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# INDUSTRY WAGE SURVEY

## COMMUNICATIONS

### 1967

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**Bulletin No. 1615**

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS





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## 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 cooperative arrangements, 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. The analysis was prepared by Michael J. Tighe in the Division of Occupational Wage Structures.

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



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## Communications, 1967

### Summary

Basic wage rates<sup>1</sup> of the 731,983 employees (excluding officials and managerial assistants) of the Nation's principal communication carriers averaged \$3.25 an hour in late 1967. Telephone-carrier employees—96 percent of the workers covered by the study<sup>2</sup>—averaged \$3.25 an hour in December 1967. Nonmessenger employees of the Western Union Telegraph Co. averaged \$3.22 an hour, and employees of international telegraph carriers, \$3.83 in October 1967.

Average rates of pay for telephone carrier employees in December 1967 were 3.5 percent above the level recorded in December 1966. During the October 1966–67 period, average pay rates rose 5.2 percent for nonmessenger employees of Western Union and 3.0 percent for employees of international telegraph carriers.

Employment in telephone carriers covered by the study rose to 701,000 in December 1967 from 692,000 in December 1966,<sup>3</sup> when it exceeded a previous employment peak (682,000) recorded in 1957. Total employment of the Western Union Telegraph Co. declined slightly (2 percent) between October 1966 and October 1967; the employment level of international telegraph carriers was up nearly 2 percent.

### Telephone Carriers

Employment and Pay Rates in December 1967. Basic wage rates of the 701,000 employees of the telephone carriers included in the study<sup>4</sup> averaged \$3.25 an hour in December 1967. (See table 1.) Individual pay rates were dispersed widely. The middle half of the workers in the array earned between \$2.24 and \$3.87 an hour. The great diversity of skills and responsibilities required by the industry, pay differences among carriers, and rate structures, which typically provide rate ranges for workers in a given job locality, were among the factors which contributed to the wide dispersion of pay rates.

Wages and working conditions for a large majority of the telephone-carrier employees were determined under provisions of collective bargaining agreements, mostly with the

Communications Workers of America. Frequently, individual carriers had agreements relating to specific departments, e.g., plant, traffic, commercial, and in some instances, to different geographic areas. The Pacific Telephone and Telegraph Co., for example, had two separate agreements covering workers in its plant and traffic departments in southern California and two other agreements for these departments in northern California. Wage-rate schedules typically varied by occupation, region, among companies within the same region, and for a given occupation by locality. Local schedules usually provided a range of rates for specific job; the proportionate difference between minimum and maximum rates varied by occupation.<sup>5</sup>

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<sup>1</sup> As explained in the appendix, pay data 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 and international telegraph carrier 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. Information prior to 1961, for all carriers included in the annual reports related to an October payroll period. In 1961, the reference date for telephone carriers was changed to December. See appendix for scope and method of survey.

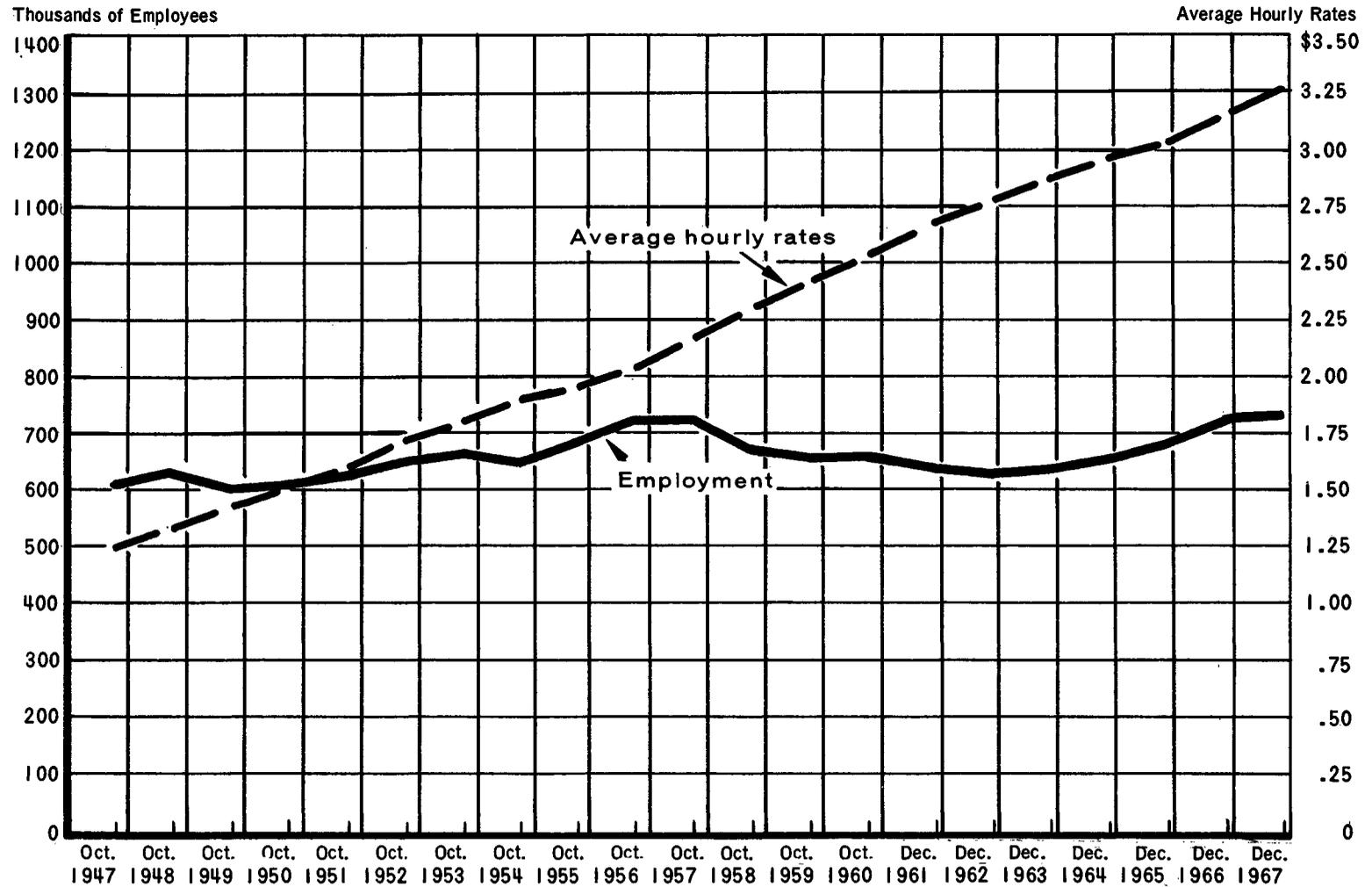
<sup>2</sup> The study covered nearly nine-tenths of the estimated 804,000 employees of the Nation's telephone communications industry in December 1967 and almost all of the employees in the telegraph communications industry in October 1967.

<sup>3</sup> For results of the previous survey, see Industry Wage Survey: Communications, 1966 (BLS Bulletin 1582, 1968).

<sup>4</sup> The study of telephone carriers was limited to those (54) that had annual operating revenues exceeding \$1 million and engaged in interstate or foreign communications services by means of their own facilities or through connections with those of another carrier under direct or indirect common control. Approximately 6,350 officials and managerial assistants of these carriers were not included in the survey.

<sup>5</sup> Under terms of agreements reached in May 1968, between the Communications Workers of America (CWA) and various operating companies of the Bell System, wage increases of \$4 to \$12 a week were granted plant craftsmen and \$4 to \$8 a week to clerical employees and telephone operators. Progression schedules for clerical employees and operators were reduced to 5 years, from either 5-1/2 or 6 years. These agreements, immediately affecting about 200,000 CWA workers were expected to eventually affect 200,000 other CWA workers at Bell and to set a pattern for 200,000 workers in other unions in Bell System companies. (For further information on the 1968 CWA contracts, see Current Wage Developments, June 1, 1968, No. 246, and later issues.)

### Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947–December 1967



Women, 56 percent of the telephone-carrier work force, were employed mostly as clerical workers, telephone operators, and business office and sales employees. Men, on the other hand, accounted for a large majority of professional and semiprofessional employees and for nearly all construction, installation, and maintenance workers. Average hourly pay rates in specific job categories largely staffed by women included \$2.51 for nonsupervisory clerical employees and \$2.29 for experienced switchboard operators. Numerically important jobs, in which men were predominant, included exchange repairmen (\$3.70), cable splicers (\$3.49), central office repairmen (\$3.42), and PBX and station installers (\$3.41).

Regionally, overall averages for employees ranged from \$2.79 an hour in the Southeast to \$3.48 in the Middle Atlantic. Averages also exceeded the national level (\$3.25) in the Pacific and Great Lakes regions. (See table 4.) The New England average was at the national level and all remaining regional averages were below. The following tabulation, which shows occupational averages as a percent of averages in the Southeast region, indicates that the interregional spread in average earnings varied somewhat by occupation; it was greater for experienced switchboard operators than for nonsupervisory clerical employees and central office repairmen:

Region	Average hourly rates of pay as a percent of the Southeast average		
	Experienced switchboard operators	Clerical employees (nonsupervisory)	Central office repairmen
Pacific -----	127	114	109
Middle Atlantic -----	127	113	111
New England -----	123	106	105
Great Lakes -----	120	109	104
Chesapeake -----	117	103	101
South Central -----	115	103	106
Mountain -----	113	102	106
North Central -----	110	97	105
Southeast -----	100	100	100

Bell System companies accounted for all or nearly all of the employees in the New England, Middle Atlantic, North Central, and Mountain regions. The proportions of Bell System employees ranged from 92 to 95 percent in the remaining regions. Bell System companies, which usually cover an entire State or group of States, generally were much larger than other companies. Twenty-two of the 24 Bell companies employed more than 4,000 workers; 11 employed more than 25,000; and the 2 largest both had more than 85,000 employees. The largest of the 30 non-Bell

companies, on the other hand, employed only 4,100 workers and almost three-fifths of these companies employed fewer than 500 workers.

Bell System employees, as a group, averaged \$3.28 an hour, compared with \$2.62 for those of other companies. (See tables 2 and 3.) Average pay levels for occupational groups studied separately were nearly always higher for Bell than for non-Bell carriers. In the numerically important occupational categories shown below, average hourly pay rates in non-Bell carriers ranged from 79 to 89 percent of counterpart rates in Bell Systems. Because of longer average scheduled workweeks for non-Bell clerical workers and switchboard operators, comparisons based on average weekly pay rates show a smaller difference for these workers than do hourly rate comparisons. Scheduled workweeks for craft workers averaged about the same in both carrier groups.

	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 -----	85	89
Experienced switchboard operators -----	79	85
Test-board men and repeatermen -----	89	88
Central office repairmen -----	88	89
PBX and station installers -----	86	87
Cable splicers -----	88	89

#### Trends in Employment and Pay Rates.

Total employment of telephone carriers increased by 8,596 between December 1966 and December 1967, mostly as a result of an employment increase for Bell System companies. The 1967 employment level of 701,000 was 27 percent higher than the employment of 553,000 recorded in 1947, the year of the Bureau's initial study. Year-to-year changes in employment, however, were not always upward during the 20-year period, which may be divided into three parts according to employment trends. The first period, 1947-57, was one of almost steady employment increases, interrupted only in 1949 and 1954, to a peak of 682,000 in October 1957. This period was followed by 5 successive years of employment decline to 596,000 in December 1962; the decline resulted chiefly from the installation of improved equipment which permitted a sharp

reduction in the number of telephone operators. From 1962 on, employment increased every year to the 1967 level; the increases were reflected in nearly all major occupational categories.

During the 1947-67 period, the occupational composition of the work force also has changed substantially. Telephone operators, including supervisors and trainees as well as experienced switchboard operators, for example, accounted for 46 percent of all telephone workers in 1947, 35 percent in 1957, and 28 percent in 1967. Construction, installation, and maintenance workers, on the other hand, increased from 23 percent of the work force in 1947 to 30 percent in 1967. Professional and semiprofessional employees also became relatively more important; they increased from 5 percent of the work force in 1947 to 10 percent in 1967. Accompanying these changes in the occupational composition of the industry has been a decline in the proportion of women employees, from 67 percent of the work force in 1947 to 56 percent in 1967.

The average hourly wage rate for all employees except officials and managerial assistants increased \$1.99 or 158 percent between 1947 and 1967. In 1947, the average wage was \$1.26 an hour; in 1957, \$2.16; and in 1967 it reached \$3.25 hourly. An estimated 33 cents of the \$1.99 increase in average hourly earnings during the 20-year span can be attributed to the shifts in the occupational composition of the work force.<sup>6</sup> The following tabulation shows the increases in average hourly earnings between October 1947 and December 1967 for three important occupational groups:

Occupational group	Average hourly earnings			Percent increase, 1947-67
	October 1947	October 1957	December 1967	
Nonsupervisory clerical employees -----	\$1.13	\$1.75	\$2.51	122
Experienced switchboard operators -----	.97	1.62	2.29	136
Construction, installation, and maintenance workers -----	1.55	2.50	3.65	135

Between 1951<sup>7</sup> and 1967, average rates for Bell System employees increased \$1.65 an hour, compared with \$1.48 for employees of other companies. On a percentage basis, however, the increases were 101 and 130 percent, respectively. The average for Bell System employees exceeded that of employees in other companies by 43 percent in 1951, 32 percent in 1957, and 25 percent in 1967.<sup>8</sup>

### Western Union Telegraph Company

Straight-time rates of pay for the 22,714 nonmessenger employees<sup>9</sup> of the Western Union Telegraph Co. averaged \$3.22 an hour in October 1967. (See table 5.) The 1,608 motor messengers averaged \$2.31 an hour and the 1,902 walking and bicycle messengers, \$1.44. Since October 1966, average hourly rates of nonmessenger employees had increased 16 cents, those of motor messengers, 9 cents, and those of walking and bicycle messengers, 14 cents. These increases were largely the result of general wage changes.<sup>10</sup>

Wage rates for employees of Western Union were determined by labor-management agreements with the Commercial Telegraphers' Union (now the United Telegraph Workers) 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 75 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 most jobs also varied by location.

Men constituted a majority (57 percent) of the nonmessenger employees. Men and women tended to be concentrated in different occupational groups. Among the job categories in which men were predominant, average straight-time hourly rates of pay in October 1967 were \$3.70 for traffic testing

<sup>6</sup> Weighting occupational averages for December 1967 by occupational employment for October 1947 results in an average of \$2.92 instead of \$3.25.

<sup>7</sup> Data for the Bell System and non-Bell companies as reported to FCC in prior years are not comparable with those reported since 1951.

<sup>8</sup> 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.

<sup>9</sup> Excludes 300 officials and managerial assistants.

<sup>10</sup> Effective June 1, 1967, under the terms of the company's collective bargaining agreements with the Commercial Telegraphers' Union (CTU) and with the Communications Workers of America (CWA), all employees, except walking and bicycle messengers, received a 4.5-percent wage increase, based on rates of pay in effect on May 31, 1966. In addition, job classification wage increases were granted to many skilled workmen in the Technical Facilities Department. Effective Feb. 1, 1967, minimum rates of pay for walking and bicycle messengers were increased from \$1.25 to \$1.40 an hour, in accordance with the amendments to the Fair Labor Standards Act of 1938.

and regulating employees, \$3.60 for subscribers' equipment maintainers, and \$3.27 for linemen and cablemen. Average straight-time hourly rates of pay for numerically important occupational categories predominantly held by women were \$2.80 for nonsupervisory clerical employees, \$2.45 for experienced telegraph operators (except Morse) in the commercial department and \$2.55 for those in the traffic department, and \$2.49 for telephone operators.

Hourly rates of the highest paid workers exceeded those of the lowest paid by at least \$1 an hour in most of the specific job categories for which data are presented in table 5. In a few occupational categories, individual rates of a majority of the workers were grouped more closely. For example, nearly two-thirds of subscribers' equipment maintainers were paid between \$3.50 and \$3.90 an hour, and almost three-fifths of traffic testing and regulating employees also were paid hourly rates between \$3.50 and \$3.90.

Western Union's 3,510 messengers, nearly all males, constituted 13 percent of the company's work force in October 1967. The 1,902 walking and bicycle messengers averaged \$1.44 an hour—an increase of 14 cents over the average rate recorded a year earlier. The 1,608 motor messengers averaged \$2.31 hourly, a rise of 9 cents an hour since October 1966. About three-fourths of the motor messengers had rates of pay between \$2.10 and \$2.50 an hour, and almost one-eighth were paid \$2.50 an hour or more. Motor messengers had an average workweek of 38.6 hours, compared with 29.5 hours for walking and bicycle messengers, many of whom were employed part time.

Between October 1966 and October 1967, the average rates of pay for nonmessenger employees increased 5.2 percent. This increase was slightly lower than the 5.9-percent increase recorded for 1965-66 but higher than the average annual increase of 4.0 percent since 1960. Among the major occupational categories, average pay increases between October 1966 and October 1967 ranged from 4.0 percent for telegraph operators to 12.4 percent for professional and semiprofessional employees. The average increase for construction, installation, and maintenance workers was 6.9 percent and for clerical employees, 4.2 percent.<sup>11</sup>

Total employment in October 1967, continuing the downward trend over the past 20 years, was about 2 percent lower than in

October 1966. Since the Bureau's initial annual study in 1947, employment (exclusive of officials and managerial assistants) has declined almost without interruption<sup>12</sup> from 53,107 to 26,224. As indicated in the following tabulation, the occupational composition of the work force also has changed considerably during the past 20 years. The proportion of workers classified as telegraph operators, the largest occupational group, fell from 34 percent in 1947 to 24 percent in 1967. Walking and bicycle messengers accounted for 18 percent of the employees in 1947 but only 7 percent in 1967. On the other hand, the proportions of construction, installation, and maintenance workers, and of clerical employees have increased during this period.

	October			
	1967	1966	1957	1947
Total, all employees: <sup>1</sup>				
Number -----	26,224	26,881	36,164	53,107
Percent -----	100	100	100	100
Percent of employees classified as:				
Professional and semiprofessional employees -----	5	5	4	2
Telegraph office superintendents and managers ---	9	9	9	8
Clerical employees -----	23	22	20	19
Telegraph operators -----	24	24	30	34
Construction, installation, and maintenance employees -----	23	24	16	13
Messengers, walking and bicycle -----	7	8	14	18
Messengers, motor -----	6	6	4	3
Others -----	3	3	3	3

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

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

### International Telegraph Carriers

The six international telegraph carriers covered by the survey<sup>13</sup> employed 5,127 workers, who averaged \$3.83 an hour in

<sup>11</sup> Changes in average pay rates reflect not only 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.

<sup>12</sup> During this period, increases in employment were recorded only for the periods 1954-55 (2 percent) and 1965-66 (4 percent).

<sup>13</sup> The study covered international telegraph carriers whose annual operating revenue is over \$50,000. It excludes 77 officers and assistants and approximately 2,300 employees working outside the conterminous 48 States and District of Columbia.

October 1967. This wage level was 3.0 percent higher than the average recorded in October 1966. Average pay rates for the 4,761 nonmessenger employees of these carriers were \$3.96 in October 1967. The 366 messengers, nearly all walking and bicycle, averaged \$1.60.

Men constituted about seven-eighths of the total work force and accounted for a large majority of the workers in nearly all occupational categories; most of the female employees were clerical workers or teletype-multiplex operators.

Workers in all of the specific nonmessenger occupational categories shown on table 6 averaged more than \$3 an hour; occupational averages ranged from \$3.01 for non-

supervisory clerical employees in the commercial department to \$5.96 for engineers and engineering assistants. Average hourly rates for other numerically important groups were \$4.16 for radio operating technicians; \$3.90 for mechanics and maintenance technicians; \$3.41 for teletype-multiplex operators, and \$3.39 for cable operators.

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

Table 1. Telephone Carriers:<sup>1</sup> Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,<sup>2</sup> December 1967

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—															
	Total	Men	Women			Under \$1.40	\$1.40 and under \$1.50	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	\$3.90	and over
						(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
All employees except officials and managerial assistants	700,632	306,268	394,364	38.1	\$3.25	(3)	0.1	2.6	6.4	8.8	9.9	10.6	9.1	6.0	4.0	3.4	4.0	4.8	6.4	23.9	
Part time	23,772	1,619	22,153	21.7	2.11	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	676,860	304,649	372,211	38.6	3.27	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	69,997	53,338	16,659	37.8	5.71	(3)	(3)	.1	.6	.8	.7	1.3	2.0	1.5	1.4	1.9	1.9	2.4	2.5	83.0	
Draftsmen	2,776	542	2,234	37.9	2.59	(3)	(3)	1.2	13.2	15.1	11.2	13.0	16.4	8.1	3.7	2.6	2.2	3.5	1.3	8.4	
Others	67,221	52,796	14,425	37.8	5.85	(3)	(3)	.1	.3	.3	.8	1.4	1.3	1.3	1.8	1.9	2.4	2.5	86.0		
Business office and sales employees	54,052	16,479	37,573	37.7	3.46	(3)	(3)	.6	1.7	5.2	8.8	11.8	14.6	10.0	6.6	3.4	3.8	1.9	2.3	29.3	
Supervisors	10,842	5,520	5,322	38.1	4.99	(3)	(3)	(3)	(3)	.1	.1	.4	.5	1.5	3.2	4.8	4.7	5.0	6.3	73.4	
Nonsupervisory employees	43,210	10,959	32,251	37.6	3.07	(3)	(3)	.8	2.1	6.4	11.0	14.7	18.1	12.1	7.4	3.1	3.6	1.1	1.3	18.2	
Clerical employees	152,067	12,303	139,764	37.8	2.63	(3)	(3)	1.4	8.7	10.9	13.8	15.2	16.5	9.2	6.1	3.7	2.3	2.5	2.4	6.9	
Supervisors	11,565	2,632	8,933	38.0	4.05	-	-	.1	(3)	.1	.2	.6	1.6	3.4	6.1	7.5	9.8	10.0	8.5	52.0	
Nonsupervisory employees	140,502	9,671	130,831	37.8	2.51	-	-	(3)	1.6	9.4	11.4	15.0	16.4	17.8	9.7	6.1	3.4	1.7	1.9	3.2	
Commercial department	27,538	658	26,880	37.3	2.36	-	-	(3)	1.8	13.9	16.1	18.2	16.0	15.4	7.0	4.5	2.8	1.0	.8	1.8	
Traffic department	21,251	25	21,226	38.3	2.54	-	-	(3)	1.0	4.1	7.3	12.4	20.5	24.2	14.4	9.3	2.4	1.6	1.0	1.3	
Plant department	38,139	6,338	31,801	38.7	2.60	-	-	(3)	1.4	7.4	8.8	14.7	19.8	17.6	7.3	5.0	2.6	1.7	3.6	5.3	
Accounting department	32,456	1,342	31,114	37.1	2.43	-	-	(3)	1.7	11.7	13.8	14.4	12.8	12.3	12.5	6.4	4.7	1.2	.6	1.4	
All other departments	21,118	1,308	19,810	37.3	2.62	(3)	(3)	1.5	9.2	12.7	14.6	12.4	13.8	8.3	6.7	4.7	3.5	3.4	1.7	7.1	
Telephone operators	193,197	94	193,103	36.5	2.34	(3)	(3)	.2	7.5	13.9	16.8	15.6	15.4	8.9	6.5	3.8	4.3	3.5	.9	2.0	
Chief operators	9,621	19	9,602	39.0	3.65	-	-	-	(3)	.1	.3	1.0	1.4	4.1	8.2	10.8	12.3	11.0	10.1	8.4	
Service assistants and instructors	14,851	41	14,790	38.0	2.83	-	-	-	(3)	.2	1.1	2.5	5.0	11.8	25.5	21.3	10.5	5.9	4.6	4.6	
Experienced switchboard operators	126,179	25	126,154	36.5	2.29	(3)	(3)	.2	6.6	11.6	15.4	12.4	20.0	9.1	6.3	3.5	4.8	4.0	-	1	
Operators in training	40,471	-	40,471	35.2	1.94	-	-	.2	15.4	30.1	31.1	15.0	5.7	1.9	.4	.1	-	-	-	1	
Other switchboard employees	2,095	9	2,086	38.3	2.67	-	-	-	.1	.8	2.2	4.1	13.4	33.1	30.1	9.9	2.8	.8	1.6	.7	
Construction, installation, and maintenance employees	207,129	206,206	923	39.9	3.65	(3)	(3)	.1	.6	2.9	5.0	5.4	5.0	3.6	2.7	2.5	6.4	11.9	17.4	36.4	
Foremen of telephone craftsmen	28,718	28,703	15	39.8	5.19	-	-	(3)	(3)	(3)	.1	.1	.1	-	.1	.3	.3	.4	.7	97.8	
Central office craftsmen	68,997	68,157	840	39.9	3.45	(3)	(3)	.2	.4	2.3	4.7	5.5	6.5	5.0	3.9	3.3	6.4	13.0	18.2	30.5	
Test-board men and repeatermen	15,392	15,377	15	39.9	3.62	-	-	.1	.4	1.2	2.5	3.5	4.3	4.1	3.3	2.5	4.5	14.7	19.7	39.3	
Central office repairmen	50,842	50,036	806	39.9	3.42	(3)	(3)	.2	.4	2.5	5.1	6.1	7.1	5.2	4.2	3.6	7.1	12.3	17.6	28.8	
Others	2,763	2,744	19	39.8	3.16	-	-	.1	.8	6.4	11.9	6.3	6.7	6.9	3.3	3.8	4.5	14.8	20.9	13.6	
Installation and exchange repair craftsmen	75,271	75,209	62	40.0	3.46	-	-	(3)	.1	.6	2.7	4.7	5.3	4.5	3.4	2.4	2.7	8.7	15.1	22.9	
PBX and station installers	34,617	34,616	1	40.0	3.41	-	-	(3)	.1	.5	2.7	5.8	7.1	6.0	4.3	3.0	2.3	5.3	11.3	23.2	
Exchange repairmen	17,533	17,504	29	40.0	3.70	-	-	(3)	.1	.6	1.3	1.7	2.6	2.1	1.6	1.9	6.2	14.3	26.5	41.1	
Others	23,121	23,089	32	40.0	3.35	(3)	(3)	.2	1.0	4.4	5.5	5.2	3.7	2.9	2.3	3.8	15.8	21.4	19.7	14.1	
Line, cable, and conduit craftsmen	34,130	34,124	6	40.0	3.15	(3)	(3)	.2	1.8	7.1	10.3	9.7	7.2	4.6	3.0	2.4	6.4	12.1	17.6	17.7	
Linemen	12,227	12,226	1	40.0	2.78	(3)	(3)	.5	3.0	13.2	16.5	14.2	8.8	4.9	3.3	2.3	8.5	9.7	10.0	5.0	
Cable splicers	18,421	18,420	1	40.0	3.49	(3)	(3)	(3)	.3	1.3	3.5	5.8	6.2	4.4	3.0	2.5	5.7	15.5	24.7	27.2	
Cable splicers' helpers	2,129	2,128	1	40.0	2.29	-	-	.2	4.1	23.5	34.8	19.7	8.3	4.4	2.3	.9	.4	.1	.5	6	
Others	1,353	1,350	3	39.7	3.30	(*)	(*)	-	1.3	6.9	3.4	7.7	6.7	4.6	4.0	2.5	3.6	5.8	7.8	15.9	
Laborers	13	13	-	(*)	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	22,091	16,121	5,970	37.9	2.89	(3)	(3)	.3	3.7	8.6	12.7	11.8	11.8	8.4	5.5	5.3	5.2	3.8	3.7	5.1	
Foremen	2,759	2,367	392	39.3	4.81	-	-	-	-	.7	.9	1.3	2.2	2.2	1.9	1.8	2.1	1.8	3.1	81.7	
Mechanics	2,990	2,981	9	39.7	3.50	-	-	.1	.3	.6	2.3	3.7	4.7	5.2	6.6	6.8	9.3	12.9	26.2	21.1	
Other building service employees	11,235	5,703	5,532	36.3	2.20	(3)	(3)	.5	7.1	15.7	21.9	17.7	17.2	10.6	5.0	3.4	.4	.3	.1	.1	
Other supplies and motor vehicle employees	5,107	5,070	37	39.4	2.90	-	-	.4	2.5	6.1	10.3	10.3	9.0	8.8	10.3	16.9	9.2	7.5	4.8	3.7	
All employees not elsewhere classified	2,099	1,727	372	38.3	3.72	0.1	-	.4	2.2	3.9	6.2	6.3	4.7	4.8	6.1	4.6	4.5	6.1	6.3	43.7	

<sup>1</sup> Covers 54 telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection using the facilities of another carrier under direct or indirect common control.  
<sup>2</sup> See appendix for definition of hours and rates used in this bulletin.  
<sup>3</sup> Less than 0.05 percent.  
<sup>4</sup> 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:<sup>1</sup> Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,<sup>2</sup> December 1967

Occupational groups	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—															
	Total	Men	Women			Under \$1.40	\$1.40 and under \$1.50	\$1.50-\$1.70	\$1.70-\$1.90	\$1.90-\$2.10	\$2.10-\$2.30	\$2.30-\$2.50	\$2.50-\$2.70	\$2.70-\$2.90	\$2.90-\$3.10	\$3.10-\$3.30	\$3.30-\$3.50	\$3.50-\$3.70	\$3.70-\$3.90	and over	
All employees except officials and managerial assistants	668,159	290,639	377,520	38.0	\$3.28	( <sup>3</sup> )	( <sup>3</sup> )	2.0	6.2	8.6	9.9	10.7	9.3	6.1	4.0	3.3	3.9	4.8	6.6	24.5	
Part time	22,434	1,413	21,021	21.3	2.14	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	645,725	289,226	356,499	38.6	3.30	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	67,246	51,073	16,173	37.7	5.79	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.6	.8	.7	1.2	1.9	1.4	1.3	1.8	1.8	2.2	2.3	83.9	
Draftsmen	2,602	442	2,160	37.8	2.57	-	-	-	13.6	15.6	11.5	13.2	16.8	7.7	3.5	2.3	2.2	3.3	1.2	8.0	
Others	64,644	50,631	14,013	37.7	5.92	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.2	.3	.8	1.3	1.2	1.2	1.8	2.2	2.2	2.3	86.9	
Business office and sales employees	52,567	16,069	36,498	37.6	3.48	( <sup>3</sup> )	( <sup>3</sup> )	.2	1.5	5.0	8.7	11.9	14.8	10.1	6.5	3.5	3.9	1.9	2.3	29.7	
Supervisors	10,605	5,386	5,219	38.0	5.02	-	-	-	-	-	-	-	-	1.5	3.2	4.8	4.6	5.0	6.3	74.0	
Nonsupervisory employees	41,962	10,683	31,279	37.5	3.09	( <sup>3</sup> )	( <sup>3</sup> )	.3	1.9	6.2	10.9	14.9	18.4	12.3	7.3	3.1	3.7	1.1	1.3	18.5	
Clerical employees	145,973	11,462	134,511	37.5	2.64	-	-	.9	8.5	10.6	13.8	15.3	17.0	9.4	6.3	3.8	2.3	2.6	2.5	7.0	
Supervisors	11,110	2,329	8,781	37.9	4.06	-	-	-	-	-	-	-	-	1.5	3.3	6.2	7.6	9.9	10.0	8.6	
Nonsupervisory employees	134,863	9,133	125,730	37.7	2.53	-	-	1.0	9.2	11.4	14.9	16.5	18.3	9.9	6.3	3.5	1.7	2.0	2.0	3.3	
Commercial department	26,172	615	25,557	37.2	2.38	-	-	1.1	13.8	15.8	18.3	15.9	16.0	7.2	4.7	3.0	1.1	1.8	.4	1.8	
Traffic department	20,677	16	20,661	38.2	2.55	-	-	.8	3.8	6.7	12.3	20.6	24.7	14.7	9.5	2.4	1.7	1.0	.4	1.3	
Plant department	36,953	6,204	30,749	37.0	2.61	-	-	1.1	7.2	8.4	14.5	20.1	18.0	7.4	5.1	2.7	1.6	3.6	5.5	4.7	
Accounting department	31,039	1,190	29,849	37.0	2.45	-	-	1.0	11.4	13.6	14.5	12.7	14.2	8.5	6.8	4.8	1.2	.6	.4	1.4	
All other departments	20,022	1,108	18,914	37.2	2.65	-	-	.8	9.0	12.7	14.7	12.2	14.2	8.5	6.8	4.8	3.6	3.5	1.8	7.5	
Telephone operators	183,418	58	183,360	36.3	2.36	( <sup>3</sup> )	( <sup>3</sup> )	0.1	6.2	13.7	16.8	15.7	15.8	9.2	6.8	3.9	4.5	3.7	.9	2.1	
Chief operators	9,227	17	9,210	38.9	3.68	-	-	-	-	.2	.8	1.3	3.9	8.0	10.8	12.3	11.0	10.1	8.5	33.2	
Service assistants and instructors	14,236	40	14,196	37.9	2.85	-	-	.1	.9	2.3	3.8	11.3	26.2	21.9	10.6	6.2	4.8	4.8	2.3	5.0	
Experienced switchboard operators	117,988	1	117,987	36.3	2.32	( <sup>3</sup> )	( <sup>3</sup> )	4.5	11.0	15.1	18.9	20.8	9.6	6.7	3.7	5.2	4.3	-	.1	-	
Operators in training	39,911	-	39,911	35.1	1.94	-	-	.2	15.1	30.1	31.4	14.8	5.8	1.9	.4	.1	-	-	-	-	
Other switchboard employees	2,056	-	2,056	38.4	2.68	-	-	-	.1	.8	2.1	3.4	13.4	33.3	30.6	10.1	2.8	.8	1.7	.3	
Construction, installation, and maintenance employees	195,981	195,146	835	39.9	3.68	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.3	2.8	5.0	5.4	5.0	3.6	2.4	2.0	5.9	11.7	18.0	37.7	
Foremen of telephone craftsmen	27,567	-	27,567	39.8	5.23	-	-	-	-	-	-	-	-	.1	.1	.1	.2	.4	.4	99.1	
Central office craftsmen	65,862	65,050	812	39.9	3.47	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.2	2.3	4.8	5.6	6.6	5.0	3.8	2.9	5.8	13.0	18.6	31.5	
Test-board men and repeatermen	14,986	14,976	10	40.0	3.63	-	-	-	.2	1.2	2.5	3.6	4.3	4.1	3.2	2.3	4.0	14.7	20.1	40.0	
Central office repairmen	48,752	47,959	793	39.9	3.44	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.2	2.3	5.1	6.2	7.3	5.2	4.0	3.5	6.5	12.3	18.0	29.7	
Others	2,124	2,115	9	39.7	3.17	-	-	-	.6	7.7	14.8	6.2	6.5	6.4	1.8	1.3	1.7	15.7	23.0	14.3	
Installation and exchange repair craftsmen	70,886	70,881	5	40.0	3.49	-	-	-	( <sup>3</sup> )												
PBX and station installers	33,032	33,032	-	39.9	3.44	-	-	-	( <sup>3</sup> )												
Exchange repairmen	16,227	16,225	2	40.0	3.75	-	-	-	.1	.5	1.0	1.4	2.2	2.0	1.2	.9	6.0	12.9	28.4	43.5	
Others	21,627	21,624	3	40.0	3.37	-	-	-	.6	4.2	5.4	5.2	3.7	2.8	2.0	3.1	15.4	22.1	20.7	14.8	
Line, cable, and conduit craftsmen	31,664	31,660	4	40.0	3.18	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.0	7.0	10.6	9.9	7.4	4.5	2.7	1.8	5.8	12.1	18.6	18.6	
Linemen	11,014	11,014	-	40.0	2.78	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.3	13.8	17.4	14.9	9.2	4.8	2.7	1.7	8.2	9.1	10.7	5.0	
Cable splicers	17,465	17,464	1	40.0	3.51	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	1.0	3.4	5.8	6.3	4.5	2.7	2.0	4.8	15.6	25.7	28.1	
Cable splicers' helpers	2,021	2,021	-	40.0	2.30	-	-	-	2.3	24.1	36.1	20.0	8.5	4.1	2.2	.9	.3	.1	.5	.6	
Others	1,164	1,161	3	39.6	3.46	-	-	-	.1	1.2	2.9	8.6	7.7	5.2	2.8	1.9	1.5	5.8	9.0	18.5	
Laborers	2	2	-	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	20,985	15,188	5,797	37.8	2.92	( <sup>3</sup> )	( <sup>3</sup> )	.1	3.1	8.0	12.8	12.0	12.0	8.7	5.6	5.4	5.0	3.8	3.6	5.2	
Foremen	2,687	2,295	392	39.3	4.83	-	-	-	-	.7	.9	1.3	2.2	2.2	1.9	1.7	1.9	1.6	2.8	82.5	
Mechanics	2,906	2,905	1	39.7	3.51	-	-	-	.4	2.3	3.8	4.7	5.2	6.7	6.6	9.2	12.4	26.8	21.5	-	
Other building service employees	10,588	5,200	5,388	36.3	2.22	( <sup>3</sup> )	( <sup>3</sup> )	.2	6.1	14.9	22.3	18.2	17.7	11.1	5.2	3.5	.3	.3	-	-	
Other supplies and motor vehicle employees	4,804	4,788	16	39.4	2.90	-	-	.2	2.3	6.1	10.3	10.4	9.3	8.7	10.8	16.3	9.4	7.2	5.1	3.9	
All employees not elsewhere classified	1,989	1,643	346	38.4	3.74	-	-	.1	1.9	3.8	6.2	6.3	4.7	4.7	6.1	4.8	4.6	6.0	6.4	44.3	

<sup>1</sup> Covers 24 Bell System telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection using the facilities of another carrier under direct or indirect common control.

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

<sup>3</sup> Less than 0.05 percent.

<sup>4</sup> 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:<sup>1</sup> Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,<sup>2</sup> December 1967

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—															
	Total	Men	Women			Under \$1.40	\$1.40 and under \$1.50	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	\$3.90	and over
						\$1.40	\$1.50	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	\$3.90		
All employees except officials and managerial assistants	32,473	15,629	16,844	39.7	\$2.62	( <sup>3</sup> )	1.2	14.7	11.2	11.4	9.5	7.4	4.3	3.4	4.2	5.4	6.1	6.1	3.0	12.0	
Part time	1,338	206	1,132	28.5	1.77	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	31,135	15,423	15,712	40.2	2.65	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	2,751	2,265	486	40.0	4.00	-	-	.6	.8	1.5	1.3	2.0	3.5	4.1	3.3	3.6	5.1	6.8	7.3	60.1	
Draftsmen	174	100	74	39.5	2.83	-	-	6.9	7.5	7.5	5.7	9.2	10.3	13.2	6.9	6.3	2.9	7.5	1.7	13.8	
Others	2,577	2,165	412	40.0	4.08	-	-	.2	.4	1.1	1.0	1.5	3.0	3.5	3.1	3.4	5.2	6.8	7.7	63.3	
Business office and sales employees	1,485	410	1,075	39.6	2.65	-	.1	15.2	7.1	11.9	12.6	7.7	8.5	3.4	9.3	1.8	2.5	1.5	2.4	16.2	
Supervisors	237	134	103	40.1	3.83	-	-	-	.4	3.0	2.5	14.3	2.5	3.4	3.4	4.7	5.4	2.1	6.8	51.5	
Nonsupervisory employees	1,248	276	972	39.5	2.43	-	.1	18.0	8.4	13.5	14.5	6.4	9.6	3.4	10.4	1.3	1.9	1.4	1.6	9.4	
Clerical employees	6,094	841	5,253	39.8	2.27	( <sup>3</sup> )	.8	14.5	12.6	18.7	15.1	14.3	5.2	4.4	2.4	2.1	1.8	1.4	1.0	4.7	
Supervisors	455	303	152	39.9	3.83	-	-	1.3	.9	1.1	1.5	2.6	4.4	5.3	5.3	5.5	7.5	9.5	7.3	47.9	
Nonsupervisory employees	5,639	538	5,101	39.8	2.14	( <sup>3</sup> )	.9	15.5	14.6	20.1	16.2	15.3	5.2	4.4	2.2	1.8	1.4	.7	.5	1.2	
Commercial department	1,366	43	1,323	39.6	2.07	-	2.5	15.2	15.4	22.8	16.8	17.2	4.9	3.1	1.2	.4	-	-	-	.5	
Traffic department	574	9	565	40.0	2.15	-	.2	7.3	11.8	28.7	16.9	17.8	7.5	6.4	-	1.7	.5	.3	.3	.3	
Plant department	1,186	134	1,052	39.8	2.21	-	.4	12.1	13.1	21.5	21.0	12.5	4.1	3.6	1.4	.9	3.4	2.2	.6	3.1	
Accounting department	1,417	152	1,265	39.7	2.11	-	.4	17.9	17.8	18.6	12.9	15.2	4.3	4.8	2.7	3.1	.8	.4	.5	.6	
All other departments	1,096	200	896	39.9	2.17	0.2	.4	20.9	12.8	12.8	14.1	14.6	6.9	5.1	4.7	2.8	2.0	.7	.9	1.2	
Telephone operators	9,779	36	9,743	39.4	1.92	-	3.1	32.4	18.6	17.0	13.2	7.8	3.3	1.3	1.0	.5	.5	.4	.3	1.6	
Chief operators	394	2	392	40.0	3.14	-	-	.3	.8	1.8	6.6	4.8	7.9	14.0	11.7	11.9	10.9	9.9	5.6	14.0	
Service assistants and instructors	595	1	594	41.0	2.35	-	-	.4	5.4	7.4	35.1	21.8	8.7	7.1	8.2	.3	.8	.2	.2	.2	
Experienced switchboard operators	8,191	24	8,167	39.3	1.83	-	3.7	36.1	19.6	19.1	11.1	7.2	2.7	.4	-	-	-	-	-	-	
Operators in training	560	-	560	39.7	1.76	-	-	33.0	32.3	7.9	22.7	3.0	1.1	-	-	-	-	-	-	-	
Other switchboard employees	39	9	30	35.4	2.56	-	-	-	-	7.7	38.5	15.4	20.5	-	-	2.6	-	-	-	7.7	
Construction, installation, and maintenance employees	11,148	11,060	88	40.1	3.11	-	.1	2.7	5.7	4.8	5.1	4.7	4.6	4.4	7.8	12.0	14.5	14.0	5.5	14.2	
Foremen of telephone craftsmen	1,151	1,150	1	40.0	4.10	-	-	.2	.3	1.5	1.5	2.1	2.1	.9	1.9	5.1	4.5	5.0	8.8	68.2	
Central office craftsmen	3,135	3,107	28	40.2	3.10	-	-	4.0	5.2	4.3	3.6	4.1	4.5	4.3	7.5	11.8	19.6	12.8	9.5	8.7	
Test-board men and repeatermen	406	401	5	39.8	3.22	-	-	3.4	8.9	.7	1.7	1.5	1.5	1.2	6.2	12.6	23.9	17.7	5.7	15.0	
Central office repairmen	2,090	2,077	13	40.2	3.04	-	-	5.1	5.6	5.7	4.3	3.7	4.3	3.5	7.6	11.4	20.6	12.4	9.0	6.7	
Others	639	629	10	40.1	3.11	-	-	.6	1.6	2.0	2.3	6.7	7.2	8.6	8.1	12.2	13.8	11.7	13.8	11.3	
Installation and exchange repair craftsmen	4,385	4,328	57	40.1	3.03	-	-	2.1	4.4	5.0	6.1	4.9	5.1	4.8	9.5	15.5	13.5	18.2	2.6	8.2	
PBX and station installers	1,585	1,584	1	40.3	2.97	-	.1	3.0	5.8	5.1	5.4	4.6	3.7	6.4	15.5	16.5	9.8	13.4	.8	9.7	
Exchange repairmen	1,306	1,279	27	40.0	3.20	-	-	.3	.3	1.9	5.5	5.1	8.0	3.8	5.7	15.0	9.2	32.1	2.0	11.1	
Others	1,494	1,465	29	40.0	2.93	-	-	2.8	6.6	7.5	7.4	5.1	3.9	4.0	6.4	14.9	21.2	11.1	5.0	4.0	
Line, cable, and conduit craftsmen	2,466	2,464	2	40.0	2.83	-	.2	3.2	11.0	7.3	6.8	6.5	4.9	5.3	7.8	9.1	14.4	12.6	4.2	6.5	
Linemen	1,213	1,212	1	39.9	2.77	-	.5	4.5	8.9	8.2	8.7	7.8	5.5	6.0	8.7	7.1	11.2	14.7	3.3	4.8	
Cable splicers	956	956	-	40.1	3.10	-	-	.4	4.5	6.0	4.9	5.1	5.0	2.8	7.3	11.2	21.7	13.7	6.6	10.8	
Cable splicers' helpers	108	107	1	40.4	2.11	-	-	4.6	38.0	12.0	10.2	13.9	5.6	9.3	4.6	-	1.9	-	-	-	
Others	189	189	-	39.9	2.31	-	-	8.5	42.3	6.3	2.1	.5	.5	11.1	6.3	16.4	5.3	.5	-	-	
Laborers	11	11	-	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	1,106	933	173	38.4	2.37	-	2.8	15.5	19.6	11.3	9.0	7.6	2.9	3.6	2.2	9.0	3.6	6.4	1.5	4.9	
Foremen	72	72	-	39.9	3.80	-	-	-	-	-	2.8	4.2	5.6	2.8	-	6.8	7.1	8.3	13.9	48.6	
Mechanics	84	76	8	40.1	2.97	-	-	3.6	9.5	7.1	-	2.4	6.0	2.4	2.4	14.3	15.5	25.0	3.6	8.3	
Other building service employees	647	503	144	37.3	1.93	-	4.8	24.0	29.8	15.5	10.0	8.0	1.4	1.1	2.2	.6	-	.6	.5	1.5	
Other supplies and motor vehicle employees	303	282	21	39.8	2.75	-	-	4.3	5.3	6.3	10.9	8.9	4.6	9.6	2.6	26.4	6.9	13.2	.3	.7	
All employees not elsewhere classified	110	84	26	37.1	3.47	1.8	.9	7.3	7.3	6.4	5.5	6.4	4.5	6.4	4.5	.9	2.7	8.2	4.5	32.7	

<sup>1</sup> Covers 30 non-Bell telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection using the facilities of another carrier under direct or indirect common control.

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

<sup>3</sup> Less than 0.05 percent.

<sup>4</sup> 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. All<sup>1</sup> and Bell System Telephone Carriers: Average Hourly Rates<sup>2</sup> of Employees in Selected Occupations by Region, December 1967

Occupation	United States <sup>3</sup>		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
<b>All Carriers</b>																				
All employees except officials and managerial assistants <sup>4</sup> .....	700,632	\$3.25	49,737	\$3.25	136,144	\$3.48	120,069	\$3.27	41,298	\$3.14	90,042	\$2.79	24,588	\$3.02	62,982	\$2.96	28,193	\$3.11	107,482	\$3.41
Cable splicers.....	18,421	3.49	1,316	3.59	3,346	3.79	3,290	3.49	1,300	3.46	2,973	3.39	806	3.17	1,307	3.21	623	3.33	2,855	3.48
Cable splicers' helpers.....	2,129	2.29	345	2.32	391	2.45	336	2.27	97	2.37	375	2.15	-	-	387	2.24	-	-	46	2.55
Central office repairmen.....	50,842	3.42	2,819	3.42	9,814	3.60	7,780	3.39	2,847	3.28	5,619	3.25	1,612	3.41	4,816	3.45	1,686	3.43	8,171	3.53
Clerical (nonsupervisory).....	140,502	2.51	10,038	2.46	28,750	2.61	23,571	2.54	7,873	2.38	15,204	2.32	4,806	2.24	10,516	2.39	5,850	2.37	25,210	2.64
Exchange repairmen.....	17,533	3.70	649	3.56	4,108	3.89	4,601	3.68	611	3.76	1,675	3.35	282	3.65	2,085	3.80	518	3.58	2,827	3.68
Experienced switchboard operators.....	126,179	2.29	8,991	2.38	23,334	2.46	21,377	2.33	7,734	2.27	19,354	1.94	4,758	2.13	14,833	2.24	5,195	2.19	16,807	2.47
Linemen.....	12,227	2.78	954	3.02	2,166	3.11	1,782	2.85	852	2.44	1,921	2.36	528	2.54	1,676	2.58	609	2.82	1,493	3.11
Mechanics, building and motor vehicle service.....	2,990	3.50	221	3.14	889	3.75	752	3.51	209	3.18	159	3.25	60	3.21	139	3.59	53	2.91	437	3.51
PBX and station installers.....	34,617	3.41	1,458	3.29	8,913	3.62	7,450	3.37	1,757	3.19	3,694	3.04	725	3.54	4,036	3.47	897	3.39	5,466	3.46
Test-board men and repeatermen.....	15,392	3.62	871	3.72	1,818	4.07	1,722	3.78	507	3.76	1,893	3.51	270	3.64	897	3.70	463	3.66	1,965	3.79
<b>Bell System Carriers</b>																				
All employees except officials and managerial assistants <sup>4</sup> .....	668,159	3.28	49,737	3.25	135,173	3.48	110,796	3.32	38,437	3.21	85,019	2.81	24,425	3.03	59,355	2.99	28,193	3.11	101,867	3.45
Cable splicers.....	17,465	3.51	1,316	3.59	3,311	3.79	2,990	3.51	1,208	3.51	2,826	3.43	806	3.17	1,206	3.24	623	3.33	2,731	3.48
Cable splicers' helpers.....	2,021	2.30	345	2.32	389	2.45	319	2.27	96	2.36	357	2.16	-	-	340	2.29	-	-	36	2.54
Central office repairmen.....	48,752	3.44	2,819	3.42	9,752	3.60	7,217	3.40	2,651	3.30	5,173	3.29	1,600	3.41	4,688	3.46	1,686	3.43	7,861	3.53
Clerical (nonsupervisory).....	134,863	2.53	10,038	2.46	28,564	2.61	22,275	2.56	7,312	2.42	14,337	2.34	4,786	2.24	9,769	2.41	5,850	2.37	24,126	2.66
Exchange repairmen.....	16,227	3.75	649	3.56	4,108	3.89	3,937	3.79	611	3.76	1,641	3.38	282	3.65	2,084	3.80	518	3.58	2,382	3.73
Experienced switchboard operators.....	117,988	2.32	8,991	2.38	23,022	2.47	18,758	2.40	6,892	2.34	17,893	1.96	4,712	2.13	13,883	2.28	5,195	2.19	15,710	2.53
Linemen.....	11,014	2.78	954	3.02	2,124	3.12	1,428	2.83	702	2.49	1,801	2.35	522	2.55	1,536	2.60	609	2.82	1,190	3.06
Mechanics, building and motor vehicle service.....	2,906	3.51	221	3.14	889	3.75	732	3.52	207	3.19	138	3.39	60	3.21	134	3.63	53	2.91	417	3.52
PBX and station installers.....	33,032	3.44	1,458	3.29	8,830	3.62	7,070	3.38	1,483	3.31	3,518	3.07	706	3.56	3,733	3.51	897	3.39	5,335	3.45
Test-board men and repeatermen.....	14,986	3.63	871	3.72	1,813	4.07	1,601	3.82	492	3.78	1,834	3.52	269	3.64	857	3.73	463	3.66	1,871	3.80

<sup>1</sup> Covers telephone carriers which have annual operating revenues exceeding \$1,000,000.  
<sup>2</sup> See appendix for definitions of hours and rates used in this bulletin.  
<sup>3</sup> 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.)  
<sup>4</sup> 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: Percent Distribution of Employees<sup>1</sup> in Occupational Groups by Average Hourly Rates,<sup>2</sup> October 1967

Occupational groups	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—													
	Total	Men	Women			\$1.40 and under \$1.50	\$1.50 \$1.70	\$1.70 \$1.90	\$1.90 \$2.10	\$2.10 \$2.30	\$2.30 \$2.50	\$2.50 \$2.70	\$2.70 \$2.90	\$2.90 \$3.10	\$3.10 \$3.30	\$3.30 \$3.50	\$3.50 \$3.70	\$3.70 \$3.90	\$3.90 and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials, managerial assistants, and messengers	22,714	12,844	9,870	39.1	\$3.22	-	-	-	2.3	8.6	7.0	11.7	16.7	13.0	6.6	5.8	5.1	9.6	13.7
Professional and semiprofessional employees	1,320	1,171	149	35.8	6.08	-	-	-	-	-	.8	2.4	3.5	4.6	1.1	1.7	1.3	84.6	
Engineers and engineering assistants	502	496	6	35.1	6.17	-	-	-	-	-	.2	2.8	2.0	.8	1.2	3.2	.8	89.0	
Others	818	675	143	36.1	6.02	-	-	-	-	-	1.2	2.2	4.4	7.0	1.0	.7	1.6	81.9	
Telegraph office superintendents and managers	2,426	1,490	936	39.8	3.10	-	-	-	3.1	8.4	15.7	19.8	17.1	12.6	8.8	5.2	.8	8.4	
Sales employees	275	250	25	36.4	4.33	-	-	-	-	-	-	-	7.3	4.4	9.5	17.8	2.9	56.2	
Clerical employees	5,916	2,034	3,882	38.2	2.99	-	-	-	2.8	9.9	9.5	15.7	20.4	11.3	7.4	5.0	5.2	2.6	
Supervisors	899	672	227	37.0	4.14	-	-	-	-	.4	1.8	11.3	10.0	7.0	4.6	4.8	6.9	53.2	
Nonsupervisory employees	4,921	1,332	3,589	38.3	2.80	-	-	-	2.0	11.4	11.4	18.5	22.4	11.7	7.6	5.1	5.4	1.8	
Commercial department	2,919	703	2,216	39.2	2.73	-	-	-	1.9	12.2	13.2	22.3	25.2	8.0	6.5	4.8	3.6	1.1	
Traffic department	439	118	321	40.0	2.56	-	-	-	1.4	20.0	14.8	13.7	45.3	3.2	1.4	-	-	-	
All other departments	1,563	511	1,052	36.4	3.03	-	-	-	2.4	7.3	7.1	12.8	10.8	21.2	11.5	7.1	10.4	6.1	
Route aides	96	30	66	40.0	2.08	-	-	-	70.8	28.1	-	1.0	-	-	-	-	-	-	
Telegraph operators	6,197	1,484	4,713	39.9	2.61	-	-	-	5.8	18.1	9.0	14.1	28.9	18.0	2.7	.9	.8	1.5	
Traffic managers, chief operators, supervisors and instructors	1,207	506	701	40.0	3.14	-	-	-	-	-	2.0	3.3	9.9	53.4	13.8	4.7	4.3	7.5	
Experienced telegraph operators (except Morse operators)	3,383	774	2,609	39.9	2.49	-	-	-	5.6	20.8	15.7	20.8	36.8	.3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Commercial department	1,806	441	1,365	39.9	2.45	-	-	-	9.1	20.6	21.5	21.2	27.5	.1	-	-	-	-	
Traffic department	1,577	333	1,244	39.9	2.55	-	-	-	1.5	21.1	9.1	20.4	47.4	.4	.1	.1	-	-	
Switching clerks	21	3	18	40.0	2.51	-	-	-	4.8	-	-	85.7	9.5	-	-	-	-	-	
Operators in training	129	50	79	40.0	1.97	-	-	-	98.4	1.6	-	-	-	-	-	-	-	-	
Other operators	1,457	151	1,306	39.9	2.50	-	-	-	2.8	28.5	-	7.8	29.1	31.7	.1	-	-	-	
Morse operators	74	55	19	40.0	2.80	-	-	-	-	-	-	10.8	67.6	21.6	-	-	-	-	
Telephone operators	1,383	96	1,287	39.8	2.49	-	-	-	3.0	30.0	-	7.7	27.0	32.2	.1	-	-	-	
Construction, installation, and maintenance employees	6,106	6,029	77	39.9	3.57	-	-	-	.4	.9	6.9	4.1	10.9	8.3	11.1	9.7	32.4	15.2	
Traffic testing and regulating employees	1,642	1,611	31	39.9	3.70	-	-	-	-	.1	1.2	1.4	10.0	4.1	13.3	6.9	51.0	12.0	
Construction, installation, and maintenance employees	4,360	4,314	46	39.9	3.55	-	-	-	.2	.9	9.2	5.0	11.4	9.0	10.5	10.9	26.1	16.8	
Foremen	715	713	2	39.4	4.34	-	-	-	-	-	.3	.1	.6	2.1	1.5	3.9	25.0	66.4	
Subscribers' equipment maintainers	1,448	1,440	8	40.0	3.60	-	-	-	-	-	1.7	.7	9.5	4.6	13.4	11.3	53.9	4.9	
Linemen and cablemen	461	459	2	40.0	3.27	-	-	-	-	-	4.3	2.4	26.9	18.2	23.0	24.7	-	.4	
Others	1,736	1,702	34	39.9	3.25	-	-	-	.5	2.2	20.3	11.3	13.4	8.4	9.8	10.4	10.5	-	
Laborers	104	104	-	40.0	2.84	-	-	-	17.3	15.4	3.8	10.6	2.9	40.4	4.8	4.8	-	-	
Building service employees	474	386	88	39.4	2.51	-	-	-	.6	28.5	44.1	7.2	4.6	4.2	2.1	5.3	.8	1.9	
Mechanics	89	89	-	39.9	3.19	-	-	-	-	-	11.2	19.1	20.2	10.1	22.5	4.5	2.2	10.1	
Others	385	297	88	39.3	2.35	-	-	-	4.8	35.1	54.3	6.2	1.3	.5	.3	1.3	.3	-	
Messengers	3,510	3,416	94	33.7	1.90	33.7	22.5	-	4.6	15.7	18.2	5.3	-	-	-	-	-	-	
Full-time employees	2,588	2,501	87	39.3	1.97	x	x	x	x	x	x	x	x	x	x	x	x	x	
Part-time employees	922	915	7	18.0	1.46	x	x	x	x	x	x	x	x	x	x	x	x	x	
Foot and bicycle messengers	1,902	1,859	43	29.5	1.44	62.1	37.9	-	-	-	-	-	-	-	-	-	-	-	
Motor messengers	1,608	1,557	51	38.6	2.31	-	4.3	-	10.1	34.3	39.7	11.6	-	-	-	-	-	-	

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> 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:<sup>1</sup> Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,<sup>2</sup> October 1967

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—													
	Total	Men	Women			\$1.50 and under \$1.70	\$1.70	\$1.90	\$2.10	\$2.30	\$2.50	\$2.70	\$2.90	\$3.10	\$3.30	\$3.50	\$3.70	\$3.90 and over	
All employees except officers and assistants	5,127	4,361	766	36.8	\$3.83	6.1	1.2	2.2	2.7	4.9	4.6	3.3	5.9	4.5	5.4	5.6	7.7	45.9	
All employees except officers and assistants, and messengers	4,761	3,995	766	37.4	3.96	.1	.3	2.4	2.9	5.1	4.9	3.5	6.4	4.9	5.9	6.0	8.3	49.4	
Professional and semiprofessional employees	409	393	16	37.3	5.64	-	-	-	-	-	-	.2	1.0	.2	1.7	2.7	3.9	90.2	
Engineers and engineering assistants	184	183	1	37.3	5.96	-	-	-	-	-	-	-	.5	.5	1.1	2.7	1.6	93.5	
Others	225	210	15	37.3	5.39	-	-	-	-	-	-	.4	1.3	-	2.2	2.7	5.8	87.6	
Office or station superintendents and assistants	35	35	-	37.3	7.05	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Sales employees	234	213	21	36.5	5.07	-	-	-	-	2.6	1.3	1.7	2.1	3.0	1.7	4.7	2.6	80.3	
Clerical employees	1,622	1,051	571	37.3	3.49	.2	.5	6.3	7.2	7.2	8.6	6.6	6.0	5.2	7.4	8.0	10.0	26.9	
Supervisors	138	130	8	37.1	5.16	-	-	-	-	-	-	-	-	-	-	1.4	3.6	94.9	
Nonsupervisory clerical employees	1,484	921	563	37.4	3.33	.2	.5	6.9	7.8	7.8	9.4	7.2	6.6	5.7	8.1	8.6	10.6	20.6	
Operating department	693	558	135	37.5	3.28	.4	.3	7.9	6.9	7.4	6.8	4.2	4.9	4.8	8.1	11.7	17.9	18.8	
Commercial department	105	34	71	37.5	3.01	-	1.0	11.4	6.7	9.5	11.4	8.6	14.3	8.6	6.7	3.8	5.7	12.4	
Accounting department	361	171	190	37.4	3.09	-	.8	6.1	11.4	9.7	11.9	9.1	9.1	6.1	11.1	5.8	3.3	15.5	
Engineering department	64	33	31	37.4	3.37	-	-	6.3	12.5	6.3	9.4	7.8	3.1	10.9	7.8	-	6.3	29.7	
All other departments	261	125	136	36.8	3.95	-	.8	3.4	4.6	6.1	11.9	11.9	5.4	5.0	4.6	8.0	4.6	33.7	
Operators	1,304	1,147	157	37.5	3.68	-	.5	-	1.1	8.4	6.0	3.5	4.1	3.4	7.7	7.1	8.7	49.5	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	144	142	2	37.6	4.91	-	-	-	-	-	-	.7	-	-	.7	.7	.7	97.2	
Nonsupervisory operators	1,160	1,005	155	37.5	3.52	-	.5	-	1.2	9.5	6.7	3.9	4.6	3.8	8.6	7.8	9.7	43.6	
Radio operators	66	58	8	37.2	3.96	-	-	-	-	-	-	1.5	-	-	1.5	-	1.5	95.5	
Marine coastal station operators	121	121	-	37.4	3.96	-	-	-	-	-	-	2.5	9.1	7.4	5.0	4.1	12.4	59.5	
Cable operators	188	177	11	37.5	3.39	-	-	-	-	3.7	16.5	4.3	8.0	4.3	17.6	8.5	12.2	25.0	
Teletype-multiplex operators	685	570	115	37.5	3.41	-	.9	-	2.0	14.5	6.3	4.5	3.5	3.8	7.6	8.9	9.3	38.7	
Telephone operators	84	63	21	37.5	3.72	-	-	-	-	3.6	3.6	1.2	3.6	1.2	9.5	4.8	11.9	60.7	
All other operators	16	16	-	37.5	3.62	-	-	-	-	6.3	6.3	6.3	-	-	-	31.3	-	50.0	
Messengers	366	366	-	29.7	1.60	84.2	13.1	.5	.3	1.4	-	.5	-	-	-	-	-	-	
Foot and bicycle	358	358	-	29.5	1.58	86.0	13.1	.6	-	.3	-	-	-	-	-	-	-	-	
Motor	8	8	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees	1,067	1,067	-	37.5	4.13	-	-	-	.2	.6	.7	.4	12.6	6.4	3.5	3.9	8.7	63.0	
Supervisors	142	142	-	37.5	5.28	-	-	-	-	-	-	-	-	-	-	-	1.4	98.6	
Mechanics and maintenance technicians	664	664	-	37.5	3.90	-	-	-	-	.6	.5	.5	17.8	9.2	4.4	4.1	8.1	55.0	
Radio operating technicians	177	177	-	37.5	4.16	-	-	-	-	-	-	.6	9.0	1.1	2.8	3.4	10.2	72.9	
Radiotelegraph riggers	25	25	-	37.5	4.23	-	-	-	-	-	-	12.0	-	-	4.0	-	20.0	64.0	
Radiotelegraph groundmen	1	1	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Others	58	58	-	37.4	3.90	-	-	-	3.4	3.4	3.4	-	1.7	8.6	3.4	15.5	22.4	37.9	
Building service employees	83	82	1	37.5	2.90	-	2.4	12.0	7.2	7.2	7.2	3.6	9.6	31.3	12.0	2.4	3.6	1.2	
All employees not elsewhere classified	7	7	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Covers employees of international telegraph carriers who have annual operating revenues exceeding \$50,000; excludes employees working for international telegraph carriers outside the conterminous 48 States and the District of Columbia.

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

<sup>3</sup> 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 30 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, 1965. BLS Bulletin 1520 (30 cents).  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1967. BLS Bulletin 1581 (25 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, 1966. BLS Bulletin 1531 (30 cents).  
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 (25 cents).  
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).  
Footwear, 1965. BLS Bulletin 1503 (50 cents).  
Hosiery, 1967. BLS Bulletin 1562 (70 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).  
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 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, 1967. BLS Bulletin 1594 (75 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, 1965. BLS Bulletin 1524 (40 cents).  
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).  
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).  
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1423 (30 cents).  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 (60 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, 1965. BLS Bulletin 1519 (30 cents).  
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).  
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).  
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.  
West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).  
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).

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

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

- Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).  
Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).  
\*Wooden Containers, 1957. BLS Report 126.  
Wool Textiles, 1966. BLS Bulletin 1551 (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, 1966. BLS Bulletin 1582 (20 cents).  
Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).  
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 (30 cents).  
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.  
Eating and Drinking Places, 1966-67. BLS Bulletin 1588 (40 cents).  
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).  
Hospitals, 1966. BLS Bulletin 1553 (70 cents).  
Hotels and Motels, 1966-67. BLS Bulletin 1587 (40 cents).  
Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).  
Life Insurance, 1966. BLS Bulletin 1569 (30 cents).  
Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).  
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

## II. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958.  
BLS Bulletin 1252 (40 cents).  
Factory Workers' Earnings—Selected Manufacturing Industries, 1959.  
BLS Bulletin 1275 (35 cents).  
Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central  
Regions, 1965. BLS Bulletin 1552 (50 cents).  
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965.  
BLS Bulletin 1533 (40 cents).  
Employee Earnings and Hours in Retail Trade, June 1966—  
Retail Trade (Overall Summary). BLS Bulletin 1584 (\$1).  
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1  
(30 cents).  
General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).  
Food Stores. BLS Bulletin 1584-3 (60 cents).  
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).  
Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).  
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6  
(50 cents).  
Miscellaneous Stores. BLS Bulletin 1584-7 (65 cents).

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





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