

# MAINE STATE LEGISLATURE

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**1971 OCCUPATIONAL  
WAGE SURVEY  
of Me.**

**The Great State of Maine.**

**DEPARTMENT of LABOR & INDUSTRY**



# **MAINE OCCUPATIONAL WAGE SURVEY**

prepared by

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# OCCUPATIONAL WAGE SURVEY INTRODUCTION

This publication is a tabulation of the results of a wage survey of selected manufacturing establishments employing twenty-five or more workers in the State of Maine. The following industries were surveyed:

- |                               |                                  |
|-------------------------------|----------------------------------|
| 1. Apparel                    | 8. Lumber & Wood Products        |
| 2. Chemical                   | 9. Machinery & Ordnance          |
| 3. Electrical Machinery       | 10. Paper & Allied Products      |
| 4. Fabricated Metals          | 11. Printing & Publishing        |
| 5. Food & Kindred Products    | 12. Rubber & Plastics            |
| 6. Furniture & Fixtures       | 13. Stone, Clay & Glass Products |
| 7. Leather & Leather Products | 14. Textile                      |
| 15. Transportation Equipment  |                                  |

Occupational Wage Survey schedules were mailed on October 1, 1971, to five hundred three selected establishments; and returns were received from five hundred one firms, or 99.6 percent of those surveyed. Of those returned, four hundred fifty were considered usable. The information contained in this report is a result of a statistical analysis of the wages and salaries of 30,639 workers.

Positions in the Professional and Technical, Office and Clerical, Maintenance, Service and Production phases of manufacturing were selected to cover all industries surveyed; and job descriptions were written for these positions. The selection of positions was a considered judgment of positions common to a significant number of firms operating in the State, which would at the same time cover the subordinate industry groups.

Because of the relatively small number of firms and the diversity of operations, the coverage of certain industries is limited.

This publication includes the minimum, mean, median and maximum hourly wage rates which were applicable for the week ending September 18, 1971. Also included are the annual gross salaries of the Professional and Technical employees. This information is published by major industry for the entire State.

All information received has been held and will continue to be held in the strictest confidence. No information will be released except in a composite form. It has been intended that the identity of individual firms and employers should be lost in the summarization and analysis of the data prior to the publication of wage rate information.

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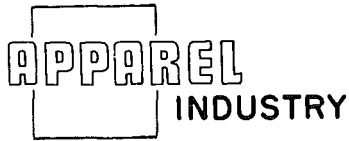
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## DEFINITIONS

MEAN HOURLY WAGE - The weighted average hourly wage paid to workers in a selected occupation. It is computed by multiplying the number of workers by the wage rate received and dividing the sum of the resulting products by the total number of workers.

MEDIAN HOURLY WAGE - The hourly wage of a worker that neither exceeds nor is exceeded by more than half of the total number of workers. It can be said that half of the workers receive more than the median hourly wage and half of the workers receive less than the median hourly wage.

# OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
None Reported					
	No. of Positions	Minimum	Hourly Wage Rates		
			Mean	Median	Maximum
<u>OFFICE AND CLERICAL</u>					
General Clerk	70	\$1.750	\$2.328	\$2.350	\$3.125
Secretary	20	1.800	2.511	2.569	3.250
Shipping Clerk	40	1.750	2.848	3.197	3.438
<u>MAINTENANCE</u>					
Maintenance Man	17	1.950	3.106	3.125	4.808
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	30	1.700	2.149	2.201	3.000
Watchman	13	1.800	2.158	2.200	2.325
<u>PRODUCTION WORKERS</u>					
Assembler	23	1.600	2.278	2.250	3.250
Buttonhole Maker - Machine Operator	32	1.600	2.161	2.226	2.880
Cutter and Marker	69	1.750	3.118	3.150	4.830
Inspector - Final Examiner	89	1.600	2.007	2.125	2.425
Presser - Finish Machine	168	1.600	2.416	2.565	3.900
Sewing Machine Operator	1826	1.600	2.296	2.125	3.930
Sorter	29	1.670	2.218	2.250	2.900
Thread Trimmer	44	1.700	2.116	2.125	2.840

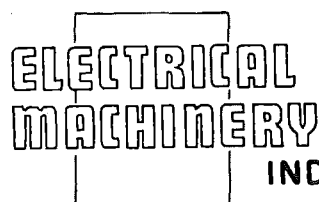




# OCCUPATIONAL WAGE RATES



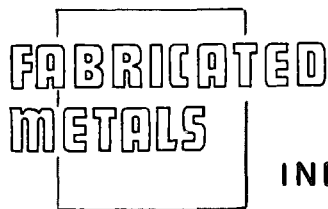
Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	8	\$6 500	\$9 062	\$8 550	\$14 000
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>TECHNICAL</u>					
Laboratory Technician	12	\$2.000	\$2.587	\$2.570	\$3.550
<u>OFFICE AND CLERICAL</u>					
General Clerk	14	1.700	2.210	2.206	3.125
Secretary	13	1.900	2.626	2.570	3.365
Shipping Clerk	7	2.150	2.527	2.200	3.060
<u>MAINTENANCE</u>					
Electrician, Maintenance	5	3.270	3.450	3.450	3.620
Maintenance Man	65	1.750	2.993	3.270	4.150
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	7	1.600	2.346	2.500	3.270
<u>PRODUCTION WORKERS</u>					
Chemical Operator A	41	2.500	3.101	2.990	3.700
Chemical Operator B	54	1.800	2.332	2.345	3.060
Filterer	15	2.150	2.685	2.640	2.930



# OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	18	\$6 500	\$10 783	\$10 452	\$20 800
Draftsman	12	5 408	7 922	8 112	10 127
Engineer, Industrial	18	9 720	12 861	12 610	20 000
Engineer, Mechanical	24	9 100	14 879	14 730	20 160
Engineer, Quality Control	16	7 280	12 467	12 860	18 000
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>TECHNICAL</u>					
Laboratory Technician	30	\$1.850	\$3.433	\$3.194	\$5.235
<u>OFFICE AND CLERICAL</u>					
General Clerk	72	1.750	2.359	2.360	3.100
Secretary	47	1.875	2.630	2.650	3.600
Shipping Clerk	27	1.800	2.561	2.620	3.000
<u>MAINTENANCE</u>					
Electrician, Maintenance	12	2.860	3.599	3.495	4.750
Maintenance Man	63	1.950	2.928	2.940	3.805
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	35	1.800	2.299	2.360	2.625
Watchman	8	1.960	2.323	2.490	2.625
<u>PRODUCTION WORKERS</u>					
Assembler - Class B	540	1.800	2.101	2.100	3.250
Assembler - Class C	1722	1.800	2.216	2.270	2.540
Coil Winder	66	1.800	2.206	2.290	2.290
Inspector, Class A	26	2.200	2.823	2.625	3.345
Inspector, Class B	25	1.975	2.345	2.330	2.765
Inspector, Class C	59	1.800	2.253	2.290	2.595
Tester - Class B	55	1.900	3.014	3.150	4.000



# OCCUPATIONAL WAGE RATES



## INDUSTRY

Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	20	\$5 720	\$12 039	\$10 450	\$21 300
Draftsman	62	5 250	7 896	7 300	13 200
Engineer, Industrial	23	9 500	14 429	15 000	23 100
Engineer, Mechanical	31	8 320	14 494	15 000	23 000
Engineer, Quality Control	9	8 200	14 667	15 400	21 000
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>OFFICE AND CLERICAL</u>					
General Clerk	50	\$1.900	\$2.783	\$2.780	\$3.830
Secretary	25	1.750	2.821	2.830	4.419
Shipping Clerk	32	2.160	3.010	3.010	4.794
Stenographer	13	2.080	2.794	2.780	4.419
<u>MAINTENANCE</u>					
Electrician, Maintenance	32	2.540	3.824	3.810	5.285
Maintenance Man	92	2.000	4.316	4.780	5.285
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	18	1.600	2.620	2.500	3.470
<u>PRODUCTION WORKERS</u>					
Burner	15	2.600	3.236	3.340	3.530
Crane Operator	44	2.150	3.044	2.980	3.810
Fabricator	297	1.900	2.846	2.750	4.900
Grinder	21	1.850	2.601	2.630	3.480
Lay-Out Man	46	2.000	3.343	3.340	4.101
Sheet Metal Machine Operator, Misc. Machines	41	2.250	2.997	2.830	4.800
Sheet Metal Worker, Production	176	1.800	3.696	3.734	5.689
Welder	188	2.000	3.426	3.260	7.550

# FOOD AND KINDRED PRODUCTS

# OCCUPATIONAL WAGE RATES INDUSTRY



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	39	\$5 200	\$ 9 692	\$ 9 000	\$18 000
Computer Programmer	10	6 500	9 233	8 743	13 000
Engineer, Mechanical	9	7 530	11 165	11 000	18 200
Engineer, Quality Control	16	6 240	10 158	8 268	20 000
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>TECHNICAL</u>					
Laboratory Technician	107	\$1.950	\$2.304	\$2.100	\$5.250
<u>OFFICE AND CLERICAL</u>					
General Clerk	272	1.600	2.244	2.115	3.750
Secretary	69	1.700	2.573	2.430	4.500
Shipping Clerk	149	1.600	2.405	2.300	5.000
Stenographer	13	1.800	2.046	2.000	2.625
<u>MAINTENANCE</u>					
Electrician, Maintenance	55	1.900	2.835	2.780	5.600
Maintenance Man	435	1.800	2.793	2.680	6.140
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	260	1.600	2.347	2.210	3.735
Watchman	71	1.670	2.262	2.180	3.220
<u>PRODUCTION WORKERS</u>					
Blanching Machine Operator	36	1.800	2.258	2.300	2.580
Cold Storage Man	213	1.600	2.335	2.200	4.550
Cutter	1214	1.600	2.119	2.150	4.210
Flaker	137	1.600	2.128	2.020	2.450
Mixer	101	1.600	2.961	3.200	4.000
Packer	1760	1.600	2.093	2.000	5.520
Retort Operator	42	1.600	2.344	2.375	3.100
Sealer	159	1.600	1.903	1.800	4.000

# OCCUPATIONAL WAGE RATES



## FURNITURE AND FIXTURES

### INDUSTRY

Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	7	\$5 200	\$8 544	\$7 904	\$12 000
Draftsman	18	6 136	8 089	8 606	10 400
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>OFFICE AND CLERICAL</u>					
General Clerk	22	\$1.800	\$2.333	\$2.300	\$3.067
Secretary	10	2.150	2.579	2.500	3.125
Shipping Clerk	11	1.900	2.571	2.350	4.150
<u>MAINTENANCE</u>					
Electrician, Maintenance	5	2.180	2.876	2.400	4.100
Maintenance Man	25	1.800	2.358	2.250	3.630
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	9	1.800	1.983	2.000	2.250
Watchman	13	1.800	2.049	2.050	2.250
<u>PRODUCTION WORKERS</u>					
Assembler	86	1.800	2.348	2.220	3.150
Belt Sander	20	1.800	2.109	2.050	3.240
Cut-Off Saw Operator	17	1.800	2.232	2.100	3.240
Drill Press Operator	8	1.800	2.030	1.970	2.350
Hand-Rubber	13	1.800	2.065	2.000	2.400
Lathe Hand, Automatic	8	1.970	2.225	2.220	2.520
Packer	36	1.800	2.049	1.985	3.140
Sprayer	26	1.800	2.207	2.155	3.210

# LEATHER AND LEATHER PRODUCTS INDUSTRY

## OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	25	\$5 595	\$10 628	\$10 000	\$16 000
Computer Programmer	7	6 240	9 469	9 000	16 900
Engineer, Industrial	15	5 000	9 695	9 200	17 680
Engineer, Quality Control	8	6 500	11 265	10 650	18 200
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>TECHNICAL</u>					
Laboratory Technician	9	\$2.000	\$3.120	\$3.000	\$3.850
<u>OFFICE AND CLERICAL</u>					
General Clerk	614	1.600	2.082	2.025	3.475
Secretary	43	1.750	2.527	2.500	4.000
Shipping Clerk	171	1.600	2.332	2.250	4.444
Stenographer	14	1.750	2.200	2.100	3.125
<u>MAINTENANCE</u>					
Electrician, Maintenance	29	1.600	2.978	2.900	4.050
Maintenance Man	221	1.600	2.610	2.450	4.625
Millwright	18	2.000	2.970	3.050	3.450
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	106	1.600	1.937	1.850	3.310
Watchman	101	1.600	2.080	2.000	3.120
<u>PRODUCTION WORKERS</u>					
Cementer - Machine	164	1.600	2.507	2.315	6.770
Cutter	708	1.600	3.127	2.985	7.190
Dresser	92	1.600	2.620	2.750	4.310
Laster - Pull Over Machine (Goodyear Welt)	169	1.600	3.119	3.115	5.630
Sorter	93	1.600	2.664	2.700	3.930
Sprayer	176	1.600	2.302	2.150	3.940
Stitcher	3230	1.600	2.415	2.430	4.400
Tacker	61	1.800	2.751	2.870	3.920

# LUMBER AND WOOD PRODUCTS INDUSTRY

## OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	21	\$5 200	\$ 9 126	\$ 8 000	\$18 000
Draftsman	15	5 000	7 979	8 320	10 452
Engineer, Industrial	12	6 760	11 550	10 750	18 000
Engineer, Mechanical	11	6 344	9 966	10 400	14 100
Engineer, Quality Control	7	8 840	12 074	10 400	17 500
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>OFFICE AND CLERICAL</u>					
General Clerk	105	\$1.600	\$2.295	\$2.260	\$3.750
Secretary	71	1.800	2.492	2.450	4.000
Shipping Clerk	59	1.750	2.270	2.150	4.125
Stenographer	15	1.800	2.254	2.210	3.260
<u>MAINTENANCE</u>					
Electrician, Maintenance	41	2.000	2.768	2.660	3.900
Maintenance Man	145	1.800	2.541	2.500	4.567
Millwright	61	1.600	2.831	2.720	4.500
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	64	1.600	2.026	2.000	2.450
Watchman	107	1.600	2.016	1.985	2.820
<u>PRODUCTION WORKERS</u>					
Band Saw Operator	103	1.800	2.562	2.350	4.000
Bolter	56	1.600	2.349	2.280	3.200
Circular Saw Operator	248	1.600	2.161	2.100	3.500
Dry Kiln Operator	43	1.700	2.425	2.240	4.567
Lathe Operator	235	1.600	2.154	2.150	3.950
Sander	88	1.700	2.028	1.985	3.480
Sorter	377	1.600	1.996	1.900	2.900
Tumbler Operator	31	1.750	2.132	2.150	2.640

# MACHINERY AND ORDNANCE INDUSTRY

## OCCUPATIONAL WAGE RATES



INDUSTRY

Occupation Title	No. of Positions	Minimum	Annual Gross Salary Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	9	\$5 304	\$ 9 550	\$ 9 880	\$13 500
Draftsman	15	6 406	8 525	8 346	11 180
Engineer, Industrial	5	8 840	11 001	11 763	12 002
Engineer, Mechanical	19	8 905	12 397	11 669	27 000
	No. of Positions	Minimum	Hourly Wage Rates Mean      Median		Maximum
<u>OFFICE AND CLERICAL</u>					
General Clerk	44	\$1.800	\$2.289	\$2.230	\$3.650
Secretary	21	2.000	2.686	2.700	3.547
Shipping Clerk	21	2.125	2.680	2.570	4.300
Stenographer	9	2.000	2.343	2.250	3.070
<u>MAINTENANCE</u>					
Electrician, Maintenance	25	2.860	3.417	3.220	5.000
Maintenance Man	38	2.400	3.093	3.130	3.880
Millwright	17	2.300	3.109	2.930	4.850
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	12	1.800	2.184	2.270	2.580
Watchman	12	1.800	2.301	2.210	3.030
<u>PRODUCTION WORKERS</u>					
Drill Press Operator	75	2.000	2.388	2.155	3.630
Expeditor	12	2.450	3.440	3.260	5.770
Grinder Machine Operator	123	2.155	2.518	2.285	5.000
Machinist	158	2.250	3.263	3.205	4.000
Milling Machine Operator	110	2.155	2.402	2.285	3.630
Tool-and-Die Maker	64	2.550	3.531	3.410	4.800
Turret Lathe Operator	58	2.285	2.747	2.720	3.630
Welder	110	2.155	2.996	3.050	4.000



# PAPER AND ALLIED PRODUCTS INDUSTRY

## OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	55	\$ 5 040	\$ 9 903	\$ 9 720	\$16 000
Computer Programmer	15	6 760	9 720	9 600	12 132
Draftsman	37	5 700	8 051	8 080	10 500
Engineer, Industrial	10	10 560	13 017	12 540	17 292
Engineer, Mechanical	69	8 500	13 211	13 000	20 200
Engineer, Quality Control	23	9 000	11 874	12 000	14 100
	No. of Positions	Hourly Wage Rates			
		Minimum	Mean	Median	Maximum
<u>TECHNICAL</u>					
Laboratory Technician	120	\$2.275	\$3.532	\$3.580	\$5.498
<u>OFFICE AND CLERICAL</u>					
General Clerk	196	1.750	2.842	2.863	4.087
Secretary	108	2.100	3.232	3.280	4.244
Shipping Clerk	38	2.200	3.114	3.125	5.385
Stenographer	34	2.100	2.760	2.824	3.077
<u>MAINTENANCE</u>					
Electrician, Maintenance	348	2.500	3.974	4.150	4.940
Maintenance Man	532	2.180	3.571	3.635	4.300
Millwright	678	2.180	4.047	4.040	4.940
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	261	1.800	3.007	3.090	4.000
Watchman	136	1.720	2.987	3.180	3.790
<u>PRODUCTION WORKERS</u>					
Back Tender	311	2.620	4.206	4.100	6.380
Beater Man	183	2.410	3.383	3.230	4.900
Bleacher	55	2.320	3.256	3.250	4.720
Calender Operator (Super Calender Operator)	129	2.390	3.957	3.980	4.980
Grinderman	191	2.340	3.361	3.600	4.300
Paper Machine Tender	317	2.390	4.454	4.500	6.730
Paper Tester	126	2.310	3.269	3.320	3.720
Pulp Tester	52	2.625	3.201	3.290	3.540

# PRINTING AND PUBLISHING

## INDUSTRY

# OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	8	\$6 032	\$9 000	\$8 450	\$13 000
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>OFFICE AND CLERICAL</u>					
General Clerk	149	\$1.800	\$2.466	\$2.500	\$4.080
Secretary	42	1.875	2.757	2.780	4.250
Shipping Clerk	19	1.800	2.446	2.490	3.920
Stenographer	8	1.800	2.193	2.160	2.625
<u>MAINTENANCE</u>					
Maintenance Man	14	2.000	3.584	3.728	4.877
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	46	1.600	2.460	2.441	3.210
<u>PRODUCTION WORKERS</u>					
Bindery Operator	105	1.600	2.223	2.125	4.151
Compositor	204	1.800	4.153	4.282	5.320
Linotype Operator	85	1.800	4.251	4.216	5.320
Lithographer	29	1.800	2.883	2.875	4.178
Photographer	24	1.800	3.859	3.719	5.400
Pressman	130	1.700	3.523	3.395	5.320
Proof Reader	52	1.750	3.058	2.850	5.320
Sterotyper	31	2.190	4.315	4.373	5.320

# RUBBER AND PLASTICS

## INDUSTRY

# OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	13	\$5 200	\$ 8 234	\$ 7 800	\$13 440
Engineer, Industrial	5	9 100	11 760	11 700	15 600
Engineer, Quality Control	6	6 500	9 803	9 160	13 800
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>TECHNICAL</u>					
Laboratory Technician	15	\$2.300	\$2.999	\$3.100	\$4.050
<u>OFFICE AND CLERICAL</u>					
General Clerk	73	1.750	2.188	2.100	4.750
Secretary	17	2.000	2.600	2.500	3.275
Shipping Clerk	15	1.600	2.154	2.130	2.875
<u>MAINTENANCE</u>					
Electrician, Maintenance	17	2.600	3.211	3.270	3.790
Maintenance Man	48	1.750	2.870	2.900	3.720
Millwright	4	2.400	2.973	3.010	3.470
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	22	1.650	1.898	1.825	2.310
<u>PRODUCTION WORKERS</u>					
Buffer	8	2.050	2.415	2.260	3.250
Compound Man	6	2.200	2.661	2.823	2.950
Finisher	571	1.600	2.059	1.970	4.000
Injection Molder	197	1.600	2.213	2.210	4.380
Packer	84	1.600	2.224	2.330	3.590
Press Operator	30	2.000	2.698	2.850	3.100

# STONE, CLAY AND GLASS PRODUCTS INDUSTRY

## OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	4	\$6 500	\$ 8 425	\$ 8 400	\$10 400
Engineer, Quality Control	6	8 320	11 330	11 050	15 200

	No. of Positions	Hourly Wage Rates			
		Minimum	Mean	Median	Maximum
<u>OFFICE AND CLERICAL</u>					
General Clerk	25	\$1.800	\$2.720	\$2.450	\$4.630
Secretary	9	2.000	2.654	2.710	3.125

<u>MAINTENANCE</u>					
Electrician, Maintenance	8	3.000	4.874	5.282	5.282
Maintenance Man	24	2.250	4.223	5.114	5.114

<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	7	1.800	2.463	2.000	3.770

<u>PRODUCTION WORKERS</u>					
Brickmaker	20	2.000	3.218	3.600	4.500
Bulldozer Operator	7	2.400	3.181	3.250	4.694
Crane Operator	13	2.400	3.812	3.825	5.030
Crusher Operator	12	1.850	2.964	2.950	4.526
Fork Lift Operator	14	2.150	2.929	2.450	4.358
Pneumatic Drill Operator	4	2.000	3.340	3.375	4.610
Shovel Operator	20	2.250	3.180	3.000	5.282

# OCCUPATIONAL WAGE RATES



## TEXTILE INDUSTRY

Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
PROFESSIONAL AND TECHNICAL					
Accountant	19	\$5 200	\$ 9 209	\$8 200	\$30 000
Computer Programmer	5	8 000	8 902	8 700	10 500
Engineer, Industrial	18	6 500	9 082	9 375	14 400
Engineer, Mechanical	4	7 500	9 126	9 366	10 272
Engineer, Quality Control	6	7 000	10 323	9 568	15 000
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
TECHNICAL					
Laboratory Technician	33	\$1.800	\$2.373	\$2.250	\$3.550
OFFICE AND CLERICAL					
General Clerk	167	1.800	2.309	2.270	3.475
Secretary	33	1.800	2.585	2.545	3.500
Shipping Clerk	48	1.800	2.447	2.300	4.000
Stenographer	8	1.800	2.201	2.200	2.600
MAINTENANCE					
Electrician, Maintenance	49	1.950	2.830	2.820	3.550
Maintenance Man	122	1.800	2.637	2.710	3.640
Millwright	21	2.010	2.568	2.640	4.007
SERVICE WORKERS					
Janitor, Porter or Cleaner	63	1.600	1.954	2.010	2.960
Watchman	70	1.800	2.227	2.190	3.200
PRODUCTION WORKERS					
Card Tender	173	1.800	2.152	2.050	2.760
Doffer	102	1.600	2.266	2.235	3.756
Dye Machine Tender	86	1.910	2.307	2.325	2.750
Loom Fixer	227	2.150	3.016	3.045	3.610
Mender, Cloth	230	1.870	2.226	2.170	3.810
Percher	93	1.800	2.191	2.130	2.952
Spinner - Frames	341	1.800	2.411	2.430	3.511
Weaver	487	1.850	2.827	2.690	3.900

# TRANSPORTATION EQUIPMENT

## INDUSTRY

# OCCUPATIONAL WAGE RATES



Occupation Title	No. of Positions	Annual Gross Salary			
		Minimum	Mean	Median	Maximum
<u>PROFESSIONAL AND TECHNICAL</u>					
Accountant	4	\$7 072	\$9 120	\$9 204	\$11 000
Draftsman	39	6 718	8 963	9 235	10 171
	No. of Positions	Minimum	Hourly Wage Rates		Maximum
			Mean	Median	
<u>OFFICE AND CLERICAL</u>					
General Clerk	64	\$1.950	\$2.867	\$2.890	\$3.750
Secretary	38	1.900	3.049	3.055	3.860
Shipping Clerk	30	2.100	3.235	3.400	3.540
<u>MAINTENANCE</u>					
Electrician, Maintenance	18	2.600	3.394	3.410	3.800
Maintenance Man	17	2.100	3.111	3.000	3.800
<u>SERVICE WORKERS</u>					
Janitor, Porter or Cleaner	17	2.050	2.764	2.840	2.930
<u>PRODUCTION WORKERS</u>					
Joiner	75	1.750	2.703	2.750	3.750
Machinist	186	2.400	3.497	3.410	4.250
Painter	204	2.100	3.336	3.400	3.800

# *OCCUPATIONAL DESCRIPTIONS*

## PROFESSIONAL & TECHNICAL EMPLOYEES

### ACCOUNTANT

Devises, installs and supervises operation of general accounting, budget and cost systems.

### COMPUTER PROGRAMMER

Converts symbolic statement of business problems to detailed logical flow charts for coding into computer language and solution by means of automatic data processing equipment.

### DRAFTSMAN

Prepares working plans and detail drawings according to specified dimensions. Responsible for duties up to but not including supervisory duties.

### ENGINEER, INDUSTRIAL

Performs a variety of engineering work which requires professional training. Plans and oversees production facilities and personnel. Plans equipment layout, work flow and accident prevention measures.

### ENGINEER, MECHANICAL

Performs engineering work which requires professional training. Involved with the planning and design of tools, engines, machines and equipment. Oversees installation, operation, maintenance and repair of such equipment.

### ENGINEER, QUALITY CONTROL

Performs engineering work which requires professional training. Performs and oversees activities concerned with development, application and maintenance of quality standards for processing of materials.

### LABORATORY TECHNICIAN

Performs laboratory tests according to prescribed standards to determine chemical and physical characteristics or composition.

## OFFICE & CLERICAL EMPLOYEES

### GENERAL CLERK

Performs any combination of the following or similar clerical duties such as keeping simple records and reports, filing, making out bills, answering telephone and addressing outgoing mail. May also type or operate simple office machines.

### SECRETARY

Performs secretarial and clerical duties for superior in an administrative or executive position.

### SHIPPING CLERK

Prepares merchandise for shipment. Work involves a knowledge of shipping procedures, practices, routes, available means of transportation and rates; and preparing records of goods shipped.

### STENOGRAPHER

Takes dictation from one or more persons, either in shorthand or by machine.

## MAINTENANCE EMPLOYEES

### ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance or repair of equipment for the generation, distribution or utilization of electric energy.

### MAINTENANCE MAN

Keeps the machines, mechanical equipment and the physical structure of an establishment in good repair and working order, performing a wide variety of maintenance duties.

### MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required.

## SERVICE EMPLOYEES

### JANITOR, PORTER OR CLEANER

Cleans and keeps the establishment in an orderly condition.

### WATCHMAN

Makes rounds of premises periodically in protecting industrial plant, warehouse or other property.

# OCCUPATIONAL DESCRIPTIONS *Production Employees*



## APPAREL INDUSTRY

### ASSEMBLER

Collects, matches and bundles identical cut-out garment parts, or parts to be sewn together to form completed garment.

### BUTTONHOLE MAKER

Operates a buttonhole machine that automatically cuts and stitches buttonholes in garments or garment parts.

### CUTTER AND MARKER

Marks the outlines of various garment parts and cuts out parts.

### INSPECTOR - FINAL EXAMINER

Examines and inspects completed garments prior to pressing or shipping.

### PRESSER - FINISH MACHINE

Performs with a pressing machine the final pressing operations on completed garments.

### SEWING MACHINE OPERATOR

Uses sewing machine in making parts of garments, joining various sections together, or in attaching previously completed parts to partially completed garments.

### SHORTER

Removes garments from storage racks or bins and folds them for shipment.

### THREAD TRIMMER

Trims loose thread ends and seam edges of garments with scissors and pulls bastings, etc.

## CHEMICAL INDUSTRY

### CHEMICAL OPERATOR A

Operates or directs a chemical process determining proportions of materials, making necessary calculations; setting and regulating controls for temperature, pressure or flow of materials. Uses measuring and testing equipment to check quality of operation, keeping operational records.

### CHEMICAL OPERATOR B

May perform any of the duties of the Class A Operator but requires guidance. May operate one type of equipment within relatively broad limits.

### FILLER MACHINE TENDER

Operates a filling machine. Includes workers who tend filling machines that also cap, close or label the containers.

### FILTERER

Operates filtering equipment used in separating suspended solids from a liquid.

### MIXER

Operates mixing machines in which materials are blended or mixed in controlled amounts.

### SCALEMAN

Weights materials and fills equipment or containers. May transport materials and clean work areas.

### SEWING MACHINE OPERATOR

Primary duty consists of operating a sewing machine.

### SHOVEL OPERATOR

Operates a compressed air, diesel, electric, gasoline or steam power shovel.

## ELECTRICAL MACHINERY INDUSTRY

### ASSEMBLER - CLASS B

Assembles parts into units or sub-assemblies in accordance with standard and prescribed procedures. Assembles a limited range of standard and familiar products composed of a number of small or medium sized parts requiring some fitting or adjusting.

### ASSEMBLER - CLASS C

Performs short-cycle repetitive assembling operations.



**OCCUPATIONAL  
DESCRIPTIONS**  
*Production Employees*



COIL WINDER

Winds armature coils on coil winding machine.

INSPECTOR, CLASS A

Inspects for quality of product and operations. Uses a variety of precision measuring instruments, interprets drawings and specifications in inspection work on units composed of a large number of component parts. Responsible for decisions.

INSPECTOR, CLASS B

Inspects for quality of product and operations, where the inspection procedures involve a sequence of inspection operations. Makes routine decisions as to proper fit or performance of some parts.

INSPECTOR, CLASS C

Inspects product by short cycle, repetitive inspection operation, by prescribed standards.

TESTER, CLASS B

Tests a variety of products or parts where testing procedures and allowable variations are prescribed, performs repetitive tests which involve a sequence of testing operations, uses precision testing equipment. Responsible for some routine decisions.

TESTER, CLASS C

Tests product by short cycle, repetitive testing operations, by prescribed standards.

FABRICATED METALS INDUSTRY

BURNER

Sets up and operates gas burning (cutting) equipment that uses acetylene, thermalene, propane or other appropriate gas to perform metal cutting operations.

CRANE OPERATOR

Operates a crane to hoist and move materials, raise and lower heavy weights and perform other related operations.

FABRICATOR

Shapes, finishes and assembles parts of light metal by machine.

GRINDER

Sharpens cutting tools, jigs or fixtures by using an abrasive wheel.

LAY-OUT MAN

Outlines patterns and marks shapes on structural metal or other materials for subsequent assembly, bending, cutting or punching.

SHEET METAL MACHINE OPERATOR, MISC. MACHINES

Alternately operates several types of sheet metal working machines, such as hand and power brakes, square and rotary shears and rolling and forming machines, to bend, cut and form sheet metal parts. Under supervision, sets up own machines and makes necessary adjustments.

SHEET METAL WORKER, PRODUCTION

Fabricates, assembles, alters, repairs and installs sheet metal products.

WELDER

Fuses metal parts together by means of an oxyacetylene torch and welding rods or with an electric welding apparatus.

FOOD & KINDRED PRODUCTS INDUSTRY

BLANCHING MACHINE OPERATOR

Blanches fruits or vegetables with blanching machine. Operates machine and controls water and steam valves. Loads feed chute of machine with fruits or vegetables. May clean blanching machine with hot water.

COLD STORAGE MAN

Tends refrigerated storage room in which product is stored. May transport by hand truck products to and from the cooler room and stacks and keeps in orderly arrangements.

# OCCUPATIONAL DESCRIPTIONS *Production Employees*



## CUTTER

Cuts off heads, tails or other parts of fish or fowl.  
May eviscerate.

## FLAKER

Suspends clean fish from poles or places them on flakes (trays) and sets flakes in sun, drying rooms or ovens or on conveyors leading to drying ovens or packing rooms.

## MIXER

Mixes ingredients by hand or machine.

## PACKER

Places or arranges processed food products in containers. May pour a preservative, such as oil, sirup or vinegar over food and place cover on container. May weigh filled container and alter weight of contents to meet guaranteed weight.

## RETORT OPERATOR

Performs final cooking of preserved and canned foods in a retort chamber.

## SEALER

Caps or seals bags, boxes or jars preparatory to shipment; feeds boxes or jars to automatic sealing or capping machine; ties open end of bags or heat seals the bag.

## FURNITURE & FIXTURES INDUSTRY

### ASSEMBLER

Assembles shaped and fitted wooden parts to form plain or semi-upholstered chairs. Glues, nails, screws or clamps parts together.

### BELT SANDER

Smooths surface of wooden furniture parts and other wooden sections with an abrasive-covered revolving belt, not to include portable belt sander.

### CUT-OFF SAW OPERATOR

Operates a swinging or jump saw to cut wooden stock to desired lengths; grades and cuts stock to best advantage, eliminating knots and other defects.

## DRILL PRESS OPERATOR

Sets up and operates drill press machine to bore holes of specified diameter and depth in wood.

## HAND-RUBBER

Rubs surface of furniture after each coat of dry finish has been applied.

## LATHE HAND, AUTOMATIC

Sets up and operates a machine to turn such parts as chair and table legs from wood stock.

## PACKER

Prepares furniture or furniture parts for shipment.

## SPRAYER

Applies with a spray gun paint, varnish, lacquer, enamel or other finishes to surfaces of manufactured products.

## LEATHER & LEATHER PRODUCTS INDUSTRY

### CEMENTER - MACHINE

Hand feeds outsoles into rollers of a cementing machine to apply cement along edges or over the entire surface of flesh side of outsoles of shoes, to prepare them for attaching to the bottom of the shoes.

### CUTTER

Cuts leather or imitation leather according to pattern.

### DRESSER

Applies oil, or other compounds, usually by hand, to the surface of tanned hides to improve their appearance.

### LASTER - PULL OVER MACHINE (GOODYEAR WELT)

Operates a machine in which the upper at the toe and along the sides of the front of the shoe is pulled over and tacked temporarily to the last to give preliminary shaping to the front part of the upper and to attach it to the insole and the last.

# OCCUPATIONAL DESCRIPTIONS *Production Employees*



## SORTER

Sorts hides, skins and leather into groups of same grade, weight, thickness and color, using a guage to determine thickness, and determines substance by feeling. Inspects for imperfections. Selects leather for different treatment; returns rejects for reprocessing.

## SPRAYER

Sprays surfaces of manufactured articles with finishing or protecting material.

## STITCHER

Stitches together various shoe parts, using a stitching machine.

## TACKER

Stretches wet hides or skins and fastens them to boards or frames with tacks, nails or toggles.

## LUMBER & WOOD PRODUCTS INDUSTRY

### BAND SAW OPERATOR

Operates a band saw.

### BOLTER

Operates circular saw to cut slabs, edgings and logs into widths and thicknesses. May oil carriage and keep saw in good condition.

### CIRCULAR SAW OPERATOR

Operates a circular saw to cut stock lumber to specified standards.

### DRY KILN OPERATOR

Controls temperature and humidity of dry kilns to artificially season lumber. Supervises loading of kiln cars and placing in and the removal from the kiln. Records amount of lumber dried and conditions under which it was dried.

### LATHE OPERATOR

Operates lathe used to cut specified designs in wood products.

## SANDER

Smooths and finishes the edges and surfaces of wooden parts and sections by machine.

## SORTER

Separates lumber according to grade and size for specific use.

## TUMBLER OPERATOR

Tends power driven rotating drum that smooths irregular shaped wooden pieces.

## MACHINERY & ORDNANCE INDUSTRY

### DRILL PRESS OPERATOR

Drills holes using a previously set up single or multiple spindle drill press.

### EXPEDITOR

Coordinates the flow of materials, parts and assemblies within or between departments.

### GRINDER MACHINE OPERATOR

Operates precision grinding machine to grind surfaces of metal parts to a smooth and even finish and to required dimension.

### MACHINIST

Carries through to completion the construction and repair of all kinds of metal parts, tools and machines.

### MILLING MACHINE OPERATOR

Shapes metal objects using a machine that cuts the metal with many-toothed rotary cutters.

### TOOL-AND-DIE MAKER

Constructs, repairs and maintains machine shop tools, jigs, fixtures and instruments, calibrating them according to specifications, and also dies used for forging, punching, stamping and other metal-forming work. Operates various machine tools, performing layout work and fitting and assembling parts as necessary.

# OCCUPATIONAL DESCRIPTIONS

## *Production Employees*



### TURRET LATHE OPERATOR

Shapes cylindrical surfaces of metal objects, such as castings or forgings, by the use of a turret lathe.

### WELDER

Fuses metal parts together by means of an oxyacetylene torch and welding rods or with an electric welding apparatus.

### PAPER & ALLIED PRODUCTS INDUSTRY

#### BACK TENDER

Feeds paper to driers; regulates heat of driers and adjusts calenders. Weighs and calipers paper sheets. Observes paper for imperfections. May assist machine tender.

#### BEATER MAN

Prepares pulp for processing into paper by means of a beater which hydrates pulp and mixes chemicals or other ingredients with the pulp.

#### BLEACHER MAN

Whitens or bleaches pulp to specified requirements.

#### CALENDER OPERATOR (SUPER CALENDER OPERATOR)

Operates a super-calender or calendering machine.

#### GRINDERMAN

Tends wood grinding machine.

#### PAPER MACHINE TENDER

Operates a paper making machine. Regulates flow of stock. Sets and adjusts presses. Controls speed of machine. Makes necessary adjustments to meet specifications. Replaces wires and felts. Directs other members of the paper machine crew.

#### PAPER TESTER

Uses testing equipment to conduct physical tests to determine if paper meets specifications.

### PULP TESTER

Tests pulp for moisture content, purity and strength. Makes physical tests for strength or color, and chemical tests necessary to maintain uniformity and quality of paper stock desired.

### PRINTING & PUBLISHING INDUSTRY

#### BINDERY OPERATOR

Performs such duties as punching, perforating, hand or machine folding, stitching, etc.

#### COMPOSITOR

Sets type by hand and breaks down and distributes type after use. Makes proof of set-up and inspects for accuracy.

#### LINOTYPE OPERATOR

Operates the keyboard of an automatic machine that selects and assembles matrices of letters into lines and casts strips of type from type metal.

#### LITHOGRAPHER

Readies and tends the operation of a printing press used for printing subject matter from engraved stones.

#### PHOTOGRAPHER

Takes pictures of news events or of important personages for use in illustrating news stories.

#### PRESSMAN

Operates any type of printing press and may oil, clean and make minor repairs.

#### PROOF READER

Reads typescript or proof of type set-up to detect and mark for correction any grammatical, typographical or compositional errors, checking proof against original copy.

#### STERTOTYPER

Operates a hydraulic, platen molding press to form wood-fiber matrices.

# **OCCUPATIONAL DESCRIPTIONS**

## *Production Employees*



### RUBBER & PLASTICS INDUSTRY

#### BUFFER

Bufs hard composition to high luster against rotating soft wheel to which a polishing compound has been applied.

#### COMPOUND MAN

Weights and delivers pigments for blending with stock during reclaiming process, according to laboratory formulas and written specifications.

#### DRILLER

Drills holes in parts or articles of plastic, rubber, etc.

#### FINISHER

Shapes, finishes or assembles molded material. Performs one or more of a variety of repetitive, routine hand or machine operations such as assembling, polishing and sanding. May be shifted from one operation to another as necessary.

#### HEEL MOLDER

Operates a machine to compress heels and shape the heel seat.

#### INJECTION MOLDER

Operates one or more injection-molding machines that mold thermoplastics materials.

#### PACKER

Packs products into containers for shipment or storage.

#### PRESS OPERATOR

Imports any desired finish, such as mat, linen or bright, to plastic sheets by pressing them between appropriate metal plates, using hydraulic presses.

### STONE, CLAY & GLASS PRODUCTS INDUSTRY

#### BRICKMAKER

Tends brick-molding machines.

#### BULLDOZER OPERATOR

Operates tractor with scraper blade mounted in front of chassis to level and scrape clay in an open clay pit into piles to facilitate its removal to a brick or tile manufacturing plant.

#### BURNER (KILN)

Operates a brick or tire burning kiln.

#### CRANE OPERATOR

Operates a crane to hoist and move materials, raise and lower heavy weights and perform other related operations.

#### CRUSHER OPERATOR

Operates an electric, gasoline or steam-powered rock crushing machine that may be provided with screens to sift the material and a hose system to wash it. Loads or supervises loading of crusher. May perform routine maintenance and repairs.

#### FORK LIFT OPERATOR

Operates a truck equipped with a fork lift or elevating platform that can be raised or lowered to various levels to facilitate loading or unloading.

#### PNEUMATIC DRILL OPERATOR

Drills holes in building stone for the insertion of wire or rods in mounting or fastening them in place, using a compressed air driven drill.

#### SHOVEL OPERATOR

Excavates or moves materials with a compressed air, diesel, electric, gasoline or steam power shovel.

### TEXTILE INDUSTRY

#### CARD TENDER

Tends the operation of one or more carding machines that prepare and card cotton or other fibers for further processing.

**OCCUPATIONAL  
DESCRIPTIONS**  
*Production Employees*



DOFFER

Removes full bobbins of yarn from spindles of ring or cap spinning frames and replaces with empty. Starts yarn on empty bobbins. May help piece up broken ends of yarn.

DYE-MACHINE TENDER

Prepares and operates one or more of the various types of dyeing machines or kettles used to dye raw stock, yarn hosiery or knit goods.

LOOM FIXER

Prepares looms for operation. Inspects and examines for proper operation. Makes adjustments and performs necessary repairs.

MENDER, CLOTH

Examines cloth for defects. Makes necessary repairs.

PERCHER

Inspects finished cloth for such qualities and characteristics as color, shade, bulk, finish, dimensions and defects. Marks location of all defects.

SPINNER - FRAMES

Tends the operation of one or more sides of ring or cap frame spinning machines. May clean rolls and machine.

WEAVER

Tends the operation of one or more looms to produce woven cloth.

TRANSPORTATION EQUIPMENT INDUSTRY

DRILL PRESS OPERATOR

Drills holes using a previously set up single- or multiple-spindle drill press.

GRINDER MACHINE OPERATOR

Operates precision grinding machine to grind surfaces of metal parts to a smooth and even finish and to required dimension.

HEAT TREATER

Alters the physical and chemical properties of the steel of such parts as dies, cutters and machine parts, to produce a specified degree of hardness, toughness or strength by an established process of controlled heating and cooling.

JOINER

Assembles, fits and joins composition, wood or metal materials.

MACHINIST

Carries through to completion the construction and repair of all kinds of metal parts, tools and machines.

PAINTER

Paints or varnishes wood, metal or canvas either by brush or spray gun. May mix paint.

TOOL-AND-DIE MAKER

Constructs, repairs, maintains machine shop tools, jigs, fixtures and instruments, calibrating them according to specifications, and also dies used for forging, punching, stamping and other metal-forming work. Operates various machine tools, performing lay-out work and fitting and assembling parts as necessary.

TURRET LATHE OPERATOR

Shapes cylindrical surfaces of metal objects, such as castings or forgings, by the use of a turret lathe.