.0	110.50	102.50	98.00-120.50	-	-	-	75	101	202	16	1	4	57	10	25	5	45	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	241	39.5	111.50	108.50	101.00-119.00	-	-	-	3	23	31	22	59	15	38	15	9	26	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS A -----	80	38.5	112.00	108.00	105.00-118.00	-	-	-	-	2	7	10	34	4	6	5	6	6	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS B -----	366	39.5	93.00	88.00	84.00- 94.00	3	31	71	133	49	8	8	5	13	7	17	21	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	311	39.5	93.00	87.50	84.00- 93.50	3	28	62	127	19	7	8	5	11	6	14	21	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	39	39.5	127.50	130.50	125.00-133.00	-	-	-	-	-	-	-	-	4	2	12	21	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	180	39.5	85.50	85.00	81.00- 89.00	3	28	62	54	15	7	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	207	38.5	86.00	80.00	77.00- 97.00	9	96	25	6	14	15	23	6	5	4	4	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	205	38.5	86.00	80.00	77.00- 97.00	9	96	24	5	14	15	23	6	5	4	4	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	158	38.0	80.50	78.50	76.50- 83.00	9	96	24	3	8	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ORDER -----	91	40.0	122.50	128.00	98.00-142.00	-	-	-	1	1	36	1	2	-	-	8	17	7	18	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	65	40.0	114.50	99.50	97.50-136.00	-	-	-	-	-	35	-	2	-	-	4	17	7	-	-	-	-	-	-	-	-	-		
CLERKS, PAYROLL -----	303	39.0	131.50	135.50	111.00-145.50	-	-	10	3	6	10	4	38	20	8	18	73	65	19	8	3	18	-	-	-	-	-		
MANUFACTURING -----	88	39.5	130.00	133.50	115.50-147.50	-	-	10	1	2	1	1	2	5	2	9	22	16	7	8	2	-	-	-	-	-	-		
NONMANUFACTURING -----	215	39.0	132.00	136.00	110.00-145.00	-	-	-	2	4	9	3	36	15	6	9	51	49	12	-	1	18	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	109	38.0	147.50	143.00	137.00-150.00	-	-	-	-	-	-	-	-	-	3	3	39	38	7	-	1	18	-	-	-	-	-		
RETAIL TRADE -----	53	40.0	108.00	108.50	105.50-112.50	-	-	-	-	4	5	1	25	12	2	-	4	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco-Oakland, Calif. October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	75	80	85	90	95	100	105	110	115	120	130	140	150	160	170	180	190	200	210	220			
						Under \$ 75	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						80	85	90	95	100	105	110	115	120	130	140	150	160	170	180	190	200	210	220	over				
WCMEN - CONTINUED																													
COMPTOMETER OPERATORS -----	313	39.5	\$ 120.00	\$ 117.00	\$ 99.50-137.00	-	1	-	-	45	35	29	18	25	10	39	38	54	4	15	-	-	-	-	-	-	-		
MANUFACTURING -----	51	38.5	117.50	113.50	111.00-123.50	-	1	-	-	-	-	8	24	4	6	5	1	2	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	262	39.5	120.50	124.00	98.00-145.50	-	-	-	-	45	35	29	10	1	6	33	33	53	2	15	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	113	39.0	141.50	146.50	132.50-149.00	-	-	-	-	-	2	4	-	1	1	11	24	53	2	15	-	-	-	-	-	-			
RETAIL TRADE -----	119	40.0	105.00	99.00	94.50-120.00	-	-	-	-	34	31	18	5	-	2	21	8	-	-	-	-	-	-	-	-	-			
KEYPUNCH OPERATORS, CLASS A -----	888	39.5	124.00	121.50	111.00-134.50	-	-	-	-	6	16	68	116	102	100	227	144	18	20	71	-	-	-	-	-	-			
MANUFACTURING -----	183	39.0	117.00	116.50	108.50-124.00	-	-	-	-	3	1	13	42	24	28	50	17	2	-	3	-	-	-	-	-	-			
NONMANUFACTURING -----	705	40.0	125.50	123.50	112.00-136.50	-	-	-	-	3	15	55	74	78	72	177	127	16	20	68	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	212	40.0	137.00	133.00	112.00-166.00	-	-	-	-	-	-	28	20	13	13	26	18	8	18	68	-	-	-	-	-	-			
RETAIL TRADE -----	78	40.0	117.00	120.50	106.50-129.00	-	-	-	-	8	7	15	6	3	24	15	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	370	40.0	121.00	122.00	112.50-130.00	-	-	-	-	3	7	19	38	55	43	113	89	3	-	-	-	-	-	-	-	-			
KEYPUNCH OPERATORS, CLASS B -----	1,009	39.5	114.50	110.00	99.50-133.50	-	-	1	34	93	136	126	121	42	70	116	224	46	-	-	-	-	-	-	-	-			
MANUFACTURING -----	136	39.5	106.50	105.50	96.50-113.50	-	-	-	4	25	18	19	31	8	16	6	3	6	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	873	39.5	115.50	113.50	100.00-135.50	-	-	1	30	68	118	107	90	34	54	110	221	40	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	459	39.5	125.00	135.00	107.50-138.00	-	-	-	-	2	49	53	21	7	3	63	221	40	-	-	-	-	-	-	-	-			
RETAIL TRADE -----	147	40.0	105.00	106.50	98.00-110.00	-	-	-	3	23	18	16	51	13	22	1	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	225	38.5	103.50	99.50	93.50-113.00	-	-	1	27	42	49	31	14	10	8	43	-	-	-	-	-	-	-	-	-	-			
OFFICE GIRLS -----	196	39.0	89.00	87.00	81.50- 92.50	1	40	32	65	19	5	4	13	4	7	6	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	108	38.0	89.00	87.00	82.50- 90.00	-	18	19	47	6	-	2	10	-	-	6	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	88	39.5	89.50	87.50	80.00- 95.00	1	22	13	18	13	5	2	3	4	7	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	50	40.0	82.00	82.00	78.00- 87.00	-	21	12	13	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SECRETARIES ⁵ -----	3,076	39.5	135.00	132.50	120.50-146.00	-	-	-	1	2	32	153	119	145	278	654	582	500	254	136	87	60	45	9	9	10			
MANUFACTURING -----	974	39.0	135.50	133.00	123.00-146.00	-	-	-	-	6	12	27	48	87	256	168	171	110	46	22	15	-	-	1	1	4			
NONMANUFACTURING -----	2,102	39.5	135.00	132.00	119.50-146.00	-	-	1	2	26	141	92	97	191	398	414	329	144	90	65	45	45	8	8	6	6			
PUBLIC UTILITIES ³ -----	490	39.5	147.50	144.00	128.00-168.00	-	-	-	1	-	60	9	13	11	39	58	100	48	36	31	33	36	3	7	5	5			
WHOLESALE TRADE -----	145	39.5	145.50	143.00	129.00-159.50	-	-	-	-	-	2	6	12	20	25	31	14	11	8	8	5	3	-	-	-	-			
RETAIL TRADE -----	196	39.5	131.00	133.00	119.00-141.50	-	-	-	-	3	12	16	9	11	30	62	34	5	6	6	-	1	1	-	-	-			
FINANCE ⁴ -----	929	39.5	129.00	127.00	117.50-139.50	-	-	-	1	1	12	59	53	51	111	246	169	119	60	26	13	4	2	-	1	1			
SECRETARIES, CLASS A -----	96	39.5	176.00	172.00	160.00-194.50	-	-	-	-	-	-	-	-	5	-	5	10	4	22	11	12	7	5	7	8	8			
NONMANUFACTURING -----	82	39.5	175.00	172.00	160.50-195.50	-	-	-	-	-	-	-	-	5	-	5	6	4	20	8	10	7	5	7	5	5			
PUBLIC UTILITIES ³ -----	34	39.0	194.00	194.00	169.00-217.50	-	-	-	-	-	-	-	-	-	-	-	5	6	4	20	8	10	7	5	7	5			
SECRETARIES, CLASS B -----	492	39.5	154.00	153.50	138.00-165.00	-	-	-	-	-	-	-	-	2	64	69	87	113	57	38	20	36	3	2	1	1			
MANUFACTURING -----	203	39.5	146.50	147.50	130.00-158.50	-	-	-	-	-	-	-	-	-	52	33	27	50	19	13	7	-	1	1	-	-			
NONMANUFACTURING -----	289	39.5	159.50	157.00	144.50-172.00	-	-	-	-	-	-	-	-	2	12	36	60	63	38	25	13	36	2	1	1	1			
PUBLIC UTILITIES ³ -----	91	39.5	172.50	172.50	157.50-196.50	-	-	-	-	-	-	-	-	-	5	5	4	17	13	6	9	32	-	-	-	-			
FINANCE ⁴ -----	137	39.5	152.00	151.00	143.00-159.50	-	-	-	-	-	-	-	-	-	6	19	41	39	20	9	1	-	-	1	1	1			
SECRETARIES, CLASS C -----	1,140	39.5	136.00	136.00	126.00-144.50	-	-	-	-	1	12	11	12	13	80	278	276	283	94	38	34	6	1	-	-	1			
MANUFACTURING -----	314	38.5	140.00	140.50	128.50-145.50	-	-	-	-	-	-	-	1	1	15	71	57	107	33	16	6	6	-	-	-	1			
NONMANUFACTURING -----	826	39.5	135.00	134.00	125.00-144.00	-	-	-	1	12	11	11	12	65	207	219	176	61	22	28	-	1	-	-	-	-			
PUBLIC UTILITIES ³ -----	175	39.5	144.50	143.50	134.50-151.00	-	-	-	1	-	-	1	-	5	17	33	71	24	5	18	-	-	-	-	-	-			
WHOLESALE TRADE -----	64	40.0	144.00	143.00	131.50-153.00	-	-	-	-	-	-	-	-	-	13	13	21	7	7	3	-	-	-	-	-	-			
RETAIL TRADE -----	74	40.0	133.50	134.00	128.50-139.00	-	-	-	-	-	1	4	-	-	3	14	38	7	3	4	-	-	-	-	-	-			
FINANCE ⁴ -----	455	39.5	130.00	129.50	122.50-138.00	-	-	-	-	2	6	4	12	55	160	127	71	18	-	-	-	-	-	-	-	-			
SECRETARIES, CLASS D -----	1,309	39.5	124.00	122.00	112.00-133.00	-	-	-	1	1	20	140	107	132	191	311	215	110	40	15	4	22	-	-	-	-			
MANUFACTURING -----	429	39.5	125.50	125.50	116.00-133.00	-	-	-	-	6	12	26	47	72	133	64	33	27	9	-	-	-	-	-	-	-			
NONMANUFACTURING -----	880	40.0	123.00	120.50	109.50-133.00	-	-	1	1	14	128	81	85	119	178	151	77	13	6	4	22	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	178	39.5	128.00	122.00	103.50-143.00	-	-	-	-	-	60	8	13	6	17	20	19	4	5	4	22	-	-	-	-	-			
RETAIL TRADE -----	72	40.0	118.50	116.50	107.00-131.00	-	-	-	-	3	11	12	9	5	14	6	12	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	314	39.5	115.00	115.50	106.50-122.50	-	-	-	1	1	10	53	49	39	56	80	22	3	-	-	-	-	-	-	-	-			

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						90 and under	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290 and over			
MEN																													
COMPUTER OPERATORS, CLASS A -----	206	39.5	\$ 162.50	\$ 157.50	\$ 147.00-176.00	-	-	-	8	8	59	46	23	24	14	13	4	5	1	-	1	-	-	-	-	-	-	-	
MANUFACTURING -----	64	39.5	163.00	161.00	148.00-176.50	-	-	-	-	-	25	6	13	14	2	3	1	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	142	39.5	162.00	157.00	146.00-175.50	-	-	-	8	8	34	40	10	10	12	10	3	5	1	-	1	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	37	40.0	177.00	176.50	159.00-187.00	-	-	-	-	1	1	9	5	5	10	1	2	2	-	-	1	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	423	39.0	142.50	139.50	133.50-149.50	-	-	25	40	153	104	33	48	14	2	3	1	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	114	39.0	143.50	141.50	135.00-148.00	-	-	-	10	38	45	1	18	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	309	39.0	142.50	139.00	132.50-151.00	-	-	25	30	115	59	32	30	12	2	3	1	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	28	39.5	154.00	152.50	141.00-169.00	-	-	2	3	1	8	1	7	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	81	38.0	139.00	138.00	119.50-151.00	-	-	22	3	27	9	2	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	144	38.5	143.00	139.50	134.50-149.50	-	-	1	17	57	35	21	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS C -----	142	39.5	122.00	124.50	111.00-130.50	5	30	14	57	17	17	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	111	39.5	120.50	122.50	107.00-131.00	5	30	14	33	15	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	69	39.5	120.50	123.50	115.50-130.00	5	11	10	27	11	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	227	39.0	212.50	211.50	197.50-228.50	-	-	-	-	-	-	-	9	8	15	36	38	48	21	19	23	6	2	2	-	-	-	-	
NONMANUFACTURING -----	178	39.0	211.00	211.50	196.50-225.00	-	-	-	-	-	-	-	9	4	14	27	29	44	19	11	15	4	-	2	-	-	-	-	
PUBLIC UTILITIES ³ -----	53	40.0	219.50	217.50	197.50-241.50	-	-	-	-	-	-	-	3	2	10	3	11	4	5	9	4	-	2	-	-	-	-	-	
FINANCE ⁴ -----	92	38.0	207.00	208.00	196.00-217.50	-	-	-	-	-	-	-	3	1	11	15	23	23	9	1	6	-	-	-	-	-	-	-	
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	537	39.0	183.00	181.00	172.50-194.50	-	-	-	-	1	13	14	68	161	109	75	67	22	4	3	-	-	-	-	-	-	-	-	
MANUFACTURING -----	189	39.0	185.00	183.50	174.50-197.50	-	-	-	-	-	11	2	13	57	30	41	24	5	3	3	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	348	39.5	182.00	180.00	171.50-192.00	-	-	-	-	1	2	12	55	104	79	34	43	17	1	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES ³ -----	140	40.0	184.50	182.00	171.00-199.50	-	-	-	-	-	-	-	32	26	41	7	21	13	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	71	38.5	181.00	179.50	176.00-188.00	-	-	-	-	-	-	-	3	36	20	12	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE ⁴ -----	123	39.0	178.50	176.50	165.00-191.00	-	-	-	-	1	2	11	17	42	18	13	15	4	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	149	39.0	154.00	157.00	141.50-165.00	-	-	1	12	20	15	41	38	12	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	100	39.0	152.00	156.50	137.50-163.00	-	-	1	12	15	7	32	23	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	222	39.5	252.00	245.00	233.00-270.00	-	-	-	-	-	-	-	-	-	1	2	3	14	23	43	36	16	30	17	14	23	-		
MANUFACTURING -----	121	39.5	254.00	244.50	236.00-269.50	-	-	-	-	-	-	-	-	-	-	-	1	3	13	29	22	9	16	11	2	15	-		
NONMANUFACTURING -----	101	39.5	250.00	246.00	229.50-275.50	-	-	-	-	-	-	-	-	-	1	2	2	11	10	14	14	7	14	6	12	8	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	196	39.0	216.50	212.00	199.50-235.00	-	-	-	-	-	-	1	-	2	20	28	40	38	5	17	33	3	5	3	-	1	-		
MANUFACTURING -----	73	39.0	222.50	226.50	202.50-242.00	-	-	-	-	-	-	-	1	7	8	9	11	3	8	21	2	2	1	-	-	-	-		
NONMANUFACTURING -----	123	39.5	213.00	209.00	198.00-220.00	-	-	-	-	-	-	1	-	1	13	20	31	27	2	9	12	1	3	2	-	-	1		
PUBLIC UTILITIES ³ -----	47	40.0	216.50	210.00	198.00-233.50	-	-	-	-	-	-	-	-	9	5	10	10	-	3	5	1	2	1	-	-	1	-		
FINANCE ⁴ -----	52	38.5	212.00	210.50	195.50-229.50	-	-	-	-	-	-	1	-	1	4	9	11	12	2	3	7	-	1	1	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	52	39.5	184.50	179.50	170.00-203.00	-	-	-	-	1	1	4	7	14	6	1	9	5	2	1	1	-	-	-	-	-	-	-	
DRAFTSMEN, CLASS A -----	576	40.0	190.50	193.00	176.00-203.50	-	-	-	-	1	16	18	44	100	61	155	94	36	41	7	1	2	-	-	-	-	-	-	
MANUFACTURING -----	344	40.0	185.50	186.50	171.00-199.00	-	-	-	-	1	16	18	40	83	18	91	31	16	23	6	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	232	40.0	197.50	198.50	188.00-205.00	-	-	-	-	-	-	4	17	43	64	63	20	18	1	-	2	-	-	-	-	-	-	-	
DRAFTSMEN, CLASS B -----	461	40.0	161.50	162.50	146.00-176.50	-	-	5	42	48	68	53	58	99	57	5	11	14	-	1	-	-	-	-	-	-	-	-	
MANUFACTURING -----	272	40.0	156.50	149.50	135.00-174.00	-	-	5	41	48	46	24	18	32	32	1	11	13	-	1	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	189	40.0	168.50	170.50	158.50-178.00	-	-	-	1	-	22	29	40	67	25	4	-	1	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 90 and under	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290 and over							
						100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	over							
MEN - CONTINUED																																	
DRAFTSMEN, CLASS C -----	230	40.0	\$ 138.00	\$ 140.50	\$ 130.50-150.50	1	23	13	19	57	59	36	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	133	40.0	134.00	136.50	118.00-150.50	1	23	13	12	28	23	13	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	97	40.0	143.50	142.50	137.00-151.00	-	-	-	7	29	36	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WOMEN																																	
COMPUTER OPERATORS, CLASS B -----	137	39.5	147.50	151.00	136.00-154.00	-	-	5	5	41	7	63	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	97	40.0	146.50	151.50	134.50-153.50	-	-	5	4	18	7	62	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	51	39.5	122.50	121.00	115.00-135.00	2	5	16	15	2	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	89	39.5	179.50	178.50	171.00-189.00	-	-	-	-	-	-	2	17	29	21	12	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	65	39.5	179.50	177.50	171.00-186.50	-	-	-	-	-	-	2	11	22	18	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	80	39.5	151.00	150.00	141.50-159.50	-	-	-	1	12	27	22	15	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) ---	133	40.0	156.00	153.00	147.00-165.00	-	-	-	5	7	39	34	26	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	94	40.0	157.50	153.50	147.50-167.50	-	-	-	2	4	27	27	15	12	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.² For definition of terms, see footnote 2, table A-1.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco—Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 90 and under	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	and over						
						100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	over							
MEN																																	
COMPUTER OPERATORS, CLASS A -----	109	39.5	\$ 169.50	\$ 164.50	\$ 157.00-180.00	-	-	-	1	2	9	29	21	21	14	4	4	2	1	-	1	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	69	39.5	169.00	162.00	156.00-182.50	-	-	-	1	2	6	23	10	7	12	1	3	2	1	-	1	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES ³ -----	37	40.0	177.00	176.50	159.00-187.00	-	-	-	-	1	1	9	5	5	10	1	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	179	39.5	147.00	144.00	136.50-154.00	-	-	2	14	46	63	18	22	8	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	53	39.5	147.50	145.00	139.00-150.00	-	-	-	-	15	26	1	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	126	39.5	146.50	143.50	135.50-154.50	-	-	2	14	31	37	17	13	6	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE ⁴ -----	63	39.5	144.50	142.50	136.00-149.00	-	-	-	4	22	24	6	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco-Oakland, Calif., October 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 90 and under	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	\$ 300 and over						
						100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	over							
MEN - CONTINUED																																	
COMPUTER OPERATORS, CLASS C -----	69	39.0	\$ 130.50	\$ 128.50	\$ 125.00-136.00	-	-	5	37	13	12	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	155	39.5	216.50	214.50	202.00-234.00	-	-	-	-	-	-	-	-	8	4	22	26	34	17	16	18	6	2	2	-	-	-	-	-	-			
NONMANUFACTURING -----	112	40.0	217.50	216.00	206.50-232.50	-	-	-	-	-	-	-	-	4	3	13	17	30	15	11	13	4	-	2	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	53	40.0	219.50	217.50	197.50-241.50	-	-	-	-	-	-	-	-	3	2	10	3	11	4	5	9	4	-	2	-	-	-	-	-	-			
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	271	39.5	185.00	182.00	172.00-200.00	-	-	-	-	1	-	3	49	61	65	25	42	22	2	1	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	51	39.5	185.00	178.00	168.50-205.00	-	-	-	-	-	-	2	13	13	4	3	9	5	1	1	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	220	39.5	185.00	182.50	173.00-198.00	-	-	-	-	1	-	1	36	48	61	22	33	17	1	-	-	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES ³ -----	136	40.0	185.00	182.00	172.00-200.50	-	-	-	-	-	-	28	26	41	7	21	13	-	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE ⁴ -----	57	39.5	186.50	185.00	175.00-201.00	-	-	-	-	1	-	-	2	17	12	10	11	4	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	85	39.5	157.00	157.50	145.00-165.00	-	-	-	-	9	15	27	20	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	138	39.5	248.00	246.00	234.00-267.00	-	-	-	-	-	-	-	-	-	1	2	3	11	7	24	30	13	26	12	2	7	-	-	-	-			
MANUFACTURING -----	88	40.0	253.00	248.00	238.50-269.00	-	-	-	-	-	-	-	-	-	-	-	1	3	3	18	22	8	15	11	2	5	-	-	-	-			
NONMANUFACTURING -----	50	39.5	240.00	243.00	220.00-263.00	-	-	-	-	-	-	-	-	-	1	2	2	8	4	6	8	5	11	1	-	2	-	-	-	-			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	138	39.5	212.00	208.50	196.00-226.00	-	-	-	-	-	-	1	-	2	19	22	31	28	5	14	6	3	4	2	-	1	-	-	-	-			
NONMANUFACTURING -----	95	39.5	211.50	209.00	196.50-219.00	-	-	-	-	-	-	1	-	1	13	14	22	23	2	9	5	1	2	1	-	1	-	-	-	-			
PUBLIC UTILITIES ³ -----	47	40.0	216.50	210.00	198.00-233.50	-	-	-	-	-	-	-	-	-	9	5	10	10	-	3	5	1	2	1	-	1	-	-	-	-			
DRAFTSMEN, CLASS A -----	290	40.0	191.50	193.50	180.50-203.50	-	-	-	-	1	13	12	19	26	32	79	74	12	20	1	1	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	157	40.0	184.50	191.00	169.00-196.50	-	-	-	-	1	13	12	15	18	12	56	21	6	2	-	1	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	133	40.0	200.00	201.50	190.50-205.00	-	-	-	-	-	-	-	4	8	20	23	53	6	18	1	-	-	-	-	-	-	-	-	-	-			
DRAFTSMEN, CLASS B -----	273	40.0	160.50	162.00	148.00-175.00	-	-	2	12	32	29	49	52	58	34	3	1	-	-	1	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	140	39.5	152.50	149.50	137.50-169.50	-	-	2	11	32	27	21	13	22	9	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	133	40.0	169.50	169.00	160.50-179.00	-	-	-	1	-	2	28	39	36	25	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
DRAFTSMEN, CLASS C -----	166	40.0	138.50	141.00	130.00-149.50	1	10	13	18	37	48	31	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	95	40.0	133.50	137.00	120.00-146.00	1	10	13	12	21	23	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
WOMEN																																	
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	75	39.5	178.50	177.00	170.50-189.00	-	-	-	-	-	-	2	15	27	15	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	51	39.5	178.00	174.50	170.50-186.00	-	-	-	-	-	-	2	9	20	12	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	56	39.5	151.50	149.00	142.00-160.00	-	-	-	1	6	23	13	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
NURSES, INDUSTRIAL (REGISTERED) -----	109	40.0	157.50	155.00	149.00-168.00	-	-	-	3	7	20	34	23	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	75	40.0	160.00	155.50	150.50-170.50	-	-	-	-	4	13	27	12	12	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.² For definition of terms, see footnote 2, table A-1.³ Transportation, communication, and other public utilities.⁴ Finance, insurance, and real estate.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, San Francisco, Calif., October 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS,				OFFICE OCCUPATIONS - CONTINUED			\$	OFFICE OCCUPATIONS - CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	182	40.0	\$ 120.00	CLERKS, PAYROLL -----	712	39.0	131.50	SECRETARIES ⁴ - CONTINUED			\$
NONMANUFACTURING -----	114	40.0	135.00	MANUFACTURING -----	267	39.5	133.00	SECRETARIES, CLASS C -----	2,416	39.0	134.50
PUBLIC UTILITIES ² -----	78	40.0	148.50	NONMANUFACTURING -----	445	38.5	131.00	MANUFACTURING -----	724	39.0	136.50
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	76	40.0	111.00	PUBLIC UTILITIES ² -----	148	38.5	149.50	NONMANUFACTURING -----	1,692	39.0	134.00
NONMANUFACTURING -----	76	40.0	111.00	WHOLESALE TRADE -----	79	38.0	124.50	PUBLIC UTILITIES ² -----	242	39.5	141.50
RETAIL TRADE -----	64	40.0	100.00	RETAIL TRADE -----	110	39.5	116.00	WHOLESALE TRADE -----	415	39.0	136.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	196	39.0	126.00	FINANCE ³ -----	53	38.5	126.50	RETAIL TRADE -----	144	39.5	136.50
MANUFACTURING -----	73	39.0	123.50	COMPTOMETER OPERATORS -----	550	39.5	120.50	FINANCE ³ -----	715	39.0	130.50
NONMANUFACTURING -----	123	39.5	128.00	MANUFACTURING -----	188	39.0	123.00	SECRETARIES, CLASS D -----	2,689	39.0	122.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	281	39.0	110.50	NONMANUFACTURING -----	362	39.5	119.00	MANUFACTURING -----	713	39.0	127.00
MANUFACTURING -----	78	39.0	95.00	PUBLIC UTILITIES ² -----	115	39.0	141.50	NONMANUFACTURING -----	1,976	39.0	121.00
NONMANUFACTURING -----	203	38.5	116.50	WHOLESALE TRADE -----	99	39.5	114.50	PUBLIC UTILITIES ² -----	204	39.5	131.50
WHOLESALE TRADE -----	132	39.0	116.50	RETAIL TRADE -----	125	40.0	105.50	WHOLESALE TRADE -----	528	38.0	123.00
CLERKS, ACCOUNTING, CLASS A -----	2,024	39.0	133.50	KEYPUNCH OPERATORS, CLASS A -----	1,758	39.5	121.00	RETAIL TRADE -----	146	39.5	121.50
MANUFACTURING -----	730	39.0	140.50	MANUFACTURING -----	481	39.0	120.50	FINANCE ³ -----	639	39.0	113.50
NONMANUFACTURING -----	1,294	39.0	129.50	NONMANUFACTURING -----	1,277	39.5	121.50	STENOGRAPHERS, GENERAL -----	1,334	39.5	108.00
PUBLIC UTILITIES ² -----	259	39.5	142.00	PUBLIC UTILITIES ² -----	235	40.0	136.50	MANUFACTURING -----	305	40.0	109.00
WHOLESALE TRADE -----	259	38.5	134.50	WHOLESALE TRADE -----	304	40.0	121.50	NONMANUFACTURING -----	1,029	39.5	108.00
RETAIL TRADE -----	120	39.5	135.50	RETAIL TRADE -----	96	39.5	118.50	PUBLIC UTILITIES ² -----	236	39.5	120.00
FINANCE ³ -----	486	38.5	121.50	FINANCE ³ -----	611	39.0	116.00	WHOLESALE TRADE -----	165	39.0	111.00
CLERKS, ACCOUNTING, CLASS B -----	2,568	39.5	111.00	KEYPUNCH OPERATORS, CLASS B -----	1,808	39.0	110.00	FINANCE ³ -----	549	39.5	101.50
MANUFACTURING -----	651	39.5	114.50	MANUFACTURING -----	301	39.0	104.00	STENOGRAPHERS, SENIOR -----	1,728	39.0	123.00
NONMANUFACTURING -----	1,917	39.5	110.00	NONMANUFACTURING -----	1,507	39.0	111.50	MANUFACTURING -----	547	39.5	121.00
PUBLIC UTILITIES ² -----	642	40.0	116.50	PUBLIC UTILITIES ² -----	509	40.0	126.00	NONMANUFACTURING -----	1,181	39.0	124.00
WHOLESALE TRADE -----	377	39.0	110.50	WHOLESALE TRADE -----	312	39.0	107.50	PUBLIC UTILITIES ² -----	201	39.5	139.00
RETAIL TRADE -----	348	39.5	114.50	RETAIL TRADE -----	200	40.0	107.50	WHOLESALE TRADE -----	192	39.0	124.50
FINANCE ³ -----	405	38.5	100.00	FINANCE ³ -----	455	38.5	100.50	FINANCE ³ -----	587	39.0	119.00
CLERKS, FILE, CLASS A -----	256	38.0	106.00	OFFICE BOYS AND GIRLS -----	1,148	38.5	88.50	SWITCHBOARD OPERATORS, CLASS A -----	361	39.0	118.00
MANUFACTURING -----	61	39.0	108.50	MANUFACTURING -----	386	38.5	88.50	MANUFACTURING -----	111	39.0	120.00
NONMANUFACTURING -----	195	38.0	105.50	NONMANUFACTURING -----	762	38.5	88.50	NONMANUFACTURING -----	250	39.0	116.50
FINANCE ³ -----	127	38.0	103.50	PUBLIC UTILITIES ² -----	43	39.0	104.50	PUBLIC UTILITIES ² -----	85	39.5	131.50
CLERKS, FILE, CLASS B -----	789	39.0	90.50	WHOLESALE TRADE -----	157	38.5	88.00	FINANCE ³ -----	130	38.5	108.00
MANUFACTURING -----	73	39.5	90.50	FINANCE ³ -----	470	38.5	86.00	SWITCHBOARD OPERATORS, CLASS B -----	612	38.5	99.00
NONMANUFACTURING -----	716	39.0	90.50	SECRETARIES ⁴ -----	7,227	39.0	133.50	NONMANUFACTURING -----	578	38.5	97.50
PUBLIC UTILITIES ² -----	48	39.5	126.50	MANUFACTURING -----	1,967	39.0	137.00	RETAIL TRADE -----	86	40.0	101.50
WHOLESALE TRADE -----	76	39.0	92.50	NONMANUFACTURING -----	5,260	39.0	132.50	FINANCE ³ -----	113	39.5	101.50
RETAIL TRADE -----	104	39.5	93.50	PUBLIC UTILITIES ² -----	638	39.5	146.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	868	39.0	110.50
FINANCE ³ -----	477	39.0	85.50	WHOLESALE TRADE -----	1,189	38.5	133.00	NONMANUFACTURING -----	265	39.5	109.50
CLERKS, FILE, CLASS C -----	896	38.5	83.00	RETAIL TRADE -----	411	39.5	135.00	PUBLIC UTILITIES ² -----	603	38.5	111.00
NONMANUFACTURING -----	845	38.5	81.50	FINANCE ³ -----	2,100	39.0	128.50	WHOLESALE TRADE -----	51	39.5	135.00
PUBLIC UTILITIES ² -----	26	39.5	117.00	SECRETARIES, CLASS A -----	420	39.0	158.50	FINANCE ³ -----	249	39.0	114.00
WHOLESALE TRADE -----	93	40.0	90.00	MANUFACTURING -----	81	39.5	158.50	FINANCE ³ -----	145	38.0	100.50
FINANCE ³ -----	672	38.0	78.00	NONMANUFACTURING -----	339	38.5	158.50	TABULATING-MACHINE OPERATORS, CLASS A -----	127	39.5	152.00
CLERKS, ORDER -----	754	39.5	139.50	PUBLIC UTILITIES ² -----	52	39.5	181.50	NONMANUFACTURING -----	94	39.5	151.00
MANUFACTURING -----	260	39.5	142.50	FINANCE ³ -----	147	38.5	158.00	PUBLIC UTILITIES ² -----	40	40.0	164.00
NONMANUFACTURING -----	494	39.5	138.00	SECRETARIES, CLASS B -----	1,585	39.0	143.00	TABULATING-MACHINE OPERATORS, CLASS B -----	402	39.5	132.50
WHOLESALE TRADE -----	411	39.5	140.00	MANUFACTURING -----	357	39.5	150.50	NONMANUFACTURING -----	353	39.5	133.00
RETAIL TRADE -----	68	40.0	125.50	NONMANUFACTURING -----	1,228	39.0	140.50	PUBLIC UTILITIES ² -----	182	40.0	127.50
				PUBLIC UTILITIES ² -----	128	39.0	163.00	FINANCE ³ -----	52	39.5	126.50
				WHOLESALE TRADE -----	206	39.5	145.50				
				RETAIL TRADE -----	67	39.0	145.50				
				FINANCE ³ -----	599	38.5	135.00				

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis
by industry division, San Francisco, Calif., October 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED			
TABULATING-MACHINE OPERATORS, CLASS C -----	116	40.0	\$ 120.00	COMPUTER OPERATORS, CLASS B -----	560	39.0	\$ 144.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	252	39.5	\$ 250.00
NONMANUFACTURING -----	116	40.0	120.00	MANUFACTURING -----	154	39.0	145.00	MANUFACTURING -----	133	39.5	253.00
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	459	37.5	103.00	NONMANUFACTURING -----	406	39.0	143.50	NONMANUFACTURING -----	119	39.5	247.00
NONMANUFACTURING -----	417	37.5	102.50	WHOLESALE TRADE -----	95	38.0	139.00	FINANCE ³ -----	57	39.0	243.50
FINANCE ³ -----	283	37.5	98.00	FINANCE ³ -----	154	39.0	142.00				
TYPISTS, CLASS A -----	1,621	38.5	103.50	COMPUTER OPERATORS, CLASS C -----	193	39.5	122.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	206	39.0	215.00
MANUFACTURING -----	200	39.5	112.50	MANUFACTURING -----	58	39.0	128.00	MANUFACTURING -----	73	39.0	222.50
NONMANUFACTURING -----	1,421	38.5	102.50	NONMANUFACTURING -----	135	39.5	119.50	NONMANUFACTURING -----	133	39.5	211.00
PUBLIC UTILITIES ² -----	112	40.0	113.00	FINANCE ³ -----	76	39.5	120.50	PUBLIC UTILITIES ² -----	48	40.0	215.50
WHOLESALE TRADE -----	328	36.5	103.00	COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	258	39.0	212.00	FINANCE ³ -----	60	38.5	209.00
FINANCE ³ -----	866	38.5	98.50	MANUFACTURING -----	58	39.5	216.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	64	39.0	179.00
TYPISTS, CLASS B -----	2,596	38.5	94.50	NONMANUFACTURING -----	200	39.0	210.50	DRAFTSMEN, CLASS A -----	587	40.0	190.00
MANUFACTURING -----	446	39.5	97.00	PUBLIC UTILITIES ² -----	59	40.0	216.50	MANUFACTURING -----	354	40.0	185.00
NONMANUFACTURING -----	2,150	38.5	93.50	FINANCE ³ -----	105	38.0	209.00	NONMANUFACTURING -----	233	40.0	197.50
PUBLIC UTILITIES ² -----	240	39.5	105.50	COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	626	39.0	182.50	DRAFTSMEN, CLASS B -----	493	40.0	161.00
WHOLESALE TRADE -----	77	38.0	97.00	MANUFACTURING -----	213	39.0	184.50	MANUFACTURING -----	281	39.5	156.00
RETAIL TRADE -----	91	39.5	105.00	NONMANUFACTURING -----	413	39.5	181.50	NONMANUFACTURING -----	212	40.0	167.50
FINANCE ³ -----	1,578	38.5	90.50	PUBLIC UTILITIES ² -----	164	40.0	183.00	DRAFTSMEN, CLASS C -----	244	40.0	137.50
				WHOLESALE TRADE -----	73	39.0	181.00	MANUFACTURING -----	137	40.0	133.50
PROFESSIONAL AND TECHNICAL OCCUPATIONS				FINANCE ³ -----	160	39.0	179.50	NONMANUFACTURING -----	107	40.0	142.50
COMPUTER OPERATORS, CLASS A -----	240	39.5	162.00	COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	229	39.0	153.00	DRAFTSMEN-TRACERS -----	72	40.0	112.50
MANUFACTURING -----	88	39.5	162.00	NONMANUFACTURING -----	145	39.0	152.00	NURSES, INDUSTRIAL (REGISTERED) ---	133	40.0	156.00
NONMANUFACTURING -----	152	39.5	162.00	FINANCE ³ -----	75	39.0	150.00	MANUFACTURING -----	94	40.0	157.50
PUBLIC UTILITIES ² -----	47	40.0	172.50								

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

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco-Oakland, Calif., October 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	63	40.0	\$ 110.50	OFFICE BOYS AND GIRLS-----	428	39.0	\$ 92.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- NONMANUFACTURING -----	73	40.0	\$ 113.00
CLERKS, ACCOUNTING, CLASS A -----	726	39.5	138.50	MANUFACTURING -----	187	38.5	90.50	-----	51	39.5	113.50
MANUFACTURING -----	377	39.0	143.00	NONMANUFACTURING -----	241	39.5	93.00	TABULATING-MACHINE OPERATORS, CLASS A -----	85	39.5	153.00
NONMANUFACTURING -----	349	39.5	133.50	PUBLIC UTILITIES ² -----	36	39.0	106.00	NONMANUFACTURING -----	78	39.5	153.00
PUBLIC UTILITIES ² -----	188	39.5	139.50	FINANCE ³ -----	150	40.0	89.00	TABULATING-MACHINE OPERATORS, CLASS B -----	272	40.0	126.50
RETAIL TRADE -----	54	40.0	130.50	SECRETARIES ⁴ -----	3,096	39.5	135.50	NONMANUFACTURING -----	236	40.0	126.50
FINANCE ³ -----	60	39.5	119.50	MANUFACTURING -----	975	39.0	135.50	PUBLIC UTILITIES ² -----	178	40.0	126.50
CLERKS, ACCOUNTING, CLASS B -----	1,394	39.5	113.00	NONMANUFACTURING -----	2,121	39.5	135.00	TABULATING-MACHINE OPERATORS, CLASS C -----	50	40.0	120.50
MANUFACTURING -----	283	39.5	118.50	PUBLIC UTILITIES ² -----	507	39.5	148.00	NONMANUFACTURING -----	50	40.0	120.50
NONMANUFACTURING -----	1,111	39.5	111.50	WHOLESALE TRADE -----	146	39.5	145.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	75	38.5	108.50
PUBLIC UTILITIES ² -----	600	40.0	115.00	RETAIL TRADE -----	196	39.5	131.00	NONMANUFACTURING -----	65	38.5	109.50
RETAIL TRADE -----	243	39.5	111.50	FINANCE ³ -----	930	39.5	129.00	FINANCE ³ -----	52	38.0	105.00
CLERKS, FILE, CLASS A -----	87	38.5	113.50	SECRETARIES, CLASS A -----	99	39.5	176.50	TYPISTS, CLASS A -----	781	39.5	103.50
NONMANUFACTURING -----	50	39.0	118.00	NONMANUFACTURING -----	85	39.5	175.50	MANUFACTURING -----	161	39.0	110.50
CLERKS, FILE, CLASS B -----	372	39.5	93.00	PUBLIC UTILITIES ² -----	37	39.0	194.00	NONMANUFACTURING -----	620	39.5	101.50
MANUFACTURING -----	317	39.5	93.00	SECRETARIES, CLASS B -----	499	39.5	154.50	PUBLIC UTILITIES ² -----	104	40.0	111.50
PUBLIC UTILITIES ² -----	44	39.5	126.00	MANUFACTURING -----	203	39.5	146.50	FINANCE ³ -----	445	39.5	97.00
FINANCE ³ -----	181	39.5	85.50	NONMANUFACTURING -----	296	39.5	160.00	TYPISTS, CLASS B -----	1,164	39.5	95.50
CLERKS, FILE, CLASS C -----	225	38.5	88.00	PUBLIC UTILITIES ² -----	98	39.5	172.50	MANUFACTURING -----	288	39.5	96.50
NONMANUFACTURING -----	223	38.5	88.00	FINANCE ³ -----	137	39.5	152.00	NONMANUFACTURING -----	876	39.5	95.00
PUBLIC UTILITIES ² -----	26	39.5	117.00	SECRETARIES, CLASS C -----	1,146	39.5	136.50	PUBLIC UTILITIES ² -----	211	39.0	102.00
FINANCE ³ -----	159	38.0	80.50	MANUFACTURING -----	314	38.5	140.00	RETAIL TRADE -----	56	40.0	103.00
CLERKS, ORDER -----	128	40.0	129.00	NONMANUFACTURING -----	832	39.5	135.00	FINANCE ³ -----	520	39.5	90.50
MANUFACTURING -----	52	40.0	146.50	PUBLIC UTILITIES ² -----	180	39.5	144.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS			
NONMANUFACTURING -----	76	40.0	117.00	WHOLESALE TRADE -----	65	40.0	143.50	COMPUTER OPERATORS, CLASS A -----	132	39.5	167.50
CLERKS, PAYROLL -----	332	39.0	133.00	RETAIL TRADE -----	74	40.0	133.50	MANUFACTURING -----	53	39.5	168.00
MANUFACTURING -----	100	39.5	132.50	FINANCE ³ -----	455	39.5	130.00	NONMANUFACTURING -----	79	39.5	167.50
NONMANUFACTURING -----	232	39.0	133.50	SECRETARIES, CLASS D -----	1,313	39.5	124.00	PUBLIC UTILITIES ² -----	47	40.0	172.50
PUBLIC UTILITIES ² -----	120	38.0	148.50	MANUFACTURING -----	430	39.5	125.50	COMPUTER OPERATORS, CLASS B -----	268	39.5	147.50
RETAIL TRADE -----	54	40.0	108.00	NONMANUFACTURING -----	883	40.0	123.00	MANUFACTURING -----	60	39.5	147.50
COMPTOMETER OPERATORS -----	313	39.5	120.00	PUBLIC UTILITIES ² -----	180	39.5	128.50	NONMANUFACTURING -----	208	39.5	148.00
MANUFACTURING -----	51	38.5	117.50	RETAIL TRADE -----	72	40.0	118.50	FINANCE ³ -----	69	39.5	143.50
NONMANUFACTURING -----	262	39.5	120.50	FINANCE ³ -----	315	39.5	115.00	COMPUTER OPERATORS, CLASS C -----	98	39.5	128.50
PUBLIC UTILITIES ² -----	113	39.0	141.50	STENOGRAPHERS, GENERAL -----	813	39.5	108.00	NONMANUFACTURING -----	61	40.0	126.50
RETAIL TRADE -----	119	40.0	105.00	MANUFACTURING -----	125	40.0	110.00	COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	184	39.5	215.50
KEYPUNCH OPERATORS, CLASS A -----	891	39.5	124.00	NONMANUFACTURING -----	688	39.5	107.50	MANUFACTURING -----	52	39.5	213.50
MANUFACTURING -----	183	39.0	117.00	PUBLIC UTILITIES ² -----	214	39.5	117.00	NONMANUFACTURING -----	132	39.5	216.50
NONMANUFACTURING -----	708	40.0	125.50	FINANCE ³ -----	390	40.0	101.50	PUBLIC UTILITIES ² -----	59	40.0	216.50
PUBLIC UTILITIES ² -----	215	40.0	136.50	STENOGRAPHERS, SENIOR -----	786	39.5	125.00				
RETAIL TRADE -----	78	40.0	117.00	MANUFACTURING -----	190	39.5	126.00				
FINANCE ³ -----	370	40.0	121.00	NONMANUFACTURING -----	596	39.5	125.00				
KEYPUNCH OPERATORS, CLASS B -----	1,011	39.5	114.50	PUBLIC UTILITIES ² -----	194	39.5	139.00				
MANUFACTURING -----	137	39.5	106.50	FINANCE ³ -----	287	40.0	114.50				
NONMANUFACTURING -----	874	39.5	115.50	SWITCHBOARD OPERATORS, CLASS A -----	191	39.0	119.00				
PUBLIC UTILITIES ² -----	459	39.5	125.00	MANUFACTURING -----	68	39.0	112.00				
RETAIL TRADE -----	147	40.0	105.00	NONMANUFACTURING -----	123	39.0	123.00				
FINANCE ³ -----	226	38.5	103.00	PUBLIC UTILITIES ² -----	71	39.0	131.50				
				SWITCHBOARD OPERATORS, CLASS B -----	244	39.5	105.50				
				MANUFACTURING -----	214	39.5	103.00				
				NONMANUFACTURING -----	69	40.0	101.50				
				RETAIL TRADE -----	67	40.0	102.00				
				FINANCE ³ -----							

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco—Oakland, Calif., October 1969)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED			
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	346	39.5	\$ 183.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	148	39.5	\$ 210.50	DRAFTSMEN, CLASS B -----	280	40.0	\$ 160.50
MANUFACTURING -----	75	39.5	183.00	NONMANUFACTURING -----	105	39.5	209.00	MANUFACTURING -----	143	39.5	152.00
NONMANUFACTURING -----	271	39.5	183.50	PUBLIC UTILITIES ² -----	48	40.0	215.50	NONMANUFACTURING -----	137	40.0	169.00
PUBLIC UTILITIES ² -----	160	40.0	183.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	52	39.0	181.00	DRAFTSMEN, CLASS C -----	167	40.0	138.00
FINANCE ³ -----	80	39.0	185.00	DRAFTSMEN, CLASS A -----	301	40.0	190.50	MANUFACTURING -----	96	40.0	133.50
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	141	39.5	155.00	NONMANUFACTURING -----	167	39.5	183.50	DRAFTSMEN-TRACERS -----	72	40.0	112.50
NONMANUFACTURING -----	65	39.5	156.50		134	40.0	200.00	NURSES, INDUSTRIAL (REGISTERED) ---	109	40.0	157.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	148	39.5	247.00					MANUFACTURING -----	75	40.0	160.00
MANUFACTURING -----	97	40.0	251.00								
NONMANUFACTURING -----	51	39.5	239.50								

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

Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, San Francisco—Oakland, Calif., October 1969)

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					Under 3.10	3.10 and under	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.80	5.00	5.20	5.40	5.60	5.80	over
CARPENTERS, MAINTENANCE -----	262	\$ 4.49	\$ 4.36	\$ 4.17- 4.66	-	-	-	-	28	-	-	-	-	24	5	13	22	66	31	2	19	18	3	-	-	-	-	31
MANUFACTURING -----	139	4.46	4.36	4.31- 4.67	-	-	-	-	-	-	-	-	-	23	-	1	7	62	6	-	15	17	3	-	-	-	-	5
NONMANUFACTURING -----	123	4.53	4.33	4.04- 4.69	-	-	-	-	28	-	-	-	-	1	5	12	15	4	25	2	4	1	-	-	-	-	-	26
PUBLIC UTILITIES ⁴ -----	57	3.87	4.11	3.45- 4.24	-	-	-	-	28	-	-	-	-	-	-	9	15	-	-	2	3	-	-	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	792	4.63	4.54	4.19- 4.89	-	-	-	-	-	-	2	14	7	56	12	116	57	111	6	35	69	142	131	-	-	-	-	34
MANUFACTURING -----	553	4.65	4.54	4.21- 4.85	-	-	-	-	-	-	-	-	-	34	12	86	45	86	2	27	61	136	30	-	-	-	-	34
NONMANUFACTURING -----	239	4.58	4.55	4.15- 5.14	-	-	-	-	-	-	2	14	7	22	-	30	12	25	4	8	8	6	101	-	-	-	-	-
PUBLIC UTILITIES ⁴ -----	190	4.62	5.11	4.13- 5.15	-	-	-	-	-	-	2	14	3	21	-	29	12	-	-	7	2	-	100	-	-	-	-	-

See footnotes at end of table.

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco-Oakland, Calif., October 1969)

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² For definition of terms, see footnote 2, table A-1.
³ All workers were at \$6.20 to \$6.40.
⁴ Transportation, communication, and other public utilities.

Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis
by industry division, San Francisco-Oakland, Calif., October 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																									
		Mean ³	Median ³	Middle range ³	Under \$2.00	\$2.00 and under	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20			
					2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	and over			
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	over				
GUARDS AND WATCHMEN -----	2,785	\$ 2.55	\$ 2.51	\$ 2.14- 2.86	416	94	445	210	72	153	38	54	146	761	39	94	93	52	112	6	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	214	3.38	3.34	3.17- 3.71	-	-	-	-	1	2	-	1	8	3	13	36	51	24	69	6	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	2,571	2.48	2.43	2.13- 2.84	416	94	445	210	71	151	38	53	138	758	26	58	42	28	43	-	-	-	-	-	-	-	-	-	-	
GUARDS: -----																														
MANUFACTURING -----	129	3.39	3.31	3.19- 3.73	-	-	-	-	1	2	-	1	4	2	3	21	42	8	39	6	-	-	-	-	-	-	-	-	-	
WATCHMEN: -----																														
MANUFACTURING -----	85	3.36	3.43	3.14- 3.66	-	-	-	-	-	-	-	-	4	1	10	15	9	16	30	-	-	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS ---	7,605	2.98	3.03	2.82- 3.10	46	135	27	238	180	-	32	271	431	290	1135	368	3104	559	455	179	127	4	24	-	-	-	-	-	-	
MANUFACTURING -----	1,378	3.28	3.31	3.07- 3.52	-	-	-	-	-	-	-	29	43	71	50	65	180	400	369	81	86	4	-	-	-	-	-	-	-	
NONMANUFACTURING -----	6,227	2.91	3.01	2.80- 3.07	46	135	27	238	180	32	242	388	219	1085	303	2924	159	86	98	41	-	24	-	-	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	354	2.89	2.86	2.60- 3.03	-	-	-	2	19	21	47	-	-	140	26	41	10	47	1	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	121	3.23	3.11	2.90- 3.58	-	-	-	-	5	-	-	14	2	10	-	42	11	10	3	24	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	510	2.87	2.94	2.82- 3.12	46	-	1	1	6	-	26	12	15	87	143	149	12	2	4	6	-	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	865	2.85	2.94	2.82- 3.00	-	90	-	8	1	11	37	27	30	74	388	184	6	-	9	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	54	3.02	2.86	2.74- 3.24	-	-	-	-	-	-	8	-	16	6	-	9	6	-	9	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	811	2.84	2.94	2.83- 2.99	-	90	-	8	1	11	29	27	14	68	388	175	-	-	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	4,112	3.69	3.71	3.44- 3.88	-	-	-	-	-	-	-	-	8	119	13	420	225	750	1118	566	473	237	142	41	-	-	-	-	-	
MANUFACTURING -----	2,021	3.58	3.58	3.18- 3.84	-	-	-	-	-	-	-	-	2	110	-	418	29	482	295	429	10	104	142	-	-	-	-	-	-	
NONMANUFACTURING -----	2,091	3.80	3.75	3.61- 4.11	-	-	-	-	-	-	-	-	6	9	13	2	196	268	823	137	463	133	-	41	-	-	-	-	-	
PUBLIC UTILITIES ⁵ -----	1,182	3.79	3.68	3.45- 4.15	-	-	-	-	-	-	-	-	-	-	-	-	196	238	234	1	421	88	-	4	-	-	-	-	-	
WHOLESALE TRADE -----	620	3.78	3.74	3.70- 3.78	-	-	-	-	-	-	-	-	-	-	9	-	-	30	523	6	15	-	-	37	-	-	-	-	-	
RETAIL TRADE -----	289	3.86	3.85	3.77- 4.00	-	-	-	-	-	-	-	-	6	9	4	2	-	-	66	130	27	45	-	-	-	-	-	-	-	
ORDER FILLERS -----	1,740	3.88	3.77	3.72- 4.07	-	-	-	-	-	-	-	-	3	4	10	23	32	40	975	131	123	302	7	20	70	-	-	-	-	
MANUFACTURING -----	330	3.68	3.72	3.64- 3.77	-	-	-	-	-	-	-	-	-	-	-	11	-	40	238	35	-	6	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,410	3.93	3.79	3.74- 4.22	-	-	-	-	-	-	-	-	3	4	10	12	32	-	737	96	123	302	1	20	70	-	-	-	-	
WHOLESALE TRADE -----	857	3.79	3.76	3.72- 3.80	-	-	-	-	-	-	-	-	-	-	-	-	30	-	631	75	51	70	-	-	-	-	-	-	-	
RETAIL TRADE -----	467	4.24	4.25	4.06- 4.36	-	-	-	-	-	-	-	-	-	3	9	8	2	-	29	21	72	232	1	20	70	-	-	-	-	
PACKERS, SHIPPING -----	768	3.70	3.76	3.71- 3.83	-	-	-	-	1	-	1	-	15	-	-	79	6	43	391	167	-	45	-	20	-	-	-	-	-	
MANUFACTURING -----	343	3.71	3.79	3.40- 3.95	-	-	-	-	-	-	-	-	-	-	-	79	6	43	51	99	-	45	-	20	-	-	-	-	-	
NONMANUFACTURING -----	425	3.69	3.76	3.73- 3.79	-	-	-	-	1	-	1	-	15	-	-	-	-	-	340	68	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	394	3.74	3.76	3.73- 3.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	326	68	-	-	-	-	-	-	-	-	-	
PACKERS, SHIPPING (WOMEN) -----	246	3.19	3.18	3.12- 3.43	-	-	-	2	1	1	1	-	6	1	26	104	12	90	2	-	-	-	-	-	-	-	-	-	-	
RECEIVING CLERKS -----	583	3.88	3.92	3.72- 4.05	-	-	-	-	-	-	-	1	-	1	2	2	16	41	22	132	182	100	20	62	-	2	-	-	-	
MANUFACTURING -----	281	3.79	3.77	3.64- 3.93	-	-	-	-	-	-	-	-	-	-	-	13	24	16	112	76	5	2	33	-	-	-	-	-	-	
NONMANUFACTURING -----	302	3.96	3.99	3.91- 4.09	-	-	-	-	-	-	-	1	-	1	2	2	3	17	6	20	106	95	18	29	-	2	-	-	-	
WHOLESALE TRADE -----	141	3.94	3.96	3.91- 4.04	-	-	-	-	-	-	-	-	-	-	-	-	12	-	17	75	21	-	16	-	-	-	-	-	-	
RETAIL TRADE -----	146	4.03	4.04	3.95- 4.10	-	-	-	-	-	-	1	-	-	-	1	-	1	4	3	3	31	69	18	13	-	2	-	-	-	
SHIPPING CLERKS -----	363	3.86	3.85	3.72- 3.98	-	-	-	-	-	-	-	-	-	-	-	7	25	3	135	122	13	43	15	-	-	-	-	-	-	
MANUFACTURING -----	226	3.80	3.76	3.70- 3.88	-	-	-	-	-	-	8	-	-	-	-	2	12	3	134	50	5	10	10	-	-	-	-	-	-	
NONMANUFACTURING -----	137	3.94	3.97	3.92- 4.23	-	-	-	-	-	-	-	-	-	-	-	5	13	-	1	72	8	33	5	-	-	-	-	-	-	
WHOLESALE TRADE -----	119	3.95	3.97	3.93- 4.21	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	71	6	30	-	-	-	-	-	-	-	
SHIPPING AND RECEIVING CLERKS -----	514	3.85	3.93	3.79- 3.99	-	-	-	-	-	-	-	-	-	2	4	22	30	45	29	275	69	20	11	6	1	-	-	-	-	
MANUFACTURING -----	96	3.75	3.76	3.53- 4.01	-	-	-	-	-	-	-	-	-	2	-	3	11	18	25	12	12	10	3	-	-	-	-	-	-	
NONMANUFACTURING -----	418	3.87	3.93	3.85- 3.99	-	-	-	-	-	-	-	-	-	-	4	19	19	27	4	263	57	10	8	6	1	-	-	-	-	
WHOLESALE TRADE -----	231	3.82	3.94	3.90- 3.99	-	-	-	-	-	-	-	-	-	-	-	15	15	24	-	141	36	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	99	4.08	3.99	3.94- 4.31	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	52	17	10	8	6	1	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied on an area basis
by industry division, San Francisco-Oakland, Calif., October 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of																										
		Mean ³	Median ³	Middle range ³	Under \$ 2.00	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20				
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	over					
TRUCKDRIVERS ⁶ -----	6,490	\$ 4.29	\$ 4.25	\$ 4.17- 4.36	-	-	-	-	-	-	-	-	-	-	-	10	17	34	85	69	143	1653	3111	651	378	231	62	46			
MANUFACTURING -----	1,469	4.37	4.35	4.20- 4.61	-	-	-	-	-	-	-	-	-	-	-	10	11	-	57	35	36	222	462	226	308	56	-	46			
NONMANUFACTURING -----	5,021	4.26	4.24	4.17- 4.30	-	-	-	-	-	-	-	-	-	-	-	-	6	34	28	34	107	1431	2649	425	70	175	62	-			
PUBLIC UTILITIES ⁵ -----	3,298	4.22	4.24	4.18- 4.28	-	-	-	-	-	-	-	-	-	-	-	-	6	33	18	32	40	811	2137	220	1	-	-	-			
WHOLESALE TRADE -----	1,024	4.30	4.29	4.12- 4.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	326	419	186	66	-	-	-			
RETAIL TRADE -----	304	4.78	4.87	4.81- 4.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	4	-	36	19	3	175	62	-			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	434	4.13	4.18	4.02- 4.45	-	-	-	-	-	-	-	-	-	-	-	10	17	17	51	-	6	140	2	159	1	31	-	-			
MANUFACTURING -----	275	4.23	4.43	4.11- 4.48	-	-	-	-	-	-	-	-	-	-	-	10	11	-	43	-	-	19	2	159	-	31	-	-			
NONMANUFACTURING -----	159	3.96	4.10	4.01- 4.15	-	-	-	-	-	-	-	-	-	-	-	-	6	17	8	-	6	121	-	-	1	-	-	-			
PUBLIC UTILITIES ⁵ -----	103	3.89	4.06	3.59- 4.13	-	-	-	-	-	-	-	-	-	-	-	-	6	17	3	-	4	72	-	-	1	-	-	-			
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	2,496	4.18	4.22	4.15- 4.27	-	-	-	-	-	-	-	-	-	-	-	-	-	17	34	41	83	740	1535	21	-	25	-	-			
MANUFACTURING -----	165	4.21	4.21	4.13- 4.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	14	-	51	58	3	-	25	-	-			
NONMANUFACTURING -----	2,331	4.18	4.22	4.15- 4.27	-	-	-	-	-	-	-	-	-	-	-	-	-	17	20	27	83	689	1477	18	-	-	-	-			
PUBLIC UTILITIES ⁵ -----	1,545	4.19	4.24	4.21- 4.27	-	-	-	-	-	-	-	-	-	-	-	-	-	16	15	25	27	237	1225	-	-	-	-	-			
WHOLESALE TRADE -----	383	4.19	4.20	4.07- 4.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	176	189	-	-	-	-	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	2,133	4.39	4.28	4.22- 4.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	11	330	1146	165	247	175	58	-			
MANUFACTURING -----	544	4.41	4.36	4.24- 4.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	52	246	64	178	-	-	-	-			
NONMANUFACTURING -----	1,589	4.38	4.27	4.22- 4.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	278	900	101	69	175	58	-			
PUBLIC UTILITIES ⁵ -----	1,176	4.28	4.26	4.21- 4.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	208	860	100	-	-	-	-			
RETAIL TRADE -----	267	4.84	4.88	4.83- 4.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	1	3	175	58	-	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	1,107	4.40	4.35	4.16- 4.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	32	357	227	306	130	-	4	46			
MANUFACTURING -----	240	4.64	4.64	4.09- 4.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	23	36	-	-	130	-	-	7 46			
NONMANUFACTURING -----	867	4.34	4.30	4.16- 4.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	321	227	306	-	-	4	-			
PUBLIC UTILITIES ⁵ -----	444	4.29	4.18	4.14- 4.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	272	52	120	-	-	-	-			
WHOLESALE TRADE -----	419	4.38	4.38	4.30- 4.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	49	175	186	-	-	-	-			
TRUCKERS, POWER (FORKLIFT) -----	2,274	3.74	3.81	3.51- 3.89	-	-	-	-	-	-	-	-	-	-	18	30	30	297	373	282	936	31	263	-	3	11	-	-			
MANUFACTURING -----	1,506	3.63	3.67	3.42- 3.85	-	-	-	-	-	-	-	-	-	-	-	30	30	293	308	231	606	2	6	-	-	-	-	-			
NONMANUFACTURING -----	768	3.95	3.88	3.82- 4.25	-	-	-	-	-	-	-	-	-	-	18	-	-	4	65	51	330	29	257	-	3	11	-	-			
PUBLIC UTILITIES ⁵ -----	155	4.23	4.25	4.22- 4.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	2	-	3	146	-	-	-	-			
WHOLESALE TRADE -----	451	3.75	3.83	3.78- 3.87	-	-	-	-	-	-	-	-	-	-	18	-	-	-	60	45	304	-	24	-	-	-	-	-			
RETAIL TRADE -----	160	4.25	4.32	4.13- 4.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	26	26	87	-	3	11	-	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	273	3.71	3.75	3.71- 3.78	-	-	-	-	-	-	-	-	-	-	-	-	-	21	21	201	27	1	2	-	-	-	-	-			

¹ Data limited to men workers except where otherwise indicated.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of terms, see footnote 2, table A-1.⁴ Workers were distributed as follows: 118 at \$1.70 to \$1.80; 168 at \$1.80 to \$1.90; and 130 at \$1.90 to \$2.⁵ Transportation, communication, and other public utilities.⁶ Includes all drivers, as defined, regardless of size and type of truck operated.⁷ Workers were distributed as follows: 36 at \$5.40 to \$5.60; and 10 at \$5.60 to \$5.80.

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

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco—Oakland, Calif., October 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																									
		Mean ³	Median ³	Middle range ³	Under \$2.10	\$2.10 and under	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00			
					2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20				
GUARDS AND WATCHMEN -----	393	\$ 3.18	\$ 3.19	\$ 2.86- 3.52	-	1	-	14	10	11	8	42	21	20	21	54	78	3	25	79	6	-	-	-	-	-	-	-	-	
MANUFACTURING -----	146	3.34	3.25	3.15- 3.72	-	-	-	1	2	-	1	8	3	3	2	34	39	-	8	39	6	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	247	3.08	3.08	2.76- 3.30	-	1	-	13	8	11	7	34	18	17	19	20	39	3	17	40	-	-	-	-	-	-	-	-	-	
GUARDS: -----																														
MANUFACTURING -----	117	3.40	3.28	3.18- 3.74	-	-	-	1	2	-	1	4	2	3	2	19	30	-	8	39	6	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS ---	3,955	3.01	3.03	2.85- 3.10	46	1	3	35	21	194	264	105	670	219	1397	273	240	170	198	95	-	-	24	-	-	-	-	-	-	
MANUFACTURING -----	763	3.22	3.29	3.03- 3.41	-	-	-	-	-	-	20	61	46	34	86	7	149	157	148	55	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	3,192	2.95	3.02	2.83- 3.08	46	1	3	35	21	194	244	44	624	185	1311	266	91	13	50	40	-	-	24	-	-	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	335	2.91	2.87	2.81- 3.04	-	-	2	19	21	29	-	-	140	26	34	7	1	9	47	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	229	2.71	2.88	2.51- 2.98	546	1	1	6	-	26	3	9	28	62	5	35	-	1	2	4	-	-	-	-	-	-	-	-	-	
FINANCE ⁵ -----	81	3.01	3.01	2.91- 3.14	-	-	-	-	-	1	-	10	7	22	10	31	-	-	-	-	-	-	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS (WOMEN) -----	251	2.92	3.02	2.71- 3.09	1	-	8	1	11	37	4	19	13	9	99	34	6	-	-	9	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	54	3.02	2.86	2.74- 3.24	-	-	-	-	-	8	-	16	6	-	3	6	6	-	-	9	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	197	2.89	3.03	2.60- 3.08	1	-	8	1	11	29	4	3	7	9	96	28	-	-	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	1,426	3.62	3.50	3.35- 4.10	-	-	-	-	-	-	-	6	9	4	173	88	-	162	408	87	119	207	159	-	4	-	-	-	-	
MANUFACTURING -----	771	3.38	3.44	3.12- 3.51	-	-	-	-	-	-	-	-	-	-	173	86	-	29	408	39	-	10	26	-	-	-	-	-	-	
NONMANUFACTURING -----	655	3.90	4.10	3.65- 4.19	-	-	-	-	-	-	-	6	9	4	-	2	-	133	-	48	119	197	133	-	4	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	405	3.92	4.14	3.38- 4.20	-	-	-	-	-	-	-	-	-	-	-	-	-	133	-	-	-	180	88	-	4	-	-	-	-	
RETAIL TRADE -----	244	3.86	3.86	3.79- 4.04	-	-	-	-	-	-	-	6	9	4	-	2	-	-	-	42	119	17	45	-	-	-	-	-	-	
ORDER FILLERS -----	589	4.06	4.07	3.76- 4.27	-	-	-	-	-	-	-	3	4	10	4	8	-	2	40	128	44	72	183	1	20	70	-	-	-	
NONMANUFACTURING -----	451	4.17	4.23	4.01- 4.29	-	-	-	-	-	-	-	3	4	10	4	8	-	2	-	65	9	72	183	1	20	70	-	-	-	
PACKERS, SHIPPING -----	172	3.70	3.76	3.42- 4.31	-	-	-	1	-	1	-	15	-	-	-	24	-	-	19	43	24	-	45	-	-	-	-	-	-	
MANUFACTURING -----	123	3.84	3.93	3.45- 4.33	-	-	-	-	-	-	-	-	-	-	-	24	-	-	19	11	24	-	45	-	-	-	-	-	-	
RECEIVING CLERKS -----	141	3.79	3.78	3.53- 4.07	-	-	-	-	-	1	-	1	2	2	2	4	5	1	22	40	16	20	17	6	-	2	-	-	-	
MANUFACTURING -----	61	3.66	3.73	3.47- 3.77	-	-	-	-	-	-	-	-	-	-	-	3	-	1	16	37	4	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	80	3.88	4.04	3.61- 4.24	-	-	-	-	-	1	-	1	2	2	2	1	5	-	6	3	12	20	17	6	-	2	-	-	-	
RETAIL TRADE -----	61	3.98	4.07	3.83- 4.28	-	-	-	-	-	1	-	-	1	-	-	1	4	-	3	3	8	15	17	6	-	2	-	-	-	
SHIPPING CLERKS -----	128	3.78	3.76	3.72- 3.79	-	-	-	-	-	-	-	-	-	-	-	1	3	-	3	99	11	2	3	5	-	-	-	-	-	
MANUFACTURING -----	107	3.74	3.75	3.72- 3.78	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	98	4	-	-	-	-	-	-	-	-	
SHIPPING AND RECEIVING CLERKS -----	134	3.91	3.95	3.77- 4.02	-	-	-	-	-	-	-	-	2	-	3	-	-	-	17	18	59	13	10	11	-	1	-	-	-	
MANUFACTURING -----	67	3.83	3.91	3.58- 4.07	-	-	-	-	-	-	-	-	-	-	3	-	-	-	14	14	12	9	10	3	-	-	-	-	-	
NONMANUFACTURING -----	67	3.98	3.96	3.92- 3.99	-	-	-	-	-	-	-	-	2	-	-	-	-	-	3	4	47	4	-	8	-	1	-	-	-	
RETAIL TRADE -----	65	4.00	3.96	3.92- 3.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	47	4	-	8	-	1	-	-	-	
TRUCKDRIVERS ⁷ -----	2,556	4.29	4.26	4.21- 4.41	-	-	-	-	-	-	-	-	-	-	-	3	3	34	37	38	40	379	1361	388	8	231	34	-	-	
MANUFACTURING -----	515	4.28	4.34	4.05- 4.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	30	32	96	111	159	4	56	-	-	-	
NONMANUFACTURING -----	2,041	4.30	4.26	4.21- 4.33	-	-	-	-	-	-	-	-	-	-	-	3	3	34	10	8	8	283	1250	229	4	175	34	-	-	
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	281	4.28	4.43	4.06- 4.48	-	-	-	-	-	-	-	-	-	-	-	3	3	17	19	-	6	40	2	159	1	31	-	-	-	
MANUFACTURING -----	73	3.78	4.01	3.27- 4.06	-	-	-	-	-	-	-	-	-	-	-	3	3	17	-	-	6	40	-	-	1	-	-	-	-	
PUBLIC UTILITIES ⁴ -----	71	3.78	4.02	3.27- 4.06	-	-	-	-	-	-	-	-	-	-	-	3	3	17	-	3	-	4	40	-	-	1	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	697	4.49	4.38	4.27- 4.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	49	336	100	7	175	30	-	-	
MANUFACTURING -----	162	4.25	4.28	4.08- 4.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	49	109	-	4	-	-	-	-	
NONMANUFACTURING -----	535	4.57	4.44	4.31- 4.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	227	100	3	175	30	-	-	
PUBLIC UTILITIES ⁴ -----	317	4.37	4.34	4.27- 4.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	217	100	-	-	-	-	

See footnotes at end of table.

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

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, San Francisco-Oakland, Calif., October 1969)

Occupation ¹ and industry division	Number of workers	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																									
		Mean ³	Median ³	Middle range ³	Under \$ 2.10	\$ 2.10 and 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 3.00	\$ 3.00 3.10	\$ 3.10 3.20	\$ 3.20 3.30	\$ 3.30 3.40	\$ 3.40 3.60	\$ 3.60 3.80	\$ 3.80 4.00	\$ 4.00 4.20	\$ 4.20 4.40	\$ 4.40 4.60	\$ 4.60 4.80	\$ 4.80 5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00				
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4							

¹ Data limited to men workers except where otherwise indicated.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of terms, see footnote 2, table A-1.⁴ Transportation, communication, and other public utilities.⁵ All workers were at \$1.90 to \$2.⁶ Finance, insurance, and real estate.⁷ Includes all drivers, as defined, regardless of size and type of truck operated.

B. Establishment Practices and Supplementary Wage Provisions

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

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, San Francisco-Oakland, Calif., October 1969)

Minimum weekly straight-time salary ¹	Inexperienced typists						Other inexperienced clerical workers ²					
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ³ of—						Based on standard weekly hours ³ of—				
		All schedules	40	All schedules	37½	40		All schedules	40	All schedules	37½	40
Establishments studied.....	281	80	xxx	201	xxx	xxx	281	80	xxx	201	xxx	xxx
Establishments having a specified minimum.....	124	38	29	86	21	55	160	45	31	115	26	76
\$62.50 and under \$65.00.....	1	1	1	-	-	-	1	1	1	-	-	-
\$65.00 and under \$67.50.....	1	-	-	1	-	1	2	-	-	2	-	2
\$67.50 and under \$70.00.....	4	1	1	3	2	1	4	-	-	4	2	2
\$70.00 and under \$72.50.....	3	-	-	3	1	2	6	2	2	4	1	3
\$72.50 and under \$75.00.....	11	2	-	9	1	6	25	7	2	18	2	10
\$75.00 and under \$77.50.....	5	3	2	2	-	2	18	3	2	15	4	9
\$77.50 and under \$80.00.....	8	4	4	4	1	3	8	4	3	4	1	3
\$80.00 and under \$82.50.....	16	1	1	15	5	8	22	3	2	19	5	13
\$82.50 and under \$85.00.....	10	5	4	5	1	3	5	5	4	-	-	-
\$85.00 and under \$87.50.....	12	3	2	9	2	6	12	3	2	9	3	6
\$87.50 and under \$90.00.....	4	1	-	3	1	1	8	1	-	7	1	5
\$90.00 and under \$92.50.....	16	3	3	13	2	10	14	-	-	14	2	10
\$92.50 and under \$95.00.....	6	2	2	4	2	2	6	2	2	4	2	2
\$95.00 and under \$97.50.....	6	4	2	2	-	2	5	3	1	2	-	2
\$97.50 and under \$100.00.....	6	1	-	5	1	3	3	1	-	2	-	2
\$100.00 and under \$102.50.....	-	-	-	-	-	-	1	1	1	-	-	-
\$102.50 and under \$105.00.....	2	1	1	1	-	1	2	1	1	1	-	1
\$105.00 and under \$107.50.....	-	-	-	-	-	-	1	-	-	1	-	-
\$107.50 and under \$110.00.....	2	2	2	-	-	-	3	2	2	1	1	-
\$110.00 and under \$112.50.....	2	1	1	1	1	-	4	2	2	2	1	1
\$112.50 and under \$115.00.....	3	1	1	2	1	-	2	1	1	1	1	-
\$115.00 and under \$117.50.....	1	1	1	-	-	-	1	-	-	1	-	1
\$117.50 and over.....	5	1	1	4	-	4	7	3	3	4	-	4
Establishments having no specified minimum.....	37	13	xxx	24	xxx	xxx	43	14	xxx	29	xxx	xxx
Establishments which did not employ workers in this category.....	120	29	xxx	91	xxx	xxx	78	21	xxx	57	xxx	xxx

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

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

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

Table B-2. Shift Differentials

(Late-shift pay provisions for manufacturing plant workers by type and amount of pay differential,
San Francisco-Oakland, Calif., October 1969)

(All plant workers in manufacturing = 100 percent)

Late-shift pay provision	Percent of manufacturing plant workers—			
	In establishments having provisions ¹ for late shifts		Actually working on late shifts	
	Second shift	Third or other shift	Second shift	Third or other shift
Total	94.3	87.7	19.2	7.2
No pay differential for work on late shift	-	-	-	-
Pay differential for work on late shift	94.3	87.7	19.2	7.2
Type and amount of differential:				
Uniform cents (per hour)	54.7	44.2	10.8	4.5
8 cents	6.7	-	1.5	-
8½ cents	2.2	2.2	-	-
10 cents	10.4	.1	1.9	-
11 cents	3.2	-	.8	-
12 or 12½ cents	1.7	6.9	.4	1.2
13 cents	1.6	-	-	-
14 or 14¼ cents	3.3	5.4	.2	.8
15 cents	10.3	4.7	2.7	.3
17 cents	1.5	1.7	.2	.4
18 cents	-	3.1	-	.2
20 cents	7.9	.8	1.5	(²)
22 cents	-	2.4	-	.1
23 cents	-	3.4	-	.5
25 or 26 cents	2.2	1.5	.7	.1
30 cents	2.5	10.2	.5	1.0
31 or 33 cents	1.1	.8	.4	-
49 cents	-	1.1	-	-
Uniform percentage	20.8	16.4	5.0	1.3
5 percent	6.0	-	2.1	-
6⅓ percent	1.3	1.3	.1	-
8 percent	1.7	-	.5	-
10 percent	11.8	7.0	2.2	.6
15 percent	-	8.2	-	.7
Other formal pay differential ³	18.8	27.1	3.5	1.4

¹ Includes all plant workers in establishments currently operating, or having formal provisions covering late shifts, even though the establishments were not currently operating late shifts.

² Less than 0.05 percent.

³ Primarily combination plans providing for full day's pay for reduced hours plus cents-per-hour differential, or percent differential, and/or a paid lunch period not given first-shift workers. Some of the plans provide for flat-sum payments per shift or per week, or for a combination of either cents-per-hour or percent differential plus a paid lunch period not given first-shift workers.

Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours¹ of first-shift workers, San Francisco-Oakland, Calif., October 1969)

Weekly hours	Plant workers					Office workers					
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers-----	100	100	100	100	100	100	100	100	100	100	100
35 hours-----	4	9	-	-	-	4	1	4	15	-	2
Over 35 and under 37½ hours-----	(⁶)	-	-	-	-	2	4	-	-	-	2
37½ hours-----	6	-	3	4	3	19	19	6	17	13	26
Over 37½ and under 38¾ hours-----	-	-	-	-	-	2	-	-	-	-	4
38¾ hours-----	(⁶)	(⁶)	-	-	-	5	11	(⁶)	3	2	4
Over 38¾ and under 40 hours-----	(⁶)	-	-	2	(⁶)	(⁶)	-	-	1	4	-
40 hours-----	90	91	97	94	97	68	65	90	64	81	61

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

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

³ Transportation, communication, and other public utilities.

⁴ Includes data for services in addition to those industry divisions shown separately.

⁵ Finance, insurance, and real estate.

⁶ Less than 0.5 percent.

Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, San Francisco—Oakland, Calif., October 1969)

Item	Plant workers					Office workers					
	All industries ¹	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	All industries ³	Manu- facturing	Public utilities ²	Wholesale trade	Retail trade	Finance ⁴
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	98	99	100	100	98	100	100	100	100	100	100
Workers in establishments providing no paid holidays	2	1	-	-	2	-	-	-	-	-	-
<u>Number of days</u>											
Less than 6 holidays	2	-	3	-	3	(⁵)	-	-	-	1	-
6 holidays	4	-	-	2	3	1	1	-	3	5	(⁵)
6 holidays plus 2 or 4 half days	-	-	-	-	-	1	-	-	-	(⁵)	3
7 holidays	17	10	3	7	48	9	12	1	6	43	2
7 holidays plus 1, 2, or 3 half days	1	2	-	-	-	2	4	-	4	-	1
8 holidays	39	26	73	30	26	47	27	82	51	34	47
8 holidays plus 1 half day	(⁵)	(⁵)	-	-	-	2	4	-	-	2	2
8 holidays plus 2 half days	1	3	-	2	-	3	6	-	13	-	2
9 holidays	27	42	22	38	15	21	34	15	14	13	21
9 holidays plus 1 half day	1	(⁵)	-	-	2	1	1	-	-	1	2
9 holidays plus 2 half days	(⁵)	1	-	2	-	3	(⁵)	-	2	-	6
9 holidays plus 3 half days	-	-	-	-	-	1	-	-	-	-	1
10 holidays	5	11	-	5	(⁵)	3	5	1	3	-	2
10 holidays plus 1 half day	-	-	-	-	-	1	4	-	-	-	2
11 holidays	2	3	-	13	-	1	(⁵)	-	2	2	1
11 holidays plus 1 or 2 half days	-	-	-	-	-	2	-	-	-	-	3
12 holidays	(⁵)	1	-	-	-	2	2	-	2	-	3
12 holidays plus 2 half days	-	-	-	-	-	1	-	-	-	-	2
<u>Total holiday time⁶</u>											
13 days	-	-	-	-	-	1	-	-	-	-	2
12 days or more	(⁵)	1	-	-	-	4	2	-	2	-	7
11½ days or more	(⁵)	1	-	-	-	4	2	-	2	-	7
11 days or more	3	4	-	13	-	5	2	-	4	2	8
10½ days or more	3	4	-	13	-	7	6	-	4	2	11
10 days or more	8	16	-	21	(⁵)	13	12	1	9	2	20
9½ days or more	8	16	-	21	3	14	12	1	9	3	22
9 days or more	37	61	22	61	18	38	52	16	36	16	45
8½ days or more	37	61	22	61	18	40	56	16	36	18	48
8 days or more	76	89	95	91	43	89	83	99	91	52	96
7½ days or more	76	89	95	91	43	90	87	99	91	52	96
7 days or more	93	99	97	98	92	99	99	100	97	95	99
6 days or more	96	99	97	100	94	99	100	100	100	99	100
5 days or more	96	99	97	100	94	100	100	100	100	100	100
4 days or more	97	99	100	100	96	100	100	100	100	100	100
2 days or more	98	99	100	100	98	100	100	100	100	100	100

¹ Includes data for real estate and services in addition to those industry divisions shown separately.

² Transportation, communication, and other public utilities.

³ Includes data for services in addition to those industry divisions shown separately.

⁴ Finance, insurance, and real estate.

⁵ Less than 0.5 percent.

⁶ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

Table B-5. Paid Vacations¹

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, San Francisco-Oakland, Calif., October 1969)

Vacation policy	Plant workers					Office workers					
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers-----	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations-----	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment-----	95	92	99	100	93	99	100	99	100	99	100
Percentage payment-----	5	8	1	-	7	(⁶)	-	1	-	1	-
Other-----	(⁶)	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations-----	-	-	-	-	-	-	-	-	-	-	-
<u>Amount of vacation pay⁷</u>											
<u>After 6 months of service</u>											
Under 1 week-----	7	6	1	5	12	2	3	1	-	11	(⁶)
1 week-----	19	17	33	23	12	50	53	47	54	16	55
Over 1 and under 2 weeks-----	5	7	5	5	2	7	8	(⁶)	-	10	11
2 weeks-----	(⁶)	1	-	-	-	8	-	-	-	-	20
Over 2 and under 3 weeks-----	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 1 year of service</u>											
1 week-----	56	59	47	53	63	16	1	69	13	48	-
Over 1 and under 2 weeks-----	4	9	1	-	-	(⁶)	-	-	-	-	-
2 weeks-----	34	24	44	40	37	80	97	31	87	52	94
Over 2 and under 3 weeks-----	3	3	8	6	-	3	1	-	-	-	6
3 weeks-----	1	3	-	-	-	1	(⁶)	-	-	-	-
4 weeks-----	1	3	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks-----	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 2 years of service</u>											
1 week-----	12	24	2	-	5	(⁶)	1	1	-	1	-
Over 1 and under 2 weeks-----	2	5	1	-	-	-	-	-	-	-	-
2 weeks-----	79	61	89	94	95	95	92	99	100	99	94
Over 2 and under 3 weeks-----	3	3	8	6	-	3	3	-	-	-	6
3 weeks-----	2	5	-	-	-	1	4	-	-	-	-
4 weeks-----	1	3	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks-----	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 3 years of service</u>											
1 week-----	1	-	-	-	5	(⁶)	-	-	-	1	-
Over 1 and under 2 weeks-----	4	8	1	-	-	(⁶)	-	1	-	-	-
2 weeks-----	86	80	85	94	95	89	84	91	87	98	92
Over 2 and under 3 weeks-----	2	4	-	-	-	2	5	-	-	-	3
3 weeks-----	6	6	13	6	-	6	11	8	13	(⁶)	-
Over 3 and under 4 weeks-----	-	-	-	-	-	2	-	-	-	-	5
4 weeks-----	1	3	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks-----	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, San Francisco—Oakland, Calif., October 1969)

Vacation policy	Plant workers					Office workers					
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
<u>Amount of vacation pay⁷—Continued</u>											
<u>After 4 years of service</u>											
1 week.....	1	-	-	-	5	(⁶)	-	-	-	1	-
Over 1 and under 2 weeks.....	4	8	1	-	-	(⁶)	-	1	-	-	-
2 weeks.....	84	75	85	94	95	89	84	91	87	98	92
Over 2 and under 3 weeks.....	3	9	-	-	-	2	5	-	-	-	3
3 weeks.....	6	6	13	6	-	6	11	8	13	(⁶)	-
Over 3 and under 4 weeks.....	-	-	-	-	-	2	-	-	-	-	5
4 weeks.....	1	3	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 5 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
Over 1 and under 2 weeks.....	1	-	1	-	2	(⁶)	-	1	-	1	-
2 weeks.....	56	62	77	48	25	67	58	80	46	38	79
Over 2 and under 3 weeks.....	4	9	-	-	-	3	2	-	-	-	5
3 weeks.....	37	25	22	47	70	28	40	20	54	60	11
Over 3 and under 4 weeks.....	-	-	-	-	-	2	-	-	-	-	5
4 weeks.....	2	3	-	5	-	(⁶)	(⁶)	-	-	-	-
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 10 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
Over 1 and under 2 weeks.....	(⁶)	-	-	-	2	(⁶)	-	-	-	1	-
2 weeks.....	2	-	1	5	-	9	1	1	17	5	15
Over 2 and under 3 weeks.....	5	9	-	-	-	(⁶)	1	-	-	-	(⁶)
3 weeks.....	81	74	85	86	95	79	72	90	76	94	77
Over 3 and under 4 weeks.....	1	3	-	-	-	3	4	-	-	-	5
4 weeks.....	10	14	13	9	-	8	22	9	6	-	3
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 12 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
Over 1 and under 2 weeks.....	(⁶)	-	-	-	2	(⁶)	-	-	-	1	-
2 weeks.....	2	-	1	5	-	8	1	1	17	5	14
Over 2 and under 3 weeks.....	5	9	-	-	-	1	1	-	-	-	1
3 weeks.....	80	71	84	86	95	79	72	88	74	94	77
Over 3 and under 4 weeks.....	2	5	1	-	-	3	4	2	-	-	5
4 weeks.....	10	15	13	9	-	8	22	9	9	-	3
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
<u>After 15 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
2 weeks.....	2	-	1	2	2	3	-	1	10	6	2
Over 2 and under 3 weeks.....	2	2	-	-	-	(⁶)	1	-	-	-	-
3 weeks.....	54	55	22	64	66	66	57	32	44	73	85
Over 3 and under 4 weeks.....	2	6	-	-	-	2	-	-	-	-	6
4 weeks.....	39	36	77	34	29	28	42	66	47	21	7
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
5 weeks.....	-	-	-	-	-	(⁶)	1	-	-	-	-
Over 5 and under 6 weeks.....	-	-	-	-	-	(⁶)	-	-	-	-	1

See footnotes at end of table.

Table B-5. Paid Vacations¹—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, San Francisco—Oakland, Calif., October 1969)

Vacation policy	Plant workers					Office workers					
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
<u>Amount of vacation pay⁷—Continued</u>											
<u>After 20 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
2 weeks.....	2	-	1	2	-	2	-	1	10	6	(⁶)
Over 2 and under 3 weeks.....	2	2	-	-	2	(⁶)	1	-	-	-	-
3 weeks.....	22	29	5	31	19	35	16	-	26	7	62
Over 3 and under 4 weeks.....	3	7	-	-	-	3	-	-	-	-	7
4 weeks.....	62	53	91	59	57	53	70	94	55	82	27
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
5 weeks.....	9	10	3	8	20	6	14	4	9	5	3
Over 5 and under 6 weeks.....	-	-	-	-	-	(⁶)	-	-	-	-	1
<u>After 25 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
2 weeks.....	2	-	1	2	-	2	-	1	10	6	(⁶)
Over 2 and under 3 weeks.....	2	2	-	-	2	(⁶)	1	-	-	-	-
3 weeks.....	17	19	5	31	17	19	15	-	26	5	23
Over 3 and under 4 weeks.....	1	2	-	-	-	3	(⁶)	-	-	-	7
4 weeks.....	59	60	66	48	57	61	65	58	44	84	66
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	(⁶)
5 weeks.....	18	16	28	19	21	13	19	41	21	5	1
Over 5 and under 6 weeks.....	-	-	-	-	-	(⁶)	-	-	-	-	1
6 weeks.....	-	-	-	-	-	1	-	-	-	-	2
<u>After 30 years of service</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
2 weeks.....	2	-	1	2	-	2	-	1	10	6	(⁶)
Over 2 and under 3 weeks.....	2	2	-	-	2	(⁶)	1	-	-	-	-
3 weeks.....	17	19	5	31	17	16	15	-	26	5	16
Over 3 and under 4 weeks.....	1	2	-	-	-	3	(⁶)	-	-	-	7
4 weeks.....	59	60	64	48	57	63	65	55	44	84	72
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
5 weeks.....	18	16	30	19	21	14	18	44	21	5	1
Over 5 and under 6 weeks.....	-	-	-	-	-	(⁶)	-	-	-	-	1
6 weeks.....	-	-	-	-	-	1	(⁶)	-	-	-	2
<u>Maximum vacation available</u>											
1 week.....	(⁶)	-	-	-	2	-	-	-	-	-	-
2 weeks.....	2	-	1	2	-	2	-	1	10	6	(⁶)
Over 2 and under 3 weeks.....	2	2	-	-	2	(⁶)	1	-	-	-	-
3 weeks.....	17	19	5	31	17	16	15	-	26	5	16
Over 3 and under 4 weeks.....	1	2	-	-	-	3	(⁶)	-	-	-	7
4 weeks.....	59	60	64	48	57	62	65	55	44	84	69
Over 4 and under 5 weeks.....	(⁶)	-	-	-	-	(⁶)	-	-	-	-	-
5 weeks.....	18	16	30	19	21	15	18	44	21	5	3
Over 5 and under 6 weeks.....	-	-	-	-	-	(⁶)	-	-	-	-	1
6 weeks.....	-	-	-	-	-	1	(⁶)	-	-	-	2
Over 6 weeks.....	-	-	-	-	-	(⁶)	-	-	-	-	(⁶)

¹ Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.² Includes data for real estate and services in addition to those industry divisions shown separately.³ Transportation, communication, and other public utilities.⁴ Includes data for services in addition to those industry divisions shown separately.⁵ Finance, insurance, and real estate.⁶ Less than 0.5 percent.⁷ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect the individual provisions for progression. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for 3 weeks' pay or more after 10 years includes those eligible for 3 weeks' pay or more after fewer years of service.

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

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, San Francisco-Oakland, Calif., October 1969)

Type of benefit and financing ¹	Plant workers					Office workers					
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below	100	100	100	100	100	99	100	100	100	100	99
Life insurance	96	97	97	86	96	97	98	99	92	94	99
Noncontributory plans	79	87	53	76	80	56	75	41	55	59	52
Accidental death and dismemberment insurance	76	83	77	74	61	72	82	80	79	62	64
Noncontributory plans	64	78	45	64	50	38	66	39	47	38	17
Sickness and accident insurance or sick leave or both ⁶	83	77	89	98	87	93	98	99	93	80	91
Sickness and accident insurance	25	28	39	27	12	32	33	56	28	11	25
Noncontributory plans	22	22	36	25	12	23	19	52	27	2	16
Sick leave (full pay and no waiting period)	32	20	56	35	23	77	90	57	84	37	83
Sick leave (partial pay or waiting period)	40	36	34	56	55	12	1	41	9	43	3
Hospitalization insurance	100	100	100	100	100	98	100	100	100	100	96
Noncontributory plans	82	90	56	87	87	48	80	28	79	67	25
Surgical insurance	100	100	100	100	100	98	100	100	100	100	96
Noncontributory plans	82	90	56	87	87	48	80	28	79	67	25
Medical insurance	98	97	100	100	97	98	100	100	100	89	96
Noncontributory plans	81	87	56	87	87	47	80	28	79	65	25
Major medical insurance	81	71	98	94	83	98	97	99	100	89	98
Noncontributory plans	67	59	76	81	71	53	66	62	77	59	35
Retirement pension	93	97	96	95	91	92	96	85	88	97	97
Noncontributory plans	73	81	52	86	75	71	67	50	60	58	89

¹ Estimates listed after type of benefit are for all 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 Includes data for real estate and services in addition to those industry divisions shown separately.

³ Transportation, communication, and other public utilities.

⁴ Includes data for services in addition to those industry divisions shown separately.

⁵ Finance, insurance, and real estate.

⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

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

(Percent distribution of plant and office workers in all industries and in industry divisions by method of wage determination¹ and frequency of wage payment, San Francisco-Oakland, Calif., October 1969)

Item	Plant workers					Office workers					
	All industries ²	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	All industries ⁴	Manu- facturing	Public utilities ³	Wholesale trade	Retail trade	Finance ⁵
All workers.....	100	100	100	100	100	100	100	100	100	100	100
<u>Method of wage determination¹</u>											
Paid time rates.....	95	96	100	94	87	99	100	100	100	100	99
Formal rate policy.....	92	94	98	85	83	81	85	98	65	88	79
Single rate.....	75	88	56	64	70	8	2	27	7	33	(⁶)
Range of rates.....	16	6	42	21	13	73	82	71	58	55	79
Progression based on automatic advancement according to length of service.....	10	2	32	10	8	20	16	46	2	24	18
Progression based on merit review.....	4	3	3	12	4	37	37	15	34	21	48
Progression based on a combination of length of service and merit review.....	2	-	7	-	2	16	29	10	22	11	13
No formal rate policy.....	4	2	2	8	4	19	15	2	35	12	21
Paid by incentive methods.....	5	4	-	6	13	(⁶)	-	-	-	-	(⁶)
Piece rate.....	(⁶)	1	-	-	-						
Individual.....	(⁶)	1	-	-	-						
Group.....	-	(⁶)	-	-	-						
Production bonus.....	(⁶)	(⁶)	-	1	-						
Individual.....	(⁶)	(⁶)	-	1	-						
Group.....	1	2	-	-	-						
Commission.....	3	-	-	5	13						
<u>Frequency of wage payment</u>											
Weekly.....	57	74	20	74	59	12	25	10	12	52	-
Biweekly.....	27	18	73	11	13	31	24	68	17	16	25
Semimonthly.....	16	8	7	15	29	57	50	22	69	32	75
Monthly.....	-	-	-	-	-	-	-	-	-	-	-
Other frequency.....	-	-	-	-	-	(⁶)	-	-	2	-	-

Method of determining incentive pay of
office workers not presented

¹ For a description of the methods of wage determination, see Introduction.

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

³ Transportation, communication, and other public utilities.

⁴ Includes data for services in addition to those industry divisions shown separately.

⁵ Finance, insurance, and real estate.

⁶ Less than 0.5 percent.

Appendix. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

CLERK, ACCOUNTING

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

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

CLERK, FILE

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

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

COMPTOMETER OPERATOR

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

KEYPUNCH OPERATOR

Class A. Operates a numerical and/or alphabetical or combination keypunch machine to transcribe data from various source documents to keypunch tabulating cards. Performs same tasks as lower level keypunch operator but, in addition, work requires application of coding skills and the making of some determinations, for example, locates on the source document the items to be punched; extracts information from several documents; and searches for and interprets information on the document to determine information to be punched. May train inexperienced operators.

KEYPUNCH OPERATOR—Continued

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

OFFICE BOY OR GIRL

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

SECRETARY

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

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

Exclusions

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

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

Class A

- 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
- 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
- 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

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head (immediately below the officer level) over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or

SECRETARY—Continued

- 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

- 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

- 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

- 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

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

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

STENOGRAPHER, GENERAL

Primary duty is to take dictation involving a normal routine vocabulary from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work. (See transcribing-machine operator.)

STENOGRAPHER, SENIOR

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

OR

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

SWITCHBOARD OPERATOR

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

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR

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

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

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

TABULATING-MACHINE OPERATOR—Continued

Class C. Operates simple tabulating or electrical accounting machines such as the sorter, reproducing punch, collator, etc., with specific instructions. May include simple wiring from diagrams and some filing work. The work typically involves portions of a work unit, for example, individual sorting or collating runs or repetitive operations.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

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

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

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

COMPUTER PROGRAMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed. Develops sequence of program steps, writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing (EDP) employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

COMPUTER PROGRAMER, BUSINESS—Continued

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programing practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programing (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programing should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing (EDP) employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank,

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

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

DRAFTSMAN-TRACER

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

and/or

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

NURSE, INDUSTRIAL (REGISTERED)

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

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

CARPENTER, MAINTENANCE—Continued

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)

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

MECHANIC, AUTOMOTIVE (MAINTENANCE)—Continued

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

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

OILER

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

PAINTER, MAINTENANCE

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

PIPEFITTER, MAINTENANCE

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

PLUMBER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE—Continued

handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

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

Constructs and repairs machine-shop tools, gages, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications;

TOOL AND DIE MAKER—Continued

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

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

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMAN

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

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

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

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

ORDER, FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

SHIPPING AND RECEIVING CLERK

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

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

Available On Request—

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

Order as BLS Bulletin 1654, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1969. Seventy-five cents a copy.

Area Wage Surveys

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

Area	Bulletin number and price	Area	Bulletin number and price
Akron, Ohio, July 1969 ¹ -----	1625-89, 35 cents	Muskegon-Muskegon Heights, Mich., May 1969-----	1625-80, 30 cents
Albany-Schenectady-Troy, N.Y., Mar. 1969 ¹ -----	1625-56, 35 cents	Newark and Jersey City, N.J., Jan. 1969-----	1625-46, 40 cents
Albuquerque, N. Mex., Apr. 1969-----	1625-67, 30 cents	New Haven, Conn., Jan. 1969-----	1625-38, 30 cents
Allentown-Bethlehem-Easton, Pa.-N.J., May 1969-----	1625-86, 30 cents	New Orleans, La., Feb. 1969 ¹ -----	1625-51, 35 cents
Atlanta, Ga., May 1969-----	1625-77, 35 cents	New York, N.Y., Apr. 1969-----	1625-88, 60 cents
Baltimore, Md., Aug. 1969-----	1660-11, 35 cents	Norfolk-Portsmouth and Newport News- Hampton, Va., June 1968-----	1575-85, 30 cents
Beaumont-Port Arthur-Orange, Tex., May 1969 ¹ -----	1625-75, 35 cents	Oklahoma City, Okla., July 1969 ¹ -----	1660-17, 35 cents
Binghamton, N.Y., July 1969-----	1660-5, 30 cents	Omaha, Nebr.-Iowa, Sept. 1969-----	1660-12, 30 cents
Birmingham, Ala., Apr. 1969 ¹ -----	1625-65, 35 cents	Paterson-Clifton-Passaic, N.J., May 1969-----	1625-87, 35 cents
Boise City, Idaho, July 1968 ¹ -----	1625-6, 35 cents	Philadelphia, Pa.-N.J., Nov. 1968-----	1625-48, 50 cents
Boston, Mass., Aug. 1969-----	1660-16, 45 cents	Phoenix, Ariz., Mar. 1969-----	1625-60, 30 cents
Buffalo, N.Y., Oct. 1969-----	1660-29, 45 cents	Pittsburgh, Pa., Jan. 1969-----	1625-59, 35 cents
Burlington, Vt., Mar. 1969 ¹ -----	1625-54, 35 cents	Portland, Maine, Nov. 1969 ¹ -----	1660-26, 35 cents
Canton, Ohio, May 1969-----	1625-73, 30 cents	Portland, Oreg.-Wash., May 1969-----	1625-76, 30 cents
Charleston, W. Va., Apr. 1969-----	1625-71, 30 cents	Providence-Pawtucket-Warwick, R.I.-Mass., May 1969 ¹ -----	1625-74, 35 cents
Charlotte, N.C., Mar. 1969-----	1625-61, 30 cents	Raleigh, N.C., Aug. 1969-----	1660-6, 30 cents
Chattanooga, Tenn.-Ga., Sept. 1969-----	1660-9, 30 cents	Richmond, Va., Mar. 1969-----	1625-69, 30 cents
Chicago, Ill., Apr. 1969 ¹ -----	1625-82, 65 cents	Rochester, N.Y. (office occupations only), July 1969-----	1660-4, 30 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1969 ¹ -----	1625-63, 45 cents	Rockford, Ill., May 1969-----	1625-72, 30 cents
Cleveland, Ohio, Sept. 1969-----	1660-22, 40 cents	St. Louis, Mo.-Ill., Mar. 1969 ¹ -----	1625-64, 50 cents
Columbus, Ohio, Oct. 1969-----	1660-27, 30 cents	Salt Lake City, Utah, Nov. 1969 ¹ -----	1660-30, 35 cents
Dallas, Tex., Oct. 1969-----	1660-23, 35 cents	San Antonio, Tex., June 1969 ¹ -----	1625-85, 35 cents
Davenport-Rock Island-Moline, Iowa-Ill., Oct. 1969 ¹ -----	1660-20, 35 cents	San Bernardino-Riverside-Ontario, Calif., Oct. 1968 ¹ -----	1625-25, 40 cents
Dayton, Ohio, Jan. 1969 ¹ -----	1625-42, 35 cents	San Diego, Calif., Nov. 1968-----	1625-32, 30 cents
Denver, Colo., Dec. 1968-----	1625-39, 30 cents	San Francisco-Oakland, Calif., Oct. 1969 ¹ -----	1660-33, 50 cents
Des Moines, Iowa, Mar. 1969-----	1625-62, 30 cents	San Jose, Calif., Sept. 1969 ¹ -----	1660-24, 35 cents
Detroit, Mich., Jan. 1969 ¹ -----	1625-58, 50 cents	Savannah, Ga., May 1969-----	1625-68, 30 cents
Fort Worth, Tex., Oct. 1969-----	1660-18, 30 cents	Scranton, Pa., July 1969-----	1660-15, 30 cents
Green Bay, Wis., July 1969-----	1660-8, 30 cents	Seattle-Everett, Wash., Nov. 1968 ¹ -----	1625-43, 35 cents
Greenville, S.C., May 1969 ¹ -----	1625-70, 35 cents	Sioux Falls, S. Dak., Sept. 1969-----	1660-14, 25 cents
Houston, Tex., May 1969 ¹ -----	1625-83, 45 cents	South Bend, Ind., Mar. 1969-----	1625-55, 30 cents
Indianapolis, Ind., Oct. 1969-----	1660-25, 30 cents	Spokane, Wash., June 1969-----	1625-81, 30 cents
Jackson, Miss., Feb. 1969 ¹ -----	1625-45, 35 cents	Syracuse, N.Y., July 1969-----	1660-13, 30 cents
Jacksonville, Fla., Jan. 1969 ¹ -----	1625-37, 35 cents	Tampa-St. Petersburg, Fla., Aug. 1969 ¹ -----	1660-7, 35 cents
Kansas City, Mo.-Kans., Sept. 1969-----	1660-10, 35 cents	Toledo, Ohio-Mich., Feb. 1969 ¹ -----	1625-57, 35 cents
Lawrence-Haverhill, Mass.-N.H., June 1969-----	1625-79, 30 cents	Trenton, N.J., Sept. 1969-----	1660-21, 30 cents
Little Rock-North Little Rock, Ark., July 1969-----	1660-2, 30 cents	Utica-Rome, N.Y., July 1969-----	1660-1, 30 cents
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove, Calif., Mar. 1969 ¹ -----	1625-78, 50 cents	Washington, D.C.-Md.-Va., Sept. 1969 ¹ -----	1660-19, 50 cents
Louisville, Ky.-Ind., Nov. 1969 ¹ -----	1660-28, 40 cents	Waterbury, Conn., Mar. 1969-----	1625-50, 30 cents
Lubbock, Tex., Mar. 1969-----	1625-53, 30 cents	Waterloo, Iowa, Nov. 1968 ¹ -----	1625-31, 35 cents
Manchester, N.H., July 1969-----	1660-3, 30 cents	Wichita, Kans., Dec. 1968-----	1625-41, 30 cents
Memphis, Tenn.-Ark., Nov. 1968-----	1625-30, 30 cents	Worcester, Mass., May 1969-----	1625-84, 30 cents
Miami, Fla., Nov. 1969-----	1660-32, 30 cents	York, Pa., Feb. 1969-----	1625-52, 30 cents
Midland and Odessa, Tex., Mar. 1969-----	1625-49, 25 cents	Youngstown-Warren, Ohio, Nov. 1968-----	1625-34, 30 cents
Milwaukee, Wis., Apr. 1969-----	1625-66, 35 cents		
Minneapolis-St. Paul, Minn., Jan. 1969-----	1625-47, 35 cents		

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

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