

# INDUSTRY WAGE SURVEY

Communications

1962

Bulletin No. 1389

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
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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 Company, radiotelegram 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.

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# Industry Wage Survey—

## Communications, 1962

### Summary

Earnings of the 631,205 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$2.77 an hour in late 1962—an increase of 4.1 percent since 1961. This compares with increases of 4.7 percent between 1960 and 1961 and 5 percent between 1959 and 1960.<sup>1</sup> Class A telephone carriers, accounting for 94 percent of the total work force covered by the study, averaged \$2.78 in December 1962, compared with \$2.67, the 1961 level of scheduled compensation.<sup>2</sup> The average straight-time hourly rate of pay for nonmessenger employees of Western Union's wire-telegraph operations was \$2.63 in October 1962—an increase of 4.4 percent above the 1961 level. Employees of radiotelegraph and ocean-cable carriers account for less than 1 percent of the covered work force. Their earnings in October 1962 averaged \$3.13 and \$2.94 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 685,900 employees of the Nation's telephone communication industry in December 1962 and over nine-tenths of the estimated 35,800 employees in the telegraph communication industry in October 1962.<sup>3</sup>

Overall employment of class A telephone carriers covered in the study declined from December 1961 to December 1962 by 2,781 workers and was 13 percent below October 1957, the year of the highest employment level recorded in the Bureau's studies. Among the other carrier groups, employment levels of both Western Union and radiotelegraph carriers dropped 4.5 percent. Ocean-cable carrier employment has remained comparatively steady for the last 9 years.

### Class A Telephone Carriers

Earnings in December 1962. Earnings of the 596,327 employees (excluding officials and managerial assistants) of the 58 class A telephone carriers covered by the study<sup>4</sup> averaged \$2.78 an hour in December 1962 (table 1)—an

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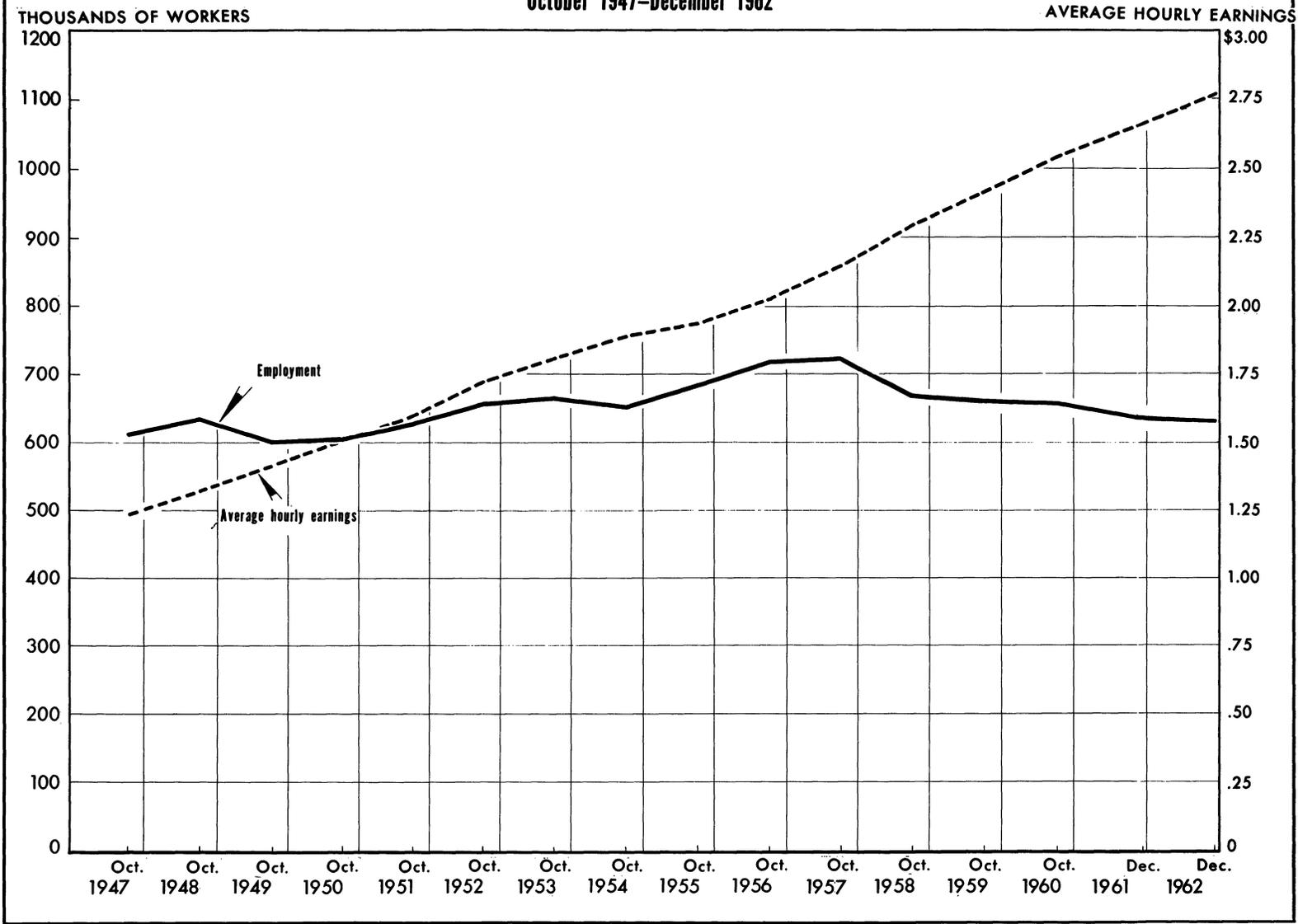
<sup>1</sup> Since 1947, annual studies have been made in cooperation with the Federal Communications Commission. Prior to 1961, information on employee earnings for all carriers included in the annual reports relates to an October payroll period. Effective 1961, the reference date for class A telephone carriers was changed to December. See appendix for scope and method of survey.

<sup>2</sup> 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." Scheduled weekly compensation of Western Union's wire-telegraph employees excludes premium pay for overtime and for work on week-ends, holidays, and late shifts.

<sup>3</sup> Source: BLS employment estimates for telephone and telegraph communication. (See Monthly Labor Review, June 1963, p. 731.)

<sup>4</sup> 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.

### Employment and Average Hourly Earnings of Communications Workers Except Officials and Managerial Assistants, October 1947–December 1962



increase of 4.1 percent above the level recorded in 1961 (\$2.67). Based on regular scheduled compensation which includes the basic pay rate plus any regularly scheduled supplementary compensation such as differentials for evening and night-work, individual earnings of these workers were widely dispersed. The middle half of the workers earned between \$1.94 and \$3.30 an hour.

Wage rates and working conditions of class A telephone carrier employees are largely determined through the collective bargaining process. Agreements on file with the Bureau of Labor Statistics<sup>5</sup> indicate that 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, the difference between the highest and lowest rates recorded for linemen, for example, amounted to \$1 or more in 37 of the 58 class A telephone carriers included in the study.

Average hourly earnings in December 1962 ranged from \$1.61 for trainee telephone operators to \$5.10 for professional and semiprofessional employees. This considerable variation in the earnings level among the occupational groups studied separately, reflects the great diversity of skills and responsibilities required by the industry.

Women, constituting 56 percent of the class A telephone carrier work force, were largely employed in the telephone operator and clerical jobs. Experienced switchboard operators, virtually all women and comprising one-fifth of the total employment, averaged \$1.98 an hour. Nonsupervisory clerical employees (112,315 women and 8,300 men) averaged \$2.13 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 were: \$2.76 for linemen, \$3.04 for central office repairmen, \$3.14 for PBX and station installers, \$3.13 for test-board men and repeatermen, \$3.17 for cable splicers, and \$3.25 for exchange repairmen.

Significant regional variations in occupational wage relationships may be noted. (See table 4.) For example, nonsupervisory clerical employees averaged from 2 to 8 percent more than experienced switchboard operators in 8 of the 9 regions; they averaged 17 percent more in the Southeast. Earnings of central office repairmen exceeded those of experienced switchboard operators by amounts ranging from about 45 to 56 percent in six regions, 58 percent in the South Central, 71 percent in the Southeast, and 74 percent in the North Central region. The wage advantage of PBX and station installers over the experienced operators amounted to 45 percent in the Pacific region and more than 50 percent in all other regions permitting comparisons, except the Southeast, where the difference was 26 percent. In the latter region, all workers classified as PBX and station installers were in non-Bell companies (in this region, Bell System PBX and station installers were also required to repair the equipment and were not classified in that occupational group); whereas, Bell System companies accounted for the large majority of the experienced switchboard operators.

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<sup>5</sup> 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.

Compared with the national average of \$2.78 for all telephone employees except officials and managerial assistants, overall averages ranged from \$2.44 in the Southeast to \$2.91 in the Pacific region and \$2.96 in the Middle Atlantic region. Among the other regions, averages for all employees were above the national average in the Great Lakes region and below the national average in the five remaining regions.

Employees of Bell System companies, accounting for 96 percent of the class A telephone carrier employees covered by the study, averaged \$2.81 an hour—66 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 less 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 four companies, over 25,000 in five other companies, and less than 3,000 in only two companies. Only 1 of the 34 non-Bell companies employed as many as 3,000 workers, while 13 companies had fewer than 100 workers. Eight-tenths of the non-Bell employment was concentrated in five regions: Great Lakes, Chesapeake, Southeast, South Central, and Pacific. Among these regions, average hourly earnings for non-Bell employees ranged from \$1.90 in the Chesapeake and Southeast to \$2.68 in the Pacific.

Average hourly earnings for each of the occupational groups studied separately were 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 -----	100	82
Experienced switchboard operators-----	101	78
Central office repairmen -----	101	83
PBX and station installers -----	101	77
Linemen -----	101	85
Cable splicers-----	101	81
Cable splicers' helpers -----	100	99

Trends in Employment and Earnings. Total employment of class A telephone carriers declined by 2,781 workers between December 1961, and December 1962. Although the December 1962 employment level (596,300) was 8 percent above the October 1947 level (552,700), it was 13 percent below the October 1957

peak of 681,600. The employment decrease between October 1957 and December 1962 was largely 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 these operators (including chief operators and trainees, as well as regular operators) declined from 235,700 in 1957 to 167,200 in 1962. The decline from December 1961 to December 1962 in the number of telephone operators employed by Bell System carriers was greater than the total employment decrease in the same period for all class A telephone carriers covered by the study.

The relative importance, in terms of employment, of major occupational groups has changed substantially since October 1947. As the tabulation 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. By 1962, construction, installation, and maintenance employees constituted a slightly larger proportion than telephone operators. Coinciding with this change has been an increase in the proportion of men employees in the industry. Men accounted for about a third of the total employment in October 1947 compared with slightly more than two-fifths in December 1962.

Occupational group	<u>Percent of total employment in—</u>				
	October 1947	October 1952	October 1957	December 1961	December 1962
Telephone operators -----	46	43	35	29	28
Clerical employees, non- supervisory -----	16	18	19	20	20
Construction, installation, and maintenance employees -----	23	23	27	29	29
Other -----	15	16	19	22	22
All employees, except officials and mana- gerial assistants (thousands) -----	552.7	610.6	681.6	599.1	596.3

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 30 cents of the \$1.52 increase in average hourly earnings for all employees, except officials and managerial assistants, between October 1947 and December 1962 resulted from changes in the occupational makeup of the industry.<sup>6</sup>

Average hourly earnings for all class A telephone carrier employees increased by 121 percent<sup>7</sup> between October 1947 and December 1962—from \$1.26 to \$2.78. The following tabulation indicates the increases in average hourly earnings between October 1947 and December 1962 for major occupational groups.

<sup>6</sup> Weighting occupational averages for December 1962 by occupational employment for October 1947 results in an average of \$2.48 instead of \$2.78.

<sup>7</sup> 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.

Occupational group	Average hourly earnings		Amount of increase	
	October 1947	December 1962	Cents	Percent
Experienced switchboard operators -----	\$0.97	\$1.98	101	104
Cable splicers' helpers -----	1.02	2.09	107	105
Clerical employees, non-supervisory -----	1.13	2.13	100	88
Linemen -----	1.18	2.76	158	134
PBX and station installers -----	1.44	3.14	170	118
Cable splicers -----	1.61	3.17	156	97

Differences among regions in overall hourly earnings for class A telephone carrier employees remained generally unchanged between October 1951<sup>8</sup> and December 1962. As the following tabulation indicates, the interregional wage spread has narrowed only slightly since 1952.

Region	All-employee <sup>1</sup> averages as a percentage of national averages in—		
	October 1952	October 1957	December 1962
New England-----	101	98	100
Middle Atlantic-----	104	106	107
Great Lakes-----	103	103	103
Chesapeake-----	99	99	97
Southeast-----	87	87	88
North Central-----	90	94	92
South Central-----	90	92	90
Mountain-----	87	91	91
Pacific-----	107	105	105

<sup>1</sup> Excludes officials and managerial assistants.

### Western Union Telegraph Company

Straight-time rates of pay (exclusive of premium pay for overtime and work on weekends, holidays, and late shifts) for the 25,146 nonmessenger employees<sup>9</sup> of Western Union's wire-telegraph operations averaged \$2.63 an hour in October 1962. (See table 5.) This was an increase of 11 cents or 4.4 percent above the average recorded a year earlier.<sup>10</sup>

<sup>8</sup> Regional earnings were tabulated for the first time in October 1951.

<sup>9</sup> Excludes officials and managerial assistants.

<sup>10</sup> Much of this increase was the result of general wage increases included in the terms of agreements negotiated with The Commercial Telegraphers' Union (AFL-CIO) and the American Communications Association (Ind.) in 1962. Effective June 1, 1962, all hourly rated employees (except nonmotor messengers) received a 4-cent-an-hour increase, and all monthly rated employees received a \$6-per-month increase; an additional sum, equivalent to about 3 cents an hour for nonmessenger employees was used for adjusting rates of pay of certain employees, principally in the Plant Department, due to higher skills required in their classifications. Nonmotor messengers with 24 months or more progression credit received a 4-cent-an-hour increase effective September 1, 1962. Under the terms of the 1962 agreements, effective June 1, 1963, all hourly rated employees (except nonmotor messengers) are scheduled to receive an additional increase of 7 cents an hour, and all monthly rated employees an additional increase of \$11 per month; these increases, of course, are not reflected in the earnings data of this report. Contracts with CTU apply in all cities, except the New York City metropolitan area, and cover approximately 22,000 employees; about 4,100 employees in the New York City area are represented by ACA.

Men accounted for 56 percent of the nonmessenger employees and virtually all of the messengers in October 1962. Among the nonmessenger employees, men 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 telegraph operators. Average straight-time rates of pay for selected occupational classifications are shown in table 5.

For many of the nonmessenger occupational categories studied, the hourly rates of the highest paid employees exceeded those of the lowest paid by more than \$1. Wage provisions contained in agreements with both The Commercial Telegraphers' Union (AFL-CIO) and the American Communications Association (Ind.) include established rate ranges for specific occupations, with differences between the starting and maximum rates amounting to more than 60 cents an hour for some classifications.<sup>11</sup> In some jobs, however, individual rates were closely grouped. For example, the hourly rates of over three-fourths of the experienced telegraph operators (except Morse operators) in the traffic department, Morse operators, and telephone operators were within 20-cent ranges.

The 4,558 messengers, nearly all males and constituting about 15 percent of the company's wire-telegraph work force, included 3,156 full-time and 1,402 part-time employees. Full-time messengers averaged \$1.51 an hour and worked an average of 39 hours a week at the time of the study. Part-time messengers, earning an average of \$1.19 an hour, averaged 18 hours a week. In October 1962, foot and bicycle messengers averaged \$1.18 an hour, the same as a year earlier. Motor messengers averaged \$1.93 an hour, 4 cents more than in 1961.

Total employment of Western Union's wire-telegraph operators in October 1962 was 4.5 percent below October 1961 and 44 percent below the employment level of October 1947 (the date of the Bureau's initial study). The occupational composition of the work force has changed considerably in the last 15 years. For example, the proportion of workers classified as telegraph operators declined from 34 percent in 1947 to 25 percent in 1962; similarly, the proportion of the work force classified as foot and bicycle messengers declined from 18 to 11 percent. On the other hand, the proportions of construction, installation, and maintenance workers and nonsupervisory clerical employees have increased during this period. These changes in the occupational composition of the nonmessenger work force account for 18 cents of the \$1.58 increase in average hourly rates of pay between 1947 and 1962.<sup>12</sup>

#### Radiotelegraph Carriers

The 3,805 employees<sup>13</sup> of the five principal companies engaged in transmitting nonvocal radio communication earned \$3.13 an hour in October 1962 (table 6)—an increase of 5.4 percent above the October 1961 level (\$2.97). Men, accounting for approximately seven-eighths of radiotelegraph employees, were predominant in all of the major occupational groups studied.

Among the numerically important occupational groups studied separately, average hourly earnings were \$3.55 for radio operating technicians, \$3.50 for

<sup>11</sup> 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).

<sup>12</sup> Weighting current occupational averages by occupational employment for October 1947 results in an average of \$2.45 instead of \$2.63 for nonmessenger employees.

<sup>13</sup> The study covered only radiotelegraph carriers with annual operating revenues in excess of \$50,000. Excludes officials and managerial assistants and 1,461 employees working outside the conterminous 48 States and the District of Columbia.

radio operators, \$3.41 for mechanics and maintenance technicians, \$3.31 for marine coastal station operators, \$2.83 for teletype-multiplex operators, \$2.65 for nonsupervisory clerical employees, and \$1.30 for foot and bicycle messengers. For the period 1961-62, increases in average hourly earnings for these job groups, except foot and bicycle messengers, ranged from 11 to 15 cents; the increase for foot and bicycle messengers was 5 cents.

Individual earnings of radiotelegraph carrier employees (3,286 men and 519 women) in October 1962 were widely dispersed—the middle half of the workers earned between \$2.42 and \$3.70 an hour. For some of the job groups, however, individual earnings were concentrated within comparatively narrow limits. Earnings of six-tenths of the radio operators were within a 20-cent-an-hour range—\$3.50 to \$3.70. Seven-tenths of the foot and bicycle messengers earned between \$1.15 and \$1.30.

Average hourly earnings of radiotelegraph carrier employees rose 122 percent between October 1947 and October 1962—from \$1.41 to \$3.13. Since October 1947, relative increases in average hourly earnings varied among the occupational categories studied separately. For example, marine coastal station operators' earnings rose 86 percent, compared with an increase of 121 percent for teletype-multiplex operators. Employment of radiotelegraph carriers in October 1962 was 24 percent below the level recorded in October 1947, and since 1961, the number of workers has decreased approximately 4.5 percent.

#### Ocean-Cable Carriers

Earnings of the 1,369 employees<sup>14</sup> of the three ocean-cable carriers covered by the study averaged \$2.94 an hour in October 1962 (table 7)—5 percent above the 1961 level (\$2.79). Men, accounting for 85 percent of the ocean-cable employment, were predominant in the occupational categories studied separately, with the exception of nonsupervisory clerical employees in some departments.

Average hourly earnings for the numerically important occupational categories studied separately were \$3.51 for mechanics in construction, installation, maintenance and other technical work; \$3.27 for cable operators; \$2.69 for nonsupervisory clerical workers; \$2.62 for teletype-multiplex operators; and \$1.28 for foot and bicycle messengers. For these categories, the increases in average hourly earnings from October 1961 to October 1962 ranged from 7 to 14 cents except for foot and bicycle messengers, which group remained at the 1961 level.

Reflecting a wide diversity of occupational duties and responsibilities, earnings of ocean-cable employees were widely dispersed—the middle half of the workers earned between \$2.30 and \$3.36. However, individual earnings for some of the occupational groups were concentrated within comparatively narrow limits. Thus, approximately 50 percent of the cable operators were within a 20-cent range—\$3.30 to \$3.50. About two-thirds of the foot and bicycle messengers earned between \$1.15 and \$1.30 an hour.

Average hourly earnings of ocean-cable employees rose 96 percent between October 1947 and October 1962—from \$1.50 to \$2.94. Since October 1947, percentage increases in average earnings have varied among the occupational group studied separately. Thus, average hourly earnings for cable operators increased 76 percent between October 1947 and October 1962, compared with an increase of 105 percent for telephone operators. Ocean-cable carrier employment remained approximately at the 1961 level, but was 7 percent below the number of workers recorded in 1947.

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<sup>14</sup> The study covered only ocean-cable carriers with annual operating revenues in excess of \$50,000; also includes ocean-cable employees of Western Union Telegraph Company. Excludes officials and managerial assistants and 3,806 employees working outside the conterminous 48 states and the District of Columbia.

Table 1. Class A Telephone Carriers:<sup>1</sup> Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,<sup>2</sup> December 1962

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings <sup>2</sup>	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
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All employees except officials and managerial assistants	596,327	262,106	334,221	38.2	\$2.78	( <sup>3</sup> )	0.6	3.7	7.6	10.4	12.1	10.3	6.6	4.4	4.7	5.3	9.5	8.3	2.2	14.4	
Part-time employees	13,443	949	12,494	22.2	1.74	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	582,884	261,157	321,727	38.6	2.79	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	50,281	42,659	7,622	37.8	5.10	-	( <sup>3</sup> )	.1	.1	.2	.3	.4	.7	.9	1.6	1.7	3.1	3.3	4.0	83.6	
Draftsmen	483	404	79	37.7	3.04	-	.2	3.3	2.7	4.6	5.6	5.2	6.4	2.9	5.4	14.7	10.1	12.2	6.2	20.5	
Others	49,798	42,255	7,543	37.8	5.12	-	-	.1	.1	.2	.4	.7	.9	1.6	1.6	3.0	3.2	3.9	84.2		
Business office and sales employees	46,720	15,355	31,365	37.9	2.88	-	.2	1.4	3.9	10.1	13.2	14.7	8.9	5.8	5.0	2.3	3.4	3.2	4.9	22.9	
Supervisors	9,284	4,953	4,331	38.1	4.13	-	-	-	-	.4	.5	.9	2.1	3.4	4.4	5.4	7.0	5.6	9.8	60.5	
Nonsupervisory employees	37,436	10,402	27,034	37.8	2.57	-	.2	1.8	4.9	12.5	16.4	18.1	10.6	6.4	5.2	1.6	2.6	2.6	3.6	13.5	
Clerical employees	131,935	11,197	120,738	37.8	2.26	-	.4	4.5	11.2	14.9	16.6	18.3	11.8	5.5	2.8	2.6	3.5	2.5	1.1	4.3	
Supervisors	11,320	2,897	8,423	38.0	3.62	-	-	-	-	.3	.8	2.4	4.6	6.1	8.3	7.7	9.8	9.6	8.9	41.4	
Nonsupervisory employees	120,615	8,300	112,315	37.8	2.13	-	.5	4.9	12.3	16.2	18.0	19.8	12.4	5.4	2.3	2.1	2.9	1.8	.4	.8	
Commercial employees	22,997	395	22,602	37.6	1.97	-	.7	7.5	18.2	21.3	19.3	15.5	8.6	4.5	1.6	.9	.7	.8	.2	.4	
Traffic department	17,793	29	17,764	38.3	2.20	-	.1	1.3	4.2	8.3	22.8	30.7	20.1	5.6	2.7	1.2	1.7	.8	.1	.3	
Plant department	30,336	5,505	24,831	38.4	2.26	-	.4	3.0	7.3	13.8	20.6	21.7	11.5	3.1	1.9	4.1	7.8	3.8	.4	.5	
Accounting department	33,460	1,072	32,388	37.4	2.03	-	.4	6.8	16.0	19.1	14.8	18.3	13.4	7.1	1.5	.7	.6	.4	.3	.6	
All other departments	16,029	1,299	14,730	37.4	2.23	-	.9	4.9	14.3	16.3	12.9	13.6	9.2	7.2	5.5	4.0	3.3	3.6	1.0	3.2	
Telephone operators	167,215	33	167,182	37.0	2.03	( <sup>3</sup> )	1.3	7.5	13.7	18.2	22.1	14.4	8.3	6.0	4.3	1.2	.8	.6	.4	1.2	
Chief operators	10,543	15	10,528	38.8	3.10	-	-	-	.3	1.0	2.3	5.9	10.9	11.1	12.1	11.3	10.1	9.5	5.6	19.8	
Service assistants and instructors	11,122	1	11,121	37.7	2.34	-	.1	.4	.9	4.2	9.4	29.9	28.1	12.4	6.9	5.2	2.3	.1	-	-	
Experienced switchboard operators	119,412	13	119,399	37.1	1.98	( <sup>3</sup> )	1.3	4.9	12.2	20.0	27.9	15.8	7.3	6.1	4.3	.2	-	-	-	-	
Operators in training	24,020	2	24,018	35.3	1.61	-	2.5	27.8	33.6	24.3	9.2	2.0	.3	.2	.1	-	-	-	-	-	
Other switchboard employees	2,118	2	2,116	38.0	2.31	-	-	.3	.9	2.1	8.5	37.9	32.4	11.0	4.4	1.4	1.0	.1	-	-	
Construction, installation, and maintenance employees	175,359	175,040	319	40.0	3.22	-	.2	.6	1.2	1.8	2.4	2.3	2.0	2.4	7.2	13.1	26.3	23.8	3.6	13.3	
Foremen of telephone craftsmen	23,169	23,158	11	39.9	4.36	-	-	-	-	.1	.1	.1	.2	.2	.6	1.4	2.7	5.0	89.3		
Central office craftsmen	56,200	55,926	274	39.9	3.05	-	.4	.5	1.5	2.7	3.5	3.8	3.0	2.9	6.8	11.5	24.0	27.8	8.0	3.7	
Test-board men and repeater men	16,392	16,388	4	40.0	3.13	-	.3	.3	.7	1.9	2.5	2.7	2.4	1.5	4.8	12.0	26.6	31.0	10.1	3.0	
Central office repairmen	37,123	36,861	262	39.9	3.04	-	.3	.4	1.4	3.1	3.9	4.3	3.2	3.5	6.8	11.1	22.3	27.9	7.6	4.1	
Others	2,685	2,677	8	39.8	2.77	-	2.0	2.9	8.0	1.3	4.8	2.9	3.8	2.8	18.0	12.9	31.4	6.4	.6	2.1	
Installation and exchange repair craftsmen	64,187	64,153	34	40.0	3.10	-	.1	.3	.5	.8	1.5	1.2	1.1	2.5	8.9	17.0	35.1	29.8	.7	.5	
PBX and station installers	25,834	25,833	1	40.0	3.14	-	.2	.6	.5	1.0	2.2	1.6	1.4	1.8	2.9	8.9	35.7	42.7	.4	.1	
Exchange repairmen	13,349	13,328	21	40.0	3.25	-	-	-	.1	.2	.6	.5	.6	1.5	1.6	8.0	33.0	50.1	2.0	1.6	
Others	25,004	24,992	12	40.0	2.99	-	-	.2	.6	.8	1.4	1.2	1.0	3.7	19.1	30.1	35.6	5.5	.5	.2	
Line, cable, and conduit craftsmen	31,726	31,726	-	40.0	2.91	-	.3	1.5	3.0	3.6	4.0	3.5	3.2	2.7	9.4	17.3	30.6	20.0	.4	.6	
Linemen	13,448	13,448	-	40.0	2.76	-	.4	2.0	4.7	4.7	5.4	4.2	3.3	3.7	13.9	23.3	32.2	2.0	.1	.1	
Cable splicers	15,411	15,411	-	40.0	3.17	-	.2	.3	.1	.3	.9	1.5	.9	1.4	5.6	15.0	34.4	38.4	.6	.4	
Cable splicers' helpers	2,149	2,149	-	39.9	2.09	-	.5	4.7	11.4	20.1	17.0	13.4	18.4	4.9	6.4	1.9	1.1	.1	-	-	
Others	718	718	-	40.0	2.85	-	.4	7.5	7.7	4.5	3.3	2.2	2.8	5.3	16.2	.3	9.5	21.6	3.6	15.2	
Laborers	77	77	-	39.9	1.82	-	18.2	23.4	2.6	10.4	11.7	23.4	-	2.6	-	7.8	-	-	-	-	
Building, supplies, and motor vehicle employees	24,068	17,111	6,957	37.8	2.33	( <sup>3</sup> )	2.0	7.3	14.9	16.6	11.6	7.7	7.6	6.6	5.8	5.6	4.0	1.6	1.4	7.3	
Foremen	2,534	2,119	415	39.5	3.88	-	-	.2	1.0	1.4	2.6	3.3	2.2	3.2	2.4	3.6	2.4	3.9	6.4	67.3	
Mechanics	3,249	3,245	4	39.7	2.95	-	-	.2	1.0	1.5	1.8	3.5	4.7	8.2	15.1	25.4	24.1	7.8	5.1	1.7	
Other building service employees	13,500	6,980	6,520	36.4	1.82	( <sup>3</sup> )	3.4	12.5	23.9	25.0	17.1	9.3	7.5	.9	.3	.1	-	-	-	-	
Other supplies and motor vehicle employees	4,785	4,767	18	39.6	2.40	-	.5	1.3	6.5	11.3	7.6	8.4	12.7	23.6	16.6	8.5	2.4	.4	.1	-	
All employees not elsewhere classified	749	711	38	38.5	3.05	0.1	1.2	1.1	1.9	2.3	2.1	3.7	4.3	7.2	10.8	10.9	17.6	15.2	10.0	11.3	

<sup>1</sup> Covers 58 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.

<sup>2</sup> See appendix for definition of hours and earnings used in this bulletin.

<sup>3</sup> 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:<sup>1</sup> Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,<sup>2</sup> December 1962

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings <sup>2</sup>	Percent of employees receiving—															
	Total	Men	Women			\$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		
						and under \$1.30	and under \$1.50	and under \$1.70	and under \$1.90	and under \$2.10	and under \$2.30	and under \$2.50	and under \$2.70	and under \$2.90	and under \$3.10	and under \$3.30	and under \$3.50	and under \$3.70	and over		
All employees except officials and managerial assistants-----	572,688	250,589	322,099	38.2	\$2.81	0.2	3.3	7.4	10.3	12.3	10.6	6.7	4.4	4.5	5.3	9.6	8.6	2.2	14.8		
Part-time employees-----	12,721	850	11,871	21.7	1.76	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Full-time employees-----	559,967	249,739	310,228	38.5	2.82	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Professional and semiprofessional employees-----	48,582	41,164	7,418	37.7	5.17	-	-	-	.1	.2	.3	.6	.8	1.4	1.5	2.8	3.0	3.8	85.5		
Draftsmen-----	362	319	43	36.9	3.32	-	-	-	2.2	3.3	2.5	7.2	2.8	6.1	14.1	11.9	15.5	8.3	26.2		
Others-----	48,220	40,845	7,375	37.7	5.18	-	-	-	.1	.1	.3	.6	.8	1.4	1.4	2.7	2.9	3.8	85.9		
Business office and sales employees-----	45,359	15,009	30,350	37.8	2.91	.1	1.1	3.7	9.9	13.1	15.0	8.9	5.9	5.1	2.3	3.5	3.2	4.9	23.4		
Supervisors-----	9,006	4,805	4,201	38.1	4.17	-	-	-	-	.1	.6	1.9	3.4	4.4	5.5	6.9	5.6	9.7	61.8		
Non-supervisory employees-----	36,353	10,204	26,149	37.8	2.59	.1	1.4	4.6	12.3	16.3	18.5	10.6	6.5	5.2	1.5	2.6	2.6	3.7	13.9		
Clerical employees-----	127,379	10,495	116,884	37.8	2.27	-	3.9	11.1	14.7	16.6	18.8	12.1	5.6	2.8	2.6	3.6	2.5	1.1	4.4		
Supervisors-----	10,968	2,690	8,278	37.9	3.64	-	-	-	.2	.6	2.2	4.4	6.0	8.3	7.7	9.9	9.6	9.0	42.1		
Non-supervisory employees-----	116,411	7,805	108,606	37.7	2.14	-	4.3	12.1	16.1	18.1	20.4	12.8	5.5	2.3	2.2	3.0	1.9	.4	.9		
Commercial department-----	22,136	348	21,788	37.5	1.98	-	6.8	18.1	21.3	19.7	15.9	8.9	4.7	1.6	.9	.7	.8	.2	.4		
Traffic department-----	17,501	22	17,479	38.3	2.20	-	1.2	4.0	7.9	22.7	31.2	20.5	5.6	2.7	1.3	1.7	.8	.1	.3		
Plant department-----	29,403	5,361	24,042	38.4	2.28	.1	2.5	7.1	13.5	20.7	22.3	11.8	3.2	1.8	4.7	7.9	3.9	.5	.5		
Accounting department-----	32,215	913	31,302	37.3	2.04	-	6.1	15.9	19.1	14.8	18.9	13.8	7.3	1.5	.7	.6	.4	.3	.6		
All other departments-----	15,156	1,161	13,995	37.2	2.25	-	4.1	14.2	16.5	12.9	14.0	9.3	7.4	5.7	4.2	3.5	3.8	1.1	3.4		
Telephone operators-----	160,423	12	160,411	36.9	2.05	.4	7.0	13.2	18.1	22.7	14.9	8.5	6.3	4.5	1.2	.9	.6	.4	1.3		
Chief operators-----	10,180	9	10,171	38.8	3.13	-	-	.1	.6	2.0	5.8	10.7	11.0	12.0	11.5	10.4	9.8	5.7	20.4		
Service assistants and instructors-----	10,679	-	10,679	37.6	2.36	-	.1	.5	3.0	9.1	30.5	28.8	12.9	7.2	5.4	2.4	.1	-	-		
Experienced switchboard operators-----	113,781	3	113,778	36.9	2.00	.1	4.1	11.5	20.0	28.9	16.5	7.7	6.4	4.5	.2	-	-	-	-		
Operators in training-----	23,704	-	23,704	35.3	1.62	2.2	27.6	33.6	24.6	9.3	2.1	.4	.2	.1	-	-	-	-	-		
Other switchboard employees-----	2,079	-	2,079	38.1	2.32	-	-	.2	1.8	8.5	38.6	32.8	11.2	4.5	1.4	1.0	-	-	-		
Construction, installation, and maintenance employees-----	167,375	167,104	271	39.9	3.25	-	.2	1.0	1.7	2.3	2.3	1.8	1.9	6.4	13.0	26.9	24.8	3.7	13.8		
Foremen of telephone craftsmen-----	22,339	22,329	10	39.9	4.40	-	-	-	-	-	-	-	-	-	.3	.8	2.2	4.7	91.9		
Central office craftsmen-----	54,081	53,821	260	39.9	3.08	-	.3	1.5	2.7	3.5	3.8	2.9	2.7	6.0	11.3	24.4	28.8	8.3	3.8		
Test-board men and repeatermen-----	16,037	16,036	1	39.9	3.15	-	.1	.6	2.0	2.5	2.8	2.4	1.5	4.3	11.8	26.9	31.7	10.3	3.1		
Central office repairmen-----	35,803	35,545	258	39.9	3.06	-	.2	1.4	3.1	3.9	4.3	3.1	3.2	6.0	11.1	22.7	28.9	7.9	4.2		
Others-----	2,241	2,240	1	39.8	2.80	-	2.5	9.3	1.4	4.6	3.1	3.5	2.6	18.6	9.4	34.1	7.6	.8	2.5		
Installation and exchange repair craftsmen-----	61,203	61,202	1	40.0	3.13	-	.1	.3	.7	1.4	1.1	.9	1.7	8.0	17.1	36.3	31.2	.8	.5		
PBX and station installers-----	24,503	24,502	1	40.0	3.17	-	-	.2	.9	2.1	1.6	1.1	.8	2.6	8.6	36.6	45.0	.4	.1		
Exchange repairmen-----	12,921	12,921	-	40.0	3.27	-	-	-	2.2	.6	.4	.5	.3	1.3	7.5	33.7	51.8	2.0	1.7		
Others-----	23,779	23,779	-	40.0	3.01	-	.2	.5	.6	1.2	1.1	.9	3.4	17.1	31.1	37.4	5.8	.5	.2		
Line, cable, and conduit craftsmen-----	29,724	29,724	-	40.0	2.95	-	.7	2.7	3.5	3.9	3.4	2.9	2.3	8.7	17.5	32.0	21.3	.4	.6		
Linemen-----	12,351	12,351	-	40.0	2.79	-	1.2	4.4	4.5	5.4	4.2	2.8	3.3	13.7	24.2	34.2	2.0	-	.1		
Cable splicers-----	14,860	14,860	-	40.0	3.19	-	-	-	.2	.9	1.5	.8	1.1	4.8	14.8	35.0	39.8	.6	.5		
Cable splicers' helpers-----	1,968	1,968	-	39.9	2.10	-	2.7	11.6	21.7	18.0	14.0	19.1	4.7	5.7	1.3	1.1	.2	-	-		
Others-----	545	545	-	40.0	3.12	-	1.1	4.4	4.2	2.6	1.5	1.3	4.2	14.7	.4	12.5	28.4	4.8	20.0		
Laborers-----	28	28	-	40.0	2.08	-	-	-	17.9	17.9	64.3	-	-	-	-	-	-	-	-		
Building, supplies, and motor vehicle employees-----	22,966	16,218	6,748	37.8	2.35	1.3	6.7	15.0	16.8	11.8	7.9	7.8	6.6	5.6	5.8	4.1	1.6	1.4	7.6		
Foremen-----	2,467	2,052	415	39.5	3.90	-	.2	1.0	1.2	2.6	3.3	2.0	3.0	2.3	3.5	2.1	3.9	6.1	68.7		
Mechanics-----	3,171	3,171	-	39.7	2.96	-	.2	.7	1.6	1.8	3.4	4.7	8.0	14.5	25.9	24.2	8.0	5.2	1.7		
Other building service employees-----	12,874	6,543	6,331	36.4	1.83	2.3	11.6	24.3	25.4	17.5	9.7	7.8	.8	.3	.1	-	-	-	-		
Other supplies and motor vehicle employees-----	4,454	4,452	2	39.6	2.42	-	.7	6.3	11.4	7.3	8.3	13.0	24.4	16.4	9.0	2.6	.4	.1	-		
All employees not elsewhere classified-----	604	587	17	38.3	3.17	-	-	1.0	1.5	1.3	1.8	2.6	4.5	11.3	13.1	21.7	18.4	11.8	10.9		

<sup>1</sup> Covers 24 Bell System telephone carriers, all classified as class A carriers.

<sup>2</sup> See appendix for definition of hours and earnings used in this bulletin.

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:<sup>1</sup> Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,<sup>2</sup> December 1962

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings <sup>2</sup>	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.....	23,639	11,517	12,122	39.9	\$2.15	( <sup>3</sup> )	10.9	13.8	13.1	12.6	8.3	3.4	4.3	5.6	9.6	5.9	5.4	2.0	1.6	3.5
Part-time employees.....	722	99	623	31.5	1.47	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full-time employees.....	22,917	11,418	11,499	40.2	2.16	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees.....	1,699	1,495	204	40.3	3.29	-	.2	1.7	1.9	2.5	3.1	4.4	4.8	4.3	6.9	8.6	11.5	11.6	8.8	29.8
Draftsmen.....	121	85	36	39.9	2.30	-	.8	13.2	10.7	11.6	12.4	13.2	4.1	3.3	3.3	16.5	5.0	2.5	-	3.3
Others.....	1,578	1,410	168	40.3	3.36	-	.2	.8	1.2	1.8	2.3	3.7	4.8	4.4	7.2	8.0	12.0	12.3	9.4	31.8
Business office and sales employees.....	1,361	346	1,015	39.4	2.13	-	3.7	12.7	11.5	18.9	18.0	5.2	8.5	3.1	3.2	2.9	2.6	2.4	3.2	3.8
Supervisors.....	278	148	130	40.0	2.88	-	-	.7	.4	13.7	10.8	9.7	8.6	4.3	5.8	3.6	7.6	6.5	10.4	18.0
Nonsupervisory employees.....	1,083	198	885	39.3	1.93	-	4.7	15.6	14.4	20.1	19.8	4.1	8.5	2.8	2.6	2.8	1.3	1.4	1.4	.2
Clerical employees.....	4,556	702	3,854	39.9	1.83	-	11.9	19.9	15.2	19.7	14.5	4.7	3.9	2.2	2.3	1.1	1.2	1.0	.7	1.6
Supervisors.....	352	207	145	40.0	2.98	-	.6	-	.6	4.0	6.5	9.1	10.8	10.5	8.5	6.3	6.0	9.7	8.2	19.3
Nonsupervisory employees.....	4,204	495	3,709	39.9	1.74	-	12.8	21.5	16.4	21.1	15.2	4.3	3.3	1.5	1.8	.7	.8	.3	.1	.1
Commercial department.....	861	47	814	39.9	1.63	-	17.1	25.8	19.3	22.8	9.1	3.3	1.4	.7	.2	.2	-	-	-	.2
Traffic department.....	292	7	285	40.0	1.77	-	4.5	10.6	18.5	30.1	29.1	3.8	.3	1.0	1.4	-	.7	-	-	-
Plant department.....	933	144	789	39.9	1.79	-	10.9	19.8	13.6	25.2	16.8	2.9	1.5	.8	4.6	1.1	2.4	.3	.1	-
Accounting department.....	1,245	159	1,086	39.9	1.71	-	11.3	24.7	17.0	19.4	16.2	3.9	3.7	1.4	.7	.7	.3	.2	.2	.1
All other departments.....	873	138	735	39.8	1.80	-	15.7	18.3	15.0	14.2	13.4	7.4	7.6	3.4	2.1	.8	.8	.7	.2	.3
Telephone operators.....	6,792	21	6,771	40.0	1.61	0.1	20.8	20.0	25.4	19.9	8.1	1.5	1.7	.8	.8	.3	.1	.1	.1	.2
Chief operators.....	363	6	357	40.0	2.43	-	.8	.6	8.0	14.3	8.8	8.0	15.4	14.6	5.5	2.5	.8	2.8	3.3	-
Service assistants and instructors.....	443	1	442	40.5	1.94	-	1.6	6.8	10.4	33.9	19.0	14.2	12.0	.9	.2	.5	-	.7	-	-
Experienced switchboard operators.....	5,631	10	5,621	40.0	1.55	.1	23.7	21.1	27.2	20.3	7.5	.2	.1	-	-	-	-	-	-	-
Operators in training.....	316	2	314	39.7	1.39	-	21.5	42.7	33.2	1.3	.9	.3	-	-	-	-	-	-	-	-
Other switchboard employees.....	39	2	37	34.9	1.85	-	2.6	12.8	38.5	15.4	12.8	-	12.8	-	-	-	-	5.1	-	-
Construction, installation, and maintenance employees.....	7,984	7,936	48	40.2	2.56	-	4.9	7.1	4.2	3.4	4.4	3.6	6.0	11.8	23.0	14.1	12.0	2.1	1.6	1.9
Foremen of telephone craftsmen.....	830	829	1	40.1	3.18	-	-	1.1	1.0	2.9	4.0	3.5	4.2	5.7	5.1	8.9	17.5	15.8	13.3	18.2
Central office craftsmen.....	2,119	2,105	14	40.2	2.52	-	10.6	5.3	2.4	2.2	4.4	3.0	5.1	8.5	26.4	17.3	14.0	.8	( <sup>3</sup> )	( <sup>3</sup> )
Test-board men and repeatermen.....	355	352	3	40.2	2.47	-	13.8	8.5	3.1	.6	.3	.6	3.9	3.7	29.3	22.3	13.2	.8	-	-
Central office repairmen.....	1,320	1,316	4	40.2	2.51	-	9.2	4.5	2.4	3.2	5.0	3.9	5.4	11.5	29.4	11.5	13.0	.8	.1	-
Others.....	444	437	7	40.1	2.60	-	11.9	5.2	1.6	.7	5.9	2.3	5.2	3.6	15.1	30.6	17.3	.5	-	.2
Installation and exchange repair craftsmen.....	2,984	2,951	33	40.2	2.56	-	1.8	5.8	4.2	3.0	4.1	3.6	6.3	18.0	28.3	13.9	10.7	.1	.1	.1
PBX and station installers.....	1,331	1,331	-	40.1	2.43	-	3.8	11.9	6.1	2.6	3.6	3.2	8.2	20.1	8.0	13.7	18.7	.1	-	.1
Exchange repairmen.....	428	407	21	41.0	2.74	-	-	.5	4.2	1.6	1.9	2.8	4.9	36.2	10.0	24.5	12.6	-	.5	.2
Others.....	1,225	1,213	12	40.0	2.63	-	.3	1.1	2.2	3.9	5.3	4.2	4.7	9.4	56.8	10.5	1.4	.1	-	-
Line, cable, and conduit craftsmen.....	2,002	2,002	-	40.2	2.36	-	4.8	13.0	7.6	5.3	4.8	4.2	7.2	8.7	19.5	13.3	9.8	1.1	.5	( <sup>3</sup> )
Linemen.....	1,097	1,097	-	40.2	2.35	-	4.4	10.9	8.4	6.7	5.7	4.3	8.8	9.0	16.6	12.9	9.6	1.8	.8	.1
Cable splicers.....	551	551	-	40.2	2.58	-	6.4	7.8	2.4	3.1	2.5	2.9	2.9	8.5	26.7	20.0	16.2	.4	.4	-
Cable splicers' helpers.....	181	181	-	40.0	2.07	-	5.5	27.1	8.8	3.3	5.5	7.7	11.0	7.2	13.8	8.3	1.7	-	-	-
Others.....	173	173	-	40.0	1.99	-	1.7	27.7	17.9	5.2	5.8	4.6	7.5	8.7	20.8	-	-	-	-	-
Laborers.....	49	49	-	39.9	1.66	-	28.6	36.7	4.1	6.1	8.2	-	-	4.1	-	12.2	-	-	-	-
Building, supplies, and motor vehicle employees.....	1,102	893	209	38.1	1.90	.3	16.6	20.1	12.3	12.5	8.3	4.2	3.8	6.6	9.3	1.4	2.1	.4	1.1	.9
Foremen.....	67	67	-	39.9	3.08	-	-	-	1.5	7.5	3.0	3.0	9.0	10.4	9.0	10.4	4.5	17.9	14.9	-
Mechanics.....	78	74	4	40.0	2.59	-	1.3	2.6	10.3	-	1.3	6.4	2.6	14.1	39.7	2.6	19.2	-	-	-
Other building service employees.....	626	437	189	36.8	1.53	.5	24.9	30.0	15.3	16.0	8.5	1.6	1.1	1.6	.3	.2	-	-	-	-
Other supplies and motor vehicle employees.....	331	315	16	39.6	2.14	-	7.9	9.7	9.4	10.0	10.9	8.8	8.2	13.6	19.3	2.1	-	.3	-	-
All employees not elsewhere classified.....	145	124	21	39.2	2.52	.7	6.2	5.5	5.5	5.5	5.5	11.7	11.0	18.6	9.0	2.1	.7	2.1	2.8	13.1

<sup>1</sup> Covers 34 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.

<sup>2</sup> See appendix for definition of hours and earnings used in this bulletin.

<sup>3</sup> 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. All Class A<sup>1</sup> and Bell System Telephone Carriers: Average Hourly Earnings<sup>2</sup> of Employees in Selected Occupations by Region December 1962

Occupational group	United States <sup>3</sup>		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 carriers																				
All employees except official and managerial assistants <sup>4</sup> .....	596,327	\$2.78	44,759	\$2.77	125,581	\$2.96	103,421	\$2.85	32,398	\$2.70	66,811	\$2.44	22,117	\$2.55	55,384	\$2.50	26,196	\$2.54	85,920	\$2.91
Cable splicers.....	15,411	3.17	1,237	3.23	2,937	3.34	2,755	3.23	961	3.20	2,128	3.04	616	2.97	1,221	3.06	684	2.93	2,331	3.23
Cable splicers' helpers.....	2,149	2.09	258	2.04	566	2.13	258	2.21	117	1.96	237	1.92	2	( <sup>5</sup> )	491	2.12	32	2.13	35	2.56
Central office repairmen.....	37,123	3.04	2,346	3.06	8,341	3.17	6,426	3.13	1,840	2.99	3,673	2.92	747	3.12	3,222	3.01	1,389	2.83	5,302	3.05
Clerical (nonsupervisory).....	120,615	2.13	9,109	2.08	27,690	2.20	20,065	2.18	6,060	2.08	12,315	2.00	4,177	1.88	9,941	2.02	5,373	1.92	18,706	2.22
Exchange repairmen.....	13,349	3.25	378	3.37	3,813	3.31	3,998	3.24	417	3.31	-	-	10	( <sup>5</sup> )	1,671	3.22	331	3.03	2,661	3.20
Experienced switchboard operators.....	119,412	1.98	9,524	2.00	23,805	2.15	20,692	2.03	7,207	1.92	15,752	1.71	4,720	1.79	14,347	1.91	4,638	1.88	13,902	2.10
Linemen.....	13,448	2.76	869	2.83	2,687	2.98	2,296	2.92	838	2.64	1,459	2.51	584	2.44	2,019	2.64	780	2.47	1,510	2.92
Mechanics, building, and motor vehicle service.....	3,249	2.95	219	2.78	953	3.01	681	3.08	178	2.73	448	2.72	68	2.82	117	3.16	59	2.54	459	3.11
PBX and station installers.....	25,834	3.14	369	3.27	8,708	3.25	6,588	3.20	562	2.90	123	2.15	15	( <sup>5</sup> )	3,350	3.09	749	2.90	5,013	3.05
Test-board men and repeatermen.....	16,392	3.13	668	3.30	1,569	3.41	1,763	3.24	380	3.29	1,452	3.07	376	3.13	1,618	3.15	551	3.09	3,232	3.20
Bell System carriers																				
All employees except officials and managerial assistants <sup>4</sup> .....	572,688	\$2.81	44,740	\$2.77	125,437	\$2.96	96,846	\$2.89	30,498	\$2.75	63,279	\$2.47	21,902	\$2.56	52,194	\$2.53	26,140	\$2.54	82,270	\$2.92
Cable splicers.....	14,860	3.19	1,237	3.23	2,934	3.34	2,599	3.25	917	3.23	2,063	3.06	613	2.98	1,142	3.10	684	2.93	2,282	3.23
Cable splicers' helpers.....	1,968	2.10	258	2.04	566	2.13	256	2.22	111	1.96	221	1.96	-	-	434	2.19	32	2.13	9	( <sup>5</sup> )
Central office repairmen.....	35,803	3.06	2,344	3.06	8,327	3.17	6,148	3.14	1,715	3.02	3,388	2.97	735	3.13	3,117	3.03	1,389	2.83	5,093	3.05
Clerical (nonsupervisory).....	116,411	2.14	9,105	2.08	27,661	2.20	19,014	2.20	5,704	2.12	11,743	2.02	4,148	1.88	9,395	2.04	5,360	1.93	18,031	2.23
Exchange repairmen.....	12,921	3.27	378	3.37	3,790	3.32	3,768	3.28	417	3.31	-	-	-	-	1,670	3.22	331	3.03	2,567	3.21
Experienced switchboard operators.....	113,781	2.00	9,524	2.00	23,773	2.15	19,032	2.07	6,620	1.97	14,606	1.74	4,658	1.79	13,492	1.94	4,617	1.88	13,190	2.12
Linemen.....	12,351	2.79	864	2.83	2,678	2.98	2,017	2.98	724	2.77	1,263	2.54	571	2.45	1,876	2.68	780	2.47	1,312	2.93
Mechanics, building, and motor vehicle service.....	3,171	2.96	219	2.78	953	3.01	661	3.09	177	2.73	435	2.74	68	2.82	115	3.16	59	2.54	444	3.12
PBX and station installers.....	24,503	3.17	369	3.27	8,708	3.25	6,446	3.20	345	3.26	-	-	-	-	3,126	3.13	749	2.90	4,760	3.05
Test-board men and repeatermen.....	16,037	3.15	667	3.30	1,567	3.41	1,657	3.27	365	3.30	1,407	3.09	375	3.05	1,582	3.16	551	3.09	3,193	3.20

<sup>1</sup> Covers telephone carriers with annual operating revenues exceeding \$250,000.

<sup>2</sup> See appendix for definition of hours and earnings used in this bulletin.

<sup>3</sup> Includes data for employees in Hawaii and Puerto Rico and long-lines employees of the American Telephone and Telegraph Company which are excluded from the regional tabulations. Alaska had no class A telephone carriers reporting to the Federal Communications Commission. (For scope of survey, see appendix.)

<sup>4</sup> Includes employees in occupations in addition to those shown separately.

<sup>5</sup> 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 Company: Percentage Distribution of Wire-Telegraph Employees<sup>1</sup> in Occupational Groups by Average Hourly Earnings,<sup>2</sup> October 1962

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings <sup>2</sup>	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	25,146	14,102	11,044	39.3	\$2.63	-	-	1.2	5.8	9.4	26.5	12.4	11.8	7.1	5.4	8.1	2.8	1.4	8.0
Professional and semiprofessional employees	1,201	1,057	144	35.9	4.19	-	-	.2	-	3.7	5.4	4.6	7.0	3.8	4.3	6.4	5.8	58.7	
Engineering and engineering assistants	799	783	16	35.2	4.25	-	-	.3	-	4.4	3.1	2.9	2.9	4.5	4.0	7.6	7.5	62.8	
Others	402	274	128	37.2	4.07	-	-	-	-	2.5	10.0	8.0	15.2	2.5	5.0	4.0	2.5	50.5	
Telegraph office superintendents and managers	2,802	1,758	1,044	39.9	2.60	-	-	1.7	12.0	19.9	24.1	15.8	12.1	3.3	1.2	1.6	1.7	6.6	
Sales employees	399	377	22	37.7	3.79	-	-	.5	-	4.0	15.0	3.5	16.5	3.5	3.0	3.0	50.9		
Clerical employees	6,457	2,568	3,889	38.4	2.50	-	-	1.5	8.0	11.3	26.3	18.5	9.8	6.5	3.2	3.8	2.8	1.3	6.9
Supervisors	949	743	206	37.7	3.41	-	-	-	.2	4.6	11.8	11.3	9.3	4.1	6.0	8.9	4.3	39.5	
Clerical employees	5,377	1,779	3,598	38.5	2.36	-	-	1.0	8.0	13.5	30.7	20.2	9.8	6.1	3.1	3.5	1.8	.8	1.3
Commercial department	3,099	842	2,257	39.6	2.29	-	-	1.0	8.5	15.3	31.4	26.1	8.9	5.1	1.6	.9	.4	.4	.6
Traffic department	608	164	444	39.9	2.20	-	-	1.3	8.7	14.0	66.4	5.3	3.3	.8	-	-	-	-	-
All other departments	1,670	773	897	36.0	2.58	-	-	1.0	6.8	10.1	16.6	14.7	13.8	10.0	7.1	9.6	5.2	1.9	3.1
Route aides	131	46	85	40.0	1.72	-	-	30.5	68.7	.8	-	-	-	-	-	-	-	-	-
Telegraph operators	7,512	1,794	5,718	39.9	2.27	-	-	2.6	9.0	11.4	50.1	10.1	10.8	2.4	.7	.5	.5	.5	1.4
Traffic managers, chief operators, supervisors, and instructors	1,496	662	834	40.0	2.75	-	-	-	.5	1.6	14.1	53.7	12.1	3.3	2.7	2.6	2.3	7.0	
Experienced telegraph operators (except Morse operators)	4,153	846	3,307	39.8	2.14	-	-	2.5	12.8	17.9	59.9	6.7	.1	( <sup>3</sup> )	-	-	-	-	-
Commercial department	2,253	584	1,669	39.8	2.06	-	-	4.5	19.0	27.4	40.7	8.1	.2	.1	-	-	-	-	-
Traffic department	1,900	262	1,638	39.9	2.23	-	-	.1	5.5	6.7	82.5	5.2	.1	-	-	-	-	-	-
Switching clerks	67	13	54	40.0	2.06	-	-	-	17.9	13.4	68.7	-	-	-	-	-	-	-	-
Operators in training	87	38	49	40.0	1.62	-	-	95.4	2.3	-	2.3	-	-	-	-	-	-	-	-
Other operators	1,709	235	1,474	39.8	2.22	-	-	.5	7.8	5.6	70.4	15.6	.1	-	-	-	-	-	-
Morse operators	234	173	61	39.9	2.37	-	-	-	-	-	12.8	86.8	.4	-	-	-	-	-	-
Telephone operators	1,475	62	1,413	39.8	2.20	-	-	.6	9.1	6.5	79.5	4.3	-	-	-	-	-	-	-
Construction, installation, and maintenance employees	6,109	6,038	71	39.9	2.92	-	-	-	.4	1.5	9.3	6.7	15.0	11.9	14.8	27.2	5.6	1.8	5.9
Traffic testing and regulating employees	1,649	1,627	22	40.0	3.01	-	-	-	.5	3.5	1.8	11.8	13.6	11.0	44.6	9.2	.8	3.1	
Construction, installation, and maintenance employees	4,333	4,292	41	39.8	2.90	-	-	.1	1.3	11.3	8.6	16.7	10.8	16.3	21.3	4.4	2.1	7.2	
Foremen	556	555	1	39.3	3.73	-	-	-	-	.5	.4	.7	1.8	1.8	14.0	20.7	14.4	45.7	
Subscribers' equipment maintainers	1,493	1,491	2	40.0	2.93	-	-	-	.3	3.5	3.6	13.5	13.9	22.2	41.9	1.1	-	-	
Linemen and cablemen	721	719	2	40.0	2.73	-	-	.1	.3	11.5	7.9	33.6	5.7	24.4	16.5	-	-	-	
Others	1,563	1,527	36	39.8	2.66	-	-	.3	3.2	22.4	16.6	17.6	13.3	12.0	6.3	3.8	.8	3.7	
Laborers	127	119	8	40.0	2.41	-	-	15.0	19.7	17.3	4.7	.8	26.0	12.6	3.9	-	-	-	
Building service employees	666	510	156	39.5	2.05	-	-	.5	29.6	50.0	6.3	2.1	5.6	3.9	.5	.3	.8	.6	
Mechanics	98	98	-	39.9	2.66	-	-	-	11.2	11.2	9.2	31.6	22.4	3.1	-	2.0	5.1	4.1	
Others	568	412	156	39.4	1.95	-	-	.5	34.7	56.7	5.5	.9	1.1	.7	-	-	-	-	
Messengers	4,558	4,452	106	32.5	1.45	67.4	3.4	1.9	7.3	16.4	3.7	-	-	-	-	-	-	-	
Full-time employees	3,156	3,054	102	39.1	1.51	x	x	x	x	x	x	x	x	x	x	x	x	x	
Part-time employees	1,402	1,398	4	17.7	1.19	x	x	x	x	x	x	x	x	x	x	x	x	x	
Foot and bicycle messengers	3,130	3,076	54	30.1	1.18	98.1	1.9	-	-	-	-	-	-	-	-	-	-	-	
Motor messengers	1,428	1,376	52	37.6	1.93	-	-	6.7	6.2	23.2	52.2	11.7	-	-	-	-	-	-	

<sup>1</sup> Includes employees working in the conterminous 48 States and the District of Columbia; the company does not operate in Hawaii.

<sup>2</sup> Company reports that earnings exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> 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 Carriers:<sup>1</sup> Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,<sup>2</sup> October 1962

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings <sup>2</sup>	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	
						\$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.....	3,805	3,286	519	36.5	\$3.13	7.4	1.6	2.1	2.5	3.6	4.8	5.0	6.9	8.1	8.1	6.7	11.6	6.2	25.4		
All employees except officials, assistants, and messengers.....	3,404	2,886	518	37.5	3.29	.1	.3	.5	2.7	4.1	5.1	5.6	7.7	9.1	9.0	7.5	13.0	6.9	28.4		
Professional and semiprofessional employees.....	163	160	3	37.4	4.54	-	-	-	-	-	-	2.5	1.2	1.8	1.8	5.5	4.3	5.5	77.3		
Engineers and engineering assistants.....	148	146	2	37.5	4.55	-	-	-	-	-	-	2.7	1.4	1.4	2.0	5.4	4.1	4.7	78.4		
Others.....	15	14	1	36.3	4.43	-	-	-	-	-	-	-	-	6.7	-	6.7	6.7	13.3	66.7		
Office or station superintendents and assistants.....	106	104	2	37.5	5.47	-	-	-	-	-	-	-	-	-	-	-	1.9	.9	97.2		
Sales employees.....	117	106	11	37.5	3.94	-	-	.9	1.7	.9	3.4	.9	-	3.4	3.4	6.8	12.0	4.3	62.4		
Clerical employees.....	1,088	719	369	37.4	2.83	-	.8	1.1	7.6	9.9	7.2	8.4	11.2	7.8	11.7	7.7	9.7	4.8	12.0		
Supervisors.....	132	114	18	37.5	4.18	-	-	-	-	-	-	-	-	-	.8	2.3	6.8	12.1	78.0		
All other clerical employees.....	956	605	351	37.4	2.65	-	.9	1.3	8.7	11.3	8.2	9.5	12.8	8.9	13.2	8.5	10.1	3.8	2.9		
Operating department.....	428	360	68	37.5	2.68	-	.2	1.4	10.5	7.9	4.9	7.2	14.7	10.3	17.3	10.3	14.0	1.2	-		
Commercial department.....	80	26	54	37.4	2.50	-	-	2.5	8.8	22.5	15.0	11.3	6.3	7.5	5.0	6.3	7.5	3.8	3.8		
Accounting department.....	259	130	129	37.4	2.64	-	1.9	.4	8.1	11.2	8.9	10.4	12.7	8.5	12.0	6.6	6.2	6.9	6.2		
Engineering department.....	59	28	31	37.2	2.70	-	1.7	-	6.8	18.6	5.1	10.2	13.6	5.1	6.8	6.8	13.6	8.5	3.4		
All other departments.....	130	61	69	37.4	2.60	-	1.5	2.3	4.6	12.3	14.6	13.8	10.0	7.7	10.0	8.5	5.4	3.8	5.4		
Operators.....	1,021	910	111	37.6	3.15	-	-	.3	-	1.6	6.3	7.0	7.9	12.7	10.5	7.8	22.8	8.9	14.2		
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	111	110	1	37.5	4.18	-	-	-	-	-	-	-	-	-	-	-	-	2.7	97.3		
Other operators.....	910	800	110	37.6	3.02	-	-	.3	-	1.8	7.0	7.8	8.9	14.3	11.8	8.8	25.6	9.7	4.1		
Radio operators.....	141	132	9	37.5	3.50	-	-	-	-	-	.7	-	1.4	3.5	3.5	-	19.9	59.6	11.3		
Marine coastal station operators.....	138	138	-	37.7	3.31	-	-	-	-	-	1.4	-	3.6	4.3	23.2	16.7	32.6	2.9	15.2		
Teletype-multiplex operators.....	476	416	60	37.7	2.83	-	-	.6	-	2.7	11.1	13.7	12.4	17.6	8.2	6.3	27.3	-	-		
Telephone operators.....	46	35	11	37.5	3.03	-	-	-	-	6.5	8.7	-	2.2	13.0	21.7	-	47.8	-	-		
All other operators.....	109	79	30	37.5	2.89	-	-	-	-	3.7	5.5	12.8	26.6	19.3	24.8	7.3	-	-	-		
Messengers.....	401	400	1	28.0	1.32	69.1	13.2	15.2	.7	-	1.7	-	-	-	-	-	-	-	-		
Foot and bicycle.....	392	391	1	27.8	1.30	70.7	13.5	15.1	.8	-	-	-	-	-	-	-	-	-	-		
Motor.....	9	9	-	37.5	2.09	-	-	22.2	-	-	77.8	-	-	-	-	-	-	-	-		
Construction, installation, maintenance, and other technical employees.....	828	812	16	37.5	3.52	-	-	-	.6	.5	1.8	1.7	6.2	7.7	7.7	8.9	9.1	9.4	46.4		
Supervisors.....	104	101	3	37.5	4.43	-	-	-	-	-	-	-	1.9	1.9	-	1.9	1.9	-	92.3		
Radio operating technicians.....	278	277	1	37.6	3.55	-	-	-	-	-	-	1.1	7.6	3.6	6.5	9.4	10.8	6.5	54.7		
Riggers.....	36	36	-	37.5	3.36	-	-	-	-	-	-	-	5.6	11.1	16.7	5.6	2.8	41.7	-		
Groundmen.....	19	19	-	37.9	2.51	-	-	-	10.5	5.3	15.8	15.8	-	42.1	-	10.5	-	-	-		
Mechanics and maintenance technicians.....	299	299	-	37.5	3.41	-	-	-	-	-	.3	.3	7.4	10.4	10.0	5.4	10.7	17.4	38.1		
Others.....	92	80	12	36.6	3.02	-	-	-	3.3	3.3	12.0	7.6	4.3	9.8	10.9	23.9	9.8	7.6	7.6		
Building service employees.....	81	75	6	37.7	2.51	3.7	-	2.5	2.5	11.1	17.3	13.6	7.4	27.2	3.7	1.2	4.9	-	4.9		

<sup>1</sup> Covers employees of radiotelegraph carriers with annual operating revenues exceeding \$50,000; excludes 1,461 employees working for radiotelegraph carriers outside the conterminous 48 States and the District of Columbia.  
<sup>2</sup> 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:<sup>1</sup> Percentage Distribution of Employees in Occupational Groups by Average Hourly Earnings,<sup>2</sup> October 1962

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly earnings <sup>2</sup>	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	
						\$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.....	1,369	1,159	210	36.4	2.94	7.2	3.2	0.9	2.6	3.5	7.6	6.8	10.2	10.7	10.4	9.4	8.0	3.5	16.0	
All employees except officials, assistants, and messengers.....	1,218	1,008	210	37.4	3.09	-	-	.8	2.5	3.9	8.5	7.6	11.5	12.0	11.7	10.6	8.9	3.9	18.0	
Professional and semiprofessional employees.....	52	50	2	36.8	4.69	-	-	-	-	1.9	-	-	1.9	1.9	1.9	9.6	7.7	1.9	73.1	
Engineers and engineering assistants.....	40	40	-	37.1	4.57	-	-	-	-	-	-	-	2.5	2.5	2.5	12.5	7.5	2.5	70.0	
Others.....	12	10	2	35.6	5.11	-	-	-	-	8.3	-	-	-	-	-	-	8.3	-	83.3	
Office or station superintendents and assistants.....	9	9	-	37.4	5.90	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Sales employees.....	59	56	3	37.0	4.17	-	-	-	-	-	-	-	6.8	1.7	3.4	11.9	15.3	8.5	52.5	
Clerical employees.....	532	383	149	37.4	2.83	-	-	1.7	5.1	7.1	10.5	8.1	12.2	14.7	15.4	10.0	2.1	4.1	9.0	
Supervisors.....	54	41	13	37.2	4.06	-	-	-	-	-	-	-	-	-	-	9.3	9.3	20.4	61.1	
All other clerical employees.....	478	342	136	37.4	2.69	-	-	1.9	5.6	7.9	11.7	9.0	13.6	16.3	17.2	10.0	1.3	2.3	3.1	
Operating department.....	298	270	28	37.5	2.78	-	-	5.0	4.0	7.7	5.7	13.1	23.5	23.2	14.4	1.7	.3	1.3	3.1	
Commercial department.....	34	13	21	37.5	2.35	-	-	2.9	14.7	29.4	20.6	5.9	2.9	5.9	-	-	-	5.9	5.9	
Accounting department.....	66	29	37	37.5	2.46	-	-	7.6	9.1	12.1	21.2	15.2	13.6	3.0	4.5	3.0	-	6.1	4.5	
Engineering department.....	17	7	10	37.5	2.53	-	-	-	-	17.6	17.6	11.8	29.4	5.9	5.9	-	-	5.9	-	
All other departments.....	63	23	40	36.8	2.72	-	-	4.8	1.6	7.9	14.3	19.0	17.5	4.8	11.1	3.2	1.6	4.8	9.5	
Operators.....	414	358	56	37.5	2.92	-	-	-	-	.7	9.9	11.1	14.0	14.5	11.4	12.6	16.9	2.9	6.0	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	41	40	1	37.5	3.83	-	-	-	-	-	-	-	-	-	-	-	9.8	29.3	61.0	
Other operators.....	373	318	55	37.5	2.82	-	-	-	-	.8	11.0	12.3	15.5	16.1	12.6	13.9	17.7	-	-	
Cable operators.....	59	58	1	37.5	3.27	-	-	-	-	-	-	-	-	-	10.2	37.3	52.5	-	-	
Morse operators.....	3	3	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	100.0	-	-	-	-	
Teletype-multiplex operators.....	115	95	20	37.5	2.62	-	-	-	-	1.7	10.4	7.0	42.6	24.3	13.9	-	-	-	-	
Telephone operators.....	44	24	20	37.5	2.89	-	-	-	-	2.3	4.5	11.4	4.5	22.7	27.3	27.3	-	-	-	
Junior operators.....	51	51	-	37.5	2.30	-	-	-	-	-	52.9	45.1	-	2.0	-	-	-	-	-	
All other operators.....	101	87	14	37.5	3.03	-	-	-	-	-	-	9.9	6.9	20.8	9.9	17.8	34.7	-	-	
Messengers, foot and bicycle.....	151	151	-	28.1	1.28	65.6	29.1	1.3	3.3	.7	-	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees.....	131	131	-	37.5	3.56	-	-	-	-	-	1.5	-	7.6	3.8	8.4	9.2	11.5	6.1	51.9	
Supervisors.....	15	15	-	37.5	4.23	-	-	-	-	-	-	-	6.7	-	-	-	-	6.7	86.7	
Mechanics.....	105	105	-	37.5	3.51	-	-	-	-	-	1.0	-	8.6	3.8	8.6	5.7	13.3	6.7	52.4	
Others.....	11	11	-	37.5	3.08	-	-	-	-	-	9.1	-	-	9.1	18.2	54.5	9.1	-	-	
Building service employees.....	18	18	-	37.5	2.14	-	-	5.6	16.7	22.2	22.2	22.2	11.1	-	-	-	-	-	-	
All employees not elsewhere classified.....	3	3	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	33.3	33.3	-	-	33.3	-	-	-	-	-	

<sup>1</sup> Covers employees of ocean-cable carriers with annual operating revenues exceeding \$50,000; also includes ocean-cable employees of Western Union Telegraph Co.; excludes 3,806 employees working for ocean-cable carriers outside the conterminous 48 States and the District of Columbia.

<sup>2</sup> See appendix for definition of hours and earnings used in this bulletin.

<sup>3</sup> 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 34 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 Company 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, D. C. 20402, 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 offices. It excludes pay for overtime work and pay in excess of weekday rates for Sunday and holiday work.

## WESTERN UNION TELEGRAPH COMPANY

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 Company, 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 percentage having stipulated hourly rates of pay. Because of rounding, sums of individual items may not equal 100.

## INDUSTRY WAGE STUDIES

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C. 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D. C. 20210 or from any of the regional offices shown on the inside back cover.

### I. Occupational Wage Studies

#### *Manufacturing*

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).  
Candy and Other Confectionery Products, 1960. BLS Report 195.  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1961. BLS Bulletin 1317 (30 cents).  
Cigarette Manufacturing, 1960. BLS Report 167.  
Cotton Textiles, 1960. BLS Report 184.  
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1957. BLS Report 123.  
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).  
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).  
Fluid Milk Industry, 1960. BLS Report 174.  
Footwear, 1962. BLS Bulletin 1360 (45 cents).  
Gray Iron Foundries, 1959. BLS Report 151.  
Hosiery, 1962. BLS Bulletin 1349 (45 cents).
- Industrial Chemicals, 1955. BLS Report 103.  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1962. BLS Bulletin 1352 (40 cents).  
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.  
Miscellaneous Plastics Products, 1960. BLS Report 168.  
Miscellaneous Textiles, 1953. BLS Report 56.  
Motor Vehicles and Motor Vehicle Parts, 1957. BLS Report 128.  
Nonferrous Foundries, 1960. BLS Report 180.
- Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).  
Petroleum Refining, 1959. BLS Report 158.  
Pressed or Blown Glass and Glassware, 1960. BLS Report 177.  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957, BLS Report 136.
- Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).  
Structural Clay Products, 1960. BLS Report 172.  
Synthetic Fibers, 1958. BLS Report 143.  
Synthetic Textiles, 1960. BLS Report 192.  
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).  
\*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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

## I. Occupational Wage Studies—Continued

### *Manufacturing—Continued*

- West Coast Sawmilling, 1959. BLS Report 156.  
Women's and Misses' Coats and Suits, 1962. BLS Bulletin 1371 (25 cents).  
Women's and Misses' Dresses, 1960. BLS Report 193.  
Wood Household Furniture, Except Upholstered, 1962. BLS Bulletin 1369 (40 cents).  
\*Wooden Containers, 1957. BLS Report 126.  
Wool Textiles, 1962. BLS Bulletin 1372 (45 cents).  
Work Clothing, 1961. BLS Bulletin 1321 (35 cents).

### *Nonmanufacturing*

- Auto Dealer Repair Shops, 1958. BLS Report 141.  
Banking Industry, 1960. BLS Report 179.  
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).  
Communications, 1961. BLS Bulletin 1343 (20 cents).  
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, 1962. BLS Bulletin 1374 (50 cents).  
Hospitals, 1960. BLS Bulletin 1294 (50 cents).  
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).

## II. Other Industry Wage Studies

- 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).

### Retail Trade:

- Employee Earnings in Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1961. BLS Bulletin 1338-1 (25 cents).  
Employee Earnings in Retail General Merchandise Stores, June 1961. BLS Bulletin 1338-2 (40 cents).  
Employee Earnings in Retail Food Stores, June 1961. BLS Bulletin 1338-3 (35 cents).  
Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1961. BLS Bulletin 1338-4 (40 cents).  
Employee Earnings in Retail Apparel and Accessory Stores, June 1961. BLS Bulletin 1338-5 (40 cents).  
Employee Earnings in Retail Furniture, Home Furnishings, and Household Appliance Stores, June 1961. BLS Bulletin 1338-6 (40 cents).  
Employee Earnings in Miscellaneous Retail Stores, June 1961. BLS Bulletin 1338-7 (35 cents).  
Employee Earnings in Retail Trade, June 1961 (Overall Summary of the Industry). BLS Bulletin 1338-8 (45 cents).

- Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960. BLS Report 190.

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

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

