

Union Wages and Hours: Local Transit Operating Employees

July 1, 1954

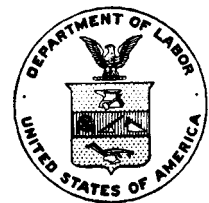
Bulletin No. 1177

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS

Aryness Joy Wickens, Acting Commissioner



Union Wages and Hours: Local Transit Operating Employees

July 1, 1954

Bulletin No. 1177

April 1955

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS

Arynne Joy Wickens, Acting Commissioner



CONTENTS

	<u>Page</u>
Summary	1
Scope and method of study	1
Trend of union scales, 1929-54	1
Scale increases, 1953-54	2
Wage scale variations	2
City and regional rate differentials	2
Standard workweek	3
Insurance and pension plans	3
Union scales by city and trade	3

Tables:

1. Indexes of union hourly wage rates of local transit operating employees, 1929-54	4
2. Average union hourly wage rates of local transit operating employees, July 1, 1954, and increases in rates, July 1, 1953 - July 1, 1954	4
3. Percent changes in union wage rates and percent of local transit operating employees affected, July 1, 1953 - July 1, 1954	4
4. Cents-per-hour changes in union wage rates and percent of local transit operating employees affected, July 1, 1953 - July 1, 1954	5
5. Distribution of union operating employees in the local transit industry by hourly wage rates, July 1, 1954	5
6. Average union hourly wage rates of local transit operating employees by city and population group, July 1, 1954	6
7. Average union hourly wage rates of local transit operating employees by region, July 1, 1954	6
8. Distribution of union local transit operating employees by standard weekly hours, July 1, 1954	7
9. Union scales of wages and hours for local transit operating employees, July 1, 1953, and July 1, 1954	7

Union Wages and Hours: Local Transit Operating Employees, July 1, 1954¹

Summary

Wage scales of operating employees in local transit systems in cities of 100,000 or more population rose an average of 5 percent, or about 9 cents an hour, between July 1, 1953, and July 1, 1954. More than nine-tenths of the organized local transit operating employees included in the Bureau of Labor Statistics' annual survey of union scales in the local transit industry had their scales adjusted upward. Advances typically ranged from 5 to 15 cents an hour. On July 1, 1954, union scales averaged \$1.85 an hour for operators of local transit equipment.

Standard workweeks varying from 40 to more than 48 hours were reported for seven-eighths of the workers studied. About 3 of every 4 workers, however, were covered by labor-management contracts which specified a 40-hour straight-time workweek.

Pension plans developed through collective bargaining were found to cover 95 percent of the local transit operating employees in cities of 100,000 or more population. Negotiated health and insurance plans covered about 80 percent of the surveyed workers.

Scope and Method of Study²

Union scales are defined as the minimum wage scales or maximum schedules of hours agreed upon through collective bargaining between unions and employers. Rates in excess of the negotiated minimum, which may be paid for special qualifications or other reasons, are not included.

The information presented in this report was based on union scales in effect on July 1, 1954, and covered approximately 85,000 local transit operating employees in 52 cities with populations of 100,000 or more. Trackmen and maintenance workers were not included. Operating employees of municipally owned transit systems were included, if unions acted as the bargaining agents. Data were obtained primarily from local union officials by mail questionnaire; in some instances, Bureau representatives visited local union officials to obtain the desired information.

¹ Prepared by James P. Corkery of the Bureau's Division of Wages and Industrial Relations.

² Certain changes in the scope and method of conducting the survey were made in 1953. See *Union Wages and Hours: Local Transit Operating Employees, July 1, 1953*, BLS Bulletin No. 1153.

The current survey was designed to reflect union wage scales of local transit operating employees in all cities of 100,000 or more population. All cities with a half million or more population were included, as were most cities in the population group of 250,000 to 500,000. The cities in the 100,000 to 250,000 group selected for study were located throughout the United States. The data for some of the cities included in the study were weighted in order to compensate for the other cities which were not surveyed. In order to provide appropriate representation in the combination of data, each geographic region and population group was considered separately when city weights were assigned.

Average hourly scales, designed to show current levels, are based on all scales reported in effect on July 1, 1954. Individual scales are weighted by the number of union members receiving each rate. These averages are not designed for precise year-to-year comparisons because of fluctuations in membership and in the classifications studied. Average cents-per-hour and percent changes from July 1, 1953, to July 1, 1954, are based on comparable quotations for the various occupational classifications in both periods weighted by the membership reported for the current survey. The index series, designed for trend purposes, is similarly constructed.

Trend of Union Scales, 1929-54

Except for the period between 1931 and 1935, the Bureau's index of union hourly wage scales of local transit operating employees has advanced steadily during the 26-year interval since 1929, the first year of record in the Bureau's present series of union rate surveys covering the local transit industry. This increase has been at the average annual rate of 3.9 percent. The rate of increase, however, has varied considerably from year to year.

After a modest rise during the 12 months ending May 15, 1930, the level of rates remained stationary for a year and then declined gradually until 1935. The scale decreases in the years between 1931 and 1935 aggregated 4.7 percent and were not fully offset until 1937. By 1941, the level of union rates was about 14 percent above 1929.

Upward wage adjustments during World War II were tempered by wage stabilization controls. A sharp rise of 17 percent in the year ending July 1, 1946, was due in part to a reduction in hours and to the incorporation of bonus payments into the regular scale. Gains in this 5-year, wartime period resulted

in a 37 percent advance in the index. Substantial increases in the first 2 years of the postwar period were followed by more moderate increases between 1949 and 1954, reflecting in the aggregate a rise of about 67 percent during the 8-year period. On July 1, 1954, the index of union hourly wage scales of local transit operating employees was 36.4 percent above the average for the 3 years 1947-49 (table 1).

Scale Increases, 1953-54

Labor-management contracts covering operating employees of local transit systems are usually negotiated for 1 or 2 years. Some, however, are for a longer period. Contracts of more than 1-year's duration usually provide for wage reopenings or for specified interim or deferred scale increases. Rate revisions between July 1, 1953, and July 1, 1954, were the result of negotiation on contract expirations or reopenings as well as previously negotiated interim increases.

During the year, union scales of local transit operating employees on 1- and 2-man, surface equipment increased an average of 9 cents an hour (5 percent); elevated and subway operators showed an average gain of 8 cents an hour (4½ percent). See table 2.

Nearly 95 percent of the local transit operating employees covered by collective bargaining arrangements in cities of 100,000 or more population received upward adjustments in their wage scales between July 1, 1953, and July 1, 1954. Of every 100 transit workers affected by scale changes, 11 received scale advances of less than 5 cents an hour, 54 received from 5 to 10 cents, and 26 received from 10 to 15 cents.

The proportions of workers affected as well as the amount of pay increases varied by type of equipment operated. All motormen and conductors of 2-man cars, all elevated and subway operators, and more than 90 percent of the operators of 1-man surface equipment had scale increases since the Bureau's previous annual survey on July 1, 1953. Among motormen and conductors of 2-man cars, the increase amounted to 6 cents for 40 percent and to 13 cents for 34 percent. Almost 60 percent of the elevated and subway operators had hourly increases of 6 or 6½ cents and 32 percent registered advances of 11 cents. Upward adjustments for operators of 1-man surface equipment ranged from 1½ cents to more than 30 cents an hour. The adjustment varied from 5 to 9 cents an hour for half of the workers. It amounted to less than 5 cents for a tenth, and to 15 cents or more for a similar proportion (table 4).

Increases during the year represented gains of 3 to 5 percent for 49 of every 100 transit

workers included in the study, of 5 to 7 percent for 20 workers, and of 7 percent or more for 18 workers.

Wage Scale Variations

Hourly pay scales for local transit operating employees are generally graduated on the basis of length of service. Typically, labor-management agreements provide for an entrance or starting rate, one or more intermediate rates, and a maximum or top rate.³ Although the time interval between rate steps varies among cities, the entrance rate generally applies to the first 3 or 6 months of employment. The top rate is usually reached after 1 year's service. In some cities, however, the agreements specified a single rate, irrespective of length of employment.

Entrance or starting rates for 1-man car and bus operators varied from \$1.10 in Charlotte, N. C. to \$1.93 in Chicago, Ill., and Seattle, Wash. Maximum or top wage scales for these operators ranged from \$1.35 in Charlotte, N. C., to over \$2 for some or all 1-man operators in Boston, Chicago, and Pittsburgh.

Average hourly wage scales for all local transit operating employees studied, as well as for operators of 1-man and 2-man equipment, averaged \$1.85 on July 1, 1954. Elevated and subway operators, who represented slightly less than 10 percent of all transit workers studied, averaged \$1.90 an hour.

Nearly 70 percent of all local transit operating employees in cities of 100,000 or more population were employed under terms of labor-management contracts providing wage scales ranging from \$1.75 to \$2 an hour; 11 percent had hourly scales of \$2 or more, and 3 percent had scales below \$1.50. A generally similar pattern prevailed for operators of 1-man cars and busses who accounted for about 85 percent of all transit workers studied. Virtually all motormen and conductors on 2-man cars had rates ranging from \$1.75 to \$1.95 an hour with approximately half receiving from \$1.80 to \$1.90 (table 5).

City and Regional Rate Differentials

As indicated earlier, union hourly wage scales varied widely among the 52 cities. Rates averaged from \$1.34 in Charlotte, N. C. to \$2 an hour in Seattle, Wash. Averages of less than \$1.50 were also reported for

³ This so-called maximum or top rate is actually the basic scale after a specified period of employment with the company. It is not a maximum rate in the sense that the company may not pay more.

Oklahoma City, Knoxville, and Little Rock; levels of \$1.95 or more also prevailed in Pittsburgh, Boston, and Milwaukee. The level of rates varied from \$1.50 to \$1.74, inclusive, in 21 cities; from \$1.75 to \$1.89 in 12; and from \$1.90 to \$1.94 in 11 others (table 6).

Scale adjustments during the year affected some transit workers in all but 5 of the cities studied. Increases of 5, 6, and 8 cents an hour were most frequently reported. Upward wage adjustments of 20 cents or more were reported in 5 cities. Typically, these larger advances reflected in part increases attributable to adjustments to a reduced workweek.

Little difference in average scales was noted among the two largest groups of cities. The average rate for cities with a million or more population was \$1.91 compared with \$1.90 for cities with 500,000 to 1,000,000 population. These averages were 5 to 6 cents higher than the next smaller size group of cities (250,000 to 500,000 population) and slightly more than 25 cents an hour higher than for the 100,000 to 250,000 population group.

The level of rates for individual cities within each population group showed wide departures from the group averages. The spread between the highest and lowest city averages varied from 9 cents in the largest size group of cities to 47 cents in the smallest size group.

Regionally, average rates for local transit operating employees ranged from \$1.54 in the Southeast region to \$1.91 in the Middle Atlantic States. Rate levels in the Great Lakes and Pacific regions also exceeded the \$1.85 national average. By type of conveyance, regional wage levels for 1-man car and bus operators were practically identical with those for all types of conveyances combined. In the 4 regions in which 2-man car operations were reported, scales averaged \$1.89 in the Great Lakes and Pacific regions and \$1.78 in the Middle Atlantic and Southwest regions (table 7).

Standard Workweek

Workweeks in terms of a fixed number of hours for which workers were paid at straight-time rates were established for 88 percent of the transit workers included in the study. Straight-time weekly hours were not reported for 10 of the covered cities. For those cities reporting a standard workweek, straight-time hours averaged 41.3 hours on July 1, 1954, compared with 42.4 hours on July 1, 1953. Reductions in the workweek affecting some or all of the transit operating employees were noted in 10 cities.

A 40-hour workweek predominated for 62 percent of the 1-man car and bus operators, 80 percent of those operating 2-man equipment,

and 94 percent of the elevated and subway operators. Workweeks of 48 hours were in effect for 8 percent of the operators of 1-man car and busses and for 16 percent of those on 2-man cars (table 8).

Insurance and Pension Plans

In addition to union scales of wages and hours, data were collected for the first time on the prevalence of negotiated health, insurance, and pension plans for operators of local transit equipment. The data were restricted to those plans financed entirely by the employer or jointly by the workers and their employers. Worker-financed plans, such as those paid for through union dues or assessments were excluded from the study. No attempt was made to secure information on the kind and extent of benefits provided or on the cost of such benefits.

The local transit industry was among the first to include insurance and pension programs in labor-management contracts. The development of such plans has been widespread in recent years, and the coverage has expanded appreciably since World War II.

The data collected by the Bureau indicate that on July 1, 1954, a greater proportion of unionized local transit operating employees in cities of 100,000 or more population were covered by pension plans than by negotiated health and insurance programs. About 95 percent of the operators of local transit equipment were covered by pension plan provisions incorporated in labor-management contracts. Contributory pension plans jointly financed by workers and their employers, and employer-financed plans were each in effect for approximately half of the covered workers.

Pension plans financed by the employers prevailed for a majority of the operators of 1-man cars and busses, whereas contributory plans were applicable to 59 percent of those on 2-man cars and to 96 percent of the operating employees on elevated and subway equipment.

Approximately 80 percent of the surveyed local transit workers were covered by health and insurance programs. Slightly less than a fifth (18 percent) were reported as not being covered by a negotiated plan. Among the workers provided health and insurance protection, 86 percent were covered by plans financed by workers and employers and the remainder by employer-financed plans.

Union Scales by City

Union wage scales in effect on July 1, 1953, and July 1, 1954, are shown in table 9 for each of the 52 cities included in the current survey. Weekly hours are shown also for those cities for which a regular straight-time workweek was reported.

TABLE 1.—Indexes of union hourly wage rates of local transit operating employees, 1929-54

(Oct. 1, 1947-48-49 = 100)

Date	Index	Date	Index
1929: May 15	52.4	1942: July 1	64.4
1930: May 15	52.9	1943: July 1	68.6
1931: May 15	52.9	1944: July 1	69.1
1932: May 15	51.9	1945: July 1	69.9
1933: May 15	(¹)	1946: July 1	81.9
1934: May 15	50.4	1947: Oct. 1	92.4
1935: May 15	52.3	1948: Oct. 1	101.7
1936: May 15	52.7	1949: Oct. 1	105.9
1937: May 15	55.2	1950: Oct. 1	110.9
1938: June 1	56.8	1951: Oct. 1	118.2
1939: June 1	57.2	1952: Oct. 1	127.0
1940: June 1	57.9	1953: July 1	129.9
1941: June 1	60.0	1954: July 1	136.4

¹ Information not available.

TABLE 2.—Average union hourly wage rates of local transit operating employees, July 1, 1954, and increases in rates, July 1, 1953 - July 1, 1954

Occupation	July 1, 1954 hourly rate	Increase over July 1, 1953	
		Percent	Cents-per-hour
All local transit operating employees	\$ 1.85	5.0	8.8
Operators of 1-man cars and busses	1.85	5.0	8.9
Motormen and conductors of 2-man cars	1.85	5.1	8.9
Elevated and subway operators	1.90	4.5	8.3

TABLE 3.—Percent changes in union wage rates and percent of local transit operating employees affected, July 1, 1953 - July 1, 1954

Change in hourly rates	Percent of—			
	All workers	Operators of 1-man cars and busses	Motormen and conductors of 2-man cars	Elevated and subway operators
No change	5.6	6.6	-	-
Increase	94.4	93.4	100.0	100.0
Under 2 percent	1.9	2.2	-	-
2 and under 3 percent	6.2	6.5	12.1	-
3 and under 4 percent	23.7	21.7	40.2	33.6
4 and under 5 percent	25.3	26.8	-	25.1
5 and under 6 percent	9.6	8.8	6.8	19.6
6 and under 7 percent	10.2	10.0	.8	17.2
7 and under 8 percent	5.5	6.0	3.0	2.2
8 and under 10 percent	3.5	1.8	34.3	1.9
10 and under 12 percent	1.2	1.2	2.7	.5
12 and under 14 percent	1.9	2.1	-	-
14 and under 16 percent	2.1	2.4	-	-
16 and under 18 percent4	.5	-	-
18 and under 20 percent	1.3	1.5	-	-
20 percent and over	1.6	1.9	-	-

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 4.—Cents-per-hour changes in union wage rates and percent of local transit operating employees affected, July 1, 1953 - July 1, 1954

Change in hourly rates	Percent of—			
	All workers	Operators of 1-man cars and busses	Motormen and conductors of 2-man cars	Elevated and subway operators
No change -----	5.6	6.6	-	-
Increase -----	94.4	93.4	100.0	100.0
Under 2 cents -----	.1	.1	-	-
2 and under 3 cents -----	1.8	2.1	-	-
3 and under 4 cents -----	3.2	3.7	-	-
4 and under 5 cents -----	4.5	4.5	12.1	-
5 and under 6 cents -----	10.5	12.2	-	-
6 and under 7 cents -----	19.6	14.4	40.2	58.7
7 and under 8 cents -----	1.2	1.4	-	-
8 and under 9 cents -----	18.3	21.1	1.8	-
9 and under 10 cents -----	1.8	1.8	5.1	.2
10 and under 11 cents -----	6.6	7.1	-	5.2
11 and under 12 cents -----	9.6	7.7	3.7	31.5
12 and under 13 cents -----	1.9	2.2	-	-
13 and under 14 cents -----	5.5	4.0	34.3	3.9
14 and under 15 cents -----	.6	.7	-	-
15 and under 20 cents -----	2.0	2.2	2.7	-
20 and under 25 cents -----	2.2	2.6	-	.5
25 and under 30 cents -----	3.2	3.8	-	-
30 cents and over -----	1.6	1.9	-	-

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 5.—Distribution of union operating employees in the local transit industry by hourly wage rates, July 1, 1954

Hourly wage rate	Percent of—			
	All workers	Operators of 1-man cars and busses	Motormen and conductors of 2-man cars	Elevated and subway operators
Under \$1.40 -----	0.8	0.9	-	-
\$1.40 and under \$1.45 -----	.1	.1	-	-
\$1.45 and under \$1.50 -----	1.9	2.2	-	-
\$1.50 and under \$1.55 -----	1.1	1.3	-	-
\$1.55 and under \$1.60 -----	2.5	2.9	-	0.2
\$1.60 and under \$1.65 -----	3.8	4.3	-	1.5
\$1.65 and under \$1.70 -----	3.2	2.4	-	12.8
\$1.70 and under \$1.75 -----	7.2	8.3	0.1	.8
\$1.75 and under \$1.80 -----	6.1	4.3	44.1	2.2
\$1.80 and under \$1.85 -----	8.8	6.3	.8	37.2
\$1.85 and under \$1.90 -----	14.3	13.6	31.9	12.1
\$1.90 and under \$1.95 -----	17.7	19.3	23.1	-
\$1.95 and under \$2.00 -----	21.1	24.1	-	3.9
\$2.00 and under \$2.05 -----	9.1	10.0	-	6.4
\$2.05 and under \$2.10 -----	.3	-	-	3.4
\$2.10 and over -----	1.8	.1	-	19.6

TABLE 6.—Average union hourly wage rates of local transit operating employees by city and population group, July 1, 1954

City and population group	Average hourly rate	City and population group	Average hourly rate
Population group I (1,000,000 or more):		Population group III (250,000 to 500,000): - Continued	
New York, N. Y.	\$1.93	<u>Average for group III</u>	\$1.85
Chicago, Ill.	1.92	Indianapolis, Ind.	1.76
Detroit, Mich.	1.91	Kansas City, Mo.	1.75
<u>Average for group I</u>	1.91	Denver, Colo.	1.72
Los Angeles, Calif.	1.87	Louisville, Ky.	1.70
Philadelphia, Pa.	1.84	Memphis, Tenn.	1.68
Population group II (500,000 to 1,000,000):		Birmingham, Ala.	1.64
Pittsburgh, Pa.	1.99	Atlanta, Ga.	1.61
Boston, Mass.	1.98	San Antonio, Tex.	1.59
Milwaukee, Wis.	1.95	Dallas, Tex.	1.58
Buffalo, N. Y.	1.93	Population Group IV (100,000 to 250,000):	
Minneapolis-St. Paul, Minn.	1.92	Providence, R. I.	1.81
Cincinnati, Ohio	1.91	Syracuse, N. Y.	1.80
San Francisco-Oakland, Calif.	1.91	Peoria, Ill.	1.74
<u>Average for group II</u>	1.90	Springfield, Mass.	1.73
Washington, D. C.	1.90	Dayton, Ohio	1.73
Cleveland, Ohio	1.90	New Haven, Conn.	1.72
Baltimore, Md.	1.89	Des Moines, Iowa	1.70
New Orleans, La.	1.83	Erie, Pa.	1.70
St. Louis, Mo.	1.80	Spokane, Wash.	1.67
Houston, Tex.	1.74	Grand Rapids, Mich.	1.66
Population group III (250,000 to 500,000):		Omaha, Nebr.	1.64
Seattle, Wash.	2.00	<u>Average for group IV</u>	1.64
Newark, N. J.	1.94	Salt Lake City, Utah	1.58
Portland, Oreg.	1.90	Scranton, Pa.	1.56
Columbus, Ohio	1.89	Richmond, Va.	1.54
Rochester, N. Y.	1.85	Jacksonville, Fla.	1.50
Toledo, Ohio	1.85	Oklahoma City, Okla.	1.48
		Knoxville, Tenn.	1.46
		Little Rock, Ark.	1.46
		Charlotte, N. C.	1.34

TABLE 7.—Average union hourly wage rates of local transit operating employees by region, ¹ July 1, 1954

Region ¹	Average rate per hour—			
	All workers	Operators of 1-man cars and busses	Motormen and conductors of 2-man cars	Elevated and subway operators
United States	\$1.85	\$1.85	\$1.85	\$1.90
New England	1.85	1.84	-	1.89
Middle Atlantic	1.91	1.91	1.78	1.93
Border States	1.82	1.82	-	-
Southeast	1.54	1.54	-	-
Great Lakes	1.90	1.90	1.89	1.85
Middle West	1.77	1.77	-	-
Southwest	1.64	1.63	1.78	-
Mountain	1.67	1.67	-	-
Pacific	1.89	1.89	1.89	-

¹ The regions used in this study include:

New England Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont;
 Middle Atlantic New Jersey, New York, and Pennsylvania;
 Border States Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia;
 Southeast Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee;
 Great Lakes Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin;
 Middle West Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota;
 Southwest Arkansas, Louisiana, Oklahoma, and Texas;
 Mountain Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming;
 Pacific California, Nevada, Oregon, and Washington.

TABLE 8.—Distribution of union local transit operating employees by standard weekly hours, July 1, 1954

Weekly hours	All workers	Operators of 1-man cars and busses	Motormen and conductors of 2-man cars	Elevated and subway operators
Average weekly hours	41.3	41.5	41.4	40.1
Total reporting standard hours	87.9	85.9	100.0	100.0
40 hours	65.3	61.6	79.1	94.1
Over 40 and under 44 hours	7.8	8.2	5.1	5.9
44 hours	4.6	5.3	-	-
Over 44 and under 48 hours	1.2	1.4	-	-
48 hours	7.4	7.6	15.8	-
Over 48 hours	1.6	1.8	-	-
Percent reporting no standard hours	12.1	14.1	-	-

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 9.—Union scales of wages and hours for local transit operating employees, July 1, 1953 and July 1, 1954

(Hours are the same for both years unless otherwise indicated)

City and classification	July 1, 1953	July 1, 1954		City and classification	July 1, 1953	July 1, 1954	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
ATLANTA, GA.				BUFFALO, N. Y.			
Busses and trackless trolleys:				Busses:			
First 6 months	\$1.470	\$1.510	-	First 3 months	\$1.800	\$1.880	-
7 - 12 months	1.530	1.570	-	4 - 12 months	1.820	1.900	-
After 1 year	1.570	1.610	-	After 1 year	1.850	1.930	-
BALTIMORE, MD.				CHARLOTTE, N. C.			
1-man cars and busses:				Busses:			
First 3 months	1.580	1.800	42 ¹ / ₂	First 3 months	1.100	1.100	-
4 - 6 months	1.680	1.800	42 ¹ / ₂	4 - 6 months	1.150	1.150	-
7 - 12 months	1.730	1.850	42 ¹ / ₂	7 - 12 months	1.200	1.200	-
After 1 year	1.780	1.900	42 ¹ / ₂	After 1 year	1.350	1.350	-
BIRMINGHAM, ALA.				CHICAGO, ILL.			
Busses and trolley coaches:				2-man cars:			
First 6 months	1.560	1.590	48	First 3 months	1.770	1.830	40
7 - 12 months	1.580	1.610	48	4 - 12 months	1.800	1.860	40
After 1 year	1.610	1.640	48	After 1 year:			
BOSTON, MASS.				Day	1.820	1.880	40
1-man cars and busses:				Night - before 2 a.m.	1.850	1.910	40
First 3 months	1.610	1.710	41 ¹ / ₄	Night - after 2 a.m.	1.870	1.930	40
4 - 6 months	1.725	1.830	41 ¹ / ₄	1-man cars and busses:			
7 - 9 months	1.760	1.865	41 ¹ / ₄	First 3 months	1.870	1.930	40
10 - 12 months	1.805	1.913	41 ¹ / ₄	4 - 12 months	1.900	1.960	40
After 1 year	1.900	2.010	41 ¹ / ₄	After 1 year:			
Multunit car operators:				Day	1.920	1.980	40
First 3 months	1.725	1.830	41 ¹ / ₄	Night - before 2 a.m.	1.950	2.010	40
4 - 6 months	1.845	1.953	41 ¹ / ₄	Night - after 2 a.m.	1.970	2.030	40
7 - 9 months	1.875	1.985	41 ¹ / ₄	Elevated and subway railways:			
10 - 12 months	1.920	2.030	41 ¹ / ₄	Motormen:			
After 1 year	2.015	2.128	41 ¹ / ₄	First 3 months	1.777	1.837	40
Rapid transit lines:				4 - 12 months	1.786	1.846	40
Guards:				After 1 year	1.831	1.891	40
First 3 months	1.490	1.588	41 ¹ / ₄	Conductors (regular)	1.788	1.848	40
4 - 6 months	1.610	1.710	41 ¹ / ₄	Conductors (extra):			
7 - 9 months	1.645	1.748	41 ¹ / ₄	First year	1.768	1.828	40
10 - 12 months	1.690	1.793	41 ¹ / ₄	After 1 year	1.788	1.848	40
After 1 year	1.785	1.893	41 ¹ / ₄	Guards (regular)	1.768	1.828	40
Motormen:				Guards (extra):			
Road	1.845	1.953	41 ¹ / ₄	First 3 months	1.740	1.800	40
Yard	1.900	2.010	41 ¹ / ₄	4 - 12 months	1.750	1.810	40
				After 1 year	1.759	1.819	40

See footnote at end of table.

TABLE 9.—Union scales of wages and hours for local transit operating employees, July 1, 1953 and July 1, 1954 - Continued

City and classification	July 1, 1953	July 1, 1954		City and classification	July 1, 1953	July 1, 1954	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
CINCINNATI, OHIO				INDIANAPOLIS, IND.			
Busses and trolley coaches:				1-man trackless trolleys and busses:			
After 1 year	\$1.850	\$1.910	40	First year	\$1.680	\$1.720	40
CLEVELAND, OHIO				1 - 2 years	1.700	1.740	40
1-man cars and busses:				After 2 years	1.750	1.790	40
First 3 months	1.740	1.850	44	JACKSONVILLE, FLA.			
4 - 12 months	1.770	1.880	44	Busses:			
After 1 year	1.790	1.900	44	First 3 months	1.370	1.400	48
COLUMBUS, OHIO				3 - 6 months	1.420	1.450	48
1-man cars, busses, and coaches:				After 6 months	1.470	1.500	48
First 3 months	1.560	1.850	240	KANSAS CITY, MO.			
4 - 12 months	1.590	1.880	240	1-man cars and busses:			
After 1 year	1.610	1.900	240	First 4 months	1.695	*1.695	45½
DALLAS, TEX.				5 - 8 months	1.715	*1.715	45½
1-man cars, busses, and				9 - 12 months	1.735	*1.735	45½
trolley coaches:				After 1 year	1.750	*1.750	45½
First year	1.490	1.530	344	KNOXVILLE, TENN.			
After 1 year	1.550	1.600	344	Busses:			
DAYTON, OHIO				First year	1.370	1.370	48
Busses:				Second year	1.420	1.420	48
First 6 months	1.570	1.650	448	After 2 years	1.470	1.470	48
7 - 12 months	1.620	1.700	448	LITTLE ROCK, ARK.			
After 1 year	1.670	1.750	448	1-man cars and busses:			
DENVER, COLO.				First 6 months	1.260	1.310	51
Bus and trolley coaches:				7 - 12 months	1.310	1.360	51
First 3 months	1.590	1.690	48	13 - 18 months	1.360	1.410	51
4 - 12 months	1.600	1.700	48	After 18 months	1.410	1.460	51
13 - 18 months	1.610	1.710	48	LOS ANGELES, CALIF.			
19 - 24 months	1.620	1.720	48	1-man cars and busses:			
After 2 years	1.630	1.730	48	Los Angeles Transit Lines:			
DES MOINES, IOWA				First 6 months	1.720	1.800	40
1-man cars and busses:				After 6 months	1.810	1.890	40
First 3 months	1.480	1.620	-	Metropolitan Coach Lines:			
4 - 12 months	1.510	1.650	-	First 6 months	1.720	1.840	48
After 12 months	1.560	1.700	-	After 6 months	1.770	1.880	48
DETROIT, MICH.				2-man cars:			
1-man cars and busses:				Los Angeles Transit Lines:			
First 6 months	1.750	1.815	-	First 6 months	1.600	1.680	40
7 - 12 months	1.800	1.865	-	After 6 months	1.680	1.760	40
After 1 year	1.850	1.915	-	Metropolitan Coach Lines:			
Night busses	1.950	1.965	-	First 6 months	1.620	1.740	48
ERIE, PA.				After 6 months	1.670	1.780	48
Busses:				Single track:			
First 6 months	1.500	1.600	40	First 6 months	1.670	1.790	48
7 - 12 months	1.570	1.670	40	After 6 months	1.720	1.830	48
After 1 year	1.600	1.700	40	LOUISVILLE, KY.			
GRAND RAPIDS, MICH.				1-man cars and busses:			
Busses:				First 3 months	1.480	1.550	44
Agreement A:				4 - 6 months	1.560	1.630	44
First 3 months	1.500	1.560	48	7 - 12 months	1.610	1.680	44
4 - 12 months	1.550	1.610	48	After 1 year	1.630	1.700	44
After 1 year	1.600	1.660	48	MEMPHIS, TENN.			
Agreement B:				1-man cars and busses:			
First 6 months	1.480	1.550	55	First year	1.550	1.600	40
7 - 12 months	1.530	1.600	55	Second year	1.600	1.650	40
After 1 year	1.580	1.650	55	After 2 years	1.650	1.700	40
HOUSTON, TEX.				MILWAUKEE, WIS.			
Busses:				1-man cars and busses:			
First 3 months	1.470	1.670	42½	First year	1.860	1.910	40
4 - 9 months	1.500	1.700	42½	After 1 year	1.900	1.950	40
10 - 15 months	1.530	1.730	42½				
After 15 months	1.560	1.760	42½				

See footnotes at end of table.

* This rate in effect prior to July 1, 1954; new scale in negotiation at time of survey.

TABLE 9.—Union scales of wages and hours for local transit operating employees, July 1, 1953 and July 1, 1954 - Continued

City and classification	July 1, 1953	July 1, 1954		City and classification	July 1, 1953	July 1, 1954	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
MINNEAPOLIS-ST. PAUL, MINN.				NEW YORK, N. Y. - Continued			
1-man cars and busses:				Busses: - Continued			
First 9 months	\$1.770	\$1.850	40	Jamaica Busses, Inc.:			
Second 9 months	1.800	1.880	40	First 6 months	\$1.430	\$1.640	² 40
After 18 months	1.840	1.920	40	7 - 12 months	1.490	1.720	² 40
NEWARK, N. J.				13 - 18 months	1.550	1.790	² 40
1-man cars and busses:				After 18 months	1.660	1.925	² 40
First 3 months	1.770	1.850	40	New York Omnibus Co.:			
4 - 12 months	1.820	1.900	40	First 6 months	1.485	1.700	⁵ 40
After 1 year	1.870	1.950	40	7 - 12 months	1.585	1.820	⁵ 40
NEW HAVEN, CONN.				13 - 24 months	1.635	1.880	⁵ 40
Connecticut Co.:				After 2 years	1.735	2.000	⁷ 40
1-man cars and busses:				Queens-Nassau Transit Lines:			
First 3 months	1.635	1.635	40	First 6 months	1.490	1.640	² 40
4 - 12 months	1.665	1.665	40	Second 6 months	1.490	1.720	² 40
After 1 year	1.705	1.730	40	Third 6 months	1.660	1.790	² 40
Orange St. Bus Co.:				Fourth 6 months	1.660	1.860	² 40
Busses	1.350	1.400	⁴ 48	After 2 years	1.660	1.925	² 40
NEW ORLEANS, LA.				Schenck Transport Co.:			
2-man cars:				First 6 months	1.485	1.560	40
First 6 months	1.630	1.720	42	7 - 12 months	1.562	1.640	40
7 - 12 months	1.660	1.750	42	13 - 24 months	1.628	1.700	40
After 1 year	1.690	1.780	42	After 2 years	1.837	1.910	40
1-man cars and busses:				Steinway Omnibus and Queensboro			
First 6 months	1.700	1.790	42	Bridge Railway:			
7 - 12 months	1.730	1.820	42	First year	1.490	1.640	² 40
After 1 year	1.760	1.850	42	After 1 year	1.660	1.790	² 40
NEW YORK, N. Y.				Third Avenue Railway Transit			
Subway:				System:			
Road motormen:				First 6 months	1.410	1.475	² 40
First year	1.980	2.090	40	7 - 12 months	1.460	1.650	² 40
After 1 year	2.040	2.150	40	13 - 18 months	1.510	1.750	² 40
Yard motormen:				18 months and after	1.560	1.925	² 40
First year	1.860	1.970	40	Tri-Boro Coach Corp.:			
After 1 year	1.920	2.030	40	First 12 months	1.415	1.625	² 40
Conductors:				After 1 year	1.515	1.815	² 40
First position:				After 18 months	1.660	1.925	² 40
First year	1.680	1.745	40	OKLAHOMA CITY, OKLA.			
After 1 year	1.740	1.805	40	1-man cars and busses:			
Second position	1.620	1.685	40	First 2 months	1.270	1.350	54
Platform men:				7 - 12 months	1.320	1.400	54
First year	1.560	1.625	40	After 1 year	1.400	1.480	54
After 1 year	1.600	1.661	40	OMAHA, NEBR.			
1-man cars:				1-man cars and busses:			
Brooklyn-Queens Transit Lines:				First 6 months	1.540	1.590	54
First 6 months	1.620	1.720	40	7 - 12 months	1.570	1.620	54
7 - 12 months	1.740	1.840	40	After 1 year	1.610	1.660	54
After 1 year	1.860	1.960	40	PEORIA, ILL.			
Busses:				1-man busses:			
Avenue B and East Broadway				First 9 months	1.650	1.710	48
Transit Co.:				10 - 18 months	1.670	1.730	48
First 6 months	1.420	1.640	² 40	After 18 months	1.690	1.750	48
7 - 12 months	1.500	1.720	² 40	PHILADELPHIA, PA.			
13 - 24 months	1.560	1.790	² 40	Subway, elevated, and			
After 2 years	1.660	1.925	² 40	high-speed lines:			
Brooklyn Bus Division,				Operators:			
Comprehensive and East Side				1 - 6 months	1.600	1.780	⁵ 40
Omnibus Corp., Queens				7 - 12 months	1.650	1.830	⁵ 40
Bus Division:				After 1 year	1.700	1.880	⁵ 40
First 6 months	1.620	1.620	40	Conductors:			
7 - 12 months	1.740	1.740	40	1 - 6 months	1.500	1.680	⁵ 40
After 1 year	1.860	1.860	40	7 - 12 months	1.550	1.730	⁵ 40
Fifth Avenue Coach:				After 1 year	1.600	1.780	⁵ 40
First 6 months	1.675	1.700	⁵ 40	2-man cars:			
Second 6 months	1.675	1.820	⁵ 40	1 - 6 months	1.500	1.630	⁵ 40
Next 12 months	1.685	1.880	⁵ 40	7 - 12 months	1.550	1.680	⁵ 40
Thereafter	1.735	2.000	⁵ 40	13 - 18 months	1.600	1.730	⁵ 40
Green Lines:				After 18 months	1.650	1.780	⁵ 40
First 6 months	1.630	1.720	40	1-man cars and busses:			
7 - 12 months	1.680	1.770	40	1 - 6 months	1.600	1.730	⁵ 40
13 - 18 months	1.750	1.840	40	7 - 12 months	1.650	1.780	⁵ 40
After 18 months	1.910	2.000	40	13 - 18 months	1.700	1.830	⁵ 40
				After 18 months	1.750	1.880	⁵ 40

See footnotes at end of table.

TABLE 9.—Union scales of wages and hours for local transit operating employees, July 1, 1953 and July 1, 1954 - Continued

City and classification	July 1, 1953	July 1, 1954		City and classification	July 1, 1953	July 1, 1954	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
PITTSBURGH, PA.				SAN ANTONIO, TEX.			
1-man cars:				Buses:			
First 3 months -----	\$1.815	\$1.845	40	First 6 months -----	\$1.330	\$1.380	40
4 - 12 months -----	1.905	1.955	40	7 - 12 months -----	1.410	1.460	40
After 1 year -----	1.960	2.010	40	13 - 18 months -----	1.470	1.520	40
Buses:				After 18 months -----	1.550	1.600	40
First 3 months -----	1.750	1.845	40	SAN FRANCISCO-OAKLAND, CALIF.			
4 - 12 months -----	1.860	1.955	40	San Francisco:			
After 1 year -----	1.960	2.010	40	1-man busses and trackless			
Brentwood Motor Coach:				trolleys, 2-man cars, and cable			
First 6 months -----	1.470	1.630	⁶ 45	gripmen and conductors -----	1.894	1.939	48
7 - 12 months -----	1.570	1.700	⁶ 45	Oakland:			
After 1 year -----	1.700	1.770	⁶ 45	1-man busses, and 2-man			
West Side Motor Coach:				cars (motormen):			
First 3 months -----	1.520	1.650	40	First 6 months -----	1.630	1.810	40
4 - 12 months -----	1.570	1.700	40	After 6 months -----	1.680	1.860	40
After 1 year -----	1.620	1.750	40	SCRANTON, PA.			
PORTLAND, OREG.				Buses:			
1-man cars and busses:				First 3 months -----	1.420	1.480	40
First 3 months -----	1.760	1.820	40	3 - 12 months -----	1.470	1.530	40
4 - 6 months -----	1.785	1.845	40	After 1 year -----	1.500	1.560	40
7 - 12 months -----	1.810	1.870	40	1-man cars -----	1.500	1.560	40
After 1 year -----	1.840	1.900	40	SEATTLE, WASH.			
PROVIDENCE, R. I.				1-man busses:			
1-man cars and busses:				First 6 months -----	1.823	1.933	-
First 3 months -----	1.700	1.760	40	After 6 months -----	1.890	2.000	-
4 - 12 months -----	1.730	1.790	40	SPOKANE, WASH.			
After 1 year -----	1.750	1.810	40	1-man busses:			
RICHMOND, VA.				First 6 months -----	1.580	1.580	-
Bus drivers:				7 - 12 months -----	1.630	1.630	-
First 3 months -----	1.400	1.450	-	After 1 year -----	1.680	1.680	-
4 - 12 months -----	1.450	1.500	-	SPRINGFIELD, MASS.			
After 1 year -----	1.500	1.550	-	Buses:			
ROCHESTER, N. Y.				First 3 months -----	1.630	1.630	40
Subway cars -----	1.655	1.855	⁵ 40	4 - 12 months -----	1.685	1.685	40
Buses:				After 1 year -----	1.730	1.730	40
First 3 months -----	1.611	1.811	⁵ 40	SYRACUSE, N. Y.			
4 - 12 months -----	1.633	1.833	⁵ 40	1-man cars and busses:			
After 1 year -----	1.655	1.855	⁵ 40	First 3 months -----	1.485	1.760	⁸ 40
ST. LOUIS, MO.				4 - 12 months -----	1.505	1.780	⁸ 40
1-man cars and busses:				After 1 year -----	1.525	1.800	⁸ 40
First 4 months -----	1.650	1.680	-	TOLEDO, OHIO			
5 - 8 months -----	1.700	1.730	-	1-man cars and busses:			
9 - 12 months -----	1.750	1.780	-	First 6 months -----	1.650	1.805	⁹ 42
After 12 months -----	1.800	1.830	-	7 - 12 months -----	1.670	1.825	⁹ 42
St. Louis County:				After 1 year -----	1.700	1.855	⁹ 42
Buses:				WASHINGTON, D. C.			
First 6 months -----	1.360	1.470	⁷ 58	1-man cars and busses:			
After 6 months -----	1.460	1.570	⁷ 58	1 - 3 months -----	1.770	1.820	40
SALT LAKE CITY, UTAH				4 - 12 months -----	1.810	1.860	40
1-man busses:				Over 1 year -----	1.850	1.900	40
First 6 months -----	1.410	1.500	-				
After 6 months -----	1.490	1.580	-				

¹ Hours per week are shown only for those cities that reported a regular workweek after which premium overtime was paid.² 48-hour workweek on July 1, 1953.³ 54-hour workweek on July 1, 1953.⁴ 51-hour workweek on July 1, 1953.⁵ 44-hour workweek on July 1, 1953.⁶ 46-hour workweek on July 1, 1953.⁷ 60-hour workweek on July 1, 1953.⁸ 45-hour workweek on July 1, 1953.⁹ Alternate weeks of 40 and 44 hours.

☆ U. S. GOVERNMENT PRINTING OFFICE : 1955 O - 339468