

L 2.3:
1854

Industry Wage Survey: Communications-1973



U. S. Department of Labor
Bureau of Labor Statistics
1975

Bulletin 1854

DOCUMENT COLLECTION

APR 10 1975

Dayton & Mont_omery Co.
Public Library

Industry Wage Survey: Communications-1973

U. S. Department of Labor
Peter J. Brennan, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1975

Bulletin 1854



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, GPO Bookstores, or
BLS Regional Offices listed on inside back cover. Price 65 cents
Make checks payable to Superintendent of Documents.
Stock Number 029-001-01372
Catalog Number L 2.3:1854

Preface

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

The study was conducted in the Bureau's Office of Wages and Industrial Relations. 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.

Contents

	<i>Page</i>
Summary	1
Telephone carriers	1
Employment and pay rates in December 1973	1
Trends in wages and employment	3
Western Union Telegraph Company	5
International telegraph carriers	7
 Tables:	
Percent distribution of employees in occupational groups by average hourly rates, December 1973, for—	
1. Telephone carriers	8
2. Bell system telephone carriers	9
3. Non-Bell telephone carriers	10
 Average hourly rates of employees in selected occupations by region, December 1973, for—	
4. All and Bell System telephone carriers	11
 Percent distribution of employees in occupational groups by average hourly rates, October 1973, for—	
5. Western Union Telegraph Company	12
6. International telegraph carriers	13
 Chart:	
Employment and average hourly rates of communications workers except officials and managerial assistants, October 1947-December 1973 ...	2
 Appendix: Scope and method of survey	14

Communications, 1973

Summary

Wages in the Nation's principal communications carriers averaged \$5.35 an hour in October-December 1973—up 9 percent from a year earlier.¹ (See chart.) The percent gain was the same as that in 1972.² During the reference year, average wage rates increased 9 percent for telephone carrier employees, 7 percent for Western Union's nonmessenger work force, and 8 percent for domestic employees of international telegraph carriers. Since 1970, wage increases in the communications industries have averaged 11 percent a year—nearly double the long-term rate of 6 percent a year reported by BLS since 1947.³

Telephone carrier employees, 98 percent of the workers studied, averaged \$5.35 an hour in December 1973,⁴ compared with October 1973 averages of \$5.26 for Western Union Telegraph Company's nonmessenger employees, and \$6.19 for employees of the four international telegraph carriers.

Employment in the communications industries grew 3 percent during 1973 to a record total of 885,604 workers,⁵ following a slight decline in 1972. The growth was centered among the telephone carriers and international telegraph carriers (having a combined work force of about 870,000), as their increases of 3 percent and 1 percent, respectively, more than offset a 12 percent decline at Western Union (employment of 14,000).

Telephone carriers

Employment and pay rates in December 1973. The Nation's major telephone carriers employed 866,065 workers (excluding officials and managerial assistants), averaging \$5.35 an hour in December 1973. (See table 1.) Wage rates of individual workers ranged from less than \$1.80 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 Company, 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 managerial, a number of which are staffed predominantly by one sex. For example, women made up 52 percent of the work force in December 1973 but more than 90 percent of the telephone operators and clerical employees. Men, on the other hand, made up nearly all of the construction, installation, and maintenance employees and almost 80 percent of the building service and motor vehicle employees. Average hourly rates for numerically important job categories were: \$3.80 for experienced switchboard operators, \$4.09 for nonsupervisory clerical employees, \$5.20 for PBX and station installers, \$5.29 for cable splicers and \$5.42 for central office repairers.

Regionally, average wage rates ranged from \$5.88 in the Middle Atlantic States, the largest region in terms of employment, to \$4.76 in the Southeast. (See table 4.)

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.

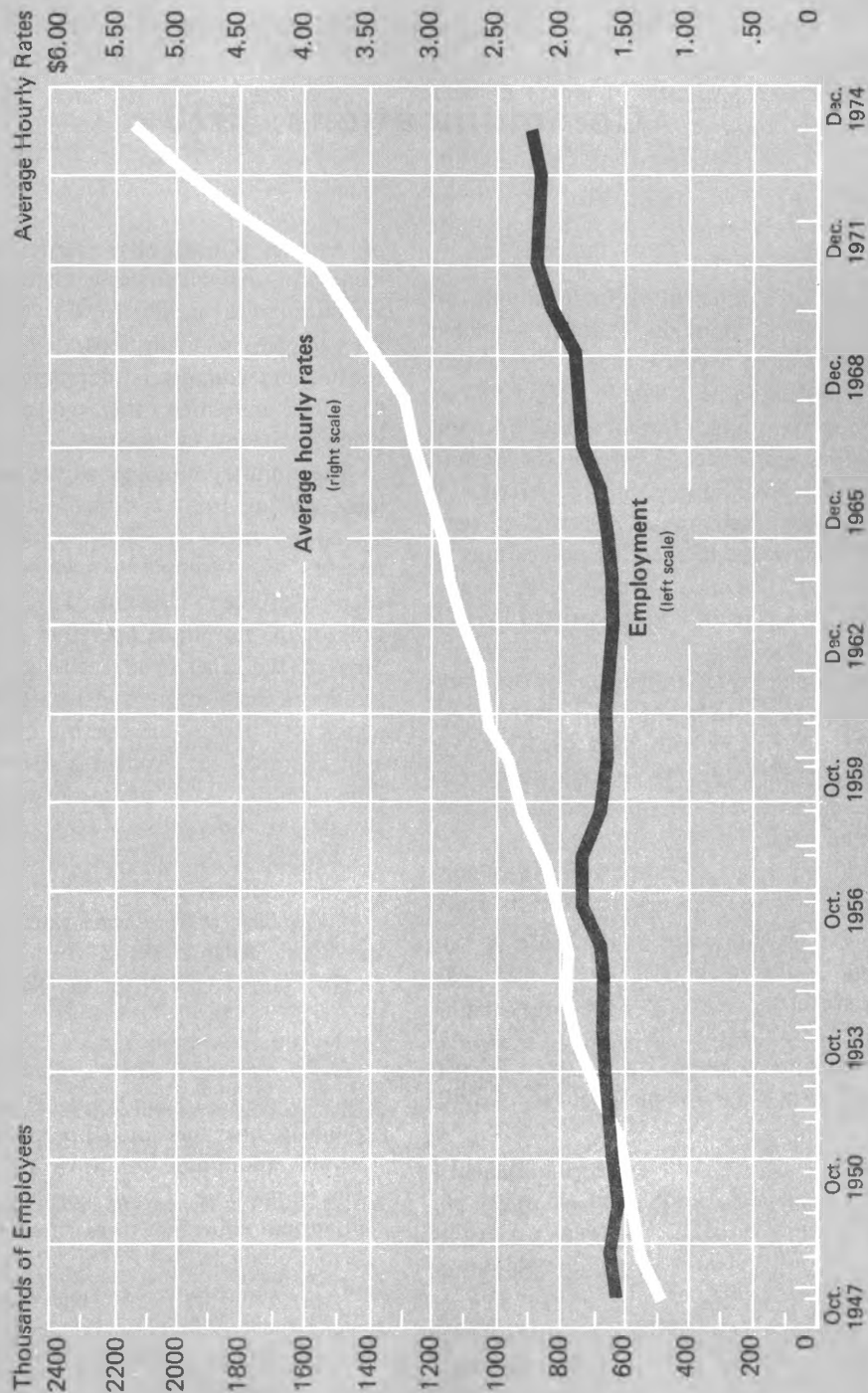
² See *Industry Wage Survey: Communications, 1972*, Bulletin 1828 (Bureau of Labor Statistics, 1974).

³ See Philip M. Doyle, "Increases average 11 percent in communications, 1970-73," *Monthly Labor Review*, January 1975, pp. 73-74.

⁴ The study was limited to those carriers (61) 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 7,900, were not included in the study.

⁵ The study covered about seven-eighths of the 991,300 workers in the Nation's telephone and telegraph communications industries at the time of the survey.

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947 - December 1973



The 40,743 employees of the American Telephone and Telegraph Company's Long Lines and Central Office departments were not tabulated by region, but were included in the U.S. totals; these workers averaged \$6.97 an hour.⁶

Regional differences in average wage rates varied by occupation. Central office repairers, for example, were more closely grouped than experienced switchboard operators and nonsupervisory clerical employees. (See table A.)

Carriers affiliated with the Bell System employed 94 percent of the workers studied nationwide, and at least 87 percent of those in each region. Bell System companies, which often serve an entire State or group of States, were generally much larger than other carriers. Fourteen of the 25 Bell carriers, for example, employed more than 25,000 workers whereas the largest of the 36 non-Bell companies had only 8,000 employees and 19 had fewer than 500 workers.

Table B. Pay levels of non-Bell carriers relative to Bell carriers (Bell carriers=100)

Occupational category	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory	77	81
Experienced switchboard operators	76	80
Central office repairers	83	86
PBX and station installers	80	81
Exchange repairers	88	89
Line workers	86	87

telephone carrier employees have increased at an average annual rate of 6 percent—from \$1.26 an hour to \$5.35. Total increases, however, were not uniform among major occupational groups. (See table C.)

Table C. Earnings in major job categories, October 1947 and December 1973

Item	Average hourly earnings		Percent increase 1947-73
	October 1947	December 1973	
Professional and semi-professional employees	\$2.72	\$8.64	218
Nonsupervisory clerical employees	1.13	4.09	262
Experienced switchboard operators .....	.97	3.80	292
Construction, installation, and maintenance workers	1.55	5.72	269

Shifts in the occupational composition of the industry have been responsible for about one-sixth of the \$4.09 an hour increase in average wage rates between 1947 and 1973.⁷ As table D illustrates, the proportion of higher-paid professional and semiprofessional workers has more than doubled during this period, but the lower-paid telephone operators have declined to less than one-half their 1947 share of the work force.

Regional relationships have changed little over the years. The highest averages generally continue to be recorded in the Middle Atlantic or Pacific regions and the lowest in the Southeast or South Central States. (See table E.)

⁶ Also included in U.S. totals only were non-Bell carriers in Hawaii, Puerto Rico, Virgin Islands, and Alaska.

⁷ Weighting occupational averages for 1973 by employment in 1947 results in an average of \$4.63 an hour instead of \$5.35.

Table A. Relative pay levels by occupation and region (Southeast=100)

Region	Clerical employees (nonsupervisory)	Experienced switchboard operators	Central office repairers
New England	108	106	106
Middle Atlantic	119	120	110
Great Lakes	106	108	107
Chesapeake	105	104	105
Southeast	100	100	100
North Central	100	103	106
South Central	101	99	102
Mountain	101	103	101
Pacific	115	114	110

Bell System employees had higher average wage rates than their non-Bell counterparts in nearly all of the occupational groups studied. (See tables 2 and 3.) In numerically important job categories, non-Bell hourly averages ranged from 76 to 88 percent of the corresponding Bell rates. These differences, however, narrowed when average weekly rates were compared, due to the longer workweeks at non-Bell carriers. (See table B.)

Trends in wages and employment. Average wage rates at the Nation's principal telephone carriers rose nearly 9 percent during 1973. This gain was the same as the one for 1972, which followed a record 15-percent increase in 1971. Since 1947, average wage rates for all

Table D. Composition of work force, October 1947 and December 1973

(Percent distribution)

Item	October 1947	December 1973
Total, all employees except officials and managerial assistants:		
Number	552,700	866,100
Percent	100	100
Professional and semi-professional	5	12
Clerical	17	22
Telephone operators	46	21
Construction, installation, and maintenance	23	34
All others	9	11
Men:		
Number	179,700	418,000
Percent	33	48
Women:		
Number	373,000	448,000
Percent	67	52

¹ Employment estimates were rounded to the nearest hundred.

Table E. Regional pay relatives for selected periods (National Average=100)

Region	October 1952	December 1962
New England	101	100
Middle Atlantic	104	107
Great Lakes	103	103
Chesapeake	99	97
Southeast	87	88
North Central	90	92
South Central	90	90
Mountain	87	91
Pacific	107	105
	December 1972	December 1973
New England	98	100
Middle Atlantic	109	110
Great Lakes	99	99
Chesapeake	94	96
Southeast	89	89
North Central	94	94
South Central	91	89
Mountain	92	92
Pacific	105	105

In December 1973, wage rates for Bell System employees averaged \$5.43 an hour—31 percent more than the \$4.16 recorded for employees of other carriers. Averages for both groups, however, rose at about the same pace in 1973, increasing 9 percent among Bell carriers and 8 percent at non-Bell carriers. Collective bargaining agreements negotiated in late summer 1971 provided much of the Bell System increase—\$8 a week for plant craft workers and \$5.50 a week for other employees, as well as cost-of-living adjustments based on the Bureau's Consumer Price Index.⁸

Since 1951, Bell System wage rates have increased at an average annual rate of 5.6 percent compared with 6.0 percent at other carriers.⁹ As a result, the gap between Bell and non-Bell average wage rates has narrowed from 43 percent in 1951 to 31 percent in 1973.

Employment in the telephone carriers studied increased 3 percent during 1973. This was the largest one-year rise since a 5-percent advance was recorded in 1970, and was more than double the gains reported for the previous 2 years combined. As in recent years, growth at non-Bell carriers outstripped the Bell System increase, 6 percent and 3 percent respectively, in 1973.

The 1973 employment total of 866,065 was 66 percent higher than the 552,704 workers reported by the first BLS survey in 1947. During that 26-year period, the trend has been generally upward, except for a decline of 85,000 workers between 1957 and 1962. The introduction of new and improved equipment, resulting in a sharp decline in the number of telephone operators, was largely responsible for that decrease.

Growth in telephone carrier employment has been accompanied by changes in the occupational makeup of the industry, as well as increases in the proportion of men employed. In 1947 men made up only one-third of the work force compared with nearly one-half in 1973. Part of this shift is explained by the relative growth

⁸ 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.

A new nationwide agreement reached in August 1974 and not included in the 1973 survey data provided an immediate wage increase of 7.1 percent to 10.7 percent and increases of 3.3 percent each in 1975 and 1976. The contract also provides annual cost-of-living adjustments of .6 percent plus 50 cents-per-week for each one percent rise in the Consumer Price Index. For details of this settlement see *Current Wage Developments* September 1974, page 1.

⁹ 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 carrier: from 1945 to 1965, see "Employment and Wage Trends in Bell System Companies," *Monthly Labor Review*, March 1967 pp. 38-41.)

in professional and semiprofessional positions, which were filled mostly by men.

In recent years, however, significant changes have occurred in the mix of men and women in individual job classifications. The number of male telephone operators, for example, has grown from 376 in 1970 to 7,352 in 1973—an 18-fold increase. Similarly, the number of women in construction, installation, and maintenance jobs has increased to 10,999 in 1973 from 2,273 in 1970, nearly a four-fold increase. A portion of this latter growth may be attributable to the consent decree entered into by the American Telephone and Telegraph Company (the Bell System), the Equal Employment Opportunity Commission (EEOC), and the U.S. Department of Labor.¹⁰ Under terms of the decree, AT&T agreed to provide more job opportunities for women and minorities, particularly in higher-paid craft positions. In return, the EEOC agreed to drop charges of discrimination against the company in a suit before the Federal Communications Commission.

Western Union Telegraph Company

Wage rates for Western Union's 13,999 nonmessenger employees averaged \$5.26 an hour in October 1973. (See table 5.) The 586 motor messengers averaged \$3.51 and the 224 foot and bicycle messengers \$2.15. The 1973 average was 7 percent higher than that recorded a year earlier for nonmessenger employees and 5 percent higher for motor messengers. The average rate of pay for foot and bicycle messengers, however, remained virtually unchanged, reflecting an increase in the proportion of part-time (nonunion) messengers who are paid the minimum rate for the job. This staffing change, due to office closures in territory represented by the Communications Workers of America, offset the across-the-board increases granted union employees between the two surveys.

Wage rates for Western Union bargaining unit employees are determined by labor agreements with the United Telegraph Workers (UTW) in all cities except the New York Metropolitan Area where agreements are with the Communications Workers of America (CWA).

Under terms of 3-year agreements negotiated in July 1973, workers in both the CWA and UTW bargaining units received overall wage and fringe benefit increases of 6.5 percent effective July 28, 1973. Also provided for were increases of 6.5 percent in 1974 and 5.5 percent in 1975, as well as a July 1975 cost-of-living adjustment based on the Bureau's Consumer Price Index.¹¹

Established wage rate ranges are provided for all classifications covered by UTW and CWA agreements. Advancements through the several progression steps

are automatic after specified periods of service for employees meeting requirements of the job. Differences between the starting and maximum rates for some occupations amounted to 75 cents an hour 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 the technical classifications and walking and bicycle messengers.

In October 1973, men made up three-fifths of Western Union's nonmessenger work force and were predominant among the professional and semiprofessional staff; sales personnel; construction, installation, and maintenance workers; and building service employees. Women, on the other hand, staffed most of the office clerical and telegraph operator positions. Messenger jobs were filled almost exclusively by men.

Average wage rates for numerically important occupational groups ranged from \$7.61 an hour for professional and semiprofessional employees to \$4.01 for telegraph operators. Construction, installation, and maintenance employees, about one-third of the nonmessenger employees, averaged \$5.94 an hour. Clerical positions, staffed by about two-fifths of the women, averaged \$4.80.

In a number of occupational categories, wage rates of the highest paid workers exceeded those of the lowest paid by \$2 an hour or more. In a few jobs, however, rates were relatively closely grouped. All operators in training, for example, had wage rates between \$2.50 and \$3 an hour, and two-thirds of the traffic department clerical employees earned between \$4 and \$4.25 an hour. Rates for all of the foot and bicycle messengers were between \$1.80 and \$2.50 and almost four-fifths of the motor messengers earned \$3.25 to \$3.75 an hour.

The 7-percent increase in average rates for nonmessenger employees between October 1972 and October 1973 followed an increase of 14 percent during the October 1971-72 period. The average rate of \$5.26 an hour in 1973 was 401 percent above the \$1.05 an hour average recorded by the first survey in 1947. Changes in the occupational composition of the company's work force accounted for 65 cents of the \$4.21 increase in average rates over the 26-year period.¹² Since 1947,

¹⁰ As reported in *Fair Employment Practices*, 431-73 (The Bureau of National Affairs, Inc., 1973).

¹¹ All percentage adjustments under the agreements are based on July 27, 1973, levels.

The cost-of-living clause calls for an increase of 1 cent-per-hour in wage rates for each 0.4 point increase in the CPI between January 1974 and June 1975. This adjustment, which will become effective July 28, 1975, is limited to a maximum of 25 cents-per-hour.

¹² Weighting occupational averages for 1973 by occupational employments in 1947 results in an average of \$4.61 instead of \$5.26.

Table F. Average hourly rates in major job categories, Western Union Telegraph Company, selected periods, and percent increase October 1947 to October 1973

Occupational group	Average hourly rates, October			Percent increase Oct. 1947-Oct. 1973
	1947	1963	1973	
All employees, except officials, managerial assistants, and messengers	\$1.05	\$2.71	\$5.26	401
Professional and semiprofessional	2.26	4.46	7.61	236
Telegraph office superintendents and managers	1.07	2.69	5.11	378
Sales employees	1.45	3.66	6.19	327
Clerical employees . . . . .	.99	2.58	4.80	385
Nonsupervisory . . . . .	.99	2.45	4.47	352
Telegraph operators . . . . .	.94	2.34	4.01	327
Construction, installation, and maintenance employees . . .	1.26	3.06	5.94	371
Traffic testing and regulating employees	1.43	3.11	5.81	306
Subscribers' equipment maintainers	1.23	3.07	5.78	370
Messengers . . . . .	.69	1.53	3.19	362
Motor . . . . .	.87	2.00	3.51	303
Walking and bicycle . . . . .	.65	1.26	2.15	231

increases in average wage rates for major occupational groups have ranged from 231 to 385 percent. (See table F.)

Increases in average pay rates between 1972 and 1973 were not uniform among the occupational groups studied, ranging from 3 percent for professional and semiprofessional employees to 12 percent for telegraph office superintendents and managers. Construction, installation, and maintenance workers, the largest group studied, increased 8 percent and average rates for telegraph operators were up 6 percent; clerical employees, 9 percent; and building service employees, 10 percent. Average rates for sales personnel, on the other hand, declined 2 percent, apparently the result of a large number of new entrants who were paid at the low end of the rate range for the category. Changes in average wage rates reflect not only general wage changes, but also such shifts in the distribution of workers over rate ranges, which apply to most jobs.

Total employment at Western Union declined for the fifth consecutive year, decreasing 2,083 workers or about 12 percent.¹³ The October 1973 work force of 14,809 was only one-fourth as large as that recorded by the first survey in 1947. The decrease in the 1972-73 period, however, was considerably smaller than the 15 percent reported in 1970-71 and 17 percent in 1971-72. The current declines were not uniform among the occupational groups studied, as the number of telegraph office superintendents and managers, for example, dropped 37 percent, while the number of telegraph operators dipped only 5 percent. Decreases of about 20 percent

¹³ Exclusive of officials and managerial assistants.

each were noted in the building service, clerical, and professional and semiprofessional categories. The sales staff, on the other hand, increased 31 percent. Such year-to-year changes have brought about dramatic shifts in the occupational composition of the work force during the 26-year period covered by these surveys. (See table G.)

Table G. Composition of work force, Western Union Telegraph Company, selected periods

Occupational group	October		
	1947	1963	1973
All employees, except officials and managerial assistants: ¹			
Number	53,100	27,700	14,800
Percent	100	100	100
Percent of employees classified as:			
Professional and semiprofessional	2	4	6
Telegraph office superintendents and managers	8	10	4
Sales employees	(²)	1	5
Clerical employees	19	22	21
Telegraph operators	34	25	23
Construction, installation, and maintenance employees	13	20	34
Messengers, motor	3	5	4
Messengers, walking and bicycle	18	11	2
Others	3	2	1

¹ Employment estimates were rounded to the nearest hundred.

² Less than 0.5 percent.

International telegraph carriers

Wage rates at the four international telegraph carriers averaged \$6.19 an hour in October 1973—up 8 percent from a year earlier. (See table 6.) The average rate for nonmessenger employees rose 6 percent to \$6.33 compared with an increase of less than 1 percent for messengers, who averaged \$2.33 an hour in October 1973.

Total employment of the four carriers rose for the first time since 1969, increasing by about 1 percent to 4,730 workers in October 1973.¹⁴ Growth, however, was centered in only three occupational groups: The professional and semiprofessional staff; sales employees; and construction, installation, and technical workers. Among the other occupational categories studied, employment declines ranged from 1 percent for clerical employees to 23 percent for office or station superintendents and managers. Messenger employment dropped 11 percent during the October 1972-73 period.

In October 1973, men made up slightly more than four-fifths of the work force, and were 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 \$5.47 and \$5.07 an hour respectively. Mechanics and maintenance technicians, a major classification for men, averaged \$6.25.

Included in the study are carriers engaged in non-vocal international telegraph communication either by radio or 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.

¹⁴ The study excluded 106 officials and assistants and approximately 1,300 employees working outside the United States. The study covered international telegraph carriers whose annual operating revenues are over \$50,000.

Table 1. Telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1973

Occupational group	Number of employees			Average sched- uled weekly hours	Average hourly rate ²	Percent of employees receiving—														
	Total	Men	Women			Under	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	and
						\$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	over	
All employees except officials and managerial assistants-----	866,065	418,037	448,028	38.4	\$5.35	(³)	0.1	0.1	0.4	1.3	2.9	3.5	4.5	6.8	8.6	8.6	6.7	5.2	51.3	
Part time-----	19,314	2,316	16,998	23.2	3.65	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time-----	846,751	415,721	431,030	38.8	5.37	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees-----	102,490	73,295	29,195	38.0	8.64	-	-	(³)	(³)	.2	.3	.4	.4	.7	1.4	2.4	1.5	1.0	91.7	
Drafters-----	3,926	929	2,997	38.4	4.25	-	-	.1	.4	2.9	4.4	5.5	5.6	9.0	18.3	20.1	8.1	2.8	23.0	
Others-----	98,564	72,366	26,198	38.0	8.81	-	-	-	-	-	.2	.2	.2	.4	.8	1.7	1.2	1.0	94.4	
Business office and sales employees-----	71,034	19,622	51,412	37.9	5.64	-	-	-	.3	.7	.9	1.8	2.9	3.8	7.1	9.6	13.2	11.2	48.4	
Supervisors-----	13,759	6,208	7,551	38.2	8.08	-	-	-	-	-	-	.1	.1	.2	.2	.4	.3	.6	98.2	
Nonsupervisory employees-----	57,275	13,414	43,861	37.9	5.05	-	-	-	.4	.8	1.2	2.3	3.6	4.6	8.8	11.9	16.3	13.7	36.5	
Clerical employees-----	187,438	14,918	172,520	37.9	4.29	(³)	(³)	.1	.4	1.8	3.9	4.9	6.0	9.2	14.2	19.3	12.1	7.4	20.6	
Supervisors-----	14,603	3,313	11,290	38.1	6.61	-	-	-	-	-	-	-	.1	.2	.4	.7	1.6	2.9	93.9	
Nonsupervisory employees-----	172,835	11,605	161,230	37.9	4.09	(³)	(³)	.1	.5	1.9	4.3	5.4	6.5	9.9	15.3	20.9	13.0	7.8	14.4	
Commercial department-----	32,799	1,317	31,482	37.6	3.93	-	-	.2	.4	2.2	6.5	8.4	8.4	10.6	14.8	19.8	12.8	7.4	8.4	
Traffic department-----	26,373	561	25,812	38.2	4.13	-	-	-	.2	.9	1.9	2.7	4.6	9.8	17.5	24.7	18.5	9.5	9.6	
Plant department-----	49,571	4,567	45,004	38.5	4.08	-	.1	.1	.5	2.3	3.9	4.8	6.4	11.7	19.5	21.6	6.8	6.2	16.2	
Accounting department-----	32,336	2,584	29,752	37.5	4.14	-	-	.1	.5	1.7	3.9	4.6	5.6	8.2	11.2	20.3	18.8	9.1	16.0	
All other departments-----	31,756	2,576	29,180	37.4	4.20	(³)	-	.1	.6	2.1	4.9	6.1	7.4	8.5	11.7	18.2	12.4	7.7	20.2	
Telephone operators-----	184,991	7,352	177,639	37.0	3.91	-	-	.2	.4	1.1	3.7	8.2	8.1	9.4	15.6	17.5	10.2	6.8	40.0	
Chief operators-----	10,228	120	10,108	38.3	6.44	-	-	-	-	-	-	.1	.5	.8	.8	1.2	2.7	3.8	89.8	
Service assistants and instructors-----	12,658	129	12,529	37.6	4.70	-	-	-	-	.1	.2	.5	1.7	3.2	11.6	21.1	18.5	11.8	31.2	
Experienced switchboard operators-----	133,230	1,383	131,847	36.9	3.80	-	.3	.4	1.4	1.8	4.6	6.8	10.1	19.8	22.2	11.1	7.1	4.0	10.4	
Operators in training-----	26,834	5,683	12,151	36.6	3.07	-	-	.8	.2	16.4	33.5	21.3	13.7	7.5	3.6	1.6	.7	.4	3	
Other switchboard employees-----	2,041	37	2,007	38.2	4.40	-	-	-	-	.1	.1	.5	1.0	3.1	11.9	42.8	19.5	4.9	15.9	
Construction, installation, and maintenance employees-----	291,601	280,602	10,999	39.9	5.72	-	.1	(³)	.1	.2	.3	1.1	1.9	2.2	2.1	2.7	3.4	4.5	81.4	
Supervisors of telephone craft workers-----	44,660	44,049	611	39.6	8.04	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	39.5	
Central office craft workers-----	97,614	88,856	8,758	40.0	5.45	-	.1	.1	.1	.1	.3	.5	.8	1.3	1.7	3.0	4.2	5.6	82.4	
Test-board and repeater workers-----	21,492	20,207	1,285	40.0	5.69	-	-	-	.1	.1	.2	.2	.5	.9	1.7	1.9	2.4	3.7	91.8	
Central office repairers-----	70,967	63,744	7,223	40.0	5.42	-	.1	.1	.1	.3	.5	.8	1.4	1.9	3.0	3.8	6.6	81.4		
Others-----	5,155	4,905	250	39.8	4.86	-	1.1	-	.2	.3	.6	1.9	2.3	2.0	2.3	9.1	18.2	5.1	56.7	
Installation and exchange repair craft workers-----	100,498	99,660	838	40.0	5.31	-	.1	(³)	.1	.2	.3	1.4	2.4	2.9	2.4	2.7	3.5	4.4	79.6	
PBX and station installers-----	44,619	44,074	545	40.0	5.20	-	.1	.1	.2	.3	.4	1.8	3.4	3.8	3.2	3.4	4.4	5.7	73.3	
Exchange repairers-----	26,628	26,541	87	40.0	5.54	-	-	-	-	-	.4	1.0	1.8	1.3	1.5	2.0	3.7	88.3		
Others-----	29,251	29,045	206	40.1	5.26	-	.2	-	-	.3	.3	1.6	2.0	2.6	2.0	2.8	3.5	3.3	81.4	
Line, cable, and conduit craft workers-----	48,788	48,006	782	40.0	5.01	-	.2	(³)	.1	.3	.7	3.0	5.0	4.8	4.2	4.6	4.6	6.2	66.3	
Line workers-----	14,863	14,704	159	40.1	4.54	-	.1	-	.2	.6	1.9	6.5	10.7	8.7	6.4	5.7	5.6	5.7	47.9	
Cable splicers-----	30,387	30,275	112	40.0	5.29	-	.2	-	.1	.1	.1	.7	1.5	2.4	2.6	3.5	3.9	5.6	79.2	
Cable splicers' helpers-----	1,716	1,653	63	40.0	3.97	-	-	.1	.1	.5	1.3	12.2	14.7	14.7	11.4	8.9	8.2	18.5	9.4	
Laborers-----	41	31	10	40.0	4.93	-	-	-	-	-	-	-	4.9	4.9	2.4	2.4	2.4	-	82.9	
Building, supplies, and motor vehicle employees-----	26,187	20,639	5,548	38.6	4.83	(³)	.1	.3	.6	1.2	2.1	4.5	8.0	9.1	9.1	9.0	7.8	6.6	41.7	
Supervisors-----	3,441	3,082	359	39.2	7.68	-	-	-	-	-	-	-	.1	.1	.6	.7	1.8	1.3	95.3	
Mechanics-----	4,621	4,602	19	39.7	5.41	-	-	-	.1	.2	.6	.8	1.6	2.9	4.1	4.0	5.8	79.7		
Other building service employees-----	10,102	5,484	4,618	37.2	3.79	(³)	.1	.6	1.6	2.3	3.5	7.7	16.0	17.5	16.0	14.1	9.0	4.9	5.8	
Other supplies and motor vehicle employees-----	8,023	7,471	552	39.6	4.52	-	-	.1	.1	.9	2.2	4.5	5.5	6.7	7.5	8.9	9.9	11.6	42.0	
All employees not elsewhere classified-----	2,324	1,609	715	37.8	5.59	.1	-	.2	.6	1.1	2.6	2.3	4.9	3.0	4.7	5.3	7.4	8.6	59.0	

¹ Covers 61 telephone carriers which have annual operating revenues exceeding \$1 million. 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 System Telephone Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1973

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—													
	Total	Men	Women			\$1.60 and under \$1.80	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75 and over
All employees except officials and managerial assistants -----	812,839	389,438	423,401	38.3	\$5.43	-	(³)	(³)	(³)	0.9	2.6	3.2	4.2	6.8	8.7	8.9	6.8	5.3	52.3
Part time -----	17,401	2,011	15,390	23.3	3.76	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time -----	795,437	387,426	408,011	38.7	5.45	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees -----	96,835	68,601	28,234	37.9	8.80	-	-	-	-	.1	.2	.3	.3	.6	1.3	2.4	1.4	.9	92.4
Drafters -----	3,502	616	2,886	38.1	4.25	-	-	-	-	2.5	4.2	5.5	4.5	8.9	19.5	22.0	7.9	2.7	22.3
Others -----	93,333	67,985	25,348	37.9	8.97	-	-	-	-	-	.1	.1	.3	.7	1.7	1.2	.9	95.0	
Business office and sales employees -----	68,035	19,098	48,937	37.8	5.72	-	-	-	-	.2	.6	1.6	2.5	3.6	6.9	9.7	13.6	11.6	49.7
Supervisors -----	13,249	5,950	7,299	38.1	8.17	-	-	-	-	-	-	-	-	-	.1	.2	.6	99.1	
Nonsupervisory employees -----	54,786	13,148	41,638	37.8	5.12	-	-	-	-	.2	.7	2.0	3.0	4.5	8.6	12.0	16.8	14.3	37.7
Clerical employees -----	177,522	13,919	163,603	37.8	4.35	-	-	-	-	1.1	3.4	4.5	5.4	9.1	14.6	20.0	12.6	7.7	21.4
Supervisors -----	14,118	3,103	11,015	38.0	6.66	-	-	-	-	-	-	-	-	.1	.5	1.5	2.7	95.1	
Nonsupervisory employees -----	163,404	10,816	152,588	37.8	4.15	-	-	-	-	1.2	3.7	4.8	5.8	9.9	15.9	21.7	13.6	8.2	15.0
Commercial department -----	31,128	1,237	29,891	37.6	3.97	-	-	-	-	1.5	5.9	7.8	7.8	10.9	15.4	20.7	13.4	7.8	8.8
Traffic department -----	25,401	503	24,898	38.2	4.16	-	-	-	-	.5	1.5	2.2	4.0	9.7	18.0	25.4	19.1	9.9	9.8
Plant department -----	46,525	4,340	42,185	38.5	4.14	-	-	-	-	1.6	3.2	4.2	5.4	11.6	20.5	22.7	7.2	6.6	17.0
Accounting department -----	30,844	2,469	28,375	37.3	4.19	-	-	-	-	1.1	3.5	4.1	5.0	8.1	11.4	21.2	19.5	9.5	16.6
All other departments -----	29,506	2,267	27,239	37.2	4.27	-	-	-	-	1.3	4.4	5.7	7.0	8.4	11.9	18.8	13.0	8.1	21.4
Telephone operators -----	173,514	7,105	166,409	36.8	3.97	-	-	-	0.1	3.0	8.0	7.7	9.4	16.2	18.2	10.7	7.2	4.2	15.4
Chief operators -----	9,590	98	9,492	38.2	6.56	-	-	-	-	-	-	.1	.1	.2	.4	.8	2.4	3.5	92.5
Service assistants and instructors -----	12,082	121	11,961	37.5	4.73	-	-	-	-	-	.2	.3	1.1	3.1	10.9	21.0	19.1	12.3	31.9
Experienced switchboard operators -----	123,360	1,189	122,171	36.7	3.87	-	-	-	.1	.6	4.0	6.2	10.1	20.7	23.5	11.8	7.6	4.3	11.1
Operators in training -----	26,472	5,673	20,799	36.6	3.07	-	-	-	.2	16.5	33.8	21.5	13.9	7.6	3.6	1.6	.7	.3	1.3
Other switchboard employees -----	2,010	24	1,986	38.1	4.40	-	-	-	-	-	.1	.3	.8	3.2	12.0	43.3	19.8	4.8	15.6
Construction, installation, and maintenance employees -----	270,584	260,268	10,316	39.9	5.80	-	-	-	(³)	(³)	.1	.9	1.7	2.0	1.9	2.5	3.1	4.3	83.4
Supervisors of telephone craft workers -----	42,146	41,568	578	39.5	8.16	-	-	-	-	-	-	-	-	(³)	(³)	(³)	(³)	(³)	99.9
Central office craft workers -----	91,170	82,863	8,307	39.9	5.52	-	-	-	-	.1	.2	.6	.6	1.1	1.5	2.8	5.9	5.4	84.4
Test-board and repeater workers -----	20,823	19,605	1,218	39.9	5.73	-	-	-	-	-	.1	.1	.5	.9	1.6	1.8	2.1	92.9	
Central office repairers -----	67,097	60,034	7,063	39.9	5.48	-	-	-	-	.1	.3	.7	1.3	1.8	2.7	3.5	6.5	83.1	
Others -----	3,250	3,224	26	39.8	5.02	-	-	-	-	.1	.2	.1	.5	.6	11.5	25.4	5.8	55.8	
Installation and exchange repair craft workers -----	92,600	91,866	734	40.0	5.37	-	-	-	.1	.1	1.2	2.1	2.7	2.1	2.4	3.2	4.2	82.0	
PBX and station installers -----	40,544	40,024	520	40.0	5.30	-	-	-	-	-	1.4	3.1	3.4	2.7	2.9	3.9	5.3	77.2	
Exchange repairers -----	25,446	25,410	36	40.0	5.57	-	-	-	-	-	.3	1.0	1.8	1.3	1.4	1.8	3.4	89.1	
Others -----	26,610	26,432	178	40.0	5.30	-	-	-	.3	.3	1.7	1.8	2.5	1.8	2.6	3.3	3.2	82.4	
Line, cable, and conduit craft workers -----	44,667	43,970	697	40.0	5.08	-	-	(³)	.3	.3	1.7	1.8	2.7	4.6	4.0	4.4	6.3	68.7	
Line workers -----	12,814	12,728	86	40.0	4.63	-	-	-	-	.4	2.7	4.6	4.6	4.0	4.4	4.4	6.3	68.7	
Cable splicers -----	28,422	28,321	101	40.0	5.35	-	-	-	-	1.0	6.2	10.2	8.5	6.1	5.5	5.6	5.9	50.9	
Cable splicers' helpers -----	1,637	1,575	62	40.0	4.00	-	-	-	.1	1.2	10.9	14.5	15.2	11.7	9.0	8.2	19.4	9.7	
Others -----	1,794	1,346	448	39.8	5.04	-	-	-	-	.8	3.2	6.2	4.1	5.9	10.2	4.3	9.3	56.0	
Laborers -----	1	1	-	40.0	3.38	-	-	-	-	-	-	100.0	-	-	-	-	-	-	
Building, supplies, and motor vehicles employees -----	24,274	19,028	5,246	38.5	4.91	-	(³)	0.1	.1	.6	1.6	3.6	8.1	9.4	9.2	8.0	6.9	43.2	
Supervisors -----	3,304	2,949	355	39.2	7.77	-	-	-	-	-	-	.1	.1	.5	.6	1.5	1.3	96.0	
Mechanics -----	4,399	4,391	8	39.6	5.45	-	-	-	-	-	-	.2	.7	1.6	2.6	4.0	5.5	81.4	
Other building service employees -----	9,292	4,902	4,390	36.9	3.86	-	0.1	.2	.2	1.2	2.6	6.3	16.7	18.8	17.1	10.7	5.2	5.9	
Other supplies and motor vehicle employees -----	7,279	6,786	493	39.6	4.56	-	-	-	.5	2.1	3.7	5.3	6.3	7.1	8.7	10.0	12.3	43.9	
All employees not elsewhere classified -----	2,075	1,419	656	38.6	5.58	-	-	-	.8	1.6	1.7	4.7	2.9	4.8	5.7	7.9	9.2	60.7	

¹ Covers 25 Bell System telephone carriers which have annual operating revenues exceeding \$1 million. These carriers are engaged in interstate or foreign communication service by means of 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 3. Non-Bell Telephone Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1973

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—														
	Total	Men	Women			\$1.60 and under	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75 and over	
						\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	over	
All employees except officials and managerial assistants	53,226	28,599	24,627	39.9	\$4.16	(³)	1.4	2.0	6.0	7.4	6.9	8.0	8.6	6.3	6.0	5.1	4.2	3.5	34.7	
Part time	1,913	305	1,608	22.5	2.61	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time	51,313	28,294	23,019	40.5	4.19	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees	5,655	4,694	961	40.1	5.97	-	-	.1	.4	1.1	1.5	1.6	2.4	2.5	3.1	2.3	3.1	2.8	79.2	
Drafters	424	313	111	41.0	4.17	-	-	-	.9	3.5	6.1	6.4	5.4	14.2	9.2	8.0	4.2	9.7	3.3	29.0
Others	5,231	4,381	850	40.0	6.12	-	-	-	-	.1	.7	1.1	1.3	1.4	2.0	2.8	2.1	2.6	2.7	83.2
Business office and sales employees	2,999	524	2,475	40.1	3.88	-	.2	-	-	6.9	11.5	8.6	7.0	13.2	7.1	11.9	7.8	3.7	1.1	20.3
Supervisors	510	258	252	40.3	5.82	-	-	-	-	-	.4	-	1.8	2.5	4.1	3.9	7.8	3.5	1.6	74.3
Nonsupervisory employees	2,489	266	2,223	40.0	3.48	-	.2	.8	8.4	13.7	10.4	8.1	15.4	7.7	13.5	7.8	3.7	1.0	9.2	
Clerical employees	9,916	999	8,917	39.5	3.30	0.1	.8	1.8	7.7	12.6	12.9	13.7	17.9	10.0	6.6	5.7	2.5	1.4	6.2	
Supervisors	485	210	275	40.0	5.23	-	-	-	.2	-	-	1.0	1.2	2.7	5.8	8.7	8.7	5.8	8.2	57.7
Nonsupervisory employees	9,431	789	8,642	39.5	3.20	.1	.9	1.9	8.1	13.3	13.5	14.3	18.7	10.3	6.5	5.5	2.3	1.1	3.6	
Commercial department	1,671	80	1,591	37.9	3.04	-	.7	3.7	8.2	15.9	17.1	18.9	20.6	5.4	4.8	2.5	.8	.6	.8	
Traffic department	972	58	914	39.6	3.35	-	.2	.5	5.9	10.4	12.9	14.1	21.7	12.2	4.7	7.2	3.2	.9	6.1	
Plant department	3,046	227	2,819	39.5	3.17	-	1.5	1.4	7.3	12.3	14.0	13.5	22.0	13.3	5.4	4.5	.5	.3	3.9	
Accounting department	1,492	115	1,377	40.9	3.16	-	.6	2.2	10.0	14.3	13.2	15.5	17.6	9.3	7.2	2.7	3.9	1.1	2.4	
All other departments	3,250	309	1,941	39.7	3.31	.2	.5	1.6	8.8	13.1	10.8	11.3	12.2	9.5	9.6	10.4	4.5	2.4	4.8	
Telephone operators	11,477	247	11,230	38.9	3.09	-	3.2	5.9	15.6	15.0	11.7	12.9	9.9	7.8	6.6	3.5	1.6	.7	5.4	
Chief operators	638	22	616	40.2	4.72	-	-	-	-	-	4.5	4.8	6.4	8.9	6.9	8.2	8.2	7.2	48.9	
Service assistants and instructors	576	8	568	40.3	4.02	-	-	-	-	1.4	1.4	4.9	13.0	6.1	26.0	22.9	6.8	1.2	16.3	
Experienced switchboard operators	9,870	194	9,676	38.7	2.93	-	3.7	4.7	18.1	17.2	12.9	14.3	10.3	8.2	5.6	2.1	.8	.1	1.9	
Operators in training	362	10	352	39.6	2.69	-	-	58.0	1.4	3.9	10.5	8.3	1.1	-	3.9	-	3.9	5.2	3.9	
Other switchboard employees	31	13	18	40.9	4.47	-	-	-	-	9.7	-	12.9	9.7	-	-	12.9	3.2	16.1	35.5	
Construction, installation, and maintenance employees	21,017	20,334	683	40.6	4.68	-	1.4	.5	1.1	1.9	2.6	3.8	4.7	5.1	5.9	6.6	6.4	6.4	55.3	
Supervisors of telephone craft workers	2,514	2,481	33	40.1	6.13	-	-	-	-	-	.1	.7	.5	1.1	2.2	.7	.8	1.2	92.7	
Central office craft workers	6,444	5,993	451	40.8	4.57	-	1.9	1.0	1.2	1.6	3.2	4.1	3.4	3.8	4.0	6.4	7.9	7.8	53.9	
Test-board and repeater workers	669	602	67	41.6	4.61	-	.3	.4	1.8	2.1	4.9	4.2	2.7	2.1	1.5	6.1	5.4	12.6	55.9	
Central office repairers	3,870	3,710	160	41.2	4.55	-	1.6	1.5	1.4	1.9	3.7	3.6	2.1	3.6	3.8	7.2	9.3	8.9	51.4	
Others	1,905	1,681	224	39.7	4.61	-	2.9	.1	.5	.8	1.6	4.8	6.1	4.7	5.1	5.0	5.9	4.0	58.3	
Installation and exchange repair craft workers	7,898	7,794	104	40.7	4.56	-	1.2	.4	1.1	1.9	2.1	3.5	4.9	5.4	5.9	6.6	7.5	7.6	52.0	
PBX and station installers	4,075	4,050	25	40.2	4.25	-	1.2	.7	1.9	3.3	3.6	5.7	6.6	7.4	8.4	8.3	9.5	9.3	34.3	
Exchange repairers	1,182	1,131	51	40.6	4.89	-	-	-	-	-	.3	2.0	2.3	1.4	1.4	4.1	5.6	10.9	72.0	
Others	2,641	2,613	28	41.5	4.88	-	1.8	-	.4	.5	.6	.8	3.4	4.1	4.1	5.1	5.2	3.5	70.4	
Line, cable, and conduit craft workers	4,121	4,036	85	40.5	4.21	-	2.0	.4	1.4	3.3	4.2	6.1	8.9	7.1	6.9	7.0	6.6	5.0	41.0	
Line workers	2,049	1,976	73	40.6	3.97	-	.8	.2	1.2	4.1	7.4	8.8	13.5	9.6	8.7	6.8	5.5	4.7	28.6	
Cable splicers	1,965	1,954	11	40.5	4.50	-	3.4	.7	1.6	1.9	1.0	1.8	3.9	4.8	5.3	7.5	7.8	5.8	54.7	
Cable splicers'helpers	79	78	1	40.0	3.35	-	-	1.3	1.3	11.4	2.5	38.0	20.3	3.8	5.1	5.1	7.6	-	3.8	
Others	28	-	-	40.0	3.80	-	-	-	10.7	28.6	-	25.0	-	-	-	3.6	-	-	32.1	
Laborers	40	30	10	40.0	4.97	-	-	-	-	-	-	-	2.5	5.0	2.5	2.5	2.5	-	85.0	
Building, supplies, and motor vehicle employees	1,913	1,611	302	39.8	3.79	.1	.5	3.0	7.9	8.4	7.5	15.9	6.8	5.4	7.5	6.5	5.0	3.6	22.0	
Supervisors	137	133	4	40.6	5.66	-	-	-	.7	.7	.7	1.5	2.2	4.4	2.2	7.3	1.5	78.8		
Mechanics	222	211	11	41.0	4.53	-	.5	.9	.9	2.3	4.5	9.5	2.7	1.4	8.6	6.3	4.5	11.7	46.4	
Other building service employees	810	582	228	39.6	3.04	.1	.9	5.9	17.5	14.9	13.2	24.2	8.5	2.2	3.3	2.5	1.1	.9	4.7	
Other supplies and motor vehicle employees	744	685	59	39.4	4.04	-	.1	.9	.9	4.6	3.4	11.7	7.1	10.6	12.2	11.8	8.9	4.6	23.1	
All employees not elsewhere classified	249	190	59	31.3	5.67	1.2	-	2.0	5.2	3.2	11.2	7.2	6.8	3.6	3.6	2.4	4.0	4.4	45.0	

¹ Covers 36 non-Bell telephone carriers which have annual operating revenues exceeding \$1 million. 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 the rounding, sums of individual items may not equal 100.

Table 4. All and Bell System Telephone Carriers: Average hourly rates² of employees in selected occupations by region, December 1973

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All carriers																				
All employees except officials and managerial assistants ⁴	866,065	\$5.35	62,342	\$5.34	158,206	\$5.88	144,117	\$5.31	49,996	\$5.16	127,801	\$4.76	27,901	\$5.04	82,701	\$4.77	42,109	\$4.92	121,007	\$5.61
Cable splicers	30,387	5.29	2,359	5.21	6,262	5.56	4,549	5.44	1,825	5.43	6,286	5.13	1,155	5.13	2,010	4.73	1,295	4.76	3,857	5.54
Cable splicers' helpers	1,716	3.97	90	4.77	526	4.37	176	4.10	107	4.21	352	3.53	1	5.35	366	3.54	-	-	12	4.97
Central office repairers	70,967	5.42	3,977	5.44	13,700	5.60	10,408	5.48	4,102	5.35	8,835	5.11	1,994	5.42	7,592	5.19	2,823	5.15	10,932	5.61
Clerical (nonsupervisory)	172,835	4.09	12,893	4.05	31,540	4.47	27,886	3.98	10,344	3.93	22,194	3.76	5,765	3.76	14,316	3.81	8,602	3.81	29,076	4.31
Exchange repairers	26,628	5.54	950	5.56	5,610	5.76	6,082	5.68	899	5.70	3,954	5.04	423	5.52	3,593	5.47	1,139	5.20	3,584	5.65
Experienced switchboard operators	133,230	3.80	9,505	3.75	23,831	4.25	21,419	3.84	8,257	3.68	22,661	3.54	4,506	3.63	15,935	3.50	6,193	3.63	17,258	4.05
Line workers	14,863	4.54	1,061	5.22	2,416	5.18	2,437	4.71	895	4.22	3,214	3.91	551	4.38	1,784	4.07	841	4.24	1,503	5.11
Mechanics, building and motor vehicle service	4,621	5.41	467	5.00	1,179	5.69	1,159	5.48	309	5.36	271	5.15	93	5.10	198	5.32	162	4.62	610	5.38
PBX and station installers	44,619	5.20	1,648	5.35	8,654	5.63	8,990	5.39	2,647	4.96	7,096	4.58	998	5.37	5,748	5.06	2,194	4.79	6,150	5.50
Test-board and repeater workers	21,492	5.69	2,034	5.42	3,043	5.94	2,489	5.81	742	5.84	2,984	5.45	336	5.63	1,214	5.52	656	5.49	2,338	5.88
Bell System carriers																				
All employees except officials and managerial assistants ⁴	812,839	5.43	62,296	5.34	156,604	5.91	125,659	5.48	44,795	5.35	125,273	4.79	27,738	5.05	74,758	4.85	11,781	4.92	113,192	5.67
Cable splicers	28,422	5.35	2,357	5.21	6,197	5.56	3,844	5.59	1,633	5.58	6,228	5.14	1,154	5.14	1,654	4.82	1,291	4.76	3,625	5.56
Cable splicers' helpers	1,637	4.00	90	4.77	526	4.37	165	4.11	107	4.21	350	3.54	1	5.35	305	3.62	-	-	7	5.08
Central office repairers	67,097	5.48	3,972	5.45	13,501	5.61	9,020	5.60	3,469	5.56	8,553	5.14	1,994	5.42	7,294	5.20	2,767	5.15	10,630	5.61
Clerical (nonsupervisory)	163,404	4.15	12,877	4.05	31,195	4.50	24,763	4.09	9,381	4.04	21,678	3.78	5,726	3.76	13,064	3.88	8,565	3.81	27,483	4.35
Exchange repairers	25,446	5.57	950	5.56	5,610	5.76	5,815	5.75	899	5.70	3,954	5.04	423	5.52	3,584	5.48	1,138	5.20	3,073	5.76
Experienced switchboard operators	123,360	3.87	9,505	3.75	23,541	4.28	18,020	4.02	7,177	3.87	22,272	3.56	4,469	3.63	14,462	3.57	6,102	3.64	15,654	4.12
Line workers	12,814	4.63	1,055	5.22	2,333	5.22	1,611	5.02	658	4.57	3,139	3.92	545	4.39	1,400	4.24	827	4.24	1,200	5.18
Mechanics, building and motor vehicle service	4,399	5.45	467	5.00	1,164	5.72	1,085	5.59	300	5.41	266	5.17	93	5.10	192	5.34	160	4.63	5,559	5.48
PBX and station installers	40,544	5.30	1,648	5.35	8,523	5.64	7,794	5.52	1,920	5.39	6,821	4.60	974	5.40	4,828	5.23	2,174	4.79	5,861	5.50
Test-board and repeater workers	20,823	5.73	2,033	5.42	3,005	5.98	2,292	5.89	692	5.95	2,903	5.49	336	5.63	1,137	5.56	648	5.50	2,230	5.90

¹ Covers telephone carriers which have operating revenues exceeding \$1 million. 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 Includes data for employees in Alaska, Hawaii, Puerto Rico and the Virgin Islands; and employees of the American Telephone and Telegraph Company which are excluded from the regional tabulations. (For scope of survey, see appendix.)

⁴ Includes employees in occupations in addition to those shown separately.

mont; 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 the Salmon River), Oregon, and Washington.

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 Ver-

Table 5. Western Union Telegraph Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1973

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ³	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
						\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75		
All employees except officials, managerial assistants and messengers	13,999	8,560	5,439	39.1	\$5.26	-	-	(³)	0.5	2.1	1.1	5.0	5.5	6.0	9.3	6.7	7.8	56.0	
Professional and semiprofessional employees	884	673	211	37.8	7.61	-	-	.1	-	.1	-	.1	1.0	1.5	2.5	9.8	84.8		
Engineers and engineering assistants	171	168	3	38.5	7.98	-	-	.6	-	.6	-	-	1.2	-	-	1.8	95.9		
Others	713	505	208	37.6	7.51	-	-	-	-	-	-	.1	1.0	1.8	3.1	11.8	82.2		
Telegraph office superintendents and managers	656	437	219	39.8	5.11	-	-	-	-	.2	1.1	2.0	3.2	10.5	11.0	16.8	55.3		
Sales employees	667	623	44	36.9	6.19	-	-	-	-	-	-	.3	.1	3.1	6.7	7.6	82.0		
Clerical employees	3,104	969	2,135	37.5	4.80	-	-	(³)	.1	.3	1.1	6.1	3.7	9.2	13.4	10.2	11.7	44.2	
Supervisors	701	416	285	37.5	5.94	-	-	-	-	-	-	.3	1.1	1.0	3.0	4.3	10.4	80.9	
Nonsupervisory employees	2,392	549	1,843	37.4	4.47	-	-	(³)	.4	1.3	7.7	4.8	11.5	16.5	12.0	12.1	33.7		
Commercial department	1,150	207	943	37.6	4.31	-	-	.1	.3	1.8	12.7	5.7	11.6	17.5	12.9	7.0	30.3		
Traffic department	98	24	74	40.0	3.99	-	-	-	-	1.0	3.1	10.2	2.0	8.2	66.3	3.1	3.1	3.1	
All other departments	1,144	318	826	37.0	4.68	-	-	-	-	.4	.7	2.4	4.1	11.8	11.3	11.8	17.9	39.7	
Route aides	11	4	7	40.0	3.30	-	-	9.1	9.1	18.2	27.3	-	18.2	9.1	-	-	-	-	
Telegraph operators	3,359	725	2,634	39.9	4.01	-	-	(³)	2.0	8.3	3.2	12.5	16.2	12.8	20.7	6.3	7.9	10.0	
Traffic managers, chief operators, supervisors and instructors	668	325	343	39.7	5.25	-	-	-	-	.2	-	-	1.3	3.7	6.6	9.0	32.5	46.7	
Experienced telegraph operators (except Morse operators)	2,363	368	1,995	40.0	3.82	-	-	.1	.3	.4	4.6	17.7	22.7	12.1	27.5	6.5	2.1	1.0	
Commercial department	784	182	602	40.0	3.91	-	-	.1	-	-	6.7	7.9	12.1	31.0	29.7	6.9	2.9	2.7	
Traffic department	1,579	186	1,393	40.0	3.78	-	-	.1	.3	.4	5.9	4.4	18.2	21.4	27.5	6.9	3.4	1.5	
Operators in training	328	32	296	40.0	2.87	-	-	-	-	18.3	81.7	-	-	-	-	-	-	-	
Telephone operators ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation and maintenance employees	5,072	4,930	142	39.9	5.94	-	-	-	-	.1	(³)	.4	1.5	1.5	5.0	4.1	87.5		
Traffic testing and regulating employees	1,240	1,208	32	40.0	5.81	-	-	-	-	-	-	.2	.2	1.4	3.7	4.7	89.8		
Construction, installation and maintenance employees	3,815	3,705	110	39.8	5.99	-	-	-	-	.1	(³)	.4	1.7	1.5	5.3	3.9	87.1		
Supervisors	877	873	4	39.2	7.24	-	-	-	-	-	-	-	-	.2	.6	.5	98.7		
Subscribers' equipment maintainers	1,757	1,755	2	40.0	5.78	-	-	-	-	-	-	.3	.8	.8	4.0	3.5	90.6		
Line and cable workers	218	218	-	40.0	5.41	-	-	-	-	.5	.5	-	1.8	.9	26.1	4.6	65.6		
Others	963	859	104	40.0	5.40	-	-	-	-	.1	-	1.1	4.7	4.1	7.3	7.7	75.1		
Laborers	17	17	-	40.0	4.17	-	-	-	-	5.9	-	5.9	47.1	17.6	23.5	-	-	-	
Building service employees	257	203	54	40.0	3.82	-	-	.4	.4	4.7	33.5	30.4	5.4	4.3	5.8	.8	14.4		
Mechanics	63	60	3	40.0	4.85	-	-	-	-	-	-	-	4.8	15.9	20.6	3.2	55.6		
Others	194	143	51	40.0	3.48	-	-	.5	.5	6.2	44.3	40.2	5.7	.5	1.0	-	1.0		
Messengers	810	786	24	37.9	3.19	3.2	21.5	3.2	.5	2.2	5.4	15.3	41.9	6.4	.4	-	-	-	
Full-time employees	710	687	23	40.2	3.22	x	x	x	x	x	x	x	x	x	x	x	x	x	
Part-time employees	100	99	1	21.5	2.24	x	x	x	x	x	x	x	x	x	x	x	x	x	
Walking and bicycle messengers	224	216	8	32.4	2.15	11.6	77.7	10.7	-	-	-	-	-	-	-	-	-	-	
Motor messengers	586	570	16	40.0	3.51	-	-	.3	.7	3.1	7.5	21.2	57.9	8.9	.5	-	-	-	

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.

⁴ As a result of a change in operating methods, the telephone operator classification has

been eliminated and these workers reassigned to experienced telegraph operator classifications.

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 1973

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	\$2.00	\$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-----	4,730	3,888	842	37.0	\$6.19	1.5	0.6	1.1	1.0	0.3	1.1	1.5	1.7	3.0	3.2	3.4	4.0	77.6	
All employees except officers and assistants, and messengers-----	4,529	3,694	835	37.3	6.33	(³)	(³)	.1	.2	.2	1.1	1.5	1.8	3.1	3.3	3.6	4.2	81.0	
Professional and semiprofessional employees-----	693	665	28	37.2	8.71	-	-	-	-	-	-	-	-	.1	-	.7	.9	98.3	
Engineers and engineering assistants-----	268	263	5	37.2	8.77	-	-	-	-	-	-	-	-	-	-	.7	.7	98.5	
Others-----	425	402	23	37.2	8.67	-	-	-	-	-	-	-	-	.2	-	.7	.9	98.1	
Office or station superintendents and assistants-----	17	17	-	36.9	9.37	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Sales employees-----	319	299	20	36.5	6.15	-	-	-	-	-	-	.3	.6	.9	-	1.9	4.1	92.2	
Clerical employees-----	1,265	659	606	37.0	5.40	.1	.1	-	.2	.6	2.8	4.2	5.5	7.8	7.6	8.4	7.4	55.5	
Supervisors-----	136	122	14	36.7	8.15	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Nonsupervisory employees-----	1,129	537	592	37.1	5.07	.1	.1	-	.2	.6	3.1	4.7	6.2	8.8	8.5	9.4	8.2	50.1	
Operating department-----	351	239	112	37.5	5.75	-	-	-	-	-	2.8	3.1	2.8	4.0	4.6	6.6	5.7	70.4	
Commercial department-----	98	17	81	37.5	4.55	-	-	-	-	1.0	7.1	5.1	11.2	19.4	16.3	6.1	8.2	25.5	
Accounting department-----	367	165	202	37.2	4.63	.3	-	-	.3	.8	3.8	4.4	4.6	10.4	9.8	12.3	10.9	42.5	
Engineering department-----	64	26	38	37.3	4.90	-	-	-	-	1.6	3.1	6.3	17.2	4.7	6.3	6.3	6.3	48.4	
All other departments-----	249	90	159	36.2	4.95	-	.4	-	.4	.8	.8	6.8	8.4	10.0	9.6	11.2	8.4	43.0	
Operators-----	1,069	869	173	37.5	5.88	-	-	-	.2	-	1.0	.8	.4	1.4	1.7	2.2	5.3	87.0	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants-----	163	158	5	37.4	7.65	-	-	-	-	-	-	-	-	-	.6	-	-	99.4	
Nonsupervisory operators-----	906	738	168	37.5	5.56	-	-	-	.2	-	1.2	1.0	.4	1.7	1.9	2.5	6.3	84.8	
Radio operators-----	7	7	-	37.5	5.87	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Marine coastal station operators-----	111	111	-	37.5	6.01	-	-	-	-	-	-	-	-	1.8	2.7	2.7	1.8	91.0	
Cable operators-----	127	118	9	37.5	5.64	-	-	-	-	-	-	-	-	-	.8	-	18.1	81.1	
Teletype-multiplex operators-----	536	398	138	37.5	5.47	-	-	-	.4	-	2.1	1.5	.4	1.3	2.2	2.8	4.3	85.1	
Telephone operators-----	57	43	14	37.5	5.50	-	-	-	-	-	-	-	3.5	-	1.8	5.3	10.5	78.9	
All other operators-----	68	61	7	37.5	5.41	-	-	-	-	-	-	1.5	-	8.8	-	2.9	4.4	82.4	
Messengers-----	201	194	7	31.0	2.33	34.8	14.4	24.4	19.4	2.0	2.0	.5	-	1.0	-	.5	-	1.0	
Foot and bicycle-----	195	188	7	30.8	2.30	35.9	14.9	24.6	20.0	2.1	-	-	-	1.0	-	.5	-	1.0	
Motor-----	6	6	-	37.5	3.35	-	-	16.7	-	-	-	66.7	16.7	-	-	-	-	-	
Construction, installation, maintenance and other technical employees-----	1,082	1,075	7	37.6	6.48	.1	-	.3	-	.1	.1	.1	.1	1.1	2.8	1.4	1.7	92.3	
Supervisors-----	169	168	1	37.4	8.30	-	-	-	-	-	-	-	-	-	-	-	-	100.0	
Mechanics and maintenance technicians-----	396	396	-	37.5	6.25	.3	-	.8	-	.3	-	-	-	-	2.5	1.3	1.5	93.4	
Radio operating technicians-----	135	131	4	37.5	5.92	-	-	-	-	-	-	-	-	-	15.6	3.7	3.7	91.1	
Radio telegraph riggers-----	12	12	-	37.5	6.32	-	-	-	-	-	-	-	-	-	-	-	-	8.3	
Others-----	370	367	3	37.7	6.11	-	-	-	-	-	.3	.3	.3	3.2	.8	2.2	2.2	90.3	
Building service employees-----	80	79	1	36.5	4.67	-	-	3.8	-	6.3	2.5	3.8	13.8	6.3	8.8	3.8	3.8	51.3	
All employees not elsewhere classified-----	4	4	-	37.5	5.43	-	-	-	-	-	-	-	-	-	-	-	25.0	75.0	

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

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

³ Less than 0.05.

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 36 companies not affiliated with the Bell System.

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

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 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 Telegraph 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 their employees as defined for the Western Union Tele-

graph Co., except that scheduled weekly compensation should include regularly scheduled maintenance, travel, or other allowances.

Distribution of workers by earnings classes

In the tables, workers are distributed according to the percentage having stipulated hourly rates of pay. Because of rounding, sums of individual items may not equal 100.

Industry Wage Studies

The most recent reports providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional sales offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1967. BLS Bulletin 1602¹
Candy and Other Confectionary Products, 1970.
BLS Bulletin 1732
Cigar Manufacturing, 1972. BLS Bulletin 1796
Cigarette Manufacturing, 1971. BLS Bulletin 1748

Fabricated Structural Steel, 1969. BLS Bulletin 1695
Fertilizer Manufacturing, 1971. BLS Bulletin 1763
Flour and Other Grain Mill Products, 1972.
BLS Bulletin 1803
Fluid Milk Industry, 1964. BLS Bulletin 1464¹
Footwear, 1971. BLS Bulletin 1792
Hosiery, 1970. BLS Bulletin 1743
Industrial Chemicals, 1971. BLS Bulletin 1768
Iron and Steel Foundries, 1967. BLS Bulletin 1626¹
Leather Tanning and Finishing, 1968.
BLS Bulletin 1618
Machinery Manufacturing, 1970-71. BLS Bulletin 1754¹
Meat Products, 1969. BLS Bulletin 1677
Men's and Boys' Separate Trousers, 1971.
BLS Bulletin 1752
Men's and Boys' Shirts (Except Work Shirts) and
Nightwear, 1971. BLS Bulletin 1794
Men's and Boys' Suits and Coats, 1970.
BLS Bulletin 1716
Miscellaneous Plastics Products, 1969.
BLS Bulletin 1690
Motor Vehicles and Parts, 1969. BLS Bulletin 1679

Nonferrous Foundries, 1970. BLS Bulletin 1726
Paints and Varnishes, 1970. BLS Bulletin 1739
Paperboard Containers and Boxes, 1970.
BLS Bulletin 1719
Petroleum Refining, 1971. BLS Bulletin 1741
Pressed or Blown Glass and Glassware, 1970.
BLS Bulletin 1713
Pulp, Paper, and Paperboard Mills, 1967.
BLS Bulletin 1608¹
Southern Sawmills and Planing Mills, 1969.
BLS Bulletin 1694

Manufacturing—Continued

Structural Clay Products, 1969. BLS Bulletin 1697
Synthetic Fibers, 1970. BLS Bulletin 1740
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757
Textiles, 1971. BLS Bulletin 1801
West Coast Sawmilling, 1969. BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970.
BLS Bulletin 1728
Women's and Misses' Dresses, 1971.
BLS Bulletin 1783¹
Wood Household Furniture, Except Upholstered, 1971.
BLS Bulletin 1793
Work Clothing, 1968. BLS Bulletin 1624¹

Nonmanufacturing

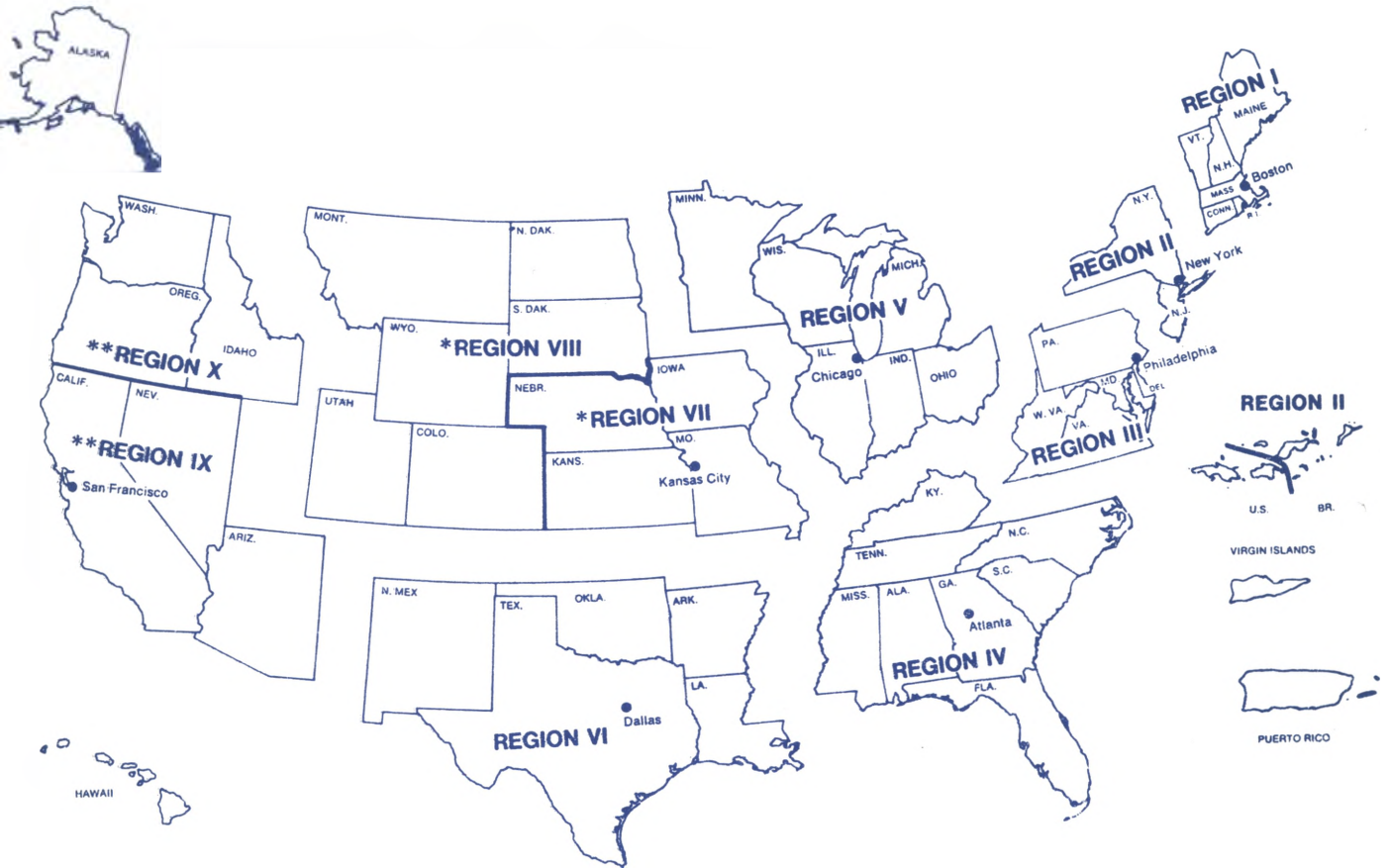
Appliance Repair Shops, 1972. BLS Bulletin 1838
Auto Dealer Repair Shops, 1969. BLS Bulletin 1689
Banking, 1969. BLS Bulletin 1703
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1972. BLS Bulletin 1828
Contract Cleaning Services, 1971. BLS Bulletin 1778
Crude Petroleum and Natural Gas Production, 1972.
BLS Bulletin 1797
Educational Institutions: Nonteaching Employees,
1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1967. BLS Bulletin 1614

Hospitals, 1972. BLS Bulletin 1829
Laundry and Cleaning Services, 1968.
BLS Bulletin 1645¹
Life Insurance, 1971. BLS Bulletin 1791
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theaters, 1966. BLS Bulletin 1542¹
Nursing Homes and Related Facilities, 1967-68.
BLS Bulletin 1638
Scheduled Airlines, 1970. BLS Bulletin 1734
Wages and Tips in Restaurants and Hotels, 1970.
BLS Bulletin 1712

¹ Bulletin out of stock.

BUREAU OF LABOR STATISTICS

REGIONAL OFFICES



Region I

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

Region II

Suite 3400
 1515 Broadway
 New York, N.Y. 10036
 Phone: 971-5405 (Area Code 212)

Region III

P.O. Box 13309
 Philadelphia, Pa. 19101
 Phone: 597-1154 (Area Code 215)

Region IV

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

Region V

9th Floor, 230 South Dearborn St.
 Chicago, Ill. 60604
 Phone: 353-1880 (Area Code 312)

Region VI

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

Regions VII and VIII *

Federal Office Building
 911 Walnut St., 15th Floor
 Kansas City, Mo. 64106
 Phone: 374-2481 (Area Code 816)

Regions IX and X **

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

* Regions VII and VIII are serviced by Kansas City
 ** Regions IX and X are serviced by San Francisco