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UNITED STATES DEPARTMENT OF LABOR

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Wages, Hours, and Working Conditions  
of Union Street-Railway Employees  
June 1, 1941

INDUSTRIAL RELATIONS DIVISION

*Florence Peterson, Chief*



*Bulletin No. 701*

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NOTE

To economize in the use of paper and printing during the war, the Bureau of Labor Statistics will discontinue the practice of placing heavy paper covers on its bulletins, except where conditions require them.

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*Bulletin No. 701 of the  
United States Bureau of Labor Statistics*

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**WAGES, HOURS, AND WORKING CONDITIONS OF  
UNION STREET-RAILWAY EMPLOYEES, JUNE 1, 1941<sup>1</sup>**

THE average hourly wage rate of union motormen, conductors, and bus operators in 59 cities was 79.2 cents on June 1, 1941. This average covers operators employed on local lines and also those employed on city-suburban lines which furnish local service. Employees of strictly intercity lines are not included.

The index of hourly rates advanced 3.6 percent during the period June 1, 1940, to June 1, 1941, to a new index of 114.4 (1929=100). The advance during the year was the greatest since a comparable period between 1936 and 1937 when rates went up 4.7 percent, on the average (table 1). Beginning in 1934, wage rates as indicated by union agreements for street railways have advanced steadily, showing a 19-percent rise since the low point in 1934. Prior to this upward movement, wage rates had declined during the years from 1931 to 1934 after registering a slight gain in 1930 and remaining stationary in 1931.

**TABLE 1.—Indexes of Union Hourly Wage Rates of Street-Railway Motormen, Conductors, and Bus Drivers, 1929 to 1941**

[1929=100.0]

Year	Index	Year	Index
1929.....	100.0	1936.....	100.6
1930.....	101.0	1937.....	105.3
1931.....	101.0	1938.....	108.3
1932.....	99.0	1939.....	109.2
1933.....	(1)	1940.....	110.4
1934.....	96.1	1941.....	114.1
1935.....	99.8		

<sup>1</sup> Not available.

*Scope and Method of the Wage Study*

This study is one of a series of annual surveys started in 1921. In 1941 the Bureau's agents visited 75 cities and obtained reports of effective union scales for street-railway or bus operators in 59 of those cities.

<sup>1</sup> Prepared by Kermit B. Mohn, under the direction of Florence Peterson, chief of the Bureau's Industrial Relations Division

The rates reported were those in effect on June 1, 1941. Whenever possible the comparable rates in effect on June 1, 1940, were also reported. The 1941 survey included 450 quotations of rates, 430 of which included comparable data for 1941 and 1940. The union members covered by these contractual wage rates numbered 70,361, of whom 69,334 were included in the reports which gave comparable rates for 1940.

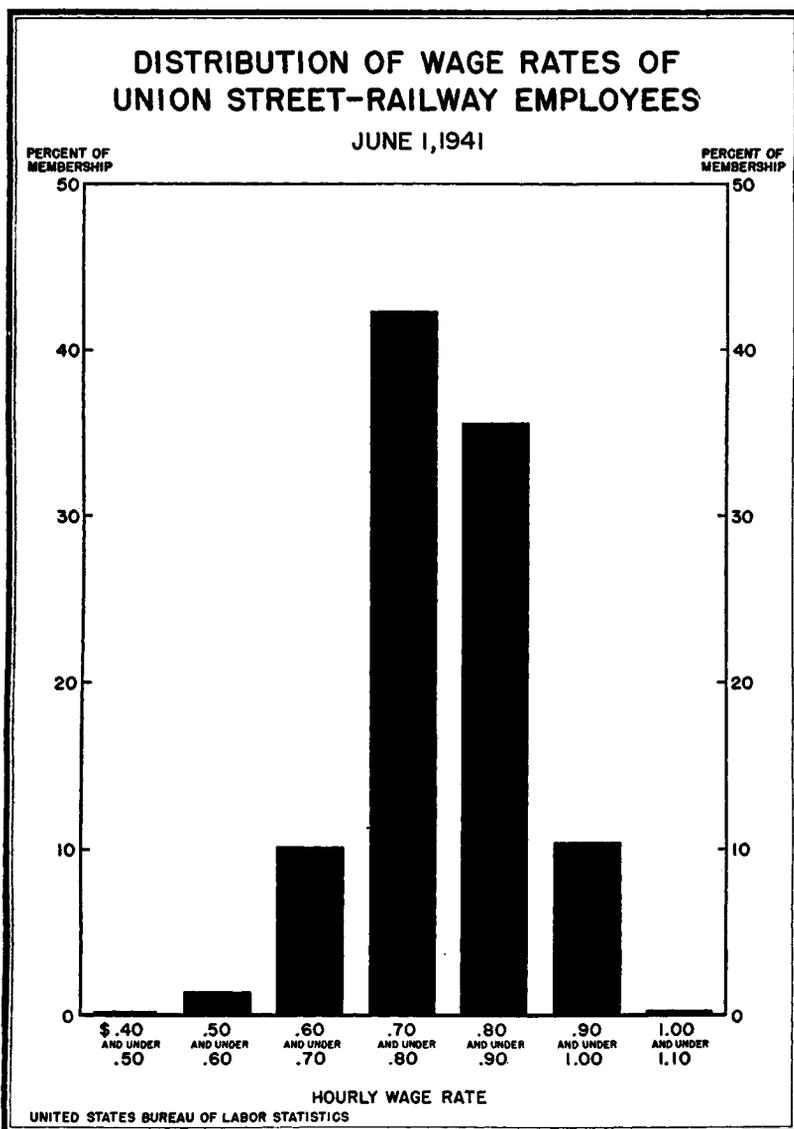
The average rate and the index numbers presented in this report are weighted according to the number of union members receiving each rate. Each rate was multiplied by the number of members to whom it was reported to apply. The resulting aggregates were added and their sum divided by the total number of members used in the weighting. The average thus reflects not only the actual rates provided in union agreements, but also the number of members benefiting from those scales.

The percent of change from the previous year is the ratio between similar aggregates computed from the rates quoted for identical unions and service classifications in both years. The weights in both of the aggregates used in each year-to-year comparison were the membership figures reported in the second year. The current index number was computed by multiplying the index of the previous year by the ratio so obtained.

*Caution.*—Because of changes in coverage, the averages should not be compared from year to year to determine trend. For trend purposes the index numbers (table 1) should be used, since these were computed from comparable quotations only and the influence of changes in coverage has been eliminated. For comparison of the general wage level of street-railway and bus operations with those of other occupations at the time the survey was made, the average (table 2) should be used.

### *Hourly Wage Rates*

Hourly wage rates in street-railway and bus operations are generally graduated on the basis of an employee's length of service with the company. Most frequently the agreements provide for an entrance rate, an intermediate rate, and a maximum rate. A considerable number, however, specify several intermediate periods, each with successively higher rates. The specified time for the rate steps varies widely from city to city. The entrance-rate period is usually 3, 6, or 12 months. The maximum rate most frequently applies after either 1 or 2 years of service, but many agreements provide for longer periods, ranging up to 5 years and including as many as 12 progressive rate steps. The differences between the entrance rates and the maximum rates ranged from 2½ to 32 cents per hour in 1941, the most frequently reported differences being either 5 or 10 cents.



Rates for operators of 2-man cars were reported in only 18 of the 59 cities included in the survey. In each of these cities the agreements provided higher rates for 1-man-car operators and bus drivers than for motormen and conductors on 2-man cars. Generally, the rates for bus drivers were the same as for 1-man-car operators. The differences in favor of 1-man-car operators ranged from 3 to 10 cents per hour, the most common difference being 7 cents.

The entrance rates for 2-man-car operators ranged from 56 cents per hour in St. Louis to 80 cents per hour in Chicago. The entrance

rate for some of the subway motormen in New York City was 85.8 cents. However, the majority of entrance rates were between 60 and 70 cents. For 1-man-car and bus operators the range of entrance rates was from 46 cents per hour in Little Rock and some in New York to 84 cents per hour in Detroit; almost half of the entrance rates were between 60 and 70 cents.

Maximum rates for 2-man-car operators ranged from 65 cents in Birmingham, Denver, and Minneapolis-St. Paul to 87 cents per hour in Detroit, with a majority of the rates between 70 and 80 cents. Subway motormen in New York City had maximum rates of 96 cents. For 1-man-car and bus operators the maximum rates ranged from 53 cents per hour in New Orleans to 95½ cents per hour in Pittsburgh. The majority of the maximum rates were between 70 and 80 cents.

As streetcar and bus operators generally remain permanently in the employ of one company, a very great majority of the union members reported were receiving the maximum rates provided in their respective agreements. Over three-fourths of the union members were covered by union scales of between 70 and 90 cents (table 2). The remainder were almost equally divided at rates either below 70 or above 90.

TABLE 2.—*Distribution of Union Street-Railway Employees by Hourly Rate Groups, June 1, 1941*

Classified hourly rates	1941
Average rate per hour.....	\$0. 792
Percent of members whose rates were—	
40 and under 50 cents.....	0. 1
50 and under 60 cents.....	1. 4
60 and under 70 cents.....	10. 1
70 and under 80 cents.....	42. 3
80 and under 90 cents.....	35. 5
90 cents and under \$1.....	10. 4
\$1 and under \$1.10.....	. 2

TABLE 3.—*Number of Changes in Union Street-Railway Quotations, June 1, 1940, to June 1, 1941, and Percent of Members Affected*

Amount of rate change	Number of quotations	Percent of members affected
No change reported.....	153	37. 9
Decreases reported.....	2	. 4
Increases reported.....	190	61. 7
Less than 2 percent.....	14	3. 8
2 and less than 4 percent.....	32	12. 2
4 and less than 6 percent.....	31	10. 4
6 and less than 8 percent.....	54	27. 1
8 and less than 10 percent.....	26	2. 5
10 and less than 12 percent.....	15	1. 4
12 and less than 14 percent.....	6	. 6
14 and less than 16 percent.....	4	2. 1
16 and less than 18 percent.....	2	. 3
18 and less than 20 percent.....	2	. 7
20 percent and over.....	4	. 6

About 55 percent of the quotations of union scales provided for increases during the year June 1, 1940, to June 1, 1941 (table 3). These raises benefited approximately 62 percent of the total membership covered in the survey. Of the organized workers receiving increases, about 80 percent had their 1940 rates advanced by between 2 and 8 percent.

### *Wage and Hour Regulations*<sup>2</sup>

*Hours per day and week.*—Because of the impracticability of adjusting transportation work to a fixed scale of hours, few of the agreements attempt to specify the exact hours of work for operators. Hours for maintenance, shop, and garage employees are usually 8 per day with workweeks in general of 40, 44, 45, and 48 hours. The usual workweek for operators is 6 days, although a small number of agreements provide for a 5-day week. In a few instances it is provided that each operator shall have only 1 day off in every 8.

Provisions covering operators usually state the number of hours per regular run, either on a minimum, normal, or maximum basis. As operators holding regular runs are usually prevented from doing additional work, the establishing of run-hours is, in effect, the same as the establishing of an hour scale for the operator. Generally the agreements provide that all regular runs shall be as near 8 hours in length as possible. Slightly over one-half of the agreements establish a guaranteed minimum for regular runs, usually 8 hours. Several others set the guarantee at 9 hours and others specify 6½, 7½, 7½, or 8½ hours. A few agreements provide the minimum for regular runs on a weekly basis, with a range from 40 to 50 hours.

About one-half of the agreements specify the maximum number of hours for regular runs per day, week, or month. The maxima are usually 1 or 2 hours greater than the length of the normal run and vary considerably in a range from 8 to 11 hours per day, with 10 hours being the most prevalent. Other agreements provide weekly maxima of from 48 to 65 hours, two specify the maximum as 270 hours per month, and one provides for 215 hours per month. In those agreements providing both minimum and maximum hours the interval generally ranges from ½ to 2½ hours per day, usually 1 or 2.

As there are wide variations in the demand for transportation at different hours of the day, the agreements permit the creation of "swing" runs composed of two or more short daily assignments. This privilege is generally limited by the requirement that a majority of runs shall be straight and that the day's swing runs must be completed within a specified number of hours. The maximum permitted

<sup>2</sup> The analysis contained in this section, as well as those following, is not restricted to agreements in the cities included in the previous section relating to wage rates, but includes all agreements in the Bureau's files, except those covering companies engaged in strictly intercity or interstate transportation. Altogether 160 agreements are included in the analysis.

ranges as high as 16 hours, although 14 hours is most commonly specified. A number of others list the spread as 12, 13, or 13½ hours. Generally, the intervening time between parts of these swing or split assignments is paid for when the interval does not exceed 1 hour.

*Rest days.*—In order to maintain continuous service, the weekly rest days (required for each employee under most agreements) must be distributed throughout the week. Assignments of regular runs are generally prepared on a 6-day basis, and the scheduled day off for any individual depends upon his selection of a run at the periodic "pick." Work on an employee's rest day is allowed only in an emergency, and penalty rates for such work are very often provided.

Specific provision for Sunday work is not made in a majority of the agreements. However, a number of the agreements state that a greater percentage of runs must be straight on Sundays than during the week. In addition, those agreements providing a guaranteed minimum for regular runs often specify that this minimum shall be less on Sundays than during the week.

*Extra runs.*—The agreements generally provide that all runs not regularly scheduled and all short runs which cannot be combined into regular assignments shall be reserved for men on the extra list. All substitutions for regular operators are also reserved for men on the extra list. These extra men are usually required to report for assignment twice each day, and most agreements specify the minimum pay for making these reports. These guaranties vary widely. In some agreements extra men are guaranteed 1 or 2 hours' pay for each report, or a specified number of hours each day or week; in others the guaranty is a minimum amount of pay each day week, or month. The time guaranties range from 1 or 2 to 8 hours per day, 30 to 36 hours per week, or 100 to 162 hours per month; cash guaranties range from \$2 to \$4.08 per day, \$15 to \$25 per week, or from \$60 to \$110 per month. In all cases these guaranties are contingent upon the extra men making all required reports, disallowances for "misses" (tardiness) being deducted on a pro rata basis.

*Overtime.*—Overtime work in street-railway operations is generally defined, not as time worked in excess of a specified number of hours, but rather as time worked in excess of that required to complete a run or assignment. About one-half of the agreements definitely state the maximum number of hours a run may be paid for at straight time, 10 hours being the most prevalent. It is customary in street-railway agreements to require that all work outside the regular assignments be given to men on the extra list, whenever they are available, and therefore overtime of this type is not frequently required. However, if a man holding a regular run is required to perform extra work, except in emergencies, he is generally paid at the overtime rate and quite often is guaranteed a specified number of hours, usually 2, at the penalty scale. However, in those agree-

ments permitting operators to work from the extra board after their regular runs have been completed, the operators receive straight time only for such assignments given them. Operators called to work on their regular day off are very often paid the overtime rate and are often guaranteed 4, 5, or 6 hours.

The overtime rate in street-railway agreements is almost universally time and one-half. Slightly over three-fourths of the quotations, covering over 84 percent of the organized workers included in the current survey, were listed at this rate. Agreements covering only 9.5 percent of the members failed to provide a penalty rate. Six percent were slated to receive other penalty scales and in 1 quotation, covering but one-tenth of 1 percent of the total members, overtime was prohibited.

*Transfer rates.*—Street-railway and bus operators are almost universally required to be paid the classified rate for the particular work performed. A few agreements, however, require that regular operators temporarily transferred to runs not their own shall be guaranteed the schedule time of their own runs and, if given work not on the cars or busses, shall be paid whichever rate is higher, their own or that of the temporary work.

The provisions relating to shop or garage workers sometimes provide that the employee shall receive his own rate while temporarily working in another classification, provided the assignment does not extend beyond a specified period, which may be as long as 15 days. More frequently, however, such workers are required to be paid the higher rate applying to the two classifications.

*Differentials for disabled and older workers.*—Very few of the agreements contain any provisions regarding disabled or older workers. A small number specify that employees of long service who are incapable of continuing their regular duties shall be given preference for any employment the company may have which they can perform. No differentials or concessions are provided for the older or disabled worker in the regularly classified occupations.

*Allowances.*—Nearly all of the agreements specify some allowances for various incidental duties of the streetcar and bus operators. A period of from 5 to 15 minutes is frequently allowed at the beginning and end of runs for the purpose of getting the car ready for service and for returning it to the barn and making out the required daily reports. An allowance is usually specified for making out accident reports, and it is generally provided that employees required to look up evidence in connection with accidents shall be paid at their regular rates. Time spent in going to court in connection with accident cases is generally required to be paid for at straight time.

It is frequently specified that traveling time between the barn and relief points shall be paid for when crews are changed away from the barn. Time spent instructing student operators is usually rated from

5 to 10 cents an hour higher than the regular rate. Similar additions to the regular rate are frequently specified for work on snow plows and sweepers, or for runs on which the operators must handle newspapers or packages.

It is generally provided that uniforms are to be furnished by the employees, subject to the specifications of the company. Many of the agreements state that these may be purchased in the open market or through the union. Only a very few provide that uniforms shall be furnished or partially paid for by the company.

Nearly all of the agreements specifically provide that employees shall be entitled to ride free on any line of the company. A few extend this privilege to the members of the employees' families.

A few agreements provide for group-insurance policies to be paid for by the company and a few others provide sick and accident benefits.

### *Union Status*

*Unionization.*—Union agreements covering street-railway and bus employees are in existence in almost three-fourths of the cities of over 100,000 population. Smaller cities are less well organized although a considerable number of agreements have been made.

Practically all of the agreements have been made by locals of the Amalgamated Association of Street, Electric Railway and Motor Coach Operators of America (A. F. of L.) except in New York City and Philadelphia. In New York most of the agreements were made with the Transport Workers' Union (C. I. O.) and in Philadelphia with the Philadelphia Rapid Transit Employees' Union (nonaffiliated).

The agreements studied were universally negotiated between local unions and individual transportation companies. In the few cities having more than one transportation company, separate agreements exist with each company. As a rule, these agreements are not uniform, but vary in details to meet the different conditions in the separate companies. Generally, the membership of each local union includes employees of only one company. In a few instances, where the companies operate large transportation systems with widely separated barns, or with an extremely large number of employees, the employees are divided among several locals. In such cases only one agreement between the company and the joint local unions is customary.

*Union recognition.*—Almost half (75 out of 160) of the agreements studied provide for the closed or union shop, with the companies agreeing to enforce the provision by discharging any employee who fails to join or maintain his membership, or who is expelled from the union. Seven additional agreements provide that all new employees must become union members. The latter are usually allowed a certain number of days, generally a probationary period, in which to make

application for membership. One agreement states that "all employees of the company coming within the classifications covered by this agreement, after 1 month's continuous employment, shall be required to share equally in the cost of maintaining and operating the collective-bargaining agency."

About 10 percent of the agreements have the maintenance-of-membership clause, whereby an employee belonging to the union at the time the agreement went into effect, or one who subsequently joins the union, must maintain his membership as a condition of continued employment. In four additional agreements "the company recommends that all employees now in the association remain members and recommends that all new men that may enter the service and who are eligible to the association become and remain members during the life of the contract. The company prefers to deal with the employees through the association."

In the remaining agreements, about a third of the total, the employee recognizes the union as the bargaining agent for all the union members and for all the classifications of jobs included in the terms of the agreement. Most of these specify that membership shall be entirely optional with the individual employees and that there shall be no discrimination or coercion to compel any employee to join or not to join the union. Several agreements specifically state that the members of the union bargaining committee must be company employees.

*Employees covered by agreements.*—A majority of the agreements cover workers in the company shops, garages, barns, and maintenance departments in addition to the operating employees. A few agreements also include linemen. A considerable number include provisions relating only to motormen, conductors, and bus drivers. These, however, are mainly from the smaller cities. Clerical employees are seldom included in the agreements; in fact, a small number specifically exclude workers in the general offices of the company.

Foremen, superintendents, managers, and other company officials who have the duty of administering discipline are excluded from membership in the Amalgamated Association by a constitutional provision. Working foremen, starters, dispatchers, timekeepers, inspectors, and street men are permitted to be members, but not to participate in the meetings or activities of the union while holding such positions. The agreements, therefore, do not specify wage rates or working conditions for these positions.

About half of the agreements provide for a probationary period, during which new employees are specifically excluded from the agreement benefits other than the wage-rate provisions. Until this probation has been completed the employee has no right to appeal to the union with respect to any grievance, discipline, or his discharge. The period of probation is most frequently either 60 or 90 days, although

a number of agreements specify 30 days and several others provide for a 6-month probation.

*Check-off.*—About one-fourth of the agreements provide that the company shall deduct the amount of union dues and assessments from the pay of union members. In practically all of these cases individual authorizations for the deductions must be obtained, although in several cases no mention of authorization is made. In one or two instances the employee's wife is also required to sign the authorization. Several agreements not providing for the check-off permit the collection of dues on company property on pay days or other selected times.

*Hiring.*—Except in a very few cases, street-railway agreements do not require new employees to be hired through the union office, nor do they require new men to be union members before starting to work. However, one agreement specifically states that "the company will notify the union of the need of additional men and the union agrees to furnish competent candidates." In two other cases the union "agrees to furnish extra men daily to fully and adequately protect all regular runs," and in two others the union "agrees to cooperate with the company in an honest endeavor to supply sober and physically capable men needed by the company in the operation and maintenance of its busses." In addition to the above-mentioned exceptions, two agreements provide for a union committee to investigate and pass upon prospective motor-coach operators before they are employed by the company.

*Bulletin boards.*—The agreements frequently provide that bulletin boards shall be maintained at each barn, upon which the union may post notices of interest to its members. Generally no restrictions are placed upon the kind of notices that may be posted, although a few require that the notices be approved by the company and that they be confined strictly to general union business.

*Job restrictions.*—Detailed work regulations are not often made a part of the streetcar and bus operators' agreements. A number, by reference, indicate that the regulations shall be as issued by the company, but that the union shall have the right to discuss any proposed changes with the company officials before they are made effective.

*Access to plant and records.*—A small number of the agreements provide that representatives of the union may interview shop or garage men on union business during working hours. This privilege is not, however, extended to include interviewing operators while they are on duty.

A few agreements specify that union representatives may be present at the barn on pay days for the purpose of making dues collections. Several agreements specify that service records of members shall be open to inspection by the union, and a number require that a

union representative be present at each selection of runs or uniform inspection.

*Leave for union officials.*—Practically all the agreements provide that if an employee is elected or appointed to a full-time union office, he shall be granted leave for the duration of his term without impairment of his seniority rights, provided he makes application for reemployment within a limited time after leaving office. Several agreements specifically state that seniority in these cases shall be cumulative.

### *Leave Provisions*

Leave of absence without pay for personal reasons is provided in about half of the agreements. The amount of leave is generally limited to 30 or 60 consecutive days, although one renewal is often permitted. Absence because of illness is often specifically excepted from the time limitations. Applications for extended leave are sometimes required to be in writing. Generally, the applications for leave are subject to approval by the company, although some agreements either specifically or impliedly make granting of the leave mandatory, provided the number applying for leave at any one time is limited.

A number of agreements require the company or association to provide a book in which the employees may register their desire for particular days off. Many of these agreements specify that, in applying the limitation as to the number to be granted leave on any one day, priority in registering shall govern. Union officials are generally granted priority in leave when time off is necessary for official business. Generally, a request for leave must be made before the list of assignments for the day, on which leave is desired, is made up. Usually, however, leave may not be requested more than 1 week in advance.

### *Vacations and Holidays*

*Vacations with pay.*—About 75 percent of the agreements provide for annual vacations with pay. In 93 of the cases the time specified is 1 week—69 of these after 1 year's service, 8 after one-half year, 8 after 2 years, 1 after 3 years, and 7 with no length of service mentioned. Ten of the agreements provide for 2 weeks' and 5 others specify 10 days' vacation after 1 year's service. About 15 percent of the agreements provide for additional vacations above the minimum in recognition of longer periods of service. The most common are 2 weeks after either 2 or 5 years, both of these types providing 1 week after 1 year's service.

Quite often, to be eligible for a vacation, an operator must work a minimum number of hours during the year, usually about three-fourths of full time.

The agreements generally specify that vacations may not be accumulated but must be taken as earned, and that cash payments

in lieu of actual time off shall not be permitted. Employees who are discharged or voluntarily quit the service of the company during the year generally forfeit all vacation rights. Quite often seniority is the governing factor in the selection of vacation periods.

*Holidays.*—Four of the agreements specify that employees shall be paid when not working on holidays. These four, plus several others, also provide that the overtime rate shall be paid to those employees working on holidays.

Generally, holidays are not mentioned in the agreements, since streetcar and bus service is maintained on such days even though on a restricted basis. In a few cases a restriction is placed upon applications for time off on such days, the restriction being that requests may not be made long in advance. Some agreements specifically state that operators whose regular day off coincides with the holiday shall be assured their time off before any other requests are granted. A small number provide further that an operator having preference, through priority of application, for Thanksgiving leave may not also have preference for Christmas leave.

### *Seniority*

Seniority provisions are one of the most important sections in most streetcar and bus operators' agreements. In the larger cities where the companies have various barns, divisions, and departments, seniority is generally applied on the basis of several lists, each designed for particular situations. Separate lists are frequently required to be maintained on a company-wide basis for each department. These lists are then divided by occupation, division, barn, or shop. Agreements with the smaller companies generally provide for separate shop and operating lists, and frequently divide the operating list with respect to motormen, conductors, and bus drivers.

*Acquisition and loss of seniority.*—Seniority almost invariably runs from the date of last employment. Resignation or discharge automatically cancels seniority rights. Many agreements, however, state that seniority shall be retained through a lay-off occasioned by lack of work. Seniority is always retained during an approved leave of absence and generally throughout an absence on account of illness.

About one-fourth of the agreements include a military-service provision whereby an employee retains his position and seniority during his term in the armed forces. In most of these cases the seniority is definitely specified as being cumulative.

Permanent promotion to a supervisory position generally involves loss of seniority rights in all lower classifications. Some agreements, however, provide for retention of these rights through a trial period, during which time the employee may return to his old classification in full standing.

*Lay-off.*—About half of the agreements provide that during slack seasons there shall be lay-offs in accordance with seniority and subsequent rehiring in inverse order, provided the laid-off men make themselves available within a specified number of days. A number of agreements state that no new employees shall be taken on before those laid off have been given an opportunity to return.

*Promotions and transfers.*—About half the agreements provide for the application of seniority in respect to promotion and transfers. The promotion provisions usually require that the senior man be considered or given a trial when a vacancy occurs, but do not require that he be given the job unless fully qualified. This application of seniority is frequently on a departmental basis, although in some cases it is confined to a shop or barn.

A number of agreements provide for an annual "system pick," at which time each employee may choose, according to his departmental seniority, the barn or shop and classification in which he wishes to work. When this method is used, voluntary transfers between barns or shops are generally prohibited at other times.

Some agreements provide that shop or office men may not operate cars or busses in regular service, and some specify that all positions as starters, loaders, platform men, or flagmen shall belong to the "blue uniform men."

Employees transferring from one classification to another, as from street-car operation to bus driving, go to the foot of the list for their new classification, but frequently retain their rights in their former classification, temporarily with respect to a voluntary return, or permanently in respect to reductions in service.

*Shift and run assignments.*—Seniority is the basis for determining work assignments in practically all street-railway agreements. At various times during the year, usually every 3 or 4 months, all regular runs or pieces of work are listed for selection. The employee with the greatest seniority will have first choice and so on until all regular runs have been assigned. Frequently it is required that additional picks or selection of runs be held whenever changes in schedules are contemplated, or whenever permanent vacancies occur on any runs. Some agreements provide that should an employee select an assignment which the company does not consider him competent to fill, he shall be denied the assignment provided the union concurs in the decision, often after a week's trial. Several agreements provide for union-management cooperation in making out the list of runs and timetables for them.

The list of runs is usually required to be posted at the various car barns or garages several days before the selection is made. The operators are then given a definite time limit in which they are to state their choice. In the event an operator fails to make his choice or is unavailable when his turn to choose arrives, provision is usually

made for the superintendent, or the superintendent and a union official together, to choose for him. In some cases an employee having seniority may choose to go on the extra list rather than take one of the regular runs.

After the list of regular runs has been exhausted, the remainder of the operators are put on an extra list for work assignments other than regular runs. This extra list is also prepared according to seniority. Generally the list rotates upon any assignment. However, a number of agreements specifically provide that an operator shall retain his position at the head of the list until he has been assigned a specified number of hours' work, usually the equivalent of a normal regular run. A number of agreements provide that the man in order may not refuse any assignment offered, but others state that this is permissible. A few agreements contain share-the-work provisions for men on the extra list, but in several cases it is specifically prohibited.

In cases of vacancies on the regular list, the run is usually handled by the extra men in rotation for the first few days, after which it is definitely assigned to the oldest man in seniority on the extra list until a 30-day period has elapsed, after which either a reselection of all runs is held or it is bid in by those regular operators below the one leaving the vacancy. In either case the man having the greatest seniority on the extra list moves into the regular classification.

### *Health, Safety, and Welfare*

*Physical examinations.*—About 1 in 10 of the agreements require the employees to submit to physical examinations either yearly or upon request of the company. Generally, it is provided that the examiner must be selected by the company and the union or that the employee may appeal the findings of the company examiner to his own physician. The minimum physical requirements are not stated in the agreements.

*Condition of equipment.*—About 20 percent of the agreements require that each car or bus be checked and placed in good condition by the shopmen before being delivered to the operator. Items most frequently mentioned to be checked are brakes, window wipers, and doors.

*Welfare.*—The operators' use of seats or stools while on the car is usually governed by company regulations and not made part of the agreements. About 10 percent of the agreements, however, specifically require that seats be provided for motormen and conductors. A small number include a statement of the rules regarding their use, commonly specifying that they may not be used when the car is in heavy traffic areas, or that conductors may not be seated when passengers are standing. A few agreements also require that the operators' cabs must be equipped with heaters.

A frequent provision is that operators may remove their coats during hot weather, provided they wear approved shirts and no suspenders. Comfort stations are often required at turning points, and a few agreements require the company to provide washrooms and lockers at each barn.

### *Discipline*

A great number of the agreements contain definite rules for the handling of discipline. It is usually agreed that employees shall be informed of any alleged misconduct or violation as soon as possible, generally within 3 days, after occurrence. After an employee has been informed of the charges, usually in writing, he is given sufficient time to obtain witnesses or otherwise prepare his case. He is then given a formal hearing and in most cases he may be represented by the union. Many agreements provide for appeal by arbitration.

Practically all of the agreements provide that if an employee is suspended or discharged for alleged violation of company rules and if, after investigation by the company and the union, he is found not guilty of the charge, he shall be reinstated and paid for all time lost.

Specific causes for discharge are not frequently mentioned in the agreements. Those most often specified are repeated "misses" (tardiness) within 30 days, unreported absence from duty, intoxication, and irregularities in handling fares. A number of agreements provide that unreported absence shall be cause for dismissal, but that the employee's record shall be marked "resigned."

In many cases a definite method of recording disciplinary action is provided. It is frequently specified that the record must contain the employee's reply to the charges. If only the company maintains these records, they are often available for inspection by accredited union officials. Several agreements provide for a duplicate set of records, one to be furnished to the union.

Several agreements, in open as well as closed shops, provide that the company will dismiss or suspend a member of the union, if the union requests such action, because the member has violated the union's rules or laws. Usually such action is taken by the company only after its own investigation. A few agreements specify that an employee may be dismissed through joint action of the union and company for "interfering with or disturbing the course of negotiations between the union and company or for interfering with or disturbing the service or goodwill between the company, employees, and public."

Operators, both regular and extra, are generally penalized for reporting late by being required to serve specified periods at the foot of the extra list. While serving a penalty at the foot of the list an operator receives pay only for extra assignments that may be given him. The time required to be served at the foot of the list is usually 1 day

for the first late report or "miss" within 30 days. Subsequent misses within 30 days carry increasingly greater penalties. Usually a fourth miss within 30 days is specified as cause for discharge or other severe disciplinary action.

### *Adjustment of Disputes*

*Grievances.*—In addition to the prevalent provision that the company will meet and treat with the union representatives for the settlement of any differences that may arise between them, many agreements contain more specific provisions for the procedure in these cases. About a fourth of the agreements specifically require employees to present individual grievances to the heads of their departments before the matters may become subjects for union-management discussion. A number of agreements name the company officials with whom successive conferences are to be held. Most frequently these provide that the union may carry its case to the highest company official if a satisfactory settlement is not obtained in any previous conference. Many cases require each company official to render his decision within a specified time after the matter in dispute has been brought to his attention. One or two agreements provide definite conference committees of both sides to be used in settling disputes.

*Arbitration.*—Practically all of the agreements provide for arbitration in the case of differences, pertaining to the application of the terms of the agreement, that cannot be mutually adjusted. A number of agreements specifically state that arbitration is to be a last resort and that both parties shall make every effort possible to reach an understanding through direct negotiations. One or two agreements state that permission to arbitrate must be obtained from the international office of the union.

About one-fourth of the agreements provide for arbitration of the terms of succeeding agreements. A few agreements limit arbitration so as to exclude matters fixed and determined by the agreement, improper handling of fares or transfers, or questions of union representation or recognition.

All of the agreements providing for arbitration specify the appointment of temporary arbitrators as the occasions may arise, except in a few cases where State arbitration or conciliation boards are mentioned. Nearly all of the agreements providing arbitration state that the board shall be composed of two members, one chosen by each side, with an impartial chairman appointed by the other two. Under about one-fourth of the agreements the first two appointees attempt to reach a settlement before selecting the third member. A very few agreements specify larger boards. If the original appointees are unable to agree upon an impartial chairman within a specified time, it is fre-

quently required that the union and company confer in regard to naming new appointees or concerning a method of selecting an impartial member. A small number of agreements designate a particular judge or other public official who shall name such impartial chairman. In one case the judge selected appoints the entire board. In about 10 percent of the agreements, all members are required to be disinterested persons, in that none may be either presently or formerly connected with either party as members, employees, or stockholders. Usually it is provided that if either side fails to name the board member within a specified time, the party so failing shall forfeit its case.

Requests for arbitration may come from either party and are usually required to be in writing. The decision of a majority of the board is always considered final.

*Strikes and lock-outs.*—About 40 percent of the agreements contain specific restrictions upon strikes and lock-outs. Most of these flatly prohibit any strike or lock-out for the duration of the agreement. In addition about 15 percent prohibit such action pending arbitration and almost one-fourth of all the agreements place a ban on sympathetic strikes.

In addition to the restrictions upon strikes incorporated in the agreements, each local union is bound by the restrictions contained in the constitution of its association. The constitution of the Amalgamated Association provides that a strike vote may be taken only after negotiations for the settlement of the dispute have been tried and have failed. Strike votes must be by secret ballot and every member must be given a ballot. Two-thirds of the votes cast are required for an affirmative decision. Following an affirmative vote, the international president must be notified to send a representative, who shall investigate and attempt to secure a settlement through negotiation or arbitration. In case of failure in these negotiations the international representative is then required to secure approval from a majority of the general executive board before authorizing a strike. A local division entering upon an unauthorized strike forfeits all rights to assistance and renders itself subject to expulsion from the Association.

### *Duration of the Agreements*

About 60 percent of the agreements are written for a term of 1 year, with provision for continuance from year to year, provided neither party notifies the other of a desired change to be effective at the annual renewal date. Most of the other agreements are written for 2-year terms, although a small number run for 3 years. Several others cover periods of 13 to 18 months and one or two extend 4 or 5 years.

It is generally specified that notice of any desired change, which will result in reopening the agreement, must be given 30 days in advance of the renewal date. A 60-day minimum is provided in a number of others, and periods of 15 or 45 days appear in a few. Those agreements extending more than 1 year sometimes provide for the reopening of negotiations at the anniversary date for the purpose of discussing wages only. One or two specified that wage discussions could be automatically opened when the cost of living had advanced by a fixed percentage.

### *Rates in Each City*

The union rates per hour in force on June 1, 1941, and June 1, 1940, by city, are shown in the following table. Hours are not given, since the hours of work are irregular, depending on the "run." Any changes in scales since June 1, 1941, which have come to the attention of the Bureau of Labor Statistics appear in the footnotes.

TABLE 4.—Union Rates of Wages of Street-Railway Employees, June 1, 1941, and June 1, 1940, by Cities

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	June 1, 1941	June 1, 1940		June 1, 1941	June 1, 1940
<i>Atlanta, Ga.</i>			<i>Chicago, Ill.—Continued</i>		
2-man cars and feeder busses:			Elevated railway:		
First 9 months.....	\$0. 600	\$0. 565	Motorman:		
Second 9 months.....	. 650	. 615	First 3 months.....	\$0. 807	\$0. 757
Thereafter.....	. 680	. 645	4-12 months.....	. 816	. 766
1-man cars, busses, and trolley coaches:			After 1 year.....	. 861	. 811
First 9 months.....	. 670	. 635	Conductors:		
Second 9 months.....	. 720	. 685	First year.....	. 798	. 748
Thereafter.....	. 750	. 715	After 1 year.....	. 816	. 766
<i>Binghamton, N. Y.</i>			Guards, regular:	. 798	. 748
Busses:			Guards, extra:		
First 3 months.....	. 610	. 570	First 3 months.....	. 770	. 720
4-12 months.....	. 660	. 620	4-12 months.....	. 780	. 730
After 1 year.....	. 690	. 650	After 1 year.....	. 789	. 739
<i>Birmingham, Ala.</i>			<i>Cincinnati, Ohio</i>		
2-man cars:			2-man cars:		
First year.....	. 600	. 600	First 3 months.....	1. 640	. 620
Second year.....	. 620	. 620	4-12 months.....	1. 670	. 650
Third year.....	. 650	. 650	After 1 year.....	1. 690	. 670
1-man cars and busses:			1-man cars and busses:		
First year.....	. 675	. 675	First 3 months.....	1. 710	. 690
Second year.....	. 695	. 695	4-12 months.....	1. 740	. 720
Third year.....	. 725	. 725	After 1 year.....	1. 760	. 740
<i>Boston, Mass.</i>			<i>Cleveland, Ohio</i>		
2-man cars:			2-man cars:		
First 3 months.....	. 580	. 580	First 3 months.....	2. 720	. 670
4-12 months.....	. 640	. 640	4-12 months.....	2. 750	. 700
Thereafter.....	. 780	. 780	After 1 year.....	2. 770	. 720
1-man cars and busses:			1-man cars and busses:		
First 3 months.....	. 680	. 680	First 3 months.....	2. 790	. 740
4-12 months.....	. 740	. 740	4-12 months.....	2. 820	. 770
Thereafter.....	. 880	. 880	After 1 year.....	2. 840	. 790
Rapid transit lines:			<i>Columbus, Ohio</i>		
Motormen.....	. 830	. 830	1-man cars and class A busses:		
Guards:			First 3 months.....	. 660	. 600
First 3 months.....	. 580	. 580	4-12 months.....	. 690	. 630
4-12 months.....	. 640	. 640	After 1 year.....	. 710	. 650
Thereafter.....	. 780	. 780	Class B busses:		
<i>Butte, Mont.</i>			First 3 months.....	. 560	. 560
Busses.....	. 800	. 800	4-12 months.....	. 620	. 590
<i>Charleston, S. C.</i>			After 1 year.....	. 640	. 610
Busses:			<i>Davenport, Iowa</i>		
First 3 months.....	. 585	. 560	(See Rock Island (Ill.) district.)		
4-12 months.....	. 605	. 580	<i>Dayton, Ohio</i>		
Thereafter.....	. 625	. 600	1-man cars and busses:		
<i>Chicago, Ill.</i>			Company A:		
2-man cars:			First 3 months.....	. 670	. 610
First 3 months.....	. 800	. 750	4-12 months.....	. 690	. 630
4-12 months.....	. 830	. 780	After 1 year.....	. 710	. 650
After 1 year.....	. 850	. 800	Company B:		
Night cars.....	. 870	. 820	First 6 months.....	. 600	-----
1-man cars.....	. 930	. 880	7-12 months.....	. 650	-----
Night cars.....	. 950	. 900	After 1 year.....	. 700	-----
Busses:			<i>Denver, Colo.</i>		
Under 40 passengers:			2-man cars:		
Day.....	. 850	. 800	First 3 months.....	. 610	. 590
Night.....	. 870	-----	4-12 months.....	. 620	. 600
Over 40 passengers:			13-18 months.....	. 630	. 610
Day.....	. 930	. 880	19-24 months.....	. 640	. 620
Night.....	. 950	. 900	After 2 years.....	. 650	. 630

<sup>1</sup> Increase of 5 cents per hour July 1, 1941.

<sup>2</sup> Increase of 1 cent per hour September 1, 1941.

TABLE 4.—Union Rates of Wages of Street-Railway Employees, June 1, 1941, and June 1, 1940, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	June 1, 1941	June 1, 1940		June 1, 1941	June 1, 1940
<i>Denver, Colo.—Continued</i>			<i>Little Rock, Ark.</i>		
1-man cars and busses:			1-man cars and busses:		
First 3 months.....	\$0. 660	\$0. 640	First 3 months.....	\$0. 460	-----
4-12 months.....	. 670	. 650	4-6 months.....	. 480	-----
13-18 months.....	. 680	. 660	7-12 months.....	. 510	-----
19-24 months.....	. 690	. 670	Second year.....	. 540	-----
After 2 years.....	. 700	. 680	Third year.....	. 570	-----
<i>Des Moines, Iowa</i>			After 3 years.....	. 630	-----
1-man cars, trolley busses, and motor coaches:			North Little Rock division:		
First 3 months.....	. 635	. 625	1-man cars and busses:		
4-12 months.....	. 665	. 655	First 6 months.....	. 460	\$0. 420
After 1 year.....	. 710	. 700	7-12 months.....	. 480	. 450
<i>Detroit, Mich.</i>			Second year.....	. 510	. 490
2-man cars:			Third year.....	. 540	. 530
First 6 months.....	. 790	. 750	After 3 years.....	. 600	. 530
Second 6 months.....	. 830	. 790	<i>Los Angeles, Calif.</i>		
After 1 year.....	. 870	. 830	Pacific Electric Co.:		
Owl shift.....	. 970	. 930	2-man cars (local):		
1-man cars and busses:			First 3 months.....	. 635	. 635
First 6 months.....	. 840	. 780	4-12 months.....	. 645	. 645
Second 6 months.....	. 880	. 820	Second year.....	. 660	. 660
After 1 year.....	. 920	. 860	After 2 years.....	. 680	. 680
Owl shift.....	1. 020	. 960	2-man cars (interurban):		
<i>Duluth, Minn.</i>			First 3 months.....	. 655	. 655
Busses:			4-12 months.....	. 665	. 665
First year.....	. 590	. 560	Second year.....	. 680	. 680
Second year.....	. 610	. 590	After 2 years.....	. 700	. 700
After 2 years.....	. 630	. 610	Single-track cars:		
<i>Erie, Pa.</i>			First 3 months.....	. 705	. 705
Busses:			4-12 months.....	. 715	. 715
First 6 months.....	‡ 650	. 600	Second year.....	. 730	. 730
7-12 months.....	‡ 720	. 660	After 2 years.....	. 750	. 750
After 1 year.....	‡ 750	. 690	1-man cars and motor coaches:		
<i>Grand Rapids, Mich.</i>			First 3 months.....	. 705	. 705
Busses.....	. 640	. 590	4-12 months.....	. 715	. 715
<i>Indianapolis, Ind.</i>			Second year.....	. 730	. 730
1-man cars and Company A busses:			After 2 years.....	. 750	. 750
First year.....	. 670	. 650	Motor Transit Co.:		
Second year.....	. 690	. 670	Busses:		
After 2 years.....	. 740	. 720	First 3 months.....	. 705	. 705
Company B busses.....	. 470	-----	4-12 months.....	. 715	. 715
<i>Jackson, Miss.</i>			Second year.....	. 730	. 730
Busses:			After 2 years.....	. 750	. 750
First 6 months.....	. 570	. 530	Los Angeles Railway Co.:		
After 6 months.....	. 620	. 580	2-man cars:		
<i>Jacksonville, Fla.</i>			First year.....	. 660	. 560
Busses:			Second year.....	. 720	. 620
First 6 months.....	. 550	. 490	Third year.....	. 750	. 650
Second 6 months.....	. 560	. 500	1-man cars:		
Second year.....	. 570	. 510	First year.....	. 760	-----
Third year.....	. 580	. 520	Second year.....	. 820	-----
Fourth year.....	. 590	. 530	Third year.....	. 850	-----
After 4 years.....	. 600	. 540	Busses:		
<i>Madison, Wis.</i>			First year.....	. 760	. 630
Busses:			Second year.....	. 820	. 690
First 6 months.....	. 580	. 570	Third year.....	. 850	. 720
7-12 months.....	. 610	. 600	<i>Madison, Wis.</i>		
13-18 months.....	. 630	. 620	Busses:		
After 18 months.....	. 650	. 640	First 6 months.....	. 580	. 570

‡ Plus a bonus of ¼ cent for each hour worked.

TABLE 4.—Union Rates of Wages of Street-Railway Employees, June 1, 1941, and June 1, 1940, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	June 1, 1941	June 1, 1940		June 1, 1941	June 1, 1940
<i>Manchester, N. H.</i>			<i>New Haven, Conn.</i>		
Buses:			1-man cars and busses:		
First 3 months.....	\$0. 600	\$0. 550	First 3 months.....	\$0. 720	\$0. 640
4-12 months.....	. 660	. 610	4-12 months.....	. 750	. 670
After 1 year.....	. 730	. 670	After 1 year.....	. 790	. 710
<i>Memphis, Tenn.</i>			<i>New Orleans, La.</i>		
1-man cars and busses:			Busses (Algiers Division):		
First year.....	. 615	. 605	First 6 months.....	. 480	. 450
Second year.....	. 665	. 655	7-12 months.....	. 490	. 460
After 2 years.....	. 715	. 705	13-18 months.....	. 500	. 470
<i>Milwaukee, Wis.</i>			19-24 months.....	. 510	. 480
2-man cars:			25-30 months.....	. 520	. 490
First year.....	. 670	. 670	After 30 months.....	. 530	. 500
Second year.....	. 690	. 690	<i>New York, N. Y.</i>		
Third year.....	. 710	. 710	Subways:		
After 3 years.....	. 730	. 730	B. M. T. System:		
1-man cars and busses:			Operators:		
First year.....	. 720	. 720	First year.....	. 792	. 792
Second year.....	. 740	. 740	Second year.....	. 869	. 869
Third year.....	. 760	. 760	After 2 years.....	. 957	. 957
After 3 years.....	. 780	. 780	Conductors:		
<i>Minneapolis, Minn. (includes St. Paul, Minn.)</i>			First 2 years.....	. 638	. 638
2-man cars:			After 2 years.....	. 660	. 660
First year.....	. 590	. 590	Trainmen:		
Second year.....	. 620	. 620	First 2 years.....	. 521	. 521
Third year.....	. 650	. 650	Second 2 years.....	. 528	. 528
1-man cars and busses:			Fifth year.....	. 561	. 561
First year.....	. 680	. 680	After 5 years.....	. 616	. 616
Second year.....	. 710	. 710	I. R. T. System:		
Third year.....	. 750	. 750	Motormen:		
<i>Mobile, Ala.</i>			First year.....	. 858	. 858
Buses:			After 1 year.....	. 900	. 903
First 6 months.....	‡ 530	. 500	Conductors:		
After 6 months.....	‡ 580	. 550	First 2 years.....	. 648	. 648
<i>Moine, Ill.</i>			After 2 years.....	. 700	. 700
(See Rock Island (Ill.) district.)			Conductors (multiple-unit-door control):		
<i>Nashville, Tenn.</i>			First 2 years.....	. 668	. 668
Buses:			After 2 years.....	. 700	. 700
First 3 months.....	. 540	. 540	Trainmen:		
4-12 months.....	. 580	. 580	First year.....	. 574	. 574
13-18 months.....	. 600	. 600	Second year.....	. 583	. 583
19-24 months.....	. 630	. 630	After 2 years.....	. 633	. 633
After 2 years.....	. 660	. 660	Trainmen (multiple-unit-door control):		
<i>Newark, N. J.</i>			First year.....	. 594	. 594
1-man cars and busses:			Second year.....	. 605	. 605
First 3 months.....	. 660	. 660	After 2 years.....	. 655	. 655
4-12 months.....	. 680	. 680	Surface cars:		
After 1 year.....	. 700	. 700	Third Avenue Railway System:		
Ironbound Transportation Co.:			First 3 months.....	. 460	. 460
Buses:			4-6 months.....	. 480	. 480
Class A.....	. 600	. 600	7-9 months.....	. 500	. 500
Class B.....	. 560	. 560	10-12 months.....	. 530	. 530
Class C.....	. 530	. 530	13-15 months.....	. 550	. 550
Class D.....	. 510	. 510	16-18 months.....	. 570	. 570
Class E.....	. 480	. 480	19-21 months.....	. 590	. 590
			22-24 months.....	. 610	. 610
			Third year.....	. 700	. 700
			Fourth year.....	. 710	. 710
			Fifth year.....	. 720	. 720
			After 5 years.....	. 760	. 760
			Special beginners.....	. 600	. 600

‡ 55 cents per hour Dec. 1, 1941.

‡ 60 cents per hour Dec. 1, 1941.

TABLE 4.—Union Rates of Wages of Street-Railway Employees, June 1, 1941, and June 1, 1940, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	June 1, 1941	June 1, 1940		June 1, 1941	June 1, 1940
<i>New York, N. Y.—Continued</i>			<i>New York, N. Y.—Continued</i>		
Surface cars—Continued.			Buses—Continued.		
Brooklyn-Queens Transit Lines:			Avenue B and East Broadway Transit Co.:		
First year .....	\$. 521	\$0. 521	First 6 months .....	\$0. 500	\$0. 500
13-18 months .....	. 528	. 528	7-12 months .....	. 560	. 560
19-24 months .....	. 550	. 550	Second year .....	. 620	. 620
25-30 months .....	. 572	. 572	Third year .....	. 640	. 640
31-36 months .....	. 594	. 594	Fourth year .....	. 690	. 690
37-42 months .....	. 616	. 616	After 4 years .....	. 740	. 740
43-48 months .....	. 638	. 638	Queens - Nassau Transit Lines:		
Fifth year .....	. 660	. 660	First year .....	. 638	. 580
After 5 years .....	. 770	. 770	Second year .....	. 680	. 620
Queensboro Bridge Railway.	. 680	. 680	Third year .....	. 760	. 660
Buses:			Fourth year .....	\$. 810	. 710
Fifth Avenue Coach Co.:			After 4 years .....	. 850	. 740
Drivers:			Steinway Omnibus Co.:		
First year .....	. 770	. 690	First 3 months .....	. 460	. 460
Second year .....	. 780	. 760	4-6 months .....	. 480	. 480
Third year .....	. 810	. 790	7-9 months .....	. 500	. 500
Fourth year .....	. 820	. 800	10-12 months .....	. 510	. 510
After 4 years .....	. 830	. 810	13-15 months .....	. 520	. 520
Conductors:			16-18 months .....	. 540	. 540
First year .....	. 700	. 620	19-21 months .....	. 560	. 560
Second year .....	. 710	. 690	22-24 months .....	. 580	. 580
Third year .....	. 740	. 720	Third year .....	. 590	. 590
Fourth year .....	. 750	. 730	Fourth year .....	. 620	. 620
After 4 years .....	. 760	. 740	Fifth year .....	. 630	. 630
New York City Omnibus Co.:			After 5 years .....	. 770	. 700
First 6 months .....	. 650	. 610	Staten Island Coach Co.:		
7-12 months .....	. 740	. 700	First 3 months .....	‡. 680	. 615
Second year .....	. 800	. 760	4-6 months .....	‡. 705	. 640
Third year .....	. 860	. 820	7-9 months .....	‡. 730	. 665
Fourth year .....	. 880	. 840	10-12 months .....	‡. 755	. 690
After 4 years .....	. 940	. 900	13-18 months .....	‡. 780	. 715
Comprehensive and East Side Cos.:			19-24 months .....	‡. 815	. 750
First 3 months .....	. 600	. 560	After 2 years .....	‡. 850	. 785
4-12 months .....	. 673	. 633	North Shore Bus Co.:		
Second year .....	. 720	. 680	First year .....	. 670	. 605
Third year .....	. 755	. 715	Second year .....	. 770	. 627
Fourth year .....	. 790	. 750	Third year .....	. 870	. 660
After 4 years .....	. 880	. 820	Fourth year .....	. 870	. 693
Third Avenue Railway System:			After 4 years .....	. 870	. 770
First 3 months .....	. 460	. 460	Manhattan and Queens Line:		
4-6 months .....	. 480	. 480	First 6 months .....	. 610	. 610
7-9 months .....	. 500	. 500	7-12 months .....	. 640	. 640
10-12 months .....	. 530	. 530	Second year .....	. 665	. 665
13-15 months .....	. 550	. 550	Third year .....	. 690	. 690
16-18 months .....	. 570	. 570	After 3 years .....	. 770	. 770
19-21 months .....	. 590	. 590	Jamaica Buses, Inc.:		
22-24 months .....	. 610	. 610	First year .....	. 610	. 550
Third year .....	. 700	. 700	Second year .....	. 640	. 580
Fourth year .....	. 730	. 730	Third year .....	. 670	. 610
Fifth year .....	. 750	. 750	Fourth year .....	. 720	. 650
After 5 years .....	. 780	. 780	After 4 years .....	. 770	. 700
Special beginners .....	. 600	. 600	Green Lines:		
Brooklyn Bus Corporation:			First year .....	. 605	. 605
First year .....	. 521	. 521	Second year .....	. 630	. 630
13-18 months .....	. 528	. 528	Third year .....	. 660	. 660
19-24 months .....	. 550	. 550	After 3 years .....	. 790	. 770
25-30 months .....	. 572	. 572	Schenck Transportation Co.:		
31-36 months .....	. 594	. 594	First year .....	\$. 650	. 650
37-42 months .....	. 616	. 616	Second year .....	\$. 680	. 680
43-48 months .....	. 638	. 638	After 2 years .....	\$. 725	. 725
Fifth year .....	. 660	. 660			
After 5 years .....	. 770	. 770			

‡ 85 cents per hour Dec. 31, 1941.

‡ 24-cent increase Aug. 1, 1941.

‡ 1-6 months, 65 cents per hour; 7-12 months, 70 cents per hour; 13-24 months, 72 cents per hour; after 2 years, 77 cents per hour; June 12, 1941.

TABLE 4.—Union Rates of Wages of Street-Railway Employees, June 1, 1941, and June 1, 1940, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	June 1, 1941	June 1, 1940		June 1, 1941	June 1, 1940
<i>Oklahoma City, Okla.</i>			<i>Portland, Oreg.</i>		
1-man cars and busses:			1-man cars and busses:		
First 6 months.....	\$0. 570	\$0. 620	First 3 months.....	\$0. 800	\$0. 780
7-12 months.....	. 590	. 640	4-12 months.....	. 830	. 810
Second year.....	. 620	. 670	After 1 year.....	. 850	. 830
After 2 years.....	. 650	. 700	Interurban.....	. 720	. 720
Interurban.....	. 670	. 750	<i>Providence, R. I.</i>		
<i>Peoria, Ill.</i>			1-man cars and busses:		
1-man cars, trackless trolleys, and busses:			First 3 months.....	. 725	. 725
First year.....	. 660	. 660	4-12 months.....	. 755	. 755
Second year.....	. 680	. 680	After 1 year.....	. 775	. 775
After 2 years.....	. 700	. 700	<i>Rochester, N. Y.</i>		
<i>Philadelphia, Pa.</i>			2-man subway cars.....		
Subway, elevated, and high-speed lines:			Busses:	. 750	. 690
Motormen:			First 3 months.....	. 740	. 680
First 6 months.....	. 730	. 680	4-12 months.....	. 760	. 700
7-12 months.....	. 755	. 705	After 1 year.....	. 780	. 720
13-18 months.....	. 780	. 730	<i>Rock Island (Ill.) District</i>		
19-24 months.....	. 805	. 775	Busses:		
After 2 years.....	. 830	. 780	First 6 months.....	. 660	. 625
Conductors:			7-12 months.....	. 680	. 645
First 6 months.....	. 650	. 650	After 1 year.....	. 700	. 665
7-12 months.....	. 675	. 675	<i>St. Louis, Mo.</i>		
13-18 months.....	. 700	. 700	2-man cars:		
19-24 months.....	. 725	. 725	First 6 months.....	. 560	. 540
After 2 years.....	. 750	. 760	7-12 months.....	. 620	. 600
2-man cars:			13-18 months.....	. 680	. 660
First 6 months.....	. 650	. 650	After 18 months.....	. 730	. 710
7-12 months.....	. 675	. 675	1-man cars and busses:		
13-18 months.....	. 700	. 700	First 6 months.....	. 630	. 610
19-24 months.....	. 725	. 725	7-12 months.....	. 690	. 670
After 2 years.....	. 750	. 760	13-18 months.....	. 750	. 730
1-man cars:			After 18 months.....	. 800	. 780
First 6 months.....	. 730	. 700	Service cars:		
7-12 months.....	. 755	. 725	First 3 years.....	. 525	. 525
13-18 months.....	. 780	. 750	After 3 years.....	. 550	. 550
19-24 months.....	. 805	. 775	<i>St. Paul, Minn.</i>		
After 2 years.....	. 830	. 800	(See Minneapolis, Minn.)		
Busses:			<i>Salt Lake City, Utah</i>		
First 6 months.....	. 730	. 730	Busses:		
7-12 months.....	. 755	. 755	First year.....	‡ 580	. 530
13-18 months.....	. 780	. 780	After 1 year.....	‡ 660	. 610
19-24 months.....	. 805	. 805	<i>San Antonio, Tex.</i>		
After 2 years.....	. 830	. 830	Busses.....		
<i>Phoenix, Ariz.</i>			10. 745		
1-man cars and busses.....			<i>San Francisco, Calif.</i>		
. 750			2-man cars:		
<i>Pittsburgh, Pa.</i>			First 6 months.....		
1-man cars:			11. 625		
First 3 months.....	. 810	. 810	7-12 months.....		
4-12 months.....	. 900	. 900	11. 650		
After 1 year.....	. 955	. 955	13-18 months.....		
Busses:			11. 675		
First 3 months.....	. 690	. 630	19-30 months.....		
4-12 months.....	. 800	. 740	11. 700		
Second year.....	. 830	. 770	After 30 months.....		
After 2 years.....	. 840	. 780	11. 725		
<i>Portland, Maine</i>			Cable cars:		
Busses.....	. 700	. 650	Gripmen and conductors.....		
			. 725		

‡ Increase of 1 cent per hour October 26, 1941.

10 Increase of 2 cents per hour July 1, 1941.

11 Increase of 2½ cents per hour July 1, 1941.

TABLE 4.—Union Rates of Wages of Street-Railway Employees, June 1, 1941, and June 1, 1940, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	June 1, 1941	June 1, 1940		June 1, 1941	June 1, 1940
<i>San Francisco, Calif.—Con.<sup>1</sup></i>			<i>Toledo, Ohio</i>		
Buses:			1-man cars and busses:		
First 6 months	<sup>11</sup> \$0.725	\$0.706	First 6 months	\$0.740	\$0.670
7-12 months	<sup>14</sup> .750	.725	7-12 months	.760	.690
13-18 months	<sup>11</sup> .775	.750	After 1 year	.790	.720
19-30 months	<sup>11</sup> .800	.775			
After 30 months	<sup>11</sup> .825	.800	<i>Washington, D. C.</i>		
<i>Scranton, Pa.</i>			2-man cars:		
1-man cars and busses:			First 3 months	<sup>12</sup> .660	.630
First 3 months	.640	.630	4-12 months	<sup>14</sup> .700	.670
4-12 months	.690	.680	After 1 year	<sup>14</sup> .720	.690
After 1 year	.720	.710	1-man cars and busses:		
<i>South Bend, Ind.</i>			First 3 months	<sup>14</sup> .730	.700
Buses:			4-12 months	<sup>16</sup> .770	.740
First year	.650	.650	After 1 year	<sup>17</sup> .790	.760
Second year	.675	.650	<i>Worcester, Mass.</i>		
After 2 years	.700	.650	1-man cars and busses:		
<i>Spokane, Wash.</i>			First 3 months	.710	.660
Buses:			4-12 months	.760	.710
First year	.600	.600	After 1 year	.810	.760
Second and third years	.640	.600	<i>York, Pa.</i>		
After 3 years	.680	.600	Buses:		
<i>Springfield, Mass.</i>			First 6 months	.600	
1-man cars and busses:			7-12 months	.650	
First 3 months	.720	.640	After 1 year	.700	
4-12 months	.770	.690	<i>Youngstown, Ohio</i>		
After 1 year	.810	.730	Buses:		
			First 3 months	.700	.650
			4-12 months	.750	.700
			After 1 year	.800	.750

<sup>11</sup> Increase of 2½ cents per hour July 1, 1941.<sup>12</sup> 68 cents per hour July 1, 1941.<sup>13</sup> 72 cents per hour July 1, 1941.<sup>14</sup> 76 cents per hour July 1, 1941.<sup>15</sup> 77 cents per hour July 1, 1941.<sup>16</sup> 81 cents per hour July 1, 1941.<sup>17</sup> 85 cents per hour July 1, 1941.