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Industry
Wage Survey

**Fabricated
Structural Steel
October 1969**

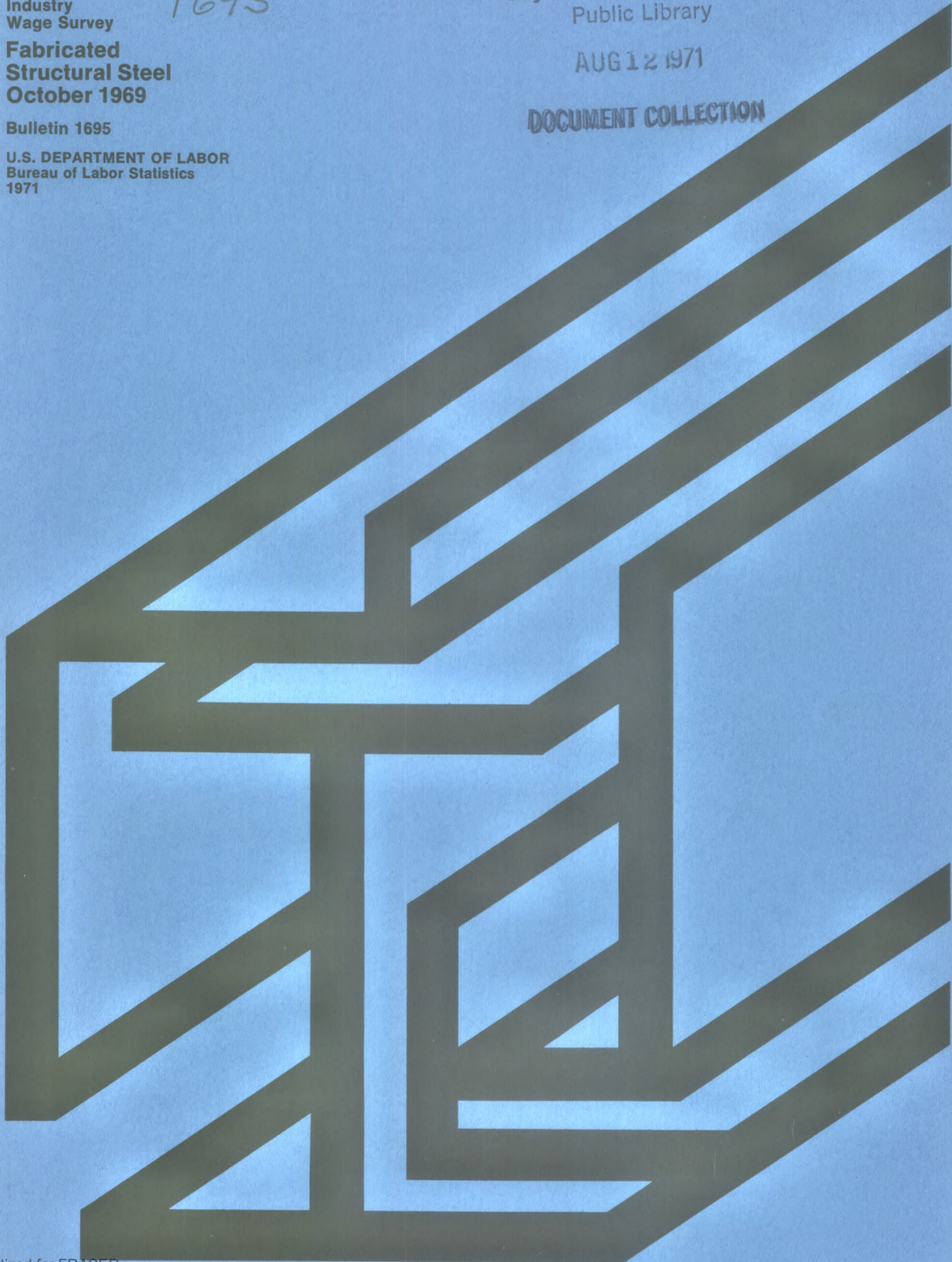
Bulletin 1695

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U.S. DEPARTMENT OF LABOR

J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS

Geoffrey H. Moore, Commissioner

1971



Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the fabricated structural steel industry in October 1969. A similar survey of this industry was made in October-November 1964.

Separate releases were issued earlier for Birmingham, Ala.; Chicago, Ill.; Cleveland, Ohio; Detroit, Mich.; Houston, Tex.; Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.; and New York—Northeastern New Jersey. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Michael Tighe of 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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Fabricated Structural Steel, October 1969

Summary

Straight-time earnings of production and related workers in fabricated structural steel plants averaged \$3.13 an hour in October 1969. Over nine-tenths of the 64,557 workers (virtually all men) covered by the Bureau of Labor Statistics survey¹ earned between \$2 and \$4.50 an hour; the middle half of the workers in the array had earnings from \$2.69 to \$3.59.

The industry employs workers in a wide range of skills from general laborers to such highly trained craftsmen as welders and mechanics, to fabricate metal parts for bridges, buildings, ships, and other structures. The dispersion of individual pay rates also reflects differences in pay among plants scattered throughout the Nation.

Workers in the Great Lakes and Middle Atlantic States, the two largest regions in terms of industry employment, averaged \$3.31 and \$3.54 an hour, respectively. Averages in other regions of the Nation ranged from less than \$3 in the Southeast, Southwest, and Border States to a high of \$3.96 in the Pacific. Variations in earnings levels were also found among major centers of industry concentration.²

Among the jobs selected for separate study, average hourly earnings ranged from \$2.01 for watchmen to \$3.70 for template makers. Hand welders, one of the most important jobs numerically, averaged \$3.42 for class A work (welding metal parts in any position) and \$3.03 for the less demanding class B work (welding parts placed in a flat or horizontal position). Riveters—once an important job in the industry—were found infrequently in the survey.

Paid holidays and paid vacations were provided by almost all establishments in the survey. The large majority of the workers received from 6 to 9 holidays a year and 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 15 years. Life, hospitalization, medical, and surgical insurance plans, usually financed entirely by the employer, covered more than nine-tenths of the workers. Pension plans, other than Federal social security, were provided to about three-fourths of the workers.

Industry characteristics

Occupying an intermediate position between rolling mills and builders, the fabricated structural steel industry cuts, shapes, and joins metal parts for use in buildings, bridges, ships, and other structures. Establishments within scope of the survey employed 64,557 production and related workers in October 1969, an increase of 16 percent over the 55,429 recorded in a similar Bureau survey in October-November 1964.³ The 1960's were a period of considerable growth in structural steel. From 1960 to 1967, the latest year for which data are available, value added by manufacturing establishments classified in the industry increased from \$820 million to \$1.3 billion or 62 percent.⁴

Welding was the usual steel joining process used in the industry. Establishments employing slightly more than nine-tenths of the workers in the BLS survey used welding techniques mainly or exclusively. In most of the remaining establishments, bolting was the most important joining process. Riveting—once an important method of joining metal parts—has been largely replaced by welding and bolting.

Location. About 45 percent of the production workers in the survey were in the Middle Atlantic and Great Lakes regions, the two largest in employment. The Southeast and the Southwest, each with about 10,000 workers, together accounted for

¹ See appendix A for scope and method of survey. Earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² For definition of regions, see footnote 1, appendix A table. For definition of areas, see footnote 1, tables 7 through 13.

³ See *Industry Wage Survey: Fabricated Structural Steel, October-November 1964* (BLS Bulletin 1463, 1965).

Employees of establishments in the study who were working at construction sites at the time of the survey (about 6,000 in 1969) were not included in the production worker totals in either 1964 or 1969.

⁴ U.S. Department of Commerce, Bureau of the Census, *1967 Census of Manufactures, Fabricated Structural Steel, Series MC 67 (P)—34C-1.*

another 30 percent of the total. None of the five remaining regions employed as much as 10 percent of the workers.

Since the Bureau's 1964 study, production worker employment increased from 20 to 30 percent in the Middle West, Pacific, Middle Atlantic, Southeast, and Southwest, and 15 percent in the Mountain region. In the remaining regions, increases amounted to 10 percent or less.

In both the 1964 and 1969 studies, about seven-eighths of the workers were in metropolitan areas. The proportions of workers in such areas in 1969 ranged from about seven-tenths in the Southwest, Border States, and Middle West to 95 percent or more in the Pacific and New England regions.

Establishment size. About one-third of the production workers in the study were in establishments employing 20 to 99 workers, and one-fourth were in those employing 100 to 249 workers. The proportions of workers in establishments with 250 workers or more ranged from about one-half in the Middle Atlantic, Southwest, and Great Lakes to about one-sixth in the New England and Mountain regions.

Union contract coverage. Establishments with collective bargaining agreements covering a majority of their production workers employed about three-fourths of the industry's work force. Regionally, the proportions of workers in such establishments varied from about two-fifths in the Southeast and Southwest to more than nine-tenths in the Great Lakes, Middle Atlantic, and Pacific regions. Establishments with collective bargaining agreements accounted for a greater proportion of the workers in metropolitan areas than in smaller communities, three-fourths and approximately half, respectively. They also accounted for a greater proportion in establishments with 100 workers or more than in smaller establishments, three-fourths and two-thirds. The International Association of Bridge, Structural and Ornamental Iron Workers and the United Steel Workers of America were the major unions in the industry.

The proportions of workers in union establishments exceeded nine-tenths in 6 of the 7 areas of industry concentration studied separately. The exception was Houston, where only about one-third of the work force was in such establishments.

Method of wage payment. About nine-tenths of the production workers were paid on a time-rated basis, usually under formal plans that provided a single rate for a specific occupation. (See table 14.) About one-fifth of the workers were paid under formal plans that provided a range of rates for each

occupation. Informal plans, where wages were determined primarily according to the individual's qualifications, applied to one-eighth of the production workers. Incentive payment plans were most prevalent in the Middle Atlantic region, where they applied to one-fifth of the work force.

Average hourly earnings

Straight-time earnings of the 64,557 production and related workers covered by the study, averaged \$3.13 an hour in October 1969.⁵ (See table 1.) This average was 25 percent above the level of \$2.50 recorded in October-November 1964. Increases in regional averages between the 1964 and 1969 surveys amounted to 30 percent in New England and the Southeast and ranged from 22 to 28 percent elsewhere, except in the Mountain States, where the increase was 16 percent.

Regionally, earnings in October 1969 averaged below \$3 an hour in the Southeast (\$2.51), the Southwest (\$2.67), and the Border States (\$2.68). Highest average earnings were recorded in the Pacific region (\$3.96). Workers in the Middle Atlantic and the Great Lakes regions, the two largest in employment, averaged \$3.54 and \$3.31, respectively.

About one-fifth of the industry's production workers were in the seven metropolitan areas for which earnings data are presented in tables 7-13.

⁵ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3.41 in October 1969). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from the number published in the monthly series (84,500 in October 1969) by the exclusion of establishments employing fewer than 20 workers, and by the fact that the advance planning necessary to make the survey requires the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the fabricated structural steel industry but found to be in other industries at the time of the survey. Also omitted are establishments fabricating structural steel products, but classified incorrectly in other industries at the time the lists were compiled.

Average earnings in these areas ranged from \$2.59 in Houston to \$4.18 in New York—Northeastern New Jersey.

National averages were higher in metropolitan than in nonmetropolitan areas, \$3.17 compared with \$2.93. They were higher in establishments with labor-management agreements covering a majority of production workers than in those without such coverage, \$3.32 and \$2.63. This latter difference is in part a reflection of differences in location. Almost three-fourths of the workers in nonunion plants were in the Southeast and Southwest, where average earnings were lowest, but only about one-sixth of the workers in union establishments were in these regions.

Nationwide relationships in average hourly earnings by selected characteristics did not always hold regionally. For example, workers in nonmetropolitan areas in the Southwest averaged 45 cents more than those in larger communities, \$2.99 compared with \$2.54. Workers in establishments with 20-99 workers averaged more than those in larger establishments in New England, the Middle Atlantic, the Border States, and the Pacific regions. In the remaining regions, the reverse was true.

Because of the interrelationship of factors such as community size, establishment size, and union contract coverage, the exact influence on earnings of any particular factor could not be determined in a study such as this. Examples of these interrelationships are pointed out in the discussion on industry characteristics.

About nine-tenths of the workers in the survey earned between \$2 and \$4.50 an hour. The middle range of pay was from \$2.69 to \$3.59. The large regional variations in the averages described above were also reflected in earnings distributions. For example, virtually all workers in the Pacific and Middle Atlantic earned \$2.50 an hour or more—a marked contrast to the Southeast and Southwest, where two-fifths earned less than \$2.50. About 50 percent of the workers in the Pacific earned at least \$4 an hour, whereas only about 1 percent of those in the Border States, Southeast, Southwest, and Middle West earned this amount.

Occupational earnings

Workers in the plant occupations for which earnings data are presented in table 3 accounted for almost two-thirds of the production and related workers in the industry.⁶ The occupations were chosen to represent the various types of activities performed by production workers in the industry. National averages for these jobs

ranged from \$2.01 for watchmen to \$3.70 for template makers. Class A hand welders (those qualified to weld joints placed in any position), numerically the largest occupation studied, averaged \$3.42 an hour.

Averages for other jobs with more than 2,000 workers included \$3.61 for general mechanics, \$3.51 for structural fitters, \$3.49 for machine welders (arc or gas), and \$3.11 for crane operators.

More than nine-tenths of the workers in most of the occupations were paid time rates. Exceptions among numerically important occupations included flame-cutting-machine operators, one-eighth of whom were paid incentive rates, and tack welders, one-sixth of whom were incentive paid.

Where comparisons were possible, occupational averages were usually highest in the Pacific region and lowest in the Southeast. As indicated in the tabulation below, which shows regional averages as a percent of those in the Southeast, the interregional spread was less for structural steel layout men and class A hand welders (two relatively skilled jobs) than for general helpers:

Region	Structural steel layout men	Class A hand welders	General helpers
Pacific	146	142	164
Middle Atlantic	136	131	157
New England	124	126	151
Great Lakes	122	123	139
Mountain	111	114	133
Border States	113	101	109
Middle West	109	113	117
Southwest	101	114	104
Southeast	100	100	100

Nationwide, where comparisons were possible, occupational averages were usually higher in metropolitan areas than in smaller communities, higher in establishments with 100 workers or more than in smaller establishments, and higher in union than in nonunion establishments. (See tables 4, 5, and 6.) The nationwide relationships, however, did not hold in all regions.

Occupational averages also differed widely among the seven selected areas of industry concentration studied separately. (See tables 7-13.) For most jobs, averages were highest in New York—Northeastern New Jersey and lowest in Houston. Despite the prevalence of time rates in the industry, hourly earnings of the highest paid workers in a given occupation and area commonly exceeded those of the lowest paid by 80 cents an hour or more. Exceptions were Cleveland and Birmingham, where the spread in hourly earnings in the same occupation generally amounted to substantially less than 80 cents.

⁶ Earnings information also was obtained for five office clerical jobs and is presented in table 3.

Establishment practices and supplementary wage provisions

Information was obtained also on shift differential provisions and practices for production workers. Data on work schedules and selected supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans were obtained for both production and office workers.

Scheduled weekly hours and shift practices. Work schedules of 40 hours a week were in effect in establishments employing three-fourths of the production workers. (See table 15.) The 40-hour schedule applied to three-fifths or more of the work force in all regions except the Southwest, where a majority were scheduled to work from 45 to 50 hours. Forty-hour schedules also applied to nine-tenths of the office workers in the study.

Establishments employing four-fifths of the production work force had provisions for late-shift operations. (See table 16.) At the time of the survey, about one-sixth of the workers were actually working on a second shift. (See table 17.) The proportions on second shifts were 5 percent in New England, 8 percent in the Border States, and from 12 percent to 19 percent elsewhere. More than nine-tenths of the second shift workers received a differential over day rates, most commonly 8 or 10 cents an hour. Third or other late shifts accounted for only about 2 percent of the work force at the time of the survey.

Paid holidays. Virtually all production workers were in establishments providing paid holidays. (See table 18.) The number of paid holidays given annually, however, varied among and within regions. Nine-tenths of the workers in New England, for example, were granted 9 or 10 days a year. In the Southeast, on the other hand, about nine-tenths of the workers received 5 to 8 paid holidays. Holiday provisions for office employees were generally similar to those for production workers.

*Paid vacations.*⁷ Paid vacations, after qualifying periods of service, were provided by establishments employing almost all of the production workers in the industry. (See table 19.) Typical provisions were 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 10 years. About half the workers, however, were in establishments granting 4 weeks' or more vacation pay after 25 years of service. Vacation provisions were generally more liberal in the Pacific, Middle Atlantic, and Great Lakes regions than elsewhere. Office workers in the industry were typically provided 2 weeks after

1 year and 3 weeks after 10 years. Provisions for at least 4 weeks' vacation pay after 20 years of service were also common.

Health, insurance, and retirement plans. Life, hospitalization, surgical, and medical insurance, financed at least partly by the employer, were provided by establishments employing more than nine-tenths of the production workers. Accidental death and dismemberment insurance were available to about seven-tenths of the workers; sickness and accident insurance to eight-tenths; and major medical insurance to almost six-tenths.

Typically, the proportion of workers covered by life, hospitalization, surgical, and medical insurance varied little by region. For other plans, however, wide regional variations were noted. For example, the proportions of workers receiving major medical insurance varied from about one-fourth in the Great Lakes to nine-tenths in the Pacific and Mountain regions.

Retirement pension plans, usually entirely employer-financed, were available to about three-fourths of the workers, nationwide. Regionally, the proportions varied from two-fifths in the Mountain region and about half in the Border States and Southeast to nine-tenths or more in the Middle Atlantic and Pacific regions.

The proportions of office workers provided the various health, insurance, and retirement benefits were usually similar to those among production workers. An exception was paid sick leave, which was available to about two-fifths of office employees but to slightly less than one-tenth of production workers.

Other selected benefits. Provisions for jury-duty pay were reported in establishments employing about three-fifths of the industry's production workers, and provisions for funeral leave pay in those employing two-fifths. Establishments employing about one-sixth of the work force provided technological severance pay (payments to workers separated due to the use of new equipment or department or unit closing). A similar proportion of production workers were in establishments providing supplemental unemployment benefits. Only about 2 percent of the workers were covered by provisions for periodic cost-of-living adjustments.

⁷ Includes basic plans only. Plans such as vacation-savings and those which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service are excluded.

Prevalence of most of these benefits differed widely by region. Funeral leave pay provisions, for example, covered more than nine-tenths of the workers in New England but only about one-sixth of those in the Southwest.

Nationally, office workers were covered by jury-duty pay and technological severance pay to about the same extent as were production workers. Funeral leave pay, however, was available to a larger proportion of office workers than production workers, three-fifths compared with two-fifths.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in fabricated structural steel establishments by selected characteristics, United States and regions, October 1969)

Item	United States		New England		Middle Atlantic		Border States		South-east		South-west		Great Lakes		Middle West		Mountain		Pacific	
	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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers ²	64,557	\$3.13	1,647	\$3.34	14,543	\$3.54	2,941	\$2.68	9,812	\$2.51	10,329	\$2.67	13,441	\$3.31	4,745	\$3.00	2,080	\$3.15	5,019	\$3.96
Size of community:																				
Metropolitan areas ³	54,576	3.17	1,565	3.35	13,281	3.55	2,097	2.62	7,457	2.48	7,359	2.54	12,547	3.35	3,463	3.05	1,928	3.15	4,879	3.96
Nonmetropolitan areas.....	9,981	2.93	-	-	-	-	-	-	2,355	2.61	2,970	2.99	-	-	-	-	-	-	-	-
Size of establishment:																				
20-99 workers.....	20,560	3.12	-	-	4,571	3.61	-	-	3,276	2.44	2,679	2.39	3,823	3.25	-	-	-	-	2,065	4.01
100 workers or more.....	43,997	3.14	760	3.20	9,972	3.51	1,939	2.62	6,536	2.55	7,650	2.77	9,618	3.34	3,488	3.04	1,080	3.17	2,954	3.93
Labor-management contracts:																				
Establishments with—																				
Majority of workers covered...	47,529	3.32	1,262	3.41	14,184	3.55	-	-	3,698	2.71	4,040	2.71	12,416	3.35	3,473	2.96	1,755	3.17	4,875	3.99
None or minority of workers covered.....	17,028	2.63	-	-	-	-	-	-	6,114	2.39	6,289	2.64	-	-	-	-	-	-	-	-

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

² Virtually all of the workers were men.

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through January 1968.

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

Table 2. Earnings distribution: All establishments

(Percent distribution of production workers in fabricated structural steel establishments by average straight-time hourly earnings,¹ United States and regions, October 1969)

Average hourly earnings ¹	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Under \$1.60	-	-	-	-	0.1	-	-	-	-	0.1
\$1.60 and under \$1.70	0.8	0.4	0.1	0.8	3.2	1.2	0.3	0.1	-	(²)
\$1.70 and under \$1.80	1.8	-	-	2.0	6.4	4.0	.1	.5	0.8	-
\$1.80 and under \$1.90	1.7	.2	.1	2.4	4.0	5.3	(²)	.8	-	-
\$1.90 and under \$2.00	1.5	-	(²)	2.2	4.5	4.1	-	.4	.2	-
\$2.00 and under \$2.10	2.7	1.6	(²)	3.8	6.6	6.7	.4	3.6	.2	(²)
\$2.10 and under \$2.20	1.9	1.6	(²)	3.6	4.8	5.3	.3	.7	(²)	-
\$2.20 and under \$2.30	2.6	2.0	.2	3.8	7.3	5.6	.9	2.2	.5	-
\$2.30 and under \$2.40	2.3	.2	(²)	9.5	3.7	4.4	.8	4.6	3.9	-
\$2.40 and under \$2.50	2.4	2.5	.2	5.7	4.7	5.3	.8	3.1	2.6	.2
\$2.50 and under \$2.60	3.9	1.2	.5	7.0	9.0	6.4	1.8	8.1	2.3	.2
\$2.60 and under \$2.70	3.8	3.3	1.0	11.7	6.8	5.5	3.5	2.8	3.5	.1
\$2.70 and under \$2.80	4.8	2.2	2.3	9.0	7.8	5.8	5.1	3.8	7.7	.9
\$2.80 and under \$2.90	5.3	2.2	4.8	8.9	6.3	5.9	5.3	5.8	7.3	.9
\$2.90 and under \$3.00	5.4	4.5	5.6	4.5	4.5	4.4	7.4	8.1	4.6	1.2
\$3.00 and under \$3.10	6.8	7.0	8.7	6.7	5.4	4.9	8.1	7.9	9.5	2.5
\$3.10 and under \$3.20	6.0	5.4	6.3	5.3	4.8	3.2	7.5	13.0	8.7	1.9
\$3.20 and under \$3.30	6.0	3.8	9.1	4.1	3.8	3.0	7.6	6.8	10.1	2.6
\$3.30 and under \$3.40	5.4	8.0	8.2	3.0	1.3	5.8	5.7	6.6	3.8	4.2
\$3.40 and under \$3.50	5.5	15.2	8.2	1.3	1.7	2.0	6.4	6.8	15.7	3.6
\$3.50 and under \$3.60	4.9	4.1	7.0	1.2	1.8	2.0	10.4	3.1	3.4	1.0
\$3.60 and under \$3.70	4.0	18.5	3.5	.8	.2	.8	5.0	5.1	7.9	11.2
\$3.70 and under \$3.80	3.0	2.3	3.3	1.1	.4	.8	6.0	1.7	4.8	5.7
\$3.80 and under \$3.90	4.2	4.8	7.4	1.1	.1	4.2	5.5	2.4	.4	4.3
\$3.90 and under \$4.00	2.5	2.9	2.7	.1	.1	1.9	3.9	.8	.1	7.4
\$4.00 and under \$4.10	2.1	.7	4.7	.3	.2	.3	2.0	.8	.4	6.1
\$4.10 and under \$4.20	1.4	2.0	1.9	-	(²)	.6	2.2	.1	.5	4.5
\$4.20 and under \$4.30	1.2	.5	1.1	-	(²)	.2	.7	.1	.1	9.2
\$4.30 and under \$4.40	1.8	.9	1.6	-	.2	.2	.5	.2	-	16.6
\$4.40 and under \$4.50	.6	-	.9	-	(²)	(²)	.3	(²)	.1	4.6
\$4.50 and under \$4.60	.8	.6	1.4	.1	.1	(²)	.4	.2	.6	5.0
\$4.60 and over	2.7	1.3	8.9	.1	(²)	.3	.9	.1	.1	5.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	64,557	1,647	14,543	2,941	9,812	10,329	13,441	4,745	2,080	5,019
Average hourly earnings¹	\$ 3.13	\$ 3.34	\$ 3.54	\$ 2.68	\$ 2.51	\$ 2.67	\$ 3.31	\$ 3.00	\$ 3.15	\$ 3.96

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

² Less than 0.05 percent.

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

Table 3. Occupational averages: All establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fabricated structural steel establishments, United States and regions (October 1969))

Occupation	United States				New England				Middle Atlantic				Border States			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations²																
Buckers-up, pneumatic	72	\$ 3.03	\$ 3.10	\$ 2.83-3.19	-	-	-	-	42	\$ 3.16	\$ 3.13	\$ 3.10-3.26	-	-	-	
Carpenters, maintenance	45	3.42	3.35	3.00-3.76	-	-	-	-	13	3.63	-	-	-	-	-	
Crane operators, electric bridge ³ (2,354 men and 10 women)	2,364	3.11	3.23	2.79-3.42	34	3.26	3.46	2.63-3.66	735	3.37	3.26	3.26-3.43	129	2.59	2.67	2.45-2.75
Under 20 tons	1,409	3.03	3.09	2.67-3.41	18	3.48	3.66	3.56-3.66	260	3.43	3.35	3.26-3.72	110	2.55	2.67	2.37-2.74
20 tons and over	642	3.26	3.26	3.09-3.44	16	3.01	2.63	2.63-3.39	249	3.42	3.26	3.26-3.45	19	2.79	2.77	2.64-2.78
Electricians, maintenance	472	3.68	3.76	3.29-3.93	-	-	-	-	186	3.73	3.93	3.54-3.93	23	3.06	3.04	2.94-3.22
Fitters, structural	4,613	3.51	3.50	3.08-3.88	86	3.40	3.42	3.23-3.66	1,112	3.83	3.76	3.49-4.13	194	2.98	3.04	2.81-3.10
Flame-cutting-machine operators	1,578	3.27	3.26	2.94-3.59	27	3.35	3.28	3.28-3.44	461	3.49	3.33	3.26-3.86	80	2.74	2.67	2.53-3.14
Friction-sawing-machine operators	407	3.04	3.00	2.71-3.39	8	3.26	-	-	76	3.35	3.37	3.14-3.54	26	2.79	2.65	2.64-2.75
Helpers, general (4,355 men and 22 women)	4,377	2.77	2.81	2.25-3.14	108	3.10	3.40	2.94-3.40	1,255	3.22	3.14	2.93-3.58	350	2.24	2.25	2.10-2.31
Helpers, power-brake (22 men and 1 woman)	223	2.87	2.97	2.50-3.14	-	-	-	-	-	-	-	-	-	-	-	
Helpers, power-shear	482	2.74	2.60	2.38-3.08	-	-	-	-	103	3.34	3.21	2.85-3.77	28	2.50	2.50	2.33-2.54
Helpers, punch-press	428	2.83	2.85	2.35-3.28	-	-	-	-	140	3.37	3.24	3.01-3.77	-	-	-	-
Inspectors, class A	472	3.68	3.73	3.40-3.84	-	-	-	-	158	3.87	3.84	3.72-3.84	-	-	-	-
Inspectors, class B	193	3.33	3.35	3.04-3.68	-	-	-	-	30	3.57	3.50	3.43-3.64	28	3.09	3.04	2.84-3.04
Janitors (490 men and 10 women)	500	2.39	2.35	1.95-2.77	7	2.43	-	-	102	2.70	2.77	2.70-2.77	20	1.99	2.00	1.65-2.26
Lay-out men, structural steel	3,003	3.68	3.57	3.18-4.20	213	3.76	3.80	3.56-3.97	785	4.12	3.79	3.56-4.66	156	3.43	3.34	3.19-3.70
Machinists, maintenance	388	3.58	3.53	3.14-3.97	21	3.68	3.69	3.69-3.69	88	3.83	3.80	3.49-4.11	21	3.28	3.25	3.09-3.50
Markers	64	3.29	3.26	3.03-3.58	-	-	-	-	25	3.28	3.43	2.98-3.43	-	-	-	-
Mechanics, general	2,276	3.61	3.65	3.00-4.60	192	3.31	3.66	3.15-3.66	739	4.37	4.60	4.60-4.60	48	2.79	2.75	2.65-2.92
Painters, rough, brush (268 men and 3 women)	271	3.01	2.96	2.92-3.34	-	-	-	-	155	3.13	2.98	2.93-3.41	15	1.98	1.70	1.70-2.29
Painters, rough, spray (1,614 men and 5 women)	1,619	3.00	3.05	2.55-3.40	64	3.26	3.28	3.22-3.42	259	3.20	3.21	2.90-3.35	63	2.57	2.48	2.37-2.68
Planer operators, edge or rotary	128	3.24	3.32	3.17-3.42	-	-	-	-	53	3.39	3.35	3.26-3.57	-	-	-	-
Power-brake operators, structural steel	473	3.24	3.20	2.90-3.52	-	-	-	-	85	3.49	3.42	3.35-3.51	24	2.82	2.82	2.71-3.00
Power-shear operators	1,112	3.11	3.08	2.69-3.50	17	3.40	3.39	3.23-3.58	227	3.48	3.42	3.10-3.72	56	2.79	2.70	2.67-3.13
Punch-press operators, structural steel, class A	940	3.36	3.37	2.90-3.77	36	3.46	3.66	3.06-3.66	260	3.72	3.58	3.35-4.00	19	2.95	2.84	2.48-3.29
Punch-press operators, structural steel, class B	559	3.04	3.02	2.70-3.43	15	3.08	3.39	2.64-3.39	175	3.46	3.37	3.18-3.80	31	2.62	2.67	2.61-2.75
Riveters, pneumatic	116	3.31	3.43	3.06-3.49	-	-	-	-	54	3.48	3.44	3.43-3.76	-	-	-	-
Stock clerks	334	2.91	2.95	2.50-3.18	9	3.26	-	-	45	3.12	3.10	2.99-3.26	51	2.87	3.00	2.67-3.10
Template makers (474 men and 1 woman)	475	3.70	3.84	3.37-3.99	-	-	-	-	185	3.86	3.84	3.68-3.92	-	-	-	-
Truckdrivers ⁴	1,324	3.07	2.99	2.45-3.75	57	3.17	3.09	2.82-3.63	189	3.77	3.87	3.26-4.18	95	2.68	2.55	2.34-3.19
Light (under 1½ tons)	76	2.64	2.80	2.23-3.00	-	-	-	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons)	291	2.68	2.60	2.10-3.01	11	3.46	-	-	29	3.40	3.39	2.70-3.89	-	-	-	-
Heavy (over 4 tons, trailer type)	639	3.16	3.02	2.61-3.75	39	3.08	3.00	2.61-3.49	61	3.63	3.87	3.13-3.95	68	2.71	2.67	2.40-3.12
Heavy (over 4 tons, other than trailer type)	218	3.45	3.75	2.65-4.03	-	-	-	-	60	4.04	4.00	3.97-4.25	18	2.93	2.83	2.53-3.50
Truckers, power	453	3.13	3.23	2.86-3.30	-	-	-	-	117	3.22	3.26	3.12-3.26	-	-	-	-
Forklift	334	3.15	3.26	2.80-3.33	-	-	-	-	64	3.24	3.26	3.26-3.26	-	-	-	-
Other than forklift	119	3.05	3.15	2.95-3.26	9	1.77	-	-	53	3.19	3.26	2.99-3.26	-	-	-	-
Watchmen	176	2.01	1.90	1.70-2.15	9	1.77	-	-	37	2.20	2.40	1.60-2.62	-	-	-	-
Welders, hand (8,855 men and 16 women)	8,871	3.29	3.32	2.87-3.67	213	3.50	3.49	3.44-3.66	1,553	3.65	3.50	3.34-4.06	330	2.79	2.79	2.67-2.90
Class A	5,998	3.42	3.43	3.01-3.80	156	3.58	3.50	3.49-3.69	1,245	3.73	3.76	3.43-4.06	164	2.86	2.80	2.75-2.94
Class B	2,873	3.03	2.95	2.70-3.49	57	3.28	3.39	3.16-3.53	308	3.31	3.16	3.00-3.46	166	2.72	2.79	2.55-2.79
Welders, machine (arc or gas) (2,071 men and 4 women)	2,075	3.49	3.43	3.10-4.00	40	3.44	3.66	2.97-3.66	421	3.50	3.44	3.36-3.65	74	2.90	2.80	2.80-3.20
Welders, machine (resistance)	196	3.37	3.35	3.02-3.80	-	-	-	-	-	-	-	-	-	-	-	-
Welders, tack (1,228 men and 2 women)	1,230	2.86	2.86	2.54-3.13	-	-	-	-	338	3.19	3.10	2.98-3.56	48	2.72	2.64	2.59-2.67
Selected office occupations																
Clerks, general	987	2.48	2.35	2.05-2.79	49	2.54	2.33	2.13-2.75	188	2.70	2.50	2.25-3.18	104	2.50	2.50	2.00-2.99
Women	774	2.37	2.28	2.00-2.59	49	2.54	2.33	2.13-2.75	115	2.51	2.50	2.00-3.00	95	2.45	2.38	2.00-2.92
Clerks, payroll	233	2.79	2.59	2.30-3.22	6	3.08	-	-	64	3.12	3.00	2.49-3.75	8	2.50	-	-
Women	170	2.62	2.45	2.25-2.87	-	-	-	-	32	2.77	2.58	2.38-3.00	8	2.50	-	-
Stenographers	263	2.52	2.45	2.15-2.87	-	-	-	-	59	2.69	2.75	2.28-3.12	20	2.52	2.37	2.??-? 84
Women	238	2.54	2.50	2.16-2.88	-	-	-	-	53	2.68	2.70	2.25-3.12	20	2.52	2.37	2.22-2.84
Typists, class A (all women)	58	2.57	2.59	2.15-2.95	-	-	-	-	14	2.89	-	-	-	-	-	-
Typists, class B (11 men and 128 women)	139	2.20	2.13	1.96-2.40	-	-	-	-	24	2.62	2.87	2.22-2.94	-	-	-	-

See footnotes at end of table.

Table 3. Occupational averages: All establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fabricated structural steel establishments, United States and regions (October 1969))

Occupation	Southeast				Southwest				Great Lakes			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations²												
Buckers-up, pneumatic	-	-	-	-	-	-	-	-	13	2.95	-	-
Carpenters, maintenance	-	-	-	-	11	3.10	-	-	9	3.77	-	-
Crane operators, electric bridge ³ (2,354 men and 10 women)	322	2.51	2.62	2.15-2.86	277	2.68	2.60	2.40-2.96	472	3.27	3.26	3.18-3.48
Under 20 tons	247	2.51	2.62	2.15-2.81	189	2.48	2.54	2.33-2.66	349	3.23	3.26	3.11-3.52
20 tons and over	53	2.74	3.01	2.40-3.01	88	3.12	3.16	2.87-3.35	121	3.36	3.30	3.26-3.47
Electricians, maintenance	28	3.10	3.06	2.93-3.28	59	3.36	3.37	3.19-3.55	106	3.89	3.93	3.56-4.15
Fitters, structural	621	2.96	3.00	2.79-3.15	768	3.16	3.13	2.85-3.39	900	3.62	3.71	3.37-3.86
Flame-cutting-machine operators	183	2.63	2.70	2.25-2.95	177	2.94	2.91	2.60-3.33	304	3.37	3.35	3.07-3.65
Friction-sawing-machine operators	44	2.53	2.73	2.03-2.90	57	2.53	2.55	2.35-2.75	140	3.17	3.13	2.75-3.50
Helpers, general (4,355 men and 22 women)	389	2.05	2.10	1.85-2.25	476	2.14	2.18	2.00-2.25	876	2.85	2.88	2.71-3.00
Helpers, power-brake (222 men and 1 woman)	17	2.17	2.20	2.00-2.42	29	2.31	2.38	2.20-2.38	78	2.96	3.06	2.67-3.10
Helpers, power-shear	96	2.27	2.40	2.00-2.53	90	2.21	2.28	1.88-2.51	84	2.97	3.01	2.60-3.14
Helpers, punch-press	59	2.18	2.15	2.04-2.38	91	2.22	2.23	2.00-2.53	55	3.07	3.01	2.81-3.28
Inspectors, class A	50	3.19	3.12	2.85-3.40	62	3.34	3.37	3.19-3.48	98	3.76	3.81	3.51-3.98
Inspectors, class B	37	3.06	3.05	2.75-3.20	17	3.00	2.85	2.54-3.35	68	3.52	3.58	3.25-3.84
Janitors (490 men and 10 women)	66	1.97	2.00	1.84-2.10	96	1.85	1.80	1.75-1.93	131	2.76	2.80	2.40-3.02
Lay-out men, structural steel	444	3.04	3.05	2.80-3.35	335	3.08	3.06	2.85-3.30	471	3.72	3.69	3.33-4.15
Machinists, maintenance	34	3.01	3.06	2.88-3.13	59	3.08	3.14	2.75-3.30	79	3.55	3.57	3.12-3.81
Markers	7	2.35	-	-	-	-	-	-	-	-	-	-
Mechanics, general	256	2.64	2.52	2.50-2.72	90	2.78	2.50	2.50-3.00	462	3.53	3.65	3.13-3.75
Painters, rough, brush (268 men and 3 women)	-	-	-	-	16	2.28	2.23	2.14-2.45	68	3.12	2.96	2.93-3.43
Painters, rough, spray (1,614 men and 5 women)	297	2.36	2.30	2.15-2.60	246	2.66	2.55	2.25-2.84	354	3.20	3.21	3.03-3.47
Planer operators, edge or rotary	22	2.53	2.68	1.99-3.15	-	-	-	-	21	3.50	3.40	3.35-3.72
Power-brake operators, structural steel	39	2.71	2.82	2.50-3.02	57	2.79	2.76	2.63-2.96	173	3.34	3.43	3.01-3.55
Power-shear operators	192	2.50	2.53	2.39-2.66	149	2.60	2.65	2.35-2.77	264	3.35	3.38	3.20-3.53
Punch-press operators, structural steel, class A	97	2.56	2.60	2.35-2.72	116	2.79	2.89	2.55-2.96	191	3.31	3.31	3.07-3.51
Punch-press operators, structural steel, class B	70	2.53	2.74	2.32-2.86	74	2.48	2.55	2.18-2.71	121	3.06	2.91	2.81-3.38
Riveters, pneumatic	11	3.07	-	-	8	2.74	-	-	27	3.24	3.43	2.98-3.44
Stock clerks	52	2.48	2.50	2.15-2.68	48	2.30	2.23	2.00-2.55	57	3.05	3.00	2.81-3.14
Template makers (474 men and 1 woman)	45	2.99	3.12	2.89-3.20	36	2.99	2.90	2.74-3.42	111	3.77	3.84	3.56-4.02
Truckdrivers ⁴	268	2.40	2.44	2.18-2.65	222	2.35	2.20	2.00-2.64	267	3.63	3.56	3.27-4.02
Light (under 1½ tons)	13	2.02	-	-	30	2.38	2.30	2.07-2.75	9	3.19	-	-
Medium (1½ to and including 4 tons)	84	2.26	2.34	2.00-2.55	91	2.36	2.25	2.04-2.64	37	3.47	3.50	3.14-3.50
Heavy (over 4 tons, trailer type)	120	2.61	2.65	2.50-2.75	75	2.41	2.20	2.10-2.77	176	3.66	3.96	3.29-4.03
Heavy (over 4 tons, other than trailer type)	36	2.31	2.35	2.18-2.35	-	-	-	-	40	3.76	3.90	3.48-4.03
Truckers, power-	24	2.47	2.50	2.29-2.73	48	2.63	2.58	2.30-2.95	161	3.29	3.26	3.02-3.50
Forklift	24	2.47	2.50	2.29-2.73	22	2.65	2.50	2.32-3.08	133	3.28	3.26	3.01-3.50
Other than forklift	-	-	-	-	26	2.61	2.85	2.27-2.95	28	3.34	3.33	3.26-3.38
Watchmen	45	1.84	1.85	1.60-2.05	42	1.83	1.75	1.70-1.90	24	2.50	2.64	2.07-2.80
Welders, hand (8,855 men and 16 women)	1,358	2.79	2.80	2.50-3.06	1,609	3.04	3.01	2.65-3.43	2,366	3.42	3.52	3.10-3.73
Class A	814	2.84	2.82	2.65-3.12	1,167	3.23	3.25	2.85-3.55	1,332	3.48	3.57	3.26-3.77
Class B	544	2.70	2.70	2.25-2.95	442	2.55	2.60	2.31-2.70	1,034	3.34	3.42	2.93-3.58
Welders, machine (arc or gas) (2,071 men and 4 women)	172	2.61	2.55	2.43-2.80	201	3.05	3.10	2.91-3.25	301	3.44	3.45	3.16-3.80
Welders, machine (resistance)	-	-	-	-	-	-	-	-	77	3.35	3.20	2.91-3.58
Welders, tack (1,228 men and 2 women)	278	2.45	2.61	1.90-2.73	228	2.42	2.45	2.34-2.61	173	3.13	3.10	3.07-3.25
Selected office occupations												
Clerks, general	118	2.27	2.28	2.00-2.50	101	2.35	2.35	2.00-2.50	199	2.52	2.31	2.10-2.77
Women	104	2.23	2.25	2.00-2.50	68	2.24	2.16	1.95-2.41	146	2.39	2.25	2.05-2.54
Clerks, payroll	17	2.37	2.16	1.95-2.70	40	2.41	2.23	2.09-2.59	49	2.77	2.59	2.40-3.25
Women	17	2.37	2.16	1.95-2.70	30	2.34	2.23	2.15-2.49	41	2.68	2.50	2.30-3.00
Stenographers	33	2.19	2.10	1.95-2.38	52	2.43	2.45	2.24-2.59	36	2.62	2.50	2.20-3.07
Women	24	2.27	2.13	1.95-2.65	49	2.44	2.45	2.25-2.59	30	2.71	2.50	2.30-3.12
Typists, class A (all women)	-	-	-	-	10	2.75	-	-	11	2.49	-	-
Typists, class B (11 men and 128 women)	26	2.14	2.10	2.02-2.31	31	2.11	2.02	1.99-2.28	33	2.20	2.25	1.96-2.40

See footnotes at end of table.

Table 3. Occupational averages: All establishments—Continued

(Number and average straight-time hourly earnings ¹ of workers in selected occupations in fabricated structural steel establishments, United States and regions (October 1969))

Occupation	Middle West				Mountain				Pacific			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations ²												
Buckers-up, pneumatic	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carpenters, maintenance	-	-	-	-	-	-	-	-	-	-	-	-
Crane operators, electric bridge ³ (2,354 men and 10 women)	172	3.05	3.00	2.86-3.30	30	2.98	2.85	2.79-3.18	193	3.75	3.73	3.68-3.83
Under 20 tons	77	3.05	3.01	2.78-3.09	23	2.95	2.85	2.79-3.12	136	3.76	3.73	3.62-3.92
20 tons and over	63	3.14	3.09	2.99-3.42	7	3.10	-	-	26	3.67	3.68	3.68-3.68
Electricians, maintenance	21	3.43	3.26	3.23-3.67	8	3.62	-	-	36	4.40	4.32	4.24-4.81
Fitters, structural	326	3.23	3.25	3.07-3.37	135	3.53	3.48	3.47-3.70	471	4.27	4.32	4.15-4.45
Flame-cutting-machine operators	122	3.12	3.11	2.96-3.30	63	3.21	3.21	3.18-3.24	161	3.91	4.07	3.37-4.32
Friction-sawing-machine operators	28	3.04	3.00	2.88-3.42	17	3.14	3.10	3.06-3.10	11	4.02	-	-
Helpers, general (4,355 men and 22 women)	275	2.39	2.46	2.08-2.55	294	2.72	2.76	2.66-3.03	354	3.36	3.35	3.15-3.65
Helpers, power-brake (222 men and 1 woman)	17	2.70	2.76	2.37-2.80	-	-	-	-	26	3.57	3.84	3.23-3.84
Helpers, power-shear	39	2.70	2.65	2.37-2.93	14	2.84	-	-	28	3.44	3.70	3.11-3.84
Helpers, punch-press	22	2.84	2.63	2.50-3.31	-	-	-	-	33	3.36	3.35	3.18-3.62
Inspectors, class A	50	3.50	3.63	3.25-3.66	13	3.53	-	-	35	4.30	4.42	4.02-4.48
Inspectors, class B	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (490 men and 10 women)	47	2.29	2.25	1.97-2.56	12	2.57	-	-	19	3.00	2.88	2.77-3.59
Lay-out men, structural steel	109	3.31	3.33	3.02-3.50	164	3.36	3.47	3.03-3.47	326	4.44	4.50	4.37-4.56
Machinists, maintenance	32	3.52	3.44	3.31-3.69	6	3.46	-	-	48	4.33	4.32	4.09-4.50
Markers	15	3.13	3.18	3.07-3.21	-	-	-	-	-	-	-	-
Mechanics, general	114	2.94	2.88	2.54-3.40	230	3.16	3.28	2.97-3.50	145	4.07	4.32	3.78-4.52
Painters, rough, brush (268 men and 3 women)	-	-	-	-	-	-	-	-	-	-	-	-
Painters, rough, spray (1,614 men and 5 women)	101	3.03	3.14	2.88-3.26	43	2.98	3.06	2.85-3.12	192	3.86	3.90	3.80-3.94
Planer operators, edge or rotary	15	3.26	3.23	3.12-3.42	-	-	-	-	9	3.52	-	-
Power-brake operators, structural steel	35	3.13	3.10	2.96-3.20	20	2.83	2.69	2.69-2.94	37	4.06	3.96	3.68-4.52
Power-shear operators	87	2.96	2.97	2.73-3.14	37	3.11	3.12	2.95-3.24	83	3.93	3.96	3.83-4.09
Punch-press operators, structural steel, class A	54	3.31	3.37	3.00-3.66	30	2.89	2.74	2.69-2.99	137	3.91	3.92	3.78-4.05
Punch-press operators, structural steel, class B	33	2.89	2.98	2.78-3.03	10	3.15	-	-	30	3.65	3.68	3.48-3.86
Riveters, pneumatic	10	3.19	-	-	-	-	-	-	-	-	-	-
Stock clerks	20	2.95	2.94	2.73-2.97	19	2.94	3.10	2.66-3.18	33	3.93	3.96	3.63-4.32
Template makers (474 men and 1 woman)	30	3.52	3.40	3.35-3.67	-	-	-	-	54	4.28	4.30	4.30-4.49
Truckdrivers ⁴	72	3.05	3.00	2.93-3.20	53	3.23	3.18	2.99-3.35	101	3.89	4.02	3.55-4.28
Light (under 1½ tons)	-	-	-	-	-	-	-	-	-	-	-	-
Medium (1½ to and including 4 tons)	7	2.48	-	-	14	2.97	-	-	-	-	-	-
Heavy (over 4 tons, trailer type)	39	3.20	3.01	2.94-3.75	24	3.49	3.43	3.17-3.96	37	3.92	4.28	3.10-4.28
Heavy (over 4 tons, other than trailer type)	-	-	-	-	10	3.11	-	-	34	4.13	4.05	4.01-4.24
Truckers, power	26	2.88	2.76	2.75-2.80	38	3.01	3.18	2.69-3.18	32	3.67	3.77	3.63-3.79
Forklift	17	2.95	2.80	2.75-2.97	37	3.02	3.18	2.69-3.18	31	3.68	3.77	3.65-3.79
Other than forklift	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen	12	2.00	-	-	-	-	-	-	-	-	-	-
Welders, hand (8,855 men and 16 women)	540	3.11	3.10	2.90-3.25	219	3.17	3.28	2.85-3.47	683	4.00	4.20	3.83-4.32
Class A	325	3.21	3.18	3.02-3.25	187	3.23	3.47	2.85-3.47	608	4.04	4.20	3.83-4.32
Class B	215	2.95	3.01	2.72-3.10	-	-	-	-	75	3.65	3.92	2.85-4.07
Welders, machine (arc or gas) (2,071 men and 4 women)	122	3.39	3.37	3.17-3.60	249	3.29	3.25	3.10-3.62	495	4.22	4.27	4.27-4.31
Welders, machine (resistance)	-	-	-	-	17	3.33	3.38	3.18-3.47	-	-	-	-
Welders, tack (1,228 men and 2 women)	55	2.82	2.79	2.57-3.14	-	-	-	-	97	3.53	3.30	3.10-4.07
Selected office occupations												
Clerks, general	129	2.19	2.10	1.90-2.39	31	2.35	2.28	2.02-2.60	68	2.92	2.88	2.45-3.38
Women	123	2.18	2.05	1.90-2.35	31	2.35	2.28	2.02-2.60	43	2.67	2.48	2.28-3.11
Clerks, payroll	20	2.45	2.45	2.25-2.75	-	-	-	-	26	3.20	3.00	2.59-3.68
Women	14	2.33	-	-	-	-	-	-	20	3.03	2.88	2.54-3.29
Stenographers	27	2.42	2.42	2.07-2.70	8	2.29	-	-	24	2.73	2.88	2.69-2.96
Women	26	2.41	2.36	2.03-2.71	8	2.29	-	-	24	2.73	2.88	2.69-2.96
Typists, class A (all women)	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (11 men and 128 women)	-	-	-	-	-	-	-	-	7	2.36	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. For definitions of mean, median, and middle range, see appendix A.

² Except where indicated, all workers in the production occupations were men.

³ Includes workers operating cranes of both size categories as well as those for which data are shown separately.

⁴ Includes drivers operating a combination of the types and sizes of trucks shown separately.

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

Table 4. Occupational averages: By community size

(Number and average straight-time hourly earnings¹ of men in selected occupations in fabricated structural steel establishments in metropolitan and nonmetropolitan areas, United States and regions, October 1969)

Occupation	United States				New England		Middle Atlantic		Border States		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	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
Crane operators, electric bridge ²	2,087	\$3.13	267	\$2.95	32	\$3.28	665	\$3.35	89	\$2.54	271	\$2.56	51	\$2.29
Under 20 tons	1,255	3.04	154	2.92	16	3.54	225	3.39	76	2.50	222	2.50	25	2.64
20 tons and over	538	3.27	97	3.20	16	3.01	214	3.42	13	2.79	-	-	-	-
Electricians, maintenance	402	3.73	70	3.41	-	-	164	3.74	13	3.13	19	3.16	9	2.96
Fitters, structural	3,999	3.54	614	3.33	83	3.40	1,020	3.83	148	2.99	548	2.99	73	2.79
Flame-cutting-machine operators	1,391	3.28	187	3.14	26	3.36	397	3.49	62	2.72	164	2.63	19	2.57
Friction-sawing-machine operators	361	3.06	46	2.83	8	3.26	73	3.32	24	2.72	37	2.51	7	2.66
Helpers, general	3,716	2.81	639	2.54	108	3.10	1,153	3.20	265	2.19	349	2.02	-	-
Helpers, power-shear	421	2.75	61	2.64	-	-	91	3.40	28	2.50	75	2.21	-	-
Helpers, punch-press	386	2.83	42	2.86	-	-	128	3.34	-	-	55	2.20	-	-
Inspectors, class A	404	3.74	68	3.34	-	-	144	3.89	-	-	29	3.36	21	2.95
Janitors	400	2.46	90	2.13	-	-	93	2.69	13	2.01	35	1.93	29	2.03
Lay-out men, structural steel	2,702	3.70	301	3.54	212	3.76	740	4.13	136	3.44	368	3.00	76	3.26
Machinists, maintenance	332	3.62	56	3.32	21	3.68	74	3.75	15	3.25	31	3.03	-	-
Mechanics, general	2,120	3.67	156	2.78	192	3.31	739	4.37	44	2.77	212	2.58	-	-
Painters, rough, spray	1,337	2.99	277	3.04	61	3.28	228	3.19	54	2.53	213	2.26	84	2.60
Power-brake operators, structural steel	409	3.27	64	3.05	-	-	74	3.51	22	2.75	33	2.68	-	-
Power-shear operators	925	3.17	187	2.79	16	3.43	200	3.49	36	2.79	124	2.51	-	-
Punch-press operators, structural steel, class A	828	3.38	112	3.20	36	3.46	233	3.71	17	2.96	72	2.58	25	2.51
Punch-press operators, structural steel, class B	474	3.06	85	2.95	15	3.08	152	3.42	16	2.42	63	2.59	7	1.99
Stock clerks	281	2.96	53	2.69	9	3.26	44	3.12	41	2.92	37	2.48	15	2.48
Template makers	421	3.73	53	3.45	-	-	163	3.86	-	-	38	3.01	7	2.90
Truckdrivers ³	1,179	3.12	145	2.67	53	3.17	174	3.82	83	2.64	238	2.40	30	2.43
Medium (1½ to and including 4 tons)	251	2.71	40	2.46	11	3.46	19	3.77	-	-	80	2.25	-	-
Heavy (Over 4 tons trailer type)	580	3.18	59	2.93	37	3.06	57	3.59	56	2.65	103	2.61	17	2.60
Heavy (Over 4 tons, other than trailer type)	207	3.50	-	-	-	-	60	4.04	18	2.93	36	2.31	-	-
Truckers, power (forklift)	309	3.20	25	2.64	-	-	60	3.26	-	-	20	2.55	-	-
Watchmen	119	2.01	57	2.02	-	-	35	2.20	-	-	-	-	24	1.99
Welders, hand	7,203	3.32	1,652	3.17	206	3.51	1,351	3.70	302	2.76	849	2.72	501	2.90
Class A	4,975	3.43	1,015	3.34	153	3.58	1,094	3.77	152	2.85	641	2.83	173	2.90
Class B	2,228	3.07	637	2.90	53	3.29	257	3.37	150	2.66	208	2.41	328	2.89
Welders, machine (arc or gas)	1,793	3.53	278	3.25	40	3.44	381	3.48	-	-	163	2.60	-	-
Welders, tack	1,037	2.87	191	2.80	-	-	291	3.19	41	2.59	246	2.44	-	-

See footnotes at end of table.

Table 4. Occupational averages: By community size—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in fabricated structural steel establishments in metropolitan and nonmetropolitan areas, United States and regions, October 1969)

Occupation	Southwest				Great Lakes		Middle West		Mountain		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	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
Crane operators, electric bridge ²	212	\$2.56	65	\$3.10	459	\$3.29	138	\$3.09	28	\$3.00	193	\$3.75
Under 20 tons	155	2.44	34	2.68	343	3.25	59	3.07	23	2.95	136	3.76
20 tons and over	57	2.88	31	3.55	114	3.37	50	3.23	-	-	26	3.67
Electricians, maintenance	-	-	-	-	106	3.89	20	3.44	6	3.75	36	4.40
Fitters, structural	442	2.99	326	3.39	887	3.63	274	3.26	131	3.55	466	4.26
Flame-cutting-machine operators	141	2.82	36	3.42	287	3.42	98	3.17	55	3.21	161	3.91
Friction-sawing-machine operators	37	2.46	20	2.67	135	3.18	21	3.20	15	3.15	11	4.02
Helpers, general	236	2.12	240	2.15	765	2.90	225	2.41	276	2.72	339	3.35
Helpers, power-shear	76	2.15	-	-	78	2.99	35	2.68	-	-	28	3.44
Helpers, punch-press	75	2.15	16	2.55	53	3.08	18	2.76	-	-	33	3.36
Inspectors, class A	53	3.30	-	-	94	3.78	32	3.47	11	3.57	35	4.30
Janitors	73	1.84	21	1.89	122	2.76	28	2.38	12	2.57	19	3.00
Lay-out men, structural steel	266	3.06	69	3.15	463	3.74	90	3.34	146	3.36	281	4.43
Machinists, maintenance	34	3.20	25	2.93	75	3.59	30	3.53	-	-	48	4.33
Mechanics, general	41	2.91	49	2.68	431	3.56	86	3.11	230	3.16	145	4.07
Painters, rough, spray	163	2.40	83	3.16	339	3.21	69	2.98	43	2.98	167	3.85
Power-brake operators, structural steel	53	2.78	-	-	138	3.44	32	3.16	-	-	37	4.06
Power-shear operators	129	2.54	-	-	242	3.39	60	3.06	35	3.11	83	3.93
Punch-press operators, structural steel, class A	98	2.76	18	2.92	183	3.32	39	3.41	28	2.87	122	3.92
class B	53	2.40	21	2.68	113	3.07	22	3.01	10	3.15	30	3.65
Stock clerks	38	2.19	10	2.68	51	3.08	15	3.06	13	2.84	33	3.93
Template makers	27	2.94	-	-	108	3.78	23	3.56	-	-	54	4.28
Truckdrivers ³	163	2.31	59	2.45	257	3.66	63	3.03	47	3.26	101	3.89
Medium (1½ to and including 4 tons)	65	2.36	26	2.38	37	3.47	7	2.48	14	2.97	-	-
Heavy (over 4 tons, trailer type)	70	2.38	-	-	166	3.71	34	3.23	20	3.58	37	3.92
Heavy (over 4 tons, other than trailer type)	-	-	-	-	40	3.76	-	-	10	3.11	34	4.13
Truckers, power (forklift)	20	2.65	-	-	131	3.29	10	3.11	37	3.02	31	3.68
Watchmen	21	1.79	21	1.88	20	2.47	-	-	-	-	-	-
Welders, hand	1,042	2.80	567	3.49	2,151	3.47	400	3.16	219	3.17	683	4.00
Class A	680	2.99	487	3.57	1,212	3.52	248	3.23	187	3.23	608	4.04
Class B	362	2.44	-	-	939	3.39	152	3.05	-	-	75	3.65
Welders, machine (arc or gas)	147	2.98	-	-	276	3.50	103	3.43	193	3.33	465	4.22
Welders, tack	133	2.28	95	2.60	167	3.13	49	2.77	-	-	97	3.53

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

² Includes workers operating cranes of both size categories as well as those for which data are shown separately.

³ Includes all drivers regardless of size and type of truck operated.

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

Table 5. Occupational averages: By establishment size

(Number and average straight-time hourly earnings¹ of men in selected occupations in fabricated structural steel establishments by size of establishment, United States and regions, October 1969)

Occupation	United States ²				New England		Middle Atlantic				Border States		Southeast			
	Establishments with—															
	20-99 workers		100 workers or more		100 workers or more		20-99 workers		100 workers or more		100 workers or more		20-99 workers		100 workers or more	
	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
Crane operators, electric bridge ²	471	\$3.01	1,883	\$3.14	23	\$3.20	150	\$3.27	585	\$3.39	84	\$2.55	63	\$2.22	259	\$2.59
Under 20 tons	353	2.96	1,056	3.05	-	-	70	3.39	190	3.44	72	2.53	63	2.22	184	2.61
20 tons and over	48	3.15	587	3.27	-	-	16	3.12	233	3.44	-	-	-	-	53	2.74
Electricians, maintenance	24	3.62	448	3.69	-	-	12	3.28	174	3.76	19	3.03	-	-	27	3.10
Fitters, structural	1,276	3.49	3,337	3.52	48	3.35	319	3.58	793	3.94	128	2.96	234	2.97	387	2.96
Flame-cutting-machine operators	440	3.13	1,138	3.32	24	3.33	105	3.58	356	3.46	40	2.71	71	2.40	112	2.77
Friction-sawing-machine operators	214	3.01	193	3.07	-	-	38	3.26	38	3.44	-	-	22	2.50	22	2.57
Helpers, general	2,175	2.78	2,180	2.77	-	-	611	3.30	644	3.14	215	2.16	266	2.00	123	2.15
Helpers, punch-shear	97	2.64	385	2.77	-	-	17	2.94	86	3.41	-	-	-	-	92	2.28
Helpers, punch-press	121	2.73	307	2.87	-	-	36	3.11	104	3.46	-	-	-	-	44	2.23
Inspectors, class A	67	3.62	405	3.69	-	-	-	-	145	3.85	-	-	12	3.12	38	3.21
Janitors	125	2.18	365	2.47	-	-	-	-	92	2.73	13	2.05	16	1.98	48	1.97
Lay-out men, structural steel	1,769	3.77	1,234	3.56	64	3.67	494	4.17	291	4.04	57	3.26	254	3.12	190	2.94
Machinists, maintenance	136	3.61	252	3.57	-	-	46	3.74	42	3.94	18	3.19	14	2.86	20	3.11
Mechanics, general	1,668	3.67	608	3.44	38	3.05	541	4.57	198	3.85	46	2.78	221	2.62	35	2.82
Painters, rough, spray	707	2.94	907	3.05	26	3.17	143	3.13	116	3.28	35	2.52	127	2.22	170	2.47
Power-brake operators, structural steel	145	3.19	328	3.27	-	-	28	3.39	57	3.55	10	2.57	16	2.58	23	2.81
Power-shear operators	350	3.10	762	3.11	9	3.29	85	3.22	142	3.63	29	2.63	40	2.39	152	2.52
Punch-press operators, structural steel, class A	369	3.38	571	3.34	9	3.20	123	3.62	137	3.81	-	-	39	2.45	58	2.64
Punch-press operators, structural steel, class B	201	3.08	358	3.02	8	3.31	76	3.50	99	3.43	20	2.47	31	2.33	39	2.68
Stock clerks	172	2.81	162	3.03	-	-	-	-	23	3.29	14	2.68	30	2.35	22	2.65
Template makers	73	3.78	401	3.68	-	-	24	3.65	161	3.89	-	-	-	-	40	2.99
Truckdrivers ³	690	2.98	634	3.17	25	2.93	103	3.62	86	3.95	42	2.60	156	2.36	112	2.45
Medium (1½ to and including 4 tons)	181	2.70	110	2.64	-	-	23	3.42	6	3.34	-	-	48	2.15	36	2.40
Heavy (over 4 tons, trailer type)	321	2.96	318	3.35	-	-	38	3.37	23	4.07	34	2.55	80	2.54	40	2.77
Heavy (over 4 tons, other than trailer type)	111	3.52	107	3.37	-	-	23	4.05	37	4.03	8	2.80	-	-	20	2.34
Truckers, power (forklift)	59	2.86	275	3.22	-	-	-	-	63	3.24	-	-	-	-	19	2.50
Watchmen	47	2.03	129	2.00	-	-	-	-	22	2.33	-	-	-	-	45	1.84
Welders, hand	2,796	3.15	6,059	3.36	-	-	487	3.33	1,066	3.80	209	2.77	453	2.72	897	2.82
Class A	1,904	3.30	4,086	3.47	-	-	311	3.50	934	3.81	94	2.92	324	2.83	490	2.85
Class B	892	2.81	1,973	3.13	-	-	176	3.03	132	3.69	115	2.66	129	2.44	407	2.79
Welders, machine (arc or gas)	770	3.52	1,301	3.48	31	3.29	191	3.36	230	3.61	-	-	70	2.47	102	2.70
Welders, tack	302	2.71	926	2.91	-	-	88	3.00	250	3.26	-	-	-	-	247	2.53

See footnotes at end of table.

Table 5. Occupational averages: By establishment size—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in fabricated structural steel establishments by size of establishment, United States and regions, October 1969)

Occupation	Southwest				Great Lakes				Middle West		Mountain		Pacific			
	Establishments with—															
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		100 workers or more		100 workers or more		20-99 workers		100 workers or more	
	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
Crane operators, electric bridge ²	32	\$2.18	245	\$2.75	81	\$3.15	384	\$3.30	147	\$3.10	22	\$3.06	59	\$3.76	134	\$3.74
Under 20 tons	27	1.99	162	2.57	76	3.13	273	3.26	64	3.10	17	3.00	53	3.75	83	3.76
20 tons and over	-	-	83	3.11	-	-	109	3.36	60	3.20	-	-	-	-	-	-
Electricians, maintenance	-	-	57	3.38	-	-	101	3.82	21	3.43	8	3.62	-	-	36	4.40
Fitters, structural	108	2.88	660	3.21	220	3.63	680	3.62	284	3.29	105	3.53	219	4.34	252	4.20
Flame-cutting-machine operators	49	2.64	128	3.05	106	3.27	198	3.43	107	3.15	38	3.22	26	4.17	135	3.86
Friction-sawing-machine operators	33	2.39	24	2.72	62	3.23	78	3.13	15	3.21	-	-	-	-	-	-
Helpers, general	182	1.99	294	2.23	461	2.90	415	2.81	117	2.48	140	2.90	172	3.35	182	3.37
Helpers, punch-shear	-	-	68	2.33	10	2.79	74	2.99	39	2.70	-	-	-	-	16	3.18
Helpers, punch-press	20	2.29	71	2.20	-	-	43	3.16	22	2.84	-	-	18	3.40	15	3.30
Inspectors, class A	17	3.26	45	3.37	12	4.04	86	3.72	43	3.51	9	3.45	-	-	33	4.26
Janitors	35	1.79	59	1.89	40	2.54	89	2.85	35	2.34	9	2.62	-	-	18	2.97
Lay-out-men, structural steel	213	3.06	122	3.11	245	3.97	226	3.46	71	3.37	82	3.24	195	4.49	131	4.36
Machinists, maintenance	-	-	42	3.24	27	3.70	52	3.47	27	3.48	6	3.46	20	4.32	28	4.34
Mechanics, general	69	2.80	21	2.74	318	3.62	144	3.31	-	-	57	3.21	76	4.21	69	3.90
Painters, rough, spray	103	2.28	143	2.93	113	3.19	236	3.21	83	3.14	20	3.03	114	3.89	78	3.82
Power-brake operators, structural steel	15	2.82	42	2.78	33	3.09	140	3.40	33	3.16	-	-	20	4.27	17	3.82
Power-shear operators	33	2.34	116	2.67	69	3.36	195	3.35	57	3.12	17	3.05	38	4.11	45	3.78
Punch-press operators, structural steel, class A	21	2.59	95	2.83	37	3.27	154	3.32	36	3.38	15	3.04	-	-	63	3.83
Punch-press operators, structural steel, class B	13	2.52	61	2.47	30	2.93	91	3.10	24	3.02	-	-	20	3.70	10	3.57
Stock clerks	23	1.95	25	2.61	18	2.99	39	3.08	13	3.11	10	3.06	17	3.95	16	3.90
Template makers	-	-	31	3.02	12	3.67	98	3.79	30	3.52	-	-	-	-	29	4.19
Truckdrivers ³	124	2.20	98	2.53	122	3.63	145	3.63	55	3.15	26	3.11	56	3.68	45	4.14
Medium (1½ to and including 4 tons)	49	2.22	42	2.53	30	3.59	7	2.98	-	-	11	2.96	-	-	-	-
Heavy (over 4 tons, trailer type)	56	2.30	19	2.76	57	3.62	119	3.67	36	3.26	10	3.24	-	-	-	-
Heavy (over 4 tons, other than trailer type)	-	-	-	-	26	3.74	14	3.80	-	-	-	-	23	4.11	11	4.15
Truckers, power (forklift)	-	-	13	2.83	-	-	115	3.34	13	3.01	-	-	-	-	23	3.66
Watchmen	-	-	34	1.85	-	-	11	2.54	6	2.13	-	-	-	-	-	-
Welders, hand	458	2.62	1,151	3.21	642	3.39	1,716	3.43	394	3.16	124	2.99	277	3.80	406	4.13
Class A	262	2.87	905	3.33	404	3.48	920	3.49	222	3.27	92	3.05	253	3.89	355	4.14
Class B	196	2.29	246	2.75	238	3.23	796	3.37	172	3.01	-	-	-	-	51	4.04
Welders, machine (arc or gas)	26	2.64	175	3.11	63	3.31	238	3.47	78	3.35	130	3.40	245	4.25	250	4.19
Welders, tack	69	2.18	159	2.52	-	-	148	3.11	43	2.82	-	-	-	-	65	3.55

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

² Includes workers operating cranes of both size categories as well as those for which data are shown separately.

³ Includes all drivers regardless of size and type of truck operated.

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

Table 6. Occupational averages: By labor-management contract coverage

(Number and average straight-time hourly earnings¹ of men in selected occupations in fabricated structural steel establishments by labor-management contract coverage, United States and selected regions, October 1969)

Occupation	United States ²				New England		Middle Atlantic		Southeast			
	Establishments with—											
	Majority covered		None or minor-ity covered		Majority covered		Majority covered		Majority covered		None or minor-ity covered	
	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
Crane operators, electric bridge ³	1,929	\$3.25	425	\$2.50	32	\$3.32	735	\$3.37	142	\$2.86	180	\$2.25
Under 20 tons.....	1,095	3.21	314	2.39	16	3.62	260	3.43	107	2.81	140	2.28
20 tons and over.....	546	3.30	89	3.00	16	3.01	249	3.42	-	-	18	2.28
Electricians, maintenance.....	432	3.71	40	3.44	-	-	185	3.73	23	3.10	-	-
Fitters, structural.....	3,592	3.63	1,021	3.10	74	3.45	1,089	3.85	264	3.02	357	2.92
Flame-cutting-machine operators.....	1,284	3.41	294	2.66	26	3.34	461	3.49	62	2.98	121	2.45
Friction-sawing-machine operators.....	287	3.22	120	2.61	-	-	67	3.41	11	2.87	33	2.42
Helpers, general.....	3,832	2.85	523	2.20	88	3.19	1,237	3.22	262	2.09	127	1.96
Helpers, power-shear.....	335	2.95	147	2.26	-	-	103	3.34	30	2.44	66	2.19
Helpers, punch-press.....	308	3.05	120	2.28	-	-	133	3.38	21	2.31	38	2.10
Inspectors, class A.....	388	3.76	84	3.33	-	-	158	3.87	28	3.20	22	3.17
Janitors.....	360	2.54	130	1.99	-	-	99	2.71	24	2.00	40	1.96
Lay-out men, structural steel.....	2,327	3.85	676	3.11	161	3.87	746	4.16	152	3.22	292	2.95
Machinists, maintenance.....	335	3.67	53	3.03	20	3.65	87	3.84	25	3.04	9	2.91
Mechanics, general.....	1,849	3.76	427	2.95	126	3.49	733	4.38	171	2.72	-	-
Painters, rough, spray.....	1,139	3.19	475	2.55	53	3.34	245	3.22	89	2.51	208	2.30
Power-brake operators, structural steel.....	395	3.33	78	2.83	-	-	85	3.49	28	2.74	11	2.64
Power-shear operators.....	825	3.29	287	2.57	13	3.43	217	3.51	57	2.66	135	2.43
Punch-press operators, structural steel, class A.....	767	3.50	173	2.69	28	3.52	259	3.72	26	2.96	71	2.42
Punch-press operators, structural steel, class B.....	434	3.21	125	2.45	9	3.32	172	3.47	22	2.86	48	2.38
Stock clerks.....	225	3.09	109	2.55	-	-	43	3.17	22	2.76	30	2.27
Template makers.....	428	3.76	46	3.06	-	-	185	3.86	25	3.14	20	2.80
Truckdrivers ⁴	848	3.41	476	2.47	41	3.22	180	3.81	110	2.62	158	2.25
Medium (1½ to and including 4 tons).....	130	3.10	161	2.33	11	3.46	29	3.40	9	2.51	75	2.23
Heavy (over 4 tons, trailer type).....	450	3.39	189	2.60	25	3.08	55	3.72	80	2.72	40	2.40
Heavy (over 4 tons, other than trailer type).....	171	3.66	47	2.67	-	-	57	4.09	-	-	20	2.34
Truckers, power (forklift).....	290	3.24	44	2.59	-	-	64	3.24	13	2.74	11	2.15
Watchmen.....	100	2.16	76	1.81	-	-	37	2.20	-	-	35	1.78
Welders, hand.....	6,136	3.46	2,719	2.92	186	3.55	1,409	3.71	506	2.98	844	2.67
Class A.....	4,385	3.54	1,605	3.08	148	3.60	1,149	3.78	416	3.03	398	2.64
Class B.....	1,751	3.25	1,114	2.68	38	3.39	260	3.40	90	2.78	446	2.69
Welders, machine (arc or gas).....	1,745	3.62	326	2.80	40	3.44	417	3.50	34	2.98	138	2.52
Welders, tack.....	916	3.04	312	2.31	-	-	324	3.21	170	2.72	108	2.04

See footnotes at end of table.

Table 6. Occupational averages: By labor-management contract coverage—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in fabricated structural steel establishments by labor-management contract coverage, United States and selected regions, October 1969)

Occupation	Southwest		Great Lakes		Middle West		Mountain		Pacific			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		Majority covered		Majority covered			
	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		
Crane operators, electric bridge ³	128	\$ 2.68	149	\$ 2.69	458	\$ 3.28	138	\$ 3.04	28	\$ 3.00	193	\$ 3.75
Under 20 tons.....	93	2.57	96	2.40	342	3.24	59	3.05	23	2.95	136	3.76
20 tons and over.....	35	2.95	53	3.23	114	3.37	50	3.13	-	-	26	3.67
Electricians, maintenance.....	-	-	32	3.47	106	3.89	19	3.36	8	3.62	36	4.40
Fitters, structural.....	314	3.08	454	3.22	859	3.63	290	3.23	110	3.52	471	4.27
Flame-cutting-machine operators.....	80	3.02	97	2.87	283	3.41	106	3.14	60	3.21	161	3.91
Friction-sawing-machine operators.....	24	2.73	33	2.38	115	3.25	18	3.14	15	3.16	11	4.02
Helpers, general.....	342	2.18	134	2.04	842	2.85	275	2.39	221	2.84	333	3.41
Helpers, power-shear.....	46	2.41	44	2.00	72	3.03	29	2.59	-	-	28	3.44
Helpers, punch-press.....	51	2.36	40	2.05	47	3.15	13	2.92	-	-	27	3.48
Inspectors, class A.....	32	3.41	30	3.27	94	3.78	29	3.43	12	3.54	35	4.30
Janitors.....	42	1.84	52	1.87	118	2.81	29	2.34	9	2.67	19	3.00
Lay-out men, structural steel.....	165	3.21	170	2.95	448	3.73	95	3.30	149	3.30	326	4.44
Machinists, maintenance.....	34	3.24	25	2.88	75	3.59	27	3.48	6	3.46	48	4.33
Mechanics, general.....	-	-	82	2.74	401	3.49	79	3.08	174	3.07	145	4.07
Painters, rough, spray.....	79	2.62	167	2.67	337	3.21	68	2.99	32	3.08	189	3.88
Power-brake operators, structural steel.....	31	2.83	26	2.74	150	3.41	26	3.09	20	2.83	37	4.06
Power-shear operators.....	79	2.68	70	2.50	242	3.37	60	3.04	33	3.12	83	3.93
Punch-press operators, structural steel, class A.....	61	2.92	55	2.65	191	3.31	29	3.32	30	2.89	137	3.91
Punch-press operators, structural steel, class B.....	48	2.66	26	2.15	101	3.12	21	3.00	8	3.22	30	3.65
Stock clerks.....	19	2.44	29	2.20	45	3.08	15	2.94	17	2.91	33	3.93
Template makers.....	18	2.98	18	3.01	109	3.77	25	3.39	-	-	54	4.28
Truckdrivers ⁴	70	2.61	152	2.22	224	3.69	57	3.13	39	3.19	83	4.07
Medium (1½ to and including 4 tons).....	30	2.50	61	2.29	25	3.46	-	-	14	2.97	-	-
Heavy (over 4 tons, trailer type).....	34	2.75	41	2.14	154	3.73	32	3.27	17	3.50	34	4.13
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	36	3.76	-	-	-	-	-	-
Truckers, power (forklift).....	-	-	10	2.38	121	3.32	9	3.06	-	-	31	3.68
Watchmen.....	-	-	35	1.86	24	2.50	12	2.00	-	-	-	-
Welders, hand.....	461	3.03	1,148	3.05	2,178	3.45	446	3.08	216	3.17	596	4.13
Class A.....	380	3.11	787	3.29	1,204	3.51	287	3.18	184	3.23	545	4.14
Class B.....	81	2.67	361	2.52	974	3.37	159	2.91	-	-	51	4.04
Welders, machine (arc or gas).....	89	3.21	112	2.92	301	3.44	114	3.39	190	3.34	495	4.22
Welders, tack.....	71	2.48	157	2.39	171	3.13	49	2.77	-	-	97	3.53

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the Border States in addition to those shown separately.³ Includes workers operating cranes of both size categories as well as those for which data are shown separately.⁴ Includes all drivers regardless of size and type of truck operated.

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

Table 7. Occupational earnings: Birmingham, Ala.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, October 1969)

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																	
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over
All production workers ³	1,226	\$2.89	19	4	1	3	32	12	106	199	118	119	52	150	234	61	77	5	10	24
<u>Selected production occupations³</u>																				
Crane operators, electric bridge ^{4 5}	77	2.92	-	-	-	-	-	-	-	-	25	7	-	45	-	-	-	-	-	-
Under 20 tons.....	44	2.87	-	-	-	-	-	-	-	-	22	7	-	15	-	-	-	-	-	-
Electricians, maintenance.....	12	3.18	-	-	-	-	-	-	-	-	-	-	-	4	3	-	4	1	-	-
Fitters, structural.....	105	2.98	-	-	-	-	-	-	-	-	30	5	4	20	37	9	-	-	-	-
Flame-cutting-machine operators.....	33	3.12	-	-	-	-	-	-	-	-	-	-	-	6	27	-	-	-	-	-
Helpers, power-shear.....	22	2.55	-	-	-	-	-	4	6	12	-	-	-	-	-	-	-	-	-	-
Helpers, punch-press.....	12	2.51	-	-	-	-	-	4	6	2	-	-	-	-	-	-	-	-	-	-
Lay-out men, structural steel.....	23	3.18	-	-	-	-	-	-	-	-	-	-	-	-	20	-	1	1	1	-
Painters, rough, spray.....	13	2.84	-	-	-	1	-	-	-	-	-	6	6	-	-	-	-	-	-	-
Power-shear operators.....	22	2.81	-	-	-	-	-	-	-	-	5	17	-	-	-	-	-	-	-	-
Punch-press operators, structural steel, class B.....	10	2.88	-	-	-	-	-	-	-	-	4	2	-	4	-	-	-	-	-	-
Stock clerks.....	7	3.02	-	-	-	-	-	-	-	-	1	2	-	1	1	2	-	-	-	-
Template makers.....	8	3.24	-	-	-	-	-	-	-	-	-	-	-	3	-	2	3	-	-	-
Truckdrivers.....	13	2.92	-	-	-	-	-	-	-	8	1	-	-	-	-	-	-	-	4	-
Truckers, power (forklift).....	14	2.65	-	-	-	3	2	14	2	3	-	4	-	-	-	-	-	-	-	-
Welders, hand.....	149	3.09	-	1	-	1	-	-	4	-	-	-	-	46	89	8	-	-	-	-
Class A.....	143	3.11	-	-	-	-	-	-	4	-	-	-	-	42	89	8	-	-	-	-
Class B.....	6	2.72	-	1	-	1	-	-	-	-	-	-	-	4	-	-	-	-	-	-
Welders, machine (arc or gas).....	9	2.96	-	-	-	1	1	-	-	-	-	-	1	-	5	1	-	-	-	-
Welders, tack.....	85	2.74	-	1	-	-	-	-	-	31	4	49	-	-	-	-	-	-	-	-

¹ The Birmingham Standard Metropolitan Statistical Area consists of Jefferson, Shelby, and Walker Counties.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Virtually all production workers were men; data for selected occupations were limited to men workers.
⁴ Includes data for workers in classification in addition to those shown separately.
⁵ Includes all operators regardless of size of crane operated.

Table 8. Occupational earnings: Chicago, Ill.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, October 1969)

Occupation	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$2.20	\$2.20 and under	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	and over	
All production workers ³	1,800	\$3.36	21	17	18	2	10	15	66	119	110	153	171	177	164	105	166	44	164	30	79	59	44	14	5	7	15	25		
<u>Selected production occupations⁴</u>																														
Crane operators, electric bridge ⁵	79	3.26	-	-	-	-	-	-	-	4	-	-	23	30	19	2	-	1	-	-	-	-	-	-	-	-	-	-	-	
Under 20 tons	52	3.25	-	-	-	-	-	-	-	4	-	-	21	6	19	2	-	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance	16	4.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	7	-	-	-	4	-	2	-		
Fitters, structural	105	3.69	-	-	-	-	-	6	-	-	-	6	-	11	2	21	3	9	8	23	8	-	4	-	4	-	4	-		
Flame-cutting-machine operators	29	3.54	-	-	-	-	-	-	-	-	-	8	-	2	6	6	-	-	-	-	3	2	1	-	-	-	-	-		
Friction-sawing-machine operators	17	3.32	-	-	-	-	-	-	-	-	-	8	3	2	-	-	-	1	-	-	-	3	-	-	-	-	-	-		
Helpers, general	216	2.88	1	-	-	-	8	15	38	52	51	28	17	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors, class A	9	3.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	-	4	-	-	-	-	-	-		
Janitors	26	2.43	-	2	17	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lay-out men, structural steel	53	4.01	-	-	-	-	-	-	-	-	-	-	-	2	-	9	4	6	2	6	4	8	2	2	2	2	2	6		
Machinists, maintenance	11	4.15	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	2	-	2	-	-	-	1	-	7		
Mechanics, general	43	3.76	-	-	-	-	-	-	-	-	-	-	5	2	5	6	6	8	-	2	-	-	3	-	-	-	3	3		
Painters, rough, spray	46	3.19	-	-	-	-	-	-	-	-	-	21	8	6	7	2	2	-	-	-	-	-	-	-	-	-	-	-		
Power-shear operators	51	3.48	-	-	-	-	-	-	-	-	-	2	8	4	3	5	11	3	15	-	-	-	-	-	-	-	-	-		
Punch-press operators, structural steel, class A	29	3.44	-	-	-	-	-	-	-	-	2	8	2	4	3	3	-	5	-	-	-	1	-	1	-	-	-	-		
Punch-press operators, structural steel, class B	9	3.43	-	-	-	-	-	-	-	-	-	3	-	3	-	1	-	-	-	2	-	-	-	-	-	-	-	-		
Template makers	19	3.91	-	-	-	-	-	-	-	-	-	-	-	-	2	-	5	2	-	-	1	7	-	2	-	-	-	-		
Truckdrivers ⁸	38	4.01	-	-	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	16	18	-	-	-	-	-	-		
Heavy (over 4 tons, trailer type)	26	4.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	10	-	-	-	-	-	-		
Truckers, power ⁹	18	3.37	-	-	-	-	-	-	-	-	-	4	4	2	-	7	-	1	-	-	-	-	-	-	-	-	-	-		
Other than forklift	9	3.27	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
Welders, hand	256	3.52	-	1	1	-	-	9	-	-	13	10	27	26	25	41	9	74	4	3	5	3	1	-	-	3	1	-		
Welders, machine (arc or gas)	24	3.58	-	-	-	-	-	-	-	-	1	-	1	-	10	1	1	8	-	-	-	2	-	-	-	-	-	-		
<u>Selected office occupations—women</u>																														
Clerks, payroll	9	2.95	-	-	3	-	-	1	-	-	-	2	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-		

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ All production workers were men.
⁴ All or a majority of the workers in each occupation were timeworkers.
⁵ Includes all operators regardless of size of crane operated.
⁶ Workers were distributed as follows: 2 at \$4.90 to \$5 and 4 at \$5 to \$5.10.
⁷ Workers were distributed as follows: 3 at \$4.60 to \$4.70 and 1 at \$4.70 to \$4.80.
⁸ Includes all drivers regardless of size and type of truck operated.
⁹ Includes data for workers in classification in addition to those shown separately.

Table 9. Occupational earnings: Cleveland, Ohio ¹

(Number and average straight-time hourly earnings ² of workers in selected occupations in fabricated structural steel establishments, October 1969)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																		
			Under \$2.90	\$2.90 and under \$3.00	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60 and over
All production workers ³	639	\$3.36	21	75	38	85	93	75	49	49	49	11	28	32	8	6	-	5	1	8	6
<u>Selected production occupations ³</u>																					
Crane operators, electric bridge ⁴	36	3.28	-	-	-	10	10	11	2	2	1	-	-	-	-	-	-	-	-	-	-
Under 20 tons.....	33	3.25	-	-	-	10	10	11	2	-	-	-	-	-	-	-	-	-	-	-	-
Fitters, structural.....	65	3.72	-	-	-	-	-	-	-	18	20	1	13	11	-	2	-	-	-	-	-
Flame-cutting-machine operators.....	21	3.37	-	-	-	2	8	3	3	1	3	-	1	-	-	-	-	-	-	-	-
Friction-sawing-machine operators.....	12	3.36	-	-	-	2	3	2	3	1	1	-	1	-	-	-	-	-	-	-	-
Lay-out men, structural steel.....	31	3.75	-	-	-	-	-	1	-	4	10	1	7	7	1	-	-	-	-	-	-
Painters, rough, spray.....	26	3.21	-	-	-	13	9	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Power-brake operators, structural steel.....	8	3.51	-	-	-	-	-	2	2	1	3	-	-	-	-	-	-	-	-	-	-
Power-shear operators.....	18	3.36	-	-	-	-	8	2	7	1	-	-	-	-	-	-	-	-	-	-	-
Punch-press operators, structural steel, class A.....	21	3.19	-	-	-	9	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Template makers.....	8	3.74	-	-	-	-	-	-	-	2	2	-	1	3	-	-	-	-	-	-	-
Truckdrivers.....	25	4.04	-	-	-	-	-	4	-	-	-	-	-	6	7	-	-	-	4	-	4
Welders, hand.....	55	3.38	-	-	-	-	18	14	14	5	4	-	-	-	-	-	-	-	-	-	-
Class A.....	19	3.40	-	-	-	-	8	3	5	1	2	-	-	-	-	-	-	-	-	-	-
Class B.....	36	3.38	-	-	-	-	10	11	9	4	2	-	-	-	-	-	-	-	-	-	-
Welders, machine (arc or gas).....	37	3.36	-	-	-	-	14	9	6	7	1	-	-	-	-	-	-	-	-	-	-
Welders, tack.....	11	3.12	-	-	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected office occupations—women</u>																					
Clerks, general.....	11	2.56	⁵ 10	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-

¹ The Cleveland Standard Metropolitan Statistical Area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All production workers were men.

⁴ Includes all operators regardless of size of crane operated.

⁵ The workers were distributed as follows: 2 at \$2 to \$2.10; 1 at \$2.30 to \$2.40; and 7 at \$2.40 to \$2.50.

Table 10. Occupational earnings: Detroit, Mich.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, (October 1969)

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$2.50	\$2.50 and under	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90 and over
				\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	over
All production workers -----	1,964	\$3.63	38	9	9	8	18	110	33	69	144	23	160	286	98	157	383	92	68	164	34	14	14	9	-	4	5	15
<u>Selected production occupations³</u>																												
Crane operators, electric bridge ⁴ -----	43	3.58	-	-	-	-	-	-	-	-	14	-	9	-	5	11	1	1	-	-	-	-	-	-	-	-	-	2
Under 20 tons -----	31	3.51	-	-	-	-	-	-	-	-	14	-	-	-	5	11	-	1	-	-	-	-	-	-	-	-	-	-
Fitters, structural -----	110	3.98	-	-	-	-	-	-	-	-	-	2	-	-	8	-	34	3	28	30	2	1	-	2	-	-	-	-
Friction-sawing-machine operators -----	10	3.65	-	-	-	-	-	-	-	-	-	-	2	5	-	2	-	1	-	-	-	-	-	-	-	-	-	-
Helpers, general -----	41	3.03	4	4	4	-	-	-	-	12	15	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors -----	18	2.79	5	4	-	7	2	-	-	-	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Lay-out-men, structural steel -----	59	4.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	10	5	6	15	9	1	1	-	2	1	4
Painters, rough, spray -----	79	3.50	-	-	-	-	-	-	-	-	14	-	32	18	3	9	1	1	-	1	-	-	-	-	-	-	-	-
Power-shear operators -----	25	3.56	-	-	-	2	-	-	-	-	1	-	8	-	8	-	4	-	2	-	-	-	-	-	-	-	-	-
Punch-press operators, structural steel, class A -----	26	3.66	-	-	-	-	-	-	-	-	-	-	9	9	-	3	-	2	-	-	2	1	-	-	-	-	-	-
Truckdrivers ⁶ -----	26	4.01	-	-	-	-	-	-	-	-	-	-	2	-	1	5	-	16	-	-	-	-	-	-	-	-	-	2
Heavy (over 4 tons, trailer type) -----	20	4.12	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	16	-	-	-	-	-	-	-	-	-
Welders, hand -----	466	3.70	-	-	-	-	-	-	-	-	-	-	4	214	4	81	126	35	-	1	1	-	-	-	-	-	-	2
Class A -----	243	3.80	-	-	-	-	-	-	-	-	-	-	4	6	-	72	124	35	-	1	1	-	-	-	-	-	-	-
Class B -----	223	3.59	-	-	-	-	-	-	-	-	-	-	-	208	4	9	2	-	-	-	-	-	-	-	-	-	-	-
<u>Selected office occupation-women</u>																												
Clerks, general -----	16	2.91	2	6	-	-	-	-	-	2	4	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Clerks, payroll -----	6	3.02	-	3	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Detroit Standard Metropolitan Statistical Area consists of Macomb, Oakland, and Wayne Counties.

² Excludes premium pay for overtime and for work on weekends, holidays and late shifts.

³ Virtually all production workers were men.

⁴ Includes all operators regardless of size of crane operated.

⁵ Workers were distributed as follows: 2 at \$1.80 to \$1.90, and 2 at \$2 to \$2.10.

⁶ Includes all drivers regardless of size and type of truck operated.

Table II. Occupational earnings: Houston, Tex.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, October 1969)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																								
			\$1.60 and under \$1.70	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.80 and over	
All production workers ³	1,153	\$2.59	8	60	99	10	72	93	51	117	64	70	101	33	59	41	42	30	35	27	39	19	15	29	39		
<u>Selected production occupations</u>																											
Crane operators, electric bridge	47	2.38	-	-	12	-	-	-	2	10	4	7	2	3	2	2	3	-	-	-	-	-	-	-	-	-	
Time	35	2.57	-	-	-	-	-	-	2	10	4	7	2	3	2	2	3	-	-	-	-	-	-	-	-	-	
Under 20 tons	25	2.13	-	-	12	-	-	-	2	2	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	13	2.43	-	-	-	-	-	-	2	2	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
20 tons and over (all timeworkers)	22	2.66	-	-	-	-	-	-	-	8	-	2	2	3	2	2	3	-	-	-	-	-	-	-	-	-	
Fitters, structural (all timeworkers)	84	3.21	-	-	-	-	-	-	-	-	-	-	9	2	9	7	6	4	12	5	9	5	4	12	-		
Flame-cutting-machine-operators (all timeworkers)	15	2.93	-	-	-	-	-	-	-	1	1	-	2	-	3	2	2	1	1	-	-	2	-	-	-		
Friction-sawing-machine-operators (all timeworkers)	8	2.46	-	-	-	-	-	-	2	1	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-		
Helpers, power-shear	34	2.03	-	16	-	-	5	1	1	11	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-		
Time	18	2.27	-	-	-	-	5	1	1	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Helpers, punch-press (all timeworkers)	14	2.21	-	-	-	-	6	1	4	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Janitors (all timeworkers)	10	2.01	-	-	4	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lay-out men, structural steel (all timeworkers)	22	3.26	-	-	-	-	-	-	-	-	-	-	2	-	1	3	1	-	2	3	1	7	-	2	-		
Painters, rough, spray (all timeworkers)	16	2.39	-	-	-	-	-	-	3	7	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Power-shear operators	24	2.29	-	-	8	-	-	-	-	5	-	3	8	-	-	-	-	-	-	-	-	-	-	-	-		
Time	16	2.52	-	-	-	-	-	-	-	5	-	3	8	-	-	-	-	-	-	-	-	-	-	-	-		
Punch-press operators, structural steel, class A (all timeworkers)	14	2.56	-	-	-	-	-	-	-	5	2	2	2	-	-	2	-	-	1	-	-	-	-	-	-		
Truckdrivers (all timeworkers) ⁴	16	2.25	-	-	-	-	1	7	3	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Medium (1½ to and including 4 tons) (all timeworkers)	11	2.17	-	-	-	-	1	5	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (all timeworkers)	9	2.38	-	-	-	-	-	2	-	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Welders, hand	174	2.81	-	-	-	-	32	-	-	-	-	4	32	2	31	7	8	15	11	11	13	2	4	2	-		
Time	142	2.99	-	-	-	-	-	-	-	-	-	4	32	2	31	7	8	15	11	11	13	2	4	2	-		
Class A (all timeworkers)	113	3.07	-	-	-	-	-	-	-	-	-	-	18	-	24	5	81	15	11	11	13	2	4	2	-		
Class B	61	2.33	-	-	-	-	32	-	-	-	-	4	14	2	7	2	-	-	-	-	-	-	-	-	-		
Time	29	2.70	-	-	-	-	-	-	-	-	-	4	14	2	7	2	-	-	-	-	-	-	-	-	-		
Welders, tack	62	2.18	-	-	24	-	-	-	3	16	7	8	-	2	2	-	-	-	-	-	-	-	-	-	-		
Time	38	2.42	-	-	-	-	-	-	3	16	7	8	-	2	2	-	-	-	-	-	-	-	-	-	-		
<u>Selected office occupations</u>																											
Clerks, general	12	2.26	-	-	3	1	2	-	-	-	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	7	2.14	-	-	-	-	3	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Houston Standard Metropolitan Statistical Area consists of Brazoria, Fort Bend, Harris, Liberty, and Montgomery Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All production workers were men.

⁴ Includes all drivers regardless of size and type of truck used.

Table 12. Occupational earnings: Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif. ¹

(Number and average straight-time hourly earnings ² of workers in selected occupations in fabricated structural steel establishments, October 1969)

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$2.50	\$2.50 and under	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90 and over		
All production workers ³ -----	1,724	\$3.83	7	6	6	37	36	53	57	55	53	71	78	19	127	75	132	158	210	71	85	250	37	23	25	14	20	19		
<u>Selected production occupations ⁴</u>																														
Crane operators, electric bridge ⁵ -----	64	3.92	-	-	-	-	-	-	-	-	2	-	12	-	-	1	4	3	25	1	16	-	-	-	-	-	-	-	-	
Under 20 tons -----	53	3.91	-	-	-	-	-	-	-	-	2	-	12	-	-	-	4	3	16	-	16	-	-	-	-	-	-	-		
Electricians maintenance -----	21	4.51	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	-	-	-	-	-	4	-	-	-	11	1	
Fitters, structural -----	128	4.07	-	-	-	-	-	-	-	-	-	7	4	-	-	11	7	29	3	6	-	-	59	1	1	-	-	-	-	
Flame-cutting-machine operator -----	40	3.67	-	-	-	-	-	-	-	-	8	9	4	-	2	-	-	-	9	8	-	-	-	-	-	-	-	-	-	
Helpers, general -----	166	3.29	-	6	6	10	10	29	8	-	4	8	7	5	65	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Helpers, punch-press -----	14	3.14	-	-	-	3	-	3	-	2	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	
Inspectors, class A -----	13	4.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	1	-	-	-	-	-	-	-	-	-	
Janitors -----	12	2.97	6	3	4	-	-	-	-	-	-	-	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lay-out men, structural steel -----	81	4.33	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12	-	3	1	1	41	9	-	9	2	1	1	-	
Machinists, maintenance -----	15	4.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	4	1	-	-	-	-	-	4	-	
Mechanics, general -----	36	3.47	-	-	-	-	-	-	-	-	-	12	20	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	
Painters, rough, spray -----	43	3.80	-	-	-	3	-	-	4	-	1	-	-	-	-	2	1	3	29	-	-	-	-	-	-	-	-	-	-	
Power-brake operators, structural steel -----	8	4.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	3	-	-	1	-	-	-	-	-	
Power-shear operators -----	38	3.93	-	-	-	-	-	-	-	-	3	-	-	-	-	-	4	15	10	1	4	1	-	-	-	-	-	-	-	
Punch-press operators, structural steel, class A -----	90	3.96	-	-	-	-	-	-	-	-	-	-	-	-	2	13	9	17	48	-	-	-	-	1	-	-	-	-	-	
Template makers -----	10	4.05	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	-	2	-	-	4	-	-	-	-	-	-	-	
Truckdrivers ⁷ -----	50	3.71	-	-	-	-	-	9	3	6	3	-	-	-	-	1	-	5	3	-	17	-	3	-	-	-	-	-	-	
Heavy (over 4 tons, other than trailer type) -----	11	4.06	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	3	-	-	-	3	-	-	-	-	-	-	
Truckers, power (forklift) -----	16	3.77	-	-	-	-	-	-	-	-	1	-	-	-	-	7	6	2	-	-	-	-	-	-	-	-	-	-	-	
Welders, hand -----	271	3.74	-	-	-	12	9	3	-	33	12	21	-	-	24	-	30	14	16	36	2	48	11	-	-	-	-	-	-	
Class A -----	218	3.80	-	-	-	-	-	-	-	33	9	21	-	-	24	-	30	4	16	36	2	37	6	-	-	-	-	-	-	
Class B -----	53	3.50	-	-	-	12	9	3	-	3	-	-	-	-	-	-	10	-	-	-	-	11	5	-	-	-	-	-		
Welders, machine (arc or gas) -----	117	4.22	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	24	3	-	4	76	5	3	-	-	-	-		
<u>Selected office occupations—women</u>																														
Clerks, general -----	13	3.05	8	3	-	-	-	-	-	4	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll -----	6	3.31	-	-	-	-	2	-	-	2	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	

¹ The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove Standard Metropolitan Statistical Area consists of Los Angeles and Orange Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All production workers were men.

⁴ All or a majority of the workers in each occupation were time workers.

⁵ Includes all operators regardless of size of crane operated.

⁶ Workers were distributed as follows: 2 workers at \$2.00 to \$2.10; and 1 worker at \$2.40 to \$2.50.

⁷ Includes all drivers regardless of size and type of truck operated.

⁸ All workers were at \$2.20 to \$2.30.

Table 13. Occupational earnings: New York-Northeastern New Jersey¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, October 1969)

Occupation	Num-ber of work-ers	Aver-age hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$3.20	\$3.00 and under \$3.10	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	
All production workers ³	2,862	\$4.18	7	28	-	14	78	41	179	88	26	673	87	243	56	22	110	48	156	682	100	24	125	18	22	10	25	
<u>Selected production occupations</u>																												
Crane operators, electrical bridge ⁴	111	3.86	-	-	-	-	-	-	14	18	-	58	-	2	-	-	-	12	-	7	-	-	-	-	-	-	-	-
Under 20 tons.....	62	3.78	-	-	-	-	-	-	14	-	-	45	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
20 tons and over.....	37	4.01	-	-	-	-	-	-	-	18	-	1	-	2	-	-	-	12	-	4	-	-	-	-	-	-	-	-
Fitters, structural.....	146	4.39	-	-	-	-	-	-	-	6	7	-	-	1	-	-	88	4	-	40	-	-	-	-	-	-	-	-
Flame-cutting-machine operators.....	100	3.88	-	-	-	-	-	-	-	13	-	79	-	4	-	-	-	-	-	4	-	-	-	-	-	-	-	-
Helpers, general.....	410	3.68	-	-	-	-	59	3	101	3	-	217	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, power-shear.....	10	3.57	-	-	-	-	4	-	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Helpers, punch-press.....	23	3.60	-	-	-	-	9	-	2	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lay-out men, structural steel.....	317	4.83	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	117	12	-	-	-	114	18	22	9	18	
Machinists, maintenance.....	28	4.27	-	-	-	-	-	-	-	-	-	8	-	6	-	-	-	2	7	-	3	2	-	-	-	-	-	-
Mechanics, general.....	608	4.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	524	78	6	-	-	-	-	-	-
Painters, rough brush.....	35	3.66	-	-	-	-	15	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Painters, rough spray.....	33	3.82	-	-	-	-	-	-	5	-	-	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Power-shear operators.....	33	3.84	-	-	-	-	-	-	8	-	-	21	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-
Punch-press operators, structural steel, class A.....	82	4.26	-	-	-	-	-	-	-	-	-	35	4	2	2	-	-	-	-	27	-	12	-	-	-	-	-	-
Punch-press operators, structural steel, class B.....	63	3.75	-	-	-	-	-	8	9	-	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand ⁵	254	4.15	-	-	-	-	-	-	-	-	15	-	175	8	-	-	-	-	-	46	10	-	-	-	-	-	-	-
Class A.....	246	4.15	-	-	-	-	-	-	-	-	15	-	175	-	-	-	-	-	-	46	10	-	-	-	-	-	-	-
Truckdrivers ⁶	64	4.23	-	-	-	-	-	-	-	-	13	5	5	6	14	-	-	6	6	-	6	3	-	-	-	-	-	-
Heavy (over 4 tons, trailer type).....	15	4.25	-	-	-	-	-	-	-	-	-	5	-	4	-	-	-	6	6	-	-	-	-	-	-	-	-	-
Heavy (over 4 tons, other than trailer type).....	32	4.27	-	-	-	-	-	-	-	-	-	5	-	5	-	10	-	6	-	-	-	-	-	-	-	-	-	-

¹ The New York-Northeastern New Jersey Standard Consolidated Area consists of the Standard Metropolitan Statistical Areas of New York, N. Y., Newark, Jersey City, and Paterson-Passaic, N. J., and Middlesex and Somerset Counties, New Jersey.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ All production workers were men.
⁴ Includes all operators regardless of size of crane operated.
⁵ Includes workers in classification in addition to those shown separately.
⁶ Includes all drivers regardless of size and type of truck operated.

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Table 15. Scheduled weekly hours

(Percent of production and office workers in fabricated structural steel establishments by scheduled weekly hours, ¹ United States, regions, and selected areas, October 1969)

Weekly hours	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Production workers										
All workers-----	100	100	100	100	100	100	100	100	100	100
40 hours-----	74	60	94	59	68	40	77	62	100	100
42 1/2 hours-----	1	-	-	-	2	1	2	2	-	-
44 hours-----	1	-	-	-	-	2	3	4	-	-
45 hours-----	13	11	2	38	14	30	7	22	-	-
Over 45 and under 48 hours-----	1	5	1	-	-	3	1	3	-	-
48 hours-----	2	5	3	2	2	-	2	-	-	-
Over 48 and under 50 hours-----	1	-	-	-	2	4	-	-	-	-
50 hours-----	7	18	-	-	12	17	6	5	-	-
Over 50 hours-----	1	2	1	-	-	3	1	2	-	-
Office workers										
All workers-----	100	100	100	100	100	100	100	100	100	100
Under 37 1/2 hours-----	1	4	1	-	-	1	1	-	-	-
37 1/2 hours-----	3	30	8	-	2	-	1	-	2	-
38 hours-----	1	-	2	7	-	-	-	-	-	-
40 hours-----	90	64	88	93	95	79	95	87	98	100
Over 40 and under 44 hours-----	2	-	1	-	2	8	-	2	-	-
44 hours-----	1	-	-	-	-	7	-	6	-	-
45 hours-----	2	2	-	-	-	5	3	4	-	-
Over 45 hours-----	(²)	-	-	-	-	-	(²)	(²)	-	-
Areas										
		Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-Northeastern New Jersey		
Production workers—Continued										
All workers-----	100	100	100	100	100	100	100	100	100	100
40 hours-----	79	84	64	91	28	100	100	100	100	100
42 1/2 hours-----	-	-	-	5	-	-	-	-	-	-
44 hours-----	-	11	-	-	13	-	-	-	-	-
45 hours-----	-	-	-	-	12	-	-	-	-	-
Over 45 and under 48 hours-----	19	-	11	2	-	-	-	-	-	-
48 hours-----	-	-	-	-	-	-	-	-	-	-
Over 48 and under 50 hours-----	2	6	25	2	47	-	-	-	-	-
50 hours-----	-	-	-	-	-	-	-	-	-	-
Over 50 hours-----	-	-	-	-	-	-	-	-	-	-
Office workers—Continued										
All workers-----	100	100	100	100	100	100	100	100	100	100
Under 37 1/2 hours-----	-	-	-	-	5	-	-	6	-	-
37 1/2 hours-----	31	12	-	-	-	-	-	17	-	-
38 hours-----	-	-	-	-	-	-	-	-	-	-
40 hours-----	69	88	100	98	95	100	77	-	-	-
Over 40 and under 44 hours-----	-	-	-	-	-	-	-	-	-	-
44 hours-----	-	-	-	-	-	-	-	-	-	-
45 hours-----	-	-	-	-	-	-	-	-	-	-
Over 45 hours-----	-	-	-	2	-	-	-	-	-	-

¹ Data relate to the predominant work schedule for full-time day-shift workers in each establishment.
² Less than 0.5 percent.

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

Table 16. Shift differential provisions

(Percent of production workers by shift differential provisions, ¹ in fabricated structural steel establishments, United States, regions, and selected areas, October 1969)

Shift differential	United States	Regions									Areas						
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey
Second shift																	
Workers in establishments having second-shift provisions	79.3	63.7	87.3	49.8	67.3	58.5	91.4	85.7	95.9	99.6	97.9	93.4	100.0	93.5	82.9	100.0	100.0
With shift differential	76.5	63.7	85.3	49.8	53.6	58.5	90.1	85.7	95.9	99.6	96.6	93.4	100.0	93.5	82.9	100.0	100.0
Uniform cents per hour	63.1	24.4	67.2	49.8	51.0	58.5	84.0	72.9	58.7	41.8	96.6	73.1	100.0	93.5	82.9	54.1	48.4
Under 5 cents	.6	-	-	-	-	2.3	1.3	-	-	-	-	-	-	-	-	-	-
5 cents	6.2	-	-	-	12.1	6.9	10.7	6.2	18.2	-	-	5.8	-	23.9	26.3	-	-
6 cents	.9	-	-	-	-	-	-	12.7	-	-	-	-	-	-	-	-	-
7 cents	1.7	-	-	-	7.6	3.4	-	-	-	-	43.7	-	-	-	-	-	-
8 cents	17.1	4.1	44.5	-	6.1	4.8	16.3	7.5	22.2	8.3	13.3	21.6	-	-	9.2	9.7	-
9 cents	1.3	-	-	-	4.9	-	-	7.3	-	-	39.6	-	-	-	-	-	-
10 cents	22.1	9.5	10.3	25.5	16.5	41.1	34.8	20.3	11.0	2.9	-	24.6	100.0	65.7	47.4	8.4	-
12 cents	2.6	-	-	13.3	3.9	-	5.4	-	-	3.3	-	-	-	3.9	-	9.7	-
13 cents	.5	-	-	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	4.7	5.8	3.0	5.1	-	-	9.9	5.9	7.3	11.9	-	-	-	-	-	26.3	11.5
Over 15 cents	5.3	5.0	9.5	-	-	-	5.6	10.0	-	15.3	-	² 21.1	-	-	-	-	³ 36.9
Uniform percentage	3.7	7.3	5.1	-	2.6	-	2.2	4.5	4.6	12.8	-	10.2	-	-	-	-	-
5 percent	.7	-	2.3	-	-	-	-	2.1	-	-	-	-	-	-	-	-	-
7 1/2 percent	.6	-	-	-	2.6	-	-	2.4	-	-	-	-	-	-	-	-	-
8 percent	.1	-	-	-	-	-	-	-	4.6	-	-	-	-	-	-	-	-
10 percent	2.1	-	2.8	-	-	-	2.2	-	-	-	12.8	10.2	-	-	-	-	-
12 1/2 percent	.2	7.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full day's pay for reduced hours	4.9	31.9	13.0	-	-	-	-	8.3	1.7	6.4	-	-	-	-	-	.3	51.6
Full day's pay for reduced hours plus uniform cents per hour	4.8	-	-	-	-	-	3.9	-	31.0	38.6	-	10.2	-	-	-	45.6	-
With no shift differential	2.8	-	2.0	-	13.7	-	1.2	-	-	-	1.3	-	-	-	-	-	-
Third or other late shift																	
Workers in establishments having third- or other late-shift provisions	59.2	45.5	72.5	14.0	38.1	29.3	79.7	59.0	77.1	92.1	96.6	61.1	100.0	81.9	35.5	78.0	88.5
With shift differential	58.8	45.5	72.5	14.0	35.8	29.3	79.7	59.0	77.1	92.1	96.6	61.1	100.0	81.9	35.5	78.0	88.5
Uniform cents per hour	41.6	13.6	55.9	14.0	27.7	13.8	73.7	46.3	34.3	22.8	32.0	48.5	100.0	81.9	35.5	29.5	36.9
Under 5 cents	.3	-	-	-	-	-	1.3	-	-	-	-	-	-	-	-	-	-
5 cents	1.3	-	-	-	4.1	1.3	2.3	-	-	-	-	-	-	-	11.8	-	-
7 cents	.3	-	-	-	2.2	-	-	-	-	-	-	-	-	-	-	-	-
8 cents	.2	4.1	-	-	-	-	-	-	3.9	-	-	-	-	-	-	-	-
9 cents	.6	-	-	-	2.3	-	-	3.2	-	-	18.7	-	-	-	-	-	-
10 cents	7.1	9.5	-	14.0	3.5	9.1	11.5	17.9	14.9	-	-	5.8	-	23.9	23.7	-	-
11 cents	.2	-	-	-	-	-	-	-	5.3	-	-	-	-	-	-	-	-
12 cents	19.8	-	45.4	-	8.1	-	33.6	7.5	6.2	8.3	13.3	21.6	100.0	52.9	-	9.7	-
13 cents	.8	-	-	-	3.4	-	-	3.1	-	-	-	-	-	-	-	-	-
14 cents	1.4	-	1.7	-	-	-	4.9	-	-	-	-	-	-	-	-	-	-
15 cents	3.6	-	.8	-	7.5	-	6.4	8.7	4.0	1.8	-	-	-	-	-	5.2	-
17 cents	.7	-	-	-	-	-	-	5.8	-	3.3	-	-	-	-	-	9.7	-
18 cents	.6	-	-	-	-	-	3.1	-	-	-	21.1	-	-	2.0	-	-	-
20 cents	1.8	-	-	-	-	-	7.7	-	-	2.8	-	-	-	1.2	-	4.9	-
Over 20 cents	2.9	-	8.0	-	-	-	2.8	-	-	6.6	-	-	-	1.9	-	-	³ 36.9
Uniform percentage	1.2	-	3.4	-	-	-	1.2	2.1	-	-	-	2.3	-	-	-	-	-
5 percent	.5	-	2.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 1/2 percent	.2	-	-	-	-	-	-	-	2.1	-	-	-	-	-	-	-	-
10 percent	.3	-	1.1	-	-	-	.3	-	-	-	-	2.3	-	-	-	-	-
15 percent	.2	-	-	-	-	-	.9	-	-	-	-	-	-	-	-	-	-
Full day's pay for reduced hours	7.8	-	12.0	-	8.1	8.4	.9	10.6	8.5	6.4	64.6	-	-	-	-	.3	51.6
Full day's pay for reduced hours plus uniform cents per hour	7.2	-	1.2	-	-	7.0	3.9	-	34.3	50.0	-	10.2	-	-	-	48.1	-
Full days pay for reduced hours plus uniform percentage	1.0	-	-	-	-	-	-	-	-	12.8	-	-	-	-	-	-	-
With no shift differential	.3	-	-	-	2.3	-	-	-	-	-	-	-	-	-	-	-	-

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.

² All workers were at 17 cents.

³ All workers were at 25 cents.

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

Table 17. Shift differential practices

(Percent of production workers employed on late shifts in fabricated structural steel establishments, United States, regions, and selected areas, October 1969)

Shift differential	United States	Regions										Areas					
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	Bir-ming-ham	Chicago	Cleve-land	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey
Second shift																	
Workers employed on second shift	15.3	5.4	18.6	7.7	13.0	12.2	18.9	15.0	13.0	15.4	39.8	18.0	21.6	24.0	8.4	11.0	2.4
Receiving shift differential	14.4	5.4	18.0	7.7	8.6	12.2	18.6	15.0	13.0	15.4	39.5	18.0	21.6	24.0	8.4	11.0	2.4
Uniform cents per hour	12.9	.9	16.4	7.7	8.4	12.2	17.9	13.4	9.6	7.7	39.5	16.9	21.6	24.0	8.4	4.6	1.0
Under 5 cents	.2	-	-	-	.8	.4	-	-	-	-	-	-	-	-	-	-	-
5 cents	.6	-	-	-	.9	.7	1.3	.6	1.9	-	-	-	-	6.9	.5	-	-
6 cents	.3	-	-	-	-	-	-	4.3	-	-	-	-	-	-	-	-	-
7 cents	.6	-	-	-	2.6	1.4	-	-	-	-	18.3	-	-	-	-	-	-
8 cents	4.6	-	13.2	-	.4	.5	4.9	1.9	4.9	2.5	2.9	6.8	-	-	3.4	2.2	-
9 cents	.4	-	-	-	2.3	-	-	.8	-	-	18.4	-	-	-	-	-	-
10 cents	3.6	-	2.2	1.5	1.7	8.8	5.7	1.7	1.4	-	-	1.8	21.6	16.5	4.5	-	-
12 cents	.5	-	-	4.5	.6	-	1.0	-	-	-	-	-	-	.6	-	-	-
13 cents	.1	-	-	1.7	-	-	-	.5	-	-	-	-	-	-	-	-	-
15 cents	.8	.9	.2	-	-	-	2.8	.8	1.3	1.4	-	-	-	-	-	2.4	-
Over 15 cents	1.2	.4	.9	-	-	-	1.9	2.7	.3	(1)	8.3	-	-	-	-	-	1.0
Uniform percentage	.4	-	.8	-	.2	-	.1	.3	1.0	.6	1.1	-	-	-	-	-	-
5 percent	.1	-	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7½ percent	.1	-	-	-	.2	-	-	.3	-	-	-	-	-	-	-	-	-
8 percent	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	.1	-	.3	-	-	-	.1	-	1.0	-	-	1.1	-	-	-	-	-
8 hours' pay for 7½ hours work	.2	-	.6	-	-	-	-	.7	-	.6	-	1.1	-	-	-	-	-
Full day's pay for reduced hours	.2	4.6	.3	-	-	-	-	.6	-	-	-	-	-	-	-	-	1.4
Other formal paid differential	.7	-	-	-	-	-	.5	-	2.4	7.1	-	-	-	-	-	6.4	-
With no shift differential	.9	-	.6	-	4.4	-	.3	-	-	-	.3	-	-	-	-	-	-
Third or other late shift																	
Workers employed on third or other late shift	1.6	-	4.6	-	.3	.4	1.4	.1	1.3	1.2	2.0	.7	-	-	.5	1.7	-
Receiving shift differential	1.6	-	4.6	-	.3	.4	1.4	.1	1.3	1.2	2.0	.7	-	-	.5	1.7	-
Uniform cents per hour	1.4	-	4.4	-	.1	.2	1.4	.1	1.3	-	1.1	.7	-	-	.5	-	-
9 cents	(2)	-	-	-	.1	-	-	-	-	-	.8	-	-	-	-	-	-
10 cents	(2)	-	-	-	-	.2	(2)	-	-	-	-	-	-	-	.5	-	-
12 cents	1.1	-	4.4	-	(2)	-	.5	-	1.3	-	.2	-	-	-	-	-	-
13 cents	(2)	-	-	-	-	-	-	.1	-	-	-	-	-	-	-	-	-
15 cents	(2)	-	-	-	-	-	.1	-	-	-	-	-	-	-	-	-	-
18 cents	(2)	-	-	-	-	-	.1	-	-	-	-	.7	-	-	-	-	-
20 cents	.1	-	-	-	-	-	.6	-	-	-	-	-	-	-	-	-	-
Over 20 cents	(2)	-	-	-	-	-	.1	-	-	-	-	-	-	-	-	-	-
Full day's pay for reduced hours	.1	-	.3	-	.1	-	-	-	-	-	1.0	-	-	-	-	-	-
Other formal paid differential	.1	-	-	-	-	.2	-	-	-	1.2	-	-	-	-	-	1.7	-
With no shift differential	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ All workers were at 17 cents.

² Less than 0.05 percent.

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

Table 18. Paid holidays

(Percent of production and office workers in fabricated structural steel establishments with formal provisions for paid holidays, United States, regions, and selected areas, October 1969)

Number of paid holidays	United States	Regions									Areas						
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	Bir-ming-ham	Chicago	Cleve-land	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey
Production workers																	
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	100	99	98	100	100	100	100	100	100	100	100	100	100	100
3 days	(1)	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-
4 days	(1)	-	-	-	22	24	2	-	-	-	-	-	-	-	5	-	-
5 days	8	-	-	-	4	4	-	-	-	-	1	-	-	-	12	-	-
5 days plus 1 half day	1	-	-	-	4	1	-	-	-	-	-	-	-	-	-	-	-
6 days	12	-	1	30	24	22	8	18	9	5	-	3	-	5	25	14	-
6 days plus 1 half day	1	-	-	-	4	1	-	-	-	-	-	-	-	-	7	-	-
6 days plus 2 half days	1	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-
7 days	26	5	44	18	21	27	20	21	32	12	13	22	-	36	18	-	-
7 days plus 1 half day	1	-	1	-	1	-	-	7	7	2	-	-	-	-	-	-	-
7 days plus 2 half days	1	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-
8 days	21	-	5	38	22	20	16	41	41	48	83	-	1	14	39	-	-
8 days plus 1 half day	1	5	2	-	-	3	-	-	-	-	-	29	-	-	-	-	-
8 days plus 2 half days	2	-	6	-	-	1	1	-	-	-	-	6	-	-	-	-	-
9 days	17	24	23	13	3	-	35	6	11	30	2	69	71	37	-	29	52
9 days plus 1 half day	1	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 days plus 2 half days	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	11
10 days	4	42	1	-	-	-	11	6	-	3	-	-	-	57	-	-	-
11 days	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 days	2	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	37
Workers in establishments providing no paid holidays	(1)	-	-	-	(1)	2	-	-	-	-	-	-	-	-	-	-	-
Office workers																	
All workers	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	100	100	100	100
4 days	(1)	-	-	-	2	(1)	-	-	-	-	-	-	-	3	-	-	-
5 days	5	-	-	-	24	12	1	-	-	-	2	-	-	2	3	-	-
5 days plus 1 half day	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
6 days	12	2	1	33	19	23	15	16	2	-	7	9	8	12	-	-	-
6 days plus 1 half day	1	-	-	-	4	(1)	1	-	14	-	16	7	-	3	-	-	-
6 days plus 2 half days	2	-	(1)	-	-	4	1	14	-	-	-	-	6	-	-	-	-
7 days	32	15	59	24	29	37	23	11	33	14	-	35	-	66	23	5	-
7 days plus 1 half day	2	-	7	-	-	2	-	2	-	14	-	-	-	-	11	-	-
7 days plus 2 half days	2	-	7	-	-	2	-	-	-	-	-	-	-	-	7	-	-
8 days	22	-	3	43	18	21	26	46	40	39	80	-	54	13	53	-	-
8 days plus 1 half day	2	7	4	-	-	-	-	-	-	14	-	-	-	-	-	-	-
8 days plus 2 half days	1	-	2	-	-	1	2	-	-	-	-	-	-	-	-	-	-
9 days	11	20	11	-	(1)	-	22	7	11	12	3	40	37	31	-	13	44
9 days plus 1 half day	(1)	24	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-
9 days plus 2 half days	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	5
10 days	3	34	1	-	-	-	7	2	-	6	-	-	-	53	-	-	-
11 days	(1)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 days	2	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	45
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 19. Paid vacations

(Percent of production and office workers in fabricated structural steel establishments with formal provisions for paid vacations after selected periods of service, United States, regions and selected areas, October 1969)

Vacation policy ¹	Regions										Areas						
	United States	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey
	Production workers																
All workers	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	98	100	100	100	100	90	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	93	91	98	100	100	81	94	78	100	100	100	100	96	100	100	100	
Percentage payment	4	9	2	-	-	9	2	22	-	-	-	-	2	-	-	-	
Other	1	-	-	-	-	-	4	-	-	-	-	-	2	-	-	-	
Workers in establishments providing no paid vacations	2	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	
Amount of vacation pay ²																	
After 1 year of service:																	
1 week	90	85	96	88	85	76	95	89	100	95	100	100	96	81	86	100	
Over 1 and under 2 weeks	2	-	-	-	-	10	2	1	-	-	-	-	4	7	-	-	
2 weeks	5	15	4	3	15	3	1	9	-	5	-	-	-	-	14	-	
Over 2 weeks	(³)	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	
After 2 years of service:																	
1 week	70	80	81	65	62	66	76	76	45	44	85	83	86	77	10	100	
Over 1 and under 2 weeks	12	-	14	18	9	14	11	2	28	21	13	4	100	5	11	61	
2 weeks	15	20	6	7	28	10	11	22	26	35	2	13	-	5	12	30	
Over 2 weeks	(³)	-	-	-	-	-	3	-	-	-	-	-	-	4	-	-	
After 3 years of service:																	
1 week	17	3	7	16	41	29	13	10	2	-	66	-	58	17	-	-	
Over 1 and under 2 weeks	11	-	17	12	14	7	14	2	4	3	13	-	-	3	11	8	
2 weeks	67	97	73	63	45	48	69	87	77	97	21	100	100	35	72	92	
Over 2 and under 3 weeks	2	-	(³)	-	-	7	2	-	17	-	-	-	-	4	-	-	
3 weeks and over	(³)	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
After 5 years of service:																	
1 week	3	3	2	13	6	4	2	-	-	-	1	-	-	-	5	-	
Over 1 and under 2 weeks	1	-	-	6	-	2	-	1	4	3	-	-	-	-	-	8	
2 weeks	88	97	96	75	92	75	85	99	74	96	85	100	100	96	95	88	
Over 2 and under 3 weeks	3	-	(³)	-	2	9	6	-	-	-	13	-	-	4	-	-	
3 weeks	2	-	2	4	-	-	5	-	22	1	-	-	-	-	-	3	
4 weeks	(³)	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	
After 10 years of service:																	
1 week	2	-	2	-	6	4	2	-	-	-	1	-	-	-	5	-	
2 weeks	35	53	17	31	64	61	16	51	49	7	2	7	-	9	95	8	
Over 2 and under 3 weeks	6	35	4	10	2	18	5	-	-	-	13	-	34	-	-	-	
3 weeks	51	12	75	55	27	8	70	49	34	93	83	93	66	87	-	91	
Over 3 and under 4 weeks	1	-	(³)	-	-	-	4	-	17	-	-	-	-	4	-	-	
4 weeks and over	1	-	2	4	-	-	4	-	-	(³)	-	-	-	-	(³)	-	
After 12 years of service:																	
1 week	2	-	2	-	6	4	2	-	-	-	1	-	-	-	5	-	
2 weeks	27	53	7	31	52	58	10	36	20	6	2	7	-	5	95	8	
Over 2 and under 3 weeks	6	24	2	10	2	20	2	-	15	-	13	-	-	-	-	-	
3 weeks	58	23	82	55	39	8	77	64	48	94	83	93	71	91	-	91	
Over 3 and under 4 weeks	3	-	5	-	-	-	5	-	17	-	-	-	29	4	-	-	
4 weeks and over	1	-	2	4	-	-	4	-	-	(³)	-	-	-	-	(³)	-	

See footnotes at end of table.

Table 19. Paid vacations—Continued

(Percent of production and office workers in fabricated structural steel establishments with formal provisions for paid vacations after selected periods of service, United States, regions, and selected areas, October 1969)

Vacation policy ¹	United States	Regions									Areas						
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey
<u>Amount of vacation pay ²—Continued</u>		Production workers—Continued															
<u>After 15 years of service:</u>																	
1 week	2	-	2	-	6	4	2	-	-	-	1	-	-	-	5	-	-
2 weeks	18	12	4	29	46	31	9	12	14	3	-	7	-	5	35	8	-
3 weeks	65	77	79	55	48	47	61	81	69	92	99	81	-	66	60	78	89
Over 3 and under 4 weeks	7	11	7	-	-	9	10	6	17	5	-	-	34	4	-	14	-
4 weeks	5	-	7	16	-	-	13	2	-	(³)	-	12	66	25	-	(³)	11
Over 4 weeks	1	-	2	-	-	-	6	-	-	-	-	-	-	-	-	-	-
<u>After 20 years of service:</u>																	
1 week	2	-	2	-	6	4	2	-	-	-	1	-	-	-	5	-	-
2 weeks	16	8	2	24	46	28	9	8	14	3	-	7	-	5	35	8	-
3 weeks	45	52	52	46	23	45	41	64	65	52	15	29	-	61	60	37	-
Over 3 and under 4 weeks	5	35	2	-	-	9	6	3	17	-	-	-	29	4	-	-	-
4 weeks	25	5	36	18	25	5	33	19	4	44	83	65	71	30	-	54	100
Over 4 and under 5 weeks	1	-	1	-	-	-	3	6	-	-	-	-	-	-	-	-	-
5 weeks and over	2	-	5	13	-	-	6	-	-	-	-	-	-	-	-	-	-
<u>After 25 years of service: ⁴</u>																	
1 week	2	-	2	-	6	4	2	-	-	-	1	-	-	-	5	-	-
2 weeks	16	8	2	24	46	27	9	8	14	3	-	7	-	5	35	8	-
3 weeks	26	52	12	46	23	42	15	31	58	25	15	7	-	8	60	28	-
Over 3 and under 4 weeks	4	35	-	-	-	9	5	3	17	-	-	-	4	-	-	-	-
4 weeks	41	5	60	18	25	8	58	50	11	72	83	65	100	83	-	64	52
Over 4 and under 5 weeks	1	-	-	-	-	-	1	9	-	-	-	-	-	-	-	-	-
5 weeks	7	-	23	13	-	-	7	-	-	-	-	21	-	-	-	-	48
Over 5 weeks	1	-	2	-	-	-	4	-	-	-	-	-	-	-	-	-	-
		Office workers															
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>																	
Workers in establishments providing paid vacations	99	100	100	100	100	99	100	100	100	99	100	100	100	100	100	98	100
Length-of-time payment	99	100	100	100	100	99	99	94	100	99	100	100	100	98	100	98	100
Percentage payment	1	-	-	-	-	-	(³)	6	-	-	-	-	2	-	-	-	-
Workers in establishments providing no paid vacations	(³)	-	-	-	-	1	-	-	-	1	-	-	-	-	-	2	-
<u>Amount of vacation pay ²</u>																	
<u>After 1 year of service:</u>																	
1 week	36	29	15	69	62	34	34	59	56	20	52	14	15	73	18	31	28
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
2 weeks	63	71	85	31	38	65	65	39	44	79	48	83	85	27	79	67	72
3 weeks	(³)	-	-	-	-	-	(³)	-	-	-	-	(³)	-	-	-	-	-
<u>After 2 years of service:</u>																	
1 week	21	29	10	53	42	16	14	39	31	4	33	4	-	8	6	-	25
Over 1 and under 2 weeks	2	-	2	-	3	8	(³)	2	-	2	-	-	5	-	7	5	-
2 weeks	77	71	88	47	55	75	86	58	69	94	67	93	95	92	87	93	75
3 weeks	(³)	-	-	-	-	-	(³)	-	-	-	-	3	-	-	-	-	-
<u>After 3 years of service:</u>																	
1 week	6	4	4	2	27	10	1	2	3	-	33	-	-	2	6	-	-
Over 1 and under 2 weeks	2	-	2	-	4	5	2	2	-	-	-	-	-	5	7	-	-
2 weeks	91	96	93	98	69	84	96	96	97	99	67	97	100	93	87	98	100
3 weeks	(³)	-	1	-	-	-	(³)	-	-	-	-	3	-	-	-	-	-

See footnotes at end of table.

Table 19. Paid vacations—Continued

(Percent of production and office workers in fabricated structural steel establishments with formal provisions for paid vacations after selected periods of service, United States, regions, and selected areas, October 1969)

Vacation policy ¹	United States	Regions										Areas								
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	Bir-ming-ham	Chicago	Cleve-land	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey			
<u>Amount of vacation pay²—Continued</u>		<u>Office workers—Continued</u>																		
<u>After 5 years of service:</u>																				
1 week	1	4	-	-	6	2	-	-	-	-	2	-	-	-	3	-	-	-	-	
2 weeks	93	96	99	81	94	97	84	100	91	98	98	90	100	100	97	93	-	-	97	
Over 2 and under 3 weeks	1	-	-	10	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
3 weeks	3	-	1	10	-	-	9	-	9	2	-	10	-	-	-	5	-	-	3	
Over 3 weeks	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
<u>After 10 years of service:</u>																				
1 week	1	-	-	-	6	2	-	-	-	-	2	-	-	-	3	-	-	-	-	
2 weeks	44	73	28	25	72	77	34	52	51	28	28	33	76	13	91	20	-	-	56	
Over 2 and under 3 weeks	1	-	1	-	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
3 weeks	52	27	70	72	22	17	58	48	49	70	70	67	24	88	6	75	-	-	44	
Over 3 weeks	2	-	1	2	-	-	7	-	-	1	-	-	-	-	-	3	-	-	-	
<u>After 12 years of service:</u>																				
1 week	1	-	-	-	6	2	-	-	-	-	2	-	-	-	3	-	-	-	-	
2 weeks	39	71	25	25	67	77	26	40	36	26	28	33	22	11	91	20	-	-	42	
Over 2 and under 3 weeks	2	-	2	-	-	4	1	5	4	-	-	-	-	-	-	-	-	-	-	
3 weeks	56	29	72	72	28	17	66	55	60	72	70	67	78	89	6	75	-	-	58	
Over 3 weeks	2	-	2	2	-	-	7	-	-	1	-	-	-	-	-	3	-	-	-	
<u>After 15 years of service:</u>																				
1 week	1	-	-	-	6	2	-	-	-	-	2	-	-	-	3	-	-	-	-	
2 weeks	22	24	11	23	59	46	14	10	13	15	-	14	13	11	18	20	-	-	37	
3 weeks	70	76	83	63	36	51	72	84	87	83	98	84	69	36	79	75	-	-	56	
Over 3 and under 4 weeks	2	-	1	10	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-	
4 weeks	4	-	4	5	(³)	-	7	4	-	1	-	2	18	53	-	3	-	-	6	
Over 4 weeks	1	-	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
<u>After 20 years of service:</u>																				
1 week	1	-	-	-	6	2	-	-	-	-	2	-	-	-	3	-	-	-	-	
2 weeks	22	21	11	23	59	44	14	5	13	15	-	14	13	11	18	20	-	-	37	
3 weeks	36	63	21	55	25	39	32	64	81	41	19	33	44	12	79	9	-	-	46	
Over 3 and under 4 weeks	(³)	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
4 weeks	39	16	66	22	10	13	48	27	7	43	80	53	44	77	-	69	-	-	17	
Over 4 weeks	2	-	2	-	-	-	7	2	-	-	-	-	-	-	-	-	-	-	-	
<u>After 25 years of service:⁴</u>																				
1 week	1	-	-	-	6	2	-	-	-	-	2	-	-	-	3	-	-	-	-	
2 weeks	22	21	11	23	59	44	14	5	13	15	-	14	13	11	18	20	-	-	37	
3 weeks	31	63	19	55	25	39	28	36	72	39	19	33	-	12	73	9	-	-	46	
Over 3 and under 4 weeks	(³)	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
4 weeks	41	16	59	12	10	14	52	55	15	45	80	53	87	77	6	69	-	-	5	
Over 4 and under 5 weeks	1	-	-	-	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	
5 weeks	3	-	11	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	
Over 5 weeks	1	-	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Includes basic plans only. Plans such as vacation-savings and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service are excluded.

² 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, the changes in proportions indicated at 10 years may include changes in provisions between 5 and 10 years.

³ Less than 0.5 percent.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 20. Health, insurance, and retirement plans

(Percent of production and office workers in fabricated structural steel establishments with specified health, insurance, and retirement plans, United States, regions and selected areas, October 1969)

Type of plan ¹	United States	Regions									Areas						
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific	Bir-ming-ham	Chicago	Cleve-land	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-North-eastern New Jersey
		Production workers															
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	95	100	98	90	87	97	95	98	93	100	100	100	100	92	88	100	100
Noncontributory plans	73	100	89	57	48	51	88	46	82	98	83	100	100	91	64	100	63
Accidental death and dismemberment insurance	70	95	58	90	57	73	73	78	93	84	99	78	100	92	67	85	100
Noncontributory plans	54	95	49	59	37	38	67	38	82	82	83	78	100	91	60	85	63
Sickness and accident insurance or sick leave or both ²	81	83	92	79	65	68	95	92	82	60	97	100	100	92	60	54	100
Sickness and accident insurance	79	83	92	79	65	63	95	92	78	41	97	100	100	92	60	10	100
Noncontributory plans	64	83	83	58	48	36	88	48	74	39	83	100	100	91	60	10	63
Sick leave (full pay, no waiting period)	6	5	11	-	-	9	1	-	13	15	-	-	-	-	-	44	54
Sick leave (partial pay or waiting)	1	-	-	-	-	-	-	-	1	11	4	-	-	-	-	-	-
Hospitalization insurance	99	100	100	100	96	96	100	98	100	100	100	100	100	100	88	100	100
Noncontributory plans	75	97	90	67	61	43	91	56	90	95	83	100	100	99	64	92	63
Surgical insurance	99	100	100	94	98	96	100	98	100	100	100	100	100	100	88	100	100
Noncontributory plans	75	97	90	61	61	43	91	56	90	95	83	100	100	99	64	92	63
Medical insurance	93	100	99	92	85	85	93	90	100	100	100	100	100	100	88	100	100
Noncontributory plans	73	97	89	59	54	41	89	56	90	95	83	100	100	99	64	92	63
Major medical insurance	56	81	37	66	77	63	27	77	89	88	62	25	10	-	47	90	100
Noncontributory plans	37	77	28	35	45	19	23	41	79	83	58	25	10	-	24	82	63
Retirement plans ³	77	84	91	51	55	72	84	76	43	94	99	91	100	92	61	89	100
Retirement pension	74	84	90	51	55	57	84	76	43	94	97	91	100	92	57	89	100
Noncontributory plans	68	79	90	45	48	35	82	72	43	87	97	91	100	92	9	75	100
Retirement severance	10	-	21	-	5	18	7	-	-	8	2	22	-	-	4	10	-
No plans	1	-	-	-	-	3	-	2	-	-	-	-	-	-	12	-	-

See footnotes at end of table.

Table 20. Health, insurance, and retirement plans—Continued

(Percent of production and office workers in fabricated structural steel establishments with specified health, insurance, and retirement plans, United States, regions and selected areas, October 1969)

Type of plan ¹	United States	Regions									Areas						
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	New York—North-eastern New Jersey
Office workers																	
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	93	92	89	92	83	97	96	99	96	99	100	97	74	94	97	98	75
Noncontributory plans	66	92	82	43	36	56	84	37	76	64	80	97	49	92	84	71	72
Accidental death and dismemberment insurance	67	91	49	92	47	73	80	70	96	71	98	62	69	94	82	77	75
Noncontributory plans	49	91	45	47	27	42	69	26	76	51	80	62	44	92	79	49	72
Sickness and accident insurance or sick leave or both ²	78	76	81	89	66	62	83	80	93	80	95	93	15	94	73	49	82
Sickness and accident insurance	65	72	73	79	58	44	69	72	77	46	86	93	15	76	6	16	41
Noncontributory plans	51	70	71	50	38	23	59	36	64	33	70	93	15	74	6	16	41
Sick leave (full pay, no waiting period)	44	23	69	-	17	29	48	33	38	66	64	49	9	55	67	49	77
Sick leave (partial pay or waiting period)	2	-	(⁴)	10	-	-	3	2	8	-	-	-	-	18	-	-	-
Hospitalization insurance	97	100	95	98	90	96	99	99	100	100	100	100	100	100	97	100	92
Noncontributory plans	74	90	91	61	57	49	84	52	81	73	80	100	91	98	84	97	92
Surgical insurance	97	100	94	94	93	96	99	99	100	100	100	100	97	100	97	100	92
Noncontributory plans	73	90	90	56	57	49	84	52	81	73	80	100	88	98	84	97	92
Medical insurance	93	100	91	90	87	89	98	88	100	100	100	100	97	100	97	100	80
Noncontributory plans	72	90	88	53	56	48	84	52	81	73	80	100	88	98	84	97	80
Major medical insurance	77	83	72	83	79	72	72	89	100	88	84	54	19	24	33	84	72
Noncontributory plans	55	73	67	45	47	29	58	43	81	62	80	54	10	24	19	81	72
Retirement plans ³	69	77	82	34	52	67	76	63	56	64	98	68	74	80	91	80 ^b	85
Retirement pension	68	76	80	34	51	61	75	63	56	62	95	68	74	80	86	80	75
Noncontributory plans	60	69	75	24	46	30	75	49	56	60	95	68	74	80	19	74	75
Retirement severance	7	1	14	-	4	7	5	-	-	12	3	40	-	-	5	16	9
No plans	2	-	4	2	3	3	1	1	-	-	-	-	-	-	3	-	-

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of the legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

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

³ Unduplicated total of workers covered by pension or retirement severance plans shown separately.

⁴ Less than 0.5 percent.

Table 21. Other selected benefits

(Percent of production and office workers in fabricated structural steel establishments providing cost-of-living adjustments, funeral leave pay, jury duty pay, severance pay, and supplemental unemployment benefits, United States, regions, and selected areas, October 1969)

Item	United States	Regions								
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Production workers										
Workers in establishments with provisions for:										
Cost-of-living adjustments ¹	2	-	4	7	-	-	4	2	6	1
Funeral leave pay	41	95	45	52	24	15	68	43	24	22
Jury duty pay	58	45	64	47	47	57	67	38	37	74
Technological severance pay ²	17	-	48	-	2	10	15	2	-	9
Supplemental unemployment benefits	16	-	45	-	-	-	26	-	-	9
Office workers										
Workers in establishments with provisions for:										
Cost-of-living adjustments ¹	3	-	6	7	-	-	3	2	-	1
Funeral leave pay	61	99	83	54	30	33	75	59	23	39
Jury duty pay	62	72	73	45	48	63	68	64	39	40
Technological severance pay ²	17	-	44	-	-	15	12	7	-	10
Supplemental unemployment benefits	5	-	12	-	-	-	4	-	-	10
Areas										
		Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	New York-Northeastern New Jersey		
Production workers—Continued										
Workers in establishments with provisions for:										
Cost-of-living adjustments ¹	-	-	-	-	-	-	-	-	-	-
Funeral leave pay	13	68	100	64	9	29	48			
Jury duty pay	97	84	40	61	71	27	25			
Technological severance pay ²	19	22	-	-	-	10	37			
Supplemental unemployment benefits	-	22	-	53	-	10	11			
Office workers—Continued										
Workers in establishments with provisions for:										
Cost-of-living adjustments ¹	-	-	-	-	-	-	-	-	-	-
Funeral leave pay	16	81	63	88	6	27	45			
Jury duty pay	95	81	76	66	89	22	21			
Technological severance pay ²	-	35	-	-	-	16	-			
Supplemental unemployment benefits	-	35	-	-	-	16	-			

¹ Unless periodic adjustments were currently provided for, establishments were considered as not having this provision, even though adjustments accrued earlier—but not incorporated in basic wage rates—continued to be paid as a supplement to such rates.

² Refers to formal plans providing for payments to employees permanently separated because of a change in technology or plant or department closing.

Appendix A. Scope and Method of Survey

Scope of survey

Included in the survey were establishments engaged primarily in manufacturing fabricated iron and steel or other metal for structural purposes, for bridges, buildings, and sections for ships, boats, and barges (industry 3441 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). Separate auxiliary units such as central offices were excluded. The establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, are shown in table A-1.

Method of study

Data were obtained by personal visits of the Bureau's 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 the data, however, all establishments were given their appropriate weight. *All estimates are presented, therefore, as relating to all establishments in the industry*, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

Employment

The 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 and office workers

The term "production workers," as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. Administrative, executive, professional, and technical personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded. Workers of the covered establishments who were employed at a construction site away from the shop were also excluded from the production-worker data but were included in the total-worker employment data shown in table A-1.

The term "office workers," includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment 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 selected occupations but were included in the data for all production workers.

Wage data

Information on wages relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as a part of

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, fabricated structural steel industry, October 1969

Region ¹ and area ²	Number of establishments ³		Workers in establishments			
	Within scope of survey	Actually studied	Within scope of survey			Actually studied
			Total ⁴	Production	Office	Total
United States	869	347	90,773	64,557	7,682	60,808
New England	36	19	2,728	1,647	140	1,822
Middle Atlantic ⁵	173	65	20,159	14,543	1,895	14,388
New York—Northeastern New Jersey	64	18	4,408	2,862	310	1,855
Border States	43	16	4,465	2,941	355	2,315
Southeast ⁵	137	45	12,779	9,812	885	7,359
Birmingham	6	6	1,413	1,226	64	1,413
Southwest ⁵	121	47	13,566	10,329	953	9,743
Houston	15	8	1,598	1,153	129	1,336
Great Lakes ⁵	173	72	19,643	13,441	1,989	13,223
Chicago	26	11	2,384	1,800	210	1,549
Cleveland	10	8	910	639	78	855
Detroit	18	11	2,826	1,964	192	2,625
Middle West	63	30	6,524	4,745	723	4,531
Mountain	37	17	2,894	2,080	180	1,915
Pacific ⁵	86	36	8,015	5,019	562	5,512
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove	34	16	3,035	1,724	186	2,267

¹ The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the survey.

² For definition of areas, see footnote 1, tables 7 through 13.

³ Includes only establishments with 20 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, and other workers excluded from the production and office worker categories shown separately.

⁵ Includes data for areas in addition to those shown separately.

the workers' regular pay. Nonproduction bonus payments such as Christmas or yearend bonuses were excluded.

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours. The median designates position, that is, one-half of the employees surveyed received more than

this rate and one-half received less. The middle range is defined by two rates of pay; one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through January 1968.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the county and they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

Separate wage data are presented, where possible, for establishments with (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. Individual experienced workers occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production over a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time production workers (or office workers) employed on the day shift, regardless of sex.

Shift provisions and practices

Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

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 (or office 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.

Paid holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Plans such as vacation-savings and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service are also excluded. 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 represent 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, pension, and retirement severance payment plans for which all or a part of the cost is borne by the employer, excluding only 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 a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,¹ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

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 extended medical insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance payments (one

payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement 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.

Cost-of-living adjustments. Provisions for cost-of-living adjustments relate to formal plans whereby wage rates are changed periodically in keeping with changes in the Consumer Price Index or on some other basis. Unless periodic adjustments were currently provided for, establishments were considered as not having provisions for cost-of-living adjustments, even though adjustments accrued earlier—but not incorporated in basic wage rates—continued to be paid as a supplement to such rates.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave are limited to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Supplemental unemployment benefits. Data relate to formal plans designed to supplement benefits paid under State unemployment systems.

Technological severance pay. Data relate to formal plans providing for payments to employees permanently separated as a result of force reduction arising out of the introduction of new equipment or plant or department closing.

¹ 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 classification 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.

Plant Occupations

Bucker-Up, Pneumatic

(Holder-on; rivet buckler)

Assists pneumatic riveter in driving rivets to fasten together steel plates or structural steel posts by pressing a heavy steel bar (dolly) against head of rivet while the riveter upsets rivet and clinches it from opposite side by hammering the shank down. May remove bolts temporarily holding steel members together as riveting progresses. May insert rivets in position.

Carpenter, Maintenance

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Crane Operator, Electric Bridge

(Overhead-crane operator; traveling-crane operator)

Lifts and moves heavy objects with an electrically powered hoist mounted upon a metal bridge, which runs along overhead rails. Work involves closing switch to turn on electricity; moving electrical controller levers and brake pedal to run the crane bridge along overhead rails, to run the hoisting trolley back and forth across the bridge, and to raise and lower the load line and anything attached to it. (Motions of crane are usually carried out in response to signals from other workers, on the ground.)

For wage study purposes, crane operators are classified by size of crane, as follows:

Crane operator (combination of sizes listed separately)

Crane operator, electric bridge (under 20 tons)

Crane operator, electric bridge (20 tons and over)

Electrician, Maintenance

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing

any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Fitter, Structural

Assembles and/or fits up in a shop, structural steel shapes used in the fabrication of buildings, towers, bridges and other structures. Work includes assembling of processed structural steel members in preparation for riveting or welding operations; joining parts together to see that they are properly processed for assembly by other workers at the construction site; using handtools and measuring devices.

Flame-Cutting-Machine Operator

(Acetylene-burning-machine operator; machine burner operator)

Cuts steel plate into various designs and shapes, using hand guided or automatic flame-cutting machines. Work involves *most of the following*: Laying of template or blueprint of layout on table top adjacent to machine, or making layout of design; positioning work for operations; adjusting burner tip of cutting torch, regulating flame and speed of machine according to thickness of metal; and positioning guide wheels of machine against a template, or tracing course of cutting torch with a pantograph in producing desired cuts.

Friction-Sawing-Machine Operator

(Cut-off-machine operator; friction-saw operator)

Cuts metal stock to specified length, meter, or bevel with a rapidly rotating, metal disk that heats the metal part to burning temperature by friction or with an abrasive wheel. Work involves: Measuring work and marking line of cut with chalk or scribe; adjusting position of work on table and holding or clamping it in place; and pressing pedal or moving lever to force work against rotating disk or wheel.

Helper, General

Helps the general mechanic by regularly performing a combination of duties of lesser skill, mainly moving

steel forms by hand or crane. May also perform simple welding, painting, cleaning, and other duties as directed by the general mechanic.

Helper, Power-Brake

Helps the power-brake operator in positioning and removing heavy pieces of steel from the brake press. Usually works with a hand-operated overhead crane, may use a crowbar to move and hold steel in position, and performs other heavy work as directed by the power-brake operator.

Helper, Power-Shear

Helps the power-shear operator in positioning and removing heavy pieces of steel from the power shear. Usually works with a hand-operated overhead crane, may use a crowbar to move and hold steel in position, and performs other heavy work as directed by power-shear operator.

Helper, Punch-Press

Helps the punch-press operator in moving heavy pieces of steel into position on a power punch press. Usually works with a hand-operated overhead crane, may use a crowbar to pry and hold steel in position for punching, and may carry small pieces by hand from the shearing machines to punch presses. Also helps in removing steel from punch press.

Inspector

Inspects parts, products and/or processes. Performs such operations as examining parts or products for flaws and defects, checking their dimensions and appearance to determine whether they meet the required standards and specifications.

Class A. Responsible for decisions regarding the quality of the product and/or operations. Work involves *any combination of the following*: Thorough knowledge of the processing operations in the branch of work to which he is assigned, including the use of a variety of precision measuring instruments; interpreting drawings, and specifications in inspection work on units composed of a large number of component parts; examining a variety of products of processing operations; determining causes of flaws in products and/or processes and suggesting necessary changes to correct work methods; devising inspection procedures for new products.

Class B. Work involves *any combination of the following*: Knowledge of processing operations in the branch of work to which he is assigned, limited to familiar products and processes or where performance is dependent on past experience; performing inspection operations on products and/or

processes having rigid specifications, but where the inspection procedures involve a sequence of inspection operations, including decisions regarding proper fit or performance of some parts; using precision measuring instruments.

Class C. Work involves *any combination of the following*: Short-cycle, repetitive inspection operations; using a standardized, special-purpose measuring instrument repetitively; visual examination of parts or products, rejecting units having obvious deformities or flaws.

Janitor

(Sweeper; porter; cleaner)

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

Lay-Out Man, Structural Steel

(Layer-out)

Works from instructions, blueprints, and work orders, and lays out specifications for fabrication of structural steel. Work involves: Locating holes, cuts, edges, bend lines, etc., in accordance with details of drawing; measuring and marking off required lengths of steel; center punching holes, cuts, and edges; and marking contract sheet, and piece numbers on steel. Must be familiar with shop practices and symbols and must compute bevels. Among the tools and equipment used are: Square, tape line, soapstone, center punch, hand hammer, scribe, and various gaging devices.

Machinist, Maintenance

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of

the common metals; selecting standard materials, parts, and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

Marker

Marks outlines of templates on structural steel to locate holes and cuts. Work involves: Clamping template to steel and center punching holes through template; locating some holes by means of simple gages or measuring tape; and marking contract, sheet, and piece numbers on steel for identification.

Mechanic, General

Regularly performs a combination of skilled hand and/or machine operations, such as welding, riveting, painting, fitting, cutting, and marking, on structural steel forms, rather than specializing in any one operation. Workers in this classification are usually found where specialization of operations is impractical and it is, thus, not possible to classify workers according to more specific duties.

Painter, Rough

Applies paint, varnish, lacquer, or other finishes to surfaces of manufactured products, for protective purposes primarily, with brush or spray gun. Work is repetitive in character, requiring no selection of color schemes or shading and matching of colors, and the finishes are either standard in character or prepared by others.

For wage study purposes, rough painters are classified as follows:

Painters, rough, brush

Painters, rough, spray

Planer Operator, Edge or Rotary

Sets up and operates a planer to square, bevel, or finish edges to specified width and length, either singly or in stacks of several pieces. Work involves: Setting up machine by adjusting stop guides and inserting cutting tools; positioning steel in the bed of the machine with the aid of helpers; placing cutter head in position for required processing; controlling operation of machine; and directing the work of one or more helpers. May also measure and mark the length of steel for shearing after proper width has been attained.

Power-Brake Operator, Structural Steel

(Brake press operator; bender-brake press operator)

Sets up and operates a brake press to bend and cope structural steel. Work involves: Selecting, inserting, and adjusting the required dies; laying out bend lines, or setting stop gages to position bends, or working to bend lines laid out by others; positioning material in dies and setting depth of stroke for ram; activating machine to bend, cope, or crimp material; manipulating material in dies as required; checking shape of materials being formed to templates; and grinding or filing edges of steel at bond lines to prevent cracking.

Power-Shear Operator

Operates one or more types of power shears to cut metal sheets, plates, bars, rods, and other metal shapes to size or length. Work involves *most of the following*: Setting up and operating power-shear equipment, setting stop gages, alining material and performing shearing operations on machine; shearing large or heavy material to layout or specified dimensions; and performing shearing operations involving angular or other difficult cuts.

Punch-Press Operator, Structural Steel

Sets up and operates a punch press to punch holes in structural steel to prepare the materials for riveting. Selects the punch, according to the size of hole to be punched and fastens it in place in the head of the machine; places material on the bed of the machine so that the center-punch hole is directly under the point on the punch; and operates the machine to punch the required holes.

Class A. Work involves: Difficult positioning of work units because of size or shape, or type of operation to be performed; processing unusually large work that is positioned in the press with the aid of helpers; processing work units that must be steadied while operations are being performed; performing operations requiring careful positioning of work and prompt recognition of faulty operation; examining output and making adjustments as necessary to maintain production within standards; and setting, alining, and adjusting the press.

Class B. Required mainly to feed, control and examine operation of the press, and when trouble occurs to call on foreman or leadman to correct the situation. Work involves: The performance of single operations, such as punching, or piercing on small- or medium-size stock easily positioned or performing repetitive and simple punching on larger stock requiring the assistance of helpers.

Riveter, Pneumatic

(Hammer riveter)

Rivets together metal parts, steel plate and shapes with a pneumatic hammer. Work involves *most of the following*: Working from layout on a variety of work; using over a period of time a variety of types and size of riveting hammers; selecting hammer, dies, rivets for assigned work and inserting die in head of hammer that corresponds with size of rivet; work on pressure vessels required to be liquid or steam tight; and knowledge of riveting temperatures and standard measurement practices.

Stock Clerk

Receives, stores, and issues equipment, material, merchandise or tools in a stockroom or storeroom. Work involves *a combination of the following*: Checking incoming orders; storing supplies; applying identifications to articles; issuing supplies; taking periodic inventory or keeping perpetual inventory; making up necessary reports; and requesting or ordering supplies when needed. *Stockroom laborers, tool crib attendants, and employees who supervise stock clerks and laborers are excluded.*

Template Maker

Makes full-sized wood, cardboard, or sheet-metal templates from blueprints or models for use in laying out or marking rivet holes, cuts, and bends on structural steel. Locates holes, cuts, and bevels, applying mathematical and other technology, and marks their location, using such layout tools as squares, dividers, and scales. Also uses powersaws, jointers, trimmers, handsaws, and planes.

Truckdriver

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

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

Truckdriver (combination of sizes listed separately)

Truckdriver, light (under 1½ tons)

Truckdriver, medium (1½ to and including 4 tons)

Truckdriver, heavy (over 4 tons, trailer type)

Truckdriver, heavy (over 4 tons, other than trailer type)

Trucker, Power

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)

Watchman

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

Welder, Hand

(Manual welder)

Fuses (welds) metal objects together by manually guiding a welding torch or stick electrode in the fabrication of metal shapes and in repairing broken or cracked metal objects. In addition to performing hand welding or brazing operation, the welder may also lay out guide lines or marks on metal parts and may cut metal with a cutting torch. Workers exclusively engaged in tack welding (tack welders) are to be excluded from this classification.

Class A. Work involves making welds in metal joints placed in any position, including the overhead position.

Class B. Work involves making welds in metal joints placed only in the flat or horizontal position.

Welder, Machine (Arc or Gas)

(Welding-machine operator)

Operates one or more types of arc or gas automatic welding machines designed to weld metal joints without manual manipulation of the welding electrode or torch. Work involves: Clamping work pieces onto machine; positioning electrode or torch over weld line at specified angle; threading filler wire from reel through feed rolls; filling hopper with flux; turning control knobs to synchronize movement of electrode or torch and feed of filler wire, and flux with speed of welding action; setting limit switch which automatically stops machine at end of weld; and starting machine and observing welding action. Workers may be designated according to the type of equipment used, such as gas-shielded-arc-welding-machine operator, submerged-arc-welding-machine operator, or gas-welding-machine operator.

Welder, Machine (Resistance)

(Butt welder; flash welder; seam welder; spot welder)

Operates one or more types of *resistance welding apparatus* to weld (bond) together metal objects such as bars, pipes, and plates. Resistance welding is a process wherein an electric current is passed through the parts to be welded at the point of contact, and mechanical pressure is applied forcing the contact surfaces together at the points to be joined. Welding machines are generally designated according to type of weld performed and arrangement of welding surfaces of parts to be joined. Welds may be made on overlapping units in the form of one or more spots (spot welding) or lineally by using a rolling electrode (seam welding). Machine welding of units where the edges are brought together without lapping is referred to as butt welding.

Welder, Tack

Manually makes temporary welds along metal joints to hold parts in proper alignment for final welding.

Office Occupations

Clerk, General

Is typically required to perform a variety of office operations, usually because of impracticability of specialization in a small office or because versatility is essential in meeting peak requirements in larger offices. The work generally involves the use of independent judgment in tending to a pattern of office

work from day to day, as well as knowledge relating to phases of office work that occur only occasionally. For example, the range of operations performed may entail *all or some combination of the following*: Answering correspondence, preparing bills and invoices, posting to various records, preparing payrolls, filing, etc. May operate various office machines and type as the work requires.

Clerk, Payroll

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

Stenographer, General

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

Typist

Uses a typewriter to make copies of various material or to make out bills, after calculations have

been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

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

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

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
*Processed Waste, 1957. BLS Report 124	Free
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	.60
Radio, Television, and Related Products, 1951. Series 2, No. 84	Free
Railroad Cars, 1952. Series 2, No. 86	Free
*Raw Sugar, 1957. BLS Report 136	Free
Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 . . . . .	.30
Structural Clay Products, 1964. BLS Bulletin 1459 . . . . .	.45
Synthetic Fibers, 1966. BLS Bulletin 1540 . . . . .	.30
Synthetic Textiles, 1965. BLS Bulletin 1509 . . . . .	.40

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	Price
Textile Dyeing and Finishing, 1965–66. BLS Bulletin 1527	\$0.45
*Tobacco Stemming and Redrying, 1957. BLS Report 136	Free
West Coast Sawmilling, 1964. BLS Bulletin 1455 . . . . .	.30
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 . . . . .	.25
Women's and Misses' Dresses, 1968. BLS Bulletin 1649 . . . . .	.45
Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651 . . . . .	.60
*Wooden Containers, 1957. BLS Report 126	Free
Wool Textiles, 1966. BLS Bulletin 1551 . . . . .	.45
Work Clothing, 1968. BLS Bulletin 1624 . . . . .	.50

Nonmanufacturing

Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 . . . . .	.30
Banking, 1964. BLS Bulletin 1466 . . . . .	.30
Bituminous Coal Mining, 1967. BLS Bulletin 1583 . . . . .	.50
Communications, 1968. BLS Bulletin 1662 . . . . .	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 . . . . .	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 . . . . .	.30
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78	Free
Eating and Drinking Places, 1966–67. BLS Bulletin 1588 . . . . .	.40
Educational Institutions: Nonteaching Employees, 1968–69. BLS Bulletin 1671 . . . . .	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1969. BLS Bulletin 1688 . . . . .	.70
Hotels and Motels, 1966–67. BLS Bulletin 1587 . . . . .	.40
Laundry and Cleaning Services, 1967–68. BLS Bulletin 1645 . . . . .	.75
Life Insurance, 1966. BLS Bulletin 1569 . . . . .	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 . . . . .	.75

II. Other Industry Wage Studies

Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 . . . . .	.40
Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 . . . . .	.35
Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2 . . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 . . . . .	.50
Miscellaneous Retail Stores. BLS Bulletin 1584-765

* Studies of the effects of the \$1 minimum wage.

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