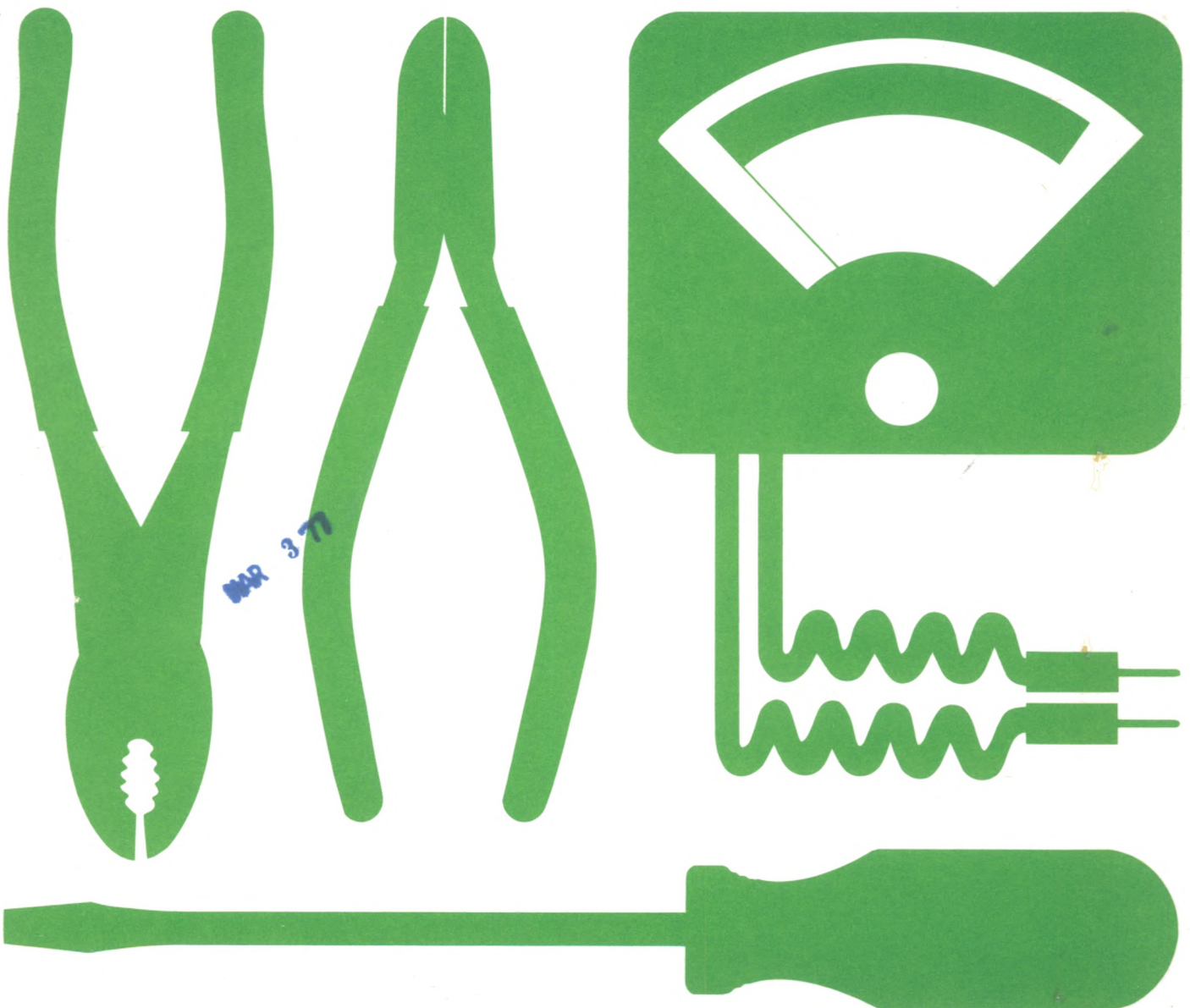


Industry Wage Survey: Appliance Repair, November 1975



U. S. Department of Labor
Bureau of Labor Statistics
1977

Bulletin 1936



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U. S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Julius Shiskin, Commissioner
1977

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Preface

This bulletin summarizes the results of a November 1975 Bureau of Labor Statistics survey of wages and supplementary benefits in appliance repair facilities in 19 metropolitan areas. Separate releases for each of the areas included in the survey were issued earlier. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted by the Bureau's Office of Wages and Industrial Relations. Sandra L. King of the Division of Occupational Wage Structures prepared the analysis in this bulletin. Field work for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations.

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

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Appliance Repair, November 1975

Summary

In November 1975, technicians who repaired major electrical consumer products typically averaged between \$5 and \$6.50 an hour in 19 selected metropolitan areas¹ surveyed in the second study of appliance repair facilities done by the Bureau of Labor Statistics.² TV-radio technicians averaged from \$4.77 an hour in Dallas-Fort Worth to \$7.27 an hour in San Francisco-Oakland. Workers who repaired household appliances averaged from \$4.88 to \$7 an hour. Apprentice repair technicians commonly earned between \$3 and \$4 an hour.

The November 1975 survey also measured the number and rate of full-time job openings reported for technicians and apprentices in the shops visited in November 1975. Job vacancy rates for apprentices usually were higher than for the respective technicians within the same area.

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

Industry characteristics

Employment. The 2,258 establishments covered by the November 1975 survey employed nearly 21,000 non-supervisory service workers in their appliance repair facilities. Four-fifths of these workers were employed as service technicians or apprentices.

The area employment levels of technicians and apprentices generally reflected the population sizes of the localities studied. Slightly more than half of the 16,600 technicians and apprentices were employed in 5 of the 19 areas. The Los Angeles-Long Beach area had the largest number (2,258), followed by Chicago (2,158), Philadelphia (1,548), New York (1,526) and Washington (1,147).

¹ See appendix A for scope and method of survey. Average hourly earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts, as well as commissions for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses, if any, held by employees are included. Areas are Standard Metropolitan Statistical Areas, defined by the U.S. Office of Management and Budget through Feb. 8, 1974. See appendix B for job descriptions.

² See *Industry Wage Survey: Appliance Repair Shops, September 1972* (Bulletin 1838), for details on the first BLS study of appliance repair activity.

Employment in the other 14 areas ranged from 970 in Dallas-Fort Worth to 199 in Memphis. (See appendix table A-1.)

Type of establishment. Technicians and apprentices engaged in the repair of major household appliances are found in a number of industries. Industries within this survey's scope and the percent of workers employed in each are shown in text table 1. The proportion of workers in each type of establishment, however, varied widely among the areas. For example, three-fourths of the workers or more in Nassau-Suffolk, Newark, and New York were in electrical repair shops compared with 20 to 25 percent of the workers in Atlanta, Dallas, Kansas City, and Miami.

Product. The repair facilities studied service a wide variety of electrical consumer products, ranging from television sets, radios, and tape players (brown goods) to the larger household appliances such as refrigerators, freezers, washers, etc. (white goods). In the 19 areas combined, workers were about evenly divided among establishments primarily repairing brown goods or white goods. The proportion of workers in establishments primarily repairing brown goods ranged from nearly four-fifths in Chicago to about three-tenths in Newark and San Francisco-Oakland. In most areas, a majority of repair facilities serviced brown goods or white goods exclusively. Where a secondary service existed, however, brown goods were repaired in one-third of the facilities primarily servicing white goods, while white-goods repair was a subsidiary function in one-fifth of the shops primarily servicing brown goods.

Occupational staffing and job openings. Television-radio technicians were numerically the most important of the

Text table 1. Percent of repair technicians and apprentices by industry, 19 areas combined, November 1975

Industry	Percent
Total	100
Electrical repair shops	46
Department stores	22
Retail television and radio stores	14
Wholesalers of appliances, television sets, and radios	9
Retail appliance stores	8

NOTE: Because of rounding, detail does not add to total.

four occupations studied. They accounted for slightly more than half of the technician-apprentice work force in the 19 areas. Electrical appliance technicians accounted for two-fifths of the total. Apprentices made up 7 percent of the work force. TV-radio technicians and apprentices were a majority of the workers in all areas except Boston, Minneapolis-St. Paul, Newark, and San Francisco-Oakland.

In addition to the employment in the selected occupations at the time of the survey, the study also measured the number of full-time job openings available in November 1975 for which the firm was actively trying to recruit workers from outside the firm. The job vacancy rate (vacancies as a percent of employment in the occupation plus reported vacancies in the facilities visited) for TV-radio technicians was 3 percent in the 19 areas combined; for TV-radio apprentices, the rate was 4 percent. Job vacancy rates for electrical appliance technicians and electrical appliance apprentices were 1 percent and 2 percent respectively. See text table 2 for the range of job vacancy rates for the four occupations surveyed.

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

Despite the low job vacancy rates reported, nearly one-fourth of the establishments visited indicated that one or more full-time service technicians or apprentices would be hired if they applied for the position at a wage level deemed acceptable. The proportion of establishments with such a hiring attitude ranged from fewer than one-tenth in Buffalo, Cleveland, Dallas, Minneapolis, and St. Louis to slightly more than half in Washington.

Unionization. About one-fourth of the 16,600 technicians and apprentices in the 19 areas were employed in repair facilities having labor-management contracts covering a

Text table 2. Job vacancy rates for selected occupations, appliance repair facilities visited in 19 areas, November 1975

Occupation	Number of areas	Job vacancy rate ¹				
		0	1-4 percent	5-9 percent	10-14 percent	15 or more percent
TV-radio technicians . . .	19	2	14	2	1	—
TV-radio apprentices . . .	19	9	1	3	1	5
Electrical appliance technicians . . .	19	5	14	—	—	—
Electrical appliance apprentices . . .	17 ²	12	2	—	3	—

¹ Vacancies as a percent of the sum of employment plus vacancies in facilities visited.

² No electrical appliance apprentices were reported in Buffalo and Miami.

majority of such employees. In a majority of areas, a higher proportion of electrical appliance workers than of TV-radio workers were unionized. The proportion of appliance repairers in union establishments was between 60 and 75 percent in Philadelphia, St. Louis, and Cleveland ranging to 5 percent or less in Atlanta, Dallas, Memphis, and Washington. The proportions for TV-radio workers ranged from one-third in Chicago, Miami, New York, and San Francisco-Oakland, to less than one-tenth in eight areas.

The International Brotherhood of Electrical Workers (AFL-CIO) was the major union in the industry. A number of other unions, including the United Electrical, Radio, and Machine Workers and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, also represented workers in the industry.

Method of wage payment. About nine-tenths or more of the service technicians and apprentices in 16 areas were paid on a time-rated basis, most commonly under formal plans providing ranges of rates for specified occupations (table 6). Typically, the rate-range pay plans provided for automatic progression based on a combination of length of service and merit review. Informal plans with rates based primarily on the qualifications of the individual worker covered a majority of the time-rated workers in Boston, Denver-Boulder, Memphis, Nassau-Suffolk, New York, and Washington.

Incentive pay plans, usually individual bonus arrangements, applied to nearly three-fifths of the workers in Memphis, one-fourth in Denver-Boulder, one-fifth in Minneapolis-St. Paul, and about one-tenth or less in the other areas.

Both time and incentive workers usually were paid at weekly or biweekly intervals.

In all areas except Dallas-Fort Worth, Memphis, and Minneapolis-St. Paul, State or local government licenses were required in some establishments. The proportion of TV-radio technicians in shops with license requirements ranged from nine-tenths or more in Boston and Kansas City to one-tenth or less in six areas. In each area, licenses were required of a smaller proportion of electrical appliance technicians than of TV-radio technicians. For purposes of this study, premiums paid for such licenses, if any, are included in the wage data.

In the 19 areas studied, slightly more than two-fifths of the technicians and apprentices were in facilities with formal provisions for paying commissions for the sale of maintenance contracts, parts, or appliances. The proportion of workers in establishments having such provisions varied considerably by area, and within areas by item. For example, a majority of the workers in Memphis and Newark shops were eligible for commissions on the sale of maintenance contracts while fewer than one-tenth were in shops with similar provisions for the sale of parts. Similar proportions in Minneapolis-St. Paul were, respectively, one-seventh and one-third.

The proportion of workers actually receiving commissions during November 1975 was usually somewhat less than the proportion that was eligible, and showed substantial variation by area and occupation. In St. Louis, for example, 16 percent of the TV-radio technicians received commissions in addition to their regular wages, compared with 36 percent of the electrical appliance technicians. In Boston, the relationships were reversed—12 percent and 5 percent, respectively. The effect of these commission payments on worker earnings is illustrated in text table 5 in the following discussion of occupational earnings.

Occupational earnings

Straight-time average earnings of TV-radio technicians typically ranged from \$5 to \$6 an hour in November 1975, while earnings of electrical appliance repairers commonly ranged from \$5.50 to \$6.50 (table 1). Among the 19 areas surveyed, the highest averages for both technician jobs were reported in San Francisco-Oakland—\$7.27 for TV-radio workers and \$7 for electrical appliance workers. The lowest averages were found in Dallas-Fort Worth—\$4.77 for TV-radio repair and \$4.88 for electrical appliance service. Text table 3 presents the interarea spread in average earnings for the technician jobs combined.

Apprentice technicians, those working under the direction of a qualified technician or other supervisor while in a learning or apprenticeship status, commonly averaged between \$3 and \$4 an hour. Hourly earnings of electrical appliance apprentices averaged from \$2.80 in Dallas-Fort Worth to \$5.04 in San Francisco-Oakland, and were higher than those for their TV-radio counterparts in 8 of 13 areas compared (table 1). Wage advantages held by qualified technicians over apprentices in the same field often averaged about 40 to 60 percent.

Text table 3. Range of relative pay levels for technicians, November 1975

(San Francisco-Oakland = 100)

Area	Range (in percent)
Chicago	85-89
Atlanta, Cleveland, Los Angeles, Minneapolis, Newark, St. Louis	80-84
Boston, Buffalo, Denver, Kansas City, Memphis, Miami, Nassau-Suffolk, Philadelphia, Washington	75-79
New York	70-74
Dallas	65-69

NOTE: To minimize interarea differences in employment mix between the TV-radio and electrical appliance technicians, weights expressing constant employment relationships based on the total workers in the respective jobs in all 19 areas were used. Aggregates were computed for each area by multiplying the average straight-time hourly earnings for the jobs by those weights and totaling. The ratio of these aggregates to San Francisco-Oakland's formed the basis for this index.

In all but one of the areas studied,³ electrical appliance technicians—those servicing white goods such as refrigerators, freezers, and washers—had higher average hourly earnings than their TV-radio (brown goods) counterparts. The earnings advantage for white-goods workers was typically between 5 and 15 percent, ranging from 1-2 percent in Buffalo, Dallas, and New York to 20 percent in Cleveland. The higher earnings of the white-goods technicians can be partly explained by two factors: Union status and size of repair facility. For example, three-tenths of the white-goods technicians were covered by union contracts compared with one-fifth of the brown-goods technicians. In addition, nearly two-thirds of the white-goods technicians worked in establishments with at least 10 workers whereas only slightly more than half of the TV-radio (brown-goods) technicians did. Within areas, however, when comparisons were limited to establishments employing both types of workers (about one-fifth of the establishments studied), the brown-goods technicians were commonly paid as much as or more than white-goods technicians in the same repair facility.

For the technician jobs, separate earnings data were also developed for three categories of service—inside (bench), outside (home service calls), and a combination of the two. In areas permitting comparisons among all three types, outside electrical appliance technicians usually had higher average earnings than those working either exclusively at the repair facility or on combined inside-outside duties. In TV-radio work, however, no one type of service was consistently associated with higher earnings levels. For example, hourly earnings of TV-radio technicians in Denver-Boulder averaged \$5.34 for inside, \$5.12 for outside, and \$5.04 for combination service; in Philadelphia, respective averages were \$5.17, \$5.24, and \$5.35; and in Memphis, \$5.13, \$5.30, and \$4.56.

TV-radio and electrical appliance technicians in repair facilities with at least 10 technicians and apprentices typically averaged between 10 and 30 percent an hour more than their counterparts in establishments with fewer than five such employees. Apprentices in establishments with larger service staffs also typically averaged more per hour than those in establishments with smaller staffs, but the differences varied widely by area. Text table 4 illustrates the range of earnings advantages held by workers in the largest facilities (10 repairers or more).

In the 36 instances where earnings of time and incentive-rated workers could be compared, incentive workers typically averaged more per hour than their time-rated counterparts in the same job and area. The incentive advantage varied among the areas and among jobs, ranging from 2 percent in Los Angeles (\$5.86-\$5.74) and 4 percent in Chicago (\$6.24-\$6.01) for TV-radio technicians to 28 percent in Los Angeles (\$7.91-\$6.18) for electrical appliance technicians.

³Data for electrical appliance technicians in Memphis did not meet publication criteria.

Text table 4. Distribution of areas by earnings advantages of workers in large over smaller facilities

(Average straight-time earnings of workers in the largest repair facilities as a percent of those in the two smaller-size shops)

Item	Earnings of workers in shops with 10 or more employees compared with those in shops having between 5 and 10				Earnings of workers in shops with 10 or more employees compared with those in shops with fewer than 5			
	TV-Radio		Electrical Appliance		TV-Radio		Electrical Appliance	
	Technicians	Apprentices	Technicians	Apprentices	Technicians	Apprentices	Technicians	Apprentices
Number of areas compared ¹	18	12	13	9	19	11	18	8
Number of areas where earnings in the largest shops exceeded those in smaller shops by:								
Less than 10 percent	5	2	2	1	3	4	4	3
10-19 percent	7	1	3	2	6	2	6	—
20-29 percent	2	3	2	2	7	—	3	—
30-39 percent	—	3	5	1	2	1	1	1
40-49 percent	1	2	1	1	1	1	2	—
50 percent or more	3	1	—	2	—	3	2	4

¹ Earnings of workers in shops with between 5 and 10 workers exceeded those of workers in facilities with 10 workers or more in Nassau-Suffolk for TV-radio technicians; in Miami, St. Louis, and Washington for appliance technicians; and in Washington for appliance repair apprentices. Earnings of those in shops with fewer

than 5 workers exceeded earnings of their counterparts in facilities with 10 workers or more in Chicago for TV-radio apprentices, in Los Angeles for appliance technicians, and in Kansas City for appliance apprentices.

The basic earnings data in tables 1 through 5 exclude commissions paid to technicians and apprentices for selling of maintenance contracts, parts, and appliances. In the 19 areas combined, 10 percent of the electrical appliance technicians (3 percent of the apprentices) and 8 percent of the TV-radio technicians (5 percent of the apprentices) received commissions. Text table 5 illustrates the relative importance of these commission payments to the earnings of those workers receiving sales commissions in addition to their regular salary. It shows that the proportion of commissions to earnings-plus-commissions averaged under 10 percent in about half the areas permitting comparisons for TV-radio and electrical appliance technicians. The earnings advantage of TV-radio technicians receiving sales commissions during the survey month over their straight-

salary counterparts ranged from less than 5 percent in Chicago, Dallas, and St. Louis to 20-22 percent in Boston, Denver, Nassau-Suffolk, and New York. But, for appliance technicians, a mixed pattern was observed. Workers with commissions had an earnings advantage over their straight-salary counterparts in seven areas, earned about the same in one area, and averaged less per hour than those on salary in six areas.

Earnings of individuals varied substantially within the same job and area (tables 2 through 5). For example, the hourly earnings of the highest paid technician typically exceeded those of the lowest paid technician in the same job and area by \$4. In some instances, the spread reached \$5 an hour or more. This wide dispersion of earnings may be due to variations in length of service and the wide range of skills required to repair major household appliances.

Text table 5. Relative importance of commission payments in average earnings of workers receiving sales commissions, November 1975

Item	Technicians		Apprentices	
	TV-radio	Electrical appliance	TV-radio	Electrical appliance
Number of areas compared ¹	14	14	9	4
Percent of commissions to earnings plus commissions:				
1- 4 percent	2	5	5	3
5- 9 percent	5	1	2	—
10-14 percent	3	3	—	—
15-19 percent	3	2	1	1
20-24 percent	1	—	1	—
25 percent or more	—	3	—	—

¹ Only includes areas where sales commissions were paid during the survey month.

Establishment practices and supplementary wage provisions

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

Minimum entrance rates. Minimum entrance (hiring) rates for qualified technicians were determined by formally established policies in a minority (usually between 20 and 40 percent) of the repair facilities visited in each of the 19 survey areas (tables 7 and 8). For each of the two technician jobs, these minimum entrance rates most commonly fell between \$4 and \$6 an hour.

Weekly work schedules. Weekly work schedules of 5 days and 40 hours applied to a majority of the technicians and apprentices in each of the 19 areas studied (table 9). Most of the remaining workers had longer weekly schedules. For example, about one-tenth of the work force in Buffalo, Denver, Memphis, and Washington worked 6 days, 48 hours per week.

Overtime premium pay. Daily overtime pay provisions, virtually always time and one-half the regular rate after 8 hours, were in effect in repair facilities employing a majority of the technicians and apprentices in 12 of the 19 areas (table 10). Weekly overtime provisions—typically time and one-half after 40 hours—applied to about four-fifths of the workers or more in 17 areas, and to at least three-fifths in the other two studied.

Paid holidays. Paid holidays, most commonly 6 or 9 days annually, were provided by establishments employing more than nine-tenths of the technicians and apprentices in all areas (table 11). However, provisions varied considerably among the areas. In Newark, for example, three-fifths of the workers received at least 9 days annually, compared with about 6 days or less for a similar proportion of the workers in Dallas-Fort Worth.

Paid vacations. Paid vacations after qualifying periods of service were provided to at least seven-eighths of the technicians and apprentices in each of the areas studied (table 12). Typical provisions were at least 1 week of vacation pay after 1 year of service, 2 weeks after 2 years, 3 weeks after 10 years, and 4 weeks after 20 years of service or more. Between one-half and three-fifths of the workers in Kansas City, Newark, and San Francisco-Oakland were in facilities providing at least 5 weeks of vacation pay after 30 years of service.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance, for which the employer paid at least part of the cost, was provided to about two-thirds or more of the workers in all areas (table 13). At least one-half of the workers in most areas were also provided other types of health benefits including basic and major medical insurance and sickness and accident insurance, paid sick leave, or both.

Retirement pension plans (other than social security), providing regular payments for the remainder of the retiree's life, were available to one-third of the workers in Chicago and Los Angeles, ranging to seven-tenths in Atlanta, Buffalo, Kansas City, and Newark. Provisions for retirement severance pay (one payment or several over a specified period of time) applied to one-seventh of the workers in Kansas City and to 5 percent or less of the workers in the other areas.

Other selected benefits. A majority of the technicians and apprentices in about three-fourths of the areas were employed in repair facilities having formal provisions for jury-duty pay and paid leave for attending funerals of specified family members (table 14). Three-fifths of the workers were employed in repair facilities providing either uniforms, cleaning of uniforms, or both, or some monetary allowance for either. Among establishments requiring uniforms, however, these provisions applied to more than nine-tenths of the workers in 18 areas and to three-fifths in Atlanta.

Formal apprenticeship training programs for both TV-radio and electrical appliance work, requiring supervised training and experience for a specified period of time, were reported in all areas surveyed. The proportion of workers in establishments having such programs ranged from about 10 percent or less (for both types of programs) in Boston, Denver-Boulder, and San Francisco-Oakland to 56 percent for TV-radio and 66 percent for appliance repair in Newark.

Table 1. Occupational averages: All establishments

(Average straight-time hourly earnings¹ of workers in selected occupations in electrical appliance repair facilities, 19 selected areas, November 1975)

AREA	TELEVISION-RADIO TECHNICIANS								TELEVISION-RADIO APPRENTICES		ELECTRICAL APPLIANCE TECHNICIANS								ELECTRICAL APPLIANCE APPRENTICES	
	TOTAL		INSIDE (bench)		OUTSIDE (home repair)		COMBINATION		WORKERS	EARNINGS	WORKERS	EARNINGS	INSIDE (bench)		OUTSIDE (home repair)		COMBINATION		WORKERS	EARNINGS
	WORKERS	EARNINGS	WORKERS	EARNINGS	WORKERS	EARNINGS	WORKERS	EARNINGS					WORKERS	EARNINGS	WORKERS	EARNINGS	WORKERS	EARNINGS		
ATLANTA	367	\$5.52	158	\$5.56	182	\$5.45	-	-	25	\$4.10	249	\$6.28	17	\$6.02	216	\$6.44	16	\$4.47	-	-
BOSTON	253	5.17	108	5.08	84	5.33	61	\$5.14	36	3.11	310	5.56	27	5.92	213	5.44	-	-	15	\$3.63
BUFFALO	157	5.32	44	5.47	57	5.59	56	4.94	20	3.18	156	5.35	7	5.97	-	-	26	3.95	-	-
CHICAGO	1,241	6.03	447	5.59	315	5.93	479	6.49	53	3.53	810	6.43	32	5.37	282	5.73	-	-	54	4.64
CLEVELAND	405	5.25	201	5.08	127	5.55	77	5.23	40	3.55	268	6.28	-	-	211	6.34	-	-	30	4.04
DALLAS	496	4.77	221	4.91	178	4.61	97	4.74	27	3.12	430	4.88	62	4.62	290	4.96	78	4.77	17	2.80
DENVER	338	5.21	173	5.34	95	5.12	70	5.04	27	3.37	157	5.88	-	-	74	6.11	65	5.72	14	3.15
KANSAS CITY	226	5.04	85	4.88	63	5.18	78	5.09	13	3.65	148	5.91	16	5.20	-	-	-	-	-	-
LOS ANGELES - LONG BEACH	1,120	5.75	425	5.88	552	5.73	143	5.45	127	3.83	921	6.31	96	5.94	783	6.39	42	5.74	90	3.71
MEMPHIS	106	5.12	51	5.13	41	5.30	14	4.56	-	-	-	-	7	4.82	-	-	-	-	-	-
MIAMI	198	5.07	93	4.90	60	4.99	45	5.56	13	3.60	114	5.98	13	6.04	90	6.03	-	-	-	-
MINNEAPOLIS - ST. PAUL	266	5.53	109	5.79	45	5.69	112	5.21	37	3.80	298	6.01	-	-	175	6.00	101	5.97	25	4.06
NASSAU-SUFFOLK	308	5.25	131	5.05	105	5.27	-	-	11	3.23	262	5.58	-	-	203	5.96	52	3.98	10	3.52
NEWARK	210	5.57	78	5.65	82	5.60	50	5.41	6	3.50	267	6.17	-	-	219	6.33	26	4.53	15	3.63
NEW YORK	850	5.23	320	5.28	358	5.14	172	5.35	57	3.73	588	5.32	44	4.95	466	5.49	78	4.52	31	3.25
PHILADELPHIA	861	5.23	359	5.17	296	5.24	206	5.35	57	3.43	569	5.60	-	-	375	5.68	98	4.96	61	3.80
SAN FRANCISCO - OAKLAND	319	7.27	133	7.52	121	7.24	65	6.83	42	4.89	475	7.00	63	7.13	350	7.01	62	6.78	10	5.04
ST. LOUIS	381	5.47	151	5.52	136	5.46	94	5.41	39	3.35	209	6.51	-	-	151	6.74	40	5.35	-	-
WASHINGTON	720	5.53	358	5.71	250	5.27	112	5.51	69	3.65	349	5.54	77	5.78	252	5.47	-	-	29	3.85

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

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

Table 2. Earnings distribution: Television-radio technicians

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 19 selected areas, November 1975)

AREA	WORKERS	EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			UNDER 2.80	2.80 AND UNDER 3.00	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80 AND OVER	
ATLANTA	367	\$5.52	-	-	15	-	-	3	8	20	14	13	44	2	31	28	4	31	1	80	8	7	7	6	-	-	28	10	7	
BOSTON	253	5.17	-	-	-	-	5	15	5	7	15	9	15	17	45	22	21	15	33	4	1	9	8	7	-	-	7	1	-	
BUFFALO	157	5.32	-	-	-	8	2	1	4	-	4	10	12	12	27	11	3	9	6	16	22	1	-	-	-	-	1	1	-	
CHICAGO	1,241	6.03	-	-	-	-	-	3	-	15	21	26	20	17	77	138	129	48	68	261	61	45	27	51	110	37	29	30	28	
CLEVELAND	405	5.25	-	2	-	-	6	11	-	43	34	37	21	8	54	11	11	27	10	53	6	3	67	1	-	-	-	-	-	
DALLAS	496	4.77	1	-	6	31	16	26	9	64	44	24	70	16	31	21	13	42	30	24	2	8	11	2	-	-	5	-	-	
DENVER	338	5.21	-	5	1	23	7	6	13	11	14	11	10	18	47	19	10	24	26	32	32	5	1	3	13	-	3	-	4	
KANSAS CITY	226	5.04	-	2	13	2	11	7	3	23	8	12	6	9	20	6	19	11	35	1	14	22	1	1	-	-	-	-	-	
LOS ANGELES - LONG BEACH	1,120	5.75	2	-	10	-	11	3	7	42	15	50	32	31	173	72	69	78	21	117	24	38	39	232	23	7	10	3	11	
MEMPHIS	106	5.12	-	-	-	10	3	6	6	5	18	-	9	1	2	2	7	2	6	6	1	-	-	-	-	18	-	-	2	
MIAMI	198	5.07	-	8	-	-	11	8	-	4	27	26	6	1	19	1	22	1	10	35	2	1	5	-	10	-	1	-	-	
MINNEAPOLIS - ST. PAUL	266	5.53	-	-	-	-	-	4	-	22	9	7	12	10	19	19	32	34	18	20	23	21	5	2	7	-	-	-	2	
NASSAU-SUFFOLK	308	5.25	1	1	3	4	5	11	15	15	38	3	17	10	28	16	1	9	17	53	6	24	1	30	-	-	-	-	-	
NEWARK	210	5.57	-	-	-	-	7	5	-	6	11	13	8	1	39	5	9	8	3	28	3	10	19	32	3	-	-	-	-	
NEW YORK	850	5.23	10	-	-	13	7	20	18	40	102	16	85	16	84	70	49	46	18	131	17	31	23	40	12	-	-	-	-	
PHILADELPHIA	861	5.23	6	3	10	14	29	32	14	53	44	40	88	14	34	46	49	38	52	94	148	22	5	13	13	-	-	-	-	
SAN FRANCISCO - OAKLAND	319	7.27	-	-	-	-	-	-	-	-	-	-	-	-	3	-	15	-	-	7	10	8	23	-	76	14	33	95	234	
ST. LOUIS	381	5.47	3	-	-	-	-	38	6	-	10	14	19	10	12	63	7	33	12	7	54	24	1	3	4	19	2	5	33	2
WASHINGTON	720	5.53	-	5	10	7	8	-	14	21	34	42	47	36	68	50	49	79	10	80	46	32	15	18	4	-	10	-	35	

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

² Workers were distributed as follows: 9 at \$8 to \$8.20; 6 at \$8.20 to \$8.40; 12 at \$8.40 to \$8.60; and 7 at \$9 and over.

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

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 19 selected areas, November 1975)

AREA	WORKERS	EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																							
			UNDER 2.30	2.30 AND UNDER 2.40	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	5.80 AND OVER
			ATLANTA.....	25	\$4.10	-	-	-	-	-	-	5	-	-	-	-	1	-	7	6	-	2	-	2	1	1
BOSTON.....	36	3.11	-	-	-	5	-	-	-	-	10	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-
BUFFALO.....	20	3.18	-	4	-	1	-	-	-	-	6	-	2	6	-	-	-	1	-	-	-	-	-	-	-	-
CHICAGO.....	53	3.53	-	12	-	4	-	-	-	2	1	1	6	5	2	3	9	4	1	2	-	-	1	-	-	-
CLEVELAND.....	40	3.55	-	6	-	5	-	-	-	-	4	8	-	-	-	5	8	-	-	-	-	1	-	-	-	-
DALLAS.....	27	3.12	-	-	-	11	6	-	-	-	1	-	1	-	2	2	1	2	-	-	-	-	1	-	-	-
DENVER.....	27	3.37	-	-	2	-	-	-	10	-	2	2	1	4	2	-	1	-	2	-	-	-	1	-	-	-
KANSAS CITY.....	13	3.65	-	-	-	-	-	-	4	-	-	-	-	6	-	1	-	1	-	-	-	1	-	-	-	-
LOS ANGELES - LONG BEACH.....	127	3.83	-	-	-	17	-	2	2	-	5	-	18	26	-	15	11	10	4	9	4	-	1	3	-	-
MIAMI.....	13	3.60	-	-	-	-	-	-	-	-	5	5	-	-	1	-	-	-	1	-	-	1	-	-	-	-
MINNEAPOLIS - ST. PAUL.....	37	3.80	-	-	-	-	-	-	-	-	6	2	12	-	1	6	3	-	7	-	-	-	-	-	-	-
NASSAU-SUFFOLK.....	11	3.23	-	-	4	-	-	3	-	-	-	-	-	1	-	2	-	-	-	-	-	1	-	-	-	-
NEWARK.....	6	3.50	-	-	-	-	-	-	-	-	2	1	1	1	-	-	1	-	-	-	-	-	-	-	-	-
NEW YORK.....	57	3.73	-	-	-	-	-	6	-	-	21	5	-	2	-	10	2	4	-	-	4	2	-	-	-	-
PHILADELPHIA.....	57	3.43	-	-	5	8	-	-	-	5	10	-	9	-	5	6	1	2	1	2	-	2	1	-	-	9
SAN FRANCISCO - OAKLAND.....	42	4.89	-	-	-	-	-	-	-	-	-	-	1	1	-	11	1	8	-	2	4	-	5	-	-	9
ST. LOUIS.....	39	3.35	-	3	-	6	-	-	-	-	3	1	21	1	-	-	1	1	1	1	1	-	-	-	-	-
WASHINGTON.....	69	3.65	3	10	-	-	-	-	-	1	8	7	11	4	-	4	7	11	2	1	-	1	2	-	-	-

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

² Workers were distributed as follows: 7 at \$6 to \$6.20 and 2 at \$6.40 to \$6.60.
³ Workers were distributed as follows: 5 at \$2.10 to \$2.20 and 5 at \$2.20 to \$2.30.

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Table 4. Earnings distribution: Electrical appliance technicians

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 18 selected areas,² November 1975)

AREA	WORKERS	EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			UNDER 3.20	3.20 AND UNDER 3.40	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	7.80 AND OVER
			ATLANTA.....	249	\$6.28	5	-	15	-	5	-	7	-	-	-	-	3	10	5	8	-	66	22	1	5	20	1	-
BOSTON.....	310	5.56	-	8	-	8	12	6	-	33	10	44	14	10	4	16	58	15	32	16	15	5	-	-	-	-	-	-
BUFFALO.....	156	5.35	15	-	2	-	-	14	2	4	7	23	-	3	1	31	4	50	-	-	-	-	-	-	-	-	-	
CHICAGO.....	810	6.43	-	-	-	1	13	18	10	9	18	42	57	44	32	13	53	24	62	12	137	70	22	115	33	25		
CLEVELAND.....	268	6.28	-	-	-	-	5	-	5	-	2	-	24	7	6	49	2	10	15	131	-	-	-	-	-	-		
DALLAS.....	430	4.88	10	15	8	50	17	24	24	18	9	36	49	19	37	60	18	2	6	-	-	-	-	-	-	-		
DENVER.....	157	5.88	-	-	8	-	1	3	-	1	2	-	5	9	3	23	2	20	62	2	8	2	1	5	-	-		
KANSAS CITY.....	148	5.91	-	-	-	-	2	3	-	6	1	6	6	8	29	19	1	20	39	2	6	1	-	-	-	-		
LOS ANGELES - LONG BEACH.....	921	6.31	2	-	-	-	16	-	39	4	1	48	46	41	127	20	29	63	42	33	364	4	4	-	2	36		
MIAMI.....	114	5.98	-	-	-	3	1	-	-	-	-	18	-	7	-	34	24	5	5	4	-	-	-	-	-	-		
MINNEAPOLIS - ST. PAUL.....	298	6.01	-	-	-	10	-	-	9	7	1	4	12	19	55	23	21	62	34	-	6	13	-	20	-	2		
NASSAU-SUFFOLK.....	262	5.58	8	5	-	3	10	13	28	4	9	-	8	2	20	15	2	30	1	44	-	60	-	-	-	-		
NEWARK.....	267	6.17	-	-	-	-	4	16	6	5	5	9	10	8	14	-	10	2	26	79	69	2	1	1	-	-		
NEW YORK.....	588	5.32	5	10	17	32	26	26	28	29	59	5	40	27	36	65	-	12	10	35	45	69	-	-	-	-		
PHILADELPHIA.....	569	5.60	5	-	5	4	17	17	5	58	16	22	14	19	32	15	93	29	189	19	5	5	-	-	-	-		
SAN FRANCISCO - OAKLAND.....	475	7.00	-	-	-	-	-	-	2	7	-	11	19	15	2	3	20	22	14	7	34	33	103	38	145			
ST. LOUIS.....	209	6.51	6	-	-	-	-	12	1	5	4	-	3	6	1	-	4	28	39	-	-	-	-	-	-	-		
WASHINGTON.....	349	5.54	-	6	9	5	8	14	6	21	16	13	16	14	43	36	51	8	32	24	1	-	-	-	-	10		

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

² Data for electrical appliance technicians in Memphis did not meet publication criteria.

Table 5. Earnings distribution: Electrical appliance technicians, apprentice

(Distribution of workers by straight-time hourly earnings¹ in electrical appliance repair facilities, 13 selected areas,² November 1975)

AREA	WORKERS	EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																							
			2.60	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60
			UNDER	AND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOSTON.....	15	\$3.63	-	-	-	-	-	5	-	1	3	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
CHICAGO.....	54	4.64	-	-	-	-	-	8	1	2	1	5	8	12	3	1	-	-	-	1	-	2	-	2	6	2
CLEVELAND.....	30	4.04	-	-	-	-	10	-	-	-	-	-	7	-	4	4	5	-	-	-	-	-	-	-	-	-
DALLAS.....	17	2.80	3	1	-	-	-	1	-	-	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
DENVER.....	14	3.15	4	7	-	-	-	-	4	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-
LOS ANGELES - LONG BEACH.....	90	3.71	5	16	-	-	-	16	13	17	2	2	1	5	4	4	-	-	-	-	-	-	-	-	-	10
MINNEAPOLIS - ST. PAUL.....	25	4.06	3	-	-	-	-	-	3	-	-	2	8	-	3	-	3	3	-	-	-	-	-	-	-	-
NASSAU-SUFFOLK.....	10	3.52	-	-	1	-	-	-	5	1	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-
NEWARK.....	15	3.63	-	-	-	-	-	4	2	-	2	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-
NEW YORK.....	31	3.25	1	-	3	3	-	12	2	3	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-
PHILADELPHIA.....	61	3.80	6	14	-	-	-	-	-	22	1	-	3	3	1	4	-	2	3	7	1	-	-	-	-	-
SAN FRANCISCO - OAKLAND.....	10	5.04	-	-	-	-	-	-	-	1	-	-	3	-	-	-	-	-	-	5	-	-	1	-	-	-
WASHINGTON.....	29	3.85	-	-	-	-	2	2	2	6	6	-	4	2	-	-	-	5	-	-	-	-	-	-	-	-

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

² Data for apprentices in Atlanta, Kansas City, Memphis, Miami, and St. Louis did not meet publication criteria. No apprentices were reported in Buffalo.

³ Includes 10 workers at under \$2.30 and 1 worker at \$2.50 to \$2.60.

⁴ Workers were distributed as follows: 2 at \$2.40 to \$2.50 and 5 at \$2.50 to \$2.60.

⁵ All workers were at \$2.50 to \$2.60.

⁶ Workers were distributed as follows: 5 at under \$2.30 and 9 at \$2.50 to \$2.60.

Table 6. Method of wage payment

(Percent of service technicians and apprentices in appliance repair facilities by method of wage payment,¹ 19 selected areas, November 1975)

Method of wage payment	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
	All workers.....	100	100	100	100	100	100	100	100	100
Time rated workers.....	90	99	95	92	96	88	76	99	93	43
Individual rates.....	32	57	43	30	45	43	39	36	35	36
Range of rates-merit review.....	4	4	-	8	4	12	(2)	14	2	-
Range of rates-automatic progression based on length of service.....	11	7	39	31	44	25	22	32	8	-
Range of rates-combination.....	11	30	-	10	1	-	13	18	39	4
Single rate.....	33	-	12	13	2	8	1	-	8	3
Incentive workers.....	10	1	5	8	4	12	24	1	7	57
Group piecework.....	-	-	-	1	1	2	-	-	-	-
Flat-rate hours.....	-	-	-	1	1	2	-	-	-	-
Flat-rate percentage of the labor cost charged the customer.....	-	1	1	1	3	4	6	1	4	12
Individual bonus plans.....	10	-	5	6	-	6	13	-	4	45
	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington	
All workers.....	100	100	100	100	100	100	100	100	100	100
Time rated workers.....	88	81	92	100	99	98	89	100	98	98
Individual rates.....	32	36	46	36	56	43	40	37	58	58
Range of rates-merit review.....	16	-	-	5	-	11	-	-	6	6
Range of rates-automatic progression based on length of service.....	38	9	32	54	28	37	28	4	25	25
Range of rates-combination.....	-	28	4	-	4	-	9	9	-	-
Single rate.....	3	8	9	5	11	8	12	50	9	9
Incentive workers.....	12	19	8	-	1	2	11	-	4	4
Group piecework.....	-	-	-	-	-	-	-	-	-	-
Flat-rate hours.....	-	-	3	-	-	-	4	-	-	-
Flat-rate percentage of the labor cost charged the customer.....	2	6	-	-	1	1	-	-	4	4
Individual bonus plans.....	10	13	5	-	1	(2)	1	-	-	-

¹ For definition of method of wage payment, see appendix A.
² Less than 0.5 percent.

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

Table 7. Minimum entrance rates: TV-radio technicians

(Number of establishments studied by formally established minimum hourly entrance (hiring) rates¹ for TV-radio technicians, appliance repair facilities, 19 selected areas, November 1975)

Minimum rate	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
Establishments studied.....	22	34	24	66	27	37	34	20	52	15
Establishments having a specified minimum.....	8	10	5	25	12	9	7	7	12	1
\$2.50 and under \$2.60.....	-	-	-	-	1	-	1	-	-	-
\$2.60 and under \$2.70.....	-	-	-	-	-	-	-	-	-	-
\$2.70 and under \$2.80.....	-	-	-	-	-	-	-	-	-	-
\$2.80 and under \$2.90.....	1	-	-	-	-	-	-	-	-	-
\$2.90 and under \$3.00.....	-	-	-	-	-	-	-	-	-	-
\$3.00 and under \$3.10.....	-	-	-	-	1	-	-	1	-	-
\$3.10 and under \$3.20.....	-	-	-	-	-	-	-	-	-	-
\$3.20 and under \$3.30.....	-	-	-	-	1	-	-	-	-	-
\$3.30 and under \$3.40.....	-	-	-	-	-	-	-	-	-	-
\$3.40 and under \$3.50.....	-	1	-	-	-	-	-	-	-	-
\$3.50 and under \$3.60.....	-	-	1	-	-	-	2	-	1	-
\$3.60 and under \$3.70.....	-	1	-	-	2	-	-	-	-	-
\$3.70 and under \$3.80.....	-	2	-	-	1	1	-	-	-	-
\$3.80 and under \$3.90.....	-	-	-	-	-	1	-	-	-	-
\$3.90 and under \$4.00.....	1	-	-	-	-	1	1	-	-	-
\$4.00 and under \$4.10.....	-	5	1	2	-	3	-	1	1	-
\$4.10 and under \$4.20.....	-	-	-	-	1	1	-	2	-	-
\$4.20 and under \$4.30.....	1	-	1	1	-	-	-	-	-	-
\$4.30 and under \$4.40.....	2	1	-	-	-	-	1	-	-	-
\$4.40 and under \$4.50.....	-	-	-	-	-	-	-	-	1	-
\$4.50 and under \$4.60.....	1	-	-	2	-	-	1	-	-	-
\$4.60 and under \$4.70.....	-	-	-	1	-	-	-	2	-	-
\$4.70 and under \$4.80.....	1	-	-	-	-	-	-	-	2	-
\$4.80 and under \$4.90.....	-	-	1	-	1	-	-	1	-	-
\$4.90 and under \$5.00.....	-	-	-	10	1	-	-	-	-	-
\$5.00 and under \$5.10.....	-	-	-	1	-	-	-	-	1	-
\$5.10 and under \$5.20.....	-	-	-	-	1	-	-	-	1	-
\$5.20 and under \$5.30.....	-	-	-	-	-	-	-	-	-	-
\$5.30 and under \$5.40.....	-	-	-	-	-	-	-	-	1	-
\$5.40 and under \$5.50.....	-	-	-	-	-	-	-	-	-	-
\$5.50 and under \$5.60.....	-	-	-	-	-	-	-	-	-	1
\$5.60 and under \$5.70.....	-	-	-	-	-	-	-	-	-	-
\$5.70 and under \$5.80.....	-	-	-	1	-	-	-	-	-	-
\$5.80 and under \$5.90.....	-	-	-	1	-	-	-	-	-	-
\$5.90 and under \$6.00.....	1	-	1	5	2	2	1	-	4	-
\$6.00 and under \$6.10.....	-	-	-	1	-	-	-	-	-	-
\$6.10 and under \$6.20.....	-	-	-	-	-	-	-	-	-	-
\$6.20 and under \$6.30.....	-	-	-	-	-	-	-	-	-	-
\$6.30 and under \$6.40.....	-	-	-	-	-	-	-	-	-	-
\$6.40 and under \$6.50.....	-	-	-	-	-	-	-	-	-	-
\$6.50 and over.....	-	-	-	-	-	-	-	-	-	-
No formal minimum.....	11	14	13	31	14	18	21	10	29	13
None hired.....	3	10	6	10	1	10	6	3	11	1

See footnotes at end of table.

Table 7. Minimum entrance rates: TV-radio technicians—Continued

(Number of establishments studied by formally established minimum hourly entrance (hiring) rates¹ for TV radio technicians, appliance repair facilities, 19 selected areas, November 1975)

Minimum rate	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
Establishments studied.....	17	28	37	31	102	56	37	30	39
Establishments having a specified minimum.....	7	5	8	5	21	13	8	16	8
\$2.50 and under \$2.60.....	-	-	-	-	-	-	-	-	-
\$2.60 and under \$2.70.....	-	-	-	-	-	-	-	-	1
\$2.70 and under \$2.80.....	-	-	-	-	-	-	-	-	-
\$2.80 and under \$2.90.....	-	-	-	-	-	-	-	-	-
\$2.90 and under \$3.00.....	-	-	-	-	-	-	-	-	-
\$3.00 and under \$3.10.....	-	-	-	-	1	2	-	-	-
\$3.10 and under \$3.20.....	-	-	2	-	-	-	-	-	-
\$3.20 and under \$3.30.....	-	-	-	-	-	-	-	-	1
\$3.30 and under \$3.40.....	-	-	-	-	-	-	-	-	-
\$3.40 and under \$3.50.....	1	-	-	-	1	-	1	-	-
\$3.50 and under \$3.60.....	-	-	-	-	1	1	-	-	-
\$3.60 and under \$3.70.....	-	-	-	-	1	-	-	-	-
\$3.70 and under \$3.80.....	-	-	-	-	-	-	-	-	-
\$3.80 and under \$3.90.....	-	-	-	-	-	-	-	-	-
\$3.90 and under \$4.00.....	-	-	-	-	-	-	-	-	-
\$4.00 and under \$4.10.....	2	-	3	2	5	1	-	-	-
\$4.10 and under \$4.20.....	-	-	-	1	-	-	-	1	1
\$4.20 and under \$4.30.....	-	1	-	-	1	-	-	-	1
\$4.30 and under \$4.40.....	-	-	-	-	-	-	-	-	1
\$4.40 and under \$4.50.....	-	-	-	-	-	-	-	-	-
\$4.50 and under \$4.60.....	1	-	-	1	-	-	-	-	-
\$4.60 and under \$4.70.....	-	-	-	-	-	-	1	-	-
\$4.70 and under \$4.80.....	1	2	-	-	1	2	-	-	1
\$4.80 and under \$4.90.....	-	2	-	-	-	-	-	-	-
\$4.90 and under \$5.00.....	1	-	-	-	1	-	-	-	-
\$5.00 and under \$5.10.....	-	-	-	-	-	-	-	2	-
\$5.10 and under \$5.20.....	-	-	-	-	1	1	-	-	-
\$5.20 and under \$5.30.....	-	-	-	-	-	-	-	-	-
\$5.30 and under \$5.40.....	-	-	-	-	-	-	1	-	-
\$5.40 and under \$5.50.....	-	-	-	-	-	-	-	-	-
\$5.50 and under \$5.60.....	-	-	-	-	-	-	2	-	-
\$5.60 and under \$5.70.....	-	-	-	-	-	-	-	-	-
\$5.70 and under \$5.80.....	-	-	-	-	-	-	-	-	-
\$5.80 and under \$5.90.....	-	-	-	-	-	-	-	-	-
\$5.90 and under \$6.00.....	1	-	3	1	8	6	2	2	2
\$6.00 and under \$6.10.....	-	-	-	-	-	-	1	-	-
\$6.10 and under \$6.20.....	-	-	-	-	-	-	-	1	-
\$6.20 and under \$6.30.....	-	-	-	-	-	-	-	-	-
\$6.30 and under \$6.40.....	-	-	-	-	-	-	-	-	-
\$6.40 and under \$6.50.....	-	-	-	-	-	-	-	-	-
\$6.50 and over.....	-	-	-	-	-	-	-	10	-
No formal minimum.....	8	18	19	18	45	32	22	3	26
None hired.....	2	5	10	8	36	11	7	11	5

¹ Minimum entrance rate refers to the lowest formal hiring rate established for journeyman technicians. NOTE: Because of rounding, sums of individual items may not equal totals.

Table 8. Minimum entrance rates: Appliance technicians

(Number of establishments studied by formally established minimum hourly entrance (hiring) rates¹ for appliance repair technicians, appliance repair facilities, 19 selected areas, November 1975)

Minimum rate	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
Establishments studied.....	22	34	24	66	27	37	34	20	52	15
Establishments having a specified minimum.....	6	8	5	23	6	11	5	6	10	1
\$2.50 and under \$2.60.....	-	-	-	-	-	-	-	-	-	-
\$2.60 and under \$2.70.....	-	-	-	-	-	-	-	-	-	-
\$2.70 and under \$2.80.....	1	-	-	-	-	-	-	-	-	-
\$2.80 and under \$2.90.....	-	-	-	-	-	-	-	-	-	-
\$2.90 and under \$3.00.....	-	-	-	-	-	-	-	-	-	-
\$3.00 and under \$3.10.....	-	-	-	-	-	1	-	-	-	-
\$3.10 and under \$3.20.....	-	-	-	-	-	1	-	-	-	-
\$3.20 and under \$3.30.....	-	-	-	-	-	-	-	-	-	-
\$3.30 and under \$3.40.....	-	-	-	-	-	-	-	-	-	-
\$3.40 and under \$3.50.....	-	1	-	-	-	-	-	-	-	-
\$3.50 and under \$3.60.....	-	1	1	-	-	1	1	-	1	-
\$3.60 and under \$3.70.....	-	1	-	1	-	1	1	-	-	-
\$3.70 and under \$3.80.....	-	1	-	-	-	1	-	-	-	-
\$3.80 and under \$3.90.....	-	-	-	-	-	1	-	-	-	-
\$3.90 and under \$4.00.....	-	-	-	-	1	1	1	-	-	-
\$4.00 and under \$4.10.....	-	3	1	-	1	4	-	1	-	-
\$4.10 and under \$4.20.....	-	1	-	-	-	-	-	1	-	-
\$4.20 and under \$4.30.....	-	1	1	-	-	-	-	-	-	-
\$4.30 and under \$4.40.....	2	-	-	-	-	-	-	-	-	-
\$4.40 and under \$4.50.....	-	-	-	-	-	-	-	-	-	-
\$4.50 and under \$4.60.....	1	1	-	2	-	-	1	-	-	-
\$4.60 and under \$4.70.....	-	-	-	9	-	-	-	2	-	-
\$4.70 and under \$4.80.....	1	-	-	-	-	-	-	-	1	-
\$4.80 and under \$4.90.....	-	-	1	-	1	-	-	1	-	-
\$4.90 and under \$5.00.....	-	-	-	1	-	-	-	-	-	-
\$5.00 and under \$5.10.....	-	-	-	2	1	-	-	-	1	-
\$5.10 and under \$5.20.....	-	-	-	-	-	-	-	-	1	-
\$5.20 and under \$5.30.....	-	-	-	1	-	-	-	-	1	-
\$5.30 and under \$5.40.....	-	-	-	-	-	-	-	-	-	-
\$5.40 and under \$5.50.....	-	-	-	-	-	-	-	-	-	-
\$5.50 and under \$5.60.....	-	-	-	-	-	-	-	-	1	1
\$5.60 and under \$5.70.....	-	-	-	-	-	-	-	-	1	-
\$5.70 and under \$5.80.....	-	-	-	1	-	-	-	-	-	-
\$5.80 and under \$5.90.....	-	-	-	1	-	-	-	-	-	-
\$5.90 and under \$6.00.....	1	-	1	4	2	1	1	-	4	-
\$6.00 and under \$6.10.....	-	-	-	1	-	-	-	-	-	-
\$6.10 and under \$6.20.....	-	-	-	-	-	-	-	-	-	-
\$6.20 and under \$6.30.....	-	-	-	-	-	-	-	1	-	-
\$6.30 and under \$6.40.....	-	-	-	-	-	-	-	-	-	-
\$6.40 and under \$6.50.....	-	-	-	-	-	-	-	-	-	-
\$6.50 and over.....	-	-	-	-	-	-	-	-	-	-
No formal minimum.....	5	10	7	12	3	11	6	2	13	5
None hired.....	11	16	12	31	18	15	23	12	29	9

See footnotes at end of table.

Table 8. Minimum entrance rates: Appliance technicians—Continued

(Number of establishments studied by formally established minimum hourly entrance (hiring) rates¹ for appliance repair technicians, appliance repair facilities, 19 selected areas, November 1975)

Minimum rate	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
Establishments studied.....	17	28	37	31	102	56	37	30	39
Establishments having a specified minimum.....	5	7	3	5	10	14	8	15	6
\$2.50 and under \$2.60.....	-	-	-	-	1	-	-	-	-
\$2.60 and under \$2.70.....	-	-	-	-	-	-	-	-	-
\$2.70 and under \$2.80.....	-	-	-	-	-	-	-	-	-
\$2.80 and under \$2.90.....	-	-	-	-	-	-	-	-	-
\$2.90 and under \$3.00.....	-	-	-	-	-	-	-	-	-
\$3.00 and under \$3.10.....	-	-	-	-	-	-	-	-	-
\$3.10 and under \$3.20.....	-	-	-	-	-	-	-	-	-
\$3.20 and under \$3.30.....	-	-	-	-	-	-	-	-	1
\$3.30 and under \$3.40.....	-	-	-	-	-	1	-	-	-
\$3.40 and under \$3.50.....	-	-	-	-	-	-	-	-	-
\$3.50 and under \$3.60.....	-	-	-	-	1	1	-	-	-
\$3.60 and under \$3.70.....	-	-	-	-	-	1	-	-	-
\$3.70 and under \$3.80.....	-	-	-	-	-	1	-	-	-
\$3.80 and under \$3.90.....	-	-	-	-	1	1	-	-	-
\$3.90 and under \$4.00.....	-	-	-	-	-	-	-	-	-
\$4.00 and under \$4.10.....	1	-	3	2	2	-	2	1	1
\$4.10 and under \$4.20.....	-	1	-	1	1	-	-	1	1
\$4.20 and under \$4.30.....	-	-	-	-	1	-	-	-	1
\$4.30 and under \$4.40.....	-	-	-	-	1	-	-	-	-
\$4.40 and under \$4.50.....	-	-	-	-	-	-	-	-	-
\$4.50 and under \$4.60.....	-	-	-	-	1	1	-	-	-
\$4.60 and under \$4.70.....	1	2	-	-	1	1	-	1	1
\$4.70 and under \$4.80.....	-	1	-	-	-	-	-	-	-
\$4.80 and under \$4.90.....	1	-	-	-	1	-	-	-	-
\$4.90 and under \$5.00.....	-	-	-	-	-	-	-	-	-
\$5.00 and under \$5.10.....	1	-	-	1	-	-	-	-	-
\$5.10 and under \$5.20.....	-	1	-	1	-	1	-	-	-
\$5.20 and under \$5.30.....	-	-	-	-	-	-	-	2	-
\$5.30 and under \$5.40.....	-	-	-	-	-	-	1	-	-
\$5.40 and under \$5.50.....	-	-	-	-	-	-	-	-	-
\$5.50 and under \$5.60.....	-	1	-	-	-	-	1	1	-
\$5.60 and under \$5.70.....	-	-	-	-	-	-	-	1	-
\$5.70 and under \$5.80.....	-	-	-	-	-	1	-	-	-
\$5.80 and under \$5.90.....	-	-	-	-	-	6	2	2	2
\$5.90 and under \$6.00.....	1	-	-	-	-	-	-	-	-
\$6.00 and under \$6.10.....	-	-	-	-	-	-	2	2	-
\$6.10 and under \$6.20.....	-	-	-	-	-	-	-	1	-
\$6.20 and under \$6.30.....	-	1	-	-	-	-	-	1	-
\$6.30 and under \$6.40.....	-	-	-	-	-	-	-	1	-
\$6.40 and under \$6.50.....	-	-	-	-	-	-	-	-	-
\$6.50 and over.....	-	-	-	-	-	-	-	2	-
No formal minimum.....	3	9	13	9	39	14	7	3	8
None hired.....	9	12	21	17	53	28	22	12	25

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

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

Table 9. Weekly work schedules

(Percent of service technicians and apprentices in appliance repair facilities by scheduled weekly hours and days,¹ 19 selected areas, November 1975)

Weekly hours	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
	All workers.....	100	100	100	100	100	100	100	100	100
Under 37.5 hours.....	-	-	-	-	2	-	1	-	2	-
4.5 days.....	-	-	-	-	2	-	1	-	2	-
5 days.....	-	-	-	-	-	-	-	-	-	-
5.5 days.....	-	-	-	2	-	4	-	-	1	6
37.5 hours.....	-	-	-	2	-	4	-	-	1	6
5 days.....	78	87	87	91	86	80	67	90	90	61
4 days.....	78	87	84	91	86	80	67	89	90	59
5 days.....	-	-	2	-	-	-	-	-	-	2
6 days.....	-	-	-	-	-	-	-	-	-	-
Over 40 and under 45 hours.....	22	12	3	5	13	10	21	5	5	9
5 days.....	12	9	-	1	9	5	4	5	1	4
5.5 days.....	-	2	-	4	3	5	17	-	2	9
6 days.....	9	-	-	-	-	-	-	-	1	-
45 hours.....	-	-	-	(2)	-	1	-	4	-	15
5 days.....	-	-	-	(2)	-	1	-	4	-	15
5.5 days.....	-	-	-	-	-	-	-	-	-	-
6 days.....	-	-	-	-	-	-	-	-	-	-
Over 45 and under 48 hours.....	-	-	-	-	-	4	-	-	-	-
5 days.....	-	-	-	-	-	4	-	-	-	-
5.5 days.....	-	-	-	-	-	-	-	-	-	-
6 days.....	-	-	-	-	-	-	-	-	-	-
48 hours.....	-	2	10	1	-	1	12	2	3	10
5 days.....	-	-	-	-	-	-	-	-	-	-
5.5 days.....	-	2	10	1	-	1	12	2	3	10
6 days.....	-	-	-	(2)	-	-	-	-	-	-
Over 48 hours.....	-	-	-	(2)	-	-	-	-	-	-
6 days.....	-	-	-	(2)	-	-	-	-	-	-

Weekly hours	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
	All workers.....	100	100	100	100	100	100	100	100
Under 37.5 hours.....	-	-	-	-	2	(2)	-	-	-
4.5 days.....	-	-	-	-	(2)	-	-	-	-
5 days.....	-	-	-	-	1	-	-	-	-
5.5 days.....	-	-	-	-	-	(2)	-	-	-
37.5 hours.....	2	-	-	-	2	1	5	-	-
5 days.....	2	-	-	-	2	1	5	-	-
4 days.....	82	100	92	98	93	86	85	100	90
5 days.....	82	100	92	98	92	86	84	100	90
5.5 days.....	-	-	-	-	1	-	-	-	(2)
6 days.....	-	-	-	-	(2)	-	-	-	(2)
Over 40 and under 45 hours.....	15	-	3	-	(2)	6	7	-	-
5 days.....	-	-	2	-	(2)	1	7	-	-
5.5 days.....	15	-	2	-	(2)	5	-	-	-
6 days.....	-	-	-	-	(2)	-	-	-	(2)
45 hours.....	-	-	-	-	-	1	2	-	(2)
5 days.....	-	-	-	-	-	1	2	-	(2)
5.5 days.....	-	-	-	-	-	-	-	-	-
6 days.....	-	-	-	-	-	(2)	-	-	(2)
Over 45 and under 48 hours.....	-	-	-	2	(2)	1	-	-	-
5 days.....	-	-	-	-	(2)	-	-	-	-
5.5 days.....	-	-	-	2	(2)	1	-	-	-
6 days.....	-	-	-	-	-	1	-	-	-
48 hours.....	2	-	5	-	3	4	-	-	10
5 days.....	-	-	-	-	-	-	-	-	1
5.5 days.....	-	-	-	-	-	(2)	-	-	-
6 days.....	2	-	5	-	3	3	-	-	9
Over 48 hours.....	-	-	-	-	-	1	-	-	-
6 days.....	-	-	-	-	-	1	-	-	-

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

² Less than 0.5 percent.

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

Table 10. Overtime premium pay

(Percent of service technicians and apprentices in appliance repair facilities with provisions for daily or weekly overtime, by rate of pay and hours after which effective, 19 selected areas, November 1975)

Item	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
All workers.....	100	100	100	100	100	100	100	100	100	100
Daily overtime rate and hours after which effective:										
Time and one-half:										
Less than 8 hours.....	52	60	59	2	55	3	47	62	3	45
8 hours.....				78		40			70	
Weekly overtime rate and hours after which effective:										
Time and one-half:										
37 1/2 hours.....	97	97	100	2	85	3	62	92	1	76
40 hours.....	-	-	-	89	-	77	-	-	92	-
40 to 45 hours.....	-	-	-	1	-	-	-	4	-	2
45 to 48 hours.....	-	-	-	(1)	-	-	-	-	-	-
Double time										
40 hours.....	-	-	-	-	1	-	-	-	-	-
	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington	
All workers.....	100	100	100	100	100	100	100	100	100	100
Daily overtime rate and hours after which effective:										
Time and one-half:										
Less than 8 hours.....	67	47	55	5	(1)	1	69	88	48	
8 hours.....				68	47	71				
Weekly overtime rate and hours after which effective:										
Time and one-half:										
37 1/2 hours.....	67	94	97	100	(1)	1	94	95	93	
40 hours.....	-	-	-	-	-	93	2	-	-	-
40 to 45 hours.....	-	-	-	-	-	1	-	-	-	-
45 to 48 hours.....	-	-	-	-	-	-	-	-	-	-
Double time										
40 hours.....	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 11. Paid holidays

(Percent of service technicians and apprentices in appliance repair facilities with formal provisions for paid holidays, 19 selected areas, November 1975)

Number of paid holidays	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
	All workers.....	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	94	99	91	99	96	98	98	100	97	91
3 days.....	-	1	-	-	-	1	-	8	-	2
4 days.....	-	-	-	1	2	33	-	-	-	44
5 days.....	24	-	-	-	-	-	-	-	-	-
5 days plus 2 half days.....	9	7	35	30	37	11	55	24	26	1
6 days.....	2	3	4	5	2	6	6	4	3	-
6 days plus 1, 2, or 3 half days.....	9	3	4	15	2	10	6	2	4	-
7 days.....	1	5	7	1	1	5	10	16	9	-
7 days plus 1, 2, or 3 half days.....	-	18	1	7	1	5	10	16	9	-
8 days.....	-	9	-	-	-	-	-	-	-	-
8 days plus 1 or 2 half days.....	-	30	33	33	38	21	17	24	44	45
9 days.....	-	2	-	-	1	3	-	-	-	-
9 days plus 1 or 2 half days.....	47	13	12	7	15	9	10	22	10	-
10 days.....	-	-	-	-	-	-	-	-	-	-
10 days plus 2 half days.....	1	11	-	-	-	-	-	-	-	-
11 days.....	-	-	-	-	-	-	-	-	-	-
11 days plus 2 half days.....	1	-	-	1	-	-	-	-	-	-
12 days.....	-	-	-	-	-	-	-	-	-	-
13 days.....	-	-	-	-	-	-	-	-	1	-
13 days plus 5 half days.....	-	-	-	-	-	-	-	-	-	-
14 days.....	-	-	-	-	-	-	-	-	-	-
15 days plus 1 half day.....	-	-	-	-	-	-	-	-	-	-
	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington	
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	98	94	99	100	100	100	100	100	100	100
3 days.....	-	8	-	-	-	-	-	-	-	1
4 days.....	-	2	4	-	-	-	9	-	-	2
5 days.....	-	-	-	-	-	-	-	-	-	9
5 days plus 2 half days.....	21	43	21	27	20	22	1	8	32	32
6 days.....	6	14	2	7	1	13	32	8	5	5
6 days plus 1, 2, or 3 half days.....	6	14	9	7	14	2	10	18	19	19
7 days.....	1	1	2	2	1	7	2	3	19	1
7 days plus 1, 2, or 3 half days.....	23	4	5	2	7	8	3	19	1	1
8 days.....	25	17	44	29	2	25	1	15	25	25
8 days plus 1 or 2 half days.....	25	17	44	29	2	25	1	15	25	25
9 days.....	23	4	12	24	2	4	15	22	6	6
9 days plus 1 or 2 half days.....	23	4	12	24	2	4	15	22	6	6
10 days.....	-	-	1	2	(1)	1	-	1	(1)	(1)
10 days plus 2 half days.....	-	-	-	2	(1)	3	-	1	-	-
11 days.....	-	-	-	-	(1)	-	-	-	-	-
11 days plus 2 half days.....	-	-	-	-	(1)	-	-	-	-	-
12 days.....	-	-	-	-	-	-	-	-	-	-
13 days.....	-	-	-	-	1	-	-	-	-	-
13 days plus 5 half days.....	-	-	-	3	-	-	-	-	-	-
14 days.....	-	-	-	-	-	3	-	-	-	-
15 days plus 1 half day.....	-	-	-	-	(1)	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 12. Paid vacations

(Percent of service technicians and apprentices in appliance repair facilities with formal provisions for paid vacations, 19 selected areas, November 1975)

Vacation policy	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
All workers.....	100	100	100	100	100	100	100	100	100	100
Method of payment										
Workers in establishments providing										
paid vacations.....	94	100	100	98	100	98	99	100	100	86
Length-of-time payment.....	94	99	100	98	100	97	82	100	96	76
Percentage payment.....	-	-	-	-	-	2	17	-	2	11
Flat-sum payment.....	-	-	-	-	-	-	-	-	2	-
Other.....	-	1	-	-	-	-	-	-	-	-
Amount of vacation pay^{1/}										
After 1 year of service:										
Under 1 week.....	29	52	38	(2)	49	42	2	31	40	26
Over 1 and under 2 weeks.....	60	47	8	39	2	4	59	1	1	1
2 weeks.....	60	47	53	59	49	53	38	69	59	60
Over 2 and under 3 weeks.....	-	(2)	-	-	-	-	-	-	-	-
After 2 years of service:										
1 week.....	24	28	14	10	20	12	21	7	11	2
Over 1 and under 2 weeks.....	70	71	8	88	7	7	78	93	87	84
2 weeks.....	70	71	78	88	77	77	78	93	87	84
Over 2 and under 3 weeks.....	-	(2)	-	(2)	2	2	-	-	1	-
After 3 years of service:										
1 week.....	23	15	11	3	9	10	12	7	11	-
Over 1 and under 2 weeks.....	1	-	8	-	7	7	-	-	-	-
2 weeks.....	65	84	80	93	89	79	87	88	87	86
Over 2 and under 3 weeks.....	3	(2)	-	(2)	2	2	-	6	1	-
3 weeks.....	1	-	-	1	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	-
After 5 years of service:										
1 week.....	17	4	7	3	2	6	7	5	8	-
Over 1 and under 2 weeks.....	53	74	8	80	79	73	2	81	55	85
2 weeks.....	53	74	71	80	79	73	81	55	80	85
Over 2 and under 3 weeks.....	22	9	13	(2)	11	7	7	13	5	-
3 weeks.....	3	12	-	15	6	5	9	27	6	1
Over 3 and under 4 weeks.....	-	-	-	-	2	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	-
After 10 years of service:										
1 week.....	17	4	7	3	2	6	4	5	8	-
Over 1 and under 2 weeks.....	18	37	8	15	41	45	2	28	22	41
2 weeks.....	18	37	21	15	41	45	45	28	22	41
Over 2 and under 3 weeks.....	1	4	4	4	4	4	4	4	1	-
3 weeks.....	55	57	59	80	55	42	52	67	68	45
Over 3 and under 4 weeks.....	3	-	-	-	2	2	-	-	-	-
4 weeks.....	-	2	-	-	-	-	-	-	1	1

See footnotes at end of table.

Table 12. Paid vacations—Continued

(Percent of service technicians and apprentices in appliance repair facilities with formal provisions for paid vacations, 19 selected areas, November 1975)

Vacation policy	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
After 15 years of service:										
1 week.....	17	4	7	3	2	6	—	5	8	—
Over 1 and under 2 weeks.....	14	37	8	14	41	4	2	26	22	41
2 weeks.....	—	—	20	—	—	43	43	—	1	—
Over 2 and under 3 weeks.....	43	30	—	41	12	15	28	28	24	—
3 weeks.....	—	—	20	2	—	—	—	—	—	—
Over 3 and under 4 weeks.....	20	28	45	38	42	31	26	41	44	46
4 weeks.....	—	—	—	—	2	—	—	—	—	—
Over 4 and under 5 weeks.....	—	—	—	—	—	—	—	—	1	—
5 weeks.....	—	—	—	—	—	—	—	—	—	—
After 20 years of service:										
1 week.....	17	4	7	3	2	6	—	5	8	—
Over 1 and under 2 weeks.....	14	37	8	13	41	4	2	26	22	41
2 weeks.....	—	—	20	—	—	38	43	—	1	—
Over 2 and under 3 weeks.....	6	22	20	20	8	10	18	7	9	—
3 weeks.....	—	—	—	—	—	—	—	—	—	—
Over 3 and under 4 weeks.....	57	36	45	61	47	41	36	61	25	46
4 weeks.....	—	—	—	—	2	—	—	—	—	—
Over 4 and under 5 weeks.....	(2)	—	1	1	—	—	—	1	36	—
5 weeks.....	—	—	—	—	—	—	—	—	—	—
After 25 years of service:										
1 week.....	17	4	7	3	2	6	—	5	8	—
Over 1 and under 2 weeks.....	14	37	8	13	41	4	2	26	22	41
2 weeks.....	—	—	20	—	—	38	43	—	1	—
Over 2 and under 3 weeks.....	6	22	20	20	8	10	18	7	6	—
3 weeks.....	—	—	—	—	—	—	—	—	—	—
Over 3 and under 4 weeks.....	14	6	—	20	3	8	11	16	21	1
4 weeks.....	—	—	—	—	—	—	—	—	—	—
Over 4 and under 5 weeks.....	43	30	46	41	43	33	25	47	42	45
5 weeks.....	—	—	—	—	—	—	—	—	—	—
6 weeks.....	—	—	—	—	—	—	—	—	—	—
After 30 years of service: 3/										
1 week.....	17	4	7	3	2	6	—	5	8	—
Over 1 and under 2 weeks.....	14	37	8	13	41	4	2	26	22	41
2 weeks.....	—	—	20	—	—	38	43	—	1	—
Over 2 and under 3 weeks.....	6	22	20	20	8	10	18	7	6	—
3 weeks.....	—	—	—	—	—	—	—	—	—	—
Over 3 and under 4 weeks.....	14	3	—	20	3	8	4	6	17	1
4 weeks.....	—	—	—	—	—	—	—	—	—	—
Over 4 and under 5 weeks.....	43	33	46	35	43	33	33	43	46	45
5 weeks.....	—	—	—	6	—	—	—	14	—	—
6 weeks.....	—	—	—	—	—	—	—	—	—	—
7 weeks.....	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table 12. Paid vacations—Continued

(Percent of service technicians and apprentices in appliance repair facilities with formal provisions for paid vacations, 19 selected areas, November 1975)

Vacation policy	Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
All workers.....	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations.....	100	86	99	100	100	99	100	100	99
Length-of-time payment.....	98	86	99	100	100	99	100	100	99
Percentage payment.....									
Flat-sum payment.....	2	(2)	-	-	-	-	-	-	-
Other.....	-	-	-	-	-	-	-	-	-
Amount of vacation pay^{1/}									
After 1 year of service:									
Under 1 week.....									
1 week.....	46	42	32	31	45	50	49	43	52
Over 1 and under 2 weeks.....					(2)				13
2 weeks.....	54	40	67	69	55	49	51	54	34
Over 2 and under 3 weeks.....								1	
After 2 years of service:									
1 week.....	23	20	16	12	16	31	10	11	10
Over 1 and under 2 weeks.....					(2)	1	4		
2 weeks.....	77	67	83	88	83	67	85	88	83
Over 2 and under 3 weeks.....					(2)			1	7
After 3 years of service:									
1 week.....	19	7	7	2	12	15	5	6	3
Over 1 and under 2 weeks.....					(2)	4	4		
2 weeks.....	81	78	87	98	84	80	90	93	87
Over 2 and under 3 weeks.....					(2)			1	7
3 weeks.....		1	4		3				
4 weeks.....									2
After 5 years of service:									
1 week.....	13	3	5	2	7	5	5		3
Over 1 and under 2 weeks.....					(2)	1			
2 weeks.....	69	77	82	76	80	82	76	65	76
Over 2 and under 3 weeks.....	17	4		22	5	6	9		4
3 weeks.....		2	12		8	5	11	35	15
Over 3 and under 4 weeks.....									
4 weeks.....									2
After 10 years of service:									
1 week.....	13	3	5	2	7	5	5		3

See footnotes at end of table.

Table 12. Paid vacations—Continued

(Percent of service technicians and apprentices in appliance repair facilities with formal provisions for paid vacations, 19 selected areas, November 1975)

Vacation policy	Miami	Minneapolis-St. Paul	Massachusetts-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
Amount of vacation pay^{1/}									
After 10 years of service:									
Over 1 and under 2 weeks.....	23	40	30	34	(2) 38	34	41	25	31
2 weeks.....	64	43	64	64	54	3	54	58	54
Over 2 and under 3 weeks.....	-	-	-	-	(2)	-	-	1	-
3 weeks.....	-	-	-	-	(2)	-	-	16	11
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-
After 15 years of service:									
1 week.....	13	3	5	2	7	5	5	-	3
Over 1 and under 2 weeks.....	23	35	30	29	(2) 37	28	38	23	31
2 weeks.....	4	22	27	12	29	25	15	29	25
Over 2 and under 3 weeks.....	60	26	37	57	1	41	42	48	40
3 weeks.....	-	-	-	-	-	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-
5 weeks.....	-	-	-	-	-	-	-	-	-
After 20 years of service:									
1 week.....	13	3	5	2	7	5	5	-	3
Over 1 and under 2 weeks.....	23	35	30	29	(2) 37	28	38	23	31
2 weeks.....	4	7	24	3	19	19	12	16	11
Over 2 and under 3 weeks.....	59	41	40	65	(2) 29	46	45	46	54
3 weeks.....	(2)	-	-	-	7	1	1	14	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-
5 weeks.....	-	-	-	-	-	-	-	-	-
After 25 years of service:									
1 week.....	13	3	5	2	7	5	5	-	3
Over 1 and under 2 weeks.....	23	35	30	29	(2) 37	28	38	23	31
2 weeks.....	-	7	24	3	19	19	12	16	11
Over 2 and under 3 weeks.....	16	2	32	8	(2) 11	8	11	11	19
3 weeks.....	48	37	9	57	25	38	35	50	35
Over 3 and under 4 weeks.....	-	1	-	-	-	1	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-
5 weeks.....	-	-	-	-	-	-	-	-	-
6 weeks.....	-	-	-	-	-	-	-	-	-
7 weeks.....	-	-	-	-	-	-	-	-	-
After 30 years of service:^{3/}									
1 week.....	13	3	5	2	7	5	5	-	3
Over 1 and under 2 weeks.....	23	35	30	29	(2) 37	28	38	23	31
2 weeks.....	-	7	24	3	19	19	12	16	11
Over 2 and under 3 weeks.....	16	2	32	8	(2) 11	8	11	11	12
3 weeks.....	48	37	9	57	25	38	35	50	41
Over 3 and under 4 weeks.....	-	1	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-
5 weeks.....	-	-	-	-	-	-	-	-	-
6 weeks.....	-	-	-	-	-	-	-	-	-
7 weeks.....	-	-	-	-	-	-	-	-	-

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

² Less than 0.5 percent.

³ Vacation provisions were virtually the same after longer periods of service.

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

Table 13. Health, insurance, and retirement plans

(Percent of service technicians and apprentices in appliance repair facilities with specified health, insurance, and retirement plans,¹ 19 selected areas, November 1975)

Type of plan	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Port Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance.....	98	72	65	93	71	71	63	92	87	81
Noncontributory plans.....	40	43	28	39	31	44	41	52	42	-
Accidental death and dismemberment insurance.....	79	63	24	49	57	56	45	74	84	22
Noncontributory plans.....	35	34	19	32	20	36	29	34	37	-
Sickness and accident insurance or sick leave or both ²	79	75	84	82	71	76	55	79	46	60
Sickness and accident insurance.....	20	31	45	34	37	32	21	35	6	7
Noncontributory plans.....	19	21	12	26	32	22	12	8	6	-
Sick leave (full pay no waiting period).....	42	41	75	39	14	32	28	29	40	2
Sick leave (partial pay or waiting period).....	37	16	9	29	38	23	16	33	6	51
Long-term disability insurance.....	1	24	1	30	3	31	11	53	49	-
Noncontributory plans.....	1	3	-	-	-	11	1	8	8	-
Hospitalization insurance.....	98	86	85	97	81	96	80	92	93	86
Noncontributory plans.....	41	41	50	43	32	42	40	33	39	5
Surgical insurance.....	98	86	85	97	77	96	80	92	93	86
Noncontributory plans.....	41	41	50	43	28	42	40	33	39	5
Medical insurance.....	69	86	53	67	77	96	80	92	93	35
Noncontributory plans.....	41	41	50	42	28	42	40	33	39	5
Major medical insurance.....	98	86	51	92	72	95	77	92	91	86
Noncontributory plans.....	41	41	17	40	26	42	40	33	38	5
Retirement plans ³	69	51	70	38	67	49	53	69	31	52
Pensions.....	69	50	70	33	65	49	53	69	31	52
Noncontributory plans.....	26	22	19	21	17	12	20	21	24	7
Severance pay.....	-	2	-	5	2	-	-	14	-	-
		Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance.....	83	78	69	74	63	70	70	78	73	73
Noncontributory plans.....	46	39	35	44	50	40	37	51	37	37
Accidental death and dismemberment insurance.....	46	75	59	65	51	39	58	78	68	38
Noncontributory plans.....	38	36	28	36	39	34	29	51	30	30
Sickness and accident insurance or sick leave or both ²	69	72	82	77	72	72	74	76	79	79
Sickness and accident insurance.....	38	67	24	30	23	37	28	17	42	42
Noncontributory plans.....	35	27	24	30	23	33	23	8	21	21
Sick leave (full pay no waiting period).....	37	27	41	53	47	40	41	48	34	34
Sick leave (partial pay or waiting period).....	29	21	28	5	12	29	28	25	23	23
Long-term disability insurance.....	-	7	-	19	4	18	19	35	51	51
Noncontributory plans.....	-	3	-	-	(4)	17	-	-	3	3
Hospitalization insurance.....	83	94	90	90	81	87	97	93	96	96
Noncontributory plans.....	42	51	52	52	65	51	56	52	36	36
Surgical insurance.....	83	94	90	90	81	85	91	93	96	96
Noncontributory plans.....	42	51	52	52	65	49	56	52	36	36
Medical insurance.....	58	94	83	78	64	87	91	93	96	96
Noncontributory plans.....	42	51	44	42	56	51	56	52	36	36
Major medical insurance.....	75	94	72	81	58	73	76	93	91	91
Noncontributory plans.....	38	51	36	45	41	40	39	52	22	22
Retirement plans ³	55	46	57	68	51	60	55	59	49	49
Pensions.....	55	45	55	68	51	59	55	59	49	49
Noncontributory plans.....	20	12	14	14	26	29	38	3	17	17
Severance pay.....	-	1	2	-	-	1	-	-	-	-

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

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

³ Unduplicated total of workers covered by pension plans and severance pay shown separately.

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

Table 14. Other selected benefits

(Percent of service technicians and apprentices in appliance repair facilities with provisions for specified benefits,¹ 19 selected areas, November 1975)

Type of benefit	Atlanta	Boston	Buffalo	Chicago	Cleveland	Dallas-Fort Worth	Denver-Boulder	Kansas City	Los Angeles-Long Beach	Memphis
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:										
Funeral leave pay.....	68	76	60	72	50	44	39	87	31	47
Jury duty pay.....	84	53	73	72	50	52	51	88	28	48
Commissions paid to technicians for the sale of:										
Maintenance contracts.....	37	19	49	25	10	32	26	45	31	51
Parts.....	14	9	12	14	6	26	7	45	53	4
Appliances (including television sets, radios, etc.).....	9	14	-	7	15	20	8	12	9	5
Employer provides:										
Uniforms.....	30	24	14	39	54	35	34	34	50	61
Uniforms and cleaning.....	13	27	40	10	7	10	17	7	28	-
Monetary allowance for uniforms and/or cleaning.....	-	11	-	12	2	11	14	14	3	2
Formal apprenticeship training program for:										
Tv-radio technicians.....	38	4	12	14	43	37	10	33	54	51
Electrical appliance technicians....	37	6	12	13	45	35	5	33	45	51
		Miami	Minneapolis-St. Paul	Nassau-Suffolk	Newark	New York	Philadelphia	St. Louis	San Francisco-Oakland	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:										
Funeral leave pay.....	77	53	60	69	53	68	58	43	52	47
Jury duty pay.....	73	65	62	69	44	61	56	44	44	47
Commissions paid to technicians for the sale of:										
Maintenance contracts.....	42	14	52	59	43	42	31	27	36	5
Parts.....	13	33	16	6	20	10	20	3	3	5
Appliances (including television sets, radios, etc.).....	13	5	6	3	8	6	9	(2)	(2)	9
Employer provides:										
Uniforms.....	46	66	20	58	19	40	39	57	57	11
Uniforms and cleaning.....	14	-	33	13	25	4	1	23	23	40
Monetary allowance for uniforms and/or cleaning.....	2	(2)	-	2	3	1	1	4	4	7
Formal apprenticeship training program for:										
Tv-radio technicians.....	35	47	38	56	33	44	27	8	8	41
Electrical appliance technicians....	35	40	28	66	22	47	22	8	8	35

¹ For definition of benefits, see appendix A.

² Less than 0.5 percent.

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

Appendix A. Scope and Method of Survey

Scope of survey

The survey included the appliance repair facilities of establishments classified in the following industry groups, as defined in the 1967 *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget: *Wholesale trade* (5064)—electrical appliances, television sets and radio sets; *retail trade* (5311, 5732, and part of 5722)—department stores (employing 25 workers or more), household appliance stores, and radio and television stores; *services* (762)—electrical repair shops primarily engaged in the repair of major electrical appliances, such as stereos, refrigerators, television sets, and washers. The survey included only those establishments which employed four workers or more, except where otherwise specified. The survey also included large manufacturers of major household appliances whose repair facilities are reported in other industries.

The universe of establishments in the above industries was refined to include only those establishments which

had at least one employee involved in repairing *major* electrical household appliances. Appliance repair facilities owned and operated by public utilities were excluded. The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be within the scope of the survey during the payroll period studied, are shown in table A-1.

Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within the scope of the survey. To obtain appropriate accuracy at a minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding

Table A-1. Estimated number of establishments and workers within scope of the survey, and number studied, electrical appliance repair facilities, November 1975

Area ¹ /	Number of establishments ² /		Workers in establishments			
	Within scope of study	Studied	Total ³ /	Within scope of study		
				Nonsupervisory service workers		Actually studied
				Total ⁴ /	Technicians and apprentices	
Total, 19 areas.....	2258	708	252,343	20,823	16,596	12,960
Atlanta.....	66	22	15,784	977	647	687
Boston.....	113	34	2,739	706	614	354
Buffalo.....	50	24	987	371	333	275
Chicago.....	211	66	55,379	2,806	2,158	1,836
Cleveland.....	90	27	12,444	888	743	476
Dallas-Port Worth.....	142	37	21,165	1,159	970	610
Denver-Boulder.....	98	34	9,853	718	536	502
Kansas City.....	47	20	6,871	498	394	392
Los Angeles-Long Beach.....	196	52	19,858	2,536	2,258	1,853
Memphis.....	33	15	5,615	227	199	160
Miami.....	50	17	8,773	399	330	288
Minneapolis-St. Paul.....	92	28	20,998	980	626	559
Nassau-Suffolk.....	100	37	1,742	707	591	487
Newark.....	78	31	1,443	589	498	420
New York.....	308	102	4,230	1,833	1,526	947
Philadelphia.....	203	56	13,947	2,133	1,548	1,212
St. Louis.....	117	37	12,995	709	632	422
San Francisco-Oakland.....	109	30	10,121	1,106	846	691
Washington.....	155	39	27,399	1,481	1,147	789

¹ For definition of areas, see appendix A.

² Includes only establishments, which, at the time of reference of the universe data, employed 4 workers or more (except department stores where the minimum size was 25 workers) and had at least 1 employee involved in repairing major household

appliances.

³ Includes all employees of the establishments.

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

only those below the minimum size at the time of reference of the universe data.

Establishment definition

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

Area definitions

The areas studied were Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 8, 1974, and included:

Atlanta	Butts, Cherokee, Clayton, Cobb, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, and Walton Counties.
Boston	Suffolk County, 16 communities in Essex County, 34 in Middlesex County, 26 in Norfolk County, and 12 in Plymouth County.
Buffalo	Erie and Niagara Counties.
Chicago	Cook, Du Page, Kane, Lake, McHenry, and Will Counties.
Cleveland	Cuyahoga, Geauga, Lake, and Medina Counties.
Dallas-Fort Worth	Collin, Dallas, Denton, Ellis, Hood, Johnson, Kaufman, Parker, Rockwall, Tarrant, and Wise Counties.
Denver-Boulder	Adams, Arapahoe, Boulder, Denver, Douglas, Gilpin, and Jefferson Counties.
Kansas City	Cass, Clay, Jackson, Platte, and Ray Counties, Mo.; and Johnson, and Wyandotte Counties, Kans.
Los Angeles-Long Beach	Los Angeles County.
Memphis	Shelby, and Tipton Counties, Tenn.; Crittenden County, Ark.; and DeSoto County, Miss.
Miami	Dade County.
Minneapolis-St. Paul	Anoka, Carver, Chicago, Dakota, Hennepin, Ramsey, Scott, Washington, and Wright Counties, Minn., and St. Croix County, Wis.
Nassau-Suffolk	Nassau and Suffolk Counties.
Newark	Essex, Morris, Somerset, and Union Counties.

New York	Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, and Westchester County, N.Y. and Bergen County, N.J.
Philadelphia	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.
St. Louis	St. Louis City, Franklin, Jefferson, St. Charles, St. Louis Counties, Mo.; and Clinton, Madison, Monroe, and St. Clair Counties, Ill.
San Francisco-Oakland	Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.
Washington	District of Columbia; Charles, Montgomery, and Prince Georges Counties, Md.; Alexandria, Fairfax, Falls Church Cities, Va.; and Arlington, Fairfax, Loudoun, and Prince William Counties, Va.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

Nonsupervisory service workers

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

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of inter-establishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors and handicapped, part-time, and temporary workers were excluded.

Wage data

Information on wages related to straight-time hourly earnings, excluding premium pay for overtime and for work

on weekends, holidays, and late shifts, as well as commissions paid for the sales of maintenance contracts, parts, or appliances. Premiums paid for licenses held by employees, if any, are included. Incentive payments, such as those based on flat-rate hours, flat-rate percentages or other piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas and year-end bonuses, were excluded.

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

Method of wage payment

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

Frequency of wage payment

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

Minimum rates

Minimum entrance rates are the lowest formal minimum entrance or hiring rate for journeyman (qualified) technicians.

Scheduled weekly hours

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

Supplementary benefits

Supplementary benefits in an establishment were considered applicable to all classified workers if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

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

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

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

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

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

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

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

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments

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

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

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

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

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

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

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

Appendix B. Occupational Descriptions

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

Television-radio technician

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

For wage study purposes, workers are classified as follows:

- Inside (bench)
- Outside (home repair)
- Combination

Television-radio technician apprentice

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

Electrical appliance technician

Services and repairs major electrical appliances (and the

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

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

- Inside (bench)
- Outside (home repair)
- Combination

Electrical appliance technician, apprentice

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

Industry Wage Studies

The most recent reports providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402, or from any of its regional sales offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839
Candy and Other Confectionery Products, 1970.
BLS Bulletin 1732
Cigar Manufacturing, 1972. BLS Bulletin 1796
Cigarette Manufacturing, 1971. BLS Bulletin 1748
Fabricated Structural Steel, 1969. BLS Bulletin 1695
Fertilizer Manufacturing, 1971. BLS Bulletin 1763
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BLS Bulletin 1803
Fluid Milk Industry, 1973. BLS Bulletin 1871
Footwear, 1971. BLS Bulletin 1792
Hosiery, 1973. BLS Bulletin 1863
Industrial Chemicals, 1971. BLS Bulletin 1768
Iron and Steel Foundries, Nov. 1973. BLS Bulletin 1894
Leather Tanning and Finishing, 1973.
BLS Bulletin 1835
Machinery Manufacturing, 1973. BLS Bulletin 1859
Meat Products, 1974. BLS Bulletin 1896
Men's and Boys' Separate Trousers, 1974.
BLS Bulletin 1906
Men's and Boys' Shirts (Except Work Shirts) and
Nightwear, June 1974. Bulletin 1901
Men's and Boys' Suits and Coats, 1973.
BLS Bulletin 1843
Miscellaneous Plastics Products, 1969.
BLS Bulletin 1690
Motor Vehicles and Parts, 1974. BLS Bulletin 1912
Nonferrous Foundries, 1970. BLS Bulletin 1726
Paints and Varnishes, 1970. BLS Bulletin 1739
Paperboard Containers and Boxes, 1970.
BLS Bulletin 1719
Petroleum Refining, 1971. BLS Bulletin 1741
Pressed or Blown Glass and Glassware, 1970.
BLS Bulletin 1713
Pulp, Paper, and Paperboard Mills, 1972.
BLS Bulletin 1844
Southern Sawmills and Planing Mills, 1969.
BLS Bulletin 1694
Structural Clay Products, 1969. BLS Bulletin 1697

Manufacturing—Continued

Synthetic Fibers, 1970. BLS Bulletin 1740
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Textiles, 1971. BLS Bulletin 1801
West Coast Sawmilling, 1969. BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970.
BLS Bulletin 1728
Women's and Misses' Dresses, 1974.
BLS Bulletin 1908
Wood Household Furniture, Except Upholstered, 1971.
BLS Bulletin 1793
Working Clothing, 1972. BLS Bulletin 1858

Nonmanufacturing

Appliance Repair Shops, 1972. BLS Bulletin 1838
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
Banking, 1973. BLS Bulletin 1854
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1974. BLS Bulletin 1909
Contract Cleaning Services, 1971. BLS Bulletin 1778
Contract Construction, 1973. BLS Bulletin 1911
Crude Petroleum and Natural Gas Production, 1972.
BLS Bulletin 1797
Department Stores, 1973. BLS Bulletin 1869
Educational Institutions: Nonteaching Employees,
1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1973. BLS Bulletin 1834
Hospitals, 1972. BLS Bulletin 1829
Laundry and Cleaning Services, 1968.
BLS Bulletin 1645¹
Life Insurance, 1971. BLS Bulletin 1791
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theaters, 1966. BLS Bulletin 1542¹
Nursing Homes and Related Facilities, 1973.
BLS Bulletin 1855
Scheduled Airlines, 1970. BLS Bulletin 1734
Wages and Tips in Restaurants and Hotels, 1970.
BLS Bulletin 1712

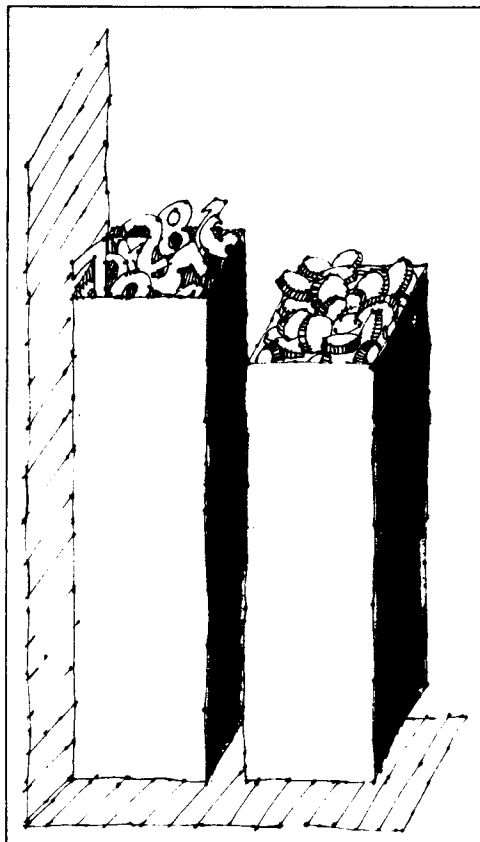
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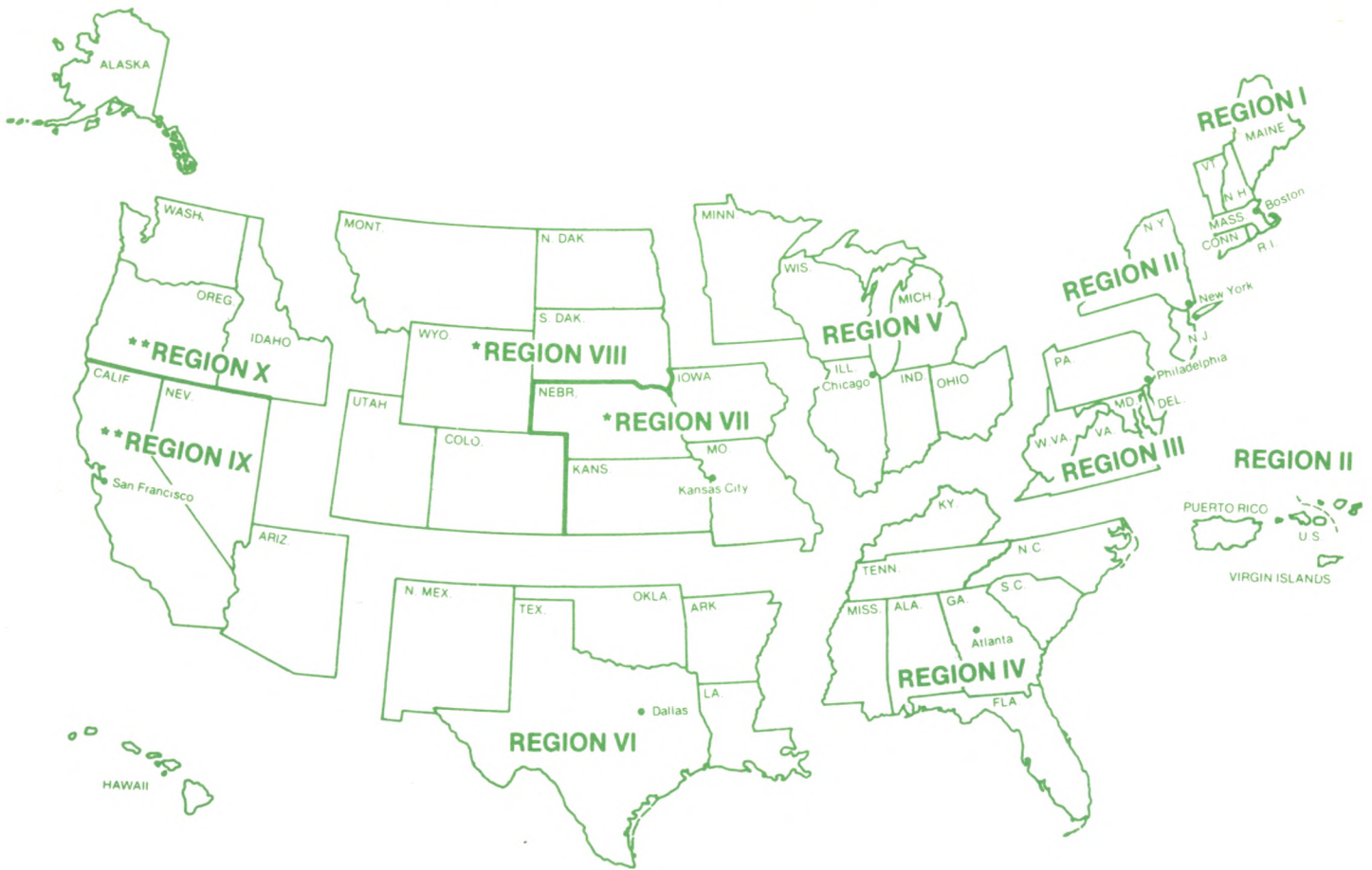
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