

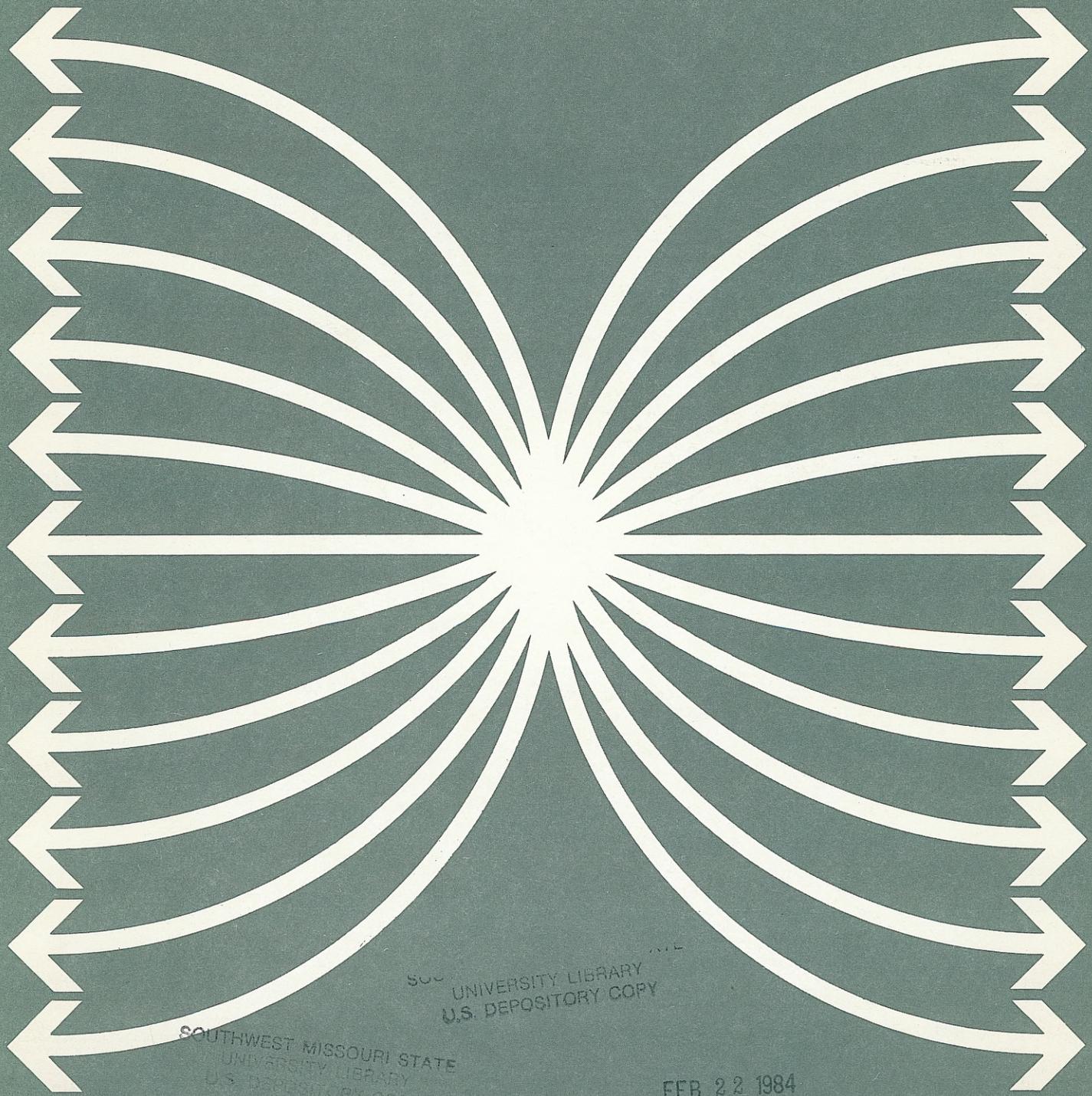
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Industry Wage Survey: Communications, October-December 1981



U.S. Department of Labor
Bureau of Labor Statistics
December 1983

Bulletin 2188



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Industry Wage Survey: Communications, October-December 1981



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

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
December 1983

Bulletin 2188

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Preface

This summary of data on employment and hourly rates of pay in the communications industry in 1981 is based on annual reports filed with the Federal Communications Commission (FCC) by telephone carriers, the Western Union Telegraph Co., and international telegraph carriers. Under a cooperative arrangement with the FCC, the Bureau of Labor Statistics tabulates and publishes the data annually. In 1982, the FCC terminated the filing requirement for the telephone carriers and proposed to eliminate the requirement for telegraph companies in 1983. Consequently, this bulletin is the final report in the series for telephone workers. A report on 1982 earnings of telegraph workers, the last

in its series, will be available late in 1983.

The 1981 study was conducted in the Bureau's Office of Wages and Industrial Relations. Jonathan W. Kelson of the Division of Occupational Pay and Employee Benefit Levels prepared the analysis in this bulletin.

Other publications available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's regional offices, are listed at the end of this bulletin.

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Contents

	<i>Page</i>
Summary	1
Telephone carriers	1
Western Union Telegraph Company	2
International telegraph companies	2
 Tables:	
1. Telephone carriers: Number of workers and average hourly rates by occupational group, December 1981	3
Percent distribution of employees in occupational groups by average hourly rates, December 1981, for:	
2. Bell System telephone carriers	4
3. Non-Bell System telephone carriers	6
Average hourly rates of employees in selected occupations by region, December 1981, for:	
4. All telephone carriers and Bell System carriers	8
Percent distribution of employees in occupational groups by average hourly rates, October 1981, for:	
5. Western Union Telegraph Company	12
6. International telegraph carriers	13
Appendix: Scope and method of study	14

Communications, 1981

Summary

The 1981 survey of telephone and telegraph workers covered 929,122 full- and part-time employees of major telephone carriers and 17,250 telegraph workers. Combined, they accounted for seven-tenths of the Nation's approximately 1.3 million workers in the telephone and wire telegraph communications industries. Bell System employees accounted for just over nine-tenths of the telephone workers surveyed, while the Western Union Telegraph Company employed seven-tenths of the telegraph workers studied.

Wage rates of full-time telephone carrier employees covered by the survey averaged \$11.47 an hour in December 1981.¹ Employees of Bell System companies averaged \$11.63—one-fourth more than employees of non-Bell System companies (\$9.33). The nonmessenger work force of six international telegraph carriers averaged \$12.31 an hour in October 1981, compared with an average hourly rate of \$9.68 for nonmessenger employees of the Western Union Telegraph Company.

Among the principal telephone carriers, wage levels rose 11.8 percent between the 1980 and 1981 surveys. This compares with a 13.5-percent increase among the international telegraph carriers, and an 8.3-percent rise for Western Union. The 1980–81 rate of increase in telephone carriers kept pace with the 11.4-percent change between 1979 and 1980. In contrast, the 1980–81 increase in international telegraph carriers was nearly twice as large as in the previous year (7.1 percent), and in the Western Union Telegraph Company, the 1980–81 increase was almost one-fourth higher than the 6.7-percent rise in 1980.

Telephone carriers

In December 1981, full-time employees of the Nation's principal telephone carriers received straight-time pay averaging \$11.47 an hour (table 1). Among the major full-time occupational categories, average rates of pay ranged from \$8.73 for telephone operators to \$17.28 for professional and semiprofessional employees. The construction, installation, and maintenance employee group contained the largest number of workers—almost 336,000; hourly earnings for these workers averaged

¹ The study was limited to the 58 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.

\$11.77. Other numerically important job categories, and their hourly averages, include building, supplies, and motor vehicle employees (\$10.80); business office and sales employees (\$10.78); and clerical employees (\$9.86). These occupations represent the full spectrum of activities performed by employees in the telephone industry.

Employees of major telephone companies are highly unionized. In the Bell System, most of the organized employees are covered by labor-management agreements with the Communications Workers of America (CWA). These agreements establish rate ranges for individual job classifications. Actual pay rates and benefit levels may vary within the Bell System from company to company, but general contract provisions include automatic pay progression through several steps, based on length of service.

Employees of the Bell System had a 25-percent average wage advantage over those of non-Bell carriers—\$11.63 an hour compared to \$9.33. By occupational group, average hourly wages for non-Bell System workers typically ranged from 70 to 80 percent of those for Bell employees. Non-Bell System workers in the construction, installation, and maintenance employee group, however, earned about 88 percent as much as their Bell System counterparts. Differences between the worker groups narrowed slightly when weekly earnings were compared, reflecting longer average workweeks of non-Bell workers in some occupational groups. (See tables 2 and 3 for occupational averages and earnings distributions for Bell System and non-Bell employees.)

Telephone workers in the Middle Atlantic States recorded the highest average wage—\$12.63 an hour (table 4). Other regional averages ranged from \$10.36 an hour in the Mountain States to \$11.95 in New England. Some 57,700 employees could not be allocated to individual regions, but were included in the nationwide total. Seven-eighths of these workers were employees of the American Telephone and Telegraph Company's Long Lines and General Departments; their average hourly wage was \$14.29.²

The 11.8-percent increase in average hourly pay of telephone workers from 1980 to 1981 has been exceeded

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 6,700 workers who averaged \$11.14 an hour.

only twice since 1970—14.9 percent in 1970–71 and 12.9 percent in 1973–74. For the decade December 1971 through December 1981, the average annual increase was 10.0 percent.

Just over one-half of the 912,213 full-time telephone carrier employees in December 1981 were women. They accounted for nine-tenths of the telephone operators, approximately five-sixths of the clerical employees, and three-fourths of the business office and sales employees. Men were predominant in the construction, installation, and maintenance jobs (nearly four-fifths), in the professional and semiprofessional employee category (about two-thirds), and in the building, supplies, and motor vehicle classification (about seven-tenths).

Western Union Telegraph Company

Hourly wage rates for Western Union's full-time non-messenger employees averaged \$9.68 in October 1981. This was 8.3 percent above the \$8.94 average reported in 1980. Messengers averaged \$6.40 an hour—up 8.1 percent from 1980. Of the 423 messengers employed in October 1981, seven-eighths were motor messengers. They averaged \$6.63 an hour, 38 percent more than those who walked or used bicycles to deliver messages and parcels (\$4.81). (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 the New York metropolitan area, where agreements are with the Communications Workers of America (CWA).

Under terms of the current 3-year agreements, workers who were in the bargaining units of the CWA and UTW received across-the-board wage increases of 8 percent, effective in July 1982, and 7 percent in July 1983; a 7-percent increase was scheduled to be granted in the third year of the contracts.³

Among the major occupational groups studied, the professional and semiprofessional staff registered the highest average wage in October 1981—\$13.38 an hour. The largest employment group—construction, installation, and maintenance workers—with slightly over one-third of the work force, averaged \$10.57 an hour. Other employee groups and their hourly rates include telegraph office superintendents and managers (\$9.85); sales employees (\$9.79); clerical employees (\$8.75); building service employees (\$8.07); and telegraph operators (\$7.74).

Individual earnings for most occupations studied covered a wide range, exceeding \$5 an hour in many cases.

³ "Selected Wage and Benefit Changes," *Current Wage Developments*, October 1982, pp. 20–21.

This is partly due to the rate range systems provided under the labor-management agreements. They call for automatic pay progressions through several wage steps, based on length of service. In a few jobs, however, wage rates were less dispersed than the general pattern. For example, individual hourly earnings fell in the \$5.50–\$6 range for nearly all of the operators-in-training, and between \$6.50 and \$7.50 for slightly more than half of the laborers.

Total full-time employment at Western Union in October 1981 was 12,138—up slightly from the previous year. Nearly three-fifths of these workers were men, the largest proportion of whom were in the construction, installation, and maintenance employee group. Just over two-fifths of all women were employed as telegraph operators. Overall average earnings for these two groups were \$10.57 and \$7.74, respectively.

International telegraph carriers

Wage rates averaged \$12.20 an hour for full-time employees of six international telegraph carriers included in the October 1981 survey, up 13.5 percent from October 1980.⁴ The 5,034 nonmessenger employees, accounting for virtually all of the work force of the six companies, averaged \$12.31 an hour in October 1981. The lowest paid employee group, messengers, averaged \$4.68 an hour. Among other employee groups, average pay rates ranged from \$21.31 for office or station superintendents and assistants and \$16.92 for professional and semiprofessional employees to \$8.90 for nonsupervisory clerical employees and \$8.69 for building service employees. Average wage rates for sales employees, operators, and construction, installation, maintenance, and other technical employees fell within the \$10 to \$13 range (table 6).

Just over three-fourths of the work force were men in October 1981. They were predominant in every occupational area except nonsupervisory clerical workers. Three-fifths of the female workers were in the nonsupervisory clerical worker category; one-sixth worked as nonsupervisory operators. Overall hourly averages for these two occupations were \$8.90 and \$9.65, respectively.

⁴ The study included carriers engaged in nonvocal international telegraph communications either by radio or ocean cable. The carriers included in the 1981 survey were: FTC Communications, Inc.; ITT World Communications, Inc.; RCA Global Communications, Inc.; TRT Telecommunications Corporation; U.S. Liberia Radio Corporation; and Western Union International, Inc. Although many of the occupational categories studied are common to both radio and cable operations, some are exclusive to one carrier group. For example, cable operators were employed only in cable operations.

Table 1. Telephone carriers:¹ Number of workers and average hourly rates² by occupational group, December 1981

Occupational group	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Occupational group	Total	Men	Women	Average scheduled weekly hours	Average hourly rates
All full-time employees, except officials and managerial assistants	912,213	426,381	485,832	38.4	\$11.47	Construction, installation, and maintenance employees	335,945	262,708	73,237	39.8	\$11.77
Part-time employees, officials, and managerial assistants	16,909	2,260	14,649	23.2	7.16	Supervisors of telephone craft workers	45,686	38,779	6,907	39.8	14.87
Professional and semiprofessional employees	106,582	70,279	36,303	38.1	17.28	Central office craft workers	139,173	79,961	59,212	39.6	11.05
Drafters	1,550	587	963	38.5	10.01	Test board and repeater workers	26,474	19,421	7,053	39.9	11.81
Others	105,032	69,692	35,340	38.1	17.38	Central office repairers	51,465	41,598	9,867	39.8	11.87
Business office and sales employees	120,116	29,858	90,258	37.0	10.78	Others	61,234	18,942	42,292	39.2	10.03
Supervisors	10,496	1,559	8,937	38.4	14.45	Installation and exchange repair craft workers	91,971	87,996	3,975	40.0	11.58
Nonsupervisory employees	109,620	28,299	81,321	36.8	10.41	PBX and station installers	16,678	15,582	1,096	39.9	10.34
Clerical employees	208,466	33,002	175,464	38.1	9.86	Exchange repairers	12,347	11,759	588	40.0	11.58
Supervisors	19,575	5,870	13,705	38.2	14.58	Others	62,946	60,655	2,291	40.0	11.90
Nonsupervisory	188,891	27,132	161,759	38.0	9.37	Line, cable, and conduit craft workers	59,060	55,934	3,126	40.0	11.38
Commercial department	26,217	1,828	24,389	37.7	8.47	Line workers	13,957	13,544	413	40.0	10.80
Traffic department	8,762	425	8,337	38.0	9.13	Cable splicers	43,867	41,280	2,587	40.0	11.53
Plant department	34,492	2,910	31,582	38.5	8.58	Cable splicers' helpers	206	169	37	40.0	8.65
Accounting department	41,092	7,459	33,633	37.7	9.83	Others	1,030	941	89	39.5	13.25
All other departments	78,328	14,510	63,818	38.2	9.81	Laborers	55	38	17	39.6	9.27
Telephone operators	114,800	11,740	103,060	36.6	8.73	Building, supplies, and motor vehicle employees	24,194	17,317	6,877	39.4	10.80
Chief operators	8,545	693	7,852	38.2	13.75	Supervisors	3,134	2,574	560	39.6	14.53
Service assistants and instructors	6,981	423	6,558	36.6	10.26	Mechanics	4,557	4,144	413	39.8	11.65
Experienced switchboard operators	88,991	7,459	81,532	36.4	8.45	Other building service employees	4,915	2,703	2,212	38.3	8.11
Operators in training	10,130	3,138	6,992	36.7	5.60	Other supplies and motor vehicle employees	11,588	7,896	3,692	39.6	10.56
Other switchboard employees	153	27	126	38.3	12.89	All employees not elsewhere classified	2,110	1,477	633	38.7	15.06

¹ Covers 58 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 Excludes premium pay for overtime and for work on Sundays and holidays.

Table 2. Bell System telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1981

Occupational group³	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—⁴																	
						Under \$5.50	\$5.50 -\$5.99	\$6.00 -\$6.49	\$6.50 -\$6.99	\$7.00 -\$7.49	\$7.50 -\$7.99	\$8.00 -\$8.99	\$9.00 -\$9.99	\$10.00 -\$10.99	\$11.00 -\$11.99	\$12.00 -\$12.99	\$13.00 -\$13.99	\$14.00 -\$14.99	\$15.00 -\$15.99	\$16.00 -\$16.99	\$17.00 -\$17.99	\$18.00 -\$18.99	\$19.00 and over⁵
All full-time employees, except officials and managerial assistants	849,141	392,600	456,541	38.3	\$11.63	2.4	1.3	1.6	1.6	1.8	1.9	10.2	12.2	7.7	11.0	12.8	5.5	3.7	3.7	3.1	2.7	1.5	4.1
Part-time employees, officials, and managerial assistants	14,797	1,927	12,870	23.3	7.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees	98,488	64,705	33,783	38.0	17.70	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	.3	.8	1.2	2.2	3.0	4.5	8.3	10.1	10.7	12.2	8.1	29.4
Drafters	1,051	354	697	37.8	10.70	1.0	1.0	1.0	1.6	2.2	3.1	14.1	22.9	11.6	9.6	9.0	8.5	4.8	2.9	1.1	1.0	.9	.8
Others	97,437	64,351	33,086	38.0	17.77	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	.1	.5	1.1	2.1	2.9	4.5	8.3	10.1	10.8	12.3	8.2	29.8
Business office and sales employees	114,620	29,234	85,386	36.9	10.90	5.1	1.5	1.6	1.9	2.3	2.7	6.8	11.1	20.3	7.2	5.6	3.9	4.3	4.6	3.4	2.2	1.4	1.6
Supervisors	9,732	1,299	8,433	38.2	14.65	(⁶)	-	-	(⁶)	(⁶)	-	.1	.5	1.7	6.1	5.7	16.2	18.3	15.5	12.3	5.9	2.8	2.7
Nonsupervisory employees	104,888	27,935	76,953	36.7	10.53	5.6	1.7	1.7	2.0	2.5	2.9	7.4	12.1	22.0	7.3	5.6	2.7	3.0	3.6	2.5	1.9	1.3	1.5
Clerical employees	196,146	31,681	164,465	38.0	10.04	2.9	1.6	2.1	2.3	2.8	2.6	19.6	23.4	10.3	4.1	3.5	3.0	2.5	2.5	2.1	1.6	1.0	1.4
Supervisors	19,068	5,589	13,479	38.2	14.68	(⁶)	(⁶)	-	(⁶)	(⁶)	(⁶)	.2	2.0	4.9	7.6	11.0	12.4	11.1	10.7	8.5	6.8	4.1	8.6
Nonsupervisory	177,078	26,092	150,986	38.0	9.54	3.2	1.7	2.3	2.6	3.1	2.9	21.6	25.7	10.9	3.7	2.7	1.9	1.5	1.6	1.4	1.0	.7	.7
Commercial department	24,281	1,771	22,510	37.6	8.63	5.0	2.8	3.7	3.8	4.0	3.5	26.0	23.7	9.6	2.1	.9	.4	.2	.2	.1	.1	.1	.3
Traffic department	8,079	413	7,666	38.0	9.31	.7	.4	1.0	1.3	1.5	1.5	25.9	38.9	9.2	1.2	.7	.4	.6	.5	.3	.3	.1	.2
Plant department	30,159	2,344	27,815	38.4	8.82	2.9	1.9	2.5	3.0	3.6	3.6	34.0	23.6	6.6	2.5	1.7	.7	.4	.3	.2	.1	.1	(⁶)
Accounting department	39,757	7,379	32,378	37.6	9.94	2.0	1.5	2.1	2.5	2.7	2.5	17.2	27.5	13.5	4.2	2.3	2.0	2.3	2.5	2.0	1.3	1.1	.8
All other departments	74,802	14,185	60,617	38.1	9.94	3.7	1.6	2.0	2.2	2.9	2.7	17.2	24.7	11.9	4.7	4.2	3.1	2.2	2.1	2.0	1.6	.9	1.0
Telephone operators	106,276	11,200	95,076	36.5	8.88	6.0	4.2	4.2	3.8	3.4	3.2	19.3	23.8	5.4	6.5	2.0	1.8	1.3	.6	.3	.4	.3	.5
Chief operators	8,058	675	7,383	38.1	13.94	(⁶)	(⁶)	-	-	(⁶)	(⁶)	.2	2.0	3.0	8.8	15.1	19.6	13.1	5.8	3.9	5.3	3.7	4.6
Service assistants and instructors	6,560	360	6,200	36.3	10.35	.2	.1	.4	.6	1.0	1.0	6.6	38.8	15.1	8.6	6.6	3.7	2.7	1.3	.4	.3	.1	.3
Experienced switchboard operators	81,697	7,056	74,641	36.3	8.65	1.7	3.4	4.4	4.6	4.2	4.1	24.5	27.7	5.6	6.8	.6	.1	.2	.1	(⁶)	(⁶)	(⁶)	.1
Operators in training	9,856	3,089	6,767	36.7	5.43	49.8	16.6	8.1	2.5	.7	.1	.2	.1	(⁶)	(⁶)	-	(⁶)	(⁶)	-	-	-	-	(⁶)
Other switchboard employees	105	20	85	37.6	14.23	-	-	-	-	-	-	-	17.1	1.9	1.9	3.8	17.1	1.9	7.6	5.7	6.7	11.4	14.3

See footnotes at end of table.

Table 2. Continued—Bell System telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1981

Occupational group ³	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving— ⁴																	
						Under \$5.50	\$5.50-\$5.99	\$6.00-\$6.49	\$6.50-\$6.99	\$7.00-\$7.49	\$7.50-\$7.99	\$8.00-\$8.99	\$9.00-\$9.99	\$10.00-\$10.99	\$11.00-\$11.99	\$12.00-\$12.99	\$13.00-\$13.99	\$14.00-\$14.99	\$15.00-\$15.99	\$16.00-\$16.99	\$17.00-\$17.99	\$18.00-\$18.99	\$19.00 and over ⁵
Construction, installation, and maintenance employees	310,631	239,446	71,185	39.8	\$11.88	0.6	0.6	0.9	0.9	1.0	1.2	5.6	5.3	3.5	21.2	27.9	9.3	3.6	3.3	2.1	1.3	0.3	0.1
Supervisors of telephone craft workers	42,303	35,653	6,650	39.8	15.03	(⁶)	-	(⁶)	-	(⁶)	(⁶)	(⁶)	.4	1.0	1.8	5.9	12.3	20.5	21.2	14.2	9.1	1.8	.7
Central office craft workers	131,092	73,022	58,070	39.6	11.10	1.1	.9	1.3	1.3	1.5	1.6	10.2	9.6	6.5	16.8	27.3	9.3	1.3	.7	.4	.2	.1	.1
Test board and repeater workers	25,727	18,879	6,848	39.9	11.86	.4	.3	.6	.8	1.4	1.5	4.4	4.5	2.4	16.4	40.5	14.8	2.0	.8	.5	.3	.1	(⁶)
Central office repairers	47,417	38,061	9,356	39.8	12.01	.2	.4	.3	.4	.5	.7	4.0	3.3	2.0	19.8	40.6	14.3	1.6	.7	.2	.1	(⁶)	(⁶)
Others	57,948	16,082	41,866	39.2	10.00	2.2	1.7	2.3	2.2	2.2	2.5	17.8	17.2	11.9	14.4	10.6	2.8	.7	.7	.5	.3	.1	.2
Installation and exchange repair craft workers	82,454	79,057	3,397	40.0	11.76	.4	.4	.9	.7	.7	.9	2.4	2.0	1.3	29.4	37.3	10.3	.2	.1	(⁶)	(⁶)	(⁶)	-
PBX and station installers	10,860	9,896	964	40.0	10.76	1.4	1.8	2.2	1.6	1.7	2.7	6.9	4.3	2.7	35.4	15.2	8.5	(⁶)	(⁶)	(⁶)	(⁶)	-	-
Exchange repairers	12,056	11,509	547	40.0	11.61	.5	.6	.6	.8	.6	1.2	3.1	3.2	1.5	34.7	20.3	14.1	.3	(⁶)	(⁶)	(⁶)	-	-
Others	59,538	57,652	1,886	40.0	11.97	.1	.2	.7	.5	.6	.6	1.4	1.4	1.0	27.2	44.8	9.9	.2	.1	(⁶)	(⁶)	(⁶)	-
Line, cable, and conduit craft workers	54,782	51,714	3,068	40.0	11.50	.3	.4	.7	.8	1.1	1.3	4.0	3.6	1.9	34.6	32.3	5.4	1.0	.4	.1	(⁶)	(⁶)	-
Line workers	12,601	12,205	396	40.0	10.98	.6	.8	1.3	1.5	2.2	2.6	7.0	4.2	2.7	41.4	19.4	5.3	.9	.6	.1	(⁶)	(⁶)	-
Cable splicers	41,078	38,527	2,551	40.0	11.64	.1	.3	.5	.6	.7	1.0	3.2	3.5	1.5	33.2	36.5	5.2	.3	.2	(⁶)	(⁶)	-	-
Cable splicers' helpers	177	143	34	40.0	8.88	1.7	1.7	2.8	6.2	7.9	4.0	13.0	20.9	23.7	11.3	1.1	.6	-	.6	-	-	-	-
Others	926	839	87	39.9	13.41	-	-	-	.1	-	-	-	.1	1.4	10.5	28.2	14.0	32.7	7.0	1.8	1.2	.1	-
Building, supplies, and motor vehicle employees	21,327	15,195	6,132	39.3	11.08	1.0	.6	1.0	2.0	2.9	3.3	10.4	9.6	16.6	11.6	14.4	6.7	5.4	3.0	2.0	1.5	.4	.5
Supervisors	2,799	2,280	519	39.5	14.91	-	-	-	-	-	-	-	.7	1.3	4.0	8.2	12.9	18.8	17.6	13.5	10.5	2.4	1.9
Mechanics	3,801	3,543	258	39.9	12.04	.3	.2	.3	.4	.3	.7	1.9	5.7	7.4	15.7	40.8	11.7	3.0	1.1	.6	.3	.1	.7
Other building service employees	4,364	2,329	2,035	38.2	8.35	2.3	1.5	2.7	7.5	10.7	11.0	38.2	19.5	2.0	.4	.5	.5	.4	.2	(⁶)	.1	.2	.2
Other supplies and motor vehicle employees	10,363	7,043	3,320	39.6	10.81	.9	.5	.8	.8	1.4	1.9	4.7	9.3	30.3	16.9	12.2	5.9	4.8	.8	.3	(⁶)	.1	.1
All employees not elsewhere classified	1,653	1,139	514	38.4	15.99	1.0	.5	.6	.5	.5	.4	1.9	3.0	5.5	5.5	7.8	8.7	13.9	11.6	9.9	7.9	2.5	18.4

¹ Covers 25 Bell System 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 Excludes premium pay for overtime and for work on Sundays and holidays.

³ Earnings distributions for part-time employees, defined as those hired to work a schedule normally calling for fewer hours than for full-time employees, were not available.

⁴ Individual earnings distributions apply to fewer workers than shown in the occupations. Appropriate earnings distribution data were not available from all companies reporting.

⁵ Data on hourly rates over \$19.00 were not available.

⁶ Less than 0.05 percent.

NOTE: Dashes indicate no data reported. Because of rounding, sums may not equal 100.

Table 3. Non-Bell System telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1981

Occupational group³	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—									
						Under \$5.50	\$5.50 - \$5.99	\$6.00 - \$6.49	\$6.50 - \$6.99	\$7.00 - \$7.49	\$7.50 - \$7.99	\$8.00 - \$8.99	\$9.00 - \$9.99	\$10.00 - \$10.99	\$11.00 and over⁴
All full-time employees, except officials and managerial assistants	63,072	33,781	29,291	39.4	\$9.33	8.2	3.6	6.3	6.3	7.5	4.7	12.3	10.2	13.7	27.1
Part-time employees, officials, and managerial assistants	2,112	333	1,779	22.1	5.83	-	-	-	-	-	-	-	-	-	-
Professional and semiprofessional employees	8,094	5,574	2,520	40.0	12.39	.4	.3	.7	1.3	2.5	2.3	7.0	8.8	10.3	66.4
Drafters	499	233	266	39.9	8.65	4.8	2.0	7.2	6.0	4.8	7.4	21.4	30.9	12.8	2.6
Others	7,595	5,341	2,254	40.0	12.64	.1	.2	.2	1.0	2.4	2.0	6.1	7.3	10.2	70.6
Business office and sales employees	5,496	624	4,872	39.0	8.48	5.6	4.0	4.8	9.1	13.2	13.4	25.5	7.4	3.9	13.2
Supervisors	764	260	504	39.9	12.04	.3	-	-	.3	.5	.9	6.2	7.5	21.2	63.2
Nonsupervisory employees	4,732	364	4,368	38.8	7.88	6.4	4.6	5.6	10.5	15.2	15.4	28.6	7.4	1.1	5.1
Clerical employees	12,320	1,321	10,999	39.1	7.07	15.6	7.8	14.7	13.4	18.3	7.7	12.6	4.3	2.1	3.5
Supervisors	507	281	226	40.0	11.23	-	.2	-	1.6	1.6	3.4	12.0	11.8	13.8	55.6
Nonsupervisory	11,813	1,040	10,773	39.1	6.89	16.3	8.2	15.3	13.9	19.0	7.9	12.6	4.0	1.6	1.3
Commercial department	1,936	57	1,879	38.5	6.58	14.3	10.1	28.9	15.4	9.2	7.0	13.9	.3	.3	.6
Traffic department	683	12	671	37.8	7.02	17.9	7.0	18.0	18.7	11.4	8.9	11.3	.6	3.8	2.3
Plant department	4,333	566	3,767	39.1	6.91	18.2	7.8	13.2	10.5	23.8	5.3	11.9	7.2	1.8	.4
Accounting department	1,335	80	1,255	39.5	6.74	14.5	8.6	13.0	17.1	24.0	9.4	8.1	1.8	1.7	1.8
All other departments	3,526	325	3,201	39.4	7.06	15.4	7.7	10.7	15.0	18.1	10.9	14.7	3.5	1.5	2.5
Telephone operators	8,524	540	7,984	38.1	6.88	28.0	9.6	14.2	14.0	10.4	3.0	9.8	2.3	1.3	7.4
Chief operators	487	18	469	39.9	10.77	-	.2	-	.2	.2	1.2	26.7	24.2	13.8	33.5
Service assistants and instructors	421	63	358	40.0	8.97	1.0	4.3	9.5	3.8	5.9	8.8	22.3	16.2	8.3	20.0
Experienced switchboard operators	7,294	403	6,891	37.8	6.29	32.3	11.0	16.0	16.1	11.8	2.9	8.1	-	-	1.8
Operators in training	274	49	225	37.7	11.43	8.0	.4	.7	-	-	-	-	-	1.8	89.1
Other switchboard employees	48	7	41	40.0	10.12	-	-	-	4.2	-	8.3	35.4	22.9	16.7	12.5

See footnotes at end of table.

Table 3. Continued—Non-Bell System telephone carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1981

Occupational group³	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—										
						Under \$5.50	\$5.50-\$5.99	\$6.00-\$6.49	\$6.50-\$6.99	\$7.00-\$7.49	\$7.50-\$7.99	\$8.00-\$8.99	\$9.00-\$9.99	\$10.00-\$10.99	\$11.00 and over⁴	
Construction, installation, and maintenance employees	25,314	23,262	2,052	39.9	\$10.43	0.6	0.7	1.6	1.7	2.1	2.4	11.1	16.2	27.2	36.5	
Supervisors of telephone craft workers	3,383	3,126	257	40.0	12.88	(⁵)	-	-	.1	-	-	.7	1.4	7.4	90.3	
Central office craft workers	8,081	6,939	1,142	39.8	10.29	.7	.4	.9	1.5	1.8	2.3	7.1	20.4	20.8	44.1	
Test board and repeater workers	747	542	205	39.9	9.97	.3	-	.9	2.7	2.3	1.3	10.7	26.0	31.9	24.0	
Central office repairers	4,048	3,537	511	39.8	10.22	.4	.2	.7	1.2	1.9	2.4	8.9	27.2	22.9	33.9	
Others	3,286	2,860	426	39.7	10.46	1.2	.6	1.1	1.6	1.5	2.3	4.2	10.7	15.7	61.1	
Installation and exchange repair craft workers	9,517	8,939	578	39.9	10.01	.5	1.0	2.1	2.3	2.8	2.9	16.2	17.0	36.3	19.0	
PBX and station installers	5,818	5,686	132	39.9	9.56	.7	1.4	3.1	2.6	4.0	3.6	21.9	11.3	32.0	19.5	
Exchange repairers	291	250	41	39.9	10.47	1.0	.3	.7	10.0	.3	1.7	2.1	3.4	27.5	52.9	
Others	3,408	3,003	405	40.0	10.72	.1	.2	.6	1.2	1.0	1.7	7.7	27.8	44.5	15.3	
Line, cable, and conduit craft workers	4,278	4,220	58	39.9	9.71	1.1	1.2	3.0	2.0	2.7	3.4	15.3	18.5	34.0	18.8	
Line workers	1,356	1,339	17	40.1	9.18	2.1	2.7	6.3	3.4	5.5	5.4	22.5	15.6	29.9	6.6	
Cable splicers	2,789	2,753	36	40.0	9.93	.5	.5	1.2	1.3	1.0	2.4	12.1	20.4	36.5	24.2	
Cable splicers' helpers	29	26	3	40.0	7.24	20.7	3.4	13.8	3.4	24.1	6.9	13.8	-	13.8	-	
Others	104	102	2	35.8	11.76	-	1.9	5.8	1.9	5.8	2.9	6.7	10.6	27.9	36.5	
Laborers	55	38	17	39.6	9.27	5.5	1.8	1.8	3.6	1.8	1.8	7.3	3.6	72.7	-	
Building, supplies, and motor vehicle employees	2,867	2,122	745	39.5	8.70	12.6	3.0	8.4	4.0	4.7	7.1	19.8	14.8	11.3	14.3	
Supervisors	335	294	41	40.0	11.36	-	.6	1.2	.3	.3	1.5	14.3	4.2	12.5	65.1	
Mechanics	756	601	155	39.4	9.69	4.1	1.3	2.2	2.8	2.1	12.6	9.9	27.4	24.1	13.5	
Other building service employees	551	374	177	38.8	6.17	50.1	6.2	25.4	2.4	1.6	2.7	3.8	2.5	.4	4.9	
Other supplies and motor vehicle employees	1,225	853	372	39.8	8.48	4.3	3.3	6.5	6.6	9.0	7.3	34.6	15.3	7.9	5.1	
All employees not elsewhere classified	457	338	119	39.6	11.77	7.2	1.1	2.6	1.3	2.4	5.7	6.6	7.2	2.0	63.9	

¹ Covers 33 non-Bell System 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 Excludes premium pay for overtime and for work on Sundays and holidays.

³ Earnings distributions for part-time employees, defined as those hired to work a schedule normally calling for fewer hours than for full-time employees, were not available.

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⁴ Data on hourly rates over \$11.00 were not available.

⁵ Less than 0.05 percent.

NOTE: Dashes indicate no data reported. Because of rounding, sums may not equal 100.

Table 4. All telephone carriers and Bell System carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1981

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All telephone carriers																				
All full-time employees, except officials and managerial assistants	912,213	\$11.47	53,481	\$11.95	141,476	\$12.63	125,345	\$11.49	50,606	\$11.10	148,669	\$10.87	27,125	\$11.29	107,794	\$10.54	55,890	\$10.36	144,079	\$11.15
Part-time employees, officials, and managerial assistants	16,909	7.16	1,157	7.65	2,921	7.94	2,627	7.23	982	6.41	1,921	6.50	679	7.99	1,597	6.31	1,548	6.31	3,168	7.25
Professional and semiprofessional employees	106,582	17.28	6,157	17.74	15,950	20.01	14,549	16.58	4,760	16.64	15,032	16.16	3,050	16.68	10,887	15.67	5,781	15.21	15,861	16.06
Drafters	1,550	10.01	51	10.80	110	11.15	151	11.14	95	8.83	215	9.05	35	9.03	266	8.49	76	9.34	231	9.89
Others	105,032	17.38	6,106	17.79	15,840	20.07	14,398	16.63	4,665	16.80	14,817	16.26	3,015	16.77	10,621	15.85	5,705	15.29	15,630	16.16
Business office and sales employees	120,116	10.78	7,084	10.93	19,362	12.24	16,927	10.40	6,200	10.85	19,388	10.53	3,560	10.80	15,650	9.57	8,667	9.29	18,597	10.82
Supervisors	10,496	14.45	550	15.45	1,623	16.94	1,328	14.53	533	14.72	1,785	14.19	279	15.11	1,371	13.28	807	11.94	1,915	14.23
Nonsupervisory employees	109,620	10.41	6,534	10.53	17,739	11.79	15,599	10.03	5,667	10.47	17,603	10.14	3,281	10.42	14,279	9.21	7,860	9.00	16,682	10.40
Clerical employees	208,466	9.86	12,103	10.56	30,442	11.07	28,280	10.02	11,555	10.00	31,445	9.12	6,471	9.62	23,888	8.94	15,041	9.07	32,897	9.68
Supervisors	19,575	14.58	1,056	15.68	3,047	16.62	2,903	14.35	1,095	15.22	2,793	13.91	636	14.36	2,428	13.73	1,341	12.65	2,814	14.19
Nonsupervisory	188,891	9.37	11,047	10.07	27,395	10.46	25,377	9.52	10,460	9.45	28,652	8.65	5,835	9.10	21,460	8.40	13,700	8.72	30,083	9.26
Commercial department	26,217	8.47	1,432	8.77	3,625	9.51	3,261	8.31	1,778	7.91	4,194	8.01	692	8.15	3,368	8.06	2,144	7.72	4,535	8.87
Traffic department	8,762	9.13	516	9.56	1,137	10.16	1,067	9.06	351	9.32	1,372	8.75	258	8.78	1,509	8.57	616	8.62	1,570	9.27
Plant department	34,492	8.58	1,897	8.95	5,009	9.46	4,300	8.93	1,703	8.63	7,138	8.08	960	8.50	4,726	7.91	1,802	7.90	5,632	8.77
Accounting department	41,092	9.83	2,795	10.30	8,311	10.97	6,591	10.01	1,971	9.72	5,608	9.34	1,338	9.62	4,242	8.62	2,401	9.13	5,264	9.42
All other departments	78,328	9.81	4,407	10.87	9,313	10.95	10,158	9.89	4,657	10.25	10,340	8.93	2,567	9.32	7,615	8.69	6,737	9.10	13,082	9.53
Telephone operators	114,800	8.73	7,347	9.22	18,158	9.58	16,031	8.96	6,800	8.13	19,507	8.57	3,532	9.03	15,027	8.28	6,842	8.06	18,759	8.34
Chief operators	8,545	13.75	612	15.22	1,123	15.96	1,103	13.54	406	13.76	1,585	13.38	251	15.03	1,268	12.63	513	12.04	1,509	13.38
Service assistants and instructors	6,981	10.26	527	10.28	1,260	10.84	1,267	10.14	380	9.21	741	10.32	227	10.27	827	10.23	388	10.06	1,207	10.09
Experienced switchboard operators	88,991	8.45	5,844	8.71	14,296	9.30	12,877	8.63	5,673	7.79	16,492	8.16	3,014	8.44	10,771	8.12	4,666	8.22	13,197	8.23
Operators in training	10,130	5.60	358	5.23	1,444	5.95	769	5.46	332	5.45	659	5.01	40	5.44	2,151	5.40	1,273	5.13	2,820	5.39
Other switchboard employees	153	12.89	6	18.61	35	14.55	15	11.42	9	17.22	30	10.35	-	-	10	7.42	2	15.51	26	13.87

See footnotes at end of table.

Table 4. Continued—All telephone carriers and Bell System carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1981

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
All telephone carriers—Continued																				
Construction, installation, and maintenance employees	335,945	\$11.77	19,066	\$12.39	52,528	\$12.60	43,952	\$12.12	19,806	\$11.54	60,209	\$11.28	9,622	\$11.71	40,322	\$11.25	18,275	\$11.12	54,663	\$11.60
Supervisors of telephone craft workers	45,686	14.87	2,516	16.01	6,687	16.44	5,808	15.35	2,635	14.70	8,538	14.35	1,372	15.11	5,281	14.39	2,657	13.27	8,062	14.24
Central office craft workers	139,173	11.05	8,555	11.50	21,288	11.65	17,392	11.24	7,569	10.81	20,494	10.51	3,592	10.64	14,461	10.60	7,567	10.36	24,773	10.95
Test board and repeater workers	26,474	11.81	1,484	12.38	3,058	12.75	2,521	12.11	961	12.21	3,117	11.52	473	11.43	2,211	11.24	782	11.38	5,046	11.56
Central office repairers	51,465	11.87	2,546	12.23	8,404	12.50	6,944	12.02	3,225	11.60	6,777	11.43	1,555	11.44	5,948	11.40	2,651	11.45	8,161	11.88
Others	61,234	10.03	4,525	10.79	9,826	10.53	7,927	10.28	3,383	9.65	10,600	9.61	1,564	9.59	6,302	9.62	4,134	9.47	11,566	10.01
Installation and exchange repair craft workers	91,971	11.58	5,244	12.14	16,846	12.35	13,559	11.94	6,157	11.22	14,923	10.98	2,800	11.62	12,758	11.03	4,921	11.13	13,722	11.39
PBX and station installers	16,678	10.34	731	11.46	2,030	11.75	1,717	11.28	1,454	9.52	4,160	10.00	115	11.37	3,173	9.44	878	9.98	1,891	10.53
Exchange repairers	12,347	11.58	724	11.99	2,539	12.21	2,309	11.98	751	11.49	511	10.95	155	11.52	2,236	11.30	706	11.11	2,309	10.98
Others	62,946	11.90	3,789	12.31	12,277	12.48	9,533	12.05	3,952	11.80	10,252	11.38	2,530	11.64	7,349	11.62	3,337	11.44	9,522	11.66
Line, cable, and conduit craft workers	59,060	11.38	2,751	12.28	7,707	12.43	7,147	11.97	3,445	11.28	16,254	10.93	1,858	11.39	7,822	10.68	3,124	11.11	8,103	11.28
Line workers	13,957	10.80	753	12.01	2,033	12.18	1,552	11.98	721	10.25	3,136	10.11	411	10.89	1,540	9.59	944	10.79	2,715	10.76
Cable splicers	43,867	11.53	1,848	12.30	5,527	12.52	5,433	12.15	2,639	11.53	12,852	11.11	1,433	11.50	6,215	10.96	2,122	11.23	5,116	11.44
Cable splicers' helpers	206	8.65	13	7.92	33	9.25	38	8.35	9	10.59	83	8.57	1	15.27	10	8.29	-	-	19	8.01
Others	1,030	13.25	137	14.04	114	13.61	124	12.59	76	12.23	183	13.36	13	14.36	57	10.18	58	11.72	253	14.14
Laborers	55	9.27	-	-	-	-	46	9.84	-	-	-	-	-	-	-	-	6	5.95	3	6.74
Building, supplies, and motor vehicle employees	24,194	10.80	1,678	11.18	4,840	11.34	5,384	10.66	1,409	10.09	2,995	10.31	890	10.48	2,020	9.96	1,257	10.59	2,777	11.33
Supervisors	3,134	14.53	215	15.54	597	16.38	620	14.58	246	13.05	360	13.56	92	14.74	303	13.69	178	13.22	410	14.14
Mechanics	4,557	11.65	252	11.52	913	12.81	959	11.35	192	11.56	482	10.22	142	11.47	385	11.13	182	10.94	619	11.45
Other building service employees	4,915	8.11	413	8.97	1,369	8.28	1,478	7.94	271	6.73	296	7.04	295	8.35	135	7.27	106	8.38	271	8.91
Other supplies and motor vehicle employees	11,588	10.56	798	10.96	1,961	11.25	2,327	11.00	700	9.90	1,857	10.21	361	10.63	1,197	8.91	791	10.18	1,477	10.95
All employees not elsewhere classified	2,110	15.06	46	12.71	196	15.54	222	11.91	76	13.01	93	14.19	-	-	-	-	27	12.25	525	12.05

See footnotes at end of table.

Table 4. Continued—All telephone carriers and Bell System carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1981

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
Bell System telephone carriers																				
All full-time employees, except officials and managerial assistants	849,141	\$11.63	53,431	\$11.96	140,628	\$12.65	116,227	\$11.68	43,881	\$11.51	134,017	\$11.05	26,940	\$11.31	95,040	\$10.80	54,915	\$10.37	132,883	\$11.23
Part-time employees, officials, and managerial assistants	14,797	7.34	1,155	7.66	2,898	7.98	2,329	7.40	760	6.93	1,771	6.67	677	8.00	1,021	6.81	1,530	6.34	2,526	7.49
Professional and semiprofessional employees	98,488	17.70	6,154	17.74	15,897	20.03	13,451	16.89	3,797	18.17	13,369	16.63	3,030	16.72	9,061	16.48	5,632	15.30	14,244	16.44
Drafters	1,051	10.70	51	10.80	107	11.27	146	11.31	67	9.30	140	9.38	29	9.50	30	8.47	62	9.47	118	10.77
Others	97,437	17.77	6,103	17.80	15,790	20.09	13,305	16.95	3,730	18.33	13,229	16.71	3,001	16.79	9,031	16.51	5,570	15.36	14,126	16.49
Business office and sales employees	114,620	10.90	7,071	10.93	19,246	12.27	16,055	10.55	5,853	11.00	17,834	10.71	3,554	10.80	14,514	9.73	8,595	9.30	17,792	10.87
Supervisors	9,732	14.65	548	15.46	1,618	16.95	1,278	14.59	488	15.05	1,598	14.51	279	15.11	1,197	13.68	801	11.93	1,795	14.34
Nonsupervisory employees	104,888	10.53	6,523	10.53	17,628	11.83	14,777	10.19	5,365	10.61	16,236	10.32	3,275	10.42	13,317	9.36	7,794	9.01	15,997	10.46
Clerical employees	196,146	10.04	12,099	10.56	30,354	11.09	26,053	10.23	10,437	10.41	28,877	9.37	6,418	9.65	21,301	9.23	14,874	9.10	30,631	9.83
Supervisors	19,068	14.68	1,056	15.68	3,047	16.62	2,699	14.55	1,080	15.30	2,742	13.99	634	14.38	2,270	13.96	1,341	12.65	2,804	14.20
Nonsupervisory	177,078	9.54	11,043	10.07	27,307	10.47	23,354	9.73	9,357	9.84	26,135	8.88	5,784	9.12	19,031	8.66	13,533	8.74	27,827	9.38
Commercial department	24,281	8.63	1,432	8.77	3,625	9.51	2,789	8.64	1,242	8.76	3,948	8.14	668	8.23	3,261	8.12	2,128	7.76	4,065	9.01
Traffic department	8,079	9.31	516	9.56	1,137	10.16	985	9.28	351	9.32	1,285	8.90	250	8.85	1,231	9.11	614	8.63	1,463	9.36
Plant department	30,159	8.82	1,894	8.95	5,009	9.46	3,533	9.07	1,514	8.97	5,853	8.46	944	8.54	3,666	8.46	1,794	7.91	4,901	8.91
Accounting department	39,757	9.94	2,795	10.30	8,311	10.97	6,373	10.14	1,873	9.92	5,378	9.48	1,338	9.62	3,914	8.78	2,399	9.13	5,041	9.54
All other departments	74,802	9.94	4,406	10.87	9,225	10.98	9,674	10.06	4,377	10.47	9,671	9.10	2,584	9.32	6,959	8.88	6,598	9.14	12,357	9.63
Telephone operators	106,276	8.88	7,347	9.22	17,989	9.62	14,883	9.16	5,596	8.50	17,585	8.84	3,503	9.05	13,734	8.46	6,684	8.10	17,216	8.42
Chief operators	8,058	13.94	612	15.22	1,119	15.97	1,025	13.82	386	13.89	1,408	13.81	248	15.10	1,196	12.79	506	12.05	1,439	13.50
Service assistants and instructors	6,560	10.35	527	10.28	1,260	10.84	1,229	10.16	166	10.30	713	10.44	227	10.27	808	10.30	380	10.11	1,138	10.07
Experienced switchboard operators	81,697	8.65	5,844	8.71	14,131	9.35	11,845	8.86	4,704	8.19	14,801	8.45	2,988	8.46	9,569	8.38	4,523	8.29	11,821	8.36
Operators in training	9,856	5.43	358	5.23	1,444	5.95	769	5.46	332	5.45	659	5.01	40	5.44	2,151	5.48	1,273	5.13	2,797	5.40
Other switchboard employees	105	14.23	6	18.61	35	14.55	15	11.42	8	18.82	4	16.46	-	-	10	7.42	2	15.51	21	15.18

See footnotes at end of table.

Table 4. Continued—All telephone carriers and Bell System carriers:¹ Average hourly rates² of employees in selected occupations by region, December 1981

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates	Number of workers	Average hourly rates
Bell System telephone carriers—Continued																				
Construction, installation, and maintenance employees	310,631	\$11.88	19,040	\$12.39	52,165	\$12.62	40,827	\$12.25	17,006	\$11.87	53,881	\$11.37	9,555	\$11.73	34,910	\$11.57	17,889	\$11.12	50,352	\$11.61
Supervisors of telephone craft workers	42,303	15.03	2,513	16.02	6,656	16.46	5,396	15.54	2,180	15.28	7,558	14.49	1,363	15.14	4,635	14.74	2,608	13.29	7,488	14.27
Central office craft workers	131,092	11.10	8,547	11.50	21,175	11.66	16,342	11.30	6,754	10.98	18,599	10.51	3,571	10.65	12,914	10.79	7,450	10.35	23,216	10.92
Test board and repeater workers	25,727	11.86	1,482	12.39	3,052	12.75	2,424	12.20	892	12.42	2,866	11.67	473	11.43	2,074	11.40	783	11.39	4,926	11.56
Central office repairers	47,417	12.01	2,540	12.23	8,302	12.53	6,259	12.20	2,505	12.23	6,488	11.52	1,555	11.44	5,224	11.70	2,565	11.46	7,150	11.95
Others	57,948	10.00	4,525	10.79	9,821	10.53	7,659	10.27	3,357	9.66	9,245	9.44	1,543	9.59	5,616	9.72	4,122	9.47	11,140	9.96
Installation and exchange repair craft workers	82,454	11.76	5,237	12.15	16,694	12.38	12,310	12.16	5,101	11.72	12,418	11.18	2,776	11.64	10,737	11.47	4,783	11.15	12,382	11.45
PBX and station installers	10,860	10.76	731	11.46	1,965	11.78	1,549	11.45	654	10.77	2,091	10.01	115	11.37	1,701	10.36	750	9.93	1,304	10.13
Exchange repairers	12,056	11.61	724	11.99	2,539	12.21	2,197	12.11	751	11.49	511	10.95	155	11.52	2,222	11.32	703	11.11	2,254	10.97
Others	59,538	11.97	3,782	12.31	12,190	12.51	8,564	12.30	3,696	11.94	9,816	11.44	2,506	11.66	6,814	11.80	3,330	11.44	8,824	11.77
Line, cable, and conduit craft workers	54,782	11.50	2,743	12.29	7,640	12.45	6,779	12.11	2,971	11.64	15,306	11.01	1,845	11.41	6,624	11.01	3,048	11.06	7,266	11.32
Line workers	12,601	10.98	748	12.01	2,002	12.23	1,409	11.63	554	10.81	2,939	10.17	405	10.94	1,188	10.14	920	10.60	2,379	10.81
Cable splicers	41,078	11.64	1,845	12.30	5,491	12.53	5,208	12.25	2,369	11.81	12,111	11.19	1,426	11.51	5,402	11.20	2,079	11.24	4,644	11.45
Cable splicers' helpers	177	8.88	13	7.92	33	9.25	38	8.35	9	10.59	73	8.92	1	15.27	8	8.78	-	-	2	7.26
Others	926	13.41	137	14.04	114	13.61	124	12.59	39	13.18	183	13.36	13	14.36	26	11.55	49	12.15	241	13.84
Building, supplies, and motor vehicle employees	21,327	11.08	1,676	11.19	4,781	11.39	4,766	10.95	1,116	10.80	2,378	10.81	880	10.52	1,520	10.48	1,227	10.64	2,313	11.66
Supervisors	2,799	14.91	215	15.54	593	16.40	557	14.85	164	14.81	313	13.93	92	14.74	233	14.31	175	13.22	371	14.27
Mechanics	3,801	12.04	252	11.52	896	12.88	802	11.97	179	11.75	220	11.50	142	11.47	333	11.52	177	11.05	458	11.90
Other building service employees	4,364	8.35	411	8.98	1,351	8.32	1,359	8.06	160	7.68	200	8.01	291	8.40	97	7.88	98	8.53	218	9.34
Other supplies and motor vehicle employees	10,363	10.81	798	10.96	1,941	11.29	2,048	11.33	613	10.24	1,645	10.47	355	10.68	857	9.31	777	10.20	1,266	11.21
All employees not elsewhere classified	1,653	15.99	44	13.09	196	15.54	192	12.49	76	13.01	93	14.19	-	-	-	-	14	13.66	335	13.71

¹ Covers 58 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 Excludes premium pay for overtime and for work on Sundays and holidays.

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.)

Table 5. Western Union Telegraph Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1981

Occupational group	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—																
						Under \$4.50	\$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 ³	
All employees except officials, managerial assistants, and messengers	12,138	6,939	5,199	38.6	\$9.68	0.1	0.1	0.5	1.3	4.3	7.3	8.8	10.3	6.5	8.0	5.9	5.5	15.3	5.7	5.9	14.7	
Professional and semiprofessional employees	1,137	840	297	36.9	13.38	-	.1	-	.1	.1	.4	3.2	2.9	3.0	7.6	3.0	6.3	2.4	2.8	1.3	66.8	
Engineers and engineering assistants	235	218	17	36.7	14.02	-	.4	-	-	-	1.3	1.3	.9	1.3	1.7	3.8	4.3	3.4	3.0	1.7	77.0	
Others	902	622	280	37.0	13.21	-	-	-	.1	.1	.2	3.7	3.4	3.4	9.1	2.8	6.9	2.1	2.8	1.2	64.2	
Telegraph office superintendents and managers	438	252	186	39.7	9.85	-	.2	-	-	.9	1.1	5.5	6.2	11.6	17.1	19.6	12.6	2.5	5.3	.2	17.1	
Sales employees	604	436	168	36.8	9.79	.2	.5	1.3	2.2	3.5	4.0	8.6	9.3	9.9	9.9	9.6	4.6	5.6	7.1	2.0	21.7	
Clerical employees	2,629	740	1,889	36.8	8.75	.1	.3	1.9	1.0	1.7	6.1	8.0	16.2	10.5	16.3	8.5	16.8	3.1	1.6	1.4	6.6	
Supervisors	590	315	275	37.5	10.56	-	-	.2	.7	.2	.7	1.2	5.4	15.1	10.2	16.3	11.2	6.1	5.3	27.1		
Nonsupervisory employees	2,039	425	1,614	36.7	8.21	.1	.3	2.4	1.2	2.0	7.8	10.2	20.5	11.9	16.6	8.0	16.8	.8	.3	.3	.6	
Commercial department	927	149	778	36.8	8.22	-	-	-	-	.8	8.2	9.4	33.0	8.2	17.3	12.0	10.4	.4	.1	.1	.2	
Traffic department	25	6	19	40.0	7.18	-	-	-	-	12.0	16.0	68.0	4.0	-	-	-	-	-	-	-	-	
All other departments	1,086	269	817	36.5	8.23	.2	.6	4.5	2.2	2.9	7.2	9.5	10.3	15.4	16.5	4.8	22.7	1.1	.6	.6	1.0	
Route aides	1	1	-	40.0	6.72	-	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	
Telegraph operators	2,825	545	2,280	38.9	7.74	(⁴)	-	-	3.9	14.9	21.3	21.2	20.7	7.5	3.6	.5	1.0	1.7	.4	1.0	2.2	
Traffic managers, chief operators, supervisors, and instructors	473	256	217	39.6	9.84	-	-	-	-	-	1.1	1.9	7.6	32.8	18.4	2.5	4.4	9.9	2.3	5.7	13.3	
Experienced telegraph operators (except Morse operators)	2,272	286	1,986	38.8	7.37	(⁴)	-	-	1.4	18.5	26.3	26.0	24.1	2.5	.7	.1	.3	-	-	-	-	
Commercial department	618	142	476	40.0	6.99	.2	-	-	4.9	28.6	15.7	35.6	7.8	4.4	2.6	.2	.2	-	-	-	-	
Traffic department	1,654	144	1,510	38.3	7.52	-	-	-	.1	14.8	30.3	22.4	30.2	1.8	-	.1	.4	-	-	-	-	
Operators-in-training	80	3	77	40.0	5.60	-	-	-	98.7	1.2	-	-	-	-	-	-	-	-	-	-	-	
Construction, installation, and maintenance employees	4,365	4,017	348	39.8	10.57	.1	-	(⁴)	.1	.3	.7	3.1	2.8	3.5	4.2	6.7	1.0	37.5	12.4	14.3	13.2	
Traffic testing and regulating employees	1,048	1,017	31	40.0	10.54	.2	-	-	-	.1	.8	.2	.9	2.4	3.6	2.6	.8	36.9	30.3	21.2	.1	
Construction, installation, and maintenance employees	3,285	2,968	317	39.8	10.61	(⁴)	-	.1	.1	.1	.6	3.7	3.4	3.8	4.5	8.1	1.0	38.0	6.8	12.2	17.6	
Supervisors	738	706	32	39.1	12.79	-	-	-	.1	-	.4	.5	.5	.9	1.2	.7	.9	.9	7.3	18.3	68.0	
Subscribers' equipment maintainers	1,657	1,638	19	40.0	10.29	-	-	-	-	.1	.7	.9	2.4	3.4	4.8	4.8	1.0	63.1	.6	15.6	2.5	
Line and cable workers	105	105	-	40.0	10.91	-	-	1.0	1.0	1.0	1.0	1.9	-	8.6	1.9	1.9	32.4	24.8	1.0	21.9		
Others	785	519	266	39.9	9.25	.1	-	.1	-	.1	.5	12.6	8.8	6.8	7.3	22.9	1.0	20.6	16.9	.9	1.3	
Laborers	32	32	-	40.0	6.98	-	-	-	3.1	28.1	12.5	43.8	3.1	9.4	-	-	-	-	-	-	-	
Building service employees	140	109	31	39.9	8.07	-	-	-	-	7.9	39.3	3.6	4.3	4.3	20.7	1.4	4.3	12.1	-	1.4	.7	
Mechanics	66	63	3	40.0	9.27	-	-	-	-	-	-	1.5	7.6	6.1	43.9	3.0	9.1	25.8	-	3.0	-	
Others	74	46	28	39.8	7.00	-	-	-	-	14.9	74.3	5.4	1.4	2.7	-	-	-	-	-	-	1.4	
Messengers	423	404	19	39.1	6.40	4.7	9.5	.7	7.8	16.8	44.0	16.3	-	.2	-	-	-	-	-	-	-	
Walking and bicycle messengers	52	45	7	39.4	4.81	15.4	71.2	-	9.6	1.9	1.9	-	-	-	-	-	-	-	-	-	-	
Motor messengers	371	359	12	39.0	6.63	3.2	.8	.8	7.5	18.9	49.9	18.6	-	.3	-	-	-	-	-	-	-	

¹ Includes full-time employees working in the coterminous 48 States and the District of Columbia; the company does not operate in Alaska and Hawaii.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Data on hourly rates over \$11.50 were not available.

⁴ Less than 0.05 percent.

NOTE: Dashes indicate no data reported. Because of rounding, sums may not equal 100.

Table 6. International telegraph carriers: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1981

Occupational group	Total	Men	Women	Average scheduled weekly hours	Average hourly rates	Percent of employees receiving—															
						Under \$4.50	\$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 ³
All employees except officers and assistants	5,112	3,970	1,142	37.0	\$12.20	1.0	0.5	0.3	1.0	1.7	3.5	2.8	2.8	5.5	4.8	5.0	4.5	8.0	4.9	5.6	48.1
All employees except officers and assistants and messengers	5,034	3,895	1,139	37.1	12.31	.1	.1	.3	1.0	1.7	3.5	2.9	2.8	5.6	4.8	5.1	4.6	8.1	4.9	5.7	48.8
Professional and semiprofessional employees	951	868	83	37.0	16.92	-	-	-	-	-	.2	.1	.2	.7	.7	1.9	1.1	1.9	1.7	2.5	89.0
Engineers and engineering assistants	392	381	11	36.6	17.47	-	-	-	-	-	-	-	-	1.0	.3	.5	1.0	1.0	1.0	1.5	93.6
Others	559	487	72	37.2	16.54	-	-	-	-	-	.4	.2	.4	.5	1.1	2.9	1.1	2.5	2.1	3.2	85.7
Office or station superintendents and assistants	18	18	-	36.4	21.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Sales employees	547	407	140	36.4	12.87	.2	.2	-	.7	1.5	2.0	.9	1.3	2.7	2.0	2.9	3.5	6.6	5.7	14.3	55.6
Clerical employees	1,263	562	701	36.8	10.06	.1	.3	.3	3.1	4.4	9.9	6.0	5.5	10.7	6.5	6.3	6.7	6.7	4.8	4.4	24.4
Supervisors	177	149	28	35.9	17.38	-	-	-	-	-	-	.6	-	-	.6	-	.6	1.1	2.8	2.8	91.5
Nonsupervisory employees	1,086	413	673	37.0	8.90	.1	.4	.4	3.6	5.1	11.5	6.9	6.4	12.4	7.5	7.4	7.6	7.6	5.2	4.7	13.4
Operating department	207	114	93	37.3	8.36	.5	.5	-	5.8	7.2	4.8	5.8	4.8	10.6	6.3	2.9	5.3	9.2	11.6	7.2	17.4
Commercial department	126	31	95	37.5	8.89	-	-	-	1.6	.8	24.6	4.8	4.8	27.0	4.8	6.3	4.8	3.2	1.6	3.2	11.1
Accounting department	340	141	199	37.1	8.67	-	.6	.6	4.7	4.7	13.8	6.5	4.7	8.8	6.2	11.8	12.6	11.8	3.5	5.0	4.7
Engineering department	104	35	69	38.6	8.64	-	1.0	-	1.9	5.8	11.5	13.5	8.7	10.6	10.6	4.8	4.8	1.9	2.9	4.8	17.3
All other departments	309	92	217	36.0	9.63	-	-	-	2.3	5.5	8.1	6.8	9.1	12.3	9.7	6.8	5.8	5.5	4.9	3.2	20.1
Operators	968	777	191	37.4	10.68	-	-	.1	.2	1.9	3.2	2.9	5.0	8.2	5.7	4.8	4.8	18.9	7.9	6.9	29.8
Traffic chiefs, dispatchers, supervisors, instructors, and assistants	153	147	6	37.2	16.22	-	-	-	-	-	-	-	-	-	-	-	-	-	.7	1.3	98.0
Nonsupervisory operators	815	630	185	37.5	9.65	-	-	.1	.2	2.2	3.8	3.4	5.9	9.7	6.7	5.6	5.6	22.5	9.2	8.0	16.9
Radio operators	23	21	2	37.2	9.09	-	-	-	-	-	-	-	4.3	39.1	17.4	17.4	4.3	4.3	-	-	8.7
Marine coastal station operators	119	115	4	37.5	10.18	-	-	-	.8	.8	-	-	4.2	15.1	13.4	8.4	5.0	2.5	5.9	8.4	35.3
Cable operators	115	78	37	37.5	10.12	-	-	.9	1.7	6.1	4.3	3.5	5.2	4.3	5.2	4.3	10.4	1.7	1.7	-	50.4
Teletype-multiplex operators	435	332	103	37.5	9.24	-	-	-	1.8	4.1	5.1	8.0	9.9	5.7	6.2	5.1	29.4	13.3	5.7	5.5	
Telephone operators	55	40	15	37.5	9.92	-	-	-	3.6	9.1	-	-	1.8	1.8	-	5.5	56.4	-	-	-	21.8
All other operators	68	44	24	37.5	10.49	-	-	-	-	-	2.9	2.9	1.5	4.4	4.4	-	2.9	26.5	10.3	44.1	-
Messengers	78	75	3	34.4	4.68	59.0	25.6	5.1	-	2.6	3.8	1.3	-	1.3	-	-	-	1.3	-	-	-
Foot and bicycle	76	73	3	34.3	4.64	60.5	26.3	5.3	-	-	3.9	1.3	-	1.3	-	-	-	1.3	-	-	-
Motor	2	2	-	37.5	6.24	-	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-
Construction, installation, maintenance, and other technical employees	1,206	1,182	24	37.4	12.20	-	-	.2	.1	.2	.3	2.5	.8	3.1	6.6	7.0	5.7	7.0	5.1	5.1	56.1
Supervisors	173	172	1	37.1	17.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0
Mechanics and maintenance technicians	502	487	15	37.5	11.16	-	-	-	-	-	.2	4.2	.4	2.0	7.4	7.6	7.0	7.6	6.6	4.2	53.0
Radio operating technicians	79	74	5	37.5	11.31	-	-	-	-	-	-	-	1.3	1.3	-	-	-	26.6	7.6	7.6	54.4
Radio telegraph riggers	50	50	-	37.5	9.09	-	-	-	-	-	-	-	2.0	18.0	14.0	18.0	12.0	10.0	10.0	6.0	10.0
Others	402	399	3	37.5	11.98	-	-	.7	.2	.5	.7	2.2	1.5	4.2	8.7	9.5	7.0	5.2	4.5	7.7	47.3
Building service employees	73	73	-	37.5	8.69	2.7	-	6.8	5.5	5.5	4.1	5.5	6.8	9.6	12.3	13.7	1.4	1.4	1.4	-	23.3
All employees, not elsewhere classified	8	8	-	37.5	10.22	-	-	-	-	-	-	-	-	-	-	37.5	25.0	-	12.5	12.5	12.5

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

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

³ Data on hourly rates over \$11.50 were not available.

NOTE: Dashes indicate no data reported. Because of rounding, sums may not equal 100.

Appendix: Scope and Method of Study

Data presented in this study are based on annual reports filed with the Federal Communications Commission. 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. In 1982, the FCC terminated the filing requirement for the telephone carriers and proposed to eliminate the requirement for telegraph companies in 1983.

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 33 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. Six 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 and part-time employees are not included in the telegraph tabulations nor in the telephone carrier tabulations of individual earnings distributions. 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. Part-time employees are defined as those regularly assigned less hours than a full-time schedule. Occupational data include only full-time employees in all cases.

Occupational groups for which separate data are presented are defined in the FCC's *Rules and Regulations*, volume X, part 51, applying to telephone companies; 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 sched-

uled weekly compensation for employees temporarily on leave due to disability or sickness, and the scheduled weekly compensation of both full- and part time employees.

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

International telegraph carriers

International telegraph carriers are instructed to report scheduled weekly hours and compensation for their

employees as defined for the Western Union Telegraph Company, except that scheduled weekly compensation should include regularly scheduled maintenance, travel, or other allowances.

Distribution of workers by earnings classes

In the tables, workers are distributed according to the percentage having stipulated hourly rates of pay. Because of rounding, sums of individual items may not equal 100. Also, individual earnings distributions data were not available for all workers in each occupation.

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, 1978-1979. BLS Bulletin 2064
Cigarette Manufacturing, 1981. BLS Bulletin 2132
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138
Drug Manufacturing, 1978. BLS Bulletin 2077
Fabricated Structural Metals, 1979. BLS Bulletin 2094
Flour and Other Grain Mill Products, 1977. BLS Bulletin 2026
Hosiery, 1981. BLS Bulletin 2151
Industrial Chemicals, 1981. BLS Bulletin 2136
Iron and Steel Foundries, 1979. BLS Bulletin 2085
Machinery Manufacturing, 1981. BLS Bulletin 2124
Meat Products, 1979. BLS Bulletin 2082
Men's and Boys' Shirts and Nightwear, 1981. BLS Bulletin 2131
Men's and Boys' Suits and Coats, 1979. BLS Bulletin 2073
Men's and Women's Footwear, 1980. BLS Bulletin 2118
Millwork, 1979. BLS Bulletin 2083
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Metals, 1981. BLS Bulletin 2167

Petroleum Refining, 1981. BLS Bulletin 2143
Pressed or Blown Glass and Glassware, 1980. BLS Bulletin 2109
Pulp, Paper, and Paperboard Mills, 1982. BLS Bulletin 2180
Semiconductors, 1977. BLS Bulletin 2021
Shipbuilding and Repairing, 1981. BLS Bulletin 2161
Structural Clay Products, 1980. BLS Bulletin 2139
Synthetic Fibers, 1981. BLS Bulletin 2150
Textile Mills and Textile Dyeing and Finishing Plants, 1980. BLS Bulletin 2122
Women's and Misses' Dresses, 1977. BLS Bulletin 2007
Wood Household Furniture, 1979. BLS Bulletin 2087

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177
Auto Dealer Repair Shops, 1978. BLS Bulletin 2060
Banking, 1980. BLS Bulletin 2099
Bituminous Coal Mining, 1982. BLS Bulletin 2191
Certificated Air Carriers, 1980. BLS Bulletin 2129
Communications, 1981. BLS Bulletin 2188
Computer and Data Processing Services, 1982. BLS Bulletin 2184
Contract Cleaning Services, 1981. BLS Bulletin 2152
Contract Construction, 1973. BLS Bulletin 1911
Department Stores, 1981. BLS Bulletin 2147
Electric and Gas Utilities, 1978. BLS Bulletin 2040
Hospitals and Nursing Homes, 1978. BLS Bulletin 2069
Hotels and Motels, 1978. BLS Bulletin 2055
Life Insurance, 1980. BLS Bulletin 2119
Metal Mining, 1977. BLS Bulletin 2017
Nursing and Personal Care Facilities, 1981. BLS Bulletin 2142
Oil and Gas Extraction, 1977. BLS Bulletin 2014
Savings and Loan Associations, 1980. BLS Bulletin 2106

Employee Benefits in Medium and Large Firms

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2176



The Bureau of Labor Statistics issues its 1982 bulletin on employee benefits in medium and large firms. This survey is the fourth in an annual series.

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- Incidence and detailed characteristics of 11 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods, holidays, vacations, and personal and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement pension plans.
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Coverage

- Major benefits in medium and large firms, nationwide.

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Source of data

- Sample of about 1,500 establishments in a cross-section of the Nation's private industries; primarily by personal interview.

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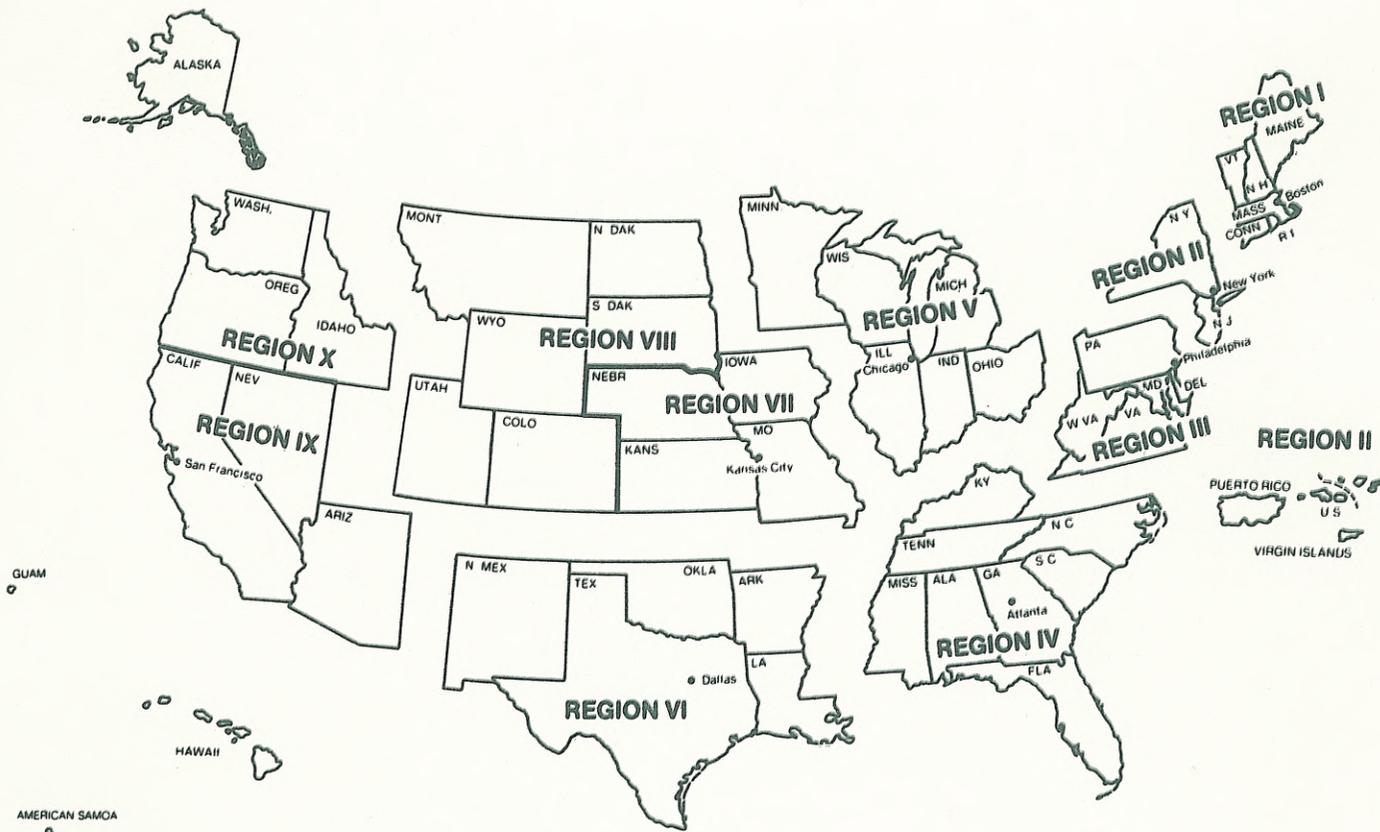
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