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Industry  
Wage Survey

**Auto Dealer Repair Shops  
August 1969**

**Bulletin 1689**

U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics  
1971

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**U.S. DEPARTMENT OF LABOR  
J. D. Hodgson, Secretary**

**BUREAU OF LABOR STATISTICS  
Geoffrey H. Moore, Commissioner**

1971



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## Preface

This bulletin summarizes the results of an August 1969 survey of wages and related benefits in auto dealer repair shops, conducted by the Bureau of Labor Statistics, in 35 metropolitan areas.

Separate releases, providing information on occupational earnings, were issued earlier for each area. Copies of these may be obtained from the Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis was prepared by Michael J. Tighe in the Division of Occupational Wage Structures. Field work for the survey was directed by the Assistant Regional Directors for Operations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's regional offices, are listed at the end of this bulletin.





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## Auto Dealer Repair Shops, August 1969

### Summary

Average straight-time hourly earnings of journey-men automotive mechanics in auto dealer repair shops ranged from \$3.62 in Providence to \$6.13 in Detroit in August 1969, among 35 areas surveyed by the Bureau of Labor Statistics.<sup>1</sup> The corresponding range for body repairmen, usually highest paid of the eight occupations studied, was \$3.83 to \$7.67. Lubrication men and new-car get-ready men usually had the lowest average earnings among the selected jobs.

Occupational earnings levels were generally highest in Detroit and lowest in Providence. The interarea spread in average earnings, however, varied by occupation. Individual earnings of workers also varied considerably within the same job and area. This dispersion of earnings largely reflects the use of incentive wage plans, usually flat-rate percent plans under which workers receive a stipulated percentage of the labor cost charged to the customer.

Paid holidays and paid vacations were provided a large majority of the workers in nearly all areas. Provisions for life, hospitalization, surgical, and medical insurance were also widespread in the industry. Retirement pension benefits, in addition to social security, applied to a majority of the workers in 12 areas.

### Industry characteristics

**Employment.** About 223,000 workers were employed in 4,209 retail auto dealer establishments<sup>2</sup> covered by the 35-area survey in August 1969. Establishments having 20-49 workers accounted for approximately two-fifths of the employment; those having 50-99 workers, for nearly half; and larger establishments, for over one-sixth. Individual area employment levels ranged from less than 1,000 in Bridgeport, Conn., to nearly 29,000 in Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove. Other areas in which employment levels exceeded 10,000 were Chicago, Detroit, New

York, Philadelphia, San Francisco-Oakland, and Washington, D.C. A majority of the employees in each of the 35 areas were production workers, i.e., working foremen and nonsupervisory workers in all departments except the office and auto sales departments.

**Occupational staffing.** Executive, supervisory, and office personnel made up 25 percent of the work force in the 35 areas combined; auto salesmen, 19 percent; and production workers, 56 percent. Among production occupations, journeymen automotive mechanics were numerically most important, accounting for slightly more than one-eighth of the total work force. (See table 1.) Other occupations for which separate wage information was developed (automotive service mechanics, body repairmen, lubrication men, new-car get-ready men, painters, parts men, and service salesmen) together constituted nearly a fourth of the total employment.

Apprentice automotive mechanics and other apprentices in formally established programs registered with Federal or State Governments accounted for less than 1 percent of the employment in the 35 areas combined. Apprentice automobile mechanics were employed by some establishments in all but six areas (Birmingham, Cincinnati, Houston, Memphis, New Orleans, and New York). As indicated below, however, these establishments accounted for fewer than one-half of the production workers in all areas, except Minneapolis-St. Paul, San Francisco-Oakland, and Seattle-Everett.

*Percent of production workers in establishments employing apprentice automotive mechanics*

Minneapolis-St. Paul, San Francisco-Oakland . . . . .	70-79
Seattle-Everett . . . . .	50-59
St. Louis . . . . .	40-49
Chicago, Milwaukee, Portland . . . . .	30-39
Buffalo, Denver, Kansas City, Washington, D.C. . . . .	20-29
Bridgeport, Dallas, Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove . . . . .	10-19
Atlanta, Baltimore, Boston, Cleveland, Detroit, Indianapolis, Jacksonville, Louisville, Miami, Newark and Jersey City, Philadelphia, Pittsburgh, Providence-Pawtucket-Warwick, Richmond, Tampa-St. Petersburg . . . . .	Less than 10

<sup>1</sup>See appendix A for scope and method of study and definition of areas. Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup>An establishment for purposes of this study was defined as all outlets of a company in an area.

Occupational staffing patterns differed somewhat by establishment employment size. Executives, officials, and supervisors, for example, accounted for 17 percent of the employment in establishments with 20-49 workers, compared with 13 percent in those with 50-99 workers and 11 percent in larger establishments. Office clerical employees and production workers, on the other hand, were relatively more important in establishments which had 100 workers or more than in small establishments.

**Unionization.** Establishments which had collective bargaining agreements covering a majority of their production workers employed three-tenths of the production work force in the 35 areas combined. As shown in the tabulation below, the proportion of workers in such establishments varied substantially by area.

	<i>Percent of production workers in union establishments</i>
San Francisco-Oakland, St. Louis . . . .	95+
Chicago, Minneapolis-St. Paul, Seattle-Everett . . . . .	80-84
Kansas City . . . . .	75-79
New York . . . . .	65-69
Cleveland . . . . .	50-54
Buffalo . . . . .	40-44
Newark and Jersey City, Philadelphia . .	30-34
Bridgeport . . . . .	25-29
Portland . . . . .	20-24
Pittsburgh . . . . .	15-19
Cincinnati, Detroit . . . . .	10-14
Boston . . . . .	5-9
Atlanta, <sup>1</sup> Baltimore, <sup>1</sup> Birmingham, <sup>1</sup> Dallas, <sup>1</sup> Denver, <sup>1</sup> Houston, Indianapolis, <sup>1</sup> Jacksonville, <sup>1</sup> Los Angeles-Long Beach and Anaheim- Santa Ana-Garden Grove, Louisville, <sup>1</sup> Memphis, <sup>1</sup> Miami, <sup>1</sup> Milwaukee, <sup>1</sup> New Orleans, <sup>1</sup> Providence-Pawtucket- Warwick, <sup>1</sup> Richmond, <sup>1</sup> Tampa-St. Petersburg, <sup>1</sup> Washington . . . . .	Less than 5

<sup>1</sup>None of the establishments visited had collective bargaining agreements.

Major unions in the industry were the International Association of Machinists and Aerospace Workers (AFL-CIO) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (IND). In a number of instances (particularly in Chicago, Kansas City, St. Louis, San Francisco-Oakland, and Seattle-Everett), the two unions had bargaining agreements with the same establishment.

Establishments typically united to negotiate bargaining agreements with local unions in the six areas in which at least three-fourths of the workers were in union establishments. This approach was most also prevalent among union establishments in Cleveland and Portland. In all other areas having union estab-

lishments, independent (single-firm) bargaining was the usual practice.

**Method of wage payment.** About two-thirds of the production workers in the 35 areas combined were paid on an incentive basis, usually under flat-rate percent plans in which the workers receive a stipulated percentage (mostly 45 or 50 percent) of the labor cost charged to the customer. (See tables 12 and 13.) In Cleveland, Kansas City, Newark and Jersey City, and St. Louis, incentive workers were most commonly paid on a flat-rate hours basis. Pay under these plans is computed by multiplying the number of flat-rate hours determined for each task by an established hourly rate. Incentive wage systems (mostly flat-rate percent plans) applied to a majority of the body repairmen, journeymen and service automotive mechanics, and painters. Most service salesmen were also paid on an incentive basis, typically under systems other than flat rate, e.g., commission.

Proportions of production workers paid on a time-rate basis ranged from one-tenth in Jacksonville to over nine-tenths in San Francisco-Oakland and Seattle-Everett. Bridgeport and Providence-Pawtucket-Warwick were the only other areas in which a majority of the workers were paid time rates. Jobs which were typically time-rate included lubrication men, new-car get-ready men, and parts men.

## Occupational earnings

The eight occupations studied separately were selected to represent the various activities performed by production workers in auto dealer repair shops.<sup>3</sup> The jobs accounted for nearly two-thirds of the 125,000 production workers in the 35 areas combined.

Average straight-time hourly earnings of journeymen automotive mechanics, numerically the largest of the eight jobs studied, ranged from \$3.62 in Providence-Pawtucket-Warwick to \$6.13 in Detroit. (See table 2.) Their averages were \$5 or more an hour in seven other areas and from \$4.50 to \$5 in 16 areas.

Body repairmen, usually highest paid among the jobs studied, had averages ranging from \$3.83 in Providence to \$7.67 an hour in Detroit. They also averaged over \$6 an hour in Washington, D.C. (\$6.07), Cleveland (\$6.13), and Chicago (\$6.14). Lowest averages were usually recorded for lubrication men and new-car get-ready men. Their ranges in average earnings among the 35 areas were \$2.12-\$4.81 for lubrication men and \$2.24-\$4.42 for new-car get-ready men.

<sup>3</sup>Wage data in this report are limited to men, who constitute virtually all production workers in the survey.



As indicated in the tabulation below, earnings levels were generally highest in Detroit and lowest in Providence. The interarea spread in average earnings, however, varied considerably by occupation. To illustrate, lubrication men in Detroit averaged 127 percent more than their counterparts in Providence whereas the spread was 100 percent for body repairmen and 69 percent for journeymen mechanics.

	<i>Relative pay level<sup>1</sup> (Detroit = 100)</i>
Los Angeles-Long Beach and Anaheim- Santa Ana-Garden Grove . . . . .	95+
Chicago . . . . .	90-94
Cleveland, Houston, San Francisco- Oakland . . . . .	85-89
Atlanta, Dallas, Miami, Minneapolis- St. Paul, St. Louis . . . . .	80-84
Boston, Denver, Indianapolis, Kansas City, Milwaukee, New York, Newark and Jersey City, Portland, Washington	75-79
Baltimore, Birmingham, Bridgeport, Buffalo, Cincinnati, Jacksonville, Louisville, Memphis, New Orleans, Philadelphia, Seattle-Everett, Tampa-St. Petersburg . . . . .	70-74
Pittsburgh . . . . .	65-69
Richmond . . . . .	60-64
Providence-Pawtucket-Warwick . . . . .	55-59

<sup>1</sup>The pay index in this tabulation was based on six jobs common to all areas (body repairmen, lubrication men, journeymen automotive mechanics, new-car get-ready men, parts men, and service salesmen). To minimize interarea differences in occupational composition, weights expressing constant employment relationships based on total employment in the respective jobs in all 35 areas were used. Aggregates were computed for each area by multiplying the average straight-time hourly earnings for the jobs by these weights and totaling. The ratio of these aggregates formed the basis for the index.

Occupational earnings relationships also varied by area. In the New York metropolitan area, for example, body repairmen averaged 40 percent more than new-car get-ready men; corresponding differences were 65 percent in Chicago, 79 percent in Los Angeles, and 85 percent in Detroit.

Where comparisons were possible, workers paid on an incentive basis nearly always averaged more than those paid time rates in the same job and area. (See table 3.) The differences in average earnings, however, varied by area and among occupations within the same area. In Chicago, for example, journeymen mechanics paid on an incentive basis averaged 51 percent more than those paid time rates; the difference for body repairmen was 69 percent. Corresponding differences in the New York area amounted to 33 percent for journeymen mechanics and 39 percent for body repairmen.

Earnings of individuals varied substantially within the same job and area. (See tables 4-11.) This variation

was particularly true for occupations typically paid on an incentive basis. In all but two areas, earnings of the highest paid journeymen mechanics exceeded those of the lowest paid by more than \$4 an hour. Nearly all journeymen mechanics had earnings within comparatively narrow ranges in San Francisco (\$4.80-\$5.60) and Seattle (\$4-\$4.80). Almost all mechanics in the two areas were paid time rates.

The wide dispersion of individual earnings in the same occupation and area resulted in an overlap in earnings among jobs with substantially different averages. This overlap is illustrated in the tabulation below for journeymen mechanics and lubrication men in the New York area.

	<i>Mechanics, automotive, journeymen</i>	<i>Lubrication men</i>
Average hourly earnings . . . . .	\$4.89	\$2.97
Under \$2.60 . . . . .	40	128
\$2.60 - \$3.00 . . . . .	36	150
\$3.00 - \$3.40 . . . . .	133	106
\$3.40 - \$3.80 . . . . .	260	36
\$3.80 - \$5.00 . . . . .	1,061	22
\$5.00 and over . . . . .	952	8
Total workers . . . . .	2,482	450

### Establishment practices and supplementary wage provisions

Information was also obtained for production workers on weekly work schedules, overtime pay practices, and selected supplementary wage benefits, including paid holidays and paid vacations, and health, insurance, and retirement plans.

*Scheduled weekly hours and overtime pay.* Weekly work schedules of 40 hours were in effect in establishments employing a majority of the production workers in 20 of the 35 areas. (See table 14.) Longer work schedules, usually ranging from over 40 to less than 48 hours, were predominant in the remaining areas.

Formal provisions for premium pay for weekly overtime work, nearly always time and one-half regular rates after 40 hours, were in effect in establishments accounting for a large majority of the time-rated workers in all areas. (See table 15.) Weekly overtime provisions were less prevalent for flat-rate than for time-rated workers; such provisions applied to a majority of the flat-rate workers in only six areas—Bridgeport, Cleveland, Kansas City, Minneapolis-St. Paul, and St. Louis. Daily overtime provisions, mostly time and one-half after 8 hours, applied to a majority of the time-rated workers in 12 areas and to a majority of flat-rate workers in four areas.

*Paid holidays.* Paid holidays were provided by establishments employing a large majority of the time-rate and flat-rate workers in nearly all areas. (See table 16.) Paid holiday provisions varied considerably among and, in many instances, within areas. Provisions for 5 paid holidays a year were most frequently reported for time-rate workers in southern areas whereas provisions for 6 days or more were most common in areas outside the South. In a number of instances, particularly among southern areas, flat-rate workers were granted holiday pay which was substantially less than their usual pay or their guaranteed minimum.

*Paid vacations.* Paid vacations, after qualifying periods of service, were provided to all or a large majority of the production workers in all areas. (See table 17.) Vacation provisions varied substantially among the areas. Typical provisions were at least 1 week of vacation pay after 1 year of service, and 2 weeks or more after 3 years. Provisions for 3 weeks of paid vacation were usually less prevalent among southern cities than in other areas.

*Health, insurance, and retirement plans.* A large majority of the production workers in nearly all areas

were in establishments providing various health and insurance benefits, usually financed jointly by the employer and employees. (See table 18.) Benefits most frequently provided were life, hospitalization, surgical, medical, and catastrophe (major medical) insurance benefits. The proportions of workers in establishments providing these benefits varied by area. A majority of the workers in 12 areas were provided retirement pension benefits in addition to Federal social security.

*Other selected benefits.* Formal provisions for furnishing and cleaning work clothing, or for paying at least part of the cost of these benefits, were reported by establishments employing most of the production workers in nearly all areas. (See table 19.) Most commonly, employers furnished and cleaned work clothing, or paid part of the cost of furnishing and cleaning. Provisions for employer-paid insurance on tools that workers were required to bring to the job were more prevalent in Cleveland, Kansas City, Minneapolis-St. Paul, San Francisco-Oakland, and Seattle-Everett than in other areas. Separation pay for workers permanently separated from their job for reasons other than retirement or cause was provided by some establishments in 15 areas.



**Table 1. Occupational staffing pattern**

(Percent distribution of workers in auto dealer repair shops by occupational group and size of establishment, 35 selected areas combined, August 1969)

Occupational group	All establishments	Establishments with -		
		20-49 workers	50-99 workers	100 workers or more
All workers.....	100.0	100.0	100.0	100.0
Executives, officials, and nonworking supervisors.....	14.2	17.2	13.0	10.8
Nonsupervisory office employees.....	11.3	10.3	11.6	12.7
Salesmen, auto (new and/or used cars).....	18.5	18.3	18.6	18.3
All production workers.....	56.0	54.1	56.7	58.2
Working foremen.....	1.4	1.6	1.3	1.1
Body repairmen.....	5.5	5.3	5.9	4.9
Lubrication men.....	1.8	2.4	1.6	1.1
Mechanics, automotive, journeymen.....	13.6	15.0	13.1	11.7
Mechanics, automotive, service.....	2.8	2.6	2.9	2.9
New-car get-ready men.....	2.6	3.0	2.5	2.3
Painters.....	1.3	.8	1.6	1.8
Parts men.....	4.7	4.2	4.9	5.1
Service salesmen.....	3.5	3.3	3.7	3.2
Car preparation workers, except new-car get-ready men..	1.9	1.7	1.9	2.2
Polishers.....	1.2	1.2	1.2	1.4
Pickup and delivery men.....	1.6	1.3	1.7	1.8
Laborers (including car jockies, lot attendants, and utility men).....	4.4	3.7	4.4	6.1
Helpers and learners.....	1.9	1.7	2.1	2.1
Apprentices, auto mechanic <sup>14</sup> .....	.6	.6	.6	.6
Apprentices, other than auto mechanic <sup>14</sup> .....	.2	.2	.2	.1
Janitors and porters.....	2.2	2.1	2.1	2.4
Watchmen and guards.....	.2	.1	.2	.3
All other production and related workers.....	4.7	3.5	4.8	7.1

<sup>14</sup>Apprenticed under formally established programs registered with State or Federal Government.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 2. Occupational averages: All shops**

(Number and average straight-time hourly earnings <sup>1</sup>/of men in selected occupations in auto dealer repair shops, 35 selected areas, August 1969)

Area	Body repairmen		Lubrication men		Mechanics, automotive, journeymen		Mechanics, automotive, service		New-car get-ready men		Painters		Parts men		Service salesmen	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>NORTHEAST</b>																
Boston.....	480	\$4.75	171	\$2.74	1,223	\$4.83	212	\$3.29	201	\$3.48	54	\$3.96	425	\$3.20	237	\$3.91
Bridgeport.....	27	4.74	14	3.62	122	4.45	73	3.56	20	2.93	15	4.72	28	3.05	15	3.89
Buffalo.....	220	4.95	109	3.07	440	4.25	156	3.48	121	3.13	84	4.89	194	2.92	116	3.74
Newark and Jersey City.....	321	4.67	114	2.89	695	4.81	185	3.02	173	3.08	29	3.74	263	3.07	169	3.95
New York.....	507	4.46	450	2.97	2,482	4.89	818	3.38	610	3.19	105	3.73	793	3.20	708	4.24
Philadelphia.....	390	4.64	194	2.31	1,440	4.60	548	3.82	544	2.79	129	4.24	575	3.17	376	3.88
Pittsburgh.....	576	4.54	95	2.35	1,113	4.18	43	2.86	168	3.23	-	-	309	2.84	176	4.01
Providence-Pawtucket-Warwick.....	108	3.83	55	2.12	361	3.62	60	2.69	67	2.58	12	3.45	113	2.52	27	3.22
<b>SOUTH</b>																
Atlanta.....	287	5.70	90	4.12	420	4.55	384	4.91	143	3.29	79	5.54	233	3.44	190	4.47
Baltimore.....	312	5.43	58	2.16	785	4.13	159	3.74	120	2.93	94	4.56	251	2.95	187	3.72
Birmingham.....	149	4.88	44	2.99	253	4.50	111	3.20	87	2.35	33	3.48	97	2.78	55	3.43
Dallas.....	266	5.64	60	3.16	612	5.00	120	4.20	110	3.46	58	4.85	240	3.53	155	4.52
Houston.....	406	5.94	52	3.80	898	5.27	136	4.24	205	2.93	104	5.46	357	3.97	223	4.34
Jacksonville.....	83	4.44	19	3.73	181	4.21	75	3.87	26	3.08	35	4.54	93	2.90	73	3.68
Louisville.....	209	4.80	43	3.25	342	4.43	58	3.62	62	3.30	33	5.37	152	3.16	94	4.08
Memphis.....	98	4.47	32	2.64	303	4.59	63	3.05	68	2.71	47	3.79	111	2.69	81	3.42
Miami.....	192	5.69	46	3.29	426	4.66	187	5.41	94	3.19	63	5.05	158	3.26	143	4.98
New Orleans.....	210	4.87	36	3.14	346	4.31	56	3.41	97	2.67	64	4.52	122	3.08	106	3.73
Richmond.....	118	4.86	30	2.18	310	3.95	48	2.51	67	2.38	28	5.31	106	2.48	53	3.06
Tampa-St. Petersburg.....	191	4.78	81	2.70	395	4.59	180	3.17	114	2.24	74	4.18	156	2.55	92	3.51
Washington.....	501	6.07	105	2.93	1,564	4.98	202	4.03	373	2.68	187	6.25	571	2.86	338	3.90
<b>NORTH CENTRAL</b>																
Chicago.....	1,184	6.14	301	3.74	2,322	5.59	132	4.22	309	3.71	173	6.07	693	3.83	583	4.69
Cincinnati.....	224	5.05	72	2.26	535	4.41	18	3.17	59	2.80	37	4.90	144	2.74	84	3.32
Cleveland.....	414	6.13	115	2.61	699	5.46	133	4.36	181	3.25	53	6.72	249	3.16	160	3.86
Detroit.....	844	7.67	255	4.81	980	6.13	1,067	5.04	272	4.15	356	7.60	613	3.37	517	4.52
Indianapolis.....	268	5.33	42	3.00	558	4.74	-	-	91	3.19	42	6.50	252	3.38	142	4.36
Kansas City.....	286	5.09	80	4.19	551	4.55	38	3.65	159	3.49	48	5.32	186	3.09	134	4.70
Milwaukee.....	243	5.48	86	3.06	458	4.68	103	3.88	96	3.75	38	6.68	158	2.97	144	3.65
Minneapolis-St. Paul.....	444	5.76	92	3.54	1,072	5.00	80	3.65	120	3.89	109	6.47	320	3.44	197	4.21
St. Louis.....	409	5.39	145	3.50	1,078	4.77	22	3.67	121	3.78	29	6.73	328	3.68	287	4.33
<b>WEST</b>																
Denver.....	236	5.31	50	3.76	455	4.54	130	4.02	112	3.27	71	5.35	156	3.15	123	3.72
Los Angeles-Long Beach and Anaheim- Santa Ana-Garden Grove.....	1,129	5.95	431	4.23	3,295	5.96	479	4.20	567	3.32	359	5.96	950	4.02	987	5.59
Portland.....	206	4.92	74	2.78	492	4.82	91	3.02	118	2.92	51	5.28	169	3.52	127	4.06
San Francisco-Oakland.....	640	5.35	330	3.89	2,150	5.18	-	-	51	4.42	199	5.44	586	4.66	406	5.06
Seattle-Everett.....	204	4.59	130	3.26	908	4.13	-	-	80	3.60	71	4.79	203	3.88	167	4.31

<sup>1</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

**Table 3. Occupational averages: By method of wage payment**

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in auto dealer repair shops, 35 selected areas, August 1969)

Area	Body repairmen				Lubrication men				Mechanics, automotive, journeymen				Mechanics, automotive, service			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>NORTHEAST</b>																
Boston.....	223	\$3.80	257	\$5.57	122	\$2.48	49	\$3.39	317	\$3.70	906	\$5.23	125	\$2.86	87	\$3.91
Bridgeport.....	19	4.12	-	-	10	3.12	-	-	76	3.99	46	5.20	67	3.40	-	-
Buffalo.....	48	3.38	172	5.39	65	2.31	44	4.20	49	3.50	391	4.34	48	2.67	108	3.84
Newark and Jersey City.....	86	3.51	145	5.35	79	2.44	35	3.90	87	3.40	608	5.01	130	3.06	55	2.94
New York.....	215	3.65	292	5.07	354	2.80	96	3.60	478	3.87	2,004	5.13	510	3.27	308	3.57
Philadelphia.....	101	3.57	289	5.01	160	2.28	34	2.49	95	3.51	1,345	4.68	237	2.79	311	4.59
Pittsburgh.....	144	3.19	432	5.00	89	2.35	-	-	337	3.16	776	4.62	38	2.89	-	-
Providence-Pawtucket-Warwick.....	59	3.53	49	4.18	52	2.10	-	-	135	2.91	226	4.04	35	2.28	25	3.27
<b>SOUTH</b>																
Atlanta.....	-	-	269	5.85	39	2.56	51	5.31	-	-	417	4.56	7	3.46	377	4.93
Baltimore.....	-	-	306	5.47	44	1.99	14	2.69	45	2.71	740	4.22	30	2.71	129	3.99
Birmingham.....	-	-	134	5.07	-	-	35	3.29	-	-	253	4.50	-	-	111	3.20
Dallas.....	-	-	255	5.75	31	2.03	29	4.37	-	-	585	5.08	52	3.06	68	5.07
Houston.....	-	-	403	5.95	18	1.60	34	4.96	12	4.56	846	5.28	14	1.90	122	4.51
Jacksonville.....	-	-	82	4.46	-	-	19	3.73	-	-	174	4.27	-	-	70	3.96
Louisville.....	-	-	207	4.82	8	1.77	35	3.58	7	3.06	335	4.46	-	-	58	3.62
Memphis.....	-	-	93	4.58	17	1.69	15	3.71	-	-	303	4.59	-	-	61	3.03
Miami.....	-	-	190	5.71	10	2.33	36	3.55	-	-	422	4.88	35	3.26	152	5.91
New Orleans.....	20	3.84	190	4.98	11	2.17	25	3.57	-	-	342	4.32	17	2.68	39	3.73
Richmond.....	-	-	116	4.90	20	1.74	10	3.07	-	-	308	3.95	44	2.39	-	-
Tampa-St. Petersburg.....	-	-	187	4.84	32	1.87	49	3.24	-	-	384	4.65	19	2.27	161	3.27
Washington.....	-	-	493	6.09	73	2.48	32	3.93	66	4.10	1,498	5.02	46	3.63	156	4.14
<b>NORTH CENTRAL</b>																
Chicago.....	60	3.72	1,124	6.27	156	2.98	145	4.56	110	3.77	2,212	5.68	26	3.60	106	4.37
Cincinnati.....	-	-	219	5.09	70	2.23	-	-	40	3.25	495	4.51	-	-	14	3.43
Cleveland.....	17	4.34	397	6.21	102	2.50	13	3.50	9	3.89	690	5.48	43	3.65	90	4.71
Detroit.....	-	-	796	7.78	52	2.37	203	5.44	-	-	967	6.17	-	-	950	5.22
Indianapolis.....	-	-	268	5.33	28	2.68	14	3.62	-	-	546	4.79	-	-	-	-
Kansas City.....	-	-	281	5.10	12	2.22	68	4.54	-	-	551	4.55	-	-	36	3.71
Milwaukee.....	-	-	226	5.67	50	2.51	36	3.82	73	3.42	385	4.92	39	2.87	64	4.49
Minneapolis-St. Paul.....	22	3.64	422	5.87	46	2.77	46	4.31	161	3.67	911	5.24	60	3.35	20	4.55
St. Louis.....	79	3.93	330	5.74	111	3.25	34	4.30	214	3.86	864	5.00	22	3.67	-	-
<b>WEST</b>																
Denver.....	-	-	230	5.38	-	-	43	4.06	37	3.45	418	4.63	-	-	121	4.09
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove....	-	-	1,129	5.95	107	2.34	324	4.85	-	-	3,218	6.01	-	-	465	4.25
Portland.....	-	-	172	5.07	47	2.58	27	3.13	96	4.15	396	4.99	51	2.92	40	3.14
San Francisco-Oakland.....	640	5.35	-	-	330	3.89	-	-	2,150	5.18	-	-	-	-	-	-
Seattle-Everett.....	198	4.48	-	-	130	3.26	-	-	841	4.11	-	-	-	-	-	-

See footnote at end of table.



**Table 3. Occupational averages: By method of wage payment—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in auto dealer repair shops, 35 selected areas, August 1969)

Area	New-car get-ready men				Painters				Parts men				Service salesmen			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>NORTHEAST</b>																
Boston.....	130	\$3.15	71	\$4.07	32	\$3.43	22	\$4.74	310	\$3.00	115	\$3.72	118	\$3.45	119	\$4.36
Bridgeport.....	14	2.83	-	-	-	-	-	-	24	2.79	-	-	11	3.36	-	-
Buffalo.....	56	2.47	65	3.70	-	-	74	5.01	110	2.69	84	3.23	46	3.16	70	4.11
Hewark and Jersey City.....	127	2.99	46	3.33	25	3.25	-	-	162	2.64	101	3.78	75	3.68	94	4.16
New York.....	492	2.91	118	4.36	62	3.07	43	4.69	492	2.84	301	3.80	147	3.86	561	4.34
Philadelphia.....	423	2.68	121	3.19	40	3.21	89	4.71	291	2.79	284	3.55	134	3.61	242	4.02
Pittsburgh.....	122	2.83	46	4.28	-	-	-	-	217	2.54	92	3.56	73	3.35	103	4.47
Providence-Pawtucket-Warwick.....	61	2.54	-	-	11	3.45	-	-	93	2.43	20	2.94	-	-	15	3.55
<b>SOUTH</b>																
Atlanta.....	97	2.86	46	4.18	12	4.73	67	5.69	96	2.60	137	4.03	-	-	175	4.52
Baltimore.....	73	2.60	47	3.45	-	-	80	4.76	148	2.68	103	3.32	71	3.24	116	4.01
Birmingham.....	81	2.37	-	-	21	2.51	12	5.19	32	2.66	65	2.84	-	-	90	3.51
Dallas.....	64	3.08	46	3.98	8	3.56	50	5.05	125	2.97	115	4.15	22	3.36	133	4.71
Houston.....	134	2.49	71	3.77	-	-	99	5.56	85	2.56	272	4.41	24	2.94	199	4.51
Jacksonville.....	13	2.27	13	3.89	-	-	35	4.54	21	2.56	72	3.00	10	3.08	63	3.77
Louisville.....	30	2.87	32	3.70	-	-	33	5.37	91	2.76	61	3.77	40	3.40	54	4.58
Memphis.....	56	2.04	12	5.87	22	2.83	25	4.63	72	2.42	39	3.20	22	2.69	59	3.69
Miami.....	55	2.84	39	3.69	11	3.50	52	5.37	72	2.51	86	3.88	-	-	120	5.36
New Orleans.....	77	2.37	20	3.83	10	3.25	54	4.75	44	2.62	78	3.33	21	3.93	85	3.69
Richmond.....	57	2.29	10	2.90	-	-	28	5.31	54	2.22	52	2.74	20	2.77	33	3.23
Tampa-St. Petersburg.....	113	2.23	-	-	-	-	73	4.21	124	2.36	32	3.32	58	2.89	34	4.56
Washington.....	312	2.55	61	3.36	31	3.75	156	6.75	447	2.58	124	3.88	138	3.27	200	4.33
<b>NORTH CENTRAL</b>																
Chicago.....	195	3.05	114	4.85	50	3.92	123	6.95	496	3.43	197	4.84	193	4.09	390	4.99
Cincinnati.....	47	2.53	12	3.82	9	3.19	28	5.45	110	2.65	34	3.04	59	3.10	25	3.83
Cleveland.....	153	3.09	28	4.17	-	-	53	6.72	186	3.00	63	3.62	97	3.48	63	4.44
Detroit.....	102	3.30	170	4.65	-	-	332	7.83	432	3.15	181	3.89	251	3.70	266	5.30
Indianapolis.....	64	2.64	27	4.49	-	-	38	6.67	106	2.69	146	3.89	46	3.14	96	4.94
Kansas City.....	109	3.00	50	4.57	-	-	48	5.32	138	2.92	48	3.58	11	3.30	123	4.82
Milwaukee.....	50	3.00	46	4.57	-	-	38	6.68	117	2.65	41	3.89	78	3.21	66	4.17
Minneapolis-St. Paul.....	70	3.40	50	4.56	-	-	107	6.53	261	3.27	59	4.18	74	3.90	123	4.39
St. Louis.....	113	3.70	-	-	-	-	29	6.73	279	3.55	49	4.41	161	4.09	126	4.64
<b>WEST</b>																
Denver.....	58	2.72	54	3.85	-	-	69	5.41	49	2.85	107	3.28	12	2.63	111	3.84
Los Angeles-Long Beach and Anaheim.....	407	3.07	160	3.95	-	-	348	5.94	319	3.08	631	4.50	-	-	945	5.66
Santa Ana-Garden Grove.....	107	2.87	11	3.38	-	-	49	5.32	77	3.16	92	3.81	-	-	110	4.13
Portland.....	51	4.42	-	-	199	5.44	-	-	586	4.66	-	-	382	4.96	-	-
San Francisco-Oakland.....	80	3.60	-	-	65	4.51	-	-	183	3.87	-	-	153	4.22	-	-
Seattle-Everett.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

**Table 4. Earnings distribution: body repairmen**

(Distribution of men by straight-time hourly earnings<sup>1</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of--																									
			Under \$2.00	\$2.00 and under \$2.20	\$2.20 to \$2.40	\$2.40 to \$2.60	\$2.60 to \$2.80	\$2.80 to \$3.00	\$3.00 to \$3.20	\$3.20 to \$3.40	\$3.40 to \$3.60	\$3.60 to \$3.80	\$3.80 to \$4.00	\$4.00 to \$4.40	\$4.40 to \$4.80	\$4.80 to \$5.20	\$5.20 to \$5.60	\$5.60 to \$6.00	\$6.00 to \$6.40	\$6.40 to \$6.80	\$6.80 to \$7.20	\$7.20 to \$7.60	\$7.60 to \$8.00	\$8.00 to \$8.40	\$8.40 to \$8.80	\$8.80 to \$9.20	\$9.20 and over	
NORTHEAST																												
Boston.....	480	\$4.75	5	5	5	8	10	11	17	11	29	45	10	56	68	56	24	21	35	11	29	2	3	3	11	-	-	-
Bridgeport.....	27	4.74	-	-	-	-	-	-	-	3	1	1	-	7	7	-	2	2	1	-	3	-	-	-	-	-	-	-
Buffalo.....	220	4.95	-	-	4	4	6	13	18	11	-	9	8	43	8	16	20	19	7	2	6	4	2	-	-	-	-	20
Newark and Jersey City.....	231	4.67	-	-	-	6	14	-	17	12	7	16	9	41	25	10	22	12	14	-	9	-	9	4	-	2	2	
New York.....	507	4.46	-	4	-	8	8	36	23	32	28	28	36	138	32	20	31	24	4	19	6	-	-	4	-	26	-	
Philadelphia.....	390	4.64	-	4	-	12	18	18	30	8	38	13	27	49	14	35	7	37	17	21	16	8	-	12	-	-	6	
Pittsburgh.....	576	4.54	-	-	-	17	12	13	64	30	59	7	14	67	59	64	33	56	35	15	6	8	9	-	6	-	-	
Providence-Pawtucket-Warwick	108	3.83	-	-	-	-	6	4	8	24	13	14	6	13	6	2	3	5	2	2	-	-	-	-	-	-	-	
SOUTH																												
Atlanta.....	287	5.70	-	-	6	-	9	13	11	2	13	5	5	12	25	42	14	16	20	15	6	31	12	-	7	3	20	
Baltimore.....	312	5.43	-	-	-	3	2	1	10	10	15	16	13	35	32	28	23	10	27	24	7	18	6	18	6	3	5	
Birmingham.....	149	4.88	-	2	-	5	1	8	12	3	11	13	18	12	9	9	10	4	3	2	3	4	6	2	-	-	12	
Dallas.....	266	5.64	-	1	-	-	2	16	-	12	-	16	12	24	36	10	21	14	25	17	12	12	4	1	8	5	18	
Houston.....	406	5.94	-	-	4	4	7	2	11	10	2	6	7	23	48	30	46	33	41	28	25	11	27	10	-	2	29	
Jacksonville.....	83	4.44	-	2	-	-	5	1	12	-	3	2	6	15	7	6	7	8	2	4	-	3	-	-	-	-	-	
Louisville.....	209	4.80	-	-	-	-	4	6	8	10	13	19	8	19	20	28	22	23	8	4	8	1	2	-	4	-	2	
Memphis.....	98	4.47	2	4	-	5	-	-	-	3	5	13	1	16	6	12	10	7	2	4	4	2	-	-	-	-	-	
Miami.....	192	5.69	-	-	-	-	-	-	-	2	8	3	8	21	22	18	21	15	16	12	17	7	5	5	5	4	3	
New Orleans.....	210	4.87	-	-	6	3	4	-	7	1	15	13	4	25	26	33	24	12	9	11	1	5	8	1	-	1	1	
Richmond.....	118	4.86	-	-	-	2	-	2	5	2	6	7	3	13	22	22	9	7	3	5	4	2	-	2	2	-	-	
Tampa-St. Petersburg.....	191	4.78	3	1	1	-	3	-	6	9	15	16	10	26	19	10	19	12	12	15	6	4	4	-	-	-	-	
Washington.....	501	6.07	-	2	-	-	3	6	13	-	4	16	10	44	43	40	42	29	36	47	19	19	48	31	18	17	14	
NORTH CENTRAL																												
Chicago.....	1,184	6.14	-	-	-	-	-	-	10	58	41	68	40	84	94	70	110	51	52	64	48	100	92	21	24	66	91	
Cincinnati.....	224	5.05	-	-	1	4	1	4	14	5	16	16	12	8	29	30	10	21	4	10	12	7	10	7	1	-	2	
Cleveland.....	414	6.13	-	-	-	-	-	-	-	-	6	15	3	20	44	39	21	47	45	24	47	48	20	19	1	5	10	
Detroit.....	844	7.67	-	-	-	-	-	-	16	18	4	4	2	20	28	20	48	60	55	29	77	48	52	51	56	71	248	
Indianapolis.....	268	5.33	-	-	-	2	1	7	7	4	10	19	12	28	12	23	37	35	9	17	11	14	-	9	4	-	7	
Kansas City.....	286	5.09	-	-	-	2	-	5	5	25	12	19	3	41	29	34	22	33	17	11	4	2	7	1	-	4	10	
Milwaukee.....	243	5.48	-	-	-	9	5	2	12	6	6	4	12	20	26	11	20	26	17	9	17	14	6	4	-	6	11	
Minneapolis-St. Paul.....	444	5.76	-	-	-	-	-	-	-	1	36	14	7	36	33	43	58	36	58	27	25	25	7	8	9	3	18	
St. Louis.....	409	5.39	-	-	-	-	-	-	-	-	3	123	24	34	35	37	30	56	15	16	15	7	21	10	-	4	13	
WEST																												
Denver.....	236	5.31	-	2	-	1	2	1	2	2	13	6	11	26	30	29	29	15	19	14	9	13	2	2	5	-	3	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove..	1,129	5.95	-	-	-	-	-	-	7	35	-	25	13	103	102	96	160	101	83	120	46	52	40	55	36	23	32	
Portland.....	206	4.92	-	-	-	-	-	-	9	5	6	18	10	46	26	25	12	17	7	2	5	3	4	2	1	3	5	
San Francisco-Oakland.....	640	5.35	-	-	-	-	-	-	-	-	-	-	-	-	-	257	245	101	22	15	-	-	-	-	-	-	-	
Seattle-Everett.	204	4.59	-	-	-	-	-	-	-	-	-	-	-	95	69	22	-	-	12	-	-	3	-	-	3	-	-	

<sup>1</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup>Workers were distributed as follows: 43 at \$9.20 to \$9.60; 36 at \$9.60 to \$10; 24 at \$10 to \$10.40; 8 at \$10.40 to \$10.80; 4 at \$10.80 to \$11.20; 9 at \$11.20 to \$11.60; 14 at \$11.60 to \$12 and 47 at \$12 and over.

**Table 5. Earnings distribution: lubrication men**

(Distribution of men by straight-time hourly earnings<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1/</sup>	Number of workers receiving straight-time hourly earnings of--																									
			Under \$1.60	\$1.60 and under \$1.70	\$1.70	\$1.80	\$1.90	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20 and over		
NORTHEAST																												
Boston.....	171	\$2.74	-	-	-	-	-	18	39	33	34	10	17	-	3	2	1	8	-	-	5	1	-	-	-	-	-	
Bridgeport.....	14	3.62	-	-	-	-	-	-	3	-	-	-	3	1	-	-	3	1	1	1	1	-	-	-	-	-	-	
Buffalo.....	109	3.07	-	-	-	2	-	22	19	8	9	-	5	-	6	5	8	11	10	4	-	-	-	-	-	-	-	
Newark and Jersey City	114	2.89	-	-	-	-	-	15	44	-	5	12	15	5	-	-	-	5	2	9	-	2	-	-	-	-	-	
New York.....	450	2.97	-	-	-	-	-	4	56	68	35	115	70	36	28	8	6	2	14	-	4	4	-	-	-	-	-	
Philadelphia.....	194	2.31	-	14	14	-	12	41	34	43	11	16	-	7	-	-	-	-	-	1	1	-	-	-	-	-	-	
Pittsburgh.....	95	2.35	2	18	-	-	-	13	19	10	17	1	9	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Providence-Pawtucket-Warwick.....	55	2.12	-	6	4	3	-	21	9	9	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SOUTH																												
Atlanta.....	90	4.12	-	-	-	3	-	13	7	5	3	-	10	1	-	1	-	2	5	10	9	6	10	-	4	1	-	
Baltimore.....	58	2.16	1	6	9	12	8	2	1	6	7	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	
Birmingham.....	44	2.99	2	-	2	3	5	1	2	3	-	7	5	2	-	-	-	6	2	4	-	-	-	-	-	-	-	
Dallas.....	60	3.16	3	-	6	7	-	9	7	-	3	1	5	-	2	1	1	2	1	-	4	2	3	1	1	1	-	
Houston.....	52	3.80	28	6	4	-	-	-	-	-	-	-	-	-	2	2	-	8	6	2	4	4	2	4	-	-	-	
Jacksonville.....	19	3.73	-	-	-	-	-	-	-	-	8	2	1	1	-	-	-	1	2	2	-	-	1	-	-	1	-	
Louisville.....	43	3.25	-	-	4	4	-	1	2	-	4	8	3	1	4	2	-	1	3	2	2	-	2	-	-	-	-	
Memphis.....	32	2.64	6	4	2	-	7	1	-	3	-	-	-	2	-	2	-	1	3	1	-	-	-	2	-	-	-	
Miami.....	46	3.29	-	-	-	-	6	-	-	2	6	7	2	1	3	7	1	4	6	-	1	-	-	-	-	-	-	
New Orleans.....	36	3.14	2	1	4	2	-	1	1	2	2	1	7	-	6	2	-	-	-	-	2	2	-	-	-	-	1	
Richmond.....	30	2.18	2	8	5	1	-	3	-	3	4	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	
Tampa-St. Petersburg...	81	2.70	-	8	3	16	6	5	4	2	-	6	5	5	4	1	2	14	-	-	-	-	-	-	-	-	-	
Washington.....	105	2.92	-	-	2	4	2	16	9	16	4	7	11	13	-	-	-	17	2	-	-	2	-	-	-	-	-	
NORTH CENTRAL																												
Chicago.....	301	3.74	-	-	-	-	-	4	8	24	39	24	16	36	28	19	2	34	4	21	16	10	4	-	-	-	12	
Cincinnati.....	72	2.26	-	12	8	5	-	13	9	10	4	2	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cleveland.....	115	2.61	-	-	-	-	-	22	13	28	31	11	-	3	5	-	-	-	-	-	-	-	1	-	1	-	-	
Detroit.....	255	4.81	-	-	4	-	-	8	16	24	8	2	18	6	4	4	-	22	16	12	6	31	35	-	8	31	31	
Indianapolis.....	42	3.00	-	4	-	-	-	2	5	2	10	-	2	1	4	7	-	5	-	-	-	-	-	-	-	-	-	
Kansas City.....	80	4.19	-	-	4	-	-	7	2	2	2	2	11	2	4	2	8	7	6	1	9	7	1	1	1	2	-	
Milwaukee.....	86	3.06	-	-	6	4	-	4	16	11	2	2	14	5	6	-	6	7	-	4	2	-	-	1	-	2	-	
Minneapolis-St. Paul...	92	3.54	-	-	-	-	-	3	6	4	9	14	10	3	12	3	-	8	6	3	6	2	3	-	-	-	-	
St. Louis.....	145	3.50	-	-	-	-	-	-	-	-	-	1	40	64	8	6	11	5	1	-	4	5	-	-	-	-	-	
WEST																												
Denver.....	50	3.76	-	-	-	-	7	-	-	-	1	-	4	1	2	6	2	15	9	1	-	2	-	-	-	-	-	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove .....	431	4.23	-	-	7	-	-	14	56	35	-	-	7	14	15	8	28	36	40	67	42	34	3	3	3	19	-	
Portland.....	74	2.78	-	-	-	-	-	7	14	14	13	2	13	-	3	6	-	-	-	-	2	-	-	-	-	-	-	
San Francisco-Oakland..	330	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	32	14	-	-	-	-	-	-	-	-	
Seattle-Everett.....	130	3.26	-	-	-	-	-	-	-	14	5	6	17	40	32	7	6	3	-	-	-	-	-	-	-	-	-	-

<sup>1/</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2/</sup>Workers were at \$1.50 to \$1.60.

<sup>3/</sup>Workers were distributed as follows: 8 at \$7.20 to \$7.60; 2 at \$7.60 to \$8; 8 at \$8 to \$8.40; and 13 at \$8.40 and over.

**Table 6. Earnings distribution: mechanics, automotive, journeymen**

(Distribution of men by straight-time hourly earnings<sup>1</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of--																									
			Under \$2.00	\$2.00 and under \$2.20	\$2.20 - \$2.40	\$2.40 - \$2.60	\$2.60 - \$2.80	\$2.80 - \$3.00	\$3.00 - \$3.20	\$3.20 - \$3.40	\$3.40 - \$3.60	\$3.60 - \$3.80	\$3.80 - \$4.00	\$4.00 - \$4.40	\$4.40 - \$4.80	\$4.80 - \$5.20	\$5.20 - \$5.60	\$5.60 - \$6.00	\$6.00 - \$6.40	\$6.40 - \$6.80	\$6.80 - \$7.20	\$7.20 - \$7.60	\$7.60 - \$8.00	\$8.00 - \$8.40	\$8.40 - \$8.80	\$8.80 - \$9.20	\$9.20 and over	
NORTHEAST																												
Boston.....	1,223	\$4.83	-	-	-	8	20	35	100	54	108	74	52	117	110	151	58	88	48	45	54	19	15	23	15	4	25	
Bridgeport.....	122	4.45	-	-	1	1	-	-	2	4	3	13	4	55	6	7	14	5	1	1	2	1	1	-	1	-	-	
Buffalo.....	440	4.25	-	-	-	17	10	24	19	14	28	19	35	93	92	36	15	8	8	8	4	2	-	-	-	-	-	
Newark and Jersey City.....	695	4.81	-	2	-	-	13	6	49	43	53	58	45	63	59	64	68	47	26	33	14	11	4	17	-	11	9	
New York.....	2,482	4.89	-	-	-	40	16	20	31	102	104	156	436	316	196	228	169	157	99	97	87	74	43	60	18	15	18	
Philadelphia....	1,440	4.60	-	-	-	14	7	30	41	56	106	79	99	123	149	124	131	68	28	57	41	6	-	26	7	15	11	
Pittsburgh.....	1,113	4.18	-	-	-	10	35	72	39	94	106	101	71	74	69	108	112	64	69	27	14	33	13	-	2	-	-	
Providence-Pawtucket-Warwick.....	361	3.62	-	5	12	22	36	43	39	35	32	22	19	29	19	18	9	6	-	12	-	-	-	-	3	-	-	
SOUTH																												
Atlanta.....	420	4.55	14	2	14	9	10	9	17	26	22	23	22	26	47	36	41	24	41	17	8	-	4	6	-	1	1	
Baltimore.....	785	4.13	-	10	5	7	42	49	32	84	45	67	56	141	78	48	37	20	30	14	7	6	3	-	-	-	4	
Birmingham....	253	4.50	-	-	2	4	4	9	13	12	12	24	25	45	28	11	17	15	15	2	5	5	-	-	2	2	1	
Dallas.....	612	5.00	7	4	4	9	17	14	19	21	12	42	33	61	74	67	41	55	13	26	31	12	16	6	13	6	9	
Houston.....	858	5.27	4	-	2	6	6	23	23	21	29	28	34	128	94	105	52	72	48	42	32	27	30	6	12	4	30	
Jacksonville....	181	4.21	-	1	3	2	11	12	31	15	13	8	14	11	8	11	11	6	4	7	3	4	1	1	-	-	4	
Louisville.....	342	4.43	-	-	6	6	9	19	9	12	17	28	41	48	39	39	15	17	14	10	3	2	1	-	1	6	-	
Memphis.....	303	4.59	-	2	4	15	9	6	13	16	14	13	18	58	20	31	25	5	11	19	8	7	3	-	2	2	2	
Miami.....	426	4.86	-	-	-	1	1	5	12	10	34	28	29	60	82	33	23	27	19	20	16	12	3	6	1	1	3	
New Orleans....	346	4.31	10	1	9	11	2	10	24	15	31	34	25	41	31	18	24	21	11	6	4	10	1	2	1	4	-	
Richmond.....	310	3.95	-	-	8	5	22	29	24	17	29	30	14	39	31	25	14	8	6	3	1	2	3	-	-	-	-	
Tampa-St. Petersburg.....	395	4.59	-	3	9	4	1	-	14	20	47	24	27	44	55	36	29	31	20	10	7	1	2	5	6	-	-	
Washington.....	1,564	4.98	-	3	8	20	22	56	46	64	74	80	106	201	168	141	109	100	36	48	51	51	40	22	21	6	33	
NORTH CENTRAL																												
Chicago.....	2,322	5.59	-	-	-	-	-	11	20	59	136	107	66	251	270	197	207	235	160	142	129	60	67	23	32	32	118	
Cincinnati.....	535	4.41	-	-	7	19	10	43	27	43	28	33	22	59	43	62	38	37	18	19	15	1	4	-	-	3	4	
Cleveland.....	699	5.46	-	-	-	-	-	-	1	8	15	45	27	66	63	104	82	80	72	33	20	33	15	15	1	8	11	
Detroit.....	980	6.13	-	-	-	-	4	-	20	22	28	51	36	18	89	128	60	64	102	54	64	52	57	15	18	9	89	
Indianapolis....	558	4.74	-	4	9	8	11	15	30	37	28	23	56	65	49	36	44	25	25	29	21	10	18	4	1	2	8	
Kansas City....	551	4.55	2	2	-	27	29	3	17	21	33	40	39	49	67	20	53	42	17	21	6	1	17	6	1	1	1	
Milwaukee.....	458	4.68	-	-	-	4	9	22	27	36	28	26	41	50	40	16	44	30	24	13	16	12	-	-	-	-	8	
Minneapolis-St. Paul.....	1,072	5.00	-	-	-	-	-	3	14	34	162	31	62	150	118	105	91	91	48	44	35	21	26	1	10	6	20	
St. Louis.....	1,078	4.77	-	-	-	-	-	-	20	4	-	-	417	114	107	111	94	48	31	35	43	22	13	1	11	2	5	
WEST																												
Denver.....	455	4.54	2	3	-	7	10	6	26	19	65	24	13	51	72	50	27	19	9	21	15	6	-	1	7	-	2	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	3,295	5.96	-	-	-	-	-	3	10	7	50	82	81	223	243	269	417	394	435	305	174	157	199	82	42	71	51	
Portland.....	492	4.82	-	-	-	-	-	1	9	15	13	62	26	130	64	29	41	20	22	22	9	9	1	2	5	5	7	
San Francisco-Oakland.....	2,150	5.18	-	-	-	-	-	-	-	-	-	-	-	-	-	1,249	803	98	-	-	-	-	-	-	-	-	-	
Seattle-Everett	908	4.13	-	-	-	-	-	-	-	-	-	20	20	721	124	15	8	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.



**Table 7. Earnings: distribution: mechanics, automotive, service**

(Distribution of men by straight-time hourly earnings<sup>1/</sup> in auto dealer repair shops, 34 selected areas,<sup>2/</sup> August 1969)

Area	Number of workers	Average hourly earnings <sup>1/</sup>	Number of workers receiving straight-time hourly earnings of--																										
			\$1.50 and under	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00 and over	
			\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	over	
NORTHEAST																													
Boston.....	212	\$3.29	-	-	-	-	-	10	20	18	20	5	52	19	5	20	-	22	3	7	4	1	3	3	-	-	-	-	-
Bridgeport.....	73	3.56	-	-	-	-	-	-	-	-	-	1	8	22	19	14	3	2	-	1	2	-	-	-	-	1	-	-	
Buffalo.....	156	3.48	-	-	-	-	-	17	-	17	4	5	16	9	17	15	4	33	11	6	-	-	-	2	-	-	-	-	
Newark and Jersey City.....	185	3.02	-	-	-	-	-	5	24	9	19	20	44	25	14	15	5	-	-	-	-	-	-	-	-	-	-	-	
New York.....	818	3.38	-	-	-	-	-	16	46	88	96	91	69	116	40	56	18	48	66	2	58	8	-	-	-	-	-	-	
Philadelphia.....	548	3.82	-	-	4	-	-	39	46	41	34	38	51	18	24	42	13	35	35	20	50	10	17	10	8	-	4	9	
Providence-Pawtucket-Warwick.....	60	2.69	-	-	-	-	3	8	18	5	3	3	5	-	-	5	5	-	-	-	-	-	-	-	-	-	-	-	
SOUTH																													
Atlanta.....	384	4.91	-	-	-	-	-	11	3	13	5	15	13	16	26	25	12	33	44	44	10	30	21	13	8	7	4	31	
Baltimore.....	159	3.74	-	6	-	-	-	-	3	27	28	9	13	11	10	9	12	6	10	1	1	6	1	-	-	-	-	6	
Birmingham.....	111	3.20	2	-	2	2	2	7	5	13	16	13	10	4	9	2	4	2	7	5	-	2	2	-	2	-	-	-	
Dallas.....	120	4.20	-	-	5	-	-	-	-	7	5	4	12	2	17	12	1	9	4	17	4	3	4	3	9	2	-	-	
Houston.....	136	4.24	-	-	8	4	-	4	3	10	6	5	2	2	5	8	13	14	10	8	7	9	4	-	4	5	2	3	
Jacksonville.....	75	3.87	-	-	-	-	-	-	11	2	4	4	11	5	8	3	1	6	5	3	1	2	1	2	4	-	-	-	
Louisville.....	58	3.62	-	-	-	-	1	2	8	7	5	9	4	1	2	3	-	-	2	4	2	-	4	-	-	4	-	-	
Memphis.....	63	3.05	-	-	2	-	1	2	7	3	10	5	6	6	6	8	3	4	-	-	-	-	-	-	-	-	-	-	
Miami.....	187	5.41	-	-	-	-	-	1	2	6	8	9	10	16	5	3	8	11	14	19	22	7	6	8	6	3	3	3	
New Orleans.....	56	3.41	2	-	1	2	2	4	1	5	10	2	1	2	2	4	2	3	3	5	2	-	1	-	-	2	-	-	
Richmond.....	48	2.51	-	2	4	5	2	5	7	7	5	1	-	4	3	-	2	3	5	2	-	1	-	-	-	-	-	-	
Tampa-St. Petersburg.....	180	3.17	-	3	-	3	1	6	11	24	21	13	10	24	15	17	15	5	5	-	-	-	-	-	-	-	-	-	
Washington.....	202	4.03	-	-	-	-	-	6	-	12	2	12	11	20	13	-	13	61	15	19	2	5	2	5	2	2	-	-	
NORTH CENTRAL																													
Chicago.....	132	4.22	-	-	-	-	-	-	-	8	4	4	16	4	24	-	20	18	4	-	10	2	6	4	6	-	-	2	
Cincinnati.....	18	3.17	-	-	4	-	-	-	4	-	-	-	1	-	-	4	1	-	4	-	-	-	-	-	-	-	-	-	
Cleveland.....	133	4.36	-	-	-	-	-	-	-	-	-	5	-	-	10	18	-	27	41	22	10	-	-	-	-	-	-	-	
Detroit.....	1,067	5.04	-	-	-	-	8	-	4	6	8	48	45	77	77	60	54	82	111	61	95	52	49	38	38	41	27	86	
Kansas City.....	38	3.65	-	-	-	-	-	-	-	-	5	3	5	1	9	2	1	-	5	2	3	-	-	-	-	-	2	-	
Milwaukee.....	103	3.88	-	-	-	-	1	2	2	11	3	3	29	5	5	2	5	12	2	3	4	-	4	-	4	4	2	-	
Minneapolis-St. Paul.....	80	3.65	-	-	-	-	-	-	-	3	3	3	9	-	34	9	6	3	3	-	4	3	-	-	-	-	-	-	
St. Louis.....	22	3.67	-	-	-	-	-	-	-	-	-	-	-	6	1	-	15	-	-	-	-	-	-	-	-	-	-	-	
WEST																													
Denver.....	130	4.02	-	-	-	-	1	6	2	15	-	4	7	17	10	2	7	17	16	5	1	6	-	6	4	4	-	-	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	479	4.20	-	-	-	-	-	-	-	14	-	-	35	63	32	37	37	98	53	45	16	36	-	6	-	-	7	-	
Portland.....	91	3.02	-	-	-	-	-	3	5	30	14	18	8	5	-	2	2	4	-	-	-	-	-	-	-	-	-	-	
San Francisco-Oakland.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Seattle-Everett.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1/</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2/</sup>Data for Indianapolis did not meet publication criteria.

Workers were distributed as follows: 4 at \$8 to \$8.40; 2 at \$8.40 to \$8.80; 1 at \$8.80 to \$9.20; 8 at \$9.60 to \$10; and 8 at \$10 and over.

**Table 8. Earnings: new-car get-ready men**(Distribution of men by straight-time hourly earnings<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1/</sup>	Number of workers receiving straight-time hourly earnings of--																								
			Under \$1.50	\$1.50 and under \$1.60	\$1.60 \$1.70	\$1.70 \$1.80	\$1.80 \$1.90	\$1.90 \$2.00	\$2.00 \$2.20	\$2.20 \$2.40	\$2.40 \$2.60	\$2.60 \$2.80	\$2.80 \$3.00	\$3.00 \$3.20	\$3.20 \$3.40	\$3.40 \$3.60	\$3.60 \$3.80	\$3.80 \$4.00	\$4.00 \$4.40	\$4.40 \$4.80	\$4.80 \$5.20	\$5.20 \$5.60	\$5.60 \$6.00	\$6.00 \$6.40	\$6.40 \$6.80 and over		
NORTHEAST																											
Boston.....	201	\$3.48	-	-	-	8	-	10	1	5	21	-	10	17	33	12	24	12	18	11	7	5	3	-	4	-	
Bridgeport.....	20	2.93	-	-	-	-	-	-	-	3	1	1	4	6	5	-	-	-	-	-	-	-	-	-	-	-	
Buffalo.....	121	3.13	-	-	-	-	-	-	16	21	21	9	13	4	2	4	5	-	12	-	2	4	6	-	-	2	
Newark and Jersey City	173	3.08	-	-	-	-	5	5	4	22	19	21	14	17	17	15	-	14	10	5	5	-	-	-	-	-	
New York.....	610	3.19	-	-	8	-	4	4	49	65	34	71	32	73	112	7	24	44	27	28	3	11	-	3	-	11	
Philadelphia.....	544	2.79	-	7	-	25	19	14	76	54	82	59	42	23	26	27	21	15	19	13	16	1	4	-	-	1	
Pittsburgh.....	168	3.23	-	-	-	-	-	5	12	-	41	16	18	14	6	9	9	6	3	15	8	-	3	3	-	-	
Providence-Pawtucket-Warwick.....	67	2.58	-	-	-	-	-	3	12	1	16	18	3	11	3	-	-	-	-	-	-	-	-	-	-	-	
SOUTH																											
Atlanta.....	143	3.29	-	-	6	-	-	-	6	11	14	9	11	20	23	9	7	2	8	2	3	-	3	9	-	-	
Baltimore.....	120	2.93	-	-	-	-	1	3	7	19	7	25	14	4	16	5	5	4	3	3	-	-	-	-	-	-	
Birmingham.....	87	2.35	-	-	10	8	6	1	11	7	16	17	2	4	-	3	2	-	-	-	-	-	-	-	-	-	
Dallas.....	110	3.46	-	-	-	2	2	-	8	7	3	4	6	16	6	14	10	3	11	7	5	3	-	3	-	-	
Houston.....	205	2.93	4	6	10	11	2	4	15	23	21	19	6	13	18	12	3	5	8	10	6	3	4	-	-	2	
Jacksonville.....	26	3.08	-	-	1	1	1	3	2	2	1	2	-	-	4	-	-	3	3	2	-	-	1	-	-	-	
Louisville.....	62	3.30	-	2	-	1	2	1	2	6	5	4	12	-	4	4	-	5	2	3	5	2	-	-	-	2	
Memphis.....	68	2.71	4	-	11	9	6	2	5	8	3	4	2	1	3	-	2	-	2	-	-	-	-	-	-	6	
Miami.....	94	3.19	-	-	-	-	-	-	8	9	5	9	8	25	5	2	5	6	4	4	1	-	-	-	2	1	
New Orleans.....	97	2.67	5	3	3	7	2	3	13	7	8	4	6	10	3	3	7	6	3	4	-	-	-	-	-	-	
Richmond.....	67	2.38	-	-	4	5	5	2	13	10	7	3	8	6	1	1	2	-	-	-	-	-	-	-	-	-	
Tampa-St. Petersburg..	114	2.24	-	3	23	3	14	8	13	16	7	5	-	11	1	5	5	-	-	-	-	-	-	-	-	-	
Washington.....	373	2.68	-	4	8	14	18	26	41	22	30	63	15	47	40	8	20	6	7	-	2	-	2	-	-	-	
NORTH CENTRAL																											
Chicago.....	309	3.72	-	-	-	-	-	-	8	-	40	34	30	24	19	22	24	34	17	7	8	12	8	2	8	12	
Cincinnati.....	59	2.80	-	-	-	4	4	-	10	6	2	7	7	2	-	7	2	4	2	-	2	-	-	-	-	-	
Cleveland.....	181	3.25	-	-	-	-	-	-	15	10	15	17	8	20	5	5	59	8	10	1	5	-	3	-	-	-	
Detroit.....	272	4.15	2	-	2	-	-	2	24	2	12	8	12	36	26	9	12	16	20	10	6	20	9	10	25		
Indianapolis.....	91	3.19	-	-	-	8	1	1	7	4	22	2	12	10	3	-	-	8	-	8	4	1	2	2	2	2	
Kansas City.....	159	3.49	-	-	-	-	-	-	3	20	2	-	26	25	32	12	6	-	7	2	9	-	5	5	-	5	
Milwaukee.....	96	3.75	-	-	-	-	-	-	9	10	3	13	2	1	6	5	5	4	19	-	4	4	-	2	5	5	
Minneapolis-St. Paul..	120	3.89	-	-	-	-	-	-	-	-	-	10	5	8	2	11	5	10	16	8	3	2	4	3	-	3	
St. Louis.....	121	3.79	-	-	-	-	-	-	-	-	-	-	8	16	5	-	-	79	7	-	-	4	2	-	-	-	
WEST																											
Denver.....	112	3.27	-	-	-	-	1	-	7	5	17	11	8	16	-	12	8	5	9	6	4	2	-	-	1	-	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove....	567	3.32	-	-	-	-	-	-	24	8	44	86	85	86	17	64	35	14	38	24	28	6	8	-	-	-	
Portland.....	118	2.92	-	-	-	-	-	-	-	10	8	33	7	46	-	6	4	-	4	-	-	-	-	-	-	-	
San Francisco-Oakland	51	4.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	7	5	-	16	-	-	-		
Seattle-Everett.....	80	3.60	-	-	-	-	-	-	-	-	-	-	-	8	18	18	9	5	22	-	-	-	-	-	-	-	

<sup>1/</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

**Table 9. Earnings distribution: painters**

(Distribution of men by straight-time hourly earnings<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1/</sup>	Number of workers receiving straight-time hourly earnings of--																								
			Under \$2.00	\$2.00 and under \$2.20	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	\$8.40	\$8.80 and over	
NORTHEAST																											
Boston.....	54	\$3.96	3	-	-	4	-	3	-	5	6	3	3	9	7	5	-	3	3	-	-	-	-	-	-	-	-
Bridgeport.....	15	4.72	-	-	-	1	-	-	-	-	1	-	-	9	2	-	-	1	-	1	-	-	-	-	-	-	-
Buffalo.....	84	4.89	-	5	-	-	-	-	-	-	6	2	13	15	2	4	19	3	2	4	-	9	-	-	-	-	-
Newark and Jersey City	29	3.74	-	-	-	-	5	-	10	5	-	-	-	5	-	-	-	2	-	-	-	-	-	2	-	-	
New York.....	105	3.73	4	4	4	4	10	4	6	24	8	8	8	-	-	8	3	-	2	2	-	-	-	4	2	-	
Philadelphia.....	129	4.24	-	-	-	5	15	-	15	11	23	1	13	4	1	1	21	5	3	2	-	-	-	9	-	-	
Providence-Pawtucket-Warwick.....	12	3.45	-	-	-	-	-	-	6	-	1	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	
SOUTH																											
Atlanta.....	79	5.54	-	-	3	1	1	3	8	6	-	-	1	2	4	6	8	10	-	4	2	8	2	3	3	4	
Baltimore.....	94	4.56	-	-	-	-	-	7	4	4	12	8	9	17	14	-	-	1	3	-	4	6	1	-	3	1	
Birmingham.....	33	3.49	4	-	5	4	7	-	1	1	-	1	3	-	2	1	-	-	-	-	2	-	-	2	-	-	
Dallas.....	58	4.85	-	-	-	-	-	-	4	2	2	1	2	13	12	4	4	8	2	-	-	1	-	2	1	-	
Houston.....	104	5.46	-	-	-	4	2	-	2	2	3	2	8	9	5	12	6	4	15	11	9	6	-	-	4	-	
Jacksonville.....	35	4.54	-	-	1	6	2	-	3	3	-	-	1	2	2	2	6	2	-	1	-	1	-	-	-	2	
Louisville.....	33	5.37	-	-	2	-	-	-	4	-	-	-	4	1	3	1	3	8	-	1	2	-	-	-	-	4	
Memphis.....	47	3.79	2	2	3	3	4	4	1	4	-	-	4	-	3	7	-	2	6	2	-	-	-	-	-	-	
Miami.....	63	5.05	-	-	-	-	-	-	1	4	10	5	-	7	7	6	1	8	2	2	2	2	1	-	3	-	
New Orleans.....	64	4.52	-	1	-	2	3	-	5	5	3	3	4	5	9	10	4	2	1	2	-	-	-	-	1	-	
Richmond.....	28	5.31	-	-	-	-	-	2	1	-	1	2	2	2	7	1	-	2	-	2	-	2	-	-	2	2	
Tampa-St. Petersburg.....	74	4.18	-	1	5	3	-	9	3	1	1	-	8	10	6	18	4	1	-	-	4	-	-	-	-	-	
Washington.....	187	6.25	-	-	-	7	3	1	5	7	2	-	11	4	14	11	17	18	12	6	17	4	4	2	12	250	
NORTH CENTRAL																											
Chicago.....	173	6.07	-	-	-	-	-	-	10	-	2	16	6	4	16	8	24	8	8	9	4	12	18	8	4	16	
Cincinnati.....	37	4.90	-	-	-	4	2	2	2	2	-	2	1	-	10	2	-	-	4	2	-	-	-	-	1	3	
Cleveland.....	53	6.72	-	-	-	-	-	-	-	-	-	-	1	1	6	3	2	-	1	7	7	11	8	3	3	-	
Detroit.....	356	7.60	-	-	-	-	2	-	2	10	-	1	8	8	18	19	27	11	14	26	25	16	37	8	12	312	
Indianapolis.....	42	6.50	-	-	-	1	-	-	-	-	2	2	2	-	2	4	-	5	5	1	5	-	2	2	2	47	
Kansas City.....	48	5.32	-	-	-	-	-	-	-	-	-	5	4	3	6	8	2	3	12	-	2	2	-	-	-	1	
Milwaukee.....	38	6.68	-	-	-	-	-	-	2	-	-	1	-	2	-	-	1	5	-	7	5	6	2	4	2	1	
Minneapolis-St. Paul.....	109	6.41	-	-	-	-	-	-	-	-	2	6	4	5	1	19	3	11	1	19	10	2	5	4	2	515	
St. Louis.....	29	6.73	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	5	-	-	10	2	7	-	-	1	
WEST																											
Denver.....	71	5.35	-	-	-	-	-	-	4	6	6	4	-	3	5	9	6	6	-	5	5	1	7	2	-	2	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove....	359	5.96	-	-	-	-	13	-	13	-	-	14	-	25	34	3	35	46	16	55	19	22	22	28	3	11	
Portland.....	51	5.28	-	-	-	-	-	-	1	-	-	1	3	11	3	1	19	5	-	1	-	-	4	2	-	-	
San Francisco-Oakland	199	5.44	-	-	-	-	-	-	-	-	-	-	-	-	-	90	50	24	25	10	-	-	-	-	-	-	
Seattle-Everett.....	71	4.79	-	-	-	-	-	-	-	-	-	-	5	19	31	4	-	-	6	-	-	3	-	3	-	-	

<sup>1/</sup>Excludes premium pay for overtime and for work on weekends, holidays and late shifts.

<sup>2/</sup>Workers were distributed as follows: 13 at \$8.80 to \$9.20; 2 at \$9.20 to \$9.60; 4 at \$10.40 to \$10.80; 6 at \$10.80 to \$11.20; and 5 at \$11.60 and over.

<sup>3/</sup>Workers were distributed as follows: 16 at \$8.80 to \$9.20; 12 at \$9.20 to \$9.60; 23 at \$19.60 to \$10; 14 at \$10 to \$10.40; 16 at \$10.40 to \$10.80; and 31 at \$10.80 and over.

<sup>4/</sup>Workers were distributed as follows: 2 at \$8.80 to \$9.20; 2 at \$9.60 to \$10; and 3 at \$10 and over.

<sup>5/</sup>Workers were distributed as follows: 1 at \$8.80 to \$9.20; 4 at \$9.20 to \$9.60; 5 at \$10.40 to \$10.80; and 5 at \$10.80 and over.

**Table 10. Earnings distribution: parts men**

(Distribution of men by straight-time hourly earnings<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1/</sup>	Number of workers receiving straight-time hourly earnings of--																								
			Under \$1.60	\$1.60 and under \$1.70	\$1.70 - \$1.80	\$1.80 - \$1.90	\$1.90 - \$2.00	\$2.00 - \$2.20	\$2.20 - \$2.40	\$2.40 - \$2.60	\$2.60 - \$2.80	\$2.80 - \$3.00	\$3.00 - \$3.20	\$3.20 - \$3.40	\$3.40 - \$3.60	\$3.60 - \$3.80	\$3.80 - \$4.00	\$4.00 - \$4.40	\$4.40 - \$4.80	\$4.80 - \$5.20	\$5.20 - \$5.60	\$5.60 - \$6.00	\$6.00 - \$6.40	\$6.40 - \$6.80	\$6.80 - \$7.20	\$7.20 and over	
NORTHEAST																											
Boston.....	425	\$3.20	-	-	9	-	-	18	34	33	28	32	80	37	43	31	3	59	10	5	-	-	3	-	-	-	-
Bridgeport.....	28	3.05	-	-	1	-	-	-	5	3	1	3	5	7	-	-	-	-	1	-	2	-	-	-	-	-	-
Buffalo.....	194	2.92	-	-	-	-	-	20	25	28	17	9	34	15	19	21	-	4	2	-	-	-	-	-	-	-	-
Newark and Jersey City	263	3.07	-	-	2	2	15	47	36	30	22	23	15	14	10	10	9	7	2	19	-	-	-	-	-	-	-
New York.....	793	3.20	-	-	8	4	22	36	70	83	75	32	100	82	58	65	27	58	19	42	8	4	-	-	-	-	-
Philadelphia.....	575	3.17	-	-	26	4	17	47	39	66	65	29	44	64	60	23	11	5	30	-	33	-	4	-	-	-	8
Pittsburgh.....	309	2.84	-	29	5	-	12	30	25	31	17	34	35	32	17	5	-	18	6	13	-	-	-	-	-	-	-
Providence-Pawtucket-Warwick.....	113	2.52	-	-	-	3	9	23	12	14	25	6	9	6	3	3	-	-	-	-	-	-	-	-	-	-	-
SOUTH																											
Atlanta.....	233	3.44	-	-	3	2	6	21	16	17	12	13	24	15	18	6	12	22	15	3	22	5	-	-	-	-	1
Baltimore.....	251	2.95	3	9	6	1	3	27	29	25	22	28	41	31	10	1	9	6	-	-	-	-	-	-	-	-	-
Birmingham.....	97	2.78	1	-	3	-	2	14	12	14	18	9	6	2	-	3	-	-	-	-	-	4	-	-	-	-	-
Dallas.....	240	3.53	-	-	2	6	-	15	10	16	13	14	10	21	25	34	1	28	26	11	1	2	-	1	1	3	
Houston.....	357	3.97	-	-	-	9	4	10	35	13	27	4	4	10	45	32	28	27	26	18	4	19	25	12	5	2	
Jacksonville.....	93	2.90	-	2	5	3	-	3	11	12	13	14	10	6	3	1	2	-	3	1	2	-	1	1	-	-	
Louisville.....	152	3.16	4	-	-	5	6	9	17	15	14	10	9	5	11	9	3	14	12	-	4	3	-	2	-	-	
Memphis.....	111	2.69	8	2	4	1	2	10	14	12	15	7	10	6	10	-	2	6	2	-	-	-	-	-	-	-	
Miami.....	158	3.26	-	6	-	3	3	7	15	11	15	8	11	12	6	11	6	25	12	5	2	-	-	-	-	-	
New Orleans.....	122	3.08	4	-	1	4	2	13	8	4	2	19	10	19	14	3	1	5	7	4	2	-	-	-	-	-	
Richmond.....	106	2.48	3	8	10	4	2	11	16	10	4	16	8	4	6	3	-	1	-	-	-	-	-	-	-	-	
Tampa-St. Petersburg..	156	2.55	-	1	16	11	10	23	14	19	15	9	10	12	2	1	7	6	-	-	-	-	-	-	-	-	
Washington.....	571	2.86	2	-	26	27	58	52	44	65	43	37	52	45	23	17	25	15	8	8	2	14	6	2	-	-	
NORTH CENTRAL																											
Chicago.....	693	3.83	-	-	-	-	-	24	17	81	31	81	47	54	52	21	108	77	30	20	22	16	12	-	-	-	-
Cincinnati.....	144	2.74	-	12	3	-	6	16	12	16	25	3	17	3	7	15	2	5	-	2	-	-	-	-	-	-	-
Cleveland.....	249	3.16	-	-	-	-	-	14	20	39	23	21	22	12	13	43	15	18	3	5	1	-	-	-	-	-	
Detroit.....	613	3.37	-	-	-	-	-	27	37	42	32	58	86	53	48	90	12	50	36	30	4	8	-	-	-	-	-
Indianapolis.....	252	3.38	-	4	5	2	5	19	13	19	22	13	24	25	9	7	11	24	21	13	13	-	2	-	1	-	
Kansas City.....	186	3.09	-	-	1	9	2	5	19	6	38	7	19	21	13	16	10	7	8	4	1	-	-	-	-	-	
Milwaukee.....	158	2.97	-	-	4	4	-	18	23	11	4	18	20	2	22	17	4	3	2	-	6	-	-	-	-	-	
Minneapolis-St. Paul..	320	3.44	-	-	-	-	-	-	-	14	22	2	98	39	50	12	21	12	10	10	-	-	-	-	-	-	
St. Louis.....	328	3.68	-	-	-	-	-	6	-	-	15	24	-	58	5	16	136	51	13	2	-	-	2	-	-	-	-
WEST																											
Denver.....	156	3.15	-	-	-	-	-	1	22	5	24	28	14	15	18	7	8	9	-	-	3	1	-	1	-	-	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove....	950	4.02	-	-	-	-	-	28	28	86	28	36	56	38	89	83	49	124	112	52	48	18	33	3	-	39	
Portland.....	169	3.52	-	-	-	-	-	9	-	7	4	7	34	11	28	18	6	40	1	-	2	-	-	-	-	-	
San Francisco-Oakland..	586	4.66	-	-	-	-	-	-	-	-	-	-	-	-	-	12	7	119	239	202	7	-	-	-	-	-	
Seattle-Everett.....	203	3.88	-	-	-	-	-	-	-	-	-	-	-	4	21	32	94	49	3	-	-	-	-	-	-	-	-

<sup>1/</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.



**Table 11. Earnings distribution: service salesmen**

 (Distribution of men by straight-time hourly earnings<sup>1</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of--																											
			Under \$2.00	\$2.00 and under \$2.20	\$2.20 to \$2.40	\$2.40 to \$2.60	\$2.60 to \$2.80	\$2.80 to \$3.00	\$3.00 to \$3.20	\$3.20 to \$3.40	\$3.40 to \$3.60	\$3.60 to \$3.80	\$3.80 to \$4.00	\$4.00 to \$4.40	\$4.40 to \$4.80	\$4.80 to \$5.20	\$5.20 to \$5.60	\$5.60 to \$6.00	\$6.00 to \$6.40	\$6.40 to \$6.80	\$6.80 to \$7.20	\$7.20 to \$7.60	\$7.60 to \$8.00	\$8.00 to \$8.40	\$8.40 to \$8.80	\$8.80 to \$9.20	\$9.20 and over			
NORTHEAST																														
Boston.....	237	\$3.91	-	-	5	8	6	13	15	11	32	37	29	29	15	22	6	3	1	2	-	1	-	-	-	1	1			
Bridgeport.....	15	3.89	-	-	2	-	1	-	1	4	-	-	-	1	2	2	-	2	-	-	-	-	-	-	-	-	-			
Buffalo.....	116	3.74	-	-	-	4	15	8	9	15	17	12	7	7	10	-	4	-	4	-	4	-	-	-	-	-	-			
Newark and Jersey City...	169	3.95	-	5	-	5	10	2	5	9	7	20	18	62	4	16	4	-	2	-	-	-	-	-	-	-	-			
New York.....	708	4.24	-	-	3	3	15	7	-	18	94	88	73	167	87	65	38	40	10	-	-	-	-	-	-	-	-			
Philadelphia....	376	3.87	-	-	11	6	8	21	46	37	26	63	33	45	50	9	-	5	1	4	8	-	-	-	-	-	3			
Pittsburgh.....	176	4.00	-	-	5	6	-	9	27	11	20	10	25	21	5	4	5	13	15	-	-	-	-	-	-	-	-			
Providence-Pawtucket-Warwick	27	3.22	-	-	-	3	5	5	3	2	-	3	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
SOUTH																														
Atlanta.....	190	4.47	-	-	-	-	10	3	16	15	28	18	7	16	35	8	4	2	6	5	1	-	2	-	2	9	3			
Baltimore.....	187	3.72	-	-	-	12	12	26	26	10	16	19	4	21	12	19	-	1	6	-	3	-	-	-	-	-	-			
Birmingham.....	95	3.43	2	8	1	3	6	11	13	6	3	7	14	9	6	2	3	1	-	-	-	-	-	-	-	-	-			
Dallas.....	155	4.52	-	4	4	2	8	6	8	5	8	7	4	19	25	10	13	7	6	9	3	2	-	2	2	1	-			
Houston.....	223	4.34	-	-	-	6	17	22	11	9	6	10	12	26	22	19	17	13	2	6	-	-	-	2	2	-	-			
Jacksonville....	73	3.68	-	-	3	7	7	11	5	4	4	5	5	5	2	2	8	4	-	1	-	-	-	-	-	-	-			
Louisville.....	94	4.08	-	4	-	2	2	6	-	9	9	12	7	14	9	8	4	2	-	2	4	-	-	-	-	-	-			
Memphis.....	81	3.42	4	2	7	5	4	7	12	14	4	-	6	1	6	2	-	3	1	3	-	-	-	-	-	-	-			
Miami.....	143	4.98	-	-	-	-	17	2	3	6	4	4	5	13	22	14	11	11	5	3	9	5	3	-	1	-	5			
New Orleans.....	106	3.73	-	1	3	2	4	6	17	13	2	12	8	11	20	5	-	2	-	-	-	-	-	-	-	-	-			
Richmond.....	53	3.06	3	-	3	3	7	14	6	2	5	4	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-			
Tampa-St. Petersburg....	92	3.51	-	-	8	6	15	10	10	18	14	1	4	1	-	-	-	-	-	-	-	-	-	-	1	-	4			
Washington.....	338	3.90	-	-	2	16	17	24	45	35	25	30	11	35	16	48	12	6	6	4	4	-	2	-	-	-	-			
NORTH CENTRAL																														
Chicago.....	583	4.69	-	-	-	8	2	-	4	23	21	26	80	118	65	103	26	65	3	22	9	-	-	-	-	-	8			
Cincinnati.....	84	3.32	2	4	2	10	13	6	2	7	18	1	-	10	1	1	5	-	2	-	-	-	-	-	-	-	-			
Cleveland.....	160	3.66	-	5	-	2	2	-	28	18	22	15	-	30	13	14	5	-	3	1	-	1	-	-	1	-	-			
Detroit.....	517	4.52	-	-	2	22	8	16	18	59	37	73	36	72	46	40	32	-	4	4	-	-	-	12	8	-	28			
Indianapolis....	142	4.36	-	-	4	5	12	10	10	9	10	5	6	6	9	24	6	2	6	6	6	2	2	2	2	-	-			
Kansas City.....	134	4.69	-	-	-	4	-	4	8	-	2	10	3	28	21	21	5	14	2	6	2	2	-	1	-	1	-			
Milwaukee.....	144	3.65	-	-	1	19	16	9	8	10	20	7	4	25	18	2	2	1	-	-	-	-	-	-	-	-	2			
Minneapolis-St. Paul.....	197	4.21	-	-	-	-	5	12	12	5	20	23	-	57	22	17	14	3	6	3	-	-	-	-	-	-	-			
St. Louis.....	287	4.33	-	-	-	-	-	-	-	2	-	12	112	62	33	51	13	2	-	-	-	-	-	-	-	-	-			
WEST																														
Denver.....	123	3.72	-	-	3	11	1	5	7	16	19	10	8	16	17	5	3	2	-	-	-	-	-	-	-	-	-			
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove..	987	5.59	-	-	-	-	-	42	13	8	38	11	25	98	100	110	93	71	96	99	62	22	27	12	6	9	45			
Portland.....	127	4.06	-	-	-	-	-	1	8	11	11	17	17	27	19	11	4	-	-	-	1	-	-	-	-	-	-			
San Francisco-Oakland.....	406	5.06	-	-	-	-	-	-	-	6	-	-	15	-	70	159	124	9	7	-	-	16	-	-	-	-	-			
Seattle-Everett..	167	4.31	-	-	-	-	-	-	-	-	10	4	-	91	53	-	6	-	-	3	-	-	-	-	-	-	-			

<sup>1</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

**Table 12. Method of wage payment: all production workers**

(Percent of production workers by method of wage payment in auto dealer repair shops, 35 selected areas, August 1969)

Area	Time-rated workers	Incentive workers paid on the basis of—					
		Flat-rate hours	Flat-rate percentage	Group piece work	Group bonus	Commission	Other
Total, 35 areas.....	33	12	42	(10)	1	11	2
NORTHEAST							
Boston.....	46	14	32	-	-	8	(10)
Bridgeport.....	74	10	14	-	-	3	-
Buffalo.....	30	15	46	-	(10)	9	(10)
Newark and Jersey City.....	42	26	20	-	-	12	1
New York.....	43	13	19	-	1	15	9
Philadelphia.....	35	14	37	-	-	12	2
Pittsburgh.....	41	13	37	(10)	-	8	(10)
Providence-Pawtucket-Warwick.....	57	8	29	-	(10)	6	-
SOUTH							
Atlanta.....	16	10	55	1	2	16	-
Baltimore.....	22	11	56	-	1	7	3
Birmingham.....	19	3	61	-	-	18	-
Dallas.....	21	23	40	-	2	14	1
Houston.....	13	4	63	-	7	13	-
Jacksonville.....	10	9	58	-	1	22	1
Louisville.....	18	-	69	-	1	12	-
Memphis.....	24	9	53	-	-	13	1
Miami.....	16	12	55	-	-	17	1
New Orleans.....	20	15	50	-	-	16	-
Richmond.....	26	(10)	61	-	5	6	2
Tampa-St. Petersburg.....	28	12	55	-	1	4	-
Washington.....	29	9	54	-	1	7	1
NORTH CENTRAL							
Chicago.....	23	10	57	-	-	10	-
Cincinnati.....	29	13	52	-	1	4	2
Cleveland.....	30	52	11	-	-	6	(10)
Detroit.....	22	-	65	-	3	5	6
Indianapolis.....	19	-	64	-	(10)	17	-
Kansas City.....	19	68	(10)	-	-	13	-
Milwaukee.....	32	12	46	-	6	2	2
Minneapolis-St. Paul.....	29	3	60	-	(10)	7	(10)
St. Louis.....	41	49	3	-	-	7	-
WEST							
Denver.....	14	8	62	(10)	-	16	-
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove.....	12	9	60	-	-	19	-
Portland.....	33	3	43	-	1	16	5
San Francisco-Oakland.....	99	-	-	-	-	1	-
Seattle-Everett.....	94	-	-	-	1	1	5

<sup>1</sup>Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

**Table 13. Types of incentive payments: selected occupations**

(Percent of workers paid on an incentive basis<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Body repairmen							Lubrication men							Mechanics, automotive, journeymen							Mechanics, automotive, service							
	Incentive workers <sup>2/</sup>	Flat-rate percents					Flat-rate hours	Incentive workers <sup>2/</sup>	Flat-rate percents					Flat-rate hours	Incentive workers <sup>2/</sup>	Flat-rate percents					Flat-rate hours	Incentive workers <sup>2/</sup>	Flat-rate percents					Flat-rate hours	
		Total <sup>3/</sup>	40	45	47	50			Total <sup>3/</sup>	40	45	47	50			Total <sup>3/</sup>	40	45	47	50			Total <sup>3/</sup>	40	45	47	50		
Total, 35 areas.....	83	66	1	5	1	56	15	39	28	1	2	1	22	8	82	59	1	5	2	47	21	70	52	1	6	2	42	12	
NORTHEAST																													
Boston.....	54	39	4	8	-	27	15	29	11	-	3	-	8	13	74	55	1	7	4	43	19	41	16	3	-	-	13	25	
Bridgeport.....	30	19	-	-	-	19	11	29	29	-	-	-	29	4	38	18	-	-	-	18	20	8	4	-	-	-	4	4	
Buffalo.....	78	60	-	-	-	51	18	40	37	-	-	4	29	4	89	62	-	-	3	51	27	69	63	-	-	12	47	6	
Newark and Jersey City.....	63	24	5	2	-	17	39	31	12	8	-	-	4	12	88	40	8	-	-	31	48	30	8	5	-	-	3	22	
New York.....	58	32	10	15	2	4	11	21	9	2	2	2	3	4	81	36	2	12	1	21	29	38	11	-	4	-	7	4	
Philadelphia.....	74	55	-	-	2	47	15	18	7	-	-	-	7	7	93	67	-	5	3	53	22	57	36	-	2	-	25	20	
Pittsburgh.....	75	57	-	-	-	57	17	6	6	-	-	-	6	-	70	51	-	-	-	48	19	12	12	-	-	-	12	-	
Providence-Pawtucket-Warwick.....	45	42	8	23	-	10	4	6	-	-	-	-	-	6	63	46	-	24	5	17	14	42	35	-	10	-	25	3	
SOUTH																													
Atlanta.....	94	84	-	7	3	65	9	57	39	-	2	-	37	11	99	86	-	4	-	80	14	98	83	-	10	-	71	16	
Baltimore.....	98	84	-	4	-	80	14	24	17	-	2	-	16	2	94	84	-	9	-	75	10	81	51	-	-	-	51	30	
Birmingham.....	90	86	-	38	-	30	4	80	80	-	23	-	57	-	100	94	-	27	-	66	6	100	98	-	27	-	71	2	
Dallas.....	96	67	-	24	-	42	29	48	25	2	18	-	5	17	96	58	3	32	-	23	37	57	39	-	39	-	-	18	
Houston.....	99	92	-	5	3	80	7	65	46	-	15	-	31	19	99	94	-	11	5	75	4	90	84	-	13	18	50	6	
Jacksonville.....	99	87	-	51	-	36	12	100	100	-	58	-	37	-	96	81	-	63	-	18	15	93	80	-	55	-	25	13	
Louisville.....	99	99	-	-	-	99	-	81	67	-	-	-	67	-	98	98	-	-	-	98	-	100	100	-	-	-	100	-	
Memphis.....	95	83	9	33	25	16	12	47	28	-	13	16	-	16	100	85	12	27	12	34	16	97	84	-	38	24	22	13	
Miami.....	99	94	-	27	6	62	5	78	59	-	-	-	59	7	99	75	-	-	-	75	24	81	69	-	-	-	69	12	
New Orleans.....	91	75	-	-	-	71	16	69	53	-	-	-	31	17	99	72	-	-	-	61	27	70	70	-	-	-	41	-	
Richmond.....	98	96	-	10	-	86	1	33	23	-	-	-	23	-	99	98	-	9	-	89	-	8	4	-	-	-	4	4	
Tampa-St. Petersburg.....	98	87	-	27	6	48	11	61	46	-	10	7	28	15	97	73	-	13	5	40	25	89	79	-	21	3	47	10	
Washington.....	98	91	-	11	-	75	7	31	27	-	5	-	22	4	96	79	-	13	-	64	17	77	70	-	26	-	45	7	
NORTH CENTRAL																													
Chicago.....	95	82	-	-	-	69	13	48	42	-	-	-	29	6	95	80	-	1	-	55	16	80	80	-	-	-	56	-	
Cincinnati.....	98	84	-	-	7	77	14	3	3	-	-	-	3	-	93	71	-	-	8	64	20	78	67	-	-	-	67	11	
Cleveland.....	96	41	-	3	-	38	55	11	-	-	-	-	-	6	99	5	-	3	-	-	94	-	-	-	-	-	-	68	-
Detroit.....	94	94	-	-	-	94	-	80	70	-	-	-	70	-	99	95	-	-	-	95	-	89	75	2	2	-	72	-	
Indianapolis.....	100	100	-	-	-	100	-	33	29	-	-	-	29	-	98	98	-	-	-	98	-	100	100	-	-	-	100	-	
Kansas City.....	98	-	-	-	-	-	94	85	-	-	-	-	-	74	100	-	-	-	-	-	100	95	5	-	-	-	5	90	
Milwaukee.....	93	71	-	4	-	68	21	42	26	-	4	-	22	14	84	66	-	3	-	63	16	62	51	-	2	-	49	8	
Minneapolis-St. Paul.....	95	91	-	-	3	88	4	50	48	-	9	-	39	2	85	79	-	-	7	73	5	25	24	-	-	-	24	1	
St. Louis.....	81	5	-	-	-	-	76	23	-	-	-	-	-	20	80	5	-	-	-	-	76	-	-	-	-	-	-	-	-
WEST																													
Denver.....	98	98	-	9	4	71	-	86	72	-	10	-	58	2	92	82	-	9	5	60	10	93	52	2	-	9	42	41	
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	100	91	-	3	-	85	9	75	62	-	-	3	57	12	98	83	-	-	10	73	14	97	77	-	-	4	71	19	
Portland.....	84	71	5	9	-	50	6	37	14	-	-	-	10	-	81	69	-	6	3	53	5	44	37	-	-	-	33	7	
San Francisco-Oakland.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Seattle-Everett.....	3	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 13. Types of incentive payments: selected occupations—Continued**

(Percent of workers paid on an incentive basis<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	New-car get-ready men							Painters							Parts men	Service salesmen
	Incentive workers <sup>2/</sup>	Flat-rate percents					Flat-rate hours	Incentive workers <sup>2/</sup>	Flat-rate percents					Flat-rate hours	Incentive workers <sup>4/</sup>	Incentive workers <sup>4/</sup>
		Total <sup>3/</sup>	40	45	47	50			Total <sup>3/</sup>	40	45	47	50			
Total, 35 areas.....	28	18	1/	1	1	15	6	76	61	1	4	1	51	13	38	66
<b>NORTHEAST</b>																
Boston.....	35	15	-	-	-	15	15	41	30	6	11	-	13	11	27	50
Bridgeport.....	30	30	-	-	-	30	-	27	20	-	-	-	20	7	14	27
Buffalo.....	54	28	-	-	-	22	22	88	67	-	-	-	51	21	43	60
Newark and Jersey City.....	27	6	6	-	-	-	5	14	-	-	-	-	-	14	38	56
New York.....	19	5	-	-	-	5	2	41	5	2	-	-	3	19	38	79
Philadelphia.....	22	13	-	-	-	4	9	69	54	1	-	11	33	16	49	64
Pittsburgh.....	27	14	-	-	-	14	9	14	14	-	-	-	14	-	30	59
Providence-Pawtucket-Warwick.....	9	5	-	-	-	5	5	8	-	-	-	-	-	8	18	56
<b>SOUTH</b>																
Atlanta.....	32	18	-	-	-	18	15	85	42	-	1	3	34	15	59	93
Baltimore.....	39	28	-	3	-	25	12	85	63	-	3	-	60	22	42	62
Birmingham.....	7	7	-	-	-	7	-	36	36	-	15	-	21	-	67	95
Dallas.....	42	18	4	15	-	-	16	86	40	-	14	-	24	47	48	86
Houston.....	34	33	-	3	2	28	-	95	80	-	10	3	62	10	76	89
Jacksonville.....	50	27	-	27	-	-	8	100	94	-	43	-	43	6	77	86
Louisville.....	52	29	-	-	-	29	-	100	100	-	-	-	100	-	40	57
Memphis.....	18	9	3	-	6	-	-	53	49	-	15	9	4	4	35	73
Miami.....	42	16	-	-	-	16	13	83	78	6	-	-	49	5	54	84
New Orleans.....	21	10	-	-	-	4	10	84	64	-	-	-	52	20	64	80
Richmond.....	15	12	-	-	-	12	-	100	93	-	11	-	71	-	49	62
Tampa-St. Petersburg.....	1	1	-	-	-	-	-	99	88	-	22	8	51	11	21	37
Washington.....	16	14	-	-	-	14	1	83	74	-	11	-	60	9	22	59
<b>NORTH CENTRAL</b>																
Chicago.....	37	28	-	-	-	23	8	71	60	-	-	-	45	10	28	67
Cincinnati.....	20	15	-	-	-	15	5	76	49	-	-	5	43	16	24	30
Cleveland.....	16	-	-	-	-	-	16	100	23	-	8	-	15	77	25	39
Detroit.....	63	58	-	-	-	58	-	93	93	-	-	-	93	-	29	51
Indianapolis.....	30	29	-	-	-	29	-	91	83	-	-	-	83	-	58	68
Kansas City.....	31	-	-	-	-	-	31	100	-	-	-	-	-	100	26	92
Milwaukee.....	48	38	-	2	-	35	2	100	82	-	8	-	74	18	25	46
Minneapolis-St. Paul.....	42	42	-	-	4	38	-	98	94	-	-	5	86	5	18	63
St. Louis.....	7	-	-	-	-	-	7	100	-	-	-	-	-	100	15	44
<b>WEST</b>																
Denver.....	48	41	-	2	3	37	7	97	97	3	6	4	78	-	69	90
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	28	26	-	-	5	21	3	97	85	-	1	-	83	12	66	96
Portland.....	9	8	-	-	-	8	-	96	69	10	8	-	51	-	54	87
San Francisco-Oakland.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
Seattle-Everett.....	-	-	-	-	-	-	-	9	-	-	-	-	-	-	10	8

<sup>1/</sup>Although data relate only to incentive workers, percents were based on all workers in the respective jobs.

<sup>2/</sup>In some areas, includes data for types of incentive workers in addition to those shown separately.

<sup>3/</sup>In some areas, includes data for workers paid flat-rate percents in addition to those shown separately.

<sup>4/</sup>Parts men and service salesmen were paid on incentive basis other than flat-rate percents or flat-rate hours, e.g., commission.



**Table 14. Scheduled weekly hours**

(Percent of production workers by scheduled weekly hours<sup>1/</sup> in auto dealer repair shops, 35 selected areas, August 1969)

Area	Weekly hours								
	Under 40	40	Over 40 and under 44	44	44 1/2	45	Over 45 and under 48	48	Over 48
<b>NORTHEAST</b>									
Boston.....	-	25	46	16	-	12	2	-	-
Bridgeport.....	-	39	16	-	-	44	-	-	-
Buffalo.....	-	46	6	12	5	21	10	-	-
Newark and Jersey City.....	-	85	7	5	-	3	-	-	-
New York.....	-	94	-	-	-	1	-	-	-
Philadelphia.....	-	76	14	5	-	-	3	-	2
Pittsburgh.....	-	66	7	27	-	-	-	-	-
Providence-Pawtucket-Warwick.....	-	15	19	30	-	-	33	-	4
<b>SOUTH</b>									
Atlanta.....	4	62	5	-	-	23	6	-	-
Baltimore.....	3	27	28	2	-	24	9	-	6
Birmingham.....	-	22	-	-	-	66	-	-	-
Dallas.....	-	52	15	17	-	14	-	-	2
Houston.....	-	64	6	-	-	18	3	-	3
Jacksonville.....	-	40	4	5	6	45	-	-	-
Louisville.....	5	27	10	32	-	20	-	6	-
Memphis.....	-	7	10	24	-	36	3	5	14
Miami.....	-	36	36	28	-	-	-	-	-
New Orleans.....	-	61	19	5	-	15	-	-	-
Richmond.....	-	5	-	-	-	63	15	-	17
Tampa-St. Petersburg.....	-	38	5	56	-	-	-	-	-
Washington.....	-	51	9	4	2	25	5	-	3
<b>NORTH CENTRAL</b>									
Chicago.....	2	87	6	4	-	1	-	-	-
Cincinnati.....	-	53	3	31	5	4	-	-	-
Cleveland.....	-	85	8	7	-	-	5	-	-
Detroit.....	4	63	11	14	-	6	-	-	-
Indianapolis.....	-	56	11	17	-	13	-	2	-
Kansas City.....	-	96	-	-	-	-	3	-	-
Milwaukee.....	-	40	9	21	-	18	4	-	-
Minneapolis-St. Paul.....	-	88	8	4	-	-	11	-	-
St. Louis.....	-	100	-	-	-	-	-	-	-
<b>WEST</b>									
Denver.....	-	30	27	-	-	37	6	-	-
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove.....	-	40	-	46	-	11	-	-	-
Portland.....	-	86	6	9	-	-	1	2	-
San Francisco-Oakland.....	-	100	-	-	-	-	-	-	-
Seattle-Everett.....	-	100	-	-	-	-	-	-	-

<sup>1/</sup>Data relate to the predominant work schedule in each establishment.

NOTE: Because of rounding, sums of individual items may not equal 100.

**Table 15. Overtime premium pay**

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with provisions for daily or weekly overtime by rate of pay and hours after which effective, 35 selected areas, August 1969)

Item	Northeast																South							
	Boston		Bridgeport		Buffalo		Newark and Jersey City		New York		Philadelphia		Pittsburgh		Providence-Pawtucket		Atlanta		Baltimore		Birmingham		Dallas	
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate
Workers																								
DAILY OVERTIME																								
Time and one-half effective after:																								
8 hours.....	29	-	80	42	38	15	59	6	82	34	15	4	10	3	4	-	3	-	-	-	26	-	-	-
8 1/2 hours.....	2	-	-	-	-	-	-	-	-	-	4	-	-	-	8	6	-	-	-	-	-	-	-	
8 3/4 hours.....	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other.....	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
No premium pay.....	64	97	20	58	62	85	41	94	18	66	82	96	90	97	88	94	97	100	100	100	74	100	100	100
WEEKLY OVERTIME																								
Time and one-half effective after:																								
40 hours.....	59	-	100	100	98	24	97	19	100	41	94	20	84	7	65	-	96	-	78	-	100	-	100	-
42 hours.....	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	2	-	-	-	-	
42 1/2 hours.....	-	-	-	-	-	-	-	-	-	-	4	-	-	-	8	6	-	-	2	-	-	-	-	
43 3/4 hours.....	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	
44 hours.....	1	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	
46 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	
Other.....	5	-	-	-	-	-	-	-	-	-	2	12	-	-	-	-	-	-	-	-	-	-	-	
No premium pay.....	35	97	-	-	2	76	3	81	-	59	-	68	16	93	15	94	4	100	8	100	-	100	-	
South—Continued																North Central								
Houston		Jacksonville		Louisville		Memphis		Miami		New Orleans		Richmond		Tampa-St. Petersburg		Washington		Chicago		Cincinnati		Cleveland		
DAILY OVERTIME																								
Time and one-half effective after:																								
8 hours.....	9	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	17	4	81	22	46	-	69	
8 1/2 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	51	
9 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	
Other.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-	6	
No premium pay.....	91	100	100	100	92	100	100	100	100	100	100	100	100	100	100	80	96	19	60	54	100	31	43	
WEEKLY OVERTIME																								
Time and one-half effective after:																								
40 hours.....	100	-	100	-	83	-	100	-	100	-	90	-	67	8	100	-	94	4	94	20	95	9	91	
42 hours.....	-	-	-	-	-	-	-	-	-	-	10	-	7	-	-	-	-	-	-	-	-	5	69	
42 1/2 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	-	-	-	
44 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	6	
44 1/2 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	-	-	1	-	-	6	-	
Other.....	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	2	23	-	-	6	
No premium pay.....	-	100	-	100	17	100	-	100	-	100	-	100	5	92	-	100	6	96	3	47	-	85	-	

See footnote at end of table.

**Table 15. Overtime premium pay—Continued**

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with provisions for daily or weekly overtime by rate of pay and hours after which effective, 35 selected areas, August 1969)

Item	North Central—Continued												West							
	Detroit		Indianapolis		Kansas City		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove		Portland		San Francisco-Oakland <sup>2/</sup>	Seattle-Everett <sup>2/</sup>
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate
DAILY OVERTIME																				
Time and one-half effective after:																				
8 hours.....	13	4	6	-	94	96	3	-	77	61	100	100	17	-	53	-	86	4	60	4
Other.....	-	-	-	-	-	-	-	-	8	17	-	-	-	-	-	-	-	-	40	477
No premium pay.....	87	96	94	100	6	4	97	100	15	21	-	-	83	100	47	100	14	96	-	18
WEEKLY OVERTIME																				
Time and one-half effective after:																				
38 3/4 hours.....	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	90	7	100	-	94	96	84	-	90	68	100	100	90	-	94	-	86	4	100	96
42 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-
42 1/2 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
44 hours.....	-	-	-	-	-	-	4	-	-	-	-	-	-	-	1	-	-	-	-	-
45 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours.....	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
48 1/4 hours.....	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Other.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No premium pay.....	7	93	-	100	6	4	-	100	10	21	-	-	7	100	2	100	14	96	-	-

<sup>1/</sup>Less than 0.5 percent.

<sup>2/</sup>None of the production workers in establishments contacted in San Francisco-Oakland and Seattle-Everett were paid on a flat-rate basis.

<sup>3/</sup>These workers received time and one-half after 8 hours and double time after 11 hours.

<sup>4/</sup>These workers received time and one-half after 8 hours and double time after 9 hours.

**Table 16. Paid holidays**

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid holidays, 35 selected areas, August 1969)

Number of paid holidays	Northeast																South							
	Boston		Bridgeport		Buffalo		Newark and Jersey City		New York		Philadelphia		Pittsburgh		Providence-Pawtucket-Warwick		Atlanta		Baltimore		Birmingham		Dallas	
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate
	Workers																							
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100	100	100	100	100	100	100	97	100	100	100	62	100	100	100	69	100	80
4 days plus 1 half day.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	92	54	-	-	100	69	100	80
5 days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	92	54	-	-	100	69	100	80
6 days.....	-	-	67	100	42	31	40	46	3	2	26	25	42	35	11	19	2	3	100	100	-	-	-	-
6 days plus 1 half day.....	-	-	-	-	-	-	-	-	-	-	14	10	5	6	-	-	-	-	-	-	-	-	-	-
6 days plus 2 half days.....	-	-	-	-	14	14	27	25	7	16	31	36	3	5	-	-	-	-	-	-	-	-	-	-
6 days plus 3 half days.....	-	-	-	-	10	10	3	2	-	-	8	5	-	4	-	-	-	-	-	-	-	-	-	-
6 days plus 4 half days.....	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
7 days.....	1	3	-	-	6	8	3	5	13	7	(11)	7	28	29	-	-	-	-	-	-	-	-	-	-
7 days plus 1 half day.....	-	-	-	-	7	9	-	-	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days plus 2 half days.....	-	-	-	-	4	6	10	6	16	11	5	2	-	-	-	-	-	-	-	-	-	-	-	-
7 days plus 3 half days.....	-	-	-	-	-	-	-	-	4	4	2	2	4	-	-	-	-	-	-	-	-	-	-	-
7 days plus 4 half days.....	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days.....	13	20	-	-	7	3	11	8	6	5	1	1	2	3	6	-	-	-	-	-	-	-	-	-
8 days plus 1 half day.....	14	5	-	-	-	-	-	-	2	5	9	9	2	3	-	-	-	-	-	-	-	-	-	-
8 days plus 2 half days.....	2	4	-	-	3	5	1	9	22	19	4	2	-	-	-	-	-	-	-	-	-	-	-	-
8 days plus 4 half days.....	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 days.....	41	42	-	-	2	3	5	-	9	5	-	-	4	3	45	57	-	-	-	-	-	-	-	-
9 days plus 1 half day.....	11	10	-	-	-	-	-	-	-	-	-	-	-	6	5	-	-	-	-	-	-	-	-	-
9 days plus 2 half days.....	-	-	33	-	-	-	-	-	7	17	-	-	-	16	-	-	-	-	-	-	-	-	-	-
10 days.....	10	8	-	-	5	11	-	-	2	3	-	-	7	10	-	-	-	-	-	-	-	-	-	-
10 days plus 1 half day.....	5	5	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-
10 days plus 2 half days.....	-	-	-	-	-	-	-	-	1	-	-	-	-	6	13	-	-	-	-	-	-	-	-	-
11 days.....	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	38	-	-	-	31	-	20
	South--Continued																North Central							
	Houston		Jacksonville		Louisville		Memphis		Miami		New Orleans		Richmond		Tampa-St. Petersburg		Washington		Chicago		Cincinnati		Cleveland	
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	98	28	100	64	100	84	96	68	100	66	96	6	100	37	100	100	100	100	100	99	96	96	100	100
4 days .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	14	-	-	-	-	-	-	-	-
5 days .....	79	11	100	64	-	-	96	68	48	31	4	6	9	7	58	48	2	5	-	-	-	-	-	-
5 days plus 1 half day .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	6	-	-	-	-	-	-	-	-
6 days .....	17	16	-	-	92	78	-	-	52	34	93	-	91	30	20	32	95	89	31	25	96	96	50	47
6 days plus 2 half days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	54	56	-	-	3	3
6 days plus 3 half days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
7 days .....	1	1	-	-	8	6	-	-	-	-	-	-	-	-	-	-	3	7	1	-	-	-	-	-
7 days plus 1 half day .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	-	-
7 days plus 2 half days .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
8 days .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	12	-	-	47	50
8 days plus 2 half days .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(11)	1	-	-	-	-
9 days .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Workers in establishment providing no paid holidays .....	2	72	-	36	-	16	4	32	-	34	4	94	-	63	-	-	-	-	-	1	4	4	-	-

See footnote at end of table.

**Table 16. Paid holidays—Continued**

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid holidays, 35 selected areas, August 1969)

Number of paid holidays	North Central--Continued												West							
	Detroit		Indianapolis		Kansas City		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove		Portland		San Francisco-Oakland <sup>2/</sup>	Seattle-Everett <sup>2/</sup>
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Time-rate
	Workers																			
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing																				
paid holidays.....	100	94	92	61	100	100	97	96	100	100	100	100	92	81	99	92	81	71	100	100
4 days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	4	-	-
4 days plus 1 half day.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days.....	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-
5 days plus 1 half day.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days.....	59	66	92	61	100	100	97	96	32	20	3	5	90	79	89	83	79	67	-	-
6 days plus 1 half day.....	17	12	-	-	-	-	-	-	12	14	-	-	-	-	-	-	-	-	-	-
6 days plus 2 half days.....	7	9	-	-	-	-	-	-	48	57	-	-	-	-	4	5	-	-	-	-
6 days plus 3 half days.....	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days plus 6 half days.....	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days.....	2	2	-	-	-	-	-	-	-	-	97	95	-	-	6	4	-	-	16	12
7 days plus 1 half day.....	-	-	-	-	-	-	-	-	4	5	-	-	-	-	-	-	-	-	-	-
7 days plus 2 half days.....	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days.....	-	-	-	-	-	-	-	-	5	4	-	-	-	-	-	-	-	-	50	88
8 days plus 2 half days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days plus 4 half days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 days.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34	-
Workers in establishments providing no paid holidays.....	-	6	8	39	-	-	3	4	-	-	-	-	8	19	1	8	19	29	-	-

<sup>1/</sup>Less than 0.5 percent.

<sup>2/</sup>None of the production workers in establishments contacted in the San Francisco-Oakland and Seattle-Everett areas were paid on a flat-rate basis.

NOTE: Because of rounding, sums of individual items may not equal totals.



Table 17. Paid vacations

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 35 selected areas, August 1969)

Vacation policy	Northeast																South							
	Boston		Bridgeport		Buffalo		Newark and Jersey City		New York		Philadelphia		Pittsburgh		Providence-Pawtucket		Atlanta		Baltimore		Birmingham		Dallas	
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate
	Workers																							
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
METHOD OF PAYMENT																								
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	92
Length-of-time payment.....	100	22	98	59	95	70	100	78	100	63	98	88	100	91	94	22	100	24	100	95	100	48	100	59
Percentage payment.....	-	23	2	20	5	28	-	-	-	-	2	4	-	6	3	38	-	2	-	-	-	-	-	6
Flat-sum payment.....	-	55	-	20	-	1	-	4	-	30	-	4	-	3	4	40	-	73	-	5	-	52	-	28
Other.....	-	-	-	-	-	-	-	18	-	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8
AMOUNT OF VACATION PAY <sup>1/</sup>																								
After 1 year of service:																								
Under 1 week.....	-	10	-	-	3	-	-	14	-	20	-	2	-	-	-	52	-	62	-	-	-	35	-	15
1 week.....	43	44	80	100	96	97	81	64	81	53	92	89	98	95	98	35	60	26	92	92	74	52	79	68
Over 1 and under 2 weeks.....	2	3	-	-	-	-	-	5	-	10	-	-	2	5	-	7	6	4	-	-	-	-	-	-
2 weeks.....	55	43	20	-	1	3	19	16	19	16	4	5	-	-	3	6	34	8	8	8	26	13	21	8
After 2 years of service:																								
Under 1 week.....	-	4	-	-	3	-	-	5	-	4	-	2	-	-	-	41	-	39	-	-	-	30	-	15
1 week.....	11	29	23	20	59	58	11	7	4	2	67	70	47	52	83	46	20	36	54	60	38	35	64	62
Over 1 and under 2 weeks.....	-	4	4	-	-	-	-	14	-	27	3	3	13	17	-	7	2	10	5	5	-	5	5	3
2 weeks.....	89	63	73	80	38	42	89	74	96	68	30	25	40	32	17	6	78	14	42	36	62	30	31	11
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																								
Under 1 week.....	-	-	-	-	-	-	-	5	-	2	-	2	-	-	-	28	-	39	-	-	-	22	-	15
1 week.....	5	20	23	20	33	36	8	2	1	2	30	30	38	40	63	50	20	36	31	26	25	39	64	62
Over 1 and under 2 weeks.....	-	4	4	-	2	3	-	14	-	28	4	6	13	17	-	7	8	8	-	-	4	9	5	3
2 weeks.....	95	76	73	80	65	61	92	79	95	65	66	63	49	43	37	15	80	17	69	74	71	30	31	11
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																								
Under 1 week.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	21	-	39	-	-	-	22	-	15
1 week.....	-	18	-	-	10	3	-	-	-	2	1	3	16	11	-	49	20	36	9	9	-	25	39	42
Over 1 and under 2 weeks.....	-	4	4	-	-	-	-	14	-	22	2	3	9	9	47	7	8	8	6	4	9	9	39	39
2 weeks.....	97	74	63	100	86	88	99	81	85	64	93	94	66	72	53	24	80	17	82	75	71	30	58	37
Over 2 and under 3 weeks.....	-	-	-	-	3	6	-	5	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	3	3	33	-	1	3	1	-	12	7	4	2	9	8	-	-	-	-	9	10	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:																								
Under 1 week.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	21	-	34	-	-	-	22	-	15
1 week.....	-	16	-	-	7	3	-	-	-	2	1	3	16	11	47	36	20	36	9	9	-	25	31	36
Over 1 and under 2 weeks.....	-	6	-	-	3	-	-	14	-	16	-	-	-	-	-	19	-	13	-	6	-	13	-	32
2 weeks.....	80	52	47	100	43	25	69	57	35	24	60	58	56	60	47	24	76	17	78	73	75	34	64	44
Over 2 and under 3 weeks.....	-	-	-	-	2	8	-	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	20	26	20	-	45	64	31	24	58	49	40	39	23	24	6	-	4	-	13	13	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	33	-	-	-	-	-	6	2	-	-	5	5	-	-	-	-	-	-	-	-	-	-
After 15 years of service:																								
Under 1 week.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	21	-	34	-	-	-	22	-	15
1 week.....	-	12	-	-	7	3	-	-	-	2	1	3	16	11	47	36	20	36	9	9	25	31	36	32
Over 1 and under 2 weeks.....	-	10	-	-	-	-	-	14	-	16	-	-	-	-	-	19	-	13	-	6	-	13	-	-
2 weeks.....	72	49	30	22	35	21	55	46	34	22	49	45	39	46	47	24	76	17	67	66	75	34	64	44
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	28	29	37	78	43	50	40	33	60	51	48	50	36	38	6	-	4	-	24	20	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	10	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	33	-	4	3	5	2	6	2	2	2	9	5	-	-	-	-	-	-	-	-	-	-
After 20 years of service: <sup>2/</sup>																								
Under 1 week.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	21	-	34	-	-	-	22	-	15
1 week.....	-	12	-	-	7	3	-	-	-	2	1	3	16	11	47	36	20	36	9	9	25	31	36	32
Over 1 and under 2 weeks.....	-	6	-	-	-	-	-	14	-	16	-	-	-	-	-	19	-	13	-	6	-	13	-	-
2 weeks.....	72	53	30	22	35	21	55	46	34	22	49	45	39	46	47	24	76	17	67	66	75	34	64	44
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	26	29	37	78	39	47	40	33	58	48	48	50	33	34	6	-	4	-	24	20	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	3/	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	1	-	33	-	18	26	5	2	8	5	2	2	12	8	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 17. Paid vacations—Continued

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 35 selected areas, August 1969)

Vacation policy	South--Continued																		North Central					
	Houston		Jacksonville		Louisville		Memphis		Miami		New Orleans		Richmond		Tampa-St. Petersburg		Washington		Chicago		Cincinnati		Cleveland	
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
METHOD OF PAYMENT																								
Workers in establishments providing paid vacations.....	100	100	100	96	100	100	100	100	100	100	91	79	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	97	36	100	44	94	81	100	51	100	45	91	30	100	79	100	82	100	92	100	15	97	69	54	46
Percentage payment.....	-	-	-	6	-	4	-	14	-	12	-	-	-	-	-	-	-	-	-	1	3	7	46	54
Flat-sum payment.....	-	62	-	52	-	15	-	35	-	48	-	48	-	21	-	18	-	8	-	13	-	23	-	-
Other.....	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	71	-	-	-	-	-
Workers in establishments providing no paid vacations.....	-	-	-	4	-	-	-	-	-	-	9	21	-	-	-	-	-	-	-	-	-	-	-	-
AMOUNT OF VACATION PAY <sup>1/</sup>																								
After 1 year of service:																								
Under 1 week.....	-	66	-	52	-	10	-	35	-	51	-	38	-	26	-	18	-	-	-	-	-	18	-	-
1 week.....	92	32	100	44	61	56	94	44	71	41	46	13	95	68	67	57	83	84	90	93	100	82	88	85
Over 1 and under 2 weeks.....	-	1	-	-	-	-	-	14	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	6
2 weeks.....	8	-	-	-	39	34	6	7	29	7	44	11	5	6	33	26	16	14	10	7	-	-	5	6
After 2 years of service:																								
Under 1 week.....	-	52	-	27	-	10	-	22	-	19	-	34	-	21	-	16	-	-	-	-	-	10	-	-
1 week.....	30	15	50	27	36	34	36	30	13	48	15	13	66	56	12	18	33	39	6	6	39	33	3	4
Over 1 and under 2 weeks.....	2	7	6	19	-	4	13	11	7	-	16	-	-	-	-	3	3	-	-	5	9	6	5	5
2 weeks.....	68	26	44	22	64	56	60	21	76	25	76	16	34	23	88	66	64	58	94	94	56	47	90	90
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																								
Under 1 week.....	-	45	-	21	-	10	-	22	-	14	-	34	-	5	-	10	-	-	-	-	-	10	-	-
1 week.....	19	18	10	23	14	15	26	19	6	46	10	13	40	65	7	13	13	13	-	1	24	16	-	-
Over 1 and under 2 weeks.....	-	8	6	19	-	4	13	4	7	-	16	-	-	-	-	6	3	3	-	-	4	6	5	5
2 weeks.....	81	29	84	33	86	75	70	32	89	32	81	16	60	30	93	71	84	85	99	98	76	70	89	84
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	5	10	-
After 5 years of service:																								
Under 1 week.....	-	34	-	21	-	10	-	15	-	14	-	20	-	5	-	10	-	-	-	-	-	10	-	-
1 week.....	7	22	5	23	5	5	26	19	6	46	6	27	34	59	7	13	5	5	-	1	20	12	-	-
Over 1 and under 2 weeks.....	-	11	-	8	-	-	20	-	-	4	-	16	-	-	-	6	3	3	-	-	4	6	5	5
2 weeks.....	93	33	89	40	95	85	74	32	92	35	85	16	66	36	93	71	91	92	99	98	80	74	86	80
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
3 weeks.....	-	-	6	4	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	1	-	8	15	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:																								
Under 1 week.....	-	30	-	21	-	10	-	15	-	14	-	20	-	5	-	10	-	-	-	-	-	10	-	-
1 week.....	7	18	5	23	5	5	26	19	6	38	-	18	34	59	7	13	5	5	-	1	20	12	-	-
Over 1 and under 2 weeks.....	-	19	-	8	-	-	20	-	10	-	16	-	-	-	-	6	-	-	-	-	-	4	-	-
2 weeks.....	89	33	89	40	95	81	58	27	71	27	91	24	66	36	81	62	86	85	65	65	77	67	91	83
Over 2 and under 3 weeks.....	-	-	-	-	-	4	14	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	4	-	6	4	(2)	4	12	5	23	8	-	-	-	-	-	12	9	9	10	35	34	3	7	17
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 15 years of service:																								
Under 1 week.....	-	30	-	16	-	10	-	15	-	14	-	20	-	5	-	10	-	-	-	-	-	10	-	-
1 week.....	7	18	5	23	5	5	26	19	6	29	-	18	34	59	7	13	5	5	-	1	20	12	-	-
Over 1 and under 2 weeks.....	-	15	-	14	-	-	20	-	18	-	16	-	-	-	-	6	-	-	-	-	-	4	-	-
2 weeks.....	89	33	82	40	79	63	50	23	63	27	91	24	66	36	81	62	77	76	17	13	73	63	20	19
Over 2 and under 3 weeks.....	-	4	-	-	-	4	14	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	-	-	13	4	16	22	20	9	30	8	-	-	-	-	12	9	18	19	82	84	7	11	77	76
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3	4	-
After 20 years of service: <sup>2/</sup>																								
Under 1 week.....	-	30	-	16	-	10	-	15	-	14	-	20	-	5	-	10	-	-	-	-	-	10	-	-
1 week.....	7	18	5	23	5	5	26	19	6	29	-	18	34	59	7	13	5	5	-	1	20	12	-	-
Over 1 and under 2 weeks.....	-	15	-	14	-	-	20	-	18	-	16	-	-	-	-	6	-	-	-	-	-	4	-	-
2 weeks.....	89	33	82	40	79	63	50	23	63	27	91	24	66	36	75	62	77	76	17	13	73	63	20	19
Over 2 and under 3 weeks.....	-	-	-	-	-	4	14	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	-	-	13	4	16	22	20	9	30	8	-	-	-	-	8	-	18	19	27	28	7	11	31	24
Over 3 and under 4 weeks.....	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	4	-	-	-	-	-	-	-	-	-	-	-	-	-	10	9	-	-	57	57	-	-	48	57

See footnotes at end of table.

**Table 17. Paid vacations—Continued**

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 35 selected areas, August 1969)

Vacation policy	North Central--Continued												West							
	Detroit		Indianapolis		Kansas City		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach and Anaheim-Santa Ana-Grove Garden		Portland		San Francisco-Oakland <sup>4/</sup>	Seattle-Everett <sup>2/</sup>
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Time-rate
	Workers--Continued																			
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
METHOD OF PAYMENT																				
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	95	68	100	57	100	100	97	86	100	100	100	100	96	67	100	23	100	39	98	100
Percentage payment.....	5	5	-	6	-	-	2	-	-	-	-	-	4	6	-	1	-	-	2	-
Flat-sum payment.....	-	26	-	31	-	-	3	12	-	-	-	-	-	28	-	75	-	61	-	-
Other.....	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Workers in establishments providing no paid vacations.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AMOUNT OF VACATION PAY <sup>1/</sup>																				
After 1 year of service:																				
Under 1 week.....	2	27	-	25	-	-	7	-	-	-	-	-	-	-	-	73	-	45	2	-
1 week.....	80	53	96	73	100	100	93	100	100	100	100	97	96	90	24	94	45	94	93	-
Over 1 and under 2 weeks.....	3	7	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	5	-	-
2 weeks.....	15	13	4	1	-	-	-	-	-	-	-	3	4	8	-	6	10	-	7	-
After 2 years of service:																				
Under 1 week.....	-	10	-	21	-	-	7	-	-	-	-	-	-	-	-	42	-	7	-	-
1 week.....	9	6	43	47	84	86	39	18	13	100	100	28	25	3	23	49	69	2	82	-
Over 1 and under 2 weeks.....	2	18	-	-	-	-	12	7	-	-	-	-	-	-	10	-	1	-	-	-
2 weeks.....	88	64	57	32	16	14	44	46	82	87	-	-	72	75	97	25	51	22	98	18
Over 2 and under 3 weeks.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																				
Under 1 week.....	-	2	-	21	-	-	7	-	-	-	-	-	-	-	-	37	-	4	-	-
1 week.....	2	6	18	28	-	-	30	25	4	-	-	21	14	1	28	20	58	2	-	-
Over 1 and under 2 weeks.....	2	22	-	-	-	-	9	8	-	-	-	-	4	-	10	-	5	-	-	-
2 weeks.....	93	68	82	50	100	100	61	59	96	100	100	79	82	99	25	80	34	98	100	-
Over 2 and under 3 weeks.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																				
Under 1 week.....	-	2	-	21	-	-	2	-	-	-	-	-	-	-	-	35	-	4	-	-
1 week.....	2	4	2	7	-	-	11	14	-	-	-	18	12	1	27	8	44	2	-	-
Over 1 and under 2 weeks.....	-	21	-	-	-	-	8	5	-	-	-	-	-	-	13	-	5	-	-	-
2 weeks.....	83	63	98	71	100	100	82	79	100	100	100	82	88	96	23	92	48	51	96	-
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	13	8	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	47	4	-
Over 3 and under 4 weeks.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:																				
Under 1 week.....	-	1	-	21	-	-	2	-	-	-	-	-	-	-	-	35	-	4	-	-
1 week.....	-	-	2	7	-	-	11	14	-	-	-	18	12	1	24	8	37	-	-	-
Over 1 and under 2 weeks.....	2	22	-	-	-	-	-	-	-	-	-	-	-	-	16	-	8	2	-	-
2 weeks.....	46	40	94	66	95	93	63	52	86	91	100	73	78	91	22	82	40	-	83	-
Over 2 and under 3 weeks.....	-	4	-	-	-	-	5	7	-	-	-	-	-	-	-	-	4	-	-	-
3 weeks.....	50	31	4	6	5	7	22	25	14	9	-	9	10	8	3	10	7	98	17	-
Over 3 and under 4 weeks.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 15 years of service:																				
Under 1 week.....	-	1	-	21	-	-	2	-	-	-	-	-	-	-	-	35	-	4	-	-
1 week.....	-	-	2	7	-	-	11	14	-	-	-	18	12	1	24	8	37	-	-	-
Over 1 and under 2 weeks.....	2	22	-	-	-	-	-	-	-	-	-	-	-	-	16	-	8	2	-	-
2 weeks.....	46	40	94	66	17	11	53	41	-	-	-	71	74	91	22	72	27	-	83	-
Over 2 and under 3 weeks.....	-	4	-	-	-	-	1	4	-	-	-	-	-	-	-	-	4	-	-	-
3 weeks.....	50	31	4	6	83	89	32	36	100	100	100	8	11	8	3	21	21	73	17	-
Over 3 and under 4 weeks.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	3	4	-	-	-	3	3	-	-	-	-	25	-	-

See footnotes at end of table.

**Table 17. Paid vacations—Continued**

(Percent of time-rate and flat-rate production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 35 selected areas, August 1969)

Vacation policy	North Central--Continued												West--Continued							
	Detroit		Indianapolis		Kansas City		Milwaukee		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove		Portland		San Francisco-Oakland <sup>4/</sup>	Seattle-Everett <sup>4/</sup>
	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate	Time-rate	Flat-rate
AMOUNT OF VACATION PAY <sup>1/</sup> --Continued	Workers--Continued																			
After 20 years of service; <sup>2/</sup>	-	1	-	21	-	-	-	2	-	-	-	-	-	-	-	35	-	4	-	-
Under 1 week.....	-	-	2	7	-	-	11	14	-	-	-	-	18	12	1	24	8	37	-	-
1 week.....	2	22	-	-	-	-	-	-	-	-	-	-	-	-	-	16	-	8	-	-
Over 1 and under 2 weeks.....	46	40	94	66	17	11	53	41	-	-	-	-	71	74	90	22	72	27	2	83
2 weeks.....	-	4	-	-	-	-	1	4	-	-	-	-	-	-	-	-	-	4	-	-
Over 2 and under 3 weeks.....	49	30	4	6	83	89	29	31	95	96	100	100	8	11	9	3	21	21	43	17
3 weeks.....	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 3 and under 4 weeks.....	2	1	-	-	-	-	6	8	5	4	-	-	3	3	-	-	-	-	56	-
4 weeks.....																				

<sup>1/</sup>Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

<sup>2/</sup>Vacation provisions were virtually the same after longer periods of service.

<sup>3/</sup>Less than 0.5 percent.

<sup>4/</sup>None of the production workers in establishments contacted in San Francisco-Oakland and Seattle-Everett were paid on a flat-rate basis.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 18. Health, insurance, and retirement plans**

(Percent of production workers in auto dealer repair shops with specified health, insurance, and retirement plans, 35 selected areas, August 1969)

Type of plan <sup>1/</sup>	Northeast								South									
	Boston	Bridge- port	Buffalo	Newark and Jersey City	New York	Phila- delphia	Pitts- burgh	Providence- Pawtucket- Warwick	Atlanta	Baltimore	Birming- ham	Dallas	Houston	Jackson- ville	Louis- ville	Memphis	Miami	New Orleans
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Life insurance.....	74	100	76	86	86	87	82	57	96	94	100	84	94	84	69	94	94	82
Noncontributory.....	12	55	34	72	84	62	57	51	20	13	29	24	31	55	5	17	42	49
Accidental death and dismemberment insurance.....	66	100	54	73	80	83	72	23	63	89	59	64	70	50	47	48	91	55
Noncontributory.....	9	55	30	65	78	59	46	18	20	13	7	16	17	28	-	15	40	42
Sickness and accident insurance or sick leave or both <sup>2/</sup> .....	80	100	65	95	100	96	63	28	28	91	61	42	30	29	60	46	29	34
Sickness and accident insurance.....	69	90	19	48	72	79	59	14	28	72	53	38	29	23	60	29	29	30
Noncontributory.....	7	40	19	48	72	56	39	8	8	5	12	14	7	19	-	10	18	24
Sick leave (full pay, no waiting period) Sick leave (partial pay or waiting period).....	35	54	37	89	100	64	33	12	17	34	14	8	5	6	17	18	-	11
Hospitalization insurance.....	2	-	17	-	-	6	-	6	-	-	-	-	-	-	8	7	-	-
Noncontributory.....	92	85	100	90	99	90	94	96	94	94	83	93	100	95	69	94	94	82
Surgical insurance.....	7	37	64	77	95	69	66	40	20	7	17	28	28	55	5	25	29	44
Noncontributory.....	92	85	100	86	99	88	87	96	94	94	83	93	100	95	69	94	94	82
Medical insurance.....	7	37	64	74	95	69	60	40	20	7	17	28	28	55	5	25	29	44
Noncontributory.....	89	85	100	73	84	88	85	96	89	90	55	90	96	80	59	87	89	78
Major medical insurance.....	7	37	61	68	80	69	58	40	20	7	8	25	23	46	5	21	29	44
Noncontributory.....	92	68	93	47	58	52	65	37	96	94	63	78	89	80	60	83	89	68
Retirement plans <sup>3/</sup> .....	7	23	61	42	52	48	38	16	20	7	8	23	28	46	-	17	29	39
Pension plans.....	23	75	33	52	76	44	49	24	21	52	4	31	32	30	20	28	25	15
Noncontributory.....	23	75	33	52	76	42	49	24	21	52	4	27	32	30	20	28	25	15
Severance pay.....	14	27	17	46	70	30	24	24	8	35	-	5	19	-	20	23	17	11
No plans.....	4	-	-	-	-	2	-	-	-	-	-	4	-	-	-	-	6	5
	South—Continued			North Central								West						
	Rich- mond	Tampa- St. Peters- burg	Wash- ington	Chicago	Cincin- nati	Cleve- land	Detroit	Indian- apolis	Kansas City	Milwau- kee	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles-Long Beach and Anaheim- Santa Ana- Garden Grove	Port- land	San Fran- cisco- Oakland	Seattle- Everett	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Workers in establishments providing:																		
Life insurance.....	100	92	89	91	61	91	82	79	100	82	96	100	75	89	92	100	100	
Noncontributory.....	44	56	28	87	28	22	11	21	97	41	93	95	23	46	27	100	100	
Accidental death and dismemberment insurance.....	74	92	63	89	38	85	60	35	96	79	96	100	52	72	73	99	100	
Noncontributory.....	44	56	21	86	21	20	8	17	93	37	93	95	14	35	27	99	100	
Sickness and accident insurance or sick leave or both <sup>2/</sup> .....	76	31	68	89	37	73	68	14	96	56	93	100	44	10	74	24	100	
Sickness and accident insurance.....	76	14	47	87	37	67	61	14	96	56	93	100	44	-	74	-	100	
Noncontributory.....	31	14	5	82	19	11	13	-	93	27	91	95	9	-	24	-	100	
Sick leave (full pay, no waiting period) Sick leave (partial pay or waiting period).....	-	22	22	3	-	5	-	-	-	-	2	-	10	10	-	20	15	
Hospitalization insurance.....	5	-	5	1	-	-	11	-	-	-	-	79	-	-	-	4	-	
Noncontributory.....	100	100	92	100	47	93	95	79	100	85	96	100	80	99	97	100	100	
Surgical insurance.....	47	55	14	91	18	20	13	23	93	46	93	95	27	56	36	100	100	
Medical insurance.....	100	100	92	100	47	90	95	79	100	89	96	100	80	99	97	100	100	
Noncontributory.....	47	55	14	89	7	13	13	23	93	49	93	95	27	56	36	100	100	
Major medical insurance.....	92	100	90	84	18	28	51	74	100	85	49	5	75	96	84	96	100	
Noncontributory.....	47	55	14	75	7	15	8	18	93	46	47	-	27	54	30	96	100	
Retirement plans <sup>3/</sup> .....	40	32	35	85	25	70	77	29	73	45	76	100	17	31	29	100	80	
Pension plans.....	40	32	35	85	25	68	77	29	73	45	76	100	17	31	29	100	80	
Noncontributory.....	23	18	21	83	9	32	9	4	73	26	76	95	6	7	-	95	80	
Severance pay.....	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	
No plans.....	-	-	6	-	16	2	2	11	-	11	4	-	6	1	-	-	-	

<sup>1/</sup>Noncontributory plans" are financed entirely by employer and exclude legally required plans, such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if employer contributes more than is legally required or employees receive benefits over legal requirements.

<sup>2/</sup>Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

<sup>3/</sup>Unduplicated total of workers covered by pension or retirement severance payments shown separately.



**Table 19. Other selected benefits**

(Percent of production workers in auto dealer repair shops with formal provisions for severance pay, furnishing and/or cleaning work clothing, and company-paid tool insurance, 35 selected areas, August 1969)

Type of benefit	Northeast								South									
	Boston	Bridge- port	Buffalo	Newark and Jersey City	New York	Phila- delphia	Pitts- burgh	Providence- Pawtucket	Atlanta	Baltimore	Birming- ham	Dallas	Houston	Jackson- ville	Louisville	Memphis	Miami	New Orleans
Workers in establishments with provisions for:																		
Separation pay <sup>1/</sup> .....	16	-	-	10	12	16	14	-	-	9	-	5	1	6	-	-	-	-
Furnishing and/or cleaning work clothing or paying at least part of the cost thereof.....	98	100	97	96	100	100	91	96	68	90	48	63	55	94	100	50	90	75
Company-paid insurance for tools workers are required to bring to job.....	21	31	3	31	34	35	20	11	20	34	12	7	9	11	-	-	16	21
	South--Continued			North Central										West				
	Richmond	Tampa-St. Petersburg	Washing- ton	Chicago	Cincinnati	Cleveland	Detroit	Indian- apolis	Kansas City	Milwau- kee	Minneapolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Portland	San Fran- cisco- Oakland	Seattle- Everett	
Workers in establishments with provisions for:																		
Separation pay <sup>1/</sup> .....	11	-	-	3	-	-	4	-	-	4	-	-	4	-	-	-	6	-
Furnishing and/or cleaning work clothing or paying at least part of the cost thereof .....	73	69	92	100	97	100	91	90	87	100	71	96	100	96	96	93	100	
Company-paid insurance for tools workers are required to bring to job.....	46	33	11	16	20	65	44	26	56	43	81	27	42	40	7	81	64	

<sup>1/</sup> Lump-sum payments to workers permanently separated for reasons other than retirement or cause.

## Appendix A. Scope and Method of Survey

### Scope of survey

The survey included retail motor vehicle dealer establishments engaged primarily in selling new, or new and used automobiles (industry 5511 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Bureau of the Budget). Establishments primarily selling trucks and general automobile repair shops were not included.

Establishments studied were selected from among those employing 20 workers or more (including office and auto sales workers as well as those in such departments as repair, service, and parts) at the time data were compiled the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be in the industry during the payroll period studied are shown in the table on the following page.

### Method of study

Data were obtained by personal visits of the Bureau field staff. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining data, however, all establishments were given their appropriate weight. Therefore, estimates relate to all establishments in the industry, except those below minimum size at the time of reference.

### Area definitions

The areas studied were Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1968 and included: *Atlanta*—Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties, Ga.; *Baltimore*—Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties, Md.; *Birmingham*—Jefferson, Shelby, and Walker Counties, Ala.; *Boston*—78 cities and towns in Suffolk, Middlesex, Essex, Norfolk, and Plymouth Counties, Mass.; *Bridgeport*—Bridgeport and Shelton cities and Easton, Fairfield, Monroe, Stratford, and Trumbull towns in Fairfield County, and Milford town in New Haven County, Conn.; *Buffalo*—Erie and Niagra Counties, N.Y.; *Chicago*—Cook, DuPage, Kane, Lake, McHenry, and Will Counties, Ill.; *Cincinnati*—Clermont, Hamilton, and Warren Counties, Ohio, and Boone, Campbell, and Kenton Counties, Ky., and Dearborn County, Ind.; *Cleveland*—Cuyahoga, Geauga, Lake, and Medina Counties, Ohio; *Dallas*—Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties, Tex.; *Denver*—Adams, Arapahoe, Boulder, Denver, and Jefferson Counties, Colo.; *Detroit*—Macomb, Oakland, and Wayne Counties, Mich.; *Houston*—Brazoria, Fort Bend, Harris, Liberty, and Montgomery Counties, Tex.; *Indianapolis*—Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties, Ind.; *Jacksonville*—Duval County, Fla.; *Kansas City*—Cass, Clay, Jackson, and Platte Counties, Mo., and Johnson and Wyandotte Counties, Kans.; *Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove* (a combination of the two SMSA's)—Los Angeles and Orange Counties, Calif.; *Louisville*—Jefferson County, Ky., and Clark and Floyd Counties, Ind.; *Memphis*—Shelby County, Tenn.; and Crittenden County, Ark.; *Miami*—Dade County, Fla.; *Milwaukee*—Milwaukee, Ozaukee, Washington, and Waukesha Counties, Wis.; *Minneapolis-St. Paul*—Anoka, Dakota, Hennepin, Ramsey, and Washington Counties, Minn.; *Newark and Jersey City* (a combination of the two SMSA's)—Essex, Hudson, Morris, and Union Counties, N.J.; *New Orleans*—Jefferson, Orleans, St. Bernard, and St. Tammany Parishes, La.; *New York*—New York City and Nassau, Rockland, Suffolk, and Westchester Counties, N.Y.; *Philadelphia*—Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.; *Pittsburgh*—Allegheny, Beaver, Washington, and Westmoreland Counties, Pa.; *Portland*—Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.; *Providence-Pawtucket-Warwick*—The following areas in Rhode Island: Central Falls, Cranston,

Estimated number of establishments and workers within scope of survey and number studied, auto dealer repair shops, 35 selected areas, August 1969

Area <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>3</sup>	Plant workers	Total
Total, 35 areas . . . . .	4,209	1,066	223,094	124,823	71,883
Northeast:					
Boston . . . . .	182	45	8,276	4,623	2,394
Bridgeport . . . . .	20	10	741	440	429
Buffalo . . . . .	88	26	3,686	2,028	1,263
Newark and Jersey City . . . . .	124	30	5,021	2,747	1,331
New York . . . . .	401	63	16,411	9,298	3,003
Philadelphia . . . . .	231	47	10,879	6,090	3,555
Pittsburgh . . . . .	164	35	6,462	3,590	1,706
Providence-Pawtucket-Warwick . . . . .	53	20	2,232	1,221	911
South:					
Atlantic . . . . .	74	24	4,885	2,791	2,025
Baltimore . . . . .	99	29	5,694	3,184	2,233
Birmingham . . . . .	35	15	2,551	1,519	1,407
Dallas . . . . .	68	26	4,657	2,891	2,426
Houston . . . . .	86	31	6,746	4,062	2,811
Jacksonville . . . . .	28	15	1,976	1,058	1,239
Louisville . . . . .	40	18	2,454	1,469	1,273
Memphis . . . . .	37	18	2,598	1,460	1,565
Miami . . . . .	48	23	3,969	2,286	2,566
New Orleans . . . . .	43	20	2,897	1,717	1,661
Richmond . . . . .	33	17	2,072	1,138	1,219
Tampa-St. Petersburg . . . . .	52	20	3,751	2,078	1,896
Washington . . . . .	146	38	10,222	5,889	3,322
North Central:					
Chicago . . . . .	365	64	16,317	9,035	3,431
Cincinnati . . . . .	75	26	3,557	2,143	1,533
Cleveland . . . . .	121	32	5,770	3,059	1,780
Detroit . . . . .	234	48	14,057	7,870	3,405
Indianapolis . . . . .	64	25	3,378	1,842	1,640
Kansas City . . . . .	85	29	3,885	2,104	1,701
Milwaukee . . . . .	79	29	3,718	1,995	1,568
Minneapolis-St. Paul . . . . .	92	31	6,108	3,636	2,515
St. Louis . . . . .	128	34	6,175	3,426	2,017
West:					
Denver . . . . .	73	30	4,403	2,363	2,272
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove . . . . .	484	61	28,738	15,167	4,401
Portland . . . . .	70	25	3,792	2,104	1,657
San Francisco-Oakland . . . . .	197	37	10,447	5,870	2,276
Seattle-Everett . . . . .	90	25	4,569	2,630	1,452

<sup>1</sup> For definition of areas, see p. 31.

<sup>2</sup> Includes only establishments having 20 workers or more at the time universe data was collected.

<sup>3</sup> Includes executive, supervisory, office, auto sales, and other workers excluded from the production worker category shown.

East Providence, Pawtucket, Providence, and Woonsocket cities and seven towns in Providence County; Narragansett and North Kingston towns in Washington County, Warwick City and three towns in Kent County, all of Bristol County and Jamestown town in Newport County; and in Massachusetts: Attleboro city and nine contiguous towns in Bristol, Norfolk, and Worcester Counties; *Richmond*—Richmond city and Chesterfield, Hanover, and Henrico Counties, Va.; *St. Louis*—St. Louis city and Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo., and Madison and St. Clair Counties, Ill.; *San Francisco-Oakland*—Alameda, Contra Costa, Marin, San Francisco and San Mateo Counties, Calif.;

*Seattle-Everett*—King and Snohomish Counties, Wash.; *Tampa-St. Petersburg*—Hillsborough and Pinellas Counties, Fla.; *Washington*—District of Columbia and Montgomery and Prince Georges Counties, Md.; and Alexandria, Fairfax, and Falls Church cities, and Arlington, Fairfax, Loudon, and Prince William Counties, Va.

### **Establishment definition**

An establishment, for this study, is defined as all outlets of a company in an area.

### **Employment**

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied.

### **Production workers**

“Production workers,” as used in this bulletin, includes working foremen and nonsupervisory workers in all departments except the office and auto sales. Included are workers in departments such as repair, service, and parts.

### **Occupations selected for study**

Occupational classification was based on a uniform set of job descriptions designed to take account of inter-establishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for the selected occupations.

### **Wage data**

Wage information relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments—such as those based on flat-rate hours, flat-rate percents, and cost-of-living bonuses—were included in the workers’ pay; but nonproduction bonus payments, for example Christmas or yearend bonuses, were excluded. Hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.<sup>1</sup>

### **Scheduled weekly hours**

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

### **Overtime premium pay**

Provisions for overtime premium pay, presented separately for time-rated and flat-rate production workers, were applied to all such workers in an establishment—if half of these workers or more were covered, and nonexistent in an establishment—if fewer than half were covered. *Daily overtime* refers to work over a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. *Weekly overtime* refers to work in a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

<sup>1</sup> Average hourly rates or earnings for each occupation were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

## Supplementary wage provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated. Because of rounding, sums of individual items may not equal totals.

*Paid holidays.* Data are presented separately for time-rated and flat-rate workers and relate to full-day and half-day holidays provided annually.

*Paid vacations.* The summary of vacation plans, which provides separate data for time-rated and flat-rated workers, is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

*Health, insurance, and retirement plans.* Data are presented for health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least part of the cost. However, for areas in New York and New Jersey, where temporary disability insurance laws require employer contributions,<sup>2</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Plans which provide full pay and no waiting period, and plans providing either partial pay or a waiting period are listed separately.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as catastrophe or extended medical insurance, includes plans designed to cover employees for sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payment for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both severance payments and pensions to employees on retirement were considered as having both retirement pension and retirement severance pay. Establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

*Separation pay.* Separation pay data relate to formal provisions for lump-sum payments made to production workers permanently separated for reasons other than retirement or for cause.

<sup>2</sup>The temporary disability insurance laws in California and Rhode Island do not require employer contributions.



## Appendix B. Occupational Descriptions

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

### Body repairman

(Automobile-collision serviceman; body man)

Repairs damaged bodies and body parts of automotive vehicles. Duties involve most of the following: Removing parts and equipment (e.g., upholstery and trim) to gain access to vehicle body and fenders; placing dolly blocks against surface of dented area and beating opposite surface with hammer to remove dents; filling depressions with solder, plastics, or other material; and removing excessively damaged parts, such as fenders, panels, grills, and attaching replacements. In addition, may file, grind, and sand repaired surface; paint repaired surface, and perform such related tasks as replacing broken glass. Exclude workers who specialize in body shop estimating, frame repairing and straightening, and bumper straightening.

### Lubrication man

(Greaser)

Lubricates moving parts of automotive vehicles. Work involves: Selecting proper lubricants for various parts of chassis and motors; using grease guns to inject grease into such units as springs, universal joints, and steering knuckles; inspecting fluid level and adding or changing fluid if necessary to such units as steering gear, power steering reservoir, transmission, differential, and rear axle housing; draining oil from crankcase and refilling it; and spraying leaf springs with lubricant. May perform other related duties such as checking radiator water level, checking and adding water to battery, replacing battery, repairing tires, changing air and oil filters, packing front wheel bearings and universal joints, etc.

### Mechanic, automotive, journeyman

Repairs, rebuilds, or overhauls major automotive assemblies of automobiles and trucks such as engines, transmissions, clutches, and rear ends. Includes workers who customarily are required to work on any of the major automotive assemblies listed above as well as those whose duties are normally limited to a specific major assembly such as transmissions. The mechanic's work requires training usually acquired through an apprenticeship program or equivalent training and experience. These classification does not include workers who only perform minor repair and tuneup of motor vehicles. (See *Mechanic, automotive, service*.) It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

### Mechanic, automotive, service

Performs minor repair and tuneup of motor vehicles. Work may consist of a combination, or all of the following: Replacing and adjusting fuel, electrical, and cooling system components, such as carburetor, fuel and water pumps,

distributor, voltage regulator, coil, and generator; replacing and adjusting system and component parts, such as distributor breaker points and generator brushes; cleaning spark plug electrodes and setting spark plug gap; replacing defective chassis parts, such as shock absorbers, brakeshoes, and wheel bearings; and installing automobile accessories such as oil and air filters, windshield wiper blades, fan belts, and batteries.

This classification does not include workers capable and required to repair major automotive assemblies, even though this type of work constitutes a minor part of their time (see mechanic, automotive, journeyman), or journeyman mechanics helpers.

#### **New-car get-ready man**

Inspects and services new automobiles and makes minor repairs and adjustments to place vehicle in saleable condition. Work involves most of the following: Inspecting vehicles delivered to dealer for damage and missing components and recording discrepancies; examining vehicles for loose or misaligned trim, doors, hardware, and other items and correcting defects; starting engine and activating power equipment, such as electric windows, seats, and radio to detect faulty unit or system; observing functions of horn, lights, directional signals, cigarette lighter, and other electrical components; touching up minor imperfections in paint; and installing optional equipment specified by customer such as mirrors, rugs, seat covers, and standard items such as wiper blades and hubcaps. May also apply undercoating material to vehicles and tune engine.

#### **Painters**

Repaints automobiles, buses, and trucks, or damaged places on such vehicles: Removes old paint; masks (covers) portions of automobile not to be painted; sands rough spots. Mixes paint to produce desired color or may use prepared paints. Applies paint, enamel, or other finishes to metal surfaces with brush or spray gun. May rub intermediate coats and polish final coat.

#### **Parts man**

(Counterman; parts clerk, automobile)

Sells automobile parts to customers and fills requisitions of service department for parts. Gives information concerning specific parts to customer, using catalogs as source of information. Marks and stores parts in stockroom according to prearranged plan.

#### **Service salesman**

(Automobile inspector; garage-service floorman; automobile-repair serviceman; write-up man)

Examines automobiles driven into garage by customers and determines need and cost of repairs. Ascertains nature of needed repairs by testing, by questioning customer concerning performance of automobile, or by visual inspection.

# Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington,

D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

## I. Occupational Wage Studies

### *Manufacturing*

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602 . . . . .	\$0.55
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 . . . . .	.30
*Canning and Freezing, 1957. BLS Report 136 . . . . .	Free
Cigar Manufacturing, 1967. BLS Bulletin 1581 . . . . .	.25
Cigarette Manufacturing, 1965. BLS Bulletin 1472 . . . . .	.20
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637 . . . . .	1.00
Distilled Liquors, 1952. Series 2, No. 88 . . . . .	Free
Fabricated Structural Steel, 1964. BLS Bulletin 1463 . . . . .	.30
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 . . . . .	.30
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 . . . . .	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	.30
Footwear, 1968. BLS Bulletin 1634 . . . . .	.75
Hosiery, 1967. BLS Bulletin 1562 . . . . .	.70
Industrial Chemicals, 1965. BLS Bulletin 1529 . . . . .	.40
Iron and Steel Foundries, 1967. BLS Bulletin 1626 . . . . .	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.55
Machinery Manufacturing, 1968. BLS Bulletin 1664 . . . . .	.65
Meat Products, 1969. BLS Bulletin 1677 . . . . .	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 . . . . .	.65
Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 . . . . .	.75
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 . . . . .	.35
Miscellaneous Textiles, 1953. BLS Report 56 . . . . .	Free
Motor Vehicles and Motor Vehicle Parts, 1969. BLS Bulletin 1679 . . . . .	.75
Nonferrous Foundries, 1965. BLS Bulletin 1498 . . . . .	.40
Paints and Varnishes, 1965. BLS Bulletin 1524 . . . . .	.40
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 . . . . .	.70
Petroleum Refining, 1965. BLS Bulletin 1526 . . . . .	.30
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 . . . . .	.30
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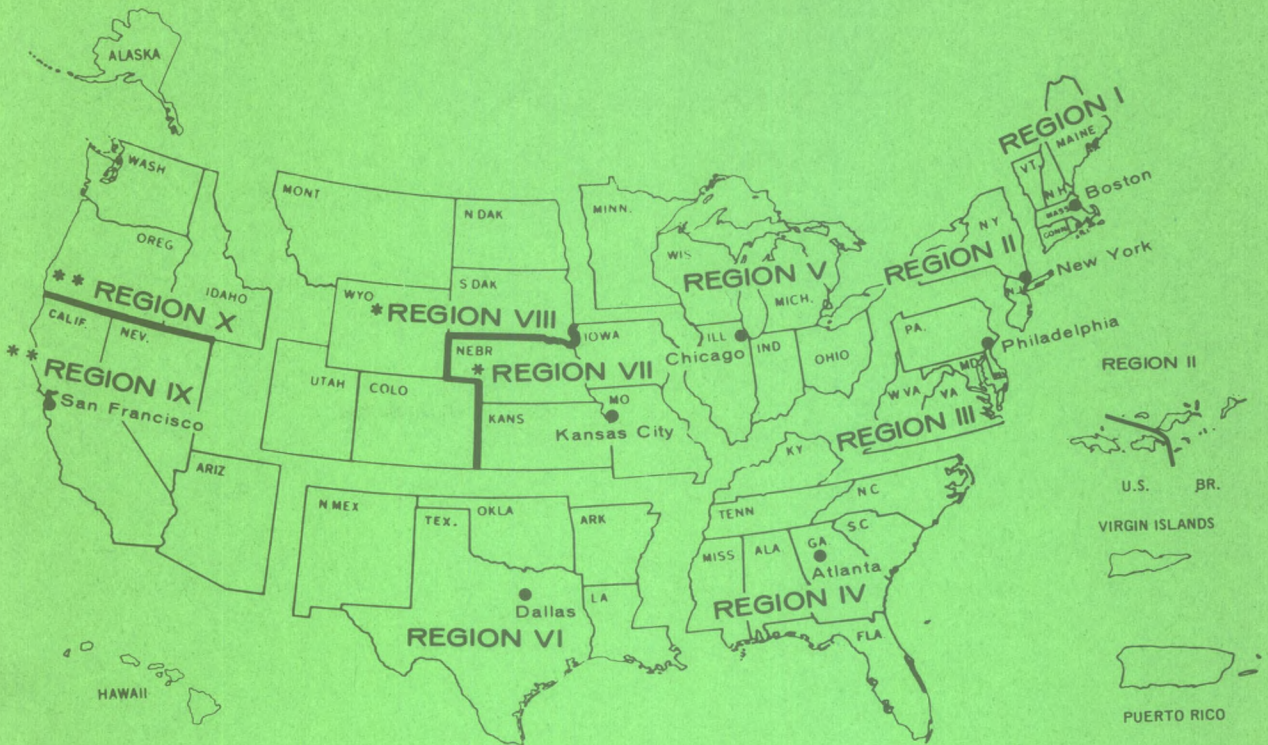
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\* Studies of the effects of the \$1 minimum wage.



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