This publication reports results of an attempt to estimate the types of jobs potentially available to retarded workers by analyzing the job titles in the fourth edition of the Dictionary of Occupational Titles (DOT). Literature is reviewed that focuses on factors inhibiting the development of the full range of job options of the retarded. Discussion follows of the procedures used to assess which jobs offer strong potential as placements for the educable mentally retarded. The appendix, which comprises over 280 pages of the report, consists of an alphabetical listing of the 6033 job titles that meet the criteria established. Their Worker Function Codes fall at or below the following levels: Data--3, People--6, Things--3. Job titles in caps are Base Titles used in the body of the DOT. Those in lower case are jobs related to the base title with the same job code. For each title, there is an industrial designation that indicates location of the occupation, types of duties associated with the occupation, products manufactured, processes used, and/or raw materials used. (YLB)
Kent State University

Project SAVE

An Estimate of the Job Types Potentially Available to the Retarded

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EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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Printed and Distributed by the
Instructional Materials Center
Joy Weakland, Coordinator
of the
Northern Ohio Special Education Regional Resource Center
Dale DeGirolamo, Director
15233 Route 58 South
Oberlin, Ohio 44074
May, 1981

The publication and dissemination of this report was supported in whole or in part by the U.S. Department of Education through Ohio Department of Education and the Northern Ohio Special Education Regional Resource Center. However, the opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Education, the Ohio Department of Education or the Northern Ohio Special Education Regional Resource Center, and no official endorsement by any of the above should be inferred.

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An Estimate of the Job Types Potentially Available to the Retarded

Purpose

The purpose of this article is to report the results of an attempt to estimate the types of jobs potentially available to retarded workers by analyzing the job titles presented in the Fourth edition of the Dictionary of Occupational Titles (DOT).

Background and Rationale

The central premise undergirding this work is that, as a function of social inertia and stereotypy, systematic efforts to place retarded youth and adults in gainful employment (and associated mainstream vocational education and rehabilitation programs) have tended to focus on a relatively narrow range of jobs and training programs and, thus, have been discriminatory.

Brolin (1976) suggests that there has been a general tendency to underestimate the potential of retarded trainees. Thus, there is a reliance on jobs which are at a low level (in terms of task demands and pay). This is often justified by those responsible for training and placing retarded individuals as necessary to insure a "success experience" for the retarded worker. No doubt there are many occasions when this conventional wisdom is quite valid. However, there can also be little doubt that this restricts the range of jobs available to the retarded;
represents and reinforces unfortunate stereotypes in the minds of both the public and those who work with the retarded and, not incidentally, is conducive to relatively facile "success experiences" on the part of those responsible for placement.

Jacobs, Larsen and Smith (1979) suggests that other factors also restrict the job potential of retarded workers. Among these factors are:

1. a lack of knowledge of job performance requirements,
2. employer attitudes, and
3. the tendency of placement and training agencies to rely upon past placement successes.

Special educators concerned with the vocational education and placement of the retarded are inclined to stress the importance of negative employer (and union/co-worker) attitudes in justification of the limited placement of the disabled. However, Hartlage and Roland (1971) have established that the results of studies of employer receptivity have proven inconclusive or contradictory.

The Jacobs et al. (1979) Handbook is an extension of work initiated by Peterson and Jones (1959, 1960, 1964) at the American Institutes for Research (AIR) and represents the most systematic long-term research and development effort extant to conduct research into the job potential of retarded workers and to apply this research in a pragmatic manner. The AIR approach has been to survey agencies and individuals who have been successfully placed. Then, the task and social requirements were synthesized into job profiles which were incorporated into a guide for other.
training and placement specialists.

A summary of the distribution of 158 job profiles (Jacobs et al., 1979) frequently mentioned as placements for the Educable Mentally Retarded confirm that service occupations lead the list of placement opportunities as defined in terms of percepts of prior placement success. Phelps (1965), however, has demonstrated that supervisors in service occupations tend to be more negative toward the retarded than do supervisors in other occupational areas. The posture of the present authors is that the central locus of the problem of restricted vocational opportunity for the retarded rests with the special educators and placement specialists.

Jacobs et al. (1979) report, that in the most recent national survey conducted in 1977, the following represent the rank order of job groups in terms of frequency of mention as placements for the retarded:

1. food services
2. building services (custodial)
3. domestic services
4. grounds keeping
5. office occupations
6. merchandizing occupations
7. building trades
8. helpers in hotels
9. helpers in nursery schools
10. helpers in hospitals
Relative to prior surveys (Peterson and Jones, 1959, 1964), there have been shifts away, in relative terms, from placement in agricultural and small manufacturing jobs to office work, helping in construction, merchandising, computer technology, and helping in skilled trades (Jacobs et al., 1979, p. 20). These shifts seem to reflect changes in the demography and sociology of the job market itself as well as some success in opening employment options to retarded workers that have been closed previously.

As Wehman (1976), among others, pointed out, a lack of social acceptance is a major block to competitive employment. Conventional wisdom maintains that retarded workers and trainees lose their positions more often because of social problems than because of the inability to perform the technical aspects of the job. To the extent that the retarded are restricted to those jobs which do not have much in the way of a technical task requirement, this generalization makes a good deal of sense. However, it is quite inconsistent with the information reported above which suggests that service, office, and sales jobs, which imply contact with people, offer the most placement success. Conversely, there is a relative paucity of placements in processing, machine and bench trades and structural work occupations (which account for over two-thirds of the identified job titles in the American labor market) and which represent occupations wherein social incompetencies are apt to be, in relative terms, less critical than in those which involve client contact.
It is difficult to avoid the conclusion that we are observing the results of a nexus of self-validating hypotheses; particularly when surveys such as that of Goldstein (1971) suggest that, in European countries, Trainable Mentally Retarded (TMR) workers are employed in the trade and industrial sectors in non-sheltered environments, at standard wages, while apparently we have problems in placement of the less involved EMR worker in similar settings. Part of this discrepancy, of course, can be accounted for by what is called the "six-hour retardate" phenomenon which refers to those who are identified as "retarded" in school but have no problems when they are freed from the abstractions of school and who can "make it" on their own in the world of work; but this is becoming more and more difficult as our society becomes more technical and as we face economic difficulties.

It is also probably quite true that some of the above mentioned discrepancies reflect cross cultural differences in social attitudes and expectancies as suggested by Farber (1968) and Gold (1973). However, the most parsimonious explanation that can be offered for the paradoxical situation which exists is that those who train and place the retarded:

(1) do best at training and placement when they know something about the job and its requirements;

(2) know very little about the trade and industrial sector of the labor market;

and therefore are unable to meet the technical requirements for their own job and achieve their greatest success in occupational areas which,
given the nature of the EMR and of the job market, should present the most difficulty.

In iconoclastic terms, it is the position of the present authors that the single most significant factor that inhibits the development of the full range of job options of the retarded is that those special educators who are responsible for training and placing do not, themselves, know:

1. what jobs are available in the trade and industrial sector, (which represents the largest part of potential jobs);
2. which of those jobs could be filled by the retarded; and
3. what the training and task requirements of those jobs may be.

This stark incompetence is obscured by the general irrelevance of much of our school work to the world of work and to our daily lives, as well as the self-validating assumptions we make about the abilities (or the lack thereof) of the retarded and the attitudes of our society.

Any given research effort has limitations and the AIR program is no exception. Beyond the limitations of any survey effort, a survey of past successful practice (while very cost-efficient) tends to reflect and to reinforce whatever biases tended to restrict the job options of the retarded in the first place.

In a climate colored by the conditions which led to, and which follow from, the passage of P.L. 94-142, the Education for all Handicapped Children Act of 1975, there is a need to analyze the job market in terms of its potential for the employment of retarded workers. What is needed is an
effort like the pioneering work of AIR which can, in a cost-efficient manner, offer an unbiased estimate of the potential range of jobs available to the retarded.

A first step in this direction was taken by the authors in the present survey of the Dictionary of Occupational Titles in order to assess which jobs offer strong potential as placements for the EMR.

The DOT is a compendium of job descriptions which are found in the current American labor market. Each job title has an associated nine-digit code number, which is used to identify each job title by the Department of Labor for many and varied purposes. The first three code numbers, the occupation code, classifies each job title according to its occupational category, division, and group. There are nine broad occupational categories coded by the first digit, 82 occupational divisions (coded by the first two digits), and 559 occupational groups (coded by the first three digits).

The second set of three digits in the DOT job title codes is called the worker function code. Quoting the DOT (p. 1369):

"...the information (in the DOT) is based on the premise that every job requires a worker to function in some degree to Data, People, and Things. These relationships are identified and explained below. They appear in the form of three listings arranged in each instance from the relatively simple to the complex in such a manner that each successive relationship includes those that are simpler and excludes the more complex. The identifications attached to these relationships
are referred to as worker functions, and provide standard terminology for use in summarizing exactly what a worker does on the job.

"A job's relationship to Data, People, and Things can be expressed in terms of the lowest numbered function in each sequency. These functions taken together indicate the total level of complexity at which the worker performs. The fourth, fifth, and sixth digits of the occupational code numbers reflect relationships to Data, People, and Things, respectively. These digits express a job's relationship to Data, People, and Things by identifying the highest appropriate function in each listing as reflected by the following:

DATA (4th digit)  PEOPLE (5th digit)  THINGS (6th digit)
0 Synthesizing   0 Mentoring       0 Setting Up
1 Coordinating   1 Negotiating    1 Precision Working
2 Analyzing      2 Instructing    2 Operating-Controlling
3 Compiling      3 Supervising    3 Driving-Operating
4 Computing      4 Diverting      4 Manipulating
5 Copying        5 Persuading     5 Tending
6 Comparing      6 Speaking-Signaling 6 Feeding-Offbearing
7 Serving        7 Handling
8 Taking Instructions--Helping

As can be seen, the above code offers a rough hierarchy of difficulty and complexity (with low code numbers reflecting greater difficulty). The
logic of the present analysis is based upon the premise that the worker function code can be used as an index of the potential of a given job title as a possible placement for an EMR.

The first step in this analysis was to establish a criterion for which job titles offer reasonable potential of positions for the EMR. The essential tension associated with this decision is to avoid the perpetuation of the stereotypic perceptions which, presumptively, have limited placement of the EMR in the past, while still maintaining some credential with those who may be influenced by that stereotype.

With the understanding that there needs to be an empirical cross-validation of the decision, the present authors established the following cut-offs as defining the upper bound on the worker function codes:

4th digit: DATA: 3 Compiling
5th digit: PEOPLE: 6 Speaking-Signaling
6th digit: THINGS: 3 Driving-Operating

The above represents a judgment call which cannot be seen as definitive. The most useful resources identified by the authors in making this judgment were the U. S. Department of Labor's (1972) Handbook for Analyzing Jobs and the Jacobs et al. (1979) Handbook for the Placement of Mentally Retarded Workers.

The job analysis handbook offers "illustrative situations" associated with the worker function definitions and codes. Examples of these situations related to jobs just above, at, and one step below the cut-offs which are defined above as those offering potential for the EMR are as
Estimate...of Jobs...

follows (pp. 73-83):

4th Digit: Data Functions:

2 Analyzing: (above cut-off)

Examines sounds, observations, and reported symptoms
to determine nature of engine malfunction.

3 Compiling: (at cut-off)

Maintains inventory of goods in a stockroom.

4 Computing: (below cut-off)

Quotes tool-rental rates, prepares rental form, issues
tools, and collects fee upon return of rental tools.

5th Digit: People Functions:

5 Persuading: (above cut-off)

Writes scripts for radio and television advertising.

6 Speaking-Signaling: (at cut-off)

Answers questions from passengers concerning train
routes, station, and timetable information.

7 Serving: (below cut-off)

Carries golf bags around golf course for players,
handing clubs to players as requested.

6th Digit: Things Functions:

2 Operating-Controlling: (above cut-off)

Positions and bolts or clamps single or multiple dies on
bed of printing press, using handtools. Loads coil of
strip metal on machine spindle, feeds strip between dies,
Estimate...of Jobs...

12

turns handwheels to close and tighten dies on metal strip and starts machine.

3 Driving-Operating: (at cut-off)
Moves control levers, cables, or other devices to control movement of elevator. Opens and closes safety gate and door of elevator at each floor where stop is made.

4 Manipulating: (below cut-off)
Scrapes, files, and sand machine-shaped gunstocks to remove excess wood and impart finished appearance to surface, using files, sandpaper, and emery cloth.

The cut-offs presented above are consistent with those in the AIR handbook (Jacobs et al., 1979) with one exception. A few of the AIR job profiles included codes of "2" on the "Things" function. These involved Operating-Controlling an automobile or a sewing machine. The present authors see these as not representative of the broad range of functions associated with this code number. Therefore, the more conservative "3" code was selected as the cut-off.

Once the cut-off was determined, the DOT was reviewed to identify all job titles which fell at or below the cut-off values described above. The ratio of potential EMR jobs (at or below cut-off) relative to:

(a) the total number of jobs in each category and division;
(b) the total number of job title codes in the DOT; and
(c) the total number of "EMR job title codes"

was determined and presented in percentage terms in Tables 1 and 2.
There are 12,175 different base job title code entries presented in the 4th edition of the DOT. Of these, 6,033 meet the criterion defined above as offering potential as positions for the EMR. Thus, using a criterion which some might fault as conservative, 49.55 percent of the job title codes in the DOT could be performed by EMRs.

This does not include (the over 4,000) "alternative" titles for the same job title listed in the DOT nor does it include the several thousand "related" titles which are not described in the DOT. Neither does this include the "helper" designation which Jacobs et al. (1979) used in the case of a number of the 158 jobs in the AIR handbook.

The enormity of the discrepancy between what represents standard practice in placing the EMR relative to the potential for placement (given acceptance of our criteria) was a great surprise even though it was assumed that there was a serious problem in the first place. Even if our worker function criteria were seen as "unrealistic", we should still look at our EMR job training and placement job title options in terms of thousands rather than hundreds.

The federal government has established that the disabled are seriously underrepresented in the labor force and in vocational education. The EMR is a group which (particularly in terms of numbers) has great need and potential for training and placement which require minimal adjustment of the job itself and of associated vocational programs.
Inspection of the data presented in Table 1 may give the reader cause to wonder what job titles in the Professional, Technical, and Managerial Occupational Category (0/1) might be within the ability limits of the EMR. Many represent "aide" or "assistant" positions in the service of professional, technical and managerial staff which may or may not be realistic placement options.

Other jobs such as horse exercisor, show-horse driver, aquatic, rodeo and thrill performers, show girl and lead pony rider would not seem to tax the academic abilities of the retarded. Still others, such as movie extras, can be performed by EMRs but which seem to be limited as serious career goals.

Two points seem relevant: (1) Even occupational categories not apt to be seen as offering any potential of jobs for the EMR have some; but (2) worker function codes within the criterion range (3, 6, 3) represent a necessary, but hardly a sufficient, criterion for the identification of potential jobs for the EMR.

Thus, it follows that not all of the 6,033 job titles identified as offering potential for the EMR can be seen as realistic avenues for serious placement efforts for the EMR. Clearly, further research into the matter is necessary to sharpen the focus of our training and placement efforts. Many other implications for research and practice also follow from a recent review of the DOT (Miller, Triemen, Cain and Roos, 1980).
It may be instructive to set a lower bound on this potential. By definition, the EMR is capable of independent work. Assume, in a manner consonant with not uncommon stereotypes, that the EMR could only perform at the level of the lowest worker function level (D 6: Comparing; P 8: Taking Instructions-Helping; T 7: Handling). The 4th edition of the DOT lists 1,359 different, discrete job titles which involve functioning at this (6, 8, 7) level! Thus, by this unreasonably low standard, there are still many jobs which are being neglected as placements.

It is important to distinguish between "entry level" and "low level" jobs. The former implies a career ladder which entails years of Specific Vocational Preparation (SVP) (training and/or experience) for higher rung jobs which may be beyond the potential of the retarded. Research into specific occupational practice (and potential modifications thereof) is needed to deal with this question. Such practice is apt to vary with the size of a plant, union activity, and other factors influencing the local job market.

Worker trait data are also relevant to the estimation of the potential of a job title for placement of the handicapped. Among the most salient worker traits are:

(1) the General Educational Development;
(2) the amount Specific Vocational Preparation (SVP); and
(3) the aptitudes, interests, and temperaments needed to perform the job.
Worker trait information for the 4th edition of the DOT is available in Field and Field (1980).

The thrust of this report has been to establish: (1) that the career and vocational education of the retarded has been arbitrarily limited; (2) that those of us who have responsibility, directly or indirectly, for the job training and placement of the EMR had better look to ourselves and our own stereotypy and limitations as a major locus of the problem; and (3) that there are both resources and opportunities available which will provide the opportunity to earn the dignity of work independence for the retarded, and help us make the promise of PL 94-142 a reality.

The appendix to this report consists of an alphabetical listing of the jobs which meet the criteria (Data: 3; People: 5, Things: 3) described above.

Job titles in caps are **Base Titles** used in the body of the DOT. Associated job descriptions are organized according to the first three numbers of the Job Title Code, which define the occupational category, division and group (see the 4th Edition of the DOT for further information).

Job titles in lower case are jobs which are related to the base title and have the same job code as the base title.

For each title listed, there is an industrial designation which often indicates one or more of the following:
Estimate...of Jobs...

- location of the occupation (hotel & rest.; mach, shop)
- types of duties associated with the occupation (clean.,
dye. & press.; education)
- products manufactured (textile; optical goods)
- processes used (electroplating; petro, refin.)
- raw materials used (nonfer. metal alloys; stonework)

While a definition usually receives the designation of the industry or industries in which it occurs, certain occupations occur in a large number of industries. For example, clerical occupations are found in almost every industry. To show the broad, cross-industry nature of clerical occupations, "clerical" is an industry designation in itself. Among other cross-industry designations are:

"profess. and kin.," "mach. shop," and "woodworking."

Occupations which occur in a number of industries, but are found so widely as to warrant their own industry designation, are given the designation of "any industry." The job title in the example is given this designation. It should always be given as CLOTH PRINTER (any ind.).

In compiling information for the DOT, analysts were not able to study each occupation in all industries where it occurs. The industry designation, therefore, shows in what industries the occupation was studied but does not mean that it may not be found in others. Therefore, industry designations are to be regarded as indicative of industrial location, but not necessarily restrictive. (DOT, 4th Edition, p. XIX).
References


Estimate...of Jobs...

19


Wehman, P. Vocational training of the severely retarded: Expectations and potential. Rehabilitation Literature, 1976, 37, 233-36.
### Table 1

**Data Descriptive of Job Titles in The Dictionary of Occupational Titles (4th ed.) as a Function of Occupational Category**

<table>
<thead>
<tr>
<th>DOT Category Code No.</th>
<th>Category Title</th>
<th>No. of Job Titles in Category</th>
<th>No. of Potential EMR Jobs in Category</th>
<th>% Potential EMR Jobs in Category</th>
<th>% EMR Jobs in Category Relative to Total No. Jobs</th>
<th>% EMR Jobs in Category Relative to Total No. EMR Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/1</td>
<td>Prof., tech., managerial</td>
<td>1455</td>
<td>62</td>
<td>5.15</td>
<td>0.51</td>
<td>1.03</td>
</tr>
<tr>
<td>2</td>
<td>Clerical and sales</td>
<td>929</td>
<td>354</td>
<td>39.40</td>
<td>2.91</td>
<td>5.87</td>
</tr>
<tr>
<td>3</td>
<td>Service</td>
<td>527</td>
<td>313</td>
<td>59.40</td>
<td>2.57</td>
<td>5.19</td>
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<tr>
<td>4</td>
<td>Agric., fishery, forestry and related</td>
<td>222</td>
<td>145</td>
<td>65.30</td>
<td>1.19</td>
<td>2.40</td>
</tr>
<tr>
<td>5</td>
<td>Processing</td>
<td>2781</td>
<td>1642</td>
<td>58.80</td>
<td>13.50</td>
<td>27.20</td>
</tr>
<tr>
<td>6</td>
<td>Machine trades</td>
<td>2161</td>
<td>1110</td>
<td>51.40</td>
<td>9.12</td>
<td>18.40</td>
</tr>
<tr>
<td>7</td>
<td>Benchwork</td>
<td>2302</td>
<td>1572</td>
<td>68.30</td>
<td>12.90</td>
<td>28.10</td>
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<tr>
<td>8</td>
<td>Structural work</td>
<td>814</td>
<td>326</td>
<td>40.00</td>
<td>2.68</td>
<td>5.40</td>
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<tr>
<td>9</td>
<td>Miscellaneous</td>
<td>874</td>
<td>509</td>
<td>52.30</td>
<td>4.18</td>
<td>8.44</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td></td>
<td>12175</td>
<td>6033</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Table 2

Data Descriptive of Job Titles in the Dictionary of Occupational Titles (4th ed.) as a Function of Occupational Division

<table>
<thead>
<tr>
<th>DOT Division Code No.</th>
<th>Division Title</th>
<th>No. of Job Titles in Division</th>
<th>No. of Potential EMR Jobs in Division</th>
<th>% Potential EMR Jobs in Division Relative to Total No. of Jobs</th>
<th>% EMR Jobs in Division Relative to Total No. of EMR Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>00/01</td>
<td>Arch., engin., surveying</td>
<td>251</td>
<td>0</td>
<td>.00</td>
<td>.00</td>
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<tr>
<td>02</td>
<td>Math and physical sciences</td>
<td>70</td>
<td>2</td>
<td>2.86</td>
<td>.02</td>
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<tr>
<td>04</td>
<td>Life sciences</td>
<td>59</td>
<td>2</td>
<td>3.39</td>
<td>.02</td>
</tr>
<tr>
<td>05</td>
<td>Social sciences</td>
<td>21</td>
<td>0</td>
<td>.00</td>
<td>.00</td>
</tr>
<tr>
<td>07</td>
<td>Medicine and health</td>
<td>152</td>
<td>19</td>
<td>12.5</td>
<td>.2</td>
</tr>
<tr>
<td>09</td>
<td>Education</td>
<td>62</td>
<td>0</td>
<td>.00</td>
<td>.00</td>
</tr>
<tr>
<td>10</td>
<td>Museum, library, archival sciences</td>
<td>27</td>
<td>7</td>
<td>25.93</td>
<td>.08</td>
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<tr>
<td>11</td>
<td>Law and jurisprudence</td>
<td>26</td>
<td>1</td>
<td>3.8</td>
<td>.01</td>
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<tr>
<td>12</td>
<td>Religion and theology</td>
<td>5</td>
<td>0</td>
<td>.00</td>
<td>.00</td>
</tr>
<tr>
<td>13</td>
<td>Writing</td>
<td>45</td>
<td>1</td>
<td>2.2</td>
<td>.01</td>
</tr>
<tr>
<td>14</td>
<td>Art</td>
<td>37</td>
<td>0</td>
<td>.00</td>
<td>.00</td>
</tr>
<tr>
<td>15</td>
<td>Entertainment and recreation</td>
<td>84</td>
<td>15</td>
<td>17.9</td>
<td>.1</td>
</tr>
<tr>
<td>16</td>
<td>Administrative specializations</td>
<td>160</td>
<td>4</td>
<td>2.5</td>
<td>.03</td>
</tr>
<tr>
<td>18</td>
<td>Managers and officials, n.e.c.</td>
<td>328</td>
<td>1</td>
<td>.4</td>
<td>.01</td>
</tr>
<tr>
<td>19</td>
<td>Misc. prof., tech., managerial</td>
<td>128</td>
<td>10</td>
<td>7.8</td>
<td>.08</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td></td>
<td><strong>1,455</strong></td>
<td><strong>62</strong></td>
<td><strong>5.15</strong></td>
<td><strong>0.51</strong></td>
</tr>
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Clerical and Sales:

<table>
<thead>
<tr>
<th>Code No.</th>
<th>Job Title</th>
<th>No. of Job Titles</th>
<th>No. of Potential EMR Jobs</th>
<th>% Potential EMR Jobs Relative to Total No. of Jobs</th>
<th>% EMR Jobs Relative to Total No. of EMR Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>Stenog., typing, filing, rel. occup.</td>
<td>163</td>
<td>76</td>
<td>48.6</td>
<td>.8</td>
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<tr>
<td>21</td>
<td>Computing and account-recording</td>
<td>191</td>
<td>41</td>
<td>21.5</td>
<td>.3</td>
</tr>
<tr>
<td>22</td>
<td>Prod., stock clerks and rel. occup.</td>
<td>151</td>
<td>110</td>
<td>72.8</td>
<td>.9</td>
</tr>
<tr>
<td>23</td>
<td>Information, message distribution</td>
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<td>29</td>
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<td>Sales occupations, services</td>
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### Table 2 (Continued)

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<tr>
<th>DOT Division Code No.</th>
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<th>No. of Job Titles in Division (No.)</th>
<th>No. of Potential EMR Jobs in Division (No.)</th>
<th>% Potential EMR Jobs in Division</th>
<th>% EMR Jobs in Division Relative to Total No. Jobs</th>
<th>% EMR Jobs in Division Relative to Total No. EMR Jobs</th>
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<td>Amusement, recreation serv. occup.</td>
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<td>0.3</td>
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<tr>
<td>35</td>
<td>Misc. personal serv. occup.</td>
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<td>49</td>
<td>69.1</td>
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<td>0.8</td>
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<tr>
<td>36</td>
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<td>72</td>
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<td>48</td>
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<td>0.4</td>
<td>0.8</td>
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<td>41</td>
<td>Animal farming</td>
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<td>33</td>
<td>56.1</td>
<td>0.3</td>
<td>0.5</td>
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<td>42</td>
<td>Misc. agricultural and rel. occup.</td>
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<td>6</td>
<td>85.7</td>
<td>0.05</td>
<td>0.1</td>
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<tr>
<td>44</td>
<td>Fishery and rel. occup.</td>
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<td>0.2</td>
<td>0.4</td>
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<td>Hunting, trapping and rel. occup.</td>
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<td>4</td>
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<td>0.1</td>
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<td><strong>Subtotal</strong></td>
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<td><strong>145</strong></td>
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<td><strong>1.19</strong></td>
<td><strong>2.40</strong></td>
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<td>Processing of metal</td>
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<td>1.4</td>
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<td>51</td>
<td>Ore refining and foundry occup.</td>
<td>226</td>
<td>145</td>
<td>64.2</td>
<td>1.2</td>
<td>2.4</td>
</tr>
<tr>
<td>52</td>
<td>Process food, tobacco, rel. prod.</td>
<td>823</td>
<td>625</td>
<td>75.9</td>
<td>5.2</td>
<td>10.4</td>
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<tr>
<td>53</td>
<td>Process paper and rel. mat.</td>
<td>102</td>
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<td>58.6</td>
<td>0.5</td>
<td>1.0</td>
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<tr>
<td>54</td>
<td>Process petroleum, coal, natural and manuf. gas and rel. prod.</td>
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<td>49</td>
<td>50.5</td>
<td>0.4</td>
<td>0.8</td>
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<tr>
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<td>Process chemicals, plastics, synthetics, rubber, paint, rel. prod.</td>
<td>643</td>
<td>110</td>
<td>17.1</td>
<td>0.9</td>
<td>1.8</td>
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### Table 2 (Continued)

Data Descriptive of Job Titles...as a Function of Occupational Division

<table>
<thead>
<tr>
<th>DOT Division Code No.</th>
<th>Division Title</th>
<th>No. of Job Titles in Division</th>
<th>No. of Potential EMR Jobs in Division</th>
<th>% Potential EMR Jobs in Division</th>
<th>% EMR Jobs in Division Relative to Total No. Jobs</th>
<th>% EMR Jobs in Division Relative to Total No. EMR Jobs</th>
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<tbody>
<tr>
<td>Processing: (Continued)</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>56</td>
<td>Process wood and wood products</td>
<td>85</td>
<td>64</td>
<td>75.3</td>
<td>.5</td>
<td>1.1</td>
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<tr>
<td>57</td>
<td>Process stone, clay, glass and rel. prod.</td>
<td>236</td>
<td>160</td>
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<td>1.3</td>
<td>2.7</td>
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<tr>
<td>58</td>
<td>Process leather, textiles and rel. prod.</td>
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<td>271</td>
<td>78.3</td>
<td>2.3</td>
<td>4.5</td>
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<tr>
<td>59</td>
<td>Processing occupations, n.e.c.</td>
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<td>72</td>
<td>77.4</td>
<td>.6</td>
<td>1.2</td>
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<td>**2791                       **</td>
<td><strong>1642</strong></td>
<td><strong>58.8</strong></td>
<td><strong>13.5</strong></td>
<td><strong>27.2</strong></td>
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<td>Machine Trades:</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>60</td>
<td>Metal machining occup.</td>
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<td>61</td>
<td>Metalworking occup., n.e.c.</td>
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<td>120</td>
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<td>2.0</td>
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<td>168</td>
<td>37</td>
<td>22.1</td>
<td>.3</td>
<td>.6</td>
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<tr>
<td>63</td>
<td>Gen. industry mechanics, repairers</td>
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<td>28</td>
<td>26.4</td>
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<td>.5</td>
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<td>64</td>
<td>Paperworking</td>
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<td>65</td>
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<td>.7</td>
<td>1.4</td>
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<td>66</td>
<td>Wood machining</td>
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<td>67</td>
<td>Machining stone, clay, glass and rel. materials</td>
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<td>59</td>
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<td>1.0</td>
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<td>Textile</td>
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<td>4.1</td>
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<td>DOT Division Code No.</td>
<td>Division Title</td>
<td>No. of Job Titles in Division</td>
<td>No. of Potential EMR Jobs in Division</td>
<td>% Potential EMR Jobs in Division</td>
<td>% EMR Jobs in Division Relative to Total No. Jobs</td>
<td>% EMR Jobs in Division Relative to Total No. EMR Jobs</td>
</tr>
<tr>
<td>----------------------</td>
<td>----------------</td>
<td>-----------------------------</td>
<td>-------------------------------------</td>
<td>------------------</td>
<td>------------------------------------------</td>
<td>-------------------------------------------</td>
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<td>70</td>
<td>Benchwork: Fabrication, assembly, repair of metal products, n.e.c.</td>
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<td>71</td>
<td>Fabrication, repair scientific, medical, photographic, optical, horological and rel. prod.</td>
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<td>Assembly and rep. elec. equip.</td>
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<td>359</td>
<td>77</td>
<td>3.0</td>
<td>6.0</td>
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<td>Painting, decorating, rel. occup.</td>
<td>53</td>
<td>42</td>
<td>79.2</td>
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<td>75</td>
<td>Fabrication, repair plastics, synthetics, rubber and rel. prod.</td>
<td>113</td>
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<td>Fabrication, rep. wood prod.</td>
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<td>Fabrication, rep. sand, stone, clay, and glass prod.</td>
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<tr>
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<td><strong>2.68</strong></td>
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</table>
Table 2 (Continued)

Data Descriptive of Job Titles...as a Function of Occupational Division

<table>
<thead>
<tr>
<th>DOT Division Code No.</th>
<th>Division Title</th>
<th>No. of Job Titles in Division</th>
<th>No. of Potential EMR Jobs in Division</th>
<th>% Potential EMR Jobs in Division</th>
<th>% EMR Jobs in Division Relative to Total No. Jobs</th>
<th>% EMR Jobs in Division Relative to Total No. EMR Jobs</th>
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<td>90</td>
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<td>Motor freight occups.</td>
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<td>.8</td>
<td>1.7</td>
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<td>Transportation occups. n.e.c.</td>
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<td>59.7</td>
<td>1.9</td>
<td>3.8</td>
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<tr>
<td>93</td>
<td>Packaging and materials handling occup.</td>
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<td>65</td>
<td>60.7</td>
<td>.5</td>
<td>1.1</td>
</tr>
<tr>
<td>95</td>
<td>Extraction of minerals</td>
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<td>32</td>
<td>31.1</td>
<td>.3</td>
<td>.5</td>
</tr>
<tr>
<td>96</td>
<td>Production, distrib. utilities</td>
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<td>19</td>
<td>42.2</td>
<td>.2</td>
<td>.3</td>
</tr>
<tr>
<td>97</td>
<td>Amusement, recreation, motion picture, radio and television occupations, n.e.c.</td>
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<td>43</td>
<td>28.3</td>
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<td>509</td>
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</tr>
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<td>Grand Totals</td>
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<td>6033</td>
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</table>
Appendix

Alphabetical Listing of Job Titles from the
Fourth Edition of the Dictionary of Occupational Titles
Offering Potential as Job Placements for the
Educable Mentally Retarded

The Worker Function Codes herein listed fall at or below the following levels:

Data: 3 (Compiling)
People: 6 (Speaking–Signaling)
Things: 3 (Driving–Operating)

Source:

<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABALONE DIVER (fish)</td>
<td>443.664-010</td>
</tr>
<tr>
<td>able-bodied seaman (water trans.)</td>
<td>911.364-010</td>
</tr>
<tr>
<td>ABLE SEAMAN (water trans.)</td>
<td>911.364-010</td>
</tr>
<tr>
<td>ABRASIVE-BAND WINDER (abrasive &amp; polish. prod.)</td>
<td>692.685-010</td>
</tr>
<tr>
<td>ABRASIVE-GRADER HELPER (optical goods)</td>
<td>570.686-010</td>
</tr>
<tr>
<td>ABRASIVE GRINDER (abrasive &amp; polish. prod.)</td>
<td>673.685-010</td>
</tr>
<tr>
<td>ABRASIVE MIXER (abrasive &amp; polish. prod.)</td>
<td>570.485-010</td>
</tr>
<tr>
<td>ABRASIVE-MIXER HELPER (abrasive &amp; polish. prod.)</td>
<td>570.686-014</td>
</tr>
<tr>
<td>ABRASIVE SAWER (abrasive &amp; polish. prod.)</td>
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</tr>
<tr>
<td>ABRASIVE-WHEEL MOLDER (abrasive &amp; polish. prod.)</td>
<td>575.685-010</td>
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<tr>
<td>ACCOUNT-INFORMATION CLERK (light, heat, &amp; power)</td>
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<tr>
<td>accounting clerk, pension disbursing (finan. inst.)</td>
<td>216.367-010</td>
</tr>
<tr>
<td>ACETONE-BUTTON PASTER (button)</td>
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<tr>
<td>ACETONE-RECOVERY WORKER (synthetic fibers)</td>
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<td>ACETYLENE-CYLINDER-PACKING MIXER (comp. &amp; liquefied gases)</td>
<td>549.665-010</td>
</tr>
<tr>
<td>ACETYLENE-PLANT OPERATOR (comp. &amp; liquefied gases)</td>
<td>549.585-010</td>
</tr>
<tr>
<td>ACID ADJUSTER (elec. equip.)</td>
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<td>ACID-BATH MIXER (textile)</td>
<td>550.585-018</td>
</tr>
<tr>
<td>ACID-BATH TENDER (synthetic fibers)</td>
<td>557.685-030</td>
</tr>
<tr>
<td>acid blower (explosives)</td>
<td>550.585-030</td>
</tr>
<tr>
<td>acid changer (elec. equip.)</td>
<td>727.687-010</td>
</tr>
<tr>
<td>ACID CONDITIONER (ore dress., smelt., &amp; refin.)</td>
<td>511.687-014</td>
</tr>
<tr>
<td>ACID-CORRECTION HAND (synthetic fibers)</td>
<td>550.684-010</td>
</tr>
<tr>
<td>ACID-CRANE OPERATOR (iron &amp; steel)</td>
<td>921.663-042</td>
</tr>
<tr>
<td>ACID CUTTER (conc. prod.)</td>
<td>759.686-010</td>
</tr>
<tr>
<td>acid dipper (any ind.)</td>
<td>503.683-030</td>
</tr>
<tr>
<td>ACID DUMPER (elec. equip.)</td>
<td>727.687-010</td>
</tr>
<tr>
<td>ACOD FILLER (elec. equip.)</td>
<td>727.687-014</td>
</tr>
<tr>
<td>ACIDIZER HELPER (petrol. production)</td>
<td>939.684-018</td>
</tr>
<tr>
<td>ACID LEVELER (elec. equip)</td>
<td>727.687-014</td>
</tr>
<tr>
<td>ACID LOADER (chem.)</td>
<td>914.687-010</td>
</tr>
<tr>
<td>ACID-PLANT HELPER (chem.)</td>
<td>558.565-010</td>
</tr>
<tr>
<td>ACID-POLYMERIZATION OPERATOR (chem.)</td>
<td>558.685-010</td>
</tr>
<tr>
<td>ACID PURIFIER (coal tar prod.)</td>
<td>559.685-010</td>
</tr>
<tr>
<td>ACID-STRENGTH INSPECTOR (textile)</td>
<td>582.587-010</td>
</tr>
<tr>
<td>ACID-TANK CLEANER (petrol. refin.)</td>
<td>891.687-022</td>
</tr>
<tr>
<td>acidulator (oils &amp; fats)</td>
<td>551.685-070</td>
</tr>
<tr>
<td>ACID-WASHER OPERATOR (textile)</td>
<td>582.685-030</td>
</tr>
<tr>
<td>ACROBATIC RIGGER (amuse. &amp; rec.)</td>
<td>962.684-010</td>
</tr>
<tr>
<td>ACTIVATED-SLUDGE ATTENDANT (sanitary ser.)</td>
<td>955.585-010</td>
</tr>
<tr>
<td>ad clerk (print &amp; pub.)</td>
<td>247.367-010</td>
</tr>
<tr>
<td>ADDRESSER (clerical)</td>
<td>209.587-010</td>
</tr>
<tr>
<td>ADHESION TESTER (rubber goods)</td>
<td>759.584-010</td>
</tr>
<tr>
<td>ADHESIVE-BANDAGE-MACHINE OPERATOR (per. protect. &amp; med. dev.)</td>
<td>692.685-014</td>
</tr>
<tr>
<td>ADHESIVE COMPOUNDER (any ind.)</td>
<td>550.685-062</td>
</tr>
<tr>
<td>ADHESIVE PRIMER (tex. prod. n.e.c.)</td>
<td>732.687-010</td>
</tr>
<tr>
<td>ADHESIVE SPRAYER (any ind.)</td>
<td>795.687-014</td>
</tr>
<tr>
<td>ADHESIVE-SPREADER OPERATOR (aircraft-aerospace mfg.)</td>
<td>806.684-062</td>
</tr>
<tr>
<td>ADJUSTER (furn.)</td>
<td>709.684-010</td>
</tr>
<tr>
<td>ADJUSTER, ALARM MECHANISM (clock &amp; watch)</td>
<td>715.684-010</td>
</tr>
<tr>
<td>ADJUSTER AND FITTER (auto. mfg.)</td>
<td>806.684-010</td>
</tr>
<tr>
<td>adjustment clerk (clerical)</td>
<td>241.367-014</td>
</tr>
<tr>
<td>adjustment clerk (light, heat, &amp; power; tel. &amp; tel.; waterworks)</td>
<td>239.367-010</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

A

administrative assistant (education) 205.367-010
ADMISSIONS EVALUATOR (education) 205.367-010
ADMITTING-OFFICE GUIDE (medical ser.) 355.677 014
ADOBE-BALL MIXER (ore dress., smelt., & refin.) 570.685-070
ADOBE MAKER (brick & tile) 575.684 042
ADVERTISING CLERK (bus. ser.) 247.587-010
ADVERTISING-DISPATCH CLERK (print. & pub.) 247.387-014
ADVERTISING-DISPLAY ROTATOR (bus. ser.) 869.684-054
ADVERTISING-MATERIAL DISTRIBUTOR (any ind.) 230.687-010

ADZING-AND-BORING-MACHINE FEEDER (wood preserving) 669.686-030
ADZING-AND-BORING-MACHINE HELPER (wood preserving) 561.686-010
AERIAL-TRAM OPERATOR (mining & quarrying) 932.685-010
AEROSOL-LINE OPERATOR (any ind.) 920.685-078
AGATE SETTER (bal. & scales) 710.684-010
AGENT-LICENSING CLERK (insurance) 209.367-010
agents'-records clerk (insurance) 209.367-010
AGER (electronics) 725.384-010
AGER OPERATOR (textile) 582.585-010
AGGREGATE-CONVEYOR OPERATOR (const.) 579.665-014
aging room operator (plastics mat.; synthetic fibers) 559.585-018
AIR-AND-WATER FILLER (cooperage) 764.687-010
air-and-water-tester (cooperage) 764.687-010
AIR-BAG CURER (rubber tire & tube) 556.685-010
air checker (inst. & app.) 710.687-018
AIR-COMPRESSOR MECHANIC (loco. & car bldg. & rep.) 622.684-010
AIR-CONDITIONING-COIL ASSEMBLER (refrigerat. equip.), 706.684-010
AIR-CONDITIONING INSTALLER-SERVICER HELPER, WINDOW UNIT (any ind.) 637.687 010
AIR-CONDITIONING-MECHANIC HELPER, INDUSTRIAL (any ind.) 637.664-010
AIR-CONDITIONING-UNIT ASSEMBLER (refrigerat. equip.) 827.684-010
air-conditioning-window-box installer (any ind.) 827.464-010
air-control tender (any ind.) 950.585-010
aircraft charter dispatcher (air trans.) 295.367-010
aircraft delivery checker (aircraft-aerospace mfg.) 222.387-010
AIRCRAFT-EQUIPMENT-AND-ACCESSORIES ASSEMBLER (aircraft-aerospace mfg.) 222.587-010
aircraft inventory checker (aircraft-aerospace mfg.) 222.587-010
AIRCRAFT-SHIPPING CHECKER (aircraft-aerospace mfg.) 222.387-010
aircraft skin burnisher (aircraft-aerospace mfg.) 807.684-013
air deodorizer servicer (bus. ser.) 389.687-010
air-drill operator (mining & quarrying) 930.684-018
AIR FILLER (cooperage) 764.687-010
AIRFRAME-AND-POWER-PLANT-MECHANIC HELPER (aircraft aerospace mfg.; air trans.) 621.68-010
air-freight agent (air trans.) 248.367-018
AIR-HAMMER OPERATOR (const.) 869.687-026
air-hammer operator (mining & quarrying) 930.684-018
air-hammer operator (pen & pencil) 733.687-014
air-hammer stripper (paper goods) 794.687-050
AIR-HOLE DRILLER (mining & quarrying) 692.685-018
AIRLINE SECURITY AGENT (air trans.) 372.667-010
airplane-cabin service agent (air trans.) 352.367-106
airplane-cable mechanic (aircraft-aerospace mfg.) 709.684-106
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Airplane-Charter Clerk (air trans.)</td>
<td>295.367-010</td>
</tr>
<tr>
<td>Airplane Cleaner (air trans.)</td>
<td>919.687-014</td>
</tr>
<tr>
<td>Airplane-Dispatch Clerk (air trans.)</td>
<td>248.367-010</td>
</tr>
<tr>
<td>Airplane-Flight Attendant (air trans.)</td>
<td>352.367-010</td>
</tr>
<tr>
<td>Airplane-Gas-Tank-Liner Assembler (rubber goods)</td>
<td>759.684-010</td>
</tr>
<tr>
<td>Airplane-mechanic helper (aircraft-aerospace mfg.; air trans.)</td>
<td>621.684-010</td>
</tr>
<tr>
<td>Airplane-Pilot Helper (agric.)</td>
<td>409.667-010</td>
</tr>
<tr>
<td>Airplane-rental clerk (air trans.)</td>
<td>295.367-010</td>
</tr>
<tr>
<td>Airport Attendant (air trans.)</td>
<td>912.364-010</td>
</tr>
<tr>
<td>Airport Guide (air trans.)</td>
<td>353.367-014</td>
</tr>
<tr>
<td>Air Purifier Servicer (bus. ser.)</td>
<td>389.687-010</td>
</tr>
<tr>
<td>Air-Table Operator (mining &amp; quarrying)</td>
<td>549.685-010</td>
</tr>
<tr>
<td>Air-Tank Assembler (sports equip.)</td>
<td>732.684-014</td>
</tr>
<tr>
<td>Air tester (cooperage)</td>
<td>764.687-022</td>
</tr>
<tr>
<td>Air-Turning-Machine Feeder (text. bag)</td>
<td>689.685-146</td>
</tr>
<tr>
<td>Aitchbone Breaker (slaught. &amp; meat pack)</td>
<td>525.684-018</td>
</tr>
<tr>
<td>Alcohol rubber (per. ser.)</td>
<td>335.677-010</td>
</tr>
<tr>
<td>Aliner (electronics)</td>
<td>726.684-026</td>
</tr>
<tr>
<td>Aliner (firearms)</td>
<td>736.684-042</td>
</tr>
<tr>
<td>Aliner, Barrel and Receiver (firearms)</td>
<td>736.684-010</td>
</tr>
<tr>
<td>Alining Checker (office mach.)</td>
<td>796.687-022</td>
</tr>
<tr>
<td>All-around-machine operator (mach. shop)</td>
<td>609.685-018</td>
</tr>
<tr>
<td>Alley Cleaner (textile)</td>
<td>381.687-018</td>
</tr>
<tr>
<td>Alley tender (asbestos prod.; textile)</td>
<td>680.685-018</td>
</tr>
<tr>
<td>Alley tender (asbestos prod.; textile)</td>
<td>680.665-018</td>
</tr>
<tr>
<td>Alligator-Shear Operator (any ind.)</td>
<td>615.685-034</td>
</tr>
<tr>
<td>Almond Blancher, Hand (nut process.)</td>
<td>521.687-010</td>
</tr>
<tr>
<td>Almond-Blancher Operator (nut process.)</td>
<td>521.685-014</td>
</tr>
<tr>
<td>Almond-Cutting-Machine Tender (nut process.)</td>
<td>521.685-018</td>
</tr>
<tr>
<td>Almond Grinder (nut process.)</td>
<td>521.685-234</td>
</tr>
<tr>
<td>Almond Huller (nut process.)</td>
<td>521.685-010</td>
</tr>
<tr>
<td>Almond-Paste Molder (confection.)</td>
<td>520.684-010</td>
</tr>
<tr>
<td>Almond Roaster (nut process.)</td>
<td>529.685-174</td>
</tr>
<tr>
<td>Almond Sorter (nut process.)</td>
<td>521.687-086</td>
</tr>
<tr>
<td>Alodize-Machine Helper (nonfer. metal alloys)</td>
<td>509.685-010</td>
</tr>
<tr>
<td>Alteration inspector (ret. tr.)</td>
<td>789.687-078</td>
</tr>
<tr>
<td>Alterations Workroom Clerk (ret. tr.)</td>
<td>221.367-010</td>
</tr>
<tr>
<td>Aluminum-Hydroxide-Process Operator (chem.; drug. prep. &amp; rel. prod.)</td>
<td>559.685-014</td>
</tr>
<tr>
<td>Aluminum-Pool Installer (const.)</td>
<td>809.664-010</td>
</tr>
<tr>
<td>Aluminum-Siding Installer (const.; ret. tr.)</td>
<td>863.684-014</td>
</tr>
<tr>
<td>Amalgamator (ore dress., smelt., &amp; refin.)</td>
<td>511.685-010</td>
</tr>
<tr>
<td>Ambulance Driver (medical ser.)</td>
<td>913.683-010</td>
</tr>
<tr>
<td>Ammonia-Solution Preparer (textile)</td>
<td>550.585-018</td>
</tr>
<tr>
<td>Ammonium-Nitrat: Crystallizer (explosives)</td>
<td>553.685-010</td>
</tr>
<tr>
<td>Ammonium-Mitrat: Neutralizer (explosives)</td>
<td>550.585-030</td>
</tr>
<tr>
<td>Amphibian Crewmember (military ser.)</td>
<td>378.683-010</td>
</tr>
<tr>
<td>Ampoule Examiner (drug. prep. &amp; rel. prod.)</td>
<td>559.687-010</td>
</tr>
<tr>
<td>Ampoule Filler (drug. prep. &amp; rel. prod.)</td>
<td>559.685-018</td>
</tr>
<tr>
<td>Ampoule filler and sealer (drug. prep. &amp; rel. prod.)</td>
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</tr>
<tr>
<td>Ampoule Sealer (drug. prep. &amp; rel. prod.)</td>
<td>559.687-014</td>
</tr>
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<td>Amusement-equipment operator (amuse. &amp; rec.)</td>
<td>342.663-010</td>
</tr>
</tbody>
</table>

L-3
anchor tacker (boot & shoe) 690.685-162
anchor-tack puller (boot & shoe) 788.687-146
ANGLEDOZER OPERATOR (any ind.) 850.685-010
animal attendant (any ind.) 410.674-010
animal caretaker (amuse. & rec.) 412.674-010
ANIMAL CARETAKER (any ind.) 410.674-010
ANIMAL EVISCERATOR (slaught. & meat pack.) 525.687-010
ANIMAL-HOSPITAL CLERK (medical ser.) 245.367-010
ANIMAL KEEPER (amuse. & rec.) 412.674-010
ANIMAL-RIDE ATTENDANT (amuse. & rec.) 349,674-010
ANIMAL-SHELTER CLERK (nonprofit organ.) 249,367-010
anode adjuster (chem.) 558.584-010
ANODE-ASSEMBLY CLEANER (ore dress., smelt., & refin.) I 515.685-014
ANODE-ASSEMBLY CLEANER (ore dress., smelt., & refin.) II 515.664-010
ANODE BUILDER (chem.) 826.684-010
ANODE REBUILDER (ore dress., smelt., & refin.) 630.684-010
ANTENNAINSTALLER (any ind.) 823.684-010
ANTHACENE OPERATOR (coal tar prod.) 551.685-122
ANTICHECKING-IRON WORKER (wood preserving) 563.687-010
ANTIKER (boot & shoe) 788.684-066
antisqueak applier (boot & shoe) 788.687-010
antisqueak chalker (boot & shoe) 788.687-010.
ANTISQUEAK FILLER (boot & shoe) 788.687-010.
ANTITANK ASSAULT GUNNER (military ser.) 378.464-010
ANVIL-SEATING-PRESS OPERATOR (ammunition) 694.685-010
APERATURE-MASK ETCHER (electronics) 725.685-010
apex trimmer (boot & shoe) 690.685-150
APPETIZER PACKER (hotel & rest.) 319.484-010
APPLE CHECKER (agric.) 221.587-030
APPLE PACKER (agric.; whole. tr.) 920.687-134
APPLE-PACKING HEADER (agric.) 920.687-010
APPLE SORTER (agric.; can. & preserv.; whole. tr.) 529.687-186
APPLE WASHER (agric.; can. & preserv.; whole. tr.) 529.685-258
APPLIANCE ASSEMBLER, LINE (elec. equip.; refrigerat. equip.) 827.684-010
APPLIANCE INSPECTOR (elec. equip.) 729.387-022
APPLIANCE INSTALLER (mfd. bldgs.; trans. equip.) 869.684-026
APPLIANCE INSTALLER (trans. equip.) 806.684-018
appliance painter-and-refinisher (any ind.) 741.684-030
appliance refin sher-and-painter (any ind.) 741.684-030
APPLIANCE REPAIRER (elec. equip.) 723.584-010
APPLIANCE TESTER (elec. equip.) 729.387-022
application clerk (light, heat, & power; tel. & tel.; waterworks) 239.367-010
applicant (any ind.) 582.687-030
applier (any ind.) 582.687-030
applier (leather prod.) 589.687-034
APPLIQUE CUTTER, HAND (trim. & embroid.) 781.584-014
APPOINTMENT CLERK (clerical) 237.367-010
APRICOT PACKER (agric.; whole. tr.) 920.687-134
APRICOT WASHER (food prep., n.e.c.) 521.685-110
APRON CLEANER (asbestos prod.) 680.687-010
apron operator (paper & pulp) 539.587-010
apron scratcher (asbestos Prod.) 680.687-010
APRON TRIMMER (boot & shoe) 690.685-434
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

A

AQUARIST (amuse. & rec.) 449.674-010
aquarium tank attendant (amuse. & rec.) 449.674-010
ARBORER (jewelry) 700.684-010
ARBOR INSPECTOR (clock & watch) 715.384-022
ARBOR-PRESS OPERATOR (any ind.) II 690.685-014
arc-air operator (welding) 816.364-010
ARC CUTTER (welding) 816.364-010
ARC CUTTER, GAS-TUNGSTEN ARC (welding) 816.364-010
ARC CUTTER, PLASMA ARC (welding) 816.364-010
ARCHERY EQUIPMENT REPAIRER (any ind.) 732.684-122
ARCH-PAD CEMENTER (boot & shoe) 788.687-030
arc trimmer (light, heat, & power) 952.667-010
armature-and-rotor winder (elec. equip.) 721.484-010
ARMATURE BALANCER (elec. equip.) 724.384-014
ARMATURE BANDER (any ind.) 724.684-010
ARMATURE COIL WINDER (elec. equip.) 724.684-026
ARMATURE CONNECTOR (elec. equip.) I 721.684-018
ARMATURE CONNECTOR (elec. equip.) II 724.684-014
armature reparer (any ind.) 724.684-018
ARMATURE TESTER (elec. equip.) I 724.384-010
ARMATURE TESTER (elec. equip.) II 729.384-058
ARMATURE TESTER (elec. equip.) III 724.364-010
ARMATURE VARNISHER (any ind.) 599.685-030
ARMATURE WINDER (elec. equip.) 721.484-010
ARMATURE WINDER, AUTOMOTIVE (auto. ser.) 724.684-018
ARMATURE WINDER HELPER, REPAIR (any ind.) 721.684-010
ARMATURE WINDER, REPAIR (any ind.) 724.684-010
armed guard (bus. ser.) 376.367-010
ARMED GUARD (r.r. trans.) 372.667-034
ARMHOLE BASTER, HAND (garment) 782.684-058
armored-cable-machine operator (insulated wire) 691.685-010
ARMOURED-CAR GUARD (bus. ser.) 372.567-010
ARMOURED-CAR GUARD AND DRIVER (bus. ser.) 372.563-010
armored-car messenger (bus. ser.) 372.567-010
armored-car messenger (bus. ser.) 372.563-010
ARMORING-MACHINE OPERATOR (insulated wire) 691.685-010
ARMOR RECONNAISSANCE SPECIALIST (military ser.) 378.363-010
arranger-assembler (fabric, prod., n.e.c.) 739.687-010
ARROW-POINT ATTACHER (sports equip.) 795.687-014
ARROWSMITH (sports equip.) 732.684-010
ARTIFICIAL-BREEDING TECHNICIAN (agric.) 418.384-014
ARTIFICIAL-CANDY MAKER (fabric, prod., n.e.c.) 739.684-010
ARTIFICIAL-FLORIST MAKER (artif. flower) 739.684-014
artificial-fly tier (sports equip.) 732.684-07
artificial-insemination technician (agric.) 411.384-010
ARTIFICIAL INSEMINATOR (agric.) 418.384-010
ARTIFICIAL-LOG-MACHINE OPERATOR (fuel briquettes; sawmill) 569.685-010
ARTIFICIAL-PERAL MAKER (jewelry) 770.687-010
ARTILLERY OR NAVAL GUNFIRE OBSERVER (military ser.) 378.367-010
ARTIST, AMNECOUIN COLORING (model & pattern) 741.684-010
ART METAL-CHAIR ASSEMBLER (furn.) 709.684-014
art-metal-worker helper (fabric. metal prod., n.e.c.) 619.484-010
art preparator (museum) 102.367-010
ASBESTOS-CLOTH INSPECTOR (asbestos prod.) 689.685-038
ASBESTOS-SHINGLE INSPECTOR (asbestos prod.) 679.687-010
ASBESTOS-SHINGLE SHEARING-MACHINE OPERATOR (asbestos prod.) 679.686-010
ASBESTOS-SIDING INSTALLER (const.; ret. tr.) 863.684-014
ASPARAGUS GRADER AND BUNCHER (agric.) 529.687-186
ASPARAGUS SORTER (agric.; can. & preserv.; whole. tr.) 529.687-186
ASPHALT COATER (elec. equip.) 599.685-026
ASPHALT-DISTRIBUTOR TENDER (const.) 853.665-010
ASPHALT-HEATER TENDER (const.) 853.685-010
ASPHALT-PAVING-MACHINE OPERATOR (const.) 853.663-010
ASPHALT-PLANT WORKER (const.) 869.687-026
ASPHALT RAKER (const.) 869.687-026
asphalt-spreader operator (const.) 853.663-010
asphalt-surface-heater operator (const.) 853.683-014
asphalt-tamping-machine operator (const.) 869.683-018
ASSEMBLER (ammunition) 737.687-010
assembler (any ind.) 780.684-062
assembler (any ind.) 782.684-058
ASSEMBLER (button) 734.687-018
ASSEMBLER (clean., dye., & press.; laund.) 369.687-010
ASSEMBLER (coin mach.) 731.687-010
ASSEMBLER (cut. & tools) 701.687-010
ASSEMBLER (elec. equip.) 732.684-010
assembler (elec. equip.) 721.684-022
assembler (elec. equip.) 729.687-010
ASSEMBLER (fabric., plastics prod.) 754.684-010
ASSEMBLER (garment; glove & mit.) 781.687-010
ASSEMBLER (glove & mit.) 781.667-010
ASSEMBLER (jewelry) 700.684-014
assembler (knit goods) 685,687-010
assembler (mach. shop) 706.684-018
ASSEMBLER (mfd. bldgs.; trans. equip.) 869.684-010
ASSEMBLER (office mach.) 706.684-014
ASSEMBLER (pen & pencil) 733,685-010
assembler (plumb. supplies) 706.684-086
ASSEMBLER (sports equip.) 732.684-014
ASSEMBLER (tex. prod., n.e.c.) 734.687-014
ASSEMBLER (wood. box) 762.684-010
assembler-adjuster (office mach.) 706.684-014
ASSEMBLER-ARRANGER (fabric. prod., n.e.c.) 739.687-010
ASSEMBLER, AUTOMOBILE (auto. mfg.) 806.684-010
ASSEMBLER, AXLE (auto. mfg.) 806.684-010
ASSEMBLER, BICYCLE (motor. & bicycles) I 806.684-014
ASSEMBLER, BICYCLE (motor. & bicycles) II 806.687-010
ASSEMBLER, BILLIARD-TABLE (sports equip.) 732.384-010
ASSEMBLER, BODY (auto. mfg.) 806.684-010
ASSEMBLER, CAMPER (trans. equip.) 806.684-018
ASSEMBLER, CARBON BRUSHES (elec. equip.) 721.684-014
ASSEMBLER, CARDS AND ANNOUNCEMENTS (print, & pub.) 794.687-010
assembler, caterpillar spider (elec. equip.) 721.684-026
ASSEMBLER, CLIP-ON SUNGLASSES (optical goods) 713.684-010
ASSEMBLER, COMMUNICATIONS EQUIPMENT (elec. equip.) 729.684-026
ASSEMBLER, COMPONENT (mfd. bldgs.; trans. equip.) 762.684-014
assembler, convertible top (auto. ser.) 807.684-026
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSEMBLER, COOLERS (refrigerat. equip.)</td>
<td>827.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, CORNCOB PIPES (smoking pipe)</td>
<td>739.687-014</td>
</tr>
<tr>
<td>assembler-de field ring (elec. equip.)</td>
<td>721.484-014</td>
</tr>
<tr>
<td>assembler de field yoke (elec. equip.)</td>
<td>721.484-014</td>
</tr>
<tr>
<td>ASSEMBLER, DECK AND HULL (ship &amp; boat bldg. &amp; rep.)</td>
<td>806.684-022</td>
</tr>
<tr>
<td>ASSEMBLER, DOOR-PANEL (auto. mfg.)</td>
<td>806.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, DRY CELL AND BATTERY (elec. equip.)</td>
<td>727.687-022</td>
</tr>
<tr>
<td>ASSEMBLER, ELECTRICAL ACCESSORIES (elec. equip.) I</td>
<td>729.687-010</td>
</tr>
<tr>
<td>ASSEMBLER, ELECTRICAL ACCESSORIES (elec. equip.) II</td>
<td>729.384-010</td>
</tr>
<tr>
<td>ASSEMBLER, ELECTRICAL WIRE GROUP (aircraft-aerospace mfg.)</td>
<td>728.384-010</td>
</tr>
<tr>
<td>ASSEMBLER, FAUCETS (cooperage)</td>
<td>739.687-018</td>
</tr>
<tr>
<td>ASSEMBLER, FILTERS (glass prod.)</td>
<td>739.687-018</td>
</tr>
<tr>
<td>ASSEMBLER, FINAL (auto. mfg.)</td>
<td>806.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, FINGER BUFFS (tex. prod., n.e.c.)</td>
<td>739.685-010</td>
</tr>
<tr>
<td>ASSEMBLER, FIRE-TRUCK BODY (auto. mfg.)</td>
<td>806.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, FISHING FLOATS (sports equip.)</td>
<td>732.687-014</td>
</tr>
<tr>
<td>assembler-fitter (struct. &amp; ornam. metalwork)</td>
<td>809.684-010</td>
</tr>
<tr>
<td>assembler, flexible leads (elec. equip.)</td>
<td>691.685-018</td>
</tr>
<tr>
<td>ASSEMBLER, FLUORESCENT LIGHTS (light. fix.)</td>
<td>723.684-014</td>
</tr>
<tr>
<td>ASSEMBLER FOR PULLER-OVER, HAND (boot &amp; shoe)</td>
<td>788.684-010</td>
</tr>
<tr>
<td>ASSEMBLER FOR PULLER-OVER MACHINE (boot &amp; shoe)</td>
<td>690.685-010</td>
</tr>
<tr>
<td>ASSEMBLER, GARMENT FORM (model &amp; pattern)</td>
<td>739.687-022</td>
</tr>
<tr>
<td>ASSEMBLER, GOLD FRAME (optical goods)</td>
<td>713.34-010</td>
</tr>
<tr>
<td>ASSEMBLER, HANDBAGS (leather prod.)</td>
<td>783.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, HOSPITAL SUPPLIES (inst. &amp; app.)</td>
<td>712.687-010</td>
</tr>
<tr>
<td>ASSEMBLER (light. fix.) I</td>
<td>723.684-014</td>
</tr>
<tr>
<td>ASSEMBLER (firearms) II</td>
<td>736.684-014</td>
</tr>
<tr>
<td>ASSEMBLER (light. fix.) II</td>
<td>723.684-018</td>
</tr>
<tr>
<td>ASSEMBLER, INCANDESCENT LIGHTS (light. fix.)</td>
<td>723.684-014</td>
</tr>
<tr>
<td>ASSEMBLER, INSTRUMENT MOTORS (elec. equip.)</td>
<td>721.684-022</td>
</tr>
<tr>
<td>ASSEMBLER, INSULATION AND FLOORING (ship &amp; boat bldg. &amp; rep.)</td>
<td>806.684-026</td>
</tr>
<tr>
<td>assembler-insulator (elec. equip.)</td>
<td>729.684-030</td>
</tr>
<tr>
<td>ASSEMBLER, KNIFE (cut. &amp; tools)</td>
<td>731.77-010</td>
</tr>
<tr>
<td>assembler, latches and springs (elec. equip.)</td>
<td>706.687-030</td>
</tr>
<tr>
<td>assembler, lawn-and-garden machinery (agric. equip.)</td>
<td>801.684-022</td>
</tr>
<tr>
<td>ASSEMBLER, LAY-UPS (sports equip.)</td>
<td>677.685-014</td>
</tr>
<tr>
<td>ASSEMBLER, LEATHER GOODS (leather prod.) I</td>
<td>783.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, LEATHER GOODS (leather prod.) II</td>
<td>783.687-010</td>
</tr>
<tr>
<td>ASSEMBLER, LIQUID CENTER (sports equip.)</td>
<td>732.684-018</td>
</tr>
<tr>
<td>ASSEMBLER, MARKING DEVICES (pen &amp; pencil)</td>
<td>733.687-010</td>
</tr>
<tr>
<td>ASSEMBLER, MECHANICAL PENCILS AND BALLPOINT PENS (pen &amp; pencil)</td>
<td>733.687-014</td>
</tr>
<tr>
<td>ASSEMBLER, METAL FURNITURE (furn.)</td>
<td>709.684-014</td>
</tr>
<tr>
<td>ASSEMBLER, MOLDED FRAMES (optical goods)</td>
<td>713.684-014</td>
</tr>
<tr>
<td>ASSEMBLER, MOTOR (auto. mfg.)</td>
<td>806.684-010</td>
</tr>
<tr>
<td>ASSEMBLER, MOVEMENT (clock &amp; watch)</td>
<td>715.684-014</td>
</tr>
<tr>
<td>ASSEMBLER, OIL FILTERS (auto. mfg.)</td>
<td>739.687-026</td>
</tr>
<tr>
<td>ASSEMBLER, PATIENT LIFTING DEVICE (per. protect. &amp; dev.)</td>
<td>706.684-018</td>
</tr>
<tr>
<td>ASSEMBLER, PIANO (musical inst.)</td>
<td>730.384-010</td>
</tr>
<tr>
<td>ASSEMBLER, PING-PONG TABLE (sports equip.)</td>
<td>732.684-022</td>
</tr>
<tr>
<td>assembler, plastic boat (ship &amp; boat bldg. &amp; rep.)</td>
<td>806.484-014</td>
</tr>
<tr>
<td>ASSEMBLER, PRODUCT (mach. shop)</td>
<td>706.684-018</td>
</tr>
<tr>
<td>ASSEMBLER, PRODUCTION (any ind.)</td>
<td>706.687-010</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

A

ASSEMBLER, PRODUCTION LINE (photo. apparatus) 714.684-010
ASSEMBLER, REGULATORS (inst. & app.) 719.684-010
ASSEMBLER, ROCKET ENGINES (aircraft-aerospace mfg.) 806.684-034
assembler, rubber footwear (boot & shoe) 753.687-026
ASSEMBLER, SANDAL PARTS (boot & shoe) 788.684-014
ASSEMBLER, SKYLIGHTS (fabric, plastics prod.) 869.684-014
assembler, slide fastener stringers (needle, pin, & rel. prod.) 734.687-074
ASSEMBLER, SMALL PARTS (any ind.) 706.684-022
ASSEMBLER, SMALL PRODUCTS (any ind.) 739.687-030
ASSEMBLER, SOFT TRIM (auto. mfg.) 806.684-010
ASSEMBLER, SUBASSEMBLY (aircraft-aerospace mfg.) 806.484-010
ASSEMBLER, SUBASSEMBLY (mfd. bldgs.; trans. equip.) 869.684-018
ASSEMBLER, TYPE-BAR-AND-SEGMENT (office mach.) 706.684-026
ASSEMBLER, WET WASH (laund.) 361.687-010
assembler, wire harness (elec. equip.; electronics) 728.684-010
ASSEMBLER, WIRE-MESH GATE (wirework) 801.384-010
assembling inspector (wood. box) 762.687-014
ASSEMBLY ADJUSTER (phonograph) 720.684-010
ASSEMBLY CLEANER (ore dress.; smelt., & refin.) 519.664-010
assembly detailer (ship & boat bldg. & rep.) 807.684-014
assembly hand (elec. equip.) 721.684-022
ASSEMBLY INSPECTOR (furn.) 763.684-010
ASSEMBLY INPECTOR (paper goods) 649.367-010
ASSEMBLY-INSPECTOR HELPER (agric. equip.) 801.663-010
ASSEMBLY-LINE INSPECTOR (furn.) 709.684-018
ASSEMBLY LOADER (inst. & app.) 711.684-010
ASSEMBLY-MACHINE FEEDER (pen & pencil) 692.686-010
ASSEMBLY-MACHINE OFFBEARER (pen & pencil) 692.686-010
ASSEMBLY-MACHINE OPERATOR (pen & pencil) 692.688-010
ASSEMBLY OPERATOR (woodworking) 762.684-018
ASSEMBLY-PRESS OPERATOR (any ind.) 690.685-014
ASSET-CARD CLERK (clerical) 209.687-010
assignment agent (motor trans.) 215.367-010
ASSIGNMENT CLERK (motor trans.) 215.367-010
ASSIGNMENT CLERK (tel. & tel.) 216.367-010
assistant camera operator (radio & tv broad) 962.687-010
ASSISTANT CONSTRUCTION SUPERINTENDENT (const.) 869.367-010
assistant engineer (r.r. trans.) 810.363-010
ASSISTANT-PRESS OPERATOR (print. & pub.) 651.585-010
assistant signal maintainer (r.r. trans.) 822.684-018
assistant therapy aide (medical ser.) 355.377-014
assorter (garment; glove & mit) 781.687-010
ASSORTER (iron & steel) 703.687-010
assorter (leather mfg.) 589.387-010
asylum attendant (medical ser.) 355.377-014
ATHLETIC TURF WORKER (amuse. & rec.) 408.684-010
atmospheric-drier technician (chem.) 553.685-028
ATOMIZER ASSEMBLER (fabric. prod. n.e.c.) 706.684-030
attacher (boot & shoe) 680.685-074
ATTENDANCE OFFICER (education) 168.367-010
ATTENDANT, CAMEROGRAVY (amuse. & rec.) 329.677-010
attendant, coin-operated laundry (clean., dye., & press.; laund) 369.677-010

41
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

attendant, laundry-and-dry-cleaning service (clean., dye., & press.; laund.) 369.677
ATTENDANT, LODGING FACILITIES (hotel & rest.) 329.467-010
attendant, self-service (ret. tr.) 299.677-010
attenuator (textile) 680.585-014
AUCTION ASSISTANT (ret. tr.; whole. tr.) 294.667-010
AUCTION CLERK (ret. tr.; whole. tr.) 294.567-010
AUDIO-COIL WINDER (electronics) 724.684-026
'AUDIO-TYPE LIBRARIAN (clerical) 222. 367-026
radio-visual-equipment-renal clerk (bus. ser.; ret. tr.) 295.367-018
auger-machine offbearer (brick & tile) 579.686-026
authorizer (clerical) 249.367-022
auto-camp attendant (hotel & rest.) 329.467 010
autoclave operator (drug. prep. & rel. prod.; medical ser.; per. protect. & med. dev. 599.585-010
AUTOCLAVE OPERATOR (hoisery; knit goods) 587.585-010
auto-glass worker (auto. ser.) 865.684-010
AUTOMAT-CAR ATTENDANT (r.r. trans.) 319.464-010
AUTOMATIC-BEADING-LEATHE OPERATOR (any ind.) 619.685-082
automatic clipper and stripper (hoisery) 684.686-010
automatic-coil-machine operator (matt. & bedspring) 616.685-018
AUTOMATIC-COIL-WINDING-MACHINE OPERATOR (spring) 616.485-010
automatic embroidery machine tender (trim. & embrod.) 689.685-150
automatic-fancy-machine operator (button) 690.685-062
automatic-lathe operator (mach. shop) 604.685-026
automatic lehr operator (glass mfg.) 573.685-026
AUTOMATIC-LUMP-MAKING-MACHINE OPERATOR (tobacco) 520.685-126
AUTOMATIC LUMP MAKING MACHINE TENDER (tobacco) 529.685-014
AUTOMATIC-MACHINE ATTENDANT (paper goods) 649.685-010
automatic-milling-machine operator (mach. shop) 605.685-030
AUTOMATIC-NAILING-MACHINE FEEDER (plan. mill) 669.686-010
AUTOMATIC-PAD-MAKING-MACHINE OPERATOR HELPER (waste & batting) 689.686-010
automatic-spraying-machine operator (tex. prod., n.e.c.) 689.685-122
automatic-spraying-machine operator (any ind.) 741.685-010
AUTOMATIC STACKER (tinware) 619.686-010

AUTOMOBILE AIR-CONDITIONER ASSEMBLER (refrigerat. equip.) 827.684-010
AUTOMOBILE-BODY-REPAIRER HELPER (auto. ser.) 807.687-010
AUTOMOBILE-BUMPER STRAIGHTENER (auto. ser.) 807.684-010
automobile-light assembler (light. fix.) 729.684-034
AUTOMOBILE LOCATOR (ret. tr.) 296.367-010
automobile-mechanic assistant (auto. ser.) 620.684-014
AUTOMOBILE-MECHANIC HELPER (auto. ser.) 620.684-014
automobile parker (auto. ser.) 915.473-010
AUTOMOBILE-RENTAL CLERK (auto. ser.) 295.477-010
AUTOMOBILE REPOSSSESSOR (clerical) 241.367-022
AUTOMOBILE-SEAT-COVER-AND-CONVERTIBLE-TOP INSTALLER (auto. ser.) 780.384-010
AUTOMOBILE-SEAT-COVER INSTALLER (auto. ser) 915.687-010
AUTOMOBILE-SELF-SERVICE-STATION ATTENDANT (auto. ser.) 915.477-010
AUTOMOBILE-SERVICE-STATION ATTENDANT (auto ser.) 915.467-010
AUTOMOBILE-TAILLIGHT ASSEMBLER (light. fix.) 729.684-034
AUTOMOBILE TESTER (gov, ser.) 379.364-010
automobile-upholstery-trim installer (auto. ser.) 780.384-010
automobile vinyl top installer (auto mfg.) 806.684-138
A UTOMOBILE WASHER (auto. ser.) 919.687-014
automobile washer, steam (auto. ser.) 915.687-026
AUTOMOBILE WRECKER (whole. tr.) 620.687-026
AUTOMOTIVE-TIRE TESTER (ordnance) 736.367-010
AUTO ROLLER (tobacco) 529.685-010
AUTO-SPEEDWAY OPERATOR (amuse. & rec.) 342.663-010
AUXILIARY-EQUIPMENT OPERATOR, DATA PROCESSING (clerical) 213.685-010
AUXILIARY-EQUIPMENT TENDER (cement) 570.685-010
AUXILIARY-EQUIPMENT TENDER (const.) 869.665-010
AVOCADO PACKER (agric.; whole. tr.) 920.687-134
award clerk (clerical) 249.367-066
awning erector (canvas goods; const.; ret. tr.) 869.484-010
AWNING FINISHER (canvas goods) 789.484-014
AWNING-FRAME MAKER (canvas goods) 809.484-010
AWNING HANGER (canvas goods; const.; ret. tr.) 869.484-010
AWNING-HANGER HELPER (canvas goods; const.; ret. tr.) 869.687-010
awning installer (canvas goods; const.; ret. tr.) 869.484-010
AWNING SPREADER (canvas goods) 789.687-090
AX SHARPENER (any ind.) 603.664-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BABBITER (mach. shop) 709.684-022
BABY SITTER (dom. ser.) 301.677-010
BABY-STROLLER AND WHEELCHAIR RENTAL CLERK (ret. tr.) 295.367-014
BACCARAT DEALER (amuse. & rec.) 343.467-018
back builder (auto. mfg.) 780.684-050
BACKER (slaught. & meat pack.) 525.684-046
backer and bander, cloth (textile) 920.587-010
backer board (sawmill) 663.685-030
BACKER-UP (const.) 869.687-026
BACK FEEDER, PLYWOOD LAYUP LINE (veneer & plywood) 569.686-010
backfiller (textile) 589.665-014
BACK-GREY-CLOTH WASHER (textile) 582.685-030
back grinder (pottery & porc.) 774.684-042
BACK-HOE OPERATOR (any ind.) 850.685-030
BACKING-IN-MACHINE TENDER (floor covering, n.e.c.) 590.685-010
BACK PADDER (furn.) 780.684-010
BACK-PAD INSPECTOR (tex. prod., n.e.c.) 789.687-086
BACK-PANEL PADDER (furn.) 780.684-082
back polisher (pottery & porc.) 774.684-042
BACKREST ASSEMBLER (furn.) 709.684-014
BACK ROLLER (leather mfg.) 583.685-094
BACK-SEAM STITCHER (boot & shoe) 690.682-082
back sewer (print. & pub.) 653.682-010
back-shoe operator (boot & shoe) 788.667-010
BACK-SHOE WORKER (boot & shoe) 221.387-010
backsider grinder (optical goods) 716.685-018
BACK SIZER (textile) 589.665-014
BACKSTAY STITCHER (boot & shoe) 690.682-082
BACK-STRIP-MACHINE OPERATOR (boot & shoe) 690.685-018
back tackler (boot & shoe) 788.684-010
BACK TENDER (textile) 589.686-010
back tender (wallpaper) 532.685-010
BACK TENDER, CLOTH PRINTING (textile) 532.685-010
BACK TENDER, INSULATION BOARD (build. board) 532.685-010
BACK-UP WORKER (petrol. production) 930.684-026
BACK WASHER (textile) 582.685-010
back winder (any ind.) 681.685-154
BAG CUTTER (tex. bag.) 789.687-010
bag-end sewer (paper goods) 787.686-010
BAG-FILLER-MACHINE OPERATOR (tobacco) 920.685-098
BAGGAGE CHECKER (air trans.; motor trans.) 357.477-010
BAGGAGE CHECKER (any ind.) 358.677-010
BAGGAGE HANDLER (r.r. trans.) 910.687-010
BAGGER (any ind.) 920.587-018
BAGGER (clean., dye., & press.; garment; laund.) 920.687-018
BAGGER (fabric, plastics prod.) 553.685-014
BAGGER (hosiery) 582.687-010
BAGGER (ret. tr.) 920.687-014
bagger (slaught. & meat pack.) 525.587-010
BAGGER, MEAT (slaught. & meat pack.) 525.587-014
BAGGING SALVAGER (textile) 689.687-010
bag inspector (paper goods) 649.367-010
BAG INSPECTOR (tex. bag) 789.587-014
BAG LINER (tex. bag) 789.687-014
BAG LOADER (ammunition) 737.687-014
<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bag-Machine Operator (paper goods)</td>
<td>649.685-014</td>
</tr>
<tr>
<td>Bag-Machine-Operator Helper (paper goods)</td>
<td>649.686-010</td>
</tr>
<tr>
<td>Bag-making-machine operator (paper goods)</td>
<td>649.685-014</td>
</tr>
<tr>
<td>Bag-Making-Machine Tender (text. bag)</td>
<td>787.685-014</td>
</tr>
<tr>
<td>Bag patcher (any ind.)</td>
<td>782.687-046</td>
</tr>
<tr>
<td>Bag Printer (bone, carbon, &amp; lampblack; chem.)</td>
<td>920.685-078</td>
</tr>
<tr>
<td>Bag Printer (print. &amp; pub.)</td>
<td>651.685-010</td>
</tr>
<tr>
<td>Bag Repairer (paper goods)</td>
<td>794.684-010</td>
</tr>
<tr>
<td>Bag Sealer (tinware)</td>
<td>709.686-010</td>
</tr>
<tr>
<td>Bag Sewer (paper goods)</td>
<td>787.686-010</td>
</tr>
<tr>
<td>Bag Shaker (const.)</td>
<td>579.665-014</td>
</tr>
<tr>
<td>Bag WASHER (any ind.)</td>
<td>361.685-018</td>
</tr>
<tr>
<td>Bail attacher (tinware)</td>
<td>703.685-010</td>
</tr>
<tr>
<td>Bailer (petrol production)</td>
<td>930.363-010</td>
</tr>
<tr>
<td>Bailiff (gov. ser.)</td>
<td>377.667-010</td>
</tr>
<tr>
<td>Bait packer (can. &amp; preserv.)</td>
<td>529.687-086</td>
</tr>
<tr>
<td>Bait Painter (sports equip.)</td>
<td>741.684-018</td>
</tr>
<tr>
<td>Baitier (sports equip.)</td>
<td>732.684-018</td>
</tr>
<tr>
<td>Baked-and-graphite inspector (elec. equip.)</td>
<td>559.364-010</td>
</tr>
<tr>
<td>Baked-Goods Stock Clerk (ret. tr.)</td>
<td>299.367-014</td>
</tr>
<tr>
<td>Baker (jewelry)</td>
<td>590.685-034</td>
</tr>
<tr>
<td>Baker Beads (electronics)</td>
<td>590.684-014</td>
</tr>
<tr>
<td>Baker, bench (bake. prod.)</td>
<td>520.384-010</td>
</tr>
<tr>
<td>Baker, doughnut (bake. prod.)</td>
<td>526.684-010</td>
</tr>
<tr>
<td>Baker Helper (bake prod.)</td>
<td>526.686-010</td>
</tr>
<tr>
<td>Baker Helper (hotel &amp; rest.)</td>
<td>313.684-010</td>
</tr>
<tr>
<td>Baker, paint (paint &amp; varn.)</td>
<td>553.685-082</td>
</tr>
<tr>
<td>Baker Scullion (water trans.)</td>
<td>318.687-014</td>
</tr>
<tr>
<td>Baker Worker (bake. prod.)</td>
<td>929.686-010</td>
</tr>
<tr>
<td>Bakeshop Cleaner (hotel &amp; rest.)</td>
<td>313.687-010</td>
</tr>
<tr>
<td>Baking-Powder Mixer (food prep., n.e.c.)</td>
<td>520.685-162</td>
</tr>
<tr>
<td>Balance Assembler (clock &amp; watch)</td>
<td>715.384-010</td>
</tr>
<tr>
<td>Balance-Bridge Assembler (clock &amp; watch)</td>
<td>715.684-022</td>
</tr>
<tr>
<td>Balancer (elec. equip.)</td>
<td>727.484-010</td>
</tr>
<tr>
<td>Balancer (model &amp; pattern)</td>
<td>739.684-118</td>
</tr>
<tr>
<td>Balancer (sports equip.)</td>
<td>732.687-086</td>
</tr>
<tr>
<td>Balance Recesser (clock &amp; watch)</td>
<td>604.685-010</td>
</tr>
<tr>
<td>Balance-Staff Inspector (clock &amp; watch)</td>
<td>715.384-022</td>
</tr>
<tr>
<td>Balance-Staff Staker (clock &amp; watch)</td>
<td>715.684-182</td>
</tr>
<tr>
<td>Balance Truer (clock &amp; watch)</td>
<td>715.684-018</td>
</tr>
<tr>
<td>Balance-Wheel-Screw-Hole Driller (clock &amp; watch)</td>
<td>606.685-030</td>
</tr>
<tr>
<td>Balcony Worker (glass mfg.)</td>
<td>575.687-010</td>
</tr>
<tr>
<td>Bale-breaker operator (textile)</td>
<td>680.685-070</td>
</tr>
<tr>
<td>Bale Coverer (textile)</td>
<td>782.687-018</td>
</tr>
<tr>
<td>Bale Piler (textile)</td>
<td>929.687-030</td>
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<tr>
<td>Baler (forestry)</td>
<td>920.687-046</td>
</tr>
<tr>
<td>Baler (plastics mat.)</td>
<td>690.685-022</td>
</tr>
<tr>
<td>Baler operator (any ind.)</td>
<td>920.685-010</td>
</tr>
<tr>
<td>Bale Sewer (agric.)</td>
<td>920.687-022</td>
</tr>
<tr>
<td>Baling-Machine Tender (any ind.)</td>
<td>920.685-010</td>
</tr>
<tr>
<td>Baling-Press operator (any ind.)</td>
<td>920.685-010</td>
</tr>
<tr>
<td>Ball Assembler (sports equip.)</td>
<td>732.684-026</td>
</tr>
<tr>
<td>Ballast-Cleaning-Machine Operator (r.r. trans.)</td>
<td>859.683-018</td>
</tr>
<tr>
<td>Ballaster (ship &amp; boat bldg. &amp; rep.)</td>
<td>809.684-022</td>
</tr>
</tbody>
</table>

L-12 45
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

ballaster (boot & shoe) 690.685-186

BALL-MAchine OPERATOR (confection.) 520.686-010

ball maker (glass mfg.) 575.684-026

BAll-MIll OPERATOR (any ind.) 599.685-058

BAll-MIll OPERATOR (cement) 570.685-046

Ball-MILL OPERATOR (coal tar prod.) 558.685-014

BALLDRObbeN (rubber goods) 599.687-010

BALLOON TESTER (rubber goods) 759.584-010

BALL-POINT SPLITTER (boot & shoe) 585.685-114

ball rack er (amuse. & rec.) 340.477-010

ball-rolling-machine operator (confection.) 520.686-010

BALL SORTER (mach. mfg.) 609.685-010

ball-thread-machine tender (textile) 681.685-010

BAll-WArPER TENDER (textile) 681.685-010

ball winder (textile) 681.685-010

ball winder (textile) 681.685-014

BANANA GRADER (agric.; whole. tr.) 529.687-186

BAND-AND-CUFF CUTTER (glove & mit) 784.685-010

BAND ATTacher (clock & watch) 715.687-010

BAND BUILDER (rubber tire & tube) 750.684-010

band cutter (cord. & twine) 689.687-018

BAND CUTTER (garment) 699.685-014

BAND CUTTER (knit goods) 781.687-026

BAND CUTTER (rubber goods) 690.685-026

BAND-CUTTING-MACHINE OPERATOR (garment; knit goods) 686.685-066

bander (any ind.) 782.684-058

bander (furn.) 619.685-014

bander (garment) 920.687-190

BANDER (pen & pencil) 733.687-018

BANDER (wood, box) 762.687-010

BANDER-AND-CELLOPHANER HELPER, MACHINE (tobacco) 920.686-010

BANDER-AND-CELLOPHANER, MACHINE (tobacco) 920.685-014

BANDER, HAND (paper goods) 920.687-026

BANDER, HAND (tobacco) 920.687-030

banding- and-cellophane-wrapping-machine-operator helper (tobacco) 920.686-010

BANDING-MACHINE OPERATOR (ammunition) 619.685-018

BANDING-MACHINE OPERATOR (furn.) 619.685-014

BAND-MACHINE OPERATOR (rubber goods) 690.685-030

BAND MAKER (agric.) 619.685-010

BANDOLEER PACKER (ammunition) 920.687-034

BANDOLEER STARIGHTENER-STAMPER (ammunition) 737.587-010

BAND-PLATING-MACHINE OPERATOR (hat & cap) 580.685-038

BAND REAMER-MACHINE OPERATOR (nonfer. metal alloys) 603.685-010

BAND SALVAGER (agric.) 929.686-014

BAND-SAWING-MACHINE OPERATOR (fabric, prod., n.e.c.) 690.485-010

band-saw marker (woodworking) 761.684-022

BAND-SAW OPERATOR (cooperage) 687.685-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BAND-SAW OPERATOR (slaught. & meat pack.) 525.685-010

Band sewer (any ind.) 782.684-058
BAND SHOER, PRESS (agric.) 920.686-042
band splitter (agric.) 619.685-010
BAND SPLITTER (boot & shoe) 585.685-114
band straightener (agric.) 929.686-014
BAND TACKER (any ind.) 787.685-042
band-top assembler (matt. & bedspring) 780.684-014
BAND-TOP MAKER (matt. & bedspring) 780.684-014
BAND TUMBLER (rubber goods) 551.685-010
BAR AND FILLER ASSEMBLER (furn.) 706.684-034
BAR ATTENDANT (hotel & rest.) 312.477-010
bar attendant (hotel & rest.) 312.474-010
BAR ATTENDANT (r.r. trans.) 311.477-022
bar-gager and lubricator tender (ammunition) 590.685-058
barge-crane operator (water trans.) 921.683-034
BARGE HAND (water trans.) 911.687-022
BARGE LOADER (water trans.) 911.364-014
BARGE-LOADER HELPER (water trans.) 911.687-010
barker (per. ser.) 353.363-010
BARK-PRESS OPERATOR (paper & pulp) 563.685-010
BARLEY STEEPER (malt liquors) 522.585-010
bar-machine operator, production (mach. shop) 604.685-034
barnworker, groom (any ind.) 410.674-022
bar porter (hotel & rest.) 312.687-010
BARREL-ASSEMBLER HELPER (cooperage) 669.685-010
BARREL BRANDER (cooperage) 764.684-010
barrel-bung-remover and dumper (cooperage) 764.687-018
barrel burner (cooperage) 764.684-014
BARREL-CAP SETTER (clock & watch) 715.687-014
BARREL CHARRER (cooperage) 764.684-014
BARREL-CHARRER HELPER (cooperage) 764.687-034
barrel coater (cooperage) 764.687-026
BARREL CUTTER (distilled liquors) 529.687-066
BARREL DRAINTER (cooperage) 764.687-018
BARREL FILLER (can. & preserv.) 529.687-022
BARREL FILLER (corn prod.) 529.485-010
BARREL FILLER (distilled liquors) 522.687-010
BARREL FILLER (vinous liquors) 914.485-010
BARREL FINISHER (firearms) 736.684-018
BARREL INSPECTOR (clock & watch) 715.384-022
BARREL INSPECTOR, TIGHT (cooperage) 764.687-022
BARREL LAPER (firearms) 603.685-070
barrel leveler (cooperage) 764.687-094
BARREL LINER (cooperage) 764.687-026
BARREL LOADER AND CLEANER (firearms) 736.587-010
barrel maker (cooperage) 764.684-018
BARREL MARKER (cooperage) 764.687-030
barrel painter (any ind.) 599.685-070
BARREL POLISHER, INSIDE (firearms) 603.685-014
BARREL RAISER (cooperage) 764.684-018
BARREL-RAISER HELPER (cooperage) 764.687-038
barrel repairer (cooperage) 764.684-022
BARREL REPAIRER (firearms) 736.684-022
barrel-repairer helper (cooperage) 764.687-050
BARREL RIFLER (firearms) 605.685-010
BARREL RIFLER, BROACH (firearms) 605.685-010
BARREL RIFLER, BUTTON (firearms) 605.685-010
BARREL RIFLER, HOOK (firearms) 605.685-010
barrel-rifler operator (firearms) 605.685-010
barrel roller (cooperage) 764.687-030
BARREL ROLLER (distilled liquors) 529.687-066
BARREL SCRAPER (distilled liquors) 529.687-066
barrel-stave inspector (cooperage) 764.687-054
BARREL STRAIGHTENER (firearms) 736.684-026
barrel tester and drainer (cooperage) 764.687-022
BARREL WASHER, MACHINE (any ind.) 529.685-074
BARREL WASHER (cooperage) 764.687-010
bar runner (hotel & rest.) 312.687-010
BAR TACKER (any ind.) 787.685-042
BARTENDER (hotel & rest.) 312.487-010
BARTENDER HELPER (hotel & rest.) 312.687-010
BARYTES GRINDER (paint & varn.) 599.685-058
base-and-wick assembler (candle) 739.687-202
baseball-glove stuffer (sports equip.) 732.687-042
BASEBALL INSPECTOR AND REPAIRER (sports equip.) 732.684-030
BASEBALL SEWER, HAND (sports equip.) 732.684-034
BASEBALL WINDER (sports equip.) 692.685-246
BASE BRANDER (electronics) 725.384-010
BASE-CLOTH INSPECTOR (carpet & rug) 689.685-038
BASE-DRAW OPERATOR (ammunition) 504.685-010
BASE FILLER (sports equip.) 732.686-018
BASE FILLER, AUTOMATIC (electronics) 725.384-010
BASE FILLER, HAND (electronics) 725.384-010
BASE-FILLER OPERATOR (sports equip.) 732.685-010
BASE-PLY HAND (rubber goods) 759.684-014
BASE (elec. equip.) 692.685-114
BASE REMOVER (elec. equip.) 692.686-014
BASE OPERATOR (waterworks) 954.385-010
BASKET ASSEMBLER (basketry) 669.685-014
BASKET ASSEMBLER (basketry) 769.684-014
BASKETBALL ASSEMBLER (sports equip.) 732.684-026
BASKET-BOTTOM-MACHINE OPERATOR (basketry) 669.685-014
basket-factory machine hand (basketry) 669.685-074
BASKET FILLER (can. & rel. v.) 529.687-010
BASKET GRADER (basketry) 769.687-010
basket-machine operator (basketry) 669.685-074
basket maker (basketry) 669.685-014
basket maker (basketry) 769.684-054
BASKET MENDER (basketry) 762.684-022
BASKET PATCHER (basketry) 769.684-014
BASKET TURNER (agric.) 920.687-134
BASTER, HAND (garment) 782.684-058
basting marker (garment) 782.687-058
BASTING PULLER (garment) 782.687-010
BAT CARRIER (felt goods) 586.686-022
batcher (drug. prep. & rel. prod.) 559.686-022
batcher tender (knit goods) 689.685-114
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BATCH FREEZER (dairy prod.) 523.685-010
BATCH MAKER (iron & steel; nonfer. metal alloys) 515.685-010
BATCH MIXER (brick & tile) 570.687-010
batch mixer (food prep., n.e.c.) 520.685-014
batch mixer (glass mfg.) 570.685-054
batch mixer (paint & varn.) 550.685-078
BATCH MIXER (soap) 550.685-010
batch-mixer operator (grain & feed mill.) 520.685-098
batch-mixing-truck driver (const.) 900.683-010
batch-plant operator (glass mfg.) 570.685-054
BATCH-STILL OPERATOR (chem.) 552.685-014
BATCH-TANK CONTROLLER (corn prod.) 521.685-022
BATCH TRUCKER (rubber reclaim.) 550.686-010
BATCH TRUCKER (rubber tire & tube) 929.687-030
BATCH UNLOADER (glass mfg.) 570.685-026
BATCH WEIGHT (chem.) 929.587-014
batch weigher and mixer (rubber reclaim.) 550.686-010
bath attendant (per. ser.) 334.677-010
bath attendant (per. ser.) 334.374-010
bath-house attendant (per. ser.) 334.374-010
bath mixer (synthetic fibers) 550.684-010
BATH-MIX OPERATOR (plastics mat.) 552.685-018
bath-solution maker (synthetic fibers) 550.684-010
batter (pottery & proc.) 575.684-010
BATTERBOARD SETTER (const.) 869.664-014
BATTER MIXER (bake, prod.) 520.685-010
BATTER MIXER (food prep., n.e.c.) 520.685-014
BATTER-MIXER HELPER (bake, prod.) 526.686-010
BATTER-OUT (pottery & proc.) 575.684-010
BATTERY ASSEMBLER (elec. equip.) 727.684-014
BATTERY ASSEMBLER, PLASTIC (elec. equip.) 727.684-014
BATTERY CHARGER (elec. equip.) 727.587-010
battery charger (mining & quarrying) 729.684-042
BATTERY CHARGER, CONVEYOR LINE (elec. equip.) 727.687-026
BATTERY-CHARGER TESTER (elec. equip.) 729.684-010
BATTERY-CONTAINER-FINISHING HAND (elec. equip.) 727.687-034
battery-container inspector (elec. equip.) 727.687-066
battery-container tester, aluminum (elec. equip.) 727.687-018
battery filler (textile) 683.686-010
battery hand (textile) 683.686-010
BATTERY INSPECTOR (loco. & car bldg. & rep.; r.r. trans.) 829.684-010
battery loader (elec. equip.) 727.687-030
BATTERY LOADER (textile) 683.686-010
BATTERY-PARTS ASSEMBLER (elec. equip.) 727.687-038
BATTERY PLATE REMOVER (elec. equip.) 727.687-058
BATTERY STACKER (elec. equip.) 727.687-030
BATTERY STARTER (mining & quarrying) 932.687-010
BATTERY TESTER (elec. equip.) 727.384-010
battery tester and repairer (elec. equip.) 727.684-018
BATTERY TESTER, FIELD (elec. equip.) 727.384-010
BATTERY-VENT-PLUG INSERTER (elec. equip.) 727.687-038
‘BATTING-MACHINE OPERATOR (textile; waste & batting) 680.585-010
BB SHOT PACKER (ammunit on) 920.685-018
BEAD BUILDER (rubber tire & tube) 750.684-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BEADER (furn.) 739.687-034
beader tender (bone, carbon, & lampblack) 550.685-058
BEAD FILLER (rubber tire & tube) 750.684-014
BEAD FLIPPER (rubber tire & tube) 750.684-014
BEADING-MACHINE OPERATOR (any ind.) II 619.685-046
BEADING-SAWYER (smoking pipe) 667.685-018
BEAD INSPECTOR (elec. equip.) 725.687-010
BEAD-MACHINE OPERATOR (hat & cap) 583.686-010
BEAD PICKER (rubber reclaim.) 551.686-010
BEAD PREPARER (rubber goods) 692.685-022
beadsaw operator (rubber goods; rubber reclaim.) 690.685-366
BEAD STRINGER (elec. equip.) 691.685-018
BEAD STRINGER (jewelry) 735.684-010
BEAD WRAPPER (rubber tire & tube) 750.684-014
beam doffer (textile) 681.686-010
beam dyer (textile) 582.685-102
BEAM-DYER OPERATOR (textile) 582.685-014
BEAM DYER, RECESSED VAT (textile) 582.685-014
beamer (grease & tallow; slaught. & meat pack.) 525.687-046
BEAMER (textile) 681.685-010
beamer hand (textile) 681.685-058
BEAMER HELPER (textile) 681.686-014
beam-house inspector (leather mfg.) 585.687-010
BEAMING INSPECTOR (leather mfg.) 585.687-010
beaming-machine operator (textile) 681.685-058
BEAM RACKER (textile) 681.686-010
beam warper (asbestos prod.; knit goods; narrow fabrics; textile) 681.685-018
BEAM WARPER TENDER, AUTOMATIC (asbestos prod.; knit goods; narrow fabrics; textile) 681.685-018
bean dumper (choc. & cocoa) 521.685-066
BEAN-SPROUT LABORER (agric.) 405.687-014
BEARINGIZER (auto. mfg.) 603.685-018
BEARING-RING ASSEMBLER (mach. mfg.) 706.684-038
BEAR KEEPER (amuse. & rec.) 412.674-010
beater (asbestos prod.) 570.686-018
beater (boot & shoe) 690.685-074
BEATER-AND-PULPER FEEDER (felt goods; paper & pulp) 530.686-010
BEATER-ENGINEER HELPER (felt goods; paper & pulp) 530.665-010
BEATER OPERATOR (chem.) 555.685-010
beater-operator helper (felt goods; paper & pulp) 530.685-010
beater-out, leveling machine (boot & shoe) 690.685-382
BEATING-MACHINE OPERATOR (fur. dressing) 589.686-022
BEAUTY PARLOR CLEANER (per. ser.) 323.687-014
BEAVER TRAPPER (hunt. & trap.) 461.684-014
beck tender (textile) 582.686-014
BEDDER (pottery & porc.) 573.687-010
BED OPERATOR (iron & steel) 613.585-010
BED RUBBER (stonework) 673.685-014
BED SETTER (stonework) 679.664-010
BEDSPREAD CUTTER, HAND (house furn.) 781.584-014
BEDSPREAD FOLDER (house furn.) 589.687-014
BEDSPREAD INSPECTOR (house furn.) 789.587-014
BEDSPRING ASSEMBLER (matt. & bedspring) 780.684-038
### ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

**B**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>bed washer (furn.)</td>
<td>709.687-014</td>
</tr>
<tr>
<td>bed worker (fish.)</td>
<td>446,684-014</td>
</tr>
<tr>
<td>BEEF BONER (slaught. &amp; meat pack)</td>
<td>525,684-010</td>
</tr>
<tr>
<td>BEEF GRADER (slaught. &amp; meat pack)</td>
<td>525,387-010</td>
</tr>
<tr>
<td>BEEF-PLUCK TRIMMER (slaught. &amp; meat pack)</td>
<td>525,684-038</td>
</tr>
<tr>
<td>BEEF RIBBER (slaught. &amp; meat pack)</td>
<td>525,684-018</td>
</tr>
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<td>beef trimmer (slaught. &amp; meat pack)</td>
<td>521.687-106</td>
</tr>
<tr>
<td>BEEGLE-IRON WORKER (wood preserving)</td>
<td>563,687-010</td>
</tr>
<tr>
<td>BEER-COIL CLEANER (any ind.)</td>
<td>599.684-010</td>
</tr>
<tr>
<td>beeswax bleacher (chem.)</td>
<td>551.685-158</td>
</tr>
<tr>
<td>beeswax blender (candle)</td>
<td>550,585-046</td>
</tr>
<tr>
<td>beet flumer (sugar)</td>
<td>521.686-042</td>
</tr>
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<td>922.685-010</td>
</tr>
<tr>
<td>BELL-HOLE DIGGER (const.)</td>
<td>869,687-026</td>
</tr>
<tr>
<td>BELLHOP (hotel &amp; rest.)</td>
<td>324,677-010</td>
</tr>
<tr>
<td>belling machine operator (iron &amp; steel)</td>
<td>617,685-022</td>
</tr>
<tr>
<td>BELL-NECK HAMMERER (musical inst.)</td>
<td>730,684-014</td>
</tr>
<tr>
<td>BELLOWS ASSEMBLER (inst. &amp; app.)</td>
<td>710.687-010</td>
</tr>
<tr>
<td>bellows assembler (photo. apparatus)</td>
<td>714,684-014</td>
</tr>
<tr>
<td>BELLows CHARGER (inst. &amp; app.)</td>
<td>I 710,664-010</td>
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<td>710,664-014</td>
</tr>
<tr>
<td>BELLows MAKER (photo. apparatus)</td>
<td>714,684-014</td>
</tr>
<tr>
<td>BELLows TESTER (inst. &amp; app.)</td>
<td>710.687-014</td>
</tr>
<tr>
<td>BELL TIER (conc. prod.)</td>
<td>579.686-010</td>
</tr>
<tr>
<td>BELLY BUILDER (musical inst.)</td>
<td>730,684-018</td>
</tr>
<tr>
<td>BELLY OPENER (slaught. &amp; meat pack.)</td>
<td>525,687-010</td>
</tr>
<tr>
<td>BELLY PACKER (slaught. &amp; meat pack.)</td>
<td>525.687-026</td>
</tr>
<tr>
<td>BELLY ROLLER (leather mfg.)</td>
<td>583,685-094</td>
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<tr>
<td>BELLY TRIMMER (slaught. &amp; meat pack.)</td>
<td>525,684-054</td>
</tr>
<tr>
<td>BELLY WRINGER (leather mfg.)</td>
<td>589.685-098</td>
</tr>
<tr>
<td>belt back operator (button)</td>
<td>690,685-194</td>
</tr>
<tr>
<td>BELT BRANDER (rubber goods)</td>
<td>690,685-454</td>
</tr>
<tr>
<td>BELT BUILDER (rubber goods)</td>
<td>752.684-014</td>
</tr>
<tr>
<td>BELT-BUILDER HELPER (rubber goods)</td>
<td>759.684-018</td>
</tr>
<tr>
<td>BELT CLEANER (coke prod.)</td>
<td>911.687-014</td>
</tr>
<tr>
<td>belt conveyor loader (bake. prod.)</td>
<td>929.686-010</td>
</tr>
<tr>
<td>BELT CUTTER (garment)</td>
<td>699,685-014</td>
</tr>
<tr>
<td>BELTING-AND-WEBBING INSPECTOR (narrow fabrics)</td>
<td>683,487-010</td>
</tr>
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<td>BELTING CUTTER (leather prod.)</td>
<td>585,685-038</td>
</tr>
<tr>
<td>BELT-LOOP CUTTER (garment)</td>
<td>699,685-014</td>
</tr>
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<td>BELT-LOOP MAKER (garment)</td>
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</tr>
<tr>
<td>BELT MAKER (abrasive &amp; polish. prod.)</td>
<td>776.684-010</td>
</tr>
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<td>BELT-MAKER HELPER (abrasive &amp; polish. prod.)</td>
<td>776.687-010</td>
</tr>
<tr>
<td>BELT MEASURER (rubber goods)</td>
<td>690,685-454</td>
</tr>
<tr>
<td>BELT NOTCHER (rubber goods)</td>
<td>690,685-454</td>
</tr>
<tr>
<td>BELT PICKER (mining &amp; quarrying)</td>
<td>939,687-010</td>
</tr>
<tr>
<td>BELT-PRESS OPERATOR (rubber goods)</td>
<td>II 553,665-010</td>
</tr>
<tr>
<td>belt puncher (leather prod.)</td>
<td>690,685-266</td>
</tr>
<tr>
<td>BELT REPAIRER (any ind.)</td>
<td>630,684-014</td>
</tr>
<tr>
<td>belt roller (leather prod.)</td>
<td>920.685-070</td>
</tr>
<tr>
<td>BELT SANDER, STONE (stonework)</td>
<td>673.666-010</td>
</tr>
<tr>
<td>belt seamer (glass prod.; mirror)</td>
<td>775.684-042</td>
</tr>
<tr>
<td>belt tender (any ind.)</td>
<td>921.685-026</td>
</tr>
<tr>
<td>BELT TURNER (garment)</td>
<td>789.687-182</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BENCH ASSEMBLER (agric. equip.) 706.684-042
bench assembler (any ind.) 706.684-022
bench assembler, battery (elec. equip.) 727.684-026
bench assembler, electrical (aircraft-aerospace mfg.) 706.684-066
bench assembler, electrical (aircraft-aerospace mfg.) 728.384-010
bench-assembler operator (pen & pencil) 733.687-014
bench-assembler operator (pen & pencil) 733.687-034
bench-boring-machine operator (pen & pencil) 733.685-018
BENCH CARPENTER (woodworking) 760.684-010
BENCH GRINDER (any ind.) 705.684-010
BENCH HAND (bake. prod.) 520.384-010
BENCH HAND (clock & watch) 715.684-026
bench hand (jewelry) 700.687-026
bench hand (jewelry) 700.687-062
BENCH HAND (motor. & bicy les) 706.684-046
BENCH-HAND HELPER (bake. prod.) 526.686-010
bench hand, machine (bake. prod.) 520.685-214
bench inspector (any ind.) 609.684-010
bench-press operator (any ind.) 690.685-014
BENCH-SHEAR OPERATOR (furn.) 703.684-010
BENCH WORKER (optical goods) 713.684-018
BENCH WORKER (spring) 616.485-010
BENCH WORKER, HOLLOW HANDLE (silverware) 700.687-010
bender (jewelry) 700.684-010
BENDER (sports equip.) 569.685-014
BENDER, ARMATURE COIL (elec. equip.) 724.684-026
bender, hand (any ind.) 709.684-090
BENDER, HAND (woodworking) 769.684-018
BENDER, MACHINE (paper goods) 641.685-010
BENDER, MACHINE (woodworking) 569.685-014
bending-machine operator (paper goods) 641.685-010
BENDING-MACHINE-OPERATOR HELPER (any ind.) 619.687-014
BENDING-MACHINE OPERATOR (any ind.) 617.685-010
bending-press operator (woodworking) 569.685-014
bend sorter (leather mfg.) 589.387-010
bend trimmer (leather mfg.) 585.684-010
BEVELER (asbestos prod.) 673.685-022
beveler (boot & shoe; rubber goods) 690.685-038
BEVELER (clock & watch) 715.684-030
beveler (glass mfg.) 573.685-018
BEVELER (glass mfg.; mirror) 775.684-010
BEVELER (glass prod.) 673.685-018
BEVELER (stonework) 771.484-010
BEVELING-AND-EDGING-MACHINE-OPERATOR HELPER (glass mfg.; mirror) 673.686-010
BEVELING-MACHINE OPERATOR (hat & cap) 690.686-010
BEVELING-MACHINE-OPERATOR HELPER (glass mfg.; mirror) 673.686-010
BEVEL POLISHER (clock & watch) 603.685-022
beverage-inspection-machine tender (flav. ext. & sirup; malt liquors; vinous liquors) 529.685-026
BIAS-BINDING CUTTER (trim. & embroid.) 686.685-014
bias-binding folder (rubber goods; trim. & embryd.) 689.685-134
BIAS-MACHINE-OPERATOR HELPER (rubber tire & tube) 690.686-014
BIBILOGRAPHER (profess. & kin.) 100.367-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BICYCLE-RENTAL CLERK (ret. tr.) 295.467-010
BICYCLE, SUBASSEMBLER (motor, & bicycles) 806.687-010
bid clerk (clerical) 249.367-066
BILL ADJUSTER (clerical) 241.367-014
BILLBOARD-ERECTOR HELPER (const.) 869.664-014
bill collector (clerical) 241.367-010
BILLETS ASSEMBLER (chem.) 614.684-010
billet header (nonfer, metal alloys; ore dress, smelt, & refin.) 514.584-010
BILLIER-TABLE RELIFIER (ret. tr.; sports equip.) 732.384-010
BILLING CHECKER (clerical) 209.687-010
BILLING-CONTROL CLERK (light, heat, & power) 214.387-010
BILLPOSTER (any ind.) 299.667-010
BILLPOSTER (bus. ser.) 841.684-010
BILL SORTER (clerical) 209.687-022
binder (elec. equip.) 724.687-010
binder (rubber goods) 690.686-026
binder (tobacco) 790.684-010
binder (woodworking) 929.685-018
BINDER AND BOX BUILDER (textile) 628.684-010
BINDER-AND-WRAPPER PACKER (tobacco) 922.687-014
BINDER CASER (tobacco) 522.687-026
BINDER CUTTER, HAND (tobacco) 521.687-014
binder fixer (textile) 628.684-010
BINDER LAYER (tobacco) 529.685-018
binder operator (paper goods) 641.685-090
binder roller (tobacco) 790.684-010
binder sorter (tobacco) 521.687-018
BINDER STRIPPER, HAND (tobacco) 521.687-134
BINDER STRIPPER, MACHINE (tobacco) 521.685-334
BINDER TECHNICIAN (glass mfg.) 550.585-010
bindery cutter (print. & pub.) 640.685-010
bindery operator (print. & pub.) 653.685-010
BINDERY WORKER (paper goods) 649.685-018
BINDERY WORKER (print. & pub.) 653.685-010
BINDING CEMENTER, FRENCH CORD (boot & shoe) 690.686-018
BINDING CUTTER (garment; textile) 686.685-066
BINDING FOLER, MACHINE (boot & shoe) 788.684-018
BINDING NICKER (boot & shoe) 690.685-298
BINDING PRINTER (textile) 652.685-014
BIN FILLER (tobacco) 922.687-010
bin packer (tobacco) 922.687-010
bin filler (textile) 589.685-074
BIOLOGICAL AIDE (agric.) 049.384-010
BIRD-CAGE ASSEMBLER (wirework) 709.684-026
BIRD KEEPER (amuse. & rec.) 412.674-010
BIRTH ATTENDANT (medical ser.) 354.377-010
biscuit-machine operator (fabric, plastics prod.; plastics mat.) 556.685-058
biscuit packer (bake. prod.) 929.686-010
BISQUE CLEANER (pottery & porc.) 774.684-010
bisque finisher (pottery & porc.) 774.684-010
BISQUE GRADER (pottery & porc.) 774.687-010
bisque grader (pottery & porc.) 774.684-010
BISQUE-KILN DRAWER (pottery & porc.) 573.687-010

53
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BISQUE-KILN PLACER (pottery & porc.) 573.686-026
BIT BENDER (smoking pipe) 752.684-018
BIT-BLOCK MAKER (medical ser.) 712.684-014
bit grinder (any ind.) 603.685-026
bit grinder (mining & quarrying) 603.685-030
BIT SANDER (smoking pipe) 761.684-030
bit setter (smoking pipe) 739.687-014
BIT SHARPENER (any ind.) 603.685-026
BIT-SHARPENER OPERATOR (mining & quarrying) 603.685-030
BIT SHAVER (smoking pipe) 754.684-018
BIT TRIPOLER (smoking pipe) 739.684-026
bituminous-distribuotr operator (const.) 853.663-018
bituminous-paving-machine operator (const.) 853.663-010
BLACK-ASH WORKER (paint & varn,) 559.685-110
blackener (leather mfg.) 599.685-094
blacking-machine operator (leather mfg.) 599.685-094
BLACKING-WHEEL TENDER (leather mfg.) 582.685-050
BLACK-LEATHER BUFFER (leather mfg.) 585.685-018
BLACK-LEATHER TRIMMER (leather mfg.) 585.684-010
BLACK-MILL OPERATOR (bone, carbon, & lampblack) 553.665-014
BLACKSMITH HELPER (gorging) 610.684-010
blacktop-paver operator (const.) 853.663-010
blacktop sprayer (const. ) 853.663-010
BLADDER CHANGER (rubber tire & tube) 629.684-010
BLADDER TRIMMER (slaught. & meat pack.) 525.684-038
blade aliner (elec. equip.) 706.687-018
BLADE BALANCER (agric. equip.) 701.687-014
BLADE BONER (slaught. & meat pack.) 525.684-010
blade-grader operator (const.) 850.663-022
BLANCHING-MACHINE OPERATOR (can. & preserv.) 523.685-014
blanching-machine operator (nut process.) 521.685-246
BLANKBOOK FORWARDER (print. & pub.) 794.687-026
blankbook-stitching-machine operator (print. & pub.) 653.685-014
blank driller (cut. & tools) 709.684-082
blankor operator (paper goods) 649.685-118
BLANKET CUTTER, HAND (house furn.) 781.584-014
BLANKET-CUTTING-MACHINE OPERATOR (house furn.) 689.585-010
BLANKET FOLDER (house furn.) 589.687-014
BLANKET INSPECTOR (house furn.) 789.587-014
BLANKET-MACHINE OPERATOR (aircraft-aerospace mfg.) 806.684-062
BLANKET WASHER (ore dress., smelt., & refin.) 511.687-010
BLANKET-WINDER HELPER (paper goods) 641.686-010
BLASTER HELPER (any ind.) 859.687-010
BLAST-FURNACE KEEPER (iron & steel) 502.664-010
BLAST-FURNACE-KEEPER HELPER (iron & steel) 502.687-010
BLASTING-CAP ASSEMBLER (ammunition) 737.687-018
BLEACH-BOILER FILLER (paper & pulp) 533.685-010
bleach-boiler packer (paper & pulp) 533.685-010
BLEACH-BOILER PULLER (paper & pulp) 539.587-010
bleacher (boot & shoe) 788.687-014
bleacher (synthetic fibers) 582.685-162
bleacher (textile) 582.685-102
BLEACHER, LARD (oils & fats; slaught. & meat pack.) 521.685-026
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLEACHER OPERATOR (chem.; soap)</td>
<td>558.685-018</td>
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<tr>
<td>BLEACH PACKER (chrv.)</td>
<td>558.687-010</td>
</tr>
<tr>
<td>BLEACH-RANGE OPERATOR (textile)</td>
<td>582.685-018</td>
</tr>
<tr>
<td>BLEMISH REMOVER (boot &amp; shoe)</td>
<td>788.684-022</td>
</tr>
<tr>
<td>BLENDER (bake. prod.)</td>
<td>520.585-010</td>
</tr>
<tr>
<td>BLENDER (build. mat., n.e.c.)</td>
<td>570.685-094</td>
</tr>
<tr>
<td>BLENDER (can. &amp; preserv.; flav. ext. &amp; sirup)</td>
<td>520.685-030</td>
</tr>
<tr>
<td>BLENDER (chem.)</td>
<td>550.685-082</td>
</tr>
<tr>
<td>BLENDER (coal tar prod.)</td>
<td>550.685-014</td>
</tr>
<tr>
<td>BLENDER (coal tar prod.)</td>
<td>555.685-046</td>
</tr>
<tr>
<td>BLENDER (explosives)</td>
<td>550.665-010</td>
</tr>
<tr>
<td>BLENDER (fabric. plastics prod.; plastics mat.)</td>
<td>550.485-014</td>
</tr>
<tr>
<td>BLENDER (grain &amp; feed mill.)</td>
<td>520.685-106</td>
</tr>
<tr>
<td>BLENDER (hat &amp; cap)</td>
<td>680.685-062</td>
</tr>
<tr>
<td>BLENDER (iron &amp; steel; nonfer. metal alloys)</td>
<td>510.685-018</td>
</tr>
<tr>
<td>BLENDER (paint &amp; varn.)</td>
<td>550.685-038</td>
</tr>
<tr>
<td>BLENDER (soap)</td>
<td>550.685-010</td>
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<tr>
<td>BLENDER (tobacco)</td>
<td>520.387-010</td>
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<tr>
<td>BLENDER-CONVEYOR OPERATOR (dairy prod.)</td>
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</tr>
<tr>
<td>BLENDER HELPER (grain &amp; feed mill.)</td>
<td>520.686-022</td>
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<tr>
<td>BLENDER LABORER (tobacco)</td>
<td>520.687-010</td>
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<tr>
<td>BLENDER-MACHINE OPERATOR (oils &amp; fats)</td>
<td>520.685-018</td>
</tr>
<tr>
<td>BLENDER-MACHINE OPERATOR (any ind.)</td>
<td>680.685-082</td>
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<tr>
<td>BLENDER-MACHINE OPERATOR (explosives)</td>
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</tr>
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<td>BLENDER, SNUFF (tobacco)</td>
<td>520.685-022</td>
</tr>
<tr>
<td>BLENDING-KETTLE TENDER (can. &amp; preserv.; flav. ext. &amp; sirup)</td>
<td>520.685-050</td>
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<td>BLENDING-LINE ATTENDANT (tobacco)</td>
<td>520.685-026</td>
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<tr>
<td>BLENDING-MACHINE FEEDER (asbestos prod.)</td>
<td>570.686-018</td>
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<td>BLENDING-MACHINE OPERATOR (brush &amp; broom)</td>
<td>680.685-066</td>
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<td>BLENDING-MACHINE OPERATOR (dairy prod.)</td>
<td>522.685-010</td>
</tr>
<tr>
<td>BLENDING-MACHINE OPERATOR (textile)</td>
<td>680.685-010</td>
</tr>
<tr>
<td>BLENDING-TANK TENDER (can. &amp; preserv.; flav. ext. &amp; sirup)</td>
<td>520.685-030</td>
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<tr>
<td>BLIND AIDE (per. ser.)</td>
<td>359.573-010</td>
</tr>
<tr>
<td>BLIND EYELETTER (boot &amp; shoe)</td>
<td>699.685-018</td>
</tr>
<tr>
<td>BLIND HOOKER (boot &amp; shoe)</td>
<td>699.685-018</td>
</tr>
<tr>
<td>BLIND-SLAT-STAPLING-MACHINE OPERATOR (palm. mill)</td>
<td>669.685-018</td>
</tr>
<tr>
<td>BLINTZE ROLLER (food prep., n.e.c.)</td>
<td>520.687-014</td>
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<tr>
<td>BLISTER-PACKING-MACHINE TENDER (any ind.)</td>
<td>920.685-078</td>
</tr>
<tr>
<td>BLOCK BREAKER (conc. prod.)</td>
<td>579.686-010</td>
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<td>BLOCK-BREAKER OPERATOR (explosives)</td>
<td>555.686-010</td>
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<tr>
<td>block chopper, hand (match; paper &amp; pulp)</td>
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<tr>
<td>BLOCK CLEANER (clock &amp; watch)</td>
<td>715.687-126</td>
</tr>
<tr>
<td>BLOCK CUBER (conc. prod.)</td>
<td>579.686-010</td>
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<tr>
<td>blocker (any ind.)</td>
<td>363.685-018</td>
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<tr>
<td>BLOCKER (asbestos prod.; narrow fabrics)</td>
<td>689.685-014</td>
</tr>
<tr>
<td>BLOCKER (clean., dye., &amp; press.)</td>
<td>363.684-010</td>
</tr>
<tr>
<td>BLOCKER (clock &amp; watch)</td>
<td>715.684-034</td>
</tr>
<tr>
<td>BLOCKER (glass mfg.; mirror)</td>
<td>673.685-026</td>
</tr>
<tr>
<td>BLOCKER (trim. &amp; embroid.)</td>
<td>920.685-022</td>
</tr>
<tr>
<td>blocker and sewer (hairwork)</td>
<td>739.384-014</td>
</tr>
<tr>
<td>BLOCKER, AUTOMATIC (glass mfg.; mirror)</td>
<td>673.685-030</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BLOCKER, HAND (optical goods) 716.684-010
BLOCKER, HAND (hat & cap) I 580.684-010
BLOCKER, HAND (hat & cap) II 580.684-014
blocker, heated metal-forms (hat & cap) 580.684-010
BLOCKER (print. & pub.) II 971.684-010
blocker, polishing (clock & watch) 715.684-034
BLOCK FEEDER (match) 663.686-010
block hacker (match; paper & pulp) 569.687-026
blocking-machine operator (hat & cap) 580.685-026
BLOCKING-MACHINE OPERATOR, SECOND (hat & cap) 580.685-038
BLOCKING-MACHINE TENDER (optical goods) 716.685-010
BLOCK INSPECTOR (match) 739.687-038
block maker (conc. prod.) 757.685-014
block maker (stonework) 771.684-010
BLOCK-MILLING-MACHINE OPERATOR (conc. prod.) 575.685-014
BLOCK-PRESS OPERATOR (explosives) 556.685-014
block-press operator (salt production) 559.685-038
BLOCK SEALER (auto. mfg.) 599.685-010
BLOCK-SPLITTER OPERATOR (paper & pulp) 663.685-010
block tester (auto. mfg.) 806.384-026
block trimmer (leather mfg.) 585.684-010
blood-bank-booking clerk (medical ser.) 245.367-018

BLOOD-DONOR-UNIT ASSISTANT (medical ser.) 245.367-014
BLOOD TESTER, FOWL (agric.) 411.364-010
BLOOMING-MILL RECORDER (iron & steel) 221.367-050
blower (hat & cap) 680.685-046
blower (ret. tr.) 369.685-010
blower (toys & games) 731.685-014

BLOWER FEEDER, DYED RAW STOCK (textile) 581.686-010
BLOWER INSULATOR (loco. & car bldg. & rep.; ret. tr.; whole. tr.) 863.664-010
blower-room attendant (any ind.) 950.585-010
BLOW-MACHINE TENDER, STARCH SPRAYING (textile) 582.685-138
BLOW-OFF WORKER (comp. & liquefied gases) 549.587-010
BLOW-OFF WORKER (furn.) 763.687-010
BLOW-PIT HELPER (paper & pulp) 533.686-010
BLOW-PIT OPERATOR (paper & pulp) 533.665-010
BLOW-UP OPERATOR (sugar) 529.485-014
BLUE-LEATHER SETTER (leather mfg.) 589.685-098
BLUE-LEATHER SORTER (leather mfg.) 589.387-010
blue-line hanger (leather mfg.) 589.686-026
blue-line trimmer (leather mfg.) 585.684-010
blueprint assembler (any ind.) 920.687-038
BLUEPRINT TRIMMER (any ind.) 920.687-038
BLUER (firearms) 599.685-026
BLUE-SPLIT TRIMMER (leather mfg.) 585.684-010
bluing-oven tender (heat treat.) 504.685-018
BLUNGER LOADER (textile) 929.687-030
BOARD ATTENDANT (amuse. & rec.) 249.587-010
boarder (hosiery) 589.686-042
boarder (hosiery) 589.685-010
boarder (knit goods) 583.687-010
boarder, hand (hosiery) 589.686-042
boarder, machine (hosiery) 589.685-010
boarder, steam (hosiery) 589.686-042
boarder, tender (hosiery) 589.686-042
BOARDING-MACHINE OPERATOR (hosiery) 589.685-010
BOARD LAYER (wood, box) 669.686-014
BOARD-LINER OPERATOR (wood, box) 641.685-014
boat accessories installer (ret, tr.; ship & boat bldg. & rep.) 806.464-010
boat bottomer (ship & boat bldg. & rep.) 806.684-106
BOAT BUFFER, PLASTIC (ship & boat bldg. & rep.) 849.684-010
BOAT CLEANER (coke prod.) 911.687-014
boat garnisher (ship & boat bldg. & rep.) 806.484-014
BOAT-HOIST OPERATOR (ret, tr.) 921.683-010
BOAT-HOIST-OPERATOR HELPER (ret, tr.) 921.667-010
BOAT-LOADER HELPER (water trans.) 911.687-014
BOAT LOADER (water trans.) I 911.364-014
BOAT LOADER (water trans.) II 921.685-010
BOAT OUTFITTER (ship & boat bldg. & rep.) 806.484-014
BOAT PATCHER, PLASTIC (ship & boat bldg. & rep.) 807.684-014
boat puller (auto, mfg.; ship & boat bldg. & rep.) 809.667-010
boat puller (water trans.) 911.687-018
BOAT-Rental CLERK (amuse. & rec.) 295.467-014
boat-ride operator (amuse. & rec.) 342.667-010
BOAT RIGGER (ret, tr.; ship & boat bldg. & rep.) 806.464-010
BOAT-TANK ATTENDANT (amuse. & rec.) 342.667-010
BOAT TENDER (logging) 911.663-010
BOAT WORKER (sawmill) 921.686-022
boat wrapper (ship & boat bldg. & rep.) 869.684-078
BOBBIN CLEANER, HAND (any ind.) 689.687-014
BOBBIN-CLEANER-MACHINE OPERATOR (textile) 689.686-014
BOBBIN-COIL WINDER (electronics) 724.684-026
BOBBIN DISKER (glass mfg.) 734.687-022
BOBBIN DRIER (synthetic fibers) 581.685-018
bobbin fixer (any ind.) 681.687-026
BOBBIN INSPECTOR (woodworking) 769.687-014
BOBBIN PRESSER (tex, prod., n.e.c.) 689.685-018
bobbin salvager (glass mfg., synthetic fibers, textile) 922.687-018
BOBBIN SORTER (glass mfg., synthetic fibers, textile) 922.687-018
BOBBIN STRIPPER (tex, prod., n.e.c.) 689.685-022
bobbin-stripper (textile) 689.686-014
BOBBIN WASHER (synthetic fibers) 582.685-162
bobbin winder (insulated wire, wirework) 691.685-026
BOBBIN WINDER (textile) 681.685-154
BOBBIN WINDER, MACHINE (boot & shoe) 681.685-022
BOBBIN WINDER, MACHINE (cord. & twine, textile) 681.585-014
BOBBIN WINDER, SEWING MACHINE (textile) 381.685-026
BOBBIN-WINDER TENDER (glass mfg.) 619.685-022
BODY COVERER (mort, goods) 780.684-026
doby finisher (hat & cap) 589.685-062
BODYGUARD (per, ser.) 372.667-014
BODY MAKER (tinware) 616.685-042
body masker (any ind.) 749.687-018
BODY PRESSER (laund.) 363.685-026
body-rolling-machine tender (paper goods) 641.685-062
body silencer (auto. mfg.) 845.687-010
BODY WIRER (auto. mfg., trans. equip.) 829.684-014
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
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<tbody>
<tr>
<td>Boiler Cleaner (any ind.)</td>
<td>891.687-022</td>
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<td>Boiler Cleaner, chief (any ind.)</td>
<td>805.667-010</td>
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<td>Boilerhouse Inspector (any ind.)</td>
<td>805.667-010</td>
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<td>Boilermaker Helper (boilermaking) I</td>
<td>805.687-010</td>
</tr>
<tr>
<td>Boilermaker Helper (boilermaking) II</td>
<td>805.664-010</td>
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<td>Boiler operator (any ind.)</td>
<td>951.685-014</td>
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<tr>
<td>Boiler-operator helper (any ind.)</td>
<td>950.685-014</td>
</tr>
<tr>
<td>Boiler-Out (jewelry)</td>
<td>700.687-014</td>
</tr>
<tr>
<td>Boiler Reliner, Plastic Block (found)</td>
<td>849.484-010</td>
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<td>Boiler-room helper (any ind.)</td>
<td>699.687-018</td>
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<td>950.685-014</td>
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<td>951.685-010</td>
</tr>
<tr>
<td>Boiler-Tube Blower (any ind.)</td>
<td>891.687-030</td>
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<td>Boiler-Tube Reamer (any ind.)</td>
<td>891.687-030</td>
</tr>
<tr>
<td>Boiling-Off Winder (textile)</td>
<td>689.685-046</td>
</tr>
<tr>
<td>Boiling-Tub Operator (chem.)</td>
<td>551.685-014</td>
</tr>
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<td>Boil-Off-Machine Cleaner, Cloth (textile)</td>
<td>582.685-022</td>
</tr>
<tr>
<td>Bologna Lacer (slaught. &amp; meat pack.)</td>
<td>529.687-034</td>
</tr>
<tr>
<td>Bolter (bake. prod.)</td>
<td>520.585-010</td>
</tr>
<tr>
<td>Bolter (grain &amp; feed mill.)</td>
<td>521.685-030</td>
</tr>
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<td>Bolter (sawmill)</td>
<td>667.685-022</td>
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<td>Bolter helper (grain &amp; feed mill.)</td>
<td>520.686-022</td>
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<tr>
<td>Bolter Helper (grain &amp; feed mill.)</td>
<td>521.686-010</td>
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<tr>
<td>Bolting-machine operator (mining &amp; quarrying)</td>
<td>930.683-026</td>
</tr>
<tr>
<td>Bolt Loader (sawmill)</td>
<td>922.687-022</td>
</tr>
<tr>
<td>Bolt Sawyer (cooperage)</td>
<td>667.685-062</td>
</tr>
<tr>
<td>Bolt Sawyer (sawmill)</td>
<td>667.685-022</td>
</tr>
<tr>
<td>Bolt-Up Worker (spring)</td>
<td>706.684-090</td>
</tr>
<tr>
<td>Bomb Loader (ammunition)</td>
<td>737.684-014</td>
</tr>
<tr>
<td>Bondon Dipper (confection,)</td>
<td>524.684-010</td>
</tr>
<tr>
<td>Bondactor-Machine Operator (found.)</td>
<td>899.684-010</td>
</tr>
<tr>
<td>Bonded-strand operator (glass mfg.)</td>
<td>574.665-010</td>
</tr>
<tr>
<td>Bonder (found)</td>
<td>518.685-030</td>
</tr>
<tr>
<td>Bonder, Automobile Brakes (auto. ser.)</td>
<td>620.685-010</td>
</tr>
<tr>
<td>Bonderizer (auto. mfg.)</td>
<td>599.685-026</td>
</tr>
<tr>
<td>Bonding-machine operator (any ind.)</td>
<td>690.685-154</td>
</tr>
<tr>
<td>Bonding-machine operator (found.)</td>
<td>518.685-030</td>
</tr>
<tr>
<td>Bonding-Machine Tender (textile)</td>
<td>589.665-010</td>
</tr>
<tr>
<td>Bone-Char Kiln Tender (chem.)</td>
<td>553.685-018</td>
</tr>
<tr>
<td>Bone-Cooking Operator (glue)</td>
<td>551.685-018</td>
</tr>
<tr>
<td>Bone Crusher (glue)</td>
<td>553.685-014</td>
</tr>
<tr>
<td>Bone Dryer (glue)</td>
<td>553.685-022</td>
</tr>
<tr>
<td>Bone-Drier Operator (glue)</td>
<td>553.685-022</td>
</tr>
<tr>
<td>Bone Picker (can., &amp; preserv.)</td>
<td>521.687-022</td>
</tr>
<tr>
<td>Bone Picker (glue)</td>
<td>551.687-010</td>
</tr>
<tr>
<td>Bone-Process Operator (bone, carbon, &amp; lamplblack)</td>
<td>559.665-010</td>
</tr>
<tr>
<td>Boner (garment; per. protect. &amp; med. dev.)</td>
<td>789.687-018</td>
</tr>
<tr>
<td>Boner, Meat (slaught. &amp; meat pack.)</td>
<td>525.684-010</td>
</tr>
<tr>
<td>Bone Sawyer (slaught. &amp; meat pack.)</td>
<td>525.684-018</td>
</tr>
<tr>
<td>Booker (rubber goods; rubber tire &amp; tube)</td>
<td>599.687-014</td>
</tr>
<tr>
<td>Book folder (house furn.; textile)</td>
<td>589.687-014</td>
</tr>
<tr>
<td>Booking Clerk (water trans.)</td>
<td>248.367-014</td>
</tr>
<tr>
<td>Booking Clerk (whole. tr.)</td>
<td>216.587-010</td>
</tr>
<tr>
<td>Book-Jacket-Cover-Machine Operator (paper goods)</td>
<td>640.685-014</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

book-loan clerk (library) 249.367-046
bookmaker, map (print. & pub.) 979.684-022
book mender (any ind.) 977.684-010
BOOKMOBILE CLERK (library) 249.367-046
BOOKMOBILE DRIVER (library) 249.363-010
BOOK-POCKET-MACHINE OPERATOR (paper goods) 649.685-042
BOOK REPAIRER (any ind.) 977.684-010
BOOKSEAMER, BLINDSTITCH (garment) 786.682-126
book sewer (print. & pub.) 653.685-014
BOOK-SEWING-MACHINE OPERATOR (print. & pub.) I 653.685-014
BOOK-SEWING-MACHINE OPERATOR (print. & pub.) II 653.682-010
BOOK SORTER (nonprofit organ.) 222.387-054
BOOK TRIMMER (print. & pub.) 640.685-010
BOOMBOAT OPERATOR (logging) 911.663-010
BOOM-CONVEYOR OPERATOR (any ind.) 921.683-014
boom operator (motion pic.; radio & tv broad.) 962.384-010
BOOSTER ASSEMBLER (ammunition) 737.687-022
BOOSTER INSPECTOR (ammunition) 609.684-010
boothblack (per. ser.) 366.677-010
BOOT- LACE CUTTER, MACHINE (leather prod.) 585.685-038
boot-liner maker (rubber goods) 795.684-026
boot polisher (per. ser.) 366.677-010
BOOT-TESTER (rubber goods) 759.584-010
BOOT TRIMMER (boot & shoe) 690.685-434
BOOT TURNER (boot & shoe) 788.687-130
BORDER GUARD (gov. ser.) 375.363-010
border-machine operator (matt. & bedsprings) 787.685-022
border measurer (matt. & bedsprings) 780.687-010
BORDER MEASURER AND CUTTER (matt. & bedsprings) 780.687-010
border patrol agent (gov. ser.) 375.363-010
borer, stem (smoking pipe) 739.687-014
BORING-MACHINE FEEDER (woodworking) 669.686-030
BORING-MACHINE OPERATOR (clock & watch) 606.685-030
boring-machine-operator helper (const.) 850.684-014
BORING-MACHINE OPERATOR, PRODUCTION (mach. shop) 606.685-010
BOSOM PRESSER (laund.) 363.685-026
BOTTLE ASSEMBLER (rubber goods) 752.684-036
bottle-blowing-machine tender (glass mfg.) 575.685-038
BOTTLED-BEVERAGE INSPECTOR (flav. ext. & sirup; malt liquors; vinous liquors) 529.685-026
BOTTLE GAGER (distilled liquors) 529.587-010
BOTTLE-HOUSE PUMPER (amlt liquors) 914.665-014
bottle inspector (flav. ext. & sirup; malt liquors; vinous liquors) 529.685-026
BOTTLE INSPECTOR (glass mfg.) 579.384-018
BOTTLE-LABEL INSPECTOR (distilled liquors) 920.687-042
BOTTLE PACKER (malt liquors) 920.685-026
BOTTLE-PACKING-MACHINE CLEANER (any ind.) 699.687-014
BOTTLE WASHER, MACHINE (any ind.) I 529.685-074
BOTTLE WASHER, MACHINE (any ind.) II 920.685-078
BOTTLING-LINE ATTENDANT (distilled liquors) 920.687-042
BOTTOM BLEACHER (boot & shoe) 788.687-014
BOTTOM BOARD AND TRUSS LEG INSTALLER (musical inst.) 763.684-058
BOTTOM BRUSHER (boot & shoe) 788.687-018
BOTTOM BUFFER (boot & shoe) 690.685-046
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

BOTTOM BURNISHER (boot & shoe) 690.685-058
BOTTOM CEMENTER (boot & shoe) I 690.686-018
BOTTOM CEMENTER (boot & shoe) II 788.687-030
BOTTOMER (mining & quarrying) I 932.667-010
BOTTOMER (mining & quarrying) II 939.667-010
BOTTOM-HOLE-PRESSURE-RECORDING-OPERATOR HELPER (petrol. production) 930.687-010
BOTTOM-HOOP DRIVER (cooperage) 669.685-022
BOTOMING-MACHINE OPERATOR (paper goods) 649.685-022
BOTTOMING-ROOM INSPECTOR (boot & shoe) 788.384-010
bottom ironer (boot & shoe) 690.685-034
BOTTOM MAKER (basketry) 669.685-014
BOTTOM MAKER (iron & steel) 509.687-010
BOTTOM POLISHER (elec. equip) 603.685-034
BOTTOM POUNDER, CEMENT SHOES (boot & shoe) 690.685-314
BOTTOM-PRECIPITATOR OPERATOR (ore dress., smelt., & refin.) 511.664-010
BOTTOM PRESSER (boot & shoe) 690.685-034
BOTTOM SANDER (smoking pipe) 761.684-030
bottom scrubber (boot & shoe) 788.687-014
bottom stainer (boot & shoe) 788.687-098
BOTTOM STAMPER (boot & shoe) 690.685-158
BOTTOM STEEP TENDER (corn prod.) 522.465-010
BOTTOM STITCHER (sports equip.) 732.684-050
BOTTOM-STOP ATTACHER (needle, pin, & rel. prod.) 692.685-206
bottom turner (basketry) 669.685-026
BOTTOM-TURNING-LATHE TENDER (cooperage) 665.685-010
BOTTOM WHEELER (boot & shoe) 788.684-030
boucle finisher (clean., dye., & press.) 363.684-010
BOUFFANT-CURTAIN-MACHINE TENDER (house furn.) 689.685-026
boulevard-glassware cleaner (light, heat, & power) 952.667-010
boulevard-glassware replacer (light, heat, & power) 952.667-010
BOUNCER (amuse. & rec.) 376.667-010
BOW ATTacher (garment) 782.684-058
BOWLING-BALL ENGRAVER (sports equip.) 732.584-010
BOWLING-BALL FINISHER (sports equip.) 690.685-038
BOWLING-BALL-MOLD ASSEMBLER (sports equip.) 556.687-010
BOWLING-BALL MOLDER (sports equip.) 556.685-018
BOWLING-BALL-WEighER AND PACKER (sports equip.) 732.487-010
BOWL SANDER (smoking pipe) 662.685-038
BOWL TOPPER (smoking pipe) 761.684-030
BOWL TURNER (smoking pipe) 664.684-010
BOW MAKER (any ind.) 789.684-010
BOW MAKER (boot & shoe) 788.684-034
BOW MAKER (garment; hat & cap) 784.684-010
BOW MAKER, GIFT WRAPPING (any ind.) 920.587-018
BOW-MAKER-MACHINE TENDER, AUTOMATIC (trim. & embroid.) 689.685-030
BOW MAKER, PRODUCTION (sports equip.) 732.684-038
BOW REHAIRER (any ind.) 730.684-022
BOW STAPLER (boot & shoe) 690.685-162
BOW-STING MAKER (sport equip.) 732.684-042
BOW TACKER (hat & cap) I 782.684-058
BOW TACKER (hat & cap) II 787.685-042
BOX ATTACHER (needle, pin, & rel. prod.) 692.685-206
BOX BENDER (paper goods) 641.687-010
BOX-BLANK-MACHINE FEEDER (woodworking) 669.686-030
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

BOX-BLANK-MACHINE-OPERATOR HELPER (wood. box.) 669, 686-014
BOXCAR WEIGHER (loco. & car bldg., & rep.) 221, 587-030
BOX COVERER, HAND (paper goods) 795, 687-014
box-covering-machine operator (paper goods) 641, 685-034
BOXER (agric.) 920, 687-134
boxer (any ind.) 920, 484-010
BOX FEEDER (felt goods) 586, 686-022
BOX GLUER (wood., box) 762, 687-034
box-hinge and lock attacher (wood. box) 762, 687-046
BOX ICER (can. & preserv.) 922, 687-046
BOXING INSPECTOR (garment) 789, 587-010
BOX INSPECTOR (wood bax) 762, 687-014
BOX-LINING-MACHINE FEEDER (paper goods) 641, 685-018
BOX MAKER (mort. goods) 762, 684-026
BOX MAKER, CARDBOARD (any ind.) 920, 587-018
BOX MAKER, PAPERBOARD (any ind.) 794, 684-014
BOX MAKER, WOOD (any ind.) 762, 684-050
BOX MAKER, WOOD (wood box) 760, 684-014
box marker (boot & shoe; garment) 652, 685-018
BOX MAILER (wood box) 762, 687-046
BOX REPAIRER (any ind.) 762, 684-050
BOX REPAIRER (wood box) I 760, 684-014
BOX REPAIRER (wood box) II 762, 687-018
BOX-SEALING INSPECTOR (paper goods) 641, 687-014
BOX-SEALING-MACHINE CATCHER (any ind.) 920, 685-074
BOX-SEALING-MACHINE FEEDER (any ind.) 920, 685-074
box-shock patcher (wood box) 762, 687-018
BOX-SPRING-FRAME BUILDER (matt. & bedspring) 762, 684-066
BOX-SPRING MAKER (matt. & bedspring) I 780, 684-018
BOX-SPRING MAKER (matt. & bedspring) II 780, 684-022
box Stamper, machine (boot & shoe); garment) 652, 685-018
BOX-TOE BUFFER (boot & shoe) 690, 685-046
BOX-TOE CEMENTER (boot & shoe) 788, 687-030
box-toe flanger, stitchdowns (boot & shoe) 690, 685-426
BOX-TO-TOOTHRSTICHING-MACHINE OPERATOR (wood, box) 669, 685-042
BOX-TRUCK WASHER (slaught. & meat pack.) 529, 687-018
box turner (can. & preserv.) 522, 687-038
BOX WRAPPER (any ind.) 920, 587-018
BRACELET-FORM COVERER (jewelry cases) 739, 687-138
BRACELET FORMER (jewelry cases) 739, 687-138
BRACELET MAKER, NOVELTY (jewelry) 700, 684-014
braddisher (mining & quarrying) 869, 684-058
BRAID CUTTER (rubber goods) 699, 685-014
BRAIDED-BAND ASSEMBLER (hat & cap) 784, 684-022
braided-rug maker (carpet & rug) 782, 687-042
BRAIDER (basketry) 669, 685-014
BRAIDER SETTER (rubber goods) 759, 664-010
braider tender (asbestos prod.; narrow fabrics) 683, 685-010
braid folder (boot & shoe) 788, 684-018
BRAIDING-MACHINE OPERATOR (asbestos prod.; narrow fabrics) 683, 685-010
BRAIDING-MACHINE TENDER (rubber goods) 692, 665-010
BRAILLE-NAD-TALKING BOOKS CLERK (library) 222, 587-014
braille coder (education; nonprofit organ.; print. & pub.) 209, 584-010
BRAILLE-DUPLICATING-MACHINE OPERATOR (print. & pub.) 207, 685-010
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>BRAILLE PROOFREADER (nonprofit organ.; print. &amp; pub.)</td>
<td>209.367-014</td>
</tr>
<tr>
<td>braille-thermoform operator (print. &amp; pub.)</td>
<td>207.685-010</td>
</tr>
<tr>
<td>BRAILLE TRANSCRIBER, HAND (education; nonprofit organ.; print. &amp; pub.)</td>
<td>209.584-010</td>
</tr>
<tr>
<td>BRAIN PICKER (slaught. &amp; meat pack.)</td>
<td>525.684-034</td>
</tr>
<tr>
<td>BRAKE ADJUSTER (auto. ser.)</td>
<td>620.684-018</td>
</tr>
<tr>
<td>BRAKE ASSEMBLER (motor. &amp; bicycles)</td>
<td>806.684-094</td>
</tr>
<tr>
<td>BRAKE COUPLER, DINKEY (any ind.)</td>
<td>910.664-010</td>
</tr>
<tr>
<td>BRAKE COUPLER, ROAD FREIGHT (r.r. trans.)</td>
<td>910.367-010</td>
</tr>
<tr>
<td>BRAKE HOLDER (any ind.)</td>
<td>932.664-010</td>
</tr>
<tr>
<td>brake inspector (r.r. trans.)</td>
<td>910.387-014</td>
</tr>
<tr>
<td>BRAKE-LINING CURER (asbestos prod.)</td>
<td>573.686-010</td>
</tr>
<tr>
<td>BRAKE-LINING FINISHER, ASBESTOS (asbestos prod.)</td>
<td>579.665-010</td>
</tr>
<tr>
<td>BRAKE-LINING-FINISHER HELPER, ASBESTOS (asbestos prod.)</td>
<td>579.687-010</td>
</tr>
<tr>
<td>BRAKE-OPERATOR HELPER (any ind.)</td>
<td>619.687-014</td>
</tr>
<tr>
<td>BRAKE OPERATOR (any ind.)</td>
<td>II 619.685-026</td>
</tr>
<tr>
<td>BRAKE OPERATOR, SHEET METAL (any ind.)</td>
<td>II 619.685-026</td>
</tr>
<tr>
<td>BRAKER, PASSENGER TRAIN (r.r. trans.)</td>
<td>910.364-010</td>
</tr>
<tr>
<td>BRANCHER (artif. flower )</td>
<td>734.684-010</td>
</tr>
<tr>
<td>BRANCH-LIBRARY CLERK (library)</td>
<td>249.367-046</td>
</tr>
<tr>
<td>branch maker (brick &amp; tile)</td>
<td>862.684-010</td>
</tr>
<tr>
<td>brander (boot &amp; shoe)</td>
<td>753.687-014</td>
</tr>
<tr>
<td>BRANDING-MACHINE TENDER (rubber goods)</td>
<td>690.685-042</td>
</tr>
<tr>
<td>BRAND RECORDER (gov. ser.)</td>
<td>206.587-010</td>
</tr>
<tr>
<td>BREN MIXER (grain &amp; feed mill)</td>
<td>599.685-014</td>
</tr>
<tr>
<td>BRANNER-MACHINE TENDER (galvanizing)</td>
<td>509.685-014</td>
</tr>
<tr>
<td>BRASS-BOBBIN WINDER (tex. prod., n.e.c.)</td>
<td>681.685-154</td>
</tr>
<tr>
<td>BRASSIERE-SLIDE-MAKING-MACHINE TENDER, AUTOMATIC (garment)</td>
<td>692.685-026</td>
</tr>
<tr>
<td>BRASS RECLAIMER (mach. shop)</td>
<td>609.684-014</td>
</tr>
<tr>
<td>brazier (welding)</td>
<td>813.684-010</td>
</tr>
<tr>
<td>BRAZER, ASSEMBLER (welding)</td>
<td>813.684-010</td>
</tr>
<tr>
<td>BRAZER, CONTROLLED ATMOSPHERIC FURNACE (welding)</td>
<td>813.685-010</td>
</tr>
<tr>
<td>BRAZER, CRAWLER TORCH (welding)</td>
<td>813.684-010</td>
</tr>
<tr>
<td>BRAZING-MACHINE-OPERATOR HELPER (welding)</td>
<td>819.666-010</td>
</tr>
<tr>
<td>BREAD ICER (bake. prod.)</td>
<td>524.684-022</td>
</tr>
<tr>
<td>BREAD ICER, MACHINE (bake. prod.)</td>
<td>524.685-034</td>
</tr>
<tr>
<td>BREADING MACHINE TENDER (can. &amp; preserv.)</td>
<td>524.685-010</td>
</tr>
<tr>
<td>BREAD-PAN GREASER (bake. prod.)</td>
<td>526.685-034</td>
</tr>
<tr>
<td>BREAD SLICER, MACHINE (bake. prod.)</td>
<td>521.685-302</td>
</tr>
<tr>
<td>BREAD-WRAPPING-MACHINE FEEDER (bake. prod.)</td>
<td>920.685-073</td>
</tr>
<tr>
<td>BREAKER (glass prod.; mirror)</td>
<td>779.687-010</td>
</tr>
<tr>
<td>breaker (paper goods)</td>
<td>794.687-050</td>
</tr>
<tr>
<td>breaker (sports equip.)</td>
<td>732.687-050</td>
</tr>
<tr>
<td>BREAKER-MACHINE OPERATOR (cork prod.; sawmill)</td>
<td>564.685-010</td>
</tr>
<tr>
<td>BREAKER-MACHINE TENDER (textile)</td>
<td>583.685-010</td>
</tr>
<tr>
<td>BREAKER-OFF (jewelry)</td>
<td>700.687-062</td>
</tr>
<tr>
<td>breaker operator (chew. gum)</td>
<td>521.685-034</td>
</tr>
<tr>
<td>breaker operator (nonfer. metal alloys)</td>
<td>614.684-014</td>
</tr>
<tr>
<td>breaker operator (textile)</td>
<td>680.685-070</td>
</tr>
<tr>
<td>BREAKER TABLE WORKER (phonograph)</td>
<td>559.686-010</td>
</tr>
<tr>
<td>BREAKER TENDER (coke prod.)</td>
<td>544.685-010</td>
</tr>
<tr>
<td>breaker-up (hat &amp; cap)</td>
<td>589.685-014</td>
</tr>
<tr>
<td>BREAKER-UP-MACHINE OPERATOR (hat &amp; cap)</td>
<td>589.685-014</td>
</tr>
<tr>
<td>breaker-wheel operator (felt goods; leather mfg.)</td>
<td>582.685-050</td>
</tr>
<tr>
<td>BREAKING-MACHINE OPERATOR (chew. gum)</td>
<td>521.685-034</td>
</tr>
<tr>
<td>BREAK-OFF WORKER (veneer &amp; plywood)</td>
<td>663.686-014</td>
</tr>
<tr>
<td>ALPHABETICAL INDEX OF OCCUPATIONAL TITLES</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td></td>
</tr>
<tr>
<td>BREAST BUFFER (boot &amp; shoe) 690.685-046</td>
<td></td>
</tr>
<tr>
<td>breast finisher (boot &amp; shoe) 788.684-126</td>
<td></td>
</tr>
<tr>
<td>BREAST SAWYER (slaught. &amp; meat pack) 525.684-018</td>
<td></td>
</tr>
<tr>
<td>breeding technician (agric.) 418.384-014</td>
<td></td>
</tr>
<tr>
<td>BREWERY CELLAR WORKER (malt liquors) 522.685-014</td>
<td></td>
</tr>
<tr>
<td>BRIAR CUTTER (smoking pipe) 664.685-010</td>
<td></td>
</tr>
<tr>
<td>BRICK CLEANER (const.) 869.687-026</td>
<td></td>
</tr>
<tr>
<td>BRICKLAYER HELPER (const.) 869.687-026</td>
<td></td>
</tr>
<tr>
<td>BRICKLAYER HELPER, FIREBRICK AND REFRACTORY TILE (const.) 861.687-010</td>
<td></td>
</tr>
<tr>
<td>BRICKLAYER, PAVING BRICK (const.) 869.664-014</td>
<td></td>
</tr>
<tr>
<td>brickmason helper (const.) 861.687-010</td>
<td></td>
</tr>
<tr>
<td>BRICK-MOLDER, HAND (brick &amp; tile) 575.684-042</td>
<td></td>
</tr>
<tr>
<td>BRICK-PAVING CHECKER (const.) 869.687-026</td>
<td></td>
</tr>
<tr>
<td>BRICK SORTER (brick &amp; tile) 573.687-034</td>
<td></td>
</tr>
<tr>
<td>BRICK TESTER (brick &amp; tile) 579.384-010</td>
<td></td>
</tr>
<tr>
<td>BRICK VENEER MAKER (conc. prod.) 579.685-042</td>
<td></td>
</tr>
<tr>
<td>BRIDGE ATTACHER (needle, pin, &amp; rel. prod.) 692.685-206</td>
<td></td>
</tr>
<tr>
<td>BRIDGE CRANE OPERATOR (any ind.) 921.663-010</td>
<td></td>
</tr>
<tr>
<td>BRIDGE FITTER (musical inst.) 730.684-010</td>
<td></td>
</tr>
<tr>
<td>BRIDGE-OR-GANTRY-CRANE OPERATOR (any ind.) 921.663-010</td>
<td></td>
</tr>
<tr>
<td>BRIGHT CUTTER (jewelry) 700.684-018</td>
<td></td>
</tr>
<tr>
<td>BRIM-AND-CROWN PRESSER (hat &amp; cap) 583.685-022</td>
<td></td>
</tr>
<tr>
<td>BRIM BLOCKER (clean., dye., &amp; press.) 363.684-014</td>
<td></td>
</tr>
<tr>
<td>BRIM BUFFER (hat &amp; cap) 585.685-014</td>
<td></td>
</tr>
<tr>
<td>brim buster (hat &amp; cap) 583.685-022</td>
<td></td>
</tr>
<tr>
<td>brim buster (hat &amp; cap) 583.685-018</td>
<td></td>
</tr>
<tr>
<td>BRIM CURLER (hat &amp; cap) 583.685-014</td>
<td></td>
</tr>
<tr>
<td>brim cutter (hat &amp; cap; tex. prod.) 585.685-086</td>
<td></td>
</tr>
<tr>
<td>brim-edge trimmer (hat &amp; cap) 686.685-074</td>
<td></td>
</tr>
<tr>
<td>BRIMER (gold leaf &amp; foil) 700.687-018</td>
<td></td>
</tr>
<tr>
<td>brim flanger (hat &amp; cap) 784.684-026</td>
<td></td>
</tr>
<tr>
<td>brim flexer (hat &amp; cap) 585.685-066</td>
<td></td>
</tr>
<tr>
<td>BRIM-GREASER OPERATOR (hat &amp; cap) 582.685-082</td>
<td></td>
</tr>
<tr>
<td>BRIM IRONER, HAND (hat &amp; cap) 784.684-014</td>
<td></td>
</tr>
<tr>
<td>brimmer (hat &amp; cap) 583.685-018</td>
<td></td>
</tr>
<tr>
<td>brimmer blocker (hat &amp; cap) 580.685-010</td>
<td></td>
</tr>
<tr>
<td>brimming-machine operator (hat &amp; cap) 580.685-010</td>
<td></td>
</tr>
<tr>
<td>brim molder (hat &amp; cap) 580.685-042</td>
<td></td>
</tr>
<tr>
<td>brim plater (hat &amp; cap) 583.685-018</td>
<td></td>
</tr>
<tr>
<td>brim pouncer (hat &amp; cap) 585.685-010</td>
<td></td>
</tr>
<tr>
<td>BRIM-POUNCING-MACHINE OPERATOR (hat &amp; cap) 585.685-010</td>
<td></td>
</tr>
<tr>
<td>BRIM PRESSER (hat &amp; cap) I 593.685-018</td>
<td></td>
</tr>
<tr>
<td>BRIM PRESSER (hat &amp; cap) II 580.685-038</td>
<td></td>
</tr>
<tr>
<td>BRIM RAISER (hat &amp; cap) 784.687-010</td>
<td></td>
</tr>
<tr>
<td>brim rounder (hat &amp; cap) 784.684-050</td>
<td></td>
</tr>
<tr>
<td>brim setter (hat &amp; cap) 583.685-022</td>
<td></td>
</tr>
<tr>
<td>brim setter (hat &amp; cap) 784.684-014</td>
<td></td>
</tr>
<tr>
<td>brim shaper (hat &amp; cap) 784.684-026</td>
<td></td>
</tr>
<tr>
<td>BRIM SLOTTER (hat &amp; cap) 686.685-038</td>
<td></td>
</tr>
<tr>
<td>BRIM STIFFENER (hat &amp; cap) 589.687-038</td>
<td></td>
</tr>
<tr>
<td>BRIM STITCHER (hat &amp; cap) I 784.685-014</td>
<td></td>
</tr>
<tr>
<td>brim stretcher (hat &amp; cap) 580.685-010</td>
<td></td>
</tr>
<tr>
<td>BRIM-STRETCHING-MACHINE OPERATOR (hat &amp; cap) 580.685-010</td>
<td></td>
</tr>
<tr>
<td>BRINE MAKER (chem.) 550.685-018</td>
<td></td>
</tr>
<tr>
<td>BRINE MAKER (salt production) 551.687-014</td>
<td></td>
</tr>
<tr>
<td>BRINE MAKER (can. &amp; preserv.) I 522.685-018</td>
<td></td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

BRINE MAKER (can. & preserv.) II 532.685-012
BRINE-MIXER OPERATOR, AUTOMATIC (can. & preserv.) 532.685-054
brine-process operator (chem.) 550.685-018
BRINE PURIFIER (chem.) 550.685-018
BRINER (can. & preserv.) 522.687-014
BRINER, MACHINE (can. & preserv.) 529.685-190
BRINE-ROOM LABORER (dairy prod.) 529.685-050
BRINE-TANK-SEPARATOR OPERATOR (can. & preserv.) 521.685-038
BRINE-TANK TENDER (dairy prod.) 529.685-030
BRINE-WELL OPERATOR (chem.) 559.685-026
BIQUETTE-MACHINE-OPERATOR HELPER (fuel briquettes) 549.686-010
briquette-press operator (iron & steel); nonfer. metal alloys) 617.685-038
BIQUETTER OPERATOR (chem.) 559.685-030
briquetting-machine operator (fabric. plastics prod.; plastics mat.) 556.685-058
BIQUETTING-MACHINE OPERATOR (ore dress., smelt., & refin.) 519.685-010
BROADCAST CHECKER (radio & tv broad.) 249.387-010
BROKE-BEATER TENDER (build. board; paper & pulp) 530.685-014
BROKE HANDLER (paper & pulp) 929.687-022
BROOCH MAKER, NOVELTY (jewelry) 700.684-014
BROOM BUNDLER (brush & broom) 692.685-030
BROOMCORN GRADER (brush & broom) 739.687-042
broomcorn scraper (brush & broom) 692.686-018
BROOMCORN SEEDER (brush & broom) 692.686-018
broomcorn sorter (brush & broom) 739.687-042
BROOM-HANDLE DIPPER (brush & broom) 599.685-026
BROOMMAKER (brush & broom) 739.684-018
BROTH MIXER (bake. prod.) 520.585-014
broth setter (bake. prod.) 520.585-014
BROWNING PROCESSOR (firearms) 505.685-010
BROWN-STOCK WASHER (paper & pulp) 533.685-014
BRUISE TRIMMER (slaught. & meat pack.) 525.687-010
BRUSH CLEARER, SURVEYING (any ind.) 869.567-010
brusher (any ind.) 459.687-010
brusher (boot & shoe) 690.685-058
brusher (boot & shoe) 690.685-046
BRUSHER (boot & shoe) 788.687-018
brusher (hat & cap) 784.387-010
brusher and shearer (carpet & rug; textile) 585.685-102
brusher-down (clean., dye., & press.) 362.687-014
brusher, hand (hat & cap) 784.687-014
BRUSHER, MACHINE (hat & cap) 587-685-014
BRUSH FILLER, HAND (brush & broom) 739.687-046
BRUSH-HEAD MAKER (brush & broom) 739.685-018
BRUSH-HOLDER ASSEMBLER (elec. equip.) 721.684-022
BRUSH-HOLDER INSPECTOR (elec. equip.) 729.384-022
brushing operator (felt goods; textile) 585.685-070
brush maker (brush & broom) 733.684-010
brush maker (elec. equip.) 721.684-014
BRUSH MAKER, MACHINE (brush & broom) 739.685-014
BRUSH MATERIAL PREPARER (brush & broom) 739.684-022
BRUSH OPERATOR (textile) 587.685-010
BRUSH POLISHER (clock & watch) 603.685-038
BRUSH SHADE-HAND (furn.) 742.684-010
BRUSH STAINER (furn.) 742.684-014
BRUSH WASHER (textile) 599.687-030
BUCKER (logging) 454.684-010
bucker (minerals & earths; mining & quarrying) 579.484-010
BUCKET CHUCKER (cooperage) 664.685-014
BUCKET OPERATOR (conc. prod.) 575.683-010
buckle-and-button maker (any ind.) 734.687-046
buckle assembler (button) 734.687-050
BUCKLE-ATTACHING-MACHINE OPERATOR (hat & cap) 699.685-018
buckle closures (button) 734.687-050
BUCKLE-FRAME SHAPER (button) 692.685-034
buckle gluer (button) 734.687-050
BUCKLE INSPECTOR (button) 734.687-026
BUCKLER AND LACER (boot & shoe) 788.687-022
BUCKLE SORTER (button) 734.687-030
BUCKLE STAPLER (boot & shoe) 690.685-014
BUCKLE-STRAP-DRUM OPERATOR (rubber goods) 554.485-010
BUCKET-STRAP FUNCHER (boot & shoe) 690.685-114
BUCKLE-WIRE INSERTER (button) 734.687-034
BUDDER (agric.) 405.684-010
buffer (auto. serv.) 690.685-422
BUFFER (boot & shoe) 690.685-046
BUFFER (fabric, plastic prod.) 752.684-022
BUFFER (hat & cap) 585.685-014
BUFFER (rubber goods; rubber tire & tube) 759.684-022
BUFFER (smoking pipe) 739.684-026
buffer (stoneware) 775.664-010
BUFFER, NICKEL (any ind.) 705.664-014
BUFFER, AUTOMATIC (boot & shoe) 690.685-050
BUFFER, CHROME (any ind.) 705.684-014
BUFFER, COPPER (any ind.) 705.684-014
BUFFER (any ind.) I 705.684-014
BUFFER (any ind.) II 705.687-014
BUFFER, INFLATED-PAD (boot & shoe) 690.685-054
BUFFER, MACHINE (leather mfg.) 585.685-018
BUFFING-AND-POLISHING-WHEEL REPAIRER (any ind.) 739.684-030
BUFFING-AND-SUEDING-MACHINE OPERATOR (boot & shoe) 753.684-010
buffing-machine operator (boot & shoe) 690.685-046
buffing-machine operator (hat & cap) 585.685-014
BUFFING-MACHINE TENDER (any ind.) 603.665-010
BUFFING TURNER-AND-COUNTER (tex. prod., n.e.c.) 789.687-022
BUFFING-WHEEL FORMER, AUTOMATIC (tex. prod., n.e.c.) 689.685-034
BUFFING-WHEEL FORMER, HAND (tex. prod., n.e.c.) 789.684-014
BUFFING-WHEEL INSPECTOR (tex. prod., n.e.c.) 789.687-054
buffing-wheel fabricator (any ind.) 739.684-030
BUFFLE, BEAM (mfd. bldgs.) 860.684-010
BUILDING CLEANER, BRICK OR STONE (const.) 869.687-026
BUILDING CLEANER, SANDBLASTER (const.) 869.664-014
BUILDING CLEANER, STEAM (const.) 869.664-014
BUILDING-EQUIPMENT INSPECTOR (light, heat, & power) 956.387-010
BULB ASSEMBLER (electronics) 725.684-022
BULB CARBONIZER (electronics) 725.384-010
BULB FILLER (elec. equip.) 692.686-022
BULB SORTER (agric.) 529.687-186
bulb-washer and coater (electronics) 740.687-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

BULK CEMENT LOADER (cement) 921.565-010
BULK DRIVER (motor trans.) 905.663-018
BULKER (tobacco) 522.687-018
BULKER, CUT TOBACCO (tobacco) 529.685-034
BULK FILLER (can., & preserv.) 529.687-022
bulk-loading machine operator (textile) 689.685-158
bulk intake worker (dairy prod.) 222.485-010
bulk loader (any ind.) 921.667-018
bulk loader (cement) 921.565-010
BULK-LOADER OPERATOR (water trans.) 921.683-026
BULK-PIGMENT REDUCER (paint & varn.) 550.585-038
BULK-SAUSAGE-CASING TIER-OFF (slaught. & meat pack.) 529.687-034
BULK-SAUSAGE-STUFFING-MACHINE OPERATOR (slaught. & meat pack.) 520.685-210
BULK-SEALER OPERATOR (plastics mat.) 554.685-010
BULL-CHAIN OPERATOR (sawmill) 921.685-014
BULLDOZER OPERATOR (any ind.) I 850.683-010
BULLET-ASSEMBLY-PRESS OPERATOR (ammunition) 649.685-014
bulletin clerk (motor trans.) 215.367-010
BULLET-LUBRICANT MIXER (ammunition) 543.685-010
BULLET-LUBRICATING-MACHINE OPERATOR (ammunition) 694.685-018
bullet-swaging-machine operator (ammunition) 617.585-010
BULL-GANG WORKER (tobacco) 529.685-262
bunch breaker (tobacco) 790.684-010
bunch-breaker-machine operator (tobacco) 529.685-038
BUNCHER (forestry) 920.687-046
buncher, hand (tobacco) 790.684-010
buncher, machine (tobacco) 529.685-038
BUNCH MAKER, HAND (tobacco) 790.684-010
BUNCH MAKER, MACHINE (tobacco) 529.685-038
BUNCH TRIMMER, MOLD (tobacco) 521.687-015
BUNDLE BREAKER (cord. & twine) 689.687-018
bundle clerk (laund.) 361.687-018
bundle cutter (cord. & twine) 689.687-018
BUNDEL D (any ind.) 920.587-018
bundler (furn.) 780.587-010
bundler (garment; glove & mit.) 781.687-010
bundler (garment) 920.587-190
bundler (leather prod.) 222.587-046
bundler (woodworking) 929.685-018
BUNDEL D, SEASONAL GREENERY (forestry) 920.687-046
bundle shaker (tobacco) 521.687-110
BUNDLES HANGER (tobacco) 529.686-010
bundle tier (garment; glove & mit.) 781.687-010
BUNDLE TIER AND LABELER (plan. mill; sawmill) 920.585-010
BUNDLE WEIGHTER (laund.) 361.687-018
BUNG DRIVER (cooperage) 764.687-042
BUNG DROPPER (slaught. & meat pack.) 525.687-010
BUNG GRADER (slaught. & meat pack.) 525.684-038
BUNG-GUT TIER (slaught. & meat pack.) 525.687-010
BUNG REMOVER (distilled liquors) 529.687-066
bung sewer (slaught. & meat pack.) 529.687-030
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

B \_ink assembler (... & bedspring) 709.667-010
burglar-alarm-repairer helper (bus. ser.) 822.684-014
burlapper (textile) 782.687-018
burlapper (textile) 929.687-042

BURLAP-SIZING-MACHINE OPERATOR (felt goods) 582.665-026
BURLAP SPREADER (tex. bag) 581.687-010
BURLER (carpet & rug; textile) 689.684-010
burner (build. mat.; n.e.c.) 869.685-010
burner, hand (welding) 816.464-010
burner operator (petrol. refin.) 573.685-014
BURNER TENDER (minerals & earths) 571.685-010
BURNING-PLANT OPERATOR (ammunition) 509.685-018

BURNISHER (boot & shoe) 690.685-058
burnisher (boot & shoe) 690.685-034
BURNISHER (clock & watch) 603.685-042
burnisher (furn. ; mirror & pic. frames) 742.684-010
burnisher (leather mfg.) 585.685-018
BURNISHER AND BUMPER (aircraft-aerospace mfg.) 907.684-018
BURNISHER, BALANCE WHEEL ARM (clock & watch) 715.684-038
burn-out-scarfing operator (welding) 816.364-010
BURN-OUT TENDER, LACE (tex. prod.; n.e.c.) 589.685-018
BURNT-LIME DRAWER (lime) 921.683-050

BURRER (clock & watch) 715.684-042
BURRER (mach. shop) 705.687-014
burner, hand (clock & watch) 715.684-042
BURRER, MACHINE (clock & watch) 603.685-046
BURRER-MARKER, AXLE (mach. shop) 705.687-014
Burr grinder (optical goods) 673.686-014
burring-machine operator (clock & watch) 603.685-046
burring-machine operator (hat & cap) 583.686-010
BURING-MACHINE OPERATOR (nut & bolt) 615.685-010
BURRITO MAKER (food prep.; n.e.c.) 520.684-046
BURSTING-MACHINE TENDER (clerical) 217.685-010

BUS ATTENDANT (motor trans.) 352.577-010
BUS CLEANER (auto. ser.) 919.687-014
BUS DRIVER (motor trans.) 913.463-010
BUS DRIVER, DAY-HAUL OR FARM CHARTER (agric.) 913.363-010
BUS DRIVER, GARAGE (motor trans.) 909.663-010
BUS DRIVER, SCHOOL (motor trans.) 913.463-010
BUSHELER (logging) .54.384-010
BUSER (abrasive & polish. prod.) 502.687-014
BUSHING-AND-BROACH OPERATOR (spring) 706.684-090
BUTADIENE-CONVERTER HELPER (chem.) 558.585-010
butcher (ret. tr.; whole. tr.) 316.684-018
butcher apprentice (ret. tr.; whole. tr.) 316.684-022
BUTCHER, CHICKEN AND FISH (hotel & rest.) 316.684-010
BUTCHER, FISH (can.; & preserv.) 525.684-014
BUTCHER SCULLION (water trans.) 318.687-014

BUTLER, SECOND (dom. ser.) 309.674-010
BUTTER LIQUEIFIER (oils & fats) 523.585-010
BUTTERMAKER HELPER (dairy prod.) 529.686-026
BUTTER MELTER (oils & fats) 523.585-010
BUTT MAKER (tobacco) 529.685-042
BUTTON-ANE-BUCKLE MAKER (any ind.) 734.687-046
BUTTON-ATTACHING-MACHINE OPERATOR (any ind.) 699.685-018
BUTTON-ATTACHING-MACHINE OPERATOR (garment; hat & cap) 699.685-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

B

button bradder (any ind.) 699.685-018
button bradder (garment; hat & cap) 699.685-010
button-breaker operator (textile) 583.685-010
BUTTON-BUTTONHOLE MARKER (garment) 781.687-042
button clamper (any ind.) 699.685-018
button clamper (garment; hat & cap) 699.685-010
button cutter (button) 734.384-010
BUTTON-CUTTING-MACHINE OPERATOR (button) 734.384-010
BUTTON-DECORATING-MACHINE OPERATOR (button) 690.685-062
BUTTONER (garment; knit goods) 782.687-014
BUTTON-FACING-MACHINE OPERATOR (button) 690.685-066
BUTTON GRADER (button) 734.687-038
BUTTONHOLE-MACHINE OPERATOR (garment) 786.685-014
BUTTONHOLE MAKER (boot & shoe) 788.684-038
BUTTONHOLE MAKER, HAND (garment) 782.684-058
BUTTONHOLE TACKER (garment) 782.684-058
BUTTON RECLAIMER (knit goods) 734.687-042
button riveter (any ind.) 699.685-018
button riveter (garment; hat & cap) 699.685-010
BUTTON SEWER, HAND (garment) 782.684-058
BUTTON-SEWING-MACHINE OPERATOR (garment) 786.685-010
BUTTON SPINDLER (button) 740.687-010
button tacker (garment; hat & cap) 699.685-010
button tufter (matt. & bedspring) 687.684-014
button tufter (matt. & bedspring) 780.687-050
button-tufting-machine operator (matt. & bedspring) 687.685-014
BUZZ PRESSED (slaught. & meat pack.) 520.685-182
butt sawyer (paper & pulp.; sawmill) 667.685-034
BUZZSAW OPERATOR (any ind.) 667.685-034
BUZZSAW-OPERATOR HELPER (any ind.) 667.687-010

C

CABANA ATTENDANT (anuse. & rec.) 349.677-010
CABBAGE SALTER (can. & preserv.) 529.687-022
cab driver (motor trans.) 913.463-018
CABINET-ABRASIVE SANDBLASTER (any ind.) 503.687-010
CABINET-AND-TRIM INSTALLER (mfd. bldgs.; trans. equip.) 869.684-026
CABINET-AND-TRIM INSTALLER (trans. equip.) 806.684-018
CABINET ASSEMBLER (furn.) 763.684-014
CABINET ASSEMBLER (mfd. bldgs.) 763.684-050
CABINET ASSEMBLER (mfd. bldgs.; trans. equip.) 762.684-014
cabinet finisher (furn.) 703.684-014
CABIN PRESSURIZER (aircraft-aerospace mfg.) 806.684-110
CABIN-SERVICE AGENT (air trans.) 919.687-014
cable armorer (insulated wire) 691.685-010
cable assembler (aircraft-aerospace mfg.) 806.684-042
cable assembler (elec. equip.; electronics) 728.684-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

CABLE INSTALLER-REPAIRER HELPER (light, heat & power) 821.667-010
CABLE MAINTAINER (light, heat & power) 952.464-010
CABLE MAKER (elec. equip; electronics) 728.684-010
cable mill helper (wirework) 616.687-010
cable placer (const.; light, heat & power) 829.684-018
CABLE PULLER (const.; light, heat & power) 829.684-018
cable rigger (const.; light, heat & power) 829.684-018
cable splicer (petrol. production) 728.684-014
cable splicer, aircraft (aircraft-aerospace mfg.) 709.684-106
CABLE SPICER HELPER (const.; light, heat & power; tel. & tel.) 829.667-010
CABLE SPOOLER (insulated wire) 691.685-026
CABLE STRETCHER AND TESTER (aircraft-aerospace mfg.) 806.685-010
CABLE SWAGER (aircraft-aerospace mfg.) 806.684-042
cable tower operator (const.) 850.683-042
cableway operator (any ind.) 921.663-030
cab starter (motor trans.) 913.367-010
caddie (amuse. & rec.) 341.677-010
cadmium liquor maker (paint & varn.) 553.685-026
cafeteria attendant (hotel & rest.) 311.677-010
cage and dome pad assembler (electronics) 725.384-010
cage clerk (per. ser.) 358.677-014
cage maker (conc. prod.) 709.684-030
cage operator (any ind.) 921.663-030
cager (mining & quarrying) 939.667-010
cager operator (can. & preserv.) 921.685-018
cage tender (const.) 869.687-026
cake batter mixer (bake. prod.) 520.685-010
cake cutter, machine (bake. prod.) 521.685-302
cake former (oils & fats) 520.685-038
cake icer (bake. prod.) 524.684-022
cake icer, machine (bake. prod.) 524.685-034
cake inspector (synthetic fibers) 681.687-018
cake pan greaser (bake. prod.) 526.683-034
cake press operator (plastics mate.) 556.665-010
cake puller (oils & fats) 521.686-014
cake stripper (oils & fats) 520.685-042
cake washer (synthetic fibers) 582.685-162
cake wrapper (synthetic fibers) 589.687-010
cake wringer (synthetic fibers) 581.685-038
calcination helper (ore dress. smelt & refin.) 513.587-010
calcine furnace loader (paint & varn.) 553.486-010
calcine furnace tender (paint & varn) 553.685-030
calciner feeder (chem) 553.686-038
calciner operator (chem) 553.685-050
calciner operator helper (mining & quarrying; ore dress, smelt & refin.) 513.667-01
calendar control clerk, blood bank (medical ser.) 245.367-018
calenderer (knit goods) 580.485-010
calender feeder (rubber goods) 554.686-010
calelnder helper (rubber goods; rubber tire & tube) 554.665-010
CALENDERING MACHINE OPERATOR (knit goods) 580.485-010
CALENDER INSPECTOR (rubber goods) 759.584-010
calelnder let off helper (rubber goods; rubber tire & tube) 554.686-014
calelnder machine operator (asbestos prod.) 583.585-010
calelnder operator (felt goods; tex. bag; textile) 583.685-026
calelnder operator, artificial leather (coated fabrics) 584.685-010
calelnder operator helper (coated fabrics) 589.687-026
calender tender (felt goods; tex. bag; textile) 583.685-026
CALENDER WIND UP HELPER (rubber goods; rubber tire & tube) 554.686-022
CALENDER WIND UP TENDER (rubber goods; rubber tire & tube) 554.665-010
Calf Skinner (slaught. & meat pack.) 525.684-046
Calfskin Trimmer (slaught. & meat pack.) 525.687-046
CALF STICKER (slaught. & meat pack.) 525.684-050
CALIBRATION CHECKER (inst. & app.) II 710.687-018
CALIBRATOR (cut. & tools) 701.684-010
calker (any ind.) 843.684-010
CALKER (const.) 869.664-014
caller (clerical) 209.667-014
caller (r.r. trans.) 215.563-010
call out clerk (clerical) 209.667-014
CALL OUT OPERATOR (bus. ser; ret. tr.) 237.367-014
CAMERA ASSEMBLER (photo. apparatus) 714.684-010
CAMERA STOREROOM CLERK (motion pic.) 222.387-058
CAMOUFLAGE ASSEMBLER (ordnance) 869.687-014
CAMOUFLAGE SPECIALIST (military ser.) 378.684-010
CAMPGROUND CARETAKER (gov. ser.) 406.687-010
campground hand (amuse. & rec.) 329.683-010
CAMP GUARD (any ind.) 372.667-034
camp laundry operator (any ind.) 361.684-014
CANADIAN BACON TIER (slaught. & meat pack.) 529.687-034
can bander operator (malt liquors) 920.685-042
canceling and metering machine operator (clerical) 208.685-026
CANCELING MACHINE OPERATOR (clerical) 208.685-026
CAN CONVEYOR FEEDER (food prep. n.e.c.) 529.685-046
CANDLE CUTTER (candle) 739.687-050
CANDLEMAKER (candle) 739.664-010
CANDLE MOLDER, HAND (candle) 739.687-054
CANDLE MOLDER, MACHINE (candle) 692.685-038
candle pourer (candle) 739.687-158
CANDLE WRAPPER (candle) 920.587-018
CANDLE WRAPPING MACHINE OPERATOR (candle) 920.685-030
can doper (textile) 680.686-010
can drier operator (textile) 581.685-022
CANDY BAR CORE INSPECTOR (confection) 529.686-034
CANDY CATCHER (confection) 529.686-034
candy cooker helper (confection) 520.685-050
CANDY CUTTER, HAND (confection) 790.687-010
candy cutter, machine (confection) 521.685-102
CANDY DECORATOR, (confection) 524.684-014
CANDY DIPPER, HAND (confection) 524.684-010
candy feeder (confection) 524.686-010
CANDY MAKER, BAR (confection) 520.687-022
CANDY MAKER HELPER (confection) 520.685-050
candy maker helper (confection) 520.687-022
candy mixer (confection) 520.684-014
CANDY MOLDER, HAND(confection) 522.687-018
CANDY PACKER (confection) 920.587-018
CANDY PULLER (confection) 520.685-046
candy roller (confection) 520.684-014
candy roller (confection) 520.686-010
candy rolling machine operator (confection) 520.685-198
candy separator, enrobing (confection) 524.686-010
CANDY SEPARATOR, HARD (confection) 529.686-034
CANDY SPREADER (confection) 520.687-022

### Alphabetical Index of Occupational Titles

**Caddy Spreader Helper (confection)** 529.686-034
**Candy Starch Mold Printer (confection)** 526.687-014
**Candy Waffle Assembler (confection)** 529.686-034
**Candy Wrapping Machine Operator (confection)** 920.685-078

**Caner (furn.) II 763.684-022**
**Can Feeder (tobacco)** 920.686-030

**Can Filler (ice)** 523.685-102

**Can Filler (tobacco)** 922.687-030

**Can Filling Machine Operator (tobacco)** 920.685-098

**Can Filling Room Sweeper (malt liquors)** 381.687-018

**Can Inspector (can & Preserv.; malt liquors)** 920.687-050

**Can Intake Worker (dairy prod.)** 222.585-010

**Can Line Examiner (tinware)** 709.367-010

**Cannery Worker (can * preserv.)** 529.686-014

**Cannon Pinion Adjuster (clock & watch)** 715.684-046

**Canoe Inspector, Final (ship & boat bldg. & rep.)** 769.687-018

**Canopy Inspector (tex. prod. n.e.c.)** 789.687-114

**Canopy Stringer (tex. prod. n.e.c.)** 789.684-018

**Can Patcher (can & preserv)** 920.687-054

**Can Pusher (textile)** 680.686-010

**Can Reconditioner (can & preserv.)** 920.687-058

**Can Reforming Machine Operator (tinware)** 709.686-010

**Can Repairer (tinware)** 709.587-014

**Can Operator (textile)** 581.685-022

**Can Stacker (tinware)** 709.686-010

**Can Technician (tinware)** 709.367-010

**Can Tee In (any ind.)** 311.674-010

**Can Tender (textile)** 581.685-022

**Can Tester (tinware)** 703.685-014

**Cantilever Crane Operator (water trans.)** 921.683-018

**Canvas Cutter Hand (canvas goods)** 781.584-014

**Canvas Cutter, Machine (canvas goods)** 781.684-014

**Canvas Marker (canvas goods)** 781.384-014

**Canvas Repairer (any ind.)** 782.684-010

**Canvas Shrinker (textile)** 587.687-010

**Can Washer, Machine (any ind.)** 529.685-074

**Capacitor Assembler (elec. equip.)** 729.684-014

**Capacitor Assembler, Variable (electronics)** 726.687-010

**Capacitor Inspector (electronics)** 726.684-022

**Capacitor Pack Press Operator (elec. equip)** 726.684-010

**Capacitor Repairer (elec. equip)** 729.684-014

**Capacitor Tester (electronics)** 726.684-026

**Cap and Stud Machine Operator (rubber goods)** 699.685-018

**Cap Blocker (hat & cap)** 580.684-014

**Cap Coverer (mort. goods)** 780.684-026

**Cap Inspector (can & preserv.)** 920.687-194

**Cap Jewel Plate Assembler (clock & watch)** 715.684-050

**Cap Lining Machine Operator (any ind.)** 692.685-062

**Cap Machine Operator (hat & cap)** 784.684-018

**Cap Maker (hat & cap)** 784.684-018

**Caponizer (agric.)** 411.684-010

**Cap Operator (hat & cap)** 784.684-018

**Capper (agric.)** 920.687-134

**Capper (cut & tools)** 779.684-034

**Capper Picker (agric. whole. tr.)** 529.687-186

**Capping Machine Operator (any kind)** 920.685-078
CAPPING MACHINE OPERATOR (elec. equip.) 692.685-042
CARAMEL CANDY MAKER HELPER (confection) 520.685-050
CARAMEL CUTTER, HAND (confection) 790.687-010
CARAMEL CUTTER HELPER (confection) 529.686-034
CARAMEL CUTTER, MACHINE (confection) 521.685-102
CARBIDE POWDER PROCESSOR (mach. shop) 510.465-010
CAR BODY INSPECTOR HELPER (loco. & car bldg. & rep.) 807.687-014
CARBONATING STONE CLEANER (malt liquors) 529.687-190
CARBONATION EQUIPMENT TENDER (malt liquors) 522.685-026
CARBONATION TESTER (malt liquors) 522.587-010
CARBON BRUSH MAKER (elec. equip.) 721.684-014
CARBON CUTTER (elec. equip) 677.685-018
CARBON DIOXIDE OPERATOR (comp. & liquefied gases) 559.665-030
CARBON FURNACE OPERATOR HELPER (ore dress. smelt & refin.) 543.664-010
CARBONIZER (heat treat.) 504.685-026
CARBONIZER (textile) 581.585-010
CARBON LAMP CLEANER (light, heat & power) 952.667-010
CARBON PAPER INTERLEAFER (pen & pencil) 640.685-018
CARBON PASTE MIXER OPERATOR PANELBOARD (elec. equip. ore dress. smelt & refin.)
CARBON PRINTER (print. & pub.) 979.684-010
CARBON ROD INSERTER (elec. equip.) 692.686-026
CARBON SETTER (ore. dress. smelt & ref.) 519.667-010
CARBOY FILLER (chem) 559.687-050
CARBURETOR INSPECTOR (auto mfg.) 609.684-010
CARCASS ASSEMBLER (sports equip.) 732.684-026
CARCASS SPLITTER (slaught. & meat pack.) 525.684-018
CARCASS TRIMMER (rubber reclaim.) 690.685-386
car changer (const.) 921.663-014
CAR CHECKER (r.r. trans.) 222.387-014
car checker (r.r. trans.) 910.387-014
car cleaner (loco. & car bldg. & rep.) 845.684-010
car cleaner (r.r. trans.) 919.687-014
car cleaner (mining & quarrying) 939.687-014
car CLEANER (r.r. trans.) 919.687-014
car COOPER (any Ind.) 910.687-014
car APRON CLEANER (asbestos prod.) 680.687-010
card assembler (any ind.) 920.685-034
cardboard CUTTER (any ind.) 690.685-122
cardboard INSERTER (hosiery) 920.687-062
card CHANGER, JACQUARD LOOM (textile) 683.685-014
card CLEANER (textile) 699.687-014
card cutter HELPER (textile) 689.587-010

CARD DECORATOR (print. & pub.) 649.686-014
CARD DOFFER (textile) 680.686-0-0
CARDER (any ind.) 920.685-034
carder (textile) 680.685-050
carder, blankets (clean. dye & press; laund.) 363.687-022
card gill tender (textile) 680.685-058
card grader (amuse. & Rec.) 343.687-010
card hand (asbestos prod; textile) 680.685-018
card hanger (textile) 683.685-014
CARD INDEX CLERK (clerical) 216.587-014
carding doubler (textile) 680.685-086
carding doubler (textile) 680.685-094
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

CARDING MACHINE FEEDER (textile) 680.686-018
carding machine operator (any ind.) 920.685-034
CARDING MACHINE OPERATOR (trim. & embroid.) 681.685-030
CAR DISTRIBUTOR (r.r. trans.) 910.367-014
CARD LACER, JACQUARD (narrow fabrics; textile) 683.685-018
card operator (asbestos prod.; textile) 680.685-018
CARD PLAYER (amuse. & rec.) 343.367-010
CARD READER (amuse. & rec.) 159.647-018
car driver (auto mfg.) 919.683-014
CARDROOM ATTENDANT (amuse. & rec.) I 343.467-010
CARDROOM ATTENDANT (amuse. & rec.) II 343.577-010
CAR DROPPER (mining & quarrying) 932.683-010
card sorting machine operator (clerical) 208.685-030
CARD STRIPPER (textile) 680.685-014
CARD TENDER (asbestos prod. textile) 680.685-018
CAR DUMPER (any ind.) 921.667-010
car dumper operator (any ind.) 921.685-038
CAR DUMPER OPERATOR HELPER (malt liquors) 921.687-010
CAREER GUIDANCE TECHNICIAN (education) 249.367-014
career information specialist (education) 249.367-014
career resource technician (education) 249.367-014
CARETAKER (dom. ser.) 301.687-010
caretaker, grounds (any ind.) 406.684-014
caretaker, resort (hotel & rest.) 329.467-010
car filler (any ind.) 914.667-010
CARGO AGENT (air trans.) 248.367-018
CARGO CHECKER (water trans.) 222.367-010
cargo gear mechanic (water trans.) 222.387-062
CARGO INSPECTOR (petrol refin. pipe lines) 549.387-010
CAR HOP (hotel & rest.) 311.477-010
car ice-bunker filler (ice, slaught. & meat pack.) 910.687-018
CAR ICE (ice, slaught. & meat pack.) 910.687-018
CAR INSPECTOR (loco. & car bldg. & rep.) 910.667-010
CAR JOCKEY (auto ser.) 919.683-014
CAR LOADER (any ind.) 929.687-030
car loader (sawmill) 922.687-022
CARNALLITE PLANT OPERATOR (ore dress., smelt & refin.) 519.484-010
carney (amuse. & rec.) 342.657-010
carpenter, box (bood box.) 760.684-014
carpenter helper (ship & boat bldg. & rep.) 860.664-018
CARPENTER HELPER, HARDWOOD FLOORING (const.) 869.687-026
CARPENTER HELPER MAINTENANCE (const.) 869.664-014
Carpenter (mfd. bldgs.) I 860.664-010
carpenter, packing (any ind.) 920.484-010
carpet cleaner (clean. dye & press.) 369.384-014
CARPET CUTTER (carpet & rug) I 781.684-010
CARPET CUTTER (carpet & rug) II 585.687-014
CARPET INSPECTOR, FINISHED (carpet & rug) 689.564-010
CARPET LAYER HELPER (ret. tr.) 864.687-010
CARPET WINDER (carpet & rug) 689.685-006
CAR PINCHER (coke prod.) 922.687-034
car pincher (mining & Quarrying) 932.683-010
car rental clerk (auto ser.) 295.477-010
CAR REPAIRER HELPER (loco. & car bldg. & rep.) 622.684-014
car rider (any ind.) 932.664-010
CAR RIDER (r.r. trans.) 910.664-010
carrier (ret. tr.) 292.457-010
carrier blower (tobacco) 529.687-194
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Page Dimensions</th>
</tr>
</thead>
<tbody>
<tr>
<td>carrier loader (textile)</td>
<td>589.537-010</td>
</tr>
<tr>
<td>carrier operator (sugar)</td>
<td>521.685-090</td>
</tr>
<tr>
<td>CARRIER PACKER (per. protect. &amp; med. dev.)</td>
<td>920.687-066</td>
</tr>
<tr>
<td>carrier washer (tobacco)</td>
<td>529.687-194</td>
</tr>
<tr>
<td>CARROTTER (hat &amp; cap)</td>
<td>784.687-014</td>
</tr>
<tr>
<td>CARROT GRADER-INSPECTOR (agric.)</td>
<td>409.687-010</td>
</tr>
<tr>
<td>CARROT-MACHINE OFFEEARER (hat &amp; cap)</td>
<td>586.686-010</td>
</tr>
<tr>
<td>CARROT-MACHINE OPERATOR (hat &amp; cap)</td>
<td>586.685-010</td>
</tr>
<tr>
<td>CARROT WASHER (agric.; can. &amp; preserv.; whole. tr.)</td>
<td>529.685-258</td>
</tr>
<tr>
<td>car runner (mining &amp; quarrying)</td>
<td>932.683-010</td>
</tr>
<tr>
<td>CAR SALTER (mining &amp; quarrying)</td>
<td>939.687-014</td>
</tr>
<tr>
<td>car runner (mining &amp; quarrying)</td>
<td>921.685-038</td>
</tr>
<tr>
<td>CAR SALTER (mining &amp; quarrying)</td>
<td>939.687-014</td>
</tr>
<tr>
<td>CAR SCRUBBER (loco. &amp; car bldg. &amp; rep.)</td>
<td>845.684-010</td>
</tr>
<tr>
<td>CAR-SHAKEOUT OPERATOR (cement; mining &amp; quarrying)</td>
<td>921.685-038</td>
</tr>
<tr>
<td>car shift (cane prod.)</td>
<td>922.687-034</td>
</tr>
<tr>
<td>car supplier (r.r. trans.)</td>
<td>910.367-014</td>
</tr>
<tr>
<td>CART DRIVER (any ind.)</td>
<td>919.664-010</td>
</tr>
<tr>
<td>CAR TESTER (loco. &amp; car bldg. &amp; rep.)</td>
<td>622.684-014</td>
</tr>
<tr>
<td>caron catcher (any ind.)</td>
<td>921.686-014</td>
</tr>
<tr>
<td>CARTON-COUNTER FEEDER (tobacco)</td>
<td>921.686-010</td>
</tr>
<tr>
<td>caron filler (tobacco)</td>
<td>920.687-130</td>
</tr>
<tr>
<td>CARTON-FORMING-MACHINE HELPER (any ind.)</td>
<td>641.686-014</td>
</tr>
<tr>
<td>CARTON-FORMING-MACHINE OPERATOR (any ind.)</td>
<td>641.685-022</td>
</tr>
<tr>
<td>CARTON-FORMING-MACHINE TENDER (paper goods)</td>
<td>641.685-026</td>
</tr>
<tr>
<td>CARTON-GLUING-MACHINE OPERATOR (any ind.)</td>
<td>920.685-078</td>
</tr>
<tr>
<td>CARTON INSPECTOR (tobacco)</td>
<td>920.687-070</td>
</tr>
<tr>
<td>CARTON MARKER, MACHINE (boot &amp; shoe; garment)</td>
<td>652.685-018</td>
</tr>
<tr>
<td>CARTON-PACKAGING-MACHINE OPERATOR (tobacco)</td>
<td>920.665-010</td>
</tr>
<tr>
<td>CARTON REPAIRER (distilled liquors)</td>
<td>529.687-066</td>
</tr>
<tr>
<td>caron searcher (tobacco)</td>
<td>920.687-070</td>
</tr>
<tr>
<td>caron stamper (boot &amp; shoe; garment)</td>
<td>652.685-018</td>
</tr>
<tr>
<td>CARTON STAPLER (any ind.)</td>
<td>920.587-018</td>
</tr>
<tr>
<td>CARTON STENCILER (any ind.)</td>
<td>920.687-178</td>
</tr>
<tr>
<td>CAR-TOP BOLTER (loco. &amp; car bldg. &amp; rep.)</td>
<td>622.684-014</td>
</tr>
<tr>
<td>CARTRIDGE ASSEMBLER (pen &amp; pencil)</td>
<td>733.685-010</td>
</tr>
<tr>
<td>cartrage assembler (phonograph)</td>
<td>720.684-014</td>
</tr>
<tr>
<td>cartrage belt puncher (leather prod.)</td>
<td>690.685-266</td>
</tr>
<tr>
<td>CARTRIDGE FEEDER (pen &amp; pencil)</td>
<td>692.686-010</td>
</tr>
<tr>
<td>cartrage gager (ammunition)</td>
<td>737.684-014</td>
</tr>
<tr>
<td>CARTRIDGE LOADER (elec. equip.)</td>
<td>779.687-014</td>
</tr>
<tr>
<td>cartrage-loading operator (ammunition)</td>
<td>694.685-026</td>
</tr>
<tr>
<td>CAR TRIMMER (loco. &amp; car bldg. &amp; rep.)</td>
<td>866.684-046</td>
</tr>
<tr>
<td>car-unloader helper (malt liquors)</td>
<td>921.687-010</td>
</tr>
<tr>
<td>carver (boot &amp; shoe)</td>
<td>788.684-082</td>
</tr>
<tr>
<td>carver (carpet &amp; rug)</td>
<td>781.684-046</td>
</tr>
<tr>
<td>CAR-WASH ATTENDANT, AUTOMATIC (auto. ser.)</td>
<td>915.667-010</td>
</tr>
<tr>
<td>car whacker (any ind.)</td>
<td>910.687-014</td>
</tr>
<tr>
<td>CASCARA BARK CUTTER (forestry)</td>
<td>453.687-010</td>
</tr>
<tr>
<td>CASE AIDE (social ser.)</td>
<td>195.367-010</td>
</tr>
<tr>
<td>case assembler (agric. equip.)</td>
<td>801.684-022</td>
</tr>
<tr>
<td>case assembler (jewelry cases; leather prod.)</td>
<td>739.684-034</td>
</tr>
<tr>
<td>CASE COVER (jewelry cases; leather prod.)</td>
<td>739.684-034</td>
</tr>
<tr>
<td>CASE FIXTURE (jewelry cases; leather prod.)</td>
<td>739.684-034</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CASE FITTER (furn.) 763.684-026
case hardener (heat treat.) 504.685-026
CASE INSPECTOR (clock & watch) 715.384-022
CASE LINER (jewelry cases; leather prod.) 739.684-034
CASE-LOADER OPERATOR (malt liquors) 920.685-042
case maker (any ind.) 920.484-010
case maker (wood. box) 760.684-014
CASE-MAKING-MACHINE OPERATOR (print. & pub.) 653.685-018
case packer (tobacco) 920.687-130
CASE PACKER AND SEALER (tobacco) 920.685-038
CASE PREPARER-AND-LINER (ordnance) 509.384-010
caser (boot & shoe) 788.687-026
CASER (clock & watch) 715.684-054
caser (malt liquors) 920.685-026
CASER (petrol. production) 930.664-010
CASER (print. & pub.) 795.684-010
CASE REPAIRER (jewelry cases; leather prod.) 739.684-034
caser helper (tobacco) 522.687-030
caser-in (print. & pub.) 653.686-010
caser-in (print. & pub.) 795.684-010
caser-in (print. & pub.) 977.684-018
caser operator (print. & pub.) 653.685-018
CASER, ROLLED GLASS (glass mfg.) 920.587-018
CASER, SHOE PARTS (boot & shoe) 788.687-026
case sealer (tobacco) 920.687-130
cashier, automobile services (auto ser.) 915.477-010
CASHIER, BOX OFFICE (amuse. & rec.) 211.467-030
CASHIER, COURTESY BOOTH (ret. tr.) 211.467-010

cashier, ticket selling (clerical) 211.467-030
CASING CLEANER (al ught. & meat pack.) 525.686-010
CASING-FLUID TENDER (tobacco) 520.685-054
CASING GRADER (slaught. & meat pack.) 529.687-026
CASING-IN-LINE FEEDER (print. & pub.) 653.686-010
casing inspector (slaught. & meat pack.) 529.687-026
CASING-MACHINE OPERATOR (slaught. & meat pack.) 525.686-010
CASING-MACHINE OPERATOR (tobacco) 522.685-030
CASING-MATERIAL WEIGHER (tobacco) 520.687-026
casing mixer (tobacco) 520.687-026
CASING PACKER (slaught. & meat pack.) 525.686-010
CASING PULLER (slaught. & meat pack.) 525.684-038
casing runner (slaught. & meat pack.) 525.685-014
CASING RUNNING-MACHINE TENDER (slaught. & meat pack.) 525.685-014
CASING SALTER (slaught. & meat pack.) 525.687-026
CASING SEWER (slaught. & meat pack.) 529.687-030
CASING SOAKER (slaught. & meat pack.) 525.686-010
casing sorter (slaught. & meat pack.) 529.687-026
CASING SPLITTER (slaught. & meat pack.) 525.687-014
casing tester (slaught. & meat pack.) 529.687-026
CASING TIER (slaught. & meat pack.) 529.687-034
casing wetter (tobacco) 522.687-026
Casing-wringer operator (tobacco) 522.685-106
CASKET ASSEMBLER, METAL (mort. goods) 809.684-014
CASKET COVERER (mort. goods) 780.684-026
CASKET INSPECTOR (mort. goods) 739.387-010
CASKET LINER (mort. goods) 780.684-030
casket trimmer (mort. goods) 780.684-026
casket upholsterer (mort. goods) 780.684-030
cask maker (cooperage) 764.684-026
CASSEROLE PREPARER (hotel & rest.) 319.484-010
CASTER (fabric. plastics prod.) 754.684-022
caster (iron & steel) 502.664-014
CASTER (ore dress., smelt., & refin.) 514.684-010
CASTER (pottery & porc.) 575.684-014
CASTER (stat. & art goods) 779.684-046
CASTER HELPER (jewelry) 700.687-022
CASTING CARRIER (found.) 519.687-022
casting finisher (found.) 705.684-074
casting header (nonfer. metal alloys; ore dress., smelt., & refin.) 514.584-010
CASTING-HOUSE WORKER (nonfer. metal alloys) 514.687-014
CASTING INSPECTOR (elec. equip.) 502.687-018
CASTING INSPECTOR (found.) 514.687-010
casting-machine adjuster (elec. equip.) 502.684-019
CASTING-MACHINE OPERATOR (confection.) 520.685-062
CASTING-MACHINE OPERATOR (dairy prod.) 520.685.058
CASTING-MACHINE-OPERATOR HELPER (elec. equip.) 502.686-010
CASTING-MACHINE-SERVICE OPERATOR (plastics mat.) 556.585-010
CASTING-OPERATOR HELPER (nonfer. metal alloys) 514.687-013
CASTING-PLUG ASSEMBLER (sports equip.) 732.687-022
CASTING-ROOM OPERATOR (plastics mat.) 556.585-010
CASTING SORTER (found.) 519.687-022
casting tester (found.) 514.687-010
CASTING TRUCKER (found.) 921.683-050
CASTING-WHEEL-OPERATOR HELPER (ore dress., smelt., & refin.) 514.667-010
cast-shell grinder (found.) 705.684-074
CASUAL-SHOE INSPECTOR (boot & shoe) 788.384-010
cataloger (library) 100.387-010
CATALOG LIBRARIAN (library) 100.387-010
catalyst impregnator (chem.) 559.685-106
CATALYST-RECOVERY OPERATOR (chem.) 551.686-022
CATALYTIC-CONVERTER-OPERATOR HELPER (chem.) 558.585-010
CAT CHASER (logging) 921.667-014
CATCH-BASIN CLEANER (sanitary ser.) 955.687-010
CATCHER (iron & steel) 613.686-010
CATCHER (spring) 706.684-090
CATCHER, FILTER TIP (tobacco) 529.666-010
catcher, plug (tobacco) 529.666-010
catching inspector (tobacco) 529.567-010
CATERER HELPER (per. ser.) 319.677-010
catering-truck operator (hotel & rest.) 292.463-010
CATHEDRAL WORKER (petrol. production) 930.684-026
CATHETER BUILDER (rubber goods) 752.684-026
CATHETER FINISHER-AND-INSPECTOR (rubber goods) 759.584-010
cathode builder (chem.) 826.684-022
<table>
<thead>
<tr>
<th>ALPHABETICAL INDEX OF OCCUPATIONAL TITLES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>C</strong></td>
</tr>
<tr>
<td>CATHODE-COATER OPERATOR (electronics) 725.384-010</td>
</tr>
<tr>
<td>CATHODE-COATING INSPECTOR (electronics) 726.684-022</td>
</tr>
<tr>
<td>CATHODE MAKER (chem.) 554.585-010</td>
</tr>
<tr>
<td>CATHODE-TAB WELDER (electronics) 725.384-010</td>
</tr>
<tr>
<td>CATHODE WASHER (chem.) 559.687-022</td>
</tr>
<tr>
<td>CAT HOOKER (Logging) 921.687-014</td>
</tr>
<tr>
<td>CAT KEEPER (amuse. &amp; rec.) 412.674-010</td>
</tr>
<tr>
<td>CATTLE DROPPER AND PRITCHER (slaught. &amp; meat pack.) 525.684-046</td>
</tr>
<tr>
<td>CATTLE HEADER (slaught. &amp; meat pack.) 525.684-046</td>
</tr>
<tr>
<td>CATTLE STICKER (slaught. &amp; meat pack.) 525.684-050</td>
</tr>
<tr>
<td>CAUL-FAT FULLER (slaught. &amp; meat Pack.) 525.687-010</td>
</tr>
<tr>
<td>CAUSTIC LOADER (chem.) 914.667-010</td>
</tr>
<tr>
<td>CAUSTIC MIXER (textile) 550.585-018</td>
</tr>
<tr>
<td>CAUSTIC OPERATOR (paper &amp; pulp) 558.485-010</td>
</tr>
<tr>
<td>CAUSTIC OPERATOR (plastics mat.) 554.684-010</td>
</tr>
<tr>
<td>caustic-room attendant (synthetic fibers) 551.685-138</td>
</tr>
<tr>
<td>CAUSTIC-STRENGTH INSPECTOR (textile) 582.587-010</td>
</tr>
<tr>
<td>CS-MIXER (rubber reclaim.) 550.685-022</td>
</tr>
<tr>
<td>CD-MIXER HELPER (rubber reclaim) 553.686-014</td>
</tr>
<tr>
<td>CD-REACTOR OPERATOR (chem.) 558.385-010</td>
</tr>
<tr>
<td>CD-STORAGE-AND-MATERIALS MAKE-UP HELPER (chem.) 559.685-034</td>
</tr>
<tr>
<td>CEILING CLEANER (any ind.) 381.687-018</td>
</tr>
<tr>
<td>ceiling installer (mfd. bldgs.) 869.684-038</td>
</tr>
<tr>
<td>cellar hand (leather mfg.) 589.686-026</td>
</tr>
<tr>
<td>CELLAR LABORER (dairy prod.) 529.686-050</td>
</tr>
<tr>
<td>CELLAR PUMPER (malt liquors) 914.665-014</td>
</tr>
<tr>
<td>cellarer worker (malt liquors) 914.665-014</td>
</tr>
<tr>
<td>cell-attendant helper (chem.) 558.685-022</td>
</tr>
<tr>
<td>CELL CHANGER (chem.) 826.684-014</td>
</tr>
<tr>
<td>CELL CLEANER (chem.) 559.687-022</td>
</tr>
<tr>
<td>CELL COVERER (elec. equip.) 727.687-042</td>
</tr>
<tr>
<td>CELL INSPECTOR (plastics mat.) 556.684-010</td>
</tr>
<tr>
<td>CELL INSTALLER (chem.) 826.684-018</td>
</tr>
<tr>
<td>CELLOPHANE-BAG-MACHINE OPERATOR (paper goods) 649.685-014</td>
</tr>
<tr>
<td>CELLOPHANE-BATH MIXER (plastics mat.) 550.585-014</td>
</tr>
<tr>
<td>CELLOPHANE WRAPPER, MACHINE (any ind.) 920.685-078</td>
</tr>
<tr>
<td>cellophane-wrapping examiner (tobacco) 920.667-010</td>
</tr>
<tr>
<td>CELL PLASTERER (ore dress., smelt., &amp; refin.) 519.687-010</td>
</tr>
<tr>
<td>cell pourer (plastics mat.) 556.684-018</td>
</tr>
<tr>
<td>CELL PREPARER (plastics mat.) 556.687-014</td>
</tr>
<tr>
<td>CELL REPAIRER (chem.) 826.384-010</td>
</tr>
<tr>
<td>CELL REPAIRER (elec. equip.) 727.684-018</td>
</tr>
<tr>
<td>CELL STRIPPER (plastics mat.) 556.686-014</td>
</tr>
<tr>
<td>cell stripper, final (plastics mat.) 556.587-010</td>
</tr>
<tr>
<td>CELL-TENDER HELPER (chem.) 558.685-022</td>
</tr>
<tr>
<td>CELL TESTER (chem.) 558.584-010</td>
</tr>
<tr>
<td>CELL TUBER, HAND (elec. equip.) 727.687-046</td>
</tr>
<tr>
<td>CELL TUBER, MACHINE (elec. equip.) 692.685-046</td>
</tr>
<tr>
<td>CELLULOID TRIMMER (sports equip.) 732.684-046</td>
</tr>
<tr>
<td>CEMENT-BOAT-AND-BARGE LOADER (cement) 921.665-010</td>
</tr>
<tr>
<td>CEMENT-CAR DUMPER (const.) 579.665-014</td>
</tr>
<tr>
<td>CEMENT-CONVEYOR OPERATOR (const.) 579.665-014</td>
</tr>
<tr>
<td>cementer (any ind.) 795.687-014</td>
</tr>
</tbody>
</table>
C

cementer (any Ind.) 780.684-062
cementer (auto ser.) 750.684-038
cementer (leather mfg.) 585.687-022
CEMENTER (optical goods) 711.684-014
CEMENTER (pen & pencil) 733.687-030
CEMENTER (ship & boat bldg. & rep.) 844.364-010
CEMENTER AND FOLDER, MACHINE (boot & shoe) 690.685-070
CEMENTER FOR FOLDING, MACHINE (boot and shoe) 690.686-018
CEMENTER, HAND (boot & shoe) 788.687-030
CEMENTER HELPER (petrol. production) 839.684-018
CEMENTER, MACHINE (boot & shoe) 692.685-050
cementer, machine (leather prod.) 690.686-022
CEMENTER, MACHINE APPLICATOR (boot & shoe) 690.686-018
CEMENTER, MACHINE JOINER (boot & shoe) 690.685-074
cement finisher (const.) 844.364-010
cement-finisher apprentice (const.) 844.364-014
CEMENT FITTINGS MAKER (conc. prod.) 779.684-010
CEMENT-GUN OPERATOR (conc. prod.; const.) 849.665-010
CEMENT HANDLER (const.) 579.685-014
CEMENT LOADER (cement) 921.565-010
CEMENT MASON (const.) 844.364-010
CEMENT-MASON APPRENTICE (const.) 844.364-014
CEMENT-MASON HELPER (const.) 869.687-026
CEMENT MASON, HIGHWAYS AND STREETS (const.) 869.684-014
CEMENT MASON, MAINTENANCE (any ind.) 844.364-010
cement mixer (cement) 570.685-010
CEMENT MIXER (rubber goods; rubber tire & tube) 550.685-026
cement patcher (conc. prod.) 844.684-010
cement paver (const.) 844.364-010
CEMENT-RAILROAD-CAR LOADER (cement) 921.565-010
cement rubber (conc. prod.) 844.684-010
CEMENT-SACK BREAKER (const.) 579.685-014
CEMENT SPRAYER HELPER, NOZZLE (conc. prod.; const.) 844.687-010
CEMENT SPRAYER, NOZZLE (conc. prod.; const.) 869.664-014
cement-storage worker (cement) 579.685-050
CEMENT TILE MAKER (conc. prod.) 579.685-042
CEMENT-TRUCK LOADER (cement) 921.565-010
CEMETERY WORKER (real estate) 406.684-010
CENSUS ENUMERATOR (gov. ser.) 205.367-054
CENTERLESS-GRINDER OPERATOR, PRODUCTION (mach. shop) 603.685-062
CENTER-LINE-CUTTER OPERATOR (const.) 853.683-014
center maker, hand (confection.) 520.684-014
CENTER-PUNCH OPERATOR (phonograph) 690.685-078
CENTRAL-AIR-CONDITIONING INSTALLER (any ind.) 827.464-010
central-supply aide (medical ser.) 381.687-010
CENTRAL-SUPPLY WORKER (medical ser.) 381.687-010
CENTRIFUGAL-CASTING-MACHINE TENDER (button) 555.385-010
CENTRIFUGAL-DRIER OPERATOR (chem.) 551.685-026
centrifugal-extractor operator (any ind.) 581.685-038
CENTRIFUGAL-SCREEN TENDER (paper & pulp) 533.685-022
CENTRIFUGALSEPARATOR (choc. & cocoa) 521.685-070
CENTRIFUGAL SPINNER (conc. prod.) 575.664-010
CENTRIFUGAL-STATION OPERATOR, AUTOMATIC (sugar) 521.585-010
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Classification Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>CENTRIFUGAL-WAX MOLDER (found, jewelry)</td>
<td>549.685-038</td>
</tr>
<tr>
<td>centrifuge operator (chem.)</td>
<td>551.685-026</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR (corn. prod.)</td>
<td>521.685-046</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR (dairy prod)</td>
<td>521.685-042</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR (distilled liquors; malt liquors)</td>
<td>521.685-118</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR (oils &amp; fats)</td>
<td>521.685-050</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR (paint &amp; varn.)</td>
<td>551.685-034</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR (soap)</td>
<td>551.685-030</td>
</tr>
<tr>
<td>CENTRIFUGE OPERATOR, PLASMA PROCESSING (drug, prep. &amp; rel. prod.; medical ser.)</td>
<td>599.685-018</td>
</tr>
<tr>
<td>CENTRIFUGE-SEPARATOR OPERATOR (glue)</td>
<td>551.685-038</td>
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<tr>
<td>CENTRIFUGE-SEPARATOR TENDER (nonfer. metal alloys)</td>
<td>541.585-010</td>
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<tr>
<td>CEPHALOMETRIC ANALYST (medical ser.)</td>
<td>078.384-010</td>
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<tr>
<td>cephalometric technician (medical ser.)</td>
<td>078.384-010</td>
</tr>
<tr>
<td>cephalometric tracer (medical ser.)</td>
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</tr>
<tr>
<td>CERAMIC CAPACITOR PROCESSOR (electronics)</td>
<td>590.684-010</td>
</tr>
<tr>
<td>CERAMIC COATER, MACHINE (any ind.)</td>
<td>509.685-022</td>
</tr>
<tr>
<td>ceramic plater (any ind.)</td>
<td>509.685-022</td>
</tr>
<tr>
<td>CERAMIC SPRAYER (brick &amp; tile; pottery &amp; porc.)</td>
<td>741.684-026</td>
</tr>
<tr>
<td>CHAIN-HOIST OPERATOR (mining &amp; quarrying)</td>
<td>921.683-026</td>
</tr>
<tr>
<td>chain-machine operator (needle, pin, &amp; rel. prod.)</td>
<td>692.685-270</td>
</tr>
<tr>
<td>CHAIN MAKER, MACHINE (jewelry)</td>
<td>700.684-022</td>
</tr>
<tr>
<td>CHAIN MENDER (jewelry)</td>
<td>735.687-014</td>
</tr>
<tr>
<td>CHAIN OFFBEARER (plan mill; sawmill)</td>
<td>669.686-018</td>
</tr>
<tr>
<td>CHAIN REPAIRER (carpet &amp; rug)</td>
<td>683.684-010</td>
</tr>
<tr>
<td>CHAINSAW OPERATOR (logging; veneer &amp; plywood; wood distil. &amp; char.)</td>
<td>454.687-010</td>
</tr>
<tr>
<td>CHAIN-TESTING-MACHINE OPERATOR (forging)</td>
<td>616.685-010</td>
</tr>
<tr>
<td>CHAIR INSPECTOR (furn.)</td>
<td>763.687-028</td>
</tr>
<tr>
<td>CHAIR INSPECTOR AND LEVELER (furn.)</td>
<td>763.687-014</td>
</tr>
<tr>
<td>CHAIR-SPRING ASSEMBLER (furn.)</td>
<td>780.684-098</td>
</tr>
<tr>
<td>chair trimmer (furn.)</td>
<td>780.684-034</td>
</tr>
<tr>
<td>CHAIR UPHOLSTERER (furn.)</td>
<td>780.684-034</td>
</tr>
<tr>
<td>CHALK CUTTER (pen &amp; pencil)</td>
<td>733.687-022</td>
</tr>
<tr>
<td>chalker, soles (boot &amp; shoe)</td>
<td>788.687-010</td>
</tr>
<tr>
<td>CHALK-EXTRUDING-MACHINE OPERATOR (pen &amp; pencil)</td>
<td>575.685-018</td>
</tr>
<tr>
<td>HCALK-MOLDING-MACHINE OPERATOR (pen &amp; pencil)</td>
<td>575.685-022</td>
</tr>
<tr>
<td>CHAMFERING-MACHINE OPERATOR (clock &amp; watch)</td>
<td>606.685-020</td>
</tr>
<tr>
<td>CHAMFERING-MACHINE OPERATOR (ammunition) I</td>
<td>606.685-014</td>
</tr>
<tr>
<td>CHAMFERING-MACHINE OPERATOR (ammunition) II</td>
<td>606.685-018</td>
</tr>
<tr>
<td>CHANGE-HOUSE ATTENDANT (any ind.)</td>
<td>358.687-010</td>
</tr>
<tr>
<td>changeover operator (carpet &amp; rug)</td>
<td>683.687-030</td>
</tr>
<tr>
<td>CHANNEL CEMENTER, INSOLE, MACHINE (boot &amp; shoe)</td>
<td>690.686-018</td>
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<tr>
<td>CHANNEL CEMENTER, OUTSOLE, MACHINE (boot &amp; shoe)</td>
<td>690.686-018</td>
</tr>
<tr>
<td>CHANNELER, INSOLE (boot &amp; shoe)</td>
<td>690.685-086</td>
</tr>
<tr>
<td>CHANNE R, CUTSOLE (boot &amp; shoe)</td>
<td>690.685-086</td>
</tr>
<tr>
<td>channeling-machine operator (mining &amp; quarrying)</td>
<td>930.383-010</td>
</tr>
<tr>
<td>CHANNEL INSTALLER (cooperage)</td>
<td>764.687-046</td>
</tr>
<tr>
<td>CHANNEL INSTALLER (struct. &amp; ornam. metalwork)</td>
<td>809.684-010</td>
</tr>
<tr>
<td>channel-lip stiffener, insoles (boot &amp; shoe)</td>
<td>788.687-062</td>
</tr>
<tr>
<td>CHANNEL OPENER, OUTSOLES (boot &amp; shoe)</td>
<td>690.685-012</td>
</tr>
<tr>
<td>CHANNEL REBUILDER (ore dress., smelt., &amp; refin.)</td>
<td>630.684-010</td>
</tr>
<tr>
<td>CHANNEL ROUGHER (boot &amp; shoe)</td>
<td>690.685-046</td>
</tr>
<tr>
<td>channel turner (boot &amp; shoe)</td>
<td>690.685-082</td>
</tr>
<tr>
<td>CHAPERON (per. ser.)</td>
<td>359.687-010</td>
</tr>
</tbody>
</table>
charcoal unloader (wood distill. & char.) 569.686-034
CHAR-CONVEYER TENDER (sugar) 529.685-050
CAR CONVEYOR TENDER, CELLAR (sugar) 529.685-050
CHAR-DUST CLEANER AND SALVAGER (sugar) 529.687-038
CHAR-FILTER OPERATOR (sugar) 521.365-010
CHAR-FILTER-OPERATOR HELPER (sugar) 521.687-034
CHAR-FILTER-TAND TENDER, HEAD (corn prod.) 521.665-010
charge-account authorizer (clerical) 249.367-022
CHARGE-ACCOUNT CLERK (clerical) 205.367-014
charge-account identification clerk (ret. tr.) 241.367-030
charge attendant (medical ser.) 355.377-014
charge-gang weigher (nonfer. metal alloys) 509.687-022
charge loader (grease & tallow) 921.685-030
charger (chem) 558.687-010
charger (iron & steel) 504.565-010
charger (iron & steel) 512.683-010
charger (oils & fats) 521.685-242
charger-car operator (coke prod.) 519.683-014
CHARGER (jewelry) I 740.684-010
CHARGER (jewelry) II 700.687-026
CHARGER OPERATOR (iron & steel) 504.565-010
CHARGER-OPERATOR HELPER (iron & steel) 504.686-010
charging-board operator (refrigerat. equip.) 827.485-010
charging-car operator (coke prod.) 519.683-014
CHARGING-CRANE OPERATOR (found; iron & steel) I 921.663-010
CHARGING-CRANE OPERATOR (found; iron & steel) II 921.663-042
CHARGING-MACHINE OPERATOR (iron & steel) 512.683-010
charging manipulator (forging) 612.683-010
charging operator (comp. & liquefied gases) 559.685-010
CHARGING-PLUG PLACER (elec. equip.) 727.687-026
CHAR PULLER (corn, prod.; sugar) 521.687-030
charrer (cooperage) 764.684-014
charrer helper (cooperage) 764.687-034
charring-room worker, barrel (cooperage) 764.684-014
charring-room-worker helper barrel (cooperage) 764.687-034
CHART CALCULATOR (light, heat and power) 214.487-010
CHART CHANGER (clerical) 221.584-010
chart clerk (light, heat & power; petrol. refin; pipe lines) 216.585-010
chart collector (clerical) 221.584-010
CHARTER (amuse. & rec.) 249.367-018
CHARTER-BCAT OPERATOR (amuse. & rec.) 911.663-010
char worker (any ind.) 381.687-014
CHASER (logging) 921.667-014
chaser helper (jewelry) 700.687-050
CHASER, TAR (coke prod.) 549.687-010
CHASSIS INSPRECTOR (auto mfg.) 806.687-014
CHAUFFEUR (any ind.) 83.363-010
CHAUFFEUR (dom. ser.) 351.673-010
CHAUFFEUR, AIRPORT LIMOUSINE (motor trans.) 913.463-018
CHAUFFEUR, FUNERAL CAR (per. ser.) 359.673-014
chauffeur, motorbus (motor trans.) 913.463-010
check-and-transfer beader (any ind.) 509.687-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

check clerk (clerical) 209.687-010
check clerk (r.r. trans.) 209.367-054
checker (auto. mfg.) 806.687-018
CHECKER (clean, dye, & press; laundry) 369.687-014
checker (clerical) 221.587-030
checker (distilled liquors) 522.687-010
checker (electronics) 726.684-022
checker (furn.) 739.687-110
CHECKER (motor trans.) 919.687-010
checker (photofinish.) 976.687-014
checker (rubber reclaim.) 914.665-010
checker (stonework) 670.384-010
CHECKER (textile) 221.587-010
CHECKER, BAKERY PRODUCTS (bake prod.) 222.487-010
CHECKER, DUMP GROUNDS (bus. ser.) 219.367-010
CHECKER, FILM TESTS (photo. apparatus) 714.687-010
CHECKER (clerical) I 222.687-010
CHECKER (clerical) II 209.687-010
CHECKER-IN (boot & shoe) 221.587-014
checkering-machine operator (firearms) 665.685-034
CHECK GRADER (woodworking) 669.587-010
checking clerk (clerical) 222.687-018
CHECK-PROCESSING CLERK (finan. inst.) I 216.387-010
CHECK-PROCESSING CLERK (finan. inst.) II 216.367-010
CHECKROOM ATTENDANT (any ind.) 358.677-010
CHECK WEIGHER (ammunition) 737.687-026
CHEESE BLENDER (diary prod.) 520.487-010
CHEESE CUTTER (dairy prod.) 529.585-010
cheese cutter (tobacco) 521.685-298
CHEESE GRADER (dairy prod.) 529.387-010
cheese-pancake roller (food prep., n.e.c.) 520.687-014
CHEESE SPRAYER (confection) 524.685-014
chemical checker (textile) 582.587-010
CHEMICAL-COMPOUNDER HELPER (coal tar prod.) 550.687-010
CHEMICAL-ETCH OPERATOR (electronics) 590.684-022
CHEMICAL MIXER (photofinish.) 550.485-010
CHEMICAL MIXER (textile) 550.585-018
chemical operator (explosives) 590.464-010
CHEMICAL OPERATOR (chem.) II 558.585-014
CHEMICAL PREPARER (chem.; electronics) 550.685-030
CHEMICAL PREPARER (electronics) 550.685-082
CHEMICAL-STRINGTH TESTER (textile) 582.587-010
chemical weigher (any ind.) 550.684-014
chenille-machine operator (carpet & rug; textile) 687.685-018
CHERRY CUTTER (can & preserv.) 524.687-010
CHERRY DIPPER (confection) 524.684-010
CHARRY PACKER (agric.; whole tr.) 920.687-134
CHERRY-PICKER OPERATOR (const.) 921.663-014
CHERRY SORTER (agric.; can & preserv.; whole tr.) 529.687-186
chewing-machine operator (tobacco) 520.685-126
chicken-and-fish cleaner (hotel & rest.) 316.684-010
CHICKEN CLEANER (slaught. & meat pack.) 525.687-074
CHICKEN DRESSER (slaught. & meat pack.) 525.687-070
### ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

**C**

<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHICKEN VACCINATOR (agric.)</td>
<td>411.684-014</td>
</tr>
<tr>
<td>CHICK GRADER (agric.)</td>
<td>411.687-010</td>
</tr>
<tr>
<td>CHICK SEXER (agric.)</td>
<td>411.687-014</td>
</tr>
<tr>
<td>CHICLE-GRINDER FEEDER (chew. gum)</td>
<td>521.686-018</td>
</tr>
<tr>
<td>Chief clerk, yard office (r.r. trans.)</td>
<td>910.367-014</td>
</tr>
<tr>
<td>CHIEF CRUISER (forestry)</td>
<td>459.387-010</td>
</tr>
<tr>
<td>Child-care attendant (any ind.)</td>
<td>359.677-010</td>
</tr>
<tr>
<td>CHILD-CARE ATTENDANT, SCHOOL (per. ser.)</td>
<td>355.674-010</td>
</tr>
<tr>
<td>Child-care leader (any ind.)</td>
<td>359.677-018</td>
</tr>
<tr>
<td>Child-day-care center worker (any ind.)</td>
<td>359.677-018</td>
</tr>
<tr>
<td>CHILD HEALTH ASSOC ATE (medical ser.)</td>
<td>079.364-018</td>
</tr>
<tr>
<td>CHILD MONITOR (dom. ser.)</td>
<td>301.677-010</td>
</tr>
<tr>
<td>CHILI-PEPPER GRINDER (food prep., n.e.c.)</td>
<td>521.685-326</td>
</tr>
<tr>
<td>CHILLER OPERATOR (chem.)</td>
<td>551.685-042</td>
</tr>
<tr>
<td>CHILLER TENDER (slaughter. &amp; meat pack.)</td>
<td>523.585-014</td>
</tr>
<tr>
<td>CHILLING-HOOD OPERATOR (slaughter. &amp; meat pack.)</td>
<td>523.685-018</td>
</tr>
<tr>
<td>Chimney cleaner (any ind.)</td>
<td>891.687-010</td>
</tr>
<tr>
<td>CHIMNEY REPAIRER (bus. ser.)</td>
<td>899.364-010</td>
</tr>
<tr>
<td>CHIMNEY SWEEP (any ind.)</td>
<td>891.687-010</td>
</tr>
<tr>
<td>CHINCHILLA-MACHINE OPERATOR (textile)</td>
<td>585.685-022</td>
</tr>
<tr>
<td>CHIN-STRAP CUTTER (hat &amp; cap)</td>
<td>686.685-010</td>
</tr>
<tr>
<td>CHIN-STRAP MAKER (hat &amp; cap)</td>
<td>669.685-018</td>
</tr>
<tr>
<td>Chip (amuse. &amp; rec.)</td>
<td>343.467-010</td>
</tr>
<tr>
<td>Chip applier (paint &amp; varn.; print &amp; pub.)</td>
<td>641.685-030</td>
</tr>
<tr>
<td>CHIP-APPLYING-MACHINE TENDER (paint &amp; varn.; print &amp; pub.)</td>
<td>641.685.030</td>
</tr>
<tr>
<td>CHIP-BIN CONJUER TENDER (paper &amp; pulp; wood distil. &amp; char.)</td>
<td>921.685-022</td>
</tr>
<tr>
<td>CHIP-CRUSHER OPERATOR (nonfer. metal alloys)</td>
<td>519.686-010</td>
</tr>
<tr>
<td>Chip deliverer (paper &amp; pulp; wood distil. &amp; char.)</td>
<td>921.685-022</td>
</tr>
<tr>
<td>CHIP DRIER (confer. metal alloys)</td>
<td>519.686-010</td>
</tr>
<tr>
<td>Chip mixer (build. board)</td>
<td>560.465-010</td>
</tr>
<tr>
<td>CHIP-MIXING-MACHINE OPERATOR (build board)</td>
<td>560.465-010</td>
</tr>
<tr>
<td>Chipper (musical inst.)</td>
<td>730.684-C26</td>
</tr>
<tr>
<td>Chipper (paint &amp; varn.)</td>
<td>559.684-022</td>
</tr>
<tr>
<td>CHIPPER (paper &amp; pulp; sawmill; wood distil. &amp; char.)</td>
<td>564.685-014</td>
</tr>
<tr>
<td>CHIPPER (any ind.)</td>
<td>I 705.684-030</td>
</tr>
<tr>
<td>CHIPPER (any ind.)</td>
<td>II 809.684-026</td>
</tr>
<tr>
<td>Chip separator (ammunition)</td>
<td>694.585-010</td>
</tr>
<tr>
<td>Chip-silo tender (paper &amp; pulp; wood distil. &amp; char.)</td>
<td>921.685-022</td>
</tr>
<tr>
<td>CHIP TESTER (paper &amp; pulp)</td>
<td>539.387-010</td>
</tr>
<tr>
<td>CHIP TUNER (musical inst.)</td>
<td>730.684-026</td>
</tr>
<tr>
<td>CHIP UNLOADER (paper &amp; pulp)</td>
<td>921.663-018</td>
</tr>
<tr>
<td>CHIP WASHER (malt liquors)</td>
<td>522.686-010</td>
</tr>
<tr>
<td>CHIROPRACTOR ASSISTANT (medical ser.)</td>
<td>079.364-010</td>
</tr>
<tr>
<td>CHISELER, HEAD (slaughter. &amp; meat pack.)</td>
<td>525.684-034</td>
</tr>
<tr>
<td>CHISEL GRINDER (any ind.)</td>
<td>603.664-010</td>
</tr>
<tr>
<td>CHOCOLATE COATER (confection)</td>
<td>524.674-010</td>
</tr>
<tr>
<td>Chocolate-coating-machine operator (bake. prod.)</td>
<td>524.685-026</td>
</tr>
<tr>
<td>CHOCOLATE-DROPS-MACHINE OPERATOR (choc. &amp; cocoa)</td>
<td>520.685-078</td>
</tr>
<tr>
<td>Chocolate maker (bake. prod.; cereal)</td>
<td>523.685-022</td>
</tr>
<tr>
<td>Chocolate-mix operator (bake prod.; cereal)</td>
<td>523.685-022</td>
</tr>
<tr>
<td>CHOCOLATE MOLDING (choc. &amp; cocoa; confection)</td>
<td>520.687-018</td>
</tr>
<tr>
<td>CHOCOLATE MOLDING, MACHINE (choc. &amp; cocoa)</td>
<td>529.685-054</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CHOCOLATE TEMPERER (bake prod.; cereal) 523.685-022
CHROKE REAMER (firearms) 606.685-022
CHROKE SETTER (logging) 921.687-014
hop-and-frame operator (button) 692.685-034
CHOPPED-STRAND OPERATOR (textile) 680.685-022
chopper (hat & cap) 585.685-046
chopper (logging) 454.384-010
CHOPPER (wood distil. & char.) 564.687-010
chopper and cracker feeder (rubber goods; rubber reclaims) 555.685-030
chopper feeder (textile) 680.685-102
CHOPPING-MACHINE OPERATOR (slaught. & meat pack.) 520.685-066
chore tender (agric.) 421.687-010
CHRISTMAS-TREE FARM WORKER (forestry) 451.687-010
CHRISTMAS-TREE GRADER (forestry) 451.687-014
CHROME CLEANER (any ind.) 709.687-010
CHRONOGRAPH OPERATOR (ammunition; firearms) 739.484-010
CHUCK BONER (slaught. & meat pack.) 525.684-010

CHURNER (oils & fats) 520.665-010
CHURN OPERATOR, MARGARINE (oils & fats) 520.685-070
CHURN TENDER (plastics mat.; synthetic fibers) 550.685-034
chute blaster (mining & quarrying; ore dress.; smelt & refin.) 933.687-010
chute feeder (paper & pulp; sawmill; veneer & plywood) 921.686-022
chute feeder (tobacco) 529.686-038
CHUTE LOADER (mining & quarrying) 932.687-010
chute tapper (mining & quarrying; ore dress; smelt & refin.) 933.687-010
CHUTE WORKER (laund.) 361.687-018
CIAIO-COUNTER MOLDER (boot & shoe) 690.685-102
CIAIO-LUMITE INJECTOR (boot & shoe) 690.685-278
cicerone (per. ser.) 353.363-010
cigar bander, hand (tobacco) 920.687-030
CIGAR BRANDER (tobacco) 920.685-046
cigarette and assembly-machine inspector (tobacco) 529.666-014
cigarette and assembly machine operator (tobacco) 529.685-066
CIGARETTE-AND-FILTER CHIEF INSPECTOR (tobacco) 529.367-010
CIGARETTE-BOXING-MACHINE OPERATOR (tobacco) 920.665-010
CIGARETTE-CARTON-SEALER (tobacco) 920.685-074
cigarette examiner (tobacco) 529.567-010
CIGARETTE-FILTER-MAKING-MACHINE OPERATOR (tobacco) 529.685-062
CIGARETTE INSPECTOR (tobacco) 529.567-010
CIGARETTE-LIGHTER REPAIRER (any ind.) 709.684-034
cigarette-making examiner (tobacco) 529.567-010
CIGARETTE-MAKING-MACHINE CATCHER (tobacco) 529.666-014
CIGARETTE-MAKING-MACHINE-HOPPER FEEDER (tobacco) 529.686-018
CIGARETTE-MAKING-MACHINE OPERATOR (tobacco) 529.685-066
CIGARETTE-PACKAGE EXAMINER (tobacco) 920.667-010
CIGARETTE-PACKING-MACHINE OPERATOR (tobacco) 920.685-050
CIGARETTE TESTER (tobacco) 529.387-014
CIGARETTE VENDOR (hotel & rest.) 291.457-010
cigar-head holder (tobacco) 529.685-058
cigar-head pegger (tobacco) 529.685-058
CIGAR-HEAD PIERCER (tobacco) 529.685-058
cigar-head puncher (tobacco) 529.685-058
cigar-head stringer (tobacco) 529.685-058
CIGAR INSPECTOR (tobacco) 529.667-042
CIGAR MAKER (tobacco) 790.684-014
CIGAR PACKER (tobacco) 790.687-014
cigar packer and grader (tobacco) 790.687-014
cigar packer and picker (tobacco) 790.687-014
cigar packer and shader (tobacco) 790.687-014
cigar packer and sorter (tobacco) 790.687-014
cigar-packing examiner (tobacco) 529.687-042
cigar patcher (tobacco) 790.684-018
cigar roller (tobacco) 790.684-022
cigar sorter (tobacco) 790.687-014
CIGAR-TOBACCO REHANDLER (tobacco) 522.687-026
CINDER-CRANE OPERATOR (found.; iron & steel) I 921.663-010
CINDER-CRANE OPERATOR (found.; iron & steel) II 921.663-042
CINNAMON GRINDER (food prep., n.e.c.) 521.685-326
CIRCLE BEVELER (mirror) 673.685-034
CIRCLE-CUTTING-SAW OPERATOR (basketry) 669.685-026
CIRCLE EDGER (glass prod.; mirror) 673.685-038
CIRCULAR-KNIFE CUTTER, MACHINE (any ind.) 781.684-014
CIRCULAR KNITTER (knit goods) 685.665-014
CIRCULAR-KNITTER HELPER (knit goods) 685.686-014
CIRCULAR-SAWYER HELPER (stonework) 677.486-010
CIRCULAR-TANK COOPER (cooperage) 764.684-030
circulation clerk (library) 249.367-046
CIRCUS LABORER (amuse. & rec.) 969.687-010
C-IRON WORKER (wood preserving) 563.687-010
CITRUS-FRUIT PACKER (agric.; whole tr.) 920.687-134
CITRUS-FRUIT-PACKING GRADER (agric.; whole tr.) 529.687-186
city carrier (gov. ser.) 230.367-010
CITY PLANNING AID (profess. & kin.) 199.364-010
CLAIMS CLERK (auto. mfg.) 241.387-010
CLAIMS CLERK (insurance) II 205.367-018
CLAIMS COLLECTOR (clerical) 241.367-010
CLAM-BED LABORER (fish) 446.687-014
CLAM-BED WORKER (fish) 446.684-014
CLAM DIGGER (fish) 446.684-014
CLAM DREDGE OPERATOR (fish) 446.663-010
CLAMP-CARRIER OPERATOR (woodworking) 762.687-034
CLAMPER (const.) 869.687-026
CLAMPER (pen & pencil) 733.687-026
CLAMPER (woodworking) 669.685-030
CLAMP-JOG ASSEMBLER (woodworking) 762.687-022
CLAMP RECOVER (veneer & plywood) 569.687-010
CLAMSHELL OPERATOR (any ind.) I 921.663-058
CLAMSHELL OPERATOR (any ind.) II 921.663-062
CLAM SHUCKER (can & preserv.) 521.687-122
CLAM-SHUCKING-MACHINE TENDER (can & preserv.) 529.685-214
CLAM SORTER (fish) 446.687-010
CLAM STEAMER (can & preserv.) 529.685-214
CLAM TONGER (fish) 446.684-014
CLAM TREADER (fish) 446.684-014
CLARIFICATION OPERATOR (coal tar prod.) 551.685-122
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CLARIFIER (corn prod.; oils & fats) 521.685-054
clarifier (plastics mat.; synthetic fibers) 559.687-038
CLARIFIER (vinous liquors) 521.685-058
CLARIFIER-OPERATOR HELPER (ore dress; smelt & refin.) 511.667-010
clasp machine operator (paper goods) 649.685-070
CLASSIFICATION CLERK (clerical) 206.387-010
classification inspector (r.r. trans.) 910.387-014
CLASSIFIED-AD CLERK (print & pub.) I 247.367-010
CLASSIFIED-AD CLERK (print & pub.) II 247.387-022
classified-copy-control clerk (print & pub.) 247.387-022
CLASSIFIER (laund.) 361.687-018
CLASSIFIER (library) 100.367-018
CLASSIFIER (rubber goods) 753.467-010
CLASSIFIER TENDER (ore dress; smelt & refin.) 511.685-014
classifying-machine operator (button) 692.685-182
clay burner (petrol. refin.) 573.685-014
CLAY-DRY-PRESS HELPER (brick & tile) 575.686-010
CLAY HOISTER (cement) 850.683-018
clay-house worker (glass mfg.) 579.664-010
claying-up worker (pottery & pprc.) 573.687-010
CLAY MIXER (brick & tile) 570.685-014
CLAY MIXER (coke prod.) 670.685-070
clay mixer (paper & pulp) 530.685-010
CLAY-PRODUCTS GLAZER (elec. equip.) 599.685-026
clay puddler (brick & tile) 570.687-010
CLAY ROASTER (petrol. refin.) 573.685-014
CLAY-STAIN MIXER (brick & tile) 773.487-010
CLAY-STRUCTURE BUILDER AND SERVICER (glass mfg.) 579.664-010
cleaner (any Ind.) 503.685-030
cleaner (any Ind.) 599.687-030
CLEANER (electronics) 726.687-010
CLEANER (electroplating) 500.686-010
CLEANER (engraving) 704.687-010
CLEANER (firearms) 503.684-010
CLEANER (mfd. bldgs.) 869.687-018
cleaner (mining & quarrying) 939.687-014
cleaner (optical goods) 716.687-010
CLEANER (smoking pipe) 739.687-058
CLEANER (tinware) 709.686-010
CLEANER AND POLISHER (any Ind.) 709.687-010
CLEANER AND PREPARER (elec. equip.) 721.687-010
cleaner assistant (clean, dye & press) 362.686-010
CLEANER, COMMERCIAL OR INSTITUTIONAL (any Ind.) 381.687-014
CLEANER, FURNITURE (furn.) 709.687-014
cleaner-greaser (firearms) 736.687-010
cleaner helper (clean, dye & press) 362.686-010
CLEANER, HOSPITAL (medical ser.) 323.687-010
CLEANER, HOUSEKEEPING (any Ind.) 323.687-014
CLEANER (any Ind.) II 919.687-014
CLEANER (any Ind.) III 911.687-014
CLEANER, INDUSTRIAL (any Ind.) 381.687-018
CLEANER, LABORATORY EQUIPMENT (any Ind.) 381.687-022
cleaner operator (any Ind.) 389.683-010

L-52
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CLEANER, SIGNS (signs) 739.687-062
CLEANER-TOUCH-UP WORKER (office mach.) 706.587-010
CLEANER, WALL (any ind.) 381.687-026
CLEANER, WINDOW (any ind.) 389.687-014
CLEANING-MACHINE OPERATOR (glass mfg.; mirror) 673.685-030
CLEANING OPERATOR (any ind.) 891.687-010
CLEAN-OUT DRILLER (petrol. production) 930.363-010
CLEAN-OUT-DRILLER HELPER (petrol. production) 930.664-014
CLEAN-RICE GRADER AND REEL TENDER (grain & feed mill.) 521.685-062
CLEAN-UP HELPER, BANQUET (hotel & rest.) 311.677-018
CLEAN-UP WORKER (any ind.) 381.687-014
CLEAN-UP WORKER (any ind.) 381.687-018
CLEAN-UP WORKER (brick & tile) 579.667-010
CLEAN-UP WORKER, SPRAY ROOM (inst. & app.) 381.687-018
CLEARING CUTTER (clock & watch) 615.685-014
CLEARING INSPECTOR (office mach.) 706.387-014
CLEAT FEEDER (wood box) 669.687-010
CLEAT LAYER (wood box) 669.686-014
CLEAT THROWER (wood box) 669.687-010
clerk, cable transfer (tel. & tel.) 219.387-010
clerk guide (per. ser.) 359.573-010
clerk, insurance-res-estate loans (finan. inst.) 219.367-014
CLERK-OF-SCALES (amuse. & rec.) 153.467-010
clerk, rating (tel. & tel.) 214.587-010
CLINCHING-MACHINE OPERATOR (elec. equip.) 616.685-014
CLIP-AND-HANGER ATTACHER (mirror) 739.684-038
CLIP BAKER (optical goods) 713.687-010
CLIP-BOLTER AND WRAPPER (spring) 709.684-038
CLIP COATER (optical goods) 713.687-010
CLIP-LOADING-MACHINE FEEDER (ammunition) 694.686-010
CLIPPER (any ind.) 789.687-030
CLIPPER (boot & shoe) 753.687-010
CLIPPER (brush and broom) 739.685-022
CLIPPER (carpet & rug) 781.684-046
CLIPPER (hat & cap) 585.685-046
CLIPPER (laund.) 361.687-018
CLIPPER and turner (any ind.) 789.687-182
CLIPPER AND TURNER (matt. & bedspring) 780.687-014
CLIPPER, AUTOMATIC (hosiery) 684.686-010
CLIPPER, AUTOMATIC (veneer & plywood) 663.585-010
CLIPPER, COUNTERS (rubber goods) 753.687-010
CLIPPER, MACHINE (hosiery) 684.624-010
CLIPPER OFFBEARER (veneer & plywood) 663.686-018
CLIPPER, OUTSIDE BACK STAY (rubber goods) 753.687-010
CLIPPER, TONGUES (rubber goods) 753.687-010
CLIPPING MARKER (bus. ser.) 249.387-022
CLIPPING, STRINGING, AND TURNING MACHINE TENDER (tex. bag) 689.585-018
CLIP RIVETER (spring) 706.684-090
CLIP WRAPPER (spring) 709.684-038
CLOCKS ASSEMBLER (clock & watch) 715.684-058
CLOCKER (amuse. & rec.) 153.367-010
clocker (optical goods) 716.687-026

86 L-53
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

closet builder (mfd. bldgs.) 869.684-038
CLOTH-BALE HEADER (textile) 782.687-018
CLOTH BALER (textile) 920.685-010
cloth beamer (any ind.) 689.685-046
CLOTH-BIN PACKER (textile) 922.687-058
CLOTH-BLEACHING-RANGE BACK-TENDER (textile) 589.686-010
CLOTH-BLEACHING-RANGE TENDER (textile) 589.685-026
CLOTH-BOLT BANDER (textile) 920.587-010
cloth calender (asbestos prod.) 583.585-010
cloth changer (malt liquors) 529.667-014
cloth classer (textile) 689.387-010
CLOTH-COLORS EXAMINER (textile) 781.687-014
cloth-covered-helmet puller (hat & cap) 689.685-074
cloth coverer (hat & cap) 689.685-074
CLOTH-CUTTING INSPECTOR (textile) 781.687-014
cloth-cutting-machine operator (any ind.) 781.684-014
CLOTH-DESIZING-RANGE TENDER (textile) 589.685-026
CLOTH DOFFER (textile) 689.586-010
CLOTH-DOUBLING-AND-WINDING-MACHINE OPERATOR (textile) 689.685-050
CLOTH DRIER (nkit goods) 580.685-014
cloth drier (textile) 589.686-010
cloth-dry-can operator (textile) 581.685-022
CLOTH-DYEING-RANGE TENDER (textile) 589.685-026
cloth dyer (textile) 582.656-014
CLOTH-EDGE SINGER (textile) 535.687-018
CLOTHES-DRIER ASSEMBLER (elec. equip.) 827.684-010
clothes marker (clean, dye, press; laund.) 369.687-C26
CLOTHESPIN-DRIER OPERATOR (woodworking) 563.685-014
CLOTHESPIN-MACHINE OPERATOR (woodworking) 667.386-010
CLOTHES-ROOM WORKER (medical ser.) 355.687-010
clothes wringer (any ind.) 581.685-038
CLOTH EXAMINER, HAND (narrow fabrics) 689.687-022
CLOTH EXAMINER, HAND (textile) 781.687-014
CLOTH EXAMINER, MACHINE (textile) 689.685-038
CLOTH FEEDER (textile) 589.686-014
CLOTH-FINISHING-RANGE BACK-TENDER (textile) 589.686-010
CLOTH-FINISHING-RANGE OPERATOR (textile) 589.686-014
CLOTH-FINISHING-RANGE TENDER (textile) 589.685-026
CLOTH FOLDER, HAND (house furn; textile) 589.687-014
cloth folder, machine (textile) 689.555-014
cloth folder, machine (textile) 689.685-078
CLOTH FRAMER (textile) 689.687-026
CLOTH GRADER (textile) 689.387-010
cloth handler (textile) 689.586-010
LCOTH HAULER (textile) 929.687-030
CLOTHING SORTER (nonprofit organ.) 222.387-054
cloth inspector (carpet & rug; textile) 683.684-034
CLOTH INSPECTOR (knit goods) 685.687-010
cloth inspector (textile) 689.685-038
cloth layer (any ind.) 781.687-058
cloth layer-out (textile) 781.687-038
CLOTH MEASURER, MACHINE (garment; textile) 589.685-022
CLOTH-MERCERIZER BACK-TENDER (textile) 589.686-010
CLOTH-MERCERIZER OPERATOR (textile) 584.685-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CLOTH NEUTRALIZER (textile) 582.685-030
cloth opener, hand (textile) 589.685-090
cloth picker (carpet & rug; textile) 689.684-010
cloth presser (textile) 584.685-042
CLOTH PRINTER (ammunition) 651.685-022
CLOTH-PRINTER HELPER (any ind.) 652.686-010
CLOTH-PRINTER HELPER (felt goods) 586.686-022
CLOTH-PRINTING INSPECTOR (textile) 652.567-010
CLOTH REELER (textile) 689.685-042
cloth-roll winder (any ind.) 689.685-046
CLOTH SANDER (textile) 581.685-010
CLOTH-SECONDS SORTER (textile) 789.687-146
CLOTH SHADE (garment; textile) 582.685-026
cloth shearer (carpet & rug; textile) 585.685-102
cloth shrinker (textile) 587.685-018
CLOTH-SHRINKING-MACHINE OPERATOR (textile) 587.685-018
CLOTH-SHRINKING TESTER (textile) 587.384-010
cloth sponger (textile) 587.685-018
cloth spreader (any ind.) 781.687-058
cloth spreader (knit goods) 580.685-014
CLOTH SPREADER, SCREEN PRINTING (textile) 652.687-010
CLOTH-STOCK SORTER (house furn.; textile) 789.687-034
CLOTH TEARER (garment) 789.687-018
CLOTH-TEARER, HAND (textile) 781.687-070
CLOTH TRIMMER, MACHINE (textile) 585.685-026
CLOTH WASHER (any ind.) 361.685-018
CLOTH-WASHER BACK-TENDER (textile) 589.685-010
CLOTH-WASHER OPERATOR (textile) 582.685-030
CLOTH WEIGHER (knit goods) 222.367-058
CLOTH WINDER (any ind.) 689.685-046
CLUBHOUSE ATTENDANT (amuse. & rec.) 358.677-014
CLUTCH ASSEMBLER (motor. & bicycles) 806.684-094
CLUTCH INSPECTOR (auto. mfg.) 706.687-014
CLUTCH REBUILDER (auto. ser.) 620.684-022
COACH CLEANER (r.r. trans.) 919.687-014
COACH DRIVER (bus. ser.) 349.677-014
coach operator (motor trans.) 13.463-010
coach wiper (auto. mfg.; trans & equip.) 899.684-014
COAGULANT DIPPER (rubber goods) 556.685-030
COAGULATING-BATH MIXER (synthetic fibers) 550.684-010
cogulating-bath operator (plastics mat.) 550.585-014
cogulator (plastics mat.) 559.685-190
COAL-CONVEYER OPERATOR (any ind.) 921.683-026
cog-cutting-machine operator (mining & quarrying) 950.683-014
COAL-EQUIPMENT OPERATOR (light, heat & power) 921.683-022
COAL HAULER (any ind.) 902.683-010
coal inspector (minerals & earths; mining & quarrying) 579.484-010
COAL-SAVER (light, heat & power) 922.687-038
coal-tower operator (water trans.) 921.683-074
cog-transport-and-mill operator (light, heat & power) 544.665-010
COAL TRIMMER (water trans.) 911.687-018
COAT CHECKER (any ind.) 358.677-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

COAT DRAPER (garment) 781.684-026
COATER (bus. ser.) 503.685-000
Coater (floor covering, n.e.c.) 590.685-014
COATER, BRAKE LININGS (asbestos prod.) 574.685-010
COATER, hand (cork prod.) 562.687-014
COATER HELPER (felt goods) 586.686-022
COATER HELPER (textile) 584.665-010
COATER OPERATOR (plastics mat.) 554.585-014
COATER OPERATOR, INSULATION BOARD (build, board) 539.685-010
COATING-AND-BAKING OPERATOR (any ind.) 554.685-014
COATING-LINE CHECKER (build, board; paper & pulp) 539.667-010
COATING-MACHINE FEEDER (leather prod.) 690.686-022
COATING-MACHINE HELPER (confection) 529.686-034
coating-machine operator (any ind.) 599.685-046
COATING-MACHINE OPERATOR (floor covering, n.e.c.) 590.685-014
COATING-MACHINE OPERATOR (pen & pencil) 692.685-054
COATING-MACHINE OPERATOR (tex. bag) 584.685-018
COATING-MACHINE-OPERATOR HELPER (coated fabrics) 589.687-026
COATING-MACHINE-OPERATOR HELPER (floor covering, n.e.c.) 590.686-010
COATING-MACHINE-OPERATOR HELPER (paper & pulp; wallpaper) 534.686-010
COATING-MACHINE OPERATOR, METAL; TAGS AND SIGNS (signs) 554.685-014
coating mixer (tinware) 509.485-010
COATING-MIXER TENDER (paper & pulp) 530.685-010
COATING OPERATOR (cereal) 524.685-018
COATING OPERATOR (chem.) 550.585-022
COAT IRONER, HAND (garment) 363.684-018
COAT-REPAIR INSPECTOR (ret. tr.) 783.387-010
COB BORER (smoking pipe) 669.685-094
COB SAWYER (smoking pipe) 667.685-030
COCOA-BEAN CLEANER (choc. & cocoa) 521.685-066
COCOA-BEAN-ROASTER HELPER (choc. & cocoa) 523.686-010
COCOA-BUTTER-FILTER OPERATOR (choc. & cocoa) 521.685-070
cocoa-milling-machine operator (choc. & cocoa) 521.685-202
cocoa-mill operator (choc. & cocoa) 521.685-074
COCOA-POWDER-MIXER OPERATOR (choc. & cocoa) 520.685-074
COCOA-ROOM OPERATOR (choc. 685-074
code and test clerk (finan. inst.) 209.367-030
CODING CLERK (clerical) 209.387-010
coding file clerk (clerical) 206.387-010
coffe blender (food prep., n.e.c.) 520.685-110
COFFEE GRINDER (food prep., n.e.c.) 521.685-078
COFFEE MAKER (hotel & rest.) 317.684-010
COFFEE ROASTER, CONTINUOUS PROCESS (food prep., n.e.c.) 523.685-026
COFFEE-ROASTER HELPER (food prep., n.e.c.) 523.687-010
COFFEE SERVER, CAFETERIA OR RESTAURANT (hotel & rest.) 311.677-010
coffee-urn attendant (hotel & rest.) 317.684-010
OFFICE WEIGHER (food prep., n.e.c.) 529.687-046
coil assembler (elec. equip.) 721.484-010
COIL ASSEMBLER, MACHINE (matt. & bedspring) 616.685-018
COIL BINDER (nonfer. metal alloys) 619.687-010
coil cleaner (can & preserv.) 529.687-054
COIL CONNECTOR (elec. equip.) 721.684-018
COILED-COIL INSPECTOR (elec. equip.) 725.684-010

L-56
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comb capper (food prep., n.e.c.)</td>
<td>521.687-070</td>
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<tr>
<td>Comber (fur dressing)</td>
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<td>Comber (slaught. &amp; meat pack.)</td>
<td>525.587-014</td>
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<td>Comber Tender (textile)</td>
<td>680.665-010</td>
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<td>Combination valving-and-sewing-machine operator (paper goods)</td>
<td>641.685-094</td>
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<td>Combiner (hat &amp; cap)</td>
<td>584.685-026</td>
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<tr>
<td>Combing-machine operator helper (paper &amp; pulp; paper goods)</td>
<td>534.686-010</td>
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<td>Combining-machine tender (cord &amp; twine)</td>
<td>680.685-034</td>
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<td>Combing-machine operator (match)</td>
<td>640.685-022</td>
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<td>Commissary agent (air trans.)</td>
<td>922.687-058</td>
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<td>Community service officer, patrol (gov. ser.)</td>
<td>372.367-010</td>
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<tr>
<td>Commutator assembler (elec. equip.)</td>
<td>724.684-030</td>
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<td>Commutator inspector (elec. equip.)</td>
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<tr>
<td>Commutator presser (elec. equip.)</td>
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<td>Commutator stacker (elec. equip.)</td>
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<td>Commutator tester (elec. equip.)</td>
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<td>Commutator undercutter (elec. equip.)</td>
<td>724.684-030</td>
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<tr>
<td>Commutator V-Ring assembler (elec. equip.)</td>
<td>724.684-030</td>
</tr>
<tr>
<td>Compact assembler (jewelry cases)</td>
<td>739.687-066</td>
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<td>Compact-press operator (iron &amp; steel; nonfer. metal alloys)</td>
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<td>Companion (dom. ser.)</td>
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<tr>
<td>Company laborer (mining &amp; quarrying)</td>
<td>939.687-014</td>
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<tr>
<td>Company laundry worker (any ind.)</td>
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<tr>
<td>Comparator operator (any ind.)</td>
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<td>Comparison shopper (ret. tr.; whole tr.)</td>
<td>296.367-014</td>
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<tr>
<td>Compensator (paper goods)</td>
<td>640.685-026</td>
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<tr>
<td>Compiler (clerical)</td>
<td>209.387-014</td>
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<tr>
<td>Complaint clerk (boot &amp; shoe)</td>
<td>221.387-014</td>
</tr>
<tr>
<td>Comp-veyor operator (boot &amp; shoe)</td>
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<td>Component tester (electronics)</td>
<td>726.684-026</td>
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<tr>
<td>Composition-board-press operator (paper &amp; pulp)</td>
<td>535.685-010</td>
</tr>
<tr>
<td>Composition mixer (floor covering, n.e.c.)</td>
<td>550.665-014</td>
</tr>
<tr>
<td>Composition-siding worker (const.)</td>
<td>683.684-010</td>
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<tr>
<td>Composition-weatherboard applier (const.)</td>
<td>683.684-010</td>
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<tr>
<td>Compounder (chem.; drug prep &amp; rel. prod.)</td>
<td>550.685-090</td>
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<tr>
<td>Compounder (drug prep. &amp; rel prod.; soap)</td>
<td>550.685-046</td>
</tr>
<tr>
<td>Compounder (rubber reclaim.)</td>
<td>929.587-014</td>
</tr>
<tr>
<td>Compounder (textile)</td>
<td>550.585-018</td>
</tr>
<tr>
<td>Compounder, Cork (cork prod.)</td>
<td>560.587-010</td>
</tr>
<tr>
<td>Compounder helper (petrol. refin.)</td>
<td>540.686-010</td>
</tr>
<tr>
<td>Compound filler (chem.)</td>
<td>550.686-014</td>
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<td>Compound filler (chem.)</td>
<td>550.685-042</td>
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<td>Compound-machine operator (boot &amp; shoe)</td>
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<td>Compound mixer (elec. equip.; electronics)</td>
<td>726.684-030</td>
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<tr>
<td>Compound mixer (tinware)</td>
<td>509.485-010</td>
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<tr>
<td>Compound worker (phonograph)</td>
<td>559.686-010</td>
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<tr>
<td>Compressed-gas-plant worker (comp. &amp; liquified gases)</td>
<td>549.587-010</td>
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<tr>
<td>Compressed-gas tester (comp. &amp; liquified gases)</td>
<td>549.364-010</td>
</tr>
<tr>
<td>Compression-molding-machine tender (fabric plastics prod.)</td>
<td>556.685-022</td>
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<tr>
<td>Compressor engineer (any ind.)</td>
<td>950.685-010</td>
</tr>
<tr>
<td>Compressor operator (any ind.)</td>
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<tr>
<td>Compressor operator (const.)</td>
<td>869.665-010</td>
</tr>
</tbody>
</table>
COMPRESSOR OPERATOR (salt production) 559.685-038
COMPRESSOR OPERATOR, PORTABLE (any ind.) 950.685-010
compressor repairer (loco. & car bldg. & rep.) 622.684-010
COMPRESS TRUCKER (agric.) 929.687-030
COMPUTER-TAPE LIBRARIAN (clerical) 222.367-026
CONCAVING-MACHINE OPERATOR (boot & shoe) 585.685-030
CONCRETE-BUCKET HOOKER (const.) 921.667-026
CONCRETE-BUCKET LOADER (const.) 579.665-014
CONCRETE BUCKET UNLOADER (const.) 579.665-014
CONCRETE-BUILDING ASSEMBLER (mfd. bldgs.) 869.684-010
CONCRETE CONVEYOR OPERATOR (const.) 579.665-014
concrete finisher (const.) 844.364-010
concrete finisher apprentice (const.) 844.364-014
CONCRETE FINISHING MACHINE OPERATOR (const.) 853.663-014
concrete floater (const.) 844.364-010
CONCRETE FLOAT MAKER (conc. prod.) 869.687-022
CONCRETE GUN OPERATOR (const.) 849.665-010
CONCRETE HOPPER OPERATOR (const.) 579/665-014
CONCRETE MIXER LOADER, TRUCK MOUNTED (const.) 579.665-014
CONCRETE MIXING TRUCK DRIVER (const.) 900.683-010
CONCRETE PANEL INSTALLER (const.; ret. tr.) 863.684-014
cement paving form grader (const.) 850.683-022
CONCRETE PAVING MACHINE OPERATOR (const.) 853.663-014
CONCRETE PIPE MAKER (conc. prod.) 779.684-014
CONCRETE PIPE MAKING MACHINE OPERATOR (conc. prod.) 575.665-010
cement pointer (conc. prod.) 844.684-010
concrete polisher (conc. prod.) 844.684-010
CONCRETE PUMP OPERATOR (const.) 849.665-010
CONCRETE PUMP OPERATOR HELPER (const.) 869.687-026
CONCRETE RUBBER (conc. prod.) 844.684-010
CONCRETE VAULT MAKER (conc. prod.) 579.684-010
CONCRETE VIBRATOR OPERATOR (const.) 869.687-026
CONCRETE VIBRATOR OPERATOR HELPER (const.) 869.687-026
CONCRETE WALL GRINDER OPERATOR (const.) 869.664-014
CONDENSER SETTER (ore dress.l smelt. & refin.) 512.687-010
CONDENSER TUBE TENDER (ore dress; smelt & refin.) 511.685-018
CONDITIONER TENDER (textile) 587.685-022
CONDITIONER TUMBLER OPERATOR (laund.) 361.685-010
conditioning-room worker (textile) 587.685-022
CONDUCTOR (r.r. trans.) 910.667-014
CONE BAKER, MACHINE (bake prod.) 526.685-066
cone chocolate dipper (dairy prod.) 524.686-014
CONE-CLASSIFIER TENDER (ore dress; smelt & refin.) 511.685-014
cone former (hat & cap) 586.685-030
cone inspectee (glass mfg.; synthetic fibers; textile) 681.687-030
cone-machine feeder (hat & cap) 586.686-018
CONE OPERATOR (mining & quarrying) 934.685-010
coner (hat & cap) 586.685-030
coner (textile) 681.685-098
cone racker (dairy prod.) 524.686-014
CONE SPOOLER (any ind.) 681.685-154
CONE TREATER (paper goods) 534.687-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CONE TREATER (paper goods) 534.687-010
CONE WINDER (textile) 681.685-154
CONFECTIONERY-DROPS-MACHINE OPERATOR (choc. & cocoa; confection) 520.685-078
conference service coordinator (clerical) 238.367-022
conformal pad former (boot & shoe) 788.687-094
CONICAL MIXER (hat & cap) 680.685-062
CONNECCTING-ROD INSPECTOR (mach. shop) 609.684-010
collection worker (petrol. production) 869.684-046
connector (elec. equip.) 721.684-018
CONNECTOR HAND (const.) 869.687-026
CONNECTOR INSPECTOR (electronics) 726.684-022
CONSOLE ASSEMBLER (musical inst.) 730.684-030
CONSTRUCTION CHECKER (light, heat & power) 821.567-010
CONSTRUCTION GRIP (motion pic.) 962.687-022
CONSTRUCTION-LEDGER CLERK (light, heat & power) 16.587-014
CONSTRUCTION-MACHINERY-AND-EQUIPMENT-RENTAL CLERK (bus. ser.) 295.467-022
CONSTRUCTION WORKER (const.) I 869.664-014
CONSTRUCTION WORKER (const.) II 869.687-026
consumer-relations-complaint clerk (clerical) 241.367-014
CONTACT-ACID-PLANT OPERATOR (chem.) 558.585-018
CONTACT-ACID-PLANT-OPERATOR HELPER (chem.) 559.687-026
contact assembler (elec. equip.) 729.687-010
CONTACT CLERK (light, heat & power) 209.387-018
CONTACT-FINGER ASSEMBLER (elec. equip.) 729.687-010
CONTACT-LENS-CURVE GRINDER ( optical goods) 716.685-022
CONTACT-LENS-EDGE BUFFER ( optical goods) 716.685-022
CONTACT-LENS-FLASHING PUNCHER ( optical goods) 713.687-014
CONTACT-LENS MOLDER ( optical goods) 690.685-090
CONTAINER-CARGO CLERK (water trans.) 248.367-014
CONTAINER COORDINATOR (water trans.) 248.367-022
container crane operator (water trans.) 921.683-018
CONTAINER FILLER (any ind.) 920.587-018
container finisher (ele. equip.) 727.687-034
CONTAINER-MAKER-FILLER-PACKER OPERATOR (any ind.) 920.685-078
container-packer operator (tobacco) 920.685-038
container repairer (any ind.) 619.685-034
CONTAINER WASHER, MACHINE (any ind.) 529.685-074
content checker (distilled liquors) 522.667-010
CONTINUOUS-CRUSHER OPERATOR (textile) 586.685-014
continuous-drier helper (felt goods) 581.687-018
continuous-drier operator (felt goods) 581.685-034
continuous-dryout-helper (felt goods) 503.686-010
CONTINUOUS-LINTER-DRIER OPERATOR (explosives) 553.685-034
CONTINUOUS-MINING-MACHINE OPERATOR (mining & quarrying) 930.684-010
CONTINUOUS PILLOWCASE CUTTER (house furn.) 86.685-014
continuous process machine operator (photofinish) 976.685-014
CONTINUOUS-TOWEL ROLLER (laund.) 361.685-014
continuous-washer operator (ammunition) 503 685-026
continuous-yarn dyeing-machine operator (textile) 582.685-158
CONTRACT-POST-OFFICE CLERK (ret. tr.) 243.367-014
CONTROL CLERK (clock & watch) 221.387-018
CONTROL CLERK, DATA PROCESSING (clerical) II 221.687-010
CONTROL CLERK, REPAIRS (clock & watch) 221.387-018

92
L-59
<table>
<thead>
<tr>
<th>OCCUPATIONAL TITLE</th>
<th>CODE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTROL CLERK, SUBASSEMBLY (clock &amp; watch)</td>
<td>221.387-018</td>
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<tr>
<td>CONTROL INSPECTOR (build. board; paper &amp; pulp)</td>
<td>539.667-010</td>
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<td>CONTROLLED-AREA CHECKER (any ind.)</td>
<td>372.667-030</td>
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<td>CONVERTIBLE-POWER-SHOVEL OPERATOR (any ind.)</td>
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<td>CONVEX-GRINDER OPERATOR (button)</td>
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<td>CONVEYER-BELT PACKAGE SORTER (ret. tr.)</td>
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<td>CONVEYER-BELT REPAIRER (any ind.)</td>
<td>630.684-014</td>
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<td>CONVEYER FEEDER (iron &amp; steel)</td>
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<td>conveyer feeder (tobacco)</td>
<td>529.686-038</td>
</tr>
<tr>
<td>CONVEYER FEEDER-OFFBEARER (any ind.)</td>
<td>921.686-014</td>
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<td>conveyer loader (mirror)</td>
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<td>CONVEYER LOADER (slaught. &amp; meat pack.)</td>
<td>I 525.687-018</td>
</tr>
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<td>CONVEYER LOADER (slaught. &amp; meat pack.)</td>
<td>II 525.686-014</td>
</tr>
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<td>conveyer monitor (any ind.)</td>
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<td>CONVEYOR OPERATOR (any ind.)</td>
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<td>CONVEYOR TENDER (any ind.)</td>
<td>921.685-026</td>
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<td>CONVEYOR TENDER, CONCRETE-MIXING PLANT (const.)</td>
<td>579.665-014</td>
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<td>conveyor-weigher operator (chem.; explosives)</td>
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<td>COOK (glue)</td>
<td>553.665-018</td>
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<td>COOK (slaught. &amp; meat pack.)</td>
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<td>cook blender (dairy prod.)</td>
<td>526.665-010</td>
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<td>COOK-BOX FILLER (slaught. &amp; meat pack.)</td>
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<td>conkeo (hotel &amp; rest.)</td>
<td>318.687-010</td>
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<tr>
<td>COOKER (cereal)</td>
<td>526.685-022</td>
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<tr>
<td>cooker (nut process.)</td>
<td>529.685-174</td>
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<td>cooker (oils &amp; fats)</td>
<td>523.685-034</td>
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<td>COOKER AND PRESSER (slaught. &amp; meat pack.)</td>
<td>529.685-202</td>
</tr>
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<td>COOKER, CASING(tobacco)</td>
<td>520.685-082</td>
</tr>
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<td>cooker, chip (food prep., n.e.c.)</td>
<td>526.685-046</td>
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<td>COOKER CLEANER (can. &amp; preserv.)</td>
<td>529.687-054</td>
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<td>cooker helper (nut process.)</td>
<td>529.486-010</td>
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<tr>
<td>COOKER LOADER (grease &amp; tallow)</td>
<td>921.685-030</td>
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<td>COOKER, MEAL (oils &amp; fats)</td>
<td>523.683-034</td>
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<td>COOKER, PIE FILLING (bake. prod.)</td>
<td>520.686-114</td>
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<td>COOKER, PROCESS CHEESE (dairy prod.)</td>
<td>526.665-010</td>
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<td>cor &lt;er, sirup (flav. ext &amp; sirup)</td>
<td>520.485-026</td>
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<td>COOKER TENDER (paper &amp; pulp)</td>
<td>532.685-014</td>
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<td>COOK, FRY DEEP FAT (can. &amp; preserv.; hotel &amp; rest.)</td>
<td>526.685-014</td>
</tr>
<tr>
<td>cook helper (build. board; paper &amp; pulp)</td>
<td>532.686-010</td>
</tr>
<tr>
<td>COOK HELPER (can. &amp; preserv.)</td>
<td>529.687-050</td>
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<tr>
<td>COOK HELPER (hotel &amp; rest.)</td>
<td>317.687-010</td>
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<td>COOK HELPER, BROILER OR FRY (hotel &amp; rest.)</td>
<td>317.687-010</td>
</tr>
<tr>
<td>COOK HELPER, DESSERT (hotel &amp; rest.)</td>
<td>317.687-010</td>
</tr>
<tr>
<td>COOK HELPER, FRUIT (can. &amp; preserv.)</td>
<td>529.687-050</td>
</tr>
<tr>
<td>COOK HELPER, JUICE (can. &amp; preserv.)</td>
<td>529.687-050</td>
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<td>COOK HELPER, MEAT (can. &amp; preserv.)</td>
<td>529.687-050</td>
</tr>
<tr>
<td>COOK HELPER, PASTRY (hotel &amp; rest.)</td>
<td>313.687-010</td>
</tr>
<tr>
<td>COOK HELPER, PRESERVES (can. &amp; preserv.)</td>
<td>529.687-050</td>
</tr>
<tr>
<td>COOK HELPER, VEGETABLE (hotel &amp; rest.)</td>
<td>317.687-010</td>
</tr>
<tr>
<td>cookie breaker (boot &amp; shoe)</td>
<td>788.685-010</td>
</tr>
<tr>
<td>COOK TENDER (grease &amp; tallow)</td>
<td>553.665-022</td>
</tr>
<tr>
<td>COOK, VACUUM KETTLE (can. &amp; preserv.)</td>
<td>526.685-018</td>
</tr>
<tr>
<td>COOKY-MIXER HELPFJR (bake. prod.)</td>
<td>526.686-010</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

COILER (cord & twine) 681.685-034
COILER (elec. equip.) 725.687-014
COILER (iron & steel; nonfer. metal alloys) 613.685-010
COILER (medical ser.) 712.687-014
coiler operator (iron & steel; nonfer. metal alloys) 613.685-010
coil fin assembler (refrigerat. equip.) 706.684-010
COIL FINISHER (elec. equip.; electronics) 724.684-026
COIL FORMER, TEMPLATE (elec. equip.) 724.684-026
coil-machine operator (spring) 916.485-014
coil placer (furn.; matt. & bedspring) 780.684-098
COIL-REWIND-MACHINE OPERATOR (nonfer. metal alloys) 619.685-030
COIL SHAPER (any ind.) 724.684-022
COIL SPRAYER (electronics) 741.687-018
coil spreader (any ind.) 724.684-022
coil-spring assembler (furn.; matt. & bedspring) 780.684-098
COIL STRAPPER (iron & steel) 920.587-018
COIL TAPER, HAND (elec. equip.) 724.684-026
COIL TAPER, MACHINE (elec. equip.) 724.684-026
COIL TESTER (electronics) 726.684-026
COIL TESTER (electronics) 726.684-026
coil tier (matt. & bedspring) 616.685-018
COIL-UNIT BUILDER, EXPERIMENTAL (electronics) 724.684-026
COIL WINDER (elec. equip.; electronics) 724.684-026
COIL WINDER, HAND (electronics) 724.684-026
COIL WINDER, OPEN SLOT (elec. equip.) 724.684-026
COIL WINDER, STRAP (elec. equip.) 724.684-026
COIL WRAPPER (electronics) 724.684-026
coin-box collector (bus. ser.; gov. ser.; tel. & tel.) 292.687-010
COIN COLLECTOR (bus. ser.) 292.483-010
coin-counter-and-wrapper (finan. inst.) 217.585-010
COINING-PRESS OPERATOR (forging) 611.685-010
coining-press operator (iron & steel; nonfer. metal alloys) 617.685-038
COIN-MACHINE ASSEMBLER (coin mach.) 731.684-010
COIN-MACHINE COLLECTOR (bus. ser.; gov. ser.; tel. & tel.) 292.687-010
COIN-MACHINE OPERATOR (finan. inst.) 217.585-010
COIN-PURSE ASSEMBLER (leather prod.) 783.684-010
COIN-PURSE FRAME (leather prod.) 739.684-090
coin teller (finan. inst.) 217.585-010
COIN-VAULT GUARD (any ind.) 372.667-034
COIN WRAPPER (clerical) 217.686-010
COKE DRAWER, HAND (coke prod.) 543.687-010
COKE INSPECTOR (coke prod.) 542.567-010
COKE LOADER (coke prod.) 921.563-010
COLD FOOD PACKER (hotel & rest.) 319.484-010
COLD PATCHER (const.) 869.687-026
COLD PRESS LOADER (cut. & tools) 701.687-018
cold-press operator (veneer & plywood) 569.685-058
COLD ROLL INSPECTOR (plastics mat.) 751.584-010
COLD ROLL PACKER, SHEET IROF (iron & steel) 921.663.042
COLD-TRIMMING-PRESS OPERATOR (forging) 615.685-030
cold-water machine operator (textile) 587.685-018
COLLAR-BAND CREASER (garment) 583.685-042
COLLARETTE SEPARATOR (knit goods) 789.687-030
COLLAR FELLER (garment) 782.684-058
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

collar-folder operator (garment) 580.685-018
COLLAR KNITTER (knit goods) 685.665-014
collar pointer (garment) 583.685-102
COLLAR SEPARATOR (knit goods) 789.687-030
collar-shaper operator (garment) 580.685-018
COLLAR-STAY-FUSER TENDER (garment) 583.685-046
COLLAR TACKER (garment) 782.684-058
collar-top turner (garment) 583.685-102
COLLAR TRIMMER (garment) 699.685-014
COLLAR TURNER (garment) 789.687-182
COLLAR-TURNER OPERATOR (garment) 580.685-018
CollATING-MACHINE OPERATOR (print. & pub.) 653.585-010
COLLATOR (print. & pub.) 653.687-010
COLLATOR, HAND (print. & pub.) 977.687-010
COLLATOR OPERATOR (clerical) 208.685-010
COLLATOR OPERATOR, DATA PROCESSING (clerical) 213.685-010
collection agent (clerical) 241.387-010
COLLECTOR (clerical) 241.367-010
collector (finan. inst.) 230.367-014
COLLET DRILLER (clock & watch) 715.684-006
COLLETTER (clock & watch) 715.684-006
COLLET GLUER (clock & watch) 715.685-010
color buffer (any ind.) 705.684-014
COLOR-CARD MAKER (paint & varn.) 794.687-014
COLOR CHECKER, ROVING OR YARN (textile) 582.387-010
color-depositing-machine tender (floor covering, n.e.c.) 652.665-014
COLOR DIPPER (textile) 652.687-014
COLORED-LEATHER SETTER (leather mfg.) 589.685-098
colored-liquid-plastic applier (glass prod.) 840.684-010
COLORER (brick & tile) 773.684-010
COLORER, CITRUS FRUIT (whole tr.) 529.685-070
color finisher (leather prod.) 589.687-034
COLORING CHECKER (jewelry) 735.687-010
COLORING-MACHINE OPERATOR (hat & cap) 582.685-034
COLOR MATCHER (boot & shoe) 788.687-034
COLOR MIXER (fabric, plastics prod.; plastics mat.) 550.485-014
COLOR MIXER (window shade & fix) 589.464-014
color-mixer assistant (textile) 550.687-014
color-mixer helper (any ind.) 550.687-018
COLOR-PASTE MIXER (textile) 550.685-038
COLOR-PRINT INSPECTOR (photofinish.) 976.687-014
COLOR RECEIVER (floor covering, n.e.c.) 555.685-050
color repairer (boot & shoe) 788.684-022
colors custodian (amuse. & rec.) 346.677-014
color-shop helper (any ind.) 550.687-018
COLOR SPRAYER (leather prod.) 584.687-014
COLOR STRAINER (textile) 550.687-014
COLOR-STRAINING-BAG WASHER (textile) 361.685-018
COLOR TESTER (ore dress; smelt & refin.) 511.667-014
color weigher (any ind.) 550.684-014
COLOR WEIGHER (floor covering, n.e.c.) 590.487-010
COLUMN PRECASTER (mfd. bidgs.) 869.667-010
COMBAT RIFLE CREWMEMBER (military ser.) 378.684-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

COOLER-CONVEYOR LOADER (slaught. & meat pack.) 525.686-014
cooler operator (malt liquors) 523.685-042
COOKER ROOM WORKER (slaught. & meat pack.) 525.687-022
COOLER TENDER (corn prod.) 523.685-038
COOLER TENDER (sugar) 520.585-018
COOLER WORKER (dairy prod.) 922.687-058
COOLING-MACHING OPERATOR (malt liquors) 523.685-042
COOLING-PAN TENDER (can. & preserv.) 523.685-046
COOLING-PIE INSPECTOR (const.) 862.687-010
COOLING-ROOM ATTENDANT (per. ser.) 335.677-010
COOPER (cooperage) 764.684-022
COOPER HELPER (cooperage) 764.687-050
cop breaker (textile) 689.686-014
coper, hand (stonework) 771.384-010
copper-roller handler, printing (textile) 652.385-010
copra processor (soap) 555.685-018
cop winder (asbestos prod.; textile) 681.685-154
copy holder (print & pub.) 209.667-010
copyist (paper goods) 794.684-022
copy-lathe tender (woodworkings) 664.685-018
cord-reel operator (paper goods) 640.685-046
cord splicer (rubber tire & tube) 759.684-058
corduroy-brusher OPERATOR (textile) 585.685-034
corduroy-cutter OPERATOR (textile) 585.565-010
cordwood-cutter helper (any ind.) 667.687-010
core-blower operator (found.) 518.685-022
core checker (found.) 518.687-010
core-composer-machine tender (veneer & plywood) 569.685-022
core cutter (paper & pulp) 649.685-026
core-cutter and reamer (paper goods) 649.685-026
core-drill-operator helper (any ind.) 930.687-014
core dropper (elcc. equip.) 727.687-022
core extruder (elcc. equip.) 557.685-010
core feeder (build board; veneer & plywood) 569.685-042
core feeder, plywood layup line (veneer & plywood) 569.685-018
core fitter (found.) 518.687-014
core inserter (text. prod., n.e.c.) 739.685-010
core inspector (found.) 518.687-010
core layer, plywood (veneer & plywood) 762.687-026
core layer, plywood layup line (veneer & plywood) 569.686-014
core-laying-machine operator (veneer & plywood) 569.685-026
core loader (ammunition) 737.687-030
coremaker helper (found.) 518.687-014
coremaker, machine (found.) I 518.685-014
coremaker, machine (found.) II 518.685-018
coremaker, machine (found.) III 518.685-022
coremaker, pipe (found.) 518.684-014
core mounter (found.) 518.684-018
core-oven tender (found.) 518.685-010
core pasteur (found.) 518.687-014
core-saw operator (aircraft-aerospace mfg.) 806.684-062
core setter (found.) 518.684-018
core setter (found.) 518.685-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

CORE SHAPER (sports equip.) 692.685-058
CORE SHAPER, SIDES (sports equip.) 692.685-058
CORE SHAPER, TOP (sports equip.) 692.685-058
core stripper (found.) 518.685-014
CORK BLOCKER (cork prod.) 617.685-026
cork coater (cork prod.) 562.687-014
corker (malt liquors) 920.665-014
CORK GRINDER (sports equip.) 662.685-010
cork mixer (cork prod.) 560.585-010
cork mixer (cork prod.) 560.587-010
CORK MOLDING (cork prod.) 569.685-030
CORK-PRESSING-MACHINE OPERATOR (cork prod.) 569.686-018
cork sorter (cork prod.) 769.687-042
CORN-CHIP MAKER (food prep., n.e.c.) 529.685-078
CORN COOKER (food prep., n.e.c.) 522.687-034
CORN-CUTTER OPERATOR (grain & feed mill.) 521.685-122
CORNER CUTTER (paper goods) 640.685-030
corner-cutter-machine operator (paper goods) 640.685-030
CORNER FORMER (wood. box) 617.685-014
CORN GRINDER (food prep., n.e.c.) 521.685-082
CORN-GRINDER OPERATOR, AUTOMATIC (corn prod.) 521.685-086
CORN-HUSK BALE (corn prod.; grain & feed mill.) 920.685-010
corn-oil extractor (corn prod.; grain & feed mill.; oils & fats) 529.685-106
CORN POPPER (confection) 526.685-026
CORN-PRESS OPERATOR (food prep., n.e.c.) 529.685-078
CORN-SHELLER OPERATOR (grain & feed mill.) 521.685-122
CORRECTION OFFICER (gov. ser.) 372.667-018
correction officer (gov. ser.) 375.367-010
correction officer (gov. ser.) 372.677-010
CORRECTION OFFICER, CITY OR COUNTY JAIL (gov. ser.) 372.667-018
CORRECTION OFFICER, PENITENTIARY (gov. ser.) 372.667-018
CORRECTION OFFICER, REGOMATORY (gov. ser.) 372.667-018
CORRESPONDENCE-REVIEW CLERK (clerical) 209.367-018
CUTTING-FASTENER DRIVER (woodworking) 669.685-042
CUTTING-SHEET-MATERIAL SHEETER (const.) 869.664-014
CUTTING-MACHINE OPERATOR (aircraft-aerospace mfg.) 806.684-062
corrugator (brick & tile) 779.684-042
CORRUGATOR OPERATOR (plastics mat.) 556.685-014
corrugator operator (woodworking) 669.685-042
CORRUGATOR-OPERATOR HELPER (paper goods) 641.686-018
COTTON-BALE (agric.) 920.465-010
COTTON-BALL BAKER (per. protec. & med. dev.) 920.686-014
COTTON-BALL-MACHINE TENDER (per. protec. & med. dev.) 580.685-022
COTTON CLASSER (agric.; textile) 429.387-010
cotton cleaner (synthetic fibers) 559.687-030
COTTON DISPATCHER (furn.) 780.684-038
COTTON FARMWORKER (agric.) 404.687-010

L-64
cotton grader (agric.; textile) 429.387-010
COTTON PICKER (matt. & bedspring) 680.685-078
COTTON-PICKER OPERATOR (explosives) 553.685-034
COTTON PRESSER (garment) 363.684-018
COTTON PULLER (oils & fats) 521.686-022
COTTON-ROLL PACKER (per. protect. & med. dev.) 920.685-054
COTTON SAMPLER (agric.; textile) 922.687-042
cottonseed-meat presser (oils & fats) 521.685-242
COTTON TIER (agric.) 920.687-074
COTTON WASHER (synthetic fibers) 559.687-030
COTTON WEIGHER (agric.) 221.587-030
cotton-weigher operator (chem.; explosives) 559.687-070
COTTON WRINGER (synthetic fibers) 559.687-030
COTRELL BLOWER (ore dress.; smelt & refin.) 511.687-014
counselor (hotel & rest.) 352.667-014
counter (clerical) 221.587-030
counter and upper tacker (boot & shoe) 690.685-010
counter attendant (clean.; dye & press; laund.; per. ser.) 369.477-014
COUNTER ATTENDANT, CAFETERIA (hotel & rest.) 369.477-014
COUNTER ATTENDANT, LUNCHROOM OR COFFEE SHOP (hotel & rest.) 311.477-014
COUNTER BUFFER (boot & shoe) 690.685-046
counter caser (boot & shoe) 788.687-026
counter clerk (ret. tr.; whole tr.) 279.357-062
COUNTER CUTTER (boot & shoe) 690.685-094
COUNTER DISH CARRIER (hotel & rest.) 311.677-018
COUNTER FORMER (boot & shoe) 690.685-098
COUNTER, HAND (paper goods) 794.687-018
counter maker (boot & shoe) 690.685-094
COUNTER MOLDER (boot & shoe) 690.685-102
counter molder (boot & shoe) 690.685-350
counter-pocket trimmer (leather mfg.) 585.684-010
COUNTER ROLLER (boot & shoe) 690.685-106
COUNTER-SUPPLY WORKER (hotel & rest.) 319.687-010
counter tacker (boot & shoe) 788.684-078
counter-weigher (clerical) 221.587-030
COUNTING-MACHINE OPERATOR (paper goods) 649.685-030
couper (distilled liquors; malt liquors) 764.687-090
coupler (rubber goods) 759.687-014
COUPON-MANIFEST CLERK (clerical) 209.687-010
COUPON-REDEMPTION CLERK (ret. tr.) 290.477-010
court officer (gov. ser.) 377.667-010
cover assembler (furn.) 780.684-114
cover creaser (boot & shoe) 690.685-174
cover cutter (boot & shoe) 788.687-042
COVER CUTTER, MACHINE (house furn.; matt. & bedspring) 781.684-014
COVERED-BUCKLE ASSEMBLER (button) 734.687-050
covered button maker (any ind.) 734.687-050
COVERED, LOOSELEAF BINDER (print. & pub.) 5.687-010
covering-machine operator (paper goods) 641.685-098
COVERING-MACHINE OPERATOR (textile) 681.685-038
COVERING-MACHINE-OPERATOR HELPER (rubber goods) 690.686-070
COVERING-MACHINE-OPERATOR HELPER (textile) 681.685-042
COVERING-MACHINE TENDER (leather prod.) 783.685-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

COVER INSPECTOR (furn.) 789.687-038
COVER-MACHINE OPERATOR (basketry) 669.685-014
cover-making-machine operator (print. & pub.) 653.685-018
COVER MARKER (paint & varn.) 920.685-078
COVER-MACHINE OPERATOR (basketry) 669.685-014
cover remover (boot & shoe) 788.687-042
COVER STRIPPER (paper goods) 641.685-034
cover treater (sports equip.) 559.685-102
COWPUNCHER (agric.) 410.674-014
COW TRIMMER (slaught. & meat pack.) 525.687-046
cp bleacher operator (chem.; soap) 558.685-018
Crab backer (can. & preserv.) 525.684-022
CRABBER (textile) 582.685-038
CRAB BUTCHER (can. & preserv.) 525.684-022
CRAB STEAMER (can. & preserv.) 529.685-214
cracker (rubber goods; rubber reclaim) 555.685-030
cracker-fanner operator (choc. & cocoa) 521.385-010
CRACKER SPRAYER (bake. prod.) 524.685-022
CRACKING-AND-FANNING-MACHINE OPERATOR (choc. & cocoa) 521.385-010
CRACKLING-PRESS OPERATOR (slaught. & meat pack.) 529.685-202
CRADLE PLACER (const.) 869.664-014
CRADLE-SLIDE MAKER (furn.) 616.685-058
CRANBERRY SORTER (agric.; whole tr.) 529.687-186
crane follower (any ind.) 921.667-022
crane hooker (any ind.) 921.667-022
crane operator (any ind.) 921.663-022
crane operator, cab (any ind.) 921.663-010
CRANK HAND (const.) 869.687-026
crate builder (wood box) 760.684-014
CRATE ICER (can. & preserv.) 922.687-046
CRATE LINER (furn.) 920.687-078
CRATE OPENER (matt. & bespring) 929.685-010
CRATER (agric.) 920.687-134
CRATER (any ind.) 920.484-010
CRATE REPAIRER (any ind.) 920.484-010
CRATE TIER (agric.; whole tr.) 920.687-134
crawler-crane operator (any ind.) 921.663-058
CRAWLER-DRAGLINE OPERATOR (any ind.) 850.683-018
CRAWLER-TRACTOR OPERATOR (any ind.) 850.683-010
CRAYON GRADER (minerals & earths) 579.684-014
CRAYON-MOLDING-MACHINE OPERATOR (pen & pencil) 575.685-022
CRAYON SAWSER (minerals & earths) 677.685-022
CRAYON-SORTING-MACHINE FEEDER (pen & pencil) 929.686-018
CREAM-CHEESE MAKER (dairy prod.) 526.665-010
CREAM DIPPER (confection) 524.684-010
CREAM MAKER (drug prep. & rel. prod.) 550.685-090
creaser (garment) 583.685-042
CREASER (leather prod.) 783.685-014
creasing-and-cutting-press feeder (paper goods) 659.686-014
creasing-machine operator (garment) 583.685-042
CREDIT AUTHORIZER (clerical) 249.367-022
CREDIT-CARD CLERK (ret. tr.) 209.587-014

L-66 99
C.

CREDIT-CARD-CONTROL CLERK (finan. inst.) 249.367-026
CREDIT-CARD INTERVIEWER (clerical) 205.367-014
CREDIT CLERK (clerical) 205.367-022
CREDIT CLERK, BLOOD BANK (medical ser.) 245.367-022
CREEL CLEANER (textile) 699.687-014
CREEL CLERK (cog. ser.) 205.367-026
CREELE (any ind.) 689.687-030
creel selector (glass mfg.) 689.687-038
CREMATOR (per. ser.) 359.685-010
CREPE-SOLE SCOURER (boot & shoe) 690.685-046
CREPE-SOLE WIRE BRUSHER (boot & shoe) 690.685-046
CREPING-MACHINE-OPERATOR HELPER (paper goods) 534.687-014
CRESTER (sports equip.) 732.684-010
CREW-TRUCK DRIVER (any ind.) 906.683-022
CRIB-PAD MAKER (matt. & bedspring) 780.685-010
crimper (bboot & shoe) 788.687-154
CRIMPER (electronics) 726.687-010
crimper (garment) 583.685-042
CRIMPER (rubber goods) 690.686-026
CRIMPER-assembler (struct. & ornam. metalwork) 809.685-010
CRIMPER OPERATOR (grain & feed mill) 521.685-122
crimping machine operator (hat & cap) 689.685-074
crimping machine operator (synthetic fibers) 589.685-102
crimping-machine operator (textile) 680.685-030
crimping-machine operator (textile) 589.686-034
CRIMP SETTER (textile) 680.685-026
crmp SETTER (textile) 589.686-034
CRIMP SETTER (textile) 680.685-026
crmp SETTER (textile) 589.686-034
CRIMP SETTER (textile) 680.685-026
CROP ROLLER (leather mfg.) 583.685-094
CROP-SETTING-OUT-MACHINE OPERATOR (leather mfg.) 589.685-098
CROSSBAND LAYER (veneer & plywood) 762.687-026
CROSSBAR-SWITCH REPAIRER (elec. equip.) 729.684-038
CROSSBOW MAKER (sports equip.) 732.684-038
CROSSCUTTER, ROLLED GLASS (glass mfg.) 575.684-022
CROSSING TENDER (any ind.) 371.667-010
CROSS-TIE-TRAM LOADER (wood preserving) 561.686-010
CROSS-TIE TURNER (wood preserving) 669.687-018
CROWN-ASSEMBLY-MACHINE OPERATOR (any ind.) 692.685-062
CROWN ATTACHER (clock & watch) 715.684-070
CROWN BLOCKER (clean.; dye.; & press.) 363.684-014
CROWN BUFFER (hat & cap) 585.685-014
CROWN FINISHER (hat & cap) 589.685-062
crown-finishing-machine operator (hat & cap) 585.685-058
CROWN-GREASER OPERATOR (hat & cap) 582.685-082
crown ironer (hat & cap) 582.685-022
CROWN-IRONER OPERATOR (clean.; dye.; & press.) 363.684-014
crown-perforator operator (hat & cap) 686.685-038
crown pounger (hat & cap) 585.685-074
crown pounder (hat & cap) 585.685-058
CROWN POUNCER, HAND (hat & cap) 784.687-018
CROWN PRESSER (hat & cap) 580.685-038
CROWN-WHEEL ASSEMBLER (clock & watch) 715.684-074
CROZE-CUTTER HELPER (cooperage) 669.685-010
CRUISER (forestry; logging) 451.667-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

cruller maker (bake. prod.) 526.684-010
CRUSHED-STONE GRADER (const.) 869.687-026
CRUSHER (mort. goods) 780.684-042
CRUSHER-AND-BLENDER OPERATOR (coke prod.) 544.582-010
crusher, dry-ground mica (minerals & earths) 579.685-010
CRUSHER FEEDER (iron & steel) 509.686-010
crusher operator (any ind.) 570.685-022
CRUSHER OPERATOR (build. board) 570.685-018
crusher operator (chem.) 555.685-034
crusher operator (glass mfg.) 570.685-026
CRUSHER OPERATOR (sugar) 521.685-090
crusher operator (tobacco) 521.685-530
CRUSHER SETTER (mining & quarrying) 933.664-010
CRUSHER TENDER (any ind.) 570.685-022
CRUSHER TENDER (floor covering, n.e.c.) 555.685-022
CRUSHER TENDER (oils & fats) 529.685-106
CRUSHER TENDER (ore dress, smelt, & refin.) 515.685-014
crusher, wet-ground mica (minerals & earths) 570.685-038
CRUSHING-MACHINE OPERATOR (vinous liquors) 521.685-094
crushing-mill operator (house furn.) 589.686-018
CRUTCHER (soap) 550.685-054
CRUTCHER HELPER (soap) 550.685-018
CRYSTAL ATTACHER (clock & watch) 715.687-018
CRYSTAL CUTTER (clock & watch) 715.684-078
CRYSTAL CUTTER (electronics) 590.684-022
CRYSTAL FINISHER (electronics) 590.684-022

CRYSTAL GROWER (electronics) 590.684-022
CRYSTAL LAPPER (electronics) 590.684-022
CRYSTALLIZER OPERATOR (chem.) 559.685-042
CRYSTALLIZER OPERATOR (corn prod.) 523.685-050
CRYSTALLIZER OPERATOR (explosives) 552.685-014
CRYSTALLIZER OPERATOR (sugar) 523.585-018
CUBE CUTTER (ice) 529.685-150
CUFF CREASER (garment) 583.685-042
CUFF CUTTER (glove & mit.) 686.685-018
cuffer (boot & shoe) 690.685-046
CUFF FOLDER (knit goods) 685.687-014
CUFF KNITTER (knit goods) 685.665-014
CUFF PRESSER (knit goods) 583.685-070
CUFF SEPARATOR (knit goods) 789.687-030
CUFF TURNER (hosiery) 789.687-182
cuff turner (knit goods) 685.687-014
cuff-turner-machine operator (garment) 583.685-102
CULLED-FRUIT PACKER (agric.) 920.687-134
CULLER (cooperage) 764.687-054
CULLET CRUSHER-AND-WASHER (glass mfg.) 570.685-026
CULL GRADER (agric.; whole tr.) 529.687-186
CUPBOARD BIULLER (furn.) 703.684-014
cup filler (ammunition) 737.687-102
CUPOLA CHARGER (found.) 512.686-010
CUPOLA CHARGER, INSULATION (build. board) 572.686-010
CUPOLA HOIST OPERATOR (found) 921.683-030
cupola liner (found) 861.684-010
CUPOLA PATCHER (found.) 861.684-010
CUPOLA STOCKER (found.) 512.686-010
CUPOLA TAPPER (found.) 514.664-010
CUPOLA-TENDER HELPER (found.) 519.687-022
CUPROUS-CHLORIDE HELPER (chem.) 558.585-022
CUP-TRIMMING-MACHINE OPERATOR (ammunition) 615.685-018
CURL ATTENDANT (clean., dye., & press.; laund.) 369.477-010
CURL-MACHINE OPERATOR (const.) 853.683-010
CURL-SETTER HELPER (const.) 869.687-026
CURER (rubber goods; rubber reclaim.; rubber tire & tube) 553.665-038
CURER, ACID DRUM (rubber goods) 556.685-066
CURING-BIN OPERATOR (cereal) 522.685-038
CURING FINISHER (rubber tire & tube) 553.685-102
CURING-MACHINE OPERATOR (const.) 853.663-014
CURING-OVEN TENDER (chem.) 553.685-038
CURLING MACHINE OPERATOR (textile) 585.685-022
CURRENCY MACHINE OPERATOR (finan. inst.) 217.485-010
CURRENCY SORTER (finan. inst.) 217.485-010
CURTAIN CLEANER (hotel & rest.) 323.687-018
CURTAIN CLOTHES (hand) 781.584-014
CURTAIN DRIER (clean., dye., & press.; laund.) 363.687-022
CURTAIN Framer (clean., dye., & press.; laund.) 363.687-022
CURTAIN HEMMER, AUTOMATIC (house furn.) 787.685-018
CURTAIN INSPECTOR (house furn.) 789.587-014
CURTAIN-ROLLER ASSEMBLER (window shade & fix.) 739.684-042
CURTAIN STRETCHER (clean., dye., & press.; laund.) 363.687-022
CURTAIN STRETCHER ASSEMBLER (woodworking) 762.684-030
CURTAIN INSTALLER (house furn.) 780.684-054
CUSHION ASSEMBLER (furn.) 780.684-054
CUSHION BUILDER (auto. mfg.) 780.684-050
CUSHION BUILDER (furn.) 780.684-046
CUSHION CEMENTER (boot & shoe) 788.684-026
CUSHION COVER INSPECTOR (furn.; house furn.) 789.687-038
CUSHION Filler (furn.) 780.684-054
CUSHION FILLER (furn.) 780.684-066
CUSHION FORMER (sports equip.) 732.384-010
CUSHION INSTALLER (sports equip.) 732.384-010
CUSHION MAKER, HAND (jewelry cases) 739.687-138
CUSHION MAKER (furn.) 780.684-054
CUSHION MAT MAKER (furn.) 780.684-054
CUSHION-SPRING ASSEMBLER (furn.) 780.684-098
CUSHION STUFFER (furn.) 780.684-054
CUSHION SWEEPER (house furn.) 789.687-122
CUSTOM, ATHLETIC EQUIPMENT (amuse. & rec.) 969.367-010
CUSTOM, BLOOD BANK (medical ser.) 222.387-058
CUSTOM, WARDROBE (motion pic.; radio & rv broad.) 346.374-010
CUSTOMER-ACCOUNT CLERK (finan. inst.) 216.387-010
CUSTOMER-COMPLAINT CLERK (clerical) 241.367-014
CUSTOMER-ORDER CLERK (clerical) 249.367-054
CUSTOMER SECURITY CLERK (air trans.) 372.667-010
CUSTOMER SERVICE CLERK (air trans.) 248.367-018
CUSTOMER-SERVICE CLERK (ret. tr.) 299.367-010
CUSTOMER-SERVICE REPRESENTATIVE (light, heat, & power; tel. & tel.; waterworks) 239.367-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

C

customer-service helper (any ind.) 637.684-010
customer-service specialist, post exchange (ret. tr.) 299.367-010
CUSTOM-FEED-MILL-OPERATOR HELPER (grain & feed mill.) 521.686-026
CUSTOMS-ENTRY CLERK (clerical) 214.467-010
CUT-AND-COVER LINE WORKER (boot & shoe) 753.684-014
CUTCH CLEANER (gold leaf & foil) 700.687-030
CUT-FILE CLERK (print. & pub.) 222.367-014
CUT-IN WORKER (grain & feed mill.) 521.686-030
CUT-LACE-MACHINE OPERATOR (leather prod.) 585.685-038
CUTLER MAKER, PORK (slaughter. & meat pack.) 529.686-022
cut-off-machine helper (glass mfg.) 677.665-010
cut-off-machine operator (ammunition) 609.685-026
cut-off-machine operator (ammunition) 615.685-022
cut-off-machine operator (paper goods) 640.685-034
cut-off-machine operator (pen & pencil) 690.685-306
cut-off-machine unloader (glass mfg.) 677.665-010
CUT-OFF-SAW OPERATOR, PIPE BLANKS (asbestos prod.) 677.685-026
CUT-OFF SAW TENDER, METAL (mach. shop) 697.685-010
CUT-OFF SAWYER, LOG (paper & pulp; sawmill) 667.685-034
CUT-OFF SAWYER, SHINGLE MILL (sawmill) 667.685-022
cut-off tender, glass (glass mfg.) 677.685-030
cut order hand (carpet & rug) 781.684-010
CUT-OUT-AND-MARKING-MACHINE OPERATOR (boot & shoe) 690.685-110
CUT-OUT-MACHINE OPERATOR (boot & shoe) 690.685-114
cut-out machine (boot & shoe) 788.584-014
cut-out-press operator (boot & shoe) 690.685-114
CUT-OUT WORKER (boot & shoe) 690.685-434
CUT-OUT-AND-MARKING-MACHINE OPERATOR (boot & shoe) 690.685-110
CUT-OUT-MACHINE OPERATOR (boot & shoe) 690.685-114
cut-out machine (boot & shoe) 788.584-014
cut-out-press operator (boot & shoe) 690.685-114
CUT-OUT WORKER (boot & shoe) 690.685-434
CUT-PLUG PACKER (tobacco) 920.687-130
CUT-ROLL-MACHINE OFFBEARER (confection.) 529.686-034
cut-roll-machine operator (confection.) 520.685-198
cutter (agric.) 404.686-010
cutter (any ind.) 775.684-022
cutter, (any ind.) 920.687-038
CUTTER (artif. flower) 734.684-010
CUTTER (brush & broom) 692.686-030
cutter (fabric. prod., n.e.c.) 690.485-010
CUTTER (floor covering, n.e.c.) 690.685-118
CUTTER (fur dressing) 589.686-022
cutter (hat & cap) 585.685-046
CUTTER (house furn.) 686.685-022
CUTTER (macaroni & rel. prod.) 529.685-082
CUTTER (paper & pulp) 539.587-010
CUTTER (photofinish.) 976.685-010
cutter (sports equip.) 732.685-014
cutter (stonework) 771.384-010
cutter (waste & batting) 789.687-134
CUTTER, ALUMINUM SHEET (ship & boat bldg. & rep.) 804.684-010
cutter and edge trimmer (jewelry) 700.687-066
CUTTER-AND-PASTER, PRESS CLIPPINGS (bus. ser.) 249.587-014
cutter and presser (soap) 559.685-142
CUTTER APPRENTICE, HAND (any ind.) 781.584-010
CUTTER, BANANA ROOM (whole. tr.) 929.687-010
CUTTER, BRAKE LINING (asbestos prod.) 579.687-010
cutter, first (soap) 559.686-042
CUTTER, FROZEN MEAT (can. & preserv.) 521.685-098
cutter, gas (welding) 816.464-010
CUTTER, HAND (rubber goods) 751.684-014
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cutter, Hand (any ind.)</td>
<td>781.584-014</td>
</tr>
<tr>
<td>Cutter, Hand (any ind.) II</td>
<td>781.687-026</td>
</tr>
<tr>
<td>Cutter, Hand (any ind.) III</td>
<td>781.687-030</td>
</tr>
<tr>
<td>Cutter Helper (any ind.)</td>
<td>781.687-022</td>
</tr>
<tr>
<td>Cutter, Hot Knife (boot &amp; shoe; rubber goods)</td>
<td>751.684-018</td>
</tr>
<tr>
<td>Cutter-Inspector (abrasive &amp; polish. prod.)</td>
<td>751.684-010</td>
</tr>
<tr>
<td>Cutter, Machine (confection.)</td>
<td>521.685-010</td>
</tr>
<tr>
<td>Cutter, Machine (leather prod.)</td>
<td>585.685-038</td>
</tr>
<tr>
<td>Cutter, Machine (any ind.) I</td>
<td>781.684-014</td>
</tr>
<tr>
<td>Cutter, Machine (any ind.) II</td>
<td>699.685-014</td>
</tr>
<tr>
<td>Cutter Operator (fabric. plastics prod.; plastics mat.)</td>
<td>555.685-026</td>
</tr>
<tr>
<td>Cutter Operator (felt goods; paper &amp; pulp)</td>
<td>530.666-010</td>
</tr>
<tr>
<td>Cutter Operator (mining &amp; quarrying)</td>
<td>930.683-014</td>
</tr>
<tr>
<td>Cutter Operator (plastics mat.)</td>
<td>555.585-010</td>
</tr>
<tr>
<td>Cutter Operator, Asbestos Shingle (asbestos prod.)</td>
<td>679.686-010</td>
</tr>
<tr>
<td>Cutter-Operator Helper (mining &amp; quarrying)</td>
<td>930.687-018</td>
</tr>
<tr>
<td>Cutter, Plastics Rills (plastics mat.)</td>
<td>690.665-010</td>
</tr>
<tr>
<td>Cutter, Rotary Sheets (fabric. plastics prod.; plastics mat.)</td>
<td>690.685-122</td>
</tr>
<tr>
<td>Cutter, V-Groove (clock &amp; watch)</td>
<td>715.685-014</td>
</tr>
<tr>
<td>Cutter, Wet Machine (paper &amp; pulp)</td>
<td>539.686-010</td>
</tr>
<tr>
<td>Cutter, Woodwind Reeds (musical inst.)</td>
<td>730.686-010</td>
</tr>
<tr>
<td>Cutting-and-Printing-Machine Operator (tex. bag)</td>
<td>652.685-022</td>
</tr>
<tr>
<td>Cutting Inspector (garment)</td>
<td>789.687-070</td>
</tr>
<tr>
<td>Cutting Inspector (house furn.)</td>
<td>781.684-022</td>
</tr>
<tr>
<td>Cutting-Machine Offbearer (tex. bag)</td>
<td>689.686-018</td>
</tr>
<tr>
<td>Cutting-Machine Operator (chew. gum)</td>
<td>521.685-034</td>
</tr>
<tr>
<td>Cutting-Machine Operator (confection.)</td>
<td>521.685-010</td>
</tr>
<tr>
<td>Cutting-Machine Operator (distilled liquors)</td>
<td>640.565-010</td>
</tr>
<tr>
<td>Cutting-Machine Operator (hat &amp; cap; tex. prod., n.e.c.)</td>
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</tr>
<tr>
<td>Cutting-Machine Operator (mining &amp; quarrying)</td>
<td>930.683-014</td>
</tr>
<tr>
<td>Cutting-Machine Operator (textile)</td>
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</tr>
<tr>
<td>Cutting-Machine Operator Helper (confection.)</td>
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</tr>
<tr>
<td>Cutting-Machine Tender (any ind.)</td>
<td>690.685-122</td>
</tr>
<tr>
<td>Cutting-Machine Tender, Decorative (glass mfg.)</td>
<td>775.685-010</td>
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<td>Cutting-Machine-Tender Helper (any ind.)</td>
<td>690.686-030</td>
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<tr>
<td>Cutting-Table Operator (rubber goods)</td>
<td>751.686-010</td>
</tr>
<tr>
<td>Cutting-Table Operator, first (soap)</td>
<td>559.686-042</td>
</tr>
<tr>
<td>Cylinder Batchr (textile)</td>
<td>582.665-010</td>
</tr>
<tr>
<td>Cylinder Devalver (comp. &amp; liquefied gases)</td>
<td>549.587-010</td>
</tr>
<tr>
<td>Cylinder-Die-Machine Helper (paper goods)</td>
<td>649.686-018</td>
</tr>
<tr>
<td>Cylinder Dyer (textile)</td>
<td>582.685-014</td>
</tr>
<tr>
<td>Cylinder Filler (comp. &amp; liquefied gases)</td>
<td>559.565-010</td>
</tr>
<tr>
<td>Cylinder Handler (comp. &amp; liquefied gases)</td>
<td>549.587-010</td>
</tr>
<tr>
<td>Cylinder Inspector-And-Testor (comp. &amp; liquefied gases)</td>
<td>953.387-010</td>
</tr>
<tr>
<td>Cylinder Loader (comp. &amp; liquefied gases)</td>
<td>559.565-010</td>
</tr>
<tr>
<td>Cylinder Press Feeder (print. &amp; pub.)</td>
<td>651.686-010</td>
</tr>
<tr>
<td>Cylinder-press-operator helper (print. &amp; pub.)</td>
<td>651.686-010</td>
</tr>
<tr>
<td>Cylinder-Sander Operator (woodworking)</td>
<td>662.685-014</td>
</tr>
<tr>
<td>Cylinder Steamer (comp. &amp; liquefied gases)</td>
<td>549.587-010</td>
</tr>
<tr>
<td>Cylinder Tester (comp. &amp; liquefied gases)</td>
<td>953.387-010</td>
</tr>
<tr>
<td>Cylinder Valver (comp. &amp; liquefied gases)</td>
<td>549.587-010</td>
</tr>
<tr>
<td>Cylindrical Mixer (hat &amp; cap)</td>
<td>680.685-062</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

DAG COATER (electronics) 725.684-022
DAG SPRAYER (electronics) 741.687-018
DAIRY-FEED-MIXING OPERATOR (grain & feed mill.) 520.685-098
DAIRY HELPER (dairy prod.) 529.686-026
DAIRY-POWER-MIXER OPERATOR (choc. & cocoa) 520.685-074
damage cutter (garment) 782.684-038
DAMPENER OPERATOR (paper & pulp) 534.685-010
DAMPROOFER (const.) 869.664-014
darner (hosiery) 782.684-030
DATA-CHANGE CLERK (clerical) 216.587-014
data clerk (clerical) 209.687-010
DATA-EXAMINATION CLERK (clerical) 209.387-022
DATE PULLER (confection.) 521.687-066
DATER ASSEMBLER (pen & pencil) 733.687-030
dauber (coke prod.) 543.687-014
day care worker (any ind.) 359.677-018
DAY GUARD (any ind.) 372.667-034
DAY-HAUL YOUTH SUPERVISOR (agric.) 913.363-010
DAY WORKER (dom. ser.) 301.687-014
DEADENER (auto. mfg.) 845.687-010
dead header (boot & shoe; rubber goods) 922.687-066
DE-ALCOHOLIZER (malt liquors) 522.685-042
debeader (rubber goods; rubber reclaim.) 690.685-386
debeaker (agric.) 411.687-026
DEBLOCKER (optical goods) 716.687-010
DEBRANDER (boot & shoe) 753.687-014
debtor (clerical) 241.367-026
DEBUBBLIZER (plastics mat.) 553.585-010
DEBURRER (needle, pin, & rel. prod.) 603.685-050
DEBURRER, MACHINE (clock & watch) 715.685-018
DECAL APPLIER (any ind.) 749.684-010
decal transferrer (any ind.) 749.684-010
DECATING-MACHINE OPERATOR (textile) 582.685-042
DECAY-CONTROL OPERATOR (whole. tr.) 529.685-086
deck and hull assembler (ship & boat bldg. & rep.) 806.684-022
deck-engine operator (water trans.) 921.683-034
DECK GUARD (fish.; water trans.) 372.667-034
DECKHAND (turp. & rosin) 553.686-022
DECKHAND (water trans.) 911.687-022
DECKHAND, CLAM DREDGE (fish) 449.667-010
DECKHAND, CRAB BOAT (fish.) 449.667-010
DECKHAND, FISHING VESSEL (fish.) 449.667-010
DECKHAND, MAINTENANCE (water trans.) 911.364-010
DECKHAND, OYSTER DREDGE (fish.) 449.667-010
DECKHAND, SHRIMP BOAT (fish.) 449.667-010
DECKHAND, SPONGE BOAT (fish.) 449.667-010
DECKHAND, TUNA BOAT (fish.) 499.667-010
DECK-LID FITTER (auto. mfg.) 806.684-010
DECK MOLDER (ship & boat bldg. & rep.) 806.684-054
deck Sawyer (paper & pulp; sawmill) 667.685-034
DECK SCALER (sawmill) 455.487-010
deckworker (sawmill) 921.685-014
DECONTAMINATOR (any ind.) 199.384-010
DECORATING INSPECTOR (glass mfg.) 579.687-014
DECORATING-MACHINE OPERATOR (glass mfg.) 652.665-010
DECORATING-MACHINE OPERATOR (glass prod.) 652.685-026
DECORATIVE GREENS CUTTER (forestry) 453.687-010
decorator (any ind.) 979.684-034
decorator (bake. prod.) 524.684-022
DECORATOR (bake. prod.; confection.) 524.684-014
DECORATOR (furn.) 749.684-014
DECORATOR (hat & cap) 784.684-022
DECORATOR (leather prod.) 739.684-046
decorator (model & pattern) 741.684-010
DECORATOR (pottery & porc.) 740.684-014
DECORATOR (sports equip.) 749.684-014
decorator, hand (bake. prod.; confection.) 524.684-014
decorator, hand (confection,) 524.684-018
decorator, hand (trim. & embroid.) 782.684-018
decorator inspector (pottery & porc.) 774.687-018
DECORATOR, LIGHTING FIXTURES (light. fix.) 749.684-018
dedenter (any ind.) 619.685-034
DEEP-FRYER ASSEMBLER (elec. equip.) 723.684-010
DEEP KEEPER (amuse. & rec.) 412.674-010
defect cutter (veneer & plywood) 663.585-010
DEFECTIVE-CIGARETTE SLITTER (tobacco) 529.685-090
DEFFECT REPAIRER, GLASSWARE (glass. mfg.) 772.684-010
DEFINER (button) 599.685-022
DEndeflector OPERATOR (malt liquors; vinous liquors) 529.687-058
DEGREASER (any ind.) 503.685-030
DEGREASING-SOLUTION MIXER (chem.) 550.685-106
DEGREASING-SOLUTION RECLAIMER (chem.) 552.685-014
DEGREASING-WHEEL OPERATOR (leather mfg.) 582.685-050
degree clerk (education) 205.367-010
DEHAIRING-MACHINE TENDER (slaught. & meat pack.) 525.685-018
DEHYDRATING-PRESS OPERATOR (explosives; plastics mat.) 551.685-046
dehydrator (can. & preser.; corn prod.; grain & feed mill.) 523.685-058
DEHYDRATOR TENDER (can. & preser.), 523.685-054
DEHYDROGENATION-CONVERTER HELPER (chem.) 558.585-010
DEICER ASSEMBLER, ELECTRIC (rubber goods) 739.684-050
DEICER ASSEMBLER, PNEUMATIC (rubber goods) 739.684-050
DEICER-ELEMENT WINDER, HAND (rubber goods) 739.684-058
DEICER-ELEMENT WINDER, MACHINE (rubber goods) 692,685-066
DEICER FINISHER (rubber goods) 739.684-054
DEICER INSPECTOR, ELECTRIC (rubber goods) 729.387-010
DEICER INSPECTOR, PNEUMATIC (rubber goods) 759.687-010
DEICER-KIT ASSEMBLER (rubber goods) 759.684-030
DEICER REPAIRER (rubber goods) 759.684-026
DEICER REPAIRER, ELECTRIC (rubber goods) 759.684-026
DEICER REPAIRER, PNEUMATIC (rubber goods) 759.684-026
DEICER TESTER (rubber goods) 729.387-014
DE-IONIZER OPERATOR (chem.) 558.685-026
DELICATESSEN-GOODS STOCK CLERK (ret. tr.) 299.367-014
DELI CUTTER-SLICER (ret. tr.) 316.684-014
DELIVERER, CAR RENTAL (auto. ser.; ret. tr.) 919.663-010
DELIVERER, FOOD (ret. tr.) 299.477-010
DELIVERER, MERCHANDISE (ret. tr.) 299.477-010
DELIVERER, OUTSIDE (clerical) 230.667-010
DELIVERER, PHARMACY (ret. tr.) 299.477-010
delivery-room clerk (clerical) 324.577-010
DELIVERY-TRUCK DRIVER, HEAVY (any ind.) 905.663-014
demand inspector (light, heat, & power) 952.367-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

D

DEMOLITION-CRANE OPERATOR (any ind.) I 921.663-058
DEMOLITION-CRANE OPERATOR (any ind.) II 921.663-062
DEMOLITION SPECIALIST (ordnance) 737.687-034
DEMONSTRATOR, CONSTRUCTION EQUIPMENT (whole tr.) 859.683-010

DENSITY CONTROL PUNCHER (motion pic.) 976.684-010
DENTAL CERAMIST ASSISTANT (medical ser.) 712.664-010
DENTAL-CHAIR ASSEMBLER (furn.) 706.684-058
DENTAL-CREAM MAKER (drug prep. & rel. prod.) 550.685-090
DENTAL FLOSS PACKER (per. protect. & med. dev.) 920.687-082
DEODORIZER (chem.) 522.685-046
department helper (leather mfg.) 589.686-026
departure clerk (air trans.) 912.367-014
DEPTH-STRETCHING-MACHINE OPERATOR (cord. & twine) 580.685-058
deputy assessor (gov. ser.) 191.367-010
deputy, building guard (gov. ser.) 377.667-014
deputy, grand jury (gov. ser.) 377.363-010
DEPUTY SHERIFF, BUILDING GUARD (gov. ser.) 377.667-014
DEPUTY SHERIFF, CIVIL DIVISION (gov. ser.) 377.667-018
DEPUTY SHERIFF, GRAND JURY (gov. ser.) 377.363-010
derrick-boat operator (water trans.) 921.683-034
DERRICK-BOAT OPERATOR (water trans.) 921.683-034
DERRICK-CAR OPERATOR (r.r. trans.) 919.663-014
DERRICK OPERATOR (any ind.) 921.663-022
DERRICK WORKER, WELL SERVICE (petrol. production) 930.683-018
Descriptive catalog librarian (library) 100.387-010
Design assembler (floor covering, n.e.c.) 692.686-034
Design inserter (fabric, plastics prod.) 692.685-070
Design printer, BALLOON (rubber goods) 651.685-014
design transferrer (any ind.) 749.684-010
DESILVERIZER (ore dress., smelt., & refin.) 519.685-022
DESIZING-MACHINE BACK-TENDER (textile) 589.686-010
desizing-machine offbearer (textile) 589.686-010
DESIZING-MACHINE OPERATOR, HEAD-END (textile) 582.685-046
desizing-machine operator, rear-end (textile) 589.686-010
desizing-pad operator (textile) 582.685-046
desk assistant (radio & tv broad.) 209.367-038
desk attendant (library) 249.367-046
desk clerk, BOWLING FLOOR (amuse. & rec.) 340.367-010
deskilling-machine OPERATOR (boot & shoe) 690.685-126
desk-pen-set assembler (pen & pencil) 733.687-034
dessert-cup-machine FEEDER (bake. prod.) 520.686-014
destatizer feeder (clock & watch) 715.686-010
desulfurizer, Hand (synthetic fibers) 582.685-162
desulfurizer, machine (synthetic fibers) 582.685-162
detacker (knit goods; textile) 589.685-030
detail assembler (aircraft-aerospace mfg.) 806.484-010
detailer, SCHOOL PHOTOGRAPHS (photofinish.) 976.564-010
detective, BOWLING ALLEY (amuse. & rec.) 376.667-014
detective (any ind.) I 376.367-014
detective (any ind.) II 376.667-014
dethistler operator (can. & preserv.) 521.685-106
detonator assembler (ammunition) 737.687-038
developer, AUTOMATIC (photofinish.) 976.685-014
developing-machine tender (motion pic.) 976.685-018

L-74
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Classification Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evil tender (hat &amp; cap)</td>
<td>680.685-062</td>
</tr>
<tr>
<td>Devil tender (textile)</td>
<td>680.685-050</td>
</tr>
<tr>
<td>Devulcanizer charger (rubber reclaim.)</td>
<td>558.666-010</td>
</tr>
<tr>
<td>Devulcanizer operator (rubber reclaim.)</td>
<td>558.585-026</td>
</tr>
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<td>558.585-026</td>
</tr>
<tr>
<td>Dewaterer operator (ore dress., smelt., &amp; refin.)</td>
<td>511.565-010</td>
</tr>
<tr>
<td>Dewaxer (inst. &amp; app.)</td>
<td>710.687-022</td>
</tr>
<tr>
<td>Dial brusher (clock &amp; watch)</td>
<td>715.687-022</td>
</tr>
<tr>
<td>Dial maker (bal. &amp; scales)</td>
<td>710.684-018</td>
</tr>
<tr>
<td>Dial marker (elec. equip.)</td>
<td>729.684-018</td>
</tr>
<tr>
<td>Dial printer (print &amp; pub.)</td>
<td>651.685-018</td>
</tr>
<tr>
<td>Dial refinisher (clock &amp; watch)</td>
<td>715.584-010</td>
</tr>
<tr>
<td>Dial retoucher (inst. &amp; app.)</td>
<td>740.684-026</td>
</tr>
<tr>
<td>Dial-screw assembler (clock &amp; watch)</td>
<td>715.684-082</td>
</tr>
<tr>
<td>Diamond blender (cut &amp; tools)</td>
<td>590.685-018</td>
</tr>
<tr>
<td>Diamond-driller helper (any ind.)</td>
<td>930.687-014</td>
</tr>
<tr>
<td>Diamond mounter (mach. tool &amp; access.)</td>
<td>739.384-010</td>
</tr>
<tr>
<td>Diamond sizer and sorter (clock &amp; watch; jewelry)</td>
<td>770.687-014</td>
</tr>
<tr>
<td>Diamond-wheel edger (mirror)</td>
<td>775.684-014</td>
</tr>
<tr>
<td>Diamond-wheel molder (abrasive &amp; polish prod.)</td>
<td>575.685-010</td>
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<tr>
<td>Diaphragm builder (chem.)</td>
<td>826.684-018</td>
</tr>
<tr>
<td>Dice dealer (amuse. &amp; rec.)</td>
<td>343.467-018</td>
</tr>
<tr>
<td>Dice-machine operator (nut process.)</td>
<td>521.685-018</td>
</tr>
<tr>
<td>Diec operator (plastics mat.)</td>
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</tr>
<tr>
<td>Dice spotter (toys &amp; games)</td>
<td>740.687-018</td>
</tr>
<tr>
<td>Die caster (electronics)</td>
<td>726.687-010</td>
</tr>
<tr>
<td>Die-casting-machine operator (found.)</td>
<td>514.685-018</td>
</tr>
<tr>
<td>Die cleaner (macaroni &amp; rel. prod.)</td>
<td>529.687-062</td>
</tr>
<tr>
<td>Die-cutting-machine-operator helper, automatic (felt goods)</td>
<td>586.686-018</td>
</tr>
<tr>
<td>Die filder (mach. tool &amp; access.)</td>
<td>705.484-010</td>
</tr>
<tr>
<td>Die-finisher, forging (mach. shop)</td>
<td>705.484-014</td>
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<tr>
<td>Dielectric-heat-sealing-machine operator (any ind.)</td>
<td>690.685-154</td>
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<tr>
<td>Dielectric-press operator (auto. mfg.)</td>
<td>692.685-010</td>
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<tr>
<td>Dielectric tester (rubber goods)</td>
<td>759.684-010</td>
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<tr>
<td>Dielectric-testing-machine operator (elec. equip.)</td>
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</tr>
<tr>
<td>Die-out-machine operator (boot &amp; shoe)</td>
<td>690.685-114</td>
</tr>
<tr>
<td>Die presser (pottery &amp; porc.)</td>
<td>575.685-026</td>
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<tr>
<td>Die-press operator (rubber goods)</td>
<td>690.685-286</td>
</tr>
<tr>
<td>Diesel-dragline operator (any ind.)</td>
<td>850.683-018</td>
</tr>
<tr>
<td>Diesel-locomotive-crane operator (any ind.)</td>
<td>925.663-038</td>
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<td>Diesel-mechanic helper (any ind.)</td>
<td>825.684-010</td>
</tr>
<tr>
<td>Diesel-power-shovel operator (any ind.)</td>
<td>850.683-030</td>
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<tr>
<td>Diesel-roller operator (const.)</td>
<td>859.683-030</td>
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<td>Diesel-tractor operator (any ind.)</td>
<td>929.683-014</td>
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<td>Diesel-truck-crane operator (any ind.)</td>
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<td>Die-storage clerk (clerical)</td>
<td>222.367-062</td>
</tr>
<tr>
<td>Diet aide (medical ser.)</td>
<td>245.587-010</td>
</tr>
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<td>Dietary aide (medical ser.)</td>
<td>355.677-010</td>
</tr>
<tr>
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<td>245.587-010</td>
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<td>Diet clerk (medical ser.)</td>
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</tr>
<tr>
<td>Diet-kitchen aide (medical ser.)</td>
<td>355.677-010</td>
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<tr>
<td>Die-tripper (brick &amp; tile)</td>
<td>575.665-014</td>
</tr>
<tr>
<td>Diffusion-furnace operator (electronics)</td>
<td>590.684-022</td>
</tr>
<tr>
<td>Digester charger (rubber reclaim.)</td>
<td>558.585-026</td>
</tr>
<tr>
<td>Digester-cook helper (build. board; paper &amp; pulp)</td>
<td>532.686-010</td>
</tr>
</tbody>
</table>

L-75
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

D

digester operator (explosives) 555.686-010
DIGESTER-OPERATOR HELPER (build. board; paper & pulp) 532.686-010
DIGESTION OPERATOR (ore dress., smelt., & refin.) 519.565-010
digger (mining & quarrying) 939.687-014
digger (smoking pipe) 739.687-070
DIMETHYLANILINE-SULFATOR OPERATOR (explosives) 550.585-030
dinger (aircraft-aerospace mfg.) 807.684-018
DINING ROOM ATTENDANT (hotel & rest.) 311.677-018
dining-room attendant, cafeteria (hotel & rest.) 311.677-010
dining-service worker (hotel & rest.; medical ser.) 319.484-010
dinker (any ind.) 781.687-030
DINKY OPERATOR (any ind.) 919.663-014
DINKY OPERATOR, COMPRESSED AIR (any ind.) 919.663-014
DINKY-OPERATOR HELPER (any ind.) 932.664-010
DINKY OPERATOR, MINE (mining & quarrying) 919.663-014
DINKY OPERATOR, SLAG (ore dress., smelt., & refin.) 919.663-014
DINKY OPERATOR, SLATE (mining & quarrying) 919.663-014
DIP GUIDER, STOVES (floor covering, n.e.c.) 590.686-014
DIP-LUBE OPERATOR (ammunition) 503.685-014
dip painter (any ind.) 599.685-026
DIPPER (any ind.) 599.685-026
DIPPER (elec. equip.; electronics) 726.684-030
dipper (found.) 518.687-022
dipper (hat & cap) 589.687-038
DIPPER (jewelry) 735.687-010
DIPPER (knit goods; textile) 589.687-018
DIPPER (match) 590.685-022
dipper (optical goods) 713.687-010
DIPPER (pen & pencil) 733.687-038
DIPPER (pottery & porc.) 774.684-014
DIPPER (rubber goods,) 556.685-030
DIPPER (synthetic fibers) 582.685-162
DIPPER AND BAKER (any ind.) 599.685-030
DIPPER AND DRIER (furn.; woodworking) 749.687-010
DIPPER, CLOCK AND WATCH HANDS (clock & watch) 715.687-026
dipper, fish (can. & preserv.) 522.687-014
dipping-machine operator (plastics mat.) 554.585-014
DIPPING-MACHINE OPERATOR (rubber goods) 556.685-034
dip tanker (wood preserving) 561.685-010
DIRECT-MAIL CLERK (clerical) 209.587-018
DIRECTORY COMPILER (clerical) 209.387-014
DISASSEMBLER (clock & watch) 715.684-090
DISASSEMBLER, PRODUCT (mach. shop) 706.684-018
DISBURSEMENT CLERK (finan. inst.) 209.367-022
DISCOUNT-VARIETY-STORE CLERK (ret. tr.) 299.367-014
DISH CARRIER (hotel & rest.) 311.677-018
DISHCLOTH FOLDER (house furn.) 589.687-014
DISH-CLOTH INSPECTOR (house furn.) 789.587-014
DISHWASHER, MACHINE (hotel & rest.) 318.687-010
DISHWASHER PREPARER (any ind.) 827.584-010
DISK-AND-TAPE-MACHINE TENDER (leather prod.) 783.685-018
disk recoater (any ind.) 739.684-030
disk setter (glass mfg.) 734.687-022
dispatcher (clerical) 239.367-014
dispatcher (clerical) 222.587-038
dispatcher (motor trans.) 913.367-010
DISPATCHER, INDUSTRIAL LOCOMOTIVE (any ind.) 910.367-018
dispatcher, maintenance (clerical) 221,367-066
DISPATCHER, MAINTENANCE SERVICE (clerical) 239,367-014
DISPATCHER, SHIP PILOT (water trans.) 248,367-026
dispensary attendant (per. ser.) 339,687-010
dispersion mixer (paint & varn.) 550,685-078
DISPLAY-SCREEN FABRICATOR (electronics) 725.685-010
disposition clerk (clerical) 209,367-042
dissolver operator (chem.) 550,685-018
dissolver operator (explosives) 550.685-11-
DISTILLATION-OPERATOR HELPER (coal tar prod.) 552,687-010
DISTILLERY WORKER, GENERAL (distilled liquors) 529,687-066
DISTRESSER (furn.) 763.687-018
distribution clerk (gov. ser.) 209.687-014
DISTRIBUTION CLERK, RAILWAY OR HIGHWAY POST OFFICE (gov. ser.) 209,687-014
distributor (any ind.) 929,687-030
distributor (clean., dye., & press.; laund.) 369,687-010
distributor, advertising material (any ind.) 230,687-010
DISTRIBUTOR-CLEANER (tobacco) 529,687-070

DISULFURIZER TENDER (plastics mat.) 550,685-034
DITCHER OPERATOR (r.r. trans.) 850,683-014
diver assistant (any ind.) 899,664-010
DIVER HELPER (any ind.) 899,664-010
diver tender (any ind.) 899,664-010
DIVIDING-MACHINE OPERATOR (bake. prod.) 520,685-086
DIVING-BOARD ASSEMBLER (sports equip.) 732,684-014
dobby-loom chain-pegger (narrow fabrics; textile) 689,687-054
dock attendant (amuse. & rec.) 342,667-010
DOCK CLEANER (coke prod.) 911,687-014
DOCK GRADER (woodworking) 669,587-010
DOCK GUARD (any ind.) 372,667-034
DOCK HAND (air trans.;) 919,683-010
DOCK HAND (ship & boat bldg. & rep.) 891,684-010
dock hand (water trans.) 911,364-014
dock helper (water trans.) 911687-010
dockworker (can. & preserv.) 922,687-062
doffer (synthetic fibers) 582,685-162
DOFFER (textile) 689,686-022
DOG BATHER (per. ser.) 418,677-010
dog beautician (per. ser.) 418,674-010
DOG CATCHER (gov. ser.) 379,673-010
DOG GROOMER (per. ser.) 418,674-010
dog-hair clipper (per. ser.) 418,674-010
DOG LICENSER (nonprofit organ.) 249,367-030
DOG-POUND ATTENDANT (gov. ser.) 410,674-010
dog warden (gov. ser.) 379,673-010
DOLL-EYE-SETTER (toys & games) 731,687-034
DOLL REPAIRER (any ind.) 731,684-014
doll-wig maker, rooted hair (hairwork) 731,685-010
DOLLY PUSHER (radio & tv broad.) 982,687-010
DOMER (paper goods) 641,685-038
DOOR ASSEMBLER (mfd, bldgs.; trans. equip.) 806,684-050
DOOR ASSEMBLER (plan. mill) 762,687-050

L-77 110
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

D

DOOR ASSEMBLER (woodworking) 762.684-034
DOOR-CLAMP OPERATOR (plan, mill) 669.685-030
DOOR CLOSER (sports equip.) 732.684-026
DOOR CORE ASSEMBLER (woodworking) 762.687-030
DOOR FITTER (auto. mfg.) 806.684-010
DOOR FITTER (furn.) 763.684-026
DOOR-FRAME ASSEMBLER, MACHINE (woodworking) 669.685-042
DOOR-GLASS INSTALLER (plan. mill) 865.684-014
DOOR INSTALLER (mfd. bldgs., trans. equip.) I 809.684-030
DOOR INSTALLER (mfd. bldgs., trans. equip.) II 689.684-026
DOORKEEPER (any ind.) 324.677-014
DOOR-LOCK INSTALLER (struct. & ornam. metalwork) 809.684-010
DOOR-MACHINE OPERATOR (coke prod.) 519.663-010
DOOR PATCHER (plan. mill) 769.684-030
doorshaker (bus. ser.) 372.667-038
DOOR SLINGER (corn. prod.) 529.685-154
DOPE-DRY-HOUSE OPERATOR (explosives) 559.685-046
DOPE EDGER (boot & shoe) 788.684-066
dope firer (build. mat., n.e.c.) 869.685-010
dope heater (build. mat., n.e.c.) 869.685-010
dope-house operator helper (explosives) 559.685-046
dope mixer (chem.) 550.685-106
DOPE POURER (const.) 869.687-026
doper (leather mfg.) 584.687-010
DOPER OPERATOR (tinware) 741.687-016
DOPE SPRAYER (leather mfg.) 584.687-014
DORK OPERATOR (sugar) 522.685-050
DOUBLE (motion pic.; radio & tv broad.) 961.364-010
DOUBLE-BOTTOM DRIVER (any ind.) 904.383-010
DOUBLE-CORNER CUTTER (paper goods) 640.685-030
DOUBLE-END-MACHINE OPERATOR (paper goods) 641.685-042
DOUBLE-END-PRODUCTION GRINDER (spring) 616.485-010
DOUBLE-END SEWER (paper goods) 787.686-010
DOUBLE-FOLD-MACHINE OPERATOR (paper goods) 649.685-046
doubler (textile) 681.685-046
DOUBLE-SPINDLE-DISK GRINDER OPERATOR, SPRING END (spring) 603.685-062
doubling-and-rolling-machine operator (textile) 689.685-050
doubling-machine operator (rubber goods) 554.685-014
DOUBLING-MACHINE OPERATOR (textile) 681.685-046
doubling-machine operator (textile) 689.685-050
DOUGH-BRAKE-MACHINE OPERATOR (bake. prod.) 520.685-090
DOUGH-MIXER HELPER (bake. prod.) 526.686-010
dough molder, hand (bake. prod.) 520.384-010
DOUGHNUT-BATTER MIXER (bake. prod.) 520.685-010
DOUGHNUT ICER (bake. prod.) 524.684-022
DOUGHNUT ICER, MACHINE (bake. prod.) 524.685-034
DOUGHNUT-MACHINE-OPERATOR HELPER (bake. prod.) 526.686-010
DOUGHNUT MAKER (bake. prod.) 526.684-010
DOUGHNUT-MAKER HELPER, HAND (bake. prod.) 526.686-010
dough sheeter (bake. prod.) 520.685-214
DOVETAIL-MACHINE OPERATOR (wood. box) 669.685-046
doweler (cooperage) 764.687-062
doweler (woodworking) 669.685-050
DOWELING-MACHINE OPERATOR (woodworking) 669.685-030
DOWEL INSPECTOR (woodworking) 669.687-014
DOWEL POINTER (woodworking) 667.685-038
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dowel-sander operator (woodworking)</td>
<td>662.685-014</td>
</tr>
<tr>
<td>Dowel-setting-machine operator (woodworking)</td>
<td>669.685-050</td>
</tr>
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<td>Down filler (house furn.)</td>
<td>780.684-066</td>
</tr>
<tr>
<td>Draft-roller picker (textile)</td>
<td>680.687-014</td>
</tr>
<tr>
<td>Dragline oiler (mining &amp; quarrying)</td>
<td>850.684-018</td>
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<td>Dragline operator (any ind.)</td>
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<tr>
<td>Drain layer (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>Drain-tile-machine operator (const. prod.)</td>
<td>575.665-010</td>
</tr>
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<td>Draper (garment; knit goods)</td>
<td>781.684-026</td>
</tr>
<tr>
<td>Drapery and upholstery estimator (ret. tr.)</td>
<td>299.387-010</td>
</tr>
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<td>Drapery and upholstery measurer (ret. tr.)</td>
<td>299.364-010</td>
</tr>
<tr>
<td>Drapery cutter, hand (house furn.)</td>
<td>781.584-014</td>
</tr>
<tr>
<td>Drapery cutter, machine (house furn.)</td>
<td>781.684-014</td>
</tr>
<tr>
<td>Drapery estimator (ret. tr.)</td>
<td>299.387-010</td>
</tr>
<tr>
<td>Drapery hanger (ret. tr.)</td>
<td>869.484-014</td>
</tr>
<tr>
<td>Drapery-head former (ret. tr.)</td>
<td>781.684-030</td>
</tr>
<tr>
<td>Drapery hemmer, automatic (house furn.)</td>
<td>787.685-018</td>
</tr>
<tr>
<td>Drapery inspector (house furn.)</td>
<td>789.587-014</td>
</tr>
<tr>
<td>Drapery-rod assembler (ret. tr.)</td>
<td>706.484-010</td>
</tr>
<tr>
<td>Drapery sewer, hand (house furn.)</td>
<td>782.684-058</td>
</tr>
<tr>
<td>Draw-bench operator (iron &amp; steel; nonfer. metal alloys)</td>
<td>614.685-022</td>
</tr>
<tr>
<td>Draw-bench-operator helper (iron &amp; steel; nonfer. metal alloys)</td>
<td>614.686-010</td>
</tr>
<tr>
<td>Drawer (textile)</td>
<td>680.685-038</td>
</tr>
<tr>
<td>Drawer (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Drawer fitter (furn.)</td>
<td>763.684-026</td>
</tr>
<tr>
<td>Drawer-hardware worker (furn.)</td>
<td>706.684-050</td>
</tr>
<tr>
<td>Drawer-in dobbay loom (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Drawer-in, haide (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Drawer-in, helper, hand (textile)</td>
<td>683.687-010</td>
</tr>
<tr>
<td>Drawer-in, jacquard loom (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Drawer-in, plain loom (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Drawer-in, stitch-bonding machine (textile)</td>
<td>689.684-014</td>
</tr>
<tr>
<td>Drawer liner (furn.)</td>
<td>763.684-030</td>
</tr>
<tr>
<td>Drawer upfitter (furn.)</td>
<td>706.684-050</td>
</tr>
<tr>
<td>Drawer waxer (furn.)</td>
<td>763.687-022</td>
</tr>
<tr>
<td>Draw-frame tender (cord. &amp; twine)</td>
<td>680.685-034</td>
</tr>
<tr>
<td>Draw-furnace tender (heat treat.)</td>
<td>504.685-018</td>
</tr>
<tr>
<td>Draw hand (brush &amp; broom)</td>
<td>739.687-046</td>
</tr>
<tr>
<td>Drawing-frame tender (textile)</td>
<td>680.685-038</td>
</tr>
<tr>
<td>Drawing-in hand (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Drawing-in-machine-tender helper (textile)</td>
<td>683.685-022</td>
</tr>
<tr>
<td>Drawing-release clerk (aircraft-aerospace mfg.; electronics)</td>
<td>206.367-010</td>
</tr>
<tr>
<td>Drawing tender (textile)</td>
<td>680.685-038</td>
</tr>
<tr>
<td>Drawing hand (textile)</td>
<td>683.684-014</td>
</tr>
<tr>
<td>Draw-machine operator (synthetic fibers)</td>
<td>680.665-014</td>
</tr>
<tr>
<td>Draw-press operator (any ind.)</td>
<td>615.685-030</td>
</tr>
<tr>
<td>Drawstring knotter (house furn.)</td>
<td>689.685-058</td>
</tr>
<tr>
<td>Draw driver (any ind.)</td>
<td>919.664-010</td>
</tr>
<tr>
<td>Dredge deckhand (water trans.)</td>
<td>911.687-022</td>
</tr>
<tr>
<td>Dredge operator (const.; mining &amp; quarrying)</td>
<td>850.663-010</td>
</tr>
<tr>
<td>Dredge pipe installer (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>Dredge pumper (const.; mining &amp; quarrying)</td>
<td>850.663-010</td>
</tr>
<tr>
<td>Dress-cap maker (hat &amp; cap)</td>
<td>784.684-018</td>
</tr>
<tr>
<td>Dress draper (garment)</td>
<td>781.684-026</td>
</tr>
<tr>
<td>Dresser (amuse. &amp; rec.)</td>
<td>346.674-010</td>
</tr>
</tbody>
</table>

L-79
Dresser (boot & shoe) 788.687-038
Dress-gang worker (can. & preserv.; fish) 525.684-030
Dressing-room attendant (per. ser.) 358.677-014
Dressmaker (garment) 788.684-058
Dress Marker (garment) 781.384-014
Dress-shoe inspector (boot & shoe) 788.384-010
Dried fruit washer (food prep., n.e.c.) 521.685-110
drier (felt goods) 581.685-034
drier (garment) 581.685-014
drier (hosiery; knit goods) 581.686-014
drier (rubber goods) 553.665-038
drier and evaporator operator (chem.; coal tar prod.; ore dress., smelt., & refin) 559.685-074
drier-and-grinder tender (minerals & earths) 579.685-010
drier-and-pulverizer tender (chem.) 559.685-050
drier attendant (can. & preserv.; corn prod.; grain & feed mill.) 523.685-058
drier attendant (fuel briquettes) 543.685-014
drier attendant (garment) 581.686-018
drier, belt conveyor (food prep., n.e.c.) 529.485-018
drier feeder (rubber reclaim.) 559.686-014
drier helper (chem.) 553.687-010
drier, long goods (macaroni & rel. prod.) 523.585-022
drier-machine hand (soap) 553.685-098
drier operator (can. & preserv.) 523.685-062
drier operator (chem.; drug. prep. & rel. prod.) 553.685-042
drier operator (clean, dye., & press.; laund.) 369.685-034
drier operator (explosives) 553.686-026
drier operator (glue) 553.385-010
drier operator (ore dress., smelt., & refin.) 511.565-014
drier operator (rubber reclaim.) 553.665-038
drier operator (synthetic fibers) 581.685-018
drier operator (textile) 581.685-026
drier operator, drum (food prep., n.e.c.) 529.685-098
drier-operator helper (glue) 553.685-058
drier-operator helper (rubber reclaim.) 553.686-030
drier operator (chem.) I 553.665-026
drier operator (plastics mat.) II 553.685-046
drier operator (chem.) III 553.685-050
drier operator (chem.) IV 553.685-054
drier, short goods (macaroni & rel. prod.) 523.587-010
drier-take-off tender (elec. equip.) 921.685-034
drier tender (build. board) 563.585-010
drier tender (cereal) 523.685-070
drier tender (fuel briquettes) 543.685-014
drier tender (knit goods) 580.685-014
drier tender (nut process.) 523.685-066
drier tender (ore dress., smelt., & refin.) 511.565-014
drier tender (rubber goods) 553.665-038
drier tender (soap) 553.585-018
drier tender (textile) 580.585-010
drier tender (textile) 581.685-022
drier tender (oils & fats) I 523.685-074
drier tender (oils & fats) II 529.685-106
drier tender, naphthaene ( coke prod.) 551.665-010
drier unloader (pipe & boiler cov.) 921.583-010
Drifter (iron & steel) 503.685-018
Drifting-machine operator (iron & steel) 503.685-018

113
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

D

DRILLER (jewelry) 700.684-026
DRILLER (optical goods) 716.685-014
driller (stonework) 771.684-010
DRILLER AND BROACHER (clock & watch) 715.685-022
DRILLER, BRAKE LINING (asbestos prod.) 676.685-010
DRILLER, HAND (any ind.) 809.684-018
DRILLER, HAND (button) 754.684-026
DRILLER HELPER (const.; mining & quarrying) 930.666-010
driller helper (petrol, production) 930.684-026
DRILLER, MACHINE (glass prod.) 676.685-014
driller, portable (any ind.) 809.684-018
DRILLING-MACHINE OPERATOR, AUTOMATIC (clock & watch) 606.685-030
drill-press operator (jewelry) 700.684-026
DRILL-PRESS OPERATOR, PRODUCTION (mach. shop) 606.685-026
DRILL-PUNCH OPERATOR (paper goods; print & pub.) 649.685-034
drill-runner helper (any ind.) 930.687-014
DRIP-BOX TENDER (corn prod.) 521.687-038
Drip Pumper (light, heat, & power; pipe lines) 953.583-010
DRIVE-IN THEATER ATTENDANT (amuse. & rec.) 349.673-010
drive-in waiter/waitress (hotel & rest.) 311.477-010

DRIVER, DRY-CLEANING ROUTE
driver helper (any ind.) 905.687-010
DRIVER HELPER, SALES ROUTE (ret. tr.; whole. tr.) 292.667-010

DRIVER-UTILITY WORKER (auto. mf.) 919.663-018
drop clipper (veneer & plywood) 663.585-014
DROP-HAMMER-OPERATOR HELPER (forging) 619,666-010
dropper (malt liquors) 529.685-246
DROPPER, DEHAIRING MACHINE (slaught & meat pack.) 525.685-018
DROPPER, FERMENTING CELLAR (malt liquors) 522.685-054
dropper, tank storage (malt liquors) 529.685-246
DROP TESTER (ammunition) 737.387-010
DROP-WIRE ALINER (textile) 689.685-062
DROP-WIRE BUILDER (textile) 689.687-034
DROP-WIRE HANGER (textile) 689.687-014
drop-wire stringer (textile) 689.687-034
DROSS SKIMMER (ore dress., smelt., & refin.) 519.683-010
drug-room clerk (any ind.) 550.684-014
DRUM ATTENDANT (felt goods; leather mg.) 582.685-050
DRUM-BARKER OPERATOR (paper & pulp) 669.485-010
drum carrier (chem.) 559.687-050
DRUM CLEANER (distilled liquors) 529.687-066
drum drier operator (chem.; drug, prep. & rel. prod.) 553.685-042
drum-dyeing-machine operator (hosiery; knit goods) 582.585-014
DRUM FILLER (chem.) 559.687-050
drum filler (comp. & liquefied gases) 559.565-010
DRUM FILLER (distilled liquors) 522.687-010
drum filler (rubber reclaim.) 914.665-010
DRUM LOADER AND UNLOADER (malt liquors) 522.685-058
DRUMMER (fur dress. mg.) 589.686-022

L-81
D 

DRUMMER (hat & cap) 589.685-034
drum operator (any ind.) 699.587-010
drum sander (pen & pencil) 662.685-030
drum-sander offbearer (woodworking) 662.686-014
DRUM SEALER (distilled liquors) 529.687-066
DRUM STENCILER (distilled liquors) 920.687-178
DRUM-STOCK CLERK (clerical) 222.387-058
DRUM STRAIGHTENER (any ind.) I 619.685-034
DRUM STRAIGHTENER (any ind.) II 619.685-046
dry boss (any ind.) 358.687-010
dry-box operator (glue) 553.685-022
DRY-CANS BACK-TENDER (textile) 589.686-010
DRY-CANS OPERATOR (textile) 581.685-022
DRY-CHAIN OFFBEARER (sawmill) 669.686-018
FRY-CHARGE-PROCESS ATTENDANT (elec. equip.) 590.685-026
DRY CLEANER (knit goods) 589.685-038
dry cleaner, furniture, hand (clean., dye., & press.) 362.684-022
DRY CLEANER, HAND (clean., dye., & press.) 362.684-010
DRY-CLEANER, HELPER (clean., dye., & press.) 362.686-010
dry-cleaning-machine-operator helper (clean., dye., & press.) 362.686-010
dry-clipper tender (vaneer & plywood) 663.585-014
DRY CURER (slaught. & meat-pack.) 525.687-026
DRY-END OPERATOR (plastics mat.) 559.665-014
DRY-END OPERATOR (textile) 581.685-054
DRYING-MACHINE BACK-TENDER (knit goods; textile) 589.686-010
drying-machine operator (clean., dye., & press.; laund.) 369.685-034
drying-machine operator (hosiery) 581.686-038
drying-machine operator (knit goods) 580.685-014

drying-machine operator (synthetic fibers) 581.685-018

drying-machine operator (textile) 581.685-054
DRIYING-MACHINE OPERATOR, PACKAGE YARNS (textile) 581.685-026

drying-machine receiver (textile) 589.686-010
drying-machine tender (any ind.) 581.685-038
drying-machine tender (hosiery; knit goods) 581.686-014
Drying-MACHINE TENDER (motion pic.) 976.685-018

drying-machine tender (textile) 581.685-022

drying-machine tender (textile) 580.588-010

drying-machine tender (textile) 589.686-010
Drying-MACHINE TENDER (textile) 581.685-030
DRIYING-oven ATTENDANT (hat & cap) 581.686-022

drying-oven tender (tobacco) 523.685-118
DRIYING-RACK CHANGER (boot & shoe) 581.686-026
Drying-ROOM ATTENDANT (hat & cap) 581.687-014
Drying-ROOM ATTENDANT (soap) 553.585-018
Drying-ROOM ATTENDANT (tobacco) 523.587-014

drying-room operator (synthetic fibers) 581.685-018

drying-tumbler operator (clean., dye., & press.) 369.685-034
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

D

DRYING-UNIT-FELTING-MACHINE OPERATOR (felt goods) 581.685-034
DRYING-UNIT-FELTING-MACHINE-OPERATOR HELPER (felt goods) 581.687-018
dry janitor (any ind.) 358.687-010
DRY-KILN OPERATOR HELPER (brick & tile) 573.687-014
DRY-LUMBER GRADER (woodworking) 669.587-010
dry-mill operator (brick & tile) 570.665-010
DRY-MILL WORKER (leather mfg.) 582.685-050
dry mixer (ammunition) 550.565-010
dry mixer (chem.) 550.665-018
dry-mop maker (house furn.) 739.687-078
DRY-PAN CHARGER (brick & tile) 570.683-010
dry-pan feeder (brick & tile) 570.683-010
DRY-PAN OPERATOR (brick & tile) 570.665-010
DRY-PRESS-OPERATOR HELPER (brick & tile) 575.686-010
DRY ROASTER (nut process.) 529.685-174
DRY ROLLER (leather mfg.) 583.685-094
dry-room helper (rubber reclaim.) 553.686-030
dry-room operator (chem.) 553.665-026
dry sander (stonework) 673.666-010
dry-slasher tender (textile) 681.585-010
dry-talc racker (build., mat., n.e.c.) 549.686-014
dry-wall finisher (const.; mfg. bldgs.) 842.664-010
DRY-WALL SPRAYER (mfd. bldgs.) 842.684-010
DUAL-HOSE CEMENTER (rubber goods) 690.685-134
DUBBING-MACHINE OPERATOR (motion pic.; radio & tv broad.) 962.665-010
DUCK-BILL OPERATOR (mining & quarrying) 850.683-030
DUCt Installer (const.; mfd. bldgs.) 869.664-014
DUCt LAYER HELPER (const.; light, heat, & power) 821.667-010
DUCt MAKER (const.; mfd. bldgs.) 809.687-010
DUDE WRANGLER (amuse. & rec.) 353.364-010
dukey rider (any ind.) 932.664-010
DULLER (furn.) 742.684-010
dull shoe repairer (boot & shoe) 788.684-022
DULSER (fish) 447.687-010
DUMSWAITER OPERATOR (hotel & rest.) 311.677-018
DUMPER (any ind.) 921.667-018
DUMPER (can. & preserv.) 529.686-014
DUMPER (distilled liquors) 529.687-066
DUMPER (explosives) 922.686-010
DUMPER (ice) 523.685-102
DUMPER-BAILER OPERATOR (petrol. production) 931.684-010
dumper-bulk system (any ind.) 921.686-014
DUMPER, CENTRAL-CONCRETE-MIXING PLANT (const.) 579.665-014
DUMPER, MOLD CLEANER (found.) 514.685-014
DUMP GRADER (const.) 869.687-026
DUMPING-MACHINE OPERATOR (can. & preserv.; whole. tr.) 529.685-102
DUMP OPERATOR (any ind.) 921.685-038
DUMP-TRUCK DRIVER (any ind.) 902.683-010
DUMP-TRUCK DRIVER, OFF-HIGHWAY (any ind.) 902.683-010
DUST BOX WORKER (build. mat., n.e.c.) 574.667-010
DUST BRUSH ASSEMBLER (elec. equip.) 739.687-074
DUST-COLLECTOR ATTENDANT (mining & quarrying) 511.685-022
DUST-COLLECTOR OPERATOR (soap) 551.685-050
DUST COLLECTOR-TREATER (ore dress., smelt., & refin.) 511.687-014
DUSTER (hat & cap) 587.685-026
duster (pottery, & porc.) 574.684-010

116 L:83
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

D

DUSTING-AND-BRUSHING-MACHINE OPERATOR (rubber goods) 559.685-054
DUSTLESS OPERATOR (bone, carbon, & lampblack) 550.685-058
DUST-MILL OPERATOR (house furn.) 581.686-030
DUST MIXER (ore dress., smelt., & refin.) 510.685-010
DUST-MOP MAKER (house furn.) 739.687-078
DUST PULLER (ore dress., smelt., & refin.) 519.687-014
DUST SAMPLER (mining & quarrying) 939.585-010
DUST-TRUCK DRIVER (any ind.) 902.683-010
Dye-back-reel operator (textile) 582.665-014
Dye blender (coal tar prod.) 550.685-014
DYE-BOARDING-MACHINE OPERATOR (hosiery) 589.685-010
DYE-YARN OPERATOR (textile) 582.685-058
DYE-HOUSE WORKER (fur dressing) 582.686-010
dyeing-machine tender (textile) 582.685-102
dye-machine tender (textile) 582.685-130
dye-machine-tender helper (felt goods; textile) 582.686-030
dye maker (any ind.) 550.684-014
DYE MIXER (photo. apparatus) 550.685-090
dye-padder operator (textile) 582.685-106
Dyer (artif. flower) 582.687-014
DYE-REEL OPERATOR (textile) 582.665-014
DYE-REEL-OPERATOR HELPER (textile) 582.686-014
Dyer helper (clean., dye., & press.) 364.687-010
DYE-REEL OPERATOR (textile) 582.665-014
DYE-REEL-OPERATOR HELPER (textile) 582.686-014
Dyer helper (clean., dye., & press.) 364.687-010
Dyer helper (hat & cap) 589.685-042
dye-room helper (clean., dye., & press.) 364.687-010
dye-room helper (textile) 582.686-014
DYE-STAND LOADER (textile) 589.687-010
DYE-TANK TENDER (cord. & twine) 582.685-054
DYE-TUB OPERATOR (hosiery; knit goods) 582.685-014
dye-tub operator (textile) 582.665-014
DYE WEIGHER (any ind.) 550.684-014
DYE-WEIGHER HELPER (any ind.) 550.685-018
dye-winch operator (textile) 582.685-014
DYNAMITE-CARTRIDGE CRIMPER (explosives) 692.685-078
DYNAMITE-PACKING-MACHINE FEEDER (explosives) 692.686-038
DYNAMITE RECLAIMER (explosives) 551.687-018
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

E

EAR-MUFF ASSEMBLER (hat & cap) 784.687-022
EARRING MAKER (jewelry) 700.684-030
earth burner (petrol. refin.) 573.685-014
EASTER BUNNY (anv ind.) 299.647-010
EDGE BANDER, HAND (furn.) 762.684-038
EDGE BANDER, MACHINE (furn.; veneer & plywood) 762.685-010
EDGE-BANDING-MACHINE OFFBEARER (furn.; veneer & plywood) 762.686-010
edge beader (boot & shoe) 690.685-174
edge blacker, machine (boot & shoe) 690.685-234
edge burnisher (boot & shoe) 690.685-146
EDGE BURNISHER, UPPERS (boot & shoe) 690.685-138
dye (boot & shoe) 690.685-234
EDGE-GLUE-MACHINE TENDER (veneer & plywood) 569.685-034
EDGE GLUER (veneer & plywood) 569.685-062
EDGE GRINDER (fab. plastics prod.) 690.685-142
dge grinder, machine (glass prod.) 775.684-062
EDGE INKER (boot & shoe) 788.684-006
EDGE INKER, HEELS (boot & shoe) 788.684-006
EDGE INKER, UPPERS (boot & shoe) 788.684-006
dge kitter (boot & shoe) 690.685-146
EDGE MAKER (garment) 782.684-058
dge plugger (veneer & plywood) 769.685-010
EDGE POLISHER (boot & shoe) 788.687-018
EDGE POLISHER (mirror) 775.684-058
dge (boot & shoe) 690.685-138
dge (paper goods; wood. box) 795.684-014
EDGE, HAND (glass mfg.; mirror) 775.684-014
EDGE-MACHINE HELPER (stonework) 673.686-018
EDGE ROLLER (furn.) 780.684-058
EDGE, TOUCH-UP (mirror) 775.684-018
EDGE SETTER (boot & shoe) 690.685-146
EDGE SETTER, HEEL LIFT (boot & shoe) 690.685-146
dge skiver (boot & shoe; rubber goods) 690.685-378
EDGE STAINER (leather prod.) I 589.685-046
EDGE STAINER (leather prod.) II 749.684-022
dge stainer, machine (boot & shoe) 690.685-234
EDGE STRIPPER (paper goods; wood, box) 795.684-014
EDGE TRIMMER (boot & shoe) 690.685-150
dge trimmer (leather mfg.) 585.684-010
edge-trimming-machine operator (boot & shoe) 690.685-150
dging-machine catcher (optical goods) 673.686-014
EDGING-MACHINE FEEDER (glass mfg.) 673.686-022
dging-machine feeder (optical goods) 673.686-014
EDITOR, INDEX (print. & pub.) 132.367-010
EDITOR, SCHOOL PHOTOGRAPH (photofinish.) 976.687-010
EFFERVESCENT-SALTS COMPOUNDER (drug., prep. & rel. prod.) 559.685-058
EGG-AND-SPICE MIXER (food prep., n.e.c.) 520.685-154
EGG BREAKER (any ind.) 521.687-042
EGG-BREAKING-MACHINE OPERATOR (can. & preserv.) 521.685-114
EGG CANDLER (any ind.) 529.687-074
EGG GRADER (any ind.) 529.687-074
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

E

EGG PACKER (agric.; whole. tr.) 920.687-134
EGG PROCESSOR (drug. prep & rel. prod.) 559.687-034
EGG SELLER (any ind.) 521.687-042
EGG WASHER, MACHINE (agric.; whole. tr.) 529.686-030
EIGHT-SECTION BLOWER (hat & cap) 680.685-046
ELASTIC ASSEMBLER (per. protect. & med. dev.) 712.684-010
ELASTIC CUTTER (garment) 699.685-014
ELASTIC CUTTER, HAND (any ind.) 781.687-026
ELASTIC-TAPE INSERTER (garment) 782.687-022
elastic-yarn twister (textile) 681.685-038
elastic-yarn-twister helper (textile) 681.685-042
ELECTION CLERK (gov. ser.) 205.367-030
ELECTRICAL-APPLIANCE PREPARER (any ind.) 827.584-010
electrical assembler (aircraft-aerospace mfg.) 728.384-010
ELECTRICAL-CONTROL ASSEMBLER (elec. equip.) 729.684-026
ELECTRICAL-LINE SPICER (petrol, production) 728.684-014
electrical tester, battery (elec. equip.) 727.384-010
electric-bath attendant (per. ser.) 335.677-014
electric-blasting-cap assembler (amunition) 737.687-018
ELECTRIC-CELL TENDER (chem.) 558.565-014
ELECTRIC-CONTAINER TESTER (elec. equip.) 727.687-050
electric deicer inspector (rubber goods) 729.387-010
electric-detector operator (const.) 862.687-014
ELECTRIC-DRAGLINE OPERATOR (any ind.) 850.683-018
ELECTRIC-FAN ASSEMBLER (elec. equip.) 723.684-010
ELECTRIC-FORK OPERATOR (agric.) 921.685-042
ELECTRIC-FREIGHT-CAR OPERATOR (r.r. trans.) 921.683-050
ELECTRIC-FRYING-PAN REPAIRER (elec. equip.) 723.584-010
ELECTRIC-HEATER ASSEMBLER (elec. equip.) 723.684-010
ELECTRIC-HOIST OPERATOR (mining & quarrying) 921.663-026
ELECTRICIAN HELPER (any ind.) 829.684-022
electrician helper (light, heat, & power) 821.667-010
ELECTRICIAN HELPER, SHIP & BOAT BLDG. & REP. 829.684-026
ELECTRICIAN HELPER, AUTOMOTIVE (auto. ser.) 825.684-010
electrician, wiring (auto. mfg.; trans,equip.) 829.684-014
ELECTRIC-LOCOMOTIVE-CRANE OPERATOR (any ind.) 921.663-038
electric-meter inspector (light, heat, & power) 821.364-010
ELECTRIC-METER-INSTALLER HELPER (light, heat, & power) 821.667-010
ELECTRIC-METER INSTALLER (light, heat, & power) 821.684-010
ELECTRIC-METER READER (light, heat, & power) 209.567-010
ELECTRIC-METER REPAIRER HELPER (light, heat, & power) 821.564-010
ELECTRIC-MOTOR ASSEMBLER (elec. equip.) 721.684-022
ELECTRIC-MOTOR WINDER (elec. equip.) 721.484-010
ELECTRIC POWERLINE EXAMINER (light, heat, & power) 959.367-010
ELECTRIC-POWER-SHOVEL OPERATOR (any ind.) 850.683-030
ELECTRIC-RANGE ASSEMBLER (elec. equip.) 827.684-010
ELECTRIC-RANGE PREPARER (any ind.) 827.584-010
ELECTRIC-RAZOR ASSEMBLER (cut. & tools) 701.687-010
ELECTRIC-REFRIGERATOR PREPARER (any ind.) 827.584-010
ELECTRIC-SEALING-MACHINE OPERATOR (any ind.) 680.685-154
electric-sewer-cleaning-machine operator (bus. ser.) 899.664-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

E

ELECTRIC-SIGN ASSEMBLER (signs) 729.684-022
electric-sorting-machine operator (nut process.) 521.685-238
ELECTRIC-SWITCH TESTER (elec. equip.) 729.684-058
ELECTRIC-TRUCK-CRANE OPERATOR (any ind.) 921.683-050
ELECTRIC-TRUCK OPERATOR (any ind.) 921.683-050
ELECTRICIFIER OPERATOR (textile) 585.685-042
ELECTRODE CLEANER (elec. equip.) 729.687-014
ELECTRODE-CLEANING-MACHINE OPERATOR (elec. equip.) 559.685-062
ELECTROFORMER (electroplating) 500.684-010
electroformer (inst. & app.) 719.684-014
ELECTROLESS PLATER (any ind.) 505.684-010
ELECTROMAGNET-CRANE OPERATOR (any ind.) I 921.663-058
ELECTROMAGNET-CRANE OPERATOR (any ind.) II 921.663-062
ELECTRONIC-COMPONENT PROCESSOR (electronics) 590.684-014
electronic gluer (woodworking) 569.685-050
electronic induction hardener (heat treat.) 504.685-022
ELECTRONICS ASSEMBLER (electronics) 726.684-018
ELECTRONICS ASSEMBLER (inst. & app.) 726.384-010
ELECTRONIC-SCALE SUBASSEMBLER (bal. & scales) 726.684-014
ELECTRONICS INSPECTOR (electronics) II 726.684-022
ELECTRONICS TESTER (electronics) II 726.684-026
ELECTRONICS WORKER (electronics) 726.687-010
ELECTROTYPE HELPER (print. & pub.) 979.684-026
ELEMENT SETTER (elec. equip.) 727.687-038
ELEMENT WINDER (inst. & app.) 724.685-010
ELEPHANT KEEPER (amuse. & rec.) 412.674-010
ELEVATING-GRADER OPERATOR (const.) 850.663-014
ELEVATOR-CONSTRUCTOR HELPER (const.) 825.664-010
elevator dispatcher (any ind.) 388.367-010
elevator-erector helper (const.) 825.664-010
ELEVATOR OPERATOR (any ind.) 388.663-010
ELEVATOR OPERATOR, FREIGHT (any ind.) 921.683-038
elevator operator, service (any ind.) 921.683-038
ELEVATOR-REPAIRER HELPER (any ind.) 825.684-014
ELEVATOR STARTER (any ind.) 388.367-010
elevator supervisor (any ind.) 388.367-010
elevator tender (corn prod.) 921.365-010
EMBLEM-FUSER TENDER (garment; hosiery) 583.685-046
EMBOSSER (boot & shoe) 690.685-158
EMBOSSER (optical goods) 713.684-022
embossing-calendar operator (any ind.) 583.685-030
embossing clerk (tobacco) 529.567-014
EMBOSSING-MACHINE OPERATOR (ammunition) 619.685-038
embossing-machine operator (any ind.) 583.685-030
EMBOSSING-MACHINE OPERATOR (coated fabrics) 583.685-034
EMBOSSING-MACHINE-OPERATOR HELPER (coated fabrics) 589.687-026
EMBOSSING-MACHINE-OPERATOR HELPER (plastics mat.) 583.685-038
embossing-machine operator helper (wallpaper) 640.685-070
EMBOSSING-MACHINE TENDER (paper goods) 649.685-038
EMBOSSING-PRESS OPERATOR (any ind.) 652.685-030
EMBROIDERY-MACHINE OPERATOR (garment) 786.685-018
EMERGENCY MEDICAL TECHNICIAN (medical ser.) 079.374-010
EMERY-WHEEL MOLDER (abrasive & polish. prod.) 575.685-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

E

EMPLOYMENT-AND-CLAIMS AIDE (gov. ser.) 169.367-010
EMULSIFICATION OPERATOR (oils & fats) 558.585-014
enamel burner (paint & varn.) 553.685-082
enamel cracker (jewelry) 770.687-030
ENAMEL DIPPER (any ind.) 599.685-026
enamel drier (plumb. supplies) 509.684-010
ENAMELER (jewelry) 740.684-018
enameler (leather mfg.) 584.687-010
ENAMELER (plumb. supplies) 509.684-010
ENAMELER (pottery & porc.) 741.684-026
ENAMEL-MACHINE OPERATOR (elec. equip.) 599.685-046
enamel pulverizer (jewelry) 770.687-030
ENAMEL SPRAYER (any ind.) I 741.684-026
ENAMEL SPRAYER (any ind.) II 741.687-018
ENCAPSULATOR (aircraft-aerospace mfg.) 556.684-014
ENCAPSULATOR (elec. equip.; electronics) 726.684-030
ENCHILADA MAKER (food prep., n.e.c.) 520.687-046
ENDBAND CUTTER, HAND (hat & cap) 784.687-026
enbander (hat & cap) 784.687-026
endband sizer (hat & cap) 784.687-026
END FINDER, FORMING DEPARTMENT (textile) 681.687-010
END FINDER, ROVING DEPARTMENT (glass mfg.) 689.687-038
END FINDER, TWISTING DEPARTMENT (textile) 689.687-042
END FRAZER (smoking pipe) 665.686-014
ENDING-MACHINE OPERATOR (paper goods) 641.685-042
end-lathe operator (hat & cap) 585.685-074
endless-belt finisher (narrow fabrics; textile) 782.684-062
ENDLESS-STEAMER TENDER (textile) 582.585-010
end operator (wood box) 669.685-054
end packer (tinware) 509.666-010
END POLISHER (clock & watch) 715.685-026
ENDS-DOWN CHECKER (textile) 221.367-034
END STAPLER (wood box) 669.685-054
END-TOUCHING-MACHINE OPERATOR (cork prod.) 662.686-010
end trimmer (pen & pencil) 662.685-030
end trimmer (pen & pencil) 669.685-062
ENGINE DISPATCHER (r.r. trans.) 910.367-018
ENGINEERING-DOCUMENT-CONTROL CLERK (aircraft-aerospace mfg.; electronics) 206.367
engineering-release clerk (aircraft-aerospace mfg.; electronics) 206.367-010
ENGINEER, REMOTE CONTROL, DIESEL (r.r. trans.) 910.363-018
engine-lathe operator, production (mach. shop) 604.685-026
ENGINE-ROOM CLEANER (any ind.) 381.687-018
engraver (glass prod.) 775.584-010
ENGRAVER, AUTOMATIC (clock & watch) 609.685-014
ENGRAVER (print & pub.) II 979.684-014
ENGRAVER TENDER (glass prod.) 673.685-050
### ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

#### E

<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engraving Polisher (mirror)</td>
<td>775.684-058</td>
</tr>
<tr>
<td>Enrober (bake. prod.)</td>
<td>524.685-026</td>
</tr>
<tr>
<td>Enrober tender (confection.)</td>
<td>524.686-010</td>
</tr>
<tr>
<td>Enrobing-Machine Corder (confection.)</td>
<td>524.684-018</td>
</tr>
<tr>
<td>Enrobing-Machine Feeder (confection.)</td>
<td>524.686-010</td>
</tr>
<tr>
<td>Enrobing-Machine Operator (bake. prod.)</td>
<td>524.685-026</td>
</tr>
<tr>
<td>Enrobing-Machine Operator (bake, prod.; confection.)</td>
<td>524.382-014</td>
</tr>
<tr>
<td>Entertainer (amuse. &amp; rec.; motion pic.; radio &amp; tv broad)</td>
<td>Term enthone solder</td>
</tr>
<tr>
<td>Stri-pher (firearms)</td>
<td>503.685-046</td>
</tr>
<tr>
<td>Entrace guard (gov. ser.)</td>
<td>205.367-038</td>
</tr>
<tr>
<td>Entry clerk (clean., dye., &amp; press.; laund.)</td>
<td>369.687-026</td>
</tr>
<tr>
<td>Entry clerk (clerical)</td>
<td>216.587-014</td>
</tr>
<tr>
<td>Entry-Driver Operator (mining &amp; quarrying)</td>
<td>930.683-014</td>
</tr>
<tr>
<td>Entry Examiner (clerical)</td>
<td>209.687-010</td>
</tr>
<tr>
<td>Envelope addresser (clerical)</td>
<td>209.587-010</td>
</tr>
<tr>
<td>Envelope folder (paper goods)</td>
<td>794.687-022</td>
</tr>
<tr>
<td>Envelope-Fold Operator (paper goods)</td>
<td>649.685-042</td>
</tr>
<tr>
<td>Envelope-Machine Operator (paper goods)</td>
<td>649.685-042</td>
</tr>
<tr>
<td>Envelope-Sealing-Machine Operator (clerical)</td>
<td>208.685-026</td>
</tr>
<tr>
<td>Envelope-stamping-machine operator (clerical)</td>
<td>208.685-026</td>
</tr>
<tr>
<td>Environmental-Control-System Installer-Servicer Helper (any ind.)</td>
<td>637.664-010</td>
</tr>
<tr>
<td>Epitaxial-Reactor Operator (electronics)</td>
<td>590.684-022</td>
</tr>
<tr>
<td>Equipment Cleaner (any ind.)</td>
<td>599.684-010</td>
</tr>
<tr>
<td>Equipment Cleaner (paint &amp; varn.)</td>
<td>559.685-110</td>
</tr>
<tr>
<td>Equipment-Inventory Clerk (aircraft-aerospace mfg.)</td>
<td>222.387-026</td>
</tr>
<tr>
<td>Equipment processes, storage (gov. ser.)</td>
<td>929.367-010</td>
</tr>
<tr>
<td>Equipment Sterilizer (dairy prod.)</td>
<td>599.684-010</td>
</tr>
<tr>
<td>Equipment washer (any ind.)</td>
<td>381.687-022</td>
</tr>
<tr>
<td>Erector (mach. shop)</td>
<td>706.684-018</td>
</tr>
<tr>
<td>Escort (clerical)</td>
<td>216.587-014</td>
</tr>
<tr>
<td>Escort (any ind.)</td>
<td>353.667-010</td>
</tr>
<tr>
<td>Escort (per. ser.)</td>
<td>359.367-010</td>
</tr>
<tr>
<td>Escort-Vehicle Driver (motor trans.)</td>
<td>919.663-022</td>
</tr>
<tr>
<td>Escrow Officer (profess. &amp; kin.)</td>
<td>119.367-010</td>
</tr>
<tr>
<td>Estimator, Jewelry (jewelry)</td>
<td>221.387-022</td>
</tr>
<tr>
<td>Estimator, Printing (print. &amp; pub.)</td>
<td>221.367-014</td>
</tr>
<tr>
<td>Etcher, Etched-Circuit Processor (electronics)</td>
<td>590.684-018</td>
</tr>
<tr>
<td>Etcher (cut. &amp; tools)</td>
<td>500.685-010</td>
</tr>
<tr>
<td>Etcher (electronics)</td>
<td>590.684-022</td>
</tr>
<tr>
<td>Etcher (engraving)</td>
<td>704.684-010</td>
</tr>
<tr>
<td>Etcher, Electrolytic (cut. &amp; tools)</td>
<td>500.685-010</td>
</tr>
<tr>
<td>Etcher, Enameling (jewelry)</td>
<td>735.687-010</td>
</tr>
<tr>
<td>Etcher, Hand (cut. &amp; tools)</td>
<td>704.687-014</td>
</tr>
<tr>
<td>Etcher, Hand (engraving)</td>
<td>704.684-014</td>
</tr>
<tr>
<td>Etcher Helper, Hand (print. &amp; pub.)</td>
<td>971.687-010</td>
</tr>
<tr>
<td>Etcher, Machine (cut. &amp; tools)</td>
<td>619.685-042</td>
</tr>
<tr>
<td>Etcher, Printed Circuits (electronics)</td>
<td>590.685-030</td>
</tr>
<tr>
<td>Etch-tank operator (electronics)</td>
<td>590.685-030</td>
</tr>
<tr>
<td>Ethylbenzene-Converter Helper (chem.)</td>
<td>558.585-010</td>
</tr>
<tr>
<td>Ethylene-Plant Helper (chem.)</td>
<td>558.585-010</td>
</tr>
<tr>
<td>Evaluator (nonprofit organ.)</td>
<td>249.367-034</td>
</tr>
<tr>
<td>Evaluator, Transfer Students (education)</td>
<td>205.367-010</td>
</tr>
<tr>
<td>Evaporator Repairer (chem.)</td>
<td>891.687-030</td>
</tr>
<tr>
<td>Examiner (glove &amp; mit.)</td>
<td>789.687-042</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

E

camer (hosiery) 684.687-010
examiner (print. & pub.) 970.687-010
examiner (trim. & embroid.) 789.687-050
examiner (umbrella) 739.687-082
excavator (any ind.) 850.684-010
excelsior-machine feeder (excelsior) 663.685-014
excelsior-machine tender (excelsior) 663.685-014
excelsior-picker (matt. & bedspring) 680.685-078
exerciser, horse (amuse. & rec.) 153.674-010
exhaust operator (electronics) 725.384-010
exhaust tender (any ind.) 950.585-010
exhibit-display representative (any ind.) 297.367-010
expanding machine operator (iron & steel) 617.685-022
expansion envelope maker, hand (paper goods) 794.684-018
expansion-joint builder (rubber goods) 759.664-014
expansion-joint finisher (rubber goods) 759.664-014
expediter (clerical) 221.367-018
expediter (clerical) 221.367-042
expediter clerk (optical goods) 221.367-022
explosive operator, bomb (amunition) 737.687-046
explosive operator, fuse (amunition) 737.687-046
explosive operator, grenade (amunition) 737.687-046
explosive operator (amunition) II 737.687-046
explosives operator (fireworks) 694.685-038
explosives-truck driver (amunition) 903.683-010
export clerk (clerical) 214.437-010
express clerk (motor trans.; r. r. trans.) 222.367-022
extension edger (paper goods) 641.685-046
exterminator (any ind.) 389.664-010
exterminator helper, termite (bus. ser.) 383.687-010
exterminator, termite (bus. ser.) 383.364-010
external-grinder operator, production (mach. shop) 603.685-062
extract operator (can. & preserv.) 521.685-262
extract (any ind.) 581.685-038
extractor (glue) 553.665-018
extractor (hat & cap) 581.685-070
extractor (knit goods) 589.485-010
extractor-and-wringer operator (coal tar prod.) 551.685-066
extractor loader and unloader (glue) 551.686-014
extractor-machine operator (can. & preserv.) 521.665-014
extractor operator (any ind.) 581.685-038
extractor operator (distilled liquors; malt liquors) 521.685-118
extractor operator (drug. prep. & rel. prod.) 551.685-058
extractor operator (felt goods) 582.685-062
extractor operator (felt goods) 589.685-098
extractor operator (glue; grease & tallow) 551.685-054
extractor operator (textile) 581.685-042
extractor-operator helper (wood distill. & char.) 552.686-010
extractor operator, solvent process (chem.) 551.685-062
extractor-plant operator (bone, carbon, & lampblack.; grease & tallow) 559.665-018
extractor puller (grease & tallow) 551.686-018
extractor tender, raw stock (textile) 581.685-038
extract wringer (felt goods; leather mfg.) 589.685-098
extruder operator (build. board) 569.685-038
extruder-operator helper (fabric. plastics prod.; plastics mat.) 557.564-010

L-90
EXTRUDER-OPERATOR HELPER (forging) 619.666-010
EXTRUDER OPERATOR, HORIZONTAL (build. board) 569.685-038
EXTRUDER OPERATOR, MULTIPLE (build. board) 569.685-038
EXTRUDER OPERATOR, VERTICAL (build. board) 569.685-038
EXTRUDER TENDER (rubber goods) 557.685-014
EXTRUDING-MACHINE OPERATOR (cord. & twine) 557.565-010
EXTRUDING-PRESS OPERATOR (ammunition) 614.685-010
EXTRUSION BENDER (ship & boat bldg. & rep.) 804.684-014
EXTRUSION-PRESS OPERATOR (elec. equip.) 614.685-014
EYE-DROPPER ASSEMBLER (glass prod.) 739.687-086
EYEGlass-Frame TRUER (optical goods) 713.684-026
eyelet cutter (hat & cap) 686.685-038
EYELET-MACHINE OPERATOR (any ind.) 699.685-018
eyelet maker (any ind.) 699.685-018
EYELET-PUNCH OPERATOR (matt. & bedspring) 699.685-022
eyelet riveter (any ind.) 699.685-018
EYELET-ROW MARKER (boot & shoe) 788.584-014
eyeletter (any ind.) 699.685-018
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

F

fabric assembler (matt. & bedspring) 709.667-010
fabricator (fabric. plastics prod.) 754.684-010
FABRICATOR, FORM RUBBER (any ind.) 780.684-062
fabric inspector (textile) 781.687-014
FABRIC-LAY-OUT WORKER (textile) 589.687-022
FABRIC-MACHINE OPERATOR (matt. & bedspring) II 616.685-022
FABRIC NORMALIZER (rubber goods) 559.685-066
fabric-separator operator (rubber reclaim.) 551.365-010
FABRIC STRETCHER (matt. & bedspring) 709.667-010
FABRIC WORKER (aircraft-aerospace mfg.) 920.684-010
FACE-AND-FILL PACKER (agric.) 762.687-010
face cleaner (mirror) 779.687-022
face layer (veneer & plywood) 762.687-066
facer (sports equip.) 761.684-010
FACER, BUFFING WHEEL (tex. prod., n.e.c.) 585.685-086
FACILITY EXAMINER (tel. & tel.) 959.367-014
FACING-CUTTING-MACHINE OPERATOR (garment) 686.685-066
FACING-END TRIMMER (knit goods) 781.687-070
Facing grinder (abrasive & polish. prod.) 673.685-010
FACING-MACHINE OPERATOR (clock & watch) 604.685-014
FACTORY HELPER (confection.) 529.686-034
FAGOTING-MACHINE OPERATOR (garment) 786.682-278
FALLER (logging) I 454.384-010
FALLER (logging) II 454.684-014
FAN BALANCER (elec. equip.) 724.384-014
FAN-BLADE ALINER (elec. equip.) 706.687-018
fan-blade truer (elec. equip.) 706.687-018
FANCY PACKER (ret. tr.; whole. tr.) 920.587-018
FANCY-STITCH MARKER (boot & shoe) 788.584-014
FARE-REGISTER REPAIRER (motor trans.) 729.384-014
farm butcher (agric.) 525.664-010
farm laborer (agric.) 421.687-010
FARM-MACHINE OPERATOR (agric.) 409.683-010
FARM-MACHINERY-AND-EQUIPMENT-RENTAL CLERK (bus. ser.) 295.467-022
FARM-MACHINE TENDER (agric.) 409.685-010
farmworker, animal (any ind.) 410.674-010
FARMWORKER, BERRY (agric.) 403.687-010
FARMWORKER, BROODER FARM (agric.) 411.584-010
FARMWORKER, BULBS (agric.) 405.683-010
FARMWORKER, CHICKEN FARM (agric.) 411.584-010
FARMWORKER, CRANBERRY (agric.) 403.687-010
FARMWORKER, DAIRY (agric.) 410.684-010
FARMWORKER, DIVERSIFIED CROPS (agric.) I 407.663-010
FARMWORKER, DIVERSIFIED CROPS (agric.) II 407.687-010
FARMWORKER, EGG-PRODUCTION FARM (agric.) 411.584-010
FARMWORKER, FIELD CROP (agric.) I 404.663-010
FARMWORKER, FIELD CROP (agric.) II 404.687-010
FARMWORKER, FRUIT (agric.) I 403.683-010
FARMWORKER, FRUIT (agric.) II 403.687-010
FARMWORKER, FRYER FARM (agric.) 411.584-010
FARMWORKER, FUR (agric.) 410.674-010
FARMWORKER, GENERAL (agric.) I 421.683-010
FARMWORKER, GENERAL (agric.) II 421.687-010
FARMWORKER, GRAIN (agric.) I 401.683-010
FARMWORKER, GRAIN (agric.) II 401.687-010
FARMWORKER, LIVESTOCK (agric.) 410.664-010
FARMWORKER, MACHINE (agric.) 409.686-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

F

FARMWORKER, POULTRY (agric.) 411.584-010
FARMWORKER, PULLETS FARM (agric.) 411.584-010
FARMWORKER, RICE (agric.) 401.683-014
FARMWORKER, TURKEY FARM (agric.) 411.584-010
FARMWORKER, VEGETABLE (agric.) 402.687-010
fashion model (garment; ret. tr.; whole. tr.) 297.667-014
fast-brim pouncer (hat & cap) 585.685-010
fastener (boot & shoe) 690.685-162
FASTENER ATTACHER (any ind.) 699.685-018
FASTENER, MACHINE (boot & shoe) 690.685-162
FASTENER-SEWING-MACHINE OPERATOR (any ind.) 787.685-010
fastener-sewing-machine operator (garment) 786.685-010
FATBACK TRIMMER (slaught. & meat pack.) 525.684-054
FAT-PURIFICATION WORKER (oils & fats) 551.685-070
FATS AND OILS LOADER (soap) 914.667-010
FEATHER BALER (house furn.) 920.685-010
FEATHER BONER (artif. flower) 734.684-010
feather-crushing-machine operator (house furn.) 589.686-018
FEATHER-CURLING-MACHINE OPERATOR (house furn.) 589.686-018
FEATHER-CUTTING-MACHINE FEEDER (house furn.) 585.686-010
FEATHER-DRYING-MACHINE OPERATOR (house furn.) 581.686-034
FEATHER-DUSTER WINDER (house furn.) 734.684-014
featheredge-machine operator (boot & shoe) 690.685-166
FEATHEREDGER AND REDUCER, MACHINE (boot & shoe) 690.685-166
FEATHER GRADER (house furn.) 929.587-014
FEATHER MIXER (house furn.) 589.685-050
FEATHER RENOVATOR (clean., dye., & press.) 362.685-010
feather renovator (house furn.) 589.685-082
FEATHER SAWER (sports equip.) 732.685-014
FEATHER SEPARATOR (house furn.) 589.685-054
FEATHER SHAPER (artif. flower) 734.684-010
FEATHER STITCHER (sports equip.) 732.684-050
FEATHER TRIMMER (artif. flower) 734.684-010
FEATHER WASHER (house furn.) 582.685-066
feed-and-pellet operator (grain & feed mill.) 520.685-178
FEED BLENDER (corn prod.) 520.685-094
FEED-DRIER TENDER (corn prod.) 523.685-058
feed elevator worker (corn prod.) 920.685-058
feeder (asbestos prod.) 570.685-050
feeder (garment; glove & mit.) 781.687-010
feeder (hat & cap) 586.686-018
feeder (optical goods) 575.686-014
FEEDER-CATCHER, TOBACCO (tobacco) 529.686-038
feeder loader (grain & feed mill.) 520.686-018
feeder operator (conc. prod.) 575.664-010
feeder operator (grain & feed mill.) 520.685-098
FEEDER OPERATOR, AUTOMATIC (grain & feed mill.) 520.685-098
feeder tender (felt goods; house furn.; textile; waste & batting) 680.686-018
feeder worker power-unit operator (const.; ret. tr.; whole. tr.) 863.685-010
FEED GRINDER (grain & feed mill.) 521.685-122
FEED-IN TENDER, DEHAIRING MACHINE (slaught. & meat pack) 525.685-018
FEED-IN WORKER (grain & feed mill.) 929.686-022
FEED MIXER (grain & feed mill.) 520.685-098
FEED-MIXER HELPER (grain & feed mill.) 520.686-018
FEED-PREPARATION OPERATOR (mining & quarrying) 511.685-050
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feed Research Aide (agric.)</td>
<td>049.364-010</td>
</tr>
<tr>
<td>Feed Weigher (corn prod.)</td>
<td>920.685-058</td>
</tr>
<tr>
<td>Feller-Buncher Operator (logging)</td>
<td>454.683-010</td>
</tr>
<tr>
<td>Feller, Hand (garment)</td>
<td>782.684-058</td>
</tr>
<tr>
<td>Feller operator (logging)</td>
<td>454.683-010</td>
</tr>
<tr>
<td>Felt Carbonizer (felt goods)</td>
<td>586.687-010</td>
</tr>
<tr>
<td>Felt cementer (sports equip.)</td>
<td>795.687-030</td>
</tr>
<tr>
<td>Felt coverer (sports equip.)</td>
<td>795.687-026</td>
</tr>
<tr>
<td>Felt Cutter (ammunition)</td>
<td>686.685-026</td>
</tr>
<tr>
<td>Felt-Dyeing-Machine Tender (felt goods)</td>
<td>582.685-070</td>
</tr>
<tr>
<td>Felter (felt goods; house furn.; matt. &amp; bedspring; waste &amp; batting)</td>
<td>680.685-054</td>
</tr>
<tr>
<td>Felter, tennis balls (sports equip.)</td>
<td>795.687-026</td>
</tr>
<tr>
<td>Felt finisher (felt goods)</td>
<td>586.685-038</td>
</tr>
<tr>
<td>Felt Hanger (build. mat., n.e.c.)</td>
<td>549.686-014</td>
</tr>
<tr>
<td>Felt-Hat-Flanging Operator (hat &amp; cap)</td>
<td>784.684-026</td>
</tr>
<tr>
<td>Felt-Hat Inspector and Packer (hat &amp; cap)</td>
<td>784.687-042</td>
</tr>
<tr>
<td>Felt-Hat-Mellowing-Machine Operator (hat &amp; cap)</td>
<td>585.685-066</td>
</tr>
<tr>
<td>felt-hat-pouncing operator, hand (hat &amp; cap)</td>
<td>784.687-018</td>
</tr>
<tr>
<td>Felt-Hat Steamer (hat &amp; cap)</td>
<td>582.687-018</td>
</tr>
<tr>
<td>Felting-machine operator (felt goods; house furn.; matt. &amp; bedspring; waste &amp; batting)</td>
<td>680.685-054</td>
</tr>
<tr>
<td>Felting-Machine-Operator Helper (felt goods)</td>
<td>586.686-014</td>
</tr>
<tr>
<td>Feltmaker and Weigher (felt goods)</td>
<td>586.685-022</td>
</tr>
<tr>
<td>Felt-Fad Cutter (artif. flower)</td>
<td>781.687-030</td>
</tr>
<tr>
<td>Felt-Pad Cutter (felt goods)</td>
<td>585.687-014</td>
</tr>
<tr>
<td>Felt puller (hat &amp; cap)</td>
<td>580.684-010</td>
</tr>
<tr>
<td>Felt-Strip Finisher (felt goods)</td>
<td>586.685-018</td>
</tr>
<tr>
<td>Felt-Tipping-Machine Tender (pen &amp; pencil)</td>
<td>686.686-010</td>
</tr>
<tr>
<td>Felt-Washing-Machine Tender (felt goods)</td>
<td>582.685-070</td>
</tr>
<tr>
<td>Fence Erector (const.)</td>
<td>869.684-022</td>
</tr>
<tr>
<td>Fence-Gate Assembler (const.)</td>
<td>869.684-022</td>
</tr>
<tr>
<td>Fence-Post Cutter (agric.)</td>
<td>454.684-026</td>
</tr>
<tr>
<td>Fence Setter (const.)</td>
<td>869.684-022</td>
</tr>
<tr>
<td>Fence Stretcher (const.)</td>
<td>869.684-022</td>
</tr>
<tr>
<td>Fermenter, Champagne (vinous liquors)</td>
<td>522.685-062</td>
</tr>
<tr>
<td>Fermenter helper (food prep., n.e.c.)</td>
<td>522.686-014</td>
</tr>
<tr>
<td>Fermenter Operator (drug. prep. &amp; rel. prod.)</td>
<td>559.685-070</td>
</tr>
<tr>
<td>Fermenter, Wine (vinous liquors)</td>
<td>522.685-062</td>
</tr>
<tr>
<td>Ferris-Wheel Operator (amuse. &amp; rec.)</td>
<td>342.663-010</td>
</tr>
<tr>
<td>Ferruler (smoking pipe)</td>
<td>739.687-014</td>
</tr>
<tr>
<td>Ferryboat Deckhand (water trans.)</td>
<td>911.687-022</td>
</tr>
<tr>
<td>ferryboat helper (water trans.)</td>
<td>911.667-010</td>
</tr>
<tr>
<td>Ferryboat Operator (water trans.)</td>
<td>911.363-010</td>
</tr>
<tr>
<td>Ferryboat Operator, Cable (water trans.)</td>
<td>911.664-010</td>
</tr>
<tr>
<td>Ferryboat-Operator Helper (water trans.)</td>
<td>911.667-010</td>
</tr>
<tr>
<td>ferry operator (water trans.)</td>
<td>911.363-010</td>
</tr>
<tr>
<td>ferry operator (water trans.)</td>
<td>911.664-010</td>
</tr>
<tr>
<td>Fertilizer Mixer (chem.)</td>
<td>550.665-018</td>
</tr>
<tr>
<td>Fettler (brick &amp; tile)</td>
<td>779.684-018</td>
</tr>
<tr>
<td>Fettler (nonfer. metal alloys; ore dress., smelt., &amp; refin.)</td>
<td>512.483-010</td>
</tr>
<tr>
<td>Fettler (pottery &amp; porc.)</td>
<td>774.684-018</td>
</tr>
<tr>
<td>Fober-Drier Operator (textile)</td>
<td>581.685-046</td>
</tr>
<tr>
<td>Fiberglass-Bonding-Machine Tender (glass mfg.)</td>
<td>574.665-010</td>
</tr>
<tr>
<td>Fiberglass-Container-Winding Operator (glass prod.)</td>
<td>579.584-010</td>
</tr>
<tr>
<td>Fiberglass Laminator (ship &amp; boat bldg. &amp; rep.; trans. equip.)</td>
<td>806.684-054</td>
</tr>
<tr>
<td>Fiber-Heel-Piece Shaper (boot &amp; shoe)</td>
<td>690.685-162</td>
</tr>
</tbody>
</table>
F
FIBER-MACHINE TENDER (glass mfg.) 575.685-030
FIBER PICKER (matt. & bedspring) 680.685-078
FIELD-AND-YOKE ASSEMBLER (elec. equip.) 724.684-026
FIELD ARTILLERY CREWMEMBER (military ser.) 378.684-018
FIELD ARTILLERY OPERATIONS SPECIALIST (military ser.) 378.367-014
field attendant (amuse. & rec.) 349.673-010
field clerk (light, heat, & power) 229.367-010
FIELD-COIL ASSEMBLER (elec. equip.) 724.684-026
FIELD-COIL ENAMELER (any ind.) 599.685-030
FIELD-COIL WINDER (elec. equip.) 724.684-026
field gager (petrol. production; petrol. refin.; pipe lines) 914.384-010
FIELD HAULER (agr.) 409.683-014
field inspector (light, heat, & power) 869.387-010
FIELD RECORDER (light, heat, & power) 229.367-010
FIELD-RING ASSEMBLER (elec. equip.) 721.484-014
FIG SORTER (agr.; can. & preserv.; whole tr.) 529.687-178
FIG WASHER (food prep., n.e.c.) 521.685-110
FILAMENT-COIL WINDER (electronics) 724.684-026
FILAMENT DISSOLVER (electronics) 725.384-010
FILAMENT MAKER (electronics) 725.384-010
FILE CLERK, FILM (clerical) 206.367-014
FILE CLERK, GEOLOGICAL RECORDS (petrol. production) 206.367-014
FILE CLERK (clerical) II 206.367-014
FILE CLERK, MAPS (clerical) 206.367-014
FILE CLERK, MEDICAL RECORDS (clerical) 206.367-014
FILE CLERK, X-RAYS (medical ser.) 206.367-014
FILE CUTTER (cut. & tools.) 605.685-014
file-drawer finisher (furn.) 706.684-050
FILER (jewelry) 700.684-034
FILER AND SANDER (woodworking) 705.684-010
FILER, HAND, TOOL (mach. shop) 705.484-010
FILLER (any ind.) 920.587-018
filler (boot & shoe) 788.684-022
filler (comp. & liquefied gases) 559.565-010
FILLER (elec. equip.; electronics) 726.684-030
FILLER (house furn.; tex. prod., n.e.c.) 780.684-066
filler (house furn.) 789.687-130
FILLER (inst. & app.) 710.684-022
filler (malt liquors) 920.665-014
filler (paper & pulp) 533.685-010
FILLER (smoking pipe) 739.687-090
filler and sander (mirror & pic. frames) 769.687-022
FILLER AND TRIMMER (leather prod.) 783.687-010
filler blender (tobacco) 520.687-030
FILLER-BLOCK INSERTER-REMOVER (furn.) 652.687-018
FILLER FEEDER (tobacco) 529.686-042
filler-leaf cutter, long (tobacco) 521.687-014
filler mixer (bake. prod.) 520.685-114
FILLER MIXER (tobacco) 520.687-030
filler opener (tobacco) 521.687-110
FILLER PICKER (tobacco) 521.687-098
FILLER ROOM ATTENDANT (tobacco) 522.687-022
filler shaker (tobacco) 521.687-110
FILLER-SHREDDER HELPER (tobacco) 529.687-078
FILLER SHREDDER, MACHINE (tobacco) 529.685-110
filler-shredding-machine loader (tobacco) 529.687-078
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

F

filler-sifter helper (tobacco) 529.687-078
filler-sifter, machine (tobacco) 529.685-110
FILLER SPREADER (tobacco) 521.687-046
filler stemmer, hand (tobacco) 521.687-134
FILLER WIPER (furn.) 742.687-010
FILLING HAULER, WEAVING (textile) 929.687-030
filling inspector (any ind.) 681.687-026
filling inspector (glass mfg.; synthetic fibers; textile) 681.687-030
FILLING-MACHINE FEEDER (can. & preserv.) 521.686-034
FILLING-MACHINE OPERATOR (any ind.) 920.685-078
FILLING-MACHINE OPERATOR (electronics) 725.384-010
FILLING-MACHINE OPERATOR (pen & pencil) 733.685-014
FILLING MACHINE TENDER (bake, prod.) 524.685-030
filling separator (textile) 689.687-086
filling sorter and hauler (textile) 689.687-086
filling-station attendant (auto. ser.) 915.467-010
f.1114,,q winder (textile) 681.685-074

film booker (bus. ser.; ret. tr.) 295.367-018
film cutter (photofinish.) 976.685-010
FILM INSPECTOR (motion pic.) 976.684-014
FILM LABORATORY TECHNICIAN (motion pic.; photofinish.) 976.684-01
FILM LABORATORY TECHNICIAN (motion pic.; photofinish.) II 976.685-018
FILM LIBRARIAN (motion pic.) 222.367-026
FILM LOADER (motion pic.) 962.687-014
film machine operator (photofinish) 976.685-014
film masker (print. & pub.) 971.684-010
FILM NUMBERER (motion pic.) 976.685-018
film numberer (photofinish.) 976.687-018
FILM-OR-TAPE LIBRARIAN (clerical) 222.367-026
film painter (print. & pub.) 971.684-010
FILM-RENTAL CLERK (bus. ser.; ret. tr.) 295.367-018
FILM-REPLACEMENT ORDERER (motion pic.) 976.567-010
film sorter (photofinish.) 976.687-018
FILM SPLICER (motion pic.) 976.684-014
FILM SPOOLER (photo. apparatus) 692.685-082
FILTER-BED PLACER (const.) 869.687-026
FILTER CHANGER (malt liquors) 521.687-050
filter changer (plastics mat.; synthetic fibers) 559.687-038
FILTER-CIGARETTE-MAKING-MACHINE OPERATOR (tobacco) 529.685-066
FILTER CLEANER (plastics mat.; synthetic fibers) 559.687-038
filterer (plastics mat.; synthetic fibers) 559.687-038
FILTER HELPER (bone, carbon, & lampblack) 551.685-074
FILTERING-MACHINE TENDER (corn prod.) 521.685-138
FILTER INSPECTOR (electronics) 726.684-022
FILTER OPERATOR (any ind.) 551.685-078
filter operator (chem.) 550.685-018
FILTER OPERATOR (sugar; vinous liquors) 521.685-126
FILTER-PRESS OPERATOR (any ind.) 551.685-082
filter-press operator (malt liquors) 521.665-014
filter-press pumper (grease & tallow) 559.685-146
FILTER-PRESS TENDER (glue; malt liquors) 599.685-042
FILTER-PRESS TENDER (vinous liquors) 521.685-130
FILTER-PRESS TENDER, HEAD (corn prod.) 521.665-018
filter-pulp washer (distilled liquors; glue; malt liquors) 599.685 038

L-96
<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>FILTER-SCREEN CLEANER (malt liquors)</td>
<td>521.687-054</td>
</tr>
<tr>
<td>FILTER-TANK OPERATOR (coal tar prod.)</td>
<td>551.585-010</td>
</tr>
<tr>
<td>FILTER-TANK-TENDER HELPER, HEAD (corn prod.)</td>
<td>521.685-134</td>
</tr>
<tr>
<td>FILTER TENDER (corn prod.)</td>
<td>522.665-010</td>
</tr>
<tr>
<td>FILTER TENDER, JELLY (can. &amp; preserv.)</td>
<td>529.685-114</td>
</tr>
<tr>
<td>FILTER TESTER (electronics)</td>
<td>726.684-026</td>
</tr>
<tr>
<td>FILTER WASHER (explosives)</td>
<td>559.687-042</td>
</tr>
<tr>
<td>FILTER WASHER AND PRESSER (distilled liquors; glue; mal liquors)</td>
<td>599.685-038</td>
</tr>
<tr>
<td>FILTROSE CRUSHER (chem.)</td>
<td>555.685-034</td>
</tr>
<tr>
<td>final-application reviewer (insurance)</td>
<td>209.687-018</td>
</tr>
<tr>
<td>FINAL ASSEMBLER (garment)</td>
<td>789.687-046</td>
</tr>
<tr>
<td>FINAL ASSEMBLER (optical goods)</td>
<td>713.687-018</td>
</tr>
<tr>
<td>final assembler, boat (ship &amp; boat bldg. &amp; rep.)</td>
<td>806.484-014</td>
</tr>
<tr>
<td>FINAL-BLOCK-PRESS OPERATOR (explosives)</td>
<td>556.685-014</td>
</tr>
<tr>
<td>final cigar and box examiner (tobacco)</td>
<td>529.687-042</td>
</tr>
<tr>
<td>FINAL-COAT SPRAYER (leather mfg.)</td>
<td>584.687-014</td>
</tr>
<tr>
<td>FINAL-DRESSING CUTTER (slaught. &amp; meat pack.)</td>
<td>525.684-026</td>
</tr>
<tr>
<td>final finisher (mfd, bldgs.; trans. equip.)</td>
<td>869.684-026</td>
</tr>
<tr>
<td>FINAL FINISHER, FORGING DIES (mach. shop)</td>
<td>705.484-014</td>
</tr>
<tr>
<td>FINAL INSPECTOR (auto. mfg.)</td>
<td>806.687-018</td>
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<tr>
<td>final inspector (boot &amp; shoe)</td>
<td>753.687-018</td>
</tr>
<tr>
<td>final inspector (cooperage)</td>
<td>764.687-022</td>
</tr>
<tr>
<td>FINAL INSPECTOR (cut. &amp; tools)</td>
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<tr>
<td>final inspector (elec. equip.)</td>
<td>729.387-018</td>
</tr>
<tr>
<td>FINAL INSPECTOR (elec. equip.)</td>
<td>727.687-054</td>
</tr>
<tr>
<td>FINAL INSPECTOR (firearms)</td>
<td>736.387-010</td>
</tr>
<tr>
<td>final inspector (found.)</td>
<td>514.687-010</td>
</tr>
<tr>
<td>final inspector (furn.)</td>
<td>763.687-026</td>
</tr>
<tr>
<td>FINAL INSPECTOR (mirror)</td>
<td>779.387-010</td>
</tr>
<tr>
<td>FINAL INSPECTOR (musical inst.)</td>
<td>730.367-010</td>
</tr>
<tr>
<td>FINAL INSPECTOR (office mach.)</td>
<td>706.387-014</td>
</tr>
<tr>
<td>final inspector (rubber tire &amp; tube)</td>
<td>750.684-030</td>
</tr>
<tr>
<td>final inspector (textile)</td>
<td>689.685-038</td>
</tr>
<tr>
<td>final inspector and tester (rubber goods)</td>
<td>729.387-014</td>
</tr>
<tr>
<td>FINAL INSPECTOR, BALANCE WHEEL (clock &amp; watch)</td>
<td>715.684-094</td>
</tr>
<tr>
<td>FINAL INSPECTOR, MOVEMENT ASSEMBLY (clock &amp; watch)</td>
<td>715.684-094</td>
</tr>
<tr>
<td>FINAL INSPECTOR, PAPER (paper &amp; pulp)</td>
<td>539.367-010</td>
</tr>
<tr>
<td>FINAL INSPECTOR, SHUTTLE (woodworking)</td>
<td>769.685-022</td>
</tr>
<tr>
<td>FINAL-RAIL CUTTER (slaught. &amp; meat pack.)</td>
<td>525.684-026</td>
</tr>
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<td>final tester (cooperage)</td>
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</tr>
<tr>
<td>final-touch-up painter (any ind.)</td>
<td>749.684-038</td>
</tr>
<tr>
<td>finding fastener (jewelry)</td>
<td>735.687-022</td>
</tr>
<tr>
<td>FINE ARTS PACKER (museum)</td>
<td>102.367-010</td>
</tr>
<tr>
<td>FINE-GRADER-BULLDOZER OPERATOR (any ind.)</td>
<td>850.683-010</td>
</tr>
<tr>
<td>FINE GRADER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>FINE GRINDER (rubber reclaim.)</td>
<td>555.685-030</td>
</tr>
<tr>
<td>FINE PATCHER (smoking pipe)</td>
<td>739.687-146</td>
</tr>
<tr>
<td>FINER (clock &amp; watch)</td>
<td>715.684-098</td>
</tr>
<tr>
<td>FINE SANDER (smoking pipe)</td>
<td>761.684-030</td>
</tr>
<tr>
<td>FINGER COBBLER (boot &amp; shoe)</td>
<td>788.684-046</td>
</tr>
<tr>
<td>FINGER-GRIP-MACHINE OPERATOR (mirror)</td>
<td>673.685-054</td>
</tr>
<tr>
<td>FINGERPRINT CLASSIFIER (gov. ser.)</td>
<td>375.387-010</td>
</tr>
<tr>
<td>FINGERPRINT CLERK (gov. ser.)</td>
<td>209.387-026</td>
</tr>
<tr>
<td>FINGERPRINT CLERK (gov. ser.)</td>
<td>206.387-014</td>
</tr>
<tr>
<td>fingerprint expert (gov. ser.)</td>
<td>375.387-010</td>
</tr>
<tr>
<td>finish cleaner (furn.)</td>
<td>763.684-034</td>
</tr>
</tbody>
</table>
FINISHED-CIGAR MAKER (tobacco) 790.684-014
FINISHED-CLOTH CHECKER (textile) 781.687-014
FINISHED-CLOTH EXAMINER (textile) 689.685-038
FINISHED-GOOGDS STOCK CLERK (clerical) 222.387-058
FINISHED-STOCK INSPECTOR (furn.) 763.687-026
FINISHED-WIRE INSPECTOR (wire; worework) 691.367-010
FINISHED-YARN EXAMINER (textile) 689.687-082
finisher (any ind.) 705.687-014
finisher (any ind.) 781.687-070
finisher (bake. prod.) 524.684-022
finisher (boot & shoe) 690.685-058
finisher (brick & tile) 779.684-042
finisher (furn.; mirror & pic. frames) 742.684-010
finisher (glass mfg.) 573.685-018
FINISHER (hairwork) 731.687-014
finisher (knit goods) 580.485-010
finisher (matt. & bedsprings) 616.685-018
finisher (phonograph) 500.684-014
FINISHER (plastics mat.) 554.586-010
FINISHER (pottery & porc.) 774.684-018
finisher (pottery & porc.) 774.687-022
FINISHER (silverware) 705.684-022
FINISHER (sports equip.) 732.584-014
FINISHER (stat. & art goods) 775.687-010
FINISHER (trim & embrod.) 789.687-050
FINISHER (wood. box) 749.684-026
FINISHER, BRUSH (brush & broom) 739.684-062
FINISHER-CARD TENDER (asbestos prod.; textile) 680.685-042
FINISHER, FIBERGLASS BOAT PARTS (ship & boat bldg. & rep.) 809.684-022
finisher, hand (any ind.) 363.684-018
FINISHER, HAND (canvas goods) 789.484-014
FINISHER, HAND (fabric. plastics prod.) 754.684-030
FINISHER, HAND (garment) 782.684-058
finisher, hand (matt. & bedspring) 780.684-070
FINISHER, HAND (toys & games) 731.587-010
finisher, machine (bake. prod.) 524.685-034
FINISHER, MACHINE (fabric. plastics prod.) 690.685-170
finisher, map and chart (print. & pub.) 979.684-022
FINISHER OPERATOR (can. & preserv.) 521.685-142
finisher, wallboard and plasterboard (const.; mfd. bldgs.) 842.664-010
FINISHING-COMPOUND MIXER (chem.) 550.685-106
FINISHING-MACHINE OPERATOR (paper goods) 649.686-022
finishing-pan operator (chem.; coal tar prod.; ore dress., smelt., & refin.) FINISHING-RANGE FEEDER (textile) 589.686-014
finishing-range operator (textile) 589.665-014
FINISHING TRIMMER (boot & shoe) 788.687-042
finishing tunnel operator (garment) 582.685-150
finish inspector (any ind.) 741.687-010
FINISH INSPECTOR (furn.) 763.687-026
FINISH-MACHINE TENDER (pottery & porc.) 673.685-058
FINISH MENDER (hosi.) 749.684-030
FINISH MILL OPERATOR 749.685-046
finish molder (found.) 749.684-018
FINISI PATCHER (furn.) 763.684-034
finish remover (furn.) 749.687-030
finish repairer (any ind.) 749.684-038
finish repairer (furn.) 763.684-034
FINISH SANDER (woodworking) 761.687-010
FIN-MACHINE OPERATOR (auto. mfg.) 615.685-030
fire-and-safety helper (any ind.) 739.687-094
fire-apparatus sprinkler inspector (any ind.) 379.687-010
FIRE CHIEF'S AIDE (gov. ser.) 373.263-010
fire crew worker (forestry) 452.687-014
FIRE DRIER (corn prod.) 523.685-058
FIRE EATER (amuse. & rec.) 159.647-010
FIRE-EQUIPMENT INSPECTOR (any ind.) 739.484-014
FIRE-EQUIPMENT-INSPECTOR HELPER (any ind.) 739.687-094
FIRE-EXTINGUISHER REPAIRER (any ind.) 709.384-010
FIRE-EXTINGUISHER-SPRINKLER INSPECTOR (any ind.) 379.687-010
FIRE FIGHTER (any ind.) 373.364-010
fire fighter, airport (air trans.) 373.663-010
FIRE FIGHTER, CRASH, FIRE, AND RESCUE (air trans.) 373.663-010
FIREIGHTER, MARINE (any ind.) 373.364-010
FIRE HOSE CURER (rubber goods) 553.685-062
FIRE INSPECTOR (any ind.) 373.367-010
FIRE LOOKOUT (forestry) 452.367-010
FIRE PATROLLER (logging) 372.667-034
FIBER (electronics) 590.684-014
finer (glass prod.) 573.685-010
FIRE (jewelry) 590.685-034
FIRE RANGER (forestry) 452.367-014
FIRER, AUTOMATICS STROKER (any ind.) 951.685-010
firer, boiler (any ind.) 951.685-010
firer, boiler (any ind.) 950.382-010
FIRER, DIESEL LOCOMOTIVE (r.r. trans.) 910.363-010
fire regulator (found) 512.667-010
FIRER, ELECTRIC LOCOMOTIVE (r.r. trans.) 910.363-010
FIRER HELPER (paper & pulp) 553.665-034
FIRER, HIGH PRESSURE (any ind.) 951.685-010
FIRER, KILN (sugar) 523.685-078
FIRER, LOCOMOTIVE (r.r. trans.) 910.363-010
FIRER, LOCOMOTIVE CRANE (any ind.) 951.685-010
FIRER, LOW PRESSURE (any ind.) 951.685-014
FIRER, MARINE (water trans.) 951.685-018
FIRER, PILE DRIVER (any ind.) 951.685-010
FIRER, PORTABLE BOILER (any ind.) 951.685-010
FIRER, POWERHOUSE (any ind.) 951.685-010
FIRER, RETORT (chem.; wood distil. & char.) 553.685-066
FIRER, STATIONARY BOILER (any ind.) 951.685-010
FIRER, STEAM SHOVEL (any ind.) 951.685-010
FIRER-WATERTENDER (water trans.) 951.685-018
FIRE-TRUCK DRIVER (petrol. production) 905.663-014
fire watcher (any ind.) 373.367-010
FIREWOOD CUTTER (logging) 454.684-026
FIREWORKS ASSEMBLER (fireworks) 737.587-014
FIREWORKS DISPLAY SPECIALIST (fireworks) 969.664-010
FIREWORKS MAKER (fireworks) 737.684-018
FIRING-PIN GAGER (fireworks) 737.687-062
FIRST-AID ATTENDANT (any ind.) 354.677-010
FIRST-BREAKER FEEDER (cord. & twine) 680.686-014
FIRST-COAT SANDER (woodworking) 761.687-010
FIRST FRONT VENTILATOR (hairwork) 739.384-022
FISH BAILER (fish.) 914.685-010
fish-bait picker (agric.) 413.687-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

F

FISH-BIN TENDER (can. & preserv.) 529.687-082
FISH-BONING-MACHINE FEEDER (can. & preserv.) 521.686-034
FISH-CAKE MAKER (food prep., n.e.c.) 529.685-122
FISH CHECKER (can. & preserv.) 221.587-030
FISH CHOPPER, GANG KNIFE (can. & preserv.) 521.687-058
FISH CLEANER (can. & preserv.; fish.) 525.684-030
FISH CLEANER MACHINE TENDER (can. & preserv.) 529.685-118
fish cutter (can. & preserv.; fish.) 525.684-030
FISH-CUTTING-MACHINE OPERATOR (can. & preserv.) 521.686-034
fish dresser (can. & preserv.; fish.) 525.684-030
FISH DRIER (can. & preserv.) 523.687-014
FISH-EGG PACKER (can. & preserv.) 529.687-086
fisher (fish) 442.684-010
FISHER, CLAM (fish) 446.684-014
FISHER, CRAB (fish.) 441.684-014
FISHER, DIP NET (fish.) 441.684-010
FISHER, DRIVER NET (fish.) 441.684-010
FISHER, DIVING (fish.) 443.664-010
FISHER, EEL (fish.) 441.684-014
FISHER, EEL SPEAR (fish.) 443.684-010
FISHER, GILL NET (fish.) 441.684-010
FISHER, HAND LINE (fish.) 442.684-010
FISHER, HAUL, DRAG, OR BEACH SEINE (fish.) 441.684-010
FISHER, HOOP NET (fish.) 441.684-010
FISHER, LAMPARA NET (fish.) 441.684-010
FISHER, LINE (fish.) 442.684-010
FISHER, LOBSTER (fish.) 441.684-014
FISHER, MUSSEL (fish.) 446.684-014
FISHER, NET (fish.) 441.684-010
FISHER, OYSTER (fish.) 446.684-014
FISHER, POT (fish.) 441.684-014
FISHER, POUND NET OR TRAP (fish.) 441.684-010
FISHER, PURSE SEINE (fish.) 441.684-010
FISHER, QUAHOG (fish.) 446.684-014
FISHER, REEF NET (fish.) 441.684-010
FISHER, SCALLOP (fish.) 446.684-014
fisher, seal (hunt. & trap) 461.684-010
FISHER, SPEAR (fish.) 443.684-010
fisher, sponge hooking (fish.) 447.684-010
FISHER, SWORDFISH (fish.) 443.684-010
FISHER, TERRAPIN (fish.) 441.684-018
FISHER, TRAMMEL NET (fish.) 441.684-010
fisher, trap (fish.) 441.684-022
FISHER, TRAWL LINE (fish.) 442.684-010
FISHER, TRAWL NET (fish.) 441.684-010
FISHER, TROLL LINE (fish.) 442.684-010
FISHER, TROT LINE (fish.) 442.684-010
FISHER, WEIR (fish.) 441.684-022
fish-flaker (can. & preserv.) 523.687-014
FISH FLIPPER (can. & preserv.) 521.686-034
FISH GRADER (can. & preserv.) 529.687-098
fish hatchery assistant (fish.) 446.684-010
fish hatchery attendant (fish.) 446.684-010
FISH HATCHERY LABORER (fish.) 446.687-014
FISH HATCHERY WORKER (fish.) 446.684-010
FISH HOUSEKEEPER (hotel & rest.) 525.684-030
fish-house worker (can. & preserv.) 920.687-046
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Industry/Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fish Icer (can. &amp; preserv.; whole. tr.)</td>
<td>922.687-046</td>
</tr>
<tr>
<td>Fishing-Line-Winding-Machine Operator (cord. &amp; twine)</td>
<td>689.685-066</td>
</tr>
<tr>
<td>Fishing-Assembler (sports equip.)</td>
<td>732.684-058</td>
</tr>
<tr>
<td>Fishing-Reel Assembler (sports equip.)</td>
<td>732.684-062</td>
</tr>
<tr>
<td>Fishing-Rod Assembler (sports equip.)</td>
<td>732.684-066</td>
</tr>
<tr>
<td>Fishing-Rod Marker (sports equip.)</td>
<td>732.684-070</td>
</tr>
<tr>
<td>Fishing-Rod Trimmer (sports equip.)</td>
<td>732.684-066</td>
</tr>
<tr>
<td>Fishing-Tackle Repairer (any ind.)</td>
<td>732.684-122</td>
</tr>
<tr>
<td>Fish-Liver Sorter (can. &amp; preserv.; fish.)</td>
<td>521.687-062</td>
</tr>
<tr>
<td>Fish-Machine Feeder (can. &amp; preserv.)</td>
<td>521.686-034</td>
</tr>
<tr>
<td>Fish-Net Stringer (cord. &amp; twine)</td>
<td>782.684-026</td>
</tr>
<tr>
<td>Fish Packer (can. &amp; preserv.)</td>
<td>520.687-086</td>
</tr>
<tr>
<td>Fish Pickler (can. &amp; preserv.)</td>
<td>522.684-010</td>
</tr>
<tr>
<td>Fish Pitcher (can. &amp; preserv.)</td>
<td>922.687-062</td>
</tr>
<tr>
<td>Fish-Skinning-Machine Feeder (can. &amp; preserv.)</td>
<td>521.686-034</td>
</tr>
<tr>
<td>Fish Smoker (can. &amp; preserv.)</td>
<td>522.685-066</td>
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<tr>
<td>Fish Straightener (can. &amp; preserv.)</td>
<td>521.686-034</td>
</tr>
<tr>
<td>Fish-Stringer Assembler (sports equip.)</td>
<td>732.684-056</td>
</tr>
<tr>
<td>Fitter (const.; pipe lines)</td>
<td>781.684-014</td>
</tr>
<tr>
<td>Fitter (jewelry)</td>
<td>700.684-034</td>
</tr>
<tr>
<td>Fitter (mirror &amp; pic. frames; ret. tr.)</td>
<td>739.684-146</td>
</tr>
<tr>
<td>Fitter, Factory (garment; glove &amp; mit.)</td>
<td>781.684-010</td>
</tr>
<tr>
<td>Fitter Helper (any ind.)</td>
<td>801.687-014</td>
</tr>
<tr>
<td>Fitter Helper (const.)</td>
<td>862.684-022</td>
</tr>
<tr>
<td>Fitter (any ind.) II</td>
<td>706.684-054</td>
</tr>
<tr>
<td>Fitter-Placer (rubber goods)</td>
<td>753.687-022</td>
</tr>
<tr>
<td>Fitter, Type-Bar-And-Segment (office mach.)</td>
<td>706.684-024</td>
</tr>
<tr>
<td>Fitting Maker (brick &amp; tile)</td>
<td>862.684-010</td>
</tr>
<tr>
<td>Fitting-Room Inspector (boot &amp; shoe)</td>
<td>788.384-010</td>
</tr>
<tr>
<td>Fitting Room Operator (boot &amp; shoe)</td>
<td>788.685-018</td>
</tr>
<tr>
<td>Fittings Tightener (plumb. supplies)</td>
<td>706.684-086</td>
</tr>
<tr>
<td>Five-Roll-Refiner Batch Mixer (Choc. &amp; Coca)</td>
<td>520.685-150</td>
</tr>
<tr>
<td>Flaking-Machine Operator (Sports Equip.)</td>
<td>732.685-018</td>
</tr>
<tr>
<td>Fixture Relamer (any ind.)</td>
<td>389.687-018</td>
</tr>
<tr>
<td>Fixture Repairer-Fabricator (any ind.)</td>
<td>630.384-010</td>
</tr>
<tr>
<td>Flagger (Amuse. &amp; rec.)</td>
<td>372.667-026</td>
</tr>
<tr>
<td>Flagger (Const.)</td>
<td>372.667-022</td>
</tr>
<tr>
<td>Flake Drier (Soap)</td>
<td>553.685-098</td>
</tr>
<tr>
<td>Flake-Miller Helper (Cereal)</td>
<td>526.585-010</td>
</tr>
<tr>
<td>Flake-Or-Shred-Roll Operator (Cereal)</td>
<td>520.685-102</td>
</tr>
<tr>
<td>Flake (Can. &amp; Preserv.)</td>
<td>523.687-014</td>
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<tr>
<td>Flake Operator (Can. &amp; Preserv.)</td>
<td>523.685-062</td>
</tr>
<tr>
<td>Flaker Operator (Chem.)</td>
<td>533.685-098</td>
</tr>
<tr>
<td>Flaker Tender (Can. &amp; Preserv.)</td>
<td>523.687-014</td>
</tr>
<tr>
<td>Flaking-Roll Operator (Cereal)</td>
<td>520.685-102</td>
</tr>
<tr>
<td>Flame-Annealing-Machine Operator (Heat Treat.)</td>
<td>504.685-014</td>
</tr>
<tr>
<td>Flame Degreaser (Auto. Ser.)</td>
<td>503.685-022</td>
</tr>
<tr>
<td>Flame Gouger (Welding)</td>
<td>816.464-010</td>
</tr>
<tr>
<td>Flamer (Boot &amp; Shoe)</td>
<td>788.684-050</td>
</tr>
<tr>
<td>Flamer, After Lasting (Boot &amp; Shoe)</td>
<td>788.684-130</td>
</tr>
<tr>
<td>Flamer-Sealer (Elect. Equip.)</td>
<td>727.684-030</td>
</tr>
<tr>
<td>Flame Scarper (Welding)</td>
<td>816.464-010</td>
</tr>
<tr>
<td>Flange Cutter (Hat &amp; Cap; Tex. Prod., N.e.c.)</td>
<td>585.685-086</td>
</tr>
<tr>
<td>Flanger (Inst. &amp; App.)</td>
<td>712.684-018</td>
</tr>
<tr>
<td>Flanging-Machine Operator (Hat &amp; Cap)</td>
<td>690.686-038</td>
</tr>
<tr>
<td>Flanging-Machine Operator (Paper Goods)</td>
<td>641.685-046</td>
</tr>
</tbody>
</table>
F

FLARE BEADER (electronics) 725.384-010
FLARE BREAKER (boot & shoe) 788.685-010
flare chalker (boot & shoe) 788.687-010
FLASHER ADJUSTER (li ht. fix.) 723.684-022
FLASH-OVEN OPERATOR (elec. equip.) 554.685-014
FLASH RANGING CREWMEMBER (military ser.) 378.367-018
fat bed-press feeder (print. & pub.) 651.686-010
fatbed-press operator (print. & pub.) 651.362-010
FLATCAR WHACKER (sawmill) 807.667-010
flat folder (boot & shoe) 788.687-050
flat folding-machine operator (textile) 689.585-014
FLAT KNITTER (knit goods) 685.665-014
FLAT-KNITTER HELPER (knit goods) 685.686-014
FLAT POLISHER (clock & watch) 603.685-054
flat sheet maker (plastics mat.) 556.684-018
flat spring assembler (matt. & bedspring) 709.667-010
FLAT SURFACER, JEWEL (clock & watch) 770.685-010
FLATWORK ASSEMBLER (laund.) 369.687-010
FLATWORK CATCHER (laund.) 363.686-010
FLATWORK FEEDER (laund.) 363.686-010
FLATWORK FINISHER (laund.) 363.686-010
FLATWORK FINISHER (pottery & porc.) 774.684-018
FLATWORK FINISHER, HAND (laund.) 363.684-018
FLATWORK FOLDER (laund.) 363.686-010
FLATWORK TIER (laund.) 361.587-010
FLATWORK WASHER (laund.) 361.665-010
FLAVOR EXTRACTOR (cereal) 529.685-126
flavoring-machine operator (tobacco) 522.685-030
flavoring maker (tobacco) 520.685-054
flavor maker (tobacco) 520.685-082
FLAVOR ROOM WORKER (dairy prod.) 529.685-130
FLAVOR-TANK TENDER (dairy prod.) 529.685-146
fleecer (hosiery) 585.665-010
FLEECER TIER (agric.) 410.687-010
FLESHING-MACHINE OPERATOR (leather mfg.) 585.685-094
FLETCHER (sports equip.) 732.684-010
FLEXO-FOLDER-GLUER-MACHINE HELPER (paper goods) 659.686-014
flexographic-press helper (print. & pub.) 651.585-010
FLIGHT ATTENDANT, RAMP (air trans.) 352.367-014
flight follower (air trans.) 209.367-050
FLIGHT-INFORMATION EXPEDITER (air trans.) 912.367-010
flight-operations-dispatch clerk (air trans.) 248.367-010
FLIGHT OPERATIONS SPECIALIST (military ser.) 248.387-010
flight security specialist (air trans.) 372.667-010
flipping-machine operator (rubber goods) 690.685-450
FLITCH HANGER (veneer & plywood) 663.686-022
FLOAT BUILDER (any ind.) 899.687-010
floating-derrick operator (water trans.) 921.683-034
FLOATLIGHT-POWDER MIXER (fireworks) 737.687-090
float remover (textile) 689.685-094
FLOCKER (tex. prod., n.e.c.) 789.687-054
FLOOR AND WALL APPLIER, LIQUID (const.) 864.684-010
FLOOR ASSEMBLER (mfd. bldgs.) 869.684-018
FLOOR ATTENDANT (amuse. & rec.) 343.467-014
FLOOR ATTENDANT (glass Mfg.) 579.687-018

L-102
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

F

FLOOR CLEANER (any ind.) 381.687-018
floor clerk (clerical) 221.387-038
FLOOR FINISHER (const.) 869.664-014
FLOOR FINISHER (mfd. bldgs.; trans. equip.) 869.684-010
FLOOR FINISHER (trans. equip) 806.684-018
FLOOR-FINISHER HELPER (const.) 869.687-026
FLOOR FRAMER (mfd. bldgs.; trans. equip.) 869.684-010
FLOOR FRAMER (trans. equip) 806.684-018
floor hand (tobacco) 529.687-070
FLOORING GRADER (plan. mill.) 669.587-010
FLOORING-MACHINE FEEDER (plan. mill.) 669.686-030
floor inspector (any ind.) 609.684-010
FLOOR INSPECTOR (glass mfg.) 579.384-018
FLOOR-LAYER HELPER (const.; ret. tr.) 869.687-026
floor runner (water trans.) 222.567-014
FLOOR-SANDING-MACHINE OPERATOR (const.) 869.664-014
FLOOR SERVICE WORKER, SPRING (auto. ser.) 807.684-022
FLOOR-SPACE ALLOCATOR (tobacco; whole. tr.) 222.367-030
FLOOR WINDER (textile) 681.685-050
floor worker (any ind.) 929.687-030
FLOOR WORKER (chew. gum) 920.687-090
FLOOR WORKER (cork prod.) 739.687-098
floorworker (fur dressing) 589.686-022
FLOORWORKER-DISTRIBUTOR (hat & cap) 784.687-030
FLOORWORKER, LASTING (boot & shoe) 788.687-046
FLOOR WORKER, TRANSFER BAY (nonfer. metal alloys) 921.667-022
FLOOR WORKER, WELL SERVICE (petrol. production) 930.664-014
FLOTATION TENDER (ore dress., smelt., & refin.) 511.687-018
FLOTATION-TENDER HELPER (ore dress., smelt., & refin.) 511.687-018
FLOUR-BLENDER HELPER (bake. prod.) 526.686-010
FLOUR-BLENDER HELPER (grain & feed mill.) 520.686-022
flour mixer (bake. prod.) 520.585-010
FLOUR MIXER (grain & feed mill.) 520.485-010
flour-mixer helper (grain & feed mill.) 520.686-022
flower arranger (artif. flower) 739.684-014
FLOWER GRADER (agric.) 529.687-186
FLOWER PICKER (agric.) 405.687-010
FLOWER-POT-PRESS OPERATOR (pottery & parc.) 575.685-034
flow floor attendant (glass mfg.) 579.687-018
FLU CLEANER (any ind.) 891.687-030
flue-dust laborer (ore dress., smelt., & refin.) 519.687-014
FLUE-LINING DIPPER (conc. prod.) 579.686-010
FLUMER (corn prod.) 521.686-038
FLUMER (sugar) I 922.665-010
FLUME-RIDE OPERATOR (amuse. & rec.) 342.663-010
FLUMER (sugar) II 521.686-042
fluorescent lamp replacer (any ind.) 389.687-018
fluoroscope operator (can. & preserv.; tobacco) 529.685-274
FLUSHER (coal tar prod.) 559.682-026
flusher (corn .rod.) 529.687-210
FLUSHER (smoking pipe) 761.684-030
FLUX BRUSHER (welding) 819.666-010
FLUX MIXER (chem.) 550.584-010
FLUX-TUBE ATTENDANT (nonfer. metal alloys; ore dress., smelt., & refin.) 519.687-018
flyaway clerk (aircraft-aerospace mfg.) 222.587-010
FLYER (amuse. & rec.; radio & tv broad) 962.687-018
flyer builder (textile) 628.687-010

L-103
FLYER REPAIRER (textile) 628.687-010
FLY TIER (sports equip.) 732.684-074
fly winder (sports equip.) 732.684-074
FOAM CASER (stat. & art. goods) 754.684-022
FOAM CHARGER (refrigerat. equip.) 827.585-010
FOAM DISPENSER (rubber goods) 554.684-014
foam fabricator (any ind.) 780.684-062
FOAM-GUN OPERATOR (fabric. plastics prod.) 741.684-014
foaming machine operator (textile) 584.685-030
FOAM-MACHINE OPERATOR (fabric. plastics prod.; plastics mat.) 559.685-078
FOAM MOLDER (clock & watch) 754.684-022
FOCUSER (elec. equip.) 725.687-018
FOIL CUTTER (any ind.) 699.685-014
FOILING-MACHINE OPERATOR (ammonium) 692.685-086
folded-cloth taper (textile) 920.587-010
FOLDED-TOWEL-MACHINE OPERATOR (paper goods) 649.685-046
folder (garment) 583.685-042
folder (garment; glove & mit.) 781.687-010
FOLDER (laund.) 369.687-018
FOLDER (narrow fabrics) 686.685-030
FOLDER (tex. bag) 789.687-058
folder-and-notcher (musical instr.) 730.684-014
FOLDER, HAND (boot & shoe) 788.687-050
folder, hand (house furn.; textile) 589.687-014
FOLDER, HAND (paper goods) 794.687-022
folder inspector (any ind.) 789.587-014
FOLDER, MACHINE (boot & shoe) 690.685-174
defold, machine (paper goods) 649.685-042
defold, machine (textile) 689.585-014
defold operator (clerical) 208.685-014
defold operator (knit goods; textile) 589.685-058
FOLDER-SEAMER, AUTOMATIC (any ind.) 787.685-014
FOLDER-TIER (abrasive & polish, prod.) 759.684-034
FOLDING-MACHINE FEEDER (house furn.) 920.686-018
FOLDING-MACHINE FEEDER (print. & pub.) 641.685-050
FOLDING-MACHINE FEEDER (print. & pub.) 653.686-014
folding-machine operator (boot & shoe) 691.685-074
folding-machine operator (boot & shoe) 690.685-174
FOLDING-MACHINE OPERATOR (clerical) 208.685-014
FOLDING-MACHINE OPERATOR (garment.) 583.688-042
FOLDING-MACHINE OPERATOR (hat & cap) 690.686-034
FOLDING-MACHINE OPERATOR (knit goods; textile) 589.685-058
FOLDING-MACHINE OPERATOR (laund.) 369.684-010
FOLDING-MACHINE OPERATOR (leather prod.) 690.685-178
FOLDING-MACHINE OPERATOR (paper goods) 649.685-046
FOLDING-MACHINE OPERATOR (textile) 689.585-014
folding-machine operator (textile) 689.685-078
FOLDING-MACHINE TENDER (boot & shoe) 788.685-014
fold skiver (boot & shoe) 788.685-014
foliage arranger (artif. flower) 739.684-014
FOLLOW-UP CLERK (elec. equip.) 221.387-018
FONSANT-MACHINE OPERATOR (sugar) 521.585-408
food assembler, commisary kitchen (hotel & rest.; medical ser.) 319.484-010
FOOD ASSEMBLER, KITCHEN (hotel & rest.; medical ser.) 319.484-010
FOOD MIXER (grain & feed mill.) 520.687-034
FOOD-MIXER ASSEMBLER (elec. equip.) 723.684-010
MIXER REPAIRER (elec. equip.) 723.584-010
FOOD ORDER EXPEDITER (hotel & rest.) 319.467-010
food-service agent (hotel & rest.) 906.683-010
FOOD-SERVICE DRIVER (hotel & rest.) 906.683-010
FOOD-SERVICE WORKER, HOSPITAL (medical ser.) 355.677-010
FOOD-STOREROOM CLERK (hotel & rest.) 222.387-058
FOOD TABULATOR, AUTOMATED SYSTEM (hotel & rest.) 211.582-010
food-tray assembler (hotel & rest.; medical ser.) 319.484-010
FOO. CAGER (mining & quarrying) 939.667-010
FOOT CUTTER (slaught. & meat pack.) 525.687-074
FOOT-MITTER OPERATOR (mirror & pic. frames) 739.684-066
FOOT-PIECE ASSEMBLER (furn.) 706.684-082
FOOT STRAIGHTENER (clock & watch) 715.687-030
foot tender (mining & quarrying) 932.667-010
FOOT WORKER (salt production) 934.687-010
FORCE-VARIATION' EQUIPMENT TENDER (rubber tire & tube) 690.685-182
FORECLOSURE CLERK, MOTION-PICTURE LOANS (finan. inst.) 249.367-038
FOREIGN CLERK (clerical) 214.467-010
FOREIGN-EXCHANGE CODE CLERK (finan. inst.) 209.367-030
FOREIGN-EXCHANGE-POSITION CLERK (finan. inst.) 209.367-014
FOREPART LASER (boot & shoe) 690.685-186
FOREPART RASPER (boot & shoe) 788.684-094
forepart reducer (boot & shoe) 690.685-166
forepart rounder (boot & shoe) 690.685-334
FOREST-FIRE FIGHTER (forestry) 452.687-014
FOREST-PRODUCTS GATHERER (agric.; forestry) 453.687-010
forest technician (forestry) 452.364-010
FOREST WORKER (forestry) 452.687-010
FORGE HELPER (forging) 619.686-010
forging-die finisher (mach. shop) 705.484-014
FORGING-PRESS LEVER TENDER (forging) 612.685-010
FORGING-PRESS OPERATOR (forging) 611.685-010
FORK ASSEMBLER (motor. & bicycles) 806.684-094
FORK-LIFT-TRUCK OPERATOR (any ind.) 921.683-050
FORK REPAIRER (motor. & bicycles) 620.684-026
FORMATION-FACTURING-OPERATOR HELPER (petrol. production) 939.684-018
FORM-BUILDER HELPER (const.) 869.664-014
FORM COVERER (model & pattern) 739.684-070
former (elec. equip.) 691.685-018
former (oils & fats) 520.685-038
former (pottery & proc.) 575.685-026
FORMER, ARMATURE COILS (elec. equip.) 724.684-026
FORMER HELPER, HAND (any ind.) 619.684-010
former puller (oils & fats) 520.685-038
FORMER, ROTOR-COIL (elec. equip.) 724.684-026
FORMER, TYPE-BAR-AND-SEGMENT (office mach.) 706.684-026
FORM-GRINDER OPERATOR (const.) 850.683-022
forming acid dumper (elec. equip.) 727.687-010
forming-machine operator (ammunition) 617.585-010
forming-machine operator (boot & shoe) 690.685-098
forming-machine operator (hat & cap) 586-685-030
FORMING-MACHINE OPERATOR (needle, pin, & rel. prod.) 559.665-022
FORMING-MACHINE OPERATOR (paper & pulp) 539.685-018
FORMING-MACHINE TENDER (glass mfg.) 575.685-038
FORMING-MACHINE UPKEEP-MECHANIC HELPER (glass mfg.) 575.687-014
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>forming-mill operator (any ind.)</td>
<td>616.685-042</td>
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<tr>
<td>forming operator (glass mfg.)</td>
<td>755.685-030</td>
</tr>
<tr>
<td>forming operator (wood, box)</td>
<td>669.685-046</td>
</tr>
<tr>
<td>forming-press operator (rubber goods; rubber tire &amp; tube; sports equip.)</td>
<td>556.685-066</td>
</tr>
<tr>
<td>FORMING-PRESS OPERATOR (any ind.)</td>
<td>615.685-030</td>
</tr>
<tr>
<td>FORMING-PROCESS-LINE WORKER (elec. equip.)</td>
<td>727.687-058</td>
</tr>
<tr>
<td>FORMING-ROLL OPERATOR (any ind.)</td>
<td>619.685-046</td>
</tr>
<tr>
<td>forming-tube selector (textile)</td>
<td>681.687-010</td>
</tr>
<tr>
<td>FORM MAKER, PLASTER (fabric, plastics prod.)</td>
<td>777.684-010</td>
</tr>
<tr>
<td>FORM-SETTER HELPER (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>FORM SETTER, METAL ROAD-FORMS (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>FORM SETTER, STEEL FORMS (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>FORM SETTER, STEEL-PAN FORMS (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>FORM STRIPPER (conc. prod.; const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>FORM STRIPPER HELPER (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>form tamper (const.)</td>
<td>869.683-010</td>
</tr>
<tr>
<td>FORM-TAMPER OPERATOR (const.)</td>
<td>869.683-010</td>
</tr>
<tr>
<td>form-tampering-machine operator (const.)</td>
<td>869.683-010</td>
</tr>
<tr>
<td>FORMULA BOTTLE (dairy prod.; medical ser.)</td>
<td>520.487-014</td>
</tr>
<tr>
<td>FORMULA CHECKER (text. prod., n.e.c.; textile)</td>
<td>221.387-046</td>
</tr>
<tr>
<td>FORMULA MAKER (dairy prod.; medical ser.)</td>
<td>520.487-014</td>
</tr>
<tr>
<td>FORMULA-ROOM WORKER (dairy prod.; medical ser.)</td>
<td>520.487-014</td>
</tr>
<tr>
<td>formulator (chem.)</td>
<td>559.665-026</td>
</tr>
<tr>
<td>FORMULA WEIGHER (pen &amp; pencil)</td>
<td>559.685-082</td>
</tr>
<tr>
<td>FORMULA WEIGHER (rubber goods)</td>
<td>550.663-010</td>
</tr>
<tr>
<td>FORTUNE TELLER (amuse. &amp; rec.)</td>
<td>159.647-018</td>
</tr>
<tr>
<td>FORWARDER (print. &amp; pub.)</td>
<td>794.687-026</td>
</tr>
<tr>
<td>FOSTER PARENT (dom. ser.)</td>
<td>309.677-014</td>
</tr>
<tr>
<td>FOUNDATION-DRILL-OPERATOR HELPER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>FOUNDATION MAKER (hairwork)</td>
<td>739.384-014</td>
</tr>
<tr>
<td>FOUNDATION MAKER (hat &amp; cap)</td>
<td>784.684-030</td>
</tr>
<tr>
<td>FOUNDRY LABORER, CORE ROOM (found.)</td>
<td>518.687-014</td>
</tr>
<tr>
<td>FOUNDRY WORKER, GENERAL (found.)</td>
<td>519.687-022</td>
</tr>
<tr>
<td>FOUNDRY DRILLER (found.)</td>
<td>519.687-022</td>
</tr>
<tr>
<td>FOUNTAIN-BRUSH ASSEMBLER (pen &amp; pencil)</td>
<td>733.687-010</td>
</tr>
<tr>
<td>fountain dispenser (hotel &amp; rest.)</td>
<td>319.474-010</td>
</tr>
<tr>
<td>FOUNTAIN PEN TURNER (pen &amp; pencil)</td>
<td>690.685-190</td>
</tr>
<tr>
<td>FOUNTAIN-ROLLER ASSEMBLER (pen &amp; pencil)</td>
<td>733.687-010</td>
</tr>
<tr>
<td>FOUNTAIN SERVER (hotel &amp; rest.)</td>
<td>319.474-010</td>
</tr>
<tr>
<td>FOUR-CORNERS-STAYER-MACHINE OPERATOR (paper goods)</td>
<td>641.685-054</td>
</tr>
<tr>
<td>FOUR-HOUSE Hitch DRIVER (any ind.)</td>
<td>919.664-010</td>
</tr>
<tr>
<td>FOUR-SLIDE-MACHINE OPERATOR (any ind.)</td>
<td>619.685-050</td>
</tr>
<tr>
<td>FOXING CUTTER, HOT KNIFE (boot &amp; shoe; rubber goods)</td>
<td>751.684-022</td>
</tr>
<tr>
<td>FOXING PAINTER (rubber goods)</td>
<td>584.685-022</td>
</tr>
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<td>frame aliner (motor, &amp; bicycles)</td>
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<td>frame-and-scrap crusher (floor covering, n.e.c.)</td>
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<td>FRAME ASSEMBLER (mfd. bldgs.)</td>
<td>869.684-018</td>
</tr>
<tr>
<td>FRAME ASSEMBLER (motor, &amp; bicycles)</td>
<td>806.684-094</td>
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<td>frame assembler (optical goods)</td>
<td>713.688-014</td>
</tr>
<tr>
<td>FRAME ASSEMBLER (sports equip.)</td>
<td>732.384-010</td>
</tr>
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<td>FRAME ASSEMBLER (struct. &amp; ornam. metalwork)</td>
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<tr>
<td>FRAME BANDER (textile)</td>
<td>628.684-014</td>
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<td>frame bender (canvas goods)</td>
<td>809.484-010</td>
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<tr>
<td>frame builder, silk-screen (any ind.)</td>
<td>709.484-010</td>
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<tr>
<td>FRAME CARVER, SPINDLE (optical goods)</td>
<td>713.684-030</td>
</tr>
<tr>
<td>frame catcher (textile)</td>
<td>589.686-010</td>
</tr>
<tr>
<td>FRAME CHANGER (textile)</td>
<td>689.686-026</td>
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</tbody>
</table>
frame cleaner (textile) 680.687-014
FRAME COVERER (leather prod.) 783.687-010
frame crusher (floor covering, n.e.c.) 555.685-022
FRAME FEEDER (glue) 553.686-034
FRAME HAND (trim & embrod.,) 689.687-046
framer (leather prod.) 739.684-090
framer (mfd. bldgs.; trans. equip.) 869.684-010
FRAME (mirror; mirror & pic. frames) 739.684-078
framer (textile) 689.687-026
framer (umbrella) 739.684-162
FRAMER (wood preserving) 666.684-010
FRAME REPAIRER (mirror) 739.684-074
FRAME STRAIGHTENER (motor. & bicycles) 807.484-010
FRAME STRIPPER (glue) 559.687-046
FRAME STRIPPER (soap) 559.685-006
frame stripper and crusher (soap) 555.685-062
FRAME-TABLE-OPERATOR HELPER (wood preserving) 669.685-058
FRAME TRIMMER (mirror & pic. frames) I 749.684-030
FRAME TRIMMER (mirror & pic. frames) II 769.687-022
FRAME WINDER (tel. & tel.) 822.684-010
framing-machine tender (textile) 580.585-010
framing-mill-operator helper (wood preserving) 669.685-058
frankfurter inspector (slaugh. & meat pack.) 529.587-014
FRAZER (smoking pipe) 664.685-022
freezer assistant (dairy prod.) 529.685-146
FREEZER TUNNEL OPERATOR (can. & preserv.) 523.685-082
FREEZING-MACHINE OPERATOR (drug. prep. & rel. prod.) 559.685-090
FREEZING-ROOM WORKER (can. & preserv.) 523.587-018
FREIGHT-CAR CLEANER, DELTA SYSTEM (r.r. trans.) 910.687-022
freight checker (water trans.) 222,387-010
FREIGHT CLERK (clerical) 222.387-050
freighter (any ind,) 919.664-010
french-binding folder (boot & shoe) 690.685-070
FRENCH-BINDING FOLDER (boot & shoe) 788.684-018
french-edge operator (paper goods) 641.685-046
frequency checker (textile) 221.367-034
FREQUENCY-METER ALINER (electronics) 590.684-022
fresh-meat grader (slaugh. & meat pack.) 529.687-106
FRESH-WORK INSPECTOR (tobacco) 529.687-090
fresh-work wrapper-layer (tobacco) 529.685-266
FRETTED-INSTRUMENT INSPECTOR (musical inst.) 730.684-034
frickertron checker (glass mfg.) 575.685-082'
FRICITION-PAINT-MACHINE TENDER (match) 534.685-014
FRINGER (carpet & rug; house furn,) 789.687-062
finger, hand (trim. & embrod.) 782.684-050
FRINGING-MACHINE OPERATOR (knit goods) 685.685-010
frit burner (brick & tile; pottery & porc.) 579.685-014
FRIT COATER (electronics) 725.684-022
frit maker (brick & tile; pottery & porc.) 570.485-014
FRIT-MIXER-AND-BURNER (brick & tile; pottery & porc.) 579.685-014
FROG SHAKER (tobacco) 521.687-110
FRONT-ELEVATOR OPERATOR (hotel. & rest.) 388.663-010
FRONT-END LOADER OPERATOR (any ind.) 921.683-042
FRONT-SIGHT ATTACHER (firearms) 736.684-030
froster (bake; prod.) 524.684-022
froster, machine (bake, prod.) 524.685-034
FROZEN PIE MAKER (any ind.) 529.684-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

F

FRUIT-BAR MAKER (confection.) 529.685-134
FRUIT-BUYING GRADER (can. & preserv.; whole. tr.) 529.387-018
FRUIT CUTTER (confection.) 521.687-066
FRUIT DISTRIBUTOR (agric.) 921.685-046
FRUIT-GRADER OPERATOR (agric.; whole. tr.) 529.665-010
fruit inspector (can. & preserv.; whole. tr.) 529.387-018
FRUIT MIXER (bake. prod.) 520,685-114
FRUIT PACKER, FACE-AND-FILL (agric.; whole. tr.) 920.687-134
FRUIT PACKER, WRAP-AND-PLACE (agric.; whole. tr.) 920.687-134
fruit picker (agric.) 403.687-018
FRUIT-PRESS OPERATOR (can. & preserv.; flay, ext. & sirup) 521.685-146
FRUIT-SORTER (agric.; can & preserv.; whole. tr.) 529.687-186
FRUIT STUFFER (confection.) 524,687-010
fuel-bay-lining mechanic (aircraft-aerospace mfg.) 752.687-014
fuel-cell assembler (rubber goods) 752.684-046
fuel-cell repairer (rubber goods) 759.384-010
FUEL-CELL SEALER (aircraft-aerospace mfg.) 806,684-110
FUEL-HOUSE ATTENDANT (sawmill) 951.686-010
FUEL-OIL CLERK (clerical) 222.387-018
FUEL-OIL-DELIVERY DRIVER (petrol. refin.; ret. tr.; whole. tr.) 903.683-018
FULL-DECATOR OPERATOR (textile) 582.685-042
FULLER (textile) 586.682-010
FULL-ROLL INSPECTOR (photofinish.) 976.687-014
FUMIGATOR AND STERILIZER (matt. & bedspring) 582.685-074
FUNERAL ATTENDANT (per. ser.) 359.677-014
funeral driver (per. ser.) 359.673-014
FUNERAL-LIMOUSINE DRIVER (per. ser.) 359.673-014
FUN-HOUSE ATTENDANT (amuse. & rec.) 376.687-010
FUN-HOUSE OPERATOR (amuse. & rec.) 342.665-010
FUNNEL COATER (electronics) 725.684-022
FUNNEL COATER, HAND (electronics) 740.687-014
FUNNEL SETTER (synthetic fibers) 557.685-026
fur beater (clean., dye., & press.; fur goods; ret. tr.; whole. tr.) 369.685-014
fur blower (hat & cap) 680.685-046
FUR BLOWER (ret. tr.) 369.685-010
FUR-BLOWER OPERATOR (hat & cap) 680.685-046
fur-blowing-machine attendant (hat & cap) 680.685-046
fur-blowing-machine operator (hat & cap) 680.685-046
FUR CLEANER (clean., dye., & press.) 362.684-014
FUR CLEANER, HAND (clean., dye., & press.) 362.684-018
FUR CLEANER, MACHINE (clean., dye., & press.; fur goods; ret. tr.; whole. tr.) 369.685-014
FUR CLIPPER (fur dressing) 589.686-022
FUR-CUTTING-MACHINE OPERATOR (hat & cap) 585.685-046
fur drummer (clean., dye., & press.; fur goods; ret. tr.; whole. tr.) 369.685-014
fur dry-cleaner (clean., dye., & press.) 362.684-014
fur dry-cleaner (clean., dye., & press.; fur goods; ret. tr.; whole. tr.) 369.685-014
fur dry-cleaner, hand (clean., dye., & press.) 362.684-018
fur feeder (hat & cap) 586.686-018
FUR-FLOOR WORKER (fur dressing) 589.686-022
FUR GLAZER (clean., dye., & press.; fur goods) 369.684-010
fur glosser (clean., dye., & press.; fur goods) 369.684-010
fur grader (fur goods) 783.384-010
FUR IRONER (clean., dye., & press.) 369.685-018
fur ironer (clean., dye., & press.) 369.685-022
fur matcher (fur goods) 783.384-010
fur mixer (hat & cap) 680.685-046

L-103
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Industry</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fur-Mixer Operator (Hat &amp; Cap)</td>
<td></td>
<td>680.685-062</td>
</tr>
<tr>
<td>Furnace Charger (Nonfer. Metal Alloys; Ore Dress., Smelt., &amp; Refin.)</td>
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<td>512.483-010</td>
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<tr>
<td>Furnace-Charging-Machine Operator (Iron &amp; Steel)</td>
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<td>512.683-010</td>
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<tr>
<td>Furnace Cleaner (Any Ind.)</td>
<td></td>
<td>891.687-014</td>
</tr>
<tr>
<td>Furnace Clerk (Optical Goods)</td>
<td></td>
<td>573.686-014</td>
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<tr>
<td>Furnace Cooler (Elec. Equip.)</td>
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<td>543.686-010</td>
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<tr>
<td>Furnace Feeder (Heat Treat.)</td>
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<td>504.685-018</td>
</tr>
<tr>
<td>Furnace Helper (Bone, Carbon, &amp; Lampblack)</td>
<td></td>
<td>553.687-014</td>
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<td>Furnace Helper (Chem.)</td>
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<td>558.686-010</td>
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<td>Furnace Helper (Heat Treat.)</td>
<td></td>
<td>504.686-014</td>
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<td>Furnace Helper (Nonfer. Metal Alloys; Ore Dress., Smelt., &amp; Refin.)</td>
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<tr>
<td>Furnace-Installer-And-Repairer Helper, Hot Air (Any Ind.)</td>
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<tr>
<td>Furnace Loader (Elec. Equip.)</td>
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<td>Furnace Loader (Heat Treat.)</td>
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<td>504.685-018</td>
</tr>
<tr>
<td>Furnace Operator (Glass Mfg.)</td>
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<td>573.685-026</td>
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<tr>
<td>Furnace Packer (Elec. Equip.)</td>
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<tr>
<td>Furnace Repairer Helper (Any Ind.)</td>
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<td>Furnace Stock Inspector (Elec. Equip.)</td>
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<td>559.36-010</td>
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<td>Furnace Tender (Build. Mat., N.E.C.)</td>
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<td>Furnace Tender (Found; Nonfer. Metal Alloys)</td>
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<td>Furnace Tender (Paint &amp; Varn.)</td>
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<tr>
<td>Furnace Unloader (Elec. Equip.)</td>
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<tr>
<td>Furnace Worker (Elec. Equip.)</td>
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<td>Fur Nailer (Fur Goods)</td>
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<td>783.684-014</td>
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<td>Furniture Assembler-And-Installer (Ret. Tr.)</td>
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<td>739.684-082</td>
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<td>Furniture Cleaner (Clean., Dye., &amp; Press.)</td>
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<td>Furniture Cleaner (Furn.)</td>
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<td>Furniture Mover (Motor Trans.)</td>
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<td>Furniture-Mover Driver (Motor Trans.)</td>
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<td>Furniture Packer (Ret. Tr.)</td>
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<td>Furniture Shampooer (Clean., Dye., &amp; Press.)</td>
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<td>Fur-Polishing-Machine Operator (Clean., Dye., &amp; Press.)</td>
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<td>Fur Puller (Fur Dressing)</td>
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<td>Fur-Repair Inspector (Ret. Tr.)</td>
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<td>Furner (Clean., Dye., &amp; Press.)</td>
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<td>Fur Sorter (Fur Goods)</td>
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<td>Fur-Storage Clerk (Ret. Tr.)</td>
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<td>Fur Stretcher (Fur Dressing)</td>
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<td>Fur Trapper (Hunt. &amp; Trap)</td>
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<td>461.684-014</td>
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<td>Fur Trimmer (Fur Goods)</td>
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<td>Fur-Trimming Machine Operator (Hat &amp; Cap)</td>
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<td>Fur-Build Attendant (Ret. Tr.)</td>
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<tr>
<td>Fur Weigher (Hat &amp; Cap)</td>
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<td>Fuse Assembler (Ammunition)</td>
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<td>Fuse-Cup Expander (Ammunition)</td>
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<tr>
<td>Fuse Maker (Fireworks)</td>
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<td>559.685-094</td>
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<td>Fusing-Furnace Loader (Optical Goods)</td>
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<td>573.686-014</td>
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<td>Fusing-Line Inspector (Optical Goods)</td>
<td></td>
<td>716.687-018</td>
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<tr>
<td>Fusing-Machine Feeder (Garment)</td>
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<td>583.686-014</td>
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<td>Fusing-Machine Tender (Garment; Hosiery)</td>
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<td>583.685-046</td>
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<td>Fusion-Juncture Grinder (Optical Goods)</td>
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<td>716.685-022</td>
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</tbody>
</table>
GAFFER (fish.) 443.684-010
GAGE-AND-WEIGH-MACHINE OPERATOR (ammunition) 737.685-010
GAGER (any ind.) 609.684-010
GAGER (clock & watch) 715.687-034
GAGER (distilled liquors) 529.587-010
GAGER (match) 590.685-022
GAGER (per. protect. & med. dev.) 712.687-018
GAGER (petrol production; petrol. refin.; pipe lines.) 914.384-010
GAGER (vino. liquors) 529.387-022
GAGER, DELIVERY (pipe lines.) 914.384-010
GAGER, HAND (electronics) 580.684-022
GAGING-MACHINE OPERATOR (ammunition) 737.685-010
Galvanizer (any ind.) 503.685-030
Galvanizer, ZINC (galvanizing) 501.685-010
Galvanizing dipper (galvanizing) 501.885-010
GALVANOMETER ASSEMBLER (elec. equip.) 729.384-010
Gambling broker (amuse. & rec.) 249.587-010
GAMBLING DEALER (amuse. & rec.) 343.467-018
GAMBLING MONITOR (amuse. & rec.) 343.387-014
GAME ATTENDANT HELPER (slaught. & meat pack.) 525.687-034
GAME ATTENDANT (amuse. & rec.) 342.457-010
GAME-FARM HELPER (agric.) 412.684-010
game operator (amuse. & rec.) 342.457-010
GANG-HEMSTITCHING-MACHINE OPERATOR (house furn.) 787.685-018
gang-punch operator (boot & shoe) 690.685-114
gang rider (any ind.) 832.684-010
GANG-VIBRATOR OPERATOR (const.) 853.663-014
gang worker (petrol. production) 869.684-046
Gantry crane operator (any ind.) 921.663-010
GARAGE SERVICER, INDUSTRIAL (any ind.) 915.687-014
GARBAGE COLLECTOR (motor trans.) 909.687-010
GARBAGE COLLECTOR DRIVER (motor trans.) 905.663-010
GARBAGE PORTER (hotel & rest.) 318.687-010
gardener (any ind.) 406.684-014
GARDENER (dom. ser.) 301.687-018

garden worker (agric.) 402.687-010
GARLAND-MACHINE OPERATOR (fabric. prod., n.e.c.) 692.685-090
GARMENT-ALTERATION EXAMINER (ret. tr.) 789.687-078
garment examiner (clean., dye., & press.) 369.687-022
garment finisher (any ind.) 782.684-058
GARMENT FOLDER (garment; knit goods) 789.687-066
GARMENT INSPECTOR (any ind.) 788.687-070
garment marker (clean., dye., & press.; laund.) 369.687-028
GARMENT-PARTS CUTTER, HAND (garment) 781.584-014
GARMENT-PARTS CUTTER, MACHINE (garment) 781.684-014
GARMENT RIPPER, ALTERATIONS (garment) 782.687-038
garment sewer, hand (any ind.) 782.684-058
GARMENT SORTER (garment) 222.687-014
GARMENT STEAMER (knit goods) 582.685-078
GARMENT-TAG STRINGER (paper goods) 794.687-054
GARMENT TURNER (garment; knit goods) 789.687-074
GARMENT WEIGHER (knit goods) 222.387-058
GARNETTER (felt goods; house furn.; mats. & bedspring; waste & batting) 680.685-054
GARNETTER (textile) 680.685-050
GARNETT FEEDER (house furn.; waste & batting) 680.686-018
garnetting-machine operator (textile) 680.685-050
GARNET-MACHINE OPERATOR (textile) 680.685-050
GARNISHER (confection.) 524.687-014
gas-oil checker (motor trans.) 915.587-010
GAS-AND-OIL SERVICER (motor trans.) 915.587-010
gas-annex feeder (heat treat.) 504.685-014
GAS-APPLIANCE-SERVICER HELPER (any ind.) 637.684-010
gasseria attendant (auto. ser.) 915.477-010
GAS CHARGER (refrigerat. equip.) 827.485-010
GAS-CHECK-PAD MAKER (firearms) 736.684-054
gas-cylinder inspector (comp. & liquefied gases) 953.387-010
GAS-DELIVERY DRIVER (petrol. refin.; ret. tr.; whole. tr.) 903.683-018
gas fitter (light, heat, & power) 953.364-010
gas-fitter helper (any ind.) 637.684-010
GASKET ATTACHER (mach. mfg.) 795.687-014
GASKET CUTTER (cork prod.) 617.685-026
GASKET INSPECTOR (pipe & boiler cov.) 739.687-102
GASKET MOLDER (rubber goods) 556.685-066
GAS-LEAK INSPECTOR (light, heat, & power; pipe lines) 953.367-010
GAS-LEAK INSPECTOR HELPER (light, heat, & power; pipe lines.) 953.667-010
GAS-LEAK TESTER (refrigerat. equip.) 827.584-014
GAS-MASK ASSEMBLER (per. protect. & med. dev.) 712.684-022
GAS-MASK INSPECTOR (per. protect. & med. dev.) 712.687-022
GAS-METER CHECKER (light, heat, & power) 953.367-014
GAS-METER INSTALLER (light, heat, & power) 953.364-010
GAS-METER-INSTALLER HELPER (light, heat, & power) 953.687-010
GAS-METER MECHANIC (light, heat, & power) II 710.684-026
GAS-METER READER (light, heat, & power) 209.567-010
gas-meter repairer (light, heat, & power) 710.684-026
GASOLINE-DRAGLINE OPERATOR (any ind.) 850.683-018
GASOLINE-LOCOMOTIVE-CRANE OPERATOR (any ind.) 921.663-038
GASOLINE-POWER-SHOVEL OPERATOR (any ind.) 850.683-030
GASOLINE-TRACTOR OPERATOR (any ind.) 929.683-014
GASOLINE-TRUCK-CRANE OPERATOR (any ind.) 921.663-062
GASOLINE-TRUCK OPERATOR (any. ind.) 921.683-050
GAS-PUMPING-STATION HELPER (light, heat, & power) 953.684-010
GAS-REGULATOR-REPAIRER HELPER (light, heat, & power; petrol. refin.; pipe lines) 710.384-010
GAS-ROLLER OPERATOR (const.) 859.633-030
GASER (textile) 585.685-050
gas-station attendant (auto. ser.) 915.467-010
GAS-STOVE-SERVICER HELPER (any ind.) 637.684-010
gas tender (auto. ser.) 915.467-010
gas tender (coke prod.) 519.683-014
gas tester (comp. & liquefied gases) 549.364-010
GAS-TRANSFER OPERATOR (comp. & liquefied gases) 914.585-010
GAS-TURBINE-POWERPLANT-MECHANIC HELPER (light, heat, & power) 631.684-010
GAS-VOLUME COMPUTER (light, heat, & power; petrol. refin.; pipe lines) 216.585-010
gas worker (comp. & liquefied gases) 559.565-010
GATE AGENT (air trans.) 238.367-010
GATE ATTENDANT (amuse. & rec.) 344.667-010
gatekeeper (any ind.) 372.667-030
GATE-SHEAR OPERATOR (any ind.) I 615.685-034
GATE TENDER (any ind.) 372.667-030
gate tender (musical inst.) 680.686-042
<table>
<thead>
<tr>
<th>Occurrence</th>
<th>Code</th>
<th>Index Key</th>
</tr>
</thead>
<tbody>
<tr>
<td>GATHERER (glass mfg.)</td>
<td>575.684-026</td>
<td>G</td>
</tr>
<tr>
<td>GATHERING-MACHINE FEEDER (print. &amp; pub.)</td>
<td>653.686-018</td>
<td>G</td>
</tr>
<tr>
<td>gauntlet pairer (glove &amp; mit.)</td>
<td>784.687-034</td>
<td>G</td>
</tr>
<tr>
<td>GEAR-GRINDING-MACHINE OPERATOR, PRODUCTION (mach. shop)</td>
<td>602.685-010</td>
<td>G</td>
</tr>
<tr>
<td>gear tester (auto. mfg.)</td>
<td>806.684-134</td>
<td>G</td>
</tr>
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<td>GELATIN-POWDER MIXER (flav. ext. &amp; sirup)</td>
<td>520.685-146</td>
<td>G</td>
</tr>
<tr>
<td>GEL-COAT SPRAYER (ship &amp; boat bldg. &amp; rep.; sports equip.)</td>
<td>741.684-026</td>
<td>G</td>
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<td>general assembler ( bake. prod.; dairy prod.)</td>
<td>529.684-014</td>
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<td>GENERAL-CARGO CLERK (water trans.)</td>
<td>248.367-014</td>
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<td>GENERAL EXTRA (amuse. &amp; rec.; motion pic.; radio &amp; tv broad.)</td>
<td>159.647-014</td>
<td>G</td>
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<td>general helper (aircraft-aerospace mfg.)</td>
<td>809.687-014</td>
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<td>GENERAL HELPER (choc. &amp; cocoa)</td>
<td>529.686-046</td>
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<td>GENERAL HELPER (food prep.; n.e.c.)</td>
<td>522.686-014</td>
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</tr>
<tr>
<td>GENERAL HELPER (oils &amp; fats)</td>
<td>529.687-094</td>
<td>G</td>
</tr>
<tr>
<td>general matcher (textile)</td>
<td>582.687-022</td>
<td>G</td>
</tr>
<tr>
<td>general production worker (can. &amp; preserv.; food prep.; n.e.c.)</td>
<td>529.686-070</td>
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</tr>
<tr>
<td>GENERAL SCRAP WORKER (nonfer. metal alloys)</td>
<td>519.686-010</td>
<td>G</td>
</tr>
<tr>
<td>general utility helper (confection.)</td>
<td>529.686-034</td>
<td>G</td>
</tr>
<tr>
<td>general utility worker (light, heat, &amp; power)</td>
<td>952.687-01C</td>
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</tr>
<tr>
<td>general worker (felt goods)</td>
<td>586.686-022</td>
<td>G</td>
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<tr>
<td>generating-substation-operator assistant (light, heat, &amp; power)</td>
<td>952.387-014</td>
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</tr>
<tr>
<td>generation-merchanic helper (light, heat, &amp; power)</td>
<td>631.684-010</td>
<td>G</td>
</tr>
<tr>
<td>GEODUCK DIVER (fish.)</td>
<td>443.684-010</td>
<td>G</td>
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<tr>
<td>GEOTHERMAL-POWERPLANT-MECHANIC HELPER (light, heat, &amp; power)</td>
<td>631.684-010</td>
<td>G</td>
</tr>
<tr>
<td>GERM DRIER (corn prod.)</td>
<td>523.685-058</td>
<td>G</td>
</tr>
<tr>
<td>GERMINATION WORKER (malt liquors)</td>
<td>522.685-014</td>
<td>G</td>
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<tr>
<td>getteller (elec. equip.)</td>
<td>509.685-026</td>
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<td>GETTERER (elec. equip.)</td>
<td>725.687-022</td>
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</tr>
<tr>
<td>getter operator (elec. equip.)</td>
<td>509.685-026</td>
<td>G</td>
</tr>
<tr>
<td>GETTER WELDER (electronics)</td>
<td>725.384-010</td>
<td>G</td>
</tr>
<tr>
<td>GHERKIN PICKLER (can. &amp; preserv.)</td>
<td>522.684-010</td>
<td>G</td>
</tr>
<tr>
<td>GIANT-TIRE REPAIRER (auto. ser.)</td>
<td>915.684-010</td>
<td>G</td>
</tr>
<tr>
<td>GIFT WRAPPER (ret. tr.)</td>
<td>299.364-014</td>
<td>G</td>
</tr>
<tr>
<td>gigger (textile)</td>
<td>585.685-054</td>
<td>G</td>
</tr>
<tr>
<td>GIG TENDER (textile)</td>
<td>585.685-054</td>
<td>G</td>
</tr>
<tr>
<td>GILL-BOX TENDER (textile)</td>
<td>680.685-058</td>
<td>G</td>
</tr>
<tr>
<td>GILL-MET STRINGER (cord, &amp; twine)</td>
<td>782.684-026</td>
<td>G</td>
</tr>
<tr>
<td>gill tender (textile)</td>
<td>680.685-058</td>
<td>G</td>
</tr>
<tr>
<td>GIMP-BUTTONHOLE-MACHINE OPERATOR (garment)</td>
<td>786.685-014</td>
<td>G</td>
</tr>
<tr>
<td>gimp tacker (furn.)</td>
<td>780.684-126</td>
<td>G</td>
</tr>
<tr>
<td>GIN CLERK (agric.)</td>
<td>221.487-010</td>
<td>G</td>
</tr>
<tr>
<td>gin feeder (matt. &amp; bedspring)</td>
<td>680.685-078</td>
<td>G</td>
</tr>
<tr>
<td>GIN INSPECTOR (distilled liquors)</td>
<td>522.687-010</td>
<td>G</td>
</tr>
<tr>
<td>GINNER (agric.)</td>
<td>429.685-010</td>
<td>G</td>
</tr>
<tr>
<td>ginner (oils &amp; fats)</td>
<td>521.685-198</td>
<td>G</td>
</tr>
<tr>
<td>GIN-POLE OPERATOR (const.)</td>
<td>921.663-030</td>
<td>G</td>
</tr>
<tr>
<td>GIZZARD-SKIN REMOVER (slaught. &amp; meat pack.)</td>
<td>525.687-074</td>
<td>G</td>
</tr>
<tr>
<td>glazing-machine tender (textile)</td>
<td>585.685-078</td>
<td>G</td>
</tr>
<tr>
<td>glass bender (cut. &amp; tools)</td>
<td>573.686-018</td>
<td>G</td>
</tr>
<tr>
<td>glass bender (glass mfg.)</td>
<td>575.685-054</td>
<td>G</td>
</tr>
<tr>
<td>glass breaker (glass mfg.)</td>
<td>779.684-054</td>
<td>G</td>
</tr>
<tr>
<td>glass breaker (glass prod.; mirror)</td>
<td>779.687-010</td>
<td>G</td>
</tr>
<tr>
<td>glass buffer (glass mfg.)</td>
<td>775.684-038</td>
<td>G</td>
</tr>
<tr>
<td>GLASS-BULB SILVERER (glass prod.)</td>
<td>779.687-018</td>
<td>G</td>
</tr>
<tr>
<td>GLASS CALIBRATOR (glass prod.)</td>
<td>775.584-010</td>
<td>G</td>
</tr>
</tbody>
</table>
GLASS CHECKER (optical goods) 716.687-014
GLASS-CLEANING-MACHINE TENDER (glass prod.) 579.685-018
glass crusher (glass mfg.) 570.685-026
glass curvature gager (cut. & tools) 701.687-022
GLASS CUT-OFF TENDER (glass mfg.) 677.685-030
GLASS CUTTER (any ind.) 775.684-022
glass cutter, hand (glass mfg.) 779.684-054
GLASS-CUTTER HELPER (any ind.) 775.687-018
GLASS CUTTER, OVAL OR CIRCULAR (glass mfg.) 779.684-022
Glass-cylinder flanger (inst. & app.) 712.684-018
GLASS DRILLER (glass mfg.) 775.687-014
GLASS ENAMEL MIXER (paint & varn.) 550.685-078
glass etcher helper (glass prod.) 779.687-038
GLASS FINISHER (glass prod.) 775.684-026
GLASS-FURNACE TENDER (paint & varn.) 572.685-010
glass grinder (cut. & tools) 673.685-066
GLASS GRINDER (glass mfg.) 775.684-034
GLASS GRINDER (glass prod.) 775.684-030
GLASSINE-MACHINE TENDER (any ind.) 920.685-078
glass inserter (furn.; plan. mill) 865.684-014
GLASS INSPECTOR (any ind.) 579.687-022
glass inspector (mirror) 779.687-022
GLASS INSTALLER (auto. ser.) 865.684-010
GLASS INSTALLER (furn.; plan. mill) 866.684-014
GLASS-LINED TANK REPAIRER (malt liquors) 779.684-026
GLASS-LOADING-EQUIPMENT TENDER (glass mfg.) 677.685-010
glass marker (cut. & tools) 775.684-046
GLASS-MOLD REPAIRER (glass mfg.) 519.684-018
GLASS POLISHER (glass mfg.) 775.684-038
glass-products inspector (glass mfg.) 779.687-030
glass pulverizer equipment operator (glass mfg.) 570.685-026
GLASS-RIBBON-MACHINE-OPERATOR ASSISTANT (glass mfg.) 575.385 010
glass sagger (glass mfg.) 575.685-054
GLASS SANDER, BELT (glass prod.; mirror) 775.684-042
GLASS SCULLION (water trans.) 318.687-014
glass setter (cut. & tools) 701.684-018
glass setter (furn.; plan. mill) 865.684-014
glass smoother (glass mfg.) 775.684-038
glass technologist (glass mfg.) 772.687-010
GLASS TINTER (glass prod.) 840.684-010
GLASS-UNLOADING-EQUIPMENT TENDER (glass mfg.) 677.665-010
GLASS-VIAL-BENDING-CONVEYOR FEEDER (cut. & tools) 573.686-018
GLASS WASHER AND CARRIER (hotel & rest.) 317.677-018
GLASS WASHER, LABORATORY (any ind.) 381.687-022
GLASS-WOOL-BLANKET-MACHINE FEEDER (glass prod.) 379.685-022
glassworker (aircraft-aerospace mfg.) 865.484-010
GLASS WORKER, PRESSED OR BLOWN (glass mfg.) 772.687-010
GLAZER HANDLER (brick & tile) 517.685-014
GLAZER MAKER (brick & tile; pottery & porc.) 570.485-014
glazier (textile) 583.685-126
GLAZE SPRAYER (auto. mfg.) 741.684-028
GLAZE WIPER (furn.) 742.687-010
glazier (auto. ser.) 865.684-010
glazier (furn.; plan. mill) 865.684-014
GLAZIER (inst. & app.) 712.684-026
GLAZIER HELPER (const.) 869.684-014
<table>
<thead>
<tr>
<th>Title</th>
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<tbody>
<tr>
<td>GLAZIER, METAL FURNITURE (furn.)</td>
<td>865.684-018</td>
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<tr>
<td>GLAZING-MACHINE OPERATOR (furn. mfg.)</td>
<td>573.685-018</td>
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<td>GLAZING-MACHINE OPERATOR (leather mfg.)</td>
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<td>glazing-machine operator (textile)</td>
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<td>GLAZING OPERATOR, BLACK POWDER (explosives)</td>
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<td>GLOBE MOUNTER (print. &amp; pub.)</td>
<td>795.684-018</td>
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<tr>
<td>GLOST-KILN DRAKER (pottery &amp; porc.)</td>
<td>573.687-010</td>
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<td>GLOST-KILN PLACER (pottery &amp; porc.)</td>
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<td>glost-tile shader (brick &amp; tile)</td>
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<tr>
<td>glost tile sorter (brick &amp; tile)</td>
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<tr>
<td>GLOVE CLEANER, HAND (clean., dye., &amp; press.)</td>
<td>362.687-010</td>
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<tr>
<td>GLOVE CUTTER (glove &amp; mit.; leather prod.)</td>
<td>781.687-030</td>
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<tr>
<td>glove finisher (clean., dye., &amp; press.; glove &amp; mit.)</td>
<td>363.687-010</td>
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<tr>
<td>GLOVE FORMER (clean., dye., &amp; press.; glove &amp; mit.)</td>
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<td>GLOVE PAIER (glove &amp; mit.)</td>
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<td>GLOVE-PARTS INSPECTOR (glove &amp; mit.)</td>
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<td>glove presser (clean., dye., &amp; press.; glove &amp; mit.)</td>
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<tr>
<td>GLOVE TAGGER (glove &amp; mit.)</td>
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<td>GLUCOSE-AND-SIRUP WEIGHER (chev. gum)</td>
<td>520.686-026</td>
</tr>
<tr>
<td>glue-bone crusher (glue)</td>
<td>555.685-014</td>
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<tr>
<td>glue-bone drier (glue)</td>
<td>553.685-022</td>
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<tr>
<td>glue-drier operator (glue)</td>
<td>553.385-010</td>
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<tr>
<td>GLUED WOOD TESTER (woodworking)</td>
<td>762.384-010</td>
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<tr>
<td>GLUE-JOINTER FEEDER (woodworking)</td>
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<td>glue-machine feeder (leather prod.)</td>
<td>690.686-022</td>
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<td>GLUE-MACHINE OPERATOR (pen &amp; pencil)</td>
<td>692.685-094</td>
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<tr>
<td>GLUE-MILL OPERATOR (glue)</td>
<td>559.685-098</td>
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<tr>
<td>glue mixer (glue)</td>
<td>550.564-010</td>
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<tr>
<td>GLUE MIXER (glue)</td>
<td>550.685-062</td>
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<tr>
<td>glue-mixer operator (build. board)</td>
<td>560.465-010</td>
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<tr>
<td>glue-plant operator (build. board)</td>
<td>560.465-010</td>
</tr>
<tr>
<td>GLUER (any ind.)</td>
<td>795.687-014</td>
</tr>
<tr>
<td>gluer (boot &amp; shoe)</td>
<td>788.687-030</td>
</tr>
<tr>
<td>gluer (print &amp; pub.)</td>
<td>795.684-022</td>
</tr>
<tr>
<td>GLUER (woodworking)</td>
<td>762.687-034</td>
</tr>
<tr>
<td>GLUER AND SLICER, HAND (paper goods)</td>
<td>794.687-030</td>
</tr>
<tr>
<td>GLUER-AND-WEDGER( woodworking)</td>
<td>762.687-038</td>
</tr>
<tr>
<td>GLUER, WET SUIT (fabric, plastics prod.)</td>
<td>795.687-018</td>
</tr>
<tr>
<td>GLUE-SIZE-MACHINE OPERATOR (furn.)</td>
<td>562.685-010</td>
</tr>
<tr>
<td>glue spreader helper (veneer &amp; plywood)</td>
<td>762.687-026</td>
</tr>
<tr>
<td>glue-spreader operator (build. board; veneer &amp; plywood)</td>
<td>569.685-042</td>
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<td>GLUE SPREADER-VENEER (build. board; veneer &amp; plywood)</td>
<td>569.695-042</td>
</tr>
<tr>
<td>GLUE SPREADING-MACHINE OPERATOR (leather prod.)</td>
<td>584.685-014</td>
</tr>
<tr>
<td>GLUING-MACHINE OFFBEARER (woodworking)</td>
<td>569.686-022</td>
</tr>
<tr>
<td>GLUING-MACHINE OPERATOR (rubber goods)</td>
<td>692.685-098</td>
</tr>
<tr>
<td>GLUING-MACHINE OPERATOR (woodworking)</td>
<td>569.685-046</td>
</tr>
<tr>
<td>GLUING-MACHINE OPERATOR, ELECTRONIC (woodworking)</td>
<td>569.685-050</td>
</tr>
<tr>
<td>GLUTEN-SETTLING TENDER (corn. prod.)</td>
<td>521.685-150</td>
</tr>
<tr>
<td>GLYCERIN OPERATOR (soap)</td>
<td>552.685-014</td>
</tr>
<tr>
<td>GOAT HERDER (agric.)</td>
<td>410.687-014</td>
</tr>
<tr>
<td>GOOGLES ASSEMBLER (rubber goods)</td>
<td>752.684-038</td>
</tr>
<tr>
<td>GOLD BURNISHER (pottery &amp; porc.)</td>
<td>775.687-022</td>
</tr>
</tbody>
</table>
### ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

<table>
<thead>
<tr>
<th>G</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GOLD CUTTER (gold leaf &amp; foil) 700.684-038</td>
<td></td>
</tr>
<tr>
<td>GOLD RECLAIMER (gold leaf &amp; foil) 709.685-010</td>
<td></td>
</tr>
<tr>
<td>GOLF-BALL-COVER TREATER (sports equip.) 559.685-102</td>
<td></td>
</tr>
<tr>
<td>GOLF BALL MOLDER (sports equip.) 556.685-066</td>
<td></td>
</tr>
<tr>
<td>GOLF-BALL TRIMMER (sports equip.) 732.587-010</td>
<td></td>
</tr>
<tr>
<td>GOLF-BALL WINDER (sports equip.) 692.685-246</td>
<td></td>
</tr>
<tr>
<td>golf caddie (amuse. &amp; rec.) 341.667-010</td>
<td></td>
</tr>
<tr>
<td>GOLF-CLUB ASSEMBLER (sports equip.) 732.684-078</td>
<td></td>
</tr>
<tr>
<td>GOLF-CLUB FACER (sports equip.) 761.684-010</td>
<td></td>
</tr>
<tr>
<td>golf-club matcher (sports equip.) 732.687-014</td>
<td></td>
</tr>
<tr>
<td>GOLF-CLUB WEIGHTER (sports equip.) 732.587-026</td>
<td></td>
</tr>
<tr>
<td>GOLF-COURSE RANGER (amuse. &amp; rec.) 319.667-010</td>
<td></td>
</tr>
<tr>
<td>GOLF-COURSE STARTER (amuse. &amp; rec.) 341.367-010</td>
<td></td>
</tr>
<tr>
<td>GOLF-RANGE ATTENDANT (amuse. &amp; rec.) 341.683-010</td>
<td></td>
</tr>
<tr>
<td>GOLF-SHOE-SPIKE ASSEMBLER (boot &amp; shoe) 788.687-054</td>
<td></td>
</tr>
<tr>
<td>golf-stud riveter (boot &amp; shoe) 788.687-054</td>
<td></td>
</tr>
<tr>
<td>GOODS LAYER (textile) 781.687-038</td>
<td></td>
</tr>
</tbody>
</table>

| GORE STAPLER (boot & shoe) 690.685-162 | |
| goring cutter (boot & shoe) 788.687-042 | |
| GRADE CHECKER (const.) 850.467-010 | |
| GRADER (can. & preserv.) 529.687-098 | |
| GRADER (const.) 869.687-026 | |
| grader (leather mfg.) 585.684-010 | |
| grader (leather mfg.) 589.387-010 | |
| GRADER (woodworking) 669.587-010 | |
| GRADER, DRESSED Poultry (slaught. & meat pack.) 529.687-102 | |
| grader recorder (education) 219.467-010 | |
| GRADER, GREEN MEAT (slaught. & meat pack.) 529.687-106 | |
| GRADER, MEAT (slaught. & meat pack.) 525.387-010 | |
| grader operator (any ind.) 850.683-010 | |
| GRADER, SAUSAGE AND WIENER (slaught. & meat pack.) 920.587-018 | |
| GRADER TENDER (agric.) 521.685-154 | |
| GRADE TAMPER (const.) 869.687-026 | |
| GRADING CLERK (education) 219.467-010 | |
| grading-machine feeder (can. & preserv.) 521.685-318 | |
| grain blender (grain & feed mill.) 520.485-014 | |
| grain cleaner (grain & feed mill.) 521.685-254 | |
| GRAIN DISTRIBUTOR (grain & feed mill.) 921.683-026 | |
| GRAIN DRIER (malt liquors) 523.685-086 | |
| GRAIN-DRIER OPERATOR (corn prod.; grain & feed mill.) 523.685-090 | |
| GRAIN ELEVATOR CLERK (grain & feed mill.; malt liquors) 222.567-010 | |
| GRAIN-ELEVATOR-MOTOR STARTER (grain & feed mill.) 921.685-026 | |
| GRAIN-ELEVATOR OPERATOR (grain & feed mill.) 921.683-026 | |
| GRAINER (jewelry) 700.687-058 | |
| GRAINER, MACHINE (any ind.) 652.686-014 | |
| GRAINING-MACHINE OPERATOR (leather mfg.) 583.685-094 | |
| GRAINING OPERATOR (explosives) 555.685-066 | |
| grain-miller helper (distilled liquors) 521.687-082 | |
| GRAIN MIXER (grain & feed mill.) 520.485-014 | |
| GRAIN PICKER (grain & feed mill.) 529.687-110 | |
| GRAIN RECEIVER (corn prod.) 921.365-010 | |
| GRAIN SAMPLER (finan. inst.; whole. tr.) 922.687-054 | |
| GRAIN UNLOADER (grain & feed mill.) 921.667-018 | |
| GRAIN UNLOADER, MACHINE (grain & feed mill.) 921.685-038 | |
| GRAIN-WAFER-MACHINE OPERATOR (bake. prod.) 523.685-094 | |
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

G

grain weigher (grain & feed mill.; malt liquors) 222.567-010
GRANITE POLISHER, HAND (stonework) 775.664-010
GRANULAR OPERATOR (bone, carbon, & lampblack) 553.685-090
GRANULATED-TOBACCO SCREENER (tobacco) 521.685-270
granulating blender (tobacco) 520.387-010
GRANULATING-MACHINE OPERATOR (tobacco) 521.685-158
granulator operator (chem.) 555.685-042
GRANULATOR OPERATOR (sugar) 523.685-098
granulator operator (tobacco) 521.685-158
GRANULATOR TENDER (iron & steel) 519.665-010
granulizing-machine operator (food prep., n.e.c.) 521.685-078
grape crusher (vinous liquors) 521.685-094
GRAPHITE-DISK ASSEMBLER (rubber goods) 752.684-038
graphite-mill operator (coke prod.) 549.685-026
GRAPHITE PAN-DRIER TENDER (graphite) 549.685-014
grapple operator (logging) 921.683-058
GRAPPLE OPERATOR HELPER (logging) 921.687-022
GRAPPLE-YARDER OPERATOR (logging) 921.663-066
GRASS-FARM LABORER (agr.) 495.687-014
GRATED-CHEESE MAKER (dairy prod.) 521.685-162
grating-machine operator (dairy prod.) 521.685-162
GRAVE REGISTRATION SPECIALIST (military ser.) 355.687-014
gravity-prospecting-operator helper (petrol. production) 939.663-010
GREASE-AND-TALLOW PUMPER (grease & tallow) 559.585-014
GREASE-MACHINE WORKER (ore dress., smelt., & refin.) 519.655-014
grease-press helper (grease & tallow) 551.686-018
GREASER (agr. equip.) 624.684-010
greaser (any ind.) 699.687-018
greaser (auto. ser.) 915.687-018
greaser (brick & tile) 575.665-014
GREASER (firearms) 736.687-010
GREASER (fur dressing) 589.686-022
greaser and oiler (any ind.) 699.687-018
GREASE-REFINER OPERATOR (grease & tallow) 551.685-086
GREASER OPERATOR (hat & cap) 582.685-082
GREEN-CHAIN MARKER (sawmill) 669.587-010
GREEN-CHAIN OFFBEARER (plan. mill; sawmill) 669.686-018
GREEN-CHAIN OFFBEARER (veneer & plywood) 663.686-018
GREEN-COFFEE BLENDER (food prep., n.e.c.) 520.685-110
green-hide inspector (slaught. & meat pack.) 325.687-042
GREENHOUSE LABORER (agr.) 405.687-014
GREENHOUSE WORKER (agr.) 405.684-014
GREEN INSPECTOR (elec. equip.) 726.367-010
GREEN-LUMBER GRADER (woodworking) 699.587-010
green-meat packer (slaught. & meat pack.) 522.687-034
green-pipe inspector (brick & tile) 575.687-030
GREEN-PRIZE PACKER (tobacco) 920.687-142
GREENSKEEPER (any ind.) II 406.683-010
GREENS TIER (whole, tr.) 920.687-094
GREEN-TIRE INSPECTOR (rubber tire & tube) 750.684-018
GREY-CLOTH TENDER, PRINTING (textile) 652.686-018
GREY-GOODS INSPECTOR (knit goods) 789.687-070
GREY-GOODS MARKER (textile) 229.587-010
grey inspector (hosiery) 684.684-010
GREY MENDER (hosiery) 782.684-030
grey tender (textile) 652.686-018
ID CASTER (elec. equip.) 502.684-010
grid-casting-machine-operator helper (elec. equip.) 502.686-010
GRID INSPECTOR (elec. equip.) 502.687-018
GRID INSPECTOR (electronics) 726.684-022
GRID-LEAD FORMER (electronics) 725.384-010
GRID OPERATOR (electronics) 725.384-010
GRID TRIMMER (electronics) 725.384-010
GRINDER (fabric. plastics prod.; plastics mat.) 555.685-026
grinder (office mach.) 690.385-010
GRINDER (phonograph) 559.686-010
grinder (pottery & porc.) 774.684-010
GRINDER (rubber goods; rubber reclaim.) 555.685-030
grinder (ship & boat bldg. & rep.) 809.684-022
grinder-and-honer operator, automatic (cut. & tools) 603.685-058
GRINDER, BELT (any ind.) 705.684-026
GRINDER, BRAKE LINING (asbestos prod.) 579.687-010
GRINDER, CARBON PLANT (ore dress., smelt., & refin.) 544.565-010
GRINDER-CHIPPER (any ind.) I 705.684-030
GRINDER-CHIPPER (any ind.) II 809.684-026
gripper (sports equip.) 732.684-082
GRIPPER ATTACHER (any ind.) 699.685-018
gripper (sports equip.) 732.684-082
GROOVER (any ind.) 692.686-042
GROOVER (asbestos pr..*) 673.685-662
GROOVER (optical goods) 713.684-018
GROOVER AND TURNER (w-ot & shoe) 690.685-198
groove turner (clock & watch) 715.685-014
GROOVING-LATHE TENDER (fabric. plastics prod.) 690.685-202
GROOVING-MACHINE OPERATOR (pen & pencil) 733.685-014
GROUND HELPER (light, heat, & power; tel. & tel.) 821.684-014
GROUND HELPER, STREET RAILWAY (r.r. trans.) 821.684-014
GROUND LAYER (pottery & porc.) 574.684-010
GROUND MIXER (chem.) 550.685-066
GROUNDS GUARD, AROBETUM (any ind.) 372.667-034
GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL (any ind.) 406.684-014
GROUNDSKEEPER, PARKS AND GROUNDS (gov. ser.) 406.687-010
GROUND WIRER (const.) 869.664-014
grouper (elec. equip.) 729.687-026
group-insur.: auditing clerk (clerical) 205.567-010
group leader, river-and-harbor soundings (any ind.) 911.667-018
GROUTER HELPER (const.) 869.667-026
GROUT-MACHINE TENDER (ore dress., smelt., & refin.) 519.685-014
GROUT-PUMP OPERATOR (const.) 849.665-010
GROWTH-MEDIA MIXER, MUSHROOM (agric.) 405.683-014
guard (any ind.) 372.667-030
guard (bus. ser.) 372.667-038
guard (gov. ser.) 372.667-018
GUARD, CONVOY (any ind.) 372.667-034
GUARD, DANCE HALL (amuse. & rec.) 376.667-010
GUARD, DEPUTY (gov. ser.) 372.667-018
GUARD, IMMIGRATION (gov. ser.) 372.657-014
GUARD, MUSEUM (museum) 372.667-034
GUARD, SCHOOL-CROSSING (gov. ser.) 371.667-010
GUARD, SECURITY (any ind.) 372.667-034
GUIDE (per. ser.) 353.367-010
GUIDE-BASE WINDER, MACHINE (sports equip.) 232.685-022
GUIDE, DELEGATE (per. ser.) 353.367-010
guide escort (per. ser.) 359.367-010
GUIDE, ESTABLISHMENT (any ind.) 353.367-014
guide, institution (any ind.) 353.367-014
GUIDE, PLANT (any ind.) 353.367-018
GUIDER (floor covering, n.e.c.) 590.686-014
GUIDE-RAIL CLEANER (textile) 699.687-014
GUIDE, REAL ESTATE (real estate) 297.667-010
GUIDE, SIGHTSEEING (per. ser.) 353.363-010
guide, visitor (per. ser.) 353.367-010
GUIDE WINDER (sports equip.) 732.685-086
guide winder (sports equip.) 732.685-022
guillotine cutter (stonework) 677.685-046
guillotine operator (felt goods; house furn.; textile; waste & batting) 680.686-019
GUILLOTINE OPERATOR (pen & pencil) 699.685-014
gummed-tape-press operator (paper goods) 640.685-050
gummer (boot & shoe) 788.687-030
GUM MIXER (textile) 550.585 018
GUM PULLER (chew. gum) 520.687-038
GUM SPRAYER (leather mfg.) 584.687-014
GUN ASSEMBLER (electronics) 725.384-010
GUNCOTTON PACKER (explosives) 920.587-018
GUN-PERFORATOR LOADER (petrol production.) 931.384-010

L-118
G

GUN-REPAIR CLERK (firearms) 222.387-022
GUN-SEALING-MACHINE OPERATOR (electronics) 725.684-022
GUNSTOCK-SPRAY-UNIT FEEDER (firearms) 599.686-014
gun striper (any ind.) 741.687-022
gusset folder (leather prod.) 685.685-178
GUSSET MAKER (paper goods) 794.684-018
gusset ripper (boat & shoe) 788.687-042
GUT PULLER (slaught. & meat pack.) 525.687-010
GUT SORTER (slaught. & meat pack.) 525.687-010
gutter (slaught. & meat pack.) 525.687-010
gut winder (per. protect. & med. dev.) 712.687-034
guyline operator (const.) 683-042
HACKER (brick & tile) 573.686-022
Hacker (hairwork) 739.684-086
HACKLER, DOLL WIGS (toys & games) 731.687-018
HACKSAW INSPECTOR (cut. & tools) 709.587-010
HAIR BALER (leather mfg.) 920.685-010
Hair blender (hairwork) 739.384-018
Hair blender (hairwork) 739.387-014
HAIR-BOILER OPERATOR (fur dressing) 582.685-086
HAIR CLIPPER, POWER (fur dressing) 789.684-022
Hair mixer (hairwork) 739.387-014
HAIR PICKING-MACHINE OPERATOR (felt goods; furn.) 680.685-082
HAIR-PREPARER (hairwork) 739.384-018
Hair-rooting-machine operator (hairwork) 731.685-010
HAIR-SAMPLE Matcher (hairwork) 739.387-014
HAIR-SPINNING-MACHINE OPERATOR (fur dressing) 689.686-030
HAIRSPRING ADJUSTER (clock & watch) 715.684-102
HAIRSPRING CUTTER (clock & watch) I 715.687-038
HAIRSPRING CUTTER (clock & watch) II 715.687-042
HAIRSPRING STAKER (clock & watch) 715.684-182
HAIRSPRING WINDER (spring) 616.685-070
HAIR WORKER (hairwork) 739.684-086
HALF-HEAD AND STAMP-PRESS OPERATOR (ammunition) 615.685-030
HALD-SECTION IRONER (hat & cap) 583.685-098
Hall cleaner (hotel & rest.) 323.687-018
HALL CLEANER (hotel & rest.) 381.687-014
BALKER-MACHINE OPERATOR (nut process.) 521.685-018
HAM BONER (slaughter & meat pack.) 525.684-010
HAM-ROCK MOPPER (slaughter & meat pack.) 525.687-026
HAMMER ADJUSTER (clock & watch) 715.687-046
HAMMER DRIVER (forging) 612.685-010
HAMMERER, TAB (boot & shoe) 788.687-050
HAMMER-MILL OPERATOR (build. mat., n.e.c.) 570.685-030
HAMMER-MILL OPERATOR (cement) 570.685-046
HAMMER-MILL OPERATOR (ore dress., smelt., & refin.) 515.687-010
HAMMERSMITH HELPER (forging) 612.687-014
HAM MOLDER (slaughter & meat pack.) 520.685-182
HAMPER MAKER (basketry) 769.684-054
HAMPER MAKER, MACHINE (basketry) 669.685-014
HAM-ROLLING-MACHINE OPERATOR (slaughter & meat pack.) 529.685-138
HAM SAWER (slaughter & meat pack.) 525.684-018
Hand assembler (boot & shoe) 788.684-010
HANDBAG FRAMER (leather prod.) 739.684-000
HANDBILL DISTRIBUTOR (any ind.) 230.687-010
Hand blocker (glass mfg.; mirror) 673.685-026
Hand-booked folder and stitcher (house furn.; textile) 589.687-014
Hand clipper (any ind.) 781.687-070
Hand-cooper helper (cooperage) 764.687-050
Hand decorator (brick & tile) 773.684-010
HANDER-IN (narrow fabrics; textile) 683.687-018
HAND FILER, BALANCE WHEEL (clock & watch) 715.684-106
Hand finisher (leather mfg.) 584.687-010
HAND FINISHER, BOWLING BALLS (sportsequip.) 690.685-038
Hand folder (paper goods) 794.687-022
Hand gluer (print. & pub.) 795.684-022
Hand hardener (hat & cap) 784.684-034
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

H

hand inspector (textile) 689.387-010
HANDKERCHIEF CUTTER (textile) 686.685-066
HANDKERCHIEF FOLDER (garment) 920.687-098
handkerchief ironer (laund.) 363.685-022
hand lacer (boot & shoe) 788.684-054
hand lacer (sports equip.) 732.687-034
HANDLE-AND-VENT-MACHINE OPERATOR (matt. & bedspring) 686.685-034
HANDLE ASSEMBLER (woodworking) 762.687-042
HANDLE ATTACHER (any ind.) 690.685-014
HANDLE ATTACHER (leather prod.) 783.687-010
HANDLE-BAR ASSEMBLER (motor. & bicycles) 806.684-094
HANDLE BENDER (basketry) 669.685-014
HANDLE FINISHER (pottery & porc.) 774.684-018
HANDLE-MACHINE OPERATOR (basketry) 669.685-014
HANDLE-MACHINE OPERATOR (paper goods) 649.685-050
handle maker (house furn.) 739.687-122
HANDLE MAKER (leather prod.) 783.687-010
HANDLE MAKER (pottery & porc.) 575.684-030
HANDLER (pottery & porc.) 774.684-022
HANDLE-SANDER OPERATOR (woodworking) 662.685-014
handle sticker (pottery & porc.) 774.684-022
hand-mitter operator (mirror & pic. frames) 739.684-066
HAND MOLDER, MEAT (slaught. & meat pack.) 520.685-174
hand packager (any ind.) 920.687-018
hand painter (any ind.) 740.684-026
hand pouncer (hat & cap) 784.687-018
hand roller (tobacco) 790.687-030
hands-and-dial inspector (clock & watch) 715.687-066
hand sander (smoking pipe) 761.684-030
HANDS ASSEMBLER (clock & watch) 715.684-110
hand scraper (mach. shop) 705.384-010
HAND SEWER, SHOES (boot & shoe) 788.684-054
hand shaker (tobacco) 521.687-110
hands hanger (tobacco) 529.686-010
hand shoe cutter (boot & shoe) 788.684-082
HANDS INSPECTOR (clock & watch) 715.384-022
hands parter (cord. & twine) 689.687-018
hand-spray operator (gov. ser.) 379.687-014
hands-size sorter (tobacco) 529.687-142
HAND STAMPER (any ind.) 709.684-042
hand stitcher (any ind.) 782.684-058
hand stitcher (sports equip.) 732.684-034
hand tacker (any ind.) 782.684-058
hand-tier (furn.) 780.684-106
hand trimmer (boot & shoe) 788.684-054
hand trimmer (hat & cap) 784.684-050
hand turner (smoking pipe) 664.684-010
hand worker (paper goods) 794.687-054
hand worker (print. & pub.) 794.687-010
hanger (slaught. & meat pack.) 525.687-086
HANGER, MEAT (slaught. & meat pack.) 525.587-014
hanger-off (slaught. & meat pack.) 525.687-030
hard-candy batch-mixer (confection.) 520.685-046
hardener (hat & cap) 586.685-026
HARDENER (hat & cap) 784.684-034
HARDENER HELPER (clock & watch) 504.686-018
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

H

HARDENING-MACHINE OPERATOR (hat & cap) 586.685-026
hardening-machine-operator helper (felt goods) 586.686-014
HARDNESS INSPECTOR (heat treat.) 504.387-010
HARDNESS TESTER (mining & quarrying) 519.585-010
HARDWARE ASSEMBLER (furn.) 763.684-042
hardware assembler (leather prod.) 739.684-046
HARDWARE ASSEMBLER (wood box.) 762.687-046
HARDWARE ASSEMBLER (woodworking) 762.684-046
HARDWARE INSTALLER (mfd. bldgs.; trans. equip.) 869.684-026
HARDWARE PRESS OPERATOR (wood. box.) 762.687-046
HARNESS-AND-BAG INSPECTOR (tex. prod., n.e.c.) 789.687-086
harness brusher (textile) 699.687-010
HARNESS CLEANER (textile) 699.687-010
HARNESS INSPECTOR (tex. prod., n.e.c.) 789.687-086
harness maker (elec. equip.; electronics) 728.684-010
HARNESS PULLER (textile) 683.684-018
HARNESS RIGGER (tex. prod., n.e.c.) 789.687-082
HARPOONER (fish.) 443.684-010
harpooner, fish (fish.) 443.684-010
harvester (drug. prep. & rel. prod.) 559.687-034
HARVESTER OPERATOR (salt production) 930.683-022
HARVEST WORKER, FIELD CROP (agric.) 404.687-014
HARVEST WORKER, Fruit (agric.) 403.687-018
HARVEST WORKER, VEGETABLE (agric.) 402.687-014
HASHER OPERATOR (slaught. & meat pack.) 521.685-170
HASSOCK MAKER (house furn.) 780.687-018
HAT-AND-CAP-PARTS CUTTER, HAND (hat & cap) 781.584-014
hat-band attacher (hat & cap) 784.684-078
HAT BLOCKER (clean., dye., & press.) 363.684-014
hat blocker (hat & cap) 580.684-010
HAT-BLOCKING-MACHINE OPERATOR (hat & cap) 580.685-026
HAT-BLOCKING-MACHINE OPERATOR (hat & cap) II 580.685-030
hat-blocking operator (hat & cap) 580.684-014
HAT-BODY INSPECTOR (hat & cap) 784.387-010
HAT-BODY SORTER (hat & cap) 784.587-010
HAT BRAIDER (hat & cap) 784.684-038
hat-brim-and-crown-laminating operator (hat & cap) 584.685-026
hat-brim curler (hat & cap) 784.684-026
hat-brim curler (hat & cap) 784.684-014
HAT BRUSHER, MACHINE (hat & cap) 587.685-026
HAT BUFFER, AUTOMATIC (hat & cap) 585.685-014
HAT CHECKER (any ind.) 358.677-010
hatchery helper (agric.) 411.687-022
HATCH TENDER (water trans.) 911.667-014
HAT-CONE INSPECTOR (hat & cap) 784.387-010
HAT-DESIGNER HELPER (hat & cap) 784.684-042
hat finisher (clean., dye., & press.) 363.684-014
HAT FINISHER (hat & cap) 589.685-062
HAT-FORMING-MACHINE FEEDER (hat & cap) 586.686-018
HAT-FORMING-MACHINE OPERATOR (hat & cap) 586.685-030
HAT LACER (hat & cap) 784.684-022
HAT-LINING BLOCKER (hat & cap) 583.685-050
HAT MAKER (hat & cap) 784.684-042
HAT MARKER (hat & cap) 781.384-014
hat measurer (hat & cap) 784.387-010
HAT-PARTS CUTTER, MACHINE (hat & cap) 781.684-014
HAT SPRAYER (hat & cap) 741.684-026

155

L-122
HATTER (clean., dye., & press.) 369.384-010
hat trimmer (hat & cap) 784.684-022
hauler (any ind.) 919.664-010
hawk (ret. tr.) 291.457-018
HAY SORTER (sports equip.) 732.686-010
head-bone grinder (slaught. & meat pack.) 521.687-130
head boner (slaught. & meat pack.) 525.684-034
HEAD CAGER (mining & quarrying) 939.667-010
HEAD CHARRER (cooperage) 764.684-014
HEADER (agric.; whole. tr.) 920.687-134
HEADER (cooperage) 764.687-058
header (nonfer. metal alloys; ore dress., smelt., & refin.) 514.584-010
header-up (cooperage) 764.687-058
head facer (smoking pipe) 754.684-018
HEAD-GAGE-UNIT OPERATOR (ammunition) 619.685-054
heading-and-priming operator (ammunition) 694.685-042
HEADING-MACHINE OPERATOR (pen & pencil) 669.685-062
HEADING MATCHER AND ASSEMBLER (cooperage) 764.687-062
heading pinner (cooperage) 764.687-062
HEADING REPAIRER (cooperage) 764.687-066
HEAD-INSPECTOR-AND-CENTER MARKER (cooperage) 764.387-010
HEADLINER INSTALLER (auto. mfg.) 806.684-058
headliner trimmer (auto. mfg.) 806.684-058
HEAD-MACHINE FEEDER (slaught. & meat pack.) 525.686-018
head-out worker (tobacco) 920.687-110
head paper tester (paper & pulp) 539.367-010
HEAD-PIECE ASSEMBLER (furn.) 706.684-082
HEAD RIGGER (logging) 921.664-014
HEAD SCORER (amuse. & rec.) 153.387-014
head setter (cooperage) 764.687-058
HEAD TRIMMER (slaught. & meat Pack.) 525.684-034
HEAD-TURNING-MACHINE OPERATOR (cooperage) 667.685-066
HEAD-UP-OPERATOR HELPER (cooperage) 669.685-010
HEARSE DRIVER (per. ser.) 359.673-014
HEAT CURER (textile) 581.586-010
heater helper (coke prod.) 542.665-010
HEATER HELPER (iron & steel) 613.685-014
HEATER HELPER, FORGE (forging) 619.666-010
HEATER LOADER (electronics) 725.384-010
heater operator (const.) 853.683-014
HEATER OPERATOR HELPER (cooperage) 669.685-010
HEATER-PLANER OPERATOR (const.) 853.683-014
heater tender (oils & fats) 523.685-034
HEATER TENDER (rubber goods; rubber reclaim.; rubber tire & tube) 553.665-038
heater tender (rubber goods) 553.585-022
heater worker (build. mat., n.e.c.) 869.685-010
heating-and-air-conditioning-mechanic helper (any ind.) 637.664-010
heating-and-ventilating tender (any ind.) 950.585-010
heating-element builder (rubber goods) 739.684-058
HEATING-ELEMENT REPAIRER (elec. equip.) 723.584-010
HEATING-ELEMENT WINDER (elec. equip.) 723.685-010
heating-fixture tender (optical goods) 713.687-042
HEAT READER (forging) 612.687-010
heat-seal operator (any ind.) 690.685-154
HEAT-TREATER HELPER (heat treat.) 504.685-018
heat-treat puller (heat treat.) 504.685-018
heat treat worker (glass mfg.) 573.685-026
HEAT WELDER, PLASTICS (fabric, plastics prod.) 553.684-010
heavy-equipment operator (const.; mining & quarrying) 859.683-010
HEAVY-FORGER HELPER (forging) 612.687-014
HEAVY-MEDIA OPERATOR (mining & quarrying) 541.685-010
HEIDLE CLEANER, MACHINE (textile) 689.685-070
HEIDLE-MACHINE OPERATOR (mach. mfg.) 616.685-026
HEEL ATTACHER, WOOD (boot & shoe) 788.684-058
heel-boom operator (logging) 921.683-058
HEEL BRUSHER (boot & shoe) 788.687-018
HEEL BUFFER (boot & shoe) 690.685-046
HEEL BUILDER, HAND (boot & shoe) 788.687-030
HEEL BUILDER, MACHINE (boot & shoe) 690.685-206
HEEL BURNISHER (boot & shoe) 690.685-058
HEEL CEMENTER (boot & shoe) 788.687-030
HEEL CEMENTER, MACHINE (boot & shoe) 690.686-018
HEEL COMPRESSOR (boot & shoe) 690.685-210
HEEL COVERER (boot & shoe) 788.687-030
HEEL-COVER SOFTENER (boot & shoe) 788.687-090
HEEL-COVER SPLITTER (boot & shoe) 585.685-114
HEEL DIPPER (boot & shoe) 788.687-058
HEEL DIPPER, INSOLE (boot & shoe) 788.687-062
HEEL-EDGEinker, MACHINE (boot & shoe) 690.685-234
HEEL-EMERY BUFFER (boot & shoe) 690.685-046
HEELER, MACHINE (boot & shoe) 690.685-162
heel former (boot & shoe) 690.685-206
HEEL LAYER (boot & shoe) 690.685-074
HEEL-LIFT GOUGER (boot & shoe) 690.685-214
HEEL-LINING PASTER (boot & shoe) 690.686-018
HEEL MARKER (boot & shoe) 788.584-014
heel molder (boot & shoe) 690.685-210
HEEL MOLDER (rubber goods) 556.685-066
HEEL-MACHINE OPERATOR (boot & shoe) 690.685-226
HEEL-NAIL RASPER (boot & shoe) 788.684-094
HEEL PADDER (boot & shoe) 788.687-030
HEEL PRICKER (boot & shoe) 690.685-218
HEEL REDUCER (boot & shoe) 690.685-166
HEEL SANDER, RUBBER (boot & shoe) 690.685-046
HEEL SCORER (boot & shoe) 690.685-222
HEEL-SEAM RUBBER (boot & shoe) 690.685-350
HEEL-SEAT FILLER (boot & shoe) 690.685-162
HEEL-SEAT FITTER, HAND (boot & shoe) 788.684-062
HEEL-SEAT-FLAP STAPLER (boot & shoe) 690.685-162
HEEL-SEAT LASTER, MACHINE (boot & shoe) 690.685-230
HEEL-SEAT POUNDER (boot & shoe) 690.685-314
HEEL-SEAT SANDER (boot & shoe) 690.685-046
HEEL-SEAT TRIMMER (boot & shoe) 690.685-434
HEEL SLICKER (boot & shoe) 690.685-046
HEEL SORTER (boot & shoe) 788.584-010
HEEL SPLITTER (boot & shoe) 585.685-114
heel sprayer, first (boot & shoe) 788.687-034
HEEL SPRAYER, MACHINE (boot & shoe) 590.685-038
heel stainer (boot & shoe) 690.685-234
HEEL-TOP-LIFT SPLITTER (boot & shoe) 585.685-114
HEEL TRIMMER (boot & shoe) 690.685-434
HEEL-WASHER-STRINGING-MACHINE OPERATOR (rubber goods) 619.685-058
HEEL WHEELER (boot & shoe) 690.685-058
HEEL STIFTER (leather mfg.) 589.387-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

H

HELIX-COIL WINDER (elec. equip.) 724.684-026
HELMET-BRIM COVERER (hat & cap) 689.685-074
HELMET COVERER (hat & cap) 689.685-074
HELMET-CROWN COVERER (hat & cap) 689.685-074
HELMET-HAT PUNCHER (hat & cap) 686.685-038
HELMET-HAT-SWEATBAND PUNCHER (hat & cap) 686.685-038
HELPER, ANIMAL LABORATORY (drug. prep. & rel. prod.) 410.674-010
HELPER, chicken farm (agric.) 411.584-010
HELPER, ELECTRICAL (light, heat, & power) 821.667-010
HELPER, LIQUEFACTION-AND-REGASIFICATION (light, heat, & power) 953.584-010
HELPER, MANUFACTURING (aircraft-aerospace mfg.) 809.687-014
HELPER, METAL BONDING (aircraft-aerospace mfg.) 806.687-022
HELPER, METAL HANGING (mfd. bldgs.) 806.667-010
HELPER, patcher ( coke prod.) 861.687-014
HELPER, steel fabrication (any ind.) 619.686-022
HEM INSPECTOR (tex. prod., n.e.c.) 789.687-114
HEM MARKER (garment; house furn; ret. tr.) 781.687-042
hemmer (rubber goods) 690.686-026
HEMMER, AUTOMATIC (house furn.) 787.685-018
HEMMING-AND-TACKING-MACHINE OPERATOR (matt. & bedspring) 787.685-022
herder (agric.) 410.687-022
HIDE BUFFER (boot & shoe) 690.685-046
hide-cooking operator (glue) 553.665-018
hide examiner (leather mfg.) 783.687-018
hide grader (slaught. & meat pack.) 525.687-042
HIDE HANDLER (grease & tallow; slaught. & meat pack.) 525.682-038
HIDE INSPECTOR (leather mfg.) 783.687-018
HIDE INSPECTOR (slaught. & meat pack.) 525.687-042
hide-measuring-machine operator (leather mfg.) 589.685-070
HIDE PULLER (slaught. & meat pack.) 525.685-022
HIDE SALTER (grease & tallow; slaught. & meat pack.) 589.687-038
hide selector (grease & tallow; slaught. & meat pack.) 525.687-038
HIDE SHAKER (grease & tallow; slaught. & meat pack.) 525.687-038
hide sorter (leather mfg.) 589.387-010
HIDE SPREADER (slaught. & meat pack.) 525.687-038
HIDE TRIMMER (grease & tallow; slaught. & meat pack.) 525.687-046
hide washer (slaught. & meat pack.) 582.685-134
highballer (const.) 869.667-014
high-density-press operator (paper & pulp) 535.685-010
HIGH-HEEL BUILDER (boot & shoe) 690.685-206
HIGH-LEAD YARDER (logging) 921.663-066
HIGH-LIGHTER (furn.) 742.684-010
HIGH RIGGER (amuse. & rec.; radio & tv broad.) 962.664-010
HIGHWAY-MAINTENANCE WORKER (gov. ser.) 899.684-014
highway worker (gov. ser.) 899.684-014
hired worker (agric.) 421.683-010
HISTORY-CARD CLERK (light, heat, & power) 209.587-022
hitcher (any ind.) 921.667-022
hob mill operator (mach. shop) 602.685-010
HOD CARRIER (const.) 869.687-026
HOER (agric.) 409.687-018
HOG GRADER (slaught. & meat pack.) 525.387-010
HOG-HEAD SINGER (slaught. & meat pack.) 525.687-098
hog operator (rubber goods; rubber reclaim.) 555.685-030
HOG RIBBER (slaught. & meat pack.) 525.684-010
HOG SAWYER (slaught. & meat pack.) 525.684-018
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

H

hogshead builder (cooperage) 764.687-074
HOGSHEAD COOPER (cooperage) I 764.684-026
HOGSHEAD COOPER (cooperage) II 764.687-070
HOGSHEAD COOPER (cooperage) III 764.687-074
HOGSHEAD DUMPER (tobacco) 929.687-030
hogshead filler (tobacco) 920.687-142
hogshead hand (tobacco) 920.687-102
hogshead head-matcher (cooperage) 667.685-010
HOGSHEAD HOOPER (cooperage) 764.687-078
HOGSHEAD INSPECTOR (tobacco) 529.367-014
hogshead liner (tobacco) 920.687-110
HOGSHEAD MAT ASSEMBLER (cooperage) 764.687-082
HOGSHEAD MAT INSPECTOR (cooperage) 764.687-086
HOGSHEAD OPENER (tobacco) 920.687-102
hogshead packer (tobacco) 920.687-102
hogshead-press operator (tobacco) 920.685-062
hogshead roller (tobacco) 922.687-026
HOGSHEAD-STOCK CLERK (tobacco) 222.387-058
hogshead stripper (tobacco) 920.687-102
hogshead unpacker (tobacco) 920.687-102
hogshead wrecker (tobacco) 920.687-102
HOG STICKER (slaught. & meat pack.) 525.684-050
HOG STOMACH PREPARER (slaught. & meat pack.) 529.687-034
HOG TENDER (woodworking) 564.685-018
HOIST-CYLINDER LOADER (comp. & liquefied gases) 549.587-010
HOISTING ENGINEER (any ind.) 921.663-130
hoisting-machine operator (any ind.) 921.663-030
HOIST OPERATOR (mining & quarrying) 921.663-026
HOIST OPERATOR (petrol. production) 932.363-010
hoist worker (agric.) 929.687-018
HOLDER, PILE DRIVING (const.) 869.664-014
HOLE-DIGGER-TRUCK DRIVER (const.; light, heat, & power; tele. & tele.) 905.663-014
HOLE PUNCHER, STRAP (boot & shoe) 690.685-114
HOLIDAY-DETECTOR OPERATOR (const.) 862.687-014
HOLLOW-CORE DOOR-FRAME ASSEMBLER (plan. mill) 762.687-022
HOLLOW-HANDLE-KNIFE ASSEMBLER (silverware) 700.684-042
HOLSTER MAKER (leather prod.) 783.684-026
HOME ATTENDANT (per. ser.) 354.377-014
home health aide (per. ser.) 354.377-014
HONEYCOMB DECAPPER (food prep., n.e.c.) 521.687-070
honeycomb-paper fabricator (aircraft-aerospace mfg.) 806.684-062
HONEY EXTRACTOR (food prep., n.e.c.) 521.685-174
HONEY PROCESSOR (food prep., n.e.c.) 522.685-070
HUCK-AND-EYE ATTACHER (garment) 782.684-058
HUCK-AND-EYE ATTACHER, MACHINE (garment) 699.685-018
hook-and-eye-seeing-machine operator (any ind.) 787.685-010
hooker (any ind.) 921.667-022
hooker (fish.) 447.684-010
HOOKER-INSPECTOR (textile) 689.685-078
HOOKER-LASTER (boot & shoe) 753.684-018
hooker operator (textile) 689.685-078
HOOKING-MACHINE OPERATOR (clock & watch) 605.685-018
HOOKING-MACHINE OPERATOR (textile) 580.685-034
hooking-machine operator (textile) 689.585-014
HOOK LOADER (toys & games) 599.686-014
HOOK PULLER (narrow fabrics) 683.687-022
hook-up driver (motor trans.) 909.663-010

159
# ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

## N

- **HOOP COILER (cooperage)**: 617.686-010
- **HOOP-COILING-MACHINE OPERATOR (basketry)**: 669.686-014
- **HOOP-DRIVING-MACHINE-OPERATOR HELPER (cooperage)**: 699.685-014
- **Hooper (cooperage)**: 764.687-078
- **HOOP-FLARING-MACHINE-OPERATOR HELPER (cooperage)**: 619.686-014
- **HOOP-MAKER HELPER, MACHINE (cooperage)**: 619.686-014
- **HOOP-PUNCH-AND-COILER-OPERATOR HELPER (cooperage)**: 619.686-014
- **HOOP-PUNCH-OPERATOR HELPER (cooperage)**: 619.686-014
- **HOOP-RIVETING-MACHINE-OPERATOR HELPER (cooperage)**: 619.686-014
- **hoop-rolls operator (cooperage)**: 617.686-010
- **HOOSIER POLE HAND (const.)**: 869.687-026
- **HOPPER ATTENDANT (sugar)**: 521.685-182
- **HOPPER FEEDER (ammunition)**: 619.686-018
- **hopper feeder (felt goods; house furn; textile; waste & batting)**: 680.686-018
- **HOPPER FEEDER (grease & tallow)**: 551.686-018
- **hopper feeder (tobacco)**: 528.686-038
- **hopper loader (grain & feed mill.)**: 520.686-018
- **hopper operator (plastics mat.)**: 556.585-010
- **hop separator (malt liquors)**: 521.685-178
- **HOPS FARMWORKER (agric.)**: 404.687-010
- **HOP STRAINER (malt liquors)**: 521.685-178
- **HOP WEIGHER (malt liquors)**: 520.687-042
- **HORIZONTAL-EARTH-BORING-MACHINE-OPERATOR HELPER (const.)**: 850.684-014
- **HORIZONTAL-STICK-TURNING-MACHINE OPERATOR (textile bag)**: 689.685-146
- **HORSE-AND-WAGON DRIVER (any ind.)**: 919.664-010

## HORE-RACE TIMER (amuse. & rec.)**: 153.367-014

## HORSE RASHER (can. & preserv.)**: 529.685-142

## HORSERADISH MAKER (can. & preserv.)**: 529.685-142

## HORSE TENDER (any ind.)**: 410.674-022

## HORTICULTURAL WORKER (agric.) I**: 405.684-014

## HORTICULTURAL WORKER (agric.) II**: 405.687-014

## Hose builder (rubber goods)**: 752.684-030

## hose cementer (rubber goods)**: 690.685-134

## HOSE-COUPLING JOINER (rubber goods)**: 759.687-014

## HOSE CUTTER, HAND (rubber goods)**: 751.687-010

## HOSE CUTTER, MACHINE (rubber goods)**: 751.686-010

## hose finisher (rubber goods)**: 690.685-134

## hose handler (loco. & car bldg. & rep.; ret. tr.; whole. tr.)**: 863.664-010

## HOSE INSPECTOR (rubber goods)**: 759.584-010

## HOSE INSPECTOR AND PATCHER (rubber goods)**: 759.364-010

## HOSE MAKER (rubber goods)**: 752.684-030

## HOSE-SUSPENDER CUTTER (garment)**: 699.685-014

## HOSE TENDER (any ind.)**: 899.664-010

## HOSE TESTER (rubber goods)**: 759.584-010

## HOSE-TUBING BACKER (rubber goods)**: 559.686-018

## HOSE TURNER (hosiery)**: 789.687-182

## HOSE WRAPPER (rubber goods)**: 759.684-038

## HOSIERY MENDER (hosiery)**: 782.684-030

## hospital attendant (medical ser.)**: 355.674-014

## HOSPITAL ENTRANCE ATTENDANT (medical ser.)**: 355.677-014

## hospital messenger (medical ser.)**: 355.677-014

## hospital record administrator (medical ser.)**: 079.367-014

## HOSPITAL-TELEVISION-RENTAL CLERK (bus. ser.)**: 295.467-018

## HOST/HOUEST (any ind.)**: 352.667-010

## HOST/HOUEST, DANCE HALL (amuse. & rec.)**: 349.667-010

## HOST/HOUEST, GROUND (air trans.)**: 352.377-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

H

HOST/HOSTESS, HEAD (amuse. & rec.) 349.667-014
HOST/HOSTESS, RAILWAY (r.r. trans.) 352.677-010
HOSTLER (any ind.) 699.687-018
HOSTLER (motor trans.) 909.663-010
HOSTLER (r.r. trans.) 910.683-010
hosted operator (iron & steel) 613.585-010
hosted transfer operator (iron & steel) 613.585-010
HOST-BILLET-SEAR OPERATOR (iron & steel; ore dress., smelt., & refin.) 615.685-034
HOST BOX OPERATOR (gold leaf & foil) 709.685-014
HOST-CAK OPERATOR (coke prod.) 519.663-014
HOST-FOOD PACKER (hotel & rest.) 319.484-010
hot-frame tender (textile) 580.585-010
HOST-HOUSE WORKER (bone, carbon, & lampblack) 549.687-014
HOST-METAL CHARGER (iron & steel) 512.683-010
HOST-METAL CRANE OPERATOR (found; iron & steel; ore dress., smelt., & refin.) 512.683-010
HOST-METAL-CRAINE OPERATOR (found; iron & steel; ore dress., smelt., & refin.) 512.683-010
HOST-PLATE PLYWOOD-PRESS FEEDER (veneer & plywood) 569.686-026
HOST-PLATE PLYWOOD-PRESS OFFBEARER (veneer & plywood) 569.686-026
HOST-PLATE PLYWOOD-PRESS OPERATOR (veneer & plywood) 569.685-054
host-plate-press operator (veneer & plywood) 569.685-054
HOST-PRESS OPERATOR (abrasive & polish. prod.) 575.685-042
host-press operator (paper & pulp) 535.685-010
HOST-ROOM ATTENDANT (per. ser.) 335.677-014
HOST-STONE SETTER (button) 734.687-058
HOST-TOP LINER (iron & steel) 709.684-046
HOST-TOP-LINER HELPER (iron & steel) 709.687-018
HOST-TRIMMING-PRESS OPERATOR (forging) 615.685-030
HOST-WORE GLASS-TUBE CUTTER (glass prod.) 772.684-014
HOST-WORT SETTLER (malt liquors) 521.685-186
HOUSECLEANER (hotel & rest.) 323.687-018
HOUSE CLEANER, FLOOR (hotel & rest.) 323.687-018
house detective (amuse. & rec.) 376.667-010
house detective (hotel & rest.) 376.367-018
housekeeper (any ind.) 381.687-014
housekeeper, home (dom. ser.) 301.474-010
house model (garment; ret. tr.; whole. tr.) 297.667-014
HOUSE-MOVER HELPER (const.) 869.687-034
HOUSE OFFICER (hotel & rest.) 376.367-018
house parent (any ind.) 359.677-010
HOUSE-PIPING INSPECTOR (light, heat, & power) 953.367-018
HOUSE WORKER (dom. ser.) 301.687-010
HOUSE WORKER, GENERAL (dom. ser.) 301.474-010
huckster (ret. tr.) 291.457-018
HULL AND DECK REMOVER (auto. mfg.; ship & boat bldg. & rep.) 809.667-010
huller operator (nut process.) 521.687-118
HULL MOLDER (ship & boat bldg. & rep.) 806.684-054
hull sorter (nut process.) 521.687-086
HUMANE OFFICER (gov. ser.) 379.673-010
HUMIDIFIER ATTENDANT (textile; tobacco) 950.485-010
humidifier-maintenance worker (textile; tobacco) 950.485-010
humid-system operator (textile; tobacco) 950.485-010
hummer operator (textile) 585.685-042
hunter, skin diver (hunting & trap.) 461.664-010
hurl shaker (brush & broom) 692.686-062
HYDRANT-AND-VALVE SETTER (const.) 869.664-014
HYDRAZE-CONTROL TENDER (ore dress., smelt., & refin.) 511.585-010
L-128
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydraulic Barker Operator (paper &amp; pulp sawmill)</td>
<td>669.485-010</td>
</tr>
<tr>
<td>Hydraulic Billet Maker (pen &amp; pencil)</td>
<td>575.685-046</td>
</tr>
<tr>
<td>Hydraulic Blocker (hat &amp; cap)</td>
<td>580.685-038</td>
</tr>
<tr>
<td>Hydraulic Boom Operator (ore dress., smelt., &amp; refin.)</td>
<td>921.683-046</td>
</tr>
<tr>
<td>Hydraulic Brim-Flanging-Machine Operator (hat &amp; cap)</td>
<td>580.685-038</td>
</tr>
<tr>
<td>Hydraulic Chair Assembler (furn.)</td>
<td>706.684-058</td>
</tr>
<tr>
<td>Hydraulic Dredge Operator (fish.)</td>
<td>446.663-010</td>
</tr>
<tr>
<td>Hydraulic hammer operator (const.)</td>
<td>869.683-018</td>
</tr>
<tr>
<td>Hydraulic-jack operator (const.; mining &amp; quarrying)</td>
<td>910.683-010</td>
</tr>
<tr>
<td>Hydraulic Operator (nonfer. metal alloys)</td>
<td>611.685-014</td>
</tr>
<tr>
<td>Hydraulic press operator (chem.)</td>
<td>555.685-042</td>
</tr>
<tr>
<td>Hydraulic PRESS OPERATOR (felt goods)</td>
<td>583.685-058</td>
</tr>
<tr>
<td>Hydraulic press operator (hat &amp; cap)</td>
<td>580.685-038</td>
</tr>
<tr>
<td>Hydraulic PRESS OPERATOR (knit goods)</td>
<td>583.685-054</td>
</tr>
<tr>
<td>Hydraulic press operator (pen &amp; pencil)</td>
<td>733.687-026</td>
</tr>
<tr>
<td>Hydraulic PRESS OPERATOR (tobacco)</td>
<td>920.685-062</td>
</tr>
<tr>
<td>Hydraulic PRESS OPERATOR (veneer &amp; plywood)</td>
<td>569.685-058</td>
</tr>
<tr>
<td>Hydraulic PRESS OPERATOR, FIRST PRESSING (hat &amp; cap)</td>
<td>580.685-038</td>
</tr>
<tr>
<td>Hydraulic Punch-Press Operator (rubber goods)</td>
<td>690.685-290</td>
</tr>
<tr>
<td>Hydraulic-steam-press operator (rubber goods; rubber tire &amp; tube; sports equip.)</td>
<td>555.685-066</td>
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<tr>
<td>Hydroelectric Machinery-Mechanic Helper (light, heat, &amp; power)</td>
<td>631.364-010</td>
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<td>Hydroelectric-Plant Maintainer (light, heat, &amp; power)</td>
<td>952.687-010</td>
</tr>
<tr>
<td>Hydrogen Braze-Furnace Operator (welding)</td>
<td>813.685-010</td>
</tr>
<tr>
<td>Hydro-pneumatic Tester (any ind.)</td>
<td>862.687-018</td>
</tr>
<tr>
<td>Hydroponics Worker (agric.)</td>
<td>405.684-014</td>
</tr>
<tr>
<td>Hydropulper (build. board; paper &amp; pulp)</td>
<td>530.685-014</td>
</tr>
<tr>
<td>Hydrostatic Tester (any ind.)</td>
<td>862.687-018</td>
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<tr>
<td>Hydrostatic tester (comp. &amp; liquefied gases)</td>
<td>953.387-010</td>
</tr>
<tr>
<td>Hypnotist (amuse. &amp; rec.)</td>
<td>159.647-010</td>
</tr>
</tbody>
</table>

162

L-129
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Classification</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ice-cream dispenser (hotel &amp; rest.)</td>
<td>319.474-010</td>
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<tr>
<td>Ice cream freezer assistant (dairy prod.)</td>
<td>529.685-146</td>
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<tr>
<td>Ice cream freezer repairer (rubber goods)</td>
<td>759.684-026</td>
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<tr>
<td>Ice guard, skating rink (amuse. &amp; rec.)</td>
<td>376.667-010</td>
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<tr>
<td>Ice-guard tester (rubber goods)</td>
<td>729.387-014</td>
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<tr>
<td>Ice-handler (compound &amp; liquefied gases)</td>
<td>549.587-010</td>
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<td>Ice maker (ice)</td>
<td>523.685-102</td>
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<tr>
<td>Ice maker, skating rink (amuse. &amp; rec.)</td>
<td>969.687-014</td>
<td></td>
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<tr>
<td>Ice fuller (ice)</td>
<td>523.685-102</td>
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</tr>
<tr>
<td>Ice (whole. tr.)</td>
<td>922.687-046</td>
<td></td>
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<tr>
<td>Ice seller (ice)</td>
<td>299.377-010</td>
<td></td>
</tr>
<tr>
<td>Ice licle-machine operator (dairy prod.)</td>
<td>920.482-010</td>
<td></td>
</tr>
<tr>
<td>Icing coater (confection.)</td>
<td>524.684-010</td>
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</tr>
<tr>
<td>Icing machine operator (bake. prod.)</td>
<td>524.685-034</td>
<td></td>
</tr>
<tr>
<td>Icing mixer (bake. prod.)</td>
<td>520.685-114</td>
<td></td>
</tr>
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<td>Icing spreader (bake. prod.)</td>
<td>524.684-022</td>
<td></td>
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<tr>
<td>Identifier, horse (amuse. &amp; rec.)</td>
<td>153.387-010</td>
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</tr>
<tr>
<td>Igniter capper (ammunition)</td>
<td>737.687-050</td>
<td></td>
</tr>
<tr>
<td>Imitation-marble mechanic (stat. &amp; art goods)</td>
<td>556.484-010</td>
<td></td>
</tr>
<tr>
<td>Impregnator, character (any ind.)</td>
<td>299.647-010</td>
<td></td>
</tr>
<tr>
<td>Impregnating helper (elec. equip.)</td>
<td>599.685-050</td>
<td></td>
</tr>
<tr>
<td>Impregnating-machine operator (plastics mat.)</td>
<td>554.585-014</td>
<td></td>
</tr>
<tr>
<td>Impregnating-tank operator (any ind.)</td>
<td>599.685-030</td>
<td></td>
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<td>Impregnating-tank operator (any ind.)</td>
<td>599.685-046</td>
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</tr>
<tr>
<td>Impregnation inspector (elec. equip.)</td>
<td>726.367-010</td>
<td></td>
</tr>
<tr>
<td>Impregnation operator (paper goods)</td>
<td>539.685-014</td>
<td></td>
</tr>
<tr>
<td>Impregnator (any ind.)</td>
<td>599.685-026</td>
<td></td>
</tr>
<tr>
<td>Impregnator (iron &amp; steel; nonfer. metal alloys)</td>
<td>509.685-030</td>
<td></td>
</tr>
<tr>
<td>Impregnator (pen &amp; pencil)</td>
<td>562.685-014</td>
<td></td>
</tr>
<tr>
<td>Impregnator (plastics mat.)</td>
<td>554.687-010</td>
<td></td>
</tr>
<tr>
<td>Impregnator-and-drier helper (elec. equip.)</td>
<td>599.685-050</td>
<td></td>
</tr>
<tr>
<td>Impregnator, electrolytic capacitors (electronics)</td>
<td>590.682-014</td>
<td></td>
</tr>
<tr>
<td>Impregnator, operator (asbestos prod.)</td>
<td>579.685-010</td>
<td></td>
</tr>
<tr>
<td>Impregnator, operator (chem.)</td>
<td>559.685-106</td>
<td></td>
</tr>
<tr>
<td>Incendiary-powder mixer (fireworks)</td>
<td>737.687-090</td>
<td></td>
</tr>
<tr>
<td>Inclined-railway operator (any ind.)</td>
<td>921.663-030</td>
<td></td>
</tr>
<tr>
<td>Inclinometer tester (inst. &amp; supp.)</td>
<td>710.684-022</td>
<td></td>
</tr>
<tr>
<td>Incubator helper (agric.)</td>
<td>411.687-022</td>
<td></td>
</tr>
<tr>
<td>Indexer (print. &amp; pub.)</td>
<td>132.367-010</td>
<td></td>
</tr>
<tr>
<td>Indigo mixer (textile)</td>
<td>550.684-014</td>
<td></td>
</tr>
<tr>
<td>Indigo-vat tender, cloth (textile)</td>
<td>582.582-010</td>
<td></td>
</tr>
<tr>
<td>Indigo-vat tender, warp (textile)</td>
<td>582.685-158</td>
<td></td>
</tr>
<tr>
<td>Induction-machine operator (heat treat.)</td>
<td>504.685-022</td>
<td></td>
</tr>
<tr>
<td>Industrial clerk (railway trans.)</td>
<td>910.667-018</td>
<td></td>
</tr>
<tr>
<td>Industrial-gas-servicer helper (light, heat, &amp; power)</td>
<td>637.384-010</td>
<td></td>
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<td>Industrial-locomotive operator (any ind.)</td>
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<td>Industrial-order clerk (clerical)</td>
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<td>Industrial-truck operator (any ind.)</td>
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<td>Industrial-yard brake coupler (any ind.)</td>
<td>910.664-010</td>
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<td>Infantry operations specialist (military ser.)</td>
<td>378.367-022</td>
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<td>Infantry weapons crewmember (military ser.)</td>
<td>378.684-026</td>
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</tr>
<tr>
<td>Inflation tester (rubber goods)</td>
<td>759.584-010</td>
<td></td>
</tr>
</tbody>
</table>

163

L-130
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

I

INFORMATION CLERK (clerical) 237.367-022
INFORMATION CLERK (motor trans.; r.r. trans.; water trans.) 237.367-018
INFORMATION CLERK, BROKERAGE (finan. inst.) 237.367-046
INFORMATION CLERK-CASHIER (amuse. & rec.) 249.467-010
INGOT BUGGY OPERATOR (iron & steel) 919.683-018
INGOT HEADER (nonfer. metal alloys; ore dress., smelt., & refin.) 514.584-010
INGOT STRIPPER (iron & steel) I 921.663-010
INGOT STRIPPER (iron & steel) II 921.663-042
INGOT WEIGHER (iron & steel) 221.587-030
INGREDIENT MIXER (bake. prod.; dairy prod.) 529.684-014
INGREDIENT SCALER (bake. prod.; dairy prod.) 529.684-014
INITIAL MAKER (garment) 782.684-018
INJECTION-MACHINE OPERATOR (slaught. & meat pack.) 522.685-086
INJECTION MOLDER, OUTER SOLE (boot & shoe) 690.685-406
INJECTION-MOLDING-MACHINE OFFBEARER (musical inst.) 690.686-042
INJECTION-MOLDING-MACHINE OFFBEARER (pen & pencil) 690.686-038
INJECTION-MOLDING-MACHINE TENDER (fabric, plastics prod.; phonograph; rubber goods) 556.685-038
INJECTION-WAX MOLDER (foundry; jewelry) 549.685-038
INJECTOR ASSEMBLER (engine & turbine) 706.694-062
INKER (boot & shoe) 788.684-066
INKER (print. & pub.) 659.667-010
INKER, MACHINE (boot & shoe) 690.685-234
INKING-MACHINE TENDER (pen & pencil) 692.685-142
INK PRINTER (jewelry cases) 652.685-038
INLAYER (print. & pub.) 977.684-014
INLAYER SILVER (fabric, plastics prod.) 692.685-070
INNER SEALER (boot & shoe) 690.685-238
INNER-TUBE CUTTER (rubber tire & tube) 690.685-446
INNER-TUBE INSERTER (rubber tire & tube) 750.687-010
INNER-TUBE TESTER (rubber tire & tube) 759.584-010

INPUT EXAMINER (clerical) 209.387-022
INSEAM LEVELER (boot & shoe) 690.685-382
INSEAM TRIMMER (boot & shoe) 690.685-238
INSECTICIDE MIXER (chem.) 550.685-070
INSEMINATOR (agric.) 418.384-010
INSETER (const.) 869.687-026
INSETER (paper goods) 794.687-058
INSETER (sports equip.) 732.687-042
INSETER, PROMOTIONAL ITEM (any ind.) 920.587-018
INSERTING-MACHINE OPERATOR (clerical) 208.685-018
INSERTING-PRESS OPERATOR (any ind.) 692.685-062
INSIDE-PANEL PADDER (furn.) 780.684-082
INSIDE POLISHER (firearms) 603.685-014
INSOLE-AND-HEEL-STIFFENER (boot & shoe) 788.687-062
INSOLE-AND-OUTSOLE PREPARER (boot & shoe) 788.685-018
INSOLE-AND-OUTSOLE SPLITTER (boot & shoe) 585.685-114
INSOLE BEVELER (boot & shoe) 690.685-242
INSOLE-BOTTOM FILLER (boot & shoe) 788.684-026
INSOLE BUFFER (boot & shoe) 690.685-046
INSOLE-CLOTH TRIMMER (boot & shoe) 690.685-246
INSOLE COVERER (boot & shoe) 690.685-074
INSOLE FILLER (boot & shoe) 788.684-026
INSOLE GEMMER (boot & shoe) 690.685-246
INSOLE-LIP TURNER (boot & shoe) 690.685-074
INSOLE RASPER (boot & shoe) 788.684-094
INSOLE REINFORCER (boot & shoe) 690.685-246
insole ronder (boot & shoe) 690.685-338
INSOLE SANDER (boot & shoe) 690.685-046
INSOLE TACKER (boot & shoe) 690.688-162
insole-tack-puller, hand (boot & shoe) 788.687-146
INSOLE TAPE (boot & shoe) 690.685-074
INSOLE-TOE-SMILING-MACHINE OPERATOR (boot & shoe) 690.685-222
INSPECTION CLERK (floor covering, n.e.c.) 739.587-010
inspection-machine tender (textile) 689.685-038
INSPECTOR (asbestos prod.) 776.667-010
INSPECTOR (bal. & scales) 710.384-014
INSPECTOR (boot & shoe) 788.384-010
inspector (brick & tiles) 573.687-034
INSPECTOR (build. board) 779.387-014
INSPECTOR (build. mat., n.e.c.) 549.367-010
INSPECTOR (chem.) 709.587-022
INSPECTOR (chew. gum; confection.) 529.687-114
INSPECTOR (clean., dye., & press.) 369.687-022
INSPECTOR (conc. prod.) 579.664-014
inspector (cut. & tools) 701.687-026
INSPECTOR (cut. & tools.) 709.587-010
INSPECTOR (floor covering., n.e.c.) 590.367-010
inspector (found.) 519.684-026
inspector (furn.) 763.684-010
INSPECTOR (hat & cap.) 784.387-010
INSPECTOR (jewelry) 700.687-034
INSPECTOR (mfd. bldgs.) 869.687-038
INSPECTOR (match.) 739.687-106
INSPECTOR (matt. & bedspring) 780.687-022
inspector (minerals & earths) 779.687-026
INSPECTOR (narrow fabrics) 689.687-022
INSPECTOR (paper & pulp) 649.487-010
INSPECTOR (pen & pencil) 733.687-042
INSPECTOR (per. protect. & med. dev.) 789.687-070
inspector (photofinish.) 876.687-014
INSPECTOR (pottery & proc.) 774.364-010
INSPECTOR (rubber goods) 759.584-010
inspector (smoking pipe) 739.687-146
INSPECTOR (sports equip.) 732.364-010
inspector (stonework) 670.384-010
INSPECTOR (woodworking) 769.687-026
INSPECTOR, ALINING (office mach.) 706.687-022
INSPECTOR, ALUMINUM BOAT (ship & bost. bldg. & rep.) 806.687-026
INSPECTOR AND ADJUSTER, GOLF CLUB HEAD (sports equip.) 732.384-014
inspector and clerk (light, heat, & power) 821.367-010
inspector and clipper (any ind.) 789.687-014
inspector and counter (paper & pulp) 649.687-010
inspector and mender (cord. & twine) 782.487-010
inspector and patch worker (furn.) 763.684-070
INSPECTOR AND SHAPER, END WINDINGS (elec. equip.) 724.384-010
INSPECTOR AND SORTER (leather mfg.) 589.387-010
INSPECTOR AND TESTER (rubber goods) 759.584-010
INSPECTOR AND TESTER (struct. & ornam. metalwork) 809.687-018
inspector-and-unloader (spring) 709.687-038
INSPECTOR, ASSEMBLY (firearms) 736.387-010
INSPECTOR, AUTOMATIC TYPEWRITER (office mach.) 706.387-010
INSPECTOR, BALANCE-BRIDGE (clock & watch) 715.687-058
INSPECTOR, BALANCE TRUING (clock & watch) 715.687-050
INSPECTOR, BALANCE WHEEL MOTION (clock & watch) 715.687-054
INSPECTOR, BALL POINTS (nonfer. metal alloys) 733.687-046
INSPECTOR, BARREL (firearms) 736.687-014
INSPECTOR, BARREL ASSEMBLY (clock & watch) 715.684-114
INSPECTOR, BICYCLE (motor. & bicycles) 806.687-030
inspector, brake lining (asbestos prod.) 776.667-010
INSPECTOR, BULLET SLEDS (ammunition) 737.687-058
INSPECTOR, CANNED FOOD RECONDITIONING (can. & preserv.) 529.687-110
INSPECTOR, CASING (clock & watch) 715.687-062
INSPECTOR, CLIP-ON SUNGLASSES (optical goods) 713.384-010
INSPECTOR, COATED FABRICS (coated fabrics) 689.685-038
INSPECTOR, COLD WORKING (firearms) 612.384-010
INSPECTOR, COMPONENT PARTS (electronics) 726.684-022
INSPECTOR, CONTAINER FINISHING (elec. equip.) 727.687-066
INSPECTOR, DIALS (clock & watch) 715.687-066
INSPECTOR, EXHAUST EMISSIONS (auto. mfg.) 806.364-010
INSPECTOR, EYEGLASS (optical goods) 713.384-014
INSPECTOR, EYEGLASS FRAMES (optical goods) 713.687-022
INSPECTOR, FABRIC (any Ind.) 789.587-014
INSPECTOR, FILTER TIP (tobacco) 529.667-010
INSPECTOR, FINAL ASSEMBLY (pen & pencil) 733.687-050
inspector, finished machines and bundles (agric. equip.) 801.667-010
INSPECTOR, FIREWORKS (fireworks) 737.687-062
INSPECTOR, FLEXIBLE SHAFTS (inst. & app.) 710.687-030
INSPECTOR, FUEL HOSE (rubber goods) 759.584-010
INSPECTOR, GENERAL (any ind.) 609.684-010
INSPECTOR, GLASS OR MIRROR (mirror) 779.687-022
INSPECTOR, GOLF BALL (sports equip.) 732.567-010
INSPECTOR-GRADER, AGRICULTURAL ESTABLISHMENT (agric.) 409.687-010
INSPECTOR, GRAIN MILL PRODUCTS (grain & feed mill.) 529.387-026
INSPECTOR, HAIRSPRING (clock & watch) II 715.684-122
INSPECTOR, HAIRSPRING TRUING (clock & watch) 715.684-118
INSPECTOR (ammunition) I 737.387-014
INSPECTOR (elec. equip.) I 729.387-022
INSPECTOR (furn.) 739.667-110
INSPECTOR (nonfer. metal alloys) I 619.364-010
INSPECTOR (ammunition) II 737.687-054
INSPECTOR (elec. equip.) II 727.687-062
INSPECTOR (nonfer. metal alloys) II 519.686-010
INSPECTOR (ammunition) III 737.367-010
inspector-in-process (optical goods) 716.687-022
INSPECTOR, INSULATION (insulated wire) 691.387-010
INSPECTOR (ammunition) IV 559.387-010
INSPECTOR, JEWEL (inst. & app.) 710.687-030
inspector, jewels (clock & watch) 770.687-022
INSPECTOR, LIVE AMMUNITION (firearms) 736.687-018
inspector, machine-cut glass: (glass mfg.) 579.687-030
INSPECTOR, MAGNETIC (any ind.) 709.364-010
INSPECTOR, MAGNETIC AND ZYGLO (any ind.) 709.364-010
inspector, materials and processes (ammunition) 737.364-010
INSPECTOR, MECHANISM (clock & watch) 715.384-014
INSPECTOR, METAL CAN (tinware) 709.367-010
INSPECTOR, MULTIFOCAL LENS (optical goods) 716.687-018
INSPECTOR OF DREDGING (water trans.) 850.387-010
INSPECTOR, OIL FILTERS (aircraft-aerospace mfg.; auto. mfg.) 739.687-114
INSPECTOR, OPEN DIE (cut. & tools) 701.684-014

166
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

I

INSPECTOR-PACKAGER (any ind.) 920.587-018
INSPECTOR, PACKAGING MATERIALS (drug. prep. & rel. prod.) 920.387-010
INSPECTOR-PACKER (hat & cap) 784.687-042
INSPECTOR-PACKER (jewelry cases) 739.684-034
inspector-packer, glass container (glass mfg.) 579.687-030
INSPECTOR, PAPER PRODUCTS (paper goods) 649.367-010
INSPECTOR, PICTURE FRAMES (mirror & nic. frames) 769.687-030
INSPECTOR, PLATING AND ANODIZING (aircraft-aerospace mfg.) 806.387-010
inspector, plug seam (tobacco) 529.667-010
INSPECTOR, POISING (clock & watch) 715.384-018
inspector, processing (aircraft-aerospace mfg.) 806.387-010
INSPECTOR, PROCUREMENT (aircraft-aerospace mfg.) 806.384-010
INSPECTOR, PUBLICATIONS (print. & pub.) 653.687-014
inspector, rag sorting (paper & pulp) 533.687-010
inspector, receiving (aircraft-aerospace mfg.) 806.384-010
INSPECTOR-REPAIRER (artificial flower) 734.684-018
INSPECTOR-REPAIRER (leather prod.) 783.684-018
INSPECTOR-REPAIRER, SANDSTONE (stonework) 779.684-030
INSPECTOR, RETURNED MATERIALS (auto. mfg.) 806.384-014
INSPECTOR, RUBBER-STAMP DIE (pen & pencil) 733.687-054
INSPECTOR, SAVAGE (ammunition) 737.684-026
INSPECTOR, SHELLS (ammunition) 737.687-066
INSPECTOR, SHIPPING (agric. equip.) 801.687-010
INSPECTOR, SLIDE FASTENERS (needles, pin, & rel. prod.) 734.637-062
INSPECTOR, SOLDERING (clock & watch) 715.687-070
INSPECTOR, SURFACE PROCESSING (aircraft-aerospace mfg.) 806.387-010
INSPECTOR, SURGICAL GARMENT (per. protect. & med. dev.) 712.487-010
INSPECTOR, SURGICAL INSTRUMENTS (inst. & app.) 712.687-026
inspector technician (grain & feed mill.) 529.387-02d
inspector, TIMERS (clock & watch) 715.687-074
INSPECTOR, TIMING (clock & watch) 715.685-034
INSPECTOR, TOYS (toys & games) 731.687-022
inspector, trimmer (glove & mit.) 789.687-042
INSPECTOR, TYPE (office mach.) 706.687-026
inspector, visual (electronics) 726.684-022
INSPECTOR, WATCH PARTS (clock & watch) 715.384-022
INSPECTOR, WHEEL AND PINION (clock & watch) 715.684-126
INSPECTOR, WIRE (wire; wirework) 691.367-010
INSPECTOR, WIRE PRODUCTS (wirework) 709.687-026
INSPECTOR, WIRE ROPE (wirework) 691.367-010
INSPECTOR, WOODWIND INSTRUMENTS (musical inst.) 730.684-038
INSPECTOR, WREATH (fabric. prod., n.e.c.) 739.687-118
installation helper (canvas goods; const.; ret. tr.) 869.687-010
installation worker, draperies (ret. tr.) 869.484-014
INSTALLER (mdf. bldg.; trans. equip.) 869.684-026
INSTALLER (museum) 922.687-050
installer (ret. tr.) 869.484-014
INSTALLER, DOOR FURRING (loco. & car bldg. & rep.) 806.687-034
INSTALLER, FUEL-BAY LINING (aircraft-aerospace mfg.) 752.687-010
INSTALLER-INSPECTOR, FINAL (trans. equip.) 806.684-066
INSTALLER, METAL FLOORING (loco. & car bldg. & rep.) 806.684-070
installer, molding and trim (mdf. bldg.) 869.684-066
INSTALLER, MOBILE BULKHEAD (loco. & car. bldg. & rep.) 806.684-074
INSTALLER, SOFT TOP (auto. ser.) 807.684-026
INSTALLMENT-ACCOUNT CHECKER (clerical) 209.687-010
INSTANIZER OPERATOR (dairy prod.) 523.685-106

L-134
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>NAICS Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instrument-case finisher (jewelry cases; leather prod.)</td>
<td>739.684-034</td>
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<tr>
<td>INSTRUMENT CHECKER (inst. &amp; app.)</td>
<td>710.687-026</td>
</tr>
<tr>
<td>Instrument-installation worker (aircraft-aerospace mfg.)</td>
<td>706.684-066</td>
</tr>
<tr>
<td>INSTRUMENT-REPAIRER HELPER (any ind.)</td>
<td>710.384-018</td>
</tr>
<tr>
<td>INSTRUMENT-TECHNICIAN HELPER (light, heat, &amp; power)</td>
<td>710.684-030</td>
</tr>
<tr>
<td>INSULATION-BLANKET MAKER (aircraft-aerospace mfg.)</td>
<td>806.684-078</td>
</tr>
<tr>
<td>INSULATION CUTTER AND FORMER (elec. equip.)</td>
<td>721.484-018</td>
</tr>
<tr>
<td>INSULATION INSTALLER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>INSULATION WORKER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>INSULATION-WORKER APPRENTICE (const.)</td>
<td>863.364-010</td>
</tr>
<tr>
<td>INSULATOR ASSEMBLER (electronics)</td>
<td>726.687-010</td>
</tr>
<tr>
<td>INSULATOR CUTTER AND FORMER (elec. equip.)</td>
<td>724.684-026</td>
</tr>
<tr>
<td>INSULATOR TESTER (light, heat, &amp; power)</td>
<td>729.387-026</td>
</tr>
<tr>
<td>INSURANCE CLERK (clerical)</td>
<td>205.507-010</td>
</tr>
<tr>
<td>INSURANCE CLERK (finan. inst.)</td>
<td>219.367-014</td>
</tr>
<tr>
<td>INSURANCE COLLECTOR (insurance)</td>
<td>241.367-010</td>
</tr>
<tr>
<td>INSULATION-BLANKET MAKER HELPER (aircraft-aerospace mfg.)</td>
<td>806.684-078</td>
</tr>
<tr>
<td>INTEGRAL TANK-SEALER-AND REPAIRER (aircraft-aerospace mfg.)</td>
<td>806.684-110</td>
</tr>
<tr>
<td>INTELLIGENCE CLERK (military ser.)</td>
<td>249.387-014</td>
</tr>
<tr>
<td>INTER-COIL WINDER (elec. equip.)</td>
<td>724.684-026</td>
</tr>
<tr>
<td>inter-fold roll cutter (pen &amp; pencil)</td>
<td>640.685-066</td>
</tr>
<tr>
<td>interior paneler, partition setter (mfd. bldgs.)</td>
<td>869.684-038</td>
</tr>
<tr>
<td>INTERIOR WALL ASSEMBLER (mfd. bldgs.)</td>
<td>869.684-018</td>
</tr>
<tr>
<td>INTERLACER (boot &amp; shoe)</td>
<td>788.684-070</td>
</tr>
<tr>
<td>intermediate-card tender (asbestos prod.; textile)</td>
<td>680.665-018</td>
</tr>
<tr>
<td>INTER-POLE WINDER (elec. equip.)</td>
<td>724.684-026</td>
</tr>
<tr>
<td>INTERPRETER OPERATOR, DATA PROCESSING (clerical)</td>
<td>213.685-010</td>
</tr>
<tr>
<td>interviewer (clerical)</td>
<td>205.367-054</td>
</tr>
<tr>
<td>INVENTORY CLERK, (clerical)</td>
<td>222.387-026</td>
</tr>
<tr>
<td>INVENTORY CLERK, PERPETUAL (clerical)</td>
<td>222.387-026</td>
</tr>
<tr>
<td>INVENTORY CLERK, PHYSICAL (clerical)</td>
<td>222.387-026</td>
</tr>
<tr>
<td>INVENTORY CLERK, STOCKROOM (clerical)</td>
<td>222.387-026</td>
</tr>
<tr>
<td>inventory controller (clerical)</td>
<td>219.367-034</td>
</tr>
<tr>
<td>INVERTER-AND-CLIPPER (leather prod.)</td>
<td>789.687-182</td>
</tr>
<tr>
<td>investigator (any ind.)</td>
<td>376.367-014</td>
</tr>
<tr>
<td>INVESTIGATOR (light, heat, &amp; power)</td>
<td>376.367-022</td>
</tr>
<tr>
<td>investigator operator (bus. ser.)</td>
<td>376.367-010</td>
</tr>
<tr>
<td>ION-EXCHANGE OPERATOR (drug. prep. &amp; rel. prod.)</td>
<td>558.685-038</td>
</tr>
<tr>
<td>ION-EXCHANGE OPERATOR (glue)</td>
<td>558.685-034</td>
</tr>
<tr>
<td>ION-EXCHANGE OPERATOR (ore dress., smelt., &amp; refin.)</td>
<td>558.685-030</td>
</tr>
<tr>
<td>ION EXCHANGE OPERATOR (vinous liquors)</td>
<td>521.685-190</td>
</tr>
<tr>
<td>IRISH-MOSS BLEACHER (fish.)</td>
<td>447.687-014</td>
</tr>
<tr>
<td>IRISH-MOSS GATHERER (fish.)</td>
<td>447.687-018</td>
</tr>
<tr>
<td>ironer (boot &amp; shoe)</td>
<td>788.684-130</td>
</tr>
<tr>
<td>ironer (clean., dye., &amp; press.; glove &amp; mit.)</td>
<td>363.687-010</td>
</tr>
<tr>
<td>IRONER (dom. ser.)</td>
<td>302.687-010</td>
</tr>
<tr>
<td>ironer (hat &amp; cap.)</td>
<td>583.685-022</td>
</tr>
<tr>
<td>ironer (hat &amp; cap)</td>
<td>584.685-026</td>
</tr>
<tr>
<td>ironer (knit goods)</td>
<td>583.685-070</td>
</tr>
<tr>
<td>ironer (lasts &amp; rel. forms)</td>
<td>739.684-098</td>
</tr>
<tr>
<td>IRONER (needle, pin, &amp; rel. prod.)</td>
<td>590.685-042</td>
</tr>
<tr>
<td>ironer, hand (any ind.)</td>
<td>363-684-018</td>
</tr>
<tr>
<td>IRONER, &amp;OCK (laund.)</td>
<td>363.687-014</td>
</tr>
<tr>
<td>IRON-LAUNDER OPERATOR (ore dress., smelt., &amp; refin.)</td>
<td>511.565-018</td>
</tr>
<tr>
<td>IRON-PLASTIC BULLET MAKER (ammunition)</td>
<td>590.365-010</td>
</tr>
</tbody>
</table>
IRONWORKER HELPER, SHOP (any ind.) 619.686-022
IRONWORKER-MACHINE OPERATOR (any ind.) 615.482-018
ironworker, wire-fence erector (const.) 869.684-022
IRRADIATED-FUEL HANDLER (chem.) 921.663-034
IRRIGATION SYSTEM INSTALLER (const.) 851.383-010
IRRIGATOR, GRAVITY FLOW (agric.) 409.687-014
irrigator, overhead (agric.) 409.685-014
IRRIGATOR, SPRINKLING SYSTEM (agric.) 409.685-014
IRRIGATOR, VALVE PIPE (agric.) 409.684-010
ISOLATION-WASHER (laund.) 361.665-010
jacker feeder (paper & pulp; sawmill; veneer & plywood) 921.686-022
JACKET CHANGER (found.) 519.687-022
JACKET PREPARER (print. & pub.) 221.387-030
JACKHAMMER OPERATOR (mining & quarrying) 930.684-018
jackhammer-splitter operator (stonework) 677.685-042
JACK SETTER (mining & quarrying) 939.684-010
jackspooler (narrow fabrics; textile) 681.685-142
JACK-STRIP ASSEMBLER (elec. equip.) 729.684-026
JACK-TAMP OPERATOR (const.) 910.683-018
jacquard-pattern servicer (textile) 583.685-062
JAILER (gov. ser.) 372.367-014
jail keeper (gov., ser.) 372.367-014
JAMMER OPERATOR (logging) 921.683-054
JAMMER OPERATOR HELPER (logging) 921.687-022
jantor (any ind.) 381.687-014
jantor (any ind.) 381.687-018
JANITOR (any ind.) 382.664-010
jantor, church (nonprofit organ.) 389.667-010
JAPANNER (any ind.) 740.684-022
japanner (leather mfg.) 584.687-010
JAWBONE BREAKER (slaught. & meat pack.) 525.684-034
jeep operator (const.) 862.687-014
JERSEY KNITTER (knit goods) 685.665-014
jet channeler (any ind.) 930.684-010
JET-DYEING-MACHINE TENDER (textile) 582.685-090
JET HANDLER (synthetic fibers) 557.684-010
jet-piercer operator (any ind.) 930.684-010
JET WIPER (synthetic fibers) 557.684-014
JEWEL-BEARING GRINDER (clock & watch) 770.685-018
JEWEL-BEARING POLISHER (clock & watch) 770.685-022
JEWEL-CORNER-BRUSHING-MACHINE OPERATOR (clock & watch) 770.685-026
JEWEL-DIAMETER GAGER (clock & watch) 770.685-030
JEWEL GRINDER (clock & watch) 770.687-018
JEWEL GAGER (clock & watch) 770.687-018
JEWEL INSPECTOR (clock & watch) 770.685-014
JEWEL SORTER (clock & watch) 770.687-022
JEWEL STRIPPER (clock & watch) 605.685-022
JEWEL-HOLE CORNERER (clock & watch) 770.684-014
JEWEL-HOLE GAGER (clock & watch) 770.687-018
jewel-hole rough operator (clock & watch) 770.684-018
JEWEL INSERTER (clock & watch) 715.684-130
JEWEL INSTINCTOR (clock & watch) 770.687-022
jewel polisher (clock & watch) 770.685-010
JEWELRY COATER (jewelry) 590.685-046
JEWEL STAKER (clock & watch) 715.684-134
JEWEL STRINGER (clock & watch) 770.687-026
JEWEL STRIPPER (clock & watch) 605.685-022
JIG BUILDER (wirework) 761.684-014
JIG FITTER (mach. mfg.) 801.684-010
JIGGER (jewelry) 705.687-010
JIGGER (text.) 12.685-018
JIGGER-BRIM-14 "DING-MACHINE OPERATOR (hat & cap) 585.685-010
JIGGER-CROWN-POUNCING-MACHINE OPERATOR (hat & cap) 585.685-058
jig operator (textile) 582.665-018
jigsaw operator (jewelry) 700.684-046
JIGSAWYER (jewelry) 700.684-046
job checker (clerical) 221.387-034
job-order clerk (clerical) 221.387-046
JOB PUTTER-UP AND TICKET PREPARER (boot & shoe) 788.587-010
job spotter (clerical) 221.387-034
JOB TRACER (clerical) 221.387-034
JOBKEY-ROOM CUSTODIAN (amuse. & rec.) 346.667-010
JOCKEY VALET (amuse. & rec.) 346.677-010
JOGGER (print. & pub.) 659.686-010
jogger operator (paper & pulp; paper goods; print. & pub.) 649.683-066
joiner (boot & shoe) 690.685-074
joiner (boot & shoe) 690.685-250
JOINER (glass mfg.) 673.687-010
joiner (rubber goods) 690.686-026
JOINER HELPER (ship & boat bldg. & rep.) 860.664-014
JOINT-CLEANING-AND-GROOVING-MACHINE OPERATOR (const.) 853.683-018
Joint-cleaning-machine operator (const.) 853.683-018
JOINT CUTTER, MACHINE (boot & shoe) 690.685-250
jointer, machine (boot & shoe) 690.685-250
JOINTER OFFBEARER (woodworking) 669.686-034
JOINT FILLER (const.) 869.687-026
JOINT-MACHINE OPERATOR (const.) 853.663-014
joint maker, machine (boot & shoe) 690.685-250
JOINT SANDER (boot & shoe) 690.685-046
JOIST SETTER, ADJUSTABLE STEEL (const.) 869.664-014
journal-box inspector (r.r. trans.) 910.387-014
JOURNAL CLERK (clerical) 216.587-014
JOWL TRIMMER (slaught. & meat Pack.) 525.684-034
JUKEBOX COIN COLLECTOR (bus. ser,) 292.483-010
JUNCTION MAKER (brick & tile) 862.684-010
JUTE-BAG CLIPPER (tex. bag) 789.687-030
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

K

KAMBORIAN OPERATOR (boot & shoe) 690.685-174
KAPOK-AND-COTTON-MACHINE OPERATOR (waste & batting) 689.685-Ca2
Keg inspector (cooperage) 764.687-022
Keg raiser (cooperage) 764.684-018
KEG VARNISHER (cooperage) 749.687-014
KELP CUTTER (fish.) 447.687-022
KENNEL ATTENDANT (agric.) 410.674-010
KENNEL MANAGER, DOG TRACK (amuse. & rec.) 349.367-010
KERPER-MACHINE OPERATOR (furn.) 667.685-042
kettle chipper (chem.; plastics mat.) 559.687-062
KETTLE OPERATOR (ore dress., smelt., & refin.) 519.685-018
KETTLE-ROOM HELPER (chem.) 559.687-050
KETTLE TENDER (build. mat., n.e.c.) 669.685-010
KETTLE TENDER (chew. gum) 520.685-118
KETTLE TENDER (malt liquors) 526.685-014
KETTLE TENDER (textile) 582.685-130
KETTLE-TENDER HELPER (felt goods; textile) 582.686-036
KETTLE TENDER (ore dress., smelt., & refin.) I 519.685-022
KETTLE TENDER (ore dress., smelt., & refin.) II 519.685-030
KETTLE TENDER, PLATINUM AND PALLADIUM (ore dress., smelt., & refin.) 511.685-034
KETTLE WORKER (soap) 553.685-070
KEY-BED INSTALLER (musical inst.) 763.684-058
KEYBOARD-ACTION ASSEMBLER (musical inst.) 730.684-042
KEYCASE ASSEMBLER (leather prod.) 783.684-010
KEY CUTTER (any ind.) 709.684-050
KEYING-MACHINE OPERATOR (print. & pub.) 652.685-042
key maker (any ind.) 709.684-050
keysmith (any ind.) 709.684-050
key worker (any ind.) 709.684-050
KICK-PLATE INSTALLER (struct. & ornam. metalwork) 803.684-010
KICK-PRESS OPERATOR (per. protect. & med. dev.) 692.685-102
KICK-PRESS OPERATOR (any ind.) II 690.685-014
Kier drier (textile) 581.685-026
KIESSELGUHR-REGENERATOR OPERATOR (sugar) 573.685-034
KILN-JURNER HELPER (brick & tile) 673.687-026
KILN-CAR UNLOADER (brick & tile) 929.687-030
KILN CLEANER (lime) 573.687-018
KILN-DOOR BUILDER (brick & tile) 573.684-010
KILN DRAWER (brick & tile) 929.687-014
KILN DRAWER (pottery & porc.) 573.687-010
KILN FEEDER (cement) 570.685-010
kiln-firer helper (lime) 573.685-022
KILN-FURNITURE CASTER (pottery & porc.) 579.684-018
kiln-head house operator (ore dress., smelt., & refin.) 511.656-010
KILN LOADER (malt liquors) 523.687-018
kiln maintenance laborer (pottery & porc.) 573.687-022
KILN OPERATOR (iron & steel) 509.656-010
kiln operator (jewelry) 590.685-034
KILN OPERATOR (ore dress., smelt., & refin.) 513.565-010
kiln operator (paint & varn.) 553.685-030
KILN-OPERATOR HELPER (lime) 573.685-022
KILN-OPERATOR HELPER (ore dress., smelt., & refin.) 513.587-010
KILN PLACER (pottery & porc.) 573.686-026
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

K

kiln setter (brick & tile) 573.684-014
kiln setter (pottery & porc.) 573.686-026
kiln-setter helper (brick & tile) 573.687-030
kiln staker (brick & tile) 573.684-014
KILN STAKER (woodworking) 922.687-070
kiln tender (paint & varn.) 553.6 85-082
KILN-TRANSFER OPERATOR (woodworking) 569.683-010
kiln unloader (wood distill. & char.) 569.686-034
KILN WORKER (pottery & porc.) 573.687-022
kinker (tinware) 703.685-010
KISS MIZER (confection.) 520.685-122
KISS SETTER, HAND (confection.) 529.687-122
KITCHEN CLERK (hotel & rest.) 222.587-022
KITCHEN HELPER (hotel & rest.) 318.687-010
kitchen porter (hotel & rest.) 318.687-010
kitchen runner (hotel & rest.) 318.687-010
knee bolter (sawmill) 667.685-022
KNIFE AND SPUR GRINDER (excelsior)-603.664-010
knife changer (paper & pulp) 564.684-010
KNIFE CHANGER (tobacco) 638.684-010
knife cutter (rubber goods) 751.684-014
KNIFE GLAZER (silverware) 603.685-062
KNIFE GRINDFR (any ind.) 603.664-010
KNIFE-MACHINE OPERATOR (textile) 584.685-030
KNIFE SETTER (sugar) 638.684-014
knife setter (tobacco) 638.684-010
KNIFE SETTER, GRINDER MACHINE (paper & pulp) 564.684-010
KNIT-GOODS CUTTER, HAND (knit goods) 781.584-014
KNIT-GOODS WASHER (knit goods) 582.685-094
KNITTED-CLOTH EXAMINER (knit goods) 689.685-038
knitted-garment finisher (clean., dye., & press.) 363.684-010
knitted-goods shaper (clean., dye., & press.) 363.684-010
knitter (hosiery) 684.685-010
knitter (knit goods) 685.665-014
knitter (knit goods) 685.665-018
KNITTER, FULL-FASHIONED GARMENT (knit goods) 685.665-010
KNITTER, HAND (tex. prod., n.e.c.) 782.684-034
knitter helper (knit goods) 685.686-014
knitter, machine (knit goods) 685.665-014
KNITTER, WIRE MESH (wirework) 616.685-030
KNITTING INSPECTOR (hosiery) 684.684-010
KNITTING-MACHINE OPERATOR (cord. & twine) 685.685-010
KNITTING-MACHINE OPERATOR (knit goods) 685.665-014
knitting-machine operator (wirework) 616.685-030
knitting-machine operator, automatic (hosiery) 684.685-010

KNITTING-MACHINE OPERATOR HELPER (knit goods) 685.686-014
knitting-machine operator, seamless hosiery (hosiery) 684.685-010
KNITTING-MACHINE TENDER (rubber goods) 692.685-010
knitting-order distributor (knit goods) 221.667-010
KNIT-TUBING DYER (textile) 582.665-014
knit-wrist cutter (glove & mit.) 686.685-018
KNOBeR (musical inst.) 730.684-010
knocker (oils & fats) 521.686-014
knocker-off (paper goods) 794.687-050
K-OUT HAND (fabric. plastics prod.) 754.684-034

173
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

K

KNOCK-UP ASSEMBLER (woodworking) 762.687-050
knot picker, cloth (carpet & rug; textile) 689.684-030
knotter, hand (cord. & twine) 789.684-030
KNOTTING-MACHINE OPERATOR (paper goods) 649.685-054
knotting-machine operator, portable (narrow fabrics; textile) 683.685-034
knot-tying operator (narrow fabrics; textile) 683.685-034
KNURLING-MACHINE OPERATOR (ammunition) 604.685-018
KNURLING-MACHINE OPERATOR (pen & pencil) 604.685-026
KOSHER INSPECTOR (dairy prod.) 529.687-126
LABEL CODER (any ind.) 920.587-014
LABEL CUTTER (garment; knit goods) 699.685-014
LABEL CUTTER (narrow fabrics) 585.685-062
LABEL CUTTER (textile) 789.687-150
LABEL-CUTTING-AND-FOLDING-MACHINE OPERATOR, AUTOMATIC (narrow fabrics) 689.685-086
LABEL DRIER (phonograph) 532.687-010
labeler (any ind.) 920.687-126
labeler (textile) 229.587-018
LABELER, MACHINE (any ind.) 920.685-078
LABEL-FUSER TENDER (garment) 583.685-046
LABELING-MACHINE OPERATOR (phonograph) 920.685-066
label marker (any ind.) 920.587-014
LABEL PINKER (narrow fabrics) 585.685-062
LABEL REMOVER (distilled liquors) 920.687-106
LABEL SEWER, HAND. (any ind.) 782.684-058
label stamper (any ind.) 652.685-098
LABEL TACKER (house furn.) 787.685-042
laboratory aid (any ind.) 381.687-022
laboratory assistant (any ind.) 381.687-022
laboratory assistant (profess. & kin.) 199.364-014
laboratory assistant (textile) 689.384-010
LABORATORY ASSISTANT, BLOOD AND PLASMA (drug prep. & rel. prod.; medical ser.) 078.687-010
LABORATORY CLERK (clerical) 222.587-026
laboratory helper (any ind.) 381.687-022
LABORATORY HELPER (light, heat, & power) 821.564-010
laboratory-mechanic helper (ammunition; firearms) 736.387-014
LABORATORY MILLER (grain & feed mill.) 521.685-194
LABORATORY-SAMPLE CARRIER (any ind.) 922.687-054
laboratory sampler (petrol. refin.) 549.587-014
laboratory technician (glass mfg.) 579.384-014
LABORATORY TESTER (textile) 889.384-014
LABORER (candle) 590.687-010
LABORER (drug, prep. & rel. prod.) 559.686-022
LABORER (petrol. production) 939.687-018
LABORER (slaught. & meat pack.) 529.687-130
LABORER (sports equip.) 732.687-030
LABORER, ADJUSTABLE STEEL JOIST (const.) 869.664-014
LABORER, AMMUNITION ASSEMBLY (ammunition) I 737.887-070
LABORER, AMMUNITION ASSEMBLY (ammunition) II 737.887-074
LABORER, AQUATIC LIFE (fish) 446.687-014
LABORER, BATCHING PLANT (const.) 869.687-026
LABORER, BEAM HOUSE (leather mfg.) 589.686-026
LABORER, BITUMINOUS PAVING (const.) 869.687-028
LABORER, BOOT AND SHOE (boot & shoe) 788.687-086
LABORER, BROODER FARM (agríc.) 411.687-018
LABORER, BRUSH CLEARING (any ind.) 459.687-010
laborer, building maintenance (any ind.) 381.687-014
LABORER, CANVAS SHOP (canvas goods) 789.687-090
LABORER, CAR BARN (r,.r, trans.) 910.583-010
LABORER, CARPENTRY (const.) 869.664-014
LABORER, CARPENTRY, DOCK (const.) 869.664-014
LABORER, CEMENT-GUN PLACING (const.) 869.687-026
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>LABORER, CHEESEMAKING (dairy prod.)</td>
<td>529.686-050</td>
</tr>
<tr>
<td>LABORER, CHEMICAL PROCESSING (chem.)</td>
<td>559.687-050</td>
</tr>
<tr>
<td>LABORER, CHICKEN FARM (agric.)</td>
<td>411.687-018</td>
</tr>
<tr>
<td>LABORER, CONCRETE-MIXING PLANT (const.)</td>
<td>579.665-014</td>
</tr>
<tr>
<td>LABORER, CONCRETE PAVING (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>LABORER, CONCRETE PLANT (concrete prod.)</td>
<td>579.686-010</td>
</tr>
<tr>
<td>LABORER, CONSTRUCTION OR LEAK GANG (light, heat, &amp; power)</td>
<td>862.684-014</td>
</tr>
<tr>
<td>LABORER, COOK HOUSE (glue)</td>
<td>551.687-022</td>
</tr>
<tr>
<td>LABORER, CORRUGATED-IRON-CULVERT PLACING (const.)</td>
<td>869.689-026</td>
</tr>
<tr>
<td>LABORER, cutting tool (cutting &amp; tools)</td>
<td>701.687-018</td>
</tr>
<tr>
<td>LABORER, dairy farm (agric.)</td>
<td>410.684-010</td>
</tr>
<tr>
<td>LABORER, DRYING DEPARTMENT (leather mfg.)</td>
<td>589.686-026</td>
</tr>
<tr>
<td>LABORER, EGG-PRODUCTION FARM (agric.)</td>
<td>411.687-018</td>
</tr>
<tr>
<td>LABORER, ELECTRIC POWER AND TRANSMISSION LINE (const.)</td>
<td>light, heat, &amp; power)</td>
</tr>
<tr>
<td>LABORER, ELECTROPLATING (electroplating)</td>
<td>500.686-010</td>
</tr>
<tr>
<td>LABORER, FILTER PLANT (petrol. refin.)</td>
<td>549.687-018</td>
</tr>
<tr>
<td>LABORER, filter plant (waterworks)</td>
<td>954.587-010</td>
</tr>
<tr>
<td>LABORER, FRYER FARM (agric.)</td>
<td>411.687-018</td>
</tr>
<tr>
<td>LABORER, GAME FARM (agric.)</td>
<td>412.684-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (brick &amp; tile)</td>
<td>579.667-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (coated fabrics)</td>
<td>589.687-026</td>
</tr>
<tr>
<td>LABORER, GENERAL (fabric, plastics prod.)</td>
<td>754.687-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (iron &amp; steel)</td>
<td>509.686-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (leather mfg.)</td>
<td>589.686-026</td>
</tr>
<tr>
<td>LABORER, GENERAL (mach. shop)</td>
<td>609.684-014</td>
</tr>
<tr>
<td>LABORER, GENERAL (motor trans.)</td>
<td>909.687-014</td>
</tr>
<tr>
<td>LABORER, GENERAL (nonfer. metal alloys)</td>
<td>519.686-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (ore dress., smelt., &amp; refin.)</td>
<td>519.686-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (paint &amp; varn.)</td>
<td>559.685-110</td>
</tr>
<tr>
<td>LABORER, GENERAL (plastics mat.)</td>
<td>559.567-010</td>
</tr>
<tr>
<td>LABORER, GENERAL (rubber goods; rubber reclaim; rubber tire &amp; tube)</td>
<td>559.686-026</td>
</tr>
<tr>
<td>LABORER, glue drying (glue)</td>
<td>553.685-058</td>
</tr>
<tr>
<td>LABORER, GOLD LEAF (gold leaf &amp; foil)</td>
<td>700.687-038</td>
</tr>
<tr>
<td>LABORER, golf course (any ind.)</td>
<td>406.683-010</td>
</tr>
<tr>
<td>LABORER, GRINDING AND POLISHING (any ind.)</td>
<td>705.687-014</td>
</tr>
<tr>
<td>LABORER, HEADING (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>LABORER, HIDE HOUSE (leather mfg.)</td>
<td>589.686-026</td>
</tr>
<tr>
<td>LABORER, HIGH-DENSITY PRESS (agric.)</td>
<td>929.687-018</td>
</tr>
<tr>
<td>LABORER, HOISTING (any ind.)</td>
<td>921.667-022</td>
</tr>
<tr>
<td>LABORER, HOT-PLATE PLYWOOD PRESS (veneer &amp; plywood)</td>
<td>569.686-026</td>
</tr>
<tr>
<td>LABORER, laboratory (any ind.)</td>
<td>381.687-022</td>
</tr>
<tr>
<td>LABORER, LANDSCAPE (agric.)</td>
<td>408.687-014</td>
</tr>
<tr>
<td>LABORER, livestock (agric.)</td>
<td>410.664-010</td>
</tr>
<tr>
<td>LABORER, marine terminal (water trans.)</td>
<td>911.687-026</td>
</tr>
<tr>
<td>LABORER, minc (mining &amp; quarrying)</td>
<td>939.687-014</td>
</tr>
<tr>
<td>LABORER, mixing plant (const.)</td>
<td>579.665-014</td>
</tr>
<tr>
<td>LABORER, ORCHARD (agric.)</td>
<td>403.687-010</td>
</tr>
<tr>
<td>LABORER, PETROLEUM REFINERY (petrol. refin.)</td>
<td>549.687-018</td>
</tr>
<tr>
<td>LABORER, PIZZA BAKERY (bakery, prod.)</td>
<td>529.686-054</td>
</tr>
<tr>
<td>LABORER, PILE DRIVING, GROUND WORK (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>LABORER, PIPE-LINE (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>LABORER, PLUMBING (const.)</td>
<td>869.687-010</td>
</tr>
<tr>
<td>LABORER, pole crew (light, heat, &amp; power)</td>
<td>821.687-010</td>
</tr>
<tr>
<td>LABORER, POULTRY FARM (agric.)</td>
<td>411.687-018</td>
</tr>
<tr>
<td>LABORER, POULTRY HATCHERY (agric.)</td>
<td>411.687-022</td>
</tr>
<tr>
<td>LABORER, POWERHOUSE (light, heat, &amp; power)</td>
<td>952.665-010</td>
</tr>
</tbody>
</table>
LABORER, PRESTRESSED CONCRETE (conc. prod.) 575.687-018
LABORER, PULLET FARM (agric.) 411.687-018
LABORER, RAGS (paper & pulp) 539.587-010
LABORER, ROAD (const.) 869.687-026
LABORER, SALVAGE (any Ind.) 929.687-022
LABORER, sawmill (sawmill) 669.687-018
LABORER, SHAFT SINKING (const.) 869.687-026
LABORER, SHELLFISH PROCESSING (can. & preserv.) 529.686-058
LABORER, SHIPYARD (ship & boat bldg. & rep.) 809.687-022
LABORER, SHORE DREDGING (const.) 869.687-026
LABORER, SIRUP MACHINE (corn prod.) 521.687-074
LABORER, SOLDIER MAKING (nonfer, metal alloys) 519.667-014
LABORER, STARCH FACTORY (grain & feed mill.) 529.676-014
LABORER, STEEL HANDLING (const.) 869.687-026
LABORER, STONE BLOCK RAMMING (const.) 869.687-026
LABORER, STORES (any ind.) 922.687-058
LABORER, TAN DARK (logging) 454.687-058
LABORER, TAN HOUSE (leather mfg.) 589.686-026
LABORER, TIN CAN (tinware) 709.686-010
LABORER, TREE TAPPING (agric.; forestry) 453.687-014
LABORER, TURKEY FARM (agric.) 411.687-018
LABORER, VAT HOUSE (glue) 559.686-030
LABORER, vegetable farm (agric.) 402.687-010
LABORER, VINEYARD (agric.) 403.687-010
LABORER, wash-and-dry house (textile) 582.685-014
LABORER, WHARF (can. & preserv.,) 922.687-062
LABORER, WOOD-PRESERVING PLANT (wood preserving) 561.686-010
LABORER, WRECKING AND SALVAGING (const.) 869.687-026
LABORER, YARD (any ind.) 929.687-030
LACE BREAKER (tex. prod., n.e.c.; trim, & embrod,) 689.665-014
LACE INSPECTOR (knit goods) 689.685-038
LACE-PAPER-MACHINE OPERATOR (paper goods) 649.685-058
LACE PINNER (garment; trim, & embrod.,) 782.687-026
LACER (per. protect. & med. dev.) 789.687-094
LACER (sports equip.,) 732.687-034
LACER (stat. & art goods) 774.687-014
LACER AND TIER (elec. equip.) 724.687-010
LACER (boot & shoe) I 788.687-070
LACER (boot & shoe) II 690.685-254
LACE-ROLLER OPERATOR (leather prod.) 920.685-070
LACE SEPARATOR (tex. prod., n.e.c.; trim, & embrod,) 689.665-014
LACE STRIPPER (tex. prod., n.e.c.; trim, & embrod,) 689.665-014
LACE WINDER (tex. prod., n.e.c.) 685.687-018
LACING CUTTER (synthetic fibers) 781.687-026
Lacing-machine operator, jacquard cards (narrow fabrics) textile) 683.685-018
LACING PRESSER (tex. prod., n.e.c.) 739.685-010
LACING-STRING CUTTER (boot & Shoe) 788.687-074
LACQUER BLENDER (paint & varn.) 550.685-078
LACQUER-DRIPPING-MACHINE OPERATOR (button) 509.685-034
LACQUERER (clock & watch) 715.684-138
LACQUERER (fabric. plastics prod.) 599.685-054
LACQUERER (jewelry) 749.684-034
LACQUERER (mach. shop) 740.684-022
LACQUERER (needle, pin, & rel. prod.) 599.686-014

L-144
LACQUER FILTERER (paint & varn.) 551.685-034
laquer-machine feeder (ammunition) 694.685-046
LACQUER-PIN-PRESS OPERATOR (ammunition) 737.687-078
LACQUER POLISHER (smoking pipe) 739.684-026
LAQUER SIZER (hat & cap) 589.687-038
LAQUER SPRAYER (any ind.) I 741.684-026
LAQUER SPRAYER (any ind.) II 741.687-018
LADIES'-HAT TRIMMER (hat & cap) 784.684-022
ladle cleaner (found.; ore dress., smelt., & refin.) 519.684-010
ladle handler (found.) 514.684-022
LADLE LINER (found.; ore dress., smelt., & refin.) 519.684-010
LADLE LINER HELPER (found) 519.687-022
ladle patcher (found.; ore dress., smelt., & refin.) 519.684-010
LADLE POURER (ore dress., smelt., & refin.) 514.684-014
LADLE PUSHER (found) 519.687-022
LAGGING-MACHINE OPERATOR (insulated wire) 691.685-014
LAG SCREWER (furn.) 763.685-046
LAMBER (agric.) 410.364-046
LAMBSKIN TRIMMER (leather mfg.) 585.684-010
lamina searcher (tobacco) 521.687-098
LAMINATED-PLASTIC-TABLETOP-MOLDING WRAPPER (furn.) 692.686-046
LAMINATING-MACHINE OPERATOR (furn.) 692.685-106
LAMINATING-MACHINE TENDER (rubber goods) 554.665-014
LAMINATION ASSEMBLER (elec. equip.) 729.684-010
lamination inspector (elec. equip.) 729.687-018
LAMINATION SPINNER (elec. equip.) 729.687-018
LAMINATION STACKER, HAND (elec. equip.) 729.484-010
LAMINATION STACKER, MACHINE (elec. equip.) 729.484-010
LAMINATOR (house furn.) 584.685-034
LAMINATOR (rubber goods) 899.684-014
laminator (ship & boat bldg. & rep.; trans. equip.) 806.684-054
LAMINATOR, HAND (furn.) 763.684-050
LAMINATOR (leather prod.) I 690.685-258
LAMINATOR (leather prod.) II 783.685-022
LAMINATOR, PERFORMS (fabric, plastic prod.) 754.484-010
lamp cleaner, street-light (light, heat, & power) 952.667-010
lamp decorator (light fix.) 749.684-018
LAMP-SHADE ASSEMBLER (fabric. prod. n.e.c.) 739.684-094
LAMP-SHADE JOINER (fabric. prod. n.e.c.) 692.685-110
lamp wirer (light fix.) 723.684-014
lander (mining & quarrying) 939.687-010
LANDING SCALER (logging) 455.487-010
land-lease-information clerk (gov. ser.) 237.367-026
LAND-LEASING EXAMINER (gov. ser.) 237.367-026
LANE-MARKER INSTALLER (const,) 859.684-010
lap checker (amuse. & rec.) 153.387-014
LAP CUTTER-TRUER OPERATOR (optical goods) 604.685-022
LAPEL BASTEh (garment) 782.684-058
LAPEL PADDR (garment) 782.684-068
lap-machine tender (paper & pulp) 539.685-030
lap-machine tender (textile) 680.685-086
LAPPER (jewelry) 700.687-058
LAPPING-MACHINE OPERATOR, PRODUCTION (mach. shop) 603.685-070
lap polisher (clock & watch) 603.685-054
lap regulator (textile) 680.685-094
lap winder (textile) 680.685-094
lap-winding-machine operator (textile) 680.685-094
lard maker (oils & fats; slaught. & meat pack.) 521.685-026
lard-refiner (oils & fats; slaught. & meat pack.) 529.685-158
lard trimmer (slaught. & meat pack.) 521.687-106
lard-tub washer (slaught. & meat pack.) 599.684-010
larry-car operator (any ind.) 919.663-014
larry operator (coke prod.) 519.683-014
last chalker (boot & shoe) 788.687-078
last cleaner (boot & shoe) 788.687-082
last-code strip (last & rel. forms) 740.684-022
last dipper (boot & shoe) 788.687-078
last er (boot & shoe) 753.684-022
last er, hand (boot & shoe) 788.684-022
last er, hand (boot & shoe) 788.684-010
lastex-thread winder (textile) 681.685-098
last greaser (boot & shoe) 788.687-078
last grinder (last & rel. forms) 662.685-018
last-machin e operator, hand method (boot & shoe) 788.684-078
last inserter (boot & shoe) 788.684-106
last ironer (last & rel. forms) 739.684-098
last marker (last & rel. forms) 739.684-102
last polisher (last & rel. forms) 761.684-026
last puller (boot & shoe) 788.687-086
last putter-away (boot & shoe; rubber goods) 922.687-066
last remodeler-reparer (boot & shoe; lasts & rel. forms) 739.684-106
last repairer (boot & shoe; lasts & rel. forms) 739.684-110
last-reparer helper (boot & shoe) 739.684-114
last sawyer (lasts & rel. forms) 690.685-262
last scourer (lasts & rel. forms) 662.685-018
last turner (lasts & rel. forms) 664.685-018
last waxer (boot & shoe) 788.687-078
latex compounder (textile) 550.585-018
latex dipper (rubber goods) 556.685-030
latexer (carpet & rug) 584.684-010
latexer (per. protect. & med. dev., I 584.685-038
latexer (per. protect. & med. dev., II 712.684-010
latex spooler (rubber goods) 559.685-114
lathe operator (rubber goods) 690.685-323
lathe operator, production (mach. shop) 604.685-026
lathe spotter (veneer & plywood) 663.686-022
latrine cleaner (mining & quarrying) 939.687-022
laund er, hand (laund.) 361.684-010
laundry-bag-punch operator (paper goods) 649.685-062
laundry clerk (clerical) 221.387-038
laundry laborer (laund.) 361.687-018
laundry-machine tenders (house f I r.,) 589.685-066
laundry operator (laund.) 369.684-014
laundry operator, finishing (laund.) 369.684-014
laundry operator, wash room (laund.) 369.684-014
laundry-y-tub maker (conc. prod.) 575.684-034
laundry worker, domestic (dom. ser.) 302.685-010
LAUNDRY WORKER (any ind.) I 361.685-014
LAUNDRY WORKER (any ind.) II 361.665-018
LAUNDRY WORKER (any ind.) II' 369 337-010
LAVATORY ATTENDANT (malt liquors) 521.565-014
LAWN-SERVICE WORKER (agric.) 408.668-010
LAWN-SPRINKLER INSTALLER (const.) 869.684-030
LAYAWAY CLERK (ret. tr.) 299.467-010
LAYBOY TENDER (paper & pulp; paper goods; print. & pub.) 649.685-066
layer (boot & shoe) 690.685-074
LAYER (glass mfg.) 673.686-026
layer-off (clean., dye., & press.; glove & mit.) 363.686-010
LAYER-OUT PLATE GLASS (const.) 869.664-014
layer up (any ind.) 781.685-058
layer-up (knit goods; textile) 589.685-058
LAY-OUT HELPER (any ind.) 801.687-014
LAY-OUT MACHINE OPERATOR (house furn.) 781.684-034
LAY-OUT WORKER (mfd. bldgs.) 869.684-034
lay-up operator (plastics mfg.) 690.585-014
LEACHER (paper & pulp) 551.685-090
lead assembler (elec. equip.) 691.685-018
lead binder (elec. equip.) 691.685-018
LEAD BURNER (elec. equip.) 727.684-022
LEAD-BURNER HELPER (elec. equip.) 727.687-070
LEAD CASTER (elec. equip.) 502.684-010
LEAD-CASTER HELPER (elec. equip.) 502.687-014
LEAD COATER (galvanizing) 501.485-010
LEADER TIER (sports equip.) 732.687-038
LEADER TIER (sports equip.) 732.687-038
LEAD FORMER (elec. equip.) 691.685-018
LEAD FORMER (pen & pencil) 575.685-050
LEAD HANDLER (ammunition) 599.687-018
LEADITE HEATER (const.) 869.683-010
lead-laying-and-gluing-machine operator (pen & pencil) 692.685-094
LEAD LOADER (ore dress., smelt., & refin.) 921.683-050
LEAD-NITRATE PROCESSOR (chem.) 558.685-030
LEAD-OXIDE-MILL TENDER (elec. equip.) 558.685-042
LEAD PONY RIDER (amuse. & rec.) 153.674-014
lead presser (pen & pencil) 575.685-050
LEAD RECOVERER, CONTINUOUS-NAPHTHA-TREATING PLANT (petrol. refin.) 541.685-014
lead-sheet cutter (nonfer. metal alloys) 502.684-014
lead-shop operator (chem.) 558.685-030
LEAD-SUPPLY WORKER (elec. equip.) 502.684-018
LEAD TINDER (elec. equip.) 691.685-018
LEAD-TONG WORKER (petrol. production) 930.684-026
LEAD-WIRE CUTTER (electronics) 691.485-010
leaf binner (tobacco) 922.687-010
leaf blender (tobacco) 520.387-010
LEAF CONDITIONER (tabacco) 522.687-026
LEAF-CONDITIONER HELPER (tobacco) 522.687-030
LEAF COVERER (ore dress., smelt., & refin.) 519.684-014
LEAF-FAT SCRAPER (slaught. & meat pack.) 525.687-010
LEAF-SIZE PICKER (tobacco) 529.687-142
LEAF SORTER (tobacco) 529.687-134
leaf stemmer, hand (tobacco) 521,687-134
leaf sticker (artif. flower) 734,687-090
LEAF-SUCKER OPERATOR (gov. ser.) 919,683-022
LEAF TIER (tobacco) 529,687-138
leaf tinner (tobacco) 922,687-010
LEAK HUNTER (distilled liquors; malt liquors) 764,687-090
leak locator (light, heat, & powor; pipelines) 953,367-010
LEAK PATCHER (slaught. & meat pack.) 525,687-010
LEASE-OUT WORKER (textile) 683,684-022
LEASING-MACHINE TENDER (textile) 681,685-054
LEATHER BALER (leather mfg.) 920,685-010
LEATHER-BELT-LOOP CUTTER (leather prod.) 690,685-266
LEATHER-BELT MAKER (leather prod.) 690,685-266
LEATHER-BELT PUNCHER (leather prod.) 690,685-226
LEATHER-BELT SHAPER (leather prod.) 690,685.266
LEATHER-CARTRIDGE-BELT MAKER (leather prod.) 690.685.266
leather-case finisher (jewelry cases; leather prod.) 739.684-034
LEATHER CLEANER (clean., dye., & press.) 362,684-026
LEATHER COATER (leather mfg.) 584,687-010
LEATHER COVERER (sports equip.) 732,684-026
leather dresser (leather mfg.) 584,687-010
LEATHER ETCHER (garment) 583,685-066
LEATHER FLANGER (hat & cap) 690,686-058
leather grader (boot & shoe) 788.387-010
LEATHER GRADER (glove & mit.) 784,387-014
leather-piece inspector (glove & mit.) 781,687-034
leather polisher (leather mfg.) 583,685-094
leather pourer (leather mfg.) 584,687-014
leather repairer (boot & shoe) 788,684-022
leather repairer (leather mfg.) 585,687-022
leather sander (leather mfg.) 585,685-018
LEATHER SOFTENER (boot & shoe) 788,687-090
leather sorter (glove & mit.) 784,387-014
leather sorter (leather mfg.) 589,387-010
leather sprayer (leather mfg.) 584,687-014
leather-stripping-machine operator (leather prod.) 585.685-038
LEATHER TOOLER (furn.) 763.684-054
LEATHER WORKER (leather prod.) 783.684-026
LEATHER WORKER (per. protect. & med. dev.) 712,684-010
LEDGER CLERK (clerical) 216,587-014
LEG ASSEMBLER (sports equip.) 732,384,010
LEGEND MAKER (signs) 979.684-010
LEG SKINNER (slaught. & meat pack.) 525.684-046
lehr attendant (glass mfg.) 573,685-026
LEHR CUTTER (glass mfg.) 779,684-054
lehr operator (glass mfg.) 573.685-026
lehr stripper (glass mfg.) 573,685-026
LEHR TENDER (glass mfg.) 573.685-026
lei maker (ret. tr.) 291.454-010
LEI SELLER (ret. tr.) 291.454-010
length control tester (hoisery) 684,687-018
lens assorber (optical goods) 716.687-022
lens assorter (optical goods) 716.687-026
LENS-BLANK GAGER (optical goods) 716.687-026
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

LENS-BLOCK GAGER (optical goods) 716.687-030
LENS-EDGE GRINDER, MACHINE (optical goods) 716.685-022
LENS EXAMINER (optical goods) 816.687-022
LENS-FABRICATING-MACHINE TENDER (optical goods) 716.685-022
LENS-GENERATING-MACHINE TENDER (optical goods) 716.685-022
lens grinder, rough (optical goods) 673.685-074
LENS HARDENER (optical goods) 573.685-030
LENS INSERTER (optical goods) 713.687-026
lens inspector (optical goods) 716.687-022
LENS MATCHER (optical goods) 713.687-030
lens molder (glass mfg.) 575.685-054
LENS-MOLDING-EQUIPMENT OPERATOR (glass mfg.) 575.685-054

LENS MOUNTER (optical goods) 790.685-014
letter carrier (gov. sr.) 230.367-010
letterer (any ind.) 979.684-034
LETTER-OF-CREDIT CLERK (finan. inst.) 219.387-018
letter-stamping-machine operator (clerical) 208.685-026
LETTUCE TRIMMER (agric.) 920.687-134
leveler (boot & shoe) 690.685-382
LEVELER HELPER (cooperage) 669.685-010
LEVELER (cooperage) 1 764.687-094
LEVEL-Glass-FORMING-MACHINE OPERATOR (cut. & tools) 679.665-010
leveling-machine operator (boot & shoe) 690.685-382
LEVEL-VIAL CURVATURE GAGER (cut & tools) 701.687-022
LEVEL-VIAL INSIDE GRINDER (cut & tools) 673.685-066
LEVEL-VIAL INSPECTOR-AND-TESTER (cut & tools) 701.687-026
LEVEL-VIAL MARKER (cut & tools) 775.684-046
LEVEL-VIAL SELAER (cut & tools) 779.684-034
LEVEL-VIAL SETTER (cut & tools) 701.684-018
LEVER MILLER (clock & watch) 605.685-026

LEVER MILLER (forging) 612.685-010
librarian (radio & tv broad.) 100.367-022
LIBRARIAN, MORGUE (print. & pub.) 206.387-018
LIBRARY ASSISTANT (library) 249.367-046
library assistant (library) 100.367-018
library attendant (library) 249.367-046
library clerk (library) 249.367-046
LIBRARY CLERK, ART DEPARTMENT (library) 249.367-046
LIBRARY CLERK, TALKING BOOKS (library) 209.387-026
library helper (library) 249.367-046
LIBRARY TECHNICAL ASSISTANT (library) 100.367-018
library technician (library) 100.367-018
LICENSE CLERK (gov. ser.) 205.367-024
LIDDER (agric., whole, tr.) 920.687-134
LIDDER (any ind.) 920.587-018
LIFE GUARD (amuse. & rec.) 379.667-014
life line attendant (any ind.) 899.664-010
life builder, whole (boot & shoe) 690.685-206
LIFT-TRUCK OPERATOR (water trans.) 911.663-014
LIGHT AIR DEFENSE ARTILLERY CREWMEMBER (military ser.) 378.684-03
LIGHT-BULB ASSEMBLER (elec. equipment) 692.685-118
light-bulb replacer (any ind.) 389.687-018
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

L

LIGHT-BULB TESTER (elec. equip.) 729.684-058
light cleaner (any ind.) 389.687-018
LIGHT-FIXTURE CLEANER (any ind.) 381.687-014
LIGHT-FIXTURE SERVICER (any ind.) 389.687-018
LIGHTNING-ROD ERECTOR (const.) 869.664-014
light-oil operator (coke prod.) 549.382-018
LIGHTOUT EXAMINER (malt liquors) 529.687-146
LIMBER (logging) 454.687-010
lime hide inspector (leather mfg.) 585.687-010
LIME-KILN OPERATOR (paper & pulp.) 559.685-118
lime mixer (lime) 570.685-034
LIME MIXER TENDER (iron & steel) 514.685-022
lime-plant operator (lime) 570.685-034
LIMER (grain & feed mill.) 520.685-098
limerock tower loader (paper & pulp) 559.666-010
LIME SLAKER (lime) 570.685-034
lime slaker (paper & pulp) 559.685-118
LIME-SLUDGE KILN OPERATOR (paper & pulp) 553.685-074
LIME-SLUDGE MIXER (paper & pulp) 550.685-026
LIME TRIMMER (leather mfg.) 585.684-010
LIME-VAT TENDER (slaught. & meat pack) 582.685-126
LIMOUSINE-RENTAL CLERK (auto. ser.) 295.477-010
LINE CLEANER (dairy prod.; malt liquors) 599.684-010
line inspector (electronics) 726.684-022
LINE MOVER (Loco. & car bldg. & rep.) 921.664-010
linen checker (hotel & rest.; medical ser.) 222.387-030
linen clerk (hotel & rest.; medical ser.) 222.387-030
LINEN CONTROLLER (laund.) 299.357-010
linen-exchange attendant (hotel & rest.; medical ser.) 222.387-030
LINEN GRADER (laund.) 3 61.687-022
LINEN-ROOM WORKER (hotel & rest.) 323.687-018
LINEN-SUPPLY LOAD-BUILDER (laund.) 920.687-118
LINEN-SUPPLY-ROOM WORKER (laund.) 361.687-018
line operator (distilled liquors) 920.687-042
LINE-OUT WORKER (tobacco) I 920.687-110
LINE-OUT WORKER (tobacco) II 920.687-114
LINER (glove & mit.) 784.687-046
liner (mach. mfg.) 759.684-050
LINER ASSEMBLER (nonfer. metal alloys) 613.667-010
line rider (petrol. production; petrol. refin.; pipe lines) 869.564-010
LINER INSERTER (tobacco) 929.687-026
LINER-MACHINE OPERATOR (paper goods) 641.685-058
LINER-MACHINE-OPERATOR HELPER (paper goods) 641.686-022
LINER REPLACER (mining & quarrying; ore dress., smelt., & refin.) 801.664-010
LINER REROLL TENDER (rubber goods; rubber tire & tube) 554.685-022
liner-roll changer (rubber goods; rubber tire & tube) 554.686-018
LINE-SERVICE ATTENDANT (air trans.) 912.687-010
LINER TENDER (water trans.) 911.687-026
line-up (any ind.) 929.687-030

line-up-machine operator (elec. equip.) 706.687-018
LINE-UP WORKER (auto. mfg.) 221.367-026
LINE WALKER (petrol. production; petrol. refin.; pipe lines) 869.564-010
LINGO CLEANER (textile) 683.687-026
lining brusher (clean., dye., & press.) 362.687-014
LINING CEMENTER (hat & cap) 795.687-022
lining cleaner (clean., dye., & press.) 362.687-014
LINING FINISHER (garment) 782.684-058
LINING INSERTER (sports equip.) 732.687-042
LINING INSPECTOR (boot & shoe) 788.384-010
LINING IRONER (boot & shoe) 788.684-130
LINING-MACHINE OPERATOR (conc. prod.) 575.565-010
lining-machine tender (any ind.) 692.685-062
LINING MAKER, HAND (jewelry cases) 739.687-138
LINING MARKER (boot & shoe) 788.584-014
LING PRESSER (clean., dye., & press.; garment) 363.684-018
LINING SCRUBBER (clean., dye., & press.) 362.687-014
lining stamper (boot & shoe) 690.685-398
lining stuffer (sports equip.) 732.687-042
LINK ASSEMBLER (jewelry) 735.687-014
LINKER (jewelry) 735.687-014
LINKER (slaught. & meat pack.) 529.687-150
linker-up (jewelry) 735.687-014
link-fabric-machine operator (matt. & bedspring) 616.685-022
LINKING-MACHINE OPERATOR (slaught. & meat pack.) 529.685-198

link-wire-fabric-machine operator (matt. & bedspring) 616.685-022
linseed-oil-mill tender (oils & fats) 559.685-122
LINSEED-OIL-PRESS TENDER (oils & fats) 559.685-122
liner (oils & fats) 521.685-198
LINTER-DRIER OPERATOR (explosives) 533.685-034
LINTER TENDER (oils & fats) 521.685-198
linting-machine operator (textile) 680.685-050
LIPOCOAT SPRAYER (any ind.) 741.687-018
LIP CUTTER AND SCORER (boot & shoe) 690.685-270
LIP-OFF-SHANK CUTTER (boot & shoe) 690.685-274
LIPSTICK MOLDIER (drug. prep. & rel. prod.) 556.687-022
LIQUID COMPOUNDER (drug, prep. & rel. prod.) 550.685-090
LIQUID-FERTILIZER SERVICER (agric.) 906.683-014
liquid loader (any ind.) 914.667-010
LIQUID-SUGAR FORTIFIER (sugar) 520.585-022
LIQUOR-BRIDGE OPERATOR (sugar) 521.585-010
LIQUOR-BRIDGE OPERATOR HELPER (sugar) 521.687-018
liquor-gallery operator (sugar) 521.365-010
LIQUOR-GRINDING-MILL OPERATOR (choc. & cocoa) 521.685-202
LIQUOR INSPECTOR (distilled liquors) 522.667-010
liquor maker (paint & varn.) 553.685-026
liquor runner (sugar) 521.565-010
LIQUOR-STORE STOCK CLERK (ret. tr.) 299.387-014
LITHOGRAPHED-PLATE INSPECTOR (tinware) 651.687-010
LITHOGRAPHIC-PRINT FEEDER (print. & pub.) 651.686-010
LITHO-MAKE-READY ASSISTANT (print. & pub.) 972.664-010
LIVER TRIMMER (slaught. & meat pack.) 525.684-038
LIVESTOCK COUNTER (agric.) 221.578-030
LIVESTOCK-YARD ATTENDANT (any ind.) 410.674-018
load blocker (glass mfg.; mirror) 673.685-030
LOAD CHECKER (light, heat, & power) 952.367-010
LOADER (mfd. bldgs.) 921.687-018
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOADER (mining &amp; quarrying)</td>
<td>939.687-014</td>
</tr>
<tr>
<td>loader (mining &amp; quarrying)</td>
<td>932.687-010</td>
</tr>
<tr>
<td>loader and unloader (any ind.)</td>
<td>929.687-030</td>
</tr>
<tr>
<td>loader-head operator (any ind.)</td>
<td>921.683-014</td>
</tr>
<tr>
<td>LOADER HELPER (any ind.)</td>
<td>914.687-014</td>
</tr>
<tr>
<td>LOADER HELPER, SORTING (logging)</td>
<td>921.687-022</td>
</tr>
<tr>
<td>LOADER (any ind.) I</td>
<td>914.687-010</td>
</tr>
<tr>
<td>LOADER (any ind.) II</td>
<td>929.687-030</td>
</tr>
<tr>
<td>loader, machine (mining &amp; quarrying)</td>
<td>932.683-014</td>
</tr>
<tr>
<td>LOADER, MAGAZINE GRINDER (paper &amp; pulp)</td>
<td>530.686-014</td>
</tr>
<tr>
<td>loader operator (any ind.)</td>
<td>921.683-042</td>
</tr>
<tr>
<td>loader operator (mining &amp; quarrying)</td>
<td>932.683-018</td>
</tr>
<tr>
<td>LOADER-UNLOADER, SCREEN-PRINTING MACHINE (textile)</td>
<td>652.686-022</td>
</tr>
<tr>
<td>loading checker (clerical)</td>
<td>222.687-030</td>
</tr>
<tr>
<td>LOADING CHECKER (iron &amp; steel)</td>
<td>509.686-010</td>
</tr>
<tr>
<td>LOADING INSPECTOR (r.r. trans.)</td>
<td>910.667-018</td>
</tr>
<tr>
<td>LOADING-MACHINE OPERATOR (ammunition)</td>
<td>694.685-026</td>
</tr>
<tr>
<td>loading-machine operator (ammunition)</td>
<td>694.665-010</td>
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<tr>
<td>LOADING-MACHINE OPERATOR (mining &amp; quarrying)</td>
<td>932.683-014</td>
</tr>
<tr>
<td>LOADING-MACHINE-OPERATOR HELPER (mining &amp; quarrying)</td>
<td>939.686-010</td>
</tr>
<tr>
<td>LOADING-SHOVEL OILER (mining &amp; quarrying)</td>
<td>932.667-014</td>
</tr>
<tr>
<td>LOADING-UNIT OPERATOR (ammunition)</td>
<td>694.685-030</td>
</tr>
<tr>
<td>LOADING-UNIT OPERATOR, CRIMPING (ammunition)</td>
<td>694.685-030</td>
</tr>
<tr>
<td>LOADING-UNIT OPERATOR, POWDER CHARGING (ammunition)</td>
<td>694.685-030</td>
</tr>
<tr>
<td>LOADING-UNIT OPERATOR, SEATING (ammunition)</td>
<td>694.685-030</td>
</tr>
<tr>
<td>loading-unit plate filler (ammunition)</td>
<td>737.685-014</td>
</tr>
<tr>
<td>load mixer (leather mfg.)</td>
<td>584.687-010</td>
</tr>
<tr>
<td>load-out worker (tobacco)</td>
<td>922.687-026</td>
</tr>
<tr>
<td>LOAD TESTER (spring)</td>
<td>616.685-034</td>
</tr>
<tr>
<td>LOAN-APPLICATION CLERK (finan. inst.)</td>
<td>205.367-022</td>
</tr>
<tr>
<td>LOAN-APPROVAL AGENT (gov. ser.)</td>
<td>205.367-022</td>
</tr>
<tr>
<td>loan clerk (clerical)</td>
<td>205.367-022</td>
</tr>
<tr>
<td>LOAN CLOSER (finan. inst.)</td>
<td>249.367-050</td>
</tr>
<tr>
<td>LOAN INTERVIEWER (finan. inst.)</td>
<td>241.367-018</td>
</tr>
<tr>
<td>loan officer (finan. inst.)</td>
<td>241.367-018</td>
</tr>
<tr>
<td>LOCK ASSEMBLER (furn.)</td>
<td>706.684-070</td>
</tr>
<tr>
<td>LOCK ASSEMBLER (hardware)</td>
<td>706.684-074</td>
</tr>
<tr>
<td>locker attendant (per. ser.)</td>
<td>358.677-014</td>
</tr>
<tr>
<td>LOCKER-PLANT ATTENDANT (ret. tr.; whole. tr.)</td>
<td>922.684-010</td>
</tr>
<tr>
<td>LOCKER-ROOM ATTENDANT (per. ser.)</td>
<td>358.677-014</td>
</tr>
<tr>
<td>locker-room clerk (per. ser.)</td>
<td>358.677-014</td>
</tr>
<tr>
<td>LOCK INSTALLER (furn.)</td>
<td>706.684-078</td>
</tr>
<tr>
<td>lock-stitch channeler (boot &amp; shoe)</td>
<td>690.685-086</td>
</tr>
<tr>
<td>LOCK TENDER (const.) I</td>
<td>869.665-010</td>
</tr>
<tr>
<td>LOCK TENDER (const.) II</td>
<td>850.663-018</td>
</tr>
<tr>
<td>Locomotive crane operator (any ind.)</td>
<td>921.663.038</td>
</tr>
<tr>
<td>Locomotive-crane operator helper (any ind.)</td>
<td>921.667-022</td>
</tr>
<tr>
<td>Locomotive Engineer (r.r. trans.)</td>
<td>910.363-014</td>
</tr>
<tr>
<td>locomotive engineer (r.r. trans.)</td>
<td>910.363-018</td>
</tr>
<tr>
<td>Locomotive Engineer, Diesel (r.r. trans.)</td>
<td>910.363-014</td>
</tr>
<tr>
<td>Locomotive Engineer, Electric (r.r. trans.)</td>
<td>910.363-014</td>
</tr>
<tr>
<td>Locomotive Engineer, Gasoline (any ind.)</td>
<td>910.363-018</td>
</tr>
<tr>
<td>Locomotive lubricating-systems Clerk (r.r. trans.)</td>
<td>221.367-030</td>
</tr>
<tr>
<td>Locomotive operator helper (r.r. trans.)</td>
<td>910.367-022</td>
</tr>
<tr>
<td>Loft Worker, Concrete-Mixing Plant (const.)</td>
<td>579.665-014</td>
</tr>
<tr>
<td>Loft Worker, Pile Driving (const.)</td>
<td>869.687-026</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

L

log clu. (radio & tv bord.) 249.387-010
LOG COOKER (basketry; wood. box) 562.665-010
log culler (sawmill) 667.687-014
LOGGER, ALL-ROUND (logging) 454.684-018
LOGGING-ARCH OPERATOR (logging) 929.683-010
LOGGING-TRACTOR OPERATOR, (forestry; logging, sawmill) 929.683-010
LOGGING-TRACTOR OPERATOR, SWAMP (logging) 929.683-018
LOG GRADER (logging; sawmill) 455.687-010
log handler (sawmill) 677.687-010
log hauler (logging) 904.683-010
LOG HOOKER (sawmill; veneer & plywood) 021.667-022
LOG INSPECTOR (sawmill) 667.687-014
LOG LOADER (logging) 921.683-058
LOG LOADER HELPER (logging) 921.687-022
LOG MARKER (logging) 455.687-010
LOG MARKER (logging; veneer & plywood) 454.687-018
log operations coordinator (radio & tv broad.) 199.387-010
LOG RIDER (sawmill) 921.686-022
LOG ROLLER (sawmill) 677.687-010
LOG SCALER (logging; paper & pulp; sawmill; veneer & plywood) 455.487-010
LOG SORTER (logging) 455.684-010
LOG-STACKER OPERATOR (logging; sawmill) 929.683-010
LOG-TRUCK DRIVER (logging) 904.683-010
LOG WASHER (sawmill) 569.687-014
LOG-YARD DERRICK OPERATOR (sawmill) 921.663-022
LOIN BONER (slaught. & meat pack) 525.684-010
LOIN TREMMER (slaught. & meat pack) 52.684-054
lollypop-machine operator (confection) 529.685-234
lollypop maker (confection) 529.685-234
LONG-CHAIN BEAMER (textile) 681.685-058
long-chain-dyeing-machine operator (textile) 582.685-158
long-chain-quiller tender (textile) 681.685-070
long-filler-cigar roller, machine (tobacco) 529.685-266
long-goods drier (macaroni & rel. prod.) 523.585-022
LONG-GOODS HELPER, MACHINE (macaroni & rel. prod.) 529.686-062
LONG-HAUL-SLEEPER DRIVER (any ind.) 904.383-010
LONGITUDINAL-FLOAT OPERATOR (const.) 853.663-014
LONG-LINE TEAMSTER (any ind.) 919.664-010
longseam-machine operator (garment) 786.685-026
long-wall-mining-machine helper (mining & quarrying) 930.666-014
LONG-WALL-MINING-MACHINE TENDER (mining & quarrying) 930.665-010
LOOM BLOWER (textile) 699.687-014
LOOM CHANGEOVER OPERATOR (carpet & rug) 683.687-030
loom doffer (textile) 689.586-010
loom helper (wirework) 616.687-014
loom inspector (carpet & rug; textile) 683.684-034
loom operator (cord. & twine) 685.685 010
LOOM OPERATOR (rubber goods) 692.665-010
loom operator (window shade & fix.) 692.685-262
LOOM-STOP CHECKER (textile) 221.387-034
LOOM-WINDER TENDER (textile) 681.685-062
LOOP-DRIER OPERATOR (textile) 581.685-030
LOOPER (musical inst.) 730.685-010
LOOPER (ore dress., smelt., & refin.) 519.565-014
looper (wood box) 692.685-258
LOOPING INSPECTOR (hosiery) 684.684-010
LOOP-MACHINE OPERATOR (basketry) 669.685-014
loop tender (floor covering, n.e.c.) 590.686-010
LOOSE-END FINDER, ROBBIN (knit goods) 681.687-014
loose-hand packer (tobacco) 920.687-142
loss-claim clerk (insurance) 205.367-018
LOST-AND-FOUND CLERK (clerical) 222.367-034
LOST-CHARGE-CARD CLERK (clerical) 209.367-034
lot caller (ret. tr.; whole. tr.) 294.667-010
LOUNGE-CAR ATTENDANT (r.r. trans.) 291.457-014
LOUVER-DOOR ASSEMBLER (plan. mill) 762.687-022
LOW-CHLORIDE SODA OPERATOR (chem.) 558.585-014
LOWERATOR OPERATOR (floor covering, n.e.c.) 922.686-014
LOW-HEEL BUILDER (boot & shoe) 690.685-206
LOZENGE-DOUGH MIXER (confection.) 520.685-122
LOZENGE-MAKER HELPER (confection.) 529.686-034
1-tacker (house furn.) 787.685-026
L-TYPE-RULING-MACHINE OPERATOR (print & pub.) 659.682-022
LUBRICATING-MACHINE TENDER (ammunition) 509.685-038
LUBRICATION SERVICER (auto. ser.) 915.687-018
lubrication technician (auto. ser.) 915.687-018
lubricator (any ind.) 699.687-018
LUBRICATOR-GRANULATOR (iron & steel; nonfer. metal alloys) 509.685-042
LUG-BREAKER-AND-WIRE-PULLER (elec. equip.) 727.687-058
luggage checker (air trans.; motor trans.) 357.477-010
LUGGER (agric.) 929.687-030
LUGGER (elec. equip.) 691.685-018
LUMBER-CARRIER DRIVER (plan. mill; sawmill) 921.683-070
LUMBER CHECKER (sawmill; woodworking) 221.587-030
lumber guider (sawmill) 669.687-018
LUMBER HANDLER (woodworking) 922.687-070
lumber inspector (woodworking) 669.587-010
lumber piler (woodworking) 922.687-070
lumber-piler operator (woodworking) 569.685-066
lumber puller (woodworking) 922.687-074
lumber racker (woodworking) 922.687-070
LUMBER SALVAGER (any ind.) 929.687-022
LUMBER SCALER (woodworking) 221.487-010
LUMBER SORTER (woodworking) 922.687-074
lumber sorter, machine (sawmill) 921.685-054
lumber stacker (woodworking) 922.687-070
lumber sticker (woodworking) 922.687-070
LUMBER STRAIGHTENER (sawmill) 669.687-018
lumber tallier (woodworking) 221.487-010
LUMBER-YARD WORKER (woodworking) 929.687-030
LUMITE INJECTOR (boot & shoe) 690.685-278
lumper (can., & preserv.) 922.687-062
lumper (stonework) 670.664-010
LUMP INSPECTOR (tobacco) 790.687-018
LUMP-MACHINE OPERATOR (tobacco) 520.685-126
lump receiver (tobacco) 790.687-018
LUNCH-TRUCK DRIVER (hotel & rest.) 292.463-010
lunch-truck operator (hotel & rest.) 292.462-010
LUNCH-WAGON OPERATOR (hotel & rest.) 292.463-010
LUNG SPLINTER (slaught. & meat pack) 525.684-038
lurer (hat & cap) 784.684-062
lusterer (textile) 584.685-014
luster repairer (boot & shoe) 788.687-038
luter (coke prod.) 543.687-014
LYE-PEEL OPERATOR (can. & preserv.) 521.685-206
LYE TREATER (chem.; soap) 551.685-094
MACERATOR OPERATOR (explosives) 550.665-010
machine assembler (boot & shoe) 690.685-010
machine assembler (paper goods) 649.685-010
machine brusher (any ind.) 699.687-014
MACHINE-CASTINGS PLASTERER (found.) 519.687-030
MACHINE CLEANER (any ind.) 699.687-014
MACHINE FEEDER (any ind.) 699.686-010
MACHINE FEEDER (clock & watch) 715.686-014
MACHINE FEEDER (welding) 819.686-010
MACHINE FEEDER, RAW STOCK (felt goods; house furn.; textile; waste & batting) 680.686-018
machine hand (mach. shop) 609.685-018
MACHINE HELPER (any ind.) 619.687-014
machine helper (const.) 579.685-014
MACHINE HELPER (felt goods) 586.686-022:
machine helper (welding) 819.686-010
MACHINE HELPER (welding) 819.686-010
machine hostler (any ind.) 699.687-018
MACHINE OPERATOR, CERAMICS (pottery & porc.) 679.685-010
machine-operator helper (any ind.) 699.587-010
MACHINE OPERATOR (any ind.) 11 619.685-062
machine operator, packaging (any ind.) 920.685-078
MACHINE-PACK ASSEMBLER (ammunition) 920.687-122
machine pack-shaker lubricator (ammunition) 694.685-018
machine printer, hose (rubber goods) 690.685-042
machine riveter (furn.) 616.685-058
machine rubber (any ind.) 699.687-014
MACHINERY CRATER (mach. mfg.) 920.484-010
machine sizer (hat & cap) 589.687-038
MACHINE SNELLER (sports equip.) 732.685-026
machine sprayer (any ind.) 599.686-014
machine stuffer, automatic (furn.) 780.684-054
MACHINE TESTER (office mach.) 706.387-014
machine tracer (boot & shoe) 690.685-282
machine winder (inst. & app.) 724.685-010
machinist (mach. shop) 609.685-018
machinist helper (loc. & car bldg. & rep.) 622.684-014
machinist helper, marine (ship & boat bldg. & rep.) 623.687-010
MACHINIST HELPER, OUTSIDE (ship & boat bldg. & rep.) 623.687-010
magazine filler (textile) 683.686-010
magazine hand (textile) 689.686-038
MAGAZINE KEEPER (clerical) 222.367-038
magazine loader (paper & pulp) 530.686-014
MAGAZINE REPAIRER (print. & pub.) 653.685-022
MAGNESIUM-MILL OPERATOR (nonfer. metal alloys) 607.686-010
MAGNET PLACER (iron & steel) 921.687-022
MAGNET-VALVE ASSEMBLER (elec. equip.) 724.684-034
MAIL CARRIER (gov. ser.) 230.367-010
MAIL CENSOR (gov. ser.) 243.367-010
MAIL CLERK (clerical) 209.587-026
MAIL CLERK, BILLS (clerical) 209.587-026
MAIL-DISTRIBUTION-SCHEME EXAMINER, (gov. ser.) 239.367-018
MAILER (print. & pub.) 222.587-030
MAILER APPRENTICE (print. & pub.) 222.587-032
MAIL HANDLER (gov. ser.) 209.687-014
MAILING-LIST COMPILER (clerical) 209.387-014
MAIL-ORDER CLERK (clerical) 249.367-054
MAIL-ORDER SORTER (ret. tr.) 222.387-038
mailroom clerk (clerical) 209.587-026
mail sorter (clerical) 209.587-026
MAIL SORTER (r.r. trans.) 222.687-022
MAIL-TRUCK DRIVER (any ind.) 906.683-022
MAIN-GALLEY SCULLION (water trans.) 318.687-014
main-line assembler (agric. equip.) 801.684-022
MAINSPRING-BARREL-ASSEMBLY CLEANER (clock & watch) 715.687-126
MAINSPRING FORMER, ARBOR END (clock & watch) 715.687-078
MAINSPRING FORMER, BRACE END (clock & watch) 715.687-082
MAINSPRING-REVERSE WINDER (clock & watch) 715.685-038
MAINSPRING-STRIP GAGER (clock & watch) 715.384-022
MAINSPRING-STRIP INSPECTOR (clock & watch) 715.584-022
mainspring-torque tester (clock & watch) 715.685-066
MAINSPRING WINDER AND OILER (clock & watch) 715.685-038
mainspring-winding-machine operator (clock & watch) 715.685-038
maintenance clerk (clerical) 239.367-014
MAINTENANCE DATA ANALYST (military ser.) 221.367-038
maintenance engineer (any ind.) 382.664-010
maintenance inspector (light, heat, & power; pipe lines) 953.367-010
maintenance inspector (r.r./trans.) 910.367-030
MAINTENANCE-MECHANIC HELPER (any ind.) 638.684-018
MAINTENANCE MECHANIC HELPER (const.; petrol production; pipe lines.) 620.664-014
maintenance worker, house trailer (ret. tr.) 899.484-010
maintenance worker, swimming pool (any ind.) 891.684-018
make ready worker (print. & pub.) 651.384-010
make-up folding (house furn.; textile) 589.687-014
MAKE-UP MARKET WORKER, TRUCK GARDEN (agric.) 920.687-014
MAKE-UP OPERATOR HELPER (chem.) 550.587-010
MAKING-LINE WORKER (boot & shoe) 753.687-026
making-machine catcher (tobacco) 529.666-014
making-machine operator, filter (tobacco) 529.685-066
malted-milk masher (dairy prod.) 526.485-010
malted-mild mixer (dairy prod.) 521.685-222
maler operator (textile) 582.685-046
MALT-HOUSE OPERATOR (malt liquors) 522.685-074
MAMMAL KEEPER (amuse. & rec.) 412.674-010
MANAGEMENT AIDE (social ser.) 195.367-014
MANAGER, BRANCH STORE (clean., dye., & press.; laund.) 369.467-010
manager, equipment (amuse. & rec.) 969.367-010
MANAGER, RESIDENT (any ind.) 382.664-010
mandrel-press hand (textile) 652.385-010
MANDREL PULLER (fabric. plastics prod.) 690.685-438
MANGLE BACK-TENDER (textile) 589.686-010
MANGLE CATCHER (textile) 589.686-010
mangle doffer (textile) 583.686-022
mangle operator, garments (knit goods) 583.685-070
MANGLE-PRESS CATCHER (textile) 583.685-070
MANGLE (knit goods) 583.685-070
mangle tender, cloth (knit goods) 580.485-010
MANICURIST (per. ser.) 331.674-010
manifold operator (comp. & liquefied gases) 559.565-010
MANIPULATOR OPERATOR (forging) 612.683-010
MANNEQUIN MOUNTER (model & pattern) 739.684-118
MANNEQUIN SANDER AND FINISHER (model & pattern) 739.684-122
MANOMETER TECHNICIAN (ore.dress., smelt., & refin.) 519.387-010
manual hardener (hat & cap) 784.684-034
MANUAL-PLATE FILLER (ammunition) 737.687-082
MANUAL WINDER (musical inst.) 730.684-046
MAP-AND-CHART MOUNTER (print. & pub.) 979.684-022
MAP CLERK (insurance) 209.587-030
MARBLE CLEANER (any ind.) 381.687-014
marble coper (stonework) 771.384-010
marbleizing-machine tender (floor covering, n.e.c.) 559.665-034
MARBLE-MACHINE TENDER (glass mfg.) 575.685-058
MARBLE POLISHER, HAND (stonework) 775.664-010
MARBLE-SETTER HELPER (const.) 869.94-014
margin trimmer (boot & shoe) 690.685-150
margin trimmer (boot & shoe) 690.685-238
marine clerk (water trans.) 22.367-010
MARIEN-SERVICE-STATION ATTENDANT (water trans.) 915.477-010
MARKER (clean., dye., & press.; laund.) 369.687-026
MARKER (garment; house furn.; ret. tr.) 781.687-042
MARKER (iron & steel) 509.686-010
marker (logging) 455.687-010
MARKER (ret. tr.; whole. tr.) 209.587-034
marker (woodworking) 761.684-022
marker assembler (pen & pencil) 733.687-010
MARKER, COMPANY (tobacco) 529.567-014
marker, delivery (clerical) 222.587-038
MARKER, HAND (boot & shoe) 788.584-014
marker, hand (textile) 229.587-010
MARKER (any ind.) I 781.384-014
MARKER (any ind.) II 920.687-126
MARKER, MACHINE (boot & shoe) 690.685-282
marker, shipments (any ind.) 920.687-178
MARKET-BASKET MAKER (basketry) I 669.685-014
MARKET-BASKET MAKER (basketry) II 769.684-054
marking clerk (ret. tr.; whole. tr.) 209.587-034
MARKING-MACHINE OPERATOR (hosiery; house furn.; knit goods) 652.685-050
MARKING-MACHINE OPERATOR (textile) 652.685-046
MARKING-MACHINE TENDER (boot & shoe; leather prod.) 733.685-026
MARKING STITCHER (garment) 781.687-046
MARK-UP DESIGNER (glass mfg.) 775.684-050
MARSHALL (amuse. & rec.) 153.384-010
MARSH-BUGGY OPERATOR (const.) 929.683-014
MARSHALLOVER PACKER (confection.) 529.684-034
marzipan molder (confection.) 520.684-010
mash-feed-mixer operator (grain & feed mill.) 520.685-098
MACH-FILTER-CLOTH CHANGER (malt liquors.) 529.667-014
MASH-FILTER OPERATOR (malt liquors) 521.565-014
mash-filter-press operator (malt liquors) 521.565-014
mash-floor operator (food prep., n.e.c.) 522.685-078
MASH GRINDER (dairy prod.) 520.685-130
MASKER (any ind.) 749.687-018
MASKER (clock & watch) 715.687-086
MASH FORMER (electronics) 725.685-010
MASKING-MACHINE FEEDER (plastics mat.) 920.586-010
MASSEUR/MESSEUSE (per. ser.) 334.374-010
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master rigger (air trans.)</td>
<td>912.684-010</td>
</tr>
<tr>
<td>Matchbook assembler (match)</td>
<td>649.685-074</td>
</tr>
<tr>
<td>Matcher (clean., dye., &amp; press.; laund.)</td>
<td>369.687-010</td>
</tr>
<tr>
<td>Matcher (garment; glove &amp; mit.)</td>
<td>781.687-010</td>
</tr>
<tr>
<td>Matcher (garment)</td>
<td>781.687-042</td>
</tr>
<tr>
<td>Matcher, leather parts (leather prod.)</td>
<td>783.687-022</td>
</tr>
<tr>
<td>Match-up worker (garment)</td>
<td>782.684-038</td>
</tr>
<tr>
<td>Mat cutter (mirror &amp; pic. frames)</td>
<td>739.684-126</td>
</tr>
<tr>
<td>Material assembler (hat &amp; cap)</td>
<td>784.687-050</td>
</tr>
<tr>
<td>Material checker (clerical)</td>
<td>222.387-034</td>
</tr>
<tr>
<td>Material clerk (clerical)</td>
<td>222.387-034</td>
</tr>
<tr>
<td>Material combiner (boot &amp; shoe)</td>
<td>788.687-030</td>
</tr>
<tr>
<td>Material cutter (fabric. prod., n:e.c.)</td>
<td>690.485-010</td>
</tr>
<tr>
<td>Material expeditor (clerical)</td>
<td>221.367-042</td>
</tr>
<tr>
<td>Material handler (any ind.)</td>
<td>929.687-030</td>
</tr>
<tr>
<td>Material hauler (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>Material inspector (cooperage)</td>
<td>764.387-014</td>
</tr>
<tr>
<td>Material lister (const.)</td>
<td>229.387-010</td>
</tr>
<tr>
<td>Mat inspector (build. board)</td>
<td>575.687-022</td>
</tr>
<tr>
<td>Mat-machine tender (basketry)</td>
<td>669.685-014</td>
</tr>
<tr>
<td>Mat-making machine tender (matt. &amp; bedspring)</td>
<td>392.685-123</td>
</tr>
<tr>
<td>Mat packer (build. board)</td>
<td>579.686-014</td>
</tr>
<tr>
<td>Mat puncher (rubber goods)</td>
<td>690.685-286</td>
</tr>
<tr>
<td>Mat repairer (rubber goods)</td>
<td>759.684-042</td>
</tr>
<tr>
<td>Matrix-bath attendant (phonograph)</td>
<td>500.384-014</td>
</tr>
<tr>
<td>Matrix-drier tender (paper &amp; pulp)</td>
<td>532.585-010</td>
</tr>
<tr>
<td>Matrix inspector (phonograph)</td>
<td>194.387-010</td>
</tr>
<tr>
<td>Matrix inspector (type founding)</td>
<td>654.687-010</td>
</tr>
<tr>
<td>Matrix plater (phonograph)</td>
<td>500.384-010</td>
</tr>
<tr>
<td>Matrix worker (phonograph)</td>
<td>500.684-014</td>
</tr>
<tr>
<td>Mat selector (glass mfg.)</td>
<td>689.687-038</td>
</tr>
<tr>
<td>Mat sewer (oils &amp; fats)</td>
<td>529.687-154</td>
</tr>
<tr>
<td>Matte cutter (motion picture)</td>
<td>976.684-010</td>
</tr>
<tr>
<td>Mat tester (build. board.)</td>
<td>579.387-010</td>
</tr>
<tr>
<td>Matting inspector (rubber goods)</td>
<td>759.584-010</td>
</tr>
<tr>
<td>Matting-press tender (rubber goods)</td>
<td>556.685-042</td>
</tr>
<tr>
<td>Mattress-filling-machine tender (matt. &amp; bedspring)</td>
<td>780.685-010</td>
</tr>
<tr>
<td>Mattress finisher (matt. &amp; bedspring)</td>
<td>780.684-070</td>
</tr>
<tr>
<td>Mattress inspector (rubber goods)</td>
<td>759.584-010</td>
</tr>
<tr>
<td>Mattress maker (matt. &amp; bedspring)</td>
<td>780.684-074</td>
</tr>
<tr>
<td>Mattress packer (matt. &amp; bedspring)</td>
<td>920.587-018</td>
</tr>
<tr>
<td>Mattress-spring encaser (matt. &amp; bedspring)</td>
<td>780.687-030</td>
</tr>
<tr>
<td>Mattress stripper (matt. &amp; bedspring)</td>
<td>780.687-026</td>
</tr>
<tr>
<td>Maturity checker (can. &amp; preserv.)</td>
<td>529.485-022</td>
</tr>
<tr>
<td>Mayonnaise mixer (food prep., n.e.c.)</td>
<td>520.685-154</td>
</tr>
<tr>
<td>Meal cook (oils &amp; fats)</td>
<td>523.685-034</td>
</tr>
<tr>
<td>Meal-grinder tender (grain &amp; feed mill)</td>
<td>521.685-210</td>
</tr>
<tr>
<td>Meal temperer (oils &amp; fats)</td>
<td>523.685-034</td>
</tr>
<tr>
<td>Measurer (leather mfg.)</td>
<td>589.685-070</td>
</tr>
<tr>
<td>Measurer (mining &amp; quarrying)</td>
<td>679.567-010</td>
</tr>
<tr>
<td>Measurer (ret. tr.)</td>
<td>869.367-014</td>
</tr>
<tr>
<td>Measurer (struct. &amp; ornam. metal work)</td>
<td>869.485-010</td>
</tr>
<tr>
<td>Measurer, machine (garment; textile)</td>
<td>589.685-022</td>
</tr>
<tr>
<td>Measuring-machine operator (leather mfg.)</td>
<td>539.685-070</td>
</tr>
<tr>
<td>Measuring-machine tender (textile)</td>
<td>689.685-378</td>
</tr>
<tr>
<td>Measuring percher-and-inspector (garment; textile)</td>
<td>589.685-022</td>
</tr>
<tr>
<td>Meat blender (can. &amp; preserv.)</td>
<td>529.685-166</td>
</tr>
</tbody>
</table>
MEAT CLERK (ret. tr.) 222.684-010
MEAT COUNTER CLERK (ret. tr.) 290.477-018
MEAT CUTTER (ret. tr.; whole. tr.) 316.684-018
MEAT-CUTTER APPRENTICE (ret. tr.; whole. tr.) 316.684-022
MEAT DRESSER (agric.) 525.664-010
MEAT-GRADING-MACHINE OPERATOR (nut process.) 521.685-218
MEAT GRINDER (slaught. & meat pack.) 521.685-214
MEAT INSPECTOR (ret. tr.; whole. tr.) 316.684-018
MEAT STOCK CLERK (ret. tr.) 299.367-014
MEAT WRAPPER (ret. tr.) 920.587-018
MECHANICAL ASSEMBLER (auto. mfg.) 806.684-082
MECHANICAL ASSEMBLER, PANELING (auto. mfg.) 807.684-030
MECHANICAL-SHOVEL OPERATOR & quarrying 932.683-018
mechanical-spreader operator (const.) 853.663-010
mechanical striper (any ind.) 741.687-022
mechanic helper (any ind.) 630.684-022
mechanic helper (auto. ser.) 620.684-014
mechanic helper (const.; petrol. production; pipe lines) 620.684-014
MECHANISM ASSEMBLER (clock & watch) 715.684-142
medical record administrator (medical ser.) 079.367-014
MEDICAL RECORD TECHNICIAN (medical ser.) 079.367-014
MEDICAL-SERVICE TECHNICIAN (military ser.) 079.367-018
MEDICINAL-PLANT PICKER (agric.) 453.687-010
MELEANGEUR OPERATOR (choc. & cocoa) 520.685-150
MELLOWING-MACHINE OPERATOR (hat & cap) 585.685-066
MELON PACKER (agric.) 920.687-134
melter (found.) 553.685-110
melter (optical goods) 713.687-042
MELTER CLERK (found.) 221.387-042
MELTER LOADER (slaught. & meat pack.) 921.685-030
MELT-HOUSE DRAG OPERATOR (sugar) 529.687-158
MEN'S LEATHER-DRESS-BELT MAKER (leather prod.) 690.685-266
menagerie caretaker (amuse. & rec.) 412.674-010
MENDER (carpet & rug; textile) 782.684-042
mender (cord. & twine) 782.487-010
MENDER (hat & cap) 784.684-046
mender (tex. prod.; n.e.c.) 784.684-038
mender, hand (hosiery) 782.684-030
MENDER, KNIT GOODS (garment; knit goods) 782.684-046
mender, machine (hosiery) 782.684-030
mercerizer (synthetic fibers) 551.687-034
mercerizer (textile) 584.685-054
mercerizer (textile) 584.685-058
mercerizer (textile) 584.685-014
mercerizer-machine operator (textile) 584.685-054
mercerizer-machine operator (textile) 584.685-014
mercerizer-machine operator (textile) 584.685-058
mercerizing-range controller (textile) 584.685-014
MERGERIZING-RANGE FEEDER (textile) 589.656-014
MERCHANDISE-ADJUSTMENT CLERK (ret. tr.) 241.367-014
MERCHANDISE CARRIER (any ind.) 929.687-030
MERCHANDISE DISTRIBUTOR (ret. tr.) 219.367-018
merchandise marker (ret. tr.; whole. tr.) 209.587-034
merchandising representative (clerical) 205.367-054
MERCHANT PATROLLER (bus. ser.) 372.667-038
MERCURY-CELL CLEANER (chem.) 826.684-014
MERCURY-CRACKING TESTER (ammunition) 737.687-086
MERCURY PURIFIER (chem.) 551.585-014
mercury recoverer (chem.) 551.685-098
MERCURY WASHER (chem.) 551.685-098
MERRY-GO-ROUND OPERATOR (amuse. & rec.) 342.663-010
MESH CUTTER (jewelry) 700.684-050
MESS ATTENDANT (water trans.) 350.677-010
MESS ATTENDANT, CREW (water trans.) 350.677-010
MESS ATTENDANT, OFFICERS' ROOM (water trans.) 350.677-010
MESS ATTENDANT, OFFICERS' SALON (water trans.) 350.677-010
messenger (clerical) 230.667-010
MESSENER, BANK (finan, inst.) 230.367-014
MESSENER, COPY (print. & pub.) 239.677-010
MESSENER, OFFICE (clerical) 239.567-010
METAL BALER (any ind.) 920.685-010
METAL-BASE RECLAIMER (electronics) 726.687-010
METAL-BED ASSEMBLER (furn.) 706.684-082
METAL-BONDING CRIB ATTENDANT (glue) 550.564-010
metal cleaner (furn.) 709.687-014
METAL-CLEANER, IMMERSION (any ind.) 503.685-030
METAL CONTROL WORKER (found.) 512.487-010
METAL-FABRICATING-SHOP HELPER (any ind.) 619.686-022
metal fabricator (aircraft-aerospace mfg.) 806.484-010
METAL FABRICATOR HELPER (any ind.) 619.685-066
METAL-FENCE ERECTOR (const.) 869.684-022
METAL FINISHER (any ind.) 705.684-034
METAL-FINISH INSPECTOR (any ind.) 703.687-014
METAL-FINISH INSPECTOR (furn.) 703.687-018
metal-furniture assembler (furn.) 709.684-014
metal-hairpin carder (any ind.) 920.685-034
METAL HANGER (mfd. bldgs.; trans. equip.) 809.684-030
metal-honeycomb processor (aircraft-aerospace mfg.) 806.684-062
METALLIC-YARN-SLITTING-MACHINE OPERATOR (nonfer. metal alloys) 619.685-070
metal-polisher-and-buffer apprentice (any ind.) 705.684-066
metal pourer (ore dress., smelt., & refin.) 514.684-010
METAL SANDER AND FINISHER (furn.) 705.687-018
METAL SORTER (any ind.) 929.687-022
METAL-SPONGE-MAKING-MACHINE OPERATOR (nonfer. metal alloys) 616.685-038
METAL SPRAYER, PRODUCTION (any ind.) 505.684-014
METAL-SPRAYING-MACHINE OPERATOR, AUTOMATIC (any ind.) 811.685-014
METAL-STORAGE WORKER (nonfer. metal alloys) 921.683-050
METAL-WASHING-MACHINE OPERATOR (refrigerat. equip.) 503.685-034
meter-and-service-line inspector (light, heat, & power) 953.367-014
METER ASSEMBLER (photo. apparatus) 714.684-010
METER ATTENDANT (gov. ser.) 375.587-010
meter-changes records clerk, (light, heat & power) 209.587-022
METER INSPECTOR (light, heat & power) 710.384-022
meter installer (light, heat & power) 953.364-010
METER READER (light, heat, & power; waterworks) 209.5 010
METER-REPAIRER HELPER (any ind.) 710.684-034
MEXICAN-FOOD-MACHINE TENDER (food prep., n.e.c.) 524.685-038
MEXICAN FOOD MAKER, HAND (food prep., n.e.c.) 520.687-046
MICA INSPECTOR (minerals & earths) 779.687-026
MICA-LAMINATING-MACHINE FEEDER (minerals & earth) 579.686-018
L-161 194
### ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

#### M

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Classification</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>MICA-PARTS SPRAYER (electronics)</td>
<td></td>
<td>741.687-018</td>
</tr>
<tr>
<td>MICA PATCHER (minerals &amp; earths)</td>
<td></td>
<td>579.687-026</td>
</tr>
<tr>
<td>MICA-PLATE LAYER (minerals &amp; earths)</td>
<td></td>
<td>579.685-026</td>
</tr>
<tr>
<td>MICA-PLATE LAYER, HAND (minerals &amp; earths)</td>
<td></td>
<td>579.684-022</td>
</tr>
<tr>
<td>MICA SIZER (minerals &amp; earths)</td>
<td></td>
<td>779.687-030</td>
</tr>
<tr>
<td>MICA-WASHER GLUER (minerals &amp; earths)</td>
<td></td>
<td>729.687-022</td>
</tr>
<tr>
<td>MICROFILM MOUNTER (clerical)</td>
<td></td>
<td>208.685-022</td>
</tr>
<tr>
<td>Micromatic-grinder operator (felt goods)</td>
<td></td>
<td>586.685-018</td>
</tr>
<tr>
<td>Micromatic-hone operator (mach. shop)</td>
<td></td>
<td>603.685-070</td>
</tr>
<tr>
<td>MICROPHONE-BOOM OPERATOR (motion pic.; radio &amp; tv broad)</td>
<td></td>
<td>962.384-010</td>
</tr>
<tr>
<td>microphotographer (clerical)</td>
<td></td>
<td>207.685-018</td>
</tr>
<tr>
<td>MIDDLE-CARD TENDER (asbestos prod.; textile)</td>
<td></td>
<td>680.665-018</td>
</tr>
<tr>
<td>MIDDLE STITCHER (sports equip.)</td>
<td></td>
<td>732.684-050</td>
</tr>
<tr>
<td>MILANESE-KNITTING-MACHINE OPERATOR (knit goods)</td>
<td></td>
<td>685.665-018</td>
</tr>
<tr>
<td>MILK DRIVER (dairy prod.)</td>
<td></td>
<td>905.483-010</td>
</tr>
<tr>
<td>MILKER, MACHINE (agric.)</td>
<td></td>
<td>410.685-010</td>
</tr>
<tr>
<td>milk hauler (dairy prod.)</td>
<td></td>
<td>905.483-010</td>
</tr>
<tr>
<td>milking-machine operator (agric.)</td>
<td></td>
<td>410.685-010</td>
</tr>
<tr>
<td>milk-of-lime slaker (lime)</td>
<td></td>
<td>570.685-034</td>
</tr>
<tr>
<td>MILK-POWDER GRINDER (dairy prod.)</td>
<td></td>
<td>521.685-222</td>
</tr>
<tr>
<td>MILK RECEIVER (dairy prod.)</td>
<td></td>
<td>222.585-010</td>
</tr>
<tr>
<td>MILK-RECEIVER, TANK TRUCK (dairy prod.)</td>
<td></td>
<td>222.485-010</td>
</tr>
<tr>
<td>MILK SAMPLER (agric.)</td>
<td></td>
<td>410.357-010</td>
</tr>
<tr>
<td>MILL-AND-COAL-TRANSPORT OPERATOR (light, heat, &amp; power)</td>
<td></td>
<td>544.665-010</td>
</tr>
<tr>
<td>MILL ATTENDANT (coal tar prod.)</td>
<td></td>
<td>555.685-038</td>
</tr>
<tr>
<td>mill attendant (felt goods; leather mfg.)</td>
<td></td>
<td>582.685-050</td>
</tr>
<tr>
<td>MILL ATTENDANT (salt production)</td>
<td></td>
<td>555.565-010</td>
</tr>
<tr>
<td>MILLED-LUMBER GRADER (woodworking)</td>
<td></td>
<td>669.587-010</td>
</tr>
<tr>
<td>MILLED-RUBBER TENDER (rubber goods; rubber tire &amp; tube)</td>
<td></td>
<td>553.685-078</td>
</tr>
<tr>
<td>MILLER (cement)</td>
<td></td>
<td>570.685-046</td>
</tr>
<tr>
<td>MILLER (chem.)</td>
<td></td>
<td>570.685-042</td>
</tr>
<tr>
<td>MILLER (malt liquors)</td>
<td></td>
<td>521.585-014</td>
</tr>
<tr>
<td>MILLER (minerals &amp; earths)</td>
<td></td>
<td>570.685-038</td>
</tr>
<tr>
<td>MILLER, HEAD, ASSISTANT, WET PROCESS (corn prod.)</td>
<td></td>
<td>629.684-014</td>
</tr>
<tr>
<td>MILLER HELPER, DISTILLERY (distilled liquors)</td>
<td></td>
<td>521.687-082</td>
</tr>
<tr>
<td>MILLER, ROD-MILL (cement)</td>
<td></td>
<td>570.685-046</td>
</tr>
<tr>
<td>MILL FEEDER (grain &amp; feed mill.)</td>
<td></td>
<td>520.685-134</td>
</tr>
<tr>
<td>MILL HAND, PLATE MILL (iron &amp; steel)</td>
<td></td>
<td>613.667-014</td>
</tr>
<tr>
<td>MILL HELPER (nonfer. metal alloys)</td>
<td></td>
<td>502.684-014</td>
</tr>
<tr>
<td>mill laborer (woodworking)</td>
<td></td>
<td>769.687-054</td>
</tr>
<tr>
<td>MILL OPERATOR (any ind.)</td>
<td></td>
<td>599.685-058</td>
</tr>
<tr>
<td>mill operator (bake. prod.)</td>
<td></td>
<td>520.585-010</td>
</tr>
<tr>
<td>mill operator (chem.)</td>
<td></td>
<td>555.685-034</td>
</tr>
<tr>
<td>MILL OPERATOR (corn prod.)</td>
<td></td>
<td>521.685-226</td>
</tr>
<tr>
<td>mill operator (light, heat, &amp; power)</td>
<td></td>
<td>544.665-010</td>
</tr>
<tr>
<td>mill operator (mach. shop)</td>
<td></td>
<td>605.685-030</td>
</tr>
<tr>
<td>MILL-OPERATOR HELPER (any ind.)</td>
<td></td>
<td>599.686-010</td>
</tr>
<tr>
<td>MILL RECORDER, COMPUTERIZED MILL (iron &amp; steel)</td>
<td></td>
<td>221.367-046</td>
</tr>
<tr>
<td>MILL-ROLL REWINDER (plastics mat.)</td>
<td></td>
<td>554.682-010</td>
</tr>
<tr>
<td>MILL TENDER, BREAD-DOWN (rubber goods; rubber tire &amp; tube)</td>
<td></td>
<td>550.685-102</td>
</tr>
<tr>
<td>MILL TENDER, WARM-UP (rubber goods; rubber tire &amp; tube)</td>
<td></td>
<td>550.685-102</td>
</tr>
<tr>
<td>MILL-TENDER, WASHING (rubber goods; rubber tire &amp; tube)</td>
<td></td>
<td>550.685-102</td>
</tr>
<tr>
<td>MILLWRIGHT HELPER (any ind.)</td>
<td></td>
<td>638.484-010</td>
</tr>
<tr>
<td>MINCEMEAT MAKER (can. &amp; preserv.)</td>
<td></td>
<td>520.485-018</td>
</tr>
<tr>
<td>mincing-machine operator (slaught. &amp; meat pack.)</td>
<td></td>
<td>521.685-170</td>
</tr>
<tr>
<td>MINER HELPER (const.)</td>
<td></td>
<td>869.687-026</td>
</tr>
</tbody>
</table>

---

L-162 195
<table>
<thead>
<tr>
<th>Title</th>
<th>NAICS Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miner, Placer (mining &amp; quarrying)</td>
<td>939.684-014</td>
</tr>
<tr>
<td>Minger Operator (sugar)</td>
<td>520.665-010</td>
</tr>
<tr>
<td>Mint-Lozenge Mixer (confection)</td>
<td>520.685-122</td>
</tr>
<tr>
<td>Mint-Machine Operator (confection)</td>
<td>521.685-102</td>
</tr>
<tr>
<td>Mirror Inspector (mirror)</td>
<td>779.687-022</td>
</tr>
<tr>
<td>Mirror-Machine Feeder (mirror)</td>
<td>579.686-022</td>
</tr>
<tr>
<td>Mirror Silverer (mirror)</td>
<td>574.684-014</td>
</tr>
<tr>
<td>Mirror Specialist (mirror; mirror &amp; pic. frames)</td>
<td>779.684-038</td>
</tr>
<tr>
<td>Miscellaneous-Machine Operator (mach. shop)</td>
<td>609.685-018</td>
</tr>
<tr>
<td>Misdraw Hand (textile)</td>
<td>683.384-010</td>
</tr>
<tr>
<td>Mix-Crusher Operator (elec. equip.)</td>
<td>544.585-010</td>
</tr>
<tr>
<td>Mixer (any ind.)</td>
<td>550.684-018</td>
</tr>
<tr>
<td>Mixer (asbestos prod.)</td>
<td>570.685-050</td>
</tr>
<tr>
<td>Mixer (chem.; drug. prep. &amp; rel. prod.)</td>
<td>550.685-090</td>
</tr>
<tr>
<td>Mixer (chem.)</td>
<td>559.665-026</td>
</tr>
<tr>
<td>Mixer (coated fabrics)</td>
<td>550.685-074</td>
</tr>
<tr>
<td>Mixer (fireworks)</td>
<td>737.687-090</td>
</tr>
<tr>
<td>Mixer (food prep., n.e.c.)</td>
<td>520.685-138</td>
</tr>
<tr>
<td>Mixer (glass mfg.)</td>
<td>570.685-054</td>
</tr>
<tr>
<td>Mixer (hat &amp; cap)</td>
<td>680.685-062</td>
</tr>
<tr>
<td>Mixer (iron &amp; steel; nonfer. metal alloys)</td>
<td>510.685-018</td>
</tr>
<tr>
<td>Mixer (paint. &amp; varn.)</td>
<td>550.685-078</td>
</tr>
<tr>
<td>Mixer (pottery &amp; porc.)</td>
<td>570.685-086</td>
</tr>
<tr>
<td>Mixer (waste &amp; batting)</td>
<td>789.687-098</td>
</tr>
<tr>
<td>Mixer-And-Blender (food prep., n.e.c.)</td>
<td>520.685-154</td>
</tr>
<tr>
<td>Mixer-and-scaler (grain &amp; feed mill.)</td>
<td>520.485-010</td>
</tr>
<tr>
<td>Mixer, Chili Powder (food prep., n.e.c.)</td>
<td>520.685-158</td>
</tr>
<tr>
<td>Mixer, Diamond Powder (abrasive &amp; polish. prod.)</td>
<td>570.484-010</td>
</tr>
<tr>
<td>Mixer, Dry-Food Products (food prep.; n.e.c.)</td>
<td>520.685-162</td>
</tr>
<tr>
<td>Mixer, Foam Rubber (rubber goods)</td>
<td>550.685-086</td>
</tr>
<tr>
<td>Mixer, Hand, Cement Gun (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>Mixer Helper (build. board)</td>
<td>530.384-010</td>
</tr>
<tr>
<td>Mixer helper (build. mat., n.e.c.)</td>
<td>550.686-038</td>
</tr>
<tr>
<td>Mixer helper (build. mat., n.e.c.)</td>
<td>550.686-026</td>
</tr>
<tr>
<td>Mixer Helper (const.)</td>
<td>579.665-014</td>
</tr>
<tr>
<td>Mixer-Machine Feeder (grain &amp; feed mill.)</td>
<td>520.686-018</td>
</tr>
<tr>
<td>Mixer Operator (abrasive &amp; polish. prod.)</td>
<td>570.484-010</td>
</tr>
<tr>
<td>Mixer Operator (chem.)</td>
<td>550.685-082</td>
</tr>
<tr>
<td>Mixer Operator (choc. &amp; cocoa)</td>
<td>520.685-150</td>
</tr>
<tr>
<td>Mixer Operator (cork prod.; ore dress., smelt., &amp; refin.)</td>
<td>570.685-070</td>
</tr>
<tr>
<td>Mixer Operator (in年纪; smelting, n.e.c.)</td>
<td>550.665-146</td>
</tr>
<tr>
<td>Mixer Operator (grain &amp; feed mill.)</td>
<td>520.485-010</td>
</tr>
<tr>
<td>Mixer Operator (salt production)</td>
<td>520.685-142</td>
</tr>
<tr>
<td>Mixer Operator, Carbon Paste (elec. equip.; ore dress., smelt. &amp; refin.)</td>
<td>540.585-010</td>
</tr>
<tr>
<td>Mixer Operator Helper, Hot Metal (iron &amp; steel)</td>
<td>509.566-010</td>
</tr>
<tr>
<td>Mixer Operator, Raw Salt (salt production)</td>
<td>520.685-142</td>
</tr>
<tr>
<td>Mixer Operator, Tablets (salt production)</td>
<td>520.685-142</td>
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<td>Mixer Operator, Vacuum-Pan Salt (salt production)</td>
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<td>Mixer Operator Helper, Carbon Paste (elec. equip.; ore dress., smelt., &amp; refin.)</td>
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<td>Mixer Operator, Hot Metal (iron &amp; steel)</td>
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<td>Mixer Operator, Raw Salt (salt production)</td>
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<td>Mixer Operator, Tablets (salt production)</td>
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<tr>
<td>Mixer Operator, Vacuum-Pan Salt (salt production)</td>
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<td>Mixer Tender (cement)</td>
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<td>Mixer Tender (const.)</td>
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MIXER TENDER, BOARD (build. board) 570.685-062
MIXER, WHIPPED TOPPING (food prep., n.e.c.) 520.385-010
mix-house operator (glass mfg.) 570.685-054
MIX-HOUSE TENDER (ore dress., smelt., & refin.) 510.685-014
mixing-and-molding-machine operator (pen & pencil) 570.685-066
mixing-machine attendant (bake. prod.) 520.685-010
MIXING-MACHINE FEEDER (chem.) 550.686-030
MIXING-MACHINE OPERATOR (brush & broom) 680.685-066
MIXING-MACHINE OPERATOR (can. & preserv.) 520.685-166
MIXING-MACHINE OPERATOR (fabric. plastic prod.; plastics mat.) 550.485-014
MIXING-MACHINE OPERATOR (food prep., n.e.c.) 520.665-014
mixing-machine operator (hat & cap) 680.685-062
MIXING-MACHINE TENDER (chem.; drug. prep. & rel. prod.) 550.685-090
MIXING-MACHINE TENDER (cork prod.) 560.585-010
MIXING-MACHINE TENDER, CORK GASKET (cork prod.) 560.585-010
MIXING-MACHINE TENDER, CORK ROD (cork prod.) 560.585-010
MIXING-PAN TENDER (ore dress., smelt., & refin.) 510.685-014
mixing-plant dumper (const.) 579.665-014
mixing-plant operator (explosives) 550.585-030
MIXING-TANK OPERATOR (oils & fats) 520.685-170
MIX-MILL TENDER (rubber goods; rubber tire & tube) 550.685-102
mobile-crane operator (any ind.) 921.663-062
MOBILE-HOME-LOT UTILITY WORKER (ret. tr.) 899.484-010
MOBILE-LOUNGE DRIVER (motor trans.) 913.663-014
moccasin sewer (boot & shoe) 788.684-054
MODEL (garment; ret. tr.; whole. tr.) 297.667-014
MODEL, ARTISTS! (any ind.) 961.667-010
MODEL, PHOTOGRAPHERS' (any ind.) 961.367-010
mogul-cast operator (auto. mfg.) 599.685-010
mogul feeder (confection.) 520.686-030
MOISTURE-MACHINE TENDER (tobacco) 529.685-170
MOISTURE-METER OPERATOR (tobacco) 529.687-162
MOISTURE TESTER (woodworking) 563.687-014
moisture-test puller (tobacco) 529.587-022
MOLASSES-FEED MIXER (grain & feed mill.) 520.685-098
MOLASSES PREPARER (food prep., n.e.c.) 522.685-078
mold carrier (tobacco) 790.687-022
mold changer (glass mfg.) 575.687-014
MOLD CHANGER (rubber tire & tube) 629.684-010
MOLD CHECKER (found.) 518.687-010
MOLD CLAMPER (found.) 519.687-022
mold cleaner (glass mfg.) 579.685-030
MOLD CLEANER (rubber goods) 556.687-018
MOLD CLEANER (sports equip.) 732.687-046
MOLD CLOSER (found.) 518.684-018
MOLD-CLOSER HELPER (found.) 519.687-022
MOLD DRESSER (any ind.) 519.684-018
MOLDED-GOODS INSPECTOR-TRIMMER (rubber goods) 759.584-010
molde-grid-and-parts inspector (elec. equip.) 727.687-074
MOLDED-PARTS INSPECTOR (elec. equip.) 727.687-074
MOLDED-RUBBER-GOODS CUTTER (rubber goods) 690.685-290
molder (abrasive & polish. prod.) 575.685-010
molder (drug. prep. & rel. prod.) 556.685-026
molder (fabric. plastics prod.) 556.685-022
molder (fabric. plastics prod.) 777.684-010
MOLDER (hat & cap) 580.685-042
molder (medical ser.) 712.684-034
molder (sports equip.) 732.687-070
MOLDER FEEDER (woodworking) 689.686-030

197
MOLDER, FIBERGLASS LUGGAGE (leather prod.) 575.685-066
MOLDER, FOAM RUBBER (rubber goods) 556.685-046
MOLDER, HAND (brick & tile) 575.684-042
molder, hand (confection.) 520.687-018
MOLDER HELPER (found.) 519.687-022
MOLDER HELPER (optical goods) 575.686-014
MOLDER HELPER, MACHINE (found.) 519.687-022
MOLDER, INFLATED BALL (sports equip.) 732.687-054
MOLDER, LABELS (boots & shoe) 690.685-294
MOLDER, LEAD INGOT (ammunition) 502.685-010
MOLDER, MACHINE (drug. prep. & rel. prod.) 556.685-050
MOLDER-MACHINE TENDER (pipe & boiler cov.) 575.685-062
MOLDER, MEAT (slaughter. & meat pack) 520.685-174
MOLDER OFFBEARER (woodworking) 669.686-034
MOLDER, PIPE COVERING (fabric. plastics prod.) 556.665-018
molder, resin (aircraft-aerospace mfg.) 556.684-014
MOLDER, SHOE PARTS (boot & shoe) 788.687-094
MOLDER, SHOULDER PAD (garment) 789.684-026
MOLDER, TOILET PRODUCTS (drug. prep. & rel. prod.) 556.687-022
molder, vacuum (fabric. plastics prod.) 556.685-082
MOLDER, WAX (petrol. refin.) 549.685-018
MOLDER, WAX BALL (sports equip.) 732.687-058
MOLD FILLER (cork prod.) 569.685-030
MOLD FILLER (dairy prod.) 529.685-030
MOLD FILLER (gold leaf & foil) 700.687-038
MOLD FILLER AND DRAINER (boot & shoe) 753.687-030
MOLD FILLER, PLASTIC DOLLS (toys & games) 731.687-026
MOLD-FILLING OPERATOR (plastics mat.) 556.684-018
mold finisher (found.) 518.684-018
MOLD FINISHER (mach. shop) 705.684-038
mold finisher (ship & boat bldg. & rep.) 809.687-026
MOLD HOISTER (cork prod.) 569.685-030
MOLDING CUTTER (woodworking) 663.685-018
MOLDING-MACHINE OPERATOR (bake. prod.) 520.685-086
MOLDING-MACHINE-OPERATOR HELPER (bake. prod.) 526.686-010
MOLDING-MACHINE-OPERATOR HELPER (confection.) 520.686-030
MOLDING-MACHINE TENDER (paper & pulp) 539.685-018
MOLDING-MACHINE TENDER (pen & pencil) 570.685-066
molding-press operator (rubber goods; rubber tire & tube; sports equip.) 556.685-066
MOLD-INSERT CHANGER (boot & shoe) 753.687-034
mold inspector (plastics mat.) 556.684-010
MOLD LAMINATOR (conc. prod.; ship & boat bldg. & rep.) 806.684-086
MOLD MAKER (const.) 869.687-026
mold maker (jewelry) 559.684-018
MOLD MAKER (ore dress., smelt., & refin.) 518.664-010
MOLD MAKER (stat. & art goods) 777.684-014
MOLD-MAKER HELPER (jewelry) 700.687-050
MOLD-MAKER HELPER (ore dress., smelt., & refin.) 518.687-018
MOLD MAKER, TERRA COTTA (brick & tile) 575.684-038
MOLD MOVER (sports equip.) 929.687-030
MOLD OPERATOR (elec. equip.) 729.684-030
MOLD PARTER (plastics mat.) 556.587-010
MOLD PICKER (rubber goods) 222.387-058
MOLD PLISHER (glass mfg.) 579.685-030
MOLD PREPARATOR (ship & boat bldg. & rep.) 809.687-026
MOLD PRESSER (tobacco) 790.687-022
MOLD-RELEASE WORKER (explosives) 590.464-010
MOLD REMOVER (dairy prod.) 529.685-030
mold repairer (any ind.) 519.684-018
MOLD SETTER (elec. equip.) 502.684-018
MOLD SHEET CLEANER (gold leaf & foil) 700.687-046
MOLD SPRAYER (cork prod.) 569.685-030
MOLD STACKER (found.) 519.687-022
MOLD STAMPER (mach. shop) 709.684-054
mold stripper (fabric. plastics prod.; rubber goods) 556.686-018
mold stripper (plastics mat.) 556.686-014
MOLD STRIPPER (sports equip.) 732.687-050
MOLD WORKER (iron & steel) 514.567-010
MOLYBDENUM-FLOTATION OPERATOR (ore dress., smelt., & refin.) 511.685-026
MOLYBDENUM-STEAMER OPERATOR (ore dress., smelt., & refin.) 511.485-010
MONEY COUNTER (amuse. & rec.) 211.467-014
money-room teller (amuse. & rec.) 211.467-014
monitor (tel. & tel.) 239.367-026
MONITOR-AND-Storage-BIN TENDER (grain & feed mill.) 521.685-230
MONKEY KEEPER (amuse. & rec.) 412.674-010
MONOGRAM-AND-LETTER PASTER (tes. prod., n.e.c.) 789.687-102
MONORAIL CRANE OPERATOR (any ind.) 921.663-042
MONORAIL OPERATOR (amuse. & rec.) 342.663-010
MOP-HANDLE ASSEMBLER (house furn.) 739.687-122
MOPHEAD TRIMMER-AND-WRAPPER (house furn.) 789.687-106
mop-machine operator (house furn.) 739.685-026
MOP MAKER (house furn.) 739.685-026
mopper (any ind.) 381.687-014
MORGUE ATTENDANT (medical ser.) 355.667-010
MORGUE INDEXER (print. & pub.) 206.387-018
morgue keeper (print. & pub.) 206.387-018
MORTAR MIXER (conc. prod.; const.) 869.687-026
MOSQUITO SPRAYER (gov. ser.) 379.687-014
MOSS PICKER (agric.) 453.687-010
MOTEL CLEANER (hotel & rest.) 323.687-014
MOTHER REPAIRER (phonograph) 705.684-042
mother tester (phonograph) 194.387-010
moto-mix operator (const.) 900.683-010
motor adjuster (auto. mfg.) 806.384-026
motor-and-generator-brush cutter (elec. equip.) 721.684-014
MOTOR-AND-GENERATOR-GRUSH MAKER (elec. equip.) 724.684-038
MOTORBOAT-MECHANIC HELPER (engine & turbine; ship & boat bldg. & rep.) 623.684-010
MOTORBOAT OPERATOR (any ind.) 911.663-010
MOTOR CHECKER (clock & watch) 715.684-094
MOTOR-COACH DRIVER (motor trans.) 913.463-010
MOTORCYCLE ASSEMBLER (motor. & bicycles) 806.684-090
MOTORCYCLE SUBASSEMBLER (motor. & bicycles) 806.684-094
MOTORCYCLE SUBASSEMBLY REPAIRER (motor. & bicycles) 620.684-026
MOTORCYCLE TESTER (motor. & bicycles) 620.384-010
MOTOR-EXPRESS CLERK (motor trans.) 222.367-022
MOTOR GRADER, FINE GRADE (const.) 850.663-022
MOTOR GRADER OPERATOR (const.) 850.663-022
MOTOR GRADER, ROUGH GRADE (const.) 850.663-022
MOTOR OPERATOR (r.r. trans.) 910.683-014
motor-patrol operator (const.) 850.663-022
MOTOR POLARIZER (clock & watch) 715.687-090
MOTOR-POWER CONNECTOR (motion pic.) 962.684-018
MOTOR TEST HELPER (auto. mfg.) 806.687-038
motor timer (auto. mfg.) 806.384-026
motor tuner (auto. mfg.) 806.384-026
MOTOR-VEHICLE-ESCORT DRIVER (bus. ser.) 906.683-022
motor-vehicle inspector (gov. ser.) 379.364-010
MOTOR-VEHICLE-LIGHT ASSEMBLER (light. fix.) 729.684-034
mottle line operator (floor covering, n.e.c.) 559.665-034
MOTTLE-MACHINE FEEDER (floor covering, n.e.c.) 550.686-034
MOTTLE OPERATOR (floor covering, n.e.c.) 550.665-022
MOUNTER (electronics) 725.384-010
mounter (furn.) 763.684-042
mounter (hairwork) 739.684-170
MOUNTER, AUTOMATIC (photofinish.) 976.685-022
MOUNTER, BRASS-WIND INSTRUMENTS (musical inst.) 730.684-010
MOUNTER, CLARINETS (musical inst.) 730.684-010
MOUNTER, CLOCK AND WATCH HANDS (clock & watch) 715.687-094
MOUNTER, FLUTES AND PICCOLOS (musical inst.) 730.684-010
MOUNTER, HAND (elec. equip.) 725.684-014
MOUNTER, HAND (photofinish.) 976.684-018
MOUNTER (elec. equip.) I 692.686-050
MOUNTER (elec. equip.) II 692.685-126
MOUNTER, KEYED INSTRUMENTS (musical inst.) 730.684-010
MOUNTER, SAXOPHONES (musical inst.) 730.684-010
MOUNTER, SMOKING PIPE (smoking pipe) 739.684-130
MOUNTER, SOUSA PHONES (musical inst.) 730.684-010
MOUNTER, TROMBONES (musical inst.) 730.684-010
MOUNTING INSPECTOR (photofinish.) 976.687-014
mounting-machine operator (paint. & varn.; print. & pub.) 641.685-030
MOUTHPIECE MAKER (musical inst.) 730.685-014
mover (hotel & rest.) 323.687-018
MUCKER (const.) 869.687-026
MUCKER (mining & quarrying) 939.687-014
MUCKER (mining & quarrying) 939.687-014
MUCKER, COFFERDAM (const.) 869.687-026
mucker operator (const.) 850.683-026
MUCKING-MACHINE OPERATOR (const.) 850.683-026
mucking-machine operator (mining & quarrying) 932.683-018
MUD BOSS (ore dress., smelt., & refin.) 519.585-014
mud grinder (cc.= prod.; ore dress., smelt., & refin.) 570.685-070
MUD-JACK NOZZLE WORKER (const.) 869.687-026
MUD-MILL TENDER (ore dress., smelt., & refin.) 519.685-026
MUD-MIXER HELPER (coke prod.) 549.687-022
MUD-MIXER OPERATOR (coke prod.; ore dress., smelt., & refin.) 570.685-070
MUD-PLANT OPERATOR (petrol. production) 930.685-010
MUD TRUCKER (coke prod.) 902.683-010
muffler fringer (knit goods) 685.686-010
MUFFLER INSTALLER (auto. ser.) 807.664-010
MUFF WINDER (textile) 681.685-154
MULE DRIVER (any ind.) 919.664-010
MULE TENDER (any ind.) 410.674-022
multifocal-button assembler (optical goods) 713.684-034
MULTI-OPERATION-FORMING-MACHINE OPERATOR (any ind.) 716.685-022
MULTI-OPERATION-FORMING-MACHINE OPERATOR (any ind.) 716.687-018
MULTI-OPERATION-FORMING-MACHINE OPERATOR (any ind.) 716.684-034
multifold operator (paper goods) 649.685-046
MULTI-OPERATION-FORMING-MACHINE OPERATOR (any ind.) II 616.685-042
MULTIPLE-DRUM-SANDER HELPER (woodworking) 662.686-014
multiple-knife-edge-trimmer operator (print. & pub.) 640.685-010
MULTIPLE-PUNCH-PRESS OPERATOR (any ind.) II 615.685-030
multiple-tube-winding-machine operator (textile) 681.685-046
multi-slide-machine tender (any ind.) 619.685-050
MUNITIONS HANDLER (ammunition) 929.687-034
MUSHROOM LABORER (agric.) 405.687-014
MUSHROOM PACKER (agric.) 920.687-134
MUSICAL-STRING MAKER (musical inst.) 730.684-050
MUSIC LIBRARIAN (radio & tv broad.) 100.367-022
MUSIC LIBRARIAN, INTERNATIONAL BROADCAST (radio & tv broad.) 100.367-026
MUSKRAT TRAPPER (hunt. & trap.) 461.684-014
MUSTARD MIXER (food prep., n.e.c.) 520.685-154
mutton puncher (agric.) 410.687-022
mutuel cashier (amuse. & rec.) 211.467-018
mutuel clerk (amuse. & rec.) 211.467-022
MVA-REACTOR OPERATOR (chem.) 558.685-046
nailer (boot & shoe) 690.685-162
NAILER (tinware) 739.687-126
NAILER, HAND (any ind.) 762.684-050
nailhead puncher (garment; trim. & embroid.) 789.685-010
NAILHEAD SETTER (garment; trim. & embroid.) 789.685-010
NAILING-MACHINE OPERATOR, AUTOMATIC (any ind.) 669.685-066
NAIL-MAKING-MACHINE TENDER (anil.) 617,665-010
NAIL-POLISH-BRUSH-MACHINE FEEDER, AUTOMATIC (brush & broom) 692.686-054
nail puller (boot & shoe) 690.685-410
NAIL WELTER (boot & shoe) 690.685-162
NAME-PLATE STAMPER (any ind.) 652.685-054
NAPHTHALENE OPERATOR (coke prod.) 551,665-010
NAPHTHALENE-OPERATOR HELPER (coke prod.) 551,687-026
NAPHTHOL-SOAPING-MACHINE OPERATOR (textile) 582,685-030
NAPKIN-MAND WRAPPER (paper goods) 920,687-026
NAPKIN-MACHINE OPERATOR (paper goods) 649,685-046
napper (felt goods; textile) 585,685-070
napper operator (felt goods; textile) 585,685-070
NAPPER TENDER (felt goods; textile) 585,685-070
NAPPER TENDER (hosiery) 585,665-010
NARROW-FABRIC CALENDERER (narrow fabrics) 583,685-074
NECK CUTTER (elec. equip.) 692,685-118
NECKER (jewelry cases) 692,686-058
NECK FELLER (garment) 782,684-058
NECK FITTER (musical inst.) 730,684-010
neck pinner (slaught. & meat pack.) 525,687-050
NECK SKEWER (slaught. & meat pack.) 525,687-050
NECKTIE TURNER (garment) 789,687-182
NEEDLE-BAR MODLER (carpet & rug) 556,684-022
NEEDLE-BOARD REPAIRER (felt goods) 739,684-134
NEEDLE-CONTROL CHENILLER (house furn.) 687,685-010
NEEDLE GRINDER (needle, pin, & rel. prod.) 734,584-010
NEEDLE LEADER (needle, pin, & rel. prod.) 502,684-022
NEEDLE-LOOM-OPERATOR HELPER (felt goods) 586,686-022
NEEDLE-LOOM TENDER (felt goods) 689,685-090
needle molder (needle, pin, & rel. prod.) 502,684-022
NEEDLE POLISHER (needle, pin, & rel.prod.) 705,684-046
NEEDLE-PUNCH-MACHINE-OPERATOR HELPER (textile) 689,686-034
needle setter (felt goods) 739,684-134
NEEDLE STRAIGHTENER (knit goods) 628,684-018
needworker (any ind.) 782,684-058
negative checker (print. & pub.) 971,684-018
NEGATIVE NOTCHER (motion pic.) 976,684-010
NEON-TUBE PUMPER (signs) 824,684-010
net checker-hanger (laund.) 361,687-010
net finisher (cord. & twine) 582,685-054
net hanger (cord. & twine) 782,684-026
NET MAKER (cord. & twine) 789,684-030
NET REPAIRER (fish.) 449,664-010
NET SORTER (laund.) 361,687-018
NETTING INSPECTOR (cord. & twine) 782,487-010
netting machine operator (cord. & twine) 685,685-010
NET WASHER (rubber goods) 599,687-022
neutralizer (any ind.) 503,685-030
NEUTRALIZER (corn prod.) 522,685-082
neutralizer (explosives) 558,685-050
neutralizer (optical goods) 716,687-026
new-business clerk (insurance) 209.687-018
NEW-CAR INSPECTOR (motor trans.) 919.363-010
NEWS AGENT (r.r. trans.) 291.457-014
NEWS ASSISTANT (radio & tv broad) 209.367-038
NEWSPAPER CARRIER (ret. tr.) 292.457-010
newspaper deliverer (ret. tr.) 292.457-010
NEWSPAPER-DELIVERY DRIVER (whole. tr.) 292.363-010
nib adjuster (pen & pencil) 733.687-042
NIB ASSEMBLER (pen & pencil) 733.685-010
NIBBLER OPERATOR (any ind.) 615.685-026
NIB FINISHER (pen & pencil) 705.684-050
NIB INSPECTOR (pen & pencil) 733.687-058
NICKEl CLEANER (any ind.) 709.687-010
NICKER (boot & shoe) 690.685-298
nicker and breaker (nonfer. metal alloys) 614.684-014
night cleaner (any ind.) 599.684-010
night cleaner (hotel & rest.) 323.687-018
NIGHT GUARD (any ind.) 372.667-034
NIGHT-PATROL INSPECTOR (signs) 824.683-010
nipper (any ind.) 932.664-010
NITRATING-ACID MIXER (explosives) 550.585-030
NITROCELLULOSE OPERATOR (explosives) 553.684-014
NITROGLYCERIN DISTRIBUTOR (explosives) 559.664-010
NITROGLYCERIN NEUTRALIZER (explosives) 558.685-050
NITROGLYCERIN-SEPARATOR OPERATOR (explosives) 551.685-102
NOCK APPLIER (sports equip.) 795.687-014
NODULIZER (cement) 579.685-034
NOODLE-CATALYST MAKER (chem.) 559.685-126
NOODLE MAKER (macaroni & rel. prod.) 529.385-010
normalizing-equipment tender (rubber goods) 559.685-066
NOTCHED-BLADE LOADER (cut. & tools) 701.687-018
notcher (glass prod.) 673.685-070
NOTCH GRINDER (glass prod.) 673.685-070
NOUGAT-CANDY-MAKER HELPER (confection.) 520.685-050
NOUGAT CUTTER, MACHINE (confection.) 521.685-102
NOURISHMENT WORKER (medical ser.) 355.677-010
NOVELTY-BALLOON ASSEMBLER AND PACKER (rubber goods) 920.587-018
novelty-candy maker (confection.) 520.687-018
novelty-candy maker (fabric. prod., n.e.c.) 739.684-010
NOVELTY-CHAIN MAKER (jewelry) 700.684-022
novelty maker (paper goods) 794.684-022
NOVELTY-TWISTER TENDER (textile) 681.685-130
NOVELTY WORKER (dairy prod.) 524.686-014
NOZZLE-AND-SLEEVE WORKER (nonfer. metal alloys) 514.684-018
NOZZLE TENDER (nonfer. metal alloys) 512.685-014
NOZZLE WORKER (mining & quarrying) 939.684-014
NUB-CARD TENDER (textile) 680.686-018
NUCLEAR-POWERPLANT-MECHANIC HELPER (light, heat & power) 631.684-010
NUMBERER AND WRIRER (textile) 689.587-010
NURSE AIDE (medical ser.) 355.674-014
NURSE AIDE, CENTRAL SUPPLY (medical ser.) 355.674-014
NURSE AIDE, DELIVERY (medical ser.) 355.674-014
NURSE AIDE, NURSERY (medical ser.) 355.674-014
NURSE AIDE, SURGERY (medical ser.) 355.674-014
NURSE, GENERAL DUTY (medical ser.) 075.374-010
NURSE, INFANTS (dom. ser.) 301.677-010
NURSE, LICENSED PRACTICAL (medical ser.) 079.374-014
NURSE, OFFICE (medical ser.) 075.374-014
NURSE, PRACTICAL (medical ser.) 354.374-010
NURSE, PRIVATE DUTY (medical ser.) 075.374-018
NURSE, LABORER (agric.) 405.687-014
NURSE SCHOOL ATTENDANT (any ind.) 359.677-018
NURSE, special (medical ser.) 075.374-018
NURSE, staff (medical ser.) 075.374-010
NURSE, staff, industrial (medical ser.) 075.374-022
NURSE, STAFF, OCCUPATIONAL HEALTH NURSING (medical ser.) 075.374-022
Nursing assistant (medical ser.) 355.674-014
NUT-AND-BOLT ASSEMBLER (nut & bolt) 929.587-010
NUT CHOPPER (confection.; food prep., n.e.c.; nut process.) 521.686-046
nut-dehydrator operator (nut process.) 523.685-066
NUT GRINDER (nut process.) 521.685-234
nut picker (nut process.) 521.687-086
NUT-PROCESS HELPER (nut process.) 529.486-010
NUT ROASTER (nut process.) 529.685-174
NUT-ROASTER HELPER (nut process.) 529.486-010
nut sitter (nut process.) 521.687-086
NUT SORTER (agric.) 529.687-186
NUT SORTER (nut process.) 521.687-086
NUT-SORTER OPERATOR (nut process.) 521.685-238
NUT STEAMER (nut process.) 521.687-090
nutter-up (nut & bolt) 929.587-010
NYLON-HOT-WIRE CUTTER (tex. prod., n.e.c.) 781.684-038
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<td>observer (tel. &amp; tel.)</td>
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<td>observer helper (petrol. production)</td>
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<tr>
<td>OBSERVER HELPER, GRAVITY PROSPECTING (petrol. production)</td>
<td>939.663-010</td>
</tr>
<tr>
<td>OBSERVER HELPER, SEISMIC PROSPECTING (petrol. production)</td>
<td>939.364-010</td>
</tr>
<tr>
<td>OCCUPATIONAL THERAPY AIDE (medical ser.)</td>
<td>355.377-010</td>
</tr>
<tr>
<td>OCCUPATIONAL THERAPY ASSISTANT (medical ser.)</td>
<td>076.364-010</td>
</tr>
<tr>
<td>ODD BUNDLE WORKER (tobacco)</td>
<td>529.687-166</td>
</tr>
<tr>
<td>odd-job worker (don. ser.)</td>
<td>301.687-010</td>
</tr>
<tr>
<td>ODD-PIECE CHECKER (knit goods)</td>
<td>221.587-018</td>
</tr>
<tr>
<td>ODD-SHOE EXAMINER (boot &amp; shoe)</td>
<td>788.687-010</td>
</tr>
<tr>
<td>OFFAL BALER (leather mfg.)</td>
<td>920.685-010</td>
</tr>
<tr>
<td>OFFAL ICER, POULTRY (slaught. &amp; meat pack.)</td>
<td>525.687-054</td>
</tr>
<tr>
<td>OFFAL SEPARATOR (slaught. &amp; meat pack.)</td>
<td>525.684-038</td>
</tr>
<tr>
<td>OFFBEARER, SEWER PIPE (brick &amp; tile)</td>
<td>579.686-026</td>
</tr>
<tr>
<td>OFFICE-CHAIR ASSEMBLER (furn.)</td>
<td>709.684-014</td>
</tr>
<tr>
<td>OFFICE COPY SELECTOR (print. &amp; pub.)</td>
<td>249.687-010</td>
</tr>
<tr>
<td>OFFICE HELPER (clerical)</td>
<td>239.567-010</td>
</tr>
<tr>
<td>offset-press-operator helper (print. &amp; pub.)</td>
<td>651.585-010</td>
</tr>
<tr>
<td>OFFSET-PRESS OPERATOR (print. &amp; pub.)</td>
<td>II 651.685-018</td>
</tr>
<tr>
<td>OIL-BURNER-SERVICER-AND-INSTALLER HELPER (any ind.)</td>
<td>862.687-022</td>
</tr>
<tr>
<td>OIL-DIPPER (woodworking)</td>
<td>769.684-026</td>
</tr>
<tr>
<td>OIL DISPENSER (can. &amp; preserv.)</td>
<td>529.685-190</td>
</tr>
<tr>
<td>oil-distributor tender (const.)</td>
<td>853.685-010</td>
</tr>
<tr>
<td>OILER (any ind.)</td>
<td>699.687-018</td>
</tr>
<tr>
<td>oiler (any ind.)</td>
<td>921.667-022</td>
</tr>
<tr>
<td>oiler (any ind.)</td>
<td>950.685-014</td>
</tr>
<tr>
<td>oiler (auto. ser.)</td>
<td>915.687-018</td>
</tr>
<tr>
<td>OILER (clock &amp; watch)</td>
<td>715.684-146</td>
</tr>
<tr>
<td>oiler (mining &amp; quarrying)</td>
<td>850.684-018</td>
</tr>
<tr>
<td>oiler (water trans.)</td>
<td>911.584-010</td>
</tr>
<tr>
<td>oiler and greaser (any ind.)</td>
<td>699.687-018</td>
</tr>
<tr>
<td>oiler and packer, gun parts (firearms)</td>
<td>736.687-010</td>
</tr>
<tr>
<td>OIL-EXPELLER (corn. prod.; grain &amp; feed mill.; oils &amp; fats)</td>
<td>529.685-106</td>
</tr>
<tr>
<td>OIL-EXPPELLER (slaught. &amp; meat pack.)</td>
<td>529.685-202</td>
</tr>
<tr>
<td>OIL EXTRACTOR (mach. shop)</td>
<td>609.684-014</td>
</tr>
<tr>
<td>OIL-HOUSE ATTENDANT (clerical)</td>
<td>222.387-058</td>
</tr>
<tr>
<td>OILING-MACHINE OPERATOR (felt goods; leather mfg.)</td>
<td>582.685-050</td>
</tr>
<tr>
<td>OILING-MACHINE OPERATOR (iron &amp; steel)</td>
<td>599.685-074</td>
</tr>
<tr>
<td>OILING-MACHINE OPERATOR (paper &amp; pulp; paper goods)</td>
<td>534.686-018</td>
</tr>
<tr>
<td>OIL-PIPE-INSPECTOR HELPER (petrol. production)</td>
<td>930.364-010</td>
</tr>
<tr>
<td>OIL-RAG WASHER (any ind.)</td>
<td>361.685-018</td>
</tr>
<tr>
<td>OIL-SEAL ASSEMBLER (leather prod.)</td>
<td>739.684-138</td>
</tr>
<tr>
<td>OILSEED-MEAT PRESSER (oils &amp; fats)</td>
<td>521.685-242</td>
</tr>
<tr>
<td>OIL-SPOUT WASHER (house furn.; textile)</td>
<td>689.687-050</td>
</tr>
<tr>
<td>oil sprayer (const.)</td>
<td>853.683-018</td>
</tr>
<tr>
<td>OIL SPRAYER (const.)</td>
<td>869.687-025</td>
</tr>
<tr>
<td>OIL SPRAYER (leather mfg.)</td>
<td>584.687-014</td>
</tr>
<tr>
<td>oil-sprayer operator (const.)</td>
<td>853.663-018</td>
</tr>
<tr>
<td>oil-sprayer-truck operator (const.)</td>
<td>853.663-018</td>
</tr>
<tr>
<td>OIL-WELL-SERVICE-OPERATOR HELPER (petrol. production)</td>
<td>939.684-018</td>
</tr>
<tr>
<td>oil winterizer (oils &amp; fats)</td>
<td>521.685-374</td>
</tr>
<tr>
<td>OINTMENT-MILL TENDER (drug. prep. &amp; rel. prod.)</td>
<td>550.685-090</td>
</tr>
<tr>
<td>OLEO-HASHER-AND-RENDERER (oils &amp; fats)</td>
<td>529.685-158</td>
</tr>
<tr>
<td>OLIVE BRINE TESTER (can. &amp; preserv.)</td>
<td>522.584-010</td>
</tr>
<tr>
<td>ONE-PIECE-EXPANSION MAKER, HAND (paper goods)</td>
<td>794.684-018</td>
</tr>
<tr>
<td>OPAQUER (medical ser.)</td>
<td>712.684-030</td>
</tr>
</tbody>
</table>
OPEN-DEVELOPER OPERATOR (textile) 582.685-098
OPENER (rubber goods) 559.686-034
OPENER (hat & cap) I 784.687-054
OPENER (hat & cap) II 589.686-030
OPENER TENDER (textile) 680.685-070
OPENER-VERIFIER-PACKER, CUSTOMS (gov. ser.) 168.387-010
open-hearth-furnace laborer (iron & steel) 512.687-014
open-hearth-furnace-operator helper (iron & steel) 512.684-010
OPEN-HEARTH-PIT RECORDER (iron & steel) 221.367-050
OPENING-MACHINE CLEANER (textile) 699.687-014
opening-machine tender (textile) 680.685-070
OPEN-SHANK COVERER (boot & shoe) 690.685-074
open-tender operator (textile) 580.585-010
OPERATING ENGINEER (const.; mining & quarrying) 859.683-010
OPERATING-ENGINEER APPRENTICE (const.; mining & quarrying) 859.683-014
operating-room technician (medical ser.) 079.374-022
operations agent (air trans.) 912.367-014
OPERATIONS AND INTELLIGENCE ASSISTANT (military ser.) 378.367-026
OPERATOR, COATING FURNACE (cut. & tools) 554.685-014
OPERATOR, PREFINISH (veneer & plywood) 562.685-018
OPERATOR, SCALES (plastics mat.) 929.587-014
OPTICAL-BRIGHTENER-MAKER HELPER (coal tar prod.) 550.687-010
optical-glass inspector (optical goods) 716.687-034
OPTICAL-GLASS SILVERER (optical goods) 574.484-010
OPTICIAN, CONTACT-LENS DISPENSING (ret. tr.) II 299.474-010
OPTICIAN, DISPENSING (ret. tr.) II 299.474-010
OPTOMETRIC ASSISTANT (profess. & kin.) 079.364-014
ORANGE-PEEL OPERATOR (any ind.) I 921.663-058
ORANGE-PEEL OPERATOR (any ind.) II 921.663-062
ORANGE WASHER (agric.; can. & preserv.; whole. tr.) 529.685-258
ORCHARD PRUNER (agric.) 408.684-018
ORCHID WORKER (agric.) 405.684-014
ORDER CALLER (clerical) 209.667-014
order checker (clerical) 222.687-018
order checker (clerical) 222.687-030
ORDER CLERK (clerical) 249.367-054
ORDER CLERK, FOOD AND BEVERAGE (hotel & rest.) 209.567-014
order-desk caller (clerical) 209.667-014
ORDER DETAILER (clerical) 221.387-046
ORDER GILLER (any ind.) 922.687-058
order filler (clerical) 249.367-054
ORDER FILLER (ret. tr.; whole. tr.) 222.487-014
order filler, bakery products (bake. prod.) 222.487-010
ORDER FILLER, LINSEED OIL (oils & fats) 920.686-022
ORDERLY (medical ser.) 355.674-018
order picker (any ind.) 922.687-058
ORDER RUNNER (slaught. & meat pack.) 525.687-058
order taker (clerical) 249.367-054
ORDINARY SEAMAN (water trans.) 911.687-030
ORDNANCE-ARTIFICER HELPER (gov. ser.) 632.684-010
ORDNANCE TRUCK INSTALLATION MECHANIC (ordnance) 806.684-098
ore crusher (ore dress., smelt., & refin.) 515.685-014
ore sampler (minerals & earths; mining & quarrying) 579.484-010
ORIENTAL-RUG STRETCHER (any ind.) 580.687-010
ORNAMENTAL-IRON WORKER HELPER (const.; ret. tr.) 868.684-014
ORNAMENTAL-IRON-WORKER HELPER (fabric. metal prod., n.e.c.) 619.484-010
ornament (bake, prod.; confection.) 524.684-014
ORNAMENT MAKER, HAND (fabric, prod., n.e.c.) 739.687-130
ORNAMENT SETTER (garment; trim, & embroid.) 789.685-010
ORNAMENT STAPLER (boot & shoe) 690.685-162
ORTHOPEDIC PHYSICIAN ASSISTANT (medical ser.) 079.364-018
out-and-out cigar maker, hand (cigarette) 790.684-014
outboard-motorboat rigger (ret. tr.; ship & boat bldg. & rep.) 806.464-010
OUTBOARD-MOTOR INSPECTOR (engine & turbine) 806.687-042
outgoing inspector (ret. tr.) 789.687-078
OUTLAW-LOAN-RECORD CLERK (clerical) 209.687-010
OUT-PATIENT-CLINIC GUIDE (medical ser.) 355.677-014
OUTPATIENT RECEPTIONIST (medical ser.) 237.367-038
OUTPUT EXAMINER (clerical) 209.387-022
outside collector (clerical) 241.367-010
outside contact clerk (light, heat, & power; tel. & tel.; waterworks) 239.367-010
OUTSIDE CUTTER, HAND (boot & shoe) 788.684-082
outside marker (boot & shoe) 690.685-398
OUTSIDE TRUCKER (any ind.) 929.687-030
outsole beveler (boot & shoe) 690.685-166
OUTSOLE CEMENTER, MACHINE (boot & shoe) 690.686-018
OUTSOLE CUTTER, HAND (rubber goods) 751.684-014
OUTSOLE FLEXER (boot & shoe) 583.686-026
outsole leveler (boot & shoe) 690.685-382
OUTSOLE MOLDER (rubber goods) 556.685-066
outsole paraffiner (boot & shoe) 788.687-010
OUTSOLE SCHEDULER (boot & shoe) 221.587-022
outsole skiver (boot & shoe) 690.685-166
OUTSOLE TACKER (boot & shoe) 690.685-162
outsole trimmer (boot & shoe) 690.685-150
oven attendant (plastics mat.) 556.585-014
OVEN DAUBER (coke prod.) 543.687-014
oven-drier tender (textile) 581.685-026
OVEN-HEATER HELPER (coke prod.) 542.665-010
OVEN OPERATOR (cereal) 526.585-010
OVEN OPERATOR (floor covering, n.e.c.) 590.665-010
oven roaster (nut process.) 529.685-174
OVEN STRIPPER (any ind.) 929.687-030
OVEN TENDER (ammunition) 534.565-010
OVEN TENDER (bake, prod.) 526.685-030
OVEN TENDER (elec. equip.) 543.685-018
OVEN TENDER (glass mfg.) 573.585-010
OVEN TENDER (paint & varn.) 553.685-082
OVEN UNLOADER (any ind.) 929.687-030
OVERALL WASHER (laund.) 361.665-010
OVERCOILER (clock & watch) 715.684-150
OVERHAULER HELPER (textile) 628.664-010
OVERHAUL PLANNER (aircraft-aerospace mfg.) 221.367-074
OVERHEAD CLEANER (any ind.) 381.687-018
OVERHEAD CLEANER MAINTAINER (textile) 628.684-022
overhead-crane operator (any ind.) 921.663-010
OVERLAY PLASTICIAN (ship & boat bldg. & rep.) 806.684-106
overlocker (paper & pulp) 649.687-010
OVER-SHORT-AND-DAMAGED CLERK (clerical) 241.367-014
overshot operator (tobacco) 522.685-030
OXIDATION-FURNACE OPERATOR (electronics) 590.684-022
oxide-furnace tender (paint & varn.) 558.685-054
OXIDIZED-FINISH PLATER (any ind.) 599.685-062
OXIDIZER (silverware) 700.684-054
OXGEN-FURNACE-PIT RECORDER (iron & steel) 221.367-050
OYSTER-BED LABORER (fish.) 446.687-014
OYSTER-BED WORKER (fish.) 446.684-014
OYSTER DREDGE OPERATOR (fish.) 446.663-010
OYSTER DREDGER (fish.) 446.684-014
OYSTER FLOATER (fish.) 449.687-010
OYSTER PICKER (fish.) 446.684-014
OYSTER PREPARER (hotel & rest.) 311.674-014
OYSTER SHUCKER (can. & preserv.) 521.687-122
OYSTER TONGER (fish.) 466.684-014
OYSTER UNLOADER (fish.) 446.684-014
OYSTER WASHER (can. & preserv.) 529.685-214
OYSTER WORKER (fish.) 446.684-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

P

package clerk (hotel & rest.) 324.577-010
PACKAGE CRIMPER (textile) 589.686-034
package drier (textile) 581.685-026
PACKAGE-DYEING-MACHINE OPERATOR (textile) 582.685-102
package dyer (textile) 582.685-102
package-dye-stand loader (textile) 589.587-010
PACKAGE-LIFT OPERATOR (any ind.) 921.683-050
package opener (firearms) 222.387-022
package reinspector (tobacco) 920.667-010
PACKAGER, HAND (any ind.) 920.587-018
PACKAGER, MACHINE (any ind.) 920.685-078
PACKAGER, MEAT (slaught. & meat pack.) 920.587-018
PACKAGE SEALER, MACHINE (any ind.) 920.685-074
package winder (any ind.) 681.685-154
packaging inspector (drug. prep. & rel. prod.) 920.387-010
PACKAGING-LINE ATTENDANT (any ind.) 920.587-018
PACKAGING-MACHINE-STIFFPILES DISTRIBUTOR (tobacco) 929.687-030
packaging operator (tobacco) 920.685-050
PACKER (ordnance) 929.684-010
packer (tobacco) 920.687-142
PACKER (tobacco) 920.687-130
PACKER, AGRICULTURAL PRODUCE (agric.; whole. tr.) 920.687-134
PACKER, DENTURE (medical ser.) 712.684-034
PACKER, DRIED BEEF (slaught. & meat pack.) 920.587-018
PACKER, FOAMED-IN-PLACE (any ind.) 920.587-018
PACKER-FUSER (firework) 737.687-094
PACKERHEAD-MACHINE OPERATOR (conc. prod.) 575.665-010
packer helper (bake. prod.) 929.686-010
PACKER, INSULATION (build. board) 579.685-038
PACKER OPERATOR, AUTOMATIC (tobacco) 920.685-082
PACKER, SAUSAGE AND WIENER (slaught. & meat pack.) 920.587-018
packing-and-shipping clerk (clerical) 222.587-018
packing-and-stamping machine operator (tobacco) 920.685-098
packing checker (clerical) 222.687-030
PACKING-FLOOR WORKER (tobacco) 920.686-026
packing inspector (boot & shoe) 753.687-018
PACKING-LINE WORKER (rubber goods) 753.687-038
PACKING-MACHINE CAN FEEDER (tobacco) 920.686-030
PACKING-MACHINE FEEDER (tobacco) 529.686-038
packing-machine inspector (tobacco) 920.667-010
packing-machine inspector (tobacco) 920.665-010
PACKING-MACHINE—PILOT CAN ROUTER (tobacco) 920.685-086
PACKING-MACHINE TENDER (any ind.) 920.685-078
packing presser (tobacco) 920.686-050
PACKING-ROOM INSPECTOR (boot & shoe) 788.384-010
pack-press operator (elec. equip.) 726.684-010
PACK-ROOM OPERATOR (synthetic fibers) 559.684-010
pack-train driver (any ind.) 919.687-022
PAD ATTACHER (any ind.) 795.687-014
PAD CUTTER (fabric. plastics prod.) 690.685-302
padded-box sewer (matt. & bedspring) 787.685-022
PADDDED-PRODUCTS FINISHER (rubber goods) 752.684-034
PADDDED-PRODUCTS INSPECTOR-TRIMMER (rubber goods) 759.584-010
padded (textile) 589.687-030
PADDDER, CUSHION (furn.) 780.684-078
PADDING GLUER (furn.) 780.687-034
PADDING-MACHINE OPERATOR (tex. bag) 584.685-018
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

PADDING-MACHINE OPERATOR (textile) 582.685-106
paddling-machine operator (textile) 587.685-018
PADDLE-DYEING-MACHINE OPERATOR (hosiery; knit goods) 582.585-014
PAD-EXTRACTOR TENDER (knit goods) 589.485-010
PAD-MACHINE FEEDER (excelsior) 920.686-034
PAD-MACHINE OFF-BEAERER (excelsior) 569.686-030
pad maker (auto, mfg.; matt. & bedspring) 780.685-014
pad maker (optical goods) 739.687-154
pad maker (per. protect. & med. dev.) 689.685-130
PAD MAKER (textile) 589.687-030
pad tufter (matt. & bedspring) 780.687-050
pad tufter (matt. & bedspring) 687.684-014
PAGE (hotel & rest.) 324.677-010
page (hotel & rest.) 352.677-018
PAGE (library) 249.687-014
PAGE (radio & tv broad.) 353.367-022
PAGER (type founding) 654.687-014
PAIL BAILER (tinware) 703.685-010
pail tester (tinware) 703.685-014
paint and table edger (furn.) 740.687-022
PAINT-BRUSH MAKER (brush & broom) 733.684-010
PAINT CLEANER (any ind.) 381.687-014
paint-coating-machine operator (any ind.) 599.685-046
PAINT DIPPER (any ind.) 599.685-026
PAINT (jewelry) 735.687-018
PAINT, AIRBRUSH (any ind.) 741.684-018
PAINTER AND GRADER, CORK (sports equip.) 732.687-062
PAINTER, BARREL (petrol. refin.) 741.687-018
PAINTER, BATTERY BRAND AND VENT PLUG (elec. equip.) 740.687-018
PAINTER, BLACKWALL TIRE (rubber tire & tube) 741.687-018
PAINTER, BOTTOM (boot & shoe) 788.687-098
PAINTER, BRUSH (any ind.) 740.684-022
PAINTER, CHASSIS (auto mfg.) 741.687-018
PAINTER, CLOCK AND WATCH HANDS (clock & watch) 715.687-098
PAINTER, DEPILATORY (slaught. & meat pack.) 525.687-062
PAINTER, DRUM (any ind.) 740.684-022
PAINTER, ELECTRIC MOTOR (any ind.) 741.687-018
PAINTER, EMBOSSED OR IMPRESSED LETTERING (any ind.) 740.687-018
painter, hand (any ind.) 740.684-022
PAINTER HELPER (const.) 869.687-026
PAINTER HELPER, AUTOMOTIVE (auto. ser.) 845.684-014
PAINTER HELPER, SHIPYARD (ship & boat bldg. & rep.) 840.687-010
PAINTER HELPER, SIGN (any ind.) 970.664-010
PAINTER HELPER, SPRAY (any ind.) 741.687-014
PAINTER, INSIGNIA (aircraft-aerospace mfg.; auto. mfg.) 741.684-026
PAINTER, MANNEQUIN (model & pattern) 740.684-022
PAINTER, MIRROR (mirror) 741.684-022
PAINTER, ORDNANCE (firearms) 741.684-026
PAINTER, PANEL EDGE (furn.) 740.687-022
painter, rough (any ind.) 741.687-018
PAINTER, ROUGH (const.) 869.664-014
PAINTER, SKI EDGE (sports equip.) 749.687-022
PAINTER, SPRAY (any ind.) 741.684-026
PAINTER, SPRAY (any ind.) 741.687-018
PAINTER, SPRING (matt. & bedspring; wirework) 599.685-028
PAINTER, STRUCTURAL STEEL (const.) 869.664-014
PAINTER, TOUCH-UP (any ind.) 749.684-038
PAINTER, TUMBLING BARREL (any ind.) 599.685-070
PAINTING-MACHINE OPERATOR (any ind.) 599.685-074
painting-machine operator (pen & pencil) 692.685-054
PAINT-LINE OPERATOR (toys & games) 599.685-066
PAINT MAKER (paint & varn.) 550.685-078
PAINT MIXER, HAND (any ind.) 550.684-018
PAINT MIXER, MACHINE (any ind.) 550.485-018
PAINT POURER (floor covering, n.e.c.) 652.687-022
PAINT-ROLLER ASSEMBLER (brush & broom) 739.687-134
PAINT-ROLLER COVERMAKER (brush & broom) 739.684-142
PAINT-ROLLER WINDER (brush & broom) 739.685-030
PAINT-SAMPLE CLERK (paint & varn.) 206.367-014
paint sprayer (mirror) 741.684-022
paint-spraying-machine-operator helper (any ind.) 741.687-014
PAINT-SPRAY INSPECTOR (any ind.) 741.687-010
PAINT-SPRAY TENDER (mirror) 574.685-014
PAINT STOCKER (aircraft-aerospace mfg.) 222.387-058
PAINT-STRIPPING-MACHINE OPERATOR (const.) 869.664-014
PAIREER (hosiery) 684.687-010
PAIRER (house furn.) 789.687-110
pairer-inspector (hosiery) 684.687-010
PAIRER, ODDS (hosiery) 684.687-010
PAIRER, SUBSTANDARD (hosiery) 684.687-010
PAIRING-MACHINE OPERATOR (insulated wire) 691.685-022
PALEONTOLOGICAL HELPER (profess. & kin.) 024.364-010
PALLBEARER (per. ser.) 359.687-010
PALLETER OPERATOR (any ind.) 11 920.685-078
PALLETER RECTIFIER (clock & watch) 715.684-158
Palmist (amuse. & rec.) 159.647-018
PAMPHLET DISTRIBUTOR (any ind.) 230.687-010
PANAMA-HAT BLOCKER (hat & cap) 580.684-014
PANAMA-HAT FLANGER (hat & cap) 784.684-026
PANAMA-HAT-HYDRAULIC-PRESS OPERATOR (hat & cap) 580.685-038
PANAMA-HAT SMEARER (hat & cap) 589.687-038
pan devulcanizer (rubber reclaim.) 550.685-022
pan-devulcanizer helper (rubber reclaim.) 553.686-014
panel assembler (furn.) 706.684-082
panel coverer (furn.) 780.684-086
PANEL COVERER (mort. goods) 780.684-026
PANEL COVERER, METAL FURNITURE (frun.) 780.684-082
PANEL EDGE SEALER (veneer & plywood) 769.685-010
PANEL FINISHER (paint & varn.) 741.684-026
panel gluer (woodworking) 569.685-050
PANEL INSTALLER (mfd. bldgs.) 869.684-038
PANEL-LAY-UP WORKER (aircraft-aerospace mfg.) 806.684-062
PANEL-LAY-UP WORKER (woodworking) 761.684-018
PANEL-MACHINE OPERATOR (paper goods) 640.685-038
panel-machine tender (paper goods) 649.685-038
PANEL MAKER (furn.) 780.684-086
PANEL MAKER (mort. goods) 762.687-034
PANEL MAKER (woodworking) 762.684-050
PAN GREASER, MACHINE (bake, prod.) 526.685-034
PAN HELPER (chem.) 551.585-018
pan operator (chem.; coal tar prod.; ore dress., smelt., & refin.) 559.685-074
<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pan reclaim processor (rubber reclaim.)</td>
<td>550.685-022</td>
</tr>
<tr>
<td>Pan shaker (oils &amp; fats)</td>
<td>521.685-242</td>
</tr>
<tr>
<td>Pan shoveler (oils &amp; fats)</td>
<td>521.685-242</td>
</tr>
<tr>
<td>Pan shover (oils &amp; fats)</td>
<td>521.685-242</td>
</tr>
<tr>
<td>Pantry attendant (r.r. trans.)</td>
<td>311.477-022</td>
</tr>
<tr>
<td>Pantry goods maker (hotel &amp; rest.)</td>
<td>317.684-014</td>
</tr>
<tr>
<td>Pantry goods maker helper (hotel &amp; rest.)</td>
<td>317.687-010</td>
</tr>
<tr>
<td>Pantry worker (confection.)</td>
<td>520.487-018</td>
</tr>
<tr>
<td>Pants presser, automatic (laund.)</td>
<td>363.685-014</td>
</tr>
<tr>
<td>Pan washer, hand (confection.)</td>
<td>529.686-034</td>
</tr>
<tr>
<td>Paperback-machine operator (wirework)</td>
<td>616.685-046</td>
</tr>
<tr>
<td>Paperbag inspector (paper goods)</td>
<td>649.367-010</td>
</tr>
<tr>
<td>Paperbag-press operator (paper goods)</td>
<td>641.686-026</td>
</tr>
<tr>
<td>Paper baler (paper goods)</td>
<td>920.685-010</td>
</tr>
<tr>
<td>Papercoater (paper &amp; pulp; paper goods)</td>
<td>534.685-022</td>
</tr>
<tr>
<td>Paper conditioner (print. &amp; pub.)</td>
<td>659.685-010</td>
</tr>
<tr>
<td>Paper-conditioning-machine operator (print. &amp; pub.)</td>
<td>650.685-010</td>
</tr>
<tr>
<td>Papercone-drying-machine operator (paper goods)</td>
<td>532.686-014</td>
</tr>
<tr>
<td>Papercone grader (paper goods)</td>
<td>649.687-014</td>
</tr>
<tr>
<td>Papercone-machine tender (paper goods)</td>
<td>641.685-062</td>
</tr>
<tr>
<td>Papercone maker (electronics)</td>
<td>726.687-010</td>
</tr>
<tr>
<td>Papercone maker (electronics) II</td>
<td>795.687-014</td>
</tr>
<tr>
<td>Paper-control clerk (water trans.)</td>
<td>219.367-022</td>
</tr>
<tr>
<td>Paper-core-machine operator (paper goods)</td>
<td>640.685-042</td>
</tr>
<tr>
<td>Paper-cup-handle-machine operator (paper goods)</td>
<td>649.685-050</td>
</tr>
<tr>
<td>Paper-cup-machine operator (paper goods)</td>
<td>649.685-078</td>
</tr>
<tr>
<td>Paper cutter (any ind.)</td>
<td>690.685-122</td>
</tr>
<tr>
<td>Paper cutter (distilled liquors)</td>
<td>640.565-010</td>
</tr>
<tr>
<td>Paper cutter, hand (any ind.)</td>
<td>690.685-122</td>
</tr>
<tr>
<td>Paper-cutting-machine operator (distilled liquors)</td>
<td>640.565-010</td>
</tr>
<tr>
<td>Paper finisher (model &amp; pattern)</td>
<td>739.684-122</td>
</tr>
<tr>
<td>Paperhanger (build. board)</td>
<td>574.585-010</td>
</tr>
<tr>
<td>Paperhanger, pipe (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>Paper inserter (glass mfg.)</td>
<td>920.687-138</td>
</tr>
<tr>
<td>Paper latchet (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>Paper layer (model &amp; pattern)</td>
<td>794.684-026</td>
</tr>
<tr>
<td>Paper-novelty maker (paper goods)</td>
<td>794.684-022</td>
</tr>
<tr>
<td>Paper-pattern folder (paper goods)</td>
<td>794.687-034</td>
</tr>
<tr>
<td>Paper-pattern inspector (paper goods)</td>
<td>649.687-018</td>
</tr>
<tr>
<td>Paper-processing-machine helper (paper &amp; pulp; paper goods; wallpaper)</td>
<td>534.686-010</td>
</tr>
<tr>
<td>Paper teeler (paper goods)</td>
<td>640.685-046</td>
</tr>
<tr>
<td>Paper-reel operator (paper goods)</td>
<td>640.685-046</td>
</tr>
<tr>
<td>Paper sorter and counter (paper &amp; pulp)</td>
<td>649.687-010</td>
</tr>
<tr>
<td>Paper spooler (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>Paper stripper (print. &amp; pub.; wallpaper)</td>
<td>922.687-078</td>
</tr>
<tr>
<td>Paper tester (paper &amp; pulp)</td>
<td>539.364-010</td>
</tr>
<tr>
<td>Paper-tube cutter (paper goods)</td>
<td>640.685-034</td>
</tr>
<tr>
<td>Paper-tube grader (paper goods)</td>
<td>649.687-014</td>
</tr>
<tr>
<td>Paper-tube sawyer (paper goods)</td>
<td>640.685-034</td>
</tr>
<tr>
<td>Paper twister (cord. &amp; twine)</td>
<td>681.685-134</td>
</tr>
<tr>
<td>Papiere-table as-embler (paper goods)</td>
<td>920.687-026</td>
</tr>
<tr>
<td>Papiere mache molder (model &amp; pattern)</td>
<td>794.684-026</td>
</tr>
<tr>
<td>Parachute folder (text. prod., n.e.c.)</td>
<td>789.684-034</td>
</tr>
<tr>
<td>Parachute harness rigger (text. prod., n.e.c.)</td>
<td>789.687-082</td>
</tr>
<tr>
<td>Parachute inspector (text. prod., n.e.c.)</td>
<td>789.687-114</td>
</tr>
<tr>
<td>Parachute-line tier (text. prod., n.e.c.)</td>
<td>789.687-118</td>
</tr>
<tr>
<td>Occupation</td>
<td>Classification</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Parachute Marker (text. prod., n.e.c.)</td>
<td>789.587-018</td>
</tr>
<tr>
<td>Parachute Mender (text. prod., n.e.c.)</td>
<td>789.684-038</td>
</tr>
<tr>
<td>Parachute Packer (air trans.)</td>
<td>912.684-010</td>
</tr>
<tr>
<td>Parachute Rigger (air trans.)</td>
<td>912.684-010</td>
</tr>
<tr>
<td>Paradichlorobenzene-Machine Operator (chem.)</td>
<td>555.685-034</td>
</tr>
<tr>
<td>Paradichlorobenzene Tender (chem.)</td>
<td>556.685-054</td>
</tr>
<tr>
<td>Paradi Tender (chem.)</td>
<td>556.685-054</td>
</tr>
<tr>
<td>Paraffin-Machine Operator (paper goods)</td>
<td>534.685-026</td>
</tr>
<tr>
<td>Parali Operator (chem.)</td>
<td>556.685-054</td>
</tr>
<tr>
<td>Parcel-Post Carrier (gov. ser.)</td>
<td>230,367-010</td>
</tr>
<tr>
<td>Parcel-Post Clerk (clerical)</td>
<td>222.387-038</td>
</tr>
<tr>
<td>Parcel-Post Order-Clerk (clerical)</td>
<td>222.387-038</td>
</tr>
<tr>
<td>Parcel-Post Packer (clerical)</td>
<td>222.387-038</td>
</tr>
<tr>
<td>Parcel-Post Weigher (clerical)</td>
<td>222.387-038</td>
</tr>
<tr>
<td>Parimutuel Cashier (amuse. &amp; rec.)</td>
<td>211.467-018</td>
</tr>
<tr>
<td>Parimutuel Clerk (amuse. &amp; rec.)</td>
<td>211.467-022</td>
</tr>
<tr>
<td>Parimutuel-Ticket Cashier (amuse. &amp; rec.)</td>
<td>211.467-018</td>
</tr>
<tr>
<td>Parimutuel-Ticket Checker (amuse. &amp; rec.)</td>
<td>219.587-010</td>
</tr>
<tr>
<td>Parimutuel-Ticket Seller (amuse. &amp; rec.)</td>
<td>211.467-022</td>
</tr>
<tr>
<td>Park Guard (amuse. &amp; rec.)</td>
<td>372.667-034</td>
</tr>
<tr>
<td>Parking Attendant (auto. ser.)</td>
<td>915.473-010</td>
</tr>
<tr>
<td>Parking Enforcement Agent (gov. ser.)</td>
<td>375.587-010</td>
</tr>
<tr>
<td>Parking Enforcement Officer (gov. ser.)</td>
<td>375.587-010</td>
</tr>
<tr>
<td>Parking-Lot Attendant (auto. ser.)</td>
<td>915.473-010</td>
</tr>
<tr>
<td>Parking-Lot Chauffeur (auto. ser.)</td>
<td>915.473-010</td>
</tr>
<tr>
<td>Parking-Meter-Coin Collector (bus. ser.; gov. ser.)</td>
<td>292.687-010</td>
</tr>
<tr>
<td>Parking-Meter Servicer (gov. ser.)</td>
<td>710.384-026</td>
</tr>
<tr>
<td>Parking-Station Attendant (auto. ser.)</td>
<td>915.473-010</td>
</tr>
<tr>
<td>Park Worker (gov. ser.)</td>
<td>406.687-010</td>
</tr>
<tr>
<td>Parlor Chaperone (hotel &amp; rest.)</td>
<td>352.667-014</td>
</tr>
<tr>
<td>Parter (plastics mat.)</td>
<td>556.587-010</td>
</tr>
<tr>
<td>Partial Steamer (electronics)</td>
<td>725.384-010</td>
</tr>
<tr>
<td>Partition Assembler (mfd. bldgs.; trans. equip.)</td>
<td>762.684-014</td>
</tr>
<tr>
<td>Partition Assembler (wood. box.)</td>
<td>762.687-054</td>
</tr>
<tr>
<td>Partition-Making-Machine Operator (paper goods)</td>
<td>649.685-082</td>
</tr>
<tr>
<td>Partition-Slotter Helper (paper goods)</td>
<td>640.686-014</td>
</tr>
<tr>
<td>Part Maker (jewelry cases)</td>
<td>739.384-022</td>
</tr>
<tr>
<td>Part Maker (furn.)</td>
<td>739.687-138</td>
</tr>
<tr>
<td>Parts Assembler (furn.)</td>
<td>763.684-038</td>
</tr>
<tr>
<td>Parts Caster, Hand (elec. equip.)</td>
<td>502.684-010</td>
</tr>
<tr>
<td>Parts Clerk (clerical)</td>
<td>222.367-042</td>
</tr>
<tr>
<td>Parts Clerk, Automobile Repair (clerical)</td>
<td>222.367-042</td>
</tr>
<tr>
<td>Parts Clerk, Plant Maintenance (clerical)</td>
<td>222.367-042</td>
</tr>
<tr>
<td>Parts Counter-Weigher (clock &amp; watch; electronics; office mach.)</td>
<td>221.587-030</td>
</tr>
<tr>
<td>Parts Inspector (furn.)</td>
<td>763.684-070</td>
</tr>
<tr>
<td>Parts Lister (electronics)</td>
<td>229.367-014</td>
</tr>
<tr>
<td>Parts-Order-Not-Stock Clerk (clerical)</td>
<td>249.367-058</td>
</tr>
<tr>
<td>Parts Picker (any ind.)</td>
<td>922.687-058</td>
</tr>
<tr>
<td>Parts Remover (clock &amp; watch)</td>
<td>715.687-102</td>
</tr>
<tr>
<td>Passeeumenterie Worker (trim &amp; embroid.)</td>
<td>782.684-050</td>
</tr>
<tr>
<td>Passenger Agent (any ind.)</td>
<td>238.367-026</td>
</tr>
<tr>
<td>Passenger Attendant (water trans.)</td>
<td>350.677-014</td>
</tr>
<tr>
<td>Passenger-Booking Clerk (any ind.)</td>
<td>238.367-026</td>
</tr>
<tr>
<td>Passenger-Car Inspector (r.r. trans.)</td>
<td>910.387-014</td>
</tr>
<tr>
<td>Passenger-Car Scrubber (loco. &amp; car bldg. &amp; rep.)</td>
<td>845.684-010</td>
</tr>
<tr>
<td>Passenger Representative (r.r. trans.)</td>
<td>910.367-026</td>
</tr>
<tr>
<td>Passenger Service Representative (air trans.)</td>
<td>359.677-022</td>
</tr>
</tbody>
</table>

L-180
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

P

PASSENGER SERVICE REPRESENTATIVE (r.r. trans.) II 910.677-010
PASSENGER-TIRE INSPECTOR (rubber tire & tube) 750.684-030
paser (hat & cap) 784.387-010
paser (leather mfg.) 589.387-010
paser and finisher, clinical thermometer (inst. & app.) 710.384-030
paste-mill operator (glue) 559.685-098
PASTE MIXER (chem.) 550.585-034
PASTE MIXER (paint & varn.) 550.685-078
PASTE MIXER, LIQUID (elec. equip.) 550.585-034
paster (boot & shoe) 788.687-030
PASTER (brick & tile) 773.684-014
paster (coke prod.) 543.687-014
paster (fabric. prod., n.e.c.) 692.685-110
paster (tex. prod., n.e.c.) 789.687-102
PASTER, HAND OR MACHINE (leather prod.) 783.687-026
PASTER, SCREEN PRINTING (textile) 652.687-026
PASTE THINNER (paint & varn.) 550.585-038
PASTEURIZER (can. & preserv.; malt liquors) 523.685-110
pasteurizer (food prep., n.e.c.) 522.685-070.
PASTEURIZER (oils & fats) 523.585-026
PASTEURIZER HELPER (dairy prod.) 529.686-026
pate worker (confection.) 520.687-018
PASTING INSPECTOR (brick & tile) 773.687-010
PASTING-MACHINE OFFBEARER (elec. equip.) 509.686-014
pastry helper (hotel & rest.) 313.687-010
patch developer (textile) 582.685-110
PATCH DRILLER (smoking pipe) 739.687-142
patcher (any ind.) 932.664-010
patcher (auto. ser.) 750.684-038
PATCHER (coke prod.) 861.684-014
patcher (distilled liquors; malt liquors) 764.687-090
PATCHER (elec. equip.) 723.687-010
PATCHER (leather mfg.) 585.687-022
PATCHER (smoking pipe) 739.687-146
patcher (tobacco) 790.684-018
PATCHER (woodworking) 769.684-030
PATCHER, BOWLING BALL (sports equip.) 759.684-046
PATCHER HELPER (coke prod.) 861.687-014
patcher, plastic boat (ship & boat bldg. & rep.) 807.684-014
patcher-wood welder (firearms) 761.684-042
PATCH FINISHER (textile) 582.684-010
PATCHING-MACHINE OPERATOR (laund.) 361.685-022
PATCH-MACHINE OPERATOR (paper goods) 641.685-066
PATCH SANDER (stonework) 775.684-054
patch setter (woodworking) 769.684-054
PATCH WASHER (textile) 582.685-110
PATCH WORKER (agric.) 381.687-030
PATCH WORKER (tobacco) 790.684-018
patent-button machine operator, automatic (garment; hat & cap) 699.685-010
patented-hogshead assembler (cooperage) 764.687-070
PATENT-LEATHER SORTER (leather mfg.) 589.387-010
PARTOL COVDUCTOR (gov. ser.) 372.677-010
patrol guard (any ind.) 372.667-034
PATROLLE (knit goods) 685.687-022
PATROLLER (r.r. trans.) 376.667-018
PATT, RN ASSEMBLER (knit goods) 685.685-014
PATTERN CARRIER (found.) 519.687-022
pattern changer and repairer (textile) 683.685-014

214
PATTERN CLEANER (found.) 519.687-022
pattern cutter (any ind.) 775.684-022
PATTERN-DRUM MAKER (knit goods) 685.684-010
PATTERN DUPLICATOR (textile) 683.685-026
PATTERN GATER (found.) 801.684-014
PATTERN HAND (fabric, plastics prod.; woodworking) 632.687-030
pattern hanger (textile) 683.685-014
PATTERN-LEASE INSPECTOR (textile) 683.384-010
PATTERNMAKER (glass prod.) 779.584-010
pattern marker (any ind.) 781.384-014
PATTERN MARKER (woodworking) II 761.684-022
pattern-perforating-machine operator (trim. & embrod.) 781.684-042
pattern puncher (knit goods) 685.684-010
pattern-punching-machine operator (any ind.) 781.684-058
PATTERN-ROOM ATTENDANT (found.) 222.387-058
PATTERN RULER (trim & embrod.) 794.687-038
PATTERN WHEEL MAKER (knit goods) 685.684-010
pavement-joint-cleaning-machine operator (const.) 853.683-018
PAVING-BAD MAKER (const.) 869.687-026
PAVING-BLOCK CUTTER (stonework) I 677.685-046
PAVING-BLOCK CUTTER (stonework) II 771.684-010
paving-machine operator, asphalt or bituminous (const.) 853.663-010
PAVING RAMMER (const.) 869.687-026
PAY AGENT (clerical) 215.367-022
PAYMASTER OF PURSES (amuse. & rec.) 211.367-010
PAYMENT-PROCESSING CLERK (finan. inst.) 216.387-010
PAY-STATION ATTENDANT (tel. & tel.) 237.367-034
pay-station collector (bus. ser.; gov. ser.; tel. & tel.) 292.687-010
PEACH SORTER (agric.; can. & preserv.; whole. tr.) 529.687-186
PEANUT BLANCHER (nut process.) 521.685-246
PEANUT ROASTER (nut process.) 529.685-174
PEANUT SORTER (nut process.) 521.687-086
pearl dipper (jewelry) 770.687-010
PEARL DIVER (fish.) 443.664-010
PEARLER (clock & watch) 715.684-162
pearl-glue drier (glue) 553.385-010
PEARL-GLUE OPERATOR (glue) 550.685-094
PEAR HAND (jewelry) 735.687-034
pearl maker (jewelry) 770.687-010
PEARL STRINGER (jewelry) 735.684-010
PEAR PACKER (agric.; whole. tr.) 920.687-134
PEBBLE-MILL OPERATOR (chem.; paint & varn.) 599.685-058
PECAN MALLOw DIPPER (confection.) 524.684-010
pedal member (musical inst.) 730.684-090
pedder (amuse. & rec.) 291.457-022
pedigree researcher (clerical) 249.387-018
PEDIGREE TRACER (clerical) 249.387-018
PEELED- POTATO INSPECTOR (food prep., n.e.c.) 521.687-094
PEELER (can. & preserv.) 529.686-014
peeler (paper goods) 794.687-050
PEEL OVEN TENDER (bake. prod.) 526.685-030
PEGGER (boots & shoe) 788.687-102
PEGGER, DOBBY LOOMS (narrow fabrics; textile) 689.687-054
pelletizer (cement) 579.685-034
pelletizer (fabric. plastics prod.; plastics mat.) 556.685-058
pelletizer tender (bone, carbon, & lampblack) 550.685-058
pellet-machine operator (fabric, plastics prod.; plastics mat.) 556.685-058
PELLET-MILL OPERATOR (grain & feed mill.) 520.685-178
PELLET-POST INSPECTOR (fireworks) 737.687-062
PELLET-PREPARATION OPERATOR (electronics) 590.684-014
PELLET-PRESS OPERATOR (ammunition) 694.685-034
PELLET-PRESS OPERATOR (chem.) 555.685-042
pellet-press operator (ore dress., smelt., & refin.) 519.685-010
PELLETA MAKER (sports equip.) 732.684-090
PELTER (agric.) 410.687-018
pelt inspector (slaught. & meat pack.) 525.687-042
pelt salter (grease & tallow; slaught. & meat pack.) 525.687-038
pelt shearer (hat & cap) 585.685-046
PEN-AND-PENCIL REPAIRER (any ind.) 733.684-014
PEN ASSEMBLER (pen & pencil) 733.684-014
PENCIL INSPECTOR (pen & pencil) 733.687-062
pencil sorter (pen & pencil) 733.687-062
pencil striper (any ind.) 741.687-022
pen-point smoother (pen & pencil) 733.685-026
PEPPER PICKLER (can. & preserv.) 522.684-010
percher (textile) 689.685-038
percher-machine inspector (textile) 689.685-038
PERFECT-BINDER FEEDER-OFFREARER (print. & pub.) 653.686-022
PERFORATING-MACHINE OPERATOR (hat & cap) 686.685-038
PERFORATING-MACHINE OPERATOR (print. & pub.) 649.685-090
PE. RATOR (boot & shoe) 690.685-114
pe. -rator (hat & cap) 686.685-038
PERFORATOR (trim. & embrod.) 781.684-042
perforator operator (hat & cap) 686.685-038
PERFUME AND TOILET WATER MAKER (drug. prep. & rel. prod.) 550.685-090
perfume compounder (drug. prep. & rel. prod.; soap) 550.685-046
PERISHABLE-FREIGHT INSPECTOR (r.r. trans.) 910.667-022
PERISHABLE-FRUIT INSPECTOR (whole. tr.) 910.387-010
PERMASTONE DRESSER (const.) 869.664-014
PERSONAL ATTENDANT (dom. ser.) 309.674-014
personal attendant (per. ser.) 358.677-014
PERSONAL PROPERTY ASSESSOR (gov. ser.) 191.367-010
PERSONAL SHOPPER (ret. tr.) 296.357-010
PERSONNEL SCHEDULER (clerical) 215.367-014
pest control worker (any ind.) 389.684-010
PETAL CUTTER (artif. flower) 781.687-030
PETAL SHAPER, HAND (artif. flower) 739.684-014
PETROLEUM INSPECTOR (bus. ser.) 222.367-046
PET SHOP ATTENDANT (ret. tr.) 410.674-010
pharmacy clerk (medical ser.) 074.387-010
PHARMACY HELPER (medical ser.) 074.387-010
PHARMACY STOCK CLERK (ret. tr.) 299.387-014
philatelic consultant (ret. tr.) 299.387-014
phone-book deliverer (bus. ser.) 230.667-014
PHONOGRAPH-CARTRIDGE ASSEMBLER (phonograph) 720.684-014
PHOSPHOR-APPLICATION-MACHINE ATTENDANT (electronics) 725.685-010
PHOTO CHECKER AND ASSEMBLER (photofinish) 976.687-014
PHOTOCOPYING-MACHINE OPERATOR (clerical) 207.685-014
PHOTOFINISHING LABORATORY WORKER (photofinish) 976.687-018
PHOTOFIASH-POWDER MIXER (fireworks) 737.687-080

PHOTOGRAPHER HELPER (any ind.) 976.687-010
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quad stayer (paper goods)</td>
<td>641.685-054</td>
</tr>
<tr>
<td>QUALITY-CONTROL CHECKER (garment)</td>
<td>789.387-010</td>
</tr>
<tr>
<td>QUALITY-CONTROL CLERK (drug. prep. &amp; rel. prod.)</td>
<td>229.587-014</td>
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<td>quality-control inspector (paper goods)</td>
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PIE-DOUGH ROLLER (bake. prod.) 526.685-038
PIE FILLER (bake. prod.) 526.685-038
PIE-FILLING MIXER (bake. prod.) 520.685-114
PIE ICER (bake. prod.) 524.684-022
PIE ICER, MACHINE (bake. prod.) 524.685-034
PIE MAKER, MACHINE (bake. prod.) 526.685-038
PIERCING-MILL OPERATOR (iron & steel) 613.685-018
pier hand (water trans.) 911.364-014
pier hand helper (water trans.) 911.687-010
PIE TOPPER (bake. prod.) 526.685-038
PIG-MACHINE-OPERATOR HELPER (iron & steel) 514.667-014
PIGMENT AND LACUER MIXER (chem.) 550.685-106
pigment blender (coal tar prod.) 550.685-014
PIGMENT FURNACE TENDER (chem.) 553.685-086
PIGMENT MIXER (paint & varn.) 550.685-078
PIGMENT PRESSER (chem.) 551.685-082
PIGMENT PROCESSOR (chem.; paint & varn.) 559.685-130
PIGMENT PUMPER (rubber reclaim.) 914.665-010
pigment supplier (rubber reclaim.) 914.665-010
pigment weigher (floor covering, n.e.c.) 590.487-010
PIGSKIN TRIMMER (slaught. & meat pack.) 525.687-046
PILE-DRIVING SETTER (const.) 869.664-014
PILE-FABRIC KNITTER (knit goods) 685.665-014
PILLOWCASE CLEANER (house furn.) 689.687-050
pilowcase cutter (house furn.) 686.685-014
PILLOWCASE FOLDER (house furn.) 589.687-014
PILLOWCASE SEWER, AUTOMATIC (house furn.) 787.685-014
PILLOWCASE TURNER (house furn.) 583.685-078
pillow cleaner (clean., dye., & press.) 362.685-010
PILLOW CLEANER (house furn.) 789.687-123
PILLOW FILLER (house furn.) 780.684-006
pilot (textile) 582.685-130
PILOT-BATE DECHAND (water trans.) 911.687-022
pilot-can router (tobacco) 920.685-006
PILOT-CONTROL-OPERATOR HELPER (chem.; plastics mat.) 559.664-014
pilot-plant-operator helper (chem.; plastics mat.) 559.664-014
PILOT, SUBMERSIBLE (any ind.) 029.383-010
PIN ATTACHER (needle, pin, & rel. prod.) 692.685-206
PIN CLEANER (textile) 699.687-014
pin-drafting-machine operator (textile) 680.685-058
PIN-FEATHER-MACHINE OPERATOR (house furn.) 589.685-054
PIN INSETER (any ind.) 920.685-034
PIN INSETER (clock & watch) 715.684-182
PIN INSETER, REGULATOR (clock & watch) 715.684-166
PINION INSPECTOR (clock & watch) 715.384-022
PINION POLISHER (clock & watch) 715.685-042
PINION STAKER (clock & watch) 715.684-182
pinker (boot & shoe; garment) 686.685-042
PINKING-MACHINE OPERATOR (boot & shoe; garment) 686.685-042
PINKING-MACHINE OPERATOR (neeuie, pin, & rel. prod.) 692.685-130
pin-machine operator (furn.) 763.684-046
pin-machine tender (textile) 680.685-058
PIN MAKER (pottery & Porc.) 575.686-018
pinner (cut. & tools) 701.687-010
PINNER (garment; trim. & embroid.) 782.687-026
inner (medical ser.) 712.687-014
TINNER (spring) 706.684-090
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<td>PINNER (trim. &amp; embroid.)</td>
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<tr>
<td>PLANT PACKER (agric.)</td>
<td>920.687-134</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

plant tour guide (any ind.) 353.367-018
PLANT WRAPPER (agric.) 920.687-134
PLAQUE MAKER (stat. & art goods) 779.684-046
PLASTER-DIE MAKER (pottery & porc.) 774.684-026
PLASTERER (furn.) 749.687-026
PLASTERER HELPER (const.) 869.687-026
plasterer, spot (furn.) 749.687-026
PLASTER-MACHINE TENDER (const.) 842.665-010
PLASTER MAKER (stat. & art goods) 779.684-046
PLASTER MOLDER (found.) II 518.484-010
PLASTER-OF-PARIS MOLDER (elec. equip.) 729.684-030
plastic ball buffer (sports equip.) 690.685-038
PLASTIC-CARD GRADER, CARDROOM (amuse. & rec.) 343.687-010
PLASTIC-DESIGN APPLIER (boot & shoe) 690.686-046
PLASTIC DUPLICATOR (mach. tool & access.) 754.684-038
plastic insert molder (boot & shoe) 788.687-094
plastic installer (found.) 849.484-010
PLASTIC-JOINT MAKER (brick & tile) 590.687-014
plastic-machine folder (boot & shoe) 690.685-070
PLASTIC MIXER (aircraft-aerospace mfg.) 559.684-014
PLASTIC MOLDING (model & pattern) 779.684-050
PLASTIC OUTFITTER (ship & boat bldg. & rep.) 806.484-014
PLASTIC-PANEL INSTALLER (const.; ret. tr.) 863.684-014
plastic press molder (fabric. plastic prod.) 556.685-022
PLASTIC FABRICATOR (aircraft-aerospace mfg.) 754.684-042
PLASTICS REPAIRER (fabric. plastics prod.) 754.684-046
PLASTICS-SEASONER OPERATOR (plastics mat.) 553.665-042
PLASTIC-TOP ASSEMBLER (furn.) 763.684-062
PLASTIC-TOP INSTALLER (furn.) 763.684-050
plastic-welding-machine operator (any ind.) 690.685-154
PLATE-AND-FRAME-FILTER OPERATOR (any ind.) 551.685-082
PLATE ASSEMBLER, SMALL BATTERY (elec. equip.) 727.684-026
PLATE BONER (slaughter. & meat pack.) 525.684-010
PLATE-DRYING-MACHINE TENDER (elec. equip.) 590.685-026
plate filler (ammunition) 737.685-014
plate fin assembler (refrigerate. equip.) 706.684-010
PLATE FORMER (elec. equip.) 500.684-018
PLATE GAGER (print. & pub.) 979.687-018
PLATE INSPECTOR (clock & watch) 715.384-022
PLATEN builders-up (print. & pub.) 651.384-010
platen-drier operator (veneer & plywood) 563.685-026
PLATEN GRINDER (office mach.) 690.385-010
PLATEN-PRESS FEEDER (print. & pub.) 651.685-022
PLATE-PUT-IN WORKER (elec. equip.) 727.687-058
PLATER (inst. & app.) 719.684-014
plater (paper & pulp) 649.686-026
plater helper (any ind.) 599.685-062
plater helper (electroplating) 500.686-010
PLATER, HOT DIP (galvanizing) 501.685-010
PLATER, PRODUCTION (electroplating) 500.365-010
plate-shop helper (any ind.) 619.686-022
PLATE SLITTER-AND-INSPECTOR (elec. equip.) 727.685-010
OLATE STACKER, HAND (elec. equip.) 729.687-026
PLATE-TAKE-OUT WORKER (elec. equip.) 500.687-010
PLATE WASHER (elec. equip.) 727.687-058
PLATE WORKER (paper & pulp) 535.685-010
plate-worker helper (any ind.) 801.687-014
PLATFORM ATTENDANT (ice) 299.377-010
platform beater (boot & shoe) 690.685-470
PLATFORM CEMENTER (boot & shoe) 690.686-018
platform inspector (can. & preserv.; whole. tr.) 529.387-018
PLATFORM LOADER (any ind.) 929.687-030
PLATFORM PRESSER (boot & shoe) 690.685-074
PLATFORM STAPLER (boot & shoe) 690.685-162
platform worker (glass mfg.) 575.687-010
platform worker (wood preserving) 561.665-010
plating-department helper (electroplating) 500.686-010
PLATING-MACHINE OPERATOR (paper & pulp) 649.686-026
PLAYGROUND-EQUIPMENT ERECTOR (ret. tr.) 801.684-018
PLAYROOM ATTENDANT (any ind.) 359.677-026
PLEATER (house furn.) 787.685-014
PLEATER (textile) 589.685-074
PLEATER, HAND (trim. & embroid.) 583.684-010
PLEATING-MACHINE OPERATOR (any ind.) 583.685-082
pleating-machine operator (knit goods; textile) 589.685-086
PLEAT PATTERNMAKER (garment; house furn.) 781.484-010
PLEAT TAPER (trim. & embroid.) 789.487-010
plier worker (jewelry) 735.687-014
PLISSE-MACHINE OPERATOR HELPER (textile) 652.686-010
PLOW-AND-BORING-MACHINE TENDER (plan. mill) 665.685-018
plow holder (const.) 850.663-014
plow shaker (const.) 850-663-014
plug-and-mold finisher (conc. prod.; ship & boat bldg. & rep.) 806.684-086
PLUG ASSEMBLER (elec. equip.) 729.687-010
PLUG CUTTER (pen & pencil) 690.685-306
plug-cutter (tobacco) 529.685-182
plug-cutting-and-wrapping-machine operator (tobacco) 529.685-182
PLUG-CUTTING-MACHINE OPERATOR (tobacco) 529.685-182
plug-drill operator (mining & quarrying) 930.684-018
PLUGGER (cooperage) 764.687-098
PLUGGER (iron & steel) 613.687-010
plug-making operator (tobacco) 529.685-062
PLUG-OVERWRAP-MACHINE TENDER (tobacco) 529.685-186
PLUG SHAPER, HAND (tobacco) 520.687-050
PLUG SHAPER, MACHINE (tobacco) 520.686-034
PLUG SORTER (woodworking) 769.687-034
PLUG WIRER (elec. equip.) 726.687-014
PLUMBER HELPER (const.) 869.664-014
PLUMBING ASSEMBLER-INSTALLER (mfd. bldgs.) 862.684-026
PLUMBING-HARDWARE ASSEMBLER (plumb. supplies) 706.684-086
PLUM PACKER (agric.; whole. tr.) 920.687-134
PLUNGER-MACHINE OPERATOR (paper goods) 649.685-042
PLYCOR OPERATOR (woodworking) 569.685-046
ply splicer (rubber tire & tube) 759.684-058
PLYWOOD BUILDER (veneer & plywood) 762.687-026
PLYWOOD PATCHER (veneer & plywood) 769.684-030
PLYWOOD-SCRAFER TENDER (veneer & plywood) 665.685-022
PLYWOOD-STOCK GRADER (veneer & plywood) 569.587-010
PNEUMATIC-HOIST OPERATOR (const.; mfd. bldgs.) 921.663-046
PNEUMATIC JACKETER (insulated wire) 691.667-010
PNEUMATIC TESTER (any ind.) 862.687-018
pneumatic-tube operator (clerical) 239.687-014
POACHER OPERATOR (explosives) 551.685-106
POACHER-WRINGER OPERATOR (chem.) 551.685-162
POCKER ASSEMBLER (sports equip.) 732.384-010
POCKETBOOK FRAMER (leather prod.) 739.684-090
pocket builder (rubber tire & tube) 750.684-010
POCKER CREASER (garment.; knit goods) 583.685-042
POCKETED-SPRING ASSEMBLER (matt. & bedspring) 780.684-090
POCKETED-SPRING INSERTER (autom. mfg.) 780.684-050
pocketed-spring-machine operator (matt. & bedspring) 616.685-050
POCKET-FLAP-CREASING-MACHINE OPERATOR (garment.) 583.685-042
POCKET-MACHINE OPERATOR (matt. & bedspring) 616.685-050
POCKET MARKER (garment) 781.687-042
POCKET PRESSER (garment) 363.684-018
POCKET-SECRETARY ASSEMBLER (leather prod.) 783.684-010
PODIATRIC ASSISTANT (medical ser.) 079.374-018
POINTER, CALKER, AND CLEANER (const.) 869.664-014
POINTING-MACHINE OPERATOR (fabric. plastics prod.; rubber goods) 690.685-310
poker-in (iron & steel) 512.683-010
polarity tester (elec. equip.) 727.687-054
pole classifier (wood preserving) 561.587-010
POLE FRAMER (light, heat, & power; wood preserving) 959.684-010
POLE INSPECTOR (light, heat, & power) 869.387-010
POLE INSPECTOR (wood preserving) 561.587-010
pole-peeler helper (wood preserving) 665.686-010
POLE-PEELING-MACHINE-OPERATOR HELPER (wood preserving) 665.686-010
poler (paper & pulp; sawmill; veneer & plywood) 921.686-022
POLE-SANDER OPERATOR (woodworking) 662.685-014
pole setter (light, heat, & power) 821.687-010
pole-shaver helper (wood preserving) 665.686-010
POLE-SHOE ASSEMBLER (elec. equip.) 729.484-010
pole tester (light, heat, & power) 869.387-010
POLICE OFFICER (gov. ser.) II 375.367-010
POLISHER (any ind.) 705.684-058
polisher (boot & shoe) 690.685-046
polisher (boot & shoe) 690.685-058
POLISHER (button) 599.685-078
POLISHER (glass mfg.; mirror) 775.684-058
POLISHER (jewelry) 700.687-058
polisher (smoking pipe) 739.684-026
POLISHER (woodworking) 761.684-026
POLISHER, ALUMINUM (any ind.) 705.684-058
POLISHER AND BUFFER (any ind.) I 705.684-014
POLISHER AND BUFFER (any ind.) II 705.684-062
polisher and sander (cork prod.) 662.685-026
POLISHER APPRENTICE (any ind.) 705.684-066
POLISHER, BALANCE SCREWHEAD (clock & watch) 715.685-046
POLISHER, BRASS (any ind.) 705.684-058
POLISHER, BRONZE (any ind.) 705.684-058
POLISHER, DIAM (clock & watch) 715.684-170
POLISHER, EYEGlass FRAMES (optical goods) 713.684-038
polisher, hand (stonework) 775.664-010
POLISHER, IMPLANT (optical goods) 713.687-034
POLISHER, NUMERAL (clock & watch) 715.684-170
POLISHER, ZINC (any ind.) 705.684-058
POLISHING-MACHINE-OPERATOR HELPER (any ind.) 603.686-010
POLISHING-PAD MOUNTER (optical goods) 739.687-154
polishing-wheel repairer (any ind.) 739.684-030
POLISHING-WHEET SETTER (any ind.) 776.684-014
poli clerk (gov. ser.) 205.367-030
POLYETHYLENE-BAG-MACHINE OPERATOR (paper goods) 649.685-014
POLYMERIZATION HELPER (plastics mat.) 558.585-038
POLYMERIZATION-OVEN OPERATOR (plastics mat.) 556.585-014
POLY-PACKER AND HEAT-SEALER (per. protect. & med. dev.) 920.686-038
POLYSTYRENE-MOLDING-MACHINE TENDER (fabric. plastics prod.) 556.685-062
POMPOM MAKER (knit goods) 789.687-126
pondsaw operator (paper & pulp; sawmill) 667.685-034
POND SCALER (paper & pulp; sawmill) 455.487-010
POND TENDER (salt production) 939.685-010
POND WORKER (paper & pulp; sawmill; veneer & plywood) 921.686-022
PONY-CYLINDER-PRESS FEEDER (print. & pub.) 651.686-010
PONY-RIDE ATTENDANT (amuse. & rec.) 349.674-010
PONY-ROLL FINISHER (paper & pulp) 920.685-090
pony winder (paper goods) 640.685-058
pooling operator (drug. prep. & rel. prod.; medical ser.) 599.687-026
poolroom attendant (amuse. & rec.) 340.477-010
pool servicer (any ind.) 891.684-018
POPCORN-CANDY MAKER (confection.) 526.685-042
popcorn maker (confection.) 526.685-026
popped-corn oven attendant (confection.) 526.685-026
porcelain-buildup assistant (medical ser.) 712.684-030
PORCELAIN-ENAMEL INSTALLER (const.; ret. tr.) 863.684-014
PORCELAIN-ENAMEL LABORER (any ind.) 509.687-014
PORCELAIN-ENAMEL REPAIRER (any ind.) 741.684-030
PORCELAIN-ENAMEL SPRAYER (any ind.) 741.684-026
porcelain finisher (medical ser.) 712.664-010
PORCELAIN SLUSHER (any ind.) 599.685-026
porcelain waxer (medical ser.) 712.664-010
portable grinder operator (any ind.) 705.684-030
PORTABLE GROUT-MIXER OPERATOR (conc. prod.; const.) 869.687-026
PORTABLE SAWYER (loco. & car bldg. & rep.) 899.684-030
port drier (textile) 581.685-026
PORTER (air trans.; motor trans.; r.r. trans.) 357.677-010
porter (any ind.) 381.687-014
porter, baggage (air trans.; motor trans.; r.r. trans.) 357.677-010
PORTER, BAGGAGE (hotel & rest.) 324.477-010
porter, bath (per. ser.) 335.677-014
PORTER, LOBBY (hotel & rest.) 323.687-018
porter, luggage (hotel & rest.) 324.477-010
PORTER, MARINA (water trans.) 329.677-010
porter, pullman (r.r. trans.) 351.677-010
PORTER, SAMPLE CASE (whole. tr.) 299.687-010
PORTER, USED-CAR LOT (ret. tr.; whole. tr.) 915.687-022
position clerk (finan. inst.) 210.367-014
postage-machine operator (clerical) 208.685-026
postal clerk (clerical) 209.587-026
postal clerk (gov. ser.) 243.367-014
poster (clerical) 216.587-014
POST-FORM REMOVER (elec. equip.) 727.687-070
POSTING CLERK (clerical) 216.587-014
POSTING-MACHINE OPERATOR (clerical) 216.587-014
POST-OFFICE CLERK (gov. ser.) 243.367-014
POTASH FLAKER (chem.) 559.685-074
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>potato-chip cooker machine (food prep., n.e.c.)</td>
<td>526.685-046</td>
</tr>
<tr>
<td>POTATO-CHIP FRIER (food prep., n.e.c.)</td>
<td>526.685-046</td>
</tr>
<tr>
<td>POTATO-CHIP SORTER (food prep., n.e.c.)</td>
<td>526.687-010</td>
</tr>
<tr>
<td>POTATO GRADER (agric.; whole. tr.)</td>
<td>529.687-186</td>
</tr>
<tr>
<td>POTATO-PEELING-MACHINE OPERATOR (food prep., n.e.c.)</td>
<td>521.685-250</td>
</tr>
<tr>
<td>potato-seed cutter (agric.)</td>
<td>404.686-010</td>
</tr>
<tr>
<td>POTATO SORTER (agric.; whole. tr.)</td>
<td>529.687-186</td>
</tr>
<tr>
<td>potato spotter (food prep., n.e.c.)</td>
<td>521.687-094</td>
</tr>
<tr>
<td>POT BUILDER (chem.)</td>
<td>826.684-022</td>
</tr>
<tr>
<td>POTDEVIN CEMENTER, MACHINE (boot &amp; shoe)</td>
<td>690.686-018</td>
</tr>
<tr>
<td>POTLINE MONITOR (ore dress., smelt., &amp; refin.)</td>
<td>512.467-010</td>
</tr>
<tr>
<td>POT LINER (ore dress., smelt., &amp; refin.)</td>
<td>519.664-014</td>
</tr>
<tr>
<td>POT MAKER (brick &amp; tile)</td>
<td>575.684-042</td>
</tr>
<tr>
<td>pot-press operator (pottery &amp; porc.)</td>
<td>575.685-034</td>
</tr>
<tr>
<td>pot puncher (ore dress., smelt., &amp; refin.)</td>
<td>512.685-018</td>
</tr>
<tr>
<td>pot runner (galvanizing)</td>
<td>501.685-010</td>
</tr>
<tr>
<td>POT TENDER (ore dress., smelt., &amp; refin.)</td>
<td>512.685-018</td>
</tr>
<tr>
<td>POTTER (electronics)</td>
<td>726.684-030</td>
</tr>
<tr>
<td>POTTERY STRIPER (pottery &amp; porc.)</td>
<td>741.687-022</td>
</tr>
<tr>
<td>POTWASHER (hotel &amp; rest.)</td>
<td>318.687-010</td>
</tr>
<tr>
<td>POUCH-MAKING-MACHINE OPERATOR (tobacco)</td>
<td>920.685-098</td>
</tr>
<tr>
<td>POULTICE-MACHINE OPERATOR (drug. prep. &amp; rel. prod.)</td>
<td>692.685-134</td>
</tr>
<tr>
<td>poultry-and-fish butcher (hotel &amp; rest.)</td>
<td>316.684-010</td>
</tr>
<tr>
<td>POULTRY BONER (slaught. &amp; meat pack.)</td>
<td>525.687-066</td>
</tr>
<tr>
<td>poultry culler (agric.)</td>
<td>411.687-010</td>
</tr>
<tr>
<td>POULTRY DEBEAKER (agric.)</td>
<td>411.687-026</td>
</tr>
<tr>
<td>POULTRY DRESSER (agric.; slaught. &amp; meat pack.)</td>
<td>525.687-070</td>
</tr>
<tr>
<td>POULTRY-DRRESSING WORKER (slaught. &amp; meat pack.)</td>
<td>525.687-082</td>
</tr>
<tr>
<td>POULTRY EVISERATOR (slaught. &amp; meat pack.)</td>
<td>525.687-074</td>
</tr>
<tr>
<td>POULTRY-FEED-MIXER OPERATOR (grain &amp; feed mill.)</td>
<td>520.685-098</td>
</tr>
<tr>
<td>POULTRY HANGER (slaught. &amp; meat pack.)</td>
<td>525.687-078</td>
</tr>
<tr>
<td>poultry helper (agric.)</td>
<td>411.584-010</td>
</tr>
<tr>
<td>POULTRY INSEMINATOR (agric.)</td>
<td>411.384-010</td>
</tr>
<tr>
<td>POULTRY KILLER (slaught. &amp; meat pack.)</td>
<td>525.684-042</td>
</tr>
<tr>
<td>POULTRY PICKER (slaught. &amp; meat pack.)</td>
<td>525.687-070</td>
</tr>
<tr>
<td>POULTRY SCALDER (slaught. &amp; meat pack.)</td>
<td>525.687-070</td>
</tr>
<tr>
<td>POULTRY TENDER (agric.)</td>
<td>411.364-014</td>
</tr>
<tr>
<td>POULTRY VACCINATOR (agric.)</td>
<td>411.684-014</td>
</tr>
<tr>
<td>pouncer (hat &amp; cap)</td>
<td>585.685-074</td>
</tr>
<tr>
<td>pouncer (hat &amp; cap)</td>
<td>784.687-018</td>
</tr>
<tr>
<td>pouncer, machine (hat &amp; cap)</td>
<td>585.685-074</td>
</tr>
<tr>
<td>POUNCING-LATHE OPERATOR (hat &amp; cap)</td>
<td>585.685-074</td>
</tr>
<tr>
<td>pouncing-machine operator (hat &amp; cap)</td>
<td>585.685-074</td>
</tr>
<tr>
<td>pouncing-machine operator (hat &amp; cap)</td>
<td>585.685-058</td>
</tr>
<tr>
<td>POUNCER (boot &amp; shoe)</td>
<td>690.685-314</td>
</tr>
<tr>
<td>poured-pipe maker (conc. prod.)</td>
<td>779.684-014</td>
</tr>
<tr>
<td>POURER (candle)</td>
<td>739.687-158</td>
</tr>
<tr>
<td>pourer (fabric, plastics prod.)</td>
<td>754.684-022</td>
</tr>
<tr>
<td>pourer (leather mfg.)</td>
<td>584.687-010</td>
</tr>
<tr>
<td>pourer (leather mfg.)</td>
<td>584.687-014</td>
</tr>
<tr>
<td>pourer (pottery &amp; porc.)</td>
<td>575.684-014</td>
</tr>
<tr>
<td>POURER (rubber goods)</td>
<td>556.687-026</td>
</tr>
<tr>
<td>POURER, BUGGY LADLE (found.)</td>
<td>514.684-022</td>
</tr>
<tr>
<td>POURER, BULL LADLE (found.)</td>
<td>514.684-022</td>
</tr>
<tr>
<td>POURER, CRANE LADLE (found.)</td>
<td>514.684-022</td>
</tr>
</tbody>
</table>
POURER, METAL (found.) 514.684-022
POWDER BLENDER AND POURER (explosives) 550.485-022
powder carrier (any ind.) 859.687-010
POWDER COMPOUNDER (drug. prep. & rel. prod.) 550.685-090
POWDER-CUTTING OPERATOR (explosives) 559.685-134
POWDERED-SUGAR-PULVERIZER OPERATOR (sugar) 521.585-018
POWDERED (hat & cap) 784.687-058
POWDER GUARD (const.) 372.667-034
POWDER LOADER (mining & quarrying) 931.667-010
POWDER-MILL OPERATOR (sugar) 521.585-018
POWDER MIXER (chem.) 550.685-090
powder monkey (clerical) 222.367-038
powder nipper (clerical) 222.367-038
powder-press operator (explosives) 556.685-014
powder shoveler (explosives) 692.686-038
POWDER-TRUCK DRIVER (ammunition) 903.683-014
POWDER TRUCKER (ammunition; explosives) 929.687-030
POWDER WORKER, TNT (ammunition) 737.684-030
POWER-BARKER OPERATOR (paper & pulp; sawmill) 669.485-010
POWER-CHISEL OPERATOR (cut. & tools) 701.687-030
power-cleaner operator (any ind.) 389.683-010
POWERED BRIDGE SPECIALIST (military ser.) 378.683-014
power-grader operator (const.) 850.663-022
POWER-HAMMER OPERATOR (boot & shoe) 690.685-350
POWERHOUSE HELPER (bone, carbon, & lampblack) 550.685-098
POWERHOUSE-MECHANIC HELPER (light, heat, & power) 631.684-010
powerhouse oiler (any ind.) 950.685-014
power-line inspector (light, hear, & power) 821.367-010
power-nut-runner operator (any ind.) 699.685-026
power-plant assistant (light, hear, & power) 952.367-014
POWER-PRESS TENDER (any ind.) 617.685-026
POWER-SCREWDRIVER OPERATOR (any ind.) 699.685-026
power-shear operator (any ind.) 615.685-034
POWER-SHOVEL OPERATOR (any ind.) 850.683-030
POWER-SHOVEL-OPERATOR HELPER (any ind.) 921.667-022
POWER-SWEEPER OPERATOR (any ind.) 919.683-022
POWER-TOOL ASSEMBLER (elec. equip.) 723.684-010
power washer (any ind.) 503.685-030
PREASSEMBLER AND INSPECTOR (musical inst.) 730.684-058
PREBOARDER (hosiery) 589.685-010
PRECAST MOLDING (conc. prod.) 579.685-042
precast worker (conc. prod.) 579.685-042
PRECIPITATE WASHER (chem.) 551.685-110
PRECIPITATION EQUIPMENT TENDER (chem.) 558.585-014
PRECIPITATOR (ore dress., smelt., & refin.) I 511.685-038
PRECIPITATOR (ore dress., smelt., & refin.) II 511.685-042
precision filer, hand (mach. shop) 705.484-010
prefitter (furn.) 763.684-026
preformer, impregnated fabrics (fabric. plastics prod.) 754.484-010
PREFORMING-MACHINE OPERATOR (electronics) 590.684-014
preform-machine operator (fabric. plastics prod.; plastics mat.) 556.685-058
PREFORM PLATE MAKER (ship & boat bldg. & rep.) 751.684-026
PREMIX OPERATOR, CONCENTRATE (cereal) 523.685-022
PREPARATION-ROOM WORKER (asbestos prod.) 570.686-018
PREPARER (jewelry) 700.687-062
preparer (leather mfg.) 585.684-010
PREPARER, MAKING DEPARTMENT (jewelry) 700.684-058
PREPARER, SAMPLES AND REPAIRS (jewelry) 700.684-062
PREPLEATER (house furn.) 686.685-046
PRESCRIPTION CLERK, FRAMES (optical goods) 222.367-050
PRESCRIPTION CLERK, LENS-AND-FRAMES (optical goods) 222.367-050
PRESCRIPTION CLERK, LENSES (optical goods) 222.367-050
PRESERVATION INSPECTOR, MARINE EQUIPMENT (gov. ser.) 929.367-010
PRESERVATIVE FILLER, MACHINE (can. & preserv.) 529.685-190
presetter operator (textile) 587.685-018
press-and-blow-machine tender (glass mfg.) 575.685-038
PRESS-BOX CUSTODIAN (amuse. & rec.) 344.677-010
press-brake operator (any ind.) 619.685-026
PRESS BUCKER (any ind.) 920.686-042
presser (boot & shoe) 788.684-130
PRESSER (glass mfg.) 575.685-074
presser (hat & cap) 580.685-038
presser (hat & cap) 584.685-026
PRESSER (print. & pub.) 977.684-018
PRESSER (rubber goods) 690.685-318
PRESSER (soap) 559.685-142
presser-and-blocker, knitted goods (clean., dye., & press.) 363.684-010
presser-and-shaper, knitted goods (clean., dye., & press.) 363.684-010
PRESSER, AUTOMATIC (laund.) 363.685-014
PRESSER, BUFFING WHEEL (tex. prod., n.e.c.) 583.685-090
presser, cotton ginning (agric.) 920.465-010
PRESSER, FIRST (hat & cap) 583.685-110
PRESSER, FORM (any ind.) 363.685-018
PRESSER, HAND (any ind.) 363.684-018
PRESSER, HANDKERCHIEF (laund.) 363.685-022
PRESSER, SECOND (hat & cap) 583.685-110
PRESS FEEDER (knit goods; textile) 583.686-030
PRESS FEEDER (tinware) 652.685-058
PRESS FEEDER, BROOMCORN (agric.) 429.686-010
press hand (forging) 611.685-010
PRESS HAND (knit goods) 583.687-010
PRESS HELPER (fabric. plastics prod.) 651.586-010
press helper (forging) 619.666-010
pressing-machine operator (any ind.) 363.685-018
pressing machine operator (knit goods) 583.685-070
PRESS MACHINE FEEDER (tobacco) 529.686-066
PRESS-MACHINE OPERATOR (floor covering, n.e.c.) 590.685-014
PRESS OPERATOR (aircraft-aerospace mfg.) 806.684-062
press operator (any ind.) 920.685-010
PRESS OPERATOR (chem.) 551.685-118
press operator (chem.) 556.685-078
PRESS OPERATOR (comp. & liquefied gases) 559.665-030
PRESS OPERATOR (distilled liquors; malt liquors) 521.685-118
press operator (forging) 611.685-010
PRESS OPERATOR (grease & tallow) 551.685-114
PRESS OPERATOR (laund.) 363.685-010
PRESS OPERATOR (minerals & earths) 575.685-070
PRESS OPERATOR (per. protect. & med. dev.) 686.685-050
press operator (pottery & porc.) 575.685-026
PRESS OPERATOR (rubber reclaim.) 559.685-138
PRESS OPERATOR (slaught. & meat pack.) 529.685-202
PRESS OPERATOR (textile) 583.685-086
press operator, automatic (laund.) 363.685-014
<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Press operator, automatic (tobacco)</td>
<td>920.685-082</td>
</tr>
<tr>
<td>Press operator, carcass (sports equip.)</td>
<td>732.687-054</td>
</tr>
<tr>
<td>PRESS OPERATOR, MEAT (slaught. &amp; meat pack.)</td>
<td>520.685-182</td>
</tr>
<tr>
<td>PRESS OPERATOR, PIERCE AND SHAVE (clock &amp; watch)</td>
<td>715.685-050</td>
</tr>
<tr>
<td>Press operator, wax ball (sports equip.)</td>
<td>732.687-058</td>
</tr>
<tr>
<td>PRESS-PIPE INSPECTOR (brick &amp; tile)</td>
<td>575.687-030</td>
</tr>
<tr>
<td>PRESS PULLER (corn prod.)</td>
<td>529.687-170</td>
</tr>
<tr>
<td>Press reader (bus. ser.)</td>
<td>249.387-022</td>
</tr>
<tr>
<td>PRESSROOM WORKER, FAT (grease &amp; tallow)</td>
<td>559.685-146</td>
</tr>
<tr>
<td>Press-service reader (bus. ser.)</td>
<td>249.387-022</td>
</tr>
<tr>
<td>PRESS TENDER (macaroni &amp; rel. prod.)</td>
<td>520.685-186</td>
</tr>
<tr>
<td>PRESS TENDER (rubber goods; rubber tire &amp; tube; sports equip.)</td>
<td>556.685-066</td>
</tr>
<tr>
<td>PRESS TENDER, HEAD, FEED HOUSE (corn prod.)</td>
<td>521.685-018</td>
</tr>
<tr>
<td>PRESS TENDER, INCENDIARY GRENADE (fireworks)</td>
<td>694.685-038</td>
</tr>
<tr>
<td>PRESS TENDER, LONG GOODS (macaroni &amp; rel. prod.)</td>
<td>520.685-186</td>
</tr>
<tr>
<td>PRESS TENDER, PYROTECHNICS (fireworks)</td>
<td>694.685-038</td>
</tr>
<tr>
<td>PRESS TENDER, SHORT GOODS (macaroni &amp; rel. prod.)</td>
<td>520.685-186</td>
</tr>
<tr>
<td>PRESS TENDER, SMOKE SIGNAL (fireworks)</td>
<td>694.685-038</td>
</tr>
<tr>
<td>PRESS TENDER, STAR SIGNAL (fireworks)</td>
<td>694.685-038</td>
</tr>
<tr>
<td>PRESSURE SEALER-AND-TESTER (aircraft-aerospace mfg.)</td>
<td>806.684-110</td>
</tr>
<tr>
<td>PRESSURE-TANK OPERATOR (glue)</td>
<td>523.385-010</td>
</tr>
<tr>
<td>PRESSURE-TEST OPERATOR (ammunition)</td>
<td>737.387-018</td>
</tr>
<tr>
<td>PRETZEL COOKER (bake. prod.)</td>
<td>526.685-054</td>
</tr>
<tr>
<td>PRETZEL-STICK-MACHINE OPERATOR (bake. prod.)</td>
<td>520.685-190</td>
</tr>
<tr>
<td>PRETZEL TWISTER (bake. prod.)</td>
<td>520.587-010</td>
</tr>
<tr>
<td>PRETZEL-TWISTING-MACHINE OPERATOR (bake. prod.)</td>
<td>520.685-190</td>
</tr>
<tr>
<td>PRICE CHECKER (clerical)</td>
<td>209.687-010</td>
</tr>
<tr>
<td>price marker (ret. tr.; whole. tr.)</td>
<td>209.587-034</td>
</tr>
<tr>
<td>pricer-bagger (photofinish.)</td>
<td>976.687-018</td>
</tr>
<tr>
<td>pricer-sorier (nonprofit organ.)</td>
<td>222.387-054</td>
</tr>
<tr>
<td>priller (clerical)</td>
<td>222.367-038</td>
</tr>
<tr>
<td>PRIMARY CONNECTOR, ARMATURE (elec. equip.)</td>
<td>724.684-014</td>
</tr>
<tr>
<td>primary-crusher operator (any ind.)</td>
<td>570.685-022</td>
</tr>
<tr>
<td>primer assembler (ammunition)</td>
<td>694.685-010</td>
</tr>
<tr>
<td>PRIMER ASSEMBLER (ammunition)</td>
<td>737.687-098</td>
</tr>
<tr>
<td>PRIMER BOXER (ammunition)</td>
<td>737.587-018</td>
</tr>
<tr>
<td>PRIMER CHARGER (ammunition)</td>
<td>737.687-102</td>
</tr>
<tr>
<td>PRIMER EXPEDITOR AND DRIER (explosives)</td>
<td>553.385-014</td>
</tr>
<tr>
<td>PRIMER-INSERTING-MACHINE OPERATOR (ammunition)</td>
<td>694.685-042</td>
</tr>
<tr>
<td>PRIMER INSPECTOR (ammunition)</td>
<td>737.687-106</td>
</tr>
<tr>
<td>PRIMER-POWDER BLENDER, DRY (ammunition)</td>
<td>550.565-010</td>
</tr>
<tr>
<td>primer-press operator (ammunition)</td>
<td>694.685-010</td>
</tr>
<tr>
<td>PRIMER SPRAYER (aircraft-aerospace mfg.; auto. mfg.)</td>
<td>741.684-026</td>
</tr>
<tr>
<td>PRIMER-WATERPROOFING-MACHINE OPERATOR (ammunition)</td>
<td>694.685-046</td>
</tr>
<tr>
<td>priming-machine operator (ammunition)</td>
<td>694.685-042</td>
</tr>
<tr>
<td>PRIMING-MIXTURE CARRIER (ammunition)</td>
<td>922.587-010</td>
</tr>
<tr>
<td>PRIMING-POWDER-PREMIX BLENDER (explosives)</td>
<td>550.684-022</td>
</tr>
<tr>
<td>print cutter (photofinish.)</td>
<td>976.685-010</td>
</tr>
<tr>
<td>PRINT DECORATOR (pottery &amp; porc.)</td>
<td>749.684-010</td>
</tr>
<tr>
<td>PRINT DEVELOPER, AUTOMATIC (photofinish)</td>
<td>976.685-026</td>
</tr>
<tr>
<td>PRINTED-CIRCUIT-BOARD INSPECTOR (electronics)</td>
<td>726.684-022</td>
</tr>
<tr>
<td>PRINTED-CIRCUIT PROCESSOR (electronics)</td>
<td>590.684-018</td>
</tr>
<tr>
<td>PRINTED-CIRCUIT TECHNICIAN (electronics)</td>
<td>590.684-018</td>
</tr>
<tr>
<td>PRINTED-CIRCUIT TESTER (electronics)</td>
<td>726.684-026</td>
</tr>
<tr>
<td>PRINTED-FORMS PROOFREADER (clerical)</td>
<td>209.687-010</td>
</tr>
<tr>
<td>printer (boot &amp; shoe)</td>
<td>690.685-158</td>
</tr>
<tr>
<td>printer (confection.)</td>
<td>526.687-014</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

P

PRINTER (pen & pencil) 652.685-062
printer (tex. bag) 652.685-022
PRINTER, FLOOR COVERING (floor covering, n.e.c.) 652.685-066
PRINTER, FLOOR COVERING, ASSISTANT (floor covering, n.e.c.) 652.687-038
PRINTER, MACHINE (hut & cap) 652.685-070
PRINTER-SLOTTER HELPER (paper goods) 659.686-014
print finisher (photofinish.) 976.487-010
PRINTING-MACHINE OPERATOR, FOLDING RULES (cut. & tools) 652.685-074
PRINTING-PLATE CLERK (print. & pub.) 222.387-058
PRINTING-ROLLER HANDLER (textile) 652.385-010
PRINT INSPECTOR (photofinish.) 976.687-022
PRINT INSPECTOR (pottery & porc.) 774.687-018
PRINT-LINE FEEDER (furn.) 652.686-026
PRINT-LINE INSPECTOR (furs.) 652.687-034
PRINT-LINE TAILER (furn.) 652.686-030
PRINT-SHOP HELPER (print. & pub.) 979.684-026
PRINT WASHER (photofinish.) 976.684-022
prize jacker (tobacco) 920.685-062
PRIZER (tobacco) 920.687-142
PROCUREMENT CLERK (clerical) 249.367-066
PRODUCE CLERK (ret. tr.) 210.687-058
PRODUCE STONE CLERK (ret. tr.) 299.367-014
PRODUCE WEIGHER (ret. tr.) 299.587-010
production assembler (ordnance) 737.684-034
production assistant (explosives) 221.387-050
production-control clerk (cloth & watch) 221.387-018
production gear cutter (mach. shop) 602.685-010
production grinder (mach. shop) 603.685-062
PRODUCTION GRIP (motion pic.) 962.687-022
PRODUCTION HARDENER (heat treat.) 504.685-026
production helper (any ind.) 619.686-022
production helper (food prep., n.e.c.) 921.685-050
PRODUCTION HELPER (insulated wire) 691.687-010
production machine operator (mach. shop) 609.685-018
PRODUCTION MACHINE TENDER (mach. shop) 609.685-018
PRODUCTION MACHINE TENDER (nut & bolt) 619.365-010
PRODUCTION MACHINE TENDER, GLASS CUTTING-OR-GRINDING (glass mfg.) 679.685-014
PRODUCTION PROOFREADER (print. & pub.; ret. tr.) 247.667-010
production solderer (welding) 813.684-014
PRODUCTION-SUPPLY-EQUIPMENT TENDER (food prep., n.e.c.) 921.685-050
production tester (electronics) 726.684-026
PRODUCT TESTER, FIBERGLASS (textile) 589.384-010

L-196
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

P

PROFILER, HAND (clock & watch) 715.685-054
PROFILE-STITCHING-MACHINE OPERATOR (garment) 786.685-026
PROFILING-MACHINE OPERATOR (clock & watch) 605.685-038
program checker (radio & tv broad.) 249.387-010
program coder (clerical) 219.367-026
PROGRAMER, DETAIL (clerical) 219.367-026
programer trainee (clerical) 219.367-026
program schedule clerk (radio & tv broad.) 199.387-010
progress clerk (clerical) 221.387-034
PROGRESSIVE ASSEMBLER AND FITTER (agric. equip.) 801.684-022
PROJECT-CREW WORKER (any ind.) 891.687-018
PROJECTOR ASSEMBLER (photo. apparatus.) 714.684-010
PROMPTER (amuse. & rec.) 152.367-010
PRONGER (jewelry) 735.687-034
PROOF-COIN COLLECTOR (gov. ser.) 709.687-030
PROOF INSPECTOR (firearms) 736.384-010
PROOFREADER (print. & pub.) 209.387-030
proof runner (print. & pub.) 239.677-010
proof sorter (photofinish.) 976.687-018
PROOF-TECHNICIAN HELPER (ammunition; firearms) 736.387-014
proof tester (firearms) 736.384-010
PROPELLANT-CHARGE LOADER (ammunition) 737.487-010
PROPELLANT-CHARGE-ZONE ASSEMBLER (ammunition) 737.687-110
PROPERTY-AND-EQUIPMENT CLERK (petrol reinf.) 222.387-026
PROPERTY CLERK (gov. ser.) 222.367-054
property custodian (gov. ser.) 222.367-054
PROPERTY CUSTODIAN (motion pic.) 222.387-042
property handler (motion pic.; radio & tv broad.) 962.687-022
proposition player (amuse. & rec.) 343.367-010
PROSPECTING-DRILLER HELPER (petrol production) 939.364-010
PROTECTIVE OFFICER (gov. ser.) 372.363-010
PROTECTIVE-SIGNAL-INSTALLER HELPER (bus. ser.) 822.666-010
PROTECTIVE-SIGNAL-REPAIRER HELPER (bus. ser.) 822.684-014
PROTECTOR-PLATE ATTACHER (cut. & tools) 692.685-138
PROVIDER (iron & steel) 221.387-046
PRUNE WASHER (food prep., n.e.c.) 521.685-110
PSYCHIATRIC AIDE (medical ser.) 355.377-014
psychiatric attendant (medical ser.) 355.377-014
PSYCHIC READER (amuse. & rec.) 159.647-018
publications-distribution clerk (clerical) 222.587-018
public-bath attendant (per. ser.) 335.677-014
public interviewer (clerical) 205.367-054
public-realtions player (amuse. & rec.) 343.367-010
puddler (build. board) 530.384-010
PUDDLER, PILE DRIVING (const.) 869.687-026
puffer (laund.) 363.687-018
PUFF IRONER (laund.) 363.687-018
pugger helper (brick & tile; pottery & porc.) 570.685-074
pugg maker (hat & cap) 690.686-034
PUG-MILL OPERATOR (cement) 570.685-046
PUG-MILL OPERATOR (ore dress., smelt., & refin.) 510.685-022
PUG-MILL-OPERATOR HELPER (brick. & tile; pottery & porc.) 570.685-074
PULLBOAT ENGINEER (logging) 921.663-066
PULLER (found.) 514.685-014
PULLER (laund.) 361.686-010
puller (needle, pin, & rel. prod.) 734.687-074
PULLER AND LASTER, MACHINE (boot & shoe) 788.684-086

L-197
<table>
<thead>
<tr>
<th>Index Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Puller, Machine (fur dressing)</td>
<td>589.685-078</td>
</tr>
<tr>
<td>Puller, Over, Machine (boot &amp; shoe)</td>
<td>788.684-090</td>
</tr>
<tr>
<td>Puller-through (glove &amp; mit.)</td>
<td>782.687-030</td>
</tr>
<tr>
<td>Pulley Maintainer (mining &amp; quarrying)</td>
<td>630.687-010</td>
</tr>
<tr>
<td>Pull-out Operator (floor covering, n.e.c.)</td>
<td>739.687-162</td>
</tr>
<tr>
<td>Pull-out Operator (plastics mat.)</td>
<td>559.584-010</td>
</tr>
<tr>
<td>Pull-socket Assembler (elec. equip.)</td>
<td>729.687-010</td>
</tr>
<tr>
<td>Pull-through Hooker (slaught. &amp; meat Pack.)</td>
<td>525.685-018</td>
</tr>
<tr>
<td>Pulp-and-paper tester (paper &amp; pulp)</td>
<td>539.364-010</td>
</tr>
<tr>
<td>Pulp Drier (build. board)</td>
<td>532.685-010</td>
</tr>
<tr>
<td>Pulp-drier Fire (sugar)</td>
<td>523.585-030</td>
</tr>
<tr>
<td>Pulper (build. board; paper &amp; pulp)</td>
<td>530.685-014</td>
</tr>
<tr>
<td>Pulper Tender (can. &amp; preserv.)</td>
<td>521.685-262</td>
</tr>
<tr>
<td>Pulping-machine operator (chem.)</td>
<td>555.685-010</td>
</tr>
<tr>
<td>Pulp-machine operator (paper &amp; pulp)</td>
<td>539.685-030</td>
</tr>
<tr>
<td>Pulp-making-plant operator (build. board; paper &amp; pulp)</td>
<td>532.686-010</td>
</tr>
<tr>
<td>Pulp Piler (logging)</td>
<td>922.687-082</td>
</tr>
<tr>
<td>Pulp-press Tender (paper &amp; pulp)</td>
<td>532.685-026</td>
</tr>
<tr>
<td>Pulp-press Tender (sugar)</td>
<td>521.685-258</td>
</tr>
<tr>
<td>Pulp roller (logging)</td>
<td>922.687-082</td>
</tr>
<tr>
<td>Pulp-screen operator (explosives)</td>
<td>551.685-106</td>
</tr>
<tr>
<td>Pulp tester (paper &amp; pulp)</td>
<td>539.364-010</td>
</tr>
<tr>
<td>Pulpwood cutter (logging)</td>
<td>454.684-026</td>
</tr>
<tr>
<td>Pulpwood scaler (paper &amp; pulp)</td>
<td>455.487-010</td>
</tr>
<tr>
<td>Pulverizer (brick &amp; tile; pottery &amp; porc.)</td>
<td>570.485-014</td>
</tr>
<tr>
<td>Pulverizer (coal tar prod.)</td>
<td>555.685-046</td>
</tr>
<tr>
<td>Pulverizer (fabric, plastics prod.; plastics mat.)</td>
<td>555.685-026</td>
</tr>
<tr>
<td>Pulverizer (jewelry)</td>
<td>770.687-030</td>
</tr>
<tr>
<td>Pulverizer (slaught. &amp; meat pack.)</td>
<td>521.685-266</td>
</tr>
<tr>
<td>Pulverizer tender (chem.)</td>
<td>555.685-034</td>
</tr>
<tr>
<td>Pulverizing-and-sifting operator (explosives)</td>
<td>550.485-026</td>
</tr>
<tr>
<td>Pulverizer (const.)</td>
<td>859.683-026</td>
</tr>
<tr>
<td>Pump-and-blower attendant (sanitary ser.)</td>
<td>955.585-010</td>
</tr>
<tr>
<td>Pumper (comp. &amp; liquefied gases)</td>
<td>559.565-010</td>
</tr>
<tr>
<td>Pumper, Brewery (malt liquors)</td>
<td>914.665-014</td>
</tr>
<tr>
<td>Pump-erector helper (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>Pumper, Hand (slaught. &amp; meat pack.)</td>
<td>522.685-086</td>
</tr>
<tr>
<td>Pumper Helper (any ind.)</td>
<td>914.687-018</td>
</tr>
<tr>
<td>Pumper Helper (petrol, refin.)</td>
<td>549.684-010</td>
</tr>
<tr>
<td>Pump Installer (any ind.)</td>
<td>630.684-018</td>
</tr>
<tr>
<td>Pump Installer-and-tester (auto. mfg.)</td>
<td>806.384-018</td>
</tr>
<tr>
<td>Pump operator, brine well (chem.)</td>
<td>559.685-026</td>
</tr>
<tr>
<td>Pump-press operator (paper &amp; pulp)</td>
<td>539.685-022</td>
</tr>
<tr>
<td>Pump-servicer helper (any ind.)</td>
<td>630.684-022</td>
</tr>
<tr>
<td>Pump Tender (const.)</td>
<td>869.665-010</td>
</tr>
<tr>
<td>Pump Tender, cement based materials (conc. prod.; const.)</td>
<td>849.655-010</td>
</tr>
<tr>
<td>Pump tester (synthetic fibers)</td>
<td>557.564-014</td>
</tr>
<tr>
<td>Punchboard assembler (paper goods) I</td>
<td>794.687-042</td>
</tr>
<tr>
<td>Punchboard assembler (paper goods) II</td>
<td>794.687-046</td>
</tr>
<tr>
<td>Punchboard-filling-machine operator (paper goods)</td>
<td>649.685-094</td>
</tr>
<tr>
<td>Punchboard inserter (paper goods)</td>
<td>794.687-042</td>
</tr>
<tr>
<td>Punchboard stuffer (paper goods)</td>
<td>794.687-042</td>
</tr>
<tr>
<td>Puncher (agric.)</td>
<td>410.674-014</td>
</tr>
<tr>
<td>Puncher (boot &amp; shoe)</td>
<td>690.685-114</td>
</tr>
<tr>
<td>Puncher (boot &amp; shoe)</td>
<td>690.685-162</td>
</tr>
<tr>
<td>Puncher (leather prod.)</td>
<td>690.685-266</td>
</tr>
</tbody>
</table>
puncher (optical goods) 713.687-014
PUNCHER (plan. mill) 669.587-010
PUNCHER (woodworking) 663.685-022
puncher and fastener (boot & shoe) 690.685-162
punching-machine operator (hat & cap) 686.685-038
PUNCH-PRESS FEEDER (any ind.) 699.686-010
PUNCH-PRESS OFFBEARER (any ind.) 699.686-010
PUNCH-PRESS OPERATOR (floor covering, n.e.c.) 692.665-014
punch press operator (glass mfg.) 575.685-054
PUNCH-PRESS-OPERATOR HELPER (any ind.) 619.687-014
PUNCH-PRESS OPERATOR (any ind.) I1 615.685-030
PUNCH-PRESS OPERATOR (any ind.) IV 617.685-026
purchaser, automotive parts (clerical) 249.367-058
purchase-request editor (clerical) 249.367-066
purchasing-and-fiscal clerk (clerical) 249.367-066
purchasing clerk (clerical) 249.367-066
purchasing-contracting clerk (clerical) 249.367-066
pure-culture operator (food prep., n.e.c.) 522.685-090
PURIFICATION OPERATOR (coal tar prod.) 551.685-122
PURIFICATION-OPERATOR HELPER (chem.) 551.465-010
PURIFIER (grain & feed mill.) 521.685-030
PUR' E FRAMER (leather prod.) 739.684-090
push-bench-operator helper (iron & steel; nonfer. metal alloys) 614.686-010
PUSH-BUTTON SWITCH ASSEMBLER (elec. equip.) 729.687-010
PUSH-CONNECTOR ASSEMBLER (elec. equip.) 706.687-030
pusher (dairy prod.) 529.685-030
pusher (iron & steel) 504.565-010
PUSHER OPERATOR (coke prod.) 519.663-018
pusher runner (iron & steel) 512.683-010
push-up machine operator (boot & shoe) 690.685-206
PUT-IN-BEAT ADJUSTER (clock & watch) 715.684-174
puter-in (dairy prod.) 529.685-030
puter-out, machine (felt goods; leather mfg.) 589.685-098
putty-and-patch worker (furn.) 763.684-070
PUTTY GLAZER (any ind.) 749.684-042
PUTTY MAKER (paint & varn.) 550.685-078
PUTTY MIXER AND APPLIER (wood, box) 769.687-038
PUTTY REMOVER (smoking pipe) 761.684-030
PUZZLE ASSEMBLER (toys & games) 731.687-030
pyrotechnic assembler (fireworks) 737.587-014
PYROTECHNIC MIXER (fireworks) 737.687-090
# ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

**R**

<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>NAICS Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rabbit Dresser (slaught. &amp; meat pack.)</td>
<td>525.887-010</td>
</tr>
<tr>
<td>Rabbler-Furnace Tender (bone, carbon, &amp; lampblack)</td>
<td>553.685-090</td>
</tr>
<tr>
<td>Racing-board Marker (amuse. &amp; rec.)</td>
<td>249.587-010</td>
</tr>
<tr>
<td>Rack Carrier (paper goods)</td>
<td>929.687-030</td>
</tr>
<tr>
<td>Rack Cleaner (electroplating)</td>
<td>500.686-010</td>
</tr>
<tr>
<td>Rack Cleaner (textile)</td>
<td>699.687-014</td>
</tr>
<tr>
<td>Racker (amuse. &amp; rec.)</td>
<td>340.477-010</td>
</tr>
<tr>
<td>Racker (any ind.)</td>
<td>929.687-030</td>
</tr>
<tr>
<td>Racker (bake. prod.)</td>
<td>524.887-018</td>
</tr>
<tr>
<td>Racker (clock &amp; watch)</td>
<td>715.687-106</td>
</tr>
<tr>
<td>Racker (electroplating)</td>
<td>500.686-010</td>
</tr>
<tr>
<td>Racker (hat &amp; cap)</td>
<td>784.387-010</td>
</tr>
<tr>
<td>Racker (Iron &amp; steel)</td>
<td>509.686-010</td>
</tr>
<tr>
<td>Racker (jewelry)</td>
<td>735.687-026</td>
</tr>
<tr>
<td>Racker (malt liquors)</td>
<td>920.685-014</td>
</tr>
<tr>
<td>Racker (matt. &amp; bedspring)</td>
<td>780.684-090</td>
</tr>
<tr>
<td>Racker (photofinish.)</td>
<td>976.687-018</td>
</tr>
<tr>
<td>Racker (plan. mill; sawmill)</td>
<td>922.687-074</td>
</tr>
<tr>
<td>Racker (Sports Equip.)</td>
<td>749.687-010</td>
</tr>
<tr>
<td>Racker (tobacco)</td>
<td>529.687-090</td>
</tr>
<tr>
<td>Racker (wallpaper)</td>
<td>659.687-010</td>
</tr>
<tr>
<td>Racker (woodworking)</td>
<td>922.687-074</td>
</tr>
<tr>
<td>R acker, Octave Board (musical inst.)</td>
<td>730.684-062</td>
</tr>
<tr>
<td>Racker, Silk-Screen Printing (any ind.)</td>
<td>659.687-014</td>
</tr>
<tr>
<td>Racket Stringer (Sports Equip.)</td>
<td>732.684-094</td>
</tr>
<tr>
<td>Rack Loader (elec. Equip.)</td>
<td>727.687-070</td>
</tr>
<tr>
<td>Rack Loader (floor covering, n.e.c.)</td>
<td>590.687-018</td>
</tr>
<tr>
<td>Rack Loader (tobacco) I</td>
<td>529.686-074</td>
</tr>
<tr>
<td>Rack Loader (tobacco) II</td>
<td>529.686-038</td>
</tr>
<tr>
<td>Rack-Room Worker (malt liquors)</td>
<td>920.685-014</td>
</tr>
<tr>
<td>Radio-And-Television-Cabinet Inspector (furn.)</td>
<td>763.687-026</td>
</tr>
<tr>
<td>Radio Installer, Automobile (auto. Ser.)</td>
<td>806.684-038</td>
</tr>
<tr>
<td>Radio-Message Router (tel. &amp; tel.)</td>
<td>235.387-010</td>
</tr>
<tr>
<td>Radius Grinder (abrasive &amp; polish. prod.)</td>
<td>673.685-010</td>
</tr>
<tr>
<td>Rafter (Logging)</td>
<td>455.684-010</td>
</tr>
<tr>
<td>RAG Baker (Laund.)</td>
<td>920.685-010</td>
</tr>
<tr>
<td>RAG Cutting-Machine Feeder (felt goods; paper &amp; pulp)</td>
<td>530.686-010</td>
</tr>
<tr>
<td>RAG Cutting-Machine Tender (felt goods; paper &amp; pulp)</td>
<td>530.686-014</td>
</tr>
<tr>
<td>RAG Inspector (paper &amp; pulp)</td>
<td>530.687-010</td>
</tr>
<tr>
<td>RAG Sorter (any ind.)</td>
<td>929.687-022</td>
</tr>
<tr>
<td>RAG Sorter And Cutter (waste &amp; batting)</td>
<td>789.687-134</td>
</tr>
<tr>
<td>RAG Washer (Laund.)</td>
<td>361.685-010</td>
</tr>
<tr>
<td>Rag-willow Operator (paper &amp; pulp)</td>
<td>533.685-030</td>
</tr>
<tr>
<td>Rail Assembler (Sports Equip.)</td>
<td>732.384-010</td>
</tr>
<tr>
<td>Rail-Car Operator (Logging)</td>
<td>919.683-014</td>
</tr>
<tr>
<td>Rail-Express Clerk (rr. Trans.)</td>
<td>222.387-022</td>
</tr>
<tr>
<td>Rail-Flaw-Defector-Car Operator (rr. Trans.)</td>
<td>910.383-014</td>
</tr>
<tr>
<td>Railroad-Car Inspector (Loco. &amp; Car Bldg. &amp; Rep.)</td>
<td>910.687-010</td>
</tr>
<tr>
<td>Railroad-Car Inspector (R.R. Trans.)</td>
<td>910.387-014</td>
</tr>
<tr>
<td>Railroad-Car-Trucy Builder (Loco. &amp; Car Bldg. &amp; Rep.)</td>
<td>806.684-114</td>
</tr>
<tr>
<td>Railroad-Crane Operator (Any Ind.)</td>
<td>921.683-038</td>
</tr>
<tr>
<td>Railroad Operator (Mus. &amp; Rec.)</td>
<td>342.583-010</td>
</tr>
<tr>
<td>Rail Splitter (Logging)</td>
<td>454.684-022</td>
</tr>
<tr>
<td>Rail-Tractor Operator (Iron &amp; Steel)</td>
<td>919.683-018</td>
</tr>
<tr>
<td>Rainmann-Machine Operator (Veneer &amp; Plywood)</td>
<td>669.685-098</td>
</tr>
</tbody>
</table>
RAISED PRINTER (print. & pub.) 652.686-034
raise driller (mining & quarrying) 930.683-026
raiser (cooperage) 764.684-018
raiser helper (cooperage) 764.687-038
RAISIN-SEPARATOR OPERATOR (confection.) 529.686-034
RAISIN WASHER (food prep., n.e.c.) 521.685-110
RAKER (carpet & rug) 789.687-138
R' \textsuperscript{3}, BUFFING WHEEL (tex. prod., n.e.c.) 589.684-010
r. die maker (pottery & porc.) 774.684-026
ranch hand, livestock (agric.) 410.664-010
ranch rider (agric.) 410.674-014
r. butter (boot & shoe) 690.685-474
rand-buttoing-machine operator (boot & shoe) 690.685-474
RAND CEMENTER (boot & shoe) 690.686-018
RAND TACKER (boot & shoe) 690.685-162
range feeder (textile) 589.686-014
rapid-extractor operator (any ind.) 581.685-038
rapper (ore dress., smelt., & refin.) 511.687-014
RASCHEL-KNITTING-MACHINE OPERATOR (knit goods) 685.685-018
RAPPER (boot & shoe) 788.684-094
rasper-machine operator (boot & shoe) 690.685-046
rate marker (tel. & tel.) 214.587-010
RATE REVIEWER (light, heat, & power) 214.387-014
RATER, TRAVEL ACCOMMODATIONS (profess. & kin) 168.367-014
RATTAN WORKER (basketery) 769.684-054
RATTAN WORKER (furn.) 763.684-078
RAVELER (knit goods) 782.687-034
RAW-CALENDER OPERATOR (coated fabrics) 584.685-010
RAW-CHEESE WORKER (dairy prod.) 529.686-078
RAW-FINISH-MILL OPERATOR (cement) 570.685-046
RAWHIDE-BONE ROLLER (leather prod.) 789.684-042
RAW-HIDE TRIMMER (leather mfg.) 585.684-010
RAW-JUICE WEIGHTER (sugar) 529.685-194
RAW SAMPLER (ore dress., smelt., & refin.) 519.484-014
RAW SHELLFISH PREPARER (hotel & rest.) 311.674-014
RAW-SILK GRADER (textile) 689.687-062
RAW-STOCK-DRIER TENDER (textile) 581.685-046
RAW-STOCK-DYING-MACHINE TENDER (textile) 582.685-102
RAW-STOCK-MACHINE LOADER (textile) 582.686-018
reactor operator (chem.) 558.585-014
READER (bus. ser.) 249.387-022
readymix-truck driver (const.) 900.683-010
REAGENT TENDER (ore dress., smelt., & refin.) 511.685-046
REAGENT TENDER HELPER (ore dress., smelt., & refin.) 511 666-010
REAMER (clock & watch) 606.685-030
reamer (smoking pipe) 739.687-014
REAMER, CENTER HOLE (clock & watch) 715.687-110
REAMER, HAND (mach. shop) 709.684-058
REAMING-MACHINE TENDER (nonfer. metal alloys) 606.685-034
REAMER (textile) 681.585-010
rebrander (boot & shoe) 753.687-014
REBRANDER (rubber goods) 559.685-150
rebut-machine tail off bearer (sawmill) 667.686-018
receiver, bulk system (any ind.) 921.685-026
RECEIVER-DISPATCHER (nonprofit organ.) 239.367-022
RECEIVER SETTER (const.) 869.664-014
RECEIVING-BARN CUSTODIAN (amuse. & rec.) 349.367-014
RECEIVING checker (clean., dye., & press.; laund.) 369.687-026
RECEIVING CHECKER (clerical) 222.687-018
RECEIVING CLERK (clerical) 222.387-050
RECEIVING inspector (clerical) 222.687-018
RECEIVING-room clerk (hotel & rest.) 324.577-010
RECEIVING-TANK OPERATOR (sugar) 529.585-014
RECEIVING WEIGHTER (clerical) 222.367-058
RECEIPTIONIST (clerical) 222.367-018
RECEIPTIONIST, AIRLINE LOUNGE (air trans.) 352.677-014
RECEIPTIONIST, DOCTOR'S OFFICE (medical ser.) 237.367-038
RECEIVING-machine operator (clock & watch) 605.685-038
RECHECKER (textile) 689.685-038
RECIROCATING-DRILL OPERATOR (any ind.) 850.683-034
RECLAIMER (any ind.) 929.687-022
RECLAMATION KETTLE TENDER, METAL (ore dress., smelt., & refin.) 512.685-022
RECLAMATION WORKER (whole. tr.) 621.684-014
RECOIL spring winder (spring) 616.685-070
RECONNAISSANCE CREWMEMBER (military ser.) 378.367-030
RECONISGNMENT CLERK (clerical) 209.367-042
RECORD-CHANGER adjuster (phonograph) 720.684-010
RECORD-CHANGER ASSEMBLER (phonograph) 720.687-010
RECORD-CHANGER TESTER (phonograph) 720.687-014
RECORD CLERK (textile) 206.387-022
RECORD (iron & steel) 221.687-050
RECORDER (knit goods) 221.587-026
RECORD helper, gravity prospecting (petrol. production) 939.663-010
RECORD helper, seismograph (petrol. production) 939.364-010
RECORDING STUDIO SET-UP WORKER (phonograph) 962.664-014
RECORD-PRESS TENDER (phonograph) 556.685-070
RECORDS CUSTODIAN (finan. inst.) 206.387-026
RECORD TESTER (phonograph) 194.387-014
RECOVERY-OPERATOR HELPER (ore dress., smelt., & refin.) 519.485-014
RECREATION-FACILITY ATTENDANT (amuse. & rec.) 341.367-010
RECTANGULAR-TANK COOPER (cooperage) 764.684-030
RECTIFIER-PLATE CHARGER (electronics) 726.687-010
RED-cap (air trans.; motor trans.; r.r. trans.) 357.677-010
RED-LEAD BURNER (paint & varn.) 558.685-054
RED-MUD THICKENER OPERATOR (ore dress., smelt., & refin.) 511.485-014
REDRAW OPERATOR (textile) 681.685-154
REDOUBTER (paint & varn.) 550.585-038
REDUCING-MACHINE OPERATOR (optical goods) 614.685-018
REDUCING-SALON ATTENDANT (per. ser.) 359.567-010
REDUCTION-FURNACE-OPERATOR HELPER (chem.; oils & fats) 559.686-038
REDYE HAND (hosiery) 789.687-142
reed cleaner (textile) 628.484-010
reed cleaner (textile) 699.687-010
reed maker (textile) 628.484-010
reed polisher (textile) 628.484-010
REED PRESS FEEDER (build. board) 669.686-022
REED REPAIRER (textile) 628.484-010
REED WORKER (furn.) 763.684-078
REEL assembler (sports equip.) 732.684-026
REEL ASSEMBLER (woodworking) 762.484-010
REEL-BLADE-BENDER FURNACE TENDER (agric. equip.) 504.685-030
reel cutter (paper goods) 640.685-046
REELER (build. mat., n.e.c.) 549.685-022
reeler (cord. & twine) 681.685-034
reeeler (textile) 681.685-078
REELER (wallpaper) 640.685-054
REELER (woodworking) 769.684-034
REEL FABRICATOR (agric. equip.) 706.684-042
REELING-AND-TUBING-MACHINE OPERATOR (textile) 689.685-046
REELING-MACHINE OPERATOR (textile) 681.685-078
reeeling-machine operator (textile) 689.685-042
reeel operator (paper goods) 640.685-046
REELELING-TENDER (insulated wire) 691.685-030
reeel tender (textile) 681.685-078
reeexaminer (hoisery) 684.687-014
REFERRAL-AND-INFORMATION AIDE (gov. ser.) 237.367-042
REFINED-SIRUP OPERATOR (sugar) 520.485-022
REFINER (medical serv.) 712.684-038
reefiner bleacher (grease & tallow) 559.685-146
REFINING-MACHINE OPERATOR (oils & fats) 529.685-198
reefinisher (furn.) 763.684-034
REFRACTORY MIXER (iron & steel) 570.685-078
reefractory specialist (glass mfg.) 579.664-010
REFRIGERATED-CARGO CLERK (water trans.) 248.367-014
REFRIGERATION-MECHANIC HELPER (any ind.) 637.687-014
REFRIGERATION OPERATOR (comp. & liquefied gases) 559.362-018
reefrigirator-car icer (ice; slaught. & meat pack.) 910.687-018
REFRIGERATOR CRATER (reefrigirat. equip.) 920.484-010
REFRIGERATOR GLAZLER (reefrigirat. equip.) 865.684-022
REFRIGERATOR-ROOM CLERK (clerical) 222.387-058
REFRIGERATOR TESTER (reefrigirat. equip.) 827.384-010
reegeneration operator (chem.) 558.585-018
REGENERATOR OPERATOR (sugar) 573.685-034
REGISTERED-MAIL CLERK (finan. inst.) 209.587-038
REGISTRAR (gov. ser.) 205.367-038
REGISTRATION CLERK (gov. ser.) 205.367-042
REGISTRATION CLERK (library) 249.365-010
REGRINDER OPERATOR (fabric. plastics prod.) 555.685-026
reegrind mill operator (cement; ore dress., smelt., & refin.) 519.685-030
regulator assembler (elec. equip.) 724.684-030
REHABILITATION CLERK (nonprofit organ.) 205.367-046
reinforcing-bar setter (const.) 801.684-026
reinforcing-iron worker (const.) 801.684-026
REINFORCING-IRON-WORKER HELPER (const.) 869.687-026
REINFORCING-METAL WORKER (const.) 801.684-026
reinforcing-steel (const.) 801.684-026
REINFORCING-STEEL-MACHINE OPERATOR (const.) 859.683-022
reinforcing-steel placer (const.) 801.684-026
reinforcing-steel setter (const.) 801.684-026
reinforcing-steel worker (const.) 801.684-026
REINFORCING-STEEL WORKER, WIRE MESH (const.) 869.687-026
reeinspecter (boot & shoe) 753.687-018
REINSPECTOR (hoisery) 684.687-014
REJECT OPENER (tobacco) 790.687-026
reeject opener and filler (tobacco) 790.687-026
relester (boot & shoe) 788.684-106
RELAY ASSEMBLER (elec. equip.) 729.684-026
RELAY-RECORD CLERK (light, heat, & power) 221.367-054
RELAY REPAIRER (elec. equip.) 729.684-038
RELAY-TESTER HELPER (light, heat, & power) 821.564-010
reliability inspector (clock & watch) 715.685-034
RELISH BLENDER (can. & preserv.) 520.685-194
relish maker (can. & preserv.) 520.685-194
REMELTER (elec. equip.; print. & pub.; type founding) 502 685-014
remelt operator (found.; nonfer. metal alloys) 512.685-010
REMELT-PAN-TANK OPERATOR (sugar) 529.585-014
REMITTANCE CLERK (finan. inst.; insurance) 216.587-014
REMITTANCE CLERK (finan. inst.; insurance) 216.587-014
REMEMBRANCE CLERK (clerical) 221.367-054
repeastion sorter (clerical) 221.367-058
REPAIRER, ASSEMBLED WOOD PRODUCTS (woodworking) 769.684-038
REPAIRER, ASSEMBLED WOOD PRODUCTS (woodworking) 769.684-038
REPAIRER, ASSEMBLY LINE (motor. & bicycles) 620.684-026
REPAIRER, AUTO CLOCKS (clock & watch) 715.584-014
REPAIRER, CYLINDER HEADS (welding) 819.384-010
REPAIRER, ELECTRIC MOTORS (elec. equip.) 721.684-022
REPAIRER, ELECTRIC MOTORS (elec. equip.) 721.684-022
REPAIRER, ELECTRIC MOTORS (elec. equip.) 721.684-022
REPAIRER, ELECTRIC MOTORS (elec. equip.) 721.684-022
REPAIRER, GENERAL (auto. mfg.) 806.684-118
REPAIRER, MANUFACTURED BUILDINGS (mfd. bldgs.; trans. equip.) 869.384-010
REPAIRER, MIRROR AND PICTURE FRAME (mirror & pic. frames) 769.684-038
REPAIRER, MIRROR AND PICTURE FRAME (mirror & pic. frames) 769.684-038
REPAIRER, PENS AND PENCILS (pen & pencil) 733.384-010
REPAIRER, SASH AND DOOR (plan. mill) 769.684-038
REPAIRER, SHOE STICKS (rubber goods) 619.685-074
REPAIRER, SWITCHGEAR (elec. equip.) 729.684-038
REPAIRER, WOOD FURNITURE (furn.) 769.684-038
repeator-service clerk (clerical) 221.367-070
reprint operator (textile) 683.685-026
REPOSSESSOR (clerical) 241.367-022
repeastion sorter (photofinish.) 976.687-018
REPRODUCER OPERATOR, DATA PROCESSING (clerical) 213.685-010
REPRODUCTION ORDER PROCESSOR (clerical) 221.367-058
REPTILE KEEPER (amuse. & rec.) 412.674-010
reroller, hand (tobacco) 790.684-018
resaw tender (rubber goods; rubber tire & tube) 554.685-022
RESAW FEEDER (woodworking) 669.686-030
research assistant (profess. & kin.) 199.364-014
reservation clerk (any ind.) 238.367-026
RESERVATION CLERK (r.r. trans.) 238.367-014
RESERVATIONS AGENT (air-trans.) 238.367-018
RESERVE OPERATOR (tobacco) 529.685-206
RESTRINGING CLERK (clerical) 222.387-050
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

RESIN COATER (cork prod.) 562.687-014
RESIN COMPOUNDER, BATCH Lot (plastics mat.) 550.485-014
RESIN FILTERER (paint & varn.) 551.685-082
RESIN WORKER (slaught. & meat pack.) 525.687-094
RESISTOR INSPECTOR (electronics) 726.684-022
RESISTOR TESTER (elec. equip.) 729.684-058
RESISTOR TESTER (electronics) 726.684-026
RESISTOR WINDER (elec. equip.; electronics) 724.684-026
RESTRICTIVE-PREPARATION OPERATOR (ordnance) 559.685-154
RESTROOM ATTENDANT (any ind.) 358.677-018
RETAINING-ROOM CUTTER (slaught. & meat. pack.) 525.684-026
RETAINED-LEATHER ROLLER (leather mfg.) 583.685-094
RETORT-COOLDENSER ATTENDANT (wood distil. & char.) 552.685-022
RETORT FEEDER, GROUND BONE (bone, carbon, & lampblack) 553.686-010
retort foker (wood distil. & char.) 569.686-034
RETORT LOADER (wood distil. & char.) 929.687-030
retort operator (wood distil. & char.) 562.685-014
RETORT UNLOADER (wood distil. & char.) 569.686-034
retoucher (any ind.) 740.684-026
retoucher (furn.) 763.684-034
RETOUCHING OPERATOR (hat & cap) 589.687-038
retreader (auto. ser.) 750.684-022
retread-mold operator (rubber tire & tube) 553.685-102
retrimmer (slaught. & meat pack.) 521.687-106
RETURN CHECKER (laund.) 369.687-014
RETURNED-CASE INSPECTOR (malt liquors) 929.687-038
RETURNED-GOODS INSPECTOR (house furn.) 789.587-014
RETURNED-GOODS RECEIVING CLERK (clerical) 222.387-050
returned-goods repairer (welding) 813.684-014
RETURNED-GOODS SORTER (textile) 222.687-086
RETURNED-TELEPHONE-EQUIPMENT APPRAISER (elec. equip.) 222.387-046
RETURNER (agric.) 202.687-074
returner, lasts (boot & shoe; rubber goods) 922.687-066
returning officer (gov. ser.) 205.387-030
returns clerk (boot & shoe) 221.387-014
returns clerk (clerical) 209.587-042
RETURN-TO-FACTORY CLERK (clerical) 209.587-042
revenue-stamp clerk (clerical) 219.487-010
REVENUE-STAMP CUTTER (distilled liquors) 640.565-010
REVERSAL-PRINT INSPECTOR (photofinish) 976.687-014
REVERSER (house furn.) 789.687-182
REVERSER (sports equip.) 732.687-066
REVIEWER (insurance) 209.687-018
reversing field assembler (elec. equip.) 721.684-026
rewinder (any ind.) 681.685-154
rewinder (any ind.) 689.587-010
REWINDER (motion pic.) 976.685-018
rewinder (paper goods) 640.685-058
rewinder (wirework) 920.685-102
REWINDER OPERATOR (paper goods) 640.685-058
rewinder-operator helper (any ind.) 699.587-010
rewriter (print. & pub.; radio & tv broad.) 131.267-014
RHEOSTAT ASSEMBLER (elec. equip.) 729.684-026
RHINESTONE SETTER (garment; trim. & embrod.) 789.685-010
RHINESTONE SETTER (jewelry) 735.687-034
RIB BENDER (musical inst.) 569.685-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

R

ribber (slaught. & meat pack.).625.684-010
RIBBON BLOCKER (narrow fabrics.) 689.685-014
RIBBON CUTTER (garment) 699.685-014
RIBBON CUTTER (hat & cap) 784.687-050
RIBBON CUTTER (narrow fabrics) 781.687-050
RIB BONER (slaught. & meat pack.) 525.684-010
RIBBON INKER (pen & pencil) 692.685-142
RIBBON-LAP-MACHINE TENDER (textile) 680.695-086
RIBBON WINDER (pen & pencil) 733.685-022
RIB-CLOTH KNITTER (knit goods) 685.665-014
rib-stiffener and heel-dipper (boot & shoe) 788.687-062
RIB-TRIM SEPARATOR (knit goods) 789.687-030
RICE-DRIER OPERATOR (grain & feed mill.) 523.685-090
R IDDLER OPERATOR (tobacco) 521.685-270
RIDE ATTENDANT (amuse. & rec.) 342.677-010
RIDE OPERATOR (amuse. & rec.) 342.663-010
rider (agric.) 410.674-014
RIDING DOUBLE (amuse. & rec.) 961.364-010
RIDING-DILKS CUSTODIAN (amuse. & rec.) 346.677-014
RIFLE TENDER (paper & pulp) 533.685-022
RIFLE-CASE REPAIRER (leather prod.) 783.684-026
rigger (amuse. & rec.) 962.684-010
RIGGER (canvas goods) 789.684-046
RIGGER (const.) 869.683-014
rigger (fish.) 449.664-010
RIGGER (logging) 921.664-014
RIGGER HELPER (any ind.) 921.687-026
RIGGER HELPER (ship & boat bldg. & rep.) 806.684-122
RIGGER, THIRD (logging) 921.687-030
RIGGING-LOFT REPAIRER (ship & boat bldg. & rep.) 806.684-122
RIGGING SLINGER (logging) 921.364-010
RIGHT-OF-WAY INSPECTOR (r.r. trans.) 376.687-018
rim-fire charger operator (ammunition) 694.685-050
RIM-FIRE-PRIMING OPERATOR (ammunition) 694.685-050
RIM-TURNING FINISHER (clock & watch) 604.685-030
RING ATTacher (house furn.) 737.685-026
RING-BARKER OPERATOR (sawmill.) 669.485-010
RING CONDUCTOR (sawmill.) 699.685-010
RING MAKER-MACHINE OPERATOR (whole. tr.) 920.687-134
RING PACKER (agric.) 920.687-134
RING SEWER (canvas goods) 789.687-090
RING STAMPER (jewelry) 700.684-066
ring striker (jewelry) 700.684-066
ripening-room hand (plastics mat.; synthetic fibers) 559.585-018
RIPPER (furn.) 617.685-030
RIPPER (garment; ret. tr.; tex. prod. n.e.c.) 782.687-038
ripper (leather mfg.) 585.684-010
ripper operator (tobacco) 529.685-090
RIPRAP PLACER (const.) 869.687-026
RIVER (logging) 464.684-022
rivet bucker (any ind.) 800.687-010
rivet catcher (any ind.) 800.687-010
RIVETER (aircraft-aerospace mfg.; loco. & car bldg. & rep.) 800 684-010
riveter (boot & shoe) 690.685-182
RIVETER (light. fix.) 616.685-054
RIVETER, AUTOMOBILE BRAKES (auto. ser.) 620.685-010
RIVETER, HAND (any ind.) 709.684-066
RIVETER, HAND (garment) 789.687-154
RIVETER, HELPER (any ind.) 800.687-010
RIVETER, PNEUMATIC (any ind.) 800.684-014
rivet-hammer-machine operator (furn.) 616.685-058
RIVET HEATER (heat treat.) 504.485-010
RIVET HEATER, ELECTRIC (heat treat.) 504.485-010
RIVET HEATER, GAS (heat treat.) 504.485-010
rivet-hole-machine operator (garment) 686.685-054
RIVET-HOLE PUNCHER (garment) 686.685-054
RIVETING-MACHINE OPERATOR (furn.) 616.685-058
RIVETING-MACHINE OPERATOR (any ind.) II 699.685-030
RIVET SPINNER (any ind.) 699.685-030
rivet sticker (any ind.) 800.687-010
ROAD ENGINEER, FREIGHT (r.r. trans.) 910.363-014
ROAD ENGINEER, PASSENGER (r.r. trans.) 910.363-014
ROAD-FREIGHT FIRER (r.r. trans.) 910.363-010
road grader (const.) 850.663-022
road-hogger operator (const.) 850.663-022
ROAD-MIXER OPERATOR (const.) 859.683-026
road-oil distributor (const.) 853.663-018
ROAD-OILING-TRUCK DRIVER (const.) 853.663-018
ROAD-PASSENGER FIRER (r.r. trans.) 910.363-010
ROAD-ROLLER OPERATOR (const.) 859.683-030
ROAD-ROLLER OPERATOR, HOT MIX (const.) 859.683-030
roaster (nut process.) 529.685-174
ROASTER, GRAIN (cereal) 523.585-034
roaster helper (choc. & cocoa) 523.666-010
roast tier (slaught. & meat pack.) 525.687-118
ROCK BREAKER (ret. tr.; stonework) 770.687-034
ROCK-DRILL OPERATOR (const.) 1 850.683-034
ROCK-DUST SPRAYER (mining & quarrying) 939.687-026
ROCKET-TEST-FIRE WORKER (ordnance) 806.384-022
roll changer (rubber goods) 554.665-010
ROLL CUTTER (rubber goods) 690.685-322
roll-dough divider (bake. prod.) 520.685-086
ROLL-EDGE STITCHER, HAND (matt. & bedspring) 780.684-070
ROLLED-HAM LACER (slaught. & meat pack.) 529.687-034
ROLLED-OATS-MILLS OPERATOR (grain & feed mill.) 521.685-122
ROLLED-SEAT TRIMMER (boot & shoe) 690.685-434
roller (any ind.) 689.685-046
roller (jewelry) 735.687-042
ROLLER (ship & boat bldg. & rep.) 806.687-046
roller (tobacco) 922.687-026
roller-bearing assembler (mach. mfg.; motor & bicycles) 706.687-034
ROLLER-BEARING INSPECTOR (mach. mfg.; motor & bicycles) 706.687-034
ROLLER CHECKER (textile) 682.684-010
ROLLER CLEANER (textile) 680.687-014
ROLLER-COASTER OPERATOR (amuse. & rec.) 342.663-010
ROLLER-DIE-CUTTING-MACHINE OPERATOR (rubber goods) 630.685-290
roller embosser (any ind.) 583.685-030
ROLLER, GOLD LEAF (gold leaf & foil) 709.685-018
ROLLER HAND (phonograph) 559.686-010
ROLLER, HAND (tobacco) 790.684-022
ROLLER (confection.) I 520.684-014
ROLLER (confection.) II 524.687-014
ROLLER-LEVELER OPERATOR (iron & steel) 613.685-022
ROLLER-MACHINE OPERATOR (leather mfg.) 583.685-094
ROLLER MAKER (print. & pub.) 759.664-018
ROLLER-MILL TENDER (drug. prep. & rel. prod.) 550.685-090
roller operator (confection.) 520.685-198
roller operator (const.) 859.683-030
ROLLER OPERATOR (hat & cap) 580.685-046
roller operator (tobacco) 521.685-330
ROLLER OPERATOR (toys & games) 652.685-078
roller painter (print. & pub.) 971.684-014
roller, pneumatic (const.) 859.683-030
roller-presser operator (knit goods; textile) 583.686-030
roller printer (print. & pub.) 971.685-010
ROLLER-PRINT TENDER (print. & pub.) 971.685-010
ROLLER-SKATE ASSEMBLER (sports equip.) 732.684-098
ROLLER-SKATE REPAIRER (any ind.) 732.684-102
ROLLER STAINER (leather prod.) 749.684-022
ROLLER STAKER (clock & watch) 715.684-182
ROLLER-STITCHER (boot & shoe) 753.684-030
roller tender (grain, & feed mill.) 521.685-210
ROLL EXAMINER (paper & pulp) 640.687-010
ROLL FINISHER (paper & pulp) 920.685-090
ROLL-FORMING-MACHINE OPERATOR (any ind.) II 617.685-034
ROLL GUIDER, MOLD GOODS (floor covering, n.e.c.) 590.686-014
ROLL-ICER (bake. prod.) 524.684-022
ROLL-ICER, MACHINE (bake. prod.) 524.685-034
ROLLING-DOWN-MACHINE OPERATOR (knit goods; textile) 589.685-086
rolling-machine operator (any ind.) 689.685-046
ROLLING-MACHINE OPERATOR (confection.) 520.685-198'
ROLLING-MACHINE OPERATOR (textile) 585.685-078
ROLLING-MACHINE OPERATOR (wallpaper) 640.685-070
ROLLING-MACHINE OPERATOR, AUTOMATIC (any ind.) 619.685-082
ROLLING-MACHINE TENDER (knit goods) 689.685-114
ROLLING-MILL-OPERATOR HELPER (nonfer. metal alloys) 613.685-026
rolling-mill plugger (iron & steel) 613.687-010
rolling-up-machine operator (knit goods) 580.485-010
ROLL INSPECTOR (plastics mat.) 554.587-010
roll-machine attendant (soap) 553.685-098
roll-machine operator (bake. prod.) 520.685-086
roll-mill operator (any ind.) 616.685-042
roll operator (cereal) 520.685-102
roll operator (const.) 859.683-030
roll operator (corn prod.; grain & feed mill.; oils & fats) 529.685-106
ROLL-OPERATOR HELPER (any ind.) 619.687-014
roll-over loader (optical goods) 713.687-026
ROLL-OVER-PRESS OPERATOR (optical goods) 690.685-326
roll picker (textile) 680.687-014
roll-press operator (felt goods; leather mfg.) 589.685-098
ROLL RECLAIMER (paper goods) 640.685-062
roll skinner (paper & pulp) 539.686-010
ROLL-SLICING-MACHINE TENDER (pen & pencil) 640.685-066
ROLL-TENSION TESTER (plastics mat.) 559.584-010
roll tester (textile) 652.685-090
ROLL TURNER (knit goods) 689.685-110
ROLL-UP-GUIDER OPERATOR (floor covering, n.e.c.) 590.685-050
roll-up helper (floor covering, n.e.c.) 739.587-010
roll-up operator (floor covering, n.e.c.) 590.665-018
roll winder (build. mat., n.e.c.) 549.685-022
roll winder (paper goods) 640.685-058
roll wrapper (paper & pulp) 920.685-090
ROOF ASSEMBLER (mfd. bldgs.) I 869.684-042
ROOF ASSEMBLER (mfd. bldgs.) II 869.684-018
ROOF BOTTER (mining & quarrying) 930.683-026
ROOF-CEMENT-AND-PAINT-MAKER HELPER (build. mat., n.e.c.) 550.686-038
ROOFER APPLICATOR (const.) 866.684-010
ROOFER HELPER (const.) 869.687-026
ROOFER HELPER, VINYL COATING (const.) 869.687-026
ROOFER, VINYL COATING (const.) 869.664-014
ROOF FITTER (loco. & car bldg. & rep.) 806.684-126
ROOF FRAMER (mfd. bldgs.; trans. equip.) 869.684-010
ROOFING-TILE SORTER (brick & tile) 573.687-034
ROOF-PANEL HANGER (mfd. bldgs.; trans. equip.) 809.684-030
ROOF-TRUSS-MACHINE TENDER (mfd. bldgs.) 669.685-070
ROOM SERVICE ASSISTANT (hotel & rest.) 311.677-018
ROOM-SERVICE CLERK (hotel & rest.) 324.577-010
ROOTER OPERATOR (hairwork) 731.685-010
ROPE CLEANER (textile) 699.687-022
rope-coiling-machine operator (cord. & twine) 681.685-086
ROPE-LAYING-MACHINE OPERATOR (cord. & twine) 681.685-086
ROPE MAKER, MACHINE (asbestos prod.) 681.685-082
ROPER (agric.) 929.687-030
roper (hat & cap) 580.684-010
roper (slaughter & meat pack.) 529.687-150
rope rider (ind. ind.) 932.664-010
ROPE-SILICA-MACHINE OPERATOR (textile) 582.685-114
rope-twisting-machine operator (cord. & twine) 681.685-086
ROPING MACHINE TENDER (artif. flower) 739.685-058
ROSE-FARM LABORER (agric.) 405.687-014
ROSE GRADER (agric.) 409.687-010
ROSENF BARREL FILLER (turp. & rosin) 920.687-150
ROTARY CUTTER (boot & shoe) 585.685-082
ROTARY-CUTTER FEEDER (paper & pulp) 640.686-010
ROTARY-CUTTER OPERATOR (rubber goods) 551.585-022
ROTARY-DRIER FEEDER (chem.) 553.686-038
rotary-drier operator (chem.) 553.685-050
rotary-drier operator (ore dress., smelt., & refin.) 511.585-073
ROTARY-DRILLER HELPER (petrol. production) 930.684-026
ROTARY-DRUM DYER (hosiery; knit goods) 582.585-014
### Alphabetic Index of Occupational Titles

**R**

- **Rotary-Dump Operator** (coke prod.; mining & quarrying) 921.685-038
- **Rotary-Envelope-Machine Operator** (paper goods) 649.685-042
- rotary helper (petrol. production) 930.684-026
- **Rotary-Peel Oven Tender** (bake. prod.) 526.685-030
- **Rotary Preforner** (fabric. plastics prod.; plastics mat.) 556.685-058
- **Rotary-Pump Operator** (electronics) 725.384-010
- **Rotary-Rock-Drilling-Machine Operator** (any ind.) 850.683-034
- rotary-soil-stabilizer operator (const.) 859.683-026
- **Rotary-Preforner** (fabric, plastics prod.; plastics mat.) 556.685-058
- **Rotary-Pump Operator** (electronics) 725.384-010
- **Rotary-Soil-Stabilizer Operator** (coast.) 859.683-026
- rotating field assembler (elec. equip.) 721.684-026
- roto-mixer operator (const.) 859.683-026
- rotm-and armature bender (any ind.) 724.684-010
- **Rotary Assembler** (clock & watch) 715.687-114
- **Rotary Balancer** (elec. equip.) 724.384-014
- **Rotary-Coil Winder** (elec. equip.) 724.684-026
- **Rotary-Core Assembler** (elec. equip.) 729.484-010
- rotor-laminat on inspector (elec. equip.) 729.687-018
- **Rotary Winder** (elec. equip.) 721.484-010
- **Rouge Mixer** (drug. prep. & rel. prod.) 550.685-090
- **Rouge Mixer** (optical goods) 570.685-082
- rouge presser (drug. prep. & rel. prod.) 556.685-026
- **Rouge Sifter and Miller** (optical goods) 579.685-046
- **Rough-and-Trueing-Machine Operator** (sports equip.) 690.685-330
- roughener (boot & shoe) 690.685-046
- **Rougher** (mirror) 775.684-010
- **Rougher for Cement** (boot & shoe) 690.685-046
- **Rough-Lumber Grader** (woodworking) 669.587-010
- roughneck (petrol. production) 869.684-046
- roughneck (petrol. production) 930.684-026
- **Rough Opener, Jewel Hole** (clock & watch) 770.684-018
- **Rough Patcher** (conc. prod.) 579.686-010
- **Rough Patcher** (smoking pipe) 739.687-146
- **Rough-Rice Grader** (grain & feed mill.) 529.367-026
- **Rough-Rice Tender** (grain & feed mill.) 521.685-274
- **Rough-Rounder, Machine** (boot & shoe) 690.685-334
- **Rough Sander** (smoking pipe) 761.684-030
- **Roulette Dealer** (amuse. & rec.) 343.467-018
- **Round Boner** (slaught. & meat pack.) 525.684-016
- **Round-Corner-Cutter Operator** (paper goods) 640.685-074
- round-cutter operator (hat & cap; tex. prod., n.e.c.) 585.685-086
- **Rounder** (boot & shoe) 690.685-338
- rounder (boot & shoe) 690.685-334
- rounder (hat & cap; tex. prod., n.e.c.) 585.685-086
- rounder (print. & pub.) 653.685-026
- rounder aid backer (print. & pub.) 653.685-026
- **Rounder, Hand** (hat & cap) 784.684-050
- **Rounding-and-Backing-Machine Operator** (print. & pub.) 65d.685-026
- rounding-machine operator (basketry; cooperage) 667.685-066
- **Rounding-Machine Operator** (hat & cap; tex. prod., n.e.c.) 585.685-086
- **Rounding-Machine Tender** (pen & pencil) 663.685-026
- round-kiln drawer (pottery & porc.) 573.687-010
- **Round-up-Ring Hand** (conc. prod.) 579.587-010
- roustabout (leather mfg.) 589.686-026
- **Roustabout** (petrol. production) 939.687-018
- **Route Aide** (tel. & tel.) 239.687-010
- route clerk (clerical) 222.687-022
- **Routfe-Delivery Clerk** (clerical) 222.587-034

L-210
route driver (ret. tr.; whole. tr.) 292.353-010
route driver, coin machines (bus. ser.) 292.483-010
route driver helper (ret. tr.; whole. tr.) 292.667-010
router (clerical) 222.687-022
ROUTER (clerical) 222.587-038
ROUTE RETURNER (clerical) 222.387-050
ROUTER OPERATOR, PORTABLE (aircraft-aerospace mfg.; loco. & car bldg. & rep.) 804.68
ROUTING CLERK (clerical) 222.687-022
routing clerk (clerical) 222.587-038
ROUTING CLERK (finan. inst.) 209.567-018
ROUTING CLERK (nonprofit organ.) 249.367-070
ROUTING-EQUIPMENT TENDER (grain & feed mill.) 521.685-278
roving changer (textile) 689.686-026
roving-frame tender (textile) 681.685-106
ROVING INSPECTOR (inst. & app.) 710.367-010
roving selector (glass mfg.) 689.687-038
ROVING SIZER (textile) 680.367-010
ROVING STOCK HANDLER (textile) 929.687-030
roving technician (textile) 589.384-010
roving tender (textile) 680.685-098
roving tester, laboratory (textile) 689.384-014
ROVING-WEIGHT GAGER (textile) 680.687-018
ROVING WINDER, FIBERGLASS (textile) 681.485-010
rubber (furn.) 742.687-010
RUBBER (furn.; mirror & pic. frames) 742.684-010
RUBBER (per. ser.) 334.677-010
rubber (per. ser.) 334.677-010
RUBBER AND PLASTICS WORKER (military ser.) 891.684-014
rubber and pounder (boot & shoe) 690.685-350
RUBBER ATTACHER (sports equip.) 795.687-014
rubber ball finisher (sports equip.) 690.685-038
rubber-calender helper (rubber goods; rubber tire & tube) 554.686-018
RUBBER COMPOUNDER (insulated wire; plastics mat.; rubber goods; rubber tire & tube) 929.587-014
rubber coverer (textile) 681.685-038
rubber-covering-machine operator (textile) 681.685-038
rubber curer (rubber goods; rubber reclaim.; rubber tire & tube) 553.665-038
RUBBER CUTTER (rubber goods; rubber tire & tube) 559.685-158
RUBBER-CUTTING-MACHINE TENDER (rubber goods) 690.685-342
RUBBER-FLAP CUTTER (rubber goods; rubber tire & tube) 690.685-446
RUBBER-GOODS ASSEMBLER (rubber goods) 752.684-038
RUBBER-GOODS FINISHER (rubber goods) 759.584-010
RUBBER-GOODS INSPECTOR-TESTER (rubber goods; rubber reclaim.; rubber tire & tube) 759.584-010
RUBBER-GOODS INSPECTOR-TRIMMER (rubber goods; rubber reclaim.; rubber tire & tube) 759.584-010
RUBBER-GOODS REPAIRER (any ind.) 759.684-054
RUBBER-GOODS TESTER, WATER (rubber goods; rubber tire & tube) 759.584-010
RUBBER-HEEL-AND-SOLE PRESS TENDER (rubber goods) 556.685-066
rubber insulator (mach. mfg.) 759.684-050
RUBBER LINER (mach. mfg.) 759.684-050
RUBBER-MILL TENDER (plastics mat.; rubber goods; rubber reclaim.; rubber tire & tube) 550.685-102
RUBBER MOLDER (model & pattern) 556.684-026
RUBBER-MOLD MAKER (jewelry) 559.684-018
rubber-off (jewelry) 700.687-058
R

RUBBER-ROLLER GRINDER (pen & pencil) 690.686-050
rubber-stamp assembler (pen & pencil) 733.684-018
rubber-thread spooler (sports equip.) 681.685-090
rubber-tubing backer (rubber goods) 559.686-018
RUBBER-TUBING SPlicer (rubber goods) 752.684-042
rubbing-bed operator (stonework) 673.685-014
ruffer (boot & shoe) 690.685-046
ruffler (house furn.) 787.685-038
RUFFLING HEMMER, AUTOMATIC (house furn.) 787.685-018
RUG-BACKING STENCILER (carpet & rug) 781.687-054
RUG BRAIDER, HAND (carpet & rug) 782.687-042
RUG CLEANER (carpet & rug) 689.687-066
RUG CLEANER, HAND (clean., dye., & press.) 369.384-014
RUG-CLEANER HELPER (clean., dye., & press) 362.686-014
RUG CLIPPER (carpet & rug) 781.684-046
rug cutter (carpet & rug) 781.684-046
rug cutter (carpet & rug) 781.684-010
RUG CUTTER (floor covering, n.e.c.) 590.687-022
RUG-CUTTER HELPER (carpet & rug) 686.686-014
RUG-DRYING-MACHINE OPERATOR (carpet & rug) 581.685-050
RUG-DRY-ROOM ATTEN. (T (clean., dye., & press.) 369.685-026
RUG-DYER HELPER (clean., dye., & press.) 364.687-014
RUG Dyer (clean., dye., & press) II 364.684-010
RUG-FRAME MOUNTER (carpet & rug) 687.464-010
RUG HOOKER (carpet & rug) 687.684-010
RUG HOOKER, HAND (carpet & rug) 687.684-010
RUG INSPECTOR (clean., dye., & press) 369.687-030
RUG INSPECTOR (felt goods) 585.685-090
RUG INSPECTOR (floor covering, n.e.c.) 590.367-010
RUG-INSPECTOR HELPER (carpet & rug) 789.687-158
RUG-INSPECTOR HELPER (felt goods) 589.686-038
RUG INSPECTOR (carpet & rug) I 689.667-010
RUG INSPECTOR (carpet & rug) II 789.587-022
RUG MEASURER (clean., dye., & press.; ret. tr.) 369.367-014
RUG MENDER (carpet & rug) 782.684-042
rug-receiving clerk (clean., dye., & press.; ret. tr.) 369.367-014
rug renovator (clean., dye., & press.) 369.384-014
RUG-SAMPLE BEVELER (carpet & rug) 781.684-050
rug scratcher (carpet & rug) 789.687-138
rug scrubber (clean., dye., & press) 369.384-014
rug shampooper (clean., dye., & press) 369.384-014
rug stretcher (any ind.) 580.687-010
rug washer (clean., dye., & press) 369.384-014
RUMP SAWYER (slaught. & meat pack.) 525.684-018
RUN-BOAT OPERATOR (water trans.) 911.663-010
RUNNER (finan. inst.) 239.567-010
RUNNER (hotel & rest.) 211.677-018
runner (hotel & rest.) 324.577-010
runner (library) 249.687-014
runner (water trans.) 222.567-014
runstitching-machine operator (garment) 786.685-026
RURAL-MAIL CARRIER (gov. ser.) 230.363-010
RUSSET-LEATHER SORTER (leather mfg.) 589.387-010
RUSSET REPAIRER (boot & shoe) 788.684-022
RUSSIAN RUBBER (per. ser.) 334.677-010
ST PROOFER (auto. mfg.) 599.685-026
ST proofer (auto. ser.) 843.684-014
sack-cleaning hand (textile) 689.687-010
SACK KEEPER (clerical) 222.367-058
sack mender (any ind.) 782.687-046
SACK REPAIRER (any ind.) 782.687-046
SACK SEWER, HAND (any ind.) 920.587-018
SACK SEWER, MACHINE (any ind.) 920.685-018
SACK SORTER (any ind.) 929.687-022
SACK STENCILER (any ind.) 920.687-178
SADDLE-AND-SIDE WIRE STITCHER (print. & pub.) 692.685-146
SADDLE-STITCHING-MACHINE FEEDER-OFFBEARER (print. & pub.) 653.686-026
SAFE-DEPOSIT-BOX RENTAL CLERK (finan. inst.) 295.367-022
safety-grooving-machine operator (const.) 853.683-018
SAFETY INSPECTOR (light, heat, & power) 821.367-014
SAFETY INSPECTOR, TRUCK (auto. ser.; motor trans.) 919.687-018
SAFETY-LAMP KEEPER (mining & quarrying) 729.684-042
SAFETY-NET MAKER (cord. & twine) 789.684-030
safety-sealer (build. mat., n.e.c.) 550.686-026
sagger filler (pottery & porc.) 573.686-026
SAGGER MAKER (pottery & porc.) 774.684-030
SAGGER PREPARER (pottery & porc.) 570.685-086
sagger soak (pottery & porc.) 570.685-086
SAIL CUTTER (canvas goods) 781.384-018
SAIL FINISHER, HAND (canvas goods) 789.484-014
SAILOR, PLEASURE CRAFT (water trans.) 911.664-014
SALAD COUNTER ATTENDANT (hotel & rest.) 311.677-014
SALAD MAKER (hotel & rest.) 317.684-014
SALAD MAKER (water trans.) 317.384-010
SALES ATTENDATN (ret. tr.) 299.677-010
SALES CLERK (ret. tr.) 290.477-014
SALES CLERK, FISH (ret. tr.) 290.477-018
SALES CLERK, FOOD (ret. tr.) 290.477-018
SALES CLERK, FRESH POULTRY (ret. tr.) 316.684-010
SALES CORRESPONDENT (clerical) 221.367-062
salesperson apprentice, meats (ret. tr.; whole tr.) 316.684-022
SALESPERSON, ART OBJECTS (ret. tr.) 277.457-010
SALESPERSON, MEN'S AND BOY'S CLOTHING (ret. tr.) 261.357-050
SALESPERSON, MUSICAL INSTRUMENTS AND ACCESSORIES (ret. tr.) 277.357-038
SALESPERSON, PIANOS AND ORGANS (ret. tr.) 277.354-010
salesperson, recreational vehicles (ret. tr.) 273.357-034
sales-review clerk (insurance) 209.687-018
SALES-SLIP SORTER (clerical) 209.687-022
salicylic-acid blender (coal tar prod.) 555.685-046
SALT-BELLIES OVERHAULER (slaught. & meat pack.) 525.687-026
SALT CUTTER (chem.; salt production) 551.685-026
salt operator (soap) 551.685-030
SALT-PLANT OPERATOR (chem.) 558.685-014
salt spreader (grease & tallow; slaught. & meat pack.) 525.687-038
SALT WASHER (salt production) 551.685-126
SALT WASHER, HARVESTING STATION (salt production) 551.685-126
SALT WASHER, PROCESSING STATION (salt production) 551.685-126
SALVAGE CLERK (clerical) 222.387-058
salvage clerk (pen & pencil) 733.384-010
salvage cutter (welding) 816.684-010
salvage diver (any ind.) 379.384-010
SALVAGE GRINDER (chew. gum) 521.686-018
salvage inspector (auto. mfg.) 806.384-014
SALVAGE INSPECTOR (can. & preserv.) 520.687-174

246

L-213
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salvage inspector, wood parts (firearms)</td>
<td>769.387-010</td>
</tr>
<tr>
<td>Salvage-machine operator (ammunition)</td>
<td>737.684-026</td>
</tr>
<tr>
<td>Salvage painter, any ind.</td>
<td>740.884-026</td>
</tr>
<tr>
<td>Salvager (any ind.)</td>
<td>929.687-022</td>
</tr>
<tr>
<td>Salvager (light, heat, &amp; power)</td>
<td>729.687-030</td>
</tr>
<tr>
<td>Salvager (optical goods)</td>
<td>713.687-038</td>
</tr>
<tr>
<td>Salvager (petrol. refin.)</td>
<td>709.684-070</td>
</tr>
<tr>
<td>Salvage repairer (petrol. refin.)</td>
<td>709.684-070</td>
</tr>
<tr>
<td>Salvage repairer (light, heat, &amp; power) II</td>
<td>729.384-018</td>
</tr>
<tr>
<td>Salvager helper (petrol. refin.)</td>
<td>709.687-034</td>
</tr>
<tr>
<td>Salvager (ammunition) I</td>
<td>737.687-114</td>
</tr>
<tr>
<td>Salvager (ammunition) II</td>
<td>737.687-118</td>
</tr>
<tr>
<td>Salvager, inserts (nonfer. metal alloys)</td>
<td>509.686-018</td>
</tr>
<tr>
<td>Salvage winder (textile)</td>
<td>681.685-154</td>
</tr>
<tr>
<td>Salvage winder and inspector (paper goods)</td>
<td>649.685-102</td>
</tr>
<tr>
<td>Salvage worker (furn.)</td>
<td>709.684-062</td>
</tr>
<tr>
<td>Salvage worker (nonfer, metal alloys)</td>
<td>619.387-010</td>
</tr>
<tr>
<td>Sample-book maker (wallpaper)</td>
<td>659.685-014</td>
</tr>
<tr>
<td>Sample carrier (ore dress., smelt., &amp; refin.)</td>
<td>519.484-014</td>
</tr>
<tr>
<td>Sample checker (carpet &amp; rug; textile)</td>
<td>229.687-010</td>
</tr>
<tr>
<td>Sample clerk (textile)</td>
<td>789.587-026</td>
</tr>
<tr>
<td>Sample clerk, handkerchief (garment)</td>
<td>920.587-022</td>
</tr>
<tr>
<td>Sample clerk, paper (paper &amp; pulp; paper goods)</td>
<td>209.58-004</td>
</tr>
<tr>
<td>Sample collector (chem.)</td>
<td>550.587-014</td>
</tr>
<tr>
<td>Sample-color maker (print &amp; varn.)</td>
<td>550.584-014</td>
</tr>
<tr>
<td>Sample cutter (boot &amp; shoe)</td>
<td>788.684-082</td>
</tr>
<tr>
<td>Sample cutter (garment; textile)</td>
<td>699.685-014</td>
</tr>
<tr>
<td>Sample-display repairer (hosiery)</td>
<td>222.687-026</td>
</tr>
<tr>
<td>Sample distributor (any ind.)</td>
<td>230.687-010</td>
</tr>
<tr>
<td>Sample driller (tobacco)</td>
<td>529.687-022</td>
</tr>
<tr>
<td>Sample finisher (carpet &amp; rug)</td>
<td>789.687-162</td>
</tr>
<tr>
<td>Sample gatherer (any ind.)</td>
<td>922.687-054</td>
</tr>
<tr>
<td>Sample maker (carpet &amp; rug)</td>
<td>687.684-010</td>
</tr>
<tr>
<td>Sample maker, hand (paper goods)</td>
<td>794.684-030</td>
</tr>
<tr>
<td>Sample maker, veneer (veneer &amp; plywood)</td>
<td>769.684-042</td>
</tr>
<tr>
<td>Sample mounter (any ind.)</td>
<td>795.687-014</td>
</tr>
<tr>
<td>Sample puller (tobacco)</td>
<td>529.587-022</td>
</tr>
<tr>
<td>Sampler (agric; textile)</td>
<td>922.687-042</td>
</tr>
<tr>
<td>Sampler (any ind.)</td>
<td>922.687-054</td>
</tr>
<tr>
<td>Sampler (coke prod.)</td>
<td>599.684-014</td>
</tr>
<tr>
<td>Sampler (elec. equip.)</td>
<td>549.587-018</td>
</tr>
<tr>
<td>Sampler (iron &amp; steel; nonfer. metal alloys)</td>
<td>509.584-010</td>
</tr>
<tr>
<td>Sampler (malt liquors)</td>
<td>529.687-178</td>
</tr>
<tr>
<td>Sampler (minerals &amp; earths; mining &amp; quarrying)</td>
<td>579.494-010</td>
</tr>
<tr>
<td>Sampler (oils &amp; fats)</td>
<td>529.387-034</td>
</tr>
<tr>
<td>Sampler (petrol. refin.)</td>
<td>549.587-014</td>
</tr>
<tr>
<td>Sampler, ovens (coke prod.)</td>
<td>599.684-014</td>
</tr>
<tr>
<td>Sampler, pickup (malt liquors)</td>
<td>529.687-178</td>
</tr>
<tr>
<td>Sampler, radioactive waste (chem.)</td>
<td>922.687-054</td>
</tr>
<tr>
<td>Sampler-tester (asbestos prod.)</td>
<td>579.585-010</td>
</tr>
<tr>
<td>Sampler, wool (whole. tr.)</td>
<td>222.587-042</td>
</tr>
<tr>
<td>Sampler sawyer (brick &amp; tile)</td>
<td>677.685-034</td>
</tr>
<tr>
<td>Sample selector (text. prod., n.e.c.)</td>
<td>789.387-014</td>
</tr>
<tr>
<td>Sample shoe inspector and reworker (boot &amp; shoe)</td>
<td>788.684-098</td>
</tr>
<tr>
<td>Sample steamer (textile)</td>
<td>582.685-110</td>
</tr>
<tr>
<td>Sample tester (chem.)</td>
<td>553.364-010</td>
</tr>
<tr>
<td>Occupational Title</td>
<td>Code</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>SAMPLE WASHER (petrol. production)</td>
<td>939.687-030</td>
</tr>
<tr>
<td>SAMPLE WORKER (any ind.)</td>
<td>920.687-154</td>
</tr>
<tr>
<td>SAMPLING INSPECTOR (office mach.)</td>
<td>706.387-014</td>
</tr>
<tr>
<td>SANDBLASTER (any ind.)</td>
<td>503.687-010</td>
</tr>
<tr>
<td>SANDBLASTER OPERATOR (ammunition)</td>
<td>503.685-028</td>
</tr>
<tr>
<td>SANDBLASTER-OR-SHOTBLAST-EQUIPMENT TENDER (any ind.)</td>
<td>503.685-042</td>
</tr>
<tr>
<td>sand-cleaning-machine operator (waterworks)</td>
<td>954.587-010</td>
</tr>
<tr>
<td>SAND-CUTTER OPERATOR (found.)</td>
<td>570.683-014</td>
</tr>
<tr>
<td>sand-cutting-machine operator (found.)</td>
<td>570.683-014</td>
</tr>
<tr>
<td>sander (auto. ser.)</td>
<td>845.684-014</td>
</tr>
<tr>
<td>sander (boot &amp; shoe)</td>
<td>690.685-046</td>
</tr>
<tr>
<td>sander (glass prod.; mirror)</td>
<td>775.684-042</td>
</tr>
<tr>
<td>sander (hat &amp; cap)</td>
<td>585.685-014</td>
</tr>
<tr>
<td>SANDER (smoking pipe)</td>
<td>761.684-030</td>
</tr>
<tr>
<td>SANDER (sports equip.)</td>
<td>690.685-346</td>
</tr>
<tr>
<td>sander (textile)</td>
<td>581.685-010</td>
</tr>
<tr>
<td>SANDER-AND-BUFFER (musical inst.)</td>
<td>730.684-066</td>
</tr>
<tr>
<td>sander and filer (woodworking)</td>
<td>705.684-018</td>
</tr>
<tr>
<td>sander and polisher (boot &amp; shoe)</td>
<td>690.685-046</td>
</tr>
<tr>
<td>SANDER, BAND (woodworking)</td>
<td>761.687-010</td>
</tr>
<tr>
<td>SANDER HELPER (cooperage)</td>
<td>669.685-010</td>
</tr>
<tr>
<td>SANDER, PORTABLE MACHINE (woodworking)</td>
<td>761.684-034</td>
</tr>
<tr>
<td>sander-up (pottery &amp; porc.)</td>
<td>573.687-010</td>
</tr>
<tr>
<td>SANDER, WOODEN PENCILS (pen &amp; pencil)</td>
<td>662.685-014</td>
</tr>
<tr>
<td>SAND FILLER (mining &amp; quarrying)</td>
<td>939.687-034</td>
</tr>
<tr>
<td>SANDFILL OPERATOR (mining &amp; quarrying)</td>
<td>939.485-010</td>
</tr>
<tr>
<td>SANDFILL OPERATOR, SURFACE (mining &amp; quarrying)</td>
<td>939.485-010</td>
</tr>
<tr>
<td>SANDFILL OPERATOR, UNDERGROUND (mining &amp; quarrying)</td>
<td>939.485-010</td>
</tr>
<tr>
<td>SANDING-MACHINE BUFFER (cork prod.)</td>
<td>662.685-022</td>
</tr>
<tr>
<td>SANDING-MACHINE OPERATOR (confection.)</td>
<td>524.685-010</td>
</tr>
<tr>
<td>sanding machine operator (textile)</td>
<td>581.685-010</td>
</tr>
<tr>
<td>sanding-machine operator, automatic (woodworking)</td>
<td>662.685-038</td>
</tr>
<tr>
<td>SANDING-MACHINE TENDER (cork prod.)</td>
<td>662.685-026</td>
</tr>
<tr>
<td>sand-mixer operator (found.)</td>
<td>570.683-014</td>
</tr>
<tr>
<td>SAND PLANT ATTENDANT (conc. prod.; mining &amp; quarrying)</td>
<td>934.685-014</td>
</tr>
<tr>
<td>SAND-SCREENING OPERATOR (found.)</td>
<td>519.687-022</td>
</tr>
<tr>
<td>SAND SHOVELER (found.)</td>
<td>519.687-022</td>
</tr>
<tr>
<td>SAND-SLINGER OPERATOR (found.)</td>
<td>518.683-010</td>
</tr>
<tr>
<td>SANDSTONE SPLITTER (mining &amp; quarrying)</td>
<td>930.684-022</td>
</tr>
<tr>
<td>SAND WHEELER (found.)</td>
<td>519.687-022</td>
</tr>
<tr>
<td>SANDWICH-BOARD CARRIER (any ind.)</td>
<td>200.687-014</td>
</tr>
<tr>
<td>sandwich-counter attendant (hotel &amp; rest.)</td>
<td>317.684-018</td>
</tr>
<tr>
<td>SANDWICH-MACHINE OPERATOR (dairy prod.)</td>
<td>529.685-210</td>
</tr>
<tr>
<td>SANDWICH MAKER (hotel &amp; rest.)</td>
<td>317.684-018</td>
</tr>
<tr>
<td>sanitarian (gov. ser.)</td>
<td>379.687-014</td>
</tr>
<tr>
<td>SANITIZER (boot &amp; shoe)</td>
<td>785.687-122</td>
</tr>
<tr>
<td>sanitor (any ind.)</td>
<td>381.687-018</td>
</tr>
<tr>
<td>SASH ASSEMBLER (plan. mill)</td>
<td>762.687-050</td>
</tr>
<tr>
<td>SASH-CLAMP OPERATOR (plan. mill)</td>
<td>689.685-030</td>
</tr>
<tr>
<td>SATIN FINISHER (furn.; mirror &amp; pic. frames)</td>
<td>742.684-010</td>
</tr>
<tr>
<td>SATURATION-EQUIPMENT OPERATOR (floor covering, n.e.c.)</td>
<td>582.685-022</td>
</tr>
<tr>
<td>SATURATOR TENDER (build. mat., n.e.c.)</td>
<td>582.685-118</td>
</tr>
<tr>
<td>sauce maker (flav. ext. &amp; sirup)</td>
<td>520.485-028</td>
</tr>
<tr>
<td>SAUSAGE INSPECTOR (slaught. &amp; meat pack.)</td>
<td>529.587-014</td>
</tr>
<tr>
<td>sausage linker (slaught. &amp; meat pack.)</td>
<td>529.587-1b0</td>
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<tr>
<td>OCCUPATIONAL TITLE</td>
<td>BRIEF JOB DESCRIPTION</td>
</tr>
<tr>
<td>--------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>Sausage Maker (slaught. &amp; meat pack.)</td>
<td>520.85-202</td>
</tr>
<tr>
<td>Sausage Mix</td>
<td>520.87-100</td>
</tr>
<tr>
<td>Sausage Stuffer (slaught. &amp; meat pack.)</td>
<td>520.89-200</td>
</tr>
<tr>
<td>Save-All Operator (paper &amp; pulp)</td>
<td>533.88-018</td>
</tr>
<tr>
<td>Sawdust Drier (electroplating)</td>
<td>500.08-010</td>
</tr>
<tr>
<td>Sawdust Machine Operator (clean., dye., &amp; press.; fur goods; ret. tr.; whole. tr.)</td>
<td>362.68-014</td>
</tr>
<tr>
<td>Saw-Edge Fuser, Circular (cut. &amp; tools)</td>
<td>701.84-028</td>
</tr>
<tr>
<td>Saw-Handle Assembler (woodworking)</td>
<td>702.87-042</td>
</tr>
<tr>
<td>Sawmaker (stonework)</td>
<td>701.84-022</td>
</tr>
<tr>
<td>Sawmill-Relief Worker (sawmill)</td>
<td>67.88-014</td>
</tr>
<tr>
<td>Sawmill Worker (sawmill)</td>
<td>67.88-014</td>
</tr>
<tr>
<td>Saw Offsetter (woodworking)</td>
<td>69.88-034</td>
</tr>
<tr>
<td>Saw Setter (stonework)</td>
<td>67.84-022</td>
</tr>
<tr>
<td>Sawyer (asbestos prod.)</td>
<td>67.85-038</td>
</tr>
<tr>
<td>Sawyer (macaroni &amp; rel. prod.)</td>
<td>521.88-342</td>
</tr>
<tr>
<td>Sawyer (pipe &amp; boiler cov.)</td>
<td>67.88-010</td>
</tr>
<tr>
<td>Sawyer, Cork Slabs (cork prod.)</td>
<td>67.88-048</td>
</tr>
<tr>
<td>Scaffold Worker (wood preserving)</td>
<td>66.85-010</td>
</tr>
<tr>
<td>Scagliola Mechanic (stat. &amp; art goods)</td>
<td>69.48-010</td>
</tr>
<tr>
<td>Scaler (can. &amp; preserv.)</td>
<td>521.88-206</td>
</tr>
<tr>
<td>Scaler (slaught. &amp; meat pack.)</td>
<td>525.88-018</td>
</tr>
<tr>
<td>Scale-and-Skip-Car Operator (iron &amp; steel)</td>
<td>921.88-062</td>
</tr>
<tr>
<td>Scale Clerk (agric.)</td>
<td>221.86-010</td>
</tr>
<tr>
<td>Scale Clerk (clerical)</td>
<td>221.87-030</td>
</tr>
<tr>
<td>Scale Operator (glue)</td>
<td>555.88-010</td>
</tr>
<tr>
<td>Scaler (r.r. trans.)</td>
<td>222.36-058</td>
</tr>
<tr>
<td>Scale-Recclamation Tender (ore dress., smelt., &amp; refin.)</td>
<td>515.88-010</td>
</tr>
<tr>
<td>Scaler-Packer (slaught. &amp; meat pack.)</td>
<td>929.88-046</td>
</tr>
<tr>
<td>Scaler, Sliced Bacon (slaught. &amp; meat pack.)</td>
<td>920.88-018</td>
</tr>
<tr>
<td>Scale Shooter (forging)</td>
<td>619.66-010</td>
</tr>
<tr>
<td>Scale-Tank Operator (oils &amp; fats)</td>
<td>529.48-026</td>
</tr>
<tr>
<td>Scallop Cutter, Machine (trim. &amp; embroid.)</td>
<td>686.85-058</td>
</tr>
<tr>
<td>Scallop Dredger (fish.)</td>
<td>446.88-014</td>
</tr>
<tr>
<td>Scallop Raker (fish.)</td>
<td>446.88-014</td>
</tr>
<tr>
<td>Scallop Shucker (can. &amp; preserv.)</td>
<td>521.87-122</td>
</tr>
<tr>
<td>Scaler (nonfer. metal alloys)</td>
<td>605.88-022</td>
</tr>
<tr>
<td>Scanner (profess. &amp; kin.)</td>
<td>015.38-010</td>
</tr>
<tr>
<td>Scarf (boot &amp; shoe)</td>
<td>585.88-110</td>
</tr>
<tr>
<td>Scarf (boot &amp; shoe; rubber goods)</td>
<td>690.88-378</td>
</tr>
<tr>
<td>Scarf Operator (veneer &amp; plywood)</td>
<td>665.88-022</td>
</tr>
<tr>
<td>Scarf Gluer (veneer &amp; plywood)</td>
<td>762.88-054</td>
</tr>
<tr>
<td>Scarifier Operator (any ind.)</td>
<td>860.88-010</td>
</tr>
<tr>
<td>Schedule Clerk (print. &amp; pub.)</td>
<td>247.38-014</td>
</tr>
<tr>
<td>Scheduler (auto. mfg.)</td>
<td>221.36-026</td>
</tr>
<tr>
<td>Scheduler and Planner (clerical)</td>
<td>215.36-014</td>
</tr>
<tr>
<td>Scheduler, Conveyor (auto. mfg.)</td>
<td>221.36-026</td>
</tr>
<tr>
<td>Scheduler, Maintenance (clerical)</td>
<td>221.36-066</td>
</tr>
<tr>
<td>Scheme Examiner (gov. ser.)</td>
<td>239.36-018</td>
</tr>
<tr>
<td>School Bus Monitor (gov. ser.)</td>
<td>372.66-042</td>
</tr>
<tr>
<td>Scientific Helper (profess. &amp; kin.)</td>
<td>199.36-014</td>
</tr>
<tr>
<td>Scooping-Machine Tender (furn.)</td>
<td>665.88-026</td>
</tr>
<tr>
<td>Scoop-Machine Operator (needle, pin, &amp; rel. prod.)</td>
<td>692.88-270</td>
</tr>
<tr>
<td>Scoreboard Operator (amuse. &amp; rec.)</td>
<td>349.66-010</td>
</tr>
<tr>
<td>Ser (amuse. &amp; rec.)</td>
<td>153.38-014</td>
</tr>
<tr>
<td>Ser (paper goods)</td>
<td>641.88-070</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

SCORER, DOUBLE (paper goods) 641.685-070
SCORER HELPER (paper goods) 641.686-030
SCORER, SINGLE (paper goods) 641.685-070
scoring-machine-operator helper (paper goods) 641.686-030
scourer (boot & shoe) 690.685-046
scourer (pottery & porc.) 774.684-010
SCOW DECKHAND (water trans.) 911.687-022
scow-derrick operator (water trans.) 921.683-034
SCRAP BALER (iron & steel; nonfer. metal alloys) 920.685-010
SCRAP BALLER (iron & steel; nonfer. metal alloys) 509.685-046
SCRAP BREAKER (iron & steel) 509.686-010
SCRAP-BUNCH MAKER (tobacco) 528.685-038
SCRAP BURNER (any ind.) 929.687-022
scrap burner (welding) 816.684-010
SCRAP-CRANE OPERATOR (iron & steel) I 921.663-010
SCRAP-CRANE OPERATOR (iron & steel) II 921.663-042
scrap crusher (floor covering, n.e.c.) 555.685-022
scrap cutter (welding) 816.684-010
scrap cutter, machine (tobacco) 529.685-110
SCRAPER (jewelry) 700.687-066
scraper (mach. shop) 705.684-010
scraper (mining & quarrying) 929.687-014
scraper (pottery & porc.) 774.684-010
scraper burrur (clock & watch) 715.684-042
scraper, hand (furn.) 761.684-038
SCRAPER, HAND (mach. shop) 705.384-010
SCRAPER-LOADER OPERATOR (mining & quarrying) 921.663-050
SCRAPER, MEAT (slaught. & meat pack.) 525.587-014
SCRAPER OPERATOR (const.) 850.683-038
SCRAPER OPERATOR (mining & quarrying) 850.683-010
scraper tender (furn.) 665.685-026
scrap-filler-cigar roller, machine (tobacco) 529.685-270
SCRAP HANDLER (any ind.) 509.685-050
SCRAPPFR (confection.) 529.686-034
SCRAPPFR (paper goods) 794.687-050
scrap picker (tobacco) 521.687-098
scrap preparer (tobacco) 520.687-030
SCRAP SAWYER (plan. mill; sawmill) 667.685-022
SCRAP SEPARATOR (macaroni & rel. prod.) 529.587-018
SCRAP-SHEAR OPERATOR (any ind.) 615.685-034
SCRAP SORTER (any ind.) 929.687-022
SCRAP SORTER (boot & shoe) 788.687-106
SCRAP SORTER (nonfer. metal alloys) 509.686-018
SCRAP SORTER (tobacco) 521.687-098
SCRAP STRIPPER, HAND (tobacco) 521.687-134
SCRAP-TIRE SPEAKER (rubber reclaim.) 690.685-386
SCRAP WHEELER (mach. shop) 929.687-030
scrach brusher (clock & watch) 715.687-022
SCRATCH BRUSHER (jewelry) 700.687-058
scratcher (hat & cap) 585.685-014
SCRATCHER TENDER (floor covering, n.e.c.) 555.685-050
SCRATCH POLISHER (mirror) 775.684-058
SCREED OPERATOR (const.) 853.663-014
SCREEN-AND-CYCLONE REPAIRER (mining & quarrying) 630.664-014
SCREEN CLEANER (buildd. board) 569.687-018
screen cutter and trimmer (wirework) 709.684-074
screener (any ind.) 979.684-034
SCREENER-AND-BLENDER OPERATOR (coke prod.) 549.685-026
SCREENER OPERATOR (any ind.) 599.685-082
SCREENER-PERFUER (soap) 559.685-162
SCREEN-FRAME ENAMELER (struct. & ornam. metalwork) 599.685-026
SCREEN HANDLER (paper & pulp) 539.685-026
screening representative (air trans.) 372.667-010
SCREEN INSTALLER (struct. & ornam. metalwork) 809.684-010
SCREEN MAKER (wallpaper) 739.684-150
SCREEN OPERATOR (cement) 921.683-026
SCREEN OPERATOR (chem.) 551.685-130
SCREEN OPERATOR (ore dress., smelt., & refin.) 511.685-050
SCREEN PRINTER (any ind.) 979.684-034
SCREEN PRINTER (textile) 979.684-030
SCREEN PRINTER HELPER (any ind.) 979.687-022
SCREEN-PRINTING-MACHINE-OPERATOR HELPER (textile) 652.686-038
SCREEN REPAIRER, CRUSHER (mining & quarrying) 630.684-030
SCREEN ROLLER (plan. mill) 762.687-058
screen-room operator (paper & pulp) 533.685-022
SCREEN-ROOM OPERATOR (sugar) 521.685-282
SCREEN TACKER (plan. mill) 762.687-058
SCREEN TENDER (build. board; paper & pulp) 534.665-010
SCREEN TENDER (paper & pulp) 533.685-022
SCREEN TENDER, CHIPS (paper & pulp) 533.685-026
SCREEN-TENDER HELPER (paper & pulp) 533.687-010
screen washer (paper & pulp) 533.687-010
SCREW-EYE ASSEMBLER (ammunition) 737.687-122
screwhead polisher (clock & watch) 715.685-046
screwhead stoner and polisher (clock & watch) 603.685-082
SCREW INSPECTOR (clock & watch) 715.384-022
SCREW-MACHINE OPERATOR, PRODUCTION (mach. shop) 604.685-034
SCREW REMOVER (boot & shoe) 788.684-102
SCRIIBING-MACHINE OPERATOR (cut. & tools) 605.685-042
SCROLL ASSEMBLER (bal. & scales) 710.584-010
SCROLL-MACHINE OPERATOR (struct. & ornam. metalwork) 616.685-062
scrubber (any ind.) 381.687-014
scrubber (any ind.) 381.687-018
scrubber (glass mfg.; mirror) 673.685-026
scrubber-system attendant (any ind.) 950.585-010
SCRUBBING-MACHINE OPERATOR (any ind.) 381.687-014
SCRUBBING-MACHINE OPERATOR (cord. & twine) 582.685-122
SCUBA DIVER (any ind.) 379.384-010
scudding inspector (leather mfg.) 585.687-010
SCULLION (water trans.) 318.687-014
SCULLION CHIEF (water trans.) 318.687-014
SCUTCHER.TENDER (textile) 589.685-090
sea-foam kiss maker (confection.) 529.687-122
SEALANT MIXER (aircraft-aerospace mfg.) 550.685-062
SEAL DRIVER (fish.) 461.684-010
SEALER (bal. & scales) 710.684-013
sealer (elec. equip.; electronics) 720.684-030
SEALER (hunt. & trap.) 481.084-010
sealer, aircraft (aircraft-aerospace mfg.) 806.684-110
sealer and stripper (brick & tile) 578.684-010
SEALER, DRY CELL (elec. equip.) 692.685-158
ALER (elec. equip.) I 727.684-030
ALER (elec. equip.) II 692.685-118
251 L-218
<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sealer operator (elec. equip.)</td>
<td>692.685-158</td>
</tr>
<tr>
<td>SEAL-EXTRUSION OPERATOR (elec. equip.)</td>
<td>692.685-154</td>
</tr>
<tr>
<td>SEALING-AND-CANCELING-MACHINE OPERATOR (clerical)</td>
<td>208.685-026</td>
</tr>
<tr>
<td>SEALING-MACHINE OPERATOR (elec. equip.)</td>
<td>692.685-162</td>
</tr>
<tr>
<td>SEALING-MACHINE OPERATOR (paper goods)</td>
<td>641.685-074</td>
</tr>
<tr>
<td>SEAL KILLER (fish.)</td>
<td>461.684-010</td>
</tr>
<tr>
<td>SEAL MIXER (elec. equip.)</td>
<td>549.687-010</td>
</tr>
<tr>
<td>seal-mixing operator (elec. equip.)</td>
<td>540.687-010</td>
</tr>
<tr>
<td>SEAL SKINNER (fish.)</td>
<td>461.684-010</td>
</tr>
<tr>
<td>seam checker (can. &amp; preserv.; malt liquors)</td>
<td>920.687-050</td>
</tr>
<tr>
<td>seamer (rubber goods)</td>
<td>690.686-026</td>
</tr>
<tr>
<td>SEAMER (wirework)</td>
<td>709.684-074</td>
</tr>
<tr>
<td>SEAM HAMMERER (musical inst.)</td>
<td>730.684-070</td>
</tr>
<tr>
<td>SEAMING INSPECTOR (hosiery)</td>
<td>684.684-010</td>
</tr>
<tr>
<td>SEAMING-MACHINE OPERATOR (tinware)</td>
<td>619.685-046</td>
</tr>
<tr>
<td>SEAMLESS-HOSIERY KNITTER (hosiery)</td>
<td>684.685-010</td>
</tr>
<tr>
<td>seamless sizer (hosiery)</td>
<td>684.687-018</td>
</tr>
<tr>
<td>seamless-tube drawer (iron &amp; steel; nonfer. metal alloys)</td>
<td>614.685-022</td>
</tr>
<tr>
<td>SEAM PRESSER (garment)</td>
<td>363.684-018</td>
</tr>
<tr>
<td>SEAM PRESSER (hat &amp; cap)</td>
<td>583.685-098</td>
</tr>
<tr>
<td>SEAM-PRESS OPERATOR (boot &amp; shoe)</td>
<td>690.685-350</td>
</tr>
<tr>
<td>seam roller (boot &amp; shoe)</td>
<td>690.685-350</td>
</tr>
<tr>
<td>SEAM-RUBBING-MACHINE OPERATOR (boot &amp; shoe)</td>
<td>690.685-350</td>
</tr>
<tr>
<td>SEAM STEAMER (garment)</td>
<td>789.687-166</td>
</tr>
<tr>
<td>SEAM TAPER, MACHINE (boot &amp; shoe)</td>
<td>690.685-414</td>
</tr>
<tr>
<td>searcher (tobacco)</td>
<td>521.687-098</td>
</tr>
<tr>
<td>seasoner, hand (leather mfg.)</td>
<td>584.687-010</td>
</tr>
<tr>
<td>SEASONING MIXER (chem.)</td>
<td>550.685-106</td>
</tr>
<tr>
<td>SEASONING MIXER (slaught. &amp; meat pack.)</td>
<td>520.687-054</td>
</tr>
<tr>
<td>SEASONING SPRAYER (leather mfg.)</td>
<td>584.687-014</td>
</tr>
<tr>
<td>SEAT ASSEMBLER (furn.)</td>
<td>709.684-014</td>
</tr>
<tr>
<td>seat coverer (auto. mfg.)</td>
<td>780.684-050</td>
</tr>
<tr>
<td>SEAT INSTALLER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>SEAT-PACK INSPECTOR (tex. prod., n.e.c.)</td>
<td>789.687-086</td>
</tr>
<tr>
<td>seat padder (furn.)</td>
<td>780.684-078</td>
</tr>
<tr>
<td>seat scooper, machine (furn.)</td>
<td>665.685-026</td>
</tr>
<tr>
<td>SEAT TRIMMER (boot &amp; shoe)</td>
<td>690.685-434</td>
</tr>
<tr>
<td>SECOND (amuse. &amp; rec.)</td>
<td>346.677-018</td>
</tr>
<tr>
<td>SECONDARY CONNECTOR, ARMATURE (elec. equip.)</td>
<td>724.684-014</td>
</tr>
<tr>
<td>SECOND-CALENDER OPERATOR (coated fabrics)</td>
<td>584.685-010</td>
</tr>
<tr>
<td>SECOND CUTTER (glass mfg.)</td>
<td>779.684-054</td>
</tr>
<tr>
<td>SECOND-FLOOR OPERATOR (synthetic fibers)</td>
<td>557.685-022</td>
</tr>
<tr>
<td>SECOND HELPER (iron &amp; steel)</td>
<td>512.684-010</td>
</tr>
<tr>
<td>second loader (logging)</td>
<td>921.687-022</td>
</tr>
<tr>
<td>SECOND OPERATOR (chem.)</td>
<td>552.685-030</td>
</tr>
<tr>
<td>SECOND OPERATOR, MILL TENDER (chem.)</td>
<td>555.685-054</td>
</tr>
<tr>
<td>SECOND-FIDE-FARE COLLECTOR (amuse. &amp; rec.)</td>
<td>211.467-030</td>
</tr>
<tr>
<td>second rigger (logging)</td>
<td>921.664-014</td>
</tr>
<tr>
<td>second grader (textile)</td>
<td>689.387-010</td>
</tr>
<tr>
<td>SECONDS HANDLER (knit goods)</td>
<td>782.687-050</td>
</tr>
<tr>
<td>SECONDS INSPECTOR (garment; knit goods)</td>
<td>789.687-070</td>
</tr>
<tr>
<td>seconds inspector (textile)</td>
<td>689.387-010</td>
</tr>
<tr>
<td>SPECIAL-BELT-MOLD ASSEMBLER (rubber goods)</td>
<td>752.685-010</td>
</tr>
<tr>
<td>section beamer (asbestos prod.; knit goods; narrow fabrics, textile)</td>
<td>681.685-018</td>
</tr>
</tbody>
</table>
section beamer (textile) 681.685-058
securities auditor (finan. inst.) 216.367-014
security agent (bus. ser.) 376.367-010
security guard (bus. ser.) 372.667-038
security inspector (gov. ser.) 372.363-010
security officer (hotel & rest.) 376.367-018
security technician (gov. ser.) 372.363-010
SECURITY AND HAVANA-SCRAP PREPARER (tobacco) 520.687-030
seed cleaner (agric.; oils & fats) 599.665-010
SECURITY CLEANER OPERATOR (agric.; oils & fats) 599.665-010
seed-cleaning-machine operator (agric.; oils & fats) 599.665-010
SECURITY CONE PICKER (forestry) 453.687-010
SECURITY CUTTER (agric.) 404.686-010
SECURITY PULLER (forestry) 451.687-018
SECURITY SORTER (forestry) 451.687-022
SECURITY PACKER (agric.) 920.687-134
SECURITY-POTATO ARRANGER (agric.) 404.685-010
SECURITY SORTER (agric.) 529.687-186
SECURITY-YEAST OPERATOR (food prep., n.e.c.) 522.685-090
SEGREGATOR (agric.; whole. tr.) 929.687-030
SEISMOMETER-OPTIONAL OPERATOR (petrol. production) 939.364-010
SELECTOR (glass mfg.) 579.687-030
SELECTOR (grease & tallow; slaught. & meat pack.) 525.687-046
SELECTOR (hat. & cap) 784.387-010
SELECTOR (smoking pipe) 739.687-166
SELECTOR (tobacco) 529.687-134
SELECTOR (tobacco) 529.687-090
SELENIUM-PLANT OPERATOR (ore dress., smelt., & refin.) 511.685-054
SELF-PROPELLED DREDGE OPERATOR (fish.) 446.663-010
SELF-RISING-FLOR MIXER (grain & feed mill.) 520.485-010
SELF-SEALING-FUEL-TANK BUILDER (rubber goods) 752.684-046
SELF-SEALING-FUEL-TANK REPAIRER (rubber goods) 759.384-010
SELF-SERVICE-LAUNDRY-AND-DRY-CLEANING ATTENDANT (clean., dye., & press.; laund.) 369.677-010
SELF-SERVICE-MAIN OPERATOR (textile) 681.685-094
semiautomatic-stitcher operator (paper goods) 649.685-114
semiautomatic-taper operator (paper goods) 649.685-126
SEMICONDUCTOR INSPECTOR (electronics) 726.684-022
SEMICONDUCTOR PROCESSOR (electronics) 590.684-022
SENSITIZED-PAPER TESTER (photo. apparatus) 714.667-010
separator (explosives) 551.685-102
separator (laund.) 361.687-014
separator (woodworking) 922.687-074
SEPARATOR INSERTER (elec. equip.) 727.687-038
separator-machine operator (any ind.) 599.685-082
SEPARATOR OPERATOR (button) 692.685-166
SEPARATOR OPERATOR (glue) 559.685-166
SEPARATOR OPERATOR, SHELLFISH MEATS (can. & preserv.) 521.685-286
SEPARATOR TENDER (corn prod.) 521.685-290
SEPARATOR TENDER (grain & feed mill.) 521.685-254
SEPTIC-TANK INSTALLER (const.) 851.663.010
SEPTIC-TANK SERVICER (const.) 869.664-014
SEQUENCE-CHECKER (inst. & app.) 710.687-026
SEQUINS STRINGER (fabric. plastics prod.) 754.687-014
SEQUINS WINDER (fabric. plastics prod.) 920.686-046
SEPARING-MACHINE OPERATOR, AUTOMATIC (any ind.) 787.685-030

L-220
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Server (hotel &amp; rest.)</td>
<td>311.677-014</td>
</tr>
<tr>
<td>Service aide (nonprofit organ.)</td>
<td>239.367-022</td>
</tr>
<tr>
<td>Service attendant, cafeteria (hotel &amp; rest.)</td>
<td>311.677-010</td>
</tr>
<tr>
<td>Service attendant, sleeping car (r.r. trans.)</td>
<td>351.677-017</td>
</tr>
<tr>
<td>Service bartender (hotel &amp; rest.)</td>
<td>312.474-010</td>
</tr>
<tr>
<td>Service-car operator (any ind.)</td>
<td>388.663-010</td>
</tr>
<tr>
<td>Service coordinator (air trans.)</td>
<td>912.367-014</td>
</tr>
<tr>
<td>Service correspondent (clerical)</td>
<td>221.367-062</td>
</tr>
<tr>
<td>Service dismantler (auto. mfg.)</td>
<td>806.384-014</td>
</tr>
<tr>
<td>Service-establishment attendant (clean., dye., &amp; press.; laund.; per. ser.)</td>
<td>369.477-010</td>
</tr>
<tr>
<td>Service-investigator (light, heat, &amp; power; tel. &amp; tel.)</td>
<td>241.367-014</td>
</tr>
<tr>
<td>Service-liaison representative (aircraft-aerospace mfg.)</td>
<td>221.367-074</td>
</tr>
<tr>
<td>Service-mechanic helper, compressed-gas equipment (comp. &amp; liquefied gases)</td>
<td>630.664-010</td>
</tr>
<tr>
<td>Service-observer (tel. &amp; tel.)</td>
<td>239.367-026</td>
</tr>
<tr>
<td>Service-order dispatcher (clerical)</td>
<td>221.367-070</td>
</tr>
<tr>
<td>Service-parts driver (auto. ser.)</td>
<td>906.683-022</td>
</tr>
<tr>
<td>Servicer (any ind.)</td>
<td>929.687-030</td>
</tr>
<tr>
<td>Servicer, coin machines (bus. ser.)</td>
<td>292.483-010</td>
</tr>
<tr>
<td>Service representative (light, heat, &amp; power; tel. &amp; tel.; waterworks)</td>
<td>239.367-010</td>
</tr>
<tr>
<td>Service representative (light, heat, &amp; power; waterworks)</td>
<td>959.574-010</td>
</tr>
<tr>
<td>Servicer, travel trailers (trans. equip.)</td>
<td>869.384-010</td>
</tr>
<tr>
<td>Services clerk (water trans.)</td>
<td>214.378-018</td>
</tr>
<tr>
<td>Service-station attendant (auto. ser.)</td>
<td>915.467-010</td>
</tr>
<tr>
<td>Set-key driver (clock &amp; watch)</td>
<td>715.687-118</td>
</tr>
<tr>
<td>Set-making-machine operator (print. &amp; pub.)</td>
<td>653.585-010</td>
</tr>
<tr>
<td>Set-off blocker (hat &amp; cap)</td>
<td>580.684-014</td>
</tr>
<tr>
<td>Set-off-press operator (hat &amp; cap)</td>
<td>583.685-018</td>
</tr>
<tr>
<td>Set rider (any ind.)</td>
<td>932.664-010</td>
</tr>
<tr>
<td>Set-staff fitter (clock &amp; watch)</td>
<td>715.684-178</td>
</tr>
<tr>
<td>Setter (boot &amp; shoe)</td>
<td>690.685-074</td>
</tr>
<tr>
<td>Setter (brick &amp; tile)</td>
<td>573.684-014</td>
</tr>
<tr>
<td>Setter (stonework)</td>
<td>679.664-010</td>
</tr>
<tr>
<td>Setter helper (brick &amp; tile)</td>
<td>573.687-030</td>
</tr>
<tr>
<td>Setter-in (pottery &amp; porc.)</td>
<td>573.686-026</td>
</tr>
<tr>
<td>Setter, machine (felt goods; leather mfg.)</td>
<td>589.685-098</td>
</tr>
<tr>
<td>Setter-off (fireworks)</td>
<td>969.664-010</td>
</tr>
<tr>
<td>Setter-up (cooperage)</td>
<td>764.684-018</td>
</tr>
<tr>
<td>Setter-up (fireworks)</td>
<td>969.664-010</td>
</tr>
<tr>
<td>Setter-up, silk-screen frame (any ind.)</td>
<td>709.484-010</td>
</tr>
<tr>
<td>Setting-up-and-windlass-machine operator (cooperage)</td>
<td>764.684-018</td>
</tr>
<tr>
<td>Setting-up-and-windlass-machine-operator helper (cooperage)</td>
<td>764.687-038</td>
</tr>
<tr>
<td>Set-up and charger (jewelry)</td>
<td>700.687-026</td>
</tr>
<tr>
<td>Sewage-disposal worker (sanitary ser.)</td>
<td>955.687-010</td>
</tr>
<tr>
<td>Sewage-plant attendant (sanitary ser.)</td>
<td>955.685-010</td>
</tr>
<tr>
<td>Sewer (boot &amp; shoe)</td>
<td>690.685-162</td>
</tr>
<tr>
<td>Sewer-and-cutter, finger-buff material (tex. prod., n.e.c.)</td>
<td>787.685-014</td>
</tr>
<tr>
<td>Sewer, hand (any ind.)</td>
<td>782.684-058</td>
</tr>
<tr>
<td>Sewer, hand (trim. &amp; embroid.)</td>
<td>782.684-050</td>
</tr>
<tr>
<td>Sewer, head (agric.)</td>
<td>920.687-022</td>
</tr>
<tr>
<td>Sewer-pipe cleaner (bus. ser.)</td>
<td>899.664-014</td>
</tr>
<tr>
<td>Sewer-pipe sorter (brick &amp; tile)</td>
<td>573.687-034</td>
</tr>
<tr>
<td>Sewer tapper (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>Sewing inspector (clean., dye., &amp; press.)</td>
<td>369.687-022</td>
</tr>
<tr>
<td>Sewing-machine operator, plastic zipper (needle, pin, &amp; rel. prod.)</td>
<td>787.685-034</td>
</tr>
<tr>
<td>Sewing-machine operator, semi-automatic (garment)</td>
<td>786.685-030</td>
</tr>
<tr>
<td>Sewing-machine operator, special equipment (mat. &amp; bedspring)</td>
<td>689.685-118</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

SEWING-MACHINE OPERATOR, ZIPPER (needle, pin, & rel. prod.) 787.685-034
SEWING-MACHINE-REPAIRER HELPER (any ind.) 639.684-010
SEWING ROOM GRIP (motion pic.) 962.687-022
SEXTON (nonprofit organ.) 389.667-010
SHACKLER (slaught. & meat pack) 525.687-086
SHACTOR HELPER (slaught. & meat pack.) 525.687-090
shade-and-quality checker (textile) 582.387-010
shade classifier (brick & tile) 574.367-010
SHADE-CLOTH FINISHER (window shade & fix.) 585.687-026
SHADE MATCHER (textile) 582.687-022
shader and folder (textile) 781.687-014
shader and toner (mirror & pic. frames) 749.684-030
shadowgraph operator (any ind.) 699.384-010
SHADOWGRAPH-SCALE OPERATOR (ammunition) 737.687-126
SHADOWGRAPH-WEIGHT OPERATOR (sports equip.) 929.587-014
SHAFTING CLEANER (any ind.) 699.687-014
SHAFT INSPECTOR (elec. equip.) 729.384-022
SHAFT MECHANIC (mining & quarrying) 899.684-034
shaft repairer (mining & quarrying) 899.684-034
shaft tender (mining & quarrying) 899.684-034
SHAFT BACKBOARD NOTCHER (sawmill) 663.685-030
SHAKE FEEDER (sawmill) 669.686-030
SHAKE-OUT WORKER (found.) 519.687-022
SHAKE PACKER (sawmill) 920.687-158
SHAKER (hat & cap) 589.685-094
SHAKER (tobacco) 521.687-110
SHAKER, FLATWORK (laund.) 363.686-010
shaker, operator (coke prod.) 541.665-010
SHAKER-PLATE OPERATOR (ammunition) 737.685-014
SHAKER REPAIRER (corn. prod.) 769.664-010
shaker-screen operator (chem.) 551.685-130
SHAKER TENDER (coke prod.) 541.665-010
SHAKER TENDER (conc. prod.; mining & quarrying) 934.685-018
SHAKER WASHER (corn prod.) 521.687-114
SHAKER WEARING APPAREL (laund.) 361.687-026
SHAKE SPLITTER (logging) 454.684-022
SHALE PLANER OPERATOR (mining & quarrying) 930.663-010
SHALE PLANER OPERATOR HELPER (mining & quarrying) 930.667-010
SHANK BEVELER (boot & shoe) 690.685-166
SHANK BONER (slaught. & meat pack.) 525.684-010
SHANK BURNISHER (boot & shoe) 690.685-058
SHANK CEMENTER, HAND (boot & shoe) 788.687-030
shanker (boot & shoe) 788.687-118
SHANK INSPECTOR (boot & shoe) 788.687-110
shank paperer (boot & shoe) 788.687-114
shank picker (boot & shoe) 788.687-110
SHANK-PIECE TACKER (boot & shoe) 788.687-118
SHANK SANDER (boot & shoe) 690.685-046
SHANK SANDER (smoking pipe) 761.684-030
shank sorter (boot & shoe) 788.687-110
SHANK STAPLER (boot & shoe) 690.685-162
shank tacker (boot & shoe) 788.687-118
SHANK TAPER (boot & shoe) 788.687-114
SHANK THREADER (smoking pipe) 739.685-034
SHAPE-BEICK MOLDER (brick & tile) 575.684-042
shape hand (tobacco) 520.687-050
<table>
<thead>
<tr>
<th>Term</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>shaper (artif. flower)</td>
<td>734.684-010</td>
</tr>
<tr>
<td>shaper (jewelry)</td>
<td>700.684-034</td>
</tr>
<tr>
<td>shaper (pottery &amp; porc.)</td>
<td>774.684-018</td>
</tr>
<tr>
<td>shaper and presser (garment)</td>
<td>583.685-102</td>
</tr>
<tr>
<td>shaper, baseball glove (sports equip.)</td>
<td>732.684-105</td>
</tr>
<tr>
<td>shaper, hand (furn.)</td>
<td>761.684-038</td>
</tr>
<tr>
<td>shaping, hand (furn.)</td>
<td>761.684-038</td>
</tr>
<tr>
<td>shaping-machine operator (fabric, plastics prod.)</td>
<td>669.684-074</td>
</tr>
<tr>
<td>shaping-machine tender (pen &amp; pencil)</td>
<td>668.685-026</td>
</tr>
<tr>
<td>sharples-machine operator (oils &amp; fats)</td>
<td>589.685-138</td>
</tr>
<tr>
<td>shaver (boot &amp; shoe; leather prod.)</td>
<td>585.685-114</td>
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<td>shaver (boot &amp; shoe)</td>
<td>690.685-434</td>
</tr>
<tr>
<td>shaver (clean., dye., &amp; press.)</td>
<td>362.687-016</td>
</tr>
<tr>
<td>shaver (hat &amp; cap)</td>
<td>585.685-046</td>
</tr>
<tr>
<td>shaver (slaught. &amp; meat pack.)</td>
<td>525.687-094</td>
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<tr>
<td>shaving-machine operator (fur dressing; leather mfg.)</td>
<td>585.685-094</td>
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<td>shear assembler (cut. &amp; tools)</td>
<td>701.687-010</td>
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<tr>
<td>shear (any ind.)</td>
<td>699.685-014</td>
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<tr>
<td>shear (fur dressing)</td>
<td>585.685-098</td>
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<td>shear (hat &amp; cap)</td>
<td>585.685-046</td>
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<td>shear (leather mfg.)</td>
<td>585.685-126</td>
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<tr>
<td>shearer, screen measurer and trimmer (wirework)</td>
<td>709.684-074</td>
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<tr>
<td>shear-grinder-operator helper (textile)</td>
<td>628.687-014</td>
</tr>
<tr>
<td>shearing-machine feeder (fur dressing)</td>
<td>585.685-098</td>
</tr>
<tr>
<td>shearing-machine operator (carpet &amp; rug; textile)</td>
<td>585.685-102</td>
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<tr>
<td>shearing-machine operator (leather mfg.)</td>
<td>585.685-094</td>
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<tr>
<td>shearing-machine operator (print. &amp; pub.)</td>
<td>640.685-010</td>
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<td>shearing-machine operator (print. &amp; pub.)</td>
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<tr>
<td>shearing-machine operator (textile)</td>
<td>659.685-014</td>
</tr>
<tr>
<td>shear tender (textile)</td>
<td>585.685-026</td>
</tr>
<tr>
<td>sheep boner (slaught. &amp; meat pack.)</td>
<td>525.684-010</td>
</tr>
<tr>
<td>sheep clipper (agric.)</td>
<td>410.684-014</td>
</tr>
<tr>
<td>sheep herder (agric.)</td>
<td>410.687-022</td>
</tr>
<tr>
<td>sheep or calf grader (slaught. &amp; meat pack.)</td>
<td>525.387-010</td>
</tr>
<tr>
<td>sheep shearer (agric.)</td>
<td>410.684-014</td>
</tr>
<tr>
<td>sheepskin pickler (slaught. &amp; meat pack.)</td>
<td>582.685-126</td>
</tr>
<tr>
<td>sheep sticker (slaught. &amp; meat pack.)</td>
<td>525.684-050</td>
</tr>
<tr>
<td>sheet cleaner (house furn.)</td>
<td>689.687-050</td>
</tr>
<tr>
<td>sheet cutter (house furn.)</td>
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<tr>
<td>sheet cutter (text. bag)</td>
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<td>sheet-cutting operator (text. bag)</td>
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<td>sheeter (paper goods)</td>
<td>640.684-046</td>
</tr>
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<td>sheeter helper (paper &amp; pulp; paper goods; print. &amp; pub.)</td>
<td>649.685-066</td>
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<td>sheeter-machine operator (wallpaper)</td>
<td>659.685-014</td>
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<tr>
<td>sheet folder (house furn.)</td>
<td>589.687-014</td>
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<tr>
<td>sheet hanger (ore dress., smelt., &amp; refin.)</td>
<td>519.565-014</td>
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<tr>
<td>sheeting fuller (const.)</td>
<td>869.687-026</td>
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<tr>
<td>sheet inspector (house furn.)</td>
<td>789.587-014</td>
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<tr>
<td>sheet-metal-pattern cutter (musical inst.)</td>
<td>730.684-074</td>
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<tr>
<td>sheet-metal production worker (any ind.)</td>
<td>619.685-062</td>
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<td>sheet-metal-shop helper (any ind.)</td>
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<tr>
<td>sheettile-hammer operator (const.)</td>
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<td>sheettile-hammer-operator helper (const.)</td>
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<tr>
<td>sheetrock applicator (mfd. bldgs.)</td>
<td>869.684-050</td>
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<tr>
<td>Occupation</td>
<td>Code</td>
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<tr>
<td>------------------------------------------------</td>
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<tr>
<td>SHEETROCK TAPER (const., mfd. bldgs.)</td>
<td>842.664-010</td>
</tr>
<tr>
<td>SHEET-STEEL INSPECTOR (mach. shop)</td>
<td>609.684-010</td>
</tr>
<tr>
<td>SHEET TAKER (paper &amp; pulp)</td>
<td>539.686-010</td>
</tr>
<tr>
<td>SHEET TURNER (veneer &amp; plywood)</td>
<td>762.687-002</td>
</tr>
<tr>
<td>SHEET WRITER (amuse. &amp; rec.)</td>
<td>211.467-026</td>
</tr>
<tr>
<td>SHELF-DRIER OPERATOR (chem.)</td>
<td>553.685-106</td>
</tr>
<tr>
<td>SHELLACKER (ammunition)</td>
<td>737.687-130</td>
</tr>
<tr>
<td>SHELLAC POLISHER (smoking pipe)</td>
<td>739.684-026</td>
</tr>
<tr>
<td>SHELL ASSEMBLER (ammunition)</td>
<td>737.684-038</td>
</tr>
<tr>
<td>SHELL COREMAKER (found.)</td>
<td>518.685-026</td>
</tr>
<tr>
<td>SHELLER (mfd. bldgs.; trans. equip.)</td>
<td>869.684-010</td>
</tr>
<tr>
<td>SHELLER (nut process.) I</td>
<td>521.687-118</td>
</tr>
<tr>
<td>SHELLER (nut process.) II</td>
<td>521.685-294</td>
</tr>
<tr>
<td>SHELLFISH-BED WORKER (fish.)</td>
<td>446.684-014</td>
</tr>
<tr>
<td>SHELLFISH CHECKER (can. &amp; preserv.)</td>
<td>529.686-058</td>
</tr>
<tr>
<td>SHELLFISH DREDGE OPERATOR (fish.)</td>
<td>446.663-010</td>
</tr>
<tr>
<td>SHELLFISH HARVESTER (fish.)</td>
<td>446.663-010</td>
</tr>
<tr>
<td>SHELLFISH PROCESSING-MACHINE TENDER (can. &amp; preserv.)</td>
<td>529.685-214</td>
</tr>
<tr>
<td>SHELLFISH SHUCKER (can. &amp; preserv.)</td>
<td>521.687-122</td>
</tr>
<tr>
<td>SHELLFISH SORTER (can. &amp; preserv.)</td>
<td>529.686-058</td>
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<tr>
<td>SHELLFISH WEIGHER (can. &amp; preserv.)</td>
<td>529.686-058</td>
</tr>
<tr>
<td>SHELL-FREEZING-MACHINE OPERATOR (drug. prep. &amp; rel. prod.)</td>
<td>559.685-090</td>
</tr>
<tr>
<td>SHELL-GRADER (button)</td>
<td>734.687-070</td>
</tr>
<tr>
<td>SHELL MOLD BONDER (found.)</td>
<td>518.685-030</td>
</tr>
<tr>
<td>SHELL-MOLD-BONDING-MACHINE OPERATOR (found.)</td>
<td>518.685-030</td>
</tr>
<tr>
<td>SHELL MOLDER (found.)</td>
<td>518.685-026</td>
</tr>
<tr>
<td>SHELL-REPRINT OPERATOR (ammunition)</td>
<td>659.685-018</td>
</tr>
<tr>
<td>SHELL-SIEVE OPERATOR (ammunition)</td>
<td>694.585-010</td>
</tr>
<tr>
<td>SHELL SORTER (button)</td>
<td>734.687-070</td>
</tr>
<tr>
<td>SHELL-TRIM OPERATOR (ammunition)</td>
<td>609.685-026</td>
</tr>
<tr>
<td>SHELFER (library)</td>
<td>249.687-014</td>
</tr>
<tr>
<td>SHELVING CLERK (library)</td>
<td>249.687-014</td>
</tr>
<tr>
<td>SHEPHERD (agric.)</td>
<td>410.687-022</td>
</tr>
<tr>
<td>SHILL (amuse. &amp; rec.)</td>
<td>343.367-010</td>
</tr>
<tr>
<td>SHINGLE-BOLT CUTTER (logging)</td>
<td>454.685-022</td>
</tr>
<tr>
<td>SHINGLE PACKER (sawmill)</td>
<td>920.687-158</td>
</tr>
<tr>
<td>SHINGLE SAWS (sawmill)</td>
<td>667.485-010</td>
</tr>
<tr>
<td>SHINGLE TRIMMER (sawmill)</td>
<td>667.685-050</td>
</tr>
<tr>
<td>SHINGLE WEAVER (sawmill)</td>
<td>920.687-158</td>
</tr>
<tr>
<td>SHIPFITTER HELPER (ship &amp; boat bldg. &amp; rep.)</td>
<td>806.687-050</td>
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<tr>
<td>SHIPPING AND RECEIVING CLERK (clerical)</td>
<td>222.387-050</td>
</tr>
<tr>
<td>SHIPPING CHECKER (clerical)</td>
<td>222.687-030</td>
</tr>
<tr>
<td>SHIPPING CLERK (clerical)</td>
<td>222.387-050</td>
</tr>
<tr>
<td>SHIPPING HAND (chem.)</td>
<td>559.687-050</td>
</tr>
<tr>
<td>SHIPPING-ORDER CLERK (clerical)</td>
<td>219.367-030</td>
</tr>
<tr>
<td>SHIPPING PROCESSOR (aircraft-aerospace mfg.)</td>
<td>920.687-162</td>
</tr>
<tr>
<td>SHIPPING WEIGHER (clerical)</td>
<td>222.367-058</td>
</tr>
<tr>
<td>SHIP RUNNER (water trans.)</td>
<td>222.567-014</td>
</tr>
<tr>
<td>SHIPWRIGHT HELPER (ship &amp; boat bldg. &amp; rep.)</td>
<td>860.664-018</td>
</tr>
<tr>
<td>SHIRRING-MACHINE OPERATOR, AUTOMATIC (house furn.)</td>
<td>787.685-038</td>
</tr>
<tr>
<td>SHIRRING TENDER (slaught. &amp; meat pack.)</td>
<td>525.685-014</td>
</tr>
<tr>
<td>SHIRT-COLLAR-AND-CUFF PRESSER (laund.)</td>
<td>363.685-026</td>
</tr>
<tr>
<td>SHIRT CREASER (garment)</td>
<td>583.685-042</td>
</tr>
<tr>
<td>SHIRT FOLDER (garment; knit goods)</td>
<td>789.687-066</td>
</tr>
<tr>
<td>SHIRT FOLDER (laund.)</td>
<td>369.018</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

SHIRT FOLDER (laund.) II 363.685-026
SHIRT-FOLDING-MACHINE OPERATOR (garment; laund.) 369.684-330
SHIRT MARKER (garment) 781.384-014
SHIRT PRESSER (laund.) 363.685-026
SHIRT PRESSER, AUTOMATIC (laund.) 363.685-014
SHIRT SORTER (garment) 222.687-014
SHIRT TURNER (garment; knit goods) 789.687-074
SHOWER FILLER (gold leaf & foil) 700.687-038
SHOE CLEANER (boot & shoe) 788.687-122
SHOE COVERER (boot & shoe) 788.687-126
shoe cutter (boot & shoe) 788.684-082
shoe dresser (boot & shoe) 788.687-038
SHOE-DRESSING MAKER (chem.) 559.665-026
SHOE Dyer (per. ser.) 364.684-014
shoe hammerer (boot & shoe) 690.685-350
shoe handler (boot & shoe) 920.687-166
shoe ironer (boot & shoe) 788.687-158
shoelace tipper (narrow fabrics) 686.685-062
SHOE-LACE-TIPPING-MACHINE OPERATOR (narrow fabrics) 686.685-062
SHOE PACKER (boot & shoe) 920.687-166
shoe polisher (per. ser.) 366.677-010
shoe repairer (boot & shoe) 788.684-022
SHOE-REPAIRER HELPER (per. ser.) 365.674-010
SHOE SHINER (per ser.) 366.677-010
shoe singer (boot & shoe) 788.684-050
shoe tinter (per. ser.) 364.684-014
SHOE TURNER (boot & shoe) 788.687-130
shook splicer (woodworking) 669.685-042
shooter (firearms) 736.384-010
shooter's helper (any ind.) 859.687-010
SHOOTER HELPER, SEISMOGRAPH (petrol production.) 939.364-010
shop clerk (clerical) 222.367-042
shop cooper (cooperage) 764.684-022
shop-mechanic helper (const.; petrol. production; pipe lines) 620.664-014
shopper's aid (ret. tr.) 296.357-010
SHORE HAND, DREDGE OH BARGE (const.; mining & quarrying) 939.667-018
SHORER (const.) 869.664-014
shortage worker (knit goods) 221.587-018
SHORTENING MIXER (oils & fats) 520.685-070
short-filler-bunch-machine operator (tobacco) 529.685-038
short-log-bolter operator (sawmill) 667.685-022
short piece handler (textile) 689.586-010
SHORTS SIFTER (tobacco) 521.685-270
SHOT BAGGER (ammunition) 920.687-170
SHOTBLASTER (any ind.) 503.687-010
shotblast-or-sandblast-tumbler operator (any ind.) 503.685-042
SHOT-COAT TENDER (conc. prod.) 575.665-018
shot-core-drill-operator helper (any ind.) 930.687-014
SHOT-GRINDER OPERATOR (ammunition) 603.685-074
SHOTGUN-MACHINE OPERATOR (ammunition) 694.385-010
SHOTGUN-LOADING-MACHINE OPERATOR (ammunition) 694.665-010
SHOTGUN-REPRINTING-UNIT OPERATOR (ammunition) 695.685-018
shot packer (ammunition) 920.687-170
SHOT-PEEN OPERATOR (any ind.) 503.685-042
SHOT POLISHER AND INSPECTOR (ammunition) 509.485-014
shot-tube-machine tender (ammunition) 920.685-018
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOT-TUBE-MACHINE TENDER (paper goods)</td>
<td>649.685-106</td>
</tr>
<tr>
<td>SHOULDER BONER (slaught. &amp; meat pack.)</td>
<td>525.684-010</td>
</tr>
<tr>
<td>SHOULDER PUNCHER (slaught. &amp; meat pack.)</td>
<td>525.684-046</td>
</tr>
<tr>
<td>SHOULDER SAWER (slaught. &amp; meat pack.)</td>
<td>525.684-018</td>
</tr>
<tr>
<td>SHOVELER (mining &amp; quarrying)</td>
<td>939.687-014</td>
</tr>
<tr>
<td>SHOVEL-HANDLE ASSEMBLER (woodworking)</td>
<td>762.687-042</td>
</tr>
<tr>
<td>SHOVEL-LOADER OPERATOR (logging)</td>
<td>921.683-058</td>
</tr>
<tr>
<td>shovel operator (mining &amp; quarrying)</td>
<td>932.683-018</td>
</tr>
<tr>
<td>SHOWER ATTENDANT (per. ser.)</td>
<td>335.677-014</td>
</tr>
<tr>
<td>shower room attendant (any ind.)</td>
<td>358.687-010</td>
</tr>
<tr>
<td>SHOW-HORSE DRIVER (amuse. &amp; rec.)</td>
<td>159.344-018</td>
</tr>
<tr>
<td>shredded-fill</td>
<td></td>
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<tr>
<td>SHREDDED-FILLER HOPPER-FEEDER (tobacco)</td>
<td>529.687-182</td>
</tr>
<tr>
<td>shredded-filler-machine wrapper-layer (tobacco)</td>
<td>529.685-270</td>
</tr>
<tr>
<td>SHREDDER (any ind.)</td>
<td>680.685-082</td>
</tr>
<tr>
<td>SHREDDER OPERATOR (ore dress., smelt., &amp; refin.)</td>
<td>515.687-010</td>
</tr>
<tr>
<td>SHREDDER OPERATOR (synthetic fibers)</td>
<td>555.685-058</td>
</tr>
<tr>
<td>shredded picker (felt goods; house furn.; textile; waste &amp; batting)</td>
<td>680.686-018</td>
</tr>
<tr>
<td>SHREDDER TENDER (glue)</td>
<td>555.665-010</td>
</tr>
<tr>
<td>SHREDDER TENDER, PEAT (agric.)</td>
<td>599.685-056</td>
</tr>
<tr>
<td>SHREDDING-MACHINE-KNIFE CHANGER (tobacco)</td>
<td>638.684-010</td>
</tr>
<tr>
<td>SHREDDING-MACHINE OPERATOR (tobacco)</td>
<td>521.685-338</td>
</tr>
<tr>
<td>SHREDDING-MACHINE TENDER (excelsior)</td>
<td>663.685-014</td>
</tr>
<tr>
<td>SHRIMP BALANCER (can. &amp; preserv.)</td>
<td>529.685-214</td>
</tr>
<tr>
<td>SHRIMP-PEELING-MACHINE TENDER (can. &amp; preserv.)</td>
<td>529.685-214</td>
</tr>
<tr>
<td>SHRIMP POND LABORER (fish.)</td>
<td>446.687-014</td>
</tr>
<tr>
<td>shrinker (textile)</td>
<td>587.685-018</td>
</tr>
<tr>
<td>SHRINKING-MACHINE OPERATOR (hat &amp; cap)</td>
<td>586.685-034</td>
</tr>
<tr>
<td>SHRÖUER (slaught. &amp; meat pack.)</td>
<td>525.587-010</td>
</tr>
<tr>
<td>SHROUD-LINE TIER (tex. prod., n.e.c.)</td>
<td>789.687-118</td>
</tr>
<tr>
<td>SHROUD-WEB INSPECTOR (tex. prod., n.e.c.)</td>
<td>789.687-114</td>
</tr>
<tr>
<td>shucker (can. &amp; preserv.)</td>
<td>521.687-122</td>
</tr>
<tr>
<td>SHUTTLE-CAR OPERATOR (mining &amp; quarrying)</td>
<td>932.683-022</td>
</tr>
<tr>
<td>shuttlecock assembler (sports equip.)</td>
<td>732.685-018</td>
</tr>
<tr>
<td>SHUTTLECOCK-FEATHER TRIMMER (sports equip.)</td>
<td>699.685-014</td>
</tr>
<tr>
<td>shuttle filler (textile)</td>
<td>689.686-038</td>
</tr>
<tr>
<td>SHUTTLE FIXER (textile)</td>
<td>628.684-026</td>
</tr>
<tr>
<td>SHUTTLE HAND (textile)</td>
<td>689.686-038</td>
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<tr>
<td>shuttle inspector (textile)</td>
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<tr>
<td>SHUTTLE INSPECTOR (woodworking)</td>
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<td>shuttleless-loom weaver (narrow fabrics)</td>
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<tr>
<td>SHUTTLER (trim. &amp; embrod.)</td>
<td>689.687-070</td>
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<td>shuttle repairer (textile)</td>
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<tr>
<td>SHUTTLE SPOTTER (woodworking)</td>
<td>664.685-026</td>
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<td>shuttle treader (textile)</td>
<td>689.686-038</td>
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<td>SIDE FRAMER (mfd. bldgs.; trans. equip.)</td>
<td>869.684-010</td>
</tr>
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<td>SIDE FRAMER (trans. equip.)</td>
<td>806.684-018</td>
</tr>
<tr>
<td>SIDE GLUER (musical inst.)</td>
<td>763.684-058</td>
</tr>
<tr>
<td>SIDE GUIDER (floor covering, n.e.c.)</td>
<td>590.686-014</td>
</tr>
<tr>
<td>side hemmer (house furn.)</td>
<td>787.685-018</td>
</tr>
<tr>
<td>SIDE LASTER, CEMENT (boot &amp; shoe)</td>
<td>690.685-358</td>
</tr>
<tr>
<td>SIDE LASTER, STAPLE (boot &amp; shoe)</td>
<td>690.685-362</td>
</tr>
<tr>
<td>SIDE LASTER, TACK (boot &amp; shoe)</td>
<td>690.685-362</td>
</tr>
<tr>
<td>SIDE-PANEL HANGER (mfd. bldgs.; trans.; equip.)</td>
<td>909.684-030</td>
</tr>
</tbody>
</table>
SIDE-PANEL PADDER (furn.) 780.684-082
side-piece coverer (furn.) 780.684-082
SIDER (const.; ret. tr.; mfd. bldgs.) 863.684-014
SIDER (mfd. bldgs.) 860.684-014
SIDE-SEAM-ENVELOPE-MACHINE OPERATOR (paper goods) 649.685-042
SIDE SPLITTER (slaughter & meat pack.) 525.684-018
side stapler (boot & shoe) 690.685-362
SIDE-STITCHER (matt. & bedspring) 780.684-070
SIDE-STITCHING-MACHINE FEEDER-OFFBEARER (print. & pub.) 653.686-026
side trimmer (boot & shoe) 690.685-238
siding applicator (const.; ret. tr.; mfd. bldgs.) 863.684-014
SIDING-COREBOARD INSPECTOR (build. board.; paper & pulp) 539.667-010
SIDING STAPLER (veneer & plywood) 762.684-058
SIEVE-GRADER TENDER (can. & preserv.) 521.665-026
SIEVE MAKER (grain & feed mill.) 529.684-018
SIEVE REPAIRER (grain & feed mill.) 529.684-018
SIFTER (drug. Prep. & rel. prod.) 551.687-030
sifter and miller (optical goods) 579.685-046
sifter operator (grain & feed mill.) 521.685-030
sighter (firearms) 736.684-042
SIGHTSEEING-BOAT OPERATOR (water trans.) 911.663-010
signaler (any ind.) 921.667-022
SIGNALER (const.) 869.667-014
SIGNAL MAINTAINER HELPER (r.r. trans.) 822.684-018
SIGN ERECTOR (signs) II 869.684-054
sign poster (any ind.) 299.667-010
silencer (auto. mfg.) 845.687-010
SILICA-DRY-PRESS HELPER (brick & tile) 575.686-010
SILICA-CPARY MIXER (ore dress., smelt., & refin.) 570.685-090
SILICATOR (chem.) 741.687-018
SILK BEAMER (textile) 681.685-058
SILK BRUSHER (textile) 585.685-070
SILK-CREPE-MACHINE OPERATOR (textile) 583.685-030
SILK FOLDER (textile) 689.585-014
SILK PRESSER (garment) I 363.684-018
SILK SCREENER (optical goods) 920.685-078
SILK-SCREEN ETCHER (engraving) 704.684-014
SILK-SCREEN-FRAME ASSEMBLER (any ind.) 709.484-010
silk-screen operator (any ind.) 979.684-034
silk-screen painter (any ind.) 979.684-034
SILK-SCREEN PRINTER (electronics) 726.687-018
silk-screen printer (textile) 979.684-030
SILK-SCREEN PRINTER, MACHINE (any ind.; 652.665-010
SILK-SCREEN REPAIRER (any ind.) 979.684-032
SILK SPREADER (textile) 680.685-090
silk-top-hat-body maker (hat & cap) 784.684-074
SILO TENDER (cement) 579.685-050
SILVERER (mirror) 574.684-014
silverer (optical goods) 574.484-010
SILVER-SOLUTION MIXER (chem.) 550.684-026
SILVER SPRAY WORKER (phonograph) 500.684-022
SILVER STRIPPER, MACHINE (mirror) 579.685-054
SILVERWARE ASSEMBLER (silverware) 700.684-070
SILVERWARE WASHER (hotel & rest.) 318.687-010
SILVERWARE WASHER (water trans.) 318.687-014
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Silver Wrapper (hotel &amp; rest.)</td>
<td>318.687-018</td>
</tr>
<tr>
<td>Singeing-torch operator (boot &amp; shoe)</td>
<td>788.684-050</td>
</tr>
<tr>
<td>Singer (hat &amp; cap)</td>
<td>784.687-062</td>
</tr>
<tr>
<td>Singer (narrow fabrics)</td>
<td>585.687-030</td>
</tr>
<tr>
<td>Singer (slaughter &amp; meat pack.)</td>
<td>525.687-098</td>
</tr>
<tr>
<td>Singer (textile)</td>
<td>585.685-106</td>
</tr>
<tr>
<td>Singer and unloader (boot &amp; shoe)</td>
<td>788.684-050</td>
</tr>
<tr>
<td>Singer Back-Tender (textile)</td>
<td>589.686-010</td>
</tr>
<tr>
<td>Singer Winder (textile)</td>
<td>681.585-018</td>
</tr>
<tr>
<td>Single-Corner Cutter (paper goods)</td>
<td>640.685-030</td>
</tr>
<tr>
<td>Single-Ending-Machine Operator (paper goods)</td>
<td>641.685-042</td>
</tr>
<tr>
<td>Single-End Sweer (paper goods)</td>
<td>787.686-010</td>
</tr>
<tr>
<td>Single-Fold-Machine Operator (paper goods)</td>
<td>649.685-046</td>
</tr>
<tr>
<td>Single-Pass-Soil-Stabilizer Operator (const.)</td>
<td>859.683-026</td>
</tr>
<tr>
<td>Single-Stroke Preformer (fabric, plastics prod.; plastics mat.)</td>
<td>556.685-058</td>
</tr>
<tr>
<td>Sinker Puller (paper &amp; pulp; sawmill; veneer &amp; plywood)</td>
<td>921.686-022</td>
</tr>
<tr>
<td>Sinker Winder (sports equip.)</td>
<td>732.685-030</td>
</tr>
<tr>
<td>Sinter Feeder (iron &amp; steel)</td>
<td>513.685-010</td>
</tr>
<tr>
<td>Sintering-Press Operator (iron &amp; steel; nonfer. metal alloys)</td>
<td>617.685-038</td>
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<tr>
<td>Sinter-Machine Operator (iron &amp; steel; ore dress., smelt., &amp; refin.)</td>
<td>510.685-026</td>
</tr>
<tr>
<td>Siphon Operator (drug. prep. &amp; rel prod.; medical ser.)</td>
<td>599.687-026</td>
</tr>
<tr>
<td>SIX-IRON WORKER (wood preserving)</td>
<td>563.687-010</td>
</tr>
<tr>
<td>Sirup Blender (flav. ext. &amp; sirup)</td>
<td>520.485-026</td>
</tr>
<tr>
<td>Sirup Crystallizer (confection.)</td>
<td>529.686-034</td>
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<tr>
<td>Sirup (can. &amp; preserv.)</td>
<td>529.685-190</td>
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<tr>
<td>Siruper, Machine (can. &amp; preserv.)</td>
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<tr>
<td>Sirup Filterer (flav. ext. &amp; sirup)</td>
<td>520.485-026</td>
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<tr>
<td>Sirup Maker (flav. ext. &amp; sirup)</td>
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<tr>
<td>Sirup-Mixer Assistant (corn. prod.)</td>
<td>520.687-058</td>
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<td>Sisal Operator (matt. &amp; bedspring)</td>
<td>780.687-042</td>
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<tr>
<td>Sisal Picker (matt. &amp; bedspring)</td>
<td>680.685-078</td>
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<tr>
<td>Six-Horse Hitch Driver (any ind.)</td>
<td>919.664-010</td>
</tr>
<tr>
<td>Six-Pack-Loader Operator (malt liquors)</td>
<td>920.685-042</td>
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<tr>
<td>Six-Pack Packer (malt liquors)</td>
<td>920.685-042</td>
</tr>
<tr>
<td>Six-Section Blower (hat &amp; cap)</td>
<td>680.685-046</td>
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<tr>
<td>Size Cutter (hat &amp; cap)</td>
<td>585.685-122</td>
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<tr>
<td>Size Maker (textile)</td>
<td>550.585-018</td>
</tr>
<tr>
<td>Sizer (artif. flower)</td>
<td>739.687-178</td>
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<td>Sizer (hat &amp; cap)</td>
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<td>Sizer (hat &amp; cap)</td>
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<td>Sizer (hat &amp; cap)</td>
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<tr>
<td>Sizer (Hosiery)</td>
<td>684.687-018</td>
</tr>
<tr>
<td>Sizer (jewelry)</td>
<td>700.684-010</td>
</tr>
<tr>
<td>Sizer (optical goods)</td>
<td>716.687-026</td>
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<td>Sizer (textile)</td>
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<tr>
<td>Sizer Grader (woodworking)</td>
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</tr>
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<td>Sizer, Hand (hat &amp; cap)</td>
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<td>Sizer Helper (textile)</td>
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</tr>
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<td>Sizer, Machine (hat &amp; cap)</td>
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</tr>
<tr>
<td>Size Tester (hosiery)</td>
<td>684.687-018</td>
</tr>
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<td>Sizing Brusher (hat &amp; cap)</td>
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<tr>
<td>Sizing End-Bander (hat &amp; cap)</td>
<td>784.687-026</td>
</tr>
<tr>
<td>Sizing-Machine-And-Drier Operator (felt goods)</td>
<td>582.665-026</td>
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<tr>
<td>Sizing-Machine-And-Drier-Operator Helper (felt goods)</td>
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<tr>
<td>Sizing-Machine Operator (abrasive &amp; polish. prod.)</td>
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<td>Sizing-machine operator (any ind.)</td>
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<td>Sizing - machine operator (can. &amp; preserv.)</td>
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<tr>
<td>SIZING-MACHINE TENDER (clock &amp; watch)</td>
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<td>SIZING-MACHINE TENDER (pen &amp; pencil)</td>
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<td>SIZING-MACHINE TENDER (textile)</td>
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<td>SIZING SPRAYER (window shade &amp; fix.)</td>
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<td>SKATE-SHOP ATTENDANT (amuse. &amp; rec.)</td>
<td>341.464-010</td>
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<tr>
<td>SKEIN DRIER (synthetic fibers)</td>
<td>581.685-018</td>
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<td>SKEINER (narrow fabrics)</td>
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<td>SKEIN inspector (textile)</td>
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<td>SKEIN-mercerizing-machine operator (textile)</td>
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<td>SKEIN reeler (textile)</td>
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<td>SKEIN WASHER (synthetic fibers)</td>
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<td>SKEIN WINDER (elec. equip.)</td>
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<td>SKEIN WINDER (textile)</td>
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<td>SKEIN-WINDING OPERATOR (any ind.)</td>
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<td>SKEIN-YARN DRIER (textile)</td>
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<td>SKEIN-YARN DYER (textile)</td>
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<td>SKEIN-YARN-DYER HELPER (textile)</td>
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<tr>
<td>SKI BASE TRIMMER (sports equip.)</td>
<td>732.684-110</td>
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<tr>
<td>SKIDDER OPERATOR (forestry; logging)</td>
<td>929.683-010</td>
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<tr>
<td>SKID-GRAPPLE OPERATOR (logging)</td>
<td>929.683-010</td>
</tr>
<tr>
<td>SKIFF OPERATOR (fish.)</td>
<td>441.683-010</td>
</tr>
<tr>
<td>ski-lift operator (amuse. &amp; rec.)</td>
<td>341.685-010</td>
</tr>
<tr>
<td>SKIMMER (found.)</td>
<td>519.687-022</td>
</tr>
<tr>
<td>SKIMMER-SCOOP OPERATOR (any ind.)</td>
<td>850.683-030</td>
</tr>
<tr>
<td>SKI MOLDER (sports equip.)</td>
<td>732.684-114</td>
</tr>
<tr>
<td>skin bundler (slaught. &amp; meat pack.)</td>
<td>525.687-102</td>
</tr>
<tr>
<td>skin-drying-room attendant (hat &amp; cap)</td>
<td>581.686-022</td>
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<tr>
<td>SKIN FORMER (rubber goods)</td>
<td>752.684-050</td>
</tr>
<tr>
<td>SKIN GRADER (slaught. &amp; meat pack.)</td>
<td>525.687-102</td>
</tr>
<tr>
<td>SKIN-LAP BONDER (aircraft-aerospace mfg.)</td>
<td>806.684-130</td>
</tr>
<tr>
<td>SKIN LIFTER, BACON (slaught. &amp; meat pack.)</td>
<td>521.687-126</td>
</tr>
<tr>
<td>skinner (any ind.)</td>
<td>919.664-010</td>
</tr>
<tr>
<td>skinner (paper &amp; pulp)</td>
<td>539.686-010</td>
</tr>
<tr>
<td>SKINNER (slaught. &amp; meat pack.)</td>
<td>525.684-046</td>
</tr>
<tr>
<td>skinner, pelts (agric.)</td>
<td>410.687-018</td>
</tr>
<tr>
<td>SKINNING-MACHINE FEEDER (slaught. &amp; meat pack.)</td>
<td>525.686-022</td>
</tr>
<tr>
<td>SKIN-PEELING-MACHINE OPERATOR (slaught. &amp; meat pack.)</td>
<td>525.685-030</td>
</tr>
<tr>
<td>SKI PATROLLER (amuse. &amp; rec.)</td>
<td>379.684-010</td>
</tr>
<tr>
<td>SKIP-HOIST OPERATOR (any ind.)</td>
<td>921.683-030</td>
</tr>
<tr>
<td>SKIP OPERATOR (iron &amp; steel)</td>
<td>921.683-062</td>
</tr>
<tr>
<td>skip tender (mining &amp; quarrying)</td>
<td>939.687-010</td>
</tr>
<tr>
<td>SKIP TENDER, CONCRETE MIXING OR BATCH PLANT (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>SKIP TRACER (clerical)</td>
<td>241.367-026</td>
</tr>
<tr>
<td>SKI REPAIRER, PRODUCTION (sports equip.)</td>
<td>732.684-118</td>
</tr>
<tr>
<td>SKI TOPPER (sports equip.)</td>
<td>692.685-170</td>
</tr>
<tr>
<td>SKI-TOP TRIMMER (fabric. plastics prod.)</td>
<td>690.685-370</td>
</tr>
<tr>
<td>SKI-TOW OPERATOR (amuse. &amp; rec.)</td>
<td>341.685-010</td>
</tr>
<tr>
<td>SKIVER (leather prod.)</td>
<td>690.685-374</td>
</tr>
<tr>
<td>skiver (rubber goods; rubber reclaim.)</td>
<td>690.685-386</td>
</tr>
</tbody>
</table>
SKIVER, BLACKERS (boot & shoe) 585.685-110
SKIVER, BOX-TOE (boot & shoe) 690.685-378
SKIVER, COUNTER (boot & shoe) 690.685-378
SKIVER, FLARE (boot & shoe) 690.685-378
SKIVER, HAND (leather prod.) 690.685-374
SKIVER, HEEL TAP (boot & shoe) 690.685-378
SKIVER, MACHINE (boot & shoe; rubber goods) 690.685-378
SKIVER-machine operator (hat & cap) 690.686-010
SKIVER, SOCK LININGS (boot & shoe) 690.685-378
SKIVER, TUCK (boot & shoe) 690.685-378
SKIVER, UPPERS OR LININGS (boot & shoe) 690.685-378
SKIVER, WELT-END (boot & shoe) 690.685-378
SKIVER-machine operator (boot & shoe; rubber goods) 690.685-378
SKOOG-MACHINE OPERATOR (veneer & plywood) 669.685-098
SKULL GRINDER (slaught. & meat pack.) 521.687-130
SKYCAP (air trans.) 357.677-010
SKY-LINE YARDER (logging) 921.663-066
SLABBER (soap) 559.686-042
SLABBER, LIGHT (soap) 559.686-042
slabbing-machine operator (soap) 559.686-042
SLABBING-MILL RECORDER (iron & steel) 221.387-050
SLAB-DEPILER OPERATOR (iron & steel) 504.665-010
SLAB INSPECTOR (rubber reclaim.) 759.584-010
SLAB PICKER (sawmill) 929.687-030
SLAB WORKER (confection.) 519.685-014
SLACK COOPER (cooperage) 764.684-022
slackline operator (const.) 850.683-042
SLACK-LINE YARDER (logging) 921.663-066
slag expander (iron & steel) 519.685-010
SLAG SCRAPER (welding) 819.666-010
SLAG WORKER (found.) 519.687-022
slasher (boot & shoe) 690.685-470
SLASHER (plastics mat.) 690.685-010
SLASHER OPERATOR (paper & pulp; sawmill) 667.685-054
slasher-sawyer (paper & pulp; sawmill) 667.685-054
SLASHER-TENDER HELPER (textile) 582.686-026
SLAT-BASKET MAKER HELPER, MACHINE (basketry) 669.686-026
SLAT-BASKET MAKER, MACHINE (basketry) 669.685-074
SLAT-BASKET-TOP MAKER, (basketry) 669.685-014
SLATE MIXER (build. mat., n.e.c.) 570.685-094
SLATE SPLITTER (stonework) 771.684-010
slate trimmer (stonework) 670.685-010
slat grader (slaught. & meat pack.) 589.387-018
slat picker (slaught. & meat pack.) 582.685-126
SLAT TWISTER (matt. & bedspring) 616.685-066
SLEEPING-BAG FILLER (tex. prod., n.e.c.) 780.684-066
SLEEPING ROOM CLEANER (hotel & rest.) 323.687-014
SLEEVE BASTER (garment) 782.684-058
SLEEVE-BOTTOM FELLER (garment) 782.684-058
SLEEVE-MACHINE TENDER (elec. equip.) 692.685-046
sleeve maker (abrasive & polish. prod.) 776.684-010
SLEEVE (elec. equip.) 691.685-018
SLEEVER (paper goods) 641.686-034
SLEEVER (paper goods) 841.886-034
SLEEVE SEPARATOR (knot goods) 789.687-030
SLEEVE TURNER (garment; knit goods) 789.687-074
sleeve wheel maker (abrasive & polish. prod.) 776.684-010
slice-cutting-machine operator (tobacco) 521.685-298
slice-cutting-machine-operator helper (tobacco) 521.686-054
SLICE-PLUG-CUTTER OPERATOR (tobacco) 521.685-298
SLICE-PLUG-CUTTER-OPERATOR HELPER (tobacco) 521.686-054
slicer (any ind.) 686.685-066
SLICER (const.) 869.687-026
SLICER-MACHINE OPERATOR (nut process.) 521.685-018
slicing-machine feeder (confection.) 521.685-102
SLICING-MACHINE OPERATOR (bake. prod.) 521.685-302
SLICING-MACHINE OPERATOR (button) 622.685-174
SLICING-MACHINE OPERATOR (dairy prod.; slaught. & meat pack.) 521.685-306
SLICING-MACHINE TENDER (cork prod.) 663.686-026
SLICING-MACHINE TENDER (window shade & fix.) 663.685-034
SLICER (hat & cap) 784.684-062
SLIDE-FASTENER-CHAIN ASSEMBLER (needle, pin, & rel. prod.) 734.687-074
SLIDE-FASTENER REPAIRER (needle, pin, & rel. prod.) 734.684-022
slide-forming-machine tender (any ind.) 619.685-050
SLIDE-MACHINE TENDER (match) 641.685-078
SLIDE PROCESSOR (inst. & app.) 574.684-018
SLIDER ASSEMBLER (garment; needle, pin, & rel. prod.) 734.687-078
slider attacher (garment; needle, pin, & rel. prod.) 734.687-078
SLIDING-JOINT MAKER (musical inst.) 730.687-078
SLIME-PLANT-OPERATOR HELPER (ore dress., smelt., & refin.) 511.685-058
SLIME-PLANT OPERATOR (ore dress., smelt., & refin.) I 510.685-030
SLIME-PLANT OPERATOR (ore dress., smelt., & refin.) II 511.685-054
SLIMER (can. & preserv.; fish.) 525.684-030
SLINGER, SEQUINS (fabric, plastics prod.) 692.685-178
SLIP COVER ESTIMATOR (ret. tr.) 299.364-010
slip feeder (paper & pulp; sawmill; veneer & plywood) 921.686-022
SLIP LASTER (boot & shoe) 788.684-106
slip mixer (cement) 570.685-010
SLIP-SEAT COVERER (furn.) 780.684-094
slit-roll inspector (plastics mat.) 554.587-010
slitter (any ind.) 686.685-066
SLITTER (hosiery) 781.684-054
slitter-and-rewinder' (any ind.) 699.587-010
SLITTER-CREASER-SLOTTER HELPER (paper goods) 649.686-030
slitter helper (any ind.) 699.587-010
SLITTER, PROCESSED FILM (photofinish.) 976.684-026
slitting-machine coiler (iron & steel; nonfer. metal alloys) 613.685-010
slitting-machine feeder (tobacco) 529.685-090
slitting-machine operator (rubber goods; rubber reclaim.) 690.685-386
SLITTING-MACHINE-OPERATOR HELPER (any ind.) I 699.587-010
silver chopper (textile) 680.385-102
silver former (glass mfg.) 575.685-030
silver handler (glass mfg.) 575.685-030
SILVER-LAP-MACHINE TENDER (textile) 680.685-094
SILVER-MACHINE OPERATOR (nut process.) 521.685-018
SLOPE-HOIST OPERATOR (mining & quarrying) 921.663-026
SLOT ROUTER (furn.) 763.684-066
SLOT-TAG INSERTER (clerical) 222.567-018
SLOTTER OPERATOR (paper goods) 640.685-078
SLOTTER-OPERATOR HELPER (paper goods) 640.686-014
slubber (textile) 680.685-098
SLYUBBER DOFFER (textile) 689.686-022
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

slubber-frame changer (textile) 689.686-026
slubber hand (textile) 680.685-098
SLUBBER TENDER (textile) 680.685-098
slub picker (carpet & rug; textile) 689.684-010
SLUDGE-CONTROL ATTENDANT (sanitary ser.) 955.585-010
sludge-filter operator (any ind.) 551.685-078
SLUDGE-FiltrATION ATTENDANT (sanitary ser.) 955.585-010
slugger (cord. & twine) 782.684-026
SLUG-Press OPERATOR (elec. equip.) 556.685-074
sluice tender (mining & quarrying) 939.684-014
slumber-room attendant (per. ser.) 335.677-010
SLUNK-SKIN CURER (slaught. & meat pack.) 525.687-106
SLUNK SKINNER (slaught. & meat pack.) 525.684-046
slurry blender (cement) 570.685-010
SLURRY-CONTROL TENDER (ore dress., smelt., & refin.) 510.465-014
slurry-plant operator (ore dress., smelt., & refin.) 570.685-090
slurry-tank tender (cement) 570.685-010
slusher (any ind.) 741.684-030
slusher (fabric, plastics prod.) 777.684-010
slusher operator (build. board; paper & pulp) 530.685-014
slusher operator (mining & quarrying) 921.663-050
small kick-press operator (pen & pencil) 733.687-014
small-piece cutter (garment) 781.684-062
small press operator (pen & pencil) 733.687-014
SMALL-STOCK FACER (slaught. & meat pack.) 525.684-046
SMASH HAND (narrow fabrics; textile) 683.684-026
smearer (hat & cap) 589.687-038
smearer (leather prod.) 589.687-034
smeller (can. & preserv.) 529.687-118
smocker (mort. goods) 780.684-042
SMOKED MEAT PREPARER (slaught. & meat pack.) 525.687-014
smoke eater (forestry) 452.687-014
SMOKE JUMPER (forestry) 452.364-014
SMOKE-ROOM OPERATOR (hat & cap) 784.687-066
SMOKING-PIPE DRILLER AND THREADER (smoking pipe) 669.685-078
SMOKING-PIPE LINER (smoking pipe) 739.687-170
SMOKING-PIPE REPAIRER (any ind.) 739.484-018
SMOKING-TOBACCO-CUTTER OPERATOR (tobacco) 521.685-310
SMOKING-TOBACCO PACKER, HAND (tobacco) 920.687-130
SMOKING-TOBACCO-PACKING-MACHINE HAND (tobacco) 920.685-098
SMOOTHER (hat & cap) 784.684-066
SMOOTHER (mirror) 775.684-010
SMOOTHER (pen & pencil) 733.685-026
smoothing-machine operator (boot & shoe) 690.685-350
smutter (grain & feed mill.) 521.685-254
snagger (found.) 705.684-074
SNAILER (clock & watch) 603.685-078
SNAKER (logging) 919.684-010
SNAP ATTACHER (any ind.) 699.685-018
SAMP-FASTENER-MACHINE OPERATOR (any ind.) 699.685-018
snapper-on (tinware) 703.685-010
SNATH-HANDLE ASSEMBLER (woodworking) 782.687-042
SNELLER, HAND (sports equip.) 732.687-038
snipper (boot & shoe) 690.685-298

L-232
snipper (leather mfg.) 585.684-010
SNOUT PULLER (slaught. & meat pack.) 525.684-034
SNOW-PLow OPERATOR, TRUCK (gov. ser.) 899.684-014
SNOW-PLow TRACTOR OPERATOR (gov. ser.) 899 684-014
snow remover (gov. ser.) 955.687-014
SNOW SHOVELER (gov. ser.) 955.687-014
SNUFF-BOX FINISHER (tobacco) 920.687-174
SNUFF-CONTAINER INSPECTOR (tobacco) 920.667-014
SNUFF DRIER (tobacco) 523.685-118
SNUFF GRINDER AND SCREENER (tobacco) 52.685-314
SNUFF-PACKING-MACHINE OPERATOR (tobacco) 920.685-094
SOAKER (textile) 587.685-018
SOAKER, HIDES (slaught. & meat pack.) 582.685-134
SOAKER, MEAT (slaught. & meat pack.) 525.587-014
soaker-soda worker (malt liquors) 529 685-226
SOAKING-PIT RECORDER (iron & steel) 221.367-050
soaking-room operator (synthetic fibers) 551.687-034
SOAP CHIPPER (soap) 555.686-014
SOAP-DRIER OPERATOR (soap) 553.685-098
soaper (rubber goods) 599.687-010
SOAP GRINDER (soap) 555.685-062
SOAPING-MACHINE BACK-TENDER (textile) 589.686-010
SOAP INSPECTOR (soap) 559.687-058
SOAP MIXER (textile) 550 585-018
soap-press feeder (soap) 559.685-142
soap slabber (soap) 559.686-042
SOAP WORKER (nonfer. metal alloys) 519.686-010
SOCCER BALL ASSEMBLER (sports equip.) 732.684-026
sock-and-stockin. ironer (laund.) 363.687-014
SOCK BOARDER (hosiery) 589.686-042
sock drier (laund.) 363.687-014
SOCK EXAMINER (hosiery) 684.684-010
sock folder (laund ) 363.687-014
SOCK KNITTER (hosiery) 684.685-010
sock-knitting-machine operator (hosiery) 684.685-010
SOCK LINER (boot & shoe) 788.687-030
SOCK-LINING AND HEEL-PAD EMOSSER (boot & shoe) 690.685-158
SOCK-LINING EXAMINER (boot & shoe) 788.384-010
soda clerk (hotel & rest.) 319.474-010
SODA DIALYZER (synthetic fibers) 551.685-134
soda dispenser (hotel & rest.) 319.474-010
SODA-DRIER FEEDER (chem.) 553.686-038
SODA-DRY-HOUSE OPERATOR (explosives) 559.685-046
SODA FLAKER (chem.) 559.685-074
soda jerker (hotel & rest.) 319.474-010
SODA-ROOM OPERATOR (synthetic fibers) 551.687-034
soda worker (malt liquors) 529.685-226
SODIUM-METHYLATE OPERATOR (chem.) 558.585-014
SOFA-COVER INSPECTOR (furn.) 789.687-038
SOFA INSPECTOR (furn.) 783.687-026
SOFTBALL CORE MOLDER (sports equip.) 732.687-070
SOFTBALL WINDER (sports equip.) 692.685-246
SOFT CRAB SHEDDER(fish.) 446.684-018
SOFT-DRINK-POWDER MIXER (flav. ext. & sirup) 526.685-146
softener (felt goods; leather mfg.) 582.685-050
softener (hat & cap) 589.685-034
soft-iron inspector (found.) 514.687-010
SOFT-MUD MOIDER (brick & tile) 575.684-042
SOFT-SUGAR OPERATOR, HEAD (sugar) 521.565-018
soft-work-cigar-machine operator (tobacco) 529.685-270
soiled linen distributor (laund.) 361.687-014
SOLDER CREAM MAKER (nonfer. metal alloys) 519.667-014
SOLDERER (clock & watch) 715.685-058
SOLDERER-ASSEMBLER (welding) 813.684-014
SOLDERER, ASSEMBLY REPAIR (welding) 813.684-014
SOLDERER, BARREL RIBS (firearms) 736.684-038
SOLDERER-DIPPER (welding) 813.684-018
SOLDERER, PRODUCTION LINE (welding) 813.684-022
SOLDERER, TORCH (welding) I 813.684-026
SOLDERER, TORCH (welding) II 813.684-010
SOLDERER, ULTRASONIC, HAND (welding) 813.684-030
SOLDERING-MACHINE FEEDER (welding) 819.686-010
SOLDERING-MACHINE-OPERATOR HELPER (welding) 819.666-010
SOLDER SPAYER (any ind.) 505.684-014
sole beater (boot & shoe) 690.685-470
sole blacker (boot & shoe) 690.685-234
SOLE BUFF (boot & shoe) 690.685-046
sole cutter (boot & shoe) 788.685-018
sole dyer (boot & shoe) 690.685-234
SOLE-EDGE INKER, MACHINE (boot & shoe) 690.685-234
SOLE LAYER (boot & shoe) 690.685-074
SOLE LAYER, HANE (boot & shoe) 788.687-030
SOLE LEVELER, MACHINE (boot & shoe) 690.685-382
sole-leveling-machine operator (boot & shoe) 690.685-382
sole pretrimmer (boot & shoe) 690.685-150
SOLE ROUGHER (boot & shoe) 690.685-046
sole rounder (boot & shoe) 690.685-338
sole rounder (boot & shoe) 690.685-334
sole-rounding-machine operator (boot & shoe) 690.685-338
SOLE SCRAPER (boot & shoe) 788.687-134
SOLE SEWER, HAND (boot & shoe) 788.684-110
SOLE SPLITTER (boot & shoe) 585.685-114
sole stainer (boot & shoe) 788.687-098
SOLE STAPLER, WELT (boot & shoe) 690.685-192
sole stitcher, hand (boot & shoe) 788.684-110
SOLE-STOCK CUTTER (leather prod.) 585.685-038
SOLE WETTER (boot & shoe) 788.687-090
solid center winder (sports equip.) 692.685-246
SOLID-TIRE FINISHER (rubber tire & tube) 750.684-034
solid waste facility operator (sanitary ser.) 955.463-010
SOLUTION MIXER (electronics) 550.685-082
solution mixer (photofinish) 550.485-010
SOLUTION MIXER (plastics mat.) 550.485-014
solvent-plant operator (chem.) 551.685-062
SOLVENT RECOVERER (plastics mat.) 562.685-026
solvent-station attendant (rubber reclaim.) 914.665-010
sommelier (hotel & rest.) 310.387-010
SORTER (boot & shoe) 753.587-010
SORTER (brick & tile) 573.687-034
SORTER (button) 734.687-082

L-234
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sorter (can. &amp; preserv.)</td>
<td>529.686-014</td>
</tr>
<tr>
<td>Sorter (clerical)</td>
<td>209.687-022</td>
</tr>
<tr>
<td>Sorter (jewelry)</td>
<td>735.687-030</td>
</tr>
<tr>
<td>Sorter (mach. shop)</td>
<td>609.684-014</td>
</tr>
<tr>
<td>Sorter (mining &amp; quarrying; ore dress., smelt., &amp; refin.)</td>
<td>933.687-010</td>
</tr>
<tr>
<td>Sorter (office mach.)</td>
<td>706.687-014</td>
</tr>
<tr>
<td>Sorter (paper &amp; pulp)</td>
<td>649.687-010</td>
</tr>
<tr>
<td>Sorter (synthetic fibers)</td>
<td>681.687-018</td>
</tr>
<tr>
<td>Sorter, AGRICULTURAL PRODUCE (agric.; can. &amp; preserv.; whole. tr.)</td>
<td>529.687-186</td>
</tr>
<tr>
<td>Sorter, food products (agric.; can. &amp; preserv.; whole. tr.)</td>
<td>529.687-186</td>
</tr>
<tr>
<td>Sorter (cork prod.) I</td>
<td>569.687-022</td>
</tr>
<tr>
<td>Sorter (cork prod.) II</td>
<td>769.687-042</td>
</tr>
<tr>
<td>Sorter, laundry articles (laund.)</td>
<td>361.687-014</td>
</tr>
<tr>
<td>Sorter, lumber straightener (sawmill)</td>
<td>669.687-018</td>
</tr>
<tr>
<td>Sorter, MACHINE (button)</td>
<td>692.685-182</td>
</tr>
<tr>
<td>Sorter-machine operator (clerical)</td>
<td>208.685-030</td>
</tr>
<tr>
<td>Sorter OPERATOR (sawmill)</td>
<td>921.685-054</td>
</tr>
<tr>
<td>Sorter/packer (photofinish.)</td>
<td>976.687-018</td>
</tr>
<tr>
<td>Sorter-PRICER (nonprofit organ.)</td>
<td>222.387-054</td>
</tr>
<tr>
<td>Sorter, UPHOLSTERY PARTS (furn.)</td>
<td>780.587-010</td>
</tr>
<tr>
<td>Sorting-GRAPPLE OPERATOR (logging)</td>
<td>921.683-066</td>
</tr>
<tr>
<td>sorting-machine attendant (can. &amp; preserv.)</td>
<td>521.685-318</td>
</tr>
<tr>
<td>Sorting-MACHINE OPERATOR (can. &amp; preserv.)</td>
<td>521.685-318</td>
</tr>
<tr>
<td>Sorting-MACHINE OPERATOR (clerical)</td>
<td>208.685-030</td>
</tr>
<tr>
<td>Sorting-MACHINE OPERATOR (paper goods)</td>
<td>649.685-010</td>
</tr>
<tr>
<td>Sounder (any ind.)</td>
<td>911.667-018</td>
</tr>
<tr>
<td>Soundproof (auto. mfg.)</td>
<td>845.687-010</td>
</tr>
<tr>
<td>Sour-BLEACHING PLEATER (textile)</td>
<td>589.685-074</td>
</tr>
<tr>
<td>Space-AND-Storage CLERK (ammunition)</td>
<td>219.387-026</td>
</tr>
<tr>
<td>space clerk (print. &amp; pub.)</td>
<td>247.387-018</td>
</tr>
<tr>
<td>Spacer, TYPE-BAR-AND-SEGMENT (office mach.)</td>
<td>706.684-026</td>
</tr>
<tr>
<td>SPACER SCHEDULER (clerical)</td>
<td>238.367-022</td>
</tr>
<tr>
<td>Spaghetti press helper (macaroni &amp; rel. prod.)</td>
<td>529.686-082</td>
</tr>
<tr>
<td>SPANNER (trim. &amp; embroid.)</td>
<td>689.687-074</td>
</tr>
<tr>
<td>spare-parts clerk (clerical)</td>
<td>222.367-042</td>
</tr>
<tr>
<td>SPARERIBS TRIMMER (slaught. &amp; meat pack.)</td>
<td>525.684-054</td>
</tr>
<tr>
<td>sparker and patcher (elec. equip.; insulated wire)</td>
<td>728.684-018</td>
</tr>
<tr>
<td>SPARK-PLUG ASSEMBLER (elec. equip.)</td>
<td>729.684-046</td>
</tr>
<tr>
<td>SPARK TESTER (elec. equip.)</td>
<td>727.687-078</td>
</tr>
<tr>
<td>SPARK TESTER (elec. equip.; insulated wire)</td>
<td>728.684-018</td>
</tr>
<tr>
<td>SPAR-MACHINE-OPERATOR HELPER (wood preserving)</td>
<td>664.685-030</td>
</tr>
<tr>
<td>spearer (fish.)</td>
<td>443.684-010</td>
</tr>
<tr>
<td>SPECIAL-DELIVERY CARRIER (gov. ser.)</td>
<td>230.367-010</td>
</tr>
<tr>
<td>SPECIAL-DIET WORKER (medical ser.)</td>
<td>355.677-010</td>
</tr>
<tr>
<td>SPECIAL-DISTRIBUTION CLERK (gov. ser.)</td>
<td>209.687-014</td>
</tr>
<tr>
<td>SPECIAL-LINING APPLIER (any ind.)</td>
<td>741.687-018</td>
</tr>
<tr>
<td>special officer (hotel &amp; rest.)</td>
<td>376.367-018</td>
</tr>
<tr>
<td>SPECIAL OFFICER, AUTOMAT (hotel &amp; rest.)</td>
<td>376.987-014</td>
</tr>
<tr>
<td>special police officer (any ind.)</td>
<td>372.687-031</td>
</tr>
<tr>
<td>SPECIAL TESTER (tobacco)</td>
<td>529.487-010</td>
</tr>
<tr>
<td>SPECIALTY MOLDER (fabric, plastics prod.)</td>
<td>556.665-018</td>
</tr>
<tr>
<td>specialty trimmer (hat &amp; cap)</td>
<td>784.684-078</td>
</tr>
<tr>
<td>SPECTACLES ADJUSTER (ret. tr.)</td>
<td>299.474-010</td>
</tr>
<tr>
<td>Occupational Title</td>
<td>NAICS Code</td>
</tr>
<tr>
<td>-------------------</td>
<td>------------</td>
</tr>
<tr>
<td>ALPHABETICAL INDEX OF OCCUPATIONAL TITLES</td>
<td>S</td>
</tr>
<tr>
<td>SPEEDBOAT OPERATOR (amuse. &amp; rec.)</td>
<td>342.663-010</td>
</tr>
<tr>
<td>speeder-frame changer (textile)</td>
<td>689.686-026</td>
</tr>
<tr>
<td>SPEEDER TENDER (textile)</td>
<td>681.685-106</td>
</tr>
<tr>
<td>SPEEDOMETER INSPECTOR (inst. &amp; app.)</td>
<td>710.687-030</td>
</tr>
<tr>
<td>spent-grain dryer (malt liquors)</td>
<td>523.685-086</td>
</tr>
<tr>
<td>spice blender (food prep., n.e.c.)</td>
<td>520.585-026</td>
</tr>
<tr>
<td>SPICE CLEANER (food prep., n.e.c.)</td>
<td>521.685-322</td>
</tr>
<tr>
<td>SPICE FUMIGATOR (food prep., n.e.c.)</td>
<td>529.685-218</td>
</tr>
<tr>
<td>SPICE MIXER (can. &amp; preserv.)</td>
<td>520.687-062</td>
</tr>
<tr>
<td>SPICE MIXER (food prep., n.e.c.)</td>
<td>520.585-026</td>
</tr>
<tr>
<td>spice mixer (slaught. &amp; meat pack.)</td>
<td>520.687-054</td>
</tr>
<tr>
<td>SPIDER ASSEMBLER (elec. equip.)</td>
<td>721.684-026</td>
</tr>
<tr>
<td>SPIDER-COIL WINDER (elec. equip.)</td>
<td>724.684-026</td>
</tr>
<tr>
<td>spieler (per. ser.)</td>
<td>353.363-010</td>
</tr>
<tr>
<td>SPIKE-MACHINE FEEDER (nail)</td>
<td>612.666-010</td>
</tr>
<tr>
<td>SPIKE-MACHINE HEATER (nail)</td>
<td>619.686-026</td>
</tr>
<tr>
<td>SPINDLE-PLUMBER (textile)</td>
<td>628.684-030</td>
</tr>
<tr>
<td>spindler (button)</td>
<td>740.687-010</td>
</tr>
<tr>
<td>spindle setter (textile)</td>
<td>628.684-030</td>
</tr>
<tr>
<td>spindle tester (textile)</td>
<td>628.684-030</td>
</tr>
<tr>
<td>spinner (asbestos prod.; textile)</td>
<td>682.685-010</td>
</tr>
<tr>
<td>SPINNER (jewelry)</td>
<td>700.684-074</td>
</tr>
<tr>
<td>SPINNER (synthetic fibers)</td>
<td>557.685-026</td>
</tr>
<tr>
<td>SPINNER, BOX (synthetic fibers)</td>
<td>557.685-026</td>
</tr>
<tr>
<td>SPINNER, CAP FRAME (textile)</td>
<td>682.685-010</td>
</tr>
<tr>
<td>spinner, concrete pipe (conc. prod.)</td>
<td>575.664-010</td>
</tr>
<tr>
<td>SPINNER, CONTINUOUS (synthetic fibers)</td>
<td>557.685-026</td>
</tr>
<tr>
<td>spinnerette cleaner (synthetic fibers)</td>
<td>557.684-010</td>
</tr>
<tr>
<td>SPINNER, FRAME (asbestos prod.; textile)</td>
<td>682.685-010</td>
</tr>
<tr>
<td>SPINNER HELPER (confection.)</td>
<td>529.686-034</td>
</tr>
<tr>
<td>spinner, iron (elec. equip.)</td>
<td>729.687-018</td>
</tr>
<tr>
<td>SPINNER, MULE (asbestos prod.; textile)</td>
<td>682.685-014</td>
</tr>
<tr>
<td>SPINNER, OPEN-END (textile)</td>
<td>682.685-010</td>
</tr>
<tr>
<td>SPINNER, RING FRAME (textile)</td>
<td>682.685-010</td>
</tr>
<tr>
<td>SPINNING-BATH PATROLLER (synthetic fibers)</td>
<td>557.685-030</td>
</tr>
<tr>
<td>SPINNING DOFFER (textile)</td>
<td>689.686-022</td>
</tr>
<tr>
<td>spinning-frame changer (textile)</td>
<td>689.686-026</td>
</tr>
<tr>
<td>spinning-frame tender (asbestos prod.; textile)</td>
<td>682.685-010</td>
</tr>
<tr>
<td>SPINNING-LATHE OPERATOR, AUTOMATIC (any ind.)</td>
<td>619.685-082</td>
</tr>
<tr>
<td>SPINNING-MACHINE TENDER (cord. &amp; twine)</td>
<td>681.685-110</td>
</tr>
<tr>
<td>spinning operator (synthetic fibers)</td>
<td>557.685-026</td>
</tr>
<tr>
<td>SPIN-TABLE OPERATOR (sports equip.)</td>
<td>732.687-074</td>
</tr>
<tr>
<td>spin-tank tender (plastics mat.; synthetic fibers)</td>
<td>559.685-018</td>
</tr>
<tr>
<td>SPITAY, BINDER (paper goods; print. &amp; pub.)</td>
<td>653.685-030</td>
</tr>
<tr>
<td>SPIRA-MACHINE OPERATOR (paper goods)</td>
<td>692.685-186</td>
</tr>
<tr>
<td>SPIRAL RUNNER (mining &amp; quarrying)</td>
<td>934.685-022</td>
</tr>
<tr>
<td>SPIRAL SPRING WINDER (spring)</td>
<td>617.685-070</td>
</tr>
<tr>
<td>SPIRAL-TUBE-WINDER HELPER (paper goods)</td>
<td>640.687-014</td>
</tr>
<tr>
<td>SPIRAL WEAVER (wirework)</td>
<td>616.685-074</td>
</tr>
<tr>
<td>spiral wind (brush &amp; broom)</td>
<td>739.685-030</td>
</tr>
<tr>
<td>spiral-winding-machine helper (paper goods)</td>
<td>640.687-014</td>
</tr>
<tr>
<td>SPLASH-LINE OPERATOR (floor covering, n.e.c.)</td>
<td>559.665-034</td>
</tr>
<tr>
<td>SPLICER (floor covering, n.e.c.)</td>
<td>692.687-010</td>
</tr>
<tr>
<td>splicer (narrow fabrics; textile)</td>
<td>782.684-062</td>
</tr>
<tr>
<td>SPLICER (photofinish.)</td>
<td>976.684-026</td>
</tr>
<tr>
<td>Occupational Title</td>
<td>Code</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>splicer (rubber goods)</td>
<td>752.684-042</td>
</tr>
<tr>
<td>SPLICER (rubber tire &amp; tube)</td>
<td>759.684-058</td>
</tr>
<tr>
<td>splicer-machine operator (woodworking)</td>
<td>669.685-042</td>
</tr>
<tr>
<td>splicer matcher (veneer &amp; plywood)</td>
<td>769.687-046</td>
</tr>
<tr>
<td>SPLICER OPERATOR (veneer &amp; plywood)</td>
<td>569.685-062</td>
</tr>
<tr>
<td>SPLICING-MACHINE OPERATOR, AUTOMATIC (tex. prod., n.e.c.)</td>
<td>689.685-122</td>
</tr>
<tr>
<td>SPLINER (struct. &amp; ornam. metalwork)</td>
<td>809.684-010</td>
</tr>
<tr>
<td>split-leather mosser (leather mfg.)</td>
<td>584.687-010</td>
</tr>
<tr>
<td>splitter (boot &amp; shoe; leather prod.)</td>
<td>585.685-114</td>
</tr>
<tr>
<td>splitter (cons. prod.)</td>
<td>677.685-050</td>
</tr>
<tr>
<td>SPLITTER, HAND (button)</td>
<td>734.687-086</td>
</tr>
<tr>
<td>SPLITTER, HEAD (slaught. &amp; meat pack.)</td>
<td>525.684-034</td>
</tr>
<tr>
<td>SPLITTER, MACHINE (boot &amp; shoe; leather pack.)</td>
<td>585.685-114</td>
</tr>
<tr>
<td>SPLITTER OPERATOR (stonework)</td>
<td>677.685-042</td>
</tr>
<tr>
<td>SPLITTER TENDER (sawmill)</td>
<td>663.685-038</td>
</tr>
<tr>
<td>SPLITTING-MACHINE FEEDER (leather mfg.)</td>
<td>690.686-054</td>
</tr>
<tr>
<td>SPLITTING-MACHINE OPERATOR (rubber goods; rubber reclaim.)</td>
<td>690.685-386</td>
</tr>
<tr>
<td>SPLITTING-MACHINE OPERATOR (stonework)</td>
<td>677.685-046</td>
</tr>
<tr>
<td>SPLITTING-MACHINE-OPERATOR HELPER (stonework)</td>
<td>677.666-010</td>
</tr>
<tr>
<td>SPLITTING-MACHINE TENDER (cork prod.)</td>
<td>663.685-042</td>
</tr>
<tr>
<td>SPOILAGE WORKER (tinware)</td>
<td>709.587-014</td>
</tr>
<tr>
<td>SPOKE MAKER (toys &amp; games)</td>
<td>617.665-010</td>
</tr>
<tr>
<td>SPONGE BUFFER (fabric, plastics prod.)</td>
<td>690.685-390</td>
</tr>
<tr>
<td>SPONGE CLIPPER (fish.; whole. tr.)</td>
<td>447.687-026</td>
</tr>
<tr>
<td>SPONGE DIVER (fish.)</td>
<td>443.664-010</td>
</tr>
<tr>
<td>SPONGE GOOKER (fish.)</td>
<td>447.684-010</td>
</tr>
<tr>
<td>SPONGE PACKER (whole. tr.)</td>
<td>920.587-018</td>
</tr>
<tr>
<td>SPONGER (leather mfg.)</td>
<td>589.685-098</td>
</tr>
<tr>
<td>sponger (pottery &amp; porc.)</td>
<td>774.684-018</td>
</tr>
<tr>
<td>sponger (textile)</td>
<td>587.685-018</td>
</tr>
<tr>
<td>spool cleaner, hand (any ind.)</td>
<td>689.687-014</td>
</tr>
<tr>
<td>spooler (any ind.)</td>
<td>681.685-154</td>
</tr>
<tr>
<td>spooler (narrow fabrics; textile)</td>
<td>681.684-142</td>
</tr>
<tr>
<td>SPOOLER (narrow fabrics; tex. prod., n.e.c.)</td>
<td>689.685-014</td>
</tr>
<tr>
<td>spooler (pen &amp; pencil)</td>
<td>733.685-022</td>
</tr>
<tr>
<td>spooler (textile)</td>
<td>681.685-098</td>
</tr>
<tr>
<td>spooler (trim. &amp; embrod.)</td>
<td>681.685-114</td>
</tr>
<tr>
<td>SPOOLER AND COILER (insulated wire)</td>
<td>691.685-030</td>
</tr>
<tr>
<td>SPOOLER OPERATOR, AUTOMATIC (textile)</td>
<td>681.686-018</td>
</tr>
<tr>
<td>spooler, rubber strand (rubber goods)</td>
<td>559.685-114</td>
</tr>
<tr>
<td>SPOOLER, SEQUINS (fabric, plastics prod.)</td>
<td>920.686-046</td>
</tr>
<tr>
<td>SPOOLING-MACHINE OPERATOR (insulated wire; wirework)</td>
<td>691.685-026</td>
</tr>
<tr>
<td>SPOOLING-MACHINE OPERATOR (trim., &amp; embrod.)</td>
<td>681.685-114</td>
</tr>
<tr>
<td>SPOOL MAKER (paper goods)</td>
<td>641.685-082</td>
</tr>
<tr>
<td>spool salvager (glass mfg.; synthetic fibers; textile)</td>
<td>922.687-018</td>
</tr>
<tr>
<td>SPOOL WINDER (nonfer. metal alloys)</td>
<td>619.485-010</td>
</tr>
<tr>
<td>SPOOL WINDER (textile)</td>
<td>681.685-154</td>
</tr>
<tr>
<td>spool winder (textile)</td>
<td>681.685-122</td>
</tr>
<tr>
<td>SPORTS-EQUIPMENT REPAIRER (any ind.)</td>
<td>732.684-122</td>
</tr>
<tr>
<td>SPORT-SHOE-SPIKE ASSEMBLER (boot &amp; shoe)</td>
<td>690.685-394</td>
</tr>
<tr>
<td>SPOT CLEANER (garment; knit goods)</td>
<td>582.684-014</td>
</tr>
<tr>
<td>spot-machine operator (any ind.)</td>
<td>692.685-062</td>
</tr>
<tr>
<td>spot picker (floor covering, n.e.c.)</td>
<td>739.667-010</td>
</tr>
<tr>
<td>SPOT PICKER, MOLDED GOODS (floor covering, n.e.c.)</td>
<td>739.667-010</td>
</tr>
<tr>
<td>SPOTTER (any ind.)</td>
<td>215.367-022</td>
</tr>
<tr>
<td>spot sprayer (any ind.)</td>
<td>749.684-038</td>
</tr>
</tbody>
</table>
spotter (auto. ser.) 915.47-010
spotter (floor covering, n.e.c.) 739.687-182
SPOTTER (glass mfg.) 772.687-014
SPOTTER (laund.) 361.684-018
spot washer (house furn.; textile) 689.687-050
SPOUT POSITIONER (any ind.) 921.667-018
SPOUT TENDER (chem.) 921.685-058
SPOUT TENDER (salt production) 932.664-014
SPOUT WARKER (ore dress., smelt., & refin.) 514.667-018
spragger (mining & quarrying) 932.683-010
SPRAY BLENDER (any ind.) 550.684-018
SPRAY-CEMENTER (leather prod.) 741.687-018
spray drier (chem.) 553.685-054
SPRAY-DRIER-OPERATOR HELPER (chem.) 553.687-010
spray dyer (clean., dye., & press.) 364.684-016
sprayer (any ind.) 505.685-014
sprayer (boot & shoe) 590.685-038
SPRAYER (boot & shoe) 741.687-018
SPRAYER (found.) 514.685-014
SPRAYER, AUTO PARTS (auto. mfg.) 741.684-026
SPRAYER, HAND (agric.) 408.684-014
SPRAYER, HAND (leather mfg.) 584.687-014
SPRAYER, LEATHER (clean., dye., & press.) 364.684-018
SPRAYER, LIGHT BULBS (elec. equip.) 599.686-014
SPRAYER, MACHINE (leather mfg.) 599.685-094
spray-gun operator (any ind.) 741.684-026
SPRAY-GUN-REPAIRER HELPER (any ind.) 630.684-034
spray-gun sizer (hat & cap) 589.687-038
SPRAY-MACHINE LOADER (pottery & porc.) 574.686-010
spray-machine operator (any ind.) 599.685-074
spray-machine operator (leather mfg.) 599.685-094
SPRAY-MACHINE OPERATOR (textile) 582.685-138
SPRAY-MACHINE TENDER (tinware) 599.685-090
SPRAY-PAINTER, MACHINE (build. board.) 599.685-074
spray silencer (auto. mfg.) 845.687-010
SPRAY STAINER (leather prod.) 749.684-022
SPRAY-UNIT FEEDER (any ind.) 599.686-014
SPREADER (hat & cap) 581.687-022
SPREADER (plastics mat.) 554.687-010
SPREADER box operator (const.) 853.663-022
SPREADER (any ind.) 781.687-058
SPREADER, MACHINE (any ind.) 781.685-010
SPREADER OPERATOR (const.) 853.663-014
SPREADER OPERATOR, AUTOMATIC (tobacco) 529.685-222
SPREADING-MACHINE OPERATOR (glue) 559.685-170
spreader, tobacco) 521.687-134
SPRING ASSEMBLER (furn.; matt. & bedspring) 780.684-098
SPRING ASSEMBLER (spring) 706.684-090
SPRING BENDER (per. protect. & med. dev.) 712.684-010
SPRING CLIPPER (furn.) 780.684-102
Alamat ical Index of Occupational Titles

S

SPRING COILER (spring) 616.485-014
SPRING COVERER (furn.) 780.687-078
SPRING CRATER (matt. & bedspring) 920.685-078
spring encaser (matt. & bedspring) 780.687-030
SPRINGER (furn.) 780.684-106
SPRING FITTER (spring) 709.684-078
spring-fitter helper (auto. ser.) 620.584-010
SPRING INSPECTOR (spring) II 709.687-038
SPRING LAYER (clock & watch) 715.687-122
spring-maker helper, hand (auto. ser.) 620.584-010
SPRING REPAIRER HELPER, HAND (auto. ser.) 620.564-010
SPRING SALVAGE WORKER (spring) 610.684-014
spring setter (furn.) 780.684-106
spring tacker (furn.) 780.684-106
SPRING TESTER (spring) I 612.685-014
SPRING TESTER (spring) II 709.687-042
spring tier (furn.) 780.684-106
spring upholsterer (furn.) 780.684-106
SPRINKLER-TRUCK DRIVER (any ind.) 906.683-022
SPRUE-CUTTING-PRESS OPERATOR (found.) 615.685-030
SPRUE KNOCKER (found.) 519.687-022
spudder (match; paper & pulp) 569.687-026
SPUN-PASTE-MACHINE OPERATOR (elec. equip.) 692.685-190
SQUARE-SHEAR OPERATOR (any ind.) II 615.685-034
SQUARING-MACHINE OPERATOR (clock & watch) 605.685-046
SQUEAK, RATTLE, AND LEAK REAPIRER (auto. ser.) 620.364-010
SQUEEGEE FINISHER (const.) 869.687-026
SQUEEGEE-MACHINE OPERATOR (glass mfg.) 652.665-010
squeegee and former (fabric. plastics prod.) 754.484-010
SQUEEGEE TENDER (rubber tire & tube) 750.685-010
SQUEEZER OPERATOR (wood. box) 669.685-082
squirting machine operator (boot & shoe) 690.685-278
stabilizer operator (const.) 859.683-026
stabilizing-machine operator (const.) 859.683-026
STABLE ATTENDANT (any ind.) 410.674-022
STAB SETTER AND DRILLER (cut. & tools) 709.684-082
stack clerk (library) 249.687-014
stacker (any ind.) 929.687-030
stacker (elec. equip.) 729.484-010
stacker (elec. equip.) 729.687-026
STACKER (leather Prod.) 222.587-046
stacker (malt liquors) 920.665-014
stacker (woodworking) 569.685-066
stacker attendant (any ind.) 921.683-014
STACKER, MACHINE (woodworking) 569.685-066
STACKER OPERATOR (any ind.) 921.683-014
STACKER-STRAIGHTENER (sawmill) 669.687-018
STACKER TENDER (veneer & plywood) 921.685-062
stacking assembler (elec. equip.) 729.484-010
STACKING-MACHINE OPERATOR (any ind.) II 739.685-038
stack matcher (textile) 582.687-022
stack puller (confection.) 520.686-030
STAGING (print. & pub.) 971.684-014
STAIN APPLICATOR (wood preserving) 561.585-010
STAIN DIPPER (furn.) 599.685-026
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

STAINER (furn.; mirror & pic. frames) 742.684-014
STAINER (leather prod.) 589.687-034
STAINER (smoking pipe) 739.687-174
STAINING-MACHINE OPERATOR (cord. & twine) 582.685-142
STAIN MAKER (paint & varn.) 550.585-038
STAIN REMOVER (const.) 869.687-026
STAIN WIPER (furn.) 742.687-010
STAKER (clock & watch) 715.684-182
STAKER, MACHINE (leather mfg.) 580.685-050
STAKER, SURVEYING (any ind.) 869.567-010
stakes player (amuse. & rec.) 343.367-010
staking-machine operator (clock & watch) 715.684-182
staking-press operator (clock & watch) 715.684-182
STALLION KEEPER (agric.) 410.674-022
STAMP ANALYST (ret. tr.) 299.387-014
STAMP CLASSIFIER (ret. tr.) 299.387-018
stamp cutter (distilled liquors) 640.565-010
stamper (any ind.) 920.687-126
STAMPER (any ind.) 920.587-018
stamper (boot & shoe) 690.685-158
STAMPER (button) 734.685-010
STAMPER (chem.) 556.685-078
stamper (hat & cap) 580.685-042
STAMPER (house furn.) 652.685-082
stamper (malt liquors) 920.665-014
STAMPER (trim. & embrod.) 781.687-062
stamper blocker (hat & cap) 580.685-026
STAMPING-MACHINE OPERATOR (boot & shoe) 690.685-398
STAMPING-MACHINE OPERATOR (clerical) 208.685-026
STAMPING-MACHINE OPERATOR (pen & pencil) 692.685-194
STAMPING-MILL TENDER (ore dress., smelt., & refin.) 515.685-018
STAMPING-PRESS OPERATOR (any ind.) 617.685-026
stamping-press operator (any ind.) 652.685-030
STAMP MOUNTER (pen & pencil) 733.684-018
STAMP-PAD FINISHER (pen & pencil) 733.687-066
STAMP-PAD MAKER (pen & pencil) 733.687-070
STAMP PRESSER (distilled liquors) 920.687-042
stamp-press operator (chem.) 556.685-078
STAND-BY (motion pic.) 358.677-010
STAND GRINDER (found.) 705.684-074
STAND-IN (motion pic.; radio & tv broad.) 961.667-014
STANDPIPE TENDER (coke prod.) 519.665-014
STAPLE CUTTER (textile) 680.685-102
STAPLE-FIBER-MACHINE TENDER (glass mfg.) 575.685-030
STAPLE FIBER WASHER (synthetic fibers) 582.685-162
staple laster (boot & shoe) 690.685-362
stapler (boot & shoe) 690.685-162
STAPLER, COIL UNIT (matt. & bedspring) 780.687-042
STAPLER, HAND (matt. & bedspring) 780.687-042
STAPLER, MACHINE (furn.; matt. & bedspring) 692.685-198
STAPLING-MACHINE OPERATOR (any ind.) 692.685-202
STARCH DUMPER (confection.) 520.686-030
STARCHER (artif., flower) 739.687-178
starcher (textile) 582.687-026
starcher-and-tenter-range feeder (textile) 589.665-014

273
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

STARCHMAKER (confection.) 526.687-014
STARCHMAKER (corn prod.) 520.485-030
STARCH-MANGLE TENDER (textile) 584.685-042
STARCH PRESSER (corn prod.) 521.687-038
STARCH-TREATING ASSIST. (corn prod.) 520.665-018
STARTER (amuse. & r-c.) 153.667-010

starter (any ind.) 388.367-010
starter (hat & cap) 586.685-034
starter (hat & cap) 784.684-058
STARTER-CUP-POWDER MIXER (fireworks) 737.687-090
STATIC BALANCER (any ind.) 724.384-014
STATION AGENT (r.r. trans.) II 211.467-030
station attendant (auto. ser.) 915.477-010
station mechanic helper (light, heat, & power) 631.684-010
STATION PATROLLER (r.r. trans.) 376.667-018
STATOR CONNECTOR (elec. equip.) 721.684-018
STATOR-CORE ASSEMBLER (elec. equip.) 729.484-010
STATOR TESTER (elec. equip.) 724.364-010
STATOR WINDER (elec. equip.) 721.484-010
STAVE-BLOCK SPLITTER (logging) 454.684-022
stave grader (cooperage) 764.387-014
stave inspector (cooperage) 764.387-014
stave inspector and culler (cooperage) 764.687-054
STAVE JOINTER (cooperage) 665.685-030
STAVE-LOG-RIPSAW OPERATOR (sawmill) 677.685-058
STAVE-MACHINE TENDER (basketry) 663.685.046
stave matcher (cooperage) 764.687-054
STAVE-PLANTER TENDER (sawmill) 665.686-014
STAVE-SAW OPERATOR (cooperage) 667.685-062
stave steamer (woodwork) 562.665-014
stayer (boot & shoe) 690.685-414
stayer (garment; per. protect. & med. dev.) 789.687-018
staying-machine operator (paper goods) 641.685-054
STEAK SAUCE MAKER (can. & preserv.) 529.484-010
STEAK TENDERIZER, MACHINE (slaught. & meat pack.) 529.686-082
steam blocker (hat & cap) 580.685-026
STEAM-BONE-PRESS TENDER (glue) 555.685-014
STEAM-BOX OPERATOR (woodworking) 562.665-014
steam-brush operator (textile) 587-685.010
STEAM CLEANER (auto. ser.) 915.687-026
STEAM CLEANER (furn.) 780.687-058
steam cleaner, machine (laund.) 361.665-010
STEAM-CLEANING-MACHINE OPERATOR (const.) 891.685-010
STEAM-CLEAN-MACHINE OPERATOR (forging) 915.687-026
steam conditioner, filling (textile) 587.685-022
STEAM-CONDITIONER OPERATOR (tobacco) 522.685-094
steam drier (can. & preserv.; corn prod.; grain & feed mill.) 523.685-058
STEAM-DRIER TENDER (carpet & rug) 581.685-058
STEAMER (hat & cap) 784.687-078
STEAMER (malt liquors) 529.685-226
STEAMER (slaught. & meat pack.) 525.687-110
steamer (textile) 587.685-022
STEAMER (trim. & embrod.) 789.687-170
steamer and shaper (sports equip.) 732.684-106
STEAMER-BLOCKER (hat & cap; knit goods) 784.684-070

274
STEAMER, GUM CANDY (confection) 529.686-034
STEAMER operator (nut process) 521.687-090
STEAMER TENDER (textile) 582.685-146
STEAM finisher (hat & cap) 784.687-010
STEAM-FITTER HELPER (const) 862.684-022
STEAM-GENERATING-POWERPLANT-MECHANIC HELPER (light, heat, & power) 631.684-010
STEAM hand (knit goods) 582.685-078
STEAM-HOIST OPERATOR (mining & quarrying) 921.663-026
STEAMING-CABINET TENDER (garment) 582.685-150
STEAMING-machine operator (knit goods) 580.685-014
STEAM-IRON ASSEMBLER (elec. equip) 723.684-010
STEAM-METER READER (light, heat, & power) 209.567-010
STEAM-PILE-DRIVER OPERATOR (const) 859.682-018
STEAM-PRESS TENDER (textile) 583.685-106
STEAM-PRESS TENDER (rubber goods) I 553.665-046
STEAM-PRESS TENDER (rubber goods) II 553.665-050
STEAM-pressure-chamber operator (tobacco) 522.685-102
STEAM-ROOM ATTENDANT (per. ser) 335.677-014
STEAM setter (textile) 680.685-026
STEAMtable attendant (hotel & rest) 311.677-014
STEAMTABLE ATTENDANT, RAILROAD (r.r. trans) 311.677-014
STEAMTABLE WORKER (hotel & rest) 311.677-018
STEAM-TANK OPERATOR (asbestos prod) 573.683-010
STEAM-TUNNEL FEEDER (sawmill) 562.686-010
STEAM-tunnel feeder (woodworking) 562.665-014
STEAM-vat tender (basketry; wood. baxo) 562.665-010
STEEL-VALVE REAMER (cooperage) 703.687-022
STEEL-BOX-TOE INSERTER (boot & shoe) 788.687-138
STEEL-PLATE CALKER (any ind) 843.684-010
STEEL-POST INSTALLER (light, heat, & power) 821.687-010
STEEL POURER (iron & steel) 502.664-014
STEEL-POURER HELPER (iron & steel) 502.664-018
STEEL-ROD INSPECTOR (cut. & tools) 709.587-010
STEEL sampler (iron & steel; nonfer. metal alloys) 509.584-010
STEEL-SPAR OPERATOR (logging) 921.663-066
STEEL-TEE ADJUSTER, AUTOMATIC (paper goods) 649.685-110
STEEP sizer (malt liquors) 522.585-010
STEEP-press operator (synthetic fibers) 551.687-034
STEEPING-PRESS TENDER (synthetic fibers) 551.685-138
STEEP TENDER (corn prod) 522.465-010
STEM assembler (smoking pipe) 739.687-014
STEM-cleaning-machine feeder (tobacco) 521.685-362
STEM-DRYER MAINTAINER (tobacco) 529.685-230
STEM frazer (smoking pipe) 665.685-014
STEMHOLE BORER (smoking pipe) 666.685-010
STEMHOLE-BORER-AND-TOPPER (smoking pipe) 666.685-010
STEM-LEAD FORMER (electronics) 725.384-010
STEM MAKER (electronics) 725.384-010
STEMMER, HAND (tobacco) 521.687-134
STEMMER, MACHINE (tobacco) 521.685-334
STEM MOUNTER (elec. equip) 725.684-018
STEM-mounting-machine operator (elec. equip) 692.686-050
STEM-PROCESSING-MACHINE OPERATOR (smoking pipe) 739.685-042
STEM sizer (bush & broom) 692.686-062
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S
item-threshing-machine operator (tobacco) 521.685-362
STENCIL CUTTER, MACHINE (any ind.) 920.685-078
STENCILER (any ind.) 920.687-178
STENCILER (carpet & rug) 741.684-026
STENCILER (furn.) 749.684-014
STENCILING-MACHINE TENDER (glass mfg.; glass prod.) 652.665-010
STENCIL INSPECTOR (pen & pencil) 733.687-074
STENCIL-MACHINE OPERATOR (textile) 652.685-086
stencil sprayer (leather mfg.) 584.687-014
STEP FINISHER (const.) 844.364-010
STEREOTYPER HELPER (print. & pub.) 979.684-026
STERILIZER (drug. prep. & rel. prod.; medical serv.; per. protect. & med. dev.) 599.5
sterilizer (house furn.) 589.685-082
STERILIZER (vinous liquors) 920.687-182
STERILIZER OPERATOR (dairy prod.) 523.685-114
sterilizer operator (matt. & bedspring) 582.685-074
sterilizer operator (vinous liquors) 920.687-182
STEVEDORE, DOCK (water trans.) 922.687-090
STEVEDORE, FRONT (water trans.) 922.687-090
STEVEDORE, HOLD (water trans.) 922.687-090
STEVEDORE (water trans.) I 911.663-014
STEVEDORE (water trans.) II 922.687-090
STEWARD/STEWARDESS (water trans.) 350.677-022
STEWARD/STEWARDESS, BATH (water trans.) 350.677-018
STEWARD/STEWARDESS, DECK (water trans.) 350.677-022
steward/stewardess, dining room (water trans.) 350.677-030
STEWARD/STEWARDESS, LOUNGE (water trans.) 350.677-022
STEWARD/STEWARDESS, NIGHT (water trans.) 350.677-022
STEWARD/STEWARDESS, ROOM (water trans.) 350.677-022
STEWARD/STEWARDESS, SMOKE ROOM (water trans.) 350.677-022
STEWARD/STEWARDESS, WIND (water trans.) 350.677-026
STICKER (artif. flower) 734.687-090
STICKER (bake. prod.) 524.687-018
sticker (dairy prod.) 524.686-014
STICKER (hat & cap) 784.687-070
sticker (pottery & porc.) 774.684-022
STICKER (sawmill) 563.686-010
sticker (slaught. & meat pack.) 525.684-042
sticker (stonework) 779.684-058
STICKER, ANIMAL (slaught. & meat pack.) 525.684-050
sticker-on (hat & cap) 784.687-070
STICKER-ON (stat. & art goods) 774.684-034
stick feeder (tobacco) 529.686-074
STICK INSERTER (dairy prod.) 529.685-030
stick roller (confection.) 520.684-014
STIFFENER (hat & cap) 589.697-038
STIFF-LEG DERRICK OPERATOR (wood preserving) 921.663-022
stiff-neck loader (logging) 921.683-054
stiff-straw-hat washer (hat & cap) 784.687-078
STILL CLEANER, TUBE (petrol. refin.) 891.687-030
STILL OPERATOR (agric.; can. & preserv.) 522.685-098
STILL-OPERATOR HELPER (chem.) 552.685-030
STILL TENDER (any ind.) 552.685-026
STITCH-BONDING-MACHINE TENDER (textile) 689.685-126
stitchdown-thread layer (boot & shoe) 788.684-114
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

stitcher (glove & mit; house furn.; trim. & embroid.; waste & batting) 689.685-106
STITCHER FEEDER (wood. box) 669.686-030
stitcher, hand (matt. & bedspring) 780.684-070
STITCHER, HAND (print. & pub.) 977.684-022
stitcher, hand (sports equip.) 732.684-050
STITCHER OPERATOR (basketry) 669.685-014
STITCHER OPERATOR (paper goods) 649.685-114
stitcher operator (print. & pub.) 692.685-146
stitcher operator (woodworking) 669.685-042
stitch fudger (boot & shoe) 690.685-482
STITCHING-MACHINE FEEDER-OFFHEARER (print. & pub.) 653.686-026
STITCHING-MACHINE OPERATOR (cooperage) 669.685-086
stitch marker (boot & shoe) 690.685-282
STITCH SEPARATOR (boot & shoe) 690.685-482
stitch wheeler (boot & shoe) 690.685-482
stock blender (textile) 680.685-070
stock chaser (clerical) 221.367-042
stock checker (clerical) 222.387-058
STOCK CHECKER, APPAREL (ret. tr.) 299.667-014
STOCK CHECKERER (firearms) II 665.685-034
STOCK CLERK (clerical) 222.387-058
STOCK CLERK, MAKEUP (motion pic.) 222.387-042
STOCK CLERK, SELF-SERVICE STORE (ret. tr.) 299.367-014
stock clipper (agric.) 410.684-014
STOCK-CONTROL CLERK (clerical) 219.367-034
STOCK-CRANE OPERATOR (iron & steel) 921.663-042
stock cutter (rubber goods) 751.684-014
stock cutter (textile) 680.685-102
stock-drier tender (textile) 581.685-046
stock editor (clerical) 222.387-034
STOCK FITTER (boot & shoe) 788.685-018
STOCKING INSPECTOR (hosiery) 684.684-010
STOCKLAYER (boot & shoe) 753.687-042
STOCK MIXER (asbestos prod.) 570.686-018
STOCK MIXER (felt goods; textile) 929.587-014
stock-order lister (clerical) 219.367-034
STOCK-PARTS FABRICATOR (ship & boat bldg. & rep.) 769.684-050
STOCK-PARTS INSPECTOR (furn.) 763.684-070
STOCK PATCHER (firearms) 761.504-042
STOCK PITCHER (paper & pulp) 539.587-010
STOCK PREPARER (fabric. plastics prod.) 751.387-010
stock-record clerk (clerical) 222.387-034
stock repairer (firearms) 761.684-042
stock roller (rubber tire & tube) 759.684-058
stockroom clerk (clerical) 222.387-058
stock selector (any ind.) 922.687-058
STOCK SHAPER (firearms) 761.684-046
STOCK SHEETS CLEANER-INSPECTOR (mirror) 779.687-034
STOCK TURNER (firearms) 664.685-018
stogie maker, hand (tobacco) 790.684-014
STOGIE PACKER (tobacco) 790.687-014
stoker (any ind.) 951.685-010
STONE-AND-CONCRETE WASHER (const.) 869.687-026
stone banker (stonework) 679.664-010
STONE CLEANER (malt liquors) 529.687-190
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

s

stonecutter, assistant (corn prod.) 629.684-014
STONE-DRILLER HELPER (stonework) 676.686-010
stone finisher (stonework) 775.664-010
STONE GLUER (jewelry) 735.687-034
STONE GRADER (mining & quarrying) 679.567-010
STONE GRADER (stonework) 670.384-010
STONE LAYOUT MARKER (stonework) 670.587-010
STONEMASON HELPER (const.) 869.687-026
stone operator (optical goods) 673.685-074
STONE POLISHER (const.) 869.664-014
STONE POLISHER, HAND (stonework) 775.664-010
STONER (jewelry) 735.684-014
STONER AND POLISHER, BEVEL FACE (clock & watch) 603.685-082
STONE REPAIRER (stonework) 779.584-058
STONER, HAND (clock & watch) 715.584-018
STONE ROUGHER (optical goods) 673.685-074
stone spitter (stonework) 775.664-010
STONE SPLITTER (jewelry) 735.687-034
STONE SPLITTER (conc. prod.) 677.685-050
stone splitter (stonework) 677.685-042
STONE-SPREADER OPERATOR (const.) 853.663-022
STONE TRIMMER (stonework) 670.685-010
STONE UNLOADER (const.) 869.687-026
STOP ATTACHER (needle, pin, & rel. prod.) 692.685-206
STOPBOARD ASSEMBLER (musical inst.) 730.684-082
STOPPER GRINDER (glass mfg.) 775.684-034
STOPPER MAKER (iron & steel) 519.684-022
STOPPER-MAKER HELPER (iron & steel) 519.687-038
stopper-rod maker (iron & steel) 519.684-022
STOPPING BUILDER (mining & quarrying) 869.684-058
storage-bin adjuster (grain & feed mill.) 521.685-230
storage brine worker (can. & preserv.) 522.584-010
STORAGE-GARAGE ATTENDANT (auto. ser.) 915.473-010
storage laborer (can. & preserv.) 522.584-010
STORE DETECTIVE (ret. tr.) 376.367-014
storekeeper (clerical) 222.387-058
storekeeper (per. ser.) 339.687-010
STOREKEEPER (water trans.) 222.387-062
STOREKEEPER, DECK (water trans.) 222.387-062
STOREKEEPER, ENGINEERING (water trans.) 222.387-062
STOREKEEPER, STEWARD (water trans.) 222.387-062
storeroom clerk (clerical) 222.387-058
storeroom food-checker (hotel & rest.) 222.587-022
storeroom keeper (clerical) 222.387-058
stores-auditor clerk (clerical) 222.387-034
stores clerk (clerical) 222.387-058
STOVE-BOTTOM WORKER (floor covering, n.e.c.) 590.667-010
STOVE REFINISHER (any ind.) 749.684-046
straddle buggy operator (any ind.) 921.683-070
STRADDLE-TRUCK OPERATOR (any ind.) 921.683-070
straight cutter (any ind.) 699.685-014
straight cutter (any ind.) 775.684-022
STRAIGHTEDGE-MACHINE-OPERATOR HELPER (glass mfg.; mirror) 73.686-010
straight edger (glass mfg.; mirror) 673.685-078
straightener (knit goods) 628.684-018

278
straightener-and-aliner (motor & bicycles) 807.484-010
STRAIGHTENER, GUN PARTS (firearms) 709.484-014
STRAIGHTENER, HAND (any ind.) 709.484-014
straightener, torch (any ind.) 709.684-086
STRAIGHTENING-MACHINE FEEDER (any ind.) 699.686-010
STRAIGHTENING-PRESS-OPERATOR HELPER (any ind.) 619.687-014
STRAIGHT-KNIFE CUTTER, MACHINE (any ind.) 781.684-014
STRAIGHT-LINE EDGER (glass mfg.; mirror) 673.685-078
STRAINER (paint. & varn.) 559.685-110
strainer cleaner (exp'lies) 559.687-042
strainer-mill operator (rubber reclaim.) 551.365-010
STRAINER TENDER (rubber reclaim.) 551.365-010
STRAND-AND-BINDER CONTROLLER (build. b acr.) 680.685-106
strander (iron & steel) 613.686-010
STRAND-FORMING-MACHINE OPERATOR (cord. & twine) 681.685-118
strand galvanizer (galvanizing) 501.485-010
STRANDING-MACHINE-OPERATOR HELPER (wirework) 616.687-010
STRAP BUCKLER, MACHINE (garment) 689.665-010
STRAP CUTTER (garment) 699.685-014
STRAP-CUTTING-MACHINE OPERATOR (rubber goods) 690.685-402
STRAP-FOLDING-MACHINE OPERATOR (rubber goods) 554.485-014
STRAPPER AND BUFFER (woodworking) 705.684-014
STRAP SETTER (ore dress., smelt., & refin.) 630.684-010
STRAW-HAT BLOCKER (hat & cap) 580.684-014
straw-hat-blocking operator (hat & cap) 580.684-014
STRAW-HAT-BRIM-CUTTER OPERATOR (hat & cap) 585.685-086
straw-hat-brim-raiser operator (hat & cap) 784.687-010
STRAW-HAT BRUSHER (hat & cap) 784.687-074
straw-hat finishing operator (hat & cap) 784.687-010
STRAW-HAT-HYDRAULIC-PRESS OPERATOR (hat & cap) 580.685-038
STRAW-HAT INSPECTOR AND PACKER (hat & cap) 784.637-042
STRAW-HAT-PLUNGER OPERATOR (hat & cap) 583.685-114
straw-hat presser (hat & cap) 587.685-114
STRAW-HAT PRESSER, MACHINE (hat & cap) 583.685-110
STRAW-HAT SIZER (hat & cap) 589.687-038
STRAW-HAT-WASHER OPERATOR (hat & cap) 784.687-078
streaker (confection.) 524.684-018
streaker-off, hand (leather mfg.) 584.687-010
STREETCAR OPERATOR (r.r. trans.) 913.463-014
STREETCAR-REPAIRER HELPER (loco. & car bldg. & rep.) 807.687-014
STREET CLEANER (gov. ser.) 955.687-018
street-light changer-and-renewer (light, heat, & power) 952.667-010
STREET-LIGHT CLEANER (light, heat, & power) 952.667-010
street-light inspector (light, heat, & power) 952.667-010
STREET-LIGHT-REPAIRER HELPER (light, heat, & power) 729.684-050
STREET-LIGHT-SERVICER HELPER (light, heat, & power) 824.664-010
street sweeper (gov. ser.) 955.687-018
STREET-SWEEPER OPERATOR (gov. ser.) 919.683-022
STRETCH-BOX TENDER (textile) 680.685-110
STRETCHER (hat & cap) 580.685-054
STRETCHER (jewelry) 700.684-078
stretcher (textile) 580.585-010
stretcher (textile) 652.687-026
stretcher (textile) 781.687-014
stretcher and drier (hat & cap) 581.687-022
STRETCHER-DRIER OPERATOR (clean., dye., & press.; laund.) 363.687-022
stretcher operator (clean., dye., & press.; laund.) 363.687-022
STRETCHING-MACHINE OPERATOR (cord. & twine) 580.685-058
STRETCHING-MACHINE TENDER, FRAME (leather mfg.) 580.685-050
STRICKLER ATTENDANT (floor covering, n.e.c.) 652.665-014
STRIKE-OFF-MACHINE OPERATOR (const.) 853.663-014
STRIKE-OFF-MACHINE OPERATOR (textile) 652.685-090
STRIKE-OUT-MACHINE OPERATOR (textile) 587.685-030
strike-plate attacher (cut. & tools) 692.685-098
striker (forging) 610.684-010
striker (water trans.) 911.584-010
striker-out, machine (felt goods; leather mfg.) 589.685-098
string cutter (boot & shoe) 788.687-074
STRINGED-INSTRUMENT ASSEMBLER (musical inst.) 730.684-010
stringer (confection.) 524.684-018
STRINGER (jewelry) 509.687-018
STRINGER (paper goods) 794.687-054
STRINGER-MACHINE TENDER (per. protect. & med. dev.) 692.485-010
STRINGER-UP SOLDERING MACHINE (jewelry) 509.687-018
string-glue-and-printing-machine operator (cord. & twine) 689.685-138
STRINGING-MACHINE OPERATOR (paper goods) 641.685-054
STRINGING-MACHINE TENDER (text. bag) 689.585-018
STRING LASTER (boot & shoe) 690.685-406
string picker (carpet & rug; textile) 689.684-018
STRING-TOP SEALER (paper goods) 641.685-086
STRIP-CUTTING-MACHINE OPERATOR (any ind.) 686.685-006
STRIP-CUTTING-MACHINE OPERATOR (tobacco) 521.685-318
STRIPER (furn.) 749.684-014
STRIPER, HAND (any ind.) 740.484-010
STRIPER, MACHINE (motor. & bicycles) 749.686-010
STRIPER, SPRAY GUN (any ind.) 741.687-022
strip feeder (tobacco) 529.685-222
STRIP-MACHINE TENDER (match) 590.685-022
STRIP-METAL-PUNCH-AND-StraIGHTENER OPERATOR (wood. box) 615.685-038
stripper (boot & shoe; leather prod.) 585.685-114
STRIPPER (fabric. plastics prod.; rubber goods) 556.686-018
STRIPPER (furn.) 749.687-030
stripper (garment; per. protect. & rubber goods) 789.687-018
STRIPPER (glass mfg.) 673.666-014
stripper (glue) 559.687-046
STRIPPER (mining & quarry) 939.387-014
STRIPPER (ore dress., smelt., & refin.) 519.565-014
STRIPPER AND TAPER (rubber goods) 899.684-038
STRIPPER-CUTTER, MACHINE (macaroni & rel. prod.) 521.685-342
STRIPPER, LATEX (rubber goods) 556.686-018
stripper-machine operator (confection.) 521.685-102
stripper, preliminary (plastics mat.) 556.686-014
STRIPPER, SOFT PLASTIC (fabric. plastics prod.) 556.686-018
STRIPPER TRUCK OPERATOR (ore dress., smelt., & refin.) 921.685-050
stripping-and-booking-machine operator (tobacco) 521.685-334
STRIPPING CUTTER AND WINDER (boot & shoe) 585.685-118
STRIPPING-MACHINE OPERATOR (paper goods) 641.685-090
stripping-machine operator (paper goods) 641.685-034
STRIPPING-SHOVEL DUMPER (mining & quarrying) 850.684-018
STRIPPING-SHOVEL OPERATOR (mining & quarrying) 850.663-026
STRIP POLISHER (stonework) 673.685-082
STRIP PRESSER (boot & shoe) 583.685-118
strip shader (textile) 672.685-022
STRIP-STAMP STRAIGHTENER (distilled liquors) 920.687-042
STRIP-STAMP STRAIGHTENER (distilled liquors) 920.687-042
STRIP-TANK TENDER (firearms) 503.685-046
STROBOSCOPE OPERATOR (textile) 689.364-010
STROBOTAC OPERATOR (textile) 689.364-010
strobo-rama operator (textile) 689.364-010
STROKER (confection.) 524.684-018
stroller rental clerk (ret. tr.) 295.367-014
STRUCTURAL-MILL RECORDER (iron & steel) 221.367-050
structural-shop helper (any ind.) 619.686-022
STRUCTURAL-STEEL-WORKER HELPER (const.) 869.687-026
STUBBER (ret. tr.) 222.687-034
STUFFER (house furn.) 780.687-046
stuffing-machine operator (textile) 780.684-066
stuffing-machine operator (paper goods) 649.685-094
stuffing-machine operator (sports equip.) 732.685-034
STULL INSTALLER (conc. prod.) 869.684-062
stummel selector (smoking pipe) 739.687-166
stumper (hat & cap) 586.685-034
stumper (hat & cap) 784.684-058
stumper-feller (logging) 454.684-014
STUNNER, ANIMAL (slaught. & meat pack.) 525.687-114
STYRENE-DEHYDRATION-REACTOR OPERATOR (chem.) 555.585-014
subassembler (agric. equip.) 706.684-042
SUBASSEMBLER (elec. equip.) 729.684-054
subassembler (firearms) 736.684-014
SUBASSEMBLER (office mach) 706.684-094
SUBGRADE-ROLLER OPERATOR (const.) 859.683-030
SUBGRADER OPERATOR (const.) 850.663-022
SUBGRADE TESTER (const.) 869.687-026
SUBLIMER (coal tar prod.) 542.685-014
subsorter (clean., dye., & press.; laund.) 369.687-010
SUBSTATION-OPERATOR HELPER (light, heat, & power) 952.687-014
SUBSTATION OPERATOR HELPER, GENERATOR (light, heat, & power) 952.367-014
SUCKER-MACHINE OPERATOR (confection.) 529.685-234
SUCTION-DRUM-DRIER OPERATOR (textile) 581.685-030
suction-machine operator (textile) 581.685-042
SUCTION OPERATOR (agric.) 921.683-026
SUCTION-PLATE-CARRIER CLEANER (tobacco) 529.687-194
suction-plate roller, hand (tobacco) 790.684-022
suction roller (tobacco) 790.684-022
Sueding-and-buffing-machine operator (boot & shoe) 753.684-010
Sueding-MACHINE TENDER (textile) 585.685-070
Sueding-WHEEL OPERATOR (leather mfg.) 585.685-018
Sugar-Chamber-MACHINE OPERATOR (corn prod.) 521.685-354
Sugar-COATING HAND (confection.) 529.686-034
Sugar CONTROLLER (sugar) 529.565-010
Sugar DRIER (corn prod.) 523.665-010
sugar cler (sugar) 523.685-098
sugar grinder (corn prod.) 521.685-354
SUGAR GRINDER (sugar) 521.685-346
SUGAR PRESSER (corn prod.) 521.685-350
SUGAR-WATER-MACHINE OPERATOR (bake. prod.) 526.685-066
SUGGESTION CLERK (clerical) 209.387-034
suit attendant (per. ser.) 358.677-014
SULFUR BURNER (chem.) 553.685-094
SULFUR FEEDER (chem.) 553.686-038
sulfuric-acid-plant operator (chem.) 558.585-018
SUMATRA OPENER (tobacco) 529.687-198
Sunglass-CLIP ATTACHER (optical goods) 713.687-042
SUPERCALENDER-OPERATOR HELPER (paper & pulp) 534.686-010
superintendent, building (any ind.) 382.664-010
SUPPLIES PACKER (any ind.) 919.687-022
supply clerk (clerical) 222.387-058
SUPPLY CLERK (per. ser.) 339.687-010
supply-room clerk (clerical) 222.387-058
supply service worker (hotel & rest.; medical ser.) 319.484-010
SUPPOSITORY MOLDER (drug. prep. & rel. prod.) 556.687-022
SUPPOSITORY-MOLeDING-MACHINE OPERATOR (drug. prep. & rel. prod.) 556.686-022
SUPPRESSION CREW LEADER (forestry) 452.687-0.4
Surface-GRINDER OPERATOR, PRODUCTION (mach. shop) 603.685-062
surfboard maker (sports equip.) 732.684-126
surgeon's assistant (medica' ser.) 079.364-018
surgical orderly (medical ser.) 079.374-022
SURGICAL TECHNICIAN (medical ser.) 079.374-022
Survey Compiler (clerical) 209.387-014
survey hand (textile) 221.367-034
Surveyor HELPER (any ind.) 869.567-010
Surveyor HELPER, CHAIN (any ind.) 869.567-010
SURVEYOR HELPER, ROD (any ind.) 869.567-010
Surveyor Worker (clerical) 205.367-054
Suspender CUTTER (garment) 686.685-066
Suspense CLERK (light, heat, & power) 216.587-014
Suspension-CORD TIER (tex. prod., n.e.c.) 789.687-118
suture gager (per. protect. & med. dev.) 712.687-018
suture measurer (per. protect. & med. dev.) 712.687-018
suture POLISHER (per. protect. & med. dev.) 712.687-030
suture WINDER, HAND (per. protect. & med. dev.) 712.687-034
Swabber (leather mfg.) 584.687-010
Swabber (petrol. production) 930.363-010
swager and piercer (clock & watch) 615.685-030
SWAGER OPERATOR (pen & pencil) 616.685-078
SWAGE TENDER (firearms) 617.685-042
Swamper (any ind.) 932.664-010
Swamper (any ind.) 459.687-010
swamper (sawmill) 667.686-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

S

SWATCH CLERK (garment) 222.587-050
SWEATBAND-CUTTING-MACHINE OPERATOR (hat & cap) 690.686-062
SWEATBAND-DECORATING-MACHINE OPERATOR (hat & cap) 583.685-030
sweatband drummer (hat & cap) 583.686-010
SWEATBAND FLANGER (hat & cap) 690.686-058
SWEATBAND MAKER (hat & cap) 699.685-018
sweatband perforator (hat & cap) 686.685-038
SWEATBAND PRINTER (hat & cap) 652.685-030
SWEATBAND SEPARATOR (hat & cap) 585.685-122
sweat-box attendant (per. ser.) 335.677-014
swedger (elec. equip.) 724.684-030
SWEDGER (jewelry) 735.687-038
swedging-machine operator (aircraft-aerospace mfg.) 806.684-042
sweeper (any ind.) 381.687-018
sweeper (any ind.) 381.687-014
SWEEPER-CLEANER, INDUSTRIAL (any ind.) 389.683-010
SWEEPER OPERATOR, HIGHWAYS (const.) 919.683-022
SweepING-COMPOUND BLENDER (chem.) 550.685-110
Sweep-PRESS OPERATOR (clock & watch) 616.685-082
SWEET-GOODS-MACHINE OPERATOR (bake. prod.) 520.685-214
SWEET-PICKLED-FRUIT MAKER (can. & preserv.) 522.684-010
SWEET-PICKLE MAKER (can. & preserv.) 522.684-010
SWEET-POTATO DISINTEGRATOR (can. & preserv.) 521.685-358
swift tender (textile) 681.685-098
SWIMMING-POOL SERVICER (any ind.) 891.684-018
swing-folding-machine operator (knit goods; textile) 589.685-086
swing-frame-grinder operator (found.) 705.684-074
swing grinder (found.) 705.684-074
SWING-RIDE OPERATOR (amuse. & rec.) 342.663-010
swing tender (textile) 589.686-010
switchboard contact assembler (elec. equip.) 729.687-010
SWITCHBOARD OPERATOR ASSISTANT (light, heat, & power) 952.367-014
switchboard-operator helper (light, heat, & power) 952.367-014
SWITCHBOX ASSEMBLER (elec. equip.) I 729.687-010
SWITCHBOX ASSEMBLER (elec. equip.) II 729.684-026
SWITCHING CLERK (r.r. trans.) 222.387-014
switchpanel mounter (coin mach.) 731.684-010
SWITCH REPAIRER (r.r. trans.) 622.684-018
SWITCH TENDER (r.r. trans.) 910.667-026
SWORD SWALLOWER (amuse. & rec.) 159.647-010
SYNCHRO ASSEMBLER (photo. apparatus) 159.647-010
SYNTHETIC-FILAMENT EXTRUDER (synthetic fibers) 557.565-014
SYNTHETIC-GEM-PRESS OPERATOR (jewelry) 575.685-078
SYNTHETIC-STAPLE EXTURDER (synthetic fibers) 557.665-010

283

L-250
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>TABBER (paper goods)</td>
<td>794.687-058</td>
</tr>
<tr>
<td>TABLE-AND-DESK FINISHER (furn.)</td>
<td>709.687-014</td>
</tr>
<tr>
<td>table and slab depiler (iron &amp; steel)</td>
<td>504.665-010</td>
</tr>
<tr>
<td>TABLE ASSEMBLER, METAL (furn.)</td>
<td>709.684-014</td>
</tr>
<tr>
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<td>tablet coater (drug. prep. &amp; rel. prod.)</td>
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<td>TABLET-MAKING-MACHINE OPERATOR (paper goods)</td>
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<td>TABLE-TOP TILE SETTER (brick &amp; tile)</td>
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<td>TABLET TESTER (drug. prep. &amp; rel. prod.)</td>
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<td>TABLE WORKER (any ind.)</td>
<td>920.587-018</td>
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<td>TABLE WORKER (boot &amp; shoe)</td>
<td>788.687-142</td>
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<td>table worker, sewing (any ind.)</td>
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<td>TAB-MACHINE OPERATOR (abrasive &amp; polish. prod.)</td>
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<td>tacker (boot &amp; shoe)</td>
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<td>TACK PULLER (boot &amp; shoe)</td>
<td>788.687-146</td>
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<td>TACK PULLER, MACHINE (boot &amp; shoe)</td>
<td>690.685-410</td>
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<td>TACO MAKER (food prep., n.e.c.)</td>
<td>520.687-045</td>
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<tr>
<td>TAFFY PULLER (confection.)</td>
<td>520.685-046</td>
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<tr>
<td>TAGGER (clean., dye., &amp; press.; laund.)</td>
<td>369.687-026</td>
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<td>TAGGER (forestry)</td>
<td>920.687-046</td>
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<td>tacker (paper goods)</td>
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tagger (textile) 229.587-018
TAG-MACHINE OPERATOR (paper goods) 649.685-118
tag-meter operator (tobacco) 529.687-162

tail-end rider (any ind.) 932.664-010
TAILER (mining & quarrying) 930.666-014
tailer (woodworking) 669.686-034
tailing hand (textile) 689.686-014
TAILING-MACHINE OPERATOR (textile) 681.685-154
TAILINGS-DAM LABORER (ore dress., smelt., & refin.) 511.687-026
TAILING-THICKENER OPERATOR (ore dress., smelt., & refin.) 511.485-014
take-away attendant (textile) 589.686-010
TAKE-DOWN INSPECTOR (photofinish.) 976.687-014
TAKE-DOWN SORTER (photofinish.) 976.665-010
taker-off (cord. & twine) 589.686-046
TAKER-OFF, BRAKER MACHINE (cord. & twine) 589.686-046
TAKER-OFF, DRYING KILN (cord. & twine) 589.686-046
TAKER-OFF, HEMP FIBER (cord. & twine) 589.686-046
TAKER-OFF, SCUTCHER MACHINE (cord. & twine) 589.686-046
TALLIER (clerical) 221.587-030
TALLOW PUMPER (slaught. & meat pack.) 529.685-202
TAMALE-MACHINE FEEDER (food prep., n.e.c.) 520.686-038
TAMALE MAKER (food prep., n.e.c.) 520.687-046
tamper operator (const.) 869.683-018
TAMPING-MACHINE OPERATOR (const.) 869.683-018
TAMPING-MACHINE OPERATOR (r.r. trans.) 869.683-018
tamping-machine operator, road forms (const.) 869.683-010
tanbark peeler (logging) 454.687-014

Tangled-yarn-spool straightener (any ind.) 681.687-026
TANKAGE-GRINDER OPERATOR (slaught. & meat pack.) 529.685-202

TANK ASSEMBLER (cooperage) 764.684-030
TANK-BOTTOM ASSEMBLER (cooperage) 764.684-030

tank-builder helper (petrol. production) 801.687-018
TANK CALIBRATOR (bus. ser.) 229.387-014
TANK-CAR CLEANER (petrol. refin.) 891.687-022
TANK-CAR INSPECTOR (comp. & liquefied gases) 622.684-022
TANK-CAR INSPECTOR (petrol refin.) 910.384-010
tank-car loader (any ind.) 914.667-010

tank charger (grease & tallow) 921.685-030
TANK CHARGER (slaught. & meat pack.) 529.685-202
TANK CLEANER (any ind.) 891.687-022
TANK CLEANER (chem.; plastics mat.) 559.687-062
TANK CLEANER (elec. equip.) 727.687-058
TANK CLEANER (paint & varn.) 559.684-022
tank cooper (cooperage) 764.684-030
TANK CREWMEMBER (military ser.) 378.683-018
tanker (elec. equip.; electronics) 726.684-030
TANKER (wood preserving) 561.665-010
<table>
<thead>
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<th>Title</th>
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<tbody>
<tr>
<td>Tank-Farm Attendant (chem.)</td>
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<td>Tank-farm gager (petrol. production; petrol. refin.; pipe lines)</td>
<td>914.384-010</td>
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<td>Tank-House-Operator Helper (ore dress., smelt., &amp; refin.)</td>
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<td>Tank Insulator, Rubber (mach. mfg.)</td>
<td>759.684-050</td>
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<td>Tank operator (floor covering, n.e.c.)</td>
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<td>Tank Processor (aircraft-aerospace mfg.)</td>
<td>891.687-026</td>
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<td>Tank Pumper, Panelboard (distilled liquors)</td>
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<td>Tank refinisher (malt liquors)</td>
<td>779.684-026</td>
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<td>Tankroom Tender (plastics mat.; synthetic fibers.)</td>
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<td>Tank-Setter Helper (petrol. production)</td>
<td>801.687-018</td>
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<td>Tank-Stave Assembler (cooperage)</td>
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<td>Tank Tender (ore dress., smelt., &amp; refin.)</td>
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<td>Tank Tender (sugar)</td>
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<td>Tank Worker (synthetic fibers)</td>
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<td>Tanned-hide-cutter, machine (leather prod.)</td>
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<td>Tannery Gummer (leather mfg.)</td>
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<td>Tanning-Wheel Filler (leather mfg.)</td>
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<td>Tape armor (insulated wire)</td>
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<td>Tape Coater (abrasive &amp; polish. prod.)</td>
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<td>699.685-014</td>
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<td>Tape-Cutting-Machine Operator (garment; trim. &amp; embroid.)</td>
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<td>Tape-Fastener-Machine Operator (paper goods)</td>
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<td>Tape-Folding-Machine Operator (rubber goods; trim. &amp; embroid.)</td>
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<td>Taper (any ind.)</td>
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<td>Taper and floater (const.; mfd. bldgs.)</td>
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<td>Taper Operator (paper goods)</td>
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<td>Tape-sewing-machine operator (print. &amp; pub.)</td>
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<td>Tape Stringer (garment; knit goods)</td>
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<td>Tape Winder (asbestos prod.; narrow fabrics)</td>
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<td>Tapper (nonfer. metal alloys; ore dress., smelt., &amp; refin.)</td>
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<td>Tapper, Bit (smoking pipe)</td>
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<td>Tapper (clock &amp; watch)</td>
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<td>Tapper, Shank (smoking pipe)</td>
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<td>Tapping-Machine Operator, Automatic (clock &amp; watch)</td>
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<td>Tapping-Machine Operator, Automatic (nut &amp; bolt)</td>
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<td>Tapping Attendant (amuse. &amp; rec.)</td>
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tar chaser (coke prod.) 549.687-010
TARE WEIGHTER (slaught. & meat pack.; sugar; tobacco) 221.587-034
TARGETEE (firearms) 736.684-042
TARGET-FACE MAKER (sports equip.) 979.684-034
TARGET TRIMMER (sports equip.) 732.687-078
TAR HEATER (const.) 869.685-010
TAR HEAT-EXCHANGER CLEANER (petrol. refin.) 891.687-030
TARRING-MACHINE OPERATOR (cord. & twine) 584.685-046
tar runner (coke prod.) 549.687-010
TASSEL-MAKING-MACHINE OPERATOR (trim. & emb.) 689.685-142
TAX CLERK (clerical) I 219.487-010
TAXICAB COORDINATOR (motor trans.) 215.367-018
TAXICAB STARTER (motor trans.) 913.367-010
TAXI DRIVER (motor trans.) 913.463-018
TAXI SERVICER (motor trans.) 915.687-030
TAX SEARCHER (real estate) 209.367-046
TEA BLENDER (food prep., n.e.c.) 520.585-026
TEACHER AIDE (education) II 249.367-074
TEA-LEAF READER (amuse. & rec.) 159.647-018
team driver (any ind.) 919.664-010
TEAMSTER (any ind.) 919.664-010
tear-down matcher (textile) 582.687-022
tearer (garment) 781.687-018
tearer, press clipping (bus. ser.) 249.587-014
tear-up worker, spring (auto. ser.) 620.584-010
TECHNICAL OPERATOR, GRAIN PREPARATION (explosives) 590.464-010
technician (glass mfg.) 579.367-014
TELEGRAM MESSENGER (tel. & tel.) 230.667-010
TELEGRAPH-SERVICE RATER (tel. & tel.) 214.587-010
TELEPHONE AD-TAKER (print. & pub.) 247.367-010
TELEPHONE COIN-BOX COLLECTOR (tel. & tel.) 292.687-010
TELEPHONE-DIAPHRAGM ASSEMBLER (elec. equip.) 729.684-026
TELEPHONE-DIRECTORY DELIVERER (bus. ser.) 230.667-014
TELEPHONE-DIRECTORY-DISTRIBUTOR DRIVER (bus. ser.) 906.683-018
telephone-information clerk (finan. inst.) 237.367-046
TELEPHONE-ORDER CLERK (clerical) 249.367-054
TELEPHONE-ORDER CLERK, DRIVE-IN (hotel & rest.) 209.567-014
TELEPHONE-ORDER CLERK, ROOM SERVICE (hotel & rest.) 209.567-014
TELEPHONE-ORDER DISPATCHER (clerical) 249.367-054
TELEPHONE-QUOTATION CLERK (finan. inst.) 237.367-046
telephone-sales agent (air trans.) 238.367-018
telephone sales representative (any ind.) 299.357-014
TELEPHONE SOLICITOR (any ind.) 299.357-014
TELEPHONE-SWITCH REPAIRER (elec. equip.) 729.684-038
telotypesetter monitor (print. & pub.) 650.685-010
TELEVISION-CHASSIS INSPECTOR (electronics) 726.684-022
TELEVISION-TUBE INSPECTOR (glass mfg.) 579.384-018
TEMPERATURE-CONTROL INSPECTOR (synthetic fibers) 559.467-010
TEMPERATURE INSPECTOR (slaught. & meat pack.) 529.687-202
TEMPERATURE REGULATOR, PYROMETER (furn.) 512.667-010
temperer (felt goods; leather mfg.) 582.685-050
tempering-linb tender (heat treat.) 504.685-018
TEMPLATE CUTTER (cut. & tools) 703.684-018
TEMPLATE MAKER, TRAKC (any ind.) 809.484-014
TEMPLATE-MAKING-MACHINE OPERATOR (trim. & emb.) 689.685-142
TEMPLE-MEAT CUTTER (slaught. & meat pack.) 525.684-034

\[L-254 \]
empler, head (slaught. & meat pack.) 525.684-034

Tenderizer tender (veneer & plywood) 669.685-038

Tennis-ball-cover cementer (sports equip.) 795.687-030

Tennis-ball-coverer, hand (sports equip.) 795.687-026

Tennis-court attendant (amuse. & rec.) 341.367-010

Tennis-net maker (cord. & twine) 789.684-030

Tennis-racket repairer (any ind.) 732.684-122

Tenoner offbearer (woodworking) 669.686-034

tension checker (textile) 683.687-034

Tensioning-machine operator (conc. prod.) 616.665-010

Tenter-frame back-tender (textile) 589.686-010

Tenter-frame feeder (textile) 589.686-014

Tenter-frame operator (textile) 580.585-010

tentering-machine off-bearer (textile) 589.686-010

tentering-machine operator (textile) 580.585-010

tentering-machine rear-end operator (textile) 589.686-010

tenter-machine tailer (textile) 589.686-010

Tent Finisher (canvas goods) 789.484-014

Terminal-block assembler (elec. equip.) 729.687-010

Terminal gager (petrol. production; petrol. refin.; pipe lines) 914.384-010

termite treater (bus. ser.) 383.364-010

termite-treater helper (bus. ser.) 383.687-010

Terrazzo-tile maker (brick & tile) 575.684-046

Terrazzo-worker helper (const.) 869.664-014

Terry-cloth cutter, hand (house furn.) 781.584-014

Terry-cloth cutter, machine (house furn.) 781.684-014

test assembler (iron & steel; nonfer. metal alloys) 509.584-010

test-bore helper (any ind.) 930.687-014

test carrier (iron & steel; nonfer. metal alloys) 509.584-010

test clerk (education) 219.467-010

Test-department helper (elec. equip.) 729.664-010

Tester (cut. & tools) 701.687-026

tester (minerals & earths; mining & quarrying) 579.484-010

Test (musical inst.) 730.684-086

Tester (rubber goods) 899.487-010

tester (woodworking) 762.384-010

Tester and inspector; lamps (light, fix.) 723.687-014

tester, armature or fields (elec. equip.) 724.384-010

Tester, compressed gases (comp. & liquefied gases) 549.364-010

Tester, convertible sofa bedspring (matt. & bedspring) 780.684-110

Tester, electrical continuity (elec. equip.) 729.684-058

tester helper (any ind.) 381.687-022

Tester, motor (auto. mfg.) 806.384-026

Tester operator (nonfer. metal alloys) 614.685-014

tester operator (tobacco) 529.387-014

Tester-operator helper (nonfer. metal alloys) 614.686-014

Tester, regulator (per. protect. & med. dev.; sports equip.) 710.387-010

test examiner (clerical) 249.367-078

testing-machine operator (electronics) 726.684-026

Testing-machine operator (felt goods) 586.685-038

Testing-machine operator (tinware) 703.685-014

test puller (tobacco) 529.587-022

Test-skein winder (glass mfg.) 575.685-082

Test technician (clerical) 249.367-078

Test worker (found.) 519.687-042
TETRYL-BLENDER OPERATOR (explosives) 550.665-010
TETRYL-BOILING-TUB OPERATOR (explosives) 551.685-014
TETRYL-DISSOLVER OPERATOR (explosives) 550.685-114
TETRYL-SCREEN OPERATOR (explosives) 551.685-146
tetryl-wringer operator (chem.) 551.685-162
textile-scrap salvager (tex. bag) 789.687-010
THAW-SHED HEATER TENDER (coke prod.) 543.685-022
THERMAL CUTTER, HAND (welding) I 816.464-010
THERMAL CUTTER, HAND (welding) II 816.684-010
THERMAL-CUTTER HELPER (welding) 819.687-014
THERMAL WENDER (rubber goods) 553.585-022
THERMAL-SURFACING-MACHINE OPERATOR (stonework) 679.685-018
THERMITE-BOMB LOADER (ammunition) 737.684-014
thermo-cementing-folder operator (boot & shoe) 690.685-070
THERMOELECTRIC-HEAT-SEALING-MACHINE OPERATOR (trim. & embrod.) 754.684-010
thermograph operator (print. & pub.) 652.686-634
THERMOMETER TESTER (inst. & app.) 710.384-030
THERMOSCREW OPERATOR (can. & preserv.) 526.685-058
THERMOSTAT-ASSEMBLY-MACHINE TENDER, AUTOMATIC (inst. & app.) 692.685-218
THERMOSTAT CHECKER (inst. & app.) 710.687-026
THERMOSTAT INSPECTOR (any ind.) 609.684-010
THICKENER OPERATOR (ore dress., smelt., & refin.) 511.485-014
THIMBLE-PRESS OPERATOR (ore dress., smelt., & refin.) 519.664-010
THINNER (paint & varn.) 550.585-038
THINNER SPRAYER (auto. mfg.) 741.684-026
THIRD-CALENDER OPERATOR (coated fabrics) 584.685-010
THIRD DRY-CELL-ASSEMBLING-MACHINE TENDER (elec. equip.) 692.686-066
THIRD HELPER (iron & steel) 512.687-014
THRASHER FEEDER (paper & pulp) 533.685-030
THREAD CUTTER (any ind.) 789.684-050
thread cutter (garment) 782.684-038
THREAD-CUTTER TENDER (tex. prod., n.e.c.; trim. & embrod.) 689.665-014
thread drawer (tex. prod., n.e.c.) 789.687-174
THREADER (tex. prod., n.e.c.) 689.687-078
THREADING-MACHINE FEEDER, AUTOMATIC (mach. shop) I 604.666-010
THREADING-MACHINE FEEDER, AUTOMATIC (mach. shop) II 609.684-014
THREADING-MACHINE OPERATOR (ammunition) 604.685-038
THREADING-MACHINE TENDER (carpet & rug) 683.685-030
THREAD INSPECTOR (synthetic fibers) 681.687-018
THREAD LASTER (boot & shoe) 788.684-114
THREAD MARKER (garment) 782.687-058
thread puller (textile) 689.687-058
THREAD SEPARATOR (tex. prod., n.e.c.) 789.687-174
thread singer (textile) 585.685-050
thread spooler (sports equip.) 681.685-090
THREAD WINDER, AUTOMATIC (textile) 681.685-122
THRESHER, BROOCMORN (agric.) 429.685-014
THRESHING-MACHINE OPERATOR (tobacco) 521.685-362
THRILL PERFORMER (amuse. & rec.) 159.347-018
THROW-OUT CLERK (ret. tr.) 241.367-030
TICKET AGENT (any ind.) 238.367-026
TICKET BROKER (amuse. & rec.) 259.357-034
TICKET-CHOPPER ASSEMBLER (furn.) 739.684-154
ticket clerk (any ind.) 238.367-026
ticket counter (amuse. & rec.) 219.587-010
TICKETER (any ind.) 652.685-098

L-256
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

T

ticketer (clerical) 221.387-046
TICKETER (textile) 229.587-018
ticket maker (any ind.) 652.685-098
ticket maker (ret. tr.; whole. tr.) 209.587-034
TICKET MARKER (whole. tr.) 216.567-010
ticket printer (any ind.) 652.685-098
TICKET PRINTER AND TAGGER (garment) 652.685-094
TICKET PULLER (tobacco) 221.687-014
TICKET SCHEDULE (boot & shoe) 221.587-038
ticket seller (any ind.) 238.367-026
TICKET SELLER (clerical) 211.467-030
ticket stamper (textile) 229.587-018
TICKET TAKER, FERRYBOAT (water trans.) 911.677-010
TIE-BACK SEWER, AUTOMATIC (house furn.) 787.685-014
TIE BINDER (garment) 920.687-190
tie fastener (paper goods) 649.685-122
TIE HANDLER (wood preserving) 561.686-010
TIE INSPECTOR (sawmill) 669.687-026
TIE-KNITTER HELPER (knit goods) 685.686-014
tie-out worker (agric.) 923.687-074
TIE PRESSER (knit goods) 789.687-178
tie puller (any ind.) 920.685-010
tier (garment; glove & mit.) 781.687-010
TIER (slaught. & meat pack.) 525.687-118
TIER-AND-DETONATOR (mining & quarrying) 931.664-010
TIER-LIFT-TRUCK OPERATOR (any ind.) 921.683-050
TIER, MEAT (slaught. & meat pack.) 525.587-014
tie-tape-machine operator (paper goods) 649.685-122
TIE-UP WORKER (bal. & scales) 710.687-034
tiger-machine operator (textile) 587.685-030
TIGHT COOPER (cooperage) 764.684-022
TIGHTENING-MACHINE OPERATOR (paper goods) 640.685-082
tight-rope walker (amuse. & rec.) 159.347-022
tile classifier (brick & tile) 574.367-010
tile édger (brick & tile) 779.684-01d
TILE GRINDER (brick & tile) 679.685-022
TILE INSPECTOR (floor covering, n.e.c.) 590.367-010
TILE INSTALLER (mfd. bldgs.; trans. equip.) 869.684-026
TILE-MOLD, HAND (brick & tile) 575.684-042
tile pastel (brick & tile) 773.684-014
TILE-POWER-SHEAR OPERATOR (floor covering, n.e.c.) 692.685-222
TILE SETTER HELPER (const.) 869.664-014
TILE SHADER (brick & tile) 574.367-010
TILE SORTER (brick & tile) 573.687-038
TILE SPRAYER (brick & tile) 741.687-018
TIMBER PACKER (sawmill) 922.687-094
TIMBER SPRINKLER (mining & quarrying) 741.687-018
TIME CHECKER (clerical) 215.367-022
TIMEKEEPER (clerical) 215.367-022
TIMER (amuse. & rec.) 153.387-014
timer (clock & watch) 715.685-034
timer checker (inst. & app.) 710.687-026
timing-machine operator (clock & watch) 715.685-034
tin-can feeder (tobacco) 920.686-030
TIN-CONTAINER STRAIGHTENER (tobacco) 709.687-046
TIN DIPPER (galvanizing) 501.685-010
TINNER (electronics) 726.687-010
TINNER OPERATOR, CONNECTING RODS (auto. mfg.) 599.685-026
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

T

INNING-EQUIPMENT TENDER (elec. equip.) 501.685-014
TINSEL-MACHINE OPERATOR (fabric. prod., n.e.c.) 692.685-226
TIN STACKER (tinware) 922.687-098
tin-tie-machine operator, automatic (paper goods) 649.685-110
TIN-WHIZ-MACHINE OPERATOR (textile) 582.685-154
TIP BANDER (pen & pencil) 733.685-030
tip-banding-machine operator (pen & pencil) 733.685-030
TIP BURNISHER (boot & shoe) 690.685-058
tip cementer (boot & shoe) 788.685-014
TIP FINISHER (boot & shoe) 690.685-418
TIP-LENGTH CHECKER (tobacco) 529.467-010
tipper (agric.; slaught. & meat pack.) 525.687-070
tipper (hat & cap) 580.685-026
tipper (hat & cap) 580.685-062
tipper (pen & pencil) 733.685-034
TIPPER (print. & pub.) 795.684-022
tipping-machine operator (hat & cap) 580.685-062
tipping-machine operator (pen & pencil) 686.686-010
TIPPING-MACHINE OPERATOR (pen & pencil) 733.685-034
TIPPING-MACHINE OPERATOR (umbrella) 787.685-010
tipping-machine operator, automatic (narrow fabrics) 686.685-062
TIPPLE TENDER (corn prod.) 521.685-366
TIPPLE TENDER (veneer & plywood) 669.685-090
tipple worker (any ind.) 921.685-038
TIP PUNCHER (boot & shoe) 690.685-114
TIP SKEWER (glove & mit) 787.685-042
TIP STRETCHER (hat & cap) 580.685-062
tip tester (tobacco) 529.467-010
tip tighter (pen & pencil) 733.687-014
TIRE ADJUSTER (ret. tr.) 241.367-034
tire-and-tube repairer (auto. ser.) 915.684-010
tire-and-tube servicer (auto. ser.) 915.684-010
tire assembler (fabric. prod., n.e.c.) 739.684-158
TIRE BALANCER (rubber tire & tube) 750.687-014
TIRE-BLADDER MAKER (rubber tire & tube) 750.684-012
TIRE BUFFER (auto. ser.) 690.685-422
TIRE BUFFER (rubber tire & tube) 759.684-022
TIRE BUILDER (auto. ser.) 750.684-022
TIRE BUILDER, AUTOMOBILE (rubber tire & tube) 750.384-010
TIRE BUILDER, HEAVY SERVICE (rubber tire & tube) 750.384-010
TIRE CHANGER (auto. ser.) 915.684-010
TIRE CHANGER, AIRCRAFT (air transp.) 915.684-010
TIRE CHANGER, ROAD SERVICE (auto. ser.) 915.684-010
TIRE CLASSIFIER (rubber tire & tube) 500.387-010
TIRE DEBREADER (rubber reclaim.) 690.685-386
TIRE-FABRIC-IMPREGNATING-RANGE BACK-TENDER (tex. prod., n.e.c.) 589.686-010
TIRE-FABRIC-IMPREGNATING-RANGE TENDER (tex. prod., n.e.c.) 589.685-026
TIRE-FABRIC INSPECTOR (tex. prod., n.e.c.) 689.685-038
tire fixer (auto. ser.) 915.684-010
TIRE VOLOVER (auto. ser.) 750.684-026
TIRE INSPECTOR (auto. ser.) 750.687-018
TIRE INSPECTOR (rubber tire & tube) 750.684-030
TIRE MENDER (rubber tire & tube) 553.685-102
TIRE MOWER (fabric. prod., n.e.c.) 739.684-102
tire rebuilder (auto. ser.) 750.684-022
TIRE RECAPPER (auto. ser.) 750.685-018

L-258
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

TIRE REPAIRER (auto. ser.) 915.684-010
Tire servicer (auto. ser.) 915.684-010
TIRE SETTER (toys & games) 731.685-018
TIRE SORTER (rubber tire & tube.) 750.687-022
Tire spotter (rubber tire & tube) 750.687-014
TIRE TRIMMER, HAND (rubber tire & tube) 750.684-034
TIRE TRUCKER (rubber tire & tube) 929.687-030
TIRE VULCANIZER (auto. ser.) 750.684-038
TIRE WRAPPER (auto. ser.; rubber tire & tube) 920.685-078
TISSUE INSERTER (hosiery) 920.687-062
TITLE SEARCHER (real estate) 209.367-046
titrator (textile) 582.587-010
TOASTER-ELEMENT REPAIRER (elec. equip.) 723.584-010
TOASTER OPERATOR (tobacco) 523.685-118
TOBACCO BAILER (tobacco) 920.685-010
TOBACCO-CHECKOUT CLERK (whole. tr.) 222.687-030
tobacco cleaner (tobacco) 521.685-270
TOBACCO-CLOTH RECLAIMER (waste & batting) 589.686-050
tobacco conditioner (tobacco) 522.687-026
tobacco curer (tobacco) 522.687-026
tobacco cutter (tobacco) 521.685-298
tobacco cutter (tobacco) 521.685-338
tobacco cutter (tobacco) 521.685-310
tobacco dipper (tobacco) 522.687-026
TOBACCO-DRIER OPERATOR (tobacco) 523.685-118
TOBACCO FARMWORKER (agric.) 404.687-010
tobacco flavorer (tobacco) 522.685-030
TOBACCO GRADER (agric.) 409.687-010
TOBACCO PACKER (agric.) 920.687-134
TOBACCO-PACKING-MACHINE OPERATOR (tobacco) 920.685-098
tobacco roller (tobacco) 790.687-030
TOBACCO-SAMPLE PULLER (tobacco) 529.587-022
TOBACCO-SCRAP SIFTER (tobacco) 521.685-270
tobacco shaker (tobacco) 521.687-110
tobacco-sieve operator (tobacco) 521.685-270
tobacco sprayer (tobacco) 522.687-042
TOBACCO-STEM-DRIER OPERATOR (tobacco) 523.685-118
tobacco steamer, machine (tobacco) 521.685-334
tobacco stripper, hand (tobacco) 521.687-134
tobacco-stripping-machine operator (tobacco) 521.685-334
TOBACCO-WAREHOUSE AGENT (bus. ser.) 259.357-038
TOBACCO WEIGHER (clerical) 222.367-058
TOE-CLOSING-MACHINE TENDER (hosiery) 787.685-046
TOE FORMER, STITCHDOWNS (boot & shoe) 690.685-426
TOE LASTER, AUTOMATIC (boot & shoe) 690.685-430
toe lasted, automatic (boot & shoe) 690.685-426
TOE FOUNDER (boot & shoe) 690.685-314
TOE PULLER (slaught. & meat pack.) 525.687-094
TOE STAPLER (boot & shoe) 690.685-162
TOGGLE-PRESS FOLDER-AND-FEEDER (boot & shoe) 690.686-066
toggler (leather mfg.) 589.686-026
Toilet attendant (any ind.) 358.677-018
TOMATO GRADER (can. & preserv.) 529.687-098
TOMATO GRADER (whole. tr.) 529.687-186
TOMATO-PULPER OPERATOR (can. & preserv.) 521.685-262
TON-CONTAINER FILLER (comp. & liquefied gases) 559.565-010
TON-CONTAINER SHIPPER (comp. & liquefied gases) 549.587-010
TON-CYLINDER INSPECTOR (comp. & liquefied gases) 953.387-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

T

ONE CABINET ASSEMBLER (musical inst.) 730.684-090
TONE REGULATOR (musical inst.) 730.684-094
TONGUE-AND-GROOVE-MACHINE FEEDER (woodworking) 669.686-030
TONGUE CUTTER (slaughter. & meat pack.) 525.684-034
TONGUE PRESSER (boot & shoe) 788.685-022
TONNAGE-COMPILATION CLERK (water trans.) 248.387-014
TOOL CHASER (any ind.) 922.687-058
tool clerk (clerical) 222.367-062
TOOL-CRIB ATTENDANT (clerical) 222.367-062
TOOL FILER (pottery & porc.) 701.684-030
tool filer, hand (mach. shop) 705.684-010
TOOL GRINDER (any ind.) 11 603.664-010
TOOL-MAINTENANCE WORKER (office mach.) 701.384-010
TOOL MARKER (mach. shop) 609.684-014
TOOL REPAIRER (ore dress., smelt., & refin.) 519.684-026
tool sharpener (any ind.) 603.664-010
TOOL STRAIGHTENER (any ind.) 709.484-014
TOOTH CLERK (medical ser.) 222.687-038
TOOTH CUTTER (clock & watch) 605.685-050
TOOTH CUTTER, CLUTCH (clock & watch) 605.685-050
TOOTH CUTTER, HOBBLING MACHINE (clock & watch) 605.685-050
TOOTH CUTTER, PINION (clock & watch) 605.685-050
TOOTH CUTTER, SPUR (clock & watch) 605.685-050
TOOTH INSPECTOR (medical ser.) 712.687-038
top-and-seat-cover fitter (auto. ser.) 780.384-010
top-bottom-attaching-machine operator (garment; hat & cap) 699.685-010
TOP CAGER (mining & quarrying) 939.667-010
TOP-CAP FILLER (electronics) 725.384-010
TOP CASE ASSEMBLER (musical inst.) 763.684-058
top cleaner (textile) 680.687-014
TOP-COLLAR BASTER (garment) 782.684-058
TOP COVERER (mort. goods) 780.684-026
TOP-DYEING-MACHINE LOADER (felt goods; textile) 582.686-030
TOP-DYEING-MACHINE TENDER (textile) 552.685-102
TOP-EDGE BEVELER (any ind.) 705.687-014
top flavor attendant (tobacco) 520.687-026
TOP FARMER (boot & shoe) 788.685-026
TOP-FRAME COVERER (mort. goods) 780.684-026
TOP-HAT-BODY MAKER (hat & cap) 784.684-074
top ic er (whole. tr.) 922.687-046
TOP-LIFT COMPRESSOR (boot & shoe) 690.655
TOP-LIFT NAILER (boot & shoe) 690.685-162
TOP LIFT SCOURER (boot & shoe) 690.635-046
TOP-LIFT TRIMMER (boot & shoe) 690.685-434
topline-beading-machine tender (boot & shoe) 788.685-014
TOPPER (knit goods) 685.687-026
topper (matt. & bedspring) 780.685-018
topper (smoking pipe) 761.684-030
TOPPER PACKER (agric.) 920.687-134
TOPPIECE CHOPPER (boot & shoe) 699.685-014
TOP-PRECIPITATOR OPERATOR (ore dress., smelt., & refin.) 511.464-010
TOP-PRECIPITATOR-OPERATOR HELPER (ore dress., smelt., & refin.) 511.586-010
TOPSIDE INSPECTOR (optical goods) 716.687-018
TOP STEEP TENDER (corn. prod.) 522.465-010
OP STITCHER (sports equip.) 732.684-050
TOP-STOP ATTACHER (needle, pin, & rel. prod.) 692.685-206
TOP TAPER, MACHINE (boot & shoe) 690.685-414
top-tile decorator (brick & tile) 733.684-010
TOP TRIMMER (boot & shoe) 690.685-434
torch braxer (welding) 813.684-010
torch cutter (welding) 816.464-010
TORCH-STRAIGHTENER-AND HEATER (any ind.) 709.684-086
TOROIDAL-COIL WINDER (elec. equip.; electronics) 724.684-026
TORQUE TESTER (clock & watch) 715.685-066
TORTILLA MAKER (food prep., n.e.c.) 529.685-078
toter (any ind.) 919.664-010
TOUCH-UP PAINTER, HAND (any ind.) 740.684-026
touch-up worker (office mach.) 706.587-010
tourist-camp attendant (hotel & rest.) 329.467-010
TOURIST-INFORMATION ASSISTANT (gov. ser.) 237.367-050
tow-car driver (auto. ser.) 919.663-026
TOWEL BANDER (paper goods) 920.687-026
TOWEL-CABINET REPAIRER (bus. ser.) 709.364-014
TOWEL FOLDER (house furn.) 589.687-014
TOWEL INSPECTOR (house furn.) 789.587-014
TOWEL INSPECTOR (textile) 652.686-042
TOWEL-RACK ASSEMBLER (woodworking) 762.687-070
towel-rolling-machine operator (laund.) 361.685-014
tOWER ATTENDANT (paper & pulp) 559.666-010
tOWER-CRANE OPERATOR (const.) 921.663-054
tower-dragline operator (const.) 850.683-042
tOWER ERECTOR HELPER (const.; light, heat, & power) 821.684-014
tOWER-EXCAVATOR OPERATOR (const.) 850.683-042
tOWER HELPER (chem.) 558.385-014
tOWER-HOIST OPERATOR (mining & quarrying) 921.663-026
tOWER-LOADER OPERATOR (water trans.) 921.683-074
tOWER OPERATOR (chem) II 558.585-014
tOWER-TRUCK DRIVER (light, heat, & power; tel. & tel.) 705.663-014
tOWER-WHIRLER OPERATOR (any ind.) 921.663-010
TOW FEEDER (cord. & twine) 680.686-014
TOWN CLERK (gov. ser.) 243.367-018
TOW PICKER (matt. & bedspring) 680.685-078
TOW-PICKER OPERATOR (furn.) 680.685-082
TOW-TRUCK OPERATOR (auto. ser.) 919.663-026
toy assembler (ret. tr.) 731.684-018
TOY ASSEMBLER (toys & games) 731.687-034
TOY ASSEMBLER, PLASTIC (toys & games) 731.687-034
TOY ASSEMBLER, WOOD (toys & games) 731.687-034
TOY-ELECTRIC-TRAIN REPAIRER (ret. tr.) 731.684-022
TOY SORTER (confection) 529.686-034
toy stuffer (toys & games) 731.685-014
tracer (clerical) 241.367-026
tracer (medical ser.) 078.384-010
TRÁGER CLERK (clerical) 241.367-014
TRACER-POWDER BLENDER (explosives) 550.585-042
TRACK-BROOM OPERATOR (r.r. trans.) 859.683-018
track-crusher operator (r.r. trans.) 910.684-010
track inspector (r.r. trans.) 910.367-030
TRACK LAYER (const.) 869.687-026
TRACK-LINER OPERATOR (const.) 910.683-018
TRACKMOBILE OPERATOR (any ind.) 919.683-026
TRACK-MOVING-MACHINE OPERATOR (const.; mining & quarrying) 910.663-010
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

T

TRACK OILER (r.r. trans.) 910.687-026
TRACK-REPAIRER HELPER (const.) 869.687-026
track supervisor (r.r. trans.) 910.367-030
TRACK-SURFACING-MACHINE OPERATOR (const.) 910.683-018
tractor-crane engineer (any ind.) 921.663-058
TRACTOR-CRANE OPERATOR (any ind.) 921.663-058
TRACTOR-MECHANIC HELPER (auto. ser.) 620.684-030
TRACTOR OPERATOR (any ind.) 929.683-014
TRACTOR OPERATOR (water trans.) 911.663-014
TRACTOR OPERATOR, BATTERY (mining & quarrying) 929.683-014
tractor-sweeper driver (gov. ser.) 919.683-022
TRACTOR-TRAILER-TRUCK DRIVER (any ind.) 904.383-010
TRADE-SHOW REPRESENTATIVE (any ind.) 297.367-010
TRAFFIC CHECKER (g.ov. ser.) 205.367-058
TRAFFIC CLERK (bus. ser.) 221.367-078
TRAFFIC CLERK (clerical) 214.587-014
traffic control signaler (const.) 372.667-022
trailer (any ind.) 932.664-010
TRAILER-RENTAL CLERK (auto. ser.) 295.467-022
trailer-sections assembler (auto. mfg.) 806.684-082
TRAILER STEERER (logging) 904.683-010
TRAILER-TANK-TRUCK DRIVER (petrol. refin.; ret. tr.; whole. tr.) 903.683-018
trailer-truck driver (any ind.) 904.383-010
train conductor (any ind.) 932.664-010
TRAIN OPERATOR (amuse. & rec.) 342.663-010
rammer (any ind.) 919.663-014
transcribing clerk (clerical) 216.587-014
transfer nd line-up worker (auto. mfg.) 221.367-026
transfer-and-pumphouse operator (chem.) 559.665-038
TRANSFER-CAR OPERATOR (brick & tile) 921.683-078
TRANSFER-CAR OPERATOR, DRIER (pipe & boiler cov.) 921.583-010
TRANSFER ENGINEER (logging) 921.663-030
transfer-iron operator (hosiery; house furn.; tex. prod., n.e.c.) 659.685-022
transfer knitter (knit goods) 685.665-010
TRANSFER-MACHINE OPERATOR (hosiery; house furn.; tex. prod., n.e.c.) 659.685-022
TRANSFER-MACHINE OPERATOR (mach. shop) 609.685-022
TRANSFER OPERATOR (paper & pulp) 921.685-066
transfer operator (woodworking) 569.683-010
TRANSFERRER (clock & watch) 715.684-190
TRANSFER-TABLE OPERATOR (loco. & car bldg. & rep.; r.r. trans.) 910.683-022
TRANSFER-TABLE OPERATOR HELPER (loco. & car bldg. & rep; r.r. trans.) 910.667-030
TRANSFORMER-COIL ASSEMBLER (electronics) 724.684-026
TRANSFORMER-COIL WINDER (elec. equip.; electronics) 724.684-026
TRANSFORMER-CORE ASSEMBLER (elec. equip.) 723.484-010
TRANSFORMER MOLDER (elec. equip.) 729.684-030
TRANSFORMER-STOCK CLERK (light, heat, & power) 222.587-054
transit-mix operator (const.) 900.683-010
TRANSMISSION ASSEMBLER (motor. & bicycles) 806.684-094
TRANSMISSION REPAIRER (motor. & bicycles) 620.684-026
TRANSMISSION TESTER (auto. mfg.) 806.684-134
TRANSP Planter, Orchid (agric.) 405.687-013
TRANSPORTATION AGENT (air trans.) 912.367-014
transportation clerk (hotel & rest.) 238.367-030
TRANSPORT DRIVER (motor trans.) 904.383-010
TRAPPER, ANIMAL (hunt. & trap.) 461.684-014
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRAPPER, BIRD (hunt. &amp; trap.)</td>
<td>461.684-018</td>
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<tr>
<td>trash collector (any ind.)</td>
<td>381.687-018</td>
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<td>929.687-022</td>
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<td>TRASH COLLECTOR (motor trans.)</td>
<td>909.687-010</td>
</tr>
<tr>
<td>TRAVEL CLERK (hotel &amp; rest.)</td>
<td>238.367-030</td>
</tr>
<tr>
<td>travel clerk (motor trans.; r.r. trans.; water trans.)</td>
<td>237.367-018</td>
</tr>
<tr>
<td>TRAVELER CHANGER (textile)</td>
<td>682.687-010</td>
</tr>
<tr>
<td>traveling cleaner, maintenance (textile)</td>
<td>628.684-022</td>
</tr>
<tr>
<td>traveling-crane operator (any ind.)</td>
<td>921.663-010</td>
</tr>
<tr>
<td>TRAVERSE-ROD ASSEMBLER (window shade &amp; fix.)</td>
<td>739.687-186</td>
</tr>
<tr>
<td>TRAY-CASTING-MACHINE OPERATOR (dairy prod.)</td>
<td>520.685-218</td>
</tr>
<tr>
<td>TRAY DRIER (hosierly)</td>
<td>581.686-038</td>
</tr>
<tr>
<td>TRAY-DRIER OPERATOR (bone, carbon, &amp; lampblack)</td>
<td>553.665-054</td>
</tr>
<tr>
<td>TRAY FILLER (tobacco)</td>
<td>920.686-050</td>
</tr>
<tr>
<td>TRAY-LINE WORKER (medical ser.)</td>
<td>355.677-010</td>
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<td>tray packer (tobacco)</td>
<td>920.686-050</td>
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<tr>
<td>tray setter (hotel &amp; rest.; medical ser.)</td>
<td>319.484-010</td>
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<td>tray thickener operator (ore dress., smelt., &amp; refin.)</td>
<td>511.562-010</td>
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<td>tray worker (medical ser.)</td>
<td>355.677-010</td>
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<td>TREATER (textile)</td>
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<td>TREATER HELPER (petrol. refin.)</td>
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</tr>
<tr>
<td>TREATING-ENGINEER HELPER (wood preserving)</td>
<td>561.685-010</td>
</tr>
<tr>
<td>TREATING INSPECTOR (wood preserving)</td>
<td>569.367-010</td>
</tr>
<tr>
<td>TREE CUTTER (agric.; logging)</td>
<td>454.684-026</td>
</tr>
<tr>
<td>TREE DRILLER (boot &amp; shoe)</td>
<td>788.684-118</td>
</tr>
<tr>
<td>TREE LOADER, MEAT (slaught. &amp; meat pack.)</td>
<td>525.587-014</td>
</tr>
<tr>
<td>TREE PLANTER (forestry)</td>
<td>452.687-018</td>
</tr>
<tr>
<td>TREE PRUNER (agric.)</td>
<td>408.684-018</td>
</tr>
<tr>
<td>tree puller (forestry)</td>
<td>451.687-018</td>
</tr>
<tr>
<td>treer (boot &amp; shoe)</td>
<td>788.687-122</td>
</tr>
<tr>
<td>TERR-SHEAR OPERATOR (logging)</td>
<td>454.683-010</td>
</tr>
<tr>
<td>tree sorter (forestry)</td>
<td>451.687-022</td>
</tr>
<tr>
<td>TREE-SURGEON HELPER (agric.) I</td>
<td>408.684-018</td>
</tr>
<tr>
<td>TREE-SURGEON HELPER (agric.) II</td>
<td>408.687-018</td>
</tr>
<tr>
<td>TREE TRIMMER (light, heat, &amp; power; tel. &amp; tel.)</td>
<td>408.664-010</td>
</tr>
<tr>
<td>TREE-TRIMMER HELPER (light, heat, &amp; power)</td>
<td>408.667-010</td>
</tr>
<tr>
<td>tree trimmer helper, line clearance (light, heat, &amp; power)</td>
<td>408.667-010</td>
</tr>
<tr>
<td>tree trimmer, line clearance (light, heat, &amp; power; tel. &amp; tel.)</td>
<td>408.664-010</td>
</tr>
<tr>
<td>tree-trimming-line technician (light, heat, &amp; power; tel. &amp; tel.)</td>
<td>408.664-010</td>
</tr>
<tr>
<td>TREE WRAPPER (agric.)</td>
<td>920.687-134</td>
</tr>
<tr>
<td>TRENCH TRIMMER, FINE (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>TRICOT-ENITING-MACHINE OPERATOR (knit goods)</td>
<td>685.665-018</td>
</tr>
<tr>
<td>tricot-wraper tender (asbestos prod.; knit goods; narrow fabrics; textile)</td>
<td>681.685-01</td>
</tr>
<tr>
<td>trim and burr operator (ammunition)</td>
<td>609.685-026</td>
</tr>
<tr>
<td>TRIM ATTACHER (cut. &amp; tools)</td>
<td>692.685-230</td>
</tr>
<tr>
<td>TRIM INSTALLER (ship &amp; boat bldg. &amp; rep.)</td>
<td>806.484-014</td>
</tr>
<tr>
<td>TRIM-MACHINE OPERATOR (ammunition)</td>
<td>609.685-026</td>
</tr>
<tr>
<td>trimmer (any ind.)</td>
<td>782.684-058</td>
</tr>
<tr>
<td>trimmer (any ind.)</td>
<td>789.687-070</td>
</tr>
<tr>
<td>trimmer (any ind.)</td>
<td>920.687-038</td>
</tr>
<tr>
<td>trimmer (auto. mfg.)</td>
<td>806.684-138</td>
</tr>
<tr>
<td>crimmer (boot &amp; shoe)</td>
<td>690.685-434</td>
</tr>
<tr>
<td>TRIMMER (can. &amp; preserv.)</td>
<td>529.686-014</td>
</tr>
<tr>
<td>TRIMMER (forestry)</td>
<td>920.687-046</td>
</tr>
<tr>
<td>TRIMMER (hat &amp; cap)</td>
<td>784.684-078</td>
</tr>
<tr>
<td>trimmer (hat &amp; cap)</td>
<td>784.387-010</td>
</tr>
<tr>
<td>TRIMMER (mfd. bldgs.)</td>
<td>869.684-066</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

TRIMMER (mining & quarrying) 939.687-014
trimmer (pen & pencil) 662.685-030
trimmer (trim. & embrod.) 789.687-050
trimmer and reinforcer (boot & shoe) 690.685-246
trimmer and sorter (leather mfg.) 585.684-010
TRIMMER, BUFFING WHEEL (tex. prod., n.e.c.) 585.685-086
TRIMMER, HAND (any ind.) 781,687-070
TRIMMER, HAND (boot & shoe) 788.687-150
TRIMMER, HAND (leather mfg.) 585.684-010
TRIMMER, HAND (paper goods) 794.687-062
trimmer, hand (rubber goods) 751,684-014
TRIMMER HELPER (sawmill) 667.686-018
TRIMMER LOADER (sawmill) 669.687-018
TRIMMER, MACHINE (leather mfg.) 585.685-126
trimmer, machine (sports equip.) 732,685-038
TRIMMER, MACHINE (boot & shoe) 690.685-434
TRIMMER, MEAT (slaught. & meat pack.) 525.684-054
trimmer,operator, three knife (print & pub.) 640.685-010
trimmer, press clippings (bus. ser.) 249.587-014
TRIMMER TAILER (sawmill) 669.687-018
TRIMMING ASSEMBLER (furn.) 780.684-114
TRIMMING-DEPARTMENT BLOCKER (hat & cap) 580.684-014
TRIMMING FINISHER (garment) 782.684-058
TRIMMING INSPECTOR (hat & cap) 784.387-010
trimming-machine operator (any ind.) 789.684-050
TRIMMING-MACHINE OPERATOR (garment knit goods) 583.685-122
trimming-machine operator (paper goods) 640.685-034
trimming-machine operator (rubber goods; rubber reclaim.) 690.685-386
TRIMMING-MACHINE OPERATOR (sports equip.) 732.685-038
TRIMMING SEWER, AUTOMATIC (garment; house furn.; trim & embrod.) 737.685-050
TRIM MOUNTER (sports equip.) 732.384-010
TRIM MOUNTER (optical goods) 713.684-022
trim preparer (hat & cap) 784.687-050
trim-setter helper (forging) 619.666-010
TRIM-STENCIL MAKER (any ind.) 781.684-058
TRIPE COOKER (slaught. & meat pack.) 526.685-062
TRIP FOLLOWER (air trans.) 209.367-050
TRIPLE-DRUM OPERATOR (logging) 921.663-066
TRIPOD-DRILL OPERATOR (mining & quarrying) 930.684-018
tripod (smoking pipe) 739.684-026
trip rider (any ind.) 932.664-010
trolley-car operator (r.r. trans.) 913.463-014
TROLLEY CLEANER (slaught. & meat pack.) 529.687-206
TROLLEY-COACH DRIVER (motor trans.) 913.463-010
TROLLEY OPERATOR (bake. prod.) 524.565-010
TROMMEL TENDER (ore ’ess., smelt, & refin.) 511.685-066
tro’per (agric.) 920.687-198
TROI IV ASSEMBLER (jewelry) 735.684-018
TROUBLE SHOOTER (light, heat, & power) I 952.364-010
truant officer (education) 168.367-010
TRUCK-CRANE OPERATOR (any ind.) 921.663-062
TRUCK-CRANE OPERATOR HELPER (any ind.) 921.667-022
TRUCK DRIVER, FLATBED (logging) 905.663-014
TRUCK DRIVER, HEAVY (any ind.) 905.663-014
TRUCK DRIVER HELPER (any ind.) 905.687-010
TRUCK DRIVER, LIGHT (any ind.) 906.683-022
truck driver, sales route (ret. tr.; whole. tr.) 292.353-010
TRUCKER, HAND (any ind.) 929.687-030
trucker helper (any ind.) 905.687-010
TRUCK-HEADLIGHT ASSEMBLER (light. fix.) 729.684-034
TRUCKLOAD CHECKER (const.) 222.367-066
truck loader (any ind.) 914.667-010
TRUCK-MECHANIC HELPER (auto. ser.) 620.684-014
TRUCK-RENTAL CLERK (auto. ser.) 295.467-022
TRUCK-TIRE INSPECTOR (rubber tire & tube) 750.684-030
TRUCK WASHER (dairy prod.) 919.687-014
TRUER (spring) 616.484-010
TRUER, PINION AND WHEEL (clock & watch) 715.684-194
TRUSS ASSEMBLER (per. protect. & med. dev.) 712.684-010
TRUSS ASSEMBLER (plan. mill) 762.684-062
TRUSS-DRIVER HELPER (cooperage) 669.685-010
TRUSS-PULLER HELPER (cooperage) 669.695-010
TRUST-VAULT CLERK (finan. inst.) 216.367-014
 Tub attendant (per. ser.) 335.677-014
TUBBER (jewelry) 599.685-098
Tub chucker (cooperage) 664.685-014
TUBE-AND-WANIFOLD BUILDER (rubber goods) 759.684-062
TUBE AND-ROD STRAIGHTENER (plastics mat.) 559.587-010
TUBE ASSEMBLER, CATHODE R. (electronics) 725.684-022
TUBE ASSEMBLER, ELECTRON (electronics) 725.384-010
TUBE BACKER (rubber goods) 559.686-018
TUBE BALANCER (rubber tire & tube) 750.684-046
TUBE BENDER, HAND (any ind.) I 709.684-090
TUBE BENDER, HAND (any ind.) II 709.687-050
TUBE-BENDING-MACHINE OPERATOR (any ind.) II 617.685-010
TUBE BUILDER AIRPLANE (rubber tire & tube) 750.384-014
TUBE-BUILDING-MACHINE OPERATOR (rubber goods) 559.685-174
TUBE CLEANER (any ind.) 891.687-030
TUBE CLEANER (textile) 589.687-042
TUBE-CLEANING OPERATOR (found.) 514.685-026
TUBE CLERK (clerical) 239.687-014
TUBE COATER (fabric. metal prod., n.e.c.) 599.685-102
TUBE-COMPONENT ASSEMBLER (electronics) 725.384-010
TUBE CLEARKER (found.) 518.685-018
TUBE COVERER (textile) 589.687-046
TUBE CUTTER (paper goods) 640.685-034
TUBE DEPATCHER (rubber reclaim.) 559.687-066
TUBE DISPATCHER (clerical) 239.687-014
TUBE DRAWER (iron & steel; nonfer. metal alloys) 614.685-022
TUBE-DRAW HELPER (iron & steel; nonfer. metal alloys) 614.686-010
TUBE FILLER (any ind.) 619.687-018
TUBE-FILLING-MACHINE OPERATOR (can. & preserv.; chem.) 920.685-078
TUBE FINISHER (electronics) 725.384-010
TUBE FINISHING MACHINE OPERATOR (glass mfg.) 573.685-018
TUBE HANDLEUR (textile) 582.686-034
TUBE INSPECTOR (electronics) 726.684-022
TUBE INSPECTOR (paper goods) 649.367-010
TUBE LAMINATOR (electronics) 725.384-010
TUBE-MACHINE OPERATOR (pottery & porc.) 575.685-026
TUBE-MACHINE-OPERATOR HELPER (paper goods) 641.686-038
TUBE MAKER (pipe & boiler cov.) 692.685-234
TUBE-MILL OPERATOR (cement) 570.685-046
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALPHABETICAL INDEX OF OCCUPATIONAL TITLES</td>
<td></td>
</tr>
<tr>
<td>ALPHABETICAL INDEX OF OCCUPATIONAL TITLES</td>
<td></td>
</tr>
<tr>
<td>TUBE MOLDER, FIBERGLASS (fabric, plastics prod.)</td>
<td>690.685-438</td>
</tr>
<tr>
<td>TUBE OPERATOR (clerical)</td>
<td>239.687-014</td>
</tr>
<tr>
<td>TUBE PACKER (rubber tire &amp; tube)</td>
<td>920.587-018</td>
</tr>
<tr>
<td>tube (any ind.)</td>
<td>689.685-046</td>
</tr>
<tr>
<td>tube (rubber tire &amp; tube)</td>
<td>750.687-010</td>
</tr>
<tr>
<td>TUBE REPAIRER (rubber tire &amp; tube)</td>
<td>750.684-050</td>
</tr>
<tr>
<td>TUBER FEEDER (insulated wire)</td>
<td>691.685-030</td>
</tr>
<tr>
<td>tuber helper (paper goods)</td>
<td>641.686-038</td>
</tr>
<tr>
<td>TUBER-MACHINE CUTTER (rubber goods; rubber tire &amp; tube)</td>
<td>690.685-446</td>
</tr>
<tr>
<td>TUBER-MACHINE-OPERATOR HELPER (rubber goods; rubber tire &amp; tube)</td>
<td>690.686-070</td>
</tr>
<tr>
<td>TUBE ROLLER (fabric, plastics prod.)</td>
<td>690.685-438</td>
</tr>
<tr>
<td>tube roller (hat &amp; cap)</td>
<td>690.686-034</td>
</tr>
<tr>
<td>tube repairer (rubber reclaim.)</td>
<td>551.365-010</td>
</tr>
<tr>
<td>TUBE SIZER-AND-CUTTER OPERATOR (ammunition)</td>
<td>640.685-086</td>
</tr>
<tr>
<td>TUBE SORTER (rubber reclaim.)</td>
<td>559.687-066</td>
</tr>
<tr>
<td>TUBER SPICER (rubber tire &amp; tube)</td>
<td>690.685-442</td>
</tr>
<tr>
<td>tube-station attendant (clerical)</td>
<td>239.687-014</td>
</tr>
<tr>
<td>TUBE TESTER (electronics)</td>
<td>720.684-026</td>
</tr>
<tr>
<td>TUBE-TRAILER FILLER (comp. &amp; liquefied gases)</td>
<td>559.565-010</td>
</tr>
<tr>
<td>tube turner (knit goods)</td>
<td>689.685-110</td>
</tr>
<tr>
<td>TUBE WINDER (any ind.)</td>
<td>681.685-154</td>
</tr>
<tr>
<td>TUBE WINDER, HAND (pipe &amp; boiler cov.)</td>
<td>692.685-234</td>
</tr>
<tr>
<td>tubing drier (textile)</td>
<td>581.685-030</td>
</tr>
<tr>
<td>TUBING-MACHINE TENDER (clock &amp; watch)</td>
<td>715.685-070</td>
</tr>
<tr>
<td>TUBING-MACHINE TENDER (elec. equip.)</td>
<td>692.685-046</td>
</tr>
<tr>
<td>TUBING-MILL OPERATOR (any ind.)</td>
<td>616.685-042</td>
</tr>
<tr>
<td>TUBING-OILER (aircraft-aerospace mfg.)</td>
<td>699.685-034</td>
</tr>
<tr>
<td>tub rider (any ind.)</td>
<td>932.664-010</td>
</tr>
<tr>
<td>TUBULAR-SPLITTING-MACHINE TENDER (knit goods)</td>
<td>686.685-070</td>
</tr>
<tr>
<td>TUB WASHER (textile)</td>
<td>599.687-030</td>
</tr>
<tr>
<td>TUCK-AND-INSOLE CEMENTER (boot &amp; shoe)</td>
<td>590.686-018</td>
</tr>
<tr>
<td>TUCK POINTER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>TUFTER (matt. &amp; bedspring)</td>
<td>687.684-014</td>
</tr>
<tr>
<td>TUFTER, HAND (matt. &amp; bedspring)</td>
<td>780.687-050</td>
</tr>
<tr>
<td>tufter operator (matt. &amp; bedspring)</td>
<td>687.684-014</td>
</tr>
<tr>
<td>TUFTING-MACHINE OPERATOR (carpet &amp; rug; textile)</td>
<td>687.685-018</td>
</tr>
<tr>
<td>TUFTING-MACHINE OPERATOR (matt. &amp; bedspring)</td>
<td>687.685-014</td>
</tr>
<tr>
<td>TUFTING-MACHINE OPERATOR, SINGLE-NEEDLE (carpet &amp; rug)</td>
<td>687.685-022</td>
</tr>
<tr>
<td>TUG-BOAT DECKHAND (water trans.)</td>
<td>911.687-022</td>
</tr>
<tr>
<td>TUGGER OPERATOR (mining &amp; quarrying)</td>
<td>921.663-026</td>
</tr>
<tr>
<td>tumble-barrel operator (any ind.)</td>
<td>503,685-042</td>
</tr>
<tr>
<td>tumble operator (any ind.)</td>
<td>503,685-042</td>
</tr>
<tr>
<td>TUMBLER (clock &amp; watch)</td>
<td>599.685-106</td>
</tr>
<tr>
<td>tumbler-drier operator (clean., dye., &amp; press.; laund.)</td>
<td>369.685-034</td>
</tr>
<tr>
<td>tumbler-dyeing-machine operator (hosiery; knit goods)</td>
<td>582.585-014</td>
</tr>
<tr>
<td>tumbler-machine operator (house furn.)</td>
<td>582.685-066</td>
</tr>
<tr>
<td>TUMBLER-MACHINE OPERATOR (rubber goods)</td>
<td>559.685-178</td>
</tr>
<tr>
<td>TUMBLER OPERATOR (any ind.)</td>
<td>599.685-110</td>
</tr>
<tr>
<td>TUMBLER OPERATOR (clean., dye., &amp; press.; laund.)</td>
<td>369.685-034</td>
</tr>
<tr>
<td>TUMBLER OPERATOR (fireworks)</td>
<td>550.685-118</td>
</tr>
<tr>
<td>tumbler operator (laund.)</td>
<td>361.685-010</td>
</tr>
<tr>
<td>TUMBLER OPERATOR (rubber goods)</td>
<td>553.585-026</td>
</tr>
<tr>
<td>TUMBLER-SWITCH ASSEMBLER (elec. equip.)</td>
<td>729.687-010</td>
</tr>
<tr>
<td>TUMBLER TENDER (fireworks)</td>
<td>520.685-222</td>
</tr>
<tr>
<td>TUMBLER TENDER (hosiery; knit goods)</td>
<td>581.685-062</td>
</tr>
<tr>
<td>tumbler (auto. mfg.)</td>
<td>806.384-026</td>
</tr>
<tr>
<td>TUNNEL-KILN DRAWER (pottery &amp; porc.)</td>
<td>573.667-010</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

T

\:urbined-bone grinder (slaught. & meat pack.) 521.687-130
TURBINE ATTENDANT (light, heat, & power) 952.567-010
TURKEY CLEANER (slaught. & meat pack.) 525.687-074
TURKEY DRESSER (slaught. & meat pack.) 525.687-070
TURKEY-ROLL MAKER (slaught. & meat pack.) 525.684-058
TURKISH-LINE ATTENDANT (tobacco) 520.685-026
TURKISH RUBBER (per. ser.) 334.677-010
TURNER (any ind.) 789.687-182
 Turner (brick & tile) 579.686-026
TURNER (ca. & preserv.) 522.687-038
turner (knit goods) 689.685-110
TURNER (pottery & porc.) 774.684-038
TURNER (smoking pipe) 669.685-094
turner (tex. bag) 689.685-146
TURNER (woodworking) 669.686-030
turner and former, automatic (glove & mit.) 583.686-018
TURNER, MACHINE (clock & watch) 770.685-034
turner-machine operator (basketry; cooperage) 667.685-066
turner-splitter-machine operator (rubber goods; rubber reclaim.) 690.685-386
TURNING-AND-BEADING-MACHINE OPERATOR (needle, pin, & rel. prod.) 679.685-026
TURNING-MACHINE OPERATOR (any ind.) 617.685-026
TURNING-MACHINE OPERATOR (basketry; cooperage) 667.685-066
turning-machine operator (hat & cap) 690.686-034
turning-machine operator (knit goods) 689.685-110
TURNING-MACHINE OPERATOR (text. bag) 689.685-146
TURNING-MACHINE-OPERATOR HELPER (basketry; cooperage) 667.686-022
TURNING-SANDER OPERATOR (woodworking) 662.685-038
turnkey (gov. ser.) 372.367-014
turn-machine operator (hat & cap) 585.685-074
turn-out worker (glass mfg.) 579.687-018
TURNSTILE ATTENDANT (amuse. & rec.) 344.667-010
turret-lathe operator, production (mach. shop) 604.685-026
TURRET-LATHE OPERATOR, TUMBLE TAILSTOCK (clock & watch) 604.685-042
TURRET-PUNCH-PRESS OPERATOR, TAPE-CONTROL (any ind.) 615.685-042
TWENTY-ONE DEALER (amuse. & rec.) 343.467-018
twine operator (cord & twine) 689.685-138
TWINE WINDER (cord. & twine) 681.685-154
TWISTER (cord. & twine) 681.685-126
TWISTER DOFFER (textile) 689.686-022
TWISTER, HAND (tobacco) 790.687-030
TWISTER TENDER (asbestos prod.; glass mfg.; synthetic fibers; textile) 681.685-130
TWISTER TENDER, PAPER (cord. & twine) 681.685-134
twisting-frame changer (textile) 689.686-026
TWISTING-MACHINE OPERATOR (any ind.) 619.485-014
TWISTING-MACHINE OPERATOR (elec. equip.) 691.686-010
TWISTING-PRESS OPERATOR (forging) 611.685-010
twisting-tube selector (textile) 689.687-042
twisting maker (tobacco) 790.687-030
TWIST Packer (tobacco) 920.687-130
Twitchell OPERATOR (chem.) 558.585-042
TWO-STAGE, STEEL-BENDER ANNEALER (sports equip.) 617.685-010
Twisting-in-machine operator (narrow fabrics.; textile) 683.685-034
TYING-MACHINE OPERATOR (any ind.) 920.685-078
TYING-MACHINE OPERATOR (canvas goods; paper goods) 929.685-014
TYING-MACHINE OPERATOR, LUMBER (woodworking) 929.685-018
typesetter (print. & pub.) 652.585-010
TYPESETTING-MACHINE TENDER (print. & pub.) 650.685-010

300
L-267
TYPE-SOLDERING-MACHINE TENDER (office mach.) 706.685-010
typewriter-ribbon winder (pen & pencil) 733.685-022
TYING CHECKER (clerical) 209.687-010
ULTRASONIC CLEANER (any ind.) 503.685-030
ULTRASONIC-SEAMING-MACHINE OPERATOR, SEMI-AUTOMATIC (garment) 786.685-038
ULTRASONIC TESTER (chem.) 709.687-054
ULTRASOUND TECHNOLOGIST (medical ser.) 078.364-010
UMBRELLA FINISHER (umbrella) 739.687-190
UMBRELLA REPAIRER (any ind.) 369.684-018
UMBRELLA TIPPER, HAND (umbrella) 739.684-162
UMBRELLA TIPPER, MACHINE (umbrella) 739.685-054
unbundler (leather mfg.) 585.684-010
uncrater (any ind.) 827.584-010
undercoat applie: (auto. mfg.) 845.687-010
UNDERCOATER (auto. ser.) 843.684-014
UNDERCOAT SPRAYER (aircraft-aerospace mfg.; auto. mfg.) 741.684-026
undercover agent (ret. tr.) 376.367-026
UNDERCOVER OPERATOR (ret. tr.) 376.367-026
undercutter (mining & quarrying) 930.683-014
UNDERPRESSER, HAND (garment) 363.684-018
undertaker assistant (per. ser.) 359.677-014.
UNDERWATER HUNTER-TRAPPER (hunt. & trap.) 461.664-010
underwriting analyst (insurance) 219.367-038
UNDERWRITING CLERK (insurance) 219.367-038
unhairing inspector (leather mfg.) 585.687-010
UNHAIRING-MACHINE OPERATOR (leather mfg.) 585.685-094
uniform attendant (hotel & rest.; medical ser.) 222.387-030
UNIFORM-CAP OPERATOR (hat & cap) 784.684-018
dumper (boot & shoe) 788.687-034
dumper assembler (mach. mfg.) 706.684-038
UNIT OPERATOR (bone, carbon, & lampblack) 542.685-018
UNIVERSAL-WINDING-MACHINE OPERATOR (elec. equip.; electronics) 724.684-026
UNLEAVENED-DOUGH MIXER (bake, prod.) 520.685-226
unloading checker (clerical) 222.687-018
UNSCRAMBLER (can. & preserv.) 921.685-070
UNSTACKER (woodworking) 569.685-066
upfitter (furn.) 763.684-042
UPHOLSTERER (aircraft-aerospace mfg.) 869.684-070
upholsterer (furn.) 780.684-046
UPHOLSTERER HELPER (any ind.) 780.687-054
upholsterer helper (furn.) 780.684-010
UPHOLSTERER, OUTSIDE (furn.) 780.684-118
upholstery and drapery measurer (ret. tr.) 299.364-010
upholstery bundler (furn.) 780.587-010
UPHOLSTERY CLEANER (furn.) 780.687-058
UPHOLSTERY CUTTER, MACHINE (furn.) 781.684-014
UPHOLSTERY ESTIMATOR (ret. tr.) 299.387-010
upholstery handler (furn.) 780.587-010
UPHOLSTERY REPAIRER (furn.) 780.684-122
UPHOLSTERY TRIMMER (furn.) 780.684-126
UPPER-AND-BOTTOM LACER, HAND (boot & shoe) 788.684-122
upper cutter-out (boot & shoe) 788.684-082
UPPER DOUBLER (boot & shoe) 788.687-030
upper edger (boot & shoe) 690.685-138
"upper inspector (boot & shoe) 788.384-010
upper-leather cutter (boot & shoe) 788.684-082
UPPER-LEATHER SORTER (boot & shoe) 788.387-010
UPPER-LINING CEMENTER (boot & shoe) 690.686-018
upper marker (boot & shoe) 788.584-014
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

U

UPPER MULLER (boot & shoe) 788.687-090
upper shaper (boot & shoe) 788.685-026
upper Stamper (boot & shoe) 690.685-398
UPPER TRIMMER (boot & shoe) 690.685-434
UPSETTER HELPER (forging) 619.666-010
UPTWISTER TENDER (textile) 681.685-138
uptwist spinner (textile) 681.685-138
UROLOGIC PHYSICIAN ASSISTANT (medical ser.) 079.364-018
used-car conditioner (ret. tr.) 620.684-034
used-car-lot attendant (ret. tr.; whole. tr.) 915.687-022
USED-CAR RENOVATOR (ret. tr.) 620.684-034
USHER (amuse. & rec.) 344.677-014
usher (per. ser.) 359.677-014
UTILITY SERVICE INVESTIGATOR (light, heat, & power) 821.364-010
UTILITY ASSEMBLER (motor. & bicycles) 806.684-090
UTILITY BAG ASSEMBLER (leather prod.) 783.684-030
UTILITY-BILL-COLLECTION CLERK (light, heat, & power) 241.357-010
UTILITY-BILL COLLECTOR (clerical) 241.367-010
UTILITY HAND (water trans.) 318.687-014
UTILITY INSPECTOR (light, heat, & power) 953.367-018
UTILITY INSPECTOR (office mach.) 706.387-014
UTILITY OPERATOR (chem.) II 709.684-094
UTILITY-TRACTOR OPERATOR (const.) 850.683-046
utility worker (any ind.) 929.687-030
UTILITY WORKER (mfd. bldgs.; trans. equip.) 869.684-074
UTILITY WORKER, CLOTH PRINTING (textile) 652.586-010
UTILITY WORKER, EXTRUSION (insulated wire) 691.685-030
UTILITY WORKER, FILM PROCESSING (photofinish) 976.685-030
UTILITY WORKER, FORGE (forging) 612.684-010
UTILITY WORKER, LINE ASSEMBLY (auto. mfg.) 806.367-010
UTILITY WORKER, MERCHANT MILL (iron & steel) 801.664-014
UTILITY WORKER, ROLLER SHOP (textile) 628.684-034
UTILITY WORKER, WOOLEN MILL (textile) 689.686-050
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

VACUUM-APPLICATOR OPERATOR (signs) 692.685-238
VACUUM-BOTTLE ASSEMBLER (glass prod.) 739.687-194
VACUUM CASSET (found.) 514.582-010—
vacuum cleaner (any ind.) 381.687-018
vacuum-cleaner operator (any ind.) 389.683-010

VACUUM-CLEANER REPAIRER (elec. equip.) 723.584-010
VACUUM-CONDITIONER OPERATOR (tobacco) 522.685-102

VACUUM DRIER OPERATOR (can. & preserv.) 523.685-122
VACUUM-DRIER OPERATOR (felt goods) 581.685-066
VACUUM-DRIER TENDER (chem.) 553.685-106
vacuum-drum-drier operator (chem.; drug. prep. & rel. prod.) 553.685-042
VACUUM-EVAPORATION OPERATOR (electronics) 590.684-014
vacuum-extractor operator (textile) 581.685-042
vacuum-filter operator (any ind.) 551.685-078
vacuum-forming-machine operator (fabric. plastics prod.) 553.685-014
VACUUM-METALIZER OPERATOR (any ind.) 505.685-018

VACUUM-PAN OPERATOR (salt production) 559.585-022
VACUUM-PAN OPERATOR (explosives) I 551.685-150
VACUUM-PAN OPERATOR (explosives) II 551.685-154
VACUUM PLASTIC-FORMING-MACHINE OPERATOR (fabric. plastics prod.) 556.685-082

VACUUM-TANK TENDER (textile) 689.665-018
VACUUM TESTER, CANS (can. & preserv.) 920.687-194
VACUUM WORKER (hotel & rest.) 323.687-018
VALANCE SHIRRER (house furn.) 787.685-038

VALVE GRINDER (mach. shop) 706.684-098
valve lapper (mach. shop) 706.684-098
VALVE LINER, RUBBER (mach. mfg.) 759.684-050

valve repairer, realign (petrol. refin.) 709.684-070
VALVE STEAMER (comp. & liquefied gases) 549.587-010
VALVING-MACHINE OPERATOR (paper goods) 641.685-094
vamp-and-whole-shoe cutter, hand (boot & shoe) 788.684-082
VAMP CREASER (boot & shoe) 788.687-154

VAMP MARKER (boot & shoe) 690.685-282
VAMP PRESSER (boot & shoe) 690.685-359

VAMP-STRAP IRONER (boot & shoe) 788.687-158
VAMP WETTER (boot & shoe) 788.687-090
VAN DRIVER (motor trans.) 905.663-018
VAN-DRIVER HELPER (motor trans.) 905.687-014
van helper (motor trans.) 905.687-014
VANILLA-CHOCOLATE-COIN COUNTER (confection,) 529.686-034
vapor coater (any ind.) 505.685-018

304
L-271
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>VARNISH DIPPER (furn.)</td>
<td>599.685-026</td>
</tr>
<tr>
<td>VARNISHER (hat &amp; cap)</td>
<td>589.687-038</td>
</tr>
<tr>
<td>VARNISHER (smoking pipe)</td>
<td>569.685-070</td>
</tr>
<tr>
<td>VARNISH FILTERER (paint &amp; varn.) I</td>
<td>551.685-034</td>
</tr>
<tr>
<td>VARNISH FILTERER (paint &amp; varn.) II</td>
<td>551.685-082</td>
</tr>
<tr>
<td>VARNISHING-MACHINE OPERATOR (elec. equip.)</td>
<td>599.685-046</td>
</tr>
<tr>
<td>VARNISHING-MACHINE OPERATOR (print. &amp; pub.)</td>
<td>534.685-030</td>
</tr>
<tr>
<td>VARNISHING-UNIT OPERATOR (ammunition)</td>
<td>737.687-138</td>
</tr>
<tr>
<td>VARNISH INSPECTOR (paint &amp; varn.)</td>
<td>559.584-014</td>
</tr>
<tr>
<td>VARNISH-MAKER HELPER (paint &amp; varn.)</td>
<td>553.686-042</td>
</tr>
<tr>
<td>VARNISH THINNER (paint &amp; varn.)</td>
<td>550.585-038</td>
</tr>
<tr>
<td>Vat overhauler (slaught. &amp; meat pack.)</td>
<td>522.687-034</td>
</tr>
<tr>
<td>Vat packer (slaught. &amp; meat pack.)</td>
<td>522.687-034</td>
</tr>
<tr>
<td>Vat tender (textile)</td>
<td>582.665-014</td>
</tr>
<tr>
<td>VAULT ATTENDANT (finan. inst.)</td>
<td>249.677-010</td>
</tr>
<tr>
<td>VAULT CUSTODIAN (-Aeon., finan. inst.) &amp; press.)</td>
<td>369.587-010</td>
</tr>
<tr>
<td>VAULT CUSTODIAN (finan. inst.)</td>
<td>216.367-014</td>
</tr>
<tr>
<td>VAULT WORKER (bus. ser.)</td>
<td>222.587-058</td>
</tr>
<tr>
<td>V-BELT BUILDER (rubber goods)</td>
<td>759.684-066</td>
</tr>
<tr>
<td>V-BELT COVERER (rubber goods)</td>
<td>690.685-450</td>
</tr>
<tr>
<td>V-BELT FINISHER (rubber goods)</td>
<td>690.685-454</td>
</tr>
<tr>
<td>V-BELT INSPECTOR (rubber goods)</td>
<td>759.584-010</td>
</tr>
<tr>
<td>V-belt mold assembler and curer (rubber goods)</td>
<td>752.685-010</td>
</tr>
<tr>
<td>V-BELT SKIVER (rubber goods)</td>
<td>690.685-458</td>
</tr>
<tr>
<td>VEGETABLE SCULLION (water trans.)</td>
<td>318.687-014</td>
</tr>
<tr>
<td>VEGETABLE SORTER (agric.; can. &amp; preserv.; whole. tr.)</td>
<td>529.687-186</td>
</tr>
<tr>
<td>VEGETABLE VENDOR (ret. tr.)</td>
<td>291.457-018</td>
</tr>
<tr>
<td>Vegetable worker (agric.)</td>
<td>402.687-010</td>
</tr>
<tr>
<td>Vehicle-safety inspector (gov. ser.)</td>
<td>379.364-010</td>
</tr>
<tr>
<td>VEHICLE UNLOADER (any ind.)</td>
<td>929.687-030</td>
</tr>
<tr>
<td>Vein pumper (slaught. &amp; meat pack.)</td>
<td>522.685-086</td>
</tr>
<tr>
<td>VENDING-MACHINE ASSEMBLER (coin mach.)</td>
<td>706.684-102</td>
</tr>
<tr>
<td>VENDING-MACHINE COIN COLLECTOR (bus. ser.)</td>
<td>292.483-010</td>
</tr>
<tr>
<td>VENDOR (amuse. &amp; rec.)</td>
<td>291.457-022</td>
</tr>
<tr>
<td>Vendor (ret. tr.)</td>
<td>291.457-018</td>
</tr>
<tr>
<td>Vendor (r.r. trans.)</td>
<td>291.457-014</td>
</tr>
<tr>
<td>VENEER CLIPPER (veneer &amp; plywood)</td>
<td>663.585-014</td>
</tr>
<tr>
<td>VENEER-CLIPPER HELPER (veneer &amp; plywood)</td>
<td>663.686-030</td>
</tr>
<tr>
<td>Veneer cutter (veneer &amp; plywood)</td>
<td>663.585-014</td>
</tr>
<tr>
<td>VENEER DRIER (veneer &amp; plywood)</td>
<td>563.685-022</td>
</tr>
<tr>
<td>VENEER-DRIER FEEDER (veneer &amp; plywood)</td>
<td>563.686-014</td>
</tr>
<tr>
<td>veneer-drier taller (veneer &amp; plywood)</td>
<td>563.685-022</td>
</tr>
<tr>
<td>veneer-edge bander (furn.)</td>
<td>762.684-038</td>
</tr>
<tr>
<td>veneer-glue-jointer feedback (veneer &amp; plywood)</td>
<td>665.686-018</td>
</tr>
<tr>
<td>veneer gluer (build. board; veneer &amp; plywood)</td>
<td>569.685-042</td>
</tr>
<tr>
<td>VENEER GRADER (veneer &amp; plywood)</td>
<td>569.587-010</td>
</tr>
<tr>
<td>Veneer joiner (veneer &amp; plywood)</td>
<td>569.685-074</td>
</tr>
<tr>
<td>VENEER-JOINTER HELPER (veneer &amp; plywood)</td>
<td>665.686-018</td>
</tr>
<tr>
<td>VENEER-JOINTER OFFBEARER (veneer &amp; plywood)</td>
<td>665.686-022</td>
</tr>
<tr>
<td>Veneer-jointer returner (veneer &amp; plywood)</td>
<td>665.686-018</td>
</tr>
<tr>
<td>VENEER MARKER (woodworking)</td>
<td>761.684-022</td>
</tr>
<tr>
<td>VENEER MATCHER (furn.)</td>
<td>769.687-046</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

V

VENEER MATCHER (veneer & plywood) 769.687-046
veneer-press operator (veneer & plywood) 569.685-054
VENNEER REDRIER (veneer & plywood) 563.685-026
VENNEER REPAIRER, MACHINE (veneer & plywood) 669.685-098
VENNEER SORTER (veneer & plywood) 921.685-054
veneer splicer (veneer & plywood) 569.685-062
VENNEER STACKER (veneer & plywood) 569.687-010
VENNEER STAPLER (ship & boat bldg. & rep.) 869.684-078
VENNEER-STOCK GRADER (basketry; wood. box) 769.687-050
VENNEER-STOCK LAYER (veneer & plywood) 762.687-066
VENNEER TAPE (veneer & plywood) 569.685-074
veneer-taping-machine operator (veneer & plywood) 569.685-074
veneer trimmer (veneer & plywood) 663.585-014
VENETIAN-BLIND ASSEMBLER (ret. tr.; window shade & fix.) 739.684-166
VENETIAN-BLIND CLEANER AND REPAIRER (any ind.) 739.687-198
VENETIAN-BLIND INSTALLER (ret. tr.; window shade & fix.) 869.484-018
VENETIAN-BLIND-TAPE CUTTER (window shade & fix.) 781.687-026
VENTILATION EQUIPMENT TENDER (any ind.) 950.585-010
ventilation mechanic (any ind.) 950.585-010
ventilation worker (mining & quarrying) 869.684-058
VENTILATOR (hairwork) 739.384-022
verger (nonprofit organ.) 389.687-010
verifierSorter operator (clerical) 208.685-030
vermin exterminator (any ind.) 389.684-010
VERTICAL-MILL OPERATOR (cement) 570.685-046
VERTICAL-STRETCHING-MACHINE OPERATOR (cord. & twine) 580.685-058
VEST PRESSER (garment) 363.684-018
VIAL GAGER (cut. & tools) 701.687-026
VIBRATING-SCREED OPERATOR (const.) 853.663-014
vibrating-screen operator (chem.) 551.685-130
VINE PRUNER (agric.) 403.687-022
VINYL DIPPER (rubber goods) 599.685-026
VIRGINIA-LINE ATTENDANT (tobacco) 520.685-026
VISCERA WASHER (slaught. & meat pack.) 525.684-038

VOLLEYBALL ASSEMBLER (sports equip.) 732.684-026

volumetric weigher (ammunition) 920.687-1/0
VORTEX OPERATOR (sugar) 520.585-018
VOTATOR-MACHINE OPERATOR (oils & fats; slaught. & meat pack.) 529.685-250
VULCAN CREWMEMBER (military ser.) 378.683-010
VULCANIZED-FIBER-UNIT OPERATOR (paper goods) 539.565-010
VULCANIZER (boot & shoe) 690.685-462
vulcanizer operator (rubber goods; rubber reclaim; rubber tire & tube) 553.665-038

VULCANIZING-PRESS OPERATOR (boot & shoe) 690.685-466

306

L-273
W

WADER-BOOT-TOP ASSEMBLER (rubber goods) 795.684-026
WAD IMPREGNATOR (ammunition) 590.685-054
WAD LUBRICATOR (ammunition) 590.685-058
WAD-PRINTING-MACHINE OPERATOR (ammunition) 652.685-102
WAFFER-BATTER MIXER (bake. prod.) 520.685-010
wafer-cell-battery assembler (elec. equip.) 727.687-082
WAFFER CUTTER (bake. prod.) 521.685-302
WAFFER-LINE WORKER (elec. equip.) 727.687-082
WAFFER-MACHINE OPERATOR (bake. prod.) 526.685-066

waffle baker (bake. prod.) 526.685-066
waffle-machine operator (bake. prod.) 526.685-066

WAGON DRIVER (any ind.) 919.664-010

WAIST PLEATER (trim. & embrod) 583.684-014
WAIST PRESSER (garment) 363.684-018
WAITER/WAITRESS, WATER trans. (water trans.) 350.677-030
WAITER/WAITRESS, BANQUET (hotel & rest.) 311.477-026
WAITER/WAITRESS, BAR (hotel & rest.) 311.477-018
WAITER/WAITRESS, BUFFET (hotel & rest.) 311.674-018
WAITER/WAITRESS, CABIN CLASS (water trans.) 350.677-030
waiter/waitress, cafeteria (hotel & rest.) 311.677-010
WAITER/WAITRESS, CLUB (hotel & rest.) 352.677-018
waiter/waitress, cocktail lounge (hotel & rest.) 311.477-018
waiter/waitress, counter (hotel & rest.) 311.477-014
WAITER/WAITRESS, DINING CAR (r.r. trans. ) 311.477-022
WAITER/WAITRESS, ECONOMY CLASS (water trans.)350.677-030
WAITER/WAITRESS, FIRST CLASS (water trans.) 350.677-030
WAITER/WAITRESS, FORMAL (hotel & rest.) 311.477-026
WAITER/WAITRESS, INFORMAL (hotel & rest.) 311.477-030
WAITER/WAITRESS, ROOM SERVICE (hotel & rest.) 311.477-034
WAITER/WAITRESS, SECOND CLASS (water trans.) 350.677-030
WAITER/WAITRESS, TAKE OUT (hotel & rest.) 311.477-038
WAITER/WAITRESS, TAVERN (hotel & rest.) 311.477-018
WAITER/WAITRESS, THIRD CLASS (water trans.) 350.677-030
WAITER/WAITRESS, TOURIST CLASS (water trans.) 350.677-030
WALKING-DRAGLINE OILER (mining & quarrying) 850.684-018
WALKING-DRAGLINE OPERATOR (any ind.) 850.683-018
walk-through operator (amuse. & rec.) 342.665-010
wall attendant (amuse. & rec.) 249.587-010
WALL-CRANE OPERATOR (found.) 921.663-010
WALLET ASSEMBLER (leather prod.) 783.684-010
wallpaper cleaner (any ind.) 381.687-026
wallpaper-embosser helper (wallpaper) 640.685-070
WALLPAPER INSPECTOR (wallpaper) 652.687-042
WALLPAPER INSPECTOR AND SHIFPER (wallpaper) 652.687-046
WALLPAPER-PRINTER HELPER (wallpaper) 652.687-050

WALLPAPER PRINTEK (wallpaper) II 979.684-034
WALLPAPER REMOVER, STEAM (const.) 869.687-026
wall washer (any ind.) 381.687-026
WALL WASHER (const.) 869.687-026
NUT-DEHYDRATOR OPERATOR (nut process.) 523.685-066

L-274
WARD ATTENDANT (medical ser.) 355.377-014
WARDROBE DRAPER (motion pic.; radio & tv broad.) 346.374-010
WARD SUPERVISOR (medical ser.) 355.377-014
WARE CLEANER (pottery & porc.) 774.687-022
WARE DRESSER (pottery & proc.) 774.684-042
WAREHOUSE CHECKER (clerical) 222.687-010
WAREHOUSE CUTTER (glass mfg.) 779.684-054
WAREHOUSE GUARD (any ind.) 372.667-034
WAREHOUSE-RECORD CLERK (clerical) 222.387-034
WAREHOUSE WORKER (any ind.) 922.687-058
WARE SERVER (glass mfg.) 652.686-046
WARES SORTER (nonprofit org.) 222.387-054
WARE TESTER (glass mfg.) 579.384-018
WARE WASHER (pottery & porc.) 599.687-030
WARM-IN WORKER (glass mfg.) 772.684-018
WARP-BLEACHING-VAT TENDER (textile) 582.685-158
WARP CLAMPER (textile) 681.686-010
WARP COILER (textile) 582.686-038
WARP DRAWER (textile) 683.684-014
WARP-DYEING-VAT TENDER (textile) 582.685-158
WARP (narrow fabrics) 681.685-146
WARP TYING-MACHINE TENDER (narrow fabrics; textile) 683.685-034
WARP TRUCKER (textile) 681.686-010
WARP YARN SORTER (textile) 681.687-022
WASHATERIA ATTENDANT (clean., dye., & press.; laund.) 369.677-010
WASHCLOTH FOLDER (house furn.) 589.687-014
WASHCOAT WIPER (furn.) 742.687-010
WASH-DRILLER HELPER (any ind.) 930.687-014
WASHER (any ind.) 599.687-030
WASHER (clock & watch) 715.687-126
WASHER (corn. prod.) 529.687-210
WASHER (garment; knit goods) 582.684-014
WASHER (optical goods) 713.684-042
WASHER (pen & pencil) 733.687-078
WASHER, AGRICULTURAL PRODUCE (agric.; can. & preserv.; sugar; whole. tr.) 529.685-
L-275
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

W

washer-and-capper-machine operator (elec. equip.) 692.685-042
WASHER-AND-CRUSHER TENDER (mining & quarrying) 939.685-014
WASHER,BLANKET (laund.) 361.685-010
WASHER, CARCASS (slaught. & meat pack.) 525.687-122
washer driver (auto. ser.; ret. tr.) 919.663-010
WASHER-DRYER PREPARER (any ind.) 827.584-010
WASHER ENGINEER (paper & pulp) 533.685-034
WASHER-ENGINEER HELPER (paper & pulp) 533.686-014
WASHER, HAND (laund.) 361.687-030
WASHER HELPER, MACHINE (laund.) 361.686-010
WASHER, MACHINE (any ind.) 599.685-114
WASHER, MACHINE (laund.) 361.665-010
WASHER, MEAT (slaught. & meat pack.) 525.587-014
washer-off (jewelry) 735.687-010
WASH HELPER (bone, carbon, & lampblack) 559.685-042
WASH-HOUSE WORKER (malt liquors) 529.685-254
WASHING-AND-MACHINE OPERATOR (agric.; whole. tr.) 529.685-258
WASHING-MACHINE ASSEMBLER (elec. equip.) 827.684-010
WASHING-MACHINE LOADER-AND-PULLER (laund.) 361.686-010
WASHING-MACHINE LOADER (laund.) I 361.686-010
WASHING-MACHINE LOADER (laund.) II 361.687-018
WASHING-MACHINE OPERATOR (any ind.) 599.685-118
washing-machine operator (drug. prep. & rel. prod.) 559.685-022
WASHING-MACHINE OPERATOR (leather mfg.) 582.685-050
washing-machine operator (rubber reclaim.) 559.685-138
washing-machine operator (textile) 582.685-030
ASHING-MACHINE STRIPER (elec. equip.) 741.687-022
washing-tub operator (chem.) 551.685-014
WASH-MILL OPERATOR (glue) 559.685-010
WASH-OIL-PUMP OPERATOR HELPER (coke prod.) 549.685-034
washroom attendant (any ind.) 358.677-018
WASHROOM CLEANER (sugar) 529.687-214
WASHROOM OPERATOR (sugar) 529.685-014
WASH-TANK TENDER (explosives) 559.685-1P2
wash-test checker (textile) 587.384-010
waste baler (any ind.) 920.685-010
waste chopper (textile) 680.685-102
WASTE CHOPPER (waste & batting) 689.686-054
waste collector (any ind.) 381.687-018
waste collector (any ind.) 929.687-022
waste-cotton cleaner (textile; waste & batting) 680.685-114
WASTE-DISPOSAL ATTENDANT (any ind.) 955.383-010
waste duster (textile; waste & batting) 680.685-114
waste filling remover (textile) 689.685-094
waste-house operator (explosives) 551.687-018
WASTE-MACHINE OFFBEARER (waste & batting) 680.686-022
waste-machine operator (textile) 680.685-050
WASTE-MACHINE TENDER (waste & batting) 680.685-114
WASTE-PAPER-HAMMERMILL OPERATOR (paper & pulp) 530.686-018
WASTE SALVAGER (garment) 781.684-062
WASTEWATER-TREATMENT-PLANT ATTENDANT (sanitary ser.) 955.585-010
WATCH-AND-CLOCK-REPAIR CLERK (ret. tr.) 299.367-018
WATCH-BAND ASSEMBLER (jewelry) 700.684-082
WATCH-CRYSTAL EDGE GRINDER (glass prod.) 775.684-062
WATCH-CRYSTAL MOLD (glass prod.) 772.684-022
WATCH-DIAL PRINTER (clock & watch) 715.684-190
WATCH-DIAL STONER (clock & watch) 715.684-170
<table>
<thead>
<tr>
<th>Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>WATCHER, AUTOMAT (trim. &amp; embroid.)</td>
<td>689.685-150</td>
</tr>
<tr>
<td>WATCHER, AUTOMAT, FRAME GOODS (trim. &amp; embroid.)</td>
<td>689.685-150</td>
</tr>
<tr>
<td>watcherguard, lookout tower (forestry)</td>
<td>452.367-010</td>
</tr>
<tr>
<td>WATCHER, PANTOGRAPH (trim &amp; embroid.)</td>
<td>689.685-154</td>
</tr>
<tr>
<td>watchguard (any ind.)</td>
<td>372.667-034</td>
</tr>
<tr>
<td>WATCHGUARD, RACETrack (amuse, &amp; rec.)</td>
<td>372.667-034</td>
</tr>
<tr>
<td>WATCHSTANDER (water trans.)</td>
<td>911.364-010</td>
</tr>
<tr>
<td>WATER CHASER (logging)</td>
<td>921.667-014</td>
</tr>
<tr>
<td>WATER-FILTER CLEANER (waterworks)</td>
<td>954.587-010</td>
</tr>
<tr>
<td>water-fil terseer helper (waterworks)</td>
<td>954.587-010</td>
</tr>
<tr>
<td>WATER HAULER (logging)</td>
<td>905.663-014</td>
</tr>
<tr>
<td>WATER-MANGLE TENDER (textile)</td>
<td>584.685-042</td>
</tr>
<tr>
<td>WATermelon Inspector (agric.)</td>
<td>409.687-010</td>
</tr>
<tr>
<td>WATER-METER INSTALLER (waterworks)</td>
<td>954.564-010</td>
</tr>
<tr>
<td>WATER-METER READER (waterworks)</td>
<td>209.587-010</td>
</tr>
<tr>
<td>WATERPROOF-GAB-CUTTING-MACHINE OPERATOR (text. bag)</td>
<td>686.585-010</td>
</tr>
<tr>
<td>WATERPROOFER (boot &amp; shoe)</td>
<td>741.685-014</td>
</tr>
<tr>
<td>WATERPROOFER (const.)</td>
<td>869.664-014</td>
</tr>
<tr>
<td>WATERPROOFER HELPER (const.)</td>
<td>869.687-026</td>
</tr>
<tr>
<td>WATERPROOFING-MACHINE OPERATOR (textile)</td>
<td>589.665-014</td>
</tr>
<tr>
<td>WATERPROOFING MIXER (textile)</td>
<td>550.585-018</td>
</tr>
<tr>
<td>waterproof-material folder (text. bag)</td>
<td>789.687-058</td>
</tr>
<tr>
<td>WATER-QUALITY TESTER (paper &amp; pulp)</td>
<td>539.367-014</td>
</tr>
<tr>
<td>WATER REGULATOR AND VALVE REPAIRER (waterworks)</td>
<td>862.684-030</td>
</tr>
<tr>
<td>WATER SERVER (hotel &amp; rest.)</td>
<td>311.677-018</td>
</tr>
<tr>
<td>WATER-SERVICE DISPATCHER (waterworks)</td>
<td>954.367-010</td>
</tr>
<tr>
<td>WATER-SOFTENER SERVICER-AND-INSTALLER (bus. ser.)</td>
<td>862.684-034</td>
</tr>
<tr>
<td>water sponger (textile)</td>
<td>587.685-018</td>
</tr>
<tr>
<td>WATER-TAXI DRIVER (water trans.)</td>
<td>911.663-010</td>
</tr>
<tr>
<td>WATER TENDER (any ind.)</td>
<td>599.685-122</td>
</tr>
<tr>
<td>WATER-TEST RIDER (auto, mfg.)</td>
<td>807.587-010</td>
</tr>
<tr>
<td>WATER-TREATMENT-PLANT OPERATOR (chem.)</td>
<td>551.485-010</td>
</tr>
<tr>
<td>WATER-TRUCK DRIVER (const.; petrol. production) I</td>
<td>904.583-010</td>
</tr>
<tr>
<td>WATER-TRUCK DRIVER (const.; petrol. production) II</td>
<td>905.683-010</td>
</tr>
<tr>
<td>WATERWAY TRAFFIC CHECKER (water trans.)</td>
<td>248.367-030</td>
</tr>
<tr>
<td>WAX-BALL KNOCK-OUT WORKER (sports equip.)</td>
<td>732.687-082</td>
</tr>
<tr>
<td>WAX BLENDER (candle)</td>
<td>550.585-046</td>
</tr>
<tr>
<td>WAXED-BAG-MACHINE OPERATOR (paper goods)</td>
<td>649.685-014</td>
</tr>
<tr>
<td>WAXER (glass prod.)</td>
<td>779.687-038</td>
</tr>
<tr>
<td>waxer (hat &amp; cap)</td>
<td>582.685-082</td>
</tr>
<tr>
<td>WAXER, FLOOD (any ind.)</td>
<td>381.687-034</td>
</tr>
<tr>
<td>WAXER TENDER (motion pic.)</td>
<td>978.685-018</td>
</tr>
<tr>
<td>WAXING-MACHINE OPERATOR (elec. equip.)</td>
<td>599.685-046</td>
</tr>
<tr>
<td>WAXING-MACHINE-OPERATOR HELPER (paper goods)</td>
<td>534.686-010</td>
</tr>
<tr>
<td>WAX-MACHINE OPERATOR (textile)</td>
<td>584.685-050</td>
</tr>
<tr>
<td>WAX MOLDER (found.; jewelry)</td>
<td>549.685-038</td>
</tr>
<tr>
<td>WAX-PATTERN ASSEMBLER (found.)</td>
<td>518.684-022</td>
</tr>
<tr>
<td>WAX-PATTERN COATER (found.)</td>
<td>518.687-022</td>
</tr>
</tbody>
</table>
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

W

WAX-PATTERN REPAIRER (found.) 518.684-026
WAX-POT TENDER (found.) 553.685-110
WAX POUSER (fireworks) 737.685-012
WAY INSPECTOR (r.r. trans.) 910.367-030

WEARING-APPLIANCE ASSEMBLER (clean., dye., & press.; laund.) 369.687-010
WEARING-APPLIANCE FINISHER, HAND (laund.) 363.684-018
WEARING-APPLIANCE FOLDER (laund.) 369.687-018
wea*-- (window shade & fix.) 692.685-262

WEAVER, AXMINSTER (carpet & rug) 683.685-038
WEAVER, HAND (narrow fabrics; textile) 782.684-062
WEAVER, HAND LOOM (carpet & rug; textile) 683.684-030
WEAVER, NEEDLE LOOM (narrow fabrics) 683.665-010

WEAVING INSPECTOR (carpet & rug; textile) 683.684-034
weaving-machine operator (wirework) 616.685-046
WEBBING SEAMER, POUND NET (cord. & twine) 782.684-026
WEBBING TACKER (furn.) 780.684-130
WEBB LAYER (basketry) 669.685-014
web-machine tender (paper & pulp) 539.686-010
web-press-operator (print. & pub.) 651.585-010
WEB SIZER (textile) 680.687-018
web worker (fish.) 449.684-010
WEDDING CONSULTANT (ret. tr.) 299.357-018
wedger-and-gluer (woodworking) 762.687-038
WEDGER, MACHINE (cut. & tools) 701.687-034

WEEDER-THINNER (agric.) 409.687-018

weft maker (hairwork) 739.684-170
weigh and charge wc ter (rubber reclaim.) 558.666-010
weigher (clerical) 221.587-030
WEIGHER (phonograph) 559.666-010
WEIGHER (sports equip.) 732.687-086
WEIGHER, ALLOY (nonfer. metal alloys) 509.687-022
WEIGHER-AND-CHARGER (floor covering, n.e.c.) 929.587-014
WEIGHER-AND-CRUSHER (ore dress., smelt., & refin.) 515.567-010
WEIGHER AND GRADER (turp. & rosin) 559.567-014
WEIGHER AND MIXER (chem.) 550.685-122
WEIGHER OPERATOR (chem.; explosives) 559.687-070
WEIGHER, PACKING (any ind.) 929.587-014
WEIGHER, PRODUCTION (any ind.) 929.587-014
weight-and-test-bar clerk (found.) 221.387-042
WEIGHT-TANK OPERATOR (oils & fats) 529.485-026
WEIGHT CALLEr (clerical) 209.667-014
weight checker (bake. prod.) 929.686-010
weight clerk (clerical) 221.587-030
WEIGHT-COUNT OPERATOR (electronics) 590.684-014
weighter (sports equip.) 732.687-026
WEIGHT GUESSER (amuse. & rec.) 342.357-010
weight recorder (clerical) 222.367-058
WEIGHT TESTER (paper & pulp) 539.485-010
weight tester (sports equip.) 732.687-086
WEIGHT-YARDAGE CHECKER (textile) 589.487-010
welcome-wagon host/hostess (bus. ser.) 293.357-018
WELDER, ACETYLENE (welding) 811.684-014
WELDER APPRENTICE, ARC (welding) 810.384-010
WELDER APPRENTICE, COMBINATION (welding) 819.384-008
WELDER APPRENTICE, GAS (welding) 811.684-010
WELDER, ARC (welding) 810.384-014
WELDER, BOILERMAKER (boilermaking) 810.384-014
WELDER, CARBON ARC (welding) 810.384-014
WELDER, COMBINATION (welding) 819.384-010
WELDER, EXPLOSION (welding) 814.684-010
welder-fitter helper (any ind.) 801.687-014
WELDER, FLUX-CORED ARC (welding) 810.384-014
WELDER, GAS (welding) 811.684-014
WELDER, GAS-METAL ARC (welding) 810.384-014
WELDER, GAS-TUNGSTEN ARC (welding) 810.384-014
WELDER, GUN (welding) 810.664-010
WELDER, HAND, SUBMERGED ARC (welding) 810.384-014
WELDER HELPER (welding) 819.687-014
WELDER, OXYACETYLENE (welding) 811.684-014
WELDER, OXYHYDROGEN (welding) 811.684-014
WELDER, PLASMA ARC (welding) 810.384-014
welder, plastic (fabric. plastics prod.) 553.684-010
WELDER, PRODUCTION LINE (welding) 819.684-010
WELDER, PRODUCTION LINE, COMBINATION (welding) 819.684-010
WELDER, PRODUCTION LINE, GAS (welding) 819.684-010
WELDER, REPAIR (welding) 819.384-010
WELDER, SHIELDED-METAL ARC (welding) 810.384-014
WELDER, TACK (welding) 810.684-010
WELDING-MACHINE FEEDER (welding) 819.686-010
WELDING-MACHINE-OPERATOR HELPER, ARC (welding) 819.666-010
WELDING-MACHINE-OPERATOR HELPER, GAS (welding) 819.666-010
WELDING-MACHINE TENDER (welding) 819.685-010
WELD INSPECTOR (elec. equip.) 724.685-014
WELD INSPECTOR (welding) 819.687-010
well cleaner (petrol production) 930.363-010
WELL DIGGER (const.) 869.687-026
WELL-DIGGER HELPER (const.) 869.687-026
WELL-DRILL-OPERATOR HELPER, CABLE TOOL (const.) 869.664-014
WELL-DRILL-OPERATOR HELPER, ROTARY DRILL (const.) 869.664-014
WELL BEATER (boot & shoe) 690.685-470
WELL-BUTTER, HAND (boot & shoe) 788.687-162
WELL BUTTER, MACHINE (boot & shoe) 690.685-474
WEST CUTTER (boot & shoe) 690.685-478
west cutter (hat & cap) 686.685-074
west-edge rounder (hat & cap) 784.684-050
welt-insole channeler (boot & shoe) 690.685-086
welt maker (boot & shoe) 690.685-478
welt-pocket-machine operator (garment) 786.685-022
WELT ROUGHER (boot & shoe) 690.685-046
WELT-SOLE LAYER (boot & shoe) 690.685-074
WELT-STRIP CEMENTER, MACHINE (boot & shoe) 690.686-018
WELT TREATER (boot & shoe) 788.687-090
welt trimmer (boot & shoe) 690.685-238
WELT-TRIMMING-MACHINE OPERATOR (hat & cap) 686.685-074
WELT WHEELER (boot & shoe) 690.685-482
western-felt-hat blocker (hat & cap) 580.685-026
WET-AND-DRY-SUGAR-BIN OPERATOR (sugar) 529.665-018
WET-CHAR CONVEYOR TENDER (sugar) 529.685-050
wet cleaner, machine (laund.) 361.665-010
WET-COTTON FEEDER (textile) 581.686-042
wet-crown-blocking operator (hat & cap) 580.685-026
WET-END HELPER (build. board) 534.685-034
WET-END OPERATOR (plastics mat.) I 559.685-186
WET-END OPERATOR (plastics mat.) II 559.685-190
WET-END TESTER (paper & pulp) 539.364-010
WET INSPECTOR, OPTICAL GLASS (optical goods) 716.687-034
WET-MACHINE TENDER (paper & pulp) 539.685-030
WET MIXER (chem.) 550.685-126
WET-PLANT OPERATOR (ore dress., smelt., & refin.) 519.665-018
wet-press tender (paper & pulp) 539.686-010
WET ROASTER (nut process.) 529.685-174
WET ROLLER (leather mfg.) 583.685-094
WET TRIMMER (leather mfg.) 585.684-010
wet washer, machine (laund.) 361.665-010
WHARF ATTENDANT (amuse. & rec.) 342.667-010
wharf hand (can. & preserv.) 922.687-062
wharf hand (water trans.) 911.364-014
wharf helper (water trans.) 911.687-010
WHarfinger (water trans.) 184.387-010
wharf operator (water trans.) 911.364-014
WHARF TENDER (coke prod.) 542.667-010
wharf tender (water trans.) 911.364-014
wharf-tender helper (water trans.) 911.687-010
WHARF WORKER (water trans.) 921.667-026
WHEAT CLEANER (cereal) 529.685-262
wheelabrator operator (any ind.) 503.685-042
wheel-and-caster REPAIRER (any ind.) 630.684-038
wheel ASSEMBLER (a'd. bldgs.; trans. equip.) 809.684-038
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

W

wheel assembler (motor. & bicycles) 706.684-106
WHEEL ASSEMBLER, BABY CARRIAGE (toys & games) 731.687-034
wheel blocker (knit goods) 685.684-010
wheelchair and baby-stroller rental clerk (ret. tr.) 295.367-014
WHEELER (chem.) 559.687-050
WHEEL FILLER (auto. mfg.) 749.684-042
WHEEL INSPECTOR (r.r. trans.) 806.387-014
WHEEL INSTALLER (mfd. bldgs.; trans. equip.) 869.684-010
WHEEL LACER AND TRUER (motor. & vicycles) 706.684-106
wheel loader operator (any ind.) 921.683-042
WHEEL-MILL OPERATOR (explosives) 555.685-066
WHERE-AND-PRESS CLERK (loco. & car bldg. & rep.) 221.587-046
wheel setter (any ind.) 776.684-014
wheel truer (motor. & bicycles) 706.684-106
WHIP OPERATOR (amuse. & rec.) 342.663-010
whipper-beater (confection,) 520.685-050
whirling-machine operator (textile) 585.685-022
WHISKY INSPECTOR (distilled liquors) 522.667-010

WHITE-KID BUFFER (leather mfg.) 585.685-018

WHITE-SHOE EXAMINER (boot & shoe) 788.384-010
WHITE-SHOE NAGGER (boot & shoe) 788.687-166
WHITE-SIDEWALL-TIRE BUFFER (rubber tire & tube) 759.684-022

WHITE-SUGAR-PAN-TANK OPERATOR (sugar) 529.585-014
WHITE-SUGAR-SIRUP OPERATOR (sugar) 529.585-014
WHITE WASHER (const.) 869.687-026
WHITE-WASHER PILER (textile) 589.686-010
white-work cleaner (engraving) 704.687-010
WHITING-MACHINE OPERATOR (mirror & pic. frames) 562.485-010
WHIZZER (hat & cap) 581.685-070
whizzer operator (hat & cap) 581.685-070
WICK-AND-BASE ASSEMBLER (candle) 739.687-202
wick cutter (candle) 739.687-050
WICKER, MOLDED CANDLES (candle) 692.685-242
wicker worker (basketry) 769.684-054
WICKER WORKER (furn.) 763.684-078
wick tender (candle) 692.685-242
wide-cloth folder (textile) 689.685-050
WIDE-PIECE-GOODS INSPECTOR (floor covering, n.e.c.) 590.367-010
WIDTH STRIPPER (boot & shoe) 690.685-486
width stripper (leather prod.) 585.685-038
WIG COMBER (toys & gamer) 731.687-018

will-call clerk (ret. tr.) 299.467-010
willower (any ind.) 680.685-082
willower (any ind.) 680.685-082
willow-machine operator (textile; waste & batting) 680.685-114
willow-machine tender (textile; waste & batting) 680.685-114
WILLOW WORKER (basketry) 769.684-054
WILLOW WORKER (furn.) 763.684-078
WINCH DRIVER (water trans.) 921.683-082
WINCHER (any ind.) 921.667-018
WINCHER (wood preserving) 561.686-010
winch operator (petrol. production) 932.363-010
WINCH OPERATOR (water trans.) 911.663-014
wind (any ind.) 681.685-154
winder (brush & broom) 739.684-018
WINDER (clock & watch) 715.687-130
winder (garment; knit goods) 583.685-122
winder (pen & pencil) 640.685-018
WINDER (sports equip.) 692.685-246
winer (trim. & embrod.) 681.685-114
winder, gauometer (sports equip.) 692.685-246
WINDER HELPER (paper & pulp) 539.685-034
winder helper (paper goods) 640.687-014
winder operator (build. mat., n.e.c.) 549.685-022
WINDER OPERATOR (floor covering, n.e.c.) 590.685-018
winder operator (pipe & boiler cov.) 692.685-234
WINDER OPERATOR, AUTOMATIC (textile) 681.685-150
WINDING INSPECTOR (elec. equip.) 729.384-022
WINDING INSPECTOR AND TESTER (elec. equip.) 724.364-010
WINDING-LATHE OPERATOR (ammunition) 619.685-086
winding-machine operator (any ind.) 681.685-154
winding-machine operator (any ind.) 689.685-046
WINDING-MACHINE OPERATOR (conc. prod.) 619.665-010
winding-machine operator (trim. & embrod.) 681.685-114
WINDING-RACK OPERATOR (coated fabrics) 581.685-074
WINDING-RACK-OPERATOR HELPER (coated fabrics) 589.687-026
WINDON ASSEMBLER (plan. mill.) 365.684-014
window-glass cutter off (glass mfg.) 677.685-030
WINDOW INSTALLER (mfd. bldgs.; trans. equip.) 809.684-030
WINDOW INSTALLER (ship & boat bldg. & rep.) 806.484-014
window-machine operator (paper goods) 641.685-066
WINDOW REPAIRER (any ind.) 899.684-042
WINDOW-SHADE CUTTER AND MOUNTER (window shade & fix.) 692.685-250
WINDOW-SHADE ESTIMATOR (ret. tr.) 269.364-010
window-shade-ring coverer (window shade & fix.) 692.685-254
WINDOW-SHADE-RING SEWER (window shade & fix.) 692.685-254
window washer (any ind.) 389.687-014
windshield installer (auto. ser.) 885.684-010
WINDSWED INSTALLER (ship & boat bldg. & rep.) 806.484-014
wind-up operator (rubber goods; rubber tire & tube) 554.686-018
wine-bottle inspector (malt liquors; vinous liquors) 529.687-038
WINE-CELLAR STOCK CLERK (hotel & rest.) 222.287-056
WINE PASTEURIZER (vinous liquors) 523.685-126
WINERY WORKER (vinous liquors) 521.685-370
WINE STEWARD/STEWARDESS (hotel & rest.) 310.357-010
WINE-MAILER-MACHINE OPERATOR (print. & pub.) 208.685-034
WINE CRISER (oils & fats) 521.685-374
WINE CRISER (any ind.) 699.687-014
L-282
<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIPER (furn.)</td>
<td>742.687-010</td>
</tr>
<tr>
<td>WIPER (light. fix.)</td>
<td>723.687-022</td>
</tr>
<tr>
<td>wiper (smoking pipe)</td>
<td>739.687-058</td>
</tr>
<tr>
<td>wiper-blender (furn.)</td>
<td>742.687-010</td>
</tr>
<tr>
<td>WIPING-RAG WASHER (waste &amp; batting)</td>
<td>361.685-018</td>
</tr>
<tr>
<td>WIRE BASKET MAKER (wirework)</td>
<td>709.687-062</td>
</tr>
<tr>
<td>WIRE BENDER (elec. equip.)</td>
<td>727.687-022</td>
</tr>
<tr>
<td>WIRE BENDER (matt. &amp; bedspring)</td>
<td>709.687-058</td>
</tr>
<tr>
<td>WIRE BENDER (wood. box)</td>
<td>669.686-014</td>
</tr>
<tr>
<td>WIRE BENDER, HAND (any ind.)</td>
<td>709.687-050</td>
</tr>
<tr>
<td>WIRE-BORDER ASSEMBLER (matt. &amp; bedspring)</td>
<td>780.685-018</td>
</tr>
<tr>
<td>WIRE-BOUND-BOX-MACHINE HELPER (wood. box.)</td>
<td>669.686-014</td>
</tr>
<tr>
<td>WIRE BRUSHER (any ind.)</td>
<td>705.687-014</td>
</tr>
<tr>
<td>wire-brushing-machine operator (needle, pin, &amp; rel. prod.)</td>
<td>603.685-050</td>
</tr>
<tr>
<td>wire-brush maker (elec. equip.)</td>
<td>724.684-038</td>
</tr>
<tr>
<td>WIRE CHARGER (elec. equip.)</td>
<td>614.586-010</td>
</tr>
<tr>
<td>WIRE COATER (electronics)</td>
<td>599.685-046</td>
</tr>
<tr>
<td>WIRE-COATING OPERATOR, METAL (galvanizing)</td>
<td>501.485-010</td>
</tr>
<tr>
<td>WIRE COINER (needle, pin, &amp; rel. prod.)</td>
<td>616.685-086</td>
</tr>
<tr>
<td>WIRE CUTTER (coin mach.)</td>
<td>731.687-038</td>
</tr>
<tr>
<td>WIRE CUTTER (elec. equip.)</td>
<td>691.685-018</td>
</tr>
<tr>
<td>WIRE DRAWER (jewelry)</td>
<td>700.684-042</td>
</tr>
<tr>
<td>WIRE-DRAWING-MACHINE TENDER (welding)</td>
<td>819.685-010</td>
</tr>
<tr>
<td>WIRE-DRAWING-MACHINE TENDER (wire)</td>
<td>614.685-026</td>
</tr>
<tr>
<td>wire dropper (textile)</td>
<td>683.687-014</td>
</tr>
<tr>
<td>wired-sweatband cutter (hat &amp; cap)</td>
<td>585.685-122</td>
</tr>
<tr>
<td>wire-fence builder (const.)</td>
<td>869.684-022</td>
</tr>
<tr>
<td>WIRE-FENCE ERECTOR (const.)</td>
<td>869.684-022</td>
</tr>
<tr>
<td>wire former (aircraft-aerospace mfg.)</td>
<td>728.384-010</td>
</tr>
<tr>
<td>WIRE-FRAME DIPPER (artif. flower)</td>
<td>734.684-026</td>
</tr>
<tr>
<td>WIRE-FRAME-LAMP-SHADE MAKER (fabric. prod., n.e.c.)</td>
<td>709.684-098</td>
</tr>
<tr>
<td>wire galvanizer (galvanizing)</td>
<td>501.485-010</td>
</tr>
<tr>
<td>wire-harness assembler (elec. equip.; electronics)</td>
<td>728.684-010</td>
</tr>
<tr>
<td>WIRE INSERTER (hat &amp; cap)</td>
<td>784.687-082</td>
</tr>
<tr>
<td>wire preparation worker (elec. equip.; electronics)</td>
<td>728.687-010</td>
</tr>
<tr>
<td>wiser (auto. mfg.; trans. equip.)</td>
<td>829.684-014</td>
</tr>
<tr>
<td>WIRE REPAIRER (carpet &amp; rug)</td>
<td>628.684-038</td>
</tr>
<tr>
<td>wiser helper (any ind.)</td>
<td>829.684-022</td>
</tr>
<tr>
<td>WIRE HELPER (light, heat, &amp; power)</td>
<td>821.667-010</td>
</tr>
<tr>
<td>WIRE-ROPE-SLING MAKER (wirework)</td>
<td>709.684-102</td>
</tr>
<tr>
<td>WIRE, STREET LIGHT (light, heat, &amp; power)</td>
<td>821.684-018</td>
</tr>
<tr>
<td>WIRE, SUBASSEMBLIES (office mach.)</td>
<td>729.684-062</td>
</tr>
<tr>
<td>WIRE SETTER (glass mfg.)</td>
<td>579.665-018</td>
</tr>
<tr>
<td>WIRE-SHAPE MAKER (hat &amp; cap)</td>
<td>784.684-030</td>
</tr>
<tr>
<td>wire-spiral binder (paper goods; print. &amp; pub.)</td>
<td>653.685-030</td>
</tr>
<tr>
<td>wire stitcher, hand (matt. &amp; bedspring)</td>
<td>780.687-042</td>
</tr>
</tbody>
</table>
wire-stitcher, machine (furn.; matt. & bedspring) 692.685-198
wire-stitcher operator (any ind.) 692.685-202
WIRE STOCKKEEPER (wirework) 222.387-058
WIRE STRIPPER (elec. equip.) 691.685-018
WIRE STRIPPER (electronics) 726.687-010
WIRE-STRIPPING-AND-CUTTING-MACHINE OPERATOR, AUTOMATIC (any ind.) 691.485-010
WIRE THREADER (clock & watch) 604.686-010
WIRE TINNER (galvanizing) 501.485-010
WIRE-TURNING-MACHINE OPERATOR (wood. box) 692.685-258
WIRE WALKER (amuse. & rec.) 159.347-022
WIRE-WEAVER HELPER (wirework) 616.687-014
wire winder (rubber goods) 690.685-490
WIRE-WINDING-MACHINE OPERATOR (wood. box) 619.685-090
WIRE-WINDING-MACHINE TENDER (rubber goods) 690.685-490
WIRING-MACHINE OPERATOR (paper goods) 649.685-054
WOMEN'S LEATHER-BELT MAKER (leather prod.) 690.685-266
WOOD AND HARDWARE OUTFITTER (ship & boat bldg. & rep.) 806.484-014
wood Barker (match; paper & pulp) 569.687-026
WOOD BUFFER (musical inst.) 761.684-026
WOOD CALKER (ship & boat bldg. & rep.) 843.384-010
WOOD-CLUB-NECK WHIPPER (sports equip.) 732.684-082
wood cooker (basketry; wood. box) 562.665-010
WOODEN-FENCE ERECTOR (const.) 869.684-022
WOODEN-FRAME BUILDER (matt. & bedspring) 762.684-066
WOODEN-HEEL BEVELER (boot & shoe) 690.685-198
WOODEN-SHADE HARDWARE INSTALLER (window shade & fix.) 739.684-174
WOODENWARE ASSEMBLER (woodworking) 762.687-070
WOOD HACKER (match; paper & pulp) 569.687-026
WOOD HANDLER (paper & pulp) 921.687-034
WOOD-HEEL BACK-LINER (boot & shoe) 662.685-042
wood-heel cementer (boot & shoe) 788.684-058
WOOD-HEEL CEMENTER (boot & shoe) 788.684-126
WOOD-HEEL-COVER IRONER (boot & shoe) 788.684-130
WOOD-HEEL FINISHER (boot & shoe) 788.684-126
WOOD-HEEL-FLAP INSERTER (boot & shoe) 788.684-126
WOOD-HEEL-FLAP RUBBER (boot & shoe) 788.684-126
WOOD-HEEL-FLAP TRIMMER (boot & shoe) 788.684-126
WOOD INSPECTOR (paper & pulp) 663.687-010
wood piler (woodworking) 569.685-066
WOOD-POLE TREATER (wood preserving) 561.687-010
WOODWORKING-SHOP-HAND (woodworking) 769.687-054
woodworking-shop laborer (woodworking) 769.687-054
WOODWORK-SALVAGE INSPECTOR (firearms) 769.387-010
wool-batting worker (house furn.) 789.687-130
WOOLENS EXAMINER (textile) 689.685-038
woolen-suiting shrinker (textile) 587.685-018
WOOL-FLEECE GRADER (agric.) 589.687-054
WOOL-FLEECE SORTER (agric.) 410.687-026
WOOL-HAT BLOCKER (hat & cap) 580.685-026
WOOL-HAT FINISHER (hat & cap) 589.685-062
WOOL-HAT FLANGER (hat & cap) 784.684-026
wool-hat HYDRAULICKER (hat & cap) 580.685-038
wool-hat-sanding-machine operator (hat & cap) 585.685-014
wool-sanding-machine operator. (matt. & bedspring) 680.685-078
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

WOOL-PICKER OPERATOR (textile) 680.685-082
WOOL PULLER (leather mfg.; slaught. & meat pack.) 589.687-050
WOOL SACKER (agric.) 920.687-198
wool shearer (agric.) 410.684-014
WOOL SORTER (textile) 589.387-014
wool tamper (agric.) 920.687-198
WOOL-WASHING-MACHINE OPERATOR (textile) 582.685-166
WORK CHECKER (clerical) 215.367-022
work-order clerk (clerical) 221.387-046
work-order detailer (clerical) 221.387-046
WORK-ORDER-SORTING CLERK (light, heat, & power) 221.367-082
WORK-TICKET DISTRIBUTOR (knit goods) 221.667-010
worm-bed attendant (agric.) 413.687-014
WORM-FARM LABORER (agric.) 413.687-014

WORM PACKER (agric.) 920.687-210
WORM PICKER (agric.) 413.687-010
worm raiser (agric.) 413.687-014
worm sorter (agric.) 920.687-202
WORSTED WINDER (textile) 681.685-154
WORT EXTRACTOR (dairy prod.) 526.485-010
WORT PUMPER (malt liquors) 914.665-014
WOVEN-BYDING-LOOM TENDER (window shade & fix.) 692.685-262
WOVEN-PAPER-HAT-HYDRAULIC-PRESS OPERATOR FINISHER (hat & cap) 580.685-038
WOVEN-PAPER-HAT MENDER (hat & cap) 784.684-046
WRAP CHECKER (any ind.) 358.677-010
WRAPPER (any ind.) 920.587-018
RAPPER (fabric. plastics prod.) 690.685-438
wrapper (ret. tr.) 299.364-014

WRAPPER (wirework) 920.685-102
wrapper-and-bagger, sheeting (textile) 929.687-042
wrapper and preserver (aircraft-aerospace mfg.) 920.687-162
WRAPPER COUNTER (tobacco) 929.687-050
wrapper dipper (tobacco) 522.685-106
WRAPPER, HAND (can. & preserv.) 920.587-018
wrapper, hand (tobacco) 790.684-022
WRAPPER-HANDS SPRAYER (tobacco) 522.687-042
wrapper laister (boot & shoe) 690.685-174
WRAPPER LAYER (tobacco) 529.685-266
WRAPPER-LAYER-AND-EXAMINER, SOFT WORK (tobacco) 529.685-270
wrapper-leaf inspector (tobacco) 529.687-134
WRAPPER OPERATOR (spring) 706.684-110
wrapper rewinder (rubber goods; rubber tire & tube) 554.685-022
WRAPPER SELECTOR (tobacco) 529.687-218

wrapper sizer (tobacco) 529.687-218
wrapper sorter (tobacco) 529.687-218
wrapper stemmer, hand (tobacco) 521.687-134
wrapper-stemmer operator (tobacco) 521.685-334

WRAPPER STRIPPER (tobacco) 521.685-334
WRAPPER STRIPPER, HAND (tobacco) 521.687-134
WRAPPING-AND-PACKING-MACHINE OPERATOR (any ind.) 920.685-078
WRAPPING MACHINE HELPER (tobacco) 529.687-222

L-285
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

W

WRAPPING-MACHINE OPERATOR (any ind.) 920.685-078
WRAPPING-MACHINE OPERATOR (paper goods) 641.685-098
Wrapping-machine operator (paper goods) 641.685-034
WRAPPING-MACHINE TENDER (elec. equip.) 692.685-046
WRAPPING REMOVER (any ind.) 920.587-018
WRAP TURNER (boot & shoe) 788.685-030
WREATH AND GARLAND MAKER (fabric. prod., n.e.c.) 739.684-182
WREATH AND GARLAND MAKER, HAND (artif. flower) 739.684-014
WREATH-MACHINE OPERATOR (fabric. prod., n.e.c.) 692.685-090
WREATH MACHINE TENDER (artif. flower) 739.685-058
WREATH WRAPPER, MACHINE (artif. flower) 739.685-058
WRECKER (const.) 869.664-014
wrecker operator (auto. ser.) 919.663-026
wrecking mechanic (whole. tr.) 620.684-010
wringer (any ind.) 581.685-038
wringer and setter (felt goods; leather mfg.) 589.685-098
WRINGER-MACHINE OPERATOR (felt goods; leather mfg.) 589.685-098
WRINGER OPERATOR (chem.) 551.685-162
WRINGER OPERATOR (robbacco) 522.685-106
WRINKLE CHASER (boot & shoe) 788.684-130

WRONG-ADDRESS CLERK (ret. tr.) 209.587-050

X

X-RAY-DEVELOPING-MACHINE OPERATOR (medical ser.) 976.685-014
X-RAY INSPECTOR (can. & preserv.; tobacco) 529.685-274
X-RAY-MACHINE OPERATOR (electronics) 590.684-022

319
YARDAGE CALLER (textile) 209.667-014
YARDAGE-CONTROL CLERK (carpet & rug) 221.587-050
YARDAGE ESTIMATOR (garment) 221.484-010
yardage-machine operator (textile) 689.685-078
yardage-tufting-machine operator (carpet & rug.; textile) 687.685-018
YARD CLERK (r.r. trans.) 209.367-054
YARD COUPLER (r.r. trans.) 910.664-010
YARD ENGINEER (r.r. trans.) 910.363-018
YARDER (conc. prod.) 579.686-010
yarder operator (logging) 921.663-066
yarding-and-folding-machine operator (textile) 689.685-078
YARDING ENGINEER (logging) 921.663-066
yard laborer (any ind.) 406.684-014
YARD LABORER (paper & pulp) 922.687-102
YARD PATROLLER (r.r. trans.) 376.667-018
yard pipe grader (brick & tile) 573.687-034
yard spotter (motor trans.) 909.663-010
YARD WORKER (agric.) 929.583-010
yard worker (brick & tile) 579.667-010
YARD WORKER (dom. ser.) 301.687-018
YARD WORKER (ship & boat bldg. & rep.) 921.683-086
YARD WORKER, USED BUILDING MATERIALS (ret. tr.) 922.667-010
YARN-BLEACHINE-MACHINE OPERATOR (textile) 582.685-102
YARN CLEANER (any ind.) 681.687-026
yarn conditioner (textile) 587.685-022
yarn-dry-room worker (textile) 581.685-054
yarn dyer (textile) 582.685-130
YARN EXAMINER (glass mfg.; synthetic fibers; textile) 681.687-030
YARN EXAMINER, SKEINS (textile) 689.687-082
yarn inspector (glass mfg.; synthetic fibers; textile) 681.687-030
yarn inspector (textile) 689.687-082
YARN-MERCERIZER-OPERATOR HELPER (textile) 584.686-010
YARN-MERCERIZER OPERATOR (textile) I 584.685-054
YARN-MERCERIZER OPERATOR (textile) II 584.685-058
YARN-POLISHING-MACHINE OPERATOR (textile) 583.685-126
yarn salvager (any ind.) 681.687-026
YARN SORTER (textile) 689.687-086.
yarn tester (textile) 689.384-014
YARN-TEXTURING-MACHINE OPERATOR (textile) I 681.685-158
YARN-TEXTURING-MACHINE OPERATOR (textile) II 689.685-158
YARN WINDER (any ind.) 681.685-154
yeast-cake cutter (food prep., n.e.c.) 529.665-022
yeast-culture operator (food prep., n.e.c.) 522.685-090
YEAST-CUTTING-AND-WRAPPING-MACHINE OPERATOR (food prep., n.e.c.) 529.665-022
YEAST-DRIER OPERATOR, DRUM (food prep., n.e.c.) 529.685-098
YEAST-FERMENTATION ATTENDANT (food prep., n.e.c.) 522.685-110
YEAST PUMPER (malt liquors) 914.665-014
YEAST PUSHER (malt liquors) 522.665-014
yeast stacker (food prep., n.e.c.) 522.686-014
YEAST WASHER (food prep., n.e.c.) 529.685-278
YIELD-LOSS INSPECTOR (corn prod.) 529.367-030
YOKE PRESSER (laund.) 363.685-026

320

L-287
ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

Z

ZIG-ZAG STITCHER (boot & shoe) 690.682-082
ZINC-CHLORIDE OPERATOR (ore dress., smelt., & refin.) 511.385-010
ZINC-PLATING-MACHINE OPERATOR (electroplating) 500.485-010
ZIPPER CUTTER (needle, pin, & rel. prod.) 616.685-090
zipper ironer (needle, pin, & rel. Prod.) 590.685-043
zipper joiner (needle, pin, & rel. prod.) 734.687-074
zipper-lining folder (leather prod.) 690.685-178
ZIPPER-MACHINE OPERATOR (needle, pin, & rel.prod.) 734.687-094
zipper-measurer (needle, pin, & rel. prod.) 734.687-094
zipper repairer (needle, pin, & rel. prod.) 734.684-022
ZIPPER SETTER, CHAINSTITCH (garment) 786.682-282
ZIPPER SETTER, LOCKSTITCH (garment) 786.682-286
zipper-slide attacher (garment; needle, pin, & rel. prod.) 734.687-078
ZIPPER TRIMMER, HAND (needle, pin, & rel. prod.) 734.687-094
zoo caretaker (amuse. & rec.) 412.674-010
ZYGLO INSPECTOR (any ind.) 709.364-010