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# Area Wage Survey

## The Philadelphia, Pennsylvania—New Jersey, Metropolitan Area

November 1969

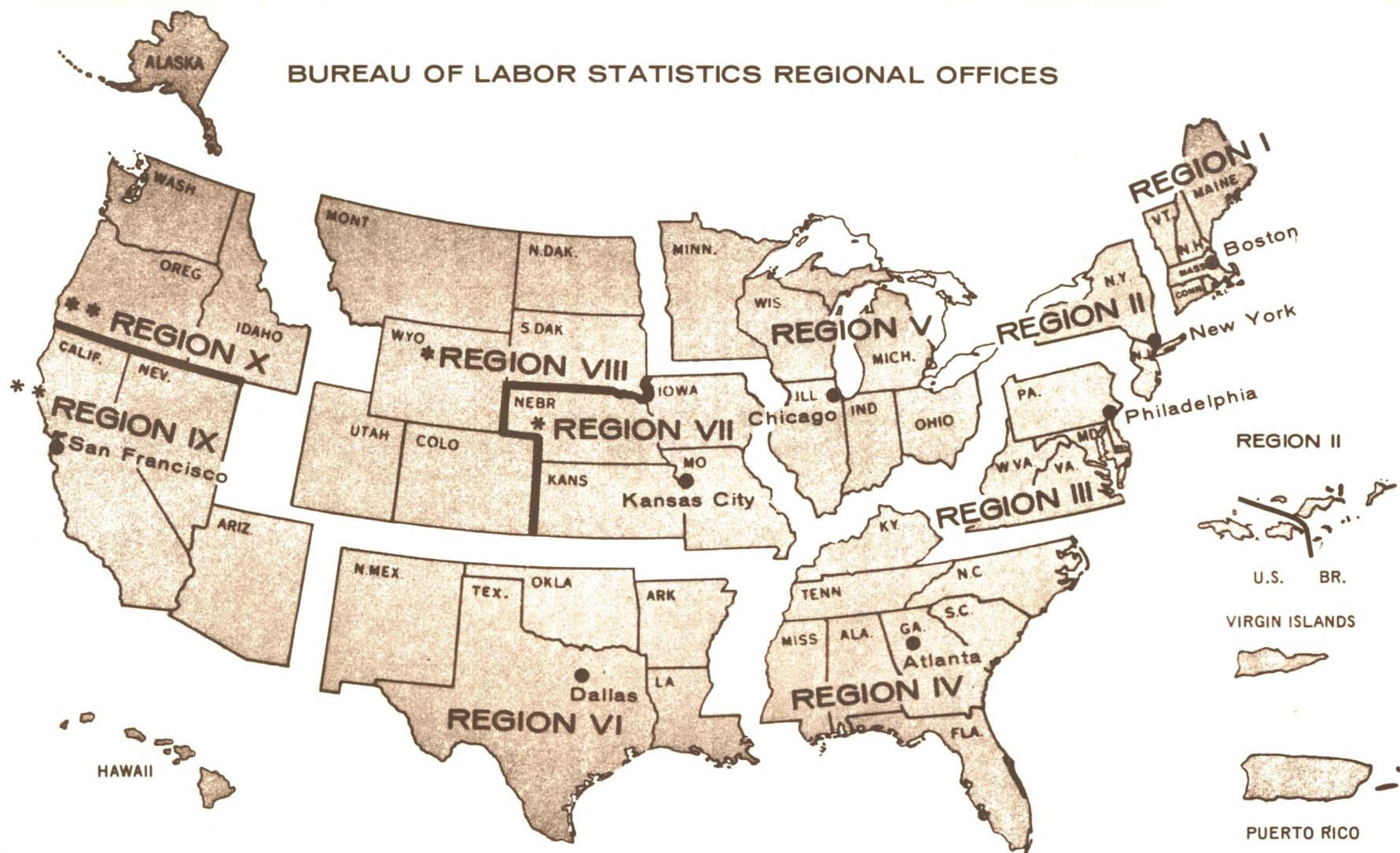


Bulletin 1660-48

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# Area Wage Survey

## The Philadelphia, Pennsylvania—New Jersey, Metropolitan Area

November 1969

**Bulletin 1660-48**

May 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 infor-

mation 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 Philadelphia, Pa.-N.J., in November 1969. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Three Inner Counties of Delaware and Philadelphia Counties, Pa., and Camden County, N.J.; and Five Outer Counties of Bucks, Chester, and Montgomery Counties, Pa., and Burlington and Gloucester Counties, N.J. This study was conducted by the Bureau's regional office in Philadelphia, Pa., under the general direction of Irwin L. Feigenbaum, Assistant Regional Director for Operations.

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

Current reports on occupational earnings and supplementary wage provisions in the Philadelphia area are also available for contract cleaning services (July 1968); the machinery industries (October 1968); women's and misses' dresses (August 1968); and on earnings only for laundry and dry cleaning occupations (November 1969). 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 Philadelphia, Pa.—N.J., Metropolitan Area

#### Introduction

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

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

#### Occupations and Earnings

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

<sup>1</sup> Included in the 90 areas are four studies conducted under contract with the New York State Department of Labor. These areas are Binghamton (New York portion only); Rochester (office occupations only); Syracuse; and Utica—Rome. In addition, the Bureau conducts more limited area studies in 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,<sup>2</sup> presented in terms of total plant worker employment, and (2) effective practice, presented in terms of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

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

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

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

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

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

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

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,<sup>3</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans<sup>4</sup> which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

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

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

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 Philadelphia, Pa.-N. J.,<sup>1</sup> by Major Industry Division,<sup>2</sup> November 1969

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study <sup>3</sup>	Studied	Within scope of study				Studied
				Total <sup>4</sup>		Plant	Office	
				Number	Percent			
<u>All establishments</u>								
All divisions-----	-	2,131	400	776,055	100	469,255	146,657	437,678
Manufacturing-----	100	994	183	444,995	57	302,181	56,404	235,797
3 Inner Counties <sup>1</sup> -----	100	612	114	284,530	37	198,295	34,828	154,945
5 Outer Counties <sup>1</sup> -----	100	382	69	160,465	20	103,886	21,576	80,852
Nonmanufacturing-----	-	1,137	217	331,060	43	167,074	90,253	201,881
Transportation, communication, and other public utilities <sup>5</sup> -----	100	94	32	67,754	9	37,629	14,041	54,547
Wholesale trade-----	50	313	46	44,015	6	19,450	13,831	12,747
Retail trade-----	100	142	36	103,741	13	78,948	14,297	84,809
Finance, insurance, and real estate-----	50	243	46	65,379	9	4,328	40,290	34,459
Services <sup>7</sup> -----	50	345	57	50,171	6	26,719	7,794	15,319
<u>Large establishments</u>								
All divisions-----	-	234	164	450,439	100	273,729	84,134	386,188
Manufacturing-----	500	142	91	260,448	58	169,807	33,599	212,568
Nonmanufacturing-----	-	92	73	189,991	42	103,922	50,535	173,620
Transportation, communication, and other public utilities <sup>5</sup> -----	500	19	17	51,989	12	28,567	11,961	50,909
Wholesale trade-----	500	5	4	5,365	1	1,539	2,546	4,458
Retail trade-----	500	30	24	86,034	19	66,396	12,209	82,251
Finance, insurance, and real estate-----	500	24	20	33,823	7	( <sup>6</sup> )	23,045	28,797
Services <sup>7</sup> -----	500	14	8	12,780	3	7,420	774	7,205

<sup>1</sup> The Philadelphia Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Three Inner Counties of Delaware and Philadelphia Counties, Pa., and Camden County, N.J.; and Five Outer Counties of Bucks, Chester, and Montgomery Counties, Pa., and Burlington and Gloucester Counties, N.J. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

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

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

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

<sup>5</sup> Taxicabs and services incidental to water transportation were excluded. Local transit in the city of Philadelphia is governmentally operated and excluded by definition from the scope of the study.

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

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

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

Industry groups	Specific industries		
Electrical equipment and supplies-----	14	Blast furnace and basic steel products-----	5
Machinery, except electrical-----	10	Communication equipment-----	4
Apparel and other textile products-----	8	Men's and boys' suits and coats-----	4
Chemicals and allied products-----	8		
Food and kindred products-----	8		
Primary metal industries-----	8		

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

## Wage Trends for Selected Occupational Groups

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

### Method of Computing

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

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

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

### Limitations of Data

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

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

Table 2. Indexes of Standard Weekly Salaries and Straight-Time Hourly Earnings for Selected Occupational Groups in Philadelphia, Pa.—N. J., November 1969 and November 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 (November 1960=100)							
November 1969 .....	141.1	148.5	140.0	142.5	138.1	147.6	139.6	140.6
November 1968 .....	132.0	136.3	132.4	133.8	128.8	134.9	132.6	130.4
	Percents of increase							
November 1968 to November 1969 .....	6.9	9.0	5.8	6.5	7.2	9.4	5.3	7.9
November 1967 to November 1968 .....	5.0	6.7	5.7	4.2	4.4	6.2	5.9	3.9
November 1966 to November 1967 .....	5.1	5.7	3.0	4.0	4.5	5.7	3.0	3.9
November 1965 to November 1966 .....	4.1	4.6	4.1	4.4	2.8	4.1	3.9	2.8
November 1964 to November 1965 .....	2.9	2.4	3.4	3.8	2.7	2.8	3.4	3.3
November 1963 to November 1964 .....	2.3	2.9	2.9	3.5	2.9	2.9	2.9	3.4
November 1962 to November 1963 .....	3.0	3.0	3.2	3.9	3.1	2.5	3.2	4.0
November 1961 to November 1962 .....	2.8	3.1	2.8	2.8	2.1	3.1	3.1	2.2
November 1960 to November 1961 .....	3.1	3.2	3.5	3.0	3.2	3.2	3.4	3.5
November 1959 to November 1960 .....	3.5	2.8	2.2	2.3	3.6	2.8	1.9	1.8

## A. Occupational Earnings

## A-1. Office Occupations—SMSA—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Area), Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of —																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						55 and under	60	65	70	75	80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	and over	
<b>MEN</b>																												
CLERKS, ACCOUNTING, CLASS A -----	548	39.0	139.00	139.00	122.00-154.00	-	-	-	-	-	-	13	24	83	76	88	80	73	32	64	9	6	-	-	-	-		
MANUFACTURING -----	335	39.5	141.00	143.00	122.50-156.00	-	-	-	-	-	10	18	51	29	50	45	58	17	51	6	-	-	-	-	-	-		
NONMANUFACTURING -----	213	38.0	136.00	133.50	121.50-150.00	-	-	-	-	-	3	6	32	47	38	35	15	15	13	3	6	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	67	40.0	144.00	147.00	123.00-164.50	-	-	-	-	-	-	-	3	25	-	14	1	9	12	3	-	-	-	-	-	-		
WHOLESALE TRADE -----	56	37.0	139.50	133.00	127.00-151.00	-	-	-	-	-	-	-	5	11	22	4	4	4	-	-	6	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	688	39.0	119.00	130.00	102.00-134.00	-	-	-	1	36	80	34	82	64	47	227	82	19	16	-	-	-	-	-	-	-		
MANUFACTURING -----	387	40.0	115.50	130.50	94.00-133.00	-	-	-	-	31	63	4	41	20	8	215	5	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	301	38.0	123.00	122.00	105.00-143.00	-	-	-	1	5	17	30	41	44	39	12	77	19	16	-	-	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	112	39.5	141.00	142.00	134.50-144.50	-	-	-	-	-	2	6	-	-	14	7	63	4	16	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	79	37.5	119.00	121.50	103.00-140.00	-	-	-	-	-	10	18	4	25	3	4	15	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	56	35.5	103.50	104.00	88.00-109.50	-	-	-	1	3	15	7	19	3	-	8	-	-	-	-	-	-	-	-	-	-		
CLERKS, ORDER -----	302	38.5	127.00	127.50	112.50-143.00	-	-	-	-	6	9	28	14	49	66	43	27	16	38	3	2	1	-	-	-	-		
MANUFACTURING -----	125	39.5	126.50	125.00	111.50-144.00	-	-	-	-	2	19	5	16	30	13	18	8	8	3	2	1	-	-	-	-	-		
NONMANUFACTURING -----	177	38.0	127.50	128.50	113.50-142.00	-	-	-	-	4	9	9	33	36	30	9	8	30	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	152	38.0	132.00	129.50	116.50-149.00	-	-	-	-	-	2	7	7	32	32	25	9	8	30	-	-	-	-	-	-	-		
CLERKS, PAYROLL -----	153	39.5	134.00	132.50	109.50-146.00	-	-	-	-	1	2	2	36	7	20	36	19	-	11	4	7	-	2	6	-	-		
MANUFACTURING -----	123	39.5	135.50	130.50	108.50-150.00	-	-	-	-	-	2	3	5	17	16	17	-	11	4	7	-	2	6	-	-	-		
OFFICE BOYS -----	766	38.5	84.50	81.50	75.50- 89.00	-	5	50	113	164	261	71	47	12	8	27	4	4	-	-	-	-	-	-	-	-		
MANUFACTURING -----	312	39.5	84.50	82.50	74.50- 95.50	-	1	28	52	32	103	44	39	8	5	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	454	38.0	84.50	80.50	76.00- 87.50	-	4	22	61	132	158	27	8	4	3	27	4	4	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	114	38.0	82.50	82.00	77.00- 86.50	-	-	-	16	31	63	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	133	37.0	79.50	80.00	73.50- 84.50	-	4	16	19	29	47	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	126	38.0	78.00	78.00	75.50- 83.00	-	-	2	22	64	37	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS A -----	156	39.0	150.00	147.50	132.50-170.50	-	-	-	-	-	3	3	5	7	16	29	21	18	14	16	10	7	4	-	3	-		
MANUFACTURING -----	86	40.0	156.50	157.00	138.50-173.00	-	-	-	-	-	-	-	2	-	4	18	12	10	11	16	7	6	-	-	-	-		
NONMANUFACTURING -----	70	38.0	142.00	138.00	122.00-153.50	-	-	-	-	-	3	3	3	7	12	11	9	8	3	-	3	1	4	-	3	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	219	39.0	120.00	119.00	110.00-131.50	-	-	-	-	-	10	15	31	59	45	26	19	10	-	-	1	3	-	-	-	-		
MANUFACTURING -----	122	40.0	123.00	124.00	114.00-134.00	-	-	-	-	-	2	7	15	27	27	24	16	4	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	97	38.0	116.50	113.50	106.50-125.50	-	-	-	-	-	8	8	16	32	18	2	3	6	-	-	1	3	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	119	38.5	100.50	101.00	95.00-106.50	-	-	-	1	3	20	29	42	16	4	-	3	-	-	1	-	-	-	-	-	-		
NONMANUFACTURING -----	98	38.0	99.50	100.50	93.00-105.00	-	-	-	1	3	18	26	30	16	1	-	2	-	-	1	-	-	-	-	-	-		
<b>WOMEN</b>																												
BILLERS, MACHINE (BILLING MACHINE) -----	160	39.0	97.50	92.00	81.00-107.50	-	-	-	14	23	30	36	22	2	-	12	20	1	-	-	-	-	-	-	-	-		
MANUFACTURING -----	56	38.5	95.50	92.50	84.50- 99.00	-	-	-	-	2	14	26	6	-	7	-	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	104	39.0	98.50	91.00	78.00-119.00	-	-	-	14	21	16	10	16	2	-	5	20	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	53	38.0	86.50	87.00	78.50- 94.00	-	-	-	5	13	16	8	9	2	-	-	-	-	-	-	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	215	38.5	88.50	89.00	81.00- 98.00	-	-	24	10	10	67	63	27	3	11	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	66	39.5	91.50	84.00	81.50- 98.00	-	-	-	-	5	38	11	1	-	11	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	149	38.0	87.50	91.00	78.50- 98.50	-	-	24	10	5	29	52	26	3	-	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	76	38.0	81.50	79.50	69.00- 97.00	-	-	24	10	5	13	9	14	1	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230					
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over	
WOMEN - CONTINUED																															
BOOKKEEPING—MACHINE OPERATORS, CLASS A -----	301	38.5	\$ 103.50	\$ 110.00	\$ 96.00—117.50	-	-	-	1	-	59	48	41	89	60	3	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	144	38.0	111.50	116.50	102.50—122.50	-	-	-	-	-	-	24	27	36	54	3	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	157	38.5	96.00	99.00	83.50—112.00	-	-	-	1	-	59	24	14	53	6	-	-	-	-	-	-	-	-	-	-	-	-	-			
BOOKKEEPING—MACHINE OPERATORS, CLASS B -----	292	38.0	95.00	96.50	85.00—107.00	-	2	-	27	9	51	78	71	37	17	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	119	37.5	94.50	94.50	90.50—102.00	-	-	-	5	-	23	57	15	17	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	173	38.5	95.00	101.00	82.50—108.50	-	2	-	22	9	28	21	56	20	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	53	39.0	82.00	82.00	74.00— 91.00	-	-	-	17	3	19	9	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	1,449	38.5	116.00	113.50	100.00—130.00	-	-	-	-	15	115	232	295	211	222	121	68	87	56	22	5	-	-	-	-	-	-	-	-		
MANUFACTURING -----	657	39.0	117.50	115.00	102.00—131.00	-	-	-	-	-	24	106	137	111	107	61	40	30	25	16	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	792	38.0	114.50	111.00	97.50—128.50	-	-	-	-	15	91	126	158	100	115	60	28	57	31	6	5	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>3</sup> -----	97	39.0	130.50	124.00	117.50—151.00	-	-	-	-	-	-	-	19	11	26	1	11	22	1	6	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	184	37.0	108.50	106.50	93.00—119.50	-	-	-	-	-	35	28	40	39	7	27	3	1	4	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	197	38.5	105.50	102.50	96.00—116.00	-	-	-	-	15	20	49	49	22	16	10	3	14	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	207	37.0	114.00	111.00	95.00—126.00	-	-	-	-	-	23	45	35	25	31	16	12	9	11	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	107	38.5	126.00	126.00	104.50—152.50	-	-	-	-	-	13	4	15	3	35	6	-	11	15	-	5	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	2,699	38.0	91.50	89.00	82.00— 99.50	-	6	61	155	270	963	586	298	182	81	25	64	2	6	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	776	38.5	93.50	92.00	84.50—102.00	-	6	7	14	72	247	207	110	67	31	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,923	38.0	90.50	88.00	81.00— 98.00	-	-	54	141	198	716	379	188	115	50	13	61	2	6	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES <sup>3</sup> -----	244	39.5	111.00	105.00	92.00—141.00	-	-	1	1	-	43	51	37	23	19	1	60	2	6	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	484	37.5	92.00	90.00	85.00—100.50	-	-	1	21	29	189	119	61	38	25	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	677	38.0	83.50	84.00	77.50— 91.00	-	-	32	82	114	265	132	32	13	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>4</sup> -----	394	36.5	87.00	84.50	80.00— 93.50	-	-	17	37	44	169	61	41	14	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	124	38.0	92.50	89.50	83.00—106.00	-	-	3	-	11	50	16	17	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS A -----	371	37.5	99.50	97.50	88.00—112.00	-	-	-	5	20	77	109	61	43	48	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	150	38.5	99.50	96.50	91.00—114.50	-	-	-	4	3	23	66	11	19	23	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	221	37.0	99.00	99.00	84.00—110.50	-	-	-	1	17	54	43	50	24	25	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	74	37.5	106.50	108.00	93.00—126.00	-	-	-	-	-	16	5	20	10	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>4</sup> -----	132	36.5	95.00	94.00	82.50—106.00	-	-	-	-	16	35	32	29	14	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS B -----	942	38.0	81.50	80.00	73.50— 88.00	-	52	48	186	179	287	110	56	15	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	241	38.5	86.00	82.50	75.50— 97.00	-	-	6	49	53	49	34	34	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	701	38.0	80.00	80.00	73.00— 86.50	-	52	42	137	126	238	76	22	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES <sup>3</sup> -----	26	39.0	100.00	99.50	79.50—117.50	-	-	-	3	4	3	4	4	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	181	38.5	77.50	81.00	72.50— 85.00	-	26	8	24	24	82	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>4</sup> -----	426	37.5	80.50	79.00	73.50— 87.00	-	16	24	98	90	126	54	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS C -----	1,491	37.5	73.50	73.50	69.00— 78.50	38	163	225	453	330	237	24	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	195	38.5	74.50	73.00	66.00— 80.00	-	41	33	37	37	37	5	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,296	37.5	73.00	73.50	69.50— 78.50	38	122	192	416	293	200	19	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES <sup>3</sup> -----	86	39.5	76.00	74.00	72.00— 80.00	-	-	1	50	15	10	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	65	38.5	72.00	73.50	69.00— 77.50	-	-	22	16	23	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	189	37.5	64.00	63.00	60.50— 66.50	32	105	21	14	12	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE <sup>4</sup> -----	775	37.0	73.50	73.50	70.50— 77.50	6	16	148	334	142	106	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ORDER -----	798	38.5	92.50	92.00	79.50— 99.50	-	22	30	68	88	160	246	57	66	31	19	8	2	1	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	437	38.5	100.00	97.50	90.50—109.50	-	-	-	31	4	71	177	48	62	15	18	8	2	1	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	361	38.5	83.50	81.50	75.00— 91.50	-	22	30	37	84	89	69	9	4	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	232	38.5	84.00	81.50	76.50— 89.50	-	4	4	28	73	69	34	7	4	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	93	37.5	77.50	71.50	66.00— 95.50	-	18	26	9	11	4	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	and under					over																		
						\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	over		
<b>WOMEN - CONTINUED</b>																													
<b>SECRETARIES<sup>5</sup> - CONTINUED</b>																													
SECRETARIES, CLASS C -----	3,679	39.0	\$ 125.50	\$ 124.50	\$ 112.50-137.50	-	-	-	-	5	58	251	460	761	911	406	288	228	241	24	30	7	3	6	-	-			
MANUFACTURING -----	2,473	39.5	129.00	127.00	117.00-142.00	-	-	-	-	-	8	117	225	440	718	309	207	191	219	19	10	7	2	1	-	-			
NONMANUFACTURING -----	1,206	37.5	118.00	116.50	104.00-128.00	-	-	-	-	5	50	134	235	321	193	97	81	37	22	5	20	-	1	5	-				
PUBLIC UTILITIES <sup>3</sup> -----	120	38.0	148.00	149.00	123.00-169.50	-	-	-	-	-	1	7	6	12	9	11	17	14	15	2	20	-	1	5	-				
WHOLESALE TRADE -----	216	38.0	122.50	121.50	113.00-132.50	-	-	-	-	-	5	10	27	55	54	34	13	10	5	3	-	-	-	-	-				
RETAIL TRADE -----	153	38.5	115.00	116.50	105.00-125.50	-	-	-	-	2	13	16	25	44	21	11	8	13	-	-	-	-	-	-	-				
FINANCE <sup>4</sup> -----	513	37.0	110.50	109.00	100.00-119.50	-	-	-	-	3	27	95	142	130	59	30	25	-	2	-	-	-	-	-	-				
SERVICES -----	204	37.5	117.50	117.50	111.00-126.00	-	-	-	-	-	4	6	35	80	50	11	18	-	-	-	-	-	-	-	-				
SECRETARIES, CLASS D -----	3,853	38.5	112.00	110.50	99.50-123.50	-	-	1	4	35	334	649	878	774	526	344	237	35	10	2	7	10	7	-	-				
MANUFACTURING -----	2,198	39.0	113.50	112.00	101.50-125.50	-	-	-	-	-	126	351	524	459	315	246	138	26	9	1	3	-	-	-	-				
NONMANUFACTURING -----	1,655	37.5	109.50	107.50	96.50-121.00	-	-	1	4	35	208	298	354	315	211	98	99	9	1	1	4	10	7	-	-				
PUBLIC UTILITIES <sup>3</sup> -----	90	38.0	137.00	124.00	117.50-171.00	-	-	-	-	-	-	4	13	12	32	1	2	3	1	1	4	10	7	-	-				
WHOLESALE TRADE -----	549	38.5	113.50	114.00	100.50-126.50	-	-	-	-	17	31	87	80	135	89	51	53	6	-	-	-	-	-	-	-				
RETAIL TRADE -----	68	38.0	101.50	102.00	94.00-110.00	-	-	1	-	1	11	16	23	8	4	3	1	-	-	-	-	-	-	-					
FINANCE <sup>4</sup> -----	810	37.0	104.50	103.00	91.50-114.50	-	-	-	4	17	163	155	204	123	64	39	41	-	-	-	-	-	-	-	-				
SERVICES -----	138	37.5	108.00	107.50	99.50-119.00	-	-	-	-	-	3	36	34	37	22	4	2	-	-	-	-	-	-	-	-				
STENOGRAPHERS, GENERAL -----	2,903	38.5	98.50	96.00	86.00-109.00	-	3	4	68	221	761	620	543	315	127	176	50	15	-	-	-	-	-	-					
MANUFACTURING -----	1,143	39.0	100.50	98.00	88.50-111.50	-	-	1	18	50	253	311	203	124	78	105	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	1,760	37.5	97.50	94.50	84.50-108.00	-	3	3	50	171	508	309	340	191	49	71	50	15	-	-	-	-	-	-					
PUBLIC UTILITIES <sup>3</sup> -----	296	38.5	113.00	110.50	91.50-138.50	-	-	-	-	1	63	53	27	37	11	40	49	15	-	-	-	-	-	-	-				
WHOLESALE TRADE -----	429	38.0	103.50	105.00	97.50-111.50	-	-	-	25	2	39	61	185	80	16	21	-	-	-	-	-	-	-	-					
RETAIL TRADE -----	153	38.0	92.50	91.00	85.00-99.50	-	3	2	6	12	48	47	17	7	6	4	1	-	-	-	-	-	-	-					
FINANCE <sup>4</sup> -----	771	37.5	87.50	86.00	80.50-93.50	-	-	1	18	154	354	142	71	17	13	1	-	-	-	-	-	-	-	-					
STENOGRAPHERS, SENIOR -----	1,957	39.0	111.50	111.00	100.50-121.50	-	-	-	2	13	89	372	424	528	298	109	65	32	6	7	12	-	-	-					
MANUFACTURING -----	1,216	39.5	108.50	108.00	98.50-116.50	-	-	-	2	3	59	294	302	312	159	49	32	1	2	1	-	-	-	-					
NONMANUFACTURING -----	741	37.5	116.50	114.00	106.00-127.50	-	-	-	-	10	30	78	122	216	139	60	33	31	4	6	12	-	-	-					
PUBLIC UTILITIES <sup>3</sup> -----	94	39.0	132.50	128.50	112.50-158.50	-	-	-	-	-	8	8	3	17	17	5	8	8	2	6	12	-	-	-					
WHOLESALE TRADE -----	155	38.0	123.00	123.50	105.00-134.00	-	-	-	-	-	2	18	20	25	35	30	8	15	2	-	-	-	-	-					
FINANCE <sup>4</sup> -----	231	36.5	113.00	114.50	101.50-127.50	-	-	-	-	4	10	38	46	40	56	21	8	8	-	-	-	-	-	-					
SWITCHBOARD OPERATORS, CLASS A -----	384	38.0	107.00	106.00	97.50-116.00	-	-	-	1	5	38	72	119	76	45	14	10	4	-	-	-	-	-	-					
MANUFACTURING -----	200	39.0	109.50	109.50	101.00-119.50	-	-	-	-	1	20	24	58	51	33	9	4	-	-	-	-	-	-	-					
NONMANUFACTURING -----	184	37.5	104.50	103.00	95.00-111.50	-	-	-	1	4	18	48	61	25	12	5	6	4	-	-	-	-	-	-					
FINANCE <sup>4</sup> -----	128	36.5	101.50	101.00	95.00-108.50	-	-	-	-	4	9	45	44	17	8	1	-	-	-	-	-	-	-	-					
SWITCHBOARD OPERATORS, CLASS B -----	853	38.5	95.50	94.50	85.50-106.00	-	4	29	47	90	175	213	151	31	58	35	20	-	-	-	-	-	-	-					
MANUFACTURING -----	207	39.0	101.50	98.50	90.00-110.00	-	-	-	4	4	45	64	39	14	20	13	4	-	-	-	-	-	-	-					
NONMANUFACTURING -----	646	38.0	93.50	92.50	80.00-104.50	-	4	29	43	86	130	149	112	17	38	22	16	-	-	-	-	-	-	-					
PUBLIC UTILITIES <sup>3</sup> -----	78	39.5	120.50	126.50	106.50-129.50	-	-	-	-	-	2	13	12	3	31	1	16	-	-	-	-	-	-	-					
WHOLESALE TRADE -----	76	37.0	106.50	99.50	96.50-130.50	-	-	-	-	-	3	40	9	3	-	21	-	-	-	-	-	-	-	-					
RETAIL TRADE -----	182	38.5	84.00	83.50	74.00-92.50	-	4	9	43	25	47	30	9	8	7	-	-	-	-	-	-	-	-						
FINANCE <sup>4</sup> -----	103	37.5	93.50	93.50	88.00-101.00	-	-	-	-	2	34	40	27	-	-	-	-	-	-	-	-	-	-	-					
SERVICES -----	207	38.0	87.00	87.50	77.50-101.50	-	-	20	-	59	44	26	55	3	-	-	-	-	-	-	-	-	-	-					
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	910	38.5	93.00	94.50	85.50-103.00	-	-	1	54	57	235	233	248	60	22	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	521	39.0	94.00	97.00	86.50-103.00	-	-	-	-	51	135	115	185	26	9	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	389	38.5	92.00	92.50	84.00-102.00	-	-	1	54	6	100	118	63	34	13	-	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES <sup>3</sup> -----	49	39.5	105.00	111.00	101.50-113.50	-	-	-	-	-	10	-	10	29	-	-	-	-	-	-	-	-	-	-					
WHOLESALE TRADE -----	165	39.0	91.50	92.50	84.00-99.00	-	-	-	21	2	39	66	27	1	9	-	-	-	-	-	-	-	-	-					
FINANCE <sup>4</sup> -----	71	37.5	89.00	91.00	85.50-95.00	-	-	-	-	-	31	32	8	-	-	-	-	-	-	-	-	-	-	-					
SERVICES -----	56	38.0	98.00	98.50	90.00-108.00	-	-	1	-	4	9	18	18	2	4	-	-	-	-	-	-	-	-	-					

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 55	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230		
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>WOMEN - CONTINUED</b>																												
TABULATING-MACHINE OPERATORS, CLASS B -----	88	38.0	\$ 108.50	\$ 111.50	\$ 97.00-115.00	-	-	-	-	-	15	14	7	33	13	3	2	1	-	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS C -----	55	38.0	94.50	98.00	83.50-106.00	-	-	-	1	5	15	10	23	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING: PUBLIC UTILITIES <sup>3</sup> -----	39	38.0	93.00	98.50	82.50-105.50	-	-	-	-	4	13	4	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	830	37.5	95.50	95.00	86.00-104.00	-	2	20	15	54	233	212	198	43	13	34	5	1	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	147	37.5	95.00	96.00	87.50-103.00	-	-	-	-	5	50	35	45	9	3	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	683	37.5	95.50	94.50	85.50-105.00	-	2	20	15	49	183	177	153	34	13	31	5	1	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	156	39.0	99.00	100.50	87.50-109.00	-	-	15	-	5	31	25	49	7	-	24	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	388	37.0	90.50	89.00	82.50- 97.50	-	2	5	14	44	146	116	36	5	13	7	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	1,265	38.5	99.50	97.50	89.00-108.50	-	-	-	9	51	294	375	258	160	42	64	6	3	3	-	-	-	-	-	-	-	-	
MANUFACTURING -----	655	39.0	102.50	101.00	92.00-114.00	-	-	-	-	12	114	181	144	133	39	23	3	1	3	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	610	38.0	96.50	94.00	87.00-103.50	-	-	-	7	39	180	194	114	27	3	41	3	2	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>3</sup> -----	119	39.0	110.00	113.00	87.50-135.50	-	-	-	-	18	14	18	7	13	3	41	3	2	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	135	38.0	93.00	91.00	87.50- 98.50	-	-	-	-	-	64	46	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	258	36.5	91.00	91.00	85.00- 97.50	-	-	-	5	20	95	88	45	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	94	38.5	100.00	100.00	96.00-107.50	-	-	-	-	-	6	42	39	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	3,812	38.0	83.00	82.50	76.00- 89.50	-	75	118	618	664	1435	598	182	88	30	3	1	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	1,185	39.0	87.00	84.50	80.00- 93.50	-	3	41	99	139	484	269	85	50	13	1	1	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	2,627	37.5	81.50	81.00	75.00- 87.50	-	72	77	519	525	951	329	97	38	17	2	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>3</sup> -----	106	39.5	100.50	100.00	90.50-113.00	-	-	-	1	2	22	28	21	19	11	2	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	458	39.5	81.50	81.00	76.00- 86.50	-	-	6	78	124	170	53	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	331	38.0	78.00	77.50	68.00- 87.00	-	70	21	47	51	78	53	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	1,493	36.5	80.50	79.50	74.00- 86.00	-	2	46	389	345	502	163	40	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	239	38.0	85.50	84.50	82.00- 89.00	-	-	-	4	4	3	179	32	6	5	6	-	-	-	-	-	-	-	-	-	-	-	

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

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

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

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

<sup>5</sup> 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, Philadelphia, Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60 and under	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230 and over		
						65	70	75	80	85	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	over		
<b>MEN</b>																												
CLERKS, ACCOUNTING, CLASS A -----	266	39.0	\$ 143.00	\$ 146.00	\$ 128.00-158.00	-	-	-	-	-	-	1	14	20	36	39	57	36	23	34	6	-	-	-	-	-		
MANUFACTURING -----	166	39.5	146.50	148.50	134.00-164.00	-	-	-	-	-	-	-	8	10	13	26	36	29	17	21	6	-	-	-	-	-		
NONMANUFACTURING -----	100	38.0	137.50	138.00	122.50-152.00	-	-	-	-	-	-	1	6	10	23	13	21	7	6	13	-	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	41	40.0	147.00	148.00	124.00-172.50	-	-	-	-	-	-	-	-	3	9	-	14	1	2	12	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	405	39.5	129.00	132.50	130.50-137.50	-	-	1	6	5	14	18	19	15	12	220	74	5	16	-	-	-	-	-	-	-		
NONMANUFACTURING -----	147	39.0	129.00	141.50	100.00-144.00	-	-	1	5	5	12	14	8	3	4	5	69	5	16	-	-	-	-	-	-	-		
CLERKS, ORDER -----	79	39.5	126.50	130.50	101.00-153.00	-	-	-	6	4	3	6	7	4	9	11	6	9	8	3	2	1	-	-	-	-		
CLERKS, PAYROLL -----	73	39.5	149.00	146.50	130.50-172.00	-	-	-	1	-	2	2	1	7	3	18	9	-	11	4	7	-	2	6	-	-		
MANUFACTURING -----	65	40.0	154.00	149.00	132.00-174.50	-	-	-	-	-	-	2	1	5	2	16	9	-	11	4	7	-	2	6	-	-		
OFFICE BOYS -----	337	39.0	90.00	83.50	76.50- 99.50	3	26	39	55	63	14	57	29	12	8	27	4	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	192	39.5	87.50	84.50	78.00- 98.50	1	13	19	26	42	9	44	25	8	5	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	145	38.5	93.00	82.00	75.00-117.50	2	13	20	29	21	5	13	4	4	3	27	4	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	51	37.0	77.00	76.50	71.00- 83.50	2	9	13	7	11	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS A -----	136	39.5	151.50	150.00	133.00-171.50	-	-	-	-	-	3	3	3	7	12	21	19	18	12	16	8	7	4	-	3	-		
MANUFACTURING -----	86	40.0	156.50	157.00	138.50-173.00	-	-	-	-	-	3	-	2	-	4	18	12	10	11	16	7	6	-	-	-	-		
NONMANUFACTURING -----	50	38.5	142.50	142.50	115.00-154.00	-	-	-	-	-	3	3	1	7	8	3	7	8	1	-	1	1	4	-	3	-		
TABULATING-MACHINE OPERATORS, CLASS B -----	187	39.0	121.00	120.00	111.00-130.50	-	-	-	-	3	1	13	24	53	45	21	19	4	-	-	1	3	-	-	-	-		
MANUFACTURING -----	119	40.0	123.00	123.00	113.50-133.50	-	-	-	-	2	-	7	15	27	27	21	16	4	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	68	38.0	117.50	113.50	110.00-125.00	-	-	-	-	1	1	6	9	26	18	-	3	-	-	-	1	3	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	56	38.0	96.00	94.50	84.50-105.00	-	-	1	3	12	8	9	17	1	3	-	1	-	-	1	-	-	-	-	-	-		
<b>WOMEN</b>																												
BILLERS, MACHINE (BILLING MACHINE) -----	52	40.0	118.50	133.50	93.00-142.00	-	-	9	3	-	-	4	3	-	-	12	20	1	-	-	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	64	37.5	86.00	85.50	76.00- 97.00	-	5	10	6	11	7	19	3	3	-	-	-	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	80	38.0	91.00	92.00	80.00-101.00	2	-	9	9	5	8	26	9	10	2	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	50	37.0	86.00	88.00	77.00- 94.50	2	-	7	9	4	6	15	3	4	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	678	39.0	118.50	117.50	99.50-135.50	-	-	-	15	34	23	108	91	89	114	64	44	52	22	22	-	-	-	-	-	-		
MANUFACTURING -----	324	39.5	124.50	124.50	107.00-139.00	-	-	-	-	6	5	42	43	50	57	44	27	15	19	16	-	-	-	-	-	-		
NONMANUFACTURING -----	354	38.0	113.00	110.50	96.00-128.00	-	-	-	15	28	18	66	48	39	57	20	17	37	3	6	-	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	72	38.5	138.50	147.00	122.50-152.50	-	-	-	-	-	-	-	3	3	26	-	11	22	1	6	-	-	-	-	-	-		
RETAIL TRADE -----	185	38.5	106.00	102.50	95.50-118.00	-	-	-	15	14	6	47	39	22	16	10	2	14	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	71	36.5	111.00	115.50	92.50-126.00	-	-	-	-	8	7	9	5	13	15	10	3	1	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	1,065	38.5	93.00	88.50	80.50-100.50	6	40	91	109	189	139	222	91	61	31	14	64	2	6	-	-	-	-	-	-	-		
MANUFACTURING -----	275	39.0	97.50	94.00	83.50-115.50	6	3	14	14	49	25	54	31	45	19	12	3	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	790	38.0	91.00	87.00	79.50- 96.50	-	37	77	95	140	114	168	60	16	12	2	61	2	6	-	-	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	124	39.5	125.00	140.50	100.00-144.00	-	1	1	-	2	9	19	17	3	3	1	60	2	6	-	-	-	-	-	-	-		
RETAIL TRADE -----	504	38.0	85.00	85.50	78.50- 92.50	-	32	52	63	100	85	128	28	9	6	1	-	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	120	36.5	84.00	83.50	78.00- 91.00	-	3	15	20	31	19	21	11	-	-	-	-	-	-	-	-	-	-	-	-	-		

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, Philadelphia, Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230		
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>WOMEN - CONTINUED</b>																												
CLERKS, FILE, CLASS A -----	162	39.0	\$ 100.50	\$ 97.50	\$ 90.00-\$ 116.00	-	-	1	11	16	13	52	15	27	22	4	1	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	82	40.0	105.50	104.00	93.50-119.50	-	-	-	3	2	7	24	8	19	18	-	1	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	80	38.0	96.00	93.50	84.00-104.00	-	-	1	8	14	6	28	7	8	4	4	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	56	37.5	94.00	93.00	83.00-102.00	-	-	-	7	12	3	19	4	8	3	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	450	38.0	83.50	81.50	74.50- 89.50	8	28	81	82	88	54	54	36	10	9	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	132	39.0	88.00	84.50	78.00- 96.50	-	4	14	26	25	18	17	17	8	3	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	318	38.0	81.50	80.50	73.50- 88.00	8	24	67	56	63	36	37	19	2	6	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>3</sup> -----	26	39.0	100.00	99.50	79.50-117.50	-	-	3	4	1	2	4	4	2	6	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	241	37.5	81.50	81.00	74.50- 88.00	-	12	52	46	53	31	32	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	815	37.5	72.50	72.00	66.50- 78.00	147	180	203	146	90	27	17	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	690	37.5	72.50	72.50	67.00- 78.00	106	152	175	134	82	24	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>3</sup> -----	30	38.5	77.00	78.00	73.50- 84.00	-	-	1	10	7	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	500	37.0	74.50	74.00	70.00- 79.00	-	130	151	113	71	20	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	203	38.5	89.00	83.50	70.00- 99.50	22	30	21	24	7	13	40	11	7	7	15	3	2	1	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	159	38.5	79.50	76.50	68.00- 95.50	22	30	21	24	7	13	31	7	2	1	1	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	93	37.5	77.50	71.50	66.00- 95.50	18	26	9	11	-	4	23	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	282	38.5	103.00	100.50	88.00-117.50	-	1	3	24	23	31	58	49	29	30	22	2	5	3	-	2	-	-	-	-	-	-	
MANUFACTURING -----	140	39.0	113.00	109.50	97.50-129.50	-	-	2	-	5	11	22	33	17	17	21	2	5	3	-	2	-	-	-	-	-	-	
NONMANUFACTURING -----	142	38.0	93.50	92.00	82.50-103.00	-	1	1	24	18	20	36	16	12	13	1	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	61	38.5	95.00	97.00	84.00-105.00	-	1	1	11	3	7	13	12	7	6	-	-	-	-	-	-	-	-	-	-	-	-	
COMPTOMETER OPERATORS -----	290	37.5	95.50	95.00	82.00-107.50	-	5	24	28	35	28	65	42	24	23	16	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	261	37.5	95.50	93.00	81.50-108.00	-	5	21	28	35	28	50	33	22	23	16	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	241	37.5	92.50	91.00	81.00-103.50	-	5	21	28	35	28	50	30	21	23	-	-	-	-	-	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS A -----	1,226	39.0	107.50	104.00	94.50-118.00	-	1	5	7	28	120	324	271	204	82	156	12	-	1	15	-	-	-	-	-	-	-	
MANUFACTURING -----	664	39.5	108.00	107.00	99.50-117.50	-	1	4	1	12	26	131	200	170	75	34	10	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	562	38.5	106.50	98.50	91.00-126.00	-	-	1	6	16	94	193	71	34	7	122	2	-	1	15	-	-	-	-	-	-	-	
FINANCE <sup>4</sup> -----	253	37.5	96.00	95.00	90.00- 99.50	-	-	-	1	6	11	44	132	36	15	2	6	-	-	-	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS B -----	1,307	39.0	92.00	88.50	80.00-101.00	-	1	126	203	190	196	241	165	83	53	38	4	7	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	410	39.5	97.50	95.50	87.00-106.00	-	-	14	29	37	62	108	80	47	18	8	2	5	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	897	38.5	89.00	85.50	78.00- 96.50	-	1	112	174	153	134	133	85	36	35	30	2	2	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES <sup>3</sup> -----	174	38.5	95.00	86.50	78.50-107.50	-	-	6	53	23	19	20	15	1	5	28	2	2	-	-	-	-	-	-	-	-	-	
RETAIL TRADE <sup>4</sup> -----	320	39.0	92.50	92.00	75.50-106.50	-	1	76	33	25	14	55	50	34	30	2	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	326	37.5	83.00	83.50	78.50- 88.50	-	-	30	79	83	77	44	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
OFFICE GIRLS -----	238	39.0	88.50	81.00	73.50- 94.00	6	19	50	33	56	8	16	5	14	4	6	21	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	109	39.5	88.00	84.00	81.00- 95.50	-	1	7	8	52	6	15	5	14	1	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	129	38.5	88.50	75.00	71.00- 89.00	6	18	43	25	4	2	1	-	-	3	6	21	-	-	-	-	-	-	-	-	-	-	
SECRETARIES <sup>5</sup> -----	6,161	39.0	131.50	128.00	113.00-147.00	-	1	3	9	57	101	384	689	1016	1042	850	655	396	456	182	128	66	30	43	41	12	-	
MANUFACTURING -----	4,399	39.5	134.50	132.00	118.00-149.50	-	-	-	-	10	36	152	374	679	819	707	541	328	415	141	98	48	12	21	11	7	-	
NONMANUFACTURING -----	1,762	38.0	123.00	116.50	102.50-136.50	-	1	3	9	47	65	232	315	337	223	143	114	68	41	41	30	18	18	22	30	5		
PUBLIC UTILITIES <sup>3</sup> -----	290	39.5	164.50	156.00	139.00-200.50	-	-	-	-	1	-	8	8	18	11	33	52	23	20	11	16	16	17	22	30	4		
RETAIL TRADE -----	287	38.5	116.50	116.50	102.50-129.00	-	1	-	3	14	10	33	46	63	50	25	16	18	2	2	3	-	1	-	-	-		
FINANCE <sup>4</sup> -----	1,087	37.5	112.00	111.00	100.00-123.00	-	-	3	4	31	51	184	251	255	154	77	35	16	13	6	6	-	-	-	-	1		
SECRETARIES, CLASS A -----	329	39.0	164.50	159.00	142.50-186.00	-	-	-	-	-	-	-	-	5	22	42	61	39	28	23	46	25	9	14	8	7		
MANUFACTURING -----	212	39.5	172.00	175.50	148.50-193.00	-	-	-	-	-	-	-	-	3	6	19	32	21	20	16	39	24	8	14	8	2		
NONMANUFACTURING -----	117	38.5	151.50	144.00	136.00-160.50	-	-	-	-	-	-	-	-	2	16	23	29	18	8	7	7	1	1	-	-	5		

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, Philadelphia, Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	and under						over																
						\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	over	
WOMEN - CONTINUED																												
SECRETARIES <sup>5</sup> - CONTINUED																												
SECRETARIES, CLASS B -----	1,046	39.0	\$ 150.00	\$ 146.50	\$ 131.00-167.50	-	-	-	-	-	-	3	22	93	127	193	170	65	149	105	44	10	10	17	33	5		
MANUFACTURING -----	684	39.5	150.50	148.00	135.00-166.00	-	-	-	-	-	-	-	4	26	71	145	136	51	133	75	31	3	1	-	3	5		
NONMANUFACTURING -----	362	38.0	149.50	138.00	120.50-176.00	-	-	-	-	-	-	3	18	67	56	48	34	14	16	30	13	7	9	17	30	-		
PUBLIC UTILITIES <sup>3</sup> -----	113	39.5	182.00	200.00	145.50-220.50	-	-	-	-	-	-	1	1	10	3	8	13	2	4	5	5	5	9	17	30	-		
RETAIL TRADE -----	62	38.5	126.50	122.00	114.00-135.50	-	-	-	-	-	-	1	7	21	13	8	4	2	2	1	3	-	-	-	-	-		
FINANCE <sup>4</sup> -----	155	37.5	130.00	128.50	118.00-141.00	-	-	-	-	-	-	-	10	36	39	31	17	9	10	3	-	-	-	-	-	-		
SECRETARIES, CLASS C -----	2,446	39.5	129.50	128.00	115.50-146.00	-	-	-	5	11	22	129	231	427	563	324	228	220	232	22	16	7	3	6	-	-		
MANUFACTURING -----	1,830	40.0	133.50	130.00	121.00-149.50	-	-	-	-	-	4	34	106	288	494	276	186	187	216	19	10	7	2	1	-	-		
NONMANUFACTURING -----	616	38.0	117.50	114.00	101.50-130.00	-	-	-	5	11	18	95	125	139	69	48	42	33	16	3	6	-	1	5	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	90	38.5	143.50	146.00	121.00-162.50	-	-	-	-	-	1	7	6	8	5	11	17	10	11	2	6	-	1	5	-	-		
RETAIL TRADE -----	131	39.0	115.50	117.00	101.50-130.00	-	-	-	2	9	4	16	15	32	21	11	8	13	-	-	6	-	-	-	-	-		
FINANCE <sup>4</sup> -----	352	37.0	109.50	109.00	100.00-118.00	-	-	-	3	2	13	69	98	98	39	20	8	-	2	-	-	-	-	-	-	-		
SECRETARIES, CLASS D -----	1,746	39.5	116.50	115.50	103.00-129.00	-	1	2	4	41	67	205	360	408	238	211	144	29	10	2	7	10	7	-	-	-		
MANUFACTURING -----	1,352	39.5	119.00	118.00	107.00-132.00	-	-	-	-	10	32	116	254	354	206	203	138	26	9	1	3	-	-	-	-	-		
NONMANUFACTURING -----	394	38.5	108.00	103.00	93.00-115.00	-	1	2	4	31	35	89	106	54	32	8	6	3	1	1	4	10	7	-	-	-		
RETAIL TRADE -----	68	38.0	101.50	102.00	94.00-110.00	-	1	-	1	5	6	16	23	8	4	3	1	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	279	38.0	102.00	102.00	92.50-112.00	-	-	2	1	24	26	70	78	46	26	3	3	-	-	-	-	-	-	-	-	-		
STENOGRAPHERS, GENERAL -----	1,815	38.5	99.50	96.00	86.00-110.50	3	4	39	148	221	239	410	286	157	96	147	50	15	-	-	-	-	-	-	-	-		
MANUFACTURING -----	855	39.0	102.00	100.00	89.50-114.00	-	-	1	17	36	77	88	211	165	85	70	105	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	960	38.0	97.50	92.00	83.50-106.50	3	3	22	112	144	151	199	121	72	26	42	50	15	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	278	38.5	114.00	111.50	92.00-139.50	-	-	-	1	33	26	48	22	36	11	37	49	15	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	132	38.0	93.50	93.00	83.50-101.00	3	2	6	12	14	13	47	17	7	6	4	1	-	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	497	37.5	88.00	86.50	80.50- 95.00	-	1	16	99	97	112	103	46	17	5	1	-	-	-	-	-	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	1,090	39.5	112.50	111.50	101.00-122.00	-	-	2	7	17	19	201	246	291	190	53	23	16	6	7	12	-	-	-	-	-		
MANUFACTURING -----	845	40.0	110.50	110.50	101.50-119.00	-	-	2	3	8	16	153	214	251	151	30	13	1	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	245	38.0	120.00	117.50	99.50-134.00	-	-	-	4	9	3	48	32	40	39	23	10	15	4	6	12	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	43	40.0	144.00	150.00	110.00-181.00	-	-	-	-	-	-	8	3	3	2	2	4	1	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	107	37.5	104.00	102.00	93.50-116.00	-	-	-	4	3	3	38	24	18	12	5	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS A -----	209	39.0	110.50	109.00	99.50-123.00	-	-	1	1	5	9	40	55	39	34	13	8	4	-	-	-	-	-	-	-	-		
MANUFACTURING -----	140	39.5	112.50	111.50	103.00-125.00	-	-	-	1	1	2	18	44	32	29	9	4	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	69	37.5	106.00	101.00	91.50-120.50	-	-	1	-	4	7	22	11	7	5	4	4	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS B -----	425	39.0	98.50	96.00	82.00-113.00	4	9	28	53	28	36	94	57	29	53	14	20	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	141	39.0	105.50	102.50	95.00-116.00	-	-	4	4	2	9	44	31	14	16	13	4	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	284	38.5	95.50	90.50	78.50-109.50	4	9	24	49	26	27	50	26	15	37	1	16	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES <sup>3</sup> -----	73	40.0	122.00	127.00	108.00-130.00	-	-	-	-	2	-	9	12	3	30	1	16	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	150	38.0	86.00	84.50	75.00- 95.00	4	9	24	25	15	20	29	9	8	7	-	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	120 98	39.5 39.5	101.00 104.00	103.50 104.50	93.00-111.50 99.50-112.50	-	-	2	4	12	9	14	45	25	9	-	-	-	-	-	-	-	-	-	-	-		
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	278	37.5	93.00	91.00	85.00- 99.00	-	1	5	15	48	62	90	33	14	1	3	5	1	-	-	-	-	-	-	-	-		
MANUFACTURING -----	100	38.5	95.00	92.50	87.00-101.50	-	-	-	3	12	28	30	15	9	-	3	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	178	37.0	92.00	90.50	83.50- 98.00	-	1	5	12	36	34	60	18	5	1	-	5	1	-	-	-	-	-	-	-	-		
FINANCE <sup>4</sup> -----	154	37.0	90.00	89.50	83.00- 97.50	-	1	4	12	35	29	51	16	5	1	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.



Table A-1b. Office Occupations—Manufacturing—3 Inner Counties—Men and Women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in manufacturing, Philadelphia (Delaware and Philadelphia Counties, Pa., and Camden County, N.J.), Pa.—N.J., November 1969)

Sex and occupation	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>WOMEN</b>																											
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	52	39.0	\$ 93.00	\$ 84.50	\$ 81.50- 99.50	-	-	-	5	25	-	1	10	-	-	-	-	11	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	100	37.5	111.50	115.50	104.00-122.50	-	-	-	-	-	-	5	2	23	4	15	17	32	2	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	90	37.0	94.00	93.00	86.00-104.00	-	-	5	-	17	4	32	1	11	3	-	17	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	411	38.5	119.50	116.50	104.50-132.50	-	-	-	-	6	6	27	27	43	42	49	20	77	37	19	29	13	16	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	407	38.0	91.00	91.50	81.50- 99.50	6	3	12	58	89	21	59	62	37	10	5	10	31	4	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	72	38.5	101.00	99.50	92.50-115.50	-	-	4	3	-	-	24	6	8	1	7	12	6	-	1	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	113	38.5	85.00	82.00	75.00- 92.50	-	6	22	22	18	12	11	1	9	3	5	3	1	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	237	38.0	97.50	97.00	92.00-101.50	-	-	31	4	13	-	30	94	20	12	1	3	14	14	1	-	-	-	-	-	-	
CLERKS, PAYROLL -----	341	38.0	100.50	99.50	89.00-111.00	-	-	9	-	44	43	56	21	40	38	23	24	13	18	6	3	2	-	1	-	-	
COMPTOMETER OPERATORS -----	69	39.5	101.00	104.00	97.00-112.00	-	-	3	-	7	-	3	12	12	8	20	4	-	-	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS A -----	585	39.0	106.00	106.00	97.00-116.00	-	1	4	3	12	42	50	88	79	82	62	74	52	28	8	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS B -----	558	39.0	91.50	91.00	84.00-103.00	-	-	13	45	107	97	89	46	40	86	16	9	10	-	-	-	-	-	-	-	-	
OFFICE GIRLS -----	100	38.5	84.50	82.00	78.00- 86.00	-	-	9	28	38	3	3	5	-	-	1	13	-	-	-	-	-	-	-	-	-	
SECRETARIES <sup>3</sup> -----	4,097	39.0	130.00	127.50	112.50-147.00	-	-	-	-	30	53	91	196	248	273	289	364	704	532	414	315	323	111	70	38	46	
SECRETARIES, CLASS A -----	297	39.0	157.50	154.00	138.00-178.50	-	-	-	-	-	-	-	-	-	-	12	5	36	36	29	55	40	12	25	20	27	
SECRETARIES, CLASS B -----	647	39.0	139.50	137.50	122.00-158.50	-	-	-	-	12	-	-	22	21	9	18	55	106	109	82	63	57	59	25	-	9	
SECRETARIES, CLASS C -----	1,441	39.5	131.50	129.00	116.00-149.50	-	-	-	-	-	8	37	30	54	89	112	136	295	176	153	136	181	17	10	4	3	
SECRETARIES, CLASS D -----	1,438	39.0	115.00	114.50	103.00-128.00	-	-	-	-	18	45	54	142	173	165	139	168	226	175	103	20	8	-	2	-	-	
STENOGRAPHERS, GENERAL -----	670	39.0	96.00	96.00	87.00-105.50	-	1	17	42	68	100	89	103	78	62	48	24	38	-	-	-	-	-	-	-	-	
STENOGRAPHERS, SENIOR -----	618	39.5	111.00	111.50	99.00-122.00	-	-	2	3	6	15	75	65	62	46	121	50	103	39	31	-	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS A ----	142	39.0	109.50	111.00	101.00-119.00	-	-	-	1	1	13	5	11	25	11	25	20	21	5	4	-	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS B ----	171	39.0	101.50	98.00	89.00-111.50	-	-	4	4	2	41	13	35	12	15	10	2	17	12	4	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS-	309	38.0	93.00	95.00	84.50-103.00	-	-	-	28	54	52	22	27	86	23	8	5	4	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	126	37.5	94.00	94.50	87.00-101.50	-	-	-	5	16	30	14	21	28	5	2	2	-	3	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	458	39.0	101.50	100.50	91.50-112.50	-	-	2	12	19	63	67	60	60	49	25	69	14	18	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	666	38.5	84.00	83.50	77.00- 92.00	3	41	76	114	151	89	71	67	32	17	2	1	2	-	-	-	-	-	-	-	-	

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.  
<sup>2</sup> For definition of terms, see footnote 2, table A-1.  
<sup>3</sup> May include workers other than those presented separately.

Table A-1c. Office Occupations—Manufacturing—5 Outer Counties—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in manufacturing, Philadelphia (Bucks, Chester, and Montgomery Counties, Pa., and Burlington and Gloucester Counties, N.J.), Pa.-N.J., November 1969)

Sex and occupation	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																												
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$ 70	\$ 70-75	\$ 75-80	\$ 80-85	\$ 85-90	\$ 90-95	\$ 95-100	\$ 100-105	\$ 105-110	\$ 110-115	\$ 115-120	\$ 120-125	\$ 125-130	\$ 130-135	\$ 135-140	\$ 140-150	\$ 150-160	\$ 160-170	\$ 170-180	\$ 180-190	\$ 190 and over								
						70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	150	160	170	180	190	over								
<b>MEN</b>																																		
CLERKS, ACCOUNTING, CLASS A -----	131	40.0	\$ 149.50	\$ 149.50	\$ 136.50-168.50	-	-	-	-	-	-	6	-	2	9	5	2	7	6	33	18	14	25	4	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	73	40.0	135.50	134.00	114.00-153.00	-	-	-	-	-	4	3	-	14	-	7	1	10	-	12	8	8	3	2	1	-	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	90	40.0	142.00	132.50	120.50-164.50	-	-	-	-	-	-	-	19	-	3	9	7	14	-	9	-	11	4	6	8	-	-	-	-	-	-	-	-	
OFFICE BOYS -----	111	39.5	89.00	88.00	79.50- 99.00	-	21	8	17	16	6	20	15	-	4	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	68	40.0	123.50	125.00	116.50-132.50	-	-	-	-	-	3	3	2	4	1	15	6	11	13	-	9	1	-	-	-	-	-	-	-	-	-	-	-	
<b>WOMEN</b>																																		
CLERKS, ACCOUNTING, CLASS A -----	246	39.5	115.00	113.00	99.50-129.50	-	-	-	-	12	10	42	46	6	13	29	11	19	17	7	21	1	12	-	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	369	39.0	96.00	92.00	87.50-105.00	4	2	14	18	119	62	24	33	30	19	33	-	-	8	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	78	39.0	98.50	96.00	89.00-100.50	-	-	-	9	14	11	25	2	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	128	39.0	87.00	83.00	76.00- 99.50	-	27	31	10	9	6	16	15	7	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	86	40.0	79.50	80.00	75.00- 85.00	9	13	22	21	14	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	200	39.0	103.00	98.50	89.00-114.50	-	-	-	6	52	22	31	7	9	27	31	1	-	1	3	7	2	1	-	-	-	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	182	40.0	110.00	110.00	100.50-125.50	-	-	14	6	14	5	5	31	16	16	16	13	13	12	17	-	2	1	-	1	-	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS A -----	334	39.5	107.00	105.00	100.00-114.00	-	-	-	6	4	35	35	91	55	31	29	9	18	17	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS B -----	360	40.0	98.50	98.00	90.50-106.00	-	10	17	17	41	65	53	63	24	28	13	1	13	8	-	2	5	-	-	-	-	-	-	-	-	-	-	-	
SECRETARIES <sup>3</sup> -----	2,738	39.5	126.00	126.00	112.50-138.00	-	-	-	6	57	91	138	173	120	185	227	282	375	283	197	279	128	120	34	28	15	-	-	-	-	-	-	-	
SECRETARIES, CLASS A -----	260	39.5	142.50	142.50	130.50-152.50	-	-	-	-	-	-	-	7	-	10	12	26	3	51	4	65	46	5	8	14	9	-	-	-	-	-	-	-	
SECRETARIES, CLASS B -----	639	39.0	137.00	135.00	125.00-147.00	-	-	-	-	-	-	24	18	-	22	24	70	45	120	73	123	19	76	16	6	3	-	-	-	-	-	-	-	-
SECRETARIES, CLASS C -----	1,032	39.5	125.50	126.00	117.50-132.50	-	-	-	-	-	20	30	41	41	62	130	120	303	54	79	54	55	38	2	-	3	-	-	-	-	-	-	-	
SECRETARIES, CLASS D -----	760	39.0	110.50	108.50	98.50-121.00	-	-	-	6	57	71	84	107	79	91	61	65	24	34	37	35	6	1	1	1	-	-	-	-	-	-	-	-	
STENOGRAPHERS, GENERAL -----	473	39.5	106.00	103.50	91.50-125.00	-	1	8	47	38	73	46	36	27	29	23	27	13	105	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STENOGRAPHERS, SENIOR -----	598	39.5	105.50	105.00	97.50-113.00	-	-	-	2	36	64	90	106	88	111	30	31	25	6	4	1	1	2	1	-	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS A ----	58	39.5	109.00	108.00	100.50-124.00	-	-	-	-	6	6	2	7	15	4	2	3	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS-	212	39.5	95.50	98.50	90.00-103.50	-	-	23	6	23	27	39	64	12	7	6	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	197	39.5	106.00	102.50	95.50-116.00	-	-	-	10	22	14	40	25	10	25	14	21	4	5	-	3	1	3	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	519	39.5	90.50	87.00	82.00- 95.00	-	23	25	186	58	98	33	16	20	19	28	2	9	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.<sup>2</sup> For definition of terms, see footnote 2, table A-1.<sup>3</sup> May include workers other than those presented separately.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N. J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270						
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over	
MEN																																
COMPUTER OPERATORS, CLASS A -----	319	38.5	\$ 153.00	\$ 152.00	\$ 140.50-164.50	-	-	-	-	9	29	39	65	73	43	31	13	3	8	3	3	-	-	-	-	-	-					
MANUFACTURING -----	173	39.5	157.00	155.50	147.50-164.50	-	-	-	-	-	4	16	35	52	30	22	6	1	4	3	-	-	-	-	-	-	-					
NONMANUFACTURING -----	146	37.5	148.50	144.50	131.50-164.00	-	-	-	-	9	25	23	30	21	13	9	7	2	4	-	3	-	-	-	-	-	-					
FINANCE <sup>3</sup> -----	102	37.0	139.00	138.50	128.00-149.50	-	-	-	-	9	25	21	23	14	6	-	3	1	-	-	-	-	-	-	-	-	-					
COMPUTER OPERATORS, CLASS B -----	662	38.5	131.50	129.50	120.50-141.50	-	11	24	22	97	192	144	58	48	23	22	17	4	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	388	39.5	135.00	131.00	124.50-142.00	-	-	-	1	32	152	99	42	23	15	9	14	1	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	274	38.0	126.50	124.00	112.00-140.00	-	11	24	21	65	40	45	16	25	8	13	3	3	-	-	-	-	-	-	-	-	-					
WHOLESALE TRADE -----	122	38.0	133.00	135.00	113.00-153.50	-	5	14	-	25	6	25	7	21	6	11	2	-	-	-	-	-	-	-	-	-	-					
FINANCE <sup>3</sup> -----	100	37.5	115.00	117.50	107.00-125.00	-	6	10	17	25	29	10	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-					
COMPUTER OPERATORS, CLASS C -----	300	39.0	106.00	104.00	95.00-117.50	2	18	100	63	63	32	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	162	39.5	108.50	107.00	93.50-122.50	-	13	47	28	26	28	14	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	138	39.0	103.00	102.00	96.50-113.50	2	5	53	35	37	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
FINANCE <sup>3</sup> -----	86	38.5	103.00	102.50	96.00-115.50	2	5	30	16	31	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	337	39.0	205.00	203.00	180.00-224.00	-	-	-	2	2	-	-	-	6	45	29	39	29	48	23	48	10	16	23	3	14	14					
MANUFACTURING -----	184	39.5	209.00	211.00	181.00-229.50	-	-	-	2	2	-	-	-	-	18	22	17	10	19	15	35	7	11	15	2	9						
NONMANUFACTURING -----	153	38.5	200.00	195.00	179.00-217.50	-	-	-	-	-	-	-	-	6	27	7	22	19	29	8	13	3	5	8	1	5						
FINANCE <sup>3</sup> -----	85	38.5	197.50	192.00	181.00-214.00	-	-	-	-	-	-	-	-	-	13	5	21	14	9	8	5	2	3	4	-	1						
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	375	39.0	176.50	176.00	155.50-196.00	-	-	-	-	6	4	11	43	44	40	65	50	39	29	15	7	21	1	-	-	-						
MANUFACTURING -----	200	39.0	177.50	176.00	156.00-195.50	-	-	-	-	-	3	6	29	17	21	41	26	17	12	9	3	16	-	-	-	-						
NONMANUFACTURING -----	175	38.5	175.50	175.00	155.00-196.50	-	-	-	-	6	1	5	14	27	19	24	24	22	17	6	4	5	1	-	-	-						
PUBLIC UTILITIES <sup>4</sup> -----	41	40.0	198.00	200.00	176.00-221.00	-	-	-	-	1	-	1	1	2	8	1	7	8	2	4	5	1	-	-	-	-						
FINANCE <sup>3</sup> -----	87	38.0	171.50	172.50	154.50-187.00	-	-	-	-	1	-	3	3	25	10	7	20	9	7	2	-	-	-	-	-	-						
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	215	38.5	149.50	150.50	136.50-162.50	-	5	1	7	9	16	22	46	36	40	11	7	7	7	-	-	1	-	-	-	-						
MANUFACTURING -----	128	39.0	155.50	153.00	143.00-163.00	-	-	-	1	4	3	11	28	34	29	5	3	2	7	-	-	1	-	-	-	-						
NONMANUFACTURING -----	87	37.5	141.00	141.00	126.50-162.50	-	5	1	6	5	13	11	18	2	11	6	4	5	-	-	-	-	-	-	-	-						
FINANCE <sup>3</sup> -----	52	37.5	139.50	142.00	129.00-154.00	-	-	1	1	5	7	7	18	2	11	-	-	-	-	-	-	-	-	-	-	-						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	572	39.0	247.50	249.50	230.50-268.50	-	-	-	-	2	2	-	2	-	4	8	15	13	20	43	29	70	84	69	86	125						
MANUFACTURING -----	427	39.5	249.00	251.50	233.00-268.00	-	-	-	-	2	2	-	2	-	4	8	-	4	10	31	25	49	66	58	84	82						
NONMANUFACTURING -----	145	38.0	243.50	240.50	212.00-277.00	-	-	-	-	-	-	-	-	-	-	-	15	9	10	12	4	21	18	11	2	43						
FINANCE <sup>3</sup> -----	91	37.5	239.50	237.00	211.00-272.50	-	-	-	-	-	-	-	-	-	-	-	12	5	5	11	3	14	11	5	2	23						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	350	39.5	212.50	211.00	197.00-232.00	-	-	-	-	-	-	1	6	7	11	28	47	66	58	29	38	34	15	10	-	-						
MANUFACTURING -----	266	39.5	215.50	213.00	201.00-233.00	-	-	-	-	-	-	-	-	3	4	19	34	56	45	27	31	30	8	9	-	-						
NONMANUFACTURING -----	84	38.0	203.00	202.00	183.00-224.00	-	-	-	-	-	-	1	6	4	7	9	13	10	13	2	7	4	7	1	-	-						
FINANCE <sup>3</sup> -----	50	37.5	191.50	188.00	172.00-211.50	-	-	-	-	-	-	1	6	4	7	9	3	7	6	1	2	3	-	1	-	-						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	182	39.5	178.50	175.50	166.00-191.50	-	-	-	-	2	5	5	21	27	47	26	21	11	9	3	1	2	1	-	1	-						
DRAFTSMEN, CLASS A -----	1,248	39.5	200.00	192.50	174.00-218.00	-	-	-	-	1	11	35	88	144	181	112	163	128	94	26	18	37	22	5	8	183						
MANUFACTURING -----	1,019	39.5	199.50	191.50	170.50-217.50	-	-	-	-	1	11	34	87	120	157	76	131	100	69	18	11	6	10	5	8	183						
NONMANUFACTURING -----	229	39.5	201.00	195.00	181.00-225.50	-	-	-	-	-	-	1	1	24	24	36	32	28	25	8	7	31	12	-	-	-						
DRAFTSMEN, CLASS B -----	1,433	40.0	162.00	159.00	144.50-180.50	-	-	-	30	2	66	115	291	237	177	152	150	83	96	26	-	8	-	-	-	-						
MANUFACTURING -----	1,081	40.0	161.50	158.00	145.50-179.00	-	-	-	30	2	42	77	229	193	140	118	100	59	84	7	-	-	-	-	-	-						
NONMANUFACTURING -----	352	39.5	162.50	161.50	142.50-183.00	-	-	-	-	-	24	38	62	44	37	34	50	24	12	19	-	8	-	-	-	-						
SERVICES -----	277	40.0	162.00	155.00	142.00-183.50	-	-	-	-	-	16	35	57	33	24	12	48	20	12	12	-	8	-	-	-	-						

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Area), Pa.—N. J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						70	80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	and over		
MEN - CONTINUED																													
DRAFTSMEN, CLASS C -----	815	39.5	\$ 128.50	\$ 125.00	\$ 115.50-139.00	1	4	34	100	111	209	173	80	29	8	6	60	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	635	39.5	132.00	129.00	117.50-142.50	-	4	7	76	97	141	130	79	27	8	6	60	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	180	38.5	117.00	122.00	105.00-130.50	1	-	27	24	14	68	43	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DRAFTSMEN-TRACERS -----	217	39.5	90.00	88.50	82.50- 96.00	3	110	62	29	7	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN																													
COMPUTER OPERATORS, CLASS C -----	79	38.5	108.00	104.50	99.50-114.50	-	3	18	25	18	6	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	50	39.5	112.50	110.00	102.50-122.00	-	-	3	22	12	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	82	38.0	168.50	172.00	154.00-180.00	-	-	-	-	-	1	2	10	11	14	25	9	10	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	55	37.5	170.50	175.50	160.50-181.50	-	-	-	-	-	1	2	1	9	12	15	6	9	-	-	-	-	-	-	-	-	-	-	
FINANCE <sup>3</sup> -----	51	37.5	171.50	175.50	160.50-182.50	-	-	-	-	-	-	2	1	9	12	12	6	9	-	-	-	-	-	-	-	-	-	-	
DRAFTSMEN, CLASS C -----	76	39.5	120.50	121.50	117.00-125.50	-	-	-	5	27	37	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NURSES, INDUSTRIAL (REGISTERED) -----	372	39.5	139.50	140.00	126.00-152.00	-	-	7	14	39	56	69	87	31	34	23	9	1	2	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	297	39.5	140.00	140.50	126.50-150.00	-	-	1	7	35	49	55	77	19	25	21	6	1	1	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	75	38.5	138.50	140.00	125.00-157.00	-	-	6	7	4	7	14	10	12	9	2	3	-	1	-	-	-	-	-	-	-	-	-	

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

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

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

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

<sup>5</sup> Workers were distributed as follows: 24 at \$270 to \$280; 44 at \$280 to \$300; and 14 at \$300 to \$320.

<sup>6</sup> Workers were distributed as follows: 12 at \$270 to \$280; 12 at \$280 to \$300; 9 at \$300 to \$320; and 10 at \$320 to \$340.

<sup>7</sup> Workers were distributed as follows: 9 at \$270 to \$280; 3 at \$280 to \$300; 3 at \$300 to \$320; and 8 at \$320 to \$340.

<sup>8</sup> All workers were at \$270 to \$280.

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, Philadelphia, Pa.—N.J., November 1969)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270						
						and under	80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	over					
MEN																																
COMPUTER OPERATORS, CLASS A -----	236	38.5	\$ 151.50	\$ 148.50	\$ 138.00-164.00	-	-	-	-	9	25	34	61	34	33	16	7	3	8	3	3	-	-	-	-	-	-					
MANUFACTURING -----	106	40.0	157.00	154.00	145.00-165.00	-	-	-	-	-	-	12	35	18	20	11	2	1	4	3	-	-	-	-	-	-	-					
NONMANUFACTURING -----	130	37.5	147.00	143.50	129.50-160.50	-	-	-	9	25	22	26	16	13	5	5	2	4	-	3	-	-	-	-	-	-	-					
FINANCE <sup>3</sup> -----	98	37.0	138.50	138.00	127.50-148.00	-	-	-	-	9	25	21	23	10	6	-	3	1	-	-	-	-	-	-	-	-	-					
COMPUTER OPERATORS, CLASS B -----	360	39.0	136.50	134.00	122.50-150.50	-	6	8	20	39	72	84	40	33	20	17	17	4	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	202	39.5	141.50	137.00	128.50-152.50	-	-	-	1	14	42	62	28	19	12	9	14	1	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	158	38.0	130.00	127.50	114.00-148.00	-	6	8	19	25	30	22	12	14	8	8	3	3	-	-	-	-	-	-	-	-	-					
FINANCE <sup>3</sup> -----	90	37.5	115.00	117.00	106.50-126.00	-	6	8	17	23	20	12	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-					
COMPUTER OPERATORS, CLASS C -----	201	39.0	108.50	107.00	97.50-118.50	2	4	59	46	47	21	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	119	39.5	112.50	112.00	101.00-126.00	-	1	26	28	26	18	14	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	82	38.5	102.50	101.50	95.00-112.50	2	3	33	18	21	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	205	39.0	207.00	203.50	184.50-225.00	-	-	-	2	2	-	-	-	-	18	11	34	25	24	17	32	10	7	10	3	10						
MANUFACTURING -----	99	39.5	207.50	211.50	185.50-227.50	-	-	-	2	2	-	-	-	-	5	10	12	10	7	9	23	7	3	2	2	5						
NONMANUFACTURING -----	106	38.5	207.00	201.00	184.00-222.50	-	-	-	-	-	-	-	-	-	13	1	22	15	17	8	9	3	4	8	1	5						
FINANCE <sup>3</sup> -----	81	38.5	198.50	193.00	182.00-215.50	-	-	-	-	-	-	-	-	-	13	1	21	14	9	8	5	2	3	4	-	1						
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	231	39.0	182.00	182.00	165.00-200.00	-	-	-	-	1	8	13	28	25	34	33	31	29	13	7	8	1	-	-	-	-						
MANUFACTURING -----	122	39.0	180.50	180.50	165.00-198.50	-	-	-	-	-	6	5	14	17	18	22	13	12	9	3	3	-	-	-	-	-						
NONMANUFACTURING -----	109	38.5	184.00	186.00	165.50-202.00	-	-	-	-	1	2	8	14	8	16	11	18	17	4	4	5	1	-	-	-	-						
PUBLIC UTILITIES <sup>4</sup> -----	41	40.0	198.00	200.00	176.00-221.00	-	-	-	-	1	-	1	2	8	1	7	8	2	4	5	1	-	-	-	-	-						
FINANCE <sup>3</sup> -----	56	37.5	176.50	179.00	158.50-196.50	-	-	-	-	-	2	3	12	5	7	9	9	7	2	-	-	-	-	-	-	-						
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	102	39.0	149.00	144.50	131.50-163.00	-	-	1	2	9	12	15	25	11	7	2	5	5	7	-	-	1	-	-	-	-						
NONMANUFACTURING -----	53	38.0	141.00	140.00	128.00-149.50	-	-	1	1	5	9	11	14	2	4	1	2	3	-	-	-	-	-	-	-	-						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	408	39.5	249.00	252.50	232.00-268.50	-	-	-	-	2	2	-	2	-	-	-	8	10	16	27	29	40	50	63	70	<sup>5</sup> 89						
MANUFACTURING -----	98	38.5	240.50	235.50	210.50-273.00	-	-	-	-	-	-	-	-	-	-	-	8	6	10	12	4	13	7	9	2	<sup>6</sup> 27						
FINANCE <sup>3</sup> -----	62	38.0	235.00	233.00	212.50-254.00	-	-	-	-	-	-	-	-	-	-	-	5	3	5	11	3	10	7	5	2	<sup>7</sup> 11						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	303	39.5	212.50	212.00	194.50-233.50	-	-	-	-	-	-	1	6	7	11	28	42	46	47	24	38	29	14	10	-	-						
MANUFACTURING -----	241	40.0	216.00	213.50	200.00-233.50	-	-	-	-	-	-	-	-	3	4	19	34	43	41	23	31	26	8	9	-	-						
NONMANUFACTURING -----	62	38.5	200.50	194.00	176.00-233.00	-	-	-	-	-	-	1	6	4	7	9	8	3	6	1	7	3	6	1	-	-						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	167	39.5	179.50	177.00	165.50-192.50	-	-	-	-	2	5	5	21	18	43	24	21	11	9	3	1	2	1	-	-	1						
DRAFTSMEN, CLASS A -----	662	40.0	209.50	197.00	172.00-270.50	-	-	-	-	1	11	27	34	80	79	50	60	43	48	18	7	6	10	5	<sup>8</sup> 183							
MANUFACTURING -----	640	40.0	210.00	198.50	171.50-270.50	-	-	-	-	1	11	26	33	80	74	43	57	39	47	18	7	6	10	5	<sup>8</sup> 183							
DRAFTSMEN, CLASS B -----	825	40.0	167.00	165.50	150.00-186.00	-	-	-	-	2	40	48	114	155	121	100	91	63	84	7	-	-	-	-	-	-						
MANUFACTURING -----	783	40.0	167.00	166.00	150.50-186.50	-	-	-	-	2	38	44	106	144	120	90	89	59	84	7	-	-	-	-	-	-						
DRAFTSMEN, CLASS C -----	423	40.0	134.50	128.50	116.50-149.50	1	4	7	47	70	96	51	44	29	8	6	60	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	412	40.0	135.00	128.50	117.50-149.50	-	4	7	43	68	96	50	43	27	8	6	60	-	-	-	-	-	-	-	-	-						
DRAFTSMEN-TRACERS -----	53	40.0	103.00	102.00	96.00-108.00	3	3	16	22	3	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	52	40.0	103.50	102.00	96.50-108.00	2	3	16	22	3	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of table.



Table A-2b. Professional and Technical Occupations—Manufacturing—3 Inner Counties—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in manufacturing, Philadelphia (Delaware and Philadelphia Counties, Pa., and Camden County, N.J.), Pa.-N.J., November 1969)

Sex and occupation	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
						70 and under 80	80 90	90 100	100 110	110 120	120 130	130 140	140 150	150 160	160 170	170 180	180 190	190 200	200 210	210 220	220 230	230 240	240 250	250 260	260 270	270 and over		
MEN																												
COMPUTER OPERATORS, CLASS A -----	89	39.0	\$ 161.50	\$ 159.00	\$ 151.50-\$ 176.50	-	-	-	-	4	1	9	33	14	17	5	1	4	1	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	215	39.0	133.50	131.00	126.00-139.50	-	-	-	19	81	66	18	16	6	2	7	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	82	39.0	109.50	111.50	92.50-124.00	-	13	17	10	12	18	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	112	39.0	215.50	223.00	185.00-244.50	-	-	-	2	2	-	-	-	15	8	6	5	4	4	24	6	11	15	2	8			
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	139	39.0	183.00	179.50	169.00-198.00	-	-	-	-	-	5	4	11	17	34	23	14	8	6	2	15	-	-	-	-	-		
COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	94	39.0	156.00	154.50	145.00-163.00	-	-	-	1	4	2	4	13	31	27	5	2	-	4	-	1	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	137	39.0	246.50	249.50	234.50-268.00	-	-	-	-	2	2	-	2	-	-	4	-	2	1	6	4	21	28	15	26	<sup>3</sup> 24		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	96	39.0	217.00	214.50	201.00-238.00	-	-	-	-	-	-	-	-	-	-	2	8	11	18	16	12	7	14	5	3	-		
DRAFTSMEN, CLASS A -----	539	39.5	199.50	194.00	173.50-217.50	-	-	-	-	1	10	30	36	42	62	55	76	48	64	10	11	4	6	1	<sup>4</sup> 83			
DRAFTSMEN, CLASS B -----	552	39.5	163.00	158.00	144.00-186.50	-	-	-	-	2	36	53	110	95	51	45	49	58	46	7	-	-	-	-	-	-		
DRAFTSMEN, CLASS C -----	371	39.5	127.50	123.00	112.50-138.50	-	4	7	64	67	103	37	35	16	8	1	29	-	-	-	-	-	-	-	-	-		
DRAFTSMEN-TRACERS -----	53	39.0	105.00	103.00	97.50-109.50	2	2	15	22	6	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
WOMEN																												
NURSES, INDUSTRIAL (REGISTERED) ---	182	39.5	141.00	138.00	127.50-158.00	-	-	1	5	17	32	42	33	9	17	19	6	-	1	-	-	-	-	-	-	-		

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.  
<sup>2</sup> For definition of terms, see footnote 2, table A-1.  
<sup>3</sup> Workers were distributed as follows: 4 at \$270 to \$280; 16 at \$280 to \$300; and 4 at \$300 to \$320.  
<sup>4</sup> All workers were at \$270 to \$280.



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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Area), Pa.—N.J., November 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 hour <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hour <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hour <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>			
BILLERS, MACHINE (BILLING MACHINE) -----	176	39.0	\$ 101.50	CLERKS, ORDER -----	1,100	38.5	\$ 102.00	SECRETARIES <sup>4</sup> - CONTINUED			
MANUFACTURING -----	56	38.5	95.50	MANUFACTURING -----	562	39.0	106.00	SECRETARIES, CLASS B -----	2,290	38.5	\$ 136.50
NONMANUFACTURING -----	120	39.0	104.50	NONMANUFACTURING -----	538	38.5	98.00	MANUFACTURING -----	1,288	39.0	138.00
WHOLESALE TRADE -----	53	38.0	86.50	WHOLESALE TRADE -----	384	38.5	103.00	NONMANUFACTURING -----	1,002	37.5	134.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	219	38.5	88.50	RETAIL TRADE -----	118	38.0	82.50	PUBLIC UTILITIES <sup>3</sup> -----	142	39.0	174.00
MANUFACTURING -----	70	39.5	90.50	CLERKS, PAYROLL -----	1,036	38.5	106.50	WHOLESALE TRADE -----	138	38.0	130.00
NONMANUFACTURING -----	149	38.0	87.50	MANUFACTURING -----	646	39.0	109.50	RETAIL TRADE -----	79	37.5	121.00
RETAIL TRADE -----	76	38.0	81.50	NONMANUFACTURING -----	390	38.0	101.00	FINANCE <sup>2</sup> -----	493	36.5	127.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	301	38.5	103.50	PUBLIC UTILITIES <sup>3</sup> -----	73	38.5	93.00	SERVICES -----	150	38.5	127.50
MANUFACTURING -----	144	38.0	111.50	WHOLESALE TRADE -----	81	37.5	107.50	SECRETARIES, CLASS C -----	3,680	39.0	125.50
NONMANUFACTURING -----	157	38.5	96.00	RETAIL TRADE -----	84	38.5	99.00	MANUFACTURING -----	2,474	39.5	129.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	300	38.0	95.00	FINANCE <sup>2</sup> -----	71	36.0	108.00	NONMANUFACTURING -----	1,206	37.5	118.00
MANUFACTURING -----	126	37.5	95.00	SERVICES -----	81	38.0	97.50	PUBLIC UTILITIES <sup>3</sup> -----	120	38.0	148.00
NONMANUFACTURING -----	174	38.5	95.50	COMPTOMETER OPERATORS -----	593	38.0	95.00	WHOLESALE TRADE -----	216	38.0	122.50
FINANCE <sup>2</sup> -----	53	39.0	82.00	MANUFACTURING -----	69	39.5	101.00	RETAIL TRADE -----	153	38.5	115.00
CLERKS, ACCOUNTING, CLASS A -----	1,997	38.5	122.00	NONMANUFACTURING -----	524	38.0	94.50	FINANCE <sup>2</sup> -----	513	37.0	110.50
MANUFACTURING -----	992	39.0	125.50	WHOLESALE TRADE -----	90	39.0	92.00	SERVICES -----	204	37.5	117.50
NONMANUFACTURING -----	1,005	38.0	119.00	RETAIL TRADE -----	241	37.5	92.50	SECRETARIES, CLASS D -----	3,858	38.5	112.00
PUBLIC UTILITIES <sup>3</sup> -----	164	39.0	136.00	KEYPUNCH OPERATORS, CLASS A -----	1,985	38.5	104.00	MANUFACTURING -----	2,201	39.0	113.50
WHOLESALE TRADE -----	240	37.0	115.50	MANUFACTURING -----	920	39.5	106.50	NONMANUFACTURING -----	1,657	37.5	109.50
RETAIL TRADE -----	210	38.5	107.50	NONMANUFACTURING -----	1,065	38.0	102.50	PUBLIC UTILITIES <sup>3</sup> -----	90	38.0	137.00
FINANCE <sup>2</sup> -----	256	37.0	117.50	PUBLIC UTILITIES <sup>3</sup> -----	226	40.0	118.00	WHOLESALE TRADE -----	549	38.5	113.50
SERVICES -----	135	38.0	124.00	WHOLESALE TRADE -----	295	38.0	98.50	RETAIL TRADE -----	68	38.0	101.50
CLERKS, ACCOUNTING, CLASS B -----	3,387	38.5	97.00	FINANCE <sup>2</sup> -----	402	37.0	99.00	FINANCE <sup>2</sup> -----	810	37.0	104.50
MANUFACTURING -----	1,163	39.0	101.00	KEYPUNCH OPERATORS, CLASS B -----	2,498	38.5	91.00	SERVICES -----	140	37.5	108.00
NONMANUFACTURING -----	2,224	38.0	95.00	MANUFACTURING -----	918	39.5	94.50	STENOGRAPHERS, GENERAL -----	2,933	38.5	99.00
PUBLIC UTILITIES <sup>3</sup> -----	356	39.5	120.50	NONMANUFACTURING -----	1,580	38.0	89.00	MANUFACTURING -----	1,160	39.0	100.50
WHOLESALE TRADE -----	563	37.5	96.00	PUBLIC UTILITIES <sup>3</sup> -----	186	38.5	95.00	NONMANUFACTURING -----	1,773	37.5	98.00
RETAIL TRADE -----	685	38.0	84.00	WHOLESALE TRADE -----	365	38.0	92.00	PUBLIC UTILITIES <sup>3</sup> -----	309	38.5	114.50
FINANCE <sup>2</sup> -----	450	36.5	89.00	RETAIL TRADE -----	431	38.5	88.50	WHOLESALE TRADE -----	429	38.0	103.50
SERVICES -----	170	38.0	97.50	FINANCE <sup>2</sup> -----	517	37.0	84.50	RETAIL TRADE -----	153	38.0	92.50
CLERKS, FILE, CLASS A -----	396	38.0	100.50	SERVICES -----	81	38.0	89.00	FINANCE <sup>2</sup> -----	771	37.5	87.50
MANUFACTURING -----	163	38.5	102.00	OFFICE BOYS AND GIRLS -----	1,145	38.5	84.50	STENOGRAPHERS, SENIOR -----	1,957	39.0	111.50
NONMANUFACTURING -----	233	37.0	99.50	MANUFACTURING -----	459	39.0	84.50	MANUFACTURING -----	1,216	39.5	108.50
WHOLESALE TRADE -----	76	37.5	106.00	NONMANUFACTURING -----	686	38.0	84.00	NONMANUFACTURING -----	741	37.5	116.50
FINANCE <sup>2</sup> -----	137	36.5	95.50	WHOLESALE TRADE -----	137	38.0	80.50	PUBLIC UTILITIES <sup>3</sup> -----	94	39.0	132.50
CLERKS, FILE, CLASS B -----	955	38.0	81.50	RETAIL TRADE -----	69	38.5	76.00	WHOLESALE TRADE -----	155	38.0	123.00
MANUFACTURING -----	249	38.5	86.00	FINANCE <sup>2</sup> -----	234	37.0	77.50	FINANCE <sup>2</sup> -----	231	36.5	113.00
NONMANUFACTURING -----	706	38.0	80.00	SERVICES -----	159	38.0	77.50	SECRETARIES <sup>4</sup> -----	11,279	38.5	125.00
PUBLIC UTILITIES <sup>3</sup> -----	27	39.0	99.00	SECRETARIES <sup>4</sup> -----	6,846	39.0	128.50	MANUFACTURING -----	4,433	37.5	119.50
WHOLESALE TRADE -----	181	38.5	77.50	NONMANUFACTURING -----	4,433	37.5	119.50	NONMANUFACTURING -----	184	37.5	104.50
FINANCE <sup>2</sup> -----	426	37.5	80.50	PUBLIC UTILITIES <sup>3</sup> -----	434	38.5	157.00	FINANCE <sup>2</sup> -----	128	36.5	101.50
CLERKS, FILE, CLASS C -----	1,510	37.5	73.50	WHOLESALE TRADE -----	937	38.5	118.50	SECRETARIES, CLASS A -----	384	38.0	107.00
MANUFACTURING -----	195	38.5	74.50	RETAIL TRADE -----	350	38.0	115.50	MANUFACTURING -----	200	39.0	109.50
NONMANUFACTURING -----	1,315	37.5	73.00	FINANCE <sup>2</sup> -----	2,187	37.0	113.00	NONMANUFACTURING -----	184	37.5	104.50
PUBLIC UTILITIES <sup>3</sup> -----	86	39.5	76.00	SERVICES -----	525	37.5	119.50	FINANCE <sup>2</sup> -----	128	36.5	101.50
WHOLESALE TRADE -----	65	38.5	72.00	SECRETARIES, CLASS A -----	856	39.0	147.50	SECRETARIES, CLASS B -----	858	38.5	96.00
RETAIL TRADE -----	189	37.5	64.00	MANUFACTURING -----	561	39.0	151.00	MANUFACTURING -----	207	39.0	101.50
FINANCE <sup>2</sup> -----	790	37.0	74.00	NONMANUFACTURING -----	295	38.0	141.50	NONMANUFACTURING -----	651	38.0	94.00
				FINANCE <sup>2</sup> -----	101	37.0	134.50	PUBLIC UTILITIES <sup>3</sup> -----	78	39.5	120.50
								WHOLESALE TRADE -----	80	37.5	108.00
								RETAIL TRADE -----	183	38.5	84.50
								FINANCE <sup>2</sup> -----	103	37.5	93.50
								SERVICES -----	207	38.0	87.00

See footnotes at end of table.

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

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N.J., November 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 <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
OFFICE OCCUPATIONS - CONTINUED				OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED			
SWITCHBOARD OPERATOR-RECEPTIONISTS-	911	38.5	\$ 93.00	TYPISTS, CLASS B -----	3,817	38.0	\$ 83.50	COMPUTER PROGRAMERS,			
MANUFACTURING -----	521	39.0	94.00	MANUFACTURING -----	1,185	39.0	87.00	BUSINESS, CLASS C -----	261	38.5	\$ 147.50
NONMANUFACTURING -----	390	38.5	91.50	NONMANUFACTURING -----	2,632	37.5	81.50	MANUFACTURING -----	134	39.0	155.00
PUBLIC UTILITIES <sup>3</sup> -----	49	39.5	105.00	PUBLIC UTILITIES <sup>3</sup> -----	111	39.5	102.00	NONMANUFACTURING -----	127	37.5	139.50
WHOLESALE TRADE -----	165	39.0	91.50	WHOLESALE TRADE -----	458	39.5	81.50	FINANCE <sup>2</sup> -----	90	37.0	137.50
FINANCE <sup>2</sup> -----	71	37.5	89.00	RETAIL TRADE -----	331	38.0	78.00	COMPUTER SYSTEMS ANALYSTS,			
SERVICES -----	57	38.0	98.00	FINANCE <sup>2</sup> -----	1,493	36.5	80.50	BUSINESS, CLASS A -----	613	39.0	246.50
				SERVICES -----	239	38.0	85.50	MANUFACTURING -----	458	39.5	248.00
								NONMANUFACTURING -----	155	38.0	243.00
TABULATING-MACHINE OPERATORS,				PROFESSIONAL AND TECHNICAL OCCUPATIONS				FINANCE <sup>2</sup> -----	100	37.5	239.00
CLASS A -----	191	39.0	147.00	COMPUTER OPERATORS, CLASS A -----	350	38.5	151.50	COMPUTER SYSTEMS ANALYSTS,			
MANUFACTURING -----	102	39.5	155.00	MANUFACTURING -----	199	39.5	154.00	BUSINESS, CLASS B -----	415	39.0	210.50
NONMANUFACTURING -----	89	38.0	138.00	NONMANUFACTURING -----	151	37.5	148.00	MANUFACTURING -----	313	39.5	214.50
PUBLIC UTILITIES <sup>3</sup> -----	28	40.0	168.00	FINANCE <sup>2</sup> -----	105	37.0	139.00	NONMANUFACTURING -----	102	38.0	198.00
								FINANCE <sup>2</sup> -----	68	37.5	187.00
TABULATING-MACHINE OPERATORS,				COMPUTER OPERATORS, CLASS B -----	705	38.5	130.50	COMPUTER SYSTEMS ANALYSTS,			
CLASS B -----	307	39.0	117.00	MANUFACTURING -----	411	39.5	134.00	BUSINESS, CLASS C -----	216	39.5	177.00
MANUFACTURING -----	166	39.5	120.00	NONMANUFACTURING -----	294	38.0	126.00	DRAFTSMEN, CLASS A -----	1,254	39.5	199.50
NONMANUFACTURING -----	141	38.0	113.00	WHOLESALE TRADE -----	125	38.0	132.00	MANUFACTURING -----	1,025	39.5	199.50
WHOLESALE TRADE -----	59	38.0	107.00	FINANCE <sup>2</sup> -----	116	37.5	115.50	NONMANUFACTURING -----	229	39.5	201.00
								SERVICES -----	277	40.0	162.00
TABULATING-MACHINE OPERATORS,				COMPUTER OPERATORS, CLASS C -----	379	39.0	106.50	DRAFTSMEN, CLASS B -----	1,480	40.0	161.50
CLASS C -----	174	38.5	98.50	MANUFACTURING -----	212	39.5	109.50	MANUFACTURING -----	1,128	40.0	161.00
NONMANUFACTURING -----	144	38.0	97.00	NONMANUFACTURING -----	167	38.5	102.50	NONMANUFACTURING -----	352	39.5	162.50
PUBLIC UTILITIES <sup>3</sup> -----	40	38.0	95.00	FINANCE <sup>2</sup> -----	107	38.0	101.50	SERVICES -----	277	40.0	162.00
								DRAFTSMEN, CLASS C -----	891	39.5	128.00
TRANSCRIBING-MACHINE OPERATORS,				COMPUTER PROGRAMERS,				MANUFACTURING -----	683	39.5	131.00
GENERAL -----	831	37.5	95.50	BUSINESS, CLASS A -----	375	39.0	202.50	NONMANUFACTURING -----	208	39.0	118.00
MANUFACTURING -----	147	37.5	95.00	MANUFACTURING -----	201	39.5	206.50	DRAFTSMEN-TRACERS -----	292	39.0	90.50
NONMANUFACTURING -----	684	37.5	95.50	NONMANUFACTURING -----	174	38.5	198.00	NURSES, INDUSTRIAL (REGISTERED) ---	383	39.5	139.50
WHOLESALE TRADE -----	156	39.0	99.00	FINANCE <sup>2</sup> -----	102	38.0	194.50	MANUFACTURING -----	308	39.5	140.00
FINANCE <sup>2</sup> -----	388	37.0	90.50					NONMANUFACTURING -----	75	38.5	138.50
				COMPUTER PROGRAMERS,							
TYPISTS, CLASS A -----	1,279	38.5	100.00	BUSINESS, CLASS B -----	457	38.5	175.00				
MANUFACTURING -----	656	39.0	103.00	MANUFACTURING -----	227	39.0	176.00				
NONMANUFACTURING -----	623	38.0	97.00	NONMANUFACTURING -----	230	38.0	174.50				
PUBLIC UTILITIES <sup>3</sup> -----	132	39.5	112.50	WHOLESALE TRADE -----	42	40.0	196.00				
WHOLESALE TRADE -----	135	38.0	93.00	FINANCE <sup>2</sup> -----	138	38.0	171.50				
FINANCE <sup>2</sup> -----	258	36.5	91.00								
SERVICES -----	94	38.5	100.00								

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

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

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Philadelphia, Pa.—N.J., November 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 <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>			
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	64	37.5	\$ 86.00	KEYPUNCH OPERATORS, CLASS B -----	1,307	39.0	\$ 92.00	SWITCHBOARD OPERATORS, CLASS A ----	209	39.0	\$ 110.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	81	38.0	91.50	MANUFACTURING -----	410	39.5	97.50	MANUFACTURING -----	140	39.5	112.50
NONMANUFACTURING -----	51	37.0	87.00	NONMANUFACTURING -----	897	38.5	89.00	NONMANUFACTURING -----	69	37.5	106.00
CLERKS, ACCOUNTING, CLASS A -----	944	39.0	125.50	PUBLIC UTILITIES <sup>2</sup> -----	174	38.5	95.00	SWITCHBOARD OPERATORS, CLASS B ----	426	39.0	98.50
MANUFACTURING -----	490	39.5	132.00	RETAIL TRADE -----	320	39.0	92.50	MANUFACTURING -----	141	39.0	105.50
NONMANUFACTURING -----	454	38.0	118.50	FINANCE <sup>3</sup> -----	326	37.5	83.00	NONMANUFACTURING -----	285	38.5	95.50
PUBLIC UTILITIES <sup>2</sup> -----	113	39.0	141.50	OFFICE BOYS AND GIRLS -----	575	39.0	89.50	PUBLIC UTILITIES <sup>2</sup> -----	73	40.0	122.00
RETAIL TRADE -----	198	38.5	108.00	MANUFACTURING -----	301	39.5	87.50	RETAIL TRADE -----	151	38.0	86.00
FINANCE <sup>3</sup> -----	102	36.5	115.00	NONMANUFACTURING -----	274	38.5	91.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-	121	39.5	101.00
CLERKS, ACCOUNTING, CLASS B -----	1,470	38.5	103.00	RETAIL TRADE -----	68	38.5	76.50	MANUFACTURING -----	98	39.5	104.00
MANUFACTURING -----	533	39.5	113.00	FINANCE <sup>3</sup> -----	99	37.0	74.50	TABULATING-MACHINE OPERATORS, CLASS A -----	167	39.0	149.00
NONMANUFACTURING -----	937	38.5	97.00	SECRETARIES <sup>4</sup> -----	6,192	39.0	131.50	MANUFACTURING -----	102	39.5	155.00
PUBLIC UTILITIES <sup>2</sup> -----	215	39.5	133.00	MANUFACTURING -----	4,410	39.5	135.00	NONMANUFACTURING -----	65	38.5	140.00
WHOLESALE TRADE -----	50	39.5	100.00	NONMANUFACTURING -----	1,782	38.0	123.50	PUBLIC UTILITIES <sup>2</sup> -----	28	40.0	168.00
RETAIL TRADE -----	512	38.5	85.50	PUBLIC UTILITIES <sup>2</sup> -----	307	39.5	164.50	TABULATING-MACHINE OPERATORS, CLASS B -----	223	39.0	120.50
FINANCE <sup>3</sup> -----	156	36.5	85.50	WHOLESALE TRADE -----	75	39.5	149.00	MANUFACTURING -----	142	40.0	122.50
CLERKS, FILE, CLASS A -----	184	39.0	103.00	RETAIL TRADE -----	287	38.5	116.50	NONMANUFACTURING -----	81	38.0	116.50
MANUFACTURING -----	95	40.0	108.50	FINANCE <sup>3</sup> -----	1,087	37.5	112.00	TABULATING-MACHINE OPERATORS, CLASS C -----	100	38.0	95.50
NONMANUFACTURING -----	89	37.5	96.50	SECRETARIES, CLASS A -----	345	39.5	165.50	NONMANUFACTURING -----	70	37.5	91.00
FINANCE <sup>3</sup> -----	61	37.5	94.50	MANUFACTURING -----	216	39.5	173.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	279	37.5	93.50
CLERKS, FILE, CLASS B -----	459	38.0	83.50	NONMANUFACTURING -----	129	39.0	152.00	MANUFACTURING -----	100	38.5	95.00
MANUFACTURING -----	140	39.0	88.00	SECRETARIES, CLASS B -----	1,054	39.0	150.00	NONMANUFACTURING -----	179	37.0	92.50
NONMANUFACTURING -----	319	38.0	81.50	MANUFACTURING -----	686	39.5	150.50	FINANCE <sup>3</sup> -----	154	37.0	90.00
PUBLIC UTILITIES <sup>2</sup> -----	27	39.0	99.00	NONMANUFACTURING -----	368	38.0	150.00	TYPISTS, CLASS A -----	836	39.0	102.50
FINANCE <sup>3</sup> -----	241	37.5	81.50	PUBLIC UTILITIES <sup>2</sup> -----	118	39.5	182.00	MANUFACTURING -----	512	39.5	105.00
CLERKS, FILE, CLASS C -----	830	37.5	72.50	RETAIL TRADE -----	62	38.5	126.50	NONMANUFACTURING -----	324	38.0	99.00
NONMANUFACTURING -----	705	37.5	72.50	FINANCE <sup>3</sup> -----	155	37.5	130.00	PUBLIC UTILITIES <sup>2</sup> -----	125	39.0	112.00
PUBLIC UTILITIES <sup>2</sup> -----	30	38.5	77.00	SECRETARIES, CLASS C -----	2,447	39.5	129.50	FINANCE <sup>3</sup> -----	148	37.5	89.50
FINANCE <sup>3</sup> -----	515	37.0	74.50	MANUFACTURING -----	1,831	40.0	133.50	TYPISTS, CLASS B -----	1,679	38.5	84.00
CLERKS, ORDER -----	282	39.0	99.50	NONMANUFACTURING -----	616	38.0	117.50	MANUFACTURING -----	560	39.5	87.00
MANUFACTURING -----	91	39.5	131.00	PUBLIC UTILITIES <sup>2</sup> -----	90	38.5	143.50	NONMANUFACTURING -----	1,119	38.0	82.50
NONMANUFACTURING -----	191	38.5	84.50	RETAIL TRADE -----	131	39.0	115.50	RETAIL TRADE -----	279	38.5	80.50
RETAIL TRADE -----	118	38.0	82.50	FINANCE <sup>3</sup> -----	352	37.0	109.50	FINANCE <sup>3</sup> -----	670	37.5	80.50
CLERKS, PAYROLL -----	355	38.5	112.50	SECRETARIES, CLASS D -----	1,751	39.5	116.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS			
MANUFACTURING -----	205	39.5	126.00	MANUFACTURING -----	1,355	39.5	119.00	COMPUTER OPERATORS, CLASS A -----	242	38.5	151.50
NONMANUFACTURING -----	150	37.5	94.00	NONMANUFACTURING -----	396	38.5	107.50	MANUFACTURING -----	109	40.0	157.00
RETAIL TRADE -----	61	38.5	95.00	RETAIL TRADE -----	68	38.0	101.50	NONMANUFACTURING -----	133	37.5	147.00
COMPTOMETER OPERATORS -----	295	38.0	96.50	FINANCE <sup>3</sup> -----	279	38.0	102.00	FINANCE <sup>3</sup> -----	101	37.0	138.50
NONMANUFACTURING -----	266	37.5	96.00	STENOGRAPHERS, GENERAL -----	1,833	38.5	100.00	COMPUTER OPERATORS, CLASS B -----	378	39.0	136.00
RETAIL TRADE -----	241	37.5	92.50	MANUFACTURING -----	860	39.0	102.00	MANUFACTURING -----	208	39.5	142.00
KEYPUNCH OPERATORS, CLASS A -----	1,235	39.0	107.50	NONMANUFACTURING -----	973	38.0	98.00	NONMANUFACTURING -----	170	38.0	128.50
MANUFACTURING -----	665	39.5	108.00	PUBLIC UTILITIES <sup>2</sup> -----	291	38.5	115.50	FINANCE <sup>3</sup> -----	101	37.5	114.00
NONMANUFACTURING -----	570	38.5	106.50	RETAIL TRADE -----	132	38.0	93.50				
FINANCE <sup>3</sup> -----	253	37.5	96.00	FINANCE <sup>3</sup> -----	497	37.5	88.00				
				STENOGRAPHERS, SENIOR -----	1,090	39.5	112.50				
				MANUFACTURING -----	845	40.0	110.50				
				NONMANUFACTURING -----	245	38.0	120.00				
				PUBLIC UTILITIES <sup>2</sup> -----	43	40.0	144.00				
				FINANCE <sup>3</sup> -----	107	37.5	104.00				

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, Philadelphia, Pa.—N.J., November 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 <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED</b>				<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED</b>				<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED</b>			
COMPUTER OPERATORS, CLASS C -----	248	39.0	108.50	COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	137	39.0	146.50	DRAFTSMEN, CLASS A -----	668	40.0	209.00
MANUFACTURING -----	140	39.5	113.50	MANUFACTURING -----	55	40.0	156.50	MANUFACTURING -----	646	40.0	210.00
NONMANUFACTURING -----	108	38.0	102.00	NONMANUFACTURING -----	82	38.0	140.00	DRAFTSMEN, CLASS B -----	853	40.0	166.50
FINANCE <sup>3</sup> -----	64	37.0	101.50	FINANCE <sup>3</sup> -----	70	37.5	136.50	MANUFACTURING -----	811	40.0	167.00
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	223	39.0	205.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	445	39.5	248.50	DRAFTSMEN, CLASS C -----	456	40.0	133.50
MANUFACTURING -----	112	39.5	205.00	NONMANUFACTURING -----	104	38.5	241.00	MANUFACTURING -----	443	40.0	134.00
NONMANUFACTURING -----	111	38.5	206.50	FINANCE <sup>3</sup> -----	67	38.0	236.50	DRAFTSMEN-TRACERS -----	124	38.5	95.50
FINANCE <sup>3</sup> -----	86	38.5	198.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	367	39.5	210.50	MANUFACTURING -----	57	40.0	102.50
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	291	39.0	179.00	NONMANUFACTURING -----	79	38.0	196.00	NURSES, INDUSTRIAL (REGISTERED) -----	332	39.5	141.00
MANUFACTURING -----	143	39.5	177.50	FINANCE <sup>3</sup> -----	63	37.5	187.00	MANUFACTURING -----	261	39.5	141.50
NONMANUFACTURING -----	148	38.5	180.50					NONMANUFACTURING -----	71	38.5	137.50
PUBLIC UTILITIES <sup>2</sup> -----	42	40.0	196.00								
FINANCE <sup>3</sup> -----	93	37.5	175.00								

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

Table A-3b. Office, Professional, and Technical Occupations—Manufacturing—<sup>3</sup> Inner Counties—Men and Women Combined

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in manufacturing, Philadelphia (Delaware and Philadelphia Counties, Pa., and Camden County, N.J.), Pa.—N.J., November 1969)

Occupation	Number of workers	Average		Occupation	Number of workers	Average		Occupation	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>				<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS</b>			
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	56	39.0	\$ 92.00	SECRETARIES <sup>2</sup> - CONTINUED				COMPUTER OPERATORS, CLASS A -----	112	39.0	\$ 156.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	100	37.5	111.50	SECRETARIES, CLASS B -----	647	39.0	\$ 139.50	COMPUTER OPERATORS, CLASS B -----	231	39.0	132.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	97	37.0	94.50	SECRETARIES, CLASS C -----	1,442	39.5	131.50	COMPUTER OPERATORS, CLASS C -----	112	39.0	111.00
CLERKS, ACCOUNTING, CLASS A -----	615	38.5	124.50	SECRETARIES, CLASS D -----	1,441	39.0	115.00	COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	122	39.0	211.00
CLERKS, ACCOUNTING, CLASS B -----	455	38.5	92.50	STENOGRAPHERS, GENERAL -----	674	39.0	96.00	COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	149	39.0	182.50
CLERKS, FILE, CLASS A -----	83	38.5	103.50	STENOGRAPHERS, SENIOR -----	618	39.5	111.00	COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	99	39.0	155.50
CLERKS, FILE, CLASS B -----	117	38.5	85.50	SWITCHBOARD OPERATORS, CLASS A ----	142	39.0	109.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	140	39.0	246.00
CLERKS, ORDER -----	289	38.0	100.50	SWITCHBOARD OPERATORS, CLASS B ----	171	39.0	101.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	99	39.0	218.00
CLERKS, PAYROLL -----	374	38.5	102.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-	309	38.0	93.00	DRAFTSMEN, CLASS A -----	543	39.5	199.50
COMPTOMETER OPERATORS -----	69	39.5	101.00	TABULATING-MACHINE OPERATORS, CLASS A -----	78	39.5	155.50	DRAFTSMEN, CLASS B -----	589	39.5	162.00
KEYPUNCH OPERATORS, CLASS A -----	586	39.0	106.00	TABULATING-MACHINE OPERATORS, CLASS B -----	67	39.5	124.00	DRAFTSMEN, CLASS C -----	400	39.5	127.00
KEYPUNCH OPERATORS, CLASS B -----	558	39.0	91.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	126	37.5	94.00	DRAFTSMEN-TRACERS -----	59	38.5	104.50
OFFICE BOYS AND GIRLS-----	301	39.0	83.00	TYPISTS, CLASS A -----	458	39.0	101.50	NURSES, INDUSTRIAL (REGISTERED) ---	189	39.5	141.00
SECRETARIES <sup>2</sup> -----	4,101	39.0	130.00	TYPISTS, CLASS B -----	666	38.5	84.00				
SECRETARIES, CLASS A -----	297	39.0	157.50								

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

Table A-3c. Office, Professional, and Technical Occupations—Manufacturing—5 Outer Counties—Men and Women Combined

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in manufacturing, Philadelphia (Bucks, Chester, and Montgomery Counties, Pa., and Burlington and Gloucester Counties, N.J.), Pa., November 1969)

Occupation	Number of workers	Average		Occupation	Number of workers	Average		Occupation	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
<b>OFFICE OCCUPATIONS</b>				<b>OFFICE OCCUPATIONS - CONTINUED</b>				<b>PROFESSIONAL AND TECHNICAL OCCUPATIONS</b>			
CLERKS, ACCOUNTING, CLASS A -----	377	39.5	\$ 127.00	SECRETARIES <sup>2</sup> - CONTINUED				COMPUTER OPERATORS, CLASS A -----	87	40.0	\$ 152.00
CLERKS, ACCOUNTING, CLASS B -----	708	39.5	106.00	SECRETARIES, CLASS B -----	641	39.0	\$ 137.00	COMPUTER OPERATORS, CLASS B -----	180	40.0	136.50
CLERKS, FILE, CLASS A -----	80	39.0	100.00	SECRETARIES, CLASS C -----	1,032	39.5	125.50	COMPUTER OPERATORS, CLASS C -----	100	40.0	108.00
CLERKS, FILE, CLASS B -----	132	39.0	87.00	SECRETARIES, CLASS D -----	760	39.0	110.50	COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	79	39.5	199.50
CLERKS, FILE, CLASS C -----	86	40.0	79.50	STENOGRAPHERS, GENERAL -----	486	39.5	106.00	COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	78	39.5	163.00
CLERKS, ORDER -----	273	39.5	111.50	STENOGRAPHERS, SENIOR -----	598	39.5	105.50	DRAFTSMEN, CLASS A -----	482	39.5	199.00
CLERKS, PAYROLL -----	272	40.0	120.50	SWITCHBOARD OPERATORS, CLASS A ----	58	39.5	109.00	DRAFTSMEN, CLASS B -----	539	40.0	160.00
KEYPUNCH OPERATORS, CLASS A -----	334	39.5	107.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-CLASS B -----	212	39.5	95.50	DRAFTSMEN, CLASS C -----	283	40.0	136.50
KEYPUNCH OPERATORS, CLASS B -----	360	40.0	98.50	TABULATING-MACHINE OPERATORS, CLASS B -----	99	39.5	117.50	NURSES, INDUSTRIAL (REGISTERED) ---	119	40.0	138.50
OFFICE BOYS AND GIRLS-----	158	39.5	88.00	TYPISTS, CLASS A -----	198	39.5	106.00				
SECRETARIES <sup>2</sup> -----	2,745	39.5	126.00	TYPISTS, CLASS B -----	519	39.5	90.50				
SECRETARIES, CLASS A -----	264	39.5	144.00								

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

<sup>2</sup> May include workers other than those presented separately.

Table A-4. Maintenance and Powerplant Occupations—SMSA

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N.J., November 1969)

Occupation and industry division	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$ 2.50	\$ 2.50 and under	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20
					2	5	6	2	1	-	8	1	66	41	28	61	67	52	69	39	126	221	7	-	-	7	70
CARPENTERS, MAINTENANCE -----	879	4.04	3.98	3.60- 4.32	2	5	6	2	1	-	8	1	66	41	28	61	67	52	69	39	126	221	7	-	-	7	70
MANUFACTURING -----	640	3.90	3.89	3.62- 4.30	-	-	-	-	-	-	2	-	62	39	9	33	63	50	67	38	59	213	1	-	-	-	4
NONMANUFACTURING -----	239	4.41	4.15	3.54- 5.81	2	5	6	2	1	-	6	1	4	2	19	28	4	2	2	1	67	8	6	-	-	7	66
PUBLIC UTILITIES <sup>4</sup> -----	48	3.91	3.57	3.52- 4.08	-	-	-	-	-	-	-	-	-	-	7	24	-	-	-	-	7	3	-	-	-	7	-
RETAIL TRADE -----	81	5.68	5.84	5.81- 5.87	-	-	-	-	-	-	-	1	2	-	-	-	-	-	1	1	-	4	6	-	-	-	66
ELECTRICIANS, MAINTENANCE -----	2,425	4.00	3.93	3.68- 4.35	1	-	-	1	13	11	10	24	29	137	146	143	112	336	190	195	280	355	226	141	5	33	37
MANUFACTURING -----	2,123	3.96	3.90	3.69- 4.32	-	-	-	-	12	11	10	24	26	84	143	126	103	333	187	190	247	343	183	67	3	5	26
NONMANUFACTURING -----	302	4.31	4.46	3.58- 4.75	1	-	-	1	1	-	-	-	3	53	3	17	9	3	3	5	33	12	43	74	2	28	11
PUBLIC UTILITIES <sup>4</sup> -----	64	4.38	4.44	3.59- 5.14	-	-	-	-	-	-	-	-	1	-	1	16	7	-	-	5	-	-	7	1	-	26	-
FINANCE <sup>5</sup> -----	121	3.87	4.10	3.36- 4.51	-	-	-	1	-	-	-	-	2	50	1	1	1	2	2	-	30	-	30	-	1	-	-

See footnotes at end of table.

Table A-4. Maintenance and Powerplant Occupations—SMSA—Continued

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Philadelphia (Standard Metropolitan Statistical Area), Pa.—N. J., November 1969)

Occupation and industry division	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$2.50	\$2.50 and under	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20
					2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.20	4.40	4.60	4.80	5.00	5.20	over	
ENGINEERS, STATIONARY -----	976	3.79	3.75	3.53- 4.21	6	19	8	1	4	17	25	30	39	15	41	139	41	194	40	25	83	174	34	30	9	2	-
MANUFACTURING -----	575	3.80	3.76	3.56- 4.07	-	-	-	-	-	15	10	24	33	5	32	39	38	166	34	21	42	76	4	30	4	2	-
NONMANUFACTURING -----	401	3.78	3.74	3.51- 4.25	6	19	8	1	4	2	15	6	6	10	9	100	3	28	6	4	41	98	30	-	5	-	
RETAIL TRADE -----	57	4.06	4.22	3.84- 4.26	-	-	-	-	-	-	-	-	-	-	3	4	1	4	6	3	-	36	-	-	-	-	
FINANCE <sup>5</sup> -----	220	3.89	3.74	3.55- 4.32	-	-	-	1	-	6	-	3	3	2	86	1	24	-	-	-	32	32	30	-	-	-	
FIREMEN, STATIONARY BOILER -----	432	3.28	3.24	3.00- 3.49	7	-	2	34	27	37	88	-	49	21	70	26	3	8	10	13	37	-	-	-	-	-	
MANUFACTURING -----	338	3.33	3.35	2.97- 3.51	-	-	2	31	27	37	14	-	49	21	70	26	3	3	5	13	37	-	-	-	-	-	
HELPERS, MAINTENANCE TRADES -----	922	3.22	3.12	2.90- 3.58	41	2	1	31	156	33	181	104	22	31	24	79	46	132	24	4	6	5	-	-	-	-	
MANUFACTURING -----	781	3.20	3.09	2.89- 3.58	28	2	1	27	155	14	177	76	22	15	14	67	34	131	17	-	1	-	-	-	-		
NONMANUFACTURING -----	141	3.28	3.31	2.99- 3.60	13	-	-	4	1	19	4	28	-	16	10	12	1	7	4	5	5	5	-	-	-		
MACHINE-TOOL OPERATORS, TOOLROOM -----	551	3.75	3.73	3.45- 3.89	-	-	-	2	-	-	-	34	49	7	101	32	47	16	141	17	29	14	26	33	-	3	
MANUFACTURING -----	551	3.75	3.73	3.45- 3.89	-	-	-	2	-	-	-	34	49	7	101	32	47	16	141	17	29	14	26	33	-	3	
MACHINISTS, MAINTENANCE -----	2,190	4.02	4.04	3.62- 4.36	-	-	12	-	6	-	6	16	143	95	19	202	220	149	46	87	361	438	124	164	5	69	
MANUFACTURING -----	2,008	4.00	4.04	3.63- 4.35	-	-	12	-	6	-	6	16	143	95	16	143	193	146	46	87	361	437	111	156	4	2	
NONMANUFACTURING -----	182	4.30	3.78	3.57- 5.13	-	-	-	-	-	-	-	-	-	-	3	59	27	3	-	-	-	1	13	8	1	67	
PUBLIC UTILITIES <sup>4</sup> -----	178	4.32	4.35	3.58- 5.13	-	-	-	-	-	-	-	-	-	-	59	26	3	-	-	-	-	1	13	8	1	67	
MECHANICS, AUTOMOTIVE -----	1,836	3.85	3.91	3.51- 4.11	-	-	-	7	-	14	16	18	7	229	164	32	39	161	197	298	452	74	59	19	46	4	
(MAINTENANCE) -----	421	3.97	3.95	3.80- 4.28	-	-	-	-	-	-	-	-	7	24	8	18	32	16	57	96	38	67	58	-	-		
MANUFACTURING -----	1,415	3.81	3.89	3.46- 4.10	-	-	-	7	-	14	16	18	-	205	156	14	7	145	140	202	414	7	1	19	46		
NONMANUFACTURING -----	636	4.09	4.10	3.95- 4.16	-	-	-	-	-	-	-	-	-	-	-	-	7	29	66	122	350	7	-	5	46		
PUBLIC UTILITIES <sup>4</sup> -----	103	4.04	4.05	4.00- 4.09	-	-	-	-	-	-	-	-	-	-	9	-	14	2	-	-	64	-	-	14	-		
WHOLESALE TRADE -----	2,628	3.85	3.86	3.53- 4.22	-	-	1	-	1	-	48	190	106	73	182	165	162	202	285	314	235	446	158	16	4		
MANUFACTURING -----	2,535	3.86	3.87	3.54- 4.27	-	-	-	-	-	48	190	86	57	181	162	161	185	278	312	212	446	158	15	4	40		
NONMANUFACTURING -----	93	3.65	3.72	3.31- 4.02	-	-	1	-	1	-	-	20	16	1	3	1	17	7	2	23	-	-	1	-			
MILLWRIGHTS -----	605	4.26	4.35	3.94- 4.53	-	-	-	7	-	-	-	6	-	-	2	32	11	85	20	72	91	262	2	15	-		
MANUFACTURING -----	605	4.26	4.35	3.94- 4.53	-	-	-	7	-	-	-	6	-	-	2	32	11	85	20	72	91	262	2	15	-		
OILERS -----	467	3.31	3.42	3.01- 3.69	27	7	-	27	32	19	65	30	8	12	41	62	21	53	6	52	5	-	-	-	-		
MANUFACTURING -----	461	3.32	3.42	3.01- 3.70	27	6	-	26	32	19	61	30	8	12	41	62	21	53	6	52	5	-	-	-	-		
PAINTERS, MAINTENANCE -----	534	3.80	3.91	3.55- 4.20	31	6	2	-	-	2	7	2	18	36	13	36	47	28	27	109	38	92	3	19	18		
MANUFACTURING -----	303	3.88	3.85	3.62- 4.26	-	-	-	-	-	4	-	15	11	12	27	44	26	26	19	34	79	1	5	-	-		
NONMANUFACTURING -----	231	3.69	3.93	3.34- 3.99	31	6	2	-	-	2	3	2	3	25	1	9	3	2	1	90	4	13	2	14	18		
PUBLIC UTILITIES <sup>4</sup> -----	42	4.26	4.26	3.69- 4.73	-	-	-	-	-	4	2	6	-	-	8	3	-	-	-	3	13	1	14	-	-		
PIPEFITTERS, MAINTENANCE -----	1,304	4.08	4.20	3.81- 4.36	-	-	-	-	-	-	-	-	88	36	55	25	79	30	161	34	141	501	95	12	2		
MANUFACTURING -----	1,245	4.05	4.19	3.81- 4.35	-	-	-	-	-	-	-	-	88	36	50	25	72	30	161	34	140	501	84	11	2		
NONMANUFACTURING -----	59	4.70	5.11	4.42- 5.16	-	-	-	-	-	-	-	-	-	5	-	7	-	-	-	1	-	11	1	-			
PUBLIC UTILITIES <sup>4</sup> -----	59	4.70	5.11	4.42- 5.16	-	-	-	-	-	-	-	-	-	5	-	7	-	-	-	1	-	11	1	-			
PLUMBERS, MAINTENANCE -----	134	3.86	3.84	3.52- 4.28	3	8	3	-	-	6	4	-	3	-	28	6	4	6	8	20	15	7	4	1	-		
MANUFACTURING -----	65	3.93	4.08	3.74- 4.31	-	-	-	-	-	6	3	-	2	-	4	-	4	5	6	18	12	3	2	-			
NONMANUFACTURING -----	69	3.81	3.58	3.51- 4.25	3	8	3	-	-	-	1	-	1	-	24	6	-	1	2	2	3	4	2	1			
SHEET-METAL WORKERS, MAINTENANCE -----	223	3.94	3.91	3.69- 4.16	-	-	-	-	1	-	-	2	-	9	3	48	21	26	16	50	39	6	2	-			
MANUFACTURING -----	212	3.94	3.93	3.70- 4.16	-	-	-	-	1	-	-	2	-	9	3	39	21	26	16	50	39	6	-	-			
TOOL AND DIE MAKERS -----	1,965	4.19	4.23	3.92- 4.55	-	-	-	-	-	-	-	-	15	91	73	61	45	59	120	181	305	298	365	319	9		
MANUFACTURING -----	1,965	4.19	4.23	3.92- 4.55	-	-	-	-	-	-	-	-	15	91	73	61	45	59	120	181	305	298	365	319	9		

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> For definition of terms, see footnote 2, table A-1.<sup>3</sup> All workers were at \$6 to \$6.20.<sup>4</sup> Transportation, communication, and other public utilities.<sup>5</sup> Finance, insurance, and real estate.<sup>6</sup> Workers were distributed as follows: 26 at \$2.10 to \$2.20; 3 at \$2.20 to \$2.30; and 2 at \$2.30 to \$2.40.

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

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more, by industry division, Philadelphia, Pa.—N. J., November 1969)

Occupation and industry division	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																							
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$ 2.70	\$ 2.70 and under	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40
					2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20	over		
CARPENTERS, MAINTENANCE -----	640	4.19	4.16	3.70- 4.35	5	2	1	-	8	1	33	2	5	43	59	26	69	24	23	34	58	163	7	-	-	7	70	
MANUFACTURING -----	498	4.02	4.11	3.77- 4.33	-	-	-	-	2	-	29	-	5	16	56	25	67	23	23	34	51	162	1	-	-	-	4	
NONMANUFACTURING -----	142	4.80	5.14	3.55- 5.85	5	2	1	-	6	1	4	2	-	27	3	1	2	1	-	-	7	1	6	-	-	7	66	
RETAIL TRADE -----	81	5.68	5.84	5.81- 5.87	-	-	-	-	-	1	2	-	-	-	-	1	1	-	-	4	-	-	6	-	-	-	66	
ELECTRICIANS, MAINTENANCE -----	1,814	4.13	4.04	3.77- 4.39	1	1	1	-	2	11	32	82	48	97	244	160	161	155	62	37	308	196	141	5	33	37		
MANUFACTURING -----	1,637	4.08	4.01	3.77- 4.36	-	-	-	-	2	8	27	80	31	97	241	158	156	152	62	31	308	183	67	3	5	26		
NONMANUFACTURING -----	177	4.59	4.74	4.23- 4.80	1	1	1	-	-	3	5	2	17	-	3	2	5	3	-	6	-	13	74	2	28	11		
PUBLIC UTILITIES <sup>4</sup> -----	57	4.47	4.49	3.58- 5.15	-	-	-	-	-	1	-	1	16	-	-	-	5	-	-	-	-	7	1	-	26	-		
ENGINEERS, STATIONARY -----	523	3.87	3.92	3.51- 4.25	18	1	4	2	5	24	26	5	41	44	33	23	30	25	21	32	108	36	4	30	9	2	-	
MANUFACTURING -----	368	3.90	3.88	3.54- 4.26	-	-	-	-	-	18	21	5	32	39	31	19	24	21	21	44	32	4	30	4	2	-	-	
NONMANUFACTURING -----	155	3.78	4.16	3.26- 4.25	18	1	4	2	5	6	5	-	9	5	2	4	6	4	-	11	64	4	-	-	5	-	-	
RETAIL TRADE -----	57	4.06	4.22	3.84- 4.26	-	-	-	-	-	-	-	-	3	4	1	4	6	3	-	-	36	-	-	-	-	-	-	
FIREMEN, STATIONARY BOILER -----	184	3.49	3.40	3.09- 3.94	2	1	-	30	14	-	29	17	10	10	3	8	10	13	32	5	-	-	-	-	-	-	-	
MANUFACTURING -----	174	3.47	3.37	3.08- 3.96	2	1	-	30	14	-	29	17	10	10	3	3	5	13	32	5	-	-	-	-	-	-	-	
HELPERS, MAINTENANCE TRADES -----	720	3.31	3.23	3.03- 3.68	20	9	84	15	180	45	22	25	24	79	46	132	24	4	6	-	5	-	-	-	-	-	-	
MANUFACTURING -----	597	3.31	3.18	3.02- 3.70	7	5	83	13	177	17	22	9	14	67	34	131	17	-	1	-	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM -----	379	3.90	3.84	3.57- 4.13	-	2	-	-	-	6	4	4	69	14	21	16	121	17	3	26	-	14	26	33	-	-	3	
MANUFACTURING -----	379	3.90	3.84	3.57- 4.13	-	2	-	-	-	6	4	4	69	14	21	16	121	17	3	26	-	14	26	33	-	-	3	
MACHINISTS, MAINTENANCE -----	1,469	4.25	4.31	4.01- 4.41	-	-	-	-	-	3	1	10	88	79	80	31	53	251	64	32	406	124	145	5	69	28		
MANUFACTURING -----	1,309	4.24	4.31	4.02- 4.39	-	-	-	-	-	3	1	7	29	67	77	31	53	251	64	31	406	111	144	4	2	28		
NONMANUFACTURING -----	160	4.35	4.42	3.56- 5.14	-	-	-	-	-	-	-	3	59	12	3	-	-	-	-	1	-	13	1	1	67	-		
PUBLIC UTILITIES <sup>4</sup> -----	156	4.38	4.43	3.57- 5.14	-	-	-	-	-	-	-	-	59	11	3	-	-	-	-	1	-	13	1	1	67	-		
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	719	4.08	3.98	3.90- 4.23	-	-	-	-	-	1	1	8	7	13	36	111	219	68	67	34	40	59	5	46	4	-		
MANUFACTURING -----	276	4.13	4.14	3.94- 4.37	-	-	-	-	-	1	-	8	5	6	10	15	68	17	21	27	40	58	-	-	-	-		
NONMANUFACTURING -----	443	4.05	3.96	3.88- 4.10	-	-	-	-	-	-	-	1	-	2	7	26	96	151	51	46	7	1	5	46	4	-		
PUBLIC UTILITIES <sup>4</sup> -----	329	4.10	3.99	3.88- 4.16	-	-	-	-	-	-	-	-	-	-	7	26	66	71	51	46	7	-	5	46	4	-		
MECHANICS, MAINTENANCE -----	1,703	4.00	3.98	3.82- 4.34	1	-	1	-	-	2	55	48	106	89	35	49	241	284	49	119	42	404	158	16	4	-		
MANUFACTURING -----	1,662	4.01	3.98	3.82- 4.34	-	-	-	-	-	2	53	32	106	86	34	46	234	282	46	118	42	404	158	15	4	-		
MILLWRIGHTS -----	598	4.27	4.35	3.97- 4.54	-	-	-	-	-	6	-	-	-	2	32	11	85	20	8	64	49	42	262	2	15	-		
MANUFACTURING -----	598	4.27	4.35	3.97- 4.54	-	-	-	-	-	6	-	-	-	2	32	11	85	20	8	64	49	42	262	2	15	-		
OILERS -----	387	3.41	3.51	3.07- 3.74	14	15	19	9	56	21	4	12	38	62	21	53	6	52	-	5	-	-	-	-	-	-		
MANUFACTURING -----	381	3.42	3.51	3.08- 3.74	13	14	19	9	52	21	4	12	38	62	21	53	6	52	-	5	-	-	-	-	-	-		
PAINTERS, MAINTENANCE -----	367	3.91	3.92	3.62- 4.32	19	-	-	2	3	2	10	12	8	29	41	28	27	19	20	15	31	61	3	19	18	-		
MANUFACTURING -----	279	3.93	3.90	3.65- 4.29	-	-	-	-	-	-	9	11	7	21	41	26	26	19	19	15	18	61	1	5	-	-		
NONMANUFACTURING -----	88	3.84	4.23	3.04- 4.78	5	19	-	2	3	2	1	1	1	8	-	2	1	-	1	-	13	-	2	14	18	-		
PUBLIC UTILITIES <sup>4</sup> -----	36	4.32	4.28	4.21- 4.74	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	13	-	1	14	-	-		
PIPEFITTERS, MAINTENANCE -----	1,154	4.15	4.30	3.85- 4.37	-	-	-	-	-	32	14	36	25	64	30	161	34	45	58	79	422	95	12	2	34	11		
MANUFACTURING -----	1,095	4.12	4.28	3.85- 4.36	-	-	-	-	-	32	14	31	25	57	30	161	34	44	58	79	422	84	11	2	-	11		
NONMANUFACTURING -----	59	4.70	5.11	4.42- 5.16	-	-	-	-	-	-	-	5	-	7	-	-	-	1	-	-	-	11	1	-	34	-		
PUBLIC UTILITIES <sup>4</sup> -----	59	4.70	5.11	4.42- 5.16	-	-	-	-	-	-	-	5	-	7	-	-	-	1	-	-	-	11	1	-	34	-		
PLUMBERS, MAINTENANCE -----	91	4.11	4.13	3.69- 4.38	9	-	-	-	1	-	3	-	4	6	-	5	8	5	15	3	12	7	4	1	-	8		
MANUFACTURING -----	52	4.10	4.14	3.94- 4.34	-	-	-	-	-	-	2	-	4	-	-	5	6	4	14	-	12	3	2	-	-	-		

See footnotes at end of table.

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

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more, by industry division, Philadelphia, Pa.—N.J., November 1969)

Occupation and industry division	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20
					\$ 2.70 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE MANUFACTURING -----	223 212	\$ 3.94 3.94	\$ 3.91 3.93	\$ 3.69- 3.70- 4.16 4.16	-	-	-	1	-	-	2	-	9	3	48	21	26	16	31	19	13	26	6	?	-	-	-
TOOL AND DIE MAKERS MANUFACTURING -----	1,333 1,333	4.37 4.37	4.45 4.45	4.16- 4.16- 4.61 4.61	-	-	-	-	-	-	-	-	3	25	19	21	72	57	18	188	53	172	353	319	9	5	19

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> For definition of terms, see footnote 2, table A-1.<sup>3</sup> All workers were at \$6 to \$6.20.<sup>4</sup> Transportation, communication, and other public utilities.<sup>5</sup> Workers were distributed as follows: 14 at \$2.10 to \$2.20; 2 at \$2.30 to \$2.40; 1 at \$2.50 to \$2.60; and 2 at \$2.60 to \$2.70.

Table A-4b. Maintenance and Powerplant Occupations—Manufacturing—3 Inner Counties

(Average straight-time hourly earnings for men in selected occupations studied on an area basis in manufacturing, Philadelphia (Delaware and Philadelphia Counties, Pa., and Camden County, N.J.), Pa.—N.J., November 1969)

Occupation	Number of workers	Hourly earnings <sup>1</sup>			Number of workers receiving straight-time hourly earnings of—																						
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50	\$ 4.60	\$ 4.70	\$ 4.80
					\$ 2.70 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	321	\$ 3.94	\$ 3.96	\$ 3.66- 4.29	-	-	-	-	-	41	-	7	10	39	37	4	36	14	20	37	71	-	1	-	-	-	4
ELECTRICIANS, MAINTENANCE -----	1,201	4.01	3.94	3.70- 4.35	-	-	11	4	22	14	50	116	19	58	142	130	84	114	6	31	201	92	32	21	23	31	
ENGINEERS, STATIONARY -----	412	3.77	3.75	3.53- 3.96	-	-	15	4	18	21	5	32	27	5	149	21	21	21	1	15	23	4	-	24	2	4	
FIREMEN, STATIONARY BOILER -----	201	3.37	3.41	2.97- 3.57	2	1	27	30	14	-	17	4	45	16	3	-	5	4	28	5	-	-	-	-	-	-	
HELPERS, MAINTENANCE TRADES -----	371	3.14	2.96	2.83- 3.62	31	24	128	5	11	2	20	9	9	32	34	65	-	-	1	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM --	350	3.78	3.80	3.44- 3.91	-	2	-	-	28	36	3	51	2	44	10	86	9	2	26	-	12	2	18	12	4	3	
MACHINISTS, MAINTENANCE -----	1,154	3.96	3.97	3.60- 4.33	-	-	-	-	-	114	61	5	112	120	82	37	65	157	26	17	238	1	39	46	-	34	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	263	3.88	3.93	3.64- 4.12	-	-	-	-	-	7	24	8	16	26	16	15	68	14	19	5	25	13	7	-	-	-	
MECHANICS, MAINTENANCE -----	1,391	3.92	3.86	3.61- 4.35	-	-	-	48	64	52	37	80	58	90	120	230	30	24	18	18	370	60	44	2	2	44	
MILLWRIGHTS -----	284	4.04	3.96	3.83- 4.30	-	-	-	-	-	2	-	-	2	30	11	85	20	8	23	34	10	59	-	-	-	-	
OILERS -----	278	3.35	3.52	3.03- 3.73	20	14	20	9	21	18	7	11	10	53	13	41	2	34	-	5	-	-	-	-	-	-	
PAINTERS, MAINTENANCE -----	186	3.88	3.82	3.61- 4.24	-	-	-	4	-	5	5	6	25	20	25	19	13	4	7	17	31	-	-	5	-		
PIPEFITTERS, MAINTENANCE -----	672	4.05	4.21	3.73- 4.36	-	-	-	-	-	58	22	32	19	30	26	78	20	43	3	57	193	64	16	-	-	11	
SHEET-METAL WORKERS, MAINTENANCE --	162	3.91	3.89	3.70- 4.08	-	-	-	-	-	2	-	4	2	34	18	24	14	29	14	13	8	-	-	-	-	-	
TOOL AND DIE MAKERS -----	1,412	4.23	4.28	3.94- 4.59	-	-	-	-	-	15	21	60	61	40	50	65	106	21	192	98	73	71	198	240	76	25	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> For definition of terms, see footnote 2, table A-1.















## 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, Philadelphia, Pa.—N.J., November 1969)

Minimum weekly straight-time salary <sup>1</sup>	Inexperienced typists									Other inexperienced clerical workers <sup>2</sup>								
	All industries	Manufacturing				Nonmanufacturing				All industries	Manufacturing				Nonmanufacturing			
		Based on standard weekly hours <sup>3</sup> of—									Based on standard weekly hours <sup>3</sup> of—							
		All schedules	37½	38¾	40	All schedules	35	37½	40		All schedules	37½	38¾	40	All schedules	35	37½	40
Establishments studied.....	400	183	xxx	xxx	xxx	217	xxx	xxx	xxx	400	183	xxx	xxx	xxx	217	xxx	xxx	xxx
Establishments having a specified minimum.....	191	103	13	9	70	88	10	34	26	225	120	18	9	80	105	10	38	39
\$60.00 and under \$62.50.....	4	1	1	-	-	3	-	3	-	7	2	1	-	-	5	-	5	-
\$62.50 and under \$65.00.....	7	2	-	1	5	-	1	3	-	16	6	1	-	4	10	-	4	5
\$65.00 and under \$67.50.....	11	3	1	2	8	4	1	2	-	22	8	1	2	4	14	5	3	4
\$67.50 and under \$70.00.....	8	4	-	4	4	1	1	1	-	11	5	-	5	6	1	2	2	2
\$70.00 and under \$72.50.....	45	23	6	2	9	22	2	8	6	49	22	5	2	11	27	1	9	11
\$72.50 and under \$75.00.....	10	7	1	1	5	3	-	2	1	10	7	1	1	4	3	-	2	-
\$75.00 and under \$77.50.....	30	13	2	1	8	17	2	6	2	38	22	5	1	13	16	3	5	3
\$77.50 and under \$80.00.....	8	5	-	-	5	3	-	3	-	9	6	-	-	6	3	-	3	-
\$80.00 and under \$82.50.....	21	11	-	-	10	10	1	4	4	18	12	-	1	10	6	-	1	4
\$82.50 and under \$85.00.....	6	3	-	-	3	3	-	1	1	2	2	-	-	2	-	-	-	-
\$85.00 and under \$87.50.....	13	9	2	-	7	4	-	2	2	11	7	3	-	4	4	-	2	2
\$87.50 and under \$90.00.....	1	-	-	-	-	1	-	1	-	3	1	-	-	1	2	-	1	1
\$90.00 and under \$92.50.....	3	3	-	2	1	-	-	-	-	4	2	1	1	-	2	-	-	2
\$92.50 and under \$95.00.....	3	2	-	-	2	1	-	-	1	5	2	-	-	2	3	-	-	2
\$95.00 and under \$97.50.....	3	3	-	-	2	-	-	-	-	3	3	-	-	2	-	-	-	-
\$97.50 and under \$100.00.....	1	-	-	-	-	1	-	-	1	1	1	-	-	1	-	-	-	-
\$100.00 and under \$102.50.....	4	4	-	-	4	-	-	-	-	4	3	-	-	3	1	-	-	1
\$102.50 and under \$105.00.....	5	5	-	-	5	-	-	-	-	4	4	-	-	4	-	-	-	-
\$105.00 and under \$107.50.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$107.50 and under \$110.00.....	1	-	-	-	-	1	-	-	1	3	2	-	-	2	1	-	-	1
\$110.00 and under \$112.50.....	5	4	-	-	4	1	-	1	-	3	2	-	-	2	1	-	1	-
\$112.50 and over.....	2	1	-	1	-	1	-	-	1	2	1	-	1	-	1	-	-	1
Establishments having no specified minimum.....	70	29	xxx	xxx	xxx	41	xxx	xxx	xxx	93	40	xxx	xxx	xxx	53	xxx	xxx	xxx
Establishments which did not employ workers in this category.....	138	51	xxx	xxx	xxx	87	xxx	xxx	xxx	81	23	xxx	xxx	xxx	58	xxx	xxx	xxx
Data not available.....	1	-	xxx	xxx	xxx	1	xxx	xxx	xxx	1	-	xxx	xxx	xxx	1	xxx	xxx	xxx

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

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

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

Table B-2. Shift Differentials

(Late-shift pay provisions for manufacturing plant workers by type and amount of pay differential, Philadelphia, Pa.—N.J., November 1969)

(All plant workers in manufacturing = 100 percent)

Late-shift pay provision	Percent of manufacturing plant workers—			
	In establishments having provisions <sup>1</sup> for late shifts		Actually working on late shifts	
	Second shift	Third or other shift	Second shift	Third or other shift
Total .....	88.2	78.9	18.2	7.4
No pay differential for work on late shift.....	0.3	1.5	0.1	-
Pay differential for work on late shift.....	87.9	77.4	18.1	7.4
Type and amount of differential:				
Uniform cents (per hour).....	51.9	44.5	10.8	5.4
4 cents.....	.3	-	.1	-
5 cents.....	3.8	.6	.9	( <sup>2</sup> )
7 cents.....	.4	.3	.1	.1
8 cents.....	10.0	-	2.5	-
9 cents.....	3.1	.4	.7	.1
10 cents.....	17.2	8.8	2.8	.9
11 cents.....	.3	.4	-	( <sup>2</sup> )
12 cents.....	4.5	10.0	1.2	1.9
12½, 13, or 14 cents.....	1.8	2.1	.5	.2
15 cents.....	6.2	7.1	1.4	.6
16, 17, 18, or 19 cents.....	.8	3.4	.2	.4
20 cents.....	1.2	6.7	.3	.7
Over 20 cents.....	2.3	4.8	.2	.5
Uniform percentage.....	33.1	27.4	6.5	1.5
4½ percent.....	1.5	1.5	.4	.1
5 percent.....	2.4	1.2	.3	( <sup>2</sup> )
7 percent.....	2.0	1.6	.5	.2
7½ percent.....	1.1	1.1	.1	( <sup>2</sup> )
8 percent.....	.2	-	( <sup>2</sup> )	-
10 percent.....	25.5	17.2	5.2	.9
12 percent.....	.3	2.7	( <sup>2</sup> )	.2
15 percent.....	-	2.1	-	( <sup>2</sup> )
Other formal pay differential .....	3.0	5.5	.8	.5

<sup>1</sup> 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.<sup>2</sup> Less than 0.05 percent.

Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours<sup>1</sup> of first-shift workers, Philadelphia, Pa.-N.J., November 1969)

Weekly hours	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours-----	( <sup>5</sup> )	-	-	-	-	8	1	-	-	-	( <sup>5</sup> )	2	-
35 hours-----	4	5	-	-	3	4	9	5	7	4	7	17	7
Over 35 and under 36 <sup>1</sup> / <sub>4</sub> hours-----	-	-	-	-	-	-	( <sup>5</sup> )	-	-	-	-	1	-
36 <sup>1</sup> / <sub>4</sub> hours-----	( <sup>5</sup> )	-	-	4	-	-	2	1	-	2	-	4	6
Over 36 <sup>1</sup> / <sub>4</sub> and under 37 <sup>1</sup> / <sub>2</sub> hours-----	( <sup>5</sup> )	1	-	-	-	-	4	-	-	3	-	14	1
37 <sup>1</sup> / <sub>2</sub> hours-----	8	6	-	3	26	( <sup>5</sup> )	29	13	25	36	37	39	60
Over 37 <sup>1</sup> / <sub>2</sub> and under 38 <sup>3</sup> / <sub>4</sub> hours-----	-	-	-	-	-	-	2	1	-	1	-	7	-
38 <sup>3</sup> / <sub>4</sub> hours-----	( <sup>5</sup> )	-	-	1	-	4	5	9	2	7	-	1	6
Over 38 <sup>3</sup> / <sub>4</sub> and under 40 hours-----	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	2	5	-	4	-	1	-
40 hours-----	82	84	96	90	66	75	46	65	66	44	56	14	20
Over 40 and under 48 hours-----	2	1	-	2	5	3	( <sup>5</sup> )	-	-	-	-	-	( <sup>5</sup> )
48 hours and over-----	2	3	4	-	-	5	-	-	-	-	-	-	-

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

Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, Philadelphia, Pa.-N.J., November 1969)

Item	Plant workers						Office workers						
	All industries <sup>1</sup>	Manu- facturing	Public utilities <sup>2</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>2</sup>	Wholesale trade	Retail trade	Finance <sup>3</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	99	100	100	99	89	100	100	100	100	100	100	100
Workers in establishments providing no paid holidays.....	1	( <sup>4</sup> )	-	-	1	11	-	-	-	-	-	-	-
<u>Number of days</u>													
Less than 6 holidays.....	1	-	-	-	6	3	( <sup>4</sup> )	-	-	-	-	-	3
6 holidays.....	5	1	-	10	19	13	3	2	-	1	16	1	10
6 holidays plus 1 or 2 half days.....	3	4	-	-	-	6	1	2	-	-	1	1	4
7 holidays.....	21	21	2	6	32	31	11	14	7	6	35	-	18
7 holidays plus 1 half day.....	1	1	-	10	-	3	3	1	-	11	6	2	5
7 holidays plus 2 or 5 half days.....	2	2	-	6	-	( <sup>4</sup> )	2	2	-	7	5	-	4
8 holidays.....	13	10	40	11	7	29	17	12	51	21	8	4	53
8 holidays plus 1, 2, 3, or 6 half days.....	2	3	-	6	-	-	4	5	-	10	-	5	1
9 holidays.....	30	33	33	13	34	( <sup>4</sup> )	20	33	15	15	29	7	1
9 holidays plus 1 or 2 half days.....	2	3	-	-	-	3	3	6	1	-	( <sup>4</sup> )	3	( <sup>4</sup> )
10 holidays.....	12	18	1	25	-	-	10	19	2	13	-	4	-
10 holidays plus 1 half day.....	1	1	-	3	-	-	1	1	-	-	-	2	-
11 holidays.....	2	1	17	6	-	-	5	2	17	15	-	3	-
11 holidays plus 1 half day.....	( <sup>4</sup> )	-	4	-	-	-	( <sup>4</sup> )	5	-	-	-	-	-
12 holidays.....	1	1	3	4	-	-	16	( <sup>4</sup> )	2	-	-	58	-
12 holidays plus 1 half day.....	( <sup>4</sup> )	-	-	-	-	-	2	-	-	-	-	8	-
13 holidays.....	-	-	-	-	-	-	1	-	-	-	-	2	-
13 holidays plus 1 half day.....	-	-	-	-	-	-	( <sup>4</sup> )	-	-	-	-	1	-
<u>Total holiday time<sup>5</sup></u>													
13½ days.....	-	-	-	-	-	-	( <sup>4</sup> )	-	-	-	-	1	-
13 days or more.....	-	-	-	-	-	-	1	-	-	-	-	3	-
12½ days or more.....	( <sup>4</sup> )	-	-	-	-	-	3	-	-	-	-	11	-
12 days or more.....	1	1	3	4	-	-	19	( <sup>4</sup> )	2	-	-	69	-
11½ days or more.....	1	1	7	4	-	-	20	( <sup>4</sup> )	8	-	-	69	-
11 days or more.....	4	2	24	9	-	-	24	2	24	15	-	73	-
10½ days or more.....	4	3	24	13	-	-	26	3	24	15	-	75	-
10 days or more.....	19	23	24	37	-	3	37	26	26	28	-	80	-
9½ days or more.....	19	24	24	37	-	3	39	28	32	( <sup>4</sup> )	-	83	( <sup>4</sup> )
9 days or more.....	51	59	58	51	34	3	61	64	42	49	29	91	2
8½ days or more.....	52	60	58	56	34	3	63	66	42	57	29	93	3
8 days or more.....	67	72	98	74	41	32	81	80	93	82	42	97	60
7½ days or more.....	69	73	98	84	41	35	84	81	93	93	49	98	65
7 days or more.....	91	97	100	90	73	69	96	98	100	99	83	98	84
6½ days or more.....	93	98	100	90	73	73	97	98	100	99	84	99	87
6 days or more.....	98	99	100	100	92	85	99	100	100	100	100	100	97
5 days or more.....	98	99	100	100	92	89	100	100	100	100	100	100	100
4 days or more.....	98	99	100	100	94	89	100	100	100	100	100	100	100
3 days or more.....	98	99	100	100	97	89	100	100	100	100	100	100	100
1 day or more.....	99	99	100	100	99	89	100	100	100	100	100	100	100

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

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

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa.-N.J., November 1969)

Vacation policy	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	99	99	100	100	97	100	100	100	100	100	100	100	100
Length-of-time payment.....	79	70	100	94	94	84	98	96	100	100	99	100	97
Percentage payment.....	16	23	-	6	1	11	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	3
Other.....	5	7	-	-	2	5	1	3	-	-	-	-	( <sup>5</sup> )
Workers in establishments providing no paid vacations.....	1	( <sup>5</sup> )	-	-	3	-	-	-	-	-	-	-	-
<u>Amount of vacation pay<sup>5</sup></u>													
<u>After 6 months of service</u>													
Under 1 week.....	25	32	4	11	15	28	12	15	5	15	13	9	15
1 week.....	18	14	48	36	12	11	45	45	51	41	12	56	50
Over 1 and under 2 weeks.....	4	6	3	1	( <sup>5</sup> )	-	10	11	2	10	13	14	2
2 weeks.....	1	1	-	-	-	-	7	6	-	2	-	12	15
<u>After 1 year of service</u>													
Under 1 week.....	1	1	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
1 week.....	67	63	66	55	81	81	21	13	61	19	70	( <sup>5</sup> )	23
Over 1 and under 2 weeks.....	4	6	-	2	2	-	2	3	-	-	4	1	-
2 weeks.....	24	24	34	43	14	14	75	79	39	81	26	97	76
Over 2 and under 3 weeks.....	2	2	-	-	-	-	1	2	-	-	-	2	1
3 weeks.....	2	4	-	-	-	-	1	3	-	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>After 2 years of service</u>													
Under 1 week.....	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
1 week.....	35	37	31	40	31	31	4	4	11	8	6	-	7
Over 1 and under 2 weeks.....	13	19	-	6	-	9	( <sup>5</sup> )	1	-	-	-	-	1
2 weeks.....	44	33	69	53	64	55	90	86	89	92	89	98	69
Over 2 and under 3 weeks.....	3	4	-	-	2	-	3	3	-	-	4	2	22
3 weeks.....	4	6	-	-	-	-	2	5	-	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>After 3 years of service</u>													
Under 1 week.....	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
1 week.....	7	8	-	13	2	22	1	1	3	3	( <sup>5</sup> )	-	4
Over 1 and under 2 weeks.....	12	17	-	8	-	9	( <sup>5</sup> )	1	-	-	-	-	( <sup>5</sup> )
2 weeks.....	69	59	100	78	93	59	92	89	97	96	95	98	71
Over 2 and under 3 weeks.....	3	5	-	-	2	-	4	4	-	-	4	2	22
3 weeks.....	7	11	-	-	-	5	2	5	-	1	-	-	1
Over 3 and under 4 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>After 4 years of service</u>													
Under 1 week.....	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	-	-
1 week.....	6	7	-	13	2	21	1	1	3	3	( <sup>5</sup> )	-	4
Over 1 and under 2 weeks.....	10	15	-	8	-	5	( <sup>5</sup> )	1	-	-	-	-	( <sup>5</sup> )
2 weeks.....	72	62	100	78	93	69	93	89	97	96	95	98	73
Over 2 and under 3 weeks.....	4	5	-	-	2	-	4	4	-	-	4	2	22
3 weeks.....	7	11	-	-	-	5	2	5	-	1	-	-	1
Over 3 and under 4 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-

See footnotes at end of table.

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

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa.—N.J., November 1969)

Vacation policy	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
<u>Amount of vacation pay<sup>6</sup>—Continued</u>													
<u>After 5 years of service</u>													
1 week.....	3	2	-	-	2	14	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	2
Over 1 and under 2 weeks.....	2	2	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	( <sup>5</sup> )
2 weeks.....	74	67	98	85	84	72	80	76	96	63	91	89	51
Over 2 and under 3 weeks.....	6	8	2	-	2	( <sup>5</sup> )	5	7	-	-	4	6	4
3 weeks.....	14	17	1	15	9	9	14	16	4	37	4	5	43
Over 3 and under 4 weeks.....	1	2	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
4 weeks.....	1	1	-	-	-	-	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-
<u>After 10 years of service</u>													
1 week.....	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks.....	1	1	-	-	-	10	( <sup>5</sup> )	-	-	-	-	-	23
2 weeks.....	13	13	( <sup>5</sup> )	25	5	30	18	11	3	17	8	35	1
Over 2 and under 3 weeks.....	3	4	( <sup>5</sup> )	5	2	-	2	( <sup>5</sup> )	( <sup>5</sup> )	2	4	3	1
3 weeks.....	71	67	98	67	88	48	74	78	95	63	87	62	70
Over 3 and under 4 weeks.....	4	6	-	-	-	( <sup>5</sup> )	1	2	-	-	-	-	2
4 weeks.....	5	7	1	3	-	3	5	7	2	19	-	-	1
Over 4 and under 5 weeks.....	1	1	-	-	-	-	-	-	-	-	-	-	-
Over 6 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>After 12 years of service</u>													
1 week.....	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks.....	1	1	-	-	-	10	( <sup>5</sup> )	-	-	-	-	-	1
2 weeks.....	11	11	1	17	5	24	15	10	( <sup>5</sup> )	16	8	30	21
Over 2 and under 3 weeks.....	3	4	( <sup>5</sup> )	13	2	( <sup>5</sup> )	3	( <sup>5</sup> )	( <sup>5</sup> )	3	4	7	1
3 weeks.....	71	66	98	67	88	53	74	76	95	63	87	63	71
Over 3 and under 4 weeks.....	5	8	-	-	-	( <sup>5</sup> )	2	6	-	-	-	-	2
4 weeks.....	5	7	1	3	-	5	5	7	4	19	-	-	3
Over 4 and under 5 weeks.....	1	1	-	-	-	-	-	-	-	-	-	-	-
Over 6 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>After 15 years of service</u>													
1 week.....	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks.....	1	1	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
2 weeks.....	5	5	1	13	3	16	4	4	( <sup>5</sup> )	10	6	2	16
Over 2 and under 3 weeks.....	1	1	-	-	2	-	( <sup>5</sup> )	-	-	-	4	-	1
3 weeks.....	61	57	75	54	72	65	71	57	92	48	81	91	57
Over 3 and under 4 weeks.....	5	8	2	-	-	-	3	6	-	-	-	4	-
4 weeks.....	22	24	22	33	18	5	19	30	8	42	8	3	25
Over 4 and under 5 weeks.....	1	2	-	-	-	-	-	-	-	-	-	-	-
5 weeks.....	1	1	-	-	-	-	1	2	-	-	-	-	-
Over 6 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
<u>After 20 years of service</u>													
1 week.....	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks.....	1	1	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
2 weeks.....	5	5	1	10	3	11	4	4	( <sup>5</sup> )	9	6	2	15
Over 2 and under 3 weeks.....	1	1	-	-	2	5	( <sup>5</sup> )	-	-	-	4	-	1
3 weeks.....	24	24	-	31	14	60	25	14	6	16	11	51	48
Over 3 and under 4 weeks.....	1	2	-	-	-	-	2	3	-	-	-	2	-
4 weeks.....	58	53	98	54	76	10	61	66	92	57	78	46	34
Over 4 and under 5 weeks.....	2	3	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-
5 weeks.....	5	8	1	4	-	-	6	12	2	18	-	-	( <sup>5</sup> )
Over 5 and under 6 weeks.....	1	1	-	-	-	-	-	-	-	-	-	-	-
6 weeks.....	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-
Over 6 weeks.....	-	-	-	-	-	-	( <sup>5</sup> )	1	-	-	-	-	-

See footnotes at end of table.

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

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Philadelphia, Pa.—N.J., November 1969)

Vacation policy	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
<u>Amount of vacation pay<sup>6</sup>—Continued</u>													
<u>After 25 years of service</u>													
1 week-----	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks-----	1	1	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
2 weeks-----	5	5	1	10	3	11	4	4	( <sup>5</sup> )	9	6	2	15
Over 2 and under 3 weeks-----	1	1	-	-	2	5	( <sup>5</sup> )	-	-	4	4	-	1
3 weeks-----	15	15	-	31	12	47	11	11	6	14	10	10	24
Over 3 and under 4 weeks-----	1	1	-	-	-	-	1	2	-	-	-	-	-
4 weeks-----	55	53	65	41	69	24	64	55	60	45	77	83	58
Over 4 and under 5 weeks-----	1	2	( <sup>5</sup> )	-	-	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	-	4	-
5 weeks-----	16	17	34	17	9	-	16	25	34	32	3	-	-
Over 5 and under 6 weeks-----	2	3	-	-	-	-	1	2	-	-	-	-	-
6 weeks-----	1	1	-	-	-	-	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	( <sup>5</sup> )
Over 6 weeks-----	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	-	( <sup>5</sup> )	1	-	( <sup>5</sup> )	-	-	-
<u>After 30 years of service</u>													
1 week-----	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks-----	1	1	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
2 weeks-----	5	5	1	10	3	11	4	4	( <sup>5</sup> )	9	6	2	15
Over 2 and under 3 weeks-----	1	1	-	-	2	-	( <sup>5</sup> )	-	-	4	4	-	1
3 weeks-----	15	15	-	29	11	52	11	11	6	12	9	10	25
Over 3 and under 4 weeks-----	1	1	-	-	-	-	1	2	-	-	-	-	-
4 weeks-----	55	53	61	44	70	24	63	55	54	47	77	81	58
Over 4 and under 5 weeks-----	1	2	( <sup>5</sup> )	-	-	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	-	4	-
5 weeks-----	15	16	38	16	9	-	17	23	39	30	3	3	-
Over 5 and under 6 weeks-----	2	3	-	-	-	-	1	2	-	-	-	-	-
6 weeks-----	2	3	-	( <sup>5</sup> )	-	-	1	2	-	2	-	-	-
Over 6 weeks-----	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	-	( <sup>5</sup> )	1	-	( <sup>5</sup> )	-	-	( <sup>5</sup> )
<u>Maximum vacation available</u>													
1 week-----	2	2	-	-	2	9	( <sup>5</sup> )	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	1
Over 1 and under 2 weeks-----	1	1	-	-	-	5	( <sup>5</sup> )	-	-	-	-	-	1
2 weeks-----	5	5	1	10	3	11	4	4	( <sup>5</sup> )	9	6	2	15
Over 2 and under 3 weeks-----	1	1	-	-	2	-	( <sup>5</sup> )	-	-	4	4	-	1
3 weeks-----	15	15	-	29	11	52	11	11	6	12	9	10	25
Over 3 and under 4 weeks-----	1	1	-	-	-	-	1	2	-	-	-	-	-
4 weeks-----	55	53	61	44	70	21	63	55	54	47	77	81	57
Over 4 and under 5 weeks-----	1	2	( <sup>5</sup> )	-	-	-	1	( <sup>5</sup> )	( <sup>5</sup> )	-	-	4	-
5 weeks-----	15	14	38	16	9	3	16	22	39	30	3	3	1
Over 5 and under 6 weeks-----	2	3	-	-	-	-	1	2	-	-	-	-	-
6 weeks-----	3	4	-	( <sup>5</sup> )	-	-	2	4	-	2	-	-	-
Over 6 weeks-----	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	-	1	1	-	( <sup>5</sup> )	-	1	( <sup>5</sup> )

<sup>1</sup> 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.

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

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

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

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

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

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

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, Philadelphia, Pa.-N.J., November 1969)

Type of benefit and financing <sup>1</sup>	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below.....	99	99	99	100	95	99	99	99	99	99	100	100	99
Life insurance.....	97	99	98	99	89	95	98	99	99	96	93	99	89
Noncontributory plans.....	78	83	51	77	72	86	63	60	46	67	43	81	50
Accidental death and dismemberment insurance.....	64	63	87	74	50	87	59	69	91	59	33	40	63
Noncontributory plans.....	54	57	40	63	41	79	36	47	36	49	16	21	47
Sickness and accident insurance or sick leave or both <sup>5</sup> .....	91	95	84	99	89	65	85	90	96	75	99	81	50
Sickness and accident insurance.....	77	89	49	79	52	62	53	73	33	53	33	43	30
Noncontributory plans.....	66	76	33	67	46	58	35	53	15	42	25	23	18
Sick leave (full pay and no waiting period).....	17	10	28	40	29	21	63	67	85	53	27	71	43
Sick leave (partial pay or waiting period).....	11	5	31	9	28	6	7	2	6	1	57	1	2
Hospitalization insurance.....	96	99	99	99	87	82	94	99	99	92	91	89	92
Noncontributory plans.....	83	89	64	85	71	73	60	80	59	72	43	36	53
Surgical insurance.....	96	99	99	97	87	80	93	99	99	91	91	88	76
Noncontributory plans.....	82	89	64	82	71	70	59	79	59	71	43	35	37
Medical insurance.....	88	93	96	80	73	79	86	93	99	83	56	85	76
Noncontributory plans.....	77	83	58	69	68	73	55	74	56	63	43	35	37
Major medical insurance.....	46	45	84	61	26	34	80	77	99	81	62	82	82
Noncontributory plans.....	35	37	71	49	10	30	47	56	82	59	9	34	31
Retirement pension.....	87	91	84	86	81	62	86	91	65	83	90	90	70
Noncontributory plans.....	75	78	80	81	65	59	69	65	63	74	48	82	68

<sup>1</sup> 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.

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

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

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

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

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

(Percent distribution of plant and office workers in all industries and in industry divisions by method of wage determination<sup>1</sup> and frequency of wage payment, Philadelphia, Pa.—N.J., November 1969)

Item	Plant workers						Office workers						
	All industries <sup>2</sup>	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Public utilities <sup>3</sup>	Wholesale trade	Retail trade	Finance <sup>4</sup>	Services
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of wage determination<sup>1</sup></u>													
Paid time rates.....	84	78	100	99	92	92	99	99	100	100	96	100	100
Formal rate policy.....	77	77	99	70	73	67	72	72	87	60	76	74	39
Single rate.....	42	44	41	53	22	53	2	3	2	3	1	-	10
Range of rates.....	36	32	58	17	51	14	69	69	85	57	75	74	29
Progression based on automatic advancement according to length of service.....	14	12	37	12	16	1	12	17	34	6	10	2	( <sup>5</sup> )
Progression based on merit review.....	11	11	15	4	15	7	42	43	25	46	19	63	5
Progression based on a combination of length of service and merit review.....	10	10	5	( <sup>5</sup> )	19	6	15	10	26	6	46	10	24
No formal rate policy.....	7	1	1	29	28	25	28	27	13	40	19	26	61
Paid by incentive methods.....	16	22	-	( <sup>5</sup> )	8	8	( <sup>5</sup> )	-	-	-	4	-	-
Piece rate.....	10	14	-	( <sup>5</sup> )	( <sup>5</sup> )	8	-	-	-	-	-	-	-
Individual.....	9	13	-	( <sup>5</sup> )	( <sup>5</sup> )	7	-	-	-	-	-	-	-
Group.....	1	1	-	-	-	1	-	-	-	-	-	-	-
Production bonus.....	5	8	-	-	1	-	-	-	-	-	-	-	-
Individual.....	2	4	-	-	1	-	-	-	-	-	-	-	-
Group.....	3	4	-	-	-	-	-	-	-	-	-	-	-
Commission.....	1	-	-	-	6	( <sup>5</sup> )	-	-	-	-	-	-	-
Method of determining incentive pay of office workers not presented													
<u>Frequency of wage payment</u>													
Weekly.....	92	93	81	80	99	91	50	64	71	37	99	12	48
Biweekly.....	7	7	17	20	-	9	37	22	27	39	( <sup>5</sup> )	71	47
Semimonthly.....	( <sup>5</sup> )	-	2	-	( <sup>5</sup> )	( <sup>5</sup> )	9	12	2	9	-	12	3
Monthly.....	-	-	-	-	-	-	3	1	-	15	-	3	2
Other frequency.....	-	-	-	-	-	-	1	2	-	-	-	1	-

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

## Appendix. Occupational Descriptions

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

### OFFICE

#### BILLER, MACHINE

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

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

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

#### BOOKKEEPING-MACHINE OPERATOR

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

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

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

#### CLERK, ACCOUNTING

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

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

#### CLERK, FILE

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

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

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

#### CLERK, ORDER

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

#### CLERK, PAYROLL

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

#### COMPTOMETER OPERATOR

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

#### KEYPUNCH OPERATOR

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

## KEYPUNCH OPERATOR—Continued

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

## OFFICE BOY OR GIRL

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

## SECRETARY

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

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

Exclusions

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

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

Class A

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

Class B

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

## SECRETARY—Continued

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

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

Class C

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

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

Class D

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

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

## STENOGRAPHER, GENERAL

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

## STENOGRAPHER, SENIOR

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

OR

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

## SWITCHBOARD OPERATOR

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

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

## SWITCHBOARD OPERATOR-RECEPTIONIST

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

## TABULATING-MACHINE OPERATOR

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

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

PROFESSIONAL AND TECHNICAL

## 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,

## 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

## 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 alinement 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—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;

**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.

## 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.

## 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)

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## Area Wage Surveys

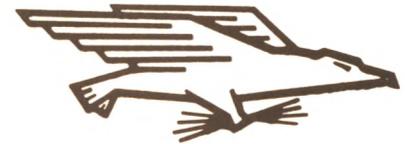
A list of the latest available bulletins is presented below. A directory of area wage studies including more limited studies conducted at the request of the Wage and Hour and Public Contracts Divisions of the Department of Labor is available on request. Bulletins may be purchased from the Superintendent 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 <sup>1</sup> -----	1625-89, 35 cents	Muskegon-Muskegon Heights, Mich., May 1969-----	1625-80, 30 cents
Albany-Schenectady-Troy, N.Y., Mar. 1969 <sup>1</sup> -----	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. 1970 <sup>1</sup> -----	1660-40, 35 cents
Allentown-Bethlehem-Easton, Pa.-N.J., May 1969-----	1625-86, 30 cents	New Orleans, La., Jan. 1970-----	1660-42, 30 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 <sup>1</sup> -----	1625-75, 35 cents	Oklahoma City, Okla., July 1969 <sup>1</sup> -----	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 <sup>1</sup> -----	1625-65, 35 cents	Paterson-Clifton-Passaic, N.J., May 1969-----	1625-87, 35 cents
Boise City, Idaho, Nov. 1969-----	1660-34, 25 cents	Philadelphia, Pa.-N.J., Nov. 1969 <sup>1</sup> -----	1660-48, 60 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 <sup>1</sup> -----	1625-54, 35 cents	Portland, Maine, Nov. 1969 <sup>1</sup> -----	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 <sup>1</sup> -----	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 <sup>1</sup> -----	1625-82, 65 cents	Rochester, N.Y. (office occupations only), July 1969-----	1660-4, 30 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1969 <sup>1</sup> -----	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 <sup>1</sup> -----	1625-64, 50 cents
Columbus, Ohio, Oct. 1969-----	1660-27, 30 cents	Salt Lake City, Utah, Nov. 1969 <sup>1</sup> -----	1660-30, 35 cents
Dallas, Tex., Oct. 1969-----	1660-23, 35 cents	San Antonio, Tex., June 1969 <sup>1</sup> -----	1625-85, 35 cents
Davenport-Rock Island-Moline, Iowa-Ill., Oct. 1969 <sup>1</sup> -----	1660-20, 35 cents	San Bernardino-Riverside-Ontario, Calif., Dec. 1969-----	1660-43, 30 cents
Dayton, Ohio, Dec. 1969-----	1660-37, 30 cents	San Diego, Calif., Nov. 1969 <sup>1</sup> -----	1660-36, 35 cents
Denver, Colo., Dec. 1969 <sup>1</sup> -----	1660-41, 40 cents	San Francisco-Oakland, Calif., Oct. 1969 <sup>1</sup> -----	1660-33, 50 cents
Des Moines, Iowa, Mar. 1969-----	1625-62, 30 cents	San Jose, Calif., Sept. 1969 <sup>1</sup> -----	1660-24, 35 cents
Detroit, Mich., Jan. 1969 <sup>1</sup> -----	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 <sup>1</sup> -----	1625-43, 35 cents
Greenville, S.C., May 1969 <sup>1</sup> -----	1625-70, 35 cents	Sioux Falls, S. Dak., Sept. 1969-----	1660-14, 25 cents
Houston, Tex., May 1969 <sup>1</sup> -----	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., Jan. 1970-----	1660-39, 30 cents	Syracuse, N.Y., July 1969-----	1660-13, 30 cents
Jacksonville, Fla., Dec. 1969-----	1660-35, 30 cents	Tampa-St. Petersburg, Fla., Aug. 1969 <sup>1</sup> -----	1660-7, 35 cents
Kansas City, Mo.-Kans., Sept. 1969-----	1660-10, 35 cents	Toledo, Ohio-Mich., Feb. 1969 <sup>1</sup> -----	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 <sup>1</sup> -----	1625-78, 50 cents	Washington, D.C.-Md.-Va., Sept. 1969 <sup>1</sup> -----	1660-19, 50 cents
Louisville, Ky.-Ind., Nov. 1969 <sup>1</sup> -----	1660-28, 40 cents	Waterbury, Conn., Mar. 1969-----	1625-50, 30 cents
Lubbock, Tex., Mar. 1969-----	1625-53, 30 cents	Waterloo, Iowa, Jan. 1970-----	1660-45, 30 cents
Manchester, N.H., July 1969-----	1660-3, 30 cents	Wichita, Kans., Dec. 1968-----	1625-41, 30 cents
Memphis, Tenn.-Ark., Nov. 1969 <sup>1</sup> -----	1660-31, 40 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., Jan. 1970 <sup>1</sup> -----	1660-44, 35 cents	Youngstown-Warren, Ohio, Nov. 1969 <sup>1</sup> -----	1660-38, 35 cents
Milwaukee, Wis., Apr. 1969-----	1625-66, 35 cents		
Minneapolis-St. Paul, Minn., Jan. 1969-----	1625-47, 35 cents		

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

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