

Union Wages and Hours: Local-Transit Operating Employees

July 1, 1959

and

Trend 1929-59

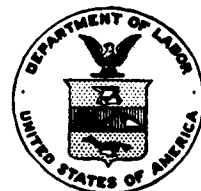
Bulletin No. 1268

UNITED STATES DEPARTMENT OF LABOR

James P. Mitchell, Secretary

BUREAU OF LABOR STATISTICS

Ewan Clague, Commissioner



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Preface

The Bureau of Labor Statistics conducts annual surveys of wage rates and scheduled hours of work for specified crafts or jobs as provided in labor-management agreements in four industries: Building construction, printing, local transit, and local trucking. The studies present the wage rates in effect as of July 1 of each year, as reported to the Bureau by the appropriate local labor organizations in each of the cities included in the survey.

Information on the union scales and hours prevailing in each city is available in August of each year upon request to the Bureau's regional offices. A nationwide summary report of rates for local-transit operating employees was issued in November 1959. This bulletin provides additional data and indexes of the trend of wages and hours for the period 1929-59. It was prepared by Thomas C. Mobley under the direction of John F. Lacikey of the Bureau's Division of Wages and Industrial Relations.

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Union Wages and Hours: Local-Transit Operating Employees, July 1, 1959

Summary

Union average hourly wage scales of local-transit operating employees in cities of 100,000 or more population advanced 3.8 percent, or 8.4 cents, in the 12 months ending July 1, 1959, according to the 39th annual study of union scales in the local-transit industry by the Bureau of Labor Statistics.

Ninety-seven percent of the transit workers included in the study had their wage rates adjusted upward during the year. Raises varied from 5 to 10 cents¹ an hour for three-eighths of the workers and from 10 to 12 cents for approximately the same proportion. Scale advances of 12 cents or more an hour affected slightly more than an eighth of the operators.

Union hourly scales on July 1, 1959, averaged \$2.29 for all local-transit equipment operators. Hourly rates of \$2.20 to \$2.45 were in effect for nearly three-fifths of the operating employees. Rates of \$2.50 or more were negotiated for a sixth of the workers.

Straight-time workweek schedules were stipulated in labor-management agreements covering 94 percent of the transit employees included in the study. Such schedules, which ranged from 40 to 54 hours a week, averaged 40.6 hours. The most common straight-time workweek consisted of 40 hours; five of every six operators had such workweeks.

Labor-management contracts providing health, insurance, and pension plans financed at least in part by the employer were in effect for slightly more than 90 percent of the operating employees. A majority of the workers were covered by plans financed jointly by workers and employers.

Scope and Method of Study

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.

¹ For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as 3 to 5 percent, 6 to 9 cents, etc., instead of using the more precise terminology, 3 and under 5 percent, 6 and under 9 cents, etc.

The information presented in this report was based on union scales in effect on July 1, 1959, and covered approximately 65,000 local-transit operating employees in 52 cities with populations of 100,000 or more. Trackmen and maintenance workers were excluded from the study. 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.

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 500,000 or more population were included, as were most cities in the 250,000-500,000 group. The cities in the 100,000-250,000 group selected for study were distributed widely throughout the United States. The data for some of the cities included in the study were weighted in order to compensate for cities which were not surveyed. 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, were based on all scales reported in effect on July 1, 1959. Individual scales were weighted by the number of union members at each rate. These averages are not designed for precise year-to-year comparisons because of fluctuations in membership and in the classifications studied. Averaged cents-per-hour and percent changes from July 1, 1958, to July 1, 1959, were, however, based on comparable quotations for the various classifications in both periods, weighted by the membership reported for the current (1959) survey. The index series, designed for trend purposes, was similarly constructed.

Scale Increases and Trend

Revisions in union hourly scales of local-transit operators result primarily from labor-management negotiations. Of the contracts in effect on July 1, 1959, in the 52 cities studied, 5 of every 6 were negotiated for 2 or more years. Such multiyear contracts generally provided for one or more interim wage increases or for adjustment for cost-of-living changes. However, only those scale changes that actually became effective between July 1, 1958, and July 1, 1959, were included in the

current study. Some of the rate adjustments were provided for in contracts negotiated prior to July 1, 1958. Deferred increases scheduled to take effect subsequent to July 1, 1959, were excluded from the survey. Thus, the scale changes presented in this report do not reflect the total wage advances negotiated in individual agreements during the survey year.

The 3.8-percent rise in union wages for local-transit operating employees between July 1, 1958, and July 1, 1959, advanced the Bureau's index (1947-49=100) of union hourly wage rates for those workers to 167.3 (table 1). The rate of advance was smaller than that registered in the two preceding 12-month periods and approximately the same as the gain recorded during the year ending July 1, 1956.

The increase reflected scale advances of 4.4 percent for motormen and conductors of 2-man cars, 4 percent for elevated and subway operators, and 3.8 percent for 1-man car and bus operators. On a cents-per-hour basis, the increase in average scales amounted to 9.5, 9.2, and 8.3 cents, respectively (table 2).

Pay scales were adjusted upward during the 12-month period for 96 percent of the operators of 1-man cars and buses and for all operators on 2-man cars and on elevated and subway equipment (table 3). Hourly scale advances ranged from 2 to 19 cents for operators of 1-man cars and buses. Raises of 10 cents were recorded for a fourth of these workers, of 5 to 7 cents for a slightly larger proportion, of 7 to 10 cents for a tenth, and of 11 or more cents for about a fourth (table 4). For operators of 2-man cars, the increase amounted to 10 cents for three-fourths of the workers and to 6½ cents for a sixth. On elevated and subway systems, scales rose 10 cents for about two-thirds of the workers, and 6½ cents for nearly three-tenths.

In percentage terms, the scale increases represented gains of 5 to 6 percent for three-tenths of 1-man car and bus operators, of 4 to 5 percent for a sixth, of 3 to 4 percent for a fourth, and of less than 3 percent for another sixth. The advance ranged from 5 to 6 percent for five-sixths of the 2-man car operators, and for slightly less than half of those on elevated and subway systems. A fourth of the operating employees on the latter type of transit equipment realized gains of 4 to 5 percent and another fourth showed gains of 3 to 4 percent (table 3).

Wage Scale Variations

Negotiated pay scales for local-transit operators generally provided for length-of-service differentials—an entrance rate, one

or more intermediate rates, and a maximum or top rate.² Although the time intervals between rate steps varied among the 52 cities covered, 3 or 6 months of employment was the typical period during which the entrance rate applied. Length of service was not a factor in San Francisco and Scranton, where only single rates were specified.

Entrance or starting rates for operators of 1-man cars or buses in the cities studied varied from a low of \$1.55 an hour in Charlotte, N.C., Knoxville, Tenn., and Oklahoma City, Okla., to a high of \$2.51 in San Francisco, Calif. Charlotte and Knoxville also had the lowest top rates (\$1.65) for these operators; the highest was \$2.62 for multiunit car operators in Boston. Entrance rates of \$2 or more were in effect in three of every five cities studied. Top rates ranged from \$2 to \$2.25 in about two of every five cities and exceeded \$2.25 in one of every three cities.

Union hourly scales for local-transit operating employees in cities of 100,000 or more population averaged \$2.29 as of July 1, 1959. Operators of 1-man cars and buses, who accounted for almost nine-tenths of the workers covered by the survey, averaged \$2.28 an hour. Elevated and subway operators, who constituted a tenth of the transit workers, averaged \$2.38 an hour, while motormen and conductors on 2-man cars had scales averaging \$2.26 an hour (table 2).

Three-fifths of the 1-man car and bus operators were covered by labor-management agreements specifying scales of \$2.20 to \$2.50 an hour; a sixth had rates of \$2.50 or more, and only 5 percent had negotiated scales of less than \$1.85 an hour. Five-sixths of the motormen and conductors on 2-man cars had hourly scales ranging from \$2.10 to \$2.25. A fifth of the elevated and subway operators were grouped at each of two rate intervals—\$2.25 to \$2.30 and \$2.35 to \$2.40. Almost another fifth had rate scales of \$2.60 or over (table 5).

City and Regional Rate Differences

City and regional averages, designed to show current rate levels, are affected not only by the wide variation in the levels of scales which exists among the individual cities, but also by variations in the proportions of union members at each of the graduated

² This so-called top rate actually becomes the employee's 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.

scales within cities. These differences are reflected in the weighting of individual rates by the number of workers employed. Therefore, even though all rates in two areas may be identical, the averages for the areas may differ.

Average hourly scales of all operators varied among the cities studied from \$1.64 in Charlotte, N.C., to \$2.50 in Chicago, Ill. Scales averaged less than \$1.75 in 4 cities, \$1.75 to \$2 in 9 cities, \$2 to \$2.25 in 19 cities, and \$2.25 or more in 20 cities. Except for Philadelphia, Cincinnati, and Houston, all cities with a half million or more population had averages in excess of \$2.25 an hour (table 6).

Increased pay scales were reported for all but 4 of the 52 cities included in the study. Increases in hourly rates ranged from 2 cents for some of the 1-man car and bus operators in Los Angeles to 19 cents for some bus operators in New York City. The most frequent raises were 5 and 10 cents; each of these amounts was reported in approximately a sixth of the cities in which scales were revised. Hourly advances ranged from 6 to 10 cents in about a third of the cities and exceeded 10 cents for at least some of the transit operators in 10 of the cities studied.

When the cities are grouped by population size, average hourly scales varied by size of city. The average scale for all cities with a million or more population was \$2.38, 1-cent higher than the average for the 500,000 to 1,000,000 group. Cities in the 250,000-500,000 population group averaged \$2.15 and those in the smallest size group studied (100,000-250,000 population) averaged \$1.99 an hour.

Within each population group, average hourly scales for the individual cities showed considerable variation. The spread between the highest and lowest city averages was greatest (56 cents) for the smallest city size group and the narrowest (28 cents) for the largest city size group.

There was an overlapping of average scales among cities in the various population groups. For example, the \$2.42 average for Seattle, Wash., in the 250,000-500,000 population group, was exceeded by only 4 cities with populations of 500,000 or more.

On a regional basis, scales for local-transit operating employees averaged highest (\$2.38) in the Great Lakes region and lowest (\$1.82) in the Southeast. Two other regions—Middle Atlantic (\$2.32) and Pacific (\$2.34)—also had scales averaging in excess of the \$2.29 national level which was equaled by New England (table 7).

Standard Workweek

Straight-time weekly work schedules were reported for local-transit operators in 45 of the 52 cities studied. Such weekly schedules were applicable to 94 percent of the transit employees covered by the survey and averaged 40.6 hours on July 1, 1959, compared with 40.7 on July 1, 1958. Reductions in standard straight-time weekly hours were reported for four cities.

Typically, the standard workweek continued to be 40 hours, as in the previous year. This schedule, which was in effect in about two-thirds of the cities studied, was applicable to all of the operating employees on elevated and subway systems and on 2-man cars, and to five-sixths of those on 1-man cars and buses. Workweeks of 44 and 48 hours were each in effect for slightly more than 3 percent of the 1-man car and bus operators (table 8).

Health, Insurance, and Pension Plans

Provisions for one or more health, insurance, or pension benefits were incorporated in labor-management contracts covering slightly more than nine-tenths of the local-transit operators.³ Plans providing health and insurance protection financed jointly by employees and employers covered slightly more than seven-tenths of the operators of local-transit equipment and similarly financed pension plans were contained in contracts covering about six-tenths of the workers.

Union Scales by City

Union wage scales in effect on July 1, 1958, and July 1, 1959, for each of the 52 cities included in the study are presented in table 9. Weekly hours in effect on these dates are also shown for cities for which a regular straight-time workweek was reported.

³ The prevalence of negotiated health, insurance, and pension programs for local-transit operating employees was first studied in July 1954. Information for these plans was restricted to those financed entirely or in part by the employer. Plans financed by workers 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 expenditures for such benefits.

TABLE 1. Indexes of union hourly wage rates of local-transit operating employees, 1929-59

(1947-49 = 100)			
Date	Index	Date	Index
1929: May 15 -----	52.4	1945: July 1 -----	69.9
1930: May 15 -----	52.9	1946: July 1 -----	81.9
1931: May 15 -----	52.9	1947: Oct. 1 -----	92.4
1932: May 15 -----	51.9	1948: Oct. 1 -----	101.7
1933: May 15 -----	(¹)	1949: Oct. 1 -----	105.9
1934: May 15 -----	50.4	1950: Oct. 1 -----	110.9
1935: May 15 -----	52.3	1951: Oct. 1 -----	118.2
1936: May 15 -----	52.7	1952: Oct. 1 -----	127.0
1937: May 15 -----	55.2	1953: July 1 -----	129.9
1938: June 1 -----	56.8	1954: July 1 -----	136.4
1939: June 1 -----	57.2	1955: July 1 -----	140.4
1940: June 1 -----	57.9	1956: July 1 -----	145.9
1941: June 1 -----	60.0	1957: July 1 -----	152.1
1942: July 1 -----	64.4	1958: July 1 -----	161.2
1943: July 1 -----	68.6	1959: July 1 -----	167.3
1944: July 1 -----	69.1		

¹ Information not available.

TABLE 2. Average union hourly wage rates of local-transit operating employees, July 1, 1959, and increases in rates, July 1, 1958—July 1, 1959

Occupation	July 1, 1959 hourly rate	Increase over July 1, 1958	
		Percent	Cents per hour
All local-transit operating employees -----	\$ 2.29	3.8	8.4
Operators of 1-man cars and buses -----	\$ 2.28	3.8	8.3
Motormen and conductors of 2-man cars -----	2.26	4.4	9.5
Elevated and subway operators -----	2.38	4.0	9.2

TABLE 3. Percent changes in union wage rates and percent of local-transit operating employees affected, July 1, 1958—July 1, 1959

Changes in hourly rates	Percent of—			
	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
No change -----	3.2	3.6	-	-
Increase -----	96.8	96.4	100.0	100.0
Under 2 percent -----	1.8	2.0	-	-
2 and under 3 percent -----	12.6	14.1	-	.5
3 and under 4 percent -----	26.0	25.9	15.9	27.9
4 and under 5 percent -----	17.4	16.6	-	26.2
5 and under 6 percent -----	32.8	30.9	84.1	44.6
6 percent and over -----	6.3	6.9	-	.9

NOTE: Because of rounding, sums of individual percentages may not equal totals.

TABLE 4. Cents-per-hour changes in union wage rates and percent of local-transit operating employees affected, July 1, 1958—July 1, 1959

Changes in hourly rates	Percent of—			
	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
No change -----	3.2	3.6	-	-
Increase -----	96.8	96.4	100.0	100.0
Under 4 cents -----	4.5	5.1	-	-
4 and under 5 cents -----	3.3	3.7	-	-
5 and under 6 cents -----	10.0	11.2	-	.5
6 and under 7 cents -----	18.1	17.0	15.9	27.9
7 and under 8 cents -----	4.1	4.6	-	-
8 and under 9 cents -----	4.3	4.8	-	-
9 and under 10 cents -----	1.8	2.1	-	-
10 and under 11 cents -----	29.5	25.1	74.0	64.2
11 and under 12 cents -----	7.7	8.5	10.1	-
12 and under 14 cents -----	8.0	8.1	-	7.5
14 and under 16 cents -----	1.3	1.4	-	-
16 cents and over -----	4.2	4.8	-	-

NOTE: Because of rounding, sums of individual percentages may not equal totals.

TABLE 5. Distribution of union operating employees in the local-transit industry by hourly wage rates, July 1, 1959

Hourly wage rates	Percent of—			
	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
Under \$1.70 -----	1.4	1.6	-	-
\$1.70 and under \$1.75 -----	.6	.7	-	-
\$1.75 and under \$1.80 -----	1.0	1.2	-	-
\$1.80 and under \$1.85 -----	1.3	1.5	-	-
\$1.85 and under \$1.90 -----	.3	.3	-	-
\$1.90 and under \$1.95 -----	2.3	2.6	-	-
\$1.95 and under \$2.00 -----	1.9	2.1	-	-
\$2.00 and under \$2.05 -----	2.8	3.2	-	-
\$2.05 and under \$2.10 -----	2.9	3.2	-	0.4
\$2.10 and under \$2.15 -----	4.6	4.4	12.3	4.9
\$2.15 and under \$2.20 -----	4.2	3.5	9.4	9.6
\$2.20 and under \$2.25 -----	11.3	11.7	62.4	2.5
\$2.25 and under \$2.30 -----	13.0	12.2	-	21.5
\$2.30 and under \$2.35 -----	8.5	9.3	-	1.5
\$2.35 and under \$2.40 -----	11.5	10.7	-	20.2
\$2.40 and under \$2.45 -----	13.3	13.5	-	12.6
\$2.45 and under \$2.50 -----	1.9	2.0	-	1.2
\$2.50 and under \$2.55 -----	12.4	13.0	15.9	6.1
\$2.55 and under \$2.60 -----	2.8	3.1	-	.9
\$2.60 and over -----	2.0	.2	-	18.6

TABLE 6. Average union hourly wage rates of local-transit operating employees by city and population group, July 1, 1959

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	
Chicago, Ill. -----	\$ 2.50	Average for group III -----	\$ 2.15
Average for group I -----	2.38	Kansas City, Mo. -----	2.12
Detroit, Mich. -----	2.37	Denver, Colo. -----	2.05
New York, N. Y. -----	2.37	Louisville, Ky. -----	2.05
Los Angeles, Calif. -----	2.26	Memphis, Tenn. -----	2.00
Philadelphia, Pa. -----	2.22	Dallas, Tex. -----	1.94
Population group II (500,000 to 1,000,000):		Atlanta, Ga. -----	1.92
Boston, Mass. -----	2.48	Birmingham, Ala. -----	1.90
Minneapolis-St. Paul, Minn. -----	2.48	San Antonio, Tex. -----	1.90
San Francisco-Oakland, Calif. -----	2.44	Population group IV (100,000 to 250,000):	
Milwaukee, Wis. -----	2.40	Syracuse, N. Y. -----	2.20
Washington, D. C. -----	2.39	Dayton, Ohio -----	2.18
St. Louis, Mo. -----	2.38	New Haven, Conn. -----	2.16
Average for group II -----	2.37	Omaha, Nebr. -----	2.14
Pittsburgh, Pa. -----	2.37	Erie, Pa. -----	2.12
Buffalo, N. Y. -----	2.30	Des Moines, Iowa -----	2.10
Cleveland, Ohio -----	2.29	Springfield, Mass. -----	2.09
New Orleans, La. -----	2.27	Providence, R. I. -----	2.08
Baltimore, Md. -----	2.26	Peoria, Ill. -----	2.00
Cincinnati, Ohio -----	2.22	Spokane, Wash. -----	2.00
Houston, Tex. -----	2.02	Average for group IV -----	1.99
Population group III (250,000 to 500,000):		Grand Rapids, Mich. -----	1.94
Seattle, Wash. -----	2.42	Richmond, Va. -----	1.82
Newark, N. J. -----	2.29	Salt Lake City, Utah -----	1.82
Columbus, Ohio -----	2.26	Scranton, Pa. -----	1.80
Rochester, N. Y. -----	2.26	Little Rock, Ark. -----	1.75
Portland, Oreg. -----	2.25	Jacksonville, Fla. -----	1.73
Toledo, Ohio -----	2.20	Oklahoma City, Okla. -----	1.68
Indianapolis, Ind. -----	2.18	Knoxville, Tenn. -----	1.65
		Charlotte, N. C. -----	1.64

TABLE 7. Average union hourly wage rates of local-transit operating employees by region, ¹ July 1, 1959

Region ¹	Average rate per hour			
	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
United States -----	\$ 2.29	\$ 2.28	\$ 2.26	\$ 2.38
New England -----	\$ 2.29	\$ 2.27	-	\$ 2.40
Middle Atlantic -----	2.32	2.30	\$ 2.13	2.37
Border States -----	2.23	2.23	-	-
Southeast -----	1.82	1.82	-	-
Great Lakes -----	2.38	2.38	-	2.40
Middle West -----	2.25	2.25	-	-
Southwest -----	2.00	1.97	2.23	-
Mountain -----	1.97	1.97	-	-
Pacific -----	2.34	2.34	2.38	-

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, Idaho, Colorado, Montana, New Mexico, Utah, and Wyoming; and Pacific—California, Nevada, Oregon, and Washington.

TABLE 8. Distribution of union local-transit operating employees by standard weekly hours, July 1, 1959

Weekly hours	All workers	Operators of 1-man cars and buses	Motormen and conductors of 2-man cars	Elevated and subway operators
Average weekly hours -----	40.6	40.6	40.0	40.0
Total reporting standard hours -----	93.6	92.8	100.0	100.0
40 hours -----	85.1	83.3	100.0	100.0
42.5 hours -----	.9	1.0	-	-
44 hours -----	3.0	3.4	-	-
45 hours -----	.5	.5	-	-
48 hours -----	3.0	3.4	-	-
51 hours -----	.8	.9	-	-
54 hours -----	.3	.3	-	-
Percent reporting no standard hours -----	6.4	7.2	-	-

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1958, and July 1, 1959

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

City and classification	July 1, 1959			City and classification	July 1, 1958		
	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.			
Buses and trolley coaches:				Buses:			
First 6 months -----	\$1.790	\$1.820	-	Niagara Frontier Transit:			
7 - 12 months -----	1.850	1.880	-	First 3 months -----	\$2.200	\$2.260	40
After 1 year -----	1.890	1.920	-	4 - 12 months -----	2.230	2.290	40
				After 1 year -----	2.250	2.310	40
BALTIMORE, MD.				Buffalo Transit Company:			
1-man cars and buses:				First 3 months -----	2.105	2.195	40
First 6 months -----	2.000	2.170	40	4 - 12 months -----	2.135	2.225	40
7 - 12 months -----	2.050	2.220	40	After 1 year -----	2.160	2.250	40
After 1 year -----	2.100	2.270	40				
BIRMINGHAM, ALA.				CHARLOTTE, N. C.			
Buses and trolley coaches:				Buses:			
First 6 months -----	1.820	1.850	48	First 2 months -----	1.470	1.550	-
7 - 12 months -----	1.840	1.870	48	3 - 6 months -----	1.520	1.600	-
After 1 year -----	1.870	1.900	48	After 6 months -----	1.570	1.650	-
BOSTON, MASS.				CHICAGO, ILL.			
1-man cars and buses:				Buses:			
First 3 months -----	2.130	2.200	40	First 3 months -----	2.410	2.475	40
4 - 6 months -----	2.250	2.320	40	4 - 12 months -----	2.440	2.505	40
7 - 9 months -----	2.285	2.355	40	After 1 year:			
10 - 12 months -----	2.333	2.403	40	Days -----	2.460	2.525	40
After 1 year -----	2.430	2.500	40	Nights - before 2 a. m. -----	2.490	2.555	40
P. C. C. surface lines operators:				Nights - after 2 a. m. -----	2.510	2.575	40
First 3 months -----	2.250	2.320	40	Elevated and subway			
4 - 6 months -----	2.373	2.443	40	railways:			
7 - 9 months -----	2.405	2.475	40	Motormen (regular) -----	2.371	2.436	40
10 - 12 months -----	2.450	2.520	40	Motormen (extra):			
After 1 year -----	2.548	2.618	40	First 3 months -----	2.317	2.382	40
Rapid transit lines:				4 - 12 months -----	2.326	2.391	40
Guards:				After 1 year -----	2.371	2.436	40
First 3 months -----	2.008	2.078	40	Conductors (regular) -----	2.326	2.391	40
4 - 6 months -----	2.130	2.200	40	Conductors (extra):			
7 - 9 months -----	2.168	2.238	40	First year -----	2.308	2.373	40
10 - 12 months -----	2.213	2.283	40	After 1 year -----	2.326	2.391	40
After 1 year -----	2.313	2.383	40	Guards (regular) -----	2.308	2.376	40
Motormen:				Guards (extra):			
Road -----	2.373	2.443	40	First 3 months -----	2.280	2.345	40
Yard -----	2.430	2.500	40	4 - 12 months -----	2.290	2.355	40
Platform men:				After 1 year -----	2.299	2.364	40
Warders -----	2.153	2.223	40				
Gate-men -----	2.213	2.283	40				

See footnote at end of table.

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1958, and July 1, 1959—Continued

City and classification	July 1, 1958	July 1, 1959		City and classification	July 1, 1958	July 1, 1959	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
CINCINNATI, OHIO				HOUSTON, TEX.			
Buses and trolley coaches:				Buses:			
First 3 months -----	\$ 2.120	\$ 2.020	40	First 3 months -----	\$ 1.910	\$ 1.950	42 ¹ / ₂
4 - 6 months -----	2.150	2.020	40	4 - 9 months -----	1.940	1.980	42 ¹ / ₂
7 - 12 months -----	2.150	2.070	40	10 - 15 months -----	1.970	2.010	42 ¹ / ₂
13 - 18 months -----	2.170	2.120	40	After 15 months -----	2.000	2.040	42 ¹ / ₂
19 - 24 months -----	2.170	2.170	40				
After 2 years -----	2.170	2.220	40	INDIANAPOLIS, IND.			
CLEVELAND, OHIO				Buses and trolley coaches:			
Buses and trolley coaches:				First year -----	2.070	2.110	40
First 3 months -----	2.210	2.270	44	1 - 2 years -----	2.090	2.130	40
4 - 12 months -----	2.240	2.300	44	After 2 years -----	2.140	2.180	40
After 1 year -----	2.260	2.320	44	JACKSONVILLE, FLA.			
Rapid transit—Trainmen:				Buses:			
First 3 months -----	2.110	2.170	44	First 3 months -----	1.570	1.630	48
4 - 12 months -----	2.140	2.210	44	4 - 6 months -----	1.630	1.680	48
After 1 year -----	2.160	2.230	44	After 6 months -----	1.690	1.730	48
COLUMBUS, OHIO				KANSAS CITY, MO.			
Buses and trolley coaches:				Buses:			
First 26 weeks -----	2.110	2.210	40	First 4 months -----	2.005	2.065	40
After 26 weeks -----	2.160	2.260	40	5 - 8 months -----	2.025	2.085	40
DALLAS, TEX.				9 - 12 months -----	2.045	2.105	40
Buses and trolley coaches:				After 1 year -----	2.060	2.120	40
First year -----	1.820	1.870	-	KNOXVILLE, TENN.			
After 1 year -----	1.900	1.950	-	Buses:			
DAYTON, OHIO				First year -----	1.550	1.550	48
Buses:				Second year -----	1.600	1.600	48
First 6 months -----	1.990	2.100	² / ₄₀	After 2 years -----	1.650	1.650	48
7 - 12 months -----	2.040	2.150	² / ₄₀	LITTLE ROCK, ARK.			
After 1 year -----	2.090	2.200	² / ₄₀	Buses:			
DENVER, COLO.				First 6 months -----	1.570	1.600	⁴ / ₅₁
Buses and trolley coaches:				7 - 12 months -----	1.620	1.650	⁴ / ₅₁
First 3 months -----	1.940	2.010	² / ₄₀	13 - 18 months -----	1.670	1.700	⁴ / ₅₁
4 - 12 months -----	1.950	2.020	² / ₄₀	After 18 months -----	1.720	1.750	⁴ / ₅₁
13 - 18 months -----	1.960	2.030	² / ₄₀	LOS ANGELES, CALIF.			
19 - 24 months -----	1.970	2.040	² / ₄₀	1-man cars and buses:			
After 2 years -----	1.980	2.050	² / ₄₀	Group A:			
DES MOINES, IOWA				First 6 months -----	2.120	2.230	⁵ / ₄₀
Buses:				After 6 months -----	2.160	2.270	⁵ / ₄₀
First 3 months -----	1.920	2.020	-	Group B:			
4 - 12 months -----	1.950	2.050	-	First 6 months -----	2.160	2.230	40
After 12 months -----	2.000	2.100	-	After 6 months -----	2.250	2.270	40
DETROIT, MICH.				2-man cars:			
Buses:				First 6 months -----	2.020	2.130	⁵ / ₄₀
First 6 months -----	2.150	2.270	40	After 6 months -----	2.060	2.170	⁵ / ₄₀
7 - 12 months -----	2.200	2.320	40	LOUISVILLE, KY.			
After 1 year -----	2.250	2.370	40	Buses:			
Night buses -----	2.350	2.470	40	First 3 months -----	1.850	1.900	40
ERIE, PA.				4 - 6 months -----	1.930	1.980	40
Buses:				7 - 12 months -----	1.980	2.030	40
First 6 months -----	1.930	2.020	40	After 1 year -----	2.000	2.050	40
7 - 12 months -----	2.000	2.070	40	MEMPHIS, TENN.			
After 1 year -----	2.030	2.120	40	Buses and trolley coaches:			
GRAND RAPIDS, MICH.				First year -----	1.870	1.900	40
Buses:				Second year -----	1.920	1.950	40
First 3 months -----	1.800	1.840	48	After 2 years -----	1.970	2.000	40
4 - 12 months -----	1.850	1.890	48	MILWAUKEE, WIS.			
After 1 year -----	1.900	1.940	48	Buses:			
				First year -----	2.280	2.360	40
				After 1 year -----	2.320	2.400	40

See footnotes at end of table.

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1958, and July 1, 1959—Continued

City and classification	July 1, 1958	July 1, 1959		City and classification	July 1, 1958	July 1, 1959	
	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			
Buses:				Buses:—Continued			
First 9 months -----	\$2.270	\$2.410	40	Queens-Nassau Transit Lines:			
10 - 18 months -----	2.300	2.440	40	First 6 months -----	\$1.895	\$1.985	40
After 18 months -----	2.340	2.480	40	7 - 12 months -----	1.975	2.065	40
				13 - 18 months -----	2.045	2.135	40
				19 - 24 months -----	2.115	2.205	40
				After 2 years -----	2.180	2.270	40
				Schenck Transport Co.:			
				First 9 months -----	1.840	1.900	40
				10 - 18 months -----	1.900	1.960	40
				After 18 months -----	2.110	2.170	40
				Steinway Omnibus and Queensboro:			
				First 6 months -----	1.895	1.985	40
				7 - 12 months -----	1.975	2.065	40
				13 - 18 months -----	2.045	2.135	40
				19 - 24 months -----	2.115	2.205	40
				After 2 years -----	2.180	2.270	40
				Third Avenue Railway Transit System:			
				First 6 months -----	1.725	1.825	40
				7 - 12 months -----	1.900	2.000	40
				13 - 18 months -----	2.000	2.100	40
				After 18 months -----	2.175	2.275	40
				Tri-Boro Coach Corp.:			
				First 12 months -----	1.910	2.000	40
				13 - 18 months -----	2.100	2.190	40
				After 18 months -----	2.210	2.300	40
				Subway:			
				Conductors:			
				First position:			
				First year -----	2.100	2.200	40
				After 1 year -----	2.160	2.260	40
				Second position -----	2.060	2.160	40
				Motormen:			
				Road:			
				First year -----	2.470	2.570	40
				After 1 year -----	2.530	2.630	40
				Yard:			
				First year -----	2.350	2.450	40
				After 1 year -----	2.410	2.510	40
				Platform men:			
				First year -----	1.974	2.074	40
				After 1 year -----	2.010	2.110	40
				OKLAHOMA CITY, OKLA.			
				1-man cars and buses:			
				First 6 months -----	1.500	1.550	54
				7 - 12 months -----	1.550	1.600	54
				After 1 year -----	1.630	1.680	54
				OMAHA, NEBR.			
				Buses:			
				First 6 months -----	2.070	2.070	45
				7 - 12 months -----	2.100	2.100	45
				After 1 year -----	2.140	2.140	45
				PEORIA, ILL.			
				Buses:			
				First 9 months -----	1.910	1.960	48
				10 - 18 months -----	1.930	1.980	48
				After 18 months -----	1.950	2.000	48
				PHILADELPHIA, PA.			
				1-man cars and buses:			
				First 6 months -----	1.980	2.080	40
				7 - 12 months -----	2.030	2.130	40
				13 - 18 months -----	2.080	2.180	40
				After 18 months -----	2.130	2.230	40

See footnote at end of table.

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1958, and July 1, 1959—Continued

City and classification	July 1, 1958	July 1, 1959		City and classification	July 1, 1958	July 1, 1959	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
PHILADELPHIA, PA.—Continued				SALT LAKE CITY, UTAH			
2-man cars:				1-man buses:			
First 6 months -----	\$ 1.880	\$ 1.980	40	First 6 months -----	\$ 1.690	\$ 1.760	48
7 - 12 months -----	1.930	2.030	40	After 6 months -----	1.770	1.840	48
13 - 18 months -----	1.980	2.080	40				
After 18 months -----	2.030	2.130	40	SAN ANTONIO, TEX.			
Elevated, high-speed and subway lines:				Buses:			
Conductors:				First 6 months -----	1.580	1.680	40
First 6 months -----	1.880	1.980	40	7 - 12 months -----	1.660	1.760	40
7 - 18 months -----	1.930	2.030	40	13 - 18 months -----	1.720	1.820	40
After 18 months -----	2.030	2.130	40	After 18 months -----	1.800	1.900	40
Operators:				SAN FRANCISCO-OAKLAND, CALIF.			
First 6 months -----	1.980	2.080	40	San Francisco:			
7 - 18 months -----	2.030	2.130	40	1-man buses and trackless			
After 18 months -----	2.130	2.230	40	trolleys, and cable grip-			
				men and conductors -----	2.448	2.513	40
PITTSBURGH, PA.				Oakland:			
1-man cars and buses:				1-man buses:			
First 3 months -----	2.135	2.255	40	First 6 months -----	2.130	2.210	40
4 - 12 months -----	2.225	2.345	40	After 6 months -----	2.180	2.260	40
After 1 year -----	2.280	2.400	40	SCRANTON, PA.			
Buses:				Buses:			
Brentwood Motor Coach:				Operators and extra men -----	1.800	1.800	40
First 6 months -----	1.850	1.960	45	SEATTLE, WASH.			
7 - 12 months -----	1.950	2.060	45	Buses:			
After 1 year -----	2.070	2.180	45	First 6 months -----	2.245	2.355	-
Greater Charleoi Bus Lines:				After 6 months -----	2.310	2.420	-
First 3 months -----	1.760	1.760	40	SPOKANE, WASH.			
4 - 12 months -----	1.810	1.810	40	Buses:			
After 1 year -----	1.860	1.860	40	First 6 months -----	1.840	1.910	-
PORTLAND, OREG.				7 - 12 months -----	1.890	1.960	-
Buses and trolley coaches:				After 1 year -----	1.940	2.010	-
First 3 months -----	2.110	2.170	40	SPRINGFIELD, MASS.			
4 - 6 months -----	2.135	2.195	40	Buses:			
7 - 12 months -----	2.160	2.220	40	First 3 months -----	1.950	2.000	40
After 1 year -----	2.190	2.250	40	4 - 12 months -----	2.005	2.055	40
PROVIDENCE, R. I.				After 1 year -----	2.050	2.100	40
Buses:				SYRACUSE, N. Y.			
First 3 months -----	1.960	2.060	40	1-man cars and buses:			
4 - 12 months -----	1.990	2.080	40	First 6 months -----	2.000	2.000	40
After 1 year -----	2.010	2.080	40	7 - 12 months -----	2.040	2.040	40
RICHMOND, VA.				After 1 year -----	2.100	2.200	40
Buses:				TOLEDO, OHIO			
First 3 months -----	1.700	1.740	-	Buses:			
4 - 12 months -----	1.750	1.790	-	First 6 months -----	2.100	2.150	40
After 1 year -----	1.800	1.840	-	7 - 12 months -----	2.120	2.170	40
ROCHESTER, N. Y.				After 1 year -----	2.150	2.200	40
Buses:				WASHINGTON, D. C.			
First 3 months -----	2.080	2.180	40	1-man cars and buses:			
4 - 12 months -----	2.140	2.240	40	First 3 months -----	2.195	2.310	40
After 1 year -----	2.160	2.260	40	4 - 12 months -----	2.235	2.350	40
ST. LOUIS, MO.				After 1 year -----	2.275	2.390	40
1-man cars and buses:							
First 6 months -----	(⁶)	2.070	40				
7 - 12 months -----	(⁶)	2.220	40				
After 12 months -----	2.200	2.380	40				

¹ Hours per week are shown only for those cities that reported a regular workweek after which premium overtime was paid.

² 42-hour workweek on July 1, 1958.

³ 44-hour workweek on July 1, 1958.

⁴ 54-hour workweek on July 1, 1958.

⁵ 48-hour workweek on July 1, 1958.

⁶ Rates on July 1, 1958, were as follows: First 4 months, \$ 2.050; 5 - 8 months, \$ 2.100; and 9 - 12 months, \$ 2.150.