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**Industry
Wage Survey
Communications,
1971**
Bulletin 1805

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1974



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**U.S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary**

**BUREAU OF LABOR STATISTICS
Julius Shiskin, Commissioner**

1974



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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 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. Philip M. Doyle of the Division of Occupational Wage Structures prepared the analysis in this bulletin.

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, 1971

Summary

Wage rates in the Nation's principal communications carriers averaged \$4.47 an hour in October-December 1971, 14.9 percent above the level recorded 1 year earlier.¹ This increase was the largest since the Bureau of Labor Statistics began its annual wage studies of telephone and telegraph workers in 1947, and was nearly double the previous record of 7.5 percent reported in 1952 and again in 1970.² Employment in the industry remained relatively stable during the 1970-71 period, increasing 2,739 workers to reach a record total of 863,587.³ (See chart.)

Telephone carrier employees, 97 percent of the workers covered by the survey, averaged \$4.47 an hour in December 1971—up nearly 15 percent for the year.⁴ Western Union's nonmessenger employees averaged \$4.31 an hour in October 1971, an increase of slightly more than 11 percent since October 1970. During this same period average hourly rates in the five international telegraph carriers studied increased almost 9 percent to \$5.23 an hour.

Employment in the telephone segment of the survey grew by 6,851 workers in 1971, or somewhat less than 1 percent. In the nonvocal telegraph segment, however,

¹ See appendix for scope and method of survey including definitions of employment covered and pay rates. The survey excluded officials and managerial assistants.

Since 1947, annual studies have been made in cooperation with the Federal Communications Commission. 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.

² See *Industry Wage Survey: Communications, 1970*, Bulletin 1751 (Bureau of Labor Statistics, 1972).

³ The study covered about nine-tenths of the 956,000 workers in the Nation's telephone and telegraph communications industry at the time of the survey.

⁴ The study of telephone carriers was limited to those (57) 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. Officials and managerial assistants of these carriers, numbering approximately 7,270, were not included in the study.

employment declined sharply, dropping 15 percent at Western Union, the Nation's only domestic carrier, and 9 percent among the international carriers.

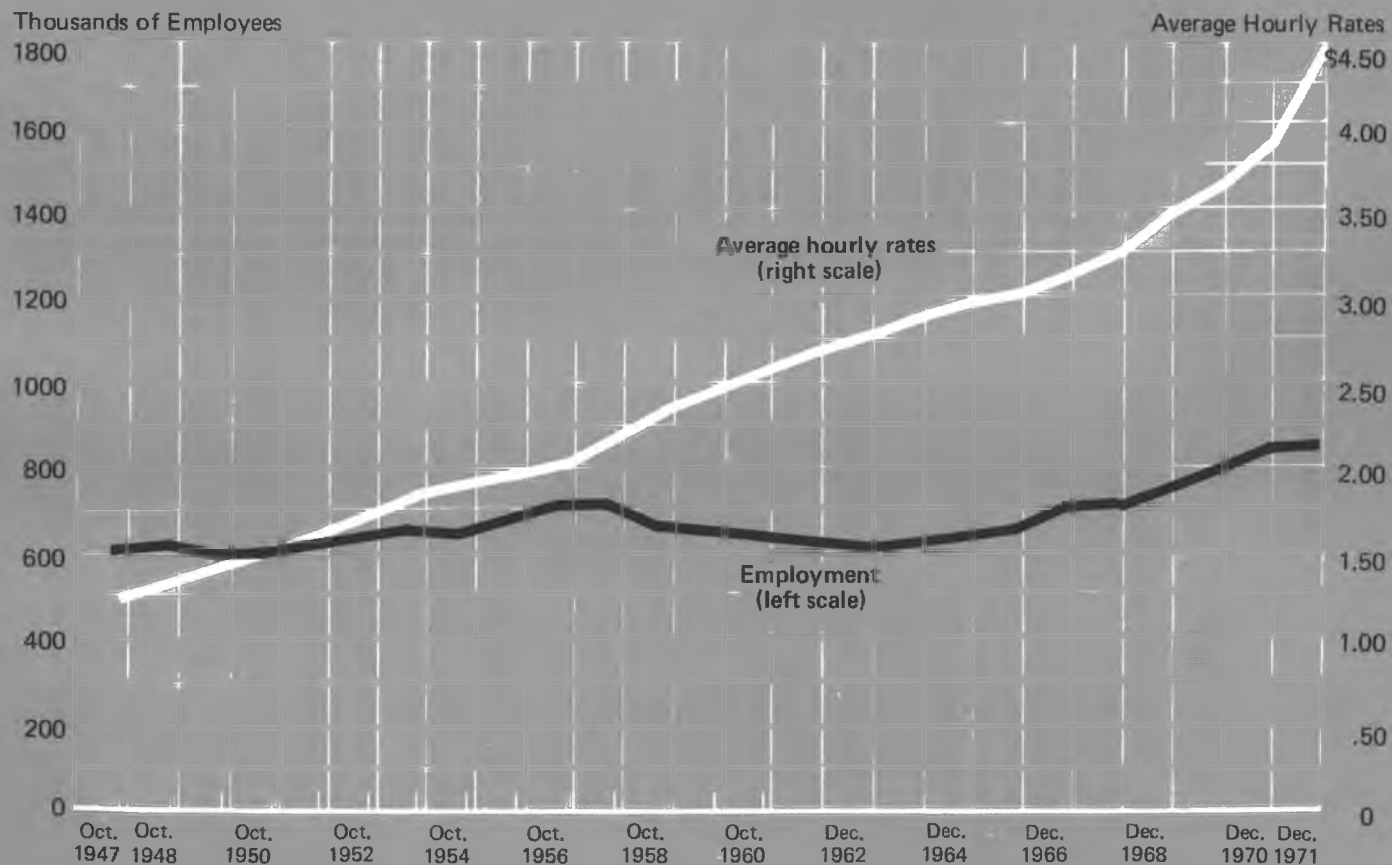
Telephone Carriers

Employment and pay rates in December 1971. The telephone carriers surveyed employed 838,408 workers (excluding officials and managerial assistants), averaging \$4.47 an hour in December 1971. (See table 1.) Wage rates of individual workers, however, were widely dispersed, ranging from less than \$1.60 an hour to more than \$7. This dispersion results from a number of factors, including the wide range of skills required by the industry, differences in pay by carrier and by locality, and the extensive use of rate-ranges for specific occupations.

Wages and working conditions for a large majority of telephone carrier employees are determined by 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 in addition, three other agreements for those respective departments in the rest of the State.

The industry employs workers in a wide variety of jobs ranging from custodial to professional and executive positions, a number of which are staffed almost exclusively by one sex. Women made up 53 percent of the work force and accounted for almost all of the telephone operators, slightly over nine-tenths of the clerical workers, and seven-tenths of the business office and sales employees. Men, on the other hand, accounted for almost three-fourths of the professional and semiprofessional staff, and for nearly all construction, installation, and maintenance workers. Average hourly earnings for numerically important job categories included \$3.11 for experienced switchboard operators, \$3.45 for nonsupervisory clerical employees, \$4.43 for cable splicers, \$4.52 for central office repairmen, and \$4.66 for exchange repairmen.

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947 - December 1971



Average hourly earnings in the nine regions studied separately ranged from \$4.01 in the Southeast to \$4.72 in the Pacific. (See table 4.) In the Middle Atlantic States, numerically the largest region, with one-fifth of the workers, wages averaged \$4.69 an hour in December 1971. The 38,673 employees of American Telephone and Telegraph Long Lines and Central Office were not tabulated by region, but were included only in the U. S. totals; workers in this company averaged \$5.86 an hour.⁵

The regional spread in average wages varied by occupation. Experienced switchboard operators and nonsupervisory clerical employees, for example, had a greater percent spread than central office repairmen. (See text table 1.)

Bell System averages exceeded those for the overall industry by 1 to 14 cents an hour in six regions, but were identical to the industry's levels in three regions. (See table 4.) The differences were closely tied to the proportion of workers employed by Bell System carriers in each region. For example, in three regions where the averages were identical, virtually all of the workers were Bell System employees; in the Great Lakes and Chesapeake regions where differentials of 13 cents and 14 cents were reported, about nine-tenths were employed by Bell carriers.

Bell System companies employed 94 percent of the workers in the study and at least 84 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 100,000. In contrast, the largest of the 32 non-Bell companies studied had only 7,000 employees and 17 had fewer than 500 employees.

⁵ Also included in U. S. totals only were non-Bell carriers in Hawaii, Puerto Rico, Virgin Islands, and Alaska.

Text table 1. Relative pay levels by occupation and region (Southeast = 100)

Region	Clerical employees (non-supervisory)	Experienced switchboard operators	Central office repairmen
Pacific	113	116	108
Middle Atlantic ...	111	115	96
Great Lakes	106	112	104
New England	104	106	107
Chesapeake	102	103	102
Mountain	101	105	102
North Central	97	104	103
South Central	100	106	102
Southeast	100	100	100

Text table 2. Pay levels of non-Bell carriers relative to Bell Carriers (Bell Carriers = 100)

Occupational category	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory	81	84
Experienced switchboard operators	80	84
Central office repairmen	87	87
PBX and station installers	80	80
Exchange repairmen	86	85
Linemen	85	85

Bell System employees had higher average pay rates than their non-Bell counterparts in almost all of the occupational groups studied (tables 2 and 3). In numerically important categories, non-Bell hourly averages ranged from 80 to 87 percent of the corresponding Bell rates. Similar comparisons of weekly pay, however, show the differences between the systems narrowing for clerical workers and switchboard operators, because their average scheduled workweeks were longer in non-Bell companies. (See text table 2.)

Trends in wages and employment. Wage levels of the Nation's principal telephone carriers rose nearly 15 percent in 1971. This increase, the largest ever recorded by the Bureau's annual surveys, was almost double the previous high of 7.5 percent set in 3 previous years, in 1949, 1952, and again in 1970. The December 1971 average of \$4.47 an hour for all telephone workers (except officials and managerial assistants) was 255 percent above the 1947 average of \$1.26. Since 1947, pay levels for four important job categories have increased between 179 and 221 percent. (See text table 3.)

Text table 3. Average hourly earnings in major job categories, selected periods, and percent increase, Oct. 1947-Dec. 1971

Job category	Average hourly earnings			Percent increase Oct. 1947-Dec. 1971
	Oct. 1947	Oct. 1957	Dec. 1971	
Professional and semiprofessional employees	\$2.72	\$4.18	\$7.60	179
Nonsupervisory clerical employees	1.13	1.92	3.45	205
Experienced switchboard operators ...	.97	1.76	3.11	221
Construction, installation, and maintenance workers ...	1.55	2.84	4.83	212

Regional relationships have changed little over the years; the lowest average wages have been recorded in the Southeast and the highest in the Pacific or Middle Atlantic States. (See text table 4.)

Bell System wage rates averaged \$4.53 an hour in December 1971, 15 percent above the \$3.93 an hour recorded in December 1970. Over the same period, wages in non-Bell carriers rose 10 percent—from \$3.21 to \$3.54 an hour. Much of the increase in Bell System wages was the result of general wage adjustments provided by collective bargaining agreements negotiated late in the summer of 1971. These agreements provided adjustments of \$23 to \$25 a week for plant craftsmen and \$16.50 to \$18.50 for other employees; additional adjustments, not included in the survey data, were scheduled for July 1972 and July 1973.⁶

Between 1951 and 1971, average earnings of Bell System employees increased \$2.84 an hour (from \$1.63) or 174 percent compared with \$2.40 (from \$1.14) or 211 percent for employees of other companies. The Bell System average exceeded that for employees of other companies by 49 cents or 43 percent in 1951, and by 99 cents or 28 percent in 1971.⁷

Telephone carrier employment rose slightly during the December 1970-71 period, reaching a record total of

⁶ For more information on the 1971 union settlements in the Bell System, see the Bureau's *Current Wage Developments*, September 1971, No. 284, and later issues.

⁷ Data for Bell System and non-Bell companies as reported to Federal Communications Commission in earlier 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.)

**Text table 4. Regional pay relatives for selected periods
(National average = 100)**

Region	October 1951	October 1957	December 1970	December 1971
New England	102	100	98	97
Middle Atlantic ...	104	106	106	105
Great Lakes	104	103	100	100
Chesapeake	101	99	97	97
Southeast	86	87	89	90
North Central	89	92	93	95
South Central	88	91	90	91
Mountain	89	92	94	93
Pacific	107	106	106	106

838,408. The increase of 6,851 workers (or less than 1 percent) contrasted sharply with the 5.2 percent rise in 1970 and the 8.5 percent record increase in 1969. Although this increased December 1970-71 employment was almost equally divided among Bell and non-Bell companies, the non-Bell increase of 8 percent was proportionately much greater than the Bell System increase of less than 1 percent.

The employment level for all telephone carriers in December 1971 was 50 percent higher than the 552,700 workers recorded by the initial study for October 1947. (See text table 5). During that period, the employment trend has been generally upward except for the decline registered from the 1957 to 1962 dates, when employment dropped from 681,600 to 596,300. This decline resulted chiefly from the installation of new and improved equipment, resulting in a sharp reduction in the number of telephone operators.

From 1962 to 1970, employment gains were reflected consistently in nearly all employment categories, including telephone operators. In the latest survey, however, the most pronounced decline, about 6

Text table 5. Number and percent of workers in major occupational categories, selected dates, October 1947-December 1971

Item	October 1947	October 1959	December 1970	December 1971
Total, all employees:¹				
Number	552,700	621,300	831,600	838,400
Percent	100	100	100	100
Men employees	179,700	259,400	374,400	389,900
Percent	33	41	45	47
Percent of employees classified as				
Professional and semiprofessional	5	7	10	11
Clerical	17	21	22	22
Telephone operators	46	32	26	24
Construction, installation, and maintenance	23	28	31	32
All other employees	9	12	11	11

¹ Excludes officials and managerial assistants. (Employment estimates were rounded to the nearest hundred.)

percent, had taken place among telephone operators, mostly operators in training.

Growth in telephone-carrier employment between October 1947 and December 1971 has been accompanied by changes in the occupational makeup of the industry, as well as by a relative increase in the number of men employed. Men constituted 41 percent of total employees in 1971, compared with 33 percent in 1947. As indicated in text table 5, proportions of workers in major occupational categories changed more during the 1947-59 period covered than the 1959-71 period.

Western Union Company

Straight-time rates of pay for the 18,765 nonmessenger employees of the Western Union Company (exclusive of 296 officials and managerial assistants) averaged \$4.31 an hour in October 1971. (See table 5.) The 970 motor messengers averaged \$3.03 and the 499 walking and bicycle messengers, \$1.91. Between October 1970 and October 1971, average rates of pay rose 11.1 percent for nonmessenger employees, 10.2 percent for motor messengers, and 6.7 percent for walking and bicycle messengers. The increases were largely the result of collective bargaining agreements negotiated in July 1971.

Wage rates for Western Union 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). In the latest agreement, all employees received a 10 percent increase based on their rates of pay in effect May 31, 1971. In the UTW bargaining unit, the increase was effective July 28, 1971; in the CWA bargaining unit, September 13, 1971.

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 amounted to 75 cents or more. In UTW contracts, rate ranges for most job classifications varied by locality, according to the amount of business in each office. Nationwide contract rates, however, applied to walking and bicycle messengers.

Men, comprising 59 percent of Western Union's nonmessenger employees in October 1971, were predominant among the professional and semi-professional employees, sales personnel, building

service employees, and construction, installation, and maintenance workers. On the other hand, office clerical employees and telephone and telegraph operators were predominantly women.

Average hourly rates of pay for numerically important occupational categories staffed largely by men were \$4.46 for linemen and cablemen, \$4.68 for traffic testing and regulating employees, and \$4.86 for subscribers' equipment maintainers. Among jobs held largely by women, rates averaged \$3.09 for telephone operators, \$3.23 for experienced non-Morse telegraph operators, and \$3.66 for nonsupervisory clerical workers.

Individual 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 shown in table 5. In a few cases, however, large proportions of workers in the same occupation were concentrated within comparatively narrow ranges. Nearly two-fifths of the traffic managers, chief operators, supervisors and instructors, for example, were paid between \$3.75 and \$4 an hour, and more than two-fifths of the traffic department telegraph operators earned between \$3.50 and \$3.75 an hour. Nearly seven-tenths of the 499 walking and bicycle messengers had wage rates between \$1.80 and \$2 an hour.

The 11.1 percent increase in average rates of pay for nonmessenger employees between October 1970 and October 1971 was considerably higher than the 7.8 percent figure recorded the previous year and was the largest annual increase for these workers since 1950-51, when a 13.3 percent increase was recorded. The average rate of \$4.31 an hour in October 1971 was 310 percent above the \$1.05 recorded in the first survey in 1947. An estimated 55 cents of the \$3.26 increase during this period, however, was caused by changes in the occupational composition of the work force.⁸ Since 1947, pay levels for important job categories have increased between 194 and 313 percent. (See text table 6.)

Percent increases in average pay rates between 1970 and 1971 dates were not uniform among the occupational categories studied: 4.5 percent for professional and semiprofessional employees, 10 percent for clerical and building service workers, 11 percent for telegraph office superintendents and telegraph operators, and 13 percent for construction, installation, and maintenance employees. Sales employees showed a rate decline of 3 percent, while employment grew almost 14

⁸ Weighting occupational averages for 1971 by occupational employment in 1947 results in an average of \$3.76 an hour instead of \$4.31.

Text table 6. Average hourly rates in major job categories, selected periods, and percent increase, October 1947 to October 1971

Occupational group	Average hourly rates October				Percent increase Oct. 1947-Oct. 71
	1947	1951	1961	1971	
All employees, except officials, managerial assistants, and messengers	\$1.05	\$1.57	\$2.52	\$4.31	310
Professional and semiprofessional	2.26	2.78	4.07	7.16	217
Telegraph office superintendents and managers	1.07	1.60	2.54	4.10	283
Clerical employees .....	.99	1.47	2.43	3.86	290
Nonsupervisory .....	.99	1.45	2.30	3.66	270
Telegraph operators .....	.94	1.42	2.22	3.88	313
Construction, installation, and maintenance employees	1.26	1.84	2.73	4.87	287
Traffic testing and regulating employees	1.43	1.98	2.80	4.68	227
Subscribers' equipment maintainers	1.23	1.83	2.71	4.86	295
Messengers .....	.69	.90	1.42	2.70	291
Motor .....	.87	1.11	1.89	3.03	248
Walking and bicycle .....	.65	.85	1.18	1.91	194

percent. Average pay rates for motor messengers rose 10 percent and for walking and bicycle messengers 7 percent. Changes in average 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 high labor turnover, for example, average rates may be affected by a disproportionate number of workers recently hired and paid the minimum rate for a given job.

Total employment (exclusive of officials and managerial assistants) decreased by 3,650 workers, or 15

percent, between October 1970 and October 1971. Employment in most occupational categories declined; messengers dropped 35 percent; telegraph operators, 22 percent; and clerical employees, 17 percent. Building service employment, however, increased by 4 percent and construction, installation and maintenance categories grew by nearly 3 percent. Such year-to-year changes have brought about dramatic shifts in the occupational composition of the work force during the 24-year period covered by these surveys. (See text table 7.)

Text table 7. Composition of work force, selected periods

Occupational group	October			
	1947	1951	1961	1971
All employees, except officials and managerial assistants:				
Number	53,107	39,971	31,105	20,234
Percent	100	100	100	100
Percent of employees classified as:				
Professional and semiprofessional	2	2	4	6
Telegraph office superintendents and managers	8	10	9	9
Clerical employees	19	17	22	25
Telegraph operators	34	30	27	20
Construction, installation, and maintenance employees	13	13	19	29
Messengers, motor	3	3	5	5
Messengers, walking and bicycle	18	20	11	2
Others	3	3	3	4

International telegraph carriers

The 4,945 employees of the five international telegraph carriers covered by this study⁹ averaged \$5.23 an hour in October 1971. (See table 6.) This average was 8.7 percent higher than the level recorded a year earlier, and follows increases of 10.3 percent during the October 1969-70 period and 6.1 percent during 1968-69. Pay rates of the 4,704 nonmessenger employees averaged \$5.36 an hour, 8.5 percent above the October 1970 figure. In October 1971 the 241 messengers, nearly all foot and bicycle, averaged \$2.10 an hour. Employment in the survey, however, had declined 8.5 percent to the lowest level recorded since the BLS study began in 1947.

⁹ The study excludes 93 officials and assistants and approximately 1,900 employees working outside the United States. The study covered international telegraph carriers whose annual operating revenue is over \$50,000.

At the 1971 date, slightly more than four-fifths of all workers were men, who were a majority of the employees in nearly all occupational categories. Most women were employed as clerical workers or teletype-multiplex operators.

At that time, average hourly rates for numerically important jobs ranged from \$7.85 for engineers and engineering assistants to \$4.27 for nonsupervisory clerical employees. Mechanics and maintenance technicians averaged \$5.15 and teletype-multiplex operators, \$4.69 an hour.

Included in the study are carriers engaged in nonvocal international telegraph communication either by radio or by ocean cable. Although many of the occupational categories studied are common to both operations, some are exclusive to one carrier group. For example, radio operators, and radiotelegraph riggers were reported only by radio telegraph 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 1971

Occupational group	Number of employees			Average sched- uled 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	
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants -----	838,408	389,919	448,489	38.2	\$4.47	(³)	0.1	0.2	0.9	3.2	5.9	7.1	10.0	11.2	8.3	6.2	4.6	3.6	4.5	34.3	
Part time -----	24,690	1,983	22,707	21.9	3.02	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time -----	813,718	387,936	425,782	38.7	4.49	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees -----	89,395	65,798	23,597	37.9	7.60	-	(³)	(³)	(³)	.2	.7	.8	1.0	2.5	1.6	1.5	1.5	1.6	1.9	86.6	
Draftsmen -----	3,446	727	2,719	38.0	3.54	-	.1	.1	.9	4.1	11.3	11.4	11.2	22.4	13.0	6.7	3.1	2.1	2.6	11.0	
Others -----	85,949	65,071	20,878	37.9	7.76	-	-	(³)	(³)	.1	.3	.3	.5	1.7	1.2	1.3	1.5	1.5	1.9	89.6	
Business office and sales employees -----	67,571	18,907	48,664	37.7	4.76	-	.1	.2	.4	.7	2.1	4.4	6.3	9.5	12.3	13.5	10.6	3.1	4.4	32.5	
Supervisors -----	13,307	6,188	7,119	38.0	6.76	-	(³)	(³)	(³)	.1	.1	.3	.3	.8	1.6	3.3	4.5	5.2	83.9		
Nonsupervisory employees -----	54,264	12,719	41,545	37.7	4.26	-	.1	.2	.6	.9	2.5	5.4	7.8	11.8	15.1	16.5	12.4	2.7	4.2	19.9	
Clerical employees -----	181,799	14,662	167,137	37.7	3.62	(³)	.1	.2	.8	3.5	9.0	9.9	12.9	19.3	13.9	9.3	4.6	2.6	2.3	11.7	
Supervisors -----	14,394	3,216	11,178	38.0	5.51	-	-	(³)	-	.1	.1	.2	.6	.7	2.1	3.8	5.8	7.0	7.9	71.6	
Nonsupervisory employees -----	167,405	11,446	155,959	37.7	3.45	(³)	.1	.2	.8	3.8	9.8	10.7	14.0	20.9	14.9	9.8	4.5	2.2	1.8	6.6	
Telephone operators -----	200,472	664	199,808	36.6	3.24	(³)	.3	.3	2.3	8.9	13.8	15.0	19.5	14.9	7.7	3.8	3.0	3.8	2.2	4.3	
Chief operators -----	11,205	80	11,125	38.4	5.21	-	-	(³)	-	.1	.4	.5	1.1	1.8	3.7	6.3	7.2	8.6	9.0	61.4	
Service assistants and instructors -----	13,883	66	13,817	37.9	3.90	-	-	(³)	.1	.2	1.2	2.7	5.0	15.7	29.1	14.6	10.9	4.3	3.6	12.6	
Experienced switchboard operators -----	148,604	210	148,394	36.5	3.11	(³)	.4	.4	2.2	7.1	14.0	16.5	23.8	17.6	6.6	3.1	2.4	4.1	2.0	-	
Operators in training -----	24,646	303	24,343	35.7	2.67	-	-	.2	5.6	29.6	26.9	20.8	11.6	3.6	1.3	.3	-	-	-	-	
Other switchboard employees -----	2,134	5	2,129	38.1	3.61	-	-	.4	.8	.7	.7	2.1	6.2	21.6	41.0	11.9	10.5	1.5	.6	1.9	
Construction, installation, and maintenance employees -----	271,295	268,088	3,207	39.9	4.83	(³)	.1	(³)	.2	.3	.6	1.9	4.7	6.5	5.9	5.5	5.1	4.8	8.8	55.8	
Foremen of telephone craftsmen -----	40,510	40,382	128	39.8	6.95	-	-	-	-	-	-	-	-	.1	.1	.2	.3	.5	98.6		
Central office craftsmen -----	92,404	89,537	2,867	39.9	4.56	-	(³)	(³)	.2	.3	.5	1.5	4.7	6.4	6.4	6.2	6.7	5.5	9.6	51.9	
Test-board men and repeatermen -----	19,903	19,593	310	39.9	4.85	-	(³)	(³)	(³)	.2	.2	.2	1.4	3.2	3.0	4.3	4.2	4.6	8.9	69.8	
Central office repairmen -----	67,138	64,689	2,449	39.9	4.52	-	.1	(³)	.2	.2	.3	1.7	4.1	7.4	7.3	6.8	7.5	5.4	10.1	49.0	
Others -----	5,363	5,255	108	40.0	3.92	-	.1	.3	1.0	.9	3.0	3.2	25.1	6.1	7.7	5.4	6.5	11.2	7.0	22.6	
Installation and exchange repair craftsmen -----	94,431	94,259	172	40.0	4.47	-	.1	.1	.2	.4	.7	2.0	4.9	7.0	6.3	6.2	5.4	5.7	11.2	50.0	
PBX and station installers -----	43,920	43,896	24	40.0	4.36	-	.1	.1	.3	.5	1.0	2.5	6.1	8.6	8.5	7.8	5.6	4.7	6.6	47.5	
Exchange repairmen -----	25,183	25,143	40	40.0	4.66	-	-	-	.1	.1	1.0	3.6	6.2	4.5	5.1	3.7	4.8	7.8	63.0		
Others -----	25,328	25,220	108	39.9	4.47	-	(³)	(³)	.1	.4	.6	1.9	4.3	5.0	4.4	4.6	6.6	8.2	22.6	41.3	
Line, cable, and conduit craftsmen -----	43,947	43,907	40	40.0	4.20	(³)	.1	(³)	.3	.8	1.4	4.1	8.1	11.7	9.1	7.4	5.6	5.3	9.4	36.8	
Linemen -----	13,445	13,434	11	40.0	3.88	-	.1	(³)	.4	1.5	3.0	7.0	12.1	14.0	11.9	8.2	7.1	6.0	10.0	18.7	
Cable splicers -----	26,821	26,817	4	40.0	4.43	(³)	.1	(³)	.2	.1	.3	1.5	4.3	9.6	7.8	7.2	5.3	5.4	10.0	48.2	
Cable splicers' helpers -----	2,277	2,273	4	40.0	3.29	-	-	.3	1.8	2.7	18.6	30.2	23.7	9.2	6.2	3.0	.7	.9	1.9		
Others -----	1,404	1,383	21	39.9	4.35	-	.1	.4	.6	4.4	5.3	2.9	6.7	10.5	6.6	3.3	2.4	2.2	5.6	49.1	
Building, supplies, and motor vehicle employees -----	25,193	19,656	5,537	38.3	4.02	-	(³)	.4	1.1	3.4	5.5	11.2	13.5	10.6	10.2	6.8	5.4	6.3	3.2	22.3	
Foremen -----	3,273	2,909	364	39.4	6.55	-	-	.1	-	.1	.3	.8	1.1	1.5	1.7	1.8	1.9	1.7	88.9		
Mechanics -----	4,025	4,010	15	39.6	4.57	-	.1	(³)	.2	.2	.3	1.3	2.2	4.1	6.0	7.7	8.0	14.0	7.6	48.3	
Other building service employees -----	10,841	5,826	5,015	36.8	3.11	-	.1	.8	2.3	6.7	10.9	21.0	23.1	14.6	12.1	5.3	2.5	.6	.1	1.1	
Other supplies and motor vehicle employees -----	7,054	6,911	143	39.5	3.85	-	-	.1	.3	1.7	2.8	6.7	11.2	12.6	13.8	10.9	10.0	12.7	6.3	10.8	
All employees not elsewhere classified -----	2,683	2,144	539	38.5	4.86	.1	-	.3	.4	1.7	2.1	4.6	5.3	6.4	7.5	4.3	4.3	8.8	4.1	49.8	

¹ Covers 57 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 with 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.

NOTE: X indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 2. Bell Telephone Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1971

Occupational group	Number of employees			Average sched- uled weekly hours	Aver- age hourly rates ¹	Percent of employees receiving—														
	Total	Men	Women			Under \$1.60	\$1.60 and under \$1.80	\$1.80 and under \$2.00	\$2.00 and under \$2.25	\$2.25 and under \$2.50	\$2.50 and under \$2.75	\$2.75 and under \$3.00	\$3.00 and under \$3.25	\$3.25 and under \$3.50	\$3.50 and under \$3.75	\$3.75 and under \$4.00	\$4.00 and under \$4.25	\$4.25 and under \$4.50	\$4.50 and over	
All employees except officials and managerial assistants -----	790,369	364,331	426,038	38.1	\$4.53	(³)	(³)	(³)	0.3	2.8	5.6	6.8	10.2	11.6	8.5	6.3	4.5	3.4	4.5	35.5
Part time -----	23,270	1,806	21,464	21.6	3.06	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time -----	767,099	362,525	404,574	38.6	4.55	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees -----	84,589	61,728	22,861	37.8	7.74	-	-	-	(³)	.2	.6	.6	.8	2.5	1.6	1.4	1.4	1.2	1.7	87.9
Draftsmen -----	3,160	570	2,590	37.9	3.57	-	-	-	.3	3.9	11.6	10.2	10.5	23.2	13.7	7.0	3.1	2.2	2.7	11.4
Others -----	81,429	61,158	20,271	37.8	7.90	-	-	-	(³)	.2	.3	.5	1.6	1.1	1.2	1.3	1.3	1.6	90.9	
Business office and sales employees -----	64,952	18,360	46,592	37.6	4.82	-	-	(³)	(³)	.3	1.7	4.0	6.0	9.8	12.5	14.0	10.9	3.1	4.4	33.3
Supervisors -----	12,841	5,936	6,905	38.0	6.84	-	-	-	-	-	-	(³)	.1	.6	1.4	3.2	4.5	5.1	85.2	
Nonsupervisory employees -----	52,111	12,424	39,687	37.6	4.32	-	-	(³)	.1	.4	2.1	4.9	7.5	12.1	15.4	17.1	12.8	2.8	4.3	20.5
Clerical employees -----	173,313	13,660	159,653	37.6	3.65	-	(³)	(³)	.2	2.9	8.7	9.3	13.0	20.0	14.4	9.6	4.8	2.6	2.3	12.2
Supervisors -----	13,916	2,983	10,933	37.9	5.56	-	-	-	(³)	-	-	(³)	.1	.4	1.9	3.8	5.7	7.1	8.0	73.1
Nonsupervisory employees -----	159,397	10,677	148,720	37.6	3.49	-	(³)	(³)	.2	3.2	9.4	10.1	14.2	21.7	15.4	10.2	4.7	2.2	1.8	6.9
Telephone operators -----	188,886	565	188,321	36.5	3.28	(³)	(³)	(³)	.9	8.5	13.5	15.0	20.5	15.6	8.1	4.0	3.2	3.9	2.3	4.5
Chief operators -----	10,602	63	10,539	38.3	5.28	-	-	-	-	.1	.2	.5	1.2	3.2	6.0	7.2	8.7	9.1	63.8	
Service assistants and instructors -----	13,265	65	13,200	37.8	3.93	-	-	-	(³)	.1	.6	2.0	4.2	15.9	29.8	15.1	11.3	4.5	3.7	12.9
Experienced switchboard operators -----	138,634	144	138,490	36.4	3.15	(³)	(³)	(³)	.3	6.4	13.7	16.5	25.3	18.7	7.1	3.3	2.5	4.1	2.1	-
Operators in training -----	24,303	290	24,013	35.6	2.67	-	-	(³)	5.6	30.0	26.7	20.8	11.7	3.6	1.1	.3	-	-	-	-
Other switchboard employees -----	2,082	3	2,079	38.2	3.63	-	-	-	-	.1	.7	2.1	6.3	21.9	42.0	12.2	10.7	1.5	.6	1.9
Construction, installation, and maintenance employees -----	252,868	249,969	2,899	39.9	4.89	(³)	(³)	(³)	(³)	-	.3	1.5	4.6	6.5	5.8	5.3	4.6	4.1	8.6	58.6
Foremen of telephone craftsmen -----	38,405	38,290	115	39.8	7.04	-	-	-	-	-	-	-	-	-	(³)	-	(³)	.1	.2	99.7
Central office craftsmen -----	86,664	84,009	2,655	39.9	4.60	-	(³)	-	(³)	-	.2	1.2	4.7	6.4	6.3	5.9	6.4	5.0	9.1	54.6
Test-board men and repeatermen -----	19,206	18,950	256	39.9	4.87	-	-	-	-	(³)	.1	1.3	3.2	3.0	4.1	4.0	4.1	8.5	71.7	
Central office repairmen -----	63,933	61,547	2,386	39.9	4.55	-	(³)	-	-	.2	1.6	4.1	7.4	7.3	6.6	7.2	5.2	9.6	50.9	
Others -----	3,525	3,512	13	40.0	3.96	-	-	-	(³)	-	1.7	.6	35.1	6.3	7.3	4.1	5.4	6.2	3.8	29.5
Installation and exchange repair craftsmen -----	87,383	87,283	100	40.0	4.53	-	-	-	(³)	.1	.3	1.6	4.8	6.9	6.2	6.0	4.5	4.9	11.3	53.4
PBX and station installers -----	40,507	40,486	21	40.0	4.43	-	-	-	-	.4	2.1	5.9	8.5	8.7	7.5	5.2	4.3	6.5	50.9	
Exchange repairmen -----	23,580	23,577	3	40.0	4.70	-	-	-	(³)	-	.1	.6	3.6	6.2	3.8	4.8	3.5	3.1	7.8	66.6
Others -----	23,296	23,220	76	39.9	4.51	-	-	-	-	.4	.4	1.6	4.1	4.9	4.4	4.6	4.2	7.9	23.1	44.4
Line, cable, and conduit craftsmen -----	40,416	40,387	29	40.0	4.26	(³)	(³)	(³)	(³)	-	.8	3.6	8.2	12.0	9.2	7.4	5.2	4.6	9.5	39.5
Linemen -----	11,695	11,691	4	40.0	3.95	-	(³)	(³)	(³)	-	1.9	6.0	12.5	14.6	12.5	8.6	6.2	5.6	10.9	21.1
Cable splicers -----	25,257	25,255	2	40.0	4.47	(³)	-	-	-	-	.1	1.2	4.3	9.8	7.7	7.1	5.0	4.5	9.8	50.6
Cable splicers' helpers -----	2,158	2,155	3	40.0	3.32	-	-	-	(³)	-	-	1.2	19.3	31.5	24.7	9.5	6.9	3.2	.8	2.0
Others -----	1,306	1,286	20	39.9	4.49	-	-	-	-	1.1	3.7	2.9	7.2	11.2	7.0	3.6	2.5	2.4	6.0	52.5
Building, supplies, and motor vehicle employees -----	23,356	18,110	5,246	38.3	4.08	-	-	-	.4	2.9	5.1	11.2	13.9	11.0	10.4	7.0	5.4	6.2	3.3	23.3
Foremen -----	3,088	2,733	355	39.4	6.65	-	-	-	-	-	(³)	.2	.7	1.0	1.3	1.5	1.4	1.7	1.5	90.5
Mechanics -----	3,862	3,861	1	39.6	4.59	-	-	-	-	(³)	.2	1.0	2.1	4.0	5.8	7.7	7.6	14.2	7.7	49.7
Other building service employees -----	10,091	5,290	4,801	36.7	3.16	-	-	-	.8	6.0	10.4	21.4	24.3	15.5	12.8	5.6	2.7	.4	-	.1
Other supplies and motor vehicle employees -----	6,315	6,226	89	39.5	3.88	-	-	-	.1	1.1	2.0	6.6	10.8	13.0	13.8	11.4	10.4	12.7	6.5	11.4
All employees not elsewhere classified -----	2,405	1,939	466	38.4	4.93	-	-	-	-	1.4	1.8	4.7	5.5	6.8	7.9	4.3	4.5	7.8	4.6	50.3

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.

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: Percent distribution of employees in occupational groups by average hourly rates,² December 1971

Occupational group	Number of employees			Average sched- uled 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	
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants -----	48,039	25,588	22,451	39.3	\$3.54	(³)	1.9	2.6	10.5	9.0	10.2	11.5	6.4	5.0	5.0	4.4	5.8	7.1	5.7	15.0	
Part time -----	1,420	177	1,243	26.4	2.52	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time -----	46,619	25,411	21,208	39.7	3.56	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees -----	4,806	4,070	736	39.8	5.22	-	.1	.1	.6	1.3	1.9	3.2	2.8	2.9	3.1	3.8	3.9	6.0	6.6	63.7	
Draftsmen -----	286	157	129	39.5	3.18	-	1.4	1.7	7.3	6.3	7.7	24.5	18.9	12.6	5.2	3.8	2.4	1.4	.7	5.9	
Others -----	4,520	3,913	607	39.9	5.35	-	-	(³)	.2	1.0	1.5	1.8	1.8	2.3	3.0	3.8	4.0	6.3	6.9	67.3	
Business office and sales employees -----	2,619	547	2,072	39.8	3.29	-	1.8	3.6	10.4	10.6	11.2	15.2	12.6	3.5	7.6	2.9	2.2	2.0	3.0	13.4	
Supervisors -----	466	252	214	40.0	4.83	-	.2	.2	.4	.4	1.7	3.6	6.2	5.2	7.3	6.2	6.0	4.5	9.9	48.1	
Nonsupervisory employees -----	2,153	295	1,858	39.7	2.96	-	2.1	4.3	12.6	12.8	13.2	17.7	13.9	3.2	7.6	2.2	1.3	1.5	1.5	5.9	
Clerical employees -----	8,486	1,002	7,484	39.1	2.89	0.1	1.2	3.2	13.5	14.9	15.4	21.9	10.4	6.0	4.1	2.6	1.7	1.2	1.1	2.6	
Supervisors -----	478	233	2,245	39.9	4.21	-	-	.4	-	2.7	2.9	3.8	14.6	10.7	7.9	6.3	8.2	5.9	6.5	30.1	
Nonsupervisory employees -----	8,008	769	7,239	39.1	2.81	.1	1.2	3.3	14.3	15.6	16.2	23.0	10.2	5.7	3.8	2.4	1.3	1.0	.8	1.0	
Telephone operators -----	11,586	99	11,487	38.2	2.65	(³)	5.1	5.5	25.0	15.0	17.9	15.7	4.4	2.8	2.3	.8	.6	3.1	.4	1.3	
Chief operators -----	603	17	586	40.0	3.96	-	-	.5	-	1.8	5.1	5.3	12.4	12.1	11.9	10.4	8.1	6.0	7.6	18.6	
Service assistants and instructors -----	618	1	617	40.2	3.35	-	-	.2	1.3	4.4	14.7	17.0	21.2	12.5	13.6	4.5	2.3	1.1	.5	6.8	
Experienced switchboard operators -----	9,970	66	9,904	38.0	2.52	(³)	5.9	5.9	28.7	16.9	18.2	16.0	3.1	1.7	.4	-	.1	3.2	-	-	
Operators in training -----	343	13	330	39.5	2.77	-	-	13.4	4.1	-	40.2	23.0	-	-	19.2	-	-	-	-	-	
Other switchboard employees -----	52	2	50	36.8	2.82	-	-	17.3	32.7	25.0	1.9	1.9	1.9	11.5	1.9	-	1.9	-	-	3.8	
Construction, installation, and maintenance employees -----	18,427	18,119	308	39.9	3.97	-	.8	.6	2.6	4.4	5.0	6.0	5.6	6.7	6.9	7.9	12.0	13.2	11.6	16.7	
Foremen of telephone craftsmen -----	2,105	2,092	13	40.0	5.29	-	-	-	-	.3	.8	.8	2.3	.5	1.0	2.7	4.5	7.6	79.4	-	
Central office craftsmen -----	5,740	5,528	212	40.0	3.95	-	.7	.8	3.1	4.0	4.3	5.0	4.8	5.7	7.5	9.7	11.1	14.2	17.5	11.5	
Test-board men and repeatermen -----	697	643	54	39.9	4.21	-	.1	.9	1.3	5.0	4.7	3.0	2.9	4.0	4.4	8.5	11.0	16.6	19.9	17.5	
Central office repairmen -----	3,205	3,142	63	40.0	3.94	-	1.1	.8	3.8	4.5	3.5	3.5	4.6	6.1	7.6	11.1	12.6	9.9	19.5	11.5	
Others -----	1,838	1,743	95	40.1	3.85	-	.3	.8	2.7	2.7	5.5	8.3	6.0	5.6	8.5	7.8	8.7	20.8	13.0	9.4	
Installation and exchange repair craftsmen -----	7,048	6,976	72	39.8	3.80	-	.8	.7	2.6	3.6	5.1	6.8	6.7	8.2	7.8	8.7	16.1	15.2	10.0	7.7	
PBX and station installers -----	3,413	3,410	3	39.9	3.56	-	1.6	1.2	4.4	6.4	8.1	7.6	8.4	9.3	6.6	11.2	9.9	10.5	6.9	7.9	
Exchange repairmen -----	1,603	1,566	37	39.7	4.03	-	-	-	1.4	1.2	6.7	4.0	7.2	14.8	8.7	7.0	29.6	9.0	10.3	-	
Others -----	2,032	2,000	32	39.9	4.02	-	(³)	.3	1.4	.8	3.1	5.3	6.0	7.1	4.4	4.6	33.8	11.8	16.1	5.3	
Line, cable, and conduit craftsmen -----	3,531	3,520	11	40.0	3.54	-	1.2	.5	3.1	9.0	8.6	9.4	7.4	8.2	7.9	7.1	10.8	12.9	7.8	6.0	
Linemen -----	1,750	1,743	7	40.0	3.36	-	.6	.2	3.1	11.5	10.5	13.4	9.7	10.0	7.4	5.1	13.1	8.5	3.8	3.1	
Cable splicers -----	1,564	1,562	2	40.0	3.88	-	2.0	.1	2.7	1.9	3.6	5.6	5.2	6.8	9.3	10.2	9.8	19.6	13.4	9.8	
Cable splicers' helpers -----	119	118	1	40.1	2.64	-	-	5.9	4.2	33.6	30.3	6.7	6.7	6.7	2.5	2.5	-	-	.8	-	
Others -----	98	97	1	40.0	2.51	-	1.0	5.1	9.2	48.0	27.6	3.1	-	1.0	1.0	-	1.0	-	-	3.1	
Building, supplies, and motor vehicle employees -----	1,837	1,546	291	39.0	3.35	-	.6	5.2	10.5	9.7	11.2	10.6	8.7	6.2	7.9	4.1	5.1	7.2	3.0	10.1	
Foremen -----	185	176	9	39.8	4.93	-	-	-	1.1	-	.5	1.6	2.2	2.7	4.3	5.4	8.6	4.9	5.9	62.7	
Mechanics -----	163	149	14	39.4	3.88	-	3.1	.6	4.3	3.7	4.3	9.8	4.3	5.5	11.0	6.7	18.4	9.2	3.7	15.3	
Other building service employees -----	750	536	214	38.1	2.58	-	.8	11.9	22.0	16.5	17.1	15.9	5.9	3.5	2.8	.9	.1	2.3	.1	.3	
Other supplies and motor vehicle employees -----	739	685	54	39.5	3.59	-	-	.7	2.6	6.6	9.3	7.7	14.2	9.9	13.3	6.4	6.2	12.4	5.0	5.7	
All employees not elsewhere classified -----	278	205	73	39.3	4.33	.7	-	2.9	3.6	4.0	4.7	3.2	3.2	3.6	4.0	4.7	2.5	17.3	.4	45.3	

¹ Covers 32 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.

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 1971

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake	
	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 -----	838,408	\$4.47	61,278	\$4.34	170,344	\$4.69	142,640	\$4.48	47,881	\$4.33
Cable splicers -----	26,821	4.43	764	4.20	6,138	4.18	4,475	4.56	1,641	4.66
Cable splicers' helpers -----	2,277	3.29	77	3.07	722	3.25	303	3.33	146	3.43
Central office repairmen -----	67,138	4.52	6,473	4.74	14,594	4.24	10,313	4.60	3,816	4.50
Clerical (nonsupervisory) -----	167,405	3.45	12,566	3.37	34,328	3.61	27,492	3.44	9,820	3.30
Exchange repairmen -----	25,183	4.66	904	4.54	6,549	4.37	6,030	4.83	870	4.94
Experienced switchboard operators -----	148,604	3.11	10,649	3.04	27,165	3.30	24,553	3.21	8,509	2.95
Linemen -----	13,445	3.88	1,066	4.31	2,543	3.94	2,282	3.96	899	3.52
Mechanics, building and motor vehicle service -----	21,920	3.62	2,194	3.55	5,370	3.60	5,396	3.71	1,392	3.49
PBX and station installers -----	43,920	4.36	1,872	4.29	10,679	4.33	9,285	4.47	2,580	4.15
Test-board men and repeatermen -----	19,903	4.85	1,407	4.68	3,023	4.66	2,301	4.99	766	4.93
Bell System carriers										
All employees except officials and managerial assistants ⁴ -----	790,369	4.53	61,245	4.34	169,156	4.69	25,732	4.61	43,246	4.47
Cable splicers -----	25,257	4.47	2,019	4.43	6,092	4.18	3,908	4.64	1,491	4.78
Cable splicers' helpers -----	2,158	3.32	277	3.66	722	3.25	276	3.36	145	3.43
Central office repairmen -----	63,933	4.55	3,483	4.51	14,465	4.24	9,123	4.67	3,325	4.65
Clerical (nonsupervisory) -----	159,397	3.49	12,557	3.37	34,102	3.61	25,010	3.51	8,990	3.38
Exchange repairmen -----	23,580	4.70	904	4.54	6,549	4.37	5,365	4.95	870	4.94
Experienced switchboard operators -----	138,634	3.15	10,649	3.04	26,881	3.31	21,015	3.32	7,444	3.07
Linemen -----	11,695	3.95	1,061	4.31	2,484	3.95	1,626	4.13	670	3.79
Mechanics, building and motor vehicle service -----	20,268	3.66	2,193	3.55	5,327	3.61	4,782	3.79	1,234	3.63
PBX and station installers -----	40,507	4.43	1,872	4.29	10,541	4.33	8,365	4.53	1,966	4.47
Test-board men and repeatermen -----	19,206	4.87	1,407	4.68	3,012	4.66	2,050	5.10	683	5.09

See footnotes at end of table.

Table 4. All¹ and Bell System Telephone Carriers: Average hourly rates² of employees in selected occupations by regions, December 1971—Continued

Occupational group	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
All carriers										
All employees except officials and managerial assistants ⁴ -----	110,325	\$4.01	26,759	\$4.23	75,642	\$4.05	35,659	\$4.17	120,390	\$4.72
Cable splicers -----	4,606	4.54	1,011	4.34	1,710	4.17	904	4.26	3,551	4.73
Cable splicers' helpers -----	289	3.14	-	-	445	3.15	-	-	18	4.14
Central office repairmen -----	7,537	4.43	1,978	4.58	6,637	4.50	2,267	4.51	10,035	4.78
Clerical (nonsupervisory) -----	19,256	3.24	5,330	3.14	12,990	3.25	7,601	3.26	27,878	3.66
Exchange repairmen -----	3,090	4.36	379	4.82	2,701	4.96	885	4.72	3,359	4.93
Experienced switchboard operators -----	24,715	2.86	5,092	2.98	17,652	3.02	6,189	3.00	20,336	3.32
Linemen -----	2,239	3.60	532	3.72	1,664	3.57	597	3.84	1,424	4.40
Mechanics, building and motor vehicle service -----	1,613	3.44	788	3.47	1,344	3.35	795	3.33	2,535	3.98
PBX and station installers -----	5,498	4.08	962	4.62	5,148	4.40	1,596	4.23	5,841	4.71
Test-board men and repeatermen -----	2,535	4.78	300	4.87	1,082	4.89	572	4.90	2,225	5.14
Bell System carriers										
All employees except officials and managerial assistants ⁴ -----	108,144	4.03	26,591	4.24	68,691	4.13	35,600	4.17	113,307	4.76
Cable splicers -----	4,567	4.54	1,011	4.34	1,503	4.27	903	4.26	3,342	4.75
Cable splicers' helpers -----	272	3.19	-	-	374	3.26	-	-	15	4.21
Central office repairmen -----	7,313	4.46	1,978	4.58	6,384	4.51	2,262	4.51	9,764	4.79
Clerical (nonsupervisory) -----	18,814	3.25	5,298	3.15	11,968	3.30	7,596	3.26	26,371	3.68
Exchange repairmen -----	3,032	4.38	379	4.82	2,695	4.96	877	4.73	2,909	5.03
Experienced switchboard operators -----	24,226	2.87	5,054	2.98	16,109	3.09	6,189	3.00	18,817	3.36
Linemen -----	2,166	3.62	527	3.73	1,341	3.76	588	3.84	1,170	4.45
Mechanics, building and motor vehicle service -----	1,531	3.49	783	3.48	1,017	3.36	794	3.33	2,353	3.99
PBX and station installers -----	5,256	4.11	942	4.65	4,385	4.57	1,587	4.23	5,591	4.71
Test-board men and repeatermen -----	2,484	4.80	300	4.87	1,008	4.94	567	4.91	2,122	5.16

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 Telegraph and Telephone 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 Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1971

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—															
	Total	Men	Women			\$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		
						and under \$1.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials, managerial assistants, and messengers	18,765	11,077	7,688	39.1	\$4.31	-	-	-	0.9	4.1	6.4	8.3	10.5	13.2	8.8	6.2	6.5	5.4	29.6		
Professional and semiprofessional employees	1,168	1,028	140	37.1	7.16	-	-	-	-	.3	.3	.5	1.5	2.7	4.6	2.9	1.8	85.4			
Engineers and engineering assistants	368	362	6	37.6	7.01	-	-	-	-	-	.3	1.1	-	.8	1.1	2.4	1.4	92.9			
Others	800	666	134	36.8	7.23	-	-	-	-	.4	.4	.3	2.1	3.5	6.3	3.1	2.0	82.0			
Telegraph office superintendents and managers	1,777	1,129	648	39.9	4.10	-	-	-	.3	1.7	6.4	13.6	15.6	18.3	12.9	11.3	7.2	12.7			
Sales employees	420	411	9	36.2	5.71	-	-	-	-	-	-	1.0	2.4	5.5	7.9	6.7	9.5	67.1			
Clerical employees	5,153	1,642	3,511	38.1	3.86	-	-	-	1.0	4.0	8.0	12.0	14.9	17.5	9.7	7.9	5.7	13.5			
Supervisors	635	440	195	37.5	5.37	-	-	-	-	-	.6	.8	2.0	9.6	9.9	9.4	4.1	4.4			
Nonsupervisory employees	4,463	1,181	3,282	38.1	3.66	-	-	-	.9	4.1	8.6	13.8	16.9	18.8	9.8	7.8	6.0	7.1			
Commercial department	2,563	606	1,957	38.7	3.57	-	-	-	1.0	3.6	8.4	14.7	20.4	21.5	9.4	6.8	5.5	2.9			
Traffic department	316	73	243	40.0	3.10	-	-	-	-	13.9	29.1	22.2	12.7	20.9	1.3	-	-	-			
All other departments	1,584	502	1,082	36.8	3.93	-	-	-	1.0	2.8	4.9	10.5	12.1	14.0	12.3	11.0	8.1	12.2			
Route aides	55	21	34	40.0	2.64	-	-	-	20.0	43.6	36.4	-	-	-	-	-	-	-			
Telegraph operators	4,051	882	3,169	39.8	3.38	-	-	-	2.8	10.6	16.1	12.1	15.2	27.1	9.2	2.5	2.0	.5			
Traffic managers, chief operators, supervisors and instructors	936	343	593	39.8	4.09	-	-	-	-	-	.5	3.2	10.7	18.2	38.6	10.8	8.5	2.0			
Experienced telegraph operators (except morse operators)	2,126	414	1,712	39.9	3.23	-	-	-	.8	10.7	19.8	17.8	17.6	32.7	.5	(³)	-	(³)			
Commercial department	843	173	670	39.8	3.15	-	-	-	1.1	12.8	21.4	27.0	21.5	15.5	.5	.1	-	.1			
Traffic department	1,283	241	1,042	39.9	3.28	-	-	-	.9	9.4	18.7	11.7	15.0	44.0	.5	-	-	-			
Operators in training	113	18	95	40.0	2.38	-	-	-	-	66.4	33.6	-	-	-	-	-	-	-			
Other operators	876	107	769	39.8	3.10	-	-	-	2.4	18.8	26.1	9.4	16.2	26.6	.3	.1	-	-			
Morse operators	8	5	3	40.0	3.51	-	-	-	-	-	-	12.5	25.0	62.5	-	-	-	-			
Telephone operators	868	102	766	39.8	3.09	-	-	-	2.4	19.0	26.4	9.3	16.1	26.3	.3	.1	-	-			
Construction, installation, and maintenance employees	5,774	5,647	127	39.8	4.87	-	-	-	-	(³)	.5	4.0	5.7	2.8	6.8	4.7	10.2	8.8			
Traffic testing and regulating employees	1,367	1,333	34	40.0	4.68	-	-	-	-	-	-	1.9	7.8	3.4	6.0	6.0	8.7	16.8			
Construction, installation, and maintenance employees	4,320	4,227	93	39.8	4.94	-	-	-	-	.4	4.5	5.1	2.6	7.1	4.4	10.9	6.0	58.9			
Foremen	1,021	1,015	6	39.2	5.99	-	-	-	-	-	-	-	.6	.7	.8	1.9	4.4	91.7			
Subscribers' equipment maintainers	1,789	1,783	6	40.0	4.86	-	-	-	-	.2	2.2	3.6	1.3	6.3	3.4	10.5	10.4	62.0			
Linemen and cablemen	423	423	-	39.9	4.46	-	-	-	-	1.2	13.2	4.7	9.2	13.5	1.2	8.5	.5	48.0			
Others	1,087	1,006	81	39.9	4.29	-	-	-	-	.8	9.0	12.4	4.1	12.1	10.9	20.9	2.4	27.4			
Laborers	87	87	-	40.0	4.42	-	-	-	-	2.3	9.2	11.5	1.1	1.1	-	-	20.7	54.0			
Building service employees	422	338	84	39.7	3.29	-	-	-	1.4	31.5	17.5	22.7	3.1	.7	2.6	14.9	.5	2.6			
Mechanics	91	91	-	40.0	4.17	-	-	-	-	-	-	-	-	-	12.1	68.1	2.2	11.0			
Others	331	247	84	39.6	3.04	-	-	-	1.8	40.2	22.4	29.0	3.9	.9	-	.3	-	.3			
Messengers	1,469	1,435	34	37.5	2.70	7.3	23.6	3.1	.8	5.4	24.6	27.0	8.2	-	-	-	-	-			
Full-time employees	1,334	1,301	33	39.6	2.73	x	x	x	x	x	x	x	x	x	x	x	x	x			
Part-time employees	135	134	1	17.5	1.84	x	x	x	x	x	x	x	x	x	x	x	x	x			
Walking and bicycle messengers	499	489	10	33.1	1.91	21.4	69.3	9.2	-	-	-	-	-	-	-	-	-	-			
Motor messengers	970	946	24	39.8	3.03	-	-	-	1.2	8.1	37.3	40.9	12.4	-	-	-	-	-			

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 that 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 1971

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—														
	Total	Men	Women			\$1.80 and under	\$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 and under	\$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 -----	4,945	4,081	864	36.7	\$5.23	2.2	2.3	0.2	0.6	1.4	2.5	5.4	5.6	5.9	4.6	5.6	7.0	56.5		
All employees except officers and assistants and messengers -----	4,704	3,843	861	37.1	5.36	-	-	.1	.6	1.5	2.6	5.6	5.8	6.2	4.8	5.9	7.3	59.4		
Professional and semiprofessional employees -----	578	557	21	37.2	7.74	-	-	-	-	-	-	.2	-	.3	.5	.9	5.5	92.6		
Engineers and engineering assistants -----	243	237	6	37.2	7.85	-	-	-	-	-	-	.4	-	.8	.8	.4	10.7	86.8		
Others -----	335	320	15	37.2	7.66	-	-	-	-	-	-	-	-	-	.3	1.2	1.8	96.7		
Office or station superintendents and assistants -----	29	29	-	36.6	8.52	-	-	-	-	-	-	-	-	-	-	-	-	100.0		
Sales employees -----	294	263	31	35.9	6.40	-	-	-	-	2.0	2.0	1.4	4.4	2.0	4.4	3.1	80.6			
Clerical employees -----	1,421	826	595	37.2	4.51	-	-	.3	.8	3.9	5.7	12.6	8.9	5.9	8.1	8.2	12.3	33.3		
Supervisors -----	133	118	15	36.9	6.85	-	-	-	-	.8	-	-	-	-	-	3.8	1.5	94.0		
Nonsupervisory employees -----	1,288	708	580	37.2	4.27	-	-	.3	.9	4.3	6.2	13.9	9.8	6.5	8.9	8.7	13.4	27.0		
Operating department -----	549	405	144	37.4	4.37	-	-	.4	.2	1.8	2.7	10.9	8.4	6.4	8.0	8.7	21.3	31.1		
Commercial department -----	98	25	73	37.4	4.05	-	-	1.0	4.1	10.2	8.2	15.3	17.3	8.2	9.2	2.0	4.1	20.4		
Accounting department -----	399	181	218	37.2	4.06	-	-	.3	1.0	5.3	11.0	17.8	11.0	5.0	9.5	10.5	8.3	20.3		
Engineering department -----	51	21	30	37.2	4.57	-	-	-	-	13.7	13.7	7.8	3.9	7.8	11.8	13.7	27.5			
All other departments -----	191	76	115	36.3	4.48	-	-	-	1.6	7.3	3.1	13.6	7.9	9.9	10.5	7.3	6.3	32.5		
Operators -----	1,201	992	209	36.8	4.89	-	-	-	1.2	1.0	1.7	5.3	8.0	10.5	3.2	4.9	3.0	61.1		
Traffic chiefs, dispatchers, supervisors, instructors, and assistants -----	167	165	2	37.5	6.48	-	-	-	-	-	-	-	-	-	.6	-	-	99.4		
Nonsupervisory operators -----	1,034	827	207	36.6	4.62	-	-	-	1.5	1.2	1.9	6.2	9.3	12.2	3.7	5.7	3.5	54.9		
Radio operators -----	16	15	1	36.6	5.03	-	-	-	-	-	-	-	-	-	6.3	-	-	93.8		
Marine coastal station operators -----	119	119	-	37.5	5.14	-	-	-	-	-	-	.8	.8	2.5	8.4	10.9	10.1	66.4		
Cable operators -----	206	187	19	37.5	4.25	-	-	-	-	.5	12.6	19.9	17.5	5.3	9.2	3.4	31.6			
Teletype-multiplex operators -----	551	396	155	35.9	4.69	-	-	-	2.7	2.2	4.0	7.3	12.5	1.6	3.6	2.0	61.9			
Telephone operators -----	95	64	31	37.5	4.33	-	-	-	-	7.4	12.6	11.6	7.4	2.1	6.3	4.2	48.4			
All other operators -----	47	46	1	37.5	4.49	-	-	-	-	-	6.4	6.4	21.3	12.8	2.1	4.3	46.8			
Messengers -----	241	238	3	30.0	2.10	45.6	47.3	3.3	.4	-	2.1	-	-	.4	.8	-	-	-		
Foot and bicycle -----	235	232	3	29.8	2.07	46.8	48.5	3.0	.4	-	-	-	-	.4	.9	-	-	-		
Motor -----	6	6	-	37.5	2.92	-	-	16.7	-	-	83.3	-	-	-	-	-	-	-		
Construction, installation, maintenance, and other technical employees -----	1,099	1,095	4	37.5	5.45	-	-	-	-	.5	.4	4.0	5.8	3.5	7.3	8.1	70.5			
Supervisors -----	193	191	2	37.4	7.10	-	-	-	-	-	-	-	-	-	-	.5	99.5			
Mechanics and maintenance technicians -----	600	599	1	37.5	5.15	-	-	-	-	-	.5	5.0	5.0	5.0	10.8	8.8	64.8			
Radio operating technicians -----	72	72	-	37.5	5.21	-	-	-	-	-	-	9.7	9.7	1.4	6.9	6.9	65.3			
Radiotelegraph riggers -----	17	17	-	37.5	5.43	-	-	-	-	-	-	-	5.9	-	-	-	94.1			
Others -----	217	216	1	37.5	4.92	-	-	-	-	2.3	.5	2.8	12.4	3.2	4.6	13.8	60.4			
Building service employees -----	74	73	1	37.5	3.89	-	-	-	4.1	5.4	10.8	13.5	6.8	5.4	32.4	6.8	2.7	12.2		
All employees not elsewhere classified -----	8	8	-	38.2	4.65	-	-	-	-	-	-	12.5	-	-	25.0	-	25.0	37.5		

¹ Covers employees of international telegraph carriers who have annual operating revenue 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.

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 connections 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 32 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 Co. is the only wire-telegraph company included. Five companies engaged in nonvocal radio 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.

Special payments provided for work in designated cities by companies not considering such payments a part of the regular salary or hourly rate were not included in this report.

Western Union 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 52.2(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 Co., except that scheduled weekly compensation should

include regularly scheduled maintenance, travel, or other allowances.

Distribution of workers by earning 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 1960 are listed below. Copies are available from the Superintendent of Documents, U. S. Government

Printing Office, Washington, D.C., 20402, or any of its regional sales offices, and from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

	<i>Price</i>
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$.055
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732 . . . . .	.45
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
Fabricated Structural Steel, 1969. BLS Bulletin 1695 . . . . .	.50
Fertilizer Manufacturing, 1971. BLS Bulletin 1763 . . . . .	.75
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803 . . . . .	.55
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	.30
Footwear, 1971. BLS Bulletin 1792	1.25
Hosiery, 1967. BLS Bulletin 1562 . . . . .	.70
Industrial Chemicals, 1971. BLS Bulletin 1768 . . . . .	.80
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.55
Machinery Manufacturing, 1970-71. BLS Bulletin 1754	1.00
Meat Products, 1969. BLS Bulletin 1677	1.00
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752 . . . . .	.60
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794 . . . . .	.95
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716	1.00
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 . . . . .	.60
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 . . . . .	.75
Nonferrous Foundries, 1970. BLS Bulletin 1726 . . . . .	.50
Paints and Varnishes, 1970. BLS Bulletin 1739 . . . . .	.60
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719	1.25
Petroleum Refining, 1971. BLS Bulletin 1741 . . . . .	.50
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713 . . . . .	.50
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	.60
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 . . . . .	.50
Structural Clay Products, 1969. BLS Bulletin 1697 . . . . .	.65
Synthetic Fibers, 1970. BLS Bulletin 1740 . . . . .	.40
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757 . . . . .	.70

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	<i>Price</i>
West Coast Sawmilling, 1969. BLS Bulletin 1704	\$0.45
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728 . . . . .	.35
Women's and Misses' Dresses, 1971. BLS Bulletin 1783 . . . . .	.65
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793 . . . . .	.90
Wool Textiles, 1966. BLS Bulletin 1551 . . . . .	.45
Working Clothing, 1968. BLS Bulletin 1624 . . . . .	.50

Nonmanufacturing

Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.50
Banking, 1969. BLS Bulletin 1703 . . . . .	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 . . . . .	.50
Communications, 1970. BLS Bulletin 1751 . . . . .	.30
Contract Cleaning Services, 1971. BLS Bulletin 1778 . . . . .	.85
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797 . . . . .	.55
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671 . . . . .	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Laundry and Cleaning Servies, 1968. BLS Bulletin 1645 . . . . .	.75
Life Insurance, 1971. BLS Bulletin 1791 . . . . .	.85
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967-68. BLS Bulletin 1638 . . . . .	.75
Scheduled Airlines, 1970. BLS Bulletin 1734 . . . . .	.45
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 . . . . .	.60

II. Other Industry Wage Studies

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 1584-650
Miscellaneous Retail Stores. BLS Bulletin 1584-765

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