

UNITED STATES DEPARTMENT OF LABOR

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BUREAU OF LABOR STATISTICS

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Union Wage Rates of City
Streetcar and Bus Operators
July 1, 1945



Bulletin No. 856

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., December 10, 1945.

The SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on union wage rates of streetcar and bus operators, as of July 1, 1945.

This report was prepared in the Bureau's Wage Analysis Branch by Herbert M. Abowitz and Annette V. Simi, under the direction of Donald H. Gerrish.

A. F. HINRICHS, *Acting Commissioner.*

Hon. L. B. SCHWELLENBACH,
Secretary of Labor.



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*Bulletin No. 856 of the
United States Bureau of Labor Statistics*

[Reprinted from the MONTHLY LABOR REVIEW, January 1946, with additional data]

**Union Wage Rates of City Streetcar and Bus
Operators, July 1, 1945**

Summary

Hourly wage rates of union streetcar and bus operators averaged 94.4 cents on July 1, 1945, an advance of 1.1 percent over July 1, 1944. This small increase was augmented by the introduction of bonus plans in 22 cities in 1945, which generally increased the hourly rates from 2 to 7 cents per hour. Pay was also increased during the year for some operators through the speed-up of wage progressions. No change in basic wage rates was recorded for 82 percent of the workers tabulated.

Almost three-fourths of the union members operated under agreements limiting straight-time hours per week. About 60 percent had a workweek of 44 hours or less. Completion of scheduled run controlled the length of the straight-time workweek for the remainder of the members. Time and a half for work beyond specified periods was prevalent in the industry, covering 96 percent of the total membership.

Scope and Method of Study

Since 1921 the Bureau of Labor Statistics has made annual studies of effective wage scales for union streetcar and bus operators employed on local streetcar, subway, elevated, intracity, and city suburban lines which furnished local city service. This study, the latest in this series, is based on data collected by field representatives of the Bureau from officials of the local trade-unions in 75 principal cities of the United States. Where sufficient information relating to membership distribution at the various rates in the agreements could not be obtained at the union office, the data were secured from company officials. The union scales reported for the various classifications were those specified in the working agreements between the employer and the union as of July 1, 1945. Scales in negotiation or awaiting War Labor Board action on July 1 were reexamined before the data were tabulated so that wage increases retroactive to the survey date would be reflected in this report. A union scale may be defined as the minimum rates or maximum number of hours of work at straight time agreed upon by the employer and the union for a particular trade in a given locality.

Index numbers.—In computing the index series (1939=100), the annual percentage change from year to year is derived from aggregates

of union quotations for identical classifications in 2 successive years. The membership weights in both of the aggregates used for each year-to-year comparison are those reported for the second year. To obtain the index for the current year, the total of the current aggregates is divided by the previous year's aggregates, and the ratio thus obtained is multiplied by the previous year's index number. The indexes are computed on this basis in order to minimize the effect of changes in union membership, which might obscure the real changes in wages.

The index series, rather than the actual averages of rates in this and previous reports, should be used to determine the trend of hourly wage rates. Changes in coverage and shifts in union membership distort a direct comparison of average rates in two periods.

Operators of municipally owned intracity transit systems are included in the survey if unions act as bargaining agents for the employees. Trackmen and maintenance workers are not included. Of the 75 cities surveyed, 71 reported effective union agreements for local transit operations. The current study includes 421 quotations covering 84,850 union members.

Trend of Hourly Wage Rates

The index of hourly wages for union streetcar and bus operators rose to 122.1 on July 1, 1945, representing an increase from the preceding year of only 1.1 percent, and an advance of about 17 percent since June 1941, the nearest survey period prior to the United States entry into the war. Since 1934, wage rates have gradually increased, the most pronounced change taking effect in 1942. Although there was only a small increase in average basic scales between July 1, 1944, and July 1, 1945, numerous adjustments in rates were made by reducing the intervals between automatic wage increases under the graduated scales effective in most cities. More than 11 percent of the quotations received, affecting over 10 percent of the union members in the cities covered, indicated such interval changes. In most cases, the time for reaching the top level of the scale was shortened by several months. The majority of the members benefiting by shorter intervals were in New York City.

Especially important in a study of wages for streetcar and bus operators were the war-bonus plans effective in 30 of the 71 cities for which scales were obtained. These bonus plans resulted in increased earnings for 36 percent of the operators studied. Most of these plans were based on a formula that was formally established by the War Labor Board in September 1944. At that time the Board decided that it would approve bonus plans to compensate workers in the local transit industry for the increased and unusual work loads during the war period.¹ A ceiling of 7 cents per hour was placed upon any such bonus. Bonus plans that were already in operation were not affected by the terms of the order.

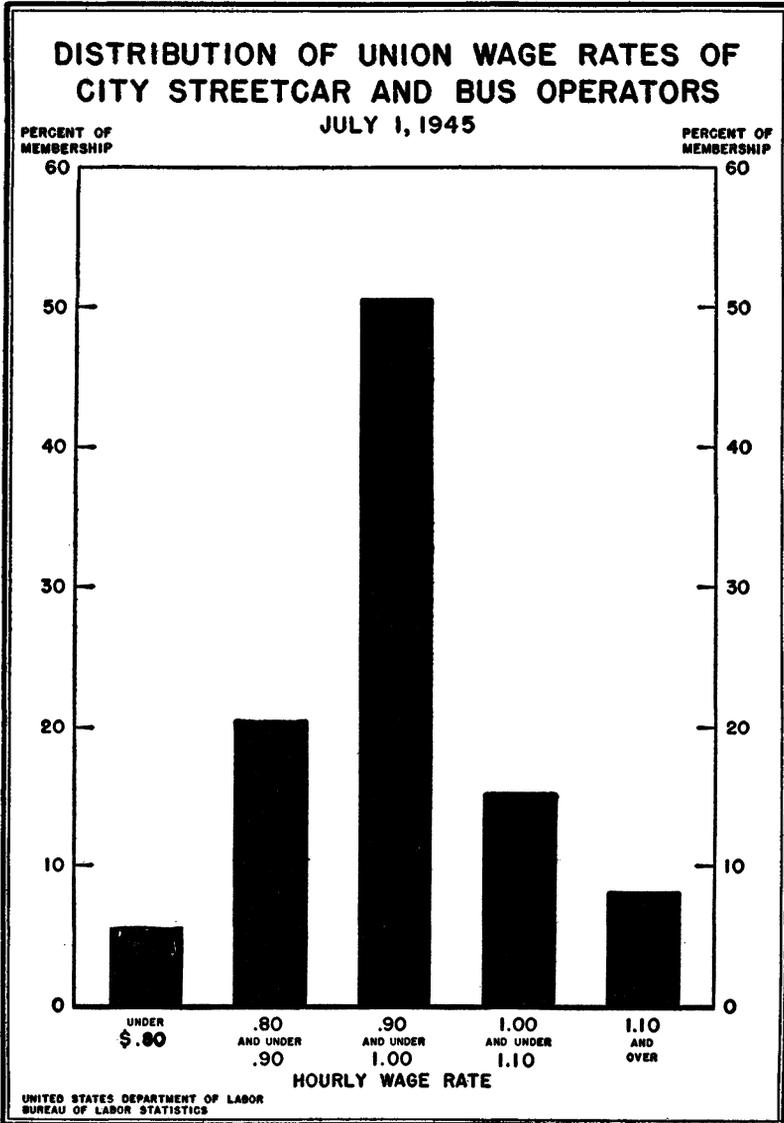
Additions to the operator's hourly rates as a result of these bonus plans ranged up to 17 cents per hour. The latter amount was reported

¹ The formula followed may be expressed in mathematical terms as follows:

$$\left[(\text{Jan. '41 wages}) \times \left(\frac{\text{Current revenue}}{\text{Jan. '41 revenue}} \right) \right] - \left[(\text{Current wages}) - (\text{Jan. '41 wages} \times .15) \right]$$

in which wages equals operator's wages per vehicle-mile and revenue equals passenger revenue per vehicle-mile. Any bonus resulting in a fraction of a cent is raised to the next even cent.

for the Triple City Traction Corp. operating in Binghamton, N. Y. The bonus plan in Binghamton was effective several years prior to the WLB decision, and consequently was not affected by its terms.



Detroit reported the largest number of operators covered by bonus plans, followed by Boston, Washington, Los Angeles, St. Louis, Pittsburgh and Minneapolis.

Wage changes resulting from adjustments in time intervals and bonus plans are not reflected in the index or the averages appearing in this report.

TABLE 1.—Indexes of Hourly Wage Rates of Union Streetcar and Bus Operators, 1929-45

Year	Index (1939=100)	Year	Index (1939=100)	Year	Index (1939=100)
1929.....	91.6	1935.....	91.4	1941.....	104.8
1930.....	92.5	1936.....	92.1	1942.....	112.5
1931.....	92.5	1937.....	95.4	1943.....	119.8
1932.....	90.6	1938.....	98.2	1944.....	120.8
1933.....	(¹)	1939.....	100.0	1945.....	122.1
1934.....	88.0	1940.....	101.1		

¹ Not available.

Hourly Wage Rates, July 1945

The average wage rate for union streetcar and bus operators on July 1, 1945, was 94.4 cents. Over a fourth of the members had rates of 85 to 95 cents, and almost two-fifths received rates of 95 cents to \$1. Less than 6 percent reported rates under 80 cents in contrast to more than 23 percent who received \$1 or more per hour.

Streetcar and bus operators were usually paid on a graduated scale based on the employee's length of service with the company. The period between rate changes varied considerably in different cities, ranging from 3 months in some instances to as long as 1 year in others. Most agreements provided an entrance rate, an intermediate rate, and a maximum rate, the maximum rate most frequently applying after 1 or 2 years of service. Some agreements, however, provided for longer periods between automatic increases, including as many as 7 progression steps and as much as 4 years of service before reaching the maximum rate. The difference between the entrance and maximum rates² also varied widely among cities and companies, the most prevalent difference being 5 or 10 cents.

The agreements provided higher rates for operators of 1-man cars and busses than for operators or conductors on 2-man cars for all cities reporting these cars in operation. The maximum rate was generally about 10 cents per hour more for the 1-man car and bus operators.

Hourly rate:	Percent 'of union members	Hourly rate—Continued.	Percent of union members
Under 75 cents.....	1.6	\$1.05 and under \$1.10.....	5.2
75 and under 80 cents.....	3.9	\$1.10 and under \$1.15.....	2.5
80 and under 85 cents.....	7.2	\$1.15 and over.....	5.6
85 and under 90 cents.....	13.5		
90 and under 95 cents.....	13.3	Total.....	100.0
95 cents and under \$1.....	37.2		
\$1 and under \$1.05.....	10.0	Average rate per hour.....	\$0.944

The entrance rates for 1-man car and bus operators ranged from 60 cents per hour in Charlotte to \$1.10 in Seattle; maximum rates varied from 74.5 cents in Binghamton to \$1.15 per hour in Detroit³ and Seattle. Detroit reported a 10-cent differential for operators of "owl runs." Of the 71 cities studied, 20 reported rates for 2-man cars. The entrance rates for members on these cars ranged from 66.5 cents in Boston to 95 cents in Detroit and maximum rates from 70 cents in Reading to \$1.05 in Detroit.

² This so-called "maximum rate" is actually the minimum union scale after a specified period of employment with the company, and is not a maximum rate in the sense that the company may not pay more.

³ The bonus plan in Detroit required a minimum payment of 2 cents per hour over base rates regardless of the amount of bonus computed, and therefore the actual minimum was \$1.17 per hour.

Changes in Wage Rates Between 1944 and 1945

Wage-rate increases during the period July 1, 1944–July 1, 1945, were reported in approximately 23 percent of the comparable quotations reviewed, affecting over 17 percent of the union members. Of those union operators receiving raises, over 70 percent benefited by increases of 2 but under 8 percent, with more than half of these receiving increases amounting to less than 6 percent. Increases of 8 percent and over were indicated by 3 percent of the quotations, covering about 5 percent of the members for whom comparable data were obtained. Quotations covering over 82 percent of all union transit operators tabulated revealed no change in basic wage rates from those in effect the previous year.

	<i>Number of comparable quotations</i>	<i>Percent of members affected</i>
No change reported.....	267	82.6
Increases reported.....	78	17.4
2 and under 4 percent.....	25	1.4
4 and under 6 percent.....	15	5.2
6 and under 8 percent.....	27	5.7
8 and under 10 percent.....	5	3.1
10 percent and over.....	6	2.0

Weekly Hours and Overtime Rates

The length of the scheduled run was the controlling factor in the straight-time workweek for about a fourth of the union operators. A scheduled run may vary from 40 to 60 hours per week, depending on length of route, traffic conditions, and other factors. Many runs are "swing runs," operated during the morning and afternoon rush hours, with a lay-off of 4 or 5 hours in the middle of each day. Straight-time hours on swing runs are usually limited on a spread basis, with overtime pay at time and a half required after a spread of 12 or 13 hours per day.

Prior to the current union efforts to limit straight-time hours per week, union energies were directed toward arranging runs so that the operators would be guaranteed a reasonable weekly wage. This was accomplished by writing into agreements provisions stipulating that a certain percentage of runs should be straight runs, guaranteeing 40 or 48 hours' pay, and that swing runs be kept to a minimum. As the length and desirability of runs necessarily varies and as "take home" pay depends on the run operated, most union agreements provide for a periodic selection of runs on a seniority basis. Runs are selected every 3 or 6 months, the swing runs often being operated by low-seniority men or by "extra men." Newly hired employees are considered "extra men" until they qualify for a regular run.

For many years it was the position of the transit companies operating local streetcars and busses that any State or Federal rules or regulations governing hours of work should not apply to them because of the nature of their operations. The companies contended that it was impracticable to relieve an operator at the conclusion of any exact number of hours, as all scheduled runs could not be arranged to reach the terminal at the end of a specified number of hours. Relief in the middle of a run was considered impracticable because of the need for checking-in cash and making reports at the terminal.

This argument received consideration during hearings on the Fair Labor Standards Act, and when the act became effective it specifically exempted the street-railway industry from its hour and overtime-pay provisions. However, during the past few years the unions have tried to have limited-hour provisions included in their contracts. As a result of these efforts, the operators in Chicago and a few other cities now receive time and a half if they work over 40 hours per week, irrespective of the length of the run. In Detroit and several other large cities overtime rates are paid after 44 hours per week. As a result of the success of unions in these areas, it appears probable that similar provisions will become effective in other areas. About three-fourths of the union members included in this study worked under agreements providing a limit on straight-time hours, as compared with one-third on July 1, 1944. These limitations range from 40 to 54 hours per week. About three-fifths of the members with a limit on straight-time hours had a week of 44 hours or less. The main effect of these hour limitations during the war period was to increase the take-home pay of the operator rather than to lessen his hours of work. It is expected, however, that with a return to more normal operation the companies will endeavor to arrange the runs to conform with the straight-time hours provided in the union agreements.

Practically all (96 percent) of the union members received time and a half for work performed in addition to the scheduled run, beyond certain hours on swing runs, for extra runs, or after the regular hours provided in the agreement. Almost all of the remainder worked unlimited hours without receiving any premium rates.

Rates Paid in Each City

The union rates per hour in effect on July 1, 1945, and July 1, 1944, by city, are shown in table 2.

TABLE 2.—Union Wage Rates of Streetcar and Bus Operators, July 1, 1945, and July 1, 1944, by Cities

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	July 1, 1945	July 1, 1944		July 1, 1945	July 1, 1944
<i>Atlanta, Ga.¹</i>			<i>Birmingham, Ala.—Continued</i>		
2-man cars and feeder busses:			1-man cars and busses:		
First 6 months.....	\$0. 720	\$0. 720	First 9 months.....	\$0. 820	-----
7-12 months.....	. 770	. 770	10-18 months.....	. 840	-----
After 1 year.....	. 800	. 800	After 18 months.....	. 870	-----
1-man cars and busses:			<i>Boston, Mass.¹</i>		
First 6 months.....	. 790	. 790	2-man cars:		
7-12 months.....	. 840	. 840	First 3 months.....	. 665	\$0. 665
After 1 year.....	. 870	. 870	4-12 months.....	. 755	. 755
<i>Binghamton, N. Y.¹</i>			After 1 year.....	. 915	. 915
Busses:			1-man cars and busses:		
First 3 months.....	. 665	. 665	First 3 months.....	. 765	. 765
4-12 months.....	. 715	. 715	4-12 months.....	. 855	. 855
After 1 year.....	. 745	. 745	After 1 year.....	1. 015	1. 015
<i>Birmingham, Ala.¹</i>			Rapid Transit Lines:		
2-man cars:			Motormen.....	. 965	. 965
First 9 months.....	. 745	-----	Guards:		
10-18 months.....	. 765	-----	First 3 months.....	. 665	. 665
After 18 months.....	. 795	-----	4-12 months.....	. 755	. 755
			After 1 year.....	. 915	. 915

¹Plus bonus.

TABLE 2.—Union Wage Rates* of Streetcar and Bus Operators, July 1, 1945, and July 1, 1944, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	July 1, 1945	July 1, 1944		July 1, 1945	July 1, 1944
<i>Butte, Mont.</i>			<i>Dayton, Ohio</i>		
Busses.....	\$0.920	\$0.920	City Railway Co.:		
<i>Charleston, S. C.¹</i>			1-man cars and busses:		
Busses:			First 3 months.....	\$0.800	
First 3 months.....	.760	.760	4-12 months.....	.830	
4-12 months.....	.780	.780	After 1 year.....	.850	
After 1 year.....	.800	.800	Peoples Transit Co.: ¹		
<i>Charlotte, N. C.</i>			First 3 months.....	.820	\$0.820
Busses:			4-12 months.....	.840	.840
First 3 months.....	.600		After 2 years.....	.860	.860
4-6 months.....	.650		<i>Denver, Colo.</i>		
7-12 months.....	.700		2-man cars:		
13-18 months.....	.750		After 2 years.....	.880	.880
After 18 months.....	.800		1-man cars, busses, and trolley		
<i>Chicago, Ill.</i>			coaches:		
2-man cars:			First 3 months.....	.800	.860
First 3 months.....	.910	.910	4-12 months.....	.900	.870
4-12 months.....	.940	.940	13-18 months.....	.910	.880
After 1 year.....	.960	.960	19-24 months.....	.920	.890
Night cars.....	.980	.980	After 2 years.....	.930	.900
1-man cars and busses:			<i>Des Moines, Iowa¹</i>		
Day.....	1.040	1.040	1-man cars and busses:		
Night.....	1.060	1.060	First 3 months.....	.735	.735
Elevated Railways:			4-9 months.....	.765	.765
Motormen:			After 9 months.....	.810	.810
First 3 months.....	.917	.917	<i>Detroit, Mich.¹</i>		
4-12 months.....	.926	.926	2-man cars:		
After 1 year.....	.971	.971	1-6 months.....	.950	.950
Conductors.....	.926	.926	7-12 months.....	.990	.990
Guards, regular.....	.908	.908	After 1 year.....	1.050	1.050
Guards, extra:			Night cars.....	1.150	1.150
First 3 months.....	.880	.880	1-man cars and busses:		
4-12 months.....	.890	.890	First 6 months.....	1.050	1.050
After 1 year.....	.899	.899	7-12 months.....	1.090	1.090
<i>Cincinnati, Ohio¹</i>			After 1 year.....	1.150	1.150
2-man cars:			Night busses.....	1.250	1.250
First 3 months.....	.800	.800	<i>Duluth, Minn.</i>		
4-12 months.....	.830	.830	Busses:		
After 1 year.....	.850	.850	First year.....	.790	.740
1-man cars and busses:			After 1 year.....	.850	.800
First 3 months.....	.870	.870	<i>El Paso, Tex.</i>		
4-12 months.....	.900	.900	1-man cars and busses:		
After 1 year.....	.920	.920	First 3 months.....	.650	.650
<i>Cleveland, Ohio</i>			4-9 months.....	.700	.700
2-man cars:			10-12 months.....	.750	.750
First 3 months.....	.920	.920	After 1 year.....	.800	.800
4-12 months.....	.950	.950	<i>Erie, Pa.¹</i>		
After 1 year.....	.995	.995	Busses:		
Busses:			First 6 months.....	.800	.800
First 3 months.....	1.015	1.015	7-12 months.....	.870	.870
4-12 months.....	1.045	1.045	After 1 year.....	.900	.900
After 1 year.....	1.065	1.065	<i>Grand Rapids, Mich.¹</i>		
<i>Columbus, Ohio</i>			Busses.....	.875	.875
1-man cars, busses, and trolley			<i>Indianapolis, Ind.¹</i>		
coaches:			1-man cars and busses		
First 3 months.....	.810	.810	First year.....	.830	.830
4-12 months.....	.840	.840	1-2 years.....	.850	.850
After 1 year.....	.860	.860	After 2 years.....	.900	.900
<i>Dallas, Tex.¹</i>			<i>Jackson, Miss.</i>		
1-man cars and busses:			Busses:		
First year.....	.770	.770	First 6 months.....	.730	.730
1-2 years.....	.800	.800	After 6 months.....	.780	.780
After 2 years.....	.830	.830			

¹ Plus bonus.

TABLE 2.—Union Wage Rates of Streetcar and Bus Operators, July 1, 1945, and July 1, 1944, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	July 1, 1945	July 1, 1944		July 1, 1945	July 1, 1944
<i>Jacksonville, Fla.</i>			<i>Milwaukee, Wis.—Continued</i>		
Buses:			1-man cars and busses:		
First 6 months.....	\$0.810	\$0.810	First year.....	\$0.912	\$0.860
7-12 months.....	.830	.830	Second year.....	.933	.880
After 1 year.....	.850	.850	After 2 years.....	.954	.900
<i>Kansas City, Mo.¹</i>			<i>Minneapolis, Minn.¹</i>		
1-man cars and busses:			2-man cars:		
First 3 months.....	.825	.825	First year.....	.790	.790
4-12 months.....	.843	.843	Second year.....	.820	.820
13-24 months.....	.855	.855	After 2 years.....	.850	.850
After 2 years.....	.880	.880	1-man cars and busses:		
<i>Little Rock, Ark.</i>			First year.....	.880	.880
1-man cars and busses:			Second year.....	.910	.910
First 6 months.....	.700	.700	After 2 years.....	.950	.950
7-12 months.....	.750	.750	<i>Mobil, Ala.</i>		
13-18 months.....	.780	.780	Buses:		
After 18 months.....	.800	.800	First 3 months.....	.800	.750
<i>Los Angeles, Calif.</i>			After 6 months.....	.850	.800
Los Angeles, Railway Co.: ¹			<i>Nashville, Tenn.¹</i>		
2-man cars:			Buses:		
First 6 months.....	.810	.810	First 3 months.....	.650	.640
After 6 months.....	.850	.850	4-12 months.....	.700	.680
1-man cars and busses:			13-18 months.....	.730	.700
First 6 months.....	.910	.910	19-24 months.....	.770	.740
After 6 months.....	.950	.950	After 2 years.....	.800	.770
Pacific Electric Co.:			<i>Newark, N. J.</i>		
2-man cars:			1-man cars and busses:		
First 6 months.....	.890	.810	First 3 months.....	.910	.910
After 6 months.....	.930	.850	4-12 months.....	.930	.930
2-man single track cars:			After 1 year.....	.950	.950
First 6 months.....	.940	.860	Ironbound Transit Co.:		
After 6 months.....	.980	.900	Buses:		
1-man cars and busses:			First 6 months.....	.700	.700
First 6 months.....	.990	.910	7-12 months.....	.750	.750
After 6 months.....	1.030	.950	After 1 year.....	.800	.800
<i>Louisville, Ky.</i>			<i>New Haven, Conn.</i>		
1-man cars and busses:			1-man cars and busses:		
First 3 months.....	.710	-----	First 3 months.....	.900	.900
4-6 months.....	.790	-----	4-12 months.....	.930	.930
7-12 months.....	.840	-----	After 1 year.....	.970	.970
After 1 year.....	.860	-----	<i>New Orleans, La.</i>		
<i>Madison, Wis.</i>			2-man cars:		
Buses:			First 6 months.....	.720	.720
First 6 months.....	.730	.730	7-12 months.....	.750	.750
7-12 months.....	.760	.760	After 1 year.....	.780	.780
13-18 months.....	.780	.780	Buses:		
After 18 months.....	.800	.800	First 6 months.....	.770	.770
<i>Manchester, N. H.</i>			7-12 months.....	.820	.800
Buses:			After 1 year.....	.870	.830
First 3 months.....	.815	.815	<i>New York, N. Y.</i>		
4-12 months.....	.875	.875	Subways:		
After 1 year.....	.935	.935	Road motormen:		
<i>Memphis, Tenn.</i>			First year.....	1.100	1.050
1-man cars and busses:			After 1 year.....	1.150	1.100
First year.....	.770	.770	Yard motormen:		
Second year.....	.820	.820	First year.....	1.000	.950
After 2 years.....	.870	.870	After 1 year.....	1.050	1.000
<i>Milwaukee, Wis.¹</i>			Conductors:		
2-man cars:			First position:		
First year.....	.859	.810	First year.....	.850	.800
Second year.....	.880	.830	After 1 year.....	.900	.850
After 2 years.....	.901	.850	Second position.....	.800	.750
			Platform:		
			First year.....	.750	.700
			After 1 year.....	.780	.730

¹Plus bonus.

TABLE 2.—Union Wage Rates of Streetcar and Bus Operators, July 1, 1945, and July 1, 1944, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	July 1, 1945	July 1, 1944		July 1, 1945	July 1, 1944
<i>Philadelphia, Pa.</i>			<i>Richmond, Va.</i>		
Subway, elevated, and high-speed lines:			1-man cars and busses:		
Motormen:			First 3 months.....	\$0.700	\$0.700
First 3 months.....	\$0.850	\$0.850	4-12 months.....	.750	.750
4-6 months.....	.875	.875	After 1 year.....	.800	.800
7-9 months.....	.900	.900			
10-12 months.....	.925	.925	<i>Rochester, N. Y.¹</i>		
After 1 year.....	.950	.950	2-man subway cars.....	.870	.870
Conductors:			Busses:		
First 3 months.....	.770	.770	First 3 months.....	.860	.860
4-6 months.....	.795	.795	4-12 months.....	.880	.880
7-9 months.....	.820	.820	After 1 year.....	.900	.900
10-12 months.....	.845	.845			
After 1 year.....	.870	.870	<i>Rock Island (Ill.) district²</i>		
2-man cars:			Busses:		
First 3 months.....	.770	.770	First 6 months.....	.890	.890
4-6 months.....	.795	.795	7-12 months.....	.910	.880
7-9 months.....	.820	.820	After 1 year.....	.930	.900
10-12 months.....	.845	.845			
After 1 year.....	.870	.870	<i>St. Louis, Mo.</i>		
1-man cars and busses:			2-man cars: ¹		
First 3 months.....	.850	.850	First 6 months.....	.730	.730
4-6 months.....	.875	.875	7-12 months.....	.780	.780
7-9 months.....	.900	.900	13-18 months.....	.830	.830
10-12 months.....	.925	.925	After 18 months.....	.880	.880
After 1 year.....	.950	.950	1-man cars and busses: ¹		
			First 4 months.....	.800	-----
<i>Phoenix, Ariz.</i>			5-8 months.....	.850	-----
1-man cars and busses:			9-12 months.....	.900	-----
First 6 months.....	.900	.900	After 1 year.....	.950	-----
7-12 months.....	1.000	1.000	<i>St. Louis County Bus, Inc.:</i>		
13-18 months.....	1.050	1.050	Busses:		
After 18 months.....	1.100	1.100	First 6 months.....	.825	.775
<i>Pittsburgh, Pa.¹</i>			7-12 months.....	.850	.800
1-man cars:			13-18 months.....	.875	.825
First 3 months.....	.955	.955	After 18 months.....	.900	.850
4-12 months.....	1.045	1.045			
After 1 year.....	1.100	1.100	<i>St. Paul, Minn.</i>		
Busses:			<i>(See Minneapolis, Minn.)</i>		
First 3 months.....	.950	.950	<i>Salt Lake City, Utah</i>		
4-12 months.....	1.060	1.060	1-man cars and busses:		
After 1 year.....	1.100	1.100	First 6 months.....	.820	.820
<i>Portland, Maine</i>			After 6 months.....	.900	.900
Busses:			<i>San Antonio, Tex.</i>		
First year.....	.920	.900	Busses.....	.860	.860
After 1 year.....	.950	.930			
<i>Portland, Oreg.</i>			<i>San Francisco, Calif.</i>		
1-man cars and busses:			Municipal Railway:		
First 3 months.....	1.000	1.000	2-man cars:		
4-6 months.....	1.025	1.025	First 6 months.....	.900	-----
7-12 months.....	1.050	1.050	7-12 months.....	.925	-----
After 1 year.....	1.080	1.080	13-18 months.....	.950	-----
<i>Providence, R. I.¹</i>			After 18 months.....	.975	-----
1-man cars and busses:			Busses:		
First 3 months.....	.920	.920	First 6 months.....	.950	-----
4-12 months.....	.950	.950	7-12 months.....	.975	-----
After 1 year.....	.970	.970	13-18 months.....	1.000	-----
<i>Reading, Pa.</i>			After 18 months.....	1.025	-----
2-man cars.....	.700	.700	<i>California Cable Railroad:</i>		
1-man cars and busses.....	.800	.800	Gripmen and conductors:		
			First 6 months.....	.850	-----
			7-12 months.....	.875	-----
			13-18 months.....	.900	-----
			After 18 months.....	.925	-----

¹ Plus bonus.

² Includes Davenport, Iowa, and Moline and Rock Island, Ill.

TABLE 2.—Union Wage Rates of Streetcar and Bus Operators, July 1, 1945, and July 1, 1944, by Cities—Continued

City and classification	Rates of wages per hour		City and classification	Rates of wages per hour	
	July 1, 1945	July 1, 1944		July 1, 1945	July 1, 1944
<i>Scranton, Pa.</i>			<i>Toledo, Ohio</i> ¹		
1-man cars and busses:			1-man cars and busses:		
First 3 months.....	\$0.740	\$0.740	First 6 months.....	\$0.880	\$0.880
4-12 months.....	.790	.790	7-12 months.....	.900	.900
After 1 year.....	.820	.820	After 1 year.....	.930	.930
<i>Seattle, Wash.</i>			<i>Washington, D. C.</i> ¹		
Busses:			2-man cars:		
First 6 months and tripper operators.....	1.100	1.000	First 3 months.....	.770	.770
After 6 months.....	1.150	1.050	4-12 months.....	.810	.810
Regular operators.....	1.154	1.051	After 1 year.....	.850	.850
<i>South Bend, Ind.</i>			1-man cars and busses:		
Busses:			First 3 months.....	.870	.870
First 6 months.....	.850	.850	4-12 months.....	.910	.910
7-12 months.....	.875	.875	After 1 year.....	.950	.950
After 1 year.....	.900	.900	<i>Wichita, Kans.</i>		
<i>Spokane, Wash.</i>			Busses:		
Busses:			First 6 months.....	.700	.650
First 6 months.....	.900	.850	7-12 months.....	.765	.720
7-12 months.....	.950	.900	After 1 year.....	.800	.755
After 1 year.....	1.000	.950	<i>Worcester, Mass.</i> ¹		
<i>Springfield, Mass.</i>			1-man cars and busses:		
Busses:			First 3 months.....	.870	.870
First 3 months.....	.870	.870	4-12 months.....	.920	.920
4-12 months.....	.925	.925	After 1 year.....	.970	.970
After 1 year.....	.970	.970	<i>York, Pa.</i>		
<i>Tampa, Fla.</i>			Busses:		
1-man cars:			First 6 months.....	.720	.720
First 6 months.....	.700	.700	7-12 months.....	.760	.760
7-12 months.....	.750	.750	After 1 year.....	.800	.800
After 1 year.....	.800	.800	<i>Youngstown, Ohio</i> ¹		
Busses:			Busses:		
First 6 months.....	.720	.720	First year.....	.900	.900
After 6 months.....	.800	.800	After 1 year.....	.950	.950

¹Plus bonus.