

INDUSTRY WAGE SURVEY

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BUREAU OF LABOR STATISTICS



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UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

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Arthur M. Ross, Commissioner



Preface

This summary of data on employment and hourly rates of pay is based on annual reports filed with the Federal Communications Commission by telephone carriers, the Western Union Telegraph Co., 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 Office of Wages and Industrial Relations by the Division of Occupational Pay. 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, 1966

Summary

Basic wage rates¹ of the 723,971 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$3.13 an hour in late 1966. Telephone-carrier employees, accounting for 96 percent of the workers covered by the study,² averaged \$3.14 an hour in December 1966. Nonmessenger employees of the Western Union Telegraph Co. averaged \$3.06 an hour, and employees of international telegraph carriers averaged \$3.72 an hour in October 1966.

Average rates of pay for employees of telephone carriers were 3.3 percent higher in December 1966 than in December 1965.³ Between October 1965 and October 1966, average hourly pay rates of nonmessenger employees of the Western Union Telegraph Co. increased 5.9 percent and those of employees of the international telegraph carriers, 5.1 percent.

Employment in telephone carriers covered by the study increased from 648,000 in December 1965 to 692,000 in December 1966, exceeding a previous employment peak for the industry (682,000) reached in 1957. Western Union's total employment in October 1966

was 4 percent above the previous year, whereas employment in international telegraph carriers has remained at about the same level for the last 3 years.

Telephone Carriers

Pay Rates in December 1966. Basic wage rates of the 692,000 employees of the telephone carriers included in the study⁴ averaged \$3.14 an hour in December 1966 (table 1). Individual pay rates were widely dispersed, reflecting the great diversity of skills and responsibilities in the industry, pay differences among carriers, and rate structures which typically provide rate ranges for workers in a given job and locality. About three-tenths of the work force earned less than \$2.30 an hour, and a similar proportion earned \$3.70 or more.

A large majority of telephone employees are covered by collective bargaining agreements, most of which are with the Communications Workers of America. Collective bargaining agreements frequently relate to a specific carrier department (plant, traffic, commercial, etc.), and may also be split into geographic areas (e.g., northern and southern California Traffic Departments of the Pacific Telephone and Telegraph Co.). Agreements on file with the Bureau of Labor Statistics indicate that wage-rate schedules generally varied by occupation, region, among companies in the same region, and for a given occupation and company, by locality. Agreements typically provide a range of rates for a specific job and locality, with the spread between minimum and maximum rates varying by occupation. The maximum rates for typists and telephone operators, for example, frequently exceeded the minimum rates for the jobs by about 40 percent, whereas the spread amounted to as much as 90 percent for certain craft jobs in the plant department. Advancement from the starting to maximum rates commonly involves from 11- to 14-step increases over a 5½- to 6-year period.

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 prerequisites. 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.

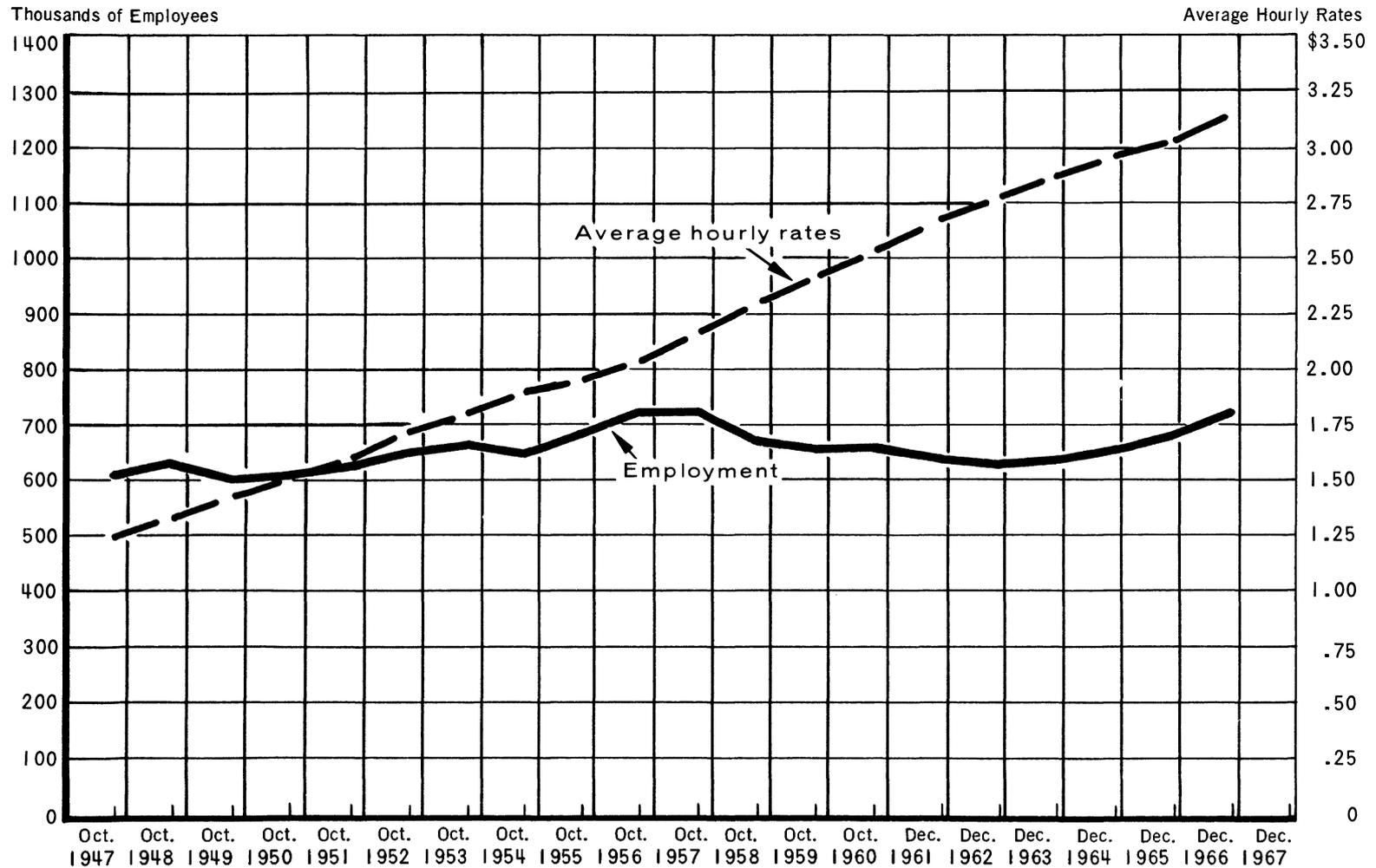
Since 1947, annual studies have been made in cooperation with the FCC. Prior to 1961, information for all carriers included in the annual reports relates to an October payroll period. Effective 1961, the reference data for telephone carriers was changed to December. See appendix for scope and method of survey.

² The study covered nearly nine-tenths of the estimated 790,600 employees of the Nation's telephone communications industry in December 1966 and almost all of the employees in the telegraph communications industry in October 1966.

³ For results of the previous survey, see Industry Wage Survey: Communications, 1965 (BLS Bulletin 1521, 1967).

⁴ The study of telephone carriers was limited to those (52) with annual operating revenues exceeding \$1 million and engaged in interstate or foreign communication services by means of their own facilities or through connection with the facilities of another carrier under direct or indirect common control. Approximately 6,250 officials and managerial assistants of these carriers were not included in the study.

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947–December 1966



Women constituted almost three-fifths of the telephone work force and were employed largely as telephone operators and clerical workers. Experienced switchboard operators, virtually all women and accounting for one-sixth of the total employment, averaged \$2.27 an hour. Nonsupervisory clerical employees (129,519 women and 9,417 men) averaged \$2.44 an hour.

Construction, installation, and maintenance employees, representing three-tenths of the total work force, averaged \$3.54 an hour. Average hourly pay rates for numerically important occupations in this nearly all male group were: \$3.66 for exchange repairmen; \$3.55 for test-board men and repeatermen; \$3.45 for cable splicers; \$3.36 for PBX and station installers; \$3.34 for central office repairmen; and \$2.65 for linemen.⁵

Compared with the national average of \$3.14 an hour, overall regional averages ranged from \$2.73 in the Southeast to \$3.37 in the Middle Atlantic. Averages were above the national level in the Pacific, Great Lakes, and New England, and below in the remaining regions (table 4).

Occupational averages were usually highest in the Middle Atlantic region and lowest in the Southeast. The following tabulation indicates relationships between the national regional averages for three numerically important occupations:

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-----	99	102	98
Middle Atlantic-----	102	107	104
Great Lakes-----	102	102	103
Chesapeake-----	96	100	98
Southeast-----	93	87	96
North Central-----	91	94	102
South Central-----	93	94	97
Mountain-----	95	96	101
Pacific-----	107	111	103

⁵ 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 5 years, craft employment in central office, installation, and exchange repair activity has increased 21 percent as compared with a decline of 7 percent in the number of linemen.

Occupational pay relationships also 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 14 percent. Average pay rates for PBX and station installers exceeded the average for experienced switchboard operators by 69 percent in the North Central; by 40 to 55 percent in six regions; and by about 33 percent in the New England and Pacific regions.

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 \$3.18 an hour, compared with \$2.47 for employees of other companies (tables 2 and 3). Bell system carriers, usually covering an entire State or group of States, employed more than 50,000 in four companies, over 25,000 in seven others, and less than 4,000 in only three companies. Only 1 of the 28 non-Bell companies employed as many as 4,000 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 nearly three-fourths of the employment in non-Bell companies.

Pay levels for all occupational categories studied separately were higher for Bell than for non-Bell carriers. Among seven major occupational categories shown below, average hourly pay rates in non-Bell carriers ranged from 74 percent to 97 percent of counterpart averages in Bell Systems.

	Average pay rates of non-Bell carriers as a percent of occupational average for Bell Systems	
	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory-----	82	86
Experienced switchboard operators-----	74	80
Central office repairmen-----	84	84
PBX and station installers-----	83	84
Linemen-----	97	96
Cable splicers-----	86	86
Building, supplies, and motor vehicle mechanics-----	80	81

Average scheduled workweeks for nonsupervisory clerical employees and experienced switchboard operators were 39.7 and 38.9 hours, respectively, in non-Bell companies and 37.7 and 36.3 hours, respectively, in the Bell System. Thus, comparisons based on average weekly rates indicate a smaller difference in pay levels for the two categories. Among the craft categories, scheduled workweeks were about the same in the two carrier groups.

Trends in Employment and Pay Rates.

Total employment of telephone carriers increased by 43,600 (6.7 percent) between December 1965 and December 1966. The 1966 employment level (692,000) was 25 percent higher than the employment of 553,000 recorded in 1947, the date of the Bureau's initial study. Year-to-year changes in employment, however, have not been uniform during the 19-year period, which may be divided into three parts to describe employment trends. The first, which covers a 10-year period, is characterized by an almost uninterrupted increase in employment which terminated with a peak of 682,000 in October 1957. The second part includes 5 successive years of declining employment to 596,000 workers in December 1962; this 13-percent decline was caused chiefly by the installation of improved equipment which permitted a sharp reduction in the number of telephone operators. The third is the last 4 years of the period when employment again increased each year. The increase from 1965 to 1966 occurred mostly in the Bell System carriers⁶ and was reflected in nearly all major occupational categories.

The level of wages in the telephone industry increased by 3.3 percent during the December 1965-66 period from \$3.04 to \$3.14 an hour. Interregional differences in pay levels in December 1966 are compared in the following tabulation with those in October 1951 and October 1957.⁷ 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 1966.

⁶ For more information on employment and earnings trends in Bell System carriers from 1945 to 1965, see "Employment and Wage Trends in Bell System Companies," *Monthly Labor Review*, March 1967, pp. 38-41.

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

All-employee¹ average as a percent of national averages in—

Region	October 1951	October 1957	December 1966
New England-----	102	98	100
Middle Atlantic---	104	106	107
Great Lakes-----	104	103	102
Chesapeake-----	101	99	98
Southeast-----	86	87	87
North Central-----	89	94	94
South Central-----	88	92	89
Mountain-----	89	91	96
Pacific-----	107	105	105

¹ Excludes officials and managerial assistants.

Western Union Telegraph Company

Straight-time rates of pay for the 23,231 nonmessenger employees⁸ of the Western Union Telegraph Company averaged \$3.06 an hour in October 1966 (table 5). The 1,555 motor messengers averaged \$2.22 an hour and the 2,095 foot and bicycle messengers, \$1.30. Since October 1965, average hourly rates of nonmessenger employees had increased 17 cents and those of motor messengers, 10 cents. These increases were largely the result of general wage increases effective June 1, 1966.⁹ The average hourly rate for foot and bicycle messengers was the same in both October 1965 and October 1966.

Men, constituting 57 percent of the non-messenger 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 in October 1966 were: \$3.47 for traffic testing and regulating employees; \$3.38 for subscribers' equipment maintainers; and \$3.09 for linemen and cablemen. Average straight-time hourly rates of pay for numerically important occupational categories predominantly held by women were: \$2.71 for nonsupervisory clerical employees; \$2.46 for experienced telegraph

⁸ Excludes 317 officials and managerial assistants.

⁹ Under the terms of the company's collective bargaining agreements, effective June 1, 1966, all employees except foot and bicycle messengers received a 4.5-percent wage increase; foot and bicycle messengers, having 24 months or more progression credit, received wage increases of 5 cents per hour (CTU area) or 4 cents per hour (CWA area). In addition, job classification wage increases were granted to most skilled workmen in the Technical Facilities Department. An additional 4.5-percent wage increase (based on rates of pay in effect May 31, 1966) and further job classification wage increases were provided on June 1, 1967, but are not, of course, reflected in the data contained in this report.

operators (except Morse operators) in the traffic department and \$2.35 for those in the commercial department; and \$2.40 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, about two-thirds of the traffic department experienced telegraph operators (except Morse) and three-fifths of the telephone operators had hourly rates between \$2.50 and \$2.70.

Wage rates for employees of Western Union 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 Communications Workers of America. Wage provisions contained in agreements with both the CTU and CWA included established rate ranges for all occupations; differences between the starting and maximum rate 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 (except for the New York area) applied to foot and bicycle messengers.

Western Union's messengers, nearly all males, constituted 14 percent of the company's work force in October 1966. About three-fifths of the 3,650 messengers were foot and bicycle messengers who averaged \$1.30 an hour—the same average rate recorded a year earlier. At the time of the study, foot and bicycle messengers having less than 1 year of progression credit received \$1.25 an hour; those having 1 year received \$1.30 an hour; and those having 2 years' progression credit received \$1.40 an hour, except in the New York area (CWA bargaining unit) where the established rate was \$1.39 an hour. In both October 1965 and 1966, approximately seven-tenths of the nonmotor messengers had less than 1 year of progression credit. The average rates of the 1,555 motor messengers increased 4.7 percent—from \$2.12 to \$2.22 an

hour. Nearly one-half earned between \$2.30 and \$2.50 an hour. Foot and bicycle messengers, many of whom were employed on a part-time basis, had an average workweek of 29.9 hours, compared with 37.7 hours for motor messengers.

The 5.9 percent increase in the average rates of pay for nonmessenger employees between October 1965 and October 1966 was the largest since 1959–1960, when an average increase of 6.6 percent was recorded. During the intervening 5 years, the average annual increase was about 3.5 percent. Among the major occupational categories, average increases from October 1965 to 1966 ranged from 9.5 percent for professional and semi-professional employees to 2.4 percent for telegraph operators. The average increase for clerical employees was 4.7 percent and for construction, installation, and maintenance workers, 4 percent.¹⁰

Total employment in October 1966 was 4 percent above the October 1965 level. This increase is only the second recorded since 1947, the date of the Bureau's initial study. The most significant gains between October 1965 and 1966 were recorded in the professional and semiprofessional (34.8 percent) and the construction, installation, and maintenance (7.6 percent) categories. The number of foot and bicycle messengers declined by 11.1 percent, but motor messengers increased by 5.9 percent.

As indicated in the following tabulation, not only has the level of employment declined, but the occupational composition of the work force has changed considerably during the 19-year period. The proportion of workers classified as telegraph operators declined from 34 percent in 1947 to 24 percent in 1966; and the proportion of foot and bicycle messengers, from 18 to 8 percent. On the other hand, the proportions of construction, installation, and maintenance workers, and clerical employees have increased during this period.

¹⁰ Changes in average pay rates not only reflect general wage increases, but also changes in hiring practices. Because of the wide range of rates that apply to most occupations, average rates of pay during periods of increased hiring are affected by a disproportionate number of workers paid at the minimum rate for the job.

	October 1966	October 1965	October 1956	October 1947
Total, all employees: ¹				
Number -----	26,881	25,858	37,440	53,107
Percent -----	100	100	100	100
Percent of employees classified as:				
Telegraph office superintendents and managers -----	9	10	9	8
Clerical employees -----	22	22	19	19
Telegraph operators -----	24	24	31	34
Construction, installation, and maintenance employees -----	24	23	16	13
Messengers, foot and bicycle -----	8	9	15	18
Messengers, motor -----	6	6	4	3
Others -----	8	7	7	5

¹ Excludes officials and managerial assistants.

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

International Telegraph Carriers

The 5,054 employees of the six principal international telegraph carriers¹¹ covered by the survey averaged \$3.72 an hour in October

¹¹ The study covers international telegraph carriers whose annual operating revenue is in excess of \$50,000 and excludes 66 officers and assistants and approximately 2,300 employees working outside the conterminous 48 States and District of Columbia.

1966 (table 6). This increase was 5.1 percent above the average level of earnings recorded in October 1965. The average rate of pay in October 1966 for the 4,650 non-messenger employees was \$3.87 an hour; the 404 messengers, nearly all foot and bicycle, averaged \$1.47. Men, accounting for nearly seven-eighths of the total work force, were predominant in nearly all occupational categories.

Average hourly rates of pay for numerically important occupational categories were: \$4.02 for radio operating technicians; \$3.82 for mechanics and maintenance technicians; \$3.39 for cable operators; \$3.23 for teletype-multiplex operators; and \$3.09 for nonsupervisory clerical employees. The foot and bicycle messengers, who averaged \$1.45 an hour, had an average workweek of 27.7 hours, whereas the average for most other groups was 37.5 hours.

Included in the study are carriers engaged in nonvocal international telegraph communications either by radio or by ocean cable. Although many of the occupational categories studied are common to both operations, some are exclusive to one carrier group. For example, radio operators and radiotelegraph riggers were reported only by radiotelegraph carriers; cable operators, on the other hand, were employed in ocean-cable operations only.

Table 1. Telephone Carriers:¹ Percentage Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1966

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—													
	Total	Men	Women			\$1.25	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70
						and under \$1.30	1.30-1.50	1.50-1.70	1.70-1.90	1.90-2.10	2.10-2.30	2.30-2.50	2.50-2.70	2.70-2.90	2.90-3.10	3.10-3.30	3.30-3.50	3.50-3.70	and over
All employees except officials and managerial assistants	692,036	300,919	391,117	38.0	\$ 3.14	(³)	0.5	3.2	7.6	9.7	10.3	10.1	8.5	5.6	3.9	3.6	3.9	5.0	28.1
Part time	22,996	1,517	21,479	21.6	2.06	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time	669,040	299,402	369,638	38.6	3.17	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	68,114	52,396	15,718	37.8	5.48	(³)	(³)	.2	.7	.8	1.0	1.5	2.1	1.8	1.8	2.3	2.3	2.3	83.2
Draftsmen	2,791	588	2,203	37.9	2.52	(³)	(³)	3.1	15.5	13.7	12.1	15.2	12.6	6.5	4.4	2.9	2.6	2.3	8.7
Others	65,323	51,808	13,515	37.8	5.61	(³)	(³)	.1	.3	.6	.9	1.6	1.6	1.7	2.3	2.3	2.3	2.3	86.3
Business office and sales employees	53,262	16,259	37,003	37.7	3.32	(³)	.1	.7	2.1	7.3	11.2	11.5	13.5	9.1	5.9	5.0	2.1	1.9	29.6
Supervisors	10,532	5,450	5,082	38.1	4.77	-	-	-	.1	.3	.4	1.3	3.3	4.4	5.0	5.9	5.3	74.0	
Nonsupervisory employees	42,730	10,809	31,921	37.6	2.96	(³)	.2	.8	2.6	9.1	13.8	14.3	16.4	10.6	6.3	5.0	1.2	1.1	18.6
Clerical employees	150,012	11,801	138,211	37.8	2.55	(³)	.3	2.5	10.5	12.6	13.4	16.0	14.6	9.7	5.5	2.5	2.2	2.1	7.9
Supervisors	11,076	2,384	8,692	38.0	3.86	(³)	-	.1	.1	.4	1.2	3.0	5.2	7.8	9.0	10.9	9.0	53.1	
Nonsupervisory employees	138,936	9,417	129,519	37.8	2.44	(³)	.4	2.7	11.4	13.6	14.4	17.1	15.5	10.0	5.4	1.9	1.6	1.5	4.3
Commercial department	27,216	645	26,571	37.3	2.29	(³)	.5	3.4	16.4	18.9	16.1	15.3	13.4	7.0	4.6	1.3	.8	.6	1.9
Traffic department	21,145	20	21,125	38.3	2.48	(³)	.1	1.5	5.6	7.9	14.4	24.6	19.7	14.7	6.0	1.9	1.6	.5	1.5
Plant department	36,338	6,221	30,117	38.7	2.55	(³)	.2	2.8	8.1	10.7	14.7	20.3	14.6	9.0	3.7	1.4	2.0	3.7	8.7
Accounting department	32,893	1,296	31,597	37.2	2.37	(³)	.5	2.9	14.2	15.4	13.3	12.9	17.7	11.8	7.3	1.4	.7	.3	1.4
All other departments	21,344	1,235	20,109	37.3	2.52	(³)	.5	2.8	11.8	14.9	13.3	13.2	12.5	8.6	5.5	4.5	3.1	1.9	7.4
Telephone operators	192,953	64	192,889	36.3	2.29	.1	1.5	8.5	15.1	16.5	15.3	14.0	9.5	5.6	4.4	3.9	2.7	.8	2.2
Chief operators	9,332	29	9,303	38.5	3.54	-	(³)	.1	.2	.5	.8	2.6	5.7	10.4	11.9	12.2	11.0	9.3	35.3
Service assistants and instructors	15,197	32	15,165	37.9	2.77	-	(³)	.4	1.7	2.6	6.8	13.6	24.3	21.8	8.9	6.3	4.4	4.0	5.1
Experienced switchboard operators	117,121	2	117,119	36.5	2.27	.1	1.8	6.1	11.1	16.2	18.0	18.7	10.5	4.8	5.0	4.6	3.0	1.1	1.1
Operators in training	49,071	1	49,070	34.9	1.91	-	1.4	18.6	32.4	25.3	14.6	5.1	1.8	.5	.1	(³)	(³)	(³)	1.1
Other switchboard employees	2,232	-	2,232	38.4	2.61	-	(³)	.7	1.3	2.2	6.0	17.1	35.1	27.1	6.1	2.0	1.0	.8	.4
Construction, installation, and maintenance employees	203,476	202,767	709	39.9	3.54	(³)	.1	.3	1.7	4.5	5.8	4.7	4.0	2.9	2.2	4.0	7.2	12.9	49.9
Foremen of telephone craftsmen	27,865	27,850	15	39.8	4.93	-	-	-	(³)	(³)	(³)	.1	.1	.2	.3	.3	.5	1.0	97.4
Central office craftsmen	65,930	66,293	637	39.9	3.38	(³)	.1	.3	1.3	4.1	5.9	5.2	5.7	3.9	3.1	4.9	7.3	14.0	44.1
Test-board men and repeatermen	14,929	14,925	4	39.9	3.55	(³)	.1	.4	.8	2.4	3.6	3.5	3.2	2.6	2.2	3.7	6.7	17.1	53.8
Central office repairmen	49,164	48,544	620	39.8	3.34	(³)	.1	.3	1.3	4.3	6.5	5.8	6.3	4.3	3.3	5.2	7.4	12.5	42.8
Others	2,837	2,824	13	39.8	5.03	.1	.1	.3	4.8	10.1	8.5	5.6	8.4	3.3	4.2	6.3	8.8	24.0	15.5
Installation and exchange repair craftsmen	74,344	74,291	53	40.0	3.40	(³)	(³)	.2	1.3	3.6	5.3	4.6	3.6	2.8	2.1	4.6	10.1	16.0	45.8
PBX and station installers	34,580	34,578	2	40.0	3.36	-	(³)	.3	1.0	3.7	7.2	6.5	4.6	3.6	2.5	2.9	6.8	12.9	48.0
Exchange repairmen	16,614	16,590	24	40.0	3.66	-	(³)	.3	1.1	1.3	1.5	1.7	1.6	1.9	3.4	8.4	15.0	63.8	
Others	23,150	23,123	27	39.9	3.28	.1	(³)	.3	2.3	5.4	5.3	4.1	3.4	2.4	1.8	7.8	16.3	21.2	29.7
Line, cable, and conduit craftsmen	34,319	34,315	4	40.0	3.06	(³)	.1	.8	4.6	10.6	11.1	7.6	4.9	3.3	2.0	4.1	5.8	13.6	31.5
Linemen	12,901	12,900	1	40.0	2.65	(³)	.2	.9	8.7	18.7	16.6	10.2	5.6	3.5	2.2	4.7	8.4	9.6	10.8
Cable splicers	17,748	17,748	-	40.0	3.45	-	(³)	.2	.6	2.3	4.7	5.6	4.4	3.3	1.8	4.0	4.8	18.7	49.6
Cable splicers' helpers	2,203	2,203	-	40.0	2.16	-	(³)	2.0	12.9	32.3	31.0	9.7	5.4	2.8	1.6	.7	.3	(⁴)	1.1
Others	1,467	1,464	3	39.8	3.16	.2	.1	4.8	4.6	6.3	9.7	5.7	4.4	2.5	3.2	5.9	4.2	7.6	40.8
Laborers	18	18	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees	22,185	16,002	6,183	37.8	2.78	.1	.8	5.0	10.3	13.2	13.5	9.7	8.0	6.0	4.9	4.4	3.4	4.3	16.2
Foremen	2,671	2,292	379	39.3	4.59	-	-	-	.1	.7	1.1	1.3	2.8	1.5	2.5	1.9	2.8	2.1	83.0
Mechanics	2,925	2,919	6	39.7	3.41	-	(³)	.2	.5	1.6	3.1	4.0	6.7	4.4	6.4	7.1	9.1	19.1	37.8
Other building service employees	11,607	5,835	5,772	36.2	2.15	.2	1.4	9.1	17.9	21.7	19.6	13.3	9.0	6.1	.9	.4	.1	.1	.2
Other supplies and motor vehicle employees	4,982	4,956	26	39.6	2.81	-	(³)	1.0	3.7	7.2	12.3	9.0	9.3	9.1	14.8	13.6	8.1	6.8	5.0
All employees not elsewhere classified	2,034	1,630	404	38.2	3.49	-	.3	.6	2.1	4.6	7.6	5.2	4.7	6.5	6.5	8.2	7.9	8.7	36.8

¹ Covers 52 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.
⁴ Insufficient data to warrant presentation of information on rates and hours.

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 1966

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving--													
	Total	Men	Women			\$1.30 and under	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	and over
						\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70		
All employees except officials and managerial assistants	661,879	286,706	375,173	37.9	\$ 3.18	0.1	2.8	7.5	9.6	10.3	10.4	8.7	5.7	3.9	3.4	3.8	5.1	28.9	
Part time	21,740	1,374	20,366	21.2	2.09	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	640,139	285,332	354,807	38.5	3.20	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	65,748	50,362	15,386	37.7	5.55	-	.1	.7	.8	1.0	1.5	2.0	1.7	1.8	2.2	2.1	2.1	83.9	
Draftsmen	2,650	509	2,141	37.8	2.51	-	2.9	15.7	14.1	12.2	15.2	12.9	6.4	4.5	2.5	2.5	2.2	8.7	
Others	63,098	49,853	13,245	37.7	5.67	(³)	(³)	.1	.2	.5	.9	1.6	1.5	1.6	2.1	2.1	2.1	87.1	
Business office and sales employees	51,979	15,888	36,091	37.6	3.34	-	.4	2.0	7.1	11.0	11.7	13.6	9.2	6.0	5.0	2.1	1.9	29.9	
Supervisors	10,327	5,328	4,999	38.0	4.79	-	-	-	(³)	.2	.3	1.3	3.3	4.3	5.0	5.9	5.3	74.5	
Nonsupervisory employees	41,652	10,560	31,092	37.5	2.93	(³)	.5	2.5	8.8	13.7	14.5	16.7	10.7	6.5	5.0	1.1	1.0	18.9	
Clerical employees	144,221	11,025	133,196	37.7	2.57	-	1.9	10.4	12.3	13.2	16.3	15.1	10.0	5.7	2.5	2.3	2.1	8.1	
Supervisors	10,649	2,128	8,521	37.9	3.87	-	-	(⁴)	.1	.3	1.1	2.9	5.1	7.9	9.0	11.0	9.1	53.5	
Nonsupervisory employees	133,572	8,897	124,675	37.7	2.46	-	2.1	11.3	13.3	14.2	17.6	16.0	10.4	5.5	2.0	1.6	1.6	4.5	
Commercial department	25,946	6,004	25,342	37.2	2.31	-	2.5	16.3	18.8	16.0	15.7	13.9	7.3	4.8	1.3	.9	.6	1.9	
Traffic department	20,630	10	20,620	38.3	2.49	-	1.3	5.4	7.3	14.1	25.0	20.1	15.0	6.1	1.9	1.6	.5	1.5	
Plant department	35,238	6,107	29,131	38.6	2.56	(³)	2.4	8.0	10.1	14.5	20.9	15.0	9.2	3.8	1.4	1.9	3.8	8.9	
Accounting department	31,453	1,129	30,324	37.0	2.38	-	2.2	14.2	15.2	13.1	13.2	18.3	12.2	7.6	1.4	.7	.4	1.5	
All other departments	20,305	1,047	19,258	37.2	2.55	-	1.9	11.8	14.7	13.3	13.4	12.8	8.7	5.7	4.6	3.2	2.0	7.7	
Telephone operators	183,528	60	183,468	36.2	2.32	.3	7.6	15.2	16.3	15.5	14.7	9.9	5.8	4.6	4.1	2.8	.8	2.3	
Chief operators	8,937	27	8,910	38.5	3.57	-	-	(³)	.2	.6	2.4	5.5	10.1	11.9	12.3	11.2	9.4	35.4	
Service assistants and instructors	14,665	32	14,633	37.7	2.79	(³)	.1	1.5	2.1	5.5	13.7	24.9	22.4	9.2	6.5	4.6	4.2	5.3	
Experienced switchboard operators	109,279	-	109,279	35.3	2.31	.1	4.5	10.9	15.8	18.7	20.0	11.3	5.2	5.3	5.0	3.2	.1	.1	
Operators in training	48,441	1	48,440	34.9	1.91	.9	18.6	32.5	25.5	14.7	5.2	1.8	.5	.1	(³)	(³)	(³)	.1	
Other switchboard employees	2,206	-	2,206	38.5	2.62	-	.7	1.0	2.0	5.8	17.1	35.4	27.4	6.2	2.0	1.0	.8	.4	
Construction, installation, and maintenance employees	193,322	192,683	639	39.9	3.58	-	.1	1.5	4.4	5.8	4.7	4.0	2.7	1.8	3.2	6.9	13.1	51.9	
Foremen of telephone craftsmen	26,696	26,682	14	39.8	4.98	-	-	-	(³)	(³)	(³)	.1	.1	.1	.2	.6	.6	98.9	
Central office craftsmen	64,085	63,466	619	39.9	3.40	-	.1	1.2	4.1	6.0	5.3	5.7	3.8	2.8	4.1	7.0	14.2	45.7	
Test-board men and repeatermen	14,523	14,520	3	39.9	3.56	-	.1	.8	2.4	3.7	3.5	3.2	2.5	2.1	2.9	6.5	17.4	54.9	
Central office repairmen	47,418	46,809	609	39.8	3.36	-	(³)	1.1	4.2	6.5	5.8	6.4	4.2	3.0	4.6	7.1	12.7	44.1	
Others	2,144	2,137	7	39.7	3.03	-	-	6.0	12.3	9.3	5.2	8.0	1.5	3.1	1.3	9.2	26.8	17.3	
Installation and exchange repair craftsmen	70,414	70,412	2	40.0	3.43	-	-	1.0	3.5	5.3	4.6	3.4	2.5	1.5	3.7	9.9	16.5	48.1	
PBX and station installers	33,202	33,201	1	40.0	3.38	-	(³)	.8	3.6	7.3	6.6	4.5	3.2	1.9	2.6	6.6	13.2	49.7	
Exchange repairmen	15,488	15,488	-	40.0	3.70	-	-	.2	.8	1.0	1.1	1.5	1.4	1.2	1.6	7.6	15.4	68.1	
Others	21,724	21,723	1	39.9	3.32	-	(³)	1.8	5.2	5.3	4.1	3.2	2.2	1.2	6.8	16.5	22.3	31.4	
Line, cable, and conduit craftsmen	32,124	32,120	4	40.0	3.08	-	.3	4.3	10.7	11.2	7.7	4.8	3.1	1.7	3.2	5.6	14.1	33.4	
Linemen	11,865	11,864	1	40.0	2.66	-	.4	8.7	19.2	17.1	10.3	5.6	3.2	1.8	3.8	8.2	10.0	11.7	
Cable splicers	16,887	16,887	-	40.0	3.48	(³)	(³)	.4	2.2	4.6	5.7	4.3	3.2	1.6	2.9	4.5	19.1	51.5	
Cable splicers' helpers	2,101	2,101	-	40.0	2.17	-	.9	12.8	33.3	31.2	9.8	5.3	2.8	1.7	.7	.3	(³)	1.1	
Others	1,271	1,268	3	39.8	3.29	-	1.7	2.3	6.8	10.9	6.4	3.1	1.7	2.2	4.0	4.9	8.8	47.0	
Laborers	3	3	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	21,150	15,136	6,014	37.8	2.81	.2	4.6	9.6	13.4	13.9	10.0	8.2	6.2	4.8	4.3	3.4	4.5	16.8	
Foremen	2,612	2,233	379	39.2	4.61	-	-	.1	.7	1.1	1.3	2.7	1.5	2.5	1.7	2.6	1.9	83.8	
Mechanics	2,843	2,843	-	39.7	3.43	-	-	.2	1.4	3.1	3.9	6.7	4.3	6.4	6.8	8.7	19.5	38.9	
Other building service employees	10,984	5,356	5,628	36.2	2.17	.4	8.6	17.0	22.3	20.4	14.0	9.5	6.3	.9	.4	1.1	(³)	.1	
Other supplies and motor vehicle employees	4,711	4,704	7	39.5	2.82	-	.7	3.4	7.0	12.5	9.2	9.2	9.4	14.2	13.3	8.5	7.2	5.3	
All employees not elsewhere classified	1,931	1,552	379	38.3	3.50	-	.2	1.7	4.5	7.5	5.3	4.9	6.7	6.5	8.4	7.8	9.0	37.2	

¹ Cover 24 Bell System telephone carriers.
² See appendix for definition of hours and rates in this bulletin.
³ Less than 0.05 percent.
⁴ Insufficient data to warrant presentation of information on rates and hours.

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 1966

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	\$1.50-\$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	30,157	14,213	15,944	39.5	\$2.47	0.8	10.2	13.7	9.7	13.5	9.2	3.8	3.6	3.8	4.4	7.6	5.2	3.7	10.9
Part time	1,256	143	1,113	28.4	1.70	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time	28,901	14,070	14,831	40.0	2.49	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	2,366	2,034	332	40.0	3.90	.1	.1	1.0	1.5	1.5	2.6	3.7	4.9	2.8	5.8	6.5	7.0	61.7	
Draftsmen	141	79	62	39.5	2.71	.7	.7	7.1	11.3	7.1	10.6	14.2	6.4	8.5	3.5	10.6	4.3	5.0	9.9
Others	2,225	1,955	270	40.0	3.97	(³)	(³)	.6	.3	1.2	.9	1.8	3.5	4.6	2.8	5.5	6.6	7.1	64.9
Business office and sales employees	1,283	371	912	39.7	2.57	.1	3.7	10.9	7.4	16.2	18.0	5.7	5.5	6.9	2.2	2.7	2.6	2.6	15.5
Supervisors	205	122	83	39.8	3.68	-	-	-	3.4	8.8	7.3	2.9	3.4	6.8	4.4	5.4	5.4	52.2	
Nonsupervisory employees	1,078	249	829	39.7	2.36	.1	4.5	13.0	8.8	18.6	19.8	5.4	6.0	7.6	1.3	2.3	2.0	2.0	8.5
Clerical employees	5,791	776	5,015	39.7	2.13	.5	8.4	16.9	12.7	21.3	17.4	6.7	3.5	2.8	1.7	1.7	1.4	.7	4.3
Supervisors	427	256	171	39.9	3.55	-	.9	-	1.6	1.4	3.7	5.6	6.8	8.2	5.2	8.2	8.2	5.6	44.5
Nonsupervisory employees	5,364	520	4,844	39.7	2.02	.5	9.0	18.3	13.6	22.9	18.5	6.8	3.2	2.3	1.4	1.2	.8	.3	1.1
Commercial department	1,270	41	1,229	39.6	1.92	1.0	10.3	21.3	16.4	21.4	18.7	7.9	1.4	.6	.4	.2	-	.2	2.2
Traffic department	515	10	505	39.7	2.09	.2	2.5	11.3	12.2	32.4	26.4	7.2	2.9	1.4	1.4	-	.6	.6	.8
Plant department	1,100	114	986	39.8	2.06	-	7.0	16.1	13.1	29.8	19.8	2.4	3.1	1.8	1.0	2.5	2.2	.2	2.0
Accounting department	1,440	167	1,273	39.7	2.00	.4	11.4	19.2	14.0	19.2	18.1	7.0	3.7	3.1	1.3	.9	.8	.1	1.1
All other departments	1,039	188	851	39.5	2.07	1.0	9.6	19.2	10.9	17.7	13.5	9.8	5.0	5.6	3.2	1.9	.7	.8	1.3
Telephone operators	9,425	4	9,421	39.0	1.80	1.6	24.3	25.0	13.8	20.6	9.4	1.2	.9	1.1	.6	.4	.4	.3	.4
Chief operators	395	2	393	40.0	2.96	-	1.0	1.5	3.0	7.1	4.8	8.4	8.9	17.7	13.7	9.4	8.4	6.8	9.4
Service assistants and instructors	532	-	532	40.9	2.21	-	6.7	7.1	6.4	16.2	44.2	9.6	8.5	5.8	.6	.4	-	.4	.4
Experienced switchboard operators	7,842	2	7,840	38.9	1.72	1.9	25.6	27.9	13.7	22.5	7.9	.3	1.1	-	-	-	-	-	.4
Operators in training	630	-	630	38.4	1.64	-	43.5	18.9	26.5	8.9	1.4	.3	.5	-	-	-	-	-	-
Other switchboard employees	26	-	26	33.8	2.13	-	3.8	-	30.8	19.2	26.9	15.4	3.8	-	-	-	-	-	-
Construction, installation, and maintenance employees	10,154	10,084	70	40.0	2.94	.4	1.1	4.7	5.2	5.5	5.3	4.7	5.7	6.4	9.6	18.8	12.0	8.1	12.4
Foremen of telephone craftsmen	1,169	1,168	1	40.0	2.84	-	-	-	.4	.4	1.0	2.9	1.7	2.7	5.6	5.1	6.7	10.6	62.8
Central office craftsmen	2,845	2,827	18	40.0	2.89	.7	1.9	5.3	3.8	3.9	4.9	4.2	5.4	6.3	8.8	22.4	14.1	9.9	8.4
Test-board men and repeatermen	406	405	1	39.8	3.00	.7	3.0	8.6	2.7	1.7	1.2	1.7	3.0	3.4	7.1	32.3	14.5	7.1	12.8
Central office repairmen	1,746	1,735	11	40.0	2.81	.8	2.3	6.2	5.2	4.7	5.3	3.7	4.3	5.8	9.6	20.4	16.6	8.4	6.8
Others	693	687	6	40.0	3.03	.3	.3	1.2	1.0	3.3	6.1	6.8	9.7	9.1	7.8	21.6	7.6	15.3	10.0
Installation and exchange repair craftsmen	3,930	3,879	51	40.0	2.85	.4	.6	3.9	5.8	6.3	4.8	5.0	6.6	7.8	13.2	20.6	13.5	6.8	4.9
PBX and station installers	1,378	1,377	1	40.1	2.82	-	1.0	6.5	5.0	5.2	3.8	3.6	8.7	12.9	18.0	12.2	9.5	6.3	7.5
Exchange repairmen	1,126	1,102	24	40.1	3.05	.2	-	2.2	2.2	4.9	5.2	7.0	4.2	4.3	10.7	28.7	19.0	9.9	3.5
Others	1,426	1,400	26	39.9	2.72	.8	.7	4.5	9.5	8.4	5.4	4.7	6.4	5.5	10.5	22.3	13.1	4.7	3.4
Line, cable, and conduit craftsmen	2,195	2,195	-	39.9	2.69	.2	1.5	7.7	8.2	9.0	9.1	5.7	6.5	6.2	6.5	18.4	9.7	6.8	4.5
Linemen	1,036	1,036	-	39.7	2.57	.2	2.6	6.1	8.0	13.7	10.9	8.1	5.7	7.0	6.8	14.6	10.9	5.2	.2
Cable splicers	861	861	-	40.1	3.00	-	.2	3.8	5.1	4.4	6.3	3.6	5.9	5.2	6.3	25.2	11.5	11.1	11.3
Cable splicers' helpers	102	102	-	39.9	2.03	-	1.0	24.5	15.7	11.8	27.5	7.8	7.8	2.9	-	1.0	-	-	-
Others	196	196	-	39.6	2.31	1.5	1.0	24.5	19.4	3.1	2.0	1.0	12.2	7.7	9.7	17.9	-	-	-
Laborers	15	15	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees	1,035	866	169	38.3	2.22	2.8	11.7	13.3	23.1	9.4	5.8	3.6	4.9	2.2	7.7	7.3	2.9	1.4	3.7
Foremen	59	59	-	39.9	3.66	-	-	-	1.7	3.4	-	-	8.5	1.7	3.4	10.2	13.6	8.5	49.2
Mechanics	82	76	6	40.0	2.75	-	1.2	6.1	9.8	6.1	4.9	7.3	8.5	6.1	4.9	17.1	22.0	6.1	-
Other building service employees	623	479	144	37.1	1.83	4.7	18.9	18.5	33.1	10.1	5.3	2.6	1.3	1.3	1.1	.6	.2	.6	1.4
Other supplies and motor vehicle employees	271	252	19	40.1	2.58	-	.7	6.6	9.2	10.3	7.7	5.5	11.4	3.3	24.7	19.2	1.1	-	-
All employees not elsewhere classified	103	78	25	35.9	3.20	-	5.8	9.7	9.7	6.8	9.7	1.9	1.0	2.9	7.8	3.9	9.7	1.9	29.1

¹ Covers 28 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.

³ Less than 0.05 percent.

⁴ Insufficient data to warrant presentation of information on rates and hours.

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 1966

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All carriers																				
All employees except officials and managerial assistants ⁴	692,036	\$3.14	48,254	\$3.15	136,733	\$3.37	116,443	\$3.20	40,092	\$3.08	87,857	\$2.73	24,768	\$2.94	62,511	\$2.78	28,306	\$3.02	108,402	\$3.31
Cable splicers	17,748	3.45	1,248	3.53	3,150	3.71	3,149	3.53	1,203	3.53	2,828	3.40	843	3.13	1,347	3.05	616	3.36	2,811	3.43
Cable splicers' helpers	2,203	2.16	323	2.10	498	2.26	275	2.22	114	2.39	309	2.10	-	-	434	2.05	-	-	83	2.61
Central office repairmen	49,164	3.34	2,774	3.28	9,825	3.48	7,421	3.45	2,649	3.27	5,318	3.21	1,589	3.41	4,621	3.25	1,650	3.39	8,223	3.44
Clerical (nonsupervisory)	138,936	2.44	9,840	2.41	29,235	2.50	22,820	2.48	7,684	2.35	14,697	2.26	4,819	2.22	10,429	2.26	5,961	2.33	24,852	2.61
Exchange repairmen	16,614	3.66	624	3.40	4,048	3.80	4,364	3.69	580	3.79	1,474	3.40	273	3.64	2,017	3.58	533	3.56	2,541	3.66
Experienced switchboard operators	117,121	2.27	8,449	2.32	22,963	2.42	19,755	2.32	7,273	2.27	16,593	1.98	4,755	2.13	13,931	2.13	4,977	2.19	14,749	2.51
Linemen	12,901	2.65	984	2.82	2,389	2.97	1,850	2.78	904	2.37	2,039	2.26	586	2.47	1,714	2.39	622	2.75	1,565	2.93
Mechanics, building and motor vehicle service	2,925	3.41	200	3.00	884	3.60	733	3.47	195	3.18	145	3.22	53	3.14	142	3.33	51	2.95	450	3.47
PBX and station installers	34,580	3.36	1,481	3.11	8,900	3.52	7,119	3.46	1,815	3.18	3,536	3.05	613	3.60	3,924	3.30	877	3.39	6,105	3.32
Test-board men and repeatermen	14,929	3.55	809	3.62	1,762	3.97	1,871	3.76	497	3.79	1,877	3.50	268	3.64	887	3.50	462	3.65	1,990	3.72
Bell System carriers																				
All employees except officials and managerial assistants ⁴	661,879	\$3.18	48,254	\$3.15	135,794	\$3.37	107,572	\$3.25	37,532	\$3.15	83,218	\$2.76	24,607	\$2.94	59,141	\$2.80	28,306	\$3.02	103,383	\$3.34
Cable splicers	16,887	3.48	1,248	3.53	3,118	3.72	2,871	3.57	1,119	3.59	2,701	3.45	843	3.13	1,251	3.08	616	3.36	2,695	3.42
Cable splicers' helpers	2,101	2.17	323	2.10	496	2.26	261	2.23	112	2.39	292	2.11	-	-	398	2.06	-	-	83	2.61
Central office repairmen	47,418	3.36	2,774	3.28	9,772	3.48	7,054	3.48	2,478	3.29	4,939	3.25	1,577	3.41	4,497	3.26	1,560	3.39	7,909	3.44
Clerical (nonsupervisory)	133,572	2.46	9,840	2.41	29,052	2.51	21,537	2.51	7,187	2.39	13,933	2.28	4,785	2.22	9,780	2.28	5,961	2.33	23,823	2.64
Exchange repairmen	15,488	3.70	624	3.40	4,048	3.80	3,735	3.82	580	3.79	1,446	3.42	273	3.64	2,015	3.58	533	3.56	2,219	3.72
Experienced switchboard operators	109,279	2.31	8,449	2.32	22,642	2.43	17,154	2.41	6,474	2.36	15,130	2.02	4,706	2.14	13,027	2.17	4,977	2.19	13,840	2.55
Linemen	11,865	2.66	984	2.82	2,354	2.98	1,524	2.82	781	2.41	1,923	2.26	576	2.48	1,579	2.41	622	2.75	1,336	2.91
Mechanics, building and motor vehicle service	2,843	3.43	200	3.00	884	3.60	713	3.49	193	3.19	126	3.38	53	3.14	139	3.35	51	2.95	429	3.48
PBX and station installers	33,202	3.38	1,481	3.11	8,817	3.53	6,856	3.47	1,572	3.30	3,374	3.08	595	3.63	3,640	3.34	877	3.39	5,986	3.32
Test-board men and repeatermen	14,523	3.56	809	3.62	1,757	3.97	1,754	3.79	483	3.81	1,808	3.52	267	3.64	849	3.51	462	3.65	1,911	3.73

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 carriers reporting to the Federal Communications Commission. (For scope of survey, see appendix.)

⁴ Includes employees in occupations in addition to those shown separately.

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 1966

Occupational groups	Number of employees			Average sched-uled weekly hours	Average hourly rates ²	Percent of employees receiving—													
	Total	Men	Women			\$1.25 and under	\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70
						\$1.30	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	and over
All employees except officials, managerial assistants, and messengers	23,231	13,243	9,988	39.3	\$3.06	-	-	-	0.9	6.2	6.4	10.0	22.3	12.2	7.7	5.7	5.5	9.8	13.4
Professional and semiprofessional employees	1,344	1,209	135	37.9	5.41	-	-	-	-	-	-	.2	3.2	2.5	4.8	2.0	2.7	1.5	83.1
Engineers and engineering assistants	600	595	5	38.1	5.33	-	-	-	-	-	-	-	5.7	.5	.8	1.5	3.2	1.2	87.2
Others	744	614	130	37.8	5.48	-	-	-	-	-	-	.4	1.2	4.0	8.1	2.4	2.3	1.7	79.8
Telegraph office superintendents and managers	2,448	1,509	939	39.7	2.97	-	-	-	-	.7	3.7	10.4	20.7	24.4	14.3	10.8	5.4	.9	8.6
Sales employees	280	261	19	36.4	4.15	-	-	-	-	-	-	-	-	3.2	7.5	10.4	11.1	7.1	60.7
Clerical employees	5,952	2,152	3,800	38.2	2.87	-	-	-	.3	6.4	8.0	13.8	24.7	13.3	8.8	5.6	5.3	3.2	10.6
Supervisors	876	658	218	37.3	3.95	-	-	-	-	-	-	-	5.5	8.1	12.6	9.9	4.9	3.2	8.0
Nonsupervisory employees	4,981	1,455	3,526	38.4	2.71	-	-	-	(³)	6.3	9.2	16.4	28.1	13.7	8.8	5.8	5.7	2.4	3.4
Commercial department	2,978	762	2,216	39.0	2.64	-	-	-	-	6.5	9.8	19.9	30.8	12.3	7.6	6.3	3.4	1.8	1.6
Traffic department	462	125	337	40.0	2.48	-	-	-	-	8.7	15.2	8.4	61.7	4.3	1.3	.4	-	-	-
All other departments	1,541	568	973	36.7	2.92	-	-	-	.1	5.3	6.3	11.9	13.0	19.3	13.4	6.5	12.0	4.4	7.7
Route aides	95	39	56	40.0	1.97	-	-	-	13.7	70.5	15.8	-	-	-	-	-	-	-	-
Telegraph operators	6,354	1,444	4,910	39.8	2.51	-	-	-	2.9	15.1	8.7	10.4	43.1	13.1	2.9	1.2	.7	.3	1.5
Traffic managers, chief operators, supervisors, and instructors	1,225	485	740	40.0	3.01	-	-	-	-	-	-	3.4	6.2	56.1	14.9	6.4	3.5	1.8	7.7
Experienced telegraph operators (except Morse operators)	3,456	746	2,710	39.7	2.40	-	-	-	-	18.5	12.6	14.4	51.9	2.5	.1	(³)	-	-	-
Commercial department	1,871	447	1,424	39.5	2.35	-	-	-	-	22.1	15.7	21.8	38.7	1.6	.1	-	-	-	-
Traffic department	1,585	299	1,286	39.9	2.46	-	-	-	-	14.2	8.9	5.7	67.4	3.7	.1	.1	-	-	-
Switching clerks	22	2	20	40.0	2.44	-	-	-	-	-	-	90.9	9.1	-	-	-	-	-	-
Operators in training	192	59	133	40.0	1.90	-	-	-	94.8	3.1	1.0	1.0	-	-	-	-	-	-	-
Other operators	1,459	152	1,307	39.9	2.42	-	-	-	.1	21.8	8.1	6.6	59.4	4.0	-	-	-	-	-
Morse operators	90	68	22	39.9	2.68	-	-	-	-	-	-	5.6	40.0	54.4	-	-	-	-	-
Telephone operators	1,369	84	1,285	39.8	2.40	-	-	-	.1	23.2	8.6	6.7	60.7	.7	-	-	-	-	-
Construction, installation, and maintenance employees	6,323	6,251	72	39.9	3.34	-	-	-	-	.3	1.1	8.0	6.5	8.7	9.9	8.8	11.4	31.7	13.8
Traffic testing and regulating employees	1,711	1,678	33	39.9	3.47	-	-	-	-	-	-	3.6	1.9	6.7	7.5	8.6	10.6	49.6	11.7
Construction, installation, and maintenance employees	4,473	4,438	35	39.9	3.31	-	-	-	-	.1	.7	9.5	8.2	9.7	10.1	9.1	11.8	25.8	15.0
Foremen	673	673	-	39.7	4.12	-	-	-	-	-	-	-	.3	.7	1.6	1.6	3.9	23.5	68.4
Subscribers' equipment maintainers	1,507	1,503	4	40.0	3.38	-	-	-	-	-	-	4.5	1.9	8.3	6.8	6.7	15.7	50.3	5.8
Linemen and cablemen	559	558	1	40.0	3.09	-	-	-	-	-	-	3.9	6.3	24.7	14.7	22.4	17.5	10.6	-
Others	1,734	1,704	30	39.9	3.00	-	-	-	-	.2	1.9	19.3	17.5	9.5	14.7	9.7	9.6	10.4	7.2
Laborers	139	135	4	40.0	2.65	-	-	-	-	8.6	25.2	13.7	5.8	3.6	33.1	3.6	6.5	-	-
Building service employees	530	417	113	39.4	2.40	-	-	-	-	10.8	55.1	13.4	2.6	4.2	4.9	5.5	.2	1.3	2.1
Mechanics	95	95	-	39.9	3.07	-	-	-	-	-	1.1	4.2	9.5	21.1	24.2	24.2	1.1	3.2	11.6
Others	435	322	113	39.2	2.25	-	-	-	-	-	13.1	66.9	15.4	1.1	.5	.7	1.4	-	.9
Messengers	3,650	3,543	107	33.2	1.75	41.8	17.5	(³)	10.8	9.5	20.0	.3	-	-	-	-	-	-	-
Full-time employees	2,653	2,553	98	38.8	1.82	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Part-time employees	997	988	9	16.4	1.31	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Foot and bicycle messengers	2,095	2,035	60	29.9	1.30	72.8	27.2	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers	1,555	1,508	47	37.7	2.22	-	4.6	-	.1	25.4	22.3	46.9	.8	-	-	-	-	-	-

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 1966

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—														
	Total	Men	Women			\$ 1.25 and under	\$ 1.30	\$ 1.50	\$ 1.70	\$ 1.90	\$ 2.10	\$ 2.30	\$ 2.50	\$ 2.70	\$ 2.90	\$ 3.10	\$ 3.30	\$ 3.50	\$ 3.70	
						\$ 1.30	\$ 1.50	\$ 1.70	\$ 1.90	\$ 2.10	\$ 2.30	\$ 2.50	\$ 2.70	\$ 2.90	\$ 3.10	\$ 3.30	\$ 3.50	\$ 3.70	and over	
All employees except officers and assistants	5,054	4,330	724	36.6	\$ 3.72	3.2	2.6	1.1	2.1	1.5	2.9	3.5	3.8	5.2	4.0	6.0	5.7	8.7	49.8	
All employees except officers and assistants, and messengers	4,650	3,927	723	37.4	3.87	-	-	.2	1.1	1.6	3.1	3.7	4.1	5.6	4.4	6.5	6.2	9.4	54.2	
Professional and semiprofessional employees	373	361	12	37.3	5.62	-	-	-	-	-	-	-	.3	-	.5	.5	.5	2.1	96.0	
Engineers and engineering assistants	192	191	1	37.3	5.87	-	-	-	-	-	-	-	-	-	.5	-	.5	2.0	96.9	
Office or station superintendents and assistants	181	170	11	37.3	5.35	-	-	-	-	-	-	-	-	.6	-	.6	1.1	.6	2.2	95.0
Sales employees	58	58	-	37.4	7.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Clerical employees	248	228	20	36.7	5.04	-	-	-	-	(³)	.4	1.2	1.2	2.0	.8	4.8	2.8	5.6	81.0	
Supervisors	1,530	991	539	37.2	3.27	-	-	.4	3.0	4.3	4.9	7.5	7.0	6.9	5.7	7.9	8.0	11.0	33.3	
Nonsupervisory clerical employees	153	134	19	37.3	4.90	-	-	-	-	-	-	-	-	-	-	-	-	-	1.3	98.0
Operating department	1,377	857	520	37.3	3.09	-	-	.4	3.3	4.8	5.4	8.4	7.8	7.7	6.3	8.7	8.9	12.1	26.1	
Commercial department	655	542	113	37.4	3.22	-	-	.3	3.1	4.4	4.4	5.3	6.3	4.9	5.2	8.2	9.6	18.2	30.1	
Accounting department	97	25	72	37.5	2.58	-	-	-	8.2	5.2	9.3	12.4	7.2	12.4	10.3	8.2	4.1	14.3	11.3	
Engineering department	388	191	197	37.2	2.96	-	-	.3	2.6	6.7	6.2	12.4	11.1	11.1	7.0	8.0	10.6	4.1	20.1	
All other departments	79	39	40	37.3	3.06	-	-	2.5	2.5	2.5	11.4	8.9	5.1	7.6	7.6	20.3	5.1	5.1	21.5	
Operators	158	60	98	37.1	3.19	-	-	.6	3.8	2.5	2.5	8.2	7.6	8.2	6.3	7.0	7.0	10.1	35.1	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	1,309	1,160	149	37.5	3.63	-	-	-	.3	.1	4.2	3.2	3.8	5.3	3.0	8.4	7.4	11.5	52.8	
Nonsupervisory operators	144	143	1	37.5	4.82	-	-	-	-	-	-	-	-	-	-	-	.7	2.1	97.2	
Radio operators	1,165	1,017	148	37.5	3.48	-	-	-	.3	.1	4.7	3.6	4.3	5.9	3.3	9.4	8.2	12.7	47.3	
Marine coastal station operators	101	93	8	37.4	3.92	-	-	-	-	-	-	-	-	1.0	2.0	-	-	5.9	91.1	
Cable operators	137	137	-	37.5	3.87	-	-	-	-	-	-	.7	.7	2.9	4.4	10.2	1.5	17.5	62.0	
Teletype-multiplex operators	169	168	1	37.5	3.39	-	-	-	-	-	-	1.8	5.9	13.0	2.4	18.3	13.0	11.8	33.7	
Telephone operators	498	413	85	37.5	3.23	-	-	-	.8	.2	10.8	7.2	7.2	6.0	4.6	10.0	10.4	10.4	32.5	
All other operators	84	60	24	37.5	3.58	-	-	-	-	-	-	1.2	2.4	4.8	3.6	7.1	9.5	21.4	50.0	
Messengers	176	146	30	37.5	3.70	-	-	-	-	-	.6	.6	.6	5.1	1.1	4.0	8.0	15.9	64.2	
Foot and bicycle	404	403	1	27.9	1.47	40.3	32.2	11.6	13.1	.7	.2	1.5	-	-	-	-	-	.2	-	
Motor	395	394	1	27.7	1.45	41.3	32.9	11.6	13.2	.8	-	-	-	-	-	-	-	.3	-	
Construction, installation, maintenance, and other technical employees	9	9	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Supervisors	1,046	1,045	1	37.5	4.02	-	-	-	-	-	.6	.3	2.6	7.0	5.8	2.9	5.3	8.9	66.7	
Mechanics and maintenance technicians	134	134	-	37.5	5.14	-	-	-	-	-	-	-	-	-	-	-	-	1.5	98.5	
Radio operating technicians	613	612	1	37.5	3.82	-	-	-	-	-	-	.2	3.1	10.9	8.6	2.4	5.9	7.8	61.0	
Radiotelegraph riggers	169	169	-	37.5	4.02	-	-	-	-	-	-	-	3.0	1.8	1.8	3.6	5.9	11.8	72.2	
Radiotelegraph groundmen	27	27	-	37.5	3.86	-	-	-	-	-	-	-	3.7	7.4	-	3.7	-	14.8	70.4	
Others	7	7	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building service employees	96	96	-	37.5	3.86	-	-	-	-	-	4.2	1.0	2.1	1.0	5.2	8.3	7.3	18.7	52.1	
All employees not elsewhere classified	83	81	2	37.5	2.88	-	-	1.2	2.4	8.4	7.2	10.8	1.2	10.8	14.5	32.5	3.6	4.8	2.4	
	3	3	-	(⁴)	(⁴)	-	-	-	-	-	-	-	33.3	-	33.3	-	-	-	33.3	

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

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

³ Less than 0.05 percent.

⁴ Insufficient data to warrant presentation of information on rates and hours.

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 28 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.

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



New England

John F. Kennedy Federal Building
Government Center, Room 1603-B
Boston, Mass. 02203
Tel.: 223-6762

Southern

1371 Peachtree Street, N.E.
Atlanta, Ga. 30309
Tel.: 526-5418

Pacific

450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Tel.: 556-4678

Mid-Atlantic

341 Ninth Avenue
New York, N.Y. 10001
Tel.: 971-5405

North Central

219 South Dearborn Street
Chicago, Ill. 60604
Tel.: 353-7230

Mountain-Plains

Federal Office Building, Third Floor
911 Walnut Street
Kansas City, Mo. 64106
Tel.: 374-2481