AREA WAGE SURVEY

The Milwaukee, Wisconsin, Metropolitan Area, May 1972

Bulletin 1725-83

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

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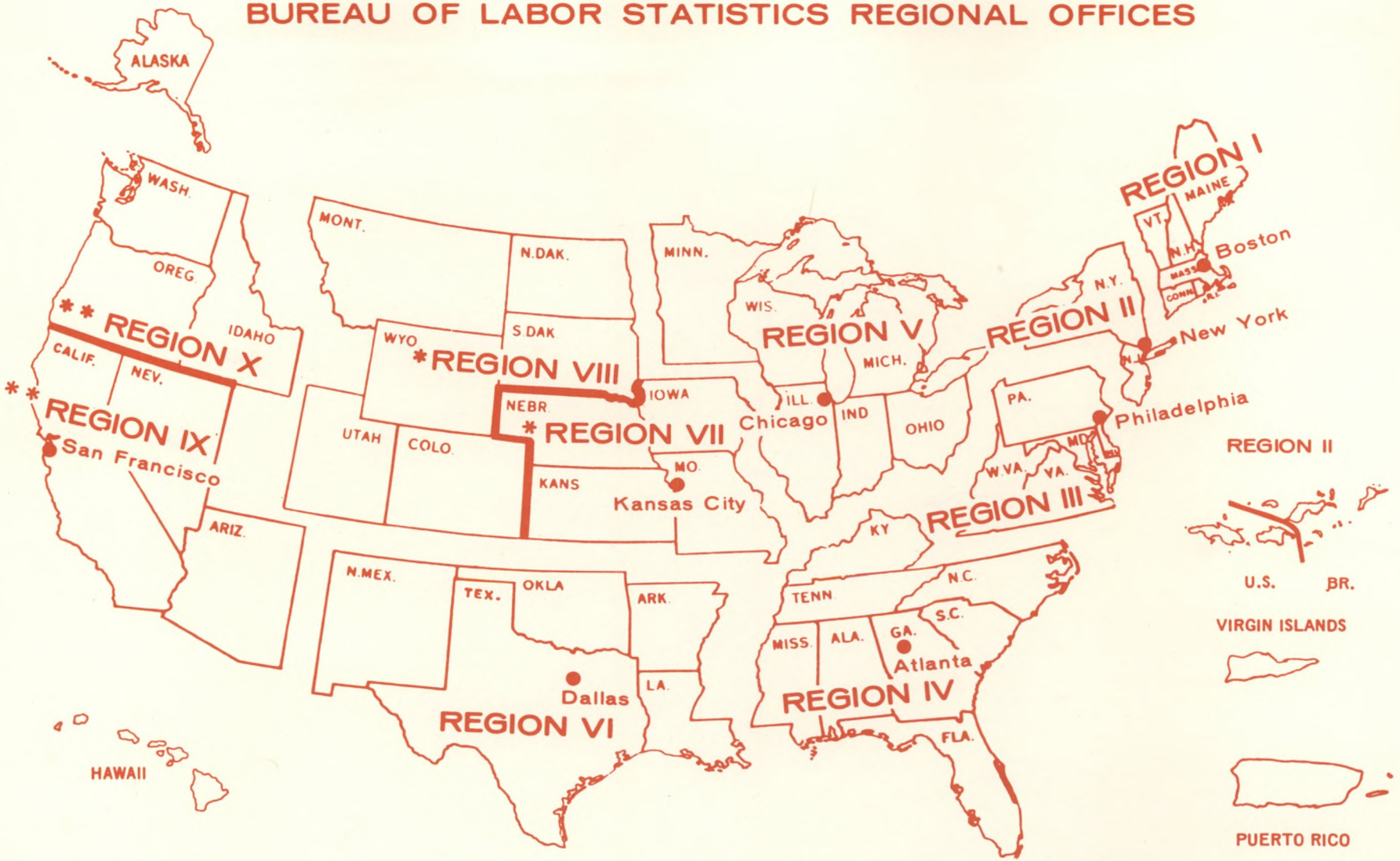

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AREA WAGE SURVEY Bulletin 1725-83
September 1972

U.S. DEPARTMENT OF LABOR, J. D. Hodgson, Secretary
BUREAU OF LABOR STATISTICS, Geoffrey H. Moore, Commissioner

The Milwaukee, Wisconsin, Metropolitan Area, May 1972

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Preface

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

At the end of each survey, an individual area bulletin presents the results. After completion of all individual area bulletins for a round of surveys, two summary bulletins are issued. The first brings data for each of the metropolitan areas studied into one bulletin. The second presents information which has been projected from individual metropolitan area data to relate to geographic regions and the United States.

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

This bulletin presents results of the survey in Milwaukee, Wis., in May 1972. The Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget (formerly the Bureau of the Budget) through January 1968, consists of Milwaukee, Ozaukee, Washington, and Waukesha Counties. This study was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Director for Operations.

Note:

Similar reports are available for other areas. (See inside back cover.)

A current report on occupational earnings and supplementary wage provisions in the Milwaukee area is also available for machinery (January 1971). Union wage rates, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; local truckdrivers and helpers; and grocery store employees.

Introduction

This area is 1 of 94 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis.[1] In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because they tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

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

Occupations and Earnings

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

[1] Included in the 94 areas are eight studies conducted by the Bureau under contract. These areas are Binghamton, N.Y. (New York portion only); Durham, N.C.; Fort Lauderdale—Hollywood and West Palm Beach, Fla.; Huntsville, Ala.; Poughkeepsie—Kingston—Newburgh, N.Y.; Rochester, N.Y. (office occupations only); Syracuse, N.Y.; and Utica—Rome, N.Y. In addition the Bureau conducts more limited area studies in 64 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive earnings are included.[2] Where weekly hours are reported, as for office clerical occupations, reference is to the standard workweek (rounded to the nearest half hour) for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations have been rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table 2, are better indicators of wage trends than individual jobs within the groups.

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

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because of differences in occupational structure among establishments, the estimates of occupational employment obtained

[2] Special payments provided for work in designated parts of the area by companies not considering such payments a part of the regular salary or hourly rate were not included because of reporting problems. Such instances are few and do not have a large impact on the published data.

from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B-series tables) on selected establishment practices and supplementary wage provisions as they relate to plant- and officeworkers. Data for industry divisions not presented separately are included in the estimates for "all industries." Administrative, executive, and professional employees, and construction workers who are utilized as a separate work force are excluded. "Plantworkers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. "Officeworkers" include working supervisors and nonsupervisory workers performing clerical or related functions. Cafeteria workers and routemen are excluded in manufacturing industries, but included in nonmanufacturing industries.

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

Shift differential data (table B-2) are limited to plantworkers in manufacturing industries. This information is presented both in terms of (1) establishment policy,[3] presented in terms of total plantworker employment, and (2) effective practice, presented in terms of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

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

Paid holidays; paid vacations; and health, insurance, and pension plans (tables B-4 through B-6) are treated statistically on the basis that these are applicable to all plant- or officeworkers if a majority of such workers are eligible or may eventually qualify for the practices listed. Sums of individual items in tables B-2 through B-6 may not equal totals because of rounding.

Data on paid holidays (table B-4) are limited to data on holidays granted annually on a formal basis; i.e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

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

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

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,[4] 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

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

[4] The temporary disability laws in California and Rhode Island do not require employer contributions.

leave plans are limited to formal plans[5] which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long-term disability plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Payments may be at full or partial pay but are almost always reduced by social security, workmen's compensation, and private pension benefits payable to the disabled employee.

Major medical insurance includes those plans which are designed to protect employees in case of sickness and injury involving expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Plans may be underwritten by commerical insurance companies or nonprofit organizations or they may be paid for by the employer out of a fund set aside for this purpose. Tabulations of retirement pension plans are limited to those plans that provide regular payments for the remainder of the worker's life.

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

Table 1. Establishments and workers within scope of survey and number studied in Milwaukee, Wis.,[1] by major industry division,[2] May 1972

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
				Within scope of study				Studied
		Within scope of study[3]	Studied	Total[4]		Plant	Office	
				Number	Percent			Total[4]
All establishments								
All divisions	-	1,147	216	289,167	100	187,567	49,225	170,655
Manufacturing	50	510	94	176,608	61	123,356	23,346	103,097
Nonmanufacturing	-	637	122	112,559	39	64,211	25,879	67,558
Transportation, communication, and other public utilities[5]	50	77	22	24,249	8	13,838	4,556	18,808
Wholesale trade	50	107	17	11,651	4	(6)	(6)	3,902
Retail trade	50	238	40	47,210	16	37,183	5,589	31,019
Finance, insurance, and real estate	50	95	18	15,619	6	(7)	(6)	9,266
Services[8]	50	120	25	13,830	5	(6)	(6)	4,563
Large establishments								
All divisions	-	102	77	168,130	100	109,705	30,595	146,776
Manufacturing	500	69	45	114,001	68	78,127	16,649	93,234
Nonmanufacturing	-	33	32	54,129	32	31,578	13,946	53,542
Transportation, communication, and other public utilities[5]	500	7	7	16,418	10	8,297	3,752	16,418
Wholesale trade	500	4	3	2,484	1	(6)	(6)	1,897
Retail trade	500	16	16	27,629	16	21,379	4,211	27,629
Finance, insurance, and real estate	500	5	5	6,948	4	-	(6)	6,948
Services[8]	500	1	1	650	1	(6)	(6)	650

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

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

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

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

[5] Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

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

[7] Workers from this entire industry division are represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, but from the real estate portion only in estimates for "all industries" in the Series B tables. Separate presentation of data for this division is not made for one or more of the reasons given in footnote 6 above.

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

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

Industry groups		Specific industries	
Machinery, except electrical	29	Engines and turbines	10
Electrical equipment and supplies	15	Construction and related machinery	7
Fabricated metal products	9	Electric test and distributing equipment	6
Food and kindred products	9	Motor vehicles and equipment	6
Primary metal industries	9	Farm machinery	5
Transportation equipment	8		
Printing and publishing	5		

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

Wage Trends for Selected Occupational Groups

Presented in table 2 are indexes and percentages of change in average salaries of office clerical workers and industrial nurses, and in average earnings of selected plantworker groups. The indexes are a measure of wages at a given time, expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percentage change in wages from the base period to the date of the index. The percentages of change or increase relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time period between surveys was other than 12 months. These computations were based on the assumption that wages increased at a constant rate between surveys. These estimates are measures of change in averages for the area; they are not intended to measure average pay changes in the establishments in the area.

Method of Computing

Each of the following key occupations within an occupational group was assigned a constant weight based on its proportionate employment in the occupational group:

Office clerical (men and women):
- Bookkeeping-machine operators, class B
- Clerks, accounting, classes A and B
- Clerks, file, classes A, B, and C
- Clerks, order
- Clerks, payroll
- Comptometer operators
- Keypunch operators, classes A and B
- Messengers (office boys or girls)

Office clerical (men and women)—Continued
- Secretaries
- Stenographers, general
- Stenographers, senior
- Switchboard operators, classes A and B
- Tabulating-machine operators, class B
- Typists, classes A and B

Industrial nurses (men and women):
- Nurses, industrial (registered)

Skilled maintenance (men):
- Carpenters
- Electricians
- Machinists
- Mechanics
- Mechanics (automotive)
- Painters
- Pipefitters
- Tool and die makers

Unskilled plant (men):
- Janitors, porters, and cleaners
- Laborers, material handling

The average (mean) earnings for each occupation were multiplied by the occupational weight, and the products for all occupations in the group were totaled. The aggregates for 2 consecutive years were related by dividing the aggregate for the later year by the aggregate for the earlier year. The resultant relative, less 100 percent, shows the percentage change. The index is the product of multiplying the base year relative (100) by the relative for the next succeeding year and continuing to multiply (compound) each year's relative by the previous year's index.

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

Limitations of Data

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

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

Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Milwaukee, Wis., May 1971 and May 1972, and percents of increase for selected periods

Period	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant-workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant-workers (men)
	Indexes (April 1967=100)							
May 1971	123.8	137.8	130.4	129.0	123.2	137.8	129.9	131.4
May 1972	132.0	147.0	139.7	136.4	130.7	147.4	138.7	137.3
	Percents of increase							
April 1960 to April 1961	3.1	5.0	3.5	3.6	4.0	5.0	3.6	3.5
April 1961 to April 1962	2.3	4.3	2.6	2.4	2.5	4.3	2.1	2.3
April 1962 to April 1963	3.4	3.6	3.9	3.8	3.4	3.6	3.8	4.6
April 1963 to April 1964	2.7	3.4	2.7	2.6	3.0	3.4	2.4	3.4
April 1964 to April 1965	2.9	1.4	2.4	1.4	2.1	1.4	2.5	1.3
April 1965 to April 1966	1.6	3.3	3.4	3.1	1.7	2.8	3.3	3.5
April 1966 to April 1967	5.0	8.2	5.0	7.0	3.3	8.7	5.2	4.0
April 1967 to April 1968	4.8	6.7	6.2	5.0	4.8	8.0	6.1	4.4
April 1968 to April 1969	5.3	9.4	5.6	6.7	5.0	8.2	5.8	6.7
April 1969 to May 1970:								
13-month increase	5.8	8.6	7.7	6.2	6.3	8.6	7.9	8.7
Annual rate of increase [1]	5.3	7.9	7.1	5.7	5.8	7.9	7.3	8.0
May 1970 to May 1971	6.0	8.6	8.0	8.4	5.4	8.6	7.3	8.4
May 1971 to May 1972	6.6	6.7	7.1	5.7	6.1	7.0	6.8	4.5

A. Occupational earnings

Table A-1. Office occupations—men and women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean[2]	Median[2]	Middle range[2]	$ 60 and under 65	$ 65 – 70	$ 70 – 75	$ 75 – 80	$ 80 – 85	$ 85 – 90	$ 90 – 95	$ 95 – 100	$ 100 – 110	$ 110 – 120	$ 120 – 130	$ 130 – 140	$ 140 – 150	$ 150 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210	$ 210 – 220	$ 220 and over
MEN																									
CLERKS, ACCOUNTING, CLASS A	183	40.0	$171.50	$168.50	$147.50-193.00	-	-	-	-	-	-	-	-	-	-	19	6	23	16	31	16	13	29	11	8	11
MANUFACTURING	126	40.0	176.50	173.00	160.50-194.00	-	-	-	-	-	-	-	-	-	-	8	5	10	6	28	11	12	21	10	7	8
NONMANUFACTURING	57	40.0	160.50	156.00	141.00-182.50	-	-	-	-	-	-	-	-	-	-	11	1	13	10	3	5	1	8	1	1	3
CLERKS, ACCOUNTING, CLASS B	66	39.0	132.00	129.00	124.00-150.50	-	-	-	-	-	-	4	-	2	1	30	11	1	13	2	2	-	-	-	-	-
CLERKS, ORDER	112	40.0	166.50	158.50	156.00-177.00	-	-	-	-	-	-	-	-	-	-	3	6	11	50	11	7	4	6	3	8	3
MANUFACTURING	57	40.0	170.50	162.50	147.00-199.00	-	-	-	-	-	-	-	-	-	-	3	6	10	7	8	4	3	3	3	8	2
MESSENGERS (OFFICE BOYS)	149	39.5	103.50	97.50	89.00-116.50	-	-	-	6	15	22	25	13	17	24	15	2	3	5	1	-	1	-	-	-	-
MANUFACTURING	55	40.0	100.50	91.00	84.50-113.50	-	-	-	2	13	12	4	3	6	6	3	1	3	1	-	-	1	-	-	-	-
NONMANUFACTURING	94	39.0	105.00	100.50	92.00-117.50	-	-	-	4	2	10	21	10	11	18	12	1	-	4	1	-	-	-	-	-	-
WOMEN																									
BOOKKEEPING-MACHINE OPERATORS, CLASS A	119	40.0	127.00	123.00	113.00-140.50	-	-	-	-	-	-	-	-	23	28	26	12	15	-	14	-	1	-	-	-	-
MANUFACTURING	56	40.0	119.00	118.50	113.50-127.50	-	-	-	-	-	-	-	-	9	24	16	5	1	-	-	-	1	-	-	-	-
NONMANUFACTURING	63	40.0	134.00	133.50	112.50-144.50	-	-	-	-	-	-	-	-	14	4	10	7	14	-	14	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B	175	39.5	102.00	103.50	91.00-109.00	17	-	-	3	3	20	6	6	84	8	10	13	1	2	-	2	-	-	-	-	-
MANUFACTURING	62	39.5	119.00	114.00	106.50-131.50	-	-	-	-	-	1	5	2	18	8	10	13	1	2	-	2	-	-	-	-	-
NONMANUFACTURING	113	39.5	93.00	101.00	86.50-104.00	17	-	-	3	3	19	1	4	66	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A	608	39.5	142.00	134.50	121.50-161.50	-	-	-	-	2	-	2	1	62	69	96	98	72	50	67	36	9	15	20	2	7
MANUFACTURING	286	40.0	146.00	141.50	126.50-166.50	-	-	-	-	-	-	-	-	28	20	44	42	49	19	33	17	2	10	19	2	1
NONMANUFACTURING	322	39.0	139.00	132.50	119.00-157.50	-	-	-	-	2	-	2	1	34	49	52	56	23	31	34	19	7	5	1	-	6
PUBLIC UTILITIES	57	40.0	160.50	158.00	140.50-172.00	-	-	-	-	-	-	-	-	-	11	-	3	7	12	8	7	2	1	-	-	6
RETAIL TRADE	93	38.5	133.50	127.00	110.50-165.00	-	-	-	-	2	-	1	-	20	15	14	2	8	6	22	2	1	-	-	-	-
CLERKS, ACCOUNTING, CLASS B	1,306	39.5	113.00	106.00	95.50-129.50	-	-	17	52	53	82	113	148	257	167	97	119	116	15	14	4	9	43	-	-	-
MANUFACTURING	550	39.5	114.50	109.00	99.00-129.50	-	-	3	6	9	7	36	92	127	98	38	43	56	10	14	3	7	1	-	-	-
NONMANUFACTURING	756	39.5	111.50	105.00	90.50-129.50	-	-	14	46	44	75	77	56	130	69	59	76	60	5	-	1	2	42	-	-	-
RETAIL TRADE	206	39.0	94.50	91.00	82.50-103.50	-	-	9	27	29	30	38	15	17	21	6	9	4	1	-	-	-	-	-	-	-
CLERKS, FILE, CLASS A	149	39.0	118.50	111.00	100.50-134.50	-	-	-	-	-	2	18	16	37	22	10	10	11	14	5	3	-	1	-	-	-
MANUFACTURING	71	40.0	121.50	116.00	103.50-141.00	-	-	-	-	-	1	3	8	17	11	4	9	8	5	5	-	-	-	-	-	-
NONMANUFACTURING	78	38.5	115.50	107.00	97.50-128.00	-	-	-	-	-	1	15	8	20	11	6	1	3	9	-	3	-	1	-	-	-
CLERKS, FILE, CLASS B	369	39.5	102.50	97.50	86.00-109.50	-	-	4	22	58	43	21	74	57	29	22	8	10	13	-	2	-	6	-	-	-
MANUFACTURING	180	40.0	100.50	98.50	88.50-106.50	-	-	-	13	22	14	12	42	38	23	7	5	2	2	-	-	-	-	-	-	-
NONMANUFACTURING	189	39.0	104.50	96.00	85.00-116.00	-	-	4	9	36	29	9	32	19	6	15	3	8	11	-	2	-	6	-	-	-
PUBLIC UTILITIES	34	40.0	126.00	107.00	99.00-162.50	-	-	-	-	-	-	-	11	9	3	1	-	1	1	-	2	-	6	-	-	-
CLERKS, FILE, CLASS C	146	39.0	84.00	82.50	79.00- 87.50	1	2	9	30	59	17	16	4	6	-	-	2	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	109	38.5	85.00	83.00	80.00- 89.00	1	2	4	21	47	9	15	4	4	-	-	2	-	-	-	-	-	-	-	-	-
CLERKS, ORDER	484	39.5	105.00	100.50	92.50-115.00	-	-	14	31	34	15	55	88	115	36	35	20	24	9	4	1	2	1	-	-	-
MANUFACTURING	146	39.5	114.00	104.00	94.00-137.50	-	-	3	3	-	6	30	17	20	12	11	14	19	7	2	-	1	1	-	-	-
NONMANUFACTURING	338	39.5	101.00	99.50	90.50-108.50	-	-	11	28	34	9	25	71	95	24	24	6	5	2	2	1	1	-	-	-	-

See footnotes at end of tables.

Table A-1. Office occupations—men and women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean[2]	Median[2]	Middle range[2]	$60 and under $65	$65 $70	$70 $75	$75 $80	$80 $85	$85 $90	$90 $95	$95 $100	$100 $110	$110 $120	$120 $130	$130 $140	$140 $150	$150 $160	$160 $170	$170 $180	$180 $190	$190 $200	$200 $210	$210 $220	$220 and over
WOMEN - CONTINUED																									
CLERKS, PAYROLL	506	39.5	$128.50	$130.00	$105.00-149.00	3	-	5	4	10	7	18	35	72	51	49	75	55	62	16	15	16	10	3	-	-
MANUFACTURING	334	40.0	130.00	133.00	105.00-151.00	-	-	3	3	5	4	6	29	53	31	20	57	37	45	7	9	16	6	3	-	-
NONMANUFACTURING	172	39.0	125.00	123.00	104.50-147.00	3	-	2	1	5	3	12	6	19	20	29	18	18	17	9	6	-	4	-	-	-
PUBLIC UTILITIES	25	40.0	153.00	162.50	141.00-171.00	-	-	-	-	-	-	-	1	1	1	-	3	4	-	8	6	-	1	-	-	-
RETAIL TRADE	57	38.5	109.50	120.00	94.50-123.00	-	-	2	1	5	3	4	1	7	6	24	2	2	-	-	-	-	-	-	-	-
COMPTOMETER OPERATORS	173	38.5	108.50	107.50	95.50-122.50	-	-	-	6	9	5	22	11	44	31	25	13	2	3	-	1	1	-	-	-	-
NONMANUFACTURING	135	38.0	106.00	106.00	94.00-117.50	-	-	-	6	9	5	17	7	38	24	23	4	-	1	-	1	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A	758	39.5	121.00	119.00	107.50-133.50	-	-	-	-	-	10	23	30	170	159	130	89	106	11	17	8	4	1	-	-	-
MANUFACTURING	349	40.0	119.50	117.00	107.50-129.00	-	-	-	-	-	-	9	12	85	98	65	40	21	7	6	2	3	1	-	-	-
NONMANUFACTURING	409	39.5	122.50	122.00	107.00-140.50	-	-	-	-	-	10	14	18	85	61	65	49	85	4	11	6	1	-	-	-	-
PUBLIC UTILITIES	32	40.0	148.50	148.00	131.00-168.00	-	-	-	-	-	-	-	-	-	3	5	4	6	3	6	4	1	-	-	-	-
KEYPUNCH OPERATORS, CLASS B	701	39.5	107.00	102.00	91.00-116.50	-	-	9	30	47	71	118	58	142	74	37	19	42	22	16	9	7	-	-	-	-
MANUFACTURING	347	40.0	115.00	108.50	94.50-129.00	-	-	-	6	11	34	39	29	68	55	21	12	24	20	16	5	7	-	-	-	-
NONMANUFACTURING	354	39.5	99.50	94.50	87.50-107.50	-	-	9	24	36	37	79	29	74	19	16	7	18	2	-	4	-	-	-	-	-
PUBLIC UTILITIES	56	40.0	117.50	109.00	106.00-128.50	-	-	-	-	-	-	6	-	26	6	6	2	6	-	-	4	-	-	-	-	-
RETAIL TRADE	62	39.0	94.50	94.50	82.50-104.00	-	-	2	9	9	4	8	11	6	7	5	1	-	-	-	-	-	-	-	-	-
MESSENGERS (OFFICE GIRLS)	164	39.0	95.50	91.00	85.50- 99.50	-	-	-	25	14	38	24	24	11	14	3	5	4	-	2	-	-	-	-	-	-
MANUFACTURING	57	40.0	103.50	99.00	88.00-116.50	-	-	-	4	7	6	9	4	5	12	1	5	4	-	-	-	-	-	-	-	-
NONMANUFACTURING	107	38.5	91.00	89.00	84.50- 96.50	-	-	-	21	7	32	15	20	6	2	2	-	-	-	2	-	-	-	-	-	-
SECRETARIES	2,405	39.5	145.50	143.50	126.00-162.00	-	-	-	-	2	6	16	47	109	216	308	379	311	359	271	133	93	58	48	28	21
MANUFACTURING	1,508	40.0	147.50	145.00	130.50-163.00	-	-	-	-	-	-	7	35	38	101	181	273	215	225	188	94	56	37	27	15	16
NONMANUFACTURING	897	39.0	142.00	140.00	120.50-159.50	-	-	-	-	2	6	9	12	71	115	127	106	96	134	83	39	37	21	21	13	5
PUBLIC UTILITIES	200	40.0	161.50	158.50	150.00-179.00	-	-	-	-	-	-	-	-	1	3	20	11	15	67	16	20	17	10	11	6	3
RETAIL TRADE	97	39.0	123.00	120.00	106.00-143.00	-	-	-	-	2	4	1	5	17	20	12	10	6	14	5	-	-	1	-	-	-
SECRETARIES, CLASS A	299	39.5	163.50	162.00	148.50-183.50	-	-	-	-	1	1	-	7	6	15	16	10	24	59	47	33	27	16	12	10	15
MANUFACTURING	219	39.5	164.50	161.50	150.50-180.50	-	-	-	-	-	-	-	5	-	10	14	7	17	53	26	32	19	14	9	2	11
NONMANUFACTURING	80	39.0	160.50	162.50	140.50-188.50	-	-	-	-	1	1	-	2	6	5	2	3	7	6	21	1	8	2	3	8	4
SECRETARIES, CLASS B	683	39.5	154.50	154.50	137.50-168.00	-	-	-	-	-	-	7	4	11	8	71	99	81	114	147	49	37	20	21	11	3
MANUFACTURING	405	40.0	157.00	157.50	141.50-168.00	-	-	-	-	-	-	-	-	1	-	35	57	48	81	104	33	20	12	5	6	3
NONMANUFACTURING	278	39.5	151.00	150.00	131.00-168.50	-	-	-	-	-	-	7	4	10	8	36	42	33	33	43	16	17	8	16	5	-
PUBLIC UTILITIES	62	40.0	166.50	172.00	144.00-193.00	-	-	-	-	-	-	-	-	1	-	11	3	3	3	9	8	8	6	9	1	-
SECRETARIES, CLASS C	984	39.5	141.50	140.00	125.00-154.50	-	-	-	-	-	2	4	16	61	97	124	189	173	132	66	48	25	22	15	7	3
MANUFACTURING	646	40.0	144.50	141.50	131.50-154.50	-	-	-	-	-	-	3	13	14	25	80	163	140	85	50	27	13	11	13	7	2
NONMANUFACTURING	338	39.0	135.50	130.00	114.00-155.00	-	-	-	-	-	2	1	3	47	72	44	26	33	47	16	21	12	11	2	-	1
PUBLIC UTILITIES	70	40.0	161.00	158.50	151.50-177.00	-	-	-	-	-	-	-	-	-	3	-	6	4	27	7	11	7	4	-	-	1
SECRETARIES, CLASS D	423	39.5	128.50	126.00	116.50-140.00	-	-	-	-	-	1	5	18	28	92	95	80	32	54	11	3	4	-	-	-	-
MANUFACTURING	238	39.5	123.50	121.00	112.50-133.50	-	-	-	-	-	-	4	17	23	66	52	46	10	6	8	2	4	-	-	-	-
NONMANUFACTURING	185	39.5	135.00	133.50	123.00-152.50	-	-	-	-	-	1	1	1	5	26	43	34	22	48	3	1	-	-	-	-	-
STENOGRAPHERS, GENERAL	782	40.0	113.50	108.50	96.50-125.00	-	-	8	18	47	65	40	53	192	125	73	46	28	27	35	11	8	6	-	-	-
MANUFACTURING	438	40.0	108.00	105.00	92.00-117.00	-	-	8	15	37	41	23	37	109	91	22	12	2	10	28	1	2	-	-	-	-
NONMANUFACTURING	344	39.5	120.00	115.50	102.00-137.00	-	-	-	3	10	24	17	16	83	34	51	34	26	17	7	10	6	6	-	-	-
PUBLIC UTILITIES	178	40.0	134.50	129.50	120.00-144.50	-	-	-	-	-	-	-	-	27	18	46	29	18	12	6	10	6	6	-	-	-
STENOGRAPHERS, SENIOR	924	39.5	133.00	125.00	114.50-143.50	-	-	-	-	-	-	17	27	121	202	162	133	63	40	20	37	58	38	-	-	6
MANUFACTURING	619	40.0	134.00	125.50	115.50-144.50	-	-	-	-	-	-	16	15	62	145	110	98	33	25	12	18	48	37	-	-	-
NONMANUFACTURING	305	39.0	130.50	124.50	111.00-142.50	-	-	-	-	-	-	1	12	59	57	52	35	30	15	8	19	10	1	-	-	6
PUBLIC UTILITIES	42	40.0	159.50	154.00	136.50-182.00	-	-	-	-	-	-	-	-	7	-	-	8	4	3	1	8	4	1	-	-	6

See footnotes at end of tables.

Table A-1. Office occupations—men and women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean[2]	Median[2]	Middle range[2]	$ 60 and under 65	$ 65 70	$ 70 75	$ 75 80	$ 80 85	$ 85 90	$ 90 95	$ 95 100	$ 100 110	$ 110 120	$ 120 130	$ 130 140	$ 140 150	$ 150 160	$ 160 170	$ 170 180	$ 180 190	$ 190 200	$ 200 210	$ 210 220	$ 220 and over
WOMEN - CONTINUED																									
SWITCHBOARD OPERATORS, CLASS A	125	39.5	$125.50	$120.00	$110.50-137.00	-	-	-	-	-	1	2	15	13	33	17	18	7	6	4	9	-	-	-	-	-
MANUFACTURING	83	39.5	128.50	127.00	115.50-139.00	-	-	-	-	-	1	2	5	7	22	11	16	5	5	3	6	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B	111	39.0	100.00	100.00	85.50-116.50	2	-	8	2	15	17	6	5	25	9	14	1	3	2	1	1	-	-	-	-	-
NONMANUFACTURING	96	39.0	99.50	97.50	84.00-116.50	2	-	8	2	15	16	5	1	20	8	12	1	2	2	1	1	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	480	39.5	113.50	112.00	99.50-129.00	-	-	-	6	39	46	12	20	88	102	56	47	42	9	6	1	-	6	-	-	-
MANUFACTURING	215	40.0	116.00	113.00	108.00-124.50	-	-	-	-	-	10	11	-	45	78	24	20	20	2	5	-	-	-	-	-	-
NONMANUFACTURING	265	39.0	111.50	108.00	88.00-130.00	-	-	-	6	39	36	1	20	43	24	32	27	22	7	1	1	-	6	-	-	-
RETAIL TRADE	66	39.5	90.00	85.00	82.50- 90.00	-	-	-	-	34	17	1	1	9	-	2	-	1	-	1	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	324	39.5	112.50	111.50	104.50-119.50	-	-	-	-	10	17	11	9	105	98	44	12	2	13	-	3	-	-	-	-	-
MANUFACTURING	167	40.0	115.50	116.00	103.00-124.50	-	-	-	-	6	13	7	2	37	45	29	11	1	13	-	3	-	-	-	-	-
NONMANUFACTURING	157	39.0	110.00	109.00	105.50-116.00	-	-	-	-	4	4	4	7	68	53	15	1	1	-	-	-	-	-	-	-	-
TYPISTS, CLASS A	727	39.5	117.50	112.00	99.00-124.50	-	-	-	-	11	18	67	105	119	187	75	17	14	37	37	24	15	-	1	-	-
MANUFACTURING	409	40.0	122.00	115.50	104.00-129.00	-	-	-	-	1	7	38	27	66	132	43	13	5	16	24	21	15	-	1	-	-
NONMANUFACTURING	318	39.5	111.50	104.50	97.00-120.50	-	-	-	-	10	11	29	78	53	55	32	4	9	21	13	3	-	-	-	-	-
TYPISTS, CLASS B	1,100	39.0	98.50	95.50	87.00-109.50	-	-	26	46	116	211	139	101	197	162	57	31	8	6	-	-	-	-	-	-	-
MANUFACTURING	447	39.5	100.50	98.50	88.00-112.00	-	-	10	19	36	84	46	41	63	113	17	10	3	5	-	-	-	-	-	-	-
NONMANUFACTURING	653	38.5	97.50	94.00	86.50-106.00	-	-	16	27	80	127	93	60	134	49	40	21	5	1	-	-	-	-	-	-	-
RETAIL TRADE	127	39.0	95.00	91.50	85.50-100.50	-	-	3	10	16	23	36	7	11	4	14	3	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-1a. Office occupations—large establishments—men and women

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean[2]	Median[2]	Middle range[2]	$ 70 and under 75	$ 75 – 80	$ 80 – 85	$ 85 – 90	$ 90 – 95	$ 95 – 100	$ 100 – 105	$ 105 – 110	$ 110 – 115	$ 115 – 120	$ 120 – 130	$ 130 – 140	$ 140 – 150	$ 150 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210	$ 210 – 220	$ 220 and over
MEN																									
CLERKS, ACCOUNTING, CLASS A	118	40.0	$178.50	$173.50	$160.50-199.50	-	-	-	-	-	-	-	-	-	-	8	5	6	9	22	14	8	18	10	8	10
MANUFACTURING	96	40.0	177.00	172.50	160.00-201.00	-	-	-	-	-	-	-	-	-	-	8	5	5	6	19	11	7	10	10	7	8
CLERKS, ORDER	52	40.0	176.00	177.50	148.00-207.00	-	-	-	-	-	-	-	-	-	-	3	6	5	2	8	4	4	6	3	8	3
MESSENGERS (OFFICE BOYS)	107	40.0	106.00	102.00	87.50-121.00	-	3	15	18	9	6	7	5	11	6	15	2	3	5	1	-	1	-	-	-	-
MANUFACTURING	55	40.0	100.50	91.00	84.50-113.50	-	2	13	12	4	3	3	3	3	3	3	1	3	1	-	-	1	-	-	-	-
NONMANUFACTURING	52	40.0	112.00	112.00	94.00-127.00	-	1	2	6	5	3	4	2	8	3	12	1	-	4	1	-	-	-	-	-	-
WOMEN																									
CLERKS, ACCOUNTING, CLASS A	309	39.5	145.00	142.00	126.50-163.00	-	-	-	-	1	-	7	8	18	19	45	44	51	34	25	29	8	15	2	2	1
MANUFACTURING	174	40.0	147.50	143.50	130.00-166.00	-	-	-	-	-	-	4	2	5	9	23	28	34	19	17	17	2	10	1	2	1
NONMANUFACTURING	135	39.0	141.50	138.00	120.50-159.50	-	-	-	-	1	-	3	6	13	10	22	16	17	15	8	12	6	5	1	-	-
CLERKS, ACCOUNTING, CLASS B	702	39.5	115.00	111.00	98.50-135.50	12	16	21	23	56	66	78	72	42	58	48	93	79	12	14	3	8	1	-	-	-
MANUFACTURING	289	40.0	117.00	112.50	98.00-134.50	3	6	9	7	24	37	38	11	22	30	15	30	22	10	14	3	7	1	-	-	-
NONMANUFACTURING	413	39.5	113.50	110.00	99.00-136.00	9	10	12	16	32	29	40	61	20	28	33	63	57	2	-	-	1	-	-	-	-
RETAIL TRADE	122	39.0	98.00	95.00	85.00-109.50	9	10	12	11	19	15	11	6	6	8	6	4	4	1	-	-	-	-	-	-	-
CLERKS, FILE, CLASS A	76	39.5	125.00	119.00	105.00-148.50	-	-	-	1	6	8	4	6	9	6	7	4	8	8	5	3	-	1	-	-	-
MANUFACTURING	58	40.0	122.50	117.50	103.50-145.50	-	-	-	1	3	8	4	5	6	5	4	4	8	5	5	-	-	-	-	-	-
CLERKS, FILE, CLASS B	277	39.5	101.00	97.50	86.50-108.00	4	18	38	29	21	53	37	14	10	19	8	5	9	12	-	-	-	-	-	-	-
MANUFACTURING	168	40.0	100.50	98.50	88.00-108.50	-	13	21	14	12	37	24	8	6	17	7	5	2	2	-	-	-	-	-	-	-
NONMANUFACTURING	109	39.0	102.00	96.50	85.50-108.00	4	5	17	15	9	16	13	6	4	2	1	-	7	10	-	-	-	-	-	-	-
CLERKS, ORDER	267	40.0	101.50	98.50	83.50-109.00	13	31	32	14	24	27	26	43	5	11	14	7	8	4	4	1	2	1	-	-	-
MANUFACTURING	67	40.0	114.50	110.00	93.50-131.50	3	3	-	6	7	1	12	2	4	4	8	4	5	4	2	-	1	1	-	-	-
CLERKS, PAYROLL	186	39.5	131.00	131.00	107.50-155.50	5	1	6	3	8	8	11	10	11	16	12	23	18	23	9	3	6	10	3	-	-
MANUFACTURING	120	40.0	137.50	139.50	114.00-158.50	3	-	3	-	4	6	6	6	3	12	3	15	12	22	7	3	6	6	3	-	-
NONMANUFACTURING	66	39.0	120.00	117.00	102.00-137.50	2	1	3	3	4	2	5	4	8	4	9	8	6	1	2	-	-	4	-	-	-
COMPTOMETER OPERATORS	130	38.0	107.50	105.50	94.00-119.00	-	6	9	5	17	11	16	16	10	11	9	13	2	3	-	1	1	-	-	-	-
NONMANUFACTURING	95	37.5	102.50	102.00	91.50-113.50	-	6	9	5	15	7	14	12	6	8	7	4	-	1	-	1	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A	560	39.5	123.00	121.50	110.50-135.50	-	-	-	2	13	26	35	60	63	63	111	61	95	11	11	4	4	1	-	-	-
MANUFACTURING	254	40.0	123.00	120.00	112.50-130.00	-	-	-	-	2	8	6	27	42	43	62	35	10	7	6	2	3	1	-	-	-
NONMANUFACTURING	306	39.5	123.00	122.50	107.50-141.50	-	-	-	2	11	18	29	33	21	20	49	26	85	4	5	2	1	-	-	-	-
KEYPUNCH OPERATORS, CLASS B	456	39.5	113.00	107.00	93.00-127.00	2	15	31	33	57	32	40	45	37	27	32	15	36	22	16	9	7	-	-	-	-
MANUFACTURING	278	40.0	119.50	114.00	100.00-141.50	-	6	9	17	23	14	18	31	28	27	21	12	24	20	16	5	7	-	-	-	-
NONMANUFACTURING	178	39.5	102.50	97.00	88.50-109.00	2	9	22	16	34	18	22	14	9	-	11	3	12	2	-	4	-	-	-	-	-
RETAIL TRADE	62	39.0	94.50	94.50	82.50-104.00	2	9	9	4	8	11	5	1	7	-	5	1	-	-	-	-	-	-	-	-	-
MESSENGERS (OFFICE GIRLS)	93	39.0	102.00	96.50	89.50-111.50	-	2	9	14	18	15	6	5	5	5	3	5	4	-	2	-	-	-	-	-	-
SECRETARIES	1,653	39.5	149.00	147.00	130.50-165.00	-	-	2	4	8	17	39	38	35	72	189	256	223	253	181	120	79	55	40	21	21
MANUFACTURING	1,181	40.0	150.50	148.00	132.50-165.00	-	-	-	-	7	10	16	19	16	41	128	207	178	170	153	88	53	37	27	15	16
NONMANUFACTURING	472	39.0	145.50	145.00	121.50-164.50	-	-	2	4	1	7	23	19	19	31	61	49	45	83	28	32	26	18	13	6	5
PUBLIC UTILITIES	132	40.0	168.00	160.00	155.50-185.00	-	-	-	-	-	-	-	-	-	2	-	8	11	46	9	17	16	10	5	5	3
RETAIL TRADE	95	39.0	123.50	121.00	106.00-144.00	-	-	2	4	1	5	11	6	9	9	12	10	6	14	5	-	-	1	-	-	-
SECRETARIES, CLASS A	173	39.5	171.50	173.50	153.50-192.00	-	-	1	1	-	2	3	3	1	4	6	9	10	11	25	32	18	14	12	6	15
MANUFACTURING	134	39.5	177.50	175.50	163.00-191.50	-	-	-	-	-	-	-	-	-	-	4	7	7	10	23	31	16	14	9	2	11

See footnotes at end of tables.

Table A-1a. Office occupations—large establishments—men and women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean[2]	Median[2]	Middle range[2]	$ 70 and under 75	$ 75 – 80	$ 80 – 85	$ 85 – 90	$ 90 – 95	$ 95 – 100	$ 100 – 105	$ 105 – 110	$ 110 – 115	$ 115 – 120	$ 120 – 130	$ 130 – 140	$ 140 – 150	$ 150 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210	$ 210 – 220	$ 220 and over
WOMEN - CONTINUED																									
SECRETARIES - CONTINUED																									
SECRETARIES, CLASS B	397	40.0	$163.50	$161.50	$151.00–175.00	-	-	-	-	-	-	1	-	-	-	17	29	44	90	88	49	36	19	13	8	3
MANUFACTURING	314	40.0	161.50	160.00	150.50–170.00	-	-	-	-	-	-	-	-	-	-	15	24	37	79	80	33	20	12	5	6	3
NONMANUFACTURING	83	39.0	172.00	176.00	156.00–188.50	-	-	-	-	-	-	1	-	-	-	2	5	7	11	8	16	16	7	8	2	-
PUBLIC UTILITIES	31	40.0	182.00	185.00	172.50–196.00	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	8	7	6	3	1	-
SECRETARIES, CLASS C	776	39.5	144.00	141.50	129.00–156.50	-	-	-	-	3	5	20	22	18	32	103	164	142	100	62	37	21	22	15	7	3
MANUFACTURING	572	40.0	145.50	142.00	132.00–155.00	-	-	-	-	3	3	3	9	7	14	72	144	127	75	47	22	13	11	13	7	2
NONMANUFACTURING	204	38.5	140.00	134.00	117.50–161.00	-	-	-	-	-	2	17	13	11	18	31	20	15	25	15	15	8	11	2	-	1
PUBLIC UTILITIES	45	40.0	166.00	169.00	152.00–182.00	-	-	-	-	-	-	-	-	-	2	-	6	2	7	7	9	7	4	-	-	1
SECRETARIES, CLASS D	291	40.0	131.00	129.50	118.00–146.00	-	-	-	1	5	8	13	12	14	34	61	53	26	52	6	2	4	-	-	-	-
MANUFACTURING	161	40.0	124.50	122.00	113.50–133.50	-	-	-	-	4	7	13	10	9	27	37	32	7	6	3	2	4	-	-	-	-
NONMANUFACTURING	130	39.5	139.00	141.50	126.00–156.00	-	-	-	1	1	1	-	2	5	7	24	21	19	46	3	-	-	-	-	-	-
STENOGRAPHERS, GENERAL	566	40.0	114.50	109.00	95.00–129.50	8	18	31	55	31	47	62	42	36	34	65	43	20	21	34	11	8	-	-	-	-
MANUFACTURING	328	40.0	108.50	101.50	89.00–118.50	8	15	27	41	23	37	43	17	21	21	20	12	2	10	28	1	2	-	-	-	-
NONMANUFACTURING	238	39.5	122.50	122.00	105.50–138.00	-	3	4	14	8	10	19	25	15	13	45	31	18	11	6	10	6	-	-	-	-
PUBLIC UTILITIES	161	40.0	131.50	128.50	118.00–141.50	-	-	-	-	-	-	6	19	12	6	44	29	18	6	5	10	6	-	-	-	-
STENOGRAPHERS, SENIOR	690	40.0	133.50	125.00	114.00–148.00	-	-	-	-	14	27	39	45	62	89	130	77	41	30	17	29	52	38	-	-	-
MANUFACTURING	536	40.0	136.00	126.50	116.00–153.50	-	-	-	-	13	15	25	26	44	68	110	62	33	25	12	18	48	37	-	-	-
NONMANUFACTURING	154	39.5	125.50	118.00	108.00–137.50	-	-	-	-	1	12	14	19	18	21	20	15	8	5	5	11	4	1	-	-	-
SWITCHBOARD OPERATORS, CLASS A	100	39.5	126.00	120.00	112.50–137.50	-	-	-	1	2	7	2	9	9	21	16	12	6	5	4	6	-	-	-	-	-
MANUFACTURING	75	40.0	129.00	126.50	115.00–142.50	-	-	-	1	2	5	-	7	4	15	11	11	5	5	3	6	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B	56	40.0	102.00	100.00	86.50–119.50	3	2	7	7	4	5	10	-	2	3	7	1	3	1	1	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS-	74	40.0	121.50	119.50	106.50–134.00	-	-	-	-	7	1	9	6	9	6	12	9	7	2	6	-	-	-	-	-	-
MANUFACTURING	63	40.0	122.00	119.00	108.00–134.00	-	-	-	-	6	-	7	5	9	6	10	7	6	2	5	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	118	39.5	121.50	117.50	107.00–130.50	-	-	-	-	1	7	16	14	13	16	21	12	2	13	-	3	-	-	-	-	-
MANUFACTURING	86	40.0	126.00	122.50	113.50–133.50	-	-	-	-	1	2	4	8	10	13	20	11	1	13	-	3	-	-	-	-	-
TYPISTS, CLASS A	517	40.0	120.50	113.50	101.00–131.50	-	-	9	16	47	46	63	38	54	65	46	16	11	35	31	24	15	-	1	-	-
MANUFACTURING	368	40.0	122.50	115.00	103.00–132.00	-	-	1	7	37	27	36	27	51	54	33	13	5	16	24	21	15	-	1	-	-
NONMANUFACTURING	149	39.5	116.00	106.00	98.00–132.50	-	-	8	9	10	19	27	11	3	11	13	3	6	19	7	3	-	-	-	-	-
TYPISTS, CLASS B	571	40.0	100.50	98.00	87.50–110.00	13	25	59	87	62	63	54	66	47	21	29	31	8	6	-	-	-	-	-	-	-
MANUFACTURING	283	40.0	98.50	96.00	86.50–109.00	10	13	32	51	30	32	26	24	29	12	6	10	3	5	-	-	-	-	-	-	-
NONMANUFACTURING	288	39.5	102.00	100.50	89.00–111.50	3	12	27	36	32	31	28	42	18	9	23	21	5	1	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-2. Professional and technical occupations—men and women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean[2]	Median[2]	Middle range[2]	$ 80 and under 90	$ 90 – 100	$ 100 – 110	$ 110 – 120	$ 120 – 130	$ 130 – 140	$ 140 – 150	$ 150 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210	$ 210 – 220	$ 220 – 230	$ 230 – 240	$ 240 – 250	$ 250 – 260	$ 260 – 270	$ 270 – 280	$ 280 and over
MEN																									
COMPUTER OPERATORS, CLASS A	174	40.0	$173.00	$171.50	$155.50-188.00	–	–	–	–	2	10	13	30	28	33	24	14	12	2	2	2	–	1	–	–	1
MANUFACTURING	105	40.0	174.00	169.50	156.00-189.50	–	–	–	–	–	4	6	25	20	13	13	9	10	2	1	1	–	–	–	–	1
NONMANUFACTURING	69	39.5	171.00	173.50	153.00-186.50	–	–	–	–	2	6	7	5	8	20	11	5	2	–	1	1	–	1	–	–	–
COMPUTER OPERATORS, CLASS B	234	39.5	145.50	147.00	130.50-156.50	–	–	13	20	23	35	41	60	19	8	4	3	3	2	1	2	–	–	–	–	–
MANUFACTURING	122	40.0	149.00	149.50	132.00-159.00	–	–	11	7	7	21	16	33	6	8	4	1	3	2	1	2	–	–	–	–	–
NONMANUFACTURING	112	39.5	142.00	146.00	128.50-153.50	–	–	2	13	16	14	25	27	13	–	–	2	–	–	–	–	–	–	–	–	–
COMPUTER OPERATORS, CLASS C	125	39.5	134.50	131.50	121.50-142.00	–	3	13	12	32	30	13	8	1	3	7	1	1	1	–	–	–	–	–	–	–
MANUFACTURING	58	40.0	145.00	138.00	127.50-156.00	–	1	–	5	16	11	6	6	–	3	7	1	1	1	–	–	–	–	–	–	–
NONMANUFACTURING	67	39.0	125.00	126.00	116.00-137.50	–	2	13	7	16	19	7	2	1	–	–	–	–	–	–	–	–	–	–	–	–
COMPUTER PROGRAMERS, BUSINESS, CLASS A	211	39.5	232.50	225.50	204.50-263.50	–	–	–	–	–	–	–	–	1	10	9	18	29	33	13	19	11	9	18	11	30
MANUFACTURING	94	40.0	245.00	242.50	212.50-279.00	–	–	–	–	–	–	–	–	–	1	3	5	11	11	7	8	5	5	9	7	*22
NONMANUFACTURING	117	39.5	222.50	214.50	200.50-245.50	–	–	–	–	–	–	–	–	1	9	6	13	18	22	6	11	6	4	9	4	8
COMPUTER PROGRAMERS, BUSINESS, CLASS B	214	39.5	188.00	184.00	168.50-207.50	–	–	–	–	–	11	20	4	22	34	36	18	21	11	12	8	14	2	1	–	–
MANUFACTURING	134	40.0	191.00	186.50	171.00-208.50	–	–	–	–	–	11	1	2	17	20	23	11	19	7	3	5	13	1	1	–	–
NONMANUFACTURING	80	39.5	183.00	180.50	158.00-204.00	–	–	–	–	–	–	19	2	5	14	13	7	2	4	9	3	1	1	–	–	–
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A	180	39.5	280.00	279.50	252.00-299.50	–	–	–	–	–	–	–	–	–	–	–	–	3	4	4	19	11	20	14	16	89
MANUFACTURING	120	40.0	275.50	273.50	251.00-296.00	–	–	–	–	–	–	–	–	–	–	–	–	3	2	3	12	9	15	11	14	**51
NONMANUFACTURING	60	39.5	289.00	290.50	255.50-317.00	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	7	2	5	3	2	***38
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B	210	40.0	244.00	239.00	221.00-264.00	–	–	–	–	–	–	–	1	1	2	4	8	14	20	19	39	22	23	11	9	37
MANUFACTURING	121	40.0	239.50	236.00	218.00-254.50	–	–	–	–	–	–	–	–	1	1	4	8	6	15	8	27	12	12	7	8	12
NONMANUFACTURING	89	39.5	250.50	247.50	224.00-283.50	–	–	–	–	–	–	–	1	–	1	–	–	8	5	11	12	10	11	4	1	25
PUBLIC UTILITIES	46	40.0	268.00	267.50	239.50-295.50	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	8	2	8	1	1	†22
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C	70	40.0	209.00	207.00	193.50-226.00	–	–	–	–	–	1	1	1	4	3	5	7	18	9	8	7	1	–	1	1	3
DRAFTSMEN, CLASS A	615	40.0	210.00	199.50	185.00-223.00	–	–	–	–	–	–	4	4	31	71	113	89	73	67	32	28	28	2	12	9	52
MANUFACTURING	593	40.0	209.50	199.00	185.00-221.00	–	–	–	–	–	–	4	4	31	66	113	88	72	65	29	23	27	2	10	7	52
DRAFTSMEN, CLASS B	489	40.0	172.50	168.50	152.50-191.50	–	–	–	–	5	55	51	53	97	69	30	47	45	15	1	3	8	7	3	–	–
MANUFACTURING	425	40.0	169.50	166.00	151.00-183.50	–	–	–	–	5	55	42	53	89	66	23	40	27	12	–	2	4	5	2	–	–
NONMANUFACTURING	64	40.0	193.00	198.50	169.50-209.00	–	–	–	–	–	–	9	–	8	3	7	7	18	3	1	1	4	2	1	–	–
DRAFTSMEN, CLASS C	293	40.0	140.50	140.00	121.00-153.50	–	–	17	52	29	48	55	38	21	16	5	8	2	–	–	2	–	–	–	–	–
MANUFACTURING	254	40.0	141.00	139.00	121.00-153.50	–	–	9	52	28	43	42	28	20	15	5	8	2	–	–	2	–	–	–	–	–
DRAFTSMEN-TRACERS	51	40.0	108.00	107.50	95.50-120.00	8	14	5	12	6	5	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
WOMEN																										
COMPUTER OPERATORS, CLASS B	121	39.5	134.00	131.00	122.00-141.00	–	–	10	9	35	37	4	20	1	1	3	1	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	96	39.0	135.00	132.50	123.00-149.00	–	–	10	7	17	35	4	20	1	1	–	1	–	–	–	–	–	–	–	–	–
NURSES, INDUSTRIAL (REGISTERED)	151	40.0	175.00	170.00	159.50-188.00	–	–	–	–	–	–	14	25	38	17	26	13	4	6	5	–	2	–	–	1	–
MANUFACTURING	134	40.0	175.50	169.00	159.00-189.00	–	–	–	–	–	–	13	23	35	13	20	12	4	6	5	–	2	–	–	1	–

* Workers were distributed as follows: 18 at $ 280 to $ 300; 3 at $ 300 to $ 320; and 1 at $ 340 to $ 360.
** Workers were distributed as follows: 29 at $ 280 to $ 300; 14 at $ 300 to $ 320; 3 at $ 320 to $ 340; and 5 at $ 340 and over.
*** Workers were distributed as follows: 17 at $ 280 to $ 300; 9 at $ 300 to $ 320; 3 at $ 320 to $ 340; 6 at $ 340 to $ 360; and 3 at $ 360 and over.
† Workers were distributed as follows: 13 at $ 280 to $ 300; and 9 at $ 300 to $ 320.

See footnotes at end of tables.

Table A-2a. Professional and technical occupations—large establishments—men and women

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time hourly earnings of—																	
			Mean[2]	Median[2]	Middle range[2]	$ 90 and under 100	$ 100 – 110	$ 110 – 120	$ 120 – 130	$ 130 – 140	$ 140 – 150	$ 150 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210	$ 210 – 220	$ 220 – 230	$ 230 – 240	$ 240 – 250	$ 250 – 260	$ 260 – 270	$ 270 – 280	$ 280 – 290	$ 290 and over
MEN																									
COMPUTER OPERATORS, CLASS A	159	40.0	$173.50	$172.50	$155.50-188.00	–	–	–	2	9	11	29	22	30	24	13	11	2	2	2	–	1	–	–	–	
MANUFACTURING	99	40.0	174.50	171.00	155.50-190.00	–	–	–	–	4	6	25	14	13	13	9	10	2	1	1	–	–	–	–	–	1
NONMANUFACTURING	60	39.5	171.50	174.00	156.00-186.50	–	–	–	2	5	5	4	8	17	11	4	1	–	1	1	–	1	–	–	–	–
COMPUTER OPERATORS, CLASS B	155	40.0	149.00	148.50	134.50-158.00	–	–	12	11	30	31	38	18	3	2	2	3	2	1	2	–	–	–	–	–	–
MANUFACTURING	84	40.0	150.50	144.50	132.50-160.00	–	–	7	7	21	13	16	6	3	2	1	3	2	1	2	–	–	–	–	–	–
NONMANUFACTURING	71	39.5	148.00	150.00	140.00-155.00	–	–	5	4	9	18	22	12	–	–	1	–	–	–	–	–	–	–	–	–	–
COMPUTER OPERATORS, CLASS C	99	39.5	139.50	136.50	125.00-145.00	2	1	11	21	30	12	8	1	3	7	1	1	1	–	–	–	–	–	–	–	–
NONMANUFACTURING	51	39.0	130.50	132.00	122.50-139.00	1	1	6	15	19	6	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–
COMPUTER PROGRAMERS, BUSINESS, CLASS A	180	39.5	237.50	233.50	209.00-268.00	–	–	–	–	–	–	–	1	5	9	13	19	24	12	18	11	9	18	11	17	13
MANUFACTURING	89	40.0	247.00	247.50	215.50-280.50	–	–	–	–	–	–	–	–	1	3	5	6	11	7	8	5	5	9	7	13	9
NONMANUFACTURING	91	39.5	228.50	221.50	204.00-255.00	–	–	–	–	–	–	–	1	4	6	8	13	13	5	10	6	4	9	4	4	4
COMPUTER PROGRAMERS, BUSINESS, CLASS B	161	39.5	197.00	190.50	175.00-218.00	–	–	–	–	–	2	4	13	33	28	17	16	11	12	8	14	2	1	–	–	–
MANUFACTURING	108	40.0	197.50	191.00	175.00-214.50	–	–	–	–	–	1	2	10	20	20	11	14	7	3	5	13	1	1	–	–	–
NONMANUFACTURING	53	39.0	196.00	190.00	175.50-221.50	–	–	–	–	–	1	2	3	13	8	6	2	4	9	3	1	1	–	–	–	–
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A	166	40.0	282.00	281.50	255.00-301.50	–	–	–	–	–	–	–	–	–	–	–	3	4	3	13	11	17	14	16	19	66
MANUFACTURING	111	40.0	277.00	274.50	252.00-297.00	–	–	–	–	–	–	–	–	–	–	–	3	2	3	9	9	12	11	14	11	*37
NONMANUFACTURING	55	39.5	293.00	297.00	265.00-319.00	–	–	–	–	–	–	–	–	–	–	–	–	2	–	4	2	5	3	2	8	**29
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B	188	40.0	247.00	242.50	223.50-269.50	–	–	–	–	–	–	1	1	1	4	8	7	18	14	36	20	21	11	9	11	26
MANUFACTURING	116	40.0	239.50	235.00	217.50-255.00	–	–	–	–	–	–	–	1	1	4	8	6	15	8	24	10	12	7	8	4	8
NONMANUFACTURING	72	39.5	259.50	252.00	235.00-296.00	–	–	–	–	–	–	1	–	–	–	–	1	3	6	12	10	9	4	1	7	18
PUBLIC UTILITIES	45	40.0	269.00	275.00	242.50-294.50	–	–	–	–	–	–	–	–	–	–	–	–	1	2	8	2	8	1	1	7***	15
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C	68	40.0	210.00	207.50	195.50-227.00	–	–	–	–	1	–	1	4	3	5	6	18	9	8	7	1	–	1	1	1	2
DRAFTSMEN, CLASS A	489	40.0	213.00	201.50	184.50-229.50	–	–	–	–	–	4	4	31	47	82	68	63	42	28	28	17	2	12	9	8	44
MANUFACTURING	471	40.0	212.00	200.50	184.00-227.00	–	–	–	–	–	4	4	31	46	82	67	62	40	25	23	16	2	10	7	8	44
DRAFTSMEN, CLASS B	274	40.0	180.00	174.50	156.00-203.50	–	–	–	5	17	24	42	28	41	17	25	38	15	1	3	8	7	3	–	–	–
MANUFACTURING	228	40.0	174.00	169.50	153.50-194.00	–	–	–	5	17	23	42	28	38	12	18	20	12	–	2	4	5	2	–	–	–
DRAFTSMEN, CLASS C	190	40.0	146.00	144.50	127.00-162.00	–	9	18	24	24	35	28	19	16	5	8	2	–	–	2	–	–	–	–	–	–
MANUFACTURING	171	40.0	146.00	144.00	124.50-163.50	–	9	18	23	23	26	22	18	15	5	8	2	–	–	2	–	–	–	–	–	–
WOMEN																										
NURSES, INDUSTRIAL (REGISTERED)	132	40.0	178.00	174.00	162.50-189.50	–	–	–	–	–	11	17	30	17	26	13	4	6	5	–	2	–	–	1	–	–
MANUFACTURING	115	40.0	178.50	175.00	162.00-191.00	–	–	–	–	–	10	15	27	13	20	12	4	6	5	–	2	–	–	1	–	–

* Workers were distributed as follows: 15 at $290 to $300; 14 at $300 to $320; 3 at $320 to $340; 1 at $340 to $360; 1 at $360 to $380; 2 at $400 to $420; and 1 at $420 to $440.
** Workers were distributed as follows: 8 at $290 to $300; 9 at $300 to $320; 3 at $320 to $340; 6 at $340 to $360; 2 at $360 to $380; and 1 at $380 to $400.
*** Workers were distributed as follows: 6 at $290 to $300; and 9 at $300 to $320.

See footnotes at end of tables.

Table A-3. Office, professional, and technical occupations—men and women combined

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Occupation and industry division	Number of workers	Average weekly hours [1] (standard)	Average weekly earnings [1] (standard)
OFFICE OCCUPATIONS			
BILLERS, MACHINE (BILLING MACHINE)	51	40.0	$121.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A	120	40.0	127.00
MANUFACTURING	57	40.0	119.50
NONMANUFACTURING	63	40.0	134.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B	175	39.5	102.00
MANUFACTURING	62	39.5	119.00
NONMANUFACTURING	113	39.5	93.00
CLERKS, ACCOUNTING, CLASS A	791	39.5	149.00
MANUFACTURING	412	40.0	155.50
NONMANUFACTURING	379	39.5	142.00
PUBLIC UTILITIES	72	40.0	167.00
RETAIL TRADE	94	38.5	133.50
CLERKS, ACCOUNTING, CLASS B	1,372	39.5	114.00
MANUFACTURING	585	39.5	116.00
NONMANUFACTURING	787	39.5	112.00
RETAIL TRADE	206	39.0	94.50
CLERKS, FILE, CLASS A	150	39.0	118.00
MANUFACTURING	71	40.0	121.50
NONMANUFACTURING	79	38.5	115.00
CLERKS, FILE, CLASS B	375	39.5	103.00
MANUFACTURING	184	40.0	101.50
NONMANUFACTURING	191	39.0	105.00
PUBLIC UTILITIES	35	40.0	127.00
CLERKS, FILE, CLASS C	146	39.0	84.00
NONMANUFACTURING	109	38.5	85.00
CLERKS, ORDER	596	39.5	116.50
MANUFACTURING	203	39.5	130.00
NONMANUFACTURING	393	39.5	110.00
CLERKS, PAYROLL	544	39.5	130.00
MANUFACTURING	365	40.0	131.00
NONMANUFACTURING	179	39.0	127.50
PUBLIC UTILITIES	30	40.0	161.00
RETAIL TRADE	57	38.5	109.50
COMPTOMETER OPERATORS	174	38.5	109.00
NONMANUFACTURING	136	38.0	106.50
KEYPUNCH OPERATORS, CLASS A	760	39.5	121.00
MANUFACTURING	349	40.0	119.50
NONMANUFACTURING	411	39.5	122.50
PUBLIC UTILITIES	32	40.0	148.50
KEYPUNCH OPERATORS, CLASS B	701	39.5	107.00
MANUFACTURING	347	40.0	115.00
NONMANUFACTURING	354	39.5	99.50
PUBLIC UTILITIES	56	40.0	117.50
RETAIL TRADE	62	39.0	94.50
OFFICE OCCUPATIONS - CONTINUED			
MESSENGERS (OFFICE BOYS AND GIRLS)	313	39.0	$99.50
MANUFACTURING	112	40.0	102.00
NONMANUFACTURING	201	39.0	97.50
SECRETARIES	2,410	39.5	145.50
MANUFACTURING	1,511	40.0	147.50
NONMANUFACTURING	899	39.0	142.00
PUBLIC UTILITIES	202	40.0	162.00
RETAIL TRADE	97	39.0	123.00
SECRETARIES, CLASS A	300	39.5	163.50
MANUFACTURING	220	39.5	165.00
NONMANUFACTURING	80	39.0	160.50
SECRETARIES, CLASS B	684	39.5	154.50
MANUFACTURING	406	40.0	157.00
NONMANUFACTURING	278	39.5	151.00
PUBLIC UTILITIES	62	40.0	166.50
SECRETARIES, CLASS C	987	39.5	141.50
MANUFACTURING	647	40.0	144.50
NONMANUFACTURING	340	39.0	136.00
PUBLIC UTILITIES	72	40.0	162.50
SECRETARIES, CLASS D	423	39.5	128.50
MANUFACTURING	238	39.5	123.50
NONMANUFACTURING	185	39.5	135.00
STENOGRAPHERS, GENERAL	782	40.0	113.50
MANUFACTURING	438	40.0	108.00
NONMANUFACTURING	344	39.5	120.00
PUBLIC UTILITIES	178	40.0	134.50
STENOGRAPHERS, SENIOR	924	39.5	133.00
MANUFACTURING	619	40.0	134.00
NONMANUFACTURING	305	39.0	130.50
PUBLIC UTILITIES	42	40.0	159.50
SWITCHBOARD OPERATORS, CLASS A	126	39.5	126.00
MANUFACTURING	83	39.5	128.50
SWITCHBOARD OPERATORS, CLASS B	111	39.0	100.00
NONMANUFACTURING	96	39.0	99.50
SWITCHBOARD OPERATOR-RECEPTIONISTS	480	39.5	113.50
MANUFACTURING	215	40.0	116.00
NONMANUFACTURING	265	39.0	111.50
RETAIL TRADE	66	39.5	90.00
TRANSCRIBING-MACHINE OPERATORS, GENERAL	324	39.5	112.50
MANUFACTURING	167	40.0	115.50
NONMANUFACTURING	157	39.0	110.00
TYPISTS, CLASS A	727	39.5	117.50
MANUFACTURING	409	40.0	122.00
NONMANUFACTURING	318	39.5	111.50
OFFICE OCCUPATIONS - CONTINUED			
TYPISTS, CLASS B	1,100	39.0	$98.50
MANUFACTURING	447	39.5	100.50
NONMANUFACTURING	653	38.5	97.50
RETAIL TRADE	127	39.0	95.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS			
COMPUTER OPERATORS, CLASS A	194	40.0	172.50
MANUFACTURING	115	40.0	174.50
NONMANUFACTURING	79	39.5	169.50
COMPUTER OPERATORS, CLASS B	355	39.5	141.50
MANUFACTURING	147	40.0	145.50
NONMANUFACTURING	208	39.5	139.00
COMPUTER OPERATORS, CLASS C	165	39.5	133.00
MANUFACTURING	87	40.0	140.00
NONMANUFACTURING	78	39.0	125.50
COMPUTER PROGRAMERS, BUSINESS, CLASS A	250	39.5	230.00
MANUFACTURING	95	40.0	245.00
NONMANUFACTURING	155	39.5	221.00
COMPUTER PROGRAMERS, BUSINESS, CLASS B	262	39.5	188.00
MANUFACTURING	152	40.0	190.50
NONMANUFACTURING	110	39.0	184.50
COMPUTER PROGRAMERS, BUSINESS, CLASS C	55	39.0	170.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A	187	40.0	279.00
MANUFACTURING	126	40.0	274.00
NONMANUFACTURING	61	39.5	289.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B	231	40.0	242.50
MANUFACTURING	135	40.0	236.50
NONMANUFACTURING	96	39.5	250.50
PUBLIC UTILITIES	49	40.0	268.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C	74	40.0	210.00
DRAFTSMEN, CLASS A	617	40.0	210.00
MANUFACTURING	595	40.0	209.50
DRAFTSMEN, CLASS B	508	40.0	172.00
MANUFACTURING	444	40.0	169.00
NONMANUFACTURING	64	40.0	193.00
DRAFTSMEN, CLASS C	304	40.0	140.50
MANUFACTURING	265	40.0	140.50
DRAFTSMEN-TRACERS	58	40.0	109.00
NURSES, INDUSTRIAL (REGISTERED)	151	40.0	175.00
MANUFACTURING	134	40.0	175.50

See footnote at end of tables.

Table A-3a. Office, professional, and technical occupations—large establishments—men and women combined

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Occupation and industry division	Number of workers	Average weekly hours [1] (standard)	Average weekly earnings [1] (standard)
OFFICE OCCUPATIONS			
CLERKS, ACCOUNTING, CLASS A	427	39.5	$154.00
MANUFACTURING	270	40.0	158.00
NONMANUFACTURING	157	39.0	147.00
CLERKS, ACCOUNTING, CLASS B	717	39.5	116.00
MANUFACTURING	304	40.0	119.00
NONMANUFACTURING	413	39.5	113.50
RETAIL TRADE	122	39.0	98.00
CLERKS, FILE, CLASS A	76	39.5	125.00
MANUFACTURING	58	40.0	122.50
CLERKS, FILE, CLASS B	282	39.5	102.00
MANUFACTURING	172	40.0	101.50
NONMANUFACTURING	110	39.0	102.50
CLERKS, ORDER	319	40.0	114.00
MANUFACTURING	114	40.0	139.00
CLERKS, PAYROLL	208	39.5	135.00
MANUFACTURING	135	40.0	139.50
NONMANUFACTURING	73	39.5	127.00
COMPTOMETER OPERATORS	131	38.0	108.00
NONMANUFACTURING	96	37.5	103.00
KEYPUNCH OPERATORS, CLASS A	561	39.5	123.00
MANUFACTURING	254	40.0	123.00
NONMANUFACTURING	307	39.5	123.00
KEYPUNCH OPERATORS, CLASS B	456	39.5	113.00
MANUFACTURING	278	40.0	119.50
NONMANUFACTURING	178	39.5	102.50
RETAIL TRADE	62	39.0	94.50
MESSENGERS (OFFICE BOYS AND GIRLS)	200	39.5	104.00
MANUFACTURING	101	40.0	102.50
NONMANUFACTURING	99	39.0	106.00
SECRETARIES	1,658	39.5	149.00
MANUFACTURING	1,184	40.0	150.50
NONMANUFACTURING	474	39.0	145.50
PUBLIC UTILITIES	134	40.0	169.00
RETAIL TRADE	95	39.0	123.50
SECRETARIES, CLASS A	174	39.5	171.50
MANUFACTURING	135	39.5	177.50
OFFICE OCCUPATIONS - CONTINUED			
SECRETARIES - CONTINUED			
SECRETARIES, CLASS B	398	40.0	$163.50
MANUFACTURING	315	40.0	161.00
NONMANUFACTURING	83	39.0	172.00
PUBLIC UTILITIES	31	40.0	182.00
SECRETARIES, CLASS C	779	39.5	144.50
MANUFACTURING	573	40.0	145.50
NONMANUFACTURING	206	38.5	141.00
PUBLIC UTILITIES	47	40.0	168.00
SECRETARIES, CLASS D	291	40.0	131.00
MANUFACTURING	161	40.0	124.50
NONMANUFACTURING	130	39.5	139.00
STENOGRAPHERS, GENERAL	566	40.0	114.50
MANUFACTURING	328	40.0	108.50
NONMANUFACTURING	238	39.5	122.50
PUBLIC UTILITIES	161	40.0	131.50
STENOGRAPHERS, SENIOR	690	40.0	133.50
MANUFACTURING	536	40.0	136.00
NONMANUFACTURING	154	39.5	125.50
SWITCHBOARD OPERATORS, CLASS A	101	39.5	126.50
MANUFACTURING	75	40.0	129.00
SWITCHBOARD OPERATORS, CLASS B	56	40.0	102.00
SWITCHBOARD OPERATOR-RECEPTIONISTS	74	40.0	121.50
MANUFACTURING	63	40.0	122.00
TRANSCRIBING-MACHINE OPERATORS, GENERAL	118	39.5	121.50
MANUFACTURING	86	40.0	126.00
TYPISTS, CLASS A	517	40.0	120.50
MANUFACTURING	368	40.0	122.50
NONMANUFACTURING	149	39.5	116.00
TYPISTS, CLASS B	571	40.0	100.50
MANUFACTURING	283	40.0	98.50
NONMANUFACTURING	288	39.5	102.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS			
COMPUTER OPERATORS, CLASS A	174	40.0	$172.50
MANUFACTURING	104	40.0	174.50
NONMANUFACTURING	70	39.5	169.50
COMPUTER OPERATORS, CLASS B	193	40.0	146.00
MANUFACTURING	91	40.0	150.50
NONMANUFACTURING	102	39.5	142.50
COMPUTER OPERATORS, CLASS C	114	39.5	138.50
MANUFACTURING	55	40.0	147.50
NONMANUFACTURING	59	39.0	130.50
COMPUTER PROGRAMERS, BUSINESS, CLASS A	215	39.5	235.00
MANUFACTURING	90	40.0	247.50
NONMANUFACTURING	125	39.0	226.00
COMPUTER PROGRAMERS, BUSINESS, CLASS B	207	39.5	195.00
MANUFACTURING	126	40.0	196.00
NONMANUFACTURING	81	39.0	194.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A	173	40.0	281.00
MANUFACTURING	117	40.0	275.50
NONMANUFACTURING	56	39.5	293.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B	209	40.0	245.00
MANUFACTURING	130	40.0	236.50
NONMANUFACTURING	79	39.5	258.50
PUBLIC UTILITIES	48	40.0	269.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C	72	40.0	211.00
DRAFTSMEN, CLASS A	491	40.0	212.50
MANUFACTURING	473	40.0	212.00
DRAFTSMEN, CLASS B	288	40.0	179.00
MANUFACTURING	242	40.0	173.50
DRAFTSMEN, CLASS C	201	40.0	145.50
MANUFACTURING	182	40.0	145.50
NURSES, INDUSTRIAL (REGISTERED)	132	40.0	178.00
MANUFACTURING	115	40.0	178.50

See footnote at end of tables.

Table A-4. Maintenance and powerplant occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Hourly earnings[3]			Number of workers receiving straight-time hourly earnings of—																							
		Mean[2]	Median[2]	Middle range[2]	Under $3.00	$3.00 and under 3.10	3.10 - 3.20	3.20 - 3.30	3.30 - 3.40	3.40 - 3.50	3.50 - 3.60	3.60 - 3.70	3.70 - 3.80	3.80 - 4.00	4.00 - 4.20	4.20 - 4.40	4.40 - 4.60	4.60 - 4.80	4.80 - 5.00	5.00 - 5.20	5.20 - 5.40	5.40 - 5.60	5.60 - 5.80	5.80 - 6.00	6.00 - 6.20	6.20 - 6.40	6.40 and over
MEN																												
CARPENTERS, MAINTENANCE	228	$ 5.02	$ 4.93	$ 4.44- 5.26	-	-	-	-	-	-	-	12	1	1	7	24	33	18	42	21	22	12	7	-	-	1	27
MANUFACTURING	142	5.04	4.97	4.71- 5.25	-	-	-	-	-	-	-	-	1	1	7	15	6	17	35	19	13	11	4	-	-	1	12
NONMANUFACTURING	86	4.99	4.48	4.40- 5.28	-	-	-	-	-	-	-	12	-	-	-	9	27	1	7	2	9	1	3	-	-	-	*15
PUBLIC UTILITIES	54	4.67	4.47	4.42- 4.98	-	-	-	-	-	-	-	-	-	-	-	9	27	-	6	2	9	1	-	-	-	-	-
ELECTRICIANS, MAINTENANCE	1,049	5.63	5.55	5.02- 5.97	-	-	-	-	-	-	-	-	-	18	2	17	67	98	43	140	91	93	159	75	65	39	142
MANUFACTURING	887	5.57	5.32	4.86- 5.91	-	-	-	-	-	-	-	-	-	18	2	17	66	97	42	139	91	14	152	58	52	12	127
ENGINEERS, STATIONARY	191	4.90	4.96	4.57- 5.26	-	-	-	-	-	-	7	-	1	-	2	16	28	28	22	10	48	14	13	-	2	-	-
MANUFACTURING	161	4.94	4.95	4.59- 5.27	-	-	-	-	-	-	-	-	-	-	-	16	27	27	21	1	43	13	11	-	2	-	-
FIREMEN, STATIONARY BOILER	354	4.13	4.05	3.69- 4.53	21	-	3	-	12	-	9	48	5	64	44	38	43	3	16	6	36	5	1	-	-	-	-
MANUFACTURING	270	4.30	4.25	3.96- 4.58	4	-	3	-	12	-	5	-	5	64	36	36	43	2	16	6	32	5	1	-	-	-	-
NONMANUFACTURING	84	3.55	3.64	3.60- 3.69	**17	-	-	-	-	-	4	48	-	-	8	2	-	1	-	-	4	-	-	-	-	-	-
HELPERS, MAINTENANCE TRADES	292	4.27	4.50	4.04- 4.77	15	12	14	1	-	2	1	10	-	10	48	4	79	28	58	2	8	-	-	-	-	-	-
MANUFACTURING	92	4.09	4.10	3.97- 4.43	-	-	2	1	-	2	1	10	-	10	35	1	29	1	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	200	4.34	4.59	4.19- 4.84	15	12	12	-	-	-	-	-	-	-	13	3	50	27	58	2	8	-	-	-	-	-	-
PUBLIC UTILITIES	161	4.70	4.69	4.55- 4.86	-	-	-	-	-	-	-	-	-	-	13	3	50	27	58	2	8	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM	739	5.24	5.38	4.90- 5.64	-	-	-	-	-	-	-	-	-	9	3	50	43	39	73	114	48	97	219	28	10	-	6
MANUFACTURING	736	5.25	5.38	4.90- 5.64	-	-	-	-	-	-	-	-	-	9	3	50	43	38	71	114	48	97	219	28	10	-	6
MACHINISTS, MAINTENANCE	634	5.49	5.50	4.92- 6.16	-	-	-	-	11	-	-	2	-	-	2	12	40	63	55	76	35	51	25	24	143	17	78
MANUFACTURING	611	5.49	5.49	4.93- 6.16	-	-	-	-	11	-	-	2	-	-	2	12	40	62	48	76	35	51	24	10	143	17	78
MECHANICS, AUTOMOTIVE (MAINTENANCE)	734	5.24	5.61	4.81- 5.66	3	8	-	8	-	-	2	-	-	4	5	24	68	52	90	15	35	12	379	1	19	-	9
MANUFACTURING	173	4.95	4.69	4.45- 5.26	-	-	-	-	-	-	-	-	-	3	3	24	56	2	18	9	26	-	4	-	19	-	9
NONMANUFACTURING	561	5.33	5.63	4.88- 5.66	3	8	-	8	-	-	2	-	-	1	2	-	12	50	72	6	9	12	375	1	-	-	-
PUBLIC UTILITIES	542	5.34	5.63	4.87- 5.66	-	8	-	8	-	-	2	-	-	1	2	-	12	50	72	3	5	5	373	1	-	-	-
MECHANICS, MAINTENANCE	1,172	4.80	4.85	4.32- 5.29	-	-	-	12	-	-	29	-	3	9	122	207	98	94	47	88	264	111	51	36	-	-	1
MANUFACTURING	1,091	4.79	4.83	4.32- 5.28	-	-	-	-	-	-	28	-	2	8	122	193	98	90	43	88	256	97	43	23	-	-	-
NONMANUFACTURING	81	4.90	5.32	4.34- 5.66	-	-	-	12	-	-	1	-	1	1	-	14	-	4	4	-	8	14	8	13	-	-	1
MILLWRIGHTS	309	5.40	5.17	4.87- 5.70	-	-	-	-	-	-	-	-	-	-	2	7	17	21	49	69	2	15	94	1	-	-	32
MANUFACTURING	306	5.40	5.17	4.87- 5.71	-	-	-	-	-	-	-	-	-	-	2	7	17	21	49	69	2	15	91	1	-	-	32
PAINTERS, MAINTENANCE	111	5.36	5.24	4.71- 6.62	-	-	-	-	-	-	-	-	4	1	13	3	4	17	8	3	10	9	6	-	-	-***	33
MANUFACTURING	74	5.23	5.21	4.26- 5.83	-	-	-	-	-	-	-	-	3	1	13	3	1	13	-	3	10	4	5	-	-	-	18
PIPEFITTERS, MAINTENANCE	331	5.36	5.28	4.99- 5.66	-	-	-	-	-	-	-	-	-	18	7	21	7	9	23	57	36	60	42	12	1	-	38
MANUFACTURING	299	5.41	5.28	5.01- 5.69	-	-	-	-	-	-	-	-	-	18	7	8	7	9	21	57	34	46	41	12	1	-	38
NONMANUFACTURING																											
PUBLIC UTILITIES	31	4.92	5.35	4.27- 5.46	-	-	-	-	-	-	-	-	-	-	-	13	-	-	2	-	2	14	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE	123	5.19	5.09	4.94- 5.43	-	-	-	-	-	-	-	-	-	-	6	2	3	4	37	15	23	10	17	-	-	-	6
MANUFACTURING	120	5.18	5.09	4.94- 5.41	-	-	-	-	-	-	-	-	-	-	6	2	3	4	37	15	23	10	14	-	-	-	6
TOOL AND DIE MAKERS	1,220	5.50	5.62	5.21- 5.83	-	-	-	-	-	-	-	-	-	-	-	1	23	43	52	169	156	125	299	243	98	11	-
MANUFACTURING	1,220	5.50	5.62	5.21- 5.83	-	-	-	-	-	-	-	-	-	-	-	1	23	43	52	169	156	125	299	243	98	11	-

* Workers were distributed as follows: 3 at $6.80 to $7; 11 at $7 to $7.20; and 1 at $7.80 to $8.
** Workers were distributed as follows: 5 at $2.40 to $2.50; 6 at $2.50 to $2.60; and 6 at $2.60 to $2.70.
*** Workers were distributed as follows: 1 at $6.40 to $6.60; and 32 at $6.60 to $6.80.

See footnotes at end of table.

Table A-4a. Maintenance and powerplant occupations—large establishments

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Hourly earnings[3]			Number of workers receiving straight-time hourly earnings of—																							
		Mean[2]	Median[2]	Middle range[2]	$3.10 and under 3.20	$3.20 3.30	$3.30 3.40	$3.40 3.50	$3.50 3.60	$3.60 3.70	$3.70 3.80	$3.80 3.90	$3.90 4.00	$4.00 4.10	$4.10 4.20	$4.20 4.40	$4.40 4.60	$4.60 4.80	$4.80 5.00	$5.00 5.20	$5.20 5.40	$5.40 5.60	$5.60 5.80	$5.80 6.00	$6.00 6.20	$6.20 6.40	$6.40 and over
MEN																												
		$	$	$																								
CARPENTERS, MAINTENANCE	197	5.15	4.98	4.46- 5.29	-	-	-	-	-	-	1	-	1	3	-	24	33	4	41	21	22	12	7	-	-	1	27
MANUFACTURING	124	5.12	5.00	4.90- 5.28	-	-	-	-	-	-	1	-	1	3	-	15	6	3	35	19	13	11	4	-	-	1	12
NONMANUFACTURING	73	5.21	4.69	4.44- 5.62	-	-	-	-	-	-	-	-	-	-	-	9	27	1	6	2	9	1	3	-	-	-	*15
PUBLIC UTILITIES	53	4.66	4.47	4.42- 4.98	-	-	-	-	-	-	-	-	-	-	-	9	27	-	5	2	9	1	-	-	-	-	-
ELECTRICIANS, MAINTENANCE	950	5.67	5.58	5.04- 5.97	-	-	-	-	-	-	-	-	-	-	-	12	57	86	43	125	76	93	159	75	63	39	122
MANUFACTURING	788	5.60	5.40	5.00- 5.92	-	-	-	-	-	-	-	-	-	-	-	12	56	85	42	124	76	14	152	58	50	12	107
ENGINEERS, STATIONARY	134	5.01	5.21	4.56- 5.29	-	-	-	-	1	-	1	-	-	-	-	16	24	10	3	6	44	14	13	-	2	-	-
MANUFACTURING	120	5.01	5.22	4.56- 5.29	-	-	-	-	-	-	-	-	-	-	-	16	23	9	2	1	43	13	11	-	2	-	-
FIREMEN, STATIONARY BOILER	156	4.50	4.40	4.10- 5.21	3	-	-	-	9	-	5	1	5	16	12	28	25	3	1	6	36	5	1	-	-	-	-
MANUFACTURING	145	4.51	4.39	4.11- 5.21	3	-	-	-	5	-	5	1	5	16	12	26	25	2	1	6	32	5	1	-	-	-	-
HELPERS, MAINTENANCE TRADES	237	4.46	4.53	4.17- 4.80	2	1	-	2	1	10	-	-	9	15	28	4	79	28	58	-	-	-	-		-	-	-
MANUFACTURING	86	4.10	4.12	3.96- 4.43	2	1	-	2	1	10	-	-	9	15	15	1	29	1	-	-	-	-	-		-	-	-
NONMANUFACTURING																												
PUBLIC UTILITIES	151	4.67	4.67	4.54- 4.84	-	-	-	-	-	-	-	-	-	-	13	3	50	27	58	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM	643	5.28	5.44	4.98- 5.65	-	-	-	-	-	-	-	-	9	2	1	35	43	39	37	94	48	72	219	28	10	-	6
MANUFACTURING	640	5.28	5.44	4.99- 5.65	-	-	-	-	-	-	-	-	9	2	1	35	43	38	35	94	48	72	219	28	10	-	6
MACHINISTS, MAINTENANCE	555	5.63	5.65	5.04- 6.17	-	-	-	-	-	-	-	-	-	1	1	2	19	50	44	76	35	40	25	24	143	17	78
MANUFACTURING	532	5.64	5.63	5.04- 6.17	-	-	-	-	-	-	-	-	-	1	1	2	19	49	37	76	35	40	24	10	143	17	78
MECHANICS, AUTOMOTIVE (MAINTENANCE)	237	5.14	4.90	4.82- 5.58	-	-	-	-	-	-	-	-	3	-	3	2	12	27	85	10	26	12	28	1	19	-	9
MANUFACTURING	85	5.41	5.25	4.94- 6.14	-	-	-	-	-	-	-	-	3	-	3	2	-	2	17	5	21	-	4	-	19	-	9
MECHANICS, MAINTENANCE	732	5.10	5.25	4.88- 5.41	-	-	-	-	-	-	2	3	-	17	-	71	56	19	40	73	263	111	51	25	-	-	1
MANUFACTURING	688	5.06	5.23	4.82- 5.37	-	-	-	-	-	-	2	3	-	17	-	71	56	19	40	73	255	97	43	12	-	-	-
MILLWRIGHTS	309	5.40	5.17	4.87- 5.70	-	-	-	-	-	-	-	-	-	-	2	7	17	21	49	69	2	15	94	1	-	-	32
MANUFACTURING	306	5.40	5.17	4.87- 5.71	-	-	-	-	-	-	-	-	-	-	2	7	17	21	49	69	2	15	91	1	-	-	32
PAINTERS, MAINTENANCE	107	5.35	5.24	4.69- 6.61	-	-	-	-	-	-	4	-	1	1	12	3	4	15	8	3	10	9	6	-	-	-	**31
MANUFACTURING	74	5.23	5.21	4.26- 5.83	-	-	-	-	-	-	3	-	1	1	12	3	1	13	-	3	10	4	5	-	-	-	18
PIPEFITTERS, MAINTENANCE	313	5.45	5.36	5.03- 5.68	-	-	-	-	-	-	-	-	-	-	7	21	7	9	23	57	36	60	42	12	1	-	38
MANUFACTURING	281	5.51	5.36	5.04- 5.71	-	-	-	-	-	-	-	-	-	-	7	8	7	9	21	57	34	46	41	12	1	-	38
NONMANUFACTURING																												
PUBLIC UTILITIES	31	4.92	5.35	4.27- 5.46	-	-	-	-	-	-	-	-	-	-	-	13	-	-	2	-	2	14	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE	123	5.19	5.09	4.94- 5.43	-	-	-	-	-	-	-	-	-	3	3	2	3	4	37	15	23	10	17	-	-	-	6
MANUFACTURING	120	5.18	5.09	4.94- 5.41	-	-	-	-	-	-	-	-	-	3	3	2	3	4	37	15	23	10	14	-	-	-	6
TOOL AND DIE MAKERS	1,045	5.53	5.64	5.25- 5.86	-	-	-	-	-	-	-	-	-	-	-	1	23	38	43	100	151	113	224	243	98	11	-
MANUFACTURING	1,045	5.53	5.64	5.25- 5.86	-	-	-	-	-	-	-	-	-	-	-	1	23	38	43	100	151	113	224	243	98	11	-

* Workers were distributed as follows: 3 at $6.80 to $7; 11 at $7 to $7.20; and 1 at $7.80 to $8.
** Workers were distributed as follows: 1 at $6.40 to $6.60; and 30 at $6.60 to $6.80.

See footnotes at end of tables.

Table A-5. Custodial and material movement occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Hourly earnings[3]			Number of workers receiving straight-time hourly earnings of—																					
		Mean[2]	Median[2]	Middle range[2]	$1.60 and under $1.70	$1.70 – $1.80	$1.80 – $1.90	$1.90 – $2.00	$2.00 – $2.20	$2.20 – $2.40	$2.40 – $2.60	$2.60 – $2.80	$2.80 – $3.00	$3.00 – $3.20	$3.20 – $3.40	$3.40 – $3.60	$3.60 – $3.80	$3.80 – $4.00	$4.00 – $4.20	$4.20 – $4.40	$4.40 – $4.60	$4.60 – $4.80	$4.80 – $5.00	$5.00 – $5.20	$5.20 – $5.40	$5.40 – $5.60	$5.60 and over
MEN																										
GUARDS AND WATCHMEN	1,504	$2.64	$2.24	$2.07- 3.20	-	-	8	302	345	355	16	47	39	17	72	15	45	64	19	26	86	41	-	-	7	-	-
MANUFACTURING	475	3.66	3.69	3.13- 4.39	-	-	-	3	9	3	14	44	39	16	72	15	45	60	16	21	77	41	-	-	-	-	-
NONMANUFACTURING	1,029	2.16	2.15	1.98- 2.25	-	-	8	299	336	352	2	3	-	1	-	-	-	4	3	5	9	-	-	-	7	-	-
GUARDS																										
MANUFACTURING	326	3.68	3.65	3.26- 4.13	-	-	-	-	-	-	11	25	26	16	60	14	42	49	2	1	39	41	-	-	-	-	-
WATCHMEN																										
MANUFACTURING	149	3.63	3.88	2.80- 4.45	-	-	-	3	9	3	3	19	13	-	12	1	3	11	14	20	38	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS	2,619	2.90	3.14	2.01- 3.58	148	280	140	56	249	104	62	106	66	165	283	326	214	168	64	99	70	1	1	5	12	-	-
MANUFACTURING	1,428	3.47	3.47	3.25- 3.80	-	-	-	-	47	58	29	18	20	134	252	319	202	153	52	96	48	-	-	-	-	-	-
NONMANUFACTURING	1,191	2.21	1.95	1.75- 2.56	148	280	140	56	202	46	33	88	46	31	31	7	12	15	12	3	22	1	1	5	12	-	-
PUBLIC UTILITIES	81	4.06	4.01	3.37- 4.49	-	-	-	-	-	-	-	-	3	5	17	-	2	13	12	3	11	1	-	2	12	-	-
RETAIL TRADE	180	2.69	2.74	2.54- 2.95	4	6	4	-	18	10	5	77	22	24	-	3	1	2	-	-	-	-	1	3	-	-	-
LABORERS, MATERIAL HANDLING	3,739	3.91	3.79	3.28- 4.41	20	-	-	-	146	13	69	130	119	434	124	352	516	445	99	329	113	28	30	236	7	529	-
MANUFACTURING	2,685	3.71	3.74	3.31- 4.08	-	-	-	-	144	-	10	66	59	381	80	342	460	409	93	328	68	26	4	213	-	2	-
NONMANUFACTURING	1,054	4.43	5.40	3.19- 5.45	20	-	-	-	2	13	59	64	60	53	44	10	56	36	6	1	45	2	26	23	7	527	-
PUBLIC UTILITIES	560	5.36	5.45	5.42- 5.47	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	1	-	-	-	-	-	527	-
ORDER FILLERS	916	4.00	3.86	3.54- 4.37	-	-	1	-	1	2	1	1	3	2	108	244	50	126	101	64	66	18	25	57	34	10	2
MANUFACTURING	398	3.95	3.95	3.70- 4.09	-	-	-	-	-	-	-	-	3	2	17	36	47	116	93	64	-	17	-	1	-	-	2
NONMANUFACTURING	518	4.04	3.57	3.50- 4.60	-	-	1	-	1	2	1	1	-	-	91	208	3	10	8	-	66	1	25	56	34	10	-
RETAIL TRADE	149	4.72	5.14	3.54- 5.32	-	-	-	-	-	-	-	-	-	-	5	35	1	1	-	-	-	-	8	55	34	10	-
PACKERS, SHIPPING	960	3.94	3.96	3.61- 4.17	-	-	-	-	1	3	-	10	-	73	90	61	105	181	242	61	62	29	3	12	1	5	21
MANUFACTURING	878	3.94	3.96	3.71- 4.16	-	-	-	-	-	3	-	10	-	73	72	36	105	181	242	61	24	29	3	12	1	5	21
RECEIVING CLERKS	349	3.87	3.84	3.43- 4.24	-	-	-	-	-	-	3	19	-	22	42	30	43	50	45	36	32	5	4	2	7	9	-
MANUFACTURING	280	3.81	3.83	3.39- 4.20	-	-	-	-	-	-	-	18	-	19	37	13	42	39	42	35	28	4	3	-	-	-	-
NONMANUFACTURING	69	4.10	3.88	3.52- 5.18	-	-	-	-	-	-	3	1	-	3	5	17	1	11	3	1	4	1	1	2	7	9	-
SHIPPING CLERKS	290	4.06	4.03	3.75- 4.56	-	-	-	-	-	18	-	-	2	-	4	35	24	57	31	27	24	30	24	5	7	2	-
MANUFACTURING	253	4.05	4.04	3.77- 4.55	-	-	-	-	-	18	-	-	2	-	4	21	24	51	31	21	24	24	24	3	4	2	-
SHIPPING AND RECEIVING CLERKS	264	3.97	4.02	3.76- 4.19	-	-	-	-	-	-	-	10	1	-	19	24	14	57	78	33	10	4	6	-	2	5	1
MANUFACTURING	243	3.94	4.01	3.69- 4.18	-	-	-	-	-	-	-	10	-	-	19	23	9	57	74	31	10	-	6	-	2	1	1
TRUCKDRIVERS	3,377	5.03	5.51	4.48- 5.56	-	-	-	-	3	17	-	-	-	26	61	120	33	104	118	227	284	78	86	122	126	1699	273
MANUFACTURING	889	4.28	4.29	3.91- 4.56	-	-	-	-	-	-	-	-	-	22	43	73	33	73	109	151	185	27	28	100	-	9	36
NONMANUFACTURING	2,488	5.30	5.54	5.49- 5.58	-	-	-	-	3	17	-	-	-	4	18	47	-	31	9	76	99	51	58	22	126	1690	237
PUBLIC UTILITIES	1,991	5.48	5.55	5.52- 5.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	40	31	7	-	-	80	1595	235
RETAIL TRADE	300	4.77	4.91	4.56- 5.43	-	-	-	-	-	17	-	-	-	1	-	5	-	3	-	7	68	44	58	-	-	95	2
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS)	204	3.81	3.84	3.53- 4.26	-	-	-	-	3	17	-	-	-	19	-	42	18	9	-	73	3	6	-	-	14	-	-
MANUFACTURING	124	3.95	4.23	3.67- 4.27	-	-	-	-	-	-	-	-	-	19	-	-	18	6	-	72	3	6	-	-	-	-	-
NONMANUFACTURING	80	3.58	3.55	2.68- 3.60	-	-	-	-	3	17	-	-	-	-	-	42	-	3	-	1	-	-	-	-	14	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	587	4.22	4.21	3.69- 4.54	-	-	-	-	-	-	-	-	-	1	61	78	11	72	66	52	148	28	9	-	-	2	*59
MANUFACTURING	354	3.96	4.01	3.56- 4.43	-	-	-	-	-	-	-	-	-	1	43	73	11	44	66	11	75	21	9	-	-	-	-
NONMANUFACTURING	233	4.60	4.53	4.22- 5.60	-	-	-	-	-	-	-	-	-	-	18	5	-	28	-	41	73	7	-	-	-	2	59
PUBLIC UTILITIES	111	5.05	5.60	4.28- 5.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	5	7	-	-	-	2	57

* All workers were at $5.60 to $5.80.

See footnotes at end of tables.

Table A-5. Custodial and material movement occupations—Continued

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Hourly earnings[3]			Number of workers receiving straight-time hourly earnings of—																				
		Mean[2]	Median[2]	Middle range[2]	$1.60 and under 1.70	$1.70 - 1.80	$1.80 - 1.90	$1.90 - 2.00	$2.00 - 2.20	$2.20 - 2.40	$2.40 - 2.60	$2.60 - 2.80	$2.80 - 3.00	$3.00 - 3.20	$3.20 - 3.40	$3.40 - 3.60	$3.60 - 3.80	$3.80 - 4.00	$4.00 - 4.20	$4.20 - 4.40	$4.40 - 4.60	$4.60 - 4.80	$4.80 - 5.00	$5.00 - 5.20	$5.20 - 5.40	$5.40 - 5.60	$5.60 and over
MEN - CONTINUED																										
TRUCKDRIVERS - CONTINUED																										
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE)	1,541	$ 5.30	$ 5.53	$ 5.30- 5.57	-	-	-	-	-	-	-	-	-	2	-	-	4	12	35	36	107	16	77	66	112	965	109
MANUFACTURING	236	4.52	4.48	4.35- 4.84	-	-	-	-	-	-	-	-	-	1	-	-	4	12	35	13	107	-	19	44	-	1	-
NONMANUFACTURING	1,305	5.44	5.54	5.50- 5.58	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	23	-	16	58	22	112	964	109
PUBLIC UTILITIES	1,058	5.51	5.55	5.52- 5.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	80	869	109
RETAIL TRADE	170	5.18	5.42	4.94- 5.48	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	16	58	-	-	95	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)	627	5.24	5.53	5.03- 5.58	-	-	-	-	-	-	-	-	-	1	-	-	-	8	13	66	26	28	-	56	-	324	*105
MANUFACTURING	168	4.90	5.03	4.33- 5.43	-	-	-	-	-	-	-	-	-	1	-	-	-	8	4	55	-	-	-	56	-	8	36
NONMANUFACTURING	459	5.37	5.55	5.51- 5.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	11	26	28	-	-	-	316	69
PUBLIC UTILITIES	414	5.46	5.56	5.52- 5.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	26	-	-	-	-	316	69
TRUCKERS, POWER (FORKLIFT)	2,369	4.07	4.01	3.65- 4.53	-	-	-	-	-	-	27	11	28	72	191	181	285	374	458	77	181	56	12	383	30	3	-
MANUFACTURING	2,068	4.09	4.03	3.71- 4.52	-	-	-	-	-	-	3	3	18	53	173	121	256	372	458	40	180	5	9	377	-	-	-
NONMANUFACTURING	301	3.93	3.64	3.38- 4.64	-	-	-	-	-	-	24	8	10	19	18	60	29	2	-	37	1	51	3	6	30	3	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)	178	4.14	3.91	3.57- 4.61	-	-	-	-	-	-	-	-	-	-	-	64	21	40	6	2	1	4	3	-	-	37	-
MANUFACTURING	170	4.11	3.85	3.56- 4.07	-	-	-	-	-	-	-	-	-	-	-	64	21	40	5	2	-	2	-	-	-	36	-
WOMEN																										
JANITORS, PORTERS, AND CLEANERS	592	2.64	2.45	1.94- 3.44	31	65	41	28	38	65	89	29	25	11	18	23	75	11	17	9	9	8	-	-	-	-	-
MANUFACTURING	223	3.53	3.62	3.19- 3.70	-	-	-	1	1	-	4	22	18	11	18	23	72	10	17	9	9	8	-	-	-	-	-
NONMANUFACTURING	369	2.11	2.10	1.79- 2.42	31	65	41	27	37	65	85	7	7	-	-	-	3	1	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES	84	2.58	2.50	2.45- 2.56	-	-	-	-	-	-	76	4	-	-	-	-	3	1	-	-	-	-	-	-	-	-	-
RETAIL TRADE	65	2.09	2.03	1.85- 2.25	-	10	12	8	19	5	1	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING	267	2.89	2.95	2.42- 3.22	-	1	3	6	43	12	37	10	40	44	23	6	-	-	36	2	3	1	-	-	-	-	-
MANUFACTURING	96	3.24	3.30	2.25- 4.05	-	-	-	-	24	-	10	-	-	-	15	6	-	-	36	2	3	-	-	-	-	-	-

* All workers were at $5.60 to $5.80.

See footnotes at end of tables.

Table A-5a. Custodial and material movement occupations—large establishments

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Hourly earnings[3]			Number of workers receiving straight-time hourly earnings of—																						
		Mean[2]	Median[2]	Middle range[2]	$1.70 and under 1.80	$1.80 – 1.90	$1.90 – 2.00	$2.00 – 2.10	$2.10 – 2.20	$2.20 – 2.40	$2.40 – 2.60	$2.60 – 2.80	$2.80 – 3.00	$3.00 – 3.20	$3.20 – 3.40	$3.40 – 3.60	$3.60 – 3.80	$3.80 – 4.00	$4.00 – 4.20	$4.20 – 4.40	$4.40 – 4.60	$4.60 – 4.80	$4.80 – 5.00	$5.00 – 5.20	$5.20 – 5.40	$5.40 – 5.60	$5.60 and over
MEN																											
GUARDS AND WATCHMEN	429	$3.91	$3.91	$3.37- 4.47	-	-	-	-	-	2	3	8	24	17	72	15	45	64	19	26	86	41	-	-	7	-	-
MANUFACTURING	393	3.89	3.89	3.37- 4.45	-	-	-	-	-	-	1	5	24	16	72	15	45	60	16	21	77	41	-	-	-	-	-
GUARDS																											
MANUFACTURING	286	3.82	3.74	3.35- 4.42	-	-	-	-	-	-	1	5	16	16	60	14	42	49	2	1	39	41	-	-	-	-	-
WATCHMEN																											
MANUFACTURING	107	4.09	4.23	3.83- 4.53	-	-	-	-	-	-	-	-	8	-	12	1	3	11	14	20	38	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS	1,029	3.66	3.70	3.33- 3.94	-	-	-	-	2	8	5	7	28	92	177	155	196	133	64	81	70	1	1	3	6	-	-
MANUFACTURING	883	3.67	3.70	3.35- 3.90	-	-	-	-	-	-	-	-	14	81	160	148	184	118	52	78	48	-	-	-	-	-	-
NONMANUFACTURING	146	3.62	3.68	3.01- 4.23	-	-	-	-	2	8	5	7	14	11	17	7	12	15	12	3	22	1	1	3	6	-	-
PUBLIC UTILITIES	72	3.95	3.96	3.37- 4.41	-	-	-	-	-	-	-	-	2	5	17	-	2	13	12	3	11	1	-	-	6	-	-
LABORERS, MATERIAL HANDLING	2,023	3.87	3.77	3.47- 4.27	-	-	-	-	2	13	57	64	55	113	86	242	478	258	94	155	113	20	30	236	7	-	-
MANUFACTURING	1,524	3.99	3.81	3.66- 4.29	-	-	-	-	-	-	-	-	1	60	42	232	422	222	88	154	68	18	4	213	-	-	-
NONMANUFACTURING	499	3.48	3.31	2.78- 3.96	-	-	-	-	2	13	57	64	54	53	44	10	56	36	6	1	45	2	26	23	7	-	-
ORDER FILLERS	453	4.34	4.31	3.82- 4.89	-	-	-	-	-	-	-	-	-	-	5	53	43	84	40	16	66	18	25	57	34	10	2
MANUFACTURING	219	3.96	3.89	3.69- 4.06	-	-	-	-	-	-	-	-	-	-	-	18	42	83	40	16	-	17	-	1	-	-	2
NONMANUFACTURING	234	4.69	4.85	4.52- 5.17	-	-	-	-	-	-	-	-	-	-	5	35	1	1	-	-	66	1	25	56	34	10	-
RETAIL TRADE	149	4.72	5.14	3.54- 5.32	-	-	-	-	-	-	-	-	-	-	5	35	1	1	-	-	-	-	8	55	34	10	-
PACKERS, SHIPPING	358	4.23	4.08	3.91- 4.41	-	-	-	-	1	-	-	-	-	-	1	26	23	77	80	61	52	6	3	1	1	5	21
MANUFACTURING	318	4.20	4.05	3.89- 4.35	-	-	-	-	-	-	-	-	-	-	1	25	23	77	80	61	14	6	3	1	1	5	21
RECEIVING CLERKS	186	4.11	4.11	3.74- 4.49	-	-	-	-	-	-	1	1	-	4	24	12	13	27	27	23	27	5	4	2	7	9	-
MANUFACTURING	138	4.02	4.08	3.76- 4.36	-	-	-	-	-	-	-	-	-	1	19	7	13	22	24	22	23	4	3	-	-	-	-
SHIPPING CLERKS	120	4.29	4.19	3.99- 4.60	-	-	-	-	-	-	-	-	2	-	-	1	6	22	31	16	13	10	6	5	7	1	-
MANUFACTURING	109	4.23	4.14	3.96- 4.52	-	-	-	-	-	-	-	-	2	-	-	1	6	22	31	16	13	4	6	3	4	1	-
SHIPPING AND RECEIVING CLERKS	84	4.27	4.17	4.06- 4.54	-	-	-	-	-	-	-	-	1	-	-	1	11	-	37	12	4	4	6	-	2	5	1
MANUFACTURING	70	4.24	4.16	4.08- 4.38	-	-	-	-	-	-	-	-	-	-	-	-	9	-	35	12	4	-	6	-	2	1	1
TRUCKDRIVERS	684	4.97	5.05	4.45- 5.60	-	-	-	-	-	-	-	-	-	4	3	9	31	24	34	57	35	14	86	118	4	96	*169
MANUFACTURING	279	4.49	4.58	4.02- 5.03	-	-	-	-	-	-	-	-	-	3	3	9	31	21	31	15	30	7	28	100	-	1	-
NONMANUFACTURING	405	5.30	5.49	4.97- 5.65	-	-	-	-	-	-	-	-	-	1	-	-	-	3	3	42	5	7	58	18	4	95	169
RETAIL TRADE	159	5.20	5.42	4.96- 5.48	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	2	-	-	58	-	-	95	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	171	4.67	4.37	4.15- 5.63	-	-	-	-	-	-	-	-	-	1	3	9	9	8	16	41	10	8	9	-	-	-	*57
MANUFACTURING	61	4.01	4.01	3.64- 4.30	-	-	-	-	-	-	-	-	-	1	3	9	9	8	16	-	5	1	9	-	-	-	-
NONMANUFACTURING	110	5.04	5.60	4.27- 5.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	41	5	7	-	-	-	-	57
PUBLIC UTILITIES	109	5.04	5.61	4.27- 5.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	5	7	-	-	-	-	57
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE)	331	5.13	5.09	4.93- 5.49	-	-	-	-	-	-	-	-	-	2	-	-	4	1	7	13	22	-	77	62	4	96	*43
MANUFACTURING	112	4.71	4.86	4.43- 5.04	-	-	-	-	-	-	-	-	-	1	-	-	4	1	7	13	22	-	19	44	-	1	-
NONMANUFACTURING	219	5.34	5.44	4.99- 5.56	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	58	18	4	95	43

* All workers were at $5.60 to $5.80.

See footnotes at end of tables.

Table A-5a. Custodial and material movement occupations—large establishments—Continued

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more by industry division, Milwaukee, Wis., May 1972)

Sex, occupation, and industry division	Number of workers	Hourly earnings[3]			Number of workers receiving straight-time hourly earnings of—																						
		Mean[2]	Median[2]	Middle range[2]	$1.70 and under 1.80	$1.80 1.90	$1.90 2.00	$2.00 2.10	$2.10 2.20	$2.20 2.40	$2.40 2.60	$2.60 2.80	$2.80 3.00	$3.00 3.20	$3.20 3.40	$3.40 3.60	$3.60 3.80	$3.80 4.00	$4.00 4.20	$4.20 4.40	$4.40 4.60	$4.60 4.80	$4.80 5.00	$5.00 5.20	$5.20 5.40	$5.40 5.60	$5.60 and over
MEN - CONTINUED																											
TRUCKDRIVERS - CONTINUED																											
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)	138	$5.27	$5.35	$5.04- 5.65	-	-	-	-	-	-	-	-	-	1	-	-	-	3	7	2	-	-	-	56	-	-	*69
TRUCKERS, POWER (FORKLIFT)	1,718	4.24	4.16	3.85- 4.79	-	-	-	-	-	-	24	8	10	72	43	56	180	177	430	73	161	56	12	383	30	3	-
MANUFACTURING	1,483	4.27	4.15	3.91- 5.00	-	-	-	-	-	-	-	-	-	53	25	56	151	177	430	40	160	5	9	377	-	-	-
NONMANUFACTURING	235	4.02	4.27	3.19- 4.67	-	-	-	-	-	-	24	8	10	19	18	-	29	-	-	33	1	51	3	6	30	3	-
WOMEN																											
JANITORS, PORTERS, AND CLEANERS	394	2.97	2.78	2.30- 3.64	5	12	8	9	10	61	85	8	20	11	18	23	75	6	17	9	9	8	-	-	-	-	-
MANUFACTURING	190	3.64	3.64	3.41- 3.83	-	-	-	-	-	-	4	1	13	11	18	23	72	5	17	9	9	8	-	-	-	-	-
NONMANUFACTURING	204	2.34	2.34	2.21- 2.50	5	12	8	9	10	61	81	7	7	-	-	-	3	1	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES	84	2.58	2.50	2.45- 2.56	-	-	-	-	-	-	76	4	-	-	-	-	3	1	-	-	-	-	-	-	-	-	-
RETAIL TRADE	60	2.13	2.06	1.89- 2.32	5	12	8	9	10	5	1	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-

* All workers were at $5.60 to $5.80.

See footnotes at end of tables.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for women officeworkers

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women officeworkers, Milwaukee, Wis., May 1972)

Minimum weekly straight-time salary[4]	Inexperienced typists					Other inexperienced clerical workers[5]				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours[6] of—					Based on standard weekly hours[6] of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
Establishments studied	216	94	xxx	122	xxx	216	94	xxx	122	xxx
Establishments having a specified minimum	92	50	47	42	27	122	61	55	61	42
$57.50 and under $60.00	-	-	-	-	-	1	-	-	1	-
$60.00 and under $62.50	-	-	-	-	-	2	-	-	2	-
$62.50 and under $65.00	1	-	-	1	1	1	-	-	1	1
$65.00 and under $67.50	1	1	1	-	-	3	1	1	2	2
$67.50 and under $70.00	2	1	1	1	1	4	2	1	2	1
$70.00 and under $72.50	4	-	-	4	3	7	-	-	7	6
$72.50 and under $75.00	5	4	3	1	1	10	6	5	4	4
$75.00 and under $77.50	7	2	2	5	3	11	5	4	6	5
$77.50 and under $80.00	4	2	2	2	-	11	6	6	5	2
$80.00 and under $82.50	14	11	11	3	1	24	15	15	9	6
$82.50 and under $85.00	6	3	3	3	2	6	4	3	2	1
$85.00 and under $87.50	8	6	6	2	1	7	6	5	1	1
$87.50 and under $90.00	6	6	5	-	-	3	3	3	-	-
$90.00 and under $92.50	7	3	3	4	3	6	2	2	4	3
$92.50 and under $95.00	2	-	-	2	2	2	-	-	2	1
$95.00 and under $97.50	7	2	2	5	2	6	2	2	4	2
$97.50 and under $100.00	-	-	-	-	-	-	-	-	-	-
$100.00 and under $105.00	3	2	1	1	1	2	1	-	1	1
$105.00 and under $110.00	3	1	1	2	1	2	1	1	1	-
$110.00 and under $115.00	2	1	1	1	1	3	1	1	2	2
$115.00 and under $120.00	-	-	-	-	-	-	-	-	-	-
$120.00 and under $125.00	2	1	1	1	-	2	1	1	1	-
$125.00 and under $130.00	1	1	1	-	-	2	1	1	1	1
$130.00 and under $135.00	1	1	1	-	-	1	1	1	-	-
$135.00 and under $140.00	4	2	2	2	2	3	2	2	1	1
$140.00 and over	2	-	-	2	2	3	1	1	2	2
Establishments having no specified minimum	27	11	xxx	16	xxx	43	20	xxx	23	xxx
Establishments which did not employ workers in this category	97	33	xxx	64	xxx	51	13	xxx	38	xxx

See footnotes at end of tables.

Table B-2. Shift differentials

(Late-shift pay provisions for manufacturing plantworkers by type and amount of pay differential, Milwaukee, Wis., May 1972)

(All plantworkers in manufacturing = 100 percent)

Late-shift pay provision	Percent of manufacturing plantworkers—			
	In establishments having provisions[7] for late shifts		Actually working on late shifts	
	Second shift	Third or other shift	Second shift	Third or other shift
Total	92.7	85.8	19.9	5.7
No pay differential for work on late shift	0.3	-	([8])	-
Pay differential for work on late shift	92.4	85.8	19.8	5.7
Type and amount of differential:				
Uniform cents (per hour)	77.6	65.9	17.4	4.3
5 cents	1.3	-	.1	-
6 cents	2.1	-	.1	-
7 or 7½ cents	1.4	-	.3	-
8 or 8½ cents	1.9	-	.3	-
10 cents	11.3	3.1	2.7	.1
11 cents	5.9	-	1.6	-
12 cents	6.8	-	1.5	-
13 cents	11.3	-	2.9	-
14 cents	4.6	5.9	1.0	.6
15 cents	23.5	11.6	5.7	.4
16 cents	-	10.8	-	.8
17 cents	2.2	3.0	.2	.3
18 cents	-	3.7	-	.1
19 cents	-	1.0	-	.1
20 cents	-	17.8	-	1.2
22 or 23 cents	2.4	1.8	.5	-
25 cents	-	2.9	-	.2
28 or 30 cents	.7	1.3	.2	.1
38 or 40 cents	1.3	.7	.2	.1
48 cents	-	1.3	-	.1
50 cents	.9	.9	.1	-
Uniform percentage	13.1	13.1	2.2	.8
5 percent	3.3	-	.2	-
6 percent	6.0	-	1.3	-
7 percent	-	1.0	-	([8])
8 percent	-	1.1	-	.1
9 percent	-	3.9	-	.4
10 percent	3.7	7.1	.7	.3
Other formal pay differential	1.7	6.8	.2	.6

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days

(Percent distribution of plantworkers and officeworkers in all industries and in industry divisions by scheduled weekly hours and days of first-shift workers, Milwaukee, Wis., May 1972)

Weekly hours and days	Plantworkers				Officeworkers			
	All industries	Manufacturing	Public utilities	Retail trade	All industries	Manufacturing	Public utilities	Retail trade
All workers	100	100	100	100	100	100	100	100
Under 35 hours—5 days	(9)	(9)	-	-	-	-	-	-
35 hours—5 days	1	-	-	4	(9)	-	-	2
36 1/4 hours—5 days	1	1	-	-	1	-	-	-
36 1/2 hours—5 days	1	-	-	4	-	-	-	-
37 hours—5 days	-	-	-	-	(9)	-	-	-
37 1/2 hours—5 days	4	5	-	4	13	5	-	21
38 1/2 hours—5 days	(9)	-	-	1	-	-	-	-
38 3/4 hours—5 days	(9)	-	-	1	7	2	-	-
40 hours	83	83	92	80	78	93	100	77
4 days	(9)	-	-	-	-	-	-	-
5 days	82	81	92	80	78	93	100	77
5 1/2 days	2	2	-	-	-	-	-	-
Over 40 and under 42 1/2 hours—5 days	1	2	-	-	-	-	-	-
42 1/2 hours—5 days	1	1	-	2	(9)	(9)	-	-
Over 42 1/2 and under 44 hours	2	2	-	-	-	-	-	-
5 days	1	1	-	-	-	-	-	-
5 1/2 days	1	2	-	-	-	-	-	-
44 hours	1	(9)	-	3	-	-	-	-
5 days	1	-	-	3	-	-	-	-
5 1/2 days	(9)	(9)	-	-	-	-	-	-
45 hours	2	2	7	-	-	-	-	-
5 days	1	1	7	-	-	-	-	-
6 days	1	1	-	-	-	-	-	-
48 hours	1	1	-	1	-	-	-	-
5 1/2 days	(9)	-	-	-	-	-	-	-
6 days	1	1	-	1	-	-	-	-
Over 48 hours	1	1	1	-	-	-	-	-
5 days	(9)	-	1	-	-	-	-	-
5 1/2 days	(9)	-	-	-	-	-	-	-
6 days	1	1	-	-	-	-	-	-

See footnote at end of tables.

Table B-4. Paid holidays

(Percent distribution of plantworkers and officeworkers in all industries and in industry divisions by number of paid holidays provided annually, Milwaukee, Wis., May 1972)

Item	Plantworkers				Officeworkers			
	All industries	Manufacturing	Public utilities	Retail trade	All industries	Manufacturing	Public utilities	Retail trade
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	96	99	100	85	99	99	100	99
Workers in establishments providing no paid holidays	4	1	-	15	(9)	(9)	-	1
Number of days								
4 holidays	(9)	-	-	2	(9)	-	-	1
5 holidays	(9)	-	-	-	(9)	-	-	-
6 holidays	14	2	1	53	9	1	6	57
6 holidays plus 1 half day	(9)	-	3	-	3	(9)	-	1
6 holidays plus 2 half days	2	1	-	2	2	(9)	-	1
6 holidays plus 3 half days	-	-	-	-	1	-	-	4
6 holidays plus 4 half days	(9)	-	-	-	(9)	-	-	-
7 holidays	7	2	9	18	4	5	4	11
7 holidays plus 1 half day	-	-	-	-	1	-	-	-
7 holidays plus 2 half days	2	2	-	-	2	1	2	-
7 holidays plus 3 half days	(9)	-	-	-	(9)	-	1	-
8 holidays	11	5	63	10	12	6	48	13
8 holidays plus 1 half day	1	1	-	-	3	1	(9)	-
8 holidays plus 2 half days	2	2	-	-	3	1	-	-
8 holidays plus 3 half days	-	-	-	-	1	2	-	-
9 holidays	17	26	7	-	14	23	1	-
9 holidays plus 1 half day	1	1	-	-	1	1	-	-
9 holidays plus 2 half days	1	1	-	-	5	2	-	-
10 holidays	21	30	18	-	25	34	38	12
10 holidays plus 1 or 2 half days	1	1	-	-	1	2	-	-
11 holidays	13	20	-	-	8	17	-	-
11 holidays plus 2 half days	-	-	-	-	1	-	-	-
12 holidays	3	4	-	-	2	3	-	-
13 holidays plus 1 half day	-	-	-	-	(9)	-	-	-
Total holiday time [10]								
13 1/2 days	-	-	-	-	(9)	-	-	-
12 days or more	3	4	-	-	4	3	-	-
11 days or more	16	24	-	-	12	22	-	-
10 1/2 days or more	17	25	-	-	13	22	-	-
10 days or more	39	56	18	-	42	58	38	12
9 1/2 days or more	40	57	18	-	44	62	38	12
9 days or more	59	85	24	-	61	85	39	12
8 1/2 days or more	60	86	24	-	64	86	40	12
8 days or more	73	93	87	10	78	93	90	25
7 1/2 days or more	73	93	87	10	81	93	90	29
7 days or more	81	97	96	31	87	98	94	41
6 1/2 days or more	81	97	99	31	90	98	94	42
6 days or more	95	99	100	84	98	99	100	98
5 days or more	95	99	100	84	98	99	100	98
4 days or more	96	99	100	85	99	99	100	99

See footnotes at end of tables.

Table B-5. Paid vacations

(Percent distribution of plantworkers and officeworkers in all industries and in industry divisions by vacation pay provisions, Milwaukee, Wis., May 1972)

Vacation policy	Plantworkers				Officeworkers			
	All industries	Manufacturing	Public utilities	Retail trade	All industries	Manufacturing	Public utilities	Retail trade
All workers	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations	99	100	100	99	100	100	100	100
Length-of-time payment	86	79	100	99	98	96	100	100
Percentage payment	14	21	-	-	2	4	-	-
Workers in establishments providing no paid vacations	(9)	-	-	1	-	-	-	-
Amount of vacation pay [11]								
After 6 months of service								
Under 1 week	16	24	-	-	3	3	-	-
1 week	14	6	14	40	58	49	31	66
Over 1 and under 2 weeks	-	-	-	-	(9)	1	-	-
2 weeks	-	-	-	-	2	1	-	-
After 1 year of service								
1 week	77	83	50	64	33	39	65	36
Over 1 and under 2 weeks	7	8	31	-	2	4	1	-
2 weeks	13	6	19	35	64	56	34	64
Over 2 and under 3 weeks	-	-	-	-	(9)	1	-	-
3 weeks	1	2	-	-	(9)	(9)	-	-
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
After 2 years of service								
1 week	33	41	16	17	4	6	(9)	6
Over 1 and under 2 weeks	11	14	-	3	2	4	-	2
2 weeks	52	42	53	79	93	89	99	93
Over 2 and under 3 weeks	3	1	31	-	1	1	1	-
3 weeks	1	2	-	-	(9)	(9)	-	-
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
After 3 years of service								
1 week	7	7	3	10	1	1	-	5
Over 1 and under 2 weeks	6	8	-	-	2	3	-	-
2 weeks	76	72	66	89	91	83	99	95
Over 2 and under 3 weeks	9	11	31	-	6	12	1	-
3 weeks	1	2	-	-	(9)	(9)	-	-
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
After 4 years of service								
1 week	5	5	3	9	1	1	-	5
Over 1 and under 2 weeks	5	7	-	-	2	3	-	-
2 weeks	77	73	66	91	90	82	99	95
Over 2 and under 3 weeks	9	11	31	-	6	12	1	-
3 weeks	2	3	-	-	1	2	-	-
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
After 5 years of service								
1 week	(9)	-	-	1	-	-	-	-
Over 1 and under 2 weeks	(9)	-	-	-	-	-	-	-
2 weeks	79	76	63	93	75	74	96	86
Over 2 and under 3 weeks	11	14	27	-	8	11	-	-
3 weeks	7	8	5	5	16	15	3	14
Over 3 and under 4 weeks	1	1	4	-	(9)	-	1	-
4 weeks	1	2	-	-	(9)	(9)	-	-

See footnotes at end of tables.

Table B-5. Paid vacations—Continued

(Percent distribution of plantworkers and officeworkers in all industries and in industry divisions by vacation pay provisions, Milwaukee, Wis., May 1972)

Vacation policy	Plantworkers				Officeworkers			
	All industries	Manufacturing	Public utilities	Retail trade	All industries	Manufacturing	Public utilities	Retail trade
Amount of vacation pay [11]—Continued								
After 10 years of service								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	9	4	1	17	8	4	1	10
Over 2 and under 3 weeks	3	4	-	-	(9)	(9)	-	-
3 weeks	72	72	62	81	83	79	98	90
Over 3 and under 4 weeks	11	12	37	-	5	10	1	-
4 weeks	5	7	-	-	4	6	-	-
After 12 years of service								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	6	2	1	15	6	2	1	10
Over 2 and under 3 weeks	3	4	-	-	(9)	(9)	-	-
3 weeks	74	72	62	83	79	78	98	90
Over 3 and under 4 weeks	9	10	37	-	8	7	1	-
4 weeks	7	10	-	-	5	9	-	-
Over 4 and under 5 weeks	1	2	-	-	2	4	-	-
After 15 years of service								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	3	1	1	9	3	1	1	5
3 weeks	49	41	52	67	56	47	85	90
Over 3 and under 4 weeks	7	11	-	-	8	8	-	-
4 weeks	33	40	16	23	29	36	14	5
Over 4 and under 5 weeks	4	3	31	-	2	5	1	-
5 weeks	3	4	-	-	2	3	-	-
After 20 years of service								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	3	1	1	9	3	1	1	5
3 weeks	12	8	4	19	10	5	1	12
Over 3 and under 4 weeks	2	3	-	-	(9)	(9)	-	-
4 weeks	61	65	59	51	76	75	97	82
Over 4 and under 5 weeks	8	9	31	-	2	5	1	-
5 weeks	9	7	5	19	6	8	(9)	2
Over 5 and under 6 weeks	1	2	-	-	2	4	-	-
6 weeks	-	-	-	-	(9)	1	-	-
Over 6 weeks	3	4	-	-	1	1	-	-
After 25 years of service								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	3	1	1	9	3	1	1	5
3 weeks	9	6	4	18	7	2	1	11
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
4 weeks	32	26	15	52	35	27	24	82
Over 4 and under 5 weeks	6	6	31	-	5	4	1	-
5 weeks	40	48	49	19	46	57	73	2
Over 5 and under 6 weeks	5	7	-	-	3	6	-	-
6 weeks	1	1	-	-	1	1	-	-
Over 6 weeks	3	4	-	-	1	1	-	-

See footnotes at end of tables.

Table B-5. Paid vacations—Continued

(Percent distribution of plantworkers and officeworkers in all industries and in industry divisions by vacation pay provisions, Milwaukee, Wis., May 1972)

Vacation policy	Plantworkers				Officeworkers			
	All industries	Manufacturing	Public utilities	Retail trade	All industries	Manufacturing	Public utilities	Retail trade
Amount of vacation pay [11]—Continued								
After 30 years of service								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	3	1	1	9	3	1	1	5
3 weeks	9	6	4	18	7	2	1	11
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
4 weeks	30	23	14	52	32	23	23	82
Over 4 and under 5 weeks	4	2	31	-	1	1	1	-
5 weeks	34	39	50	19	48	52	74	2
Over 5 and under 6 weeks	7	10	-	-	4	8	-	-
6 weeks	9	14	-	-	6	12	-	-
Over 6 weeks	3	4	-	-	1	1	-	-
Maximum vacation available								
1 week	(9)	-	-	1	-	-	-	-
2 weeks	3	1	1	9	3	1	1	5
3 weeks	9	6	4	18	7	2	1	11
Over 3 and under 4 weeks	1	1	-	-	-	-	-	-
4 weeks	30	23	14	52	32	22	23	82
Over 4 and under 5 weeks	4	2	31	-	1	1	1	-
5 weeks	33	37	50	19	46	50	74	2
Over 5 and under 6 weeks	4	6	-	-	2	5	-	-
6 weeks	12	18	-	-	7	15	-	-
Over 6 weeks	4	6	-	-	2	4	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans

(Percent of plantworkers and officeworkers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits, Milwaukee, Wis., May 1972)

Type of benefit and financing [12]	Plantworkers				Officeworkers			
	All industries	Manufacturing	Public utilities	Retail trade	All industries	Manufacturing	Public utilities	Retail trade
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below	99	100	100	96	99	100	99	99
Life insurance	91	97	99	71	95	99	99	71
Noncontributory plans	73	77	94	53	69	78	87	47
Accidental death and dismemberment insurance	73	82	70	47	69	83	55	45
Noncontributory plans	59	66	68	35	49	66	54	29
Sickness and accident insurance or sick leave or both [13]	91	97	87	75	87	90	99	76
Sickness and accident insurance	78	96	49	34	59	77	41	19
Noncontributory plans	59	73	33	24	36	53	10	7
Sick leave (full pay and no waiting period)	16	13	12	22	59	57	63	44
Sick leave (partial pay or waiting period)	8	1	41	23	12	8	34	29
Long-term disability insurance	12	14	-	10	39	44	-	14
Noncontributory plans	9	11	-	4	23	30	-	1
Hospitalization insurance	96	100	100	84	97	100	99	72
Noncontributory plans	68	72	84	45	60	70	97	34
Surgical insurance	96	100	100	84	97	100	99	72
Noncontributory plans	68	72	84	44	60	70	97	33
Medical insurance	91	95	100	77	93	96	99	58
Noncontributory plans	66	70	84	44	60	69	97	33
Major medical insurance	76	81	71	63	91	95	94	48
Noncontributory plans	50	56	55	26	48	52	92	9
Dental insurance	8	3	38	12	5	5	7	14
Noncontributory plans	3	2	11	5	2	2	2	-
Retirement pension	80	85	84	70	89	92	84	83
Noncontributory plans	71	78	69	59	71	79	55	68

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

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

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

[3] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

[5] Excludes workers in subclerical jobs such as messenger.

[6] Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

[7] Includes all plantworkers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

[8] Less than 0.05 percent.

[9] Less than 0.5 percent.

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

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

[12] Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

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

Appendix. Occupational Descriptions

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

OFFICE

BILLER, MACHINE

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

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

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

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

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

CLERK, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

CLERK, ACCOUNTING—Continued

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

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

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

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

CLERK, ORDER

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

CLERK, PAYROLL

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

NOTE: The Bureau has discontinued collecting data for oilers and plumbers.

COMPTOMETER OPERATOR

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

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER (Office Boy or Girl)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

a. Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;

b. Establishes, maintains, and revises the supervisor's files;

c. Maintains the supervisor's calendar and makes appointments as instructed;

d. Relays messages from supervisor to subordinates;

e. Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;

f. Performs stenographic and typing work.

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

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Positions which do not meet the "personal" secretary concept described above;

b. Stenographers not fully trained in secretarial type duties;

c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;

d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;

e. Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

SECRETARY—Continued

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

Class A

1. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or

2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or

3. Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

1. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or

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

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

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

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

Class C

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

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

Class D

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

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

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

STENOGRAPHER—Continued

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

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

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

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

SWITCHBOARD OPERATOR-RECEPTIONIST

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

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)—Continued

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

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

TYPIST

Uses a typewriter to make copies of various materials 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; or 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; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR

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

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

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

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing

COMPUTER OPERATOR—Continued

of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programed corrective steps, or using standard correction techniques.

OR

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

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

COMPUTER PROGRAMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation

COMPUTER PROGRAMER, BUSINESS—Continued

of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programing should be classified as systems analysts if this is the skill used to determine their pay.)

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

For wage study purposes, programers are classified as follows:

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

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

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

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

OR

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

May guide or instruct lower level programers.

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

COMPUTER SYSTEMS ANALYST, BUSINESS

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

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

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

Class A. Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

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

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

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

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

DRAFTSMAN

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

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

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTSMAN-TRACER

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

AND/OR

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

ELECTRONIC TECHNICIAN

Works on various types of electronic equipment or systems by performing one or more of the following operations: Modifying, installing, repairing, and overhauling. These operations require the performance of most or all of the following tasks: Assembling, testing, adjusting, calibrating, tuning, and alining.

Work is nonrepetitive and requires a knowledge of the theory and practice of electronics pertaining to the use of general and specialized electronic test equipment; trouble analysis; and the operation, relationship, and alinement of electronic systems, subsystems, and circuits having a variety of component parts.

ELECTRONIC TECHNICIAN—Continued

Electronic equipment or systems worked on typically include one or more of the following: Ground, vehicle, or airborne radio communications systems, relay systems, navigation aids; airborne or ground radar systems; radio and television transmitting or recording systems; electronic computers; missile and spacecraft guidance and control systems; industrial and medical measuring, indicating and controlling devices; etc.

(Exclude production assemblers and testers, craftsmen, draftsmen, designers, engineers, and repairmen of such standard electronic equipment as office machines, radio and television receiving sets.)

NURSE, INDUSTRIAL (Registered)

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

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

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

ELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

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

FIREMAN, STATIONARY BOILER

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

HELPER, MAINTENANCE TRADES

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

MACHINE-TOOL OPERATOR, TOOLROOM

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

MACHINIST, MAINTENANCE

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

MECHANIC, AUTOMOTIVE (Maintenance)

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

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

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

MILLWRIGHT

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

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail

PAINTER, MAINTENANCE—Continued

holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE

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

SHEET-METAL WORKER, MAINTENANCE—Continued

TOOL AND DIE MAKER

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

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

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

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMAN

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

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

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

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

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

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

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

PACKER, SHIPPING

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

PACKER, SHIPPING—Continued

SHIPPING AND RECEIVING CLERK

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

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

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

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

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

TRUCKER, POWER

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

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

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

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are available at no cost while supplies last from any of the BLS regional offices shown on the inside front cover.

Alaska
Albany, Ga.
Alpena, Standish, and Tawas City, Mich.
Amarillo, Tex.
Asheville, N.C.
Atlantic City, N.J.
Augusta, Ga.–S.C.
Austin, Tex.
Bakersfield, Calif.
Baton Rouge, La.
Biloxi, Gulfport, and Pascagoula, Miss.
Bridgeport, Norwalk, and Stamford, Conn.
Charleston, S.C.
Clarksville, Tenn., and Hopkinsville, Ky.
Colorado Springs, Colo.
Columbia, S.C.
Columbus, Ga.–Ala.
Crane, Ind.
Dothan, Ala.
Duluth–Superior, Minn.–Wis.
Durham, N.C.
El Paso, Tex.
Eugene, Oreg.
Fargo–Moorhead, N. Dak.–Minn.
Fayetteville, N.C.
Fitchburg–Leominster, Mass.
Fort Smith, Ark.–Okla.
Frederick–Hagerstown, Md.–Pa.–W. Va.
Great Falls, Mont.
Greensboro–Winston Salem–High Point, N.C.
Harrisburg, Pa.
Huntsville, Ala.
Knoxville, Tenn.
Laredo, Tex.
Las Vegas, Nev.
Lexington, Ky.
Lower Eastern Shore, Md.–Va.
Macon, Ga.
Marquette, Escanaba, Sault Ste. Marie, Mich.
Meridian, Miss.
Middlesex, Monmouth, Ocean and Somerset Cos., N.J.
Mobile, Ala., and Pensacola, Fla.
Montgomery, Ala.
Nashville, Tenn.
New London–Groton–Norwich, Conn.
Northeastern Maine
Ogden, Utah
Orlando, Fla.
Oxnard–Ventura, Calif.
Panama City, Fla.
Pine Bluff, Ark.
Portsmouth, N.H.–Maine–Mass.
Pueblo, Colo.
Reno, Nev.
Sacramento, Calif.
Santa Barbara, Calif.
Shreveport, La.
Springfield–Chicopee–Holyoke, Mass.–Conn.
Stockton, Calif.
Tacoma, Wash.
Topeka, Kans.
Tucson, Ariz.
Vallejo–Napa, Calif.
Wichita Falls, Tex.
Wilmington, Del.–N.J.–Md.

The twelfth annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, draftsmen, and clerical employees. Order as BLS Bulletin 1742, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1971, 75 cents a copy, from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices.

☆ U. S. GOVERNMENT PRINTING OFFICE: 1972—746-183/21

Area Wage Surveys

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

Area	Bulletin number and price
Akron, Ohio, July 1971 [1]	1685-87, 40 cents
Albany–Schenectady–Troy, N.Y., Mar. 1972	1725-49, 30 cents
Albuquerque, N. Mex., Mar. 1972 [1]	1725-59, 35 cents
Allentown–Bethlehem–Easton, Pa.–N.J., May 1971	1685-75, 30 cents
Atlanta, Ga., May 1972 [1]	1725-77, 45 cents
Baltimore, Md., Aug. 1971	1725-16, 35 cents
Beaumont–Port Arthur–Orange, Tex., May 1972	1725-69, 30 cents
Binghamton, N.Y., July 1971 [1]	1725-6, 35 cents
Birmingham, Ala., Mar. 1972	1725-58, 30 cents
Boise City, Idaho, Nov. 1971	1725-27, 30 cents
Boston, Mass., Aug. 1971	1725-11, 40 cents
Buffalo, N.Y., Oct. 1971	1725-34, 45 cents
Burlington, Vt., Dec. 1971	1725-25, 25 cents
Canton, Ohio, May 1972 [1]	1725-75, 35 cents
Charleston, W. Va., Mar. 1972 [1]	1725-63, 35 cents
Charlotte, N.C., Jan. 1972 [1]	1725-48, 35 cents
Chattanooga, Tenn.–Ga., Sept. 1971	1725-14, 30 cents
Chicago, Ill., June 1971 [1]	1685-90, 70 cents
Cincinnati, Ohio–Ky.–Ind., Feb. 1972	1725-56, 35 cents
Cleveland, Ohio, Sept. 1971	1725-17, 40 cents
Columbus, Ohio, Oct. 1971	1725-19, 30 cents
Dallas, Tex., Oct. 1971	1725-26, 35 cents
Davenport–Rock Island–Moline, Iowa–Ill., Feb. 1972 [1]	1725-55, 35 cents
Dayton, Ohio, Dec. 1971 [1]	1725-36, 35 cents
Denver, Colo., Dec. 1971 [1]	1725-44, 35 cents
Des Moines, Iowa, May 1971	1685-70, 30 cents
Detroit, Mich., Feb. 1972	1725-68, 40 cents
Durham, N.C., Apr. 1972 [1]	1725-64, 30 cents
Fort Lauderdale–Hollywood and West Palm Beach, Fla., Apr. 1972 [1]	1725-74, 35 cents
Fort Worth, Tex., Oct. 1971	1725-21, 30 cents
Green Bay, Wis., July 1971	1725-3, 30 cents
Greenville, S.C., May 1972	1725-66, 30 cents
Houston, Tex., Apr. 1972	1725-79, 35 cents
Huntsville, Ala., February 1972 [1]	1725-50, 35 cents
Indianapolis, Ind., Oct. 1971	1725-23, 30 cents
Jackson, Miss., Jan. 1972	1725-38, 30 cents
Jacksonville, Fla., Dec. 1971	1725-39, 30 cents
Kansas City, Mo.–Kans., Sept. 1971	1725-18, 35 cents
Lawrence–Haverhill, Mass.–N.H., June 1972 [1]	1725-81, 35 cents
Little Rock–North Little Rock, Ark., July 1971	1725-4, 30 cents
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, Calif., Mar. 1972	1725-76, 45 cents
Louisville, Ky.–Ind., Nov. 1971 [1]	1725-29, 35 cents
Lubbock, Tex., Mar. 1972 [1]	1725-57, 35 cents
Manchester, N.H., July 1971	1725-2, 30 cents
Memphis, Tenn.–Ark., Nov. 1971 [1]	1725-40, 35 cents
Miami, Fla., Nov. 1971	1725-28, 30 cents
Midland and Odessa, Tex., Jan. 1972 [1]	1725-37, 30 cents
Milwaukee, Wis., May 1972 [1]	1725-83, 45 cents
Minneapolis–St. Paul, Minn., Jan. 1972 [1]	1725-45, 50 cents
Muskegon–Muskegon Heights, Mich., June 1971	1685-82, 30 cents
Newark and Jersey City, N.J., Jan. 1972 [1]	1725-52, 50 cents
New Haven, Conn., Jan. 1972 [1]	1725-41, 35 cents
New Orleans, La., Jan. 1972	1725-35, 30 cents
New York, N.Y., Apr. 1971	1685-89, 65 cents
Norfolk–Portsmouth and Newport News–Hampton, Va., Jan. 1972	1725-42, 30 cents
Oklahoma City, Okla., July 1971 [1]	1725-8, 35 cents
Omaha, Nebr.–Iowa, Sept. 1971 [1]	1725-13, 35 cents
Paterson–Clifton–Passaic, N.J., June 1971	1685-84, 35 cents
Philadelphia, Pa.–N.J., Nov. 1971 [1]	1725-62, 50 cents
Phoenix, Ariz., June 1971	1685-86, 30 cents
Pittsburgh, Pa., Jan. 1972	1725-46, 40 cents
Portland, Maine, Nov. 1971 [1]	1725-22, 35 cents
Portland, Oreg.–Wash., May 1971	1685-85, 35 cents
Poughkeepsie–Kingston–Newburgh, N.Y., June 1972 [1]	1725-80, 35 cents
Providence–Pawtucket–Warwick, R.I.–Mass., May 1972	1725-70, 30 cents
Raleigh, N.C., Aug. 1971	1725-5, 30 cents
Richmond, Va., Mar. 1972 [1]	1725-72, 35 cents
Rochester, N.Y. (office occupations only), July 1971 [1]	1725-7, 35 cents
Rockford, Ill., May 1971	1685-79, 30 cents
St. Louis, Mo.–Ill., Mar. 1972	1725-61, 35 cents
Salt Lake City, Utah, Nov. 1971	1725-24, 30 cents
San Antonio, Tex., May 1972	1725-67, 30 cents
San Bernardino–Riverside–Ontario, Calif., Dec. 1971	1725-43, 30 cents
San Diego, Calif., Nov. 1971 [1]	1725-32, 35 cents
San Francisco–Oakland, Calif., Oct. 1971 [1]	1725-33, 50 cents
San Jose, Calif., Mar. 1972	1725-65, 30 cents
Savannah, Ga., May 1972 [1]	1725-73, 35 cents
Scranton, Pa., July 1971	1725-1, 30 cents
Seattle–Everett, Wash., Jan. 1972	1725-47, 30 cents
Sioux Falls, S. Dak., Dec. 1971	1725-30, 25 cents
South Bend, Ind., May 1972 [1]	1725-60, 35 cents
Spokane, Wash., June 1971	1685-88, 30 cents
Syracuse, N.Y., July 1971 [1]	1725-10, 35 cents
Tampa–St. Petersburg, Fla., Nov. 1971 [1]	1725-31, 35 cents
Toledo, Ohio–Mich., Apr. 1972 [1]	1725-78, 35 cents
Trenton, N.J., Sept. 1971	1725-12, 30 cents
Utica–Rome, N.Y., July 1971 [1]	1725-9, 35 cents
Washington, D.C.–Md.–Va., Apr. 1971	1685-56, 40 cents
Waterbury, Conn., Mar. 1972 [1]	1725-53, 35 cents
Waterloo, Iowa, Nov. 1971	1725-20, 30 cents
Wichita, Kans., Apr. 1972 [1]	1725-82, 35 cents
Worcester, Mass., May 1972 [1]	1725-71, 35 cents
York, Pa., Feb. 1972 [1]	1725-54, 35 cents
Youngstown–Warren, Ohio, Nov. 1971 [1]	1725-51, 35 cents

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

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