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# Industry Wage Survey: Communications October-December 1977



U.S. Department of Labor  
Bureau of Labor Statistics  
1979

Bulletin 2029



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# Industry Wage Survey: Communications October-December 1977



U.S. Department of Labor  
Ray Marshall, Secretary

Bureau of Labor Statistics  
Janet L. Norwood, Commissioner  
June 1979

Bulletin 2029

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# Preface

This summary of data on employment and hourly rates of pay in the communications industry in 1977 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 by 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 publications 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 1977

## Introduction

The year 1977 marked the 30th anniversary of the Bureau of Labor Statistics' occupational wage surveys of the communications industries. The 1977 survey covered about 830,000 workers of major telephone carriers<sup>1</sup> and 15,000 telegraph workers, who combined, made up well over four-fifths of the Nation's 1 million workers in telephone and wire-telegraph communication. Over the past three decades, the work force in these industries has changed dramatically in both occupational makeup and pay structure. In the telephone branch, where overall employment rose to half again its 1947 level, the proportion of higher paid professional and semiprofessional employees more than doubled while the proportion of lower paid telephone operators declined by more than one half. (See text table 1.) Similarly, in the Western Union Telegraph Company, the proportion of higher paid construction, installation, and maintenance personnel more than doubled since 1947 while the proportion of lower paid telegraph operators fell by one-third. Unlike the telephone industry, however, Western Union's work force in 1977 was only one-fifth as large as it was 30 years earlier. (See text table 2.)

**Text table 1. Number and average straight-time hourly earnings of telephone workers in major occupational categories, 1947 and 1977**

Item	October 1947		December 1977	
	Workers	Earnings	Workers	Earnings
Total, all employees, except officials and managerial assistants . . . . .	552,700	\$1.26	830,100	\$7.94
Percent of total . . . . .	100	—	100	—
Professional and semi-professional employees . . . . .	5	2.72	11	12.32
Business office and sales employees . . . . .	5	1.45	9	7.90
Clerical employees . . . . .	17	1.19	23	6.70
Telephone operators . . . . .	46	1.00	16	5.99
Construction, installation, and maintenance workers . . . . .	23	1.55	37	8.26
Building, supplies and motor vehicle employees . . . . .	4	1.19	3	7.23

NOTE: Employment estimates are rounded to the nearest hundred, and percents are rounded to the nearest whole number. Dashes indicate "not applicable."

**Text table 2. Number and average straight-time hourly earnings of Western Union Telegraph workers in major occupational categories, 1947 and 1977**

Item	October 1947		October 1977	
	Workers	Earnings	Workers	Earnings
All employees, except officials and managerial assistants . . . . .	53,100	\$1.05	11,604	\$7.33
Percent of total . . . . .	100	—	100	—
Professional and semi-professional employees . . . . .	2	2.26	9	10.53
Telegraph office superintendents and managers . . . . .	8	1.07	4	7.03
Sales employees . . . . .	( <sup>2</sup> )	1.45	5	7.06
Clerical employees . . . . .	19	.99	20	6.59
Telegraph operators . . . . .	34	.94	23	5.64
Construction, installation, and maintenance workers . . . . .	13	1.26	34	8.14
Building service employees . . . . .	3	.90	1	5.69
Messengers, motor . . . . .	3	.87	3	4.90
Messengers, walking and bicycle . . . . .	18	.65	1	3.40

<sup>1</sup>Excludes messengers in addition to officials and managerial assistants.

<sup>2</sup>Less than 0.5 percent.

<sup>3</sup>NOTE: Employment estimates are rounded to the nearest hundred, and percents are rounded to the nearest whole number.

Highlights of the 1977 survey and recent wage trends are presented below. A more detailed analysis of long-term patterns is available from prior reports, the most recent of which is *Industry Wage Survey: Communications, October-December 1976* BLS Bulletin 1991 (1978).

## Telephone carriers

Straight-time hourly earnings of the 830,000 workers employed by the Nation's 63 principal carriers averaged \$7.94 in December 1977. Individual earnings of four-fifths of the workers fell within a range of \$3.50 to \$9.50 an hour. The middle 50 percent of the work force earned between \$6.10 and \$8.85 an hour. Some factors contributing to the wide dispersion of earnings were the broad range of skills required by the communications industry, differences in pay by carrier and

<sup>1</sup>The study was limited to the 63 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 through connections with another carrier under direct or indirect common control. Officials and managerial assistants of these carriers were not included in the study.

locality, and pay rates which vary within a given occupation by length of employee service.

The occupations shown in tables 1 through 4 represent the full spectrum of activities performed by employees in the telephone industry. Among the major occupational categories, average hourly earnings in December 1977 ranged from \$12.32 for professional and semiprofessional employees to \$5.99 for telephone operators. Construction, installation, and maintenance employees were the largest employment group with nearly 307,000 workers; hourly earnings for these workers averaged \$8.26. Some other heavily populated groups (and their hourly averages) were: Business office and sales employees (\$7.90); building, supplies, and motor vehicle employees (\$7.23); and clerical employees (\$6.70).

Employees of the Bell System carriers, slightly over nine-tenths of all telephone workers, held a 23-percent average wage advantage over those of non-Bell carriers—\$8.06 compared to \$6.57 an hour. Similar pay relationships were also found among various occupational groups studied; occupational averages for non-Bell workers typically ranged from 70 percent to about 85 percent of those for Bell employees. Differences between the worker groups narrowed slightly when weekly earnings were compared, reflecting, for some occupational groups, the longer average workweeks reported for non-Bell workers.

Workers in the Middle Atlantic States, the largest region in terms of employment, recorded the highest average—\$8.83 an hour. Other regional averages fell between \$7.25 and \$8.25 an hour in December 1977. Of the 47,467 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 Company's Long Lines and General Departments; these workers averaged \$9.90 an hour.<sup>2</sup>

Wage levels of the principal telephone carriers in December 1977 rose 8.0 percent from the previous year. Part of this change resulted from wage increases negotiated under collective bargaining agreements. For example, the Bell System contract, negotiated in 1977, provided for an immediate general wage increase that varied by tenure up to a maximum of 8 percent.<sup>3</sup>

The 8.0-percent rise for 1976-77 was the smallest annual gain for telephone workers in the 1970's. Between 1970 and 1976, telephone wage increases averaged 11.2 percent per year; over the 30 years of BLS communications surveys, the annual average rise has been slightly over 6 percent.

Telephone carriers included in the Bureau survey employed 830,100 workers in December 1977—an increase of 20,000 workers or 2 percent over the previous year. Bell System carriers increased their work force by 1 percent, to 764,800; employment in non-Bell carriers rose 24 percent, to 65,300. Most of the increase

for non-Bell carriers, however, reflected the addition of a major independent carrier with nearly 10,000 workers, reporting for the first time in the 1977 survey. Excluding this carrier, the increase for non-Bell employees was 5 percent between December 1976 and December 1977.

### **Western Union Telegraph Co.**

Wage rates for the 11,100 nonmessenger employees in the Western Union Telegraph Co.<sup>4</sup> averaged \$7.33 an hour in October 1977 (table 5). This was 7.6 percent above the \$6.81 average reported one year earlier. The average for 500 messengers was \$4.59 an hour—up 6.3 percent from October 1976. Motor messengers held a 44-percent average wage advantage over those who either walk or use bicycles to perform their duties—\$4.90 to \$3.40 an hour.

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). Unlike those in prior contracts, wage adjustments differed somewhat under terms of the two agreements, dated July 1976, as follows: Workers who were in the bargaining units of the UTW received an across-the-board increase of 6.829 percent, effective July 28, 1977, with no cost of living adjustment; those under the CWA contract were provided a 3-percent general wage increase on the same date plus a 29-cent cost-of-living adjustment.<sup>5</sup> Other wage adjustments related to specific job classifications or types of work assignments also specified in both agreements.

<sup>2</sup>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 5,967 workers averaging \$8.36 an hour.

<sup>3</sup>The 1977 agreement between the American Telephone and Telegraph Company and the Communications Workers of America provide for wage increases of 3 percent, with a guaranteed minimum increase of \$5 a week, on Aug. 6, 1978, and Aug. 5, 1979. In addition, cost-of-living adjustments, tied to the BLS Consumer Price Index, were scheduled on the first and second anniversary dates of the contract.

<sup>4</sup>The Western Union Telegraph Co., a subsidiary of the Western Union Corp., 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 Response-Phone (telephone order and inquiry service).

<sup>5</sup>The wage escalator clause provides for adjustments of 1 cent for each 0.4-percent point change in the Bureau of Labor Statistics Consumer Price Index (1967=100). For a more detailed account, see *Wage Chronology: Western Union Telegraph Co. and the Telegraph Workers and the Communications Workers, 1976-79* Supplement to the BLS Bulletin 1927. (Bureau of Labor Statistics, 1978).

Among the major occupational groups studied, the professional and semiprofessional staff recorded the highest average-\$10.53 an hour. Construction, installation, and maintenance employees (the most heavily populated group studied) averaged \$8.14 an hour. Other key employee groups and their average hourly rates included: Sales employees (\$7.06); telegraph office superintendents and managers (\$7.03); clerical employees (\$6.59); building service employees (\$5.69); and telegraph operators (\$5.64).

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 band. For example, individual earnings fell between \$3.50 and \$4.00 for virtually all operators-in-training; between \$4.50 and \$5.50, for four-fifths of the motor messengers; and between \$7.50 and \$8.50, for nine-tenths of the subscribers' equipment maintainers.

Employment at Western Union totaled about 11,600 in October 1977. This was 31 percent below the level 5 years earlier.

### **International telegraph carriers**

Wage rates for the five international telegraph carriers included in the October 1977 survey averaged \$9.10 an hour-up 14 percent from October 1976.<sup>6</sup> The 4,600 nonmessenger employees, who made up 97 percent of the work force of the five companies, averaged \$9.25 an hour in October 1977; messengers, the lowest paid

employee group studied, averaged \$3.21 an hour. Hourly averages for the other groups covered a broad range: Nonsupervisory clerical employees, operators, building service employees, sales employees, and construction, installation, maintenance, and other technical employees, between \$6.50 and \$9.50; supervisory employees, between \$11 and \$12; and office or station superintendents and assistants, and professional and semiprofessional employees, over \$12.

Employment in surveyed international telegraph carriers was basically unchanged between October 1976 and October 1977-down 1 percent to 4,700 workers. Over the past 10 years, these carriers' employment has fluctuated within a narrow range from 4,700 to 5,500 workers.

Men accounted for nearly five-sixths of the work force in October 1977 and were predominant in all occupational groups except nonsupervisory clerical employees. Three out of four women were clerical workers and of the remainder, about 1 out of 2 were operators, typically teletype-multiplex operators.

<sup>6</sup>The study included 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.

**Table 1. Telephone carriers:<sup>1</sup> Percent distribution of employees in occupational groups by average hourly rates<sup>2</sup>, December 1977**

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -														and over
	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	
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All employees, except officials and managerial assistants.....	830,087	407,367	422,720	38.4	\$7.94	0.7	2.2	2.5	2.5	3.1	11.6	10.9	8.7	6.0	7.0	13.9	8.0	3.7	19.1	
Part-time employees, including officials and managerial assistants.....	11,939	1,519	10,420	24.0	5.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional and semiprofessional employees.....	92,067	65,709	26,358	38.1	12.32	*	.1	.2	.2	.3	.6	1.0	1.5	1.6	2.2	2.4	3.1	3.5	83.4	
Drafters.....	1,609	656	953	40.1	6.62	.9	2.1	4.4	3.9	5.8	14.4	17.3	14.3	8.4	5.6	5.8	3.2	4.5	9.4	
Others.....	90,458	65,053	25,405	38.1	12.43	*	*	.1	.1	.2	.3	.7	1.3	1.5	2.1	2.3	3.1	3.5	84.7	
Business office and sales employees.....	78,823	21,748	57,075	38.0	7.90	.5	2.0	2.4	2.6	2.7	4.7	10.6	20.7	15.4	1.9	7.4	2.7	3.0	23.4	
Supervisors.....	8,553	1,855	6,698	38.3	10.33	*	*	*	.1	.2	.2	.5	.8	1.5	3.1	4.9	10.1	9.7	68.9	
Nonsupervisory employees.....	70,270	19,893	50,377	38.0	7.60	.5	2.2	2.7	3.0	3.1	5.3	11.8	23.2	17.1	1.7	7.7	1.8	2.7	17.9	
Clerical employees.....	190,600	28,526	162,074	37.9	6.70	1.4	3.4	3.5	3.6	5.3	20.4	21.9	14.6	5.8	3.1	2.9	2.1	1.9	10.1	
Supervisors.....	18,516	4,724	13,792	38.2	9.99	*	.1	.1	.1	.2	.3	1.3	3.2	5.4	6.7	6.8	9.1	9.9	56.8	
Nonsupervisory.....	172,084	23,802	148,282	37.9	6.34	1.5	3.8	3.9	4.0	5.8	22.6	24.1	15.8	5.8	2.7	2.5	1.3	1.1	5.1	
Commercial department.....	29,618	2,211	27,407	37.1	5.92	2.4	5.5	5.9	4.8	6.4	25.0	23.6	15.5	6.6	2.1	1.2	.3	.2	.5	
Traffic department.....	5,706	367	5,339	37.9	6.16	1.7	1.3	2.8	4.3	3.1	29.1	31.9	14.9	5.5	1.3	1.3	.6	.5	1.7	
Plant department.....	32,031	3,587	28,444	38.6	5.96	1.9	3.8	4.3	4.5	8.4	33.4	21.6	10.4	3.7	1.5	2.8	1.6	.6	1.3	
Accounting department.....	30,070	4,120	25,950	37.6	6.45	1.0	3.0	2.8	3.4	4.7	17.2	25.4	22.1	9.3	3.2	1.7	.8	.8	4.5	
All other departments.....	70,659	13,517	57,142	38.1	6.68	1.2	3.7	3.4	3.6	5.2	18.1	23.8	15.8	4.9	3.6	3.5	2.0	1.9	9.4	
Telephone operators.....	135,086	8,162	126,924	36.3	5.99	1.4	6.2	6.9	6.0	5.9	29.6	20.2	7.0	5.3	4.4	1.3	1.1	.9	3.7	
Chief operators.....	8,156	337	7,819	38.2	9.54	*	*	*	*	*	1.2	1.9	2.3	5.4	7.4	10.7	11.4	11.4	47.7	
Service assistants and instructors.....	8,252	261	7,991	36.7	6.70	*	.1	.4	1.0	2.5	12.2	37.9	20.1	7.2	7.1	4.3	1.4	1.5	4.1	
Experienced switchboard operators.....	105,561	4,498	101,063	36.1	5.83	1.4	2.6	5.3	6.7	7.1	36.4	22.0	6.9	5.7	4.5	.4	.3	.2	.6	
Operators in training.....	11,431	2,992	8,439	36.5	4.12	3.2	49.4	32.5	8.5	2.5	2.4	.4	.2	.1	*	*	.5	*	.1	
Other switchboard employees.....	1,686	74	1,612	37.7	6.84	-	.2	.2	.7	1.4	12.5	43.8	15.9	7.6	4.9	2.2	2.6	1.7	6.5	
Construction, installation, and maintenance employees.....	306,892	263,023	43,869	39.8	8.26	.1	.5	.7	.8	1.2	3.3	3.2	4.5	5.1	13.2	31.7	17.6	6.2	11.8	
Supervisors of telephone craft workers.....	39,948	36,462	3,486	39.9	10.53	*	*	*	*	*	.1	.2	.4	.6	1.3	2.9	5.7	10.4	78.5	
Central office craft workers.....	123,020	86,728	36,292	39.7	7.83	.3	.7	.7	.7	2.0	6.9	5.4	6.5	5.7	11.1	31.0	17.4	8.9	2.6	
Rest board and repeater workers.....	21,178	18,600	2,578	39.9	8.42	*	*	.1	.2	.4	1.1	.7	1.6	2.1	9.1	43.5	23.9	14.2	3.3	
Central office repairers.....	52,085	48,395	3,690	39.9	8.36	*	*	.1	.2	.3	.8	.8	2.3	2.7	12.5	39.7	23.7	13.8	2.7	
Others.....	49,757	19,733	30,024	39.3	7.00	.8	1.7	1.6	1.4	4.5	15.9	12.2	13.0	10.3	10.5	16.4	8.0	1.6	2.2	
Installation and exchange repair craft workers.....	96,181	93,309	2,872	40.0	8.07	*	.2	.7	.9	.7	1.0	1.9	3.6	6.1	18.5	41.2	22.7	1.4	1.1	
PBI and station installers.....	46,198	44,309	1,889	40.0	8.01	*	.3	1.0	1.2	.9	1.3	2.8	3.9	5.0	17.0	41.1	24.0	.8	.8	
Exchange repairers.....	29,167	28,726	441	40.0	8.22	*	.1	.4	.6	.3	.4	.7	3.0	4.2	14.9	43.3	29.0	2.4	.8	
Others.....	20,816	20,274	542	40.0	8.01	*	.2	.7	.8	.6	1.0	1.7	3.7	11.3	27.0	38.7	10.8	1.5	2.0	
Line, cable, and conduit craft workers.....	47,624	46,418	1,206	40.0	7.89	*	.7	1.5	1.2	1.1	1.5	2.5	4.7	5.4	18.2	38.7	18.0	4.9	1.5	
Line workers.....	26,180	25,745	435	40.0	7.78	*	.9	1.9	1.4	1.3	1.7	2.3	3.8	5.7	19.5	38.8	17.8	3.8	.9	
Cable splicers.....	19,977	19,332	645	40.0	8.02	-	.2	.8	.9	.8	1.2	2.2	5.5	5.2	17.1	40.4	18.6	6.3	.6	
Cable splicers' helpers.....	450	395	55	39.9	6.35	.2	6.0	6.0	3.8	3.6	6.0	29.6	24.2	4.0	7.8	5.1	3.3	.4	-	
Others.....	1,017	946	71	39.9	8.88	.4	.2	.4	2.3	1.0	.8	1.1	3.6	1.4	8.3	18.0	18.4	8.4	35.9	
Laborers.....	119	106	13	33.8	5.82	-	30.3	5.9	3.4	6.7	21.0	-	.8	31.9	-	-	-	-	-	
Building, supplies, and motor vehicle employees.....	25,390	19,529	5,861	39.1	7.23	1.0	1.8	2.8	4.7	7.4	11.1	9.6	12.7	8.4	8.3	9.8	7.9	3.3	11.1	
Supervisors.....	3,044	2,709	335	39.7	10.08	*	.1	.1	.1	.1	.9	1.7	1.2	2.0	3.2	5.6	7.5	9.5	68.2	
Mechanics.....	4,047	3,793	254	39.7	8.03	.9	.5	.7	1.2	2.8	2.1	4.2	7.7	8.0	9.7	26.7	24.0	4.7	4.9	
Other building service employees.....	6,938	4,172	2,766	37.9	5.51	2.5	4.1	6.9	13.2	19.6	28.2	13.9	9.0	1.0	.3	.4	.2	.2	.4	
Other supplies and motor vehicle employees.....	11,361	8,855	2,506	39.6	7.19	.4	1.3	1.8	2.1	3.5	6.5	10.9	19.8	14.9	14.1	9.9	7.1	3.2	4.6	
All employees not elsewhere classified.....	1,229	670	559	39.3	7.26	4.9	5.1	5.4	2.4	10.0	7.1	8.4	5.5	7.2	23.8	2.8	2.1	2.4	12.8	

<sup>1</sup> Covers 63 telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communications service using their own facilities or through connection with those of another carrier under direct or indirect common control.

<sup>2</sup> See appendix for definition of hours and rates used in this bulletin. 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:<sup>1</sup> Percent distribution of employees in occupational groups by average hourly rates<sup>2</sup>, December 1977**

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -													
	Total	Men	Women			Under \$3.50 and under													
						\$3.50 and under \$4.00	\$4.00 to \$4.50	\$4.50 to \$5.00	\$5.00 to \$5.50	\$5.50 to \$6.00	\$6.00 to \$6.50	\$6.50 to \$7.00	\$7.00 to \$7.50	\$7.50 to \$8.00	\$8.00 to \$8.50	\$8.50 to \$9.00	\$9.00 to \$9.50	\$9.50 and over	
All employees, except officials and managerial assistants.....	764,793	371,425	393,368	38.4	\$8.06	0.3	2.0	2.1	1.8	2.5	12.1	11.4	8.7	5.8	6.8	14.3	8.5	3.7	20.1
Part-time employees, including officials and managerial assistants.....	9,228	1,134	8,094	24.8	5.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees.....	84,800	60,209	24,591	37.9	12.63	*	*	*	1	1	3	6	1.1	1.3	1.7	1.9	2.6	3.1	87.1
Drafters.....	1,104	392	712	37.7	7.32	3	7	1.5	2.4	3.5	15.1	17.8	12.6	7.6	7.2	7.5	4.5	6.6	12.6
Others.....	83,696	59,817	23,879	37.9	12.70	*	*	*	*	*	1	4	9	1.2	1.7	1.9	2.6	3.0	89.1
Business office and sales employees.....	74,150	21,027	53,123	37.9	8.03	2	1.6	2.1	1.7	2.0	3.8	11.0	21.8	16.3	1.8	7.6	2.7	3.0	24.5
Supervisors.....	7,885	1,574	6,311	38.1	10.49	*	*	*	*	*	1	4	8	2.2	4.0	10.0	9.5	72.9	
Nonsupervisory employees.....	66,265	19,453	46,812	37.9	7.73	2	1.8	2.4	1.9	2.2	4.2	12.3	24.3	18.1	1.7	8.0	1.8	2.3	18.7
Clerical employees.....	177,858	27,013	150,845	37.9	6.82	8	3.1	2.7	2.4	3.9	21.3	23.3	15.4	6.0	3.3	3.1	2.2	2.0	10.7
Supervisors.....	17,910	4,403	13,507	38.1	10.06	*	*	*	*	*	1	4	8	3.1	5.4	6.7	6.7	9.0	57.9
Nonsupervisory.....	159,948	22,610	137,338	37.9	6.45	8	3.4	3.0	2.7	4.3	23.6	25.7	16.8	6.0	2.9	2.6	1.4	1.2	5.4
Commercial department.....	27,286	2,131	25,155	37.4	6.00	1.1	5.3	4.6	3.8	5.2	25.9	25.6	16.8	6.1	1.4	1.2	1.2	1.2	1.8
Traffic department.....	8,618	302	8,316	37.8	6.31	2	7	8	1.0	1.9	31.6	35.7	16.8	6.1	1.4	1.2	1.2	1.2	1.8
Plant department.....	28,109	2,967	25,142	38.5	6.09	1.1	3.3	2.8	2.5	5.7	37.3	24.3	11.1	3.3	1.6	3.1	1.8	1.7	1.5
Accounting departments.....	28,454	4,022	24,432	37.5	6.55	5	2.6	2.4	2.2	3.2	17.8	26.7	23.3	9.8	3.3	1.8	1.8	1.8	4.7
All other departments.....	67,481	13,188	54,293	38.0	6.76	8	3.4	3.0	2.7	4.2	18.4	24.7	16.4	5.1	3.7	3.6	2.1	2.0	9.8
Telephone operators.....	124,576	7,735	116,841	36.1	6.09	4	5.7	6.2	4.1	5.1	31.8	21.7	7.4	5.7	4.7	1.3	1.0	1.0	9.9
Chief operators.....	7,487	313	7,174	38.0	9.73	*	*	*	*	*	1	2	5	1.3	4.9	7.0	10.8	12.1	50.9
Service assistants and instructors.....	7,842	244	7,598	36.6	6.73	*	1	3	5	1.3	11.8	39.4	20.7	7.3	7.3	4.4	1.4	1.2	4.2
Experienced switchboard operators.....	96,293	4,132	92,161	35.9	5.96	1	1.4	4.2	4.3	6.2	39.6	24.0	7.5	6.3	4.9	5	1	1	7
Operators in training.....	11,318	2,980	8,338	36.5	4.09	3.2	49.9	32.9	8.2	2.5	2.4	4.4	2.1	1	1	1	1	1	7
Other switchboard employees.....	1,636	66	1,570	37.6	6.83	-	1	2	7	9	12.5	44.8	15.9	7.6	4.7	2.1	2.6	1.8	6.4
Construction, installation, and maintenance employees.....	280,735	238,213	42,522	39.8	8.34	1	4	6	6	1.0	3.3	2.8	3.4	4.1	12.6	33.1	19.1	6.5	12.4
Supervisors of telephone craft workers.....	36,637	33,291	3,346	39.9	10.65	-	-	-	-	*	*	1	2	4	7	1.8	4.9	9.6	82.2
Central office craft workers.....	114,961	79,468	35,493	39.7	7.86	3	7	7	6	2.0	7.2	5.4	5.8	4.6	10.8	31.0	18.6	9.5	2.8
Test board and repeater workers.....	20,338	17,913	2,425	39.9	8.47	*	*	1	1	3	1.0	5	6	1.1	8.4	44.9	24.9	14.7	3.5
Central office repairers.....	48,192	44,766	3,426	39.9	8.46	*	*	1	1	1	6	4	5	1.0	12.1	41.7	25.6	14.8	3.0
Others.....	46,431	16,789	29,642	39.2	6.96	8	1.7	1.6	1.3	4.6	16.7	12.8	13.5	9.9	10.5	14.0	8.6	1.7	2.3
Installation and exchange repair craft workers.....	85,792	83,271	2,521	40.0	8.16	*	2	5	7	4	6	9	1.7	4.8	17.8	44.6	25.4	1.6	8
FBI and station installers.....	40,653	38,804	1,849	40.0	8.14	*	3	7	1.0	6	8	1.1	2.2	4.4	14.6	45.2	27.3	1.8	9
Exchange repairers.....	27,621	27,261	360	40.0	8.28	*	1	2	4	1	3	5	1.1	4.4	15.4	43.5	30.6	2.5	8
Others.....	17,518	17,206	312	40.0	8.02	*	3	7	5	4	5	8	1.6	6.5	28.7	45.0	12.8	1.7	4
Line, cable, and conduit craft workers.....	43,345	42,183	1,162	40.0	8.00	*	6	11	9	8	1.0	1.8	2.8	4.4	17.4	42.2	19.8	5.4	1.7
Line workers.....	24,326	23,899	427	40.0	7.90	*	7	12	9	8	1.0	1.5	2.7	5.1	20.0	41.5	19.2	4.1	1.0
Cable splicers.....	17,641	17,003	638	40.0	8.13	-	2	8	9	8	9	1.6	2.5	3.5	14.6	45.2	21.0	7.1	7
Cable splicers' helpers.....	431	378	53	40.0	6.40	2	5.3	5.1	3.7	2.8	5.8	30.6	25.3	3.9	8.1	5.1	3.5	5	1
Others.....	947	903	44	39.9	9.10	-	-	2	1	1.0	6	1.1	1.8	1.5	8.2	19.2	19.7	9.0	38.5
Laborers, building, supplies, and motor vehicle employees.....	22,357	17,113	5,244	39.1	7.40	2	6	1.3	4.4	7.2	11.4	9.2	13.2	8.7	8.9	10.6	8.8	3.6	11.9
Supervisors.....	2,657	2,366	291	39.7	10.37	-	-	-	-	*	*	3	8	1.4	1.7	3.8	6.7	9.3	76.0
Mechanics.....	3,424	3,284	140	39.9	8.17	-	1	2	6	6	1.6	3.5	5.8	6.0	10.0	33.7	28.4	5.5	3.9
Other building service employees.....	6,073	3,562	2,511	37.7	5.69	4	1.1	3.1	13.6	22.0	31.9	15.6	10.0	1.0	2	3	2	2	4
Other supplies and motor vehicle employees.....	10,203	7,901	2,302	39.6	7.33	3	7	9	1.3	2.4	5.5	9.5	20.7	16.2	15.6	10.8	7.9	3.5	4.8
All employees not elsewhere classified.....	317	115	202	37.3	9.26	2.8	2.2	2.2	1.3	2.8	8.5	10.1	12.9	14.2	4.7	3.2	1.3	2.2	31.5

<sup>1</sup> Covers 25 Bell System telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communications service using their own facilities or through connection with those of another carrier under direct or indirect common control.

<sup>2</sup> See appendix for definition of hours and rates used in this bulletin. NOTE: Asterisk (\*) indicate 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:<sup>1</sup> Percent distribution of employees in occupational groups by average hourly rates<sup>2</sup>, December 1977**

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
All employees, except officials and managerial assistants.....	65,294	35,942	29,352	39.4	\$6.57	4.9	5.2	7.6	11.4	10.3	6.1	5.4	9.0	8.4	9.9	8.4	2.6	2.7	8.1
Part-time employees, including officials and managerial assistants.....	2,711	385	2,326	21.6	3.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees.....	7,267	5,500	1,767	40.3	8.88	-3	-6	1.4	2.1	2.9	3.2	5.6	7.0	5.7	7.1	7.3	8.4	8.3	40.0
Drafters.....	505	284	241	45.2	5.35	2.4	5.1	10.5	7.3	10.7	12.9	16.0	18.0	10.1	2.2	2.0	.2	-	2.6
Others.....	6,762	5,236	1,526	40.0	9.18	-1	-3	.7	1.7	2.3	2.5	4.8	6.2	5.4	7.5	7.7	9.0	8.9	42.8
Business office and sales employees.....	4,673	721	3,952	39.4	5.92	4.9	7.5	6.3	17.1	14.8	20.3	4.0	4.3	2.2	2.9	3.6	2.7	3.0	6.1
Supervisors.....	668	281	387	40.0	8.56	.3	-	-	1.3	2.5	2.5	4.8	5.7	9.3	13.3	15.7	11.2	11.8	21.4
Nonsupervisory employees.....	4,005	440	3,565	39.3	5.47	5.7	8.8	7.4	19.8	16.9	23.3	3.8	4.1	1.0	1.1	1.6	1.3	1.6	3.6
Clerical employees.....	12,742	1,513	11,229	38.3	5.09	10.2	8.6	15.0	20.2	24.1	8.7	2.7	2.6	2.8	.9	1.2	.9	.5	1.4
Supervisors.....	606	321	285	40.0	7.93	-2	1.7	2.1	4.1	6.6	6.1	9.1	5.8	6.1	7.3	9.9	10.7	7.6	22.8
Nonsupervisory.....	12,136	1,192	10,944	38.2	4.94	10.7	9.0	15.7	21.0	24.9	8.8	2.4	2.4	2.7	.6	.8	.5	.2	.4
Commercial department.....	2,332	80	2,252	33.4	4.89	16.9	9.0	21.7	16.4	19.8	14.6	.4	.7	*	-1	-1	.2	*	-
Traffic department.....	1,088	65	1,023	38.3	4.95	13.1	5.6	18.8	30.6	12.7	9.4	2.1	.5	1.1	.4	2.0	1.7	1.0	1.0
Plant department.....	3,922	620	3,302	39.5	5.06	7.9	7.8	15.6	19.2	28.0	5.4	2.3	5.6	6.7	.7	.7	.1	-	.2
Accounting department.....	1,616	98	1,518	39.6	4.84	9.4	10.4	10.2	24.6	31.9	6.7	1.9	-2	1.3	1.2	.4	.9	.2	.1
All other departments.....	3,178	329	2,849	39.6	4.89	9.4	10.8	13.1	21.4	25.5	9.7	4.4	1.6	.9	.7	1.1	.5	.2	.8
Telephone operators.....	10,510	427	10,083	38.4	4.83	13.0	12.6	15.3	28.6	15.5	3.8	2.5	1.4	1.0	1.0	.7	2.7	1.2	.8
Chief operators.....	669	24	645	40.0	7.51	.4	.3	.1	.3	3.7	12.0	17.5	13.9	10.8	11.7	9.3	3.6	5.1	11.4
Service assistants and instructors.....	410	17	393	40.0	6.16	.5	.2	2.9	10.5	25.9	18.8	9.8	8.3	6.8	4.4	2.0	1.7	6.6	1.7
Experienced switchboard operators.....	9,268	366	8,902	38.2	4.53	14.6	14.2	17.2	31.5	16.0	2.6	1.1	-1	*	-	-	2.1	.7	*
Operators in training.....	113	12	101	38.6	6.72	7.1	-	-	38.1	-	-	-	-	-	.9	.9	53.1	-	-
Other switchboard employees.....	50	8	42	40.0	7.22	-	2.0	-	-	16.0	14.0	18.0	16.0	8.0	10.0	6.0	-	-	10.0
Construction, installation, and maintenance employees.....	26,157	24,810	1,347	40.0	7.45	.1	.7	2.0	2.6	2.7	3.8	7.2	16.8	16.4	19.8	16.9	1.8	2.9	6.2
Supervisors of telephone craft workers.....	3,311	3,171	140	39.9	9.24	*	-	-	-	.1	.3	.7	2.0	3.0	7.8	14.8	14.3	19.6	37.5
Central office craft workers.....	8,059	7,260	799	39.9	7.28	.2	.7	.9	2.2	3.0	3.3	4.7	17.1	21.3	15.6	29.7	.1	.8	.4
Test board and repeater workers.....	840	687	153	40.0	7.13	-	-1	-2	2.5	3.5	5.1	26.1	25.8	24.8	9.2	.2	-	-	-
Central office repairers.....	3,893	3,629	264	40.1	7.16	-	.3	.6	1.7	2.9	3.0	6.3	24.8	24.7	18.1	16.0	*	1.5	.1
Others.....	3,326	2,944	382	39.7	7.46	.5	1.3	1.3	2.8	3.3	3.7	2.8	6.0	16.1	10.2	51.0	.1	.2	.8
Installation and exchange repair craft workers.....	10,389	10,038	351	40.0	7.33	*	.2	2.2	3.0	2.8	3.9	10.3	18.7	16.8	24.9	13.2	*	.3	3.4
PBX and station installers.....	5,545	5,505	40	40.1	7.02	.1	.3	2.8	2.9	3.3	4.7	14.8	15.9	9.2	34.7	10.7	-	.5	*
Exchange repairers.....	1,546	1,465	81	40.0	7.13	.1	.1	2.7	4.5	3.6	2.4	3.0	37.5	1.6	4.7	39.8	.1	-	-
Others.....	3,298	3,068	230	40.0	7.94	-	.1	.8	2.3	1.7	3.4	6.3	14.6	36.9	17.9	5.0	.1	.2	10.6
Line, cable, and conduit craft workers.....	4,279	4,235	44	40.1	6.74	-1	1.7	5.2	4.5	3.9	6.4	9.5	23.3	16.1	25.3	3.7	-	.3	*
Line workers.....	1,854	1,846	8	40.0	6.19	-1	3.5	10.7	7.8	7.2	10.3	13.3	17.3	13.8	12.7	3.3	-	-	.1
Cable splicers.....	2,336	2,329	7	40.1	7.21	-	*	.8	1.0	1.2	3.3	6.7	27.8	18.4	36.0	4.2	-	.5	-
Cable splicers' helpers.....	19	17	2	38.9	5.03	-	21.1	26.3	5.3	21.1	10.5	5.3	-	5.3	-	5.3	-	-	-
Others.....	70	43	27	40.0	5.87	5.7	2.9	2.9	31.4	1.4	2.9	1.4	41.4	-	8.6	1.4	-	-	-
Laborers.....	119	106	13	33.8	5.82	-	30.3	5.9	3.4	6.7	21.0	-	.8	31.9	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	3,033	2,416	617	39.2	6.01	6.6	10.6	14.2	7.4	8.8	8.3	12.3	9.3	6.2	4.3	3.4	1.8	1.5	5.3
Supervisors.....	387	343	44	40.0	8.07	.3	.5	.5	.5	6.5	11.4	3.9	6.2	13.2	17.6	13.2	11.1	14.7	-
Mechanics.....	623	509	114	38.4	7.24	6.1	2.7	3.2	4.3	14.6	4.7	7.7	18.0	18.9	8.0	1.0	-	-	10.8
Other building service employees.....	865	610	255	38.7	4.32	17.1	25.3	33.8	10.3	2.8	2.5	1.8	2.2	1.2	1.3	.9	.1	.2	.5
Other supplies and motor vehicle employees.....	1,158	954	204	39.6	5.91	1.0	7.3	10.0	9.2	13.0	15.1	23.0	11.8	3.2	1.6	1.9	.3	-	2.8
All employees not elsewhere classified.....	912	555	357	40.0	6.61	5.6	6.1	6.5	2.7	12.5	6.6	7.8	3.0	4.8	30.5	2.7	2.4	2.5	6.3

<sup>1</sup> Covers 38 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.

<sup>2</sup> See appendix for definitions 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:<sup>1</sup> Average hourly rates<sup>2</sup> of employees in selected occupations by region, December 1977**

Occupational group	United States <sup>3</sup>		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All employees, except officials and managerial assistants.....	830,087	\$7.94	52,069	\$8.24	137,445	\$8.83	134,878	\$7.75	46,628	\$7.69	132,598	\$7.35	27,632	\$7.40	88,888	\$7.27	43,691	\$7.33	118,791	\$7.95
Part-time employees, including officials and managerial assistants.....	11,939	5.16	1,609	5.22	2,332	5.64	2,204	4.86	446	4.60	599	5.13	520	5.61	826	4.43	1,095	4.70	2,068	5.39
Professional and semiprofessional employees.....	92,067	12.32	6,172	12.52	15,201	14.11	15,787	11.39	4,740	11.73	12,118	11.30	2,830	11.13	7,613	11.11	4,215	11.30	12,457	12.20
Drafters.....	1,609	6.62	59	7.16	140	8.34	271	6.60	106	6.17	204	4.63	26	5.70	219	6.13	68	6.60	198	7.16
Others.....	90,458	12.43	6,113	12.57	15,061	14.17	15,516	11.47	4,634	11.86	11,914	11.45	2,804	11.18	7,394	11.26	4,147	11.37	12,259	12.29
Business office and sales employees.....	78,823	7.90	4,394	8.38	13,662	9.09	12,918	7.50	4,335	7.87	12,506	7.38	2,864	7.46	10,172	6.88	4,415	7.15	11,561	8.28
Supervisors.....	8,553	10.33	430	10.77	1,485	11.81	1,307	9.88	555	10.16	1,395	9.67	329	10.34	1,053	9.32	841	9.65	1,405	10.84
Non-supervisory employees.....	70,270	7.60	3,964	8.12	12,177	8.76	11,611	7.23	3,780	7.53	11,111	7.09	2,535	7.08	9,079	6.59	3,974	6.87	10,156	7.93
Clerical employees.....	190,600	6.70	12,413	7.02	29,902	7.53	29,108	6.48	10,884	6.63	27,003	6.13	6,702	6.25	19,396	5.96	10,975	6.27	29,474	6.76
Supervisors.....	18,516	9.99	1,073	10.48	3,489	11.08	2,901	9.73	796	9.95	2,574	8.89	765	9.29	1,793	8.22	1,135	9.24	2,646	10.28
Non-supervisory.....	172,084	6.34	11,340	6.69	26,413	7.05	26,207	6.11	10,088	6.37	24,429	5.84	5,937	5.85	17,603	5.63	9,840	5.93	26,828	6.41
Commercial department.....	29,618	5.92	1,896	6.19	4,663	6.67	3,840	5.73	1,916	5.55	4,475	5.69	1,161	5.47	3,784	5.46	1,606	5.48	5,386	6.09
Traffic department.....	9,706	6.16	534	6.43	1,418	6.96	1,514	5.82	515	5.96	1,587	5.97	415	5.91	1,331	5.81	679	5.92	1,402	6.34
Plant department.....	32,031	5.96	1,864	6.36	4,796	6.67	5,242	6.06	1,703	5.88	5,830	5.56	910	5.55	3,793	5.28	1,478	5.39	4,942	6.04
Accounting department.....	30,070	6.45	2,324	6.57	6,092	7.02	4,678	6.01	1,524	6.22	3,483	6.00	938	5.89	2,516	5.83	1,410	6.07	4,351	6.50
All other departments.....	70,659	6.68	4,722	7.11	9,484	7.47	10,933	6.36	4,430	7.03	9,054	6.02	2,513	6.11	6,179	5.83	4,667	6.21	10,745	6.71
Telephone operators.....	135,086	5.99	8,689	6.20	20,745	6.74	21,629	5.83	7,068	5.74	25,161	5.73	5,306	5.76	15,563	5.99	7,854	5.67	19,724	5.90
Chief operators.....	8,156	9.54	598	10.25	1,046	11.16	1,226	9.18	419	9.46	1,765	8.79	321	9.83	1,072	8.85	499	8.88	1,023	10.07
Service assistants and instructors.....	8,252	6.70	614	6.75	1,800	7.19	1,670	6.58	297	6.53	935	6.53	358	6.32	813	6.56	389	6.63	1,149	6.53
Experienced switchboard operators.....	105,561	5.83	7,006	5.85	16,656	6.51	16,511	5.69	5,776	5.54	20,286	5.58	3,876	5.61	12,052	5.90	5,834	5.61	14,833	5.80
Operators in training.....	11,431	4.12	317	3.84	881	4.20	2,064	4.15	460	4.02	1,850	3.76	633	3.95	1,490	3.98	1,042	3.91	2,488	4.42
Other switchboard employees.....	1,686	6.84	154	6.93	362	7.21	158	6.97	116	6.93	325	6.71	78	6.61	136	6.29	90	6.45	231	6.63
Construction, installation, and maintenance employees.....	306,892	8.26	18,379	8.55	52,786	8.89	49,149	8.28	18,070	8.05	52,933	7.81	9,054	7.97	34,605	7.81	14,281	7.91	42,501	8.35
Supervisors of telephone craft workers.....	39,948	10.53	2,448	11.07	6,851	11.48	6,314	10.50	2,318	10.16	6,890	9.83	1,236	10.25	4,147	10.01	2,018	10.02	5,874	10.60
Central office craft workers.....	123,020	7.83	8,240	8.19	20,130	8.26	18,283	7.81	6,706	7.53	19,191	7.30	3,164	7.41	12,795	7.55	5,466	7.49	17,687	7.87
Test board and repeater workers.....	21,178	8.42	1,245	8.75	2,862	8.91	2,617	8.42	804	8.42	2,892	7.97	417	8.13	1,865	8.17	656	8.10	2,971	8.49
Central office repairers.....	52,085	8.36	3,005	8.70	8,828	8.85	8,046	8.32	3,295	8.19	7,255	8.05	1,450	8.09	6,018	8.08	2,341	8.06	6,785	8.53
Others.....	49,757	7.00	3,990	7.62	8,440	7.38	7,620	7.07	2,607	6.40	9,044	6.48	1,297	6.41	4,912	6.66	2,469	6.79	7,931	7.06
Installation and exchange repair craft workers.....	96,181	8.07	5,324	8.41	17,893	8.69	16,419	8.08	6,245	7.90	17,308	7.66	3,048	7.81	11,541	7.66	4,463	7.71	12,808	8.09
PBX and station installers.....	46,198	8.01	2,182	8.39	8,271	8.72	7,873	8.14	3,108	7.71	8,625	7.62	984	7.95	6,127	7.49	1,870	7.57	6,667	8.09
Exchange repairers.....	29,167	8.22	1,584	8.42	5,953	8.78	5,535	8.15	1,570	8.31	5,387	7.75	464	8.01	3,310	8.05	1,043	7.89	4,220	8.25
Others.....	20,816	8.01	1,558	8.44	3,669	8.47	3,011	7.79	1,567	7.86	3,296	7.58	1,600	7.66	2,104	7.53	1,550	7.74	1,921	7.75
Line, cable, and conduit craft workers.....	47,624	7.89	2,367	7.49	7,912	8.66	8,014	8.05	2,801	7.88	9,544	7.64	1,606	7.65	6,122	7.19	2,334	7.47	6,132	8.13
Line workers.....	26,180	7.78	1,330	6.58	4,449	8.64	4,356	7.98	1,471	7.78	5,641	7.56	836	7.61	3,190	7.10	1,345	7.43	2,997	8.02
Cable splicers.....	19,977	8.02	939	8.56	3,167	8.74	3,348	8.17	1,299	7.99	3,601	7.80	760	7.67	2,852	7.31	925	7.49	2,864	8.13
Cable splicers' helpers.....	450	6.35	3	6.63	148	6.67	54	6.16	17	6.15	165	6.15	-	-	65	6.07	-	-	5	6.40
Others.....	1,017	8.88	95	9.63	148	9.56	256	8.05	21	8.75	137	8.68	10	9.40	15	7.18	64	8.12	266	9.43
Laborers.....	119	5.82	-	-	-	-	119	5.82	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	25,390	7.23	2,017	7.43	5,131	7.61	6,223	7.03	1,526	6.79	2,869	6.80	876	7.05	1,539	6.54	1,232	6.99	2,891	7.72
Supervisors.....	3,044	10.08	240	10.56	614	11.19	784	9.77	240	9.24	326	9.19	75	9.92	138	9.28	162	9.27	370	10.36
Mechanics.....	4,047	8.03	209	7.77	809	8.68	907	7.84	182	7.68	349	6.62	124	7.84	267	7.93	162	7.12	588	7.94
Other building service employees.....	6,938	5.51	706	6.04	1,793	5.82	2,061	5.27	377	4.72	465	4.74	380	5.76	227	4.90	216	5.59	404	5.96
Other supplies and motor vehicle employees.....	11,361	7.19	862	7.56	1,915	7.64	2,471	7.25	727	6.80	1,729	6.92	297	7.55	907	6.07	692	6.82	1,529	7.45
All employees not elsewhere classified.....	1,229	7.26	5	5.99	18	8.29	64	5.82	5	7.13	8	6.18	-	-	-	-	719	6.77	183	6.31

See footnotes at end of table.

**Table 4. All and Bell System telephone carriers:<sup>1</sup> Average hourly rates<sup>2</sup> of employees in selected occupations by region, December 1977—Continued**

Occupational group	United States <sup>1</sup>		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
Bell System carriers																				
All employees, except officials and managerial assistants.....	764,793	\$8.06	52,024	\$8.24	136,495	\$8.85	114,539	\$8.03	40,674	\$7.97	119,949	\$7.41	27,448	\$7.41	80,121	\$7.40	42,212	\$7.35	109,831	\$8.04
Part-time employees, including officials and managerial assistants.....	9,228	5.48	1,607	5.22	2,289	5.66	1,358	5.62	272	5.85	529	5.39	506	5.66	335	5.39	1,089	4.70	1,095	6.06
Professional and semiprofessional employees.....	84,800	12.63	6,169	12.52	15,112	14.15	13,379	11.90	4,063	12.52	10,897	11.60	2,817	11.15	6,586	11.50	4,135	11.34	11,505	12.48
Drafters.....	1,104	7.32	59	7.16	135	8.47	153	7.89	84	6.37	127	6.21	21	6.01	37	5.66	68	6.60	133	7.49
Others.....	83,696	12.70	6,110	12.57	14,977	14.20	13,226	11.94	3,979	12.65	10,770	11.66	2,796	11.19	6,549	11.53	4,067	11.42	11,372	12.54
Business office and sales employees.....	74,150	8.03	4,382	8.39	13,609	9.10	11,297	7.81	4,074	7.94	11,409	7.48	2,856	7.45	9,330	7.04	4,353	7.17	11,228	8.32
Supervisors.....	7,585	10.49	429	10.78	1,678	11.93	1,151	10.06	477	10.51	1,226	9.81	324	10.37	993	9.47	430	9.70	1,308	11.00
Non-supervisory employees.....	66,265	7.73	3,953	8.13	12,130	8.77	10,146	7.56	3,597	7.60	10,183	7.20	2,532	7.08	8,337	6.75	3,923	6.88	9,920	7.96
Clerical employees.....	177,858	6.82	12,410	7.02	29,711	7.55	24,920	6.73	9,746	6.88	25,029	6.21	6,657	6.26	17,619	6.09	10,833	6.29	27,292	6.86
Supervisors.....	17,910	10.06	1,073	10.48	3,486	11.08	2,584	9.96	784	9.98	2,536	8.91	765	9.29	1,658	9.37	1,130	9.24	2,626	10.30
Non-supervisory.....	159,948	6.45	11,337	6.69	26,225	7.07	22,336	6.36	8,962	6.61	22,493	5.90	5,892	5.66	15,961	5.75	9,703	5.94	24,666	6.50
Commercial department.....	27,286	6.00	1,896	6.19	4,632	6.68	3,479	5.89	1,462	5.97	4,210	5.66	1,140	5.49	3,682	5.48	1,577	5.49	4,364	6.24
Traffic department.....	8,618	6.31	534	6.43	1,404	6.99	1,185	6.23	353	6.33	1,483	6.06	410	5.93	1,100	6.07	670	5.92	1,261	6.38
Plant department.....	28,109	6.09	1,861	6.36	4,737	6.70	3,892	6.32	1,482	6.05	4,964	5.66	901	5.57	3,165	5.48	1,435	5.39	4,385	6.13
Accounting department.....	28,454	6.55	2,324	6.57	6,049	7.04	4,128	6.23	1,417	6.37	3,276	6.07	937	5.69	2,261	5.96	1,399	6.07	4,109	6.59
All other departments.....	67,481	6.76	4,722	7.11	9,403	7.49	9,652	6.61	4,248	7.14	8,560	6.07	2,504	6.11	5,753	5.92	4,622	6.23	10,547	6.74
Telephone operators.....	124,576	6.09	8,689	6.20	20,582	6.76	18,375	6.08	5,900	6.04	23,076	5.81	5,267	5.77	14,440	6.09	7,719	5.69	18,135	5.98
Chief operators.....	7,487	9.73	598	10.25	1,030	11.23	1,003	9.70	382	9.98	1,568	8.96	319	9.65	1,018	8.93	491	8.90	936	10.32
Service assistants and instructors.....	7,842	6.73	614	6.75	1,792	7.20	1,521	6.61	195	6.88	897	6.59	396	6.33	778	6.63	381	6.66	1,136	6.54
Experienced switchboard operators.....	96,293	5.96	7,006	5.85	16,517	6.53	13,636	6.02	4,747	5.88	18,480	5.68	3,841	5.63	11,018	6.04	5,715	5.63	13,346	5.91
Operators in training.....	11,318	4.09	317	3.84	881	4.20	2,058	4.16	460	4.02	1,848	3.76	633	3.95	1,490	3.98	1,042	3.91	2,488	4.42
Other switchboard employees.....	1,636	6.83	154	6.93	362	7.21	157	7.00	116	6.93	283	6.73	78	6.61	136	6.29	90	6.45	225	6.64
Construction, installation, and maintenance employees.....	280,735	8.34	18,355	8.55	52,389	8.90	41,430	8.50	15,617	8.25	47,282	7.81	8,985	7.99	30,908	7.95	13,917	7.93	39,102	8.40
Supervisors of telephone craft workers.....	36,637	10.65	2,445	11.08	6,797	11.50	5,345	10.76	1,933	10.54	6,113	9.86	1,222	10.28	3,722	10.17	1,976	10.05	5,484	10.67
Central office craft workers.....	144,961	7.86	8,232	8.19	20,006	8.27	15,741	7.93	5,922	7.63	17,364	7.28	3,147	7.41	11,799	7.62	5,306	7.49	16,850	7.88
Test board and repeater workers.....	20,338	8.47	1,244	8.75	2,855	8.91	2,318	8.62	751	8.54	2,675	8.05	403	8.18	1,777	8.22	643	8.10	2,865	8.51
Central office repairmen.....	48,192	8.46	2,999	8.70	8,717	8.87	6,498	8.58	2,594	8.58	6,927	8.13	1,450	8.09	5,641	8.16	2,202	8.10	6,459	8.56
Others.....	46,831	6.96	3,989	7.62	8,424	7.38	6,925	7.09	2,577	6.40	7,762	6.23	1,294	6.41	4,381	6.67	2,461	6.79	7,526	7.04
Installation and exchange repair craft workers.....	85,792	8.16	5,318	8.41	17,755	8.70	13,683	8.35	5,371	8.14	14,991	7.68	3,023	7.82	10,068	7.84	4,347	7.74	11,257	8.16
PII and station installers.....	40,653	8.14	2,182	8.39	8,151	8.74	7,091	8.32	2,463	8.10	6,613	7.64	964	7.98	5,029	7.76	1,763	7.65	6,397	8.08
Exchange repairmen.....	27,621	8.28	1,584	8.42	5,953	8.78	4,702	8.45	1,570	8.31	5,387	7.75	464	8.01	3,305	8.05	1,039	7.89	3,617	8.31
Others.....	17,518	8.02	1,552	8.45	3,651	8.48	1,850	8.25	1,338	8.01	2,991	7.62	1,595	7.67	1,734	7.67	1,545	7.75	1,243	8.08
Line, cable, and conduit craft workers.....	43,345	8.00	2,360	7.49	7,831	8.68	6,701	8.35	2,391	8.14	8,814	7.68	1,593	7.67	5,319	7.36	2,288	7.50	5,511	8.21
Line workers.....	24,326	7.90	1,326	6.58	4,407	8.66	3,739	8.28	1,275	8.05	5,419	7.68	829	7.63	2,834	7.34	1,321	7.46	2,695	8.12
Cable splicers.....	17,641	8.13	936	8.56	3,128	8.76	2,717	8.45	1,085	8.25	3,094	7.86	758	7.68	2,416	7.39	907	7.51	2,548	8.17
Cable splicers' helpers.....	431	6.40	3	6.63	148	6.67	47	6.43	10	7.47	164	6.16	-	-	58	6.23	-	-	2	5.15
Others.....	947	9.10	95	9.63	148	9.56	199	8.72	21	8.75	137	8.68	10	9.40	11	8.14	60	8.21	266	9.43
Laborers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	22,357	7.40	2,014	7.44	5,074	7.63	5,129	7.33	1,269	7.18	2,248	7.07	866	7.06	1,238	6.73	1,200	7.02	2,533	7.90
Supervisors.....	2,657	10.37	240	10.56	608	11.22	597	10.30	180	10.07	276	9.32	75	9.92	99	9.66	157	9.31	347	10.51
Mechanics.....	3,424	8.17	209	7.77	802	8.69	787	8.15	174	7.73	103	7.65	124	7.84	257	8.00	160	7.13	458	8.30
Other building service employees.....	6,073	5.69	703	6.05	1,769	5.83	1,719	5.46	244	5.26	341	5.18	376	5.78	171	5.14	203	5.66	348	6.09
Other supplies and motor vehicle employees.....	10,203	7.33	862	7.56	1,895	7.66	2,026	7.62	671	6.93	1,528	7.04	291	7.54	711	6.21	680	6.83	1,380	7.56
All employees not elsewhere classified.....	317	9.26	5	5.99	18	8.29	9	7.58	5	7.13	8	6.18	-	-	-	-	55	6.54	36	6.38

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

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

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.)

NOTE: For purposes of this study, the regions for which separate data are presented include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—Delaware, New Jersey, New York, and Pennsylvania; Great Lakes—Illinois, Indiana,

Michigan, Ohio, and Wisconsin; Chesapeake—District of Columbia, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee; North Central—Iowa, Minnesota, Nebraska, North Dakota, and South Dakota; South Central—Arkansas, Kansas, Missouri, Oklahoma, and Texas (except El Paso County); Mountain—Arizona, Colorado, Idaho (south of the Salmon River), Montana, Nevada, New Mexico, Texas (El Paso County), Utah, and Wyoming; and Pacific—California, Idaho (north of the Salmon River), Oregon, and Washington.

Dashes (-) indicate that no data were reported.



**Table 5. Western Union Telegraph Company: Percent distribution of employees<sup>1</sup> in occupational groups by average hourly rates<sup>2</sup>, October 1977**

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	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.....	11,089	6,708	4,381	38.6	\$7.33	0.1	1.3	1.0	7.8	7.3	12.7	9.0	8.4	5.8	19.6	10.9	2.9	2.6	10.5	
Professional and semiprofessional employees.....	1,063	896	167	37.1	10.53	-	.1	.3	.2	.3	1.1	6.8	3.8	5.8	3.7	3.4	4.3	5.3	65.0	
Engineers and engineering assistants.....	267	259	8	36.9	10.59	-	.4	1.1	-	-	1.4	1.9	2.2	6.0	6.4	3.4	3.4	7.9	67.0	
Others.....	796	637	159	37.2	10.51	-	-	-	-	.4	1.4	8.4	4.3	5.8	2.8	3.4	4.6	4.4	64.3	
Telegraph office superintendents and managers.....	439	274	165	39.8	7.03	-	.2	-	.9	2.3	9.8	20.7	23.9	20.7	9.6	1.4	1.8	2.3	6.4	
Sales employees.....	525	425	100	36.6	7.06	-	1.1	5.7	8.2	9.0	11.8	10.7	13.1	6.5	9.9	4.6	3.2	3.6	12.6	
Clerical employees.....	2,336	663	1,673	36.8	6.59	.2	.4	1.7	4.5	8.9	16.0	19.6	16.7	15.6	7.1	2.3	2.1	2.0	2.9	
Supervisors.....	496	271	225	37.2	7.86	-	-	1.0	.4	.4	1.6	9.3	19.0	15.3	17.9	8.3	6.7	7.7	12.5	
Non-supervisory employees.....	1,840	392	1,448	36.7	6.25	.3	.5	1.8	5.6	11.2	19.8	22.3	16.1	15.7	4.2	.7	.9	.5	.3	
Commercial department.....	814	144	670	36.7	6.22	-	-	.2	6.9	9.0	23.0	28.3	18.9	6.4	6.1	.1	.2	.5	.4	
Traffic department.....	35	8	27	40.0	5.31	-	-	8.6	5.7	60.0	25.7	-	-	-	-	-	-	-	-	
All other departments.....	990	239	751	36.5	6.30	.5	.9	2.9	4.4	11.3	17.1	18.3	14.4	23.9	2.7	1.2	1.8	.5	.3	
Route aides.....	1	1	-	40.0	4.63	-	-	-	100	-	-	-	-	-	-	-	-	-	-	
Telegraph operators.....	2,616	517	2,099	39.3	5.64	*	4.7	1.1	24.3	19.0	31.8	10.7	2.9	1.1	1.3	1.0	.2	.2	1.6	
Traffic managers, chief operators, supervisors, and instructors.....	442	229	213	39.7	7.18	-	-	-	.2	2.0	7.0	47.1	13.6	5.2	7.0	6.1	1.1	1.1	9.5	
Experienced telegraph operators (except horse operators).....	2,050	280	1,770	39.2	5.41	*	-	1.5	30.9	23.8	39.1	3.5	.7	.3	.1	-	-	-	-	
Commercial department.....	516	122	394	40.0	5.47	.2	-	4.5	8.5	37.0	40.3	6.6	2.3	.4	.2	-	-	-	-	
Traffic department.....	1,534	158	1,376	38.9	5.39	-	-	.5	38.5	19.4	38.7	2.5	.2	.3	.1	-	-	-	-	
Operators-in-training.....	124	8	116	40.0	3.88	-	-	99.2	.8	-	-	-	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees.....	3,984	3,836	148	39.8	8.14	-	-	.2	.4	1.0	2.0	1.0	5.9	1.4	46.0	26.7	4.8	3.8	6.8	
Traffic testing and regulating employees.....	1,044	1,021	23	40.0	8.05	-	-	-	-	.2	1.3	.6	2.8	.8	44.2	44.8	5.4	-	-	
Construction, installation, and maintenance employees.....	2,916	2,792	124	39.7	8.20	-	-	*	.3	1.2	2.1	1.1	7.1	1.6	47.0	20.4	4.7	5.1	9.3	
Supervisors.....	702	688	14	39.0	9.47	-	-	-	.1	.3	.1	.6	.9	.6	1.3	26.4	14.2	18.7	36.9	
Subscribers' equipment maintainers.....	1,396	1,394	2	40.0	7.96	-	-	-	.1	.2	1.3	.6	3.4	2.5	73.4	17.3	1.3	-	-	
Line and cable workers.....	128	128	-	40.0	8.08	-	-	-	-	3.1	3.1	1.6	4.7	.8	28.1	33.6	9.4	11.7	3.9	
Others.....	690	582	108	39.9	7.84	-	-	.1	.7	3.8	5.8	2.8	21.6	1.0	43.6	18.1	.9	.6	1.0	
Laborers.....	24	23	1	40.0	4.98	-	-	25.0	37.5	12.5	25.0	-	-	-	-	-	-	-	-	
Building service employees.....	126	97	29	39.9	5.69	1.6	-	3.2	50.0	6.3	3.2	2.4	15.1	4.0	11.1	1.6	-	.8	.8	
Mechanics.....	47	45	2	39.9	7.18	-	-	-	-	-	6.4	4.3	40.4	10.6	29.8	4.3	-	2.1	2.1	
Others.....	79	52	27	39.9	4.80	2.5	-	5.1	79.7	10.1	1.3	1.3	-	-	-	-	-	-	-	
Messengers.....	515	499	16	36.6	4.59	21.4	3.9	11.1	53.8	9.7	-	.2	-	-	-	-	-	-	-	
Full-time.....	489	473	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time.....	26	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Walking and bicycle messengers.....	111	103	8	37.1	3.40	96.4	2.7	-	.9	-	-	-	-	-	-	-	-	-	-	
Motor messengers.....	404	396	8	39.0	4.90	.7	4.2	14.1	68.3	12.4	-	.2	-	-	-	-	-	-	-	

<sup>1</sup>Includes employees working in the conterminous 48 States and the District of Columbia; the company does not operate in Alaska and Hawaii.  
<sup>2</sup>Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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:<sup>1</sup> Percent distribution of employees in occupational groups by average hourly rates<sup>2</sup>, October 1977**

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates <sup>2</sup>	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	\$9.50 and over
All employees except officers and assistants... All employees except officers and assistants and messengers.....	4,707	3,875	832	36.9	\$9.10	2.0	0.8	1.0	2.5	3.4	4.2	3.6	5.4	5.8	7.5	12.0	5.9	40.0		
Professional and semiprofessional employees....	746	700	46	37.2	12.28	-	-	-	-	1.1	0.3	0.4	0.8	1.5	3.8	2.7	4.6	4.3	81.6	
Engineers and engineering assistants.....	300	294	6	36.9	12.66	-	-	-	-	0.3	0.3	-	0.7	1.0	1.0	3.0	4.7	88.0		
Others.....	446	406	40	37.4	12.03	-	-	-	-	-	0.2	0.7	0.9	1.8	5.6	3.8	5.6	77.4		
Office or station superintendents and assistants.....	28	24	4	35.6	12.08	-	-	-	-	-	7.1	7.1	-	-	-	-	-	7.1	78.6	
Sales employees.....	407	349	58	36.4	9.21	-	0.2	0.7	1.5	2.2	2.0	4.2	4.2	9.6	7.1	6.9	6.6	11.8	43.0	
Clerical employees.....	1,124	582	542	36.8	7.44	-	0.3	3.3	7.7	9.3	9.6	8.6	9.6	8.2	6.6	10.3	8.8	3.3	14.4	
Supervisors.....	148	132	16	36.4	11.17	-	-	-	-	-	-	2.0	2.0	1.4	3.4	5.4	4.1	8.1	73.6	
Nonsupervisory employees.....	976	450	526	36.8	6.89	-	0.3	3.8	8.8	10.8	11.1	9.6	10.8	9.2	7.1	11.1	9.5	2.6	5.4	
Operating department.....	245	135	110	37.1	7.21	-	-	3.3	9.4	10.2	6.5	6.1	9.0	6.1	9.0	9.8	23.3	5.3	2.0	
Commercial department.....	114	59	55	37.5	6.73	-	-	2.6	6.1	15.8	13.2	7.9	12.3	7.1	1.8	5.3	2.6	2.6	6.1	
Accounting department.....	309	133	176	37.2	6.95	-	-	2.6	4.2	9.1	13.6	12.3	10.7	6.5	9.4	20.1	5.8	0.6	5.2	
Engineering department.....	33	16	17	37.2	7.04	-	-	-	6.1	12.1	15.2	18.2	12.1	3.0	6.1	6.1	6.1	6.1	9.1	
All other departments.....	275	107	168	35.9	6.56	-	1.1	6.5	14.9	10.9	10.9	9.5	11.6	9.8	5.1	5.1	4.7	1.8	8.0	
Operators.....	1,040	866	154	36.5	8.88	-	1.1	2.1	1.4	4.2	4.2	1.6	5.8	5.4	4.4	11.1	33.2	6.3	24.2	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	187	180	7	37.3	11.53	-	-	-	-	-	-	-	-	-	0.5	1.6	5.9	11.2	80.7	
Nonsupervisory operators.....	853	706	147	36.9	8.29	-	1.1	2.6	1.8	5.2	2.0	7.0	6.6	5.3	13.1	39.2	5.3	11.8		
Radio operators.....	11	11	-	34.1	7.78	-	-	-	-	9.1	-	9.1	18.2	18.2	9.1	9.1	9.1	9.1	9.1	
Marine coastal station operators.....	102	102	-	37.5	8.70	-	-	-	-	-	-	-	22.5	7.8	7.8	2.9	4.9	5.9	48.0	
Cable operators.....	92	80	12	37.5	8.17	-	-	-	-	2.2	12.0	2.2	-	2.2	2.2	14.1	38.0	27.2	-	
Teletype-multiplex operators.....	531	426	105	36.6	8.16	-	0.2	-	4.1	2.3	5.6	2.4	5.8	6.6	4.9	17.1	45.2	0.6	5.1	
Telephone operators.....	62	42	20	37.5	8.27	-	-	1.6	-	-	-	4.8	-	8.1	11.3	3.2	6.5	61.3	3.2	
All other operators.....	55	45	10	37.5	9.08	-	-	-	-	-	-	1.8	-	3.6	9.1	-	27.3	14.5	43.6	
Messengers.....	133	125	8	33.1	3.21	67.7	26.3	3.0	0.8	1.5	-	-	0.8	-	-	-	-	-	-	
Foot and bicycle.....	130	122	8	33.0	3.18	69.2	26.2	3.1	-	0.8	-	-	0.8	-	-	-	-	-	-	
Motor.....	3	3	-	37.3	4.69	-	33.3	-	33.3	33.3	-	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees.....	1,131	1,113	18	37.5	9.50	0.3	-	-	0.2	1.7	3.0	2.2	3.8	4.7	8.1	6.2	4.9	8.0	57.0	
Supervisors.....	151	151	-	37.3	11.86	-	-	-	-	-	-	-	-	-	-	-	1.3	6.0	92.7	
Mechanics and maintenance technicians.....	574	560	14	37.5	9.04	0.7	-	-	0.3	2.3	3.7	2.8	3.7	6.6	8.4	7.7	6.8	7.1	50.0	
Radio operating technicians.....	95	93	2	37.5	9.07	-	-	-	-	-	-	-	1.1	2.1	30.5	5.3	6.3	10.5	44.2	
Radio telegraph riggers.....	7	7	-	37.4	9.60	-	-	-	-	-	-	-	-	14.3	-	-	-	14.3	71.4	
Others.....	304	302	2	37.5	9.34	-	-	-	2.2	4.0	2.8	6.8	4.0	4.9	6.8	2.5	9.9	56.2		
Building service employees.....	89	87	2	37.5	7.19	-	-	3.6	3.6	11.9	1.2	7.1	19.0	25.0	6.0	3.6	2.4	-	16.7	
All employees, not elsewhere classified.....	9	9	-	37.4	8.19	-	-	-	-	-	-	11.1	11.1	22.2	-	11.1	22.2	11.1	11.1	

<sup>1</sup> 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.

<sup>2</sup> See appendix for definitions of hours and rates used in this bulletin.  
NOTE: Dashes (-) indicate that no data were reported. 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. 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 38 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 studied

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 contribution 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 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 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<sup>1</sup>  
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939  
Cigar Manufacturing, 1972. BLS Bulletin 1976  
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  
Fluid Milk Industry, 1973. BLS Bulletin 1871  
Footwear, 1975. BLS Bulletin 1946  
Grain Mill Products, 1977. BLS Bulletin 2026  
Hosiery, 1976. BLS Bulletin 1987  
Industrial Chemicals, 1976. BLS Bulletin 1978  
Iron and Steel Foundries, 1973. BLS Bulletin 1894  
Leather Tanning and Finishing, 1973. BLS Bulletin 1835  
Machinery Manufacturing, 1978. BLS Bulletin 2022  
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  
Men's and Boy's Suits and Coats, 1976. BLS Bulletin 1962  
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914  
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912  
Nonferrous Foundries, 1975. BLS Bulletin 1952  
Paints and Varnishes, 1976. BLS Bulletin 1973  
Petroleum Refining, 1976. BLS Bulletin 1948  
Pressed or Blown Glass and Glassware, 1975. BLS Bulletin 1923  
Pulp, Paper and Paperboard Mills, 1977. BLS Bulletin 2008  
Semiconductors and Related Devices, 1977. BLS Bulletin 2021

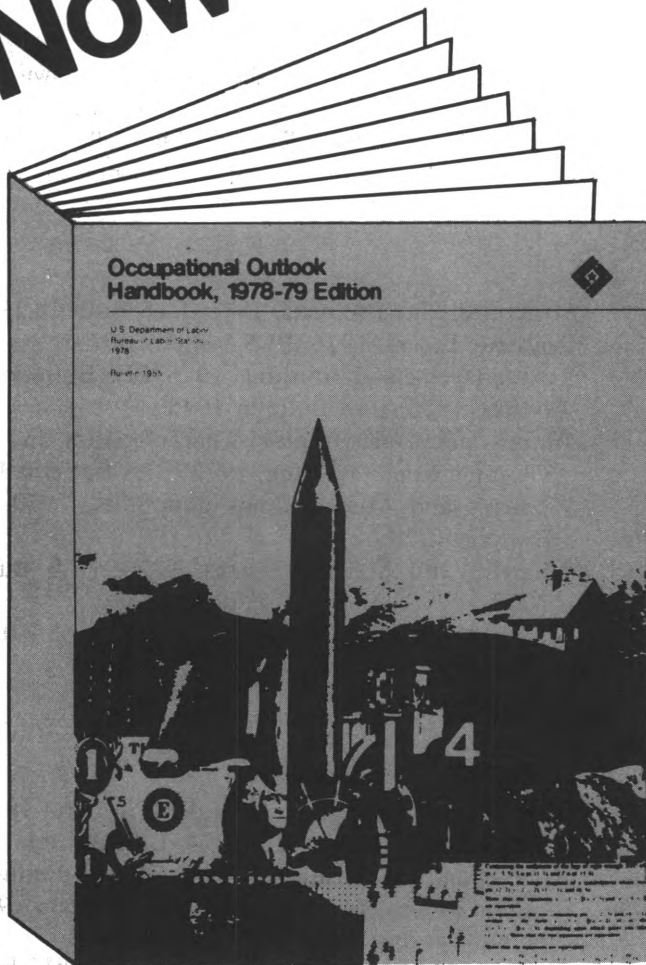
Structural Clay Products, 1975. BLS Bulletin 1942  
Synthetic Fibers, 1976. BLS Bulletin 1975  
Textile Dyeing and Finishing, 1976. BLS Bulletin 1967  
Textiles, 1975. BLS Bulletin 1945  
Wages and Demographic Characteristics in Work Clothing Manufacturing, 1972. BLS Bulletin 1858  
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728  
Women's and Misses' Dresses, 1976. BLS Bulletin 2007  
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, 1976. BLS Bulletin 1999  
Communications, 1976. BLS Bulletin 1991  
Computer and Data Processing Services, 1978. BLS Bulletin 2028  
Contract Cleaning Services, 1977. BLS Bulletin 2009  
Contract Construction, 1973. BLS Bulletin 1911  
Department Stores, 1977. BLS Bulletin 2006  
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  
Metal Mining, 1977. BLS Bulletin 2017  
Nursing Homes and Related Facilities, 1976. BLS Bulletin 1974  
Oil and Gas Extraction, 1977. BLS Bulletin 2014  
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Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712

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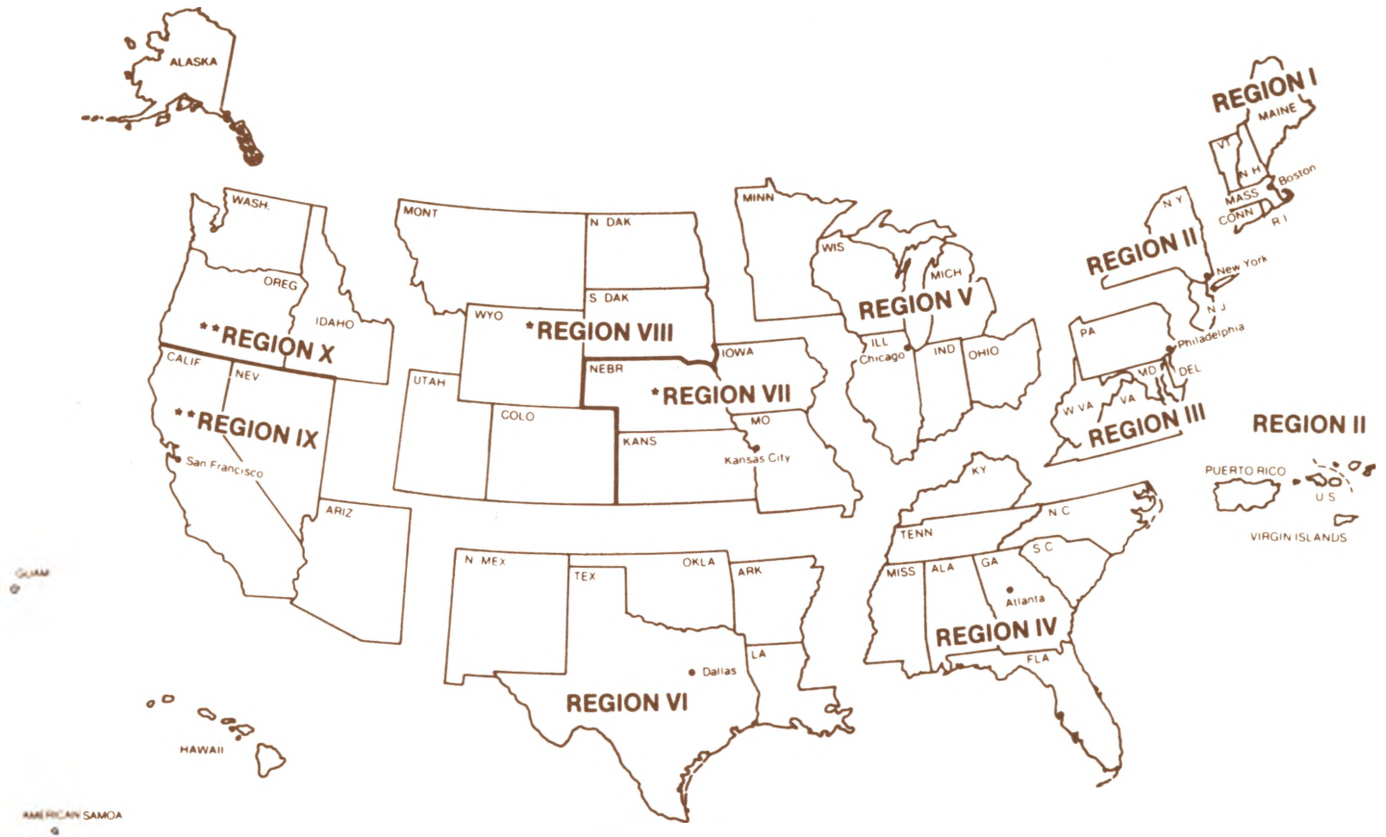
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