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# Industry Wage Survey: Auto Dealer Repair Shops June 1978



U.S. Department of Labor  
Bureau of Labor Statistics  
April 1980

Bulletin 2060

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# Industry Wage Survey: Auto Dealer Repair Shops June 1978



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U.S. Department of Labor  
Ray Marshall, Secretary

Bureau of Labor Statistics  
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April 1980

Bulletin 2060

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# Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits provided by auto dealer repair shops in 23 metropolitan areas in June 1978.

Separate releases were issued earlier for each of the metropolitan areas covered by the survey. Copies of these may be obtained from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Mary Kay Rieg of the Division of Occupational Wage Structures prepared the

analysis in this bulletin. Field work for the survey was conducted by the Assistant Regional Commissioners for Operations.

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

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# Auto Dealer Repair Shops, June 1978

## Summary

Average straight-time hourly earnings of journeymen mechanics in auto dealer repair shops ranged from \$7.42 in Memphis to over \$10 an hour in Houston, San Francisco, and Detroit—4 of 23 areas surveyed by the Bureau of Labor Statistics in June 1978.<sup>1</sup> Earnings for lubricators, usually the lowest paid workers of the eight occupations studied,<sup>2</sup> ranged from \$3.38 in Philadelphia to \$7.52 in Los Angeles-Long Beach. Painters (\$6.24-\$14.34) and body repairers (\$7.72-\$11.53) usually had the highest average hourly earnings among the surveyed jobs.

Occupational earnings levels in San Francisco-Oakland, Houston, and Detroit were typically among the highest reported; those in Boston, Memphis, Philadelphia, and Pittsburgh were generally among the lowest. The interarea spread in average hourly earnings, however, varied by occupation. Individual earnings of workers also differed considerably within the same job and area, largely as a result of the widespread use of incentive wage plans.

Paid holidays and paid vacations were provided for most of the production workers in nearly all areas. Life, hospitalization, surgical, basic medical, and major medical insurance plans were provided to nine-tenths or more of the production workers in most areas. Retirement pension plans covered at least one-half of the workers in only 10 survey areas.

## Industry characteristics

**Employment.** About 209,200 workers were employed in 3,759 auto dealer establishments<sup>3</sup> covered by the 23-area survey in June 1978. Individual area employment levels ranged from just over 3,000 in Birmingham and Memphis to about 25,000 in Los Angeles-Long Beach. Other areas studied in which employment levels exceeded 10,000 were New York, Philadelphia, Dallas-Ft. Worth, Houston, Washington, Chicago, Detroit, and San Francisco-Oakland.

Approximately 115,900, or 55 percent, of the employees surveyed were production workers, defined as non-supervisory employees and blue-collar worker supervisors in all departments except the office and auto sales departments. For all areas combined, establishments with total employment of 20 to 49 workers accounted

for just under one-third of the production workers; those having 50 to 99 workers, for somewhat less than one-half; and larger establishments, for just over one-fifth. These proportions vary widely by area, as shown in text table 1. Northeastern areas, for example, have much larger proportions of workers in small dealerships than do most areas studied in other parts of the country.

<sup>1</sup> See appendix A for scope and method of survey and definition of terms used in this report. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. The areas studied were Standard Metropolitan Statistical Areas (SMSA's) as defined by the U.S. Office of Management and Budget through February 1974.

<sup>2</sup> See appendix B for job descriptions.

<sup>3</sup> An establishment, for purposes of this study, was defined as all outlets of a company within a survey area. Establishments thus defined but employing fewer than 20 workers were excluded.

**Text table 1. Distribution of production workers by employment size of auto dealership, 23 areas, June 1978**

Area	Percent of production workers in establishments with:		
	20-49 employees	50-99 employees	100 or more employees
<b>Northeast:</b>			
Boston .....	64	35	1
Nassau-Suffolk .....	85	15	—
New York .....	68	27	6
Philadelphia .....	50	34	16
Pittsburgh .....	50	40	11
<b>South:</b>			
Atlanta .....	21	64	14
Birmingham .....	25	51	24
Dallas-Ft. Worth .....	15	34	51
Houston .....	13	13	74
Memphis .....	27	35	39
Miami .....	2	55	43
Washington .....	14	47	39
<b>North Central:</b>			
Chicago .....	28	52	21
Detroit .....	24	56	20
Indianapolis .....	23	51	26
Kansas City .....	36	51	14
Milwaukee .....	33	49	18
Minneapolis-St. Paul .....	25	51	24
St. Louis .....	38	58	4
<b>West:</b>			
Denver-Boulder .....	18	54	28
Los Angeles-Long Beach .....	22	56	22
Portland .....	29	53	18
San Francisco-Oakland .....	46	48	6

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

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



**Productivity.** The annual growth in output per employee hour in franchised new-car dealerships averaged 2.4 percent between 1973 and 1978, compared with 1.6 percent for the private business sector as a whole. This relatively high productivity gain in a strongly cyclical industry resulted entirely from a 3.0 percent annual growth rate in total output—a weighted average of the number of vehicles sold (1/3 weight) and the amount of repair work performed (2/3 weight); output advances were slightly offset by an increase in employee hours of 0.5 percent a year over the period. Contributing to productivity gains were the adoption of modern management techniques that better monitored sales costs and inventories; the use of improved laborsaving technology, such as diagnostic and testing equipment; and greater economies of scale that resulted from a steady drop in the number of dealers and a concomitant increase in the average size of dealerships. Between 1973 and 1978, the value of service and parts sales of franchised new-car dealers grew by 12 percent, after adjustment for price increases.<sup>4</sup>

**Occupational staffing.** In the 23 areas combined, executive, supervisory, and office personnel made up 25 percent of the work force; auto salesworkers, 19 percent; and production workers, 55 percent—about the same percentages as in June 1973, when a similar survey was conducted in 36 areas.<sup>5</sup> Among production occupations journeyman automotive mechanic was numerically most important, accounting for about 13 percent of the total work force. (See table 1.) Other occupations for which separate wage information was developed (automotive service mechanic, body repairer, lubricator, new-car get-ready worker, painter, parts clerk, and service sales worker) together constituted 20 percent of the total employment.

Apprentice automotive mechanics and other apprentices in formally established programs registered with Federal or State governments accounted for less than 1 percent of the survey employment. Apprentice automotive mechanics were employed by some establishments in all but three areas. As indicated in text table 2, however, establishments with apprentices accounted for fewer than one-half of the production workers in all areas except Minneapolis-St. Paul, St. Louis, and San Francisco-Oakland at the time of the survey.

<sup>4</sup>John Duke, "New-Car Dealers Experience Long-Term Gains in Productivity", *Monthly Labor Review*, March 1977, pp. 29-33; and unpublished data for 1978, Bureau of Labor Statistics, Division of Industry Productivity Studies.

<sup>5</sup>See *Industry Wage Survey: Auto Dealer Repair Shops, June 1973*, Bulletin 1876 (Bureau of Labor Statistics, 1975). Data are not strictly comparable for many areas surveyed in both 1973 and 1978 because of large-scale changes in metropolitan area definitions instituted by the Office of Management and Budget in mid-1974.

**Text table 2. Percent of production workers in auto dealer repair shops employing apprentice automotive mechanics, 23 areas, June 1978**

Area	Percent
San Francisco-Oakland.....	90+
Minneapolis-St. Paul, St. Louis .....	60-69
Pittsburgh, Detroit, Houston, Los Angeles-Long Beach, Kansas City, Portland .....	20-29
Boston, Washington, Chicago, Indianapolis, Denver-Boulder.....	10-19
New York, Philadelphia, Atlanta, Birmingham, Miami, Milwaukee .....	1-9
Nassau-Suffolk, Memphis, Dallas-Ft. Worth .....	None of the establishments visited employed apprentice automotive mechanics.

Occupational staffing patterns varied slightly by establishment employment size. Executives, officials, and supervisors, for example, accounted for 16 percent of the employment in establishments with 20-49 workers, compared with 13 percent in those with 50-99 workers, and 10 percent in larger establishments. Office clerical employees, auto salesworkers, and production workers, on the other hand, accounted for relatively more of the work force of larger than of smaller establishments.

**Unionization.** Establishments with collective bargaining agreements covering a majority of their production workers employed about one-fourth of all production workers in the study. As shown in text table 3, the proportion of workers in such establishments varied substantially by area. In 16 areas, for example, fewer than one-fifth of the workers were unionized; in the remaining 7, in contrast, at least two-thirds were unionized.

Major unions in the industry were the International Association of Machinists and Aerospace Workers (AFL-CIO) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (Ind.). In a number of instances (particularly

**Text table 3. Percent of production workers in unionized auto dealer repair shops, 23 areas, June 1978**

Area	Percent
St. Louis, San Francisco-Oakland .....	95+
New York .....	85-89
Minneapolis-St. Paul .....	80-84
Chicago .....	75-79
Kansas City, Nassau-Suffolk .....	65-69
Pittsburgh .....	15-19
Philadelphia, Detroit .....	10-14
Milwaukee, Birmingham .....	5-9
Boston, Los Angeles-Long Beach .....	1-4
Atlanta, Dallas-Ft. Worth, Denver-Boulder, Houston, Indianapolis, Memphis, Miami, Portland, Washington .....	None of the establishments visited had collective bargaining agreements covering a majority of their production workers.

in Chicago, Kansas City, St. Louis, and San Francisco-Oakland), these two unions had bargaining agreements with the same establishment.

In 6 of the 7 most heavily unionized areas (in which at least two-thirds of the production workers were covered by agreements) establishments typically united to negotiate bargaining agreements with local unions. In Nassau-Suffolk and in all other areas having a lower incidence of unionization, independent (single-firm) bargaining was the usual practice.

*Method of wage payment.* Incentive pay was the basis of earnings for about one-half of the production workers in the survey; incentive workers were most commonly under flat-rate-percent or flat-rate-hours plans. Under the first plan, workers receive a stipulated proportion (usually 45 to 50 percent) of the labor cost charged to the customer. Under the second, pay is computed by multiplying the number of flat-rate hours predetermined for each task by an established hourly rate. (See tables 25-26.)

Incentive wage systems applied to a majority of workers in all occupations studied separately, except new-car get-ready workers. The predominant methods of incentive pay varied by occupation: Body repairers and painters were most often paid on the basis of flat-rate percent; parts clerks and service salesworkers were virtually always on commission; and incentive workers in the four remaining occupations—journeyman and service mechanics, lubricators, and new-car get-ready workers—most often were under flat-rate-hours systems. The method of pay varied by occupation among individual areas, however.

### Occupational earnings

Eight occupations were selected for study to represent the various activities performed by production workers in auto dealer repair shops. These occupations accounted for just over three-fifths of the 112,863 production workers covered by the survey.

Average straight-time hourly earnings of journeyman automotive mechanics, numerically the largest occupational group studied, ranged from \$7.42 in Memphis to over \$10 an hour in Houston (\$10.38), San Francisco-Oakland (\$10.49), and Detroit (\$10.56). Hourly averages were between \$8 and \$10 in 14 other areas, and between \$7.50 and \$8 in the remaining 4 areas.

Highest hourly averages usually were recorded for painters or body repairers. For painters, hourly earnings averaged between \$9 and \$11.50 in 12 areas, and above \$12 in 4 areas—Chicago (\$14.34), Detroit (\$12.62), Minneapolis-St. Paul (\$12.36), and Denver-Boulder (\$12.28); for body repairers, hourly averages usually fell between \$8 and \$10, with Chicago (\$11.53), Detroit (\$11.37), and Houston (\$11.28) topping out the range at over \$11. Lubricators were typically the lowest paid workers studied, averaging from \$3.38 an hour

in Philadelphia to \$7.52 in Los Angeles-Long Beach. Most of their area pay levels, however, were between \$5 and \$7.50 an hour.

Based on six occupational classifications for which data are shown for all areas, San Francisco-Oakland had the highest average hourly pay levels, and Boston, Memphis, Philadelphia, and Pittsburgh were the lowest. The relative pay levels are presented in text table 4.

The interarea spread in average earnings differed considerably by occupation. For example, new-car get-ready workers in San Francisco averaged 85 percent more than their counterparts in Memphis, whereas the spread was 30 percent for service salesworkers, and 25 percent for body repairers.

Earnings relationships between occupations also varied widely by area. To illustrate, in Kansas City, body repairers averaged 28 percent more than lubricators; in Detroit and Houston, they averaged about 75 percent more; and in Chicago, Philadelphia, Pittsburgh, Portland, and Washington, they earned more than twice as much.

Workers paid on an incentive basis in auto dealer repair shops nearly always averaged higher earnings than those paid time rates in the same job and area, where comparisons were possible. (See tables 2-24.) The differences in average earnings, however, varied among occupations within the same area, and for individual jobs by area. In Boston, for example, journeyman mechanics under incentive systems averaged 15 percent more than those paid time rates; the difference for body repairers was 41 percent. Corresponding differences in Philadelphia were 45 percent for journeyman mechanics, and 36 percent for body repairers.

**Text table 4. Relative area pay levels in auto dealer repair shops, 23 areas, June 1978**

(New York = 100)

Area	Relative pay level <sup>1</sup>
San Francisco-Oakland.....	125-129
Houston .....	120-124
Detroit .....	115-119
Chicago, Los Angeles-Long Beach.....	110-114
Dallas-Ft. Worth, Denver-Boulder, St. Louis .....	105-109
Miami, Minneapolis-St. Paul .....	100-104
Atlanta, Kansas City, Nassau-Suffolk, Portland, Washington .....	95-99
Birmingham, Indianapolis, Milwaukee .....	90-94
Boston, Memphis, Philadelphia, Pittsburgh.....	85-89

<sup>1</sup>The pay index in this table was based on 6 jobs common to all areas (body repairers, lubricators, journeymen automotive mechanics, new-car get-ready workers, parts clerks, and service salesworkers). To minimize interarea differences in occupational composition, weights expressing constant employment relationships based on total employment in the respective jobs in all 23 areas were used. Aggregates were computed for each area by multiplying the average straight-time hourly earnings for the jobs by these weights and totaling. The ratio of these aggregates formed the basis for the index.

**Text table 5. Earnings distributions for lubricators and painters in Detroit auto dealer repair shops, June 1978**

Straight-time hourly earnings	Number of workers	
	Lubricators	Painters
Under \$4.80 .....	67	—
\$4.80 and under \$5.60 .....	11	8
\$5.60 and under \$6.40 .....	6	24
\$6.40 and under \$7.20 .....	16	—
\$7.20 and under \$8.00 .....	22	15
\$8.00 and under \$8.80 .....	10	11
\$8.80 and under \$9.60 .....	4	8
\$9.60 and under \$10.40 .....	4	37
\$10.40 and under \$11.20 .....	10	12
\$11.20 and under \$12.00 .....	4	26
\$12.00 and under \$12.80 .....	—	32
\$12.80 and over .....	7	160
Number of workers .....	161	333
Average straight-time hourly earnings.	\$6.61	\$12.62

Individual earnings were widely dispersed within the same job and area, especially in occupations typically paid on an incentive basis. In all areas but one, earnings of the highest paid journeyman mechanics exceeded those of the lowest paid by at least \$10 an hour. In San Francisco, however, where virtually all were time-rated, their earnings fell within a comparatively narrow range (\$10.10-\$13.50).

The wide dispersion of earnings within an occupation and area caused considerable overlapping of individual earnings among jobs with substantially different pay levels. Text table 5 illustrates such an overlap between lubricators and painters in Detroit repair shops.

### Establishment practices and supplementary wage provisions

Information was also obtained for production workers on weekly work schedules and selected supplementary benefits, such as paid holidays, paid vacations, and health, insurance, and retirement plans.

**Scheduled weekly hours.** Weekly work schedules of 40 hours were in effect in establishments employing a majority of the production workers in 20 of the 23 surveyed areas. (See table 27.) Longer work schedules, typically 42-1/2 to 45 hours, were predominant in Boston, Dallas-Fort Worth, and Memphis.

**Paid holidays.** Paid holidays were provided to more than nine-tenths of the workers in all areas. Provisions, however, varied considerably among, and, in many instances, within areas. (See table 28.) Five to 7 paid holidays a year were most common for workers in 16 of the areas studied. More liberal holiday provisions were

common in the following areas: Boston, Nassau-Suffolk, New York, Chicago, Minneapolis-St. Paul, St. Louis, and San Francisco-Oakland; in each case, at least seven-tenths of the workers received 8 or more paid holidays.

In a number of instances, incentive workers were granted holiday pay which was substantially less than their usual pay. This was particularly the case in Atlanta, Memphis, Miami, Detroit, Dallas-Ft. Worth, Denver-Boulder, St. Louis, and Los Angeles-Long Beach.

**Paid vacations.** Paid vacations, after qualifying periods of service, were provided to virtually all production workers in each area. (See table 29.) Although vacation provisions varied substantially among the areas, typical provisions were 1 week of vacation pay after 1 year of service and 2 weeks after 2 or 3 years. Provisions for at least 3 weeks of vacation pay were common in the Northeast and North Central regions, generally after 10 to 15 years of service. Only in Chicago, Minneapolis-St. Paul, St. Louis, and San Francisco-Oakland were a majority of workers covered by plans including 4 weeks of vacation pay.

**Health, insurance, and retirement plans.** Establishments providing various health and insurance benefits, in many cases financed solely by the employer, accounted for nine-tenths or more of the production workers in nearly all areas. (See table 30.) Benefits most frequently available were life, hospitalization, surgical, basic medical, and major medical insurance, but the proportions of workers covered by these and other plans varied somewhat by location. Accidental death and dismemberment, and sickness and accident insurance, paid sick leave, or both, also applied to a majority of the workers in most areas. Long-term disability insurance covered no more than one-fourth of the workers in any area except St. Louis, where it pertained to virtually all workers. Retirement pension plans, other than social security, were available to at least one-half of the production workers in only 10 areas, and were commonly financed entirely by employers.

**Uniform allowances.** Formal provisions for furnishing and cleaning work clothing, or for paying at least part of the cost of these benefits, were reported by establishments employing a large majority of the production workers in nearly every area. (See table 31.) In the Northeastern areas, employers typically provided uniforms and cleaning rather than giving a monetary allowance, as was customary in the South; elsewhere, no clear pattern emerged.

**Table 1. Occupational staffing pattern**

(Percent distribution of workers in auto dealer repair shops by occupational group and size of establishment, 23 areas combined, June 1978)

Occupational group	All establish- ments	Establishments with—		
		20-49 workers	50-99 workers	100 workers or more
All workers .....	100.0	100.0	100.0	100.0
Executives, officials, and nonworking supervisors .....	13.4	16.2	12.8	10.4
Nonsupervisory office employees .....	11.8	11.0	11.7	13.1
Salesworkers, auto (new and/or used cars) .....	19.4	18.1	19.9	20.3
All production workers .....	55.4	54.7	55.6	56.1
Working supervisors .....	2.7	3.3	2.6	2.0
Body repairers .....	4.8	3.9	5.6	4.7
Lubricators .....	1.0	1.1	1.1	.7
Mechanics, automotive, journeymen .....	13.2	15.5	12.7	11.1
Mechanics, automotive, service .....	2.7	3.0	2.9	1.9
New-car get-ready workers .....	2.4	2.3	2.3	2.7
Painters .....	1.3	.7	1.6	1.7
Parts clerks .....	4.9	5.0	4.8	4.8
Service salesworkers .....	3.3	3.4	3.4	2.8
Car preparation workers (except new-car get- ready workers) .....	2.0	1.9	2.2	2.0
Polishers .....	1.1	1.0	1.1	1.0
Pickup and delivery workers (cars, customers and/or parts) .....	2.0	1.6	2.1	2.4
Laborers (including car jockies, lot attendants, and utility workers) .....	5.8	4.5	5.5	8.5
Helpers and learners .....	1.9	1.5	2.0	2.2
Apprentices, auto mechanic <sup>1</sup> .....	.5	.6	.6	.4
Apprentices, other than auto mechanic <sup>1</sup> .....	.2	.2	.2	.1
Janitors, porters, and cleaners .....	1.3	1.7	1.0	1.3
Watchmen and guards .....	.1	.1	.1	.2
All other workers .....	4.1	3.3	4.0	5.6

<sup>1</sup> Apprenticed under formally established programs registered with State or Federal Government.

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

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

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			2.40 AND UNDER 2.80	2.80	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.00	10.40	11.20	12.00	12.80	13.60	14.40	15.20 AND OVER	
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																														
BODY REPAIRERS.....	425	\$8.83	-	-	6	5	15	8	20	16	16	22	4	23	33	34	9	25	36	22	3	20	28	15	19	11	8	3	24	
LUBRICATORS.....	85	5.53	5	8	9	5	6	3	18	1	10	2	-	3	2	-	-	4	-	-	2	-	3	-	-	3	-	1	-	
TIME.....	32	3.99	5	3	8	5	4	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	53	6.47	-	5	1	-	2	3	18	1	5	-	-	3	2	-	-	4	-	2	-	3	-	-	-	-	-	-		
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	717	8.40	3	-	14	11	19	26	34	34	25	54	32	50	12	27	43	42	37	10	24	50	40	45	10	23	25	8	19	
MECHANICS, AUTOMOTIVE, SERVICE.....	288	6.90	3	3	24	25	28	7	9	15	19	19	13	10	13	5	10	7	9	8	10	11	11	12	5	5	3	2	2	
TIME.....	34	3.82	-	-	15	4	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	254	7.31	3	3	9	21	13	7	9	15	19	19	13	10	13	5	10	7	9	8	10	11	11	12	5	5	3	2	2	
NEW-CAR GET-READY WORKERS.....	154	4.74	9	18	20	20	15	16	11	13	2	13	1	5	-	2	1	3	-	-	-	-	2	-	-	-	3	2	2	
TIME.....	124	4.12	9	18	20	20	13	11	9	11	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	30	7.29	-	-	-	-	2	5	2	2	-	2	1	5	-	2	1	3	-	-	-	2	-	-	-	3	-	-	-	
PAINTERS.....	118	9.80	-	-	-	-	-	-	5	-	-	11	4	6	2	5	10	18	3	5	6	13	2	6	4	5	-	5	8	
TIME.....	104	10.25	-	-	-	-	-	-	-	-	-	7	4	6	2	5	5	18	3	5	6	13	2	6	4	5	-	5	8	
INCENTIVE.....	350	5.70	5	15	36	10	21	13	24	42	23	41	30	24	30	18	2	2	10	2	2	-	-	-	-	-	-	-	-	
PARTS CLERKS.....	100	4.30	-	15	30	5	18	4	5	11	5	1	-	1	-	2	1	-	2	1	-	-	-	-	-	-	-	-	-	-
TIME.....	250	6.26	5	-	6	5	3	9	19	31	18	40	30	23	29	18	1	10	2	1	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	224	7.37	-	-	10	5	8	9	13	17	13	17	18	14	18	7	10	5	7	13	5	4	11	7	3	6	-	2	2	
SERVICE SALESWORKERS.....	24	4.46	-	-	5	5	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	200	7.71	-	-	5	-	8	-	13	17	8	17	18	14	18	7	10	5	7	13	5	4	11	7	3	6	-	2	2	
INCENTIVE.....																														

<sup>1</sup>The Atlanta Standard Metropolitan Statistical Area consists of Butts, Cherokee, Clayton, Cobb, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, and Walton Counties, Ga. because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements

<sup>3</sup>All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

**Table 3. Occupational earnings: Birmingham, Ala.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																												
			2.40 AND UNDER 2.80	2.80	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.00	10.40	11.20	12.00	12.80	13.60	14.40	15.20 AND OVER		
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																															
BODY REPAIRERS.....	172	\$8.95	1	-	10	4	4	3	1	8	5	7	-	12	6	10	7	7	6	11	2	19	14	8	6	6	-	6	9		
LUBRICATORS.....	17	4.65	-	4	7	-	-	-	-	-	-	-	1	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	8	6.34	-	1	1	-	-	-	-	-	-	-	1	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	353	7.86	1	3	7	8	8	8	21	16	20	23	17	31	22	19	15	28	13	17	6	12	12	15	7	15	3	-	6		
MECHANICS, AUTOMOTIVE, SERVICE.....	148	6.28	1	5	9	9	18	15	14	12	3	6	5	10	1	1	4	3	7	4	-	3	13	-	1	1	-	3	-		
TIME.....	15	3.71	1	4	5	2	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	133	6.57	-	1	4	7	18	15	12	12	3	5	5	10	1	1	4	3	7	4	-	3	13	-	1	1	-	3	-		
NEW-CAR GET-READY WORKERS.....	70	4.77	8	7	5	3	7	16	8	4	3	-	1	-	3	-	-	2	-	-	-	-	-	-	3	-	-	-	-	-	
TIME.....	47	4.16	8	3	5	2	6	12	4	3	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	23	6.03	-	4	-	1	1	4	1	-	-	-	-	-	3	-	2	-	-	-	-	-	-	3	-	-	-	-	-	-	
PAINTERS.....	21	9.18	-	-	1	-	-	-	-	-	6	-	-	-	-	4	-	3	-	-	-	-	-	4	-	-	3	-	-		
PARTS CLERKS.....	150	6.04	3	5	-	11	9	7	3	23	19	26	9	15	3	2	-	2	3	2	-	2	1	2	2	1	-	-	-	-	
TIME.....	36	4.72	1	3	-	11	6	1	-	2	-	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	114	6.45	2	2	-	3	6	3	21	19	15	9	14	3	2	-	2	3	2	-	2	1	2	2	1	-	-	-	-	-	
SERVICE SALESWORKERS.....	101	7.58	-	4	6	-	12	6	2	8	5	2	5	6	10	3	2	6	2	-	1	3	3	9	2	2	2	-	-	-	
TIME.....	13	7.16	-	4	-	-	-	3	-	3	-	-	-	-	-	-	-	3	-	-	-	-	3	-	-	-	-	-	-	-	
INCENTIVE.....	88	7.64	-	-	6	-	12	3	2	8	5	2	5	6	10	3	2	3	2	-	1	3	3	6	2	2	2	-	-	-	

<sup>1</sup>The Birmingham Standard Metropolitan Statistical Area consists of Jefferson, St. Clair, Shelby, and Walker Counties, Ala. because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements

<sup>3</sup>All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.



**Table 6. Occupational earnings: Dallas-Ft. Worth, Tex.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																																	
			UNDER 3.40	3.40 AND UNDER 3.80	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	9.00	9.40	9.80	10.20	10.60	11.00	11.60	12.00	2.80	3.40	4.00	4.60 AND OVER							
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																																				
BODY REPAIRERS.....	455	\$9.77																																		
LUBRICATORS.....	65	7.19																																		
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	1,433	9.20																																		
MECHANICS, AUTOMOTIVE, SERVICE.....	65	7.31																																		
INCENTIVE.....	58	7.68																																		
NEW-CAR GET-READY WORKERS.....	297	7.48																																		
TIME.....	145	5.75																																		
INCENTIVE.....	152	9.13																																		
PAINTERS.....	203	10.06																																		
PARTS CLERKS.....	504	5.89																																		
TIME.....	166	4.22																																		
INCENTIVE.....	338	6.71																																		
SERVICE SALESMEN.....	360	9.20																																		

<sup>1</sup> The Dallas-Fort Worth Standard Metropolitan Statistical Area consists of Collin, Dallas, Denton, Ellis, Hood, Johnson, Kaufman, Parker, Rockwall, Tarrant, and Wise Counties, Tex.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.  
<sup>4</sup> Workers were distributed as follows: 6 at \$14.60 and under \$15.20; 4 at \$16.40 and under \$17; 2 at \$17 and under \$17.60; 2 at \$17.60 and under \$18.20; and 8 at \$18.20 and over.  
<sup>5</sup> Workers were distributed as follows: 6 at \$2.60 and under \$3; and 16 at \$3 and under \$3.40.

**Table 7. Occupational earnings: Denver-Boulder, Colo.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																																	
			UNDER 4.40	4.40 AND UNDER 4.60	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.00	10.40	10.80	11.20	11.60	12.00	2.40	2.80	3.20	3.60	4.00 AND OVER							
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																																				
BODY REPAIRERS.....	256	\$9.77																																		
LUBRICATORS.....	54	7.00																																		
INCENTIVE.....	43	7.91																																		
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	701	9.00																																		
MECHANICS, AUTOMOTIVE, SERVICE.....	251	8.02																																		
TIME.....	18	5.53																																		
INCENTIVE.....	233	8.21																																		
NEW-CAR GET-READY WORKERS.....	149	5.54																																		
TIME.....	65	3.94																																		
INCENTIVE.....	84	6.77																																		
PAINTERS.....	61	12.28																																		
PARTS CLERKS.....	369	5.94																																		
TIME.....	106	4.18																																		
INCENTIVE.....	263	6.65																																		
SERVICE SALESMEN.....	206	8.07																																		
INCENTIVE.....	187	8.39																																		

<sup>1</sup> The Denver-Boulder Standard Metropolitan Statistical Area consists of Adams, Arapahoe, Boulder, Denver, Douglas, Gilpin, and Jefferson Counties, Colo.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.  
<sup>4</sup> Workers were distributed as follows: 12 at under \$3.80; 4 at \$3.80 and under \$4; and 2 at \$4 and under \$4.20.  
<sup>5</sup> All workers were at \$3.80 and under \$4.  
<sup>6</sup> Workers were distributed as follows: 60 at under \$3.80; 2 at \$3.80 and under \$4; 8 at \$4 and under \$4.20; and 3 at \$4.20 and under \$4.40.  
<sup>7</sup> Workers were distributed as follows: 8 at \$15.20 and under \$15.60; 2 at \$15.60 and under \$16; 4 at \$16 and under \$16.40; and 9 at \$16.40 and over.  
<sup>8</sup> Workers were distributed as follows: 83 at under \$3.80; 5 at \$3.80 and under \$4; 17 at \$4 and under \$4.20; and 15 at \$4.20 and under \$4.40.  
<sup>9</sup> Workers were distributed as follows: 3 at \$14 and under \$14.40; 1 at \$14.40 and under \$14.80; 2 at \$14.80 and under \$15.20; 3 at \$15.20 and under \$15.60; 5 at \$15.60 and under \$16; 2 at \$16 and under \$16.40; and 3 at \$16.40 and over.

**Table 8. Occupational earnings: Detroit, Mich.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>3</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			UNDER 3.60	3.60 AND UNDER 4.00	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.00	10.40	10.80	11.20	11.60	12.00	12.40	12.80	13.20 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>4</sup></b>																												
BODY REPAIRERS.....	855	611.37	4	9	-	13	9	36	6	3	20	8	23	18	38	30	36	25	34	30	37	18	91	52	42	42	11	4220
LUBRICATORS.....	161	6.61	15	15	26	11	-	11	-	6	12	4	18	4	2	8	4	-	4	-	3	7	-	4	-	-	-	7
TIME.....	47	4.81	8	9	12	3	-	-	-	6	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	114	7.35	7	6	14	8	-	11	-	-	12	4	9	4	2	8	4	-	4	-	3	7	-	4	-	-	7	
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	1,011	10.56	-	4	-	8	11	2	36	31	42	11	43	53	51	46	44	48	46	52	30	50	51	27	51	53	38	4183
MECHANICS, AUTOMOTIVE, SERVICE.....	945	8.20	24	40	16	79	8	53	40	50	51	65	34	47	41	28	45	50	36	24	41	25	11	21	5	8	13	90
NEW-CAR GET-READY WORKERS.....	410	7.54	791	7	23	27	2	29	9	38	-	23	25	-	4	10	-	4	9	11	6	-	3	2	5	10	14	58
TIME.....	184	4.49	77	-	23	23	-	20	-	24	-	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	226	10.02	14	7	-	4	2	9	9	14	-	12	19	-	4	10	-	4	9	11	6	-	3	2	5	10	14	58
PAINTERS.....	333	12.62	-	-	-	-	8	-	9	15	-	-	9	6	8	3	5	3	11	26	6	6	14	12	9	23	5	155
PARTS CLERKS.....	598	6.71	53	35	67	72	73	46	59	31	37	18	12	6	12	6	3	12	2	2	8	4	-	4	-	2	-	34
TIME.....	238	4.45	1053	28	55	42	23	17	4	-	2	6	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	360	8.21	-	7	12	30	50	29	55	31	35	12	12	6	12	-	3	12	2	-	8	4	-	4	-	2	-	34
SERVICE SALESMEN.....	472	6.58	29	16	21	20	21	28	56	66	44	24	28	25	22	23	18	7	4	3	2	3	-	4	-	-	-	
TIME.....	99	5.12	1121	12	14	8	9	4	4	9	-	-	-	-	18	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	373	6.96	8	4	7	12	12	24	52	57	44	24	28	25	4	23	18	7	4	3	2	3	-	4	-	-	8	

<sup>1</sup> The Detroit Standard Metropolitan Statistical Area consists of Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne Counties, Mich.

<sup>2</sup> Excludes premiums paid for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

<sup>4</sup> Workers were distributed as follows: 14 at \$13.20 and under \$13.60; 29 at \$13.60 and under \$14; 10 at \$14 and under \$14.40; 19 at \$14.40 and under \$14.80; 23 at \$14.80 and under \$15.20; and 125 at \$15.60 and over.

<sup>5</sup> All workers were at \$3.20 and under \$3.60.

<sup>6</sup> Workers were distributed as follows: 13 at \$13.20 and under \$13.60; 24 at \$13.60 and under \$14; 26 at \$14 and under \$14.40; 8 at \$14.40 and under \$14.80; 22 at \$14.80 and under \$15.20; 20 at \$15.20 and under \$15.60; and 70 at \$15.60 and over.

<sup>7</sup> Workers were distributed as follows: 4 at \$2.40 and under \$2.80; 24 at \$2.80 and under \$3.20; and 63 at \$3.20 and under \$3.60.

<sup>8</sup> Workers were distributed as follows: 8 at \$13.20 and under \$13.60; 4 at \$13.60 and under \$14; 12 at \$14 and under \$14.40; 4 at \$14.80 and under \$15.20; 4 at \$15.20 and under \$15.60; and 26 at \$15.60 and over.

<sup>9</sup> Workers were distributed as follows: 33 at \$13.20 and under \$13.60; 12 at \$13.60 and under \$14; 14 at \$14 and under \$14.40; 9 at \$14.40 and under \$14.80; 12 at \$14.80 and under \$15.20; 8 at \$15.20 and under \$15.60; and 67 at \$15.60 and over.

<sup>10</sup> Workers were distributed as follows: 24 at \$2.80 and under \$3.20; and 29 at \$3.20 and under \$3.60.

<sup>11</sup> Workers were distributed as follows: 8 at \$2.80 and under \$3.20; and 13 at \$3.20 and under \$3.60.



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

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>3</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.60 AND UNDER 3.00	3.00 3.40	3.40 3.80	3.80 4.20	4.20 4.60	4.60 5.00	5.00 5.40	5.40 5.80	5.80 6.20	6.20 6.60	6.60 7.00	7.00 7.40	7.40 7.80	7.80 8.20	8.20 9.00	9.00 9.80	9.80 10.60	10.60 11.40	11.40 12.20	12.20 13.00	13.00 13.80	13.80 14.60	14.60 15.40	15.40 16.20	16.20 17.00	17.00 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>4</sup></b>																												
BODY REPAIRERS.....	527	\$11.28	-	2	-	-	7	5	10	10	2	20	7	7	21	19	59	33	46	36	52	28	45	22	18	9	12	457
LUBRICATORS.....	52	6.37	-	10	9	-	-	-	4	-	2	4	4	4	2	2	-	4	-	1	4	-	2	-	-	-	-	-
INCENTIVE.....	43	6.93	-	10	-	-	-	-	4	-	2	4	4	4	2	2	-	4	-	1	4	-	2	-	-	-	-	
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	1,465	10.38	-	4	4	4	22	13	52	33	60	27	34	55	61	47	144	130	141	140	111	50	49	62	79	50	22	71
MECHANICS, AUTOMOTIVE, SERVICE.....	109	9.44	-	-	1	3	2	-	10	2	6	4	2	8	7	-	9	9	7	8	6	8	2	-	6	5	-	4
TIME.....	28	5.87	-	-	-	2	2	-	10	2	4	2	-	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	81	10.68	-	-	1	1	-	-	-	-	2	2	2	6	5	-	9	9	7	8	6	8	2	-	6	5	-	4
NEW-CAR GET-READY WORKERS.....	432	4.88	38	90	41	76	55	18	12	10	3	12	14	4	7	9	5	8	13	-	2	2	1	10	2	-	-	-
TIME.....	348	3.88	38	90	41	76	55	14	12	4	2	6	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	401	5.02	18	81	41	76	55	18	12	8	3	12	14	4	7	9	5	8	13	-	2	2	1	10	2	-	-	-
TIME.....	317	3.96	18	81	41	76	55	14	12	2	2	6	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	84	9.01	-	-	-	-	-	4	-	6	1	6	6	2	7	9	5	8	13	-	2	2	1	10	2	-	-	-
WOMEN.....	31	3.01	20	9	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS.....	206	9.64	-	-	2	4	14	2	10	12	6	22	5	5	12	16	6	11	10	7	2	6	6	4	4	18	8	14
INCENTIVE.....	177	10.30	-	-	2	4	12	2	1	3	6	13	5	5	12	16	6	11	10	7	2	6	6	4	4	18	8	14
PARTS CLERKS.....	587	8.26	-	34	18	16	12	6	49	22	6	8	42	21	53	38	78	36	39	30	13	7	5	2	24	10	8	10
TIME.....	143	4.79	-	34	18	10	12	-	29	2	-	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	444	9.38	-	-	-	6	-	6	20	20	6	8	4	21	53	38	78	36	39	30	13	7	5	2	24	10	8	10
MEN.....	542	8.56	-	14	18	11	7	6	44	18	6	8	42	21	52	38	78	36	38	26	13	7	5	2	24	10	8	10
TIME.....	108	5.14	-	14	18	5	7	-	24	2	-	-	-	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	434	9.41	-	-	-	6	-	6	20	16	6	8	4	21	52	38	78	36	38	26	13	7	5	2	24	10	8	10
WOMEN.....	45	4.73	-	20	-	5	5	-	5	4	-	-	-	-	1	-	-	-	1	4	-	-	-	-	-	-	-	-
TIME.....	35	3.71	-	20	-	5	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	10	8.31	-	-	-	-	-	-	-	4	-	-	-	-	1	-	-	-	1	4	-	-	-	-	-	-	-	-
SERVICE SALESWORKERS.....	309	9.03	-	-	6	4	-	8	28	3	13	23	13	9	25	6	51	18	9	21	20	10	2	14	13	3	-	10
TIME.....	33	6.44	-	-	-	-	-	-	19	-	-	-	4	-	8	-	-	-	-	-	-	-	2	-	-	-	-	-
INCENTIVE.....	276	9.34	-	-	6	4	-	8	9	3	13	23	9	9	17	6	51	18	9	21	20	10	-	14	13	3	-	10

<sup>1</sup> The Houston Standard Metropolitan Statistical Area consists of Brazoria, Fort Bend, Harris, Liberty, Montgomery, and Waller Counties, Tex.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

<sup>4</sup> Workers were distributed as follows: 25 at \$17 and under \$17.80; 10 at \$17.80 and under \$18.60; 8 at \$18.60 and under \$19.40; and 14 at \$19.40 and under \$20.20.



**Table 12. Occupational earnings: Los Angeles-Long Beach, Calif.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>3</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			UNDER 4.20	4.20 AND UNDER 4.40	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.00	10.40	10.80	11.20	11.60	12.00	12.40	12.80	13.20	13.60	14.00 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>4</sup></b>																													
BODY REPAIRERS.....	1,052	\$10.21	12	4	14	10	62	20	11	20	46	86	35	17	44	22	58	37	68	106	50	40	35	34	30	16	30	18	4127
LUBRICATORS.....	434	7.52	11	21	21	13	47	7	21	19	20	12	58	20	33	23	51	14	20	5	2	6	-	-	4	-	2	2	2
TIME.....	46	5.05	11	-	-	-	28	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	388	7.81	-	21	21	13	19	7	21	12	20	12	58	20	33	23	51	14	20	5	2	6	-	-	4	-	2	2	
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	3,592	9.83	27	38	66	95	103	127	150	142	117	170	128	174	197	181	232	168	131	144	105	170	86	146	61	48	80	69	6437
MECHANICS, AUTOMOTIVE, SERVICE.....	727	6.86	25	23	210	61	52	33	29	17	19	21	7	33	18	30	-	16	48	11	13	-	15	2	9	-	9	-	26
TIME.....	379	4.90	7	21	207	44	42	21	21	7	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	348	8.98	18	2	3	17	10	12	8	10	12	21	7	31	18	30	-	16	48	11	13	-	15	2	9	-	9	-	26
NEW-CAR GET-READY WORKERS.....	489	7.53	7	5	47	30	14	60	17	21	7	8	26	2	18	42	2	5	12	42	7	13	7	-	-	9	14	7	13
TIME.....	170	4.94	55	2	34	9	7	37	5	14	-	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	319	8.91	6	3	13	21	7	23	12	7	7	8	21	2	16	42	2	5	12	42	7	13	7	-	-	9	14	7	13
PAINTERS.....	461	10.95	4	9	11	4	2	11	16	9	33	7	16	9	32	18	4	8	30	19	23	7	7	29	3	49	14	9	78
PARTS CLERKS.....	1,305	6.10	203	43	123	72	150	143	82	70	90	87	28	67	29	26	3	33	-	6	10	16	-	-	-	-	18	-	6
TIME.....	549	4.89	169	23	90	41	61	65	23	35	11	5	14	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	756	6.98	34	20	33	31	89	78	59	35	79	82	14	58	26	26	3	33	-	6	10	16	-	-	-	18	-	6	
MEN.....	1,239	6.20	168	43	116	72	142	129	80	70	90	87	28	67	29	26	3	33	-	6	10	16	-	-	-	-	18	-	6
TIME.....	493	4.98	134	23	83	41	61	51	23	35	11	5	14	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	746	7.00	34	20	33	31	81	78	57	35	79	82	14	58	26	26	3	33	-	6	10	16	-	-	-	18	-	6	
SERVICE SALESWORKERS.....	924	8.92	21	-	2	64	21	2	24	88	38	28	29	61	42	65	79	98	16	80	20	21	36	13	19	7	-	4	48
TIME.....	75	6.86	-	-	-	28	7	-	21	-	7	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	851	9.11	21	-	2	36	14	2	3	88	31	28	29	61	42	65	79	92	16	80	20	21	36	13	19	7	-	4	42

<sup>1</sup> The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County, Calif.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

<sup>4</sup> Workers were distributed as follows: 40 at \$14 and under \$14.40; 9 at \$14.40 and under \$14.80; 8 at \$15.20 and under \$15.60; 7 at \$15.60 and under \$16; 12 at \$16 and under \$16.40, and 51 at \$16.40 and over.

at \$16 and under \$16.40, and 51 at \$16.40 and over.

<sup>5</sup> All workers were under \$3.60.

<sup>6</sup> Workers were distributed as follows: 88 at \$14 and under \$14.40; 44 at \$14.40 and under \$14.80; 17 at \$14.80 and under \$15.20; 51 at \$15.20 and under \$15.60; 34 at \$15.60 and under \$16; 25 at \$16 and under \$16.40, and 178 at \$16.40 and over.

<sup>7</sup> Workers were distributed as follows: 38 under \$3.60, 7 at \$3.60 and under \$3.80, 4 at \$3.80 and under \$4; and 12 at \$4 and under \$4.20.

<sup>8</sup> Workers were distributed as follows: 11 at \$14 and under \$14.40; 9 at \$14.40 and under \$14.80; 2 at \$14.80 and under \$15.20; 11 at \$15.60 and under \$16, and 45 at \$16.40 and over.

<sup>9</sup> Workers were distributed as follows: 126 under \$3.60; 38 at \$3.60 and under \$3.80; 8 at \$3.80 and under \$4; and 31 at \$4 and under \$4.20.

**Table 13. Occupational earnings: Memphis, Tenn.-Ark.-Miss.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>3</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			UNDER 3.20	3.20 AND UNDER 3.60	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	7.20	8.00	8.80	9.60	10.40	11.20	12.00	12.80	13.60	14.40	15.20	16.00	16.80	17.60	18.40	19.20	20.00	
<b>SELECTED PRODUCTION OCCUPATIONS<sup>4</sup></b>																														
BODY REPAIRERS.....	125	\$8.46	-	-	2	5	2	14	3	7	5	18	8	11	5	11	10	7	4	3	6	-	2	1	1	-	-	-	-	-
LUBRICATORS.....	22	5.22	4	5	-	1	2	-	3	4	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	17	5.97	-	-	-	1	2	-	3	4	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	380	7.42	12	9	11	23	17	12	20	20	26	45	52	28	37	23	10	10	9	5	3	1	-	-	-	4	1	-	2	
NEW-CAR GET-READY WORKERS.....	66	4.01	5	23	8	4	12	5	3	3	2	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	56	3.65	23	8	4	12	1	2	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	10	6.01	-	-	-	-	4	1	-	2	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
PAINTERS.....	31	6.24	1	2	1	2	1	1	2	4	6	3	1	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-		
TIME.....	16	5.61	-	2	1	2	-	1	2	-	3	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	15	6.90	1	-	-	-	1	-	-	4	3	-	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-		
PARTS CLERKS.....	176	5.12	17	19	24	21	19	12	4	6	5	14	22	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-		
TIME.....	93	4.02	14	16	22	17	9	7	4	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	83	6.36	3	3	2	4	10	5	-	4	5	14	20	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-		
SERVICE SALESWORKERS.....	77	7.71	-	-	1	4	6	4	2	1	13	6	9	13	3	1	5	-	2	3	4	-	-	-	-	-	-	-		

<sup>1</sup> The Memphis Standard Metropolitan Statistical Area consists of Shelby and Tipton Counties, Tenn.; Crittenden County, Ark.; and De Soto County, Miss.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

<sup>4</sup> All workers were at \$2.40 and under \$2.80.

<sup>5</sup> Workers were distributed as follows: 13 at \$2.40 and under \$2.80; and 10 at \$2.80 and under \$3.20.

<sup>6</sup> Workers were distributed as follows: 3 at \$2.40 and under \$2.80; and 11 at \$2.80 and under \$3.20.

**Table 14. Occupational earnings: Miami, Fla.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			2.80 AND UNDER	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	7.20	8.00	8.80	9.60	10.40	11.20	12.00	12.80	13.60	14.40	15.20	16.00	16.80	17.60	18.40	19.20	20.00 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																													
BODY REPAIRERS.....	234	\$10.10	-	1	2	1	3	1	7	6	2	27	32	29	23	9	17	14	15	4	7	7	5	12	4	1	-	-	5
LUBRICATORS.....	28	5.18	-	3	8	-	-	3	1	4	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	19	5.89	-	2	-	-	-	3	1	4	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	690	8.54	-	9	8	13	9	16	33	22	43	73	98	92	60	58	47	31	23	21	15	8	4	1	-	3	2	1	
MECHANICS, AUTOMOTIVE, SERVICE.....	46	5.79	-	-	3	3	10	-	13	5	1	-	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	34	6.11	-	-	-	3	7	-	7	5	1	-	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
NEW-CAR GET-READY WORKERS.....	121	5.74	17	11	6	21	11	2	6	13	5	8	3	1	3	3	-	1	1	3	1	4	-	-	1	-	-		
TIME.....	85	4.18	17	11	6	21	11	2	3	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	36	9.42	-	-	-	-	-	-	3	2	2	8	3	1	3	3	-	1	1	3	1	4	-	-	1	-	-		
PAINTERS.....	104	9.63	-	-	-	3	2	1	2	4	9	6	13	14	8	-	14	1	12	-	-	5	5	-	1	-	-	4	
PARTS CLERKS.....	299	5.93	4	-	7	28	51	18	59	21	36	27	15	15	7	3	5	-	-	-	1	-	1	-	-	-	-	1	
INCENTIVE.....	283	5.98	4	-	-	27	50	18	58	21	30	27	15	15	7	3	5	-	-	-	1	-	1	-	-	-	-	1	
SERVICE SALESWORKERS.....	197	7.79	-	1	2	5	10	10	13	20	21	17	21	18	19	7	6	13	7	1	1	-	-	1	1	3	-	-	

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with dif-

ferent pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

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**Table 15. Occupational earnings: Milwaukee, Wis.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.60 AND UNDER	3.00	3.40	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	9.00	9.40	9.80	10.20	10.60	11.00	11.40	11.80	12.20	2.60 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																												
BODY REPAIRERS.....	330	\$8.47	4	-	-	16	10	12	4	12	21	23	14	14	5	20	10	14	14	19	12	5	17	25	10	9	9	31
LUBRICATORS.....	46	5.57	3	3	3	6	3	2	-	5	-	5	7	-	2	3	-	4	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	40	5.97	-	3	6	3	2	-	-	5	-	5	7	-	2	3	-	4	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	677	7.72	3	7	7	25	17	18	30	39	59	47	52	46	36	32	49	28	37	27	25	19	15	6	5	5	10	33
MECHANICS, AUTOMOTIVE, SERVICE.....	73	5.46	3	5	1	20	6	-	3	4	10	4	5	2	3	-	2	-	-	-	-	-	-	-	-	-	-	
TIME.....	7	3.76	-	3	1	-	3	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	66	5.64	3	2	-	20	3	-	3	4	10	4	5	2	3	-	2	2	-	-	-	-	-	3	-	-	-	
NEW-CAR GET-READY WORKERS.....	81	7.38	-	12	4	-	5	4	5	7	-	3	3	3	4	3	2	-	3	3	-	-	-	6	-	3	3	8
TIME.....	24	4.56	-	9	4	-	2	2	5	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	57	8.57	-	3	-	-	3	2	5	5	-	3	3	4	3	4	2	3	3	3	-	-	-	6	-	3	3	8
PAINTERS.....	58	8.42	-	2	-	3	3	-	3	3	-	4	2	4	4	3	4	3	4	3	2	6	2	-	2	5	2	2
PARTS CLERKS.....	228	4.80	5	21	31	18	30	37	6	30	24	13	2	3	4	4	4	2	3	2	6	2	-	-	-	-	-	-
TIME.....	107	3.92	5	20	28	15	16	18	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	121	5.58	-	1	3	3	14	19	4	27	24	13	2	3	4	4	-	-	-	-	-	-	-	-	-	-	-	-
SERVICE SALESWORKERS.....	152	6.69	-	3	6	7	10	6	11	11	27	8	8	13	6	10	8	3	-	-	-	2	-	-	2	3	5	5
TIME.....	31	4.93	-	3	2	3	9	-	-	6	2	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	121	7.14	-	-	4	4	1	4	11	5	25	4	8	11	6	10	8	3	-	-	2	-	2	-	3	5	5	

<sup>1</sup> The Milwaukee Standard Metropolitan Statistical Area consists of Milwaukee, Ozaukee, Washington, and Waukesha Counties, Wis.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establish-

ments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

<sup>4</sup> Workers were distributed as follows: 3 at \$12.60 and under \$13, 3 at \$14.20 and under \$14.60, and 2 at \$15 and over.

**Table 16. Occupational earnings: Minneapolis-St. Paul, Minn.-Wis.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			UNDER 4.00	4.00 AND UNDER 4.40	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.00	10.40	10.80	11.20	11.60	12.00	12.40	12.80	13.20	13.60	3.60 AND OVER	
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																														
BODY REPAIRERS.....	379	69.56	3	3	-	12	6	-	15	6	47	14	22	19	37	27	19	17	20	14	5	10	13	7	10	8	3	42	-	
TIME.....	33	6.33	-	-	-	12	-	-	12	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	346	9.87	3	3	-	-	6	-	3	6	41	14	22	19	37	27	19	17	20	14	5	10	10	7	10	8	3	42		
LUBRICATORS.....	74	5.90	3	7	20	12	2	-	6	3	7	-	2	2	2	3	2	-	1	-	2	-	-	-	-	-	-	-	-	
TIME.....	44	4.76	3	7	20	9	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	30	7.57	-	-	-	3	-	-	6	-	7	-	2	2	2	3	2	-	1	-	2	-	-	-	-	-	-	-	-	
MECHANICS, AUTOMOTIVE, JOURNEYMEN.....	1,028	8.97	-	-	-	21	3	8	37	16	191	68	165	68	48	50	32	45	39	29	37	20	30	19	22	13	10	57	-	
TIME.....	77	6.17	-	-	-	19	-	6	18	6	18	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	951	9.20	-	-	-	2	3	2	19	10	173	58	165	68	48	50	32	45	39	29	37	20	30	19	22	13	10	57	-	
MECHANICS, AUTOMOTIVE, SERVICE.....	126	8.09	-	-	-	12	-	24	6	24	3	6	6	3	-	-	3	3	-	3	3	-	-	3	3	3	6	-	15	
TIME.....	51	10.81	-	-	-	-	-	-	6	3	3	-	6	3	-	-	3	3	-	3	-	-	3	3	3	-	-	-	15	
INCENTIVE.....	45	8.36	-	-	-	6	9	2	-	-	8	2	-	-	-	-	3	3	-	2	5	-	3	-	3	-	-	-	5	
NEW-CAR GET-READY WORKERS.....	153	6.84	2	3	12	17	26	6	2	14	33	11	3	3	-	-	3	-	2	8	-	3	-	-	-	-	-	-	-	
TIME.....	108	6.21	2	3	12	11	17	4	2	14	25	9	3	3	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	45	8.36	-	-	-	6	9	2	-	-	8	2	-	-	-	-	3	-	2	5	-	3	-	-	-	-	-	-	-	
PAINTERS.....	134	12.36	-	-	-	-	-	-	-	-	15	-	-	3	-	-	3	3	8	-	7	7	11	8	15	4	8	5	37	
PARTS CLERKS.....	395	6.21	15	29	28	9	29	77	85	33	20	13	14	7	2	25	2	-	-	-	-	-	-	-	-	-	-	-	-	7
TIME.....	301	5.66	15	26	28	9	29	71	85	10	12	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	94	7.98	-	3	-	-	-	6	-	23	8	11	-	7	2	25	2	-	-	-	-	-	-	-	-	-	-	-	7	
SERVICE SALESWORKERS.....	195	7.18	2	-	17	8	15	37	5	18	22	9	6	12	-	-	9	6	-	5	7	6	6	-	-	5	-	-	-	
TIME.....	53	6.17	-	-	14	6	3	15	2	-	7	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	
INCENTIVE.....	142	7.55	2	-	3	2	12	22	3	18	15	9	6	12	-	9	6	-	5	7	-	6	-	-	5	-	-	-	-	

<sup>1</sup>The Minneapolis-St. Paul Standard Metropolitan Statistical Area consists of Anoka, Carver, Chisago, Dakota, Hennepin, Ramsey, Scott, Washington, and Wright Counties, Minn., and St. Croix County, Wis.

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup>All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

<sup>4</sup>Workers were distributed as follows: 8 at \$13.60 and under \$14, 4 at \$14 and under \$14.40, and 9 at \$14.40 and under \$14.80; 3 at \$15.20 and under \$15.60; and 18 at \$16 and over.

<sup>5</sup>Workers were distributed as follows: 6 at \$14 and under \$14.40; 3 at \$15.20 and under \$15.60; 3 at \$15.60 and under \$16; and 3 at \$16 and over.

<sup>6</sup>All workers were at \$15.60 and under \$16.

<sup>7</sup>Workers were distributed as follows: 3 at \$13.60 and under \$14; 3 at \$14 and under \$14.40; 3 at \$14.40 and under \$14.80; 2 at \$14.80 and under \$15.20; 5 at \$15.20 and under \$15.60; and 21 at \$16 and over.

**Table 17. Occupational earnings: Nassau-Suffolk, N.Y.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			2.60 AND UNDER	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.60	9.20	9.80	10.40	11.00	11.60	12.20	12.80	13.40
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																													
BODY REPAIRERS.....	176	\$7.72	-	-	-	-	-	2	-	6	-	5	2	16	8	20	12	36	6	29	8	8	-	2	4	2	2	6	2
TIME.....	96	6.92	-	-	-	-	-	2	-	6	-	5	-	16	2	14	6	18	-	19	6	2	-	-	-	-	-	-	-
INCENTIVE.....	80	8.66	-	-	-	-	-	-	-	-	-	-	2	-	6	6	6	18	6	10	2	6	-	2	4	2	2	6	2
LUBRICATORS.....	20	5.14	-	-	-	-	-	-	-	6	8	-	-	4	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
INCENTIVE.....	16	5.12	-	-	-	-	-	-	-	6	6	-	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	699	8.82	-	-	-	-	-	-	-	-	-	5	7	30	39	49	66	82	58	70	70	31	36	46	12	24	2	18	54
TIME.....	77	7.40	-	-	-	-	-	-	-	-	-	-	-	-	-	24	5	26	12	8	2	-	-	-	-	-	-	-	-
INCENTIVE.....	622	8.99	-	-	-	-	-	-	-	-	-	5	7	30	39	25	61	56	46	62	68	31	36	46	12	24	2	18	54
MECHANICS, AUTOMOTIVE, SERVICE.....	398	5.85	-	-	-	6	6	2	36	12	52	43	50	108	6	38	14	6	12	5	2	-	-	-	-	-	-	-	-
TIME.....	231	5.83	-	-	-	6	6	-	2	4	34	17	36	92	2	32	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	167	5.88	-	-	-	-	-	-	2	34	8	18	26	14	16	4	6	14	6	12	5	2	-	-	-	-	-	-	-
NEW-CAR GET-READY WORKERS.....	188	5.37	6	-	6	9	18	4	24	24	39	8	10	8	-	4	6	2	-	-	6	8	-	-	-	-	-	-	6
TIME.....	122	4.65	6	-	6	9	6	4	12	12	39	8	10	8	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	66	6.68	-	-	-	-	12	-	-	12	12	-	-	-	-	4	6	-	-	-	-	6	8	-	-	-	-	-	6
PAINTERS <sup>4</sup> .....	16	6.46	-	-	-	-	-	-	-	-	-	2	-	6	-	6	-	-	-	-	-	2	-	-	-	-	-	-	-
PARTS CLERKS.....	349	5.58	16	6	10	8	5	10	19	32	16	22	28	24	50	34	2	20	9	28	2	8	-	-	-	-	-	-	-
TIME.....	223	4.93	16	6	10	8	5	8	19	24	16	18	8	16	30	20	-	13	-	6	-	-	-	-	-	-	-	-	-
INCENTIVE.....	126	6.72	-	-	-	-	-	2	-	8	-	4	20	8	20	14	2	7	9	22	2	8	-	-	-	-	-	-	-
SERVICE SALESWORKERS.....	227	7.28	-	-	-	-	-	-	2	8	6	10	34	8	31	18	20	18	29	23	-	8	6	-	6	-	-	-	-
TIME.....	14	5.60	-	-	-	-	-	-	-	-	2	4	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	213	7.39	-	-	-	-	-	-	2	8	-	8	30	8	31	18	18	18	29	23	-	8	6	-	6	-	-	-	-

<sup>1</sup> The Nassau-Suffolk Standard Metropolitan Statistical Area consists of Nassau and Suffolk Counties, N.Y.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with dif-

ferent pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men.

<sup>4</sup> Approximately one-half of the workers were paid on an incentive basis.

**Table 18. Occupational earnings: New York, N.Y.-N.J.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			UNDER 4.00	4.00 AND UNDER 4.20	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20	9.60	10.20	10.80	11.40	12.00	12.60	13.20 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																													
BODY REPAIRERS.....	227	\$8.11	-	-	15	-	-	-	15	-	2	-	10	15	10	11	25	10	29	10	21	11	11	-	6	14	3	-	9
TIME.....	51	5.59	-	-	15	-	-	-	15	-	2	-	10	15	10	2	5	-	2	-	21	-	-	-	6	14	3	-	9
INCENTIVE.....	176	8.83	-	-	-	-	-	-	-	-	-	-	10	15	-	9	20	10	27	10	21	11	11	-	6	14	3	-	9
LUBRICATORS.....	110	5.87	5	9	3	3	3	-	-	-	10	-	-	38	19	-	10	-	-	-	10	-	-	-	-	-	-	-	-
TIME.....	72	5.53	2	-	3	3	3	-	-	-	10	-	-	35	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	38	6.52	3	9	-	-	-	-	-	-	-	-	3	3	-	-	10	-	-	10	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	1,544	8.48	-	-	-	-	-	-	-	-	2	-	-	109	92	184	322	111	129	134	72	45	80	52	71	55	36	25	25
TIME.....	400	7.60	-	-	-	-	-	-	-	-	2	-	-	10	63	8	191	43	50	13	-	10	-	10	-	10	-	-	-
INCENTIVE.....	1,144	8.79	-	-	-	-	-	-	-	-	-	-	-	99	29	176	131	68	79	121	72	45	70	52	61	55	36	25	25
MECHANICS, AUTOMOTIVE, SERVICE.....	630	5.99	-	-	34	12	63	16	12	26	29	3	13	235	117	25	26	6	-	-	-	-	-	-	-	-	-	-	-
TIME.....	366	6.09	-	-	11	12	20	13	9	-	9	-	-	172	82	19	13	6	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	264	5.86	-	-	23	-	43	3	3	26	20	3	13	63	35	6	13	-	-	-	-	13	-	-	-	-	-	-	-
NEW-CAR GET-READY WORKERS.....	270	6.35	12	25	-	8	14	14	10	29	11	16	24	45	4	3	10	-	11	10	-	-	-	-	4	7	-	3	10
TIME.....	202	5.52	12	25	-	8	4	14	10	29	11	16	10	45	1	3	-	-	11	-	-	-	-	-	3	7	-	-	-
INCENTIVE.....	68	8.84	-	-	-	-	10	-	-	-	-	-	-	14	-	3	-	10	-	10	-	-	-	-	1	7	-	3	410
PAINTERS.....	66	7.29	-	3	-	-	-	-	2	-	-	-	20	15	6	-	-	13	-	10	-	1	-	1	-	2	-	-	3
TIME.....	43	7.79	-	-	-	-	-	-	-	-	-	-	20	-	-	-	-	10	-	-	-	1	-	1	-	2	-	-	3
INCENTIVE.....	23	7.02	23	3	18	33	6	-	21	-	6	19	60	74	58	71	62	7	46	11	25	21	10	9	14	8	21	-	-
PARTS CLERKS.....	336	5.85	23	3	18	33	6	-	10	-	6	16	60	47	48	23	43	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	290	8.38	-	-	-	-	-	-	11	-	-	-	3	-	27	10	48	19	7	46	11	25	21	10	9	14	8	21	-
INCENTIVE.....	39	7.36	15	-	-	10	-	3	11	-	6	24	20	27	21	21	55	47	13	30	4	28	36	5	5	12	3	-	-
SERVICE SALESWORKERS.....	39	7.36	15	-	-	10	-	3	11	-	6	24	20	27	21	21	55	47	13	30	4	28	36	5	5	12	3	-	-
TIME.....	39	7.36	15	-	-	10	-	3	11	-	6	24	20	27	21	21	55	47	13	30	4	28	36	5	5	12	3	-	-
INCENTIVE.....	357	7.60	15	-	-	10	-	3	11	-	6	24	20	24	21	12	32	47	9	30	4	28	36	5	5	12	3	-	-

<sup>1</sup>The New York Standard Metropolitan Statistical Area consists of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, and Westchester Counties, N.Y., and Bergen County, N.J.

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with

different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup>All or virtually all workers were men.

<sup>4</sup>All workers were at \$16.80 and under \$18.20.

**Table 19. Occupational earnings: Philadelphia, Pa.-N.J.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			UNDER 2.80	2.80 AND UNDER 3.00	3.00	3.40	3.80	4.20	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.60	9.40	10.20	11.00	11.80	12.60	13.40	14.20	15.00	15.80	16.60	17.40 AND OVER	
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																														
BODY REPAIRERS.....	335	\$8.03	-	-	-	14	11	10	1	4	20	46	22	18	1	33	15	50	12	47	4	5	-	-	-	11	-	11	-	-
TIME.....	42	6.11	-	-	-	-	-	-	-	-	15	8	15	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	293	8.30	-	-	-	14	11	10	1	4	5	38	7	18	1	33	11	50	12	47	4	5	-	-	-	11	-	11	-	
LUBRICATORS.....	62	3.38	21	-	23	11	4	-	1	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, AUTOMOTIVE, JOURNEYMEN.....	1,812	8.31	-	-	-	11	4	45	49	49	87	43	136	160	173	115	294	188	123	73	81	29	55	43	19	16	2	14	3	
TIME.....	95	5.81	-	-	-	-	-	20	10	-	4	11	30	10	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	1,717	8.45	-	-	-	11	4	25	39	49	83	32	106	150	163	115	294	188	123	73	81	29	55	43	19	16	2	14	3	
MECHANICS, AUTOMOTIVE, SERVICE.....	626	5.59	-	-	43	79	29	90	33	42	18	78	4	81	31	36	23	23	16	-	-	-	-	-	-	-	-	-	-	
TIME.....	242	4.39	-	-	40	64	20	44	15	11	4	20	1	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	384	6.34	-	-	3	15	9	46	18	31	14	58	3	58	31	36	23	23	16	-	-	-	-	-	-	-	-	-	-	
NEW-CAR GET-READY WORKERS.....	584	4.19	96	-	64	106	90	74	39	29	17	18	12	5	10	8	7	6	2	1	-	-	-	-	-	-	-	-	-	
TIME.....	496	3.79	96	-	60	106	90	62	39	17	13	11	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	88	6.44	-	-	4	-	-	12	4	7	11	5	10	7	7	6	2	1	-	-	-	-	-	-	-	-	-	-	-	
PAINTERS.....	124	8.62	-	-	-	-	-	4	1	5	12	11	4	13	3	2	23	14	-	4	4	1	1	1	11	9	1	1	-	
TIME.....	33	8.75	-	-	-	-	-	-	-	-	12	-	-	-	-	-	11	-	-	-	-	-	-	-	10	-	-	-	-	
INCENTIVE.....	91	8.57	-	-	-	-	-	4	1	5	-	11	4	13	3	2	12	14	-	4	4	1	1	1	1	9	1	1	-	
PARTS CLERKS.....	637	4.93	17	4	47	53	78	93	59	108	30	22	51	23	15	19	8	14	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	362	4.69	13	4	36	48	64	23	50	66	24	3	20	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	275	5.60	-	-	11	5	14	70	9	42	6	19	31	12	15	19	8	14	-	-	-	-	-	-	-	-	-	-	-	
SERVICE SALESWORKERS.....	426	6.04	-	-	6	12	59	23	12	84	14	21	33	45	41	28	3	11	23	11	-	-	-	-	-	-	-	-	-	
TIME.....	208	5.36	-	-	-	10	27	21	4	72	11	6	19	12	11	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	218	6.68	-	-	6	2	32	2	8	12	3	15	14	33	30	13	3	11	23	11	-	-	-	-	-	-	-	-	-	
MEN.....	403	6.09	-	-	3	12	49	23	12	84	14	21	33	35	41	28	3	11	23	11	-	-	-	-	-	-	-	-	-	
TIME.....	208	5.36	-	-	-	10	27	21	4	72	11	6	19	12	11	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	195	6.87	-	-	3	2	22	2	8	12	3	15	14	23	30	13	3	11	23	11	-	-	-	-	-	-	-	-	-	
WOMEN.....	23	5.06	-	-	3	-	10	-	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup>The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa., and Burlington, Camden, and Gloucester Counties, N.J.

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage move-

ments because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared.

<sup>3</sup>All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.



### Table 20. Occupational earnings: Pittsburgh, Pa.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																												
			2.60 AND UNDER 2.80	2.80 3.00	3.00 3.40	3.40 3.80	3.80 4.20	4.20 4.60	4.60 5.00	5.00 5.40	5.40 5.80	5.80 6.20	6.20 7.00	7.00 7.80	7.80 8.60	8.60 9.40	9.40 10.20	10.20 11.00	11.00 11.80	11.80 12.60	12.60 13.40	13.40 14.20	14.20 15.00	15.00 15.80	15.80 16.60	16.60 17.40	17.40 18.20	18.20 19.00	19.00 AND OVER		
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																															
BODY REPAIRERS.....	684	\$8.02	-	-	12	5	13	14	15	50	32	41	62	96	101	81	51	30	8	31	14	7	10	3	-	4	-	4	-		
TIME.....	75	4.79	-	-	12	5	5	-	12	31	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	609	8.41	-	-	-	-	8	14	3	19	32	41	52	96	101	81	51	30	8	31	14	7	10	3	-	4	-	4	-		
LUBRICATORS.....	84	3.63	28	-	16	10	5	1	12	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MECHANICS, AUTOMOTIVE, JOURNEYMEN.....	1,036	7.80	-	-	4	7	12	24	43	85	69	80	158	142	77	115	49	33	38	47	19	5	11	7	4	-	-	3	4		
TIME.....	180	5.57	-	-	5	12	6	17	43	27	22	39	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	856	8.27	-	-	4	2	-	18	26	42	42	58	119	133	77	115	49	33	38	47	19	5	11	7	4	-	-	3	4		
MECHANICS, AUTOMOTIVE, SERVICE.....	164	4.80	-	-	31	17	-	21	26	5	40	10	7	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TIME.....	64	3.71	-	-	27	17	-	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	100	5.50	-	-	4	-	-	6	21	5	40	10	7	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NEW-CAR GET-READY WORKERS.....	204	4.74	16	-	32	15	53	13	12	8	5	11	19	5	3	3	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	157	4.02	16	-	32	11	53	13	12	6	1	5	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	47	7.18	-	-	4	-	-	-	2	4	6	11	5	3	3	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
PARTS CLERKS.....	365	5.09	-	-	23	19	37	48	36	68	46	40	31	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	160	4.47	-	-	23	16	27	20	11	46	12	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	205	5.57	-	-	-	3	10	28	25	22	34	38	28	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICE SALESWORKERS.....	237	6.29	-	-	11	10	8	16	23	21	22	26	54	14	13	3	2	1	1	-	-	-	-	-	12	-	-	-	-	-	
TIME.....	97	4.84	-	-	11	10	8	8	18	16	5	5	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	140	7.30	-	-	-	-	-	8	5	5	17	21	38	14	13	3	2	1	1	-	-	-	-	-	12	-	-	-	-	-	

<sup>1</sup> The Pittsburgh Standard Metropolitan Statistical Area consists of Allegheny, Beaver, Washington, and Westmoreland Counties, Pa.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.  
<sup>3</sup> All or virtually all workers were men.  
<sup>4</sup> All or virtually all workers were time-rated.

### Table 21. Occupational earnings: Portland, Oreg.-Wash.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			2.90 AND UNDER 3.00	3.00 3.20	3.20 3.40	3.40 3.60	3.60 3.80	3.80 4.20	4.20 4.60	4.60 5.00	5.00 5.40	5.40 5.80	5.80 6.20	6.20 6.60	6.60 7.00	7.00 7.40	7.40 7.80	7.80 8.20	8.20 8.60	8.60 9.00	9.00 9.40	9.40 9.80	9.80 10.20	10.20 10.60	10.60 11.00	11.00 11.40	11.40 11.80	11.80 12.20	12.20 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>3</sup></b>																													
BODY REPAIRERS.....	201	\$9.76	-	-	-	-	-	2	-	-	3	6	10	8	21	12	6	4	7	13	16	19	8	-	8	9	16	433	
LUBRICATORS.....	77	3.95	-	12	3	11	6	24	9	9	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	69	3.80	-	12	3	10	6	22	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	8	5.23	-	-	1	-	2	-	2	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE, JOURNEYMEN.....	758	8.54	-	-	-	-	-	-	4	19	23	48	42	36	79	51	84	48	46	49	44	24	27	32	23	22	21	36	
MECHANICS, AUTOMOTIVE, SERVICE.....	34	7.01	-	-	-	-	-	4	-	5	3	4	1	-	2	4	-	2	4	-	-	-	-	-	-	-	-	-	-
TIME.....	28	7.49	-	-	-	-	-	4	-	2	4	1	-	2	4	-	2	4	-	-	-	-	3	-	2	-	-	-	-
INCENTIVE.....	120	4.54	6	4	6	17	7	29	11	10	11	1	4	1	5	3	2	4	-	2	-	-	-	-	-	-	-	-	-
NEW-CAR GET-READY WORKERS.....	2	4.22	2	-	2	15	7	19	11	9	11	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	41	5.16	4	4	4	2	-	10	-	1	-	4	1	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	114	4.48	6	4	6	17	7	26	11	10	11	1	4	1	5	-	2	-	-	-	-	-	2	-	-	1	-	-	-
MEN.....	79	4.22	2	-	2	15	7	19	11	9	11	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	35	5.06	4	4	4	2	-	7	-	1	-	4	1	3	-	-	2	-	-	-	-	-	-	-	-	1	-	-	-
INCENTIVE.....	62	9.93	-	-	-	-	-	-	-	-	3	3	2	4	3	3	3	5	2	2	3	2	2	1	-	4	4	16	
PAINTERS.....	226	5.74	-	-	-	4	6	23	31	14	35	28	16	18	4	8	5	11	4	8	9	-	2	-	-	-	-	-	-
TIME.....	66	4.72	-	-	-	4	10	18	2	23	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	160	6.17	-	-	-	4	2	13	13	12	12	19	16	18	4	8	5	11	4	8	9	-	2	-	-	-	-	-	-
SERVICE SALESWORKERS.....	187	6.84	-	-	-	2	2	2	16	12	26	11	32	10	12	10	14	10	7	8	4	2	3	-	2	-	-	2	
TIME.....	18	4.90	-	-	-	2	2	2	5	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	169	7.05	-	-	-	-	-	2	11	10	19	11	32	10	12	10	14	10	7	8	4	2	3	-	2	-	-	2	

<sup>1</sup> The Portland Standard Metropolitan Statistical Area consists of Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.  
<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.  
<sup>4</sup> Workers were distributed as follows: 6 at \$12.20 and under \$12.60; 3 at \$12.60 and under \$13; 4 at \$13 and under \$13.40; 4 at \$13.80 and under \$14.20; 2 at \$14.20 and under \$14.60; and 14 at \$14.60 and over.  
<sup>5</sup> Workers were distributed as follows: 3 at \$12.20 and under \$12.60, 2 at \$12.60 and under \$13; 3 at \$13 and under \$13.40, 6 at \$13.80 and under \$14.20; and 2 at \$14.60 and over.

**Table 22. Occupational earnings: St. Louis, Mo.-III.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			UNDER 6.40	6.40 AND UNDER 6.60	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	8.20	8.40	8.80	9.20	9.60	10.00	10.40	10.80	11.20	11.60	12.00	12.40	12.80	13.20	13.60	14.00	14.40 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																													
BODY REPAIRERS.....	481	\$10.28	-	-	-	-	6	-	90	26	12	10	4	19	20	37	33	31	9	20	31	20	9	17	18	10	6	17	36
TIME.....	35	7.54	-	-	-	-	-	-	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	446	10.49	-	-	-	6	-	55	26	12	10	4	19	20	37	33	31	9	20	31	20	9	17	18	10	6	17	36	
LUBRICATORS.....	150	7.03	11	-	101	4	9	4	-	-	-	-	10	5	-	-	-	4	-	-	-	-	-	-	2	-	-	-	
TIME.....	122	6.82	5	-	98	4	9	4	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	28	7.97	6	-	3	-	-	-	-	-	-	-	10	3	-	-	-	-	-	-	-	-	-	-	2	-	-	-	
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	984	8.39	6	6	-	3	3	15	393	69	56	34	51	81	62	54	26	24	30	24	15	6	6	5	3	3	1	-	8
TIME.....	107	7.46	-	-	-	-	-	-	107	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	877	8.51	6	6	-	3	3	15	286	69	56	34	51	81	62	54	26	24	30	24	15	6	6	5	3	3	1	-	8
NEW-CAR GET-READY WORKERS.....	139	7.11	10	24	-	-	-	5	81	3	6	2	-	3	-	3	-	-	-	-	1	1	-	-	-	-	-	-	-
TIME.....	109	6.84	10	24	-	-	-	-	67	3	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	30	8.06	-	-	-	-	-	5	14	-	3	-	-	2	-	4	-	-	-	-	1	1	-	-	-	7	-	-	3
PAINTERS <sup>3</sup> .....	21	11.42	-	-	-	-	-	-	3	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PARTS CLERKS <sup>4</sup> .....	310	7.20	23	3	17	40	7	4	188	26	9	-	6	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
SERVICE SALESWORKERS.....	233	7.52	8	-	3	-	-	-	166	41	9	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	209	7.51	8	-	3	-	-	-	149	37	6	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	24	7.62	-	-	-	-	-	-	17	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup>The St. Louis Standard Metropolitan Statistical Area consists of St. Louis City; Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Clinton, Madison, St. Clair, and Monroe Counties, Ill.

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup>All or virtually all workers were men.

<sup>4</sup>All workers were at under \$5.80.

<sup>5</sup>All or virtually all workers were incentive-rated.

<sup>6</sup>All or virtually all workers were time-rated.

**Table 23. Occupational earnings: San Francisco-Oakland, Calif.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			4.50 AND UNDER 4.60	4.60	4.70	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.80	8.20	8.60	9.00	9.40	9.80	10.20	10.60	11.00	11.40 AND OVER	
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																														
BODY REPAIRERS.....	619	\$10.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	395	182	41	1
LUBRICATORS.....	161	7.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE, JOURNEYMEN..	2,134	10.49	-	-	-	-	-	-	-	-	-	-	-	-	11	109	21	13	7	-	-	-	-	-	-	54	1944	99	21	16
NEW-CAR GET-READY WORKERS.....	88	7.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-
PAINTERS.....	198	10.60	-	-	-	-	-	-	-	-	-	-	-	-	6	26	34	17	-	-	-	-	-	-	-	-	120	63	8	7
PARTS CLERKS.....	600	8.82	8	-	-	-	8	-	-	8	-	8	-	15	-	-	-	-	32	46	122	139	207	7	-	-	-	-	-	-
SERVICE SALESWORKERS.....	396	10.01	-	-	-	-	-	-	-	-	7	-	8	7	2	-	-	7	3	14	19	7	23	147	67	32	16	37	22	
TIME.....	317	9.90	-	-	-	-	-	-	-	-	7	-	8	7	2	-	-	7	3	12	17	7	13	141	50	24	7	22		
INCENTIVE.....	79	10.46	-	-	-	-	-	-	-	-	-	-	-	8	-	2	-	-	-	2	2	-	10	6	17	8	9	415		

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

<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup>All or virtually all workers were men. Unless otherwise indicated, virtually all workers were time-rated.

<sup>4</sup>Workers were distributed as follows: 6 at \$11.40 and under \$11.80, 3 at \$11.80 and under \$12.20, 3 at \$13.40 and under \$13.80; and 3 at \$13.80 and over.

**Table 24. Occupational earnings: Washington, D.C.-Md.-Va.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in auto dealer repair shops, June 1978)

OCCUPATION	NUMBER OF WORKERS	AVERAGE HOURLY EARNINGS <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			UNDER 3.00	3.00 AND UNDER 3.40	3.40	3.80	4.60	5.40	6.20	7.00	7.80	8.60	9.40	10.20	11.00	11.80	12.60	13.40	14.20	15.00	15.80	16.60	17.40	18.20	19.00	19.80	20.60	21.40	22.20 AND OVER
<b>SELECTED PRODUCTION OCCUPATIONS<sup>1</sup></b>																													
BODY REPAIRERS.....	625	\$9.85	6	10	14	18	34	45	24	30	68	41	74	46	64	28	31	13	10	17	17	5	4	2	8	2	4	10	-
LUBRICATORS.....	60	3.83	4	22	12	15	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	43	3.42	4	22	12	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	17	4.86	-	-	-	13	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE, JOURNEYMEN.....	1,798	8.64	10	2	23	88	141	154	134	240	165	216	142	104	116	74	54	44	42	10	9	12	12	2	-	-	-	-	4
MECHANICS, AUTOMOTIVE, SERVICE.....	366	5.99	4	37	26	41	61	65	31	30	23	23	6	-	15	-	-	-	4	-	-	-	-	-	-	-	-	-	-
TIME.....	47	3.96	-	24	2	9	8	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	319	6.28	4	13	24	32	53	65	27	30	23	23	6	-	15	-	-	-	4	-	-	-	-	-	-	-	-	-	-
NEW-CAR GET-READY WORKERS.....	494	4.63	66	93	47	100	53	70	14	7	19	4	3	12	2	2	-	-	-	-	-	-	2	-	-	-	-	-	-
TIME.....	284	3.79	53	61	38	76	32	22	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	210	5.77	13	32	9	24	21	48	14	5	19	4	3	12	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS.....	202	11.08	2	7	2	8	10	17	8	1	4	1	18	20	21	13	18	15	3	1	6	1	8	-	4	11	-	1	2
INCENTIVE.....	180	11.83	-	3	-	2	10	13	6	1	4	1	16	20	21	13	18	15	3	1	6	1	8	-	4	11	-	1	2
PARTS CLERKS.....	661	5.40	10	64	82	137	86	101	85	46	17	9	4	-	-	8	-	-	2	2	6	-	-	-	-	-	-	-	2
TIME.....	214	4.65	9	44	43	34	10	27	26	12	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	447	5.76	1	20	39	103	76	74	59	34	14	6	1	-	8	-	-	-	2	2	6	-	-	-	-	-	-	-	2
SERVICE SALESMEN.....	412	7.06	-	-	31	34	42	67	71	48	36	22	14	21	4	3	2	9	-	2	4	-	-	-	2	-	-	-	-
TIME.....	92	5.23	-	-	22	13	24	7	14	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	320	7.59	-	-	9	21	18	60	57	38	34	22	14	21	4	3	2	9	-	2	4	-	-	-	2	-	-	-	-

<sup>1</sup> The Washington, D.C. Standard Metropolitan Statistical Area consists of the District of Columbia; the cities of Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park, Va., Arlington, Fairfax, Loudoun, and Prince William Counties, Va.; and Montgomery, Charles, and Prince Georges Counties, Md.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements

because of changes in the universe over time and associated necessary change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

<sup>3</sup> All or virtually all workers were men. Unless otherwise indicated, virtually all workers were incentive-rated.

**Table 25. Method of wage payment: All production workers**

(Percent of production workers in auto dealer repair shops by method of wage payment,<sup>1</sup> 23 areas, June 1978)

Area	Time-rated workers	Incentive workers paid on the basis of—					
		Flat-rate hours	Flat-rate percentage	Individual bonus	Group bonus	Commission	Other incentive plans
Total, 23 areas .....	51	25	13	2	1	9	1
Northeast							
Boston .....	57	22	10	6	( <sup>2</sup> )	3	2
Nassau-Suffolk .....	53	22	10	2	-	13	-
New York .....	60	21	8	1	( <sup>2</sup> )	11	( <sup>2</sup> )
Philadelphia .....	58	18	13	4	1	5	1
Pittsburgh .....	56	21	15	1	4	3	-
South							
Atlanta .....	47	10	28	2	-	12	-
Birmingham .....	49	25	12	-	-	13	( <sup>2</sup> )
Dallas-Ft. Worth .....	49	32	7	-	-	12	( <sup>2</sup> )
Houston .....	50	20	18	-	-	12	( <sup>2</sup> )
Memphis .....	60	14	16	-	( <sup>2</sup> )	9	-
Miami .....	47	27	9	2	4	11	1
Washington .....	46	25	12	8	4	5	1
North Central							
Chicago .....	49	25	15	( <sup>2</sup> )	-	10	( <sup>2</sup> )
Detroit .....	44	26	18	( <sup>2</sup> )	( <sup>2</sup> )	11	( <sup>2</sup> )
Indianapolis .....	27	37	19	( <sup>2</sup> )	1	14	1
Kansas City .....	40	47	1	1	4	6	( <sup>2</sup> )
Milwaukee .....	32	36	10	9	-	12	2
Minneapolis-St. Paul .....	45	32	16	1	-	4	2
St. Louis .....	54	46	-	-	-	( <sup>2</sup> )	-
West							
Denver-Boulder .....	50	22	14	-	-	13	1
Los Angeles-Long Beach .....	40	29	13	-	-	14	3
Portland .....	39	27	19	-	5	10	( <sup>2</sup> )
San Francisco-Oakland .....	98	-	-	-	-	1	( <sup>2</sup> )

<sup>1</sup> For definition of method of wage payment, see appendix A.

<sup>2</sup> Less than 0.5 percent.

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

**Table 26. Types of incentive payments: Selected occupations**

(Percent of workers in auto dealer repair shops paid on an incentive basis, 23 areas, June 1978)

Area	Body repairers						Lubricators						Mechanics, automotive, journeyman							
	All incentive workers	Flat-rate percent				Flat-rate hours	All incentive workers	Flat-rate percent				Flat-rate hours	All incentive workers	Flat-rate percent				Flat-rate hours		
		Total	45	Over 45 and under 50	50			Total	45	Over 45 and under 50	50			Total	45	Over 45 and under 50	50			
Total, 23 areas .....	88	50	5	3	40	37	51	17	2	2	8	30	87	22	6	2	10	61		
<b>Northeast</b>																				
Boston .....	66	22	17	-	1	41	22	2	-	-	-	5	85	27	7	-	9	47		
Nassau-Suffolk .....	45	28	10	5	14	14	80	70	10	30	30	10	89	20	10	2	6	66		
New York .....	78	33	-	10	19	42	35	20	-	-	15	15	74	19	8	4	7	51		
Philadelphia .....	87	35	2	-	31	46	-	-	-	-	-	-	95	36	2	-	34	45		
Pittsburgh .....	89	51	4	10	37	38	-	-	-	-	-	-	83	31	2	8	21	51		
<b>South</b>																				
Atlanta .....	96	80	5	-	72	16	62	32	5	-	27	21	98	55	6	-	45	44		
Birmingham .....	99	53	-	-	40	38	47	-	-	-	-	29	100	24	-	-	24	73		
Dallas .....	100	37	2	-	31	63	97	31	12	-	18	66	100	17	7	-	5	83		
Houston .....	100	59	21	8	15	41	83	25	8	-	-	58	100	45	22	1	3	55		
Memphis .....	97	76	38	5	28	21	77	36	23	-	14	41	98	47	19	-	27	52		
Miami .....	100	38	3	3	32	62	68	18	7	-	11	29	100	21	5	4	12	75		
Washington .....	99	58	-	1	54	38	28	5	-	-	5	7	96	16	3	-	9	67		
<b>North Central</b>																				
Chicago .....	99	96	-	-	96	-	27	16	-	-	16	9	96	7	-	-	7	83		
Detroit .....	99	82	3	1	78	17	71	29	-	2	21	32	99	35	-	2	29	64		
Indianapolis .....	100	53	8	-	36	44	84	16	-	-	16	52	99	35	15	-	20	63		
Kansas City .....	96	-	-	-	-	92	89	23	-	-	23	67	-	-	-	-	-	-		
Milwaukee .....	99	40	11	5	24	59	87	22	-	-	11	46	96	19	-	-	4	70		
Minneapolis-St. Paul .....	91	87	-	-	87	3	41	14	-	-	14	27	93	4	-	-	3	88		
St. Louis .....	93	-	-	-	-	93	19	-	-	-	-	19	89	-	-	-	-	89		
<b>West</b>																				
Denver-Boulder .....	100	74	2	6	62	26	80	26	4	-	15	54	98	27	10	5	11	71		
Los Angeles-Long Beach .....	99	41	12	4	18	58	89	27	3	9	1	62	98	29	12	8	1	69		
Portland .....	100	44	10	11	23	56	10	3	3	-	-	5	97	39	21	2	16	58		
San Francisco-Oakland .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Mechanics, automotive, service</b>																				
Area	All incentive workers	Flat-rate percent				Flat-rate hours	All incentive workers	Flat-rate percent				Flat-rate hours	All incentive workers	Flat-rate percent				Flat-rate hours	Parts clerks: All incentive workers <sup>1</sup>	Service sales-workers: All incentive workers <sup>1</sup>
		Total	45	Over 45 and under 50	50			Total	45	Over 45 and under 50	50			Total	45	Over 45 and under 50	50			
Total, 23 areas .....	68	16	2	1	11	49	35	6	1	(?)	4	25	85	47	5	1	34	37	52	76
<b>Northeast</b>																				
Boston .....	51	-	-	-	-	36	31	4	-	-	4	18	61	32	3	-	10	29	18	52
Nassau-Suffolk .....	42	10	9	-	1	25	35	16	-	-	16	6	-	-	-	-	-	-	36	94
New York .....	42	11	2	-	10	30	25	11	3	-	8	14	65	9	-	-	-	56	46	90
Philadelphia .....	61	9	-	-	9	49	15	1	-	-	1	10	73	36	3	-	29	28	43	51
Pittsburgh .....	61	7	-	4	3	54	23	4	-	1	2	16	67	-	-	-	-	67	56	59
<b>South</b>																				
Atlanta .....	88	51	5	-	42	37	19	8	3	-	6	11	88	58	3	-	52	22	71	89
Birmingham .....	90	16	-	-	10	67	33	-	-	-	-	29	100	76	-	-	48	24	76	87
Dallas .....	89	15	-	-	15	74	51	14	8	-	3	33	95	25	6	-	10	68	67	97

See footnotes at end of table.

**Table 26. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis, 23 areas, June 1978)

Area	Mechanics, automotive, service					New-car get-ready workers					Painters					Parts clerks: All incentive workers <sup>1</sup>	Service salesworkers: All incentive workers <sup>1</sup>			
	All incentive workers	Flat-rate percent				Flat-rate hours	All incentive workers	Flat-rate percent				Flat-rate hours	All incentive workers	Flat-rate percent				Flat-rate hours		
		Total	45	Over 45 and under 50	50			Total	45	Over 45 and under 50	50			Total	45				Over 45 and under 50	50
<b>South</b>																				
Houston .....	74	-	-	-	-	74	-	-	-	-	-	86	47	19	3	6	39	76	89	
Memphis .....	-	-	-	-	-	-	15	2	2	-	-	14	48	29	10	6	13	19	47	99
Miami .....	74	33	-	-	33	41	30	4	-	-	4	26	100	28	3	3	21	72	95	100
Washington .....	87	18	-	-	14	61	43	3	1	-	2	31	89	47	3	4	30	37	68	78
<b>North Central</b>																				
Chicago .....	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	-	100	-	46	85
Detroit .....	98	34	-	4	24	63	55	20	-	2	18	32	97	79	2	2	75	18	60	79
Indianapolis .....	100	19	10	-	9	76	56	13	-	-	2	43	91	51	12	-	39	31	71	84
Kansas City .....	52	-	-	-	-	52	43	-	-	-	-	43	88	2	-	-	2	87	57	81
Milwaukee .....	90	3	-	-	-	55	70	5	-	-	4	49	100	38	-	-	38	62	53	80
Minneapolis-St. Paul .....	40	-	-	-	-	40	29	4	-	-	4	24	98	96	-	-	96	2	22	73
St. Louis .....	-	-	-	-	-	-	22	-	-	-	-	22	86	-	-	-	-	86	-	10
<b>West</b>																				
Denver-Boulder .....	93	15	-	-	7	78	56	9	5	-	4	26	97	72	10	5	44	25	71	91
Los Angeles-Long Beach .....	48	4	1	-	-	44	65	6	1	-	-	58	96	33	7	(?)	11	63	58	92
Portland .....	82	53	41	6	6	29	34	5	5	-	-	21	100	40	10	3	27	60	71	90
San Francisco-Oakland .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20

<sup>1</sup> Parts clerks and service salesworkers were paid on an incentive basis other than flat-rate percents or flat-rate hours, e.g. commission.<sup>2</sup> Less than 0.5 percent.

**Table 27. Scheduled weekly hours**(Percent of production workers in auto dealer repair shops by scheduled weekly hours,<sup>1</sup> 23 areas, June 1978)

Weekly hours	Northeast					South							North Central						West				
	Boston	Nas-sau-Suffolk	New York	Phila-delphia	Pitts-burgh	Atlanta	Birm-ing-ham	Dal-las-Ft. Worth	Hous-ton	Mem-phs	Miami	Wash-ington	Chica-go	Detroit	Indian-apolis	Kan-sas City	Mil-wau-kee	Minne-apolis-St. Paul	St. Louis	Den-ver-Boul-der	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oak-land
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
40 hours .....	47	100	100	79	82	66	54	41	76	43	76	60	98	80	65	100	77	90	100	66	70	100	100
Over 40 and under 42.5 hours .....	2	-	-	-	-	-	-	12	-	-	6	-	-	1	-	-	4	-	-	3	3	-	-
42.5 hours .....	38	-	-	9	15	5	9	7	2	13	4	7	2	3	4	-	3	-	-	6	-	-	-
Over 42.5 and under 44 hours .....	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
44 hours .....	3	-	-	-	2	-	3	4	-	12	4	2	-	4	-	-	3	4	-	1	20	-	-
44.5 hours .....	-	-	-	-	-	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours .....	10	-	-	6	-	26	30	26	22	25	10	30	-	11	26	-	11	6	-	24	8	-	-
Over 45 hours .....	-	-	-	-	-	-	4	4	-	7	-	-	-	-	5	-	3	-	-	-	-	-	-

<sup>1</sup> Data relate to the predominant work schedule in each establishment.

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

**Table 28. Paid holidays**

(Percent of production workers in auto dealer repair shops with formal provisions for paid holidays, 23 areas, June 1978)

Number of paid holidays	Northeast					South							North Central							West			
	Boston	Nas-sau-Suffolk	New York	Phila-delphia	Pitts-burgh	Atlanta	Birm-ing-ham	Dal-las-Ft. Worth	Hous-ton	Mem-phs	Miami	Wash-ington	Chica-go	Detroit	Indian-apolis	Kan-sas City	Mil-wau-kee	Minne-apolis-St. Paul	St. Louis	Den-ver-Boul-der	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oak-land
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	100	100	100	100	100	95	96	95	93	100	95	98	100	100	95	100	97	100	100	94	99	91	98
Under 5 days .....	-	-	-	-	-	2	-	-	3	-	-	-	-	-	4	-	-	-	-	-	-	-	-
5 days .....	-	3	-	-	-	76	88	91	76	100	28	-	-	-	-	-	-	-	4	2	5	-	-
5 days plus 1 or 2 half days .....	-	-	-	-	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days .....	-	-	-	48	35	14	3	4	8	-	64	85	10	65	91	100	88	17	-	90	91	82	-
6 days plus 1 half day .....	-	-	-	5	12	-	-	-	-	-	-	-	-	10	-	2	4	-	-	-	-	-	-
6 days plus 2 half days .....	-	-	-	24	-	-	-	-	-	-	-	2	-	7	-	2	3	-	-	-	-	-	-
6 days plus 3 half days .....	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days .....	5	5	2	8	17	-	5	-	3	-	2	8	-	11	-	5	2	1	-	4	-	-	-
7 days plus 1, 2 or 3 half days .....	-	10	2	3	4	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	-	-	-
8 days .....	20	-	1	-	8	-	-	-	-	-	-	3	10	4	-	-	32	4	-	2	-	-	-
8 days plus 1, 2, or 3 half days .....	2	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	35	-	-	-	-	-	-
9 days .....	45	2	2	1	5	-	-	-	-	-	-	-	75	3	-	-	-	95	-	-	-	4	-
9 days plus 1 or 2 half days .....	11	4	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 days .....	15	15	18	7	16	-	-	-	-	-	-	6	-	-	-	-	3	-	-	-	-	-	79
10 days plus 2 half days .....	-	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 days .....	2	21	37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19
11 days plus 2 half days .....	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 days or more .....	-	<sup>1</sup> 13	<sup>2</sup> 30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Workers were distributed as follows: 9 percent at 12 days; and 4 percent at 13 days.

<sup>2</sup> Workers were distributed as follows: 25 percent at 12 days; and 5 percent at 13 days.

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



**Table 29. Paid vacations**

(Percent of production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 23 areas, June 1978)

Vacation policy	Northeast					South							North Central							West			
	Boston	Nas-sau-Suffolk	New York	Phila-delphia	Pitts-burgh	Atlanta	Birm-ing-ham	Dal-las-Ft. Worth	Hous-ton	Mem-phis	Miami	Wash-ington	Chica-go	Detroit	Indian-apolis	Kan-sas City	Mil-wau-kee	Minne-apolis-St. Paul	St. Louis	Den-ver-Boulder	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oak-land
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>																							
Workers in establishments providing paid vacations .....	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment .....	86	100	100	100	100	59	100	100	100	100	15	100	100	100	97	55	100	100	61	80	88	100	
Percentage payment .....	11	-	-	-	-	12	-	-	-	-	43	-	-	12	-	3	45	-	39	20	12	-	
Flat sum .....	2	-	-	-	-	29	-	-	-	-	42	-	-	-	-	-	-	-	-	-	-	-	
<b>Amount of vacation pay<sup>1</sup></b>																							
After 1 year of service:																							
Under 1 week .....	7	-	-	-	-	29	14	-	3	-	29	3	-	2	-	-	-	-	-	-	24	7	-
1 week .....	48	98	81	94	88	64	73	100	94	100	47	86	96	91	98	98	94	97	100	92	65	83	100
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	4	-	-	-	-	3	-
2 weeks .....	43	2	19	6	9	7	13	-	3	-	24	11	2	6	2	2	3	-	8	11	7	-	-
After 2 years of service:																							
Under 1 week .....	6	-	-	-	-	22	6	-	-	-	9	3	-	-	-	-	-	-	-	-	18	-	-
1 week .....	9	8	2	40	46	31	26	51	27	43	25	4	12	31	89	33	19	100	30	1	26	-	
Over 1 and under 2 weeks .....	-	-	2	1	8	1	7	-	3	-	7	-	-	-	-	9	-	-	-	6	15	-	-
2 weeks .....	84	92	95	59	47	45	61	49	70	79	42	72	96	88	69	11	54	78	-	70	74	59	98
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	-	-	-
3 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
After 3 years of service:																							
Under 1 week .....	6	-	-	-	-	22	6	-	-	-	9	3	-	-	-	-	-	-	-	-	18	-	-
1 week .....	6	5	-	12	13	24	26	38	9	14	43	12	-	6	11	9	10	13	4	16	1	-	-
Over 1 and under 2 weeks .....	-	-	-	-	5	1	7	-	5	-	-	2	-	-	-	-	12	-	-	6	12	-	-
2 weeks .....	82	86	100	86	82	50	61	62	85	86	49	80	100	93	89	91	75	81	96	84	72	85	98
Over 2 and under 3 weeks .....	-	9	-	2	-	-	-	-	-	-	-	1	-	-	-	-	4	3	-	-	-	-	-
3 weeks .....	4	-	-	-	-	2	-	-	-	-	-	3	-	2	-	-	-	4	-	-	2	3	2
After 5 years of service:																							
Under 1 week .....	6	-	-	-	-	20	3	-	-	-	9	3	-	-	-	-	-	-	-	-	17	-	-
1 week .....	6	2	-	2	5	16	22	15	6	14	35	-	-	2	6	9	-	-	-	13	2	-	-
Over 1 and under 2 weeks .....	-	-	-	-	2	1	7	-	-	-	3	2	-	2	-	-	5	-	-	6	12	-	-
2 weeks .....	72	58	90	87	80	58	68	83	87	86	42	81	94	75	82	91	82	86	100	87	68	83	44
Over 2 and under 3 weeks .....	-	12	-	2	-	-	-	-	-	-	-	1	-	-	-	-	6	3	-	-	-	-	-
3 weeks .....	14	29	10	10	14	5	-	3	7	-	11	13	6	21	12	-	4	12	-	6	5	56	
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-
After 10 years of service:																							
Under 1 week .....	6	-	-	-	-	20	3	-	-	-	9	-	-	-	-	-	-	-	-	-	15	-	-
1 week .....	6	-	-	2	1	16	22	12	6	14	35	3	-	2	2	9	-	-	-	13	2	-	-
Over 1 and under 2 weeks .....	-	-	-	-	-	1	3	-	-	-	3	2	-	-	-	-	-	-	-	-	8	-	-
2 weeks .....	49	10	9	41	44	58	72	86	82	80	26	58	12	49	67	86	22	11	100	71	47	80	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	9	-	-	-	-	-	-
3 weeks .....	36	83	89	56	46	5	-	3	10	6	23	36	88	41	30	4	63	84	-	16	27	20	100
Over 3 and under 4 weeks .....	-	-	-	2	3	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	-	-
4 weeks .....	1	7	3	-	7	-	-	-	1	-	5	2	-	6	-	-	2	2	-	-	-	-	-
After 15 years of service:																							
Under 1 week .....	6	-	-	-	-	18	3	-	-	-	9	-	-	-	-	-	-	-	-	-	15	-	-
1 week .....	6	-	-	2	1	18	22	12	6	14	31	3	-	2	2	9	-	-	-	13	2	-	-
Over 1 and under 2 weeks .....	-	-	-	-	-	1	3	-	-	-	7	2	-	-	-	-	-	-	-	8	-	-	-
2 weeks .....	38	10	9	36	30	58	72	86	82	68	26	41	8	46	62	11	18	7	1	71	45	63	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	-	-	-
3 weeks .....	44	81	86	46	50	5	-	3	10	18	23	53	13	41	36	79	59	84	99	16	29	34	78
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3	-	-	4	-	-
4 weeks .....	4	10	5	16	18	-	-	-	1	-	5	2	78	9	-	-	13	5	-	-	-	-	22

See footnotes at end of table.

**Table 29. Paid vacations—Continued**

(Percent of production workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 23 areas, June 1978)

Vacation policy	Northeast					South							North Central						West				
	Boston	Nas-sau-Suffolk	New York	Phila-delphia	Pitts-burgh	Atlanta	Birm-ing-ham	Dal-las-Ft. Worth	Hous-ton	Mem-phis	Miami	Wash-ington	Chica-go	Detroit	Indian-apolis	Kan-sas City	Mil-wau-kee	Minne-apolis-St. Paul	St. Louis	Den-ver-Boul-der	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oak-land
<b>Amount of vacation pay<sup>1</sup>—Continued</b>																							
After 20 years of service: <sup>2</sup>																							
Under 1 week .....	6	-	-	-	-	18	3	-	-	-	9	-	-	-	-	-	-	-	-	-	15	-	-
1 week .....	6	-	-	2	1	18	22	12	6	14	31	3	-	2	2	9	-	-	-	13	2	-	-
Over 1 and under 2 weeks .....	-	-	-	-	-	1	3	-	-	-	7	2	-	-	-	-	-	-	-	-	8	-	-
2 weeks .....	38	10	9	36	30	58	72	86	82	68	26	41	8	46	62	11	18	7	1	71	44	63	
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	-	-	-
3 weeks .....	44	71	86	46	40	5	-	3	10	18	23	53	9	40	36	79	55	84	4	16	29	34	
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	-	-	-
4 weeks .....	4	19	5	16	26	-	-	-	1	-	5	2	83	10	-	-	14	5	95	-	2	4	58
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-
5 weeks .....	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-

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

<sup>2</sup> Vacation provisions were virtually the same after longer periods of service, except in Minneapolis-St. Paul,

where 4 weeks of vacation pay were provided to 67 percent of the workers after 25 years of service.

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

**Table 30. Health, insurance, and retirement plans**(Percent of production workers in auto dealer repair shops with specified health, insurance, and retirement plans,<sup>1</sup> 23 areas, June 1978)

Type of plan	Northeast					South							North Central							West			
	Boston	Nas-sau-Suffolk	New York	Phila-delphia	Pitts-burgh	Atlanta	Birm-ing-ham	Dal-las-Ft. Worth	Hous-ton	Mem-phs	Miami	Wash-ington	Chica-go	Detroit	Indian-apolis	Kan-sas City	Mil-wau-kee	Minne-apolis-St. Paul	St. Louis	Den-ver-Boul-der	Los An-gel-es-Long Beach	Port-land	San Fran-cisco-Oak-land
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																							
Life insurance .....	93	99	98	100	93	100	91	93	89	92	98	97	93	93	90	98	90	91	100	74	94	90	98
Noncontributory plans .....	24	99	98	85	84	51	43	34	58	46	59	38	88	43	52	96	32	85	100	33	80	41	98
Accidental death and dismemberment insurance .....	84	95	97	99	87	92	56	84	76	70	94	87	91	87	90	98	80	87	100	57	89	87	94
Noncontributory plans .....	18	95	97	84	77	44	22	32	51	33	59	35	88	44	52	96	29	81	100	23	77	41	94
Sickness and accident insurance or sick leave or both <sup>2</sup> .....	99	100	100	100	82	60	58	56	66	63	43	82	86	74	84	88	77	97	100	61	23	63	98
Sickness and accident insurance .....	74	79	81	82	77	40	18	39	46	12	21	67	81	71	67	77	71	97	100	54	6	52	49
Noncontributory plans .....	9	79	81	73	69	11	10	12	25	-	19	18	77	36	38	77	27	88	100	17	5	15	49
Sick leave (full pay, no waiting period) .....	78	100	100	74	14	28	39	39	17	43	30	40	14	8	42	12	18	10	-	27	15	5	4
Sick leave (partial pay or waiting period) .....	4	-	-	6	-	3	-	-	10	13	-	7	-	4	-	3	-	-	99	2	3	6	95
Long-term disability insurance .....	21	3	2	12	20	5	14	14	20	6	-	16	-	17	4	-	3	5	100	20	6	4	3
Noncontributory plans .....	1	3	2	12	20	5	9	8	8	-	-	3	-	15	-	-	-	5	100	16	6	4	3
Hospitalization insurance .....	99	100	100	100	100	100	92	97	97	95	98	96	95	98	93	97	100	97	100	95	99	100	98
Noncontributory plans .....	14	100	100	86	91	40	34	21	65	41	57	28	88	53	42	95	38	88	100	37	78	51	98
Surgical insurance .....	99	100	100	100	100	98	92	97	97	95	98	96	95	98	93	97	100	97	100	95	99	100	98
Noncontributory plans .....	14	100	100	88	91	38	34	21	65	41	57	28	88	53	42	95	38	88	100	37	78	51	98
Medical insurance .....	99	99	100	100	99	100	92	97	97	95	93	96	95	98	93	97	100	97	100	95	99	100	98
Noncontributory plans .....	14	99	100	88	90	43	34	21	65	41	57	28	88	53	42	95	38	88	100	37	78	51	98
Major medical insurance .....	99	93	97	97	100	92	97	97	95	98	96	95	95	72	93	94	100	94	100	95	99	100	93
Noncontributory plans .....	14	93	95	84	88	40	34	21	65	41	57	28	88	42	42	92	38	88	100	37	78	51	93
Retirement pension plans .....	31	73	97	56	76	21	43	11	19	37	15	46	85	33	32	86	33	86	99	28	24	62	96
Noncontributory plans .....	9	68	92	35	44	13	10	8	15	26	15	23	79	3	7	86	17	86	95	26	12	17	96
No plans .....	1	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	3	-	5	1	-	-	-

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

<sup>2</sup> Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

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

**Table 31. Uniform allowances**(Percent of production workers in auto dealer repair shops furnishing or cleaning work clothing, or both,<sup>1</sup> 23 areas, June 1978)

Type of benefit	Northeast					South							North Central						West				
	Boston	Nas-sau-Suffolk	New York	Phila-delphia	Pitts-burgh	Atlanta	Birm-ing-ham	Dal-las-Ft. Worth	Hous-ton	Mem-phis	Miami	Wash-ington	Chica-go	Detroit	Indian-apolis	Kan-sas City	Mil-wau-kee	Minne-apolis-St. Paul	St. Louis	Den-ver-Boul-der	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oak-land
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
None or minority required to wear uniforms .....	4	4	-	-	-	27	11	3	-	-	16	-	-	-	-	5	-	-	-	-	11	-	-
Employer does not provide uniforms, cleaning, or money .....	-	-	-	-	-	12	-	19	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Employer provides uniforms only .....	-	-	-	-	2	3	-	2	-	-	-	4	-	-	-	-	-	-	-	-	9	-	19
Employer provides cleaning only .....	-	-	-	-	-	2	-	-	-	-	-	-	1	-	12	3	-	-	-	-	-	-	-
Employer provides uniforms and cleaning .....	51	96	100	87	86	15	7	12	14	5	-	22	8	51	19	17	60	27	5	8	62	47	77
Employer gives monetary allowances .....	46	-	-	13	11	42	82	64	73	90	84	73	91	49	70	76	40	73	95	92	18	53	3

<sup>1</sup> For definition of items, see appendix A.

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

# Appendix A. Scope and Method of Survey

## Scope of survey

The survey included establishments engaged primarily in selling new, or new and used automobiles (SIC 5511 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Establishments primarily selling trucks, used cars, and general automobile repair shops were not included.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

## Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

## Establishment definition

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

**Table A-1. Estimated number of establishments and employees within scope of survey and number studied, auto dealer repair shops, 23 areas, June 1978**

Area <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total <sup>3</sup>	Production workers	
Total, 23 areas .....	3,759	832	209,225	115,876	60,745
Northeast					
Boston .....	173	39	7,273	4,671	1,855
Nassau-Suffolk .....	160	34	5,335	2,820	1,262
New York .....	299	42	12,256	6,317	2,408
Philadelphia .....	282	44	12,938	7,741	3,127
Pittsburgh .....	174	41	8,432	4,799	2,420
South					
Atlanta .....	116	37	6,793	3,934	2,583
Birmingham .....	48	24	3,154	1,794	1,807
Dallas-Ft. Worth .....	134	30	10,746	5,965	3,150
Houston .....	133	36	11,946	6,484	4,497
Memphis .....	45	22	3,191	1,728	2,008
Miami .....	70	24	5,968	3,368	2,701
Washington .....	185	47	13,451	7,733	4,795
North Central					
Chicago .....	376	45	19,619	10,410	3,126
Detroit .....	244	51	14,379	8,329	3,602
Indianapolis .....	72	26	3,992	1,917	1,602
Kansas City .....	97	31	5,035	2,443	1,913
Milwaukee .....	90	31	4,722	2,630	1,833
Minneapolis-St. Paul .....	113	33	6,560	3,708	2,317
St. Louis .....	136	37	6,430	3,411	2,005
West					
Denver-Boulder .....	100	30	6,475	3,741	2,453
Los Angeles-Long Beach .....	424	50	25,415	13,687	4,335
Portland .....	83	31	5,047	2,715	2,171
San Francisco-Oakland .....	205	47	10,068	5,531	2,775

<sup>1</sup> See footnote 1 of individual area tables 2-24 for definitions of selected areas.  
<sup>2</sup> Includes only those establishments with 20 workers or more at the time of reference of the universe data.

<sup>3</sup> Includes executive, professional, office, and other workers in addition to the production worker category shown separately.

## Employment

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

## Production workers

The term "production workers" includes working supervisors and nonsupervisory workers in all departments except the office and auto sales. Included are workers in departments such as repair, service, and parts.

## Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations.

## Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those based on flat-rate hours, flat-rate percents, or other production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

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

## Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary

workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these.

Incentive workers are classified under flat-rate hours, flat-rate percentage, individual bonus, group bonus, or commission plans. Flat-rate hours is a method of pay computed by multiplying the number of hours established for the job by an hourly rate, regardless of the amount of time actually required to complete the work. Flat-rate percentage is a stipulated percentage of the labor cost charged to the customer. Bonus plans are for production in excess of a quota or for completion of a task in less than standard time, either by an individual or a group. Under commission plans, earnings are based on a percentage of value of sales or on a combination of a stated salary plus a percentage.

## Scheduled weekly hours

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

## Establishment practices and supplementary wage provisions

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

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

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

changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

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

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

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Sepa-

<sup>1</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

rate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, workers' compensation, and private pension benefits payable to the disabled employee.

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

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

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

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

# Appendix B. Occupational Descriptions

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

## Body repairer

Repairs damaged bodies and body parts of automotive vehicles. Duties involve *most* of the following: Removing parts and equipment (e.g., upholstery and trim) to gain access to vehicle body and fenders; placing dolly blocks against surface of dented area and beating opposite surface with hammer to remove dents; filling depressions with solder, plastics, or other material; and removing excessively damaged parts, such as fenders, panels, grills, and attaching replacements. In addition, may file, grind, and sand repaired surface; paint repaired surface, and perform such related tasks as replacing broken glass. *Excludes* workers who specialize in body shop estimating, frame repairing and straightening, and bumper straightening.

## Lubricator

Lubricates moving parts of automotive vehicles. Work involves: Selecting proper lubricants for various parts of chassis and motors; using grease guns to inject grease into such units as springs, universal joints, and steering knuckles; inspecting fluid level and changing or adding fluid if necessary to such units as steering gear, power steering reservoir, transmission, differential, and rear axle housing; draining oil from crankcase and refilling it; and spraying leaf springs with lubricant. May perform other related duties such as checking radiator water level, checking and adding water to bat-

tery, replacing battery, repairing tires, changing air and oil filters, packing front wheel bearings and universal joints, etc.

## Mechanic, automotive, journeyman

*Repairs, rebuilds, or overhauls* major automotive assemblies of automobiles and trucks such as engines, transmissions, clutches, and rear ends. Includes workers who customarily are required to work on any of the major automotive assemblies listed above as well as those whose duties are normally limited to a specific major assembly such as transmissions. The mechanic's work requires training usually acquired through an apprenticeship program or equivalent training and experience. This classification does not include workers who only perform minor repair and tuneup of motor vehicles. (See *Mechanic, automotive, service*.) It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

## Mechanic, automotive, service

Performs minor repair and tuneup of motor vehicles. Work may consist of a combination, or all of the following: *Replacing* and *adjusting* fuel, electrical, and cooling system components, such as carburetor, fuel, and water pumps, distributor, voltage regulator, coil, and generator; replacing and adjusting system and component parts, such as distributor breaker points and generator brushes; cleaning spark plug electrodes and setting spark plug gap; replacing defective chassis parts, such as shock absorbers, brakeshoes, and wheel bearings; and installing automobile accessories such as oil and air filters, windshield wiper blades, fan belts, and batteries.

This classification does not include workers capable and required to repair major automotive assemblies, even though this type of work constitutes a minor part their time (see *Mechanic, automotive, journeyman*), or journeyman mechanics' helpers.

## New-car get-ready worker

Inspects and services new automobiles and makes minor repairs and adjustments to place vehicle in saleable condition. Work involves *most* of the following: Inspecting vehicles delivered to dealer for damage and



missing components and recording discrepancies; examining vehicles for loose or misaligned trim, doors, hardware, and other items and correcting defects; starting engine and activating power equipment, such as electric windows, seats, and radio to detect faulty unit or system; observing functions of horn, lights, directional signals, cigarette lighter, and other electrical components; touching up minor imperfections in paint; and installing optional equipment specified by customer such as mirrors, rugs, seat covers, and standard items such as wiper blades and hubcaps. May also apply undercoating material to vehicles and time engine.

### **Painter**

Repaints automobiles, buses, and trucks, or damaged places on such vehicles: Removes old paint; masks (covers) portions of automobile not to be painted; sands rough spots. Mixes paint to produce desired color or may use prepared paints. Applies paint, enamel, or other finishes to metal surfaces with brush or spray gun. May rub intermediate coats and polish final coat.

### **Parts clerk**

Sells automobile parts to customers and fills requisitions of service department for parts. Duties involve

most of the following: Ascertaining make, year, and type of part needed, sometimes inspecting damaged part to determine replacement required, or advising customer of part needed according to description of trouble; discussing with customer the use and features of various parts based on knowledge of engines or equipment; reading catalog for stock number and price of part; advising customer on substitution or modification of parts when replacements are not available; examining returned part to determine if it is defective, exchanging the part or refunding money; filling customer or repair department orders from stock, finding parts by location and stock number from catalog; marking and storing parts in stockroom according to pre-arranged plan; receiving and filling telephone orders for parts; keeping records; and making out sales slips.

### **Service salesworker**

(Automobile inspector; write-up person)

Examines automobiles driven into garage by customers and determines need for and cost of repairs. Ascertains nature of needed repairs by testing, by questioning customer concerning performance of automobile, or by visual inspection. Estimates cost of repair and prepares itemized work order, listing cost of parts and labor.

# Industry Wage Studies

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

## Manufacturing

- Basic Iron and Steel, 1978-79. BLS Bulletin 2064  
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939  
Cigar Manufacturing, 1972. BLS Bulletin 1796  
Cigarette Manufacturing, 1976. BLS Bulletin 1944  
Corrugated and Solid Fiber Boxes, 1976. BLS Bulletin 1921  
Fabricated Structural Steel, 1974. BLS Bulletin 1935  
Fertilizer Manufacturing, 1971. BLS Bulletin 1763  
Flour and Other Grain Mill Products, 1977. BLS Bulletin 2026  
Fluid Milk Industry, 1973. BLS Bulletin 1871  
Footwear, 1975. BLS Bulletin 1946  
Hosiery, 1976. BLS Bulletin 1987  
Industrial Chemicals, 1976. BLS Bulletin 1978  
Iron and Steel Foundries, 1973. BLS Bulletin 1894  
Leather Tanning and Finishing, 1973. BLS Bulletin 1835  
Machinery Manufacturing, 1978. BLS Bulletin 2022  
Meat Products, 1974. BLS Bulletin 1896  
Men's Shirts and Separate Trousers, 1978. BLS Bulletin 2035  
Men's and Boys' Suits and Coats, 1976. BLS Bulletin 1962  
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914  
Motor Vehicles and Parts, 1973-74, BLS Bulletin 1912  
Nonferrous Foundries, 1975. BLS Bulletin 1952  
Paints and Varnishes, 1976. BLS Bulletin 1973  
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719<sup>1</sup>  
Petroleum Refining, 1976. BLS Bulletin 1948  
Pressed or Blown Glass and Glassware, 1975. BLS Bulletin 1923  
Pulp, Paper, and Paperboard Mills, 1977. BLS Bulletin 2008  
Semiconductors, 1977. BLS Bulletin 2021  
Shipbuilding and Repairing, 1976. BLS Bulletin 1968  
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694<sup>1</sup>  
Structural Clay Products, 1975. BLS Bulletin 1942  
Synthetic Fibers, 1976. BLS Bulletin 1975  
Textile Dyeing and Finishing, 1976. BLS Bulletin 1967  
Textiles, 1975. BLS Bulletin 1945  
Wages and Demographic Characteristics in Work  
Clothing Manufacturing, 1972. BLS Bulletin 1858  
West Coast Sawmilling, 1969. BLS Bulletin 1704<sup>1</sup>  
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728<sup>1</sup>  
Women's and Misses' Dresses, 1977. BLS Bulletin 2007  
Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930

## Nonmanufacturing

- Appliance Repair Shops, 1975. BLS Bulletin 1936  
Auto Dealer Repair Shops, 1978. BLS Bulletin 2060  
Banking and Life Insurance, 1976. BLS Bulletin 1988  
Bituminous Coal Mining, 1976. BLS Bulletin 1999  
Communications, 1977. BLS Bulletin 2029  
Computer and Data Processing Services, 1978. BLS Bulletin 2028  
Contract Cleaning Services, 1977. BLS Bulletin 2009  
Contract Construction, 1973. BLS Bulletin 1911  
Department Stores, 1977. BLS Bulletin 2006  
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671<sup>1</sup>  
Electric and Gas Utilities, 1979. BLS Bulletin 2040  
Hospitals, 1975-76. BLS Bulletin 1949  
Hotels and Motels, 1978. BLS Bulletin 2055  
Laundry and Cleaning Services, 1968. BLS Bulletin 1645<sup>1</sup>  
Metal Mining, 1977. BLS Bulletin 2017  
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<sup>1</sup>Bulletin out of stock.

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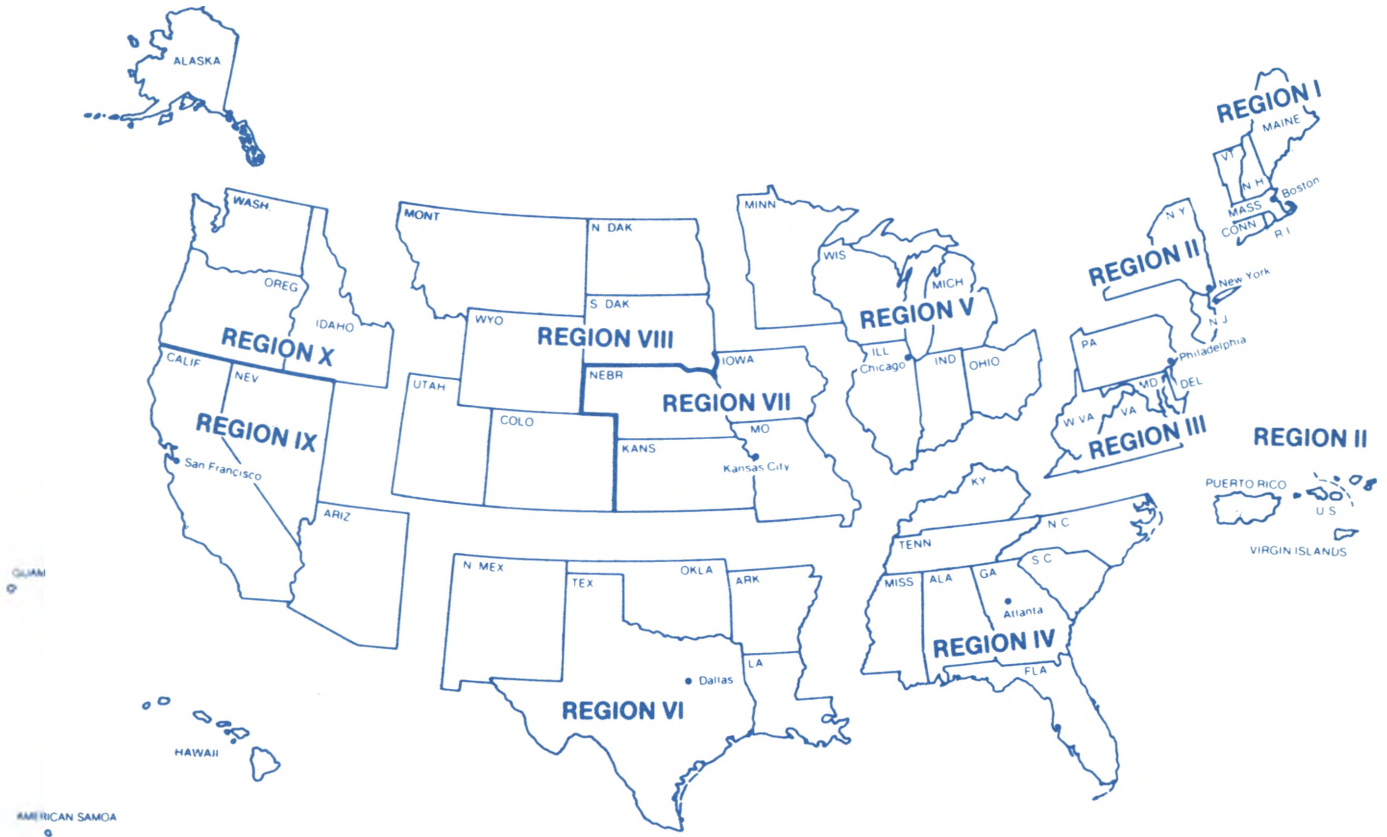
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