

INDUSTRY WAGE SURVEY

Communications

1961

Bulletin No. 1343

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



INDUSTRY WAGE SURVEY

Communications

1961

Bulletin No. 1343

October 1962

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C. · Price 20 cents

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.

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

Contents

	Page
Summary	1
Class A telephone carriers	3
Earnings in December 1961	3
Trends in employment and earnings	4
Western Union Telegraph Co.	6
Radiotelegraph carriers	8
Ocean-cable carriers	8
Chart:	
Employment and average hourly earnings of communications workers except officials and managerial assistants, October 1947–December 1961	
Tables:	
Percentage distribution of employees in occupational groups by average hourly earnings, December 1961, for—	
1. Class A telephone carriers	10
2. Bell System telephone carriers	11
3. Non-Bell class A telephone carriers	12
Average hourly earnings of employees in selected occupations by region, December 1961, for—	
4. Class A telephone carriers	13
Percentage distribution of employees in occupational groups by average hourly earnings, October 1961, for—	
5. Wire-telegraph employees of Western Union Telegraph Co.	14
6. Radiotelegraph carriers	15
7. Ocean-cable carriers	16
Appendix: Scope and method of survey	17

Communications, 1961

Summary

Earnings of the 635,605 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$2.66 an hour in late 1961—an increase of 4.7 percent from October 1960 (\$2.54) and 115 percent above the average for October 1947 (\$1.24), the initial date of a series of annual studies made by the Bureau of Labor Statistics in cooperation with the Federal Communications Commission.¹ (See chart.) Scheduled compensation² of employees of class A telephone carriers, accounting for 94 percent of the total work force covered by the study, averaged \$2.67 in December 1961 compared with \$2.55 in October 1960. Straight-time hourly rates of pay for nonmessenger employees of Western Union's wire-telegraph operations averaged \$2.52 in October 1961, an increase of 8 cents above the average recorded a year earlier. October 1961 averages for employees of radiotelegraph and ocean-cable carriers (such employees accounted together for less than 1 percent of the covered employment) were \$2.97 and \$2.79 an hour, respectively.

The study, based on reports of carriers under the full jurisdiction of the Federal Communications Commission, covered nearly nine-tenths of the estimated 685,500 employees in the Nation's telephone communication industry in December 1961 and over nine-tenths of the estimated 36,700 employees in the telegraph communication industry in October 1961.³

Employment by class A telephone carriers covered in the study declined by about 3 percent between October 1960 and December 1961 and was 12 percent below October 1957, the highest employment level recorded for the periods studied. Among the other carrier groups, employment levels over the past year dropped by about 4 percent for Western Union's wire-telegraph operations, but increased slightly for radiotelegraph and ocean-cable carriers.

¹ Prior to 1961, information on employee earnings for all carriers included in the annual reports relates to an October payroll period. Effective 1961, the reference date for class A telephone carriers was changed to December. See appendix for scope and method of survey.

² As explained in the appendix, the earnings data contained in this bulletin, which pertain to all workers except officials and managerial assistants, were computed by dividing scheduled weekly compensation by scheduled weekly hours. "Scheduled weekly compensation" for class A telephone carriers, as defined by FCC, includes the "basic weekly pay rate plus any regularly scheduled supplementary compensation, such as differentials for evening and night tours, . . . It excludes pay for overtime work and pay in excess of weekday rates for Sunday and holiday work." The Western Union Telegraph Co. has indicated that scheduled weekly compensation reported for their employees excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Source: BLS employment estimates for telephone and telegraph communication. (See Monthly Labor Review, July 1962, p. 821.)



Class A Telephone Carriers

Earnings in December 1961. Earnings of the 599,108 employees (excluding officials and managerial assistants) of the 54 class A telephone carriers covered by the study⁴ averaged \$2.67 an hour in December 1961 (table 1)—an increase of 4.7 percent above the level of earnings recorded in October 1960 (\$2.55).⁵ Based on regular scheduled compensation which includes the basic pay rates plus any regularly scheduled supplementary compensation such as differentials for evening and nightwork, individual earnings of these workers were widely dispersed. The middle half of the workers earned between \$1.87 and \$3.17 an hour.

Wage rates and working conditions of class A telephone carrier employees are largely determined through the collective bargaining process. According to agreements on file with the Bureau of Labor Statistics,⁶ wage-rate schedules generally varied by occupational category, region, among companies in the same region, and, for a given occupation and company, by locality. Agreements typically provide a range of rates for a specific job and locality with rate differences between starting and maximum rates frequently amounting to 100 percent or more. Advancement from starting to maximum rates quite commonly involved from 10 to 14 step increases over a 5- to 6-year period. Reflecting largely locality rate differentials and length-of-service wage increases, difference between the highest and lowest rates recorded for linemen, for example, amounted to more than \$1 an hour in 39 of the 54 class A telephone carriers included in the study.

Reflecting the great diversity of skills and responsibilities required by the industry, earnings levels among occupational groups studied separately varied considerably. Average hourly earnings in December 1961 ranged from \$1.56 for trainee telephone operators to \$4.93 for professional and semiprofessional employees.

Women, constituting nearly three-fifths of the class A telephone carrier work force, were largely employed in telephone operator and clerical jobs. Experienced switchboard operators, virtually all women and accounting for about 22 percent of total employment, averaged \$1.90 an hour. Operators in training averaged \$1.56. Nonsupervisory clerical employees (111,724 women and 8,396 men) averaged \$2.05 an hour.

Construction, installation, and maintenance employees, nearly all men, accounted for nearly three-tenths of the class A telephone carrier employees. Average hourly earnings for numerically important jobs in these departments

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 presented in this report. (See appendix.) Also see appendix regarding inclusion of employees outside the conterminous 48 States and the District of Columbia.

⁵ Wage adjustments for telephone carrier employees, effective between October 1960 and December 1961, are presented in the Bureau of Labor Statistics monthly series of current wage developments. (See Current Wage Developments, Nos. 155 through 170.)

⁶ Collective bargaining agreements covering roughly three-fourths of the workers included in the study are on file with the Bureau of Labor Statistics. The major labor organization in the industry is the Communications Workers of America (AFL-CIO). Frequently, workers in different departments (e. g. , traffic, plant, accounting, commercial) of the same company are covered under separate collective bargaining agreements.

were: \$ 3.13 for exchange repairmen; \$ 3.05 for test-board men and repeatermen, cable splicers, and PBX and station installers; \$ 2.96 for central office repairmen; and \$ 2.69 for linemen. These jobs together accounted for nearly 120,000 workers.

Compared with the national average of \$ 2.67 for all telephone employees, except officials and managerial assistants, overall averages ranged from \$ 2.35 in the Southeast region to \$ 2.81 in the Pacific and \$ 2.83 in the Middle Atlantic region (table 4). Among the other regions, averages for all employees were above the national average in New England and the Great Lakes and below the national average in the four remaining regions. Average hourly earnings for selected occupational groups shown in table 4 were not consistently highest or lowest in any one region.

Employees of Bell System companies, accounting for 96 percent of the class A telephone carrier employees covered by the study, averaged \$ 2.70 an hour—63 cents above the average recorded for non-Bell System employees (tables 2 and 3). Part of this difference in all-worker averages can be attributed to differences in the occupational composition of the two telephone carrier groups. To illustrate, a larger proportion of Bell carrier employees were in clerical, sales, and professional occupations; whereas, experienced switchboard operators accounted for slightly more than a fourth of non-Bell carrier employment and about a fifth of Bell System employees. Other factors (e.g., size of firm and size of community) also probably contributed to differences in wage levels between the two carrier groups. Thus, for the 24 Bell System companies, usually covering an entire State or group of States, employment amounted to more than 50,000 in 4 companies, over 25,000 in 5 other companies, and less than 3,000 in only 2 companies. Only 1 of the 30 non-Bell companies employed as many as 3,000 workers. Eleven companies had fewer than 100 workers.

Average hourly earnings for each of the occupational groups studied separately were substantially higher for Bell than for non-Bell Systems. It should be noted, however, that the average scheduled workweek was longer by nearly 2 hours in non-Bell companies. The tabulation below indicates the relationship of average hourly earnings for each of the two carrier groups as a percentage of the average for all carriers. As would be expected, averages for all carriers largely reflect earnings levels for the Bell System.

	Average hourly earnings as a percentage of all carrier occupational average for—	
	Bell System carriers	Non-Bell System carriers
Clerical employees, non- supervisory -----	101	81
Experienced switchboard operators -----	101	78
Central office repairmen -----	100	83
PBX and station installers -----	101	84
Linemen -----	101	84
Cable splicers -----	101	85
Cable splicers' helpers -----	100	93

Trends in Employment and Earnings. Total employment of class A telephone carriers declined about 3 percent between October 1960 and December 1961. Although the December 1961 employment level (599,100) was about 8 percent above the October 1947 level (552,700), it was 12 percent below the October 1957 peak of 681,600. The employment decrease since October 1957 has largely been the result of the substantial decline in the number of telephone operators, caused mainly by installation of new and improved equipment. The total number of

telephone operators (including chief operators and trainees, as well as regular operators) declined from 235,700 in 1957 to 174,000 in 1961. Decline in the number of telephone operators employed by Bell System carriers accounted for most of the employment decrease for class A telephone carriers between October 1960 and December 1961.

The relative importance, in terms of employment, of major occupational groups has changed substantially since October 1947. As the table below indicates, telephone operators outnumbered construction, installation, and maintenance employees by 2 to 1 in 1947; in 1961, employment in the two groups was nearly equal. Coinciding with this change has been an increase in the proportion of men employees in the industry. Men accounted for about a third of total employment in October 1947 compared with approximately two-fifths in December 1961.

Occupational group	Percent of total employment in—				
	October 1947	October 1952	October 1957	October 1960	December 1961
Telephone operators -----	46	43	35	31	29
Clerical employees, non- supervisory -----	16	18	19	20	20
Construction, installation, and maintenance employees -----	23	23	27	28	29
Other -----	15	16	19	21	22
All employees, except officials and mana- gerial assistants (thousands) -----	552.7	610.6	681.6	620.4	599.1

Changes in the occupational composition of the telephone labor force have had a substantial impact on the overall earnings level of class A telephone carrier employees. Thus, an estimated 28 cents of the \$1.41 increase in average hourly earnings for all employees, except officials and managerial assistants, between October 1947 and December 1961 resulted from changes in the occupational makeup of the industry.⁷

Average hourly earnings for all class A telephone carrier employees increased by 112 percent⁸ between October 1947 and December 1961—from \$1.26 to \$2.67. The table below indicates the increases in average hourly earnings between October 1947 and December 1961 for major occupational groups.

Occupational group	Average hourly earnings		Amount of increase	
	October 1947	December 1961	Cents	Percent
Experienced switchboard operators -----	\$0.97	\$1.90	93	96
Cable splicers' helpers -----	1.02	2.05	103	101
Clerical employees, non- supervisory -----	1.13	2.05	92	81
Linemen -----	1.18	2.69	151	128
PBX and station installers -----	1.44	3.05	161	112
Cable splicers -----	1.61	3.05	144	89

⁷ Weighting occupational averages for December 1961 by occupational employment for October 1947 results in an average of \$2.39 instead of \$2.67.

⁸ 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 industry's labor force.

Interregional differences in overall hourly earnings for class A telephone carrier employees remained generally unchanged between October 1951⁹ and December 1961. As the table below indicates, the interregional wage spread narrowed only slightly over the 10-year period.

Region	All-employee ¹ averages as a percentage of national averages in—				
	October 1951	October 1952	October 1957	October 1960	December 1961
New England -----	102	101	98	100	100
Middle Atlantic -----	104	104	106	106	106
Great Lakes -----	104	103	103	103	103
Chesapeake -----	101	99	99	99	98
Southeast -----	86	87	87	87	88
North Central -----	89	90	94	91	92
South Central -----	88	90	92	91	91
Mountain -----	89	87	91	92	91
Pacific -----	107	107	105	105	105

¹ Excludes officials and managerial assistants.

Western Union Telegraph Company

Straight-time hourly rates of pay (exclusive of premium pay for overtime and work on weekends, holidays, and late shifts) for the 26,183 nonmessenger employees¹⁰ of Western Union's wire-telegraph operations in October 1961 averaged \$2.52, an increase of 8 cents or 3.3 percent above the average recorded a year earlier.¹¹

Men, accounting for 54 percent of the nonmessenger employees in October 1961, were found predominantly in the following occupational groups: Professional and semiprofessional employees, telegraph office superintendents and managers, and construction, installation, and maintenance employees. Women accounted for a large proportion of the clerical employees and the telegraph operators. Average straight-time hourly rates of pay for selected occupational classifications are shown in table 5.

Wage provisions contained in agreements with either The Commercial Telegraphers' Union (AFL-CIO) or the American Communications Association (Ind.)

⁹ Regional earnings were tabulated for the first time in October 1951.

¹⁰ Excludes officials and managerial assistants.

¹¹ Much of this increase was the result of deferred wage increases included in the terms of contracts negotiated with The Commercial Telegraphers' Union (AFL-CIO) and the American Communications Association (Ind.), in 1960. Effective January 1, 1961, all hourly-rated employees, except nonmotor messengers, received an increase of 5 cents an hour, and monthly-rated employees received an increase of \$8 a month. Contracts with CTU apply in all cities, except the New York City metropolitan area, and covered approximately 23,000 employees; approximately 4,300 employees were in the New York City metropolitan area where contractual agreements were with ACA.

include established rate ranges for specific occupations, with differences between the starting and maximum rates amounting to as much as 50 cents an hour for some classifications.¹² The survey showed that for many of the occupational categories studied, the hourly rates of the highest paid employees exceeded those of the lowest paid by more than \$1 an hour. In some jobs, however, individual rates were closely grouped; for example, the hourly rates of three-fourths or more of the route aides, experienced telegraph operators (except Morse operators) in the traffic department, Morse operators, and telephone operators were within 20-cent-an-hour ranges.

The 4,922 messengers, nearly all males and constituting about a sixth of the total Western Union wire-telegraph work force, included 3,367 full-time and 1,555 part-time employees. Average straight-time hourly rates of pay for these two groups were \$1.46 and \$1.19, respectively. In October 1961, foot and bicycle messengers averaged \$1.18 an hour, 6 cents above the average for October 1960.¹³ Virtually all these employees received rates of pay between \$1.15 and \$1.30 an hour. Motor messengers averaged \$1.89 an hour, 7 cents above the average a year earlier.

Total employment of Western Union's wire-telegraph operations in October 1961 was nearly 4 percent below October 1960 and 41 percent below the employment level of October 1947 (the date of the Bureau's initial study). The following tabulation indicates the considerable change which has taken place in the occupational composition of the work force since 1947.

Occupational group	Percent of total employment in—				
	October 1947	October 1952	October 1957	October 1960	October 1961
Telegraph operators -----	34	32	30	28	27
Messengers, foot and bicycle -----	18	19	14	12	11
Messengers, motor -----	3	3	4	4	5
Clerical employees, non- supervisory -----	16	16	18	18	18
Construction, installation, and maintenance employees -----	13	13	16	18	19
Other -----	16	17	18	20	20
All employees, except officials and managerial assistants (thousands) ----	53.1	39.5	36.2	32.3	31.1

Thus, the proportion of employees classified as telegraph operators declined from 34 percent in 1947 to 27 percent in 1961; similarly, the portion of the work force accounted for by foot and bicycle messengers declined from 18 to 11 percent. On the other hand, the proportion of employees in construction, installation, and maintenance increased from 13 to 19 percent. Changes in the occupational composition of the nonmessenger work force account for approximately 15 cents¹⁴ of the \$1.47 increase in average hourly rates of pay between 1947 and 1961.

¹² 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. For additional information on the company's wage structure, see Industry Wage Survey: Communications, October 1960 (BLS Bulletin 1306, 1961, p. 6).

¹³ Effective September 3, 1961, the Federal minimum wage was raised from \$1 to \$1.15 an hour.

¹⁴ Weighting current occupational averages by occupational employment for October 1947 results in an average of \$2.37 instead of \$2.52 for nonmessenger employees.

Radiotelegraph Carriers

Earnings of the 3,986 employees¹⁵ of the five companies engaged in transmitting nonvocal radio communications averaged \$2.97 an hour in October 1961 (table 6)—an increase of 4.6 percent above the level of earnings recorded a year earlier (\$2.84). More than four-fifths of the radiotelegraph employees covered by the study were men, and in nearly all of the occupational groups studied separately, they were the majority.

Average hourly earnings for all numerically important occupational categories studied separately were \$3.43 for radio operating technicians, \$3.38 for radio operators, \$3.29 for mechanics and maintenance technicians, \$3.20 for marine coastal station operators, \$2.68 for teletype-multiplex operators, \$2.54 for nonsupervisory clerical employees, and \$1.25 for foot and bicycle messengers. Since October 1960, increases in average hourly earnings for these occupational groups, except foot and bicycle messengers, ranged from 10 to 20 cents an hour. The average for foot and bicycle messengers rose by 4 cents an hour since October 1960.

In part, reflecting a wide diversity of occupational duties and responsibilities, earnings of radiotelegraph employees were widely dispersed—the middle half of the workers earned between \$2.25 and \$3.50 an hour. However, individual earnings for some of the occupational groups were concentrated within comparatively narrow limits. Thus, slightly more than half of the radio operators earned between \$3.30 and \$3.50 an hour and over four-fifths of the foot and bicycle messengers earned between \$1.15 and \$1.30.

Average hourly earnings of radiotelegraph employees rose 111 percent between October 1947 and October 1961—from \$1.41 to \$2.97. Since October 1947, percentage increases in average earnings varied among the occupational groups studied separately. Thus, average hourly earnings for marine coastal station operators rose by 80 percent since October 1947, compared with an increase of 109 percent for teletype-multiplex operators. Employment of radiotelegraph carriers in October 1961 was 21 percent below the October 1947 employment level but slightly higher (about 1 percent) than in October 1960.

Ocean-Cable Carriers

The 1,406 employees¹⁶ of the three ocean-cable carriers covered by the study averaged \$2.79 an hour in October 1961 (table 7)—4.1 percent above the level of earnings recorded in October 1960 (\$2.68). Men, accounting for a large majority of the employees in nearly all job groups studied separately, comprised over four-fifths of the ocean-cable carrier employment in October 1961.

Among the numerically important occupational groups studied separately, average hourly earnings were \$3.43 for mechanics in construction, installation, maintenance, and other technical work; \$3.20 for cable operators; \$2.55 for nonsupervisory clerical employees; \$2.49 for teletype-multiplex operators; and

¹⁵ The study covered only radiotelegraph carriers with annual operating revenues in excess of \$50,000. Excludes officials and managerial assistants and 1,255 employees working outside the conterminous 48 States and the District of Columbia.

¹⁶ 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 4,003 employees working outside the conterminous 48 States and the District of Columbia.

\$1.28 for foot and bicycle messengers. Since October 1960, increases in average earnings for these job groups ranged from 8 to 25 cents an hour. Employees in these categories accounted for about 72 percent of the ocean-cable carrier employment in October 1961.

Individual earnings of ocean-cable carrier employees (1,195 men and 211 women) in October 1961 were widely dispersed—the middle half of the workers earned between \$2.16 and \$3.17 an hour. For some of the job groups, however, individual earnings were concentrated within comparatively narrow limits. Earnings of approximately three-fourths of the cable operators and half of the mechanics were within 20-cent-an-hour ranges—\$3.10–\$3.30, and \$3.50–\$3.70, respectively. About three-fourths of the foot and bicycle messengers earned between \$1.15 and \$1.30 an hour.

Average hourly earnings of ocean-cable carrier employees rose by 86 percent between October 1947 and October 1961—from \$1.50 to \$2.79. Since October 1947, relative increases in average hourly earnings varied among the occupational categories studied separately. For example, average hourly earnings for cable operators rose by 72 percent since October 1947, compared with an increase of 100 percent for telephone operators. Ocean-cable carrier employment in October 1961 had decreased by about 5 percent since October 1947, but was 3 percent above the level recorded in October 1960.

Table 1. Class A Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² December 1961

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—															
	Total	Men	Women			\$1.15 and under \$1.30	\$1.30 - \$1.50	\$1.50 - \$1.70	\$1.70 - \$1.90	\$1.90 - \$2.10	\$2.10 - \$2.30	\$2.30 - \$2.50	\$2.50 - \$2.70	\$2.70 - \$2.90	\$2.90 - \$3.10	\$3.10 - \$3.30	\$3.30 - \$3.50	\$3.50 - \$3.70	\$3.70 and over		
All employees except officials and managerial assistants	599,108	258,505	340,603	38.2	\$ 2.67	(³)	1.1	4.8	9.2	11.7	12.2	8.6	6.0	4.9	5.3	8.1	10.0	3.6	1.7	13.0	
Part-time employees	12,982	934	12,048	21.6	1.70	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full-time employees	586,126	257,571	328,555	38.6	2.69	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	48,765	41,446	7,319	37.8	4.93	(³)	.1	.1	.1	.3	.5	.9	1.4	1.7	2.3	3.7	3.9	4.0	80.8		
Draftsmen	465	383	82	37.7	2.93	0.2	3.2	3.0	5.0	5.0	5.2	3.9	5.6	7.8	14.7	8.2	9.1	7.5	18.5		
Others	48,300	41,063	7,237	37.8	4.95	(³)	.1	.1	.3	.5	.9	1.4	1.7	2.2	3.6	3.9	4.0	81.4			
Business office and sales employees	46,649	15,385	31,264	37.9	2.77	-	.5	1.9	5.9	13.5	13.0	12.2	9.2	4.1	4.7	3.1	3.3	4.9	20.3		
Supervisors	8,985	4,868	4,117	38.2	4.02	-	-	-	.1	.5	.5	1.3	2.2	3.6	5.0	5.9	6.4	9.8	7.1	57.5	
Non-supervisory employees	37,664	10,517	27,147	37.8	2.47	-	.6	2.4	7.2	16.6	15.9	14.8	10.8	4.2	4.6	2.5	2.5	3.8	2.7	11.4	
Clerical employees	131,608	11,319	120,289	37.9	2.18	-	.7	7.1	13.5	14.9	20.0	13.9	10.2	4.0	2.7	3.8	2.6	2.0	1.1	3.6	
Supervisors	11,488	2,923	8,565	38.0	3.50	-	-	(³)	.1	.3	1.3	3.5	5.1	7.6	8.1	10.2	10.4	9.5	8.6	35.3	
Non-supervisory employees	120,120	8,396	111,724	37.9	2.05	-	.8	7.8	14.7	16.3	21.8	14.9	10.7	3.6	2.2	3.2	1.8	1.2	.4	.5	
Commercial department	22,703	378	22,325	37.6	1.90	-	1.1	11.1	22.1	21.1	19.2	11.4	7.5	2.8	1.4	.9	.7	.4	.2	.1	
Traffic department	17,181	28	17,153	38.2	2.14	-	.3	1.6	5.4	10.9	30.2	25.2	16.4	4.0	2.1	2.5	.8	.5	.2	.1	
Plant department	30,205	5,738	24,467	38.8	2.17	-	1.0	4.7	8.8	15.1	25.8	15.1	9.4	2.0	2.8	7.6	4.5	2.7	.4	.2	
Accounting department	35,208	1,024	34,184	37.4	1.95	-	.7	11.3	19.3	17.3	18.5	14.0	11.6	4.1	1.2	.5	.5	.4	.2	.4	
All other departments	14,823	1,228	13,595	37.4	2.17	-	.8	8.0	15.5	15.0	15.4	10.4	9.8	6.6	5.2	4.6	2.4	2.6	1.3	2.5	
Telephone operators	174,014	28	173,986	37.0	1.97	(³)	2.2	9.0	16.5	21.0	19.8	11.9	6.6	6.2	3.0	1.1	.7	.5	.4	1.0	
Chief operators	10,912	14	10,898	38.8	3.01	-	-	.1	.5	1.3	3.6	7.0	10.9	11.7	12.3	11.8	11.3	7.7	6.7	15.2	
Service assistants and instructors	11,649	3	11,646	37.7	2.28	-	.1	.3	2.2	4.7	14.7	37.5	18.4	10.7	6.6	4.3	.4	-	(³)	(³)	
Experienced switchboard operators	129,609	11	129,598	37.0	1.90	.1	1.8	7.0	16.3	24.8	24.1	11.3	5.9	6.2	2.4	(³)					
Operators in training	19,846	-	19,846	35.2	1.56	(³)	7.7	32.9	36.4	18.5	4.0	4.4	.1	(³)							
Other switchboard employees	1,998	-	1,998	37.9	2.25	.2	.1	.2	.4	3.4	15.5	41.4	23.9	10.3	3.2	1.5	.2	-	-	-	
Construction, installation, and maintenance employees	172,396	172,021	375	39.9	3.12	(³)	.5	.3	1.1	2.1	1.9	2.2	2.6	5.2	10.6	21.9	29.5	7.7	2.2	12.2	
Foremen of telephone craftsmen	22,715	22,702	13	39.9	4.25	-	(³)	(³)	(³)	2.1	1.1	.1	.1	.2	.4	1.0	1.9	3.3	6.3	86.4	
Central office craftsmen	53,680	53,349	331	39.9	2.97	-	.5	.3	1.3	2.9	2.9	3.5	3.2	5.0	8.9	19.8	30.4	15.6	3.7	2.0	
Test-board men and repeatermen	15,576	15,573	3	39.9	3.05	-	.4	.2	.9	1.9	1.9	1.8	1.9	2.7	7.4	23.3	35.9	17.4	2.7	1.9	
Central office repairmen	35,573	35,276	297	39.9	2.96	-	.3	.2	1.4	3.3	3.3	4.2	3.5	5.7	9.1	18.2	28.7	15.8	4.2	2.1	
Others	2,531	2,500	31	39.7	2.72	-	4.3	1.8	2.2	4.0	2.9	4.3	6.8	9.8	15.0	22.3	20.4	1.8	3.0	1.3	
Installation and exchange repair craftsmen	63,208	63,177	31	40.0	3.00	(³)	.4	.1	.5	1.0	.8	1.3	1.9	6.1	14.3	29.1	40.2	3.6	.3	.3	
PBX and station installers	25,719	25,719	-	40.0	3.05	(³)	.8	.1	.5	1.0	1.5	2.3	3.5	7.7	21.6	59.1	.8	(³)	.1		
Exchange repairmen	13,064	13,045	19	40.0	3.13	(³)	.3	.1	.2	.3	.3	.8	2.0	4.1	21.7	57.5	10.6	.8	1.0		
Others	24,425	24,413	12	40.0	2.88	-	(³)	.1	.6	1.3	.8	1.5	2.2	11.2	26.7	41.0	11.2	2.9	.3	.1	
Line, cable, and conduit craftsmen	32,719	32,719	-	40.0	2.81	-	.8	.8	2.7	4.1	3.6	3.5	4.9	7.2	13.5	25.7	26.7	5.7	.5	.4	
Linemen	13,886	13,886	-	40.0	2.69	-	.8	.9	3.0	5.1	4.7	4.0	5.5	11.3	20.9	30.8	12.7	.2	.1	.1	
Cable splicers	15,412	15,412	-	40.0	3.05	-	.1	.2	.1	.7	.7	1.1	2.2	3.4	8.7	26.4	44.3	11.2	.4	.4	
Cable splicers' helpers	2,602	2,602	-	40.0	2.05	-	1.8	2.7	15.8	19.3	15.0	15.9	17.3	8.0	2.6	1.2	.5	-	-	-	
Others	819	819	-	39.9	2.71	-	7.8	5.7	4.8	2.0	3.8	2.1	6.3	8.5	10.9	3.7	16.4	12.2	9.6	6.2	
Laborers	74	74	-	41.0	1.80	-	17.6	20.3	-	12.2	39.2	1.4	2.7	-	6.8	-	-	-	-	-	
Building, supplies, and motor vehicle employees	24,893	17,558	7,335	37.8	2.24	(³)	4.1	9.2	15.5	15.6	10.9	9.6	6.1	6.9	5.0	5.1	3.0	1.2	1.6	6.3	
Foremen	2,581	2,146	435	39.4	3.74	-	-	.2	1.4	1.6	2.7	3.3	7.6	3.4	2.9	3.8	3.3	5.0	11.5	58.6	
Mechanics	3,244	3,241	3	39.8	2.86	-	.1	.1	.7	1.4	2.5	4.1	6.8	12.6	18.2	27.2	16.6	5.1	2.9	1.6	
Other building service employees	14,109	7,232	6,877	36.4	1.76	(³)	6.6	15.4	24.2	23.4	15.1	11.6	2.8	.5	.3	(³)					
Other supplies and motor vehicle employees	4,959	4,939	20	39.7	2.32	-	1.6	2.2	7.5	9.8	8.5	10.8	17.1	23.4	11.0	5.7	2.3	.2	-	-	
All employees not elsewhere classified	783	748	35	38.7	2.96	-	1.5	.8	2.2	2.1	3.2	2.7	4.4	6.4	16.8	18.4	16.7	10.4	7.6	6.9	

¹ Covers 54 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 bulletin.

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 December 1961

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—															
	Total	Men	Women			Under \$1.15	\$1.15 and under \$1.30	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants	575,790	247,408	328,382	38.1	\$ 2.70	(³)	0.5	4.5	8.9	11.7	12.4	8.7	6.1	4.8	5.2	8.2	10.3	3.6	1.7	13.4	
Part-time employees	12,228	827	11,401	21.0	1.73	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	563,562	246,581	316,981	38.5	2.71	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	47,094	39,997	7,097	37.8	5.00	-	-	(³)	(³)	.1	.2	.4	.8	1.2	1.5	2.0	3.3	3.7	3.9	82.8	
Draftsmen	343	299	44	37.0	3.27	-	-	-	-	2.3	2.0	4.7	4.1	6.1	7.9	16.4	9.9	12.3	9.9	24.3	
Others	46,751	39,698	7,053	37.8	5.01	-	-	(³)	(³)	.1	.2	.3	.8	1.2	1.4	1.9	3.3	3.7	3.9	83.3	
Business office and sales employees	45,238	15,018	30,220	37.8	2.80	-	.2	1.6	5.6	13.2	13.0	12.4	9.3	4.1	4.7	3.2	3.3	5.0	3.6	20.8	
Supervisors	8,703	4,701	4,002	38.1	4.06	-	-	-	(³)	(³)	.3	1.0	2.2	3.5	5.0	5.9	6.3	9.8	7.1	59.0	
Nonsupervisory	36,535	10,317	26,218	37.7	2.49	-	.2	2.0	7.0	16.4	16.0	15.1	11.1	4.2	4.7	2.5	2.6	3.9	2.7	11.7	
Clerical employees	127,296	10,669	116,627	37.8	2.19	-	.1	6.8	13.3	14.8	20.3	14.2	10.5	4.0	2.8	3.9	2.6	2.0	1.1	3.6	
Supervisors	11,170	2,733	8,437	37.9	3.52	-	-	-	(³)	.2	1.1	3.2	5.0	7.6	8.1	10.3	10.5	9.4	8.6	35.9	
Nonsupervisory employees	116,126	7,936	108,190	37.8	2.07	-	.1	7.4	14.6	16.2	22.1	15.3	11.0	3.7	2.3	3.2	1.9	1.3	.4	.5	
Commercial department	21,888	348	21,540	37.5	1.91	-	.2	10.7	22.3	21.1	19.7	11.7	7.8	2.9	1.4	.9	.7	.5	.2	.1	
Traffic department	16,901	22	16,879	38.2	2.15	-	.1	1.5	5.0	10.7	30.3	25.5	16.6	4.1	2.1	2.5	.9	.5	.2	.1	
Plant department	29,216	5,585	23,631	38.8	2.19	-	.2	4.3	8.6	14.7	26.4	15.5	9.7	1.9	2.8	7.8	4.6	2.8	.4	.1	
Accounting department	33,965	880	33,085	37.3	1.96	-	.1	10.9	19.2	17.4	18.6	14.4	11.9	4.2	1.2	.5	.5	.4	.2	.4	
All other departments	14,156	1,101	13,055	37.2	2.19	-	.1	7.7	15.5	15.1	15.5	10.2	10.1	6.7	5.3	4.7	2.5	2.7	1.3	2.6	
Telephone operators	167,021	16	167,005	36.9	1.99	(³)	1.3	8.5	16.0	21.2	20.5	12.3	6.8	6.4	3.1	1.1	.8	.5	.4	1.0	
Chief operators	10,555	12	10,543	38.7	3.03	-	-	.1	.2	.9	3.3	6.7	10.7	11.6	12.4	12.1	11.6	7.9	6.9	15.7	
Service assistants and instructors	11,193	-	11,193	37.6	2.29	-	-	.3	.9	4.1	14.6	38.5	18.9	11.1	6.8	4.5	.4	-	-	(³)	
Experienced switchboard operators	123,638	4	123,634	36.9	1.92	(³)	.5	6.3	15.7	25.2	25.3	11.8	6.2	6.5	2.5	(³)					
Operators in training	19,668	-	19,668	35.2	1.56	(³)	7.6	32.7	36.5	18.7	4.0	.4	.1	(³)	(³)	(³)	-	-	-	-	
Other switchboard employees	1,967	-	1,967	37.9	2.26	-	-	.1	.2	3.1	15.6	41.8	23.9	10.4	3.2	1.5	.2	-	-	-	
Construction, installation, and maintenance employees	164,697	164,392	305	39.9	3.15	(³)	(³)	.1	1.0	2.0	1.8	2.0	2.4	4.6	10.3	22.1	30.7	8.0	2.2	12.7	
Foremen of telephone craftsmen	21,961	21,949	12	39.9	4.28	-	-	-	(³)	.1	.1	.5	1.3	2.9	6.2	88.8					
Central office craftsmen	51,658	51,365	293	39.9	2.99	-	-	.2	1.3	2.8	2.9	3.4	3.0	4.8	8.1	20.1	31.3	16.2	3.9	2.1	
Test-board men and repeatermen	15,249	15,249	-	39.9	3.06	-	-	.1	.9	1.9	2.0	1.8	1.8	2.5	6.7	23.4	36.4	17.8	2.7	1.9	
Central office repairmen	34,392	34,100	292	39.9	2.97	-	-	.1	1.4	3.2	3.3	4.1	3.3	5.5	8.3	18.4	29.4	16.3	4.4	2.2	
Others	2,017	2,016	1	39.6	2.83	-	-	1.3	1.7	3.5	2.7	3.6	7.1	10.8	15.2	23.2	23.2	2.2	3.8	1.6	
Installation and exchange repair craftsmen	60,269	60,269	-	40.0	3.02	(³)	-	(³)	.3	.8	.6	1.0	1.7	5.1	14.2	29.6	42.2	3.8	.3	.3	
PBX and station installers	24,417	24,417	-	40.0	3.07	-	-	.3	.9	.8	1.1	2.0	2.8	7.6	21.4	62.1	.8	(³)	.1	.1	
Exchange repairmen	12,611	12,611	-	40.0	3.16	(³)	-	.1	.3	.2	.2	.7	.9	3.6	21.6	59.5	11.0	.9	1.1	.1	
Others	23,241	23,241	-	40.0	2.90	-	-	(³)	.5	1.1	.7	1.3	1.9	9.7	27.0	42.6	11.8	3.1	.3	.1	
Line, cable, and conduit craftsmen	30,776	30,776	-	40.0	2.85	-	(³)	.5	2.4	4.0	3.5	3.3	4.7	6.7	13.4	26.4	28.3	6.0	.5	.4	
Linemen	12,809	12,809	-	40.0	2.73	-	(³)	.5	2.4	5.0	4.7	3.6	5.4	10.8	21.5	32.3	13.7	.1	.1	.1	
Cable splicers	14,931	14,931	-	40.0	3.07	-	-	(³)	(³)	.6	.7	1.0	2.0	3.0	8.1	26.5	45.6	11.6	.4	.4	
Cable splicers' helpers	2,401	2,401	-	40.0	2.06	-	-	1.9	16.5	20.6	15.2	16.1	17.6	8.4	2.5	.7	.5	-	-	-	
Others	635	635	-	39.9	2.96	-	-	5.0	5.0	1.7	2.0	2.4	3.3	5.0	13.4	4.7	21.1	15.7	12.4	8.0	
Laborers	33	33	-	40.0	2.00	-	-	-	-	21.2	78.8	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	23,795	16,679	7,116	37.8	2.26	-	3.0	8.8	15.6	15.9	11.1	9.8	6.3	6.8	5.0	5.2	3.1	1.2	1.6	6.5	
Foremen	2,515	2,080	435	39.4	3.76	-	-	.2	1.4	1.5	2.7	3.2	2.4	3.3	2.6	3.7	3.0	4.7	11.5	59.8	
Mechanics	3,166	3,166	-	39.8	2.87	-	-	.1	.5	1.4	2.5	4.1	6.7	12.1	18.3	27.5	17.0	5.2	3.0	1.6	
Other building service employees	13,487	6,808	6,679	36.4	1.77	-	5.3	14.8	24.5	24.1	15.6	12.1	2.9	.5	.3	(³)	(³)	(³)	(³)	-	
Other supplies and motor vehicle employees	4,627	4,625	2	39.7	2.35	-	.1	1.9	7.5	9.7	8.5	10.7	18.0	23.8	11.1	6.1	2.4	.3	-	-	
All employees not elsewhere classified	649	637	12	38.6	3.11	-	-	.2	.5	.9	1.2	1.2	2.2	4.0	19.8	21.5	19.8	12.1	8.7	7.9	

¹ Covers 24 Bell System telephone carriers, all classified as class A carriers.

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

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 Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² December 1961

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving--															
	Total	Men	Women			Under	\$1.15	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	
						\$1.15	and under \$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	and over	
All employees except officials and managerial assistants	23,318	11,097	12,221	39.9	\$2.07	0.4	16.4	12.0	14.8	12.1	5.5	4.9	3.9	7.7	7.4	6.7	2.9	1.7	1.2	2.6	
Part-time employees	754	107	647	30.8	1.41	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	22,564	10,990	11,574	40.2	2.08	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	1,671	1,449	222	40.0	3.12	.1	1.8	1.6	2.3	3.1	3.5	4.5	4.7	6.3	9.0	10.1	13.3	9.3	7.7	22.7	
Draftsmen	122	84	38	39.6	2.05	.8	12.3	12.3	11.5	12.3	13.1	6.6	3.3	4.1	7.4	9.8	3.3	-	.8	2.5	
Others	1,549	1,365	184	40.0	3.21	-	1.0	.8	1.5	2.4	2.7	4.4	4.8	6.5	9.1	10.1	14.1	10.0	8.2	24.3	
Business office and sales employees	1,411	367	1,044	39.8	2.05	-	10.0	11.4	13.1	21.6	12.7	7.4	2.8	4.0	3.7	2.7	2.6	2.8	2.0	3.3	
Supervisors	282	167	115	40.0	2.84	-	-	-	2.1	15.3	8.2	12.8	4.6	4.6	4.6	5.3	9.6	12.1	7.8	12.8	
Nonsupervisory employees	1,129	200	929	39.8	1.85	-	12.5	14.3	15.9	23.1	13.8	6.0	2.4	3.8	3.5	2.0	.9	.4	.5	.9	
Clerical employees	4,312	650	3,662	39.9	1.76	-	19.0	16.8	17.3	18.7	11.4	5.7	2.2	1.9	1.8	1.6	.9	1.0	.6	1.0	
Supervisors	318	190	128	40.0	2.87	-	-	.3	2.2	4.4	9.4	12.3	9.4	6.3	8.5	8.2	8.5	10.7	7.5	12.3	
Nonsupervisory employees	3,994	460	3,534	39.9	1.67	-	20.5	18.1	18.5	19.9	11.6	5.2	1.6	1.6	1.3	1.1	.3	.2	(³)	.1	
Commercial department	815	30	785	39.9	1.56	-	25.8	20.7	19.0	22.8	7.2	3.4	.6	.1	.2	-	-	-	-	-	
Traffic department	280	6	274	39.8	1.73	-	13.6	5.0	25.7	25.7	23.6	3.2	1.4	.4	1.1	-	-	-	.4	-	
Plant department	989	153	836	39.9	1.69	-	24.4	15.8	14.6	27.6	7.0	2.5	.9	2.6	1.8	2.5	.1	.3	-	-	
Accounting department	1,243	144	1,099	39.9	1.64	-	18.3	22.8	21.8	14.0	14.1	4.6	1.5	.8	.9	.5	.4	.2	-	.2	
All other departments	667	127	540	39.9	1.83	-	15.6	15.3	14.4	13.3	13.9	13.3	4.2	3.7	2.5	2.1	.9	.3	-	.3	
Telephone operators	6,993	12	6,981	40.1	1.56	1.1	24.6	20.5	29.1	17.1	2.3	2.0	1.3	.8	.5	.2	.1	.1	.1	.1	
Chief operators	357	2	355	40.0	2.34	-	-	.8	8.4	13.2	13.4	14.3	15.4	14.3	8.7	3.6	2.2	2.0	2.5	1.1	
Service assistants and instructors	456	3	453	40.8	1.91	-	3.2	2.3	34.7	19.5	16.3	15.5	5.5	.4	.6	.6	.2	.2	.2	.8	
Experienced switchboard operators	5,971	7	5,964	40.1	1.49	1.3	28.2	22.0	30.1	17.5	.5	.2	.1	.1	.1	-	-	-	-	-	
Operators in training	178	-	178	39.2	1.43	-	12.4	57.9	27.0	2.8	-	-	-	-	-	-	-	-	-	-	
Other switchboard employees	31	-	31	38.5	1.88	12.9	6.5	3.2	9.7	22.6	9.7	16.1	19.4	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees	7,699	7,629	70	40.2	2.50	(³)	10.3	3.4	3.8	4.4	4.0	6.5	7.1	17.8	17.6	16.0	4.7	1.8	.9	1.6	
Foremen of telephone craftsmen	754	753	1	40.2	3.16	-	-	.1	1.5	4.8	2.1	3.7	2.9	4.4	7.4	15.3	18.7	13.8	9.5	15.8	
Central office craftsmen	2,022	1,984	38	40.2	2.43	-	13.4	2.5	2.6	5.0	3.8	5.6	6.8	9.9	27.8	14.3	8.0	.3	-	(³)	
Test-board men and repeatermen	327	324	3	40.4	2.49	-	16.8	2.8	.9	-	.3	.9	4.0	11.3	38.8	21.1	2.8	.3	-	-	
Central office repairmen	1,181	1,176	5	40.2	2.46	-	9.0	1.9	2.5	5.9	4.7	6.2	8.0	11.3	30.7	10.6	8.9	.3	-	-	
Others	514	484	30	40.0	2.30	-	21.2	3.7	3.9	6.0	3.9	7.2	5.8	5.8	14.0	18.7	9.3	.2	-	.2	
Installation and exchange repair craftsmen	2,939	2,998	31	40.2	2.54	(³)	9.0	2.5	3.3	3.7	3.3	7.4	7.0	28.4	15.3	19.3	.6	.1	-	(³)	
PBX and station installers	1,302	1,302	-	40.1	2.55	.1	17.3	2.9	3.6	2.8	3.5	9.4	7.5	17.1	9.0	25.6	1.1	.1	-	-	
Exchange repairmen	453	434	19	40.8	2.52	-	8.2	3.8	3.1	1.5	2.6	4.2	3.3	30.7	19.0	22.3	.4	.7	-	.2	
Others	1,184	1,172	12	40.0	2.54	-	.2	1.5	3.0	5.4	3.4	6.3	7.9	39.9	20.9	11.2	.3	-	-	-	
Line, cable, and conduit craftsmen	1,943	1,943	-	40.2	2.27	-	12.7	6.4	6.8	4.9	5.8	7.3	9.1	15.6	14.6	13.5	2.2	1.1	-	-	
Linemen	1,077	1,077	-	40.4	2.26	-	10.6	5.2	9.8	6.6	5.3	8.9	7.5	17.2	12.9	13.0	1.4	1.6	-	-	
Cable splicers	481	481	-	40.1	2.59	-	4.6	6.2	1.0	2.1	2.7	3.5	7.7	15.4	27.7	22.5	5.8	.8	-	-	
Cable splicers' helpers	201	201	-	40.1	1.91	-	23.4	11.4	7.5	4.5	11.9	13.4	13.9	3.5	3.5	7.0	-	-	-	-	
Others	184	184	-	39.9	1.84	-	34.8	8.2	3.8	2.7	9.8	1.1	16.8	20.7	2.2	-	-	-	-	-	
Laborers	41	41	-	41.7	1.64	-	31.7	36.6	-	4.9	7.3	2.4	4.9	-	12.2	-	-	-	-	-	
Building, supplies, and motor vehicle employees	1,098	879	219	37.5	1.82	.2	27.4	17.3	12.9	9.0	6.4	5.4	3.0	8.7	4.6	2.1	.9	1.0	.5	.6	
Foremen	66	66	-	40.0	3.04	-	-	-	1.5	4.5	3.0	6.1	10.6	6.1	12.1	7.6	12.1	16.7	9.1	10.6	
Mechanics	78	75	3	40.1	2.47	-	5.1	2.6	7.7	1.3	2.6	5.1	11.5	32.1	14.1	16.7	1.3	-	-	-	
Other building service employees	622	424	198	35.8	1.49	.3	35.5	26.7	18.0	9.6	5.9	1.9	.8	.8	.2	.2	-	-	-	-	
Other supplies and motor vehicle employees	332	314	18	39.5	1.98	-	22.9	6.6	6.9	10.5	8.7	11.7	3.6	18.4	9.0	1.2	.3	-	-	-	
All employees not elsewhere classified	134	111	23	38.8	2.26	-	9.0	3.8	10.5	7.5	12.8	9.8	15.0	18.0	2.3	3.0	1.5	2.3	2.3	2.3	

¹ Covers 30 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 bulletin.

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 Earnings² of Employees in Selected Occupations, by Region, December 1961

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	599,108	\$2.67	45,047	\$2.68	129,791	\$2.83	105,106	\$2.76	31,825	\$2.62	66,166	\$2.35	22,354	\$2.46	55,606	\$2.43	26,137	\$2.44	83,773	\$2.81
Cable splicers	15,412	3.05	1,255	3.12	2,979	3.22	2,858	3.09	934	3.07	2,029	2.94	613	2.78	1,204	2.97	709	2.79	2,322	3.12
Cable splicers' helpers	2,602	2.05	255	2.08	801	2.05	361	2.02	178	2.05	187	2.15	2	(⁵)	524	2.08	44	2.19	46	2.47
Central office repairmen	35,573	2.96	2,198	3.03	7,850	3.09	6,322	3.00	1,759	2.98	3,560	2.83	738	3.02	3,155	2.92	1,318	2.73	5,087	2.95
Clerical (nonsupervisory)	120,120	2.05	9,091	1.99	29,161	2.10	20,089	2.10	5,849	2.03	12,034	1.92	4,001	1.84	9,978	1.96	5,278	1.85	17,787	2.16
Exchange repairmen	13,064	3.13	372	3.24	3,752	3.22	3,958	3.12	422	3.15	-	-	2	(⁵)	1,624	3.10	327	2.90	2,484	3.09
Experienced switchboard operators	129,609	1.90	10,155	1.94	25,793	2.07	22,742	1.97	7,467	1.87	16,833	1.64	5,322	1.70	15,494	1.84	4,991	1.81	15,255	2.01
Linemen	13,886	2.69	907	2.80	2,959	2.93	2,409	2.75	864	2.56	1,315	2.55	638	2.34	2,056	2.57	792	2.42	1,505	2.85
Mechanics, building, and motor vehicle service	3,244	2.86	210	2.73	937	2.89	682	2.98	169	2.70	458	2.64	69	2.84	112	3.07	56	2.50	498	2.97
PBX and station installers	25,719	3.05	456	3.12	8,625	3.16	6,700	3.06	561	2.84	115	2.05	15	2.34	3,253	3.06	733	2.80	4,892	2.99
Test-board men and repeatermen	15,576	3.05	633	3.20	1,548	3.31	1,783	3.13	385	3.15	1,347	2.96	368	3.01	1,524	3.04	514	2.96	3,008	3.11

¹ Covers telephone carriers with annual operating revenues exceeding \$250,000.

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

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.

⁵ Insufficient data to warrant presentation of an average.

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 1961

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—															
	Total	Men	Women			\$1.15 and under \$1.30	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	and over	
						-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
All employees except officials, managerial assistants, and messengers	26,183	14,260	11,923	39.3	\$2.52	-	0.1	2.8	7.1	12.0	27.2	12.1	11.8	6.6	9.1	1.6	1.5	1.5	6.7		
Professional and semiprofessional employees	1,150	1,008	142	35.8	4.07	-	-	-	.2	.3	7.0	5.7	4.8	6.0	5.0	3.9	6.2	9.8	51.1		
Engineers and engineering assistants	744	726	18	35.0	4.16	-	-	-	-	-	8.3	3.8	3.6	1.3	5.6	3.8	7.0	13.4	53.1		
Others	406	282	124	37.2	3.93	-	-	-	.5	.7	4.7	9.1	6.9	14.5	3.9	4.2	4.7	3.2	47.5		
Telegraph office superintendents and managers	2,907	1,808	1,099	39.9	2.54	-	-	.2	2.5	15.5	19.8	23.6	14.6	9.9	3.2	1.2	1.8	1.7	5.9		
Sales employees	400	373	27	37.7	3.76	-	-	-	.3	.3	.5	3.3	14.3	3.5	16.8	3.5	3.0	4.0	50.8		
Clerical employees	6,823	2,739	4,084	38.4	2.43	-	-	3.6	9.5	14.2	28.1	12.7	9.9	5.2	5.0	2.8	1.6	1.4	5.9		
Supervisors	971	757	214	37.7	3.33	-	-	-	-	1.0	8.5	9.2	13.0	7.0	5.4	9.0	4.7	6.7	35.5		
Clerical employees	5,705	1,935	3,770	38.4	2.30	-	-	2.3	10.8	16.8	32.2	13.7	9.6	5.0	5.0	1.9	1.1	.6	1.0		
Commercial department	3,231	882	2,349	39.5	2.24	-	-	2.2	10.0	18.9	36.0	16.0	8.7	4.5	1.3	.8	.6	.4	.7		
Traffic department	683	181	502	39.9	2.14	-	-	1.9	13.9	15.2	62.2	2.9	3.5	.1	.1	-	-	-	-		
All other departments	1,791	872	919	36.0	2.47	-	-	2.7	11.2	13.8	13.8	13.5	13.6	7.9	13.5	4.6	2.5	1.1	1.8		
Route aides	147	47	100	40.0	1.68	-	-	76.9	23.1	-	-	-	-	-	-	-	-	-	-		
Telegraph operators	8,255	1,931	6,324	39.8	2.22	-	.3	5.6	10.1	12.5	48.3	9.3	9.6	1.3	.6	.5	.5	.4	1.2		
Traffic managers, chief operators, supervisors, and instructors	1,529	685	844	40.0	2.70	-	-	-	-	.9	2.2	22.2	51.3	6.9	3.1	2.6	2.5	2.2	6.3		
Experienced telegraph operators (except Morse operators)	4,502	881	3,621	39.8	2.09	-	-	5.6	14.1	18.6	58.8	2.7	.2	-	-	-	-	-	-		
Commercial department	2,443	605	1,838	39.7	2.01	-	-	9.8	19.1	31.5	38.0	1.3	.3	-	-	-	-	-	-		
Traffic department	2,059	276	1,783	39.9	2.19	-	-	.5	8.2	3.4	83.4	4.4	.1	-	-	-	-	-	-		
Switching clerks	90	21	69	39.7	1.94	-	-	1.1	41.1	53.3	4.4	-	-	-	-	-	-	-	-		
Operators in training	131	57	74	40.0	1.57	-	-	16.8	80.2	1.5	1.5	-	-	-	-	-	-	-	-		
Other operators	2,003	287	1,716	39.7	2.18	-	-	5.1	8.0	6.5	65.2	15.2	-	-	-	-	-	-	-		
Morse operators	324	236	88	40.1	2.34	-	-	-	-	3.4	12.7	84.0	-	-	-	-	-	-	-		
Telephone operators	1,679	51	1,628	39.6	2.15	-	-	6.1	9.6	7.1	75.3	1.9	-	-	-	-	-	-	-		
Construction, installation, and maintenance employees	5,903	5,828	75	39.9	2.73	-	-	.2	1.2	5.2	8.8	12.6	17.5	14.8	30.1	1.6	1.7	1.5	4.9		
Traffic testing and regulating employees	1,633	1,611	22	40.0	2.80	-	-	-	-	3.1	4.5	6.8	12.3	14.5	52.2	2.6	.7	.9	2.4		
Construction, installation, and maintenance employees	4,097	4,055	42	39.8	2.73	-	-	-	.7	5.3	10.4	15.3	19.4	15.2	22.4	1.3	2.1	1.8	6.1		
Foremen	562	561	1	39.3	3.55	-	-	-	-	.2	.7	-	1.4	4.3	24.2	7.7	13.2	12.1	36.3		
Subscribers' equipment maintainers	1,275	1,275	-	40.0	2.71	-	-	-	-	.8	5.4	16.1	20.4	13.3	44.0	-	-	-	-		
Linemen and cablemen	733	731	2	40.0	2.61	-	-	-	-	3.5	9.8	9.4	36.8	27.0	13.4	-	-	-	-		
Others	1,527	1,488	39	39.8	2.50	-	-	-	1.8	11.7	18.5	23.0	16.9	15.1	7.9	.8	.9	.5	2.9		
Laborers	173	162	11	40.0	2.20	-	-	5.2	23.1	22.0	11.6	4.0	20.8	9.2	4.0	-	-	-	-		
Building service employees	745	573	172	39.5	2.02	-	-	2.1	30.6	49.9	2.8	2.6	7.4	2.0	.1	.5	.7	.7	.5		
Mechanics	129	129	-	39.9	2.59	-	-	-	-	17.8	10.9	5.4	40.3	10.9	.8	3.1	3.9	3.9	3.1		
Others	616	444	172	39.5	1.90	-	-	2.6	37.0	56.7	1.1	1.9	.5	.2	-	-	-	-	-		
Messengers	4,922	4,809	113	31.9	1.42	70.9	2.9	2.7	7.3	13.3	2.9	-	-	-	-	-	-	-	-		
Full-time employees	3,367	3,260	107	38.6	1.46	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Part-time employees	1,555	1,549	6	17.5	1.19	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Foot and bicycle messengers	3,494	3,436	58	29.8	1.18	99.9	.1	-	-	-	-	-	-	-	-	-	-	-	-		
Motor messengers	1,428	1,373	55	37.1	1.89	-	9.7	9.3	25.3	45.7	9.9	-	-	-	-	-	-	-	-		

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 The decrease in average hourly earnings since October 1960 reflects a turnover in force consistent with the company's personnel requirements.

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

Table 6. Radiotelegraph Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,² October 1961

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—															
	Total	Men	Women			Under \$1.15	\$1.15 and under \$1.30	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70 and over	
						\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70				
All employees except officials and managerial assistants	3,986	3,434	552	36.5	\$2.97	0.1	9.4	2.1	0.7	3.3	4.6	6.2	6.2	8.4	8.3	6.6	11.3	7.9	6.2	18.8	
All employees except officials, assistants, and messengers	3,527	2,978	549	37.5	3.14	.1	-	.5	.6	3.5	5.2	6.9	7.1	9.4	9.4	7.4	12.8	8.9	7.0	21.2	
Professional and semiprofessional employees	185	182	3	37.4	4.40	-	-	-	-	-	.5	-	1.1	3.8	2.7	3.2	5.9	9.2	7.0	66.5	
Engineers and engineering assistants	159	158	1	37.5	4.48	-	-	-	-	-	-	-	1.3	3.8	1.9	3.1	4.4	8.2	6.9	70.4	
Others	26	24	2	36.8	3.90	-	-	-	-	-	3.8	-	-	3.8	7.7	3.8	15.4	15.4	7.7	42.3	
Office or station superintendents and assistants	100	99	1	37.5	5.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4.0	96.0
Sales employees	104	104	-	37.5	3.78	-	-	-	-	1.0	-	1.0	-	1.9	-	6.7	11.5	7.7	14.4	54.8	
Clerical employees	1,105	713	392	37.4	2.69	-	-	1.4	1.4	9.9	10.3	9.5	11.1	9.7	12.4	7.6	10.8	4.3	4.0	7.7	
Supervisors	123	107	16	37.5	3.92	-	-	-	-	-	-	-	-	.8	-	3.3	8.1	8.9	21.1	57.7	
All other clerical employees	982	606	376	37.4	2.54	-	-	1.6	1.5	11.1	11.6	10.7	12.5	10.8	14.0	8.1	11.1	5.7	1.8	1.4	
Operating department	473	380	93	37.5	2.53	-	-	1.9	1.5	11.2	9.7	7.4	15.4	10.4	18.4	6.9	13.7	1.5	-	-	
Commercial department	72	43	29	37.4	2.28	-	-	5.6	1.4	16.7	19.4	25.0	8.3	4.2	4.2	2.8	6.9	-	-	4.2	
Accounting department	205	101	104	37.4	2.57	-	-	1.5	1.5	11.7	10.7	8.3	13.2	10.2	16.1	7.3	4.9	8.8	4.9	1.0	
Engineering department	38	26	12	37.3	2.89	-	-	-	2.6	-	10.5	7.9	5.3	7.9	2.6	18.4	28.9	10.5	-	5.3	
All other departments	194	56	138	37.4	2.55	-	-	-	1.5	10.3	14.4	16.5	7.7	15.5	6.7	7.2	9.3	3.6	2.6	4.6	
Operators	1,092	960	132	37.6	3.00	-	-	.1	.2	.2	3.3	10.4	8.4	12.7	8.6	10.0	20.8	11.7	2.8	10.7	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	120	119	1	37.5	4.03	-	-	-	-	-	-	-	.8	-	-	.8	-	5.0	8.3	85.0	
Other operators	972	841	131	37.5	2.88	-	-	.1	.2	.2	3.7	11.7	9.4	14.3	9.7	11.1	23.4	12.6	2.2	1.5	
Radio operators	157	149	8	37.3	3.38	-	-	-	-	.6	-	1.3	1.9	3.2	3.2	.6	21.0	52.9	5.7	9.6	
Marine coastal station operators	140	140	-	37.7	3.20	-	-	-	-	-	-	-	5.0	15.0	12.1	19.3	12.1	27.9	8.6	-	
Teletype-multiplex operators	498	423	75	37.7	2.68	-	-	.2	.2	.2	6.4	19.7	13.3	14.9	9.2	7.2	28.7	-	-	-	
Telephone operators	58	45	13	37.4	2.85	-	-	-	1.7	-	6.9	3.4	8.6	12.1	19.0	-	48.3	-	-	-	
All other operators	119	84	35	37.5	2.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messengers	459	456	3	28.7	1.29	-	81.3	14.4	1.3	2.0	-	2	.9	-	-	-	-	-	-	-	
Foot and bicycle	437	434	3	28.2	1.25	-	84.9	14.4	.7	-	-	-	-	-	-	-	-	-	-	-	
Motor	22	22	-	37.5	1.81	-	9.1	13.6	13.6	40.9	4.5	18.2	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees	845	831	14	37.6	3.42	-	-	-	-	.5	1.2	1.4	1.9	6.9	10.2	6.6	9.6	13.5	16.4	31.8	
Supervisors	119	116	3	37.5	4.28	-	-	-	-	-	-	-	1.7	.8	-	.8	.8	2.5	3.4	89.9	
Radio operating technicians	300	299	1	37.6	3.43	-	-	-	-	-	-	.7	1.7	4.0	7.7	9.0	10.3	11.3	17.3	38.0	
Riggers	42	42	-	37.5	3.18	-	-	-	-	-	-	-	2.4	14.3	14.3	7.1	16.7	11.9	33.3	-	
Groundmen	22	22	-	37.7	2.45	-	-	-	-	4.5	18.2	9.1	13.6	13.6	40.9	-	-	-	-	-	
Mechanics and maintenance technicians	267	267	-	37.5	3.29	-	-	-	-	.4	-	.4	.4	10.9	12.7	3.4	9.7	22.5	23.2	16.5	
Others	95	85	10	37.4	3.00	-	-	-	-	2.1	6.3	7.4	4.2	7.4	14.7	16.8	16.8	12.6	7.4	4.2	
Building service employees	96	89	7	37.6	2.28	3.1	-	-	2.1	8.3	21.9	13.5	16.7	20.8	10.4	-	-	-	1.0	2.1	

¹ Covers employees of radiotelegraph carriers with annual operating revenues exceeding \$50,000; excludes 1,255 employees working for radiotelegraph carriers outside the contiguous 48 States and the District of Columbia.

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

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 1961

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings ²	Percent of employees receiving—														
	Total	Men	Women			\$ 1.15 and under	\$ 1.30	\$ 1.50	\$ 1.70	\$ 1.90	\$ 2.10	\$ 2.30	\$ 2.50	\$ 2.70	\$ 2.90	\$ 3.10	\$ 3.30	\$ 3.50	\$ 3.70	
						and over														
All employees except officials and managerial assistants	1,406	1,195	211	36.0	\$ 2.79	9.5	2.4	1.8	3.1	5.9	7.3	9.2	9.2	13.4	9.8	9.3	3.6	5.5	10.0	
All employees except officials, assistants, and messengers	1,232	1,021	211	37.3	2.94	-	.2	1.5	3.6	6.7	8.2	10.6	10.5	15.3	11.2	10.6	4.1	6.2	11.4	
Professional and semiprofessional employees	44	42	2	36.9	4.60	-	-	-	2.3	-	2.3	-	2.3	-	2.3	6.8	9.1	9.1	65.9	
Engineers and engineering assistants	33	33	-	37.1	4.46	-	-	-	-	-	3.0	-	3.0	-	3.0	6.1	12.1	12.1	60.6	
Others	11	9	2	36.1	5.04	-	-	-	9.1	-	-	-	-	-	-	9.1	-	-	81.8	
Office or station superintendents and assistants	8	8	-	37.5	5.67	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Sales employees	52	50	2	36.1	3.95	-	-	-	-	-	-	-	1.9	5.8	9.6	11.5	19.2	1.9	50.0	
Clerical employees	570	417	153	37.3	2.69	-	.4	3.2	5.6	12.1	8.6	11.6	11.6	18.2	13.3	3.5	2.8	1.8	7.4	
Supervisors	56	49	7	37.2	4.00	-	-	-	-	-	-	-	-	-	5.4	17.9	8.9	10.7	57.1	
All other clerical employees	514	368	146	37.4	2.55	-	.4	3.5	6.2	13.4	9.5	12.8	12.8	20.2	14.2	1.9	2.1	.8	1.9	
Operating department	332	300	32	37.4	2.57	-	-	3.9	4.2	11.7	5.7	12.0	13.0	29.5	17.5	1.8	.6	-	-	
Commercial department	28	8	20	37.5	2.32	-	3.6	-	25.0	21.4	17.9	3.6	7.1	3.6	3.6	-	7.1	3.6	3.6	
Accounting department	67	31	36	37.5	2.40	-	1.5	6.0	11.9	16.4	16.4	11.9	1.5	6.0	1.5	3.0	3.0	4.5	-	
Engineering department	14	3	11	37.5	2.46	-	-	-	-	28.6	7.1	7.1	35.7	7.1	14.3	-	-	-	-	
All other departments	73	26	47	36.7	2.66	-	-	1.4	4.1	12.3	17.8	17.8	11.0	4.1	11.0	4.1	6.8	1.4	8.2	
Operators	414	360	54	37.5	2.82	-	-	-	1.4	2.2	10.9	14.5	13.0	16.4	11.4	21.0	2.4	2.7	4.1	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	39	38	1	37.5	3.73	-	-	-	-	-	-	-	-	-	-	2.6	25.6	28.2	43.6	
Other operators	375	322	53	37.5	2.73	-	-	-	1.6	2.4	12.0	16.0	14.4	18.1	12.5	22.9	-	-	-	
Cable operators	86	85	1	37.5	3.20	-	-	-	-	-	-	-	-	-	23.3	76.7	-	-	-	
Morse operators	2	2	-	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Teletype-multiplex operators	138	118	20	37.4	2.49	-	-	-	2.2	5.1	15.9	32.6	17.4	26.1	.7	-	-	-	-	
Telephone operators	43	24	19	37.5	2.82	-	-	-	-	4.7	2.3	-	18.6	41.9	9.3	23.3	-	-	-	
Junior operators	1	1	-	(³)	(³)	-	-	-	-	-	-	-	-	100.0	-	-	-	-	-	
All other operators	105	92	13	37.5	2.63	-	-	-	2.9	-	21.0	14.3	21.0	12.4	19.0	9.5	-	-	-	
Messengers, foot and bicycle	174	174	-	26.7	1.28	77.0	18.4	4.0	-	-	.6	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees	124	124	-	37.5	3.47	-	-	-	-	-	.8	.8	4.0	11.3	7.3	12.1	8.1	41.1	14.5	
Supervisors	14	14	-	37.5	4.15	-	-	-	-	-	-	-	-	-	-	-	-	14.3	85.7	
Mechanics	98	98	-	37.5	3.43	-	-	-	-	-	1.0	-	5.1	10.2	6.1	11.2	10.2	50.0	6.1	
Others	12	12	-	37.5	2.95	-	-	-	-	-	-	8.3	-	33.3	25.0	33.3	-	-	-	
Building service employees	18	18	-	37.5	2.12	-	-	-	27.8	22.2	27.8	16.7	5.6	-	-	-	-	-	-	
All employees not elsewhere classified	2	2	-	(³)	(³)	-	-	-	-	50.0	-	-	50.0	-	-	-	-	-	-	

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 4,003 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 bulletin.

³ Insufficient data to warrant presentation of an average.

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.

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 24 Bell System companies and 30 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

Average hourly earnings presented in this bulletin 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.

The terms "scheduled weekly hours" and "scheduled weekly compensation" for the four carrier groups covered by the study are defined, according to the FCC's Rules and Regulations, as follows:

CLASS A TELEPHONE CARRIERS

51.12(b) "Scheduled weekly hours" means the number of regular hours, excluding overtime hours, in the duty tours which the employee is scheduled to work during the week in which December 31 occurs, whether or not excused because of a holiday, vacation, leave of absence or other reason.

51.13(b) "Scheduled weekly compensation" means compensation to the employee at the rate of pay in effect on December 31 for the "Scheduled weekly hours." It includes the basic weekly pay rate plus any regularly scheduled supplementary compensation, such as differentials for evening and night tours, equivalent value of board and lodging for unlocated employees, equivalent value of meals

furnished dining service employees and equivalent value of living quarters and maintenance furnished managers of agency offices. It excludes pay for overtime work and pay in excess of weekday rates for Sunday and holiday work.

WESTERN UNION TELEGRAPH CO.

52.21(b) "Scheduled weekly hours" are defined as an employee's regular daily tour of duty multiplied by the number of days, or fraction of days, scheduled to be worked during a week.

52.22(b) "Scheduled weekly compensation" is defined as the wages scheduled to be paid for scheduled weekly hours as defined in 52.21(b). This should include employee contributions for old age benefits, unemployment insurance and similar deductions, paid vacation and holiday hours, the regularly scheduled weekly compensation of employees temporarily on leave due to disability or sickness, and the scheduled weekly compensation of both full- and part-time employees.

The company reports that "scheduled weekly compensation" excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

RADIOTELEGRAPH AND OCEAN-CABLE CARRIERS

Radiotelegraph and ocean-cable carriers are instructed to report scheduled weekly hours and compensation for their employees as defined above for the Western Union Telegraph Co., except that scheduled weekly compensation should include regularly scheduled maintenance, travel, or other allowances.

Distribution of Workers by Earnings Classes

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

INDUSTRY WAGE STUDIES

The following reports cover part of the Bureau's program of industry wage surveys. These reports cover the period 1950 to date and may be obtained free upon request as long as a supply is available. However, those for which a price is shown are available only from the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C., or any of its regional sales offices.

I. Occupational Wage Studies

Manufacturing

Apparel:

- Men's Dress Shirts and Nightwear, 1950 - Series 2, No. 80
- Men's and Boys' Dress Shirts and Nightwear, 1954 - BLS Report 74
- *Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1956 - BLS Report 116
- Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961 - BLS Bulletin 1323 (40 cents)
- Men's and Boys' Suits and Coats, 1958 - BLS Report 140
- Women's and Misses' Coats and Suits, 1957 - BLS Report 122
- Women's and Misses' Dresses, 1960 - BLS Report 193
- Work Clothing, 1953 - BLS Report 51
- Work Clothing, 1961 - BLS Bulletin 1321 (35 cents)
- *Work Shirts, 1955 and 1956 - BLS Report 115
- *Work Shirts, 1957 - BLS Report 124

Chemicals and Petroleum:

- Fertilizer, 1949-50 - Series 2, No. 77
- *Fertilizer Manufacturing, 1955 and 1956 - BLS Report 111
- *Fertilizer Manufacturing, 1957 - BLS Report 132
- Industrial Chemicals, 1951 - Series 2, No. 87
- Industrial Chemicals, 1955 - BLS Report 103
- Paints and Varnishes, 1961 - BLS Bulletin 1318 (30 cents)
- Petroleum Production and Refining, 1951 - Series 2, No. 83
- Petroleum Refining, 1959 - BLS Report 158
- Synthetic Fibers, 1958 - BLS Report 143

Food:

- Candy and Other Confectionery Products, 1960 - BLS Report 195
- *Canning and Freezing, 1955 and 1956 - BLS Report 117
- *Canning and Freezing, 1957 - BLS Report 136
- Distilled Liquors, 1952 - Series 2, No. 88
- Fluid Milk Industry, 1960 - BLS Report 174
- *Raw Sugar, 1955 and 1956 - BLS Report 117
- *Raw Sugar, 1957 - BLS Report 136

Leather:

- Footwear, 1953 - BLS Report 46
- *Footwear, 1955 and 1956 - BLS Report 115
- Footwear, 1957 - BLS Report 133
- Leather Tanning and Finishing, 1954 - BLS Report 80
- Leather Tanning and Finishing, 1959 - BLS Report 150

Lumber and Furniture:

- Household Furniture, 1954 - BLS Report 76
- Lumber in the South, 1949 and 1950 - Series 2, No. 76
- Southern Lumber Industry, 1953 - BLS Report 45
- *Southern Sawmills, 1955 and 1956 - BLS Report 113
- *Southern Sawmills, 1957 - BLS Report 130
- West Coast Sawmilling, 1952 - BLS Report 7
- West Coast Sawmilling, 1959 - BLS Report 156
- Wood Household Furniture, Except Upholstered, 1959 - BLS Report 152
- *Wooden Containers, 1955 and 1956 - BLS Report 115
- *Wooden Containers, 1957 - BLS Report 126

Paper and Allied Products:

- Pulp, Paper, and Paperboard, 1952 - Series 2, No. 91

Primary Metals, Fabricated Metal Products and Machinery:

- Basic Iron and Steel, 1951 - Series 2, No. 81
- Fabricated Structural Steel, 1957 - BLS Report 123
- Gray Iron Foundries, 1959 - BLS Report 151
- Nonferrous Foundries, 1951 - Series 2, No. 82
- Nonferrous Foundries, 1960 - BLS Report 180
- Machinery Industries, 1953-54 - BLS Bulletin 1160 (40 cents)
- Machinery Industries, 1954-55 - BLS Report 93
- Machinery Manufacturing, 1955-56 - BLS Report 107
- Machinery Manufacturing, 1957-58 - BLS Report 139
- Machinery Manufacturing, 1958-59 - BLS Report 147
- Machinery Manufacturing, 1959-60 - BLS Report 170
- Machinery Manufacturing, 1961 - BLS Bulletin 1309 (30 cents)
- Radio, Television, and Related Products, 1951 - Series 2, No. 84
- Steel Foundries, 1951 - Series 2, No. 85

Rubber and Plastics Products:

- Miscellaneous Plastics Products, 1960 - BLS Report 168

Stone, Clay, and Glass:

- Pressed or Blown Glass and Glassware, 1960 - BLS Report 177
- Structural Clay Products, 1954 - BLS Report 77
- Structural Clay Products, 1960 - BLS Report 172

Textiles:

- Cotton Textiles, 1954 - BLS Report 82
- Cotton Textiles, 1960 - BLS Report 184
- Cotton and Synthetic Textiles, 1952 - Series 2, No. 89
- Hosiery, 1952 - BLS Report 34
- Miscellaneous Textiles, 1953 - BLS Report 56
- *Processed Waste, 1955 and 1956 - BLS Report 115
- *Processed Waste, 1957 - BLS Report 124
- *Seamless Hosiery, 1955 and 1956 - BLS Report 112
- *Seamless Hosiery, 1957 - BLS Report 129
- Synthetic Textiles, 1954 - BLS Report 87
- Synthetic Textiles, 1960 - BLS Report 192
- Textile Dyeing and Finishing, 1956 - BLS Report 110
- Textile Dyeing and Finishing, 1961 - BLS Bulletin 1311 (35 cents)
- Woolen and Worsted Textiles, 1952 - Series 2, No. 90
- Wool Textiles, 1957 - BLS Report 134

Tobacco:

- Cigar Manufacturing, 1955 - BLS Report 97
- *Cigar Manufacturing, 1956 - BLS Report 117
- Cigar Manufacturing, 1961 - BLS Bulletin 1317 (30 cents)
- Cigarette Manufacturing, 1960 - BLS Report 167
- *Tobacco Stemming and Redrying, 1955 and 1956 - BLS Report 117
- *Tobacco Stemming and Redrying, 1957 - BLS Report 136

Transportation:

- Motor Vehicles and Parts, 1950 - BLS Bulletin 1015 (20 cents)
- Motor Vehicles and Motor Vehicle Parts, 1957 - BLS Report 128
- Railroad Cars, 1952 - Series 2, No. 86

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies--Continued

Nonmanufacturing

Auto Dealers Repair Shops, 1958 - BLS Report 141
Banking Industry, 1960 - BLS Report 179
Contract Cleaning Services, 1961 - BLS Bulletin 1327 (25 cents)
Crude Petroleum and Natural Gas Production, 1960 -
BLS Report 181
Department and Women's Ready-to-Wear Stores, 1950 -
Series 2, No. 78
Eating and Drinking Places, 1961 - BLS Bulletin 1329 (40 cents)
Electric and Gas Utilities, 1950 - Series 2, No. 79
Electric and Gas Utilities, 1952 - BLS Report 12
Electric and Gas Utilities, 1957 - BLS Report 135
Hospitals, 1960 - BLS Bulletin 1294 (50 cents)
Hotels, 1960 - BLS Report 173
Hotels and Motels, 1961 - BLS Bulletin 1328 (30 cents)
Life Insurance, 1961 - BLS Bulletin 1324 (30 cents)
Power Laundries and Cleaning Services, 1961 -
BLS Bulletin 1333 (45 cents)
Power Laundries and Dry Cleaners, 1960 - BLS Report 178

II. Other Industry Wage Studies

Communications Workers, Earnings in October 1956 - BLS Report 121
Communications Workers, Earnings in October 1957 - BLS Report 138
Communications Workers, Earnings in October 1958 - BLS Report 149
Communications Workers, Earnings in October 1959 - BLS Report 171
Communications, October 1960 - BLS Bulletin 1306 (20 cents)
Factory Workers' Earnings - Distributions by Straight-Time Hourly Earnings, 1954 - BLS Bulletin 1179 (25 cents)
Factory Workers' Earnings - 5 Industry Groups, 1956 - BLS Report 118
Factory Workers' Earnings - Distribution by Straight-Time Hourly Earnings, 1958 - BLS Bulletin 1252 (40 cents)
Factory Workers' Earnings - Selected Manufacturing Industries, 1959 - BLS Bulletin 1275 (35 cents)
Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960 - BLS Report 190

Retail Trade, Employee Earnings in October 1956:

Initial Report - BLS Report 119 (30 cents)
Building Materials and Farm Equipment Dealers - BLS Bulletin 1220-1 (20 cents)
General Merchandise Stores - BLS Bulletin 1220-2 (35 cents)
Food Stores - BLS Bulletin 1220-3 (30 cents)
Automotive Dealers and Gasoline Service Stations - BLS Bulletin 1220-4 (35 cents)
Apparel and Accessories Stores - BLS Bulletin 1220-5 (45 cents)
Furniture, Home Furnishings, and Appliance Stores - BLS Bulletin 1220-6 (35 cents)
Drug Stores and Proprietary Stores - BLS Bulletin 1220-7 (15 cents)
Summary Report - BLS Bulletin 1220 (55 cents)

Regional Offices

U. S. Department of Labor
Bureau of Labor Statistics
18 Oliver Street
Boston 10, Mass.

U. S. Department of Labor
Bureau of Labor Statistics
341 Ninth Avenue
New York 1, N. Y.

U. S. Department of Labor
Bureau of Labor Statistics
1371 Peachtree Street, NE.
Atlanta 9, Ga.

U. S. Department of Labor
Bureau of Labor Statistics
1365 Ontario Street
Cleveland 14, Ohio

U. S. Department of Labor
Bureau of Labor Statistics
105 West Adams Street
Chicago 3, Ill.

U. S. Department of Labor
Bureau of Labor Statistics
630 Sansome Street
San Francisco 11, Calif.