

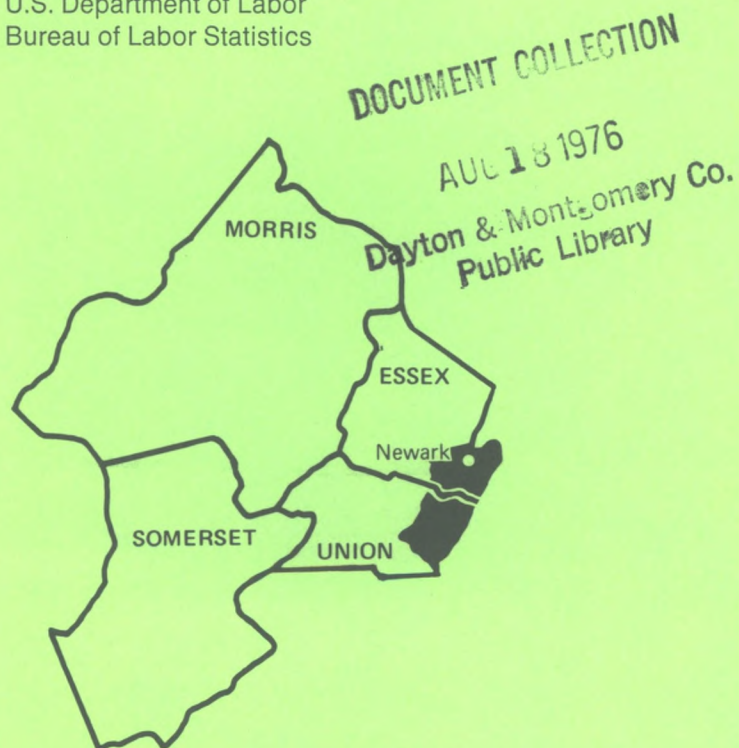
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1900-10

Area Wage Survey Newark, New Jersey, Metropolitan Area, January 1976



Bulletin 1900-10

U.S. Department of Labor
Bureau of Labor Statistics



AUG 17 '76

Preface

This bulletin provides results of a January 1976 survey of occupational earnings in the Newark, New Jersey, Standard Metropolitan Statistical Area (Essex, Morris, Somerset, and Union Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program, which is designed to yield data for individual metropolitan areas as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 84 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed; the second presents national and regional estimates, projected from individual metropolitan area data.

The Newark survey was conducted by the Bureau's regional office in New York, N.Y., under the general direction of Alvin I. Margulis, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings in the Newark area is available for the moving and storage industry. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

Area Wage Survey: Newark, New Jersey, Metropolitan Area January 1976

Bulletin 1900-10 June 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

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Introduction

This area is 1 of 84 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical,

(c) maintenance, toolroom, and powerplant, and (d) material movement and custodial. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Table A-7 provides percent changes in average hourly earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field economists to classify workers by occupation.

A. Earnings

Table A-1. Weekly earnings of office workers in Newark, N.J., January 1976

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						85	90	95	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	and over		
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						90	95	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	over			
ALL WORKERS																													
SECRETARIES -----	6,548	38.0	\$ 191.50	\$ 185.00	\$ 165.00-216.00	-	-	1	13	35	69	257	416	540	768	747	726	556	973	758	284	237	77	52	20	19			
MANUFACTURING -----	3,863	38.5	189.00	184.00	166.00-210.00	-	-	-	-	14	7	150	212	308	512	489	507	342	553	532	97	105	14	16	3	2			
NONMANUFACTURING -----	2,685	37.0	195.00	188.00	161.00-220.50	-	-	1	13	21	62	107	204	232	256	258	219	214	420	226	187	132	63	36	17	17			
PUBLIC UTILITIES -----	277	37.5	228.00	220.50	197.50-244.50	-	-	-	-	-	-	4	2	11	16	17	35	44	40	48	25	7	16	9	1				
WHOLESALE TRADE -----	307	38.0	222.50	226.00	186.50-257.50	-	-	-	-	5	-	14	13	15	25	6	26	38	57	29	45	17	8	3	4				
FINANCE -----	1,348	36.5	171.50	168.00	150.00-190.00	-	-	-	8	18	54	83	174	177	190	163	136	99	159	45	26	8	6	2	-	-			
SERVICES -----	660	38.0	219.00	217.50	185.00-245.50	-	-	-	-	-	-	15	3	25	31	50	50	52	162	80	80	52	33	10	5	12			
SECRETARIES, CLASS A -----	218	37.5	231.50	225.00	183.00-257.00	-	-	-	-	-	5	-	1	12	4	11	22	7	21	49	32	14	14	9	10	7			
MANUFACTURING -----	96	38.5	228.00	225.00	202.00-246.00	-	-	-	-	-	-	-	-	-	-	-	22	-	16	26	12	11	4	2	1	2			
NONMANUFACTURING -----	122	37.0	234.50	235.00	175.00-284.50	-	-	-	-	-	5	-	1	12	4	11	-	7	5	23	23	3	10	7	9	5			
FINANCE -----	52	37.0	217.00	225.00	175.00-247.00	-	-	-	-	-	-	-	-	-	5	3	11	-	2	14	11	1	3	2	-	-			
SECRETARIES, CLASS B -----	1,033	37.5	211.00	209.00	180.00-237.00	-	-	-	1	1	21	29	21	48	48	77	93	87	195	168	80	96	34	21	5	8			
MANUFACTURING -----	438	38.5	222.50	224.50	200.00-243.00	-	-	-	-	-	-	-	-	5	5	33	35	27	81	120	56	71	5	-	-	-			
NONMANUFACTURING -----	595	37.0	202.50	193.00	160.00-226.00	-	-	-	1	1	21	29	21	43	43	44	50	60	114	48	24	25	29	21	5	8			
PUBLIC UTILITIES -----	58	38.0	242.00	236.50	193.50-285.50	-	-	-	-	-	-	-	-	-	3	1	2	3	12	4	2	8	6	11	-	-			
WHOLESALE TRADE -----	57	37.5	238.00	235.50	218.00-269.00	-	-	-	-	-	-	-	-	6	1	-	2	15	9	6	3	3	8	3	-	-			
FINANCE -----	338	36.5	187.00	190.00	166.50-207.00	-	-	-	-	-	19	18	23	27	22	41	49	70	26	15	7	3	7	1	-	-			
SERVICES -----	95	37.5	229.00	216.00	176.50-288.00	-	-	-	-	-	-	7	1	1	6	17	5	4	11	7	-	7	7	2	2	8			
SECRETARIES, CLASS C -----	2,555	38.0	201.00	197.50	175.00-220.50	-	-	1	5	1	3	42	47	90	266	287	305	299	553	327	169	106	29	22	5	4			
MANUFACTURING -----	1,541	39.0	197.00	196.00	175.00-214.00	-	-	-	-	-	25	18	38	189	175	225	103	393	237	28	9	5	14	2	-	-			
NONMANUFACTURING -----	1,014	37.5	207.50	200.50	177.00-241.00	-	-	1	5	1	3	17	29	52	77	112	80	116	160	90	141	91	24	8	3	4			
PUBLIC UTILITIES -----	177	36.5	219.00	217.00	199.50-242.50	-	-	-	-	-	-	4	-	8	12	9	26	34	19	43	17	1	4	-	-	-			
WHOLESALE TRADE -----	193	38.5	223.00	226.50	196.00-253.50	-	-	-	-	-	-	8	4	8	15	6	22	21	44	22	29	14	-	-	-	-			
FINANCE -----	367	36.0	180.00	180.00	167.50-195.00	-	-	-	1	-	2	6	13	39	54	69	61	47	70	5	-	-	-	-	-	-			
SERVICES -----	249	38.5	232.50	245.50	202.00-262.00	-	-	-	-	-	-	8	-	8	6	16	-	21	29	22	74	45	4	4	3	4			
SECRETARIES, CLASS D -----	2,742	38.0	172.00	168.00	151.00-186.00	-	-	-	7	33	40	186	347	390	450	372	306	163	204	214	3	27	-	-	-	-			
MANUFACTURING -----	1,788	38.5	172.00	169.00	152.00-185.50	-	-	-	-	14	7	125	194	265	318	281	225	132	63	149	1	14	-	-	-	-			
NONMANUFACTURING -----	954	37.0	171.50	165.00	147.50-194.50	-	-	-	7	19	33	61	153	125	132	91	81	31	141	65	2	13	-	-	-	-			
PUBLIC UTILITIES -----	26	40.0	208.50	225.00	194.50-225.00	-	-	-	-	-	-	-	-	2	-	3	-	6	-	14	1	-	-	-	-	-			
FINANCE -----	591	36.0	153.50	153.00	143.00-165.00	-	-	-	7	18	33	59	143	110	106	61	34	3	17	-	-	-	-	-	-	-			
STENOGRAPHERS, GENERAL -----	671	37.5	161.50	157.00	140.00-186.50	-	-	-	3	31	72	60	113	71	35	109	44	83	34	5	11	-	-	-	-	-			
MANUFACTURING -----	183	38.0	158.00	157.00	141.00-175.00	-	-	-	2	4	14	16	23	35	5	70	-	14	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	488	37.5	163.00	154.00	137.50-189.50	-	-	-	1	27	58	44	90	36	30	39	44	69	34	5	11	-	-	-	-	-			
PUBLIC UTILITIES -----	158	37.0	188.50	190.00	174.50-199.00	-	-	-	-	-	-	8	10	15	20	26	44	24	5	6	-	-	-	-	-	-			
FINANCE -----	181	36.5	135.50	134.00	124.50-145.00	-	-	-	1	27	54	29	43	14	3	9	-	1	-	-	-	-	-	-	-	-			
STENOGRAPHERS, SENIOR -----	931	38.0	182.00	182.50	156.00-201.50	-	-	-	1	5	13	47	89	90	62	121	157	80	165	69	21	11	-	-	-	-			
MANUFACTURING -----	334	38.5	185.00	184.00	172.00-206.50	-	-	-	-	-	4	15	25	22	8	46	92	21	76	8	7	10	-	-	-	-			
NONMANUFACTURING -----	597	37.5	180.50	178.50	152.00-201.50	-	-	-	1	5	9	32	64	68	54	75	65	59	89	61	14	1	-	-	-	-			
WHOLESALE TRADE -----	137	38.0	196.00	201.50	178.00-213.00	-	-	-	-	-	1	5	13	9	2	6	9	66	14	7	-	-	-	-	-	-			
FINANCE -----	116	35.5	149.50	149.00	138.00-160.00	-	-	-	1	5	8	20	33	20	11	10	6	2	-	-	-	-	-	-	-	-			
SERVICES -----	326	37.5	183.50	180.00	165.00-197.50	-	-	-	-	-	-	7	26	34	33	62	52	44	18	42	7	1	-	-	-	-			
TRANSCRIBING-MACHINE TYPISTS -----	212	36.5	146.00	143.50	134.00-155.00	-	-	-	-	22	21	46	56	22	13	13	14	-	5	-	-	-	-	-	-	-			
NONMANUFACTURING -----	189	36.0	141.50	142.00	130.50-148.50	-	-	-	-	22	21	46	56	20	13	11	-	-	-	-	-	-	-	-	-	-			
FINANCE -----	184	36.0	141.50	142.00	131.50-148.00	-	-	-	-	20	20	46	56	20	11	11	-	-	-	-	-	-	-	-	-	-			
TYPISTS, CLASS A -----	861	37.0	141.50	137.00	122.50-151.00	-	-	2	19	112	190	135	187	63	56	21	20	24	17	5	8	2	-	-	-	-			
MANUFACTURING -----	211	39.0	144.50	142.50	130.00-151.50	-	-	-	-	15	32	42	66	17	16	4	2	15	1	1	-	-	-	-	-	-			
NONMANUFACTURING -----	650	36.5	140.50	132.50	122.00-149.00	-	-	2	19	97	158	93	121	46	40	17	18	9	16	4	8	2	-	-	-	-			
PUBLIC UTILITIES -----	26	37.0	220.00	219.00	202.50-245.50	-	-	-	-	-	-	-	-	-	-	3	-	2	13	-	8	-	-	-	-	-			
FINANCE -----	546	36.0	132.00	130.00	120.00-143.50	-	-	2	19	96	157	89	115	36	15	8	9	-	-	-	-	-	-	-	-	-			
SERVICES -----	58	37.5	176.00	165.50	161.50-181.50	-	-	-	-	-	-	4	2	2	23	6	9	7	-	3	-	2	-	-	-	-			

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Newark, N.J., January 1976—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						

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Table A-1. Weekly earnings of office workers in Newark, N.J., January 1976—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360 and over			
						90	95	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	over				
ALL WORKERS-- CONTINUED			\$	\$	\$																									
ACCOUNTING CLERKS, CLASS B -----	1,309	37.5	155.50	147.50	132.50-168.00	-	4	-	24	98	148	191	249	161	116	69	55	76	41	17	4	56	-	-	-	-	-	-	-	
MANUFACTURING -----	519	38.5	151.00	148.00	136.00-164.00	-	-	-	4	26	35	106	121	78	65	21	26	9	26	2	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	790	37.0	158.50	147.50	128.50-177.00	-	4	-	20	72	113	85	128	83	51	48	29	67	15	15	4	56	-	-	-	-	-	-		
PUBLIC UTILITIES -----	212	37.0	199.00	191.50	173.50-226.50	-	-	-	-	-	4	9	4	17	8	17	19	67	6	13	4	44	-	-	-	-	-	-		
WHOLESALE TRADE -----	141	37.5	166.00	154.00	140.00-177.00	-	4	-	-	2	11	18	24	19	16	17	0	-	8	2	-	12	-	-	-	-	-	-		
FINANCE -----	336	36.5	133.50	132.50	120.00-145.00	-	-	-	15	65	78	54	79	22	15	5	2	-	1	-	-	-	-	-	-	-	-	-		
SERVICES -----	83	38.0	147.00	154.50	129.50-159.50	-	-	-	-	5	19	3	14	24	9	9	-	-	-	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	145	36.5	135.50	135.00	105.00-155.00	-	-	-	44	1	18	18	-	44	8	8	-	4	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	104	37.0	130.00	124.00	105.00-156.50	-	-	-	39	1	18	18	-	8	8	8	-	4	-	-	-	-	-	-	-	-	-	-		
BILLING-MACHINE BILLERS -----	91	37.5	157.00	145.00	125.00-188.00	-	-	-	5	7	14	17	16	2	-	6	12	-	-	4	4	4	-	-	-	-	-	-		
PAYROLL CLERKS -----	165	37.0	166.50	165.00	147.00-179.00	-	-	-	-	5	20	3	15	22	24	38	13	8	6	5	3	3	-	-	-	-	-	-		
MANUFACTURING -----	103	37.0	163.50	165.00	135.00-174.50	-	-	-	-	5	20	3	3	12	14	30	2	-	6	5	-	3	-	-	-	-	-	-		
NONMANUFACTURING -----	62	37.0	171.00	165.50	150.50-182.00	-	-	-	-	-	-	-	12	10	10	8	11	8	-	-	3	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS A -----	659	37.5	177.50	167.00	150.00-197.00	-	-	-	-	9	9	52	87	113	71	51	50	77	48	25	53	11	3	-	-	-	-	-		
MANUFACTURING -----	232	39.0	168.50	163.00	147.00-183.50	-	-	-	-	-	2	22	42	28	51	24	23	14	16	-	-	7	3	-	-	-	-	-		
NONMANUFACTURING -----	427	37.0	182.00	176.00	150.00-201.50	-	-	-	-	9	7	30	45	85	20	27	27	53	32	25	53	4	-	-	-	-	-	-		
WHOLESALE TRADE -----	121	38.5	207.00	198.00	195.50-233.00	-	-	-	-	-	-	-	9	2	3	2	3	45	21	8	24	4	-	-	-	-	-	-		
FINANCE -----	187	36.0	154.50	152.00	145.00-169.50	-	-	-	-	9	5	27	20	72	16	12	20	6	-	-	-	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	1,012	37.5	153.50	151.00	130.00-173.00	-	2	2	12	117	116	111	119	119	119	125	38	98	7	14	11	2	-	-	-	-	-	-		
MANUFACTURING -----	302	39.0	156.00	153.00	140.00-169.00	-	-	-	2	11	32	17	67	54	49	27	4	33	3	-	1	2	-	-	-	-	-	-		
NONMANUFACTURING -----	710	36.5	152.50	150.00	127.00-175.00	-	-	-	10	106	84	94	52	65	70	98	34	65	4	14	10	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	194	35.5	178.00	181.00	165.00-191.50	-	-	-	-	-	6	3	11	20	23	34	16	63	4	14	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	112	38.0	165.50	173.00	139.00-176.50	-	-	-	1	2	6	28	9	2	7	41	4	2	-	-	10	-	-	-	-	-	-	-		
FINANCE -----	322	36.5	138.50	131.00	122.00-156.50	-	-	-	3	68	64	54	31	41	26	21	14	-	-	-	-	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	87	37.5	140.00	131.00	126.00-149.00	-	-	-	1	13	24	10	19	2	6	5	2	5	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	85	37.5	139.50	131.00	126.00-147.00	-	-	-	1	13	24	10	19	2	6	4	1	5	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Newark, N.J., January 1976

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	and over						
						90	95	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	over							
ALL WORKERS																																	
SECRETARIES -----	4,924	38.0	\$ 194.50	\$ 189.00	\$ 165.00-220.00	-	-	1	13	17	47	180	305	349	606	503	492	421	757	644	254	194	61	41	20	19							
MANUFACTURING -----	2,975	39.0	191.50	186.00	166.00-215.00	-	-	-	-	-	1	100	155	219	422	341	342	277	455	467	83	89	14	5	3	2							
NONMANUFACTURING -----	1,949	37.0	198.50	192.50	163.00-229.00	-	-	1	13	17	46	80	150	130	184	162	150	144	302	177	171	105	47	36	17	17							
PUBLIC UTILITIES -----	269	37.5	228.50	220.50	199.50-243.00	-	-	-	-	-	-	4	-	-	11	16	15	35	46	40	46	23	7	16	9	1							
WHOLESALE TRADE -----	175	38.5	230.00	233.50	196.50-261.50	-	-	-	-	-	-	6	7	10	11	4	11	18	38	25	22	8	8	3	4								
FINANCE -----	986	36.5	171.50	168.00	149.00-190.00	-	-	-	8	14	43	71	130	114	146	114	97	75	102	34	22	8	6	2	-								
SECRETARIES, CLASS A -----	86	37.5	273.00	271.50	242.00-307.00	-	-	-	-	-	-	1	-	2	-	-	-	5	13	18	14	7	9	10	7								
NONMANUFACTURING -----	54	36.5	274.00	262.50	235.00-320.50	-	-	-	-	-	-	1	-	2	-	-	-	5	9	10	3	3	7	9	5								
SECRETARIES, CLASS B -----	750	36.0	222.00	220.00	192.00-247.00	-	-	-	1	1	10	10	8	15	33	36	53	61	140	145	78	91	34	21	5	8							
MANUFACTURING -----	357	38.5	229.00	230.00	210.00-247.00	-	-	-	-	-	-	-	-	5	10	20	21	65	110	54	67	5	-	-	-								
NONMANUFACTURING -----	393	37.0	216.00	206.00	179.00-248.00	-	-	-	1	1	10	10	8	15	28	26	33	40	75	35	24	24	29	21	5	8							
PUBLIC UTILITIES -----	55	38.0	243.50	237.50	203.00-288.50	-	-	-	-	-	-	-	-	3	1	6	3	12	4	2	7	6	11	-	-								
FINANCE -----	233	36.5	196.00	194.00	173.00-217.00	-	-	-	-	-	8	6	6	12	21	21	23	33	53	25	15	7	3	-	-								
SECRETARIES, CLASS C -----	2,016	38.5	203.50	200.00	179.00-225.50	-	-	1	5	1	3	13	34	57	207	197	231	240	451	301	155	80	20	11	5	4							
MANUFACTURING -----	1,253	39.0	199.00	198.00	179.50-216.00	-	-	-	-	-	-	4	7	22	159	127	164	167	346	222	20	5	5	3	2	-							
NONMANUFACTURING -----	763	37.0	211.00	207.00	178.50-245.00	-	-	1	5	1	3	9	27	35	48	70	67	73	105	79	135	75	15	8	3	4							
PUBLIC UTILITIES -----	174	36.5	218.50	217.00	198.00-242.50	-	-	-	-	-	-	-	4	-	8	12	9	26	34	19	41	16	1	4	-								
WHOLESALE TRADE -----	116	38.0	224.50	233.50	201.50-250.00	-	-	-	-	-	-	6	4	3	7	2	7	13	35	18	16	5	-	-	-								
FINANCE -----	280	36.0	179.00	180.00	165.00-194.00	-	-	-	1	-	2	6	13	30	36	51	52	39	45	5	-	-	-	-	-								
SECRETARIES, CLASS D -----	2,072	38.0	172.00	167.00	151.00-186.00	-	-	-	7	15	34	157	262	277	364	270	208	120	161	185	3	9	-	-	-	-							
MANUFACTURING -----	1,333	39.0	172.50	169.00	153.00-185.00	-	-	-	-	-	1	96	148	197	258	204	158	89	44	131	1	6	-	-	-	-							
NONMANUFACTURING -----	739	37.0	171.00	165.00	145.00-197.50	-	-	-	7	15	33	61	114	80	106	66	50	31	117	54	2	3	-	-	-	-							
FINANCE -----	452	36.5	151.00	150.00	140.00-164.00	-	-	-	7	14	33	59	111	72	87	42	22	3	2	-	-	-	-	-	-	-							
STENOGRAPHERS, GENERAL -----	456	38.0	164.00	160.00	137.50-195.00	-	-	-	3	12	53	56	67	32	35	33	44	79	34	5	3	-	-	-	-	-							
MANUFACTURING -----	87	39.5	147.50	141.00	132.00-159.00	-	-	-	2	4	14	16	23	7	5	2	-	14	-	-	-	-	-	-	-	-							
NONMANUFACTURING -----	369	37.5	168.00	168.50	140.50-197.50	-	-	-	1	8	39	40	44	25	30	31	44	65	34	5	3	-	-	-	-	-							
PUBLIC UTILITIES -----	152	36.5	186.50	189.50	174.00-199.00	-	-	-	-	-	-	-	8	10	15	20	26	44	24	5	-	-	-	-	-	-							
FINANCE -----	100	36.0	135.00	133.00	126.00-145.50	-	-	-	1	8	35	25	16	10	3	1	-	1	-	-	-	-	-	-	-	-							
STENOGRAPHERS, SENIOR -----	474	38.0	184.50	184.50	154.00-207.50	-	-	-	1	5	12	24	55	40	20	45	65	14	122	56	14	1	-	-	-	-							
MANUFACTURING -----	179	39.0	180.00	184.50	155.50-207.50	-	-	-	-	-	4	4	22	19	8	22	40	2	50	8	-	-	-	-	-	-							
NONMANUFACTURING -----	295	37.0	187.00	190.00	154.00-215.50	-	-	-	1	5	8	20	33	21	12	23	25	12	72	48	14	1	-	-	-	-							
FINANCE -----	115	35.5	149.50	149.00	137.50-159.50	-	-	-	1	5	8	20	33	20	11	10	5	2	-	-	-	-	-	-	-	-							
TRANSCRIBING-MACHINE TYPISTS -----	82	36.5	147.50	147.00	129.00-160.00	-	-	-	-	13	8	12	12	16	9	7	-	-	5	-	-	-	-	-	-	-							
NONMANUFACTURING -----	77	36.5	144.00	145.00	128.50-156.00	-	-	-	-	13	8	12	12	16	9	7	-	-	-	-	-	-	-	-	-	-							
FINANCE -----	72	36.0	144.00	145.00	129.50-155.50	-	-	-	-	11	7	12	12	16	7	7	-	-	-	-	-	-	-	-	-	-							
TYPISTS, CLASS A -----	529	37.0	141.50	134.50	122.00-155.50	-	-	2	19	85	109	93	63	41	45	21	13	13	13	5	5	2	-	-	-	-							
MANUFACTURING -----	155	39.5	145.50	141.00	130.00-157.00	-	-	-	-	6	32	33	36	13	16	4	2	11	1	1	-	-	-	-	-	-							
NONMANUFACTURING -----	374	36.0	140.00	130.00	117.50-155.50	-	-	2	19	79	77	60	27	28	29	17	11	2	12	4	5	2	-	-	-	-							
FINANCE -----	316	36.0	131.00	127.50	116.00-141.00	-	-	2	19	78	76	60	25	26	13	8	9	-	-	-	-	-	-	-	-	-							
TYPISTS, CLASS B -----	905	37.5	138.00	133.50	119.00-149.00	-	7	11	86	135	171	143	129	59	31	75	25	9	-	3	21	-	-	-	-	-							
MANUFACTURING -----	222	39.0	133.00	130.00	122.00-142.00	-	-	-	13	26	65	52	26	21	6	10	1	-	-	-	-	-	-	-	-	-							
NONMANUFACTURING -----	683	36.5	139.50	134.00	118.00-153.50	-	7	9	73	109	106	91	103	38	25	65	24	9	-	3	21	-	-	-	-	-							
PUBLIC UTILITIES -----	104	37.0	170.50	173.00	157.00-182.50	-	-	-	-	-	-	4	11	19	11	27	21	6	-	3	2	-	-	-	-	-							
WHOLESALE TRADE -----	78	38.5	180.00	173.00	143.50-191.00	-	-	-	-	9	8	2	3	-	-	33	1	3	-	-	19	-	-	-	-	-							
FINANCE -----	464	36.0	126.50	124.50	111.50-140.00	-	7	8	71	97	87	77	80	16	14	5	2	-	-	-	-	-	-	-	-	-							
FILE CLERKS, CLASS A -----	92	37.0	153.00	150.00	136.00-166.00	-	-	3	9	3	2	12	16	20	7	5	2	1	7	5	-	-	-	-	-	-							
NONMANUFACTURING -----	74	36.5	142.50	145.00	134.50-153.50	-	-	3	9	3	2	12	16	20	4	3	-	-	-	2	-	-	-	-	-	-							
FINANCE -----	65	36.0	138.00	143.00	128.50-151.50	-	-	3	9	3	2	12	14	18	2	2	-	-	-	-	-	-	-	-	-	-							

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Newark, N.J., January 1976—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	and over				
						90	95	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	over					
ALL WORKERS-- CONTINUED																															
FILE CLERKS, CLASS B -----	175	37.0	\$ 133.00	\$ 127.00	\$ 116.00-133.50	-	6	2	23	24	58	30	8	6	4	-	2	-	2	-	10	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	155	37.0	132.50	127.00	116.00-132.50	-	6	2	19	22	55	28	6	2	3	-	-	-	2	-	10	-	-	-	-	-	-	-	-		
FINANCE -----	119	36.0	122.50	127.00	111.50-131.50	-	6	2	19	12	47	26	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FILE CLERKS, CLASS C -----	279	37.5	121.50	116.50	110.00-134.00	-	2	13	58	87	43	27	34	7	2	-	3	2	-	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	237	37.0	122.00	117.50	109.00-134.50	-	2	7	56	67	38	27	28	6	-	-	3	2	-	1	-	-	-	-	-	-	-	-	-		
FINANCE -----	182	37.5	119.50	115.00	108.50-127.00	-	2	4	50	61	22	17	24	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
MESSENGERS -----	363	38.0	135.50	126.00	111.00-149.50	-	-	9	77	38	81	30	38	15	21	23	3	18	-	-	9	1	-	-	-	-	-	-	-		
MANUFACTURING -----	99	39.0	135.50	129.00	124.00-145.00	-	-	2	7	5	37	17	17	1	2	9	-	-	-	-	1	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	264	37.5	135.50	126.00	106.00-159.00	-	-	7	70	33	44	13	21	14	19	14	3	18	-	-	8	-	-	-	-	-	-	-	-		
FINANCE -----	137	37.0	112.50	106.00	100.00-120.50	-	-	6	70	24	22	8	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS -----	223	38.5	166.50	157.00	140.00-194.50	-	1	1	5	10	15	22	38	24	20	8	8	21	33	11	5	1	-	-	-	-	-	-	-		
MANUFACTURING -----	73	39.0	165.50	163.00	141.00-175.00	-	-	-	-	-	5	6	13	11	15	5	4	2	8	-	3	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	150	38.5	167.00	156.50	136.50-202.00	-	1	1	5	10	10	16	25	13	5	3	4	19	25	11	2	-	-	-	-	-	-	-	-		
FINANCE -----	56	37.0	138.50	138.00	129.50-144.00	-	-	-	2	4	9	16	14	7	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-		
ORDER CLERKS -----	135	39.0	160.00	154.50	136.00-174.00	-	-	-	1	4	12	20	23	21	11	17	0	9	4	-	2	5	-	-	-	-	-	-	-		
MANUFACTURING -----	106	38.5	159.50	156.50	141.50-174.50	-	-	-	-	-	8	16	20	15	11	17	0	9	2	-	2	-	-	-	-	-	-	-	-		
ACCOUNTING CLERKS, CLASS A -----	491	38.5	190.00	179.50	158.00-218.50	-	-	-	4	18	14	23	20	53	54	60	58	30	37	41	36	9	20	6	3	5	-	-	-		
MANUFACTURING -----	280	39.0	185.50	179.50	159.00-206.00	-	-	-	-	12	6	8	17	31	34	32	34	27	27	26	6	7	13	-	-	-	-	-	-		
NONMANUFACTURING -----	211	37.5	196.00	179.50	157.00-236.50	-	-	-	4	6	8	15	3	22	20	28	24	3	10	15	30	2	7	6	3	5	-	-	-		
FINANCE -----	101	36.0	166.00	166.50	155.00-179.50	-	-	-	3	3	6	7	1	17	17	23	12	-	8	2	2	-	-	-	-	-	-	-	-		
ACCOUNTING CLERKS, CLASS B -----	776	38.0	162.00	153.50	136.50-181.00	-	4	-	18	38	73	112	102	99	70	45	49	73	22	17	4	50	-	-	-	-	-	-	-		
MANUFACTURING -----	327	39.0	153.00	150.00	138.00-168.00	-	-	-	2	16	21	66	53	55	48	21	26	6	11	2	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	449	37.0	169.00	158.00	133.00-191.50	-	4	-	16	22	52	46	49	44	22	24	23	67	11	15	4	50	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	204	37.0	200.50	191.50	175.00-235.00	-	-	-	-	-	-	9	4	17	8	17	19	67	2	13	4	44	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	80	38.0	160.50	147.00	132.00-167.50	-	4	-	-	2	11	8	18	13	4	2	2	-	8	2	-	6	-	-	-	-	-	-	-		
FINANCE -----	146	36.5	134.50	132.00	120.00-147.50	-	-	-	11	20	35	27	25	13	7	5	2	-	1	-	-	-	-	-	-	-	-	-	-		
PAYROLL CLERKS -----	55	37.5	185.50	181.00	163.50-191.50	-	-	-	-	-	-	-	8	4	6	4	13	8	2	5	2	3	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS A -----	556	37.5	173.50	162.00	149.00-196.00	-	-	-	-	9	9	52	76	113	50	38	35	76	42	17	29	7	3	-	-	-	-	-	-		
MANUFACTURING -----	181	39.0	168.50	162.00	146.00-184.50	-	-	-	-	-	2	22	31	28	30	18	16	14	10	-	-	7	3	-	-	-	-	-	-		
NONMANUFACTURING -----	375	36.5	176.00	166.00	150.00-197.00	-	-	-	-	9	7	30	45	85	20	19	62	32	32	17	29	-	-	-	-	-	-	-	-		
FINANCE -----	178	36.0	153.00	150.00	144.50-160.00	-	-	-	-	9	5	27	20	72	16	12	12	5	-	-	-	-	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	708	37.0	157.50	158.50	131.00-177.50	-	2	2	12	75	72	73	62	59	88	109	34	86	7	14	11	2	-	-	-	-	-	-	-		
MANUFACTURING -----	186	39.0	157.00	158.00	140.00-170.00	-	-	-	2	11	15	15	34	18	41	23	-	21	3	-	1	2	-	-	-	-	-	-	-		
NONMANUFACTURING -----	522	36.5	157.50	160.00	129.00-179.50	-	2	2	10	64	57	58	28	41	47	86	34	65	4	14	10	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	190	35.5	178.50	182.00	165.00-191.50	-	-	-	-	-	6	3	11	20	23	30	16	63	4	14	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	78	37.5	175.50	174.00	153.50-178.50	-	-	-	1	2	6	7	3	2	-	41	4	2	-	-	10	-	-	-	-	-	-	-	-		
FINANCE -----	210	36.5	139.00	131.00	121.00-158.50	-	-	-	3	46	37	45	13	17	22	13	14	-	-	-	-	-	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS C -----	87	37.5	140.00	131.00	126.00-149.00	-	-	-	1	13	24	10	19	2	6	5	2	5	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	85	37.5	139.50	131.00	126.00-147.00	-	-	-	1	13	24	10	19	2	6	4	1	5	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Newark, N.J., January 1976

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						Under \$140	140 and under 150	150-160	160-170	170-180	180-190	190-200	200-220	220-240	240-260	260-280	280-300	300-320	320-340	340-360	360-380	380-400	400-440	440-480	480-520	and over			
ALL WORKERS																													
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	466	37.5	\$ 389.00	\$ 382.00	\$ 350.00-435.00	-	-	-	-	-	-	-	-	-	-	3	22	27	42	73	56	64	77	82	16	4	-	-	-
MANUFACTURING -----	161	38.5	381.00	380.00	340.00-423.50	-	-	-	-	-	-	-	-	-	-	6	20	13	25	16	26	33	21	1	-	-	-	-	-
NONMANUFACTURING -----	305	36.5	393.50	384.00	350.50-447.50	-	-	-	-	-	-	-	-	-	-	3	16	7	29	48	40	38	44	61	15	4	-	-	-
FINANCE -----	175	36.5	359.50	358.00	333.00-383.00	-	-	-	-	-	-	-	-	-	-	3	16	5	27	39	35	29	16	-	4	-	-	-	-
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	564	37.0	331.00	328.50	301.50-360.00	-	-	-	-	-	-	-	10	3	19	37	60	114	103	68	51	38	55	-	-	-	-	-	-
MANUFACTURING -----	139	39.0	321.00	318.00	294.50-352.00	-	-	-	-	-	-	-	-	3	7	12	22	27	24	28	5	10	1	-	-	-	-	-	-
NONMANUFACTURING -----	425	36.5	334.50	331.00	303.50-363.50	-	-	-	-	-	-	-	10	-	12	25	44	67	79	40	46	28	54	-	-	-	-	-	-
FINANCE -----	256	36.5	311.00	311.50	290.00-329.00	-	-	-	-	-	-	-	9	-	10	24	43	61	43	24	12	4	6	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C -----	120	37.0	299.50	293.50	267.00-322.50	-	-	-	-	-	-	-	2	8	16	15	25	23	12	4	6	3	6	-	-	-	-	-	-
MANUFACTURING -----	55	38.5	292.50	280.00	255.50-303.50	-	-	-	-	-	-	-	2	8	7	10	10	10	6	-	-	-	2	-	-	-	-	-	-
NONMANUFACTURING -----	65	36.0	314.00	311.00	287.50-341.50	-	-	-	-	-	-	-	-	-	9	5	15	13	6	4	6	3	4	-	-	-	-	-	-
COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	303	38.0	318.00	312.50	278.50-349.00	-	-	-	-	-	-	2	11	10	10	50	44	36	53	27	10	15	29	6	-	-	-	-	-
MANUFACTURING -----	80	38.5	342.50	328.50	299.50-406.00	-	-	-	-	-	-	-	-	-	-	9	13	7	19	7	1	-	24	-	-	-	-	-	-
NONMANUFACTURING -----	223	37.5	309.00	304.00	275.00-339.00	-	-	-	-	-	-	2	11	10	10	41	31	29	34	20	9	15	5	6	-	-	-	-	-
FINANCE -----	67	36.5	298.50	307.50	257.00-334.50	-	-	-	-	-	-	2	8	4	3	3	6	17	10	9	1	4	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	464	37.5	267.00	260.00	243.50-280.00	-	-	-	1	2	3	8	17	70	131	106	51	24	19	12	20	-	-	-	-	-	-	-	-
MANUFACTURING -----	103	38.5	275.00	259.00	243.50-296.00	-	-	-	-	-	2	-	2	18	34	15	13	-	2	2	15	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	361	37.5	264.50	261.00	243.50-280.00	-	-	-	1	2	1	8	15	52	97	91	38	24	17	10	5	-	-	-	-	-	-	-	-
FINANCE -----	269	36.5	257.00	257.50	244.00-272.50	-	-	-	-	1	-	5	8	39	92	85	28	9	2	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	245	37.5	216.50	216.00	200.00-230.50	-	1	3	11	4	22	18	81	70	21	4	4	-	5	1	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	209	37.0	216.00	215.00	201.00-230.00	-	1	3	11	4	8	18	74	64	17	3	-	-	5	1	-	-	-	-	-	-	-	-	-
FINANCE -----	170	36.5	216.00	217.00	202.00-230.50	-	1	2	3	4	8	11	63	58	17	2	-	-	1	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS A -----	246	37.5	226.00	215.00	200.00-243.50	-	-	-	1	24	11	22	88	37	19	19	7	8	4	6	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	73	39.0	219.50	215.00	200.00-221.50	-	-	-	-	6	1	7	40	9	5	1	-	1	1	2	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	173	37.0	228.50	215.50	198.00-249.50	-	-	-	1	18	10	15	48	28	14	18	7	7	3	4	-	-	-	-	-	-	-	-	-
FINANCE -----	113	36.5	213.50	211.00	195.00-228.50	-	-	-	1	10	7	13	42	28	6	5	1	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	558	38.0	208.00	194.00	173.00-230.00	25	22	27	35	69	82	54	82	41	44	31	11	5	9	6	-	-	15	-	-	-	-	-	-
MANUFACTURING -----	117	39.0	201.00	195.00	184.00-207.00	-	4	4	9	5	28	26	18	12	4	3	-	1	1	2	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	441	37.5	209.50	193.50	172.50-239.50	25	18	23	26	64	54	28	64	29	40	28	11	4	8	4	-	-	15	-	-	-	-	-	-
WHOLESALE TRADE -----	92	38.5	281.00	278.50	227.50-332.50	-	-	1	-	10	-	1	10	9	6	15	9	4	8	4	-	-	15	-	-	-	-	-	-
FINANCE -----	223	37.0	178.50	181.00	161.50-194.00	*25	10	22	16	37	47	25	38	6	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	95	39.0	212.50	225.00	177.50-247.50	-	8	-	10	16	-	-	11	11	32	7	-	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	284	37.0	187.00	194.50	159.00-208.00	29	20	25	38	12	10	28	85	17	4	12	4	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	53	39.0	169.50	162.50	155.50-178.50	5	3	11	18	3	2	2	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	231	36.5	191.00	197.00	160.50-208.00	24	17	14	20	9	8	26	81	12	4	12	4	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE -----	70	36.0	150.50	152.50	140.00-161.50	**18	15	12	17	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS, CLASS A -----	442	39.0	273.50	260.00	234.00-306.50	-	-	-	-	2	-	15	25	84	85	77	34	46	26	9	8	27	4	-	-	-	-	-	-
MANUFACTURING -----	294	39.5	258.00	257.00	234.00-272.00	-	-	-	-	-	-	9	13	77	64	67	26	26	6	-	-	-	4	-	-	-	-	-	-
NONMANUFACTURING -----	148	37.5	304.00	310.00	247.00-355.00	-	-	-	-	-	-	6	12	7	21	10	8	20	6	9	8	27	-	-	-	-	-	-	-

* Workers were distributed as follows: 3 at \$ 120 to \$ 130; and 22 at \$ 130 to \$ 140.

** Workers were distributed as follows: 1 at \$ 100 to \$ 110; 2 at \$ 110 to \$ 120; 4 at \$ 120 to \$ 130; and 11 at \$ 130 to \$ 140.

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Newark, N.J., January 1976—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

* Workers were at \$ 120 to \$ 130.

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Newark, N.J., January 1976

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	440	480	520				
						Under \$ 140																							
ALL WORKERS																													
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	398	37.0	386.50	380.00	351.50-431.00	-	-	-	-	-	-	-	-	-	-	3	18	19	33	65	56	64	54	78	8	-			
MANUFACTURING -----	133	39.0	384.50	380.00	355.00-422.50	-	-	-	-	-	-	-	-	-	-	0	12	4	25	16	26	22	21	1	-				
NONMANUFACTURING -----	265	36.0	387.50	380.00	350.00-438.00	-	-	-	-	-	-	-	-	-	-	3	12	7	29	40	40	38	32	57	7	-			
FINANCE -----	155	36.5	352.50	357.00	333.00-375.00	-	-	-	-	-	-	-	-	-	-	3	12	5	27	39	35	29	4	-	-	-			
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	508	37.0	331.50	332.00	301.50-360.00	-	-	-	-	-	-	-	10	3	19	29	62	91	98	64	47	38	47	-	-	-			
MANUFACTURING -----	115	39.0	322.00	335.50	291.00-353.00	-	-	-	-	-	-	-	-	3	7	12	18	12	19	28	5	10	1	-	-	-			
NONMANUFACTURING -----	393	36.5	334.00	331.00	303.50-362.00	-	-	-	-	-	-	-	10	-	12	17	44	79	79	36	42	28	46	-	-	-			
FINANCE -----	240	36.5	312.50	311.50	295.00-330.00	-	-	-	-	-	-	-	9	-	10	16	43	73	43	24	12	4	6	-	-	-			
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C -----	108	37.0	302.50	294.50	274.00-330.00	-	-	-	-	-	-	-	2	8	12	11	25	19	12	4	6	3	6	-	-	-			
MANUFACTURING -----	51	38.5	284.00	286.00	253.00-305.00	-	-	-	-	-	-	-	2	8	7	6	10	10	6	-	-	-	2	-	-	-			
NONMANUFACTURING -----	57	35.5	319.00	312.50	287.50-346.00	-	-	-	-	-	-	-	-	-	5	5	15	9	6	4	6	3	4	-	-	-			
COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	233	37.5	309.50	304.00	278.00-334.00	-	-	-	-	-	2	11	10	10	34	42	32	41	19	6	3	21	2	-	-	-			
MANUFACTURING -----	74	39.0	340.50	328.50	299.50-410.00	-	-	-	-	-	-	-	-	-	9	11	7	19	7	1	-	2	-	-	-	-			
NONMANUFACTURING -----	159	37.0	295.00	290.00	266.50-328.00	-	-	-	-	-	2	11	10	10	25	31	25	22	12	5	3	1	2	-	-	-			
FINANCE -----	51	36.5	283.00	292.50	239.00-314.50	-	-	-	-	-	2	8	4	3	3	6	13	6	5	1	-	-	-	-	-	-			
COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	352	37.5	262.50	259.00	241.00-270.00	-	-	-	1	2	3	8	17	54	97	93	35	14	8	4	16	-	-	-	-	-			
MANUFACTURING -----	73	39.0	277.50	259.00	238.00-321.50	-	-	-	-	2	-	2	18	20	6	6	-	2	2	15	-	-	-	-	-	-			
NONMANUFACTURING -----	279	37.0	258.50	259.50	244.00-275.00	-	-	-	1	2	1	8	15	36	77	87	29	14	6	2	1	-	-	-	-	-			
FINANCE -----	244	37.0	258.50	260.50	245.50-273.00	-	-	-	-	1	-	5	8	31	76	85	27	9	2	-	-	-	-	-	-	-			
COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	174	37.5	219.00	217.00	202.00-232.00	-	1	3	3	4	5	8	73	50	17	4	4	-	1	1	-	-	-	-	-	-			
MANUFACTURING -----	151	37.0	216.00	214.00	202.00-230.00	-	1	3	3	4	4	8	66	44	13	3	-	-	1	1	-	-	-	-	-	-			
FINANCE -----	141	37.0	215.50	214.00	202.00-230.00	-	1	2	2	4	4	7	63	42	13	2	-	-	1	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS A -----	189	37.0	227.50	215.00	200.00-239.00	-	-	-	1	10	10	22	72	27	11	11	7	8	4	6	-	-	-	-	-	-			
MANUFACTURING -----	55	39.0	219.00	215.00	200.00-219.00	-	-	-	-	6	1	7	28	3	5	1	-	1	1	2	-	-	-	-	-	-			
NONMANUFACTURING -----	134	36.5	231.00	215.50	202.00-250.00	-	-	-	1	4	9	15	44	24	6	10	7	7	3	4	-	-	-	-	-	-			
FINANCE -----	98	36.0	216.00	211.00	201.00-232.00	-	-	-	1	4	6	13	38	24	6	5	1	-	-	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS B -----	390	37.5	202.00	193.00	176.00-226.50	15	6	23	21	48	68	41	62	35	32	24	11	1	1	2	-	-	-	-	-	-			
MANUFACTURING -----	85	39.5	207.00	195.50	185.00-223.00	-	-	4	7	5	14	17	15	12	4	3	-	1	1	2	-	-	-	-	-	-			
NONMANUFACTURING -----	305	37.0	200.50	191.00	174.50-226.50	15	6	19	14	43	54	24	47	23	28	21	11	-	-	-	-	-	-	-	-	-			
FINANCE -----	203	37.0	181.50	183.00	170.00-197.50	15	6	18	12	37	47	21	38	6	1	2	-	-	-	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS C -----	238	36.5	179.00	183.00	155.50-204.00	*28	19	25	34	12	10	20	81	9	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	53	39.0	169.50	162.50	155.50-178.00	5	3	11	18	3	2	2	4	5	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	185	35.5	182.00	197.00	156.00-204.00	23	16	14	16	9	8	18	77	4	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE -----	64	35.5	150.00	151.50	139.50-164.00	17	14	12	13	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
DRAFTERS, CLASS A -----	209	38.5	296.50	285.00	257.00-326.00	-	-	-	-	2	-	4	8	15	41	28	21	34	8	9	8	27	4	-	-	-			
MANUFACTURING -----	148	39.5	271.50	264.50	248.50-296.50	-	-	-	-	2	-	4	8	14	41	24	19	26	6	-	-	-	4	-	-	-			

* Workers were distributed as follows: 1 at \$100 to \$110; 2 at \$110 to \$120; 6 at \$120 to \$130; and 19 at \$130 to \$140.

See footnotes at end of tables.

**Table A-2a. Weekly earnings of professional and technical workers—large establishments
in Newark, N.J., January 1976—Continued**

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	440	480	520				
						Under \$ 140	and under 150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	440	480	520	560			
ALL WORKERS-- CONTINUED																													
DRAFTERS, CLASS B -----	319	38.5	\$ 257.50	\$ 271.00	\$ 215.00-\$ 294.50	-	-	-	6	9	8	32	36	38	19	31	71	41	20	8	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	91	39.5	229.50	222.00	195.00-265.50	-	-	-	4	6	5	16	10	18	8	9	12	-	2	1	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	228	38.0	269.00	285.00	221.00-305.00	-	-	-	2	3	3	16	26	20	11	22	59	41	18	7	-	-	-	-	-	-	-	-	
DRAFTERS, CLASS C -----	185	38.5	201.50	201.50	172.00-220.50	-	-	9	32	14	12	8	63	25	12	7	-	3	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	62	40.0	188.00	170.00	165.00-212.50	-	-	6	23	5	6	1	8	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	123	38.0	208.00	201.50	193.50-221.00	-	-	3	9	9	6	7	55	14	10	7	-	3	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	345	40.0	213.50	210.50	188.50-219.00	-	-	4	39	31	22	37	132	20	24	3	10	8	-	14	1	-	-	-	-	-	-	-	
NONMANUFACTURING: -----																													
PUBLIC UTILITIES -----	26	40.0	316.00	330.00	289.00-342.00	-	-	-	-	-	-	-	-	3	-	-	4	6	-	13	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	129	40.0	239.00	215.00	213.00-246.50	-	-	-	-	-	-	-	76	13	18	3	4	1	-	13	1	-	-	-	-	-	-	-	
-----	109	40.0	226.50	215.00	213.00-237.50	-	-	-	-	-	-	-	72	12	17	3	4	-	-	-	1	-	-	-	-	-	-	-	
REGISTERED INDUSTRIAL NURSES -----	156	38.5	228.00	224.50	204.00-254.00	-	-	-	3	4	20	10	35	26	24	21	10	2	1	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	112	39.0	222.50	217.50	199.50-244.50	-	-	-	1	2	18	7	31	20	17	12	2	2	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Newark, N.J., January 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
MESSENGERS -----	265	37.5	\$ 138.50	STENOGRAPHERS, GENERAL -----	667	37.5	\$ 161.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	576	37.5	\$ 147.50
MANUFACTURING -----	108	38.5	140.00	MANUFACTURING -----	183	38.0	158.00	MANUFACTURING -----	328	38.0	149.00
NONMANUFACTURING -----	157	37.0	138.00	NONMANUFACTURING -----	484	37.5	162.50	NONMANUFACTURING -----	248	37.5	146.00
FINANCE -----	82	36.5	114.50	PUBLIC UTILITIES -----	154	37.0	188.50	WHOLESALE TRADE -----	102	37.5	155.50
ORDER CLERKS -----	82	39.5	198.00	FINANCE -----	181	36.5	135.50	FINANCE -----	61	37.5	131.00
NONMANUFACTURING -----	62	39.0	201.00					SERVICES -----	67	37.0	148.00
WHOLESALE TRADE -----	62	39.0	201.00	STENOGRAPHERS, SENIOR -----	931	38.0	182.00	ORDER CLERKS -----	347	37.5	153.00
ACCOUNTING CLERKS, CLASS A -----	168	39.0	229.50	MANUFACTURING -----	334	38.5	185.00	MANUFACTURING -----	232	37.5	162.50
MANUFACTURING -----	64	39.5	214.50	NONMANUFACTURING -----	597	37.5	180.50	NONMANUFACTURING -----	115	38.0	133.50
NONMANUFACTURING -----	104	39.0	238.50	WHOLESALE TRADE -----	137	38.0	196.00				
ACCOUNTING CLERKS, CLASS B -----	93	38.5	195.50	FINANCE -----	116	35.5	149.50	ACCOUNTING CLERKS, CLASS A -----	758	38.0	174.00
NONMANUFACTURING -----	70	38.0	198.00	SERVICES -----	326	37.5	183.50	MANUFACTURING -----	457	38.5	170.50
PUBLIC UTILITIES -----	36	39.0	221.50	TRANSCRIBING-MACHINE TYPISTS -----	212	36.5	146.00	NONMANUFACTURING -----	301	37.5	180.00
				NONMANUFACTURING -----	189	36.0	141.50	FINANCE -----	148	36.5	155.50
				FINANCE -----	184	36.0	141.50	SERVICES -----	63	38.5	205.00
								ACCOUNTING CLERKS, CLASS B -----	1,216	37.5	152.50
OFFICE OCCUPATIONS - WOMEN				TYPISTS, CLASS A -----	860	37.0	141.50	MANUFACTURING -----	496	38.5	149.00
SECRETARIES -----	6,526	38.0	191.50	MANUFACTURING -----	211	39.0	144.50	NONMANUFACTURING -----	720	37.0	154.50
MANUFACTURING -----	3,857	38.5	189.00	NONMANUFACTURING -----	649	36.5	140.50	WHOLESALE TRADE -----	122	37.5	162.00
NONMANUFACTURING -----	2,669	37.0	194.50	PUBLIC UTILITIES -----	25	37.0	219.00	FINANCE -----	322	36.5	132.50
PUBLIC UTILITIES -----	269	37.5	226.50	FINANCE -----	546	36.0	132.00	SERVICES -----	82	38.0	147.00
WHOLESALE TRADE -----	305	38.0	222.50	SERVICES -----	58	37.5	176.00				
FINANCE -----	1,348	36.5	171.50	TYPISTS, CLASS B -----	1,655	37.0	132.00	BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	142	36.5	136.00
SERVICES -----	654	38.0	219.00	MANUFACTURING -----	484	38.5	134.00	NONMANUFACTURING -----	101	37.0	131.00
SECRETARIES, CLASS A -----	217	37.5	230.50	NONMANUFACTURING -----	1,171	36.5	131.50	BILLING-MACHINE BILLERS -----	85	37.5	151.50
MANUFACTURING -----	96	38.5	228.00	PUBLIC UTILITIES -----	99	37.0	168.50	PAYROLL CLERKS -----	143	37.0	166.50
NONMANUFACTURING -----	121	37.0	233.00	WHOLESALE TRADE -----	103	38.5	170.50	MANUFACTURING -----	92	37.0	162.00
FINANCE -----	52	37.0	217.00	FINANCE -----	696	36.5	123.00	NONMANUFACTURING -----	51	37.0	174.00
SECRETARIES, CLASS B -----	1,030	37.5	211.00	FILE CLERKS, CLASS A -----	97	37.0	150.00	KEYPUNCH OPERATORS, CLASS A -----	655	37.5	177.00
MANUFACTURING -----	438	38.5	222.50	NONMANUFACTURING -----	81	36.5	140.50	MANUFACTURING -----	230	39.0	168.50
NONMANUFACTURING -----	592	37.0	202.00	FINANCE -----	65	36.0	138.00	NONMANUFACTURING -----	425	37.0	181.50
PUBLIC UTILITIES -----	55	38.0	239.50	FILE CLERKS, CLASS B -----	212	37.0	132.50	WHOLESALE TRADE -----	121	38.5	207.00
WHOLESALE TRADE -----	57	37.5	238.00	NONMANUFACTURING -----	183	37.0	132.00	FINANCE -----	187	36.0	154.50
FINANCE -----	338	36.5	187.00	FINANCE -----	147	36.5	122.50				
SERVICES -----	95	37.5	229.00	FILE CLERKS, CLASS C -----	744	37.0	112.50	KEYPUNCH OPERATORS, CLASS B -----	997	37.5	153.50
SECRETARIES, CLASS C -----	2,541	38.0	201.00	MANUFACTURING -----	96	39.0	119.50	MANUFACTURING -----	302	39.0	156.00
MANUFACTURING -----	1,539	39.0	197.00	NONMANUFACTURING -----	648	37.0	111.50	NONMANUFACTURING -----	695	36.5	152.50
NONMANUFACTURING -----	1,002	37.5	207.00	PUBLIC UTILITIES -----	32	36.5	148.50	PUBLIC UTILITIES -----	184	35.5	179.50
PUBLIC UTILITIES -----	173	36.5	218.50	FINANCE -----	558	37.0	108.50	WHOLESALE TRADE -----	111	38.0	165.50
WHOLESALE TRADE -----	191	38.5	222.50	MESSENGERS -----	252	37.5	130.00	FINANCE -----	318	36.5	138.50
FINANCE -----	367	36.0	180.00	MANUFACTURING -----	58	38.0	138.50	TABULATING-MACHINE OPERATORS, CLASS C -----	57	37.5	146.50
SERVICES -----	243	38.5	233.50	NONMANUFACTURING -----	194	37.5	127.50	NONMANUFACTURING -----	55	37.0	145.50
SECRETARIES, CLASS D -----	2,738	38.0	172.00	SERVICES -----	74	38.5	136.00				
MANUFACTURING -----	1,784	38.5	172.00	SWITCHBOARD OPERATORS -----	351	38.5	156.00				
NONMANUFACTURING -----	954	37.0	171.50	MANUFACTURING -----	87	39.0	166.00				
PUBLIC UTILITIES -----	26	40.0	208.50	NONMANUFACTURING -----	264	38.0	152.50				
FINANCE -----	591	36.0	153.50	FINANCE -----	117	37.0	128.50				
				SERVICES -----	55	39.0	159.50				

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Newark, N.J., January 1976—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	426	37.5	\$ 388.00	COMPUTER OPERATORS, CLASS A -----	210	37.5	\$ 230.00	ELECTRONICS TECHNICIANS--CONTINUED			
MANUFACTURING -----	156	38.5	379.50	MANUFACTURING -----	68	39.0	219.00	ELECTRONICS TECHNICIANS, CLASS B--	182	39.5	\$ 214.50
NONMANUFACTURING -----	270	36.5	393.50	NONMANUFACTURING -----	142	37.0	235.50	MANUFACTURING -----	161	39.5	211.00
FINANCE -----	152	36.5	358.50	FINANCE -----	92	36.5	217.50				
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----				COMPUTER OPERATORS, CLASS B -----	503	38.0	210.00	ELECTRONICS TECHNICIANS, CLASS C--	196	40.0	188.00
MANUFACTURING -----	132	39.0	321.50	MANUFACTURING -----	115	39.0	201.00	MANUFACTURING -----	189	40.0	186.00
NONMANUFACTURING -----	328	36.5	335.00	NONMANUFACTURING -----	388	37.5	213.00				
FINANCE -----	201	36.5	309.50	WHOLESALE TRADE -----	91	38.5	201.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
				FINANCE -----	190	37.0	178.50				
				SERVICES -----	82	39.0	214.50				
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C -----	94	37.5	297.50	COMPUTER OPERATORS, CLASS C -----	169	38.0	181.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	104	36.5	331.00
NONMANUFACTURING -----	51	36.0	306.50	NONMANUFACTURING -----	130	37.5	186.00	NONMANUFACTURING -----	97	36.0	333.50
				FINANCE -----	57	36.0	149.00				
COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	213	38.0	325.00	DRAFTERS, CLASS A -----	419	39.0	276.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	90	37.5	302.00
MANUFACTURING -----	56	39.0	343.50	MANUFACTURING -----	280	39.5	260.00	NONMANUFACTURING -----	66	37.0	288.00
NONMANUFACTURING -----	157	38.0	318.00	NONMANUFACTURING -----	139	37.5	308.50				
FINANCE -----	51	36.0	303.00					COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	111	37.5	257.50
COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----				DRAFTERS, CLASS B -----	618	38.5	237.50	NONMANUFACTURING -----	100	37.5	256.00
MANUFACTURING -----	353	37.5	269.50	MANUFACTURING -----	212	39.0	216.50	FINANCE -----	75	37.0	258.00
NONMANUFACTURING -----	92	38.5	275.50	NONMANUFACTURING -----	406	38.0	248.00				
FINANCE -----	261	37.5	267.50	SERVICES -----	320	38.5	236.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	100	38.0	208.00
	194	36.5	257.00					NONMANUFACTURING -----	75	37.5	209.50
COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----				DRAFTERS, CLASS C -----	225	38.5	193.50	FINANCE -----	59	37.0	212.50
MANUFACTURING -----	145	37.0	222.50	MANUFACTURING -----	81	39.0	181.50				
NONMANUFACTURING -----	134	37.0	220.00	NONMANUFACTURING -----	144	38.5	200.50	COMPUTER OPERATORS, CLASS B -----	55	37.5	187.50
FINANCE -----	111	36.5	217.50	ELECTRONICS TECHNICIANS -----	521	39.5	211.50	NONMANUFACTURING -----	53	37.0	187.50
				MANUFACTURING -----	473	39.5	206.00				
				NONMANUFACTURING -----				DRAFTERS, CLASS B -----	72	38.0	221.50
				PUBLIC UTILITIES -----	26	40.0	316.00	NONMANUFACTURING -----	64	38.0	223.00
								SERVICES -----	61	38.0	223.50
				ELECTRONICS TECHNICIANS, CLASS A--	143	39.5	240.00	REGISTERED INDUSTRIAL NURSES -----	193	38.5	228.00
				MANUFACTURING -----	123	39.5	229.00	MANUFACTURING -----	148	39.0	224.00

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Newark, N.J., January 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
MESSENGERS -----	153	37.5	\$ 142.00	TYPISTS, CLASS A -----	529	37.0	\$ 141.50	TABULATING-MACHINE OPERATORS, CLASS C -----	57	37.5	\$ 146.50
MANUFACTURING -----	57	38.5	135.00	MANUFACTURING -----	155	39.5	145.50	NONMANUFACTURING -----	55	37.0	145.50
NONMANUFACTURING -----	96	37.0	146.50	NONMANUFACTURING -----	374	36.0	140.00				
ACCOUNTING CLERKS, CLASS A -----	93	38.5	223.00	FINANCE -----	316	36.0	131.00				
NONMANUFACTURING -----	53	36.0	224.00								
ACCOUNTING CLERKS, CLASS B -----	78	38.5	190.50	TYPISTS, CLASS B -----	896	37.5	137.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
NONMANUFACTURING -----	67	38.0	194.50	MANUFACTURING -----	222	39.0	133.00				
PUBLIC UTILITIES -----	36	39.0	221.50	NONMANUFACTURING -----	674	36.5	139.00				
				PUBLIC UTILITIES -----	99	37.0	168.50				
				WHOLESALE TRADE -----	77	38.5	180.00				
				FINANCE -----	462	36.0	126.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	358	37.0	385.50
OFFICE OCCUPATIONS - WOMEN				FILE CLERKS, CLASS A -----	88	36.5	152.50	MANUFACTURING -----	128	39.0	382.50
SECRETARIES -----	4,916	38.0	194.00	NONMANUFACTURING -----	72	36.0	142.00	NONMANUFACTURING -----	230	36.0	386.50
MANUFACTURING -----	2,972	39.0	191.50	FINANCE -----	65	36.0	138.00	FINANCE -----	132	36.5	350.50
NONMANUFACTURING -----	1,944	37.0	198.50	FILE CLERKS, CLASS B -----	167	37.0	132.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	408	37.0	330.50
PUBLIC UTILITIES -----	264	37.0	227.00	NONMANUFACTURING -----	148	36.5	132.00	MANUFACTURING -----	108	39.0	323.50
WHOLESALE TRADE -----	175	38.5	230.00	FINANCE -----	116	36.0	122.50	NONMANUFACTURING -----	300	36.5	333.50
FINANCE -----	986	36.5	171.50	FILE CLERKS, CLASS C -----	268	37.5	121.50	FINANCE -----	189	36.5	310.00
SECRETARIES, CLASS A -----	85	37.5	271.00	NONMANUFACTURING -----	226	37.0	121.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C -----	86	37.0	299.50
NONMANUFACTURING -----	53	36.5	271.00	FINANCE -----	178	37.5	119.00				
SECRETARIES, CLASS B -----	748	38.0	222.00	MESSENGERS -----	210	38.0	130.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	155	38.0	313.00
MANUFACTURING -----	357	38.5	229.00	NONMANUFACTURING -----	168	37.5	129.00	MANUFACTURING -----	50	39.0	340.50
NONMANUFACTURING -----	391	37.0	215.50	SWITCHBOARD OPERATORS -----	223	38.5	166.50	NONMANUFACTURING -----	105	37.5	300.00
PUBLIC UTILITIES -----	53	38.0	241.50	MANUFACTURING -----	73	39.0	165.50				
FINANCE -----	233	36.5	196.00	NONMANUFACTURING -----	150	38.5	167.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	272	37.5	263.00
SECRETARIES, CLASS C -----	2,012	38.5	203.50	FINANCE -----	56	37.0	138.50	MANUFACTURING -----	69	38.5	277.00
MANUFACTURING -----	1,251	39.0	199.00	ORDER CLERKS -----	122	38.5	159.00	NONMANUFACTURING -----	203	37.0	258.50
NONMANUFACTURING -----	761	37.5	211.00	MANUFACTURING -----	94	38.5	159.50	FINANCE -----	177	36.5	258.00
PUBLIC UTILITIES -----	172	36.5	218.50								
WHOLESALE TRADE -----	116	38.0	224.50	ACCOUNTING CLERKS, CLASS A -----	398	38.5	182.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	110	37.5	223.50
FINANCE -----	280	36.0	179.00	MANUFACTURING -----	240	39.0	179.50	NONMANUFACTURING -----	99	37.0	220.00
SECRETARIES, CLASS D -----	2,071	38.0	172.00	NONMANUFACTURING -----	158	37.5	187.00	FINANCE -----	90	37.0	219.50
MANUFACTURING -----	1,332	39.0	172.50	FINANCE -----	77	36.0	160.50				
NONMANUFACTURING -----	739	37.0	171.00	ACCOUNTING CLERKS, CLASS B -----	698	38.0	159.00	COMPUTER OPERATORS, CLASS A -----	169	37.0	229.00
FINANCE -----	452	36.5	151.00	MANUFACTURING -----	316	39.0	152.50	MANUFACTURING -----	52	39.0	219.00
STENOGRAPHERS, GENERAL -----	454	38.0	164.00	NONMANUFACTURING -----	382	37.0	164.50	NONMANUFACTURING -----	117	36.5	233.50
MANUFACTURING -----	87	39.5	147.50	WHOLESALE TRADE -----	64	38.0	156.00	FINANCE -----	83	36.5	218.00
NONMANUFACTURING -----	367	37.5	168.00	FINANCE -----	132	36.5	133.00				
PUBLIC UTILITIES -----	150	37.0	187.00	PAYROLL CLERKS -----	54	37.5	184.00	COMPUTER OPERATORS, CLASS B -----	349	37.5	202.00
FINANCE -----	100	36.0	135.00	KEYPUNCH OPERATORS, CLASS A -----	552	37.5	173.00	MANUFACTURING -----	83	39.5	207.00
STENOGRAPHERS, SENIOR -----	474	38.0	184.50	MANUFACTURING -----	179	39.0	168.50	NONMANUFACTURING -----	266	37.0	200.50
MANUFACTURING -----	179	39.0	180.00	NONMANUFACTURING -----	373	36.5	175.50	FINANCE -----	170	37.0	180.50
NONMANUFACTURING -----	295	37.0	187.00	FINANCE -----	178	36.0	153.00	COMPUTER OPERATORS, CLASS C -----	123	37.0	163.50
FINANCE -----	115	35.5	149.50	KEYPUNCH OPERATORS, CLASS B -----	693	37.0	157.50	NONMANUFACTURING -----	84	36.0	162.50
TRANSCRIBING-MACHINE TYPISTS -----	82	36.5	147.50	MANUFACTURING -----	186	39.0	157.00	FINANCE -----	51	35.5	148.50
NONMANUFACTURING -----	77	36.5	144.00	NONMANUFACTURING -----	507	36.5	157.50	DRAFTERS, CLASS A -----	197	38.5	299.50
FINANCE -----	72	36.0	144.00	PUBLIC UTILITIES -----	180	35.5	180.00	MANUFACTURING -----	139	40.0	273.50
				WHOLESALE TRADE -----	77	37.5	175.50				
				FINANCE -----	206	36.5	139.00				

See footnotes at end of tables.

**Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Newark, N.J., January 1976—Continued**

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
DRAFTERS, CLASS B -----	301	38.5	\$ 259.00	ELECTRONICS TECHNICIANS--CONTINUED				COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	78	37.0	\$ 302.50
MANUFACTURING -----	83	39.5	231.50	ELECTRONICS TECHNICIANS, CLASS A-- MANUFACTURING -----	126	40.0	\$ 239.50	NONMANUFACTURING -----	54	36.5	285.50
NONMANUFACTURING -----	218	38.0	270.00		106	40.0	227.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	80	37.0	259.50
DRAFTERS, CLASS C -----	174	38.5	202.00					NONMANUFACTURING -----	76	37.0	258.00
MANUFACTURING -----	54	40.0	189.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				FINANCE -----	67	37.0	260.00
NONMANUFACTURING -----	120	38.0	207.50					COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	64	38.0	210.50
ELECTRONICS TECHNICIANS -----	333	40.0	214.50					REGISTERED INDUSTRIAL NURSES -----	156	38.5	228.00
NONMANUFACTURING: -----				COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	100	36.5	334.00	MANUFACTURING -----	112	39.0	222.50
PUBLIC UTILITIES -----	26	40.0	316.00	NONMANUFACTURING -----	93	36.5	336.00				

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Newark, N.J., January 1976

[illegible]

* Workers were at \$9.40 to \$9.80.

** Workers were distributed as follows: 10 at \$2.60 to \$2.80; and 6 at \$3 to \$3.20.

*** Workers were distributed as follows: 4 at \$9 to \$9.40; and 4 at \$9.40 to \$9.80.

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance, toolroom, and powerplant workers—large establishments in Newark, N.J., January 1976

[illegible]

* Workers were distributed as follows: 2 at \$9.40 to \$9.80; .8 at \$9.80 to \$10.20; and 1 at \$10.20 to \$10.60.

** Workers were at \$9.40 to \$9.80.

See footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Newark, N.J., January 1976

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$ 2.20 and under	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.20	\$ 4.60	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20	\$ 8.60	
					2.20 and under	2.30	2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	over
ALL WORKERS																												
TRUCKDRIVERS -----	5,296	\$ 6.82	\$ 7.03	\$ 6.38- 7.14	-	-	-	-	-	-	-	12	6	41	60	129	81	491	134	229	58	499	366	1958	314	-	782	136
MANUFACTURING -----	1,187	6.53	6.39	4.75- 7.15	-	-	-	-	-	-	-	-	-	-	54	46	58	210	103	02	19	197	6	168	-	-	128	136
NONMANUFACTURING -----	4,109	6.91	7.03	6.83- 7.13	-	-	-	-	-	-	-	12	6	41	6	83	23	281	31	107	39	302	360	1792	314	-	654	-
PUBLIC UTILITIES -----	1,990	6.94	7.03	7.02- 7.13	-	-	-	-	-	-	-	-	-	-	-	-	5	9	12	105	27	-	271	1561	-	-	-	-
WHOLESALE TRADE -----	1,978	7.04	7.13	6.38- 8.49	-	-	-	-	-	-	-	-	6	40	6	35	7	271	3	15	12	302	84	229	314	-	654	-
SERVICES -----	78	4.19	4.00	3.87- 4.10	-	-	-	-	-	-	-	12	-	1	-	48	5	-	-	7	-	-	5	-	-	-	-	-
TRUCKDRIVERS, MEDIUM TRUCK -----	1,111	6.63	6.38	5.86- 6.87	-	-	-	-	-	-	-	12	-	-	-	59	39	93	40	31	11	304	276	146	-	-	-	100
MANUFACTURING -----	267	7.55	5.46	4.84-11.88	-	-	-	-	-	-	-	-	-	-	-	33	33	20	38	22	11	4	-	6	-	-	-	100
NONMANUFACTURING -----	844	6.34	6.38	6.38- 6.87	-	-	-	-	-	-	-	12	-	-	-	26	6	73	2	9	-	300	276	140	-	-	-	-
TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	1,916	6.96	7.13	7.02- 7.13	-	-	-	-	-	-	-	-	-	1	44	8	14	27	20	74	8	73	88	1309	214	-	-	36
MANUFACTURING -----	423	6.36	6.57	5.42- 7.14	-	-	-	-	-	-	-	-	-	-	44	8	14	21	19	34	8	71	6	162	-	-	-	36
NONMANUFACTURING -----	1,493	7.12	7.13	7.13- 7.13	-	-	-	-	-	-	-	-	-	1	-	-	-	6	1	40	-	2	82	1147	214	-	-	-
PUBLIC UTILITIES -----	935	7.11	7.13	7.13- 7.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	935	-	-	-	-
WHOLESALE TRADE -----	517	7.27	7.13	7.13- 7.70	-	-	-	-	-	-	-	-	-	-	-	-	-	6	1	-	-	2	82	212	214	-	-	-
TRUCKDRIVERS, HEAVY TRUCK (OTHER THAN TRAILER) -----	1,223	6.25	7.03	4.88- 7.03	-	-	-	-	-	-	-	-	6	-	10	45	12	323	61	19	-	108	2	500	9	-	128	-
MANUFACTURING -----	425	6.31	6.39	4.75- 8.43	-	-	-	-	-	-	-	-	-	-	10	-	-	130	45	4	-	108	-	-	-	-	128	-
NONMANUFACTURING -----	798	6.22	7.03	4.88- 7.03	-	-	-	-	-	-	-	-	6	-	-	45	12	193	16	15	-	-	2	500	9	-	-	-
PUBLIC UTILITIES -----	486	7.03	7.03	7.03- 7.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	486	-	-	-	-	-
SHIPPING CLERKS -----	196	5.24	5.03	4.50- 5.49	-	-	-	-	-	-	-	-	-	-	3	8	58	22	44	22	17	-	-	-	19	3	-	-
MANUFACTURING -----	183	5.25	5.03	4.50- 5.49	-	-	-	-	-	-	-	-	-	-	3	8	53	22	42	16	17	-	-	-	19	3	-	-
RECEIVING CLERKS -----	269	4.81	4.58	4.23- 5.04	-	-	-	-	-	-	-	-	22	11	11	16	84	19	58	2	-	31	-	-	15	-	-	-
MANUFACTURING -----	183	5.17	4.93	4.32- 5.47	-	-	-	-	-	-	-	-	-	-	-	9	70	14	43	2	-	30	-	-	15	-	-	-
NONMANUFACTURING -----	86	4.04	3.75	3.40- 4.59	-	-	-	-	-	-	-	-	22	11	11	7	14	5	15	-	-	1	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	217	5.03	5.01	4.62- 5.19	-	-	-	-	-	2	-	-	-	-	10	11	26	46	80	15	-	21	4	2	-	-	-	-
MANUFACTURING -----	170	4.86	4.99	4.56- 5.19	-	-	-	-	-	-	-	-	-	-	10	9	26	40	71	7	-	7	-	-	-	-	-	-
WAREHOUSEMEN -----	3,149	5.53	5.90	4.47- 6.65	-	-	1	4	7	10	77	-	133	119	145	624	337	75	15	217	147	948	100	190	-	-	-	-
MANUFACTURING -----	951	5.86	6.70	4.31- 6.70	-	-	-	-	-	10	-	-	60	27	108	67	64	43	13	50	1	318	-	190	-	-	-	-
NONMANUFACTURING -----	2,198	5.38	4.75	4.47- 6.65	-	-	1	4	7	-	77	-	73	92	37	557	273	32	2	167	146	630	100	-	-	-	-	-
ORDER FILLERS -----	961	5.09	5.12	3.65- 6.32	-	36	1	10	32	9	40	49	44	49	22	31	39	159	73	-	210	157	-	-	-	-	-	-
MANUFACTURING -----	237	5.03	5.12	5.04- 5.12	-	-	-	-	-	-	-	-	-	6	-	22	26	155	28	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	724	5.12	6.30	3.40- 6.49	-	36	1	10	32	9	40	49	44	43	22	9	13	4	45	-	210	157	-	-	-	-	-	-
WHOLESALE TRADE -----	406	4.22	3.58	3.15- 6.30	-	36	1	10	14	9	40	49	44	43	22	7	7	-	-	-	118	6	-	-	-	-	-	-
SHIPPING PACKERS -----	545	4.17	4.07	3.39- 4.65	-	-	-	-	30	3	23	84	15	21	122	40	129	62	2	-	10	-	-	-	4	-	-	-
MANUFACTURING -----	353	4.48	4.65	4.05- 4.87	-	-	-	-	-	-	-	6	44	5	13	51	33	129	58	2	-	8	-	-	4	-	-	-
NONMANUFACTURING -----	192	3.61	3.45	3.17- 4.06	-	-	-	-	30	3	17	40	10	8	71	7	-	4	-	-	2	-	-	-	-	-	-	-
WHOLESALE TRADE -----	100	3.26	3.25	2.75- 3.32	-	-	-	-	28	-	16	40	6	1	-	7	-	-	-	-	2	-	-	-	-	-	-	-
MATERIAL HANDLING LABORERS -----	2,569	4.87	4.58	3.81- 5.93	14	35	62	47	35	81	98	82	81	61	349	343	96	187	235	133	166	464	-	-	-	-	-	-
MANUFACTURING -----	1,237	4.44	4.31	3.82- 5.04	14	-	-	-	-	50	31	58	58	39	313	286	65	128	68	43	72	12	-	-	-	-	-	-
NONMANUFACTURING -----	1,332	5.27	5.79	3.68- 6.83	-	35	62	47	35	31	67	24	23	22	36	57	31	59	167	90	94	452	-	-	-	-	-	-
PUBLIC UTILITIES -----	662	6.36	6.83	5.79- 6.87	-	-	-	-	-	-	-	-	-	-	-	45	-	1	139	82	-	395	-	-	-	-	-	-
WHOLESALE TRADE -----	365	3.81	3.03	2.60- 4.87	-	15	40	35	27	28	58	15	14	13	8	4	24	-	-	-	84	-	-	-	-	-	-	-
RETAIL TRADE -----	213	4.54	4.00	2.53- 6.97	-	20	22	12	8	3	9	9	9	9	7	7	5	4	24	-	8	57	-	-	-	-	-	-

* Workers were distributed as follows: 36 at \$9 to \$9.40; 1 at \$10.20 to \$10.60; 3 at \$10.60 to \$11; 2 at \$11 to \$11.40; 18 at \$11.40 to \$11.80; 64 at \$11.80 to \$12.20; 11 at \$12.20 to \$12.60; and 1 at \$12.60 to \$13.

See footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Newark, N.J., January 1976—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.20	\$ 4.60	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20	\$ 8.60			
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.30	2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	over			
ALL WORKERS-- CONTINUED																														
FORKLIFT OPERATORS -----	1,749	\$ 5.36	\$ 5.02	\$ 4.77- 5.94	-	-	-	-	-	3	3	1	1	63	27	164	428	406	170	88	167	34	194	-	-	-	-	-		
MANUFACTURING -----	1,256	5.07	5.01	4.74- 5.35	-	-	-	-	-	-	-	-	-	62	26	154	339	380	93	88	81	1	26	-	-	-	-	-		
NONMANUFACTURING -----	493	6.09	6.46	5.08- 7.03	-	-	-	-	-	3	3	1	1	1	1	10	89	20	77	-	86	33	168	-	-	-	-	-		
PUBLIC UTILITIES -----	239	6.38	7.03	4.77- 7.03	-	-	-	-	-	-	-	-	-	-	-	-	66	-	5	-	-	-	168	-	-	-	-	-		
WHOLESALE TRADE -----	147	5.67	5.66	5.66- 6.46	-	-	-	-	-	3	3	1	1	1	1	10	2	5	67	-	53	-	-	-	-	-	-	-		
POWER-TRUCK OPERATORS (OTHER THAN FORKLIFT) -----	67	4.36	4.35	4.25- 4.62	-	-	-	4	-	-	-	-	-	-	4	38	18	3	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	60	4.44	4.35	4.25- 4.61	-	-	-	-	-	-	-	-	-	-	4	38	18	-	-	-	-	-	-	-	-	-	-	-		
GUARDS AND WATCHMEN -----	4,508	3.04	2.60	2.40- 3.22	323	571	380	836	673	236	358	71	56	167	278	88	179	60	135	22	15	60	-	-	-	-	-	-		
MANUFACTURING -----	562	4.42	4.47	3.87- 5.03	8	24	-	12	31	4	-	-	5	8	171	38	109	56	22	22	12	40	-	-	-	-	-	-		
NONMANUFACTURING -----	3,946	2.84	2.50	2.40- 3.00	315	547	380	824	642	232	358	71	51	159	107	50	70	4	113	-	3	20	-	-	-	-	-	-		
WHOLESALE TRADE -----	60	4.99	5.75	3.33- 5.75	-	-	-	2	1	12	-	-	1	-	1	1	6	-	24	-	-	12	-	-	-	-	-	-		
RETAIL TRADE -----	89	3.30	3.15	2.90- 3.70	-	-	1	-	12	14	22	4	5	15	15	1	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	263	3.90	3.81	3.41- 4.50	-	-	-	-	1	15	26	24	13	41	42	41	60	-	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	3,511	2.69	2.50	2.40- 2.75	315	547	379	822	628	191	308	43	32	100	49	7	-	4	86	-	-	-	-	-	-	-	-	-		
GUARDS: MANUFACTURING -----	446	4.72	4.67	3.87- 5.23	-	-	-	-	4	4	-	-	5	3	155	38	97	56	10	22	12	40	-	-	-	-	-	-		
WATCHMEN: MANUFACTURING -----	116	3.30	2.70	2.35- 3.99	8	24	-	12	27	-	-	-	-	5	16	-	12	-	12	-	-	-	-	-	-	-	-	-		
JANITORS, PORTERS, AND CLEANERS ---	6,913	3.39	3.00	2.50- 4.15	336	311	190	1322	927	149	739	228	365	146	487	408	699	215	236	83	31	19	-	22	-	-	-	-		
MANUFACTURING -----	1,573	4.63	4.72	4.02- 4.92	-	-	-	6	10	-	43	32	22	62	280	272	519	65	166	62	12	-	-	22	-	-	-	-		
NONMANUFACTURING -----	5,340	3.03	2.65	2.50- 3.22	336	311	190	1316	917	149	696	196	343	84	207	136	180	150	70	21	19	19	-	-	-	-	-	-		
PUBLIC UTILITIES -----	382	5.00	5.01	4.69- 5.04	-	-	-	-	1	-	-	-	-	1	9	81	61	150	41	13	6	19	-	-	-	-	-	-		
WHOLESALE TRADE -----	164	4.11	3.83	3.25- 5.47	1	-	-	12	12	6	3	15	9	23	18	23	-	-	29	-	13	-	-	-	-	-	-	-		
RETAIL TRADE -----	271	3.04	2.80	2.60- 3.30	-	12	27	27	65	10	45	20	34	3	17	1	2	-	-	8	-	-	-	-	-	-	-	-		
FINANCE -----	370	3.42	3.50	3.18- 3.50	-	-	-	-	5	11	91	10	190	42	18	3	-	-	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	4,153	2.77	2.60	2.50- 3.00	335	299	163	1277	834	122	557	151	110	15	145	28	117	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-5a. Hourly earnings of material movement and custodial workers—large establishments in Newark N.J., January 1976

Occupation and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																															
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	and under										
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.30	2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	over									
ALL WORKERS		\$	\$	\$	\$																															
TRUCKDRIVERS -----	1,045	7.15	6.87	5.80- 8.43	-	-	-	-	-	-	-	6	-	-	10	13	39	75	159	40	20	282	137	-	-	128	*136									
MANUFACTURING -----	390	8.46	8.43	6.18-10.87	-	-	-	-	-	-	-	-	-	-	1	1	22	44	21	13	18	6	-	-	-	128	136									
NONMANUFACTURING -----	655	6.36	6.87	5.80- 6.87	-	-	-	-	-	-	-	6	-	-	9	12	17	31	138	27	2	276	137	-	-	-	-									
PUBLIC UTILITIES -----	559	6.57	6.87	6.18- 6.87	-	-	-	-	-	-	-	-	-	-	-	5	9	12	98	27	-	271	137	-	-	-	-									
TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	248	6.90	7.02	5.58- 7.02	-	-	-	-	-	-	-	-	-	-	-	-	12	7	46	2	2	6	137	-	-	-	-									
MANUFACTURING -----	67	7.51	9.23	5.42- 9.23	-	-	-	-	-	-	-	-	-	-	-	-	11	6	6	2	-	6	-	-	-	-	-									
SHIPPING CLERKS -----	92	5.52	5.20	4.88- 5.72	-	-	-	-	-	-	-	-	-	3	2	3	19	38	6	5	-	-	-	16	-	-	-									
MANUFACTURING -----	84	5.51	5.11	4.88- 5.47	-	-	-	-	-	-	-	-	-	3	2	3	19	36	-	5	-	-	-	16	-	-	-									
RECEIVING CLERKS -----	119	5.02	4.70	4.25- 6.31	-	-	-	-	-	-	-	13	11	-	4	28	12	17	2	-	17	-	-	15	-	-	-									
MANUFACTURING -----	83	5.52	5.03	4.25- 6.31	-	-	-	-	-	-	-	-	-	-	3	24	7	16	2	-	16	-	-	15	-	-	-									
WAREHOUSEMEN -----	1,903	6.17	6.65	5.98- 6.70	-	-	-	-	3	-	2	-	59	86	29	131	40	44	15	217	147	940	-	190	-	-	-									
MANUFACTURING -----	663	6.63	6.70	6.70- 7.75	-	-	-	-	-	-	-	-	-	-	-	46	10	43	13	50	1	310	-	190	-	-	-									
ORDER FILLERS -----	527	5.48	6.32	4.18- 6.97	-	36	1	10	14	9	6	29	9	10	9	14	8	4	73	-	144	151	-	-	-	-	-									
NONMANUFACTURING -----	485	5.51	6.32	3.68- 6.97	-	36	1	10	14	9	6	29	9	10	9	2	6	4	45	-	144	151	-	-	-	-	-									
SHIPPING PACKERS -----	161	4.56	4.59	4.07- 5.13	-	-	-	-	2	3	5	13	4	8	29	19	35	27	2	-	10	-	-	4	-	-	-									
MANUFACTURING -----	115	4.90	4.77	4.44- 5.13	-	-	-	-	-	-	-	-	-	-	24	19	35	23	2	-	8	-	-	4	-	-	-									
MATERIAL HANDLING LABORERS -----	1,073	4.48	4.49	3.46- 5.53	-	35	62	47	35	31	28	24	23	22	147	199	53	88	99	10	43	127	-	-	-	-	-									
MANUFACTURING -----	498	4.72	4.49	4.18- 5.23	-	-	-	-	-	-	-	3	-	-	132	186	46	29	68	1	21	12	-	-	-	-	-									
NONMANUFACTURING -----	575	4.27	3.68	2.56- 5.80	-	35	62	47	35	31	25	24	23	22	15	13	7	59	31	9	22	115	-	-	-	-	-									
RETAIL TRADE -----	213	4.54	4.00	2.53- 6.97	-	20	22	12	8	3	9	9	9	9	7	7	5	4	24	-	8	57	-	-	-	-	-									
FORKLIFT OPERATORS -----	906	5.28	5.01	4.82- 5.76	-	-	-	-	-	3	3	1	1	1	5	50	311	233	79	46	137	34	2	-	-	-	-									
MANUFACTURING -----	775	5.16	5.01	4.82- 5.61	-	-	-	-	-	-	-	-	-	-	4	46	309	217	69	46	81	1	2	-	-	-	-									
NONMANUFACTURING -----	131	6.02	6.41	5.55- 6.75	-	-	-	-	-	3	3	1	1	1	1	4	2	10	10	-	56	33	-	-	-	-	-									
GUARDS AND WATCHMEN -----	1,726	3.49	3.09	2.50- 3.87	-	76	73	306	194	41	257	49	28	133	211	62	55	60	148	22	3	48	-	-	-	-	-									
MANUFACTURING -----	372	4.74	4.63	3.87- 5.32	-	-	-	-	-	-	-	-	5	-	155	24	48	56	22	22	-	40	-	-	-	-	-									
NONMANUFACTURING: RETAIL TRADE -----	89	3.30	3.15	2.90- 3.70	-	-	1	-	12	14	22	4	5	15	15	1	-	-	-	-	-	-	-	-	-	-	-									
FINANCE -----	143	3.75	3.72	3.23- 4.22	-	7	-	-	1	15	15	13	13	17	30	36	3	-	-	-	-	-	-	-	-	-	-									
GUARDS: MANUFACTURING -----	360	4.72	4.47	3.87- 5.32	-	-	-	-	-	-	-	-	5	-	155	24	48	56	10	22	-	40	-	-	-	-	-									
JANITORS, PORTERS, AND CLEANERS -----	2,021	4.61	4.69	4.05- 5.01	1	-	1	6	44	21	104	23	50	69	218	331	584	197	229	83	19	19	-	22	-	-	-									
MANUFACTURING -----	1,121	4.83	4.81	4.33- 5.09	-	-	-	-	-	-	-	-	3	22	174	216	408	48	166	62	-	-	-	22	-	-	-									
NONMANUFACTURING -----	900	4.34	4.58	3.48- 5.01	1	-	1	6	44	21	104	23	47	47	44	115	176	149	63	21	19	19	-	-	-	-	-									
PUBLIC UTILITIES -----	361	5.02	5.01	4.69- 5.04	-	-	-	-	-	-	-	-	-	1	1	79	59	147	34	13	6	19	-	-	-	-	-									
WHOLESALE TRADE -----	61	5.12	5.47	4.28- 5.47	1	-	-	-	-	-	3	2	2	1	6	4	-	-	29	-	13	-	-	-	-	-	-									
RETAIL TRADE -----	132	3.32	3.21	2.70- 3.56	-	-	1	6	39	10	10	11	26	3	17	1	-	-	-	8	-	-	-	-	-	-	-									

* Workers were distributed as follows: 36 at \$ 9 to \$ 9.40; 1 at \$ 10.20 to \$ 10.60; 3 at \$ 10.60 to \$ 11; 2 at \$ 11 to \$ 11.40; 18 at \$ 11.40 to \$ 11.80; 64 at \$ 11.80 to \$ 12.20; 11 at \$ 12.20 to \$ 12.60; and 1 at \$ 12.60 to \$ 13.

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Newark, N.J., January 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		\$
MAINTENANCE CARPENTERS -----	312	6.71	TRUCKDRIVERS -----	5,295	6.82	FORKLIFT OPERATORS -----	1,749	5.36
MANUFACTURING -----	207	6.63	MANUFACTURING -----	1,186	6.53	MANUFACTURING -----	1,256	5.07
NONMANUFACTURING -----	105	6.87	NONMANUFACTURING -----	4,109	6.91	NONMANUFACTURING -----	493	6.09
PUBLIC UTILITIES -----	52	6.23	PUBLIC UTILITIES -----	1,990	6.94	PUBLIC UTILITIES -----	239	6.38
MAINTENANCE ELECTRICIANS -----	986	6.49	WHOLESALE TRADE -----	1,978	7.04	WHOLESALE TRADE -----	147	5.67
MANUFACTURING -----	868	6.39	SERVICES -----	78	4.19			
NONMANUFACTURING -----	118	7.19	TRUCKDRIVERS, MEDIUM TRUCK -----	1,111	6.63	POWER-TRUCK OPERATORS (OTHER THAN FORKLIFT) -----	67	4.36
PUBLIC UTILITIES -----	69	7.30	MANUFACTURING -----	267	7.55	MANUFACTURING -----	60	4.44
MAINTENANCE PAINTERS -----	191	6.51	NONMANUFACTURING -----	844	6.34			
MANUFACTURING -----	162	6.31	TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	1,916	6.96	GUARDS AND WATCHMEN -----	4,407	3.04
MAINTENANCE MACHINISTS -----	667	6.33	MANUFACTURING -----	423	6.36	MANUFACTURING -----	546	4.43
MANUFACTURING -----	649	6.32	NONMANUFACTURING -----	1,493	7.12	NONMANUFACTURING -----	3,861	2.84
MAINTENANCE MECHANICS (MACHINERY) -	1,437	6.20	PUBLIC UTILITIES -----	935	7.11	WHOLESALE TRADE -----	60	4.99
MANUFACTURING -----	1,233	6.14	WHOLESALE TRADE -----	517	7.27	RETAIL TRADE -----	89	3.30
NONMANUFACTURING -----	204	6.52				FINANCE -----	263	3.90
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	956	6.84	TRUCKDRIVERS, HEAVY TRUCK (OTHER THAN TRAILER) -----	1,223	6.25	SERVICES -----	3,426	2.69
MANUFACTURING -----	164	6.41	MANUFACTURING -----	425	6.31			
NONMANUFACTURING -----	792	6.93	NONMANUFACTURING -----	798	6.22	GUARDS: MANUFACTURING -----	430	4.74
PUBLIC UTILITIES -----	640	7.06	PUBLIC UTILITIES -----	486	7.03	WATCHMEN: MANUFACTURING -----	116	3.30
WHOLESALE TRADE -----	113	6.71	SHIPPING CLERKS -----	193	5.25	JANITORS, PORTERS, AND CLEANERS -----	4,984	3.55
MAINTENANCE PIPEFITTERS -----	776	6.76	MANUFACTURING -----	180	5.26	MANUFACTURING -----	1,402	4.65
MANUFACTURING -----	716	6.73	RECEIVING CLERKS -----	249	4.92	NONMANUFACTURING -----	3,582	3.11
NONMANUFACTURING -----	60	7.09	MANUFACTURING -----	182	5.17	PUBLIC UTILITIES -----	314	5.13
MAINTENANCE SHEET-METAL WORKERS -----	107	6.61	NONMANUFACTURING -----	67	4.22	WHOLESALE TRADE -----	148	4.22
MANUFACTURING -----	100	6.59	SHIPPING AND RECEIVING CLERKS -----	213	5.06	RETAIL TRADE -----	230	3.11
MILLWRIGHTS -----	377	6.73	MANUFACTURING -----	170	4.86	SERVICES -----	2,626	2.77
MANUFACTURING -----	355	6.70	WAREHOUSEMEN -----	3,149	5.53			
MAINTENANCE TRADES HELPERS -----	142	4.92	MANUFACTURING -----	951	5.86	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - WOMEN		
MANUFACTURING -----	73	4.66	NONMANUFACTURING -----	2,198	5.38			
NONMANUFACTURING -----	69	5.19	ORDER FILLERS -----	805	5.50	ORDER FILLERS -----	156	2.98
MACHINE-TOOL OPERATORS (TOOLROOM) -	273	6.60	MANUFACTURING -----	231	5.06	NONMANUFACTURING -----	150	2.95
MANUFACTURING -----	273	6.60	NONMANUFACTURING -----	574	5.68	SHIPPING PACKERS -----	115	4.14
TOOL AND DIE MAKERS -----	799	6.67	WHOLESALE TRADE -----	274	4.82	MANUFACTURING -----	85	4.36
MANUFACTURING -----	709	6.59	SHIPPING PACKERS -----	430	4.18	GUARDS AND WATCHMEN -----	101	3.00
STATIONARY ENGINEERS -----	377	7.12	MANUFACTURING -----	268	4.52	JANITORS, PORTERS, AND CLEANERS -----	1,929	2.99
MANUFACTURING -----	240	7.13	NONMANUFACTURING -----	162	3.62	MANUFACTURING -----	171	4.44
NONMANUFACTURING -----	137	7.10	MATERIAL HANDLING LABORERS -----	2,446	4.97	NONMANUFACTURING -----	1,758	2.85
BOILER TENDERS -----	247	5.59	MANUFACTURING -----	1,233	4.44	SERVICES -----	1,527	2.76
MANUFACTURING -----	173	5.77	NONMANUFACTURING -----	1,213	5.51			
NONMANUFACTURING -----	74	5.18	PUBLIC UTILITIES -----	662	6.36			
			WHOLESALE TRADE -----	254	4.25			
			RETAIL TRADE -----	205	4.58			

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex—large establishments in Newark, N.J., January 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		
MAINTENANCE CARPENTERS -----	184	6.76	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	104	6.36	TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	248	\$ 6.96
NONMANUFACTURING -----	80	7.28	MANUFACTURING -----	67	7.51
PUBLIC UTILITIES -----	27	6.83	SHIPPING CLERKS -----	92	5.52
MAINTENANCE ELECTRICIANS -----	569	6.73	MANUFACTURING -----	84	5.51
MANUFACTURING -----	485	6.57	RECEIVING CLERKS -----	99	5.34
NONMANUFACTURING -----	64	7.69	MANUFACTURING -----	82	5.54
MAINTENANCE PAINTERS -----	143	6.54	WAREHOUSEMEN -----	1,903	6.17
MANUFACTURING -----	118	6.27	MANUFACTURING -----	663	6.63
MAINTENANCE MACHINISTS -----	326	6.72	ORDER FILLERS -----	395	6.32
MANUFACTURING -----	316	6.71	NONMANUFACTURING -----	353	6.45
MAINTENANCE MECHANICS (MACHINERY) - MANUFACTURING -----	678	6.74	SHIPPING PACKERS -----	70	4.85
	559	6.62	MANUFACTURING -----	54	5.07
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	613	7.16	MATERIAL HANDLING LABORERS -----	950	4.69
MANUFACTURING -----	74	6.93	MANUFACTURING -----	494	4.73
NONMANUFACTURING -----	539	7.19	NONMANUFACTURING -----	456	4.65
PUBLIC UTILITIES -----	539	7.19	RETAIL TRADE -----	205	4.58
MAINTENANCE PIPEFITTERS -----	466	6.86	FORKLIFT OPERATORS -----	906	5.28
MANUFACTURING -----	408	6.82	MANUFACTURING -----	775	5.16
NONMANUFACTURING -----	58	7.14	NONMANUFACTURING -----	131	6.02
MAINTENANCE SHEET-METAL WORKERS -----	89	6.65	GUARDS AND WATCHMEN -----	1,677	3.49
MANUFACTURING -----	82	6.62	MANUFACTURING -----	356	4.77
MILLWRIGHTS -----	377	6.73	NONMANUFACTURING -----	89	3.30
MANUFACTURING -----	355	6.70	RETAIL TRADE -----	143	3.75
MAINTENANCE TRADES HELPERS -----	101	5.08	FINANCE -----		
MANUFACTURING -----	58	4.78	GUARDS -----		
MACHINE-TOOL OPERATORS (TOOLROOM) - MANUFACTURING -----	210	6.96	MANUFACTURING -----	344	4.74
	210	6.96	JANITORS, PORTERS, AND CLEANERS -----	1,614	4.75
TOOL AND DIE MAKERS -----	524	6.96	MANUFACTURING -----	965	4.88
MANUFACTURING -----	434	6.89	NONMANUFACTURING -----	649	4.56
STATIONARY ENGINEERS -----	265	7.41	PUBLIC UTILITIES -----	295	5.17
MANUFACTURING -----	157	7.36	WHOLESALE TRADE -----	57	5.18
NONMANUFACTURING -----	108	7.49	RETAIL TRADE -----	110	3.41
BOILER TENDERS -----	117	6.35	FINANCE -----	91	3.55
MANUFACTURING -----	82	6.20	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - WOMEN		
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN			SHIPPING PACKERS -----	91	4.34
TRUCKDRIVERS -----	1,044	7.15	MANUFACTURING -----	61	4.74
MANUFACTURING -----	389	8.47	JANITORS, PORTERS, AND CLEANERS -----	407	4.07
NONMANUFACTURING -----	655	6.36	MANUFACTURING -----	156	4.54
PUBLIC UTILITIES -----	559	6.57	NONMANUFACTURING -----	251	3.77

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Newark, N.J., January 1975 to January 1976

Industry and occupational group (men and women combined)	January 1975 to January 1976
All industries:	
Office clerical.....	7.5
Electronic data processing	7.0
Industrial nurses	7.9
Skilled maintenance trades	8.7
Unskilled plant workers.....	6.8
Manufacturing:	
Office clerical.....	6.4
Electronic data processing	4.0
Industrial nurses	7.1
Skilled maintenance trades	7.7
Unskilled plant workers.....	9.2
Nonmanufacturing:	
Office clerical.....	8.6
Electronic data processing	8.2
Industrial nurses	*
Skilled maintenance trades	*
Unskilled plant workers.....	5.5

* Data do not meet publication criteria.

Footnotes

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

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

³ Earnings data relate only to workers whose sex identification was provided by the establishment.

⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 84² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and

described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

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

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 84 areas are 14 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.-Pa.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Cocoa, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh-Durham, N.C.; Stamford, Conn.; Syracuse, N.Y.; Utica-Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percent increases presented in table A-7 are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). The data are adjusted to remove the effects on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

The percent changes relate to wage changes between the indicated dates. When the time span between surveys is other than 12 months, annual rates are shown. (It is assumed that wages increase at a constant rate between surveys.)

Occupations used to compute wage trends are:

Office clerical (men and women):

Secretaries
Stenographers, general
Stenographers, senior
Typists, classes A and B
File clerks, classes A, B, and C
Messengers
Switchboard operators
Order clerks

Office clerical (men and women)—Continued

Accounting clerks, classes A and B
Bookkeeping-machine operators, class B
Payroll clerks
Keypunch operators, classes A and B
Tabulating-machine operators, class B

Electronic data processing (men and women):

Computer systems analysts, classes A, B, and C
Computer programmers, classes A, B, and C
Computer operators, classes A, B, and C

Skilled maintenance (men and women):

Carpenters
Electricians
Painters
Machinists
Mechanics (machinery)
Mechanics (motor vehicle)
Pipefitters
Tool and die makers

Industrial nurses (men and women):

Registered industrial nurses

Unskilled plant (men and women):

Janitors, porters, and cleaners
Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the occupational group in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," Monthly Labor Review, January 1973, pp. 52-57.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

Appendix table 1. Establishments and workers within scope of survey and number studied in Newark, N.J.,¹ January 1976

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
ALL ESTABLISHMENTS						
ALL DIVISIONS -----	-	1,208	248	352,912	100	184,549
MANUFACTURING -----	100	502	95	156,159	44	67,910
NONMANUFACTURING -----	-	706	153	196,753	56	116,639
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	100	58	22	39,434	11	33,942
WHOLESALE TRADE -----	50	175	35	27,788	8	13,823
RETAIL TRADE -----	100	90	23	42,269	12	26,506
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	50	149	32	44,977	13	25,035
SERVICES ⁷ -----	50	234	41	42,285	12	17,333
LARGE ESTABLISHMENTS						
ALL DIVISIONS -----	-	137	86	193,891	100	155,291
MANUFACTURING -----	500	65	36	79,992	41	55,494
NONMANUFACTURING -----	-	72	50	113,899	59	99,797
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	13	11	33,126	17	31,982
WHOLESALE TRADE -----	500	8	8	10,111	5	10,111
RETAIL TRADE -----	500	16	11	27,310	14	23,973
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	500	30	16	31,837	16	22,744
SERVICES ⁷ -----	500	5	4	11,515	6	10,987

¹ The Newark Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Essex, Morris, Somerset, and Union Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

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

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

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

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

⁶ Abbreviated to "finance" in the A-series tables.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

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 economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

SECRETARY

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

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

SECRETARY—Continued

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

Exclusions

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

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial-type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;

Beginning with calendar year 1976 surveys, the Bureau has grouped occupations studied in its area wage surveys into job families in order to present information on related occupations in sequence. Job families have not been titled, however, since doing so might have added extraneous elements to the job matching process.

The Bureau has also revised several occupational titles. The titles more nearly reflect usual word order and are more descriptive of the survey jobs.

Exclusions—Continued

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

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

Class A

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

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

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

Class B

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

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

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

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

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

Class C

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

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

Class D

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

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

STENOGRAPHER

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

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

Stenographer, General

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

Stenographer, Senior

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

OR

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

TRANSCRIBING-MACHINE TYPIST

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

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

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

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

FILE CLERK

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

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

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

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

MESSENGER

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

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

ORDER CLERK

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

ACCOUNTING CLERK

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

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

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

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

MACHINE BILLER

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

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

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

PAYROLL CLERK

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

KEYPUNCH OPERATOR

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

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

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

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

TABULATING-MACHINE OPERATOR

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

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

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

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

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

PROFESSIONAL AND TECHNICAL

COMPUTER SYSTEMS ANALYST, BUSINESS

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

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

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

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

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

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

OR

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

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

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

COMPUTER PROGRAMMER, BUSINESS

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

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

For wage study purposes, programmers are classified as follows:

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

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

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

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

OR

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

May guide or instruct lower level programmers.

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

COMPUTER OPERATOR

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

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

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

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

major change or cannot be corrected within a reasonably short time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

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

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

DRAFTER

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

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

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

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

AND/OR

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

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

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

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

REGISTERED INDUSTRIAL NURSE

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

MAINTENANCE, TOOLROOM, AND POWERPLANT

MAINTENANCE CARPENTER

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions;

MAINTENANCE CARPENTER—Continued

using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

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

MAINTENANCE PAINTER

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST

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

MAINTENANCE MECHANIC (Machinery)

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

MAINTENANCE MECHANIC (Motor vehicle)

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

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

MAINTENANCE PIPEFITTER

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

MAINTENANCE SHEET-METAL WORKER

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

MILLWRIGHT

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

MAINTENANCE TRADES HELPER

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

MACHINE-TOOL OPERATOR (Toolroom)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TRUCKDRIVER

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

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

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete tasks; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

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

BOILER TENDER

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

MATERIAL MOVEMENT AND CUSTODIAL

TRUCKDRIVER—Continued

- Truckdriver, light truck (under 1½ tons)
- Truckdriver, medium truck (1½ to and including 4 tons)
- Truckdriver, heavy truck (trailer) (over 4 tons)
- Truckdriver, heavy truck (other than trailer) (over 4 tons)

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods

SHIPPING AND RECEIVING CLERK—Continued

shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Shipping clerk
- Receiving clerk
- Shipping and receiving clerk

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see Shipping and Receiving Clerk and Shipping Packer), order filling (see Order Filler), or operating power trucks (see Power-Truck Operator).

ORDER FILLER

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

SHIPPING PACKER

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in

SHIPPING PACKER—Continued

shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

MATERIAL HANDLING LABORER

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

POWER-TRUCK OPERATOR

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

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

- Forklift operator
- Power-truck operator (other than forklift)

GUARD AND WATCHMAN

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

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

JANITOR, PORTER, OR CLEANER

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

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Miami, Fla., Oct. 1975	1850-76, 95 cents
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Minneapolis-St. Paul, Minn.-Wis., Jan. 1976	1900-3, 95 cents
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark, N.J., Jan. 1976	1900-10, 85 cents
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Orleans, La., Jan. 1976	1900-2, 75 cents
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Birmingham, Ala., Mar. 1976 ¹	1900-11, 95 cents	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1976	1900-7, 75 cents	Pittsburgh, Pa., Jan. 1976 ¹	1900-1, \$1.15
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1975	1850-82, 75 cents	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1975	1850-87, 45 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1976	1900-9, 95 cents
Greenville-Spartanburg, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Seattle-Everett, Wash., Jan. 1976	1900-6, 65 cents
Houston, Tex., Apr. 1975	Suppl. Free	South Bend, Ind., Mar. 1976	1900-5, 55 cents
Huntsville, Ala., Feb. 1975	Suppl. Free	Stamford, Conn. ^{1 2}	
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jackson, Miss., Feb. 1976	1900-8, 55 cents	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
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Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1975 ¹	1850-84, 75 cents	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1975 ¹	1850-86, \$1.15	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1975	1850-85, 45 cents	York, Pa., Feb. 1976	1900-4, 55 cents

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² To be surveyed.

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