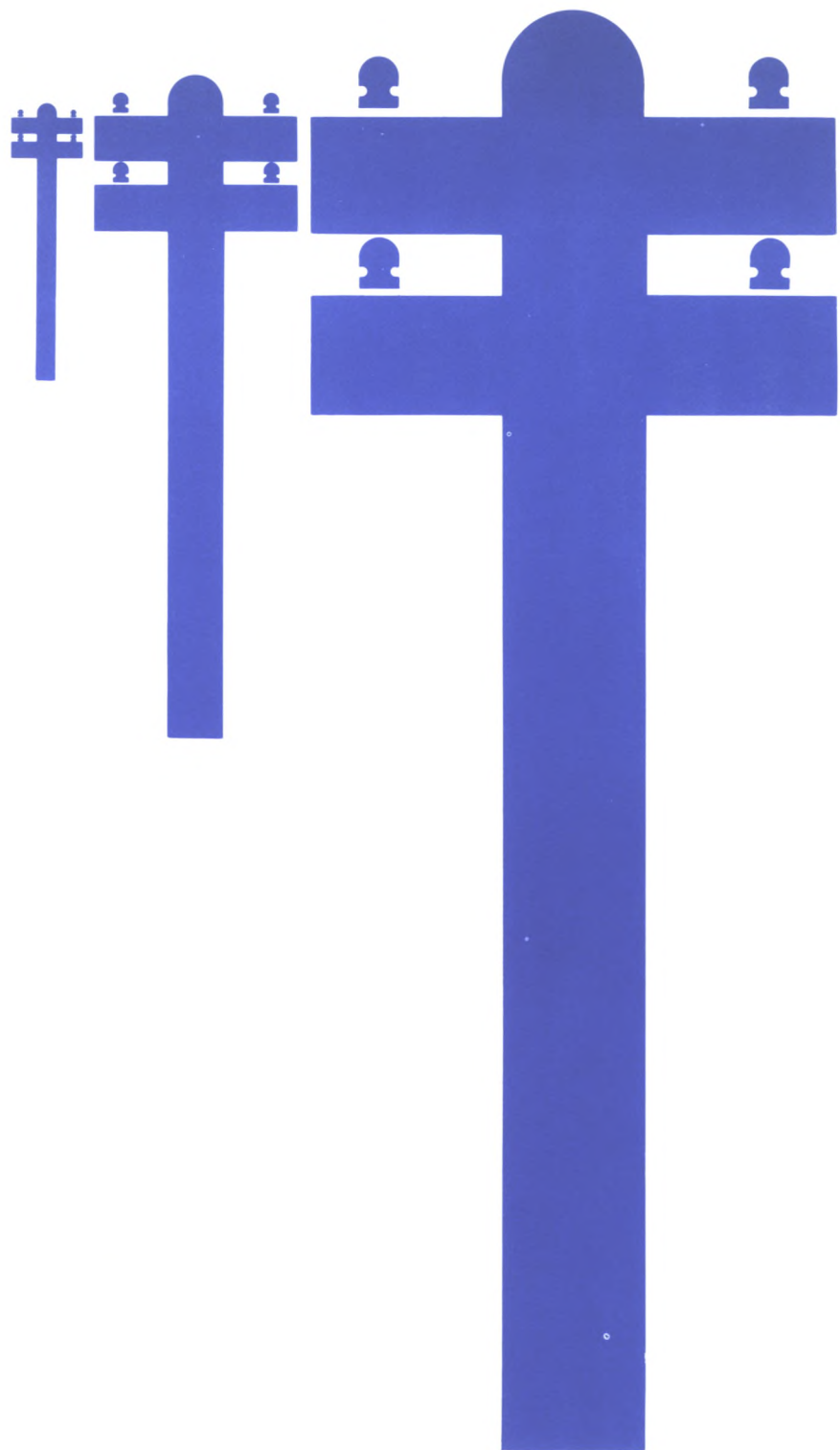


Industry Wage Survey: Communications October-December 1976



U.S. Department of Labor
Bureau of Labor Statistics
1978
Bulletin 1991



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U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1978
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Preface

This summary of data on employment and hourly rates of pay in the communications industry in 1976 is based on annual reports filed with the Federal Communications Commission (FCC) 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 with the FCC, the Bureau of Labor Statistics tabulates and publishes the data annually.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. Harry B. Williams 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 1976

Summary

In late 1976, wage rates for the 827,000 communication workers (except officials and managerial assistants) averaged \$7.34 an hour—9.2 percent above the \$6.73 hourly rate recorded in a similar survey in late 1975.¹ Between 1970 and 1975, by comparison, wage gains averaged 11.6 percent annually. (See chart for yearly increases, 1947-76.) Overall employment of the principal telephone and telegraph carriers in late 1976 remained almost unchanged from the total reported a year earlier.² (Nearly five-sixths of the Nation's 1 million workers in telephone and wire-telegraph communication were covered by the 1976 study.)

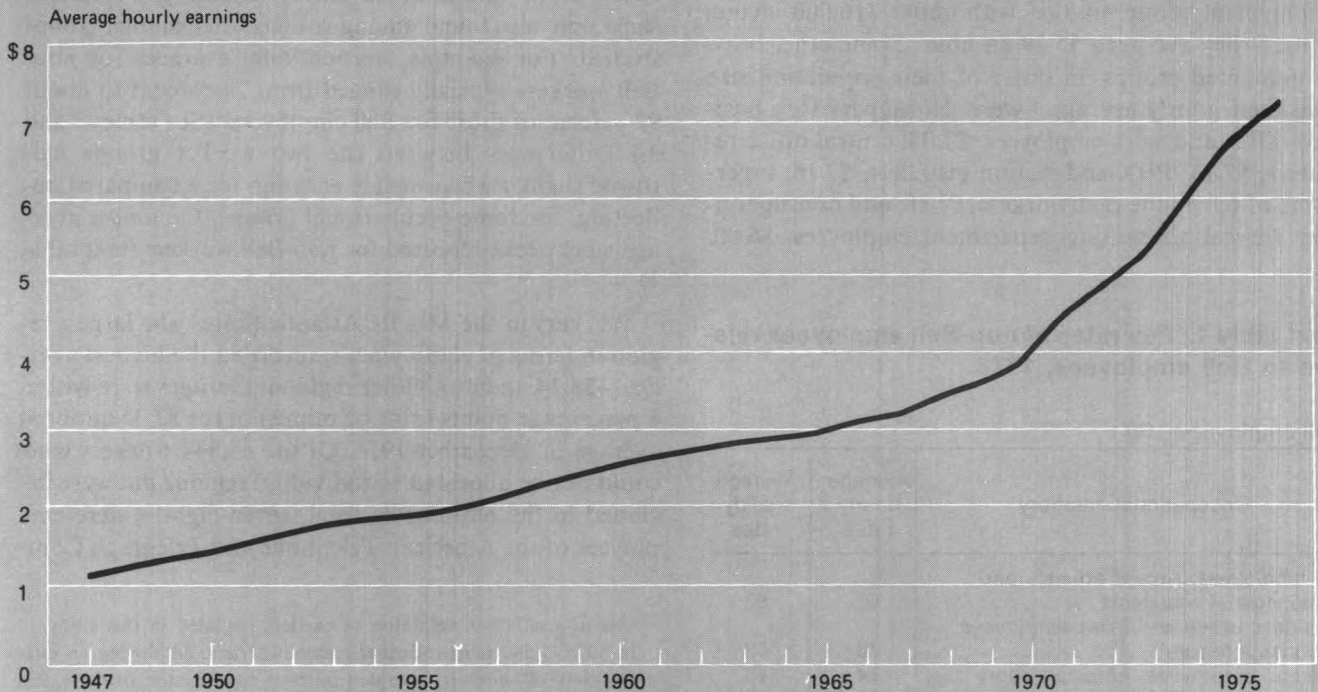
¹See appendix for scope and method of survey including definitions of employment covered and pay rates.

²See *Industry Wage Survey: Communications, October-December 1975*, Bulletin 1954 (Bureau of Labor Statistics, 1977).

Telephone carrier employees, 98 percent of all communication workers within the scope of the survey, averaged \$7.35 an hour in December 1976. Wage rates for the Bell System employees averaged \$7.45 an hour—25 percent more than the \$5.96 hourly average for non-Bell (independent) carrier employees.³ Wage rates for the nonmessenger work force of five international telegraph carriers averaged \$8.12 an hour compared with \$6.81 for similar employees of the Western Union Telegraph Company.

³The study was limited to the 61 telephone carriers 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 21,900, were not included in the study.

Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, 1947-76



Telephone carriers

Employment and wages in 1976. Employees of the nation's 61 principal telephone carriers, 810,064 workers, averaged \$7.35 in December 1976 (table 1). Individual earnings of five-sixths of the work force were between \$3.50 and \$9.50 an hour. The middle 50 percent of those workers earned between \$5.60 and \$8.20 an hour. Several factors contributing to the relatively wide dispersion of earnings were: The broad range of skills required by the communications industry, differences in pay by carrier and locality, and differences in pay rates within an occupation because of varying length of employee service.

Wages, supplementary benefits, 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. For example, the New York Telephone Company, negotiated separate agreements for its plant, traffic, and commercial departments in the New York City area from those agreements negotiated for the same groups in the rest of New York State.

The occupations for which wage data are presented represent the full spectrum of activities performed by employees in the telephone industry. In December 1976, average hourly earnings ranged from \$11.73 for professional and semiprofessional employees (other than drafters) to \$4.00 for telephone operators-in-training. Experienced switchboard operators made up, by far, the largest employment group studied with about 116,000 incumbents;—they averaged \$5.39 an hour. Some other heavily populated groups, in order of their population size (and their hourly averages) were: Nonsupervisory business office and sales employees, \$7.04; central office repairers, \$7.73; PBX and station installers, \$7.16; supervisors of telephone craftworkers, \$9.88; and nonsupervisory clerical accounting department employees, \$6.00.

Text table 1. Pay rates of non-Bell employees relative to Bell employees, 1976

Bell employees=100

Occupational category	Average hourly rates	Average weekly rates
All employees, except officials and managerial assistants	80	82
Business office and sales employees, nonsupervisory	70	73
Clerical employees, nonsupervisory	74	73
Experienced switchboard operators	76	79
Central office repairers	84	85
PBX and station installers	86	86
Line workers	77	77

Text table 2. Regional pay relatives for telephone workers by occupation, 1976

(Southeast=100)

Region	Clerical employees (nonsupervisory)	Experienced switchboard operators	Central office repairers
New England.....	114	105	108
Middle Atlantic	119	115	110
Great Lakes	104	103	104
Chesapeake	109	99	102
North Central	99	97	100
South Central	96	104	101
Mountain.....	103	101	101
Pacific	110	105	107

Bell System companies continued to account for more than nine-tenths of the surveyed workers in December 1976. The proportion of Bell System workers ranged from virtually all in five regions—New England, Middle Atlantic, Southeast, North Central and Mountain—to slightly over nine-tenths in the South Central and Pacific.

Companies affiliated with the Bell System, which often serve an entire State or group of States, were typically much larger than the independent carriers. Slightly more than half of the 25 Bell carriers each employed more than 25,000 workers, whereas the largest of the non-Bell companies had only 7,700 employees and 19 reported fewer than 500 workers.⁴

Employees of the Bell System carriers held a 25-percent average wage advantage over those of non-Bell carriers—\$7.45 compared to \$5.96. Similar pay relationships were also found among various occupational groups studied. For example, occupational averages for non-Bell workers typically ranged from 70 percent to about 90 percent of those for Bell employees. (See tables 2 and 3.) Differences between the two worker groups narrowed slightly when weekly earnings were compared, reflecting, for some occupational groups, the longer average workweeks reported for non-Bell workers (text table 1).

Workers in the Middle Atlantic States, the largest region in terms of employment, recorded the highest average—\$8.14 an hour. Other regional averages were within 8 percentage points (plus or minus) of the \$7.35 national average in December 1976. Of the 46,344 workers who could not be allocated to individual regions but were included in the nationwide total, seven-eighths were employees of the American Telephone and Telegraph Com-

⁴See appendix for definition of carriers included in this study.

In 1976, 1,590 independent telephone carriers, employing an estimated 160,000 workers, operated in the United States; of these, 36, employing 52,675 workers, were within the scope of the survey.

For more information regarding the independent carriers, see *Independent Telephone Statistics*, Vol. 1, (U.S. Independent Telephone Association, Washington, D.C., 1977).

Text table 3. Annual increases in average hourly pay rates for telephone workers, 1966-76.

(Percent)

Year	All telephone carriers	Bell system carriers	Non-Bell carriers
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
1974-75	11.4	11.1	15.5
1975-76	9.2	9.2	11.2

pany's Long Lines and General Departments; these workers averaged \$9.28 an hour.⁵

Regional differences in average wages varied somewhat by occupation. Text table 2 shows, however, that regional averages for each of three numerically important jobs studied—central office repairers, experienced switchboard operators, and nonsupervisory clerical employees—fell mostly within a 10-percent spread.

Trends in wages and employment. In December 1976, wage levels of the principal telephone carriers were 9.2 percent higher than in December 1975 (text table 3). Since the initial BLS survey of the communications industry, telephone wage rates have increased at an average annual rate of 6.3 percent—from \$1.26 an hour in 1947 to \$7.35 in 1976. During the 1970's, however, yearly gains have substantially exceeded the long-term trend, averaging 11.2 percent per year.⁶ This compares with a 7.7-percent yearly advance for all manufacturing and 8.9 percent for transportation and public utilities between 1970 and 1976.

Changes in the occupational composition of the telephone 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 (text table 4). The effect of such shifts can be observed by weighting 1976 wage averages by 1947 employment levels. This technique results in a derived average that is 81 cents below the published figure for 1976.

Part of the change in average wages resulted from general wage increases negotiated under collective bargaining agreements. For example, Bell System carrier agree-

⁵Also 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 6,099 workers averaging \$7.82 an hour.

⁶After adjusting for shifts in occupational employment between the 1970 and 1976 surveys, the annual gain was reduced to 10.6 percent.

⁷For a more detailed explanation, see *Wage Chronology—American Telephone and Telegraph Co.—Long Lines Department—and Com-*

Text table 4. Telephone workers by major occupational category and sex, 1947, 1970, and 1976

Item	October 1947	December 1970	December 1976
Total, all employees:			
Number	555,700	831,557	810,064
Percent	100	100	100
Professional and semiprofessional .	5	10	11
Clerical	17	22	22
Telephone operators .	46	26	18
Construction, installation, and maintenance workers .	23	31	37
All other	9	11	12
Men:			
Number	179,700	374,363	399,818
Percent of total	33	45	49
Women:			
Number	373,000	457,194	410,246
Percent of total	67	55	51

NOTE: Excludes officials and managerial assistants. Because of rounding, sums of individual items may not equal 100.

ments negotiated in July 1974 provided for a deferred wage increase in August 1976 (which did not apply to minimum rates but ranged up to 3.3 percent for maximum rates). The cost-of-living escalator clause of the same agreements also provided for an adjustment in August 1976: The formula called for a flat increase of 50 cents a week plus 0.6 percent of the individual employee's rate, rounded to the nearest 50 cents, for each full 1-percent increase in the Bureau of Labor Statistics' Consumer Price Index during the preceding May-to-May period. Any additional increase in the index less than a full percentage point was to be applied proportionately.⁷

Between December 1975 and December 1976, changes in average wage rates were not uniform among the major occupational groups studied: The professional and semiprofessional staff recorded the largest increase (14 percent); for other major employee groups—business office and sales employees, clerical employees, telephone operators, construction, installation, and maintenance employees, and building, supplies and motor vehicle employees—average wages rose between 6 and 10 percent during the 12-month span. As indicated in text table 5, wage gains have varied significantly among occupational groups since 1947.

Since 1951, Bell System wages have increased at an average annual rate of nearly 6.3 percent, in contrast to 6.9

munications Workers of America, July 1974-August 1977, Supplement to BLS Bulletin 1812 (Bureau of Labor Statistics, May 1976).

⁸Detailed occupational data for Bell 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 trends in employment and earnings for Bell System carriers from 1945 to 1965, see "Employment and Wage Trends in Bell System Companies," *Monthly Labor Review*, March 1967, pp. 38-41.)

percent for non-Bell carriers.⁸ As a result, the spread between average wage rates for the two carrier groups has decreased from 43 percent in 1951 to 25 percent in 1976.

Regional relationships in average wages for all carriers have remained fairly stable over the past two decades. Hourly averages were typically at or above the national averages in the Middle Atlantic, New England, and Pacific regions (text table 6).

Employment in surveyed telephone companies was basically unchanged between December 1975 and December 1976—down 1 percent to 810,000. About a 10,000 drop in the number of Bell System workers partly offset a 3,600 employment increase for independent carriers to nearly 53,000 workers.

The slight drop for all telephone carriers in 1976 followed a 5 percent decline during 1975. Employment among the occupational categories studied varied considerably during the 1975-76 survey periods. Increases in staff were reported for business office and sales employees (10 percent) and construction, installation, and maintenance employees (12 percent), while work force cutbacks were reported for telephone operators (11 percent), clerical employees (10 percent), building, supplies, and motor vehicle employees (8 percent) and professional and semiprofessional employees (5 percent).

The overall employment decreases in recent years have reversed the long-term trend in the industry. Prior to 1974-76, 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

Growth in telephone carrier employment over the years has been associated with changes in the occupational makeup of the industry and in the proportion of men employed. Since 1971, men have made up nearly

Text table 5. Average hourly earnings of telephone workers in major occupational categories, 1947, 1970, and 1976, and average annual percent increase, 1947-70 and 1970-76

Occupational category	Average hourly earnings			Average annual percent increase	
	October 1947	December 1970	December 1976	1947-70	1970-76
All employees, except officials and managerial assistants	\$1.26	\$3.89	\$ 7.35	5.0	11.2
Professional and semiprofessional employees	2.72	6.77	11.64	4.1	9.5
Business office and sales employees	1.45	4.11	7.36	4.7	10.2
Clerical employees	1.19	3.13	6.23	4.3	12.2
Telephone operators	1.00	2.81	5.59	4.6	12.2
Construction, installation and maintenance workers	1.55	4.27	7.64	4.7	10.2
Building, supplies, and motor vehicle employees	1.19	3.53	6.67	4.9	11.2

Text table 6. Regional pay relatives for telephone workers, selected periods

(National average=100)

Region	October 1955	December 1965	December 1975	December 1976
New England	97	102	103	104
Middle Atlantic	105	107	110	111
Great Lakes	105	102	99	97
Chesapeake	99	97	97	97
Southeast	87	87	91	92
North Central	94	93	92	93
South Central	95	89	91	91
Mountain	88	95	91	94
Pacific	105	105	101	100

one-half of the work force, compared with only one-third in 1947. Part of this shift can be explained by the relative growth in employment over the years in professional and semiprofessional occupations and the construction, installation, and maintenance departments, all staffed mostly by men.

Significant changes in the proportion of men and women in individual occupational classifications are continuing. Since 1970, the number of men in nonsupervisory clerical jobs rose from 11,261 to 23,598 and the number of women in construction, installation, and maintenance jobs increased from 2,273 to 40,270 in 1976. Over the year ended December 1976, employment of women within the construction, installation, and maintenance category rose 166 percent, from 15,119 in December 1975. This substantial gain of women resulted chiefly from the hiring of persons to apprentice as central office craft workers. Virtually all of the employment increase occurred in Bell System carriers.¹⁰

Western Union Telegraph Company

Wage rates for Western Union's 11,617 nonmessenger employees averaged \$6.81 an hour in October 1976. This was 9.5 percent above the \$6.22 average reported in October 1975. The 566 messengers employed by the Western Union Telegraph Company in October 1976 averaged \$4.32 an hour—up 11 percent from a year earlier. Motor messengers held a 52-percent average wage advantage over those who either walked or used bicycles to perform their duties, \$4.64 compared to \$3.06.

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. 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 women as construction, installation, and maintenance workers may be attributable to this agreement.

The Western Union Telegraph Company, a subsidiary of Western Union Corporation, is a communications common carrier engaged principally in the business of providing tariffed telecommunication systems and services to business customers, the government, and the public. Such operations include teletypewriter networks, leased private communication systems, telegram message services, money order services, mailgram services, contract maintenance service, and ResponsePhone (telephone order and inquiry service).

The Corporation also has developed, through internal growth and acquisitions, a group of non-regulated companies that provide services in communication-related markets. In 1976, the Western Union Telegraph Company accounted for 89 percent of the total corporate revenues of \$607.3 million.¹¹

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 City metropolitan area where agreements are with the Communications Workers of America (CWA).

Under terms of 3-year agreements effective July 28, 1976, workers who were in the bargaining units of the CWA and UTW received across-the-board wage increases approximating 8 percent, effective July 28, 1976; other wage increases were scheduled to be granted July 1977 and July 1978.¹²

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, walking and bicycle messengers, and certain headquarters groups.

In October 1976, the \$9.67 hourly average recorded for the professional and semiprofessional staff was the highest among the major occupational groups studied in the company. Construction, installation, and maintenance employees, accounting for just over one-third of the total employment, averaged \$7.68 an hour. Other key employee groups and their average hourly rates included: Telegraph office superintendents and managers, \$6.57 an hour; clerical employees, \$6.22; sales employees, \$5.87; telegraph operators, \$5.29; building service employees, \$5.30; and messengers, \$4.32.

Wage rates for the highest paid workers exceeded those of the lowest paid by at least \$4 an hour for most employee groups. In a few jobs, however, rates were within a narrow spread. To illustrate, individual earnings fell between \$3.50 and \$4.50 an hour for all telegraph opera-

Text table 7. Average hourly earnings of Western Union Telegraph workers in major occupational categories, selected periods, and percent increases, 1947-76

Occupational category	Average hourly rates, October				Percent increase, October 1947- October 1976
	1947	1966	1975	1976	
All employees, except officials, managerial assistants, and messengers ..	\$1.05	\$3.06	\$6.22	\$6.81	549
Professional and semiprofessional	2.26	5.41	8.90	9.67	328
Telegraph office superintendents and managers	1.07	2.97	6.07	6.57	514
Sales employees	1.45	4.15	6.06	5.87	305
Clerical employees ...	.99	2.87	5.67	6.22	528
Nonsupervisory ...	.99	2.71	5.32	5.90	496
Telegraph operators ..	.94	2.51	4.78	5.29	463
Construction, installation, and maintenance employees	1.26	3.34	7.08	7.68	510
Traffic testing and regulating employees	1.43	3.47	6.96	7.57	429
Subscribers' equipment maintainers	1.23	3.38	6.88	7.51	511
Messengers .....	.69	1.75	3.90	4.32	526
Motor .....	.87	2.22	4.18	4.64	433
Walking and bicycle .....	.65	1.30	2.88	3.06	371

NOTE: The overall increase of 549 percent is larger than any of its component increases because of the effect of employment shifts to higher paid classifications since 1947. See footnote 13 and text table 8 for further details.

tors in training and between \$4.50 and \$5.50 for about nine-tenths of the traffic department clerical employees.

The 9.5-percent rise in average rates for nonmessenger employees between October 1975 and October 1976 was in line with a 9.3-percent advance a year earlier. The \$6.81 hourly rate reported in 1976 was 549 percent above the \$1.05 average recorded by the initial BLS survey in 1947. Over the 29-year period, changes in the occupational composition of Western Union's work force accounted for 81 cents of the \$5.76 increase in the average rate.¹³ As illustrated in text table 7, average rate increase for major occupational groups have ranged from 305 percent to 528 percent.

Between 1975 and 1976, average pay rate rises exceeded 10 percent in three categories (building service employees, messengers, and telegraph operators) and the average gains for most of the remaining major employee groups studied were between 8 and 10 percent.

¹¹Western Union Corporation and The Western Union Telegraph Company, *Annual Reports, 1976*, Public Affairs Department, Upper Saddle River, New Jersey 07458.

¹²For a more detailed explanation, see *Wage Chronology: The Western Union Telegraph Company and the Telegraph Workers and Communications Workers, 1976-79*, Supplement to Bulletin 1927. (Bureau of Labor Statistics, 1978)

¹³Weighting occupational averages for 1976 by occupational employment in 1947 results in an average of \$6.00 an hour rather than \$6.81 an hour.

Text table 8. Occupational composition of the work force, Western Union Telegraph Company, selected periods

Occupational category	October			
	1947	1956	1966	1976
All employees, except officials and managerial assistants:				
Number ¹	53,100	37,400	26,900	12,200
Percent	100	100	100	100
Percent of employees classified as:				
Professional and semi-professional	2	3	5	8
Telegraph office superintendents and managers	8	9	9	4
Sales employees	²	1	1	5
Clerical employees	19	19	22	19
Telegraph operators	34	31	24	21
Construction, installation, and maintenance employees	13	16	24	32
Building service employees	3	3	2	1
Messengers, motor	3	4	6	4
Messengers, walking and bicycle	18	15	8	1

¹Employment estimates rounded to the nearest hundred.

²Less than 0.5 percent.

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

By October 1976, Western Union Telegraph Company's employment had dropped nearly 5 percent from a year earlier, when 12,210 workers were employed.¹⁴ Annual declines ranging from nearly 4 percent to 17 percent have been reported over the past 8 years. Text table 8 indicates that the October 1976 work force of 12,183 employees was only about one-fifth as large as that recorded in the initial survey in 1947. Employment dropped 30 percent between 1947 and 1956, 28 percent between 1956 and 1966, and 55 percent between 1966 and 1976.

During the 12-month period ended October 1976, the work force structure remained basically unchanged from the October 1974-75 period. Since the mid-fifties, however, significant changes have occurred in the occupational composition of the work force. For example, the proportion of workers in the construction, installation, and maintenance category doubled, from about one-sixth in 1956 to about one-third in 1976, while the proportion

¹⁴Exclusive of officials and managerial assistants.

of telegraph operators fell by one-third over the past two decades, from three-tenths to two-tenths.

International telegraph carriers

Wage rates for the five international telegraph carriers included in the October 1976 survey averaged \$7.97 an hour—only 2 cents more than the corresponding year-earlier figure. The stability in the overall average resulted primarily from two offsetting factors—increases of about 10 percent in the companywide averages for three major carriers that were counterbalanced, to a large extent by a 7.5-percent decline in the wage average for the largest of the five carriers.¹⁵ The 4,700 nonmessenger employees, who made up 97 percent of the five companies' work force, averaged \$8.12 an hour in October 1976; messengers, the lowest paid employee group studied, average \$2.76. Hourly averages for the other groups covered a broad range: Nonsupervisory clerical employees, operators, and technicians typically earned between \$6.00 and \$8.00; sales staff earned nearly \$9.00; and professional and semiprofessional employees earned slightly over \$11.00 (table 6).

By October 1976, total employment of the five principal carriers dropped to 4,753 workers, down 7 percent from the 5,095 reported a year earlier.¹⁶ Among the major groups studied, employment declines were reported for the professional and semiprofessional staff (18 percent); construction, installation, maintenance, and other technical employees (8 percent); clerical employees (6 percent); messengers (4 percent); and sales employees (3 percent).

Men accounted for nearly five-sixths of the work force in October 1976 and were predominant in all occupational groups except nonsupervisory clerical employees. Three out of four women were clerical workers and of the remainder, about one out of two were operators, typically teletype-multiplex operators.

The study includes 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 telegraph operators and cable operators were employed only in ocean cable operations.

¹⁵This company's wage average was lowered over the year as a result of significant employment declines in two high-paying classifications—professionals/semiprofessionals and construction, installation, and maintenance employees—and turnover of experienced workers at the maximum of their pay ranges.

¹⁶The current study excluded 98 officials and assistants.

Table 1. Telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1976

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -													
	Total	Men	Women			Under \$3.50	\$3.50 and under \$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 - \$9.00	\$9.00 - \$9.50	\$9.50 and over
All employees, except officials and managerial assistants.....	810,064	399,818	410,246	38.4	\$7.35	0.9	1.9	2.9	3.7	13.2	12.2	8.9	5.8	9.8	13.0	6.9	2.7	2.0	16.0
Part-time.....	11,257	1,440	9,817	25.2	4.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees.....	85,654	62,424	23,230	38.0	11.64	*	.1	.2	.3	.5	.8	1.5	1.6	2.1	2.6	3.2	4.1	4.9	77.8
Drafters.....	1,527	649	878	38.3	6.53	*	2.9	5.0	6.5	14.7	15.5	14.3	7.8	6.1	6.5	5.1	4.1	2.2	7.9
Others.....	84,127	61,775	22,352	38.0	11.73	*	1.1	.2	.2	.3	.6	1.3	1.5	2.0	2.6	3.2	4.1	4.9	79.1
Business office and sales employees.....	72,255	20,389	51,866	38.0	7.36	.9	1.5	2.6	2.5	6.1	13.0	21.1	13.3	7.4	2.1	3.4	3.2	2.8	20.0
Supervisors.....	8,355	2,120	6,235	38.2	9.86	*	*	.1	.3	.6	.7	1.4	1.9	4.8	9.9	9.8	12.2	58.2	
Nonsupervisory employees.....	63,900	18,269	45,631	37.9	7.04	1.0	1.7	3.0	2.8	6.8	14.6	23.8	14.9	8.2	1.8	2.6	2.3	1.6	15.0
Clerical employees.....	182,201	27,686	154,515	37.9	6.23	1.6	2.9	4.3	5.8	22.4	23.6	14.1	5.1	3.4	2.8	2.4	2.1	1.6	8.0
Supervisors.....	17,794	4,088	13,706	38.1	9.27	*	*	.1	.3	.4	1.5	3.2	5.2	6.8	8.1	10.2	10.6	10.1	43.4
Nonsupervisory.....	164,407	23,598	140,809	37.9	5.90	1.8	3.3	4.7	6.4	24.8	26.0	15.3	5.1	3.0	2.3	1.5	1.1	.7	4.1
Commercial department.....	29,391	2,454	26,937	37.3	5.48	2.4	5.4	6.5	8.4	26.6	26.3	15.0	5.7	1.9	.9	.3	.1	.1	.5
Plant department.....	9,797	425	9,372	37.8	5.68	2.1	1.4	4.7	3.4	28.7	36.2	12.3	5.6	1.4	1.2	.9	.6	.3	1.1
Accounting department.....	28,958	3,408	25,550	38.5	5.57	2.3	3.6	5.9	6.5	35.8	24.3	9.4	3.8	1.9	2.3	1.9	.6	.3	1.3
All other departments.....	30,597	4,477	26,120	37.6	6.00	1.3	2.2	3.9	5.2	18.9	28.2	20.8	7.3	3.4	2.2	1.2	.6	.3	5.5
Telephone operators.....	141,954	7,233	134,721	36.4	5.59	1.9	5.0	7.6	8.1	32.1	22.1	7.4	5.6	3.8	1.2	1.0	.9	.7	2.4
Chief operators.....	8,096	268	7,828	38.0	8.99	.1	-	.2	.4	.8	1.6	2.3	4.1	11.8	13.3	11.7	10.6	34.7	
Service assistants and instructors.....	8,971	276	8,695	36.7	6.14	.1	2.0	2.9	2.5	12.0	41.4	19.3	7.0	7.5	3.4	1.4	1.2	1.0	1.9
Experienced switchboard operators.....	115,967	4,781	111,186	36.2	5.39	1.6	3.1	7.9	9.2	37.8	22.9	7.1	5.9	3.4	.4	.2	.1	.1	.3
Operators in training.....	6,859	1,836	5,023	36.6	4.00	11.2	52.0	22.4	8.4	3.7	.5	.4	.7	.3	.3	*	*	*	*
Other switchboard employees.....	2,061	72	1,989	38.2	6.18	*	.1	.6	1.3	16.8	47.9	14.0	4.4	3.3	2.2	2.0	2.0	1.3	3.9
Construction, installation, and maintenance employees.....	302,314	262,044	40,270	39.8	7.64	.1	.4	.6	1.3	4.0	3.8	5.1	5.7	19.3	30.6	14.3	3.4	1.9	9.4
Supervisors of telephone craft workers.....	38,705	35,683	3,022	39.9	9.88	*	-	*	*	*	.1	.4	.7	1.5	3.7	6.5	9.5	11.1	66.5
Central office craft workers.....	122,700	88,390	34,310	39.7	7.26	.2	.4	.8	2.2	7.7	5.4	6.6	6.1	17.1	29.9	16.7	4.5	1.0	1.4
Test board and repeater workers.....	20,775	18,538	2,237	39.9	7.81	*	.1	.2	.4	1.2	.8	1.7	1.8	17.1	41.5	25.0	7.1	1.6	1.4
Central office repairers.....	55,061	51,445	3,616	40.0	7.73	*	.1	.2	.3	1.0	1.2	2.4	3.5	20.1	39.7	22.9	6.6	1.2	.9
Others.....	46,864	18,407	28,457	39.2	6.45	.4	1.0	1.8	5.3	18.5	12.4	13.8	11.2	13.6	13.3	5.8	.9	.4	1.8
Installation and exchange repair craft workers.....	94,210	92,184	2,026	40.0	7.36	*	.3	.6	.8	1.4	3.1	4.7	6.8	26.2	39.7	14.7	.8	.1	.8
PBX and station installers.....	46,172	44,741	1,431	40.0	7.16	*	.4	.7	1.0	2.0	4.3	6.2	5.3	24.0	40.5	14.3	.5	.1	.5
Exchange repairers.....	28,962	28,631	331	40.0	7.61	*	.1	.4	.3	.5	1.5	2.2	4.4	25.0	41.5	22.3	1.3	.3	.3
Others.....	19,076	18,812	264	39.9	7.49	*	.2	.5	.9	1.5	2.7	4.7	14.2	33.1	35.0	4.3	.6	.1	2.2
Line, cable, and conduit craft workers.....	46,659	45,758	901	40.0	7.32	.2	.9	.9	1.2	2.4	4.3	6.0	6.5	25.7	36.4	13.9	.7	.3	.8
Line workers.....	25,766	25,447	319	40.0	7.25	.3	1.1	1.0	1.4	2.7	4.4	5.7	6.4	28.7	34.7	12.4	.5	.2	.4
Cable splicers.....	19,391	18,924	467	40.0	7.42	*	.3	.5	.8	1.8	3.4	5.9	6.8	23.1	40.1	16.4	.4	.2	.4
Cable splicers' helpers.....	683	534	149	40.0	6.07	.7	1.5	1.5	3.1	11.3	33.4	24.5	8.4	7.7	6.5	1.2	-	-	-
Others.....	919	853	66	39.7	8.07	.4	4.9	4.1	1.1	.3	.3	2.2	1.6	8.6	25.8	10.0	14.0	8.4	18.2
Laborers.....	40	29	11	40.0	6.70	2.5	-	-	2.5	-	-	2.5	92.5	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	25,011	19,668	5,343	39.0	6.67	1.4	2.1	4.6	6.8	15.1	10.0	14.0	7.4	10.6	9.1	5.7	3.3	2.1	7.7
Supervisors.....	2,914	2,598	316	39.7	9.48	.1	.1	.1	.2	1.0	1.2	1.4	1.8	3.1	5.4	8.4	9.3	12.8	55.2
Mechanics.....	3,709	3,550	159	39.8	7.54	.6	.5	.8	1.4	2.9	4.1	6.2	6.8	20.8	31.7	14.9	4.1	1.5	3.6
Other building service employees.....	7,694	4,705	2,989	37.7	5.17	3.8	4.7	11.6	15.3	36.6	13.3	11.4	1.5	.8	.5	.1	.1	.1	.2
Other supplies and motor vehicle employees.....	10,694	8,815	1,879	39.5	6.62	.3	1.4	2.0	4.4	7.7	12.0	22.0	13.5	16.2	8.5	5.7	3.8	.9	1.6
All employees not elsewhere classified.....	675	374	301	38.2	7.32	5.2	5.5	5.2	5.8	5.6	8.9	9.6	4.6	17.6	4.0	4.0	3.6	5.5	15.0

¹ Covers 61 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.

NOTE: Asterisk (*) indicates less than 0.05 percent. Dashes (-) indicate that no data were reported. 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 1976

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -													
	Total	Men	Women			Under \$3.50	\$3.50 and under \$4.00	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50 and over
						\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50		
All employees, except officials and managerial assistants.....	757,389	370,990	386,399	38.4	\$7.45	0.4	1.5	2.1	3.4	13.6	12.6	8.7	5.5	9.9	13.5	7.2	2.7	2.1	16.8
Part-time.....	9,361	1,155	8,206	24.7	\$5.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees.....	79,744	57,797	21,947	37.9	11.91	*	*	.1	.1	.3	.5	1.0	1.2	1.7	2.1	2.8	3.8	4.7	81.7
Drafters.....	1,119	387	732	37.7	6.83	.4	.8	2.6	4.6	16.7	17.8	11.5	7.1	6.3	8.7	7.0	5.3	2.8	8.6
Others.....	78,625	57,410	21,215	37.9	11.98	*	*	*	*	.3	.9	1.1	1.7	2.0	2.7	3.8	4.7	82.8	
Business office and sales employees.....	68,751	19,812	48,939	37.9	7.48	.3	1.1	1.5	1.9	5.9	13.4	21.9	13.8	7.7	2.1	3.5	3.2	2.9	20.8
Supervisors.....	7,836	1,869	5,967	38.1	10.01	*	*	-	*	.1	.3	.6	1.4	4.1	10.1	10.0	12.6	60.8	
Nonsupervisory employees.....	60,915	17,943	42,972	37.9	7.15	.3	1.3	1.6	2.2	6.7	15.1	24.7	15.5	8.5	1.8	2.6	2.4	1.6	15.6
Clerical employees.....	172,175	26,795	145,380	37.9	6.33	.8	2.3	2.8	5.2	22.9	24.8	14.8	5.2	3.5	2.9	2.5	2.1	1.7	8.4
Supervisors.....	17,353	3,933	13,420	38.1	9.34	*	-	-	*	1.3	3.0	5.0	6.8	8.1	10.3	10.6	10.3	44.3	
Nonsupervisory.....	154,822	22,862	131,960	37.9	5.99	.9	2.6	3.1	5.8	25.4	27.4	16.1	5.3	3.1	2.4	1.6	1.2	.7	4.4
Commercial department.....	27,261	2,359	24,902	37.4	5.57	1.7	4.3	4.7	7.7	27.1	28.3	16.1	6.1	2.0	.9	.4	.1	.1	.6
Traffic department.....	8,759	351	8,408	37.8	5.81	.3	.5	.9	2.3	30.7	40.3	13.6	6.1	1.4	1.1	.8	.5	.2	1.2
Plant department.....	26,310	3,175	23,135	38.5	5.68	1.0	2.5	3.2	5.8	38.1	26.6	10.1	3.8	2.1	2.4	2.1	.7	.4	1.4
Accounting department.....	29,099	4,388	24,711	37.5	6.09	.5	1.7	2.4	4.6	19.2	29.5	21.9	7.6	3.5	2.3	1.2	1.2	.7	3.7
All other departments.....	63,393	12,589	50,804	38.0	6.27	.9	2.5	3.1	6.0	21.6	24.7	16.3	4.3	4.2	3.1	2.2	2.0	1.3	8.0
Telephone operators.....	132,465	6,888	125,577	36.2	5.68	.7	4.3	5.6	7.9	34.1	23.5	7.7	5.9	4.0	1.1	1.0	.9	.8	2.6
Chief operators.....	7,598	246	7,352	37.9	9.13	*	-	-	*	2.3	3.5	3.8	8.4	12.1	13.9	12.2	11.1	36.3	
Service assistants and instructors.....	8,225	253	7,972	36.5	6.16	*	.1	.3	1.7	11.4	44.0	19.1	6.8	7.8	3.5	1.2	1.1	1.0	2.0
Experienced switchboard operators.....	107,907	4,507	103,400	36.1	5.48	.2	1.9	5.4	9.0	40.4	24.5	7.6	6.3	3.7	.2	.1	.1	.1	.4
Operators in training.....	6,689	1,815	4,874	36.6	3.96	11.1	53.4	22.4	8.4	3.8	.5	.3	.1	*	-	-	*	*	*
Other switchboard employees.....	2,046	67	1,979	38.2	6.17	*	-	.6	1.3	16.7	48.2	14.1	4.4	3.4	2.2	2.0	2.0	1.3	3.7
Construction, installation, and maintenance employees.....	281,174	241,787	39,387	39.8	7.70	.1	.3	.5	1.2	3.9	3.3	4.0	4.5	19.5	32.2	15.2	3.5	1.9	9.9
Supervisors of telephone craft workers.....	36,174	33,236	2,938	39.9	9.99	*	-	-	-	*	.2	.3	.9	2.6	5.6	9.0	11.0	70.4	
Central office craft workers.....	116,313	82,570	33,743	39.7	7.30	.2	.4	.7	2.1	7.9	5.3	5.9	4.8	17.2	30.8	17.6	4.8	1.0	1.4
Test board and repeater workers.....	20,118	18,006	2,112	39.9	7.86	*	.1	.1	.2	1.1	.7	.7	1.1	17.2	42.5	25.8	7.4	1.7	1.5
Central office repairers.....	51,023	47,630	3,393	39.9	7.82	*	.1	.1	.1	.8	.7	.9	1.2	20.4	41.8	24.6	7.1	1.3	1.0
Others.....	45,172	16,934	28,238	39.2	6.45	.4	1.0	1.7	5.2	18.9	12.6	13.9	10.5	13.4	13.1	6.0	.9	.4	1.9
Installation and exchange repair craft workers.....	86,042	84,176	1,866	40.0	7.42	*	.2	.4	.5	1.0	2.1	2.8	5.8	26.7	43.0	16.1	.8	.2	.5
PBX and station installers.....	41,971	40,564	1,407	40.0	7.25	*	.3	.5	.7	1.3	2.7	3.8	4.9	24.9	44.0	15.7	.5	.1	.6
Exchange repairers.....	27,943	27,699	244	40.0	7.64	*	.1	.2	.1	.5	1.4	1.8	4.5	23.8	42.6	23.1	1.3	.3	.3
Others.....	16,128	15,913	215	40.0	7.50	*	.2	.3	.5	1.0	1.9	2.0	10.2	36.6	41.0	5.0	.8	.1	.3
Line, cable, and conduit craft workers.....	42,645	41,805	840	40.0	7.43	*	.5	.6	.8	2.0	3.3	4.3	5.0	26.8	39.6	15.1	.8	.4	.9
Line workers.....	23,907	23,603	304	40.0	7.37	*	.6	.7	.9	2.0	3.3	4.5	5.8	30.5	37.2	13.3	.5	.2	.5
Cable splicers.....	17,355	16,895	460	40.0	7.52	*	.3	.4	.7	1.7	2.4	3.4	4.1	23.2	44.4	18.3	.5	.2	.5
Cable splicers' helpers.....	572	523	49	40.0	6.09	.2	1.4	1.4	3.1	10.8	33.9	25.0	8.6	7.9	6.5	1.2	-	-	-
Others.....	811	784	27	39.9	8.55	-	-	-	-	.2	.4	1.8	1.8	9.2	29.1	11.3	15.9	9.5	20.6
Laborers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	22,665	17,759	4,906	39.0	6.79	.2	.7	3.8	6.6	15.6	10.0	14.5	7.8	11.2	9.7	6.1	3.5	2.3	8.0
Supervisors.....	2,646	2,357	289	39.7	9.70	.1	-	-	.2	.4	1.0	1.2	2.2	4.1	7.8	9.4	13.5	60.3	
Mechanics.....	3,370	3,243	127	39.9	7.55	-	.1	.4	1.0	2.1	3.6	4.9	6.9	21.5	34.8	16.4	4.5	1.7	1.9
Other building service employees.....	6,831	4,087	2,744	37.6	5.31	.3	1.4	10.7	16.6	40.4	14.7	12.7	14.7	.7	.6	.2	*	.1	.2
Other supplies and motor vehicle employees.....	9,818	8,072	1,746	39.5	6.71	.2	.6	1.2	3.3	7.1	11.6	22.6	14.3	17.5	9.0	6.1	4.1	1.0	1.5
All employees not elsewhere classified.....	415	152	263	37.6	7.96	2.4	2.2	4.8	4.8	6.5	12.5	14.7	5.5	5.5	6.3	5.1	4.6	2.2	22.9

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.

NOTE: Asterisk (*) indicates less than 0.05 percent. Dashes (-) indicate that no data were reported. 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 1976

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -															
	Total	Men	Women			Under \$3.50	\$3.50 and under	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50 and over		
							\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50			
All employees, except officials and managerial assistants.....	52,675	28,828	23,847	39.2	\$5.96	7.9	7.6	15.5	8.4	7.1	6.6	10.6	10.6	8.5	5.9	2.7	2.2	1.7	4.8		
Part-time.....	1,896	285	1,611	27.8	3.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Professional and semiprofessional employees.....	5,910	4,627	1,283	40.0	8.22	.5	1.4	2.5	3.7	3.5	4.9	7.8	7.7	7.4	10.3	9.2	8.4	7.3	25.2		
Drafters.....	408	262	146	39.8	5.78	4.4	8.6	11.8	11.5	9.1	9.3	22.1	9.8	5.6	.7	-	.7	.5	5.9		
Others.....	5,502	4,365	1,137	40.0	8.40	13.1	8.0	25.7	14.8	8.3	5.7	5.1	2.7	2.5	3.6	2.2	2.2	1.8	4.3		
Business office and sales employees.....	3,504	577	2,927	39.4	5.25	13.1	8.0	25.7	14.8	8.3	5.7	5.1	2.7	2.5	3.6	2.2	2.2	1.8	4.3		
Supervisors.....	519	251	268	40.4	7.77	.6	-.2	1.0	2.1	4.6	7.5	6.6	12.3	10.2	15.0	7.9	6.6	7.1	18.3		
Nonsupervisory employees.....	2,985	326	2,659	39.3	4.80	15.3	9.4	30.1	17.1	8.9	5.4	4.8	1.0	1.1	1.6	1.2	1.5	.9	1.8		
Clerical employees.....	10,026	891	9,135	38.2	4.56	14.7	13.8	29.4	16.2	14.2	2.5	2.2	2.2	1.2	1.1	.9	.7	.3	.4		
Supervisors.....	441	155	286	40.0	6.70	.2	1.4	4.1	13.4	10.9	9.1	10.0	11.3	6.6	9.1	7.0	6.8	4.8	5.4		
Nonsupervisory.....	9,585	736	8,849	38.2	4.46	15.3	14.4	30.5	16.4	14.3	2.2	1.8	1.8	1.0	.8	.6	.5	.1	.2		
Commercial department.....	2,130	95	2,035	36.7	4.32	12.2	18.9	29.9	17.6	19.3	.8	.8	.2	.1	.1	.1	*	-	-		
Traffic department.....	1,038	74	964	37.9	4.63	17.4	9.1	36.8	12.3	11.7	1.8	1.6	1.0	1.8	1.6	1.7	1.8	.8	.5		
Plant department.....	2,648	233	2,415	38.5	4.46	15.1	14.5	33.2	13.4	13.2	1.6	3.2	4.1	.5	1.0	-	.1	*	.1		
Accounting department.....	1,498	89	1,409	39.2	4.46	16.4	13.1	32.6	17.4	12.3	2.5	.5	1.1	1.8	1.0	.3	.7	.1	.1		
All other departments.....	2,271	245	2,026	38.6	4.49	16.8	13.2	23.9	19.9	13.5	4.3	2.1	1.5	1.5	.7	1.4	.5	.1	.5		
Telephone operators.....	9,489	345	9,144	37.8	4.50	18.7	15.9	35.2	11.2	4.6	3.2	2.9	1.6	.9	3.1	1.3	.5	.2	.6		
Chief operators.....	498	22	476	40.0	6.96	1.0	-	2.2	6.2	10.0	20.7	14.1	8.8	8.6	7.0	4.8	5.0	2.2	9.2		
Service assistants and instructors.....	746	23	723	38.9	5.92	.5	-.9	7.5	11.5	19.6	13.1	21.2	9.1	4.2	2.9	4.7	2.9	.9	.8		
Experienced switchboard operators.....	8,060	274	7,786	37.6	4.17	21.6	18.6	40.2	11.5	3.0	1.3	.4	-	*	2.7	.7	*	-	-		
Operators in training.....	170	21	149	38.7	5.49	14.7	-	20.6	10.0	-	-	-	7.1	8.8	12.4	1.8	-	-	-		
Other switchboard employees.....	15	5	10	39.9	7.43	-	13.3	6.7	6.7	40.0	-	-	-	-	-	-	-	-	33.3		
Construction, installation, and maintenance employees.....	21,140	20,257	883	40.1	6.74	.5	1.6	2.5	3.6	5.3	10.4	20.0	21.4	16.6	8.9	2.6	2.1	1.5	3.1		
Supervisors of telephone craft workers.....	2,531	2,447	84	40.2	8.29	*	-	*	.3	.2	.6	2.8	6.2	10.7	19.8	19.2	16.8	12.2	11.1		
Central office craft workers.....	6,387	5,820	567	40.1	6.57	.2	.7	1.8	4.3	4.4	7.7	18.9	30.9	16.0	14.0	.9	.1	*	*		
Test board and repeater workers.....	657	532	125	40.1	6.38	-	2.7	2.6	5.8	2.6	5.5	31.7	23.3	14.2	10.7	1.1	-	-	-		
Central office repairers.....	4,038	3,815	223	40.2	6.59	.1	.3	1.5	2.8	3.4	8.4	20.8	32.1	15.6	13.7	1.2	.1	-	*		
Others.....	1,692	1,473	219	39.8	6.60	.3	.8	2.3	7.4	7.6	6.9	9.6	30.8	17.7	16.1	1.1	.2	.1	.1		
Installation and exchange repair craft workers.....	8,168	8,008	160	40.0	6.72	.2	1.3	2.9	3.6	6.6	13.5	24.2	18.0	20.4	4.6	.1	.1	-	4.5		
PBX and station installers.....	4,201	4,177	24	40.2	6.21	.2	2.1	3.0	4.0	9.5	20.7	30.1	9.4	15.6	5.4	-	.1	-	-		
Exchange repairers.....	1,019	932	87	39.9	6.85	.5	1.0	6.0	4.8	2.8	2.6	13.3	2.0	57.7	9.1	.1	-	-	-		
Others.....	2,948	2,899	49	39.6	7.42	.1	.2	1.7	2.8	3.8	7.1	19.5	36.0	14.2	2.0	.1	-	-	12.4		
Line, cable, and conduit craft workers.....	4,014	3,953	61	40.1	6.09	1.7	4.8	4.2	4.6	7.1	14.3	24.0	22.3	13.8	2.8	.3	-	-	-		
Line workers.....	1,859	1,844	15	40.0	5.67	3.3	7.9	6.0	8.1	11.6	18.3	21.5	15.1	6.0	2.4	-	-	-	-		
Cable splicers.....	2,036	2,029	7	40.2	6.56	-	.1	.8	1.3	3.1	11.5	27.5	30.2	21.6	3.2	.6	-	-	-		
Cable splicers' helpers.....	11	11	-	40.0	4.72	27.3	9.1	9.1	-	36.4	9.1	-	-	-	9.1	-	-	-	-		
Others.....	108	69	39	38.5	4.32	3.7	41.7	35.2	9.3	.9	-	4.6	-	3.7	.9	-	-	-	-		
Laborers.....	40	29	11	40.0	6.70	2.5	-	-	2.5	-	-	2.5	92.5	-	-	-	-	-	-		
Building, supplies, and motor vehicle employees.....	2,346	1,909	437	39.0	5.50	13.3	15.7	11.8	9.1	10.5	9.3	9.4	4.0	4.9	3.3	1.8	1.2	.8	4.9		
Supervisors.....	268	241	27	40.2	7.34	-	.7	1.1	2.2	9.3	9.3	5.2	7.5	11.9	18.3	14.9	8.2	6.0	5.2		
Mechanics.....	339	307	32	38.8	7.48	6.2	4.4	4.7	5.0	11.2	8.6	19.2	5.3	14.2	1.2	-	-	-	20.1		
Other building service employees.....	863	618	245	38.3	4.07	31.5	30.1	18.8	5.1	6.6	2.2	1.4	1.6	1.9	.1	-	.2	.1	.3		
Other supplies and motor vehicle employees.....	876	743	133	39.4	5.55	2.2	10.5	11.1	16.8	14.4	16.6	14.7	4.9	2.2	2.6	.3	.3	.1	3.3		
All employees not elsewhere classified.....	260	222	38	39.1	6.33	9.6	10.8	5.8	7.3	4.2	3.1	1.5	3.1	36.9	.4	2.3	1.9	10.8	2.3		

¹ Covers 36 non-Bell telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection with those of another carrier under direct or indirect common control.

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

NOTE: Asterisk (*) indicates less than 0.05 percent. Dashes (-) indicate that no data were reported. 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 1976

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.....	810,064	\$7.35	52,360	\$7.64	140,113	\$8.14	134,265	\$7.12	46,118	\$7.10	119,980	\$6.77	27,505	\$6.80	86,131	\$6.70	40,292	\$6.88	116,956	\$7.38
Part-time.....	11,257	4.88	1,209	4.90	2,294	5.47	2,275	4.45	474	4.43	711	4.74	637	5.10	893	4.03	1,064	4.59	1,337	5.37
Professional and semiprofessional employees.....	85,654	11.64	5,560	11.94	15,179	13.19	15,041	10.75	4,605	10.90	10,086	10.76	2,683	10.43	6,740	10.56	3,791	10.67	12,229	11.33
Drafters.....	1,527	6.53	58	6.74	169	7.71	275	6.19	106	5.52	120	5.63	31	5.60	188	5.67	71	6.49	205	6.60
Others.....	84,127	11.73	5,502	12.00	15,010	13.26	14,766	10.84	4,499	11.03	9,966	10.82	2,652	10.49	6,552	10.70	3,720	10.75	12,024	11.42
Business office and sales employees.....	72,255	7.36	4,454	7.68	13,385	8.38	12,153	6.96	3,851	7.30	10,554	6.80	2,646	7.04	8,870	6.44	3,743	6.88	10,879	7.72
Supervisors.....	8,355	9.86	511	10.27	1,528	11.17	1,387	9.41	522	9.43	1,193	9.25	296	9.59	1,022	9.09	416	9.42	1,331	10.12
Non-supervisory employees.....	63,900	7.04	3,943	7.34	11,857	8.01	10,766	6.64	3,329	6.97	9,361	6.49	2,350	6.72	7,848	6.10	3,327	6.57	9,548	7.38
Clerical employees.....	182,201	6.23	11,842	6.47	30,013	6.93	27,896	5.97	10,728	6.12	23,799	5.71	6,577	5.73	18,271	5.52	9,580	5.90	29,126	6.26
Supervisors.....	17,794	9.27	1,059	9.53	3,566	10.27	2,699	6.00	749	9.28	2,409	8.21	765	8.57	1,697	8.52	931	8.74	2,623	9.39
Non-supervisory.....	164,407	5.90	10,783	6.17	26,447	6.47	25,197	5.64	9,979	5.89	21,390	5.42	5,812	5.35	16,574	5.21	8,649	5.59	26,503	5.95
Commercial department.....	29,391	5.48	1,787	5.62	4,993	6.13	4,523	5.21	2,005	5.18	4,064	5.25	1,395	4.97	3,422	5.07	1,556	5.17	4,803	5.71
Traffic department.....	9,797	5.68	586	5.93	1,538	6.27	1,447	5.37	607	5.58	1,398	5.48	295	5.51	1,357	5.26	630	5.55	1,494	5.83
Plant department.....	28,958	5.57	1,758	5.86	4,530	6.13	4,593	5.60	1,643	5.41	4,510	5.24	885	5.14	3,364	4.89	1,271	5.09	4,754	5.66
Accounting department.....	30,597	6.00	2,259	6.05	6,399	6.46	4,807	5.52	1,560	5.86	3,238	5.58	987	5.36	2,380	5.39	1,311	5.53	4,749	6.09
All other departments.....	65,664	6.21	4,393	6.60	8,987	6.89	9,827	5.96	4,164	6.48	8,180	5.54	2,250	5.63	6,051	5.38	3,881	5.94	10,703	6.13
Telephone operators.....	141,954	5.59	9,546	5.75	21,820	6.24	22,538	5.52	7,567	5.39	25,559	5.30	5,705	5.20	17,518	5.54	8,123	5.39	19,926	5.57
Chief operators.....	8,096	8.99	606	9.49	1,129	10.47	1,119	8.85	425	8.81	1,628	8.19	326	8.85	1,158	8.28	495	8.37	1,007	9.43
Service assistants and instructors.....	8,971	6.14	715	6.20	1,979	6.53	1,821	6.09	345	5.91	1,017	5.98	357	5.60	871	5.97	426	6.03	1,215	6.40
Experienced switchboard operators.....	115,967	5.39	7,933	5.43	18,044	5.96	18,186	5.31	6,570	5.13	21,019	5.16	4,528	5.01	14,241	5.38	6,586	5.21	15,864	5.40
Operators in training.....	6,859	8.00	127	3.62	292	4.16	1,019	4.02	78	3.87	1,600	3.59	412	3.68	1,059	3.94	506	3.89	1,566	4.33
Other switchboard employees.....	2,061	6.18	165	6.29	376	6.49	393	6.13	149	6.34	295	6.01	82	5.94	189	5.72	100	5.96	274	6.15
Construction, installation, and maintenance employees.....	302,314	7.64	18,666	8.08	54,392	8.20	50,319	7.45	17,811	7.44	47,752	7.21	9,035	7.41	33,275	7.20	13,780	7.36	41,748	7.74
Supervisors of telephone craft workers.....	38,705	9.88	2,479	10.45	6,946	10.78	6,334	9.81	2,321	9.47	6,039	9.18	1,223	9.62	3,833	9.38	1,877	9.39	5,750	9.81
Central office craft workers.....	122,700	7.26	8,568	7.61	20,834	7.60	18,682	7.23	6,551	6.97	17,835	6.72	3,176	6.83	12,377	6.98	5,292	7.00	17,685	7.31
Test board and repeater workers.....	20,775	7.81	1,328	8.12	2,853	8.22	2,605	7.73	785	7.73	2,658	7.37	402	7.47	1,719	7.52	594	7.51	2,876	7.86
Central office repairers.....	55,061	7.73	3,210	8.01	9,312	8.17	8,882	7.67	3,385	7.55	7,660	7.39	1,542	7.40	6,087	7.44	2,433	7.48	7,267	7.88
Others.....	46,864	6.45	4,030	7.12	8,669	6.74	7,195	6.50	2,381	5.90	7,517	5.80	1,232	5.90	4,571	6.16	2,265	6.34	7,542	6.54
Installation and exchange repair craft workers.....	94,210	7.36	5,242	7.81	18,333	8.00	16,766	6.86	6,113	7.28	15,286	7.09	3,005	7.27	11,477	7.03	4,536	7.12	12,329	7.52
PBX and station installers.....	46,172	7.16	2,224	7.81	8,632	8.02	8,403	6.24	3,954	7.17	6,882	6.91	966	7.37	6,233	6.87	1,959	7.02	6,431	7.52
Exchange repairers.....	28,962	7.61	1,716	7.82	6,272	8.09	5,158	7.64	1,523	7.68	5,357	7.11	471	7.36	3,219	7.42	1,023	7.31	4,121	7.65
Others.....	19,076	7.49	1,302	7.80	3,429	7.80	3,205	7.20	636	6.96	3,047	7.50	1,568	7.17	2,025	6.90	1,554	7.13	1,777	7.23
Line, cable, and conduit craft workers.....	46,659	7.32	2,377	7.89	8,279	7.97	8,497	7.33	2,826	7.22	8,592	7.05	1,631	7.15	5,588	6.53	2,075	6.96	5,984	7.50
Line workers.....	25,766	7.25	1,309	7.82	4,446	7.95	4,538	7.27	1,472	7.11	5,290	6.96	858	7.07	3,008	6.49	1,253	6.86	3,016	7.41
Cable splicers.....	19,391	7.42	973	7.91	3,468	8.07	3,685	7.46	1,308	7.34	3,017	7.21	741	7.26	2,452	6.63	763	7.08	2,757	7.48
Cable splicers' helpers.....	583	6.07	3	6.51	215	6.11	37	7.34	23	6.46	175	6.04	6	6.86	114	5.48	1	7.20	6	6.10
Others.....	919	8.07	92	8.76	150	8.86	237	6.60	23	7.78	110	8.58	26	6.99	14	6.84	58	7.56	205	8.98
Laborers.....	40	6.70	-	-	-	-	40	6.70	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	25,011	6.67	2,266	6.83	5,295	6.93	6,246	6.53	1,543	6.31	2,206	6.30	855	6.31	1,456	5.88	1,240	6.36	2,773	7.11
Supervisors.....	2,914	9.48	250	9.90	613	10.55	747	9.25	247	8.64	250	8.70	72	9.08	116	8.50	164	8.53	360	9.53
Mechanics.....	3,709	7.54	165	7.57	808	7.93	913	7.29	175	7.11	118	6.24	114	7.07	258	7.36	150	6.55	568	7.37
Other building service employees.....	7,694	5.17	938	5.77	1,966	5.39	2,193	4.96	413	4.49	439	4.42	373	5.11	259	4.44	291	5.11	473	5.55
Other supplies and motor vehicle employees.....	10,694	6.62	913	6.90	1,908	6.87	2,393	6.73	708	6.32	1,399	6.45	296	6.32	823	5.46	635	6.27	1,372	6.89
All employees not elsewhere classified.....	675	7.32	26	6.68	29	7.98	72	7.46	13	6.53	24	7.61	4	3.42	1	2.42	35	6.26	275	6.25

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 1976—Continued

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
Bell System carriers																				
All employees, except officials and managerial assistants.....	757,389	\$7.45	52,316	\$7.64	139,080	\$8.16	114,541	\$7.36	40,118	\$7.38	117,317	\$6.81	27,343	\$6.82	78,151	\$6.82	39,533	\$6.89	108,745	\$7.45
Part-time.....	9,361	5.23	1,209	4.90	2,198	5.54	1,500	5.24	281	5.46	682	5.01	620	5.14	394	4.98	1,042	4.62	1,171	5.66
Professional and semiprofessional employees.....	79,744	11.91	5,556	11.94	15,093	13.23	12,830	11.25	3,916	11.71	9,845	10.86	2,668	10.46	5,844	10.94	3,726	10.71	11,363	11.58
Drafters.....	1,119	6.83	58	6.74	166	7.77	162	7.30	84	5.67	117	5.58	25	6.02	32	5.18	64	6.17	147	6.84
Others.....	78,625	11.98	5,498	12.00	14,927	13.29	12,668	11.30	3,832	11.85	9,728	10.92	2,643	10.50	5,812	10.97	3,662	10.79	11,216	11.65
Business office and sales employees.....	68,751	7.48	4,443	7.69	13,332	8.39	10,538	7.26	3,616	7.41	10,477	6.82	2,639	7.04	8,110	6.63	3,687	6.90	10,583	7.76
Supervisors.....	7,836	10.01	510	10.28	1,524	11.18	1,184	9.67	465	9.87	1,181	9.28	291	9.61	937	9.23	405	9.47	1,234	10.31
Nonsupervisory employees.....	60,915	7.15	3,933	7.35	11,808	8.02	9,354	6.95	3,151	7.05	9,296	6.50	2,348	6.72	7,173	6.30	3,282	6.58	9,349	7.42
Clerical employees.....	172,175	6.33	11,840	6.47	29,807	6.95	24,572	6.19	9,619	6.35	23,244	5.75	6,536	5.74	16,639	5.64	9,451	5.91	27,251	6.33
Supervisors.....	17,353	9.34	1,059	9.53	3,563	10.27	2,534	9.21	738	9.32	2,369	8.25	765	8.57	1,575	8.65	926	8.74	2,601	9.41
Nonsupervisory.....	154,822	5.99	10,781	6.17	26,244	6.49	22,038	5.85	8,881	6.11	20,875	5.47	5,771	5.36	15,064	5.32	8,525	5.60	24,650	6.01
Commercial department.....	27,261	5.57	1,787	5.62	4,959	6.14	3,924	5.38	1,577	5.54	3,929	5.31	1,372	4.99	3,326	5.10	1,526	5.18	4,063	5.83
Traffic department.....	8,759	5.81	586	5.93	1,524	6.29	1,154	5.67	433	5.93	1,327	5.55	290	5.54	1,111	5.53	622	5.55	1,372	5.84
Plant department.....	26,310	5.68	1,756	5.86	4,465	6.16	3,669	5.88	1,426	5.58	4,393	5.27	878	5.15	2,820	5.08	1,223	5.10	4,222	5.73
Accounting department.....	29,099	6.09	2,259	6.05	6,351	6.48	4,227	5.71	1,852	6.00	3,164	5.61	987	5.36	2,133	5.53	1,303	5.52	4,524	6.16
All other departments.....	63,393	6.27	4,393	6.60	8,985	6.90	9,064	6.11	3,993	6.58	8,062	5.58	2,244	5.64	5,674	5.46	3,851	5.95	10,469	6.15
Telephone operators.....	132,465	5.68	9,546	5.75	21,607	6.26	18,934	5.74	6,321	5.68	24,976	5.33	5,664	5.21	16,422	5.65	7,981	5.41	18,374	5.63
Chief operators.....	7,598	9.13	606	9.49	1,113	10.54	942	9.28	388	9.06	1,572	8.31	324	8.87	1,104	8.35	483	8.41	913	9.72
Service assistants and instructors.....	8,225	6.16	715	6.20	1,956	6.55	1,352	6.04	222	6.28	1,000	6.00	355	5.61	838	6.06	416	6.06	1,205	6.03
Experienced switchboard operators.....	107,907	5.48	7,933	5.43	17,870	5.98	15,246	5.58	5,484	5.42	20,526	5.19	4,491	5.02	13,232	5.50	6,476	5.23	14,816	5.47
Operators in training.....	6,689	3.96	127	3.62	292	4.16	1,002	4.04	78	3.87	1,592	3.60	412	3.68	1,059	3.94	506	3.89	1,566	4.33
Other switchboard employees.....	2,046	6.17	165	6.29	276	6.49	392	6.13	149	6.34	286	6.07	82	5.94	189	5.72	100	5.96	274	6.15
Construction, installation, and maintenance employees.....	281,174	7.70	18,641	8.08	53,976	8.21	42,392	7.62	15,351	7.64	46,675	7.25	8,988	7.42	29,956	7.32	13,439	7.38	38,581	7.78
Supervisors of telephone craft workers.....	36,174	9.99	2,476	10.45	6,890	10.80	5,471	10.08	1,926	9.87	5,898	9.22	1,208	9.65	3,442	9.53	1,837	9.42	5,382	9.89
Central office craft workers.....	116,313	7.30	8,560	7.61	20,709	7.60	16,138	7.34	5,780	7.08	17,434	6.75	3,176	6.83	11,477	7.06	5,185	7.00	16,926	7.31
Test board and repeater workers.....	20,118	7.86	1,327	8.12	2,846	8.23	2,332	7.93	727	7.85	2,576	7.42	402	7.47	1,643	7.57	581	7.52	2,771	7.87
Central office repairers.....	51,023	7.82	3,204	8.01	9,199	8.18	7,114	7.91	2,700	7.88	7,344	7.47	1,542	7.40	5,729	7.53	2,303	7.51	6,947	7.90
Others.....	45,172	6.45	4,029	7.12	8,664	6.74	6,692	6.51	2,353	5.91	7,514	5.80	1,232	5.90	4,105	6.19	2,261	6.33	7,208	6.51
Installation and exchange repair craft workers.....	86,042	7.42	5,236	7.81	18,192	8.01	14,032	6.97	5,233	7.51	14,931	7.13	2,983	7.28	10,135	7.18	4,424	7.15	10,857	7.58
Supervisors of telephone craft workers.....	41,971	7.25	2,224	7.81	8,510	8.04	7,147	6.24	3,300	7.45	6,594	6.97	947	7.40	5,240	7.08	1,852	7.07	6,157	7.52
Exchange repairers.....	27,943	7.64	1,716	7.82	6,272	8.09	4,823	7.78	1,523	7.68	5,357	7.11	471	7.36	3,211	7.42	1,020	7.32	3,550	7.70
Others.....	16,128	7.50	1,296	7.80	3,410	7.81	2,062	7.60	410	7.34	2,980	7.54	1,565	7.18	1,684	7.05	1,552	7.13	1,510	7.55
Line, cable, and conduit craft workers.....	42,645	7.43	2,369	7.90	8,185	7.99	6,751	7.66	2,412	7.46	8,412	7.09	1,621	7.17	4,902	6.69	2,033	6.98	5,416	7.56
Line workers.....	23,997	7.37	1,304	7.83	4,394	7.97	3,751	7.57	1,268	7.38	5,184	7.01	856	7.07	2,692	6.71	1,225	6.90	2,743	7.50
Cable splicers.....	17,355	7.52	970	7.91	3,426	8.08	2,820	7.76	1,098	7.57	2,944	7.24	739	7.27	2,091	6.71	750	7.08	2,465	7.51
Cable splicers' helpers.....	572	6.09	3	6.51	215	6.11	37	7.34	23	6.46	174	6.06	6	6.86	108	5.56	1	7.20	3	5.83
Others.....	811	8.55	92	8.76	150	8.86	143	8.14	23	7.78	110	8.58	20	7.86	11	7.54	57	7.56	205	8.98
Laborers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	22,665	6.79	2,264	6.83	5,236	6.95	5,271	6.78	1,282	6.69	2,076	6.46	848	6.32	1,179	6.05	1,217	6.39	2,464	7.25
Supervisors.....	2,646	9.70	250	9.90	607	10.57	623	9.63	188	9.43	245	8.74	71	9.12	81	8.82	162	8.54	341	9.63
Mechanics.....	3,370	7.55	165	7.57	801	7.94	818	7.49	167	7.17	88	6.97	114	7.07	247	7.44	150	6.55	482	7.60
Other building service employees.....	6,831	5.31	936	5.77	1,940	5.40	1,826	5.12	271	5.01	360	4.72	373	5.11	197	4.66	277	5.18	415	5.64
Other supplies and motor vehicle employees.....	9,818	6.71	913	6.90	1,888	6.89	2,004	6.43	656	6.43	1,383	6.47	290	6.78	654	5.56	628	6.27	1,226	6.99
All employees not elsewhere classified.....	415	7.96	26	6.68	29	7.98	4	7.53	13	6.53	24	7.61	-	-	1	2.42	32	6.17	129	6.75

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 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.)

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.

Dashes (-) indicate that no data were reported.

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

Table 5. Western Union Telegraph Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1976

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving -														
	Total	Men	Women			Under \$3.50	\$3.50 and under \$4.00	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50 and over	
All employees except officials, managerial assistants, and messengers.....	11,617	7,264	4,353	37.0	\$6.81	0.8	0.9	6.3	8.7	13.0	8.4	9.2	7.1	20.0	10.7	3.1	2.3	1.9	7.6	
Professional and semiprofessional employees.....	971	817	154	38.3	9.67	-	.2	-	.4	1.1	5.9	4.9	7.4	3.2	3.5	6.0	6.8	7.0	53.6	
Engineers and engineering assistants.....	220	215	5	39.0	9.75	-	.9	-	-	-	1.4	5.0	5.9	4.1	4.1	5.9	5.9	12.3	54.5	
Others.....	751	602	149	38.1	9.64	-	-	-	.5	1.5	7.2	4.9	7.9	2.9	3.3	7.0	7.1	5.5	53.3	
Telegraph office superintendents and managers.....	458	283	175	39.8	6.57	-	-	-	2.8	9.0	19.7	20.5	25.1	10.0	3.3	2.4	1.1	2.0	4.1	
Sales employees.....	593	505	88	36.7	5.87	13.8	5.4	12.8	11.8	12.6	7.3	6.9	8.9	2.5	5.4	.7	1.2	1.0	9.6	
Clerical employees.....	2,335	674	1,661	37.0	6.22	.3	.8	4.0	8.4	14.9	15.7	22.4	16.7	6.7	3.1	2.3	2.1	.9	1.7	
Supervisors.....	506	283	223	37.4	7.35	.6	.4	-	.8	1.8	9.5	17.4	17.2	13.2	11.3	8.3	8.9	4.0	6.7	
Nonsupervisory employees.....	1,829	391	1,438	36.9	5.90	.3	.9	5.1	10.5	18.6	17.4	23.7	16.5	4.9	.8	.7	.2	.1	.3	
Commercial department.....	828	140	688	36.9	5.79	-	.1	6.4	9.8	19.4	14.3	36.7	6.3	6.4	.1	.1	.1	-	.2	
Traffic department.....	46	14	32	40.0	4.91	-	-	8.7	32.6	58.7	-	-	-	-	-	-	-	-	-	
All other departments.....	952	235	717	36.8	6.06	.5	1.6	3.8	9.9	16.0	21.1	13.7	26.3	3.8	1.5	1.2	.3	.2	.3	
Route aides.....	3	2	1	40.0	4.62	-	-	33.3	66.7	-	-	-	-	-	-	-	-	-	-	
Telegraph operators.....	2,620	528	2,092	39.8	5.29	-	1.9	18.2	23.4	35.2	11.9	3.1	1.1	1.7	1.2	.4	.2	.2	1.5	
Traffic managers, chief operators, supervisors, and instructors.....	495	255	240	39.7	6.73	-	-	-	2.4	7.3	45.1	13.5	5.1	8.7	6.1	2.2	1.0	1.0	7.7	
Experienced telegraph operators (except Morse operators).....	2,125	273	1,852	39.8	4.95	-	2.3	22.4	28.3	41.7	4.2	.7	.2	.1	*	-	-	-	-	
Commercial department.....	550	126	424	40.0	5.17	-	-	8.0	10.4	70.2	7.8	2.4	.7	.4	*	-	-	-	-	
Traffic department.....	1,524	141	1,383	39.7	4.91	-	.1	28.2	35.7	32.8	3.0	.1	.1	-	-	-	-	-	-	
Operators-in-training.....	51	6	45	40.0	3.76	-	94.1	5.9	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees.....	3,934	3,804	130	39.8	7.68	-	*	.2	.7	1.0	1.4	5.3	2.9	48.2	25.2	5.2	3.2	2.5	4.2	
Traffic testing and regulating employees..	1,044	1,024	20	40.0	7.57	-	-	-	.1	.3	1.0	2.4	1.3	48.9	42.0	4.0	.1	-	-	
Construction, installation, and maintenance employees.....	2,867	2,757	110	39.8	7.74	-	-	.1	.6	1.0	1.5	6.4	3.5	48.4	19.3	5.7	4.3	3.4	5.8	
Supervisors.....	679	667	12	39.1	8.93	-	-	.1	-	-	.6	.6	.7	2.9	23.7	18.4	16.9	11.8	24.2	
Subscribers' equipment maintainers.....	1,416	1,415	1	40.0	7.51	-	-	-	.5	.6	2.0	5.4	73.2	16.8	1.4	-	-	-	-	
Line and cable workers.....	111	111	-	40.0	7.74	-	-	-	.9	1.8	1.8	5.4	.9	36.9	27.9	6.3	2.7	15.3	-	
Others.....	661	564	97	40.0	7.04	-	-	.2	2.6	3.0	4.4	22.1	2.4	43.7	18.8	1.7	.9	.2	.2	
Laborers.....	23	23	-	40.0	4.82	-	4.3	30.4	34.8	30.4	-	-	-	-	-	-	-	-	-	
Building service employees.....	140	105	35	39.9	5.30	1.4	1.4	28.6	30.0	2.1	1.4	13.6	6.4	13.6	1.4	-	-	-	-	
Mechanics.....	49	47	2	40.0	6.76	-	-	-	-	4.1	4.1	32.7	16.3	38.8	4.1	-	-	-	-	
Others.....	91	58	33	39.9	4.51	2.2	2.2	44.0	46.2	1.1	-	3.3	1.1	-	-	-	-	-	-	
Messengers.....	566	548	18	37.7	4.32	22.8	6.4	15.0	55.5	-	.4	-	-	-	-	-	-	-	-	
Full-time.....	521	504	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time.....	45	44	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Walking and bicycle messengers.....	124	118	6	35.1	3.06	99.2	1.4	-	.8	-	-	-	-	-	-	-	-	-	-	
Motor messengers.....	442	430	12	38.5	4.64	-	-	-	-	-	.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.

NOTE: Asterisk (*) indicates less than 0.05 percent. Dashes (-) indicate that no data were reported. 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 1976

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving -														
	Total	Men	Women			Under \$3.50	\$3.50 and under \$4.00	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50 and over	
All employees except officers and assistants...	4,753	3,909	844	37.0	\$7.97	4.5	0.9	2.0	4.1	4.3	6.1	6.6	7.9	13.9	7.0	8.4	6.7	5.9	21.8	
All employees except officers and assistants and messengers.....	4,597	3,763	834	37.2	8.12	.1	.8	2.0	4.2	4.5	6.4	6.9	8.2	14.6	7.3	8.8	7.0	6.1	22.9	
Professional and semiprofessional employees....	766	737	29	37.2	11.22	-	-	-	-	.1	.7	1.0	2.4	2.9	3.5	5.6	5.6	6.5	71.6	
Engineers and engineering assistants.....	288	285	3	36.9	11.34	-	-	-	-	-	-	-	1.4	1.0	1.7	6.3	6.3	4.5	78.7	
Others.....	478	452	26	37.4	11.15	-	-	-	-	.2	1.0	1.7	2.9	4.0	4.6	5.2	5.2	7.7	67.4	
office or station superintendents and assistants.....	14	14	-	36.4	12.21	-	-	-	-	-	-	-	-	-	-	-	-	-	14.3	85.7
Sales employees.....	340	308	32	36.4	8.82	.3	.3	-	.6	2.6	4.4	3.8	6.5	11.8	9.4	8.5	11.2	9.4	31.2	
Clerical employees.....	1,205	587	618	36.9	6.61	-1	2.6	6.3	11.9	9.3	8.7	12.6	14.6	10.3	5.7	4.3	3.1	2.7	7.8	
Supervisors.....	137	123	14	36.5	10.21	-	-	-	-	-	.7	.7	2.9	5.8	5.8	7.3	8.0	10.9	57.7	
Nonsupervisory employees.....	1,068	464	604	36.9	6.16	.1	2.9	7.1	13.4	10.5	9.7	14.2	16.1	10.9	5.7	3.9	2.4	1.6	1.4	
Operating department.....	169	97	72	37.3	6.24	.6	3.6	6.5	10.1	11.2	8.3	13.6	12.4	16.0	11.2	1.8	1.8	2.4	.6	
Commercial department.....	203	94	109	37.5	6.39	-	.5	4.4	10.3	11.8	7.9	19.2	23.2	14.3	4.9	2.0	1.0	-	5	
Accounting department.....	359	158	201	37.0	6.01	-	1.7	8.7	15.9	10.1	8.1	15.4	19.3	8.4	4.7	5.0	2.0	.8	-	
Engineering department.....	30	16	14	37.4	7.13	-	3.3	-	6.7	3.3	13.3	6.7	13.3	10.0	13.3	13.3	3.3	6.7	-	
All other departments.....	307	99	208	36.2	6.03	-	5.5	8.1	15.0	10.4	13.4	10.4	10.7	8.5	3.9	4.2	3.3	2.9	3.6	
Operators.....	1,041	913	128	37.4	7.65	-	.1	-	2.3	3.5	4.7	7.5	7.8	35.3	8.2	12.5	3.0	1.9	13.4	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	207	202	5	37.4	10.24	-	-	-	-	-	-	-	-	1.0	2.9	8.2	11.1	9.7	67.1	
Nonsupervisory operators.....	834	711	123	37.4	7.00	-	-	-	2.9	4.3	5.9	9.4	9.7	43.8	9.5	13.5	1.0	-	-	
Radio operators.....	4	4	-	33.8	6.85	-	-	-	-	25.0	-	-	-	50.0	-	-	-	-	-	
Marine ccastal station operators.....	108	108	-	37.5	7.28	-	-	-	-	4.6	17.6	5.6	13.0	10.2	11.1	38.0	-	-	-	
Cable operators.....	95	87	8	37.5	7.63	-	-	-	-	7.4	-	1.1	2.1	16.8	46.3	26.3	-	-	-	
Teletype-multiplex operators.....	528	433	95	37.4	6.80	-	.2	-	4.4	3.6	4.5	12.1	10.6	56.4	.9	5.7	1.5	-	-	
Telephone operators.....	45	31	14	37.5	7.19	-	-	-	2.2	4.4	-	13.3	8.9	40.0	31.1	-	-	-	-	
All other operators.....	54	48	6	37.5	7.22	-	-	-	-	3.7	11.1	1.9	9.3	37.0	5.6	31.5	-	-	-	
Messengers.....	156	146	10	33.1	2.76	96.0	1.3	1.8	.4	-	.4	-	-	-	-	-	-	-	-	
Foot and bicycle.....	151	141	10	32.9	2.71	96.7	.7	1.3	.7	-	.7	-	-	-	-	-	-	-	-	
Hotels.....	5	5	-	37.4	3.93	94.4	2.8	2.8	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees.....	1,135	1,109	26	37.4	7.99	-	-	.6	1.9	4.0	-	7.8	5.4	6.1	10.6	12.5	15.2	12.9	13.3	
Supervisors.....	131	131	-	37.3	10.53	-	-	-	-	-	-	-	1.5	10.0	2.3	4.6	5.3	5.3	75.6	
Mechanics and maintenance technicians.....	556	539	17	37.4	7.68	-	-	.4	2.7	4.0	5.9	6.1	6.8	12.9	11.5	12.4	20.5	14.9	1.8	
Radio operating technicians.....	115	108	7	37.5	7.05	-	-	-	-	7.0	22.6	5.2	11.3	17.4	10.4	6.1	20.0	-	-	
Radio telegraph riggers.....	9	9	-	37.4	7.88	-	-	-	-	-	-	-	-	-	-	77.8	-	-	-	
Others.....	324	322	2	37.5	7.84	-	-	-	1.5	1.9	4.3	9.0	6.5	4.6	5.6	11.7	16.0	8.6	17.3	
Building service employees.....	86	85	1	37.5	5.97	1.2	5.8	10.5	4.7	4.7	38.4	3.5	14.0	3.5	2.3	10.5	1.2	-	-	
All employees, not elsewhere classified.....	10	10	-	37.5	6.53	-	-	-	10.0	20.0	-	20.0	10.0	30.0	-	10.0	-	-	-	

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

NOTE: Dashes (-) indicate that no data were reported. Because of rounding, sums of individual items may not equal 100.

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

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. Telephone carriers engaged in interstate or foreign service only by connection with the facilities of another unaffiliated carrier are not subject to the full jurisdiction of the Commission and are not required to file annual reports of hours and earnings of employees.

Tabulations for telephone carriers relate to those having annual operating revenues over \$1 million, and which are 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 are confined to companies with annual revenues exceeding \$50,000 which are engaged in interstate or foreign commerce. Western Union Telegraph Company is the only wire-telegraph company included. Five companies engaged in nonvocal radio or cable communications are included in the international telegraph tabulations.

Employees and occupational groups covered by the study

Officials and managerial assistants are not included in the tabulations. Also excluded are 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, are 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 Company

52.21(b). "Scheduled weekly hours" are defined as an employee's regular daily tour of duty multiplied by the number of days, or fraction of days, scheduled to be worked during a week.

52.22(b). "Scheduled weekly compensation" is defined as 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 Company, 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 bulletins 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

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939
Cigar Manufacturing, 1972. BLS Bulletin 1796
Cigarette Manufacturing, 1976. BLS Bulletin 1944
Corrugated and Solid Fiber Boxes, 1976. BLS Bulletin 1921
Fabricated Structural Steel, 1974. BLS Bulletin 1935
Fertilizer Manufacturing, 1971. BLS Bulletin 1763
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803
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Industrial Chemicals, 1976. BLS Bulletin 1978
Iron and Steel Foundries, 1973. BLS Bulletin 1894
Leather Tanning and Finishing, 1973. BLS Bulletin 1835
Machinery Manufacturing, 1974-75. BLS Bulletin, 1929
Meat Products, 1974. BLS Bulletin 1896
Men's and Boys' Separate Trousers, 1974. BLS Bulletin 1906
Men's and Boy's Shirts (Except Work Shirts) and Nightwear. 1974. BLS Bulletin 1901
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Pulp, Paper and Paperboard Mills, 1972. BLS Bulletin 1844
Shipbuilding and Repairing, 1976. BLS Bulletin 1968
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694

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—Continued

Structural Clay Products, 1975. BLS Bulletin 1942
Synthetic Fibers, 1976. BLS Bulletin 1975
Textile Dyeing and Finishing, 1976. BLS Bulletin 1967
Textiles, 1975. BLS Bulletin 1945
Wages and Demographic Characteristics in Work Clothing Manufacturing, 1972. BLS Bulletin 1858
West Coast Sawmilling, 1969. BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728
Women's and Misses' Dresses, 1974. BLS Bulletin 1908
Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930.

Nonmanufacturing

Appliance Repair Shops, 1975. BLS Bulletin 1936
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
Banking and Life Insurance, 1976. BLS Bulletin 1988
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1976. BLS Bulletin 1991
Contract Cleaning Services, 1974. BLS Bulletin 1916
Contract Construction, 1973. BLS Bulletin 1911
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, 1972. BLS Bulletin 1834
Hospitals, 1975-76. BLS Bulletin 1949
Hotels and Motels, 1973. BLS Bulletin 1883
Laundry and Cleaning Services, 1968. BLS Bulletin 1645¹
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theatres, 1966. BLS Bulletin 1542¹
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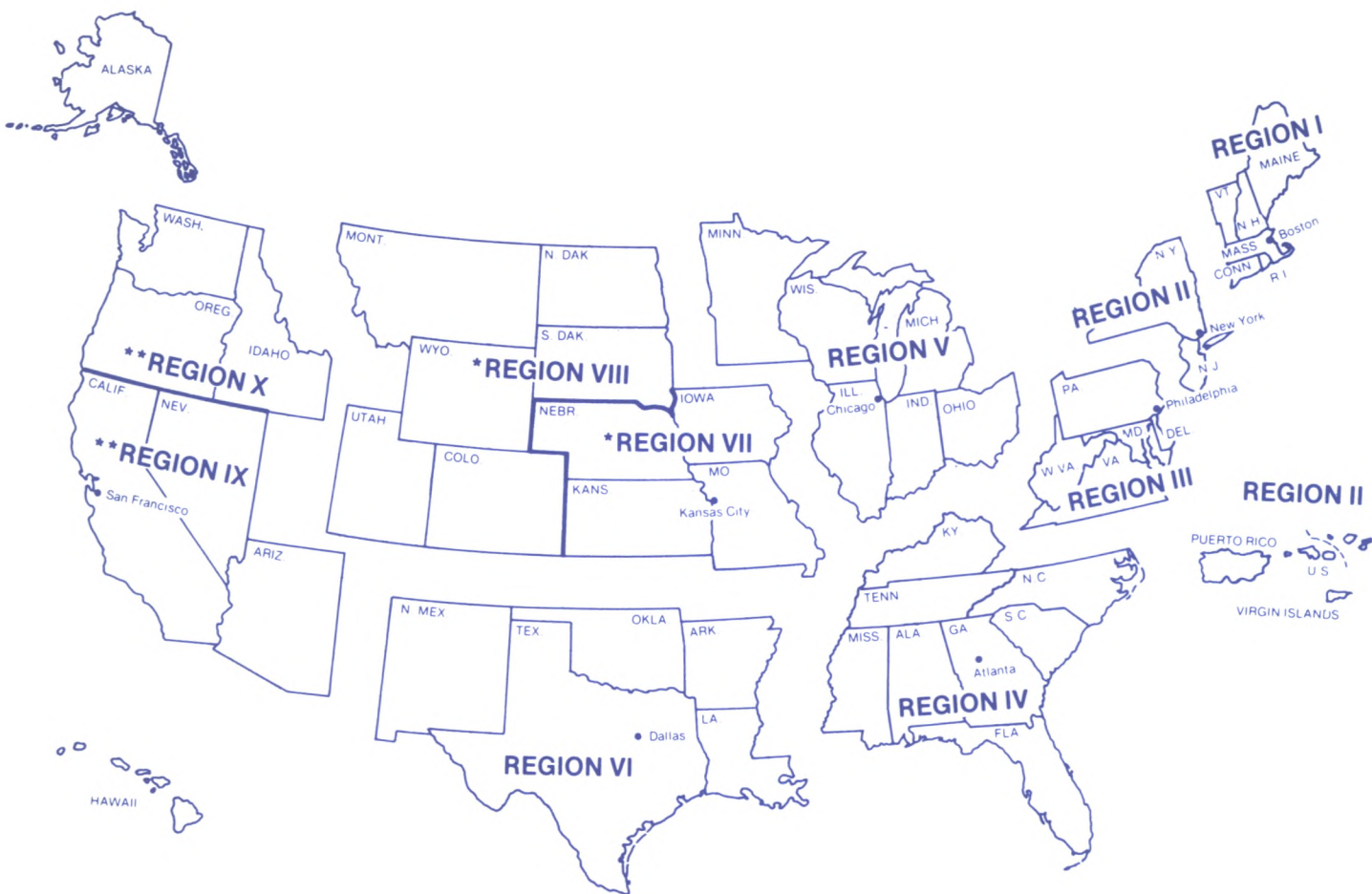
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