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Preface

This summary of employment and hourly earnings data is based on annual reports filed with the Federal Communications Commission by class A telephone carriers, the Western Union Telegraph Co., radiotelegraph carriers, and ocean-cable carriers, as required by the amended Communications Act of 1934. Under a cooperative arrangement, the Bureau of Labor Statistics tabulates and publishes the data.

Requests for annual tabulations for 1948 to 1959 inclusive should be addressed to the Bureau of Labor Statistics; for data prior to 1948, to the Federal Communications Commission.

This report was prepared in the Bureau's Division of Wages and Industrial Relations by George L. Stelluto.

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Communications, October 1960

Summary

Average earnings of the 658, 003 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers rose by 5 percent between October 1959 and October 1960—from \$2.42 to \$2.54 an hour.¹ The October 1960 average (\$2.54) reflects an increase of 105 percent above the level of earnings recorded in October 1947 (\$1.24), the date initiating a series of annual studies summarized by the Bureau of Labor Statistics.² (See chart, p. 2.) The level of employee earnings in three of the four main carrier groups (class A telephone carriers, Western Union Telegraph Co., and radiotelegraph carriers) covered by the study has increased by more than 100 percent between October 1947 and October 1960. During this period, the earnings level of ocean-cable carrier employees has increased nearly 80 percent. The study, covering approximately nine-tenths of the 741,000 workers estimated to have been employed in the Nation's communications industries in October 1960, was based on reports of carriers under the full jurisdiction of the Federal Communications Commission.³

In October 1960, employment of the communications carriers covered by the study was only a fraction of a percent below that reported a year earlier, but was 9 percent below the peak employment year of 1957. Employment of class A telephone carriers, accounting for 94 percent of the workers covered by the study, declined very slightly during the 1959-60 period. A small employment decrease was also recorded for Western Union's wire-telegraph operations; however, small employment increases were reported by radiotelegraph and ocean-cable carriers during the past year.

Class A Telephone Carriers

Earnings in 1960.—Earnings of the 620, 368 employees (excluding officials and managerial assistants) of the 51 class A telephone carriers covered by the study⁴ averaged \$2.55 an hour in October 1960 (table 1), 4.9 percent an hour above the October 1959 average (\$2.43). Individual earnings were widely dispersed, with the middle half of the workers earning between \$1.77 and \$3.05 an hour in October 1960. Factors contributing to this comparatively wide range of hourly rates include the great diversity of skills and responsibilities required by the industry; pay differences among regions and among establishments within the same regions; and the practice, followed by most companies, of providing a range of rates for workers in a given job and locality.

The level of earnings varied greatly according to the duties and responsibilities of the workers, ranging from an average of \$1.46 an hour for trainee telephone operators to \$4.77 an hour for professional and semiprofessional employees.

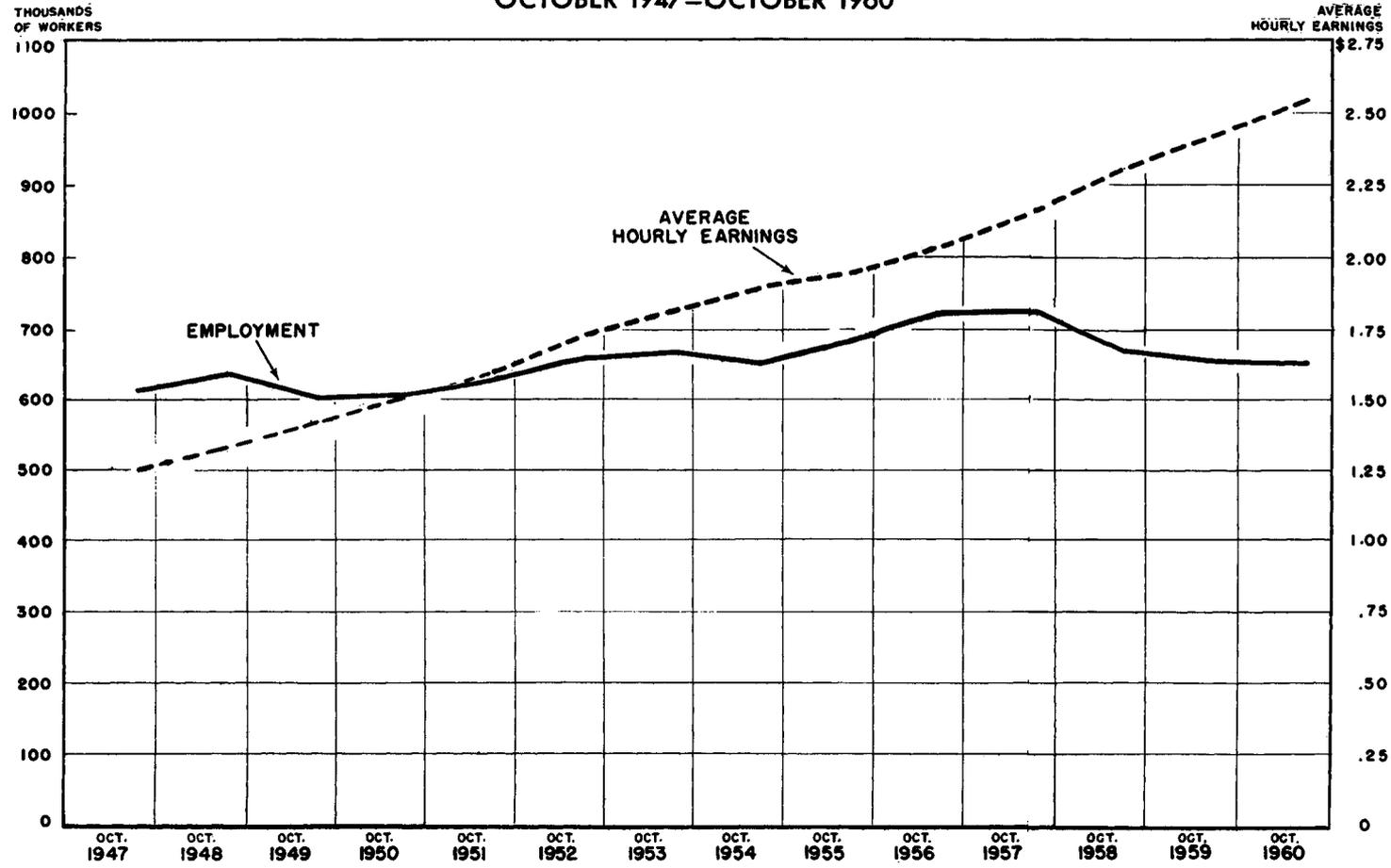
¹ As explained in the appendix, average hourly earnings presented in this report were computed by dividing total "scheduled weekly compensation" by total "scheduled weekly hours."

² The data were not issued in report form prior to the October 1950 study.

³ For scope and method of study, see appendix.

⁴ The study was limited to telephone carriers having an annual operating revenue of more than \$250,000 and subject to the full jurisdiction of the Federal Communications Commission. Officials and managerial assistants were not included in the study, and their earnings are not included in the averages given here. (See appendix.) It is estimated that these companies account for about nine-tenths of the workers in the telephone industry. See appendix regarding inclusion of employees outside the conterminous 48 States and the District of Columbia.

EMPLOYMENT AND AVERAGE HOURLY EARNINGS OF COMMUNICATIONS WORKERS Except Officials and Managerial Assistants OCTOBER 1947-OCTOBER 1960



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

Women, employed predominantly in the telephone operator and clerical occupations, accounted for approximately three-fifths of the total class A telephone carrier work force. Experienced switchboard operators, virtually all women comprising about 22 percent of the total employment, averaged \$1.83 an hour and switchboard operators in training averaged \$1.46. Nonsupervisory clerical employees (113,503 women and 8,593 men) averaged \$1.98 an hour.

Construction, installation, and maintenance employees, nearly all of whom were men, accounted for about 28 percent of the total work force. Average hourly earnings for numerically important occupations in these departments were \$3.04 for exchange repairmen, \$2.98 for test-board men and repeatermen, \$2.92 for cable splicers, \$2.91 for PBX and station installers, \$2.86 for central office repairmen, and \$2.50 for linemen.

Regionally, average earnings for all employees, except officials and managerial assistants, ranged from \$2.21 an hour in the Southeast region to \$2.70 an hour in the Middle Atlantic region (table 4). Occupational averages were most frequently highest in the Middle Atlantic region and most often lowest in the Southeast, Mountain, and North Central regions. The following tabulation indicates the relationship of occupational averages for three numerically important occupational groups among the various regions expressed as a percent of nationwide averages. Average hourly earnings for each of the three selected occupations were equal to or exceeded nationwide averages in the Middle Atlantic, Great Lakes, and Pacific regions, and were below national averages in the Southeast, South Central, and Mountain regions. The interregional wage spread was somewhat greater for switchboard operators than for the other two occupations.

Average hourly earnings as a percent
of nationwide average

(Nationwide average = 100)

Region	Nonsupervisory clerical employees	Experienced switchboard operators	Central office repairmen
New England -----	96	102	103
Middle Atlantic -----	102	106	105
Great Lakes -----	102	104	100
Chesapeake -----	100	98	101
Southeast -----	93	85	94
North Central -----	89	89	101
South Central -----	95	96	99
Mountain -----	91	95	91
Pacific -----	106	107	100

Average earnings of employees of Bell System companies, accounting for 96 percent of the class A telephone carrier employees covered by the study, exceeded the average for non-Bell employees by 66 cents an hour—\$2.57 compared with \$1.91 (tables 2 and 3). Some of the difference in the all-worker averages of the two groups can be attributed to differences in the occupations of Bell and non-Bell carriers. For example, Bell System carriers had a larger proportion of their employees in clerical, sales, and professional occupations. Other factors, however, such as size of firm and size of community, also contributed to the difference in wage levels. Among the 23 Bell System companies, generally covering an entire State or group of States, employment exceeded 50,000 in 4 companies, amounted to more than 25,000 in 5 other companies,

and was less than 5,000 in only 4 companies. In comparison, only 9 of the 28 non-Bell companies employed as many as 1,500 workers and 7 companies employed fewer than 100 workers.

For each of the occupational groups studied separately, average hourly earnings of Bell System employees were substantially higher than those in non-Bell companies. For example, the average wage advantages for employees of Bell System companies were 40 cents an hour for nonsupervisory clerical employees, 47 cents for experienced switchboard operators, 48 cents for linemen, 49 cents for cable splicers, and 52 cents for central office repairmen. The average scheduled workweek, however, was longer by about 1½ hours in the non-Bell companies.

The rate of pay of an individual employee was also influenced considerably by his length of service with the company. Established provisions for length-of-service wage adjustments, which were prevalent in the industry, typically provided a range of rates for each job, with the top rate as much as 100 percent above the beginning rate. Thus, the range separating the highest and lowest paid linemen exceeded \$1 an hour in 35 of the 51 class A telephone carriers.

Trends in Employment and Earnings.—Total employment of class A telephone carriers increased from 552,700 in 1947 to a peak of 681,600 in 1957. Although employment has declined for a total of 9 percent in each of the years since 1957, decrease for the 1959–60 period was less than 1 percent. Much of the employment decrease over the past 3 years has come from a substantial decline in the number of telephone operators, caused chiefly by the installation of new and improved equipment. Virtually all of the 1959–60 decline resulted from a decrease in the number of telephone operators employed by the Bell System companies which more than compensated for an increase in the total employment of non-Bell companies. The total number of telephone operators (including chief operators and trainees, as well as regular operators) of class A carriers declined from 235,700 in October 1957 to 192,000 in October 1960.

Changes in the relative employment of selected occupational groups at various periods during the past 13 years are shown in the following tabulation:

Occupational group	Percent of total employment in—				
	Oct. 1947	Oct. 1952	Oct. 1957	Oct. 1959	Oct. 1960
Telephone operators	46	43	35	32	31
Clerical employees, nonsuper- visory	16	18	19	19	20
Construction, installation, and maintenance employees	23	23	27	28	28
Other	15	16	19	21	21
All employees, except officials and managerial assistants (thousands)	552.7	610.6	681.6	621.3	620.4

It will be noted that whereas telephone operators outnumbered construction, installation, and maintenance employees by a ratio of 2 to 1 in 1947, the ratio in October 1960 was less than 8 to 7. Inherent in this change has been the increasing proportion of men employees in the industry. Accounting for only about a third of the total employment in 1947, men comprised slightly more than two-fifths of the industry's work force in 1960. These changes have had a significant

impact on the overall earnings level of the industry. It is estimated that about 22 cents of the \$1.29 increase in average hourly earnings for employees of class A telephone carriers between October 1947 and October 1960 was the result of changes in the occupational composition of the industry.⁵

The level of wages in the telephone industry has increased substantially over the past 13 years. Average hourly earnings for all employees increased by 4.9 percent during the October 1959–October 1960 period—from \$2.43 to \$2.55. The October 1960 average reflects an increase of 102 percent above the average recorded in October 1947 (\$1.26).⁶ The tabulation below shows for major occupational groups the increases in average earnings, in both absolute and relative terms, that occurred over the 13-year period from 1947 to 1960.

Occupational group	Average hourly earnings		Amount of increase	
	Oct. 1947	Oct. 1960	Cents	Percent
Experienced switchboard operators ----	\$0.97	\$1.83	86	89
Cable splicers' helpers -----	1.02	2.01	99	97
Clerical employees, non-supervisory -----	1.13	1.98	85	75
Linemen -----	1.18	2.50	132	112
PBX and station installers -----	1.44	2.91	147	102
Cable splicers -----	1.61	2.92	131	81

Western Union Telegraph Co.

Straight-time hourly rates of pay for the 27,042 nonmessenger employees⁷ of Western Union's wire-telegraph operations averaged \$2.44 in October 1960 (table 5), an increase of 6.6 percent above the average recorded a year earlier (\$2.29).⁸ The 5,280 messengers averaged \$1.35 an hour, an increase of 7.1 percent since October 1959.

⁵ Weighting occupational averages for October 1960 by employments for October 1947 results in an average of \$2.33 an hour instead of \$2.55.

⁶ The percent rise in the all-employee average exceeded the increase in most individual job categories because of long-term shifts in the occupational composition of the labor force in the industry.

⁷ Excludes officials and managerial assistants, and ocean-cable employees.

⁸ Much of the increase between October 1959 and October 1960 resulted from the terms of contracts negotiated with The Commercial Telegraphers' Union and the American Communications Association (Ind.). The settlement with the CTU (covering approximately 25,000 employees) provided mainly a 10-cent-an-hour increase for hourly rated employees, except nonmotor messengers who received a 5-cent-an-hour increase and \$16 a month for monthly rated employees, effective June 1, 1960. An additional increase of 5 cents an hour to hourly rated employees, except nonmotor messengers, and \$8 a month to monthly rated employees became effective January 1, 1961; this latter increase is not reflected in the average rates stated above. The settlement with the ACA (covering approximately 5,000 employees) was similar to that reported above for the CTU.

Wage rates for employees of Western Union are determined by labor-management agreements with The Commercial Telegraphers' Union (AFL-CIO) in all cities except the New York metropolitan area where contractual agreements are with the American Communications Association (Ind.). Cities under contract with the CTU are classified in several groups on the basis of revenue and/or message load for wage determination purposes. Established rates of pay for most occupational classifications vary somewhat according to these city-size groupings. Uniform rates, however, apply to some jobs, particularly plant workmen and foot and bicycle messengers. Occupational rates of pay in the New York area are generally similar to those established for cities in the highest pay classification provided under the terms of the CTU agreement.⁹

Wage provisions contained in agreements with both the CTU and ACA include established rate ranges for all occupations, with differences between the starting and maximum rates amounting to as much as 50 cents an hour for some classifications. Advancement from the starting rate through the various progression steps to the maximum rate is automatic for employees meeting the requirements of the job after specified periods of service.¹⁰ The starting rate for foot and bicycle messengers at the time of the study was \$1.05, with 24 months of service required to advance to the maximum rate of \$1.21.

Among the nonmessenger employees, men and women were employed in nearly equal numbers (14,350 men and 12,692 women), but tended to be concentrated in different occupational categories. Average straight-time hourly rates of pay of numerically important occupational categories in which women predominated were \$2.23 for nonsupervisory clerical employees, \$1.93 for experienced telegraph operators (except Morse operators) in the commercial department and \$2.14 for those in the traffic department; and \$2.08 for telephone operators. Among the jobs which were predominantly held by men, straight-time average hourly rates of pay were \$2.56 for linemen and cablemen, \$2.58 for subscribers' equipment maintainers, and \$2.78 for traffic testing and regulating employees.

Rates of pay of individual workers varied substantially in many of the specific job categories studied. For most of the occupational categories, the hourly rates of the highest paid workers exceeded those of the lowest paid in the same job by more than \$1 an hour. However, in some jobs, individual rates were closely grouped; for example, the hourly rates of two-thirds or more of the route-aides, experienced telegraph operators (except Morse operators) in the traffic department, Morse operators, telephone operators, and building service employees (except mechanics) fell within 20-cent-an-hour ranges.

Messengers, nearly all males, comprised about 16 percent of the total of Western Union's wire-telegraph work force. Of the total number, 3,603 were full-time and 1,677 were part-time employees. Average straight-time hourly rates of pay were \$1.39 for full-time messengers and \$1.13 for those employed part time. Foot and bicycle messengers averaged \$1.12 an hour, 6 cents above the average for October 1959; motor messengers averaged \$1.82, 12 cents above the previous year. As indicated earlier, individual rates of pay for all foot and

⁹ Information on the company's wage structure was obtained from an analysis of the current contracts with the two unions. Copies of these contracts are on file with the Bureau of Labor Statistics.

¹⁰ The length of time required to advance to the maximum rate varies by occupation; for example, 36 months for motor messengers, 60 months for telephone operators (at larger offices), and 72 months for certain technicians in the operating and plant departments.

bicycle messengers fell within a range for initial and maximum rates from \$1.05 to \$1.21 an hour; about half of the motor messengers had rates between \$1.90 and \$2.10 an hour.

Trends in Employment and Earnings.—Straight-time rates of pay for nonmessenger employees of Western Union's wire-telegraph operations rose about 132 percent between October 1947 (the date of the Bureau's first study) and October 1960. Among the occupational categories studied, the wage relationships during this 13-year period remained generally similar on a cents-per-hour basis, but percentage increases in average rates of pay tended to be greater for the lower paid groups. To illustrate, average rates of pay increased about 110 percent for subscribers' equipment maintainers and 113 percent for linemen and cablemen compared with increases of 138 percent for experienced telegraph operators (except Morse operators) in the commercial department and 145 percent for telephone operators. The increase in average rates of pay for foot and bicycle messengers, whether compared on a cents-per-hour or percentage basis, was considerably below that recorded for other occupational groups, amounting to 47 cents or 72 percent since October 1947; the increase for motor messengers amounted to 95 cents or 109 percent.

During the past 13 years, total employment of the wire-telegraph operations decreased 39 percent (from 53,107 to 32,322) with considerable variation noted in employment changes among the occupational groups studied. The following tabulation indicates the changes in the relative employments of numerically important occupational groups for selected dates during this period.

Occupational group	Percent of total employment in—				
	Oct. 1947	Oct. 1952	Oct. 1957	Oct. 1959	Oct. 1960
Telegraph operators	34	32	30	28	28
Messengers, foot and bicycle	18	19	14	12	12
Messengers, motor	3	3	4	4	4
Clerical employees, nonsuper- visory	16	16	18	18	18
Construction, installation, and maintenance employees	13	13	16	18	18
Other	16	17	18	20	20
All employees except officials and managerial assistants (thousands)	53.1	39.5	36.2	32.8	32.3

The changes in the occupational composition of the company's work force, as illustrated in the preceding tabulation, have had a bearing on the increase in the average hourly rates of pay of nonmessenger employees over the past 13 years. For example, approximately 12 cents¹¹ of the \$1.39 increase in average hourly rates of pay of nonmessenger employees between October 1947 and October 1960 is traceable to changes in the occupational composition of the company's work force.

¹¹ Weighting current occupational averages by the occupational employments for October 1947 results in an average of \$2.32 an hour for nonmessenger employees instead of \$2.44.

Radiotelegraph Carriers

Earnings of employees¹² of five companies engaged in transmitting non-vocal radio communications averaged \$2.84 an hour in October 1960 (table 6). This represents an increase of 5.6 percent above the October 1959 average (\$2.69) and 101 percent above the average recorded in October 1947 (\$1.41). Men, accounting for a large majority of the employees in nearly all of the occupational groups studied separately, comprised over four-fifths of the 3,946 radiotelegraph employees covered by the study.

Among numerically important occupational groups for which separate earnings data are presented, average hourly earnings in October 1960 were \$3.25 for radio operating technicians, \$3.24 for radio operators, \$3.18 for mechanics and maintenance technicians, \$2.57 for teletype-multiplex operators, \$2.44 for nonsupervisory clerical employees, and \$1.21 for foot and bicycle messengers. These occupational groups accounted for approximately two-thirds of the total radiotelegraph work force. Since October 1959, increases in average hourly earnings for these groups have ranged from 3 cents for foot and bicycle messengers to 17 cents for radio operators.

Individual earnings of the radiotelegraph employees covered by the study were widely dispersed—the earnings of the middle half of the workers ranged from \$2.21 to \$3.36 an hour. Among some of the occupational groups studied, however, individual earnings were concentrated within comparatively narrow limits. For example, slightly more than three-fourths of the foot and bicycle messengers earned between \$1 and \$1.30 an hour, nearly three-fourths of the radio operators earned between \$3.10 and \$3.30 an hour, and approximately seven-tenths of the telephone operators earned between \$2.70 and \$3.10 an hour.

Radiotelegraph carrier employment in October 1960 was 1.5 percent higher than in October 1959, but was approximately 22 percent below the October 1947 level.

Ocean-Cable Carriers

Earnings of the 1,367 workers¹³ employed by the three ocean-cable carriers covered by the study averaged \$2.68 an hour in October 1960 (table 7), an increase of 4.7 percent above the previous year's average (\$2.56) and 79 percent above the average recorded in October 1947 (\$1.50). Except for most clerical jobs, men outnumbered women by a substantial margin in all of the occupational categories studied separately, and accounted for over four-fifths of the total ocean-cable carrier employment.

¹² The study covered only radio-telegraph carriers with annual operating revenues in excess of \$50,000. Excludes officials and managerial assistants and 1,383 employees working outside the conterminous 48 States and District of Columbia.

¹³ The study covered only ocean-cable carriers with annual operating revenues exceeding \$50,000; also includes ocean-cable employees of Western Union Telegraph Co. Excludes officials and managerial assistants and 4,215 employees working outside the conterminous 48 States and the District of Columbia.

Average hourly earnings among numerically important occupational groups, which accounted for about 70 percent of the total work force, were \$3.18 for mechanics employed in construction, installation, maintenance, and other technical work; \$3.06 for cable operators; \$2.47 for nonsupervisory clerical employees (the largest occupational group); \$2.37 for teletype-multiplex operators; and \$1.19 for foot and bicycle messengers. Since October 1959, increases in average hourly earnings for these occupational groups (excluding foot and bicycle messengers) ranged from 5 cents for mechanics to 16 cents for cable operators. Foot and bicycle messengers had the same average earnings in both October 1959 and October 1960.

The wide variety of skills and occupational duties of the ocean-cable carrier employees covered by the study largely accounted for the wide dispersion of the individual earnings of the 1,156 men and 211 women. The middle half of the workers had earnings ranging from \$2.14 to \$3.13 an hour. Individual earnings for most of the occupational groups studied, however, were narrowly concentrated. For example, three-fifths of the mechanics earned between \$3.10 and \$3.50 an hour, nearly four-fifths of the cable operators earned between \$3.10 and \$3.30 an hour, and more than nine-tenths of the foot and bicycle messengers earned between \$1 and \$1.30 an hour.

Total ocean-cable carrier employment rose slightly during the October 1959–October 1960 period; however, since October 1947, employment has declined by about 7 percent, from 1,475 to 1,367.

Table 1. Class A Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² October 1960

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—															
	Total	Men	Women			Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50 and over	
								-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants	620,368	260,750	359,618	38.2	\$2.55	(³)	0.2	2.4	7.1	10.7	12.4	10.8	8.0	6.2	5.6	5.5	8.0	7.7	2.0	13.3	
Part-time employees	15,564	1,023	14,541	21.9	1.94	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	604,804	259,727	345,077	38.6	2.55	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	47,202	40,257	6,945	37.8	4.77	-	(³)	(³)	.1	.2	.4	.6	1.0	1.7	2.0	3.2	3.8	4.4	82.4		
Draftsmen	480	396	84	37.8	2.77	-	1.7	2.3	4.0	4.6	7.1	3.7	6.0	6.4	9.4	8.7	10.6	10.0	5.4	20.0	
Others	46,722	39,861	6,861	37.8	4.79	-	(³)	(³)	.1	.2	.4	.5	1.0	1.6	1.9	3.1	3.7	4.3	81.1		
Business office and sales employees	45,658	15,172	30,486	37.9	2.69	-	(³)	.8	3.0	8.2	14.0	11.7	11.9	8.2	3.6	4.9	3.5	3.1	5.2	21.8	
Supervisors	8,674	4,684	3,990	38.2	3.91	-	-	.1	.2	.5	.6	1.4	2.7	4.3	5.4	6.7	5.5	10.5	62.0		
Nonsupervisory employees	36,984	10,488	26,496	37.8	2.40	-	.1	1.0	3.7	10.0	17.1	14.3	14.3	9.5	3.5	4.7	2.8	2.6	3.9	12.4	
Clerical employees	133,479	11,543	121,936	37.9	2.10	-	.1	1.3	11.0	14.9	15.1	19.3	12.2	8.2	3.5	2.8	3.7	2.3	1.3	4.1	
Supervisors	11,383	2,950	8,433	37.9	3.43	-	-	-	(³)	.2	.6	2.0	4.3	5.6	6.9	9.3	10.4	9.4	9.6	41.6	
Nonsupervisory employees	122,096	8,593	113,503	37.9	1.98	-	.1	1.4	12.0	16.3	16.5	20.9	13.0	8.5	3.2	2.2	3.1	1.7	.5	7	
Commercial department	22,077	355	21,722	37.6	1.83	-	.1	1.9	18.1	22.8	18.1	18.6	9.7	5.4	2.5	1.0	1.0	.4	.2	2	
Traffic department	17,377	27	17,350	38.3	2.07	-	(³)	.4	2.9	6.8	14.7	33.1	20.2	13.6	3.1	1.6	2.4	.6	.2	3	
Plant department	31,032	5,953	25,079	38.8	2.11	-	.1	1.3	6.4	11.7	17.5	22.6	14.1	7.5	2.2	4.2	7.1	4.3	.6	4	
Accounting department	37,108	1,015	36,093	37.5	1.86	-	.2	1.6	17.2	20.8	16.3	17.9	11.9	8.2	3.2	1.0	.6	.4	.3	5	
All other departments	14,502	1,243	13,259	37.4	2.09	-	.1	1.2	12.5	16.2	14.3	14.0	9.6	10.1	6.1	3.9	4.6	2.8	1.4	2.9	
Telephone operators	191,973	30	191,943	36.9	1.88	0.2	-	.3	5.6	12.6	18.4	22.2	15.0	9.2	6.4	5.7	1.4	1.0	.6	4	
Chief operators	11,611	12	11,599	38.8	2.91	(³)	-	-	.1	.8	1.9	5.6	9.0	11.1	12.0	12.3	12.3	10.1	6.4	18.2	
Service assistants and instructors	13,534	1	13,533	37.7	2.19	-	(³)	.2	.9	3.3	7.7	23.6	29.7	17.4	9.3	5.0	2.9	.1	(³)	(³)	
Experienced switchboard operators	139,302	15	139,287	36.9	1.83	-	.3	3.7	10.4	19.5	27.9	17.2	8.6	5.9	5.8	.4	(³)	(³)	(³)	(³)	
Operators in training	25,574	2	25,572	36.0	1.46	(³)	.5	21.6	36.9	30.0	9.3	1.6	.1	(³)	(³)	-	-	-	(³)	(³)	
Other switchboard employees	1,952	-	1,952	37.8	2.18	1.0	-	.1	.1	1.1	5.6	28.4	34.2	17.8	7.5	3.1	1.1	-	-	.1	
Construction, installation, and maintenance employees	174,995	174,564	431	39.9	2.99	(³)	.1	.3	.6	1.6	1.8	2.7	4.3	5.4	8.8	13.1	21.9	22.8	2.9	13.7	
Foremen of telephone craftsmen	22,998	22,986	12	39.8	4.13	-	-	(³)	-	.1	.1	.1	.1	.2	.3	.5	1.6	2.8	4.8	89.6	
Central office craftsmen	52,588	52,197	391	39.7	2.88	-	.1	.2	.5	1.6	2.2	3.5	4.7	5.1	7.7	13.8	20.7	27.8	6.5	5.5	
Test-board men and repeatermen	15,149	15,147	2	39.6	2.98	-	.1	.2	.1	.7	1.5	1.9	2.9	3.3	4.4	15.3	25.0	30.9	7.8	6.0	
Central office repairmen	34,983	34,628	355	39.8	2.86	-	.1	.1	.4	2.0	2.5	4.1	5.4	5.6	8.3	13.4	18.9	27.6	6.3	5.3	
Others	2,456	2,422	34	39.5	2.64	-	.5	2.3	3.0	1.6	2.4	5.3	5.0	9.9	20.3	10.1	20.4	13.1	.7	5.4	
Installation and exchange repair craftsmen	62,691	62,663	28	40.0	2.87	-	.1	.2	.2	.7	.8	1.5	3.3	5.0	11.4	16.8	30.0	28.8	.6	.4	
PBX and station installers	25,944	25,944	-	40.0	2.91	-	.2	.3	.2	.5	.9	1.3	4.2	5.3	7.7	10.8	28.1	40.1	.2	.1	
Exchange repairmen	12,878	12,860	18	40.0	3.04	-	.1	.2	.1	.1	.2	.3	.9	2.3	2.8	9.6	31.1	49.0	1.7	1.6	
Others	23,869	23,859	10	40.0	2.75	-	.1	(³)	.3	1.1	1.1	2.5	3.6	6.2	20.2	27.3	31.6	5.5	.3	2	
Line, cable, and conduit craftsmen	36,627	36,627	-	40.0	2.64	(³)	.3	.6	2.0	4.1	4.0	4.9	8.3	9.6	10.9	13.7	22.6	17.7	.5	.6	
Linemen	15,697	15,697	-	40.0	2.50	(³)	.4	.3	3.1	4.8	5.0	5.9	10.1	12.0	16.3	15.4	23.4	2.4	.2	.1	
Cable splicers	16,151	16,151	-	40.0	2.92	-	-	.3	1.1	.6	.7	1.3	3.1	5.1	7.5	15.7	28.0	36.4	.9	.4	
Cable splicers' helpers	3,886	3,886	-	39.9	2.01	-	1.2	.4	4.7	15.9	14.3	16.1	23.8	18.6	3.7	.9	.4	(³)	(³)	(³)	
Others	893	893	-	39.8	2.76	-	1.0	4.9	5.0	2.5	2.6	2.6	3.1	11.5	10.1	3.1	8.5	26.3	2.4	16.3	
Laborers	91	91	-	39.6	1.79	-	4.4	18.7	11.0	4.4	6.6	44.0	-	3.3	7.7	-	-	-	-	-	
Building, supplies, and motor vehicle employees	26,088	18,232	7,856	37.7	2.17	(³)	.5	5.0	11.1	16.3	16.3	9.1	9.7	6.5	6.2	5.1	3.7	2.2	1.6	6.6	
Foremen	2,666	2,186	480	39.3	3.62	-	-	.1	.5	1.4	2.3	3.1	3.3	3.3	2.9	3.3	3.8	3.9	9.9	62.2	
Mechanics	3,227	3,224	3	39.7	2.78	-	(³)	.1	.1	1.1	1.5	3.8	5.5	7.6	16.3	24.6	20.6	12.4	4.3	2.0	
Other building service employees	15,029	7,673	7,356	36.3	1.72	(³)	.7	8.3	18.4	24.8	24.1	11.0	10.5	1.4	.5	.1	.1	(³)	(³)	(³)	
Other supplies and motor vehicle employees	5,166	5,149	17	39.6	2.25	-	.3	1.1	2.4	8.9	10.4	9.8	13.0	22.3	18.3	8.4	3.9	1.0	.1	.1	
All employees not elsewhere classified	973	952	21	38.3	2.86	-	.6	1.0	.8	3.0	3.0	2.2	1.2	5.9	12.7	20.6	21.1	12.4	5.5	10.0	

¹ Covers 51 telephone carriers with annual operating revenues exceeding \$250,000 and engaged in interstate or foreign communication service by means of their own facilities or through connection with the facilities of another carrier under direct or indirect common control.

² See appendix for definition of hours and earnings used in this report.

³ Less than 0.05 percent.

NOTE: x indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 2. Bell System Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² October 1960

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ³	Percent of employees receiving—															
	Total	Men	Women			Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants	596,663	250,178	346,485	38.1	\$2.57	(³)	(³)	1.8	6.9	10.5	12.5	11.0	8.2	6.3	5.6	5.5	8.1	8.0	2.0	13.7	
Part-time employees	14,723	910	13,813	21.5	1.99	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	581,940	249,268	332,672	38.5	2.58	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	45,697	38,933	6,764	37.7	4.83	-	-	(³)	(³)	.1	.1	.3	.5	.8	1.5	1.7	2.8	3.6	4.2	84.4	
Draftsmen	355	300	55	37.1	3.07	-	-	-	-	1.7	3.1	6.2	6.8	11.0	9.0	13.0	13.5	7.0	25.6	7.0	
Others	45,342	38,633	6,709	37.7	4.85	-	-	(³)	(³)	.1	.3	.4	.8	1.4	1.6	2.8	3.6	4.2	84.9	4.2	
Business office and sales employees	44,297	14,812	29,485	37.8	2.72	-	-	.4	2.7	7.9	13.9	11.8	12.1	8.4	3.6	4.9	3.6	3.2	5.3	22.4	
Supervisors	8,415	4,532	3,883	38.1	3.95	-	-	-	(³)	-	.1	.3	2.7	4.2	5.4	6.6	5.2	10.6	63.5	10.6	
Nonsupervisory employees	35,882	10,280	25,602	37.7	2.42	-	-	.5	3.4	9.8	17.1	14.4	14.6	9.7	3.4	4.8	2.8	2.7	4.1	12.7	
Clerical employees	129,337	10,982	118,355	37.9	2.11	-	-	.6	10.8	14.9	15.1	19.6	12.5	8.4	3.5	2.9	3.8	2.4	1.3	4.3	
Supervisors	11,069	2,757	8,312	37.8	3.45	-	-	-	(³)	.1	.4	1.8	4.1	5.5	6.8	9.4	10.4	9.4	9.7	42.4	
Nonsupervisory employees	118,268	8,225	110,043	37.9	1.99	-	-	.7	11.8	16.3	16.5	21.3	13.3	8.7	3.2	2.3	3.1	1.7	.5	.7	
Commercial department	21,307	319	20,988	37.5	1.84	-	-	.9	18.0	23.0	18.2	19.0	10.0	5.6	2.5	1.0	1.0	.4	.2	2	
Traffic department	17,140	24	17,116	38.3	2.08	-	-	.3	2.9	6.5	14.5	33.3	20.4	13.8	3.2	1.6	2.5	.6	.2	.3	
Plant department	30,149	5,844	24,305	38.7	2.12	-	-	.7	6.1	11.5	17.4	23.0	14.5	7.7	2.1	4.3	7.2	4.4	.6	.4	
Accounting department	35,814	892	34,922	37.4	1.88	-	-	.6	17.1	20.9	16.4	18.1	12.3	8.4	3.3	1.0	.6	.4	.3	.5	
All other departments	13,858	1,146	12,712	37.2	2.11	-	-	.6	12.1	16.3	14.3	14.0	9.7	10.3	6.3	4.0	4.8	2.9	1.5	3.0	
Telephone operators	183,908	19	183,889	36.8	1.90	(³)	(³)	4.6	12.1	18.3	22.7	15.6	9.5	6.6	5.9	1.5	1.0	.7	.4	1.2	
Chief operators	11,231	11	11,220	38.7	2.94	(³)	(³)	.1	.1	.4	1.5	5.2	8.6	11.0	12.1	12.5	12.6	10.4	.6	18.8	
Service assistants and instructors	13,061	-	13,061	37.6	2.21	(³)	(³)	.6	2.4	6.8	24.0	30.4	17.9	9.6	5.1	2.9	.1	-	(³)	(³)	
Experienced switchboard operators	132,474	6	132,468	36.8	1.85	(³)	(³)	2.3	9.7	19.3	28.9	18.1	9.0	6.2	6.1	.4	(³)	(³)	(³)	(³)	
Operators in training	25,236	2	25,234	35.9	1.46	(³)	(³)	0.2	21.4	36.9	30.3	9.4	1.6	.2	(³)						
Other switchboard employees	1,906	-	1,906	37.7	2.20	-	-	-	.1	1.0	5.3	28.9	34.6	18.2	7.7	3.1	1.1	-	-	.1	
Construction, installation, and maintenance employees	167,618	167,253	365	39.9	3.02	(³)	(³)	(³)	.5	1.4	1.7	2.5	4.2	5.2	8.3	13.0	22.4	23.7	3.0	14.3	
Foremen of telephone craftsmen	22,284	22,272	12	39.8	4.16	-	-	(³)	-	-	(³)	(³)	(³)	.1	.2	.9	2.3	4.5	91.9	4.5	
Central office craftsmen	50,780	50,427	353	39.7	2.90	-	-	(³)	.4	1.5	2.1	3.4	4.5	5.0	7.2	13.9	20.7	28.8	6.7	5.7	
Test-board men and repeatermen	14,855	14,855	-	39.6	2.99	-	-	(³)	.1	.7	1.5	1.9	2.9	3.3	3.8	15.3	25.0	31.5	7.9	6.2	
Central office repairmen	33,892	33,542	350	39.8	2.88	-	-	(³)	.3	1.8	2.4	4.0	5.3	5.3	7.7	13.6	18.9	28.5	6.6	5.5	
Others	2,033	2,030	3	39.4	2.72	-	-	.2	2.8	1.2	2.1	4.9	3.8	11.0	23.1	9.0	19.3	15.3	7	6.5	
Installation and exchange repair craftsmen	59,903	59,903	-	40.0	2.90	-	(³)	-	.1	.5	.7	1.3	3.0	4.8	10.8	16.6	31.1	30.1	.6	.5	
PBX and station installers	24,806	24,806	-	40.0	2.94	-	-	(³)	.3	.8	1.1	4.0	5.0	7.3	10.2	29.0	41.9	.2	.1		
Exchange repairmen	12,427	12,427	-	40.0	3.06	-	(³)	-	(³)	.1	.2	.8	1.7	2.2	9.1	31.8	50.8	1.8	1.6		
Others	22,670	22,670	-	40.0	2.77	-	-	-	.1	.9	.9	2.2	3.2	6.2	19.2	27.6	33.1	5.8	.3	.2	
Line, cable, and conduit craftsmen	34,608	34,608	-	40.0	2.67	(³)	(³)	.1	1.6	3.9	3.8	4.7	8.2	9.7	10.8	13.7	23.5	18.7	.6	.7	
Linemen	14,498	14,498	-	40.0	2.53	(³)	(³)	.1	2.4	4.5	4.8	5.8	10.2	12.2	16.7	15.2	25.2	2.6	.2	.1	
Cable splicers	15,683	15,683	-	40.0	2.94	-	-	-	(³)	.6	.6	1.2	2.9	5.0	7.0	15.8	28.0	37.4	1.0	.4	
Cable splicers' helpers	3,674	3,674	-	39.9	2.03	-	-	.1	4.5	16.3	14.5	16.1	24.1	19.4	3.8	.8	.4	(³)	-	(³)	
Others	753	753	-	39.7	2.94	-	-	1.5	2.8	2.1	1.7	2.9	11.0	9.0	3.7	10.1	31.2	2.8	19.4	2.8	
Laborers	43	43	-	39.5	1.95	-	-	2.3	-	7.0	11.6	79.1	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	25,001	17,381	7,620	37.8	2.19	(³)	(³)	4.3	10.7	16.5	16.8	9.1	9.9	6.5	6.2	5.2	3.8	2.2	1.6	6.9	
Foremen	2,605	2,125	480	39.3	3.64	-	-	.1	.5	1.5	2.1	3.1	3.2	3.2	2.8	3.1	3.5	3.8	9.8	63.5	
Mechanics	3,155	3,155	-	39.7	2.78	-	-	-	.1	1.1	1.6	3.5	5.6	7.4	16.0	24.7	21.0	12.7	4.4	2.0	
Other building service employees	14,379	7,230	7,140	36.3	1.73	(³)	(³)	.1	7.5	17.9	25.3	25.0	11.2	10.9	1.4	.5	.1	(³)	(³)	(³)	
Other supplies and motor vehicle employees	4,862	4,862	-	39.7	2.27	-	-	.2	2.1	8.7	10.6	9.8	13.5	22.8	18.2	8.8	4.1	1.1	.1	.1	
All employees not elsewhere classified	805	798	7	38.7	2.98	-	-	-	.2	.9	.9	.6	.7	4.2	14.3	24.2	22.1	14.2	6.5	11.2	

¹ Covers 23 Bell System telephone carriers, all classified as class A carriers.

² See appendix for definition of hours and earnings used in this report.

³ Less than 0.05 percent.

NOTE: x indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 3 Non-Bell Class A Telephone Carriers¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² October 1960

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings	Percent of employees receiving—														
	Total	Men	Women			Under \$1.00	\$1.00 and under \$1.10	\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50 and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants	23,705	10,572	13,133	39.7	\$1.91	-	-	-	-	-	-	-	-	-	-	-	-	-		
Part-time employees	841	113	728	30.0	1.32	x	x	x	x	x	x	x	x	x	x	x	x	x		
Full-time employees	22,864	10,459	12,405	40.0	1.93	x	x	x	x	x	x	x	x	x	x	x	x	x		
Professional and semiprofessional employees	1,505	1,324	181	40.1	2.95	-	.8	1.1	1.9	3.7	3.5	3.8	4.7	6.2	8.2	11.7	13.4	8.7		
Draftsmen	125	96	29	40.0	1.99	-	6.4	8.8	15.2	12.8	18.4	5.6	5.6	4.8	8.0	4.0	-	.8		
Others	1,380	1,228	152	40.1	3.04	-	.3	.4	.7	2.9	2.2	3.6	4.6	6.3	8.5	12.0	14.3	9.5		
Business office and sales employees	1,361	360	1,001	39.8	1.94	-	1.4	12.4	12.6	16.6	17.6	11.1	5.5	3.7	5.1	3.1	2.8	2.9		
Supervisors	259	152	107	40.0	2.70	-	-	-	1.9	6.2	13.9	10.4	5.4	3.9	7.3	8.1	14.3	8.1		
Nonsupervisory employees	1,102	208	894	39.8	1.76	-	1.7	15.3	15.2	19.1	18.5	11.3	5.5	3.6	4.6	2.1	1.5	.3		
Clerical employees	4,142	561	3,581	39.9	1.68	-	3.1	21.6	17.8	17.1	16.0	10.6	3.5	2.4	2.2	1.3	1.7	1.1		
Supervisors	314	193	121	40.0	2.71	-	-	-	1.3	3.8	7.3	8.0	11.8	8.9	9.2	8.3	9.2	12.4		
Nonsupervisory employees	3,828	368	3,460	39.9	1.59	-	3.4	23.4	19.1	18.2	16.7	10.8	2.8	1.9	1.6	.7	1.0	.2		
Commercial department	770	36	734	40.0	1.52	-	4.0	28.3	21.4	18.1	17.0	8.1	1.3	.5	-	.1	.1	-		
Traffic department	237	3	234	39.7	1.71	-	.8	8.4	8.9	30.4	28.7	16.0	3.4	1.7	-	-	-	-		
Plant department	883	109	774	39.9	1.63	-	3.2	22.2	17.6	17.1	22.8	7.4	1.2	1.0	4.1	1.1	3.3	.1		
Accounting department	1,294	123	1,171	39.8	1.54	-	4.3	28.2	19.6	18.7	11.3	11.7	2.2	1.7	.4	1.1	.3	.4		
All other departments	644	1	643	39.9	1.69	-	2.0	15.1	21.4	14.4	14.4	15.2	8.1	5.0	1.9	1.4	.9	-		
Telephone operators	8,065	11	8,054	39.4	1.44	3.6	6.0	29.7	22.3	22.5	10.0	2.0	1.8	1.0	.4	.3	.1	.1		
Chief operators	380	1	379	40.0	2.21	-	.3	.3	2.1	12.4	14.2	16.1	19.2	14.7	7.4	4.7	2.9	1.3		
Service assistants and instructors	473	1	472	40.1	1.79	-	-	5.9	7.8	27.7	30.7	12.5	10.1	3.4	.4	.8	.2	-		
Experienced switchboard operators	6,828	9	6,819	39.4	1.38	4.0	6.2	32.7	24.0	23.6	8.7	.6	.2	.1	-	-	-	-		
Operators in training	338	-	338	37.9	1.29	-	.17	38.5	34.9	8.0	1.5	-	-	-	-	-	-	-		
Other switchboard employees	46	-	46	40.0	1.42	41.3	-	4.3	-	6.5	19.6	8.7	15.2	4.3	-	-	-	-		
Construction, installation, and maintenance employees	7,377	7,311	66	40.1	2.34	-	3.2	6.2	4.7	4.9	5.2	6.5	8.3	9.5	19.6	15.4	11.6	2.1		
Foremen of telephone craftsmen	714	714	-	40.2	3.03	-	-	-	-	2.9	2.8	4.5	1.8	5.2	5.9	9.1	21.4	18.2		
Central office craftsmen	1,808	1,770	38	40.1	2.36	-	2.5	6.2	3.2	4.9	5.0	6.5	8.6	9.3	22.5	10.2	20.4	.6		
Test-board men and repeatermen	294	292	2	40.1	2.44	-	3.1	11.9	2.0	.3	.3	1.4	4.4	3.4	34.4	17.0	21.8	-		
Central office repairmen	1,091	1,086	5	40.2	2.36	-	2.2	2.3	3.3	6.7	6.7	7.5	8.8	12.6	25.4	6.3	18.0	.2		
Others	423	392	31	40.0	2.30	-	3.1	12.5	3.8	3.3	4.0	7.3	10.9	5.0	6.6	15.4	25.5	2.1		
Installation and exchange repair craftsmen	2,788	2,760	28	40.1	2.36	-	2.7	4.3	3.0	4.2	4.6	6.1	9.1	11.2	25.8	22.1	6.7	.1		
PBX and station installers	1,138	1,138	-	40.1	2.30	-	3.6	7.6	3.3	4.2	4.2	6.5	9.7	12.0	15.1	23.8	9.9	.1		
Exchange repairmen	451	433	18	40.5	2.42	-	3.3	5.1	2.7	2.9	2.9	3.3	4.9	20.0	19.7	23.3	11.5	.2		
Others	1,199	1,189	10	40.0	2.38	-	1.6	.8	2.9	4.8	5.7	6.8	10.2	7.2	38.1	20.1	1.9	-		
Line, cable, and conduit craftsmen	2,019	2,019	-	40.2	2.09	-	5.6	10.3	9.5	6.7	7.1	7.8	9.3	8.9	13.4	13.5	7.4	.6		
Linemen	1,199	1,199	-	40.2	2.05	-	4.8	9.8	11.6	8.7	7.8	7.6	8.8	9.6	10.7	17.6	2.3	.8		
Cable splicers	468	468	-	40.0	2.45	-	-	9.2	2.1	1.5	3.0	4.7	8.1	8.1	25.2	12.2	25.2	.6		
Cable splicers' helpers	212	212	-	40.1	1.73	-	21.7	6.6	9.0	8.5	12.3	16.0	17.9	3.3	.9	2.4	1.4	-		
Others	140	140	-	40.1	1.79	-	6.4	23.6	17.1	4.3	7.1	7.1	4.3	14.3	15.7	-	-	-		
Laborers	48	48	-	39.8	1.65	-	8.3	33.3	20.8	2.1	2.1	12.5	-	6.2	14.6	-	-	-		
Building, supplies, and motor vehicle employees	1,087	851	236	37.2	1.73	-	10.9	21.1	19.9	11.6	5.3	7.2	3.7	6.2	8.2	2.9	1.2	.6		
Foremen	61	61	-	40.1	2.85	-	-	-	1.6	-	8.2	1.6	8.2	9.8	6.6	13.1	18.0	11.5		
Mechanics	72	69	3	39.9	2.39	-	1.4	2.8	1.4	4.2	-	13.9	4.2	18.1	30.6	22.2	1.4	-		
Other building service employees	650	434	216	35.8	1.42	-	15.8	27.2	29.4	13.5	4.3	6.0	2.0	.9	.8	-	-	-		
Other supplies and motor vehicle employees	304	287	17	39.1	1.94	-	4.6	16.4	7.6	11.5	8.2	9.2	6.2	13.8	19.1	2.6	.7	-		
All employees not elsewhere classified	168	154	14	36.6	2.30	-	3.6	6.0	3.6	13.1	13.1	9.5	3.6	13.7	5.4	3.0	16.1	4.2		

¹ Covers 28 non-Bell telephone carriers with annual operating revenues exceeding \$250,000 and engaged in interstate or foreign communication service by means of their own facilities or through connection with the facilities of another carrier under direct or indirect common control.

² See appendix for definition of hours and earnings used in this report.

³ Less than 0.05 percent.

NOTE: x indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 4. Class A Telephone Carriers: ¹ Average Hourly Earnings ² of Employees in Selected Occupations, by Region, October 1960

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.	No. of wkrs.	Avg. hrly. earn.
All employees except officials and managerial assistants ⁴	620,368	\$2.55	46,276	\$2.55	132,457	\$2.70	111,046	\$2.62	32,398	\$2.52	69,701	\$2.21	23,926	\$2.31	58,322	\$2.31	26,968	\$2.34	86,211	\$2.68
Cable splicers	16,151	2.92	1,244	2.99	3,093	3.10	2,925	2.96	961	2.96	2,139	2.81	646	2.62	1,293	2.90	786	2.59	2,584	2.95
Cable splicers' helpers	3,886	2.01	333	1.91	1,180	2.11	777	1.97	285	2.15	309	1.93	5	1.67	585	2.02	146	1.89	77	2.22
Central office repairmen	34,983	2.86	2,169	2.94	7,720	3.01	6,284	2.87	1,714	2.89	3,558	2.70	731	2.89	3,084	2.83	1,243	2.60	5,020	2.85
Clerical (nonsupervisory)	122,096	1.98	9,206	1.91	28,571	2.02	21,106	2.01	5,734	1.98	12,447	1.84	4,351	1.77	10,370	1.89	5,295	1.80	18,265	2.09
Exchange repairmen	12,878	3.04	579	3.13	3,577	3.11	3,869	3.05	393	3.06	1	1.63	-	-	1,565	3.03	374	2.82	2,401	2.98
Experienced switchboard operators	139,302	1.83	11,219	1.87	30,368	1.94	24,227	1.90	8,105	1.79	17,055	1.56	5,514	1.63	16,600	1.75	5,554	1.74	14,774	1.96
Linemen	15,697	2.50	964	2.56	3,249	2.75	2,691	2.55	954	2.29	1,574	2.33	828	2.16	2,184	2.45	993	2.18	1,734	2.69
Mechanics, building, and motor vehicle service	3,227	2.78	209	2.68	929	2.80	687	2.89	162	2.59	466	2.55	67	2.80	112	2.96	54	2.32	498	2.90
PBX and station installers	25,944	2.91	763	2.94	8,455	3.03	6,729	2.91	573	2.70	115	1.86	14	2.06	3,289	2.90	917	2.68	4,840	2.85
Test-board men and repeatermen	15,149	2.98	616	3.10	1,518	3.20	1,826	3.06	389	3.06	1,279	2.88	361	2.92	1,451	2.97	501	2.88	2,952	2.98

- ¹ Covers telephone carriers with annual operating revenues exceeding \$250,000.
- ² See appendix for definition of hours and earnings used in this report.
- ³ Also includes long-lines employees and class A telephone carrier employees in Hawaii and Puerto Rico. Alaska had no class A telephone carriers reporting to the Federal Communications Commission.
- ⁴ Includes employees in occupations in addition to those shown separately.

NOTE: For purposes of this study, the regions for which separate data are presented include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—Delaware, New Jersey, New York, and Pennsylvania; Great Lakes—Illinois, Indiana, Michigan, Ohio, and Wisconsin; Chesapeake—District of Columbia, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee; North Central—Iowa, Minnesota, Nebraska, North Dakota, and South Dakota; South Central—Arkansas, Kansas, Missouri, Oklahoma, and Texas (except El Paso County); Mountain—Arizona, Colorado, Idaho (south of Salmon River), Montana, Nevada, New Mexico, Texas (El Paso County), Utah, and Wyoming; and Pacific—California, Idaho (north of Salmon River), Oregon, and Washington.

Table 5. Western Union Telegraph Co.: Percentage Distribution of Wire-Telegraph Employees¹ in Occupational Groups by Average Hourly Earnings,² October 1960

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ¹	Percent of employees receiving—													
	Total	Men	Women			\$1.00 and under	\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50 and over
						\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	
All employees except officials, managerial assistants, and messengers	27,042	14,350	12,692	39.3	\$2.44	-	-	0.2	5.5	9.1	11.7	27.9	13.3	10.6	7.5	3.8	1.4	1.6	7.4
Professional and semiprofessional employees	1,141	995	146	35.8	4.05	-	-	-	-	-	1.4	8.2	5.5	6.9	3.6	6.7	1.8	10.2	55.7
Engineers and engineering assistants	736	716	20	35.1	4.13	-	-	-	-	-	1.1	9.8	3.5	2.6	2.7	8.6	.3	13.2	58.3
Others	405	279	126	37.2	3.91	-	-	-	-	-	2.0	5.4	9.1	14.8	5.2	3.5	4.4	4.7	50.9
Telegraph office superintendents and managers	2,983	1,861	1,122	39.9	2.47	-	-	-	.2	5.2	17.9	21.3	23.3	13.2	6.4	2.1	1.5	1.8	7.0
Sales employees	401	372	29	37.9	3.56	-	-	-	-	-	-	1.2	7.0	12.7	4.0	19.0	2.2	3.7	50.1
Clerical employees	7,042	2,786	4,256	38.4	2.36	-	-	-	6.6	10.8	16.0	26.7	13.1	8.1	3.4	4.5	2.8	1.6	6.5
Supervisors	983	769	214	37.8	3.26	-	-	-	-	.4	2.1	9.8	13.7	10.5	2.7	6.3	9.5	7.1	37.8
Clerical employees	5,885	1,966	3,919	38.5	2.23	-	-	-	5.4	12.3	18.8	30.3	13.4	7.9	3.7	4.3	1.8	.7	1.5
Commercial department	3,376	930	2,446	39.4	2.18	-	-	-	5.2	11.6	22.3	33.4	15.0	7.0	1.9	1.4	.8	.5	1.0
Traffic department	786	192	594	39.9	2.07	-	-	-	6.0	17.6	15.1	56.4	3.9	.4	.3	.4	-	-	-
All other departments	1,723	844	879	36.0	2.42	-	-	-	5.7	11.3	13.5	12.3	14.6	13.2	8.6	11.8	4.4	1.5	3.1
Route aids	174	51	123	39.9	1.61	-	-	-	83.3	16.7	-	-	-	-	-	-	-	-	-
Telegraph operators	9,024	2,129	6,895	39.9	2.14	-	-	.5	10.7	11.0	12.6	46.6	12.2	2.6	1.1	.3	.6	.3	1.4
Traffic managers, chief operators, supervisors, and instructors	1,621	738	883	40.0	2.64	-	-	-	-	-	1.7	5.6	57.8	14.3	6.0	1.9	3.1	1.8	7.8
Experienced telegraph operators (except Morse operators)	4,821	890	3,931	39.8	2.02	-	-	-	12.1	16.0	17.1	53.4	1.3	.1	-	-	-	-	-
Commercial department	2,690	638	2,052	39.8	1.93	-	-	-	18.3	25.7	25.7	30.0	.3	.1	-	-	-	-	-
Traffic department	2,131	252	1,879	39.9	2.14	-	-	-	4.3	3.8	6.2	83.1	2.6	(³)	-	-	-	-	-
Switching clerks	235	70	165	39.9	1.82	-	-	-	41.7	17.9	39.1	1.3	-	-	-	-	-	-	-
Operators in training	191	96	95	40.0	1.52	-	-	23.0	74.9	1.0	1.0	-	-	-	-	-	-	-	-
Other operators	2,156	335	1,821	39.9	2.11	-	-	-	6.4	8.3	9.0	71.4	4.9	-	-	-	-	-	-
Morse operators	375	270	105	40.0	2.28	-	-	-	-	-	5.3	66.7	28.0	-	-	-	-	-	-
Telephone operators	1,781	65	1,716	39.9	2.08	-	-	-	7.8	10.0	9.8	72.4	-	-	-	-	-	-	-
Construction, installation, and maintenance employees	5,689	5,622	67	39.9	2.69	-	-	-	.2	1.3	4.5	12.3	13.4	26.0	25.0	8.3	.8	1.8	6.3
Traffic testing and regulating employees	1,572	1,553	19	40.0	2.78	-	-	-	-	-	1.7	2.8	9.1	18.8	53.4	9.7	.4	.4	3.8
Construction, installation, and maintenance employees	3,910	3,871	39	39.8	2.68	-	-	-	.1	.9	4.8	16.7	15.7	28.2	14.3	8.1	1.0	2.5	7.6
Foremen	545	542	3	39.3	3.51	-	-	-	-	-	.6	.2	.7	3.5	4.4	22.8	5.3	16.3	46.2
Subscribers' equipment maintainers	982	982	-	40.0	2.58	-	-	-	-	-	1.0	17.1	20.0	47.8	14.2	-	-	-	-
Linemen and cablemen	745	744	1	40.0	2.56	-	-	-	-	-	5.8	8.7	24.4	30.9	17.4	12.8	-	-	-
Others	1,638	1,603	35	39.8	2.53	-	-	-	.3	2.2	8.0	25.6	14.2	23.4	16.4	6.0	.5	.6	2.7
Laborers	207	198	9	40.0	2.27	-	-	-	3.4	18.4	21.7	1.4	2.9	40.6	11.6	-	-	-	-
Building service employees	762	585	177	39.6	1.96	-	-	-	7.0	63.6	13.3	3.0	2.0	8.1	.4	.1	.7	.7	1.2
Mechanics	105	105	-	39.9	2.68	-	-	-	-	-	4.8	6.7	13.3	55.2	1.9	1.0	3.8	4.8	8.6
Others	657	480	177	39.5	1.85	-	-	-	8.1	73.8	14.6	2.4	.2	.6	.2	-	-	-	-
Messengers	5,280	5,152	128	31.7	1.35	50.4	24.5	.1	4.3	6.6	14.0	.2	-	-	-	-	-	-	-
Full-time employees	3,603	3,485	118	38.8	1.39	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Part-time employees	1,677	1,667	10	16.3	1.13	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Foot and bicycle messengers	3,798	3,728	70	29.7	1.12	70.1	29.9	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers	1,482	1,424	58	36.7	1.82	-	10.5	.2	15.2	23.5	49.8	.9	-	-	-	-	-	-	-

¹ Includes employees working in the conterminous 48 States and the District of Columbia; the company does not operate in Alaska or Hawaii.
² Company reports that earnings exclude premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Less than 0.05 percent.

NOTE: x indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 6. Radiotelegraph:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² October 1960

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—													
	Total	Men	Women			\$1.00 and under \$1.10	\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50 and over
All employees except officials and managerial assistants	3,946	3,388	558	36.6	\$2.84	3.5	5.2	2.7	1.0	3.8	4.8	7.3	7.6	8.8	8.0	7.4	12.2	8.5	19.2
All employees except officials, assistants, and messengers	3,481	2,926	555	37.6	3.01	.1	-	.4	.7	4.1	5.4	8.2	8.6	10.0	9.0	8.4	13.8	9.6	21.7
Professional and semiprofessional employees	171	166	5	37.3	4.35	-	-	-	-	-	-	1.2	1.2	1.2	2.3	7.6	8.2	78.4	
Engineers and engineering assistants	152	150	2	37.4	4.41	-	-	-	-	-	-	1.3	.7	1.3	2.6	7.2	5.9	80.9	
Others	19	16	3	36.4	3.87	-	-	-	-	-	-	-	5.3	-	-	10.5	26.3	57.9	
Office or station superintendents and assistants	119	118	1	37.5	4.77	-	-	-	-	-	-	-	-	-	2.5	3.4	3.4	90.8	
Sales employees	94	93	1	37.5	3.62	-	-	-	-	1.1	-	1.1	2.1	7.4	8.5	8.5	14.9	56.4	
Clerical employees	1,096	712	384	37.4	2.60	-	-	1.1	2.1	8.7	11.9	14.7	10.7	9.2	12.5	8.2	7.5	3.8	9.7
Supervisors	125	111	14	37.5	3.84	-	-	-	-	-	-	-	-	1.6	4.0	8.0	16.8	69.6	
All other clerical employees	971	601	370	37.4	2.44	-	-	1.2	2.4	9.8	13.4	16.6	12.0	10.4	13.9	8.8	7.4	2.2	2.0
Operating department	439	369	70	37.5	2.43	-	-	1.4	2.5	10.7	10.9	17.1	9.8	10.7	15.3	13.0	8.7	-	-
Commercial department	56	39	17	37.4	2.18	-	-	8.9	12.5	19.6	23.2	10.7	10.7	1.8	7.1	1.8	-	-	3.6
Accounting department	218	103	115	37.3	2.51	-	-	-	.5	7.3	13.8	17.0	16.1	9.6	17.0	2.8	6.0	7.3	2.8
Engineering department	52	37	15	37.3	2.71	-	-	-	1.9	-	9.6	9.6	3.8	21.2	15.4	19.2	11.5	1.9	5.8
All other departments	206	53	153	37.5	2.41	-	-	.5	1.5	10.2	16.5	18.4	15.0	10.2	9.2	5.3	7.3	1.9	3.9
Operators	1,111	971	140	37.6	2.87	-	-	-	-	1.3	1.8	8.2	11.3	14.0	11.4	8.4	25.4	6.2	12.2
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	129	126	3	37.5	3.84	-	-	-	-	-	-	-	-	-	3.9	3.1	12.4	80.6	
Other operators	982	845	137	37.6	2.75	-	-	-	-	1.4	2.0	9.2	12.7	15.8	12.9	9.0	28.3	5.4	3.2
Radio operators	152	148	4	37.5	3.24	-	-	-	-	-	-	16.7	25.0	2.0	3.3	73.7	5.3	12.5	
Junior radio operators	12	8	4	36.8	2.49	-	-	-	-	-	-	-	-	-	8.3	16.7	-	-	
Marine coastal station operators	137	137	-	37.7	3.00	-	-	-	-	-	-	-	-	29.2	13.1	15.3	24.8	8.8	
Teletype-multiplex operators	507	429	78	37.6	2.57	-	-	-	-	2.6	2.8	13.2	17.2	16.8	10.3	6.1	24.7	6.5	
Telephone operators	53	40	13	37.5	2.81	-	-	-	-	1.9	1.9	5.7	13.2	5.7	18.9	52.8	-	-	
All other operators	121	83	38	37.5	2.59	-	-	-	-	-	2.5	14.9	20.7	18.2	38.0	1.7	4.1	-	
Messengers	465	462	3	29.4	1.24	29.5	44.1	19.8	3.0	2.2	.6	.9	-	-	-	-	-	-	
Foot and bicycle	444	441	3	29.0	1.21	30.9	46.2	19.6	2.9	.5	-	-	-	-	-	-	-	-	
Motor	21	21	-	37.5	1.77	-	-	23.8	4.8	38.1	14.3	19.0	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees	790	774	16	37.6	3.21	-	-	.1	.1	1.5	2.5	2.4	3.9	8.9	5.2	11.8	11.8	24.3	27.5
Supervisors	97	94	3	37.5	4.03	-	-	-	-	-	-	-	2.1	1.0	-	2.1	-	2.1	92.8
Radio operating technicians	301	300	1	37.6	3.25	-	-	-	-	1.3	.3	1.0	.7	8.3	7.0	9.3	14.6	19.6	37.9
Riggers	50	50	-	37.5	2.95	-	-	-	-	-	-	2.0	22.0	12.0	6.0	14.0	4.0	34.0	6.0
Groundmen	21	21	-	37.7	2.36	-	-	-	4.8	4.8	9.5	14.3	33.3	23.8	-	9.5	-	-	
Mechanics and maintenance technicians	227	227	-	37.5	3.18	-	-	-	-	-	-	1.8	3.1	8.8	4.4	16.7	14.1	46.7	4.4
Laborers	7	7	-	37.4	2.00	-	-	-	-	100.0	-	-	-	-	-	-	-	-	
Others	87	75	12	37.4	2.67	-	-	1.1	-	8.0	11.5	9.2	2.3	14.9	8.0	18.4	17.2	9.2	
Building service employees	98	90	8	37.6	2.18	3.1	-	-	2.0	19.4	16.3	13.3	24.5	17.3	1.0	-	-	-	3.1
All employees not elsewhere classified	2	2	-	37.5	2.09	-	-	-	-	50.0	-	-	-	50.0	-	-	-	-	

¹ Covers employees of radiotelegraph carriers with annual operating revenues exceeding \$50,000; excludes 1,383 employees working for radiotelegraph carriers outside the conterminous 48 States and the District of Columbia.

² See appendix for definition of hours and earnings used in this report.

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

Table 7. Ocean-Cable Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² October 1960

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ³	Percent of employees receiving—														
	Total	Men	Women			\$1.00 and under	\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	and over
						\$1.10	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50		
All employees except officials and managerial assistants	1,367	1,156	211	36.5	\$2.68	3.9	7.1	0.4	2.1	3.1	6.1	10.6	9.1	11.0	13.0	6.9	10.2	5.8	10.7	
All employees except officials, assistants, and messengers	1,205	994	211	37.4	2.84	-	-	.2	1.9	3.5	6.8	12.0	10.3	12.4	14.8	7.9	11.6	6.6	12.1	
Professional and semiprofessional employees	44	41	3	37.0	4.27	-	-	-	-	2.3	-	4.5	2.3	-	2.3	4.5	15.9	13.6	54.5	
Engineers and engineering assistants	32	32	-	37.1	4.23	-	-	-	-	-	-	3.1	-	-	3.1	6.3	18.8	15.6	53.1	
Others	12	9	3	36.7	4.38	-	-	-	-	8.3	-	8.3	8.3	-	-	-	8.3	8.3	58.3	
Office or station superintendents and assistants	10	10	-	37.4	5.27	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Sales employees	56	52	4	36.9	3.75	-	-	-	-	1.8	-	-	1.8	7.1	3.6	19.6	21.4	3.6	41.1	
Clerical employees	528	380	148	37.3	2.61	-	-	.4	4.4	4.7	8.9	14.8	12.7	14.0	18.7	7.8	3.4	2.3	8.0	
Supervisors	50	44	6	37.2	3.94	-	-	-	-	-	-	-	-	-	2.0	4.0	10.0	12.0	72.0	
All other clerical employees	478	336	142	37.3	2.47	-	-	.4	4.8	5.2	9.8	16.3	14.0	15.5	20.5	8.2	2.7	1.3	1.3	
Operating department	304	273	31	37.4	2.53	-	-	-	5.6	3.3	6.6	12.8	14.5	16.8	27.3	11.2	2.0	-	-	
Commercial department	31	8	23	37.5	2.15	-	-	3.2	9.7	19.4	25.8	16.1	3.2	12.9	3.2	-	-	-	6.5	
Accounting department	62	31	31	37.5	2.23	-	-	1.6	4.8	9.7	17.7	27.4	21.0	6.5	3.2	3.2	3.2	1.6	-	
Engineering department	14	4	10	37.5	2.46	-	-	-	-	-	21.4	14.3	7.1	35.7	7.1	7.1	7.1	-	-	
All other departments	67	20	47	36.6	2.58	-	-	-	-	4.5	7.5	22.4	11.9	14.9	16.4	3.0	6.0	7.5	6.0	
Operators	430	374	56	37.5	2.75	-	-	-	-	1.2	6.5	14.4	12.1	14.4	15.8	5.3	20.5	2.6	7.2	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	57	55	2	37.5	3.65	-	-	-	-	-	-	-	-	1.8	-	8.8	15.8	19.3	54.4	
Other operators	373	319	54	37.5	2.61	-	-	-	-	1.3	7.5	16.6	13.9	16.4	18.2	4.8	21.2	-	-	
Radio operators	1	1	-	37.5	2.96	-	-	-	-	-	-	-	-	-	-	100.0	-	-	-	
Cable operators	88	87	1	37.5	3.06	-	-	-	-	-	-	-	-	-	17.0	4.5	78.4	-	-	
Morse operators	2	2	-	37.5	2.76	-	-	-	-	-	-	-	-	-	100.0	-	-	-	-	
Teletype-multiplex operators	121	101	20	37.5	2.37	-	-	-	-	1.7	16.5	20.7	21.5	25.6	14.0	-	-	-	-	
Telephone operators	41	23	18	37.5	2.76	-	-	-	-	-	-	2.4	19.5	24.4	24.4	29.3	-	-	-	
Junior operators	29	29	-	37.5	2.14	-	-	-	-	-	-	20.7	79.3	-	-	-	-	-	-	
All other operators	91	76	15	37.5	2.57	-	-	-	-	3.3	2.2	14.3	19.8	22.0	26.4	1.1	11.0	-	-	
Messengers, foot and bicycle	162	162	-	30.2	1.19	32.7	59.9	1.9	3.7	-	.6	.6	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees	114	114	-	37.5	3.23	-	-	-	-	-	-	-	.9	7.9	7.0	15.8	12.3	42.1	14.0	
Supervisors	10	10	-	37.4	3.86	-	-	-	-	-	-	-	-	-	-	-	-	10.0	90.0	
Mechanics	101	101	-	37.5	3.18	-	-	-	-	-	-	-	1.0	7.9	6.9	16.8	13.9	46.5	6.9	
Others	3	3	-	37.3	2.82	-	-	-	-	-	-	-	-	33.3	33.3	33.3	-	-	-	
Building service employees	20	20	-	37.5	2.00	-	-	-	-	45.0	30.0	10.0	10.0	-	-	-	5.0	-	-	
All employees not elsewhere classified	3	3	-	37.3	2.14	-	-	-	-	33.3	33.3	-	-	33.3	-	-	-	-	-	

¹ Covers employees of ocean-cable carriers with annual operating revenues exceeding \$50,000; also includes ocean-cable employees of Western Union Telegraph Co.; excludes 4,215 employees working for ocean-cable carriers outside the conterminous 48 States and the District of Columbia.

² See appendix for definition of hours and earnings used in this report.

³ The decrease in average hourly earnings compared with October 1959 is due primarily to the transfer of 23 employees formerly in the commercial department to all other departments.

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

Appendix: Scope and Method of Survey

Data presented in this study are based on annual reports filed with the Federal Communications Commission by communication carriers, as required by the amended Communications Act of 1934. All carriers engaged in interstate or foreign communications service by means of their own facilities or through connection with the facilities of another carrier under direct or indirect common control are subject to the full jurisdiction of the Commission. A large number of telephone carriers engaged in interstate or foreign service only by connection with the facilities of another unaffiliated carrier are not subject to the full jurisdiction of the Commission and are not required to file annual reports of hours and earnings of employees.

The tabulations for telephone carriers relate to those having annual operating revenues in excess of \$250,000 (class A carriers), and subject to the full jurisdiction of the FCC. Included are 23 Bell System companies and 28 companies not affiliated with the Bell System.

Tabulations for wire-telegraph, radiotelegraph, and ocean-cable carriers were confined to companies with annual revenues exceeding \$50,000 and engaged in interstate commerce. Western Union Telegraph Co. is the only wire-telegraph company included. This company and two others comprise the three ocean-cable carriers; data for five companies are included in the tabulations for radiotelegraph carriers.

Employees and Occupational Groups Covered by the Study

Officials and managerial assistants were not included in the tabulations. Also excluded were employees working outside the conterminous 48 States and the District of Columbia, except class A telephone carrier employees in Hawaii and Puerto Rico. Alaska had no class A telephone carriers reporting to the Federal Communications Commission. All other employees, both full-time and part-time, were included. Part-time employees are defined as those regularly assigned shorter hours than a full-time schedule.

Occupational groups for which separate data are presented are defined in the Federal Communications Commission's Rules and Regulations, Volume 10, Part 51 applying to telephone carriers and Part 52 applying to telegraph companies. Copies of this volume are on sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C., at \$1.50 per subscription.

Hours and Earnings

The average hourly earnings presented in this report were computed by dividing total "scheduled weekly compensation" by total "scheduled weekly hours." Average scheduled weekly hours were obtained by dividing the total scheduled weekly hours by the number of employees.

"Scheduled weekly hours" is defined as the number of hours scheduled for work during the week.

"Scheduled weekly compensation" means the wages scheduled to be paid for "scheduled weekly hours."

Distribution of Workers by Earnings Classes

In the tables, workers are distributed according to the percent having stipulated hourly rates of pay. Because of rounding, sums of individual items may not equal 100.