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**Industry  
Wage Survey  
Communications  
1972**

Bulletin 1828

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, 1972

## Summary

Wage rates of the Nation's principal communications carriers averaged \$4.89 an hour in October-December 1972—9 percent higher than a year earlier.<sup>1</sup> The increase, which was the second largest recorded since the Bureau of Labor Statistics began its annual wage study in 1947, followed increases of 15 percent in 1971 and 7 percent in 1970.<sup>2</sup> Employment, on the other hand, decreased for the first time since 1962 and totaled 862,729 or 858 fewer workers than in 1971.<sup>3</sup> (See chart.)

In December 1972, telephone carrier employees, 98 percent of the workers studied, averaged \$4.89 an hour, 9 percent more than the level recorded 1 year earlier.<sup>4</sup> In October 1972, Western Union's nonmessenger employees averaged \$4.90 an hour, an increase of about 14 percent over the preceding October. During the same period, average hourly rates in the five international carriers studied increased 10 percent to \$5.75 an hour.

Employment in the telephone segment of the industry grew by 2,768 workers in 1972—less than one-half of 1 percent. In the nonvocal telegraph segment, however, employment declined sharply, dropping 17 percent at Western Union, the Nation's only domestic carrier, and 6 percent among the international carriers.

## Telephone carriers

*Employment and pay rates in December 1972.* Telephone carriers surveyed employed 841,176 workers (excluding officials and managerial assistants), averaging \$4.89 an hour in December 1972. (See table 1.) Wage rates of individual workers ranged from less than \$1.60 an hour to more than \$8. This wide dispersion results from a number of factors, including the broad range of skills required by the industry, differences in pay by carrier and locality, and the extensive use of rate-ranges for specific occupations.

Wages and working conditions for a large majority of the workers 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, maintains separate agreements for its plant,

traffic, and commercial departments in the New York City area and three other agreements for those departments in the rest of the State.

The industry employs workers in a wide variety of jobs, ranging from custodial to professional and executive, a number of which are staffed predominantly by one sex. Women made up 52 percent of the work force and accounted for virtually all of the telephone operators, nine-tenths of the clerical workers, and almost three-fourths of the business office and sales employees. Men, on the other hand, accounted for nearly all of the construction, installation, and maintenance workers, and more than seven-tenths of the professional and semiprofessional staff. Average hourly rates for numerically important job categories included \$3.37 for experienced switchboard operators, \$3.76 for nonsupervisory clerical employees, \$4.78 for PBX and station installers, and \$4.94 for central office repairmen.

Average hourly rates in the nine regions studied separately ranged from \$4.36 in the Southeast to \$5.31 in the Middle Atlantic, the largest region in employment. (See table 4.) The 39,875 employees of the American Telephone and Telegraph Co. Long Lines and Central Office were not tabulated by region, but were included in the U.S. totals; workers at this company averaged \$6.37 an hour.<sup>5</sup>

<sup>1</sup> 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.

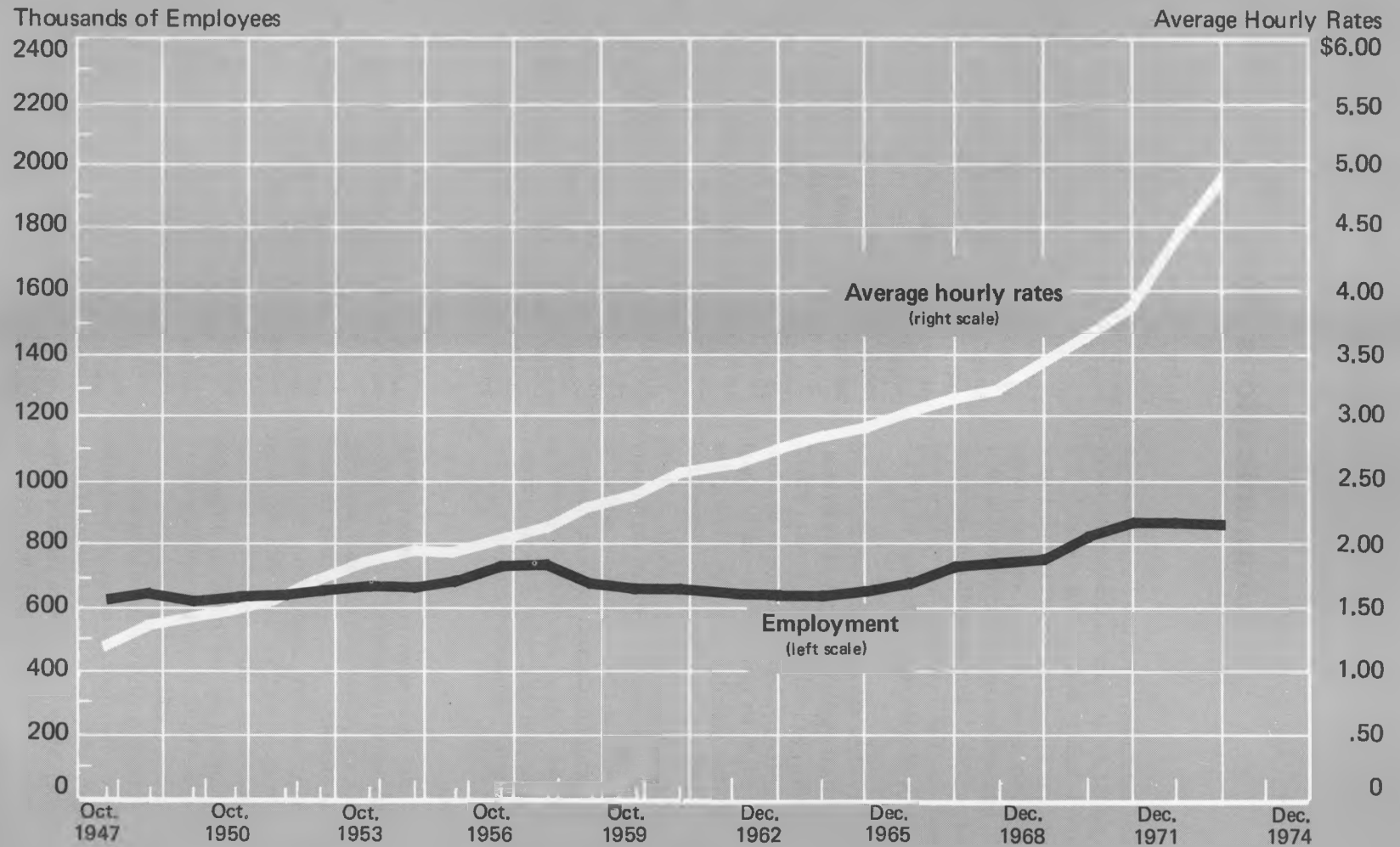
<sup>2</sup> See *Industry Wage Survey: Communications, 1971*, Bulletin 1805 (Bureau of Labor Statistics, 1974).

<sup>3</sup> The study covered about seven-eighths of the 990,800 workers in the Nation's telephone and telegraph communications industry at the time of the survey.

<sup>4</sup> The study was limited to those carriers (56) that had annual operating revenues exceeding \$1 million, engaged in interstate or foreign communications services, using their own facilities, or through connections with another carrier under direct or indirect common control. Officials and managerial assistants of these carriers, numbering approximately 7,730, were not included in the study.

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

# Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947 - December 1972



2

The regional spread in average wages varied by occupation. For example, central office repairmen were more closely grouped than experienced switchboard operators and nonsupervisory clerical employees. (See text table 1.)

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

Region	Clerical employees (nonsupervisory)	Experienced switchboard operators	Central office repairmen
Pacific .....	113	114	108
Middle Atlantic .....	116	116	107
Great Lakes .....	106	104	105
New England .....	105	102	103
Chesapeake .....	102	98	101
Mountain .....	101	103	101
North Central .....	97	103	104
South Central .....	98	106	102
Southeast .....	100	100	100

Bell System averages exceeded those for the overall industry by 2 to 18 cents an hour in six regions, but were identical to the industry's level 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 and 18 cents were reported, about seven-eighths were employed by Bell carriers.

Bell System carriers employed 94 percent of the workers in the study, and at least 88 percent in each region. Bell System companies usually served 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 95,000. In contrast, the largest of the 31 non-Bell companies studied had only 7,400 employees, and 15 had fewer than 500 employees.

Bell System employees had higher average pay rates than their non-Bell counterparts in almost all of the occupational groups studied. (See tables 2 and 3.) In numerically important categories, non-Bell hourly averages ranged from 79 to 88 percent of the corresponding Bell rates. Similar comparisons of weekly pay show the differences narrowing for clerical workers and switchboard operators, because average scheduled workweeks were longer at non-Bell companies. (See text table 2.)

**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 .....	79	82
Experienced switchboard operators .....	79	83
Central office repairmen .....	85	85
PBX and station installers .....	79	80
Exchange repairmen .....	88	87
Linemen .....	86	85

*Trends in wages and employment.* The average wage rate in principal telephone carriers increased 9 percent during 1972. This increase, which followed a record 15-percent gain in 1971, was the second largest recorded in the 25-year history of the BLS survey. Since 1947, the average for all telephone workers (excluding officials and managerial assistants) has risen 288 percent, from \$1.26 an hour to \$4.89. Increases, however, were not uniform among major occupational groups. (See text table 3.)

**Text table 3. Earnings in major job categories, October 1947 and December 1972**

Item	Average hourly earnings		Percent increase 1947-72
	October 1947	December 1972	
Professional and semiprofessional .....	\$2.72	\$8.13	199
Nonsupervisory clerical employees .....	1.13	3.76	233
Experienced switchboard operators .....	.97	3.37	247
Construction, installation, and maintenance workers ....	1.55	5.26	239

Shifts in the occupational composition of the industry have been responsible for about one-sixth of the \$3.63-an-hour increase in average rates between 1947 and 1972.<sup>6</sup> As text table 4 indicates, the number of higher paid professional and semiprofessional positions has doubled but the relative number of lower paid telephone operators has declined to less than half since 1947.

<sup>6</sup> Weighting occupational averages for 1972 by employment in 1947 results in an average of \$4.27 an hour instead of \$4.89.



**Text table 4. Workers in major job categories, October 1947 and December 1972**  
(Percent distribution)

Items	October 1947	December 1972
Total, all employees: <sup>1</sup>		
Number .....	552,700	841,200
Percent .....	100	100
Professional and semiprofessional ..	5	11
Clerical .....	17	22
Telephone operators .....	46	22
Construction, installation, and maintenance .....	23	33
All others .....	9	12
Men		
Number .....	179,700	400,500
Percent .....	33	48
Women		
Number .....	373,000	440,700
Percent .....	67	52

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

Regional relationships have changed little over the years; lowest averages generally have been recorded in the Southeast or South Central regions, and the highest in the Pacific or Middle Atlantic States. (See text table 5.)

**Text table 5. Regional pay relatives for selected periods (National average=100)**

Region	October 1951	December 1961	December 1971	December 1972
New England .....	102	100	97	98
Middle Atlantic .....	104	106	105	109
Great Lakes .....	104	103	100	99
Chesapeake .....	101	98	97	94
Southeast .....	86	88	90	89
North Central .....	89	92	95	94
South Central .....	88	91	91	91
Mountain .....	89	91	93	92
Pacific .....	107	105	106	105

In December 1972, wage rates of Bell System employees averaged \$4.96 an hour or about a 9-percent increase for the year compared with \$3.85 for non-Bell wage rates which increased at about the same pace. Collective bargaining agreements negotiated late in the summer of 1971 provided much of the Bell System increase—\$7.50 per week for plant craftsmen and \$5 per week for other employees as well as cost-of-living adjustments based on the Bureau's Consumer Price

Index. An additional adjustment, scheduled for July 1973, was not included in the survey data.<sup>7</sup>

Between 1951 and 1972, average wage rates of Bell System employees increased at an average annual rate of 5.4 percent, compared with 6.0 percent for employees of other companies. As a result of this difference, the Bell System averaged about 29 percent more than non-Bell carriers in 1972, compared with 43 percent in 1951.<sup>8</sup>

Telephone carrier employment, increasing by 2,768 workers to a record total of 841,176, grew at a slow pace during the December 1971-72 period. This growth, which was less than one-half that reported for 1970-71, was concentrated among non-Bell carriers; their employment went up 2,033 workers or about 4 percent.

In December 1972, 52 percent or 552,700 more workers were employed by telephone carriers than were recorded by the initial study in October 1947. During that period, the trend has been generally upward, except for a decrease of 85,000 workers between 1957 and 1962. The introduction of new and improved equipment, resulting in a sharp reduction in the number of telephone operators, was largely responsible for that decline.

Substantial increases in the number of women classified as construction, installation, and maintenance employees and the number of men working as telephone operators were noted in the 1972 study. The number of women in construction, installation, and maintenance jobs increased from 3,207 to 6,076 or 89 percent between December 1971 and December 1972. The number of male telephone operators rose from 664 to 2,487 or 275 percent during the same period. The increases, however, had relatively little effect on the preponderance of either men or women traditionally employed in these occupational groups.

Growth in telephone carrier employment between October 1947 and December 1972 also has resulted from changes in the occupational makeup of the industry as noted in the discussion on wage trends and in the relative increase of men employed. In the 1972 survey, 48 percent of all workers were men, compared with 33 percent in 1947. (See text table 4.) The

<sup>7</sup> 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.

<sup>8</sup> 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.)

declining proportion of employees classified as telephone operators—from 46 percent in 1947 to 22 percent in 1972—was one of the most notable changes in the industry's occupational composition during this 25-year period.

#### Western Union Co.

Straight-time rates of pay for the 15,937 non-messenger employees of the Western Union Co. averaged \$4.90 an hour in October 1972. (Excluded were 345 officials and managerial assistants.) The 729 motor messengers averaged \$3.34; the 226 foot and bicycle messengers, \$2.16. (See table 5.) Between October 1971 and October 1972 average rates of pay rose 14 percent for nonmessenger employees, 13 percent for foot and bicycle messengers, and 10 percent for motor messengers. These increases resulted largely from deferred wage adjustments granted under 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 agreements are with the Communication Workers of America (CWA).

All workers, except walking and bicycle messengers in the CWA bargaining unit, received a 9 percent increase based on their rates of pay in effect May 31, 1971. In the UTW bargaining unit, the increase was effective July 28, 1972; in the CWA bargaining unit, September 10, 1972.

Established wage-rate ranges are provided for all job classifications covered by UTW and CWA agreements. After specified periods of service, advancements are automatic for employees meeting requirements on the job. Differences between starting and 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 made up three-fifths of Western Union's non-messenger employees in October 1972 and were overwhelmingly predominant among professional and semi-professional employees; sales personnel; construction, installation, and maintenance workers; and building service employees. Office clerical and telegraph operator positions were staffed mostly by women.

Construction, installation, and maintenance employees, approximately one-third of the nonmessenger work force, averaged \$5.49 an hour. Average hourly rates of pay for other numerically important occupational categories staffed largely by men were: \$7.38 for professional and semiprofessional employees, \$6.30 for sales em-

ployees, and \$3.48 for building service employees. Among jobs held largely by women, telephone operators, who receive and transmit telegraph messages by telephone, averaged \$3.48 an hour; experienced non-Morse telegraph operators, \$3.72; and nonsupervisory clerical workers, \$4.12.

In many of the nonmessenger jobs, the hourly rates of the highest paid workers exceeded those of the lowest paid by \$2 or more. In some jobs, however, individual rates were closely grouped. For example, virtually all operators in training were paid between \$2.50 and \$2.75 an hour and four-fifths of the Morse operators earned between \$3.75 and \$4 an hour. All 226 foot and bicycle messengers averaged between \$2 and \$2.25 an hour and slightly more than four-fifths of the motor messengers had average earnings between \$3 and \$3.50 an hour.

The 14-percent increase in average rates of pay for nonmessenger employees between October 1971 and October 1972 compares with 11 percent recorded the previous year. This annual gain for these workers was the largest since 1947-48, when a 21-percent increase was recorded. The average rate of \$4.90 an hour in October 1972 was 367 percent higher than the \$1.05 recorded in the first survey in 1947. Changes in occupational composition of the company's work force affected the increase in average rates of pay for non-messenger employees over both the 1971-72 and 1947-72 periods. Of the \$3.85 increase in average hourly pay of nonmessenger employees between 1947 and 1972, 65 cents is traceable to changes in the occupational composition of the work force. Shifts in employment between 1971 and 1972 accounted for 9 of the 59-cent rise in average rates of pay during that period.<sup>9</sup>

Percent increases in average pay rates between 1971 and 1972 were not uniform among occupational categories studied: 3 percent for professional and semi-professional employees, 10 percent for sales personnel, 12 percent for telegraph office superintendents and managers and telegraph operators, 13 percent for construction, installation, and maintenance workers, and 15 percent for clerical employees. Average rates increased 13 percent for walking and bicycle messengers and 10 percent for motor messengers. Changes in average rates reflect not only general wage changes but also differences in the distribution of workers over rate ranges that apply to most occupations. During labor force reductions, for example, average rates may be affected by a disproportionate number of workers

<sup>9</sup> Weighting occupational averages for 1972 by occupational employment in 1947 results in an average of \$4.25 an hour instead of \$4.90. The same method using 1971 occupational counts resulted in an average of \$4.81 an hour.

who have long term seniority and receive the maximum rate for a given job being retained by the company.

Total employment exclusive of officials and managerial assistants decreased by 3,342 workers or 17 percent between October 1971 and October 1972. This decrease, which followed a 15-percent decline in the 1970-71 period, affected most occupational categories. Telegraph office superintendents and managers dropped 41 percent; messengers, 35 percent; clerical and building service workers, approximately 25 percent each; professional and semiprofessional employees, 5 percent; and construction, installation, and maintenance workers, 5 percent. Sales employment, however, increased by 21 percent. Such year-to-year changes have brought about dramatic shifts in the occupational composition of the work force during the 25-year period covered by these surveys. (See text table 6.)

### International Telegraph Carriers

The 4,661 employees of the five international telegraph carriers averaged \$5.75 an hour in October 1972—10 percent higher than 1 year earlier.<sup>10</sup> (See table 6.) Pay rates for the 4,436 nonmessenger employees rose 12 percent to \$5.98 and the average for the 225 messengers (nearly all walking and bicycle) increased 10 percent to \$2.31. Although the average pay increases were in line with those recorded in 1970 and 1971, employment declined 6 percent to the lowest level since the BLS study began in 1947.

Men, slightly more than four-fifths of all workers, made up a majority of the employment in nearly all occupational categories. Most of the women were employed as teletype-multiplex operators and nonsupervisory clerical workers, jobs which averaged \$5.05 and \$4.63 an hour, respectively. Mechanics and maintenance technicians, a major classification for men, averaged \$5.67.

**Text table 6. Composition of Western Union's work force, selected periods, October 1947-72**

(Percent distribution)

Occupational group	1947	1952	1962	1972
<b>Total, all employees, except officials and managerial assistants</b>				
Number . . . . .	53,107	39,518	29,704	16,892
Percent . . . . .	100	100	100	100
Professional and semiprofessional . . . . .	2	3	4	7
Telegraph office superintendents and managers . . . . .	8	10	9	6
Clerical employees . . . . .	19	18	22	23
Telegraph operators . . . . .	34	32	25	21
Construction, installation, and maintenance employees . . . . .	13	13	21	33
Messengers, motor . . . . .	3	3	5	4
Messengers, foot and bicycle . . . . .	18	19	11	1
Others . . . . .	3	3	4	5

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

<sup>10</sup> The study excluded 105 officials and assistants and approximately 1,700 employees working outside the United States. The study covered international telegraph carriers whose annual operating revenues are over \$50,000.

Table 1. Telephone Carriers:<sup>1</sup> Percent distribution of employees in occupational groups by average hourly rates, December 1972

Occupational group	Number of employees			Average sched-uled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—														
	Total	Men	Women			Under \$1.80	\$1.80 and under \$2.00	\$2.00-\$2.25	\$2.25-\$2.50	\$2.50-\$2.75	\$2.75-\$3.00	\$3.00-\$3.25	\$3.25-\$3.50	\$3.50-\$3.75	\$3.75-\$4.00	\$4.00-\$4.25	\$4.25-\$4.50	\$4.50 and over		
All employees except officials and managerial assistants	841,176	400,474	440,702	38.4	\$4.89	-	(3)	0.3	1.2	2.9	4.5	6.4	8.6	10.6	8.7	6.1	4.9	3.3	42.6	
Part time	20,110	1,945	18,196	22.9	3.29	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	821,066	398,529	422,506	38.8	4.91	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	94,322	68,299	26,035	38.0	8.13	-	(3)	-	1	3	4	9	9	2.8	1.6	1.3	1.3	1.5	88.9	
Draftsmen	3,859	947	2,912	38.1	3.97	-	(3)	2	1.9	3.8	5.4	10.9	11.5	23.1	12.6	6.2	4.1	3.0	17.5	
Others	90,463	67,352	23,123	38.0	8.31	-	(3)	-	-	1	2	4	5	1.9	1.1	1.1	1.2	1.4	92.0	
Business office and sales employees	68,347	18,905	49,442	37.9	5.18	-	(3)	1	6	7	1.6	3.6	6.0	8.5	13.2	12.6	10.8	3.7	38.5	
Supervisors	13,503	6,241	7,262	38.1	7.40	(3)	-	-	-	-	-	3	2	2	5	1	2.5	2.9	92.3	
Nonsupervisory employees	54,844	12,664	42,180	37.8	4.63	-	(3)	2	8	9	2.0	4.5	7.4	10.5	16.3	15.4	12.9	3.9	25.3	
Clerical employees	182,142	14,213	167,925	37.9	3.94	(3)	(3)	2	1.4	3.7	5.9	9.2	11.3	19.7	15.5	10.3	5.1	2.7	15.1	
Supervisory	14,237	3,186	11,051	38.1	6.04	-	-	-	-	1	1	3	5	1.3	2.5	4.4	5.8	85.0		
Nonsupervisory employees	167,905	11,027	156,874	37.9	3.76	(3)	(3)	2	1.5	4.0	6.4	9.9	12.2	21.3	16.7	10.9	5.2	2.4	9.2	
Commercial department	31,630	738	30,892	37.5	3.57	(3)	0.1	3	1.6	6.7	9.3	13.6	13.3	20.2	15.6	9.6	4.0	1.2	4.7	
Traffic department	26,137	267	25,870	38.2	3.78	-	(3)	1	7	1.5	3.7	6.5	12.9	23.7	25.9	12.3	6.4	1.4	4.8	
Plant department	49,168	6,048	43,120	38.5	3.80	(3)	(3)	3	1.7	3.5	5.9	9.2	14.1	24.5	12.5	7.6	4.4	1.9	14.4	
Accounting department	32,228	1,962	30,266	37.3	3.75	-	-	1	3	1.4	3.5	5.5	10.0	9.7	19.4	18.8	16.2	6.0	4.1	5.1
All other departments	28,742	2,012	26,726	37.4	3.87	(3)	(3)	3	1.8	4.5	7.4	10.1	9.8	17.3	14.6	11.0	5.9	3.7	13.6	
Telephone operators	187,666	2,487	185,179	37.2	3.52	-	-	1	9	3.3	8.1	11.4	13.7	20.1	17.0	9.4	3.5	2.7	2.2	
Chief operators	10,514	112	10,402	38.4	5.80	-	(3)	-	-	-	2	4	8	1.4	2.8	3.9	5.5	6.5	78.6	
Service assistants and instructors	12,953	77	12,896	38.0	4.21	-	(3)	-	1	4	6	2.6	4.3	16.8	27.8	16.7	11.3	3.5	16.1	
Experienced switchboard operators	142,542	528	142,014	37.1	3.37	-	-	1	1.1	2.0	5.2	11.8	16.1	25.1	20.2	9.0	2.6	2.0	2.8	
Operators in training	19,593	1,725	17,868	36.3	2.76	-	-	4	3	17.3	39.7	22.5	12.0	4.7	1.9	6	4	1	2	
Other switchboard employees	2,044	45	1,999	38.5	3.90	-	-	-	1	1	5	1.2	6.6	23.6	41.5	12.0	9.7	1.7	2.9	
Construction, installation, and maintenance employees	280,835	274,759	6,076	39.9	5.26	-	(3)	1	1	3	1.0	2.0	2.3	3.5	5.1	5.0	5.6	4.6	70.4	
Foremen of telephone craftsmen	42,238	41,865	373	39.8	7.49	-	(3)	-	-	-	-	-	1	2	1	2	3	99.1		
Central office craftsmen	95,733	90,348	5,385	39.9	4.97	(3)	(3)	1	1	3	5	1.3	2.2	4.1	5.6	5.6	6.4	5.3	68.7	
Test-board men and repeaters	20,736	20,000	736	39.9	5.24	(3)	(3)	-	-	1	2	6	9	1.8	2.1	2.9	4.3	3.8	83.3	
Central office repairmen	69,589	65,123	4,466	39.9	4.94	(3)	(3)	1	1	3	6	1.3	2.1	3.7	6.6	6.2	7.2	5.9	66.4	
Others	5,408	5,225	183	39.5	4.34	-	-	1	5	1.5	1.1	3.1	9.3	17.7	6.7	9.4	3.9	4.4	42.4	
Installation and exchange repair craftsmen	97,597	97,362	235	40.0	4.90	-	-	1	2	3	1.1	2.4	2.4	3.5	5.4	5.2	6.0	5.2	68.1	
PBX and station installers	43,902	43,757	145	40.0	4.78	-	-	2	2	6	1.5	3.4	3.1	4.5	7.3	6.4	7.3	5.0	60.5	
Exchange repairmen	25,619	25,608	11	40.0	5.11	-	-	-	-	-	3	1.2	1.0	1.7	3.9	3.9	4.9	4.5	78.7	
Others	28,076	27,997	79	40.0	4.87	-	-	3	1	1.3	1.8	2.7	3.6	3.8	4.7	5.1	6.3	70.4		
Line, cable, and conduit craftsmen	45,244	45,161	83	40.0	4.61	(3)	(3)	2	3	6	2.6	4.5	4.4	3.1	8.0	7.8	8.2	5.7	52.2	
Linemen	13,828	13,804	24	40.0	4.20	(3)	(3)	2	7	1.0	6.3	9.1	7.7	8.4	9.2	9.0	8.8	6.2	33.4	
Cable splicers	28,301	28,279	22	40.0	4.86	-	-	1	(3)	2	5	1.2	2.2	3.5	6.7	7.4	8.2	5.8	64.3	
Cable splicers' helpers	1,824	1,805	19	40.1	3.60	-	-	2	4	1	2.0	7.7	20.5	13.5	17.1	19.0	8.2	8.3	1.0	
Others	1,291	1,273	18	39.9	4.82	-	-	3	1.1	2.1	2.0	4.6	3.3	6.7	8.4	4.8	3.9	4.0	58.9	
Laborers	23	23	-	40.0	4.66	-	-	-	-	-	-	4.3	4.3	4.3	-	-	-	4.3	82.6	
Building, supplies, and motor vehicle employees	25,457	20,018	5,431	38.5	4.41	(3)	(3)	2	6	1.2	2.7	6.1	10.0	9.8	9.5	9.8	6.7	8.2	5.5	
Foremen	3,293	2,925	368	39.4	7.13	-	-	-	-	-	-	1	3	7	1.1	1.7	1.5	1.7	92.8	
Mechanics	4,303	4,289	14	39.6	5.00	-	-	1	1	2	4	1.0	2.2	2.8	5.1	5.6	6.4	8.2	68.1	
Other building service employees	10,497	5,698	4,799	37.0	3.43	-	-	4	1.4	2.4	4.8	12.1	19.5	17.5	13.2	5.6	6.7	6	8	
Other supplies and motor vehicle employees	7,364	7,106	254	39.5	4.17	-	-	1	1	6	2.3	3.6	6.1	7.6	9.5	11.6	11.4	14.5	12.6	
All employees not elsewhere classified	2,407	1,793	614	38.5	5.01	0.1	-	1	1.5	2.6	2.8	5.0	5.9	7.9	6.8	7.0	6.1	7.2	47.4	

<sup>1</sup> Covers 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.

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

<sup>3</sup> 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 System Telephone Carriers: Percent distribution of employees in occupational groups by average hourly rates, December 1972**

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—												
	Total	Men	Women			Under \$2.25	\$2.25 and under \$2.50	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	\$4.75 and over
						-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials and managerial assistants ----	791,104	373,635	417,469	38.4	\$4.96	( <sup>3</sup> )	0.7	2.5	4.3	6.2	8.7	10.9	9.0	6.2	5.0	3.2	43.5	
Part time -----	18,378	1,701	16,708	22.6	3.37	x	x	x	x	x	x	x	x	x	x	x	x	
Full time -----	772,726	371,934	400,761	38.7	4.98	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees -----	89,283	64,095	25,200	37.9	8.27	-	.1	.2	.3	.7	.8	2.8	1.5	1.2	1.1	1.3	89.9	
Draftsmen -----	3,402	584	2,818	37.9	3.90	-	1.3	3.6	5.2	10.8	11.6	25.5	13.4	6.6	3.2	3.0	16.0	
Others -----	85,881	63,511	22,382	37.9	8.45	-	-	.1	.1	.3	.4	1.9	1.1	1.0	1.0	1.2	92.8	
Business office and sales employees -----	65,613	18,364	47,249	37.8	5.25	-	.1	.4	1.3	3.1	5.8	8.5	13.4	12.9	11.2	3.7	39.5	
Supervisors -----	13,051	6,022	7,029	38.1	7.48	-	-	-	-	-	-	.3	.9	.9	2.5	2.7	93.6	
Nonsupervisory employees -----	52,562	12,342	40,220	37.8	4.69	-	.1	.5	1.7	3.9	7.2	10.7	16.7	15.9	13.4	3.9	26.0	
Clerical employees -----	173,178	13,333	159,841	37.8	3.98	-	.7	3.1	5.4	8.9	11.0	20.4	16.1	10.7	5.3	2.8	15.6	
Supervisors -----	13,795	2,987	10,808	38.1	6.08	-	-	-	-	-	.1	.3	1.0	2.3	4.4	5.7	86.2	
Nonsupervisory employees -----	159,383	10,346	149,033	37.8	3.80	-	.8	3.4	5.9	9.6	11.9	22.1	17.4	11.4	5.4	2.5	9.5	
Commercial department -----	30,057	685	29,372	37.5	3.61	-	1.0	6.0	8.8	13.5	13.0	21.0	16.3	10.0	4.2	1.3	4.8	
Traffic department -----	25,243	222	25,021	38.1	3.81	-	.4	1.1	3.2	6.2	12.7	24.2	26.7	12.7	6.6	1.4	4.8	
Plant department -----	46,476	5,898	40,578	38.4	3.85	-	.9	2.8	5.4	8.8	13.7	25.5	13.1	8.0	4.6	2.0	15.1	
Accounting department -----	30,705	1,837	28,868	37.2	3.80	-	.6	2.9	5.1	9.8	9.5	20.1	19.6	16.9	6.2	4.2	5.2	
All other departments -----	26,902	1,704	25,194	37.3	3.92	-	.9	4.1	7.0	9.8	9.6	17.9	15.0	11.5	6.2	3.8	14.3	
Telephone operators -----	176,107	2,274	173,833	37.1	3.56	-	2.2	7.7	11.3	13.5	21.0	17.8	9.9	3.7	2.8	2.3	7.9	
Chief operators -----	9,909	90	9,819	38.3	5.89	-	-	-	.1	.2	.7	2.4	3.5	5.4	6.3	81.3		
Service assistants and instructors -----	12,361	74	12,287	38.0	4.24	-	-	.4	1.7	4.0	17.3	27.4	17.3	11.7	3.6	16.6		
Experienced switchboard operators -----	132,555	393	132,162	37.0	3.43	-	.4	4.4	11.7	16.0	26.5	21.3	9.7	2.8	2.1	2.2	2.8	
Operators in training -----	19,293	1,715	17,578	36.3	2.76	-	17.5	40.3	22.5	12.1	4.8	1.8	.6	.3	-	-	-	
Other switchboard employees -----	1,989	2	1,987	38.4	3.90	-	-	.4	1.1	6.6	23.9	42.4	12.1	9.6	1.6	2.4		
Construction, installation and maintenance employees -----	261,090	255,430	5,660	39.9	5.33	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.7	1.7	2.1	3.4	5.0	4.8	5.5	4.2	72.4	
Foremen of telephone craftsmen -----	39,884	39,543	341	39.8	7.59	-	-	-	-	-	-	-	-	-	.1	99.8		
Central office craftsmen -----	89,764	84,711	5,053	39.9	5.02	-	-	( <sup>3</sup> )	.3	1.1	2.1	4.0	5.5	5.5	6.3	5.1	70.2	
Test-board men and repeatermen -----	20,077	19,406	671	39.9	5.27	-	-	-	.6	.9	1.7	2.0	2.7	4.1	3.7	84.3		
Central office repairmen -----	65,996	61,640	4,356	39.9	4.98	-	-	.3	1.2	2.0	3.6	6.5	6.0	7.1	5.5	67.7		
Others -----	3,691	3,665	26	39.5	4.40	-	-	.2	.2	.7	10.9	24.2	6.7	10.6	4.0	4.5	38.0	
Installation and exchange repair craftsmen -----	89,953	89,756	197	40.0	4.95	-	.1	.9	2.0	2.1	3.3	5.2	5.0	5.9	4.8	70.7		
PBX and station installers -----	40,211	40,078	133	40.0	4.87	-	-	1.0	3.0	2.5	4.2	7.1	6.2	7.2	4.9	64.0		
Exchange repairmen -----	24,067	24,063	4	40.0	5.15	-	-	.3	.9	.8	1.6	3.6	3.5	4.7	3.6	81.0		
Others -----	25,675	25,615	60	40.0	-4.90	-	.3	1.3	1.6	2.6	3.5	3.7	4.5	5.1	5.7	71.6		
Line, cable, and conduit craftsmen -----	41,489	41,420	69	40.0	4.67	( <sup>3</sup> )	( <sup>3</sup> )	.1	2.0	4.2	4.1	5.6	8.2	7.9	8.4	5.3	54.3	
Linemen -----	12,030	12,014	16	40.0	4.28	-	-	5.4	8.8	7.6	8.3	9.7	9.4	9.3	5.6	35.8		
Cable splicers -----	26,542	26,524	18	40.0	4.90	-	-	.3	1.1	1.9	3.5	6.7	7.3	8.1	5.5	65.6		
Cable splicers' helpers -----	1,707	1,690	17	40.0	3.63	0.1	.1	.7	7.0	20.0	13.6	18.2	19.9	8.6	8.7	1.0	2.2	
Others -----	1,210	1,192	18	39.9	4.96	-	-	.1	4.6	3.1	7.1	8.8	5.1	4.1	4.2	62.6		
Building, supplies, and motor vehicle employees -----	23,631	18,518	5,105	38.4	4.48	( <sup>3</sup> )	.5	2.2	5.4	10.2	10.0	9.8	10.2	6.7	8.6	5.7	30.5	
Foremen -----	3,150	2,792	354	39.4	7.22	-	-	-	.1	.2	.6	1.0	1.5	1.3	1.4	93.9		
Mechanics -----	4,122	4,117	5	39.6	5.03	-	-	.1	.8	.8	2.1	2.7	5.2	5.3	6.4	8.3	69.1	
Other building service employees -----	9,661	5,090	4,571	36.9	3.48	.1	1.1	4.2	11.0	20.5	18.6	16.0	14.3	6.0	7.2	.5	.5	
Other supplies and motor vehicle employees -----	6,698	6,519	175	39.5	4.20	-	.3	1.8	3.1	5.9	7.3	9.4	11.8	11.1	15.3	13.6	20.4	
All employees not elsewhere classified -----	2,202	1,621	581	38.5	5.09	-	.7	2.0	2.3	4.8	6.1	8.2	7.3	7.2	6.3	7.6	47.5	

<sup>1</sup> Covers 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 with those of another carrier under direct or indirect common control.

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

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

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, December 1972

Occupational group	Number of employees			Average scheduled and weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—														
	Total	Men	Women			Under \$1.80	\$1.80 and under \$2.00	\$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	50,072	26,839	23,233	39.5	\$3.85	-	0.7	4.9	8.8	8.6	8.5	10.0	7.9	5.3	4.8	4.2	3.7	4.9	28.9	
Part-time	1,732	244	1,488	25.6	2.59	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full-time	48,340	26,595	21,745	40.0	3.88	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	5,039	4,204	835	39.9	5.68	-	-	.2	.9	1.0	2.4	3.2	2.9	2.3	2.8	2.9	4.2	4.6	72.5	
Draftsmen	457	363	94	39.3	4.43	-	.2	1.8	6.8	5.3	6.8	12.0	11.2	5.3	6.8	3.7	9.4	3.5	27.4	
Others	4,582	3,841	741	40.0	5.81	-	-	.1	.3	.6	2.0	2.3	2.1	2.0	2.4	2.8	3.6	4.8	76.8	
Business office and sales employees	2,734	541	2,193	40.0	3.59	-	.4	3.0	12.8	8.8	7.9	16.8	11.5	7.0	7.5	3.4	1.4	3.0	16.2	
Supervisors	452	219	233	40.1	5.24	.2	-	-	.2	.7	.9	7.3	4.9	4.9	5.8	6.2	3.1	8.8	57.0	
Nonsupervisory employees	2,282	322	1,960	40.0	3.26	-	.5	3.6	15.3	10.4	9.3	18.7	12.8	7.4	7.8	2.8	1.1	1.8	8.2	
Clerical employees	8,964	880	8,084	39.3	3.08	.1	.7	4.4	13.5	14.4	14.9	14.6	17.1	6.9	4.2	2.3	1.2	1.1	5.8	
Supervisors	442	199	243	39.9	4.78	-	-	-	.5	.7	2.0	2.0	8.4	8.4	10.4	8.1	5.4	8.4	45.7	
Nonsupervisory employees	8,522	681	7,841	39.3	3.00	.1	.7	4.6	14.2	15.1	15.6	15.3	17.5	6.8	3.9	2.0	1.0	.7	3.6	
Commercial department	1,573	53	1,520	37.5	2.88	.1	1.2	5.2	12.5	18.5	19.4	13.7	19.8	4.6	2.5	1.5	.3	.1	.6	
Traffic department	894	45	849	39.8	3.09	-	.3	3.6	11.0	12.3	18.3	16.9	18.3	9.5	2.9	1.7	1.2	.4	3.7	
Plant department	2,692	150	2,542	39.8	2.94	.1	.5	4.5	14.2	16.5	14.9	16.4	21.3	6.5	1.2	.6	.9	.3	3.0	
Accounting department	1,523	125	1,398	39.7	2.96	-	1.1	5.3	17.1	15.6	14.2	15.2	15.7	5.2	4.4	2.4	.9	1.4	1.4	
All other departments	1,840	308	1,532	39.5	3.15	.4	.6	3.9	14.9	10.5	13.5	13.4	12.8	9.2	9.1	4.0	1.7	1.5	4.5	
Telephone operators	11,559	213	11,346	38.6	2.86	-	2.0	13.9	19.8	14.8	11.9	16.0	6.7	5.4	2.4	1.0	.6	.8	5.1	
Chief operators	605	22	583	40.1	4.30	-	.5	-	.5	.2	2.5	5.0	9.8	12.7	9.4	10.2	10.7	10.7	33.1	
Service assistants and instructors	612	3	609	37.7	3.62	-	-	.8	2.0	6.7	3.4	20.1	9.8	6.0	36.8	5.4	1.6	1.5	5.9	
Experienced switchboard operators	9,987	135	9,852	38.6	2.72	-	1.5	15.6	22.6	16.8	12.7	17.0	6.5	4.9	-	-	-	.1	3.2	
Operators in training	300	10	290	38.5	2.85	-	22.0	20.3	4.7	-	22.3	.3	1.0	7.3	-	5.0	5.7	5.0	6.3	
Other switchboard employees	55	43	12	40.0	3.96	-	-	-	3.6	3.6	5.5	5.5	7.3	12.7	9.1	9.1	16.4	5.5	21.8	
Construction, installation, and maintenance employees	19,745	19,329	416	40.0	4.35	-	.1	1.1	1.5	4.1	4.6	5.3	5.3	4.9	6.7	7.3	6.7	9.5	44.8	
Foremen of telephone craftsmen	2,354	2,322	32	40.1	5.73	-	.6	-	-	.2	.5	.8	.8	2.4	.6	2.6	4.3	87.9		
Central office craftsmen	5,637	5,637	332	39.8	4.23	.1	1.1	1.4	4.6	4.5	4.1	4.7	4.2	7.6	7.7	8.8	7.2	44.0		
Test-board men and repeatermen	659	594	65	39.9	4.38	.5	-	.2	1.2	3.2	7.3	1.7	1.7	2.7	5.8	6.8	9.1	8.0	53.3	
Central office repairmen	3,593	3,483	110	39.9	4.21	.1	.1	1.5	1.4	5.0	4.7	2.8	4.2	4.8	8.4	8.2	10.8	8.4	39.1	
Others	1,717	1,560	157	39.6	4.21	-	-	.5	1.5	4.4	3.0	8.3	5.7	3.6	6.7	7.0	3.7	4.3	52.0	
Installation and exchange repair craftsmen	7,644	7,606	38	40.0	4.23	-	-	1.0	1.3	3.8	3.8	6.2	6.4	5.6	7.7	8.4	6.9	10.8	37.6	
PBX and station installers	3,691	3,679	12	40.1	3.87	-	-	2.0	2.5	7.1	7.1	8.3	9.4	7.6	9.4	8.4	7.9	6.9	22.8	
Exchange repairmen	1,552	1,545	7	39.5	4.55	-	-	-	-	-	1.0	5.8	4.1	1.9	7.3	10.8	7.6	18.2	43.3	
Others	2,401	2,382	19	40.3	4.59	-	-	.1	.4	1.3	.6	3.4	4.9	5.2	6.7	5.0	12.2	56.7		
Line, cable, and conduit craftsmen	3,755	3,741	14	40.2	3.90	.1	1.1	2.0	3.0	6.5	8.8	8.1	7.4	6.6	6.1	7.3	6.6	9.4	29.4	
Linemen	1,798	1,790	8	39.9	3.66	.1	-	1.6	5.2	7.7	12.3	11.1	8.3	9.1	6.1	6.3	5.3	10.6	17.7	
Cable splicer	1,759	1,755	4	40.4	4.25	-	-	2.0	.3	3.1	3.7	4.0	6.2	4.7	6.2	8.9	8.5	9.0	43.5	
Cable splicers' helpers	117	115	2	40.8	3.06	-	3.4	5.1	.9	20.5	17.9	27.4	11.1	1.7	6.8	2.6	1.7	.9	-	
Others	81	81	-	40.0	2.80	-	-	4.9	16.0	33.3	30.9	4.9	4.9	-	1.2	-	-	1.2	2.5	
Laborers	23	23	-	40.0	4.66	-	-	-	-	-	-	4.3	4.3	4.3	-	-	-	4.3	82.6	
Building supplies and motor vehicle employees	1,826	1,500	326	39.2	3.53	.2	2.3	8.1	9.7	8.5	15.2	7.2	7.1	6.5	4.5	7.0	3.7	3.3	18.0	
Foremen	143	133	10	39.8	5.29	-	-	-	-	-	-	1.4	3.5	2.8	7.0	4.9	7.7	68.5		
Mechanics	181	172	9	39.7	4.27	-	-	2.9	1.2	5.8	8.1	5.8	5.8	3.5	3.5	12.1	4.6	3.5	43.4	
Other building service employees	836	608	228	38.9	2.80	-	2.4	16.8	20.9	11.0	24.6	7.0	4.9	5.2	.7	.6	.5	2.3	3.1	
Other supplies and motor vehicle employees	666	587	79	39.5	3.84	-	.6	.9	3.3	7.7	9.0	8.3	11.1	10.2	10.1	13.5	6.0	3.2	16.1	
All employees not elsewhere classified	205	172	33	38.5	4.13	-	-	1.0	9.8	9.3	7.8	6.8	5.9	4.9	2.0	4.9	3.9	2.9	41.0	

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

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

**Table 4. All<sup>1</sup> and Bell System Telephone Carriers: Average hourly rates<sup>2</sup> of employees in selected occupations by regions, December 1972**

Occupational group	United States <sup>3</sup>		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All carriers																				
All employees except officials and managerial assistants <sup>4</sup>	841,176	\$4.89	62,152	\$4.78	163,155	\$5.31	140,486	\$4.84	49,970	\$4.61	117,178	\$4.36	26,894	\$4.59	77,005	\$4.44	37,357	\$4.49	118,296	\$5.15
Cable splicers	28,301	4.86	2,258	4.69	6,337	4.97	4,391	4.96	1,740	4.93	5,396	4.79	1,063	4.68	1,806	4.50	1,026	4.52	3,529	5.12
Cable splicers' helpers	1,824	3.60	131	4.09	626	3.80	169	3.69	118	3.70	290	3.23	-	-	367	3.30	-	-	10	4.57
Central office repairmen	69,589	4.94	3,796	4.85	14,058	5.03	10,446	4.96	4,106	4.79	8,263	4.72	2,036	4.93	7,073	4.82	2,517	4.77	10,794	5.09
Clerical (nonsupervisory)	167,905	3.76	12,940	3.68	32,854	4.05	27,661	3.72	10,248	3.58	20,693	3.50	5,471	3.41	12,612	3.44	7,794	3.52	27,410	3.94
Exchange repairmen	25,619	5.11	985	5.01	5,652	5.20	6,214	5.20	931	5.22	3,401	4.69	412	5.09	3,015	5.21	1,035	4.93	3,540	5.27
Experienced switchboard operators	142,542	3.37	9,943	3.24	26,281	3.69	23,257	3.31	8,415	3.10	23,708	3.17	4,654	3.26	16,649	3.35	6,158	3.25	19,188	3.61
Linemen	13,828	4.20	1,102	4.66	2,560	4.60	2,176	4.39	954	3.68	2,695	3.68	533	4.00	1,573	3.88	709	3.99	1,357	4.75
Mechanics, building and motor vehicle service	4,303	5.00	444	4.51	1,196	5.27	1,092	5.03	292	4.90	248	4.83	87	4.65	166	5.10	105	4.28	555	5.03
PBX and station installers	43,902	4.78	1,814	4.72	9,161	5.09	8,954	4.93	2,727	4.41	6,423	4.31	995	4.94	5,429	4.72	1,865	4.46	6,060	5.03
Test-board men and repeatermen	20,736	5.24	1,795	4.87	3,051	5.47	2,393	5.29	763	5.37	2,677	5.07	315	5.20	1,106	5.19	599	5.15	2,325	5.44
Bell System carriers																				
All employees except officials and managerial assistants <sup>4</sup>	791,104	4.96	62,114	4.78	161,641	5.33	123,386	4.97	44,387	4.79	114,850	4.39	26,850	4.59	69,698	4.51	37,338	4.49	110,965	5.20
Cable splicers	26,542	4.90	2,256	4.69	6,268	4.98	3,762	5.07	1,545	5.09	5,350	4.80	1,063	4.68	1,515	4.60	1,026	4.52	3,308	5.13
Cable splicers' helpers	1,707	3.63	131	4.09	626	3.80	137	3.74	118	3.70	278	3.27	-	-	297	3.48	-	-	7	4.64
Central office repairmen	65,996	4.98	3,792	4.85	13,850	5.04	9,185	5.03	3,453	5.00	7,975	4.75	2,036	4.93	6,791	4.83	2,512	4.77	10,509	5.09
Clerical (nonsupervisory)	159,383	3.80	12,926	3.68	32,541	4.06	25,070	3.80	9,221	3.69	20,199	3.52	5,443	3.42	11,482	3.50	7,786	3.52	25,952	3.97
Exchange repairmen	24,067	5.15	985	5.01	5,652	5.20	5,574	5.31	931	5.22	3,401	4.69	412	5.09	3,003	5.21	1,035	4.93	3,074	5.33
Experienced switchboard operators	132,555	3.43	9,943	3.24	26,002	3.71	19,781	3.42	7,187	3.24	23,244	3.18	4,654	3.27	15,255	3.42	6,158	3.25	17,630	3.66
Linemen	12,030	4.28	1,098	4.66	2,474	4.62	1,524	4.62	684	4.02	2,621	3.70	526	4.01	1,245	4.07	704	3.98	1,094	4.80
Mechanics, building and motor vehicle service	4,122	5.03	444	4.57	1,182	5.28	1,050	5.07	287	4.93	248	4.83	87	4.65	159	5.15	105	4.28	500	5.11
PBX and station installers	40,211	4.87	1,814	4.72	9,022	5.10	8,036	5.01	1,930	4.83	6,177	4.33	971	4.97	4,599	4.88	1,865	4.46	5,794	5.04
Test-board men and repeatermen	20,077	5.27	1,794	4.87	3,029	5.48	2,140	5.41	710	5.47	2,629	5.09	315	5.20	1,031	5.22	599	5.15	2,215	5.46

<sup>1</sup> Covers telephone carriers which have annual operating revenues exceeding \$1,000,000.

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

<sup>3</sup> Includes data for employees in Alaska, Hawaii, Puerto Rico, and Virgin Islands; and long-lines employees of the American Telephone and Telegraph Company which are excluded from the regional tabulations. (For scope of survey, see appendix.)

<sup>4</sup> Includes employees in occupations in addition to those shown separately.

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

Table 5. Western Union Company: Percent distribution of employees in occupational groups by average hourly rates, October 1972

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—												
	Total	Men	Women			\$2.00 and under	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	and over
						\$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, managerial assistants and messengers -----	15,937	9,678	6,259	39.1	\$4.90	( <sup>3</sup> )	( <sup>3</sup> )	2.9	1.3	4.7	4.7	5.9	12.9	8.3	7.2	6.9	45.1	
Professional and semiprofessional employees -----	1,104	897	207	37.8	7.38	-	-	.1	-	.1	.3	.8	1.7	2.4	5.6	4.1	84.9	
Engineers and engineering assistants -----	285	280	5	38.9	7.45	-	-	.4	-	.4	-	.4	-	1.8	1.1	1.4	94.7	
Others -----	819	617	202	37.4	7.35	-	-	-	-	-	.4	1.0	2.3	2.7	7.2	5.0	81.4	
Telegraph office superintendents and managers -----	1,042	665	377	39.9	4.58	-	-	-	.1	2.3	7.2	12.4	20.2	15.8	14.2	27.7		
Sales employees -----	508	491	17	36.7	6.30	-	-	-	-	.2	.4	1.0	5.3	2.4	10.2	80.5		
Clerical employees -----	3,908	1,268	2,640	37.7	4.42	0.1	.3	1.4	3.9	7.1	11.6	16.2	12.3	9.3	10.9	26.8		
Supervisors -----	857	506	351	37.8	5.53	-	-	-	-	.1	1.1	4.1	8.3	10.0	16.1	60.3		
Nonsupervisory employees -----	3,022	751	2,271	37.6	4.12	-	.1	.4	1.6	4.7	9.1	14.7	19.6	13.6	9.2	9.5	17.6	
Commercial department -----	1,477	307	1,170	38.0	3.98	-	.1	.3	1.2	5.8	11.4	16.4	22.3	14.2	7.3	9.8	11.0	
Traffic department -----	188	40	148	40.0	3.62	-	-	1.2	8.0	10.1	12.2	14.9	44.1	2.1	5.3	1.6	.5	
All other departments -----	1,357	404	953	36.9	4.34	-	-	.4	1.2	2.7	6.2	12.7	13.3	14.5	11.7	10.2	27.1	
Route aides -----	29	11	18	40.0	3.21	-	-	-	3.4	3.4	20.7	44.8	6.9	6.9	13.8	-	-	
Telegraph operators -----	3,552	743	2,809	39.9	3.78	0.1	.1	12.7	3.7	13.7	7.3	9.4	30.2	4.8	8.6	3.3	6.2	
Traffic managers, chief operators, supervisors, and instructors -----	792	377	415	39.8	4.83	-	-	-	.3	.1	2.0	2.9	8.0	10.7	34.5	14.3	27.3	
Experienced telegraph operators (except Morse operators) -----	1,287	256	1,031	39.9	3.72	-	-	.3	4.4	13.4	9.7	15.5	49.7	4.6	2.1	.1	.2	
Commercial department -----	540	125	415	39.9	3.73	-	-	.2	7.4	12.2	14.8	29.1	31.7	3.1	.9	.2	.4	
Traffic department -----	747	131	616	40.0	3.72	-	-	.4	2.1	14.2	6.0	5.8	62.8	5.6	2.9	-	.1	
Operators in training -----	441	34	407	40.0	2.73	-	-	98.4	.5	1.1	-	-	-	-	-	-	-	
Other operators -----	1,032	76	956	40.0	3.48	.2	.2	1.3	7.0	29.9	11.3	10.7	35.9	2.6	.6	.3	-	
Morse operators -----	5	4	1	40.0	3.83	-	-	-	-	-	-	20.0	80.0	-	-	-	-	
Telephone operators -----	1,027	72	955	40.0	3.48	.2	.2	1.3	7.0	30.1	11.4	10.6	35.7	2.6	.6	.3	-	
Construction, installation, and maintenance employees -----	5,505	5,369	136	39.9	5.49	-	-	-	.1	.1	1.1	.9	3.6	6.9	4.3	5.4	77.7	
Traffic testing and regulating employees -----	1,482	1,450	32	40.0	5.46	-	-	-	-	.1	1.1	.7	.9	5.8	4.0	5.0	82.4	
Construction, installation, and maintenance employees -----	3,960	3,856	104	39.8	5.51	-	-	-	( <sup>3</sup> )	.1	.8	1.0	4.6	7.4	4.5	5.6	76.0	
Foremen -----	1,006	1,001	5	39.3	6.60	-	-	-	-	-	.1	-	1.3	.6	.9	.9	97.1	
Subscribers' equipment maintainers -----	1,591	1,587	4	40.0	5.32	-	-	-	-	-	1.0	1.1	1.5	6.9	4.3	4.9	80.4	
Linemen and cablemen -----	282	282	-	40.0	5.24	-	-	-	.4	-	1.1	1.4	1.1	18.8	3.2	11.0	63.1	
Others -----	1,081	986	95	40.0	4.88	-	-	-	-	.2	1.2	1.8	14.2	10.8	8.7	9.7	53.4	
Laborers -----	63	63	-	40.0	4.58	-	-	-	4.8	1.6	15.9	-	6.3	1.6	1.6	-	68.3	
Building service employees -----	318	245	73	40.0	3.48	-	-	.6	6.6	30.2	40.6	4.1	1.3	5.7	.9	5.7	4.4	
Mechanics -----	50	50	-	40.0	4.60	-	-	-	-	-	-	2.0	-	36.0	6.0	28.0	28.0	
Others -----	268	195	73	40.0	3.28	-	-	.7	7.8	35.8	48.1	4.5	1.5	-	-	1.5	-	
Messengers -----	955	917	38	38.7	3.09	23.7	.2	1.3	2.7	20.0	42.4	9.1	.6	-	-	-	-	
Full-time employees -----	175	157	18	38.4	2.15	x	x	x	x	x	x	x	x	x	x	x	x	
Part-time employees -----	51	50	1	21.5	2.18	x	x	x	x	x	x	x	x	x	x	x	x	
Foot and bicycle messengers -----	226	207	19	34.6	2.16	100.0	-	-	-	-	-	-	-	-	-	-	-	
Motor messengers -----	729	710	19	40.0	3.34	-	.3	1.6	3.6	26.2	55.6	11.9	.8	-	-	-	-	

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

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

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

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



**Table 6. International Telegraph Carriers: Percent distribution of employees in occupational groups by average hourly rates, October 1972**

Occupational group	Number of employees			Average sched- uled weekly hours	Average hourly rates <sup>2</sup>	Percent of employees receiving—													
	Total	Men	Women			\$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
						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		
All employees, except officers and assistants	4,661	3,829	832	36.9	\$5.75	2.2	1.3	1.1	0.2	0.4	1.4	2.1	3.4	4.0	4.6	6.2	4.6	68.6	
All employees except officers, assistants and messengers	4,436	3,614	822	37.2	5.98	.1	-	.1	.1	.4	1.3	2.2	3.6	4.2	4.8	6.5	4.7	72.1	
Professional and semiprofessional employees	589	564	25	37.2	8.26	-	-	-	-	-	.2	-	-	.3	.2	.5	.5	98.3	
Engineers and engineering assistants	241	236	5	37.1	8.27	-	-	-	-	-	.4	-	-	.8	-	.4	.8	97.5	
Others	348	328	20	37.3	8.25	-	-	-	-	-	-	-	-	-	.3	.6	.3	98.9	
Office or station superintendents and assistants	22	22	-	36.7	8.85	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Sales employees	289	260	29	36.6	6.76	-	-	-	-	-	-	1.7	.7	3.1	2.4	3.1	2.1	86.9	
Clerical employees	1,274	703	571	37.0	4.95	.1	-	.2	.2	.9	4.0	5.4	9.3	9.4	7.4	7.1	8.2	47.6	
Supervisors	130	119	11	36.8	7.78	-	-	-	-	-	-	-	-	-	-	.8	2.3	96.9	
Non-supervisory clerical employees	1,144	584	560	37.0	4.63	.1	-	.2	.3	1.0	4.5	6.0	10.4	10.5	8.2	7.9	8.9	42.0	
Operating department	375	259	116	37.3	4.77	-	-	.3	-	.8	1.9	3.5	5.3	5.9	9.1	5.3	9.1	58.9	
Commercial department	105	28	77	37.4	4.44	-	-	-	1.9	1.9	10.5	6.7	20.0	10.5	6.7	9.5	4.8	27.6	
Accounting department	391	190	201	36.4	4.47	.3	-	-	-	1.0	4.3	9.0	12.5	14.6	7.9	7.4	10.2	32.7	
Engineering department	63	24	39	40.2	4.27	-	-	1.6	-	1.6	6.3	11.1	7.9	9.5	4.8	11.1	9.5	36.5	
All other departments	210	105	105	36.3	4.88	-	-	.5	1.0	1.0	5.7	3.3	11.4	11.4	9.0	11.4	8.0	38.1	
Operators	1,133	945	188	37.5	5.49	-	-	-	-	.3	.2	1.5	1.2	2.8	6.4	8.7	3.7	75.1	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	184	181	3	37.4	7.34	-	-	-	-	-	-	-	-	.5	-	-	-	99.5	
Non-supervisory operators	949	764	185	37.5	5.13	-	-	-	-	.3	.2	1.8	1.5	3.3	7.7	10.4	4.4	70.4	
Radio operators	11	11	-	36.1	5.22	-	-	-	-	-	-	-	-	9.1	9.1	-	-	81.8	
Marine coastal station operators	114	114	-	37.5	5.68	-	-	-	-	-	-	-	-	-	2.6	6.1	5.3	86.0	
Cable operators	126	118	8	37.5	5.04	-	-	-	-	-	-	-	1.6	19.0	12.7	4.0	62.7		
Teletype-multiplex operators	567	420	147	37.5	5.05	-	-	-	-	.5	.4	3.0	2.1	3.9	6.0	11.1	3.7	69.3	
Telephone operators	54	40	14	37.5	5.10	-	-	-	-	-	-	1.9	5.6	11.1	7.4	1.9	72.2		
All other operators including Morse	77	61	16	37.5	5.10	-	-	-	-	-	-	1.3	3.9	6.5	11.7	11.7	64.9		
Messengers	225	215	10	29.4	2.31	42.7	26.2	22.2	2.7	.9	2.2	.9	.4	.4	-	-	.9	-	
Foot and bicycle	216	206	10	29.1	2.27	44.4	26.9	22.7	2.8	.9	.5	-	-	.5	-	-	.9	-	
Motor	9	9	-	37.5	3.13	-	11.1	-	-	-	66.7	22.2	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees	1,046	1,038	8	37.5	5.96	.3	-	.1	-	-	.1	-	1.3	1.2	3.2	6.6	3.8	83.3	
Supervisors	137	136	1	37.3	7.99	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Mechanics and maintenance technicians	482	482	-	37.5	5.67	.6	-	.2	-	-	-	-	1.9	1.5	2.1	8.1	5.4	80.3	
Radio operating technicians	136	131	5	37.5	5.65	-	-	-	-	-	-	-	2.2	7.4	8.8	3.7	77.9		
Radio telegraph riggers	13	13	-	37.5	5.83	-	-	-	-	-	-	-	-	7.7	-	-	-	92.3	
Others	278	276	2	37.5	5.62	-	-	-	-	-	.4	-	1.8	1.2	4.3	6.5	3.6	82.4	
Building service employees	77	76	1	37.5	4.33	-	-	-	-	2.6	5.2	7.8	11.7	11.7	5.2	20.8	14.3	20.8	
All employees not elsewhere classified	6	6	-	38.4	4.96	-	-	-	-	-	-	-	-	-	16.7	33.3	-	50.0	

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

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

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 over \$1 million, and subject to the full jurisdiction of the FCC. Included are 25 Bell System companies and 31 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 \$4 per subscription.

### Hours and rates

Average hourly rates 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 for dining service employees, and equivalent value of living quarters and maintenance furnished for managers of agency offices. It excludes pay for overtime work and pay in excess of weekday rates for Sunday and holiday work.

#### Western Union Co.

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 wages scheduled to be paid for scheduled weekly hours as defined in 52.21(b). This should include employee contributions for old age benefits, unemployment insurance, and similar deductions, paid vacation and holiday hours, the regularly scheduled weekly compensation for employees temporarily on leave due to disability or sickness, and the scheduled weekly compensation of both full- and part-time employees.

The company reports that "scheduled weekly compensation" excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

#### **International telegraph carriers**

International telegraph carriers are instructed to report scheduled weekly hours and compensation for employees as defined 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 .....	\$0.55
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732 .....	.45
Cigar Manufacturing, 1972. BLS Bulletin 1796 .....	.65
Cigarette Manufacturing, 1971. BLS Bulletin 1748 .....	.30
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, 1970. BLS Bulletin 1743 .....	.75
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

## I. Occupational Wage Studies—Continued

### *Manufacturing—Continued*

*Price*

Synthetic Fibers, 1970. BLS Bulletin 1740 . . . . .	.40
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757 . . . . .	.70
Textiles, August 1971. BLS Bulletin 1801 . . . . .	1.55
West Coast Sawmilling, 1969. BLS Bulletin 1704 . . . . .	.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
Working Clothing, 1968. BLS Bulletin 1624 . . . . .	.50

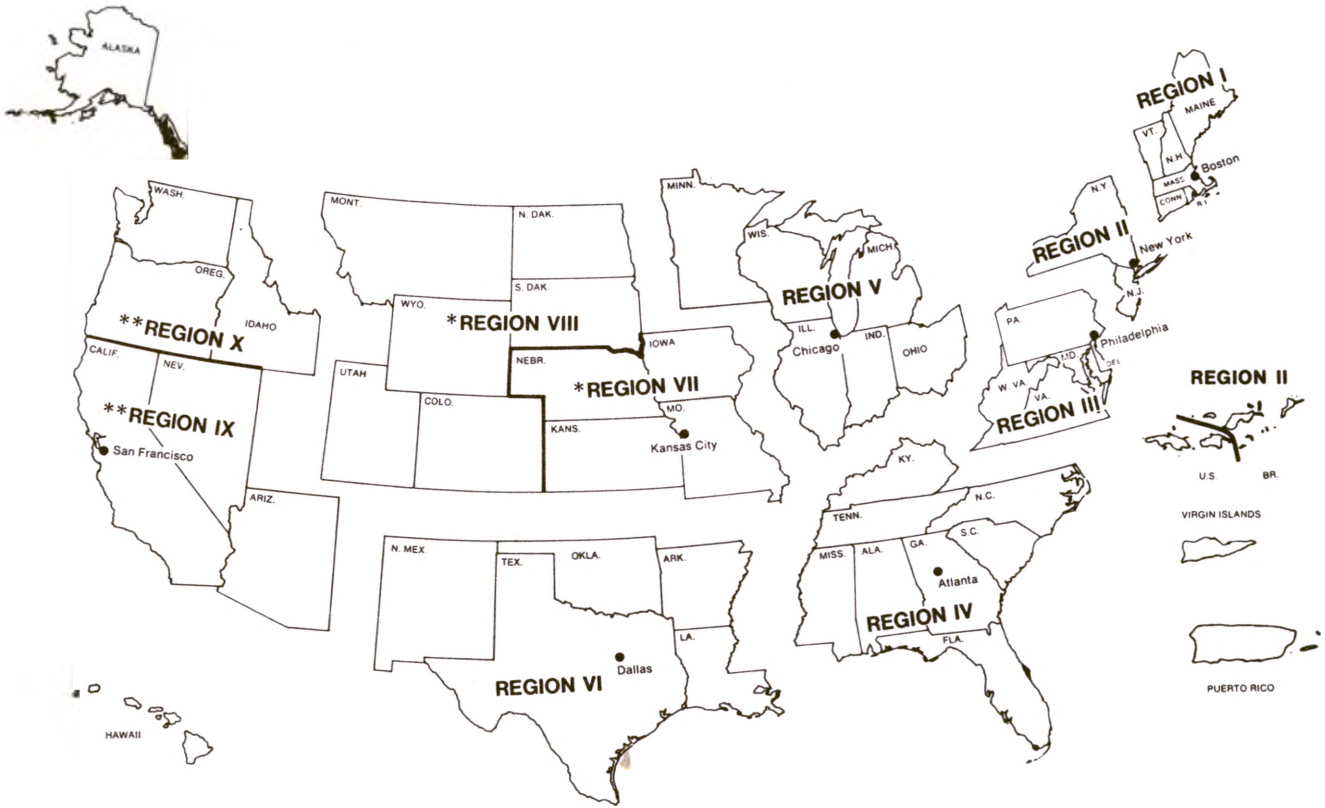
### *Nonmanufacturing*

Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.50
Banking, 1969. BLS Bulletin 1703 . . . . .	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 . . . . .	.50
Communications, 1971. BLS Bulletin 1805 . . . . .	.60
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 Services, 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 1584-6 . . . . .	.50
Miscellaneous Retail Stores. BLS Bulletin 1584-7 . . . . .	.65

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