

**Table 1. Employment status of persons 16 to 24 years old by school enrollment status, January 1984, July 1984, and January 1985**

(Numbers in thousands)

School and employment status	January 1984	July 1984	January 1985
Population, 16 to 24 years	35,772	35,385	34,936
Enrolled in school	16,614	5,431	16,246
Proportion enrolled	46.4	15.3	46.5
In high school	8,374	1,506	8,200
Labor force	2,991	690	3,133
Employed full time	211	272	239
Employed part time	2,185	218	2,294
Unemployed	595	200	599
Looking for full-time work	51	91	65
Looking for part-time work	544	109	534
In college	8,239	3,925	8,046
Full-time students	6,773	2,381	6,857
Labor force	3,264	1,464	3,375
Employed full time	825	760	935
Employed part time	2,075	533	2,107
Unemployed	361	171	333
Looking for full-time work	90	109	94
Looking for part-time work	271	62	240
Part-time students	1,466	1,544	1,189
Labor force	1,279	1,240	1,067
Employed full time	856	831	724
Employed part time	285	301	268
Unemployed	137	108	75
Looking for full-time work	101	83	49
Looking for part-time work	37	25	26
Not enrolled in school	19,158	29,954	18,690
Labor force	15,447	23,611	15,264
Employed	12,876	20,478	12,944
Full time	11,886	17,505	12,006
Part time	990	2,973	938
Unemployed	2,571	3,133	2,320
Labor force participation rates			
School years completed:			
Less than 4 years high school	64.6	62.8	65.8
High school, 4 years only	83.0	84.2	84.1
College, 1 to 3 years	89.4	88.7	89.8
College, 4 years or more	94.8	91.8	95.1

civilian work or for the Armed Forces. Rather than once a year in October, these data are now available simultaneously with the release of the monthly report on the Nation's employment situation.

Another area of interest is the effect of students on the overall unemployment rate. The new series can help to measure that impact more precisely, using the data on full- and part-time enrollment status. In April 1985, for example, the overall civilian unemployment rate, *not* seasonally adjusted, would have been 6.8 instead of 7.1 percent if teenagers (16- to 19-year-olds) in high school and college full time had been excluded from the employed and unemployed counts.

These data on youth according to their school enrollment status are published in table A-7 of *Employment and Earnings*, the BLS' monthly statistical compendium of labor force, employment, and unemployment statistics. Other information on these youth, such as the occupation of those employed, are available upon request. □

—FOOTNOTES—

<sup>1</sup>National Commission on Employment and Unemployment Statistics, *Counting the Labor Force* (Washington, Government Printing Of-

fice, 1979). See also Harvey R. Hamel and John T. Tucker, "Implementing the Levitan Commission's recommendations to improve labor data," *Monthly Labor Review*, February 1985, pp. 16-24.

<sup>2</sup>*Counting the Labor Force*, p. 90.

<sup>3</sup>School enrollment data from the October CPS were published in the Special Labor Force Report series for the years 1959 through 1979 and in Special Labor Force Bulletin 2192 for 1980-1982. Recent data have appeared in press releases and in Anne McDougall Young, "Fewer students in work force as school age population declines," *Monthly Labor Review*, July 1984, pp.34-37; unpublished data are available upon request.

## Tips: the mainstay of many hotel workers' pay

DONALD G. SCHMITT

Reported customer tips averaged about half the cash earnings of waiters and waitresses in hotels and motels studied by the Bureau of Labor Statistics during July through September 1983. The survey, covering 23 metropolitan areas,<sup>1</sup> found employer-paid wages making up the balance. In most areas, these wages averaged between \$2 and \$3 an hour, largely reflecting the tip allowance employers can apply toward meeting the Federal minimum wage of \$3.35 an hour.<sup>2</sup>

Customer tips also contributed substantially to the earnings of several other occupational groups. For waiter and waitress assistants, tips commonly averaged 16 to 22 percent of their earnings, 44 to 57 percent for bellpersons, 25 to 40 percent for public bartenders, and less than 20 percent for service bartenders. Among these occupations, service bartenders usually had the highest employer-paid wages, ranging from \$3.99 an hour in Dallas-Fort Worth to \$10.16 in Las Vegas.<sup>3</sup> (See table 1.) Public bartenders, receiving tips to a greater extent than service bartenders, had wages averaging from \$3.55 an hour in Miami to \$9.83 in San Francisco-Oakland.

Although service bartenders, who prepare drinks for waiters and waitresses to serve, usually averaged more in wages than public bartenders, this pattern was reversed when tips were included in the comparisons. Similar patterns occurred between other occupations, including waiters and waitresses and their assistants. For example, table waiters and waitresses in full-course restaurants averaged less in wages than their assistants in each area surveyed—usually by 30 to 60 percent. When tips were included in the comparisons, waiters and waitresses averaged more—usually by 40 to 70 percent.

Paid holidays, most commonly 6 to 8 days annually, were provided to at least three-fourths of the nonsupervisory, nonoffice workers in each area studied. At least nine-tenths of the workers in each area were also covered by paid

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**Table 1. Average hourly wages for selected occupations in hotels and motels, 23 metropolitan areas, July–September, 1983**

Occupation	Employer-paid wages			
	Lowest area average	Highest area average	Midrange of area averages <sup>1</sup>	
<b>Nontipped occupations</b>				
House porter	\$3.71	Memphis	\$8.16 New York	\$3.95 — \$4.85
Lodging quarters cleaner	3.67	Miami	7.77 New York	3.80 — 4.75
Cashier, checkout	4.00	Memphis	8.18 New York	4.40 — 5.52
Room clerk	4.47	Kansas City	9.07 Las Vegas	5.01 — 6.30
Dishwasher	3.62	Buffalo	7.79 New York	3.78 — 4.84
Pantry worker	4.01	Memphis	9.49 Las Vegas	4.40 — 5.30
Second cook	5.46	St. Louis	12.31 Atlantic City	6.75 — 10.12
General maintenance mechanic	5.04	Buffalo	10.25 Atlantic City	5.62 — 7.00
Stationary engineer	6.98	Miami	15.97 San Francisco–Oakland	8.35 — 12.45
<b>Tipped occupations<sup>2</sup></b>				
Bartender, public bar	3.55	Miami	9.83 San Francisco–Oakland	4.23 — 5.76
Bartender, service bar	3.99	Dallas–Fort Worth	10.16 Las Vegas	4.60 — 7.50
Bellperson	2.53	Miami	6.03 Las Vegas	2.88 — 3.52
Waiter and waitress assistant:				
Full-course restaurant	2.77	Buffalo	5.26 Las Vegas	3.23 — 4.24
Other than full-course restaurant	2.60	Miami	5.30 New York	3.41 — 4.23
Waiter and waitress:				
Cocktail lounges	2.15	Houston, Memphis	5.03 Las Vegas	2.21 — 3.00
Table, full-course restaurants	2.12	Houston	5.06 Las Vegas	2.26 — 2.97
Table, other than full-course restaurants	2.17	New Orleans	5.03 Las Vegas	2.27 — 3.87
Other	2.43	New Orleans	5.36 Las Vegas	2.64 — 3.92

<sup>1</sup>Of the areas analyzed, one-fourth reported employer-paid averages above the highest average shown and one-fourth, below the lowest average shown.

<sup>2</sup>For purposes of this study, "tipped occupations" are those in which most incumbents customarily and regularly receive customer tips. However, some workers in tipped occupations did not receive tips during the survey period. (Under the Fair Labor Standards Act,

however, "tipped employees" are defined as those who customarily and regularly receive more than \$30 a month in tips.)

Note: The comprehensive bulletin on the study provides information on average tips for selected occupations and also presents data for counter waiters and waitresses, not shown here.

vacations, typically 1 week after 1 year of service, 2 weeks after 2 years, and 3 weeks after 10 years. Life, hospitalization, surgical, basic medical, and major medical insurance (for which the employer paid at least part of the cost), were available to three-fourths or more of the workers in nearly all areas. Retirement pension plans were available to a majority of workers in 10 of the 23 areas. Also, food and beverage service workers typically received at least one free meal a day.

The 2,050 establishments within scope of the survey employed a total of 356,000 workers during July through September 1983. Of this total, nonsupervisory, nonoffice employees represented five-sixths of the work force (296,000 workers). Nearly one-half of these workers were concentrated in Las Vegas (59,500 workers), Atlantic City (22,000), New York (20,600), Los Angeles–Long Beach (20,500), and Chicago (19,900). Corresponding employment in the remaining 18 areas ranged from about 14,000 in Dallas–Fort Worth, San Francisco–Oakland, and Washington to 1,750 in Buffalo.

Nearly three-fifths each of the food service and other nonoffice workers were employed in hotels and motels with collective bargaining agreements covering a majority of such workers. The proportions, however, varied widely by area. For example, virtually all of the workers in Atlantic City were covered by labor-management agreements, but no establishment visited in Houston or Memphis had union agreements covering a majority of their workers. The Service Employees International Union and the Hotel and Restaurant

Employees Union, both AFL–CIO affiliates, were the major unions.

A comprehensive report on the survey—*Industry Wage Survey: Hotels and Motels, July–September 1983* (BLS Bulletin 2227) may be purchased from any of the Bureau's regional sales offices or the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402. □

—FOOTNOTES—

<sup>1</sup>The 23 areas for which data have been developed are Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through October 1979. They are: *Northeast*—Atlantic City, Boston, Buffalo, New York, Philadelphia, and Pittsburgh; *South*—Atlanta, Dallas–Fort Worth, Houston, Memphis, Miami, New Orleans, and Washington; *North Central*—Chicago, Detroit, Kansas City, Minneapolis–St. Paul, and St. Louis; *West*—Denver–Boulder, Las Vegas, Los Angeles–Long Beach, Phoenix, and San Francisco–Oakland.

<sup>2</sup>Under the Fair Labor Standards Act, tips received may be counted as part of wages in an amount up to 40 percent (\$1.34) of the current \$3.35 per hour minimum wage. The employer must inform tipped employees about this tip credit allowance before using the credit and the employee must be allowed to retain all tips (individually or through a pooling arrangement). Tip pools are formal arrangements usually defined by management, where tipped employees contribute a specified amount of their tips to a fund (pool) for distribution among themselves, to others (non-contributors), or both. The employer must be able to show that the employee receives at least the minimum wage in the combination of both wages and tips. The cost or fair value of providing meals and lodging may also be considered in meeting minimum wage requirements.

<sup>3</sup>Except where specifically noted, wage data exclude tips and the value of free meals, room, and uniforms, if any were provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees were considered as wages rather than tips, and were included.