

Industry
Wage Survey
Appliance
Repair Shops
September 1972

Bulletin 1838
U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
1975



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**U.S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary**

**BUREAU OF LABOR STATISTICS
Julius Shiekin, Commissioner**

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Preface

This bulletin summarizes the results of a September 1972 Bureau of Labor Statistics survey of wages and supplementary benefits in electrical appliance repair facilities in 21 metropolitan areas. Separate releases for each of the areas included in the survey were issued earlier. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted by the Bureau's Office of Wages and Industrial Relations. Harry B. Williams of the Division of Occupational Wage Structures prepared the analysis in this bulletin. Field work for the survey was directed by the Bureau's Associate 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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Electrical Appliance Repair

Summary

Household appliance technicians averaged more per hour than television-radio technicians in 20 of the 21 metropolitan areas surveyed by the Bureau of Labor Statistics in September 1972.¹ For both types of technicians, average earnings ranged between \$4 and \$5 an hour in a majority of the areas; wage advantages held by technicians over apprentices in the same field usually averaged about 40 to 60 percent for TV-radio work and 40 to 55 percent for electrical appliance repair.

The study also measured, for the four occupations surveyed,² the number of full-time job openings available in September 1972. Job vacancy rates for apprentices usually were higher than for the respective technicians within the same area.

Paid holidays and paid vacations were provided to a large majority of the workers in all areas. Provisions for life, hospitalization, surgical, medical, and major medical insurance, as well as retirement pension plans, also were widespread in the areas surveyed.

Industry characteristics

The nearly 2,000 establishments covered by the September 1972 survey employed slightly more than 21,000 nonsupervisory service workers in their electrical appliance repair facilities. Three-fourths of these workers (virtually all men) were employed as service technicians or apprentices.

The repair facilities studied service a wide variety of electrical consumer products, ranging from televisions, radios, and tape players (brown goods) to the larger appliances such as refrigerators, freezers, washers, and so forth (white goods). In each of the 21 areas,³ three-fifths or more of all repair facilities visited in the survey reported brown goods as the major type of product serviced. These establishments did not generally engage in the repair of white or other types of goods as a secondary function. On the other hand, a majority of white goods service facilities in seven areas reported the repair of brown or other goods as a secondary function.

Nonsupervisory employment in the repair facilities covered by the survey ranged from 4 workers to 100 or more. In 17 of the 21 areas, three-fifths or more of the service facilities employed between 4 to 19 workers;

only in Hartford, however, were a majority of the workers employed in this size facility. As indicated in the following tabulation, the number of technicians and apprentices employed varied considerably by the type of establishment having the repair facility. Within each of the 21

<i>Type of establishment</i>	<i>Median number of technicians and apprentices employed in individual repair facilities (21 cities combined)</i>
Wholesalers of appliances, televisions, and radios	10
Department stores	65
Retail appliance stores	4
Retail television and radio stores	3
Electrical repair shops	7

areas surveyed, independent electrical repair shops or the appliance facilities of department stores employed the highest proportion of the repair technicians and apprentices; the retail appliance stores usually employed the smallest proportion.

Location. The area employment levels of technicians and apprentices generally reflected the population sizes of the localities studied. Three-fifths of the 16,000 technicians and apprentices covered by the survey were employed in 6 of the 21 areas. The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove area had the largest number (2,325 workers) followed by the New York metropolitan area (2,201 workers), Chicago (1,881 workers), Philadelphia (1,240 workers), Washington (1,104 workers), and San Francisco (891 workers). Each

¹ See appendix A for scope and method of survey. Average hourly earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts, as well as commissions paid for the sales of maintenance contracts, parts, or appliances. State or local government license requirements for qualified technicians were found in only 7 of the 21 areas surveyed (Boston, Buffalo, Denver, Hartford, Indianapolis, Kansas City, and Los Angeles—Long Beach) and applied more often to TV-radio technicians than electrical appliance technicians. Premiums paid for such licenses, if any, are included in the wage data.

² See appendix B for job descriptions.

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971.

of the remaining 15 areas employed fewer than 800 workers—ranging from nearly 200 in Richmond to 600 workers in the Newark and Jersey City area.

Occupational staffing and job vacancies. Television-radio technicians, numerically the most important of the four occupations studied separately, comprised one-half of the technician-apprentice work force in the 21 areas combined. Electrical appliance technicians made up an additional two-fifths of the work force; the remainder were apprentices to the respective technicians.

In addition to the estimates of numbers of workers employed in the selected occupations at the time of the survey, the study also measured the number of full-time job openings available in September 1972 and for which the firm was actively trying to recruit workers from outside the firm. As illustrated in text table 1, the job vacancy rate (vacancies as a percent of employment in the occupation plus reported vacancies) for qualified technicians was between 4 to 9 percent for TV-radio work in a majority of the areas. For electrical appliance technicians in 13 of the areas studied, the job-vacancy rate was less than 4 percent. The apprentice vacancy rate, on the other hand, was usually somewhat higher—10 percent or more in a majority of the areas for which data were available. Also, the job vacancy rate was usually higher for apprentices than for the respective technicians within the same area.

Long-term job openings—those remaining unfilled for a month or more—constituted a significant proportion of the total reported vacancies for qualified technicians. For both TV-radio and electrical appliance technicians, long-term job vacancies were at least 50 percent of the total vacancies reported in a majority of the areas. (See table 14.)

Unionization. Slightly more than one-fifth of the 16,000 technicians and apprentices in the 21 areas combined

were employed in repair facilities having labor-management contracts covering a majority of such employees. The proportions of workers in union establishments varied widely by location, but only in Philadelphia were a majority covered. Elsewhere, the incidence of unionization ranged from 10 percent or less in Los Angeles, Hartford, Dallas, Washington, Atlanta, Memphis, and Richmond to about 40 percent in Newark and Jersey City, Boston, New York, and St. Louis. The International Brotherhood of Electrical Workers (AFL-CIO) was the major union in the industry. A number of other unions, including the United Electrical, Radio and Machine Workers and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, also had collective bargaining agreements with establishments in the industry.

Method of wage payment. About nine-tenths or more of the service technicians and apprentices in each area were paid on a time-rated basis, most commonly under formal plans providing ranges of rates for specified occupations. (See table 6.) Typically, the rate-range pay plans provided for automatic progression based on length-of-service or a combination of length-of-service and merit review. Informal plans, with rates based primarily on the qualifications of the individual worker, covered the majority of the employees in Boston, Hartford, New York, and St. Louis, and substantial proportions of the work force in most other areas. Incentive pay plans applied to less than one-tenth of the workers in nearly all areas. Both time and incentive workers usually were paid at weekly or biweekly intervals.

Commissions occasionally were paid to technicians for the sale of maintenance contracts, parts, or appliances. (See table 13.) The proportions of workers in establishments having such provisions varied considerably by area,

Text table 1. Job vacancy rates for selected occupations in electrical appliance repair facilities, 21 areas, September 1972

Occupation	Total number of areas ¹	Job vacancy rate ² by area			
		Less than 4 percent	4-9 percent	10-14 percent	15 percent or more
TV-radio technicians	21	1	13	6	1
TV-radio technicians, apprentice	18	5	3	1	9
Electrical appliance technicians	21	13	7	-	1
Electrical appliance technicians, apprentice	11	2	3	4	2

¹ In several areas, vacancies were reported for apprentices; however, no workers were reported employed as apprentices at the time of the survey. These data were not included in the tabulation.

² Vacancies as a percent of the sum of employment plus vacancies.

and within areas, by item. For example, in 16 of the 21 localities, between one-third and two-thirds of the workers were employed in establishments paying commissions to service technicians for the sale of maintenance contracts; establishments having similar provisions for the sale of appliances employed less than one-tenth of the workers in 17 of the areas.

The proportions of technicians actually receiving commissions during September 1972 were usually somewhat less than were eligible and showed substantial variation by area and occupation. In St. Louis, for example, 29 percent of the TV-radio technicians received commissions in addition to their regular wages, compared with 4 percent of the electrical appliance technicians. In Denver, the relationships were reversed—7 and 25 percent, respectively. The effect of these commission payments on area averages is illustrated in text table 2 in the following discussion of occupational earnings.

Occupational earnings

Straight-time average earnings for each of the two service technician jobs ranged from \$4 to \$5 an hour in a majority of the 21 areas covered by the September 1972 survey. (See table 1.) The highest averages for both types of technicians were recorded in the San Francisco—Oakland area—\$5.89 for electrical appliance technicians and \$5.65 an hour for TV-radio technicians; the lowest averages were found in Dallas and Richmond—\$4.03 and \$3.87 for electrical appliance and TV-radio service, respectively.

The following tabulation indicates the interarea spread in average earnings levels for both technician jobs combined:

<i>Area</i>	<i>Range of relative pay levels¹ for technicians (San Francisco—Oakland=100)</i>
Chicago, Los Angeles	85-89
Atlanta, Minneapolis—St. Paul, Newark and Jersey City, St. Louis	80-84
Boston, Buffalo, Cincinnati, Hartford, Indianapolis, Kansas City, Memphis, Miami, New York, Philadelphia, Washington	75-79
Dallas, Denver, Richmond	70-74

¹ To minimize interarea differences in employment mix between the TV-radio and electrical appliance technicians, weights expressing constant employment relationships based on the total workers in the respective jobs in all 21 areas were used. Aggregates were computed for each area by multiplying the average straight-time hourly earnings for the jobs by those weights and totaling. The ratio of these aggregates formed the basis for this index.

When a similar ranking of areas was derived from the Bureau's area wage survey program⁴ using skilled maintenance workers in all industries as the occupational group, earnings levels in 17 of 19 area comparisons were no more than 20 percent below the San Francisco average. The interarea spread in average earnings also varied considerably between the two types of technicians. Electrical appliance technicians in Memphis, for example, averaged 13 percent less than workers performing similar work in San Francisco, while the corresponding wage disadvantage for TV-radio technicians in Memphis was more than twice that amount—29 percent.

Earnings levels of apprentice technicians—working under the direction of a qualified technician or other supervisor while in a learning or apprenticeship status—rarely exceeded \$3.50 an hour. Average hourly earnings of apprentices on electrical appliances ranged from \$2.78 in Dallas to \$4.26 in San Francisco, and were higher than those for their TV-radio counterparts in 8 of 11 areas that could be compared. (See table 1.) Wage advantages held by qualified technicians over apprentices in the same field usually averaged about 40 to 60 percent for TV-radio work and 40 to 55 percent for electrical appliance repair.

In all but one of the areas studied, electrical appliance technicians—those servicing white goods, such as refrigerators, freezers, and washers—had higher average hourly earnings than their TV-radio (brown goods) counterparts. Within areas, however, when comparisons were limited to establishments employing both types of workers, the brown-goods technicians were commonly paid as much as, or more than white-goods technicians in the same repair facility. The higher area averages for the latter, therefore, were partly attributable to a larger proportion of the electrical appliance technicians in the area being employed in higher paying establishments than were TV-radio technicians.

For the two qualified technician jobs, separate earnings data were also developed for three categories of service—inside (bench), outside (home service calls), and a combination of the two. In areas permitting comparisons among all three types, outside or combination technicians usually had higher average earnings than those working exclusively at the repair facility. (See table 1.)

⁴ *Summary Release: Wage Differences Among Metropolitan Areas, 1972-73 (1974)*, Bureau of Labor Statistics. The Bureau's areas wage survey program covers establishments in the following broad industry divisions: Manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Estimates for skilled maintenance workers in nonmanufacturing could not be used because about 80 percent of the workers in this job group are in manufacturing industries.

To illustrate, hourly earnings of electrical appliance technicians in Denver averaged \$4.34 for combination service, \$4.10 for outside, and \$4.03 for inside; TV-radio technicians averaged \$4.05, \$3.96, and \$3.91, respectively.

About nine-tenths or more of the technicians in each area were paid on a time-rated basis. In the few areas where data were available for both time and incentive workers in an occupation, no consistent pay relationship emerged: Those paid on a time basis held wage advantages in 5 of 9 possible comparisons.

Earnings of individuals varied substantially within the same job and area. (See tables 2 through 5.) For example, the hourly earnings of the highest paid technician exceeded those of the lowest paid in the same job and area by at least \$2, and in many instances, the spread reached \$4 or more.

The basic earnings data in tables 1 through 5 exclude the value of commission payments made to technicians for the sale of maintenance contracts, parts, and appliances. Text table 2, however, illustrates the effect on occupational averages when such payments were added to the straight-time hourly earnings data for the two technician jobs.

Establishment practices and supplementary wage provisions

Information also was obtained on minimum entrance (hiring) rates for qualified technicians, and on work schedules, overtime premium pay, and incidence of supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans for technicians and apprentices.

Minimum entrance rates. Minimum entrance (hiring) rates for qualified technicians were determined by formally established policies in a minority (usually between 10 and 30 percent) of the repair facilities visited in each of the 21 survey areas. (See table 7.) For each of the two technician jobs, these minimum entrance rates most commonly fell between \$3.50 and \$5 an hour.

Weekly work schedules. Weekly work schedules of 5 days and 40 hours applied to a majority of the technicians and apprentices in each of the 21 areas studied. (See table 8.) In Denver, however, nearly one-half of the workers were on longer schedules, including a substantial proportion (one-fifth) on 6 days, 48 hours per week.

Overtime premium pay. Daily overtime pay provisions, virtually always time and one-half the regular rate after 8 hours, were in effect in repair facilities employing a majority of the technicians and apprentices in 16 of the 21 areas. (See table 9.) Weekly overtime provisions—typically time and one-half after 40 hours—applied to about nine-tenths or more of the workers in nearly all areas.

Paid holidays. Paid holidays, most commonly 6 or 8 days annually, were provided by establishments employing more than nine-tenths of the technicians and apprentices in all areas. (See table 10.) Provisions, however, varied considerably among the areas. In Boston, for example, seven-tenths of the workers were provided 9 to 11 days annually, compared to 6 or 7 days for a similar proportion of the workers in Denver.

Text table 2. Effect of commissions on average hourly earnings, selected occupations and areas, September 1972

Item	Television-radio technicians	Electrical appliance technicians
Total areas	¹ 20	21
No difference in average earnings	Minneapolis—St. Paul and Richmond	Indianapolis, St. Louis, and San Francisco
Increases of:		
1 to 4 cents.	Atlanta, Boston, Buffalo, Chicago, Denver, Hartford, Kansas City, Los Angeles, Miami, Newark and Jersey City, San Francisco, and Washington	Atlanta, Boston, Buffalo, Chicago, Cincinnati, Denver, Hartford, Kansas City, Los Angeles, Memphis, Minneapolis—St. Paul, Newark and Jersey City, and Washington
5 to 9 cents.	Cincinnati and Indianapolis	Dallas and Philadelphia
10 to 19 cents	Dallas, New York, Philadelphia	Miami and New York
20 cents or more	St. Louis	Richmond

¹ In Memphis, no television-radio technicians were reported as receiving commissions.

Paid vacations. Paid vacations, after qualifying periods of service, were provided to about nine-tenths or more of the technicians and apprentices in all areas covered by the study. (See table 11.) Typical provisions for paid vacations were 1 or 2 weeks pay after 1 year of service, 2 weeks after 2 years, 3 weeks after 10 years, and 4 weeks' pay after 20 years or more of service.

Health, insurance, and retirement plans. Life, hospitalization, surgical, and major medical insurance, for which the employer paid at least part of the cost, was provided to a large majority of the workers in nearly all areas. (See table 12.) One-half or more of the workers in most areas also were provided other types of health benefits, including basic medical insurance and sickness and accident insurance and/or paid sick leave.

Retirement pension plans (other than social security), providing regular payments for the remainder of the retiree's life, were available to a majority of the workers in all but five areas: Buffalo, Kansas City, Los Angeles,

Memphis, and Newark and Jersey City. Provisions for lump-sum payments on retirement (severance pay) were virtually nonexistent in the study.

Other selected benefits. A majority of the technicians and apprentices in nearly all areas were employed in repair facilities having formal provisions for jury duty pay and paid leave for attending funerals of specified family members. (See table 13.) In addition, establishments furnishing or cleaning work clothing or both, or paying at least part of the cost thereof employed a majority of the workers in 17 of the 21 areas.

Formal apprenticeship training programs for both TV-radio and electrical appliance work, requiring supervised training and experience for a specified period of time, were found in all survey areas. The proportions of workers in establishments having such programs varied from about one-tenth or less, for both types of programs, in Buffalo, Chicago, and Denver, to about three-fifths in Richmond.

Table 1. Occupational averages: All establishments

(Average straight-time hourly earnings¹ of workers in selected occupations in electrical appliance repair facilities, 21 selected areas, September 1972)

Area	Television-radio technicians								Television-radio technicians, apprentice	Electrical appliance technicians								Electrical appliance technicians, apprentice		
	Total		Inside (bench)		Outside (home repair)		Combination			Total		Inside (bench)		Outside (home repair)		Combination				
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings			
Atlanta -----	286	\$4.40	138	\$4.38	117	\$4.47	31	\$4.21	44	\$3.07	193	\$4.92	-	-	129	\$5.02	25	\$4.14	-	-
Boston -----	214	4.51	86	4.50	80	4.36	48	4.76	8	2.62	317	4.41	38	\$4.25	246	4.43	-	-	39	\$2.90
Buffalo -----	160	4.18	57	4.01	53	4.29	50	4.24	-	-	144	4.51	-	-	102	4.49	29	4.54	-	-
Chicago -----	972	4.86	461	4.82	333	4.99	178	4.69	50	3.50	820	5.17	157	5.19	590	5.22	73	4.80	39	3.42
Cincinnati -----	135	4.17	56	4.05	76	4.27	-	-	9	2.68	115	4.52	-	-	90	4.57	-	-	-	-
Dallas -----	238	4.01	87	4.07	95	3.90	56	4.10	33	2.95	236	4.03	29	3.97	192	4.03	15	4.12	14	2.78
Denver -----	339	3.97	117	3.91	113	3.96	109	4.05	-	-	179	4.17	20	4.03	103	4.10	56	4.34	-	-
Hartford -----	141	4.35	54	4.39	68	4.36	19	4.20	17	2.76	105	4.62	-	-	86	4.60	11	4.54	-	-
Indianapolis -----	107	4.17	47	4.12	49	4.38	11	3.43	9	3.33	96	4.44	10	4.53	-	-	19	3.57	-	-
Kansas City -----	236	4.30	99	4.29	104	4.26	33	4.43	32	3.40	185	4.47	38	4.07	102	4.85	45	3.97	-	-
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove -----	1,403	4.92	469	5.02	669	4.98	265	4.59	116	3.05	743	5.12	87	5.04	603	5.18	53	4.60	63	3.37
Memphis -----	98	4.03	40	3.72	25	4.41	33	4.13	-	-	116	5.10	12	4.36	-	-	-	-	-	-
Miami -----	193	4.18	84	4.19	75	4.13	-	-	31	2.60	268	4.62	38	4.05	177	4.82	-	-	21	3.10
Minneapolis-St. Paul -----	226	4.69	88	4.61	103	4.85	35	4.44	20	3.07	216	4.97	25	4.90	151	4.93	40	5.20	21	3.22
Newark and Jersey City -----	282	4.56	121	4.67	108	4.51	53	4.41	19	2.95	298	4.84	18	4.66	230	4.93	-	-	-	-
New York, N. Y. -----	1,148	4.35	377	4.38	446	4.33	325	4.34	92	3.41	888	4.48	105	4.06	587	4.72	196	4.01	73	3.07
Philadelphia -----	593	4.36	223	4.33	194	4.21	176	4.56	112	3.37	502	4.56	-	-	343	4.59	59	4.25	35	3.66
Richmond -----	73	3.87	26	3.67	35	4.11	12	3.58	6	2.28	88	4.66	15	4.56	60	4.66	13	4.80	-	-
San Francisco-Oakland -----	427	5.65	159	5.52	209	5.52	59	6.45	84	3.58	365	5.89	39	6.01	270	5.99	56	5.32	15	4.26
St. Louis -----	298	4.34	147	4.22	114	4.14	-	-	38	2.57	195	5.06	-	-	110	4.67	-	-	46	3.44
Washington -----	565	4.36	238	4.47	188	4.07	139	4.58	65	2.99	454	4.37	47	4.42	339	4.33	68	4.51	20	3.09

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses, if any, held by employees are included.

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

Table 2. Earnings distribution: Television-radio technicians

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 21 selected areas, September 1972)

Area	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																						
			Under \$2.60	\$2.60 and under \$2.80	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	
Atlanta	286	\$4.40	3	6	-	23	5	5	23	7	51	12	24	36	37	10	9	1	12	-	18	4	-	-	-
Boston	214	4.51	-	-	-	3	16	6	9	4	18	35	26	26	7	31	21	7	3	-	2	-	-	-	-
Buffalo	160	4.18	-	-	2	13	11	8	7	12	36	1	9	43	-	10	-	-	6	-	-	2	-	-	-
Chicago	972	4.86	-	-	-	6	9	28	18	32	49	54	162	118	37	153	35	152	73	14	14	-	6	12	-
Cincinnati	135	4.17	3	3	-	8	18	6	10	5	4	5	32	27	6	11	1	3	-	-	-	-	-	-	-
Dallas	238	4.01	2	14	-	14	8	34	27	15	20	26	15	42	4	11	1	3	-	-	-	-	-	-	-
Denver	339	3.97	-	-	20	18	26	10	36	99	18	13	46	29	20	1	-	-	-	1	1	-	-	-	2
Hartford	141	4.35	-	-	2	4	10	10	6	4	18	8	14	22	15	21	3	4	-	-	-	-	-	-	1
Indianapolis	107	4.17	2	-	-	4	5	12	5	2	18	17	5	23	11	3	-	-	-	-	-	-	-	-	-
Kansas City	236	4.30	-	10	-	2	9	31	13	18	21	16	10	49	13	30	5	1	1	-	-	7	-	-	-
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	1,403	4.92	-	28	4	8	18	12	37	22	65	105	163	248	6	183	60	31	338	15	18	4	4	34	-
Memphis	98	4.03	9	3	2	13	2	6	12	2	10	9	2	-	-	6	6	1	15	-	-	-	-	-	-
Miami	193	4.18	13	3	4	8	6	9	23	15	13	12	5	42	3	10	2	18	5	-	-	2	-	-	-
Minneapolis—St. Paul	226	4.69	4	-	3	3	6	4	3	10	11	8	25	20	24	62	19	15	5	-	3	-	-	1	-
Newark and Jersey City	282	4.56	-	-	-	22	1	17	31	5	20	31	24	13	2	62	30	-	-	-	1	3	11	6	3
New York, N. Y.	1,148	4.35	6	10	4	60	69	54	87	35	80	101	129	265	37	67	83	11	30	7	-	8	-	5	-
Philadelphia	593	4.36	18	2	6	28	7	26	21	19	57	58	52	219	19	19	11	5	12	2	-	4	1	7	-
Richmond	73	3.87	4	-	3	7	9	9	7	3	6	9	2	3	4	4	1	1	-	-	-	-	1	-	-
San Francisco—Oakland	427	5.65	-	-	-	-	-	-	2	-	5	10	15	13	-	64	24	78	29	56	90	4	4	33	-
St. Louis	298	4.34	6	9	10	17	1	59	7	4	12	30	42	6	8	22	10	17	7	31	-	-	-	-	-
Washington	565	4.36	4	3	2	18	20	32	62	45	54	59	51	92	17	42	6	6	22	3	15	2	2	8	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses, if any, held by employees are included.

Table 3. Earnings distribution: Television-radio technicians, apprentice

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 18 selected areas,² September 1972)

Area	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																		
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40 and over
Atlanta	44	\$3.07	1	2	-	2	-	-	6	-	7	-	-	4	5	11	2	2	1	-	1
Boston	8	2.62	3 ²	-	-	1	-	-	-	-	1	2	-	-	1	-	-	-	-	-	-
Chicago	50	3.50	-	3	-	-	-	-	-	-	6	1	-	3	6	4	6	4	9	8	-
Cincinnati	9	2.68	4 ²	-	-	-	-	-	1	-	5	-	-	-	-	-	-	-	1	-	-
Dallas	33	2.95	-	-	-	5	-	-	8	3	2	1	2	2	1	3	-	2	2	2	-
Hartford	17	2.76	5 ²	4	-	2	-	-	-	-	-	-	-	4	2	-	-	1	1	1	-
Indianapolis	9	3.33	-	-	-	-	-	-	2	-	-	-	-	-	3	-	2	-	2	-	-
Kansas City	32	3.40	-	-	-	-	-	-	4	2	1	1	-	3	1	-	13	2	1	4	-
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove	116	3.05	8	-	-	-	-	-	32	-	-	-	15	7	19	16	6	2	2	9	-
Miami	31	2.60	6 ⁶	7	2	3	-	-	-	-	-	1	2	1	3	1	2	-	-	3	-
Minneapolis—St. Paul	20	3.07	-	-	-	-	-	-	2	-	4	-	-	7	3	2	-	2	-	-	-
Newark and Jersey City	19	2.95	-	4	-	-	-	-	2	-	-	-	-	6	1	5	-	-	-	1	-
New York, N. Y.	92	3.41	-	4	-	-	-	-	13	-	6	4	-	8	4	10	5	8	10	20	-
Philadelphia	112	3.37	3	-	-	7	-	3	7	-	3	1	-	14	16	13	11	8	11	12	3
Richmond	6	2.28	-	2	-	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
San Francisco—Oakland	84	3.58	-	1	-	1	-	-	14	-	-	10	-	2	20	9	3	4	2	-	7 ¹⁸
St. Louis	38	2.57	-	6	-	2	2	-	15	-	-	2	-	10	1	-	-	-	-	-	-
Washington	65	2.99	6	2	-	3	2	3	7	-	6	-	-	9	5	4	3	3	3	7	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses, if any, held by employees are included.

² No apprentice television-radio technicians were reported in establishments visited in Buffalo, Denver, and Memphis.

³ All workers were at \$1.70 to \$1.80.

⁴ All workers were at \$1.90 to \$2.00.

⁵ All workers were at \$1.80 to \$1.90.

⁶ Workers were distributed as follows: 1 at \$1.60 to \$1.70; 2 at \$1.70 to \$1.80; 2 at \$1.80 to \$1.90; and 1 at \$1.90 to \$2.00.

⁷ Workers were distributed as follows: 1 at \$4.40 to \$4.60; 4 at \$4.60 to \$4.80; 7 at \$5.40 to \$5.60; and 6 at \$5.60 and over.

Table 4. Earnings distribution: Electrical appliance technicians

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 21 selected areas, September 1972)

Area	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																	
			Under \$3.00	\$3.00 and under \$3.20	\$3.20 - \$3.40	\$3.40 - \$3.60	\$3.60 - \$3.80	\$3.80 - \$4.00	\$4.00 - \$4.20	\$4.20 - \$4.40	\$4.40 - \$4.60	\$4.60 - \$4.80	\$4.80 - \$5.00	\$5.00 - \$5.20	\$5.20 - \$5.40	\$5.40 - \$5.60	\$5.60 - \$5.80	\$5.80 - \$6.00	\$6.00 - \$6.20	\$6.20 and over
Atlanta	193	\$4.92	4	2	6	5	3	9	8	15	15	20	29	-	13	-	23	-	26	15
Boston	317	4.41	6	5	6	11	47	13	27	25	38	74	7	8	34	7	7	2	-	-
Buffalo	144	4.51	-	-	6	-	5	10	15	13	15	71	-	-	-	-	3	-	6	-
Chicago	820	5.17	-	-	-	4	6	9	22	30	57	45	78	63	64	340	78	1	6	17
Cincinnati	115	4.52	1	1	4	4	2	1	9	13	12	29	34	5	-	-	-	-	-	-
Dallas	236	4.03	2	17	23	20	24	12	27	30	23	54	1	1	-	2	-	-	-	-
Denver	179	4.17	-	9	10	36	13	9	5	11	11	40	33	2	-	-	-	-	-	-
Hartford	105	4.62	-	2	1	2	6	13	9	5	3	11	4	31	10	8	-	-	-	-
Indianapolis	96	4.44	-	11	-	-	4	5	11	5	5	6	44	5	-	-	-	-	-	-
Kansas City	185	4.47	2	14	2	5	20	5	12	21	15	24	14	31	9	3	2	1	1	4
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	743	5.12	-	3	-	2	10	25	34	24	43	44	18	145	79	3	313	-	-	-
Memphis	116	5.10	2	4	2	3	-	2	6	4	-	5	-	24	-	-	64	-	-	-
Miami	268	4.62	2	3	7	13	13	12	13	47	6	75	3	8	-	49	11	-	-	6
Minneapolis-St. Paul	216	4.97	-	-	-	2	1	-	5	4	7	37	59	59	17	5	8	2	4	6
Newark and Jersey City	298	4.84	6	-	1	3	2	4	14	14	38	25	5	117	69	-	-	-	-	-
New York, N. Y.	888	4.48	16	31	26	36	72	30	92	142	59	70	43	34	192	7	23	-	3	12
Philadelphia	502	4.56	7	3	1	11	17	12	12	36	69	315	7	5	-	1	-	-	-	6
Richmond	88	4.66	-	-	3	1	5	2	6	16	2	13	22	10	4	-	-	-	-	4
San Francisco-Oakland	365	5.89	-	-	-	-	-	-	6	2	1	10	2	13	2	26	14	112	171	6
St. Louis	195	5.06	-	-	6	-	12	6	6	20	7	7	26	29	-	11	1	64	-	-
Washington	454	4.37	7	11	17	24	21	25	37	42	49	162	15	21	11	-	6	-	-	6

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses, if any, held by employees are included.

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Table 5. Earnings distribution: Electrical appliance technicians, apprentice

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 11 selected areas, ² September 1972)

Area	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																	
			Under \$2.20	\$2.20 and under \$2.30	\$2.30 - \$2.40	\$2.40 - \$2.50	\$2.50 - \$2.60	\$2.60 - \$2.70	\$2.70 - \$2.80	\$2.80 - \$2.90	\$2.90 - \$3.00	\$3.00 - \$3.20	\$3.20 - \$3.40	\$3.40 - \$3.60	\$3.60 - \$3.80	\$3.80 - \$4.00	\$4.00 - \$4.20	\$4.20 - \$4.40	\$4.40 and over	
Boston	39	\$2.90	-	8	-	-	9	-	2	-	-	10	2	4	2	-	2	-	-	-
Chicago	39	3.42	-	2	-	-	3	-	-	-	-	11	3	3	5	-	11	-	1	-
Dallas	14	2.78	-	1	-	-	3	-	5	-	1	3	-	1	-	-	-	-	-	-
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	63	3.37	-	-	-	-	-	-	-	-	-	1	19	24	9	-	-	3	4	3
Miami	21	3.10	-	-	-	-	-	-	3	-	8	5	2	1	-	-	1	1	-	-
Minneapolis-St. Paul	21	3.22	-	-	-	-	4	-	-	-	-	3	9	1	2	1	-	-	-	-
New York, N. Y.	73	3.07	-	6	6	-	6	-	6	-	4	-	12	13	5	15	-	-	-	-
Philadelphia	35	3.66	1	-	-	-	-	-	-	-	4	2	2	3	5	11	5	2	-	-
San Francisco-Oakland	15	4.26	-	-	-	-	-	-	2	-	-	2	2	3	5	11	5	2	-	3
St. Louis	46	3.44	12	-	-	-	-	-	-	-	2	2	2	4	8	-	2	-	-	8
Washington	20	3.09	-	-	-	-	3	5	-	-	-	3	-	6	2	1	-	-	-	5

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses, if any, held by employees are included.

² No apprentice electrical appliance technicians were reported in establishments visited in Atlanta, Buffalo, Cincinnati, Denver, Hartford, Indianapolis, Kansas City, Memphis, Newark and Jersey City, and Richmond.

³ Workers were distributed as follows: 1 at \$4.40 to \$4.60; 2 at \$4.60 to \$4.80; and 5 at \$5.20 to \$5.40.

⁴ Workers were distributed as follows: 6 at \$1.80 to \$1.90; and 6 at \$2.00 to \$2.10.

⁵ All workers were at \$5.00 to \$5.20.

Table 6. Method of wage payment

(Percent of service technicians and apprentices in electrical appliance repair facilities by method of wage payment, 21 selected areas, September 1972)

Method of wage payment ¹	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers -----	99	98	99	93	97	94	98	99	92	94	98	88	96	92	99	99	98	92	99	90	95
Individual determination -----	31	74	46	21	33	29	36	84	34	42	40	31	27	38	38	51	37	32	30	53	48
Range of rates-merit review -----	2	4	-	8	(²)	14	14	7	2	1	6	2	21	-	(²)	(²)	7	3	-	-	5
Range of rates-automatic progres- sion based on length of service --	11	18	39	4	5	2	1	1	4	29	6	12	2	5	50	35	41	-	-	14	29
Range of rates-combination -----	49	-	-	50	48	41	45	-	43	22	39	42	40	45	3	3	1	57	11	1	6
Single rates -----	7	1	15	11	10	9	2	7	10	(²)	6	1	6	3	7	10	12	-	58	22	7
Incentive workers -----	1	2	(²)	7	3	6	2	1	8	6	2	12	4	8	1	(²)	2	8	(²)	10	5
Group bonus -----	-	-	-	(²)	-	-	-	-	-	3	-	7	-	-	-	-	-	-	-	9	-
Flat-rate hours -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group piece -----	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Flat-rate percentage of the labor cost charged to the customer ----	1	-	(²)	1	1	6	2	-	(²)	-	2	5	4	3	1	(²)	1	-	-	1	3
Individual bonus plans -----	-	2	-	6	2	-	-	1	7	-	1	-	-	5	-	-	1	8	(²)	-	2

¹ See appendix A for definition of method of wage payment.

² Less than 0.5 percent.

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

Table 7. Minimum entrance rates

(Number of establishments studied by formally established minimum hourly entrance (hiring) rates for journeymen technicians, electrical appliance repair facilities, 21 selected areas, September 1972)

Minimum rate ¹	Atlanta		Boston		Buffalo		Chicago		Cincinnati		Dallas		Denver		Hartford		Indianapolis		Kansas City		Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	
	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians	Television-radio technicians	Electrical appliance technicians
Establishments studied -----	31	31	47	47	24	24	71	71	18	18	37	37	22	22	26	26	18	18	32	32	52	52
Establishments having an established minimum -----	11	9	14	13	4	4	18	13	6	4	10	12	5	5	6	3	4	4	11	11	16	11
Under \$2.50 -----	1	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	-	-
\$2.50 and under \$2.60 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
\$2.60 and under \$2.70 -----	-	-	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
\$2.70 and under \$2.80 -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
\$2.80 and under \$2.90 -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
\$2.90 and under \$3.00 -----	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-
\$3.00 and under \$3.10 -----	1	1	5	3	-	-	1	-	-	-	4	3	-	-	3	1	1	1	-	1	-	-
\$3.10 and under \$3.20 -----	-	-	1	-	1	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-
\$3.20 and under \$3.30 -----	-	-	-	2	-	-	1	-	-	-	-	1	2	1	-	-	-	-	2	1	-	-
\$3.30 and under \$3.40 -----	-	-	-	-	-	-	1	-	1	-	-	-	1	1	-	-	-	-	-	-	-	-
\$3.40 and under \$3.50 -----	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	2	2	-	-
\$3.50 and under \$3.60 -----	3	3	-	2	1	1	-	-	-	-	1	2	-	-	-	-	-	-	1	1	1	-
\$3.60 and under \$3.70 -----	-	-	-	-	-	-	2	-	-	-	1	1	-	1	-	-	-	-	1	1	-	-
\$3.70 and under \$3.80 -----	1	2	2	1	-	-	3	2	-	-	-	-	-	-	-	-	-	-	1	1	2	1
\$3.80 and under \$3.90 -----	-	-	1	1	-	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-
\$3.90 and under \$4.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
\$4.00 and under \$4.10 -----	-	-	-	-	1	1	-	-	1	1	-	-	-	-	-	-	1	1	-	1	4	1
\$4.10 and under \$4.20 -----	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	1	-	-	-	-
\$4.20 and under \$4.30 -----	-	-	1	1	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	1	1
\$4.30 and under \$4.40 -----	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$4.40 and under \$4.50 -----	-	-	1	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	2
\$4.50 and under \$4.60 -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$4.60 and under \$4.70 -----	1	1	-	-	1	1	4	4	1	1	2	2	1	1	1	1	1	1	-	-	6	5
\$4.70 and under \$4.80 -----	1	1	1	-	-	-	2	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
\$4.80 and under \$4.90 -----	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$4.90 and under \$5.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5.00 and over -----	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1
No formal minimum -----	16	8	21	8	15	9	41	16	10	5	17	7	12	5	15	11	11	5	13	6	27	11
None hired -----	4	14	12	26	5	11	12	42	2	9	10	18	5	12	5	12	3	9	8	15	9	30

See footnotes at end of table.

Table 7. Minimum entrance rates—Continued

(Number of establishments studied by formally established minimum hourly entrance (hiring) rates for journeymen technicians, electrical appliance repair facilities, 21 selected areas, September 1972)

Minimum rate ¹	Memphis		Miami		Minneapolis—St. Paul		Newark and Jersey City		New York, N. Y.		Philadelphia		Richmond		San Francisco—Oakland		St. Louis		Washington	
	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians	Tele-vision-radio technicians	Elec-trical appli-ance technicians
Establishments studied-----	18	18	28	28	39	39	33	33	116	116	64	64	18	18	37	37	26	26	54	54
Establishments having an established minimum -----	3	3	7	5	9	6	9	7	13	6	9	11	3	3	11	9	5	2	13	9
Under \$2.50 -----	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-
\$2.50 and under \$2.60 -----	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1
\$2.60 and under \$2.70 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$2.70 and under \$2.80 -----	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$2.80 and under \$2.90 -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
\$2.90 and under \$3.00 -----	-	-	-	-	-	-	-	-	1	-	1	-	1	1	-	-	-	-	-	-
\$3.00 and under \$3.10 -----	-	-	1	1	1	-	1	-	-	1	2	2	-	-	-	-	1	-	2	-
\$3.10 and under \$3.20 -----	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
\$3.20 and under \$3.30 -----	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3.30 and under \$3.40 -----	-	-	1	1	-	-	2	3	2	-	-	1	1	1	-	-	-	-	-	-
\$3.40 and under \$3.50 -----	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	1	-	3	3
\$3.50 and under \$3.60 -----	-	-	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-
\$3.60 and under \$3.70 -----	-	-	-	-	-	1	1	1	1	-	1	1	-	-	-	-	-	-	-	-
\$3.70 and under \$3.80 -----	-	-	-	-	1	1	1	-	3	1	2	3	1	1	-	-	-	-	1	-
\$3.80 and under \$3.90 -----	1	1	-	-	1	-	-	-	-	-	2	2	-	-	-	-	-	-	1	-
\$3.90 and under \$4.00 -----	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$4.00 and under \$4.10 -----	-	-	1	-	2	2	-	-	-	-	-	-	-	-	4	2	-	-	1	1
\$4.10 and under \$4.20 -----	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
\$4.20 and under \$4.30 -----	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-
\$4.30 and under \$4.40 -----	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
\$4.40 and under \$4.50 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$4.50 and under \$4.60 -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	2
\$4.60 and under \$4.70 -----	-	-	2	2	-	-	1	1	1	1	1	1	-	-	-	-	-	-	1	2
\$4.70 and under \$4.80 -----	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-
\$4.80 and under \$4.90 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
\$4.90 and under \$5.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$5.00 and over -----	-	-	-	-	1	1	-	-	1	-	-	-	-	-	² 6	³ 5	-	1	-	-
No formal minimum -----	14	8	18	7	24	10	20	4	67	42	47	19	14	4	17	6	14	12	31	13
None hired -----	1	7	3	16	6	23	4	22	36	68	8	34	1	11	9	22	7	12	10	32

¹ Minimum entrance rate refers to the lowest formal hiring rate established for journeyman technicians.

² Establishments had rates as follows: 1 at \$5.20 to \$5.30; 3 at \$5.90 to \$6.00; 1 at \$6.10 to \$6.20 and 1 at \$7.00 to \$7.10.

³ Establishments had rates as follows: 2 at \$5.50 to \$5.60; 1 at \$5.90 to \$6.00 and 2 at \$6.10 to \$6.20.

Table 8. Weekly work schedules

(Percent of service technicians and apprentices in electrical appliance repair facilities, by scheduled weekly hours and days, 21 selected areas, September 1972)

Weekly hours ¹	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 37½ hours-----	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	6	-	-	-
4 days-----	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4½ days-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-	-	-
5 days-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	1	6	-	-	-
6 days-----	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours-----	-	-	3	2	8	1	-	1	-	-	-	6	-	-	3	2	1	4	-	-	-
5 days-----	-	-	3	2	8	1	-	1	-	-	-	6	-	-	3	2	1	4	-	-	-
Over 37½ hours and under 40 hours-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-	5	-
5 days-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-	5	-
40 hours-----	84	98	85	90	67	91	56	86	82	89	82	79	86	97	85	92	89	83	100	75	93
4½ days-----	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days-----	84	98	83	88	67	91	56	86	82	89	82	79	86	97	85	92	89	83	96	75	93
5½ days-----	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-
6 days-----	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)
Over 40 hours and under 45 hours-----	8	1	1	4	9	4	24	4	14	9	5	15	7	(²)	7	3	3	-	-	19	2
5 days-----	8	-	-	1	1	1	14	1	-	3	-	7	-	(²)	1	-	1	-	-	11	2
5½ days-----	-	1	1	3	8	3	10	3	4	2	4	7	7	-	4	3	1	-	-	8	-
6 days-----	-	-	-	(²)	-	-	-	-	10	4	-	-	-	-	-	-	-	-	-	-	(²)
45 hours-----	1	-	-	1	2	1	-	3	3	1	(²)	-	-	-	-	-	-	-	8	-	-
5 days-----	-	-	-	-	2	1	-	3	-	1	(²)	-	-	-	-	-	-	-	4	-	-
5½ days-----	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days-----	-	-	-	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Over 45 hours and under 48 hours-----	-	-	-	1	7	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	-
5 days-----	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days-----	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-	-
48 hours-----	5	1	11	1	5	3	20	6	2	1	13	3	3	1	5	2	6	-	-	2	4
5 days-----	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
6 days ³ -----	5	1	7	1	5	3	20	6	2	1	13	3	3	1	5	2	5	-	-	2	3
Over 48 hours-----	1	-	-	(²)	1	-	-	-	-	-	-	-	(²)	1	-	-	-	-	-	-	(²)
5 days-----	1	-	-	-	1	-	-	-	-	-	-	-	(²)	1	-	-	-	-	-	-	(²)
6 days-----	-	-	-	-	-	-	-	-	-	-	-	-	(²)	1	-	-	-	-	-	-	-

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

² Less than 0.5 percent.

³ Includes workers at 46.0 hours, 5.8 days scheduled work week.

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

Table 9. Overtime premium pay

(Percent of service technicians and apprentices in electrical appliance repair facilities with provisions for daily or weekly overtime, by rate of pay and hours after which effective, 21 selected areas, September 1972)

Item	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
<u>Daily overtime</u>																					
Time and one-half effective after:																					
Less than 8 hours -----	-	-	-	2	-	-	-	-	-	-	-	-	-	-	3	(¹)	1	-	-	-	-
8 hours -----	31	72	62	81	80	63	47	48	83	60	82	59	56	47	77	53	70	58	84	62	48
Other -----	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
No premium pay -----	69	28	38	17	20	37	53	52	17	40	18	41	44	52	20	47	29	42	16	38	52
<u>Weekly overtime</u>																					
Time and one-half effective after:																					
Less than 37 1/2 hours -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(¹)	(¹)	-	-	-	-
37 1/2 hours -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	1	-	-	-	-
40 hours -----	98	93	95	95	93	87	79	95	91	95	94	93	82	90	92	84	94	90	94	92	93
Over 40 and under 45 hours -----	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	3	-
45 and under 48 -----	-	-	-	1	2	-	-	-	-	1	-	-	-	-	-	-	(¹)	-	-	-	-
48 hours -----	-	-	4	-	-	-	-	-	-	-	(¹)	-	-	-	-	1	2	-	-	-	-
Other -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No premium pay -----	2	7	1	3	5	13	21	5	9	4	4	7	18	6	4	13	2	10	6	5	7

¹ Less than 0.5 percent.

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

Table 10. Paid holidays

(Percent of service technicians and apprentices in electrical appliance repair facilities with formal provisions for paid holidays, 21 selected areas, September 1972)

Number of paid holidays ¹	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	100	99	93	99	100	97	99	99	99	96	94	95	95	95	99	99	100	100	96	100	100
2 days -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
3 days -----	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	1
4 days -----	1	-	-	-	-	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-	1
5 days -----	44	-	-	(²)	-	20	5	6	3	-	-	31	3	3	2	-	3	-	(²)	8	7
6 days -----	6	11	36	30	36	14	43	29	29	41	26	4	20	40	15	11	30	37	16	45	31
7 days -----	4	2	9	5	8	10	27	28	-	4	8	1	14	18	8	12	5	4	21	24	19
8 days -----	27	17	30	50	23	30	13	31	44	32	54	54	35	26	33	30	7	53	37	10	27
9 days -----	14	40	18	12	33	22	11	4	24	14	6	2	24	10	34	36	53	6	18	13	(²)
10 days -----	-	14	-	1	-	-	-	-	-	3	-	-	-	-	-	9	3	-	-	-	-
11 days -----	1	16	-	-	-	-	-	-	-	-	-	-	-	-	4	1	-	-	-	-	-
12 days -----	2	-	-	-	-	-	-	-	-	-	-	-	-	-	3	(²)	-	-	2	-	-
13 days -----	-	1	-	1	-	-	-	-	-	-	1	-	-	-	-	(²)	-	-	-	-	-
Over 13 days -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-	-	-
Workers in establishments providing no paid holidays -----	-	(²)	7	(²)	-	3	1	1	(²)	4	6	5	5	5	1	1	-	-	4	-	-

¹ Paid holidays were limited to full days.
² Less than 0.5 percent.

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

Table 11. Paid vacations

(Percent of service technicians and apprentices in electrical appliance repair facilities with formal provisions for paid vacations after selected periods of service, 21 selected areas, September 1972)

Vacation Policy	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>																					
Workers in establishment providing paid vacation-----	100	99	97	99	100	97	90	97	93	97	100	93	99	88	100	99	98	100	96	100	98
Length-of-time payment-----	100	98	97	99	100	96	88	97	93	97	97	93	94	88	100	98	98	100	96	100	97
Percentage payment-----	-	1	-	-	-	1	1	-	-	-	3	-	-	-	-	1	-	-	-	-	-
Other-----	-	-	-	-	-	1	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacation-----	-	(3)	3	(3)	-	3	10	3	7	3	-	7	1	12	-	1	2	-	4	-	2
<u>Amount of vacation pay¹</u>																					
After 6 months service:																					
Under 1 week-----	-	-	5	9	-	-	(3)	-	-	8	-	-	5	-	4	4	3	-	5	-	7
1 week-----	21	20	14	10	11	21	12	29	22	17	11	3	17	4	7	29	31	17	5	7	7
Over 1 and under 2 weeks-----	2	-	-	2	-	-	8	7	-	9	-	-	-	16	-	2	1	-	-	-	(3)
2 weeks-----	1	8	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-
After 1 year of service:																					
Under 1 week-----	-	-	-	(3)	-	-	-	3	-	-	-	-	-	-	-	-	-	-	2	3	-
1 week-----	60	41	36	29	25	23	39	33	20	35	35	24	37	37	42	32	37	16	46	67	52
Over 1 and under 2 weeks-----	-	-	-	1	-	3	(3)	3	-	-	-	-	-	1	4	-	-	-	-	-	7
2 weeks-----	38	59	61	67	75	59	50	59	74	61	65	68	62	49	54	67	60	84	47	24	38
Over 2 and under 3 weeks-----	-	-	-	2	-	11	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																					
Under 1 week-----	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	3	-
1 week-----	16	17	21	5	12	10	6	3	12	6	12	10	10	20	14	12	27	5	6	19	8
Over 1 and under 2 weeks-----	-	-	-	1	-	3	(3)	3	-	-	-	-	-	-	-	-	1	-	1	1	(3)
2 weeks-----	84	82	76	91	88	73	83	88	81	89	88	83	89	64	86	87	70	95	88	76	82
Over 2 and under 3 weeks-----	-	-	-	2	-	11	-	-	-	1	-	-	-	5	-	(3)	-	-	-	-	7
3 weeks-----	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	(3)	-	-
After 3 years of service:																					
Under 1 week-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week-----	14	14	15	1	5	9	-	6	8	5	6	6	10	10	3	9	16	5	-	13	3
Over 1 and under 2 weeks-----	1	-	-	1	-	3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	1	(3)
2 weeks-----	82	86	82	93	95	74	89	90	85	91	93	86	84	73	97	86	81	95	94	87	86
Over 2 and under 3 weeks-----	-	-	-	3	-	11	-	-	-	1	1	-	5	-	-	-	-	-	-	-	7
3 weeks-----	2	-	-	2	-	-	-	1	-	1	-	-	-	(3)	-	3	-	-	(3)	-	-
4 weeks-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
After 5 years of service:																					
Under 1 week-----	-	-	-	(3)	-	5	-	1	4	2	6	6	9	2	1	4	6	5	-	13	3
1 week-----	11	3	11	(3)	-	3	-	3	-	-	-	-	-	-	-	-	1	-	-	-	-
Over 1 and under 2 weeks-----	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	67	75	82	86	100	78	87	76	89	91	90	86	79	81	94	85	90	95	72	80	83
Over 2 and under 3 weeks-----	13	-	-	4	-	-	-	-	-	-	1	-	11	5	5	1	-	-	-	-	(3)
3 weeks-----	8	22	4	8	-	-	3	17	-	4	2	-	-	-	-	9	(3)	-	22	7	10
Over 3 and under 4 weeks-----	-	-	-	(3)	-	11	-	-	-	1	-	-	-	(3)	-	-	-	-	-	-	-
4 weeks-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1
After 10 years of service:																					
Under 1 week-----	-	-	-	(3)	-	5	-	1	4	2	6	6	9	2	1	4	6	5	-	10	3
1 week-----	11	3	11	(3)	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks-----	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	22	21	18	15	18	25	37	34	19	35	28	29	20	20	32	33	24	19	23	40	30
Over 2 and under 3 weeks-----	1	-	-	1	-	-	(3)	-	-	-	-	-	1	5	-	-	(3)	-	-	(3)	-
3 weeks-----	65	66	69	81	82	53	52	57	70	59	65	56	63	61	67	62	67	76	65	49	55
Over 3 and under 4 weeks-----	-	-	-	1	-	11	-	-	-	1	-	1	5	-	-	(3)	-	-	-	-	-
4 weeks-----	-	9	-	-	-	-	-	4	-	-	2	-	-	(3)	-	-	-	-	8	-	10

See footnotes at end of table.

Table 11. Paid vacations—Continued

(Percent of service technicians and apprentices in electrical appliance repair facilities with formal provisions for paid vacations after selected periods of service, 21 selected areas, September 1972)

Vacation policy	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Memph- is	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
Amount of vacation pay¹—Continued																					
After 15 years of service:																					
1 week-----	11	3	11	(³)	-	5	-	1	4	2	6	6	9	2	1	4	6	5	-	10	3
Over 1 and under 2 weeks-----	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	22	21	14	13	18	24	37	34	17	33	28	29	14	15	32	33	24	19	20	38	30
Over 2 and under 3 weeks-----	-	-	-	1	-	-	(³)	-	-	-	-	-	-	5	-	-	-	-	-	-	-
3 weeks-----	51	52	56	74	50	46	42	52	49	47	53	42	45	57	36	43	45	70	64	16	39
Over 3 and under 4 weeks-----	-	-	-	1	-	-	-	-	-	1	-	1	5	-	-	(³)	-	-	-	-	-
4 weeks-----	16	24	16	9	32	8	11	9	24	14	13	14	24	10	31	19	23	6	11	36	27
Over 4 and under 5 weeks-----	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 20 years of service:																					
1 week-----	11	3	11	(³)	-	5	-	1	4	2	6	6	9	2	1	4	6	5	-	10	3
Over 1 and under 2 weeks-----	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	22	21	14	13	18	22	37	34	17	33	28	29	14	15	32	33	24	19	20	38	27
Over 2 and under 3 weeks-----	-	-	-	1	-	-	(³)	-	-	-	-	-	-	5	-	-	-	-	-	-	-
3 weeks-----	6	29	26	18	18	7	17	16	13	13	2	-	14	12	11	23	7	-	15	13	16
Over 3 and under 4 weeks-----	-	-	-	1	-	-	-	-	-	1	-	-	5	-	-	(³)	-	-	-	-	-
4 weeks-----	61	47	45	66	64	50	35	45	60	48	64	56	56	54	56	39	60	72	57	39	52
Over 4 and under 5 weeks-----	-	-	-	-	-	11	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
5 weeks-----	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-
After 25 years of service:																					
1 week-----	11	3	11	(³)	-	5	-	1	4	2	6	6	9	2	1	4	6	5	-	10	3
Over 1 and under 2 weeks-----	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	22	21	14	13	18	21	37	34	17	33	28	29	14	15	32	33	24	19	20	38	27
Over 2 and under 3 weeks-----	-	-	-	1	-	-	(³)	-	-	-	-	-	-	5	-	-	-	-	-	-	-
3 weeks-----	6	29	26	18	18	7	17	16	13	13	2	-	8	12	11	23	7	-	15	13	14
Over 3 and under 4 weeks-----	-	-	-	1	-	-	-	-	-	-	-	-	5	-	-	(³)	-	-	-	-	-
4 weeks-----	61	45	45	61	63	45	27	45	60	40	61	56	62	36	56	37	59	72	36	39	49
Over 4 and under 5 weeks-----	-	-	-	2	-	11	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
5 weeks-----	-	2	1	3	(³)	4	8	-	-	8	3	-	-	18	-	1	1	4	24	-	5
After 30 years of service:²																					
1 week-----	11	3	11	(³)	-	5	-	2	4	2	6	6	9	2	1	4	6	5	-	10	3
Over 1 and under 2 weeks-----	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	22	21	14	13	18	21	37	34	17	33	28	29	14	15	32	33	24	19	20	38	27
Over 2 and under 3 weeks-----	-	-	-	1	-	-	(³)	-	-	-	-	-	-	5	-	-	-	-	-	-	-
3 weeks-----	6	29	26	18	18	7	17	16	13	13	2	-	8	12	11	23	7	-	15	13	14
Over 3 and under 4 weeks-----	-	-	-	1	-	-	-	-	-	1	-	-	5	-	-	(³)	-	-	-	-	-
4 weeks-----	47	30	30	57	31	38	16	40	36	26	51	42	38	28	26	19	37	64	36	27	37
Over 4 and under 5 weeks-----	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
5 weeks-----	14	17	16	7	33	12	19	4	24	22	13	14	24	26	30	19	23	8	24	12	17
Over 5 and under 6 weeks-----	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 weeks-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-

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

² Vacation provisions were virtually the same after longer periods of service.

³ Less than 0.5 percent.

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

Table 12. Health, insurance, and retirement plans

(Percent of service technicians and apprentices in electrical appliance repair facilities with specified health, insurance, and retirement plans, 21 selected areas, September 1972)

Type of plan ¹	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																					
Life insurance -----	96	79	74	95	76	62	76	85	79	82	81	82	89	84	79	71	81	92	69	84	84
Noncontributory plans -----	29	40	38	24	46	44	43	26	42	42	37	19	44	44	55	53	47	24	22	51	40
Accidental death and dismember- ment insurance -----	44	64	34	36	27	49	59	51	30	31	78	27	83	65	68	57	48	21	63	35	71
Noncontributory plans -----	20	36	28	21	19	40	41	9	27	18	34	16	38	44	45	40	40	14	17	12	29
Sickness and accident insurance or sick leave or both ² -----	84	58	81	86	85	83	57	67	81	71	46	69	83	83	79	77	68	82	75	78	76
Sickness and accident insurance -----	25	49	39	28	41	36	20	67	26	32	9	4	31	55	51	31	37	16	13	51	38
Noncontributory plans -----	16	31	9	15	41	27	20	12	24	20	6	2	22	34	36	31	35	11	4	26	25
Sick leave (full pay, no waiting period) -----	48	31	77	22	42	41	32	39	40	25	42	17	38	24	47	50	33	23	43	52	35
Sick leave (partial pay or waiting period) -----	29	12	3	53	30	35	16	-	39	26	1	51	43	32	9	16	29	53	31	6	28
Hospitalization insurance -----	99	90	87	93	89	91	76	82	82	84	90	88	89	92	81	85	85	92	84	88	95
Noncontributory plans -----	35	41	54	26	52	35	19	20	40	42	40	19	39	47	55	66	48	28	40	54	36
Surgical insurance -----	99	90	87	93	89	92	76	82	82	82	90	88	89	92	81	85	85	92	84	88	95
Noncontributory plans -----	35	41	54	26	52	35	19	20	40	40	40	19	39	47	55	66	49	28	40	54	36
Medical insurance -----	59	86	50	46	57	90	62	57	45	48	90	44	81	71	67	55	84	37	84	88	93
Noncontributory plans -----	26	37	46	26	43	33	17	20	39	39	40	16	30	46	47	52	47	25	40	54	34
Major medical insurance -----	95	89	51	93	77	90	74	78	78	78	88	88	87	91	68	71	76	92	84	64	90
Noncontributory plans -----	29	41	21	28	42	38	19	19	37	37	39	19	38	47	42	54	40	28	40	31	31
Retirement plans ³ -----	67	67	34	69	70	64	55	55	76	31	30	17	72	58	41	65	69	69	54	65	61
Pensions -----	67	67	34	69	70	64	55	55	76	31	30	17	72	52	41	64	68	69	54	62	59
Noncontributory plans -----	25	32	20	10	35	9	17	12	17	12	7	4	32	9	16	31	28	13	8	46	26
Severance pay -----	-	-	-	(*)	-	2	-	-	-	-	-	-	-	7	-	2	1	-	-	3	2
No plans -----	1	7	6	3	8	5	18	9	11	14	7	12	11	6	11	10	12	6	11	1	4

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

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

³ Unduplicated total of workers covered by pensions or retirement severance pay shown separately.

⁴ Less than 0.5 percent.

Table 13. Other selected benefits

(Percent of service technicians and apprentices in electrical appliance repair facilities with provisions for specified benefits, 21 selected areas, September 1972)

Type of benefit ¹	Atlanta	Boston	Buffalo	Chi- cago	Cincin- nati	Dallas	Denver	Hart- ford	Indian- apolis	Kansas City	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Mem- phis	Miami	Minne- apolis- St. Paul	Newark and Jersey City	New York, N. Y.	Phila- delphia	Rich- mond	San Fran- cisco- Oakland	St. Louis	Wash- ington
Workers in establishments with provisions for:																					
Funeral leave pay.....	66	53	63	75	77	65	41	44	74	62	53	65	67	77	77	63	60	75	56	44	51
Jury duty pay.....	81	52	76	76	80	75	47	40	80	79	71	62	82	76	69	62	59	79	56	48	51
Commissions paid to technicians for the sale of—																					
Maintenance contracts.....	34	34	52	16	39	63	26	33	64	60	57	7	59	23	52	51	55	57	39	20	42
Parts.....	3	-	11	56	27	46	6	4	56	12	1	-	13	24	6	30	14	-	1	3	9
Appliances (including televi- sions, radios, etc.).....	-	3	4	7	4	16	2	3	-	16	6	2	5	9	6	6	5	6	2	10	15
Furnishings and/or cleaning work- clothing or paying at least part of the cost thereof.....	69	77	41	66	50	62	70	80	59	50	74	36	68	76	71	60	53	28	63	46	67
Formal apprenticeship training program for—																					
Television-radio technicians....	34	18	9	12	35	48	5	58	30	52	58	55	46	29	48	35	49	63	30	17	49
Electrical appliance technicians.....	35	18	12	11	36	50	11	11	22	42	44	19	45	26	45	32	49	59	29	21	53

¹ For definition of benefits, see appendix A.

Table 14. Job vacancies(Number of job openings¹ for full-time workers in selected occupations, and number remaining unfilled for 1 month or longer, electrical appliance repair facilities, 21 selected areas, September 1972)

Occupation	Atlanta		Boston		Buffalo		Chicago		Cincinnati		Dallas		Denver	
	Number of job openings	Number remaining unfilled for 1 month or longer	Number of job openings	Number remaining unfilled for 1 month or longer	Number of job openings	Number remaining unfilled for 1 month or longer	Number of job openings	Number remaining unfilled for 1 month or longer	Number of job openings	Number remaining unfilled for 1 month or longer	Number of job openings	Number remaining unfilled for 1 month or longer	Number of job openings	Number remaining unfilled for 1 month or longer
Television-radio technicians -----	23	17	14	11	6	5	92	46	6	-	29	24	42	2
Television-radio technicians, apprentice -----	8	-	2	2	-	-	11	5	-	-	3	1	-	-
Electrical appliance technicians -----	10	7	10	6	3	1	9	2	2	2	17	16	4	3
Electrical appliance technicians, apprentice -----	12	7	2	-	-	-	6	2	-	-	-	-	10	-
	Hartford		Indianapolis		Kansas City		Los Angeles-- Long Beach and Anaheim-- Santa Ana-- Garden Grove		Memphis		Miami		Minneapolis-- St. Paul	
Television-radio technicians -----	8	3	13	3	185	12	80	58	14	8	24	20	8	1
Television-radio technicians, apprentice -----	-	-	8	-	40	2	1	1	-	-	10	10	2	2
Electrical appliance technicians -----	2	2	2	-	92	8	20	3	2	2	11	7	8	8
Electrical appliance technicians, apprentice -----	-	-	-	-	6	-	-	-	-	-	3	3	-	-
	Newark and Jersey City		New York, N. Y.		Philadelphia		Richmond		San Francisco-- Oakland		St. Louis		Washington	
Television-radio technicians -----	19	13	82	23	39	27	9	1	33	32	13	5	21	16
Television-radio technicians, apprentice -----	5	4	7	-	-	-	-	-	10	-	8	5	12	9
Electrical appliance technicians -----	-	-	23	13	16	12	4	4	26	24	4	-	16	14
Electrical appliance technicians, apprentice -----	1	1	8	-	4	4	-	-	7	4	8	8	1	1

¹ Full-time openings available for filling in September 1972 and for which the firm was actively trying to recruit workers from outside the firm.

NOTE: Dashes indicate no data reported.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included the electrical appliance repair facilities of establishments classified in the industry groups listed below, as defined in the 1967 *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget, and employing four workers or more, except where otherwise specified: *Wholesale trade* (5064)—Electrical appliances, televisions, and radio sets; *retail trade* (5311, 5732, and part of 5722)—Department stores (employing 20 workers or more), household appliance stores, and radio and television stores; *services* (762)—Electrical repair shops primarily engaged in the repair of major electrical appliances, such as stereos, refrigerators, televisions, and washers.

The universe of establishments in the above industries was refined to include only those establishments which had at least one employee involved in repairing *major* electrical household appliances. Public utility owned and operated appliance repair facilities were excluded. The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, are shown in table A-1.

Method of study

Data were obtained by personal visits of the Bureau's field staff. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments within scope of the survey at the time of reference of the universe data.

Establishment definition

An establishment, for purposes of this survey, is defined as all outlets of a company within a specified area.

Area definitions

The areas studied were Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971 and included:

Atlanta	Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties.
Boston	Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.
Buffalo	Erie and Niagara Counties, N.Y.
Chicago	Cook, DuPage, Kane, Lake, McHenry, and Will Counties.
Cincinnati	Clermont, Hamilton, and Warren Counties, Ohio; Boone, Campbell, and Kenton Counties, Ky.; and Dearborn County, Ind.
Dallas	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.
Denver	Adams, Arapahoe, Boulder, Denver, and Jefferson Counties.
Hartford	City of Hartford, 20 towns in Hartford County, Cromwell town in Middlesex County, and 5 towns in Tolland County.
Indianapolis	Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties.
Kansas City	Cass, Clay, Jackson, and Platte Counties, Mo.; and Johnson and Wyandotte Counties, Kans.
Los Angeles— Long Beach and Anaheim—Santa Ana—Garden Grove	Los Angeles and Orange Counties.
Memphis	Shelby County, Tenn.; and Crittendon County, Ark.
Miami	Dade County.
Minneapolis— St. Paul	Anoka, Dakota, Hennepin, Ramsey, and Washington Counties.

Table A-1. Estimated number of establishments and workers within scope of the survey, and number studied, electrical appliance repair facilities, September 1972

Area ¹	Number of establishments ²		Workers in establishments—			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ³	Nonsupervisory service workers		Total ⁴
				Total ⁴	Technicians and apprentices	
Total, 21 areas	1,957	811	250,101	21,066	15,996	15,691
Atlanta	49	31	15,164	838	561	708
Boston	83	47	12,399	687	578	497
Buffalo	47	24	1,052	417	314	314
Chicago	147	71	57,181	2,475	1,881	2,085
Cincinnati	27	18	6,373	323	260	289
Dallas	61	37	14,035	616	521	490
Denver	88	22	9,483	671	572	355
Hartford	48	26	3,545	323	267	222
Indianapolis	33	18	2,806	287	228	218
Kansas City	75	32	8,024	572	465	437
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	206	52	7,173	3,229	2,325	2,360
Memphis	26	18	5,679	238	219	207
Miami	47	28	9,674	912	513	825
Minneapolis—St. Paul	74	39	18,570	737	483	561
Newark and Jersey City	75	33	1,870	739	603	565
New York, N.Y.	321	116	5,953	2,653	2,201	1,714
Philadelphia	138	64	17,976	1,679	1,240	1,320
Richmond	25	18	5,097	229	189	206
San Francisco—Oakland	137	37	8,681	1,432	891	1,026
St. Louis	120	26	13,419	615	581	292
Washington, D.C.	130	54	25,947	1,394	1,104	1,000

¹ For definition of areas, see pp. 21-23.

² Includes only establishments, which, at the time of reference of the universe data, employed 4 workers or more (except department stores, where the minimum size was 20 workers) and had at least one employee involved in repairing major household appliances.

³ Includes all employees of the establishments.

⁴ Includes all nonsupervisory, nonoffice workers engaged in the major household electrical repair activities of the establishments.

Newark and Jersey City Essex, Hudson, Morris, and Union Counties.

New York..... New York City (Bronx, Kings, New York, Queens, and Richmond Counties), Rockland, Westchester, Nassau, and Suffolk Counties.

Philadelphia Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.

Richmond City of Richmond; and the counties of Chesterfield, Hanover, and Henrico.

St. Louis City of St. Louis; the counties of Franklin, Jefferson, St. Charles, and St. Louis, Mo.; and the counties of Madison and St. Clair, Ill.

San Francisco—Oakland Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

Washington..... District of Columbia; the cities

of Alexandria, Fairfax, and Falls Church, Va.; and the counties of Arlington, Fairfax, Loudon, and Prince William, Va.; and Montgomery and Prince Georges Counties, Md.

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, rather than a precise measure of employment.

Nonsupervisory service workers

The term "nonsupervisory service workers," as used in this bulletin, includes all nonsupervisory, nonoffice workers engaged in the major appliance service (repair) function in the establishment.

Occupations selected for study

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

Job vacancies. Data relate to the number of full-time job openings and the number of these openings that have remained unfilled for 1 month or longer. A job opening is defined as being immediately available for filling and for which the firm is actively recruiting workers from outside the establishment.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts, as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses held by employees, if any, are included. Incentive payments—such as those based on flat-rate hours, flat-rate percentages, or other piecework or production bonus systems, and cost-of-living bonuses—were included as part of the workers regular pay, but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.

Method of wage payment

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

Frequency of wage payment

Data relate to the frequency with which a majority of the full-time classified workers are paid by the establishment.

Minimum entrance rates

Minimum entrance rates refer to the lowest formal minimum entrance or hiring rate for journeymen (qualified) technicians.

Scheduled weekly hours

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

Supplementary wage provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the classified workers in an establishment, the benefits were considered applicable to all such employees. Similarly, if fewer than half of such workers were covered, the benefits were considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of employees receiving the benefits may be smaller than estimated.

Overtime premium pay. Data for "daily overtime" refer to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. "Weekly overtime" refers to work in excess of a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

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

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

Health, insurance, and retirement plans. Data are presented for health, insurance, and retirement 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 a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,¹ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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

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

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

Tabulations of retirement pensions are limited to plans which provide upon retirement 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 pay and retirement pensions to employees were considered as having both retirement pension and retirement severance plans. Establishments having optional plans providing employees a choice of either retirement severance pay or pensions were considered as having only retirement pension benefits.

Paid funeral and jury duty leave. Data for paid funeral and jury duty leave are limited to formal plans which

¹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Commissions. Data refer to formal plans providing the employee with monetary payments for the sale of maintenance contracts, parts, or appliances.

Uniform allowances. Data relate to formal provisions for uniforms worn in lieu of or over the employee's personal clothing.

Apprenticeship training program. Data relate to formal plans providing supervised training and experience for a specified period of time.

Appendix B. Occupational Descriptions

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

Television-radio technician

Repairs and adjusts radio, television, stereo sets, tape players, and tape recorders, either in shop or households, using handtools and electronic testing instruments. Work includes *most of the following*: Tunes sets and adjusts controls to locate source of trouble; tests voltages and resistance of circuits to isolate defects following schematic diagram and using voltmeter, oscilloscope, signal generator, and other electronic testing instruments; tests and changes tubes; solders loose connections; and repairs or replaces defective parts. May install television sets. Includes only qualified technicians servicing consumer products and does not include learners or apprentices assigned to assist technicians.

For wage study purposes, workers are classified as follows:

Inside (bench)

Outside (home repair)

Combination

Television-radio technician, apprentice

Assists in the repair and adjustment of radio, television, and stereo sets, tape players, and tape recorders under the direction of a qualified technician or other supervisor, while in a learning or apprenticeship (either formal or informal) period.

Electrical appliance technician

Services and repairs major electrical appliances (and the electrical components of gas-operated appliances)

such as ranges, refrigerators, freezers, dishwashing machines, disposers, washers, dryers, and window air conditioners. (As a general rule, the distinction between major and small household appliances is that the former require installation while the latter do not.) Work includes *most of the following*: Checks operation of appliance by sight and sound, using test meters to locate and isolate trouble area; as required disassembles appliance and examines mechanical and electrical parts; traces electrical circuits, following diagram, and locates trouble; cleans and washes parts; replaces worn or defective parts; repairs and adjusts appliance motors; reassembles appliance; and lubricates moving parts. May install appliances and test for satisfactory operations. Includes only qualified technicians servicing consumer products and does not include learners or apprentices assigned to assist technicians. Does *not* include repairmen of central air conditioning units or repairmen of radios or television sets.

For wage study purposes, workers are classified as follows:

Inside (bench)

Outside (home repair)

Combination

Electrical appliance technician, apprentice

Assists in the installation or repair of major electrical appliances (except radios and television sets) under direction of qualified technician or other supervisor, while in a learning or apprenticeship (either formal or informal) period.

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 Printing Office, Washington, D.C. 20402, or from any of its regional sales office, 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

	<i>Price</i>
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732.....	\$0.75
Cigar Manufacturing, 1972. BLS Bulletin 1796.....	.65
Cigarette Manufacturing, 1971. BLS Bulletin 1748.....	.60
Fabricated Structural Steel, 1969. BLS Bulletin 1695.....	.90
Fertilizer Manufacturing, 1971. BLS Bulletin 1763.....	.75
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803.....	.55
Footwear, 1971. BLS Bulletin 1792.....	1.25
Hosiery, 1970. BLS Bulletin 1743.....	1.20
Industrial Chemicals, 1971. BLS Bulletin 1768.....	.95
Leather Tanning and Finishing, 1968. BLS Bulletin 1618.....	.95
Meat Products, 1969. BLS Bulletin 1677.....	1.50
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752.....	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794.....	1.15
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716.....	1.30
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690.....	1.00
Motor Vehicles and Parts, 1969. BLS Bulletin 1679.....	1.25
Nonferrous Foundries, 1970. BLS Bulletin 1726.....	.90
Paints and Varnishes, 1970. BLS Bulletin 1739.....	1.00
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719.....	1.80
Petroleum Refining, 1971. BLS Bulletin 1741.....	.85
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713.....	.85
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694.....	.90
Structural Clay Products, 1969. BLS Bulletin 1697.....	1.05
Synthetic Fibers, 1970. BLS Bulletin 1740.....	.70
Textiles, 1971. BLS Bulletin 1801.....	1.55
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757.....	1.15
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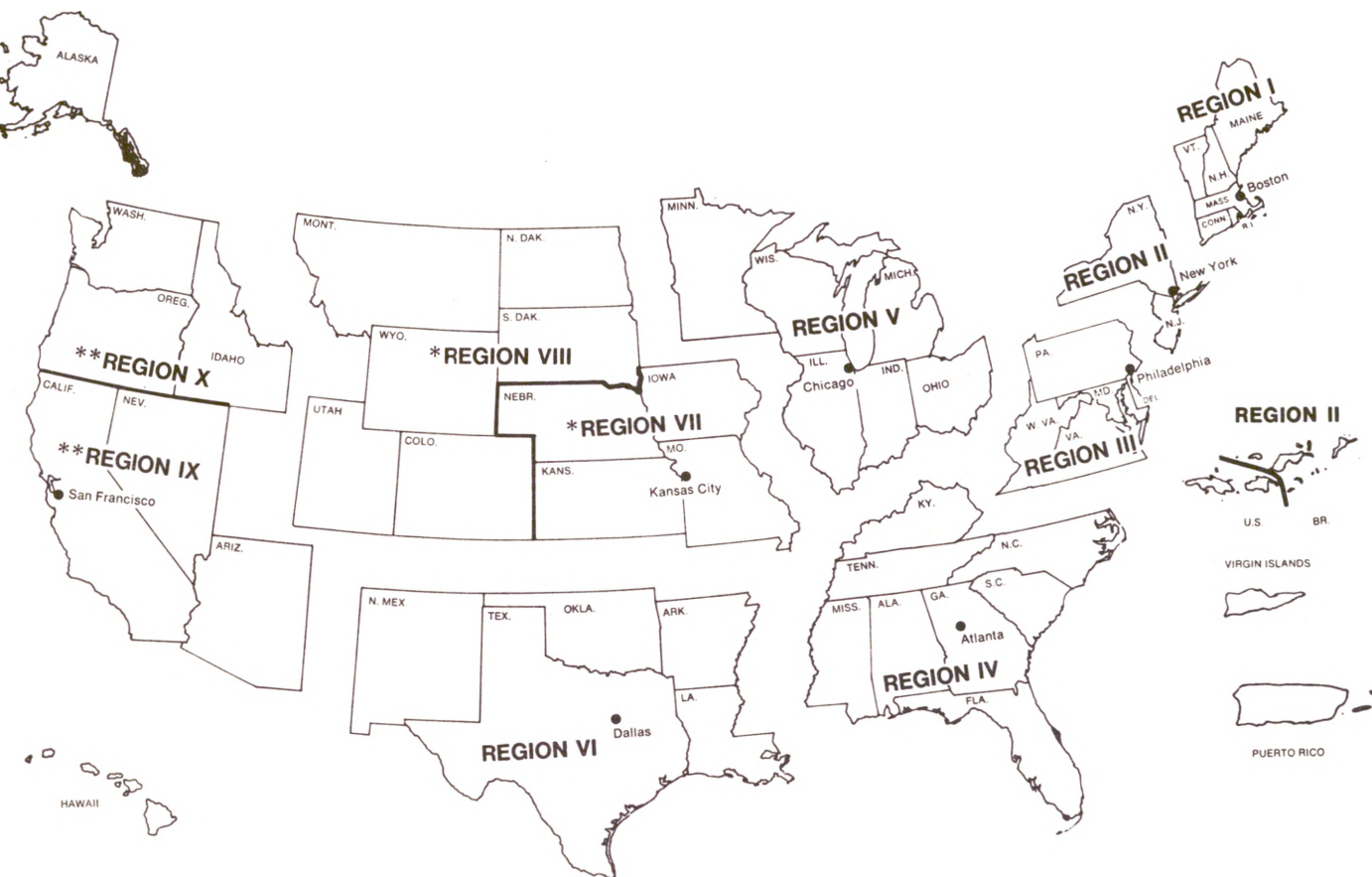
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