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Industry
Wage Survey

Communications,
1968

Bulletin 1662

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1970

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**U. S. DEPARTMENT OF LABOR
George P. Shultz, Secretary**

**BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner**

1970



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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 regional offices, are listed at the end of this bulletin.

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Communications, 1968

Summary

Basic pay rates¹ of the 759,452 employees (excluding officials and managerial assistants) of the Nation's principal communications carriers averaged \$3.47 an hour in late 1968—6.8 percent higher than a year earlier. This annual percent increase in wage levels was larger than the advance recorded in 1966-67 (3.8 percent) and was the greatest since BLS began its series of annual studies in 1947, except for 1957-58 (7.0 percent), 1951-52 (7.5 percent), and 1947-48 (7.3 percent).

Telephone-carrier employees, 96 percent of the workers covered by the study,² averaged \$3.48 an hour in December 1968. Nonmessenger employees of the Western Union Telegraph Co. averaged \$3.37 an hour in October 1968 and employees of international telegraph carriers, \$4.11.

Between December 1967 and December 1968, average pay rates of telephone carrier employees increased 7.1 percent. Average wage rates of Western Union's nonmessenger employees rose 5.1 percent, and those of employees of international telegraph carriers, 7.3 percent during the October 1967-68 period.³

Employment in telephone carriers covered by the study rose to 727,900 in December 1968 from 700,600 a year earlier. Between October 1967 and October 1968, total employment of Western Union remained virtually unchanged, and that of the international telegraph carriers increased by nearly 6 percent.

¹ 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.

² The study covered nearly nine-tenths of the estimated 844,000 employees of the Nation's telephone communications industry in December 1968 and almost all of the employees in the telegraph communications industry in October 1968.

³ For results of the previous survey, see *Industry Wage Survey: Communications, 1967* (Bulletin 1615, 1968).

Telephone Carriers

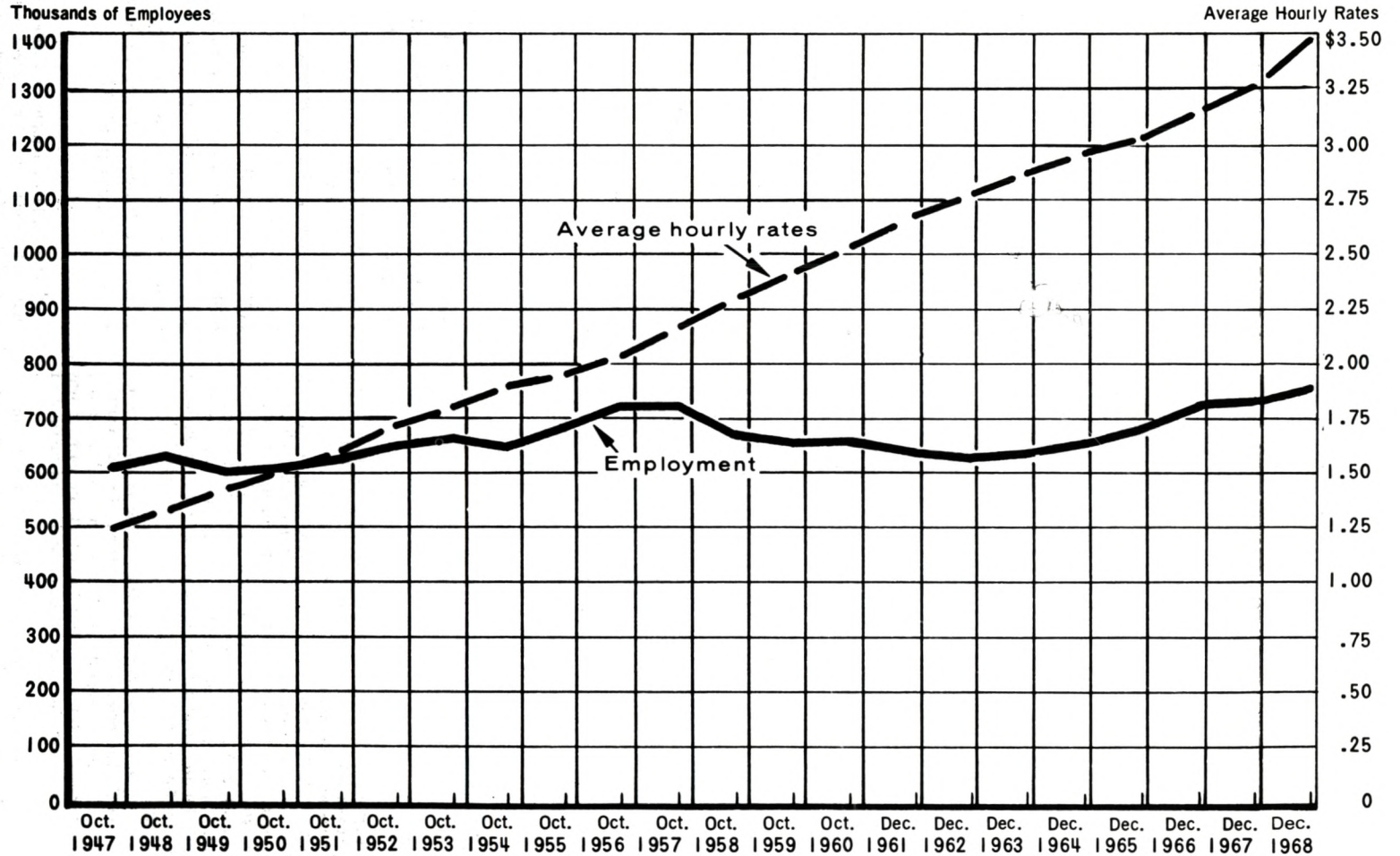
Employment and Pay Rates in December 1968. Basic wage rates of the employees of the telephone carriers in the study⁴ averaged \$3.48 an hour in December 1968. (See table 1.) Pay rates for individual workers ranged considerably; the middle half of the workers earned from \$2.38 to \$4.17 an hour. Some of the factors contributing to this wide range of pay rates were the variation in skills and responsibilities required in the industry; differences in pay rates among carriers; and the widespread use of pay systems which typically provided rate ranges for workers in a given job and locality.

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 (CWA). Many carriers had separate agreements for individual departments and, in some cases, for different areas. The New York Telephone Co., for example, had individual agreements for its plant, traffic, and commercial departments in the New York City area and three other agreements for these departments in the rest of the State. Local schedules usually provided a range of rates for specific jobs; proportionate differences between minimum and maximum rates varied by occupation.

Fifty-six percent of the telephone workers studied were women. Women constituted virtually all of the telephone operators, 92 percent of the clerical employees, and 71 percent of the business office and sales employees. On the other hand, virtually all construction, installation, and maintenance workers and 75 percent of the professional and semiprofessional employees were men. Average hourly pay rates for numerically important jobs largely staffed by women were \$2.69 for nonsupervisory clerical workers, and \$2.46 for experienced switchboard operators. Among jobs typically staffed by men, cable splicers averaged \$3.70; central office repairmen, \$3.66; PBX and station installers, \$3.60; and linemen, \$2.97.

⁴ The study of telephone carriers was limited to those (52) 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.

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947—December 1968



Regionally, average hourly earnings for all employees exceeded the national average of \$3.48 in the Middle Atlantic region (\$3.69), the Pacific (\$3.68), New England (\$3.53), and the Great Lakes (\$3.52). Averages in the five remaining regions were below the national level, and ranged from \$3.36 in the Chesapeake region to \$2.99 in the Southeast. (See table 4.) The following tabulation shows occupational average hourly rates of pay as a percent of averages in the Southeast. It indicates that the interregional spread in average earnings varied by occupation and, it was greater for experienced switchboard operators than for nonsupervisory clerical employees and central office repairmen.

Region	Experienced switchboard operators	Clerical employees (non-supervisory)	PBX and station installers
Pacific	128	112	118
Middle Atlantic . . .	127	112	119
New England	124	107	112
Great Lakes	120	109	112
Chesapeake	118	101	103
South Central	117	101	115
Mountain	114	103	115
North Central	112	97	121
Southeast	100	100	100

Bell System companies employed 95 percent of the telephone workers covered by the study and employed 92 percent or more of the workers in each region. Bell System companies, which usually covered an entire State or group of States, generally were much larger than other companies. Twenty-two of the 25 Bell companies employed more than 5,000 workers; 12 employed more than 25,000; and the two largest each had more than 80,000 employees. The largest company of the 27 non-Bell firms, on the other hand, employed only about 5,200 workers and almost 60 percent of these companies employed fewer than 500 workers. Average pay levels for occupational groups studied separately were nearly always higher for Bell than for non-Bell carriers. (See tables 2 and 3.) In the numerically important occupational categories shown below, average hourly pay rates in non-Bell carriers ranged from 76 to 97 percent of counterpart rates in Bell Systems. Because of longer average scheduled workweeks, weekly rates of non-Bell clerical workers and switchboard operators show smaller differences than do hourly rate comparisons. Scheduled workweeks for craft workers averaged about the same in both carrier groups.

	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory	82	86
Experienced switchboard operators	76	83
Central office repairmen	86	87
PBX and Station installers	80	80
Cable splicers	82	82
Linemen	97	96

Trends in Employment and Pay Rates. Total employment of telephone carriers increased by 27,300 between December 1967 and December 1968, continuing a recent upward trend which started in 1962. Most of the rise during the 6-year period was in the Bell System. Whereas the recent employment increases were reflected in nearly all major occupational categories, the declines from 1957 (681,600 employees) to 1962 (596,300 employees) were largely the result of reductions in the number of telephone operators as new and improved equipment was installed.

The 1968 employment level was 32 percent higher than the level recorded in 1947 (552,700), the date of the Bureau's initial study. The increase in employment over the 21-year period was accompanied by an increase in the percent of men in the industry (from 33 percent in 1947 to 44 percent in 1968), as the occupational composition of the industry changed substantially. As indicated below, the proportion of construction, installation, and maintenance employees rose from 23 percent of the work force in 1947 to 30 percent in 1968, while the proportion of telephone operators declined.

	October 1947	October 1957	December 1967	December 1968
Total, all employees¹				
Number	552,700	681,600	700,600	727,900
Percent	100	100	100	100
Percent classified as:				
Professional and semiprofessional employees	5	7	10	10
Clerical employees	17	21	22	22
Telephone operators	46	35	28	27
Construction, installation, and maintenance employees	23	27	30	30
All other employees	9	11	11	11

¹Excludes officials and managerial assistants.

The average hourly rate of \$3.48 in 1968 for all employees, except officials and managerial assistants, was 176 percent higher than the average of \$1.26 recorded in the 1947 study. An estimated 36 cents of the \$2.22 increase during the 21 years can be attributed to the shifts in the occupational composition of the industry's work force described above.⁵ The following tabulation shows the increases in average hourly earnings between October 1947 and December 1968 for three important occupational groups:

Occupational group	October 1947	October 1958	December 1968	Percent increase, 1947-68
Nonsupervisory clerical employees	\$1.13	\$1.85	\$2.69	138
Experienced switchboard operators . .	.97	1.68	2.46	154
Construction, installation, and maintenance workers . .	1.55	2.68	3.90	152

Employees of Bell System carriers averaged \$3.52 in December 1968, up 7.3 percent over the previous year. The average for employees of other telephone carriers was \$2.77, an increase of 5.7 percent. Much of the 7.3-percent increase in wage levels for Bell System employees during the December 1967-68 period was due to general wage adjustments provided in collective bargaining agreements newly negotiated during 1968. Under terms of agreements reached in May 1968 between the Communications Workers of America (CWA) and various companies of the Bell System, wage increases of \$4 to \$12 a week were granted to plant craftsmen and \$4 to \$8 a week to clerical employees and telephone operators. The contracts also provided deferred increases of \$5.50 to \$6 a week for plant craftsmen, and \$3.50 to \$4 a week for telephone operators and clerical employees in both 1969 and 1970. These agreements, ending the first nationwide telephone strike since 1947, covered approximately 200,000 workers. They also set a general pattern for 200,000 other CWA workers at Bell and for another 200,000 workers in other unions having agreements with Bell System carriers.⁶

⁵ Weighting occupational averages for December 1968 by occupational employment for October 1947 results in an average of \$3.12 instead of \$3.48.

⁶ For further details on these agreements, see *Current Wage Developments*, June 1, 1968, BLS Report 246, and later issues.

Between 1951⁷ and 1968, average rates for Bell System employees increased \$1.89 an hour, compared with \$1.63 for employees of other companies. On a percentage basis, however, the increases were 116 percent and 143 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. The greater increase for Bell workers in 1967-68, however, raised the Bell advantage to 27 percent by December 1968.⁸

Western Union Telegraph Co.

Straight-time rates of pay for the 22,787 nonmessenger employees⁹ of Western Union averaged \$3.37 an hour in October 1968. (See table 5.) The 1,629 motor messengers averaged \$2.42 and the 1,715 walking and bicycle messengers, \$1.63. Since October 1967, average rates of pay rose by nearly 5 percent for nonmessenger employees and motor messengers and 13 percent for walking and bicycle messengers. These increases were largely the result of general wage changes.

In all cities except New York, where contracts are with the Communications Workers, wage rates for employees of Western Union are determined by labor-management contracts with the United Telegraph Workers (UTW).¹⁰ The company reached settlement with both unions early in June 1968 on 3-year contracts which provided for adjustments in wages and fringe benefits. Effective June 1, 1968, all employees, except walking and bicycle messengers, received wage increases of 5 percent under UTW agreements and 4.5 percent under CWA; walking and bicycle messengers having 24 months or more progression credit¹¹ received a wage increase of 6 cents an hour.¹² Effective February 1, 1968, minimum rates of pay for walking and bicycle messengers were increased from \$1.40 to \$1.60 an hour in accordance with the amendments to the Fair Labor Standards Act of 1938.

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

⁸ 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, p.p. 38-41.

⁹ Excludes approximately 300 officials and managerial assistants.

¹⁰ Formerly called the Commercial Telegraphers' Union.

¹¹ "Progression credit" relates to the seniority in a job classification credited to an employee by the company.

¹² For a more detailed account of these settlements, see *Current wage Developments*, July 1, 1968, BLS Report 247.

Wage provisions in contracts with both the UTW and CWA include established rate ranges for all occupational classifications covered by the contracts. Differences between starting and maximum rates amount to more than 75 cents an hour for some classifications. Advancement from the starting rate through the various progression steps to the maximum rate is automatic for employees meeting the requirements of the job after specified periods of service. Established rates of pay for nonmessenger employees and motor messengers varied by location whereas nationwide rates applied to walking and bicycle messengers.

Men were 55 percent of the company's nonmessenger employees in October 1968 and tended to be concentrated in different occupational categories than women. For example, 67 percent of the clerical employees and 76 percent of the telegraph operators were women, whereas men made up a large majority of the construction, installation, and maintenance workers, sales employees, and professional and semiprofessional employees. Average hourly rates of pay among jobs predominately staffed by men were \$3.82 for traffic testing and regulating employees, \$3.78 for subscribers' equipment maintainers, and \$3.71 for linemen and cablemen. Nonsupervisory clerical workers (3,721 women and 1,249 men) averaged \$2.93 and experienced telegraph operators (except Morse), \$2.59.

Western Union's messengers, nearly all male, constituted 13 percent of the company's work force in October 1968. Walking and bicycle messengers averaged \$1.63 an hour and motor messengers, \$2.42. Motor messengers had work schedules which averaged 38.6 hours a week compared with 29.2 hours for walking and bicycle messengers, many of whom were employed part time.

Individual hourly rates of the highest-paid workers exceeded those of the lowest-paid workers by \$2 or more in most of the occupational categories presented in table 5. In some instances, however, clusters of workers had rates that fell within comparatively narrow limits. For example, nearly 64 percent of the subscribers' equipment maintainers were paid between \$3.75 and \$4 an hour, and almost half of the experienced telegraph operators (except Morse) received from \$2.75 to \$3.

The 4.7-percent increase in average rates of pay for nonmessenger employees between October 1967 and October 1968 was lower than the increase recorded in 1966-67 (5.2 percent) and in 1965-66 (5.9 percent), but exceeded the average annual increase of 4.1 percent since 1960. Percent increases in averages during the October 1967-68 period were not uniform among the occupational categories studied. They amounted to 3 percent for telegraph operators, 5 percent for clerical employees, and nearly 7 percent for construction, installation, and maintenance employees.¹³

Total employment in October 1968 (26,131) was slightly lower than a year earlier (26,224). The decline reflected a decrease of 166 in the number of messengers, partly offset by an increase of 73 in the nonmessenger group. Since the Bureau's initial annual study in 1947, employment (exclusive of officials and managerial assistants) has declined from 53,107 to 26,131. As indicated in the following tabulation, the occupational

¹³ Changes in average pay rates reflect not only general wage increases, but also changes in hiring practices. Because of the wide rate ranges that apply to most occupations, average rates during periods of increased hiring are affected by a disproportionate number of workers paid at the minimum rate for the job.

	October			
	1968	1967	1957	1947
Total, all employees¹				
Number.....	26,131	26,224	36,164	53,107
Percent.....	100	100	100	100
Percent of employees classified as:				
Professional and semiprofessional employees	5	5	4	2
Messengers, motor	6	6	4	3
Telegraph office superintendents and managers	9	9	9	8
Clerical employees	23	23	20	19
Telegraph operators	24	24	30	34
Construction, installation, and maintenance employees	23	23	16	13
Messengers, walking and bicycle	7	7	14	18
Other	3	3	3	3

¹Excludes officials and managerial assistants.

composition of the work force also has changed considerably during the past two decades. The proportion of workers classified as telegraph operators, the largest occupational group, fell from 34 percent in 1947 to 24 percent in 1968. Walking and bicycle messengers made up 18 percent of the employees in 1947 but only 7 percent in 1968. On the other hand, the proportions of construction, installation, and maintenance workers and of clerical employees have increased during this period.

International Telegraph Carriers

The 5,424 employees of the six international telegraph carriers covered by the study¹⁴ averaged \$4.11 an hour in October 1968. This average was 7.3 percent higher than the level of a year earlier.

Pay rates of the 5,072 nonmessenger employees of the six carriers averaged \$4.24 an hour in October 1968. The 352 messengers, nearly all walking and bicycle, averaged \$1.74.

¹⁴ 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.

Slightly more than four-fifths of all workers were men, who were a majority of the employment in nearly all occupational categories. Most of the women were employed as clerical workers or teletype-multiplex operators.

Pay rates in all of the specific nonmessenger occupational categories shown in table 6 averaged more than \$3 an hour. Engineers and engineering assistants, at \$6.42 an hour, were the highest paid group; lowest rates were reported for clerical workers in the commercial department, who averaged \$3.14.

Average hourly rates for other numerically important jobs were \$4.49 for radio operating technicians; \$4.34 for mechanics and maintenance technicians; \$3.66 for teletype-multiplex operators; and \$3.53 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 only in ocean-cable operations.

Table 1. Telephone Carriers:¹ Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1968

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving--															
	Total	Men	Women			Under \$1.60	\$1.60 and under \$1.80	\$1.80 - \$2.00	\$2.00 - \$2.25	\$2.25 - \$2.50	\$2.50 - \$2.75	\$2.75 - \$3.00	\$3.00 - \$3.25	\$3.25 - \$3.50	\$3.50 - \$4.00	\$4.00 - \$4.25	\$4.25 - \$4.50	\$4.50 - \$4.75	\$4.75 and over		
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants-----	727,897	319,982	407,915	38.0	\$3.48	(³)	2.7	6.0	9.9	10.6	12.1	9.2	6.1	4.0	4.1	5.2	6.9	6.2	2.3	14.5	
Part time-----	27,267	1,974	25,293	21.7	2.30	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time-----	700,630	318,008	382,622	38.7	3.51	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	72,873	55,018	17,855	37.9	6.10	-	-	.6	1.0	.8	1.8	2.1	1.7	2.1	2.3	2.7	3.3	3.4	4.0	74.1	
Draftsmen-----	2,948	555	2,393	37.8	2.77	-	.6	11.7	17.7	11.6	19.2	13.1	7.4	2.7	2.7	3.4	1.3	3.0	1.9	3.4	
Others-----	69,925	54,463	15,462	37.9	6.24	-	-	.1	.3	.4	1.0	1.6	1.5	2.1	2.3	2.6	3.4	3.4	4.1	77.1	
Business office and sales employees-----	57,534	16,772	40,762	37.6	3.68	-	.4	1.5	5.8	9.5	16.7	15.8	8.9	4.5	4.5	2.3	2.6	2.9	2.5	22.2	
Supervisors-----	11,328	5,673	5,655	38.0	5.35	-	-	-	-	.3	.2	.9	2.6	5.3	5.9	5.7	6.5	7.5	6.1	58.9	
Nonsupervisory employees-----	46,206	11,099	35,107	37.5	3.27	-	.5	1.9	7.3	11.7	20.7	19.5	10.5	4.3	4.1	1.5	1.6	1.7	1.6	13.2	
Clerical employees-----	158,612	12,479	146,133	37.7	2.81	-	1.2	8.4	14.0	13.8	17.2	15.8	10.4	4.6	2.8	2.8	2.5	2.1	1.0	3.2	
Supervisors-----	11,788	2,565	9,223	38.1	4.35	-	-	-	.1	.4	.7	2.4	5.3	8.2	12.2	11.3	9.8	9.7	7.2	32.7	
Nonsupervisory employees-----	146,824	9,914	136,910	37.7	2.69	-	1.3	9.1	15.1	14.9	18.5	16.9	10.8	4.3	2.0	2.2	1.9	1.5	.5	.9	
Commercial department-----	28,786	675	28,111	37.1	2.52	-	1.7	13.4	20.7	18.7	16.4	14.1	7.2	3.4	1.4	1.0	.4	.4	.4	.7	
Traffic department-----	21,627	41	21,586	38.3	2.74	-	.7	4.1	8.2	11.8	25.6	24.9	16.6	3.4	1.9	1.1	.6	.5	.2	.4	
Plant department-----	41,301	6,453	34,848	38.6	2.78	-	1.5	7.0	12.4	14.7	21.6	16.1	8.9	3.0	1.7	3.8	4.8	3.2	.6	.5	
Accounting department-----	33,071	1,339	31,732	37.0	2.61	-	1.1	11.6	17.2	14.0	15.0	18.0	13.0	6.2	1.4	.8	.5	.4	.3	.6	
All other departments-----	22,039	1,406	20,633	37.2	2.80	-	1.4	8.6	16.3	14.8	13.8	12.5	10.2	6.0	4.2	3.7	2.0	2.2	1.4	2.7	
Telephone operators-----	195,775	118	195,657	36.5	2.49	(³)	8.6	13.4	18.5	15.9	16.8	8.6	5.3	4.2	4.9	1.1	.7	.5	.4	1.2	
Chief operators-----	9,770	21	9,749	39.0	3.96	-	-	.2	.3	.7	2.6	5.9	11.5	13.3	13.3	11.0	8.8	7.8	6.5	18.1	
Service assistants and instructors-----	14,512	50	14,462	38.0	3.06	-	-	.8	3.2	5.5	15.8	30.1	17.9	8.6	5.5	5.3	2.3	1.4	1.1	2.6	
Experienced switchboard operators-----	123,558	29	123,529	36.5	2.46	(³)	6.8	10.9	16.0	19.5	22.4	8.6	5.0	4.5	6.0	.2	.1	-	-	.1	
Operators in training-----	45,875	10	45,865	35.3	2.04	-	18.4	27.5	34.8	13.2	4.7	.7	.3	.1	.1	-	-	-	-	-	
Other switchboard employees-----	2,060	8	2,052	38.4	2.88	-	-	.8	2.6	5.2	18.0	42.0	21.1	5.8	1.8	1.7	.4	.2	-	.1	
Construction, installation, and maintenance employees-----	218,594	217,210	1,384	39.9	3.90	-	-	.4	2.9	6.6	6.6	5.5	4.4	3.8	4.9	12.4	18.2	16.5	4.4	13.2	
Foremen of telephone craftsmen-----	30,622	30,596	26	39.8	5.59	-	-	-	-	-	.1	.1	.3	.4	.7	1.3	3.1	5.8	88.2		
Central office craftsmen-----	72,732	71,457	1,275	39.8	3.70	-	-	.3	2.3	5.9	6.9	7.0	5.9	5.6	4.8	14.8	19.1	18.5	7.3	1.6	
Test-board men and repeatermen-----	16,013	15,967	46	39.8	3.90	-	-	.1	.6	2.7	4.1	5.8	4.7	3.8	15.2	21.7	24.4	10.0	2.2		
Central office repairmen-----	53,211	52,011	1,200	39.5	3.66	-	-	.3	2.4	6.6	7.5	7.3	6.2	5.8	5.1	14.3	18.4	17.7	6.9	1.5	
Others-----	3,508	3,479	29	39.9	3.34	-	.2	.9	7.4	10.5	11.5	7.6	6.6	5.3	5.2	19.0	19.2	4.3	1.2	1.2	
Installation and exchange repair craftsmen-----	79,140	79,067	73	39.9	3.69	-	-	.4	2.7	6.9	6.9	5.2	4.2	3.4	6.7	15.1	24.4	21.7	1.8	.6	
PBX and station installers-----	38,208	38,198	10	39.9	3.60	-	.1	.6	3.3	9.3	9.0	6.7	5.3	3.8	4.5	9.9	23.3	22.3	1.7	.3	
Exchange repairmen-----	18,276	18,246	30	39.9	3.97	-	-	.1	.9	2.4	2.9	2.5	2.8	3.8	4.0	13.2	30.2	33.8	2.0	1.6	
Others-----	22,656	22,623	33	39.9	3.63	-	-	.3	3.1	6.6	6.4	4.8	3.4	2.5	12.6	25.4	21.7	11.1	1.7	.4	
Line, cable, and conduit craftsmen-----	36,085	36,075	10	39.9	3.36	-	.1	1.3	7.2	13.0	10.8	8.1	5.6	4.0	5.0	11.9	17.1	12.4	2.9	.5	
Linemen-----	12,538	12,536	2	40.0	2.97	-	.2	1.9	13.6	19.6	15.8	9.8	5.9	3.7	6.1	9.6	9.7	3.8	.1	.3	
Cable splicers-----	19,575	19,573	2	40.0	3.70	-	-	.2	1.1	5.0	6.9	7.6	5.9	4.7	4.9	15.2	24.3	18.8	4.9	.4	
Cable splicers' helpers-----	2,437	2,435	2	40.0	2.44	-	.4	3.7	24.7	40.6	18.3	5.6	3.2	1.5	.6	.2	.4	.5	.3	-	
Others-----	1,535	1,531	4	39.8	3.42	-	.1	5.9	4.5	18.0	7.8	4.5	4.0	3.0	4.0	5.7	13.0	20.2	3.6	5.8	
Laborers-----	15	15	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees-----	22,189	16,485	5,704	37.9	3.12	(³)	2.2	7.8	13.3	14.8	12.6	9.3	6.3	6.3	4.1	4.1	4.8	2.7	2.3	9.4	
Foremen-----	2,785	2,418	367	39.4	5.20	-	-	-	.4	.7	1.9	2.6	2.4	2.5	2.1	2.6	2.8	3.7	6.7	71.5	
Mechanics-----	3,085	3,075	10	39.6	3.73	-	.2	.3	.7	3.0	5.3	6.9	7.5	7.7	8.8	13.1	24.6	13.2	6.2	2.5	
Other building service employees-----	10,887	5,617	5,270	36.4	2.38	(³)	4.1	14.4	23.9	22.2	17.9	11.3	3.5	2.1	.4	.1	.2	-	-	-	
Other supplies and motor vehicle employees-----	5,432	5,375	57	39.3	3.08	-	.8	2.9	5.7	13.8	11.6	10.1	13.3	15.7	9.9	7.7	3.8	1.7	2.5	.3	
All employees not elsewhere classified-----	2,320	1,900	420	38.1	3.75	.1	1.6	3.8	6.0	11.9	7.6	3.9	5.3	5.4	6.0	7.4	6.4	7.8	6.3	20.3	

¹ Covers 52 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.

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 Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1968

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving--													
	Total	Men	Women			\$1.60 and under	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75 and over
						\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	
All employees except officials and managerial assistants-----	691,505	302,132	389,373	38.0	\$3.52	2.1	5.8	9.6	10.5	12.4	9.4	6.2	3.9	3.9	5.3	7.1	6.4	2.4	15.0
Part time-----	25,651	1,753	23,898	21.3	2.31	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time-----	665,854	300,379	365,475	38.6	3.55	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees-----	69,722	52,317	17,405	37.8	6.18	(³)	.5	1.0	.8	1.7	2.0	1.7	1.9	2.2	2.2	2.9	3.1	3.7	76.2
Draftsmen-----	2,780	466	2,314	37.7	2.77	.5	11.6	18.1	11.8	18.7	13.5	7.6	2.7	2.8	3.3	1.2	3.0	1.8	3.4
Others-----	66,942	51,851	15,091	37.8	6.32	-	.1	.3	.3	1.0	1.5	1.4	1.9	2.1	2.2	2.9	3.1	3.8	79.2
Business office and sales employees-----	55,814	16,349	39,465	37.6	3.71	.2	1.3	5.4	9.0	17.0	16.0	9.1	4.5	4.6	2.3	2.6	2.9	2.5	22.6
Supervisors-----	10,977	5,451	5,526	38.0	5.39	-	-	-	.1	.7	2.6	5.3	5.9	5.7	6.5	7.5	6.0	59.7	
Nonsupervisory employees-----	44,837	10,898	33,939	37.5	3.30	.2	1.6	6.8	11.3	21.2	19.7	10.8	4.3	4.2	1.5	1.6	1.7	1.6	13.6
Clerical employees-----	151,809	11,733	140,076	37.6	2.84	.6	8.2	13.5	13.5	17.5	16.3	10.8	4.7	2.8	2.9	2.6	2.2	1.1	3.3
Supervisors-----	11,424	2,417	9,007	38.0	4.38	-	-	.1	.6	2.3	5.2	8.1	12.2	11.1	9.9	9.9	7.2	33.2	
Nonsupervisory employees-----	140,385	9,316	131,069	37.6	2.71	.7	8.9	14.6	14.6	18.9	17.4	11.2	4.4	2.0	2.2	2.0	1.5	.6	.9
Commercial department-----	27,300	632	26,668	37.0	2.54	.5	13.3	20.6	18.6	16.8	14.7	7.5	3.5	1.5	1.0	.5	.5	.4	.6
Traffic department-----	20,982	23	20,959	38.2	2.75	.6	3.8	7.7	11.2	26.0	25.5	17.1	3.5	1.9	1.2	.6	.5	.2	.3
Plant department-----	39,828	6,242	33,586	38.5	2.80	1.0	6.8	11.9	14.2	22.2	16.6	9.2	3.0	1.7	3.9	4.9	3.3	.6	.5
Accounting department-----	31,630	1,210	30,420	36.9	2.63	.5	11.5	16.7	13.8	15.0	18.6	13.4	6.4	1.4	.8	.5	.4	.3	.6
All other departments-----	20,645	1,209	19,436	37.1	2.84	.5	8.2	16.0	14.4	14.0	12.8	10.6	6.3	4.4	3.9	2.1	2.4	1.4	2.8
Telephone operators-----	185,352	69	185,283	36.3	2.52	7.1	13.3	18.2	16.0	17.4	8.9	5.5	4.4	5.1	1.1	.7	.5	.4	1.2
Chief operators-----	9,358	19	9,339	39.0	3.99	-	.1	.3	.4	1.9	5.7	11.3	13.5	13.5	11.1	8.9	8.0	6.7	18.7
Service assistants and instructors-----	13,818	46	13,772	37.9	3.08	-	.7	2.8	4.1	15.9	30.7	18.4	8.8	5.6	5.5	2.3	1.4	1.1	2.6
Experienced switchboard operators-----	115,449	1	115,448	36.3	2.50	4.7	10.5	15.1	19.9	23.9	9.2	5.3	4.7	6.4	.2	1	-	-	-
Operators in training-----	44,705	3	44,702	35.1	2.04	17.4	27.8	35.4	13.6	4.5	.7	.3	.1	.1	-	-	-	-	-
Other switchboard employees-----	2,022	-	2,022	38.4	2.88	-	.7	2.4	4.9	18.1	42.6	21.5	5.9	1.7	1.4	.4	.2	-	.1
Construction, installation, and maintenance employees-----	205,723	204,464	1,259	39.9	3.94	(³)	.2	2.6	6.5	6.5	5.6	4.2	3.0	4.1	12.6	19.0	17.4	4.5	13.7
Foremen of telephone craftsmen-----	29,151	29,131	20	39.8	5.65	-	-	-	-	-	-	.1	.1	.3	.6	2.2	5.3	91.4	
Central office craftsmen-----	68,479	67,262	1,217	39.9	3.73	(³)	.1	2.0	5.8	6.8	7.1	5.9	4.8	3.8	14.7	20.1	19.7	7.8	1.6
Test-board men and repeatermen-----	15,506	15,477	29	39.9	3.92	-	.5	2.4	4.1	5.9	4.8	4.0	3.2	15.4	22.2	25.2	10.3	1.9	
Central office repairmen-----	50,857	49,680	1,177	39.8	3.68	-	.1	2.2	6.5	7.5	6.2	5.2	4.2	14.4	19.1	18.5	7.2	1.5	
Others-----	2,116	2,105	11	39.8	3.42	.3	-	7.4	13.2	12.0	5.8	5.4	1.4	.1	16.3	28.2	7.0	1.9	1.1
Installation and exchange repair craftsmen-----	74,583	74,568	15	39.9	3.73	-	.1	2.4	6.7	6.9	5.2	3.8	2.4	5.9	15.7	25.6	23.0	1.9	.4
PBX and station installers-----	35,760	35,752	8	39.9	3.65	-	-	2.7	9.1	9.2	6.7	4.7	3.0	3.6	10.4	24.7	23.8	1.9	.3
Exchange repairmen-----	17,202	17,200	2	40.0	4.01	-	-	.6	2.2	2.7	2.5	2.6	1.8	3.8	13.6	31.5	35.8	2.1	.8
Others-----	21,621	21,616	5	39.9	3.65	-	.3	3.1	6.4	6.4	4.8	3.2	2.0	11.2	26.2	22.6	11.6	1.8	.4
Line, cable, and conduit craftsmen-----	33,506	33,499	7	40.0	3.38	(³)	.9	7.0	13.0	10.8	8.2	5.5	3.3	4.0	12.3	18.2	13.3	3.1	.4
Linemen-----	11,375	11,374	1	40.0	2.98	-	1.3	13.7	20.0	16.4	10.2	5.5	2.7	5.6	9.6	10.6	4.1	.1	.1
Cable splicers-----	18,391	18,390	1	40.0	3.74	-	-	.8	4.8	6.6	7.6	5.9	4.0	3.4	16.0	25.4	20.0	5.2	.2
Cable splicers' helpers-----	2,358	2,356	2	40.0	2.44	.1	2.8	24.8	41.4	18.6	5.7	3.1	1.5	.6	.2	.4	.5	.3	-
Others-----	1,382	1,379	3	39.8	3.53	-	4.5	2.5	17.9	7.9	4.1	3.6	2.2	4.2	6.3	14.4	22.4	3.9	6.2
Laborers-----	4	4	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees-----	20,922	15,409	5,513	37.9	3.16	1.1	7.4	13.1	15.1	13.2	9.5	6.4	6.1	4.0	4.1	4.9	2.8	2.4	9.9
Foremen-----	2,684	2,320	364	39.4	5.24	-	-	.3	.7	1.9	2.5	2.2	2.6	1.9	2.3	2.1	3.5	6.3	73.5
Mechanics-----	3,000	2,999	1	39.6	3.75	-	.1	.6	3.0	5.3	7.0	7.6	7.3	8.6	12.8	25.3	13.6	6.4	2.5
Other building service employees-----	10,237	5,117	5,120	36.3	2.40	2.1	13.7	24.1	23.0	19.0	11.9	3.6	2.2	.4	.1	.1	-	-	-
Other supplies and motor vehicle employees-----	5,001	4,973	28	39.3	3.10	.2	2.6	5.2	14.1	12.0	9.9	13.8	15.1	10.0	8.3	4.1	1.8	2.6	.3
All employees not elsewhere classified-----	2,163	1,791	372	38.1	3.81	1.4	3.6	5.0	11.8	7.4	4.0	5.4	5.5	6.1	7.5	6.4	8.0	6.5	21.3

¹ Covers 25 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.

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 3. Non-Bell Telephone Carriers:¹ Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1968

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving--															
	Total	Men	Women			Under \$1.60	\$1.60 and under \$1.80	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants-----	39,392	17,850	18,542	39.6	\$2.77	.1	14.3	9.1	15.6	12.5	6.5	4.2	4.3	7.6	7.8	5.0	3.4	2.2	1.9	5.6	
Part time-----	1,616	221	1,395	28.3	2.27	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time-----	34,776	17,629	17,147	40.1	2.79	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees-----	3,151	2,701	450	39.9	4.44	-	.3	1.2	1.8	2.5	3.2	3.4	3.2	5.6	5.5	11.8	12.2	10.4	9.8	28.9	
Draftsmen-----	168	89	79	39.4	2.80	-	2.4	13.1	11.3	8.9	27.4	7.1	4.2	4.2	2.4	4.8	3.0	3.0	4.2	4.2	
Others-----	2,983	2,612	371	40.0	4.54	-	.2	.5	1.3	2.1	1.9	3.2	3.1	5.7	5.7	12.2	12.7	10.8	10.1	30.3	
Business office and sales employees-----	1,720	423	1,297	39.6	2.71	-	8.4	10.1	19.0	22.8	4.8	10.3	1.9	2.2	2.0	3.0	2.6	2.6	2.2	8.2	
Supervisors-----	351	222	129	40.0	3.99	-	-	-	.9	10.8	4.0	6.6	4.0	6.0	8.3	6.8	8.0	7.7	33.0		
Nonsupervisory employees-----	1,369	201	1,168	39.5	2.38	-	10.5	12.6	23.6	25.9	5.0	11.3	1.3	1.8	.9	1.7	1.5	1.2	.8	1.8	
Clerical employees-----	6,803	746	6,057	39.7	2.29	-	14.8	12.7	23.8	21.8	9.9	4.6	2.9	2.3	1.7	1.7	.9	.6	.5	1.8	
Supervisors-----	364	148	216	40.0	3.66	-	.5	.5	1.9	8.5	2.5	4.1	8.0	9.9	10.7	16.8	7.4	5.8	6.6	16.8	
Nonsupervisory employees-----	6,439	598	5,841	39.7	2.21	-	15.6	13.3	25.0	22.6	10.3	4.7	2.7	1.9	1.2	.9	.5	.3	.1	1.0	
Commercial department-----	1,486	43	1,443	39.3	2.21	-	22.3	14.7	24.0	19.8	8.8	3.4	2.0	1.2	.4	1.3	.1	.3	.1	1.6	
Traffic department-----	645	18	627	39.8	2.29	-	6.8	13.8	25.7	29.3	12.4	3.4	2.2	.6	2.2	.3	.9	.5	-	1.9	
Plant department-----	1,473	211	1,262	39.8	2.22	-	14.6	12.2	26.7	27.0	7.5	2.7	1.2	3.8	1.1	.8	1.4	.3	.1	.5	
Accounting department-----	1,441	129	1,312	39.7	2.17	-	15.1	12.7	27.9	18.9	13.7	4.9	3.0	.9	.8	1.1	.3	.2	.2	.3	
All other departments-----	1,394	197	1,197	39.8	2.20	-	14.0	13.6	21.1	21.4	10.4	8.5	4.7	2.1	1.9	.4	.2	.2	.2	1.2	
Telephone operators-----	10,423	49	10,374	39.5	2.01	.2	35.6	14.3	23.8	13.3	4.9	1.9	1.6	1.3	.6	.5	.4	.2	.1	1.2	
Chief operators-----	412	2	410	40.0	3.24	-	-	2.2	1.0	6.8	18.7	9.5	16.3	10.9	8.5	9.2	6.8	3.6	1.7	4.9	
Service assistants and instructors-----	694	4	690	40.3	2.63	-	.3	2.0	11.4	34.4	14.0	16.7	7.3	3.7	3.5	1.2	1.3	1.2	.6	2.4	
Experienced switchboard operators-----	8,109	28	8,081	39.4	1.91	.3	37.3	15.8	28.1	13.6	2.0	.4	.6	.8	-	-	-	-	-	1.0	
Operators in training-----	1,170	7	1,163	39.3	1.80	-	58.3	16.0	9.7	1.0	14.0	1.0	-	-	-	-	-	-	-	-	
Other switchboard employees-----	38	8	30	37.4	2.78	-	-	7.9	13.2	23.7	15.8	10.5	-	-	7.9	21.1	-	-	-	-	
Construction, installation, and maintenance employees-----	12,871	12,746	125	39.7	3.25	-	.5	4.1	7.5	8.4	7.4	5.1	7.7	16.4	18.4	9.0	5.3	2.7	2.1	5.4	
Foremen of telephone craftsmen-----	1,471	1,465	6	39.9	4.35	-	-	.3	-	.5	1.2	2.2	4.4	5.5	8.7	15.4	20.8	16.7	24.3		
Central office craftsmen-----	4,253	4,195	58	39.7	3.21	-	.2	2.6	7.5	7.3	8.6	5.7	6.4	18.5	20.7	15.3	4.3	.3	.2	2.5	
Test-board men and repeatermen-----	507	17	490	37.1	3.41	-	-	3.0	2.8	10.1	6.3	1.2	6.6	27.2	20.5	8.1	4.7	1.2	1.0	11.4	
Central office repairmen-----	2,354	2,331	23	40.4	3.17	-	.3	2.6	8.6	7.2	7.8	4.0	6.1	20.8	25.3	12.2	3.5	.2	-	1.3	
Others-----	1,392	1,374	18	40.0	3.22	-	.1	2.3	7.3	6.4	10.8	10.3	8.3	11.4	12.9	23.1	5.5	.2	.1	1.4	
Installation and exchange repair craftsmen-----	4,557	4,499	58	39.8	3.11	-	.5	5.3	8.3	9.6	6.9	5.0	10.6	19.9	20.6	5.0	3.9	.5	.1	3.8	
PBX and station installers-----	2,448	2,446	2	40.0	2.93	-	.9	8.9	11.7	11.7	7.4	6.1	13.8	15.6	18.1	2.9	2.3	-	-	.7	
Exchange repairmen-----	1,074	1,046	28	39.2	3.39	-	.2	1.1	5.2	5.7	6.1	2.7	5.0	36.3	6.0	6.7	9.0	1.6	.5	14.0	
Others-----	1,035	1,007	28	40.0	3.28	-	.1	1.2	3.2	8.9	6.8	4.7	8.9	12.9	41.6	8.3	2.4	.6	-	.5	
Line, cable, and conduit craftsmen-----	2,579	2,576	3	39.6	2.92	-	1.5	6.5	10.5	12.6	10.4	6.4	7.7	13.7	18.3	6.1	3.6	.3	.2	2.3	
Linemen-----	1,163	1,162	1	39.6	2.88	-	2.3	6.9	12.6	15.9	9.5	5.5	9.8	12.6	11.1	10.5	.4	.4	.2	2.2	
Cable splicers-----	1,184	1,183	1	39.6	3.08	-	.2	3.1	6.1	8.3	11.7	7.2	5.7	16.3	28.5	2.8	7.3	.2	.1	2.5	
Cable splicers' helpers-----	79	79	-	39.9	2.26	-	8.9	29.1	21.5	17.7	8.9	3.8	6.3	-	2.5	1.3	-	-	-	-	
Others-----	153	152	1	39.5	2.42	-	1.3	18.3	22.2	19.0	6.5	8.5	7.2	9.8	2.0	.7	-	.7	1.3	2.6	
Laborers-----	11	11	-	(4)	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees-----	1,267	1,076	191	38.9	2.48	.2	21.3	15.5	15.1	8.9	3.3	6.2	4.8	9.9	5.0	2.7	2.7	1.0	1.7	1.8	
Foremen-----	101	98	3	40.0	4.07	-	-	-	2.0	1.0	2.0	5.0	6.9	1.0	6.9	11.9	19.8	9.9	15.8	17.8	
Mechanics-----	85	76	9	40.0	3.07	-	5.9	8.2	4.7	5.9	4.7	4.7	3.5	22.4	16.5	23.5	-	-	-	-	
Other building service employees-----	650	500	150	38.1	1.95	.3	35.5	24.6	20.6	10.0	1.1	2.0	2.6	.5	.6	-	1.8	-	-	.3	
Other supplies and motor vehicle employees-----	431	402	29	39.7	2.76	-	7.9	7.0	11.8	9.7	6.7	13.0	7.9	23.7	8.8	.5	.5	.7	1.2	.7	
All employees not elsewhere classified-----	157	109	48	37.7	2.87	1.3	4.5	6.4	20.4	14.0	10.2	3.2	3.2	3.8	4.5	5.7	7.0	5.1	4.5	6.4	

¹ Covers 27 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.

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 1968

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*-----	727,897	\$3.48	51,492	\$3.53	141,943	\$3.69	123,071	\$3.52	43,728	\$3.36	95,357	\$2.99	23,778	\$3.32	67,451	\$3.14	28,739	\$3.35	110,767	\$3.68
Cable splicers-----	19,575	3.70	1,317	3.89	3,569	4.02	3,483	3.67	1,348	3.69	3,497	3.59	749	3.51	1,307	3.43	611	3.66	3,025	3.69
Cable splicers' helpers-----	2,437	2.44	413	2.48	441	2.56	375	2.42	183	2.51	446	2.27	-	-	418	2.43	-	-	57	2.79
Central office repairmen-----	53,211	3.66	2,802	3.70	10,134	3.81	8,200	3.61	3,131	3.46	6,101	3.47	1,575	3.74	5,225	3.67	1,731	3.72	8,445	3.81
Clerical (nonsupervisory)-----	146,824	2.69	10,433	2.68	29,822	2.79	24,191	2.73	8,673	2.53	16,426	2.50	4,684	2.43	11,315	2.53	6,097	2.58	26,186	2.81
Exchange repairmen-----	18,276	3.97	623	3.91	4,344	4.08	4,554	3.97	703	3.98	1,877	3.62	314	3.94	2,419	4.02	566	3.90	2,666	4.04
Experienced switchboard operators-----	123,558	2.46	9,008	2.57	22,787	2.65	21,265	2.50	7,494	2.45	18,843	2.08	4,727	2.32	14,563	2.43	4,986	2.38	16,201	2.66
Linemen-----	12,538	2.97	948	3.28	2,185	3.32	2,014	2.97	835	2.64	2,323	2.51	477	2.83	1,563	2.81	564	3.12	1,427	3.33
Mechanics, building and motor vehicle service-----	3,085	3.73	254	3.36	894	3.97	762	3.79	230	3.37	172	3.42	60	3.46	135	3.93	55	3.15	444	3.80
PBX and station installers-----	38,208	3.60	1,556	3.57	9,909	3.78	8,123	3.57	2,082	3.29	4,494	3.19	774	3.86	4,369	3.68	937	3.67	5,539	3.75
Test-board men and repeatermen-----	16,013	3.90	897	4.01	1,861	4.38	1,839	4.06	565	3.99	1,991	3.80	266	3.95	933	3.98	469	3.96	1,994	4.11
Bell System Carriers																				
All employees except officials and managerial assistants*-----	691,505	\$3.52	51,492	\$3.53	140,858	\$3.70	113,229	\$3.58	40,903	\$3.43	89,908	\$3.03	23,604	\$3.32	62,228	\$3.18	28,739	\$3.35	104,686	\$3.72
Cable splicers-----	18,391	3.74	1,317	3.89	3,525	4.03	3,128	3.70	1,254	3.75	3,329	3.63	749	3.51	1,170	3.48	611	3.66	2,875	3.73
Cable splicers' helpers-----	2,358	2.44	413	2.48	441	2.56	365	2.43	183	2.51	433	2.28	-	-	372	2.45	-	-	47	2.80
Central office repairmen-----	50,857	3.68	2,802	3.70	10,068	3.82	7,555	3.63	2,874	3.50	5,616	3.52	1,571	3.75	5,035	3.68	1,731	3.72	8,062	3.81
Clerical (nonsupervisory)-----	140,385	2.71	10,433	2.68	29,627	2.80	22,839	2.75	8,097	2.57	15,474	2.53	4,644	2.43	10,240	2.58	6,097	2.58	24,906	2.84
Exchange repairmen-----	17,202	4.01	623	3.91	4,344	4.08	4,137	4.06	703	3.98	1,877	3.62	314	3.94	2,190	4.09	566	3.90	2,432	4.06
Experienced switchboard operators-----	115,449	2.50	9,008	2.57	22,391	2.67	18,667	2.58	6,720	2.53	17,710	2.10	4,680	2.32	13,331	2.48	4,986	2.38	15,132	2.72
Linemen-----	11,375	2.98	948	3.28	2,135	3.33	1,650	2.95	718	2.68	2,192	2.51	467	2.84	1,403	2.84	564	3.12	1,198	3.32
Mechanics, building and motor vehicle service-----	3,000	3.75	254	3.36	894	3.97	740	3.81	228	3.37	148	3.59	60	3.46	132	3.94	55	3.15	431	3.80
PBX and station installers-----	35,760	3.65	1,556	3.57	9,817	3.78	7,804	3.58	1,773	3.41	3,882	3.28	752	3.88	3,853	3.77	937	3.67	5,385	3.75
Test-board men and repeatermen-----	15,506	3.92	897	4.01	1,859	4.38	1,697	4.12	548	4.01	1,910	3.82	266	3.95	875	4.02	469	3.96	1,860	4.10

¹ Covers telephone carriers which have 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.)

* 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 Employees¹ in Occupational Groups by Average Hourly Rates,² October 1968

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving--														
	Total	Men	Women			\$1.60 and under \$1.80	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	\$4.75 and over
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials, managerial assistants, and messengers-----	22,787	12,544	10,243	39.2	\$3.37	-	-	5.8	10.8	9.3	20.9	12.1	7.3	5.9	11.1	4.3	1.9	1.4	9.0	
Professional and semiprofessional employees-----	1,261	1,102	159	37.1	6.23	-	-	.1	-	.4	2.1	3.8	5.4	2.5	2.2	2.0	3.0	3.3	75.3	
Engineers and engineering assistants-----	462	450	12	37.1	6.21	-	-	-	-	.2	1.5	1.7	1.7	2.6	3.2	2.4	5.2	5.0	76.4	
Others-----	799	652	147	37.1	6.24	-	-	.1	-	.5	2.4	5.0	7.5	2.4	1.6	1.8	1.8	2.4	74.6	
Telegraph office superintendents and managers-----	2,373	1,413	960	39.9	3.24	-	-	.4	4.4	12.4	21.3	25.2	15.8	9.4	2.9	1.3	1.6	.7	4.6	
Sales employees-----	281	254	27	36.3	4.75	-	-	-	-	.4	1.8	10.0	13.2	10.7	14.2	6.4	3.2	40.2		
Clerical employees-----	5,978	1,946	4,032	38.2	3.14	-	-	5.5	11.7	14.7	25.0	13.1	7.5	5.6	5.4	2.3	1.2	1.4	6.7	
Supervisors-----	918	667	251	37.1	4.42	-	-	-	.1	.7	7.7	14.4	9.3	4.6	6.6	6.9	4.9	5.9	39.0	
Nonsupervisory employees-----	4,970	1,249	3,721	38.3	2.93	-	-	5.1	13.7	17.5	28.6	13.1	7.4	5.9	5.3	1.4	.6	.6	.8	
Commercial department-----	2,961	670	2,291	39.0	2.85	-	-	5.4	14.4	21.2	30.7	11.3	5.9	6.0	3.4	1.1	.1	.1	.2	
Traffic department-----	464	109	355	39.9	2.64	-	-	8.2	27.4	10.6	48.9	3.7	1.3	-	-	-	-	-	-	
All other departments-----	1,545	470	1,075	36.6	3.20	-	-	3.8	8.4	12.5	18.4	19.5	11.9	7.2	10.4	2.5	1.6	1.6	2.3	
Route aides-----	90	30	60	40.0	2.17	-	-	81.1	17.8	1.1	-	-	-	-	-	-	-	-	-	
Telegraph operators-----	6,383	1,509	4,874	39.8	2.70	-	-	15.1	21.0	10.7	36.7	10.6	3.1	.9	.4	.4	.2	.2	.7	
Traffic managers, chief operators, supervisors and instructors-----	1,208	505	703	39.9	3.28	-	-	-	-	7.0	10.5	51.5	16.0	4.9	2.1	2.2	1.2	1.1	3.6	
Experienced telegraph operators (except morse operators)-----	3,431	803	2,628	39.8	2.59	-	-	13.9	26.6	13.8	44.5	1.1	.1	(3)	-	-	-	-	-	
Commercial department-----	1,778	430	1,348	39.8	2.56	-	-	17.8	24.3	19.5	38.2	.1	-	-	-	-	-	-	-	
Traffic department-----	1,653	373	1,280	39.9	2.61	-	-	9.7	29.1	7.6	51.2	2.2	.1	.1	-	-	-	-	-	
Switching clerks-----	19	2	17	40.0	2.63	-	-	5.3	-	89.5	5.3	-	-	-	-	-	-	-	-	
Operators in training-----	300	76	224	39.7	2.08	-	-	97.3	2.0	.7	-	-	-	-	-	-	-	-	-	
Other operators-----	1,425	123	1,302	39.7	2.59	-	-	13.6	29.5	7.4	48.4	1.1	-	-	-	-	-	-	-	
Morse operators-----	50	35	15	40.0	2.94	-	-	-	6.0	66.0	28.0	-	-	-	-	-	-	-	-	
Telephone operators-----	1,375	88	1,287	39.6	2.57	-	-	14.1	30.5	7.5	47.7	.1	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees-----	6,030	5,932	98	39.9	3.81	-	-	-	.4	3.7	6.6	10.0	8.8	10.5	34.0	11.9	4.1	2.6	7.3	
Traffic testing and regulating employees-----	1,588	1,558	30	40.0	3.82	-	-	-	-	1.7	2.6	7.7	8.1	13.0	50.6	11.5	.9	1.0	2.8	
Construction, installation, and maintenance employees-----	4,339	4,271	68	39.8	3.81	-	-	-	.2	4.2	7.9	11.1	9.2	9.9	27.8	12.1	5.3	3.2	9.1	
Foremen-----	769	767	2	39.4	4.65	-	-	-	-	.3	.3	1.2	2.6	3.6	27.0	16.4	13.5	35.1		
Subscribers' equipment maintainers-----	1,467	1,459	8	40.0	3.78	-	-	-	-	1.3	1.5	8.9	5.6	12.9	63.5	5.0	.1	.1	1.2	
Linemen and cablemen-----	411	409	2	40.0	3.71	-	-	-	-	1.0	6.3	20.7	13.9	10.2	13.6	16.5	13.6	.7	3.4	
Others-----	1,692	1,636	56	39.8	3.48	-	-	.5	9.4	17.4	15.5	15.0	10.6	11.2	10.3	2.7	1.9	5.6		
Laborers-----	103	103	-	40.0	3.42	-	-	-	18.4	11.7	8.7	2.9	-	-	39.8	13.6	4.9	-		
Building service employees-----	481	388	93	39.3	2.66	-	-	6.0	61.3	9.4	1.9	8.1	4.8	5.2	1.0	1.2	.2	.6	.2	
Mechanics-----	99	99	-	39.9	3.38	-	-	-	-	7.1	1.0	36.4	21.2	20.2	4.0	6.1	1.0	2.0	1.0	
Others-----	382	289	93	39.1	2.47	-	-	7.6	77.2	9.9	2.1	.8	.5	1.3	.3	-	-	.3	-	
Messengers-----	3,344	3,237	107	33.8	2.07	53.2	-	8.0	16.3	22.1	.4	-	-	-	-	-	-	-	-	
Full-time employees-----	2,504	2,407	97	39.1	2.14	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Part-time employees-----	840	830	10	17.8	1.64	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Walking and bicycle messengers-----	1,715	1,665	50	29.2	1.63	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motor messengers-----	1,629	1,572	57	38.6	2.42	4.0	-	16.3	33.5	45.4	.7	-	-	-	-	-	-	-	-	

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

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

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 Percent Distribution of Employees in Occupational Groups by Average Hourly Rates, 2 October 1968

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving--													
	Total	Men	Women			\$1.60 and under \$1.80	\$1.80 - \$2.00	\$2.00 - \$2.25	\$2.25 - \$2.50	\$2.50 - \$2.75	\$2.75 - \$3.00	\$3.00 - \$3.25	\$3.25 - \$3.50	\$3.50 - \$3.75	\$3.75 - \$4.00	\$4.00 - \$4.25	\$4.25 - \$4.50	\$4.50 - \$4.75	\$4.75 and over
All employees except officers and assistants-----	5,424	4,540	884	36.8	\$4.11	5.5	1.0	1.5	4.5	5.9	5.4	4.6	5.2	5.8	7.6	8.4	13.9	4.3	26.3
All employees except officers and assistants, and messengers-----	5,072	4,191	881	37.3	4.24	(³)	.4	1.5	4.9	6.2	5.8	5.0	5.5	6.2	8.1	9.0	14.9	4.6	28.1
Professional and semiprofessional employees-----	572	548	24	37.3	6.15	-	-	-	-	.2	-	.2	.7	2.4	4.2	3.8	4.7	6.1	77.6
Engineers and engineering assistants-----	213	212	1	37.2	6.42	-	-	-	-	-	-	.5	-	.9	2.3	2.8	3.3	3.3	86.9
Others-----	359	336	23	37.4	5.99	-	-	-	-	-	.3	-	-	1.1	3.3	5.3	4.5	5.6	72.1
Office or station superintendents and assistants-----	39	39	-	37.6	7.09	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Sales employees-----	301	277	24	36.3	5.06	-	-	-	.7	10.3	1.7	2.7	4.0	3.0	7.0	3.7	8.6	9.3	49.2
Clerical employees-----	1,689	1,048	641	37.3	3.58	.1	.9	3.2	8.9	10.1	8.6	7.6	7.0	8.6	11.5	10.8	9.2	2.0	11.4
Supervisors-----	169	153	16	36.9	5.33	-	-	-	-	-	-	.6	.6	3.0	.6	2.4	7.1	7.7	78.1
Nonsupervisory clerical employees-----	1,520	895	625	37.3	3.39	.1	1.0	3.6	9.9	11.2	9.5	8.4	7.8	9.2	12.7	11.8	9.5	1.4	4.0
Operating department-----	611	504	107	37.5	3.59	-	1.3	3.1	7.4	4.6	6.9	6.4	6.1	7.2	19.1	19.5	18.2	.2	.2
Commercial department-----	128	29	99	37.6	3.14	-	-	8.6	11.7	19.5	10.2	11.7	7.8	4.7	8.6	9.4	1.6	1.6	4.7
Accounting department-----	428	212	216	37.3	3.18	.2	.9	4.0	11.9	18.2	11.0	7.9	9.3	14.5	8.6	4.0	4.0	2.8	2.6
Engineering department-----	46	15	31	37.1	3.62	-	2.2	-	8.7	15.2	19.6	8.7	4.3	8.7	4.3	10.9	4.3	2.2	10.9
All other departments-----	307	135	172	36.9	3.33	-	.7	2.3	11.4	10.7	11.1	11.7	9.4	7.8	8.5	8.5	3.9	1.6	12.4
Operators-----	1,301	1,111	190	37.5	3.85	.1	.2	1.2	5.8	6.8	8.1	4.1	4.5	4.1	7.8	12.1	33.4	3.4	8.4
Traffic chiefs, dispatchers, supervisors, instructors, and assistants-----	120	117	3	37.5	5.08	-	-	-	-	-	-	-	.8	.8	.8	5.0	10.8	21.7	60.0
Nonsupervisory operators-----	1,181	994	187	37.5	3.73	.1	.2	1.4	6.4	7.5	9.0	4.5	4.8	4.4	8.6	12.9	35.7	1.5	3.1
Radio operators-----	51	48	3	37.2	4.28	-	-	-	-	-	-	-	2.0	-	-	-	96.1	-	2.0
Marine coastal station operators-----	123	122	1	37.5	4.30	-	-	-	-	-	-	2.4	8.9	13.0	4.1	15.4	13.0	13.8	29.3
Cable operators-----	228	210	18	37.4	3.53	-	-	-	15.8	.4	15.8	5.7	7.0	6.1	12.7	7.5	28.9	-	-
Teletype-multiplex operators-----	686	543	143	37.5	3.66	.1	.3	2.3	5.1	11.2	7.6	5.1	4.2	2.3	9.0	14.7	37.8	.1	-
Telephone operators-----	64	42	22	37.5	3.68	-	-	-	6.3	15.6	7.8	-	1.6	7.8	6.3	15.6	39.1	-	-
All other operators-----	29	29	-	37.5	3.49	-	-	-	3.4	44.8	6.9	-	-	-	3.4	17.2	24.1	-	-
Messengers-----	352	349	3	29.6	1.74	84.7	9.7	.9	-	4.5	.3	-	-	-	-	-	-	-	-
Foot and bicycle-----	340	337	3	29.3	1.71	87.6	9.1	.9	-	2.4	-	-	-	-	-	-	-	-	-
Motor-----	12	12	-	37.5	2.42	-	25.0	-	-	66.7	8.3	-	-	-	-	-	-	-	-
Construction, installation, maintenance, and other technical employees-----	1,061	1,060	1	37.5	4.51	-	-	-	.4	.7	2.4	4.8	7.2	6.2	6.4	7.0	10.2	8.5	46.4
Supervisors-----	163	163	-	37.5	5.60	-	-	-	-	-	-	-	-	-	.6	.6	2.5	6.1	90.2
Mechanics and maintenance technicians-----	560	559	1	37.5	4.34	-	-	-	.2	.9	.7	7.3	9.6	8.0	5.4	7.5	8.4	7.3	44.6
Radio operating technicians-----	124	124	-	37.5	4.49	-	-	-	-	-	.8	4.8	8.9	2.4	7.3	6.5	16.1	11.3	41.9
Radiotelegraph riggers-----	24	24	-	37.5	4.36	-	-	-	-	-	12.5	-	-	-	4.2	8.3	20.8	20.8	33.3
Radiotelegraph groundmen-----	5	5	-	37.5	3.18	-	-	-	20.0	20.0	-	-	-	60.0	-	-	-	-	-
Others-----	185	185	-	37.5	4.14	-	-	-	1.1	.5	9.2	2.2	5.9	8.1	14.6	11.4	17.3	10.8	18.9
Building service employees-----	83	82	1	37.4	3.12	-	1.2	6.0	16.9	8.4	7.2	6.0	12.0	31.3	3.6	3.6	2.4	1.2	-
All employees not elsewhere classified-----	26	26	-	37.7	3.31	-	-	7.7	3.8	-	19.2	19.2	7.7	11.5	3.8	11.5	-	7.7	7.7

¹ 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.

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

³ 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 25 Bell System companies and 27 companies not affiliated with the Bell System.

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

Employees and Occupational Groups Covered by the Study

Officials and managerial assistants were not included in the tabulations. Also excluded were employees

working outside the conterminous 48 States and the District of Columbia, except telephone carrier employees in Hawaii, Puerto Rico, and Virgin Islands. Alaska had no telephone carriers within scope of the survey. All other employees, both full time and part time, were included. Part-time employees are defined as those regularly assigned shorter hours than a full-time schedule.

Occupational groups for which separate data are presented are defined in the FCC'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 for 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, 1967. BLS Bulletin 1602 (55 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 and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637 (\$1).
- 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, 1968. BLS Bulletin 1634 (75 cents).
- Hosiery, 1967. BLS Bulletin 1562 (70 cents).

- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
- Iron and Steel Foundries, 1967. BLS Bulletin 1626 (\$1).
- Leather Tanning and Finishing, 1968. BLS Bulletin 1618 (55 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, 1968. BLS Bulletin 1659 (65 cents).
- Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 (75 cents).
- Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
- Miscellaneous Textile, 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 1424 (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).
- Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).
- *Tobacco Stemming and Redrying, 1957. BLS Report 136.

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1968. BLS Bulletin 1649 (45 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, 1968. BLS Bulletin 1624 (50 cents).

Nonmanufacturing

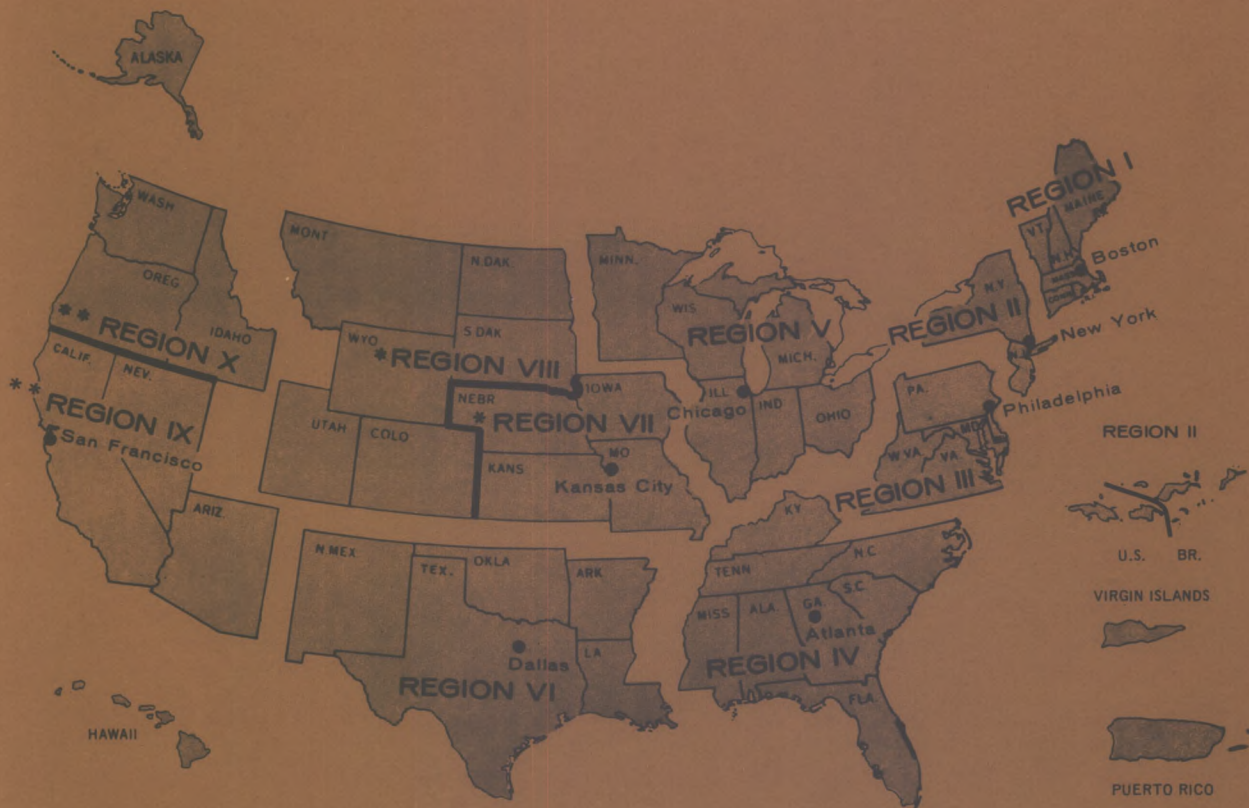
- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
- Banking, 1964. BLS Bulletin 1466 (30 cents).
- Bituminous Coal Mining, 1967. BLS Bulletin 1583 (50 cents).
- Communications, 1967. BLS Bulletin 1615 (30 cents).
- Contract Cleaning Services, 1968. BLS Bulletin 1644 (55 cents).
- Crude 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, 1967. BLS Bulletin 1614 (70 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1966–67. BLS Bulletin 1587 (40 cents).
- Laundry and Cleaning Services, 1968. BLS Bulletin 1645 (75 cents).
- Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
- Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
- Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 (75 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 Retail Stores. BLS Bulletin 1584-7 (65 cents).

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

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