

**Industry
Wage Survey
Communications
1969**

Bulletin 1696

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1971

L2.3:
1696

Dayton & Montgomery Co.
Public Library

MAY 26 1971

DOCUMENT COLLECTION



**Industry
Wage Survey
Communications
1969**

**U.S. DEPARTMENT OF LABOR
J. D. Hodgson, Secretary**

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

1971



For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402 - Price 30 cents

Preface

This summary of data on employment and hourly rates of pay is based on annual reports filed with the Federal Communications Commission by telephone carriers, the Western Union Telegraph Co., and international telegraph carriers, as required by the amended Communications Act of 1934. Under a cooperative arrangement, the Bureau of Labor Statistics tabulates and publishes the data as part of a continuing series.

The 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.

Contents

	<i>Page</i>
Summary	1
Telephone carriers	1
Employment and pay rates in December 1969	1
Trends in employment and pay rates	3
Western Union Telegraph Company	4
International telegraph carriers	6
 Tables:	
Percent distribution of employees in occupational groups by average hourly rates, December 1969, for—	
1. Telephone carriers	7
2. Bell System telephone carriers	8
3. Non-Bell telephone carriers	9
Average hourly rates of employees in selected occupations by region, December 1969, for—	
4. All and Bell System telephone carriers	10
Percent distribution of employees in occupational groups by average hourly rates, October 1969, for—	
5. Western Union Telegraph Company	11
6. International telegraph carriers	12
 Chart:	
Employment and average hourly rates of communications workers except officials and managerial assistants, October 1947-December 1969	2
 Appendix. Scope and method of survey	 13

Communications, 1969

Summary

Employees of the Nation's principal communications carriers had average pay rates¹ of \$3.62 an hour in late 1969, up 4.3 percent from a year earlier. The increase was below the 6.8 percent rise in 1967-68, but exceeded the 4.0 percent annual rate of increase since 1960. The number of communications² workers (excluding officials and managerial assistants) rose 8.0 percent during the 1968-69 period to 820,000—the highest level since the Bureau of Labor Statistics began its series of annual studies on wages of telephone and telegraph workers in 1947. The 8-percent increase, largest annual rise since the years immediately following World War II, was almost entirely the result of employment gains among telephone carriers.

Telephone-carrier employees, 96 percent of the workers covered by the study, averaged \$3.62 an hour in December 1969. Average hourly pay rates for Western Union's nonmessenger employees and employees of international telegraph carriers were \$3.60 and \$4.36, respectively, in October 1969. Since the 1968 study,³ average wage rates rose 4.0 percent for telephone carrier employees, 6.8 percent for nonmessenger employees of Western Union, and 6.1 percent for employees of international telegraph carriers.

The number of telephone carrier employees increased 8.5 percent to 790,088 between December 1968 and

December 1969. For the October 1968 to October 1969 period, international telegraph carrier employees advanced 1.8 percent to 5,522, whereas Western Union's total work force, including messengers, dropped 5.2 percent to 24,780.

Telephone Carriers

Employment and pay rates in December 1969. Basic wage rates of the 790,088 telephone carrier employees studied⁴ averaged \$3.62 an hour in December 1969, but individual rates were widely dispersed. (See table 1.) In the array of rates, the middle half of the workers earned from \$2.49 to \$4.44 an hour. This dispersion of individual pay rates largely reflects the wide range of worker skills required by the industry, differences in pay by carrier and locality, and the extensive use of rate-ranges for specific occupations. In many instances, the maximum rate exceeded the minimum rate for a given job and locality by as much as 70 percent. The spread between minimum and maximum rates was usually greater for craft occupations than for clerical jobs and telephone operators.

Wages and working conditions for a large majority of telephone carrier employees are determined under provisions of collective bargaining agreements, mostly with the Communications Workers of America (CWA). Many carriers have separate agreements for individual departments and, in some cases, for different areas. The New York Telephone Co., for example, has separate 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.

The industry employs workers in a wide variety of activities, ranging from custodial help to professional and executive positions, to provide telephone service to the Nation. The most important occupational categories, based on employment, are clerical employees, telephone operators, and construction, installation, and maintenance

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 and pay over weekday rates for Sundays and holidays. 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.

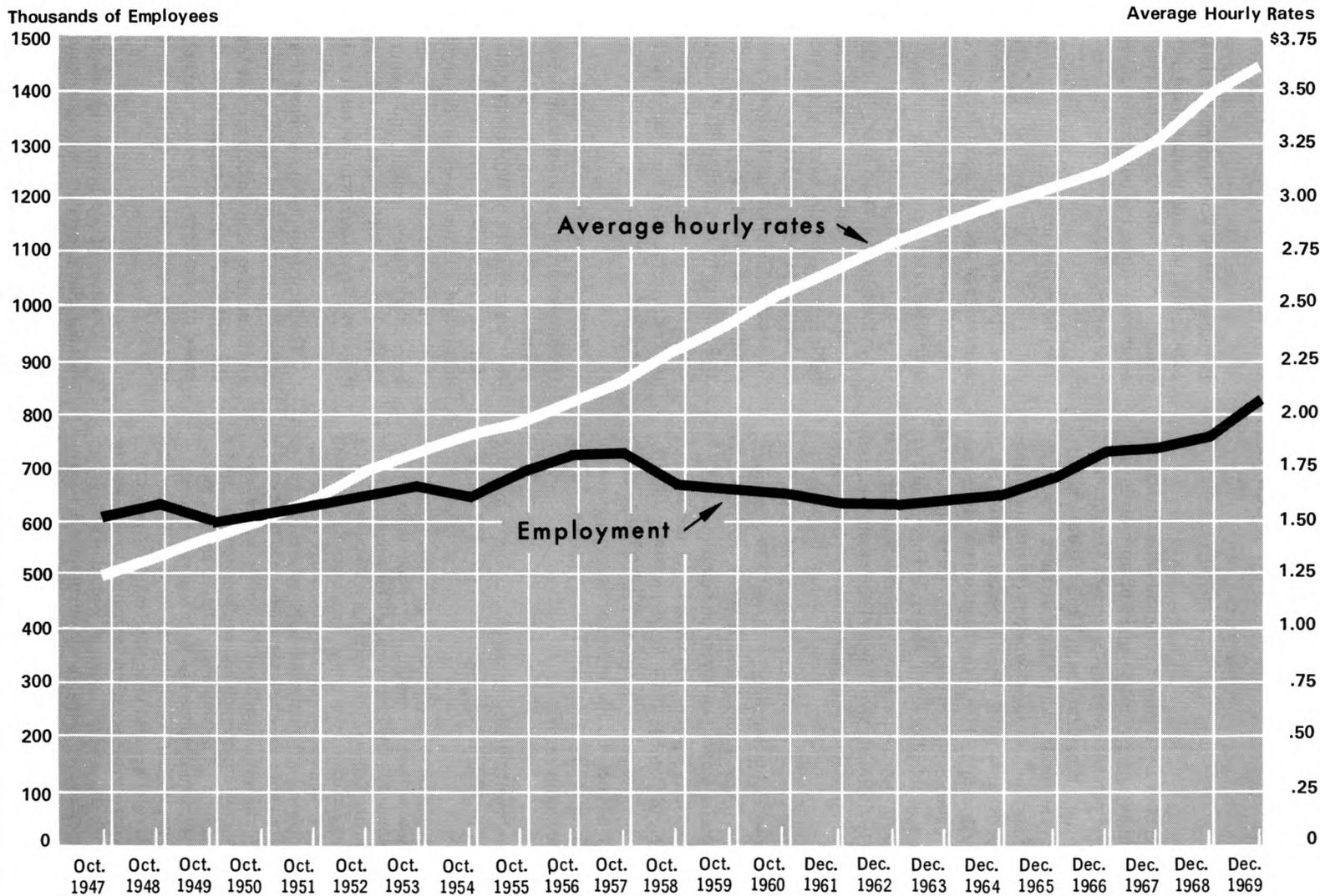
Since 1947, annual studies have been made in cooperation with the FCC. Information before 1961 for all carriers included in the annual reports related to an October payroll period. In 1961, the reference date for telephone carriers was changed to December. See appendix for scope and method of survey.

² The study covered nearly nine-tenths of the estimated 907,000 employees of the Nation's telephone communications industry in December 1969 and almost all of the employees in the telegraph communications industry in October 1969.

³ For results of the previous survey, see *Industry Wage Survey: Communications, 1968*, Bulletin 1662 (1970).

⁴ The study of telephone carriers was limited to those (53) that had annual operating revenues exceeding \$1 million and engaged in interstate or foreign communications services using their own facilities or through connections with those of another carrier under direct or indirect common control. Approximately 6,680 officials and managerial assistants of these carriers were not included in the study.

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947—December 1969



workers. Women, 56 percent of the employees in telephone carriers covered by the study, accounted for virtually all telephone operators, over nine-tenths of the clerical employees, and seven-tenths of the business office and sales employees. In contrast, men made up almost all of the construction, installation, and maintenance workers, and three-fourths of the professional and semiprofessional employees. Average hourly rates for numerically important occupational categories were \$2.55 for experienced switchboard operators, \$2.79 for nonsupervisory clerical employees, \$3.62 for PBX and station installers,⁵ \$3.77 for central office repairmen and cable splicers, and \$3.96 for exchange repairmen.

Regionally, average hourly earnings exceeded the national level of \$3.62 in the Pacific (\$3.84), the Middle Atlantic (\$3.79), and New England (\$3.64). Elsewhere averages ranged from \$3.16 in the Southeast to \$3.61 in the Great Lakes region. The regional spread in average wages varied by occupation. As indicated in the following tabulation, in which the Southeast average is equal to 100, the percent spread was greater for experienced switchboard operators than for nonsupervisory clerical employees and central office repairmen:

Region	Clerical employees (non-supervisory)	Experienced switchboard operators	Central office repairmen
Pacific	113	126	110
Middle Atlantic	111	122	104
Great Lakes	108	116	102
New England	106	119	106
North Central	96	109	106
Chesapeake	102	111	101
Mountain	102	110	107
South Central	102	112	104
Southeast	100	100	100

Bell System companies employed 95 percent of the workers in the study and at least 90 percent of those in each region. Bell System companies usually covered an entire State or group of States and were generally larger than other companies. Fourteen of the 25 Bell carriers employed at least 25,000 workers and the two largest each employed about 92,000. By contrast, the largest of the 28 non-Bell companies studied had only 5,700 employees and half had employments of less than 500. 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

⁵ Weighting occupational averages for December 1969 by occupational employment for October 1947 results in an average of \$3.24 instead of \$3.62.

important occupational categories shown in the following tabulation, in which average pay rates in Bell carriers equal 100, average hourly pay rates in non-Bell carriers ranged from 81 to 96 percent of corresponding rates in Bell Companies; because of longer average scheduled workweeks, weekly pay rates of non-Bell clerical workers and switchboard operators were closer to Bell averages; scheduled workweeks for craft jobs averaged about the same in both carrier groups:

	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory	85	89
Experienced switchboard operators	81	85
Central office repairmen	90	90
PBX and station installers	85	85
Exchange repairmen	85	84
Linemen	96	96

Trends in employment and pay rates. Total employment (except officials and managerial assistants) rose 8.5 percent from December 1968 to December 1969 to 790,088. The increase, which amounted to 8.3 percent for Bell system carriers and 12.3 percent for other carriers, was the largest annual advance since the Bureau began its studies in 1947. The employment trend since 1947 has been generally upward, except for declines registered from 1957 to 1962. During the 1957-62 period, the drop in employment levels from 681,600 to 596,300 was largely the result of decreases in the number of telephone operators as new and improved equipment was installed. Employment gains since 1962 have been reflected in nearly all major employment categories including telephone operators.

Growth in telephone-carrier employment between 1947 and 1969 has been accompanied by changes in the occupational make up of the industry, as well as a relative increase in the number of men employed. Men constituted 33 percent of the employment in 1947 compared with 44 percent in 1969. As indicated in text table 1, proportions of workers in major occupational categories changed more during the 1947-62 period than in the 1962-69 period.

The average hourly rate of \$3.62 in December 1969 for all employees, except officials and managerial assistants, was 4.0 percent higher than the average of \$3.48 in December 1968 and 187 percent greater than the \$1.26 average recorded in the 1947 study. An estimated 38 cents of the \$2.36 increase during the 1947-69 period, however, is due to the changes in the occupational composition of the work force.⁵ The following tabulation

Text table 1. Number and percent of workers in major occupational categories, selected dates, October 1947-December 1969

Item	October 1947	October 1957	December 1962	December 1968	December 1969
Total, all employees: ¹					
Number	552,700	681,600	596,300	727,900	790,100
Percent	100	100	100	100	100
Men employees	179,700	267,300	262,100	320,000	348,300
Percent	33	39	44	44	44
Percent of employees classified as professional and semiprofessional	5	7	8	10	10
Clerical	17	21	22	22	22
Telephone operators	46	35	28	27	27
Construction, installation, and maintenance	23	27	30	30	30
All other employees	9	11	11	11	11

¹ Excludes officials and managerial assistants. The study did not develop regional data prior to 1951.

shows that since 1947 pay levels for three important occupational categories increased by 147 to 163 percent:

	October 1947	October 1957	December 1969	Percent increase, 1947-69
Nonsupervisory clerical employees	\$1.13	\$1.92	\$2.79	147
Experienced switchboard operators . . . . .	.97	1.76	2.55	163
Construction, installation, and maintenance workers	1.55	2.84	4.01	159

As indicated in the following tabulation, which shows regional averages as a percent of national averages for all employees, national relatives have changed little over the years. Lowest averages were recorded in the Southeast and the highest in the Pacific or Middle Atlantic in each of the years shown:

Region	October 1951	October 1957	December 1968	December 1969
New England	102	100	101	101
Middle Atlantic	104	106	106	105
Great Lakes	104	103	101	100
Chesapeake	101	99	97	96
Southeast	86	87	86	87
North Central	89	92	95	94
South Central	88	91	90	91
Mountain	89	92	96	96
Pacific	107	106	106	106

In December 1969, employees of Bell System carriers averaged \$3.65 an hour, 3.7 percent over the previous year. Employees of other companies averaged \$2.97, a

gain of 7.2 percent. Much of the increase for Bell system employees resulted from general wage adjustments under terms of collective bargaining agreements negotiated in 1968. These agreements provided wage increases of \$5.50 to \$6 a week for plant craftsmen and \$3.50 to \$4 for telephone operators and clerical employees in both 1969 and 1970.

Between 1951 and 1969, average rates for Bell System employees increased \$2.02 an hour (from \$1.63) compared with \$1.83 (from \$1.14) for employees of other companies. The percent increase, however, was greater in non-Bell carriers (161 percent compared with 124 percent). The average for Bell System employees exceeded that of employees of other companies by 49 cents or 43 percent in 1951, and by 68 cents or 23 percent in 1969.⁶

Western Union Telegraph Company

The 22,069 nonmessenger employees of the Western Union Co. (exclusive of 321 officials and managerial assistants) averaged \$3.60 an hour in straight-time pay in October 1969. (See table 5.) The 1,543 motor messengers averaged \$2.54 and the 1,168 walking and bicycle messengers, \$1.67. Between October 1968 and October 1969, average rates of pay rose 6.8 percent for non-messenger employees, 5.0 percent for motor messengers, and 2.5 percent for walking and bicycle messengers.

⁶ Data for Bell System and non-Bell companies as reported to FCC in prior years are not comparable with those reported since 1951. (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).

These increases were largely due to general wage adjustments effective June 1, 1969, as provided by 3-year collective bargaining agreements negotiated in June 1968.

Wage rates for Western Union negotiable employees are determined by collective bargaining agreements with the United Telegraph Workers (UTW) in all cities except New York, where the agreements are with the Communications Workers of America (CWA). Effective June 1, 1969, all employees (except walking and bicycle messengers) in the UTW bargaining unit received wage increases of 5 percent, while such employees in the CWA bargaining unit received 4.75 percent; **walking and bicycle messengers with 24 months of progression credit were granted a 6-cents-an-hour increase.** Additional increases were provided to some workers to correct wage inequities for certain job classifications

Established wage-rate ranges are provided for all job classifications covered by UTW and CWA agreements. Advancements through the several progression steps are automatic after specified periods of service for employees meeting requirements for the job. Differences between the starting and the maximum rates for some occupations amount to 75 cents an hour or more. In UTW contracts, rate ranges for most job classifications varied by locality, according to revenue or message load. Nationwide rates, however, applied to walking and bicycle messengers.

Fifty-five percent of the company's nonmessenger employees were men, who were concentrated in different occupational categories than women. Most professional and semiprofessional employees, sales personnel, and construction, installation, and maintenance workers were men. Women, on the other hand, were the majority in categories such as office clerical employees, experienced telegraph operators (except Morse), telegraph traffic managers, and chief operators. Average hourly rates of pay for numerically important occupational categories largely staffed by men were \$3.80 for linemen and cablemen, \$4 for subscribers' equipment maintainers, and \$4.05 for traffic testing and regulating employees. Telephone operators (92 percent women) and experienced non-Morse telegraph operators (77 percent women) both averaged \$2.73 an hour. Nonsupervisory clerical workers (75 percent women) averaged \$3.11.

Western Union employed about 2,700 messengers, nearly all male, who made up 11 percent of the company's work force in October 1969. Motor messengers averaged \$2.54 an hour and walking and bicycle messengers, \$1.67. The average scheduled workweek for motor messengers was 38.6 hours, compared with 30 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 by \$2 an hour or more in most of the nonmessenger occupational categories presented in table 5. In a few cases, however, large proportions of workers in the same occupation were concentrated within comparatively narrow ranges. Almost three-fifths of the subscribers' equipment maintainers, for example, were paid between \$4 and \$4.25 an hour, and about one-half of the experienced (non-Morse) telegraph operators in the traffic department received from \$3 to \$3.25. All walking and bicycle messengers had wage rates within a range of \$1.60 and \$1.80 an hour.

The 6.8-percent increase in average pay rates for non-messenger employees in the October 1968-69 period considerably exceeded the 4.7 rise recorded for a year earlier, and was the largest annual increase for these workers since 1957-58 when an 8.1-percent increase was registered. Percent increases in pay rates between 1968 and 1969 varied among the occupational categories studied: About 7 percent for clerical employees; 6 percent for telegraph operators and for construction, installation, and maintenance workers; and 2 percent for professional and semiprofessional employees. Average pay rates of motor messengers rose 5 percent and of walking and bicycle messengers, 2.5 percent. Changes in average pay rates reflect not only general wage changes but also differences in the distributions of workers over rate ranges that apply to most occupations. During periods of increased hiring, for example, average rates may be affected by a disproportionate number of workers paid at the minimum rate for a given job.

Total employment (exclusive of officials and managerial assistants) in October 1969 decreased by 1,351 workers or 5.2 percent below the level of a year earlier. All major occupational categories declined except professionals and semiprofessionals whose employment increased 9 percent and sales personnel, whose employment increased 2 percent. The largest decline, 32 percent, occurred among walking and bicycle messengers. The number of motor messengers (1,543) exceeded the number of walking and bicycle messengers (1,168) for the first time since the Bureau's annual studies began in 1947.

The company's total employment has decreased from 53,107 in 1947 to 24,780 in 1969. As indicated in the following tabulation, the occupational composition of

the work force also has changed considerably during the 22-year period:

	1947	1958	1968	1969
Total, all employees : ¹				
Number	53,107	33,293	26,131	24,780
Percent	100	100	100	100
Percent of employees classified as:				
Professional and semi-professional	2	4	5	6
Telegraph office superintendents and managers	8	9	9	9
Clerical employees	19	21	23	24
Telegraph operators	34	29	24	25
Construction, installation, and maintenance employees	13	17	23	23
Messengers, motor	3	4	6	6
Messengers, walking and bicycle	18	13	7	5
Others	3	3	3	3

¹ Excludes officials and managerial assistants.

International Telegraph Carriers

Pay rates of the 5,522 employees of 6 international telegraph carriers covered by the study⁷ averaged \$4.36

an hour in October 1969, 6.1 percent over the previous October. Employment increased 1.8 percent during the year.

Men, constituting over four-fifths of the October 1969 employment, accounted for a majority of the workers in nearly all occupational categories. Women were largely employed in clerical jobs and as teletype-multiplex operators. Average hourly rates of pay for numerically important jobs included \$4.46 for mechanics and maintenance technicians; \$3.88 for teletype-multiplex operators; and \$3.59 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 radio telegraph carriers; cable operators, on the other hand, were employed only in ocean cable operations.

⁷ The study excluded 95 officials and assistants and approximately 2,300 employees working outside the 48 conterminous States and District of Columbia.

Table 1. Telephone Carriers; ¹Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1969

Occupational group	Number of employees			Average sched- uled weekly hours	Average hourly rates ^{3/}	Percent of employees receiving—															
	Total	Men	Women			Under	\$1.60	\$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	
						\$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	
All employees except officials and managerial assistants.....	790,088	348,310	441,778	38.0	\$3.62	(3/)	0.8	4.9	8.7	11.0	11.7	10.5	7.2	4.9	3.6	3.9	5.9	7.2	3.5	15.9	
Part time.....	31,828	2,531	29,297	21.7	2.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	758,260	345,779	412,481	38.7	3.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional and semiprofessional employees.....	78,772	58,630	20,142	37.8	6.39	(3/)	.4	.9	.9	1.3	2.4	1.8	1.7	1.9	2.3	2.7	3.5	3.3	77.1		
Draftsmen.....	3,224	641	2,583	37.9	2.86	-	.1	7.8	16.7	10.4	15.8	20.3	9.7	3.4	2.3	3.3	2.0	1.8	2.3	3.9	
Others.....	75,548	57,989	17,559	37.8	6.54	-	-	.1	.2	.4	.6	1.7	1.5	1.6	1.8	2.2	2.7	3.5	3.4	80.2	
Business office and sales employees.....	62,824	17,950	44,874	37.6	3.84	(3/)	.3	1.0	4.3	7.7	13.0	13.6	13.1	8.9	3.0	3.8	2.4	2.7	2.8	23.3	
Supervisors.....	12,247	5,922	6,325	38.1	5.60	-	-	.2	.1	.1	.3	.5	1.2	3.6	5.5	6.4	5.7	7.0	6.1	63.4	
Nonsupervisory employees.....	50,577	12,028	38,549	37.5	3.40	(3/)	.4	1.2	5.4	9.5	16.1	16.8	16.0	10.2	2.4	3.2	1.6	1.7	2.0	13.6	
Clerical employees.....	174,577	13,370	158,207	37.5	2.92	(3/)	.4	5.8	11.6	14.0	15.9	18.4	10.9	7.0	2.9	2.4	2.8	2.3	1.6	4.0	
Supervisors.....	12,939	2,841	10,098	38.0	4.54	-	-	-	.1	.3	.5	1.2	3.5	6.2	9.7	10.8	10.8	9.7	8.9	38.1	
Nonsupervisory employees.....	158,638	10,529	148,109	37.5	2.79	(3/)	.4	6.3	12.5	15.1	17.2	19.8	11.5	7.0	2.3	1.8	2.2	1.7	1.0	1.2	
Commercial department.....	31,130	743	30,387	36.9	2.62	(3/)	.4	8.6	18.4	17.9	18.0	17.5	8.7	5.0	1.8	1.0	.9	.4	.5	.8	
Traffic department.....	23,043	64	22,979	38.2	2.83	-	.3	3.2	7.1	10.0	19.4	29.0	16.6	8.6	1.9	1.5	.8	.6	.4	.5	
Plant department.....	45,193	6,661	38,532	38.2	2.86	-	.6	5.5	10.4	15.2	18.8	21.0	7.7	5.8	1.8	2.1	4.5	4.1	1.6	.8	
Accounting department.....	34,291	1,450	32,841	36.8	2.71	-	.3	8.2	14.4	16.3	12.7	17.7	16.2	9.0	2.0	.9	.7	.3	.3	1.0	
All other departments.....	24,981	1,611	23,370	37.2	2.92	(3/)	.4	5.0	11.3	14.7	17.4	14.8	10.8	7.7	4.7	3.5	2.7	1.8	1.8	3.3	
Telephone operators.....	210,487	126	210,361	36.3	2.59	-	2.5	12.5	18.9	19.2	16.2	11.0	6.3	3.3	4.4	2.1	.8	.6	.5	1.5	
Chief operators.....	10,297	32	10,265	38.5	4.24	-	-	-	.3	.4	1.1	2.5	6.1	10.3	12.0	12.3	10.7	10.3	8.5	25.4	
Service assistants and instructors.....	15,059	54	15,005	38.1	3.15	-	-	.5	2.5	4.9	10.4	26.9	26.1	10.1	4.7	4.0	3.9	1.1	1.2	3.7	
Experienced switchboard operators.....	127,072	32	127,040	36.4	2.55	-	2.2	10.2	15.2	18.9	22.6	13.6	6.2	3.2	5.7	2.1	-	-	-	-	
Operators in training.....	56,093	7	56,086	35.2	2.16	-	4.4	23.9	35.8	27.6	6.2	1.5	.4	.1	.1	-	-	-	-	-	
Other switchboard employees.....	1,966	1	1,965	38.2	2.98	-	-	.5	2.2	3.1	11.3	36.7	31.9	9.0	2.3	1.1	1.3	.5	-	.2	
Construction, installation, and maintenance employees.....	240,138	238,362	1,776	39.9	4.01	(3/)	-	.2	1.2	5.7	7.8	6.4	5.6	4.7	3.9	7.1	14.7	19.4	7.9	15.4	
Foremen of telephone craftsmen.....	34,282	34,247	35	39.8	5.81	-	-	-	-	.1	.1	.2	.2	.2	.4	.7	.7	1.5	3.9	92.2	
Central office craftsmen.....	79,348	77,696	1,652	39.9	3.81	-	.1	.2	.8	4.6	6.8	7.1	7.0	6.3	5.5	7.6	16.5	21.8	10.1	5.7	
Test-board men and repeatermen.....	17,387	17,277	110	39.9	4.04	-	-	.1	.3	1.4	3.2	4.7	5.6	5.9	4.2	5.9	19.4	27.5	14.1	7.5	
Central office repairmen.....	58,166	56,732	1,434	39.8	3.77	-	-	.1	.9	5.3	7.6	7.9	7.2	6.3	5.6	8.0	15.5	20.7	9.4	5.3	
Others.....	3,795	3,707	88	39.7	3.48	-	.5	1.8	1.6	8.4	11.0	6.4	10.0	8.1	9.3	8.4	18.0	11.5	1.6	3.4	
Installation and exchange repair craftsmen.....	87,095	87,020	75	39.9	3.74	(3/)	.1	1.2	6.2	9.2	7.0	5.7	4.4	3.9	9.3	18.6	25.1	8.7	.7		
PBX and station installers.....	41,889	41,879	10	39.9	3.62	-	.1	.2	1.5	8.0	12.4	8.8	6.8	5.1	3.3	5.7	13.1	24.6	10.0	.3	
Exchange repairmen.....	21,378	21,348	30	40.0	3.96	-	-	-	.4	4.1	5.4	4.9	3.9	3.2	3.7	6.5	21.1	33.1	12.3	1.4	
Others.....	23,828	23,793	35	39.9	3.75	-	-	.1	1.3	4.8	6.9	5.7	5.3	4.1	5.2	18.1	26.0	18.6	3.0	.7	
Line, cable, and conduit craftsmen.....	39,401	39,388	13	40.0	3.45	-	.1	.6	3.0	11.5	13.5	9.0	7.6	6.0	3.8	7.0	14.6	17.6	5.1	.6	
Linemen.....	13,478	13,476	2	40.0	3.07	-	-	.6	6.1	18.9	19.7	11.2	9.3	5.2	3.0	8.5	9.3	6.6	1.4	-	
Cable splicers.....	21,899	21,895	4	40.0	3.77	-	.1	.2	.3	3.7	8.2	7.8	6.9	7.1	4.7	6.9	20.0	26.4	7.2	.4	
Cable splicers' helpers.....	2,493	2,492	1	40.0	2.60	-	.1	.6	8.5	38.7	27.7	11.0	6.8	3.8	.9	.8	.1	.5	.4	-	
Others.....	1,531	1,525	6	39.7	3.55	-	.1	7.1	5.9	11.8	10.4	4.4	3.5	2.2	2.5	4.2	6.6	16.1	15.6	9.4	
Laborers.....	12	11	1	(4/)	(4/)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees.....	23,121	17,474	5,647	38.0	3.29	(3/)	.9	3.8	10.0	15.3	13.7	10.4	8.2	6.3	5.7	3.9	5.3	3.3	2.4	10.8	
Foremen.....	2,907	2,558	349	39.3	5.48	-	-	-	.2	.3	1.1	1.9	2.1	2.0	1.9	2.6	2.5	3.4	4.3	77.5	
Mechanics.....	3,383	3,382	1	39.5	3.86	-	.1	-	.2	1.7	4.0	7.3	6.9	9.4	8.7	8.8	25.1	13.2	8.9	5.8	
Other building service employees.....	10,828	5,643	5,185	36.5	2.51	(3/)	1.8	7.4	19.3	26.2	19.4	12.8	8.9	3.3	.4	.3	.1	.1	-	-	
Other supplies and motor vehicle employees.....	6,003	5,891	112	39.4	3.21	-	.1	1.4	3.6	10.5	15.0	12.1	10.7	11.9	5.3	8.4	4.7	3.3	2.0	.9	
All employees not elsewhere classified.....	3,169	2,398	771	38.3	3.92	-	.9	5.1	7.7	7.9	7.2	4.4	4.4	5.2	5.8	5.3	6.4	6.0	6.1	27.6	

1/ Covers 53 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 those 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: ¹Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1969

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ³	Percent of employees															
	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.....	749,217	327,987	421,230	37.9	\$3.65	(3/)	0.5	4.5	8.5	10.8	11.9	10.8	7.4	4.9	3.5	3.8	5.9	7.5	3.6	16.4	
Part time.....	30,331	2,324	28,007	21.3	2.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full time.....	718,886	325,663	393,223	38.6	3.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional and semiprofessional employees.....	75,225	55,734	19,491	37.8	6.48	(3/)	.3	.9	.7	1.1	2.3	1.7	1.6	1.8	2.1	2.4	3.2	3.0	78.8		
Draftsmen.....	2,973	496	2,477	37.8	2.85	-	1.1	7.5	17.4	10.7	15.3	20.2	9.9	3.4	2.2	3.2	2.1	1.7	2.3	3.7	
Others.....	72,252	55,238	17,014	37.8	6.63	-	-	.1	.2	.3	.5	1.6	1.4	1.5	1.7	2.1	2.4	3.2	3.1	81.9	
Business office and sales employees.....	60,636	17,432	43,204	37.5	3.87	(3/)	.1	.5	4.1	7.3	13.1	14.0	13.3	9.1	3.0	3.8	2.3	2.7	2.9	23.7	
Supervisors.....	11,809	5,678	6,131	38.0	5.66	-	-	-	-	.1	.3	1.1	3.5	5.5	6.4	5.6	6.9	6.0	64.5		
Nonsupervisory employees.....	48,827	11,754	37,073	37.4	3.43	(3/)	.1	.7	5.1	9.1	16.2	17.3	16.3	10.5	2.4	3.2	1.6	1.7	2.1	13.9	
Clerical employees.....	164,595	12,592	152,003	37.5	2.94	(3/)	.2	5.3	11.4	13.7	15.0	18.8	11.2	7.2	2.9	2.5	2.9	2.4	1.6	4.0	
Supervisors.....	12,457	2,647	9,810	37.9	4.57	-	-	-	.1	.2	.8	3.3	6.1	9.8	11.0	11.0	9.8	9.0	38.7		
Nonsupervisory employees.....	152,138	9,945	142,193	37.4	2.81	(3/)	.2	5.7	12.3	14.8	17.3	20.2	11.8	7.2	2.4	1.8	2.2	1.8	1.0	1.2	
Commercial department.....	29,617	672	28,945	36.8	2.64	(3/)	.2	8.1	18.3	17.4	18.4	17.8	9.0	5.2	1.9	1.0	.9	.4	.5	.8	
Traffic department.....	22,400	45	22,355	38.1	2.84	-	.2	2.9	6.8	9.5	19.4	29.5	16.9	8.8	2.0	1.5	.8	.6	.4	.5	
Plant department.....	43,650	6,554	37,096	38.2	2.88	-	.4	4.8	10.2	14.8	18.9	21.6	7.9	5.9	1.8	2.1	4.6	4.3	1.7	.8	
Accounting department.....	33,037	1,337	31,700	36.7	2.73	-	.1	7.7	14.3	16.3	12.5	18.0	16.6	9.2	2.1	.9	.7	.3	.3	1.0	
All other departments.....	23,434	1,337	22,097	37.0	2.95	(3/)	.1	4.2	11.1	14.5	17.6	15.1	10.9	7.9	4.8	3.6	2.9	1.9	1.9	3.4	
Telephone operators.....	199,129	75	199,054	36.2	2.61	-	1.6	11.7	19.0	16.7	11.6	6.6	3.4	4.6	2.2	.9	.6	.5	1.6		
Chief operators.....	9,888	29	9,859	38.4	4.28	-	-	-	.1	.4	.8	2.1	5.8	10.1	12.0	12.5	10.8	10.4	8.8	26.3	
Service assistants and instructors.....	14,341	43	14,298	38.0	3.16	-	-	.3	3.9	9.8	27.5	26.8	10.4	4.6	4.1	4.0	1.1	1.2	3.8		
Experienced switchboard operators.....	117,878	1	117,877	36.2	2.59	-	.8	8.4	15.2	18.4	23.8	14.7	6.7	3.5	6.1	2.2	-	-	.1		
Operators in training.....	55,083	1	55,082	35.2	2.16	-	-	3.9	24.2	35.5	28.0	6.3	1.6	.4	1.1	-	-	-	-		
Other switchboard employees.....	1,939	1	1,938	38.3	2.99	-	-	.4	1.7	2.9	11.4	37.0	32.1	9.0	2.3	1.1	1.3	.5	.2		
Construction, installation, and maintenance employees.....	225,296	223,731	1,565	39.9	4.05	(3/)	-	.9	5.5	7.8	6.4	5.6	4.5	3.3	6.6	14.7	20.4	8.2	16.1		
Foremen of telephone craftsmen.....	32,585	32,559	26	39.8	5.88	-	-	-	-	-	-	-	.1	.2	.2	.3	.9	3.3	95.0		
Central office craftsmen.....	74,729	73,213	1,516	39.8	3.84	(3/)	-	.6	4.4	6.8	7.2	7.0	6.1	4.9	6.9	16.4	23.0	10.7	6.0		
Test-board men and repeatermen.....	16,775	16,698	77	39.9	4.06	-	-	.1	1.3	3.1	4.8	5.7	5.7	3.8	5.4	19.6	28.0	14.6	7.7		
Central office repairmen.....	55,594	54,172	1,422	39.8	3.79	-	-	.8	5.2	7.7	8.0	7.2	6.2	5.1	7.5	15.4	21.6	9.8	5.5		
Others.....	2,360	2,343	17	39.7	3.60	-	.1	-	.2	8.6	12.6	5.3	8.8	8.1	7.8	4.5	17.5	18.4	2.5	5.4	
Installation and exchange repair craftsmen.....	81,446	81,432	14	39.9	3.77	-	-	.9	5.9	9.2	7.0	5.6	4.0	2.9	9.0	18.9	26.7	9.2	.7		
PBX and station installers.....	39,591	39,583	8	39.9	3.65	-	-	.9	7.9	12.6	9.0	6.8	4.5	2.7	5.5	13.3	26.0	10.6	.3		
Exchange repairmen.....	19,652	19,652	-	40.0	4.01	-	-	-	4	3.3	5.1	4.6	3.5	2.9	2.4	6.5	20.9	35.6	13.4	1.5	
Others.....	22,203	22,197	6	37.9	3.77	-	-	1.3	4.7	6.8	5.8	5.7	5.2	4.0	3.9	17.4	27.0	19.9	3.0	.8	
Line, cable, and conduit craftsmen.....	36,535	36,526	9	40.0	3.47	-	.2	2.6	11.4	13.6	9.2	7.6	5.9	3.4	6.3	14.6	18.8	5.5	.6		
Linemen.....	12,101	12,100	1	40.0	3.08	-	-	.6	18.9	20.2	11.6	9.6	5.0	2.8	8.1	9.2	7.3	1.6	-		
Cable splicers.....	20,624	20,623	1	40.0	3.78	-	-	-	2	3.7	8.2	7.9	6.8	7.0	4.1	6.1	20.0	27.8	7.7	.4	
Cable splicers' helpers.....	2,412	2,411	1	40.0	2.62	-	.1	6.7	39.6	28.5	11.4	7.0	3.9	1.0	.9	.1	.5	.4	-		
Others.....	1,398	1,392	6	39.7	3.68	-	-	3.6	3.1	12.2	11.2	4.8	3.7	2.4	2.4	4.6	7.1	17.7	17.1	10.3	
Laborers.....	1	1	-	(4/)	(4/)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Building, supplies, and motor vehicle employees.....	21,778	16,365	5,413	38.0	3.32	(3/)	.4	3.3	9.4	15.5	14.2	10.8	8.4	6.1	5.6	3.8	5.4	3.3	2.4	11.3	
Foremen.....	2,807	2,459	348	39.3	5.53	-	-	.1	.3	1.1	1.7	2.0	1.9	1.7	2.5	2.4	2.9	3.8	79.3		
Mechanics.....	3,296	3,296	-	39.5	3.87	-	.1	-	1.6	4.0	7.3	6.9	9.4	8.5	8.5	25.0	13.5	9.2	5.9		
Other building service employees.....	10,142	5,148	4,994	36.4	2.54	(3/)	.7	6.5	18.3	27.0	20.4	13.5	9.4	3.4	.3	.2	.1	-	-		
Other supplies and motor vehicle employees.....	5,533	5,462	71	39.4	3.20	-	.1	1.1	3.2	10.3	15.4	12.4	10.8	11.3	15.5	8.2	5.1	3.5	2.1	.9	
All employees not elsewhere classified.....	2,558	2,058	500	38.0	4.01	-	1.0	4.5	5.1	6.3	7.2	4.2	4.7	5.5	6.7	5.8	7.0	6.8	6.9	28.3	

^{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 those 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; ¹Percent Distribution of Employees in Occupational Groups by Average Hourly Rates,² December 1969

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.....	40,871	20,323	20,548	39.3	\$2.97	(3/)	6.8	13.1	11.3	15.1	8.9	5.3	4.5	4.5	6.2	6.6	6.6	2.5	1.9	6.7
Part time.....	1,497	207	1,290	31.1	2.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full time.....	39,374	20,116	19,258	39.6	2.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees.....	3,547	2,896	651	39.7	4.45	-	1.1	1.5	3.2	5.0	5.2	3.5	3.4	3.7	5.1	7.6	9.4	9.6	41.5	
Draftsmen.....	251	145	106	39.5	2.95	-	11.2	8.8	6.8	21.1	20.7	8.4	3.6	4.4	4.0	-	2.8	1.6	6.8	
Others.....	3,296	2,751	545	39.7	4.56	-	1.4	.9	3.0	3.8	4.0	3.1	3.4	3.7	5.2	8.2	9.9	10.3	44.1	
Business office and sales employees.....	2,188	518	1,670	39.7	2.92	(3/)	6.8	13.4	11.3	18.7	11.4	4.0	6.9	2.7	2.2	2.9	3.2	3.5	2.2	10.9
Supervisors.....	438	244	194	40.0	4.19	-	4.3	3.0	2.3	6.6	5.5	2.7	5.9	5.0	5.9	8.4	8.7	6.8	34.7	
Nonsupervisory employees.....	1,750	274	1,476	39.6	2.60	0.1	8.5	15.7	13.4	22.8	12.6	3.6	7.9	1.9	1.5	2.1	1.8	2.2	1.0	5.0
Clerical employees.....	6,982	778	6,204	39.1	2.50	.1	4.9	18.2	15.9	21.9	14.5	10.1	4.7	2.4	1.6	1.6	1.1	.6	.6	1.8
Supervisors.....	482	194	288	39.9	3.80	-	4.9	4.2	2.9	5.2	8.3	10.2	9.8	8.1	6.2	6.6	6.2	6.8	6.2	22.6
Nonsupervisory employees.....	6,500	584	5,916	39.0	2.40	.1	5.2	19.5	16.9	23.2	14.9	10.0	4.4	2.0	1.2	1.2	.8	.2	.2	.2
Commercial department.....	1,513	71	1,442	37.7	2.35	.1	4.6	18.2	21.2	27.1	10.4	11.8	3.8	.7	.9	.1	.1	.2	.4	.4
Traffic department.....	643	19	624	38.8	2.44	-	3.9	14.6	14.5	27.2	19.3	12.1	4.4	1.2	.6	.2	.8	.5	.3	.5
Plant department.....	1,543	107	1,436	39.5	2.32	-	5.9	23.6	15.5	27.2	16.2	5.5	1.3	.7	.6	1.8	1.7	-	.1	-
Accounting department.....	1,254	113	1,141	39.5	2.39	-	5.6	21.4	16.2	17.9	17.7	10.6	4.2	3.1	1.0	1.2	.8	.2	.2	.1
All other departments.....	1,547	274	1,273	39.6	2.51	.3	5.5	17.1	15.7	17.9	14.0	11.5	8.1	4.1	2.6	2.1	.5	.3	.2	.3
Telephone operators.....	11,358	51	11,307	38.4	2.18	-	18.3	27.2	17.9	22.5	7.9	1.9	1.3	.8	.8	.3	.5	.2	.1	.3
Chief operators.....	409	3	406	40.0	3.47	-	-	2.2	4.4	1.7	9.3	13.4	14.9	14.9	11.5	7.3	8.1	5.9	2.4	5.9
Service assistants and instructors.....	718	11	707	39.9	2.79	-	.3	4.2	6.7	23.8	22.8	15.0	11.1	4.5	5.6	1.3	2.4	.6	1.0	.8
Experienced switchboard operators.....	9,194	31	9,163	38.1	2.09	-	19.3	32.8	15.5	24.7	7.1	.5	-	-	-	-	-	-	-	-
Operators in training.....	1,010	6	1,004	39.7	2.03	-	30.4	4.7	52.1	9.5	3.4	-	-	-	-	-	-	-	-	-
Other switchboard employees.....	27	-	27	33.3	2.61	-	-	3.7	40.7	14.8	7.4	11.1	14.8	3.7	-	-	-	-	-	-
Construction, installation, and maintenance employees.....	14,842	14,631	211	40.0	3.43	-	.6	3.1	5.2	8.8	7.9	5.9	6.8	8.4	13.7	15.0	14.5	3.4	2.1	4.7
Foremen of telephone craftsmen.....	1,697	1,688	9	40.1	4.47	-	-	-	.1	1.5	3.0	2.8	3.2	2.2	4.1	10.1	7.8	11.6	14.9	38.6
Central office craftsmen.....	4,619	4,483	136	40.0	3.38	-	.8	3.4	4.6	7.7	6.3	6.3	7.5	9.4	14.9	18.4	17.3	2.9	.2	.3
Test board men and repeatermen.....	612	579	33	39.9	3.54	-	.3	1.8	7.4	3.4	4.6	3.4	2.3	11.1	15.4	19.1	15.7	15.0	.3	.2
Central office repairmen.....	2,572	2,540	32	40.1	3.40	-	.8	3.0	4.5	8.4	5.6	5.8	6.3	9.7	16.5	20.1	17.0	1.5	.3	.6
Others.....	1,435	1,364	71	39.6	3.28	-	1.2	4.9	3.8	8.1	8.3	8.2	12.0	8.1	11.7	14.9	18.7	.2	.1	-
Installation and exchange repair craftsmen.....	5,649	5,588	61	40.0	3.29	-	.6	2.1	5.1	10.4	8.9	6.2	7.2	10.0	18.1	13.8	14.8	1.8	.7	.3
PEX and station installers.....	2,298	2,296	2	40.2	3.09	-	1.1	4.1	10.8	11.1	9.3	5.9	7.1	16.2	14.1	9.0	9.7	1.0	-	.7
Exchange repairmen.....	1,726	1,696	30	39.9	3.39	-	-	-	1.0	13.4	9.2	7.5	7.9	6.3	19.4	7.0	24.2	3.9	.1	.1
Others.....	1,625	1,596	29	39.9	3.48	-	.6	1.3	1.3	6.2	8.1	5.2	6.6	5.4	22.5	27.8	12.0	.8	2.3	-
Line, cable, and conduit craftsmen.....	2,866	2,862	4	39.9	3.13	-	.8	6.3	9.2	11.8	11.4	6.5	7.1	7.3	9.0	14.7	13.4	2.2	.1	.1
Linemen.....	1,377	1,376	1	39.9	2.95	-	.3	5.3	10.5	18.8	15.2	7.8	6.5	7.4	5.1	12.7	9.9	.4	.1	.1
Cable splicers.....	1,275	1,272	3	39.8	3.48	-	1.1	2.8	1.7	4.6	8.9	6.0	8.8	8.4	14.4	19.2	19.3	4.6	.1	.2
Cable splicers' helpers.....	81	81	-	40.7	2.16	-	2.5	16.0	63.0	12.3	3.7	1.2	1.2	-	-	-	-	-	-	-
Other.....	133	133	-	39.4	2.17	-	1.5	44.4	35.3	8.3	2.3	.8	1.5	.8	3.0	.8	1.5	-	-	-
Laborers.....	11	10	1	(4/)	(4/)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	1,343	1,109	234	39.0	2.81	.1	9.2	12.2	20.3	12.1	6.5	4.5	5.1	8.9	6.8	5.9	2.7	2.2	1.4	2.2
Foremen.....	100	99	1	39.3	4.28	-	-	-	3.0	2.0	1.0	6.0	3.0	5.0	8.0	6.0	5.0	17.0	18.0	26.0
Mechanics.....	87	86	1	39.9	3.50	-	-	1.1	3.4	4.6	3.4	6.9	6.9	10.3	13.8	20.7	27.6	-	-	1.1
Other building service employees.....	686	495	191	38.4	2.11	.3	17.8	20.4	33.4	14.0	4.7	1.6	2.0	2.0	.9	.7	.9	1.3	-	-
Other supplies and motor vehicle employees.....	470	429	41	39.8	3.37	-	.2	4.9	8.1	12.8	10.9	8.1	9.6	19.4	13.8	10.6	.2	.6	.2	.6
All employees not elsewhere classified.....	611	340	271	39.3	3.53	-	.5	7.7	18.5	14.4	7.0	5.2	3.3	4.1	2.0	3.3	3.8	2.8	2.9	24.5

^{1/} Covers 28 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 those 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 1969

Occupational group	United States ^{3/}		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All carriers																				
All employees except officials and managerial assistants ^{4/}	790,088	\$3.62	56,225	\$3.64	157,883	\$3.79	138,366	\$3.61	45,117	\$3.48	101,791	\$3.16	25,639	\$3.41	72,513	\$3.29	30,741	\$3.47	118,031	\$3.84
Cable splicers.....	21,899	3.77	1,465	3.89	4,418	3.85	3,938	3.68	1,438	3.83	3,703	3.78	872	3.55	1,394	3.45	665	3.79	3,324	3.87
Cable splicers' helpers.....	2,493	2.60	539	2.79	461	2.69	390	2.60	104	2.65	399	2.43	-	-	487	2.46	-	-	29	3.19
Central office repairmen.....	58,166	3.77	2,993	3.85	11,850	3.75	9,307	3.71	3,302	3.66	6,480	3.62	1,721	3.83	5,630	3.76	1,865	3.87	8,932	3.98
Clerical (nonsupervisory).....	158,638	2.79	11,448	2.76	33,005	2.89	26,597	2.80	9,271	2.64	17,611	2.60	5,023	2.50	12,022	2.64	6,565	2.66	27,669	2.94
Exchange repairmen.....	21,378	3.96	697	3.98	5,488	3.87	5,523	3.95	711	4.16	2,343	3.61	330	4.07	2,331	4.20	606	4.04	3,125	4.14
Experienced switchboard operators.....	127,072	2.55	9,453	2.65	23,286	2.72	22,422	2.59	7,668	2.47	19,052	2.23	4,539	2.43	15,365	2.49	5,220	2.45	16,161	2.80
Linemen.....	13,478	3.07	1,052	3.44	2,450	3.28	2,290	3.08	837	2.83	2,379	2.67	552	2.86	1,601	2.88	610	3.22	1,506	3.47
Mechanics, building and motor vehicle service.....	3,383	3.86	321	3.49	969	4.03	849	3.89	254	3.61	177	3.64	64	3.70	149	4.08	56	3.29	462	3.96
PBX and station installers.....	41,889	3.62	1,688	3.62	10,784	3.70	9,135	3.57	2,104	3.46	5,083	3.25	856	3.88	4,769	3.71	1,085	3.82	5,925	3.84
Test-board men and repeatermen.....	17,387	4.04	1,026	4.08	2,296	4.32	2,075	4.16	605	4.16	2,158	3.95	264	4.11	974	4.13	453	4.16	2,068	4.29
Bell System carriers																				
All employees except officials and managerial assistants ^{4/}	749,217	\$3.65	56,225	\$3.64	156,684	\$3.80	123,247	\$3.70	41,772	\$3.56	99,884	\$3.17	25,489	\$3.42	66,774	\$3.34	30,741	\$3.47	111,016	\$3.87
Cable splicers.....	20,624	3.78	1,465	3.89	4,368	3.85	3,444	3.71	1,341	3.88	3,670	3.79	872	3.56	1,258	3.48	665	3.79	3,103	3.86
Cable splicers' helpers.....	2,412	2.62	539	2.79	461	2.69	374	2.61	103	2.65	387	2.44	-	-	437	2.50	-	-	29	3.19
Central office repairmen.....	55,594	3.79	2,993	3.85	11,756	3.76	8,306	3.74	3,004	3.72	6,323	3.63	1,707	3.83	5,432	3.76	1,865	3.87	8,507	3.98
Clerical (nonsupervisory).....	152,138	2.81	11,448	2.76	32,798	2.89	24,514	2.84	8,589	2.67	17,249	2.60	4,992	2.50	11,143	2.67	6,565	2.66	26,515	2.96
Exchange repairmen.....	19,652	4.01	697	3.98	5,488	3.87	4,599	4.12	711	4.15	2,320	3.52	330	4.07	2,316	4.20	606	4.04	2,583	4.21
Experienced switchboard operators.....	117,878	2.59	9,453	2.65	22,876	2.72	18,558	2.70	6,757	2.55	18,503	2.24	4,500	2.44	13,882	2.55	5,220	2.45	15,037	2.84
Linemen.....	12,101	3.08	1,052	3.44	2,393	3.28	1,738	3.09	701	2.90	2,315	2.57	548	2.87	1,411	2.93	610	3.22	1,246	3.46
Mechanics, building and motor vehicle service.....	3,296	3.87	321	3.49	967	4.03	823	3.90	250	3.61	175	3.65	64	3.70	145	4.09	56	3.29	438	3.97
PBX and station installers.....	39,591	3.65	1,688	3.62	10,680	3.71	8,707	3.57	1,743	3.60	4,869	3.26	835	3.90	4,167	3.80	1,085	3.82	5,815	3.84
Test-board men and repeatermen.....	16,775	4.06	1,062	4.08	2,294	4.32	1,851	4.25	571	4.21	2,099	3.97	264	4.11	914	4.16	453	4.16	1,913	4.30

^{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 Alaska, Hawaii, Puerto Rico, and Virgin Islands; and long-lines employees of the American Telephone and Telegraph Co. which are excluded from the regional tabulations. (For scope of survey, see appendix.)

^{4/} Includes employees in occupations in addition to those shown separately.

NOTE: For purposes of this study, the regions for which separate data are presented include: New England-Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic-Delaware, New Jersey, New York, and Pennsylvania; Great Lakes-Illinois, Indiana, Michigan, Ohio, and Wisconsin; Chesapeake-District of Columbia, Maryland, Virginia, and West Virginia; Southeast-Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee; North Central-Iowa, Minnesota, Nebraska, North Dakota, and South Dakota; South Central-Arkansas, Kansas, Missouri, Oklahoma, and Texas (except El Paso County); Mountain-Arizona, Colorado Idaho (south of the Salmon River), Montana, Nevada, New Mexico, Texas (El Paso County), Utah, and Wyoming; and Pacific-California, Idaho (north of Salmon River), Oregon, and Washington.

Table 5. Western Union Telegraph Company: Percent Distribution of Employees ¹ in Occupational Groups by Average Hourly Rates, ² October 1969

Occupational group	Number of employees			Average sched-uled 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, managerial assistants, and messengers.....	22,069	12,183	9,886	39.2	\$3.60	-	-	1.4	11.1	8.7	10.9	16.5	9.9	8.0	5.1	11.1	4.0	2.0	11.4
Professional and semiprofessional employees.....	1,369	1,204	165	37.4	6.38	-	-	-	-	.2	.6	2.4	3.7	5.1	2.8	2.0	2.3	4.1	76.8
Engineers and engineering assistants.....	459	449	10	37.8	6.47	-	-	-	-	-	.4	.9	1.3	1.7	2.4	2.2	2.8	7.8	80.4
Others.....	910	755	155	37.2	6.33	-	-	-	.3	.7	3.2	4.8	6.8	3.1	1.9	2.1	2.2	74.9	-
Telegraph office superintendents and managers...	2,264	1,355	909	39.9	3.42	-	-	-	2.1	8.2	17.1	21.8	18.9	13.5	7.0	3.3	1.3	1.6	5.1
Sales employees.....	286	259	27	36.3	5.55	-	-	-	-	-	-	2.8	3.1	7.7	13.3	8.4	1.7	13.6	49.3
Clerical employees.....	5,854	1,947	3,907	38.2	3.35	-	-	.7	12.2	11.7	18.0	16.5	9.7	8.6	4.0	5.6	2.4	1.8	8.8
Supervisors.....	979	705	274	37.1	4.65	-	-	-	-	.3	2.5	9.8	10.0	8.5	4.6	6.3	6.6	6.1	45.3
Nonsupervisory employees.....	4,791	1,219	3,572	38.3	3.11	-	-	-	14.0	14.3	21.5	18.1	9.9	8.8	3.9	5.6	1.6	1.0	1.5
Commercial department.....	2,844	661	2,183	38.9	3.02	-	-	-	14.9	16.7	22.5	20.6	6.7	8.4	4.0	3.8	1.5	.5	.5
Traffic department.....	480	124	356	39.9	2.74	-	-	-	32.3	20.4	36.3	7.5	1.5	1.7	.2	.2	-	-	-
All other departments.....	1,467	434	1,033	36.6	3.42	-	-	-	6.1	7.6	14.7	16.8	18.7	12.1	5.0	10.7	2.3	2.2	3.9
Route aides.....	84	23	61	40.0	2.28	-	-	47.6	52.4	-	-	-	-	-	-	-	-	-	-
Telegraph operators.....	6,083	1,417	4,666	39.9	2.87	-	-	4.5	24.6	12.9	10.8	32.5	8.5	3.5	.6	.6	.4	.2	1.0
Traffic managers, chief operators, supervisors, and instructors.....	1,219	505	714	39.9	3.47	-	-	-	-	3.9	9.7	15.3	40.8	17.1	2.9	2.8	1.8	.9	4.9
Experienced telegraph operators (except Morse) operators.....	3,253	747	2,506	39.9	2.73	-	-	2.6	30.5	17.2	11.9	37.2	.5	.1	(3/)	-	-	-	-
Commercial department.....	1,687	392	1,295	39.9	2.71	-	-	4.9	27.3	20.0	20.3	27.4	.1	.1	-	-	-	-	-
Traffic department.....	1,566	355	1,211	39.9	2.76	-	-	-	34.0	14.2	2.8	47.8	1.0	.1	.1	-	-	-	-
Switching clerks.....	16	1	15	40.0	2.80	-	-	-	-	-	93.8	6.3	-	-	-	-	-	-	-
Operators in training.....	179	36	143	39.9	2.18	-	-	96.1	2.8	.6	.6	-	-	-	-	-	-	-	-
Other operators.....	1,416	128	1,288	39.9	2.74	-	-	1.1	35.4	12.3	9.9	41.0	.1	.1	-	-	-	-	-
Morse operators.....	29	21	8	40.0	3.07	-	-	-	-	-	13.8	86.2	-	-	-	-	-	-	-
Telephone operators.....	1,387	107	1,280	39.8	2.73	-	-	1.2	36.1	12.5	9.8	40.1	.1	.1	-	-	-	-	-
Construction, installation, and maintenance employees.....	5,754	5,635	119	39.9	4.05	-	-	-	.2	1.4	4.9	2.8	10.1	11.0	10.4	33.9	11.2	3.2	10.9
Traffic testing and regulating employees.....	1,535	1,506	29	40.0	4.05	-	-	-	-	.3	2.7	1.8	7.6	11.4	13.1	46.8	11.2	.6	4.6
Construction, installation, and maintenance employees.....	4,137	4,047	90	39.9	4.06	-	-	-	.1	1.7	5.7	3.2	11.2	11.1	9.6	28.5	11.2	4.2	13.5
Foremen.....	742	740	2	39.6	4.98	-	-	-	-	-	-	.4	.3	.5	1.3	2.3	25.5	11.6	58.1
Subscribers' equipment maintainers.....	1,519	1,506	13	40.0	4.00	-	-	-	-	-	2.5	.3	8.0	11.2	15.0	57.1	4.7	.3	1.0
Linemen and cablemen.....	399	399	-	40.0	3.80	-	-	-	-	2.5	2.0	7.8	21.8	10.8	7.0	26.1	12.8	8.0	1.3
Others.....	1,477	1,402	75	39.9	3.73	-	-	-	.3	4.0	12.9	6.4	17.3	16.3	8.8	12.9	10.4	3.5	7.3
Laborers.....	82	82	-	40.0	3.73	-	-	-	12.2	4.9	3.7	3.7	2.4	-	-	62.2	11.0	-	-
Building service employees.....	459	366	93	38.6	2.82	-	-	-	37.7	38.3	4.4	1.3	3.9	3.9	5.2	1.3	.7	.9	2.4
Mechanics.....	69	69	-	39.9	3.85	-	-	-	-	-	2.9	4.3	21.7	20.3	33.3	2.9	4.3	2.9	7.2
Others.....	390	297	93	38.4	2.63	-	-	-	44.4	45.1	4.6	.8	.8	1.0	.3	1.0	-	.5	1.5
Messengers.....	2,711	2,631	80	34.9	2.22	43.1	4.4	2.2	14.5	29.7	6.1	-	-	-	-	-	-	-	-
Full-time employees.....	2,097	2,020	77	39.7	2.28	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Part-time employees.....	614	611	3	18.4	1.75	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Walking and bicycle messengers.....	1,168	1,137	31	30.0	1.67	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers.....	1,543	1,494	49	38.6	2.54	-	7.6	3.9	25.5	52.2	10.7	-	-	-	-	-	-	-	-

^{1/} Includes employees working in the conterminous 48 States and the District of Columbia; the company does not operate in Alaska and 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 1969

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 and over
All employees except officers and assistants.....	5,522	4,533	989	36.6	\$4.36	4.8	1.2	0.7	3.3	4.7	7.1	5.4	5.9	4.9	4.9	6.5	10.3	8.9	31.5
All employees except officers and assistants, and messengers.....	5,174	4,187	987	37.1	4.40	-	(3/)	.6	3.5	4.9	7.5	5.7	6.3	5.3	5.3	6.9	11.0	9.5	33.6
Professional and semiprofessional employees.....	650	626	24	37.3	6.63	-	-	-	-	-	.2	.2	.8	.9	1.1	3.7	2.9	4.5	85.8
Engineers and engineering assistants.....	260	260	-	37.2	6.88	-	-	-	-	-	-	-	-	-	.8	2.7	1.2	2.7	92.7
Others.....	390	366	24	37.3	6.47	-	-	-	-	-	.3	.3	1.3	1.5	1.3	4.4	4.1	5.6	81.3
Office or station superintendents and assistants..	29	29	-	37.2	7.69	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Sales employees.....	301	275	26	35.0	5.43	-	-	.3	9.3	1.0	2.7	3.7	1.0	3.3	1.7	9.3	6.0	61.8	
Clerical employees.....	1,625	947	678	37.2	3.74	-	-	1.4	8.6	9.5	9.7	7.6	9.0	6.0	7.9	11.3	9.6	6.7	12.7
Supervisors.....	158	142	16	36.8	5.57	-	-	-	-	-	-	-	2.5	.6	1.9	3.2	8.2	83.5	
Nonsupervisory clerical employees.....	1,467	805	662	37.2	3.55	-	-	1.5	9.5	10.5	10.8	8.4	10.0	6.3	8.7	12.3	10.3	6.5	5.1
Operating department.....	649	476	173	37.5	3.64	-	-	.9	11.1	6.8	9.4	6.2	5.9	4.6	7.7	20.8	16.5	9.4	.8
Commercial department.....	135	43	92	37.1	3.46	-	-	6.7	8.1	11.1	14.1	10.4	13.3	5.9	7.4	5.2	7.4	3.0	7.4
Accounting department.....	418	187	231	37.3	3.30	-	-	1.4	11.7	16.0	12.2	8.4	13.2	8.4	10.8	4.8	4.5	4.1	4.5
Engineering department.....	48	20	28	37.3	3.73	-	-	2.1	2.1	6.2	12.5	25.0	14.6	6.2	2.1	4.2	2.1	2.1	20.8
All other departments.....	217	79	138	36.5	3.79	-	-	-	3.2	11.5	9.7	10.1	12.9	7.8	10.1	7.8	6.5	6.0	14.3
Operators.....	1,364	1,107	257	37.0	4.07	-	-	.4	1.6	4.1	15.0	9.5	4.0	3.8	4.1	5.1	20.5	18.6	13.3
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	158	156	2	37.5	5.47	-	-	-	-	-	-	-	-	-	1.3	-	1.3	12.7	84.8
Nonsupervisory operators.....	1,206	951	255	36.9	3.89	-	-	.5	1.8	4.6	16.9	10.7	4.5	4.3	4.5	5.8	23.0	19.4	4.0
Radio operators.....	41	38	3	37.2	4.42	-	-	-	-	-	-	-	3.5	-	-	97.6	-	-	-
Marine coastal station operators.....	133	133	-	37.5	4.42	-	-	-	-	-	-	2.3	9.0	12.0	7.5	6.0	9.0	18.0	36.1
Cable operators.....	232	213	19	37.5	3.59	-	-	-	-	9.5	19.8	18.5	4.7	7.8	3.0	5.6	11.6	19.4	-
Teletype-multiplex operators.....	675	476	199	36.4	3.88	-	-	.9	3.3	4.1	11.1	8.9	4.1	2.1	5.0	5.9	24.4	21.5	-
Telephone operators.....	88	54	34	37.5	3.82	-	-	-	-	6.8	22.7	4.5	2.3	3.4	3.4	5.7	29.5	21.6	-
All other operators.....	37	37	-	37.5	3.47	-	-	-	-	-	13.5	51.4	2.7	-	-	10.8	18.9	2.7	-
Messengers.....	348	346	2	29.6	1.80	76.1	18.7	1.7	.3	2.0	.9	.3	-	-	-	-	-	-	-
Foot and bicycle.....	334	332	2	29.3	1.77	78.7	19.2	1.2	.3	.3	-	.3	-	-	-	-	-	-	-
Motor.....	14	14	-	37.5	2.41	14.3	7.1	14.3	-	42.9	21.4	-	-	-	-	-	-	-	-
Construction, installation, maintenance, and other technical employees.....	1,112	1,112	-	37.5	4.66	-	-	-	.1	.6	1.5	2.5	9.4	8.1	5.5	5.8	7.3	7.4	51.7
Supervisors.....	167	167	-	37.5	6.08	-	-	-	-	-	-	-	-	.6	-	.6	1.2	97.6	-
Mechanics and maintenance technicians.....	584	584	-	37.5	4.46	-	-	-	-	.7	.3	.2	13.0	11.5	5.7	5.7	7.0	7.7	48.3
Radio operating technicians.....	115	115	-	37.5	4.53	-	-	-	-	-	2.6	.9	14.8	7.8	5.2	3.5	4.3	7.8	53.0
Radiotelegraph riggers.....	21	21	-	37.5	4.67	-	-	-	-	-	4.8	-	-	-	4.8	-	19.0	19.0	52.4
Radiotelegraph groundmen.....	2	2	-	37.5	3.15	-	-	-	-	-	.1	-	-	.1	-	-	-	-	-
Others.....	223	223	-	37.5	4.20	-	-	.4	.9	4.9	11.7	5.4	5.8	9.0	12.6	13.5	9.9	26.0	-
Building service employees.....	84	83	1	37.4	3.26	-	1.2	2.4	19.0	7.1	7.1	6.0	4.8	28.6	9.5	10.7	3.6	-	-
All employees not elsewhere classified.....	9	8	1	38.1	4.16	-	-	-	-	11.1	-	11.1	11.1	-	11.1	-	22.2	-	33.3

12

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/ Less than 0.05 percent.

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

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 28 companies not affiliated with the Bell System.

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

Employees and occupational groups covered by the study

Officials and managerial assistants were not included in the tabulations. Also excluded were employees working outside the 50 States and the District of Columbia, except telephone carrier employees in Puerto Rico, and the Virgin Islands. 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. Compensation should include regularly scheduled maintenance, travel, or other allowances.

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 com-

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

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 . . . . .	.30
*Canning and Freezing, 1957. BLS Report 136	Free
Cigar Manufacturing, 1967. BLS Bulletin 1581 . . . . .	.25
Cigarette Manufacturing, 1965. BLS Bulletin 1472 . . . . .	.20
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637	1.00
Distilled Liquors, 1952. Series 2, No. 88	Free
Fabricated Structural Steel, 1964. BLS Bulletin 1463 . . . . .	.30
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 . . . . .	.30
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 . . . . .	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	.30
Footwear, 1968. BLS Bulletin 1634 . . . . .	.75
Hosiery, 1967. BLS Bulletin 1562 . . . . .	.70
Industrial Chemicals, 1965. BLS Bulletin 1529 . . . . .	.40
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.55
Machinery Manufacturing, 1968. BLS Bulletin 1664 . . . . .	.65
Meat Products, 1969. BLS Bulletin 1677	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 . . . . .	.65
Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 . . . . .	.75
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 . . . . .	.35
Miscellaneous Textiles, 1953. BLS Report 56	Free
Motor Vehicles and Motor Vehicle Parts, 1969. BLS Bulletin 1679 . . . . .	.75
Nonferrous Foundries, 1965. BLS Bulletin 1498 . . . . .	.40
Paints and Varnishes, 1965. BLS Bulletin 1524 . . . . .	.40
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 . . . . .	.70
Petroleum Refining, 1965. BLS Bulletin 1526 . . . . .	.30
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 . . . . .	.30
*Processed Waste, 1957. BLS Report 124	Free
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	.60
Radio, Television, and Related Products, 1951. Series 2, No. 84	Free
Railroad Cars, 1952. Series 2, No. 86	Free
*Raw Sugar, 1957. BLS Report 136	Free
Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 . . . . .	.30
Structural Clay Products, 1964. BLS Bulletin 1459 . . . . .	.45
Synthetic Fibers, 1966. BLS Bulletin 1540 . . . . .	.30
Synthetic Textiles, 1965. BLS Bulletin 1509 . . . . .	.40

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	Price
Textile Dyeing and Finishing, 1965–66. BLS Bulletin 1527	\$0.45
*Tobacco Stemming and Redrying, 1957. BLS Report 136	Free
West Coast Sawmilling, 1964. BLS Bulletin 1455 . . . . .	.30
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 . . . . .	.25
Women's and Misses' Dresses, 1968. BLS Bulletin 1649 . . . . .	.45
Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651 . . . . .	.60
*Wooden Containers, 1957. BLS Report 126	Free
Wool Textiles, 1966. BLS Bulletin 1551 . . . . .	.45
Work Clothing, 1968. BLS Bulletin 1624 . . . . .	.50

Nonmanufacturing

Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 . . . . .	.30
Banking, 1964. BLS Bulletin 1466 . . . . .	.30
Bituminous Coal Mining, 1967. BLS Bulletin 1583 . . . . .	.50
Communications, 1968. BLS Bulletin 1662 . . . . .	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 . . . . .	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 . . . . .	.30
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78	Free
Eating and Drinking Places, 1966–67. BLS Bulletin 1588 . . . . .	.40
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1966. BLS Bulletin 1553 . . . . .	.70
Hotels and Motels, 1966–67. BLS Bulletin 1587 . . . . .	.40
Laundry and Cleaning Services, 1967–68. BLS Bulletin 1645 . . . . .	.75
Life Insurance, 1966. BLS Bulletin 1569 . . . . .	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Educational Institutions: Nonteaching Employees, 1969. BLS Bulletin 1671 . . . . .	.50
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 . . . . .	.75

II. Other Industry Wage Studies

Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 . . . . .	.40
Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 . . . . .	.35
Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2 . . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 . . . . .	.50
Miscellaneous Retail Stores. BLS Bulletin 1584-7 . . . . .	.65

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

**BUREAU OF LABOR STATISTICS
REGIONAL OFFICES**



Region I
1603-A Federal Building
Government Center
Boston, Mass. 02203
Phone: 223-6762 (Area Code 617)

Region V
219 South Dearborn St.
Chicago, Ill. 60604
Phone: 353-7230 (Area Code 312)

Region II
341 Ninth Ave., Rm. 1025
New York, N.Y. 10001
Phone: 971-5405 (Area Code 212)

Region VI
1100 Commerce St., Rm. 6B7
Dallas, Tex. 75202
Phone: 749-3516 (Area Code 214)

Region III
406 Penn Square Building
1317 Filbert St.
Philadelphia, Pa. 19107
Phone: 597-7796 (Area Code 215)

Regions VII and VIII
Federal Office Building
911 Walnut St., 10th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

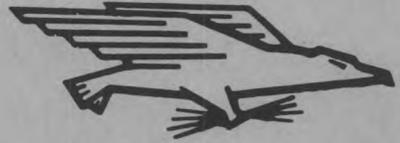
Region IV
Suite 540
1371 Peachtree St. NE.
Atlanta, Ga. 30309
Phone: 526-5418 (Area Code 404)

Regions IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

* Regions VII and VIII will be serviced by Kansas City.
** Regions IX and X will be serviced by San Francisco.

**U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212**

**OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300**



**POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR**

THIRD CLASS MAIL