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INDUSTRY WAGE SURVEY

COMMUNICATIONS

1963

Bulletin No. 1426

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



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Preface

This summary of data on employment and hourly rates is based on annual reports filed with the Federal Communications Commission by class A telephone carriers, the Western Union Telegraph Company, and international telegraph carriers, as required by the amended Communications Act of 1934. Under a cooperative arrangement, the Bureau of Labor Statistics tabulates and publishes the data as part of a continuing series.

This study was conducted in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Joseph C. Bush, under the immediate supervision of L. Earl Lewis.

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Industry Wage Survey—

Communications, 1963

Summary

Basic wage rates¹ of the 637,805 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$2.87 an hour in late 1963—an increase of 3.6 percent above the average recorded in late 1962 (\$2.77). This compares with increases of 4.1 percent between 1961 and 1962 and 4.7 percent between 1960 and 1961.² Rates of pay for employees of class A telephone carriers, accounting for 95 percent of the workers covered by the study, averaged \$2.88 an hour in December 1963, compared with \$2.78 in December 1962. Nonmessenger employees of Western Union's wire-telegraph operations averaged \$2.71 an hour in October 1963—3 percent above the October 1962 average (\$2.63). Pay rates for employees of international telegraph carriers (ocean-cable and radiotelegraph carriers) averaged \$3.22 an hour in October 1963.³

The study, based on reports of carriers under the full jurisdiction of the Federal Communications Commission, covered nearly nine-tenths of the estimated 685,300 employees of the Nation's telephone communication industry in December 1963 and over nine-tenths of the estimated 33,300 employees in the telegraph communication industry in October 1963.⁴

Although employment of class A telephone carriers increased from 596,327 in December 1962 to 604,984 in December 1963, it was 11 percent below October 1957 (681,600), the peak employment level recorded in the Bureau's series of annual studies which date back to 1947. Employment of Western Union's wire-telegraph operations declined about 7 percent between October 1962 and October 1963; an employment decline (about 1 percent) was also recorded during this period for international telegraph carriers.

Class A Telephone Carriers

Pay Rates in December 1963. Basic wage rates of the 604,984 employees (excluding officials and managerial assistants) of the 57 class A telephone carriers

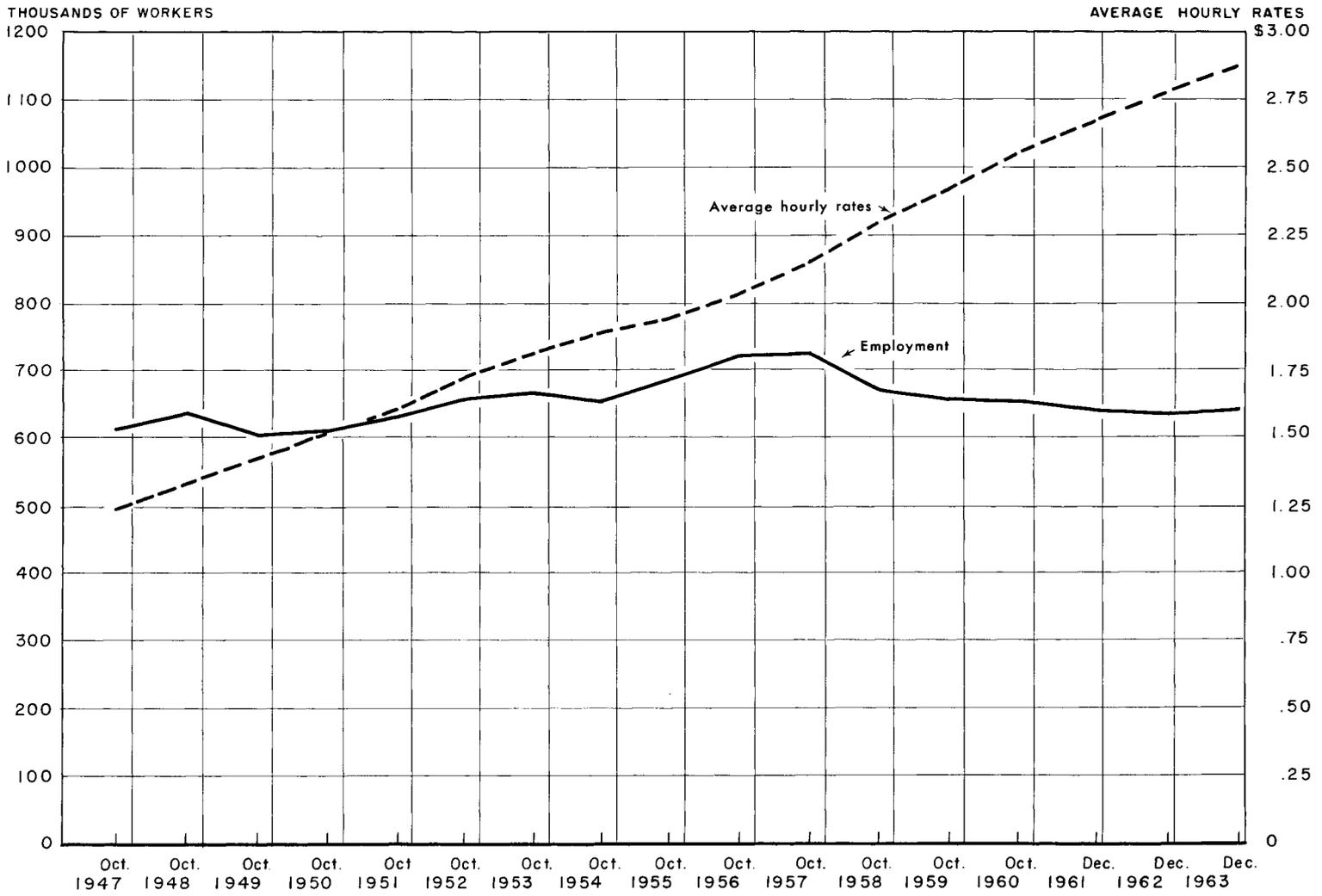
¹ As explained in the appendix, the pay data contained in this bulletin, which pertain to all workers except officials and managerial assistants, were computed by dividing scheduled weekly compensation by scheduled weekly hours. "Scheduled weekly compensation" for class A telephone carriers, as defined by the Federal Communications Commission, includes the basic weekly pay rate plus any regularly scheduled supplementary compensation, such as differentials for evening and night tours and certain perquisites. 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 weekends, holidays, and late shifts.

² Since 1947, annual studies have been made in cooperation with the FCC. Prior to 1961, information 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.

³ Prior to 1963, data were tabulated separately for ocean-cable and radiotelegraph carriers. The two carrier groups have been combined in the current survey.

⁴ See BLS employment estimates for telephone and telegraph communications (Monthly Labor Review, June 1964, p. 715).

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants October 1947—December 1963



included in the study⁵ averaged \$2.88 an hour in December 1963 (table 1). Individual pay rates were widely dispersed. The middle half of the workers' rates ranged from \$2 to \$3.43 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 Statistics⁶ 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 36 of the 57 class A telephone carriers included in the study.

Occupationally, rates of pay in December 1963 ranged from \$1.59 an hour for a small number of laborers (mostly in non-Bell companies) to \$5.15 for professional and semiprofessional employees (excluding draftsmen). This wide variation in averages among the occupational groups studied separately reflects the great diversity of skills and responsibilities required by the industry.

Women, largely employed in the telephone operator and clerical occupations, accounted for 56 percent of the class A telephone carrier work force. Experienced switchboard operators, virtually all women and comprising 18 percent of the work force, averaged \$2.06 an hour. Nonsupervisory clerical employees (112,288 women and 8,789 men) averaged \$2.21 an hour.

Construction, installation, and maintenance employees, virtually all men and accounting for nearly three-tenths of the work force, averaged \$3.32 an hour. Average hourly rates of pay for numerically important jobs in these departments were: \$2.75 for linemen, \$3.14 for central office repairmen, \$3.21 for PBX and station installers, \$3.23 for test-board men and repeatermen, \$3.27 for cable splicers, and \$3.34 for exchange repairmen.

Occupational pay relationships varied by region (table 4). To illustrate, nonsupervisory clerical employees averaged from 2 to 8 percent more than experienced switchboard operators in all regions except the Southeast where the pay advantage was 14 percent. Average pay rates for central office repairmen exceeded the averages for experienced switchboard operators by 44 to 58 percent in 7 of 9 regions and by 66 percent in the Southeast and North Central regions.

Average pay rates for the 10 occupational categories shown in table 4 were usually highest in the Middle Atlantic region and lowest in the Southeast or Mountain regions. The interregional spread in average pay rates varied by occupation. For example, experienced switchboard operators in the Middle Atlantic region averaged about 23 percent more than their counterparts in the Southeast, whereas the corresponding spread for test-board men and repeatermen was only 12 percent.

⁵ 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.

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.

Compared with the overall nationwide average (\$2.88), average rates of pay for class A telephone carrier employees ranged from \$2.52 an hour in the Southeast to \$3 in the Pacific and \$3.10 in the Middle Atlantic region. Pay rates in the Great Lakes region and New England averaged \$2.95 and \$2.88 an hour, respectively; whereas, averages in the remaining regions were below the nationwide level. Bell System telephone companies accounted for nearly nine-tenths of the employment in the Southeast, about 95 percent in five regions, and virtually all in the New England, Middle Atlantic, and Mountain regions.

Bell System employees, accounting for 96 percent of the class A telephone carrier employment, averaged \$2.91 an hour—68 cents above the average recorded for non-Bell employees (tables 2 and 3). Some of the factors contributing to the differences in pay levels between Bell System and non-Bell System companies include size of firm and geographic location. Bell System companies, for example, usually covered an entire State or group of States with employment amounting to more than 50,000 in four companies, over 25,000 in five other companies, and less than 3,000 in only two companies. In comparison, only 1 of the 33 non-Bell companies employed as many as 3,000 workers, and 11 companies had fewer than 100 workers. Slightly more than half of the employment in Bell System companies was concentrated in the Middle Atlantic, Great Lakes, and Pacific regions. Whereas four regions—Great Lakes, Southeast, South Central, and Pacific—accounted for four-fifths of the employment in non-Bell companies.

Pay levels for each of the occupational categories studied separately were higher for Bell than for non-Bell systems. The average scheduled workweek, however, was longer by about 1½ hours in non-Bell companies. The tabulation below indicates the relationship of average hourly pay rates 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 pay rates levels for the Bell System.

Average hourly pay rates as a percentage of
all carrier occupational average for—

	Bell System carriers	Non-Bell System carriers
Clerical employees, nonsupervisory -----	101	82
Experienced switchboard operators -----	101	78
Central office repairmen -----	100	84
PBX and station installers -----	101	78
Linemen -----	101	87
Cable splicers -----	101	81
Building, supplies, and motor vehicle mechanics -----	100	85

Trends in Employment and Pay Rates. Total employment of class A telephone carriers increased by 8,657 (1.5 percent) between December 1962 and December 1963. Bell System companies accounted for more than nine-tenths of this increase, which is the first since 1957. The employment decline between 1957 and 1962 was largely the result of the substantial decline in the number of telephone operators, caused mainly by the installation of new and improved equipment. It is not possible to make precise comparisons of occupational employments

(or pay rates) for 1963 and the preceding years due, in part, to the adoption by Bell System companies in 1963 of a new and more refined system of occupational classification. The revised system provides an increased number of occupational classifications and resulted in some reclassification of workers—usually within major occupational groups, but, in some instances, from one major group to another.

Average rates of pay for all class A telephone carrier employees increased 3.6 percent between 1962 and December 1963—from \$2.78 to \$2.88 an hour. The increase amounted to 4.1 percent between December 1961 and December 1962. The December 1963 average was 129 percent above the pay level recorded in October 1947. Differences among regions in overall average pay rates for class A telephone carrier employees remained generally similar between October 1951 and December 1963.⁷ The lowest pay level was recorded in the Southeast for each of the three periods shown in the following tabulation. Whereas, the highest regional average shifted from the Pacific to the Middle Atlantic region between 1952 and 1957, the relative advantage for the Middle Atlantic region increased between 1957 and 1963.

Regions	All-employee ¹ averages as a percent of national averages in—		
	October 1952	October 1957	December 1963
New England -----	101	98	100
Middle Atlantic -----	104	106	108
Great Lakes -----	103	103	102
Chesapeake -----	99	99	97
Southeast -----	87	87	87
North Central -----	90	94	92
South Central -----	90	92	90
Mountain -----	87	91	91
Pacific -----	107	105	104

¹ 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 23,259 nonmessenger employees⁸ of Western Union's wire-telegraph operations averaged \$2.71 an hour in October 1963 (table 5), an increase of 8 cents—or 3 percent—above the average recorded a year earlier. The 4,447 messengers averaged \$1.53 an hour, an increase of 8 cents—or 5.5 percent since October 1962. These increases were largely the result of general wage increases, effective during the period.⁹

⁷ Regional pay levels were tabulated for the first time in October 1951.

⁸ Excludes officials and managerial assistants.

⁹ Effective June 1, 1963, all hourly rated workers (except nonmotor messengers) received an increase of 7 cents an hour, and all monthly rated employees received an increase of \$11 a month. Effective September 3, 1963, minimum rates of pay for nonmotor messengers were increased from \$1.15 to \$1.25, in accordance with the amendment to the Fair Labor Standards Act.

Among the nonmessenger employees, men and women were employed in nearly equal numbers (12,938 men and 10,321 women), but tended to be concentrated in different occupational groups. Average straight-time hourly rates of pay in October 1963 for numerically important occupational categories in which women predominated were: \$2.45 for nonsupervisory clerical employees; \$2.29 for experienced telegraph operators (except Morse operators) in the traffic department and \$2.14 for those in the commercial department; and \$2.26 for telephone operators. Among the jobs predominantly held by men, average straight-time hourly rates of pay were: \$3.11 for traffic testing and regulating employees; \$3.07 for subscribers' equipment maintainers; and \$2.83 for linemen and cablemen.

Rates of pay of individual workers varied greatly in many of the specific job categories for which data are presented in table 5. In many of the nonmessenger jobs the hourly rates of the highest paid workers 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 two-thirds or more of the Morse operators, telephone operators, and experienced telegraph operators (except Morse operators) in the traffic department were between \$2.30 and \$2.50.

Wage rates for employees of Western Union are determined by labor-management agreements with The Commercial Telegraphers' Union (AFL-CIO) in all cities except the New York metropolitan area where contractual agreements are with the American Communications Association (Ind.). Wage provisions contained in agreements with both the CTU and ACA include established rate ranges for all occupations, with differences between the starting and maximum rates amounting to more than 60 cents an hour for some classifications. Advancement from the starting rate through the various progression steps to the maximum rate is automatic for employees meeting the requirements of the job after specified periods of service.

Messengers, all but a few of which were males, comprised about 16 percent of the company's wire-telegraph work force. Of the total number (4,447), seven-tenths were full-time employees who averaged \$1.58 an hour in October 1963, compared with \$1.28 for the 1,329 part-time employees. Foot and bicycle messengers (both full- and part-time employees) averaged \$1.26 an hour at the time of the study—8 cents an hour more than a year earlier. Straight-time rates of pay for all but a very few of these employees was \$1.25. Motor messengers averaged \$2 an hour in October 1963, compared with \$1.93 in October 1962. Rates of pay in October 1963 for more than half of these workers were between \$1.90 and \$2.10.

Total employment of Western Union's wire-telegraph operations in October 1963 was nearly 7 percent below October 1962 and about one-half of 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 16 years. For example, the proportion of workers classified as telegraph operators declined from 34 percent in 1947 to 25 percent in 1963; 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 \$1.66 increase in average hourly rates of pay between 1947 and 1963.¹⁰

¹⁰ Weighting current occupational averages by occupational employment for October 1947 results in an average of \$2.53 instead of \$2.71 for nonmessenger employees.

International Telegraph Carriers

Rates of pay for the 5,115 employees¹¹ of international telegraph carriers (three ocean-cable and five radiotelegraph carriers) averaged \$3.22 an hour in October 1963 (table 6). The hourly average for the 4,581 nonmessenger employees was \$3.38; the 534 messengers, nearly all foot and bicycle messengers, averaged \$1.41. Men, accounting for nearly seven-eighths of the total work force (including messengers), were predominant in nearly all of the occupational categories studied separately.

Average hourly rates of pay for numerically important occupational categories were: \$3.56 for radio operating technicians, \$3.55 for mechanics and maintenance technicians, \$2.88 for teletype-multiplex operators, \$2.79 for non-supervisory clerical workers, and \$1.39 for foot and bicycle messengers.

Reflecting a wide diversity of occupational duties and responsibilities, rates of pay for international telegraph carrier employees were widely dispersed. Nearly a tenth of the workers (mostly foot and bicycle messengers) had rates of less than \$1.50 an hour and fully a fourth of the workers had rates of \$3.70 or more. Individual rates of pay for some of the occupational groups, however, were concentrated within comparatively narrow limits. For example, seven-tenths of the radio operators had rates between \$3.50 and \$3.70 an hour, and two-thirds of the foot and bicycle messengers had rates between \$1.25 and \$1.30.

The current survey combines data for the two international telegraph carrier groups—ocean-cable and radiotelegraph carriers—which were provided separately in previous reports. The following tabulation presents over-all employment and average rates of pay for international telegraph carriers since 1960.

Date	Total		Radiotelegraph carriers		Ocean-cable carriers	
	Number of employees	Average hourly rates	Number of employees	Average hourly rates	Number of employees	Average hourly rates
October 1960 -----	5,313	\$2.80	3,946	\$2.84	1,367	\$2.68
October 1961 -----	5,392	2.92	3,986	2.97	1,406	2.79
October 1962 -----	5,174	3.08	3,805	3.13	1,369	2.94
October 1963 -----	5,115	3.22	-	-	-	-

Although many of the occupational categories studied separately are common to both radiotelegraph and ocean-cable carriers, some are found exclusively in one carrier group. For example, radio operators and radiotelegraph riggers were reported only by radiotelegraph carriers; cable operators, on the other hand, were found in ocean-cable operations only.

¹¹ The study covered only ocean-cable and radiotelegraph carriers with annual operating revenues in excess of \$50,000. Excludes officials and managerial assistants and 4,969 employees working outside the conterminous 48 States and the District of Columbia.

Table 1. Class A Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups² by Average Hourly Rates,³ December 1963

Occupational group ²	Number of employees			Average scheduled weekly hours	Average hourly rates ³	Percent of employees receiving—															
	Total	Men	Women			Under \$1.25	\$1.25 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	and over	
All employees except officials and managerial assistants	604,984	265,568	339,416	38.1	\$2.88	(⁴)	0.3	2.5	7.0	9.7	11.2	10.8	7.2	5.2	4.2	4.4	6.9	8.7	6.1	15.8	
Part-time employees	15,452	984	14,468	21.7	1.84	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	589,532	264,584	324,948	38.5	2.90	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	57,571	45,323	12,248	37.8	5.03	-	-	.1	.6	.8	1.4	2.4	1.7	1.7	1.8	1.8	2.5	2.9	3.2	79.0	
Draftsmen	2,430	749	1,681	37.8	2.35	-	-	1.2	11.5	13.8	16.4	20.8	7.7	5.3	1.9	4.3	6.8	2.3	2.3	5.5	
Others	55,141	44,574	10,567	37.8	5.15	-	-	-	.2	.3	.8	1.6	1.4	1.5	1.8	1.7	2.4	2.9	3.3	82.3	
Business office and sales employees	46,341	15,474	30,867	37.9	3.04	-	.1	1.1	3.1	7.3	13.0	11.9	12.8	7.3	3.5	3.7	2.4	2.6	3.2	28.0	
Supervisors	9,296	5,177	4,119	38.1	4.41	-	-	-	.1	.2	.3	.6	1.4	3.0	4.2	4.6	5.8	5.2	6.1	68.6	
Non-supervisory employees	37,045	10,297	26,748	37.8	2.70	-	.1	1.3	3.9	9.1	16.1	14.8	15.7	8.4	3.3	3.5	1.5	1.9	2.5	17.8	
Clerical employees	131,161	10,887	120,274	37.8	2.32	-	.3	2.2	9.9	13.4	15.5	19.2	11.4	9.0	3.7	2.6	3.3	3.2	2.0	4.4	
Supervisors	10,084	2,098	7,986	38.0	3.56	-	-	-	-	.2	.4	1.2	3.2	5.2	9.0	9.3	11.3	11.1	8.3	40.6	
Non-supervisory employees	121,077	8,789	112,288	37.8	2.21	-	.3	2.4	10.7	14.5	16.8	20.7	12.1	9.3	3.2	2.0	2.6	2.5	1.5	1.4	
Commercial department	23,947	653	23,294	37.5	2.07	-	.4	3.1	15.6	19.5	19.8	19.0	8.4	6.5	2.9	1.2	1.0	.8	.5	1.2	
Traffic department	17,680	32	17,648	38.1	2.28	-	.1	.8	3.2	7.5	16.1	29.4	19.3	14.8	3.1	1.7	1.4	1.2	.4	.8	
Plant department	30,253	6,088	24,165	38.8	2.36	-	.2	1.7	6.2	10.8	17.5	21.7	11.6	8.5	1.6	2.7	6.1	6.8	3.4	1.2	
Accounting department	33,166	1,034	32,132	37.3	2.11	-	.2	3.3	14.5	17.0	15.8	19.8	12.4	9.4	4.1	1.2	.6	.5	.2	.9	
All other departments	16,031	982	15,049	37.3	2.29	-	.6	2.6	12.2	16.8	13.7	13.7	9.6	8.8	5.2	3.8	4.0	2.3	2.8	3.8	
Telephone operators	168,877	58	168,819	36.6	2.10	(⁴)	.8	5.6	13.1	17.8	19.8	16.0	9.4	6.1	5.4	2.5	.9	.7	.4	1.5	
Chief operators	8,447	14	8,433	38.9	3.23	-	-	.1	.2	.9	1.9	4.1	7.6	10.7	11.8	11.0	9.9	9.7	7.1	24.9	
Service assistants and instructors—Experienced switchboard operators	13,121	18	13,103	37.8	2.52	-	-	.2	.7	2.3	6.8	18.9	29.1	17.4	8.4	5.3	4.8	2.4	1.0	2.7	
Operators in training	111,846	16	111,830	36.8	2.06	(⁴)	1.0	3.7	9.2	18.3	24.9	19.5	9.2	5.8	6.0	2.3	.1	-	-	-	
Other switchboard employees	33,344	8	33,336	34.6	1.71	-	.8	16.1	35.0	27.5	13.0	5.5	1.3	.5	.2	-	-	-	-	-	
Other switchboard employees	2,119	2	2,117	37.8	2.40	-	.1	.2	.8	2.0	6.0	26.3	34.9	18.3	7.4	2.2	1.2	.5	-	-	
Construction, installation, and maintenance employees	176,324	176,006	318	39.9	3.32	-	(⁴)	.4	1.3	2.2	2.5	2.5	2.3	2.0	4.1	8.5	18.0	24.6	16.8	14.9	
Foremen of telephone craftsmen	23,270	23,257	13	39.7	4.53	-	-	-	-	.1	.2	.2	.2	.1	.2	.3	1.0	1.9	4.0	92.0	
Central office craftsmen	56,895	56,618	277	39.9	3.15	-	.1	.4	1.2	2.9	3.4	4.0	3.5	2.9	4.6	6.9	16.9	25.3	20.8	7.3	
Test-board men and repeater men	12,994	12,992	2	40.0	3.23	-	-	.2	.7	2.4	2.7	2.7	2.6	2.1	2.5	4.8	18.4	28.2	24.9	7.6	
Central office repairmen	41,517	41,251	266	39.9	3.14	-	-	.3	1.2	2.7	3.6	4.4	3.7	3.0	5.3	7.7	16.0	24.5	20.3	7.2	
Others	2,384	2,375	9	39.7	2.92	-	1.4	1.2	4.3	8.2	2.4	3.4	3.6	6.3	4.5	4.8	23.8	22.7	6.8	6.7	
Installation and exchange repair craftsmen	65,530	65,503	27	40.0	3.20	-	-	.3	.6	.9	1.8	1.5	1.4	1.4	4.9	12.4	22.9	31.2	19.9	.8	
PBX and station installers	30,563	30,563	-	40.0	3.21	-	-	.5	.6	1.2	2.8	2.2	2.0	2.1	1.6	8.1	20.1	33.6	24.9	.2	
Exchange repairmen	13,726	13,708	18	40.0	3.34	-	-	-	.1	.2	.3	.5	.6	2.3	7.0	19.0	40.0	27.6	1.9	1.9	
Others	21,241	21,232	9	40.0	3.11	-	-	.1	.8	1.0	1.3	1.2	1.0	1.0	11.4	22.0	29.3	22.1	7.7	1.0	
Line, cable, and conduit craftsmen	30,578	30,577	1	40.0	2.98	-	.1	1.0	4.0	5.1	4.1	3.4	3.4	2.9	4.3	9.5	22.6	26.5	12.5	.7	
Linemen	11,926	11,926	-	40.0	2.75	-	.1	1.5	7.4	7.9	5.9	4.4	4.0	3.2	6.3	14.7	26.7	17.6	.2	-	
Cable splicers	15,100	15,100	-	40.0	3.27	-	-	.3	.4	.7	1.0	1.3	1.8	1.6	2.5	6.4	22.8	36.7	23.7	.9	
Cable splicers' helpers	1,955	1,955	-	40.0	2.14	-	.1	1.5	11.2	23.5	16.7	12.8	11.9	11.1	5.0	2.7	.7	2.6	.3	-	
Others	1,597	1,596	1	39.9	3.02	-	.1	3.5	3.0	2.3	3.8	5.3	3.5	2.7	6.6	7.6	17.3	25.5	13.3	5.5	
Laborers	51	51	-	40.4	1.59	-	11.8	33.3	23.5	11.8	11.8	7.8	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	23,077	16,385	6,692	37.8	2.44	(⁴)	.7	6.1	13.4	15.1	12.8	8.5	7.8	5.7	5.8	4.7	5.2	3.6	1.7	9.0	
Foremen	2,563	2,163	400	39.2	4.11	-	-	-	.2	.8	1.4	2.4	2.3	2.0	2.4	3.3	4.0	3.1	4.3	73.6	
Mechanics	2,742	2,738	4	39.7	3.07	-	-	-	.6	1.6	2.2	3.9	3.4	6.5	8.9	12.3	26.1	22.0	8.8	3.8	
Other building service employees	12,891	6,639	6,252	36.4	1.89	(⁴)	1.2	10.6	21.9	23.0	19.1	11.2	10.0	1.9	.6	.2	.1	.1	-	.1	
Other supplies and motor vehicle employees	4,881	4,845	36	39.7	2.54	-	.1	.9	5.0	9.0	8.3	7.1	7.4	17.2	19.5	13.1	7.3	2.9	.6	1.4	
All employees not elsewhere classified	1,633	1,435	198	38.4	3.15	-	0.1	.2	1.4	3.2	5.6	7.2	5.0	4.2	8.8	6.0	5.1	8.8	9.3	8.5	26.8

¹ Covers 57 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 The occupational groups presented in this table are not precisely comparable in content with those in similar tables of previous reports due to the adoption, in 1963, by Bell System Cos. of a new and more refined occupational classification reporting system.
³ See appendix for definition of hours and rates used in this bulletin.
⁴ 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 Class A Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups² by Average Hourly Rates,³ December 1963

Occupational group ²	Number of employees			Average scheduled weekly hours	Average hourly rates ⁴	Percent of employees receiving—															
	Total	Men	Women			Under \$1.25	\$1.25 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	580,781	253,886	326,895	38.0	\$2.91	-	(⁴)	2.0	6.7	9.6	11.4	11.1	7.3	5.2	3.9	4.3	6.9	8.9	6.3	16.3	
Part-time employees	14,572	885	13,687	21.3	1.87	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full-time employees	566,209	253,001	313,208	38.5	2.93	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	55,847	43,801	12,046	37.8	5.09	-	-	(⁴)	.6	.8	1.4	2.4	1.6	1.6	1.6	1.6	2.3	2.6	3.0	80.4	
Draftsmen	2,305	662	1,643	37.7	2.35	-	-	.8	14.1	14.1	16.3	21.4	7.8	5.3	1.7	3.6	7.0	2.2	2.4	5.6	
Others	53,542	43,139	10,403	37.8	5.21	-	-	.1	.2	.7	1.5	1.4	1.4	1.6	1.5	2.1	2.6	3.0	83.6		
Business office and sales employees	44,972	15,159	29,813	37.8	3.07	-	-	.8	2.9	6.9	12.9	12.0	12.9	7.4	3.5	3.7	2.4	2.6	3.2	28.6	
Supervisors	9,050	5,037	4,013	38.1	4.44	-	-	-	-	-	.4	1.3	2.9	4.1	4.6	5.8	5.2	6.0	69.7		
Non-supervisory employees	35,922	10,122	25,800	37.8	2.72	-	-	1.0	3.6	8.7	16.1	15.0	15.9	8.6	3.4	3.5	1.5	1.9	2.5	18.3	
Clerical employees	126,411	10,148	116,263	37.8	2.33	-	-	1.6	9.7	13.2	15.6	19.6	11.7	9.2	3.7	2.6	3.4	3.2	2.0	4.5	
Supervisors	9,702	1,883	7,819	37.9	3.57	-	-	-	.1	.2	.8	3.0	5.1	8.9	9.5	11.5	11.2	8.4	41.1		
Non-supervisory employees	116,709	8,265	108,444	37.8	2.23	-	-	1.7	10.5	14.3	16.8	21.1	12.4	9.6	3.3	2.0	2.7	2.6	1.5	1.4	
Commercial department	23,039	603	22,436	37.4	2.09	-	-	2.2	15.6	19.3	20.2	19.4	8.7	6.7	3.0	1.3	1.0	.8	.5	1.2	
Traffic department	17,357	24	17,333	38.1	2.29	-	-	.6	3.1	7.1	16.1	29.6	19.7	15.0	3.1	1.7	1.4	1.3	.4	.9	
Plant department	29,289	5,945	23,344	38.7	2.37	-	-	1.3	5.8	10.4	17.4	22.2	11.9	8.8	1.5	2.7	6.3	6.9	3.5	1.2	
Accounting department	31,850	865	30,985	37.2	2.12	-	-	2.5	14.3	17.0	15.8	20.1	12.8	9.7	4.2	1.2	.6	.5	.2	.9	
All other departments	15,174	828	14,346	37.2	2.32	-	-	1.7	12.0	16.9	13.8	14.0	9.7	9.1	5.4	3.9	4.1	2.4	2.9	3.9	
Telephone operators	161,848	36	161,812	36.5	2.12	-	0.1	4.9	12.7	17.5	20.2	16.7	9.8	6.3	5.6	2.6	1.0	.7	.5	1.5	
Chief operators	8,101	9	8,092	38.8	3.26	-	-	.1	.4	1.6	3.9	7.5	10.4	11.7	11.1	10.2	10.1	7.4	25.7		
Service assistants and instructors—Experienced switchboard operators	12,684	17	12,667	37.7	2.54	-	-	.1	.4	1.3	6.3	19.3	29.5	17.9	8.6	5.4	5.0	2.4	1.0	2.8	
Operators in training	105,902	2	105,900	36.8	2.08	-	-	2.5	8.4	18.0	25.8	20.6	9.7	6.2	6.4	2.4	.1	-	-	-	
Other switchboard employees	33,077	8	33,069	34.6	1.71	-	.5	16.0	35.0	27.7	13.1	5.6	1.3	.5	.2	-	-	-	-	-	
Construction, installation, and maintenance employees	2,084	-	2,084	37.8	2.41	-	-	-	.4	1.6	5.8	26.8	35.5	18.6	7.5	2.2	1.2	.4	-	-	
Foremen of telephone craftsmen	168,169	167,891	278	39.9	3.35	-	-	.1	1.1	2.1	2.4	2.4	2.1	1.7	3.2	8.3	18.2	25.5	17.5	15.5	
Central office craftsmen	22,348	22,335	13	39.7	4.58	-	-	-	-	-	-	-	-	-	.1	.3	1.4	3.4	94.7		
Test-board men and repeater men	54,749	54,486	263	39.9	3.17	-	-	(⁴)	1.1	2.9	3.4	4.0	3.4	2.8	3.7	6.6	16.9	26.0	21.6	7.5	
Central office repairmen	12,675	12,675	-	40.0	3.25	-	-	.7	2.4	2.8	2.8	2.5	2.1	1.8	4.4	18.4	28.7	25.6	7.8		
Others	40,167	39,908	259	39.9	3.15	-	-	1.1	2.7	3.7	4.4	3.7	2.8	4.4	7.5	16.1	25.1	21.0	7.4		
Installation and exchange repair craftsmen	1,907	1,903	4	39.7	2.99	-	-	.1	5.0	9.9	2.3	2.3	3.6	6.1	2.4	1.8	23.2	26.6	8.5	8.3	
PBX and station installers	62,390	62,389	1	40.0	3.23	-	-	(⁴)	.4	.8	1.7	1.4	1.2	.9	3.8	12.1	23.3	32.6	20.9	.9	
Exchange repairmen	29,216	29,216	-	40.0	3.24	-	-	.4	1.1	2.8	2.2	1.7	1.4	1.3	8.0	20.0	34.9	26.1	.2		
Others	13,199	13,199	-	40.0	3.36	-	-	-	.2	.2	.5	.5	.5	.6	6.5	19.0	41.3	28.7	2.0		
Line, cable, and conduit craftsmen	19,975	19,974	1	40.0	3.14	-	-	.1	.6	.8	1.1	1.0	.8	.5	9.7	21.7	31.0	23.5	8.2	1.0	
Linemen	28,678	28,677	1	40.0	3.02	-	-	.4	3.5	5.0	4.0	3.4	3.2	2.5	3.3	9.5	23.3	27.9	13.3	.8	
Cable splicers	10,936	10,936	-	40.0	2.78	-	-	.9	7.1	8.0	5.8	4.3	3.8	2.3	5.2	15.2	28.0	19.1	.2		
Cable splicers' helpers	14,470	14,470	-	40.0	3.29	-	-	.1	.6	.9	1.2	1.7	1.5	1.5	6.1	23.0	37.8	24.7	.9		
Others	1,845	1,845	-	39.9	2.16	-	-	.2	9.9	24.4	17.6	13.3	11.8	5.1	2.7	.7	2.7	.3	-		
Laborers	1,427	1,426	1	39.9	3.14	-	-	.3	1.7	2.2	3.9	5.2	2.4	2.7	4.3	8.5	19.3	28.6	14.9	6.2	
Building, supplies, and motor vehicle employees	4	4	-	(⁵)	(⁵)	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	
Foremen	22,006	15,507	6,499	37.8	2.46	-	.1	5.5	13.0	15.3	13.1	8.7	8.0	5.7	5.7	4.7	5.3	3.7	1.7	9.3	
Mechanics	2,497	2,098	399	39.2	4.14	-	-	.2	.8	1.2	2.4	2.3	1.7	2.3	2.9	3.9	3.0	4.2	75.1		
Other building service employees	2,676	2,676	-	39.7	3.08	-	-	.5	1.3	2.2	3.8	3.4	6.4	8.4	12.3	26.3	22.5	9.0	3.8		
Other supplies and motor vehicle employees	12,234	6,155	6,079	36.4	1.90	-	.2	9.8	21.4	23.7	19.8	11.7	10.5	1.9	.6	.2	.1	-	.1		
All employees not elsewhere classified	4,599	4,578	21	39.7	2.56	-	-	.5	5.0	8.9	8.1	7.0	7.4	17.3	19.4	13.4	7.8	3.1	.6	1.5	
Total	1,528	1,344	184	38.4	3.19	-	-	.8	2.9	5.2	7.5	4.8	4.1	8.4	5.5	5.4	9.4	9.6	8.8	27.6	

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

² See footnote 2, table 1.

³ See appendix for definition of hours and rates used in this bulletin.

⁴ Less than 0.05 percent.

⁵ Insufficient data to warrant presentation of an average.

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 Rates,² December 1963

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—															
	Total	Men	Women			Under \$1.25	\$1.25 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	24,203	11,682	12,521	39.7	\$2.23	(³)	7.3	13.8	13.1	13.5	8.2	4.7	3.8	4.6	9.4	6.0	6.0	3.3	1.7	4.5	
Part-time employees	880	99	781	28.4	1.48	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full-time employees	23,323	11,583	11,740	40.1	2.25	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	1,724	1,522	202	40.0	3.40	-	.1	.8	2.1	1.7	3.4	3.1	4.1	4.4	6.3	7.7	10.3	11.2	10.4	34.6	
Draftsmen	125	87	38	39.3	2.33	-	-	8.0	13.6	8.8	17.6	10.4	5.6	5.6	4.0	17.6	2.4	4.0	-	2.4	
Others	1,599	1,435	164	40.0	3.48	-	.1	.2	1.2	1.2	2.3	2.5	3.9	4.3	6.4	6.9	10.9	11.8	11.2	37.1	
Business office and sales employees	1,369	315	1,054	39.7	2.19	-	3.4	10.2	12.7	19.9	15.6	8.4	8.6	2.6	2.2	2.6	2.3	2.4	2.5	6.7	
Supervisors	246	140	106	40.2	3.13	-	-	-	2.4	7.3	8.5	10.2	5.3	6.9	5.7	4.1	6.1	7.3	8.9	27.2	
Nonsupervisory employees	1,123	175	948	39.6	1.99	-	4.1	12.4	15.0	22.7	17.1	8.0	9.3	1.6	1.4	2.3	1.4	1.3	1.1	2.2	
Clerical employees	4,750	739	4,011	39.8	1.91	-	6.9	17.6	15.4	19.7	15.0	10.0	3.3	2.6	2.4	1.4	1.3	1.5	.6	2.4	
Supervisors	382	215	167	40.0	3.14	-	-	-	.3	1.8	5.0	11.3	7.1	9.9	10.5	5.2	8.4	8.6	4.7	27.0	
Nonsupervisory employees	4,368	524	3,844	39.8	1.81	-	7.6	19.2	16.7	21.2	15.8	9.9	2.9	2.0	1.7	1.0	.7	.8	.3	.2	
Commercial department	908	50	858	39.7	1.69	-	9.8	25.7	16.9	25.8	11.1	7.5	1.1	1.0	.7	.2	.2	.1	-	-	
Traffic department	323	8	315	39.8	1.87	-	3.4	10.2	10.2	33.7	17.0	19.8	.3	4.3	-	.3	.3	-	-	.3	
Plant department	964	143	821	40.0	1.86	-	6.2	14.3	16.2	23.3	21.4	7.8	1.5	.5	4.3	.7	.8	2.5	.2	.2	
Accounting department	1,316	169	1,147	39.7	1.80	-	5.1	21.6	19.2	17.8	16.2	11.3	3.0	2.4	.7	1.3	.7	.5	.2	.2	
All other departments	857	154	703	39.7	1.85	-	12.0	17.5	15.9	14.6	13.7	9.0	7.5	3.2	2.0	2.1	1.2	.5	.9	.5	
Telephone operators	7,029	22	7,007	39.4	1.67	0.1	17.0	22.4	22.0	23.3	9.2	1.4	1.5	1.2	.8	.5	.2	.1	(³)	.3	
Chief operators	346	5	341	40.2	2.53	-	.6	1.7	3.2	11.8	10.4	8.7	8.7	18.2	14.7	10.7	4.3	1.4	.3	5.2	
Service assistants and instructors—Experienced switchboard operators	437	1	436	40.5	2.01	-	.2	3.7	10.5	33.6	20.8	9.4	15.3	4.3	1.4	.2	-	.2	-	-	
Operators in training	5,944	14	5,930	39.5	1.60	.2	18.1	24.8	23.6	24.2	8.5	.4	.1	-	-	-	-	-	-	-	
Other switchboard employees	267	-	267	37.1	1.41	-	42.7	28.1	27.0	1.5	.7	-	-	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees	35	2	33	38.3	1.79	-	5.7	14.3	25.7	28.6	20.0	-	-	-	-	-	-	5.7	-	-	
Foremen of telephone craftsmen	8,155	8,115	40	40.1	2.66	-	.9	6.9	5.5	3.3	3.3	4.1	5.4	8.6	22.8	14.0	14.2	5.8	2.0	3.1	
Central office craftsmen	922	-	922	40.0	3.38	-	-	-	.3	1.1	3.5	3.8	3.9	2.8	4.9	5.6	15.9	14.2	16.8	26.8	
Test-board men and repeater men	2,146	2,132	14	40.1	2.65	-	1.6	8.4	3.7	2.6	2.0	4.5	5.0	6.4	26.9	14.9	17.0	6.8	.1	-	
Central office repairmen	319	317	2	40.0	2.76	-	.3	8.8	2.5	1.6	.9	-	5.6	.9	33.5	18.8	15.7	11.0	.3	-	
Others	1,350	1,343	7	40.1	2.63	-	-	9.4	4.7	3.2	1.9	4.3	5.3	7.5	30.4	13.3	14.1	5.9	.1	.1	
Installation and exchange repair craftsmen	477	472	5	40.1	2.66	-	6.9	5.5	1.7	1.7	2.9	8.2	3.8	6.9	12.8	16.8	26.2	6.7	-	-	
PBX and station installers	3,140	3,114	26	40.1	2.62	-	.3	5.2	4.6	3.0	3.1	3.9	5.7	11.8	26.9	18.7	13.2	3.6	-	-	
Exchange repairmen	1,347	1,347	-	40.1	2.49	-	.7	11.1	6.0	3.2	3.3	3.3	8.1	17.7	9.0	10.8	22.0	4.8	-	-	
Others	527	509	18	40.1	2.84	-	-	.2	1.9	2.1	.9	1.5	3.0	2.7	45.2	17.6	18.4	6.5	-	-	
Line, cable, and conduit craftsmen	1,266	1,258	8	40.0	2.67	-	.1	1.0	4.2	3.2	3.8	5.5	4.3	9.2	38.4	27.5	1.7	1.2	-	-	
Linemen	1,900	1,900	-	40.0	2.42	-	1.4	10.6	11.3	5.4	4.9	4.2	6.3	9.1	20.5	9.6	12.0	4.3	.4	.1	
Cable splicers	990	990	-	40.0	2.40	-	1.7	8.2	11.1	6.8	6.4	4.8	6.2	13.1	18.3	9.0	12.4	1.2	.7	.1	
Cable splicers' helpers	630	630	-	39.9	2.65	-	.8	7.0	6.8	3.7	3.5	2.5	3.5	4.6	25.4	14.4	16.7	11.0	-	-	
Others	110	110	-	40.4	1.86	-	1.8	22.7	33.6	7.3	2.7	4.5	13.6	7.3	3.6	2.7	-	-	-	-	
Laborers	170	170	-	40.0	2.03	-	1.2	30.6	14.1	2.9	3.5	5.9	12.9	2.9	25.9	-	-	-	-	-	
Building, supplies, and motor vehicle employees	47	47	-	40.4	1.56	-	12.8	36.2	25.5	12.8	4.3	8.5	-	-	-	-	-	-	-	-	
Foremen	1,071	878	193	37.8	1.97	.2	11.9	17.5	21.3	10.1	7.5	4.3	3.4	7.0	8.2	3.6	2.2	1.1	.7	1.1	
Mechanics	66	65	1	40.0	3.08	-	-	-	1.5	1.5	9.1	3.0	3.0	13.6	6.1	18.2	7.6	7.6	10.6	18.2	
Other building service employees	66	62	4	40.3	2.62	-	-	1.5	4.5	12.1	1.5	6.1	3.0	10.6	30.3	9.1	19.7	1.5	-	-	
Other supplies and motor vehicle employees	657	484	173	36.4	1.63	.3	18.4	25.3	31.4	10.5	6.2	1.8	1.5	2.1	.8	.2	.8	.8	-	-	
All employees not elsewhere classified	282	267	15	40.0	2.27	-	2.1	7.1	6.4	10.6	11.3	9.9	7.8	16.0	20.9	7.1	.4	.4	-	-	
All employees not elsewhere classified	105	91	14	38.4	2.56	1.0	2.9	10.5	7.6	11.4	2.9	7.6	5.7	14.3	13.3	-	1.0	4.8	2.9	14.3	

¹ Covers 33 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 rates 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. All Class A¹ and Bell System Telephone Carriers: Average Hourly Rates² of Employees in Selected Occupations by Region, December 1963

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates	Number of work-ers	Average hourly rates
All carriers																				
All employees except officials and managerial assistants ⁴	604,984	\$2.88	42,207	\$2.88	119,716	\$3.10	97,817	\$2.95	33,911	\$2.78	69,988	\$2.52	21,888	\$2.66	52,187	\$2.60	25,845	\$2.63	86,305	\$3.00
Cable splicers.....	15,100	3.27	1,213	3.33	2,904	3.47	2,776	3.34	1,002	3.26	2,230	3.11	673	3.10	1,060	3.11	573	2.99	2,118	3.33
Cable splicers' helpers.....	1,955	2.14	219	2.13	558	2.20	202	2.37	106	1.94	267	1.97	2	(⁵)	456	2.13	3	(⁵)	60	2.36
Central office repairmen.....	41,517	3.14	2,392	3.15	8,630	3.27	6,492	3.25	1,990	3.06	3,995	3.00	1,420	3.11	4,012	3.14	1,515	2.97	6,840	3.17
Clerical (nonsupervisory).....	121,077	2.21	9,164	2.16	26,810	2.28	19,717	2.27	6,301	2.12	12,226	2.07	4,195	1.97	9,660	2.11	5,647	2.01	19,992	2.34
Exchange repairmen.....	13,726	3.34	606	3.32	3,607	3.43	3,498	3.36	331	3.38	1,039	3.12	217	3.25	1,701	3.34	523	3.12	2,073	3.34
Experienced switchboard operators.....	111,846	2.06	8,381	2.11	22,260	2.22	19,301	2.10	7,049	2.01	15,459	1.81	4,451	1.87	13,306	1.99	4,494	1.92	12,699	2.20
Linemen.....	11,926	2.75	833	2.87	2,318	3.05	1,656	3.02	830	2.57	1,508	2.34	562	2.45	1,774	2.62	766	2.43	1,365	2.94
Mechanics, building, and motor vehicle service.....	2,742	3.07	195	2.83	893	3.14	679	3.10	161	2.83	135	2.98	42	2.75	122	3.17	44	2.59	419	3.18
PBX and station installers ..	30,563	3.21	1,135	3.20	8,644	3.38	6,466	3.29	778	3.03	2,650	2.97	562	3.26	3,394	3.19	925	3.04	5,675	3.08
Test-board men and repeatermen.....	12,994	3.23	698	3.41	1,466	3.56	1,629	3.35	410	3.41	1,317	3.17	216	3.23	869	3.28	406	3.21	1,651	3.35
Bell System carriers																				
All employees except officials and managerial assistants ⁴	580,781	\$2.91	42,159	\$2.88	119,047	\$3.10	91,852	\$2.99	31,914	\$2.84	62,483	\$2.54	20,507	\$2.66	49,337	\$2.63	25,786	\$2.63	82,704	\$3.02
Cable splicers.....	14,470	3.29	1,213	3.33	2,888	3.47	2,608	3.37	945	3.30	2,130	3.15	671	3.10	979	3.16	573	2.99	2,065	3.33
Cable splicers' helpers.....	1,845	2.16	219	2.13	558	2.20	201	2.38	100	1.94	254	2.00	-	-	400	2.20	3	(⁵)	42	2.33
Central office repairmen.....	40,167	3.15	2,390	3.15	8,593	3.27	6,211	3.27	1,849	3.08	3,689	3.05	1,408	3.12	3,909	3.15	1,512	2.97	6,627	3.17
Clerical (nonsupervisory).....	116,709	2.23	9,160	2.16	26,673	2.28	18,734	2.29	5,918	2.15	11,622	2.09	4,177	1.97	9,112	2.13	5,634	2.01	19,226	2.36
Exchange repairmen.....	13,199	3.36	606	3.32	3,534	3.45	3,258	3.41	331	3.38	1,039	3.12	216	3.25	1,699	3.34	522	3.12	1,981	3.35
Experienced switchboard operators.....	105,902	2.08	8,381	2.11	22,046	2.23	17,698	2.14	6,441	2.06	14,309	1.84	4,411	1.87	12,509	2.02	4,476	1.92	11,823	2.23
Linemen.....	10,936	2.78	829	2.88	2,281	3.06	1,383	3.10	712	2.69	1,384	2.35	553	2.46	1,629	2.66	760	2.44	1,184	2.95
Mechanics, building, and motor vehicle service.....	2,676	3.08	195	2.83	893	3.14	661	3.12	160	2.83	121	3.07	42	2.75	120	3.18	43	2.60	405	3.19
PBX and station installers ..	29,216	3.24	1,135	3.20	8,641	3.38	6,328	3.29	550	3.30	2,514	3.01	548	3.28	3,168	3.24	924	3.04	5,403	3.09
Test-board men and repeatermen.....	12,675	3.25	697	3.41	1,463	3.57	1,530	3.38	393	3.43	1,256	3.20	215	3.24	833	3.30	406	3.21	1,609	3.36

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

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

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

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 Company: Percentage Distribution of Wire-Telegraph Employees¹ in Occupational Groups by Average Hourly Rates,² October 1963

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—													
	Total	Men	Women			\$1.25 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, managerial assistants, and messengers	23,259	12,938	10,321	39.3	\$2.71	-	-	0.4	3.7	8.1	10.8	26.2	13.4	8.1	5.5	11.0	3.1	1.4	8.2
Professional and semiprofessional employees	980	851	129	36.0	4.46	-	-	-	-	.2	.3	3.2	6.1	9.3	1.6	4.8	2.0	4.7	67.8
Engineers and engineering assistants	580	575	5	35.3	4.66	-	-	-	-	-	.3	2.1	2.6	3.3	1.9	5.9	1.0	6.6	76.4
Others	400	276	124	37.2	4.18	-	-	-	-	.5	.3	4.8	11.3	18.0	1.3	3.3	3.5	2.0	55.3
Telegraph office superintendents and managers	2,675	1,715	960	39.9	2.69	-	-	.5	4.0	16.9	26.0	18.1	15.4	5.6	3.4	1.4	1.8	6.9	
Sales employees	330	310	20	38.1	3.66	-	-	-	-	-	-	10.9	9.7	8.5	19.1	3.0	1.8	47.0	
Clerical employees	6,123	2,391	3,732	38.5	2.58	-	-	.3	5.3	8.3	16.3	27.7	14.5	7.5	4.2	4.7	2.7	1.4	7.2
Supervisors	879	689	190	37.7	3.46	-	-	-	-	-	2.7	7.7	16.3	9.9	2.7	7.2	8.8	5.5	39.2
Nonsupervisory employees	5,133	1,661	3,472	38.6	2.45	-	-	.1	4.8	9.5	19.0	31.8	14.5	7.2	4.5	4.4	1.8	.7	1.8
Commercial department	3,121	829	2,292	39.6	2.37	-	-	-	5.5	8.8	23.5	34.7	15.5	7.0	1.9	1.5	.4	.4	.8
Traffic department	538	144	394	39.9	2.27	-	-	-	2.8	14.9	11.7	66.2	3.3	.9	.2	-	-	-	-
All other departments	1,474	688	786	36.2	2.70	-	-	.3	4.1	9.0	11.9	13.0	16.4	9.9	11.7	12.0	5.2	1.6	4.7
Route aides	111	41	70	40.0	1.79	-	-	-	14.4	66.7	18.9	-	-	-	-	-	-	-	-
Telegraph operators	7,004	1,723	5,281	39.9	2.34	-	-	-	1.2	7.1	11.8	12.0	47.3	13.8	2.7	1.0	.6	.5	1.4
Traffic managers, chief operators, supervisors, and instructors	1,432	633	799	40.0	2.81	-	-	-	-	-	1.6	5.8	59.7	13.2	5.0	2.7	2.6	2.4	7.0
Experienced telegraph operators (except Morse operators)	3,837	795	3,042	39.8	2.21	-	-	-	9.9	18.8	14.8	54.9	1.5	.1	-	-	-	-	-
Commercial department	2,058	527	1,531	39.8	2.14	-	-	-	15.1	27.5	22.3	34.7	.3	.1	-	-	-	-	-
Traffic department	1,779	268	1,511	39.9	2.29	-	-	-	3.9	8.7	6.1	78.4	2.9	-	-	-	-	-	-
Switching clerks	50	7	43	40.0	2.17	-	-	-	-	12.0	84.0	4.0	-	-	-	-	-	-	-
Operators in training	91	56	35	40.0	1.70	-	-	-	89.0	4.4	3.3	1.1	2.2	-	-	-	-	-	-
Other operators	1,594	232	1,362	39.9	2.28	-	-	-	6.9	6.1	13.2	70.3	3.5	-	-	-	-	-	-
Morse operators	213	162	51	40.0	2.44	-	-	-	-	-	6.6	67.1	26.3	-	-	-	-	-	-
Telephone operators	1,381	70	1,311	39.9	2.26	-	-	-	8.0	7.0	14.3	70.7	-	-	-	-	-	-	-
Construction, installation, and maintenance employees	5,577	5,512	65	39.9	3.06	-	-	-	.1	.5	2.9	6.1	12.1	11.8	13.5	36.6	8.1	2.0	6.3
Traffic testing and regulating employees	1,638	1,615	23	40.0	3.11	-	-	-	-	.1	1.0	1.5	11.4	11.1	9.4	50.9	10.5	.7	3.4
Construction, installation and maintenance employees	3,838	3,802	36	39.8	3.05	-	-	-	-	.3	3.3	8.1	12.6	11.9	14.9	31.3	7.3	2.7	7.7
Foremen	512	511	1	39.3	3.77	-	-	-	-	-	-	1.0	.4	1.0	.8	8.8	23.2	18.0	46.9
Subscribers' equipment maintainers	1,405	1,402	3	40.0	3.07	-	-	-	-	-	.6	1.1	13.0	7.0	12.7	62.0	3.6	-	-
Linemen and cablemen	642	641	1	40.0	2.83	-	-	-	-	-	2.8	10.4	25.7	17.4	18.8	23.1	1.7	-	-
Others	1,279	1,248	31	39.8	2.85	-	-	-	-	.9	7.7	17.5	10.6	18.8	20.8	10.8	7.8	.8	4.3
Laborers	101	95	6	40.0	2.59	-	-	-	4.0	15.8	21.8	2.0	4.0	19.8	28.7	4.0	-	-	-
Building service employees	570	436	134	39.5	2.13	-	-	-	.2	5.3	71.1	9.5	2.1	1.9	6.8	1.1	.4	.7	.7
Mechanics	77	77	-	39.9	2.78	-	-	-	-	-	5.2	11.7	6.5	11.7	41.6	7.8	2.6	2.6	5.2
Others	493	359	134	39.4	2.03	-	-	-	.2	6.1	81.3	9.1	1.4	.4	1.4	-	-	-	-
Messengers	4,447	4,359	88	32.5	1.53	64.8	5.9	.3	6.0	18.2	4.5	.2	-	-	-	-	-	-	-
Full-time employees	3,118	3,032	86	38.9	1.58	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Part-time employees	1,329	1,327	2	17.4	1.28	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Foot and bicycle messengers	3,016	2,970	46	30.2	1.26	95.6	4.4	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers	1,431	1,389	42	37.2	2.00	-	-	-	9.0	1.0	18.7	56.6	14.0	.7	-	-	-	-	-

¹ Includes employees working in the conterminous 48 States and the District of Columbia; the company does not operate in Alaska or Hawaii.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

Table 6. International Telegraph Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates,² October 1963

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—													
	Total	Men	Women			\$1.25 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	5,115	4,457	658	36.5	\$3.22	7.0	2.0	1.5	2.8	2.8	4.7	4.1	6.7	6.5	8.5	9.9	5.8	11.4	26.4
All employees except officials, assistants, and messengers	4,581	3,924	657	37.5	3.38	.1	.2	.4	2.8	3.0	5.2	4.4	7.4	7.3	9.5	11.0	6.4	12.7	29.5
Professional and semiprofessional employees	193	191	2	37.4	4.76	-	-	-	-	-	-	.5	2.6	1.0	1.0	5.2	2.6	4.7	82.4
Engineers and engineering assistants	181	181	-	37.4	4.77	-	-	-	-	-	-	.6	2.8	1.1	1.1	5.5	2.8	3.9	82.3
Others	12	10	2	36.2	4.60	-	-	-	-	-	-	-	-	-	-	-	-	16.7	-
Office or station superintendents and assistants	104	101	3	36.8	5.51	-	-	-	-	-	-	-	-	-	-	1.0	-	-	99.0
Sales employees	174	172	2	37.1	4.44	-	-	-	-	-	-	.6	.6	2.9	4.0	1.1	1.7	5.2	83.9
Clerical employees	1,598	1,118	480	37.4	2.99	-	.5	.9	7.4	6.8	8.2	6.9	8.9	8.6	9.3	13.8	8.3	4.4	16.0
Supervisors	188	169	19	37.3	4.51	-	-	-	-	-	-	-	-	.5	-	1.1	2.1	10.6	85.6
Non supervisory clerical employees	1,410	949	461	37.4	2.79	-	.6	1.0	8.4	7.7	9.3	7.9	10.1	9.6	10.6	15.5	9.1	3.5	6.7
Operating department	679	598	81	37.5	2.81	-	.4	.4	9.9	4.6	5.7	4.4	11.8	10.8	13.0	21.8	14.9	1.9	.4
Commercial department	118	40	78	37.4	2.42	-	.8	.8	13.6	22.0	9.3	4.2	5.1	5.1	5.9	4.2	3.4	3.4	3.4
Accounting department	326	162	164	37.4	2.74	-	.6	1.8	9.2	10.4	10.1	11.0	7.1	9.5	8.0	12.0	3.1	5.5	11.7
Engineering department	69	38	31	37.4	2.79	-	1.4	-	2.9	8.7	10.1	14.5	17.4	8.7	5.8	5.8	7.2	5.8	11.6
All other departments	218	111	107	36.9	3.02	-	.5	1.8	1.8	5.5	11.9	11.0	10.1	9.2	11.5	9.2	3.7	5.0	18.8
Operators	1,441	1,291	150	37.6	3.24	-	-	.1	.1	.8	6.0	3.2	9.4	8.0	12.7	13.4	6.3	26.6	13.2
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	148	147	1	37.5	4.34	-	-	-	-	-	-	-	-	-	-	.7	-	6.1	93.2
Non supervisory operators	1,293	1,144	149	37.6	3.12	-	-	.2	.2	.9	6.7	3.6	10.5	9.0	14.2	14.8	7.0	28.9	4.0
Radio operators	134	124	10	37.5	3.60	-	-	-	-	-	-	.7	2.2	1.5	2.2	2.2	3.7	70.1	17.2
Marine coastal station operators	157	157	-	37.8	3.40	-	-	-	-	-	-	1.3	3.8	2.5	13.4	21.7	14.6	28.0	14.6
Cable operators	174	174	-	37.5	3.03	-	-	-	-	-	-	-	24.7	19.0	19.0	8.0	12.6	16.7	-
Morse operators	2	2	-	(³)	(³)	-	-	-	-	-	50.0	-	-	-	-	50.0	-	-	-
Teletype-multiplex operators	520	445	75	37.6	2.88	-	-	.4	.4	2.3	16.0	6.5	13.1	11.0	13.3	9.6	4.6	22.9	-
Telephone operators	84	61	23	37.5	3.09	-	-	-	-	-	2.4	7.1	7.1	6.0	20.2	27.4	10.7	19.0	-
All other operators	222	181	41	37.5	3.26	-	-	-	-	-	.5	1.4	4.5	6.8	18.0	30.2	3.6	32.4	2.7
Messengers	534	533	1	27.7	1.41	66.7	17.6	11.0	3.0	.4	.2	1.1	-	-	-	-	-	-	-
Foot and bicycle	524	523	1	27.5	1.39	67.9	17.9	10.9	3.1	.2	-	-	-	-	-	-	-	-	-
Motor	10	10	-	37.5	2.13	-	-	20.0	-	10.0	10.0	60.0	-	-	-	-	-	-	-
Construction, installation, maintenance, and other technical employees	962	945	17	37.7	3.62	-	-	.1	.4	.8	.9	2.4	4.4	6.3	7.3	8.1	6.1	11.2	51.9
Supervisors	108	106	2	37.5	4.66	-	-	-	-	-	-	-	-	3.7	.9	-	-	8.3	87.0
Mechanics and maintenance technicians	483	483	-	37.7	3.55	-	-	-	-	.2	-	2.1	5.8	6.6	8.1	9.5	5.2	9.5	53.0
Radio operating technicians	192	192	-	37.7	3.56	-	-	-	.5	.5	.5	.5	4.7	8.9	5.7	8.9	6.8	15.1	47.9
Radiotelegraph riggers	33	33	-	37.5	3.54	-	-	-	-	-	-	-	3.0	3.0	12.1	12.1	18.2	6.1	45.5
Radiotelegraph groundmen	13	13	-	38.1	2.47	-	-	-	-	30.8	7.7	7.7	15.4	15.4	23.1	-	-	-	-
Laborers	1	1	-	(³)	(³)	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-
Others	132	117	15	37.5	3.31	-	-	-	2.3	1.5	5.3	8.3	1.5	3.8	9.1	8.3	11.4	16.7	31.8
Building service employees	108	105	3	37.5	2.57	2.8	-	1.9	.9	9.3	11.1	18.5	13.9	11.1	24.1	.9	3.7	1.9	-
All employees not elsewhere classified	1	1	-	(³)	(³)	-	-	-	-	-	-	-	-	100.0	-	-	-	-	-

¹ Covers employees of international telegraph carriers with annual operating revenues exceeding \$50,000; excludes 4,969 employees working for international telegraph carriers outside the continental United States and the District of Columbia.

² See appendix for definition of hours and rates 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 33 companies not affiliated with the Bell System.

Tabulations for wire-telegraph and international telegraph carriers were confined to companies with annual revenues exceeding \$50,000 and engaged in interstate or foreign commerce. Western Union Telegraph Co. is the only wire-telegraph company included. Eight companies engaged in nonvocal radio and/or cable communications are included in the international telegraph tabulations.

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 Rates

Average hourly rates 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 three 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 week-day 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.

INTERNATIONAL TELEGRAPH CARRIERS

International telegraph 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 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., 20212, 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, May 1963. BLS Bulletin 1410 (40 cents).
- 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).
- Hosiery, 1962. BLS Bulletin 1349 (45 cents).

- Industrial Chemicals, 1955. BLS Report 103.
- Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
- Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
- Machinery Manufacturing, 1963. BLS Bulletin 1388 (25 cents).
- Meat Products, 1963. BLS Bulletin 1415 (75 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, 1963. BLS Bulletin 1393 (45 cents).

- 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, 1964. BLS Bulletin 1423 (30 cents).
- *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, June 1963. BLS Bulletin 1414 (35 cents).

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.
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, 1963. BLS Bulletin 1391 (30 cents).
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, 1962. BLS Bulletin 1389 (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, June 1963. BLS Bulletin 1400 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, Mid-1963. BLS Bulletin 1409 (50 cents).
Hotels and Motels, June 1963. BLS Bulletin 1406 (40 cents).
Laundries and Cleaning Services, 1963. BLS Bulletin 1401 (50 cents).
Life Insurance, 1961. BLS Bulletin 1324 (30 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 Trade, June 1962 (Overall Summary of the Industry). BLS Bulletin 1380 (45 cents).
Employee Earnings at Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1962. BLS Bulletin 1380-1 (25 cents).
Employee Earnings in Retail General Merchandise Stores, June 1962. BLS Bulletin 1380-2 (45 cents).
Employee Earnings in Retail Food Stores, June 1962. BLS Bulletin 1380-3 (40 cents).
Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1962. BLS Bulletin 1380-4 (40 cents).
Employee Earnings in Retail Apparel and Accessory Stores, June 1962. BLS Bulletin 1380-5 (45 cents).
Employee Earnings in Retail Furniture, Home Furnishings, and Household Appliance Stores, June 1962. BLS Bulletin 1380-6 (40 cents).
Employee Earnings in Miscellaneous Retail Stores, June 1962. BLS Bulletin 1380-7 (40 cents).

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

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

