

# Industry Wage Survey: Nursing Homes and Related Facilities, May 1973



U. S. Department of Labor  
Bureau of Labor Statistics  
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Bulletin 1855

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# Industry Wage Survey: Nursing Homes and Related Facilities, May 1973

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U.S. Department of Labor  
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1975

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## Preface

This bulletin summarizes the results of a May 1973 Bureau of Labor Statistics survey of wages and supplementary benefits in nursing homes and related facilities in 20 major metropolitan areas. Separate releases for the following metropolitan areas covered by the survey were issued earlier:

Atlanta, Ga.	Minneapolis—
Baltimore, Md.	St. Paul, Minn.
Boston, Mass.	New York,
Buffalo, N.Y.	N.Y.
Chicago, Ill.	Philadelphia,
Cincinnati, Ohio—	Pa.—N.J.
Ky.—Ind.	Portland,
Cleveland, Ohio	Oreg.—Wash.
Dallas, Tex.	St. Louis,
Denver, Colo.	Mo.—Ill.
Detroit, Mich.	San Francisco—
Los Angeles—Long	Oakland, Calif.
Beach and Anaheim—	Seattle—Everett,
Santa Ana—Garden	Wash.
Grove, Calif.	Washington,
Miami, Fla.	D.C.—Md.—Va.

Copies of these releases are available from the 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. Joseph C. Bush 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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# Nursing Homes and Related Facilities, May 1973

## Summary

New York stood alone as the pay leader among the 20 metropolitan areas<sup>1</sup> covered by this study of nursing home employees. Registered professional nurses (RN's) in New York averaged \$6.07 an hour in May 1973, compared with the next highest average of \$4.87 in the Los Angeles area. The two highest averages for licensed practical nurses (LPN's) were \$4.70 in New York and \$3.77 in Los Angeles. The lowest averages for RN's (\$3.76) and LPN's (\$2.80) were recorded in Denver and Atlanta, respectively.

Dallas hourly pay levels were lowest among the area averages for nursing aids (\$1.72), kitchen helpers (\$1.72), and maids or porters (\$1.73)—all numerically important jobs.

Separate earnings information was tabulated for full- and part-time workers. Earnings relationships between these two groups of employees were generally consistent; average pay rates of full-time workers usually exceeded those of part-time workers within the same job and area. Also, individual earnings of employees in both groups varied widely, even when comparisons were limited to the same job and area.

A large majority of the workers were employed in nursing homes that provided paid holidays (commonly 6 or 7 days annually) and paid vacations after qualifying periods of service. The incidence of life, hospitalization, surgical, and medical insurance, and financial protection

<sup>1</sup> See appendix A for scope and method of survey and definition of terms used in this report.

Earnings data, except where specifically noted, relate to full-time employees (for this survey, those scheduled to work 35 hours or more a week) and pay rates exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded from the earnings data were perquisites such as the value of room and board if they were provided.

The survey reflects wage rates in effect May 1973, excluding wage increases awaiting approval of the Federal Government's Cost of Living Council at that time. Thus, pay adjustments made retroactive to May 1973 or earlier and announced after data for the survey were collected are not reflected in the earnings data.

in case of sickness or accident was not as common as paid holidays and vacations. Only in New York did retirement plans apply to at least one-half of the work force.

## Industry Characteristics

The survey covered private establishments, other than hospitals, that provided nursing care and/or related services to the aged and infirm in 20 metropolitan areas. Included were establishments commonly referred to as skilled nursing care homes, personal care nursing homes, convalescent homes, rest homes, and homes for the aged. Establishments within the scope of the survey employed 210,907 workers in May 1973. Among the 20 areas selected for study, total nursing home employment ranged from approximately 2,600 in Atlanta to 32,000 in both the New York and Los Angeles-Anaheim areas. In 11 areas, employment was between 3,100 and 8,100; in the six remaining areas (Boston, Philadelphia, Chicago, Detroit, Minneapolis-St. Paul, and San Francisco), it was between 11,000 and 16,200.

Type of care provided. Establishments operating primarily to provide skilled nursing care employed approximately four-fifths of the industry's 186,200 nonsupervisory employees in the 20 areas combined. Among selected areas, employment coverage by these establishments ranged from 56 percent in Chicago to 95 percent in Miami, as indicated in text table 1. For purposes of this survey, skilled nursing home care requiring training, judgment, and technical knowledge was provided at least part of the day by a registered professional or licensed practical nurse. This group included those facilities which admit only persons requiring skilled nursing care, and those that also accept a limited number of persons (a minority of the residents) who needed only personal care or a place to live at the time of their admittance.

Text table 1. Percent of nonsupervisory employees of nursing homes and related facilities by selected characteristics, May 1973

Area	Extent of nursing care provided			Establishment size				Type of ownership		
	Skilled nursing care as primary function	Skilled nursing care as secondary function	No skilled nursing care	20-49 beds	50-99 beds	100-199 beds	200 beds or more	Proprietary (profit) home	Voluntary (church-related) home	Other nonprofit home
Atlanta -----	91	9	-	8	20	38	35	62	8	30
Baltimore -----	92	8	-	12	29	42	17	78	17	5
Boston -----	77	15	8	26	33	37	4	81	10	10
Buffalo -----	72	16	1	13	43	33	11	63	28	9
Chicago -----	56	39	5	14	27	35	24	69	22	9
Cincinnati -----	69	31	-	14	23	42	21	48	34	18
Cleveland -----	75	17	8	15	24	50	11	72	9	19
Dallas -----	88	7	4	5	32	41	22	84	10	6
Denver -----	87	9	4	5	28	55	13	86	13	2
Detroit -----	84	13	3	7	24	44	25	80	20	( <sup>1</sup> )
Los Angeles--Long Beach and Anaheim--Santa Ana--Garden Grove-----	83	16	2	12	51	29	8	88	10	2
Miami -----	95	2	3	7	17	40	36	74	24	2
Minneapolis--St. Paul-----	59	40	1	7	21	52	20	62	20	18
New York -----	86	10	3	8	15	34	43	63	13	24
Philadelphia -----	82	17	( <sup>1</sup> )	15	22	47	15	58	32	10
Portland -----	91	6	4	18	45	27	10	76	16	8
St. Louis -----	88	10	2	9	14	49	29	71	19	10
San Francisco--Oakland -----	87	10	2	19	32	41	9	80	9	11
Seattle--Everett -----	93	6	2	8	22	45	24	65	23	11
Washington -----	86	13	1	6	17	44	33	70	20	9

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

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

Establishments providing personal and residential care but having skilled nursing care as a secondary function made up one-sixth of the industry's nonsupervisory work force in the 20 areas combined. Personal and residential care covers services such as room and board, laundry, and help with correspondence and shopping; it also includes assistance in bathing, dressing, and feeding; help in walking and getting out of bed; and preparation of special diets. Establishments in this category are of two types: (1) Those admitting a limited number of persons who need skilled nursing care, and (2) those maintaining infirmaries for persons who later become ill and require skilled nursing care.

The remaining 3 percent of the workers were employed in establishments operated solely to provide personal and/or residential care. All persons admitted are in reasonably good health. They usu-

ally are transferred to a hospital or another type of home when they become ill and require skilled nursing care.

**Establishment size.** Nursing homes with 100 to 199 beds employed two-fifths of the nonsupervisory work force covered by the survey. Homes with 20 to 49 beds employed one-eighth of the workers; homes with 50 to 99 beds, nearly three-tenths; and those with 200 beds or more, slightly over one-fifth. New York had the greatest proportion of workers in homes with 200 beds or more (43 percent), contrasted with Boston's 4 percent.

**Ownership.** Proprietary facilities, those operated for profit, accounted for slightly over seven-tenths of the industry's nonsupervisory employment in the 20 areas combined. Homes that were church related employed about one-sixth of the workers, and other nonprofit institutions employed slightly over one-tenth. Los Angeles, followed closely by

Denver and Dallas, had the largest proportion of workers in proprietary homes. In terms of employment, proprietary homes were the smallest; they averaged

49 nonsupervisory workers for the survey, contrasted with 68 workers for non-profit homes and 74 workers for church-related facilities.

Text table 2. Percent of employees in nursing homes and related facilities with collective bargaining agreements covering a majority of their full-time workers, May 1973

Area	Registered professional nurses	Service and maintenance employees
Atlanta -----	-	-
Baltimore -----	-	50-54
Boston -----	( <sup>1</sup> )	5-9
Buffalo-----	5-9	30-34
Chicago-----	-	40-44
Cincinnati-----	-	5-9
Cleveland-----	-	35-39
Dallas -----	-	-
Denver-----	-	-
Detroit-----	( <sup>1</sup> )	55-59
Los Angeles-Long Beach and Anaheim-		
Santa Ana-Garden Grove -----	-	5-9
Miami -----	-	45-49
Minneapolis-St. Paul-----	-	10-14
New York -----	50-54	75-79
Philadelphia-----	( <sup>1</sup> )	20-24
Portland -----	-	( <sup>1</sup> )
St. Louis -----	-	25-29
San Francisco-Oakland -----	5-9	60-64
Seattle-Everett-----	-	( <sup>1</sup> )
Washington-----	-	5-9

<sup>1</sup> Less than 5 percent.

NOTE: Dashes indicate none of the establishments visited had a majority of the workers covered by collective bargaining contracts.

Union contract status. Establishments having collective bargaining contracts covering at least a majority of their full-time RN's were found in only six areas, whereas such unionization for full-time service and maintenance workers was reported in 17 areas (text table 2). New York had the largest proportion of union workers among service and maintenance employees and by far the largest number among RN's. Most homes in the survey had either a majority or none of the specified employee groups unionized; few homes had only a minority of either group unionized.

Staffing. Nursing aids (orderlies) made up slightly more than two-fifths of the total employment in the survey (text table 3). None of the other jobs surveyed made up more than 10 percent of the employment; concentrations exceeding 5 percent were recorded for maids or porters, kitchen helpers, LPN's, and RN's.

Part-time employees, those regularly scheduled to work fewer than 35 hours a week, made up slightly more than one-half of the RN's in the survey, compared with slightly over two-fifths of the kitchen helpers, about one-third of the LPN's, approximately three-tenths of the laundry workers, and one-fourth of the nursing aids. These proportions varied considerably by area. For example, nearly three out of four RN's in Boston and Minneapolis-St. Paul worked part time compared with one out of five in Miami.

Women constituted a majority of the workers in most of the jobs studied separately, except for two jobs staffed almost entirely by men—grounds keepers and building maintainers. Men made up slightly more than one-third of the custodial workers (maids and porters); approximately one-fourth of the kitchen helpers; one-fifth each of the cooks and housekeepers; one-eighth of the laundry workers;

and less than one-tenth of the workers in the other jobs usually staffed by women.

The extent to which nursing homes contract out food service operations was studied since this practice affected staffing patterns and, consequently, the industry's wage level and structure. Only

23 of the 1,185 nursing homes visited had food prepared and serviced by outside contractors. Another 14 homes had food prepared by contractors, but served by their own workers. The size of these 37 homes varied considerably, ranging from under 20 workers to nearly 200.

Text table 3. Number and percent of workers in selected occupations, nursing homes and related facilities, 20 areas combined, May 1973

Occupation <sup>1</sup>	Total employment		Full time	Part time
	Number	Percent		
All employees -----	210,907	100	( <sup>2</sup> )	( <sup>2</sup> )
Registered nurses -----	13,513	6	6,316	7,197
Licensed practical nurses -----	17,102	8	11,228	5,874
Nursing aids (orderlies) -----	88,953	42	66,964	21,989
Cooks -----	7,427	4	6,069	1,358
Housekeepers -----	1,039	1	963	76
Kitchen helpers -----	20,918	10	11,438	9,480
Laundry workers -----	4,387	2	3,066	1,321
Maids or porters -----	15,439	7	12,145	3,294
Maintenance men, building -----	3,103	1	2,391	712
All other workers <sup>3</sup> -----	39,026	19	( <sup>2</sup> )	( <sup>2</sup> )

<sup>1</sup> See appendix B for definition of workers included in each occupation.

<sup>2</sup> Not available.

<sup>3</sup> Includes workers in occupations studied separately but not shown above.

### Occupational earnings

Occupational classifications for which separate earnings data were obtained made up approximately seven-eighths of the total employment within the scope of the survey (table 1). These classifications were selected to represent earnings levels for various types of activities performed by nursing home employees.

Metropolitan New York stood alone as the pay leader among the 20 areas surveyed. Full-time RN's in New York averaged \$6.07 an hour, compared with the next highest average of \$4.87 in Los Angeles-Anaheim. The two highest averages for full-time LPN's were \$4.70 in New York and \$3.77 in the Los Angeles area. Top pay levels for full-time nursing aids, kitchen helpers, and maids or porters ranged from \$3.50 to \$3.42 an hour in New York and from \$2.40 to \$2.19 in Boston, the second highest paying area for most of the survey's non-professional jobs.

In contrast to the top rates in New York, area job averages at the lower end of the scale tended to cluster. Nursing homes in Dallas most commonly paid the least. However, some job averages in Atlanta, Denver, St. Louis, and Portland were close to, or below, levels in Dallas. For the three numerically important unskilled jobs mentioned, Dallas pay levels were the lowest among the areas: \$1.73 an hour for maids or porters and \$1.72 for both nursing aids and kitchen helpers. The lowest averages for full-time RN's (\$3.76) and LPN's (\$2.80) were recorded in Denver and Atlanta, respectively. As examples of the clustering of job averages, pay levels for RN's in 15 areas fell within a 13-percent range; average earnings for LPN's, nursing aids, and kitchen helpers in at least half the areas varied by no more than 15 percent.

For the two jobs primarily staffed by men, averages for full-time grounds keepers ranged from \$1.77 in Portland to \$3.03 in Cincinnati and \$3.87 in New

York; averages for building maintainers ranged from \$2.61 in Portland to \$3.56 in Boston and \$4.18 in New York.

Averages among the areas for full-time cooks, predominantly women, ranged from \$1.85 in Dallas to \$3.34 in Boston and \$4.12 in New York, which was the only area where men outnumbered women in the job. For housekeepers, the range was from \$2.18 in St. Louis to \$3.56 in Minneapolis-St. Paul and \$4.36 in New York.

Some occupational wage relationships also varied widely within areas and contrasted sharply with such relationships found in the Bureau's August 1972 survey of workers in nongovernment hospitals.<sup>2</sup> In the 18 areas common to both surveys, RN's in nursing homes averaged from 74 to 151 percent more than nursing aids and

<sup>2</sup> See Industry Wage Survey: Hospitals, August 1972, Bull. 1829 (Bureau of Labor Statistics, 1974).

LPN's averaged 35 to 94 percent more than aids (text table 4). The corresponding ranges in hospitals were 45 to 98 percent for RN's and 13 to 38 percent for LPN's. These large disparities between nursing home and hospital pay relationships are due primarily to differences in averages of nursing aids in the two types of facilities. In a large majority of the 18 cities, hospital aids averaged between 20 and 50 percent more than their nursing home counterparts in the same city; corresponding wage advantages for hospital RN's were typically 7 percent or less, even though nursing homes were surveyed 9 months after hospitals. For maids or porters, a different pay relationship was observed. In nursing homes, maids or porters averaged slightly more than nursing aids in 14 of the 18 areas; in hospitals, they averaged less than aids in 16 areas, by amounts ranging from 1 to 7 percent.

Text table 4. Selected occupational pay relationships, nursing homes and related facilities, May 1973, and nongovernment hospitals, 18 areas, August 1972

(Nursing aids' average earnings in each industry=100)

Area	RN's		LPN's	
	Nursing homes	Nongovernment hospitals	Nursing homes	Nongovernment hospitals
Atlanta -----	217	177	152	126
Baltimore -----	195	162	160	128
Boston -----	188	169	151	135
Buffalo -----	191	176	140	119
Chicago -----	203	160	144	126
Dallas -----	241	198	167	129
Denver -----	212	179	160	122
Detroit -----	241	175	194	138
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove -----	251	178	194	130
Miami -----	208	191	167	138
Minneapolis—St. Paul -----	196	168	151	123
New York -----	174	155	135	123
Philadelphia -----	196	162	138	124
Portland -----	231	163	170	126
St. Louis -----	220	183	161	136
San Francisco—Oakland -----	193	145	145	114
Seattle—Everett -----	214	165	156	113
Washington -----	203	160	152	121



Area wage levels for nursing home employees advanced by varying rates between April 1968, the date of the Bureau's previous survey in the industry, and May 1973.<sup>3</sup> To illustrate, area increases in nursing average pay for RN's during this period typically ranged from 25 to nearly 40 percent. For nursing aids, the corresponding changes were between 30 and 50 percent in 9 of the 14 areas common to both nursing home surveys.

The foregoing discussion on earnings was limited to full-time employees in the survey jobs. Part-time employees, those regularly scheduled to work fewer than 35 hours a week, had earnings patterns similar to their full-time counterparts, i.e., New York pay levels far exceeded those of other areas, and pay levels in Dallas and Denver were usually the lowest. Within areas, hourly earnings for full-time workers usually averaged more than for part-time workers in the same job, but the difference was typically 10 percent or less.

Earnings of individuals employed in the same occupation and area frequently were widely dispersed, with the highest paid worker often earning twice as much as the lowest paid (tables 2-21). As a result, some workers in comparatively low-paid jobs earned more than those in jobs for which significantly higher averages were recorded. For example, the following tabulation indicates that earnings of full-time nursing aids and LPN's in Boston overlapped considerably, despite a \$1.22 difference in their hourly pay averages:

	Number of full-time workers	
	Nursing aids	LPN's
Under \$2.00 -----	115	6
\$2.00 and under \$2.20 -----	518	2
\$2.20 and under \$2.40 -----	971	14
\$2.40 and under \$2.60 -----	759	25
\$2.60 and under \$2.80 -----	458	7
\$2.80 and under \$3.00 -----	187	4
\$3.00 and under \$3.20 -----	97	20
\$3.20 and under \$3.40 -----	20	18
\$3.40 or more -----	4	607
Number of workers -----	3,129	703
Average hourly earnings -----	\$2.40	\$3.62

#### Establishment Practices and Supplementary Wage Provisions

Information was obtained on weekly work schedules and selected supplementary benefits, including paid holidays, paid vacations, and various types of health, insurance, and retirement plans. The data, limited to full-time employees, are presented separately for two occupational groups: (1) Registered professional nurses (RN's); and (2) service and maintenance employees.

Scheduled weekly hours. Work schedules of 40 hours a week applied to at least seven-tenths of the RN's in all except two areas; 35 to 37½ hour schedules applied to seven-eighths of the RN's in New York and schedules exceeding 40 hours applied to two-fifths in Atlanta (table 22). Approximately two-thirds or more of the service and maintenance workers in all but Atlanta, Baltimore, and New York were on 40-hour schedules. In Atlanta, schedules for about two-fifths of such workers were more than 40 hours, whereas in Baltimore and New York, a majority were scheduled to work fewer than 40 hours.

Slightly over 10 percent of the full-time RN's in the survey were employed by facilities that required them to be "on call" beyond their regular hours of work, but usually not on a 24-hour basis. The proportions in homes with "on-call" provisions were 72 percent in Dallas, 42 percent in Baltimore, 36 percent in Detroit, and 5 percent or less in Buffalo, Philadelphia, Miami, Cincinnati, San Francisco-Oakland, St. Louis, and Seattle-Everett.

<sup>3</sup> For results of the 1968 survey, see Industry Wage Survey: Nursing Homes and Related Facilities, October 1967 and April 1968, BLS Bull. 1638 (Bureau of Labor Statistics, 1969).

The May 1973 nursing home survey is not exactly comparable to the April 1968 survey in two respects: All nursing homes within an area were covered in 1968, whereas those with fewer than 20 beds were excluded in 1973; and shift pay was excluded from the current survey but included in the earnings data for the previous survey.

Adjustments were made to account for the shift-pay differences in discussing wage increases between the 1968 and 1973 surveys, but not for the change in minimum size of homes within the scope of the survey.

In the current survey, shift differentials were common only in New York. For example, nearly two-fifths of the LPN's and approximately one-third of the total RN's and nursing aids in that area received such differentials, typically 10 percent above day-shift rates. In the remaining 19 areas combined, less than one-tenth of the LPN's, RN's, and nursing aids received shift differentials.

Paid holidays. Paid holidays were provided annually to a large majority of the RN's and service and maintenance workers in the survey (table 23). The number of paid holidays for both groups varied considerably by area, but 6 or 7 days were most commonly provided. A major exception to this pattern was New York, where seven-eighths of both groups received 10 to 14 days.

Paid vacations. Paid vacations, after qualifying periods of service, were provided to over nine-tenths of the workers in both groups (table 24). Typically, workers received at least 1 week of vacation pay after 1 year of service and a minimum of 2 weeks after 2 years. More liberal vacation policies, such as 3 weeks or more after 10 years, were common in many areas. Four weeks or more of vacation pay after 15 years was available to at least one-half of both groups in Buffalo, New York, and San Francisco-Oakland.

Health, insurance, and retirement plans. The extent to which nursing homes provided their employees with at least part of the cost of various health and life insurance benefits varied considerably by area (table 25). At least one-half of the RN's were provided life insurance and major medical coverage in 10 areas; basic medical insurance in 13 areas; hospitalization and surgical insurance in 15 areas; and sickness and accident insurance or sick leave in 18 areas. Within the same areas, these benefit plans commonly applied to similar proportions of the service and maintenance workers.

Retirement plans, excluding social security, were available to a majority of the workers only in New York, where approximately seven-tenths in both groups were covered. The next highest proportions were between one-third and two-fifths of the RN's in Baltimore, Washington, and Cincinnati, and about two-

Text table 5. Percent of registered professional nurses and service and maintenance workers in nursing homes and related facilities with provisions for selected perquisites, May 1973

Area	RN's		Service and maintenance workers	
	At least 1 free meal	Uniforms and/or laundering <sup>1</sup>	At least 1 free meal	Uniforms and/or laundering <sup>1</sup>
Northeast:				
Boston -----	32	11	37	8
Buffalo -----	21	28	29	24
New York -----	77	86	78	89
Philadelphia -----	48	10	43	20
South:				
Atlanta -----	31	44	18	51
Baltimore -----	39	7	18	11
Dallas -----	15	48	23	66
Miami -----	61	6	55	4
Washington -----	32	31	37	23
North Central:				
Chicago -----	75	4	78	14
Cincinnati -----	58	20	48	30
Cleveland -----	41	-	39	15
Detroit -----	45	5	20	5
Minneapolis-St. Paul -----	21	8	24	15
St. Louis -----	20	7	19	21
West:				
Denver -----	44	17	48	24
Los Angeles-Long Beach and Anaheim-				
Santa Ana-Garden Grove -----	20	-	9	1
Portland -----	7	-	10	1
San Francisco-Oakland -----	16	-	16	3
Seattle-Everett -----	15	-	16	-

<sup>1</sup> Includes homes that provided a monetary allowance for uniforms and/or laundering.

fifths of the service and maintenance workers in Baltimore and Buffalo. Retirement plans in all areas were nearly always in the form of pensions, rather than severance pay, and were typically paid for entirely by the employers.

Licensed practical nurses. The above discussion and tabulations of supplementary benefits do not include data for LPN's. About one-fourth of the full-time LPN's had supplementary benefits similar to RN's within the same establishment; another one-fourth were employed in homes that provided the same benefits to LPN's as service and maintenance workers received; and nearly one-half of the 11,700 full-time LPN's had the same benefits that were granted to both RN's and service and maintenance workers. Fewer than 100 LPN's were employed in homes that did not provide paid holidays,

paid vacations, or health, insurance, and retirement plans. Nearly all LPN's in the 20 areas combined were provided paid holidays and paid vacations; about three-fourths were employed in homes that provided at least part of the cost of some health and life insurance; and one-fourth were provided pension plans.

Perquisites. As indicated previously, earnings data in this report relate to cash salaries and do not include the value of room, board, or other perquisites. As shown in text table 5, New York also led the other areas in such perquisites for RN's and service and maintenance workers; in that area, more than three-fourths of both groups were granted free meals and uniform-laundry benefits. Free lodging for these two groups was virtually nonexistent in the survey. Perquisites for LPN's were not studied.

**Table 1. Occupational averages: Selected areas**

(Number and average straight-time hourly earnings<sup>1</sup> of nonsupervisory workers in selected occupations in nursing homes and related facilities, 20 metropolitan areas, May 1973)

Occupation <sup>2</sup>	Northeast								South								North Central				
	Boston		Buffalo		New York		Philadelphia		Atlanta		Baltimore		Dallas		Miami		Washington		Chicago		
	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	
<u>Nursing employees</u>																					
Registered professional nurses.....	1,174	\$4.50	323	\$4.14	2,212	\$6.07	1,235	\$4.09	118	\$4.05	233	\$4.38	62	\$4.04	192	\$4.20	536	\$4.38	919	\$4.37	
Full time.....	423	4.51	132	4.21	1,153	6.07	561	4.20	78	3.99	91	4.41	46	4.15	158	4.22	288	4.48	495	4.51	
Part time.....	751	4.50	191	4.09	1,059	6.08	674	4.00	40	4.16	142	4.36	16	3.73	34	4.12	248	4.26	424	4.22	
Licensed practical nurses.....	1,415	3.60	353	3.07	3,022	4.72	1,426	2.86	254	2.81	377	3.57	506	2.87	324	3.35	302	3.35	1,297	3.21	
Full time.....	703	3.62	217	3.09	2,016	4.70	808	2.95	217	2.80	261	3.61	407	2.88	272	3.38	205	3.37	1,016	3.19	
Part time.....	712	3.58	136	3.02	1,006	4.77	618	2.75	37	2.86	116	3.49	99	2.84	52	3.18	97	3.30	281	3.25	
Nursing aids (orderlies).....	6,484	2.31	1,744	2.19	11,734	3.46	5,851	2.10	1,246	1.84	2,611	2.23	2,002	1.72	1,598	2.04	2,392	2.17	6,236	2.20	
Full time.....	3,129	2.40	1,304	2.20	10,199	3.49	4,351	2.14	1,167	1.84	2,230	2.26	1,791	1.72	1,497	2.03	1,766	2.21	4,838	2.22	
Part time.....	3,355	2.23	440	2.17	1,535	3.29	1,500	2.01	79	1.85	381	2.05	211	1.67	101	2.15	626	2.05	1,398	2.11	
<u>Professional and technical employees (except nurses)</u>																					
Dietitians.....	138	9.87	23	7.82	41	6.37	7	4.71	-	-	-	-	10	3.98	-	-	27	6.62	50	8.27	
Full time.....	-	-	-	-	32	5.82	7	4.71	-	-	-	-	8	4.04	-	-	-	-	7	4.69	
Part time.....	138	9.87	20	8.38	9	8.31	-	-	-	-	-	-	-	-	-	-	24	6.63	43	8.85	
Physical therapists.....	16	7.99	20	8.02	49	8.00	15	6.60	-	-	-	-	-	-	-	-	12	6.42	18	7.27	
Full time.....	-	-	-	-	25	6.47	11	6.24	-	-	-	-	-	-	-	-	6	5.39	6	5.15	
Part time.....	14	8.50	18	8.43	24	9.59	-	-	-	-	-	-	-	-	-	-	6	7.45	12	8.34	
<u>Service and maintenance employees</u>																					
Cooks.....	636	3.11	138	2.63	678	4.06	451	2.77	109	2.11	123	2.49	237	1.83	82	2.48	102	2.91	620	2.69	
Full time.....	435	3.34	108	2.66	636	4.12	374	2.86	106	2.11	123	2.49	214	1.85	75	2.51	94	2.97	515	2.73	
Part time.....	201	2.60	30	2.52	42	3.11	77	2.37	-	-	-	-	23	1.66	7	2.14	8	2.25	105	2.48	
Grounds keepers.....	31	2.74	-	-	58	3.67	68	2.26	9	2.29	14	2.41	24	1.92	6	2.42	23	2.14	71	2.27	
Full time.....	14	2.95	-	-	42	3.87	43	2.25	6	2.32	7	2.64	14	1.96	-	-	13	-	25	2.88	
Part time.....	17	2.58	-	-	-	-	25	2.29	-	-	7	2.18	10	1.86	-	-	14	2.03	46	1.94	
Housekeepers.....	48	3.21	22	2.86	195	4.33	76	3.07	12	2.81	19	2.92	21	2.48	16	3.08	27	3.38	93	2.86	
Full time.....	40	3.23	18	2.99	188	4.36	73	3.11	10	2.92	19	2.92	21	2.48	16	3.08	27	3.38	87	2.91	
Part time.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	2.16	
Kitchen helpers.....	1,949	2.07	291	2.09	2,770	3.38	1,779	2.00	246	1.82	540	2.14	387	1.71	232	2.04	540	2.02	1,827	2.09	
Full time.....	475	2.19	160	2.19	2,364	3.42	997	2.12	215	1.82	355	2.23	312	1.72	209	2.06	278	2.15	918	2.24	
Part time.....	1,474	2.03	131	1.98	406	3.14	782	1.85	-	-	185	1.97	75	1.65	23	1.90	262	1.88	909	1.95	
Laundry workers.....	373	2.28	78	2.08	384	3.51	322	2.14	72	1.87	74	2.28	126	1.69	40	2.11	124	2.12	339	2.17	
Full time.....	171	2.48	54	2.12	342	3.57	200	2.17	65	1.88	68	2.29	111	1.69	36	2.11	98	2.17	238	2.20	
Part time.....	202	2.11	24	1.99	42	2.98	122	2.08	7	1.74	6	2.24	15	1.64	-	-	26	1.90	101	2.10	
Maids or porters.....	1,113	2.27	265	2.21	2,769	3.48	1,207	2.10	164	1.89	480	2.19	330	1.73	271	2.04	508	2.16	1,156	2.21	
Full time.....	491	2.39	238	2.23	2,531	3.50	909	2.17	148	1.89	424	2.21	303	1.73	253	2.06	436	2.19	860	2.25	
Part time.....	622	2.18	27	2.01	238	3.23	298	1.89	16	1.82	56	2.04	27	1.76	18	1.73	72	1.97	296	2.08	
Maintenance men, building.....	347	3.37	85	2.65	392	4.15	172	2.84	38	3.02	54	3.02	45	2.84	48	3.16	104	3.18	310	2.99	
Full time.....	233	3.56	66	2.69	372	4.18	145	2.87	22	2.79	52	3.04	37	2.97	48	3.16	91	3.24	223	3.18	
Part time.....	114	2.99	19	2.54	20	3.49	27	2.66	16	3.34	-	-	8	2.24	-	-	13	2.71	87	2.50	

See footnotes at end of table.

**Table 1. Occupational averages: Selected areas—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of nonsupervisory workers in selected occupations in nursing homes and related facilities, 20 metropolitan areas, May 1973)

Occupation <sup>2</sup>	North Central—Continued										West									
	Cincinnati		Cleveland		Detroit		Minneapolis-St. Paul		St. Louis		Denver		Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove		Portland		San Francisco—Oakland		Seattle—Everett	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Nursing employees</b>																				
Registered professional nurses.....	282	\$4.17	348	\$4.09	613	\$4.50	852	\$4.14	379	\$4.16	520	\$3.72	1,684	\$4.87	297	\$4.25	937	\$4.31	597	\$3.98
Full time.....	117	4.31	167	4.19	235	4.66	298	4.20	149	4.20	219	3.76	747	4.87	162	4.27	488	4.37	309	4.02
Part time.....	165	4.08	181	4.01	378	4.41	554	4.11	230	4.14	301	3.69	937	4.87	135	4.22	449	4.24	288	3.94
Licensed practical nurses.....	572	3.06	611	3.04	1,058	3.66	591	3.16	433	3.09	469	2.79	2,820	3.77	206	3.14	762	3.26	304	2.90
Full time.....	424	3.07	417	3.08	584	3.74	294	3.23	319	3.08	273	2.83	1,959	3.77	159	3.14	495	3.29	182	2.94
Part time.....	148	3.05	194	2.96	474	3.56	297	3.09	114	3.09	196	2.73	861	3.79	47	3.13	267	3.20	122	2.85
Nursing aids (orderlies).....	2,286	1.88	2,432	1.92	6,511	1.91	4,778	2.06	3,746	1.89	2,304	1.76	14,398	1.92	2,369	1.82	5,438	2.20	2,793	1.85
Full time.....	1,739	1.90	1,805	1.96	5,294	1.93	2,026	2.14	2,987	1.91	1,437	1.77	12,007	1.94	1,817	1.85	3,771	2.27	1,809	1.88
Part time.....	547	1.81	627	1.78	1,217	1.82	2,752	2.01	759	1.81	867	1.74	2,391	1.86	552	1.73	1,667	2.05	984	1.80
<b>Professional and technical employees (except nurses)</b>																				
Dietitians.....	11	8.39	12	4.76	12	5.56	65	7.02	19	5.18	13	5.16	9	4.72	-	-	16	4.98	-	-
Full time.....	-	-	-	-	-	-	-	-	11	5.01	-	-	9	4.72	-	-	-	-	-	-
Part time.....	10	8.70	10	4.66	8	4.54	61	7.15	8	5.41	12	5.23	-	-	-	-	11	4.78	-	-
Physical therapists.....	-	-	-	-	9	6.60	19	5.95	11	6.17	-	-	11	6.43	-	-	-	-	7	9.69
Full time.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	-	-	-	-	-	-	15	6.35	7	5.86	-	-	-	-	-	-	-	-	7	9.69
<b>Service and maintenance employees</b>																				
Cooks.....	217	2.09	232	2.24	438	2.23	405	2.43	347	2.06	250	2.15	1,306	2.39	251	2.19	525	2.62	280	2.33
Full time.....	178	2.11	187	2.30	373	2.23	266	2.56	248	2.11	185	2.19	1,157	2.40	183	2.27	400	2.71	212	2.40
Part time.....	39	1.96	45	1.96	65	2.19	139	2.18	99	1.93	65	2.02	149	2.31	68	1.97	125	2.32	68	2.12
Grounds keepers.....	33	2.40	10	2.37	30	2.18	18	2.59	28	2.01	16	1.97	72	2.03	14	1.84	35	2.54	7	2.25
Full time.....	15	3.03	-	-	14	2.28	13	2.90	15	2.20	-	-	27	2.24	6	1.77	23	2.32	-	-
Part time.....	18	1.87	-	-	16	2.08	-	-	13	1.80	11	1.86	45	1.90	8	1.90	12	2.95	-	-
Housekeepers.....	20	2.78	46	2.03	94	2.49	11	3.49	76	2.16	24	2.31	141	2.63	17	2.29	60	2.78	21	2.88
Full time.....	20	2.78	28	2.30	85	2.56	10	3.56	66	2.18	22	2.29	135	2.65	17	2.29	60	2.78	21	2.88
Part time.....	-	-	-	-	-	-	-	-	10	2.01	-	-	-	-	-	-	-	-	-	-
Kitchen helpers.....	601	1.88	554	1.92	1,187	1.90	1,323	1.93	947	1.84	614	1.73	3,129	1.86	399	1.77	934	2.16	669	1.82
Full time.....	337	1.96	262	2.02	769	1.94	311	2.09	459	1.91	225	1.83	1,824	1.93	193	1.81	483	2.26	292	1.90
Part time.....	264	1.78	292	1.82	418	1.82	1,012	1.87	488	1.76	389	1.67	1,305	1.77	206	1.72	451	2.05	377	1.76
Laundry workers.....	154	1.95	187	2.02	307	1.99	353	2.02	260	1.89	127	1.82	435	1.92	125	1.87	294	2.22	213	1.84
Full time.....	101	2.01	145	2.07	228	2.02	173	2.11	183	1.93	86	1.87	342	1.94	98	1.90	195	2.30	132	1.89
Part time.....	53	1.84	42	1.84	79	1.90	180	1.92	77	1.78	41	1.71	93	1.83	27	1.77	99	2.05	81	1.76
Maids or porters.....	419	1.96	349	2.00	950	1.95	777	2.12	758	1.88	377	1.83	2,195	1.93	253	1.86	741	2.28	357	1.91
Full time.....	349	1.99	282	2.01	800	1.96	441	2.18	535	1.90	240	1.85	1,859	1.95	186	1.90	595	2.33	265	1.92
Part time.....	70	1.83	67	1.97	150	1.88	336	2.03	223	1.82	137	1.80	336	1.83	67	1.76	146	2.08	92	1.85
Maintenance men, building.....	120	2.83	88	2.81	210	2.63	198	3.02	136	2.79	59	2.66	378	2.75	72	2.62	148	2.96	99	2.69
Full time.....	95	3.08	53	3.23	139	2.69	112	3.38	97	2.92	40	2.77	330	2.81	52	2.61	99	3.13	85	2.77
Part time.....	25	1.90	35	2.17	71	2.50	86	2.55	39	2.45	19	2.44	48	2.34	20	2.68	49	2.60	14	2.24

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded from the earnings data reported are perquisites such as the value of room and board if they were provided.

<sup>2</sup> Part-time employees regularly work fewer than 35 hours per week.

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

**Table 2. Occupational earnings: Atlanta, Ga.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	and over	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	over		
<b><u>Nursing employees</u></b>																														
Registered professional nurses (all women).....	118	\$4.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	4	2	16	25	28	8	17	-	-	
Full time.....	78	3.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	2	8	16	21	5	8	-	-	-	
Part time.....	40	4.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	8	9	7	3	9	-	-	
Licensed practical nurses (all women).....	254	2.81	-	-	-	-	-	-	-	6	2	1	9	1	13	29	30	67	86	7	3	-	-	-	-	-	-	-	-	
Full time.....	217	2.80	-	-	-	-	-	-	-	6	2	-	7	1	12	29	24	58	69	6	3	-	-	-	-	-	-	-	-	
Part time.....	37	2.86	-	-	-	-	-	-	-	-	-	1	2	-	1	-	6	9	17	1	-	-	-	-	-	-	-	-	-	
Nursing aids (orderlies) (1,168 women, 78 men).....	1,246	1.84	84	83	83	187	254	134	92	52	170	94	5	2	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	1,167	1.84	75	72	77	172	250	125	91	51	163	80	3	2	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	79	1.85	9	11	6	15	4	9	1	1	7	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b><u>Service and maintenance employees</u></b>																														
Cooks (105 women, 4 men).....	109	2.11	-	-	3	-	6	9	12	4	29	11	14	13	2	1	3	-	2	-	-	-	-	-	-	-	-	-	-	
Full time.....	106	2.11	-	-	3	-	6	9	10	3	29	11	14	13	2	1	3	-	2	-	-	-	-	-	-	-	-	-	-	
Grounds keepers (all men).....	9	2.29	-	-	-	-	-	-	2	-	1	1	-	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Full time.....	6	2.32	-	-	-	-	-	-	2	-	-	1	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Housekeepers (9 women, 3 men).....	12	2.81	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	3	-	-	-	-	-	-	-	-	-	-	1	
Full time.....	10	2.92	-	-	-	-	-	-	-	-	-	-	2	-	-	-	4	3	-	-	-	-	-	-	-	-	-	-	1	
Kitchen helpers (214 women, 32 men).....	246	1.82	5	16	67	39	39	41	6	13	12	3	3	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	215	1.82	4	13	52	38	39	34	4	13	10	3	3	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	31	1.79	1	3	15	1	-	7	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers (70 women, 2 men).....	72	1.87	2	6	-	22	5	4	9	3	15	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	65	1.88	1	6	-	17	5	3	9	3	15	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	7	1.74	1	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maids or porters (103 women, 61 men).....	164	1.89	11	14	15	24	8	11	4	24	31	13	5	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	148	1.89	9	14	11	21	8	9	4	24	28	11	5	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	16	1.82	2	-	4	3	-	2	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance men, building (all men).....	38	3.02	1	-	-	-	-	-	-	-	13	-	1	-	2	-	3	-	2	3	-	4	-	6	1	-	-	2	-	
Full time.....	22	2.79	-	-	-	-	-	-	-	-	8	-	1	-	1	-	2	-	2	3	-	4	-	1	-	-	-	-	-	
Part time.....	16	3.34	1	-	-	-	-	-	-	-	5	-	-	-	1	-	1	-	-	-	-	-	6	-	-	-	-	-	2	

<sup>1</sup> The Atlanta Standard Metropolitan Statistical Area consists of Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

**Table 3. Occupational earnings: Baltimore, Md.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			Under \$1.60	\$1.60 and under \$1.65	\$1.65 to \$1.70	\$1.70 to \$1.75	\$1.75 to \$1.80	\$1.80 to \$1.85	\$1.85 to \$1.90	\$1.90 to \$1.95	\$1.95 to \$2.00	\$2.00 to \$2.10	\$2.10 to \$2.20	\$2.20 to \$2.30	\$2.30 to \$2.40	\$2.40 to \$2.50	\$2.50 to \$2.60	\$2.60 to \$2.70	\$2.70 to \$2.80	\$2.80 to \$3.00	\$3.00 to \$3.20	\$3.20 to \$3.40	\$3.40 to \$3.60	\$3.60 to \$3.80	\$3.80 to \$4.00	\$4.00 to \$4.20	\$4.20 to \$4.40	\$4.40 and over	
<b>Nursing employees</b>																													
Registered professional nurses (3 men, 230 women) -----	233	\$4.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	3	33	49	120	
Full time -----	91	4.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	3	9	17	52		
Part time -----	142	4.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	24	32	68		
Licensed practical nurses (19 men, 358 women) -----	377	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	3	25	93	76	102	32	28	14	-	-	
Full time -----	261	3.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	42	62	75	26	20	14	-	-		
Part time -----	116	3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	3	3	51	14	27	6	8	-	-		
Nursing aids (orderlies) (122 men, 2,489 women) -----	2,611	2.23	1	6	83	38	44	87	132	114	36	276	241	160	198	836	144	119	32	50	11	3	-	-	-	-	-	-	
Full time -----	2,230	2.26	1	-	73	28	36	52	81	89	26	211	205	137	130	817	139	112	31	48	11	3	-	-	-	-	-	-	
Part time -----	381	2.05	-	6	10	10	8	35	51	25	10	65	36	23	68	19	5	7	1	2	-	-	-	-	-	-	-	-	
<b>Service and maintenance employees</b>																													
Cooks (5 men, 118 women) -----	123	2.49	-	-	-	-	-	-	6	8	-	20	3	4	11	29	14	4	13	6	1	2	-	2	-	-	-	-	
Full time -----	123	2.49	-	-	-	-	-	-	6	8	-	20	3	4	11	29	14	4	13	6	1	2	-	2	-	-	-	-	
Grounds keepers (all men) -----	14	2.41	-	-	1	-	-	-	-	-	-	1	-	3	2	1	5	-	-	-	-	-	1	-	-	-	-	-	
Full time -----	7	2.64	-	-	-	-	-	-	-	-	-	-	-	1	1	4	-	-	-	-	-	-	1	-	-	-	-		
Part time -----	7	2.18	-	-	1	-	-	-	-	-	-	1	-	3	1	1	-	-	-	-	-	-	-	-	-	-	-		
Housekeepers (4 men, 15 women) -----	19	2.92	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	3	3	6	-	1	2	-	-	-	-		
Full time -----	19	2.92	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	3	3	6	-	1	2	-	-	-	-		
Kitchen helpers (96 men, 444 women) -----	540	2.14	5	21	43	3	17	23	28	13	7	64	47	17	37	174	22	13	3	2	1	-	-	-	-	-	-		
Full time -----	355	2.23	-	3	18	1	7	13	14	3	7	35	32	12	23	151	21	12	2	-	1	-	-	-	-	-	-		
Part time -----	185	1.97	5	18	25	2	10	10	14	10	-	29	15	5	14	23	1	1	2	-	-	-	-	-	-	-	-		
Laundry workers (5 men, 69 women) -----	74	2.28	-	-	-	-	-	-	4	7	-	9	6	10	4	17	7	4	2	4	-	-	-	-	-	-	-		
Full time -----	68	2.29	-	-	-	-	-	-	4	6	-	9	5	9	2	17	6	4	2	4	-	-	-	-	-	-	-		
Part time -----	6	2.24	-	-	-	-	-	-	1	-	-	1	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-		
Maids or porters (152 men, 328 women) -----	480	2.19	-	5	9	13	21	21	28	23	15	44	38	15	42	159	27	11	3	5	1	-	-	-	-	-	-		
Full time -----	424	2.21	-	2	3	13	20	15	17	21	14	39	38	15	40	141	26	11	3	5	1	-	-	-	-	-	-		
Part time -----	56	2.04	-	3	6	-	1	6	11	2	1	5	-	-	2	18	1	-	-	-	-	-	-	-	-	-	-		
Maintenance men, building (all men) -----	54	3.02	-	-	-	-	-	-	1	-	-	-	9	1	2	6	3	-	1	-	10	3	2	13	-	1	-		
Full time -----	52	3.04	-	-	-	-	-	-	1	-	-	-	9	1	2	6	2	-	-	-	10	3	2	13	-	1	-		

<sup>1</sup> The Baltimore Standard Metropolitan Statistical Area consists of the city of Baltimore and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 49 at \$4.40 to \$4.60; 35 at \$4.60 to \$4.80; 22 at \$4.80 to \$5; 10 at \$5 to \$5.20; and 4 at \$5.20 to \$5.40.

**Table 4. Occupational earnings: Boston, Mass.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$1.85	\$1.85 and under	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80	\$6.20 and over	
			\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80	\$6.20	over		
<u>Nursing employees</u>																													
Registered professional nurses (5 men, 1,169 women).....	1,174	\$4.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	11	21	11	129	282	265	252	51	129	16	-	4
Full time.....	423	4.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	9	15	5	39	77	98	88	20	63	4	-	2
Part time.....	751	4.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	6	90	205	167	164	31	66	12	-	2
Licensed practical nurses (14 men, 1,401 women).....	1,415	3.60	-	5	16	-	20	-	28	3	2	33	13	4	44	43	296	484	103	263	44	10	-	-	-	4	-	-	-
Full time.....	703	3.62	-	-	6	-	2	-	14	-	2	23	7	4	20	18	148	235	52	144	21	7	-	-	-	-	-	-	-
Part time.....	712	3.58	-	5	10	-	18	-	14	3	-	10	6	-	24	25	148	249	51	119	23	3	-	-	-	4	-	-	-
Nursing aids (orderlies) (72 men, 6,412 women).....	6,484	2.31	2	406	104	144	824	734	1230	741	490	631	699	287	155	33	4	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	3,129	2.40	-	59	15	41	248	270	592	379	301	458	458	187	97	20	4	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	3,355	2.23	2	347	89	103	576	464	638	362	189	173	241	100	58	13	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Professional and technical employees, except nurses</u>																													
Dietitians (all women).....	138	9.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	1	-	122
Part time.....	138	9.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	1	-	122
Physical therapists (5 men, 11 women).....	16	7.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	12
Part time.....	14	8.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	12
<u>Service and maintenance employees</u>																													
Cooks (222 men, 414 women).....	636	3.11	-	-	-	-	19	-	34	64	10	50	55	64	99	51	39	51	10	40	4	19	16	4	7	-	-	-	-
Full time.....	435	3.34	-	-	-	-	-	-	15	16	5	21	27	53	89	28	31	51	10	39	4	19	16	4	7	-	-	-	-
Part time.....	201	2.60	-	-	-	-	19	-	19	48	5	29	28	11	10	23	8	-	-	1	-	-	-	-	-	-	-	-	-
Grounds keepers (all men).....	31	2.74	-	-	-	-	3	-	-	3	2	7	5	4	3	-	2	-	-	2	-	-	-	-	-	-	-	-	-
Full time.....	14	2.95	-	-	-	-	-	-	-	3	-	2	1	4	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-
Part time.....	17	2.58	-	-	-	-	3	-	-	-	2	5	4	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housekeepers (25 men, 23 women).....	48	3.21	-	-	-	-	-	-	2	-	-	4	4	5	8	2	14	3	-	6	-	-	-	-	-	-	-	-	-
Full time.....	40	3.23	-	-	-	-	-	-	-	-	-	4	4	5	8	-	10	3	-	6	-	-	-	-	-	-	-	-	-
Kitchen helpers (378 men, 1,571 women).....	1,949	2.07	86	537	102	88	360	139	376	52	37	55	88	12	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	475	2.19	654	40	5	15	77	32	105	25	32	35	42	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	1,474	2.03	32	497	97	73	283	107	271	27	5	20	46	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers (31 men, 342 women).....	373	2.28	-	37	5	14	84	24	57	28	17	42	34	3	21	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	171	2.48	-	4	-	-	11	9	25	21	7	35	24	3	15	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	202	2.11	-	33	5	14	73	15	32	7	-	7	10	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maids or porters (155 men, 958 women).....	1,113	2.27	10	149	27	8	167	106	155	115	59	136	112	26	29	12	2	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	491	2.39	2	29	3	2	48	24	74	95	24	64	83	16	23	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	622	2.18	8	120	24	6	119	82	81	20	35	72	29	10	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, building (all men).....	347	3.37	-	-	-	-	-	1	3	10	5	13	52	20	69	32	34	13	18	31	23	1	-	2	20	-	-	-	-
Full time.....	233	3.56	-	-	-	-	-	3	10	3	8	20	3	43	17	24	9	16	31	23	1	-	2	20	-	-	-	-	-
Part time.....	114	2.99	-	-	-	-	-	1	-	-	2	5	32	17	26	15	10	4	2	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Boston Standard Metropolitan Statistical Area consists of Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 5 at \$ 7.80 to \$ 8.20; 19 at \$ 9 to \$ 9.40; 65 at \$ 9.80 to \$ 10.20; 1 at \$ 11 to \$ 11.40; 19 at \$ 11.80 to \$ 12.20; and 13 at \$ 12.20 and over.

<sup>5</sup> Workers were distributed as follows: 2 at \$ 6.20 to \$ 6.60; 2 at \$ 7 to \$ 7.40; 7 at \$ 9.80 to \$ 10.20; and 1 at \$ 12.20 to \$ 12.60.

<sup>6</sup> All workers were at \$ 1.75 to \$ 1.80.



**Table 5. Occupational earnings: Buffalo, N.Y.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Average hourly earnings	Number of workers <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																								
			\$1.85 and under	\$1.90	\$1.95	\$2.00	\$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	\$4.60	\$4.80	\$5.00 and over	
			\$1.90	\$1.95	\$2.00	\$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	\$4.60	\$4.80	\$5.00	\$5.20	
<u>Nursing employees</u>																											
Registered professional nurses (8 men, 315 women) .....	323	\$4.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	32	35	45	49	94	31	19	7	8	2
Full time .....	132	4.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	18	15	18	43	11	4	6	8	2
Part time .....	191	4.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	17	30	31	51	20	15	1	-	-
Licensed practical nurses (5 men, 348 women) .....	353	3.07	-	-	-	-	-	2	2	2	22	14	24	17	38	95	95	24	15	1	2	-	-	-	-	-	-
Full time .....	217	3.09	-	-	-	-	-	-	2	-	11	7	15	9	22	60	65	13	11	-	2	-	-	-	-	-	-
Part time .....	136	3.02	-	-	-	-	-	2	-	2	11	7	9	8	16	35	30	11	4	1	-	-	-	-	-	-	-
Nursing aids (orderlies) (93 men, 1,651 women) .....	1,744	2.19	101	70	133	391	238	172	333	117	91	41	47	5	4	1	-	-	-	-	-	-	-	-	-	-	-
Full time .....	1,304	2.20	68	49	94	281	180	142	272	74	69	29	36	5	4	1	-	-	-	-	-	-	-	-	-	-	-
Part time .....	440	2.17	33	21	39	110	58	30	61	43	22	12	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Professional and technical employees, except nurses</u>																											
Dietitians (all women) .....	23	7.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	3	17
Part time .....	20	8.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	17
Physical therapists (9 men, 11 women) .....	20	8.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	-	-	5
Part time .....	18	8.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	17
<u>Service and maintenance employees</u>																											
Cooks (9 men, 129 women) .....	138	2.63	-	-	-	-	16	22	13	13	10	12	12	6	6	6	9	6	5	2	-	-	-	-	-	-	-
Full time .....	108	2.66	-	-	-	-	14	14	9	9	10	5	12	6	4	6	8	4	5	2	-	-	-	-	-	-	-
Part time .....	30	2.52	-	-	-	-	2	8	4	4	-	7	-	-	2	-	1	2	-	-	-	-	-	-	-	-	-
Housekeepers (2 men, 20 women) .....	22	2.86	-	-	-	2	2	-	-	-	4	2	4	-	1	2	-	-	3	-	2	-	-	-	-	-	-
Full time .....	18	2.99	-	-	-	2	-	-	-	-	2	2	4	-	1	2	-	-	3	-	2	-	-	-	-	-	-
Kitchen helpers (30 men, 261 women) .....	291	2.09	74	32	25	40	36	12	24	23	6	5	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time .....	160	2.19	20	10	16	21	26	11	15	17	6	5	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time .....	131	1.98	54	22	9	19	10	1	9	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers (3 men, 75 women) .....	78	2.08	10	8	8	21	12	6	7	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time .....	54	2.12	10	-	2	12	12	5	7	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time .....	24	1.99	-	8	6	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maids or porters (23 men, 242 women) .....	265	2.21	25	12	23	42	33	18	41	30	24	5	10	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Full time .....	238	2.23	17	6	23	40	26	18	37	30	24	5	10	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Part time .....	27	2.01	8	6	-	2	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, building (all men) .....	85	2.65	-	4	-	9	13	10	1	11	5	2	4	2	-	5	6	4	2	3	-	-	4	-	-	-	-
Full time .....	66	2.69	-	4	-	4	9	7	1	9	5	1	4	2	-	5	4	4	2	3	-	-	2	-	-	-	-
Part time .....	19	2.54	-	-	-	5	4	3	-	2	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Buffalo Standard Metropolitan Statistical Area consists of Erie and Niagara Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 3 at \$7 to \$7.20; 6 at \$8 to \$8.20; 2 at \$8.80 to \$9; 3 at \$10 to \$10.20; and 3 at \$12 to \$12.20.

<sup>5</sup> Workers were distributed as follows: 2 at \$5.20 to \$5.40; 2 at \$6.80 to \$7; 2 at \$7 to \$7.20; 1 at \$8 to \$8.20; 7 at \$10 to \$10.20; 2 at \$10.40 to \$10.60; and 1 at \$10.60 to \$10.80.

**Table 6. Occupational earnings: Chicago, Ill.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$1.60	\$1.60 and under \$1.65	\$1.65-\$1.70	\$1.70-\$1.80	\$1.80-\$1.90	\$1.90-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$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-\$4.40	\$4.40-\$4.80	\$4.80-\$5.20	\$5.20-\$5.60	\$5.60 and over	
<b>Nursing employees</b>																													
Registered professional nurses (3 men, 916 women).....	919	\$4.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	21	52	53	372	258	106	38	11	
Full time.....	495	4.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	17	21	152	191	80	18	11	
Part time.....	424	4.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	17	35	32	220	67	26	20	-	
Licensed practical nurses (44 men, 1,253 women).....	1,297	3.21	-	84	6	4	-	-	9	2	21	2	5	52	14	34	31	19	243	303	229	95	56	43	26	-	5	14	
Full time.....	1,016	3.19	-	84	6	4	-	-	9	2	21	2	5	50	9	20	26	10	174	206	174	82	54	33	26	-	5	14	
Part time.....	281	3.25	-	-	-	-	-	-	-	-	-	-	-	2	5	14	5	9	69	97	55	13	2	10	-	-	-	-	
Nursing aids (orderlies) (244 men, 5,992 women).....	6,236	2.20	7	100	89	133	492	440	930	633	521	1875	418	248	125	98	28	27	39	11	9	1	2	10	-	-	-	-	
Full time.....	4,838	2.22	7	92	64	107	302	274	598	503	413	1593	361	216	118	87	23	21	32	5	9	1	2	10	-	-	-	-	
Part time.....	1,398	2.11	-	8	25	26	190	166	332	130	108	282	57	32	7	11	5	6	7	6	-	-	-	-	-	-	-	-	
<b>Professional and technical employees, except nurses</b>																													
Dietitians (all women).....	50	8.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	3	1	-	2	-	442	
Full time.....	7	4.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	3	-	-	-	-	2	
Part time.....	43	8.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	40	
Physical therapists (5 men, 13 women).....	18	7.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	2	513	
Full time.....	6	5.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	2	
Part time.....	12	8.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	11	
<b>Service and maintenance employees</b>																													
Cooks (59 men, 561 women).....	620	2.69	-	-	-	12	8	2	38	22	54	41	43	93	29	73	46	18	57	14	24	22	9	10	1	2	-	2	
Full time.....	515	2.73	-	-	-	3	8	2	21	21	47	26	38	79	24	57	44	18	51	12	22	20	7	10	1	2	-	2	
Part time.....	105	2.48	-	-	-	9	-	-	17	1	7	15	5	14	5	16	2	-	6	2	2	2	2	-	-	-	-	-	
Grounds keepers (69 men, 2 women).....	71	2.27	-	2	-	21	1	5	17	1	6	-	-	2	1	2	-	2	-	3	-	6	-	-	2	-	-	-	
Full time.....	25	2.88	-	-	-	-	1	-	8	1	-	-	-	2	-	-	-	2	-	3	-	6	-	-	2	-	-	-	
Part time.....	46	1.94	-	2	-	21	-	5	9	-	6	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Housekeepers (8 men, 85 women).....	93	2.86	-	-	-	-	-	7	1	7	2	9	4	13	-	12	8	-	8	4	2	3	2	6	2	2	-	1	
Full time.....	87	2.91	-	-	-	-	-	5	1	4	2	9	4	13	-	12	7	-	8	4	2	3	2	6	2	2	-	1	
Part time.....	6	2.16	-	-	-	-	-	2	-	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers (483 men, 1,344 women).....	1,827	2.09	32	168	51	165	150	128	221	84	119	465	58	81	49	8	22	7	14	3	-	2	-	-	-	-	-	-	
Full time.....	918	2.24	16	28	16	34	33	59	70	48	85	342	45	56	37	5	22	7	12	3	-	-	-	-	-	-	-	-	
Part time.....	909	1.95	16	140	35	131	117	69	151	36	34	123	13	25	12	3	-	-	2	-	-	2	-	-	-	-	-	-	
Laundry workers (40 men, 299 women) ..	339	2.17	7	14	8	13	21	21	49	22	31	85	17	30	13	2	2	-	2	-	2	-	-	-	-	-	-	-	
Full time.....	238	2.20	7	14	6	3	11	4	40	17	17	59	9	30	13	2	2	-	2	-	2	-	-	-	-	-	-	-	
Part time.....	101	2.10	-	-	2	10	10	17	9	5	14	26	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maids or porters (359 men, 797 women).....	1,156	2.21	4	22	36	73	84	53	174	69	92	263	105	72	52	7	11	18	5	6	7	2	1	-	-	-	-	-	
Full time.....	860	2.25	2	6	34	47	42	28	123	39	81	215	93	59	36	7	10	18	4	6	7	2	1	-	-	-	-	-	
Part time.....	296	2.08	2	16	2	26	42	25	51	30	11	48	12	13	16	-	1	-	1	-	-	-	-	-	-	-	-	-	
Maintenance men, building (305 men, 5 women).....	310	2.99	-	-	2	6	3	2	20	2	23	9	14	26	3	21	7	13	57	14	12	29	7	32	7	-	1	-	
Full time.....	223	3.18	-	-	-	1	-	2	2	-	18	5	6	12	1	17	7	10	49	14	10	29	7	25	7	-	1	-	
Part time.....	87	2.50	-	-	2	5	3	-	18	2	5	4	8	14	2	4	-	3	8	-	2	-	-	7	-	-	-	-	

<sup>1</sup> The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 11 at \$6 to \$6.40; 2 at \$6.80 to \$7.20; 2 at \$7.20 to \$7.60; 7 at \$8 to \$8.40; and 20 at \$10 and over.

<sup>5</sup> Workers were distributed as follows: 1 at \$6.40 to \$6.80; 3 at \$6.80 to \$7.20; 1 at \$7.20 to \$7.60; 2 at \$8.80 to \$9.20; 4 at \$9.20 to \$9.60; and 2 at \$10 and over.



**Table 8. Occupational earnings: Cleveland, Ohio<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	and over	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60			
<b><u>Nursing employees</u></b>																														
Registered professional nurses (all women)-----	348	\$4.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	16	77	26	92	58	29	44		
Full time-----	167	4.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	6	35	14	36	31	12	33		
Part time-----	181	4.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	10	42	12	56	27	17	11		
Licensed practical nurses (6 men, 605 women)-----	611	3.04	-	-	-	-	-	-	-	-	-	-	-	-	11	22	108	48	36	222	107	38	9	6	2	-	-	2		
Full time-----	417	3.08	-	-	-	-	-	-	-	-	-	-	-	-	2	12	79	29	18	139	87	34	9	4	2	-	-	2		
Part time-----	194	2.96	-	-	-	-	-	-	-	-	-	-	-	-	9	10	29	19	18	83	20	4	-	2	-	-	-	-		
Nursing aids (orderlies) (81 men, 2,351 women)-----	2,432	1.92	239	108	298	224	364	135	307	232	127	80	113	30	156	5	6	2	-	2	-	2	-	-	2	-	-	-		
Full time-----	1,805	1.96	111	49	182	143	289	103	257	188	104	76	106	26	154	5	6	2	-	2	-	2	-	-	-	-	-	-		
Part time-----	627	1.78	128	59	116	81	75	32	50	44	23	4	7	4	2	-	-	-	-	-	-	-	-	2	-	-	-	-		
<b><u>Professional and technical employees, except nurses</u></b>																														
Dietitians (all women)-----	12	4.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	6	5		
Part time-----	10	4.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	6	3			
<b><u>Service and maintenance employees</u></b>																														
Cooks (10 men, 222 women)-----	232	2.24	622	2	6	4	5	2	15	48	22	19	13	14	11	6	7	9	5	10	10	2	-	-	-	-	-	-		
Full time-----	187	2.30	12	2	4	4	5	2	11	30	20	16	7	14	11	6	7	9	5	10	10	2	-	-	-	-	-	-		
Part time-----	45	1.96	10	-	2	-	-	-	4	18	2	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Grounds keepers (all men) <sup>7</sup> -----	10	2.37	2	-	-	-	-	-	1	-	-	-	2	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-		
Housekeepers (all women)-----	46	2.03	14	-	8	2	2	2	5	1	-	-	1	1	-	1	2	-	3	-	-	-	-	2	-	-	-	-		
Full time-----	28	2.30	-	-	4	2	2	2	5	1	-	-	1	1	-	1	2	-	3	-	-	-	2	-	-	-	-	-		
Kitchen helpers (63 men, 491 women)-----	554	1.92	78	18	58	66	56	40	56	49	29	23	18	8	44	11	-	-	-	-	-	-	-	-	-	-	-	-		
Full time-----	262	2.02	17	5	19	21	30	12	24	32	25	17	13	6	36	5	-	-	-	-	-	-	-	-	-	-	-	-		
Part time-----	292	1.82	61	13	39	45	26	28	32	17	4	6	5	2	8	6	-	-	-	-	-	-	-	-	-	-	-	-		
Laundry workers (13 men, 174 women)-----	187	2.02	14	1	20	11	23	13	14	29	21	11	4	5	2	12	-	-	2	2	-	2	-	-	1	-	-	-		
Full time-----	145	2.07	7	1	17	5	13	11	12	23	17	9	4	5	2	12	-	-	2	2	-	2	-	-	1	-	-	-		
Part time-----	42	1.84	7	-	3	6	10	2	2	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maids or porters (65 men, 284 women)-----	349	2.00	28	7	23	30	36	30	47	32	26	19	26	3	26	11	-	-	4	1	-	-	-	-	-	-	-	-		
Full time-----	282	2.01	17	3	17	23	32	26	42	30	19	15	19	3	24	11	-	-	-	1	-	-	-	-	-	-	-	-		
Part time-----	67	1.97	11	4	6	7	4	4	5	2	7	4	7	-	2	-	-	-	4	-	-	-	-	-	-	-	-	-		
Maintenance men, building (80 men, 8 women)-----	88	2.81	4	4	1	2	5	-	3	9	2	3	3	4	3	2	3	-	-	10	1	9	6	2	4	-	4	4		
Full time-----	53	3.23	-	-	1	-	1	-	1	1	2	1	3	2	3	2	3	-	-	7	1	5	6	2	4	-	4	4		
Part time-----	35	2.17	4	4	-	2	4	-	2	8	-	2	-	2	-	-	-	-	3	-	4	-	-	-	-	-	-	-		

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 26 at \$4.60 to \$4.80; 6 at \$4.80 to \$5; 10 at \$5 to \$5.20; and 2 at \$5.20 to \$5.40.

<sup>5</sup> Workers were distributed as follows: 2 at \$5 to \$5.20; 2 at \$5.20 to \$5.40; and 1 at \$6 to \$6.20.

<sup>6</sup> Includes 8 workers at \$1.50 to \$1.55.

<sup>7</sup> Six full-time and 4 part-time employees.

**Table 9. Occupational earnings: Dallas, Tex.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup> and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	over
<b><u>Nursing employees</u></b>																												
Registered professional nurses (1 man, 61 women).....	62	\$4.04	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2	4	8	6	23	6	4	47
Full time.....	46	4.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	4	4	15	6	4	7
Part time.....	16	3.73	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	4	2	8	-	-	-
Licensed practical nurses (11 men, 495 women).....	506	2.87	-	-	-	-	-	-	-	2	-	6	2	2	12	41	101	133	34	136	37	-	-	-	-	-	-	-
Full time.....	407	2.88	-	-	-	-	-	-	-	2	-	2	2	10	24	87	105	32	114	29	-	-	-	-	-	-	-	-
Part time.....	99	2.84	-	-	-	-	-	-	-	-	-	4	-	2	17	14	28	2	22	8	-	-	-	-	-	-	-	-
Nursing aids (orderlies) (51 men, 1,951 women).....	2,002	1.72	677	255	457	239	134	67	74	31	10	12	2	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	1,791	1.72	575	243	401	209	132	63	72	30	10	10	2	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	211	1.67	102	12	56	30	2	4	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b><u>Professional and technical employees, except nurses</u></b>																												
Dietitians (1 man, 9 women).....	10	3.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	3	1	1	-	-	-	53
Full time.....	8	4.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	1	1	-	-	-	-	3
<b><u>Service and maintenance employees</u></b>																												
Cooks (all women).....	237	1.83	67	14	24	18	17	13	25	26	3	16	6	5	2	-	1	-	-	-	-	-	-	-	-	-	-	-
Full time.....	214	1.85	53	14	16	18	17	13	25	25	3	16	6	5	2	-	1	-	-	-	-	-	-	-	-	-	-	-
Part time.....	23	1.66	14	-	8	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grounds keepers (all men).....	24	1.92	4	-	2	-	1	-	5	8	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	14	1.96	2	-	-	-	1	-	5	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	10	1.86	2	-	2	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housekeepers (6 men, 15 women) full time.....	21	2.48	-	-	-	2	-	-	-	4	4	1	2	1	-	-	-	2	-	3	-	1	1	-	-	-	-	-
Kitchen helpers (43 men, 344 women) Full time.....	387	1.71	134	64	54	62	31	7	18	9	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	312	1.72	98	43	48	51	31	7	18	8	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	75	1.65	36	21	6	11	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers (all women).....	126	1.69	44	24	31	8	8	8	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	111	1.69	38	18	28	8	8	8	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	15	1.64	6	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maids or porters (111 men, 219 women).....	330	1.73	103	43	66	43	17	15	3	26	4	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	303	1.73	94	43	57	41	17	15	3	19	4	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part time.....	27	1.76	9	-	9	2	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, building (all men).....	45	2.84	-	-	3	4	-	-	-	8	-	1	1	-	10	-	-	1	-	2	2	3	2	-	-	2	2	4
Full time.....	37	2.97	-	-	1	2	-	-	-	8	-	1	1	-	8	-	-	1	-	2	3	2	-	-	2	2	4	-
Part time.....	8	2.24	-	-	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Dallas Standard Metropolitan Statistical Area consists of Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 2 at \$4.60 to \$4.80; 4 at \$5 to \$5.20; and 1 at \$5.20 to \$5.40.

<sup>5</sup> Workers were distributed as follows: 1 at \$4.60 to \$4.80; and 2 at \$5 to \$5.20.

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

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<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

Workers were distributed as follows: 1 at \$4.20 to \$4.40; 3 at \$

<sup>5</sup> Workers were distributed as follows: 53 at \$ 1.50 to \$1.55; and 4 at \$1.55 to \$1.60.

Workers were distributed as follows: 55 at \$ 1.50 to \$1.55, and 4 at \$1.55 to \$1.60.



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

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>1</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$1.60	\$1.60 and under \$1.65	\$1.65 to \$1.70	\$1.70 to \$1.75	\$1.75 to \$1.80	\$1.80 to \$1.85	\$1.85 to \$1.90	\$1.90 to \$2.00	\$2.00 to \$2.10	\$2.10 to \$2.20	\$2.20 to \$2.30	\$2.30 to \$2.40	\$2.40 to \$2.50	\$2.50 to \$2.60	\$2.60 to \$2.70	\$2.70 to \$2.80	\$2.80 to \$3.00	\$3.00 to \$3.20	\$3.20 to \$3.40	\$3.40 to \$3.60	\$3.60 to \$3.80	\$3.80 to \$4.20	\$4.20 to \$4.60	\$4.60 to \$5.00	\$5.00 to \$5.40	\$5.40 and over		
<b><u>Nursing employees</u></b>																														
Registered professional nurses																														
(38 men, 1,646 women).....	1,684	\$4.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	60	63	357	321	719	162			
Full time.....	747	4.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	32	144	161	320	63			
Part time.....	937	4.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	33	31	213	160	399	99			
Licensed practical nurses																														
(57 men, 2,763 women).....	2,820	3.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	88	169	328	1059	956	182	-	20	-			
Full time.....	1,959	3.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	76	119	253	667	682	126	-	18	-			
Part time.....	861	3.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	50	75	392	274	56	-	2	-		
Nursing aids (orderlies)																														
(1,087 men, 13,311 women).....	14,398	1.92	2	3	1363	797	2187	1401	1677	2093	2067	1037	782	321	255	95	143	67	34	35	3	23	13	-	-	-	-	-		
Full time.....	12,007	1.94	2	3	986	508	1763	1178	1436	1719	1831	955	731	277	240	93	142	67	33	24	3	13	3	-	-	-	-	-		
Part time.....	2,391	1.86	-	-	377	289	424	223	241	374	236	82	51	44	15	2	1	-	1	11	-	10	10	-	-	-	-	-		
<b><u>Professional and technical employees, except nurses</u></b>																														
Dietitians (all women).....	9	4.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	43		
Full time.....	9	4.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	3		
Physical therapists																														
(6 men, 5 women) <sup>5</sup> .....	11	6.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	66		
<b><u>Service and maintenance employees</u></b>																														
Cooks (226 men, 1,080 women).....	1,306	2.39	14	-	32	5	26	4	36	58	166	87	209	82	36	179	83	79	39	100	22	33	14	-	2	-	-	-		
Full time.....	1,157	2.40	14	-	32	-	14	4	25	52	160	61	183	76	36	162	74	75	34	90	22	27	14	-	2	-	-	-		
Part time.....	149	2.31	-	-	-	5	12	-	11	6	6	26	26	6	-	17	9	4	5	10	-	6	-	-	-	-	-	-		
Grounds keepers (all men).....	72	2.03	6	-	21	-	-	-	1	-	20	4	7	1	4	-	-	1	1	5	-	1	-	-	-	-	-	-		
Full time.....	27	2.24	7	-	3	-	-	-	-	-	5	4	7	1	4	-	-	1	1	-	-	-	1	-	-	-	-	-		
Part time.....	45	1.90	7	-	18	-	-	-	1	-	15	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-		
Housekeepers (51 men, 90 women).....	141	2.63	2	-	-	-	-	-	3	-	9	15	31	6	12	-	9	2	10	16	9	3	9	3	2	-	-	-		
Full time.....	135	2.65	2	-	-	-	-	-	3	-	9	15	25	6	12	-	9	2	10	16	9	3	9	3	2	-	-	-		
Kitchen helpers (1,229 men, 1,900 women).....	3,129	1.86	68	46	615	219	471	244	321	188	476	190	119	70	37	27	9	18	11	-	-	-	-	-	-	-	-	-		
Full time.....	1,824	1.93	-	-	288	101	233	182	209	144	339	144	105	49	36	26	9	18	1	-	-	-	-	-	-	-	-	-		
Part time.....	1,305	1.77	68	46	387	118	238	62	112	44	137	46	14	21	1	1	-	-	10	-	-	-	-	-	-	-	-	-		
Laundry workers (71 men, 364 women).....	435	1.92	-	-	40	60	77	32	58	39	38	23	26	10	5	9	13	3	2	-	-	-	-	-	-	-	-	-		
Full time.....	342	1.94	-	-	27	60	45	19	41	37	32	16	23	10	5	9	13	3	2	-	-	-	-	-	-	-	-	-		
Part time.....	93	1.83	-	-	13	-	32	13	17	2	6	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maids or porters (729 men, 1,466 women).....	2,195	1.93	11	8	239	134	290	191	241	185	369	193	184	58	31	30	19	1	-	11	-	-	-	-	-	-	-	-		
Full time.....	1,859	1.95	11	-	163	91	230	163	224	159	335	190	156	50	26	30	19	1	-	11	-	-	-	-	-	-	-	-		
Part time.....	336	1.83	-	8	76	43	60	28	17	26	34	3	28	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maintenance men, building (all men).....	378	2.75	-	-	-	-	10	10	14	12	25	18	13	20	11	41	14	28	17	62	18	35	11	9	1	2	2	5		
Full time.....	330	2.81	-	-	-	-	4	10	8	12	16	12	13	20	11	35	14	21	17	56	18	35	11	7	1	2	2	5		
Part time.....	48	2.34	-	-	-	-	6	-	6	-	9	6	-	-	-	6	-	7	-	6	-	-	2	-	-	-	-	-		

<sup>1</sup> The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove Standard Metropolitan Statistical Areas consist of Los Angeles and Orange Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> All workers were at \$6.20 to \$6.60.

<sup>5</sup> Six full-time and 5 part-time employees.

<sup>6</sup> Workers were distributed as follows: 3 at \$6.60 to \$7; and 3 at \$7.80 to \$8.20.

<sup>7</sup> All workers were at \$1.50 to \$1.55.



**Table 13. Occupational earnings: Miami, Fla.<sup>1</sup>**

(Number and average straight-time hourly earnings <sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	over
<u>Nursing employees</u>																												
Registered professional nurses (162 women, 30 men).....	192	\$4.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	21	15	53	47	18	9	4	14
Full time.....	158	4.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	17	14	43	39	11	9	4	13	
Part time.....	34	4.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	4	1	10	8	7	-	-	1
Licensed practical nurses (316 women, 8 men).....	324	3.35	-	-	-	-	-	-	-	-	-	-	-	8	14	7	38	113	86	52	4	2	-	-	-	-	-	-
Full time.....	272	3.38	-	-	-	-	-	-	-	-	-	-	-	7	9	5	24	91	79	52	3	2	-	-	-	-	-	-
Part time.....	52	3.18	-	-	-	-	-	-	-	-	-	-	-	1	5	2	14	22	7	-	1	-	-	-	-	-	-	-
Nursing aids (orderlies) (1, 526 women, 72 men).....	1,598	2.04	72	69	92	91	106	99	79	18	113	588	162	52	34	9	-	2	-	-	-	-	2	8	2	-	-	-
Full time.....	1,497	2.03	58	57	75	90	104	99	77	18	94	569	161	50	34	9	-	2	-	-	-	-	-	-	-	-	-	-
Part time.....	101	2.15	14	12	17	1	2	-	2	-	19	19	1	2	-	-	-	-	-	-	-	-	2	8	2	-	-	-
<u>Service and maintenance employees</u>																												
Cooks (72 women, 10 men).....	82	2.48	-	-	-	-	2	11	-	3	-	13	7	6	23	-	2	7	1	1	1	-	3	1	-	-	-	1
Full time.....	75	2.51	-	-	-	-	-	11	-	3	-	13	4	4	23	-	2	7	1	1	1	-	3	1	-	-	-	1
Part time.....	7	2.14	-	-	-	-	2	-	-	-	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grounds keepers (all men) (5 full time, 1 part time).....	6	2.42	-	-	-	-	-	-	-	-	3	1	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-
Housekeepers (15 women, 1 man) (all full time).....	16	3.08	-	-	-	-	-	-	-	-	-	1	-	2	3	1	3	1	-	2	-	-	-	1	2	-	-	-
Kitchen helpers (174 women, 58 men).....	232	2.04	-	-	28	12	12	15	19	6	19	83	19	7	6	4	-	2	-	-	-	-	-	-	-	-	-	-
Full time.....	209	2.06	-	-	27	8	12	9	14	5	14	82	19	7	6	4	-	2	-	-	-	-	-	-	-	-	-	-
Part time.....	23	1.90	-	-	1	4	-	6	5	1	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers (38 women, 2 men).....	40	2.11	-	-	3	2	2	-	-	1	7	17	4	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-
Full time.....	36	2.11	-	-	3	2	2	-	-	1	6	14	4	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-
Maids or porters (200 women, 71 men).....	271	2.04	6	2	26	22	20	7	18	7	22	101	14	8	7	9	2	-	-	-	-	-	-	-	-	-	-	-
Full time.....	253	2.06	-	2	26	18	14	7	16	7	22	101	14	8	7	9	2	-	-	-	-	-	-	-	-	-	-	-
Part time.....	18	1.73	6	-	-	4	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, building (all men) (all full time).....	48	3.16	-	-	-	-	-	1	-	-	-	-	2	2	11	2	3	5	5	8	-	4	-	-	-	-	-	5

<sup>1</sup> The Miami Standard Metropolitan Statistical Area consists of Dade County.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

**Table 14. Occupational earnings: Minneapolis—St. Paul, Minn.<sup>1</sup>**

(Number and average straight-time hourly earnings <sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60 and over	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	over	
<b><u>Nursing employees</u></b>																													
Registered professional nurses (all women).....	852	\$4.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	41	56	110	498	129	15	-	1	
Full time.....	298	4.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	19	30	171	53	11	-	1	
Part time.....	554	4.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	28	37	80	327	76	4	-	-	
Licensed practical nurses (1 man, 590 women).....	591	3.16	-	-	-	-	-	-	-	-	-	2	1	6	14	21	27	38	242	141	60	20	12	7	-	-	-	-	
Full time.....	294	3.23	-	-	-	-	-	-	-	-	-	-	1	5	3	18	10	113	72	39	17	9	7	-	-	-	-	-	
Part time.....	297	3.09	-	-	-	-	-	-	-	-	-	2	-	6	9	18	9	28	129	69	21	3	3	-	-	-	-	-	
Nursing aids (orderlies) (412 men, 4,366 women).....	4,778	2.06	201	169	209	238	602	475	952	671	299	351	107	152	108	101	77	36	15	3	8	-	-	-	-	-	-	4	
Full time.....	2,026	2.14	32	21	59	55	238	178	404	305	174	189	68	107	58	53	42	27	12	-	4	-	-	-	-	-	-	-	
Part time.....	2,752	2.01	169	148	150	183	364	297	548	366	125	162	39	45	50	48	35	9	3	3	4	-	-	-	-	-	-	4	
<b><u>Professional and technical employees, except nurses</u></b>																													
Dietitians (all women).....	65	7.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	6	2	<sup>4</sup> 51	
Part time.....	61	7.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	6	-	51	
Physical therapists (1 man, 18 women).....	19	5.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	2	4	-	<sup>5</sup> 10		
Part time.....	15	6.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	-	10		
<b><u>Service and maintenance employees</u></b>																													
Cooks (21 men, 384 women).....	405	2.43	8	3	2	10	33	14	42	33	41	16	17	58	18	32	28	3	15	7	6	6	-	13	-	-	-	-	
Full time.....	266	2.56	-	3	2	-	21	8	5	23	28	14	15	40	14	26	21	3	13	5	6	6	-	13	-	-	-	-	
Part time.....	139	2.18	8	-	-	10	12	6	37	10	13	2	2	18	4	6	7	-	2	2	-	-	-	-	-	-	-	-	
Grounds keepers (all men).....	18	2.59	-	3	-	-	-	-	5	-	-	-	-	-	-	3	-	-	3	-	2	2	-	-	-	-	-	-	
Full time.....	13	2.90	-	-	-	-	-	-	3	-	-	-	-	-	-	3	-	-	3	-	2	2	-	-	-	-	-	-	
Housekeepers (5 men, 6 women).....	11	3.49	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	2	1	1	2	1	-	-	-	2	-	-	
Full time.....	10	3.56	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	1	1	2	1	-	-	2	-	-	-	
Kitchen helpers (100 men, 1,223 women).....	1,323	1.93	209	60	160	103	164	108	153	122	85	66	12	36	19	17	3	4	-	-	-	-	2	-	-	-	-	-	
Full time.....	311	2.09	7	2	25	14	26	34	37	54	44	35	8	8	9	2	-	4	-	-	-	-	2	-	-	-	-	-	
Part time.....	1,012	1.87	202	58	135	89	138	74	116	68	41	31	4	28	10	15	3	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers (63 men, 290 women).....	353	2.02	<sup>6</sup> 23	14	14	18	40	42	75	32	34	35	6	13	1	2	1	-	3	-	-	-	-	-	-	-	-	-	
Full time.....	173	2.11	<sup>6</sup> 3	1	2	4	19	13	34	29	23	6	6	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	180	1.92	20	13	12	14	21	29	41	3	5	12	-	7	-	-	-	-	3	-	-	-	-	-	-	-	-	-	
Maids or porters (162 men, 615 women).....	777	2.12	<sup>6</sup> 59	27	29	49	83	66	112	79	59	61	18	19	17	33	24	16	13	9	4	-	-	-	-	-	-	-	
Full time.....	441	2.18	<sup>6</sup> 17	6	14	15	45	33	74	67	34	38	14	11	9	20	12	12	13	3	4	-	-	-	-	-	-	-	
Part time.....	336	2.03	42	21	15	34	38	33	38	12	25	23	4	8	8	13	12	4	-	6	-	-	-	-	-	-	-	-	
Maintenance men, building (192 men, 6 women).....	198	3.02	3	-	2	4	14	2	7	2	12	8	13	9	7	6	6	-	18	13	14	15	5	32	2	-	3	1	
Full time.....	112	3.38	-	-	-	-	1	-	6	1	4	2	6	5	5	1	2	-	9	7	14	15	2	26	2	-	3	1	
Part time.....	86	2.55	3	-	2	4	13	2	1	1	8	6	7	4	2	5	4	-	9	6	-	-	3	6	-	-	-	-	

<sup>1</sup> The Minneapolis—St. Paul Standard Metropolitan Statistical Area consists of Anoka, Dakota, Hennepin, Ramsey, and Washington Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 7 at \$6 to \$6.40; 5 at \$6.80 to \$7.20; and 39 at \$8 to \$8.40.

<sup>5</sup> Workers were distributed as follows: 6 at \$6.80 to \$7.20; 2 at \$7.20 to \$7.60; and 2 at \$7.60 to \$8.

<sup>6</sup> Includes 3 workers at \$1.40 to \$1.45.

**Table 15. Occupational earnings: New York, N.Y.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$1.80	\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80 and over	
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	over		
<b><u>Nursing employees</u></b>																													
Registered professional nurses (80 men, 2,132 women).....	2,212	\$6.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	10	7	107	253	477	235	141	228	<sup>4</sup> 749	
Full time.....	1,153	6.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	54	120	203	167	90	174	338	
Part time.....	1,059	6.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	10	-	53	133	274	68	51	54	411	
Licensed practical nurses (110 men, 2,912 women).....	3,022	4.72	-	-	-	-	-	-	-	-	-	-	31	50	11	44	6	53	52	161	343	572	1122	520	57	-	-	-	
Full time.....	2,016	4.70	-	-	-	-	-	-	-	-	-	-	31	30	-	11	3	30	44	120	222	427	906	178	14	-	-	-	
Part time.....	1,006	4.77	-	-	-	-	-	-	-	-	-	-	-	20	11	33	3	23	8	41	121	145	216	342	43	-	-	-	
Nursing aids (orderlies) (1,372 men, 10,362 women).....	11,734	3.46	10	107	116	72	108	21	15	18	111	165	427	207	179	693	1242	1027	5959	390	736	131	-	-	-	-	-	-	
Full time.....	10,199	3.49	-	20	106	72	108	10	15	16	96	94	332	190	153	559	1066	884	5295	348	704	131	-	-	-	-	-	-	
Part time.....	1,535	3.29	10	87	10	-	11	-	2	15	71	95	95	17	26	134	176	143	664	42	32	-	-	-	-	-	-	-	
<b><u>Professional and technical employees, except nurses</u></b>																													
Dietitians (2 men, 39 women).....	41	6.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	6	4	1	3	7	<sup>5</sup> 10	
Full time.....	32	5.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	2	4	1	3	7	5	
Part time.....	9	8.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	5	
Physical therapists (24 men, 25 women).....	49	8.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	7	11	4	<sup>6</sup> 24	
Full time.....	25	6.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	7	4	2	9	
Part time.....	24	9.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	2	15	
<b><u>Service and maintenance employees</u></b>																													
Cooks (413 men, 265 women).....	678	4.06	-	11	21	10	-	10	-	-	24	-	25	4	7	17	13	54	34	32	120	151	60	58	20	3	2	2	
Full time.....	636	4.12	-	11	21	-	-	10	-	-	24	-	25	-	-	17	13	46	24	32	120	151	57	58	20	3	2	2	
Part time.....	42	3.11	-	-	-	10	-	-	-	-	-	-	-	4	7	-	-	8	10	-	-	-	3	-	-	-	-	-	
Grounds keepers (57 men, 1 woman).....	58	3.67	-	-	-	-	-	-	-	-	-	-	2	-	-	12	3	12	8	2	16	1	-	1	1	-	-	-	
Full time.....	42	3.87	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	11	5	2	16	1	-	1	1	-	-	-	
Housekeepers (39 men, 156 women).....	195	4.33	-	-	-	-	-	-	-	-	-	-	-	13	1	8	11	10	11	18	49	11	21	18	15	8	1	-	
Full time.....	188	4.36	-	-	-	-	-	-	-	-	-	-	-	13	1	8	11	3	11	18	49	11	21	18	15	8	1	-	
Kitchen helpers (1,395 men, 1,375 women).....	2,770	3.38	24	50	22	26	27	35	13	24	59	31	98	30	70	201	400	142	1147	177	141	51	2	-	-	-	-	-	
Full time.....	2,364	3.42	24	21	10	12	23	26	13	24	47	24	56	30	59	161	337	117	1049	163	115	51	2	-	-	-	-	-	
Part time.....	406	3.14	-	29	12	14	4	9	-	-	12	7	42	-	11	40	63	25	98	14	26	-	-	-	-	-	-	-	
Laundry workers (52 men, 332 women).....	384	3.51	-	-	-	6	1	-	-	6	22	13	-	9	2	18	38	34	147	21	63	4	-	-	-	-	-	-	
Full time.....	342	3.57	-	-	-	-	1	-	-	6	13	9	-	8	2	18	31	32	134	21	63	4	-	-	-	-	-	-	
Part time.....	42	2.98	-	-	-	6	-	-	-	-	9	4	-	1	-	-	7	2	13	-	-	-	-	-	-	-	-	-	
Maids or porters (1,535 men, 1,234 women).....	2,769	3.48	16	10	11	18	5	16	5	47	58	16	35	57	78	159	331	209	1302	176	142	75	3	-	-	-	-	-	
Full time.....	2,531	3.50	16	-	11	7	4	16	5	47	58	12	31	46	78	132	255	197	1234	163	141	75	3	-	-	-	-	-	
Part time.....	238	3.23	-	10	-	11	1	-	-	-	-	-	4	11	-	27	76	12	68	13	1	-	-	-	-	-	-	-	
Maintenance men, building (all men).....	392	4.15	-	-	-	-	-	-	-	2	5	-	9	-	-	7	15	37	56	16	129	49	51	7	2	7	-	-	
Full time.....	372	4.18	-	-	-	-	-	-	-	2	5	-	6	-	-	7	12	34	45	16	129	49	51	7	2	7	-	-	
Part time.....	20	3.49	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	3	11	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The New York Standard Metropolitan Statistical Area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties); and Rockland, Westchester, Nassau, and Suffolk Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 459 at \$ 6.80 to \$ 7.20; 254 at \$ 7.20 to \$ 7.60; and 36 at \$ 7.60 to \$ 8.

<sup>5</sup> Workers were distributed as follows: 5 at \$ 7.20 to \$ 7.60; 1 at \$ 8 to \$ 8.40; and 4 at \$ 10 and over.

<sup>6</sup> Workers were distributed as follows: 2 at \$ 6.80 to \$ 7.20; 2 at \$ 7.20 to \$ 7.60; 5 at \$ 7.60 to \$ 8; 2 at \$ 8.80 to \$ 9.20; and 13 at \$ 10 and over.



**Table 17. Occupational earnings: Portland, Oreg.—Wash.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	
<b><u>Nursing employees</u></b>																													
Registered professional nurses (all women).....	297	\$4.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	17	104	58	42	31	22		
Full time.....	162	4.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	13	48	39	23	14	16		
Part time.....	135	4.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	4	56	19	19	17	6		
Licensed practical nurses (4 men, 202 women).....	206	4.14	-	-	-	-	-	-	-	-	-	2	-	-	6	2	-	40	92	27	8	10	19	-	-	-	-		
Full time.....	159	3.14	-	-	-	-	-	-	-	-	-	2	-	-	6	2	-	26	69	25	8	8	13	-	-	-	-		
Part time.....	47	3.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	23	2	-	2	6	-	-	-	-		
Nursing aids (orderlies) (61 men, 2,308 women).....	2,369	1.82	456	245	322	242	295	95	189	211	143	36	31	8	46	32	4	12	2	-	-	-	-	-	-	-	-		
Full time.....	1,817	1.85	234	169	236	195	260	91	171	180	126	36	27	6	42	28	4	10	2	-	-	-	-	-	-	-	-		
Part time.....	552	1.73	222	76	86	47	35	4	18	31	17	-	4	2	4	4	-	2	-	-	-	-	-	-	-	-	-		
<b><u>Service and maintenance employees</u></b>																													
Cooks (16 men, 235 women).....	251	2.19	-	-	15	12	14	31	9	49	17	25	13	13	25	4	3	5	7	-	2	7	-	-	-	-	-		
Full time.....	183	2.27	-	-	10	4	6	17	8	27	17	23	10	12	23	4	3	4	6	-	2	7	-	-	-	-	-		
Part time.....	68	1.97	-	-	5	8	8	14	1	22	-	2	3	1	2	-	-	1	1	-	-	-	-	-	-	-	-		
Grounds keepers (all men).....	14	1.84	5	-	-	-	1	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Full time.....	6	1.77	3	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Part time.....	8	1.90	2	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Housekeepers (all women).....	17	2.29	-	-	3	-	-	-	-	4	1	-	2	1	-	-	5	1	-	-	-	-	-	-	-	-	-		
Full time.....	17	2.29	-	-	3	-	-	-	-	4	1	-	2	1	-	-	5	1	-	-	-	-	-	-	-	-	-		
Kitchen helpers (40 men, 359 women).....	399	1.77	73	63	49	90	39	7	23	26	21	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Full time.....	193	1.81	28	14	14	52	26	5	17	18	11	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Part time.....	206	1.72	45	49	35	38	13	2	6	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laundry workers (11 men, 114 women).....	125	1.87	14	8	14	11	14	6	14	27	7	9	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
Full time.....	98	1.90	6	4	11	7	13	6	14	22	7	7	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
Part time.....	27	1.77	8	4	3	4	1	-	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maids or porters (52 men, 201 women).....	253	1.86	22	22	34	32	26	41	11	23	13	11	12	-	1	-	5	-	-	-	-	-	-	-	-	-	-		
Full time.....	186	1.90	18	10	21	17	21	27	8	23	13	10	12	-	1	-	5	-	-	-	-	-	-	-	-	-	-		
Part time.....	67	1.76	4	12	13	15	5	14	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maintenance men, building (all men).....	72	2.62	3	4	3	-	2	-	2	14	-	4	-	2	5	2	3	-	10	2	5	2	2	3	-	-	-		
Full time.....	52	2.61	3	-	1	-	2	-	2	12	-	4	-	2	5	2	1	-	4	2	5	2	2	3	-	-	-		
Part time.....	20	2.68	-	4	2	-	-	-	-	2	-	-	-	-	-	-	2	-	6	-	-	-	-	4	-	-	-		

<sup>1</sup> The Portland Standard Metropolitan Statistical Area consists of Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.



**Table 19. Occupational earnings: San Francisco—Oakland, Calif.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.65 and under	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$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	\$4.40	\$4.80	\$5.20 and over
			\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$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	\$4.40	\$4.80	\$5.20	
<u>Nursing employees</u>																												
Registered professional nurses (25 men, 912 women).....	937	\$4.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	8	104	28	504	177	66	39
Full time.....	488	4.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	-	49	12	240	100	43	33
Part time.....	449	4.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	55	16	264	77	23	6	
Licensed practical nurses (36 men, 726 women).....	762	3.26	-	-	-	-	-	-	-	-	-	-	-	-	8	8	28	5	340	163	127	52	19	12	-	-	-	
Full time.....	495	3.29	-	-	-	-	-	-	-	-	-	-	-	-	3	5	20	5	213	85	86	49	17	12	-	-	-	
Part time.....	267	3.20	-	-	-	-	-	-	-	-	-	-	-	-	5	3	8	-	127	78	41	3	2	-	-	-	-	
Nursing aids (orderlies) (170 men, 5,268 women).....	5,438	2.20	112	80	228	181	442	101	276	844	599	864	453	439	220	164	98	61	93	46	41	28	64	4	-	-	-	-
Full time.....	3,771	2.27	29	65	152	82	232	43	178	322	436	738	406	394	200	129	73	45	86	34	31	28	64	4	-	-	-	-
Part time.....	1,667	2.05	83	15	76	99	210	58	98	522	163	126	47	45	20	35	25	16	7	12	10	-	-	-	-	-	-	-
<u>Professional and technical employees, except nurses</u>																												
Dietitians (all women).....	16	4.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	4	16	
Part time.....	11	4.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	2	3	
<u>Service and maintenance employees</u>																												
Cooks (86 men, 439 women).....	525	2.62	6	-	6	6	6	12	4	20	19	33	45	73	51	41	38	42	23	52	9	15	5	6	13	-	-	-
Full time.....	400	2.71	-	-	6	-	6	6	2	3	9	25	31	56	40	31	28	40	23	52	3	15	5	6	13	-	-	-
Part time.....	125	2.32	6	-	-	6	-	6	2	17	10	8	14	17	11	10	10	2	-	6	-	-	-	-	-	-	-	-
Grounds keepers (all men).....	35	2.53	-	-	-	-	-	-	-	6	2	8	6	3	1	-	1	1	-	4	-	-	-	-	3	-	-	-
Full time.....	23	2.32	-	-	-	-	-	-	-	6	-	6	4	3	1	-	1	1	-	1	-	-	-	-	-	-	-	-
Part time.....	12	2.95	-	-	-	-	-	-	-	2	2	2	-	-	-	-	-	-	3	-	-	-	-	3	-	-	-	-
Housekeepers (11 men, 49 women).....	60	2.78	-	-	-	-	-	-	-	3	-	6	11	6	11	-	2	2	2	1	-	5	8	1	2	-	-	-
Full time.....	60	2.78	-	-	-	-	-	-	-	3	-	6	11	6	11	-	2	2	2	1	-	5	8	1	2	-	-	-
Kitchen helpers (309 men, 625 women).....	934	2.16	30	23	69	38	61	25	57	156	66	156	85	51	23	25	20	-	-	19	26	2	2	-	-	-	-	-
Full time.....	483	2.26	2	10	8	13	33	2	40	51	32	119	46	40	16	25	17	-	-	7	18	2	2	-	-	-	-	-
Part time.....	451	2.05	28	13	61	25	28	23	17	105	34	37	39	11	7	-	3	-	-	12	8	-	-	-	-	-	-	-
Laundry workers (45 men, 249 women).....	294	2.22	6	3	8	3	22	4	9	60	26	51	33	25	7	22	6	1	-	4	-	4	-	-	-	-	-	-
Full time.....	195	2.30	6	3	-	-	6	2	6	20	16	43	30	25	7	19	5	1	-	2	-	4	-	-	-	-	-	-
Part time.....	99	2.05	-	-	8	3	16	2	3	40	10	8	3	-	-	3	1	-	-	2	-	-	-	-	-	-	-	-
Maids or porters (187 men, 554 women).....	741	2.28	3	12	26	18	34	15	22	100	82	119	88	78	18	40	39	8	3	4	12	20	-	-	-	-	-	-
Full time.....	595	2.33	3	10	9	16	16	11	19	65	66	98	80	65	18	33	39	8	3	4	12	20	-	-	-	-	-	-
Part time.....	146	2.08	-	2	17	2	18	4	3	35	16	21	8	13	-	7	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, building (all men).....	148	2.96	-	-	-	-	-	3	-	16	12	11	1	12	8	7	9	13	2	8	12	7	6	3	1	5	4	8
Full time.....	99	3.13	-	-	-	-	-	3	-	3	5	9	1	8	5	5	9	7	2	5	12	5	-	3	1	4	4	8
Part time.....	49	2.60	-	-	-	-	-	-	-	13	7	2	-	4	3	2	-	6	-	3	-	2	6	-	-	1	-	-

<sup>1</sup> The San Francisco—Oakland Standard Metropolitan Statistical Area consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 5 at \$5.20 to \$5.60; and 1 at \$6 to \$6.40.

**Table 20. Occupational earnings: Seattle—Everett, Wash.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of nonsupervisory employees in selected occupations in nursing homes and related facilities, May 1973)

Occupation <sup>3</sup>	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$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	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$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	over	
<u>Nursing employees</u>																													
Registered professional nurses (2 men, 595 women).....	597	\$3.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	73	104	83	132	124	464		
Full time.....	309	4.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	25	45	39	79	69	40		
Part time.....	288	3.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	48	59	44	53	55	24		
Licensed practical nurses (2 men, 302 women).....	304	2.90	-	-	-	-	-	-	-	-	-	2	2	10	16	12	48	63	33	87	19	6	6	-	-	-	-		
Full time.....	182	2.94	-	-	-	-	-	-	-	-	-	-	4	9	9	20	39	25	51	19	1	5	-	-	-	-	-		
Part time.....	122	2.85	-	-	-	-	-	-	-	-	-	2	2	6	7	3	28	24	8	36	-	5	1	-	-	-	-		
Nursing aids (orderlies) (88 men, 2,705 women).....	2,793	1.85	319	249	401	316	217	315	136	204	235	143	132	44	22	22	20	16	-	2	-	-	-	-	-	-	-		
Full time.....	1,809	1.88	177	125	248	150	149	205	113	155	176	114	112	22	11	16	19	15	-	2	-	-	-	-	-	-	-		
Part time.....	984	1.80	142	124	153	166	68	110	23	49	59	29	20	22	11	6	1	1	-	-	-	-	-	-	-	-	-		
<u>Professional and technical employees, except nurses</u>																													
Physical therapists (2 men, 5 women).....	7	9.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	57		
Part time.....	7	9.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7		
<u>Service and maintenance employees</u>																													
Cooks (13 men, 267 women).....	280	2.33	5	5	3	11	1	10	6	12	40	27	36	15	12	27	18	12	7	6	14	-	8	5	-	-	-	-	
Full time.....	212	2.40	5	5	-	-	-	5	6	6	29	24	26	12	12	27	6	9	7	6	14	-	8	5	-	-	-	-	
Part time.....	68	2.12	-	-	3	11	1	5	-	6	11	3	10	3	-	-	12	3	-	-	-	-	-	-	-	-	-		
Grounds keepers (all men) <sup>4</sup> .....	7	2.25	-	-	-	-	-	3	-	-	1	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-		
Housekeepers (all women).....	21	2.88	-	-	-	-	-	-	-	-	1	-	1	2	-	3	1	3	1	1	4	-	1	1	-	2	-	-	
Full time.....	21	2.88	-	-	-	-	-	-	-	-	1	-	1	2	-	3	1	3	1	1	4	-	1	1	-	2	-	-	
Kitchen helpers (91 men, 578 women).....	669	1.82	95	75	108	61	81	32	48	23	76	20	31	13	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	292	1.90	13	22	49	24	23	21	27	16	37	16	31	7	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	377	1.76	82	53	59	37	58	11	21	7	39	4	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers (10 men, 203 women).....	213	1.84	26	12	29	17	27	16	29	18	17	8	9	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	132	1.89	12	3	16	8	16	8	18	15	15	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part time.....	81	1.76	14	9	13	9	11	8	11	3	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maids or porters (55 men, 302 women).....	357	1.91	18	27	42	34	37	43	15	21	40	53	13	5	2	-	-	7	-	-	-	-	-	-	-	-	-	-	
Full time.....	265	1.92	9	12	31	25	23	37	14	17	38	36	11	5	2	-	-	5	-	-	-	-	-	-	-	-	-	-	
Part time.....	92	1.85	9	15	11	9	14	6	1	4	2	17	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Maintenance men, building (all men).....	99	2.69	-	-	-	-	-	-	-	-	15	2	6	7	2	8	11	13	5	6	8	5	6	1	2	2	-	-	
Full time.....	85	2.77	-	-	-	-	-	-	-	-	6	2	6	7	2	6	11	10	5	6	8	5	6	1	2	2	-	-	
Part time.....	14	2.24	-	-	-	-	-	-	-	-	9	-	-	-	-	2	-	3	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Seattle—Everett Standard Metropolitan Statistical Area consists of King and Snohomish Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if provided.

<sup>3</sup> Part-time employees regularly work fewer than 35 hours a week.

<sup>4</sup> Workers were distributed as follows: 42 at \$4.40 to \$4.60; 20 at \$4.60 to \$4.80; and 2 at \$4.80 to \$5.

<sup>5</sup> Workers were distributed as follows: 2 at \$6 to \$6.20; 1 at \$7.40 to \$7.60; 1 at \$8.20 to \$8.40; 1 at \$10 to \$10.20; and 2 at \$15 to \$15.20

<sup>6</sup> Three full-time and 4 part-time employees.





**Table 22. Scheduled weekly hours**(Percent of registered professional nurses and service and maintenance employees<sup>1</sup> in nursing homes and related facilities by scheduled weekly hours,<sup>2</sup> May 1973)

Weekly hours	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Phila- delphia	Atlanta	Balti- more	Dallas	Miami	Wash- ington	Chicago	Cincin- nati	Cleve- land	Detroit	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Port- land	San Fran- cisco- Oakland	Seattle- Everett
Registered professional nurses																				
All registered professional nurses .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours .....	-	-	37	-	-	-	-	-	-	2	-	-	-	-	-	-	-	7	-	-
Over 35 and under 37½ hours .....	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3
37½ hours .....	7	20	48	9	5	18	-	15	-	5	12	6	2	3	1	-	3	-	2	-
40 hours .....	93	80	13	87	55	76	96	71	100	93	86	90	98	97	99	100	94	93	98	97
Over 40 and under 48 hours .....	-	-	-	3	37	-	4	4	-	-	2	1	-	-	-	-	-	-	-	-
48 hours and over .....	-	-	-	1	3	7	-	10	-	-	-	2	-	-	-	-	-	-	-	-
Service and maintenance employees <sup>1</sup>																				
All service and maintenance employees .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours .....	2	-	5	1	1	2	-	-	-	-	-	-	-	1	2	-	6	1	-	-
Over 35 and under 37½ hours .....	-	-	37	-	-	-	6	-	-	-	-	-	-	-	-	-	4	3	-	-
37½ hours .....	7	30	42	18	9	52	11	17	2	7	11	12	10	2	10	-	21	12	3	-
Over 37½ and under 40 hours .....	-	-	( <sup>3</sup> )	-	-	1	2	-	-	1	-	-	-	-	-	3	-	1	-	-
40 hours .....	91	70	14	79	54	40	64	69	97	88	86	82	87	97	87	97	68	83	97	100
Over 40 and under 48 hours .....	-	-	( <sup>3</sup> )	2	32	4	6	12	-	-	1	5	3	-	2	-	-	-	-	-
48 hours and over .....	-	-	1	1	5	-	12	3	1	4	2	2	-	-	1	-	( <sup>3</sup> )	-	-	-

<sup>1</sup> See appendix A for definition of service and maintenance employees.<sup>2</sup> Data relate to the predominant work schedule for full-time day-shift workers in both classifications in each facility. For an explanation of how unusual work schedules (e.g., alternating work weeks) were reported, see appendix A.<sup>3</sup> Less than 0.5 percent.

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

**Table 23. Paid holidays**(Percent of registered professional nurses and service and maintenance employees <sup>1</sup> in nursing homes and related facilities with formal provisions for paid holidays, 20 metropolitan areas, May 1973)

Number of paid holidays	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Philadelphia	Atlanta	Baltimore	Dallas	Miami	Washington	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Portland	San Francisco-Oakland	Seattle-Everett
Registered professional nurses																				
All registered professional nurses	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 <sup>2</sup>	94	94	100	84	94	99	70	100	91	82	88	93	99	83	90	58	93	78	98	88
Under 4 days	-	-	2	8	-	7	4	-	-	-	-	5	1	2	5	6	6	1	-	4
4 days	2	-	-	-	13	-	2	-	1	1	2	-	-	1	-	3	7	7	-	12
5 days	4	1	-	4	15	-	43	6	11	5	-	7	6	1	-	3	14	6	-	10
6 days	21	3	1	17	36	12	20	17	24	34	16	53	53	27	29	39	40	44	10	14
7 days	21	34	6	25	10	7	-	35	29	35	50	10	26	45	46	7	22	19	35	31
8 days	6	25	4	14	19	14	-	14	7	2	7	8	13	8	10	-	3	-	34	13
9 days	28	8	1	7	-	22	-	28	18	4	14	10	-	-	-	-	1	-	18	4
10 days	12	4	6	4	-	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 10 days	-	18	81	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	6	6	-	16	6	1	30	-	9	18	12	7	1	17	10	42	7	22	2	12
Service and maintenance employees <sup>1</sup>																				
All service and maintenance employees	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 <sup>2</sup>	90	98	97	92	88	91	61	93	97	84	81	81	99	79	89	62	95	49	98	90
Under 4 days	-	-	1	5	1	2	3	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	4	2	7	9	5	2	-	3
4 days	1	-	-	-	6	-	15	4	5	1	3	-	-	5	( <sup>3</sup> )	2	10	1	-	11
5 days	3	3	-	3	31	-	28	3	10	5	1	4	5	1	-	5	13	3	1	12
6 days	22	7	1	24	29	15	14	17	32	21	26	44	36	20	37	38	45	37	10	16
7 days	21	34	2	28	-	11	-	33	14	50	35	12	32	46	33	8	17	7	15	45
8 days	13	23	3	14	21	11	-	18	13	3	4	10	21	5	8	-	3	-	60	1
9 days	16	13	1	6	-	15	-	18	22	-	9	8	-	-	3	-	1	-	12	2
10 and 10 1/2 days	10	3	4	8	-	38	-	-	-	3	-	-	1	-	-	-	-	-	-	-
Over 10 days	4	16	85	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	10	2	3	8	12	9	39	7	3	16	19	19	1	21	11	38	5	51	2	10

<sup>1</sup> See appendix A for definition of service and maintenance employees.<sup>2</sup> Paid holidays were limited to full day holidays.<sup>3</sup> Less than 0.5 percent.

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

Table 24. Paid vacations

(Percent of registered professional nurses and service and maintenance employees<sup>1</sup> in nursing homes and related facilities with formal provisions for paid vacations, 20 metropolitan areas, May 1973)

Vacation policy	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Philadelphia	Atlanta	Baltimore	Dallas	Miami	Washington	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Portland	San Francisco-Oakland	Seattle-Everett
Registered professional nurses																				
All registered professional nurses	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																				
Workers in establishments providing paid vacations	100	96	98	100	100	100	96	100	100	97	100	100	100	100	99	100	100	92	100	100
Length-of-time payment	100	96	98	99	100	100	96	100	100	97	100	100	99	100	99	100	100	92	100	100
Percentage payment	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations	-	4	2	-	-	-	4	-	-	3	-	-	-	-	1	-	-	8	-	-
Amount of vacation pay <sup>2</sup>																				
After 1 year of service:																				
1 week	49	45	-	52	37	30	37	40	39	58	23	41	61	58	55	17	68	50	58	43
Over 1 and under 2 weeks	-	-	-	-	-	7	13	-	-	2	-	-	-	1	-	-	1	-	-	-
2 weeks	46	49	9	41	40	51	46	53	32	27	77	55	32	39	44	33	31	42	39	57
Over 2 and under 3 weeks	-	-	-	-	23	-	-	-	28	( <sup>2</sup> )	-	-	-	2	-	-	-	-	-	-
3 weeks	4	1	4	5	-	10	-	-	1	4	-	4	-	-	-	-	-	-	3	-
4 weeks or more	1	-	85	2	-	3	-	7	-	4	-	-	3	-	-	-	-	-	-	-
After 2 years of service:																				
1 week	12	22	-	23	4	-	37	8	5	15	16	23	26	6	30	25	27	19	2	22
Over 1 and under 2 weeks	2	1	-	1	-	7	4	-	8	-	-	-	3	1	1	4	1	4	-	-
2 weeks	80	54	6	62	73	74	54	67	57	72	84	71	61	83	65	71	68	68	91	77
Over 2 and under 3 weeks	-	15	-	2	23	-	-	-	29	2	-	-	-	2	-	-	4	1	-	1
3 weeks	4	4	5	10	-	16	-	18	( <sup>3</sup> )	4	-	6	6	8	3	-	-	-	7	-
4 weeks	1	-	84	2	-	3	-	7	1	2	-	-	3	-	-	-	-	-	-	-
Over 4 weeks	-	-	4	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																				
1 week	11	7	-	9	4	-	33	6	3	10	9	16	2	-	8	8	11	6	1	6
Over 1 and under 2 weeks	2	1	-	1	-	7	-	-	8	-	-	-	-	1	-	5	1	-	-	-
2 weeks	76	69	6	70	68	46	59	69	45	74	79	76	84	76	88	81	78	85	89	85
Over 2 and under 3 weeks	-	15	-	2	28	-	4	-	24	2	5	2	3	10	-	-	4	1	-	2
3 weeks	10	4	2	14	-	37	-	18	19	6	7	6	8	13	3	6	6	-	10	7
4 weeks	1	-	87	4	-	10	-	7	1	3	-	-	3	-	-	-	-	-	-	-
Over 4 weeks	-	-	4	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																				
1 week	6	-	-	7	4	-	22	6	3	9	6	11	-	-	2	5	8	3	1	5
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	4	-	-	-	-
2 weeks	33	12	1	41	54	12	70	20	23	14	72	54	33	41	60	68	42	48	6	44
Over 2 and under 3 weeks	-	-	-	5	28	7	4	-	24	3	5	-	-	3	-	-	4	1	-	6
3 weeks	59	74	3	38	14	71	-	68	36	65	10	35	60	47	36	22	41	40	87	42
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
4 weeks	1	9	40	7	-	10	-	7	6	4	7	-	3	10	-	-	4	-	6	2
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-	3	-	-	3	-	-	-	-	-	-	-
5 weeks or more	-	-	54	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:																				
1 week	6	-	-	7	4	-	22	6	3	9	6	11	-	-	2	5	8	3	1	5
2 weeks	20	3	1	26	54	9	52	18	29	9	43	22	19	22	25	63	30	33	4	44
Over 2 and under 3 weeks	-	-	-	2	23	7	4	-	25	-	-	7	-	-	-	4	2	-	1	-
3 weeks	67	42	( <sup>1</sup> )	51	19	37	17	56	36	61	43	53	60	52	72	27	44	54	38	46
Over 3 and under 4 weeks	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	7	50	43	11	-	41	-	21	7	16	9	7	18	25	-	13	3	2	55	5
Over 4 and under 5 weeks	-	-	-	-	-	7	-	-	-	3	-	-	3	-	-	-	-	-	-	-
5 weeks	-	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 weeks or more	-	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 24. Paid vacations—Continued

(Percent of registered professional nurses and service and maintenance employees<sup>1</sup> in nursing homes and related facilities with formal provisions for paid vacations, 20 metropolitan areas, May 1973)

Vacation policy	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Philadelphia	Atlanta	Baltimore	Dallas	Miami	Washington	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Portland	San Francisco—Oakland	Seattle—Everett
Registered professional nurses																				
Amount of vacation pay <sup>2</sup> —Continued																				
After 15 years of service:																				
1 week	6	-	-	7	4	-	22	6	3	9	6	11	-	-	2	5	8	3	1	5
2 weeks	20	1	1	26	46	9	52	18	29	9	43	19	19	15	25	59	30	33	4	40
Over 2 and under 3 weeks	-	-	-	2	23	7	4	-	24	-	-	-	-	-	-	-	2	-	-	-
3 weeks	66	38	-	51	27	37	7	56	36	54	39	47	58	56	65	36	42	40	38	47
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
4 weeks	9	56	43	12	-	41	11	21	9	23	12	23	18	27	7	-	17	16	54	8
Over 4 and under 5 weeks	-	-	-	-	-	7	-	-	-	3	-	-	3	-	-	-	-	-	-	-
5 weeks	-	-	4	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	3	-
6 weeks	-	-	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 6 weeks	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 20 years of service: <sup>4</sup>																				
1 week	6	-	-	7	4	-	22	6	3	9	6	11	-	-	2	5	8	3	1	5
2 weeks	20	1	1	26	46	9	52	18	29	9	43	19	19	15	25	59	30	31	4	40
Over 2 and under 3 weeks	-	-	-	2	23	7	4	-	24	-	-	-	-	-	-	-	2	-	-	-
3 weeks	65	38	-	50	27	37	7	56	36	53	32	31	58	55	62	36	42	41	38	47
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
4 weeks	10	56	43	13	-	41	11	21	9	22	20	39	18	28	10	-	17	16	54	8
Over 4 and under 5 weeks	-	-	-	-	-	7	-	-	-	3	-	-	3	-	-	-	-	-	-	-
5 weeks	-	-	4	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	3	-
6 weeks	-	-	49	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Over 6 weeks	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service and maintenance employees <sup>1</sup>																				
All service and maintenance employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																				
Workers in establishments providing paid vacations	100	98	100	100	100	97	92	100	100	93	100	99	100	99	97	100	99	93	100	97
Length-of-time payment	100	98	99	99	100	97	92	100	100	93	100	99	99	99	96	100	99	93	100	97
Percentage payment	-	-	1	1	-	-	-	-	-	( <sup>3</sup> )	-	-	1	-	2	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations	-	2	-	-	-	3	8	-	-	7	-	1	-	1	3	-	( <sup>3</sup> )	7	-	3
Amount of vacation pay <sup>2</sup>																				
After 1 year of service:																				
Under 1 week	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	-	3	-	-	-	-	-	-	-
1 week	50	40	5	57	57	31	62	75	49	65	57	57	81	75	69	89	77	80	64	69
Over 1 and under 2 weeks	4	-	-	-	-	6	4	-	5	3	2	-	3	2	2	-	1	-	-	-
2 weeks	46	58	94	43	43	60	26	25	41	22	40	42	13	21	26	11	22	13	36	28
Over 2 weeks	-	-	1	-	-	-	-	-	5	2	-	-	-	2	-	-	( <sup>3</sup> )	-	-	-
After 2 years of service:																				
Under 1 week	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
1 week	19	20	2	14	19	10	45	16	9	7	21	18	32	8	21	41	32	33	5	23
Over 1 and under 2 weeks	2	1	-	3	-	2	4	-	10	-	-	-	7	2	6	4	2	4	-	13
2 weeks	79	64	93	81	81	81	43	78	69	83	76	81	61	86	70	55	63	53	91	59
Over 2 and under 3 weeks	-	13	-	1	-	3	-	-	10	3	2	-	-	2	-	-	2	2	-	2
3 weeks	-	-	5	1	-	-	-	6	3	-	-	-	-	2	-	-	-	-	4	-
4 weeks or more	-	-	1	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																				
1 week or less	16	6	2	4	13	3	33	7	3	2	15	14	6	1	8	25	11	25	1	9
Over 1 and under 2 weeks	2	1	-	3	-	2	3	-	10	-	3	-	4	2	3	5	2	-	-	4
2 weeks	70	74	73	83	77	88	55	87	65	83	75	83	85	87	85	68	80	66	91	81
Over 2 and under 3 weeks	5	17	-	1	7	3	1	-	10	1	2	2	3	4	-	-	2	2	-	3
3 weeks	6	-	24	8	3	-	-	6	13	5	4	-	2	5	1	2	5	-	8	-
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
4 weeks or more	-	-	1	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 24. Paid vacations—Continued

(Percent of registered professional nurses and service and maintenance employees<sup>1</sup> in nursing homes and related facilities with formal provisions for paid vacations, 20 metropolitan areas, May 1973)

Vacation policy	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Phila- delphia	Atlanta	Balti- more	Dallas	Miami	Wash- ington	Chicago	Cincin- nati	Cleve- land	Detroit	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Portland	San Francisco- Oakland	Seattle- Everett
Service and maintenance employees <sup>1</sup>																				
Amount of vacation pay <sup>2</sup> — Continued																				
After 5 years of service:																				
1 week or less.....	7	1	2	2	9	3	18	7	3	2	11	7	2	-	2	15	8	14	1	6
Over 1 and under 2 weeks.....	-	-	1	-	-	-	3	-	7	-	3	-	4	-	1	2	1	-	-	-
2 weeks.....	40	23	5	54	67	60	69	32	33	19	70	64	42	61	67	61	55	50	7	61
Over 2 and under 3 weeks.....	-	-	-	6	7	6	1	-	12	3	2	-	-	4	-	1	3	2	-	5
3 weeks.....	53	70	81	37	15	28	1	61	42	67	10	28	49	32	27	20	32	27	88	26
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	3	11	1	3	-	-	-	-	-	4	-	-	2	-	-	2	-	4	-
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	-	-	-	-
After 10 years of service:																				
1 week or less.....	7	1	2	2	9	3	18	7	3	2	11	7	2	-	2	15	8	14	1	6
Over 1 and under 2 weeks.....	-	-	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	-	-	-
2 weeks.....	29	6	5	30	67	52	59	17	35	10	45	24	22	27	29	56	38	26	3	55
Over 2 and under 3 weeks.....	-	-	-	2	-	6	1	-	10	( <sup>3</sup> )	4	9	1	-	1	2	2	-	1	2
3 weeks.....	54	46	11	50	21	21	11	72	46	65	35	56	58	58	62	24	44	53	39	35
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	2	-	-	-	1	2	-	1	1	-	-	-
4 weeks.....	10	44	72	15	3	11	-	4	4	14	5	3	10	13	4	2	8	-	56	-
Over 4 and under 5 weeks.....	-	-	-	-	-	4	-	-	-	2	-	-	3	-	-	-	-	-	-	-
5 weeks.....	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-
After 12 years of service:																				
1 week or less.....	7	1	2	2	9	3	18	7	3	2	11	7	2	-	2	15	8	14	1	6
Over 1 and under 2 weeks.....	-	-	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	-	-	-
2 weeks.....	29	6	5	30	67	52	58	17	35	9	45	22	22	24	29	56	38	26	3	55
Over 2 and under 3 weeks.....	-	-	-	2	-	6	1	-	8	( <sup>3</sup> )	4	9	-	-	-	2	2	-	-	2
3 weeks.....	49	42	9	50	21	21	9	59	48	64	35	57	59	61	60	27	41	51	38	31
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	2	2	-	-	1	2	-	1	-	-	-	-
4 weeks.....	15	48	73	15	3	11	3	17	4	14	5	4	11	13	6	2	12	2	58	3
Over 4 and under 5 weeks.....	-	-	-	-	-	4	-	-	-	2	-	-	3	-	-	-	-	-	-	-
5 weeks.....	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-
After 15 years of service:																				
1 week or less.....	7	1	2	2	9	3	18	7	3	2	11	7	2	-	2	15	8	14	1	6
Over 1 and under 2 weeks.....	-	-	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	-	-	-
2 weeks.....	29	5	4	30	54	51	58	17	35	9	45	22	22	22	29	53	37	26	2	52
Over 2 and under 3 weeks.....	-	-	-	1	-	6	1	-	8	( <sup>3</sup> )	2	-	-	-	-	2	2	-	-	2
3 weeks.....	49	36	9	48	34	22	9	59	44	62	36	48	59	57	60	30	41	48	35	34
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-
4 weeks.....	15	55	75	18	3	11	3	17	8	19	6	22	11	19	6	3	13	4	59	3
Over 4 and under 5 weeks.....	-	-	-	-	-	4	-	-	-	2	-	-	3	-	-	-	-	-	-	-
5 weeks.....	-	-	11	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	2	-
After 20 years of service: <sup>4</sup>																				
1 week.....	7	1	2	2	9	3	18	7	3	2	11	7	2	-	2	15	8	14	1	6
Over 1 and under 2 weeks.....	-	-	-	-	-	-	3	-	-	-	-	-	3	-	-	-	-	-	-	-
2 weeks.....	29	5	4	30	54	51	58	17	35	9	45	22	22	22	29	53	37	25	2	52
Over 2 and under 3 weeks.....	-	-	-	1	-	6	1	-	8	( <sup>3</sup> )	2	-	-	-	-	2	2	-	-	2
3 weeks.....	48	36	9	44	34	22	9	59	44	59	28	34	59	54	54	30	40	50	35	34
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-
4 weeks.....	16	55	75	22	3	11	3	17	8	20	14	36	11	22	12	3	14	4	59	3
Over 4 and under 5 weeks.....	-	-	-	-	-	4	-	-	-	2	-	-	3	-	-	-	-	-	-	-
5 weeks.....	-	-	11	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-
6 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-

<sup>1</sup> See appendix A for definition of service and maintenance employees.<sup>2</sup> Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, the changes in provisions indicated at 10 years may include changes which occurred between 5 and 10 years.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> Vacation provisions were virtually the same after longer periods of service.

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

**Table 25. Health, insurance, and retirement plans**

(Percent of registered professional nurses and service and maintenance employees<sup>1</sup> in nursing homes and related facilities with specified health, insurance, and retirement plans,<sup>2</sup> 20 metropolitan areas, May 1973)

Type of plan	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Phila- delphia	Atlanta	Balti- more	Dallas	Miami	Wash- ington	Chicago	Cincin- nati	Cleve- land	Detroit	Minne- apolis- St. Paul	St. Louis	Denver	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove	Port- land	San Fran- cisco- Oakland	Seattle- Everett
Registered professional nurses																				
All registered professional nurses.....	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.....	63	36	82	33	24	85	54	68	51	50	43	53	69	15	46	20	63	26	28	28
Noncontributory plans.....	40	36	82	28	1	81	9	37	39	42	38	49	64	13	26	7	27	25	17	19
Accidental death and dismemberment insurance.....	54	1	80	24	8	57	30	34	30	34	39	21	53	14	40	13	51	26	27	28
Noncontributory plans.....	36	1	80	18	8	54	4	18	18	25	37	21	48	11	25	-	18	25	16	19
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	94	90	97	83	35	100	72	90	92	67	68	77	80	75	64	35	63	56	88	60
Sickness and accident insurance.....	57	-	46	16	-	60	4	-	11	9	8	17	11	8	1	5	1	19	2	22
Noncontributory plans.....	38	-	46	13	-	60	4	-	6	6	8	17	11	8	1	-	1	4	2	14
Sick leave (full pay, no waiting period).....	80	88	97	66	33	98	57	84	91	57	46	67	70	75	52	26	39	42	69	55
Sick leave (partial pay or waiting period).....	-	1	-	7	1	-	11	6	1	4	14	-	3	-	11	4	24	10	19	-
Hospitalization insurance.....	82	45	99	64	60	68	57	70	62	65	85	47	61	20	42	21	72	83	87	79
Noncontributory plans.....	36	35	96	53	60	64	20	39	34	52	53	17	48	10	12	-	34	38	43	54
Surgical insurance.....	84	45	99	61	60	68	57	70	58	62	85	46	61	20	42	21	72	83	87	79
Noncontributory plans.....	36	35	96	50	60	64	20	39	34	50	53	16	48	10	12	-	34	38	43	54
Medical insurance.....	84	31	89	59	47	68	57	56	58	61	47	43	61	17	38	21	72	82	87	79
Noncontributory plans.....	36	27	87	45	47	64	20	25	34	49	17	16	47	7	12	-	34	38	43	54
Major medical insurance.....	81	10	79	39	24	67	52	56	54	48	44	8	40	16	28	21	69	72	60	66
Noncontributory plans.....	35	8	77	31	24	64	20	25	32	38	31	1	36	9	5	-	31	38	25	41
Retirement plans.....	14	17	69	13	14	39	22	-	37	15	33	21	14	13	15	-	8	20	13	16
Pensions.....	14	17	69	13	14	39	22	-	37	15	33	21	14	13	15	-	8	20	13	16
Noncontributory plans.....	11	16	69	11	-	21	-	-	36	8	33	16	13	13	15	-	6	19	8	11
Severance pay.....	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
No plans.....	2	9	-	9	22	1	20	-	8	23	9	7	5	23	21	46	16	12	6	17

See footnotes at end of table.

**Table 25. Health, insurance, and retirement plans—Continued**

(Percent of registered professional nurses and service and maintenance employees<sup>1</sup> in nursing homes and related facilities with specified health, insurance, and retirement plans,<sup>2</sup> 20 metropolitan areas, May 1973)

Type of plan	Northeast				South					North Central						West				
	Boston	Buffalo	New York	Phila-delphia	Atlanta	Balti-more	Dallas	Miami	Wash-ington	Chicago	Cincin-nati	Cleve-land	Detroit	Minne-apolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Port-land	San Fran-cisco-Oakland	Seattle-Everett
All service and maintenance employees.....	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.....	52	37	91	40	15	72	35	56	35	61	39	57	64	16	50	13	59	15	29	29
Noncontributory plans.....	36	37	89	33	2	70	15	27	24	54	36	55	57	14	43	6	24	13	24	19
Accidental death and dismemberment insurance.....	32	3	88	24	4	65	16	23	30	20	33	29	39	11	19	9	41	15	27	29
Noncontributory plans.....	22	3	87	19	-	63	6	13	19	13	32	29	34	9	13	1	14	13	23	19
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	82	84	98	80	30	89	53	84	93	73	46	71	83	73	50	29	59	33	90	67
Sickness and accident insurance.....	41	-	68	19	-	65	-	4	8	7	10	23	17	14	1	5	1	7	1	24
Noncontributory plans.....	30	-	66	14	-	65	-	4	3	6	10	22	17	14	1	-	1	4	1	15
Sick leave (full pay, no waiting period).....	71	83	97	62	27	83	46	71	92	64	32	56	70	73	45	20	35	18	71	61
Sick leave (partial pay or waiting period).....	-	1	1	13	3	1	7	9	1	3	9	-	3	-	4	3	24	11	19	-
Hospitalization insurance.....	80	51	96	65	41	80	41	64	74	69	64	51	37	20	51	20	72	62	88	70
Noncontributory plans.....	37	36	92	52	-	76	14	35	42	56	29	25	24	16	36	1	29	25	41	41
Surgical insurance.....	80	51	96	63	41	80	41	64	71	68	64	48	37	20	51	20	72	62	88	70
Noncontributory plans.....	37	36	92	50	-	76	14	35	42	55	29	22	24	16	36	1	29	25	41	41
Medical insurance.....	80	43	90	62	35	80	41	57	71	67	47	47	37	19	47	20	72	57	88	70
Noncontributory plans.....	37	33	87	47	-	76	14	28	42	54	16	22	24	15	34	1	29	25	41	41
Major medical insurance.....	75	14	79	36	26	77	38	57	61	24	39	11	18	16	15	20	67	50	63	61
Noncontributory plans.....	36	10	77	30	-	75	14	28	38	15	22	2	14	15	5	1	27	25	29	31
Retirement plans <sup>4</sup> .....	13	41	74	21	8	37	15	-	25	14	28	23	12	12	4	1	7	9	13	11
Pensions.....	13	41	74	21	8	37	15	-	25	14	28	23	13	12	4	1	7	9	13	11
Noncontributory plans.....	11	37	71	17	-	31	-	-	23	8	28	18	12	12	4	1	4	7	9	9
Severance pay.....	4	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-
No plans.....	6	8	1	12	44	11	33	2	6	16	31	17	5	25	25	56	18	32	5	15

<sup>1</sup> See appendix A for definition of service and maintenance employees.

<sup>2</sup> Includes only those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security. However, plans required by State temporary disability insurance laws are included if the employer contributes more than is required or the employees receive benefits in excess of the legal requirements. "Noncontributory plans" include only those financed entirely by the employer.

<sup>3</sup> Unduplicated total of workers having sick leave or sickness and accident insurance shown separately.

<sup>4</sup> Unduplicated total of workers having pensions and severance pay plans shown separately.





## Appendix A. Scope and Method of Survey

### Scope of survey

The survey included proprietary and voluntary (nonprofit) establishments—unlicensed facilities as well as those licensed by the several States—operating as nursing homes or as personal care homes. Types of establishments covered by the study include: Skilled nursing care homes, convalescent homes, rest homes, personal care nursing homes, and homes for the aged. Excluded from the survey were: Homes operated by government agencies (local, State, and Federal); facilities operated as departments of hospitals; and facilities established primarily to admit alcoholics, drug addicts, persons who have mental or communicable diseases, and the blind.

The establishments studied were selected from those which had 20 beds or more when the universe list was developed from the Master Facilities Inventory by the U.S. Department of Health, Education, and Welfare.

Table A-1 shows the number of establishments and employees actually studied by the Bureau, as well as the number estimated to have been within the scope of the survey during the payroll period studied.

### Method of study

Data were obtained by personal visits of Bureau field staff to a representative sample of establishments in the industry. 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 an appropriate weight. All estimates are presented, therefore, as relating to all establishments within the scope of the study rather than to those actually visited.

### Establishment definition

An establishment is defined for this study as a single physical location where nursing and/or personal care is provided. An establishment is not necessarily identical with a company or organization, which may consist of one separate establishment or more. The terms establishment, facility, and home are used interchangeably in this bulletin.

### Employment

The estimates of the number of employees 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 as a precise measure of employment. Estimates of total employment include full-time, part-time, executive, and administrative employees, as well as members of religious orders. Volunteers were not considered as employees.

### Nonsupervisory employees

Includes all full- and part-time employees below the supervisory level engaged in service, maintenance, office clerical, professional, and technical work. Excludes officers, managers, executives, and other supervisory employees as well as members of religious orders and volunteers.

For purposes of tabulating supplementary provisions, "service and maintenance employees" include all nonsupervisory full-time workers except office clerical, professional, and technical employees (e.g., registered professional nurses, licensed practical nurses, dietitians, and physical therapists). It includes occupational groups such as nursing aids, orderlies, maintenance workers, laundry workers, maids and porters, food preparation and kitchen workers, grounds keepers, and laborers. Members of religious orders and part-time employees were excluded.

### Full-time and part-time employees

In this survey, employees regularly scheduled to work at least 35 hours a week were considered full-time workers; those regularly scheduled to work fewer than 35 hours a week were considered part-time employees.

### Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) Working supervisors, apprentices, learners, beginners, trainees, and handicapped, temporary, and probationary employees were not reported in the selected occupations but were included in the data for all nonsupervisory employees.

**Table A-1. Estimated number of establishments and employees within scope of survey and number studied, nursing homes and related facilities, 20 metropolitan areas, May 1973**

Area <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total <sup>3</sup>	Nonsupervisory full-time employees		Total <sup>3</sup>
				Registered professional nurses	Service and maintenance employees	
Total, 20 areas.....	3,434	1,229	210,907	6,330	109,136	103,209
Northeast:						
Boston.....	323	73	15,802	419	5,114	5,330
Buffalo.....	55	28	4,201	137	2,065	2,451
New York.....	365	105	32,133	1,157	18,173	16,132
Philadelphia.....	231	90	16,211	561	7,918	8,541
South:						
Atlanta.....	39	21	2,622	78	1,763	1,752
Baltimore.....	81	36	5,214	91	3,350	3,157
Dallas.....	81	42	4,252	46	2,794	2,598
Miami.....	42	24	3,129	158	2,156	2,059
Washington.....	65	43	5,804	288	2,963	4,495
North Central:						
Chicago.....	296	104	16,163	500	8,153	7,869
Cincinnati.....	104	50	5,872	117	2,957	3,240
Cleveland.....	104	49	5,968	167	3,113	3,541
Detroit.....	180	69	13,929	236	7,984	7,109
Minneapolis-St. Paul.....	148	65	11,094	301	3,350	6,373
St. Louis.....	138	65	8,106	149	4,668	4,740
West:						
Denver.....	82	47	5,331	219	2,249	3,397
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.....	640	137	31,822	747	18,666	8,324
Portland.....	117	54	4,739	162	2,787	2,831
San Francisco-Oakland.....	236	76	12,006	488	5,890	5,022
Seattle- Everett.....	107	51	6,509	309	3,023	4,248

<sup>1</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971. For definitions of areas, see tables 2-21.

<sup>2</sup> Includes only establishments having at least 20 beds at the time of reference of the universe data.

<sup>3</sup> Includes executive and administrative employees, members of religious orders, licensed practical nurses, part-time employees, and others excluded from the nonsupervisory employee categories shown.

### Earnings data

Earnings information relates to straight-time hourly earnings excluding premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Cost-of-living allowances were included as part of the employees' regular pay, but such payments 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 (or standard) hours to which the salary corresponds.

### Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time registered nurses and service and maintenance workers employed on the day shift.

### Supplementary wage provisions

Supplementary benefits were considered applicable to all full-time registered nurses and/or service and maintenance workers in an establishment if formal provisions were applicable to one-half or more of such workers in the establishment. Similarly, if fewer than one-half of these employees were covered, the benefits were considered non-existent for their employment group in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or 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 to represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years

of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance plans when the employer pays all or a part of the cost, excluding programs required by law such as workers' 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,<sup>1</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. 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. Such plans may be underwritten by a commercial insurance company or a non-profit organization, or they may be a form of self-insurance.

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

Tabulations of retirement pensions are limited to plans which provide regular payments on retirement 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 retirement pensions were considered as having both retirement severance and retirement pension plans;

<sup>1</sup> The temporary disability insurance law in California does not require employer contributions.

however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Perquisites. Data relate to formal arrangements whereby employees are provided (1) meals and/or lodging; and (2) uniform and/or laundering of uniforms required to be worn while at work.

## 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 is instructed to exclude working supervisors, members of religious orders, apprentices, learners, beginners, trainees, and handicapped, temporary, and probationary workers.

### Nursing Employees

#### REGISTERED PROFESSIONAL NURSE

A nurse who is a graduate of a State-accredited school of professional nursing and who holds a license to practice nursing as a registered nurse. Excludes registered nurses having supervisory responsibilities over other registered nurses and receiving extra compensation for such additional duties (e.g., directors of nurses, supervisors of nurses, and head nurses).

#### LICENSED PRACTICAL NURSE

Under supervision, performs selected and delegated nursing tasks in the care of patients (or residents). Duties involve most of the following: Measuring and administering simple medications as directed; applying simple dressings; administering enemas, douches, perineal care, and other treatments as directed; reporting general observation of patients' condition; setting up treatment trays; and taking and recording temperature, pulse,

and respiration. Excludes practical nurses supervising other practical nurses and receiving additional compensation for such supervisory responsibilities.

#### NURSING AID (ORDERLY)

Performs routine duties in the care of patients (or residents) usually under the supervision of a registered or practical nurse. Duties involve most of the following: Bathing or assisting bed patients in bathing; caring for patients' hair and nails; feeding or assisting patients in eating and bringing patients between-meal nourishment; assisting patients with bedpans and urinals; keeping records of patients' food intake and output as directed; assisting patients in dressing and undressing; assisting patients in walking and transporting patients by means of wheelchair and stretcher; and cleaning and sterilizing instruments and equipment. May clean rooms, make occupied or unoccupied beds, and take and record temperature, pulse, and respiration rate.

### Professional and Technical Employees, Except Nurses

#### DIETITIAN

A professionally educated person who has a college degree with a major in nutrition, or qualifying experience in nutrition and management of food preparation and service. Does at least one of the following: (a) Plans menus, (b) plans modifications of the normal diet for persons needing special diet treatment, (c) instructs patients and/or employees in principles of nutrition and modifications of the normal diet, and (d) is responsible for selecting, training, and supervising

nonprofessional personnel who handle, prepare, and serve food. In addition, usually performs several or all of the following duties: Purchasing or requesting food, equipment, and supplies; inspecting the purchases received; inspecting work areas and storage facilities for sanitation and safety; maintaining food cost controls; and coordinating dietary services with other units. Excludes food service supervisors who are concerned with day-to-day operations of preparing and serving meals but who do not apply the principles of nutrition to meal planning.

## PHYSICAL THERAPIST

Treats disabilities, injuries, and diseases through the use of massage, exercise, and effective properties of air, water, heat, cold, radiant energy, and electricity, according to prescription of a physician. May instruct

students, interns, and nurses in methods and objectives of physical therapy and may supervise physical therapy aids. May consult with other therapists to coordinate therapeutic programs for individual patients. Normally requires training in approved school of physical therapy. Must be licensed in the State where practicing.

## Service and Maintenance Employees

### COOK

Prepares, seasons, and cooks, by appropriate method, soups, meats, vegetables, desserts, and other foodstuffs, such as sauces, gravies, and salads. Excludes food service supervisors and head cooks who exercise general supervision over kitchen activities.

### GROUNDS KEEPER

(Caretaker, grounds; gardener)

Maintains and protects grounds surrounding buildings. Duties involve most of the following: Mowing lawns; trimming hedges; raking and burning leaves and refuse; trimming driveway and sidewalk edges; and, in winter, shoveling snow from driveways and sidewalks and spreading sand, salt, or ashes on icy surfaces to prevent slipping. May plant and maintain flower beds or perform other landscaping duties.

### HOUSEKEEPER

Supervises the work of cleaning personnel of the establishment and usually performs some of the cleaning work. Duties involve most of the following: Assigning cleaning duties to workers; giving out supplies and equipment; and inspecting work to determine that prescribed standards of efficiency and cleanliness are met. May be in charge of linens, cleaning equipment, and supplies, and take periodic inventories, and may assign certain patients (or residents) to assist employees in the cleaning work.

### KITCHEN HELPER

Performs one or more of the following unskilled kitchen duties: Cleans worktables, meat blocks, refrigerator, and grease trays; sweeps and mops kitchen floors, obtains and distributes supplies and utensils; and watches and stirs cooking foods to prevent burning. Carries dirty utensils to be washed and returns cleaned utensils and polished silver to proper place in kitchen. Cleans pots and

kitchen utensils. Washes dishes by hand or machine. Carries out garbage. Delivers food trays to patient or resident floor and collects dirty dishes from trays. Assists in setting up trays. Dishes up food. Cuts, peels, and washes fruits and vegetables. Makes toast and beverages.

### LAUNDRY WORKER

Performs one or a combination of the nonsupervisory duties required to operate the establishment's laundry facilities. Examples of such duties are: Operating washing or dry-cleaning machines; pressing garments or flat-work by hand or machine; operating an extractor to remove moisture from material; and marking and sorting garments or flat-work.

### MAID OR PORTER

Cleans and services establishment premises. Performs one or more of the following duties: Cleans, mops, and waxes floors. Dusts furniture and equipment. Cleans window sills, empties trash baskets, and arranges furniture and equipment in an orderly fashion. Scours and polishes bathtubs, sinks, mirrors, and similar equipment, and replenishes supply of soap and towels. Polishes brass and cleans and polishes glass panels in doors and partitions. Keeps utility storage rooms in good order by cleaning lockers and equipment, arranging supplies, and sweeping and mopping floors. Performs a variety of related duties.

### MAINTENANCE MAN, BUILDING

(Building mechanics; building repairman; handyman, building)

Keeps the physical structure of buildings in good repair, performing painting, carpentry, and other maintenance duties, and making minor repairs to mechanical equipment usually found in such buildings. Is moderately skilled in the use of the tools of various building trades rather than specializing in one trade.

## Industry Wage Studies

The most recent reports providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its

regional sales offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

### Manufacturing

Basic Iron and Steel, 1967.  
BLS Bulletin 1602<sup>1</sup>  
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732  
Cigar Manufacturing, 1972.  
BLS Bulletin 1796  
Cigarette Manufacturing, 1971.  
BLS Bulletin 1748  
Fabricated Structural Steel, 1969.  
BLS Bulletin 1695  
Fertilizer Manufacturing, 1971.  
BLS Bulletin 1763  
Flour and Other Grain Mill Products, 1972.  
BLS Bulletin 1803  
Fluid Milk Industry, 1964.  
BLS Bulletin 1464<sup>1</sup>  
Footwear, 1971. BLS Bulletin 1792  
Hosiery, 1970. BLS Bulletin 1743  
Industrial Chemicals, 1971.  
BLS Bulletin 1768  
Iron and Steel Foundries, 1967.  
BLS Bulletin 1626<sup>1</sup>  
Leather Tanning and Finishing, 1968.  
BLS Bulletin 1618  
Machinery Manufacturing, 1970-71.  
BLS Bulletin 1754<sup>1</sup>  
Meat Products, 1969. BLS Bulletin 1677  
Men's and Boys' Separate Trousers, 1971.  
BLS Bulletin 1752  
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794  
Men's and Boys' Suits and Coats, 1970.  
BLS Bulletin 1716  
Miscellaneous Plastics Products, 1969.  
BLS Bulletin 1690  
Motor Vehicles and Parts, 1969.  
BLS Bulletin 1679  
Nonferrous Foundries, 1970.  
BLS Bulletin 1726  
Paints and Varnishes, 1970.  
BLS Bulletin 1739  
Paperboard Containers and Boxes, 1970.  
BLS Bulletin 1719  
Petroleum Refining, 1971.  
BLS Bulletin 1741  
Pressed or Blown Glass and Glassware, 1970.  
BLS Bulletin 1713  
Pulp, Paper, and Paperboard Mills, 1967.  
BLS Bulletin 1608<sup>1</sup>  
Southern Sawmills and Planing Mills, 1969.  
BLS Bulletin 1694

### Manufacturing—Continued

Structural Clay Products, 1969.  
BLS Bulletin 1697  
Synthetic Fibers, 1970. BLS Bulletin 1740  
Textile Dyeing and Finishing, 1970.  
BLS Bulletin 1757  
Textiles, 1971. BLS Bulletin 1801  
West Coast Sawmilling, 1969.  
BLS Bulletin 1704  
Women's and Misses' Coats and Suits, 1970.  
BLS Bulletin 1728  
Women's and Misses' Dresses, 1971.  
BLS Bulletin 1783<sup>1</sup>  
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793  
Work Clothing, 1968. BLS Bulletin 1624<sup>1</sup>

### Nonmanufacturing

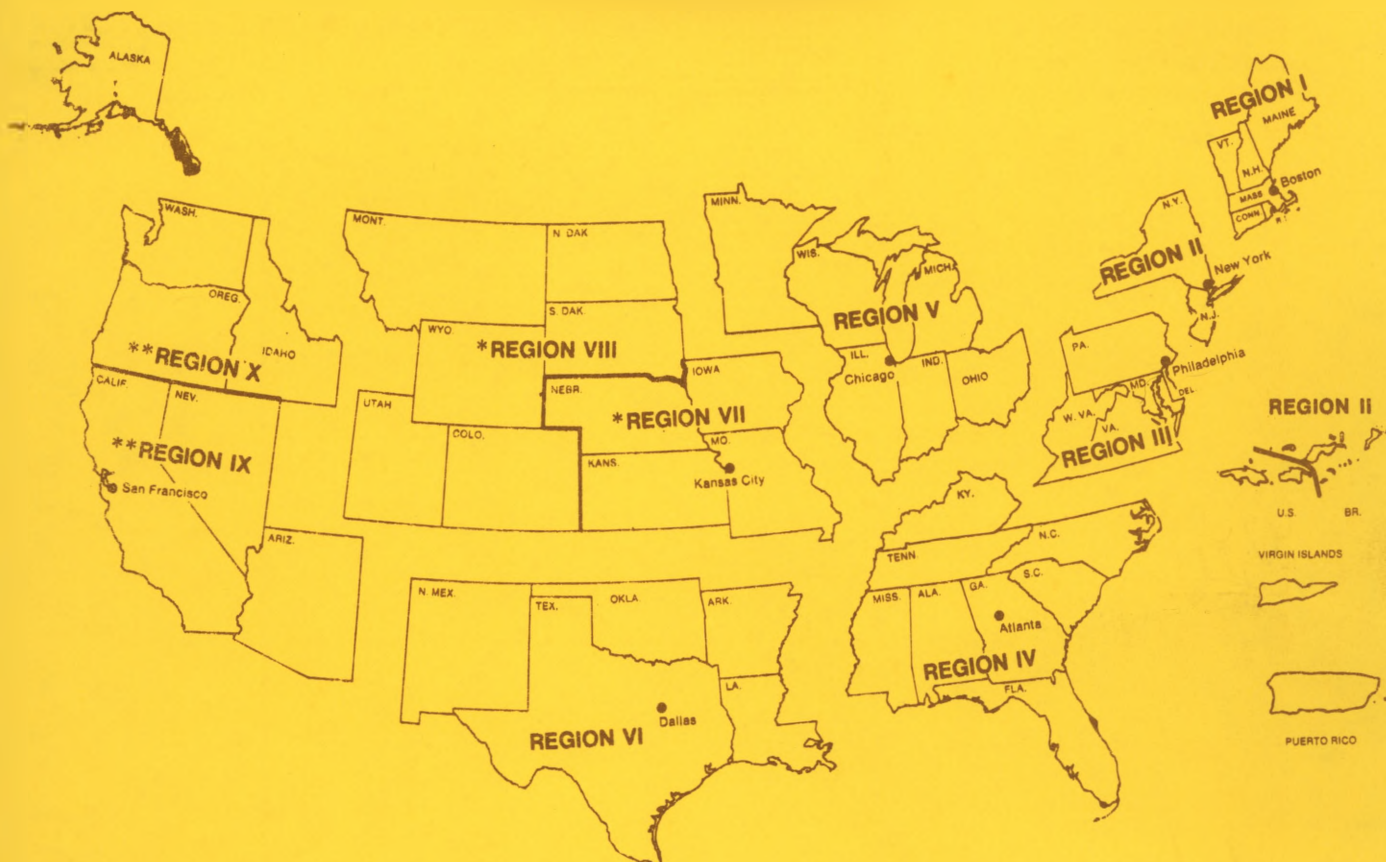
Appliance Repair Shops, 1972.  
BLS Bulletin 1838  
Auto Dealer Repair Shops, 1969.  
BLS Bulletin 1689  
Banking, 1969. BLS Bulletin 1703  
Bituminous Coal Mining, 1967.  
BLS Bulletin 1583  
Communications, 1972.  
BLS Bulletin 1828  
Contract Cleaning Services, 1971.  
BLS Bulletin 1778  
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797  
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671  
Electric and Gas Utilities, 1967.  
BLS Bulletin 1614  
Hospitals, 1972. BLS Bulletin 1829  
Laundry and Cleaning Services, 1968.  
BLS Bulletin 1645<sup>1</sup>  
Life Insurance, 1971. BLS Bulletin 1791  
Metal Mining, 1972. BLS Bulletin 1820  
Motion Picture Theaters, 1966.  
BLS Bulletin 1542<sup>1</sup>  
Nursing Homes and Related Facilities, 1967-68. BLS Bulletin 1638  
Scheduled Airlines, 1970.  
BLS Bulletin 1734  
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712

<sup>1</sup> Bulletin out of stock.



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