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Industry
Wage Survey
**Scheduled
Airlines,
August 1970**

Bulletin 1734

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1972

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

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

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Preface

This bulletin summarizes the results of an August 1970 Bureau of Labor Statistics survey of occupational wages and supplementary practices in the Nation's scheduled airlines.

A summary tabulation providing information on earnings and related benefits was issued in July 1971. Copies of this release are available from the U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

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

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

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Scheduled Airlines, August 1970

Summary

Gross monthly earnings of 32,400 flight attendants (stewards and stewardesses) in scheduled airlines averaged \$612 in August 1970. Other occupations covered by the Bureau's survey¹ included aircraft mechanics and inspectors, ground and ramp servicemen, dispatchers, customer services agents, electronic data processing personnel, and a number of office clerical jobs. Pilots and copilots were not studied; appendix A of this bulletin, however, describes the factors used to determine pay for pilots and copilots, and provides examples of earnings such factors would yield under specified circumstances.

Aircraft inspectors, the highest paid of the hourly-rated jobs studied, averaged \$5.80 an hour. Aircraft mechanics, numerically the most important occupation in the survey, averaged \$5.37 an hour. Ground and ramp servicemen averaged \$4.08 an hour; aircraft cleaners, \$3.74. Dispatchers and class A systems analysts averaged \$323 and \$300 a week, respectively, and were the highest paid groups studied. Average weekly earnings of various types of customer services agents (e.g., ticket agents, freight agents) ranged from \$154 to \$171. Office messengers and typists, averaging from \$112 to \$119 a week, were the lowest paid occupations. Women accounted for virtually all flight attendants jobs and more than nine-tenths of the office clerical positions. Nearly half of the customer services agents were women, as were one-fourth of the electronic data processing personnel. Women were seldom found in the other jobs surveyed.

Paid holidays, paid vacations, and health, insurance, and retirement benefits were provided by virtually all airlines. A notable exception to this pattern were flight attendants who rarely received paid holidays. Detailed information on the incidence of these provisions was obtained for employees in four occupational groups, i.e., flight attendants,

maintenance and related workers, customer services agents, and office clerical employees.

Where possible, survey data were tabulated separately for domestic trunk airlines (primarily serving the larger cities) and local service airlines (primarily operating between smaller communities, linking them with the larger cities). Wage levels were usually higher in the domestic trunk carriers than in local service airlines, while the incidence of fringe benefits was generally similar.

Industry characteristics

The 27 scheduled airlines within the scope of the survey employed approximately 281,000 workers in August 1970. Scheduled airlines are defined as those holding certificates of public convenience and necessity under the Civil Aeronautics Act and operating over fixed routes on fixed schedules. Such airlines are primarily engaged in the transportation of revenue passengers or in the transportation of cargo or freight and include domestic trunk airlines, local service airlines, all-cargo carriers, and international and territorial carriers. The survey excluded helicopter services and intra-Alaska and intra-Hawaii airlines.

The domestic trunk airlines accounted for nearly four-fifths of the workers (220,000); about seven-tenths of these were employed by the Big Four—American, Eastern, Trans World, and United Airlines. Local service airlines and the international and territorial carriers each accounted for about one-tenth of the total work force; the all-cargo carriers employed virtually all the remainder (less than 2 percent). Nearly all airlines in this study are headquartered in major cities; many of their employees, however, are located in the widely scattered cities and towns serviced by these airlines.

¹ See appendix B for scope and method of survey and for definition of terms and earnings concepts used in this bulletin.

In 1950, when the airlines were in the piston era, employment totaled about 83,000, increasing to 147,000 at the beginning of the jet age in 1958,² and to the present level of 281,000 with the advent of the jumbo jets.

The 240-percent increase in employment during the 1950-70 period was more than matched by a gain of over 300 percent in output per employee and a 14-fold increase in the industry's output.³ These increases in output represent average annual rates of about 7 and 14 percent, respectively, during the 20-year period. In 1970, however, employee and industry output were up only 3 and 2 percent from the previous year.

Total scheduled airline traffic, as measured by overall revenue ton miles flown, had an average growth rate of about 16 percent in the sixties. However, 1970 traffic was only 1 percent above that recorded for 1969.⁴

Historically, capacity and traffic in the scheduled airlines industry have tended to grow in an alternating pattern, i.e., traffic growth will run ahead of capacity for a time, then capacity will outpace traffic for a few years. For example, when the larger and faster jet aircraft were introduced in the late fifties, the industry's capacity to provide service exceeded the demand. Demand increased, but in response newer models, such as the stretch jets and the jumbo jets, were introduced, and the new capacity again exceeded demand.

Slightly more than nine-tenths of the flight attendants and nearly seven-eighths of the maintenance and related workers were covered by union contracts. With few exceptions, flight attendants were covered by contracts with the Air Line Stewards and Stewardesses Association of the Transport Workers Union (TWU) or with the Air Line Pilots Association. Maintenance workers were usually represented by the International Association of Machinists (IAM) or the TWU. Generally, the airline unions are organized by craft; however, the IAM and the TWU are two major exceptions, each representing various classes of crafts.

In contrast to flight attendants and maintenance workers, three-fourths of the office clerical and three-fifths of the customer services agents were employed in airlines where such workers usually were not covered by labor-management

agreements. Where these employees were covered, contracts were usually with the Air Lines Employees Association or the International Brotherhood of Teamsters.

From 1950 through 1970, 126 work stoppages related to collective bargaining have occurred in this industry, involving about 437,000 workers, and accounting for about 7.3 million idle man-days. The large majority of the idle man-days were due to stoppages where wages (mainly) and job security, or both, were the major issues.⁵

Occupational earnings

Gross monthly earnings of flight attendants in scheduled airlines averaged \$612 in August 1970. (See table 1.) Individual earnings ranged from less than \$250 for the month to over \$1,100, with the middle range of the flight attendants receiving from \$526 to \$692. Contributing to the wide dispersion of earnings were two major pay components—basic salaries, which vary by length of service, and incentive pay (also called overtime pay) for credited flight hours exceeding specified minimums.⁶ Pay scales for both of these factors differed among airlines and, in the case of incentives, sometimes varied within an airline by the type of aircraft to which the flight attendant was assigned (i.e., propeller or jet). To illustrate, according to labor-management contract agreements in effect among domestic trunk airlines in August 1970, basic monthly salaries for stewardesses with 4 years of service ranged from \$435 to \$627. Monthly credited flight hours after which overtime or incentive pay began usually varied between 65 and 71; the

² Source: Air Transport 1970, p. 13. (The annual report of the U. S. scheduled airline industry, published by the Air Transport Association of America, Washington, D.C. 20036.)

³ Indexes of Output Per Man-Hour, Selected Industries, 1939 and 1947-70 (BLS Bulletin 1692, 1971). Data for 1970 are preliminary.

⁴ Air Transport 1970, op. cit., p. 26.

⁵ Airline Experience under the Railway Labor Act (BLS Bulletin 1683, 1971), p. 36, and unpublished BLS data, available on request.

⁶ Credited flight hours refer to the combined total of actual flight hours and flight-hour equivalents for nonflying and deadheading time. For a more detailed explanation, see appendix B.

hourly rates paid for overtime hours typically ranged from about \$7 to \$11 for jet aircraft. Overtime rates were sometimes less if those hours were flown on a propeller aircraft.

Two-thirds of the 32,422 stewards and stewardesses covered by the survey were paid for 70 to 85 credited flight hours during August 1970.⁷ Pay corresponding to these hours averaged from \$577 to \$665. Flight attendants paid for less than 50 credited flight hours (6 percent of the workers) averaged \$435; those paid for 90 hours or more (4 percent) averaged \$819. Even within a relatively narrow band of credited flight hours, individual earnings spanned a wide range; for example, flight attendants paid for 70 to 75 credited flight hours during the survey month (one-fourth of the total) received from \$350 to \$950.

Slightly more than 71,000 workers, virtually all men, were employed in the maintenance and related occupations surveyed. Earnings of the 36,000 aircraft mechanics, numerically the most important occupation in the study, averaged \$5.37 an hour. (See table 2.) Those required to make emergency repairs on aircraft at airports (line maintenance) averaged \$5.45 an hour, compared with \$5.32 for aircraft mechanics performing major overhaul repair (shop maintenance). Aircraft inspectors had the highest average earnings among the maintenance jobs surveyed—\$5.80 an hour; those "on the line" averaged \$5.87; those in the shop, \$5.75. These differences largely reflect the general practice of paying aircraft mechanics and inspectors on line work 5 or 10 cents per hour more than those on shop maintenance.

Aircraft inspectors are required to have a valid Federal Aviation Administration (FAA) airframe and/or powerplant license or a Federal Communications Commission (FCC) radio telephone license, second class or higher, or both, depending upon their work assignments. Mechanics are also generally required to hold one or more of these certificates. Typically, aircraft inspectors and mechanics were in airlines paying a premium of 5 cents an hour for each valid license held, to a maximum of two (10 cents) at the time of the survey. Such license premiums are included in the earnings reported for these two occupations. As seen in table 2, averages for these two occupations were higher

in the local service airlines than in the domestic trunk carriers, the only such instances among the jobs for which comparable data can be shown.

Aircraft servicemen averaged \$4.08 an hour. (See table 3.) Those servicing the aircraft with fuel, oil, hydraulic fluid, and operating mobile air-conditioning units (ground workers) averaged \$4.22 an hour. Those equipping aircraft cabins with passenger service items, such as food and beverages, and loading and unloading cargo (ramp workers) averaged 3 cents less than the ground workers. Servicemen performing ground and ramp duties interchangeably—primarily reported in airlines other than the Big Four—averaged \$3.92 an hour. Janitors, the lowest paid occupation in the maintenance group, averaged \$3.61, compared with \$3.74 for aircraft cleaners. In some instances, servicemen and aircraft cleaners also received a "line" differential, typically 5 cents an hour. Where found, it was included in their earnings for the survey.

Airline dispatchers, earning from less than \$200 up to \$370 a week in August 1970, had the highest average (\$323 a week) in the survey. (See table 4.) Dispatchers (virtually all men) authorize, regulate, and control commercial airline flights (in concert with the pilot in command) according to Government and company regulations to expedite and insure the safety of the flight and control the economic factors of flight. These workers must hold an FAA license for such work. Nearly two-thirds of the 645 dispatchers were employed by the domestic trunk carriers and averaged \$336 for a 40-hour week; in local service airlines, dispatchers averaged \$316 for the same number of hours.

Customer services agents, i.e., ticket, reservations sales, passenger services, and freight agents, averaged between \$154 and \$171 a week. (See table 5.) Women accounted for nearly one-half of the customer services agents jobs, mostly reservations sales and ticket agents, and generally averaged about the same as men.

⁷ The number of credited flight hours reported relate to only one particular month and may not be representative of those in other months. Seasonality of traffic on certain scheduled routes, for instance, may substantially influence hours and earnings of flight attendants.

Nine office clerical jobs were surveyed, covering 16 levels of work. (See table 6.) Average weekly earnings of the incumbents, more than 90 percent women, ranged from about \$113 for messengers and class B typists to \$175 for class A secretaries. Averages for most of the remaining work levels ranged from about \$120 to \$140 a week.

Earnings of office clerical workers in scheduled airlines compared favorably

with the straight-time weekly averages for corresponding jobs in the Bureau's area wage surveys.⁸ The tabulation below presents pay relatives based on average weekly salaries using the averages in the broader based area wage surveys as 100. In the classifications for which comparable data were available, the airline's clerical employees generally held wage advantages of between 10 and 30 percent in August 1970.

Pay relatives of clerical workers in scheduled airlines (BLS area wage surveys = 100)	Job classification
106-110	Senior stenographers
111-115	Secretaries, payroll clerks, class A accounting clerks, class A keypunch operators, class A typists, and class B tabulating-machine operators
116-120	Class A switchboard operators
121-125	Class B keypunch operators and class B typists
126-130	General stenographers, class B accounting clerks, and messengers
131 and over	Class B switchboard operators

In electronic data processing, three work levels each for systems analysts, programmers, and digital computer operators were studied. (See table 7.) Class A business systems analysts, working independently or under only general direction on complex problems involving all phases of systems analysis, averaged \$300 a week. Top level programmers and computer operators averaged \$238 and \$177, respectively. Class C computer operators, working under close supervision on routine programs, averaged \$137 a week. Where comparisons were possible, average earnings were usually found to be about the same for men and women.

Individual earnings ranged widely within each occupation surveyed. In 32 of the 36 job classifications studied (excluding flight attendants whose earnings dispersion was discussed earlier), earnings of the highest paid employees exceeded those of the lowest paid by more than 60 percent. Thus, in many instances, earnings overlapped substantially between workers in occupations with dissimilar skill requirements and wage levels. To

illustrate, some aircraft cleaners earned as much as or more than a number of aircraft mechanics.

Further examination of the earnings distribution, however, revealed that the middle 50 percent of the workers in most of the 36 classifications had earnings within relatively narrow wage bands. For example, the middle ranges, which eliminate the extreme high and low rates, produced dispersion factors (the middle ranges of earnings expressed as percents of median earnings) of less than 20 percent for most of the job classifications. (See table on following page.)

⁸ Metropolitan Areas, United States and Regional Summaries, 1969-1970, BLS Bulletin 1660-92. (To be published early in 1972.) Data from Bulletin 1660-92 were adjusted to reflect August 1970 payroll reference. The Bureau's area wage survey program covers establishments in the following broad industry divisions: Manufacturing; transportation (including scheduled airlines), communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Area wage surveys, conducted annually in 85 metropolitan areas throughout the country, are projected to represent all metropolitan areas in the United States (excluding Alaska and Hawaii).

Wage dispersion in selected job classifications in scheduled airlines

Occupational group	Total number of job classifications	Number of classifications with dispersion factor ¹ of—					
		Under 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 percent and over
All job classifications -----	36	4	3	6	13	6	4
Maintenance and related workers -----	6	4	1	1	-	-	-
Dispatchers and customer services agents-----	5	-	-	3	1	1	-
Office clerical employees -----	16	-	2	-	6	5	3
Electronic data processing personnel -----	9	-	-	2	6	-	1

¹ Dispersion factor equals earnings range of middle 50 percent of employees in classification as a percent of median earnings. For definitions of middle range and median see appendix B.

Ranges of earnings for workers within these classifications are partly attributable to differences in pay levels among airlines and pay scales reflecting an employee's length of service. All of the customer services agents, maintenance and related workers, and office clerical personnel in the survey were time-rated and almost always were paid under formal plans providing ranges of rates for each occupation.⁹

Company practices and supplementary wage provisions¹⁰

Scheduled weekly hours and shift provisions. Work schedules of 40 hours a week were in effect for nearly all of the maintenance workers, all of the customer services agents, and nine-tenths of the office clerical employees. (See table 8.) Information on weekly work schedules was not obtained for flight attendants.

All airlines in the survey had formal provisions for late-shift work for their maintenance and related employees. Such workers employed on late shifts received a premium above day-shift rates, most commonly 21 cents an hour for second shifts, and 28 cents an hour for third shifts. (See table 9.)

Paid holidays. Nine paid holidays were provided annually by airlines employing more than nine-tenths of the maintenance, customer services, and office clerical employees. (See table 10.) All domestic trunk airlines granted 9 days, but

substantial proportions of the local service airline employees received 8 days—three-tenths of the maintenance workers, and slightly more than two-fifths of the customer services agents and clerical workers. Paid holiday provisions for flight attendants were virtually nonexistent.

Paid vacations. Paid vacations after qualifying periods of service were provided by all airlines in the survey. (See table 11.) Typical provisions for flight attendants were 14 calendar days after 1 year of service, at least 21 days after 10 years, 28 or 30 days after 15 years, and 28 to 37 days of vacation pay after 20 years of service. Maintenance workers, customer services agents, and office clerical employees usually were provided 2 weeks of vacation pay after 1 year of service, 3 weeks after 10 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Health, insurance, and retirement plans. Retirement pension plans and various health and insurance benefits were

⁹ Range-of-rate plans are those in which the minimum or maximum rates, or both, paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these.

¹⁰ For an account of employer expenditures for supplementary wage provisions in the industry, see Compensation Expenditures and Payroll Hours, Air Transportation, 1964, BLS Bulletin 1571 (1967).

available to virtually all of the workers covered by the survey. (See table 12.) The airlines typically paid the entire cost of these benefits which, in addition to pensions, included life, hospitalization, surgical, basic medical, and major medical insurance. Also, sickness and accident insurance applied to about nine-tenths of the workers; sick leave (full pay, no waiting period) to at least four-fifths; and accidental death and dismemberment insurance to about half, and in some cases more than half, of the workers in each group.

Other selected benefits. Plans for technological severance pay—payments to employees separated from employment as a result of technological change—covered about four-fifths of the maintenance workers, about one-half of the customer services agents and office clerical employees, and slightly more than two-fifths of the flight attendants. Nearly all of the workers in the four groups were covered by formal provisions for funeral leave and jury duty pay. (See table 13.)

Provisions for periodic cost-of-living pay adjustments were reported by airlines employing three-fifths of the maintenance and related workers and less than one-fifth of the customer services agents and office clerical workers. All such provisions were based on the Consumer Price Index (CPI) published by the Bureau of Labor Statistics. None of the flight attendants were covered by such provisions.

Uniforms were required for all flight attendants, virtually all customer services agents, and for three-fourths of the maintenance and related workers. Flight attendants and customer services agents were typically required to buy their initial uniforms; airlines usually provided or paid partial costs of subsequent uniforms. Three-fifths of the maintenance workers required to wear uniforms were employed by airlines providing initial and subsequent uniforms. The cost of cleaning such uniforms was borne in full or in part by the airlines for four-fifths of the maintenance workers required to wear uniforms and for less than half of the customer services agents and flight attendants.

Table 1. Gross monthly earnings: Flight attendants

(Number and average monthly earnings of flight attendants (stewards and stewardesses) in scheduled airlines by credited monthly flight hours, United States, August 1970)

Credited monthly flight hours ¹	Number of employees	Monthly earnings ²			Number of employees receiving monthly earnings of—																			
		Mean	Median	Middle range	Under \$250	and under \$300	\$300-\$350	\$350-\$400	\$400-\$450	\$450-\$500	\$500-\$550	\$550-\$600	\$600-\$650	\$650-\$700	\$700-\$750	\$750-\$800	\$800-\$850	\$850-\$900	\$900-\$950	\$950-\$1000	\$1000-\$1050	\$1050-\$1100	and over	
All scheduled airlines ³																								
All flight attendants ⁴	32,422	\$612	\$597	\$526-\$692	270	150	151	479	1668	3227	4848	5760	4070	4155	2949	1867	1174	891	417	134	41	53	118	
With credited flight hours in August of—																								
Under 50	1,936	435	468	329-529	270	148	88	78	256	509	336	96	67	74	14	-	-	-	-	-	-	-	-	
50 and under 55	543	503	491	433-545	-	-	42	27	74	165	124	37	25	36	3	5	-	5	-	-	-	-	-	
55 and under 60	727	503	496	453-545	-	-	1	94	76	210	191	71	50	29	-	5	-	-	-	-	-	-	-	
60 and under 65	1,051	518	506	434-597	-	-	20	181	139	173	135	152	117	66	17	41	-	10	-	-	-	-	-	
65 and under 70	2,391	541	528	454-614	-	-	-	61	435	446	431	318	288	299	86	22	-	5	-	-	-	-	-	
70 and under 75	7,432	577	570	505-649	-	-	-	36	627	946	1433	1636	906	928	581	251	68	16	4	-	-	-	-	
75 and under 80	7,437	626	607	545-704	-	-	-	-	45	672	1341	1513	910	1028	803	582	413	100	30	-	-	-	-	
80 and under 85	6,150	665	649	578-730	-	-	-	-	14	101	692	1317	975	984	776	444	320	382	109	24	5	-	7	
85 and under 90	3,334	699	683	605-770	-	-	-	2	2	4	152	600	637	482	476	314	179	222	196	65	1	-	2	
90 and over	1,421	819	794	695-898	-	2	-	-	-	1	13	20	95	229	193	203	194	151	78	45	35	53	109	
Domestic trunk airlines																								
All flight attendants ⁴	26,419	600	587	516-679	260	143	133	326	1525	2976	4191	4736	3290	3519	2335	1346	722	510	184	60	25	40	98	
With credited flight hours in August of—																								
Under 50	1,774	439	481	319-535	260	143	75	10	222	496	325	92	66	73	12	-	-	-	-	-	-	-	-	-
50 and under 55	510	505	491	435-545	-	-	40	20	69	158	119	34	22	36	2	5	-	5	-	-	-	-	-	-
55 and under 60	672	508	499	463-545	-	-	-	68	65	209	182	68	48	27	5	-	-	-	-	-	-	-	-	-
60 and under 65	967	523	516	439-602	-	-	18	146	132	160	127	141	115	62	15	41	-	10	-	-	-	-	-	-
65 and under 70	2,021	537	527	452-605	-	-	-	46	409	379	331	298	270	208	55	20	-	5	-	-	-	-	-	-
70 and under 75	6,452	570	570	505-638	-	-	-	36	580	869	1239	1476	801	861	385	124	66	15	-	-	-	-	-	-
75 and under 80	6,178	618	605	540-687	-	-	-	-	38	620	1256	1150	762	957	670	397	200	98	30	-	-	-	-	-
80 and under 85	4,508	653	641	577-712	-	-	-	-	10	85	534	1024	684	770	722	333	169	122	25	20	5	-	5	
85 and under 90	2,259	689	664	605-751	-	-	-	-	-	-	70	443	482	337	352	242	118	133	57	25	-	-	-	
90 and over	1,078	828	798	717-898	-	-	-	-	-	-	8	10	40	188	122	179	169	122	72	15	20	40	93	

¹ Hours used for pay purposes and refer to the combined total of actual flight hours and flight-hour equivalents for nonflying time. See appendix B for definition of credited flight hours.

² Refers to total earnings, including base pay, overtime or incentive pay, premium pay for serving as first, lead or senior attendant, and all other pay directly related to duty. Special allowances such as those for room and board while away from the employee's home station are excluded. Average monthly earnings have been rounded to the nearest dollar. For definition of mean, median, and middle range, see appendix B.

³ Includes data for airlines in addition to domestic trunk airlines shown separately.

⁴ Includes all flight attendants based in the contiguous 48 States and the District of Columbia. Purser who are assigned to international flights and inflight managers (or equivalents) in charge of passenger cabin crews on jumbo jets are excluded from the flight attendant classification.

Table 2. Straight-time hourly earnings: Aircraft inspectors and mechanics

(Number and average straight-time hourly earnings of nonsupervisory aircraft inspectors and aircraft mechanics in scheduled airlines, United States, August 1970)

Occupation ¹	Number of employees	Hourly earnings ²			Number of workers receiving straight-time hourly earnings of—																		
		Mean	Median	Middle range	Under \$4.50	\$4.50 and under \$4.60	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.50	\$5.60	\$5.70	\$5.80	\$5.90	\$6.00	\$6.10	
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All scheduled airlines ³																							
Inspectors, aircraft.....	2,066	\$5.80	\$5.84	\$5.69-\$5.92	1	1	-	-	-	-	-	-	6	23	7	60	262	270	152	507	649	77	51
Line maintenance.....	851	5.87	5.94	5.80- 5.97	-	-	-	-	-	-	-	3	19	1	24	5	36	122	49	524	53	15	
Shop maintenance.....	1,215	5.75	5.82	5.59- 5.85	1	1	-	-	-	-	-	3	4	6	36	257	234	30	458	125	24	36	
Mechanics, aircraft.....	36,008	5.37	5.40	5.27- 5.50	246	14	60	203	300	582	1805	3812	2536	8503	8785	5776	2883	446	30	17	7	3	
Line maintenance.....	14,599	5.45	5.47	5.37- 5.57	1	5	11	33	57	273	437	689	685	2297	3781	3615	2343	339	10	17	6	-	
Shop maintenance.....	21,409	5.32	5.37	5.18- 5.46	245	9	49	170	243	309	1368	3123	1851	6206	5004	2161	540	107	20	-	1	3	
Domestic trunk airlines																							
Inspectors, aircraft.....	1,552	5.85	5.85	5.76- 5.90	-	-	-	-	-	-	-	-	-	-	-	26	232	152	507	593	42	-	
Line maintenance.....	700	5.91	5.95	5.90- 5.97	-	-	-	-	-	-	-	-	-	-	-	1	2	122	49	484	42	-	
Shop maintenance.....	852	5.80	5.82	5.69- 5.86	-	-	-	-	-	-	-	-	-	-	-	25	230	30	458	109	-	-	
Mechanics, aircraft.....	29,023	5.40	5.41	5.34- 5.50	239	-	3	34	315	433	1666	2314	8262	8476	5073	1876	279	30	17	6	-	-	
Line maintenance.....	12,755	5.46	5.47	5.37- 5.57	-	-	2	26	233	212	487	507	8262	2107	3680	3324	1875	269	10	17	6	-	
Shop maintenance.....	16,268	5.36	5.38	5.31- 5.46	239	-	1	8	82	221	1179	1807	6155	4796	1749	1	10	20	-	-	-	-	
Local service airlines																							
Inspectors, aircraft.....	189	5.88	5.95	5.69- 6.10	-	-	-	-	-	-	-	-	20	-	-	4	32	-	-	47	35	451	
Line maintenance.....	102	5.80	5.95	5.69- 6.01	-	-	-	-	-	-	-	-	16	-	-	28	-	-	32	11	15		
Shop maintenance.....	87	5.98	6.07	5.95- 6.10	-	-	-	-	-	-	-	-	4	-	-	4	-	-	15	24	36		
Mechanics, aircraft.....	2,811	5.47	5.55	5.40- 5.61	-	5	2	6	18	2	340	30	56	238	293	678	972	167	-	-	1	3	
Line maintenance.....	1,295	5.46	5.55	5.34- 5.61	-	2	1	3	7	-	165	18	36	187	95	269	442	70	-	-	-	-	
Shop maintenance.....	1,516	5.49	5.56	5.43- 5.63	-	3	1	3	11	2	175	12	20	51	198	409	530	97	-	-	1	3	

¹ Virtually all aircraft inspectors and mechanics were men.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, but includes premiums paid for line maintenance and repair licenses, if any, held by employees. For definition of mean, median, and middle range, see appendix B.

³ Includes data for airlines in addition to those shown separately.

⁴ All workers were at \$6.10 and under \$6.20.

Table 3. Straight-time hourly earnings: Other maintenance and related occupations

(Number and average straight-time hourly earnings of nonsupervisory aircraft cleaners, janitors, ground and ramp servicemen, and stock clerks in scheduled airlines, United States, August 1970)

Occupation and sex	Number of employees	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																			
		Mean	Median	Middle range	Under \$3.00	\$3.00 and under \$3.10	\$3.10 to \$3.20	\$3.20 to \$3.30	\$3.30 to \$3.40	\$3.40 to \$3.50	\$3.50 to \$3.60	\$3.60 to \$3.70	\$3.70 to \$3.80	\$3.80 to \$3.90	\$3.90 to \$4.00	\$4.00 to \$4.10	\$4.10 to \$4.20	\$4.20 to \$4.30	\$4.30 to \$4.40	\$4.40 to \$4.50	\$4.50 to \$4.60	\$4.60 to \$4.70	\$4.70 to \$4.80	and over
					\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	over	
All scheduled airlines ²																								
Cleaners, aircraft	5,241	\$3.74	\$3.78	\$3.68-3.84	38	73	107	77	227	196	174	678	1516	1329	195	463	149	-	4	5	-	-	10	-
Men	5,049	3.74	3.76	3.68-3.83	36	26	56	77	219	196	174	668	1484	1311	195	457	138	-	1	1	-	-	10	-
Women	192	3.46	3.18	3.06-3.79	2	47	51	-	8	-	-	10	32	18	-	6	11	-	3	4	-	-	-	-
Janitors	1,584	3.61	3.74	3.62-3.78	78	71	74	41	9	33	65	257	679	235	42	-	-	-	-	-	-	-	-	-
Men	1,504	3.62	3.74	3.63-3.78	72	69	70	337	8	15	59	252	649	231	42	-	-	-	-	-	-	-	-	-
Women	80	3.49	3.55	3.41-3.75	6	2	4	4	1	18	6	5	30	4	-	-	-	-	-	-	-	-	-	-
Servicemen, ground and ramp (22,086 men, 31 women)	22,117	4.08	4.17	3.86-4.39	205	143	18	177	474	167	508	1904	1071	1994	1297	1558	1986	3264	4116	2982	246	3	-	4
Ground (all men)	1,157	4.22	4.30	3.98-4.45	-	-	-	-	1	-	-	49	58	89	127	36	95	121	194	192	195	-	-	-
Ramp (12,083 men, 30 women)	12,113	4.19	4.25	4.06-4.39	126	52	5	91	93	19	108	440	519	821	475	463	1506	1444	3278	2662	8	3	-	-
Ground and ramp (8,846 men, 1 woman)	8,847	3.92	3.95	3.69-4.22	79	91	13	86	380	148	400	1415	494	1084	695	1059	385	1699	644	128	43	-	-	4
Stock clerks (3,989 men, 33 women)	4,022	4.38	4.39	4.23-4.53	2	4	-	4	-	6	10	46	52	141	216	174	273	351	901	648	287	151	377	379
Domestic trunk airlines																								
Cleaners, aircraft	4,205	3.76	3.79	3.70-3.84	16	55	91	46	175	139	66	404	1339	1078	185	452	149	-	-	-	-	-	10	-
Men	4,091	3.77	3.78	3.70-3.84	14	11	48	46	175	139	66	404	1325	1078	185	452	138	-	-	-	-	-	10	-
Women	114	3.28	3.12	3.06-3.18	2	44	43	-	-	-	-	14	-	-	-	11	-	-	-	-	-	-	-	-
Janitors	1,347	3.63	3.75	3.66-3.79	72	63	74	-	1	18	44	169	629	235	42	-	-	-	-	-	-	-	-	-
Men	1,281	3.64	3.75	3.67-3.79	66	63	70	-	-	38	165	606	231	42	-	-	-	-	-	-	-	-	-	-
Women	66	3.49	3.55	3.41-3.75	6	-	4	-	1	18	6	4	23	4	-	-	-	-	-	-	-	-	-	-
Servicemen, ground and ramp (20,327 men, 31 women)	20,358	4.11	4.22	3.86-4.39	-	-	-	160	451	152	508	1704	949	1874	1140	1182	1729	3182	4107	2971	246	3	-	-
Ground (all men)	1,108	4.23	4.34	3.98-4.45	-	-	-	-	1	-	-	47	54	89	96	35	84	121	194	192	195	-	-	-
Ramp (11,563 men, 30 women)	11,593	4.22	4.39	4.15-4.39	-	-	-	88	88	4	108	319	442	766	441	436	1506	1444	3278	2662	8	3	-	-
Ground and ramp (7,656 men, 1 woman)	7,657	3.93	3.94	3.69-4.23	-	-	-	72	362	148	400	1338	453	1019	603	711	139	1617	635	117	43	-	-	-
Stock clerks (2,986 men, 30 women)	3,016	4.36	4.39	4.25-4.49	-	-	-	-	-	2	7	15	40	110	122	158	191	308	849	466	285	143	87	233
Local service airlines																								
Cleaners, aircraft	634	3.69	3.78	3.67-3.83	4	14	16	31	47	35	5	53	157	251	10	11	-	-	-	-	-	-	-	-
Men	569	3.69	3.78	3.67-3.83	4	11	8	31	39	35	5	49	139	233	10	5	-	-	-	-	-	-	-	-
Women	65	3.66	3.78	3.39-3.87	-	3	8	-	8	-	-	4	18	18	-	6	-	-	-	-	-	-	-	-
Janitors	97	3.34	3.28	3.23-3.50	4	8	-	37	8	14	20	3	3	-	-	-	-	-	-	-	-	-	-	-
Men	91	3.35	3.35	3.23-3.58	4	6	-	33	8	14	20	3	3	-	-	-	-	-	-	-	-	-	-	-
Servicemen, ground and ramp (all men) ³	405	3.52	3.14	3.05-4.19	92	106	12	6	10	-	-	2	4	-	31	5	53	78	2	4	-	-	-	-
Ground and ramp (all men)	312	3.52	3.10	3.03-4.20	78	78	12	6	8	-	-	-	-	-	4	42	78	2	4	-	-	-	-	-
Stock clerks (284 men, 3 women)	287	4.17	4.33	3.93-4.41	2	4	-	4	-	4	-	24	2	2	45	10	23	18	40	98	2	8	-	1

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, but includes premiums paid for line duty, if any. For definition of mean, median, and middle range, see appendix B.

² Includes data for airlines in addition to those shown separately.

³ Includes data for workers in classifications in addition to the one shown separately.

Table 4. Straight-time weekly earnings: Dispatchers

(Number and average straight-time weekly earnings of nonsupervisory dispatchers in scheduled airlines, United States, August 1970)

Occupation	Number of employees	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean	Median	Middle range	Under \$200	\$200 and under \$210	\$210	\$220	\$230	\$240	\$250	\$260	\$270	\$280	\$290	\$300	\$310	\$320	\$330	\$340	\$350	\$360	\$370
							-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All scheduled airlines ²																								
Dispatchers (643 men, 2 women)---	645	40.0	\$323.00	\$339.50	\$306.00-\$354.50	20	1	1	7	4	7	20	7	9	31	23	58	12	66	59	158	92	70	
Domestic trunk airlines																								
Dispatchers (all men)-----	420	40.0	336.00	341.50	329.00- 358.00	-	-	1	7	-	2	6	3	5	17	18	31	4	14	16	139	90	67	
Local service airlines																								
Dispatchers (all men)-----	147	40.0	316.00	325.50	302.50- 333.50	2	-	-	-	2	-	6	4	2	6	4	23	3	50	24	16	2	3	

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 premium pay for work on weekends, holidays, and late shifts), and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. For definition of mean, median, and middle range, see appendix B.

² Includes data for airlines in addition to those shown separately.

Table 5. Straight-time weekly earnings: Customer services occupations

(Number and average straight-time weekly earnings of nonsupervisory workers in customer services occupations in scheduled airlines, United States, August 1970)

Occupation and sex	Number of employees	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—													
			Mean	Median	Middle range	Under \$100	\$100 and under \$110	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$210 and over
							-	-	-	-	-	-	-	-	-	-	-	-	-
All scheduled airlines ²																			
Air freight agents.....	4,470	40.0	\$170.50	\$175.50	\$157.00-\$187.00	3	2	10	201	321	367	322	611	624	1077	810	121	1	
Men.....	4,373	40.0	170.50	175.50	157.50-187.00	1	-	10	192	315	360	306	593	605	1064	805	121	1	
Women.....	97	40.0	160.00	164.00	148.50-177.00	2	2	-	9	6	7	16	18	19	13	5	-	-	
Passenger services agents.....	11,958	40.0	166.50	168.50	150.50-183.50	12	11	221	389	895	1416	1270	1974	2211	1587	1829	126	17	
Men.....	10,048	40.0	166.50	170.00	151.00-184.00	12	6	218	381	818	921	1046	1637	1989	1287	1614	112	7	
Women.....	1,910	40.0	164.50	164.50	147.00-181.00	-	5	3	8	77	495	224	337	222	300	215	14	10	
Reservations sales agents.....	16,984	40.0	154.50	153.00	143.50-164.50	6	17	124	616	2339	3910	4039	3018	1748	759	313	85	10	
Men.....	2,304	40.0	158.50	157.00	145.50-171.50	-	5	8	165	219	376	516	397	326	204	65	13	10	
Women.....	14,680	40.0	154.00	152.50	143.00-163.50	6	12	116	451	2120	3534	3523	2621	1422	555	248	72	-	
Ticket agents.....	10,670	40.0	165.00	166.50	153.00-176.00	3	3	10	52	675	1299	2075	2838	1641	1385	578	111	-	
Men.....	6,096	40.0	164.50	166.50	151.00-174.00	3	2	1	3	449	714	1364	1673	734	678	394	81	-	
Women.....	4,574	40.0	165.50	166.50	155.00-178.00	-	1	9	49	226	585	711	1165	907	707	184	30	-	
Airport.....	6,664	40.0	164.50	166.50	153.00-172.50	3	-	-	34	208	1029	1429	1954	855	610	457	76	-	
Men.....	4,404	40.0	166.00	168.00	153.50-174.00	3	-	-	1	49	540	1028	1384	559	444	322	74	-	
Women.....	2,260	40.0	160.50	161.00	148.00-170.50	-	-	9	33	159	489	401	570	296	166	135	2	-	
City office.....	4,006	40.0	166.00	168.00	153.00-179.50	-	3	1	18	467	270	646	884	786	775	121	35	-	
Women.....	2,314	40.0	170.50	172.50	162.50-181.00	-	1	-	16	67	96	310	595	611	541	49	28	-	
Domestic trunk airlines																			
Air freight agents.....	2,451	40.0	178.50	182.00	167.50-192.50	-	-	-	79	164	86	351	438	540	671	121	1	1	
Men.....	2,385	40.0	178.50	182.50	168.00-192.50	-	-	-	77	159	76	333	422	530	666	121	1	1	
Women.....	66	40.0	178.50	181.50	167.50-192.50	-	-	-	2	5	10	18	16	40	5	-	-	-	
Passenger services agents.....	7,532	40.0	174.50	175.00	163.50-189.00	-	-	-	54	777	601	1520	1554	1225	1664	120	17	7	
Men.....	6,057	40.0	176.00	177.50	166.50-191.00	-	-	-	41	433	435	1232	1347	998	1458	106	7	7	
Women.....	1,475	40.0	168.00	167.00	151.00-183.50	-	-	-	13	344	166	288	207	227	206	14	10	10	
Reservations sales agents.....	14,196	40.0	156.50	154.00	145.50-166.00	-	-	-	133	1755	3495	3586	2698	1574	651	209	85	10	
Men.....	1,705	40.0	159.50	158.00	147.00-170.50	-	-	-	10	172	359	411	317	253	140	20	13	10	
Women.....	12,491	40.0	156.00	153.50	145.50-164.50	-	-	-	123	1583	3136	3175	2381	1321	511	189	72	-	
Ticket agents.....	8,165	40.0	166.50	168.00	154.00-177.50	-	-	-	13	203	1089	1604	2239	1315	1118	479	105	-	
Men.....	4,555	40.0	166.50	168.00	153.50-176.00	-	-	-	1	47	540	1031	1415	622	505	317	77	-	
Women.....	3,610	40.0	166.00	167.00	154.50-179.00	-	-	-	12	156	549	573	824	693	613	162	28	-	
Airport.....	6,409	40.0	165.00	166.50	153.50-172.50	-	-	-	-	144	994	1384	1943	825	602	447	70	-	
Men.....	4,323	40.0	166.50	168.00	153.50-173.50	-	-	-	40	529	1006	1378	550	436	314	70	-	-	
Women.....	2,086	40.0	162.00	162.00	149.00-170.50	-	-	-	104	465	378	565	275	166	133	-	-	-	
City office.....	1,756	40.0	171.50	175.50	162.00-183.50	-	-	-	13	59	95	220	296	490	516	32	35	-	
Men.....	232	40.0	172.50	176.00	164.50-182.00	-	-	-	1	7	11	25	37	72	69	3	7	-	
Women.....	1,524	40.0	171.50	175.50	161.50-183.50	-	-	-	12	52	84	195	259	418	447	29	28	-	
Local service airlines																			
Passenger services agents.....	3,866	40.0	150.50	145.50	134.00-169.00	12	-	217	379	833	639	553	274	576	266	111	6	-	
Men.....	3,589	40.0	151.00	146.00	133.50-173.50	12	-	217	378	770	488	541	264	576	226	111	6	-	
Women.....	277	40.0	147.00	140.50	140.50-146.00	-	-	-	1	63	151	12	10	-	40	-	-	-	
Reservations sales agents.....	2,068	40.0	140.00	135.50	128.00-149.50	4	-	109	461	574	412	305	74	78	34	17	-	-	
Women.....	1,773	40.0	140.00	137.00	130.00-149.50	4	-	103	311	528	395	278	69	56	12	17	-	-	

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 premium pay for work on weekends, holidays, and late shifts), and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. For definition of mean, median, and middle range, see appendix B.

² Includes data for airlines in addition to those shown separately.

Table 6. Straight-time weekly earnings: Office clerical occupations

(Number and average straight-time weekly earnings of nonsupervisory workers in selected office clerical occupations in scheduled airlines, United States, August 1970)

Occupation and sex	Number of employees	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of																				
			Mean	Median	Middle range	Under \$85	\$85 and under \$90	\$90	\$95	\$100	\$105	\$110	\$115	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	and over	
						\$85	\$90	\$95	\$100	\$105	\$110	\$115	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	and over		
All scheduled airlines ²																										
Clerks, accounting, class A.....	1,040	39.0	\$153.00	\$153.50	\$140.50-\$167.50	6	46	12	-	8	4	11	23	58	89	157	209	179	81	62	95	-	-	-	-	
Men.....	307	38.0	164.50	165.00	150.50-177.50	-	-	-	-	-	-	-	5	5	21	36	57	72	50	19	42	-	-	-	-	
Women.....	733	39.5	148.00	150.00	134.50-166.00	6	46	12	-	8	4	11	18	53	68	121	152	107	31	43	53	-	-	-	-	
Clerks, accounting, class B.....	1,568	39.0	132.00	131.00	114.00-149.50	54	8	32	51	99	89	67	117	219	238	213	149	88	86	58	-	-	-	-	-	
Men.....	190	37.0	145.00	139.00	130.00-155.50	-	-	-	4	-	3	5	23	70	23	16	14	16	16	16	-	-	-	-	-	
Women.....	1,378	39.5	130.50	128.00	111.50-149.00	54	8	32	51	95	89	64	112	196	168	190	133	74	70	42	-	-	-	-	-	
Clerks, payroll (116 women, 13 men).....	129	40.0	131.50	128.50	113.50-152.50	4	2	4	4	6	4	10	7	25	5	21	24	12	-	1	-	-	-	-	-	
Keypunch operators, class A (843 women, 8 men).....	851	40.0	128.50	128.00	113.50-142.00	4	6	2	2	90	64	67	56	172	135	128	90	33	2	-	-	-	-	-	-	
Keypunch operators, class B (583 women, 6 men).....	589	39.0	122.00	121.00	110.00-134.00	-	-	19	26	31	76	73	47	128	122	48	19	-	-	-	-	-	-	-	-	
Messengers (office boys or girls) (157 men, 14 women).....	171	39.5	112.50	103.50	95.00-134.00	3	7	34	28	14	14	6	7	9	30	15	4	-	-	-	-	-	-	-	-	
Secretaries (4,048 women, 16 men) ³	4,064	39.5	150.00	149.00	135.50-162.50	8	8	16	15	20	66	65	120	403	590	803	705	602	347	113	63	84	14	22	22	
Secretaries, class A (all women).....	384	39.5	175.00	172.00	160.00-186.50	-	-	-	-	-	-	-	-	3	7	30	57	83	76	42	32	22	10	22	22	
Secretaries, class B (all women).....	632	38.5	155.00	156.50	144.00-167.00	-	-	4	-	5	8	2	3	22	76	112	117	169	80	23	4	3	4	-	-	
Secretaries, class C (all women).....	1,789	39.0	145.50	144.50	132.50-159.00	8	8	9	11	4	14	31	50	249	335	357	301	209	143	8	11	41	-	-	-	
Stenographers, general (701 women, 3 men).....	704	39.5	134.00	134.50	121.00-148.50	-	-	-	4	17	42	47	41	171	81	152	147	2	-	-	-	-	-	-	-	
Stenographers, senior (306 women, 10 men).....	316	40.0	130.50	129.50	126.00-135.50	-	-	-	-	4	4	3	10	144	128	23	-	-	-	-	-	-	-	-	-	
Switchboard operators, class A (all women).....	107	39.5	140.00	135.00	131.00-157.50	-	-	1	-	-	3	3	5	10	39	12	9	25	-	-	-	-	-	-	-	
Switchboard operators, class B (all women).....	113	40.0	133.50	133.50	125.00-145.50	-	-	-	-	6	2	4	6	29	24	32	7	3	-	-	-	-	-	-	-	
Tabulating-machine operators, class B (78 men, 11 women).....	89	39.0	138.50	138.50	125.50-149.50	-	-	-	-	-	9	8	15	15	20	14	8	-	-	-	-	-	-	-	-	
Typists, class A (597 women, 24 men).....	621	40.0	119.00	116.50	113.50-122.00	-	-	3	2	24	55	179	120	132	72	34	-	-	-	-	-	-	-	-	-	
Typists, class B (261 women, 5 men).....	266	39.0	113.00	110.00	100.00-124.50	3	7	21	37	35	37	28	21	26	29	20	2	-	-	-	-	-	-	-	-	
Domestic trunk airlines																										
Clerks, accounting, class A.....	690	38.5	153.50	152.50	145.50-166.00	-	-	-	-	-	-	3	12	36	73	127	197	162	59	20	1	-	-	-	-	-
Men.....	229	37.5	157.00	158.50	148.50-167.50	-	-	-	-	-	-	-	5	5	20	34	55	69	32	9	-	-	-	-	-	-
Women.....	461	39.5	151.50	150.00	143.00-162.00	-	-	-	-	-	-	3	7	31	53	93	142	93	27	11	1	-	-	-	-	-
Clerks, accounting, class B.....	903	38.5	133.50	133.50	126.00-146.50	-	-	1	2	31	32	36	64	192	210	207	128	-	-	-	-	-	-	-	-	-
Women.....	780	39.0	133.00	133.00	122.50-146.50	-	-	1	2	29	32	35	61	173	147	185	115	-	-	-	-	-	-	-	-	-
Clerks, payroll (88 women, 10 men).....	98	40.0	140.00	143.50	123.00-158.00	-	-	-	-	5	-	8	3	21	4	21	23	12	-	1	-	-	-	-	-	-
Keypunch operators, class A (all women).....	723	40.0	126.50	127.00	113.50-139.50	-	-	-	-	86	53	63	53	166	123	110	64	5	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women).....	400	38.5	121.50	121.00	110.00-133.50	-	-	15	11	20	57	48	29	94	76	38	12	-	-	-	-	-	-	-	-	
Messengers (office boys or girls) (77 men, 12 women).....	89	39.0	100.50	98.00	94.50-105.50	-	1	32	20	12	10	6	7	1	-	-	-	-	-	-	-	-	-	-	-	
Secretaries (3,015 women, 10 men) ³	3,025	39.0	150.00	149.00	137.00-161.50	3	-	-	1	-	7	32	49	322	502	681	537	485	272	67	44	16	9	1	1	
Secretaries, class A (all women).....	346	39.5	171.00	169.00	159.00-182.00	-	-	-	-	-	-	-	-	3	7	30	57	80	74	38	31	16	9	1	1	
Secretaries, class B (all women).....	523	38.5	156.50	158.50	147.00-167.50	-	-	-	-	-	-	1	3	19	53	92	103	161	69	19	3	-	-	-	-	
Secretaries, class C (all women).....	1,507	39.0	146.00	144.50	133.50-159.00	-	-	-	-	-	3	19	21	204	311	338	278	204	129	-	-	-	-	-	-	

See footnotes at end of table.

Table 6. Straight-time weekly earnings: Office clerical occupations—Continued

(Number and average straight-time weekly earnings of nonsupervisory workers in selected office clerical occupations in scheduled airlines, United States, August 1970)

Occupation and sex	Number of employees	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean	Median	Middle range	Under \$85	\$85 and under \$90	\$90	\$95	\$100	\$105	\$110	\$115	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	and over		
Domestic trunk lines—Continued																											
Stenographers, general (all women).....	565	39.0	\$134.00	\$133.00	\$121.00–\$148.50	-	-	-	2	10	33	43	32	153	60	116	115	1	-	-	-	-	-	-	-	-	
Stenographers, senior (292 women, 10 men).....	302	40.0	130.50	129.50	126.50– 135.50	-	-	-	-	4	4	2	6	138	125	23	-	-	-	-	-	-	-	-	-	-	
Switchboard operators, class A (all women).....	53	39.0	130.50	131.00	126.50– 134.50	-	-	-	-	-	1	2	3	9	32	4	2	-	-	-	-	-	-	-	-	-	
Switchboard operators, class B (all women).....	111	40.0	133.00	133.50	125.00– 145.00	-	-	-	-	6	2	4	6	29	24	30	7	3	-	-	-	-	-	-	-	-	
Tabulating-machine operators, class B (77 men, 11 women).....	88	39.0	138.50	138.50	125.50– 149.50	-	-	-	-	-	-	9	8	15	15	20	13	8	-	-	-	-	-	-	-	-	
Typists, class A (574 women, 24 men).....	598	40.0	119.00	116.50	113.50– 122.00	-	-	-	1	24	53	176	113	131	66	34	-	-	-	-	-	-	-	-	-	-	
Typists, class B (all women).....	114	38.5	107.50	106.50	101.00– 113.50	-	-	12	13	21	29	16	15	6	2	-	-	-	-	-	-	-	-	-	-	-	
Local service airlines																											
Clerks, accounting, class A (153 women, 9 men).....	162	40.0	118.00	113.00	89.50– 148.50	6	46	12	-	8	4	6	2	17	12	26	10	11	2	-	-	-	-	-	-	-	-
Clerks, accounting, class B (335 women, 13 men).....	348	40.0	104.00	103.50	93.00– 115.00	4 ⁵	8	27	40	56	40	30	49	17	17	5	5	-	-	-	-	-	-	-	-	-	-
Clerks, payroll (all women).....	22	40.0	97.00	95.50	87.50– 106.50	4	2	4	4	-	3	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A (all women).....	43	40.0	111.50	108.00	93.00– 130.50	4	6	2	2	2	6	3	3	3	9	3	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women).....	86	40.0	113.00	113.00	107.00– 117.50	-	-	-	8	5	17	25	16	13	2	-	-	-	-	-	-	-	-	-	-	-	-
Messengers (office boys or girls) (13 men, 2 women).....	15	40.0	94.00	96.50	86.50– 97.00	2	3	-	7	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries (all women) ³	354	40.0	125.50	124.50	111.50– 141.50	8	8	15	10	9	33	26	49	59	47	28	48	5	9	-	-	-	-	-	-	-	-
Secretaries, class B (all women).....	71	40.0	138.50	138.00	125.00– 156.50	-	-	4	-	4	8	1	-	3	17	10	12	3	9	-	-	-	-	-	-	-	-
Secretaries, class C (all women).....	148	40.0	121.00	124.50	106.00– 138.00	8	8	9	10	1	7	9	15	33	19	13	16	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	73	40.0	105.50	101.00	99.00– 113.00	-	-	4	24	14	8	9	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-

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 premium pay for work on weekends, holidays, and late shifts), and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. For definition of mean, median, and middle range, see appendix B.

² Includes data for airlines in addition to those shown separately.

³ Includes workers in classification in addition to those shown separately.

⁴ Workers were distributed as follows: 48 at \$75 to \$80, and 6 at \$80 to \$85.

Table 7. Straight-time weekly earnings: Electronic data processing occupations

(Number and average straight-time weekly earnings of nonsupervisory workers in selected electronic data processing occupations in scheduled airlines, United States, August 1970)

Occupation and sex	Number of employees	Average weekly hours (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean	Median	Middle range	Under \$120	\$120 and under \$130	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	\$230	\$240	\$250	\$260	\$270	\$280	\$300	\$320	\$340	\$360	
						and over \$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	\$230	\$240	\$250	\$260	\$270	\$280	\$300	\$320	\$340	\$360	and over		
All scheduled airlines ²																												
Digital-computer operators, class A (240 men, 14 women) -----	254	39.0	\$177.00	\$173.00	\$163.00-\$188.00	-	-	1	9	41	51	60	34	21	10	12	10	4	1	-	-	-	-	-	-	-	-	-
Digital-computer operators, class B -----	307	39.5	164.50	163.50	150.50- 176.50	-	13	27	33	62	53	50	32	22	10	5	-	-	-	-	-	-	-	-	-	-	-	-
Men -----	251	39.5	165.00	163.50	150.50- 176.50	-	12	21	28	49	44	39	21	22	10	5	-	-	-	-	-	-	-	-	-	-	-	
Women -----	56	40.0	162.50	164.00	152.00- 174.00	-	1	6	5	13	9	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Digital-computer operators, class C (110 men, 17 women) -----	127	38.0	137.50	130.50	127.00- 143.50	9	25	56	13	9	3	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Programers, business, EDP, class A -----	363	39.0	238.00	236.00	221.00- 257.00	-	-	-	-	-	-	-	13	15	29	30	54	69	32	46	30	16	22	7	-	-	-	
Men -----	288	39.0	238.50	236.00	221.50- 257.50	-	-	-	-	-	-	-	10	11	22	23	45	55	24	36	23	15	18	6	-	-	-	
Women -----	75	39.5	236.00	234.50	214.50- 256.00	-	-	-	-	-	-	-	3	4	7	7	9	14	8	10	7	1	4	1	-	-	-	
Programers, business, EDP, class B -----	376	38.5	208.50	206.00	192.00- 230.00	2	2	-	4	12	12	28	27	55	72	35	27	40	19	28	6	5	2	-	-	-	-	
Men -----	295	38.5	209.00	207.00	192.00- 230.00	2	-	-	4	6	9	24	23	38	58	30	22	36	19	15	4	3	2	-	-	-	-	
Women -----	81	38.5	207.00	205.00	191.50- 230.00	-	2	-	-	6	3	4	4	17	14	5	5	-	13	2	2	-	-	-	-	-	-	
Programers, business, EDP, class C -----	190	38.5	181.50	180.00	165.00- 193.50	-	-	1	12	13	26	50	32	23	19	5	7	2	-	-	-	-	-	-	-	-	-	
Men -----	159	38.5	180.50	180.00	161.50- 193.00	-	-	1	12	9	26	39	26	20	14	4	7	1	-	-	-	-	-	-	-	-	-	
Women -----	31	37.5	186.00	180.50	179.50- 196.00	-	-	-	-	4	-	11	6	3	5	1	-	1	-	-	-	-	-	-	-	-	-	
Systems analysts, business, EDP, class A (189 men, 12 women) -----	201	39.5	300.00	300.50	273.00- 326.50	-	-	-	-	-	-	-	-	-	-	2	5	6	16	5	10	17	38	41	28	18	15	
Systems analysts, business, EDP, class B -----	251	39.0	246.50	242.00	214.00- 276.00	-	-	-	-	-	-	3	2	19	28	29	17	19	20	24	17	17	30	15	10	1	-	
Men -----	227	39.0	245.50	242.00	214.00- 274.00	-	-	-	-	-	-	2	2	16	27	28	17	17	19	24	14	14	26	11	9	1	-	
Women -----	24	39.0	259.00	269.00	228.50- 294.50	-	-	-	-	-	1	-	3	1	1	-	2	1	-	3	3	4	4	1	-	-	-	
Systems analysts, business, EDP, class C (31 men, 10 women) -----	41	39.5	227.50	231.00	213.00- 248.00	-	-	-	-	1	-	2	6	-	1	3	3	11	6	2	3	1	2	-	-	-	-	
Domestic trunk airlines																												
Digital-computer operators, class A (207 men, 13 women) -----	220	39.0	174.50	172.50	163.00- 185.50	-	-	-	4	37	49	58	34	21	9	5	1	1	1	-	-	-	-	-	-	-	-	
Digital-computer operators, class B -----	205	39.5	165.50	164.50	155.50- 174.00	-	-	3	17	57	49	50	21	6	2	-	-	-	-	-	-	-	-	-	-	-	-	
Men -----	164	39.5	164.50	163.50	155.50- 173.00	-	-	3	16	48	40	39	10	6	2	-	-	-	-	-	-	-	-	-	-	-	-	
Digital-computer operators, class C (87 men, 12 women) -----	99	37.5	135.00	130.50	130.50- 140.00	-	21	54	13	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Programers, business, EDP, class A -----	320	39.0	239.50	238.50	222.50- 259.50	-	-	-	-	-	-	13	13	25	20	45	60	26	44	29	16	22	7	-	-	-	-	
Men -----	263	39.0	240.00	238.50	222.50- 259.50	-	-	-	-	-	-	10	9	19	18	40	50	20	35	23	15	18	6	-	-	-	-	
Programers, business, EDP, class B -----	284	38.5	216.00	212.00	198.00- 234.50	-	-	-	-	4	20	13	39	58	33	26	35	17	28	4	5	2	-	-	-	-	-	
Men -----	228	38.5	215.00	212.50	199.00- 232.50	-	-	-	-	2	17	12	28	49	28	21	32	17	15	2	3	2	-	-	-	-	-	
Women -----	56	38.0	219.00	211.00	196.50- 250.00	-	-	-	-	2	3	1	11	9	5	5	3	-	13	2	2	-	-	-	-	-	-	
Programers, business, EDP, class C -----	177	38.0	182.50	180.00	167.00- 195.50	-	-	10	12	25	42	32	23	19	5	7	2	-	-	-	-	-	-	-	-	-	-	
Men -----	149	38.5	181.50	180.00	161.50- 194.50	-	-	10	9	25	33	26	20	14	4	7	1	-	-	-	-	-	-	-	-	-	-	
Women -----	28	37.0	188.00	183.00	179.50- 198.50	-	-	-	3	-	9	6	3	5	1	-	1	-	-	-	-	-	-	-	-	-	-	
Systems analysts, business, EDP, class A (177 men, 12 women) -----	189	39.5	302.00	303.00	275.00- 327.00	-	-	-	-	-	-	-	-	-	-	3	6	16	5	8	17	33	40	28	18	15		
Systems analysts, business, EDP, class B (188 men, 19 women) -----	207	39.0	249.50	245.50	218.50- 274.50	-	-	-	-	-	-	-	13	15	26	17	19	20	21	17	13	25	13	8	-	-		
Systems analysts, business, EDP, class C (24 men, 8 women) -----	32	39.0	223.50	229.00	190.00- 248.00	-	-	-	-	1	-	2	6	-	1	3	3	5	5	1	2	1	2	-	-	-	-	

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See footnotes at end of table.

Table 7. Straight-time weekly earnings: Electronic data processing occupations—Continued

(Number and average straight-time weekly earnings of nonsupervisory workers in selected electronic data processing occupations in scheduled airlines, United States, August 1970)

Occupation and sex	Number of employees	Average weekly hours (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean	Median	Middle range	Under \$120	\$120 and under \$130	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	\$230	\$240	\$250	\$260	\$270	\$280	\$300	\$320	\$340	\$360	and over
Local service airlines																												
Digital-computer operators, class A (10 men, 1 woman)	11	40.0	\$159.50	\$159.00	\$146.00–\$160.50	-	-	-	4	4	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Digital-computer operators, class B	52	40.0	139.00	135.00	133.50– 145.00	-	8	21	16	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	38	40.0	137.50	135.00	130.00– 145.00	-	8	15	12	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Programers, business, EDP, class B	65	40.0	177.00	175.00	157.50– 195.50	2	2	-	4	12	7	7	11	8	6	2	1	2	-	-	1	-	-	-	-	-	-	
Men	48	40.0	177.50	176.50	159.50– 194.00	2	-	-	4	6	7	6	9	6	3	2	1	1	-	-	1	-	-	-	-	-	-	
Women	17	40.0	175.50	172.50	157.50– 198.00	-	2	-	-	6	-	1	2	2	3	-	-	1	-	-	-	-	-	-	-	-		
Systems analysts, business, EDP, class B (26 men, 3 women)	29	40.0	204.00	201.50	195.50– 205.00	-	-	-	-	-	-	3	2	6	13	3	-	-	-	-	-	2	-	-	-	-		

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 premium pay for work on weekends, holidays, and late shifts), and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. For definition of mean, median, and middle range, see appendix B.

² Includes data for airlines in addition to those shown separately.

Table 8. Scheduled weekly hours

(Percent of employees in specified occupational categories in scheduled airlines by scheduled weekly hours,¹ United States, August 1970)

Weekly hours ¹	All scheduled airlines ²	Domestic trunk airlines	Local service airlines
Maintenance and related workers			
All workers-----	100	100	100
37½ hours-----	1		17
40 hours-----	99	100	83
Customer services agents			
All workers-----	100	100	100
40 hours-----	100	100	100
Office clerical workers			
All workers-----	100	100	100
35 hours-----	9	11	-
37½ hours-----	(³)	-	-
40 hours-----	90	89	100

¹ Data relate to the predominant work schedule for full-time day-shift workers in each airline.

² Includes data for airlines in addition to those shown separately.

³ Less than 0.5 percent.

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

Table 9. Shift differential provisions

(Percent of maintenance and related workers in scheduled airlines by shift differential provisions,¹ United States, August 1970)

Shift differential	All scheduled airlines ²	Domestic trunk airlines	Local service airlines
Second shift			
Workers in establishments having second-shift provisions-----	100.0	100.0	100.0
With shift differential-----	100.0	100.0	100.0
Uniform cents per hour-----	100.0	100.0	100.0
10 cents-----	.1	-	-
11 cents-----	28.0	18.8	25.4
12 cents-----	.4	-	-
16 cents-----	.2	-	-
18 cents-----	1.2	-	18.1
19 cents-----	.8	1.0	-
21 cents-----	69.2	80.2	56.4
Third or other late shift			
Workers in establishments having third- or other late-shift provisions-----	100.0	100.0	100.0
With shift differential-----	100.0	100.0	100.0
Uniform cents per hour-----	100.0	100.0	100.0
15 cents-----	.1	-	-
17 cents-----	.4	-	-
18 cents-----	3.2	-	25.4
23 cents-----	.2	-	-
26 cents-----	.8	1.0	-
28 cents-----	94.1	99.0	56.4
30 cents-----	1.2	-	18.1

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

² Includes data for airlines in addition to those shown separately.

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

Table 10. Paid holidays

(Percent of employees in specified occupational categories in scheduled airlines with formal provisions for paid holidays, United States, August 1970)

Number of paid holidays	All scheduled airlines ¹				Domestic trunk airlines				Local service airlines			
	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in airlines providing paid holidays.....	(²)	100	100	100	-	100	100	100	-	100	100	100
6 days.....	(²)	(²)	(²)	(²)	-	-	-	-	-	-	-	-
8 days.....	(²)	(²)	8	5	-	-	-	-	-	29	43	45
9 days.....	-	98	92	95	-	100	100	100	-	71	57	55
10 days.....	-	(²)	-	-	-	-	-	-	-	-	-	-
Workers in airlines providing no paid holidays.....	99				100			-	100		-	

¹ Includes data for airlines in addition to those shown separately.² Less than 0.5 percent.

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

Table 11. Paid vacations

(Percent of employees in specified occupational categories in scheduled airlines with formal provisions for paid vacations, United States, August 1970)

Vacation policy	All scheduled airlines ¹	Domestic trunk airlines	Local service airlines	Vacation policy	All scheduled airlines ¹			Domestic trunk airlines			Local service airlines		
	Flight attendants				Maintenance and related workers	Customer services agents	Office clerical workers	Maintenance and related workers	Customer services agents	Office clerical workers	Maintenance and related workers	Customer services agents	Office clerical workers
All workers.....	100	100	100	All workers.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>				<u>Method of payment</u>									
Workers in airlines providing paid vacations.....	100	100	100	Workers in airlines providing paid vacations.....	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	Length-of-time payment.....	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>				<u>Amount of vacation pay²</u>									
After 1 year of service:				After 1 year of service:									
10 days.....	(³)	-	-	2 weeks.....	100	100	100	100	100	100	100	100	100
12 days.....	9	11	-										
14 days.....	47	53	67	After 5 years of service:									
15 days.....	17	18	33	2 weeks.....	39	57	64	43	66	73	29	43	45
16 days.....	14	18	-	3 weeks.....	61	43	36	57	34	27	71	57	55
20 days.....	(³)	-	-	After 10 years of service:									
30 days.....	12	-	-	2 weeks.....	(³)	(³)	(³)	-	-	-	-	-	-
After 5 years of service:				3 weeks.....	99	99	99	100	100	100	100	100	100
10 days.....	(³)	-	-	After 15 years of service:									
12 days.....	9	11	-	2 weeks.....	(³)	(³)	(³)	-	-	-	-	-	-
14 days.....	44	53	20	3 weeks.....	(³)	(³)	(³)	-	-	-	-	-	-
15 days.....	15	18	12	4 weeks.....	99	99	99	100	100	100	100	100	100
16 days.....	1	-	17	After 20 years of service: ⁴									
17 days.....	1	-	16	2 weeks.....	(³)	(³)	(³)	-	-	-	-	-	-
18 days.....	2	-	35	3 weeks.....	(³)	(³)	(³)	-	-	-	-	-	-
20 days.....	(³)	-	-	4 weeks.....	4	24	41	-	22	44	29	43	45
22 days.....	(³)	-	-	5 weeks.....	96	75	58	100	78	56	71	57	55
23 days.....	14	18	-										
30 days.....	12	-	-										
After 10 years of service:													
Less than 21 days.....	1	-	-										
21 days.....	52	59	83										
23 days.....	33	41	-										
24 days.....	1	-	17										
30 days.....	12	-	-										
After 15 years of service:													
Less than 21 days.....	1	-	-										
21 days.....	3	-	48										
23 days.....	6	6	17										
24 days.....	1	-	17										
28 days.....	38	47	-										
30 days.....	51	47	18										
After 20 years of service:													
Less than 21 days.....	1	-	-										
21 days.....	3	-	48										
23 days.....	5	6	-										
24 days.....	1	-	17										
28 days.....	29	36	-										
30 days.....	38	29	35										
35 days.....	9	12	-										
37 days.....	14	18	-										

¹ Includes data for airlines in addition to those shown separately.

² Periods of service were arbitrarily chosen and do not necessarily reflect the individual airline provisions for progression. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

³ Less than 0.5 percent.

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

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

Table 12. Health, insurance, and retirement plans

(Percent of employees in specified occupational categories in scheduled airlines with selected health, insurance, and retirement plans, United States, August 1970)

Type of plan	All scheduled airlines ²				Domestic trunk airlines				Local service airlines			
	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in airlines providing:												
Life insurance.....	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	62	80	68	69	70	90	74	77	71	71	72	61
Accidental death and dismemberment insurance.....	52	48	55	62	56	50	54	67	83	83	83	84
Noncontributory plans.....	43	39	47	55	47	39	46	61	71	71	72	61
Sickness and accident insurance or sick leave or both ³	99	100	99	99	100	100	100	100	100	100	100	100
Sickness and accident insurance.....	93	93	87	92	97	98	93	96	50	50	58	60
Noncontributory plans.....	81	81	78	81	97	95	93	96	38	39	47	37
Sick leave (full pay, no waiting period).....	95	79	92	95	94	77	92	94	100	82	89	92
Sick leave (partial pay or waiting period).....	5	21	8	5	6	23	8	6	-	18	11	8
Hospitalization insurance.....	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	94	97	98	98	93	97	100	100	88	89	89	77
Surgical insurance.....	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	94	97	98	98	93	97	100	100	88	89	89	77
Medical insurance.....	99	99	99	99	100	100	100	100	100	100	100	100
Noncontributory plans.....	94	97	98	97	93	97	100	100	88	89	89	77
Major medical insurance.....	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	94	97	98	98	93	97	100	100	88	89	89	77
Retirement plans ⁴	96	99	99	99	97	100	100	100	80	100	100	100
Pensions.....	96	99	99	99	97	100	100	100	80	100	100	100
Noncontributory plans.....	12	62	61	66	14	71	57	66	18	56	63	37
Severance pay.....	-	(⁵)	(⁵)	(⁵)	-	-	-	-	-	-	-	-

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

² Includes data for airlines in addition to those shown separately.

³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

⁴ Unduplicated total of workers covered by pension and severance pay plans shown separately.

⁵ Less than 0.5 percent.

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Table 13. Other selected benefits

(Percent of employees in specified occupational categories in scheduled airlines with formal provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, August 1970)

Type of benefit ¹	All scheduled airlines ²				Domestic trunk airlines				Local service airlines			
	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in airlines with provisions for:												
Funeral leave pay.....	95	99	96	99	97	100	100	100	66	83	79	86
Jury duty pay.....	95	99	99	99	97	100	100	100	67	100	100	100
Technological severance pay.....	42	84	54	46	35	83	54	43	20	65	38	23

¹ For definitions of items, see appendix B.

² Includes data for airlines in addition to those shown separately.

Appendix A. Pilot Pay

Earnings of the 26,000 pilots¹ employed by the scheduled airlines in 1970 were largely determined according to a basic pay formula established by the National Labor Board on May 10, 1934 (Decision No. 83).² Originally, this formula included longevity or base pay, hourly pay, and mileage pay. In 1947, however, a fourth factor—gross weight pay—was added through collective bargaining. Since that time, the pay formula has called for the sum of these four items which are defined below.

Longevity, or base pay: A negotiated rate varying by the length of service the pilot has with the individual airline. The rate may differ within an airline, by the type of aircraft flown. These rates are usually negotiated on an hourly or monthly basis.

Hourly pay: A negotiated rate varying according to the "pegged speed"³ of the aircraft flown and incorporating a day-night differential.⁴

Mileage pay: A negotiated rate (commonly 3 cents per mile) multiplied by the total number of miles flown. To determine this pay on an hourly basis, the "pegged speed" of the aircraft is used instead of the actual mileage.

Gross weight pay: A negotiated rate (commonly 3 cents per hour) multiplied by the gross weight of the aircraft flown (in thousands of pounds, certified and determined by the FAA). This newest addition to the formula (1947) has become more important as the size of the planes has increased.

Scheduled airlines negotiated separately with their pilots' representatives, the Air Line Pilots Association, or the Allied Pilots Association. As a result, the negotiated rates relating to the four factors usually differ among the carriers. Examples of what captains might have been paid under the formula in August 1970, given certain conditions, are shown in table A-1.

In addition to the earnings presented in the table, captains may receive other flight-related payments, depending upon the agreement negotiated with their airlines. For example, captains currently average about \$3.60 for each hour flown on international routes (called international overrides).

The basic pay formula and such additions as international overrides determine a captain's yield for the hours actually spent flying an aircraft. He may, however, also receive pay for performing other duties. Scheduled airlines typically grant flight-time credit and pay for all duty hours.⁵ To illustrate, for each 3 hours of nonflying duty, e.g., preflight briefing time, layovers, and post-flight debriefing time, a captain may receive 1 hour's flight-time pay and flight-time credit based on the type of aircraft involved.⁶ Thus, if the actual block-to-block flying time is 2½ hours during a 4-hour duty period, the captain would receive a total of 3 hours' flight-time pay and flight-time credit.

Pay for "deadheading" is another common practice in the industry. This occurs when a captain, at the company's request, flies as a passenger to return to his home base after a trip, or to reach a point from where his scheduled flight departs. Generally, airlines pay one-half hour pay and flight-time credit for each hour spent deadheading.

Earnings of first and second officers are usually specified percentages of the basic formula yields for the captain with whom they fly.⁷ For first officers with 5 years' service, hourly earnings in August 1970 averaged about 59 percent of the captain's pay; for second

¹ Source: Air Transport 1971, p. 44. (The annual report of the U.S. scheduled airline industry, published by the Air Transport Association of America, Washington, D. C. 20236.)

The following definitions are common in the airline industry: Pilot—Captain, reserve captain, first officer, reserve first officer, second officer, reserve second officer; a Captain is in command of the aircraft and its crew members while on duty; a First officer is second in command; and a Second officer is third in command.

² Presidential Railroad Commission Study of Pay Practices for Flight Employees on U.S. Airlines, September 1961, pp. 22-23.

³ A negotiated speed, varying by type of aircraft, generally based on the average block-to-block speed at which the aircraft is scheduled to operate, rounded to the nearest mile per hour. Block-to-block refers to the time period starting when blocks are removed from aircraft wheels prior to takeoff and ending when blocks are placed under the wheels after landing.

⁴ Night flying occurs between the hours of 6 p. m. and 6 a. m.

⁵ Duty hours generally refer to the period between the time a pilot is scheduled to report for duty prior to the departure of his flight and the time he is released after the conclusion of his flight.

⁶ The ratio formula and definition of terms vary by airline. A few airlines, in addition to this pay practice, also pay their pilots a specified hourly rate (averaging about \$2.35) for each operational duty hour, defined as duty time minus the actual block-to-block flying time.

⁷ This provision varies by airline; some companies pay a percentage of the captain's total monthly pay. For the first year of service, most airlines pay first and second officers a flat monthly salary.

officers, about 52 percent. To illustrate, the pay yields for a first and second officer on a 707 would have averaged about \$ 25 and \$ 22 per hour, respectively, based on the pay shown for captains in table A-1.

Since first and second officers are pilots, they are represented by the same labor-management agreements as captains, and receive extra compensation (where applicable) for such items as international overrides and

are covered by the same rules concerning deadheading, operational duty pay, and flight-time ratios.

In addition to earnings, the pilot associations have, over the years, negotiated into their contracts a variety of employee benefits. These include paid vacations; paid sick leave; retirement pensions; life, hospitalization, medical, and disability insurance; and severance pay provisions.

Table A-1. Average hourly pay yields from basic pay formula for captains, scheduled airlines, 1970

Pay formula	Type of aircraft flown—					
	DC-9 (Short range)	Average hourly rate	727 (Medium range)	Average hourly rate	707 (Long range)	Average hourly rate
	Item		Item		Item	
Longevity pay -----	12 years' service	\$6.49	12 years' service	\$6.25	12 years' service	\$5.93
Hourly pay -----	Day rate \$12.61 Night rate \$16.79	¹ 14.70	Day rate \$10.05 Night rate \$13.63	¹ 11.84	Day rate \$9.64 Night rate \$13.15	¹ 11.40
Mileage pay ----- (pegged speed x \$.03)	489 miles per hour	14.67	513 miles per hour	15.39	511 miles per hour	15.33
Gross weight pay ----- (1,000 pounds x \$.03)	103,000 pounds	3.09	172,000 pounds	5.16	334,000 pounds	10.02
Average hourly total ² -----	-	38.95	-	38.64	-	42.68
			DC-8 (60 Series- Long range)	Average hourly rate	747 (Jumbojet-Long range)	Average hourly rate
			Item		Item	
Longevity pay -----			12 years' service	\$6.08	12 years' service	\$7.90
Hourly pay -----			Day rate \$9.66 Night rate \$ 13.49	¹ 11.58	Day rate \$12.50 Night rate \$ 15.94	¹ 14.22
Mileage pay ----- (pegged speed x \$.03)			513 miles per hour	15.39	547 miles per hour	16.41
Gross weight pay ----- (1,000 pounds x \$.03)			339,000 pounds	10.17	710,000 pounds	21.30
Average hourly total ² -----			-	43.22	-	59.83

¹ It is assumed that the pilot flew 1/2 the hour during the day and 1/2 the hour during the night.

² Pilots are limited by Federal regulation to a maximum of 85 hours per month on domestic and 255 hours per quarter on international duty. Labor-management contracts with the individual airlines usually limit pilots to fewer than 85 hours for pay and credit purposes. In airlines where maximum hours are lowest, however, the day-night hourly rates tend to be higher.

NOTE: Data presented in this table were obtained from 17 representative labor-management agreements in effect as of August 1970. Longevity and hourly pay, pegged speeds, and gross weights of the aircraft are averages (means) of these items specified in the agreements. The rates of 3 cents per mile and per 1,000 pounds of aircraft weight were selected as typical provisions.

Appendix B. Scope and Method of Survey

Scope of survey

The survey covered airlines holding certificates of public convenience and necessity under the Civil Aeronautics Act and operating over fixed routes on fixed schedules (part of industry 4511 as defined in the 1967 Standard Industrial Classification Manual, prepared by the U.S. Office of Management and Budget, formerly the U.S. Bureau of the Budget). The survey included airlines primarily engaged in the transportation of revenue passengers or in the transportation of cargo or freight, such as domestic trunk airlines, local service airlines, all-cargo carriers, and international and territorial carriers. Domestic trunk airlines primarily serve the larger communities within and between the 50 States; local service airlines operate routes between smaller communities and link them with larger communities; all-cargo carriers primarily perform scheduled air freight, express, and mail transportation over specified routes; and international and territorial carriers primarily operate over specified routes between the United States and foreign countries and between the United States and its territories or possessions.

Excluded from the survey were intra-Hawaii and intra-Alaska air carriers, helicopter services, foreign flag carriers, and employees of United States companies based outside the contiguous 48 States and the District of Columbia. Also excluded were other corporate activities owned and operated by the airlines, such as hotels, financing operations, and travel agencies. Separate auxiliary units, such as central offices, however, were included.

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

Method of study

Data were obtained by personal visits of the Bureau's field staff. The survey was conducted on a sample basis. In combining the data, however, all airlines were given their appropriate weight. All estimates are presented, therefore, as relating to all airlines within the scope of the survey at the time of reference of the universe data.

Employment

The estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey.

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interairline variations in duties within the same job. (See appendix C for these job descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry.

Wage data

Monthly earnings data for flight attendants include base pay, overtime or incentive pay, and all other pay directly related to duty, but exclude special allowances such as those for room and board while away from the employee's home station. Premium pay received while serving as first, lead, or senior flight attendant is included.

Wage data for the other occupations relate to straight-time earnings and exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Cost-of-living adjustments and longevity pay are included, as are "line" and license premiums for maintenance and related personnel.

Average (mean) rates or earnings (hourly, weekly, or monthly) for each occupation were calculated by weighting each rate (or earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. Average weekly earnings were rounded to the nearest half dollar; monthly earnings to the nearest dollar.

The median is that point in an array above and below which is found one-half of the employee distribution. The middle range is the central part of an array excluding the upper and lower fourths of the employee distribution.

Credited flight hours

Credited flight hours are used for pay purposes for flight attendants, and refer to the combined total of actual flight hours (block-to-block time) and flight-hour equivalents for nonflying and deadheading time. Block-to-block refers to the time period starting when blocks are removed from aircraft wheels prior to takeoff and ending when blocks are placed under the wheels after landing. Flight-hour equivalents are determined by applying a specified ratio to nonflying and deadheading time to translate it into fractions or whole hours of flight time.

Standard hours

Standard hours reflect the workweek for which employees receive their regular straight-time salaries, and were reported for dispatchers, customer services agents, office clerical workers, and electronic data processing personnel in tables 4 through 7. Averages were rounded to the nearest half hour.

Scheduled weekly hours and shift provisions

Data on scheduled weekly hours refer to the predominant work schedule for full time non-supervisory workers in a specified group employed on the day shift. Shift provisions relate to the policies of airlines either currently operating late shifts or having formal provisions covering late shift work.

Supplementary wage provisions

Supplementary benefits were treated statistically on the basis that if formal provisions in an airline were applicable to half or more of the workers in a specified employment group (flight attendants, maintenance and related workers, customer services agents, and office clerical workers), the practice or benefit was considered applicable to all such workers. Similarly, if fewer than one-half of such workers were covered, the practice or benefit was considered nonexistent in the airline for that group. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid vacations. The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect the individual airline's provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes in provisions which occur between 5 and 10 years.

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

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

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

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

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

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

Paid funeral and jury duty leave. Data for paid funeral and jury duty leave relate to formal provisions for at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Technological severance pay. Data relate to formal plans providing for payment to employees permanently separated from employment because of a technological change or curtailment of employment.

¹ The temporary disability insurance law in California does not require employer contributions.

Table B-1. Estimated number of airlines and workers within scope of survey and number studied, scheduled airlines, United States, August 1970

Type of airline	Number of airlines		Workers in airlines					Actually studied
	Within scope of study	Actually studied	Within scope of study					Total
			Total ¹	Flight attendants	Maintenance and related workers	Customer services agents	Office clerical workers	
All scheduled airlines ² -----	27	23	281,334	32,422	86,810	53,525	29,198	265,884
Domestic trunk -----	11	10	220,028	26,419	70,986	39,973	23,507	211,734
Local service -----	9	6	25,897	2,384	5,604	9,158	2,097	18,739

¹ Includes executive, professional, and other workers excluded from the employee groups shown separately. Employees based outside the contiguous 48 States and the District of Columbia are excluded, as are employees engaged in corporate activities owned and operated by the airlines but not directly related to air transportation, such as hotels, financing operations, and travel agencies.

² Includes data for all-cargo airlines; international and territorial carriers; and other airlines in addition to those shown separately. Excludes intra-Alaska and intra-Hawaii airlines, helicopter services, and foreign airlines.

Appendix C. 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 staff generally are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers. For this survey, however, first, lead, and senior stewards and stewardesses are included in the flight attendant category.

FLIGHT PERSONNEL

Flight attendant

(Airline steward or stewardess; airline hostess; flight service attendant)

Renders a variety of personal services conducive to safety and comfort of airline passengers while enroute.

AIRCRAFT CONTROL PERSONNEL

Dispatcher

(Airline dispatcher)

Authorizes, regulates, and controls commercial airline flights (in concert with the pilot in command) according to Government and company regulations to expedite and insure safety of flight and control economic factors of flight. Work involves most of the following: Analyzes and evaluates weather information to determine potential safety of flight, economic feasibility and desirable routing; computes fuel requirements according to Federal regulations and economic considera-

tions; prepares flight plan containing such information as maximum gross take-off and landing weights, enroute wind and weather information, terminal weather and airport conditions; signs release which (with concurrence of pilot in command) authorizes operation of flight; delays, cancels, or reroutes flights if necessary to insure safety or protect economic factors; maintains a constant watch over weather and other operating conditions, and flight progress; maintains records relating to any irregularities in flight operation. Holds a license issued by the Federal Aviation Administration.

CUSTOMER SERVICES PERSONNEL

Air freight agent

Receives, and routes air freight and other forms of cargo. Work involves most of the following: Answers inquiries and furnishes information on rates, schedules, routings, and services; determines and recommends service to meet customer's needs; accepts freight from customer; designates routing; prepares bills and related documents; and accepts payment, and processes receipts.

Passenger services agent

At airport location, answers inquiries and furnishes information regarding fares, schedules, routings, and services. Work involves the following: Determines and recommends services to meet customer's needs; collects tickets and checks in passengers at concourse boarding areas; and assists customers in resolving service problems, such as lost or damaged baggage, lost tickets, and flight

irregularities. May perform load planning, dispatch, and communication activities; weigh and tag baggage; and initiate and coordinate enplaning and deplaning of passengers.

Reservation sales agent

Primarily accepts reservations over the telephone and answers inquiries concerning air travel fares, schedules, routings, connecting flights, and other services. Work involves the following: Makes or confirms flight reservations; determines and recommends the service which meets the customer's needs; notifies passengers of flight delays and cancellations; maintains appropriate records. May prepare tickets and send them to the customer.

Ticket agent

(Ticket seller)

Sells air travel tickets to customers and performs other duties related to ticket counter functions. Work involves the following: Verifies availability of space; computes fares; issues tickets and refunds; weighs and checks baggage; and maintains cash drawer and records.

For wage survey purposes, ticket agents are to be classified according to their location of employment, as follows:

Airport
City office

MAINTENANCE AND RELATED PERSONNEL

Cleaner, aircraft

Cleans exterior and/or interior of aircraft. May also clean airplane parts and shop facilities.

Inspector, aircraft

(Airplane and engine inspector)

Examines airplanes to determine what repairs are to be made or to insure that repairs on airframes, engines, and other equipment have been made according to specifications. Certifies airworthiness of craft. Signs inspection tag to approve unit or records reasons for rejecting unit and keeps log on inspections performed on aircraft. May prepare dismantling schedule for airplanes to be overhauled. Holds airframe and powerplant license and inspection authorization issued by the Federal Aviation Administration. In general, the work of the aircraft inspector requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience as an aircraft mechanic.

For wage survey purposes, inspectors are to be classified as to whether the maintenance is performed at airports (line maintenance) or at major overhaul bases (shop maintenance):

Line maintenance
Shop maintenance

Janitor

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition working areas, washrooms, or premises of an establishment. Workers specializing in window washing and cleaning interiors or exteriors of aircrafts are excluded.

Mechanic, aircraft

Repairs or replaces engines, engine parts, and airframe components to keep airplane in safe operating condition. Mechanics responsible for any repair or maintenance operation may be licensed by the Federal Aviation Administration as either an "airframe mechanic" (to work on the plane's fuselage, covering surface, landing gear, and control surfaces); "powerplant mechanic" (to work on plane's engines); or "airframe and powerplant mechanic" (to work on all parts of the plane). Mechanics maintaining and repairing electronic communications equipment are required to have at least a Second Class Radio Telephone Operator License issued by the Federal Communications Commission. In general, the work of the aircraft mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

For wage survey purposes, aircraft mechanics are to be classified as to whether the maintenance is performed at airports (line maintenance) or at major overhaul bases (shop maintenance):

Line maintenance
Shop maintenance

Serviceman, ground and ramp

(Fueller; ground service helper; ramp agent; fleet service clerk)

Services aircraft preparatory to flight. Work of the ground serviceman includes: Servicing aircraft with fuel, oil, and hydraulic fluid; and operating mobile unit providing air conditioning to the plane's interior while at the ramp. May meet and guide incoming aircraft into parking position, where this is not performed by mechanics, secure locks, and install wheel chocks. May also service ground

and ramp equipment to keep in operating condition. Work of the ramp serviceman includes: Equipping airplane cabin with passenger service items, such as food and beverages; and loading and unloading mail, freight, and other cargo.

For wage survey purposes, workers are to be classified as follows:

Ground
Ramp
Ground and ramp

Stock clerk

Receives, stores, and issues supplies, equipment, material, or tools in a stockroom or storeroom. Work involves a combination of the following: Checks incoming orders; requests or orders supplies, equipment, and materials; applies identifications to articles; takes periodic inventory or keeps perpetual inventory; and makes up necessary reports. Stockroom laborers, toolcrib attendants, and employees who supervise stock clerks and laborers are excluded.

OFFICE PERSONNEL

Clerk, accounting

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

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

Clerk, file

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

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material

in files and forwards material. May perform related clerical tasks required to maintain and service files.

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

Clerk, 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; 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.

Digital-computer operator

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

For wage survey purposes, digital computer operators are classified as follows:

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

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

OR

Operates under direct supervision, a computer running programs or segments of programs with the characteristics described for Class A. May assist a higher level operator by independently performing less difficult tasks assigned to him 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.

Keypunch operator

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

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

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.

Programmer, business—electronic data processing

(Digital computer programmer)

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

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

For wage survey purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of 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, he plans the full range of programing actions needed to efficiently utilize the computer systems 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 him, as needed.

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 recordkeeping 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 to him, and performing more difficult tasks under fairly close direction. May give some guidance or instruction to 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.

Secretary

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

- a. Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes the technical inquiries to the proper persons;
- b. Establishes, maintains, and revises the supervisor's files;
- c. Maintains the supervisor's calendar and makes appointments as instructed;
- d. Relays messages from supervisor to subordinates;
- e. Reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- 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.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policy-making role with regard to major airline activities.

Class A

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

Class B

- a. Secretary to the chairman of the board or president of an airline that employs, in all, fewer than 100 persons; or
- b. Secretary to a corporate officer (other than chairman of the board or president) of an airline that employs, in all, over 100 but fewer than 5,000 persons; or
- c. Secretary to the head (immediately below the corporate 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 an airline that employs, in all, over 5,000 but fewer than 25,000 employees.
- d. Secretary to the head of an individual facility (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- e. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) of a company that employs, in all, over 25,000 persons.

Class C

- a. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B,

but whose subordinate staff normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some airlines, this level includes a wide range of organizational echelons; in others, only one or two.

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

Class D

- a. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- b. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many airlines assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

Special classification

Secretaries in positions with work characteristics as described, and within the range of defined levels, should be reported under this classification when the information needed to classify secretaries according to the level definitions is not available.

Stenographer, general

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

Stenographer, senior

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

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographers, general, as evidenced by the following: Work requires high

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

Switchboard operator

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

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

Switchboard operator-receptionist

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

Systems analyst, business—electronic data processing

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes

subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (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; recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

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

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

Class A. Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and scales analysis record in which every item of each type is automatically processed through the full system of records and appropriate follow-up 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 him, as needed.

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. Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for "Class A." Works independently on routine assignments and receives instruction

and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment of his segment 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 his practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

Tabulating-machine operator

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

Class B. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the sorter, reproducer, and collator. This work is performed under specific instructions and may include the performance of some wiring from diagrams. The work typically involves, for example, tabulations

involving a repetitive accounting exercise, a complete but small tabulating study, or parts of a longer and more complex report. Such reports and studies are usually of a recurring nature where the procedures are well established. May also include the training of new employees in the basic operation of the machine.

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

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; and planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

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

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1960 are listed below. Copies are available from the Superintendent of Documents, U.S. Government Print-

ing Office, Washington, D.C., 20402, or any of its regional sales offices, and from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602.....	\$0.55
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520.....	.30
Cigar Manufacturing, 1967. BLS Bulletin 1581.....	.25
Cigarette Manufacturing, 1965. BLS Bulletin 1472.....	.20
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637.....	1.00
Fabricated Structural Steel, 1969. BLS Bulletin 1695.....	.50
Fertilizer Manufacturing, 1966. BLS Bulletin 1531.....	.30
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576.....	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464.....	.30
Footwear, 1968. BLS Bulletin 1634.....	.75
Hosiery, 1967. BLS Bulletin 1562.....	.70
Industrial Chemicals, 1965. BLS Bulletin 1529.....	.40
Iron and Steel Foundries, 1967. BLS Bulletin 1626.....	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618.....	.55
Machinery Manufacturing, 1968. BLS Bulletin 1664.....	.65
Meat Products, 1969. BLS Bulletin 1677.....	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659.....	.65
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716.....	1.00
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690.....	.60
Motor Vehicles and Parts, 1969. BLS Bulletin 1679.....	.75
Nonferrous Foundries, 1970. BLS Bulletin 1726.....	.50
Paints and Varnishes, 1965. BLS Bulletin 1524.....	.40
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719.....	1.25
Petroleum Refining, 1965. BLS Bulletin 1526.....	.30
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713.....	.50
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608.....	.60
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694.....	.50
Structural Clay Products, 1969. BLS Bulletin 1697.....	.65
Synthetic Fibers, 1966. BLS Bulletin 1540.....	.30
Synthetic Textiles, 1965. BLS Bulletin 1509.....	.40
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527.....	.45
West Coast Sawmilling, 1969. BLS Bulletin 1704.....	.45
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508.....	.25
Women's and Misses' Dresses, 1968. BLS Bulletin 1649.....	.45
Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651.....	.60
Wool Textiles, 1966. BLS Bulletin 1551.....	.45
Work Clothing, 1968. BLS Bulletin 1624.....	.50

I. Occupational Wage Studies—Continued

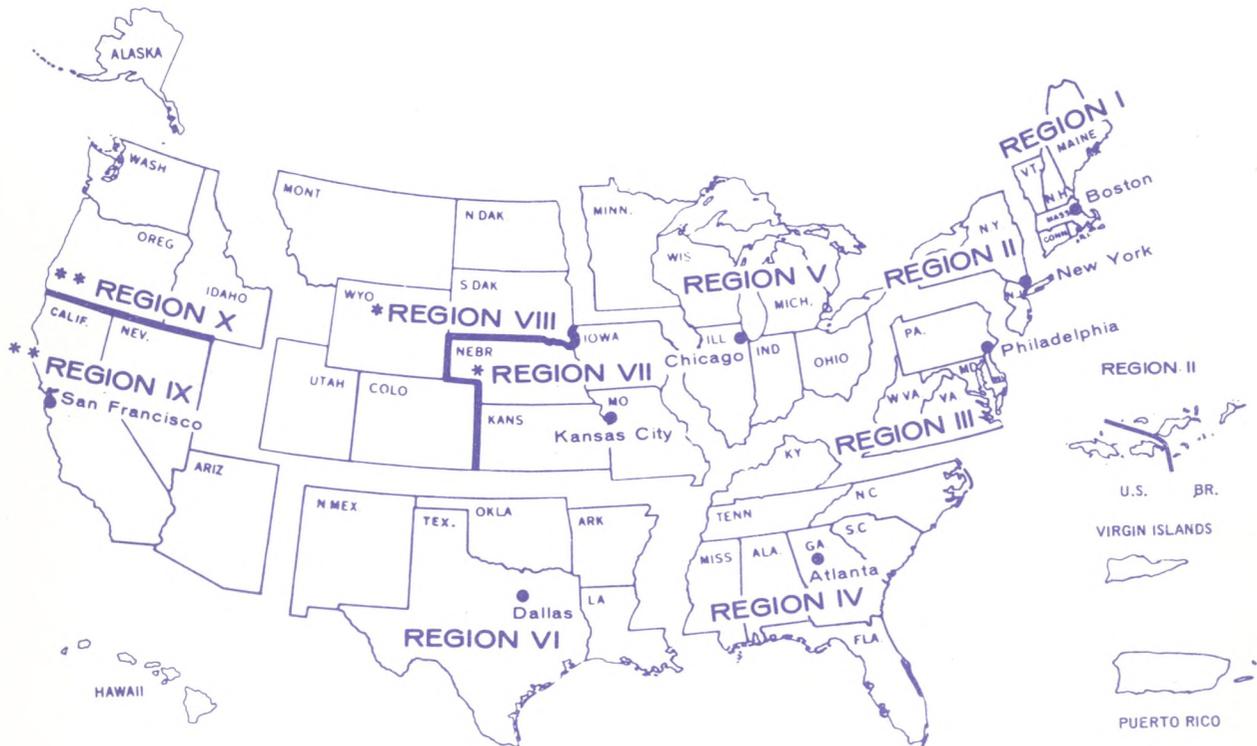
Nonmanufacturing

	Price
Auto Dealer Repair Shops, 1969. BLS Bulletin 1689	\$0.50
Banking, 1969. BLS Bulletin 1703 .....	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 .....	.50
Communications, 1969. BLS Bulletin 1696 .....	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 .....	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 .....	.30
Hotels and Motels, 1966-67. BLS Bulletin 1587 .....	.40
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671 .....	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 .....	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Laundry and Cleaning Services, 1968. BLS Bulletin 1645 .....	.75
Life Insurance, 1966. BLS Bulletin 1569 .....	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 .....	.35
Nursing Homes and Related Facilities, 1967-68. BLS Bulletin 1638 .....	.75
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 .....	.60

II. Other Industry Wage Studies

Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 .....	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 .....	.40
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 .....	.30
General Merchandise Stores. BLS Bulletin 1584-2 .....	.55
Food Stores. BLS Bulletin 1584-3 .....	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 .....	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 .....	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-650
Miscellaneous Retail Stores. BLS Bulletin 1584-765

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* Regions VII and VIII will be serviced by Kansas City.
** Regions IX and X will be serviced by San Francisco.

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