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Area Wage Survey

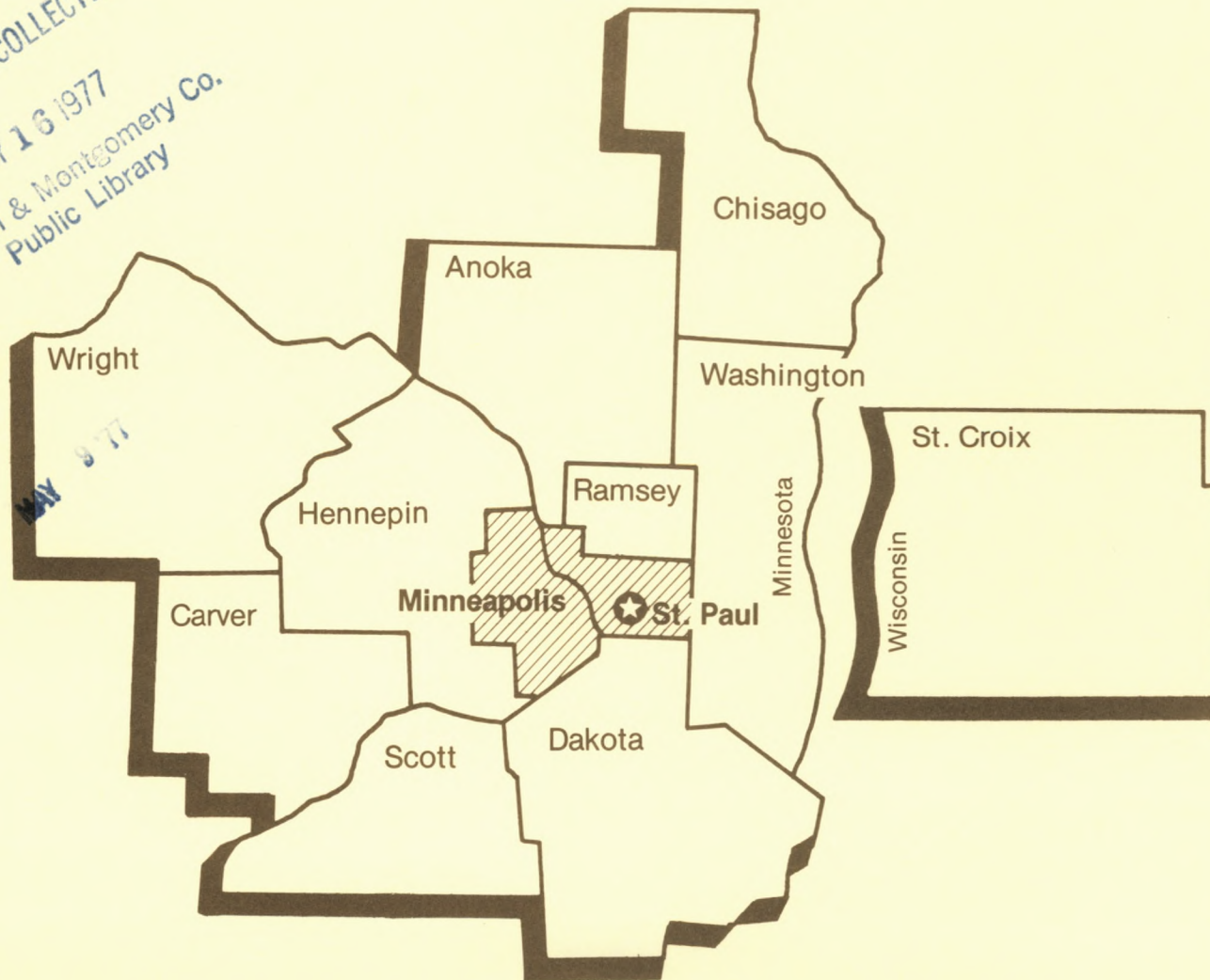
Minneapolis—St. Paul, Minnesota—Wisconsin, Metropolitan Area, January 1977



Bulletin 1950-3

U.S. Department of Labor
Bureau of Labor Statistics

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Preface

This bulletin provides results of a January 1977 survey of occupational earnings in the Minneapolis-St. Paul, Minnesota-Wisconsin, Standard Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. It was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

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Note:

Reports on occupational earnings and supplementary wage provisions in the Minneapolis-St. Paul area are available for the nonelectrical machinery (November 1974), hospitals (August 1975), electrical appliance repair (November 1975), and metalworking (January 1976) industries. Also available for Minneapolis and for St. Paul are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

Area Wage Survey

Minneapolis—St. Paul, Minnesota—Wisconsin, Metropolitan Area, January 1977

U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner

Contents

Page

Page

Bulletin 1950-3



Introduction-----	2		
Tables:			
A. Earnings, all establishments:			
A-1. Weekly earnings of office workers-----	3		
A-2. Weekly earnings of profes- sional and technical workers-----	8		
A-3. Average weekly earnings of office, professional, and technical workers, by sex-----	10		
A-4. Hourly earnings of mainte- nance, toolroom, and powerplant workers-----	13		
A-5. Hourly earnings of material movement and custodial workers-----	14		
A-6. Average hourly earnings of maintenance, toolroom, powerplant, material move- ment, and custodial workers, by sex-----	16		
A-7. Percent increases in average hourly earnings, adjusted for employment shifts, for se- lected occupational groups-----	17		
Earnings, large establishments:			
A-8. Weekly earnings of office workers-----	18		
A-9. Weekly earnings of profes- sional and technical workers-----	21		
A-10. Average weekly earnings of office, professional, and technical workers, by sex-----	23		
A-11. Hourly earnings of mainte- nance, toolroom, and powerplant workers-----	25		
			A-12. Hourly earnings of material movement and custodial workers-----
			26
			A-13. Average hourly earnings of maintenance, toolroom, powerplant, material move- ment, and custodial workers, by sex-----
			28
			Appendix A. Scope and method of survey-----
			30
			Appendix B. Occupational descriptions-----
			33

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Introduction

This area is 1 of 74 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. (See list of areas on inside back cover.) In each area, occupational earnings data (A-series tables) are collected annually. Information on establishment practices and supplementary wage benefits (B-series tables) is obtained every third year. This report has no B-series tables.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed; the second presents national and regional estimates, projected from individual metropolitan area data, for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

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

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. For the 31 largest survey areas, tables A-8 through A-13 provide similar data for establishments employing 500 workers or more.

Table A-7 provides percent changes in average hourly earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Appendixes

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

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

Table A-1. Weekly earnings of office workers in Minneapolis—St. Paul, Minn.—Wis., January 1977—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380
ALL WORKERS--																										
CONTINUED																										
KEYPUNCH OPERATORS - CONTINUED																										
KEYPUNCH OPERATORS, CLASS B -----	1,135	39.5	\$ 142.00	\$ 136.00	\$ 124.00-155.00	-	-	58	133	227	253	129	86	96	32	76	19	4	7	9	3	3	-	-	-	-
MANUFACTURING -----	331	40.0	140.00	137.00	126.50-148.50	-	-	1	27	81	102	41	31	18	13	14	-	-	-	-	-	3	-	-	-	-
NONMANUFACTURING -----	804	39.5	143.00	136.00	122.00-160.00	-	-	57	106	146	151	88	55	78	19	62	19	4	7	9	3	-	-	-	-	-
PUBLIC UTILITIES -----	82	40.0	182.00	169.50	149.00-198.00	-	-	-	-	-	8	13	4	17	3	13	4	4	7	9	-	-	-	-	-	-
WHOLESALE TRADE -----	241	40.0	143.00	132.50	124.00-160.00	-	-	6	13	69	58	22	12	34	-	18	6	-	-	-	3	-	-	-	-	-
RETAIL TRADE -----	114	40.0	145.50	140.00	122.00-175.00	-	-	14	7	20	14	20	1	3	13	17	5	-	-	-	-	-	-	-	-	-
FINANCE -----	324	39.0	134.50	130.50	117.00-147.50	-	-	37	66	45	63	33	35	24	3	14	4	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Minneapolis—St. Paul, Minn.—Wis., January 1977

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
MESSENGRS -----	129	39.5	\$ 150.50	SECRETARIES - CONTINUED				FILE CLERKS -----	1,178	39.0	\$ 124.50
NONMANUFACTURING -----	90	39.0	162.50	SECRETARIES, CLASS D -----	1,391	39.5	\$ 169.00	MANUFACTURING -----	196	39.0	121.00
ORDER CLERKS-----	349	40.0	231.50	MANUFACTURING -----	654	39.0	167.50	NONMANUFACTURING -----	982	39.0	125.00
MANUFACTURING -----	53	40.0	177.50	NONMANUFACTURING -----	737	39.5	170.00	PUBLIC UTILITIES -----	151	40.0	172.00
NONMANUFACTURING -----	296	40.0	241.50	PUBLIC UTILITIES -----	100	40.0	210.50	WHOLESALE TRADE -----	114	40.0	120.00
WHOLESALE TRADE -----	296	40.0	241.50	WHOLESALE TRADE -----	90	40.0	164.50	RETAIL TRADE -----	57	39.5	111.00
ACCOUNTING CLERKS:				RETAIL TRADE -----	112	39.5	178.50	FINANCE -----	632	38.5	116.50
MANUFACTURING -----	88	39.5	203.00	FINANCE -----	196	39.0	159.00	FILE CLERKS, CLASS A -----	164	39.0	160.00
NONMANUFACTURING:				SERVICES -----	239	40.0	159.50	NONMANUFACTURING -----	134	39.5	163.50
PUBLIC UTILITIES -----	340	40.0	240.50	STENOGRAPHERS -----	1,918	39.5	168.00	PUBLIC UTILITIES -----	41	40.0	225.50
ACCOUNTING CLERKS, CLASS A -----	418	40.0	231.50	MANUFACTURING -----	932	39.5	156.00	FINANCE -----	52	38.5	138.00
MANUFACTURING -----	66	39.5	219.00	NONMANUFACTURING -----	986	39.5	179.50	FILE CLERKS, CLASS B -----	399	39.0	131.50
NONMANUFACTURING -----	352	40.0	233.50	PUBLIC UTILITIES -----	266	40.0	230.50	MANUFACTURING -----	84	39.5	125.50
				WHOLESALE TRADE -----	320	40.0	170.50	NONMANUFACTURING -----	315	39.0	133.50
				FINANCE -----	166	39.5	149.50	PUBLIC UTILITIES -----	65	40.0	184.50
				SERVICES -----	179	38.5	156.50	FINANCE -----	164	38.5	122.00
OFFICE OCCUPATIONS - WOMEN				STENOGRAPHERS, GENERAL -----	551	40.0	170.00	FILE CLERKS, CLASS C -----	615	39.0	110.50
SECRETARIES -----	5,995	39.5	186.50	MANUFACTURING -----	171	39.5	145.00	MANUFACTURING -----	82	39.0	107.50
MANUFACTURING -----	3,306	39.5	185.00	NONMANUFACTURING -----	380	40.0	181.50	NONMANUFACTURING -----	533	39.0	111.00
NONMANUFACTURING -----	2,689	39.5	188.50	PUBLIC UTILITIES -----	173	40.0	232.00	FINANCE -----	416	38.5	112.00
PUBLIC UTILITIES -----	360	40.0	241.50	WHOLESALE TRADE -----	116	40.0	138.50	MESSENGRS -----	336	39.0	114.00
WHOLESALE TRADE -----	547	40.0	198.50	FINANCE -----	53	38.5	139.50	MANUFACTURING -----	124	38.5	112.50
RETAIL TRADE -----	363	39.5	180.50	STENOGRAPHERS, SENIOR -----	1,367	39.5	167.00	NONMANUFACTURING -----	212	39.5	114.50
FINANCE -----	987	38.5	175.00	MANUFACTURING -----	761	39.5	158.50	FINANCE -----	138	39.0	108.50
SERVICES -----	432	39.5	169.00	NONMANUFACTURING -----	606	39.5	178.00	SWITCHBOARD OPERATORS -----	350	39.5	145.00
SECRETARIES, CLASS A -----	561	39.5	230.00	PUBLIC UTILITIES -----	93	40.0	227.50	MANUFACTURING -----	95	39.5	149.00
MANUFACTURING -----	224	40.0	228.00	WHOLESALE TRADE -----	204	40.0	189.00	NONMANUFACTURING -----	255	39.5	143.00
NONMANUFACTURING -----	337	39.5	231.50	FINANCE -----	113	39.5	154.00	PUBLIC UTILITIES -----	32	40.0	220.50
PUBLIC UTILITIES -----	94	40.0	271.00	SERVICES -----	153	38.5	160.00	RETAIL TRADE -----	73	40.0	132.00
WHOLESALE TRADE -----	104	40.0	220.50	TRANSCRIBING-MACHINE TYPISTS -----	309	39.0	138.50	FINANCE -----	52	38.5	145.00
FINANCE -----	79	39.0	223.50	MANUFACTURING -----	76	39.0	142.50	SERVICES -----	70	40.0	117.00
				NONMANUFACTURING -----	233	39.0	137.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	804	39.5	140.00
				FINANCE -----	149	38.0	135.50	MANUFACTURING -----	215	40.0	143.00
SECRETARIES, CLASS B -----	1,432	39.0	200.00	TYPISTS -----	2,487	39.0	136.00	NONMANUFACTURING -----	589	39.5	139.00
MANUFACTURING -----	741	39.0	204.00	MANUFACTURING -----	697	39.5	138.00	PUBLIC UTILITIES -----	97	40.0	172.50
NONMANUFACTURING -----	691	39.5	195.50	NONMANUFACTURING -----	1,790	39.0	135.00	WHOLESALE TRADE -----	169	40.0	131.50
PUBLIC UTILITIES -----	76	40.0	275.00	PUBLIC UTILITIES -----	251	40.0	194.50	RETAIL TRADE -----	149	40.0	133.50
WHOLESALE TRADE -----	173	40.0	187.50	WHOLESALE TRADE -----	202	40.0	135.00	FINANCE -----	96	38.0	129.00
RETAIL TRADE -----	93	39.5	181.00	RETAIL TRADE -----	155	39.5	138.50	SERVICES -----	78	39.5	134.00
FINANCE -----	298	39.0	183.50	FINANCE -----	1,053	38.5	120.00	ORDER CLERKS -----	671	40.0	145.00
SERVICES -----	51	38.5	198.50	SERVICES -----	129	39.0	136.50	MANUFACTURING -----	193	39.5	149.00
SECRETARIES, CLASS C -----	2,584	39.5	179.50	TYPISTS, CLASS A -----	981	39.0	147.00	NONMANUFACTURING -----	478	40.0	143.50
MANUFACTURING -----	1,687	39.5	178.00	MANUFACTURING -----	407	39.5	147.50	WHOLESALE TRADE -----	258	40.0	155.50
NONMANUFACTURING -----	897	39.0	182.00	NONMANUFACTURING -----	574	39.0	146.50	RETAIL TRADE -----	99	39.5	122.50
PUBLIC UTILITIES -----	90	40.0	216.50	RETAIL TRADE -----	64	39.5	154.00	ACCOUNTING CLERKS -----	5,214	39.5	161.50
WHOLESALE TRADE -----	180	40.0	212.50	FINANCE -----	299	38.0	135.50	MANUFACTURING -----	1,442	39.5	155.00
RETAIL TRADE -----	91	40.0	173.50	TYPISTS, CLASS B -----	1,506	39.0	129.00	NONMANUFACTURING -----	3,772	39.5	164.50
FINANCE -----	414	38.5	167.00	MANUFACTURING -----	290	39.0	125.50	PUBLIC UTILITIES -----	1,296	40.0	198.00
SERVICES -----	122	39.0	169.50	NONMANUFACTURING -----	1,216	39.0	129.50	WHOLESALE TRADE -----	907	40.0	146.00
				PUBLIC UTILITIES -----	171	40.0	195.50	RETAIL TRADE -----	533	39.5	148.00
				WHOLESALE TRADE -----	130	40.0	134.00	FINANCE -----	847	38.5	145.50
				FINANCE -----	754	38.5	114.00				
				SERVICES -----	70	39.5	129.50				

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Minneapolis—St. Paul, Minn.—Wis., January 1977—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
ACCOUNTING CLERKS - CONTINUED				KEYPUNCH OPERATORS - CONTINUED				COMPUTER PROGRAMMERS (BUSINESS) - CONTINUED			
ACCOUNTING CLERKS, CLASS A -----	1,961	39.5	\$ 188.00	KEYPUNCH OPERATORS, CLASS A -----	1,341	39.5	\$ 165.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	565	39.5	\$ 279.50
MANUFACTURING -----	652	39.5	172.50	MANUFACTURING -----	514	39.5	154.50	MANUFACTURING -----	287	39.5	294.50
NONMANUFACTURING -----	1,309	39.5	196.00	NONMANUFACTURING -----	827	39.5	172.00	NONMANUFACTURING -----	278	39.5	264.00
PUBLIC UTILITIES -----	544	40.0	235.50	PUBLIC UTILITIES -----	220	40.0	213.50	PUBLIC UTILITIES -----	66	40.0	310.50
WHOLESALE TRADE -----	288	40.0	179.50	WHOLESALE TRADE -----	156	40.0	164.50	WHOLESALE TRADE -----	79	40.0	266.00
RETAIL TRADE -----	99	39.5	156.00	RETAIL TRADE -----	108	39.5	156.50	FINANCE -----	109	38.5	233.00
FINANCE -----	300	38.5	164.00	FINANCE -----	172	38.5	153.00				
SERVICES -----	78	39.5	155.50								
ACCOUNTING CLERKS, CLASS B -----	3,253	39.5	146.00	KEYPUNCH OPERATORS, CLASS B -----	1,120	39.5	142.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	216	39.5	229.00
MANUFACTURING -----	790	39.5	141.00	MANUFACTURING -----	328	40.0	140.50	NONMANUFACTURING -----	91	38.5	204.50
NONMANUFACTURING -----	2,463	39.5	147.50	NONMANUFACTURING -----	792	39.5	143.00	FINANCE -----	58	38.0	192.50
PUBLIC UTILITIES -----	752	40.0	171.00	PUBLIC UTILITIES -----	82	40.0	182.00				
WHOLESALE TRADE -----	619	40.0	130.50	WHOLESALE TRADE -----	232	40.0	143.50	COMPUTER OPERATORS -----	934	39.5	197.50
RETAIL TRADE -----	434	39.5	146.50	RETAIL TRADE -----	113	40.0	145.50	MANUFACTURING -----	301	40.0	195.00
FINANCE -----	547	38.0	135.50	FINANCE -----	324	39.0	134.50	NONMANUFACTURING -----	633	39.5	199.00
								PUBLIC UTILITIES -----	108	40.0	246.50
BOOKKEEPING--MACHINE OPERATORS -----	314	39.5	146.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				WHOLESALE TRADE -----	125	40.0	181.00
MANUFACTURING -----	71	40.0	161.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS) -----	1,000	39.5	338.50	FINANCE -----	272	38.5	191.00
NONMANUFACTURING -----	243	39.5	142.00	MANUFACTURING -----	466	39.5	348.00	COMPUTER OPERATORS, CLASS A -----	317	39.5	216.00
WHOLESALE TRADE -----	77	40.0	136.00	NONMANUFACTURING -----	534	39.5	330.50	MANUFACTURING -----	92	40.0	224.00
RETAIL TRADE -----	93	40.0	142.50	PUBLIC UTILITIES -----	100	40.0	355.50	NONMANUFACTURING -----	225	39.5	213.00
BOOKKEEPING--MACHINE OPERATORS, CLASS A -----	82	39.0	160.00	FINANCE -----	271	39.0	321.50	PUBLIC UTILITIES -----	25	40.0	262.00
								FINANCE -----	82	38.5	222.00
BOOKKEEPING--MACHINE OPERATORS, CLASS B -----	232	40.0	141.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	494	39.5	370.50	COMPUTER OPERATORS, CLASS B -----	402	39.5	204.50
NONMANUFACTURING -----	198	39.5	138.50	MANUFACTURING -----	242	39.5	379.00	MANUFACTURING -----	120	39.5	197.00
WHOLESALE TRADE -----	75	40.0	134.00	NONMANUFACTURING -----	252	39.5	362.00	NONMANUFACTURING -----	282	39.5	207.50
RETAIL TRADE -----	93	40.0	142.50	PUBLIC UTILITIES -----	41	40.0	407.00	PUBLIC UTILITIES -----	77	40.0	249.00
MACHINE BILLERS -----	400	39.5	173.00	FINANCE -----	116	39.0	344.50	WHOLESALE TRADE -----	79	40.0	186.50
MANUFACTURING -----	95	39.5	152.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	434	39.0	316.50	FINANCE -----	99	38.5	198.50
NONMANUFACTURING -----	305	39.5	179.50	MANUFACTURING -----	205	39.0	321.00	COMPUTER OPERATORS, CLASS C -----	215	39.5	158.00
BILLING--MACHINE BILLERS -----	256	40.0	187.50	NONMANUFACTURING -----	229	39.5	312.50	MANUFACTURING -----	89	40.0	163.50
MANUFACTURING -----	73	39.5	151.50	PUBLIC UTILITIES -----	46	40.0	328.00	NONMANUFACTURING -----	126	39.0	154.50
BOOKKEEPING--MACHINE BILLERS, NONMANUFACTURING -----	144	39.0	146.50	FINANCE -----	149	39.0	307.00	FINANCE -----	91	38.5	154.00
	122	39.0	145.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C -----	72	40.0	253.00	DRAFTERS -----	1,905	39.5	242.00
PAYROLL CLERKS -----	552	39.5	186.00	NONMANUFACTURING -----	53	40.0	258.00	MANUFACTURING -----	1,257	39.5	242.00
MANUFACTURING -----	213	40.0	173.50	COMPUTER PROGRAMMERS (BUSINESS) -----	1,443	39.5	293.00	NONMANUFACTURING -----	648	39.0	242.00
NONMANUFACTURING -----	339	39.5	194.00	NONMANUFACTURING -----	723	39.5	275.00	PUBLIC UTILITIES -----	85	40.0	288.50
PUBLIC UTILITIES -----	125	40.0	231.00	PUBLIC UTILITIES -----	122	40.0	325.50	WHOLESALE TRADE -----	186	40.0	211.50
WHOLESALE TRADE -----	97	40.0	170.00	WHOLESALE TRADE -----	164	40.0	276.50	DRAFTERS, CLASS A -----	639	39.5	294.00
RETAIL TRADE -----	64	39.0	167.50	FINANCE -----	329	38.5	250.50	MANUFACTURING -----	496	39.5	290.00
KEYPUNCH OPERATORS -----	2,461	39.5	154.50	SERVICES -----	67	40.0	294.00	NONMANUFACTURING -----	143	39.5	308.50
MANUFACTURING -----	842	39.5	149.00					PUBLIC UTILITIES -----	47	40.0	310.50
NONMANUFACTURING -----	1,619	39.5	158.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	662	39.5	326.00	DRAFTERS, CLASS B -----	729	39.5	235.00
PUBLIC UTILITIES -----	302	40.0	205.00	NONMANUFACTURING -----	354	39.5	301.50	MANUFACTURING -----	434	39.5	231.50
WHOLESALE TRADE -----	388	40.0	152.00	PUBLIC UTILITIES -----	44	40.0	364.00	NONMANUFACTURING -----	295	39.5	240.50
RETAIL TRADE -----	221	39.5	151.00	WHOLESALE TRADE -----	67	40.0	309.50	PUBLIC UTILITIES -----	35	40.0	267.00
FINANCE -----	496	38.5	141.00	FINANCE -----	162	38.5	283.00	WHOLESALE TRADE -----	98	40.0	223.50

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Minneapolis—St. Paul, Minn.—Wis., January 1977—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
DRAFTERS - CONTINUED				COMPUTER SYSTEMS ANALYSTS (BUSINESS) - CONTINUED				COMPUTER PROGRAMMERS (BUSINESS) - CONTINUED			
DRAFTERS, CLASS C -----	536	39.0	\$ 190.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	103	39.0	\$ 304.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	98	39.5	\$ 215.00
MANUFACTURING -----	327	39.5	184.00	NONMANUFACTURING -----	70	39.0	301.00	NONMANUFACTURING -----	51	39.5	201.00
NONMANUFACTURING -----	209	38.5	200.00	FINANCE -----	55	39.0	296.50	COMPUTER OPERATORS -----	324	39.5	180.50
ELECTRONICS TECHNICIANS -----	1,738	39.5	285.50	COMPUTER PROGRAMMERS (BUSINESS) ---	413	39.5	258.00	MANUFACTURING -----	115	39.5	181.00
NONMANUFACTURING -----	925	39.5	302.00	MANUFACTURING -----	156	39.5	275.00	NONMANUFACTURING -----	209	39.5	180.50
PUBLIC UTILITIES -----	373	39.0	328.50	NONMANUFACTURING -----	257	39.0	247.50	PUBLIC UTILITIES -----	46	40.0	195.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				PUBLIC UTILITIES -----	35	40.0	302.50	FINANCE -----	86	38.5	176.50
COMPUTER SYSTEMS ANALYSTS (BUSINESS) -----	177	39.5	313.00	FINANCE -----	161	39.0	235.50	COMPUTER OPERATORS, CLASS A ----	60	39.5	197.50
MANUFACTURING -----	55	39.5	313.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	139	39.0	287.00	COMPUTER OPERATORS, CLASS B ----	172	39.5	185.50
NONMANUFACTURING -----	122	39.0	313.00	NONMANUFACTURING -----	104	39.0	277.00	MANUFACTURING -----	50	39.5	188.00
FINANCE -----	75	38.5	296.50	FINANCE -----	72	39.0	265.00	NONMANUFACTURING -----	122	39.5	184.00
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	64	39.5	338.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	176	39.5	259.50	PUBLIC UTILITIES -----	36	40.0	198.50
NONMANUFACTURING -----	50	39.5	332.00	MANUFACTURING -----	74	39.5	284.00	COMPUTER OPERATORS, CLASS C ----	92	39.5	160.50
				NONMANUFACTURING -----	102	39.5	241.50	DRAFTERS -----	73	40.0	188.50
				FINANCE -----	62	39.0	224.00	REGISTERED INDUSTRIAL NURSES -----	119	39.5	246.00
								MANUFACTURING -----	84	39.5	249.00

See footnotes at end of tables.

**Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Minneapolis—
St. Paul, Minn.—Wis., January 1977**

Occupation and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																						
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
					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	6.60	7.00	7.40	7.80	8.20	8.60	9.00	9.40	9.80	10.20
ALL WORKERS																											
MAINTENANCE CARPENTERS -----	235	7.25	6.99	6.74- 7.24	-	-	-	-	-	-	-	-	1	-	4	3	40	102	37	3	3	5	4	26	7	-	-
MANUFACTURING -----	103	6.92	6.86	6.69- 7.07	-	-	-	-	-	-	-	-	1	-	4	3	17	43	27	1	1	1	-	1	4	-	-
NONMANUFACTURING -----	132	7.51	6.99	6.99- 8.25	-	-	-	-	-	-	-	-	-	-	-	-	23	59	10	2	2	4	4	25	3	-	-
PUBLIC UTILITIES -----	26	6.77	6.49	6.45- 6.49	-	-	-	-	-	-	-	-	-	-	-	-	22	-	1	-	-	-	-	2	1	-	-
MAINTENANCE ELECTRICIANS -----	385	8.42	8.18	7.35- 9.95	-	-	-	-	-	-	-	-	1	-	-	-	33	5	74	28	75	7	35	2	18	88	19
MANUFACTURING -----	282	8.03	7.91	7.35- 8.79	-	-	-	-	-	-	-	-	1	-	-	-	33	5	65	26	72	7	33	-	-	21	19
NONMANUFACTURING -----	103	9.49	9.95	9.44- 9.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	2	3	-	2	2	18	67	-
MAINTENANCE PAINTERS -----	146	7.38	7.02	7.00- 7.85	-	-	-	-	-	-	-	-	2	1	3	-	16	13	55	14	7	23	4	6	1	1	-
MANUFACTURING -----	61	7.06	7.07	6.86- 7.70	-	-	-	-	-	-	-	-	2	-	3	-	9	11	19	14	1	2	-	-	-	-	-
NONMANUFACTURING -----	85	7.62	7.00	7.00- 8.20	-	-	-	-	-	-	-	-	-	1	-	-	7	2	36	-	6	21	4	6	1	1	-
MAINTENANCE MACHINISTS -----	534	7.49	7.58	7.15- 7.80	-	-	-	-	-	-	-	-	-	-	-	8	22	53	114	117	184	16	12	3	5	-	-
MANUFACTURING -----	526	7.46	7.58	7.15- 7.80	-	-	-	-	-	-	-	-	-	-	-	8	22	53	114	117	184	16	12	-	-	-	-
MAINTENANCE MECHANICS (MACHINERY) -----	939	6.73	6.42	6.04- 7.36	1	-	-	-	-	-	4	40	3	38	121	68	247	78	106	89	81	46	2	15	-	-	-
MANUFACTURING -----	854	6.64	6.39	6.03- 7.22	1	-	-	-	-	-	4	40	3	38	120	64	235	73	91	77	70	38	-	-	-	-	-
NONMANUFACTURING -----	85	7.66	7.59	6.79- 8.52	-	-	-	-	-	-	-	-	-	-	1	4	12	5	15	12	11	8	2	15	-	-	-
PUBLIC UTILITIES -----	50	8.17	8.17	7.59- 9.02	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	9	5	8	2	15	-	-	-
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	1,033	7.73	8.13	7.36- 8.13	-	-	-	2	-	-	40	-	2	4	5	12	61	84	49	2	698	19	34	21	-	-	-
MANUFACTURING -----	106	6.98	6.40	6.38- 8.09	-	-	-	2	-	-	-	-	-	4	4	10	35	3	13	2	28	5	-	-	-	-	-
NONMANUFACTURING -----	927	7.82	8.13	8.04- 8.13	-	-	-	-	-	-	40	-	2	-	1	2	26	81	36	-	670	14	34	21	-	-	-
PUBLIC UTILITIES -----	868	7.88	8.13	8.04- 8.13	-	-	-	-	-	-	40	-	-	-	1	-	4	81	23	-	650	14	34	21	-	-	-
MAINTENANCE PIPEFITTERS -----	140	8.16	8.13	8.13- 8.58	-	-	-	-	-	-	-	-	-	-	-	1	3	5	14	4	67	31	-	2	13	-	-
MANUFACTURING -----	123	8.02	8.13	8.13- 8.24	-	-	-	-	-	-	-	-	-	-	-	1	3	4	13	4	67	31	-	-	-	-	-
MILLWRIGHTS -----	184	7.36	7.30	7.07- 7.32	-	-	-	-	-	-	-	1	-	-	-	-	5	17	118	22	-	21	-	-	-	-	-
MANUFACTURING -----	178	7.35	7.30	7.07- 7.32	-	-	-	-	-	-	-	1	-	-	-	-	5	17	118	16	-	21	-	-	-	-	-
MAINTENANCE TRADES HELPERS -----	135	5.54	5.81	5.48- 6.07	20	-	-	-	-	-	1	-	40	3	28	41	2	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	120	5.47	5.48	5.48- 6.16	20	-	-	-	-	-	1	-	40	3	22	32	2	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS -----	995	7.56	7.69	7.31- 7.81	-	-	-	-	-	-	-	-	-	30	-	-	10	91	131	277	394	32	29	1	-	-	-
MANUFACTURING -----	994	7.56	7.69	7.31- 7.81	-	-	-	-	-	-	-	-	-	30	-	-	10	91	131	277	394	32	29	-	-	-	-
STATIONARY ENGINEERS -----	547	7.39	7.32	7.12- 7.75	-	-	-	-	-	3	-	6	1	-	2	10	19	55	184	133	94	28	6	6	-	-	-
MANUFACTURING -----	224	7.64	7.83	7.23- 7.99	-	-	-	-	-	-	-	-	1	-	-	-	13	21	26	47	87	24	5	-	-	-	
NONMANUFACTURING -----	323	7.22	7.12	7.12- 7.55	-	-	-	-	-	3	-	6	-	-	2	10	6	34	158	86	7	4	1	6	-	-	-
PUBLIC UTILITIES -----	36	7.49	7.11	6.73- 8.18	-	-	-	-	-	-	-	-	-	-	2	-	-	16	-	4	7	-	1	6	-	-	-
RETAIL TRADE -----	57	7.59	7.75	7.12- 7.75	-	-	-	-	-	-	-	-	-	-	-	-	-	1	14	46	-	2	-	-	-	-	-
SERVICES -----	110	6.92	7.12	6.87- 7.12	-	-	-	-	-	-	6	-	-	-	-	6	6	17	63	12	-	-	-	-	-	-	-
BOILER TENDERS -----	103	6.78	7.07	6.34- 7.26	-	-	-	-	-	-	-	12	12	-	-	1	12	13	29	4	18	2	-	-	-	-	-
MANUFACTURING -----	80	6.98	7.07	6.61- 7.60	-	-	-	-	-	-	-	12	-	-	-	-	8	13	23	4	18	2	-	-	-	-	-

See footnotes at end of tables.

**Table A-5. Hourly earnings of material movement and custodial workers in Minneapolis—
St. Paul, Minn.—Wis., January 1977—Continued**

Occupation and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$																							
					2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	
ALL WORKERS--						2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	
CONTINUED																												
SHIPPING PACKERS -----	1,508	\$ 5.19	\$ 5.22	\$ 4.50- 5.80	4	27	1	3	45	15	9	24	14	68	21	235	176	95	218	170	55	99	7	222	-	-	-	-
MANUFACTURING -----	908	5.00	4.95	4.46- 5.44	-	1	1	-	-	2	-	18	8	50	20	188	161	22	199	141	52	45	-	-	-	-	-	
NONMANUFACTURING -----	600	5.47	5.55	4.55- 7.00	4	26	-	3	45	13	9	6	6	18	1	47	15	73	19	29	3	54	7	222	-	-	-	
WHOLESALE TRADE -----	521	5.50	5.94	4.55- 7.00	-	26	-	3	42	13	9	6	6	12	-	39	13	51	12	28	3	54	6	198	-	-	-	
RETAIL TRADE -----	79	5.30	4.85	4.55- 7.13	4	-	-	-	3	-	-	-	-	6	1	8	2	22	7	1	-	-	1	24	-	-	-	
MATERIAL HANDLING LABORERS -----	5,165	6.26	6.47	5.32- 7.67	9	2	1	66	25	40	57	144	18	84	112	123	153	158	405	954	70	173	329	571	1670	1	-	
MANUFACTURING -----	1,589	5.49	5.49	5.27- 5.61	-	-	-	-	-	-	-	-	-	16	48	52	150	39	359	671	25	91	63	75	2	1	-	
NONMANUFACTURING -----	3,576	6.60	7.18	5.71- 7.76	9	2	1	66	25	40	57	144	18	68	64	71	3	119	46	283	45	82	269	496	1668	-	-	
PUBLIC UTILITIES -----	1,330	7.73	7.76	7.76- 7.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	7	-	9	1306	-	-	
WHOLESALE TRADE -----	1,503	5.95	6.85	4.55- 7.18	-	-	-	66	15	12	56	109	13	28	16	63	-	78	35	167	15	74	143	351	262	-	-	
RETAIL TRADE -----	641	6.25	6.85	5.75- 7.13	-	2	1	-	1	13	1	11	5	4	39	8	3	41	11	115	23	1	126	136	100	-	-	
FORKLIFT OPERATORS -----	1,552	6.35	6.40	5.63- 7.09	-	-	-	-	-	-	-	-	17	-	-	12	93	60	105	257	140	130	101	408	209	20	-	
MANUFACTURING -----	871	5.78	5.65	5.32- 6.40	-	-	-	-	-	-	-	-	17	-	-	93	60	60	104	198	124	125	53	90	7	-	-	
NONMANUFACTURING -----	681	7.08	7.09	7.03- 7.75	-	-	-	-	-	-	-	-	-	-	-	12	-	-	1	59	16	5	48	318	202	20	-	
WHOLESALE TRADE -----	385	7.07	7.10	6.63- 7.75	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	30	7	-	48	160	108	20	-	
RETAIL TRADE -----	251	7.00	7.03	7.03- 7.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	29	9	2	-	158	52	-	-	
POWER-TRUCK OPERATORS (OTHER THAN FORKLIFT) -----	243	6.39	6.52	5.78- 6.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	65	7	98	35	37	-	-	-	
MANUFACTURING -----	205	6.30	6.52	5.64- 6.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	65	1	98	35	5	-	-	-	
GUARDS AND WATCHMEN -----	2,222	3.41	2.60	2.40- 4.64	519	577	209	94	20	9	17	16	11	131	27	33	51	103	104	119	80	61	18	23	-	-	-	
MANUFACTURING -----	460	5.25	5.27	4.91- 5.84	-	-	-	1	-	7	3	8	2	52	2	11	19	86	74	49	80	61	1	4	-	-	-	
NONMANUFACTURING -----	1,762	2.92	2.40	2.35- 2.80	519	577	209	93	20	2	14	8	9	79	25	22	32	17	30	70	-	-	17	19	-	-	-	
PUBLIC UTILITIES -----	40	6.53	6.68	6.34- 7.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	17	13	-	-	-	
FINANCE -----	212	4.77	4.72	4.10- 5.41	-	-	-	-	1	-	5	3	60	13	9	22	13	26	26	60	-	-	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS -----	6,967	4.07	4.05	3.40- 4.69	16	8	562	179	351	512	1117	282	332	312	1130	240	557	191	659	110	301	53	40	3	12	-	-	
MANUFACTURING -----	1,827	4.87	4.70	4.50- 5.30	-	-	2	-	24	6	55	11	42	80	167	109	447	129	539	23	157	9	24	3	-	-	-	
NONMANUFACTURING -----	5,140	3.79	3.58	3.22- 4.30	16	8	560	179	327	506	1062	271	290	232	963	131	110	62	120	87	144	44	16	-	12	-	-	
PUBLIC UTILITIES -----	318	5.66	5.87	5.43- 6.07	-	-	2	-	20	2	-	4	1	1	-	-	2	6	14	71	144	38	1	-	12	-	-	
WHOLESALE TRADE -----	137	4.87	4.85	4.25- 5.34	-	1	2	4	2	3	1	3	-	18	34	-	6	6	30	12	-	6	15	-	-	-	-	
RETAIL TRADE -----	352	3.94	3.97	3.10- 4.45	1	-	7	13	70	16	18	35	23	35	37	22	18	5	50	2	-	-	-	-	-	-	-	
SERVICES -----	3,368	3.47	3.40	3.04- 3.80	15	7	549	162	217	485	754	187	266	178	389	84	40	7	26	2	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Minneapolis—St. Paul, Minn.—Wis., January 1977

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		\$
MAINTENANCE CARPENTERS -----	235	7.25	TRUCKDRIVERS -----	5,083	7.35	SHIPPING PACKERS -----	950	5.47
MANUFACTURING -----	103	6.92	MANUFACTURING -----	905	6.58	MANUFACTURING -----	448	5.21
NONMANUFACTURING -----	132	7.51	NONMANUFACTURING -----	4,178	7.51	NONMANUFACTURING -----	502	5.71
PUBLIC UTILITIES -----	26	6.77	PUBLIC UTILITIES -----	2,579	7.75	WHOLESALE TRADE -----	475	5.63
MAINTENANCE ELECTRICIANS -----	384	8.42	WHOLESALE TRADE -----	930	7.42			
MANUFACTURING -----	281	8.03	TRUCKDRIVERS, LIGHT TRUCK -----	348	6.71	MATERIAL HANDLING LABORERS -----	4,929	6.35
NONMANUFACTURING -----	103	9.49	MANUFACTURING -----	222	7.09	MANUFACTURING -----	1,575	5.49
MAINTENANCE PAINTERS -----	143	7.39	NONMANUFACTURING -----	126	6.03	NONMANUFACTURING -----	3,354	6.76
MANUFACTURING -----	58	7.07	WHOLESALE TRADE -----	53	5.93	PUBLIC UTILITIES -----	1,314	7.74
NONMANUFACTURING -----	85	7.62	TRUCKDRIVERS, MEDIUM TRUCK -----	2,302	7.29	WHOLESALE TRADE -----	1,353	6.19
MAINTENANCE MACHINISTS -----	531	7.49	MANUFACTURING -----	348	6.16	RETAIL TRADE -----	585	6.44
MANUFACTURING -----	523	7.46	NONMANUFACTURING -----	1,954	7.49	FORKLIFT OPERATORS -----	1,547	6.35
MAINTENANCE MECHANICS (MACHINERY) -	937	6.73	PUBLIC UTILITIES -----	1,428	7.74	MANUFACTURING -----	866	5.78
MANUFACTURING -----	853	6.64	TRUCKDRIVERS, HEAVY TRUCK			NONMANUFACTURING -----	681	7.08
NONMANUFACTURING -----	84	7.67	(TRAILER) -----	616	7.08	WHOLESALE TRADE -----	385	7.07
PUBLIC UTILITIES -----	50	8.17	MANUFACTURING -----	229	6.19	RETAIL TRADE -----	251	7.00
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	1,033	7.73	NONMANUFACTURING -----	387	7.61	POWER-TRUCK OPERATORS (OTHER THAN FORKLIFT) -----	243	6.39
MANUFACTURING -----	106	6.98	PUBLIC UTILITIES -----	214	7.76	MANUFACTURING -----	205	6.30
NONMANUFACTURING -----	927	7.82	WHOLESALE TRADE -----	173	7.42			
PUBLIC UTILITIES -----	868	7.88	TRUCKDRIVERS, HEAVY TRUCK (OTHER THAN TRAILER) -----	263	7.28	GUARDS AND WATCHMEN -----	2,139	3.41
MAINTENANCE PIPEFITTERS -----	140	8.16	NONMANUFACTURING -----	172	6.93	MANUFACTURING -----	436	5.27
MANUFACTURING -----	123	8.02	SHIPPING CLERKS -----	397	6.31	NONMANUFACTURING -----	1,703	2.93
MILLWRIGHTS -----	184	7.36	MANUFACTURING -----	185	5.69	PUBLIC UTILITIES -----	40	6.53
MANUFACTURING -----	178	7.35	NONMANUFACTURING -----	212	6.85	FINANCE -----	201	4.77
MAINTENANCE TRADES HELPERS -----	134	5.53	WHOLESALE TRADE -----	153	6.79	JANITORS, PORTERS, AND CLEANERS -----	5,316	4.21
MANUFACTURING -----	119	5.47	RECEIVING CLERKS -----	496	6.01	MANUFACTURING -----	1,615	4.90
TOOL AND DIE MAKERS -----	995	7.56	MANUFACTURING -----	140	6.03	NONMANUFACTURING -----	3,701	3.91
MANUFACTURING -----	994	7.56	NONMANUFACTURING -----	356	6.00	PUBLIC UTILITIES -----	276	5.81
STATIONARY ENGINEERS -----	547	7.39	WHOLESALE TRADE -----	120	6.52	WHOLESALE TRADE -----	124	4.95
MANUFACTURING -----	224	7.64	RETAIL TRADE -----	215	5.90	RETAIL TRADE -----	320	3.97
NONMANUFACTURING -----	323	7.22	SHIPPING AND RECEIVING CLERKS -----	426	5.81	SERVICES -----	2,472	3.56
PUBLIC UTILITIES -----	36	7.49	MANUFACTURING -----	250	5.54			
RETAIL TRADE -----	57	7.59	NONMANUFACTURING -----	176	6.20	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - WOMEN		
SERVICES -----	110	6.92	WHOLESALE TRADE -----	140	6.77	ORDER FILLERS -----	366	3.92
BOILER TENDERS -----	103	6.78	WAREHOUSEMEN -----	1,152	5.74	SHIPPING PACKERS -----	558	4.71
MANUFACTURING -----	80	6.98	MANUFACTURING -----	479	4.43	MANUFACTURING -----	460	4.80
			NONMANUFACTURING -----	673	6.68	NONMANUFACTURING -----	98	4.27
			WHOLESALE TRADE -----	367	7.05	GUARDS AND WATCHMEN -----	83	3.39
			RETAIL TRADE -----	268	6.13	NONMANUFACTURING -----	59	2.82
			ORDER FILLERS -----	3,598	6.68	JANITORS, PORTEPS, AND CLEANERS -----	1,644	3.64
			MANUFACTURING -----	302	5.70	MANUFACTURING -----	212	4.66
			NONMANUFACTURING -----	3,296	6.77	NONMANUFACTURING -----	1,432	3.49
			WHOLESALE TRADE -----	2,496	6.78	PUBLIC UTILITIES -----	42	4.67
			RETAIL TRADE -----	447	6.19	SERVICES -----	896	3.22

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings, adjusted for employment shifts, for selected occupational groups in Minneapolis—St. Paul, Minn.—Wis., for selected periods

Industry and occupational group ⁵	January 1972 to January 1973	January 1973 to January 1974	January 1974 to January 1975	January 1975 to January 1976	January 1976 to January 1977
All industries:					
Office clerical	5.1	6.2	8.6	7.7	7.9
Electronic data processing	(⁶)	(⁶)	8.4	6.5	5.5
Industrial nurses	5.9	5.6	7.8	9.9	8.2
Skilled maintenance trades	6.8	6.4	9.2	8.1	8.7
Unskilled plant workers	6.8	6.1	9.3	7.7	8.9
Manufacturing:					
Office clerical	4.2	5.4	7.7	7.9	8.1
Electronic data processing	(⁶)	(⁶)	6.9	5.0	5.8
Industrial nurses	5.4	6.4	6.5	9.8	9.0
Skilled maintenance trades	6.4	6.1	9.0	8.9	8.8
Unskilled plant workers	6.3	6.6	9.3	10.1	8.3
Nonmanufacturing:					
Office clerical	5.5	6.7	9.0	7.6	7.7
Electronic data processing	(⁶)	(⁶)	10.2	7.8	5.0
Industrial nurses	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
Unskilled plant workers	7.1	5.8	9.2	6.7	9.2

See footnotes at end of tables.

Table A-9. Weekly earnings of professional and technical workers—large establishments in Minneapolis—St. Paul, Minn.—Wis., January 1977—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
						120 and under	130	140	150	160	170	180	200	220	240	260	280	300	320	340	360	380	400	420	440
ALL WORKERS--						130	140	150	160	170	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460
CONTINUED																									
COMPUTER OPERATORS--CONTINUED																									
COMPUTER OPERATORS, CLASS A -----	252	39.5	\$ 225.00	\$ 221.00	\$ 208.00-238.50	-	-	-	-	-	7	37	77	71	31	21	1	1	2	4	-	-	-	-	-
MANUFACTURING -----	112	39.5	223.00	221.00	211.00-237.00	-	-	-	-	-	-	15	39	35	17	5	-	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	140	39.0	227.00	222.00	204.00-241.00	-	-	-	-	-	7	22	38	36	14	16	1	-	2	4	-	-	-	-	-
PUBLIC UTILITIES -----	29	40.0	256.00	261.50	237.00-272.50	-	-	-	-	-	-	1	3	4	6	12	1	-	2	-	-	-	-	-	-
FINANCE -----	83	38.5	221.00	217.50	199.50-230.00	-	-	-	-	-	6	15	28	22	5	3	-	-	-	4	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	382	39.5	203.00	195.00	179.50-210.00	1	2	9	10	32	45	126	89	13	5	6	32	9	3	-	-	-	-	-	-
MANUFACTURING -----	161	39.5	192.00	189.50	179.50-203.00	1	2	4	-	8	27	64	44	7	2	-	-	2	-	-	-	-	-	-	-
NONMANUFACTURING -----	221	39.5	211.50	198.00	179.50-221.00	-	-	5	10	24	18	62	45	6	3	6	32	9	1	-	-	-	-	-	-
PUBLIC UTILITIES -----	66	40.0	252.50	287.50	211.50-288.00	-	-	-	-	-	6	6	11	2	3	4	30	3	1	-	-	-	-	-	-
FINANCE -----	79	38.5	200.00	195.50	171.00-206.00	-	-	2	8	10	4	28	15	2	-	2	2	6	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	200	39.5	164.00	163.00	149.50-175.00	1	10	46	35	45	30	25	7	-	-	-	-	-	-	1	-	-	-	-	-
MANUFACTURING -----	111	40.0	162.00	158.50	148.50-172.50	1	6	27	22	23	15	15	1	-	-	-	-	-	-	1	-	-	-	-	-
NONMANUFACTURING -----	89	39.0	166.00	166.00	149.50-176.00	-	4	19	13	22	15	10	6	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE -----	60	39.0	168.50	167.00	154.50-176.00	-	-	14	6	16	13	9	2	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS -----	1,072	39.0	252.50	251.00	213.00-285.00	3	2	1	1	13	35	119	140	147	143	155	118	87	56	20	18	13	1	-	-
MANUFACTURING -----	852	39.5	252.00	251.00	211.00-285.00	2	2	-	-	11	33	97	103	112	121	120	96	78	36	16	14	11	-	-	-
NONMANUFACTURING -----	220	37.5	253.50	251.00	213.00-282.00	1	-	1	1	2	2	22	37	35	22	35	22	9	20	4	4	2	1	-	-
PUBLIC UTILITIES -----	85	40.0	276.00	275.50	241.00-308.50	-	-	-	1	-	-	2	13	2	13	19	11	7	6	4	4	2	1	-	-
DRAFTERS, CLASS A -----	485	39.5	291.00	285.50	264.50-317.50	-	-	-	-	-	3	-	2	36	56	104	100	76	56	20	19	13	1	-	-
MANUFACTURING -----	427	39.5	287.50	284.50	262.00-309.50	-	-	-	-	-	3	-	2	36	56	89	92	72	36	16	14	11	-	-	-
NONMANUFACTURING: PUBLIC UTILITIES -----	43	40.0	310.50	295.00	276.00-342.50	-	-	-	-	-	-	-	-	-	-	15	8	3	6	4	4	2	1	-	-
DRAFTERS, CLASS B -----	322	39.0	238.50	238.50	214.00-259.00	-	-	-	-	-	1	23	74	67	77	51	18	11	-	-	-	-	-	-	-
MANUFACTURING -----	266	39.5	232.50	227.50	210.50-251.00	-	-	-	-	-	-	23	74	65	63	31	4	6	-	-	-	-	-	-	-
NONMANUFACTURING -----	56	38.0	269.00	270.00	256.50-282.00	-	-	-	-	-	1	-	-	2	14	20	14	5	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	25	40.0	264.00	257.00	241.50-284.00	-	-	-	-	-	-	-	-	2	12	4	3	4	-	-	-	-	-	-	-
DRAFTERS, CLASS C -----	246	38.5	199.00	193.50	184.00-213.00	1	-	1	-	13	31	95	51	44	10	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	155	39.5	191.50	187.50	178.00-200.50	-	-	-	-	11	30	74	27	11	2	-	-	-	-	-	-	-	-	-	-
REGISTERED INDUSTRIAL NURSES -----	103	39.5	244.00	243.00	218.00-263.00	-	-	-	-	-	-	6	22	19	25	19	9	-	1	2	-	-	-	-	-
MANUFACTURING -----	74	39.5	246.50	244.00	230.50-262.00	-	-	-	-	-	-	-	12	19	21	15	6	-	1	-	-	-	-	-	-

See footnotes at end of tables.

Table A-10. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Minneapolis—St. Paul, Minn.—Wis., January 1977

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
MESSENGRS -----	70	39.5	\$ 168.00	TYPISTS - CONTINUED				ACCOUNTING CLERKS - CONTINUED			
				TYPISTS, CLASS A -----	591	39.5	\$ 150.50	ACCOUNTING CLERKS, CLASS B -----	1,595	39.5	\$ 148.00
OFFICE OCCUPATIONS - WOMEN				MANUFACTURING -----	301	39.5	149.50	MANUFACTURING -----	366	39.0	141.50
SECRETARIES -----	4,248	39.5	189.50	NONMANUFACTURING -----	290	39.5	152.00	NONMANUFACTURING -----	1,229	39.5	150.00
MANUFACTURING -----	2,884	39.0	186.50	FINANCE -----	152	39.0	131.00	PUBLIC UTILITIES -----	307	40.0	184.50
NONMANUFACTURING -----	1,364	39.5	196.00	TYPISTS, CLASS B -----	582	39.0	133.50	WHOLESALE TRADE -----	259	40.0	126.50
PUBLIC UTILITIES -----	263	40.0	247.50	MANUFACTURING -----	180	38.5	123.50	RETAIL TRADE -----	382	39.5	145.50
RETAIL TRADE -----	310	39.5	183.00	NONMANUFACTURING -----	402	39.5	137.50	FINANCE -----	245	39.0	141.00
FINANCE -----	433	39.0	187.50	PUBLIC UTILITIES -----	111	40.0	174.00	PAYROLL CLERKS -----	231	39.5	184.00
SECRETARIES, CLASS A -----	333	40.0	240.50	FINANCE -----	161	39.0	122.00	MANUFACTURING -----	67	40.0	171.00
MANUFACTURING -----	165	40.0	236.50	FILE CLERKS -----	500	39.0	133.00	NONMANUFACTURING -----	164	39.5	189.50
NONMANUFACTURING -----	168	40.0	244.50	MANUFACTURING -----	127	38.5	122.50	PUBLIC UTILITIES -----	58	40.0	240.50
PUBLIC UTILITIES -----	70	40.0	275.00	NONMANUFACTURING -----	373	39.0	136.50	KEYPUNCH OPERATORS -----	1,337	39.5	157.00
WHOLESALE TRADE -----	50	40.0	213.00	FINANCE -----	236	38.5	122.50	MANUFACTURING -----	574	39.5	150.00
SECRETARIES, CLASS B -----	1,068	39.0	204.50	FILE CLERKS, CLASS A -----	87	39.0	176.00	NONMANUFACTURING -----	763	39.5	162.50
MANUFACTURING -----	664	39.0	204.50	NONMANUFACTURING -----	57	39.5	193.00	PUBLIC UTILITIES -----	162	40.0	219.50
NONMANUFACTURING -----	404	39.5	204.00	FILE CLERKS, CLASS B -----	209	39.0	134.00	RETAIL TRADE -----	206	39.5	150.50
PUBLIC UTILITIES -----	63	40.0	273.00	MANUFACTURING -----	59	39.5	126.50	FINANCE -----	296	39.0	148.00
RETAIL TRADE -----	93	39.5	181.00	NONMANUFACTURING -----	150	39.0	136.50	KEYPUNCH OPERATORS, CLASS A -----	760	39.5	166.00
FINANCE -----	127	39.0	204.00	PUBLIC UTILITIES -----	35	40.0	184.00	MANUFACTURING -----	421	39.5	154.50
SECRETARIES, CLASS C -----	1,911	39.5	180.50	FINANCE -----	74	39.0	127.50	NONMANUFACTURING -----	339	39.5	180.50
MANUFACTURING -----	1,518	39.5	179.00	FILE CLERKS, CLASS C -----	204	38.5	114.00	PUBLIC UTILITIES -----	116	40.0	228.50
NONMANUFACTURING -----	393	39.5	184.50	NONMANUFACTURING -----	166	39.0	117.50	RETAIL TRADE -----	103	39.5	154.50
FINANCE -----	183	39.0	178.00	FINANCE -----	151	38.5	119.00	FINANCE -----	92	39.0	157.50
SECRETARIES, CLASS D -----	909	39.0	172.50	MESSENGRS -----	242	39.0	112.50	KEYPUNCH OPERATORS, CLASS B -----	577	39.5	145.00
MANUFACTURING -----	537	39.0	169.00	MANUFACTURING -----	109	38.5	112.00	MANUFACTURING -----	153	39.5	136.50
NONMANUFACTURING -----	372	39.5	177.50	NONMANUFACTURING -----	133	39.0	113.00	NONMANUFACTURING -----	424	39.5	148.00
RETAIL TRADE -----	110	39.5	178.00	FINANCE -----	96	39.0	168.50	PUBLIC UTILITIES -----	46	40.0	197.00
STENOGRAPHERS -----	1,292	39.5	167.00	SWITCHBOARD OPERATORS -----	197	39.5	154.50	RETAIL TRADE -----	103	40.0	146.00
MANUFACTURING -----	841	39.5	154.00	MANUFACTURING -----	72	39.0	152.50	FINANCE -----	204	39.0	143.50
NONMANUFACTURING -----	451	39.5	192.00	NONMANUFACTURING -----	125	39.5	156.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
PUBLIC UTILITIES -----	212	40.0	237.50	RETAIL TRADE -----	50	39.5	137.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS) -----	782	39.5	344.50
FINANCE -----	90	39.0	153.50	SWITCHBOARD OPERATOR-RECEPTIONISTS- NONMANUFACTURING -----	98	39.5	143.00	MANUFACTURING -----	417	39.0	352.00
STENOGRAPHERS, GENERAL -----	429	39.5	178.50	ORDER CLERKS -----	63	39.5	141.50	NONMANUFACTURING -----	365	39.5	336.00
MANUFACTURING -----	160	39.5	141.50	NONMANUFACTURING -----	119	39.5	128.00	PUBLIC UTILITIES -----	81	40.0	373.50
NONMANUFACTURING -----	269	40.0	200.00	RETAIL TRADE -----	94	39.5	121.50	FINANCE -----	219	39.0	325.50
PUBLIC UTILITIES -----	173	40.0	232.00	ACCOUNTING CLERKS -----	2,783	39.5	168.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	385	39.5	374.00
STENOGRAPHERS, SENIOR -----	863	39.5	161.50	MANUFACTURING -----	811	39.0	155.00	MANUFACTURING -----	231	39.5	380.00
MANUFACTURING -----	681	39.5	156.50	NONMANUFACTURING -----	1,972	39.5	173.50	NONMANUFACTURING -----	154	39.5	365.50
NONMANUFACTURING -----	182	39.5	179.50	PUBLIC UTILITIES -----	785	40.0	217.50	PUBLIC UTILITIES -----	41	40.0	407.00
TRANSCRIBING-MACHINE TYPISTS -----	95	39.0	141.50	RETAIL TRADE -----	425	39.5	146.50	FINANCE -----	86	39.0	349.00
MANUFACTURING -----	65	39.0	140.50	FINANCE -----	384	39.0	153.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	356	39.0	322.50
TYPISTS -----	1,173	39.5	142.00	ACCOUNTING CLERKS, CLASS A -----	1,188	39.5	195.50	MANUFACTURING -----	167	39.0	325.50
MANUFACTURING -----	481	39.0	139.50	MANUFACTURING -----	445	39.0	166.00	NONMANUFACTURING -----	189	39.5	320.00
NONMANUFACTURING -----	692	39.5	143.50	NONMANUFACTURING -----	743	39.5	212.50	PUBLIC UTILITIES -----	32	40.0	345.00
PUBLIC UTILITIES -----	182	40.0	182.00	PUBLIC UTILITIES -----	478	40.0	238.50	FINANCE -----	127	39.0	314.00
FINANCE -----	313	39.0	126.50	FINANCE -----	139	39.0	175.00				

See footnotes at end of tables.

Table A-10. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Minneapolis—St. Paul, Minn.—Wis., January 1977—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
COMPUTER PROGRAMMERS (BUSINESS) ----	1,166	39.5	\$ 299.00	COMPUTER OPERATORS - CONTINUED				COMPUTER PROGRAMMERS (BUSINESS) ----	326	39.5	\$ 267.00
NONMANUFACTURING -----	482	39.5	274.50					MANUFACTURING -----	141	39.5	283.00
PUBLIC UTILITIES -----	122	40.0	325.50	COMPUTER OPERATORS, CLASS C -----	129	39.5	\$ 164.50	NONMANUFACTURING -----	185	39.0	254.50
FINANCE -----	241	38.5	256.00	MANUFACTURING -----	75	40.0	161.50	PUBLIC UTILITIES -----	35	40.0	302.50
				NONMANUFACTURING -----	54	39.0	169.00	FINANCE -----	135	39.0	242.50
COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	534	39.5	328.50	DRAFTERS -----	1,014	39.0	255.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS A: -----			
NONMANUFACTURING -----	235	39.0	295.50	MANUFACTURING -----	811	39.5	255.00	NONMANUFACTURING -----	88	39.0	273.00
PUBLIC UTILITIES -----	44	40.0	364.00	NONMANUFACTURING: -----				FINANCE -----	72	39.0	265.00
FINANCE -----	136	38.5	278.50	PUBLIC UTILITIES -----	69	40.0	290.50				
COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	476	39.5	283.50	DRAFTERS, CLASS A -----	483	39.5	291.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	140	39.5	267.50
NONMANUFACTURING -----	200	39.5	264.00	MANUFACTURING -----	425	39.5	288.00	MANUFACTURING -----	74	39.5	284.00
PUBLIC UTILITIES -----	66	40.0	310.50	NONMANUFACTURING: -----				NONMANUFACTURING -----	66	39.5	249.50
FINANCE -----	80	39.0	236.50	PUBLIC UTILITIES -----	43	40.0	310.50				
COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	156	39.5	244.00	DRAFTERS, CLASS B -----	310	39.0	239.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS C -----	68	39.5	230.50
				MANUFACTURING -----	297	39.5	233.00				
COMPUTER OPERATORS -----	602	39.5	206.50	NONMANUFACTURING -----	53	38.0	272.00	COMPUTER OPERATORS -----	204	39.5	185.50
MANUFACTURING -----	271	39.5	196.00	DRAFTERS, CLASS C -----	220	38.0	200.50	MANUFACTURING -----	97	39.5	183.50
NONMANUFACTURING -----	331	39.5	215.00	MANUFACTURING -----	129	39.5	192.00	NONMANUFACTURING -----	107	39.0	186.50
PUBLIC UTILITIES -----	83	40.0	254.00					FINANCE -----	66	38.5	181.00
FINANCE -----	156	38.5	207.00								
COMPUTER OPERATORS, CLASS A -----	206	39.5	228.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				COMPUTER OPERATORS, CLASS B -----	100	39.0	190.00
MANUFACTURING -----	87	40.0	225.00					NONMANUFACTURING -----	57	39.0	192.50
NONMANUFACTURING -----	119	39.0	230.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS) -----	135	39.0	310.50	COMPUTER OPERATORS, CLASS C -----	65	39.5	162.50
PUBLIC UTILITIES -----	25	40.0	262.00	NONMANUFACTURING -----	90	39.0	308.50	DRAFTERS -----	58	40.0	197.50
FINANCE -----	70	38.5	223.50	FINANCE -----	63	39.0	301.00	REGISTERED INDUSTRIAL NURSES -----	102	39.5	243.00
COMPUTER OPERATORS, CLASS B -----	267	39.5	209.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	84	39.0	309.00	MANUFACTURING -----	73	39.5	245.00
MANUFACTURING -----	109	39.5	197.00	NONMANUFACTURING -----	61	39.0	307.00				
NONMANUFACTURING -----	158	39.5	218.50								
PUBLIC UTILITIES -----	52	40.0	262.00								

See footnotes at end of tables.

Table A-11. Hourly earnings of maintenance, toolroom, and powerplant workers—large establishments in Minneapolis—St. Paul, Minn.—Wis., January 1977

Occupation and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																						
		Mean ²	Median ²	Middle range ²	Under	\$ 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	\$ 8.00	\$ 8.20	\$ 8.40	\$ 8.60	\$ 9.00	\$ 9.40	\$ 9.80	\$ 10.20
					\$ 5.20 and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ALL WORKERS					5,400	5,600	5,800	6,000	6,200	6,400	6,600	6,800	7,000	7,200	7,400	7,600	7,800	8,000	8,200	8,400	8,600	9,000	9,400	9,800	10,200	10,600	
MAINTENANCE CARPENTERS -----	138	\$ 7.25	\$ 6.86	\$ 6.49-7.44	-	-	1	-	4	3	18	22	5	26	18	6	3	-	2	1	-	1	4	19	5	-	-
MANUFACTURING -----	80	6.87	6.86	6.51-7.07	-	-	1	-	4	3	11	6	5	21	18	5	1	-	-	1	-	1	-	1	2	-	-
NONMANUFACTURING -----	58	7.76	7.40	6.49-9.25	-	-	-	-	-	7	16	-	5	-	1	2	-	-	2	-	-	-	4	18	3	-	-
PUBLIC UTILITIES -----	26	6.77	6.49	6.45-6.49	-	-	-	-	-	6	16	-	-	-	1	-	-	-	-	-	-	2	1	-	-	-	-
MAINTENANCE ELECTRICIANS -----	315	8.49	8.18	7.35-9.95	-	-	1	-	-	2	22	2	3	7	63	2	5	6	57	5	2	35	2	-	82	19	
MANUFACTURING -----	234	8.10	8.18	7.35-8.79	-	-	1	-	-	2	22	2	3	2	63	-	5	4	56	5	2	33	-	-	15	19	
MAINTENANCE PAINTERS -----	84	7.48	7.13	6.86-7.85	-	-	-	1	1	-	3	13	1	6	18	1	-	14	6	1	-	11	6	1	1	-	
MANUFACTURING -----	51	7.18	7.07	6.88-7.70	-	-	-	1	-	2	7	-	5	18	1	-	14	-	1	-	2	-	-	-	-	-	
MAINTENANCE MACHINISTS -----	330	7.74	7.80	7.42-7.80	-	-	-	-	2	1	-	-	12	1	58	24	13	169	15	16	-	11	3	5	-	-	
MANUFACTURING -----	322	7.70	7.80	7.42-7.80	-	-	-	-	2	1	-	-	12	1	58	24	13	169	15	16	-	11	-	-	-	-	
MAINTENANCE MECHANICS (MACHINERY) -----	486	7.19	7.12	6.45-7.80	-	-	3	-	61	4	48	49	5	22	53	43	7	51	43	34	38	8	2	15	-	-	
MANUFACTURING -----	415	7.08	7.06	6.39-7.80	-	-	3	-	60	3	43	49	-	22	51	30	-	46	38	32	38	-	-	-	-	-	
NONMANUFACTURING -----	71	7.82	7.72	7.28-8.52	-	-	-	-	1	1	5	-	5	-	2	13	7	5	5	2	-	8	2	15	-	-	
PUBLIC UTILITIES -----	50	8.17	8.17	7.59-9.02	-	-	-	-	-	-	-	3	-	-	8	4	5	5	-	-	8	2	15	-	-	-	
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	230	7.89	8.09	7.33-8.58	2	-	2	-	1	-	22	1	-	4	5	36	-	-	20	63	14	5	34	21	-	-	
MANUFACTURING -----	197	7.96	8.09	7.36-8.69	-	-	2	-	1	-	21	-	-	1	3	25	-	-	20	55	14	-	34	21	-	-	
PUBLIC UTILITIES -----	141	8.33	8.13	8.09-8.69	-	-	-	-	1	-	-	-	-	1	-	15	-	-	-	55	14	-	34	21	-	-	
MAINTENANCE PIPEFITTERS -----	140	8.16	8.13	8.13-8.58	-	-	-	-	1	1	2	4	1	3	11	3	1	1	66	2	29	-	2	13	-	-	
MANUFACTURING -----	123	8.02	8.13	8.13-8.24	-	-	-	-	1	1	2	4	-	2	11	3	1	1	66	2	29	-	-	-	-	-	
MILLWRIGHTS -----	138	7.42	7.25	7.07-7.75	-	1	-	-	-	-	5	1	6	43	39	-	22	-	-	-	21	-	-	-	-	-	
MANUFACTURING -----	132	7.41	7.25	7.07-7.75	-	1	-	-	-	-	5	1	6	43	39	-	16	-	-	-	21	-	-	-	-	-	
MAINTENANCE TRADES HELPERS -----	105	5.82	5.87	5.48-6.16	1	-	40	3	18	41	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	90	5.79	5.87	5.48-6.16	1	-	40	3	12	32	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOOL AND DIE MAKERS -----	544	7.81	7.81	7.81-7.83	-	-	-	-	-	-	-	3	3	2	39	24	54	360	17	6	16	19	1	-	-	-	
MANUFACTURING -----	543	7.80	7.81	7.81-7.83	-	-	-	-	-	-	-	3	3	2	39	24	54	360	17	6	16	19	-	-	-	-	
STATIONARY ENGINEERS -----	241	7.57	7.64	7.12-7.94	-	-	1	-	-	6	2	8	12	2	33	15	21	74	22	12	21	-	6	6	-	-	
MANUFACTURING -----	89	7.75	7.94	7.60-8.14	-	-	1	-	-	-	8	-	1	3	-	5	22	22	5	17	-	5	-	-	-	-	
NONMANUFACTURING -----	152	7.46	7.55	7.12-7.75	-	-	-	-	-	6	2	-	12	1	30	15	16	52	-	7	4	-	1	6	-	-	
PUBLIC UTILITIES -----	25	7.88	8.18	6.66-8.98	-	-	-	-	-	-	-	7	-	-	-	-	4	-	-	7	-	-	1	6	-	-	
RETAIL TRADE -----	57	7.59	7.75	7.12-7.75	-	-	-	-	-	-	-	-	1	14	-	-	40	-	-	2	-	-	-	-	-	-	
BOILER TENDERS -----	81	6.91	7.07	6.46-7.17	-	-	10	-	-	1	8	4	6	7	25	4	4	-	-	10	-	2	-	-	-	-	
MANUFACTURING -----	60	7.17	7.11	6.82-7.44	-	-	-	-	-	8	-	6	7	19	4	4	-	-	10	-	2	-	-	-	-	-	

See footnotes at end of tables.

Table A-12. Hourly earnings of material movement and custodial workers—large establishments in Minneapolis—St. Paul, Minn.—Wis., January 1977—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁴			Number of workers receiving straight-time hourly earnings of—																								
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20		
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
						2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	
ALL WORKERS--																													
CONTINUED																													
JANITORS, PORTERS, AND CLEANERS ---	2,762	\$ 4.33	\$ 4.41	\$ 3.40-5.00	1	1	4	14	81	473	462	87	35	76	139	114	424	154	369	90	151	47	25	3	12	-	-	-	-
MANUFACTURING -----	1,046	4.96	4.70	4.69-5.24	-	-	2	-	4	5	6	11	9	32	51	75	354	109	311	17	24	9	24	3	-	-	-	-	
NONMANUFACTURING -----	1,716	3.98	3.40	3.22-4.56	1	1	2	14	77	468	456	76	26	44	88	39	70	45	58	73	127	38	1	-	12	-	-	-	
PUBLIC UTILITIES -----	265	5.94	5.87	5.50-6.16	-	-	-	-	-	-	-	-	1	1	-	-	2	2	10	71	127	38	1	-	12	-	-		
RETAIL TRADE -----	194	4.31	4.30	4.05-4.71	1	-	-	2	3	6	9	14	11	34	37	22	18	5	30	2	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-13. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex—large establishments in Minneapolis—St. Paul, Minn.—Wis., January 1977

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN			MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN--CONTINUED			MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		
MAINTENANCE CARPENTERS -----	138	\$ 7.25	BOILER TENDERS -----	81	\$ 6.91	SHIPPING PACKERS -----	244	\$ 5.61
MANUFACTURING -----	80	6.87	MANUFACTURING -----	60	7.17	MANUFACTURING -----	151	5.45
NONMANUFACTURING -----	58	7.76				NONMANUFACTURING -----	93	5.87
PUBLIC UTILITIES -----	26	6.77				MATERIAL HANDLING LABORERS -----	1,266	5.94
MAINTENANCE ELECTRICIANS -----	314	8.49				MANUFACTURING -----	398	5.73
MANUFACTURING -----	233	8.10	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN			NONMANUFACTURING -----	868	6.03
MAINTENANCE PAINTERS -----	84	7.48				WHOLESALE TRADE -----	412	5.65
MANUFACTURING -----	51	7.18	TRUCKDRIVERS -----	924	7.45	RETAIL TRADE -----	397	6.23
MAINTENANCE MACHINISTS -----	327	7.74	MANUFACTURING -----	246	7.51	FORKLIFT OPERATORS -----	729	6.49
MANUFACTURING -----	319	7.70	NONMANUFACTURING -----	678	7.43	MANUFACTURING -----	444	5.97
MAINTENANCE MECHANICS (MACHINERY) -	484	7.19	RETAIL TRADE -----	122	6.67	NONMANUFACTURING -----	285	7.08
MANUFACTURING -----	414	7.09	TRUCKDRIVERS, MEDIUM TRUCK:			RETAIL TRADE -----	142	6.97
NONMANUFACTURING -----	70	7.82	MANUFACTURING -----	63	7.17	POWER-TRUCK OPERATORS (OTHER THAN FORKLIFT) -----	185	6.22
PUBLIC UTILITIES -----	50	8.17	TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	290	7.59	MANUFACTURING -----	179	6.23
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	230	7.89	NONMANUFACTURING -----	254	7.75	GUARDS AND WATCHMEN -----	690	5.19
NONMANUFACTURING -----	197	7.96	PUBLIC UTILITIES -----	214	7.76	MANUFACTURING -----	428	5.29
PUBLIC UTILITIES -----	141	8.33	SHIPPING CLERKS -----	90	6.50	NONMANUFACTURING -----	262	5.04
MAINTENANCE PIPEFITTERS -----	140	8.16	RECEIVING CLERKS -----	262	5.98	PUBLIC UTILITIES -----	40	6.53
MANUFACTURING -----	123	8.02	MANUFACTURING -----	66	6.15	FINANCE -----	147	5.02
MILLWRIGHTS -----	138	7.42	NONMANUFACTURING -----	196	5.93	JANITORS, PORTERS, AND CLEANERS ---	2,098	4.48
MANUFACTURING -----	132	7.41	RETAIL TRADE -----	191	5.95	MANUFACTURING -----	872	4.93
MAINTENANCE TRADES HELPERS -----	104	5.82	SHIPPING AND RECEIVING CLERKS ---	82	6.04	NONMANUFACTURING -----	1,226	4.17
MANUFACTURING -----	89	5.79	MANUFACTURING -----	56	5.86	PUBLIC UTILITIES -----	237	6.06
TOOL AND DIE MAKERS -----	544	7.81	WAREHOUSEMEN -----	572	6.02	RETAIL TRADE -----	167	4.39
MANUFACTURING -----	543	7.80	NONMANUFACTURING -----	397	6.51	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - WOMEN		
STATIONARY ENGINEERS -----	241	7.57	ORDER FILLERS -----	833	6.18	ORDER FILLERS -----	326	3.87
MANUFACTURING -----	89	7.75	MANUFACTURING -----	249	5.72	SHIPPING PACKERS -----	321	5.01
NONMANUFACTURING -----	152	7.46	NONMANUFACTURING -----	584	6.37	MANUFACTURING -----	272	5.08
PUBLIC UTILITIES -----	25	7.88	RETAIL TRADE -----	407	6.29	JANITORS, PORTERS, AND CLEANERS ---	657	3.85
RETAIL TRADE -----	57	7.59				MANUFACTURING -----	174	4.75

See footnotes at end of tables.

Footnotes

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

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

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

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

⁵ Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

⁶ Data do not meet publication criteria or data not available.

Appendix A.

Scope and Method of Survey

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

In each of the 74¹ areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

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

¹ Included in the 74 areas are 4 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Birmingham, Ala.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; and Syracuse, N.Y. In addition, the Bureau conducts more limited area studies in approximately 100 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

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

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

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

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

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

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

Wage trends for selected occupational groups

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

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

Occupations used to compute wage trends are:

Office clerical

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

Office clerical—Continued

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

Electronic data processing

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

Skilled maintenance

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

Industrial nurses

Registered industrial nurses

Unskilled plant

Janitors, porters, and cleaners
Material handling laborers

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

1. Average earnings are computed for each occupation for the 2 years being compared. The averages are derived from earnings in those establishments which are in the survey both years; it is assumed that employment remains unchanged.
2. Each occupation is assigned a weight based on its proportionate employment in the occupational group in the base year.
3. These weights are used to compute group averages. Each occupation's average earnings (computed in step 1) is multiplied by its weight. The products are totaled to obtain a group average.
4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

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

Establishment practices and supplementary wage provisions

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

Appendix table 1. Establishments and workers within scope of survey and number studied in Minneapolis—St. Paul, Minn.—Wis.,¹ January 1977

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
ALL ESTABLISHMENTS						
ALL DIVISIONS -----	-	2,059	303	432,934	100	214,577
MANUFACTURING -----	50	637	95	181,279	42	99,035
NONMANUFACTURING -----	-	1,422	208	251,655	58	115,542
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	122	29	46,289	11	33,947
WHOLESALE TRADE -----	50	274	42	40,484	9	13,033
RETAIL TRADE -----	50	594	57	94,664	22	40,541
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	50	169	33	35,254	8	16,574
SERVICES ⁷ -----	50	263	47	34,964	8	11,447
LARGE ESTABLISHMENTS						
ALL DIVISIONS -----	-	137	88	216,567	100	178,682
MANUFACTURING -----	500	49	31	105,088	49	87,585
NONMANUFACTURING -----	-	88	57	111,479	51	91,097
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	12	12	31,152	14	31,152
WHOLESALE TRADE -----	500	12	8	9,810	5	7,396
RETAIL TRADE -----	500	33	18	44,998	21	34,725
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	500	20	12	18,748	9	13,210
SERVICES ⁷ -----	500	11	7	6,771	3	4,614

¹ The Minneapolis—St. Paul Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Anoka, Carver, Chisago, Dakota, Hennepin, Ramsey, Scott, Washington, and Wright Counties, Minn.; and St. Croix County, Wis. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division. However, all government operations are excluded from the scope of the survey.

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

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

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

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

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

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Trainees are excluded from the survey except for those receiving on-the-job training in some of the lower level professional and technical occupations.

Office

SECRETARY

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

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

SECRETARY—Continued

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

Exclusions

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

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

SECRETARY—Continued

Exclusions—Continued

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

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

Class A

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

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

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

Class B

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

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

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

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

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

SECRETARY—Continued

Class C

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

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

Class D

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

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

STENOGRAPHER

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

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

Stenographer, General

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

Stenographer, Senior

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

OR

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

TRANSCRIBING-MACHINE TYPIST

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

TYPIST

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

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

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

FILE CLERK

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

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

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

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

MESSENGER

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

SWITCHBOARD OPERATOR

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

SWITCHBOARD OPERATOR-RECEPTIONIST

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

ORDER CLERK

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

ACCOUNTING CLERK

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

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

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

ACCOUNTING CLERK—Continued

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

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

BOOKKEEPING-MACHINE OPERATOR

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

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

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

MACHINE BILLER

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

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

MACHINE BILLER—Continued

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

PAYROLL CLERK

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

KEYPUNCH OPERATOR

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

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

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

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

TABULATING-MACHINE OPERATOR

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

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

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is

typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as

Professional and Technical

COMPUTER SYSTEMS ANALYST, BUSINESS

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

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

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

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

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

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example,

the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

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

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

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

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

COMPUTER PROGRAMMER, BUSINESS

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

COMPUTER PROGRAMMER, BUSINESS—Continued

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

For wage study purposes, programmers are classified as follows:

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

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

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

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

OR

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

May guide or instruct lower level programmers.

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

COMPUTER OPERATOR

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

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

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

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

OR

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

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

DRAFTER

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

DRAFTER—Continued

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

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

DRAFTER-TRACER

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

AND/OR

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

ELECTRONICS TECHNICIAN

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

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

ELECTRONICS TECHNICIAN—Continued

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

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

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

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

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

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

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

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

REGISTERED INDUSTRIAL NURSE

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

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

MAINTENANCE PAINTER

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

REGISTERED INDUSTRIAL NURSE—Continued

other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE MACHINIST

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

MAINTENANCE MECHANIC (Machinery)

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

MAINTENANCE MECHANIC (Motor Vehicles)

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

MAINTENANCE MECHANIC (Motor Vehicles)—Continued

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

MAINTENANCE PIPEFITTER

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

MAINTENANCE SHEET-METAL WORKER

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

MILLWRIGHT

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

MAINTENANCE TRADES HELPER

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work

MAINTENANCE TRADES HELPER—Continued

the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

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

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

TOOL AND DIE MAKER

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

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

STATIONARY ENGINEER

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

Material Movement and Custodial

TRUCKDRIVER

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

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

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

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping changes, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Shipping clerk
- Receiving clerk
- Shipping and receiving clerk

STATIONARY ENGINEER—Continued

Head or chief engineers in establishments employing more than one engineer are excluded.

BOILER TENDER

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

WAREHOUSEMAN

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

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

ORDER FILLER

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

SHIPPING PACKER

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

MATERIAL HANDLING LABORER

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

POWER-TRUCK OPERATOR

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

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

Forklift operator

Power-truck operator (other than forklift)

GUARD AND WATCHMAN

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

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

JANITOR, PORTER, OR CLEANER

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

Service Contract Act Surveys

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Survey results are published in releases which are available, at no cost, while supplies last from any of the BLS regional offices shown on the back cover.

Alaska (statewide)
Albany, Ga.
Alexandria, La.
Alpena, Standish, and Tawas City, Mich.
Asheville, N.C.
Atlantic City, N.J.
Augusta, Ga.—S.C.
Austin, Tex.
Bakersfield, Calif.
Baton Rouge, La.
Battle Creek, Mich.
Beaumont—Port Arthur—Orange, Tex.
Biloxi—Gulfport and Pascagoula, Miss.
Bremerton, Wash.
Bridgeport, Norwalk, and Stamford, Conn.
Brunswick, Ga.
Cedar Rapids, Iowa
Champaign—Urbana—Rantoul, Ill.
Charleston, S.C.
Cheyenne, Wyo.
Clarksville—Hopkinsville, Tenn.—Ky.
Colorado Springs, Colo.
Columbia, S.C.
Columbus, Miss.
Crane, Ind.
Decatur, Ill.
Des Moines, Iowa
Dothan, Ala.
Duluth—Superior, Minn.—Wis.
El Paso, Tex., and Alamogordo—Las Cruces, N. Mex.
Eugene—Springfield and Medford—Klamath Falls—Grants Pass—Roseburg, Oreg.
Fayetteville, N.C.
Fitchburg—Leominster, Mass.

Fort Riley—Junction City, Kans.
Fort Smith, Ark.—Okla.
Fort Wayne, Ind.
Frederick—Hagerstown—Chambersburg, Md.—Pa.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island—Hastings, Nebr.
Guam, Territory of
Harrisburg—Lebanon, Pa.
Johnson City—Kingsport—Bristol, Tenn.—Va.
La Crosse, Wis.
Laredo, Tex.
Lawton, Okla.
Lexington—Fayette, Ky.
Lima, Ohio
Logansport—Peru, Ind.
Lower Eastern Shore, Md.—Va.—Del.
Macon, Ga.
Madison, Wis.
Maine (statewide)
McAllen—Pharr—Edinburg and Brownsville—Harlingen—San Benito, Tex.
Meridian, Miss.
Middlesex, Monmouth, and Ocean Cos., N.J.
Mobile and Pensacola, Ala.—Fla.
Montana (statewide)
New Bern—Jacksonville, N.C.
New Hampshire (statewide)
New London—Norwich, Conn.—R.I.
North Dakota (statewide)
Northern New York
Orlando, Fla.
Oxnard—Simi Valley—Ventura, Calif.
Phoenix, Ariz.
Pine Bluff, Ark.
Pueblo, Colo.
Puerto Rico
Raleigh—Durham, N.C.
Reno, Nev.
Riverside—San Bernardino—Ontario, Calif.
Salina, Kans.
Salinas—Seaside—Monterey, Calif.
Sandusky, Ohio

Santa Barbara—Santa Maria—Lompoc, Calif.
Savannah, Ga.
Selma, Ala.
Sherman—Denison, Tex.
Shreveport, La.
South Dakota (statewide)
Southern Idaho
Southwestern Virginia
Springfield, Ill.
Springfield—Chicopee—Holyoke, Mass.—Conn.
Stockton, Calif.
Tacoma, Wash.
Topeka, Kans.
Tulsa, Okla.
Upper Peninsula, Mich.
Vallejo—Fairfield—Napa, Calif.
Vermont (statewide)
Virgin Islands of the U.S.
Waco and Killeen—Temple, Tex.
Waterloo—Cedar Falls, Iowa
West Texas Plains
West Virginia (statewide)
Wilmington, Del.—N.J.—Md.
Yakima, Richland—Kennewick, and Walla Walla—Pendleton, Wash.—Oreg.

ALSO AVAILABLE—

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1931, National Survey of Professional, Administrative, Technical and Clerical Pay, March 1976, \$1.35 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest bulletins available is presented below. Bulletins may be purchased from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. A directory of occupational wage surveys, covering the years 1950 through 1975, is available on request.

Area	Bulletin number and price *	Area	Bulletin number and price *
Akron, Ohio, Dec. 1976 ¹	1900-76, 85 cents	Memphis, Tenn.-Ark.-Miss., Nov. 1976 ¹	1900-75, 85 cents
Albany-Schenectady-Troy, N.Y., Sept. 1976	1900-59, 55 cents	Miami, Fla., Oct. 1976	1900-66, 75 cents
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1976	1900-67, 75 cents	Milwaukee, Wis., Apr. 1976	1900-22, 85 cents
Atlanta, Ga., May 1976	1900-30, 85 cents	Minneapolis-St. Paul, Minn.-Wis., Jan. 1977	1950-3, \$1.60
Baltimore, Md., Aug. 1976	1900-52, 85 cents	Nassau-Suffolk, N.Y., June 1976	1900-35, 85 cents
Billings, Mont., July 1976	1900-39, 55 cents	Newark, N.J., Jan. 1976	1900-10, 85 cents
Birmingham, Ala., Mar. 1976 ¹	1900-11, 95 cents	New Orleans, La., Jan. 1976	1900-2, 75 cents
Boston, Mass., Aug. 1976	1900-53, 85 cents	New York, N.Y.-N.J., May 1976	1900-48, \$1.05
Buffalo, N.Y., Oct. 1976	1900-70, 75 cents	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1976 ¹	1900-27, 85 cents
Canton, Ohio, May 1976	1900-28, 55 cents	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1976 ¹	1900-33, 85 cents
Chattanooga, Tenn.-Ga., Sept. 1976	1900-57, 55 cents	Northeast Pennsylvania, Aug. 1976	1900-43, 65 cents
Chicago, Ill., May 1976	1900-32, \$1.05	Oklahoma City, Okla., Aug. 1976	1900-42, 55 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1976	1900-7, 75 cents	Omaha, Nebr.-Iowa, Oct. 1976	1900-61, 55 cents
Cleveland, Ohio, Sept. 1976	1900-62, 95 cents	Paterson-Clifton-Passaic, N.J., June 1976	1900-38, 55 cents
Columbus, Ohio, Oct. 1976	1900-68, 75 cents	Philadelphia, Pa.-N.J., Nov. 1976 ¹	1900-64, \$1.10
Corpus Christi, Tex., July 1976	1900-41, 55 cents	Pittsburgh, Pa., Jan. 1977	1950-1, \$1.50
Dallas-Fort Worth, Tex., Oct. 1976	1900-63, 85 cents	Portland, Maine, Dec. 1976 ¹	1900-72, 85 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1976	1900-25, 55 cents	Portland, Oreg.-Wash., May 1976	1900-51, 75 cents
Dayton, Ohio, Dec. 1976	1900-78, 85 cents	Poughkeepsie, N.Y., June 1976	1900-50, 45 cents
Daytona Beach, Fla., Aug. 1976	1900-45, 45 cents	Poughkeepsie-Kingston-Newburgh, N.Y., June 1976	1900-55, 55 cents
Denver-Boulder, Colo., Dec. 1976	1900-73, 85 cents	Providence-Warwick-Pawtucket, R.I.-Mass., June 1976	1900-31, 75 cents
Detroit, Mich., Mar. 1976 ¹	1900-15, \$1.25	Richmond, Va., June 1976	1900-34, 65 cents
Fresno, Calif., June 1976	1900-29, 55 cents	St. Louis, Mo.-Ill., Mar. 1976 ¹	1900-19, \$1.25
Gainesville, Fla., Sept. 1976	1900-54, 45 cents	Sacramento, Calif., Dec. 1976	1900-71, 55 cents
Green Bay, Wis., July 1976	1900-37, 55 cents	Saginaw, Mich., Nov. 1976 ¹	1900-74, 75 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1976	1900-47, 65 cents	Salt Lake City-Ogden, Utah, Nov. 1976	1900-65, 55 cents
Greenville-Spartanburg, S.C., June 1976 ¹	1900-36, 85 cents	San Antonio, Tex., May 1976	1900-23, 65 cents
Hartford, Conn., Mar. 1976	1900-14, 55 cents	San Diego, Calif., Nov. 1976	1900-79, 55 cents
Houston, Tex., Apr. 1976	1900-26, 85 cents	San Francisco-Oakland, Calif., Mar. 1976	1900-9, 95 cents
Huntsville, Ala., Feb. 1976	1900-17, 55 cents	San Jose, Calif., Mar. 1976	1900-13, 75 cents
Indianapolis, Ind., Oct. 1976	1900-58, 75 cents	Seattle-Everett, Wash., Jan. 1976	1900-6, 65 cents
Jackson, Miss., Feb. 1977 ¹	1950-2, \$1.50	South Bend, Ind., Mar. 1976	1900-5, 55 cents
Jacksonville, Fla., Dec. 1976 ¹	1900-80, 85 cents	Syracuse, N.Y., July 1976	1900-44, 55 cents
Kansas City, Mo.-Kans., Sept. 1976 ¹	1900-60, \$1.05	Toledo, Ohio-Mich., May 1976	1900-24, 55 cents
Los Angeles-Long Beach, Calif., Oct. 1976	1900-77, 85 cents	Trenton, N.J., Sept. 1976	1900-56, 55 cents
Louisville, Ky.-Ind., Nov. 1976	1900-69, 55 cents	Washington, D.C.-Md.-Va., Mar. 1976	1900-12, 85 cents
		Wichita, Kans., Apr. 1976	1900-21, 55 cents
		Worcester, Mass., Apr. 1976	1900-16, 55 cents
		York, Pa., Feb. 1976	1900-4, 55 cents

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

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