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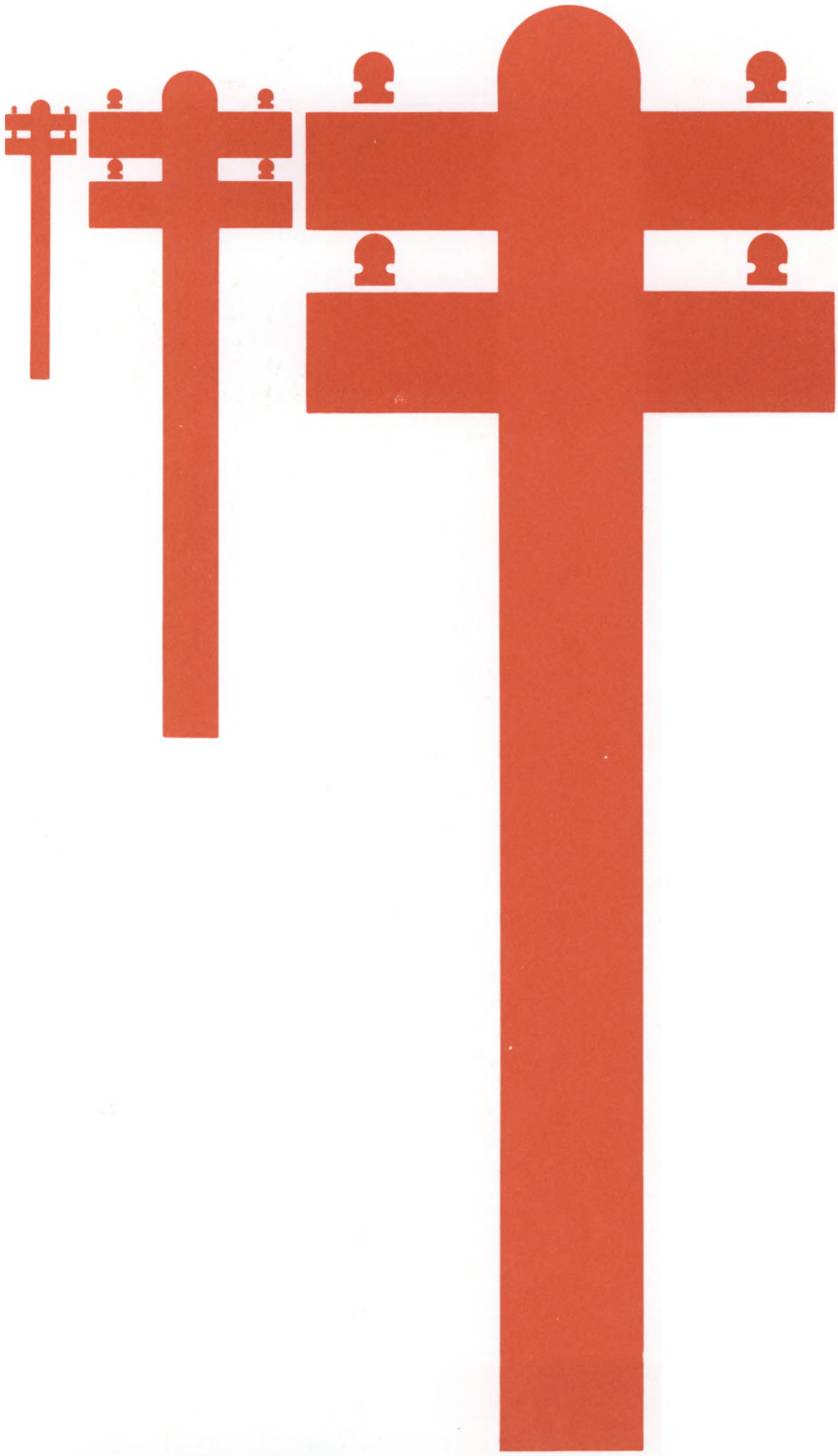
Industry Wage Survey: Communications October-December 1978

U.S. Department of Labor
Bureau of Labor Statistics
August 1980

Bulletin 2071



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Industry Wage Survey: Communications October-December 1978

U.S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
August 1980

Bulletin 2071

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Preface

This summary of data on employment and hourly rates of pay in the communications industry in 1978 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 1978

Summary

The 1978 survey covered about 870,100 workers of major telephone carriers and nearly 16,000 telegraph workers. Combined, they accounted for approximately nine-tenths of the Nation's nearly 1 million workers in telephone and wire-telegraph communications. Bell System carriers employed slightly over nine-tenths of the surveyed telephone workers; Western Union employees made up seven-tenths of the telegraph workers studied.

Telephone carrier employees averaged $8.43 an hour in December 1978.[1] Wage rates for Bell System carriers averaged $8.55 an hour—22 percent more than for non-Bell carriers ($7.02). Wage rates for the nonmessenger work force of five international telegraph carriers averaged $9.70 an hour compared with $7.84 for similar employees of the Western Union Telegraph Company.

Between the 1977 and 1978 survey periods, wage levels for the principal telephone carriers rose 6.2 percent; for the international telegraph carriers, 5.2 percent; and for the Western Union Telegraph Company, 7.0 percent. The 1977-78 increases for telephone carriers and for the Western Union Telegraph Company were the smallest annual gains of the 1970's. Between 1970 and 1977, yearly increases averaged 10.7 percent for telephone carriers and 9.5 percent for each type of telegraph carrier.

Highlights of the 1978 survey results 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). The 1976 report shows, for example, that the work force in these industries has changed dramatically in both occupational makeup and pay structure since the first survey of the communications industry was made by BLS in 1947. In the telephone branch, where overall employment was one-half 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. 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 1978 was only one-fifth as large as it was three decades earlier.

Telephone carriers

In December 1978, straight-time hourly earnings of the 870,100 telephone workers employed by the Nation's principal carriers averaged $8.43. Individual earnings of just over four-fifths of the workers fell within a range of $3.50 to $11.50 an hour; about one-eighth earned over $11.50 . Hourly earnings for the middle 50 percent of the work force ranged between $6.47 and $9.44 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 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. In December 1978, average hourly earnings among the major occupational categories ranged from $12.97 for professional and semiprofessional employees to $6.26 for telephone operators. Construction, installation, and maintenance employees were the largest employment group, with just over 316,000 workers; hourly earnings for these workers averaged $8.79. Some other numerically important job classifications and their hourly averages were: Business office and sales employees ($8.27); building, supplies, and motor vehicle employees ($7.79), and clerical employees ($7.10).

Employees of the Bell System carriers held a 22-percent average wage advantage over those of non-Bell carriers—$8.55 compared to $7.02 an hour. Similar pay relationships were also found among various occupational groups studied; occupational averages for non-

[1] The study was limited to the 62 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.

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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 of non-Bell workers.

Telephone workers in the Middle Atlantic States recorded the highest average—$9.48 an hour. Other regional averages fell between $7.75 and $8.90 an hour in December 1978. Some 50,600 workers could not be allocated to individual regions but were included in the nationwide total. Slightly more than seven-eighths of these were employees of the American Telephone and Telegraph Company's Long Lines and General Departments, and averaged $10.50 an hour.[2]

The 6.2 percent rise for 1977-78 was the smallest annual gain for telephone workers in the 1970's. Between 1970 and 1977, telephone workers' wage increases averaged 10.7 percent per year; over the 31 years that BLS has conducted communications surveys, the annual average rise has been just over 6 percent.

Western Union Telegraph Company

The $7.84 hourly average in October 1978 for the nearly 11,300 nonmessenger employees in the Western Union Telegraph Company[3] was 7.0 percent higher than 1 year earlier. For the nearly 500 messengers, the average of $5.02 an hour was 9.4 percent higher than October 1977. Motor messengers held a 53-percent average wage advantage over those who either walk or use bicycles to perform their duties—$5.25 to $3.44. (See table 5.)

Wage rates for Western Union bargaining unit employees are determined by labor agreements with the United Telegraph Workers (UTW) in all areas except in the New York metropolitan area, where agreements are with the Communications Workers of America (CWA).[4] Unlike those in prior contracts, wage adjustments for the third year 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 8.592 percent, effective July 28, 1978, with no cost-of-living adjustment; those under the CWA were provided a 3-percent general wage increase on the same date plus a 45-cent (about 6 percent) cost-of-living adjustment.[5] Other wage adjustments were related to specific job classifications or types of work assignments also specified in both agreements.

In October 1978, the $11.11 hourly average recorded for the professional and semiprofessional staff was the highest among the major occupational groups studied in Western Union. Construction, installation, and maintenance employees, the most heavily populated group, with just over one-third of the total employment, averaged $8.72 an hour. Other key employee groups and their average hourly rates included: Telegraph office superintendents and managers ($7.53); sales employees ($7.39); clerical employees ($7.04); building service employees ($6.15); and telegraph operators ($6.10).

Wage rates for the highest paid workers exceeded those of the lowest paid by at least $6 an hour for most employee groups. In a few jobs, however, rates were within a narrow range. For example, individual hourly earnings fell between $3.50 and $4.50 for all operators-in-training; between $4.50 and $5.00 for nearly three-fifths of the laborers; and between $8.50 and $9.50 for over nine-tenths of the subscribers' equipment maintainers and for traffic testing and regulating employees.

Employment at Western Union Telegraph Company totaled about 11,300 in October 1978, a slight decline (200) from a year earlier. The 1978 level was 19 percent below that of 5 years earlier.

International telegraph carriers

Wage rates for the five international telegraph carriers included in the October 1978 survey averaged $9.57 an hour—up 5.2 percent from October 1977.[6] The 4,400 nonmessenger employees, accounting for nearly all of the work force of the five companies, averaged $9.70 an hour in October 1978. The lowest paid employee group, messengers, averaged $3.59 an hour. Among other major employee groups, average hourly rates exceeded $12 for professional and semiprofessional employees ($12.76), and for office or station superintendents and assistants ($13.39). Wage rates for nonsupervisory clerical employees, operators, building service em-

[2] 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 was affiliated with the Bell System, employed 6,148 workers averaging $8.68 an hour.

[3] The Western Union Telegraph Co., a subsidairy 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).

[4] In 1978, workers who were signatories to collective bargaining agreements with UTW and CWA made up nearly four-fifths of the company's total employment.

[5] The wage escalator clause provides for adjustments of 1 cent for each 0.3-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 BLS Bulletin 1927 (Bureau of Labor Statistics, 1978).

[6] 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.

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ployees, sales employees, and construction, installation, maintenance, and other technical employees averaged between $7 and $10. (See table 6.)

The 4-percent employment decline from 1977 to 1978 for the five international carriers followed a 1-percent drop from 1976 to 1977. Among the major occupational categories studied, employment declines of 20 percent or more from 1977 to 1978 were reported for messengers and for office or station superintendents and assistants. Cutbacks of between 7 and 11 percent were noted for building service employees; construction, installation, maintenance, and other technical employees; clerical employees; and operators. Employment was up, however, in such categories as sales workers (20 percent) and professional and semiprofessional personnel (6 percent) during the 12 months ended October 1978.

Men made up nearly four-fifths of the work force in October 1978 and were predominant in nearly all occupational groups except nonsupervisory clerical employees. Three out of every five women were nonsupervisory clerical workers; of the remainder, nearly 1 out of 3 were sales workers. Hourly averages for these two job categories were $7.28 and $9.96, respectively.

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Table 1. Telephone carriers:[1] Percent distribution of employees in occupational groups by average hourly rates,[2] December 1978

Occupational group	Number of employees: Total	Number of employees: Men	Number of employees: Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving – Under $3.50	$3.50 – $3.99	$4.00 – $4.49	$4.50 – $4.99	$5.00 – $5.49	$5.50 – $5.99	$6.00 – $6.49	$6.50 – $6.99	$7.00 – $7.49	$7.50 – $7.99	$8.00 – $8.49	$8.50 – $8.99	$9.00 – $9.49	$9.50 – $9.99	$10.00 – $10.49	$10.50 – $10.99	$11.00 – $11.49	$11.50 and over
All employees, except officials and managerial assistants	870,058	417,866	452,192	38.5	$8.43	0.3	2.5	3.8	3.3	2.7	2.7	10.1	9.1	7.4	5.5	7.1	10.0	11.0	5.5	2.5	2.0	2.1	12.4
Part-time employees, including officials and managerial assistants	12,611	1,561	11,050	23.1	5.42	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Professional and semiprofessional employees	100,621	69,541	31,080	38.1	12.97	*	.1	.1	.1	.2	.3	.5	1.0	1.5	2.0	2.4	2.6	3.1	6.6	4.6	4.6	6.2	64.0
Drafters	1,656	677	979	38.5	7.36	.2	3.4	3.8	3.7	6.3	4.3	12.6	13.0	14.7	9.7	4.8	4.8	4.0	4.9	1.4	2.6	.8	4.8
Others	98,965	68,864	30,101	38.1	13.06	*	*	*	.1	.1	.2	.3	.8	1.3	1.9	2.3	2.6	3.1	6.7	4.7	4.7	6.3	65.0
Business office and sales employees	90,045	24,598	65,447	37.9	8.27	.2	1.9	3.8	4.8	3.4	3.4	4.2	5.8	16.3	13.1	8.3	6.5	2.4	4.1	3.3	2.7	2.8	13.1
Supervisors	9,566	1,945	7,621	38.3	10.78	*	–	*	*	.1	.2	.2	.4	.8	1.6	3.0	5.1	10.3	17.1	12.6	9.8	9.1	29.5
Nonsupervisory employees	80,479	22,653	57,826	37.9	7.97	.2	2.2	4.3	5.3	3.8	3.8	4.6	6.5	18.1	14.5	9.0	6.7	1.5	2.6	2.2	1.8	2.0	11.1
Clerical employees	203,860	30,483	173,377	38.0	7.10	.5	4.4	4.3	5.0	3.6	4.1	18.0	19.4	12.7	7.4	3.4	2.5	2.6	2.4	1.6	1.4	1.2	5.6
Supervisors	19,524	5,227	14,297	38.2	10.60	*	*	*	*	.1	.2	.3	1.6	3.4	5.3	7.1	6.7	9.9	12.2	8.7	7.5	7.3	29.8
Nonsupervisory	184,336	25,256	159,080	38.0	6.73	.6	4.8	4.8	5.5	3.9	4.5	19.9	21.3	13.7	7.7	3.0	2.0	1.8	1.4	.8	.7	.6	3.1
Commercial department	33,058	2,552	30,506	37.5	6.19	.5	7.0	7.3	8.6	5.0	4.8	20.5	19.6	14.8	6.8	3.0	.7	.5	.3	*	.1	*	.4
Traffic department	9,456	369	9,087	37.8	6.67	1.4	1.6	1.8	3.5	3.6	2.3	27.6	28.6	17.0	6.3	1.4	1.0	1.0	1.0	.4	.3	.3	1.0
Plant department	35,596	3,775	31,821	38.6	6.28	.7	5.3	5.9	5.6	4.4	6.9	30.2	20.4	8.7	4.6	1.6	1.9	2.0	.7	.2	.2	.2	.6
Accounting department	30,960	4,303	26,657	37.6	6.84	.3	4.0	3.5	5.1	3.8	3.4	15.1	21.4	19.5	12.2	3.7	1.7	1.0	1.0	.6	.7	.7	2.3
All other departments	75,266	14,257	61,009	38.1	7.14	.5	4.4	4.0	4.6	3.4	4.0	15.8	21.4	12.7	7.8	3.6	2.9	2.7	2.4	1.6	1.3	.9	6.0
Telephone operators	132,893	9,798	123,095	36.4	6.26	.8	6.3	11.1	6.7	5.3	4.5	26.1	16.6	5.5	3.9	5.9	1.4	1.3	1.4	.8	.6	.5	1.4
Chief operators	8,353	480	7,873	38.2	10.04	*	–	*	*	.1	.4	1.0	2.2	2.0	4.9	10.0	10.5	15.1	11.3	9.1	7.8	6.5	19.0
Service assistants and instructors	7,974	302	7,672	37.0	7.21	*	.1	.4	1.4	2.1	1.9	12.8	34.6	19.6	7.2	6.2	5.2	2.3	2.2	1.5	1.1	.6	.9
Experienced switchboard operators	101,290	5,629	95,661	36.1	6.11	1.0	5.3	7.1	6.5	6.0	5.5	32.9	18.4	5.3	4.0	6.4	.5	.1	.7	.1	*	*	.1
Operators in training	14,059	3,334	10,725	37.0	4.36	.3	21.5	53.8	16.1	5.4	1.1	.3	.1	.1	*	*	.2	.8	*	–	*	–	.1
Other switchboard employees	1,217	53	1,164	38.0	7.38	.7	.9	.5	2.1	.7	.7	10.9	37.1	18.1	11.3	3.6	2.3	1.6	1.2	1.9	.8	1.4	4.3
Construction, installation, and maintenance employees	316,193	264,006	52,187	39.8	8.79	.1	.5	1.5	1.4	1.5	1.3	3.2	2.8	3.8	3.5	11.1	22.0	25.7	9.2	3.0	2.0	2.0	5.5
Supervisors of telephone craft workers	41,565	37,326	4,239	39.9	11.08	*	*	*	*	*	*	*	.2	.4	.7	1.5	2.6	6.6	13.3	11.8	12.4	13.0	37.5
Central office craft workers	125,018	83,928	41,090	39.7	8.35	.2	1.0	1.6	1.3	1.0	1.9	6.7	5.0	6.3	5.0	8.8	20.9	26.2	9.2	2.9	.6	.6	.9
Test board and repeater workers	21,884	18,523	3,361	39.9	9.04	*	.1	.2	.4	.6	.6	1.0	.9	1.4	2.0	6.6	25.1	39.5	14.8	3.9	.9	.8	1.1
Central office repairers	50,558	46,170	4,388	39.9	9.00	*	.1	.2	.2	.3	.4	.8	.7	2.1	3.0	9.4	25.4	37.9	12.9	4.8	.7	.6	.5
Others	52,576	19,235	33,341	39.3	7.42	.4	2.2	3.5	2.8	1.9	4.0	14.8	10.9	12.3	8.2	9.1	14.8	9.4	3.2	.6	.4	.4	1.2
Installation and exchange repair craft workers	98,607	93,775	4,832	40.0	8.58	*	.2	1.4	1.7	2.3	.9	.9	1.7	2.7	2.6	16.3	28.2	30.7	9.0	.5	.1	.1	.5
PBX and station installers	46,902	43,675	3,227	40.0	8.44	*	.2	2.0	2.3	3.7	1.2	1.2	2.6	2.7	2.0	14.3	27.3	30.6	9.2	.2	.1	.1	.4
Exchange repairers	29,443	28,737	706	40.0	8.83	*	*	.6	.7	1.0	.5	.5	.5	2.5	1.1	13.5	30.2	32.9	14.3	1.0	.2	.3	.1
Others	22,262	21,363	899	40.0	8.52	*	.3	1.2	1.7	1.3	.9	1.0	1.5	3.0	5.7	24.3	27.4	27.9	1.5	.7	.1	.1	1.5
Line, cable, and conduit craft workers	50,873	48,861	2,012	40.0	8.42	*	.4	2.6	2.4	2.5	1.2	1.3	1.7	3.0	3.5	14.7	28.3	30.2	6.1	.8	.5	.3	.3
Line workers	27,684	26,871	813	40.0	8.33	*	.6	3.6	2.8	2.6	1.3	1.3	1.7	2.2	2.5	16.0	30.2	28.0	6.1	.6	.2	.2	.2
Cable splicers	21,592	20,597	995	40.0	8.51	*	.1	1.2	1.8	2.3	1.1	1.3	1.6	3.7	5.0	14.0	27.2	33.8	6.0	.4	.1	.1	.1
Cable splicers' helpers	417	326	91	40.0	6.21	2.2	3.8	20.1	9.8	5.3	2.9	2.9	14.4	19.4	3.6	7.9	2.9	4.3	.5	–	–	–	–
Others	1,180	1,067	113	39.9	9.53	.4	.4	.7	.2	2.9	.5	.5	.6	3.4	1.2	.9	12.9	25.6	11.1	13.1	12.2	7.9	5.6
Laborers	130	116	14	33.5	6.18	–	13.1	20.0	4.6	7.7	3.1	19.2	.8	–	31.5	–	–	–	–	–	–	–	–
Building, supplies, and motor vehicle employees	25,489	18,946	6,543	39.2	7.79	.5	1.7	3.1	3.1	4.5	6.3	8.9	8.1	10.3	11.6	7.5	8.0	9.4	5.3	3.5	1.9	1.8	4.5
Supervisors	3,148	2,731	417	39.7	10.65	*	*	.1	.1	.1	.2	.7	1.5	1.7	1.8	3.4	5.3	8.6	13.6	9.6	11.2	12.1	29.7
Mechanics	4,188	3,870	318	39.8	8.62	.2	.8	1.1	1.2	.8	2.9	1.8	3.7	6.4	9.5	7.7	18.4	30.2	9.0	3.0	.6	.7	2.2
Other building service employees	6,357	3,734	2,623	37.9	5.91	1.4	4.0	6.9	6.8	12.3	17.8	25.7	10.3	11.5	1.1	.3	.4	.6	.3	.1	*	.1	.2
Other supplies and motor vehicle employees	11,796	8,611	3,185	39.6	7.70	.3	1.2	2.5	2.5	2.7	3.0	4.5	10.2	13.3	20.5	12.4	9.2	7.0	4.4	3.9	1.0	.4	.9
All employees not elsewhere classified	957	494	463	22.0	9.29	3.7	13.7	11.6	9.8	3.7	5.9	7.1	2.5	2.6	4.1	8.4	4.1	7.9	.8	.8	1.3	1.6	10.6

[1] Covers 62 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.

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

NOTE: Asterisk (*) indicates less than 0.05 percent. Dash (–) indicates that no data were reported. Because of rounding, sums of individual items may not equal 100.

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Table 2. Bell System telephone carriers:[1] Percent distribution of employees in occupational groups by average hourly rates,[2] December 1978

Occupational group	Number of employees: Total	Number of employees: Men	Number of employees: Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving ~: Under $3.50	$3.50 – $3.99	$4.00 – $4.49	$4.50 – $4.99	$5.00 – $5.49	$5.50 – $5.99	$6.00 – $6.49	$6.50 – $6.99	$7.00 – $7.49	$7.50 – $7.99	$8.00 – $8.49	$8.50 – $8.99	$9.00 – $9.49	$9.50 – $9.99	$10.00 – $10.49	$10.50 – $10.99	$11.00 – $11.49	$11.50 and over
All employees, except officials and managerial assistants	801,462	380,793	420,669	38.4	$8.55	0.1	2.2	3.6	3.0	2.0	2.2	10.5	9.4	7.3	5.3	7.0	10.1	11.6	5.7	2.6	2.0	2.2	13.1
Part-time employees, including officials and managerial assistants	9,342	1,080	8,262	24.3	5.80	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Professional and semiprofessional employees	92,787	63,704	29,083	38.0	13.27	*	*	*	.1	.1	.1	.3	.6	1.0	1.6	2.0	2.3	2.7	6.6	4.4	4.5	6.1	67.5
Drafters	1,092	390	702	37.8	7.82	–	1.6	2.4	2.6	3.0	2.8	13.1	13.7	12.2	9.0	6.0	7.1	5.8	7.4	2.2	3.9	1.2	6.0
Others	91,695	63,314	28,381	38.0	13.33	*	*	*	*	*	*	.1	.4	.9	1.5	2.0	2.2	2.7	6.6	4.5	4.5	6.2	68.3
Business office and sales employees	84,449	23,785	60,664	37.9	8.39	.1	1.6	3.6	4.7	2.6	2.6	3.1	5.9	17.1	13.8	8.8	6.8	2.4	4.2	3.4	2.8	2.9	13.8
Supervisors	8,801	1,621	7,180	38.1	10.92	*	–	–	–	*	*	.1	.2	.5	1.0	2.3	4.5	10.1	17.6	12.9	10.2	9.5	31.1
Nonsupervisory employees	75,648	22,164	53,484	37.9	8.09	.1	1.8	4.1	5.2	2.9	2.9	3.4	6.5	19.0	15.3	9.5	7.0	1.5	2.7	2.3	1.9	2.1	11.7
Clerical employees	190,752	28,961	161,791	38.0	7.22	.2	4.0	3.9	4.4	2.5	3.1	18.6	20.6	13.4	7.8	3.6	2.5	2.7	2.5	1.6	1.4	1.3	6.0
Supervisors	18,893	4,852	14,041	38.1	10.66	*	*	*	–	*	*	.2	1.3	3.3	5.3	7.1	6.5	9.9	12.3	8.8	7.5	7.4	30.4
Nonsupervisory	171,859	24,109	147,750	37.9	6.84	.2	4.4	4.3	4.8	2.8	3.4	20.7	22.7	14.5	8.1	3.2	2.1	1.9	1.5	.8	.8	.6	3.3
Commercial department	30,685	2,468	28,217	37.5	6.29	.2	6.5	6.8	7.5	3.9	4.1	21.3	21.1	15.9	7.3	3.3	.7	.6	.3	*	.1	*	.5
Traffic department	8,483	329	8,154	37.9	6.82	.1	1.0	1.3	1.8	1.2	1.6	29.2	31.7	18.9	6.9	1.6	1.0	.8	.8	.4	.3	.3	1.1
Plant department	31,072	3,133	27,939	38.5	6.42	.3	4.6	5.3	4.5	2.5	4.7	33.4	23.1	9.5	4.5	1.5	2.0	2.2	.8	.2	.2	.2	.6
Accounting department	29,335	4,223	25,112	37.5	6.93	.1	3.6	3.1	4.7	2.7	2.4	15.4	22.5	20.5	12.9	3.8	1.8	1.0	1.0	.6	.8	.7	2.4
All other departments	72,284	13,956	58,328	38.0	7.22	.3	4.2	3.7	4.3	2.7	3.2	16.0	22.2	13.2	8.1	3.7	3.0	2.8	2.5	1.6	1.4	1.0	6.2
Telephone operators	121,982	9,338	112,644	36.3	6.36	.1	5.5	11.1	6.2	3.6	3.8	28.0	17.8	5.9	4.2	6.4	1.5	1.3	1.4	.8	.6	.5	1.5
Chief operators	7,666	450	7,216	38.1	10.23	*	–	*	*	.1	–	.2	.5	1.0	4.4	10.0	10.7	15.9	12.0	9.7	8.3	6.9	20.2
Service assistants and instructors	7,464	258	7,206	36.8	7.27	*	*	.2	.9	1.1	1.1	12.3	36.4	20.4	7.2	6.3	5.3	2.4	2.2	1.2	1.1	.6	1.0
Experienced switchboard operators	91,844	5,268	86,576	35.9	6.25	.1	4.1	6.5	5.6	3.9	4.7	36.0	20.2	5.8	4.4	7.1	.6	.1	.6	.1	*	*	.1
Operators in training	13,888	3,317	10,571	37.0	4.30	.2	21.8	54.3	16.3	5.5	1.1	.3	.1	.1	.1	*	*	*	*	–	*	–	.1
Other switchboard employees	1,120	45	1,075	38.0	7.45	–	.4	.2	.6	.5	.8	10.9	38.8	18.8	11.6	3.5	2.3	1.7	1.3	2.1	.9	1.5	4.2
Construction, installation, and maintenance employees	289,016	238,476	50,540	39.8	8.87	.1	.5	1.5	1.3	1.3	1.1	3.1	2.4	2.8	2.3	10.6	22.4	27.6	9.8	3.1	2.0	2.1	5.8
Supervisors of telephone craft workers	38,144	34,061	4,083	39.9	11.18	*	–	*	*	*	*	*	.1	.2	.5	1.0	1.9	5.9	13.0	11.5	12.4	13.4	39.9
Central office craft workers	116,806	76,640	40,166	39.7	8.39	.2	1.0	1.7	1.3	.9	1.9	7.0	5.1	5.6	3.8	8.7	20.2	27.6	9.8	3.1	.7	.6	.9
Test board and repeater workers	21,026	17,849	3,177	39.9	9.10	*	.1	.3	.4	.4	.6	.9	.6	.6	1.0	6.0	25.8	40.9	15.4	4.1	.9	.8	1.1
Central office repairers	46,540	42,465	4,075	39.9	9.11	–	*	.2	.2	.2	.2	.6	.4	.3	.8	9.5	25.8	40.5	14.1	5.2	.8	.7	.5
Others	49,240	16,326	32,914	39.3	7.38	.4	2.3	3.6	2.8	1.7	4.0	15.7	11.5	12.7	7.9	9.1	12.5	9.6	3.4	.6	.5	.4	1.2
Installation and exchange repair craft workers	87,804	83,460	4,344	40.0	8.68	*	.2	1.5	1.5	2.1	.7	.6	.6	.8	1.2	15.4	29.9	34.3	10.1	.6	.2	.2	.3
PBX and station installers	41,299	38,129	3,170	40.0	8.58	*	.2	2.0	2.1	3.5	.9	.7	.8	1.1	1.6	11.9	29.4	34.5	10.4	.2	.1	.1	.5
Exchange repairers	27,705	27,105	600	40.0	8.90	*	*	.7	.5	.8	.3	.4	.4	.5	.9	14.1	29.5	35.0	15.2	1.1	.2	.3	.1
Others	18,800	18,226	574	40.0	8.58	*	.4	1.3	1.6	.8	.6	.5	.5	.7	1.0	25.3	31.5	32.9	1.8	.8	.1	.1	.1
Line, cable, and conduit craft workers	46,262	44,315	1,947	40.0	8.55	*	.4	2.6	2.0	2.2	.9	.9	1.1	1.3	2.0	14.2	30.5	33.0	6.7	.9	.5	.4	.3
Line workers	25,754	24,951	803	40.0	8.47	*	.6	3.3	2.2	2.1	.8	.8	1.0	1.2	1.7	16.4	32.1	30.1	6.6	.6	.3	.2	.2
Cable splicers	19,027	18,048	979	40.0	8.62	*	.1	1.4	1.8	2.4	1.1	1.1	1.0	1.1	2.4	12.3	29.8	37.9	6.8	.5	.2	.1	.2
Cable splicers' helpers	378	292	86	40.0	6.18	1.3	4.2	21.4	9.8	5.6	2.1	2.4	15.9	21.4	1.3	6.1	3.2	4.8	.5	–	–	–	–
Others	1,103	1,024	79	39.9	9.78	–	–	.5	.1	.8	.5	.4	.5	1.0	1.3	1.0	13.2	27.4	11.9	14.0	13.1	8.4	6.0
Laborers	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Building, supplies, and motor vehicle employees	22,253	16,418	5,835	39.2	7.98	.2	1.0	1.5	2.3	4.1	6.1	9.5	7.1	10.6	12.1	8.1	8.6	10.4	5.8	3.8	2.1	2.0	4.8
Supervisors	2,714	2,350	364	39.7	10.96	–	–	–	–	*	.1	.3	.4	.8	1.0	2.3	3.6	7.8	14.0	9.6	12.3	13.7	34.0
Mechanics	3,520	3,344	176	39.9	8.83	*	.1	.9	.7	.5	.5	1.3	2.6	5.1	6.5	7.3	21.6	36.0	10.7	3.5	.7	.8	1.3
Other building service employees	5,509	3,132	2,377	37.9	6.10	.3	2.0	2.5	5.6	12.7	20.3	29.2	11.6	12.9	1.1	.3	.3	.4	.4	.1	.1	.1	.2
Other supplies and motor vehicle employees	10,510	7,592	2,918	39.6	7.87	.2	1.1	1.5	1.7	1.8	2.1	4.2	8.0	13.8	22.5	13.9	10.0	7.8	4.9	4.3	1.1	.4	.8
All employees not elsewhere classified	223	111	112	36.8	11.81	.9	.4	.9	2.2	.9	3.1	5.4	4.0	6.3	12.6	3.6	1.3	4.5	3.6	1.3	2.2	3.6	43.0

[1] Covers 25 non-Bell 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.

[2] See appendix for definitions of hours and rates used in this bulletin.

NOTE: Asterisk (*) indicates less than 0.05 percent. Dash (–) indicates that no data were reported. Because of rounding, sums of individual items may not equal 100.

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Table 3. Non-Bell telephone carriers:[1] Percent distribution of employees in occupational groups by average hourly rates,[2] December 1978

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving –																		
	Total	Men	Women			Under $3.50	$3.50 – $3.99	$4.00 – $4.49	$4.50 – $4.99	$5.00 – $5.49	$5.50 – $5.99	$6.00 – $6.49	$6.50 – $6.99	$7.00 – $7.49	$7.50 – $7.99	$8.00 – $8.49	$8.50 – $8.99	$9.00 – $9.49	$9.50 – $9.99	$10.00 – $10.49	$10.50 – $10.99	$11.00 – $11.49	$11.50 and over
All employees, except officials and managerial assistants	68,596	37,073	31,523	39.0	$7.02	2.5	5.7	5.9	7.0	10.8	8.7	6.1	5.4	8.2	8.1	8.1	8.5	3.6	2.4	2.1	1.6	1.4	4.0
Part-time employees, including officials and managerial assistants	3,269	481	2,788	19.7	4.06	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Professional and semiprofessional employees	7,834	5,837	1,997	40.0	9.58	.1	.6	1.0	1.0	2.1	2.7	3.2	5.3	6.6	6.9	6.2	7.1	7.6	7.3	6.9	6.3	6.9	22.0
Drafters	564	287	277	39.8	6.52	.5	6.7	6.6	5.9	12.8	7.3	11.7	11.7	19.5	11.2	2.5	.5	.5	–	–	–	.2	2.5
Others	7,270	5,550	1,720	40.0	9.82	.1	.1	.6	.7	1.3	2.4	2.5	4.8	5.6	6.6	6.5	7.6	8.2	7.9	7.5	6.8	7.4	23.6
Business office and sales employees	5,596	813	4,783	38.5	6.45	.5	7.3	6.7	5.8	15.8	14.6	20.7	5.2	3.6	1.8	2.0	2.7	3.0	2.4	2.4	1.5	1.2	2.7
Supervisors	765	324	441	40.0	9.34	.4	–	.1	.4	.7	2.4	2.2	2.9	4.8	8.8	10.6	12.3	13.6	10.3	9.9	5.5	4.1	11.1
Nonsupervisory employees	4,831	489	4,342	38.3	5.97	.5	8.5	7.7	6.7	18.2	16.6	23.6	5.6	3.4	.7	.6	1.2	1.3	1.2	1.2	.9	.7	1.4
Clerical employees	13,108	1,522	11,586	38.9	5.42	4.7	10.2	10.7	14.4	18.7	19.1	9.3	2.5	2.2	2.3	1.3	1.1	1.1	.9	.4	.4	.2	.7
Supervisors	631	375	256	40.2	8.88	–	.2	.3	.6	2.5	4.3	4.3	9.7	6.7	5.1	6.2	12.7	10.3	10.5	4.9	6.8	4.0	11.1
Nonsupervisory	12,477	1,147	11,330	38.8	5.24	4.9	10.7	11.2	15.1	19.5	19.8	9.5	2.1	2.0	2.2	1.0	.6	.6	.4	.2	.1	*	.1
Commercial department	2,373	84	2,289	37.7	4.92	4.2	13.7	13.6	22.9	19.3	14.0	10.6	.5	.6	.1	.1	*	.1	.1	.1	–	–	–
Traffic department	973	40	933	37.6	5.37	13.3	7.1	5.9	17.8	24.4	9.1	13.3	1.6	.5	.3	.3	.4	2.7	2.1	.5	.3	.1	.4
Plant department	4,524	642	3,882	39.2	5.35	4.1	10.4	10.5	13.5	17.7	22.0	7.9	2.0	3.3	5.2	2.0	.9	.2	.1	*	*	.1	.1
Accounting department	1,625	80	1,545	39.2	5.27	4.5	9.8	10.8	12.4	23.6	21.9	10.1	1.4	1.2	.9	.6	.9	.4	1.1	.2	–	–	.2
All other departments	2,982	301	2,681	39.3	5.24	4.1	10.5	12.5	11.8	18.7	23.6	9.6	4.0	2.0	.5	.6	.3	.9	.3	.2	.1	.1	.2
Telephone operators	10,911	460	10,451	38.0	5.17	8.2	15.2	11.4	13.4	24.0	12.5	4.0	2.6	1.2	1.0	.9	.9	1.5	1.6	.9	.2	.1	.4
Chief operators	687	30	657	40.0	8.06	.3	–	.3	–	.4	4.5	10.3	20.7	12.8	9.8	10.5	8.6	5.5	3.3	3.2	1.9	2.0	5.8
Service assistants and instructors	510	44	466	39.9	6.51	.2	1.8	2.5	7.5	16.1	13.9	20.4	8.2	7.1	5.9	3.5	2.7	1.6	1.6	5.3	1.6	.2	–
Experienced switchboard operators	9,446	361	9,085	37.7	4.80	9.1	17.4	12.8	14.8	26.8	13.4	2.7	.9	–	*	–	–	.1	1.5	.5	*	*	–
Operators in training	171	17	154	39.5	8.40	9.4	–	11.7	–	–	–	–	–	–	–	–	16.4	62.6	–	–	–	–	–
Other switchboard employees	97	8	89	37.9	6.57	8.2	6.2	4.1	19.6	2.1	–	11.3	18.6	10.3	7.2	5.2	2.1	–	–	–	–	–	5.2
Construction, installation, and maintenance employees	27,177	25,530	1,647	39.9	7.92	.1	.3	1.4	2.6	3.7	2.8	3.5	7.0	15.4	15.7	16.5	17.2	4.7	2.1	2.0	1.5	1.1	2.3
Supervisors of telephone craft workers	3,421	3,265	156	39.9	9.97	*	.1	–	–	–	–	.1	.7	2.0	2.5	6.2	10.7	15.2	16.7	15.5	12.1	8.5	9.7
Central office craft workers	8,212	7,288	924	39.9	7.79	*	.4	1.0	1.3	3.0	2.9	3.0	3.9	15.4	21.9	10.2	30.2	6.6	.1	*	*	.1	*
Test board and repeater workers	858	674	184	40.0	7.61	–	–	.1	.7	4.2	1.7	3.1	7.0	21.6	25.6	22.0	7.0	6.6	.2	–	–	–	–
Central office repairers	4,018	3,705	313	40.0	7.70	*	.2	.4	1.2	2.0	2.6	3.3	4.5	22.2	28.2	8.4	20.1	6.8	–	–	*	*	*
Others	3,336	2,909	427	39.9	7.96	–	.7	1.9	1.5	3.8	3.7	2.5	2.5	5.5	13.4	9.4	48.5	6.2	.1	.1	.1	.1	–
Installation and exchange repair craft workers	10,803	10,315	488	40.0	7.70	*	.2	1.1	3.2	4.6	3.1	4.0	10.8	17.9	13.5	23.3	14.3	1.2	–	–	–	–	2.8
PBX and station installers	5,603	5,546	57	40.0	7.41	–	.2	1.7	3.6	5.0	3.2	4.6	15.7	14.5	5.7	32.1	11.6	2.0	–	–	–	–	–
Exchange repairers	1,738	1,632	106	40.0	7.64	–	.3	.2	3.6	4.3	3.3	2.8	2.5	34.1	4.5	3.3	41.0	.1	–	–	–	–	–
Others	3,462	3,137	325	39.8	8.19	.1	*	.7	2.4	4.2	2.8	3.7	6.9	15.3	30.7	19.0	5.2	.4	–	–	–	–	8.7
Line, cable, and conduit craft workers	4,611	4,546	65	40.0	7.18	.2	.3	3.2	5.6	5.7	4.2	5.3	8.3	20.0	19.0	19.8	6.2	2.0	–	–	–	–	–
Line workers	1,930	1,920	10	40.0	6.54	–	.6	7.0	11.5	9.7	7.8	8.6	11.8	16.1	12.4	10.6	3.8	.1	–	–	–	–	–
Cable splicers	2,565	2,549	16	40.0	7.70	–	–	.2	1.3	1.9	1.5	2.9	6.1	22.8	24.4	27.3	8.1	3.5	–	–	–	–	–
Cable splicers' helpers	39	34	5	40.0	6.51	10.3	–	7.7	10.3	2.6	10.3	7.7	–	–	25.6	25.6	–	–	–	–	–	–	–
Others	77	43	34	40.0	5.97	6.5	6.5	3.9	1.3	32.5	–	2.6	1.3	37.7	–	–	7.8	–	–	–	–	–	–
Laborers	130	116	14	33.5	6.18	–	13.1	20.0	4.6	7.7	3.1	19.2	.8	–	31.5	–	–	–	–	–	–	–	–
Building, supplies, and motor vehicle employees	3,236	2,528	708	39.2	6.47	2.9	6.5	14.1	8.3	7.1	8.1	4.9	15.0	8.3	8.1	3.7	4.0	2.3	1.6	1.4	.6	.5	2.8
Supervisors	434	381	53	40.0	8.70	.2	.2	.7	.7	.7	1.2	3.5	8.5	7.4	7.1	10.4	15.9	13.8	10.8	9.4	4.1	2.1	3.2
Mechanics	668	526	142	39.5	7.48	1.0	4.5	1.9	3.7	2.1	15.6	4.3	9.4	13.5	25.1	9.9	1.8	–	–	–	–	–	7.0
Other building service employees	848	602	246	38.0	4.70	8.5	17.2	35.8	14.6	9.9	1.4	2.4	1.8	2.8	1.1	.4	1.5	1.5	.1	.2	–	.4	.4
Other supplies and motor vehicle employees	1,286	1,019	267	39.5	6.29	1.0	2.6	10.5	8.9	10.1	11.0	7.2	28.7	9.4	4.1	.4	2.6	.2	.2	.2	.2	.4	2.1
All employees not elsewhere classified	734	383	351	17.5	7.68	4.5	17.7	14.9	12.1	4.5	6.7	7.6	2.0	1.5	1.5	9.8	4.9	9.0	–	.7	1.0	1.0	.7

[1] Covers 37 non-Bell 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.

[2] See appendix for definitions of hours and rates used in this bulletin.

NOTE: Asterisk (*) indicates less than 0.05 percent. Dash (–) indicates that no data were reported. Because of rounding, sums of individual items may not equal 100.

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Table 4. All and Bell system telephone carriers:[1] Average hourly rates [2] of employees in selected occupations by region, December 1978

Occupational group	United States		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	870,058	$8.43	52,857	$8.90	136,024	$9.48	137,144	$8.25	48,108	$8.24	141,122	$7.82	28,926	$7.94	96,123	$7.75	48,125	$7.84	131,023	$8.24
Part-time employees, including officials and managerial assistants	12,611	5.42	2,060	5.46	2,075	6.17	2,210	5.36	556	5.18	768	4.89	491	5.99	765	4.68	1,126	4.82	2,219	5.54
Professional and semiprofessional employees	100,621	12.97	6,742	13.27	15,598	14.91	16,517	12.06	4,868	12.43	13,317	12.12	3,102	11.87	9,137	11.68	5,074	12.18	13,599	12.63
Drafters	1,656	7.36	58	7.79	133	9.09	258	7.04	105	6.64	198	6.58	35	5.89	266	6.48	82	7.07	195	7.63
Others	98,965	13.06	6,684	13.31	15,465	14.96	16,259	12.14	4,763	12.57	13,119	12.21	3,067	11.93	8,871	11.84	4,992	12.26	13,404	12.71
Business office and sales employees	90,045	8.27	4,885	8.83	14,821	9.60	14,291	7.90	4,729	8.52	14,319	7.86	3,083	7.99	11,670	7.30	5,468	7.47	14,302	8.25
Supervisors	9,566	10.78	457	11.38	1,591	12.50	1,419	10.53	644	10.97	1,514	9.99	354	11.10	1,350	9.87	484	9.96	1,581	10.84
Nonsupervisory employees	80,479	7.97	4,428	8.57	13,230	9.25	12,872	7.60	4,085	8.13	12,805	7.60	2,729	7.59	10,320	6.96	4,984	7.23	12,721	7.93
Clerical employees	203,860	7.10	13,188	7.49	30,442	8.08	30,329	6.94	11,282	7.14	29,691	6.49	7,240	6.74	21,901	6.30	13,154	6.66	31,000	7.01
Supervisors	19,524	10.60	1,169	11.35	3,463	11.88	3,034	10.49	832	10.67	2,746	9.43	784	9.92	1,940	9.84	1,358	9.97	2,801	10.70
Nonsupervisory	184,336	6.73	12,019	7.11	26,979	7.59	27,295	6.54	10,450	6.85	26,945	6.19	6,456	6.35	19,961	5.96	11,796	6.27	28,199	6.64
Commercial department	33,058	6.19	2,134	6.55	4,876	7.14	4,443	5.94	2,015	5.97	4,935	5.86	1,186	5.84	4,158	5.74	2,339	5.69	5,951	6.28
Traffic department	9,456	6.67	524	7.00	1,389	7.58	1,377	6.31	360	6.71	1,519	6.46	502	6.41	1,260	6.25	686	6.31	1,451	6.79
Plant department	35,596	6.28	2,129	6.70	5,204	7.14	5,625	6.46	1,821	6.30	6,630	5.94	1,007	6.00	4,517	5.59	1,767	5.67	5,595	6.16
Accounting department	30,960	6.84	2,417	7.06	6,017	7.57	4,786	6.42	1,535	6.72	3,731	6.36	912	6.50	2,872	6.11	1,560	6.51	4,424	6.70
All other departments	75,266	7.14	4,815	7.58	9,493	8.08	11,064	6.90	4,719	7.51	10,130	6.41	2,849	6.61	7,154	6.20	5,444	6.64	10,778	7.05
Telephone operators	132,893	6.26	8,236	6.62	19,341	7.25	21,111	6.06	7,141	6.05	24,324	5.97	4,994	6.09	14,981	6.26	7,597	5.88	21,607	6.04
Chief operators	8,353	10.04	570	11.02	1,040	11.74	1,256	9.60	409	10.13	1,714	9.33	294	10.63	1,098	9.29	472	9.75	1,308	10.15
Service assistants and instructors	7,974	7.21	593	7.46	1,549	7.87	1,528	7.03	402	6.70	830	7.14	417	6.84	753	7.25	389	7.04	1,327	6.89
Experienced switchboard operators	101,290	6.11	6,524	6.25	15,474	7.01	16,217	5.88	6,043	5.77	19,886	5.78	3,600	5.93	11,414	6.14	5,708	5.76	13,536	6.20
Operators in training	14,059	4.36	445	4.02	958	4.74	1,996	4.32	221	4.37	1,683	3.96	632	4.24	1,602	4.31	1,019	4.17	5,231	4.37
Other switchboard employees	1,217	7.38	104	7.61	320	7.77	114	7.48	66	7.35	211	7.54	51	5.45	114	6.61	9	8.67	205	7.14
Construction, installation, and maintenance employees	316,193	8.79	17,829	9.31	50,674	9.57	48,678	8.86	18,577	8.62	56,607	8.28	9,581	8.47	36,743	8.34	15,571	8.45	47,018	8.72
Supervisors of telephone craft workers	41,565	11.08	2,315	11.88	6,725	12.11	6,325	11.20	2,358	10.86	7,402	10.25	1,277	11.00	4,555	10.64	2,167	10.73	6,573	11.05
Central office craft workers	125,018	8.35	7,611	8.80	19,648	8.91	18,117	8.34	6,786	8.14	19,846	7.78	3,371	7.94	13,318	8.03	5,857	8.01	19,225	8.29
Test board and repeater workers	21,884	9.04	1,292	9.42	2,885	9.68	2,499	9.00	833	9.12	3,078	8.54	423	8.87	1,984	8.83	721	8.87	3,276	9.07
Central office repairers	50,558	9.00	2,550	9.39	8,405	9.59	7,910	8.93	3,296	8.86	6,993	8.61	1,493	8.70	6,022	8.68	2,236	8.74	6,679	9.15
Others	52,576	7.42	3,769	8.17	8,358	7.91	7,708	7.52	2,657	6.93	9,775	6.94	1,455	6.88	5,312	7.01	2,900	7.23	9,270	7.37
Installation and exchange repair craft workers	98,607	8.58	5,381	9.00	16,877	9.41	16,259	8.67	6,475	8.41	18,061	8.13	3,179	8.29	12,136	8.16	4,917	8.21	14,317	8.37
PBX and station installers	46,902	8.44	2,334	8.93	7,670	9.43	7,262	8.75	3,291	8.15	9,101	8.06	888	8.51	6,365	7.92	1,916	7.96	7,572	8.17
Exchange repairers	29,443	8.83	1,650	9.06	5,703	9.52	5,283	8.73	1,570	8.96	5,709	8.29	415	8.65	3,508	8.68	998	8.55	4,514	8.81
Others	22,262	8.52	1,397	9.04	3,504	9.17	3,714	8.43	1,614	8.41	3,251	8.06	1,876	8.11	2,263	8.02	2,003	8.28	2,231	8.14
Line, cable, and conduit craft workers	50,873	8.42	2,522	9.13	7,424	9.36	7,848	8.62	2,958	8.42	11,298	8.07	1,754	7.97	6,734	7.72	2,630	8.02	6,902	8.44
Line workers	27,684	8.33	1,459	9.08	4,212	9.33	4,245	8.58	1,567	8.27	6,562	7.89	936	7.89	3,411	7.58	1,471	7.99	3,243	8.36
Cable splicers	21,592	8.51	928	9.13	2,998	9.41	3,275	8.77	1,357	8.57	4,341	8.35	801	8.04	3,272	7.88	1,092	8.02	3,307	8.37
Cable splicers' helpers	417	6.21	21	6.41	67	7.31	92	5.59	12	8.30	157	5.84	1	5.65	43	5.62	-	-	24	7.74
Others	1,180	9.53	114	10.37	147	10.27	236	8.49	22	9.76	238	9.43	16	8.83	8	8.69	67	8.40	328	10.03
Laborers	130	6.18	-	-	-	-	129	6.20	-	-	-	-	-	-	-	-	-	-	1	4.00
Building, supplies, and motor vehicle employees	25,489	7.79	1,976	8.11	5,129	8.25	6,185	7.55	1,505	7.36	2,858	7.24	926	7.58	1,691	7.10	1,259	7.66	2,896	8.28
Supervisors	3,148	10.65	245	11.41	629	11.94	779	10.41	248	9.70	337	9.51	79	10.49	182	9.78	177	10.07	378	10.82
Mechanics	4,188	8.62	231	8.50	843	9.41	902	8.38	180	8.40	385	7.24	147	8.32	284	8.48	167	7.79	599	8.49
Other building service employees	6,357	5.91	627	6.54	1,658	6.21	1,940	5.66	357	5.04	393	5.06	364	6.12	194	5.31	160	6.15	359	6.32
Other supplies and motor vehicle employees	11,796	7.70	873	8.15	1,999	8.25	2,564	7.75	720	7.40	1,743	7.28	336	8.08	1,031	6.54	755	7.35	1,560	8.02
All employees not elsewhere classified	957	9.29	1	6.32	19	9.41	33	6.39	6	11.24	6	8.06	-	-	-	-	2	9.70	601	7.20

See footnotes at end of table.

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Table 4. Continued—All and Bell system telephone carriers:[1] Average hourly rates,[2] of employees in selected occupations by region, December 1978

Occupational group	United States		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates[3]	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 telephone carriers																				
All employees, except officials and managerial assistants	801,462	$8.55	52,813	$8.90	135,138	$9.50	116,214	$8.54	41,453	$8.54	128,570	$7.87	28,732	$7.95	86,255	$7.89	47,204	$7.86	120,625	$8.32
Part-time employees, including officials and managerial assistants	9,342	5.80	2,057	5.46	2,030	6.21	1,364	6.10	312	6.34	444	5.62	472	6.07	294	5.82	1,106	4.83	1,057	6.36
Professional and semiprofessional employees	92,787	13.27	6,739	13.27	15,529	14.94	14,041	12.56	4,114	13.32	12,057	12.35	3,083	11.89	7,907	12.08	4,972	12.23	12,419	12.94
Drafters	1,092	7.82	58	7.79	131	9.15	144	8.40	75	6.90	127	6.53	29	6.21	32	6.19	82	7.07	119	7.97
Others	91,695	13.33	6,681	13.31	15,398	14.99	13,897	12.60	4,039	13.44	11,930	12.41	3,054	11.94	7,875	12.10	4,890	12.31	12,300	12.98
Business office and sales employees	84,449	8.39	4,872	8.84	14,757	9.62	12,545	8.18	4,408	8.59	13,162	7.94	3,079	7.99	10,699	7.45	5,399	7.49	13,535	8.33
Supervisors	8,801	10.92	456	11.39	1,582	12.52	1,258	10.68	533	11.29	1,331	10.06	352	11.11	1,223	10.04	475	10.00	1,477	10.93
Nonsupervisory employees	75,648	8.09	4,416	8.58	13,175	9.26	11,287	7.89	3,875	8.21	11,831	7.70	2,727	7.59	9,476	7.12	4,924	7.24	12,058	8.01
Clerical employees	190,752	7.22	13,185	7.49	30,260	8.10	25,977	7.20	10,133	7.39	27,678	6.57	7,190	6.75	19,824	6.44	12,985	6.67	29,006	7.10
Supervisors	18,893	10.66	1,169	11.35	3,462	11.88	2,708	10.65	816	10.72	2,700	9.46	784	9.92	1,783	9.99	1,355	9.97	2,782	10.71
Nonsupervisory	171,859	6.84	12,016	7.11	26,798	7.61	23,269	6.79	9,317	7.10	24,978	6.26	6,406	6.36	18,041	6.08	11,630	6.28	26,224	6.72
Commercial department	30,685	6.29	2,134	6.55	4,852	7.15	3,623	6.22	1,509	6.41	4,672	5.91	1,160	5.87	4,049	5.77	2,316	5.70	5,396	6.38
Traffic department	8,483	6.82	524	7.00	1,375	7.61	1,071	6.78	333	6.79	1,418	6.57	499	6.42	1,030	6.58	674	6.31	1,312	6.82
Plant department	31,072	6.42	2,126	6.70	5,141	7.17	4,210	6.73	1,557	6.50	5,733	6.03	998	6.01	3,673	5.83	1,714	5.66	4,823	6.26
Accounting department	29,335	6.93	2,417	7.06	5,972	7.59	4,277	6.62	1,417	6.87	3,538	6.42	912	6.50	2,603	6.22	1,550	6.51	4,156	6.78
All other departments	72,284	7.22	4,815	7.58	9,458	8.09	10,088	7.10	4,501	7.64	9,617	6.47	2,837	6.62	6,686	6.29	5,376	6.67	10,537	7.08
Telephone operators	121,982	6.36	8,236	6.62	19,195	7.26	17,734	6.30	5,728	6.34	22,272	6.05	4,953	6.10	13,899	6.37	7,451	5.90	20,026	6.11
Chief operators	7,666	10.23	570	11.02	1,024	11.82	1,015	10.14	370	10.38	1,547	9.47	292	10.65	1,034	9.39	464	9.79	1,221	10.30
Service assistants and instructors	7,464	7.27	593	7.46	1,544	7.88	1,386	7.06	173	7.47	801	7.21	415	6.85	719	7.33	381	7.07	1,313	6.90
Experienced switchboard operators	91,844	6.25	6,524	6.25	15,349	7.03	13,228	6.20	4,899	6.07	18,083	5.87	3,600	5.93	10,430	6.27	5,592	5.78	12,058	6.35
Operators in training	13,888	4.30	445	4.02	958	4.74	1,992	4.32	221	4.37	1,671	3.97	632	4.24	1,602	4.31	1,005	4.19	5,231	4.37
Other switchboard employees	1,120	7.45	104	7.61	320	7.77	113	7.51	65	7.38	170	7.62	14	7.65	114	6.61	9	8.67	203	7.15
Construction, installation, and maintenance employees	289,016	8.87	17,804	9.31	50,305	9.58	40,884	9.11	15,871	8.85	51,127	8.26	9,512	8.48	32,595	8.51	15,175	8.48	43,139	8.76
Supervisors of telephone craft workers	38,144	11.18	2,312	11.88	6,682	12.12	5,374	11.45	1,975	11.23	6,624	10.22	1,265	11.02	4,063	10.81	2,128	10.75	6,115	11.11
Central office craft workers	116,806	8.39	7,603	8.80	19,536	8.92	15,638	8.46	5,954	8.25	18,093	7.74	3,352	7.94	12,207	8.13	5,700	8.00	18,283	8.30
Test board and repeater workers	21,026	9.10	1,291	9.42	2,878	9.68	2,192	9.24	767	9.27	2,866	8.61	422	8.88	1,885	8.91	714	8.87	3,162	9.09
Central office repairers	46,540	9.11	2,544	9.39	8,306	9.60	6,326	9.23	2,553	9.29	6,706	8.69	1,493	8.70	5,571	8.80	2,096	8.78	6,350	9.19
Others	49,240	7.38	3,768	8.17	8,352	7.92	7,120	7.53	2,634	6.94	8,521	6.69	1,437	6.87	4,751	7.03	2,890	7.22	8,771	7.35
Installation and exchange repair craft workers	87,804	8.68	5,374	9.00	16,736	9.42	13,360	8.99	5,455	8.70	15,826	8.15	3,152	8.30	10,548	8.38	4,783	8.26	12,553	8.42
PBX and station installers	41,299	8.58	2,334	8.93	7,548	9.45	6,488	8.95	2,526	8.62	7,190	8.05	888	8.51	5,243	8.22	1,796	8.06	7,286	8.15
Exchange repairers	27,705	8.90	1,650	9.06	5,703	9.52	4,362	9.12	1,570	8.96	5,709	8.29	415	8.65	3,502	8.68	990	8.57	3,804	8.88
Others	18,800	8.58	1,390	9.04	3,485	9.18	2,510	8.88	1,359	8.56	2,927	8.09	1,849	8.12	1,803	8.26	1,997	8.29	1,463	8.53
Line, cable, and conduit craft workers	46,262	8.55	2,515	9.13	7,351	9.38	6,512	8.96	2,487	8.71	10,584	8.09	1,743	7.97	5,777	7.93	2,564	8.05	6,188	8.51
Line workers	25,754	8.47	1,455	9.08	4,173	9.35	3,632	8.91	1,343	8.56	6,356	7.91	931	7.90	3,008	7.87	1,441	8.04	2,926	8.48
Cable splicers	19,027	8.62	925	9.13	2,964	9.43	2,624	9.11	1,110	8.88	3,840	8.39	796	8.04	2,721	8.02	1,063	8.02	2,932	8.37
Cable splicers' helpers	378	6.18	21	6.41	67	7.31	86	5.64	12	8.30	150	5.93	-	-	40	5.64	-	-	2	5.59
Others	1,103	9.78	114	10.37	147	10.27	170	9.54	22	9.76	238	9.43	16	8.83	8	8.69	60	8.67	328	10.03
Laborers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees	22,253	7.98	1,976	8.11	5,073	8.27	5,030	7.88	1,193	7.88	2,268	7.44	915	7.61	1,331	7.32	1,222	7.71	2,474	8.51
Supervisors	2,714	10.96	245	11.41	623	11.96	587	10.95	173	10.77	289	9.57	79	10.49	131	10.07	169	10.14	349	10.93
Mechanics	3,520	8.83	231	8.50	836	9.42	756	8.81	171	8.49	133	7.98	147	8.32	269	8.60	164	7.83	455	8.93
Other building service employees	5,509	6.10	627	6.54	1,634	6.22	1,619	5.83	209	5.70	288	5.49	360	6.14	139	5.66	145	6.31	298	6.50
Other supplies and motor vehicle employees	10,510	7.87	873	8.15	1,980	8.27	2,068	8.19	640	7.61	1,558	7.35	329	8.13	792	6.69	744	7.37	1,372	8.19
All employees not elsewhere classified	223	11.81	1	6.32	19	9.41	3	7.26	6	11.24	6	8.06	-	-	-	-	-	-	26	8.36

[1] Covers telephone carriers which have 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.

[2] See appendix for definition of hours and rates used in the 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.)

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.

Dash (–) indicates that no data were reported.

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Table 5. Western Union Telegraph Company: Percent distribution of employees[1] in occupational groups by average hourly rates,[2] October 1978

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving —																	
	Total	Men	Women			Under $3.50	$3.50 – 3.99	$4.00 – $4.49	$4.50 – $4.99	$5.00 – $5.49	$5.50 – $5.99	$6.00 – $6.49	$6.50 – $6.99	$7.00 – $7.49	$7.50 – $7.99	$8.00 – $8.49	$8.50 – $8.99	$9.00 – $9.49	$9.50 – $9.99	$10.00 – $10.49	$10.50 – $10.99	$11.00 – $11.49	$11.50 AND OVER
All employees except officials, managerial assistants, and messengers	11,283	6,788	4,495	38.6	$7.84	0.2	0.9	1.4	2.1	8.6	9.4	10.4	7.3	7.8	6.0	4.8	19.8	7.7	2.5	1.9	1.6	1.1	6.6
Professional and semiprofessional employees	1,092	901	191	37.1	11.11	-	.1	.1	.3	.2	1.5	1.4	5.6	4.5	6.0	2.0	4.1	3.8	5.5	5.9	6.5	6.4	46.2
Engineers and engineering assistants	282	269	13	37.0	11.28	-	.4	.4	1.1	-	.7	.4	.7	4.3	4.6	2.8	5.3	3.5	7.4	7.8	6.4	8.2	46.1
Others	810	632	178	37.2	11.05	-	-	-	-	.2	1.7	1.7	7.3	4.6	6.5	1.7	3.7	4.0	4.8	5.2	6.5	5.8	46.2
Telegraph office superintendents and managers	430	264	166	39.8	7.53	-	.2	-	.5	2.1	5.3	8.6	17.9	17.0	22.8	11.9	4.0	1.4	1.4	2.1	.9	1.4	2.6
Sales employees	508	397	111	36.6	7.39	-	1.0	7.3	11.2	6.5	5.5	8.3	10.2	9.1	7.9	4.1	9.1	2.6	3.0	3.1	2.0	1.2	8.1
Clerical employees	2,394	713	1,681	36.6	7.04	1.0	1.7	.9	2.4	5.1	8.6	15.3	16.9	16.4	15.1	6.5	2.3	2.3	2.2	1.1	.7	.3	1.1
Supervisors	513	289	224	37.3	8.46	-	-	1.0	.2	.6	-	2.1	6.8	19.3	14.2	15.8	9.6	8.4	8.2	4.7	3.3	1.2	4.7
Nonsupervisory employees	1,881	424	1,457	36.5	6.64	1.3	2.2	.9	3.0	6.4	11.0	18.9	19.6	15.6	15.4	4.0	.3	.6	.5	.1	-	.1	.2
Commercial department	831	145	686	36.5	6.72	-	-	-	.7	7.1	11.0	25.8	22.7	18.9	6.3	6.7	.1	.1	.4	.1	-	-	.1
Traffic department	35	6	29	40.0	5.71	-	-	-	11.4	5.7	80.0	2.9	-	-	-	-	-	-	-	-	-	-	-
All other departments	1,014	272	742	36.3	6.61	2.4	4.0	1.7	4.6	5.7	8.7	13.9	17.8	13.4	23.4	1.9	.5	1.0	.7	.1	-	.1	.2
Route aides	1	1	-	40.0	5.17	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-
Telegraph operators	2,643	507	2,136	39.3	6.10	*	1.9	3.5	3.4	26.1	27.4	22.9	6.4	2.6	1.2	.4	1.0	1.1	.2	*	.2	.1	1.6
Traffic managers, chief operators, supervisors, and instructors	435	223	212	39.6	7.82	-	-	-	-	.2	1.6	24.4	29.0	12.4	5.5	2.1	6.2	6.4	1.1	.2	.9	.5	9.4
Experienced telegraph operators (except Morse operators)	2,070	276	1,794	39.1	5.86	*	-	.2	4.3	33.3	34.6	24.1	2.1	.8	.4	.1	-	-	-	-	-	-	-
Commercial department	519	120	399	39.9	5.82	.2	-	.8	13.1	7.3	52.4	18.3	4.6	2.7	.4	.2	-	-	-	-	-	-	-
Traffic department	1,551	156	1,395	38.9	5.88	-	-	.1	1.4	42.0	28.7	26.0	1.2	.1	.4	.1	-	-	-	-	-	-	-
Operators-in-training	138	8	130	40.0	4.16	-	37.0	63.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction, installation, and maintenance employees	4,073	3,898	175	39.8	8.72	-	-	*	.5	1.3	1.2	2.2	1.5	5.5	1.7	6.5	50.1	17.7	3.7	2.5	1.8	.9	2.9
Traffic testing and regulating employees	1,018	1,000	18	40.0	8.69	-	-	-	.2	.3	.3	1.2	.8	2.4	.7	1.4	70.7	22.0	.1	-	-	-	-
Construction, installation, and maintenance employees	3,031	2,874	157	39.7	8.76	-	-	*	.1	1.7	1.4	2.4	1.7	6.6	2.1	8.2	43.5	16.4	4.9	3.4	2.4	1.2	3.9
Supervisors	762	743	19	39.0	10.13	-	-	-	.1	-	.5	.1	1.3	.4	1.3	2.6	9.8	24.9	16.7	12.7	8.9	4.9	15.6
Subscribers' equipment maintainers	1,419	1,412	7	40.0	8.55	-	-	-	-	.4	.8	1.7	1.3	1.7	3.0	.4	70.5	20.2	-	-	-	-	-
Line and cable workers	110	110	-	40.0	8.52	-	-	-	-	-	1.8	8.2	1.8	4.5	2.7	5.5	52.7	6.4	13.6	2.7	-	-	-
Others	740	609	131	40.0	7.82	-	-	.1	.4	6.1	3.2	5.1	3.1	22.7	1.1	29.5	25.1	1.8	.8	.3	.7	-	-
Laborers	24	24	-	40.0	5.41	-	-	-	58.3	-	16.7	20.8	4.2	-	-	-	-	-	-	-	-	-	-
Building service employees	143	108	35	39.9	6.15	.7	-	-	7.7	42.7	7.7	9.8	-	14.7	4.2	9.8	2.8	-	-	-	-	-	-
Mechanics	65	61	4	40.0	7.23	-	-	-	-	4.6	7.7	18.5	-	32.3	9.2	21.5	6.2	-	-	-	-	-	-
Others	78	47	31	39.9	5.24	1.3	-	-	14.1	74.4	7.7	2.6	-	-	-	-	-	-	-	-	-	-	-
Messengers	471	453	18	38.8	5.02	10.6	6.6	6.2	16.1	42.7	17.6	.2	-	-	-	-	-	-	-	-	-	-	-
Full-time	451	434	17	39.8	5.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time	20	19	1	16.2	3.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Walking and bicycle messengers	58	50	8	39.5	3.44	75.9	22.4	1.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Motor messengers	413	403	10	38.7	5.25	1.5	4.4	6.8	18.4	48.7	20.1	.2	-	-	-	-	-	-	-	-	-	-	-

[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. Dash (–) indicates that no data were reported. Because of rounding, sums of individual items may not equal 100.

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Table 6. International telegraph carriers:[1] Percent distribution of employees in occupational groups by average hourly rates,[2] October 1978

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving –																	
	Total	Men	Women			Under $3.50	$3.50 – 3.99	$4.00 – $4.49	$4.50 – $4.99	$5.00 – $5.49	$5.50 – $5.99	$6.00 – $6.49	$6.50 – $6.99	$7.00 – $7.49	$7.50 – $7.99	$8.00 – $8.49	$8.50 – $8.99	$9.00 – $9.49	$9.50 –	$10.00 – $10.49	$10.50 – $10.99	$11.00 – $11.49	$11.50 AND OVER
All employees except officers and assistants...	4,518	3,643	875	37.1	$9.57	1.4	0.7	0.6	1.3	2.9	4.0	4.2	4.3	5.7	5.6	7.6	11.8	5.3	5.3	10.9	3.3	3.4	21.8
All employees except officers and assistants and messengers.....	4,416	3,546	870	37.1	9.70	*	*	.5	1.4	2.9	4.1	4.3	4.3	5.8	5.7	7.7	12.1	5.4	5.4	11.1	3.3	3.5	22.3
Professional and semiprofessional employees....	791	732	59	37.1	12.76	–	–	–	–	.1	.1	1.3	.5	.8	2.4	2.7	2.9	4.0	4.4	6.1	4.3	5.4	65.0
Engineers and engineering assistants.....	357	350	7	36.9	13.77	–	–	–	–	–	–	–	–	–	–	1.4	1.4	3.1	3.1	5.9	5.0	7.3	72.8
Others.....	434	382	52	37.3	11.94	–	–	–	–	.2	.2	2.3	.9	1.4	4.4	3.7	4.1	4.8	5.5	6.2	3.7	3.9	58.5
Office or station superintendents and assistants.....	13	13	–	37.1	13.39	–	–	–	–	–	–	–	–	–	–	7.7	–	–	–	–	53.8	–	38.5
Sales employees.....	487	375	112	36.5	9.96	–	.4	–	.8	2.1	4.9	3.3	2.9	10.7	6.4	4.5	6.8	10.7	4.9	6.2	5.1	4.5	25.9
Clerical employees.....	1,044	521	523	36.7	7.92	.1	–	1.7	4.8	7.6	7.7	9.4	7.4	7.8	10.2	12.8	9.7	3.4	3.5	2.0	2.0	.6	9.5
Supervisors.....	136	120	16	36.4	12.22	–	–	–	–	–	–	–	–	2.2	4.4	1.5	4.4	4.4	6.6	8.1	5.1	3.7	59.6
Nonsupervisory employees.....	908	401	507	36.7	7.28	.1	–	2.0	5.5	8.7	8.8	10.8	8.5	8.6	11.0	14.5	10.5	3.2	3.1	1.1	1.5	.1	2.0
Operating department.....	261	151	110	37.1	7.61	–	–	2.3	3.8	8.8	6.5	8.0	4.2	5.0	10.7	19.2	23.8	5.0	1.1	1.1	.4	–	–
Commercial department.....	36	2	34	37.5	7.26	–	–	–	5.6	5.6	8.3	8.3	8.3	27.8	19.4	2.8	5.6	5.6	2.8	–	–	–	–
Accounting department.....	288	111	177	37.0	7.07	–	–	.3	4.9	6.6	7.6	12.5	11.8	9.7	10.4	22.2	6.9	1.4	5.2	.3	–	–	–
Engineering department.....	40	15	25	37.8	7.26	–	–	–	–	7.5	10.0	15.0	22.5	10.0	7.5	10.0	–	7.5	2.5	2.5	2.5	–	2.5
All other departments.....	283	122	161	35.9	7.19	.4	–	3.9	8.5	11.3	12.0	11.3	7.1	8.1	11.3	4.6	3.9	2.5	2.8	1.8	4.2	.4	6.0
Operators.....	938	790	148	37.4	9.04	–	–	–	–	2.5	5.0	3.5	5.8	4.9	4.4	6.8	32.1	6.2	8.4	5.3	1.7	1.6	11.8
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	170	163	7	37.3	12.68	–	–	–	–	–	–	–	.6	–	–	1.2	1.2	2.9	6.5	4.1	9.4	8.8	65.3
Nonsupervisory operators.....	768	627	141	37.5	8.24	–	–	–	–	3.0	6.1	4.3	6.9	6.0	5.3	8.1	38.9	6.9	8.9	5.6	–	–	–
Radio operators.....	14	13	1	36.7	7.90	–	–	–	–	–	7.1	7.1	14.3	14.3	7.1	21.4	–	14.3	14.3	–	–	–	–
Marine coastal station operators.....	108	107	1	37.5	8.58	–	–	–	–	–	–	–	25.9	10.2	4.6	4.6	2.8	7.4	22.2	22.2	–	–	–
Cable operators.....	110	87	23	37.5	7.86	–	–	–	–	.9	21.8	9.1	.9	.9	.9	.9	42.7	21.8	–	–	–	–	–
Teletype-multiplex operators.....	440	350	90	37.5	8.13	–	–	–	–	5.0	4.8	4.3	4.8	7.3	6.1	10.7	47.3	1.8	3.9	4.1	–	–	–
Telephone operators.....	51	35	16	37.5	8.51	–	–	–	–	–	2.0	5.9	–	–	9.8	2.0	78.4	–	–	2.0	–	–	–
All other operators.....	45	35	10	37.5	9.29	–	–	–	–	–	–	–	2.2	–	4.4	11.1	2.2	24.4	55.6	–	–	–	–
Messengers.....	102	97	5	35.0	3.59	61.8	30.4	2.9	–	2.0	1.0	1.0	1.0	–	–	–	–	–	–	–	–	–	–
Foot and bicycle.....	98	93	5	34.9	3.53	64.3	30.6	3.1	–	–	–	1.0	1.0	–	–	–	–	–	–	–	–	–	–
Motor.....	4	4	–	37.5	4.95	–	25.0	–	–	50.0	25.0	–	–	–	–	–	–	–	–	–	–	–	–
Construction, installation, maintenance, and other technical employees.....	1,053	1,026	27	37.5	9.76	–	–	–	.4	1.1	1.9	2.8	2.7	4.7	4.5	9.1	7.2	5.5	6.1	31.2	4.1	6.6	12.2
Supervisors.....	138	138	–	37.3	13.13	–	–	–	–	–	–	–	–	–	–	–	–	–	2.9	3.6	5.1	4.3	84.1
Mechanics and maintenance technicians.....	542	521	21	37.6	8.95	–	–	–	.4	2.2	3.1	2.2	3.5	5.9	6.5	10.5	9.8	3.5	9.0	39.3	3.5	.6	–
Radio operating technicians.....	77	75	2	37.5	9.38	–	–	–	–	–	–	–	–	–	3.9	28.6	5.2	7.8	10.4	44.2	–	–	–
Radio telegraph riggers.....	4	4	–	37.5	9.42	–	–	–	–	–	–	–	–	–	–	25.0	–	25.0	–	50.0	–	–	–
Others.....	292	288	4	37.5	9.77	–	–	–	.7	–	1.0	5.8	3.1	6.2	3.1	5.5	6.5	11.0	1.0	25.7	5.8	20.5	4.1
Building service employees.....	82	81	1	37.5	7.31	–	–	4.9	2.4	6.1	8.5	3.7	18.3	25.6	4.9	4.9	1.2	2.4	–	15.9	1.2	–	–
All employees, not elsewhere classified.....	8	8	–	37.5	8.25	–	–	–	–	–	–	–	–	25.0	37.5	–	–	25.0	12.5	–	–	–	–

[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.

[2] See appendix for definitions of hours and rates used in this bulletin.

NOTE: Dash (–) indicates that no data were reported. Because of rounding, sums of individual items may not equal 100.

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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 37 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 for 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

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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.

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Industry Wage Studies

The most recent reports 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 the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1978-79. BLS Bulletin 2064
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, 1972. BLS Bulletin 1763
Flour and Other Grain Mill Products, 1977. BLS Bulletin 2026
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 Shirts and Separate Trousers, 1978. BLS Bulletin 2035
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
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719[1]
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, 1977. BLS Bulletin 2021
Shipbuilding and Repairing, 1976. BLS Bulletin 1968
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694[1]
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[1]
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728[1]
Women's and Misses' Dresses, 1977. BLS Bulletin 2007
Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930

Nonmanufacturing

Appliance Repair Shops, 1975. BLS Bulletin 1936
Auto Dealer Repair Shops, 1978. BLS Bulletin 2060
Banking and Life Insurance, 1976. BLS Bulletin 1988
Bituminous Coal Mining, 1976. BLS Bulletin 1999
Communications, 1977. BLS Bulletin 2029
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[1]
Electric and Gas Utilities, 1978. BLS Bulletin 2040
Hospitals, 1975-76. BLS Bulletin 1949
Hotels and Motels, 1978. BLS Bulletin 2055
Laundry and Cleaning Services, 1968. BLS Bulletin 1645[1]
Metal Mining, 1977. BLS Bulletin 2017
Motion Picture Theatres, 1966. BLS Bulletin 1542[1]
Nursing Homes and Related Facilities, 1976. BLS Bulletin 1964[1]
Oil and Gas Extraction, 1977. BLS Bulletin 2014
Scheduled Airlines, 1975. BLS Bulletin 1951
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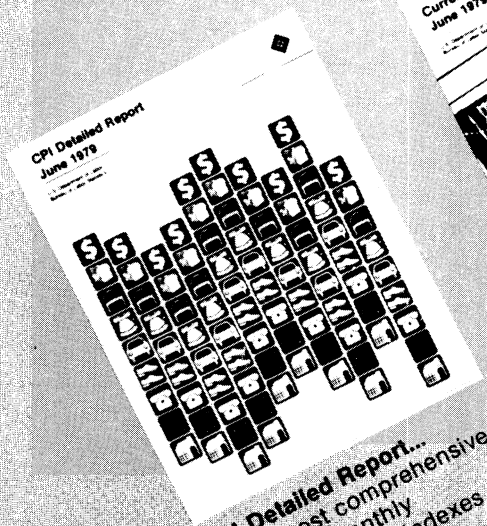

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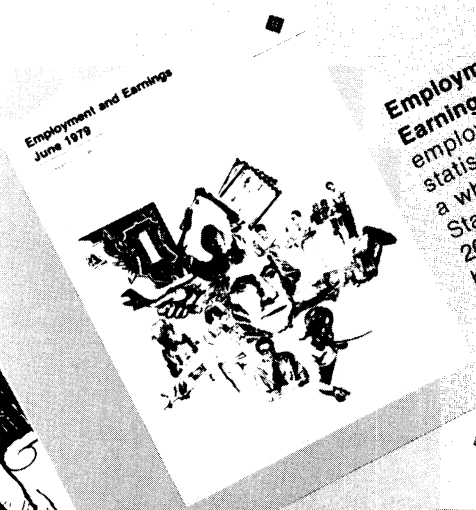

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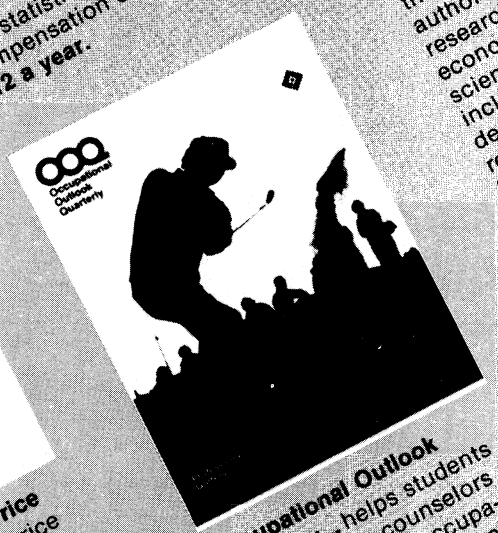

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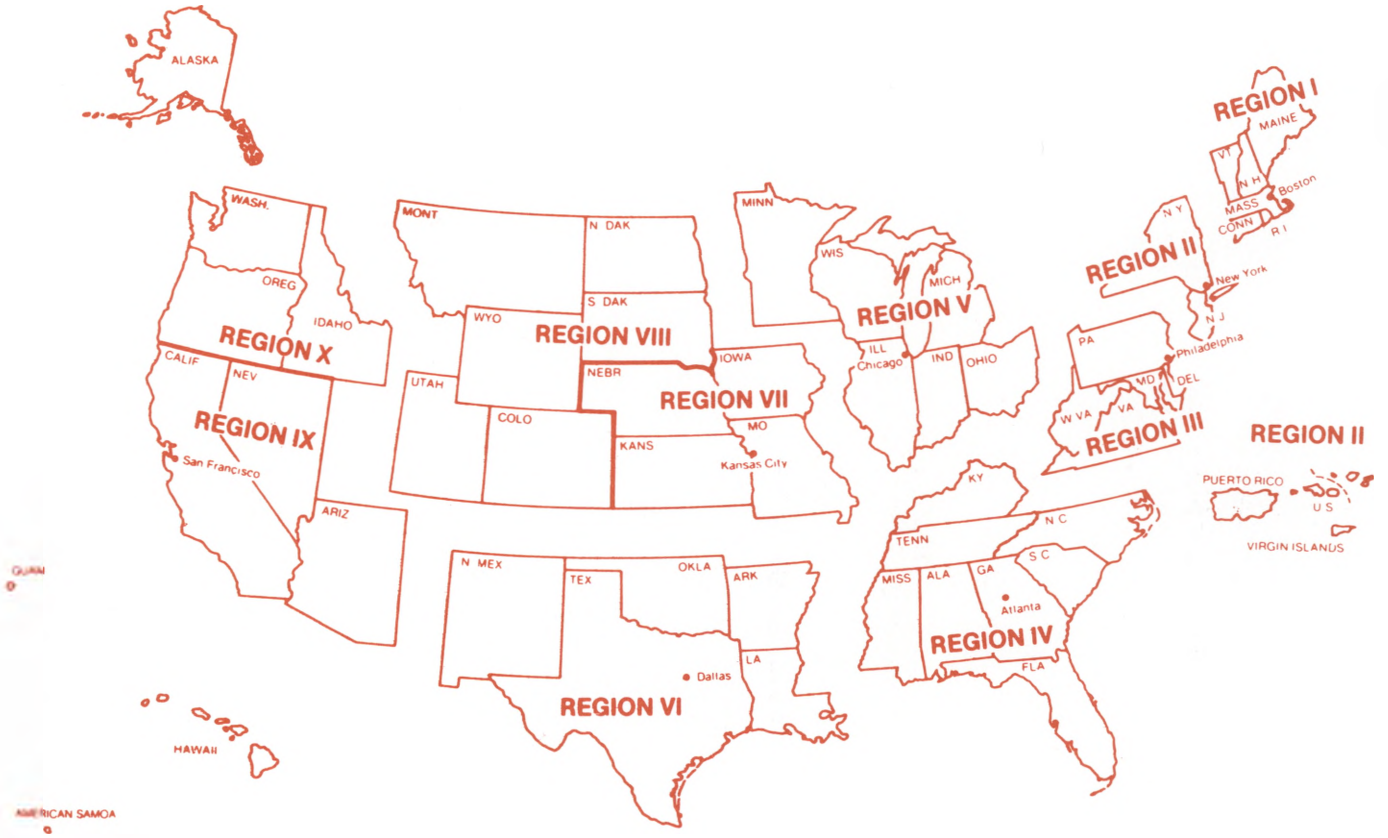

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