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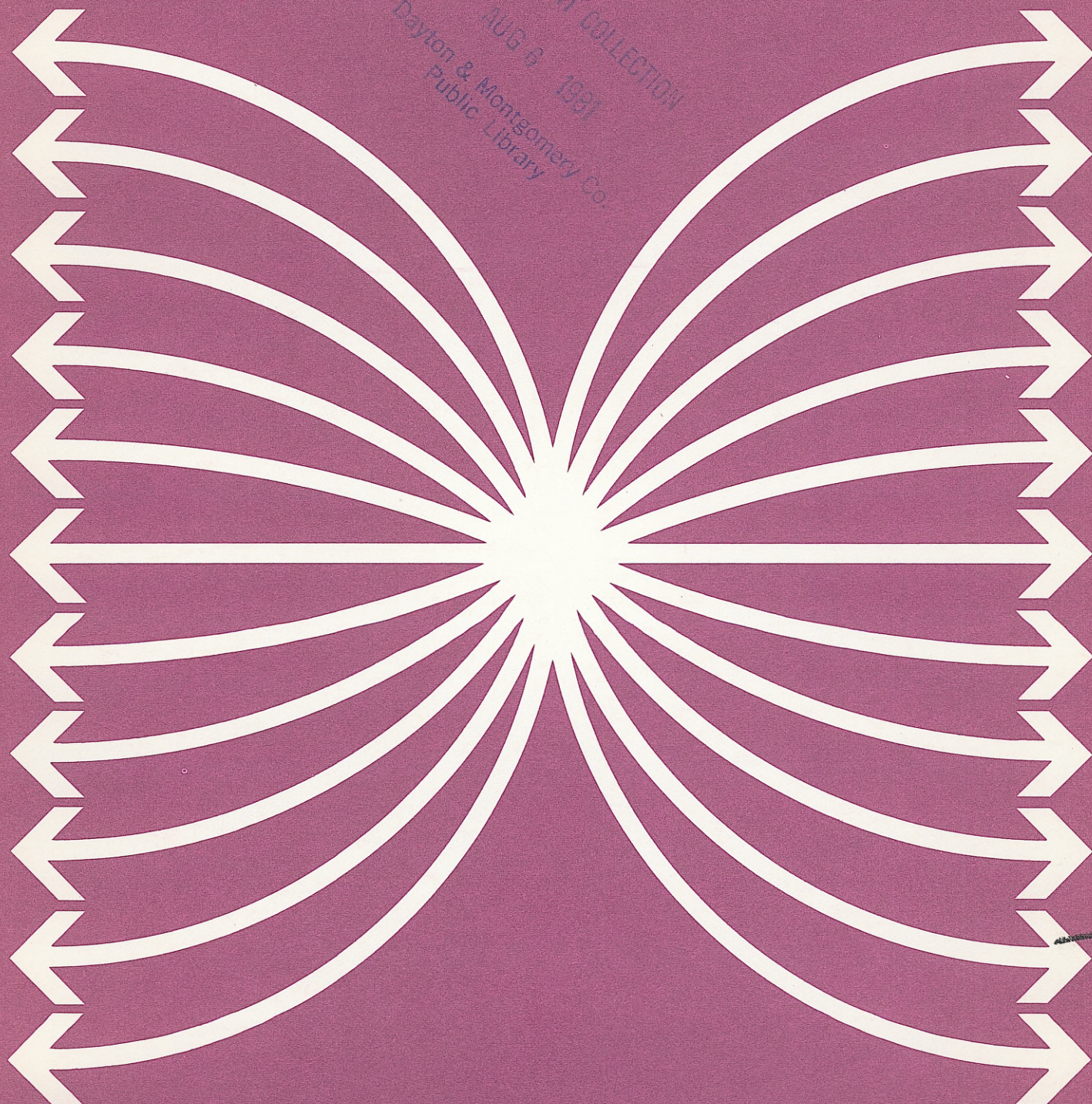
Industry Wage Survey: Communications, October-December 1979



U.S. Department of Labor
Bureau of Labor Statistics
July 1981

Bulletin 2100

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Industry Wage Survey: Communications, October-December 1979

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U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
July 1981

Bulletin 2100

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Preface

This summary of data on employment and hourly rates of pay in the communications industry in 1979 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. Carl F. Prieser and Harry B. Williams of the Division of Occupational Wage Structures prepared the analysis in the 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, 1979

Summary

The 1979 survey covered about 903,700 workers of major telephone carriers and nearly 16,000 telegraph workers. Combined, they accounted for nine-tenths of the Nation's approximately 1 million workers in telephone and wire telegraph communications. Bell System carriers employed over nine-tenths of the surveyed telephone workers; Western Union employees made up seven-tenths of the telegraph workers studied.

Telephone carrier employees averaged \$9.21 an hour in December 1979.¹ Wage rates for Bell System carriers averaged \$9.34—23 percent higher than for non-Bell carriers (\$7.61). Wage rates for the nonmessenger work force of five international carriers averaged \$10.16 an hour compared with \$8.38 for similar employees of the Western Union Telegraph Company.

From the 1978 survey to the 1979 survey, wage levels for the principal telephone carriers rose 9.3 percent; for the international telegraph carriers, 4.9 percent; and for the Western Union Telegraph Company, 6.9 percent. The 1978–79 increases were all below the average increases for the 1970's. Over the last 10 years, the average annual increases were 9.8 percent for the telephone carriers, 9.4 percent for the international carriers, and 8.9 percent for Western Union.

Highlights of the 1979 survey results and recent wage trends are presented below. A detailed analysis of long-term wage patterns is available from *Industry Wage Survey: Communications, October–December 1976*, BLS Bulletin 1991 (1978).

Telephone carriers

In December 1979, straight-time hourly earnings of the 903,656 telephone workers employed by the Nation's principal carriers averaged \$9.21. Individual earnings of just over four-fifths of the workers fell within a range of \$3.50 to \$11.50 an hour. Almost all of the remaining workers earned over \$11.50. Hourly earnings for the middle 50 percent of the work force ranged between \$7.20 and \$10.58. 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

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.

which vary within a given occupation by length of employee service.

The occupations presented in tables 1 through 4 represent the full spectrum of activities performed by employees in the telephone industry. In December 1979, average hourly earnings among the major occupational categories ranged from \$6.87 for telephone operators to \$13.89 for professional and semiprofessional employees. Construction, installation, and maintenance employees were the largest employment group with almost 330,000 workers; hourly earnings for these workers averaged \$9.51. Some other numerically important job classifications and their hourly averages were: Business office and sales employees (\$8.85); building, supplies, and motor vehicle employees (\$8.60); and clerical employees (\$7.83).

Employees of the Bell System carriers held a 23-percent average wage advantage over those of non-Bell carriers—\$9.34 compared to \$7.61 an hour. Similar pay relationships were also found among the various occupational groups studied. Occupational averages for non-Bell workers ranged from 70 to 80 percent of those for Bell employees. The non-Bell construction, installation, and maintenance employees were the exception, earning almost 90 percent as much as Bell employees. Differences between the worker groups narrowed slightly when weekly earnings were compared, reflecting the longer average workweeks of non-Bell workers in some occupational groups.

Telephone workers in the Middle Atlantic States recorded the highest average—\$10.39 an hour. Other regional averages were between \$8.56 and \$9.69 an hour in December 1979. Some 55,600 employees could not be allocated to individual regions but were included in the nationwide total. Slightly over seven-eighths of these were employees of the American Telephone and Telegraph Company's Long Lines and General Departments; they averaged \$11.75 an hour.²

The 9.3-percent increase from 1978 to 1979 was over 3 percentage points higher than the increase from 1977 to 1978. For the decade, December 1969 through December 1979, the average increase was 9.8 percent.

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 6,618 workers averaging \$9.18 an hour.

Western Union Telegraph Company

Hourly wage rates for Western Union's nonmessenger employees averaged \$8.38 in October 1979. This was 6.9 percent above the \$7.84 average reported in the previous year. The average for the 448 messengers employed by the Western Union Telegraph Co. in October 1979 was \$5.45 an hour—up 8.6 percent from a year earlier. Within the messenger category, motor messengers held a 47-percent average wage advantage over those who either walked or used bicycles to perform their duties—\$5.68 compared to \$3.87 an hour (table 5).

The Western Union Telegraph Co., a subsidiary of Western Union Corporation, is a communications common carrier engaged primarily in providing telecommunications services to business, government, and the public. The Telegraph Company has seven service categories: Switched record services, commercial services, public services, electronic mail, satellite system services, broadcast services, and contract maintenance.³

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

Under terms of the 3-year agreements, workers who were in the bargaining units of the CWA and UTW initially received across-the-board wage increases of approximately 8 percent, effective July 28, 1979; other wage increases were scheduled to be granted over the duration of the contracts.⁴

Established rate ranges are provided for all classifications covered by UTW and CWA agreements. Advancement through the several progression steps is automatic after specified periods of service for employees meeting requirements of the job. Differences between the starting and maximum rates for some occupations amounted to at least \$1 an hour.

Among the major occupational groups studied in October 1979, the professional and semiprofessional staff recorded the highest average—\$11.89 an hour. Construction, installation, and maintenance employees (the

largest employment group studied with just over one-third of the work force) averaged \$9.36 an hour. Other key employee groups and their average hourly rates were: Telegraph office superintendents and managers (\$8.13); sales employees (\$7.77); clerical employees (\$7.62); building service employees (\$6.74); and telegraph operators (\$6.52).

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 \$4 and \$5 for the 240 operators-in-training and between \$4.50 and \$5.50 for nearly three-fifths of the laborers.

In October 1979, Western Union had 10,900 employees—down 3 percent from the 1978 level and down 50 percent from 1970.

International telegraph carriers

Wage rates for the five international telegraph carriers included in the October 1979 survey averaged \$10.04 an hour, up 4.9 percent from October 1978.⁵ The nearly 4,700 nonmessenger employees, accounting for almost all of the work force of the five companies, averaged \$10.16 an hour in October 1979. The lowest paid employee group, messengers, averaged \$3.62 an hour. Among other major employee groups, average hourly rates were \$13.70 for professional and semiprofessional employees, and \$15.20 for office or station superintendents and assistants. Average wage rates for nonsupervisory clerical employees, operators, building service employees, sales employees, and construction, installation, maintenance, and other technical employees fell within the \$7 to \$11 range (table 6).

The 5.2-percent employment increase from 1978 to 1979 reversed 3 straight years of decreases. Among the major occupational groups studied, the changes in employment were mixed. The three largest groups—construction, installation, and other technical employees; clerical employees; and operators—all increased between 8 and 11 percent. The professional and semiprofessional employees and building service employees showed declines of about 3 percent; while messengers declined 17 percent, all in the foot and bicycle category.

Men made up four-fifths of the work force in October 1979 and were predominant in every occupational area except nonsupervisory clerical workers. Nearly 3 out of every 5 women were nonsupervisory clerical workers; of the remainder, nearly one-fourth were sales workers. Overall averages for these two job categories were \$7.60 and \$11.01 an hour, respectively.

³For more details, see Western Union Corporation, *1979 Annual Report* (Upper Saddle River, New Jersey 07458).

⁴"Selected Wage and Benefit Changes," in *Current Wage Developments*, November 1979.

⁵The 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:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1979

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -																	
	Total	Men	Women			Under \$3.50	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50	\$10.00	\$10.50	\$11.00	\$11.50 and over
							-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
							\$3.99	\$4.49	\$4.99	\$5.49	\$5.99	\$6.49	\$6.99	\$7.49	\$7.99	\$8.49	\$8.99	\$9.49	\$9.99	\$10.49	\$10.99	\$11.49	
All employees, except officials and managerial assistants.....	903,656	428,755	474,901	38.5	\$9.21	0.3	0.5	2.3	3.7	3.9	3.3	2.8	5.1	10.0	7.0	6.2	4.2	6.7	8.5	9.6	5.2	2.7	17.9
Part-time employees, including officials and managerial assistants.....	11,894	1,498	10,396	22.9	6.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees.....	110,397	73,975	36,422	38.2	13.89	.8	(⁰)	.1	.1	.1	.2	.3	.4	.8	1.2	1.7	1.9	2.3	2.8	3.4	3.5	4.8	75.8
Drafters.....	1,712	712	1,000	36.7	8.05	.1	.3	3.0	3.3	4.9	5.5	4.3	5.4	13.3	14.9	8.0	6.7	3.4	4.7	3.6	4.8	2.0	11.7
Others.....	108,685	73,263	35,422	38.2	13.97	.8	(⁰)	(⁰)	(⁰)	.1	.1	.2	.3	.6	1.0	1.6	1.8	2.2	2.8	3.4	3.5	4.9	76.8
Business office and sales employees.....	100,906	26,264	74,642	37.8	8.85	.5	.3	1.8	3.5	5.1	5.0	4.3	3.3	5.7	9.5	14.6	10.0	4.4	5.5	2.4	2.8	2.8	18.4
Supervisors.....	9,765	1,650	8,115	38.4	11.41	.7	-	(⁰)	(⁰)	(⁰)	.1	.1	.2	.3	.9	1.6	2.4	3.4	6.9	13.5	11.8	10.5	47.6
Nonsupervisory employees.....	91,141	24,614	66,527	37.8	8.58	.5	.3	2.0	3.9	5.6	5.5	4.8	3.6	6.3	10.4	16.0	10.8	4.5	5.4	1.2	1.8	2.0	15.3
Clerical employees.....	203,965	30,439	173,526	38.0	7.83	.3	.9	3.8	5.0	5.3	4.4	4.2	7.6	20.3	14.1	9.7	4.5	2.8	2.3	2.3	1.8	1.6	9.1
Supervisors.....	19,506	5,708	13,798	38.2	11.59	.8	(⁰)	(⁰)	(⁰)	.1	.2	.4	2.8	2.3	4.5	5.5	6.2	6.4	8.3	8.1	8.2	48.0	
Nonsupervisory.....	184,459	24,731	159,728	38.0	7.43	.2	1.0	4.2	5.5	5.8	4.9	4.6	8.3	22.4	15.4	10.2	4.4	2.5	1.9	1.7	1.2	1.0	5.0
Commercial department.....	28,876	2,037	26,839	37.4	6.80	.2	1.3	6.4	7.6	9.1	5.8	5.2	11.3	20.4	14.7	8.9	4.7	1.7	.7	.6	.3	.1	9
Traffic department.....	9,746	458	9,288	37.8	7.35	.2	1.2	1.6	2.6	3.7	4.4	2.9	7.2	36.1	22.0	7.3	4.8	1.4	1.0	.8	.4	.2	0
Plant department.....	33,891	3,106	30,785	38.6	6.86	.2	1.3	4.8	6.5	6.6	5.7	6.6	13.5	30.8	9.1	7.3	2.0	1.3	1.4	1.0	.8	.2	9
Accounting department.....	35,822	4,653	31,169	37.8	7.42	.2	.7	3.6	5.3	5.1	4.4	4.0	5.4	20.3	20.8	13.1	7.0	3.4	1.3	1.0	.8	.6	2.9
All other departments.....	76,124	14,477	61,647	38.0	7.95	.2	.8	3.6	4.8	4.9	4.4	3.9	6.4	18.5	15.1	11.0	4.0	3.0	2.9	2.8	1.9	1.9	9.9
Telephone operators.....	128,214	10,803	117,411	36.6	6.87	.2	1.8	6.3	10.9	9.1	5.7	3.4	11.7	21.8	9.3	4.1	3.5	4.6	1.4	1.0	1.1	.9	3.2
Chief operators.....	8,603	627	7,976	38.3	10.94	.5	(⁰)	(⁰)	(⁰)	.1	.1	.4	1.0	1.8	1.6	2.6	5.4	11.4	10.5	10.3	10.0	10.6	33.6
Service assistants and instructors.....	7,773	457	7,316	36.8	8.09	.3	.2	3.1	1.0	1.7	2.6	2.5	5.6	22.8	21.1	13.3	5.5	6.1	5.5	2.3	2.4	1.6	5.0
Experienced switchboard operators.....	94,945	5,888	89,057	36.3	6.74	.2	2.2	2.7	7.0	9.6	6.8	4.2	15.1	27.3	10.6	4.2	3.7	4.6	.5	.2	.3	.1	7
Operators in training.....	16,684	3,802	12,882	37.1	4.81	.1	1.4	32.7	43.2	14.2	4.0	1.3	.8	.4	.2	.1	.1	.2	.3	.1	.8	.1	1
Other switchboard employees.....	209	29	180	38.8	10.71	-	-	.5	1.0	-	1.4	1.4	2.9	4.8	20.1	5.7	3.3	2.9	3.8	1.9	4.8	7.7	37.8
Construction, installation, and maintenance employees.....	329,725	267,117	62,608	39.9	9.51	.2	.1	.7	1.5	2.1	2.0	1.8	3.0	3.8	2.6	3.4	3.2	11.8	18.1	22.0	10.1	3.4	10.2
Supervisors of telephone craft workers.....	43,419	38,459	4,960	39.9	11.65	.9	-	(⁰)	(⁰)	(⁰)	(⁰)	(⁰)	.1	.2	.5	1.0	1.6	2.8	6.1	9.4	11.9	65.3	
Central office craft workers.....	132,305	82,305	50,000	39.7	9.07	.1	.2	1.2	2.0	2.0	1.7	1.7	5.3	7.6	4.3	5.6	3.8	9.7	16.1	21.5	10.6	3.7	2.9
Test board and repeater workers.....	25,066	19,881	5,185	39.9	9.86	.1	(⁰)	.3	.6	.9	1.0	1.1	2.2	2.4	1.4	1.7	1.8	7.1	19.2	33.4	16.8	5.8	4.1
Central office repairers.....	50,941	43,233	7,708	39.9	9.78	(⁰)	.3	.5	.7	.8	.9	1.7	3.3	2.4	2.3	1.7	10.9	20.1	31.3	14.7	5.7	2.7	
Others.....	56,298	19,191	37,107	39.5	8.08	.1	.5	2.5	4.0	3.7	2.9	2.8	10.0	13.8	7.2	10.3	6.5	9.8	11.1	7.3	4.1	.9	2.5
Installation and exchange repair craft workers.....	99,084	94,160	4,924	40.1	9.32	(⁰)	(⁰)	.5	1.2	2.6	2.6	2.4	1.5	1.6	1.7	2.4	3.5	16.2	23.9	27.3	11.2	.6	.8
PBX and station installers.....	45,964	43,016	2,948	40.3	9.09	(⁰)	(⁰)	.5	1.7	3.6	3.8	3.3	2.0	2.3	2.1	1.5	4.3	12.6	23.1	26.8	11.4	.3	.5
Exchange repairers.....	30,758	29,774	984	39.9	9.65	(⁰)	(⁰)	.7	.5	1.5	1.2	1.5	.9	.6	.7	2.0	1.1	15.1	28.0	27.5	17.3	.8	.6
Others.....	22,362	21,370	992	40.0	9.33	(⁰)	(⁰)	.4	1.2	1.9	1.9	1.7	1.3	1.6	2.4	4.8	5.0	25.4	20.0	27.9	2.2	.7	1.6
Line, cable, and conduit craft workers.....	54,820	52,111	2,709	40.0	9.22	.1	.1	.4	1.9	3.1	3.2	2.6	2.2	1.8	2.2	2.2	3.2	16.8	24.4	26.0	7.7	1.0	1.3
Line workers.....	13,681	13,155	526	40.0	8.54	.1	.1	1.0	4.7	7.1	5.5	4.0	3.0	2.5	2.6	2.2	4.0	19.2	21.3	15.3	5.3	1.1	1.0
Cable splicers.....	39,514	37,478	2,036	40.0	9.44	(⁰)	(⁰)	.8	1.6	2.4	2.1	1.9	1.6	1.9	2.1	2.9	16.4	26.2	30.4	8.4	.5	.6	
Cable splicers' helpers.....	503	436	67	40.0	6.78	.4	1.2	3.0	18.7	12.1	9.7	3.6	3.2	3.6	15.7	7.4	7.4	6.8	4.4	2.8	.2	-	-
Others.....	1,122	1,042	80	39.9	10.71	.9	-	.6	.1	.6	.9	3.1	.9	.4	.3	1.5	5.3	10.0	13.1	14.5	17.5	30.2	-
Laborers.....	97	82	15	37.1	7.15	1.0	-	10.3	1.0	6.2	5.2	6.2	25.8	2.1	2.1	40.2	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	25,276	18,512	6,764	39.2	8.60	.3	.5	2.0	2.8	3.0	4.5	4.8	6.3	7.3	8.8	11.7	5.5	8.6	7.2	8.3	5.2	3.2	9.9
Supervisors.....	3,066	2,634	432	39.8	11.56	1.0	-	(⁰)	.1	.1	.2	.2	.8	1.1	.8	1.7	2.2	3.3	5.5	8.4	8.6	10.7	55.3
Mechanics.....	4,477	4,104	373	39.8	9.43	.1	.6	.6	1.2	1.4	1.9	1.8	3.1	2.1	5.2	9.0	4.4	9.2	15.8	24.6	11.0	2.8	5.4
Other building service employees.....	5,924	3,376	2,548	37.7	6.52	.6	1.2	5.9	6.2	5.8	11.5	13.7	18.6	14.8	13.6	4.0	.8	.4	.3	.5	.2	.1	1.7
Other supplies and motor vehicle employees.....	11,809	8,398	3,411	39.6	8.51	.1	.3	1.1	2.3	2.9	3.1	2.7	2.9	7.1	9.8	19.2	9.1	14.0	7.9	6.0	4.6	3.0	4.0
All employees not elsewhere classified.....	5,173	1,645	3,528	38.0	9.19	.7	.8	1.2	2.1	4.9	7.0	5.9	3.5	4.6	14.8	2.8	10.3	14.4	3.5	2.3	2.1	1.4	17.8

¹ Covers 62 telephone carriers which have annual operating revenues exceeding \$1 million. 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.

³ Less than 0.05 percent.

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

Table 2. Bell System telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1979

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -																		
	Total	Men	Women			Under \$3.50	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50	\$10.00	\$10.50	\$11.00	\$11.50 and over	
							\$3.99	\$4.49	\$4.99	\$5.49	\$5.99	\$6.49	\$6.99	\$7.49	\$7.99	\$8.49	\$8.99	\$9.49	\$9.99	\$10.49	\$10.99	\$11.49		
All employees, except officials and managerial assistants.....	836,442	392,759	443,683	38.5	\$9.34	0.3	0.2	2.1	3.6	3.6	2.8	2.5	5.1	10.3	7.1	6.1	3.9	6.6	8.7	10.2	5.4	2.8	18.9	
Part-time employees, including officials and managerial assistants.....	8,669	1,027	7,642	23.3	6.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Professional and semiprofessional employees.....	102,549	68,332	34,217	38.1	14.18	.9	(^a)	(^a)	.1	(^a)	.1	.1	.2	.4	.8	1.3	1.5	1.9	2.5	3.1	3.2	4.7	79.3	
Drafters.....	1,188	455	733	35.5	8.54	.2	-	1.0	2.7	2.8	2.7	3.7	5.0	13.3	14.1	8.5	4.0	4.8	6.5	5.1	6.9	2.9	15.8	
Others.....	101,361	67,877	33,484	38.1	14.24	.9	(^a)	(^a)	(^a)	(^a)	(^a)	.1	.1	.2	.7	1.2	1.5	1.9	2.4	3.0	3.2	4.7	80.0	
Business office and sales employees.....	95,379	25,465	69,914	37.8	8.96	.5	.2	1.6	3.4	4.9	4.4	3.9	3.1	4.9	9.9	15.2	10.4	4.5	5.7	2.4	2.8	2.9	19.2	
Supervisors.....	8,911	1,235	7,676	38.2	11.53	.7	-	(^a)	(^a)	(^a)	.1	.1	.1	.1	.6	1.1	1.6	2.7	6.3	13.6	12.1	10.7	50.3	
Nonsupervisory employees.....	86,468	24,230	62,238	37.7	8.69	.5	.2	1.7	3.8	5.4	4.9	4.3	3.4	5.4	10.8	16.7	11.3	4.7	5.6	1.3	1.9	2.1	16.0	
Clerical employees.....	190,715	28,957	161,758	38.0	7.97	.2	.5	3.3	4.6	4.6	3.4	3.3	3.7	6.6	21.4	15.0	10.1	4.8	3.0	2.3	2.4	1.9	1.7	9.7
Supervisors.....	18,867	5,332	13,535	38.2	11.65	.9	(^a)	(^a)	(^a)	(^a)	.1	.1	.2	.6	2.2	4.5	5.5	6.3	6.1	8.3	8.1	8.3	49.0	
Nonsupervisory.....	171,848	23,625	148,223	37.9	7.56	.2	.5	3.7	5.1	5.1	3.8	3.7	8.4	23.7	16.4	10.7	4.7	2.6	1.9	1.8	1.2	1.0	5.4	
Commercial department.....	26,470	1,961	24,509	37.4	6.93	.1	.8	5.8	7.2	7.5	4.9	4.7	11.6	22.0	16.1	9.7	5.1	1.8	.7	.7	.3	.1	1.0	
Traffic department.....	8,877	428	8,449	37.9	7.48	.2	.3	1.1	2.0	2.5	2.5	2.4	6.6	39.2	24.2	8.0	5.2	1.5	.8	.8	.3	.4	2.1	
Plant department.....	29,131	2,459	26,672	38.6	7.03	.1	.5	3.9	5.9	5.4	3.9	4.3	14.5	35.3	10.1	7.4	2.4	1.4	1.5	1.2	1.0	.2	1.0	
Accounting department.....	34,374	4,584	29,790	37.7	7.49	.1	.5	3.3	5.1	4.8	3.6	3.3	5.5	21.0	21.6	13.6	7.3	3.5	1.3	1.0	.8	.6	3.0	
All other departments.....	72,996	14,193	58,803	38.0	8.04	.2	.5	3.4	4.5	4.5	3.6	3.4	6.3	19.1	15.6	11.4	4.2	3.1	3.0	2.9	2.0	1.9	10.3	
Telephone operators.....	117,863	10,230	107,633	36.5	6.99	.1	.4	5.8	10.9	8.4	4.4	3.3	12.4	23.5	10.0	4.4	3.7	4.9	1.5	1.0	.9	.9	3.4	
Chief operators.....	7,971	591	7,380	38.1	11.12	.6	(^a)	(^a)	(^a)	.1	.1	.1	.2	.3	.7	2.1	5.1	11.7	11.0	10.8	10.5	11.2	35.4	
Service assistants and instructors.....	7,297	371	6,926	36.5	8.13	.3	.2	.2	.8	1.3	2.1	1.9	5.1	23.7	22.2	13.8	5.6	6.2	5.7	2.2	2.0	1.5	5.2	
Experienced switchboard operators.....	85,976	5,480	80,496	36.2	6.92	.1	.3	1.5	6.5	8.6	5.1	4.1	16.4	30.0	11.7	4.7	4.1	5.1	.5	.2	.1	.1	.8	
Operators in training.....	16,455	3,766	12,689	37.0	4.73	(^a)	1.4	33.1	43.8	14.4	4.0	1.3	.8	.4	.2	.1	.1	(^a)	.1	(^a)	(^a)	(^a)	.1	
Other switchboard employees.....	164	22	142	38.3	11.39	-	-	.6	-	-	-	-	.6	-	22.0	4.3	1.2	2.4	4.9	2.4	6.1	9.8	45.1	
Construction, installation, and maintenance employees.....	303,055	242,354	60,701	39.9	9.59	.2	.1	.7	1.5	2.0	1.9	1.7	2.9	3.6	1.9	2.6	2.1	11.4	18.7	23.7	10.9	3.5	10.7	
Supervisors of telephone craft workers.....	40,066	35,292	4,774	39.9	11.72	1.0	-	(^a)	(^a)	(^a)	(^a)	1.6	5.5	7.7	3.6	5.1	3.1	8.8	16.1	22.8	11.3	3.9	68.5	
Central office craft workers.....	124,365	75,344	49,021	39.7	9.12	.1	.2	1.3	2.1	2.0	1.6	1.6	5.5	7.7	3.6	5.1	3.1	8.8	16.1	22.8	11.3	3.9	3.0	
Test board and repeater workers.....	24,281	19,285	4,996	39.9	9.92	.1	(^a)	.3	.7	.9	.9	1.1	2.2	2.2	.9	1.0	1.2	7.1	19.5	34.5	17.3	6.0	4.2	
Central office repairers.....	47,260	39,915	7,345	39.9	9.89	(^a)	(^a)	.3	.5	.7	.6	.7	1.7	3.0	.9	1.2	.9	10.8	20.4	33.6	15.8	6.1	2.9	
Others.....	52,824	16,144	36,680	39.5	8.04	.1	.5	2.6	4.1	3.8	2.9	2.7	10.5	14.5	7.2	10.6	6.1	7.9	10.8	7.8	4.4	1.0	2.7	
Installation and exchange repair craft workers.....	88,301	84,049	4,252	40.1	9.44	(^a)	(^a)	.6	1.2	2.3	2.4	2.2	1.1	.7	.7	.8	1.5	16.6	25.5	30.6	12.5	.6	.5	
PBX and station installers.....	40,502	37,645	2,857	40.3	9.25	(^a)	(^a)	.5	1.6	3.4	3.8	3.2	1.5	.9	.8	1.0	1.3	12.1	25.6	30.4	13.0	.4	.6	
Exchange repairers.....	29,074	28,245	829	40.0	9.72	(^a)	(^a)	.7	.6	1.2	1.1	1.4	.9	.4	.6	.5	1.0	15.6	27.2	29.1	18.3	.9	.6	
Others.....	18,725	18,159	566	40.0	9.45	(^a)	(^a)	.5	1.2	1.8	1.5	1.3	.7	.7	.5	.8	2.9	27.9	22.9	33.3	2.6	.8	.4	
Line, cable, and conduit craft workers.....	50,323	47,669	2,654	40.0	9.34	.1	(^a)	.4	1.7	2.8	3.1	2.4	1.8	1.3	1.2	1.2	1.5	17.2	26.2	28.4	8.4	1.1	1.4	
Line workers.....	12,014	11,505	509	40.0	8.74	.1	.1	1.0	4.2	6.6	5.1	3.6	1.9	1.1	1.5	1.5	2.2	21.5	23.8	17.4	6.0	1.2	1.1	
Cable splicers.....	36,881	34,875	2,006	40.0	9.52	(^a)	(^a)	.1	.8	1.6	2.4	2.1	1.8	1.3	.9	1.0	1.3	16.2	27.7	32.6	9.1	.5	.7	
Cable splicers' helpers.....	377	316	61	40.0	6.74	.3	.3	3.2	20.7	11.4	10.1	3.2	1.9	4.8	19.6	8.8	1.1	5.3	5.6	3.7	.3	-	-	
Others.....	1,051	973	78	39.9	10.86	1.0	-	-	.1	-	.3	.5	.5	.9	.5	.2	.9	5.0	10.7	14.0	15.5	18.6	31.5	
Laborers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees.....	22,066	16,063	6,003	39.2	8.84	.2	.2	1.0	1.5	2.2	4.2	4.7	6.2	6.5	8.8	12.3	5.7	9.4	7.8	9.2	5.8	3.5	10.9	
Supervisors.....	2,671	2,282	389	39.7	11.86	1.2	-	-	-	-	-	(^a)	.1	.2	.7	.9	1.3	2.4	3.7	7.6	8.5	11.0	62.4	
Mechanics.....	3,704	3,516	188	39.9	9.76	(^a)	-	.1	.5	1.0	1.4	1.3	.7	1.3	3.6	5.4	4.3	9.9	18.8	29.7	13.3	3.4	5.3	
Other building service employees.....	5,143	2,836	2,307	37.7	6.75	.1	.4	2.9	4.9	4.5	12.4	15.2	20.9	17.0	15.3	4.4	.9	.3	.3	.3	.3	.1	1.8	
Other supplies and motor vehicle employees.....	10,548	7,429	3,119	39.6	8.71	(^a)	.2	.7	1.5	2.1	2.4	1.9	2.5	4.9	9.6	21.4	9.6	15.5	8.6	6.7	5.1	3.3	4.2	
All employees not elsewhere classified.....	4,815	1,358	3,457	37.9	9.27	.7	.6	.8	1.8	5.0	7.2	6.1	3.3	4.7	15.6	2.8	10.9	13.2	2.3	2.5	2.1	1.4	18.8	

¹ Covers 25 Bell telephone carriers which have annual operating revenues exceeding \$1 million. 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.

³ Less than 0.05 percent.

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

Table 3. Non-Bell telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1979

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates	Percent of employees receiving -																		
	Total	Men	Women			Under \$3.50	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50	\$10. 00	\$10. 50	\$11. 00	\$11. 50 and over	
							\$3.99	\$4.49	\$4.99	\$5.49	\$5.99	\$6.49	\$6.99	\$7.49	\$7.99	\$8.49	\$8.99	\$9.49	\$9.99	\$10.- 49	\$10.- 99	\$11.- 49		
All employees, except officials and managerial assistants.....	67,214	35,996	31,218	39.1	\$7.61	0.4	4.4	5.0	5.5	8.2	9.9	6.9	4.9	6.6	6.3	7.2	7.8	7.8	6.1	2.3	2.4	1.9	6.3	
Part-time employees, including officials and managerial assistants.....	3,225	471	2,754	21.6	4.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional and semiprofessional employees.....	7,848	5,643	2,205	40.1	10.21	.1	.1	.6	.6	1.4	2.5	2.9	2.9	5.4	5.6	6.3	7.0	6.4	7.1	7.1	7.3	6.3	30.5	
Drafters.....	524	257	267	39.5	7.06	-	1.0	7.6	4.8	9.7	12.0	5.7	6.3	13.2	16.8	6.9	12.8	6.2	6.6	-	6.2	-	2.3	
Others.....	7,324	5,386	1,938	40.1	10.43	.1	(P)	.2	.3	.8	1.8	2.7	2.7	4.8	4.8	6.3	6.5	6.8	7.6	7.6	7.8	6.7	32.5	
Business office and sales employees.....	5,527	799	4,728	38.4	7.10	.1	1.6	6.0	6.0	7.3	15.1	11.5	7.3	19.1	3.7	3.8	2.2	2.2	2.8	3.0	2.0	1.8	4.5	
Supervisors.....	854	415	439	40.1	10.19	.1	-	-	.2	.1	.7	.5	1.9	2.5	4.1	6.4	10.1	11.2	13.0	12.8	8.3	8.0	20.1	
Nonsupervisory employees.....	4,673	384	4,289	38.1	6.51	.1	1.9	7.1	7.1	8.6	17.8	13.5	8.3	22.2	3.6	3.3	.7	.6	.9	1.2	.8	.7	1.7	
Clerical employees.....	13,250	1,482	11,768	38.5	5.91	.7	7.0	9.7	10.3	15.4	18.2	16.1	7.6	4.2	1.8	3.3	.5	.6	1.5	.6	.9	.4	1.1	
Supervisors.....	639	376	263	40.0	9.68	-	-	-	.3	.2	1.6	3.4	6.7	9.1	4.9	5.5	5.6	5.3	15.5	8.9	9.2	6.3	17.5	
Nonsupervisory.....	12,611	1,106	11,505	38.5	5.71	.7	7.3	10.2	10.9	16.2	19.0	16.8	7.6	3.9	1.7	3.2	.3	.4	.8	.2	.4	.1	.2	
Commercial department.....	2,406	76	2,330	37.3	5.36	1.2	7.9	12.6	12.0	27.4	15.4	11.3	7.9	3.0	.2	.5	.1	.1	.3	1.0	.9	.3	1.2	
Traffic department.....	869	30	839	37.5	5.95	.2	10.8	6.8	8.3	16.6	23.5	7.7	13.0	5.2	.3	.7	.1	.3	3.0	1.0	.9	.3	1.2	
Plant department.....	4,760	647	4,113	38.8	5.81	.6	6.3	10.2	10.0	13.7	16.8	20.5	7.0	3.4	3.2	6.6	1.1	.3	1.1	.1	-	.1		
Accounting department.....	1,448	69	1,379	39.2	5.73	.8	6.2	10.7	9.7	13.7	24.2	20.9	3.8	4.1	.9	1.5	.5	.6	.4	.3	1.5	-	.3	
All other departments.....	3,128	284	2,844	38.8	5.73	.7	7.9	9.1	12.5	12.4	21.6	15.9	8.8	5.1	1.3	1.7	.6	.6	.6	.1	.5	.2	.3	
Telephone operators.....	10,351	573	9,778	37.8	5.62	1.1	17.7	12.2	10.4	17.2	20.3	4.8	3.6	3.0	1.0	.9	.8	.9	.8	.5	3.2	.8	.9	
Chief operators.....	632	36	596	40.2	8.71	.3	-	-	-	-	.2	3.8	11.1	21.0	12.5	8.9	8.9	7.8	5.1	3.8	3.5	2.2	10.9	
Service assistants and instructors.....	476	86	390	41.1	7.53	.2	1.1	2.5	4.4	6.7	11.1	12.2	12.4	9.9	4.6	5.5	4.2	4.0	2.7	3.8	8.6	3.2	2.9	
Experienced switchboard operators.....	8,969	408	8,561	37.4	5.14	1.1	20.3	13.9	11.7	19.5	22.8	4.6	2.7	1.3	-	(P)	(P)	-	-	-	1.5	.5	-	
Operators in training.....	229	36	193	39.4	9.81	4.8	1.3	-	.4	-	-	-	-	-	-	-	-	10.5	15.3	4.4	59.0	4.4	-	
Other switchboard employees.....	45	7	38	40.4	8.34	-	-	-	4.4	-	6.7	4.4	11.1	22.2	13.3	11.1	11.1	4.4	-	-	-	-	11.1	
Construction, installation, and maintenance employees.....	26,670	24,763	1,907	39.8	8.56	.1	.1	.4	1.7	3.3	3.3	3.5	3.8	6.4	11.1	12.6	16.2	15.8	11.1	2.4	1.8	1.8	4.6	
Supervisors of telephone craft workers....	3,353	3,167	186	40.0	10.78	.1	-	-	-	-	-	-	.1	.6	.7	2.2	5.2	8.3	11.8	16.2	14.0	14.2	26.7	
Central office craft workers.....	7,940	6,961	979	39.6	8.43	.2	.1	.5	1.2	2.0	3.1	3.5	2.2	4.8	15.3	12.6	13.8	24.2	15.6	.7	.1	.1	.3	
Test board and repeater workers.....	785	596	189	39.9	8.21	.1	-	.1	.4	1.4	3.9	1.9	3.3	8.8	17.7	22.8	20.6	8.8	9.7	.1	-	-	.3	
Central office repairers.....	3,681	3,318	363	39.7	8.31	.3	.1	.1	.8	1.5	3.1	3.0	2.1	6.6	21.9	16.5	12.7	13.2	16.3	1.4	.1	(P)	.3	
Others.....	3,474	3,047	427	39.5	8.60	-	(P)	.9	1.8	2.6	2.9	4.3	2.1	1.9	7.6	6.1	13.5	39.3	16.1	.2	.1	.1	.3	
Installation and exchange repair craft workers.....	10,783	10,111	672	39.8	8.29	(P)	.1	.3	1.6	4.4	3.8	4.3	4.7	8.6	10.5	15.3	19.2	13.3	10.6	.3	-	(P)	2.8	
PBX and station installers.....	5,462	5,371	91	39.9	7.94	-	.1	.5	2.4	5.0	4.1	4.4	5.9	12.2	11.8	5.4	26.8	16.2	4.7	.4	-	(P)	.1	
Exchange repairers.....	1,684	1,529	155	39.4	8.44	-	.3	.7	1.1	6.7	3.2	4.2	1.8	2.7	2.8	26.3	2.8	5.8	42.4	.4	-	-	-	
Others.....	3,637	3,211	426	39.9	8.74	.1	(P)	-	1.2	2.6	3.8	4.0	4.3	6.0	12.2	25.1	15.4	12.6	4.7	-	-	-	8.2	
Line, cable, and conduit craft workers....	4,497	4,442	55	39.9	7.80	(P)	.3	.6	4.1	5.4	4.7	4.2	6.9	8.1	13.2	13.1	21.6	13.0	4.0	.2	(P)	.1	.3	
Line workers.....	1,667	1,650	17	39.9	7.07	.1	.5	1.4	8.6	10.7	8.0	6.7	11.0	12.4	10.4	7.0	16.7	2.8	3.4	-	.1	.1	.2	
Cable splicers.....	2,633	2,603	30	39.9	8.29	-	(P)	.1	.8	1.7	2.4	2.5	3.4	5.9	15.8	17.9	24.7	19.7	4.7	.4	-	.1	.1	
Cable splicers' helpers.....	126	120	6	40.0	6.89	.8	4.0	2.4	12.7	14.3	8.7	4.8	7.1	-	4.0	3.2	26.2	11.1	.8	-	-	-	-	
Others.....	71	69	2	40.1	8.39	-	-	-	8.5	1.4	5.6	7.0	42.3	1.4	-	1.4	11.3	9.9	-	-	-	-	11.3	
Laborers.....	97	82	15	37.1	7.15	1.0	-	10.3	1.0	6.2	5.2	6.2	25.8	2.1	2.1	40.2	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees.....	3,210	2,449	761	39.2	6.97	1.2	3.1	9.2	11.7	8.2	6.3	5.7	7.2	12.4	8.5	7.8	3.9	3.4	3.2	2.1	1.2	1.3	3.6	
Supervisors.....	395	352	43	39.9	9.50	-	-	.3	.5	1.0	1.3	1.5	5.1	7.6	1.8	7.1	7.8	9.4	17.5	13.4	9.1	9.1	7.6	
Mechanics.....	773	588	185	39.5	7.81	.3	3.2	3.5	4.8	3.2	4.4	4.0	14.5	5.7	12.7	26.1	4.5	5.8	1.3	-	-	-	6.0	
Other building service employees.....	781	540	241	38.0	5.07	4.0	6.8	26.1	27.8	14.0	6.1	3.3	3.6	.6	2.6	1.3	.4	1.3	-	1.4	.1	.1	.5	
Other supplies and motor vehicle employees.....	1,261	969	292	39.4	6.79	.4	1.6	4.9	9.5	9.8	9.2	9.5	5.7	25.4	11.7	.9	4.5	1.3	1.9	.4	.1	.3	2.8	
All employees not elsewhere classified.....	358	287	71	39.4	8.19	.3	3.4	6.1	6.7	2.2	3.9	2.5	5.9	2.8	4.5	2.8	1.1	30.7	19.6	-	1.4	2.0	4.2	

¹ Covers 37 non-Bell telephone carriers which have annual operating revenues exceeding \$1 million. 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.

³ Less than 0.05 percent.

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

Table 4. All and Bell System telephone carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1979

Occupational group	United States Number of workers	States Average hourly rates	New England Number of workers	England Average hourly rates	Middle Atlantic Number of workers	Atlantic Average hourly rates	Great Lakes Number of workers	Lakes Average hourly rates	Chesapeake Number of workers	Chesapeake Average hourly rates	Southeast Number of workers	Southeast Average hourly rates	North Central Number of workers	Central Average hourly rates	South Central Number of workers	Central Average hourly rates	Mountain Number of workers	Mountain Average hourly rates	Pacific Number of workers	Pacific Average hourly rates
All telephone carriers																				
All employees, except officials and managerial assistants.....	903,656	\$9.21	54,187	\$9.69	138,955	\$10.39	135,423	\$9.00	51,034	\$8.83	147,522	\$8.64	30,105	\$8.72	100,100	\$8.56	49,495	\$8.68	141,233	\$8.76
Part-time employees, including officials and managerial assistants.....	11,894	6.03	1,393	5.84	2,105	6.77	2,341	6.04	763	5.60	838	5.31	462	6.60	700	5.22	753	5.82	2,199	5.98
Professional and semiprofessional employees.....	110,397	13.89	7,178	14.16	17,183	16.15	16,853	13.22	5,333	13.25	14,570	12.91	3,517	12.75	10,481	12.63	5,740	12.98	14,161	12.75
Drafters.....	1,712	8.05	53	8.66	123	9.44	197	8.28	181	7.08	204	7.22	37	6.55	267	6.98	92	7.87	213	8.01
Others.....	108,685	13.97	7,125	14.20	17,060	16.20	16,656	13.28	5,132	13.38	14,366	12.99	3,480	12.82	10,214	12.78	5,648	13.07	13,948	12.82
Business office and sales employees.....	100,906	8.85	5,797	9.21	17,160	10.21	15,937	8.41	5,345	9.09	15,893	8.60	3,529	8.47	13,166	7.85	6,321	8.21	14,214	8.59
Supervisors.....	9,765	11.41	526	12.22	1,607	13.21	1,428	11.30	576	11.48	1,635	11.02	301	11.25	1,195	10.34	572	10.45	1,644	11.07
Nonsupervisory employees.....	91,141	8.58	5,271	8.91	15,553	9.90	14,509	8.12	4,769	8.79	14,258	8.33	3,228	8.21	11,971	7.60	5,749	7.98	12,570	8.26
Clerical employees.....	203,965	7.83	12,667	8.24	29,025	8.81	29,553	7.75	11,738	7.85	30,827	7.20	7,040	7.34	22,130	7.11	12,814	7.37	31,182	7.64
Supervisors.....	19,506	11.59	1,092	12.28	3,146	13.05	3,105	11.61	985	12.00	2,920	10.66	768	10.92	2,238	10.89	1,055	10.88	2,728	10.97
Nonsupervisory.....	184,459	7.43	11,575	7.85	25,879	8.29	26,448	7.30	10,753	7.47	27,907	6.84	6,272	6.89	19,892	6.68	11,729	7.04	28,454	7.31
Commercial department.....	28,876	6.80	1,723	7.10	4,138	7.79	4,297	6.54	1,929	6.39	4,753	6.44	938	6.50	3,340	6.51	1,917	6.35	4,956	6.94
Traffic department.....	9,746	7.35	659	7.75	1,356	8.34	1,211	7.22	412	7.37	1,583	7.14	324	7.12	1,355	6.85	744	6.84	1,682	7.29
Plant department.....	33,891	6.86	1,962	7.15	4,520	7.76	4,812	7.06	1,838	6.90	6,840	6.51	1,224	6.58	4,141	6.24	1,722	6.36	5,586	6.82
Accounting department.....	35,822	7.42	2,790	7.66	6,583	8.19	5,428	7.20	1,847	7.28	4,648	6.99	1,108	6.89	3,658	6.65	2,082	7.09	5,199	7.31
All other departments.....	76,124	7.95	4,441	8.58	9,282	8.83	10,700	7.75	4,727	8.22	10,083	7.13	2,678	7.14	7,398	6.98	5,264	7.52	11,031	7.73
Telephone operators.....	128,214	6.87	7,991	7.22	18,980	7.97	18,808	6.75	7,017	6.49	23,009	6.63	4,831	6.77	14,527	6.71	7,035	6.46	22,626	6.52
Chief operators.....	8,603	10.94	578	11.83	1,129	12.71	1,236	10.51	397	11.12	1,694	10.42	309	11.78	1,162	10.13	435	10.60	1,453	10.62
Service assistants and instructors.....	7,773	8.09	578	8.18	1,471	9.08	1,294	7.78	424	7.29	785	8.07	403	7.74	738	7.95	377	7.75	1,509	7.79
Experienced switchboard operators.....	94,945	6.74	6,120	6.92	14,893	7.75	13,951	6.60	5,364	6.34	17,867	6.52	3,735	6.43	10,584	6.62	5,145	6.38	14,602	6.55
Operators in training.....	16,684	4.81	689	4.49	1,425	5.11	2,307	4.86	823	4.77	2,635	4.38	380	4.65	2,041	4.58	1,073	4.59	5,029	4.86
Other switchboard employees.....	209	10.71	26	11.79	62	10.68	20	9.25	9	13.48	28	8.75	4	12.78	2	9.92	5	10.19	33	11.39
Construction, installation, and maintenance employees.....	329,725	9.51	18,658	10.13	51,591	10.42	48,024	9.39	20,063	9.01	60,250	9.09	10,254	9.25	37,972	9.20	16,133	9.28	51,852	9.32
Supervisors of telephone craft workers.....	43,419	11.65	2,404	12.87	6,497	13.17	6,268	9.77	2,597	11.70	8,128	11.45	1,393	11.96	4,841	11.58	2,250	11.56	7,203	11.43
Central office craft workers.....	132,305	9.07	8,126	9.53	20,910	9.73	18,342	9.09	7,365	8.42	20,971	8.51	3,479	8.65	13,950	8.76	6,217	8.80	21,705	8.98
Test board and repeater workers.....	25,066	9.86	1,455	10.23	3,267	10.61	2,621	9.83	902	9.96	3,486	9.36	501	9.67	2,271	9.47	788	9.71	4,607	9.68
Central office repairers.....	50,941	9.78	2,591	10.12	8,643	10.38	7,681	9.73	3,390	9.57	7,178	9.43	1,522	9.30	6,022	9.45	2,316	9.51	6,841	9.76
Others.....	56,298	8.08	4,080	8.89	9,000	8.73	8,040	8.23	3,073	6.86	10,307	7.58	1,456	7.62	5,657	7.73	3,113	8.04	10,257	8.12
Installation and exchange repair craft workers.....	99,084	9.32	5,497	9.86	16,591	10.24	15,582	9.53	6,808	8.64	17,690	8.87	3,391	9.08	12,219	9.06	4,880	9.10	15,372	8.95
PBX and station installers.....	45,964	9.09	2,468	9.78	7,145	10.23	6,479	9.58	3,474	7.92	8,703	8.73	1,257	9.16	6,130	8.80	2,009	8.86	7,761	8.71
Exchange repairers.....	30,758	9.65	1,781	10.00	5,933	10.31	5,275	9.64	1,807	9.70	5,127	9.17	735	9.24	3,702	9.61	1,249	9.40	5,050	9.38
Others.....	22,362	9.33	1,248	9.81	3,513	10.16	3,828	9.28	1,527	9.21	3,860	8.79	1,399	8.92	2,387	9.02	1,622	9.17	2,561	8.84
Line, cable, and conduit craft workers.....	54,820	9.22	2,631	10.00	7,593	10.30	7,741	9.52	3,293	9.06	13,461	8.85	1,991	8.71	6,962	8.67	2,786	8.85	7,566	9.03
Line workers.....	13,681	8.54	755	9.81	2,138	10.04	1,895	8.95	748	7.86	3,336	7.69	499	8.02	1,500	7.62	825	8.33	1,845	8.64
Cable splicers.....	39,514	9.44	1,737	10.02	5,248	10.42	5,560	9.80	2,504	9.40	9,766	9.21	1,466	8.95	5,401	8.98	1,894	9.05	5,296	9.08
Cable splicers' helpers.....	503	6.78	31	7.72	71	7.83	131	5.60	8	8.16	108	6.58	2	5.44	32	6.16	1	9.63	119	7.46
Others.....	1,122	10.71	108	11.49	136	11.21	155	9.96	33	10.70	251	10.96	24	8.50	29	8.55	66	9.54	306	10.93
Laborers.....	97	7.15	-	-	-	-	91	7.26	-	-	-	-	-	-	-	-	-	-	6	4.90
Building, supplies, and motor vehicle employees.....	25,276	8.60	1,863	9.08	4,985	9.11	6,082	8.39	1,503	8.06	2,877	8.18	934	8.25	1,824	7.91	1,247	8.49	2,876	8.85
Supervisors.....	3,066	11.56	231	12.42	556	13.08	719	11.59	250	10.40	345	10.71	96	11.47	228	10.63	169	10.85	365	10.91
Mechanics.....	4,477	9.43	214	9.34	927	10.39	972	9.12	197	9.17	402	8.17	144	9.12	325	9.20	182	8.63	668	9.01
Other building service employees.....	5,924	6.52	563	7.36	1,573	6.80	1,820	6.27	329	5.58	341	5.69	350	6.51	175	5.91	138	6.81	329	6.91
Other supplies and motor vehicle employees.....	11,809	8.51	855	9.09	1,929	9.17	2,571	8.64	727	8.03	1,789	8.16	344	8.67	1,096	7.25	758	8.20	1,514	8.70
All employees not elsewhere classified.....	5,173	9.19	33	8.91	31	11.39	166	8.33	35	13.07	96	9.56	-	-	-	-	205	9.59	4,322	8.76

See footnotes at end of table.

Table 4. Continued—All and Bell System telephone carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1979

Occupational group	United States Number of workers	Average hourly rates	New England Number of workers	Average hourly rates	Middle Atlantic Number of workers	Average hourly rates	Great Lakes Number of workers	Average hourly rates	Chesapeake Number of workers	Average hourly rates	Southwest Number of workers	Average hourly rates	North Central Number of workers	Average hourly rates	South Central Number of workers	Average hourly rates	Mountain Number of workers	Average hourly rates	Pacific Number of workers	Average hourly rates
Bell System telephone carriers																				
All employees, except officials and managerial assistants.....	836,442	\$9.34	54,135	\$9.70	138,042	\$10.42	119,391	\$9.24	43,848	\$9.15	134,389	\$8.72	29,909	\$8.74	89,519	\$8.74	48,840	\$8.69	129,385	\$8.84
Part-time employees, including officials and managerial assistants.....	8,669	6.51	1,391	5.84	2,075	6.83	1,535	6.75	455	6.56	456	6.15	453	6.65	259	6.61	742	5.83	1,140	6.87
Professional and semiprofessional employees.....	102,549	14.18	7,175	14.16	17,082	16.20	15,024	13.62	4,481	14.22	13,197	13.16	3,499	12.78	9,086	13.07	5,633	13.03	12,740	13.04
Drafters.....	1,188	8.54	53	8.66	9,119	9.57	1,499	8.50	153	8.47	132	7.34	31	6.93	31	6.76	92	7.87	111	8.52
Others.....	101,361	14.24	7,122	14.20	16,963	16.25	14,875	13.67	4,328	14.34	13,065	13.22	3,468	12.83	9,055	13.09	5,541	13.11	12,629	13.08
Business office and sales employees.....	95,379	8.96	5,783	9.22	17,100	10.23	14,502	8.62	5,017	9.16	14,672	8.67	3,528	8.47	12,177	7.98	6,283	8.21	13,351	8.65
Supervisors.....	8,911	11.53	525	12.23	1,599	13.22	1,302	11.39	474	11.83	1,458	11.11	300	11.26	1,043	10.56	568	10.45	1,528	11.13
Non-supervisory employees.....	86,468	8.69	5,258	8.91	15,501	9.91	13,200	8.34	4,543	8.87	13,214	8.41	3,228	8.21	11,134	7.74	5,715	7.99	11,823	8.33
Clerical employees.....	190,715	7.97	12,663	8.24	28,902	8.82	26,031	7.98	10,461	8.17	28,570	7.33	6,981	7.35	19,934	7.29	12,666	7.38	28,686	7.76
Supervisors.....	18,867	11.65	1,092	12.28	3,140	13.06	2,816	11.75	966	12.08	2,851	10.74	759	10.93	2,084	11.04	1,081	10.87	2,706	10.97
Non-supervisory.....	171,848	7.56	11,571	7.86	25,762	8.30	23,215	7.52	9,495	7.77	25,719	6.95	6,222	6.91	17,850	6.85	11,585	7.06	25,980	7.43
Commercial department.....	26,470	6.93	1,723	7.10	4,105	7.82	3,589	6.81	1,345	7.00	4,500	6.50	909	6.55	3,231	6.56	1,896	6.36	4,346	7.08
Traffic department.....	8,877	7.48	659	7.75	1,356	8.34	1,066	7.49	387	7.43	1,480	7.26	319	7.14	1,112	7.22	730	6.85	1,468	7.38
Plant department.....	29,131	7.03	1,958	7.15	4,504	7.77	3,601	7.28	1,535	7.16	5,740	6.69	1,214	6.59	3,270	6.59	1,680	6.36	4,601	6.98
Accounting department.....	34,374	7.49	2,790	7.66	6,582	8.19	5,034	7.35	1,727	7.42	4,451	7.06	1,108	6.89	3,373	6.75	2,074	7.09	4,967	7.38
All other departments.....	72,996	8.04	4,441	8.58	9,215	8.86	9,925	7.94	4,501	8.38	9,548	7.21	2,672	7.15	6,864	7.09	5,205	7.54	10,598	7.80
Telephone operators.....	117,863	6.99	7,991	7.22	18,752	8.00	16,359	6.99	5,625	6.79	20,969	6.75	4,790	6.79	13,327	6.84	6,956	6.47	20,942	6.59
Chief operators.....	7,971	11.12	578	11.83	1,113	12.77	1,049	10.99	367	11.37	1,525	10.62	306	11.82	1,097	10.24	431	10.61	1,362	10.75
Service assistants and instructors.....	7,297	8.13	578	8.18	1,443	9.03	1,239	7.77	207	7.90	758	8.13	403	7.74	707	8.03	368	7.81	1,458	7.79
Experienced switchboard operators.....	85,976	6.92	6,120	6.92	14,709	7.79	11,745	6.95	4,220	6.72	16,054	6.69	3,697	6.44	9,480	6.80	5,084	6.39	13,066	6.69
Operators in training.....	16,455	6.73	689	6.49	1,425	5.11	2,307	4.86	823	4.77	2,626	4.39	380	4.65	2,041	4.58	1,069	4.59	5,027	4.86
Other switchboard employees.....	164	11.39	26	11.79	62	10.68	19	9.50	8	14.31	6	12.17	4	12.78	2	9.92	4	11.45	29	12.16
Construction, installation, and maintenance employees.....	303,055	9.59	18,630	10.14	51,256	10.43	42,240	9.54	17,061	9.22	54,578	9.10	10,187	9.26	33,574	9.41	15,878	9.30	47,174	9.35
Supervisors of telephone craft workers.....	40,066	11.72	2,400	12.88	6,493	13.17	5,604	9.66	2,165	12.11	7,251	11.48	1,382	11.99	4,321	11.79	2,226	11.57	6,639	11.45
Central office craft workers.....	124,365	9.12	8,118	9.53	20,778	9.74	16,441	9.19	6,510	8.50	19,212	8.49	3,478	8.65	12,739	8.87	6,110	8.80	20,623	8.98
Test board and repeater workers.....	24,281	9.92	1,454	10.23	3,261	10.61	2,397	10.02	850	10.10	3,253	9.44	500	9.68	2,167	9.55	783	9.71	4,492	9.69
Central office repairers.....	47,260	9.89	2,585	10.12	8,537	10.40	6,513	9.97	2,607	10.08	6,868	9.52	1,522	9.30	5,543	9.59	2,219	9.53	6,495	9.77
Others.....	52,824	8.04	4,079	8.89	8,980	8.73	7,531	8.24	3,053	6.86	9,091	7.36	1,456	7.62	5,029	7.77	3,108	8.04	9,636	8.10
Installation and exchange repair craft workers.....	88,301	9.44	5,489	9.88	16,432	10.27	13,321	9.82	5,613	8.92	15,477	8.91	3,353	9.09	10,552	9.36	4,808	9.12	13,240	9.00
PBX and station installers.....	40,502	9.25	2,468	9.78	7,009	10.27	6,090	9.69	2,578	8.25	6,793	8.77	1,240	9.17	4,930	9.24	1,946	8.89	7,448	8.67
Exchange repairers.....	29,074	9.72	1,781	10.00	5,933	10.31	4,535	9.99	1,783	9.70	5,127	9.17	735	9.24	3,692	9.62	1,246	9.40	4,242	9.42
Others.....	18,725	9.45	1,240	9.91	3,490	10.19	2,696	9.81	1,252	9.38	3,557	8.81	1,378	8.94	1,930	9.17	1,616	9.17	1,550	9.37
Line, cable, and conduit craft workers.....	50,323	9.34	2,623	10.00	7,553	10.31	6,874	9.76	2,773	9.40	12,638	8.89	1,974	8.72	5,962	8.95	2,734	8.88	6,672	9.10
Line workers.....	12,014	8.74	750	9.83	2,130	10.05	1,549	9.34	521	8.33	3,074	7.70	497	8.02	1,120	8.22	803	8.38	1,520	8.80
Cable splicers.....	36,881	9.52	1,734	10.02	5,216	10.43	5,080	9.97	2,211	9.64	9,212	9.26	1,460	8.95	4,799	9.13	1,869	9.07	4,830	9.08
Cable splicers' helpers.....	377	6.74	31	7.72	71	7.83	121	5.62	8	8.16	101	6.77	1	4.80	27	6.36	1	9.63	16	8.23
Others.....	1,051	10.86	108	11.49	136	11.21	124	10.46	33	10.70	251	10.96	16	9.88	16	9.55	61	9.78	306	10.93
Laborers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	22,066	8.84	1,860	9.07	4,919	9.14	5,099	8.72	1,168	8.67	2,307	8.52	924	8.29	1,421	8.21	1,228	8.52	2,356	9.16
Supervisors.....	2,671	11.86	231	12.42	550	13.10	584	11.99	165	11.69	297	10.90	96	11.47	174	10.92	166	10.87	328	11.00
Mechanics.....	3,704	9.76	214	9.34	907	10.47	805	9.67	184	9.32	164	9.27	144	9.12	285	9.54	179	8.68	467	9.65
Other building service employees.....	5,143	6.75	560	7.34	1,534	6.83	1,569	6.45	192	6.39	238	6.43	346	6.54	125	6.31	134	6.83	257	7.15
Other supplies and motor vehicle employees.....	10,548	8.71	855	9.09	1,928	9.17	2,141	9.05	627	8.34	1,608	8.31	338	8.72	837	7.45	749	8.22	1,304	8.92
All employees not elsewhere classified.....	4,815	9.27	33	8.91	31	11.39	136	8.69	35	13.07	96	9.56	-	-	-	-	196	9.87	4,136	8.81

¹ Covers telephone carriers which have operating revenues exceeding \$1 million. 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; *Southwest*—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, Colorado, Idaho (south of the Salmon River), Montana, Nevada, New Mexico, Texas (El Paso County), Utah, and Wyoming; and *Pacific*—California (north of the Salmon River), Oregon, and Washington.

Dash indicates that no data were reported.

Table 5. Western Union Telegraph Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1979

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.....	10,929	6,454	4,475	38.6	\$8.38	0.2	0.1	0.7	2.9	3.2	6.8	9.3	9.3	8.4	7.5	5.5	3.4	18.4	10.7	2.4	1.8	1.4	7.9	
Professional and semiprofessional employees.....	947	757	190	36.7	11.89	-	-	-	-	.1	.3	1.8	1.2	7.1	3.5	4.5	5.0	2.5	3.8	4.5	5.9	4.6	55.1	
Engineers and engineering assistants.....	236	226	10	36.7	12.41	-	-	-	-	-	.4	.4	1.3	3.0	4.2	4.2	3.8	2.5	3.0	10.2	4.2	62.3		
Others.....	711	531	180	36.7	11.71	-	-	-	-	.1	.3	2.3	1.4	9.0	3.7	4.6	5.2	2.1	4.2	5.1	4.5	4.8	52.7	
Telegraph office superintendents and managers.....	423	250	173	39.8	8.13	-	.2	-	.5	1.2	1.2	4.0	7.8	16.5	17.7	23.6	8.7	8.7	1.4	.9	1.9	.9	4.5	
Sales employees.....	465	364	101	36.6	7.77	-	.2	4.9	10.8	11.2	2.6	6.5	8.4	8.2	7.1	9.0	3.2	8.0	2.2	3.7	1.5	.9	11.8	
Clerical employees.....	2,291	674	1,617	36.5	7.62	.9	.3	2.1	.9	2.1	4.7	8.2	13.4	18.6	14.8	14.6	9.1	2.7	2.1	1.7	1.4	.6	1.9	
Supervisors.....	478	258	220	37.3	9.10	-	-	.4	.6	.2	.2	1.0	6.5	16.5	11.3	20.7	11.3	7.7	7.1	5.4	2.5	8.2		
Nonsupervisory employees.....	1,813	416	1,397	36.4	7.22	1.1	.3	2.5	.9	2.6	5.8	10.3	16.7	21.7	14.4	15.5	6.1	.5	.6	.2	.3	.1	.2	
Commercial department.....	802	142	660	36.6	7.28	-	-	-	-	.6	6.1	11.3	23.8	26.7	17.8	1.4	11.8	.1	-	-	.1	-	.1	
Traffic department.....	33	5	28	40.0	6.01	-	-	-	3.0	18.2	12.1	63.6	3.0	-	-	-	-	-	-	-	-	-	-	
All other departments.....	977	268	709	36.1	7.22	2.0	.6	4.7	1.6	3.7	5.3	7.6	11.4	18.4	12.1	27.6	1.5	.8	1.1	.4	.5	.2	.3	
Route aides.....	1	1	-	40.0	5.63	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	
Telegraph operators.....	2,647	498	2,149	39.2	6.52	(^a)	-	.3	9.1	8.5	18.4	27.1	19.3	9.3	2.5	.5	.6	1.3	1.1	(^a)	.1	.2	1.6	
Traffic managers, chief operators, supervisors, and instructors.....	420	211	209	39.6	8.44	-	-	-	-	-	1.2	2.9	7.6	44.3	11.7	2.9	3.1	7.6	6.9	.2	.5	1.0	10.2	
Experienced telegraph operators (except Morse operators).....	1,987	268	1,719	39.1	6.35	.1	-	.2	.3	11.3	24.3	35.5	24.1	3.0	.9	.1	.2	.1	-	-	-	-	-	
Commercial department.....	482	119	363	40.0	6.29	.2	-	.4	1.0	11.6	8.7	54.1	14.9	5.4	3.3	-	-	.2	-	-	-	-	-	
Traffic department.....	1,505	149	1,356	38.8	6.37	-	-	.1	-	11.2	29.2	29.6	27.0	2.3	.1	.1	.3	.1	-	-	-	-	-	
Operators-in-training.....	240	19	221	40.0	4.59	-	-	2.1	97.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees.....	4,014	3,803	211	39.8	9.36	-	-	(^a)	.1	.3	1.5	.8	2.8	1.6	6.3	1.7	1.2	44.8	25.8	4.0	2.4	2.0	4.6	
Traffic testing and regulating employees.....	1,023	995	28	40.0	9.39	-	-	-	-	-	.6	.1	1.4	.6	2.3	1.0	1.0	42.1	48.3	2.5	-	-	.1	
Construction, installation, and maintenance employees.....	2,968	2,785	183	39.8	9.38	-	-	(^a)	-	(^a)	1.8	1.0	3.3	1.8	7.7	2.0	1.2	46.1	18.2	4.6	3.3	2.7	6.2	
Supervisors.....	712	690	22	39.1	10.83	-	-	-	-	.3	.1	-	1.0	.8	1.0	2.1	7.3	26.4	14.3	13.1	8.7	24.9		
Subscribers' equipment maintainers.....	1,417	1,411	6	40.0	9.20	-	-	-	-	-	.3	.3	3.1	.9	2.5	2.8	1.1	68.0	18.9	2.1	-	-	.1	
Line and cable workers.....	105	105	-	40.0	9.36	-	-	-	-	-	1.9	1.0	1.0	4.8	5.7	3.8	3.8	36.2	23.8	-	1.9	14.3	1.9	
Others.....	734	579	155	40.0	8.35	-	-	.1	-	.1	6.3	3.3	7.1	3.8	24.8	1.2	.4	43.1	8.0	.5	.3	.4	.5	
Laborers.....	23	23	-	40.0	5.88	-	-	-	13.0	43.5	-	13.0	4.3	26.1	-	-	-	-	-	-	-	-	-	
Building service employees.....	142	108	34	39.9	6.74	.7	-	-	-	2.8	47.2	7.7	4.2	2.8	16.9	.7	3.5	12.0	1.4	-	-	-	-	
Mechanics.....	69	64	5	40.0	7.82	-	-	-	-	-	8.7	8.7	7.2	5.8	33.3	1.4	7.2	24.6	2.9	-	-	-	-	
Others.....	73	44	29	39.9	5.72	1.4	-	-	-	5.5	83.6	6.8	1.4	-	1.4	-	-	-	-	-	-	-	-	
Messengers.....	448	433	15	38.6	5.45	2.5	13.8	.4	6.0	18.1	41.1	17.9	-	.2	-	-	-	-	-	-	-	-	-	
Walking and bicycle messengers.....	54	48	6	39.4	3.87	14.8	72.2	-	11.1	-	1.9	-	-	-	-	-	-	-	-	-	-	-	-	
Motor messengers.....	394	385	9	38.5	5.68	.8	5.8	.5	5.3	20.6	46.4	20.3	-	.3	-	-	-	-	-	-	-	-	-	
Part-time.....	23	22	1	16.8	3.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time.....	425	411	14	39.8	5.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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.

^a Less than 0.05 percent.

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

Table 6. International telegraph carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² October 1979

Occupational group	Number of employees			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 - \$11.99	\$12.00 - \$12.49	\$12.50 - \$12.99	\$13.00 - \$13.49	\$13.50 - \$13.99	
	Total	Men	Women																									
All employees except officers and assistants...	4,753	3,810	943	37.1	\$10.04	0.9	0.9	0.3	1.0	2.3	3.6	4.4	4.1	5.8	5.7	6.1	9.5	7.5	5.6	7.7	4.5	4.4	25.9					
All employees except officers and assistants and messengers.....	4,666	3,724	942	37.1	10.16	.1	.1	.3	1.0	2.3	3.6	4.5	4.1	5.9	5.8	6.2	9.7	7.6	5.7	7.8	4.5	4.5	26.4					
Professional and semiprofessional employees....	774	710	64	37.1	13.70	-	-	-	-	-	-	.3	1.2	1.2	.9	1.6	3.5	2.7	4.3	3.9	4.4	4.1	72.1					
Engineers and engineering assistants.....	347	337	10	36.7	14.88	-	-	-	-	-	-	-	-	-	-	-	.6	.6	2.6	3.5	4.0	2.3	86.5					
Others.....	427	373	54	37.3	12.76	-	-	-	-	-	-	.5	2.1	2.1	1.6	2.8	5.9	4.4	5.6	4.2	4.7	5.6	60.4					
Office or station superintendents and assistants.....	14	13	1	36.2	15.20	-	-	-	-	-	-	-	-	-	7.1	-	-	-	-	-	-	7.1	85.7					
Sales employees.....	470	380	90	36.4	11.01	.2	.4	.2	.2	1.3	.6	2.1	2.1	4.9	5.5	7.0	6.4	10.0	6.4	7.2	5.5	3.6	36.2					
Clerical employees.....	1,127	563	564	36.7	8.18	.1	-	.9	2.6	6.8	8.6	10.8	8.0	9.8	6.1	9.2	11.4	5.2	5.2	2.4	1.8	.8	10.2					
Supervisors.....	123	111	12	36.0	13.04	-	-	-	-	-	-	-	-	-	.8	3.3	4.1	4.9	4.1	8.1	4.1	4.9	65.9					
Nonsupervisory employees.....	1,004	452	552	36.8	7.60	.1	-	1.0	2.9	7.7	9.7	12.2	9.0	11.1	6.8	10.0	12.3	5.3	5.4	1.7	1.5	.3	3.4					
Operating department.....	265	167	98	37.3	7.89	.4	-	.4	2.6	4.9	9.8	9.4	3.8	6.0	6.8	4.9	28.7	12.8	6.0	1.5	.8	.8	.4					
Commercial department.....	102	17	85	37.5	7.57	-	-	-	2.0	4.9	11.8	13.7	6.9	28.4	10.8	6.9	2.9	3.9	3.9	1.0	2.9	-	-					
Accounting department.....	240	104	136	36.9	7.36	-	-	1.3	1.3	10.4	6.7	10.4	12.1	10.8	3.3	25.8	9.2	2.5	5.8	4.8	-	-	-					
Engineering department.....	57	19	38	37.2	7.47	-	-	-	1.8	15.8	22.8	10.5	12.3	10.5	-	10.5	1.8	7.0	3.5	3.5	-	-	-					
All other departments.....	340	145	195	36.0	7.57	-	-	1.8	5.0	9.7	10.0	13.2	11.2	9.7	7.4	5.3	4.7	2.4	4.7	2.6	2.4	.3	9.7					
Operators.....	1,034	848	186	37.8	9.29	-	.1	-	.4	1.0	3.3	5.2	4.9	9.1	5.3	4.3	19.4	15.7	7.7	5.7	1.6	1.6	14.6					
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	186	179	7	37.2	13.59	-	-	-	-	-	-	-	-	-	-	-	-	1.1	4.3	3.2	5.4	4.8	81.2					
Nonsupervisory operators.....	848	669	179	38.0	8.37	-	.1	-	.5	1.2	4.0	6.4	6.0	11.1	6.5	5.2	23.7	18.9	8.5	6.3	.8	.9	-					
Radio operators.....	15	15	-	37.1	7.71	-	-	-	-	-	-	26.7	13.3	13.3	13.3	13.3	-	-	6.7	-	13.3	-	-					
Marine coastal station operators.....	108	105	3	37.5	8.75	-	-	-	-	-	.9	.9	9.3	18.5	12.0	3.7	1.9	8.3	9.3	35.2	-	-	-					
Cable operators.....	119	85	34	37.5	8.17	-	-	-	-	6.7	4.2	14.3	11.8	4.2	.8	-	1.7	33.6	21.8	-	.8	-	-					
Teletype-multiplex operators.....	491	393	98	38.3	8.27	-	.2	-	.8	1.2	5.1	5.5	4.9	13.2	6.9	4.1	34.2	17.3	2.0	3.1	.8	1.6	-					
Telephone operators.....	53	35	18	37.5	8.55	-	-	-	-	1.9	1.9	5.7	3.8	3.8	7.5	52.8	22.6	-	-	-	-	-	-					
All other operators.....	62	36	26	37.5	8.86	-	-	-	-	3.2	3.2	1.6	-	4.8	22.6	1.6	22.6	40.3	-	-	-	-	-					
Messengers.....	87	86	1	37.5	3.62	44.8	43.7	2.3	1.1	3.4	2.3	-	1.1	1.1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Foot and bicycle.....	82	81	1	37.5	3.50	47.6	45.1	2.4	-	1.2	2.4	-	-	1.2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motor.....	5	5	-	37.6	5.53	-	20.0	-	20.0	40.0	-	-	20.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees.....	1,146	1,119	27	37.3	10.38	-	-	-	.3	.2	2.2	1.5	2.4	2.1	8.1	7.9	5.6	5.5	5.4	17.7	10.0	11.7	19.5					
Supervisors.....	189	189	-	37.2	14.52	-	-	-	-	-	-	-	-	-	-	.5	-	1.1	1.1	2.1	5.8	89.9						
Mechanics and maintenance technicians.....	563	543	20	37.3	9.41	-	-	-	.7	-	2.3	2.3	3.7	2.7	10.8	9.1	7.3	6.0	5.2	25.8	10.1	8.2	5.9					
Radio operating technicians.....	89	87	2	37.5	9.43	-	-	-	-	-	-	-	-	-	4.5	27.0	6.7	3.4	10.1	48.3	-	-	-					
Radio telegraph riggers.....	3	3	-	37.3	9.21	-	-	-	-	-	-	-	-	-	-	33.3	-	33.3	-	-	-	-	-					
Others.....	302	297	5	37.3	9.87	-	-	-	.7	4.0	1.3	2.0	3.0	9.3	4.3	5.6	7.9	7.3	4.6	17.9	25.5	6.6	-					
Building service employees.....	81	80	1	37.5	7.35	2.5	-	1.2	8.6	2.5	9.9	4.9	7.4	16.0	21.0	4.9	1.2	2.5	1.2	14.8	-	-	1.2					
All employees, not elsewhere classified.....	20	11	9	37.5	6.53	-	-	-	-	55.0	5.0	5.0	-	5.0	10.0	5.0	-	10.0	5.0	-	-	-	-	-	-	-	-	

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

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.

Appendix: Scope and Method of Survey

Data presented in this study are based on annual reports filed with the Federal Communications Commission by communication carriers, as required by the amended Communications Act of 1934. All carriers engaged in interstate or foreign communications service by means of their own facilities or through connection with the facilities of another carrier under direct or indirect common control are subject to the full jurisdiction of the Commission. 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 less 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

51. 21 (b). "Scheduled weekly hours" are defined as an employee's regular daily tour of duty multiplied by the number of days, or fraction of days, scheduled to be worked during a week.

52. 22 (b). "Scheduled weekly compensation" is defined as wages scheduled to be paid for scheduled weekly hours as defined in 52.21 (b). This should include employee contributions for old-age benefits, unemployment insurance, and similar deductions,

paid vacation and holiday hours, the regularly scheduled weekly compensation for employees temporarily on leave due to disability or sickness, and the scheduled weekly compensation of both full and part-time employees.

The company reports that "scheduled weekly compensation" excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

International telegraph carriers

International telegraph carriers are instructed to re-

port 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 Surveys

The most recent reports providing occupational wage data for industries currently 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 offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Bulletins that are out of stock are available for reference at leading public, college, or university libraries, or at the Bureau's Washington or regional sales offices.

Manufacturing

Basic Iron and Steel, 1978-79. BLS Bulletin 2064
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939
Cigarette Manufacturing, 1976. BLS Bulletin 1944
Corrugated and Solid Fiber Boxes, 1976. BLS Bulletin 1921
Drug Manufacturing, 1978. BLS Bulletin 2077
Fabricated Structural Metals, 1979. BLS Bulletin 2094
Flour and Other Grain Mill Products, 1977. BLS Bulletin 2026
Footwear, 1975. BLS Bulletin 1946
Hosiery, 1976. BLS Bulletin 1987
Industrial Chemicals, 1976. BLS Bulletin 1978
Iron and Steel Foundries, 1979. BLS Bulletin 2085
Machinery Manufacturing, 1978. BLS Bulletin 2022
Meat Products, 1979. BLS Bulletin 2082
Men's Shirts and Separate Trousers, 1978. BLS Bulletin 2035
Men's and Boys' Suits and Coats, 1979. BLS Bulletin 2073
Millwork, 1979. BLS Bulletin 2083
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914

Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Foundries, 1975. BLS Bulletin 1952
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
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' Dresses, 1977. BLS Bulletin 2007
Wood Household Furniture, 1979. BLS Bulletin 2087

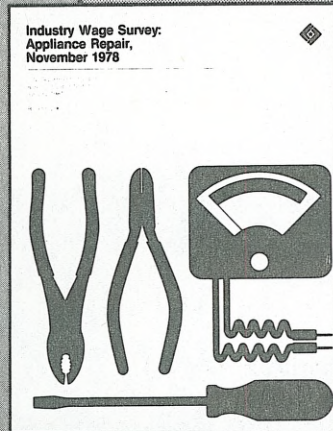
Nonmanufacturing

Appliance Repair Shops, 1978. BLS Bulletin 2067
Auto Dealer Repair Shops, 1978. BLS Bulletin 2060
Banking and Life Insurance, 1976. BLS Bulletin 1988
Bituminous Coal Mining, 1976. BLS Bulletin 1999
Communications, 1979. BLS Bulletin 2100
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
Electric and Gas Utilities, 1978. BLS Bulletin 2040
Hospitals and Nursing Homes, 1978. BLS Bulletin 2069
Hotels and Motels, 1978. BLS Bulletin 2055
Metal Mining, 1977. BLS Bulletin 2017
Oil and Gas Extraction, 1977. BLS Bulletin 2014
Scheduled Airlines, 1975. BLS Bulletin 1951

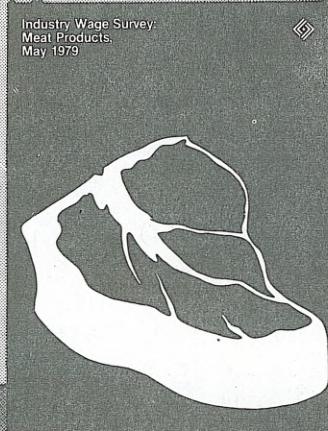
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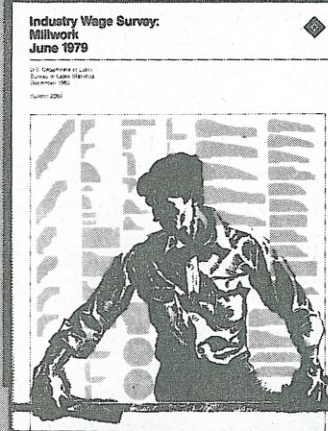
for the Following Industries:



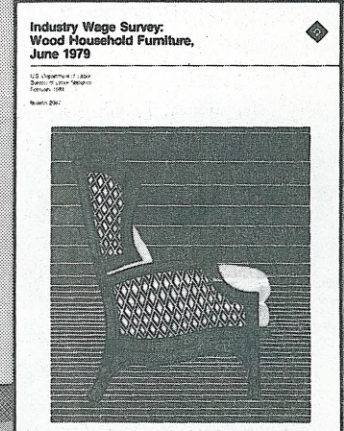
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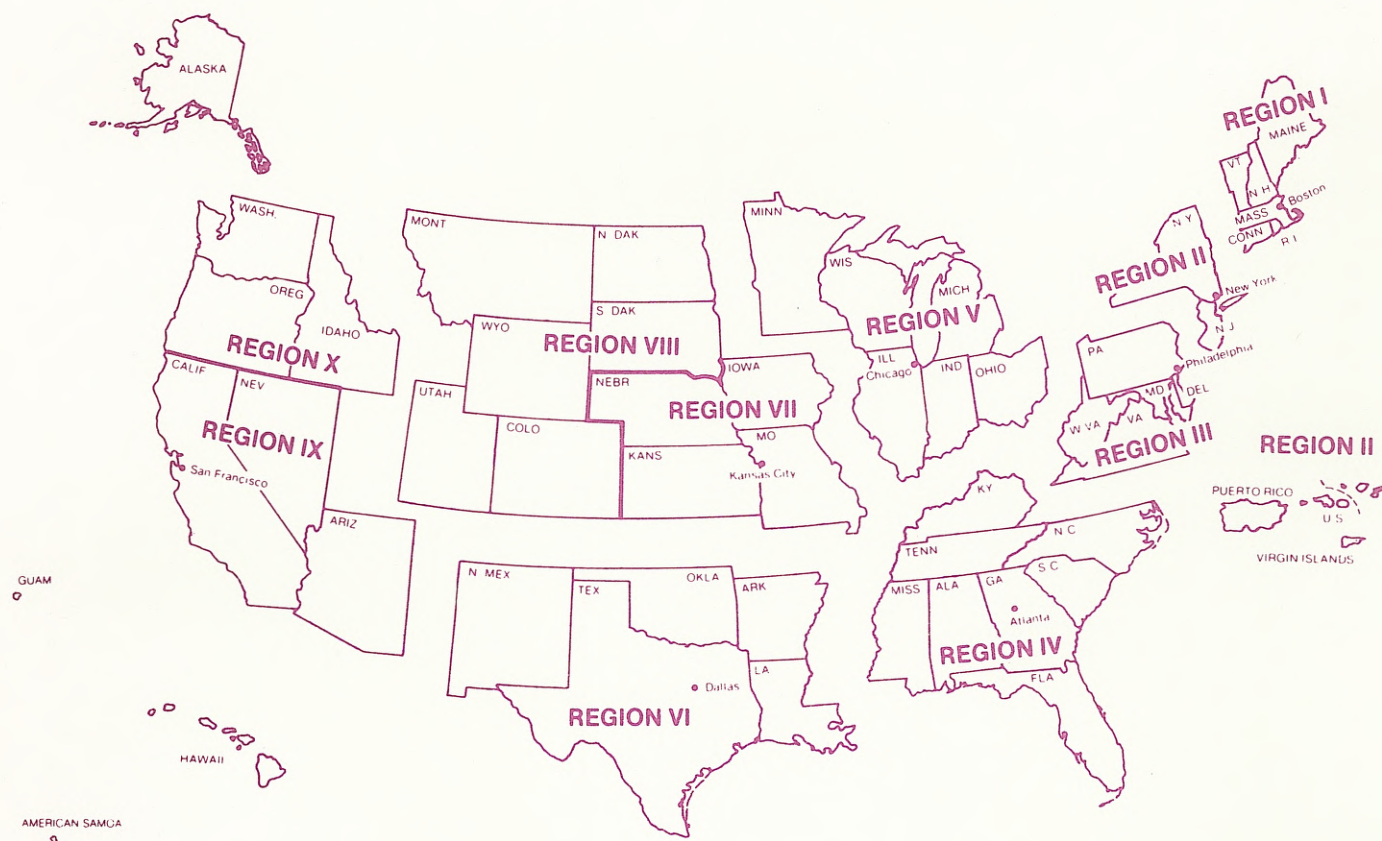
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