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INDUSTRY WAGE SURVEY

COMMUNICATIONS

1964

Bulletin No. 1467

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, 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, 1964

Summary

Basic wage rates¹ of the 655,761 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$2.95 an hour in late 1964. Employees of class A telephone carriers, accounting for 95 percent of the workers covered by the study,² averaged \$2.96 an hour in December 1964. Nonmessenger employees of Western Union's wire-telegraph operations averaged \$2.80 an hour and employees of international telegraph carriers (ocean-cable and radiotelegraph carriers) averaged \$3.41 an hour in October 1964.

Pay rates for employees of class A telephone carriers averaged 2.8 percent more in December 1964 than in December 1963. This compares with increases of 3.6 percent between 1962 and 1963, and 4.1 percent between 1961 and 1962. Between October 1963 and October 1964, average hourly pay rates of non-messenger employees of Western Union's wire-telegraph operations increased 3.3 percent and those of employees of the international telegraph carriers, 5.9 percent.

Employment of class A telephone carriers increased from 604,984 in December 1963 to 624,408 in December 1964. This represents the second consecutive annual increase in employment after a steady decline from the peak in 1957 (681,600). The numbers of employees in Western Union's wire-telegraph operations and in international telegraph carriers were slightly lower in October 1964 than in October 1963, representing a continuing decline over the past several years.

Class A Telephone Carriers

Pay Rates in December 1964. Basic wage rates of the 624,408 employees (excluding officials and managerial assistants) of the 57 class A telephone carriers included in the study³ averaged \$2.96 an hour in December 1964 (table 1).

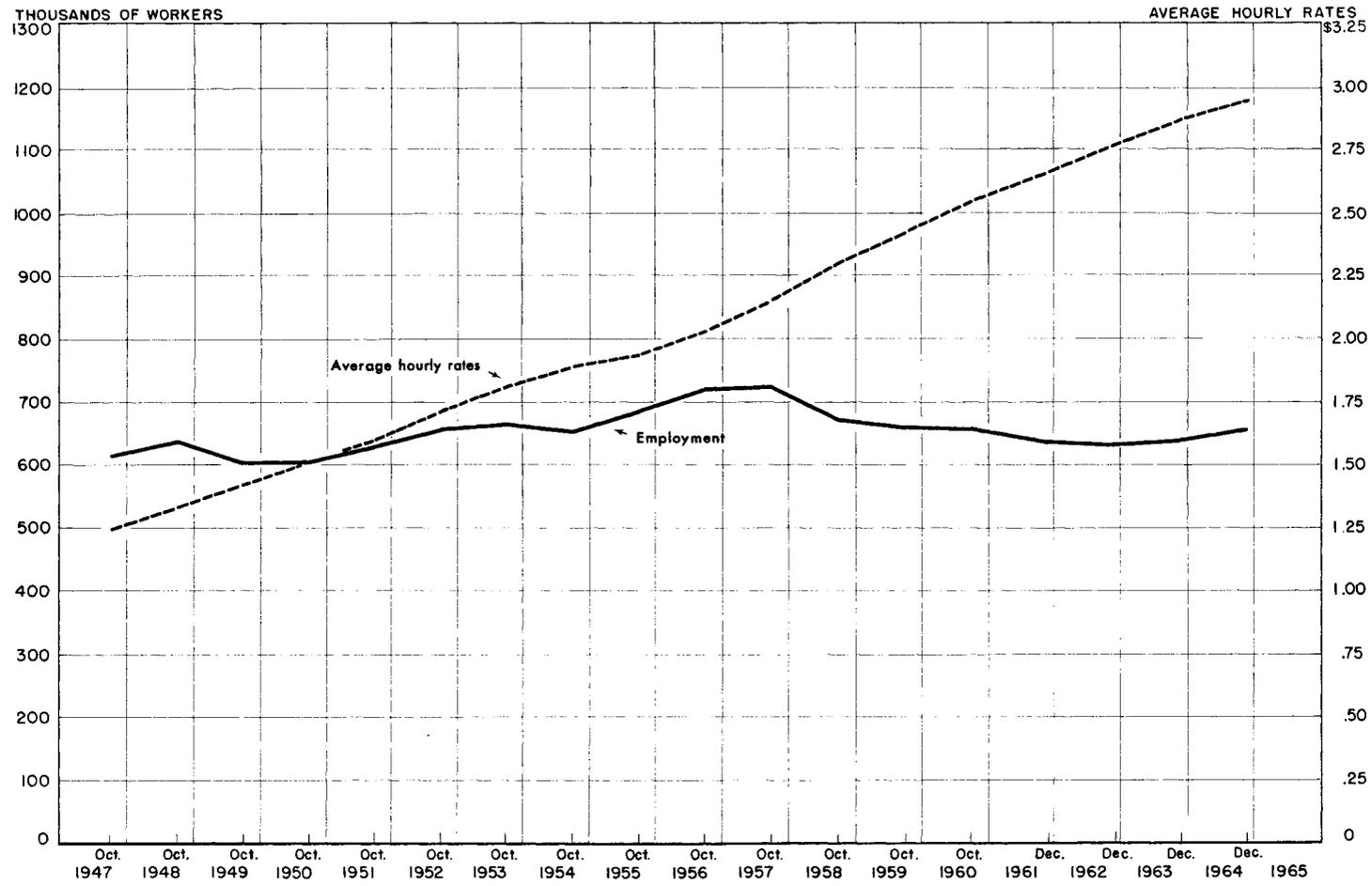
¹ As explained in the appendix, the pay data contained in this bulletin, which pertain to all workers except officials and managerial assistants, were computed by dividing scheduled weekly compensation by scheduled weekly hours. "Scheduled weekly compensation" for class A telephone carriers, as defined 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.

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.

² The study, based on reports of carriers under the full jurisdiction of the FCC, covered nearly nine-tenths of the estimated 710,300 employees of the Nation's telephone communication industry in December 1964 and almost all of the employees in the telegraph communication industry in October 1964.

³ 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. A total of 6,343 officials and managerial assistants were not included in the study. See appendix regarding exclusion and inclusion of employees outside the conterminous 48 States and the District of Columbia.

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947-December 1964



Individual pay rates were widely dispersed, the middle half of the workers earning between \$2.05 and \$3.53 an hour. Factors contributing to this comparatively wide range of hourly rates include the great diversity of skills and responsibilities required by the industry, pay differences among regions, and the widespread practice of providing a range of rates for workers in a given job and locality.

Wage rates and working conditions of class A telephone carrier employees are determined largely through collective bargaining. Agreements on file with the Bureau of Labor Statistics⁴ indicate that wage-rate schedules generally varied by occupational category, by 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; rate differences between starting and maximum rates frequently amount 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 more than \$1 in 42 of the 57 class A telephone carriers included in the study.

Occupationally, average rates of pay in December 1964 ranged from \$1.66 for a small number of laborers (mostly in non-Bell companies) to \$5.29 for professional and semiprofessional employees (excluding draftsmen).

Women, constituting 56 percent of the class A telephone carrier work force, were employed largely in the telephone operator and clerical jobs. Experienced switchboard operators, virtually all women and comprising nearly one-fifth of the total class A employment, averaged \$2.11 an hour. Nonsupervisory clerical employees (117,200 women and 8,857 men) averaged \$2.28 an hour.

Construction, installation, and maintenance employees, accounting for three-tenths of the total work force, averaged \$3.38 an hour. Average hourly pay rates for numerically important occupations in this nearly all male category were: \$3.42 for exchange repairmen, \$3.34 for cable splicers, \$3.32 for test-board men and repeatermen, \$3.27 for PBX and station installers, \$3.19 for central office repairmen, and \$2.67 for linemen.

Regionally, average rates of pay for all employees ranged from \$2.59 an hour in the Southeast to \$3.17 in the Middle Atlantic region. Pay rates in the Pacific, Great Lakes, and New England regions averaged \$3.08, \$3.03, and \$3 an hour, respectively, whereas averages in all other regions (except the Middle Atlantic) were below the national average of \$2.96 (table 4).

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 20 percent more than their counterparts in the Southeast, whereas the corresponding spread for central office repairmen was only 9 percent.

⁴ Collective bargaining agreements covering roughly seven-tenths 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. Frequently, workers in different departments (e.g., traffic, plant, accounting, commercial) of the same company are covered under separate collective bargaining agreements.

Occupational pay relationships varied among regions. 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 PBX and station installers exceeded the average for experienced switchboard operators by 50 to 60 percent in 7 of 9 regions, by 73 percent in the North Central, and by 38 percent in the Pacific region.

Bell System companies accounted for 96 percent of the class A telephone carrier employees within scope of the study—virtually all of the employees in the New England, Middle Atlantic, North Central, and Mountain regions, and about 95 percent of those in all remaining regions. Employees of these companies, as a group, averaged \$2.99 an hour, compared with \$2.30 for employees of other companies. Bell System companies usually covered an entire State or group of States and had employment amounting to more than 50,000 in four companies, over 25,000 in five others, and less than 3,000 in only two companies. Only 1 of the 33 non-Bell companies employed as many as 3,000 workers, and 12 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. Four regions—Great Lakes, Southeast, South Central, and Pacific—accounted for seven-tenths of the employment in non-Bell companies.

Pay levels for nearly all occupational categories studied separately were higher for Bell than for non-Bell Systems. Among seven major occupational categories shown below, average hourly pay rates in non-Bell carriers ranged from 76 percent to 89 percent of counterpart averages in Bell Systems.

	Average pay rates for non-Bell carriers as a percent of occupational average for Bell Systems	
	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory -----	82	87
Experienced switchboard operators -----	76	82
Central office repairmen -----	85	86
PBX and station installers -----	81	81
Linemen -----	89	89
Cable splicers -----	83	84
Building, supplies, and motor vehicle mechanics -----	84	85

Average scheduled workweeks for clerical employees and experienced switchboard operators were 39.8 and 39.4 in non-Bell companies and 37.7 and 36.4 in Bell Systems. Comparisons based on average weekly rates thus indicate a smaller difference in pay levels. Among the five craft categories, scheduled workweeks were about the same in both employee groups.

Trends in Employment and Pay Rates. Total employment of class A telephone carriers increased by 19,424 (3.2 percent) between December 1963 and December 1964. Bell System carriers accounted for more than nine-tenths of this increase, the second (following an increase during the 1962-63 period) since 1957. While the current employment increase is reflected in nearly all major occupational categories (ranging from about 2 to 5 percent), the employment

decrease from the 1957 peak (681,600) to 1962 (596,300) reflected largely a decline in the number of telephone operators, caused chiefly by the installation of new and improved equipment.⁵

The 1964 employment level was 13 percent higher than the level recorded in 1947 (552,700), the date of the Bureau's initial study. During this period, the relative importance of men in the industry has increased from about a third of the labor force in 1947 to slightly more than two-fifths in 1964.

The level of wages in the telephone industry increased by 2.8 percent during the December 1961–December 1964 period from \$2.88 to \$2.96 an hour. Interregional differences in pay levels in December 1964 are compared in the following tabulation with those in October 1951 and October 1957.⁶ The lowest pay level was recorded in the Southeast for each of the three periods. The Middle Atlantic region, tied for second position in 1951, had the highest all-employee average in 1957 and in 1964.

Regions	All-employee ¹ averages as a percent of national averages in—		
	October 1951	October 1957	December 1964
New England -----	102	98	101
Middle Atlantic -----	104	106	107
Great Lakes -----	104	103	102
Chesapeake -----	101	99	96
Southeast -----	86	87	88
North Central -----	89	94	92
South Central -----	88	92	89
Mountain -----	89	91	93
Pacific -----	107	105	104

¹ Excludes officials and managerial assistants.

Western Union Telegraph Company

Nonmessenger employees⁷ of Western Union's wire-telegraph operations averaged \$2.80 an hour (exclusive of premium pay for overtime and work on weekends, holidays, and late shifts) in October 1964; straight-time rates of pay for messengers averaged \$1.58 an hour (table 5). Since October 1963, the date of the last study, average wages of nonmessenger employees had increased 9 cents an hour and those of messengers, 5 cents. These increases were largely the result of general wage increases, effective June 1, 1964.⁸

⁵ Occupational employments (or pay rates) for the current, as well as the 1963 study, are not precisely comparable with 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.

⁶ Regional pay levels were tabulated for the first time in October 1951.

⁷ Excludes 299 officials and managerial assistants.

⁸ Under the terms of agreements reached in 1964 with The Commercial Telegraphers' Union and with the American Communications Association (Ind.), all hourly rated workers (except nonmotor messengers) received an increase of 6 cents an hour; all monthly rated employees, \$9 a month; and nonmotor messengers with a year or more of progression credit, 5 cents an hour. The 1964 agreements also provide for the following increases, effective June 1, 1965: All hourly rated workers (except nonmotor messengers) receive an increase of 7 cents an hour; all monthly rated employees, \$11 a month; and nonmotor messengers with 2 years or more of progression credit, 5 cents an hour. These latter increases, of course, are not reflected in the rate data in this report.

Men, comprising 57 percent of the 22,262 nonmessenger employees, tended to be concentrated in different occupational groups than women. Among the job categories in which men were predominant, average straight-time hourly rates of pay were: \$3.20 for traffic testing and regulating employees and for subscribers' equipment maintainers; and \$2.88 for linemen and cablemen. Average straight-time hourly rates of pay in October 1964 for numerically important occupational categories predominantly held by women were: \$2.51 for non-supervisory clerical employees, \$2.35 for experienced telegraph operators (except Morse operators) in the traffic department and \$2.22 for those in the commercial department, and \$2.33 for telephone operators.

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 non-messenger 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, at least seven-tenths of the traffic department clerical employees and experienced telegraph operators (except Morse) and telephone operators had hourly rates between \$2.30 and \$2.50.

Wage rates for employees of Western Union are determined by labor-management agreements with The Commercial Telegraphers' Union in all cities except the New York metropolitan area where contracts 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; differences between the starting and maximum rates amounted 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. Established rates of pay for nonmessenger jobs and motor messengers varied by location, whereas nationwide rates applied to foot and bicycle messengers.

The 4,046 messengers, nearly all men, comprised 15 percent of the company's wire-telegraph work force in October 1964. Seven-tenths of these workers were employed on a full-time basis and averaged \$1.64 an hour, compared with \$1.28 an hour for the 1,150 part-time employees who worked an average of about 17½ hours a week at the time of the study. Foot and bicycle messengers (both full- and part-time employees) as a group averaged \$1.27 an hour; those with less than 1 year of service with the company received \$1.25 an hour, while those with longer service were paid \$1.30. Motor messengers averaged \$2.06 an hour in October 1964. Rates of pay for nearly half of these workers were between \$2.10 and \$2.30 an hour.

Total employment of Western Union's wire-telegraph operations in October 1964 was 5 percent below October 1963 and only one-half of the employment level of October 1947, the date of the Bureau's initial study. As indicated in the tabulation on the following page, not only has the level of employment steadily declined but the occupational composition of the work force has changed considerably during the 17-year period. The proportion of workers classified as telegraph operators declined from 34 percent in 1947 to 24 percent in 1964, and the proportion of workers classified as foot and bicycle messengers declined from 18 to 10 percent. On the other hand, the proportions of construction, installation, and maintenance workers, and clerical employees have increased during this period.

<u>Wire-telegraph operations</u>				
	October 1964	October 1963	October 1955	October 1947
Total, all employees: ¹				
Number -----	26,308	27,706	37,471	53,107
Percent -----	100	100	100	100
Percent of employees classified as:				
Telegraph office superintendents and managers -----	10	10	9	8
Clerical employees -----	22	22	19	19
Telegraph operators -----	24	25	31	34
Construction, installation, and maintenance employees -----	22	20	14	13
Messengers, foot and bicycle -----	10	11	16	18
Messengers, motor -----	5	5	4	3
Other -----	7	7	7	5

¹ Excludes officials and managerial assistants.

International Telegraph Carriers

Rates of pay for the 5,045 employees⁹ of international telegraph carriers (five ocean-cable and radiotelegraph carriers) averaged \$3.41 an hour in October 1964 (table 6). This was an increase of 5.9 percent above the average recorded in October 1963 (\$3.22). The hourly average for the 4,565 nonmessenger employees was \$3.57; the 480 messengers, nearly all foot and bicycle, averaged \$1.45. Men, accounting for nearly seven-eighths of the total work force, were predominant in nearly all of the occupational categories.

Average hourly rates of pay for numerically important occupational categories were: \$3.74 for radio operating technicians, \$3.70 for mechanics and maintenance technicians, \$3.03 for teletype-multiplex operators, \$2.94 for nonsupervisory clerical workers, and \$1.44 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 \$1.70 an hour and approximately one-third of the workers had rates of \$3.70 or more.

⁹ The study, covering only ocean-cable and radiotelegraph carriers with annual operating revenues in excess of \$50,000, excludes 66 officials and managerial assistants and 2,501 employees working outside the conterminous 48 States and the District of Columbia.

Starting with the 1963 survey, data were combined for the two international telegraph carrier groups—ocean-cable and radiotelegraph carriers—which were provided separately in previous reports. The following tabulation presents overall 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	-	-	-	-
October 1964 -----	5,045	3.41	-	-	-	-

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.

Table 1. Class A Telephone Carriers: 1 Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates, 2 December 1964

Occupational group	Number of employees			Average sched-uled 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	
								-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants	624,408	273,922	350,486	38.1	\$2.96	(³)	0.2	1.6	6.2	9.4	10.3	11.3	8.3	5.8	4.2	4.1	4.4	7.7	8.8	17.5	
Part time	16,289	1,001	15,288	21.4	1.91	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	608,119	272,921	335,198	38.5	2.97	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	60,428	47,500	12,928	37.8	5.17	-	(³)	(³)	.5	.7	1.1	2.3	1.5	1.8	1.7	1.7	2.2	2.6	3.0	80.7	
Draftsmen	2,523	716	1,807	37.9	2.38	-	.2	.7	10.3	12.2	16.1	22.1	8.8	7.3	3.1	2.5	4.6	3.5	2.8	5.5	
Others	57,905	46,784	11,121	37.8	5.29	-	(³)	-	.1	.2	.4	1.5	1.2	1.5	1.7	1.7	2.1	2.6	3.0	84.0	
Business office and sales employees	47,720	15,553	32,167	37.8	3.12	(³)	.2	.7	2.4	6.4	10.9	11.2	14.0	9.1	4.8	4.5	2.1	2.1	2.4	29.1	
Supervisors	9,457	5,184	4,273	38.1	4.52	(³)	-	-	.1	.2	.2	.4	1.0	2.5	3.6	4.4	5.3	5.9	4.7	71.7	
Non-supervisory employees	38,263	10,369	27,894	37.7	2.77	-	.2	.9	3.0	7.9	13.6	13.9	17.2	10.8	5.1	4.5	1.3	1.2	1.9	18.6	
Clerical employees	136,378	10,965	125,413	37.8	2.38	-	.2	.9	8.6	11.7	14.3	20.1	12.9	10.6	5.0	2.5	2.5	3.0	2.6	5.1	
Supervisors	10,321	2,108	8,213	38.0	3.64	-	-	-	(³)	.1	.4	1.0	2.6	4.7	8.3	9.1	9.6	10.1	9.2	44.8	
Non-supervisory employees	126,057	8,857	117,200	37.8	2.28	-	.2	1.0	9.3	12.7	15.4	21.6	13.7	11.1	4.7	2.0	1.9	2.4	2.1	1.8	
Commercial department	24,524	589	23,935	37.4	2.14	-	.2	1.2	12.8	18.2	18.3	22.6	9.8	7.3	4.3	1.5	1.1	.5	.7	1.3	
Traffic department	18,837	28	18,809	37.9	2.34	-	.1	.4	2.8	6.7	11.5	26.6	21.7	18.5	5.9	2.0	1.3	.8	.9	1.0	
Plant department	32,016	6,074	25,942	38.8	2.40	-	.1	1.1	5.6	9.6	15.8	23.0	13.2	10.3	2.2	1.8	3.4	7.0	5.5	1.4	
Accounting department	33,088	1,060	32,028	37.3	2.18	-	.2	.9	13.1	13.7	15.6	20.6	14.2	11.7	6.0	1.3	.7	.4	.4	1.1	
All other departments	17,592	1,106	16,486	37.2	2.35	-	.3	1.2	11.0	15.0	14.6	14.3	10.6	8.8	6.2	4.2	3.6	2.5	1.9	5.6	
Telephone operators	172,957	61	172,896	36.6	2.15	(³)	.5	4.2	12.0	17.4	17.4	16.6	11.3	6.6	5.4	4.4	1.4	.7	.5	1.7	
Chief operators	8,569	13	8,556	38.9	3.30	-	.1	.1	.1	.5	1.2	3.0	6.6	10.4	12.4	11.7	10.4	8.1	7.5	27.9	
Service assistants and instructors	13,438	22	13,416	37.7	2.60	-	(³)	.2	.6	1.5	6.0	11.3	27.9	21.9	10.6	6.3	5.0	3.6	1.3	3.7	
Experienced switchboard operators	117,183	17	117,166	36.5	2.11	-	.7	3.1	8.6	16.5	20.8	21.2	12.1	5.9	5.6	4.8	.6	-	-	-	
Operators in training	31,569	4	31,565	35.4	1.74	(³)	.1	11.4	33.4	33.2	14.8	5.9	.8	.3	.1	-	-	-	-	-	
Other switchboard employees	2,198	5	2,193	37.6	2.49	0.2	(³)	.3	.6	1.3	4.0	12.5	35.7	25.7	10.0	6.1	2.0	1.1	.1	.3	
Construction, installation, and maintenance employees	182,614	182,223	391	39.9	3.38	-	(³)	.3	1.4	3.1	3.0	2.9	3.0	1.9	3.0	5.7	10.2	21.2	25.7	18.5	
Foremen of telephone craftsmen	24,104	24,092	12	39.8	4.62	-	-	(³)	(³)	(³)	(³)	.1	.1	.1	.3	.2	.6	1.3	2.5	94.6	
Central office craftsmen	59,229	58,884	345	39.9	3.21	-	.1	.3	1.0	3.1	3.7	3.8	4.8	3.1	3.7	5.8	9.3	20.0	27.1	14.2	
Test-board men and repeatermen	13,386	13,385	1	40.0	3.32	-	.1	.3	.5	1.6	2.5	2.9	2.7	2.3	2.7	3.6	10.8	22.4	31.9	15.8	
Central office repairmen	43,368	43,040	328	39.9	3.19	-	.1	.3	.9	3.4	3.7	4.1	5.6	3.2	4.0	6.5	8.9	19.0	26.0	14.3	
Others	2,475	2,459	16	39.8	2.97	-	.1	1.1	4.8	4.7	10.2	3.9	2.1	4.9	3.6	6.2	9.6	23.6	19.4	6.0	
Installation and exchange repair craftsmen	67,782	67,749	33	40.0	3.26	-	-	.2	.8	1.9	2.0	2.5	2.3	1.4	3.4	7.1	13.9	28.7	33.9	2.0	
PBX and station installers	31,873	31,873	-	40.0	3.27	-	(³)	.4	.5	1.9	2.4	3.9	3.5	1.8	2.1	3.5	10.9	25.3	43.1	.7	
Exchange repairmen	14,545	14,526	19	40.0	3.42	-	-	.1	.6	.6	.7	1.3	.7	1.7	3.1	9.4	31.2	47.4	3.3		
Others	21,364	21,350	14	40.0	3.15	-	-	(³)	1.7	2.8	2.2	1.5	1.3	1.1	6.5	15.3	21.4	32.1	10.9	3.0	
Line, cable, and conduit craftsmen	31,465	31,465	-	40.0	2.98	-	(³)	.5	4.3	8.4	6.1	4.4	3.1	2.3	3.2	6.7	11.5	22.8	23.1	3.6	
Linemen	12,586	12,586	-	40.0	2.67	-	(³)	.6	8.8	13.7	9.4	5.7	3.3	2.5	4.1	9.8	14.0	22.7	5.1	.2	
Cable splicers	15,493	15,493	-	40.0	3.34	-	-	.2	.2	1.1	1.6	2.2	2.0	1.4	2.5	4.8	11.1	26.2	40.3	6.5	
Cable splicers' helpers	1,994	1,994	-	40.0	2.09	-	-	.9	7.8	32.9	21.3	13.0	7.9	8.3	2.2	1.9	1.1	.8	1.6	.2	
Others	1,392	1,392	-	39.9	3.03	-	-	2.2	3.8	5.5	4.1	4.7	6.6	2.8	4.8	6.5	7.9	16.7	26.6	7.9	
Laborers	34	33	1	40.8	1.66	-	-	35.3	29.4	11.8	14.7	8.8	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	22,590	16,123	6,467	37.8	2.53	(³)	.4	3.6	10.4	15.8	14.1	9.9	6.7	6.7	5.9	5.1	3.4	4.8	2.9	10.2	
Foremen	2,533	2,139	394	39.3	4.24	-	-	-	.2	.8	.9	2.3	2.1	2.0	2.4	2.5	3.0	3.3	3.5	76.9	
Mechanics	2,764	2,760	4	39.6	3.17	-	-	-	.4	1.9	2.4	3.7	3.8	4.9	6.0	10.8	10.7	29.5	16.5	9.3	
Other building service employees	12,430	6,381	6,049	36.3	1.96	(³)	.7	6.2	17.4	25.1	20.7	13.6	8.2	6.7	.6	.4	.1	.1	(³)	.1	
Other supplies and motor vehicle employees	4,863	4,843	20	39.6	2.60	-	.1	.8	3.6	7.8	11.0	8.0	7.0	10.2	21.0	15.2	8.1	3.6	2.1	1.6	
All employees not elsewhere classified	1,721	1,497	224	38.0	3.29	-	.1	.2	2.3	6.3	7.6	5.1	3.5	5.5	7.7	4.2	6.9	8.0	8.4	33.9	

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 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 2. Bell System Class A Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1964

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—												
	Total	Men	Women			\$ 1.30 and under \$ 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	599,112	261,697	337,415	38.0	\$ 2.99	1.1	6.0	9.2	10.3	11.5	8.5	5.9	4.1	3.9	4.4	7.8	9.1	17.9
Part time	15,388	869	14,519	21.0	1.95	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time	583,724	260,828	322,896	38.5	3.00	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	58,492	45,791	12,701	37.7	5.23	-	.5	.7	1.1	2.3	1.4	1.7	1.6	1.6	2.0	2.4	2.7	81.9
Draftsmen	2,389	627	1,762	37.8	2.38	.3	10.4	12.2	16.0	22.9	8.7	7.5	3.1	2.2	4.4	3.5	2.8	5.6
Others	56,103	45,164	10,939	37.7	5.35	-	.1	.2	.4	1.4	1.1	1.4	1.6	1.6	1.9	2.4	2.7	85.2
Business office and sales employees	46,311	15,197	31,114	37.7	3.15	.4	2.2	6.0	10.9	11.3	14.3	9.2	4.8	4.5	2.1	2.2	2.4	29.7
Supervisors	9,210	5,050	4,160	38.1	4.56	-	-	-	-	.2	.8	2.4	3.5	4.4	5.3	5.9	4.6	72.8
Nonsupervisory employees	37,101	10,147	26,954	37.7	2.80	.5	2.7	7.5	13.6	14.0	17.6	10.9	5.2	4.6	1.3	1.2	1.9	19.0
Clerical employees	131,464	10,239	121,225	37.7	2.40	.4	8.4	11.4	14.2	20.3	13.2	10.9	5.1	2.5	2.6	3.1	2.7	5.1
Supervisors	9,943	1,893	8,050	37.9	3.66	-	-	.1	.3	.7	2.3	4.7	8.3	8.9	9.8	10.3	9.3	45.3
Nonsupervisory employees	121,521	8,346	113,175	37.7	2.29	.4	9.1	12.4	15.3	22.0	14.1	11.4	4.9	2.0	2.0	2.5	2.1	1.9
Commercial department	23,544	549	22,995	37.3	2.15	.5	12.7	18.0	18.3	23.0	10.1	7.6	4.4	1.5	1.1	.5	.8	1.4
Traffic department	18,460	28	18,432	37.9	2.35	.2	2.8	6.1	11.4	26.7	22.1	18.8	6.0	2.0	1.3	.8	.9	1.0
Plant department	31,012	5,937	25,075	38.7	2.42	.7	5.2	9.4	15.4	23.4	13.6	10.6	2.2	1.7	3.5	7.2	5.7	1.4
Accounting department	31,743	890	30,853	37.2	2.20	.2	12.9	13.4	15.7	20.9	14.7	12.1	6.2	1.3	.7	.4	.4	1.1
All other departments	16,762	942	15,820	37.1	2.37	.5	10.9	15.0	14.4	14.6	10.8	9.0	6.4	4.3	3.7	2.6	2.0	5.8
Telephone operators	165,580	42	165,538	36.4	2.17	3.2	11.9	17.1	17.6	17.2	11.7	6.8	5.6	4.6	1.4	.7	.5	1.7
Chief operators	8,234	10	8,224	38.9	3.32	-	-	.2	.9	2.9	6.5	10.3	12.2	11.8	10.4	8.1	7.8	28.8
Service assistants and instructors—Experienced switchboard operators	12,966	21	12,945	37.6	2.62	.1	.4	1.1	4.8	11.3	28.6	22.2	11.0	6.5	5.2	3.7	1.4	3.8
Operators in training	111,059	6	111,053	36.4	2.14	1.6	8.2	15.9	21.3	22.2	12.7	6.2	5.9	5.0	.7	-	-	-
Other switchboard employees	31,149	4	31,145	35.4	1.74	11.1	33.4	33.4	15.0	5.9	.8	.3	.1	-	-	-	-	-
Construction, installation, and maintenance employees	2,172	1	2,171	37.6	2.49	.3	.6	1.1	3.9	12.3	36.1	26.0	10.1	6.2	2.0	1.1	-	.3
Foremen of telephone craftsmen	174,114	173,771	343	39.9	3.41	-	1.2	3.1	2.9	2.9	2.9	1.8	2.4	4.9	10.2	21.7	26.8	19.2
Central office craftsmen	23,158	23,146	12	39.8	4.67	-	-	-	-	-	-	-	.1	.1	.2	.6	2.1	96.9
Test-board men and repeatermen	56,937	56,606	331	39.9	3.23	-	.9	3.1	3.7	3.9	4.8	3.0	3.2	5.0	9.2	20.2	28.1	14.8
Others	13,016	13,016	-	39.9	3.34	-	.4	1.6	2.6	2.9	2.7	2.3	2.2	3.0	10.7	22.8	32.6	16.2
Installation and exchange repair craftsmen	41,953	41,628	325	39.9	3.20	-	.8	3.4	3.7	4.2	5.6	3.2	3.6	5.8	8.8	19.2	26.9	14.7
FBX and station installers	1,968	1,962	6	39.7	3.01	-	5.3	5.0	11.6	3.4	1.6	5.0	2.8	1.2	8.2	23.9	24.4	7.5
Exchange repairman	64,502	64,502	-	40.0	3.29	-	.6	1.7	1.9	2.4	2.2	1.1	2.5	6.2	13.9	29.8	35.6	2.1
Others	30,430	30,430	-	40.0	3.29	-	.3	1.8	2.4	4.0	3.3	1.5	1.3	3.1	10.4	26.0	45.1	.7
Line, cable, and conduit craftsmen	14,051	14,051	-	40.0	3.44	-	-	.4	.5	.6	1.2	.7	.7	2.4	9.4	31.6	49.0	3.4
Linemen	20,021	20,021	-	40.0	3.18	-	1.6	2.6	2.0	1.4	1.1	.9	5.5	13.5	22.3	34.2	11.6	3.2
Cable spicers	29,513	29,513	-	40.0	3.01	.1	3.9	8.3	6.0	4.4	2.9	2.1	2.6	5.9	11.7	23.6	24.7	3.9
Cable spicers' helpers	11,583	11,583	-	40.0	2.69	.1	8.4	14.0	9.4	5.8	3.1	2.1	3.6	9.2	14.4	24.2	5.5	.2
Others	14,798	14,798	-	40.0	3.37	-	.9	1.5	2.1	1.9	1.2	1.9	3.8	11.1	26.5	42.1	6.8	
Laborers	1,896	1,896	-	40.0	2.10	-	7.3	33.3	21.7	13.4	7.9	8.4	2.3	1.8	1.1	.8	1.7	.2
Building, supplies, and motor vehicle employees	1,236	1,236	-	39.9	3.14	.1	2.3	5.3	4.0	4.4	5.7	2.6	2.1	6.9	8.9	18.9	29.9	8.9
Foremen	4	4	-	(?)	(?)	-	-	-	100.0	-	-	-	-	-	-	-	-	-
Mechanics	21,528	15,240	6,288	37.7	2.55	3.0	9.9	16.1	14.3	10.2	6.9	6.9	5.8	4.9	3.5	5.0	3.0	10.6
Other building service employees	2,471	2,077	394	39.3	4.26	-	.2	.7	.8	2.2	2.1	1.9	2.1	2.3	2.8	3.2	3.3	78.2
Other supplies and motor vehicle employees	2,695	2,695	-	39.6	3.18	-	.3	1.7	2.3	3.6	3.9	5.0	5.8	10.3	10.5	30.1	17.0	9.5
All employees not elsewhere classified	11,782	5,895	5,887	36.3	1.98	5.3	16.6	25.8	21.3	14.1	8.6	7.0	.6	.3	.1	-	.1	.1
All employees not elsewhere classified	4,580	4,573	7	39.6	2.62	.2	3.4	7.6	10.8	8.2	6.9	10.6	20.9	15.0	8.6	3.8	2.3	1.7
All employees not elsewhere classified	1,623	1,417	206	38.3	3.32	-	2.0	6.2	7.5	4.4	3.5	5.5	7.3	4.1	7.3	8.0	8.7	35.3

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

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

³ 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 1964

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	25,296	12,225	13,071	39.7	\$2.30	0.1	5.3	13.8	10.3	14.4	9.9	5.5	3.4	3.7	6.8	8.7	5.2	5.0	1.9	6.0	
Part time	901	132	769	28.7	1.50	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	24,395	12,093	12,302	40.1	2.32	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	1,936	1,709	227	39.9	3.55	-	.5	1.0	1.4	1.6	2.1	2.7	3.0	4.5	4.1	5.6	8.7	9.2	12.3	43.1	
Draftsmen	134	89	45	39.1	2.40	-	3.0	6.7	8.2	11.2	17.2	8.2	9.7	5.2	4.5	8.2	8.2	3.7	1.5	4.5	
Others	1,802	1,620	182	40.0	3.63	-	.3	.6	.9	.9	.9	2.3	2.6	4.5	4.1	5.4	8.8	9.6	13.1	46.0	
Business office and sales employees	1,409	356	1,053	39.6	2.23	.1	5.4	12.8	9.1	18.9	12.3	8.7	5.0	7.2	2.8	1.9	2.6	2.1	2.6	8.4	
Supervisors	247	134	113	39.9	3.18	.8	-	-	3.2	6.5	7.7	9.3	6.1	4.9	6.5	4.5	5.3	4.9	8.9	31.2	
Nonsupervisory employees	1,162	222	940	39.6	2.03	-	6.5	15.6	10.3	21.5	13.3	8.5	4.7	7.7	2.1	1.4	2.0	1.5	1.2	3.6	
Clerical employees	4,914	726	4,188	39.8	1.99	-	4.4	14.2	13.9	19.3	18.4	12.5	4.1	2.9	2.2	2.1	1.1	1.1	.9	2.8	
Supervisors	378	215	163	40.0	3.24	-	-	-	.3	1.1	4.0	9.3	9.5	5.8	6.9	12.7	5.0	5.6	8.5	31.5	
Nonsupervisory employees	4,536	511	4,025	39.8	1.88	-	4.7	15.4	15.0	20.8	19.6	12.7	3.7	2.7	1.8	1.3	.8	.7	.3	.4	
Commercial department	980	40	940	39.6	1.79	-	5.4	18.0	16.4	23.5	19.7	13.2	2.1	.7	.1	-	.1	-	.1	-	
Traffic department	377	-	377	39.6	1.91	-	2.9	10.3	7.4	33.2	19.1	20.7	1.9	2.4	1.3	.3	.3	-	.3	-	
Plant department	1,004	137	867	40.0	1.94	-	2.7	12.4	15.8	17.3	28.3	9.8	3.1	1.5	2.2	3.7	.5	2.0	.5	.3	
Accounting department	1,345	170	1,175	39.9	1.85	-	5.8	16.7	16.0	21.6	14.1	14.4	4.3	3.0	1.4	.7	1.0	.4	.3	.4	
All other departments	830	164	666	39.7	1.96	-	5.5	16.1	14.1	14.7	19.0	9.4	5.9	6.0	3.3	1.1	1.9	1.0	.6	1.2	
Telephone operators	7,377	19	7,358	39.5	1.70	.2	12.1	26.6	15.3	25.2	12.1	3.6	1.0	1.6	.8	.4	.5	.3	.1	.3	
Chief operators	335	3	332	40.1	2.67	-	1.5	1.8	2.1	8.4	6.6	6.6	6.6	9.9	14.3	16.4	9.6	9.9	.6	5.7	
Service assistants and instructors	472	1	471	40.5	2.10	-	.2	3.8	6.6	12.3	40.5	13.1	7.0	14.4	.6	.2	.6	-	.2	.4	
Experienced switchboard operators	6,124	11	6,113	39.4	1.62	-	13.8	29.2	15.2	28.0	11.0	2.8	.1	-	-	-	-	-	-	-	
Operators in training	420	-	420	39.5	1.54	-	9.3	36.2	37.6	13.8	1.0	.2	-	-	-	-	-	-	-	-	
Other switchboard employees	26	4	22	35.4	2.08	15.4	3.8	-	-	3.8	19.2	15.4	26.9	-	-	-	-	-	7.7	7.7	
Construction, installation, and maintenance employees	8,500	8,452	48	40.1	2.76	-	.7	5.2	4.9	4.9	4.3	3.3	4.8	5.4	15.7	21.6	11.7	11.3	1.7	4.5	
Foremen of telephone craftsmen	946	946	-	40.1	3.53	-	-	.1	.2	4.4	1.3	3.2	2.9	3.1	5.3	4.2	10.7	16.7	12.2	39.9	
Central office craftsmen	2,292	2,278	14	40.2	2.74	-	2.4	7.3	2.8	3.0	3.3	3.0	3.6	4.4	14.7	27.6	11.9	15.1	1.0	-	
Test-board men and repeatermen	370	369	1	40.3	2.71	-	5.4	11.9	1.6	1.4	-	1.4	1.1	5.1	18.6	24.6	16.5	7.0	5.4	-	
Central office repairmen	1,415	1,412	3	40.2	2.72	-	2.2	6.9	3.2	3.3	3.6	2.3	4.2	4.2	16.6	29.1	9.5	14.7	.3	.1	
Others	507	497	10	40.2	2.83	-	.6	5.1	2.8	3.6	4.7	6.1	3.7	4.3	6.7	25.4	15.0	22.3	-	-	
Installation and exchange repair craftsmen	3,280	3,247	33	40.1	2.72	-	-	3.9	4.1	4.9	4.0	3.0	5.6	6.5	21.0	24.8	13.7	8.4	.1	-	
PBX and station installers	1,443	1,443	-	40.1	2.66	-	.1	8.2	5.0	4.0	2.4	3.0	7.8	9.8	18.6	10.0	20.7	10.5	-	-	
Exchange repairmen	494	475	19	40.3	2.93	-	-	2.8	6.3	2.8	1.4	1.8	2.2	29.1	22.5	9.7	21.1	.2	-		
Others	1,343	1,329	14	40.0	2.72	-	-	.7	3.6	5.4	6.0	3.7	4.5	20.6	41.7	7.6	1.4	.2	.1		
Line, cable, and conduit craftsmen	1,952	1,952	-	40.1	2.50	-	.3	6.9	10.6	9.2	7.7	4.3	5.9	5.8	13.3	17.9	8.7	9.4	.2	-	
Linemen	1,003	1,003	-	39.9	2.40	-	.6	6.2	13.8	10.5	9.5	4.1	5.8	6.9	10.8	16.9	10.2	4.8	.3	-	
Cable splicers	695	695	-	40.5	2.79	-	-	3.7	3.7	5.5	5.0	3.7	4.3	4.3	16.0	24.6	9.6	19.4	-	-	
Cable splicers' helpers	98	98	-	40.3	1.89	-	-	17.3	17.3	27.5	13.3	6.1	7.1	7.1	-	3.1	1.0	-	-	-	
Others	156	156	-	40.0	2.18	-	-	18.6	16.0	6.4	5.1	6.4	13.5	4.5	26.3	3.2	-	-	-	-	
Laborers	30	29	1	40.9	1.61	-	-	40.0	33.3	13.3	3.3	10.0	-	-	-	-	-	-	-	-	
Building supplies, and motor vehicle employees	1,062	883	179	38.1	2.03	.3	8.6	16.6	21.6	10.5	10.5	4.1	3.4	2.3	8.7	7.5	2.4	1.7	.6	1.5	
Foremen	62	62	-	39.5	3.25	-	-	-	-	1.6	8.1	3.2	1.6	6.5	12.9	9.7	11.3	9.7	9.7	25.8	
Mechanics	69	65	4	40.1	2.68	-	-	-	7.2	10.1	4.3	7.2	2.9	1.4	14.5	30.4	18.8	2.9	-	-	
Other building service employees	648	486	162	37.0	1.68	.5	13.6	22.5	31.6	11.7	9.7	3.5	1.5	1.5	1.2	.8	.2	1.5	-	-	
Other supplies and motor vehicle employees	283	270	13	39.8	2.34	-	1.1	10.6	6.7	9.5	14.1	4.9	8.1	3.2	23.3	17.0	1.4	-	-	-	
All employees not elsewhere classified	98	80	18	34.0	2.69	-	1.0	4.1	8.2	8.2	9.2	17.3	5.1	5.1	14.3	6.1	-	7.1	3.1	11.2	

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.

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 1964

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All carriers																				
All employees except officials and managerial assistants ⁴	624,408	\$2.96	45,011	\$3.00	128,266	\$3.17	104,400	\$3.03	35,847	\$2.85	74,654	\$2.59	22,670	\$2.73	56,162	\$2.64	27,462	\$2.75	94,536	\$3.08
Cable splicers.....	15,493	3.34	1,202	3.50	2,907	3.58	2,763	3.43	1,089	3.32	2,350	3.22	720	3.15	1,175	3.07	616	3.05	2,125	3.38
Cable splicers' helpers.....	1,994	2.09	246	2.11	528	2.16	232	2.23	108	2.03	310	1.91	1	(⁵)	467	2.04	1	(⁵)	40	2.39
Central office repairmen.....	43,368	3.19	2,509	3.23	8,860	3.34	6,658	3.32	2,157	3.09	4,354	3.06	1,491	3.18	4,094	3.13	1,587	3.10	7,246	3.24
Clerical (nonsupervisory).....	126,057	2.28	9,305	2.25	27,492	2.35	20,153	2.33	6,892	2.17	13,073	2.14	4,348	2.05	9,610	2.13	5,683	2.11	21,697	2.40
Exchange repairmen.....	14,545	3.42	593	3.47	3,742	3.52	3,682	3.46	563	3.40	1,105	3.21	243	3.31	1,783	3.35	515	3.24	2,185	3.43
Experienced switchboard operators.....	117,183	2.11	9,018	2.20	22,850	2.26	19,809	2.16	7,234	2.06	16,337	1.88	4,655	1.95	13,534	1.99	5,108	2.00	14,054	2.28
Linemen.....	12,586	2.67	877	2.91	2,297	3.14	1,819	2.89	892	2.34	1,926	2.13	581	2.37	1,821	2.48	755	2.49	1,336	2.94
Mechanics, building, and motor vehicle service.....	2,764	3.17	198	2.94	879	3.33	684	3.20	176	2.82	133	2.97	44	2.84	126	3.16	48	2.69	412	3.31
PBX and station installers.....	31,873	3.27	1,160	3.30	8,539	3.45	6,627	3.38	1,484	3.08	2,810	2.99	537	3.38	3,540	3.19	897	3.13	5,992	3.14
Test-board men and repeatermen.....	13,386	3.32	714	3.54	1,573	3.69	1,674	3.49	448	3.53	1,418	3.28	223	3.33	875	3.28	433	3.34	1,773	3.47
Bell System carriers																				
All employees except officials and managerial assistants ⁴	599,112	\$2.99	44,995	\$3.00	127,525	\$3.18	97,487	\$3.08	33,687	\$2.91	70,812	\$2.62	22,505	\$2.73	52,975	\$2.67	27,398	\$2.76	90,368	\$3.11
Cable splicers.....	14,798	3.37	1,202	3.50	2,890	3.58	2,535	3.47	1,024	3.36	2,249	3.26	719	3.15	1,095	3.10	616	3.05	2,056	3.38
Cable splicers' helpers.....	1,896	2.10	246	2.11	528	2.16	224	2.24	102	2.03	293	1.92	-	-	423	2.07	1	(⁵)	26	2.44
Central office repairmen.....	41,953	3.20	2,507	3.23	8,827	3.34	6,353	3.34	2,012	3.11	4,034	3.10	1,477	3.18	3,985	3.14	1,586	3.10	7,009	3.24
Clerical (nonsupervisory).....	121,521	2.29	9,302	2.25	27,346	2.36	19,087	2.35	6,480	2.21	12,456	2.16	4,326	2.05	9,041	2.15	5,673	2.11	20,792	2.42
Exchange repairmen.....	14,051	3.44	593	3.47	3,742	3.52	3,424	3.51	563	3.40	1,105	3.21	226	3.36	1,781	3.35	512	3.24	2,089	3.45
Experienced switchboard operators.....	111,059	2.14	9,018	2.20	22,597	2.27	18,136	2.21	6,603	2.12	15,111	1.91	4,613	1.95	12,704	2.02	5,093	2.00	13,214	2.31
Linemen.....	11,583	2.69	874	2.91	2,259	3.15	1,496	2.98	771	2.40	1,829	2.13	571	2.38	1,685	2.51	752	2.49	1,146	2.94
Mechanics, building, and motor vehicle service.....	2,695	3.18	198	2.94	879	3.33	664	3.21	175	2.82	117	3.08	44	2.84	124	3.17	47	2.70	398	3.31
PBX and station installers.....	30,430	3.29	1,160	3.30	8,461	3.46	6,455	3.39	1,228	3.21	2,665	3.04	536	3.38	3,301	3.23	896	3.13	5,726	3.13
Test-board men and repeatermen.....	13,016	3.34	713	3.54	1,569	3.70	1,571	3.52	431	3.55	1,353	3.31	223	3.33	836	3.30	433	3.34	1,727	3.47

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 has 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 the 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 1964

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
						\$ 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	22,262	12,698	9,564	39.3	\$ 2.80	-	-	-	2.2	7.0	9.2	26.3	14.1	9.2	5.9	11.4	4.0	1.6	9.1
Professional and semiprofessional employees	947	826	121	35.9	4.61	-	-	-	-	-	.1	3.1	4.3	8.1	4.1	4.6	3.8	1.2	70.6
Engineers and engineering assistants	573	567	6	35.1	4.76	-	-	-	-	-	.2	3.0	2.1	2.6	2.6	5.8	4.2	.9	78.7
Others	374	259	115	37.1	4.38	-	-	-	-	-	-	3.2	7.8	16.6	6.4	2.9	3.2	1.6	58.3
Telegraph office superintendents and managers	2,575	1,645	930	40.0	2.75	-	-	-	.2	2.1	11.7	21.5	26.0	14.1	10.9	3.8	1.1	1.8	6.7
Sales employees	257	243	14	39.2	3.58	-	-	-	-	-	-	-	7.0	17.9	5.8	25.7	3.1	3.1	37.4
Clerical employees	5,742	2,196	3,546	38.5	2.64	-	-	-	3.6	7.5	13.9	29.0	16.6	8.6	3.8	5.0	3.0	1.7	7.3
Supervisors	815	604	211	37.8	3.55	-	-	-	-	-	.5	9.9	15.3	11.5	4.8	4.2	8.1	5.3	40.4
Nonsupervisory employees	4,830	1,560	3,270	38.6	2.51	-	-	-	2.9	8.3	16.5	32.9	17.2	8.2	3.7	5.2	2.2	1.1	1.9
Commercial department	2,891	776	2,115	39.6	2.44	-	-	-	2.6	8.0	20.1	36.8	18.2	8.3	2.2	1.5	1.0	.4	.9
Traffic department	499	132	367	39.9	2.34	-	-	-	2.2	8.8	12.6	70.3	4.8	.6	.4	.2	-	-	-
All other departments	1,440	652	788	36.2	2.74	-	-	-	3.7	8.7	10.4	12.0	19.5	10.7	7.8	14.4	5.3	2.8	4.5
Route aides	97	32	65	40.0	1.86	-	-	-	69.1	30.9	-	-	-	-	-	-	-	-	-
Telegraph operators	6,299	1,547	4,752	39.9	2.42	-	-	-	4.1	10.7	10.6	50.8	16.3	3.0	1.3	.5	.3	.4	2.0
Traffic managers, chief operators, supervisors, and instructors	1,322	587	735	40.0	2.88	-	-	-	-	-	.7	2.6	60.8	14.1	6.3	2.3	1.7	2.0	9.4
Experienced telegraph operators (except Morse operators)	3,461	755	2,706	39.8	2.28	-	-	-	4.9	16.3	14.8	60.8	3.1	.1	-	-	-	-	-
Commercial department	1,825	480	1,345	39.8	2.22	-	-	-	7.9	22.7	23.8	43.4	2.0	.2	-	-	-	-	-
Traffic department	1,636	275	1,361	39.8	2.35	-	-	-	1.5	9.2	4.6	80.3	4.4	.1	-	-	-	-	-
Switching clerks	43	5	38	40.0	2.25	-	-	-	-	-	95.3	4.7	-	-	-	-	-	-	-
Operators in training	50	17	33	40.0	1.76	-	-	-	96.0	2.0	-	2.0	-	-	-	-	-	-	-
Other operators	1,423	183	1,240	39.9	2.35	-	-	-	3.0	7.4	7.4	74.3	7.9	-	-	-	-	-	-
Morse operators	169	123	46	40.0	2.50	-	-	-	-	-	4.1	35.5	60.4	-	-	-	-	-	-
Telephone operators	1,254	60	1,194	39.9	2.33	-	-	-	3.3	8.4	7.9	79.6	.8	-	-	-	-	-	-
Construction, installation, and maintenance employees, and traffic testing and regulating employees	5,886	5,815	71	39.8	3.15	-	-	-	(³)	.5	3.2	6.5	7.1	14.4	11.3	34.3	10.7	2.8	9.2
Construction, installation, and maintenance employees	1,663	1,640	23	39.8	3.20	-	-	-	-	-	1.4	1.2	4.0	14.8	12.0	49.2	8.5	2.5	6.3
Foremen	4,096	4,052	44	39.8	3.15	-	-	-	.1	3.1	8.8	8.5	14.6	10.3	28.9	12.0	3.1	10.6	6.3
Subscribers' equipment maintainers	594	593	1	39.7	3.95	-	-	-	-	-	.2	.8	1.3	.2	1.7	22.1	11.4	62.3	2.8
Linemens and cablemen	1,441	1,437	4	39.8	3.20	-	-	-	-	.9	1.1	3.6	13.6	12.1	58.0	9.1	1.6	-	-
Mechanics	626	626	-	40.0	2.88	-	-	-	-	3.2	9.1	23.8	18.2	14.2	16.8	14.7	-	-	-
Others	1,435	1,396	39	39.8	2.89	-	-	-	.3	6.6	19.9	9.9	19.6	11.0	16.2	9.5	2.4	4.6	2.7
Laborers	127	123	4	40.0	2.56	-	-	-	.8	18.9	29.1	2.4	.8	-	33.9	14.2	-	-	-
Building service employees	556	426	130	39.4	2.19	-	-	-	2.7	64.9	15.5	4.1	2.3	5.0	3.4	.4	.2	.4	1.1
Mechanics	74	74	-	39.9	2.83	-	-	-	-	2.7	2.7	20.3	8.1	31.1	20.3	2.7	1.4	2.7	8.1
Others	482	352	130	39.4	2.09	-	-	-	3.1	74.5	17.4	1.7	1.5	1.0	.8	-	-	-	-
Messengers	4,046	3,961	85	33.0	1.58	44.3	24.0	-	3.3	8.9	16.5	2.9	-	-	-	-	-	-	-
Full-time employees	2,896	2,815	81	39.2	1.64	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Part-time employees	1,150	1,146	4	17.4	1.28	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Foot and bicycle messengers	2,674	2,632	42	30.4	1.27	67.1	32.9	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers	1,372	1,329	43	38.2	2.06	-	-	-	9.7	26.3	48.8	8.5	-	-	-	-	-	-	-

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.

³ Less than 0.05 percent.

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 1964

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		
						\$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.....	5,045	4,364	681	36.5	\$3.41	4.3	3.2	1.8	2.0	3.0	3.3	5.1	4.4	5.1	6.9	7.8	9.7	9.0	34.6		
All employees except officials, assistants, and messengers.....	4,565	3,885	680	37.4	3.57	.1	.1	.4	1.6	3.3	3.6	5.5	4.8	5.6	7.6	8.6	10.7	9.9	38.2		
Professional and semiprofessional employees.....	300	293	7	37.4	5.26	-	-	-	-	-	-	-	-	-	.3	4.3	1.3	4.7	89.3		
Engineers and engineering assistants.....	181	180	1	37.4	5.26	-	-	-	-	-	-	-	-	-	.6	6.0	1.7	6.6	85.1		
Others.....	119	113	6	37.3	5.25	-	-	-	-	-	-	-	-	-	1.7	.8	1.7	6.6	95.8		
Office or station superintendents and assistants.....	49	49	-	37.3	6.19	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0		
Sales employees.....	209	197	12	36.9	4.65	-	-	-	-	.5	1.0	1.0	1.9	1.9	2.4	2.4	4.8	81.8			
Clerical employees.....	1,570	1,066	504	37.4	3.10	-	.3	.8	4.4	7.8	6.4	8.5	7.1	7.8	6.8	10.1	14.6	8.3	17.0		
Supervisors.....	172	162	10	37.3	4.39	-	-	-	-	-	-	-	-	-	1.7	3.5	7.0	87.8			
Non-supervisory clerical employees.....	1,398	904	494	37.4	2.94	-	.4	.9	4.9	8.8	7.2	9.5	8.0	8.7	7.6	11.2	16.0	8.5	8.3		
Operating department.....	671	597	74	37.5	3.12	-	.3	.7	3.1	5.5	5.1	6.6	6.3	9.7	7.3	13.3	26.2	9.5	6.4		
Commercial department.....	105	42	63	37.4	2.52	-	-	1.0	12.4	13.3	17.1	19.0	7.6	4.8	2.9	4.8	4.8	10.5	1.9		
Accounting department.....	336	127	209	37.2	2.76	-	.3	.9	5.7	14.6	7.7	11.9	10.7	7.4	7.1	11.0	6.8	5.7	10.1		
Engineering department.....	71	42	29	37.3	2.91	-	-	-	4.2	8.5	7.0	9.9	9.9	12.7	11.3	7.0	2.8	11.3	15.5		
All other departments.....	215	96	119	37.2	2.86	-	.9	1.9	6.0	7.9	8.4	10.2	8.8	8.4	10.2	9.3	7.9	7.9	12.1		
Operators.....	1,351	1,217	134	37.6	3.37	-	.1	.1	.1	.8	3.2	6.3	4.4	6.3	10.5	12.1	12.4	16.1	27.7		
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	140	138	2	37.5	4.63	-	-	-	-	-	-	-	-	-	-	-	-	3.6	96.4		
Non-supervisory operators.....	1,211	1,079	132	37.6	3.22	-	.1	.1	.1	.9	3.6	7.0	4.9	7.0	11.7	13.5	13.8	17.6	19.7		
Radio operators.....	121	113	8	37.4	3.73	-	-	-	-	-	-	-	3.3	.8	1.7	2.5	.8	90.1			
Marine coastal station operators.....	134	134	-	37.5	3.53	-	-	-	-	-	-	-	6.0	5.2	9.0	6.0	16.4	49.3			
Cable operators.....	211	211	-	37.7	3.07	-	-	-	-	.5	15.6	2.8	18.5	15.2	13.7	10.0	10.0	13.7			
Teletype-multiplex operators.....	492	424	68	37.7	3.03	-	.2	.2	2.2	8.1	9.3	7.3	5.3	14.4	13.2	12.2	27.2	-			
Telephone operators.....	85	62	23	37.5	3.25	-	-	-	-	1.2	4.7	5.9	4.7	5.9	21.2	23.5	32.9	-			
Junior operators.....	1	1	-	(³)	(³)	-	-	-	-	-	100.0	-	-	-	-	-	-	-			
All other operators.....	167	134	33	37.5	3.36	-	-	-	-	.6	.6	-	4.8	13.2	22.8	32.9	4.2	21.0			
Messengers.....	480	479	1	27.4	1.45	44.2	31.9	15.8	6.2	.4	1.2	-	-	-	.2	-	-	-			
Foot and bicycle.....	471	470	1	27.2	1.44	45.0	32.5	15.9	6.2	.2	-	-	-	-	.2	-	-	-			
Motor.....	9	9	-	37.5	2.19	-	-	11.1	11.1	-	66.7	-	-	-	-	-	-	-			
Construction, installation, maintenance, and other technical employees.....	1,001	981	20	37.5	3.79	-	-	-	.1	.6	1.4	1.9	3.5	3.1	7.6	4.8	7.9	8.0	61.1		
Supervisors.....	136	133	3	37.5	4.81	-	-	-	-	-	-	-	-	.7	2.9	-	-	.7	95.6		
Mechanics and maintenance technicians.....	540	539	1	37.5	3.70	-	-	-	-	.2	1.3	5.0	2.2	8.7	5.4	8.5	6.3	62.4			
Radio operating technicians.....	179	179	-	37.6	3.74	-	-	-	-	.6	.6	7.3	5.6	7.3	8.4	10.6	59.8				
Radiotelegraph riggers.....	32	32	-	37.5	3.68	-	-	-	-	-	-	-	3.1	3.1	6.3	18.8	18.8	50.0			
Radiotelegraph groundmen.....	9	9	-	39.2	2.41	-	-	-	-	44.4	11.1	-	-	33.3	11.1	-	-	-			
Others.....	105	89	16	37.5	3.17	-	-	-	1.0	1.9	11.4	10.5	6.7	1.0	12.4	3.8	11.4	19.0			
Building service employees.....	84	81	3	37.6	2.66	3.6	-	2.4	1.2	9.5	6.0	11.9	13.1	15.5	22.6	3.6	4.8	-	6.0		
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 2,501 employees working for international telegraph carriers outside the conterminous 48 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. Five 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 X, 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, 1964. BLS Bulletin 1436 (30 cents).
Cigarette Manufacturing, 1960. BLS Report 167.
Cotton Textiles, 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, 1964. BLS Bulletin 1456 (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, 1964. BLS Bulletin 1429 (35 cents).
Meat Products, 1963. BLS Bulletin 1415 (75 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964.
BLS Bulletin 1457 (40 cents).
Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
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 (40 cents).
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1958. BLS Report 143.
Synthetic Textiles, 1963. BLS Bulletin 1414 (35 cents).
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.

* 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, 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, 1964. BLS Bulletin 1440 (35 cents).

Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
Banking Industry, 1960. BLS Report 179.
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1963. BLS Bulletin 1426 (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, 1963. BLS Bulletin 1400 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1963. BLS Bulletin 1409 (50 cents).
Hotels and Motels, 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).

- Employee Earnings in Nonmetropolitan Areas of the South and North Central Regions, June 1962. BLS Bulletin 1416 (40 cents).

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

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