

INDUSTRY WAGE SURVEY

COMMUNICATIONS 1965

Bulletin No. 1521

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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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 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.

Other reports available from the Bureau's program of industry wage studies as well as the addresses of the Bureau's six regional offices are listed at the end of this bulletin.

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Communications, 1965

Summary

Basic wage rates¹ of the 679,368 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$3.03 an hour in late 1965. Employees of telephone carriers, accounting for 95 percent of the workers covered by the study,² averaged \$3.04 an hour in December 1965. Nonmessenger employees of the Western Union Telegraph Company averaged \$2.89 an hour and employees of the international telegraph carriers averaged \$3.54 an hour in October 1965.

Pay rates for employees of telephone carriers averaged 2.7 percent more in December 1965 than in December 1964, nearly the same as the increase between 1963 and 1964. Between October 1964 and October 1965, average hourly pay rates of Western Union's nonmessenger employees increased 3.2 percent, and those of employees of the international telegraph carriers, 3.8 percent.³

Employment in the telephone carriers covered by the study increased from 624,408 in December 1964 to 648,451 in December 1965. This represents the third consecutive annual increase in employment after a steady decline from the peak in 1957 (681,600). Total employment of Western Union was about 2 percent below October 1964 and that of international telegraph carriers, about the same as last year.

Telephone Carriers

The study of telephone carriers was limited to those (51) with annual operating revenues exceeding \$1,000,000 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. The coverage, thus, differs only slightly from the December 1964 study which also included carriers with annual operating revenues of \$250,000 but less than \$1,000,000; such carriers had about 300 employees. Telephone carriers under the full jurisdiction of the Federal Communications Commission were previously designated as "Class A" Telephone Carriers; this designation was dropped in 1965 when FCC revised its reporting requirements.

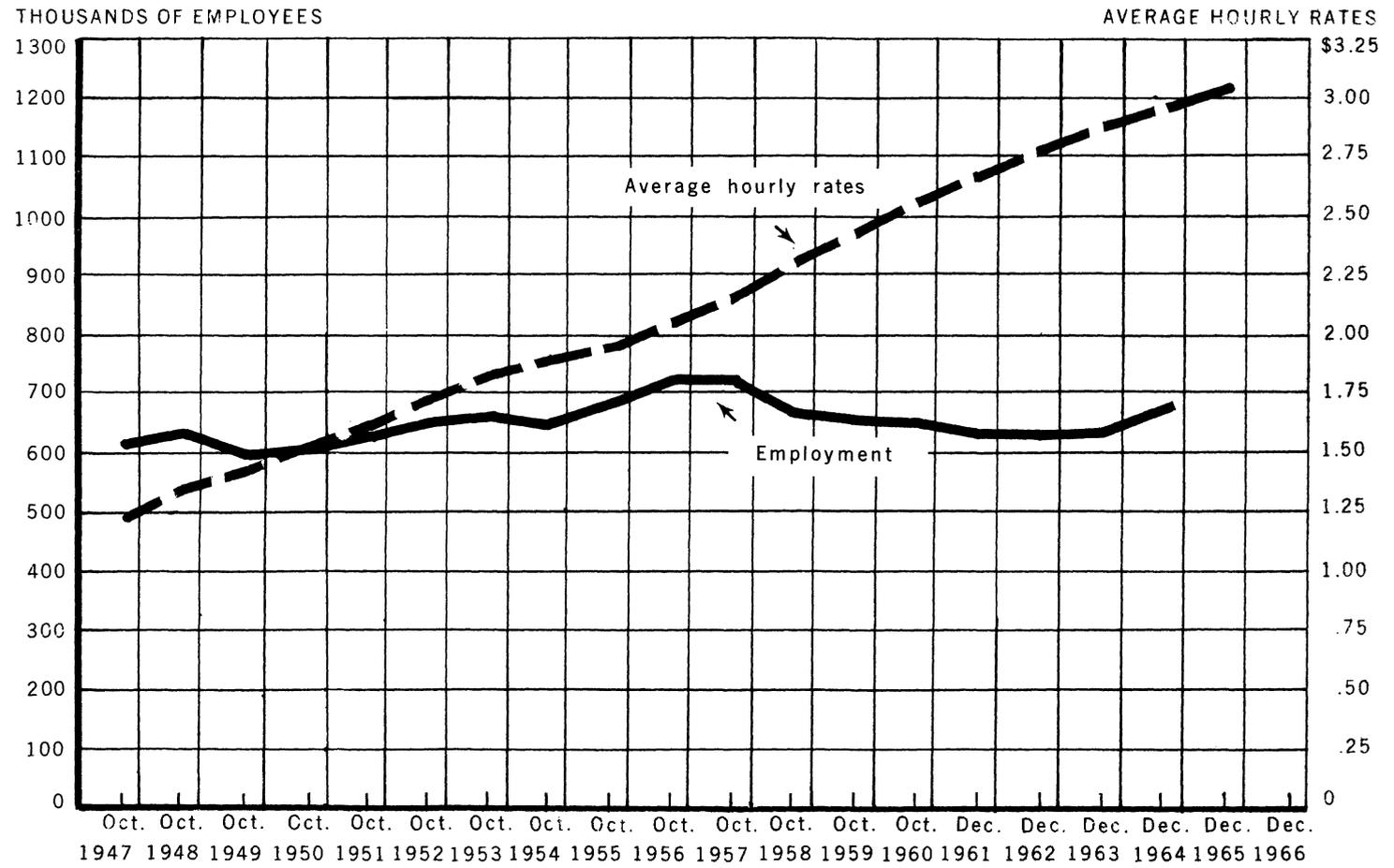
¹ As explained in the appendix, the pay data contained in this bulletin, which pertain to all workers except officials and managerial assistants, were computed by dividing scheduled weekly compensation by scheduled weekly hours. "Scheduled weekly compensation" for telephone carriers, as defined by the Federal Communications Commission (FCC), 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 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 relate to an October payroll period. Effective 1961, the reference date for telephone carriers was changed to December. See appendix for scope and method of survey.

² The study covered nearly nine-tenths of the estimated 745,000 employees of the Nation's telephone communication industry in December 1965 and almost all of the employees in the telegraph communication industry in October 1965.

³ For results of the previous survey, see Industry Wage Survey: Communications, 1964 (BLS Bulletin 1467, 1965).

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947–December 1965



Pay Rates in December 1965. Basic wage rates of the 648,451 employees of the 51 telephone carriers included in the study⁴ averaged \$3.04 an hour in December 1965 (table 1). Individual pay rates were widely dispersed; the middle half of the workers earned between \$2.11 and \$3.63 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.⁵

Among the occupational groups for which data were reported separately, average rates of pay in December 1965 ranged from \$1.72 for a small number of laborers (most in non-Bell companies) to \$5.44 for professional and semi-professional employees (excluding draftsmen).

Women constituted nearly three-fifths of the telephone carrier work force and were largely employed in the telephone operator and clerical jobs. Experienced switchboard operators, virtually all women and accounting for about 18 percent of the total employment, averaged \$2.17 an hour. Nonsupervisory clerical employees (121,034 women and 9,291 men) averaged \$2.35 an hour.

Construction, installation, and maintenance employees, accounting for approximately three-tenths of the total work force, averaged \$3.45 an hour. Average hourly pay rates for numerically important occupations in this nearly all male category were: \$3.54 for exchange repairmen, \$3.43 for test-board men and repeatermen, \$3.39 for cable splicers, \$3.32 for PBX and station installers, \$3.25 for central office repairmen, and \$2.64 for linemen.⁶

Regionally, average hourly rates of pay for all employees ranged from \$2.63 in the Southeast to \$3.26 in the Middle Atlantic (table 4). Pay rates in the Pacific, Great Lakes, and New England regions were above the nationwide average of \$3.04 an hour whereas averages in all other regions (except the Middle Atlantic) were below.

Occupational averages were usually highest in the Middle Atlantic region and lowest in the Southeast and North Central regions. As shown in the following tabulation of three numerically important occupational groups, average pay rates in the Middle Atlantic, Great Lakes, New England, and Pacific regions were equal to or exceeded nationwide averages.

Occupational pay relationships varied among regions. To illustrate, non-supervisory clerical employees averaged from 3 to 7 percent more than experienced switchboard operators in all regions except the Southeast where the pay advantage was 16 percent. Average pay rates for PBX and station installers exceeded the average for experienced switchboard operators by 50 to 60 percent in 5 of 9 regions, by 73 percent in the North Central, and by approximately 40 percent in the New England, Chesapeake, and Pacific regions.

⁴ A total of 6,552 officials and managerial assistants were not included in the study.

⁵ Wage rates of telephone employees are determined largely through collective bargaining. 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. For more detail, see BLS Bulletin 1467, op. cit.

⁶ The linemen's average has declined from \$2.69 in December 1961. Experienced linemen can advance to higher paying crafts as openings occur. During the past 4 years, craft employment in central offices, installation, and exchange repair activity has increased by 13 percent against a decline of 8 percent in the number of linemen.

Region	Average hourly rates of pay as a percent of nationwide average (nationwide average = 100)		
	Nonsupervisory clerical employees	Experienced switchboard operators	Central office repairmen
New England -----	100	105	101
Middle Atlantic-----	103	108	105
Great Lakes-----	102	103	103
Chesapeake-----	96	100	98
Southeast-----	94	88	96
North Central-----	90	93	101
South Central-----	94	95	98
Mountain-----	94	95	99
Pacific-----	106	109	102

Bell System companies accounted for 96 percent of the 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 \$3.07 an hour, compared with \$2.40 for employees of other companies (tables 2 and 3). 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 one carrier. Only 1 of the 27 non-Bell companies employed as many as 3,000 workers, and 13 companies had fewer than 300 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 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 75 percent to 94 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 -----	75	80
Central office repairmen -----	85	85
PBX and station installers -----	83	83
Linemen -----	94	93
Cable splicers -----	84	83
Building, supplies, and motor vehicle mechanics -----	82	83

Average scheduled workweeks for nonsupervisory clerical employees and experienced switchboard operators were 39.8 and 39.4 in non-Bell companies and 37.8 and 36.6 in Bell Systems. Thus, comparisons based on average weekly rates indicate a smaller difference in pay levels for these two categories. Among the five craft categories, scheduled workweeks were about the same in both employee groups.

Trends in Employment and Pay Rates. Total employment of telephone carriers increased by 24,043 (3.9 percent) between December 1964 and December 1965. Bell System carriers accounted for more than nine-tenths of this increase, the third (following increases during the 1962-63 and 1963-64 periods) since 1957. While the current employment increase is reflected in nearly all major occupational categories (ranging from about 3 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.⁷

The 1965 employment level was 17 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 a third of the labor force in 1947 to slightly more than two-fifths in 1965.

The level of wages in the telephone industry increased by 2.7 percent during the December 1964–December 1965 period from \$2.96 to \$3.04 an hour. Interregional differences in pay levels in December 1965 are compared in the following tabulation with those in October 1951 and October 1957.⁸ 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 1965.

Region	All-employee ¹ average as a percent of national averages in—		
	October 1951	October 1957	December 1965
New England-----	102	98	102
Middle Atlantic-----	104	106	107
Great Lakes-----	104	103	102
Chesapeake-----	101	99	97
Southeast-----	86	87	87
North Central-----	89	94	93
South Central-----	88	92	89
Mountain-----	89	91	95
Pacific-----	107	105	105

¹ Excludes officials and managerial assistants.

Western Union Telegraph Company

Straight-time rates of pay of the 22,034 nonmessenger employees⁹ of the Western Union Telegraph Company averaged \$2.89 an hour in October 1965. The 3,824 messengers averaged \$1.66 an hour. Since October 1964, average hourly rates of nonmessenger employees had increased 9 cents and those of messengers, 8 cents. These increases were largely the result of general wage increases, effective June 1, 1965.¹⁰

⁷ Occupational employments (or pay rates) for the current, as well as for the 1964 and 1963 studies, 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.

⁸ Regional pay levels were tabulated for the first time in October 1951.

⁹ Excludes officials and managerial assistants.

¹⁰ Under the terms of agreements reached in 1964 with the Commercial Telegraphers Union (CTU) and with the American Communications Association (ACA) (Ind.), all hourly rated workers (except nonmotor messengers) received 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, effective June 1, 1965.

Men, constituting 57 percent of the 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: \$3.31 for traffic testing and regulating employees; \$3.24 for subscribers' equipment maintainers; and \$2.96 for linemen and cablemen. Average straight-time hourly rates of pay in October 1965 for numerically important occupational categories predominantly held by women were: \$2.60 for nonsupervisory clerical employees, \$2.39 for experienced telegraph operators (except Morse operators) in the traffic department and \$2.28 for those in the commercial department, and \$2.35 for telephone operators.

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

Wage rates for employees of Western Union, at the time of the study, were determined by labor-management agreements with The Commercial Telegraphers' Union in all cities except the New York metropolitan area where contracts were with the American Communications Association (Ind.).¹¹ Wage provisions contained in agreements with both the CTU and ACA included 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 was 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.

Western Union's messengers, nearly all males, constituted 15 percent of the company's work force in October 1965. Seven-tenths of the 3,824 messengers were full-time employees who averaged \$1.73 an hour compared with \$1.30 for the 1,083 part-time employees. Foot and bicycle messengers (both full- and part-time employees) averaged \$1.30 an hour; those with less than 1 year of service with the company received \$1.25 an hour, and those with 1 and 2 years of service received \$1.30 and \$1.35 in straight-time rates of pay, respectively. Motor messengers averaged \$2.12 an hour; one half of these had rates of pay between \$2.10 and \$2.30 an hour.

Total employment in October 1965 was about 2 percent below October 1964 and slightly less than one-half of the employment level of October 1947, the date of the Bureau's initial study. As indicated in the following tabulation, not only has the level of employment steadily declined but the occupational composition of the work force has changed considerably during the 18-year period. The proportion of workers classified as telegraph operators declined from 34 percent in 1947 to 24 percent in 1965; and the proportion of foot and bicycle messengers, from 18 to 9 percent. On the other hand, the proportions of construction, installation, and maintenance workers, and clerical employees have increased during this period.

¹¹ In April 1966, the Communications Workers of America won in an NLRB election the right to bargain for approximately 3,300 employees in the New York area. The ACA had represented the company's New York work force for 25 years.

	October 1965	October 1964	October 1955	October 1947
Total, all employees ¹				
Number -----	25,858	26,308	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	24	31	34
Construction, installation, and maintenance employees-----	23	22	14	13
Messengers, foot and bicycle-----	9	10	16	18
Messengers, motor-----	6	5	4	3
Others-----	7	7	7	5

¹ Excludes officials and managerial assistants.

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

International Telegraph Carriers

Rates of pay for the 5,059 employees¹² of international telegraph carriers (six ocean-cable and radiotelegraph carriers) averaged \$3.54 an hour in October 1965 (table 6). This was an increase of 3.8 percent above the average recorded in October 1964 (3.41). The hourly average for the 4,587 nonmessenger employees was \$3.69; the 472 messengers, nearly all foot and bicycle, averaged \$1.48. 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: \$3.90 for radio operating technicians, \$3.74 for mechanics and maintenance technicians, \$3.07 for teletype-multiplex operators, \$2.96 for nonsupervisory clerical workers, and \$1.46 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 \$1.90 an hour and approximately two-fifths of the workers had rates of \$3.70 or more.

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.

¹² The study covering only ocean-cable and radiotelegraph carriers with annual operating revenues in excess of \$50,000, excludes 62 officers and assistants and 2,460 employees working outside the conterminous 48 States and the District of Columbia.

	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
1961 -----	5,392	2.92	3,986	2.97	1,406	2.79
1962 -----	5,174	3.08	3,805	3.13	1,369	2.94
1963 -----	5,115	3.22	-	-	-	-
1964 -----	5,045	3.41	-	-	-	-
1965 -----	5,049	3.54	-	-	-	-

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 radio-telegraph riggers were reported only by radiotelegraph carriers; cable operators, on the other hand, were found in ocean-cable operations only.

Table 1. Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1965

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates²	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	\$3.70 and over		
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants-----	648,451	284,099	364,352	38.2	\$3.04	-	0.1	0.9	4.9	8.5	10.2	10.9	9.8	6.9	4.4	3.5	4.1	5.6	7.8	22.4		
Part time-----	17,417	1,060	16,359	22.2	1.98	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Full time-----	631,032	283,039	347,993	38.6	3.06	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Professional and semiprofessional employees-----	63,557	49,649	13,908	37.9	5.31	-	-	.4	.7	1.7	1.5	2.1	1.6	1.8	1.8	2.1	2.3	2.6	82.1			
Draftsmen-----	2,589	637	1,952	38.0	2.43	-	.1	.4	7.8	12.4	18.4	16.3	9.0	4.0	2.2	3.3	3.8	1.7	7.2			
Others-----	60,968	49,012	11,956	37.9	5.44	-	-	-	.2	.2	.8	1.5	1.3	1.7	1.8	2.1	2.3	2.7	85.3			
Business office and sales employees-----	49,417	15,698	33,719	37.8	3.22	-	-	.4	1.1	4.2	9.7	10.7	12.5	13.1	6.9	3.5	3.8	2.2	2.4	29.4		
Supervisors-----	9,870	5,288	4,582	38.1	4.63	-	-	-	-	.2	.3	.6	2.0	3.9	4.3	4.9	5.8	5.5	72.5			
Nonsupervisory employees-----	39,547	10,410	29,137	37.7	2.86	-	-	.5	1.4	5.2	12.1	13.2	15.5	15.9	7.7	3.3	3.6	1.2	1.7	18.7		
Clerical employees-----	140,839	11,476	129,363	37.9	2.46	-	-	.6	5.5	10.7	13.6	16.8	17.0	12.3	7.0	2.6	2.2	2.9	2.9	6.0		
Supervisors-----	10,514	2,185	8,329	38.0	3.72	-	-	-	.1	.2	.8	1.8	3.9	7.2	8.8	9.7	10.4	9.3	47.7			
Nonsupervisory employees-----	130,325	9,291	121,034	37.9	2.35	-	-	.7	5.9	11.6	14.6	18.0	18.2	13.0	6.9	2.1	1.6	2.3	2.3	2.6		
Commercial department-----	25,526	624	24,902	37.5	2.21	-	.1	.9	8.2	16.9	18.7	18.4	16.4	8.7	5.8	2.0	1.0	.8	.7	1.4		
Traffic department-----	19,726	29	19,697	38.3	2.39	-	-	.3	2.7	5.5	10.1	21.7	24.2	20.5	8.5	2.1	1.7	1.0	.7	1.1		
Plant department-----	33,177	6,259	26,918	38.8	2.48	-	-	.6	4.4	7.2	14.1	20.7	17.5	12.3	4.3	1.6	2.0	5.0	6.6	3.8		
Accounting department-----	32,450	1,180	31,270	37.3	2.27	-	.1	.7	7.4	14.7	14.6	15.1	19.1	14.3	9.2	1.5	1.0	.6	.5	1.2		
All other departments-----	19,446	1,199	18,247	37.4	2.43	-	.1	.8	6.4	13.0	14.9	14.3	14.2	9.8	7.6	4.1	2.8	3.6	2.1	6.1		
Telephone operators-----	180,402	59	180,343	36.7	2.21	-	.2	2.5	11.0	16.1	17.2	16.6	13.0	7.2	4.9	4.7	3.3	.9	.5	1.9		
Chief operators-----	8,899	16	8,883	38.9	3.39	-	-	-	.1	.5	.7	2.2	4.8	9.1	11.7	12.2	11.1	9.6	7.2	30.6		
Service assistants and instructors-----	14,136	32	14,104	38.0	2.66	-	-	-	.6	1.5	3.9	9.0	22.2	25.7	14.8	7.0	4.9	4.3	1.7	4.4		
Experienced switchboard operators-----	117,101	8	117,093	36.8	2.17	-	.3	2.3	7.7	13.9	18.7	21.6	15.4	6.6	4.5	5.3	3.6	.1	-	-		
Operators in training-----	38,017	-	38,017	35.6	1.82	-	-	4.9	28.3	32.7	22.2	7.9	3.0	.6	.2	.1	-	-	-	-		
Other switchboard employees-----	2,249	3	2,246	38.2	2.53	-	-	.1	.4	1.3	2.7	8.4	32.6	30.4	16.3	5.2	1.3	.4	.6	.3		
Construction, installation, and maintenance employees-----	190,111	189,682	429	39.9	3.45	-	-	(³)	.1	.9	3.2	4.1	4.0	3.6	2.8	1.9	3.5	6.9	13.9	21.9	33.1	
Foremen of telephone craftsmen-----	25,685	25,673	12	39.8	4.74	-	-	-	-	-	-	.1	.1	.2	.2	.4	.8	.1	.7	96.4		
Central office craftsmen-----	62,123	61,753	370	39.9	3.28	-	-	.1	.7	2.4	4.4	4.6	4.6	4.4	2.9	4.0	6.8	13.9	22.5	28.7		
Test-board men and repeatermen-----	13,768	13,767	1	39.9	3.43	-	-	.1	.5	1.2	2.2	3.0	2.5	3.0	2.1	2.9	5.6	16.3	26.6	33.8		
Central office repairmen-----	45,744	45,384	360	39.9	3.25	-	-	.1	.7	2.6	4.9	5.1	5.0	4.7	3.2	4.3	7.2	13.0	21.2	28.0		
Others-----	2,611	2,602	9	39.8	3.04	-	-	-	.5	5.2	8.5	5.5	7.9	8.0	3.0	3.7	4.7	17.0	23.2	12.7		
Installation and exchange repair craftsmen-----	69,816	69,769	47	40.0	3.33	-	-	.1	.6	2.1	2.8	3.4	3.0	2.2	1.6	4.3	9.8	18.5	28.9	22.6		
PBX and station installers-----	32,098	32,098	-	40.0	3.32	-	-	.1	.6	1.8	3.5	4.3	4.3	3.0	2.2	5.9	16.8	28.7	26.6			
Exchange repairmen-----	14,872	14,851	21	40.0	3.54	-	-	-	.1	.4	.7	.8	1.1	1.3	1.0	1.9	7.8	16.4	34.8	33.6		
Others-----	22,846	22,820	26	40.0	3.21	-	-	-	.9	3.7	3.1	3.8	2.5	1.8	1.3	8.9	16.6	22.2	25.3	9.9		
Line, cable, and conduit craftsmen-----	32,455	32,455	-	40.0	3.01	-	-	.3	2.6	8.2	9.3	6.9	4.5	2.9	2.0	3.8	6.4	15.3	22.5	15.4		
Linemen-----	12,779	12,779	-	40.0	2.64	-	-	.5	5.0	14.8	14.5	10.1	5.7	2.9	2.2	5.3	8.0	14.7	15.0	1.3		
Cable splicers-----	16,356	16,356	-	40.0	3.39	-	-	-	.2	.9	3.0	3.4	3.2	2.5	1.5	2.7	5.9	17.8	31.0	27.9		
Cable splicers' helpers-----	2,000	2,000	-	39.9	2.09	-	-	.7	6.7	27.8	28.3	16.1	6.6	5.4	3.9	1.7	.9	.5	1.1	.7		
Others-----	1,320	1,320	-	39.8	3.14	-	-	.8	2.3	4.5	6.2	5.7	5.2	2.2	7.1	5.5	12.0	22.7	21.0			
Laborers-----	32	32	-	41.2	1.72	-	-	-	21.9	43.8	-	25.0	9.4	-	-	-	-	-	-	-		
Building, supplies, and motor vehicle employees-----	22,115	15,879	6,236	37.9	2.64	-	.2	1.9	8.2	13.7	13.9	12.1	6.5	7.5	5.9	5.3	4.1	4.8	3.6	12.1		
Foremen-----	2,572	2,187	385	39.4	4.37	-	-	-	.6	1.2	1.6	1.2	1.6	2.4	2.2	2.5	5.0	3.0	3.0	79.5		
Mechanics-----	2,785	2,780	5	39.7	3.28	-	-	.1	.3	1.1	2.0	3.3	4.3	5.9	5.3	7.2	10.0	22.3	19.5	18.6		
Other building service employees-----	11,875	6,052	5,823	36.3	2.04	-	.4	3.5	14.2	22.8	20.7	17.7	8.1	8.0	3.7	.6	.2	.1	.1	.1		
Other supplies and motor vehicle employees-----	4,883	4,860	23	39.7	2.69	-	-	.3	2.3	5.8	11.0	9.2	6.6	9.6	13.6	17.4	11.1	7.3	3.4	2.3		
All employees not elsewhere classified-----	2,010	1,656	354	38.3	3.36	-	-	-	.2	.9	4.6	5.7	7.0	3.5	6.6	6.4	6.5	6.9	7.7	9.0	35.0	

¹ Covers 51 telephone carriers with annual operating revenues exceeding \$1,000,000 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 Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1965

Occupational group	Number of employees			Average scheduled hours weekly	Average hourly rates ²	Percent of employees receiving—												
	Total	Men	Women			\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70
						and under \$1.50	\$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 -----	621,734	270,996	350,738	38.1	\$3.07	0.4	4.7	8.4	10.2	11.0	10.0	7.1	4.4	3.3	4.0	5.6	7.9	23.0
Part time -----	16,592	969	15,623	21.8	2.01	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time -----	605,142	270,027	335,115	38.5	3.08	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees -----	61,457	47,809	13,648	37.8	5.37	-	.3	.7	.7	1.5	2.1	1.6	1.7	1.7	1.9	2.2	2.4	83.1
Draftsmen -----	2,468	572	1,896	37.9	2.44	-	7.4	13.5	12.6	18.8	16.7	9.1	3.9	2.1	2.6	3.8	1.8	7.5
Others -----	58,989	47,237	11,752	37.8	5.49	-	-	.2	.2	.8	1.5	1.3	1.6	1.7	1.9	2.1	2.4	86.2
Business office and sales employees -----	48,136	15,340	32,796	37.8	3.24	.1	.9	4.0	9.4	10.7	12.8	13.2	7.0	3.5	3.9	2.1	2.4	29.9
Supervisors -----	9,667	5,160	4,507	38.1	4.65	-	-	-	.2	.6	2.0	3.9	4.3	4.9	5.8	5.5	73.0	
Nonsupervisory employees -----	38,469	10,180	28,289	37.7	2.88	.2	1.1	5.0	11.8	13.3	15.9	16.0	7.8	3.3	3.6	1.2	1.7	19.1
Clerical employees -----	135,583	10,700	124,883	37.8	2.47	.1	5.1	10.4	13.4	16.8	17.4	12.7	7.1	2.6	2.3	2.9	2.9	6.1
Supervisors -----	10,103	1,954	8,149	38.0	3.74	-	-	-	.5	1.6	3.7	7.2	8.8	9.8	10.6	9.3	48.3	
Nonsupervisory employees -----	125,480	8,746	116,734	37.8	2.37	.1	5.6	11.3	14.5	18.2	18.7	13.4	7.1	2.1	1.7	2.3	2.4	2.7
Commercial department -----	24,393	575	23,818	37.4	2.23	.1	7.8	16.8	18.6	18.5	17.0	9.0	6.1	2.1	1.1	.8	.7	1.4
Traffic department -----	19,288	17	19,271	38.3	2.40	.1	2.5	5.2	9.7	21.8	24.6	20.9	8.6	2.2	1.7	1.0	.7	1.1
Plant department -----	32,156	6,134	26,022	38.8	2.49	.2	4.1	6.8	13.6	20.9	17.9	12.7	4.4	1.5	2.0	5.1	6.8	3.9
Accounting department -----	31,049	1,002	30,047	37.2	2.29	-	6.9	14.3	14.8	15.1	19.8	14.8	9.4	1.5	1.0	.6	.5	1.2
All other departments -----	18,594	1,018	17,576	37.3	2.45	.1	6.1	12.9	14.9	14.3	14.4	10.0	7.8	4.2	2.9	3.7	2.2	6.4
Telephone operators -----	172,696	52	172,644	36.6	2.23	1.3	10.8	15.8	17.3	17.0	13.5	7.5	5.1	4.8	3.4	.9	.5	1.9
Chief operators -----	8,568	15	8,553	38.8	3.42	-	-	.1	.5	2.1	4.6	9.0	11.6	12.1	11.2	9.7	7.3	31.6
Service assistants and instructors -----	13,650	32	13,618	37.9	2.68	-	.2	1.3	2.7	8.8	22.6	26.2	15.2	7.2	5.0	4.4	1.8	4.6
Experienced switchboard operators -----	110,634	5	110,629	36.6	2.21	.5	7.1	13.4	19.0	22.5	16.3	6.9	4.8	5.6	3.8	.1	-	-
Operators in training -----	37,617	-	37,617	35.6	1.82	4.5	28.5	32.6	22.4	7.9	3.0	.6	.2	.1	-	-	-	-
Other switchboard employees -----	2,227	-	2,227	38.2	2.53	.1	.4	.9	2.5	8.2	32.9	30.7	16.5	5.2	1.3	.4	.6	.1
Construction, installation, and maintenance employees -----	180,850	180,481	369	39.9	3.48	-	.6	3.1	4.0	3.9	3.5	2.7	1.6	2.7	6.6	14.2	22.6	34.8
Foremen of telephone craftsmen -----	24,662	24,650	12	39.8	4.79	-	-	-	-	-	-	-	.1	-	.1	.3	1.1	98.3
Central office craftsmen -----	59,593	59,236	357	39.9	3.30	-	.4	2.4	4.5	4.7	4.6	4.4	2.8	3.1	6.5	14.1	22.8	29.9
Test-board men and repeatermen -----	13,411	13,411	-	39.9	3.44	-	.3	1.2	2.3	3.1	2.5	3.0	2.1	2.1	5.3	16.4	27.0	34.7
Central office repairmen -----	44,147	43,794	353	39.9	3.27	-	.4	2.5	4.9	5.1	5.1	4.7	3.0	3.5	7.0	13.2	21.4	29.0
Others -----	2,035	2,031	4	39.7	3.08	-	-	5.7	10.1	4.8	7.7	8.5	1.6	1.0	1.7	18.2	24.5	16.2
Installation and exchange repair craftsmen -----	66,218	66,218	-	40.0	3.36	-	.3	1.9	2.7	3.3	2.9	2.1	1.2	3.4	9.4	18.9	30.1	23.8
PBX and station installers -----	30,532	30,532	-	40.0	3.35	-	.2	1.7	3.5	4.4	4.1	2.9	1.4	1.8	5.6	16.6	29.8	28.0
Exchange repairmen -----	14,326	14,326	-	40.0	3.56	-	-	.2	.5	.7	1.1	1.3	.9	.8	7.6	16.5	35.5	34.8
Others -----	21,360	21,360	-	40.0	3.24	-	.7	3.4	2.9	3.5	2.4	1.6	.9	7.3	16.1	23.7	26.9	10.5
Line, cable, and conduit craftsmen -----	30,373	30,373	-	39.8	3.22	-	1.5	4.7	6.9	5.7	4.9	4.2	1.8	4.3	6.1	13.2	25.0	23.2
Linemen -----	11,735	11,735	-	40.0	2.65	-	4.7	15.0	14.7	10.5	5.7	2.7	1.5	4.4	8.1	15.1	16.2	1.4
Cable splicers -----	15,559	15,559	-	40.0	3.42	-	-	.6	2.8	3.3	3.1	2.6	1.2	1.8	5.3	18.3	31.6	29.3
Cable splicers' helpers -----	1,884	1,884	-	39.9	2.10	-	5.6	28.6	29.0	16.3	6.7	5.3	3.8	1.5	.8	.5	1.1	.7
Others -----	1,195	1,195	-	39.8	3.22	-	1.5	4.7	6.9	5.7	4.9	4.2	1.8	4.3	6.1	13.2	25.0	23.2
Laborers -----	4	4	-	(³)	(³)	-	-	-	100.0	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees -----	21,103	15,042	6,061	37.8	2.66	1.3	7.5	13.7	14.2	12.4	6.7	7.7	6.0	5.1	4.1	4.9	3.7	12.6
Foremen -----	2,517	2,132	385	39.3	4.38	-	-	.5	1.3	1.5	1.5	2.3	2.3	2.0	2.3	2.8	2.8	80.4
Mechanics -----	2,720	2,720	-	39.7	3.29	-	.1	.9	2.0	3.3	4.2	6.0	5.3	7.0	9.9	22.3	20.0	19.1
Other building service employees -----	11,247	5,579	5,668	36.3	2.06	2.5	13.2	23.0	21.3	18.4	8.5	8.4	3.7	.6	.2	-	-	.1
Other supplies and motor vehicle employees -----	4,619	4,611	8	39.6	2.70	.1	2.2	5.8	11.1	9.0	6.6	9.8	14.1	16.5	11.2	7.6	3.6	2.4
All employees not elsewhere classified -----	1,909	1,572	337	38.3	3.39	-	.6	4.2	5.7	6.6	3.5	6.8	6.2	6.1	7.1	7.8	9.3	35.9

¹ Covers 24 Bell System telephone 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 Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1965

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	\$3.70 and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants-----	26,717	13,103	13,614	39.7	\$2.40	-	2.0	13.3	10.9	13.2	10.9	7.2	3.6	3.4	4.2	8.3	5.9	4.5	4.9	7.7	
Part time-----	827	91	736	30.1	1.53	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time-----	25,890	13,012	12,878	40.0	2.42	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees-----	2,100	1,840	260	39.9	3.75	-	.1	.9	1.1	.9	1.8	1.6	3.0	3.8	4.1	3.8	7.4	7.0	9.9	54.7	
Draftsmen-----	121	65	56	39.6	2.32	-	1.7	8.3	15.7	8.3	9.1	9.1	9.9	7.4	5.0	4.1	18.2	2.5	.8	-	
Others-----	1,979	1,775	204	39.9	3.84	-	-	.5	.2	.4	1.3	1.1	2.6	3.5	4.1	3.7	6.7	7.3	10.4	58.1	
Business office and sales employees-----	1,281	358	923	39.6	2.42	-	.4	8.7	9.4	12.3	19.8	10.6	2.6	10.2	2.7	3.0	2.5	2.8	2.9	12.1	
Supervisors-----	203	128	75	40.1	3.53	-	-	-	-	1.0	7.4	8.9	2.5	5.4	4.4	4.9	5.4	7.4	5.4	47.3	
Nonsupervisory employees-----	1,078	230	848	39.5	2.21	-	.5	10.3	11.1	14.5	22.2	10.9	2.6	11.1	2.3	2.7	1.9	1.9	2.4	5.5	
Clerical employees-----	5,256	776	4,480	39.9	2.05	-	1.2	14.1	14.0	18.4	17.8	14.6	5.3	3.0	2.4	2.4	1.1	1.0	1.4	3.3	
Supervisors-----	411	231	180	40.0	3.28	-	-	.2	.7	1.7	3.2	7.8	6.6	8.8	7.3	8.5	7.3	5.6	8.0	34.3	
Nonsupervisory employees-----	4,845	545	4,300	39.8	1.95	-	1.3	15.3	15.1	19.8	19.0	15.1	5.2	2.5	2.0	1.9	.6	.6	.8	.7	
Commercial department-----	1,133	49	1,084	39.6	1.85	-	1.6	17.9	17.7	20.0	20.5	16.1	3.2	.7	.5	.4	.3	.3	.4	.4	
Traffic department-----	438	12	426	39.9	2.00	-	.5	10.0	10.3	21.5	26.9	17.1	6.4	1.4	3.2	.7	.7	.5	.5	.5	
Plant department-----	1,021	125	896	40.0	2.02	-	.2	11.8	12.0	19.5	27.7	13.6	4.1	1.1	1.0	5.0	.6	.6	2.0	.9	
Accounting department-----	1,401	178	1,223	40.0	1.92	-	1.9	16.1	17.3	21.9	12.2	16.2	4.4	3.6	2.9	1.1	.7	.7	.3	.6	
All other departments-----	852	181	671	39.7	2.02	-	1.9	17.3	14.3	15.6	13.8	12.9	9.7	5.5	3.3	2.0	.9	.7	.9	1.1	
Telephone operators-----	7,706	7	7,699	39.5	1.73	-	5.2	30.2	16.0	22.8	13.9	6.3	1.4	1.4	.8	.7	.4	.3	.2	.3	
Chief operators-----	331	1	330	40.1	2.77	-	.6	.9	.9	9.4	5.4	6.0	10.3	11.2	12.7	16.0	9.4	6.6	4.8	5.7	
Service assistants and instructors-----	486	-	486	40.4	2.15	-	-	.6	9.3	7.2	39.1	15.6	8.6	14.2	3.7	.8	.4	.2	-	.2	
Experienced switchboard operators-----	6,467	3	6,464	39.4	1.65	-	6.1	33.3	18.0	23.5	12.6	6.0	.5	-	-	-	-	-	-	-	
Operators in training-----	400	-	400	39.7	1.63	-	1.3	42.0	5.0	40.8	11.0	-	-	-	-	-	-	-	-	-	
Other switchboard employees-----	22	3	19	32.7	2.26	-	-	-	-	45.5	18.2	22.7	-	-	-	-	-	-	-	13.6	
Construction, installation, and maintenance employees-----	9,261	9,201	60	40.0	2.85	-	.3	2.3	6.3	5.1	5.5	4.7	4.8	4.3	8.4	19.5	13.4	9.7	10.2	5.6	
Foremen of telephone craftsmen-----	1,023	1,023	-	40.1	3.68	-	-	-	.4	1	.8	2.2	2.3	2.7	4.1	4.5	6.4	12.9	14.5	49.1	
Central office craftsmen-----	2,530	2,517	13	40.1	2.82	-	.7	2.7	7.9	3.2	3.4	4.4	4.2	4.9	7.3	24.1	14.2	7.9	15.0	.1	
Test-board men and repeatermen-----	357	356	1	40.2	2.87	-	-	3.4	10.6	.6	1.1	.8	3.4	4.8	3.1	30.5	18.2	10.6	12.9	-	
Central office repairmen-----	1,597	1,590	7	40.0	2.77	-	1.0	3.6	9.2	3.7	4.1	3.9	2.8	4.4	8.0	26.7	12.8	5.6	14.2	.1	
Others-----	576	571	5	40.1	2.92	-	.2	-	2.4	3.5	3.1	8.0	8.5	6.3	8.0	13.0	15.5	12.7	18.8	.2	
Installation and exchange repair craftsmen-----	3,598	3,551	47	40.1	2.79	-	.2	1.1	5.6	5.3	5.5	4.8	5.6	4.3	10.6	21.7	16.9	11.0	7.1	.3	
PBX and station installers-----	1,566	1,566	-	40.1	2.79	-	.5	2.1	8.7	3.8	3.7	2.6	7.7	4.3	17.2	9.9	11.4	19.7	8.4	-	
Exchange repairmen-----	546	525	21	40.0	2.96	-	-	-	2.6	4.6	7.7	3.3	3.5	2.4	2.9	30.6	12.3	13.4	16.7	.2	
Others-----	1,486	1,460	26	40.0	2.73	-	-	.4	3.5	7.1	6.7	7.7	4.2	5.0	6.5	30.9	24.4	.9	2.2	.6	
Line, cable, and conduit craftsmen-----	2,082	2,082	-	39.7	2.59	-	-	4.5	7.7	9.7	10.2	6.1	5.6	4.4	8.3	17.6	9.9	8.1	8.0	-	
Linemen-----	1,044	1,044	-	39.6	2.48	-	.1	5.2	8.5	12.0	13.2	5.7	5.9	4.6	9.7	15.2	7.1	10.7	2.0	-	
Cable splicers-----	797	797	-	39.7	2.87	-	-	.3	3.9	7.0	6.9	5.6	5.0	2.3	7.2	20.2	16.4	7.0	18.2	-	
Cable splicers' helpers-----	116	116	-	40.0	1.97	-	-	12.1	24.1	14.7	16.4	12.1	4.3	6.9	5.2	3.4	.9	-	-	-	
Others-----	125	125	-	40.0	2.36	-	-	19.2	9.6	3.2	-	5.6	7.2	14.4	6.4	34.4	-	-	-	-	
Laborers-----	28	28	-	41.3	1.67	-	-	25.0	50.0	-	14.3	10.7	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees-----	1,012	837	175	38.3	2.12	0.2	4.4	14.3	21.4	13.9	8.8	6.2	3.4	3.0	3.1	10.4	4.2	3.2	1.4	2.2	
Foremen-----	55	55	-	39.8	3.50	-	-	-	-	3.6	-	3.6	5.5	-	9.1	10.9	12.7	10.9	40.0	-	
Mechanics-----	65	60	5	40.1	2.69	-	-	3.1	6.2	10.8	3.1	3.1	12.3	4.6	4.6	15.4	15.4	21.5	-	-	
Other building service employees-----	628	473	155	37.2	1.74	.3	7.2	21.0	32.3	18.8	9.9	3.8	.6	.6	2.5	.3	.5	.8	1.3	-	
Other supplies and motor vehicle employees-----	264	249	15	40.1	2.52	-	-	4.2	3.8	5.3	9.5	13.3	7.6	7.6	4.5	33.3	8.7	2.3	-	-	
All employees not elsewhere classified-----	101	84	17	36.8	2.88	-	-	4.0	6.9	11.9	6.9	13.9	4.0	2.0	8.9	12.9	3.0	5.0	4.0	16.8	

¹ Covers 27 non-Bell telephone carriers with annual operating revenues exceeding \$1,000,000 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. All¹ and Bell System Telephone Carriers: Average Hourly Rates² of Employees in Selected Occupations by Region, December 1965

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates	Num-ber of work-ers	Aver-age hourly rates
All carriers																				
All employees except officials and managerial assistants ⁴ ---	648,451	\$3.04	45,383	\$3.10	131,795	\$3.26	109,862	\$3.09	37,078	\$2.96	78,957	\$2.63	23,454	\$2.82	58,820	\$2.70	27,347	\$2.88	99,173	\$3.19
Cable splicers -----	16,356	3.39	1,222	3.57	2,942	3.65	2,869	3.46	1,154	3.42	2,579	3.27	781	3.10	1,275	3.11	592	3.19	2,402	3.39
Cable splicers' helpers -----	2,000	2.09	231	2.21	397	2.20	307	2.10	113	2.17	289	1.90	-	-	414	2.04	1	(⁵)	100	2.49
Central office repairmen -----	45,744	3.25	2,636	3.29	9,388	3.40	7,058	3.35	2,344	3.18	4,645	3.11	1,498	3.27	4,343	3.20	1,621	3.21	7,560	3.32
Clerical (nonsupervisory) -----	130,325	2.35	9,298	2.34	28,290	2.42	21,244	2.39	7,113	2.25	13,421	2.20	4,430	2.12	9,864	2.20	5,686	2.21	22,960	2.50
Exchange repairmen -----	14,872	3.54	580	3.53	3,782	3.66	3,395	3.56	418	3.60	1,226	3.26	248	3.46	1,862	3.47	498	3.36	2,208	3.52
Experienced switchboard operators -----	117,101	2.17	8,869	2.27	22,849	2.35	19,378	2.23	7,407	2.16	16,737	1.90	4,727	2.02	13,467	2.06	5,076	2.06	14,442	2.37
Linemen -----	12,779	2.64	918	2.93	2,276	3.09	1,942	2.76	875	2.31	2,001	2.12	619	2.42	1,832	2.44	645	2.62	1,411	2.90
Mechanics, building and motor vehicle service -----	2,785	3.28	183	3.01	873	3.47	709	3.30	181	3.02	129	3.07	46	2.95	134	3.22	47	2.79	414	3.37
PBX and station installers --	32,098	3.32	1,313	3.23	8,504	3.52	6,837	3.39	1,019	3.09	3,046	3.00	581	3.50	3,699	3.26	828	3.28	5,997	3.24
Test-board men and repeatermen -----	13,768	3.43	744	3.64	1,603	3.83	1,790	3.61	469	3.63	1,541	3.36	232	3.50	842	3.39	427	3.44	1,851	3.56
Bell System carriers																				
All employees except officials and managerial assistants ⁴ ---	621,734	\$3.07	45,383	\$3.10	131,018	\$3.27	102,409	\$3.13	34,910	\$3.02	74,835	\$2.66	23,313	\$2.83	55,496	\$2.73	27,347	\$2.88	94,703	\$3.21
Cable splicers -----	15,559	3.42	1,222	3.57	2,917	3.65	2,584	3.51	1,088	3.46	2,457	3.31	780	3.10	1,193	3.14	592	3.19	2,319	3.39
Cable splicers' helpers -----	1,884	2.10	231	2.21	397	2.20	296	2.11	107	2.20	275	1.91	-	-	361	2.07	1	(⁵)	81	2.45
Central office repairmen -----	44,147	3.27	2,636	3.29	9,302	3.41	6,720	3.37	2,192	3.20	4,288	3.15	1,486	3.28	4,428	3.21	1,621	3.21	7,275	3.32
Clerical (nonsupervisory) -----	125,480	2.45	9,298	2.34	28,138	2.42	20,128	2.41	6,675	2.29	12,760	2.22	4,414	2.12	9,253	2.22	5,686	2.21	21,995	2.52
Exchange repairmen -----	14,326	3.56	580	3.53	3,782	3.66	3,607	3.64	418	3.60	1,211	3.27	248	3.46	1,860	3.47	498	3.36	2,107	3.54
Experienced switchboard operators -----	110,634	2.21	8,869	2.27	22,582	2.36	17,609	2.29	6,785	2.22	15,499	1.92	4,687	2.02	12,577	2.09	5,076	2.06	13,521	2.41
Linemen -----	11,735	2.65	918	2.93	2,240	3.10	1,610	2.80	753	2.37	1,885	2.11	614	2.43	1,690	2.46	645	2.62	1,204	2.89
Mechanics, building and motor vehicle service -----	2,720	3.29	183	3.01	873	3.47	691	3.31	180	3.02	115	3.20	46	2.95	132	3.23	47	2.79	399	3.36
PBX and station installers --	30,532	3.35	1,313	3.23	8,422	3.53	6,639	3.40	766	3.30	2,889	3.04	562	3.51	3,447	3.30	828	3.28	5,664	3.23
Test-board men and repeatermen -----	13,411	3.44	744	3.64	1,599	3.83	1,686	3.63	453	3.37	1,474	3.38	232	3.50	804	3.41	427	3.44	1,802	3.57

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

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

³ Includes data for employees in Hawaii, Puerto Rico, and Virgin Islands 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 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 Employees¹ in Occupational Groups by Average Hourly Rates,² October 1965

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	\$1.30	\$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	22,034	12,626	9,408	39.2	\$2.89	-	-	-	1.4	6.0	8.2	24.2	12.1	11.1	7.9	5.5	10.0	3.0	10.4
Professional and semiprofessional employees	997	876	121	35.9	4.94	-	-	-	-	-	.2	3.3	4.2	3.0	6.8	2.0	2.3	2.2	75.9
Engineers and engineering assistants	507	504	3	35.3	5.10	-	-	-	-	-	-	6.3	1.4	1.0	2.0	2.6	1.6	2.4	82.8
Others	490	372	118	36.6	4.78	-	-	-	-	-	.4	.2	7.1	5.1	11.8	1.4	3.1	2.0	68.8
Telegraph office superintendents and managers	2,499	1,585	914	39.9	2.84	-	-	-	-	2.1	8.3	18.1	24.4	17.2	13.4	6.7	1.1	1.3	7.4
Sales employees	276	258	18	36.6	3.93	-	-	-	-	-	-	-	.7	8.3	4.3	10.5	12.7	4.3	59.1
Clerical employees	5,702	2,185	3,517	38.3	2.74	-	-	-	2.1	7.5	9.5	25.7	19.0	9.7	7.2	3.5	5.2	2.5	8.1
Supervisors	815	607	208	37.3	3.68	-	-	-	-	-	.2	3.8	15.1	10.6	8.6	3.9	7.4	7.9	42.6
Nonsupervisory employees	4,794	1,533	3,261	38.4	2.60	-	-	-	1.5	8.0	11.3	29.9	20.1	9.7	7.1	3.5	5.0	1.6	2.4
Commercial department	2,894	782	2,112	39.2	2.54	-	-	-	1.3	7.7	12.8	31.3	23.4	8.6	7.6	2.1	2.9	1.1	1.3
Traffic department	468	127	341	40.0	2.41	-	-	-	.4	9.8	14.1	66.0	6.0	2.1	1.1	.4	-	-	-
All other departments	1,432	624	808	36.3	2.80	-	-	-	2.4	7.9	7.3	15.3	17.9	14.6	8.0	7.3	10.8	3.1	5.4
Route aides	93	45	48	40.0	1.90	-	-	-	49.5	50.5	-	-	-	-	-	-	-	-	-
Telegraph operators	6,147	1,477	4,670	39.9	2.45	-	-	-	3.0	11.0	11.5	48.4	9.2	11.3	2.6	.7	.4	.3	1.5
Traffic managers, chief operators, supervisors, and instructors	1,228	502	726	40.0	2.90	-	-	-	-	-	.7	1.9	13.8	56.2	12.7	3.5	2.2	1.6	7.5
Experienced telegraph operators (except Morse operators)	3,382	766	2,616	39.8	2.33	-	-	-	2.6	13.3	18.0	58.7	7.2	.1	(³)	-	-	-	-
Commercial department	1,772	466	1,306	39.8	2.28	-	-	-	4.8	15.1	27.2	43.6	9.2	.1	-	-	-	-	-
Traffic department	1,610	300	1,310	39.8	2.39	-	-	-	.2	11.4	7.9	75.3	5.0	.2	.1	-	-	-	-
Switching clerks	29	3	26	40.0	2.33	-	-	-	-	-	-	100.0	-	-	-	-	-	-	-
Operators in training	91	41	50	39.8	1.81	-	-	-	97.8	2.2	-	-	-	-	-	-	-	-	-
Other operators	1,417	165	1,252	40.0	2.37	-	-	-	.6	15.9	6.5	66.1	11.0	-	-	-	-	-	-
Morse operators	122	90	32	40.0	2.57	-	-	-	-	-	-	9.8	90.2	-	-	-	-	-	-
Telephone operators	1,295	75	1,220	40.0	2.35	-	-	-	.6	17.4	7.1	71.4	3.6	-	-	-	-	-	-
Construction, installation, and maintenance employees	5,877	5,826	51	39.9	3.21	-	-	-	-	.5	1.2	6.6	5.8	12.0	12.5	12.8	30.6	7.2	10.8
Traffic testing and regulating employees	1,625	1,603	22	39.9	3.31	-	-	-	-	-	.6	2.1	1.8	7.3	14.7	9.5	45.9	9.9	8.1
Construction, installation, and maintenance employees	4,139	4,112	27	39.9	3.19	-	-	-	-	.2	.8	8.3	7.4	14.1	11.2	14.2	25.4	6.3	12.1
Foremen	598	597	1	39.7	4.00	-	-	-	-	-	-	.2	.3	1.3	1.0	2.3	13.5	16.4	64.9
Subscribers' equipment maintainers	1,489	1,485	4	39.9	3.24	-	-	-	-	-	.5	2.9	2.4	6.4	13.8	13.8	51.6	5.2	3.4
Linemen and cablemen	618	618	-	40.0	2.96	-	-	-	-	-	.8	5.0	8.7	34.6	8.3	28.6	13.9	-	-
Others	1,434	1,412	22	39.9	2.91	-	-	-	-	.6	1.6	18.7	14.9	18.5	13.9	13.2	8.0	6.0	4.5
Laborers	113	111	2	40.0	2.59	-	-	-	-	18.6	22.1	9.7	4.4	2.7	31.0	8.8	2.7	-	-
Building service employees	536	419	117	39.5	2.28	-	-	-	.6	25.4	51.3	5.2	5.4	3.5	5.8	.4	.7	.7	.9
Mechanics	94	94	-	39.8	2.81	-	-	-	-	1.1	12.8	4.3	26.6	17.0	24.5	2.1	2.1	4.3	5.3
Others	442	325	117	39.4	2.16	-	-	-	.7	30.5	59.5	5.4	.9	.7	1.8	-	.5	-	-
Messengers	3,824	3,746	78	33.0	1.66	43.0	21.0	2.8	8.9	19.5	4.8	-	-	-	-	-	-	-	-
Full-time employees	2,741	2,667	74	39.0	1.73	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Part-time employees	1,083	1,079	4	17.9	1.30	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Foot and bicycle messengers	2,356	2,318	38	29.9	1.30	69.8	30.2	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers	1,468	1,428	40	38.0	2.12	-	6.1	7.2	23.2	50.9	12.5	-	-	-	-	-	-	-	-

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 1965

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ³	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.....	5,059	4,374	685	36.4	\$ 3.54	2.0	1.1	5.0	0.8	2.7	3.3	4.6	4.2	4.3	5.1	5.9	7.2	10.1	43.7
All employees except officials, assistants, and messengers.....	4,587	3,903	684	37.4	3.69	(³)	(³)	.2	.3	2.1	3.6	5.0	4.6	4.8	5.6	6.5	7.9	11.1	48.2
Professional and semiprofessional employees.....	362	352	10	37.1	5.43	-	-	-	-	-	-	.3	-	.3	-	.6	2.5	3.6	92.8
Engineers and engineering assistants.....	209	208	1	37.1	5.35	-	-	-	-	-	-	-	-	-	-	.5	4.3	5.7	89.5
Others.....	153	144	9	37.0	5.53	-	-	-	-	-	-	.7	-	.7	-	-	.7	-	97.4
Office or station superintendents and assistants.....	53	53	-	37.5	7.39	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Sales employees.....	231	214	17	36.8	4.89	-	-	-	.4	.9	2.6	2.2	.4	2.2	4.3	1.3	2.6	83.1	
Clerical employees.....	1,536	1,023	513	37.2	3.12	-	.1	.4	.9	5.5	8.9	8.9	7.1	6.1	6.9	6.3	8.7	14.8	25.3
Supervisors.....	154	139	15	37.0	4.59	-	-	-	-	-	-	-	-	-	1.3	-	1.3	1.9	95.5
Nonsupervisory clerical employees.....	1,382	884	498	37.3	2.96	-	.1	.4	1.0	6.1	9.9	9.9	7.9	6.8	7.5	7.0	9.5	16.3	17.5
Operating department.....	673	571	102	37.4	3.07	-	-	.3	.4	6.2	6.5	6.8	4.0	5.5	8.5	7.3	12.5	23.8	18.1
Commercial department.....	109	37	72	37.1	2.66	-	.9	-	1.8	10.1	13.8	22.0	13.8	4.6	1.8	2.8	5.5	9.2	13.8
Accounting department.....	358	169	189	37.1	2.82	-	.3	.6	2.2	5.9	14.2	9.8	12.0	9.8	6.7	6.4	6.1	10.3	15.6
Engineering department.....	81	43	38	37.3	2.82	-	-	1.2	-	4.9	14.8	12.3	17.3	6.2	6.2	11.1	3.7	2.5	19.8
All other departments.....	161	64	97	37.1	3.05	-	-	.6	.6	3.7	9.3	13.7	6.2	7.5	9.9	8.1	9.9	9.9	20.5
Operators.....	1,340	1,198	142	37.6	3.46	.1	-	-	.1	.3	.9	6.1	5.4	4.4	6.3	9.8	10.6	13.7	42.4
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	142	141	1	37.6	4.58	-	-	-	-	-	-	-	-	-	-	1.4	.7	97.9	
Nonsupervisory operators.....	1,198	1,057	141	37.6	3.32	.1	-	-	.1	.3	1.0	6.8	6.0	4.9	7.0	10.9	11.7	15.3	35.8
Radio operators.....	110	102	8	37.5	3.85	-	-	-	-	-	-	.9	.9	1.8	-	1.8	2.7	91.8	
Marine coastal station operators.....	136	136	-	37.7	3.67	-	-	-	-	-	-	-	2.2	2.9	5.9	13.2	8.8	3.7	63.2
Cable operators.....	188	187	-	37.5	3.27	-	-	-	-	-	-	3.2	12.8	2.1	19.7	15.4	13.8	6.9	26.1
Teletype-multiplex operators.....	509	434	75	37.7	3.07	.2	-	-	.2	.8	2.4	14.9	6.3	8.3	4.3	11.2	11.8	13.9	25.7
Telephone operators.....	80	57	23	37.5	3.41	-	-	-	-	-	-	-	3.8	6.3	6.3	5.0	13.8	43.8	21.3
Junior operators.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All other operators.....	175	141	34	37.5	3.48	-	-	-	-	-	-	-	5.1	1.7	5.7	13.1	16.6	32.0	25.7
Messengers.....	472	471	1	26.8	1.48	21.2	11.2	52.1	5.3	8.7	-	.6	.6	-	-	-	.2	-	-
Foot and bicycle.....	462	461	1	26.6	1.46	21.6	11.5	53.0	5.2	8.4	-	-	-	-	-	-	.2	-	-
Motor.....	10	10	-	37.5	2.13	-	-	10.0	10.0	20.0	-	30.0	30.0	-	-	-	-	-	-
Construction, installation, maintenance, and other technical employees.....	980	980	-	37.6	3.89	-	-	-	-	.2	.5	.1	1.7	5.5	4.8	5.3	5.8	7.6	68.5
Supervisors.....	119	119	-	37.6	4.93	-	-	-	-	-	-	-	-	-	-	.8	-	-	99.2
Mechanics and maintenance technicians.....	571	571	-	37.5	3.74	-	-	-	-	-	4	.2	1.9	7.2	6.7	5.8	5.3	7.7	65.0
Radio operating technicians.....	181	181	-	37.7	3.90	-	-	-	-	-	-	-	1.1	1.1	1.7	6.6	8.8	7.7	72.9
Radiotelegraph riggers.....	31	31	-	37.5	3.71	-	-	-	-	-	-	-	6.5	-	-	6.5	-	19.4	67.7
Radiotelegraph groundmen.....	6	6	-	39.2	2.73	-	-	-	-	16.7	16.7	-	-	16.7	33.3	-	16.7	-	-
Others.....	72	72	-	37.5	3.52	-	-	-	-	1.4	2.8	-	2.8	13.9	5.6	6.9	12.5	13.9	40.3
Building service employees.....	84	82	2	37.6	2.76	-	-	3.6	-	6.0	10.7	4.8	8.3	11.9	16.7	7.1	21.4	6.0	3.6
All employees not elsewhere classified.....	1	1	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	100.0	-

¹ Covers employees of international telegraph carriers with annual operating revenues exceeding \$50,000; excludes 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 Less than 0.05 percent.

⁴ 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 \$1 million, and subject to the full jurisdiction of the FCC. Included are 24 Bell System companies and 27 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. Six 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 telephone carrier employees in Hawaii, Puerto Rico, and Virgin Islands. Alaska had no telephone carriers within scope of the survey. 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:

TELEPHONE CARRIERS

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

51.13(b). "Scheduled weekly compensation" means compensation to the employee at the rate of pay in effect on December 31 for the "Scheduled weekly hours." It includes the basic weekly pay rate plus any regularly scheduled supplementary compensation, such as differentials for evening and night tours, equivalent value of board and lodging for unlocated employees, equivalent value of meals furnished dining service employees, and equivalent value of living quarters and maintenance furnished managers of agency offices. It excludes pay for overtime work and pay in excess of weekday rates for Sunday and holiday work.

WESTERN UNION TELEGRAPH 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, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 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, 1965. BLS Bulletin 1476 (25 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, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 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, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1958. BLS Report 143.
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 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, 1964. BLS Bulletin 1455 (30 cents).
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
Women's and Misses' Dresses, 1963. BLS Bulletin 1391 (30 cents).
Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (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, 1964. BLS Bulletin 1466 (30 cents).
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1964. BLS Bulletin 1467 (20 cents).
Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 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).
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

II. Earnings Distributions 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 and Hours, June 1965—
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).
General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).
Food Stores. BLS Bulletin 1501-3 (30 cents).
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).
Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).
Miscellaneous Stores. BLS Bulletin 1501-7 (30 cents).

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

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

Table 13. Occupational Earnings: Georgia

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																	
			\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.60	\$2.80	\$3.00 and over
All production workers ²	9,849	\$ 1.33	7230	531	539	271	80	417	170	253	101	34	104	14	50	7	13	10	13	12
Sawmill and planing mill workers.....	8,828	1.33	6477	527	501	147	62	364	161	231	101	34	104	14	50	7	13	10	13	12
Logging workers.....	1,021	1.30	753	4	38	124	18	53	9	22	-	-	-	-	-	-	-	-	-	-
Selected sawmill and planing mill occupations²																				
Block setters.....	94	1.28	76	-	9	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-
Carrier drivers.....	22	1.26	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutoff-saw operators.....	163	1.29	123	18	-	16	-	1	3	1	1	-	-	-	-	-	-	-	-	-
Edgemen.....	412	1.34	259	10	45	32	9	22	22	22	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	147	1.26	132	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Graders, lumber (green chain).....	65	1.51	25	4	2	-	-	9	-	22	-	-	-	3	-	-	-	-	-	-
Graders, planed lumber.....	97	1.35	54	-	21	1	9	-	6	-	6	-	-	-	-	-	-	-	-	-
Head-saw operators, band saw.....	20	2.84	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	4	11	3
Head-saw operators, circular saw.....	346	1.82	-	-	9	-	-	109	34	23	35	7	81	35	-	-	-	4	-	9
Janitors.....	20	1.35	16	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
Loaders, car and truck.....	106	1.27	85	18	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-
Log deckmen.....	230	1.26	186	22	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, air drying or storage.....	966	1.26	857	44	44	-	18	-	3	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, kiln drying.....	150	1.29	104	36	-	-	-	2	-	8	-	-	-	-	-	-	-	-	-	-
Off-bearers, machine ³	885	1.27	748	74	34	5	-	10	7	1	3	2	1	-	-	-	-	-	-	-
Sawmilling operations.....	526	1.26	451	44	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planing mill operations.....	281	1.25	281	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (feed only).....	202	1.27	156	18	22	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (set up and operate).....	70	1.56	8	-	-	18	1	1	23	10	9	-	-	-	-	-	-	-	-	-
Sorters, green chain.....	504	1.25	495	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers.....	427	1.26	372	24	23	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers.....	288	1.33	143	67	9	4	-	65	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	515	1.32	299	13	102	35	15	17	9	25	-	-	-	-	-	-	-	-	-	-
Watchmen.....	202	1.25	202	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected logging occupations²																				
Cat drivers, skidding.....	53	1.38	14	4	13	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-
Fallers and buckers, power.....	219	1.31	176	-	12	9	-	-	-	22	-	-	-	-	-	-	-	-	-	-
Ground loaders.....	52	1.25	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Teamsters, logging.....	146	1.30	102	-	-	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, logging.....	253	1.30	178	-	13	44	18	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men.
³ Includes data for workers in other operations in addition to those shown separately.

Table 14. Occupational Earnings: Kentucky

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	
All production workers ²	4,207	\$1.42	1918	371	513	152	66	476	178	103	124	37	88	34	51	2	7	54	5	-	10	-	15	2	1	
Sawmill and planing mill workers	3,906	1.43	1706	371	464	148	66	463	178	98	124	37	72	34	51	2	7	52	5	-	10	-	15	2	1	
Logging workers	301	1.34	212	-	49	4	-	13	-	5	-	-	16	-	-	-	-	2	-	-	-	-	-	-	-	
<u>Selected sawmill and planing mill occupations²</u>																										
Block setters	62	1.38	24	10	15	-	-	3	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Carrier drivers	7	1.59	-	-	2	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cutoff-saw operators	127	1.39	61	-	19	2	6	18	12	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Edgermen	210	1.36	59	25	57	23	2	39	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Firemen, stationary boiler	47	1.37	23	13	1	2	-	2	-	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Graders, lumber (green chain)	50	1.82	-	-	-	11	-	5	4	2	7	-	5	5	11	-	-	-	-	-	-	-	-	-	-	
Graders, planed lumber	28	1.68	-	-	8	-	-	2	2	6	2	2	5	1	-	-	-	-	-	-	-	-	-	-	-	
Head-saw operators, band saw	13	2.73	-	-	-	-	-	-	-	-	-	-	-	-	5	-	2	-	-	-	-	5	-	1	-	
Head-saw operators, circular saw	190	2.04	-	-	-	-	-	55	11	4	12	6	18	8	18	-	41	1	-	10	-	5	1	-	-	
Janitors	18	1.29	15	-	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Loaders, car and truck	117	1.27	81	31	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Log deckmen	64	1.32	39	-	4	14	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lumber stackers, air drying or storage	325	1.29	216	36	40	10	6	7	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Off-bearers, machine ³	311	1.29	235	25	22	2	3	5	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sawmilling operations	240	1.28	184	22	19	2	2	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planing mill operations	69	1.33	49	3	3	-	1	1	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planer operators (feed only)	25	1.30	11	6	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planer operators (set up and operate)	40	1.66	6	-	-	8	-	9	1	3	4	2	1	-	4	2	-	-	-	-	-	-	-	-	-	
Sorters, green chain	87	1.31	40	19	13	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Trimmermen	71	1.35	28	2	26	9	2	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers	244	1.45	101	6	33	3	-	62	1	2	13	3	11	2	-	2	3	2	-	-	-	-	-	-	-	
Truckers, power (forklift)	163	1.42	24	12	39	11	1	56	18	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Watchmen	52	1.29	29	18	-	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected logging occupations²</u>																										
Cat drivers, skidding	42	1.67	5	-	16	-	-	-	-	3	-	-	16	-	-	-	-	2	-	-	-	-	-	-	-	
Chokermen	35	1.25	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fallers and buckers, power	109	1.31	67	-	30	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ground loaders	12	1.26	11	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers, logging	27	1.30	22	-	-	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 95 percent of the production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men.
³ Includes data for workers in other operations in addition to those shown separately.

Table 15. Occupational Earnings: Louisiana

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																						
			\$1.20 and under	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40 and over
All production workers ²	8,250	\$1.39	66	4350	1321	661	369	139	331	144	255	88	41	94	62	68	46	13	80	11	44	21	19	15	12
Sawmill and planing mill workers	7,670	1.40	-	4069	1205	595	369	139	304	128	255	88	41	92	62	65	43	13	80	11	44	21	19	15	12
Logging workers	580	1.30	66	281	116	66	-	-	27	16	-	-	-	2	-	3	3	-	-	-	-	-	-	-	-
<u>Selected sawmill and planing mill occupations²</u>																									
Block setters	56	1.34	-	23	16	-	1	6	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Carrier drivers	140	1.32	-	43	48	28	15	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutoff-saw operators	127	1.37	-	30	32	29	6	4	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Edgermen	185	1.40	-	28	38	41	20	7	29	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	145	1.36	-	69	14	35	10	-	-	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Graders, lumber (green chain)	56	1.56	-	9	8	11	-	1	4	1	13	-	-	6	3	-	-	-	-	-	-	-	-	-	-
Graders, planed lumber	92	1.55	-	9	6	6	1	8	45	8	2	-	-	4	-	-	-	3	-	-	-	-	-	-	-
Head-saw operators, band saw	76	2.63	-	-	-	-	-	-	-	-	-	-	-	-	12	4	10	3	16	3	10	1	6	8	3
Head-saw operators, circular saw	54	2.18	-	-	-	-	-	-	5	-	-	-	-	31	-	12	-	-	-	-	-	-	-	4	2
Janitors	43	1.27	-	36	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loaders, car and truck	431	1.27	-	349	48	30	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Log deckmen	77	1.32	-	23	28	3	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, air drying or storage	206	1.51	-	89	28	10	6	10	21	-	-	-	6	12	6	-	6	-	12	-	-	-	-	-	-
Lumber stackers, kiln drying	169	1.34	-	123	1	4	6	6	13	6	2	8	-	-	-	-	-	-	6	-	-	-	-	-	-
Off-bearers, machine ³	320	1.27	-	249	46	20	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sawmilling operations	159	1.27	-	119	31	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planing mill operations	99	1.27	-	85	8	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (feed only)	121	1.33	-	58	24	22	11	-	1	-	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Planer operators (set up and operate)	53	2.07	-	-	-	-	-	-	-	16	-	4	14	3	-	5	-	6	-	4	-	-	-	-	-
Pondmen	43	1.31	-	27	6	-	5	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sorters, green chain	266	1.27	-	202	34	18	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmermen	157	1.31	-	52	63	19	15	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers	112	1.34	-	61	11	11	10	-	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)	233	1.34	-	69	63	49	16	19	10	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen	184	1.27	-	152	23	-	-	6	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected logging occupations²</u>																									
Cat drivers, skidding	141	1.28	12	60	33	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chokermen	44	1.27	-	32	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fallers and buckers, power	50	1.42	12	-	14	-	-	-	21	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Ground loaders	73	1.25	6	61	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, logging	121	1.28	24	43	30	21	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.

² Virtually all production workers were men; data for selected occupations were limited to men.

³ Includes data for workers in other operations in addition to those shown separately.

Table 16. Occupational Earnings: Mississippi

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	
All production workers ²	8,890	\$1.37	5465	900	840	213	119	542	152	134	124	17	66	56	42	40	10	48	21	14	21	33	16	4	³ 13	
Sawmill and planing mill workers.....	8,594	1.37	5257	894	806	213	119	506	152	134	120	4	17	66	56	42	40	10	40	21	14	21	33	16	4	13
Logging workers.....	296	1.34	208	6	34	-	-	36	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-
<u>Selected sawmill and planing mill occupations²</u>																										
Block setters.....	113	1.32	49	12	38	4	4	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Carrier drivers.....	116	1.33	47	25	9	-	25	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutoff-saw operators.....	150	1.35	66	6	42	2	-	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Edgemen.....	179	1.36	54	26	48	20	5	16	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	234	1.30	149	57	11	1	8	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Graders, lumber (green chain).....	69	1.50	16	6	9	-	4	5	23	1	-	-	-	-	2	-	3	-	-	-	-	-	-	-	-	-
Graders, planed lumber.....	131	1.37	60	13	16	1	12	19	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head-saw operators, band saw.....	39	2.96	-	-	-	-	-	-	-	-	-	-	-	4	4	-	1	4	-	-	4	8	4	4	6	-
Head-saw operators, circular saw.....	130	1.95	14	-	-	-	-	20	8	21	20	2	10	-	3	-	12	-	10	-	10	-	-	-	-	-
Janitors.....	41	1.29	27	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loaders, car and truck.....	441	1.26	404	29	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Log deckmen.....	158	1.27	135	4	5	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, air drying or storage.....	485	1.28	414	52	5	4	2	-	-	-	-	2	-	-	-	-	-	-	-	2	4	-	-	-	-	-
Lumber stackers, kiln drying.....	219	1.27	181	21	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Off-bearers, machine ⁴	388	1.29	248	51	83	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sawmilling operations.....	211	1.27	154	44	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planing mill operations.....	89	1.26	79	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (feed only).....	120	1.28	88	21	5	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (set up and operate).....	127	1.77	11	-	-	-	-	31	-	28	21	-	-	4	20	12	-	-	-	-	-	-	-	-	-	-
Sorters, green chain.....	405	1.26	383	14	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmermen.....	188	1.32	68	45	39	26	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers.....	265	1.30	192	21	12	-	-	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	348	1.30	198	45	76	15	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen.....	146	1.27	120	14	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected logging occupations²</u>																										
Cat drivers, skidding.....	22	1.32	12	-	6	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chokermen.....	18	1.25	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fallers and buckers, power.....	70	1.35	28	6	20	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ground loaders.....	26	1.27	22	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Teamsters, logging.....	38	1.25	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, logging.....	100	1.38	80	-	-	-	-	12	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men.³ Includes 3 workers at \$4 to \$4.20.⁴ Includes data for workers in other operations in addition to those shown separately.

Table 17. Occupational Earnings: North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																		
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	and over
All production workers ²	12,630	\$1.39	36794	830	1496	474	375	1056	469	340	109	43	171	102	101	19	18	108	25	39	61
Sawmill and planing mill workers.....	11,072	1.40	5891	776	1317	363	337	882	444	288	109	43	171	102	101	19	18	97	25	39	50
Logging workers.....	1,558	1.35	903	54	179	111	38	174	25	52	-	-	-	-	-	-	-	11	-	-	11
<u>Selected sawmill and planing mill occupations²</u>																					
Block setters.....	115	1.47	-	-	13	4	13	85	-	-	-	-	-	-	-	-	-	-	-	-	-
Carrier drivers.....	46	1.30	22	8	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutoff-saw operators.....	339	1.38	140	13	67	2	34	41	34	1	2	2	2	1	-	-	-	-	-	-	-
Edgermen.....	570	1.35	315	13	67	26	-	115	17	14	1	-	2	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	466	1.27	385	17	34	16	-	8	6	-	-	-	-	-	-	-	-	-	-	-	-
Graders, lumber (green chain).....	125	1.40	58	9	2	1	4	30	9	6	6	-	-	-	-	-	-	-	-	-	-
Graders, planed lumber.....	92	1.42	12	18	18	5	19	8	6	6	-	-	-	-	-	-	-	-	-	-	-
Head-saw operators, band saw.....	55	2.77	-	-	-	-	-	-	-	-	-	-	-	2	5	-	4	8	6	11	19
Head-saw operators, circular saw.....	436	1.95	-	-	-	-	12	73	-	116	2	4	74	35	41	2	-	77	-	-	-
Janitors.....	67	1.27	61	1	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Loaders, car and truck.....	106	1.30	27	60	12	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Log deckmen.....	340	1.32	163	7	95	27	18	30	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, air drying or storage.....	845	1.29	522	158	116	24	2	7	-	8	-	8	-	-	-	-	-	-	-	-	-
Lumber stackers, kiln drying.....	327	1.28	260	10	18	23	4	-	12	-	-	-	-	-	-	-	-	-	-	-	-
Off-bearers, machine ⁵	1,475	1.28	1119	105	163	16	31	41	-	-	-	-	-	-	-	-	-	-	-	-	-
Sawmilling operations.....	1,075	1.27	916	19	90	16	-	34	-	-	-	-	-	-	-	-	-	-	-	-	-
Planing mill operations.....	246	1.28	151	73	4	-	12	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (feed only).....	184	1.32	64	71	29	3	2	11	-	-	2	-	2	-	-	-	-	-	-	-	-
Planer operators (set up and operate).....	116	1.71	-	3	3	3	-	40	27	5	15	-	6	6	6	-	-	1	-	1	-
Pondmen.....	11	1.29	6	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sorters, green chain.....	95	1.26	86	4	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmermen.....	239	1.34	63	47	89	14	-	15	11	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers.....	661	1.39	250	15	131	-	32	146	76	11	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	448	1.40	142	22	115	28	25	50	24	28	14	-	-	-	-	-	-	-	-	-	-
Watchmen.....	71	1.26	65	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected logging occupations²</u>																					
Cat drivers, skidding.....	222	1.45	49	8	50	16	36	-	11	52	-	-	-	-	-	-	-	-	-	-	-
Chokermen.....	80	1.36	33	5	12	-	-	30	-	-	-	-	-	-	-	-	-	-	-	-	-
Fallers and buckers, power.....	409	1.38	237	22	1	33	-	97	8	-	-	-	-	-	-	-	-	-	-	-	11
Ground loaders.....	186	1.30	107	6	43	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Teamsters, logging.....	236	1.28	182	-	24	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, logging.....	163	1.28	124	12	15	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.

² Virtually all production workers were men; data for selected occupations were limited to men.

³ Includes 8 workers at \$1.15 to \$1.20.

⁴ Workers were distributed as follows: 13 at \$3.10 to \$3.20; and 6 at \$3.20 to \$3.30.

⁵ Includes data for workers in other operations in addition to those shown separately.

Table 19. Occupational Earnings: Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																				
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.40 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40			
All production workers ²	8,316	\$1.43	3137	827	1065	582	504	828	362	349	164	121	163	69	53	34	32	10	2	6	8		
Sawmill and planing mill workers.....	7,789	1.44	2731	827	1043	567	504	772	362	329	160	121	163	69	49	34	32	10	2	6	8		
Logging workers.....	527	1.32	406	-	22	15	-	56	-	20	4	-	-	-	4	-	-	-	-	-	-		
<u>Selected sawmill and planing mill occupations²</u>																							
Block setters.....	39	1.36	20	-	4	-	-	13	2	-	-	-	-	-	-	-	-	-	-	-	-		
Carrier drivers.....	20	1.40	-	4	8	2	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-		
Cutoff-saw operators.....	121	1.30	82	14	-	8	12	1	4	-	-	-	-	-	-	-	-	-	-	-	-		
Edgermen.....	192	1.42	42	7	53	13	2	64	-	1	-	-	-	10	-	-	-	-	-	-	-		
Firemen, stationary boiler.....	120	1.34	55	6	25	17	8	9	-	-	-	-	-	-	-	-	-	-	-	-	-		
Graders, planed lumber.....	53	1.59	-	-	11	6	4	1	8	16	7	-	-	-	-	-	-	-	-	-	-		
Head-saw operators, band saw.....	18	2.36	-	-	-	4	-	-	-	-	-	4	4	-	-	-	-	-	1	1	³ 4		
Head-saw operators, circular saw.....	154	1.81	6	-	2	-	10	4	30	27	7	-	48	20	-	-	-	-	-	-	-		
Janitors.....	39	1.30	18	13	7	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Loaders, car and truck.....	193	1.31	151	7	5	10	5	4	-	7	4	-	-	-	-	-	-	-	-	-	-		
Log deckmen.....	167	1.31	120	-	7	10	-	30	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lumber stackers, air drying or storage.....	287	1.32	190	22	29	3	7	14	20	2	-	-	-	-	-	-	-	-	-	-	-		
Lumber stackers, kiln drying.....	92	1.28	69	18	-	-	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-		
Off-bearers, machine ⁴	682	1.30	458	72	68	25	16	14	29	-	-	-	-	-	-	-	-	-	-	-	-		
Sawmilling operations.....	338	1.26	303	11	20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Planing mill operations.....	171	1.33	111	25	12	3	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-		
Planer operators (feed only).....	70	1.36	18	12	20	4	13	1	2	-	-	-	-	-	-	-	-	-	-	-	-		
Planer operators (set up and operate).....	71	1.50	-	-	33	4	1	10	9	10	-	4	-	-	-	-	-	-	-	-	-		
Sorters, green chain.....	110	1.35	24	38	15	6	17	8	2	-	-	-	-	-	-	-	-	-	-	-	-		
Trimmermen.....	87	1.35	35	18	19	6	1	-	-	-	8	-	-	-	-	-	-	-	-	-	-		
Truckdrivers.....	128	1.34	68	10	1	12	3	34	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (forklift).....	196	1.40	54	22	22	21	27	37	5	-	8	-	-	-	-	-	-	-	-	-	-		
Watchmen.....	86	1.30	57	10	6	10	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Selected logging occupations²</u>																							
Cat drivers, skidding.....	52	1.41	20	-	2	4	-	22	-	-	4	-	-	-	-	-	-	-	-	-	-		
Chokermen.....	49	1.26	45	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Fallers and buckers, power.....	127	1.33	87	-	8	10	-	14	-	8	-	-	-	-	-	-	-	-	-	-	-		
Ground loaders.....	19	1.27	15	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Teamsters, logging.....	80	1.28	70	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers, logging.....	137	1.25	133	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 85 percent of the production workers covered by the study were paid on a time basis.

² Virtually all production workers were men; data for selected occupations were limited to men.

³ Workers were at \$3.60 to \$3.80.

⁴ Includes data for workers in other operations in addition to those shown separately.

Table 20. Occupational Earnings: Texas

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--																									
			Under \$1.00	\$1.00 and under	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90 and over
				\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	and over
All production workers ²	6,237	\$1.40	44	170	-	84	12	28	2475	524	583	353	322	749	331	135	77	46	101	13	39	15	4	52	5	26	3	46
Sawmill and planing mill workers	5,817	1.41	44	170	-	64	12	10	2340	486	494	287	314	721	326	134	75	46	96	12	39	13	4	51	4	26	3	46
Logging workers	420	1.35	-	-	-	20	-	18	135	38	89	66	8	28	5	1	2	-	5	1	-	2	-	1	1	-	-	-
<u>Selected sawmill and planing mill occupations²</u>																												
Block setters	76	1.48	-	-	-	-	-	6	-	17	-	-	45	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-
Carrier drivers	55	1.40	-	-	-	-	-	6	9	22	2	1	10	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Cutoff-saw operators	155	1.29	-	10	-	-	-	99	4	15	-	7	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Edgermen	177	1.39	-	-	-	10	-	-	46	7	21	31	10	38	9	3	-	-	2	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler	120	1.33	-	-	-	2	-	-	87	7	7	1	-	1	-	7	8	-	-	-	-	-	-	-	-	-	-	-
Graders, lumber (green chain)	38	1.38	-	-	-	-	-	6	2	18	4	5	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Graders, planed lumber	81	1.51	-	-	-	-	-	10	1	13	6	-	16	25	4	6	-	-	-	-	-	-	-	-	-	-	-	-
Head-saw operators, band saw	29	2.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	10	-	-	-	3 ¹⁵
Head-saw operators, circular saw	108	2.31	-	-	-	-	-	-	-	-	5	-	10	-	-	5	-	13	2	21	-	3	24	-	12	3	10	-
Janitors	85	1.29	3	-	-	-	-	32	48	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loaders, car and truck	300	1.33	-	18	-	-	-	136	-	18	37	59	30	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Log deckmen	158	1.26	-	10	-	10	-	-	110	3	2	15	-	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, air drying or storage	173	1.26	-	18	-	-	-	91	30	25	4	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, kiln drying	164	1.30	-	-	-	4	-	136	1	8	1	-	5	1	4	-	-	-	4	-	-	-	-	-	-	-	-	-
Off-bearers, machine ⁴	411	1.32	-	4	-	10	-	228	28	23	13	42	63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sawmilling operations	252	1.31	-	2	-	10	-	145	6	23	2	29	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planing mill operations	138	1.33	-	2	-	-	-	68	22	-	11	13	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (feed only)	121	1.27	-	13	-	10	-	52	13	10	5	5	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (set up and operate)	75	1.85	-	-	-	-	10	-	2	-	-	-	-	13	1	14	-	-	21	-	8	-	-	3	-	-	-	3
Pondmen	22	1.24	-	-	-	6	-	12	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sorters, green chain	171	1.30	-	-	-	-	-	121	23	11	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmermen	100	1.36	-	-	-	2	-	29	6	36	12	-	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers	98	1.33	-	-	-	-	-	39	5	40	-	8	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)	223	1.38	-	10	-	2	-	46	25	40	35	3	42	10	-	8	-	2	-	-	-	-	-	-	-	-	-	-
Watchmen	125	1.25	3	12	-	-	-	82	6	11	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected logging occupations²</u>																												
Cat drivers, skidding	24	1.38	-	-	-	-	2	3	-	2	13	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fallers and buckers, power	25	1.27	-	-	-	-	-	20	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ground loaders	37	1.29	-	-	-	-	-	24	7	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Teamsters, logging	35	1.22	-	-	-	10	-	8	8	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, logging	86	1.33	-	-	-	10	-	4	38	4	26	-	-	-	-	-	-	-	-	-	2	-	1	1	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men.³ Workers were distributed as follows: 3 at \$2.90 to \$3; 7 at \$3 to \$3.10; and 5 at \$3.70 to \$3.80.⁴ Includes data for workers in other operations in addition to those shown separately.

Table 21. Occupational Earnings: Virginia

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																					
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	
All production workers ²	8,716	\$1.41	3720	1043	864	600	311	1059	281	240	90	27	161	50	109	20	9	41	11	5	62	2	11	
Sawmill and planing mill workers.....	7,432	1.42	3064	961	804	465	297	855	240	199	60	27	140	50	109	20	9	41	11	5	62	2	11	
Logging workers.....	1,284	1.37	656	82	60	135	14	204	41	41	30	-	21	-	-	-	-	-	-	-	-	-	-	
<u>Selected sawmill and planing mill occupations²</u>																								
Block setters.....	38	1.33	-	27	8	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cutoff-saw operators.....	161	1.32	65	31	22	29	9	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Edgermen.....	361	1.39	117	28	38	29	9	131	2	-	-	-	-	7	-	-	-	-	-	-	-	-	-	
Firemen, stationary boiler.....	127	1.29	66	33	20	-	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Graders, lumber (green chain).....	18	1.62	-	-	1	-	-	7	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Graders, planed lumber.....	67	1.56	8	7	-	1	-	18	18	11	2	1	1	-	-	-	-	-	-	-	-	-	-	
Head-saw operators, band saw.....	19	3.02	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	3	10	2	2	
Head-saw operators, circular saw.....	337	2.00	-	-	-	-	-	55	7	90	-	-	58	-	64	20	-	29	7	-	-	-	7	
Janitors.....	20	1.30	9	7	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Loaders, car and truck.....	121	1.33	41	49	5	8	9	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Log deckmen.....	304	1.31	153	35	53	42	-	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lumber stackers, air drying or storage.....	832	1.28	594	91	111	21	2	10	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	
Lumber stackers, kiln drying.....	82	1.30	55	2	1	16	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Off-bearers, machine ⁴	837	1.29	492	131	115	67	2	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sawmilling operations.....	588	1.30	331	65	106	63	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planing mill operations.....	242	1.28	161	61	9	4	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planer operators (feed only).....	114	1.29	86	3	13	5	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planer operators (set up and operate).....	70	1.85	-	-	-	-	8	11	4	10	12	2	6	7	7	-	-	-	3	-	-	-	-	
Sorters, green chain.....	95	1.30	58	13	8	-	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Trimmermen.....	257	1.32	137	8	61	8	25	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers.....	436	1.42	189	33	22	12	16	98	17	7	-	-	42	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift).....	375	1.39	154	38	11	17	27	86	18	3	21	-	-	-	-	-	-	-	-	-	-	-	-	
Watchmen.....	37	1.28	29	2	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected logging occupations²</u>																								
Cat drivers, skidding.....	220	1.42	84	20	5	56	-	14	-	20	21	-	-	-	-	-	-	-	-	-	-	-	-	
Chokermen.....	46	1.30	32	-	7	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fallers and buckers, power.....	437	1.38	194	40	29	54	-	78	21	-	-	-	21	-	-	-	-	-	-	-	-	-	-	
Ground loaders.....	52	1.25	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Teamsters, logging.....	235	1.36	153	-	-	6	-	42	20	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers, logging.....	95	1.35	33	22	12	-	-	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.

² Virtually all production workers were men; data for selected occupations were limited to men.

³ Includes 1 worker at \$3.60 to \$3.80.

⁴ Includes data for workers in other operations in addition to those shown separately.

Table 22. Occupational Earnings: West Virginia

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in sawmills and planing mills, October 1965)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																					
			\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00
All production workers ²	3,378	\$1.45	886	378	534	155	239	634	138	180	25	17	97	2	44	11	2	6	4	-	8	2	12	4
Sawmill and planing mill workers.....	2,436	1.45	665	309	392	130	196	388	73	112	8	17	61	-	36	11	2	6	4	-	8	2	12	4
Logging workers.....	942	1.46	221	69	142	25	43	246	65	68	17	-	36	2	8	-	-	-	-	-	-	-	-	-
<u>Selected sawmill and planing mill occupations²</u>																								
Block setters.....	60	1.44	8	-	19	-	6	16	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutoff-saw operators.....	127	1.33	52	14	28	8	17	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Edgermen.....	131	1.42	23	24	35	8	-	12	10	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler.....	31	1.42	-	11	6	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Graders, lumber (green chain).....	48	1.60	4	-	6	-	4	8	9	8	2	3	4	-	-	-	-	-	-	-	-	-	-	-
Head-saw operators, band saw.....	21	2.82	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	4	-	-	4	2	6	2
Head-saw operators, circular saw.....	108	1.93	-	-	-	-	-	15	4	22	4	-	35	-	20	8	-	-	-	-	-	-	-	-
Janitors.....	15	1.34	8	-	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loaders, car and truck.....	205	1.32	90	40	32	6	27	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Log deckmen.....	126	1.33	51	8	36	8	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, air drying or storage.....	205	1.38	46	44	48	-	-	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lumber stackers, kiln drying.....	16	1.35	-	8	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Off-bearers, machine.....	180	1.31	109	16	20	4	19	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sawmilling operations.....	166	1.30	105	14	20	-	15	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planing mill operations.....	14	1.36	4	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planer operators (set up and operate).....	32	1.56	-	4	-	-	2	20	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Pondmen.....	21	1.42	-	8	-	-	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sorters, green chain.....	89	1.37	14	28	12	4	7	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmermen.....	57	1.40	4	12	16	2	2	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers.....	107	1.38	16	20	34	8	-	27	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift).....	62	1.44	7	2	11	10	4	24	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen.....	52	1.30	³ 24	14	-	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected logging occupations²</u>																								
Cat drivers, skidding.....	99	1.66	7	-	-	-	4	22	22	18	14	-	12	-	-	-	-	-	-	-	-	-	-	-
Chokermen.....	105	1.31	52	4	35	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fallers and buckers, power.....	185	1.45	28	-	43	8	8	82	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ground loaders.....	109	1.37	51	17	14	-	-	10	9	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Teamsters, logging.....	24	1.38	12	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers, logging.....	228	1.42	43	34	40	4	-	82	14	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men.³ Includes 7 workers under \$1.25.

Table 23. Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours¹ in sawmills and planing mills, South and regions, October 1965)

Weekly hours	South	Border States	Southeast	Southwest
All workers.....	100	100	100	100
Under 40 hours.....	2	2	2	1
40 hours.....	77	76	84	61
Over 40 and under 42 hours.....	1	-	(²)	2
42 hours.....	1	1	1	2
Over 42 and under 45 hours.....	2	3	2	1
45 hours.....	10	11	6	17
Over 45 hours.....	8	6	4	●17

¹ Data relate to the predominant work schedule for full-time day-shift workers in each establishment.

² Less than 0.5 percent.

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

Table 24. Paid Holidays

(Percent of production workers in sawmills and planing mills with formal provisions for paid holidays, South and regions, October 1965)

Number of paid holidays	South	Border States	Southeast	Southwest
All workers.....	100	100	100	100
Workers in establishments providing paid holidays.....	24	18	21	34
1 day.....	2	2	2	1
2 days.....	3	1	3	4
3 days.....	3	2	3	3
4 days.....	5	2	4	10
5 days.....	2	4	2	3
5 days plus 1 half day.....	(¹)	-	-	1
6 days.....	7	3	7	10
6 days plus 1 or 2 half days.....	(¹)	-	1	-
7 days.....	1	2	-	1
7 days plus 2 half days.....	(¹)	-	(¹)	-
Workers in establishments providing no paid holidays.....	76	82	79	66

¹ Less than 0.5 percent.

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

Table 25. Paid Vacations

(Percent of production workers in sawmills and planing mills with formal provisions for paid vacations after selected periods of service, South and regions, October 1965)

Vacation policy	South	Border States	Southeast	Southwest
All workers.....	100	100	100	100
<u>Method of payment</u>				
Workers in establishments providing paid vacations.....	31	28	27	43
Length-of-time payment.....	27	23	24	36
Percentage payment.....	4	4	2	7
Workers in establishments providing no paid vacations.....	69	72	73	57
<u>Amount of vacation pay¹</u>				
<u>After 1 year of service</u>				
Under 1 week.....	1	1	2	-
1 week.....	27	22	23	38
Over 1 and under 2 weeks.....	(²)	-	1	-
2 weeks.....	2	4	2	1
<u>After 3 years of service</u>				
Under 1 week.....	1	1	1	-
1 week.....	24	21	20	34
Over 1 and under 2 weeks.....	1	-	2	1
2 weeks.....	4	6	3	5
Over 2 and under 3 weeks.....	(²)	-	1	-
<u>After 5 years of service</u>				
Under 1 week.....	(²)	1	(²)	-
1 week.....	14	14	13	15
Over 1 and under 2 weeks.....	1	1	1	-
2 weeks.....	16	12	11	28
Over 2 and under 3 weeks.....	(²)	-	1	-
<u>After 10 years of service</u>				
Under 1 week.....	(²)	1	(²)	-
1 week.....	12	14	11	14
Over 1 and under 2 weeks.....	1	-	1	-
2 weeks.....	17	11	13	29
Over 2 and under 3 weeks.....	1	-	1	-
3 weeks.....	(²)	2	-	1
<u>After 15 years of service</u>				
Under 1 week.....	(²)	1	(²)	-
1 week.....	12	14	11	13
Over 1 and under 2 weeks.....	1	-	1	-
2 weeks.....	14	9	11	21
Over 2 and under 3 weeks.....	1	1	1	-
3 weeks.....	4	3	2	9
<u>After 20 years of service³</u>				
Under 1 week.....	(²)	1	(²)	-
1 week.....	12	14	11	12
Over 1 and under 2 weeks.....	1	-	1	-
2 weeks.....	13	9	11	20
Over 2 and under 3 weeks.....	(²)	-	1	-
3 weeks.....	5	4	2	11
4 weeks.....	1	-	1	1

¹ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

² Less than 0.5 percent.

³ Vacation provisions were the same after longer periods of service.

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

Table 26. Health, Insurance, and Retirement Plans

(Percent of production workers in sawmills and planing mills with specified health, insurance, and retirement plans, South and regions, October 1965)

Type of plan ¹	South	Border States	Southeast	Southwest
All workers-----	100	100	100	100
Workers in establishments providing:				
Life insurance-----	41	27	40	52
Employer financed-----	10	10	10	11
Jointly financed-----	31	17	31	41
Accidental death and dismemberment insurance-----	23	22	21	26
Employer financed-----	7	10	7	4
Jointly financed-----	16	11	14	22
Sickness and accident insurance or sick leave or both ² -----	20	23	17	25
Sickness and accident insurance-----	20	23	17	24
Employer financed-----	7	9	7	4
Jointly financed-----	13	15	9	20
Sick leave (full pay, no waiting period)-----	1	-	1	1
Sick leave (partial pay or waiting period)-----	(³)	-	(³)	-
Hospitalization insurance-----	40	34	40	44
Employer financed-----	10	10	11	7
Jointly financed-----	31	24	29	37
Surgical insurance-----	40	34	40	44
Employer financed-----	9	10	11	7
Jointly financed-----	31	24	29	37
Medical insurance-----	26	19	27	28
Employer financed-----	8	6	9	7
Jointly financed-----	18	13	18	21
Catastrophe insurance-----	7	6	7	6
Employer financed-----	1	1	2	-
Jointly financed-----	5	5	5	6
Retirement plans:				
Pension-----	4	4	2	7
Employer financed-----	3	3	2	2
Jointly financed-----	1	1	-	4
Lump sum-----	1	1	(³)	1
Employer financed-----	1	1	(³)	1
Jointly financed-----	-	-	-	-
No plans-----	53	64	55	41

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employee receives benefits in excess of the legal requirements.

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

³ Less than 0.5 percent.

Table 27. Nonproduction Bonuses

(Percent of production workers in sawmills and planing mills with specified types of nonproduction bonuses, South and regions, October 1965)

Type of bonus	South	Border States	Southeast	Southwest
All workers.....	100	100	100	100
Workers in establishments with nonproduction bonuses.....	26	27	29	18
Christmas or yearend.....	25	26	27	18
Profit sharing.....	1	1	1	-
Other.....	(¹)	-	1	-
Workers in establishments with no nonproduction bonuses.....	74	73	71	82

¹ Less than 0.5 percent.

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

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in: (1) Sawing rough lumber and timber from logs and bolts, or resawing cants and flitches into lumber, including box lumber and softwood cut stock; planing mills and logging camps combined with sawmills; and separately operated planing mills which are engaged primarily in producing surfaced lumber and standard workings or patterns of lumber (industry 2421); (2) manufacturing hardwood dimension lumber and workings therefrom; and other hardwood dimension, semifabricated or ready for assembly; and hardwood flooring (industry 2426); and (3) manufacturing excelsior, wood shingles, and cooperage stock, and in sawing special products, not elsewhere classified (industry 2429). These three industries comprise the entire industry group 242, as defined in the 1957 edition and 1963 Supplement of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget. Separate auxiliary units, such as central offices, were excluded.

The establishments studied were selected from those employing eight workers or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be in the industry during the payroll period studied, are shown in the table below.

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,
Southern Sawmills and Planing Mills, October 1965

Region and State	Number of establishments ¹		Workers in establishments		
	Within scope of survey	Studied	Within scope of survey		Studied
			Total ²	Production workers	
South -----	3,406	484	112,045	100,184	39,447
Border States-----	785	113	18,706	16,301	5,754
Kentucky-----	165	36	5,133	4,207	2,049
Virginia-----	477	48	9,844	8,716	2,428
West Virginia-----	143	29	3,729	3,378	1,277
Southeast-----	2,096	263	63,286	56,883	19,331
Alabama-----	339	39	10,985	9,667	3,651
Florida-----	83	27	2,751	2,419	1,485
Georgia-----	402	40	10,895	9,849	2,130
Mississippi-----	196	28	9,692	8,890	3,073
North Carolina-----	601	50	14,145	12,630	3,008
South Carolina-----	224	32	5,631	5,108	1,602
Tennessee-----	251	47	9,187	8,316	4,382
Southwest ³ -----	525	108	30,053	27,000	14,362
Arkansas-----	241	38	12,807	11,653	5,408
Louisiana-----	143	34	9,169	8,250	4,134
Texas-----	128	32	7,144	6,237	4,110

¹ Includes only establishments with 8 workers or more at the time of reference of the universe data.

² Includes executive, professional, office, and other workers excluded from the production worker category shown separately.

³ Includes data for Oklahoma in addition to Arkansas, Louisiana, and Texas.

Method of Study

Data were obtained by personal visits of Bureau field economists under the direction of the Bureau's Assistant Regional Directors for Wages and Industrial Relations. The survey

was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. However, a mill and a logging camp that supplies the mill partly or wholly with logs and that are under the same ownership were considered as a single establishment. An establishment is not necessarily identical with the company, which may consist of one establishment or more. In this bulletin the term "mill" is synonymous with establishment.

Employment

The estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of establishment lists assembled considerably in advance of the payroll period studied.

Production Workers

The term "production workers," as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. Administrative, executive, professional, and technical personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded.

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these job descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations, but were included in the data for all production workers.

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average hourly rates or earnings for each occupation or other group of workers, such as sawmill and planing mill workers, logging workers, or production workers were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

Type of Operation

The term "integrated mill," as used in this bulletin refers to sawmills which have their own logging operations, while "independent mill" refers to sawmills which do no logging of their own.

Type of Wood

For purposes of this study, hardwoods include: Alder, ash, basswood, beech, birch, chestnut, cottonwood, elm, gum (red tupelo), hickory, mahogany, maple, oak, poplar (yellow, white), sycamore, and walnut; softwoods include: Cedar, cypress, fir (balsam, white), hemlock, larch, pine (white, yellow), and spruce.

Scheduled Weekly Hours

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated. Because of rounding, the sums of individual items may not equal totals.

Paid Holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, Insurance, and Retirement Plans. Data are presented for health, insurance, and retirement plans for which all or a part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as extended or major medical insurance, includes the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide, on retirement, regular payments for the remainder of the worker's life. Data are presented separately for lump-sum retirement pay (one payment or for several over a specified period of time) made to employees on retirement. Establishments providing both lump-sum payments and pensions to employees on retirement were considered as having both retirement pension and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

Nonproduction Bonuses. Nonproduction bonuses are defined for this study as bonuses that depend on factors other than the output of the individual worker or group of workers. Plans that defer payments beyond 1 year were excluded.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers.

BLOCK SETTER

(Block placer; ratchet setter; setter)

Rides on log carriage of head saw and on signal by head sawyer moves lever to adjust position of log on carriage so that planks of desired thickness are cutoff as carriage passes saw; pulls lever which moves carriage blocks toward center of carriage to make room for log; moves lever to advance log toward edge of carriage to cutting position; and advances log after each return of carriage.

CARRIER DRIVER

Operates a special truck which is used to lift, transport, and deposit piles of lumber from one place to another within the plant. Drives truck into position; moves levers which hook under and lift piles of lumber; drives carrier to designated location with lumber slung underneath; and releases levers lowering lumber to the ground.

CAT DRIVER, SKIDDING

Operates a gasoline- or diesel-powered tractor to pull logs out of the woods to a loading platform.

CHOKERMAN

(Choke setter; choker; choker-hooking)

Maneuvers logs into skidding position with peavey and fastens choker (noose or wire, rope, cable, or chain) about each log by which the log is dragged to the loading platform. May level butt end of log with an ax to make it skid more easily.

CUTOFF-SAW OPERATOR

(Cutoff-saw operator, treadle-operated; swinging cutoff-saw operator)

Operates a swinging or treadle-operated cutoff saw to cut wooden stock to desired lengths; and grades and cuts stock to best advantage, eliminating knots and other defects.

EDGERMAN

(Edging-machine operator)

Adjusts spacing of the several saws of an edging machine in order to obtain the maximum number of standard width, quality boards from each plank; feeds the planks into the feed rollers that grasp and carry them through machine; and raises or lowers, by hand-wheel, the feed rollers to accommodate planks of different thicknesses.

FALLER AND BUCKER, POWER

(Bucker; chopper; crosscutter; cutter; faller; feller; log cutter; log maker; timber cutter; timber faller; tree faller)

Working with partner, uses power-saw equipment to fell trees; may saw the felled trees into log lengths.

This classification includes workers who perform the falling and bucking operations. It does not, however, include workers who specialize in (1) selecting trees to be felled and notching or undercutting the side of trees in the direction of fall; (2) sawing and chopping limbs from felled trees to prepare them for cutting into logs and skidding; (3) peeling bark from the underside of logs and smoothing slight crooks in logs to facilitate dragging them over the ground; and (4) peeling bark from pulpwood logs. These operations may be performed by fallers and buckers.

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuel to fire by hand or operates a mechanical stoker, gas or oil burner; and checks water and safety valves. May clean, oil, or assist in preparing boiler-room equipment.

GRADER, LUMBER

Examines and sorts milled or rough-sawed lumber according to designated standards; as milled lumber passes on conveyor belt or is placed on table, examines it on all sides for defects, such as knots, faulty edges, stains, and unsatisfactory machine work; routes faulty pieces to workers who dispose of them; removes satisfactory pieces and places them in proper bin or truck, sorts them into classes which are determined by the presence of blemishes, such as worn holes, small knots, or off-coloring. May scale board footage in each piece and record results. In some establishments the grader marks each satisfactory piece with a number that indicates its grade and sends it to the sorter, who places it in proper bin.

For wage study purposes, workers are classified as follows:

Grader, lumber (green chain)
Grader, lumber (planed lumber)

GROUND LOADER

(Hooker; tongs hooker—Appalachian area; tongs puller—southern area)

Stationed on the ground and assists in loading logs upon railway cars, trucks, or other vehicles, or assists in rolling logs onto a log deck. Work involves maneuvering log into position with a peavey and fastening tongs, chains, or other devices about the log by which the log is loaded, or guiding log with peavey as the log is pulled up on skids and onto log deck, sled, truck, or other vehicle. Includes ground loader employed on mechanical loading operations and workers who load logs manually.

HEAD-SAW OPERATOR

(Band-head-saw operator; circular-head-saw operator; head sawyer; sawyer, head rig)

Supervises and directs activities of the entire head rig crew while operating a band-head saw or a circular-head saw, which cuts logs into rough lumber; is responsible for maintaining efficient work performance, high rates of production, and for keeping waste to a minimum.

For wage study purposes, workers are classified as follows:

Head-saw operator, band saw
Head-saw operator, circular saw

JANITOR

(Day porter; sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping and/or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LOADER, CAR AND TRUCK

(Car storer; car stower; carman; freight-car loader; train loader; vehicle loader)

Loads railway car or motortruck with lumber products using handtrucks, skids, bars, chutes, hand hoists, jacks or similar equipment; places products in a compact load which will not shift or be damaged in transit and will permit unloading in desired order. May secure load with ropes, metal straps, or other fastenings; and may also unload incoming shipments.

LOG DECKMAN

(Deckman; log handler; rampman; sawmill-deck laborer)

Arranges logs on sawmill log deck in convenient order for accessibility to carriage of head saw; rolls logs from conveyor, tram car, or motortruck into position, using a cant hook; or guides loads of logs being moved by crane or derrick, and releases lashings from logs after they are lowered to the deck, using a cant hook to roll logs into position. May operate mechanical equipment used in pulling logs up an incline from the log pond. May remove stones or nails embedded in the bark of the logs with pick or ax.

LUMBER STACKER

(Piler; stacker; kiln loader; kiln pusher)

Piles rough-sawed or planed lumber in large stacks for air drying or loads kiln cars and pushes them into steam-heated kilns for seasoning. Stacks lumber manually or with the aid of mechanical equipment, separating layers with "stickers" to increase air circulation and expedite drying. Usually works in a team.

This classification includes "groundmen" or "boosters" (who work on the ground) and "topmen" or "jackers" (who work on top of the pile).

For wage study purposes, workers are classified as follows:

Lumber stacker, air drying or storage
Lumber stacker, kiln drying

OFF-BEARER, MACHINE

(Catcher; lumber tailer; machine tailer; tailer)

Stationed at the discharge end of a saw or machine to receive wooden parts as they come off the machine; and piles products or loads materials on a conveyor for transfer elsewhere.

For wage study purposes, workers are classified according to type of operation as follows:

- Off-bearer, machine (sawmilling operations)
- Off-bearer, machine (planing mill operations)
- Off-bearer, machine (other types of operations, including veneer and box departments of sawmills)

PLANER OPERATOR

(Facer operator; planer; surfacer operator; wood planer operator)

Operates a single or double surface planer to level off irregularities and cut a smooth surface on rough stock, reducing it to specified thickness. Planer operators may be classified on the basis of whether they: Operate only—by feeding stock into the machine; or set up and operate—by adjusting table for depth of cut and thickness of stock; adjusting pressure bar; inserting, guiding, and checking stock; and changing dull blades. Includes matcher and sizer operations.

For wage study purposes, workers are classified as follows:

- Planer operator (feed only)
- Planer operator (set up and operate)

PONDMAN

(Boatman; boomman; hoister; log chain feeder; log rider; poler; pond monkey; sinkerman; sinker puller; swingman)

Performs any of the following duties connected with the storage of logs in a pond and their selection and delivery to log chute for sawing: Selects logs and drives them to log chute, working from catwalk, flatboat, raft, or from floating logs; guides logs with pike pole onto log chain that carries them up to log deck, working from bank near foot of log chute; raises sunken logs; and operates a powered winch on pond bank to haul cable with which sunken or jammed logs are raised or released.

Includes workers, employed at operations that have either a log pond or log yard, who perform operations connected with the storage of logs and the delivery of logs to the log deck.

SORTER, GREEN CHAIN

(Green-chain tailer; green chainman)

Removes newly sawed lumber from conveyor, handtruck, etc., and stacks it in piles according to size and grade marked on each piece by grader.

TEAMSTER, LOGGING

Drives one or more horses or mules to haul logs out of the woods to a loading platform. Workers who furnish their own teams are excluded.

TRIMMERMAN

(Double-end-trimmer operator; equalizer-machine operator; trim sawyer; trimming machine operator; multisaw trimmer operator)

Operates a machine equipped with two or more cutoff saws mounted on a common horizontal shaft to cut wooden stock to desired lengths. The saws may be adjustable and are spaced by handwheel to obtain desired lengths of stock. Stock is fed to the saws either by placing individual lengths on a conveyor belt or chain that feeds stock into the saws, or on a movable table that is pushed past the saws. This type of saw is used in a sawmill to square stock ends, to cut stock to standard lengths, and to trim out defects.

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

TRUCKDRIVER, LOGGING

Hauls logs on a log truck (a two-wheeled trailer with long tongue and regular truck) from forest over highways to a landing or long pond. Aids in loading and unloading logs and fastens chains around logs on truck. Includes drivers of all types of trucking equipment used in hauling logs.

TRUCKER, POWER (forklift)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

WATCHMAN

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

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, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 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, 1965. BLS Bulletin 1476 (25 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, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 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, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1958. BLS Report 143.
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 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, 1964. BLS Bulletin 1455 (30 cents).
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
Women's and Misses' Dresses, 1963. BLS Bulletin 1391 (30 cents).
Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (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, 1964. BLS Bulletin 1466 (30 cents).
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1964. BLS Bulletin 1467 (20 cents).
Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 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).
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

II. Earnings Distributions 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 and Hours, June 1965—
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).
General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).
Food Stores. BLS Bulletin 1501-3 (30 cents).
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).
Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).
Miscellaneous Stores. BLS Bulletin 1501-7 (30 cents).

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

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

BUREAU OF LABOR STATISTICS REGIONAL OFFICES

