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Industry Wage Survey: Communications October-December 1974



U.S. Department of Labor
Bureau of Labor Statistics
1976

Bulletin 1909

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U.S. Department of Labor
W. J. Usery, Jr., Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1976

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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, by the Western Union Telegraph Co., and by 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, October-December 1974

Summary

Wage rates at the Nation's telephone and telegraph carriers averaged \$6.04 an hour in late 1974—nearly 13 percent above the level of a year earlier.¹ This gain, which was the second largest recorded since the Bureau of Labor Statistics annual surveys began in 1947, followed increases of 9 percent in 1972 and 1973.² (See chart.) Employment, however, dipped slightly during 1974 to 878,779 workers—about 1 percent below 1973's record total.³

Telephone carrier employees, 98 percent of the workers studied, averaged \$6.04 an hour in December 1974. At Bell System carriers, wage rates averaged \$6.14 an hour compared with \$4.64 at other telephone carriers.⁴ Among the telegraph carriers studied, average wages were \$6.92 an hour for U.S. based nonmessenger employees of five international carriers and \$5.69 an hour for Western Union Telegraph Co.'s nonmessenger work force.

Telephone carriers

Employment and wages in 1974. Wage rates of the 860,497 employees of the Nation's principal telephone carriers averaged \$6.04 an hour in December 1974. (See table 1.) Wages of individual workers ranged from less than \$2 an hour to more than \$10; the middle-half earned between \$4.44 and \$6.82. Among the factors contributing to this dispersion of earnings are the broad range of skills required by the industry, differences in pay by carrier and locality, and the extensive use of rate-range pay systems for specific occupations.

¹See appendix for scope and method of survey including definitions of employment covered and pay rates.

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.

²See *Industry Wage Survey: Communications, 1973*, Bulletin 1854 (Bureau of Labor Statistics, 1975).

³The study covered about seven-eighths of the 1,002,300 workers in the Nation's telephone and telegraph communications industry at the time of the survey.

⁴The study was limited to those carriers (62) that had annual operating revenues exceeding \$1 million and were engaged in interstate or foreign communications services either through use of their own facilities or else through connections with another carrier under direct or indirect common control. Officials and managerial assistants of these carriers, numbering approximately 9,450, were not included in the study.

Wages and working conditions at carriers employing more than nine-tenths of the workers surveyed were determined under collective bargaining agreements, usually with the Communications Workers of America (CWA). A number of carriers had several agreements covering employees in various departments or geographic areas. The New York Telephone Co., for example, maintained separate agreements for its plant, traffic, and commercial departments in the New York City area and different agreements for those groups in the rest of the State.

Average hourly rates for the occupations studied separately ranged from \$3.39 for operators-in-training to \$9.88 for professional and semiprofessional employees other than drafters. Experienced switchboard operators, the largest group studied, averaged \$4.26. Among the construction, installation, and maintenance workers surveyed, averages ranged from \$4.63 an hour for cable splicers' helpers to \$8.40 for supervisors of telephone craftworkers. Central office repairers, numerically the most important construction, installation, and maintenance job, averaged \$6.13.

Although men and women were almost equally represented in the industry's work force, a number of the occupational categories studied were staffed predominantly by members of one sex. Women, for example, made up 94 percent of the telephone operators and 86 percent of the clerical employees. Men, on the other hand, accounted for 94 percent of the construction, installation, and maintenance workers and 70 percent of the building, supplies, and motor vehicle employees.

Carriers affiliated with the Bell System employed 804,842 workers, or about 94 percent of the telephone workers surveyed. In each of the nine regions studied separately, Bell System carriers accounted for at least 86 percent of the work force, and for more than 95 percent in five regions. Bell System companies, which often serve an entire State or group of States, were typically much larger than other carriers. Fourteen of the 25 Bell carriers, for example, employed more than 25,000 workers whereas the largest of the 37 non-Bell companies had only 7,600 employees, and 20 reported fewer than 500 workers.⁵

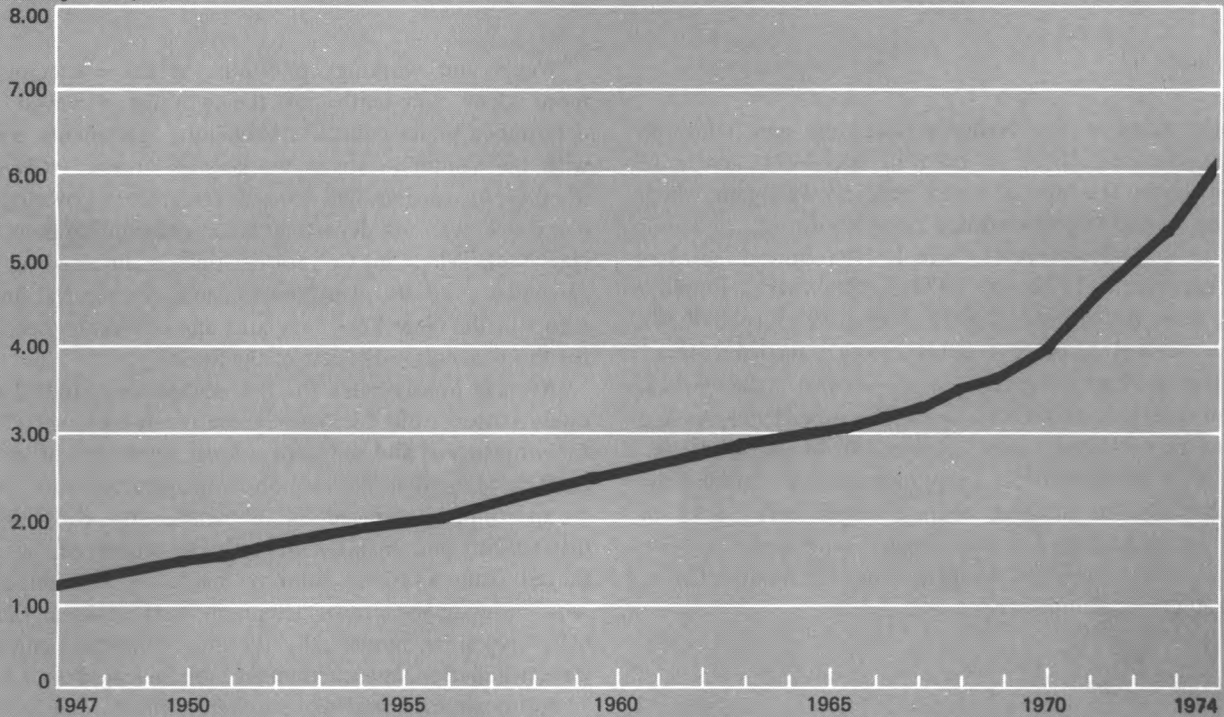
⁵See appendix A for a definition of the carriers included in this study.

In 1974, more than 1,600 independent telephone carriers, employing an estimated 163,000 workers, operated in the United States; of these, 37 carriers employing 55,700 workers were within the scope of the survey.

For more information regarding the independent carriers, see *Independent Telephone Statistics*, Vol. 1, 1975 edition (Washington, D.C., U.S. Independent Telephone Association).

Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, 1947-74

Average hourly rates



Average hourly wage rates for employees of Bell System carriers were substantially higher than those of other carriers—\$6.14 in contrast to \$4.64. At the occupational level, a similar pattern was observed, as non-Bell averages typically ranged from 72 to 91 percent of the Bell rate. (See tables 2 and 3.) Differences between the two carrier groups narrowed somewhat when weekly earnings were compared, reflecting the longer average workweeks reported for non-Bell carriers. (See text table 1.)

Regionally, average wage rates ranged from \$5.43 in the Southeast to \$6.69 in the Middle Atlantic States. The 41,255 employees of the American Telephone and Telegraph Co.'s Long Lines and General Departments were not allocable to individual regions, but were included in the

nationwide totals; these workers averaged \$7.83 an hour in December 1974.⁶

Regional differences in average wages varied little by occupation. In at least 7 of the 9 regions, for example, averages for central office repairers, experienced switchboard operators, and nonsupervisory clerical employees fell within a 10-percent spread. (See text table 2.)

⁶ Also excluded from the regional tabulations but included in the U.S. totals were carriers operating in Alaska, Hawaii, Puerto Rico, and the Virgin Islands. These carriers, none of which were affiliated with the Bell System, employed 10,168 workers averaging \$4.76 an hour.

Text table 1. Pay rates of non-Bell carriers relative to Bell carriers, 1974

(Bell carriers=100)

Occupational category	Average hourly rates	Average weekly rates
All employees, except officials and managerial assistants	76	78
Clerical employees, nonsupervisory	72	76
Experienced switchboard operators	74	78
Central office repairers	81	83
PBX and station installers	80	81
Exchange repairers	91	91
Line workers	82	83

Text table 2. Relative pay levels by occupation and region, 1974

(Southeast=100)

Region	Clerical employees (nonsupervisory)	Experienced switchboard operators	Central office repairers
New England	110	105	109
Middle Atlantic	120	122	111
Great Lakes	107	108	107
Chesapeake	106	104	103
Southeast	100	100	100
North Central	100	102	105
South Central	99	107	102
Mountain	101	103	102
Pacific	111	114	109

Trends in wages and employment. Average wage rates for telephone carrier employees increased nearly 13 percent in 1974, the second largest gain ever reported for these workers. Since the first BLS survey of the communications industry in 1947, wage rates have increased at an average annual rate of 6 percent—from \$1.26 an hour to \$6.04. In recent years, however, yearly gains have substantially exceeded this long-term trend, resulting in a doubling of the average rate over the past 10 years. (See text table 3.)

Text table 3. Annual increases in average hourly rate for telephone carriers, 1964–74

Year	Percent increase		
	All telephone carriers	Bell System carriers	Non-Bell carriers
1964–65	2.7	2.7	4.3
1965–66	3.3	3.6	2.9
1966–67	3.5	3.1	6.1
1967–68	7.1	7.3	5.7
1968–69	4.0	3.7	7.2
1969–70	7.5	7.7	8.1
1970–71	14.9	15.3	10.3
1971–72	9.4	9.5	8.8
1972–73	9.4	9.5	8.1
1973–74	12.9	13.1	11.5

Changes in the occupational composition of the industry's work force have been partly responsible for the increase in average wage rates over the years. Since 1947, for example, the proportion of higher paid professional and semiprofessional employees has more than doubled, while the proportion of lower paid telephone operators has declined by more than one-half. (See text table 4.) The effect of such shifts can be observed by weighting 1974 wage averages by 1947 employment levels. This technique results in an average of \$5.25–79 cents below that recorded by the current study.

The change in average wages is also the result of general wage increases negotiated under collective bargaining agree-

Text table 4. Workers in major job categories, 1947 and 1974

(Percent distribution)

Item	October 1947	December 1974
Total, all employees: ¹		
Number	552,700	860,500
Percent	100	100
Professional and semiprofessional	5	13
Clerical	17	22
Telephone operators	46	21
Construction, installation, and maintenance	23	33
All others	9	11
Men:		
Number	179,700	422,700
Percent of total	33	49
Women:		
Number	373,000	437,800
Percent of total	67	51

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

Text table 5. Earnings in major job categories, 1947 and 1974

Item	Average hourly earnings		Percent increase, 1947–74
	October 1947	December 1974	
Professional and semi-professional employees	\$2.72	\$9.47	248
Clerical employees	1.19	5.07	326
Telephone operators	1.00	4.47	347
Construction, installation, and maintenance workers	1.55	6.31	307
Building, supplies, and motor vehicle employees	1.19	5.24	340

ments. Among Bell System carriers, for example, agreements negotiated in August 1974 provided increases of 7.1 percent to 10.7 percent as well as cost-of-living adjustments for most workers.⁷

Increases in average wage rates were not uniform among the various occupational groups studied, ranging in 1973–74 from 8 percent for building, supplies, and motor vehicle employees to 18 percent for clerical workers. As a result of such differences through the years, wage gains over the 1947–74 period have varied significantly among occupational groups. (See text table 5.)

Since 1951, Bell System wages have increased at an average annual rate of 5.6 percent compared with 6.0 percent for other telephone carriers.⁸ As a result, the gap between average wage rates at the two carrier groups has decreased from 43 percent in 1951 to 32 percent in 1974.

Regional relationships in average wages for all carriers have changed little over the years. The highest averages have generally been recorded in the Middle Atlantic or Pacific regions and the lowest in the Southeast or South Central States. (See text table 6.)

⁷ Increases of 3.3 percent in 1975 and 1976 were also provided. For more information see *Current Wage Developments*, September 1974, p. 1.

⁸ Data for Bell System and non-Bell companies as reported to the Federal Communications Commission in earlier years are not comparable with those reported since 1951. (For more information on employment and earnings trends in Bell System carriers from 1945 to 1965, see "Employment and Wage Trends in Bell System Companies," *Monthly Labor Review*, March 1967, pp. 38-41.)

Text table 6. Regional pay relatives for selected periods
(National average=100)

Region	October 1954	December 1964	December 1973	December 1974
New England	99	101	100	102
Middle Atlantic	105	107	110	111
Great Lakes	104	102	99	99
Chesapeake	99	96	96	96
Southeast	87	88	89	90
North Central	92	92	94	92
South Central	92	89	89	91
Mountain	89	93	92	93
Pacific	106	104	105	102

Employment at the 62 telephone carriers studied declined slightly during 1974, dropping by nearly 6,000 workers or about 1 percent. This decrease was centered among Bell System carriers, as non-Bell employment grew by about 2,400 workers.

The 1974 employment decline was in contrast to the long-term trend in the industry. Prior to the year of this study, the only decreases in telephone carrier employment occurred between 1957 and 1962, when technological change resulted in a sharp decline in the number of telephone operators.⁹

Over the years, growth in telephone carrier employment has been associated with changes in the occupational makeup of the industry, as well as in the proportion of men employed. In 1974, men made up one-half of the work force, compared with only one-third in 1947. Part of this shift can be explained by the relative growth of both the professional and semiprofessional personnel and the construction, installation, and maintenance departments, both staffed mostly by men.

In recent years, significant changes have occurred in the mix of men and women in individual job classifications. The number of male telephone operators, for example, has increased from 376 in 1970 to 9,765 in 1974 and the number of women in construction, installation, and maintenance jobs has grown from 2,273 to 17,993 workers over the same period. Most of the increase in both groups was centered among Bell System carriers.¹⁰ (The rate of increase at Bell carriers was 8 times the non-Bell gain for male telephone operators and 3 times as great for female construction, installation, and maintenance employees).

Western Union Telegraph Co.

Wage rates for Western Union's 12,637 nonmessenger employees averaged \$5.69 an hour in October 1974—up 8 percent from a year earlier. The company's 526 motor messengers averaged \$3.75 an hour and the 181 walking and bicycle messengers \$2.33, up 7 percent and 8 percent, respectively, from October 1973.

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

Under terms of 3-year agreements negotiated in 1973,

⁹During the 1957–62 period overall employment declined by 85,300 workers and the number of telephone operators dropped by 68,500.

¹⁰In January 1973, the American Telephone and Telegraph Co. (the Bell System) entered into a consent decree with the U.S. Department of Labor and the Equal Employment Opportunity Commission (EEOC). Under terms of the decree, AT&T agreed to provide more job opportunities for women and minorities, particularly in the higher paid craft positions. A portion of the recent growth in employment of female construction, installation, and maintenance workers may be attributable to this agreement.

workers in both the CWA and UTW bargaining units received wage and fringe benefit increases totaling 6.5 percent in July 1974. The agreements provide for an additional increase of 5.5 percent, as well as a cost-of-living adjustment based on the Bureau of Labor Statistics' Consumer Price Index, both effective in July 1975.¹¹

Established rate-ranges are provided for all classifications covered by UTW and CWA agreements. Advancement through the several progression steps is 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 bicycle messengers.

Average wage rates for the occupational groups studied ranged from \$4.36 an hour for telegraph operators and building service employees to \$8.11 for the professional and semiprofessional staff. Construction, installation, and maintenance workers, about one-third of the nonmessenger work force, averaged \$6.46 an hour. Clerical positions, staffed by two-fifths of the women, averaged \$5.18.

In most occupational groups, wage rates for the highest paid workers exceeded those of the lowest paid by \$2 an hour or more. In a few jobs, however, rates for most of the workers were closely grouped. For example, two-thirds of the traffic department telegraph operators earned between \$3.75 and \$4.50 an hour and three-fifths of the motor messengers earned \$3.75 to \$4.

The 8-percent rise in average rates for nonmessenger employees between October 1973 and October 1974 followed an increase of 7 percent during the October 1972–73 period. The average rate of \$5.69 an hour in 1974 was 442 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 70 cents of the \$4.64 increase in average rates over the 27-year period.¹² Since 1947, increases in average rates for major occupational groups have ranged from 258 to 415 percent. (See text table 7.)

Increases in average pay rates between 1973 and 1974 were not uniform among the occupational groups studied, ranging from 7 percent for professional and semiprofessional employees to 14 percent for building service employees. Construction, installation, and maintenance employees, the largest group studied, increased 9 percent. Average rates for telegraph operators were also up 9

¹¹All percentage adjustments under the agreements were based on July 27, 1973, rates of pay.

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 became effective July 28, 1975, is limited to a maximum of 25 cents per hour.

¹²Weighting occupational averages for 1974 by occupational employments in 1947 results in an average of \$4.99 rather than \$5.69.

Text table 7. Average hourly rates in major job categories, Western Union Telegraph Co., selected periods, and percent increase October 1947 to October 1974

Occupational group	Average hourly rates, October			Percent increase October 1947–October 1974
	1947	1964	1974	
All employees, except officials, managerial assistants, and messengers	\$1.05	\$2.80	\$5.69	442
Professional and semiprofessional	2.26	4.61	8.11	259
Telegraph office superintendents and managers	1.07	2.75	5.51	415
Sales employees	1.45	3.58	5.80	300
Clerical employees	.99	2.64	5.18	423
Nonsupervisory	.99	2.51	4.84	389
Telegraph operators	.94	2.42	4.36	364
Construction, installation, and maintenance employees	1.26	3.15	6.46	413
Traffic testing and regulating employees	1.43	3.20	6.38	346
Subscribers' equipment maintainers	1.23	3.20	6.27	410
Messengers	.69	1.58	3.39	391
Motor	.87	2.06	3.75	331
Walking and bicycle	.65	1.27	2.33	258

percent; clerical employees and telegraph office superintendents and managers rose 8 percent. Average rates for sales personnel, on the other hand, declined for the second year in a row, down 6 percent during the October 1973–74 period. This decline resulted from the employment of a number of newly hired workers who were paid at the low end of the rate-range for the category plus the anticipated introduction of a sales commission program. Average wage rates reflect not only general wage changes, but also shifts in the distribution of workers over rate ranges, which apply to most jobs.

Employment at Western Union declined for the sixth consecutive year, dropping 10 percent over the year. The October 1974 total of 13,344 employees was only one-fourth as large as that recorded by the first survey in 1947.¹³ The sales staff, contrary to the general pattern, grew 5 percent over the year. Such year-to-year changes have brought about dramatic shifts in the occupational composition of the work force during the 27-year period covered by these surveys. (See text table 8.)

¹³ Exclusive of 315 officials and managerial assistants reported in 1974.

¹⁴ The study excluded 108 officials and assistants and approximately 1,300 employees working outside the United States. The

Text table 8. Composition of work force, Western Union Telegraph Co., selected periods

Occupational group	October		
	1947	1964	1974
All employees, except officials and managerial assistants: ¹			
Number	53,100	26,300	13,300
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	24	22
Construction, installation, and maintenance employees	13	22	34
Building service employees	3	2	1
Messengers, motor	3	5	4
Messengers, walking and bicycle	18	10	1

¹ Employment estimates were rounded to the nearest hundred.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

International telegraph carriers

Average wage rates at the five international telegraph carriers increased 10 percent during the year—averaging \$6.78 an hour in October 1974. (See table 6.) Averages for messenger and nonmessenger employees each rose about 9 percent, reaching \$2.54 and \$6.92 an hour, respectively, at the time of the survey.¹⁴

Total employment of the five carriers increased by about 4 percent to 4,938 workers in October 1974. Much of this gain, however, was accounted for by growth in the professional and semiprofessional staff, which increased 15 percent. Declines were noted in several occupational categories, including messengers (13 percent) and building service employees (3 percent). The number of telegraph operators was nearly stable over the year.

Men made up slightly more than four-fifths of the work force in October 1974 and were predominant in nearly all occupational groups. Women were employed primarily as teletype-multiplex operators and nonsupervisory clerical employees, groups which averaged \$5.78 and \$5.27 an hour, respectively. Mechanics and maintenance technicians, a major category for men, averaged \$6.73.

Included in the study are carriers engaged in nonvocal 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.

study covered international telegraph carriers whose annual operating revenues are over \$50,000. The addition to the current survey of a carrier that did not report in 1973 had virtually no effect on the wage and employment trends for 1973–74.

Table 1. Telephone carriers: Percent distribution of employees in occupational groups by average hourly rates,² December 1974

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—																			
	Total	Men	Women			Under \$2.00	and over \$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-\$4.50	\$4.50-\$5.00	\$5.00-\$5.50	\$5.50-\$6.00	\$6.00-\$6.50	\$6.50-\$7.00	\$7.00-\$7.50	\$7.50-\$8.00	\$8.00-\$8.50	\$8.50 and over	
All employees, except officials and managerial assistants	860,497	422,723	437,774	38.5	\$6.04	0.1	0.1	0.1	0.4	1.0	2.1	2.7	3.1	3.9	13.1	13.4	9.1	7.8	12.1	9.5	3.8	2.2	2.4	13.2	
Part time	15,952	2,066	13,886	24.1	4.05	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	844,545	420,657	423,888	38.5	6.11	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	113,077	77,778	35,299	38.1	9.47	-	(3)	(3)	(3)	.2	.4	.6	.6	.6	3.1	6.2	3.6	2.8	3.3	3.3	4.3	4.4	5.2	61.4	
Drafters	9,230	1,454	7,776	38.3	4.82	-	(3)	(3)	.1	1.3	2.7	4.1	3.8	4.3	21.3	34.5	10.8	6.1	3.5	2.1	1.6	1.2	.6	1.8	
Others	103,847	76,324	27,523	38.1	9.88	-	(3)	(3)	(3)	.1	.2	.2	.3	.3	1.5	3.7	3.0	2.5	3.3	3.4	4.5	4.7	5.6	66.7	
Business office and sales employees	64,202	16,991	47,211	38.0	6.15	(3)	(3)	.1	.4	.6	1.0	1.4	2.4	2.8	7.4	20.4	23.3	7.5	1.7	3.7	3.9	3.6	3.4	16.3	
Supervisors	9,424	3,488	5,936	38.2	8.68	-	(3)	-	-	(3)	(3)	.2	.4	.4	.4	.8	1.6	2.6	10.5	12.0	13.1	13.0	45.3		
Nonsupervisory employees	54,778	13,503	41,275	37.9	5.71	.1	(3)	.1	.5	.7	1.1	1.7	2.7	3.2	8.6	23.9	27.2	8.5	1.6	2.5	2.0	1.8	11.4		
Clerical employees	186,701	26,654	160,047	38.1	5.07	(3)	.1	.1	.5	1.6	2.7	3.6	3.9	4.5	19.7	26.1	12.4	4.9	5.4	3.7	2.4	2.1	1.8	4.6	
Supervisors	16,473	4,150	12,323	38.3	7.55	(3)	-	-	-	(3)	(3)	.1	.1	.4	1.4	4.0	7.9	9.6	13.3	14.0	13.0	11.5	24.6		
Nonsupervisory	170,228	22,504	147,724	38.0	4.82	(3)	.1	.1	.6	1.7	3.0	4.0	4.3	5.0	21.5	28.5	13.2	4.6	5.0	2.8	1.2	1.0	.9	2.7	
Commercial department	37,910	4,222	33,688	37.4	4.57	(3)	.1	.2	.5	2.3	4.2	5.7	5.6	6.7	22.4	29.6	13.5	2.9	1.8	.8	.6	.6	.6	2.0	
Traffic department	24,294	1,490	22,804	38.3	4.75	-	(3)	.1	.5	.9	1.6	2.2	3.0	3.4	25.0	38.4	16.3	1.9	1.4	1.3	.6	.6	.5	2.2	
Plant department	52,445	9,337	43,108	38.7	4.78	(3)	.1	.1	.6	1.8	2.7	3.6	4.2	4.7	25.6	24.2	9.4	4.8	10.6	5.3	1.0	.3	.3	.6	
Accounting department	35,151	5,396	29,755	37.6	5.04	(3)	(3)	.1	.5	1.4	2.5	3.5	3.4	4.5	16.1	31.0	16.7	6.3	2.1	1.6	1.7	1.8	1.5	5.1	
All other departments	20,428	2,059	18,369	37.9	5.12	.1	.1	.2	1.0	2.2	3.7	4.7	5.0	5.2	14.7	21.4	12.2	7.3	5.5	4.0	2.9	2.5	2.0	5.4	
Telephone operators	176,454	9,765	166,689	36.8	4.47	.2	.2	.4	1.0	2.5	5.7	6.7	6.8	9.3	28.4	17.0	6.7	7.6	1.8	1.1	.9	.8	.8	1.9	
Chief operators	10,734	778	9,956	38.3	7.66	-	-	(3)	(3)	.1	.1	.3	.3	.4	.9	1.4	3.7	7.7	10.9	13.8	11.9	10.3	11.0	27.3	
Service assistants and instructors	10,385	153	10,232	37.1	4.90	-	-	(3)	(3)	.1	.2	.4	1.4	2.2	19.7	38.6	18.6	8.4	9.3	.8	(3)	(3)	(3)	.1	
Experienced switchboard operators	133,503	4,111	129,392	36.7	4.26	.3	.5	1.1	1.3	3.9	6.1	7.0	10.9	34.6	17.8	6.7	8.5	.5	.1	.1	(3)	(3)	(3)	.1	
Operators in training	17,284	4,555	12,729	36.1	3.39	-	.2	1.6	15.5	27.7	20.9	14.4	8.9	7.0	2.2	.6	.4	.1	.1	(3)	(3)	(3)	(3)	.1	
Other switchboard employees	4,548	168	4,380	38.2	5.67	-	-	.2	.5	.4	.2	.4	.6	1.1	12.7	36.1	8.7	5.5	6.3	5.7	5.4	4.7	4.6	6.9	
Construction, installation, and maintenance employees	285,180	267,187	17,993	40.0	6.31	.2	.1	(3)	.1	.1	.3	.5	1.0	1.5	4.1	4.1	6.8	11.9	29.4	22.5	6.3	1.9	2.8	6.9	
Supervisors of telephone craft workers	35,717	34,802	915	39.9	8.40	-	-	-	-	.3	.5	1.0	1.5	4.3	.1	.4	.8	2.1	5.9	10.0	12.0	16.6	51.6		
Central office craft workers	102,089	87,416	14,673	39.9	6.13	.2	.1	.1	.1	.3	.4	.6	.9	3.6	4.4	9.4	12.0	30.5	24.2	11.1	.9	.4	.7		
Test board and repeater workers	26,292	20,364	5,928	39.7	6.23	(3)	(3)	(3)	(3)	.1	.4	.6	.6	.9	6.4	5.1	5.4	6.0	29.6	27.8	12.6	1.3	.9	2.3	
Central office repairers	70,636	62,172	8,464	39.9	6.13	.2	.1	.1	.1	.3	.2	.5	.8	2.5	4.2	10.1	13.8	30.8	23.8	11.2	.7	.3	.2		
Others	5,161	4,880	281	39.9	5.68	2.2	.1	-	.1	.3	.7	.9	2.0	2.0	4.4	4.1	20.2	18.3	30.7	10.7	2.3	.8	.1	.2	
Installation and exchange repair craft workers	97,448	95,795	1,653	40.0	6.01	.2	.1	(3)	.1	.1	.3	.5	1.0	1.9	4.7	4.3	6.0	14.9	35.1	28.8	1.4	.1	.1	.4	
PBX and station installers	48,024	46,808	1,216	40.0	5.89	.1	.1	.1	.2	.2	.3	.7	1.5	2.7	6.5	5.7	7.4	13.2	32.6	27.8	.6	.1	(3)	.2	
Exchange repairers	28,326	28,131	195	40.0	6.25	-	-	-	(3)	(3)	.1	.2	.3	.9	2.5	2.5	3.2	12.6	37.4	37.4	2.2	.2	.2	.2	
Others	21,098	20,856	242	40.2	5.97	.6	.1	(3)	(3)	.1	.2	.5	1.0	1.6	3.4	3.7	6.4	21.7	37.8	19.3	1.9	.2	.1	1.3	
Line, cable, and conduit craft workers	49,887	49,143	744	40.0	5.80	.1	.1	(3)	.2	.2	.4	.9	2.3	3.0	6.8	6.1	7.7	13.9	35.5	18.6	3.2	.3	.4	.2	
Line workers	13,808	13,554	254	40.1	5.37	.1	.1	.1	.3	.4	1.0	2.1	4.9	5.7	12.1	9.2	10.2	17.4	24.5	10.5	.5	.4	.3	.2	
Cable splicers	33,817	33,493	324	40.0	6.01	.1	.2	(3)	.1	.1	.2	.3	.9	1.5	4.1	4.6	6.2	13.0	41.7	22.5	4.2	.1	.1	.1	
Cable splicers' helpers	1,515	1,392	123	39.9	4.63	-	.1	.1	.1	.3	.8	4.0	10.2	11.9	2.1	14.7	21.9	6.6	4.7	3.3	.2	.1	.1	.1	
Others	747	704	43	39.8	6.97	-	-	-	.5	.7	.7	.3	.4	3.1	.8	1.1	1.9	2.4	17.9	26.0	16.5	5.6	12.9	9.4	
Laborers	39	31	8	40.0	5.57	-	-	-	.5	.7	.7	-	-	-	5.1	2.6	5.1	87.2	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	33,276	23,428	9,848	38.5	5.24	(3)	.1	.2	.5	1.0	2.3	3.9	5.8	6.6	17.8	14.0	14.0	7.7	7.8	6.7	3.2	1.7	2.0	4.7	
Supervisors	3,492	2,721	771	39.3	7.98	-	-	-	-	-	(3)	.1	.9	.6	1.9	2.2	3.9	5.7	8.8	10.1	13.1	16.6	37.0		
Mechanics	2,646	2,614	32	40.1	6.12	.1	.1	.2	.2	.3	.5	.6	.8	.6	2.8	7.1	7.7	11.1	32.0	28.2	5.1	.7	.6	1.5	
Other building service employees	15,363	7,918	7,445	37.4	4.37	.1	.3	.4	1.1	1.9	3.9	6.3	10.1	11.5	29.0	16.6	10.9	9.2	2.5	1.4	.5	.2	.2	.6	
Other supplies and motor vehicle employees	11,775	10,175	1,600	39.4	5.30	-	(3)	.1	.1	.3	1.5	2.6	2.9	3.4	11.6	15.7	22.9	14.4	10.0	8.1	4.3	.5	.4	1.1	
All employees not elsewhere classified	1,607	920	687	38.2	7.43	-	1.1	1.3	2.8	3.2	3.4	3.8	4.2	3.5	6.3	5.2	5.6	3.0	6.2	2.9	2.7	3.0	3.3	38.4	

¹ Covers 62 telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection with those of another carrier under direct or indirect common control.
² See appendix for definition of hours and rates used in this bulletin.

³ Less than 0.05 percent.

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

Table 2. Bell System telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1974

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—															
	Total	Men	Women			Under \$3.00	\$3.00 and over \$3.25	\$3.25	\$3.50	\$3.75	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	and over
						\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	and over	
All employees, except officials and managerial assistants	804,842	392,468	412,374	38.4	\$6.14	0.8	1.8	2.4	2.7	3.6	13.4	13.9	9.1	7.6	12.4	9.9	3.8	2.2	2.5	14.0	
Part time	14,393	1,828	12,565	23.7	4.17	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time	790,449	390,640	399,809	38.3	6.21	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees	107,215	73,098	34,117	38.0	9.63	.1	.3	.5	.5	.5	3.0	6.2	3.3	2.4	2.9	2.9	4.0	4.3	5.2	63.9	
Drafters	8,810	1,174	7,636	38.2	4.84	1.1	2.5	4.1	3.6	4.0	21.7	35.7	10.5	5.8	3.4	2.2	1.7	1.3	.6	1.9	
Others	98,405	71,924	26,481	38.0	10.07	.1	.1	.2	.2	.2	1.3	3.6	2.7	2.1	2.8	3.0	4.2	4.5	5.6	69.4	
Business office and sales employees	60,965	16,413	44,552	37.9	6.25	.2	.6	1.2	1.8	2.5	6.9	21.2	24.4	7.7	1.7	3.7	4.0	3.7	3.5	17.0	
Supervisors	8,896	3,202	5,694	38.1	8.82	(3)	(3)	(3)	(3)	(3)	(3)	(3)	.3	.8	2.1	10.5	12.1	13.4	13.4	47.1	
Nonsupervisory employees	52,069	13,211	38,858	37.8	5.81	.2	.7	1.4	2.1	2.9	8.1	24.9	28.5	8.9	1.6	2.5	2.6	2.0	1.8	11.9	
Clerical employees	176,280	25,587	150,693	38.0	5.15	1.1	2.3	3.2	3.2	3.8	20.1	27.3	13.0	5.0	5.6	3.9	2.5	2.1	1.9	4.8	
Supervisors	15,929	3,899	12,030	38.2	7.61	(3)	(3)	(3)	(3)	(3)	.1	.9	3.7	7.7	9.7	13.3	14.3	13.2	11.8	25.3	
Nonsupervisory	160,351	21,688	138,663	37.9	4.91	1.2	2.5	3.5	3.6	4.2	22.1	29.9	13.9	4.8	5.2	3.0	1.3	1.1	.9	2.8	
Commercial department	36,228	4,112	32,116	37.4	4.63	1.9	4.0	5.2	5.3	5.9	23.1	30.7	14.1	3.0	1.9	.8	.6	.7	.6	2.1	
Traffic department	23,234	1,428	21,806	38.2	4.80	.6	1.2	1.8	2.1	2.8	25.7	40.0	17.0	1.9	1.4	1.3	.6	.6	.6	2.3	
Plant department	49,332	9,104	40,228	38.7	4.86	1.1	2.2	3.1	3.3	3.9	26.8	25.5	10.0	4.9	11.2	5.6	1.0	.4	.3	.6	
Accounting department	33,666	5,281	28,385	37.5	5.11	1.1	2.2	3.2	3.0	3.8	16.2	32.1	17.5	6.5	2.2	1.7	1.8	1.8	1.6	5.3	
All other departments	17,891	1,763	16,128	37.6	5.34	1.2	2.8	3.8	3.8	4.1	13.6	23.4	13.6	8.2	6.2	4.6	3.2	2.8	2.3	6.2	
Telephone operators	165,096	9,482	155,614	36.7	4.55	2.2	5.4	6.5	6.5	30.0	30.0	17.9	7.0	7.9	1.8	1.1	1.0	.8	.9	2.0	
Chief operators	10,082	759	9,323	38.2	7.83	.1	(3)	(3)	(3)	(3)	.2	.3	2.8	7.7	10.9	14.3	12.4	10.7	11.5	29.0	
Service assistants and instructors	9,831	149	9,682	36.9	4.92	.1	.1	.3	1.0	1.7	18.8	39.8	19.5	8.5	9.5	.7	.1	(3)	(3)	.1	
Experienced switchboard operators	123,883	3,884	119,999	36.5	4.35	.5	3.3	5.8	6.5	10.4	37.1	19.1	7.2	9.1	.5	.1	.1	(3)	(3)	.1	
Operators in training	16,846	4,533	12,313	36.0	3.38	17.5	28.4	20.8	14.7	9.1	7.0	1.8	.4	.1	(3)	(3)	(3)	(3)	(3)	(3)	
Other switchboard employees	4,454	157	4,297	38.2	5.71	.1	.1	.3	.6	.7	12.7	36.9	8.9	5.6	6.4	5.8	5.5	4.8	4.6	7.0	
Construction, installation, and maintenance employees	262,844	245,571	17,273	39.9	6.41	(3)	.1	.3	.8	1.3	3.7	3.7	6.0	11.2	30.4	24.1	6.6	1.9	2.5	7.4	
Supervisors of telephone craft workers	33,160	32,292	868	39.9	8.53	(3)	-	-	-	-	(3)	(3)	.1	.3	1.2	4.5	9.0	12.1	17.6	55.2	
Central office craft workers	94,870	80,686	14,184	39.8	6.21	(3)	.1	.2	.5	.7	3.3	4.0	8.8	11.1	31.3	25.8	11.9	.9	.5	.8	
Test board and repeater workers	25,609	19,739	5,870	39.6	6.26	.1	.3	.5	.6	.9	6.5	5.0	4.8	5.5	29.9	28.6	12.9	1.3	.9	2.3	
Central office repairers	66,424	58,160	8,264	39.9	6.20	(3)	(3)	.2	.4	.7	2.2	3.8	9.5	13.3	31.5	25.3	11.9	.8	.3	.2	
Others	2,837	2,787	50	39.8	6.03	(3)	.3	.1	.1	.1	.6	1.1	27.5	10.2	40.0	14.3	4.0	1.3	(3)	.3	
Installation and exchange repair craft workers	89,163	87,628	1,535	40.0	6.09	(3)	.1	.3	.9	1.7	4.1	3.6	4.8	14.5	36.7	31.4	1.5	.1	.1	.3	
PBX and station installers	43,538	42,349	1,189	40.0	6.00	(3)	.1	.5	1.2	2.4	5.8	4.8	5.9	12.9	34.7	30.7	.7	.1	(3)	.2	
Exchange repairers	27,436	27,296	140	40.0	6.26	(3)	(3)	.1	.3	.8	2.5	2.2	3.2	13.0	36.5	38.6	2.3	.2	.2	.2	
Others	18,189	17,983	206	40.0	6.05	(3)	.2	.5	.9	1.3	2.6	3.1	4.3	20.5	41.9	22.0	2.2	.1	.1	.4	
Line, cable, and conduit craft workers	45,651	44,965	686	40.0	5.90	(3)	.3	.7	1.9	2.7	6.3	5.6	6.8	13.3	37.7	20.3	3.5	.3	.4	.3	
Line workers	11,821	11,578	243	40.0	5.51	(3)	.6	1.4	3.9	5.2	11.4	8.9	8.7	17.8	28.0	12.2	.6	.5	1.4	.3	
Cable splicers	31,677	31,365	312	40.0	6.07	(3)	.1	.3	.9	1.4	3.7	4.1	5.5	12.1	43.2	24.0	4.5	.1	.1	.1	
Cable splicers' helpers	1,471	1,350	121	39.9	4.65	.1	.7	3.6	9.7	11.9	21.5	14.8	22.4	6.8	4.6	3.4	.2	.1	.1	-	
Others	682	672	10	39.8	7.21	-	-	-	.1	-	.7	1.0	2.1	2.5	17.2	28.0	17.9	6.2	14.1	10.3	
Laborers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees	31,128	21,625	9,503	38.5	5.31	.8	1.9	3.2	5.8	6.6	18.3	14.2	14.4	7.7	8.1	7.0	3.3	1.8	2.1	4.8	
Supervisors	3,344	2,578	766	39.2	8.05	-	-	(3)	-	-	.2	1.8	2.1	3.7	5.3	7.8	10.1	13.3	17.2	38.4	
Mechanics	2,386	2,366	20	39.9	6.21	-	-	.1	.2	.3	2.5	6.8	7.0	9.3	35.2	31.3	5.6	.8	.6	.3	
Other building service employees	14,474	7,270	7,204	37.4	4.43	1.5	3.3	5.1	10.5	11.8	30.6	17.2	11.4	3.0	2.5	1.5	.5	.2	.2	.6	
Other supplies and motor vehicle employees	10,924	9,411	1,513	39.3	5.36	.3	1.0	2.3	2.5	3.0	11.0	15.7	23.6	15.0	10.4	8.7	4.6	.5	.5	1.1	
All employees not elsewhere classified	1,314	692	622	37.8	7.95	7.7	2.3	3.2	3.0	3.1	6.7	5.6	6.0	2.4	2.7	3.0	2.7	2.2	3.7	45.7	

¹ Covers 25 Bell System telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection 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 4. All and Bell System telephone carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1974

Occupational group ³	United States ⁴		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-----	860,497	\$6.04	59,796	\$6.17	152,682	\$6.69	143,599	\$5.99	49,026	\$5.81	125,659	\$5.43	28,597	\$5.55	85,592	\$5.49	42,404	\$5.61	121,719	\$6.17
Professional and semiprofessional employees-----	113,077	9.47	8,236	9.43	19,169	10.91	18,960	9.04	6,818	8.75	13,455	8.70	3,495	8.27	8,542	8.66	5,590	8.40	16,619	9.02
Business office and sales employees-----	64,202	6.15	3,958	6.53	11,852	6.92	11,169	5.93	3,154	5.78	9,105	5.58	2,455	5.80	7,420	5.31	3,453	6.05	9,550	6.47
Clerical employees-----	186,701	5.07	13,181	5.11	34,761	5.63	29,998	4.94	11,072	4.91	24,929	4.66	6,549	4.65	16,912	4.59	9,356	4.71	28,528	5.19
Supervisors-----	16,473	7.55	1,082	7.81	3,742	8.06	2,273	7.43	783	7.50	2,286	6.75	624	6.72	1,362	6.81	740	7.32	2,474	7.78
Nonsupervisory-----	170,228	4.82	12,099	4.87	31,019	5.34	27,725	4.74	10,289	4.71	22,643	4.44	5,925	4.43	15,550	4.40	8,616	4.49	26,054	4.94
Telephone operators-----	176,454	4.47	11,667	4.43	28,651	5.08	28,067	4.47	9,977	4.34	31,253	4.10	6,385	4.17	21,184	4.39	9,759	4.18	24,026	4.69
Chief operators-----	10,734	7.66	777	7.83	1,604	8.83	1,552	7.68	559	7.32	2,144	6.99	442	7.10	1,425	7.23	612	7.29	1,250	8.40
Service assistants and instructors-----	10,385	4.90	573	4.71	2,657	5.29	2,240	4.80	418	4.78	1,218	4.52	398	4.46	941	4.70	409	4.67	1,269	5.09
Experienced switchboard operators-----	133,503	4.26	9,448	4.13	22,434	4.79	20,669	4.27	8,015	4.11	24,078	3.94	4,549	4.00	16,033	4.23	6,840	4.05	17,534	4.50
Operators in training-----	17,284	3.39	493	3.09	1,171	3.63	2,752	3.39	687	3.49	3,140	3.01	833	3.15	2,314	3.28	1,641	3.14	3,353	3.81
Construction, installation, and maintenance employees-----	285,180	6.31	19,626	6.60	51,472	6.78	47,205	6.39	16,004	6.17	44,051	5.81	8,546	6.12	29,849	5.91	12,568	6.01	38,328	6.51
Supervisors of telephone craft workers-----	35,717	8.40	2,668	8.69	6,493	9.26	5,922	8.42	2,049	8.18	5,271	7.69	1,116	7.79	3,298	7.91	1,687	7.87	5,036	8.50
Central office craft workers -- Test board and repeater workers-----	102,089	6.13	8,230	6.24	16,809	6.44	14,781	6.16	5,034	5.98	13,347	5.74	2,518	5.99	9,912	5.88	3,900	5.93	14,918	6.23
Central office repairers -- Installation and exchange repair craft workers-----	26,292	6.23	1,701	6.42	3,755	6.60	3,200	6.29	898	6.10	3,449	5.62	588	5.77	1,810	6.02	823	6.05	4,485	6.17
PBX and station installers-- Exchange repairers-----	70,636	6.13	4,320	6.30	13,037	6.40	10,698	6.20	4,107	5.96	9,835	5.78	1,914	6.07	7,632	5.92	2,944	5.92	9,982	6.28
Line, cable, and conduit craft workers-----	97,448	6.01	5,648	6.33	19,086	6.48	17,624	6.11	6,021	5.87	16,099	5.46	3,080	5.91	11,122	5.75	4,684	5.70	12,510	6.22
Line workers-----	48,024	5.89	2,228	6.18	9,124	6.46	8,750	6.08	3,396	5.65	7,878	5.29	1,179	5.94	6,049	5.60	2,202	5.54	6,384	6.15
Cable splicers-----	28,326	6.25	1,608	6.39	6,037	6.63	5,056	6.34	1,681	6.30	5,254	5.69	528	6.04	2,895	6.14	1,100	5.96	4,043	6.39
Cable splicers' helpers-----	49,887	5.80	3,080	6.28	9,084	6.28	8,839	5.95	2,900	5.70	9,334	5.47	1,832	5.61	5,517	5.09	2,297	5.42	5,864	6.13
Building, supplies, and motor vehicle employees-----	13,808	5.37	893	6.26	2,379	6.08	2,533	5.43	834	4.92	2,425	4.80	532	5.07	1,614	4.65	758	4.99	1,627	5.81
Supervisors-----	33,817	6.01	2,005	6.25	6,078	6.43	5,948	6.19	1,956	6.04	6,519	5.78	1,284	5.84	3,545	5.41	1,506	5.62	4,086	6.20
Mechanics-----	1,515	4.63	60	5.65	461	5.04	162	5.07	72	4.89	357	4.30	2	5.51	341	3.94	11	5.55	17	5.12
Supervisors-----	33,276	5.24	3,125	5.16	6,575	5.60	7,806	5.28	1,999	5.05	2,750	4.77	1,167	4.79	1,578	4.61	1,657	4.76	4,267	5.50
Mechanics-----	3,492	7.98	297	7.70	742	8.59	900	7.84	226	8.14	267	7.14	80	7.00	108	7.34	184	7.29	471	8.20
Mechanics-----	2,646	6.12	159	5.77	636	6.30	614	6.06	128	6.00	34	5.79	69	5.99	202	6.13	94	5.46	460	6.03

See footnotes at end of table.

Table 4. All and Bell System telephone carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1974—Continued

Occupational group ³	United States ⁴		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
	Bell System carriers																			
All employees, except officials and managerial assistants -----	804,842	\$6.14	59,749	\$6.18	151,112	\$6.73	124,043	\$6.20	43,817	\$6.04	122,885	\$5.47	28,424	\$5.56	77,700	\$5.59	42,101	\$5.61	113,756	\$6.23
Professional and semiprofessional employees -----	107,215	9.63	8,232	9.43	19,072	10.94	16,935	9.33	6,238	9.11	13,299	8.73	3,485	8.28	7,749	8.85	5,582	8.40	15,724	9.15
Drafters -----	8,810	4.84	629	4.60	1,375	5.49	1,423	5.05	619	4.84	1,313	4.29	338	4.45	804	4.18	346	4.22	1,687	4.96
Business office and sales employees -----	60,965	6.25	3,947	6.54	11,800	6.93	9,765	6.18	3,048	5.81	9,031	5.59	2,449	5.80	6,777	5.46	3,434	6.06	9,266	6.50
Clerical employees -----	176,280	5.15	13,179	5.11	34,391	5.67	26,658	5.11	10,106	5.08	24,269	4.69	6,509	4.66	15,393	4.69	9,311	4.72	26,849	5.26
Supervisors -----	15,929	7.61	1,082	7.81	3,735	8.07	2,160	7.55	762	7.55	2,220	6.76	624	6.72	1,192	6.93	739	7.32	2,456	7.80
Nonsupervisory -----	160,351	4.91	12,097	4.87	30,656	5.37	24,498	4.89	9,344	4.87	22,049	4.48	5,885	4.44	14,201	4.50	8,572	4.49	24,393	5.00
Telephone operators -----	165,096	4.55	11,667	4.43	28,362	5.11	24,140	4.63	8,852	4.53	30,559	4.13	6,343	4.18	19,730	4.48	9,671	4.19	22,393	4.75
Chief operators -----	10,082	7.83	777	7.83	1,595	8.87	1,327	8.07	542	7.37	2,083	7.07	440	7.11	1,363	7.30	608	7.30	1,146	8.67
Service assistants and instructors -----	9,831	4.92	573	4.71	2,633	5.30	1,953	4.84	307	4.98	1,203	4.52	397	4.46	896	4.77	404	4.69	1,261	5.09
Experienced switchboard operators -----	123,883	4.35	9,448	4.13	22,178	4.82	17,304	4.47	7,018	4.32	23,546	3.97	4,510	4.01	14,692	4.34	6,788	4.06	16,059	4.57
Operators in training -----	16,846	3.38	493	3.09	1,171	3.63	2,712	3.40	687	3.49	3,054	3.03	833	3.15	2,314	3.28	1,641	3.14	3,353	3.81
Construction, installation, and maintenance employees -----	262,844	6.41	19,602	6.61	50,800	6.81	39,309	6.59	13,800	6.42	42,973	5.84	8,480	6.13	26,624	6.02	12,435	6.02	35,247	6.55
Supervisors of telephone craft workers -----	33,160	8.53	2,666	8.69	6,440	9.27	5,103	8.67	1,733	8.56	5,132	7.73	1,103	7.81	2,905	8.05	1,675	7.88	4,690	8.59
Central office craft workers -----	94,870	6.21	8,221	6.24	16,586	6.46	12,173	6.32	4,300	6.22	12,932	5.78	2,502	6.00	9,042	5.97	3,838	5.93	14,138	6.25
Test board and repeater workers -----	25,609	6.26	1,700	6.42	3,731	6.61	2,975	6.36	848	6.17	3,369	5.64	588	5.77	1,736	6.05	821	6.05	4,383	6.17
Others -----	2,837	6.03	2,208	5.98	9	6.76	30	6.57	-	-	59	6.03	-	-	-	-	131	5.46	49	6.47
Installation and exchange repair craft workers -----	89,163	6.09	5,643	6.33	18,836	6.51	14,888	6.30	5,279	6.10	15,746	5.49	3,053	5.92	9,874	5.86	4,640	5.71	11,126	6.25
PBX and station installers -----	43,538	6.00	2,228	6.18	8,987	6.48	7,445	6.24	2,707	6.01	7,592	5.32	1,152	5.97	5,129	5.76	2,164	5.55	6,134	6.15
Exchange repairers -----	27,436	6.26	1,608	6.39	6,037	6.63	4,768	6.44	1,681	6.30	5,254	5.69	528	6.04	2,889	6.14	1,096	5.96	3,551	6.41
Line, cable, and conduit craft workers -----	45,651	5.90	3,072	6.29	8,938	6.31	7,145	6.18	2,488	5.97	9,163	5.50	1,822	5.62	4,803	5.20	2,282	5.43	5,293	6.17
Line workers -----	11,821	5.51	887	6.27	2,301	6.13	1,703	5.79	620	5.37	2,323	4.85	524	5.08	1,293	4.82	747	5.00	1,328	5.90
Cable splicers -----	31,677	6.07	2,003	6.25	6,010	6.44	5,140	6.33	1,758	6.21	6,451	5.79	1,282	5.84	3,193	5.47	1,502	5.62	3,821	6.21
Cable splicers' helpers -----	1,471	4.65	60	5.65	461	5.04	157	5.10	72	4.89	356	4.30	2	5.51	310	3.98	11	5.55	10	4.92
Laborers -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees -----	31,128	5.31	3,122	5.16	6,485	5.62	6,932	5.41	1,773	5.25	2,638	4.85	1,158	4.80	1,322	4.72	1,648	4.77	3,996	5.53
Supervisors -----	3,344	8.05	297	7.70	734	8.62	829	7.98	224	8.15	266	7.15	80	7.00	85	7.53	184	7.29	454	8.27
Mechanics -----	2,386	6.21	159	5.77	618	6.38	534	6.30	118	6.14	29	5.96	69	5.99	195	6.17	94	5.46	401	6.17

¹ Covers telephone carriers which have operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection with those of another carrier under direct or indirect common control.

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

³ May include employees in occupations in addition to those shown separately.

⁴ 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.)

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

NOTE: For purposes of this study, the regions for which separate data are presented include:

Table 5. Western Union Telegraph Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1974

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—																			
	Total	Men	Women			\$2.00 and over	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00 and over	
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All employees except officials, managerial assistants and messengers	12,637	7,738	4,899	39.0	\$5.69	-	(³)	0.1	0.8	0.7	1.9	4.8	5.6	14.1	11.2	11.9	6.8	21.0	7.6	3.0	2.5	1.9	6.1		
Professional and semiprofessional employees --	861	661	200	37.8	8.11	-	-	-	-	-	-	.1	.3	2.2	9.9	6.3	9.8	2.3	3.3	5.1	7.2	8.1	45.4		
Engineers and engineering assistants	195	190	5	38.5	8.50	-	-	-	-	-	-	.5	1.5	2.1	.5	4.1	5.6	3.6	4.1	5.1	12.8	11.3	48.7		
Others	666	471	195	37.6	8.00	-	-	-	-	-	-	-	-	2.3	12.6	6.9	11.0	2.0	3.0	5.1	5.6	7.2	44.4		
Telegraph office superintendents and managers	594	387	207	39.8	5.51	-	-	-	.8	-	1.3	1.0	11.6	21.0	24.6	21.7	5.1	2.2	3.4	1.7	2.2	3.4			
Sales employees	700	631	69	36.7	5.80	-	-	.3	4.4	-	8.0	7.4	.1	16.1	14.0	10.6	5.3	5.3	3.6	3.4	2.0	4.3	15.1		
Clerical employees	2,854	854	2,000	37.0	5.18	-	(³)	.1	(³)	.2	2.2	5.8	3.4	16.7	20.5	21.5	12.9	6.8	2.4	2.1	2.4	.9	2.1		
Supervisors	638	373	265	37.4	6.36	-	-	-	-	-	-	.3	1.7	12.1	20.4	12.7	14.9	6.7	8.8	10.5	3.6	8.3			
Nonsupervisory employees	2,209	478	1,731	36.9	4.84	-	(³)	-	(³)	.3	2.8	7.4	4.2	21.0	23.0	21.9	12.9	4.5	1.2	.2	.1	.1	.3		
Commercial department	1,007	161	846	36.9	4.74	-	0.1	-	-	.2	3.6	8.0	2.3	23.2	21.0	31.2	4.1	6.1	.1	-	.1	.1	-		
Traffic department	69	18	51	40.0	4.11	-	-	-	-	-	13.0	10.1	8.7	59.4	7.2	1.4	-	-	-	-	-	-	-		
All other departments	1,133	299	834	36.6	4.98	-	-	.1	.4	1.5	6.6	5.7	16.7	25.8	14.8	21.6	3.4	2.2	.4	.1	.2	.5			
Route aides	7	3	4	40.0	3.38	-	-	28.6	-	-	-	-	28.6	14.3	28.6	-	-	-	-	-	-	-	-		
Telegraph operators	2,902	662	2,240	39.9	4.36	-	.1	.2	2.4	2.5	3.8	10.0	19.5	35.0	12.4	7.7	1.7	.8	1.5	.4	.4	.1	1.2		
Traffic managers, chief operators, supervisors, and instructors	590	296	294	39.7	6.53	-	-	-	-	-	.3	2.2	7.5	28.1	31.9	7.8	4.1	7.5	2.0	2.0	.7	5.9			
Experienced telegraph operators (except Morse operators)	2,172	358	1,814	40.0	4.11	-	.1	(³)	(³)	.6	5.1	13.2	25.5	44.8	9.0	1.6	.1	-	-	-	-	-	-		
Commercial department	899	212	687	40.0	4.20	-	-	-	.8	7.1	8.0	8.6	64.7	7.8	2.7	.3	-	-	-	-	-	-	-		
Traffic department	1,273	146	1,127	40.0	4.05	-	.2	.1	.1	.4	3.6	16.8	37.5	30.7	9.8	.9	-	-	-	-	-	-	-		
Operators in training	140	8	132	40.0	2.98	-	-	4.3	50.0	44.3	-	1.4	-	-	-	-	-	-	-	-	-	-	-		
Construction, installation, and maintenance employees	4,546	4,404	142	40.0	6.46	-	-	(³)	-	.1	(³)	.5	1.7	3.3	8.2	4.0	51.3	17.1	4.8	3.3	2.2	3.5			
Traffic testing and regulating employees	1,150	1,129	21	40.0	6.38	-	-	-	-	-	-	.2	.3	2.4	6.3	65.7	65.7	20.4	2.3	-	-	-	-		
Construction, installation, and maintenance employees	3,376	3,256	120	40.0	6.50	-	-	.1	-	-	(³)	.5	2.0	3.5	8.8	4.5	46.7	16.1	5.7	4.5	3.0	4.7			
Supervisors	823	813	10	39.1	7.77	-	-	-	-	-	-	.4	.4	1.2	6.8	23.1	19.3	17.6	12.2	19.1	-	-			
Subscribers' equipment maintainers	1,610	1,606	4	40.0	6.27	-	-	-	-	-	-	.1	1.0	3.0	6.0	7.9	66.3	15.3	.4	-	-	-			
Line and cable workers	133	133	-	40.0	6.16	-	-	1.5	-	-	-	.8	1.5	5.3	12.0	4.5	55.6	8.3	9.8	.8	-	-			
Others	810	704	106	40.0	5.90	-	-	-	-	-	-	-	1.9	6.0	7.3	22.5	1.2	46.5	11.9	1.6	.6	.1	.4		
Laborers	20	19	1	40.0	4.10	-	-	-	-	15.0	5.0	20.0	40.0	20.0	-	-	-	-	-	-	-	-	-		
Building service employees	180	139	41	40.0	4.36	-	-	.6	1.1	2.8	47.8	8.9	3.3	6.7	10.0	8.9	8.9	1.1	-	-	-	-	-		
Mechanics	61	59	2	40.0	5.53	-	-	-	-	-	-	1.6	3.3	16.4	26.2	23.0	26.2	3.3	-	-	-	-	-		
Others	119	80	39	40.0	3.76	-	-	.8	1.7	4.2	72.3	12.6	3.4	1.7	1.7	-	-	-	-	-	-	-	-		
Messengers	707	689	18	39.8	3.39	3.5	19.1	3.4	.7	1.8	11.7	5.5	46.1	8.1	-	-	-	-	-	-	-	-	-		
Full-time employees	647	630	17	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Part-time employees	60	59	1	-	-	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		
Walking and bicycle messengers	181	174	7	39.5	2.33	13.8	74.0	11.0	-	-	1.1	-	-	-	-	-	-	-	-	-	-	-	-		
Motor messengers	526	515	11	40.0	3.75	-	.2	.8	1.0	2.5	15.4	7.4	62.0	10.8	-	-	-	-	-	-	-	-	-		

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

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

³ Less than 0.05 percent.

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

Table 6. International telegraph carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² October 1974

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ³	Percent of employees receiving—																		
	Total	Men	Women			\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	
						and over	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	and over
All employees except officers and assistants ----	4,938	4,029	909	37.1	\$6.78	1.7	0.1	0.5	1.3	0.4	1.2	1.5	2.4	4.7	7.0	7.6	11.5	12.6	7.6	10.2	6.1	3.7	19.9	
All employees except officers and assistants, and messengers ----	4,764	3,861	903	37.3	6.92	(3)	(3)	(3)	.2	.4	1.3	1.5	2.4	4.8	7.3	7.9	11.9	13.0	7.9	10.6	6.3	3.8	20.7	
Professional and semiprofessional employees ----	797	764	33	37.3	9.50	-	-	-	-	-	.1	-	.1	.3	.9	1.9	4.0	3.1	5.5	7.5	8.3	67.0	-	
Engineers and engineering assistants ----	356	349	7	37.2	9.53	-	-	-	-	-	.3	-	.3	.3	.6	.6	1.4	4.8	3.4	5.9	5.1	8.7	68.8	
Others ----	441	415	26	37.4	9.48	-	-	-	-	-	-	-	.2	1.8	1.1	2.3	3.4	2.9	5.2	9.5	7.9	65.5	-	
Office or station superintendents and assistants--	16	16	-	36.8	10.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12.5	87.5	
Sales employees ----	333	313	20	36.5	7.47	-	-	-	-	-	-	.6	1.2	2.1	9.9	9.9	11.7	11.4	9.6	10.5	5.7	27.3	-	
Clerical employees ----	1,329	659	670	37.0	5.70	.1	.1	.1	.5	.5	3.4	4.5	6.2	11.1	14.7	12.3	13.4	10.5	4.5	4.0	2.3	2.3	9.5	
Supervisors ----	164	144	20	36.8	8.77	-	-	-	-	-	-	-	-	-	1.8	4.3	4.9	1.2	7.9	7.9	11.6	60.4	-	
Nonsupervisory employees ----	1,165	515	650	37.1	5.27	.1	.1	.1	.6	.5	3.9	5.2	7.0	12.7	16.8	13.8	14.7	11.3	5.0	3.4	1.5	.9	2.3	
Operating department ----	315	204	111	37.4	5.45	-	-	-	.6	2.2	4.1	6.0	8.6	9.5	15.6	25.1	20.3	4.4	1.6	1.0	.3	.6	-	
Commercial department ----	119	20	99	37.3	4.95	-	-	-	.8	1.7	11.8	9.2	24.4	22.7	7.6	5.0	5.0	2.5	1.7	1.7	1.7	4.2	-	
Accounting department ----	359	155	204	37.2	5.06	.3	.3	.3	1.4	.6	5.8	5.8	8.4	18.9	17.0	8.1	5.6	3.3	.6	-	-	.8	-	
Engineering department ----	79	33	46	37.4	5.60	-	-	-	1.3	3.8	2.5	3.8	15.2	21.5	6.3	10.1	6.3	11.4	6.3	6.3	-	5.1	-	
All other departments ----	293	103	190	36.3	5.36	-	-	.7	-	4.1	3.4	9.6	17.1	18.4	12.6	5.8	9.6	4.1	5.5	2.0	2.7	4.4	-	
Operators ----	1,064	892	172	37.5	6.30	-	-	.1	1.0	.8	.8	1.5	1.8	4.1	9.6	22.9	27.3	10.4	8.1	2.6	2.8	6.0	-	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants ----	159	154	5	37.4	8.25	-	-	-	-	.6	-	-	-	.6	1.3	.6	3.1	6.3	11.3	17.0	18.9	40.3	-	
Nonsupervisory operators ----	905	738	167	37.5	5.96	-	-	.1	1.2	1.0	.8	1.8	2.1	4.8	11.0	26.9	31.6	11.2	7.5	.1	-	-	-	
Radio operators ----	9	9	-	35.9	6.25	-	-	-	-	-	-	-	-	-	-	22.2	77.8	-	-	-	-	-	-	
Marine coastal station operators ----	115	114	1	37.5	6.29	-	-	-	-	-	-	-	.9	.9	11.3	6.1	12.2	17.4	29.6	20.9	-	-	-	
Cable operators ----	120	112	8	37.5	6.31	-	-	-	-	-	-	-	-	1.7	15.8	15.8	15.0	38.3	13.3	-	-	-	-	
Teletype-multiplex operators ----	553	414	139	37.5	5.78	-	-	.2	2.0	1.6	1.3	2.7	1.6	4.7	11.4	34.4	38.2	2.0	-	-	-	-	-	
Telephone operators ----	53	40	13	37.5	6.10	-	-	-	-	-	-	-	3.8	1.9	17.0	13.2	34.0	30.2	-	-	-	-	-	
All other operators ----	55	49	6	37.5	6.14	-	-	-	-	-	-	-	12.7	1.8	3.6	20.0	21.8	9.1	30.9	-	-	-	-	
Messengers ----	174	168	6	31.7	2.54	47.1	2.3	13.2	29.3	1.7	.6	-	2.9	1.7	.6	-	-	.6	-	-	-	-	-	
Foot and bicycle ----	167	161	6	31.4	2.50	49.1	2.4	13.2	29.9	1.2	.6	-	.6	1.8	.6	-	-	.6	-	-	-	-	-	
Motor ----	7	7	-	37.5	3.38	-	-	14.3	14.3	14.3	-	-	57.1	-	-	-	-	-	-	-	-	-	-	
Construction, installation, maintenance and other technical employees ----	1,137	1,130	7	37.5	7.02	.1	-	.1	-	.2	.1	.8	3.9	6.4	4.7	7.6	10.0	12.2	24.5	12.6	3.3	13.5	-	
Supervisors ----	181	179	2	37.4	9.26	-	-	-	-	-	-	-	.6	-	1.1	2.2	1.7	2.8	4.4	12.2	75.1	-	-	
Mechanics and maintenance technicians ----	478	478	-	37.5	6.73	.2	-	.2	-	-	-	-	5.9	3.6	5.2	7.5	14.0	11.7	35.8	14.0	.2	1.7	-	
Radio operating technicians ----	124	120	4	37.5	6.17	-	-	-	-	-	-	-	-	26.6	7.3	12.9	5.6	17.7	91.4	10.5	-	-	-	
Radio telegraph riggers ----	12	12	-	37.5	7.06	-	-	-	-	-	-	-	-	-	8.3	-	8.3	83.3	-	-	-	-	-	
Others ----	342	341	1	37.5	6.56	-	-	-	-	.6	.3	2.6	4.4	6.7	5.3	9.4	10.5	16.7	20.2	16.1	4.4	2.9	-	
Building service employees ----	78	77	1	37.5	5.05	-	-	3.8	1.3	3.8	3.8	2.6	15.4	20.5	21.8	10.3	2.6	2.6	11.5	-	-	-	-	
All employees not elsewhere classified ----	10	10	-	37.5	6.71	-	-	-	-	-	-	-	10.0	-	-	10.0	20.0	20.0	10.0	-	10.0	-	20.0	

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 percent.

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 (FCC) 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 37 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 compensa-

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

Distribution of workers by earnings classes

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

Industry Wage Studies

The most recent reports 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, 1972. BLS Bulletin 1839
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, 1973. BLS Bulletin 1871
Footwear, 1971. BLS Bulletin 1792
Hosiery, 1973. BLS Bulletin 1863
Industrial Chemicals, 1971. BLS Bulletin 1768
Iron and Steel Foundries, Nov. 1973. BLS Bulletin 1894
Leather Tanning and Finishing, 1973.
BLS Bulletin 1835
Machinery Manufacturing, 1973. BLS Bulletin 1859
Meat Products, 1974. BLS Bulletin 1896
Men's and Boys' Separate Trousers, 1971.
BLS Bulletin 1752
Men's and Boys' Shirts (Except Work Shirts) and
Nightwear, June 1974. Bulletin 1901
Men's and Boys' Suits and Coats, 1973.
BLS Bulletin 1843
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, 1972.
BLS Bulletin 1844
Southern Sawmills and Planing Mills, 1969.
BLS Bulletin 1694
Structural Clay Products, 1969. BLS Bulletin 1697

Manufacturing—Continued

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, 1972. BLS Bulletin 1858

Nonmanufacturing

Appliance Repair Shops, 1972. BLS Bulletin 1838
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
Banking, 1973. BLS Bulletin 1854
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1973. BLS Bulletin 1854
Contract Cleaning Services, 1971. BLS Bulletin 1778
Crude Petroleum and Natural Gas Production, 1972.
BLS Bulletin 1797
Department Stores, 1973. BLS Bulletin 1869
Educational Institutions: Nonteaching Employees,
1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1973. BLS Bulletin 1834
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, 1973.
BLS Bulletin 1855
Scheduled Airlines, 1970. BLS Bulletin 1734
Wages and Tips in Restaurants and Hotels, 1970.
BLS Bulletin 1712

¹ Bulletin out of stock.

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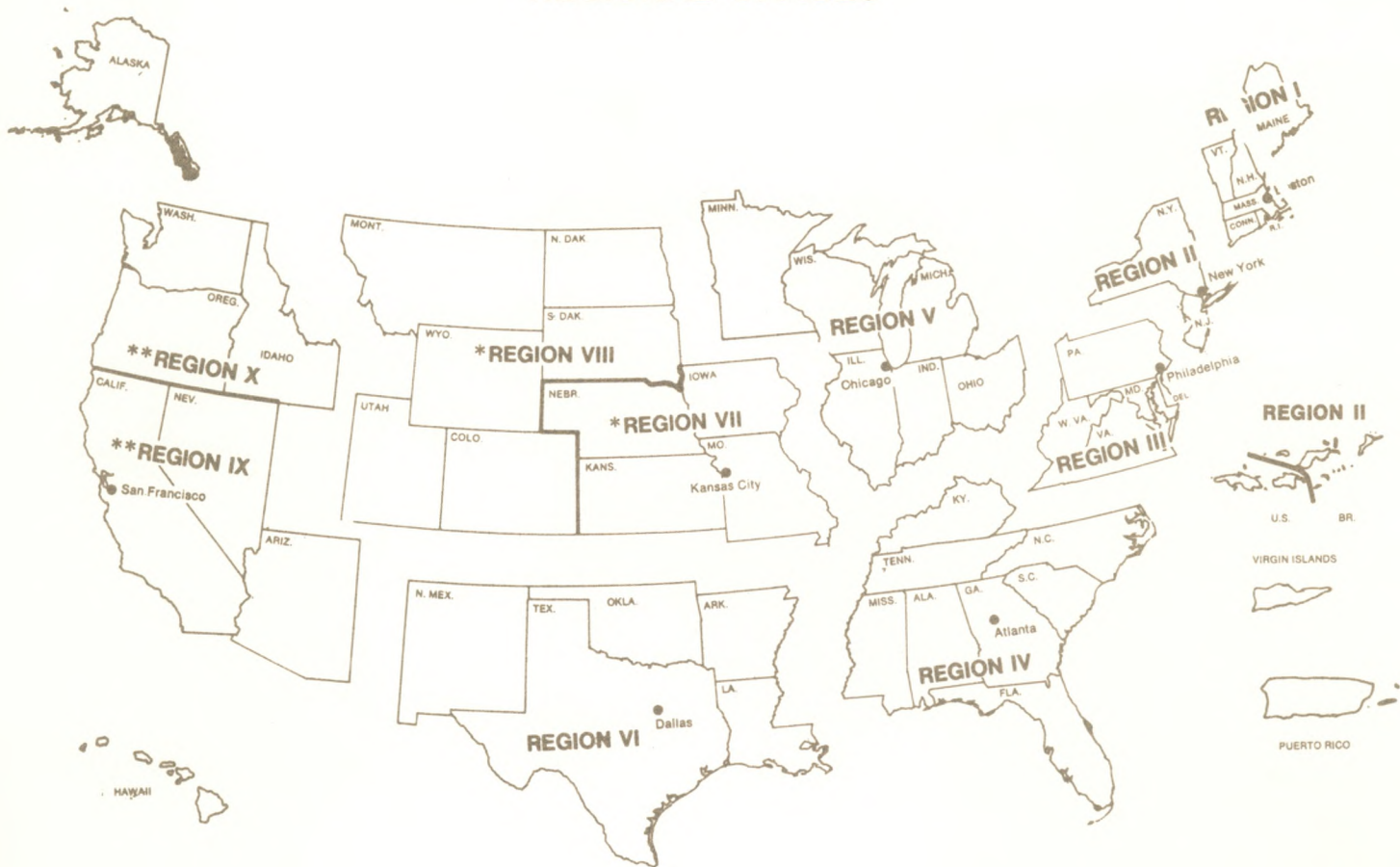
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