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Employee Compensation in the Private Nonfarm Economy, 1974



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

Bulletin 1963

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Employee Compensation in the Private Nonfarm Economy, 1974

U. S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Julius Shiskin, Commissioner
1977

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Preface

This bulletin—the fifth comprehensive biennial report—presents the detailed results of a Bureau of Labor Statistics survey of employer expenditures for employee compensation in the private nonfarm economy during 1974. A summary report on the survey was published in January 1977.

In addition to employee compensation, this report includes data on the incidence of each individual compensation element, the number of paid holidays and weeks of vacation pay received, and the composition of payroll hours.

The bulletin was prepared in the Bureau's Office of Wages and Industrial Relations, Division of General Compensation Structures, by John Litsas and Bettejane Lumpkin under the direction of Alvin Bauman.

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General Level and Structure of Compensation

The system by which American workers are compensated has become progressively more complex since the passage of the Social Security Act in 1935. In addition to pay for time worked, employers provide paid vacations and holidays; financial protection to employees and their dependents in case of retirement, death, accident, illness, and unemployment, financed through programs both legally required and privately sponsored; and other miscellaneous benefits. Expenditures made by employers for these programs are received by employees either directly (e.g., pay for leave time) or indirectly (e.g., insurance protection).¹ The sum of expenditures for these programs and for time worked constitutes total employee compensation.

Expenditures for each item of compensation, grouped under seven major functional categories, are shown as a percent of total compensation and in dollars per hour in table 1. Expenditures are shown for all paid hours and for paid work hours. All paid hours include all hours worked, paid leave, and authorized formal or informal break periods. Work hours consist of all paid hours less paid leave hours. Coffee breaks, rest periods, and so forth are considered as work hours in accordance with provisions of the Fair Labor Standards Act. The tabulations and text in this bulletin primarily relate to expenditures per work hour, because these are the hours directly devoted to production.

Total compensation for all employees in private nonfarm establishments averaged \$6.33 a work hour in 1974 but varied widely by employee and industry group. Office employee compensation, which was \$7.95 an hour, exceeded the level for nonoffice employees by \$2.56 or about 48 percent. Employees in manufacturing industries were better paid than those in nonmanufacturing, at \$6.72 an hour compared to \$6.13.

Compensation differed among the employee and industry groups not only in amount but in structure as well, reflecting differences in employer and industry policies and practices and in the nature of the work performed. For example, premium pay for overtime, weekend, holiday, and late-shift work was a much more important part of compensation for nonoffice than for office workers. The same was true of workers' compensation insurance. On the other hand, paid leave and nonproduction bonuses were of greater importance for office than for nonoffice workers.

The level and structure of compensation shown by the averages in table 1 relate to all establishments whether or not they had expenditures for a particular item. However, because total compensation varied widely among establishments, both in level and structure, the distributions of employees by establishment expenditure levels are shown in the subsequent tables.

Thus, table 2 shows the distribution of employees by the establishment level of compensation for the employee group and table 3 this same distribution by level of straight-time pay for time worked. Tables 4 to 17 present, for the various components of total compensation, employee distributions by hourly expenditures of the establishment in which they worked and the proportion of total compensation those expenditures constituted.

Total compensation

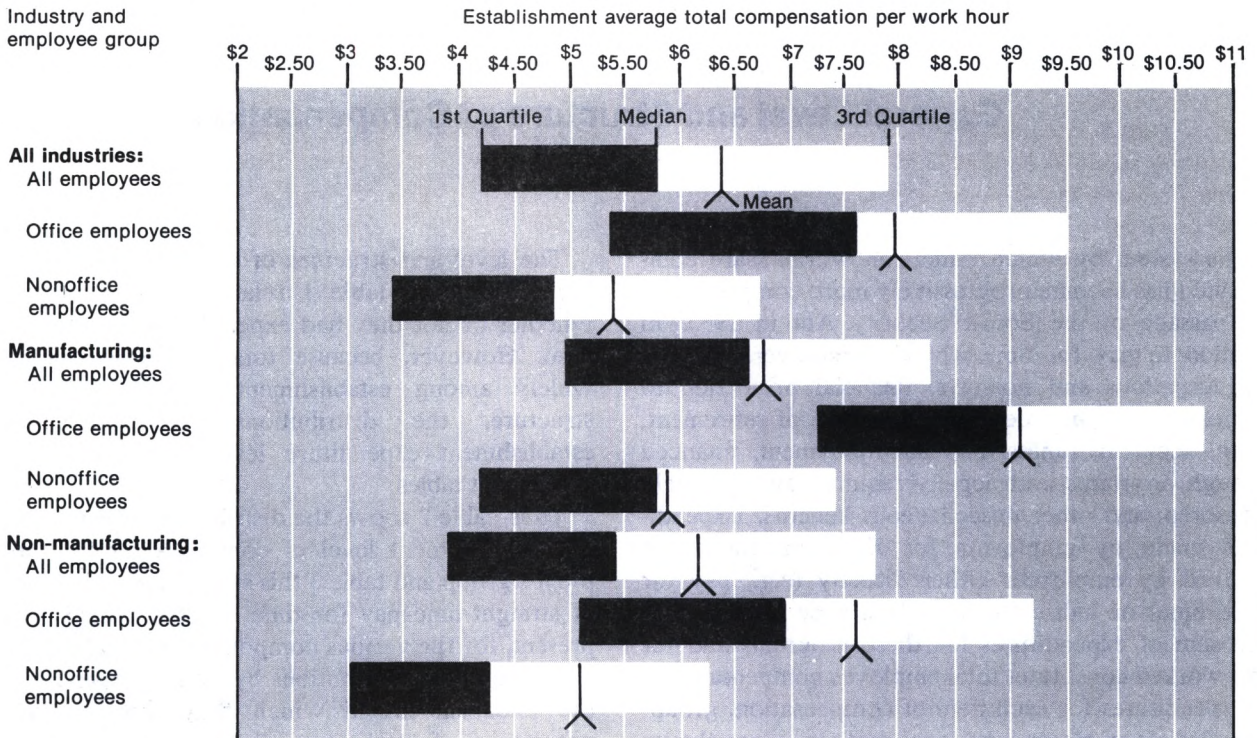
Because of the extensive range of industries and skills covered, total compensation varied widely among establishments (table 2). Even excluding establishments having the lowest and highest compensation levels, the office group (which includes managers and professionals) was better compensated than the nonoffice, and manufacturing workers were better paid than workers in nonmanufacturing industries. These comparisons are shown in chart 1, which indicates the range of total compensation for the middle 50 percent of employees—the interquartile range. The middle 50 percent of office workers in manufacturing, for example, were in establishments in which compensation for this group averaged at least \$7.25 per hour - about \$1 more than the top establishment compensation levels for the middle 50 percent of nonoffice workers in nonmanufacturing, who were at the lower extreme.

In manufacturing, both office and nonoffice employees were distributed fairly evenly by establishment compensation level in both occupational groups, as shown by the near coincidence of the means and medians and by the equidistance of the quartile points

¹In the case of private retirement plans, potential benefits may not be proportionate to contributions because of differences in funding.

Chart 1

Median, mean, and interquartile ranges of total compensation in establishments employing the middle 50 percent of employees, private nonfarm economy, 1974



from the median. By contrast, in nonmanufacturing, the median was well below the mean, which reflected the concentration of employees in establishments having compensation levels lower than average.

Straight-time pay for time worked

Straight-time pay for time worked is the most important element of compensation, representing 76.3 percent of its total in 1974. Within an employee/industry group, employees were distributed more narrowly by establishment level of straight-time pay than by total compensation. Similarly, among groups, differences in straight-time pay levels were smaller than differences in total compensation (table 3).

The level of pay for time worked is determined, of course, by wage rates, but its importance in total compensation depends on the level of the other elements of compensation.

Supplements to straight-time pay for time worked

Compensation other than straight-time pay for time worked is shown in table 4 as a percent of compensation, and in table 5 in cents per work hour. These items amounted to 23.7 percent of total compensation in 1974. This proportion varied widely by industry, type

of worker, and among individual establishments. For example, 3 percent of office workers in manufacturing were in establishments in which these items combined were at least 40 percent of their total compensation. Twelve percent of nonoffice workers in nonmanufacturing were in establishments in which these items combined were under 10 percent of total compensation, consisting of little more than legally required items. This disparity is more striking in money terms. Ten percent of office workers in manufacturing were in establishments in which compensation other than straight-time pay for time worked for such workers was at least \$4 an hour; this was \$1.50 more than nonoffice worker total compensation in nonmanufacturing establishments employing 11 percent of nonmanufacturing nonoffice workers (table 2).

Premium pay. Premium pay is composed of 1) pay for overtime, weekend, and holiday work and 2) pay for shift differentials. Premium pay went mostly to nonoffice employees and accounted for 3.0 percent of their compensation compared with 0.7 percent for office employees. Premium pay in manufacturing accounted for 2.9 percent of compensation compared to only 1.4 percent in nonmanufacturing, reflecting the much greater incidence of this item for nonoffice employees in manufacturing than for either employee group in nonmanufacturing (tables 6 and 7).

Paid leave. Paid leave (except sick leave) averaged 6.0 percent of compensation and cost 38 cents a work hour, mainly for vacation and holidays (tables 8 and 9). It accounted for 6.7 percent of compensation for office workers and 5.3 percent for nonoffice workers.

Establishments which provided paid leave for office workers allocated 6.8 percent of total compensation and 54 cents a work hour to this expenditure, and employed nearly all office workers. Establishments which provided paid leave for nonoffice workers allocated only 5.6 percent of compensation and 31 cents a work hour to this item. These establishments employed 91 percent of such workers.

Retirement programs. After pay for time worked, retirement programs constituted the largest element of compensation (tables 10 and 11). The two components—social security (including railroad retirement) taxes and employer contributions to private retirement plans—together made up 8.1 percent of compensation, or 51 cents a work hour.

Social security is one of the legally required compensation elements. For 1974, the tax rate paid by employers, like that paid by employees, was 5.85 percent of the first \$13,200 of wages and salaries paid to an employee during the year. As wages and salaries rise beyond the ceiling, expenditures for social security decline as a percent of compensation. Thus, social security as a proportion of compensation ranged from 4.9 percent for nonoffice workers in nonmanufacturing to 3.8 percent for office workers in manufacturing.

Higher paid workers are more likely than lower paid workers to have their social security coverage augmented through private retirement plans—pension plans, deferred profit-sharing plans, or both. In manufacturing, for example, 78 percent of nonoffice workers and 86 percent of office workers were in establishments having expenditures for private retirement plans, while in nonmanufacturing, where earnings are generally lower, only 69 percent of office and 48 percent of nonoffice workers were in such establishments. Unlike expenditures for social security, those for private plans increased as a percent of compensation as wages and

salaries increased. Private plans accounted for only 2.7 percent of compensation for nonoffice workers in nonmanufacturing, but 4.9 percent for office workers in manufacturing.

Overall, retirement programs ranged from 7.6 percent of compensation for nonoffice workers in nonmanufacturing (the only group below the all-employee average) to 8.7 percent for office workers in manufacturing. In money terms, differences were greater; hourly expenditures for retirement programs ranged from a high of 79 cents for manufacturing office workers to 38 cents for nonmanufacturing nonoffice workers.

Life insurance and health benefit programs. Practically all workers were in establishments that had expenditures for one or more of the components of this compensation item. (tables 12 and 13). Sick leave is included as a health benefit rather than as part of paid leave because it is frequently provided in lieu of sickness and accident insurance. Unlike expenditures for retirement programs, those for insurance and health programs were relatively more important for nonoffice workers than for office workers. These expenditures made up 5.6 percent of nonoffice compensation, compared to 4.2 percent for office compensation. However, at 30 cents an hour, expenditures for nonoffice workers were 3 cents less than those for office workers. Only sick leave accounted for a larger proportion of office than of nonoffice compensation.

Unemployment benefit programs, nonproduction bonuses, and savings and thrift plans. Expenditures for unemployment benefit programs—mostly State unemployment insurance—were proportionately greater for nonoffice than for office workers (tables 14 and 15). Nonproduction bonuses (including profit-sharing plans generating annual outlays) and, to a lesser extent, savings and thrift plans, were a larger part of office than nonoffice worker compensation (tables 16 and 17). Although generally of minor importance, nonproduction bonuses exceeded 5 percent of total compensation for office workers in some establishments.

Compensation by Size and Union Status of Establishment

The distribution of employees by the size and union status of the establishments in which they worked is shown in table 18.

Size

The level of total compensation increased as establishment size increased (table 19). The variation

was smaller for office than for nonoffice workers, perhaps because skills vary less among office workers regardless of establishment size. Compensation levels in nonmanufacturing varied less than in manufacturing. But the pattern of variation was inconsistent by size of establishment because of differences in industrial composition, geographic location, and union status among the size groups. Pay for time worked declined as a

percent of total compensation as establishment size increased. This pattern, which was fairly consistent in all industry-employee groups, suggests that establishment size influences the structure more directly than the level of compensation.

Union status

Compensation for nonoffice workers in both manufacturing and nonmanufacturing was higher in establishments in which the majority were covered by collective bargaining agreements than in those in which none or a minority were covered (table 20).² In nonmanufacturing the gap in the level of compensation between workers in union and nonunion establishments was nearly double that in manufacturing, reflecting, in addition to the influence of unionization, industrial composition and, perhaps, geographic location. In manufacturing, unionization is much more uniformly spread among component industries than in nonmanufacturing, where unionization is concentrated in high-wage industries such as public utilities, construction, and transportation. The structure of compensation varied less between union and nonunion establishments than the level. Pay for time worked as a percent of total

compensation was overall only 7.3 percentage points higher for nonunion than for union workers. This suggests that unionization influences the level more directly than the structure of compensation.

The variations in structure were caused exclusively by variations in paid leave; private retirement plans; and life, accident, and health insurance (table 21). Each of these major elements accounted for a larger percent of compensation in union than in nonunion establishments. All other elements were practically the same for all nonoffice workers except nonproduction bonuses which were more important for nonunion workers.

Table 22 shows the incidence of the three components of life, accident, and health insurance by size and union status of establishments. The most common program provided all three types of coverage. Many workers in smaller or nonunion establishments were covered by all three, but about one-half were in establishments providing only one type or a combination of two types of coverage.

²Data for office workers did not meet publication criteria; hence, the following discussion relates to nonoffice workers only.

Compensation Items by Establishment Total Compensation Level

As the level of compensation rose, pay supplements generally constituted a larger part of total compensation (table 23.) For a better comparison of the structure of compensation among employee groups, the same information is given for all items except premiums.³ Even without premium pay, pay supplements generally accounted for an increasing share of compensation up to the \$11 per work hour level, but a decreasing share at higher levels. The decline at the higher levels partially reflects the influence of the limit on expenditures for social security. It may also reflect a shift towards pay for working time after the achievement of a satisfactory level of insurance, as noted below.

Three elements of compensation other than those that were legally required contributed substantially to the change of the compensation structure at different levels. The variations by establishment compensation level in paid leave, private retirement plans, and private life, accident, and health insurance are shown in tables 24, 25, and 26, respectively.

The incidence of these three items, as well as the percent of compensation they represented, tended to

increase with the level of total compensation. However, private life, accident, and health insurance declined as a percent of compensation at levels of compensation of \$8.00 per work hour and over for nonoffice workers and \$10.00 and over for office workers. This suggests that perhaps a practical limit existed in the amount of such insurance employees desired or employers wished to pay for. At higher levels of compensation, there was a movement away from contributory retirement and insurance plans (those for which employees had to pay part of the cost) towards those which were noncontributory (paid for entirely by the employer). The extent to which each type of insurance coverage (life, sickness and accident, hospitalization, and medical) was contributory or noncontributory is shown in table 27.

³Overtime and shifts for which premiums are paid are usually worked at the request and in the interest of the employer. The variations in expenditures for this item among employee groups result mainly from differences in the very irregular volume of requested overtime and nightwork rather than from differences in pay practices which determine the structure of compensation.

Paid Days and Hours

Total expenditures for employee compensation are, of course, related directly to time worked. Tables 28 and 29 show the distribution of employees among establishments with various regular workweek schedules. Approximately two-thirds of both office and nonoffice workers were in establishments in which the majority of the employee groups worked a 40-hour week. Most of the remaining office employees worked in establishments with workweeks of 35 but less than 40 hours. Among nonoffice workers, most of the remainder were distributed among establishments with workweeks of either less than 35 hours (mostly in nonmanufacturing) or longer than 40 hours.

Over nine-tenths of all workers in manufacturing worked in establishments with a 5-day week. However, fewer than four-fifths of the nonoffice workers in nonmanufacturing were in establishments with a 5-day week; most of the remainder worked in establishments with longer workweeks.

Tables 30 to 35 show the relative importance of the several types of paid hours, both overall and on an establishment basis. As usual, overtime hours were a more important part of all paid hours in manufacturing than in nonmanufacturing. Moreover, the importance of this item tended to increase with establishment size in almost all situations. Generally, total paid leave hours made up a larger percentage of all paid hours than did overtime hours; however, in the smaller manufacturing establishments, these two items assumed equal importance.

Three out of four employees received paid vacations directly from their employers (table 36). Overall, vacations of 2 but less than 3 weeks (received by three-tenths

of all workers), were most common, but other vacations were common for some groups of workers. For example, almost three-tenths of office workers in large manufacturing establishments received at least 4 weeks of vacation, while about the same proportion of nonoffice workers in small and medium-size manufacturing establishments received less than 2 weeks of vacation. By contrast, about two-fifths of the nonoffice workers in nonmanufacturing especially those in small and medium-sized establishments received no paid vacations directly from their employers. About one-half of these were in establishments that provided no paid vacations, although some were in establishments that made payments to union-management vacation and holiday funds (such as those frequently found in the construction industry) that provided vacation pay to eligible employees. Other employees received no paid vacations because they did not meet length-of-service requirements or because they worked part time. Only about 6 percent of all employees worked for establishments that did not provide vacations directly or indirectly to some employees.⁴

Establishments which employed 85 percent of all employees usually provided between 6 and 10 paid holidays (table 37). As for vacations, office employees in large manufacturing establishments received the greatest number of holidays, while nonoffice employees in small and medium-sized establishments tended to receive the smallest number or none at all.

⁴ For information on vacation policies, see the Bureau's occupational wage surveys.

Historical Changes

Between 1966 and 1974, employee compensation almost doubled, with its largest component, pay for time worked, accounting for 73 percent of the increase. Nevertheless, as chart 2 illustrates, pay for time worked declined in relative importance as expenditures for other items of compensation, notably retirement programs, made up an increasingly greater part of the compensation dollar (see also text tables 1 and 2).

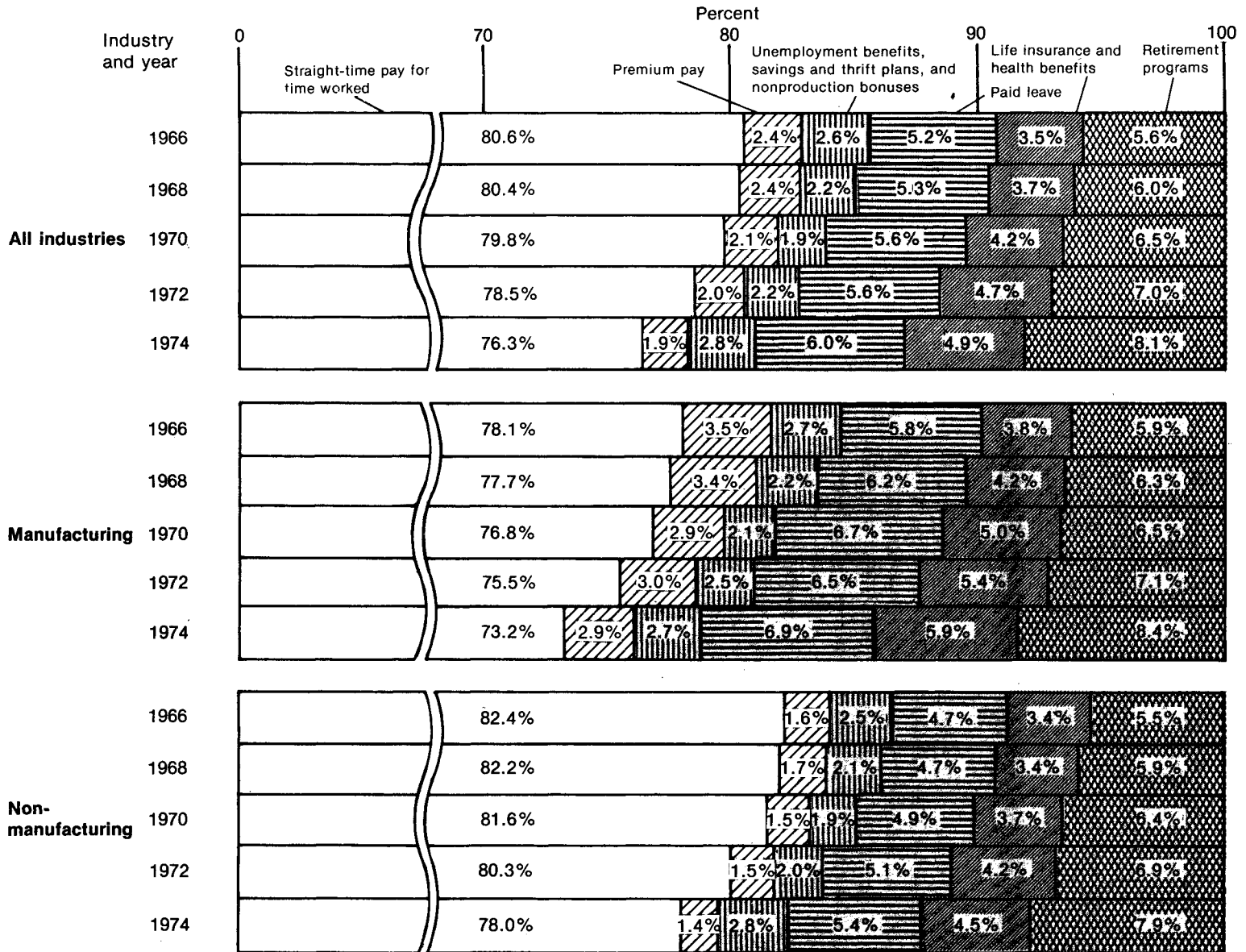
Between 1972 and 1974, total compensation advanced at the rate of 10 percent a year, faster than at any time since 1966. This accelerated growth partially reflected the surge that occurred after April 1974 when the Federal Government removed controls on compensation which had been in effect during all of 1973. However, when measured in dollars of constant purchasing power, the rate of increase was only 1.3 percent a year, the slowest since 1966, because of the 17.9-percent increase in the price level (as measured by the BLS Consumer Price Index) during the 2-year period.

Pay supplements continued to rise in relative importance between 1972 and 1974, but at a rate nearly three times faster than their rate of increase between 1966 and 1972. The proportion spent for retirement programs, the fastest rising component, increased by about 0.5 percentage point every 2 years between 1966 and 1972 and by 1.1 percentage points between 1972 and 1974. This increase between 1972 and 1974 resulted primarily from the increase in the amount of a worker's annual earnings subject to the social security tax, from \$9,000 to \$13,200, and the increase in the rate at which those earnings were taxed, from 5.20 to 5.85 percent. Private retirement plans also increased slightly more between 1972 and 1974 than during any other 2-year period since 1966.

Table 38 presents data on compensation from 1966 to 1974. Table 39 provides similar data for nonoffice workers in manufacturing going back to 1959.

Chart 2

The elements of compensation as a percent of total compensation, selected years, 1966-74



Text table 1. Employee compensation and percent increases, private nonfarm economy, 1966-74

Compensation item	1966	1968		1970	
	Dollars per work hour	Dollars per work hour	Percent increase over 1966	Dollars per work hour	Percent increase over 1968
Total compensation	\$3.44	\$3.89	13.1	\$4.54	16.7
Pay for time worked	2.85	3.22	13.0	3.72	15.5
All other items combined .....	.59	.67	13.6	.82	18.8
Total compensation in 1967 dollars	3.54	3.73	5.4	3.90	4.6
	1972		1974		
	Dollars per work hour	Percent increase over 1970	Dollars per work hour	Percent increase over 1972	Percent increase over 1966
Total compensation	\$5.23	15.2	\$6.33	21.0	84.0
Pay for time worked	4.21	13.2	4.95	17.6	73.7
All other items combined	1.02	24.1	1.38	35.3	134.0
Total compensation in 1967 dollars	4.18	7.2	4.29	2.6	21.2

Text table 2. Employee compensation and percent increases, production and related workers in manufacturing, 1959-74

Compensation item	1959	1962		1966		1968	
	Dollars per work hour	Dollars per work hour	Percent increase over 1959	Dollars per work hour	Percent increase over 1962	Dollars per work hour	Percent increase over 1966
Total compensation	\$2.61	\$2.85	9.2	\$3.30	15.8	\$3.69	11.8
Pay for time worked	2.23	2.39	7.2	2.72	13.8	2.02	11.0
All other items combined .....	.38	.46	21.1	.58	26.1	.67	15.5
Total compensation in 1967 dollars	2.99	3.15	5.4	3.40	7.9	3.54	4.1
	1970		1972		1974		
	Dollars per work hour	Percent increase over 1968	Dollars per work hour	Percent increase over 1970	Dollars per work hour	Percent increase over 1972	Percent increase over 1959
Total compensation	\$4.24	14.9	\$4.86	14.6	\$5.88	21.0	125.3
Pay for time worked	3.39	12.3	3.84	13.3	4.52	17.7	102.7
All other items combined .....	.85	26.9	1.02	20.0	1.36	33.3	257.9
Total compensation in 1967 dollars	3.65	3.1	3.88	6.3	3.99	2.8	33.4

Table 1. Employee compensation, private nonfarm economy, 1974

Industry and compensation item	All employees			Office employees			Nonoffice employees		
	Percent of compensation	Dollars per hour		Percent of compensation	Dollars per hour		Percent of compensation	Dollars per hour	
		All hours	Work hours		All hours	Work hours		All hours	Work hours
<u>All industries</u>									
Total compensation	100.0	\$5.87	\$6.33	100.0	\$7.25	\$7.95	100.0	\$5.06	\$5.39
Pay for time worked	78.2	\$4.59	\$4.95	76.8	\$5.57	\$6.11	79.5	\$4.02	\$4.29
Straight-time pay	76.3	4.48	4.83	76.1	5.52	6.05	76.5	3.87	4.13
Premium pay	1.9	.11	.12	.7	.05	.06	3.0	.15	.16
Overtime, weekend, and holiday work	1.7	.10	.10	.6	.04	.05	2.6	.13	.14
Shift differentials	.3	.02	.02	.1	.01	.01	.4	.02	.02
Paid leave (except sick leave)	6.0	.35	.38	6.7	.49	.53	5.3	.27	.29
Vacations	3.4	.20	.22	3.9	.28	.31	3.0	.15	.16
Holidays	2.3	.13	.14	2.6	.19	.21	2.0	.10	.11
Civic and personal leave	.2	.01	.01	.2	.01	.02	.1	.01	.01
Employer payments to vacation and holiday funds	.1	.01	.01	(1)	(1)	(1)	.2	.01	.01
Employer expenditures for retirement programs	8.1	.47	.51	8.4	.61	.67	7.8	.39	.42
Social security	4.4	.26	.28	4.0	.29	.32	4.8	.24	.26
Private plans	3.7	.22	.23	4.4	.32	.35	3.0	.15	.16
Employer expenditures for life insurance and health benefit programs ²	4.9	.29	.31	4.2	.30	.33	5.6	.28	.30
Life, accident, and health insurance	3.3	.19	.21	2.8	.21	.23	3.6	.18	.19
Sick leave	.7	.04	.04	.9	.07	.07	.5	.02	.03
Workers' compensation	1.0	.06	.06	.4	.03	.03	1.5	.07	.08
Employer expenditures for unemployment benefit programs	1.1	.06	.07	.8	.06	.06	1.3	.07	.07
Unemployment insurance	.9	.06	.06	.7	.05	.06	1.2	.06	.06
Severance pay	(1)	(1)	(1)	.1	.01	.01	(1)	(1)	(1)
Severance pay funds and supplemental unemployment benefits funds	.1	(1)	(1)	(1)	(1)	(1)	.1	.01	.01
Nonproduction bonuses	1.5	.09	.09	2.8	.20	.22	.4	.02	.02
Savings and thrift plans	.2	.01	.01	.4	.03	.03	.1	(1)	(1)
Wages and salaries (gross payroll) ³	86.3	5.07	5.46	87.2	6.33	6.94	85.5	4.32	4.61
Supplements to wages and salaries ⁴	13.7	.81	.87	12.8	.93	1.02	14.5	.73	.78

See footnotes at end of table.

Table 1. Employee compensation, private nonfarm economy, 1974—Continued

Industry and compensation item	All employees			Office employees			Nonoffice employees		
	Percent of compensation	Dollars per hour		Percent of compensation	Dollars per hour		Percent of compensation	Dollars per hour	
		All hours	Work hours		All hours	Work hours		All hours	Work hours
<u>Manufacturing</u>									
Total compensation	100.0	\$6.15	\$6.72	100.0	\$8.17	\$9.06	100.0	\$5.40	\$5.88
Pay for time worked	76.2	\$4.68	\$5.12	74.8	\$6.11	\$6.78	76.9	\$4.15	\$4.52
Straight-time pay	73.3	4.50	4.93	73.8	6.03	6.69	73.0	3.94	4.29
Premium pay	2.9	.18	.19	1.0	.08	.09	3.9	.21	.23
Overtime, weekend, and holiday work	2.3	.14	.16	.8	.07	.08	3.2	.17	.19
Shift differentials	.5	.03	.04	.2	.01	.02	.7	.04	.04
Paid leave (except sick leave)	6.9	.43	.47	7.3	.59	.66	6.8	.37	.40
Vacations	3.9	.24	.26	4.1	.34	.37	3.8	.21	.22
Holidays	2.7	.17	.18	2.8	.23	.26	2.6	.14	.15
Civic and personal leave	.2	.01	.01	.2	.02	.02	.2	.01	.01
Employer payments to vacation and holiday funds	.1	.01	.01	.1	.01	.01	.1	.01	.01
Employer expenditures for retirement programs	8.4	.51	.56	8.7	.71	.79	8.2	.44	.48
Social security	4.3	.27	.29	3.8	.31	.35	4.6	.25	.27
Private plans	4.0	.25	.27	4.9	.40	.45	3.5	.19	.21
Employer expenditures for life insurance and health benefit programs ²	5.9	.36	.39	5.0	.41	.45	6.4	.34	.37
Life, accident, and health insurance	4.3	.27	.29	3.7	.30	.33	4.7	.25	.28
Sick leave	.6	.04	.04	.9	.08	.09	.4	.02	.03
Workers' compensation	.9	.06	.06	.4	.03	.03	1.2	.06	.07
Employer expenditures for unemployment benefit programs	1.1	.07	.08	.9	.07	.08	1.3	.07	.08
Unemployment insurance	1.0	.06	.06	.7	.06	.06	1.1	.06	.06
Severance pay	.1	(¹)	(¹)	.1	.01	.01	(¹)	(¹)	(¹)
Severance pay funds and supplemental unemployment benefit funds	.1	.01	.01	(¹)	(¹)	(¹)	.2	.01	.01
Nonproduction bonuses	1.2	.08	.08	2.7	.22	.25	.4	.02	.02
Savings and thrift plans	.3	.02	.02	.6	.05	.05	.1	(¹)	(¹)
Wages and salaries (gross payroll) ³	84.9	5.22	5.71	85.8	7.01	7.78	84.4	4.56	4.96
Supplements to wages and salaries ⁴	15.1	.93	1.01	14.2	1.16	1.29	15.6	.84	.92

See footnotes at end of table.

Table 1. Employee compensation, private nonfarm economy 1974—Continued

Industry and compensation item	All employees			Office employees			Nonoffice employees		
	Percent of compensation	Dollars per hour		Percent of compensation	Dollars per hour		Percent of compensation	Dollars per hour	
		All hours	Work hours		All hours	Work hours		All hours	Work hours
Nonmanufacturing									
Total compensation -----	100.0	\$5.73	\$6.13	100.0	\$6.95	\$7.59	100.0	\$4.83	\$5.09
Pay for time worked -----	79.4	\$4.55	\$4.86	77.5	\$5.39	\$5.89	81.3	\$3.93	\$4.14
Straight-time pay -----	78.0	4.47	4.78	77.0	5.35	5.84	79.0	3.82	4.02
Premium pay -----	1.4	.08	.09	.6	.04	.04	2.3	.11	.12
Overtime, weekend, and holiday work -----	1.3	.07	.08	.5	.03	.04	2.1	.10	.11
Shift differentials -----	.1	.01	.01	.1	.01	.01	.2	.01	.01
Paid leave (except sick leave) -----	5.4	.31	.33	6.5	.45	.49	4.3	.21	.22
Vacations -----	3.1	.18	.19	3.8	.26	.29	2.4	.12	.12
Holidays -----	2.0	.12	.12	2.5	.18	.19	1.5	.07	.07
Civic and personal leave -----	.1	.01	.01	.2	.01	.01	.1	(¹)	(¹)
Employer payments to vacation and holiday funds -----	.2	.01	.01	(¹)	(¹)	(¹)	.3	.02	.02
Employer expenditures for retirement programs -----	7.9	.45	.49	8.3	.58	.63	7.6	.37	.38
Social security -----	4.4	.25	.27	4.0	.28	.31	4.9	.23	.25
Private plans -----	3.5	.20	.21	4.2	.30	.32	2.7	.13	.14
Employer expenditures for life insurance and health benefit programs ² -----	4.4	.25	.27	3.8	.27	.29	5.0	.24	.25
Life, accident, and health insurance -----	2.7	.15	.16	2.5	.18	.19	2.8	.13	.14
Sick leave -----	.7	.04	.04	.9	.06	.07	.5	.02	.03
Workers' compensation -----	1.0	.06	.06	.4	.03	.03	1.7	.08	.09
Employer expenditures for unemployment benefit programs -----	1.0	.06	.06	.8	.05	.06	1.3	.06	.07
Unemployment insurance -----	.9	.05	.06	.7	.05	.05	1.2	.06	.06
Severance pay -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Severance pay funds and supplemental unemployment benefit funds -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.1	(¹)	(¹)
Nonproduction bonuses -----	1.6	.09	.10	2.8	.19	.21	.4	.02	.02
Savings and thrift plans -----	.2	.01	.01	.3	.02	.02	.1	(¹)	(¹)
Wages and salaries (gross payroll) ³ -----	87.0	4.99	5.33	87.8	6.10	6.66	86.3	4.17	4.39
Supplements to wages and salaries ⁴ -----	13.0	.74	.79	12.2	.85	.93	13.7	.66	.70

¹ Less than 0.05 percent or less than \$0.005.

² Includes other health benefit programs, principally State temporary disability insurance not presented separately.

³ Wages and salaries include all direct payments to workers. They consist of pay for time worked; pay for vacations, holidays, sick leave, and civic and personal leave; severance pay; and nonproduction bonuses.

⁴ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries. They consist of expenditures for retirement

programs (including direct pay to pensioners under pay-as-you-go private pension plans); expenditures for life insurance and health benefit programs (except sick leave); expenditures for unemployment benefit programs (except severance pay); payments to vacation and holiday funds; and payments to savings and thrift plans.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 2. Percent distribution of employees by establishment total compensation level, private nonfarm economy, 1974

Establishment average total compensation level per work hour for each employee group	All industries			Manufacturing			Nonmanufacturing		
	All employees ¹	Office employees	Nonoffice employees	All employees ¹	Office employees	Nonoffice employees	All employees ¹	Office employees	Nonoffice employees
All establishments	100	100	100	100	100	100	100	100	100
Under \$2.50	4	1	7	1	(²)	1	5	2	11
\$2.50 and under \$3.00	5	2	11	2	(²)	4	7	2	14
\$3.00 and under \$3.50	6	2	9	4	(²)	7	7	3	9
\$3.50 and under \$4.00	7	3	10	5	1	9	8	4	10
\$4.00 and under \$4.50	9	5	11	8	1	10	9	6	11
\$4.50 and under \$5.00	7	7	8	6	3	9	7	8	8
\$5.00 and under \$5.50	9	7	6	8	3	8	10	8	5
\$5.50 and under \$6.00	6	6	6	8	4	8	5	6	5
\$6.00 and under \$6.50	6	6	6	8	4	9	5	6	4
\$6.50 and under \$7.00	5	6	3	7	6	5	4	7	2
\$7.00 and under \$7.50	5	5	4	6	5	6	4	5	4
\$7.50 and under \$8.00	7	7	4	10	9	6	6	6	3
\$8.00 and under \$8.50	4	7	3	5	7	4	4	6	3
\$8.50 and under \$9.00	4	5	3	7	8	4	3	4	2
\$9.00 and under \$9.50	3	7	2	3	6	4	3	7	1
\$9.50 and under \$10.00	2	4	3	3	9	5	2	3	2
\$10.00 and under \$10.50	2	3	1	4	6	(²)	1	2	1
\$10.50 and under \$11.00	2	2	1	3	5	(²)	1	1	1
\$11.00 and under \$11.50	1	3	1	(²)	4	1	1	2	1
\$11.50 and under \$12.00	(²)	2	(²)	(²)	3	(²)	1	1	(²)
\$12.00 and under \$12.50	1	2	(²)	1	5	(²)	1	1	(²)
\$12.50 and under \$13.00	(²)	1	1	(²)	1	-	1	1	1
\$13.00 and under \$13.50	(²)	1	(²)	(²)	4	-	(²)	(²)	(²)
\$13.50 and under \$14.00	(²)	1	(²)	-	2	-	(²)	(²)	(²)
\$14.00 and over	2	6	1	(²)	3	-	3	7	1

¹ Percent shown is not the average of office and nonoffice employee groups because the establishments at a particular level of compensation are not the same for all 3 employee groups.

² Less than 0.5 percent. Dash (-) indicates zero.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 3. Percent distribution of employees by establishment straight-time pay for time worked, private nonfarm economy, 1974

Establishment average straight-time pay per work hour for each employee group	All industries			Manufacturing			Nonmanufacturing		
	All employees ¹	Office employees	Nonoffice employees	All employees ¹	Office employees	Nonoffice employees	All employees ¹	Office employees	Nonoffice employees
All establishments	100	100	100	100	100	100	100	100	100
Under \$2.50	8	3	17	2	(²)	6	11	4	23
\$2.50 and under \$3.00	9	3	12	6	1	12	10	4	12
\$3.00 and under \$3.50	9	6	16	9	2	14	12	7	17
\$3.50 and under \$4.00	12	8	10	11	2	12	12	9	8
\$4.00 and under \$4.50	12	9	10	12	4	13	11	10	8
\$4.50 and under \$5.00	9	9	8	12	6	10	8	9	7
\$5.00 and under \$5.50	9	8	7	11	8	11	8	8	5
\$5.50 and under \$6.00	8	9	7	12	10	11	6	8	4
\$6.00 and under \$6.50	9	8	4	14	10	5	6	8	3
\$6.50 and under \$7.00	4	10	3	7	12	3	4	9	3
\$7.00 and under \$7.50	3	8	4	2	13	1	4	6	2
\$7.50 and under \$8.00	2	5	1	1	11	(²)	2	4	2
\$8.00 and under \$8.50	1	3	1	(²)	5	1	1	3	2
\$8.50 and under \$9.00	(²)	1	1	(²)	6	(²)	1	1	1
\$9.00 and under \$9.50	1	2	(²)	1	3	-	1	1	1
\$9.50 and under \$10.00	(²)	2	(²)	(²)	6	(²)	(²)	1	(²)
\$10.00 and under \$10.50	(²)	1	(²)	(²)	1	(²)	(²)	1	3
\$10.50 and under \$11.00	(²)	(²)	(²)	(²)	(²)	-	(²)	(²)	(²)
\$11.00 and under \$11.50	(²)	1	(²)	-	(²)	-	(²)	1	(²)
\$11.50 and under \$12.00	1	(²)	(²)	-	(²)	-	1	3	(²)
\$12.00 and under \$12.50	(²)	(²)	(²)	-	(²)	-	(²)	(²)	(²)
\$12.50 and under \$13.00	(²)	(²)	(²)	-	(²)	-	(²)	(²)	(²)
\$13.00 and under \$13.50	(²)	(²)	-	-	(²)	-	(²)	(²)	-
\$13.50 and under \$14.00	(²)	1	-	-	(²)	-	(²)	1	-
\$14.00 and over	(²)	1	(²)	-	(²)	-	(²)	1	(²)

¹ Percent shown is not the average of office and nonoffice employee groups because the establishments at a particular level of compensation are not the same for all 3 employee groups.

² Less than 0.5 percent. Dash (-) indicates zero.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 4. Compensation items other than straight-time pay for time worked: Percent of total compensation, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures, all establishments	Percent of employees in establishments—														
		Total	That had expenditures for the items of—													
			Under 10 percent	10 and under 12	12	14	16	18	20	22	24	26	28	30	35	40 and over
All employees																
All items:																
All industries	23.7	100	6	5	7	8	9	11	11	9	9	6	7	9	3	1
Manufacturing	26.7	100	1	1	2	4	6	8	12	10	13	10	12	12	7	1
Nonmanufacturing	22.0	100	8	7	9	10	11	12	10	8	7	4	5	7	1	1
All items except premiums:																
All industries	21.8	100	6	7	9	10	10	12	10	8	9	6	4	5	2	1
Manufacturing	23.8	100	1	2	6	6	7	14	13	13	13	9	6	7	3	1
Nonmanufacturing	20.6	100	9	9	11	12	12	11	10	6	7	4	3	5	1	1
Office employees																
All items:																
All industries	23.9	100	3	4	6	7	10	10	10	12	9	8	6	10	3	2
Manufacturing	26.2	100	1	2	3	4	5	8	9	14	17	11	6	13	5	3
Nonmanufacturing	23.0	100	4	4	7	8	11	11	10	11	7	7	6	10	2	1
All items except premiums:																
All industries	23.2	100	4	4	6	8	11	9	11	10	9	9	5	9	2	1
Manufacturing	25.2	100	1	2	3	5	6	9	10	17	14	11	4	13	2	3
Nonmanufacturing	22.5	100	4	5	7	9	13	9	11	8	8	8	5	8	2	1
Nonoffice employees																
All items:																
All industries	23.5	100	8	6	8	9	9	11	10	9	7	7	5	8	3	2
Manufacturing	27.0	100	1	1	2	5	6	9	11	11	10	12	9	15	5	3
Nonmanufacturing	21.0	100	12	9	11	11	10	12	9	7	5	3	4	5	1	1
All items except premiums:																
All industries	20.5	100	9	9	11	11	11	12	10	8	7	4	4	3	1	(¹)
Manufacturing	23.1	100	1	3	5	9	9	14	13	14	12	7	6	4	3	(¹)
Nonmanufacturing	18.7	100	13	12	13	12	12	11	8	5	4	3	2	2	(¹)	(¹)

¹ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 5. Compensation items other than straight-time pay for time worked: Expenditures per work hour, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures, all establishments	Percent of employees in establishments—																
		Total	That had expenditures for the items of—															
			Under 20 cents	20 and under 30	30	40	50	60	80	100	120	140	160	180	200	250	300	400 and over
All employees																		
All items:																		
All industries -----	\$1.50	100	2	4	5	5	5	9	10	11	8	7	6	5	10	5	7	2
Manufacturing -----	1.80	100	(¹)	1	1	2	4	7	9	8	9	10	6	16	8	9	3	
Nonmanufacturing -----	1.35	100	2	5	7	6	6	10	11	12	7	6	4	4	8	4	2	
All items except premiums:																		
All industries -----	1.38	100	2	4	6	6	5	11	11	10	8	7	4	5	9	5	5	1
Manufacturing -----	1.60	100	(¹)	1	1	3	5	8	9	10	10	11	5	9	12	7	6	2
Nonmanufacturing -----	1.26	100	2	6	8	7	6	12	12	10	7	5	4	4	8	4	1	
Office employees																		
All items:																		
All industries -----	1.90	100	1	1	2	2	3	6	9	10	10	9	7	6	12	8	8	7
Manufacturing -----	2.38	100	-	(¹)	(¹)	(¹)	1	2	5	5	6	6	10	9	16	14	15	10
Nonmanufacturing -----	1.75	100	1	1	2	3	3	7	10	12	11	10	6	5	11	7	7	5
All items except premiums:																		
All industries -----	1.85	100	1	1	2	2	3	7	9	11	9	10	6	5	13	7	7	6
Manufacturing -----	2.29	100	-	(¹)	(¹)	(¹)	1	3	5	6	6	6	11	8	21	12	12	9
Nonmanufacturing -----	1.70	100	1	1	2	3	3	8	10	12	10	11	4	5	11	6	6	5
Nonoffice employees																		
All items:																		
All industries -----	1.27	100	3	6	8	7	5	14	11	7	7	5	4	4	9	3	5	1
Manufacturing -----	1.58	100	(¹)	1	2	3	4	11	11	9	11	7	7	7	12	5	9	1
Nonmanufacturing -----	1.07	100	4	8	11	9	6	16	11	6	5	3	3	2	7	2	3	1
All items except premiums:																		
All industries -----	1.11	100	3	6	10	8	7	15	10	8	7	4	5	4	6	3	2	1
Manufacturing -----	1.35	100	(¹)	1	3	6	7	11	12	13	10	7	6	7	8	6	4	1
Nonmanufacturing -----	.95	100	5	9	14	9	7	17	10	6	5	2	4	3	5	2	2	1

¹ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 6. Premium pay: Percent of total compensation, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—														
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—												12 and over
					Under 1 percent	1 and under 2	2	3	4	5	6	7	8	9	10	11	
<u>All employees</u>																	
Premium pay:																	
All industries -----	1.9	2.3	100	24	25	18	14	9	4	2	2	1	1	(²)	(²)	(²)	
Manufacturing -----	2.9	3.0	100	5	15	23	20	17	9	6	4	1	1	(²)	(²)	(²)	
Nonmanufacturing -----	1.4	1.9	100	32	30	15	11	6	2	1	1	(²)	(²)	(²)	-	(²)	
Overtime, weekend, and holiday work:																	
All industries -----	1.7	2.0	100	24	30	19	13	6	4	2	1	1	(²)	(²)	(²)	(²)	
Manufacturing -----	2.3	2.4	100	5	22	25	24	10	8	4	1	1	(²)	(²)	(²)	(²)	
Nonmanufacturing -----	1.3	1.7	100	32	34	17	8	4	2	1	1	(²)	(²)	(²)	(²)	(²)	
Shift differentials:																	
All industries -----	.3	.7	100	68	22	8	1	(²)	(²)	(²)	-	-	-	-	-	-	
Manufacturing -----	.5	.8	100	38	45	17	1	(²)	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	.1	.7	100	82	13	4	1	(²)	(²)	(²)	-	-	-	-	-	-	
<u>Office employees</u>																	
Premium pay:																	
All industries -----	.7	1.0	100	34	40	16	6	2	1	(²)	(²)	(²)	(²)	(²)	-	(²)	
Manufacturing -----	1.0	1.2	100	18	46	21	10	2	1	(²)	(²)	(²)	(²)	(²)	-	(²)	
Nonmanufacturing -----	.6	.9	100	39	39	14	4	3	(²)	(²)	(²)	(²)	(²)	(²)	-	(²)	
Overtime, weekend, and holiday work:																	
All industries -----	.6	.8	100	35	46	15	2	1	(²)	(²)	(²)	(²)	(²)	(²)	-	(²)	
Manufacturing -----	.8	1.0	100	18	52	20	6	2	1	(²)	(²)	(²)	(²)	(²)	-	(²)	
Nonmanufacturing -----	.5	.7	100	40	44	13	1	1	(²)	(²)	(²)	(²)	(²)	(²)	-	(²)	
Shift differentials:																	
All industries -----	.1	.5	100	76	19	4	1	(²)	(²)	-	-	-	-	-	-	-	
Manufacturing -----	.2	.4	100	62	34	4	(²)	-	-	-	-	-	-	-	-	-	
Nonmanufacturing -----	.1	.6	100	80	14	5	1	(²)	(²)	-	-	-	-	-	-	-	
<u>Nonoffice employees</u>																	
Premium pay:																	
All industries -----	3.0	3.5	100	24	17	13	15	9	8	6	3	2	1	1	(²)	1	
Manufacturing -----	3.9	4.1	100	5	10	15	18	13	14	12	5	5	2	1	(²)	1	
Nonmanufacturing -----	2.3	3.0	100	34	21	12	13	7	5	2	2	1	1	(²)	1	(²)	
Overtime, weekend, and holiday work:																	
All industries -----	2.6	3.0	100	24	20	16	14	9	6	4	2	1	1	(²)	1	(²)	
Manufacturing -----	3.2	3.3	100	5	14	21	19	15	10	7	3	2	1	(²)	1	(²)	
Nonmanufacturing -----	2.1	2.8	100	34	24	14	11	6	4	2	1	1	1	(²)	1	(²)	
Shift differentials:																	
All industries -----	.4	1.0	100	69	18	9	3	(²)	(²)	(²)	-	-	-	-	-	-	
Manufacturing -----	.7	1.1	100	40	35	19	6	(²)	(²)	(²)	-	-	-	-	-	-	
Nonmanufacturing -----	.2	.9	100	85	9	4	1	(²)	(²)	(²)	-	-	-	-	-	-	

¹ Average for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Less than 0.5 percent.

NOTE: Dash indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 7. Premium pay: Expenditures per work hour, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—															
	All establishments	Establishments that had expenditures ¹	Totals	That had no expenditures	That had expenditures for the item of—													
					Under 2 cents	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 25	25 - 30	30 - 40	40 and over
All employees																		
Premium pay:																		
All industries	\$0.12	\$0.15	100	24	11	9	6	6	6	4	4	4	3	3	6	5	4	5
Manufacturing	.19	.20	100	5	6	6	5	7	7	6	6	6	4	5	11	8	7	12
Nonmanufacturing	.09	.12	100	32	14	11	6	6	5	4	3	2	3	2	4	3	2	2
Overtime, weekend, and holiday work:																		
All industries	.10	.13	100	24	13	10	7	6	7	4	4	3	4	3	5	4	3	4
Manufacturing	.16	.16	100	5	7	6	8	8	10	6	7	6	4	5	6	8	6	6
Nonmanufacturing	.08	.11	100	32	15	12	7	6	5	3	3	2	2	2	4	2	1	2
Shift differentials:																		
All industries	.02	.05	100	68	9	6	6	4	1	2	1	1	1	(2)	(2)	(2)	(2)	-
Manufacturing	.04	.06	100	38	13	14	13	7	3	5	2	3	2	(2)	(2)	(2)	(2)	-
Nonmanufacturing	.01	.05	100	82	7	2	3	3	1	1	1	(2)	(2)	(2)	(2)	(2)	(2)	-
Office employees																		
Premium pay:																		
All industries	.06	.08	100	34	19	11	8	5	4	3	3	3	2	1	2	1	2	1
Manufacturing	.09	.11	100	18	16	13	8	8	4	3	6	6	2	1	5	3	5	2
Nonmanufacturing	.04	.07	100	39	20	11	8	4	4	3	2	3	3	1	1	(2)	1	(2)
Overtime, weekend, and holiday work:																		
All industries	.05	.07	100	35	20	13	9	5	5	3	2	1	1	1	2	1	1	1
Manufacturing	.08	.09	100	18	17	15	9	9	5	8	3	2	1	1	6	3	1	2
Nonmanufacturing	.04	.06	100	40	21	13	9	4	5	2	1	1	1	1	1	(2)	1	(2)
Shift differentials:																		
All industries	.01	.04	100	76	11	4	3	3	2	1	1	1	(2)	-	(2)	(2)	-	-
Manufacturing	.02	.04	100	62	15	9	4	1	4	(2)	(2)	2	1	-	(2)	(2)	-	-
Nonmanufacturing	.01	.04	100	80	9	2	2	3	1	1	1	(2)	(2)	-	(2)	(2)	-	-
Nonoffice employees																		
Premium pay:																		
All industries	.16	.20	100	24	8	8	5	5	5	5	4	4	3	3	6	5	7	9
Manufacturing	.23	.24	100	5	5	5	4	6	4	7	4	5	4	5	10	7	11	18
Nonmanufacturing	.12	.17	100	34	10	9	5	5	5	4	3	3	2	2	5	4	4	5
Overtime, weekend, and holiday work:																		
All industries	.14	.17	100	24	10	9	6	6	5	5	3	4	3	3	6	5	5	6
Manufacturing	.19	.20	100	5	6	6	7	7	6	7	5	7	5	4	10	8	8	9
Nonmanufacturing	.11	.16	100	34	12	11	5	5	4	3	3	3	2	2	4	3	3	4
Shift differentials:																		
All industries	.02	.07	100	69	6	5	6	5	2	2	1	1	2	1	(2)	(2)	(2)	(2)
Manufacturing	.04	.07	100	40	11	11	11	9	4	3	2	2	5	1	1	(2)	(2)	(2)
Nonmanufacturing	.01	.06	100	85	4	2	3	2	1	1	(2)	1	(2)	(2)	(2)	(2)	(2)	(2)

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.

² Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 8. Paid leave: Percent of total compensation, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employee in establishments—														
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—												12 and over
					Under 1 percent	1 and under 2	2	3	4	5	6	7	8	9	10	11	
All employees																	
Paid leave (except sick leave):																	
All industries	6.0	6.1	100	5	3	5	8	10	12	15	14	12	7	4	2	1	1
Manufacturing	6.9	7.0	100	1	(²)	1	3	9	12	17	13	17	14	9	3	1	1
Nonmanufacturing	5.4	5.6	100	7	4	7	10	10	12	14	15	10	5	2	1	1	1
Vacations:																	
All industries	3.4	3.5	100	6	8	15	18	26	16	7	2	1	(²)	(²)	(²)	-	1
Manufacturing	3.9	3.9	100	1	2	10	20	26	24	11	4	2	(²)	-	-	-	-
Nonmanufacturing	3.1	3.3	100	8	10	17	18	26	13	5	1	1	(²)	(²)	(²)	-	1
Holidays:																	
All industries	2.3	2.4	100	10	10	23	37	16	3	1	-	(²)	-	(²)	-	-	-
Manufacturing	2.7	2.7	100	1	4	17	45	28	4	(²)	-	-	(²)	-	-	-	-
Nonmanufacturing	2.0	2.2	100	14	13	26	33	10	2	1	-	(²)	-	(²)	-	-	-
Civic and personal leave:																	
All industries	.2	.3	100	48	50	2	(²)	-	-	(²)	-	-	-	-	-	-	-
Manufacturing	.2	.3	100	28	68	4	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	.1	.3	100	57	42	1	(²)	-	-	(²)	-	-	-	-	-	-	-
Employer payments to vacation and holiday funds:																	
All industries	.1	2.3	100	96	2	1	1	1	(²)	(²)	(²)	(²)	(²)	(²)	-	-	-
Manufacturing	.1	1.7	100	95	3	(²)	1	1	(²)	(²)	(²)	(²)	(²)	(²)	-	-	-
Nonmanufacturing	.2	2.7	100	96	1	1	(²)	1	(²)	(²)	(²)	-	(²)	(²)	-	-	-
Office employees																	
Paid leave (except sick leave):																	
All industries	6.7	6.8	100	2	1	2	3	6	10	16	20	15	11	7	2	2	2
Manufacturing	7.3	7.3	100	(²)	(²)	1	3	5	6	13	17	19	17	13	4	1	1
Nonmanufacturing	6.5	6.6	100	3	1	2	3	6	11	17	21	14	9	5	2	3	3
Vacations:																	
All industries	3.9	3.9	100	3	2	8	16	33	22	9	3	1	1	(²)	(²)	-	1
Manufacturing	4.1	4.1	100	1	1	5	14	28	32	13	4	1	(²)	-	(²)	-	-
Nonmanufacturing	3.8	3.8	100	3	2	9	16	35	19	8	3	1	1	(²)	(²)	-	2
Holidays:																	
All industries	2.6	2.7	100	4	4	20	42	24	5	2	(²)	(²)	(²)	(²)	-	-	-
Manufacturing	2.8	2.8	100	(²)	4	14	38	39	5	(²)	(²)	(²)	(²)	(²)	-	-	-
Nonmanufacturing	2.5	2.6	100	5	4	22	44	19	5	2	(²)	(²)	(²)	(²)	-	-	-
Civic and personal leave:																	
All industries	.2	.3	100	39	58	2	(²)	(²)	-	(²)	-	-	-	-	-	-	-
Manufacturing	.2	.3	100	24	70	5	(²)	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	.2	.3	100	44	54	2	(²)	(²)	-	(²)	-	-	-	-	-	-	-
Employer payments to vacation and holiday funds:																	
All industries	(²)	2.0	100	99	1	(²)	(²)	(²)	-	-	(²)	-	(²)	(²)	-	-	-
Manufacturing	.1	1.5	100	97	2	(²)	(²)	(²)	-	-	1	-	(²)	(²)	-	-	-
Nonmanufacturing	(²)	2.7	100	99	(²)	(²)	(²)	-	-	-	(²)	-	(²)	-	-	-	-

See footnotes at end of table.

Table 8. Paid leave: Percent of total compensation, private nonfarm economy, 1974—Continued

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—														
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—												12 and over
					Under 1 percent	1 and under 2	2	3	4	5	6	7	8	9	10	11	
<u>Nonoffice employees</u>																	
Paid leave((except sick leave):																	
All industries	5.3	5.6	100	9	6	7	9	11	12	16	10	9	6	3	1	1	1
Manufacturing	6.8	6.8	100	1	1	1	5	9	14	16	14	16	12	7	3	1	1
Nonmanufacturing	4.3	4.7	100	13	9	10	11	12	11	16	8	6	2	1	(²)	1	(²)
Vacations:																	
All industries	3.0	3.3	100	11	10	18	18	21	12	7	1	1	(²)	(²)	-	-	-
Manufacturing	3.8	3.9	100	2	4	13	20	23	19	13	3	2	(²)	(²)	-	-	-
Nonmanufacturing	2.4	2.8	100	17	14	21	16	19	8	4	(²)	(²)	(²)	1	-	-	-
Holidays:																	
All industries	2.0	2.2	100	18	10	25	34	11	2	(²)	(²)	(²)	(²)	-	(²)	-	-
Manufacturing	2.6	2.6	100	1	5	20	48	22	4	(²)	-	(²)	(²)	-	(²)	-	-
Nonmanufacturing	1.5	1.8	100	27	14	28	26	5	(²)	(²)	(²)	(²)	(²)	-	(²)	-	-
Civic and personal leave:																	
All industries	.1	.2	100	58	41	2	(²)	(²)	-	-	-	-	-	-	-	-	-
Manufacturing	.2	.2	100	34	63	3	(²)	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	.1	.2	100	71	28	1	(²)	(²)	-	-	-	-	-	-	-	-	-
Employer payments to vacation and holiday funds:																	
All industries	.2	2.9	100	95	2	1	1	1	(²)	(²)	(²)	(²)	(²)	-	(²)	-	-
Manufacturing	.1	2.0	100	95	2	1	1	1	(²)	(²)	(²)	(²)	(²)	-	(²)	-	-
Nonmanufacturing	.3	3.5	100	95	1	1	1	(²)	(²)	(²)	(²)	(²)	-	-	(²)	-	-

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.

² Less than 0.5 percent, or less than 0.05 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 9. Paid leave: Expenditures per work hour, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—																		
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—																and over
					Under 2 cents	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 30	30 - 40	40 - 50	50 - 60	60 - 70	70 - 80	
All employees																					
Paid leave (except sick leave):																					
All industries -----	\$0.38	\$0.39	100	5	2	2	2	3	3	3	3	4	3	4	15	15	9	8	6	5	9
Manufacturing -----	.47	.47	100	1	(2)	(2)	1	2	2	3	3	4	3	3	16	14	11	11	9	9	13
Nonmanufacturing -----	.33	.35	100	7	3	3	3	3	3	3	4	3	4	15	15	7	6	5	3	7	7
Vacations:																					
All industries -----	.22	.23	100	6	3	5	6	6	6	5	5	5	7	16	11	6	4	2	1	1	1
Manufacturing -----	.26	.27	100	1	1	2	3	4	6	6	5	5	5	20	19	8	9	1	1	1	(2)
Nonmanufacturing -----	.19	.20	100	8	4	6	7	7	7	5	5	6	8	15	7	5	2	2	1	1	1
Holidays:																					
All industries -----	.14	.16	100	10	4	6	7	8	8	8	8	6	5	6	17	4	2	1	(2)	(2)	(2)
Manufacturing -----	.18	.18	100	1	1	3	5	5	8	7	8	8	8	26	7	4	2	-	(2)	(2)	(2)
Nonmanufacturing -----	.12	.14	100	14	5	7	8	9	7	8	9	5	4	13	3	1	2	-	(2)	(2)	(2)
Civic and personal leave:																					
All industries -----	.01	.02	100	48	38	9	2	1	1	(2)	1	(2)	(2)	(2)	-	(2)	-	-	-	-	-
Manufacturing -----	.01	.02	100	28	53	13	2	(2)	2	(2)	2	(2)	(2)	(2)	-	(2)	-	-	-	-	-
Nonmanufacturing -----	.01	.02	100	57	32	7	2	1	1	(2)	(2)	(2)	(2)	(2)	-	(2)	-	-	-	-	-
Employer payments to vacation and holiday funds:																					
All industries -----	.01	.21	100	96	(2)	(2)	(2)	1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Manufacturing -----	.01	.14	100	95	1	(2)	(2)	2	(2)	(2)	1	(2)	(2)	(2)	1	(2)	(2)	(2)	(2)	(2)	(2)
Nonmanufacturing -----	.01	.26	100	96	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Office employees																					
Paid leave (except sick leave):																					
All industries -----	.53	.54	100	2	(2)	1	(2)	1	1	1	2	1	1	3	13	15	14	10	9	6	20
Manufacturing -----	.66	.66	100	(2)	-	-	(2)	(2)	(2)	1	(2)	1	1	1	6	10	13	14	10	9	32
Nonmanufacturing -----	.49	.50	100	3	(2)	1	1	1	1	1	2	1	2	3	15	16	15	9	9	5	16
Vacations:																					
All industries -----	.31	.31	100	3	(2)	1	2	2	2	3	4	5	5	6	23	15	13	5	5	2	3
Manufacturing -----	.37	.38	100	1	(2)	(2)	1	2	1	1	2	2	3	4	23	21	19	6	10	3	2
Nonmanufacturing -----	.29	.29	100	3	(2)	2	3	2	3	3	5	5	6	7	23	13	11	5	3	2	3
Holidays:																					
All industries -----	.21	.21	100	4	1	2	2	6	5	6	8	6	7	7	25	11	4	4	(2)	(2)	(2)
Manufacturing -----	.26	.26	100	(2)	(2)	2	1	3	2	4	4	5	4	7	33	21	10	2	(2)	(2)	(2)
Nonmanufacturing -----	.19	.20	100	5	2	2	3	7	6	7	10	6	8	8	23	8	2	4	(2)	1	(2)
Civic and personal leave:																					
All industries -----	.02	.02	100	39	38	13	5	1	1	1	1	1	(2)	(2)	(2)	-	(2)	-	-	-	-
Manufacturing -----	.02	.03	100	24	42	15	10	1	1	2	(2)	3	-	(2)	(2)	-	(2)	-	-	-	-
Nonmanufacturing -----	.01	.02	100	44	37	12	3	1	1	(2)	1	(2)	(2)	(2)	-	(2)	-	-	-	-	-
Employer payments to vacation and holiday funds:																					
All industries -----	(2)	.21	100	99	(2)	(2)	(2)	(2)	(2)	(2)	-	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Manufacturing -----	.01	.17	100	97	(2)	(2)	(2)	2	(2)	(2)	-	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Nonmanufacturing -----	(2)	.37	100	100	(2)	-	-	-	-	(2)	-	-	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)

See footnotes at end of table.

Table 9. Paid leave: Expenditures per work hour, private nonfarm economy, 1974—Continued

	Average expenditures		Percent of employees in establishments—																		
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—																70 and over
					Under 2 cents	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 30	30 - 40	40 - 50	50 - 60	60 - 70		
Nonoffice employees																					
Paid leave (except sick leave):																					
All industries -----	\$0.29	\$0.31	100	9	3	4	3	3	4	4	4	6	3	4	17	10	7	6	4	3	5
Manufacturing -----	.40	.40	100	1	(²)	1	1	2	3	2	4	5	4	4	19	15	11	8	8	5	9
Nonmanufacturing -----	.22	.24	100	13	5	6	4	4	5	5	4	7	3	4	17	7	4	5	2	2	3
Vacations:																					
All industries -----	.16	.18	100	11	5	7	8	8	7	5	6	6	4	4	12	7	4	3	1	(²)	(²)
Manufacturing -----	.22	.23	100	2	1	3	6	7	7	6	6	6	5	5	18	13	7	6	1	1	(²)
Nonmanufacturing -----	.12	.14	100	17	8	9	10	8	7	5	6	6	4	3	8	4	3	1	1	(²)	(²)
Holidays:																					
All industries -----	.11	.12	100	18	4	6	9	9	11	7	6	5	4	6	9	2	1	-	(²)	-	(²)
Manufacturing -----	.15	.16	100	1	2	4	7	7	10	9	10	9	7	9	16	5	3	-	-	-	-
Nonmanufacturing -----	.07	.10	100	27	6	8	11	10	11	6	4	3	3	4	6	1	(²)	-	(²)	-	-
Civic and personal leave:																					
All industries -----	.01	.01	100	58	34	5	1	1	1	(²)	(²)	(²)	-	-	(²)	-	-	-	-	-	-
Manufacturing -----	.01	.02	100	34	53	8	1	(²)	2	1	1	(²)	-	-	(²)	-	-	-	-	-	-
Nonmanufacturing -----	(²)	.01	100	71	24	3	2	1	(²)	(²)	(²)	(²)	-	-	(²)	-	-	-	-	-	-
Employer payments to vacation and holiday funds:																					
All industries -----	.01	.25	100	95	(²)	(²)	(²)	1	(²)	-	1	(²)	(²)	(²)	1	(²)	(²)	(²)	(²)	(²)	(²)
Manufacturing -----	.01	.15	100	95	(²)	(²)	(²)	2	(²)	-	1	(²)	(²)	(²)	1	(²)	(²)	(²)	(²)	(²)	(²)
Nonmanufacturing -----	.02	.33	100	95	(²)	1	(²)	(²)	(²)	-	(²)	(²)	(²)	1	1	(²)	(²)	(²)	(²)	(²)	1

¹ Averages for each item are based only on establishments that reported expenditures for the items. Because these establishments were not necessarily the same, entries are not additive.

² Less than 0.5 percent or less than \$0.005.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms. /

Table 10. Retirement programs: Percent of total compensation, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments--															
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of--													
					Under 2 percent	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14 and over
All employees																		
Retirement programs:																		
All industries -----	8.1	8.1	100	-	(²)	(²)	1	12	27	10	12	13	8	6	2	4	2	2
Manufacturing -----	8.4	8.4	100	-	(²)	(²)	1	10	15	12	16	16	11	7	3	5	1	2
Nonmanufacturing -----	7.9	7.9	100	-	(²)	1	2	13	33	9	10	11	6	6	2	3	3	3
Social security:																		
All industries -----	4.4	4.4	100	-	(²)	2	14	53	29	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Manufacturing -----	4.3	4.3	100	-	(²)	1	17	67	15	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Nonmanufacturing -----	4.4	4.4	100	-	1	3	13	47	36	(²)	(²)	(²)	(²)	(²)	1	(²)	-	-
Private plans:																		
All industries -----	3.7	4.8	100	34	14	11	11	9	6	4	4	3	1	1	1	(²)	(²)	1
Manufacturing -----	4.0	4.6	100	17	16	14	15	13	8	5	4	4	1	1	1	(²)	(²)	(²)
Nonmanufacturing -----	3.5	4.9	100	41	13	10	9	7	6	4	3	2	2	1	1	(²)	(²)	(²)
Office employees																		
Retirement programs:																		
All industries -----	8.4	8.4	100	-	(²)	2	4	10	19	9	12	10	10	7	4	5	3	5
Manufacturing -----	8.7	8.7	100	-	(²)	2	3	8	9	7	16	15	10	11	5	8	1	5
Nonmanufacturing -----	8.3	8.3	100	-	(²)	2	4	11	21	9	11	9	11	6	4	4	3	5
Social security:																		
All industries -----	4.0	4.0	100	-	1	8	26	44	20	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Manufacturing -----	3.8	3.8	100	-	(²)	8	44	39	8	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Nonmanufacturing -----	4.0	4.0	100	-	1	8	20	46	24	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Private plans:																		
All industries -----	4.4	5.6	100	27	10	11	11	9	9	5	7	4	3	1	1	(²)	(²)	2
Manufacturing -----	4.9	5.6	100	14	8	8	16	14	11	5	9	5	4	1	1	(²)	(²)	3
Nonmanufacturing -----	4.2	5.6	100	31	10	12	9	8	8	5	6	4	2	1	1	1	1	1
Nonoffice employees																		
Retirement programs:																		
All industries -----	7.8	7.8	100	-	(²)	(²)	1	9	37	9	14	10	7	4	3	2	2	1
Manufacturing -----	8.2	8.2	100	-	(²)	(²)	1	5	24	13	17	14	11	5	6	3	1	1
Nonmanufacturing -----	7.6	7.6	100	-	(²)	(²)	1	10	45	7	13	8	5	4	2	1	2	2
Social security:																		
All industries -----	4.8	4.8	100	-	(²)	(²)	8	45	46	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Manufacturing -----	4.6	4.6	100	-	(²)	(²)	5	63	32	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-
Nonmanufacturing -----	4.9	4.9	100	-	(²)	(²)	9	34	54	(²)	(²)	(²)	(²)	(²)	1	(²)	-	-
Private plans:																		
All industries -----	3.0	4.3	100	41	15	10	11	7	5	3	3	2	1	(²)	(²)	(²)	(²)	(²)
Manufacturing -----	3.5	4.1	100	22	20	14	15	10	6	5	5	2	1	(²)	(²)	(²)	(²)	(²)
Nonmanufacturing -----	2.7	4.4	100	52	13	8	9	6	4	2	1	1	2	(²)	(²)	(²)	(²)	(²)

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 11. Retirement programs: Expenditures per work hour, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—																		
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—																80 and over
					Under 4 cents	2 and under 4	6	8	10	12	14	16	18	20	25	30	40	50	60	70	
All employees																					
Retirement programs:																					
All industries	\$0.51	\$0.51	100	-	(²)	-	(²)	(²)	2	3	5	4	4	10	8	14	12	7	7	5	18
Manufacturing	.56	.56	100	-	-	-	(²)	(²)	1	1	2	4	9	7	14	13	10	12	5	22	
Nonmanufacturing	.49	.49	100	-	(²)	-	(²)	1	2	5	6	5	4	11	9	14	12	6	5	5	16
Social security:																					
All industries	.28	.28	100	-	(²)	-	(²)	(²)	2	4	6	5	6	21	18	29	7	(²)	(²)	(²)	1
Manufacturing	.29	.29	100	-	-	-	(²)	(²)	1	2	4	6	19	19	43	5	(²)	-	-	-	-
Nonmanufacturing	.27	.27	100	-	(²)	-	(²)	1	3	5	7	6	6	22	18	23	8	(²)	(²)	(²)	1
Private plans:																					
All industries	.23	.34	100	34	5	2	3	3	3	3	3	3	4	5	4	8	5	3	3	3	5
Manufacturing	.27	.32	100	17	6	4	3	3	3	3	4	3	4	9	8	10	6	4	4	4	6
Nonmanufacturing	.21	.35	100	41	4	2	2	4	3	2	3	3	4	4	2	7	5	3	2	2	5
Office employees																					
Retirement programs:																					
All industries	.67	.67	100	-	(²)	-	(²)	(²)	1	1	1	2	2	5	7	16	12	9	7	8	28
Manufacturing	.79	.79	100	-	-	-	(²)	(²)	1	(²)	(²)	(²)	1	2	4	12	7	9	10	15	40
Nonmanufacturing	.63	.63	100	-	(²)	-	(²)	(²)	1	1	2	2	2	6	9	17	14	9	7	6	24
Social security:																					
All industries	.32	.32	100	-	(²)	-	(²)	(²)	1	1	2	2	4	16	20	38	15	1	(²)	(²)	1
Manufacturing	.35	.35	100	-	-	-	(²)	(²)	(²)	(²)	(²)	1	1	6	16	55	18	3	(²)	(²)	(²)
Nonmanufacturing	.31	.31	100	-	(²)	-	(²)	(²)	1	1	3	2	4	19	21	32	14	(²)	(²)	(²)	1
Private plans:																					
All industries	.35	.48	100	27	2	1	1	3	2	2	3	3	3	4	6	12	7	5	3	3	12
Manufacturing	.45	.52	100	14	1	1	1	2	1	1	2	1	3	4	8	18	8	8	3	8	17
Nonmanufacturing	.32	.46	100	31	2	1	1	3	3	2	3	3	3	4	6	10	7	5	3	2	10
Nonoffice employees																					
Retirement programs:																					
All industries	.42	.42	100	-	(²)	-	(²)	1	3	7	6	5	5	12	12	13	9	5	5	3	13
Manufacturing	.48	.48	100	-	-	-	(²)	-	(²)	2	2	4	4	11	9	15	15	9	9	4	15
Nonmanufacturing	.38	.38	100	-	(²)	-	(²)	2	4	10	8	6	6	12	13	12	6	4	3	3	11
Social security:																					
All industries	.26	.26	100	-	(²)	-	(²)	1	3	8	7	10	8	20	14	21	6	1	(²)	(²)	1
Manufacturing	.27	.27	100	-	-	-	(²)	(²)	3	4	8	7	7	22	17	33	6	(²)	-	-	-
Nonmanufacturing	.25	.25	100	-	(²)	-	(²)	2	4	12	9	11	9	18	12	15	6	1	(²)	(²)	1
Private plans:																					
All industries	.16	.27	100	41	5	3	3	3	4	5	2	3	3	5	3	5	4	2	3	2	2
Manufacturing	.21	.26	100	22	7	5	3	3	5	4	3	3	5	8	7	7	4	4	5	4	1
Nonmanufacturing	.14	.28	100	52	4	2	3	3	3	5	2	3	2	3	1	4	4	2	2	1	2

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 12. Life insurance and health benefit programs: Percent of total compensation, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—														
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—												12 and over
					Under 1 percent	1 and under 2	2	3	4	5	6	7	8	9	10	11	
All employees																	
Life insurance and health benefit programs: ²																	
All industries	4.9	4.9	100	1	5	11	12	15	17	15	11	5	3	1	1	(³)	1
Manufacturing	5.9	5.9	100	(³)	1	6	7	11	17	20	15	9	6	3	4	(³)	(³)
Nonmanufacturing	4.4	4.4	100	2	7	13	14	17	18	13	9	3	2	1	(³)	1	(³)
Life, accident, and health insurance:																	
All industries	3.3	3.5	100	14	9	17	18	17	12	7	3	1	1	1	(³)	(³)	(³)
Manufacturing	4.3	4.4	100	3	4	9	15	22	17	14	6	2	3	3	(³)	(³)	(³)
Nonmanufacturing	2.7	3.0	100	19	11	21	19	15	9	4	2	(³)	(³)	1	(³)	(³)	(³)
Sick leave:																	
All industries	.7	.9	100	31	43	20	4	1	(³)	(³)	(³)	(³)	-	-	-	-	-
Manufacturing	.6	.7	100	22	56	19	3	(³)	-	(³)	(³)	(³)	-	-	-	-	-
Nonmanufacturing	.7	1.0	100	36	37	21	5	1	(³)	(³)	(³)	(³)	-	-	-	-	-
Workers' compensation:																	
All industries	1.0	1.0	100	5	61	22	8	2	2	(³)	(³)	(³)	(³)	(³)	-	(³)	(³)
Manufacturing	.9	.9	100	1	67	22	7	2	1	(³)	(³)	(³)	(³)	(³)	-	(³)	(³)
Nonmanufacturing	1.0	1.1	100	6	59	22	8	2	2	1	(³)	(³)	(³)	(³)	-	(³)	(³)
Office employees																	
Life insurance and health benefit programs: ²																	
All industries	4.2	4.2	100	1	7	10	18	15	21	14	7	3	2	1	(³)	1	(³)
Manufacturing	5.0	5.0	100	(³)	3	6	9	13	26	19	10	7	5	2	(³)	1	(³)
Nonmanufacturing	3.8	3.9	100	2	8	11	20	16	19	12	7	2	1	(³)	(³)	1	(³)
Life, accident, and health insurance:																	
All industries	2.8	3.0	100	9	9	21	22	21	9	5	1	1	(³)	1	(³)	(³)	(³)
Manufacturing	3.7	3.7	100	3	4	11	22	28	14	9	4	4	1	(³)	(³)	(³)	(³)
Nonmanufacturing	2.5	2.7	100	11	11	23	22	18	7	4	1	1	(³)	1	(³)	(³)	(³)
Sick leave:																	
All industries	.9	1.1	100	20	35	37	6	2	(³)	(³)	(³)	(³)	(³)	(³)	-	-	-
Manufacturing	.9	1.1	100	15	38	42	3	1	(³)	(³)	(³)	(³)	(³)	(³)	-	-	-
Nonmanufacturing	.9	1.1	100	22	33	35	7	2	(³)	(³)	(³)	(³)	(³)	(³)	-	-	-
Workers' compensation:																	
All industries	.4	.4	100	7	85	6	1	(³)	(³)	(³)	(³)	(³)	-	-	(³)	-	(³)
Manufacturing	.4	.4	100	4	87	6	2	(³)	(³)	(³)	(³)	(³)	-	-	(³)	-	(³)
Nonmanufacturing	.4	.4	100	9	84	6	1	(³)	(³)	(³)	(³)	(³)	-	-	-	-	(³)
Nonoffice employees																	
Life insurance and health benefit programs: ²																	
All industries	5.6	5.6	100	2	5	12	10	14	14	14	12	6	4	3	1	2	1
Manufacturing	6.4	6.4	100	(³)	1	7	7	10	14	19	13	9	7	5	3	4	1
Nonmanufacturing	5.0	5.1	100	3	7	14	11	16	14	12	11	5	3	1	1	(³)	1
Life, accident, and health insurance:																	
All industries	3.6	4.0	100	19	8	14	15	15	13	7	4	2	1	(³)	1	(³)	(³)
Manufacturing	4.7	4.8	100	4	5	10	13	19	17	12	8	5	3	1	4	(³)	(³)
Nonmanufacturing	2.8	3.3	100	27	9	16	16	13	11	4	2	1	(³)	(³)	(³)	(³)	(³)
Sick leave:																	
All industries	.5	1.0	100	56	26	13	3	1	(³)	(³)	-	-	-	-	-	-	-
Manufacturing	.4	1.0	100	58	25	13	3	(³)	(³)	(³)	-	-	-	-	-	-	-
Nonmanufacturing	.5	1.1	100	56	26	13	3	1	(³)	(³)	-	-	-	-	-	-	-
Workers' compensation:																	
All industries	1.5	1.5	100	4	44	31	11	6	2	1	1	(³)	(³)	(³)	(³)	(³)	(³)
Manufacturing	1.2	1.2	100	1	52	32	7	5	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Nonmanufacturing	1.7	1.8	100	6	40	30	14	6	2	1	1	(³)	(³)	(³)	(³)	(³)	(³)

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Includes other health benefit programs, principally State temporary disability insurance, not presented separately.

³ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 13. Life insurance and health benefit programs: Expenditures per work hour, private nonfarm, economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—																		
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—																
					Under 2 cents	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 25	25 - 30	30 - 40	40 - 50	50 - 60	60 - 70	70 and over
All employees																					
Life insurance and health benefit programs: ²																					
All industries	\$0.31	\$0.31	100	1	2	5	4	4	4	3	5	4	5	3	10	9	13	10	7	4	7
Manufacturing	.39	.39	100	(3)	(3)	1	3	2	2	3	3	3	3	8	10	16	15	11	7	4	10
Nonmanufacturing	.27	.27	100	2	3	7	5	5	5	4	5	4	6	3	11	9	11	8	5	3	5
Life, accident, and health insurance:																					
All industries	.21	.23	100	14	3	4	6	5	6	5	5	4	4	8	8	10	7	2	2	2	2
Manufacturing	.29	.30	100	3	2	2	3	4	3	4	5	4	5	10	11	14	13	4	4	3	6
Nonmanufacturing	.16	.20	100	19	4	4	7	6	7	5	5	5	4	7	6	8	4	2	2	2	1
Sick leave:																					
All industries	.04	.06	100	31	20	12	10	8	5	5	3	2	2	1	1	(3)	(3)	(3)	-	(3)	(3)
Manufacturing	.04	.05	100	22	27	14	10	9	4	6	3	2	2	1	(3)	(3)	(3)	-	(3)	(3)	(3)
Nonmanufacturing	.04	.07	100	36	16	11	10	8	5	4	3	2	2	1	1	(3)	1	(3)	-	(3)	(3)
Workers' compensation:																					
All industries	.06	.06	100	5	26	24	14	10	6	4	3	3	1	1	2	1	1	(3)	(3)	(3)	(3)
Manufacturing	.06	.06	100	1	18	26	18	15	8	4	3	2	1	1	2	1	1	(3)	-	(3)	(3)
Nonmanufacturing	.06	.07	100	6	29	23	12	8	5	4	3	3	2	1	2	1	1	(3)	(3)	(3)	(3)
Office employees																					
Life insurance and health benefit programs: ²																					
All industries	.33	.33	100	1	2	3	3	2	2	2	4	4	3	5	11	10	15	12	8	4	7
Manufacturing	.45	.45	100	(3)	(3)	1	1	1	2	1	2	2	1	3	5	8	19	17	13	8	15
Nonmanufacturing	.29	.30	100	2	2	4	4	3	2	2	5	5	4	6	13	11	14	10	6	3	5
Life, accident, and health insurance:																					
All industries	.23	.25	100	9	2	3	4	5	5	5	6	5	3	11	10	12	6	3	3	3	2
Manufacturing	.33	.34	100	3	(3)	1	1	4	1	3	4	3	4	2	12	15	20	11	6	5	6
Nonmanufacturing	.19	.21	100	11	3	3	5	5	6	6	5	7	5	4	11	8	9	5	2	3	1
Sick leave:																					
All industries	.07	.09	100	20	9	13	9	9	9	8	8	6	3	2	2	1	1	(3)	(3)	-	(3)
Manufacturing	.09	.10	100	15	8	9	9	9	8	11	10	9	3	2	3	2	(3)	(3)	(3)	-	(3)
Nonmanufacturing	.07	.09	100	22	9	14	9	9	9	7	7	5	3	2	2	1	1	(3)	(3)	-	(3)
Workers' compensation:																					
All industries	.03	.03	100	7	49	23	9	4	2	1	1	2	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Manufacturing	.03	.04	100	4	41	29	12	5	4	2	1	1	1	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Nonmanufacturing	.03	.03	100	9	51	21	8	4	2	1	(3)	3	(3)	(3)	1	(3)	(3)	(3)	-	(3)	(3)
Nonoffice employees																					
Life insurance and health benefit programs: ²																					
All industries	.30	.30	100	2	3	6	6	5	5	4	4	5	4	3	9	7	11	8	7	4	7
Manufacturing	.37	.37	100	(3)	(3)	2	3	3	3	3	4	3	4	3	10	9	15	10	12	6	9
Nonmanufacturing	.25	.26	100	3	5	8	7	6	7	5	4	6	4	3	8	7	9	6	4	2	5
Life, accident, and health insurance:																					
All industries	.19	.23	100	19	3	5	6	5	5	6	4	5	3	7	6	9	7	2	1	1	3
Manufacturing	.28	.29	100	4	2	3	4	4	5	6	5	4	4	9	10	12	12	3	2	2	6
Nonmanufacturing	.14	.19	100	27	4	7	8	6	4	7	3	5	2	3	6	4	7	4	2	1	1
Sick leave:																					
All industries	.03	.06	100	56	13	10	5	4	3	3	1	1	(3)	1	1	(3)	(3)	(3)	(3)	-	(3)
Manufacturing	.03	.06	100	58	11	9	4	4	3	5	1	1	(3)	1	1	(3)	(3)	(3)	(3)	-	(3)
Nonmanufacturing	.03	.06	100	56	14	11	5	4	3	2	1	1	(3)	(3)	1	(3)	(3)	(3)	(3)	-	(3)
Workers' compensation:																					
All industries	.08	.08	100	4	18	21	15	12	8	6	3	3	2	2	2	2	2	(3)	(3)	(3)	1
Manufacturing	.07	.07	100	1	15	22	16	16	10	6	3	2	2	1	2	1	1	(3)	(3)	(3)	-
Nonmanufacturing	.09	.09	100	6	19	21	14	10	7	5	4	3	2	2	2	2	2	1	(3)	(3)	(3)

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Includes other health benefit programs, principally State temporary disability insurance, not presented separately.

³ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 14. Unemployment benefit programs: Percent of total compensation, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—							
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—					
					Under 1 percent	1 and under 2	2	3	4	5 and over
<u>All employees</u>										
Unemployment benefit programs:										
All industries -----	1.1	1.1	100	1	48	37	10	3	1	(²)
Manufacturing -----	1.1	1.1	100	(²)	46	43	8	2	(²)	(²)
Nonmanufacturing -----	1.0	1.0	100	2	49	34	11	3	1	(²)
Unemployment insurance:										
All industries -----	.9	1.0	100	1	53	34	10	2	1	(²)
Manufacturing -----	1.0	1.0	100	(²)	57	34	7	2	(²)	(²)
Nonmanufacturing -----	.9	1.0	100	2	51	34	11	2	1	(²)
Severance pay:										
All industries -----	(²)	.2	100	80	20	(²)	(²)	(²)	(²)	(²)
Manufacturing -----	.1	.2	100	71	28	1	(²)	(²)	(²)	(²)
Nonmanufacturing -----	(²)	.2	100	84	16	(²)	(²)	-	(²)	-
Severance pay funds and supplemental unemployment benefit funds:										
All industries -----	.1	.6	100	92	7	(²)	(²)	-	-	-
Manufacturing -----	.1	.6	100	85	14	1	-	-	-	-
Nonmanufacturing -----	(²)	.6	100	95	4	(²)	(²)	-	-	-
<u>Office employees</u>										
Unemployment benefit programs:										
All industries -----	.8	.8	100	2	66	26	5	1	(²)	(²)
Manufacturing -----	.9	.9	100	(²)	66	30	2	(²)	(²)	1
Nonmanufacturing -----	.8	.8	100	2	66	25	5	1	(²)	(²)
Unemployment insurance:										
All industries -----	.7	.7	100	(²)	70	23	4	1	(²)	-
Manufacturing -----	.7	.7	100	(²)	75	23	2	(²)	(²)	-
Nonmanufacturing -----	.7	.7	100	2	69	23	4	1	(²)	-
Severance pay:										
All industries -----	.1	.2	100	74	25	(²)	(²)	(²)	(²)	(²)
Manufacturing -----	.1	.4	100	64	34	1	(²)	(²)	1	(²)
Nonmanufacturing -----	(²)	.2	100	77	23	(²)	(²)	(²)	(²)	(²)
Severance pay funds and supplemental unemployment benefit funds:										
All industries -----	(²)	.1	100	96	4	(²)	(²)	-	-	-
Manufacturing -----	(²)	.2	100	91	9	(²)	(²)	-	-	-
Nonmanufacturing -----	(²)	.1	100	98	2	-	-	-	-	-
<u>Nonoffice employees</u>										
Unemployment benefit programs:										
All industries -----	1.3	1.3	100	1	37	40	15	5	1	1
Manufacturing -----	1.3	1.3	100	-	38	43	15	3	1	(²)
Nonmanufacturing -----	1.3	1.3	100	1	37	37	15	6	1	1
Unemployment insurance:										
All industries -----	1.2	1.2	100	1	42	38	13	4	1	1
Manufacturing -----	1.1	1.1	100	-	48	38	10	3	1	-
Nonmanufacturing -----	1.2	1.2	100	1	39	37	15	5	1	1
Severance pay:										
All industries -----	(²)	.2	100	92	8	(²)	(²)	(²)	(²)	(²)
Manufacturing -----	(²)	.3	100	90	10	(²)	(²)	(²)	-	(²)
Nonmanufacturing -----	(²)	.2	100	93	7	(²)	(²)	-	(²)	(²)
Severance pay funds and supplemental unemployment benefit funds:										
All industries -----	.1	.9	100	91	6	3	(²)	-	-	-
Manufacturing -----	.2	.9	100	86	8	7	(²)	-	-	-
Nonmanufacturing -----	.1	.9	100	94	5	(²)	1	-	-	-

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.

² Less than 0.5 percent or less than 0.05 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 15. Unemployment benefit programs: Expenditures per work hour, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments—												
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—										
					Under 2 cents	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 and over
All employees															
Unemployment benefit programs:															
All industries	\$0.07	\$0.07	100	1	13	17	20	17	11	8	6	2	2	1	2
Manufacturing	.08	.08	100	(²)	8	15	20	19	12	11	6	3	3	1	4
Nonmanufacturing	.06	.06	100	2	16	19	20	16	10	7	5	2	1	1	1
Unemployment insurance:															
All industries	.06	.06	100	1	14	19	22	16	11	8	5	2	1	1	(²)
Manufacturing	.06	.06	100	(²)	8	18	23	20	13	10	6	1	1	(²)	(²)
Nonmanufacturing	.06	.06	100	2	17	19	21	15	10	7	5	2	1	1	(²)
Severance pay:															
All industries	(²)	.01	100	80	16	3	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
Manufacturing	(²)	.02	100	71	22	6	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
Nonmanufacturing	(²)	.01	100	84	13	2	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-
Severance pay funds and supplemental unemployment benefit funds:															
All industries	(²)	.05	100	92	4	1	1	(²)	1	1	(²)	(²)	(²)	(²)	(²)
Manufacturing	.01	.05	100	85	5	1	2	1	2	3	(²)	(²)	(²)	(²)	(²)
Nonmanufacturing	(²)	.05	100	95	3	(²)	(²)	(²)	(²)	-	-	-	(²)	(²)	(²)
Office employees															
Unemployment benefit programs:															
All industries	.06	.06	100	2	14	17	21	18	11	7	4	2	2	(²)	1
Manufacturing	.08	.08	100	(²)	6	14	20	22	13	11	6	4	2	1	2
Nonmanufacturing	.06	.06	100	2	17	18	21	17	10	6	4	2	2	(²)	1
Unemployment insurance:															
All industries	.06	.06	100	2	15	19	25	16	10	7	4	2	1	(²)	(²)
Manufacturing	.06	.06	100	(²)	6	16	27	24	10	10	5	(²)	(²)	(²)	(²)
Nonmanufacturing	.05	.06	100	2	18	19	24	14	10	6	3	2	1	(²)	1
Severance pay:															
All industries	.01	.02	100	74	19	3	2	(²)	1	(²)	(²)	(²)	(²)	(²)	(²)
Manufacturing	.01	.04	100	64	21	6	3	1	3	(²)	(²)	(²)	(²)	(²)	1
Nonmanufacturing	(²)	.01	100	77	19	2	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
Severance pay funds and supplemental unemployment benefit funds:															
All industries	(²)	.01	100	96	3	(²)	(²)	(²)	-	(²)	-	-	-	-	-
Manufacturing	(²)	.02	100	91	8	(²)	(²)	1	-	(²)	-	-	-	-	-
Nonmanufacturing	(²)	(²)	100	98	2	(²)	-	-	-	-	-	-	-	-	-
Nonoffice employees															
Unemployment benefit programs:															
All industries	.07	.07	100	1	13	19	18	15	11	8	5	3	2	1	3
Manufacturing	.08	.08	100	-	8	16	20	17	12	10	6	3	3	1	4
Nonmanufacturing	.07	.07	100	1	16	20	17	15	10	8	5	3	1	1	3
Unemployment insurance:															
All industries	.06	.06	100	1	13	19	20	16	12	8	5	3	1	1	1
Manufacturing	.06	.06	10	-	9	18	23	19	14	9	5	2	1	(²)	(²)
Nonmanufacturing	.06	.06	100	1	16	20	18	15	11	7	4	3	1	2	1
Severance pay:															
All industries	(²)	.02	100	92	7	1	(²)	(²)	(²)	(²)	(²)	-	(²)	(²)	(²)
Manufacturing	(²)	.02	100	90	8	2	(²)	(²)	(²)	(²)	(²)	-	(²)	(²)	(²)
Nonmanufacturing	(²)	.01	100	93	6	(²)	(²)	(²)	(²)	(²)	(²)	-	(²)	(²)	(²)
Severance pay funds and supplemental unemployment benefit funds:															
All industries	.01	.07	100	91	4	1	1	1	(²)	1	1	(²)	(²)	(²)	1
Manufacturing	.01	.07	100	86	4	1	2	1	1	3	3	(²)	(²)	(²)	-
Nonmanufacturing	(²)	.07	100	94	4	(²)	(²)	(²)	(²)	(²)	-	-	(²)	(²)	1

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Less than \$0.005 or less than 0.5 percent. Dash (-) indicates zero.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 16. Nonproduction bonuses and savings and thrift plans: Percent of total compensation, private nonfarm economy, 1974

Employee, group, compensation item, and industry	Average expenditures		Percent of employees in establishments—							
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—					
					Under 1 percent	1 and under 2	2 - 3	3 - 4	4 - 5	5 and over
<u>All employees</u>										
Nonproduction bonuses:										
All industries-----	1.5	3.9	100	67	14	5	3	2	1	7
Manufacturing-----	1.2	2.7	100	56	23	8	3	3	1	6
Nonmanufacturing-----	1.6	4.9	100	73	10	4	3	2	1	7
Savings and thrift plans:										
All industries-----	.2	1.1	100	87	9	3	(²)	(²)	(²)	(²)
Manufacturing-----	.3	.9	100	77	17	6	1	(²)	(²)	(²)
Nonmanufacturing-----	.2	1.3	100	92	6	2	(²)	(²)	(²)	(²)
<u>Office employees</u>										
Nonproduction bonuses:										
All industries-----	2.8	7.2	100	67	10	4	3	2	2	12
Manufacturing-----	2.7	5.8	100	55	18	8	4	3	2	11
Nonmanufacturing-----	2.8	7.8	100	70	8	3	2	2	2	12
Savings and thrift plans:										
All industries-----	.4	1.7	100	84	7	5	3	1	(²)	(²)
Manufacturing-----	.6	1.7	100	70	8	9	3	3	(²)	(²)
Nonmanufacturing-----	.3	1.6	100	87	7	3	1	1	(²)	1
<u>Nonoffice employees</u>										
Nonproduction bonuses:										
All industries-----	.4	1.6	100	77	12	5	2	1	(²)	2
Manufacturing-----	.4	1.4	100	73	15	6	2	1	(²)	2
Nonmanufacturing-----	.4	1.9	100	80	10	4	2	1	(²)	3
Savings and thrift plans:										
All industries-----	.1	.8	100	94	4	1	(²)	(²)	(²)	(²)
Manufacturing-----	.1	.7	100	92	6	2	(²)	(²)	(²)	(²)
Nonmanufacturing-----	.1	.9	100	96	3	1	(²)	(²)	(²)	(²)

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.

² Less than 0.5 percent

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 17. Nonproduction bonuses and savings and thrift plans: Expenditures per work hour, private nonfarm economy, 1974

Employee group, compensation item, and industry	Average expenditures		Percent of employees in establishments																	
	All establishments	Establishments that had expenditures ¹	Total	That had no expenditures	That had expenditures for the item of—															50 and over
					Under 2 cents	2 and under 4	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 25	25 30	30 35	35 40	40 50	
All employees																				
Nonproduction bonuses:																				
All industries	\$0.09	\$0.28	100	67	7	5	3	2	2	2	1	1	1	1	1	2	1	1	5	
Manufacturing	.08	.19	100	56	12	7	4	3	2	3	1	1	1	1	2	2	1	1	4	
Nonmanufacturing	.10	.35	100	73	5	4	2	1	2	1	1	1	1	(²)	1	1	1	1	5	
Savings and thrift plans:																				
All industries	.01	.09	100	87	2	2	1	2	1	1	(²)	1	(²)	1	(²)	(²)	(²)	(²)		
Manufacturing	.02	.07	100	77	4	4	1	6	2	1	3	(²)	(²)	1	(²)	(²)	(²)	(²)		
Nonmanufacturing	.01	.12	100	92	1	1	2	1	(²)	(²)	(²)	(²)	1	(²)	(²)	(²)	(²)	(²)		
Office employees																				
Nonproduction bonuses:																				
All industries	.22	.64	100	67	5	2	2	2	2	1	1	1	1	1	2	1	1	1	10	
Manufacturing	.25	.56	100	55	9	3	4	2	4	1	2	1	1	1	2	1	1	2	11	
Nonmanufacturing	.21	.68	100	70	4	2	2	1	1	1	1	1	1	1	2	1	1	1	10	
Savings and thrift plans:																				
All industries	.03	.17	100	84	1	1	1	2	1	1	1	2	(²)	2	(²)	2	(²)	(²)		
Manufacturing	.05	.18	100	70	3	1	1	2	2	2	1	2	3	(²)	4	1	7	(²)		
Nonmanufacturing	.02	.16	100	87	1	1	2	2	1	1	(²)	(²)	2	(²)	(²)	(²)	(²)	(²)		
Nonoffice employees																				
Nonproduction bonuses:																				
All industries	.02	.09	100	77	7	4	2	2	2	1	1	1	(²)	(²)	1	(²)	(²)	(²)		
Manufacturing	.02	.08	100	73	9	4	3	3	2	1	1	1	(²)	(²)	1	(²)	(²)	(²)		
Nonmanufacturing	.02	.10	100	80	5	5	2	1	2	1	1	1	(²)	(²)	(²)	(²)	(²)	(²)		
Savings and thrift plans:																				
All industries	(²)	.06	100	94	2	1	2	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)		
Manufacturing	(²)	.05	100	92	3	1	2	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)		
Nonmanufacturing	(²)	.06	100	96	1	1	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)		

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.
² Less than \$0,005 or less than 0,5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 18. Distribution of employees by industry, employee group, size of establishment, and union-nonunion status, private nonfarm economy, 1974

(Millions of employees)

Size of establishment and union status	All industries			Manufacturing			Nonmanufacturing		
	All employees	Office employees	Nonoffice employees	All employees	Office employees	Nonoffice employees	All employees	Office employees	Nonoffice employees
All sizes:									
All establishments -----	64.0	23.2	40.8	19.9	5.3	14.5	44.1	17.9	26.3
Union establishments ¹ -----	(²)	1.7	15.2	(²)	.2	8.6	(²)	1.4	6.6
Nonunion establishments ³ -----	(²)	21.6	25.6	(²)	5.1	5.9	(²)	16.5	19.7
Under 100 employees:									
All establishments -----	31.4	10.8	20.6	4.4	1.0	3.4	27.0	9.8	17.2
Union establishments ¹ -----	(²)	.4	3.7	(²)	(⁴)	1.0	(²)	.4	2.7
Nonunion establishments ³ -----	(²)	10.3	16.9	(²)	1.0	2.3	(²)	9.4	14.5
100 to 499 employees:									
All establishments -----	13.0	4.5	8.5	5.9	1.3	4.6	7.1	3.2	3.9
Union establishments ¹ -----	(²)	.3	4.0	(²)	.1	2.6	(²)	.2	1.4
Nonunion establishments ³ -----	(²)	4.2	4.6	(²)	1.2	2.0	(²)	3.0	2.5
500 or more employees:									
All establishments -----	19.6	8.0	11.7	9.6	3.1	6.5	10.0	4.9	5.1
Union establishments ¹ -----	(²)	.9	7.5	(²)	.1	5.0	(²)	.8	2.5
Nonunion establishments ³ -----	(²)	7.1	4.1	(²)	3.0	1.5	(²)	4.1	2.6

¹ Establishments in which the majority of the employee group were covered by collective bargaining agreements. not covered by collective bargaining agreements.

² Data on unionization were collected by employee group only. Thus, data for office employees and nonoffice employees are not additive.

³ Establishments in which the majority of the employee group were

⁴ Fewer than 50,000 employees

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 19. Employee compensation by size of establishment, private nonfarm economy, 1974

Employee group and compensation item	All industries						Manufacturing						Nonmanufacturing					
	Establishments that had—																	
	Under 100 employees		100 to 499 employees		500 or more employees		Under 100 employees		100 to 499 employees		500 or more employees		Under 100 employees		100 to 499 employees		500 or more employees	
	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour
All employees																		
Total compensation-----	100.0	\$5.77	100.0	\$6.10	100.0	\$7.30	100.0	\$5.80	100.0	\$5.74	100.0	\$7.72	100.0	\$5.76	100.0	\$6.44	100.0	\$6.85
Pay for time worked-----	80.6	\$4.65	78.9	\$4.82	75.1	\$5.48	79.1	\$4.59	78.8	\$4.52	74.0	\$5.72	80.8	\$4.66	79.0	\$5.09	76.5	\$5.24
Straight-time pay-----	79.3	4.58	76.9	4.69	72.4	5.29	76.9	4.46	76.3	4.38	70.8	5.47	79.8	4.60	77.4	4.98	74.4	5.10
Premium pay-----	1.2	.07	2.0	.12	2.7	.20	2.2	.13	2.5	.14	3.3	.25	1.1	.06	1.6	.10	2.0	.14
Overtime, weekend, and holiday work-----	1.2	.07	1.8	.11	2.1	.15	2.1	.12	2.2	.13	2.5	.19	1.0	.06	1.5	.10	1.6	.11
Shift differentials-----	(1)	(1)	.2	.01	.6	.04	.1	.01	.3	.02	.8	.06	(1)	(1)	.1	.01	.4	.03
Paid leave (except sick leave)-----	4.7	.27	5.8	.36	7.5	.55	4.9	.28	6.2	.35	8.0	.62	4.7	.27	5.6	.36	7.0	.48
Vacations-----	2.7	.15	3.2	.19	4.4	.32	2.7	.16	3.5	.20	4.5	.35	2.7	.15	2.9	.19	4.2	.29
Holidays-----	1.8	.11	2.3	.14	2.8	.20	2.0	.12	2.5	.14	3.0	.23	1.8	.10	2.1	.13	2.5	.17
Civic and personal leave-----	.1	(1)	.1	.01	.3	.02	.1	(1)	.1	.01	.3	.02	.1	(1)	.1	.01	.3	.02
Employer payments to vacation and holiday funds-----	.1	.01	.3	.02	.1	.01	.1	(1)	(1)	(1)	.2	.01	.1	.01	.5	.03	(1)	(1)
Employer expenditures for retirement programs-----	7.1	.41	7.6	.47	9.5	.69	6.8	.39	7.5	.43	9.3	.72	7.2	.41	7.8	.50	9.7	.67
Social security-----	4.3	.25	4.5	.27	4.5	.33	4.4	.25	4.6	.26	4.2	.33	4.3	.25	4.3	.28	4.8	.33
Private plans-----	2.8	.16	3.2	.19	5.0	.36	2.4	.14	2.9	.16	5.1	.39	2.9	.17	3.4	.22	4.9	.33
Employer expenditures for life insurance and health benefit programs ² -----	4.1	.23	5.1	.31	5.8	.42	4.7	.27	5.4	.31	6.4	.50	3.9	.23	4.9	.31	55.0	.35
Life, accident, and health insurance-----	2.4	.14	3.3	.20	4.2	.31	3.0	.18	3.8	.22	5.0	.39	2.3	.13	2.9	.19	3.2	.22
Sick leave-----	.4	.03	.6	.04	1.0	.08	.4	.02	.5	.03	.8	.06	.5	.03	.7	.05	1.3	.09
Workers' compensation-----	1.2	.07	1.2	.08	.6	.04	1.3	.07	1.2	.07	.6	.05	1.2	.07	1.3	.08	.5	.04
Employer expenditures for unemployment benefit programs-----	1.1	.06	1.1	.07	1.0	.07	1.2	.07	1.2	.07	1.1	.09	1.1	.06	1.1	.07	.9	.06
Unemployment insurance-----	1.0	.06	1.0	.06	.8	.06	1.1	.07	1.1	.06	.8	.06	1.0	.06	1.0	.06	.7	.05
Severance pay-----	(1)	(1)	(1)	(1)	.1	.01	.1	(1)	(1)	(1)	.1	.01	(1)	(1)	(1)	(1)	(1)	(1)
Severance pay funds and supplemental unemployment benefit funds-----	(1)	(1)	(1)	(1)	.1	.01	(1)	(1)	(1)	(1)	.2	.02	(1)	(1)	.1	(1)	.1	.01
Nonproduction bonuses-----	2.3	.13	1.3	.08	.6	.05	3.4	.19	.9	.05	.7	.05	2.2	.12	1.6	.10	.6	.04
Savings and thrift plans-----	.1	.01	.1	.01	.4	.03	(1)	(1)	.1	(1)	.4	.03	.1	.01	.1	.01	.3	.02
Wages and salaries (gross payroll) ³ -----	87.9	5.07	86.4	5.27	84.3	6.15	87.6	5.08	86.3	4.95	83.4	6.44	88.0	5.07	86.4	5.57	85.3	5.84
Supplements to wages and salaries ⁴ -----	12.1	.70	13.6	.83	15.7	1.15	12.4	.72	13.7	.79	16.6	1.28	12.0	.69	13.6	.87	14.7	1.00

See footnotes at end of table.

Table 19. Employee compensation by size of establishment, private nonfarm economy, 1974—Continued

Employee group and compensation item	All industries						Manufacturing						Nonmanufacturing					
	Establishments that had—																	
	Under 100 employees		100 to 499 employees		500 or more employees		Under 100 employees		100 to 499 employees		500 or more employees		Under 100 employees		100 to 499 employees		500 or more employees	
	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour
Office employees																		
Total compensation-----	100.0	\$7.87	100.0	\$7.49	100.0	\$8.31	100.0	\$8.90	100.0	\$7.90	100.0	\$9.60	100.0	\$7.76	100.0	\$7.31	100.0	\$7.44 ²²
Pay for time worked-----	77.8	\$6.13	77.6	\$5.81	75.1	\$6.24	74.7	\$6.65	77.9	\$6.15	73.7	\$7.08	78.2	\$6.07	77.4	\$5.66	76.2	\$5.67
Straight-time pay-----	77.6	6.11	77.0	5.77	73.8	6.14	74.5	6.63	77.3	6.10	72.4	6.95	77.9	6.05	76.8	5.62	75.1	5.59
Premium pay-----	.3	.02	.6	.04	1.2	.10	.2	.02	.6	.05	1.4	.13	.3	.02	.6	.04	1.1	.08
Overtime weekend and holiday work-----	.3	.02	.5	.04	.9	.08	.2	.02	.6	.05	1.1	.10	.3	.02	.5	.04	.8	.06
Shift differentials-----	(1)	(1)	.1	(1)	.3	.03	(1)	(1)	(1)	(1)	.3	.03	(1)	(1)	.1	(1)	.3	.03
Paid leave (except sick leave)-----	5.9	.46	6.7	.50	7.7	.64	5.2	.46	6.4	.51	8.1	.78	5.9	.46	6.9	.50	7.4	.55
Vacations-----	3.4	.27	3.8	.29	4.4	.37	3.1	.27	3.8	.30	4.6	.44	3.5	.27	3.9	.28	4.3	.32
Holidays-----	2.3	.18	2.7	.20	2.9	.24	2.0	.18	2.5	.20	3.1	.30	2.4	.18	2.8	.20	2.8	.21
Civic and personal leave-----	.1	.01	.2	.01	.3	.03	.1	.01	.1	.01	.3	.03	.1	.01	.2	.01	.3	.02
Employer payments to vacation and holiday funds-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	.1	.01	(1)	(1)	(1)	(1)	-	-
Employer expenditures for retirement programs-----	7.7	.60	7.9	.59	9.6	.80	7.2	.64	7.8	.62	9.5	.91	7.7	.60	7.9	.58	9.7	.72
Social security-----	3.7	.29	4.2	.31	4.2	.35	3.6	.32	4.1	.32	3.8	.36	3.7	.29	4.2	.31	4.5	.34
Private plans-----	3.9	.31	3.7	.28	5.4	.45	3.5	.32	3.7	.29	5.7	.55	4.0	.31	3.7	.27	5.2	.38
Employer expenditures for life insurance and health benefit programs ² -----	3.4	.27	4.2	.31	5.0	.42	3.6	.32	4.6	.36	5.5	.53	3.4	.27	3.9	.29	4.6	.34
Life, accident, and health insurance-----	2.4	.19	2.8	.21	3.4	.29	2.5	.22	3.4	.26	4.1	.39	2.4	.18	2.5	.18	2.9	.21
Sick leave-----	.6	.05	.9	.07	1.3	.11	.6	.05	.7	.06	1.1	.11	.6	.05	1.0	.07	1.5	.11
Workers' compensation-----	.4	.03	.5	.03	.3	.02	.6	.05	.5	.04	.3	.03	.4	.03	.4	.03	.3	.02
Employer expenditures for unemployment benefit programs-----	.8	.06	.8	.06	.8	.07	.8	.07	.9	.07	.9	.08	.8	.06	.8	.06	.7	.05
Unemployment insurance-----	.7	.06	.8	.06	.7	.05	.7	.06	.8	.07	.7	.06	.7	.06	.8	.06	.7	.05
Severance pay-----	(1)	(1)	.1	(1)	.1	.01	.1	.01	.1	.01	.2	.02	(1)	(1)	(1)	(1)	.1	(1)
Severance pay funds and supplemental unemployment benefit funds-----	(1)	(1)	(1)	(1)	(1)	(1)	-	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Nonproduction bonuses-----	4.2	.33	2.6	.20	1.1	.09	8.5	.76	2.2	.17	1.3	.13	3.7	.28	2.8	.21	.9	.07
Savings and thrift plans-----	.2	.01	.2	.01	.7	.06	(1)	(1)	.1	.01	.9	.09	.2	.02	.2	.01	.5	.03
Wages and salaries (gross payroll) ³ -----	88.6	6.97	87.9	6.58	85.3	7.08	89.0	7.93	87.3	6.89	84.4	8.10	88.5	6.87	88.1	6.44	86.0	6.40
Supplements to wages and salaries ⁴ -----	11.4	.90	12.1	.91	14.7	1.22	11.0	.98	12.7	1.00	15.6	1.50	11.5	.89	11.9	.87	14.0	1.04

See footnotes at end of table.

Table 19. Employee compensation by size of establishment, private nonfarm economy, 1974—Continued

Employee group and compensation item	All industries						Manufacturing						Nonmanufacturing					
	Establishments that had—																	
	Under 100 employees		100 to 499 employees		500 or more employees		Under 100 employees		100 to 499 employees		500 or more employees		Under 100 employees		100 to 499 employees		500 or more employees	
	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour
Nonoffice employees																		
Total compensation	100.0	\$4.64	100.0	\$5.39	100.0	\$6.62	100.0	\$4.93	100.0	\$5.14	100.0	\$6.86	100.0	\$4.57	100.0	\$5.72	100.0	\$6.27
Pay for time worked	83.1	\$3.85	79.9	\$4.30	75.2	\$4.98	81.3	\$4.01	79.2	\$4.07	74.2	\$5.09	83.5	\$3.82	80.7	\$4.61	76.7	\$4.81
Straight-time pay	81.0	3.75	76.8	4.14	71.2	4.71	78.1	3.85	75.9	3.90	69.7	4.78	81.7	3.73	77.9	4.46	73.6	4.61
Premium pay	2.1	.10	3.0	.16	3.9	.26	3.2	.16	3.3	.17	4.5	.31	1.8	.08	2.7	.15	3.1	.19
Overtime, weekend, and holiday work	2.0	.09	2.7	.15	3.1	.20	3.0	.15	2.9	.15	3.4	.23	1.8	.08	2.6	.15	2.6	.16
Shift differentials	.1	(¹)	.3	.02	.9	.06	.2	.01	.5	.02	1.1	.07	(¹)	(¹)	.2	.01	.5	.03
Paid leave (except sick leave)	3.6	.17	5.2	.28	7.3	.49	4.7	.23	6.0	.31	7.9	.54	3.4	.15	4.2	.24	6.5	.41
Vacations	2.0	.09	2.7	.15	4.3	.29	2.5	.12	3.4	.17	4.5	.31	1.8	.08	1.9	.11	4.0	.25
Holidays	1.4	.06	2.0	.11	2.6	.17	2.0	.10	2.5	.13	2.9	.20	1.2	.06	1.3	.07	2.2	.13
Civic and personal leave	(¹)	(¹)	.1	(¹)	.2	.02	(¹)	(¹)	.1	(¹)	.3	.02	(¹)	(¹)	.1	(¹)	.2	.01
Employer payments to vacation and holiday funds	.2	.01	.4	.02	.2	.01	.1	(¹)	(¹)	(¹)	.2	.01	.3	.01	.9	.05	.1	.01
Employer expenditures for retirement programs	6.6	.31	7.4	.40	9.4	.62	6.6	.33	7.3	.38	9.1	.63	6.6	.30	7.6	.43	9.8	.61
Social security	4.8	.22	4.7	.25	4.8	.32	4.8	.24	4.8	.25	4.5	.31	4.8	.22	4.5	.26	5.2	.33
Private plans	1.8	.08	2.8	.15	4.6	.31	1.8	.09	2.5	.13	4.6	.32	1.8	.08	3.1	.18	4.6	.29
Employer expenditures for life insurance and health benefit programs ²	4.6	.21	5.8	.31	6.5	.43	5.2	.26	5.8	.30	7.0	.48	4.5	.20	5.9	.34	5.6	.35
Life, accident, and health insurance	2.5	.12	3.7	.20	4.8	.32	3.3	.16	4.0	.21	5.6	.38	2.3	.11	3.2	.19	3.6	.22
Sick leave	.3	.01	.4	.02	.8	.05	.3	.01	.3	.02	.6	.04	.3	.01	.4	.02	1.1	.07
Workers' compensation	1.8	.09	1.8	.10	.9	.06	1.7	.08	1.5	.08	.9	.06	1.9	.09	2.2	.12	.8	.05
Employer expenditures for unemployment benefit programs	1.4	.06	1.3	.07	1.2	.08	1.4	.07	1.3	.07	1.3	.09	1.4	.06	1.3	.08	1.0	.07
Unemployment insurance	1.3	.06	1.2	.07	.9	.06	1.3	.07	1.2	.06	.9	.06	1.3	.06	1.2	.07	.8	.05
Severance pay	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Severance pay funds and supplemental unemployment benefit funds	(¹)	(¹)	.1	(¹)	.3	.02	(¹)	(¹)	(¹)	(¹)	.3	.02	(¹)	(¹)	.1	.01	.2	.01
Nonproduction bonuses	.6	.03	.3	.01	.2	.02	.7	.04	.3	.02	.3	.02	.6	.03	.3	.01	.2	.01
Savings and thrift plans	(¹)	(¹)	.1	(¹)	.1	.01	(¹)	(¹)	(¹)	(¹)	.1	.01	(¹)	(¹)	.1	(¹)	.1	.01
Wages and salaries (gross payroll) ³	87.4	4.05	85.3	4.60	83.4	5.52	86.9	4.28	85.8	4.41	82.8	5.68	87.5	4.00	84.6	4.84	84.5	5.30
Supplements to wages and salaries ⁴	12.6	.58	14.7	.79	16.6	1.10	13.1	.64	14.2	.73	17.2	1.18	12.5	.57	15.4	.88	15.5	.97

¹ Less than 0.5 percent or less than \$0.005.

² Includes other health benefit programs, principally State temporary disability insurance, not presented separately.

³ Wages and salaries include all direct payments to workers. They consist of pay for time worked; pay for vacations, holidays, sick leave, and civic and personal leave; severance pay; and nonproduction bonuses.

⁴ Supplements to wages and salaries include all employer expenditures for compensation other

than wages and salaries. They consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go private pension plans); expenditures for life insurance and health benefit programs (except sick leave); expenditures for unemployment benefit programs (except severance pay); payments to vacation and holiday funds; and payments to savings and thrift plans.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 20. Nonoffice employee compensation in union and nonunion establishments, private nonfarm economy, 1974

Compensation item	Union establishments ¹						Nonunion establishments ²					
	All industries		Manufacturing		Nonmanufacturing		All industries		Manufacturing		Nonmanufacturing	
	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour
Total compensation -----	100.0	\$7.12	100.0	\$6.69	100.0	\$7.73	100.0	\$4.26	100.0	\$4.71	100.0	\$4.10
Pay for time worked -----	76.0	\$5.41	75.0	\$5.02	77.1	\$5.96	83.3	\$3.55	80.9	\$3.81	84.3	\$3.46
Straight-time pay -----	72.3	5.15	70.8	4.74	74.1	5.73	81.0	3.45	77.5	3.65	82.5	3.38
Premium pay -----	3.6	.26	4.2	.28	3.0	.23	2.3	.10	3.4	.16	1.8	.07
Overtime, weekend, and holiday work -----	3.0	.22	3.3	.22	2.7	.21	2.1	.09	3.0	.14	1.7	.07
Shift differentials -----	.6	.04	.9	.06	.3	.02	.2	.01	.4	.02	.1	(³)
Paid leave (except sick leave) -----	6.6	.47	7.6	.51	5.5	.42	3.9	.17	5.1	.24	3.5	.14
Vacations -----	3.7	.26	4.3	.29	2.9	.23	2.2	.10	2.7	.13	2.0	.08
Holidays -----	2.3	.16	2.8	.19	1.6	.13	1.6	.07	2.2	.10	1.3	.06
Civic and personal leave -----	.2	.01	.2	.01	.1	.01	.1	(³)	.1	.01	.1	(³)
Employer payments to vacation and holiday funds -----	.4	.03	.2	.01	.8	.06	(³)	(³)	.1	(³)	(³)	(³)
Employer expenditures for retirement programs -----	9.1	.64	8.7	.58	9.5	.73	6.5	.28	7.0	.33	6.2	.26
Social security -----	4.7	.33	4.6	.31	4.8	.37	4.9	.21	4.8	.23	4.9	.20
Private plans -----	4.4	.31	4.1	.28	4.7	.36	1.6	.07	2.2	.11	1.3	.05
Employer expenditures for life insurance and health benefit programs ⁴ -----	6.8	.48	7.1	.47	6.4	.49	4.2	.18	4.9	.23	4.0	.16
Life, accident, and health insurance -----	4.9	.35	5.5	.37	4.1	.32	2.2	.09	3.1	.15	1.9	.08
Sick leave -----	.5	.04	.5	.03	.6	.05	.4	.02	.4	.02	.4	.02
Workers' compensation -----	1.4	.10	1.1	.08	1.6	.13	1.6	.07	1.3	.06	1.7	.07
Employer expenditures for unemployment benefit programs -----	1.3	.09	1.3	.09	1.2	.09	1.3	.06	1.3	.06	1.3	.05
Unemployment insurance -----	1.0	.07	1.0	.07	1.0	.08	1.3	.05	1.2	.06	1.3	.05
Severance pay -----	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Severance pay funds and supplemental unemployment benefit funds -----	.2	.02	.3	.02	.2	.01	(³)	(³)	(³)	(³)	(³)	(³)
Nonproduction bonuses -----	.2	.01	.2	.01	.2	.01	.7	.03	.8	.04	.6	.03
Savings and thrift plans -----	.1	.01	.1	.01	.1	.01	(³)	(³)	(³)	(³)	(³)	(³)
Wages and salaries (gross payroll) ⁵ -----	82.9	5.90	83.1	5.56	82.6	6.39	88.3	3.77	87.2	4.10	88.8	3.65
Supplements to wages and salaries ⁶ -----	17.1	1.22	16.9	1.13	17.4	1.34	11.7	.50	12.8	.60	11.2	.46

¹ Establishments in which the majority of the employee group were covered by collective bargaining agreements.

² Establishments in which the majority of the employee group were not covered by collective bargaining agreements.

³ Less than 0.05 percent or less than \$ 0.005.

⁴ Includes other health benefit programs, principally State temporary disability insurance, not presented separately.

⁵ Wages and salaries include all direct payments to workers. They consist of pay for time worked; pay for vacations, holidays, sick leave, and civic and personal leave; severance pay; and nonproduction bonuses.

⁶ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries. They consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go private pension plans); expenditures for life insurance and health benefit programs (except sick leave); expenditures for unemployment benefit programs (except severance pay); payments to vacation and holiday funds; and payments to savings and thrift plans.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 21. Nonoffice employees in union and nonunion establishments that had expenditures for selected compensation items, private nonfarm economy, 1974

Industry and compensation item	Union establishments ¹			Nonunion establishments ²		
	Percent of non-office employees in these establishments	Expenditures		Percent of non-office employees in these establishments	Expenditures	
		Percent of compensation	Dollars per work hour		Percent of compensation	Dollars per work hour
All industries						
Paid leave (except sick leave) -----	98	6.8	\$ 0.48	87	4.3	\$ 0.19
Private retirement plans -----	91	4.7	.35	40	3.3	.16
Contributory -----	11	3.7	.25	8	2.4	.11
Noncontributory -----	80	4.9	.36	32	3.5	.17
Life, accident, and health insurance -----	99	4.9	.35	71	2.8	.13
Contributory -----	23	3.8	.25	37	2.5	.11
Noncontributory -----	76	5.2	.38	34	3.1	.15
Manufacturing						
Paid leave (except sick leave) -----	100	7.6	.51	98	5.1	.24
Private retirement plans -----	93	4.3	.30	57	3.5	.18
Contributory -----	13	3.3	.22	5	2.2	.12
Noncontributory -----	80	4.5	.31	51	3.7	.19
Life, accident, and health insurance -----	100	5.5	.37	90	3.4	.16
Contributory -----	21	4.1	.24	48	2.9	.13
Noncontributory -----	78	5.8	.40	42	3.8	.20
Nonmanufacturing						
Paid leave (except sick leave) -----	96	5.7	.44	84	3.9	.16
Private retirement plans -----	88	5.2	.42	34	3.2	.15
Contributory -----	9	4.3	.33	8	2.5	.11
Noncontributory -----	79	5.3	.43	26	3.4	.16
Life, accident, and health insurance -----	98	4.1	.32	65	2.5	.11
Contributory -----	25	3.5	.26	34	2.3	.10
Noncontributory -----	73	4.4	.34	31	2.8	.13

¹ Establishments in which a majority of the employee group were covered by collective bargaining agreements.

² Establishments in which a majority of the employee group were not covered by collective bargaining agreements.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 22. Components of private life, accident, and health insurance, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Percent distribution of employment in all establishments	Establishments that had expenditures for—													
		Life insurance only—		Sickness and accident insurance only—		Hospitalization and medical insurance only—		Life, sickness, and accident insurance only—		Life, hospitalization and medical insurance only—		Sickness and accident insurance only—		Life, sickness, and accident, hospitalization, and medical insurance	
		Employees as a percent of employment in the size range	Expenditures as a percent of total compensation	Employees as a percent of employment in the size range	Expenditures as a percent of total compensation	Employees as a percent of employment in the size range	Expenditures as a percent of total compensation	Employees as a percent of employment in the size range	Expenditures as a percent of total compensation	Employees as a percent of employment in the size range	Expenditures as a percent of total compensation	Employees as a percent of employment in the size range	Expenditures as a percent of total compensation	Employees as a percent of employment in the size range	Expenditures as a percent of total compensation
<u>Office employees</u>															
All industries:															
All sizes-----	100	0.6	1.5	0.1	1.9	0.3	2.7	0.6	1.6	17.8	2.4	0.5	1.8	70.7	3.2
Under 100 employees-----	46	1.0	1.6	.2	1.9	.5	2.2	1.2	1.6	19.7	2.0	1.0	1.8	56.3	3.0
100 to 499 employees-----	19	.5	.7	-	-	(¹)	1.1	.1	.7	23.1	2.5	.1	1.7	75.7	2.9
500 or more employees-----	34	.1	1.8	-	-	.1	4.8	.2	1.6	12.1	3.0	(¹)	1.1	87.4	3.5
Manufacturing:															
All sizes-----	100	.3	2.3	-	-	.1	.8	.2	2.2	13.1	2.8	.1	1.5	83.7	3.9
Under 100 employees-----	18	.8	3.2	-	-	.8	.8	.2	4.5	21.5	1.9	.1	2.0	63.2	3.0
100 to 499 employees-----	24	.4	.7	-	-	-	-	-	-	22.1	3.3	.2	1.5	77.1	3.4
500 or more employees-----	57	(¹)	3.3	-	-	-	-	.3	1.8	6.6	3.2	.1	1.1	93.0	4.2
Nonmanufacturing:															
All sizes-----	100	.7	1.4	.1	1.9	.3	3.1	.8	1.4	19.1	2.3	.6	1.8	66.8	2.9
Under 100 employees-----	55	1.0	1.4	.2	1.9	.5	2.6	1.3	1.5	19.5	2.0	1.0	1.8	55.6	3.0
100 to 499 employees-----	18	.6	.7	-	-	.1	1.1	.1	.7	23.5	2.1	.1	2.2	75.1	2.6
500 or more employees-----	27	.2	1.8	-	-	.2	4.8	.2	1.1	15.6	3.0	-	-	83.8	2.9
<u>Nonoffice employees</u>															
All industries:															
All sizes-----	100	1.0	1.8	.1	5.3	.6	2.9	.5	1.7	14.8	3.2	1.0	3.0	63.1	4.2
Union-----	37	.4	3.2	-	-	.2	4.2	.2	2.1	9.0	4.4	1.0	4.1	88.3	5.0
Nonunion-----	63	1.4	1.3	.2	5.3	.7	2.4	.7	1.6	18.2	2.5	1.0	1.8	48.2	3.0
Under 100 employees-----	51	1.4	1.8	.2	5.3	.9	2.7	.7	1.7	16.9	2.9	1.5	2.9	42.9	3.5
100 to 499 employees-----	21	1.2	1.4	-	-	.4	3.6	.3	.8	18.1	2.8	1.2	3.4	74.0	4.0
500 or more employees-----	29	.3	2.6	-	-	-	-	.2	2.3	8.6	4.2	(¹)	1.1	90.9	4.9
Manufacturing:															
All sizes-----	100	.8	2.1	-	-	.5	2.8	.1	2.7	11.9	3.4	.3	4.1	82.2	5.0
Union-----	59	.3	3.3	-	-	.2	3.5	.1	2.6	5.7	4.2	.2	4.8	93.1	5.6
Nonunion-----	41	1.4	1.6	-	-	1.1	2.5	(¹)	6.4	20.9	3.0	.3	2.9	66.4	3.5
Under 100 employees-----	23	1.0	2.0	-	-	2.3	2.8	(¹)	1.6	16.7	3.3	.9	3.8	63.3	3.9
100 to 499 employees-----	32	1.2	2.0	-	-	-	-	-	-	16.3	3.0	.2	4.6	80.5	4.2
500 or more employees-----	45	.3	2.8	-	-	-	-	.2	2.7	6.2	4.1	(¹)	1.1	93.2	5.7
Nonmanufacturing:															
All sizes-----	100	1.2	1.6	.2	5.3	.6	3.0	.7	1.5	16.4	3.1	1.4	2.9	52.6	3.4
Union-----	25	.5	3.2	-	-	.4	4.4	.2	.5	13.3	4.5	2.1	4.0	82.0	4.1
Nonunion-----	75	1.4	1.2	.2	5.3	.6	2.4	.9	1.6	17.4	2.4	1.2	1.7	42.7	2.6
Under 100-----	66	1.5	1.7	.3	5.3	.6	2.7	.8	1.7	17.0	2.8	1.6	2.8	38.9	3.3
100 to 499 employees-----	15	1.2	.7	-	-	.9	3.6	.7	.8	20.2	2.6	2.4	3.2	66.2	3.7
500 or more employees-----	20	.2	2.3	-	-	-	-	.2	.9	11.7	4.3	-	-	88.0	3.5

¹ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms. Dash (-) indicates zero.

Table 23. Compensation items other than straight-time pay for time worked by establishment total compensation level, private nonfarm economy, 1974

Employee group and establishment average total compensation level per work hour	Items other than straight-time pay for time worked as percent of total compensation					
	All industries		Manufacturing		Nonmanufacturing	
	All items	All items except premiums	All items	All items except premiums	All items	All items except premiums
<u>All employees</u>						
All levels -----	23.7	21.8	26.7	23.8	22.0	20.6
Under \$ 3.00 -----	12.5	11.8	14.7	13.2	12.2	11.7
\$ 3.00 to \$ 3.99 -----	16.4	15.0	18.5	16.1	15.7	14.6
\$ 4.00 to \$ 4.99 -----	19.4	17.7	21.0	18.8	18.8	17.2
\$ 5.00 to \$ 5.99 -----	21.0	19.3	23.3	20.6	19.8	18.6
\$ 6.00 to \$ 6.99 -----	22.7	20.7	24.6	21.9	21.3	19.7
\$ 7.00 to \$ 7.99 -----	24.9	22.8	26.7	23.9	23.4	21.9
\$ 8.00 to \$ 8.99 -----	26.6	24.5	28.2	25.2	25.4	23.9
\$ 9.00 to \$ 9.99 -----	27.1	24.5	31.4	27.8	24.1	22.2
\$ 10.00 to \$ 10.99 -----	31.8	29.0	36.3	32.3	25.6	24.4
\$ 11.00 to \$ 11.99 -----	29.7	27.6	31.0	28.3	29.5	27.5
\$ 12.00 and over -----	27.7	26.3	27.9	26.2	27.7	26.4
<u>Office employees</u>						
All levels -----	23.9	23.2	26.2	25.2	23.0	22.5
Under \$ 3.00 -----	12.2	11.7	14.1	14.1	12.2	11.7
\$ 3.00 to \$ 3.99 -----	15.7	15.2	17.6	17.2	15.6	15.1
\$ 4.00 to \$ 4.99 -----	20.5	19.7	19.3	18.6	20.6	19.8
\$ 5.00 to \$ 5.99 -----	20.1	19.4	19.9	19.4	20.1	19.4
\$ 6.00 to \$ 6.99 -----	21.6	20.9	23.1	22.3	21.3	20.6
\$ 7.00 to \$ 7.99 -----	22.0	21.3	22.8	21.8	21.7	21.1
\$ 8.00 to \$ 8.99 -----	22.8	22.1	24.0	23.2	22.2	21.6
\$ 9.00 to \$ 9.99 -----	24.0	23.3	25.2	24.3	23.4	22.7
\$ 10.00 to \$ 10.99 -----	25.6	24.9	26.8	25.8	24.4	23.9
\$ 11.00 to \$ 11.99 -----	29.1	28.4	28.6	27.4	29.4	29.1
\$ 12.00 and over -----	28.7	28.1	32.2	30.9	27.2	26.9
<u>Nonoffice employees</u>						
All levels -----	23.5	20.5	27.0	23.1	21.0	18.7
Under \$ 3.00 -----	13.6	12.6	16.0	13.9	13.2	12.4
\$ 3.00 to \$ 3.99 -----	17.7	15.7	19.6	16.8	16.6	15.0
\$ 4.00 to \$ 4.99 -----	20.5	18.1	23.3	20.1	18.8	16.8
\$ 5.00 to \$ 5.99 -----	21.7	18.8	24.6	21.0	19.1	16.8
\$ 6.00 to \$ 6.99 -----	24.2	20.7	26.3	22.0	21.5	19.1
\$ 7.00 to \$ 7.99 -----	27.0	23.5	28.5	24.2	25.6	22.8
\$ 8.00 to \$ 8.99 -----	28.0	24.7	30.0	25.8	26.1	23.7
\$ 9.00 to \$ 9.99 -----	32.3	27.7	36.2	30.9	25.3	21.9
\$ 10.00 to \$ 10.99 -----	25.0	22.1	35.0	29.9	22.0	19.8
\$ 11.00 to \$ 11.99 -----	27.1	23.3	27.2	25.0	27.0	22.6
\$ 12.00 and over -----	29.6	25.3	18.4	16.6	29.7	25.3

NOTE: See appendix B for definition of terms.

Table 24. Paid leave by establishment total compensation level, private nonfarm economy, 1974

Employee group, industry, and establishment average total compensation level per work hour	Percent distribution of employment in all establishments	Establishments that had expenditures for—					
		Leave (except sick leave)		Vacation		Holiday	
		Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation
Office employees							
All industries:							
All levels -----	100	98	6.8	97	3.9	96	2.7
Under \$ 4.00 -----	8	87	4.6	85	2.7	83	1.9
\$ 4.00 to \$ 4.99 -----	12	98	5.8	98	3.3	97	2.4
\$ 5.00 to \$ 5.99 -----	13	99	6.1	98	3.5	97	2.5
\$ 6.00 to \$ 6.99 -----	12	99	6.4	99	3.6	98	2.7
\$ 7.00 to \$ 7.99 -----	12	99	6.7	99	3.7	98	2.7
\$ 8.00 to \$ 8.99 -----	12	100	6.8	100	4.0	99	2.6
\$ 9.00 to \$ 9.99 -----	11	97	7.5	97	4.6	99	2.7
\$ 10.00 to \$ 10.99 -----	5	99	7.6	99	4.5	98	2.9
\$ 11.00 to \$ 11.99 -----	4	100	8.3	100	4.6	100	3.3
\$ 12.00 to \$ 12.99 -----	2	100	7.0	100	3.9	99	2.7
\$ 13.00 to \$ 13.99 -----	2	100	7.9	100	4.4	100	3.0
\$ 14.00 and over -----	6	97	6.4	97	3.6	96	2.7
Manufacturing:							
All levels -----	100	100	7.3	99	4.1	100	2.8
Under \$ 4.00 -----	1	95	5.1	94	3.2	89	1.9
\$ 4.00 to \$ 4.99 -----	4	99	5.4	99	3.1	99	2.2
\$ 5.00 to \$ 5.99 -----	7	100	5.9	98	3.2	100	2.6
\$ 6.00 to \$ 6.99 -----	10	99	6.5	99	3.8	99	2.6
\$ 7.00 to \$ 7.99 -----	14	100	6.5	100	3.7	100	2.7
\$ 8.00 to \$ 8.99 -----	15	100	6.8	100	4.0	100	2.7
\$ 9.00 to \$ 9.99 -----	15	100	7.4	100	4.2	100	2.9
\$ 10.00 to \$ 10.99 -----	11	100	7.9	99	4.6	100	3.0
\$ 11.00 to \$ 11.99 -----	7	100	8.2	100	4.5	100	3.0
\$ 12.00 to \$ 12.99 -----	6	100	7.8	100	4.5	100	3.1
\$ 13.00 to \$ 13.99 -----	6	100	8.8	100	4.9	100	3.3
\$ 14.00 and over -----	3	99	6.5	99	4.0	99	2.4
Nonmanufacturing:							
All levels -----	100	97	6.6	97	3.8	95	2.6
Under \$ 4.00 -----	10	87	4.5	85	2.7	83	1.9
\$ 4.00 to \$ 4.99 -----	14	98	5.8	98	3.3	97	2.4
\$ 5.00 to \$ 5.99 -----	14	99	6.1	99	3.6	97	2.4
\$ 6.00 to \$ 6.99 -----	13	99	6.4	99	3.6	97	2.7
\$ 7.00 to \$ 7.99 -----	12	98	6.7	98	3.8	97	2.8
\$ 8.00 to \$ 8.99 -----	10	99	6.7	99	4.0	99	2.5
\$ 9.00 to \$ 9.99 -----	10	95	7.6	95	4.8	93	2.6
\$ 10.00 to \$ 10.99 -----	3	99	7.3	99	4.4	97	2.8
\$ 11.00 to \$ 11.99 -----	4	100	8.4	100	4.7	100	3.4
\$ 12.00 to \$ 12.99 -----	1	100	5.9	100	3.2	98	2.3
\$ 13.00 to \$ 13.99 -----	1	100	5.9	100	3.5	100	2.3
\$ 14.00 and over -----	7	97	6.4	97	3.6	95	2.7

See footnotes at end of table.

Table 24. Paid leave by establishment total compensation level, private nonfarm economy, 1974—Continued

Employee group, industry, and establishment average total compensation level per work hour	Percent distribution of employment in all establishments	Establishments that had expenditures for—					
		Leave (except sick leave)		Vacations		Holidays	
		Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation
<u>Nonoffice employees</u>							
All industries:							
All levels -----	100	91	5.6	89	3.3	82	2.2
Under \$ 3.00 -----	18	77	3.0	76	1.8	51	1.7
\$ 3.00 to \$ 3.99 -----	18	92	3.9	89	2.2	82	1.8
\$ 4.00 to \$ 4.99 -----	19	94	4.9	93	2.7	91	2.1
\$ 5.00 to \$ 5.99 -----	12	93	5.1	92	2.9	88	2.2
\$ 6.00 to \$ 6.99 -----	9	99	5.9	98	3.4	94	2.4
\$ 7.00 to \$ 7.99 -----	9	98	6.8	97	4.2	96	2.4
\$ 8.00 to \$ 8.99 -----	6	97	7.3	92	4.4	92	2.6
\$ 9.00 to \$ 9.99 -----	5	92	7.7	86	4.5	88	3.0
\$ 10.00 to \$ 10.99 -----	1	93	5.7	68	3.5	73	1.9
\$ 11.00 to \$ 11.99 -----	1	94	6.7	84	2.6	83	1.8
\$ 12.00 and over -----	2	92	5.3	78	3.4	75	1.2
Manufacturing:							
All levels -----	100	99	6.8	98	3.9	99	2.6
Under \$ 3.00 -----	6	90	3.8	89	2.0	82	1.9
\$ 3.00 to \$ 3.99 -----	17	100	4.3	94	2.3	99	1.9
\$ 4.00 to \$ 4.99 -----	18	99	5.7	99	3.0	99	2.5
\$ 5.00 to \$ 5.99 -----	16	99	6.0	99	3.4	99	2.5
\$ 6.00 to \$ 6.99 -----	14	100	6.6	100	3.7	100	2.6
\$ 7.00 to \$ 7.99 -----	11	100	7.4	100	4.4	100	2.6
\$ 8.00 to \$ 8.99 -----	8	100	8.1	100	4.8	100	2.8
\$ 9.00 to \$ 9.99 -----	9	100	8.9	100	5.0	100	3.3
\$ 10.00 to \$ 10.99 -----	1	100	10.3	100	5.7	100	3.2
\$ 11.00 to \$ 11.99 -----	1	100	9.0	100	4.8	100	3.2
\$ 12.00 and over -----	(¹)	(²)	(²)	(²)	(²)	(²)	(²)
Nonmanufacturing:							
All levels -----	100	87	4.7	83	2.8	73	1.8
Under \$ 3.00 -----	25	76	2.9	75	1.8	48	1.6
\$ 3.00 to \$ 3.99 -----	19	88	3.6	86	2.2	74	1.7
\$ 4.00 to \$ 4.99 -----	19	91	4.4	89	2.6	86	1.9
\$ 5.00 to \$ 5.99 -----	10	87	4.2	85	2.5	79	1.8
\$ 6.00 to \$ 6.99 -----	7	97	4.9	96	2.9	87	2.2
\$ 7.00 to \$ 7.99 -----	7	97	6.1	94	3.9	93	2.1
\$ 8.00 to \$ 8.99 -----	5	95	6.4	85	4.0	84	2.2
\$ 9.00 to \$ 9.99 -----	3	81	5.4	64	3.3	71	2.1
\$ 10.00 to \$ 10.99 -----	2	91	4.2	59	2.4	65	1.3
\$ 11.00 to \$ 11.99 -----	1	91	5.7	78	1.4	76	.9
\$ 12.00 and over -----	2	93	5.3	79	3.4	76	1.2

¹ Less than 0.5 percent.
² Does not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 25. Private retirement plans by establishment total compensation level, private nonfarm economy, 1974

Employee group, industry, and establishment average total compensation level per work hour	Percent distribution of employment in all establishments	Establishments that had expenditures for—					
		Any plans		Contributory plans		Noncontributory plans	
		Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation
<u>Office employees</u>							
All industries:							
All levels -----	100	73	5.6	17	4.2	56	6.0
Under \$ 4.00 -----	8	25	2.8	6	2.5	19	2.9
\$ 4.00 to \$ 4.99 -----	12	69	4.4	15	3.7	54	4.6
\$ 5.00 to \$ 5.99 -----	13	68	4.0	15	3.7	52	4.1
\$ 6.00 to \$ 6.99 -----	12	72	4.8	17	5.7	55	4.5
\$ 7.00 to \$ 7.99 -----	12	82	4.7	19	3.6	63	5.0
\$ 8.00 to \$ 8.99 -----	12	82	5.1	27	3.8	55	5.7
\$ 9.00 to \$ 9.99 -----	11	77	5.3	26	4.4	51	5.8
\$ 10.00 to \$ 10.99 -----	5	86	6.2	16	5.4	70	6.3
\$ 11.00 to \$ 11.99 -----	4	95	6.5	29	4.1	66	7.4
\$ 12.00 to \$ 12.99 -----	2	86	7.5	4	2.4	82	7.7
\$ 13.00 to \$ 13.99 -----	2	96	6.4	9	3.8	86	6.7
\$ 14.00 and over -----	6	75	7.8	1	5.4	74	7.8
<u>Manufacturing:</u>							
All levels -----	100	86	5.6	18	4.5	68	5.8
Under \$ 4.00 -----	1	32	2.9	25	2.8	7	3.5
\$ 4.00 to \$ 4.99 -----	4	73	3.6	7	2.9	66	3.7
\$ 5.00 to \$ 5.99 -----	7	63	3.7	6	3.4	57	3.8
\$ 6.00 to \$ 6.99 -----	10	79	5.7	29	8.6	49	4.0
\$ 7.00 to \$ 7.99 -----	14	82	4.7	17	4.2	65	4.8
\$ 8.00 to \$ 8.99 -----	15	91	5.0	14	2.9	77	5.4
\$ 9.00 to \$ 9.99 -----	15	92	4.7	38	4.1	54	5.1
\$ 10.00 to \$ 10.99 -----	11	93	6.2	12	5.1	82	6.4
\$ 11.00 to \$ 11.99 -----	7	95	6.4	22	4.1	74	7.0
\$ 12.00 to \$ 12.99 -----	6	97	7.5	5	2.6	92	7.7
\$ 13.00 to \$ 13.99 -----	6	98	6.0	8	3.6	90	6.2
\$ 14.00 and over -----	3	69	6.6	4	2.8	65	6.8
<u>Nonmanufacturing:</u>							
All levels -----	100	69	5.6	17	4.1	52	6.1
Under \$ 4.00 -----	10	25	2.8	5	2.5	20	2.8
\$ 4.00 to \$ 4.99 -----	14	68	4.5	15	3.7	53	4.7
\$ 5.00 to \$ 5.99 -----	14	68	4.1	17	3.7	51	4.2
\$ 6.00 to \$ 6.99 -----	13	71	4.5	14	4.2	56	4.6
\$ 7.00 to \$ 7.99 -----	12	82	4.7	19	3.4	62	5.1
\$ 8.00 to \$ 8.99 -----	10	78	5.2	33	4.0	46	5.9
\$ 9.00 to \$ 9.99 -----	10	70	5.7	21	4.7	49	6.2
\$ 10.00 to \$ 10.99 -----	3	78	6.1	20	4.6	58	6.2
\$ 11.00 to \$ 11.99 -----	4	95	6.6	34	4.1	61	7.7
\$ 12.00 to \$ 12.99 -----	1	73	7.4	2	2.0	71	7.6
\$ 13.00 to \$ 13.99 -----	1	91	7.3	12	4.2	79	7.8
\$ 14.00 and over -----	7	76	7.9	1	6.7	75	7.9

See footnotes at end of table.

Table 25. Private retirement plans by establishment total compensation level, private nonfarm economy, 1974—Continued

Employee group, industry and establishment average total compensation level per work hour	Percent distribution of employment in all establishments	Establishments that had expenditures for—					
		Any plans		Contributory plans		Noncontributory plans	
		Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation
<u>Nonoffice employees</u>							
All industries:							
All levels -----	100	59	4.3	9	3.2	50	4.4
Under \$ 3.00 -----	18	12	1.9	2	.8	10	2.1
\$ 3.00 to \$ 3.99 -----	18	44	2.4	6	2.2	39	2.4
\$ 4.00 to \$ 4.99 -----	19	63	2.9	16	2.6	47	2.9
\$ 5.00 to \$ 5.99 -----	12	66	3.3	10	2.2	56	3.5
\$ 6.00 to \$ 6.99 -----	9	83	3.6	16	2.9	68	3.7
\$ 7.00 to \$ 7.99 -----	9	79	4.7	8	2.4	71	4.9
\$ 8.00 to \$ 8.99 -----	6	90	5.2	13	4.9	77	5.2
\$ 9.00 to \$ 9.99 -----	5	97	5.9	3	4.6	94	6.0
\$ 10.00 to \$ 10.99 -----	1	99	5.0	20	4.4	79	5.1
\$ 11.00 to \$ 11.99 -----	1	100	5.3	6	5.8	94	5.2
\$ 12.00 and over -----	2	100	7.2	8	7.0	92	7.2
Manufacturing:							
All levels -----	100	78	4.1	10	3.1	68	4.3
Under \$ 3.00 -----	6	16	1.1	1	1.3	15	1.1
\$ 3.00 to \$ 3.99 -----	17	56	2.4	5	1.7	51	2.5
\$ 4.00 to \$ 4.99 -----	18	73	2.8	8	2.0	65	2.9
\$ 5.00 to \$ 5.99 -----	16	85	3.3	11	2.7	74	3.4
\$ 6.00 to \$ 6.99 -----	14	89	3.2	19	2.8	70	3.3
\$ 7.00 to \$ 7.99 -----	11	91	4.3	11	2.3	80	4.5
\$ 8.00 to \$ 8.99 -----	8	99	5.1	14	5.7	85	5.0
\$ 9.00 to \$ 9.99 -----	9	100	6.3	3	3.5	97	6.4
\$ 10.00 to \$ 10.99 -----	1	100	6.2	29	3.9	71	7.2
\$ 11.00 to \$ 11.99 -----	1	100	6.1	-	-	100	6.1
\$ 12.00 and over -----	(¹)	(²)	(²)	-	-	(²)	(²)
Nonmanufacturing:							
All levels -----	100	48	4.4	9	3.2	39	4.6
Under \$ 3.00 -----	25	11	2.1	2	.8	10	2.3
\$ 3.00 to \$ 3.99 -----	19	39	2.3	6	2.4	33	2.3
\$ 4.00 to \$ 4.99 -----	19	57	2.9	20	2.8	37	3.0
\$ 5.00 to \$ 5.99 -----	10	49	3.3	9	1.7	41	3.7
\$ 6.00 to \$ 6.99 -----	7	76	4.2	12	2.9	65	4.4
\$ 7.00 to \$ 7.99 -----	7	68	5.1	5	2.5	63	5.3
\$ 8.00 to \$ 8.99 -----	5	81	5.3	11	3.9	70	5.5
\$ 9.00 to \$ 9.99 -----	3	93	5.3	2	6.9	91	5.3
\$ 10.00 to \$ 10.99 -----	2	99	4.6	17	4.8	81	4.6
\$ 11.00 to \$ 11.99 -----	1	100	4.9	8	5.8	92	4.8
\$ 12.00 and over -----	2	100	7.2	8	7.0	92	7.2

¹ Less than 0.5 percent.
² Does not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash (-) indicates zero. See appendix B for definition of terms.

Table 26. Private life, accident, and health insurance by establishment total compensation level, private nonfarm economy, 1974

Employee group, industry, and establishment average total compensation level per work hour	Percent distribution of employment in all establishments	Establishments that had expenditures for—					
		Any plans		Contributory plans		Noncontributory plans	
		Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation
<u>Office employees</u>							
All industries:							
All levels -----	100	91	3.0	44	2.5	47	3.5
Under \$ 4.00 -----	8	49	2.4	26	2.0	23	2.8
\$ 4.00 to \$ 4.99 -----	12	91	2.8	47	2.1	44	3.5
\$ 5.00 to \$ 5.99 -----	13	88	2.6	45	2.3	43	3.0
\$ 6.00 to \$ 6.99 -----	12	93	3.0	45	2.7	48	3.3
\$ 7.00 to \$ 7.99 -----	12	97	2.9	53	2.5	44	3.3
\$ 8.00 to \$ 8.99 -----	12	98	3.0	51	2.5	47	3.5
\$ 9.00 to \$ 9.99 -----	11	98	3.2	38	2.7	60	3.6
\$ 10.00 to \$ 10.99 -----	5	97	3.4	41	2.9	55	3.9
\$ 11.00 to \$ 11.99 -----	4	96	3.1	54	2.2	42	4.2
\$ 12.00 to \$ 12.99 -----	2	99	4.0	22	1.7	77	4.7
\$ 13.00 to \$ 13.99 -----	2	99	3.8	28	2.7	71	4.3
\$ 14.00 and over -----	6	95	2.5	49	2.7	46	2.3
Manufacturing:							
All levels -----	100	97	3.7	35	3.2	62	4.0
Under \$ 4.00 -----	1	78	3.0	48	2.2	30	4.4
\$ 4.00 to \$ 4.99 -----	4	95	2.7	50	2.4	45	3.0
\$ 5.00 to \$ 5.99 -----	7	87	2.8	37	2.6	50	3.0
\$ 6.00 to \$ 6.99 -----	10	99	3.6	66	3.4	33	3.9
\$ 7.00 to \$ 7.99 -----	14	96	3.4	33	3.5	63	3.3
\$ 8.00 to \$ 8.99 -----	15	99	3.8	36	3.6	64	3.8
\$ 9.00 to \$ 9.99 -----	15	100	3.7	26	3.4	74	3.8
\$ 10.00 to \$ 10.99 -----	11	98	3.7	28	3.3	70	3.8
\$ 11.00 to \$ 11.99 -----	7	100	4.2	35	3.6	65	4.5
\$ 12.00 to \$ 12.99 -----	6	100	4.9	25	1.7	75	6.0
\$ 13.00 to \$ 13.99 -----	6	100	4.0	23	2.8	77	4.4
\$ 14.00 and over -----	3	99	2.7	28	1.9	71	3.1
Nonmanufacturing:							
All levels -----	100	89	2.7	47	2.4	42	3.1
Under \$ 4.00 -----	10	48	2.3	25	2.0	22	2.7
\$ 4.00 to \$ 4.99 -----	14	90	2.8	47	2.1	44	3.6
\$ 5.00 to \$ 5.99 -----	14	88	2.6	46	2.3	42	3.0
\$ 6.00 to \$ 6.99 -----	13	91	2.9	40	2.4	52	3.2
\$ 7.00 to \$ 7.99 -----	12	97	2.7	61	2.3	36	3.2
\$ 8.00 to \$ 8.99 -----	10	97	2.6	58	2.1	39	3.3
\$ 9.00 to \$ 9.99 -----	10	98	3.0	43	2.6	54	3.5
\$ 10.00 to \$ 10.99 -----	3	96	3.2	55	2.7	41	3.9
\$ 11.00 to \$ 11.99 -----	4	93	2.4	65	1.7	28	3.8
\$ 12.00 to \$ 12.99 -----	1	98	2.7	18	1.6	80	2.9
\$ 13.00 to \$ 13.99 -----	1	98	3.3	38	2.6	59	3.8
\$ 14.00 and over -----	7	94	2.5	52	2.8	43	2.2

See footnotes at end of table.

Table 26. Private life, accident, and health insurance by establishment total compensation level, private nonfarm economy, 1974—Continued

Employee group, industry and establishment average total compensation level per work hour	Percent distribution of employment in all establishments	Establishments that had expenditures for—					
		Any plans		Contributory plans		Noncontributory plans	
		Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation	Employees as a percent of employment at the compensation level	Expenditures as a percent of total compensation
<u>Nonoffice employees</u>							
All industries:							
All levels -----	100	81	4.0	32	3.0	50	4.5
Under \$ 3.00 -----	18	45	2.0	24	1.7	20	2.4
\$ 3.00 to \$ 3.99 -----	18	77	2.4	36	2.0	41	2.8
\$ 4.00 to \$ 4.99 -----	19	88	3.2	48	2.8	40	3.7
\$ 5.00 to \$ 5.99 -----	12	90	3.6	33	3.1	56	3.9
\$ 6.00 to \$ 6.99 -----	9	95	4.1	28	3.3	67	4.4
\$ 7.00 to \$ 7.99 -----	9	98	4.3	28	3.6	69	4.6
\$ 8.00 to \$ 8.99 -----	6	97	4.8	25	4.1	73	5.1
\$ 9.00 to \$ 9.99 -----	5	99	6.6	7	4.5	92	6.8
\$ 10.00 to \$ 10.99 -----	1	100	4.3	28	3.8	72	4.4
\$ 11.00 to \$ 11.99 -----	1	100	4.3	21	3.7	79	4.4
\$ 12.00 and over -----	2	96	4.3	9	3.2	87	4.4
Manufacturing:							
All levels -----	100	96	4.8	32	3.5	64	5.4
Under \$ 3.00 -----	6	76	1.9	44	1.4	31	2.8
\$ 3.00 to \$ 3.99 -----	17	90	2.8	44	2.4	46	3.1
\$ 4.00 to \$ 4.99 -----	18	96	3.7	46	3.4	49	3.9
\$ 5.00 to \$ 5.99 -----	16	98	4.3	40	3.5	59	4.8
\$ 6.00 to \$ 6.99 -----	14	99	4.7	25	3.8	75	4.9
\$ 7.00 to \$ 7.99 -----	11	99	4.9	15	4.4	84	5.0
\$ 8.00 to \$ 8.99 -----	8	100	5.3	25	4.7	75	5.4
\$ 9.00 to \$ 9.99 -----	9	100	8.1	2	4.3	98	8.1
\$ 10.00 to \$ 10.99 -----	1	100	5.3	29	3.9	71	5.8
\$ 11.00 to \$ 11.99 -----	1	100	3.9	-	-	100	3.9
\$ 12.00 and over -----	(¹)	(²)	(²)	-	-	(²)	(²)
Nonmanufacturing:							
All levels -----	100	73	3.3	31	2.7	42	3.7
Under \$ 3.00 -----	25	41	2.1	22	1.9	19	2.3
\$ 3.00 to \$ 3.99 -----	19	70	2.2	32	1.7	38	2.7
\$ 4.00 to \$ 4.99 -----	19	84	2.9	49	2.4	35	3.5
\$ 5.00 to \$ 5.99 -----	10	82	2.9	28	2.5	54	3.1
\$ 6.00 to \$ 6.99 -----	7	90	3.2	33	2.8	58	3.4
\$ 7.00 to \$ 7.99 -----	7	96	3.7	40	3.3	56	4.0
\$ 8.00 to \$ 8.99 -----	5	95	4.3	24	3.5	71	4.7
\$ 9.00 to \$ 9.99 -----	3	98	4.1	15	4.5	83	4.0
\$ 10.00 to \$ 10.99 -----	2	100	3.9	28	3.8	72	4.0
\$ 11.00 to \$ 11.99 -----	1	100	4.4	30	3.7	70	4.7
\$ 12.00 and over -----	2	96	4.3	9	3.2	87	4.4

¹ Less than 0.5 percent
² Does not meet publication criteria.

NOTE: Because of rounding sums of individual items may not equal totals. Dash (-) indicates zero. See appendix B for definition of terms.

Table 27. Percent of employees by establishment provisions for private life, accident, and health insurance plans, private nonfarm economy, 1974

Insurance provision	All industries		Manufacturing		Nonmanufacturing	
	Office employees	Nonoffice employees	Office employees	Nonoffice employees	Office employees	Nonoffice employees
Life, accident, and health insurance:						
No plans -----	9	19	3	4	11	27
Contributory plans -----	44	32	35	32	47	31
Noncontributory plans -----	47	50	62	64	42	42
Life insurance:						
No plans -----	10	20	3	5	13	29
Contributory plans -----	32	22	25	20	34	22
Noncontributory plans -----	58	58	72	75	54	49
Sickness and accident insurance:						
No plans -----	28	35	16	17	32	45
Contributory plans -----	22	15	21	18	22	14
Noncontributory plans -----	50	49	63	64	46	41
Hospitalization and medical insurance:						
No plans -----	11	20	3	5	13	29
Contributory plans -----	35	27	27	28	37	27
Noncontributory plans -----	54	53	70	67	50	44

NOTE: Because of rounding, sums of individual items may not equal 100 percent. See appendix B for definition of terms.

Table 28. Days by hours of regular workweek schedule, private nonfarm economy, 1974

Employee group, industry, and days of regular workweek schedule	Percent distribution of employment in all establishments	Employees as a percent of employment in each regular workweek schedule—							
		Total	That had a regular workweek schedule of (hours)—						
			Under 30	30 and under 35	35 and under 37.5	37.5 - 40	40	Over 40 and under 48	48 - over
<u>Office employees</u>									
All industries:									
All workweeks -----	100.0	100	3.4	1.4	14.1	12.7	64.2	2.9	1.1
3 days or less -----	.8	100	100.0	-	-	-	-	-	-
3.5 days -----	.3	100	100.0	-	-	-	-	-	-
4 days -----	.8	100	36.2	39.9	1.2	-	22.8	-	-
4.5 days -----	.8	100	-	5.2	71.8	7.4	15.0	.6	-
5 days -----	92.9	100	2.2	1.1	14.1	13.5	67.5	1.5	.2
5.5 days -----	2.5	100	-	.6	9.2	4.4	28.2	49.7	7.8
6 days and over -----	1.8	100	2.6	1.2	11.2	.8	23.2	16.9	44.2
Manufacturing:									
All workweeks -----	100.0	100	.2	.1	4.0	9.5	83.1	2.8	.4
3 days or less -----	(¹)	100	100.0	-	-	-	-	-	-
3.5 days -----	-	-	-	-	-	-	-	-	-
4 days -----	.1	100	40.6	-	1.6	-	57.8	-	-
4.5 days -----	(¹)	100	-	-	.3	-	99.7	-	-
5 days -----	98.7	100	.1	.1	3.9	9.6	83.9	2.2	.1
5.5 days -----	.7	100	-	-	14.8	4.6	8.2	72.2	.2
6 days and over -----	.4	100	-	-	-	-	25.1	17.1	57.8
Nonmanufacturing:									
All workweeks -----	100.0	100	4.4	1.8	17.1	13.7	58.5	3.0	1.4
3 days or less -----	1.1	100	100.0	-	-	-	-	-	-
3.5 days -----	.4	100	100.0	-	-	-	-	-	-
4 days -----	1.0	100	36.1	40.7	1.2	-	22.1	-	-
4.5 days -----	1.1	100	-	5.3	72.6	7.5	14.1	.6	-
5 days -----	91.1	100	2.8	1.5	17.3	14.8	62.2	1.2	.2
5.5 days -----	3.1	100	-	.7	8.8	4.4	29.7	48.1	8.3
6 days and over -----	2.3	100	2.7	1.2	11.8	.8	23.1	16.9	43.4
<u>Nonoffice employees</u>									
All industries:									
All workweeks -----	100.0	100	8.2	3.2	5.0	3.1	67.3	8.0	5.1
3 days or less -----	2.8	100	90.4	1.4	1.2	-	7.0	-	-
3.5 days -----	.1	100	-	100.0	-	-	-	-	-
4 days -----	2.1	100	59.9	21.1	4.2	-	13.3	1.5	-
4.5 days -----	.4	100	10.0	8.6	44.8	(¹)	28.4	8.1	-
5 days -----	82.6	100	4.3	2.4	4.8	3.4	79.5	4.6	1.0
5.5 days -----	4.2	100	(¹)	-	3.1	4.1	11.4	67.3	14.1
6 days and over -----	7.9	100	10.8	7.6	7.8	1.8	7.4	17.4	47.2
Manufacturing:									
All workweeks -----	100.0	100	.3	.7	4.6	2.8	79.2	8.2	4.2
3 days or less -----	.1	100	100.0	-	-	-	-	-	-
3.5 days -----	(¹)	100	100.0	-	-	-	-	-	-
4 days -----	1.0	100	20.0	19.9	.4	-	59.6	-	-
4.5 days -----	.5	100	-	-	32.9	-	67.1	-	-
5 days -----	91.0	100	-	.5	4.7	3.0	85.7	5.1	.9
5.5 days -----	3.3	100	-	-	5.2	-	6.1	73.2	15.4
6 days or over -----	4.3	100	-	-	-	1.6	4.1	26.9	67.5
Nonmanufacturing:									
All workweeks -----	100.0	100	12.7	4.6	5.2	3.3	60.7	7.9	5.6
3 days or less -----	4.3	100	90.3	1.4	1.2	-	7.1	-	-
3.5 days -----	.2	100	-	100.0	-	-	-	-	-
4 days -----	2.7	100	67.9	21.3	5.0	-	4.0	1.7	-
4.5 days -----	.3	100	17.3	15.0	53.6	.1	-	14.0	-
5 days -----	78.0	100	7.1	3.6	4.8	3.6	75.5	4.2	1.1
5.5 days -----	4.7	100	(¹)	-	2.3	5.7	13.4	65.0	13.5
6 days and over -----	9.9	100	13.4	9.4	9.7	1.9	8.2	15.1	42.4

¹ Less than 0.05 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 29. Hours by days of regular workweek schedule, private nonfarm economy, 1974

Employee group, industry, and hours of regular workweek schedule	Percent distribution of employment in all establishments	Employees as a percent of employment in each regular workweek schedule—							
		Total	That had a regular workweek schedule of (days)—						
			3 or less	3.5	4	4.5	5	5.5	6 and over
<u>Office employees</u>									
All industries:									
All workweeks	100.0	100	0.8	0.3	0.8	0.8	92.9	2.5	1.8
Under 30 hours	3.4	100	23.8	8.1	8.2	-	58.4	-	1.4
30 and under 35 hours	1.4	100	-	-	21.8	3.1	72.5	1.1	1.5
35 and under 37.5 hours	14.1	100	-	-	.1	4.3	92.5	1.7	1.5
37.5 and under 40 hours	12.7	100	-	-	-	.5	98.5	.9	.1
40 hours	64.2	100	-	-	.3	.2	97.7	1.1	.7
Over 40 and under 48 hours	2.9	100	-	-	-	.2	46.2	43.0	10.6
48 and over	1.1	100	-	-	-	-	12.2	17.2	70.6
Manufacturing:									
All workweeks	100.0	100	(¹)	-	.1	(¹)	98.7	.7	.4
Under 30 hours	.2	100	.9	-	16.0	-	83.1	-	-
30 and under 35 hours	.1	100	-	-	-	-	100.0	-	-
35 and under 37.5 hours	4.0	100	-	-	(¹)	(¹)	97.2	2.8	-
37.5 and under 40 hours	9.5	100	-	-	-	-	99.6	.4	-
40 hours	83.1	100	-	-	(¹)	(¹)	99.7	.1	.1
Over 40 and under 48 hours	2.8	100	-	-	-	-	78.3	19.1	2.7
48 and over	.4	100	-	-	-	-	29.6	.4	70.0
Nonmanufacturing:									
All workweeks	100.0	100	1.1	.4	1.0	1.1	91.1	3.1	2.3
Under 30 hours	4.4	100	24.1	8.2	8.2	-	58.2	-	1.4
30 and under 35 hours	1.8	100	-	-	22.1	3.1	72.1	1.2	1.5
35 and under 37.5 hours	17.1	100	-	-	.1	4.6	92.2	1.6	1.6
37.5 and under 40 hours	13.7	100	-	-	-	.6	98.3	1.0	.1
40 hours	58.5	100	-	-	.4	.3	96.9	1.6	.9
Over 40 and under 48 hours	3.0	100	-	-	-	.2	37.2	49.8	12.8
48 and over	1.4	100	-	-	-	-	10.9	18.5	70.6
<u>Nonoffice employees</u>									
All industries:									
All workweeks	100.0	100	2.8	.1	2.1	.4	82.6	4.2	7.9
Under 30 hours	8.2	100	30.6	(¹)	15.2	.5	43.4	(¹)	10.3
30 and under 35 hours	3.2	100	1.2	3.0	13.7	1.0	62.5	-	18.5
35 and under 37.5 hours	5.0	100	.5	-	1.8	3.4	79.2	2.6	12.3
37.5 and under 40 hours	3.1	100	-	-	-	(¹)	89.9	5.5	4.6
40 hours	67.3	100	.3	-	.4	.2	97.6	.7	.9
Over 40 and under 48 hours	8.0	100	-	-	.4	.4	47.0	35.1	17.1
48 and over	5.1	100	-	-	-	-	16.0	11.4	72.5
Manufacturing:									
All workweeks	100.0	100	.1	(¹)	1.0	.5	91.0	3.3	4.3
Under 30 hours	.3	100	24.6	(¹)	75.4	-	-	-	-
30 and under 35 hours	.7	100	-	-	28.1	-	71.9	-	-
35 and under 37.5 hours	4.6	100	-	-	.1	3.2	93.0	3.7	-
37.5 and under 40 hours	2.8	100	-	-	-	-	97.6	-	2.4
40 hours	79.2	100	-	-	.7	.4	98.4	.3	.2
Over 40 and under 48 hours	8.2	100	-	-	-	-	56.8	29.2	14.0
48 and over	4.2	100	-	-	-	-	19.3	12.0	68.7
Nonmanufacturing:									
All workweeks	100.0	100	4.3	.2	2.7	.3	78.0	4.7	9.9
Under 30 hours	12.7	100	30.7	-	14.5	.5	43.9	(¹)	10.4
30 and under 35 hours	4.6	100	1.3	3.3	12.5	1.1	61.7	-	20.1
35 and under 37.5 hours	5.2	100	1.0	-	2.6	3.5	72.4	2.1	18.4
37.5 and under 40 hours	3.3	100	-	-	-	(¹)	86.3	8.1	5.7
40 hours	60.7	100	.5	-	.2	-	97.0	1.0	1.3
Over 40 and under 48 hours	7.9	100	-	-	.6	.6	41.4	38.5	18.9
48 and over	5.6	100	-	-	-	-	14.7	11.2	74.1

¹ Less than 0.05 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 30. Composition of paid hours, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Percent of all paid hours—									
	Work hours				Paid leave hours					
	All paid hours	Total	Straight-time	Overtime	Total	Vacation	Holiday	Sick leave	Civic and personal leave	Overtime and total leave hours
All employees										
All industries:										
All sizes -----	100.0	92.8	88.7	4.1	7.2	3.6	2.6	0.8	0.2	11.3
Under 100 employees -----	100.0	94.7	91.5	3.2	5.3	2.7	2.0	.5	.1	8.5
100 to 499 employees -----	100.0	92.9	88.2	4.7	7.1	3.6	2.7	.7	.1	11.8
500 or more employees -----	100.0	90.1	85.0	5.1	9.9	5.0	3.4	1.3	.3	15.0
Manufacturing:										
All sizes -----	100.0	91.4	85.4	6.0	8.6	4.4	3.3	.7	.2	14.6
Under 100 employees -----	100.0	94.1	88.6	5.5	5.9	2.9	2.5	.4	.1	11.4
100 to 499 employees -----	100.0	92.5	86.8	5.7	7.5	3.9	3.0	.5	.1	13.2
500 or more employees -----	100.0	89.7	83.3	6.4	10.3	5.3	3.7	.9	.3	16.7
Nonmanufacturing:										
All sizes -----	100.0	93.5	90.4	3.1	6.5	3.2	2.3	.8	.1	9.6
Under 100 employees -----	100.0	94.8	92.1	2.7	5.2	2.7	1.9	.5	.1	7.9
100 to 499 employees -----	100.0	93.3	89.5	3.8	6.7	3.2	2.4	.9	.1	10.5
500 or more employees -----	100.0	90.5	86.8	3.7	9.5	4.6	3.0	1.6	.3	13.2
Office employees										
All industries:										
All sizes -----	100.0	91.2	89.5	1.7	8.8	4.3	3.1	1.2	.2	10.5
Under 100 employees -----	100.0	92.6	91.7	1.0	7.4	3.7	2.7	.8	.1	8.3
100 to 499 employees -----	100.0	91.1	89.3	1.8	8.9	4.3	3.2	1.2	.2	10.7
500 or more employees -----	100.0	89.5	87.0	2.5	10.5	5.0	3.5	1.7	.4	13.0
Manufacturing:										
All sizes -----	100.0	90.2	87.7	2.4	9.8	4.9	3.5	1.2	.3	12.3
Under 100 employees -----	100.0	92.9	92.0	.9	7.1	3.7	2.6	.7	.1	8.0
100 to 499 employees -----	100.0	91.4	89.3	2.0	8.6	4.4	3.2	.9	.2	10.7
500 or more employees -----	100.0	88.9	85.8	3.0	11.1	5.4	3.8	1.5	.4	14.2
Nonmanufacturing:										
All sizes -----	100.0	91.5	90.1	1.4	8.5	4.1	3.0	1.2	.2	9.9
Under 100 employees -----	100.0	92.6	91.6	1.0	7.4	3.7	2.7	.8	.1	8.4
100 to 499 employees -----	100.0	91.0	89.3	1.7	9.0	4.2	3.2	1.3	.2	10.7
500 or more employees -----	100.0	89.9	87.8	2.1	10.1	4.7	3.3	1.8	.3	12.2
Nonoffice employees										
All industries:										
All sizes -----	100.0	93.7	88.2	5.6	6.3	3.3	2.3	.6	.1	11.8
Under 100 employees -----	100.0	95.8	91.5	4.4	4.2	2.2	1.6	.3	(¹)	8.5
100 to 499 employees -----	100.0	93.8	87.5	6.3	6.2	3.2	2.4	.5	.1	12.5
500 or more employees -----	100.0	90.5	83.6	6.9	9.5	5.0	3.3	1.0	.3	16.4
Manufacturing:										
All sizes -----	100.0	91.9	84.6	7.3	8.1	4.2	3.2	.5	.2	15.4
Under 100 employees -----	100.0	94.5	87.7	6.8	5.5	2.7	2.5	.3	.1	12.3
100 to 499 employees -----	100.0	92.8	86.0	6.8	7.2	3.7	3.0	.4	.1	14.0
500 or more employees -----	100.0	90.0	82.1	8.0	10.0	5.3	3.7	.7	.3	17.9
Nonmanufacturing:										
All sizes -----	100.0	95.0	90.5	4.4	5.0	2.6	1.7	.6	.1	9.5
Under 100 employees -----	100.0	96.2	92.3	3.8	3.8	2.1	1.4	.3	(¹)	7.7
100 to 499 employees -----	100.0	95.2	89.6	5.6	4.8	2.4	1.7	.6	.1	10.4
500 or more employees -----	100.0	91.1	85.8	5.3	8.9	4.5	2.7	1.4	.3	14.2

¹ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 31. Straight-time work hours, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Straight-time work hours as a percent of all paid hours	Percent of employees in establishments—																	
		Total	That had straight-time work hours as a percent of all paid hours of—																
			Under 80	80 and under 82	82	84	86	88	90	92	93	94	95	96	97	98	99	100	
All employees																			
All industries:																			
All sizes	88.7	100	7	4	8	9	11	14	14	5	5	5	4	4	2	3	2	4	
Under 100 employees	91.5	100	4	2	4	4	7	11	13	7	8	7	6	6	4	6	4	8	
100 to 499 employees	88.2	100	6	3	7	12	15	19	16	4	3	5	3	3	2	3	1	-	
500 or more employees	85.0	100	13	8	15	15	15	14	14	2	1	(¹)	1	1	1	(¹)	-	(¹)	
Manufacturing:																			
All sizes	85.4	100	15	8	14	12	15	13	10	3	2	2	1	2	(¹)	(¹)	-	1	
Under 100 employees	88.6	100	9	4	4	7	9	15	16	6	7	7	4	7	1	1	-	3	
100 to 499 employees	86.8	100	8	4	11	14	18	19	14	5	2	2	1	(¹)	(¹)	(¹)	-	-	
500 or more employees	83.3	100	23	12	20	14	16	9	5	1	1	(¹)	(¹)	-	-	-	-	-	
Nonmanufacturing:																			
All sizes	90.4	100	4	3	5	7	9	14	15	6	6	6	5	5	3	5	3	5	
Under 100 employees	92.1	100	3	2	4	3	7	11	12	7	8	7	6	6	5	6	4	9	
100 to 499 employees	89.5	100	4	2	3	9	13	19	17	3	4	8	4	6	3	5	2	-	
500 or more employees	86.8	100	4	5	10	15	14	20	23	3	1	(¹)	1	1	1	1	-	(¹)	
Office employees																			
All industries:																			
All sizes	89.5	100	3	2	4	10	14	20	19	8	6	5	3	2	1	1	2	1	
Under 100 employees	91.7	100	4	(¹)	2	3	5	16	22	10	12	8	6	4	2	2	4	1	
100 to 499 employees	89.3	100	2	1	2	11	15	24	23	8	3	6	1	(¹)	1	2	(¹)	-	
500 or more employees	87.0	100	3	5	8	19	24	23	13	5	1	(¹)	(¹)	(¹)	(¹)	(¹)	-	-	
Manufacturing:																			
All sizes	87.7	100	5	6	6	15	19	17	15	7	5	3	1	2	1	(¹)	(¹)	(¹)	
Under 100 employees	92.0	100	1	(¹)	1	(¹)	8	15	16	15	19	8	4	8	3	(¹)	(¹)	1	
100 to 499 employees	89.3	100	3	1	2	8	14	19	25	16	4	6	(¹)	(¹)	(¹)	(¹)	(¹)	-	
500 or more employees	85.8	100	6	9	10	22	24	16	10	1	1	(¹)	(¹)	(¹)	(¹)	-	-	-	
Nonmanufacturing:																			
All sizes	90.1	100	3	1	3	8	12	21	20	8	7	5	4	2	1	2	2	1	
Under 100 employees	91.6	100	4	(¹)	2	3	5	16	23	9	11	8	7	3	2	2	4	1	
100 to 499 employees	89.3	100	1	2	1	13	16	26	22	5	3	7	2	(¹)	1	3	(¹)	-	
500 or more employees	87.8	100	1	2	6	17	25	27	15	7	(¹)	(¹)	-	(¹)	(¹)	(¹)	-	-	
Nonoffice employees																			
All industries:																			
All sizes	88.2	100	13	6	6	7	9	9	11	4	5	4	4	5	3	4	9	1	
Under 100 employees	91.5	100	8	2	3	4	7	6	9	5	7	6	6	8	4	6	17	2	
100 to 499 employees	87.5	100	10	6	8	8	13	15	13	4	4	5	2	3	2	4	2	-	
500 or more employees	83.6	100	23	13	11	11	11	10	14	3	1	1	1	(¹)	1	(¹)	1	-	
Manufacturing:																			
All sizes	84.6	100	22	11	9	11	12	12	9	4	3	1	2	2	1	(¹)	1	(¹)	
Under 100 employees	87.7	100	14	4	5	7	9	10	15	6	7	2	8	5	3	(¹)	5	(¹)	
100 to 499 employees	86.0	100	13	7	10	10	17	19	11	6	3	1	1	2	(¹)	-	-	-	
500 or more employees	82.1	100	32	18	11	14	11	7	4	1	1	(¹)	-	-	-	-	-	-	
Nonmanufacturing:																			
All sizes	90.5	100	8	3	5	4	7	8	13	4	5	6	4	6	4	6	14	1	
Under 100 employees	92.3	100	7	2	3	3	7	6	8	4	7	6	5	8	5	8	20	2	
100 to 499 employees	89.6	100	7	4	6	4	7	11	15	3	6	9	4	4	5	10	5	-	
500 or more employees	85.8	100	12	6	11	7	10	14	26	5	1	1	1	1	3	(¹)	2	-	

¹ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 32. Overtime hours, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Overtime hours as a percent of all paid hours		Percent of employees in establishments—																
	All establishments	Establishments that had overtime hours	Total	That had no overtime hours	That had overtime hours as a percent of all paid hours of—														
					Under 1	1 and under 2	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10	10 12	12 14	14 and over		
All employees																			
All industries:																			
All sizes	4.1	5.2	100	24	13	12	8	8	6	6	5	4	4	4	2	1	3		
Under 100 employees	3.2	5.3	100	44	14	7	6	4	5	3	3	3	3	2	2	1	3		
100 to 499 employees	4.7	5.0	100	7	17	14	14	7	8	6	5	6	6	4	2	2	3		
500 or more employees	5.1	5.2	100	2	9	18	10	15	8	10	8	5	5	5	3	1	2		
Manufacturing:																			
All sizes	6.0	6.3	100	5	7	9	8	12	9	10	11	5	8	7	4	2	3		
Under 100 employees	5.5	6.6	100	18	13	11	5	10	6	8	6	4	5	5	2	2	7		
100 to 499 employees	5.7	5.8	100	2	6	12	14	8	13	8	8	8	9	5	3	2	3		
500 or more employees	6.4	6.4	100	1	5	5	6	16	8	13	14	5	9	9	5	1	2		
Nonmanufacturing:																			
All sizes	3.1	4.4	100	32	16	13	9	6	5	4	2	3	2	2	2	1	2		
Under 100 employees	2.7	5.0	100	49	14	7	6	3	4	3	2	2	3	2	2	1	3		
100 to 499 employees	3.8	4.2	100	11	27	16	13	7	5	5	2	4	3	2	2	1	3		
500 or more employees	3.7	3.8	100	3	14	29	13	13	9	7	3	4	1	1	(¹)	(¹)	2		
Office employees																			
All industries:																			
All sizes	1.7	2.5	100	35	24	15	11	6	4	1	1	1	2	(¹)	(¹)	(¹)	(¹)		
Under 100 employees	1.0	2.5	100	63	18	6	5	2	2	1	(¹)	(¹)	1	(¹)	(¹)	(¹)	(¹)		
100 to 499 employees	1.8	2.2	100	21	38	12	12	6	4	1	2	1	3	1	(¹)	(¹)	(¹)		
500 or more employees	2.5	2.6	100	4	24	27	17	11	8	2	3	1	2	1	(¹)	(¹)	(¹)		
Manufacturing:																			
All sizes	2.4	2.9	100	18	23	17	13	9	9	3	2	2	2	1	1	1	1		
Under 100 employees	.9	2.0	100	56	24	9	3	3	1	3	1	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)		
100 to 499 employees	2.0	2.6	100	23	32	15	10	7	3	2	1	1	2	1	1	1	2		
500 or more employees	3.0	3.2	100	4	20	20	17	12	14	3	3	3	2	1	1	1	(¹)		
Nonmanufacturing:																			
All sizes	1.4	2.3	100	40	24	14	10	5	3	1	1	(¹)	2	(¹)	(¹)	(¹)	(¹)		
Under 100 employees	1.0	2.5	100	64	18	6	5	2	2	1	(¹)	(¹)	1	(¹)	(¹)	(¹)	(¹)		
100 to 499 employees	1.7	2.1	100	20	40	10	12	6	5	(¹)	2	(¹)	3	1	(¹)	(¹)	(¹)		
500 or more employees	2.1	2.2	100	4	27	32	18	10	4	1	3	(¹)	1	(¹)	(¹)	(¹)	-		
Nonoffice employees																			
All industries:																			
All sizes	5.6	7.0	100	24	9	10	7	6	7	5	4	6	5	5	4	2	6		
Under 100 employees	4.4	7.1	100	43	10	7	4	4	4	4	3	3	4	3	3	2	6		
100 to 499 employees	6.3	6.7	100	6	10	12	12	7	8	6	6	7	7	6	5	1	6		
500 or more employees	6.9	7.0	100	3	8	12	7	8	11	7	6	12	7	7	6	3	4		
Manufacturing:																			
All sizes	7.3	7.6	100	5	6	6	8	7	10	6	6	12	8	8	3	6	6		
Under 100 employees	6.8	8.1	100	18	12	6	7	8	5	6	7	5	7	4	4	3	10		
100 to 499 employees	6.8	6.8	100	1	5	9	13	8	11	7	8	8	10	8	6	2	5		
500 or more employees	8.0	8.0	100	1	4	4	6	5	13	7	5	19	8	10	4	5	5		
Nonmanufacturing:																			
All sizes	4.4	6.4	100	34	11	12	6	5	5	5	3	3	4	3	2	1	5		
Under 100 employees	3.8	6.8	100	48	9	7	4	3	4	4	2	2	3	3	3	2	5		
100 to 499 employees	5.6	6.4	100	12	16	16	12	7	5	5	2	6	4	4	2	(¹)	8		
500 or more employees	5.3	5.5	100	5	13	24	8	11	8	7	7	3	6	2	1	1	4		

¹ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 33. Paid leave hours, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Paid leave hours as a percent of all paid hours		Percent of employees in establishments—															
	All establishments	Establishments that had paid leave hours	Total	That had no paid leave hours	That had paid leave hours as a percent of all paid hours of—													16 and over
					Under 1	1 and under 2	2	3	4	5	6	7	8	10	12	14		
All employees																		
All industries:																		
All sizes	7.2	7.5	100	5	3	5	4	6	7	9	9	11	18	13	6	2	1	
Under 100 employees	5.3	5.7	100	10	5	9	6	9	11	12	9	12	5	1	1	2		
100 to 499 employees	7.1	7.1	100	1	3	4	4	5	7	12	13	13	20	9	6	1	(1)	
500 or more employees	9.9	9.9	100	(1)	(1)	1	1	1	2	4	5	12	24	30	14	6	(1)	
Manufacturing:																		
All sizes	8.6	8.6	100	1	(1)	1	2	5	6	9	11	11	21	20	8	5	(1)	
Under 100 employees	5.9	6.0	100	3	(1)	4	4	16	14	15	15	10	12	6	1	(1)	(1)	
100 to 499 employees	7.5	7.5	100	-	(1)	1	3	3	7	14	17	15	24	10	4	1	1	
500 or more employees	10.3	10.3	100	-	-	(1)	(1)	1	2	3	5	8	23	33	14	10	(1)	
Nonmanufacturing:																		
All sizes	6.5	6.8	100	7	4	7	5	6	8	9	8	11	16	10	5	1	1	
Under 100 employees	5.2	5.7	100	12	5	10	6	8	10	11	8	9	12	4	1	1	2	
100 to 499 employees	6.7	6.8	100	1	6	8	6	7	6	10	9	12	17	8	8	2	-	
500 or more employees	9.5	9.5	100	(1)	(1)	1	2	1	2	4	6	15	25	27	14	2	(1)	
Office employees																		
All industries:																		
All sizes	8.8	8.9	100	2	(1)	1	1	2	5	7	9	12	24	21	11	3	2	
Under 100 employees	7.4	7.6	100	5	(1)	2	2	5	8	11	13	13	21	12	3	2	4	
100 to 499 employees	8.9	8.9	100	(1)	(1)	2	1	(1)	6	7	9	13	29	17	13	3	-	
500 or more employees	10.5	10.5	100	-	(1)	(1)	(1)	(1)	1	1	3	9	26	35	20	5	(1)	
Manufacturing:																		
All sizes	9.8	9.9	100	(1)	(1)	(1)	2	1	3	5	6	10	24	27	16	5	1	
Under 100 employees	7.1	7.2	100	2	(1)	(1)	7	6	10	10	16	18	17	11	4	(1)	(1)	
100 to 499 employees	8.6	8.6	100	-	(1)	(1)	(1)	4	8	9	18	33	19	7	1	(1)	(1)	
500 or more employees	11.1	11.1	100	-	-	-	1	(1)	(1)	2	1	4	23	36	24	8	1	
Nonmanufacturing:																		
All sizes	8.5	8.6	100	3	(1)	2	1	3	5	7	10	12	24	19	9	2	2	
Under 100 employees	7.4	7.7	100	5	(1)	2	2	5	7	11	13	12	21	12	3	2	4	
100 to 499 employees	9.0	9.0	100	(1)	(1)	3	1	(1)	6	6	9	12	28	16	15	4	-	
500 or more employees	10.1	10.1	100	-	(1)	(1)	(1)	1	(1)	(1)	4	12	28	34	18	3	(1)	
Nonoffice employees																		
All industries:																		
All sizes	6.3	6.7	100	10	6	5	5	8	9	8	10	8	15	9	4	2	(1)	
Under 100 employees	4.2	4.8	100	18	9	9	7	11	12	10	9	6	6	2	1	(1)	(1)	
100 to 499 employees	6.2	6.4	100	4	8	3	5	7	8	12	15	13	15	7	3	1	(1)	
500 or more employees	9.5	9.6	100	1	(1)	1	1	2	4	4	8	8	29	22	12	8	1	
Manufacturing:																		
All sizes	8.1	8.2	100	1	1	1	3	6	8	10	12	11	18	17	7	5	(1)	
Under 100 employees	5.5	5.7	100	4	3	2	8	15	17	14	11	11	10	4	1	-	(1)	
100 to 499 employees	7.2	7.2	100	-	(1)	1	3	6	9	15	17	14	18	11	4	1	1	
500 or more employees	10.0	10.0	100	-	(1)	(1)	(1)	1	4	3	8	10	22	28	12	11	1	
Nonmanufacturing:																		
All sizes	5.0	5.7	100	15	9	8	6	8	9	8	9	6	13	5	3	1	(1)	
Under 100 employees	3.8	4.5	100	20	10	10	7	10	11	9	9	5	6	2	1	(1)	1	
100 to 499 employees	4.8	5.2	100	8	17	4	7	8	7	9	11	12	11	3	1	1	-	
500 or more employees	8.9	9.0	100	2	(1)	2	3	2	4	4	8	5	38	14	13	4	1	

(1) Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 34. Paid vacation hours, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Paid leave hours as a percent of all paid hours		Percent of employees in establishments—														
	All establishments	Establishments that had paid vacation hours	Total	That had no paid vacation hours	That had paid vacation hours as a percent of all paid hours of —												12 over
					Under 1	1 and under 2	3	4	5	6	7	8	9	10	11		
All employees																	
All industries:																	
All sizes -----	3.6	3.8	100	6	7	12	15	23	14	13	5	3	1	(¹)	(¹)	(¹)	1
Under 100 employees -----	2.7	3.0	100	11	11	18	18	22	11	4	1	1	(¹)	(¹)	(¹)	(¹)	1
100 to 499 employees -----	3.6	3.6	100	1	8	9	21	29	12	12	3	3	1	(¹)	(¹)	(¹)	-
500 or more employees -----	5.0	5.0	100	(¹)	1	2	7	20	21	27	11	7	1	1	1	-	(¹)
Manufacturing:																	
All sizes -----	4.4	4.4	100	1	2	7	13	21	16	22	8	6	1	1	(¹)	-	-
Under 100 employees -----	2.9	3.0	100	3	9	21	19	23	16	7	2	(¹)	-	(¹)	(¹)	-	-
100 to 499 employees -----	3.9	3.9	100	(¹)	1	8	22	31	14	15	5	2	2	(¹)	-	-	-
500 or more employees -----	5.3	5.3	100	-	(¹)	11	5	14	18	33	13	12	1	1	(¹)	-	-
Nonmanufacturing:																	
All sizes -----	3.2	3.4	100	8	10	13	16	24	14	9	3	2	(¹)	(¹)	(¹)	(¹)	1
Under 100 employees -----	2.7	3.0	100	12	12	18	18	22	11	4	1	1	(¹)	(¹)	(¹)	(¹)	1
100 to 499 employees -----	3.2	3.3	100	2	14	11	20	27	10	10	2	5	-	-	-	-	-
500 or more employees -----	4.6	4.6	100	(¹)	2	3	9	26	24	22	9	3	1	(¹)	1	-	(¹)
Office employees																	
All industries:																	
All sizes -----	4.3	4.4	100	3	2	6	9	30	22	16	7	4	1	(¹)	(¹)	(¹)	1
Under 100 employees -----	3.7	3.9	100	5	3	11	13	36	16	8	2	2	(¹)	(¹)	(¹)	1	3
100 to 499 employees -----	4.3	4.3	100	1	2	2	11	36	22	14	4	7	1	(¹)	(¹)	(¹)	-
500 or more employees -----	5.0	5.0	100	-	(¹)	1	3	18	30	26	15	4	1	(¹)	(¹)	(¹)	(¹)
Manufacturing:																	
All sizes -----	4.9	4.9	100	1	1	3	5	20	27	20	17	5	2	(¹)	(¹)	(¹)	(¹)
Under 100 employees -----	3.7	3.8	100	3	5	10	8	36	25	9	2	2	(¹)	(¹)	(¹)	(¹)	(¹)
100 to 499 employees -----	4.4	4.4	100	(¹)	(¹)	2	9	31	32	13	7	4	1	(¹)	(¹)	(¹)	(¹)
500 or more employees -----	5.4	5.4	100	-	(¹)	1	2	10	25	26	27	6	2	(¹)	(¹)	(¹)	(¹)
Nonmanufacturing:																	
All sizes -----	4.1	4.2	100	3	2	6	11	33	21	14	4	4	(¹)	(¹)	(¹)	(¹)	2
Under 100 employees -----	3.7	3.9	100	6	2	11	14	36	15	8	2	2	(¹)	(¹)	(¹)	3	3
100 to 499 employees -----	4.2	4.2	100	1	3	2	12	38	17	14	8	8	1	-	-	-	-
500 or more employees -----	4.7	4.7	100	-	(¹)	1	4	23	34	26	8	3	(¹)	-	(¹)	-	-
Nonoffice employees																	
All industries:																	
All sizes -----	3.3	3.5	100	11	10	14	15	20	10	11	4	3	1	(¹)	(¹)	(¹)	(¹)
Under 100 employees -----	2.2	2.6	100	20	14	20	16	18	5	4	1	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
100 to 499 employees -----	3.2	3.3	100	5	11	13	22	22	11	11	3	1	2	(¹)	(¹)	(¹)	(¹)
500 or more employees -----	5.0	5.0	100	1	2	3	8	22	17	23	12	9	1	2	(¹)	(¹)	(¹)
Manufacturing:																	
All sizes -----	4.2	4.3	100	2	3	10	14	20	15	18	8	6	2	1	(¹)	(¹)	(¹)
Under 100 employees -----	2.7	2.8	100	7	10	24	19	20	11	6	3	(¹)	-	-	(¹)	(¹)	(¹)
100 to 499 employees -----	3.7	3.7	100	1	3	13	20	26	14	15	5	1	3	-	(¹)	(¹)	(¹)
500 or more employees -----	5.3	5.3	100	(¹)	(¹)	2	8	16	18	28	13	12	2	2	(¹)	(¹)	(¹)
Nonmanufacturing:																	
All sizes -----	2.6	3.0	100	17	14	16	15	20	7	7	3	1	(¹)	(¹)	(¹)	(¹)	(¹)
Under 100 employees -----	2.1	2.5	100	23	15	20	16	17	4	4	1	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
100 to 499 employees -----	2.4	2.7	100	10	20	12	24	19	7	6	2	1	(¹)	(¹)	(¹)	(¹)	(¹)
500 or more employees -----	4.5	4.6	100	2	4	5	8	30	16	17	10	4	(¹)	(¹)	1	1	1

¹ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 35. Paid holiday hours, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Paid holiday hours as a percent of all paid hours		Percent of employees in establishments—							
	All establishments	Establishments that had paid holiday hours	Total	That had no paid holiday hours	That had paid holiday hours as a percent of all paid hours of—					
					Under 1	1 and under 2	2	3	4	5 and over
<u>All employees</u>										
All industries:										
All sizes -----	2.6	2.8	100	10	8	15	28	26	9	3
Under 100 employees -----	2.0	2.3	100	19	12	20	27	17	4	2
100 to 499 employees -----	2.7	2.7	100	3	10	16	28	29	10	3
500 or more employees -----	3.4	3.4	100	(¹)	1	7	29	40	17	6
Manufacturing:										
All sizes -----	3.3	3.3	100	1	3	9	27	38	17	5
Under 100 employees -----	2.5	2.6	100	3	8	16	43	21	7	1
100 to 499 employees -----	3.0	3.0	100	-	3	11	34	39	12	2
500 or more employees -----	3.7	3.7	100	-	1	4	15	46	25	10
Nonmanufacturing:										
All sizes -----	2.3	2.5	100	14	11	18	28	21	6	2
Under 100 employees -----	1.9	2.3	100	21	13	20	24	16	4	2
100 to 499 employees -----	2.4	2.5	100	5	16	21	24	22	8	4
500 or more employees -----	3.0	3.0	100	(¹)	2	9	41	35	10	3
<u>Office employees</u>										
All industries:										
All sizes -----	3.1	3.2	100	4	2	11	27	37	14	4
Under 100 employees -----	2.7	2.9	100	7	4	16	33	29	8	3
100 to 499 employees -----	3.2	3.2	100	1	3	13	23	40	14	6
500 or more employees -----	3.5	3.5	100	(¹)	(¹)	4	22	45	22	5
Manufacturing:										
All sizes -----	3.5	3.5	100	(¹)	1	7	20	47	21	4
Under 100 employees -----	2.6	2.6	100	2	2	17	46	26	5	1
100 to 499 employees -----	3.2	3.2	100	-	1	10	23	56	9	1
500 or more employees -----	3.8	3.8	100	-	1	2	10	49	32	7
Nonmanufacturing:										
All sizes -----	3.0	3.1	100	5	3	13	30	34	12	4
Under 100 employees -----	2.7	2.9	100	8	4	16	31	29	8	4
100 to 499 employees -----	3.2	3.2	100	1	4	14	23	34	16	8
500 or more employees -----	3.3	3.3	100	(¹)	(¹)	6	30	43	17	4
<u>Nonoffice employees</u>										
All industries:										
All sizes -----	2.3	2.7	100	18	8	16	26	21	8	3
Under 100 employees -----	1.6	2.2	100	32	11	20	23	11	3	1
100 to 499 employees -----	2.4	2.6	100	9	10	16	30	25	9	2
500 or more employees -----	3.3	3.3	100	1	3	8	30	35	15	7
Manufacturing:										
All sizes -----	3.2	3.2	100	1	3	10	28	35	17	6
Under 100 employees -----	2.5	2.6	100	6	7	16	41	21	8	1
100 to 499 employees -----	3.0	3.0	100	(¹)	4	10	35	35	13	2
500 or more employees -----	3.7	3.7	100	-	1	6	16	43	24	11
Nonmanufacturing:										
All sizes -----	1.7	2.2	100	27	11	19	25	13	3	1
Under 100 employees -----	1.4	2.1	100	37	11	21	19	9	2	1
100 to 499 employees -----	1.7	2.0	100	19	17	22	24	14	4	1
500 or more employees -----	2.7	2.8	100	2	6	11	47	26	5	2

¹ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 36. Weeks of vacation pay, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Percent of employees—							
	Total	That had no vacation pay	That had vacation pay of—					5 and over
			Under 1 week	1 and under 2	2 3	3 4	4 5	
<u>All employees</u>								
All industries:								
All sizes	100	24	3	18	31	13	7	4
Under 100 employees	100	34	3	21	30	8	2	2
100 to 499 employees	100	20	4	20	32	14	8	2
500 or more employees	100	10	3	12	31	22	14	8
Manufacturing:								
All sizes	100	10	4	18	31	20	11	6
Under 100 employees	100	24	5	23	31	13	3	(¹)
100 to 499 employees	100	10	5	23	33	17	9	4
500 or more employees	100	4	2	13	30	26	16	9
Nonmanufacturing:								
All sizes	100	30	3	19	31	10	5	3
Under 100 employees	100	35	2	21	30	7	2	2
100 to 499 employees	100	28	3	18	30	12	7	1
500 or more employees	100	15	4	12	33	18	12	6
<u>Office employees</u>								
All industries:								
All sizes	100	13	2	14	39	17	10	5
Under 100 employees	100	17	2	17	43	12	4	4
100 to 499 employees	100	13	2	12	40	18	12	3
500 or more employees	100	7	2	10	34	24	16	7
Manufacturing:								
All sizes	100	6	2	10	36	24	14	7
Under 100 employees	100	15	4	17	42	17	5	(¹)
100 to 499 employees	100	6	2	14	44	18	11	4
500 or more employees	100	4	1	7	31	29	18	10
Nonmanufacturing:								
All sizes	100	15	2	15	40	15	8	4
Under 100 employees	100	18	2	17	43	11	4	5
100 to 499 employees	100	16	3	11	38	18	12	2
500 or more employees	100	10	3	11	36	21	14	5
<u>Nonoffice employees</u>								
All industries:								
All sizes	100	30	4	21	26	11	5	3
Under 100 employees	100	42	3	24	24	5	1	1
100 to 499 employees	100	24	5	24	27	12	5	2
500 or more employees	100	12	3	14	30	21	13	8
Manufacturing:								
All sizes	100	12	4	21	29	19	10	5
Under 100 employees	100	27	5	25	28	12	3	(¹)
100 to 499 employees	100	11	6	25	30	16	8	3
500 or more employees	100	5	2	15	30	25	15	9
Nonmanufacturing:								
All sizes	100	40	3	21	24	7	3	2
Under 100 employees	100	45	3	23	23	4	1	1
100 to 499 employees	100	39	4	23	24	8	2	1
500 or more employees	100	20	4	13	30	15	10	7

¹ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 37. Paid holidays, private nonfarm economy, 1974

Employee group, industry, and size of establishment	Total employment	Percent of employees in establishments where the majority--															
		Had no paid holidays	Had paid holidays of--														
			Under 5 days	5	5.5	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11	Over 11
All employees																	
All industries:																	
All sizes	100	15	5	7	(¹)	13	(¹)	9	(¹)	10	1	15	1	12	(¹)	4	7
Under 100 employees	100	26	8	11	(¹)	19	1	8	1	8	1	7	(¹)	7	(¹)	1	2
100 to 499 employees	100	10	3	7	(¹)	12	(¹)	13	(¹)	14	1	15	1	13	1	5	5
500 or more employees	100	1	1	3	-	5	(¹)	7	(¹)	11	1	27	1	21	(¹)	8	14
Manufacturing:																	
All sizes	100	2	3	5	-	7	(¹)	8	(¹)	11	1	18	1	23	(¹)	9	11
Under 100 employees	100	6	7	9	-	19	1	14	1	14	4	13	1	9	1	2	1
100 to 499 employees	100	1	3	6	-	9	-	11	(¹)	17	1	19	1	20	1	7	3
500 or more employees	100	(¹)	1	2	-	1	(¹)	3	(¹)	6	(¹)	20	(¹)	31	(¹)	12	21
Nonmanufacturing:																	
All sizes	100	21	5	8	(¹)	16	1	9	(¹)	10	1	13	(¹)	8	(¹)	2	5
Under 100 employees	100	29	8	11	(¹)	19	1	8	(¹)	7	1	6	(¹)	7	(¹)	1	3
100 to 499 employees	100	17	2	8	(¹)	15	(¹)	14	(¹)	11	1	11	1	8	1	3	7
500 or more employees	100	2	1	3	-	8	(¹)	11	(¹)	16	1	33	1	11	1	4	8
Office employees																	
All industries:																	
All sizes	100	5	2	7	(¹)	12	1	10	1	11	1	16	1	16	1	6	10
Under 100 employees	100	9	5	12	(¹)	20	1	11	1	10	1	9	1	12	(¹)	3	6
100 to 499 employees	100	2	1	4	(¹)	10	(¹)	15	1	12	2	16	2	16	1	6	11
500 or more employees	100	(¹)	1	1	-	3	(¹)	7	1	11	2	25	1	21	1	10	16
Manufacturing:																	
All sizes	100	(¹)	2	3	-	7	(¹)	7	(¹)	10	1	19	1	25	1	12	13
Under 100 employees	100	2	9	8	-	25	1	12	1	11	4	15	1	9	1	1	1
100 to 499 employees	100	(¹)	1	4	-	9	-	13	1	16	1	18	1	23	2	10	4
500 or more employees	100	(¹)	(¹)	1	-	1	(¹)	2	(¹)	7	(¹)	20	1	32	(¹)	16	20
Nonmanufacturing:																	
All sizes	100	6	3	8	(¹)	14	1	12	1	11	2	15	1	13	1	4	9
Under 100 employees	100	9	4	12	(¹)	19	1	11	1	9	1	9	1	13	(¹)	3	6
100 to 499 employees	100	3	1	4	(¹)	10	(¹)	17	1	10	2	15	2	14	1	5	15
500 or more employees	100	1	1	1	-	5	(¹)	10	1	14	3	28	1	15	2	7	12
Nonoffice employees																	
All industries:																	
All sizes	100	21	6	8	(¹)	14	(¹)	8	(¹)	10	1	14	(¹)	10	(¹)	3	5
Under 100 employees	100	35	9	10	(¹)	19	1	7	(¹)	7	1	6	(¹)	4	(¹)	1	1
100 to 499 employees	100	14	4	8	(¹)	13	(¹)	12	(¹)	15	(¹)	14	(¹)	12	1	4	1
500 or more employees	100	2	2	4	-	5	(¹)	7	(¹)	11	(¹)	28	(¹)	20	(¹)	7	14
Manufacturing:																	
All sizes	100	2	4	6	-	7	(¹)	9	(¹)	12	1	18	1	22	(¹)	7	11
Under 100 employees	100	7	6	10	-	17	1	14	1	15	4	13	1	9	(¹)	2	1
100 to 499 employees	100	1	4	6	-	8	-	11	(¹)	18	1	20	1	20	1	7	2
500 or more employees	100	(¹)	2	3	-	2	-	4	(¹)	6	(¹)	20	(¹)	31	(¹)	10	21
Nonmanufacturing:																	
All sizes	100	31	7	9	(¹)	18	(¹)	8	(¹)	9	(¹)	11	(¹)	4	(¹)	1	1
Under 100 employees	100	40	10	10	(¹)	19	1	6	(¹)	5	(¹)	5	(¹)	3	(¹)	(¹)	1
100 to 499 employees	100	29	4	10	-	19	(¹)	13	-	11	(¹)	8	(¹)	3	(¹)	1	(¹)
500 or more employees	100	3	2	5	-	10	(¹)	11	(¹)	18	(¹)	37	(¹)	7	-	2	4

¹ Less than 0.5 percent.

NOTE: Dash (-) indicates zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 38. Employee compensation, private nonfarm economy, selected years, 1966-74

Compensation item	1966						1968						1970					
	All industries		Manufacturing		Nonmanufacturing		All industries		Manufacturing		Nonmanufacturing		All industries		Manufacturing		Nonmanufacturing	
	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour
Total compensation -----	100.0	\$3.44	100.0	\$3.76	100.0	\$3.23	100.0	\$3.89	100.0	\$4.21	100.0	\$3.70	100.0	\$4.54	100.0	\$4.87	100.0	\$4.36
Pay for time worked -----	83.0	\$2.85	81.6	\$3.07	84.0	\$2.71	82.8	\$3.22	81.1	\$3.41	83.9	\$3.11	81.9	\$3.72	79.8	\$3.89	83.2	\$3.63
Straight-time pay -----	80.6	2.77	78.1	2.94	82.4	2.66	80.4	3.13	77.7	3.27	82.2	3.04	79.8	3.63	76.8	3.74	81.6	3.56
Premium pay -----	2.4	.08	3.5	.13	1.6	.05	2.4	.09	3.4	.14	1.7	.06	2.1	.09	2.9	.14	1.5	.07
Overtime, weekend, and holiday work -----	2.1	.07	2.9	.11	1.5	.05	2.1	.08	2.8	.12	1.6	.06	1.7	.08	2.4	.12	1.4	.06
Shift differentials -----	.3	.01	.6	.02	.1	(¹)	.3	.01	.6	.03	.1	(¹)	.3	.01	.6	.03	.1	.01
Paid leave (except sick leave) -----	5.2	.18	5.8	.21	4.7	.15	5.3	.21	6.2	.26	4.7	.18	5.6	.25	6.7	.33	4.9	.21
Vacations -----	3.1	.11	3.5	.13	2.7	.09	3.1	.12	3.7	.16	2.7	.10	3.3	.15	4.0	.20	2.8	.12
Holidays -----	1.9	.07	2.2	.08	1.7	.05	2.0	.08	2.3	.10	1.7	.06	2.1	.09	2.5	.12	1.8	.08
Civic and personal leave -----	.1	(¹)	.1	(¹)	.1	(¹)	.1	.01	.2	.01	.1	(¹)	.1	.01	.2	.01	.1	.01
Employer expenditures for vacation and holiday funds -----	.1	(¹)	(¹)	(¹)	.2	.01	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	(¹)	(¹)	.1	(¹)
Employer expenditures for retirement programs -----	5.6	.20	5.9	.22	5.5	.17	6.0	.24	6.3	.27	5.9	.22	6.5	.29	6.5	.32	6.4	.28
Social security -----	3.1	.11	3.0	.11	3.2	.10	3.3	.13	3.3	.14	3.4	.13	3.4	.16	3.4	.16	3.5	.15
Private plans -----	2.5	.09	2.9	.11	2.3	.07	2.7	.11	3.0	.13	2.5	.09	3.0	.14	3.2	.15	3.0	.13
Employer expenditures for life insurance and health benefit programs ² -----	3.5	.12	3.8	.15	3.4	.11	3.7	.15	4.2	.18	3.4	.13	4.2	.19	5.0	.25	3.7	.16
Life, accident, and health insurance -----	2.1	.07	2.6	.10	1.8	.06	2.2	.09	2.9	.12	1.7	.07	2.6	.12	3.6	.17	2.1	.09
Sick leave -----	.5	.02	.5	.02	.6	.02	.6	.03	.6	.02	.7	.03	.7	.03	.6	.03	.7	.03
Workers' compensation -----	.9	.03	.7	.03	1.0	.03	.9	.03	.8	.03	.9	.03	.9	.04	.8	.04	.9	.04
Employer expenditures for unemployment benefit programs -----	1.1	.04	1.2	.04	1.2	.04	.9	.04	.9	.04	.9	.03	.8	.04	.9	.04	.8	.03
Unemployment insurance -----	1.1	.04	1.1	.04	1.1	.04	.8	.03	.8	.03	.8	.03	.7	.03	.7	.03	.7	.03
Severance pay -----	(¹)	(¹)	(¹)	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)
Severance pay funds and supplemental unemployment benefit funds -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.1	(¹)	(¹)	(¹)	(¹)	(¹)	.1	.01	(¹)	(¹)
Nonproduction bonuses -----	1.2	.04	1.3	.05	1.2	.04	1.0	.04	.9	.04	1.1	.04	.9	.04	.8	.04	.9	.04
Savings and thrift plans -----	.1	(¹)	.2	.01	.1	(¹)	.2	.01	.2	.01	.1	(¹)	.2	.01	.3	.01	.1	(¹)
Wages and salaries (gross payroll) ³ -----	89.9	3.09	89.2	3.35	90.4	2.92	89.7	3.49	88.8	3.74	90.3	3.35	89.0	4.04	88.0	4.28	89.6	3.91
Supplements to wages and salaries ⁴ -----	10.1	.35	10.8	.41	9.6	.31	10.3	.40	11.2	.47	9.7	.36	11.0	.50	12.0	.59	10.4	.45

See footnotes at end of table.

Table 38. Employee compensation, private nonfarm economy, selected years, 1966-74—Continued

Compensation item	1972						1974					
	All industries		Manufacturing		Nonmanufacturing		All industries		Manufacturing		Nonmanufacturing	
	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollars per work hour
Total compensation	100.0	\$5.23	100.0	\$5.64	100.0	\$5.00	100.0	\$6.33	100.0	\$6.72	100.0	\$6.13
Pay for time worked	80.5	\$4.21	78.5	\$4.43	81.8	\$4.09	78.2	\$4.95	76.2	\$5.12	79.4	\$4.86
Straight-time pay	78.5	4.11	75.5	4.26	80.3	4.02	76.3	4.83	73.3	4.93	78.0	4.78
Premium pay	2.0	.11	3.0	.17	1.5	.07	1.9	.12	2.9	.19	1.4	.09
Overtime, weekend, and holiday work	1.8	.09	2.5	.14	1.3	.07	1.7	.10	2.3	.16	1.3	.08
Shift differentials	.3	.01	.5	.03	.2	.01	.3	.02	.5	.04	.1	.01
Paid leave (except sick leave)	5.6	.29	6.5	.36	5.1	.26	6.0	.38	6.9	.47	5.4	.33
Vacations	3.3	.17	3.8	.21	3.0	.15	3.4	.22	3.9	.26	3.1	.19
Holidays	2.0	.11	2.4	.14	1.8	.09	2.3	.14	2.7	.18	2.0	.12
Civic and personal leave	.1	.01	.2	.01	.1	.01	.2	.01	.2	.01	.1	.01
Employer expenditures for vacation and holiday funds	.2	.01	.1	.01	.2	.01	.1	.01	.1	.01	.2	.01
Employer expenditures for retirement programs	7.0	.36	7.1	.40	6.9	.34	8.1	.51	8.4	.56	7.9	.49
Social security	3.7	.19	3.6	.20	3.7	.19	4.4	.28	4.3	.29	4.4	.27
Private plans	3.3	.17	3.6	.20	3.2	.16	3.7	.23	4.0	.27	3.5	.21
Employer expenditures for life insurance and health benefit programs ²	4.7	.24	5.4	.31	4.2	.21	4.9	.31	5.9	.39	4.4	.27
Life, accident, and health insurance	3.0	.16	4.0	.22	2.4	.12	3.3	.21	4.3	.29	2.7	.16
Sick leave	.7	.04	.6	.03	.8	.04	.7	.04	.6	.04	.7	.04
Workers' compensation	.9	.05	.9	.05	.9	.05	1.0	.06	.9	.06	1.0	.06
Employer expenditures for unemployment benefit programs	1.0	.05	1.2	.07	1.0	.05	1.1	.07	1.1	.08	1.0	.06
Unemployment insurance	.9	.05	.9	.05	.9	.05	.9	.06	1.0	.06	.9	.06
Severance pay	.1	(¹)	.1	.01	(¹)	(¹)	(¹)	(¹)	.1	(¹)	(¹)	(¹)
Severance pay funds and supplemental unemployment benefit funds	.1	(¹)	.1	.01	(¹)	(¹)	.1	(¹)	.1	.01	(¹)	(¹)
Nonproduction bonuses	1.0	.05	1.0	.05	.9	.05	1.5	.09	1.2	.08	1.6	.10
Savings and thrift plans	.2	.01	.2	.01	.1	.01	.2	.01	.3	.02	.2	.01
Wages and salaries (gross payroll) ³	87.8	4.59	86.5	4.88	88.5	4.43	86.3	5.46	84.9	5.71	87.0	5.33
Supplements to wages and salaries ⁴	12.2	.64	13.5	.76	11.5	.57	13.7	.87	15.1	1.01	13.0	.79

¹ Less than 0.05 percent or less than \$0.005.

² Includes other health benefit programs, principally State temporary disability insurance, not presented separately.

³ Wages and salaries include all direct payments to workers. They consist of pay for time worked; pay for vacations, holidays, sick leave, and civic and personal leave; severance pay; and nonproduction bonuses.

⁴ Supplements to wages and salaries include all employer expenditures for compensation other

than wages and salaries. They consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-go private pension plans); expenditures for life insurance and health benefit programs (except sick leave); expenditures for unemployment benefit programs (except severance pay); payments to vacation and holiday funds; and payments to savings and thrift plans.

NOTE: Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 39. Compensation of production and related (nonoffice) workers in manufacturing industries, selected years, 1959-74

Compensation item	1959		1962		1966		1968		1970		1972		1974	
	Percent of compensation	Dollar per work hour	Percent of compensation	Dollars per work hour	Percent of compensation	Dollar per work hour	Percent of compensation	Dollar per work hour	Percent of compensation	Dollar per work hour	Percent of compensation	Dollar per work hour	Percent of compensation	Dollar per work hour
Total compensation -----	100.0	\$2.61	100.0	\$2.85	100.0	\$3.30	100.0	\$3.69	100.0	\$4.24	100.0	\$4.86	100.0	\$5.88
Pay for time worked -----	85.4	\$2.23	83.9	\$2.39	82.4	\$2.72	81.8	\$3.02	80.1	\$3.39	78.9	\$3.84	76.9	\$4.52
Straight-time pay -----	81.5	2.13	80.1	2.28	77.7	2.56	77.4	2.86	76.2	3.23	74.8	3.64	73.0	4.29
Premium pay -----	3.9	.10	3.8	.11	4.7	.16	4.5	.17	4.0	.17	4.1	.20	3.9	.23
Overtime, weekend, and holiday work -----	3.1	.08	3.0	.09	3.9	.13	3.6	.13	3.2	.13	3.4	.17	3.2	.19
Shift differentials -----	.8	.02	.8	.02	.8	.03	.8	.03	.8	.03	.7	.03	.7	.04
Paid leave (except sick leave) -----	5.2	.14	5.2	.15	5.6	.18	5.9	.22	6.5	.27	6.2	.30	6.8	.40
Vacations -----	3.3	.09	3.3	.09	3.4	.11	3.6	.13	3.9	.16	3.6	.17	3.8	.22
Holidays -----	1.9	.05	1.9	.06	2.0	.07	2.1	.05	2.4	.10	2.3	.11	2.6	.15
Civic and personal leave -----	(¹)	(¹)	(¹)	(¹)	.1	(¹)	.1	.01	.1	.01	.1	.01	.2	.01
Employer payments to vacation and holiday funds -----	(¹)	(¹)	(¹)	(¹)	.1	(¹)	.1	(¹)	(¹)	(¹)	.1	.01	.1	.01
Employer expenditures for retirement programs -----	4.2	.11	4.5	.13	5.8	.19	6.2	.23	6.5	.28	7.2	.35	8.2	.48
Social security -----	2.0	.05	2.3	.07	3.3	.11	3.5	.13	3.7	.16	3.9	.19	4.6	.27
Private plans -----	2.2	.06	2.2	.06	2.5	.08	2.6	.10	2.9	.12	3.3	.16	3.5	.21
Employer expenditures for health benefit programs -----	3.0	.08	3.6	.11	4.0	.13	4.5	.17	5.4	.23	5.8	.28	6.4	.37
Life, accident, and health insurance -----	2.0	.05	2.4	.07	2.8	.09	3.1	.12	3.9	.16	4.2	.21	4.7	.28
Sick leave -----	.2	.01	.3	.01	.2	.01	.3	.01	.4	.02	.3	.02	.4	.03
Workers' compensation -----	.8	.02	.9	.03	1.0	.03	1.0	.04	1.0	.04	1.2	.06	1.2	.07
Employer expenditures for unemployment benefit programs -----	1.5	.03	2.2	.06	1.5	.05	1.1	.04	1.0	.04	1.3	.06	1.3	.08
Unemployment insurance -----	1.3	.03	1.9	.05	1.3	.04	.9	.03	.8	.03	1.1	.05	1.1	.06
Severance pay -----	-	-	-	-	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.1	(¹)	(¹)	(¹)
Severance pay funds and supplemental unemployment benefit funds -----	.2	(¹)	.3	.01	.2	.01	.2	.01	.2	.01	.2	.01	.2	.01
Nonproduction bonuses -----	.5	.01	.6	.02	.6	.02	.4	.02	.4	.02	.5	.02	.4	.02
Savings and thrift plans -----	(¹)	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)	.1	(¹)
Wages and salaries (gross payroll) ³ -----	91.4	2.38	89.9	2.56	88.8	2.93	88.4	3.26	87.4	3.70	85.9	4.18	84.4	4.96
Supplements to wages and salaries ⁴ -----	8.6	.23	10.1	.29	11.2	.37	11.6	.43	12.6	.53	14.1	.68	15.6	.92

¹ Less than 0.05 percent or less than \$0.005.

² Includes other health benefit programs, principally State temporary disability insurance not presented separately.

³ Wages and salaries include all direct payments to workers. They consist of pay for time worked; pay for vacations, holidays, sick leave, and civic and personal leave; severance pay; and nonproduction bonuses.

⁴ Supplements to wages and salaries include all employer expenditures for compensation other

than for wages and salaries. They consist of expenditures for retirement programs (including direct pay to pensioner under pay-as-you-go private pension plans); expenditures for health benefit program (except sick leave); expenditures for unemployment benefit programs (except severance pay); payments to vacation and holiday funds, and payments to savings and thrift plans.

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

Appendix A. Compensation in Private Industry and the Federal Government

The Federal Government, the largest single employer in the Nation, influences and in turn is influenced by compensation levels and practices in the private sector, especially in industries which employ large numbers of

workers of the types employed by the Federal Government. Information on compensation in the private sector and in the Federal Government is presented in table A-1.

Table A-1. Compensation structure in the private nonfarm economy and the Federal Government

(In percent)

Compensation item	Private nonfarm economy, 1974		Federal Government, fiscal year 1975 (July 1974-June 1975)	
	Total sector	Comparison frame ¹	Including postal service	Excluding postal service
Total compensation	100.0	100.0	100.0	100.0
Pay for time worked	78.2	75.2	68.9	68.5
Straight-time pay	76.3	72.7	66.9	66.7
For regular hours	73.0	68.8	64.8	65.0
For extra hours ²	3.3	3.9	2.1	1.7
Premium pay	1.9	2.5	2.0	1.7
Overtime, weekend, and holiday work	1.7	2.0	1.0	.8
Shift differentials .....	.3	.5	1.0	.9
Paid leave (except sick leave) ³	6.0	7.5	9.8	10.0
Vacations	3.4	4.3	6.5	6.5
Holidays	2.3	2.8	2.6	2.7
Civic and personal leave .....	.2	.3	.7	.8
Retirement programs	8.1	9.2	14.5	14.7
Social security and railroad retirement	4.4	4.5	.2	.2
Other plans	3.7	4.8	14.3	14.5
Health and insurance programs ³	4.9	5.8	6.3	6.2
Life, accident, and health insurance	3.3	4.2	2.7	2.4
Workers' compensation	1.0	.6	.8	.9
Sick leave .....	.7	1.0	2.8	2.9
Unemployment programs	1.1	1.0	.5	.6
Unemployment insurance .....	.9	.8	.4	.5
Severance pay	(⁴)	.1	.1	.1
Unemployment benefit funds .....	.1	.1	(⁵)	(⁵)
Nonproduction bonuses (includes awards)	1.5	.8	.1	.1
Savings and thrift plans .....	.2	.4	(⁵)	(⁵)

¹ Data relate to establishments in the United States, except Alaska and Hawaii, having the indicated minimum employment size in the following industries: Manufacturing—250; retail trade—250; transportation, communication, and electric, gas, and sanitary services—100; wholesale trade—100; engineering and architectural services—100; commercial research and development laboratories—100; finance and real estate—100. These are the characteristics of establishments included in the BLS National Survey of Professional, Administrative, Technical, and Clerical pay (PATC survey), which

is conducted to provide data for pay comparisons between private industry and the Federal Government.

² Straight-time portion of pay for overtime, weekend, and holiday work for which the premium is shown below.

³ Includes items in addition to those shown separately.

⁴ Less than 0.05 percent.

⁵ No such program in the Federal Government.

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

SOURCE: Private nonfarm economy, Bureau of Labor Statistics; Federal Government, Civil Service Commission and Office of Management and Budget.

Appendix B. Scope and Method of Survey

Scope of survey

The survey covered the private nonfarm sector in the 50 States and the District of Columbia. Data relate to calendar year 1974 and are limited to expenditures made or incurred by employers for the compensation of employees, and the hours for which employees received pay from their employers (paid hours). The scope of the survey is shown in table B-1.

Sampling procedure

The survey was conducted on the basis of a probability sample of establishments (not companies) selected from the private nonfarm sector of the economy, stratified by location and industry, and with probability of selection proportionate to establishment employment size. Four industries (accounting for about 3 percent of total private nonfarm employment) for which data were collected in 1973 were not sampled; these earlier data were updated and incorporated into the current study. The sample drawn for this study included as certainty selections all establishments that had 6,500 employees or more and a sample of all other establishments that employed one person or more with a probability of selection in the following proportion:

$$\frac{\text{Establishment employment}}{6,500}$$

Method of collection

Data were collected primarily by mail questionnaire. However, initial personal visits were made to some

companies in the sample. In addition, personal visits were made to a sample of companies which had not responded to two mail requests.

Reporting problems

Separate data by establishment, compensation practice, and employee group are collected in most instances. However, not all companies maintain sufficient records to provide all the data requested. Some respondents submitted companywide or divisionwide reports containing more than one sample establishment or establishments not in the original sample. Such reports were accepted.

Two types of approximations were used. First, if an establishment kept records only at the all-employee level, total expenditures were prorated between the two employee groups on the basis of employment, hours, or payroll—whichever was most appropriate. Second, if an establishment kept no records, estimates were made using collateral data.

Method of estimation

Data for each sample establishment were weighted according to the probability of selection of that establishment. For example, a sample establishment that employed 150 workers was considered to represent itself and also other establishments that, in the aggregate, employed 6,500 workers. Accordingly, the establishment was given a weight of 43.3 ($6,500 \div 150 = 43.3$). However, establishments that had 6,500 employees or more were considered to represent only them-

Table B-1. Establishments and workers in universe and those studied, private nonfarm economy, 1974

Industry	Establishments		Employment (in thousands)					
			All workers		Office workers		Nonoffice workers	
	Universe	Studied	Universe	Studied	Universe	Studied	Universe	Studied
All industries	3,652,913	4,489	64,244	4,027	23,224	1,814	41,020	2,213
Manufacturing	298,918	1,511	20,046	1,773	5,383	561	14,663	1,212
Nonmanufacturing	3,353,995	2,978	44,198	2,254	17,841	1,253	26,357	1,001

selves and were given a weight of 1. No alternate sample units were substituted for nonresponding sample members. A responding establishment that had characteristics as similar as possible to the nonresponding member was given an appropriate weight to represent the nonresponding establishment as well as itself.

The estimated totals for employment, expenditures, and hours derived from the weighting procedures were adjusted further to industry totals from the Bureau's monthly employment statistics program. The adjusted data represent all establishments in the private nonfarm sector of the economy.

The estimated total for establishment units derived from the weighting procedures was further adjusted to the U.S. Bureau of the Census, *County Business Patterns* (CBP). The use of CBP was initiated with the 1972 survey. Thus, the 1974 survey universe establishment count is comparable with that of the 1972 survey, but not with that of earlier surveys.

Method of tabulation

All tables for this study are presented in percentages or dollars per hour. Percentages of compensation for "all establishments" represent expenditures for the item divided by total compensation for all establishments—both those with and without expenditures—whereas the percentages of compensation for "establishments that had expenditures for the item" relate the same expenditures to the total compensation of only those establishments that reported an expenditure.

Dollars-per-hour expenditures are expenditures for the item divided by the total hours aggregate of all

establishments or the total hours aggregate of only those establishments that reported expenditures.

Definition of terms

The basic terms used in this study are defined in the survey questionnaire reproduced in appendix C. Several terms used in the study, however, are not defined in the questionnaire and definitions of these terms follow:

Establishment in this report is equivalent to a sample unit drawn through the sampling procedure. It may not coincide with the legal entity of a firm of which it constitutes one of several self-contained facilities. It also may not coincide with the reporting unit because many reports contained information for two sample units or more, while companywide or divisionwide reports, in most cases, also contained information for establishments outside the sample. (See Reporting problems.)

Compensation, for purposes of this study, is the sum of the payments subject to Federal withholding taxes made by employers directly to their employees before deductions of any type. It also includes payments for legally required insurance programs and private welfare plans made by employers to government or private legal entities for the benefit of employees.

All paid hours consist of aggregate hours worked, paid leave hours (away from the plant), rest periods, coffee breaks, machine downtime, and other nonleave hours not worked but for which employers made direct payments to workers during the year.

Work hours consist of all paid hours except paid leave hours.

Appendix C. Questionnaire

The Bureau of Labor Statistics
will hold all information furnished
by the respondent in strict
confidence.

COPY FOR YOUR FILES

RETURN THE COPY WITH
THE MAILING LABEL

← Location of unit for which data are requested.

EXPENDITURES FOR EMPLOYEE COMPENSATION, 1974

Gentlemen:

The Bureau of Labor Statistics is conducting an important survey of how much companies spend for employee compensation—for wages and salaries and for programs that provide for employees' health and welfare. Your Government needs this information to aid in formulating economic policy. Please help us produce the best statistics possible by completing this form.

Information from the survey will be of value to your company also, since it will enable you to compare your expenditures for employee compensation with those made by industry in general.

Keep a copy of your report on the extra form enclosed. When the Bureau's report on the survey is issued, we will send you a copy and show you how to compare data for your company with the national averages.

Your report will be held in confidence by the Bureau of Labor Statistics. Nothing will be released relating to individual companies.

Please complete the form within 3 weeks and return the one with the address label in the enclosed envelope. If you need assistance in completing the form, phone the Bureau collect at Area code 202, 961-4019 or 961-3725. Thank you for your cooperation.

Sincerely yours,

Julius Shiskin
JULIUS SHISKIN
Commissioner

I. Company official to contact if there are questions about this report:

Name and title (Please print or type)

Area code, phone no.

II. Units covered by this report:

Is this questionnaire being completed for the unit(s) designated above?

Yes What is the principal product, service, or activity of this unit? _____

No, our records make it impossible to report separately for the unit designated above. Units in addition to the one for which data are requested are included in this report.

If you checked no, please complete Item VIII. at end of questionnaire to describe the units covered.

III. Average 1974 employment in units covered by this report:

Please enter the average number of employees in each category during 1974. Include full- and part-time employees. Types of employees in each category are described below.

A. Office employees (1974 average) _____

B. Nonoffice employees (1974 average) _____

C. Total 1974 average employment _____

OFFICE EMPLOYEES—Include all employees in executive, administrative, and management positions, above the working supervisor level. Also include supervisory and nonsupervisory professional employees and their technical assistants; employees engaged in office clerical operations; and all salespersons whose sales activities are primarily performed outside of the establishment (e.g., real estate salesmen and door-to-door salesmen).

NONOFFICE EMPLOYEES—Include all employees, except office employees as defined above, in nonsupervisory, nonprofessional positions. Include employees engaged in fabricating, processing, or assembling; building or excavating; mining, drilling, or pumping; maintaining or repairing; shipping, receiving, handling, warehousing, packing, or trucking; retail sales; operating or working on moving vehicles (buses, boats, etc.); janitorial work; guard or watchman work; and similar activities.

TOTAL EMPLOYMENT—Is the sum of office plus nonoffice employees. Proprietors, members of unincorporated firms, and unpaid family workers are not considered to be employees and are excluded from the survey.

Instructions and Definitions for Specific Items on Next Page

Part IV.

Line 1. Total gross payroll—Total of wages, salaries, and other payments made during 1974 before any deductions. The amount should equal wages reported on Internal Revenue Service Forms W-2 as subject to Federal withholding taxes, or total remuneration reported on line 11 of IRS Form 940, Employer's Annual Federal Unemployment Tax Return 1974.

Lines 2 & 3. Pay for overtime, weekend and holiday work—For overtime and weekend work, report the straight-time pay for work beyond the normal workday or workweek on line 2 and the corresponding premium pay on line 3. For example: If overtime is paid at time and one-half, report two-thirds of total overtime cost on line 2 and one-third on line 3. For work on holidays, report straight-time pay for time ACTUALLY worked on line 2 and any corresponding premium on line 3. Regular holiday pay or "pay in lieu of time off" should be reported only on line 6. For example: An employee worked on a holiday. He received his regular pay for working; plus one-half his regular pay as a premium for having to work on a holiday; plus his normal holiday pay. Report his regular pay for working on line 2, the premium on line 3, and the regular holiday pay on line 6. Report pay for work during vacation periods the same way, on lines 2, 3, and 5.

Line 4. Shift differentials—Total expenditures for pay above regular day-shift rates for work on late shifts. Include pay for hours not worked. For example: If late shift employees work 7½ hours per day but receive pay for 8 hours, report the total of the one-half hour payments as a shift differential.

Lines 5-8. Pay for leave—Report only regular leave expenses. Exclude payments to union administered vacation and holiday funds, trustees, etc., and pay for time actually worked on holidays or during vacation periods. (See overtime examples above under "Lines 2 and 3.")

Line 9. Nonproduction bonuses—Total amount paid for non-production bonuses including lump-sum payments under profit-sharing plans, and other irregular or seasonal bonuses (such as attendance, Christmas, or yearend bonuses). Proceeds of profit-sharing plans which are paid into retirement plans should be reported on line 17; those paid into savings and thrift plans should be reported on line 20.

Line 10. Severance pay—Total of all payments made by the establishment to employees because of temporary or permanent severance of employment. Exclude payments to funds, (report these on line 19) and to pensioners under the provisions of pay-as-you-go pension plans (report these on line 17).

Line 11. Social Security (FICA)—In 1974 the employer's payment was 5.85 percent of the first \$13,200 paid each employee, or a maximum of \$772.20 per employee. See IRS Form 941, Employer's Quarterly Federal Tax Return which you filed in April, July, and October 1974, and January 1975. Report one-half the sum of your quarterly payments (line 14 of the tax forms).

Line 12. Federal unemployment insurance (FUTA)—In 1974 the employer's payment was 0.5 percent of the first \$4,200 paid each employee, or a maximum of \$21 per employee. See IRS Form 940 for 1974, line 21. Railroads include total payments under Railroad Unemployment Insurance Act.

Line 13. State unemployment insurance—In most states the payment was at varying rates on the first \$4,200 paid each employee. See IRS Form 940 for 1974, column 9.

Line 14. Workmen's compensation and payments under the Federal Employer's Liability Act—If your firm was self-insured enter the amount paid on workmen's compensation claims. If an insurance policy was purchased enter the premium paid for 1974. If payment was made to a State fund enter the amount of the payment. Railroads should report payments made under the Federal Employer's Liability Act for this item.

Lines 16-21. Private welfare plans—Net payments (after deduction of refunds, rebates, and dividends) made during 1974 by the establishment to funds (including union-management funds), trustees, insurance companies, and payments made under the provisions of self-insured plans to employees or their beneficiaries. Include payments for current employees, employees on layoff, retired employees, and their dependents. Exclude employee contributions and all administrative costs incurred by the establishment. Also exclude payments made by funds, trustees, and insurance carriers to your employees or their beneficiaries.

Line 16. Life, accident, and health insurance plans, and union-management administered health funds—Life, accidental death and dismemberment, sickness and accident, wage and salary continuance insurance, and death benefits; and hospitalization, surgical, medical, dental, optical, and drug plans. Exclude expenditures for in-plant medical care and visiting nurses or physicians.

Line 17. Pension and retirement plans, and union-management administered pension funds—Direct payment to pensioners under a pay-as-you-go pension plan, payments under profit-sharing plans deferred until retirement, and payments for past and current liabilities under funded plans.

Part V.

Line 22. Total number of hours paid for in 1974—Total of all employee hours worked, plus all employee hours of paid leave.

Line 23. Number of overtime hours—All hours actually worked beyond the normal workday or workweek.

Lines 24-27. Number of leave hours—All hours of leave for which employees are paid, even if the time off is not taken. Example: An employee works 8 hours on a holiday. He receives regular pay for 8 hours work, and also receives 8 hours of pay for the holiday. The 8 holiday hours for which he was paid should be included on line 25. The 8 hours actually worked on the holiday should be included on line 23, since these hours were beyond the normal workweek. The total 16 hours for which he was paid should be included on line 22.

General Instructions for Parts IV and V Below

1. Please enter 1974 information for each numbered line.
2. If there were no expenditures or hours for an item, enter "0."
3. If it is not possible to make an estimate for an item, please enter "not available" on the appropriate line.
4. If your records combine data for several items, prorate the combined figure among the items to which it relates OR report the combined figure and clearly indicate to which items it relates.
5. If your records for an item combine data for office and nonoffice employees, please prorate the combined data between the two employee groups in the most appropriate manner. If it is not possible to prorate combined data, enter the total figure under office and enter "combined" under nonoffice.

IF YOU NEED HELP, CALL THE BUREAU COLLECT AT AREA CODE 202-961-4019 OR 961-3725

Line No.	Part IV. Total Compensation in 1974	Office	Nonoffice
1.	Total gross payroll	\$	\$
<u>Pay for overtime, weekend, and holiday work:</u>			
2.	Straight-time pay for overtime, weekend, and holiday work		
3.	Premium pay for overtime, weekend, and holiday work		
4.	Shift differentials		
<u>Pay for leave:</u>			
5.	Vacations		
6.	Holidays		
7.	Sick leave		
8.	Civic and personal leave		
9.	Nonproduction bonuses		
10.	Severance pay		
<u>Employer expenditures for legally required insurance:</u>			
11.	Social Security (FICA) or railroad retirement		
12.	Federal (FUTA) or railroad unemployment insurance		
13.	State unemployment insurance		
14.	Workmen's compensation and payments under Federal Employer's Liability Act		
15.	Other, e.g., State temporary disability insurance (specify):		
<u>Employer expenditures for private welfare plans:</u>			
16.	Life, accident, and health insurance plans, including union-management health funds		
17.	Pension and retirement plans, including union-management pension funds		
18.	Vacation and holiday funds		
19.	Severance pay and supplemental unemployment benefit funds		
20.	Savings and thrift plans		
21.	Other private welfare plans (specify):		
Part V. Hours Paid for in 1974		Office	Nonoffice
22.	Total number of hours paid for in 1974	Hours	Hours
23.	Number of overtime hours included in total		
<u>Number of leave hours included in total:</u>			
24.	Vacation		
25.	Holiday		
26.	Sick		
27.	Civic and personal leave		

VI. Establishment practices and policies:

A. Paid vacations. Report the number of employees who received vacation pay during 1974 directly from the establishment according to the amount of pay.

Employees	Number of employees receiving—						
	No vacation pay	Under 1 week's pay	1 and under 2 weeks' pay	2 and under 3 weeks' pay	3 and under 4 weeks' pay	4 and under 5 weeks' pay	5 weeks' pay or more
Office							
Nonoffice							

B. Paid holidays. Enter the number of days per employee. If more than one practice existed for an employee group, report that which applied to the greatest number in the group. If the greatest number of employees received no paid holidays, enter "0."

Office employees _____ full days _____ half days
 Nonoffice employees _____ full days _____ half days

C. Sick leave. Did the establishment pay sick leave for any—

Office employees	<input type="checkbox"/>	<input type="checkbox"/>
Nonoffice employees	<input type="checkbox"/>	<input type="checkbox"/>

D. Civic and personal leave. Did the establishment pay civic leave (military, jury, witness, voting, etc.) or personal leave (such as for death in family) for any—

Office employees	<input type="checkbox"/>	<input type="checkbox"/>
Nonoffice employees	<input type="checkbox"/>	<input type="checkbox"/>

E. Life, accident, and health insurance plans, and union-management administered health funds. Did the establishment finance any of the following insurance plans or funds for—

	Life		Sickness and accident		Hospitalization or medical	
Office employees	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Nonoffice employees	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Did employees pay for part of any of these insurance plans or funds (answer NO if payment was only for additional benefits or coverage for dependents)—

	Life		Sickness and accident		Hospitalization or medical	
Office employees	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Nonoffice employees	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

F. Pension and retirement plans or union-management administered pension funds. Did the establishment finance such a plan or fund for—

Office employees	<input type="checkbox"/>	<input type="checkbox"/>
Nonoffice employees	<input type="checkbox"/>	<input type="checkbox"/>

Did employees pay for part of any of these plans or funds (answer NO if payment was only for additional benefits)

Office employees	<input type="checkbox"/>	<input type="checkbox"/>
Nonoffice employees	<input type="checkbox"/>	<input type="checkbox"/>

G. Collective bargaining. Did union-management agreements cover a majority of the—

Office employees	<input type="checkbox"/>	<input type="checkbox"/>
Nonoffice employees	<input type="checkbox"/>	<input type="checkbox"/>

H. Regular workweek, 1974. How many hours (e.g., 44, 40, 37.5, etc.) and days (e.g., 4.5, 5.0, 5.5) were normally worked each week by the majority of the—

Office employees _____ hours per week and _____ days per week
 Nonoffice employees _____ hours per week and _____ days per week

I. If you were required to complete the U.S. Department of Labor's OSHA Form 103, "Occupational Injuries and Illness Survey," please enter the figure you reported in Section III of that form (Total Hours Worked in 1974): _____

VII. Is the unit(s) for which you are completing this report part of a larger company or corporate enterprise? Yes No

If "yes," please check the appropriate box below to indicate the TOTAL EMPLOYMENT size of the entire company organization.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Under 50 employees	50-99	100-249	250-499	500-999	1000-2499	2500 or more employees

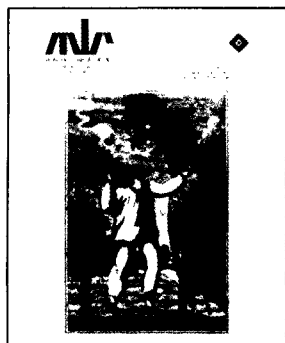
VIII. Units include in report (if different from that requested in address box):

If this report relates to units in addition to the one designated at the top of page 1, please provide the following information for each unit included in the report.

Location	Average 1974 employment		Principal product, service, or activity
	Office	Nonoffice	

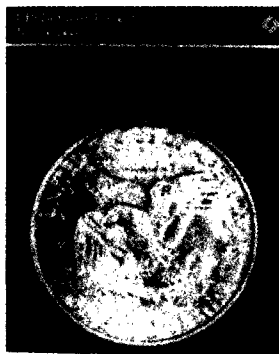
Periodicals from BLS

The Bureau of Labor Statistics of the U.S. Department of Labor is one of the Nation's principal economic fact-finding agencies. BLS publishes seven periodicals for sale to the public.



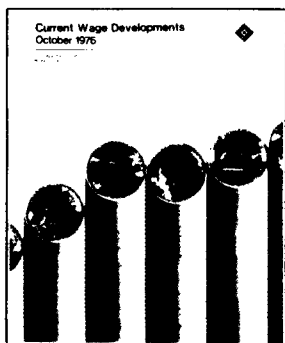
Monthly Labor Review
The oldest and most authoritative Government research journal in economics and social sciences. Book reviews, developments in industrial relations, labor cases.

\$16 a year.



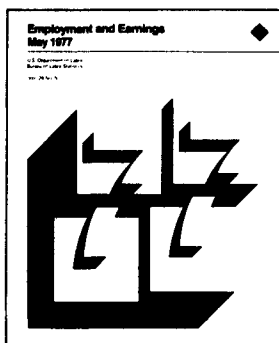
CPI Detailed Report
The most comprehensive report on monthly consumer price indexes and rates of change. Includes data on commodity and service groups for 23 cities.

\$9 a year.



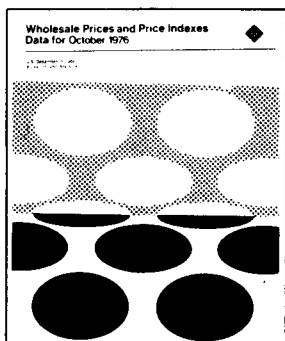
Current Wage Developments
Reports on specific wage and benefit changes from collective bargaining agreements. Includes detailed statistics on employee compensation.

\$12 a year.



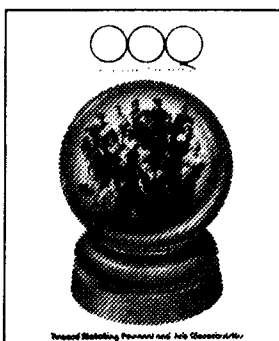
Employment and Earnings
A report on labor force, employment, and earnings. Current statistics for the Nation as a whole, individual States, and more than 200 areas.

\$18 a year.



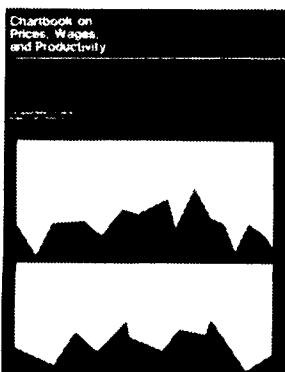
Wholesale Prices and Price Indexes
Wholesale price movements including those of industrial commodities and farm products, processed foods, and feeds. Greater detail than available elsewhere. Tables and charts.

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Helps pinpoint tomorrow's jobs and their requirements in easy-to-read form. Brings Occupational Outlook Handbook up-to-date, gives pay, background needed.

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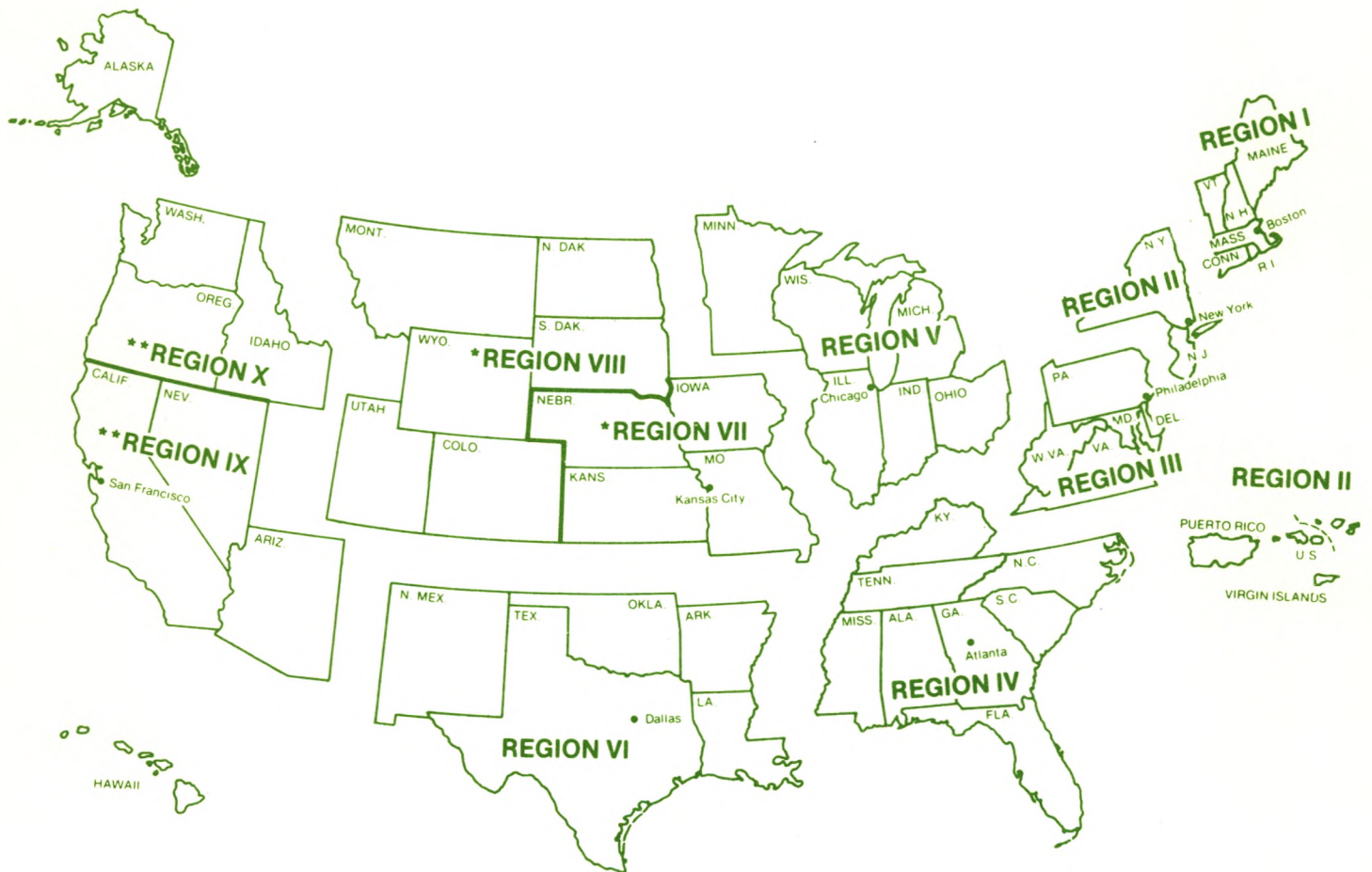
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Bureau of Labor Statistics

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