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Union Wages and Hours: Local-Transit Operating Employees

July 1, 1960

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Trend 1929-60



Bulletin No. 1289

UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, 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 September 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 December 1960. This bulletin provides additional data and indexes of the trend of wages and hours for the period 1929-60. It was prepared by Thomas C. Mobley under the direction of John F. Laciskey of the Bureau's Division of Wages and Industrial Relations.

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Union Wages and Hours: Local-Transit Operating Employees, July 1, 1960

Summary

Hourly wage scales of unionized local-transit operating employees in cities of 100,000 or more population advanced an average of 8.8 cents, or 3.9 percent, between July 1, 1959, and July 1, 1960, according to the 40th annual survey of union scales in the local-transit industry by the Bureau of Labor Statistics.

Rates were adjusted upward for 92 percent of the transit workers included in the survey. Scale increases of 8 to 10 cents¹ an hour affected a third of the workers and of 10 to 14 cents, almost another third. Raises of 14 cents or more were applicable to a tenth of the workers as were those of less than 6 cents.

Union hourly wage rates on July 1, 1960, averaged \$2.37 for operators of local-transit equipment. Negotiated scales varied from \$2.25 to \$2.55 an hour for slightly more than half of the operating employees included in the survey. Rates of \$2.55 or more were in effect for a fourth of the workers.

Straight-time workweek schedules were reported for 95 percent of the operating employees included in the transit industry. Such schedules, which varied from 40 to 51 hours a week, averaged 40.6 hours. Workweeks of 40 hours were stipulated in labor-management agreements applicable to about 85 percent of all transit operators.

Agreements which provided health, insurance, and pension plans financed at least in part by the employer were in effect for almost 95 percent of the operating employees. Contributory pension plans, financed jointly by the workers and the employers, prevailed for three-fifths of the workers included in the study. Similar plans providing health and insurance benefits covered four-fifths of the workers.

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.

The information presented in this report was based on union scales in effect on July 1, 1960, 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, 1960. 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. Average cents-per-hour and percent changes from July 1, 1959, to July 1, 1960, were, however, based on comparable quotations for the various classifications in both periods, weighted by the membership reported for the current (1960) survey. The index series, designed for trend purposes, was similarly constructed.

Scale Increases and Trend

Scale changes for local-transit operators result primarily from labor-management negotiations. Of the agreements in effect on July 1, 1960, in the 52 cities studied, 5 of

¹ For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as 8 to 10 cents, 4 to 6 percent, etc., instead of using the more precise terminology, 8 and under 10 cents, 4 and under 6 percent, etc.

every 6 were negotiated for 2 years or more. Such multiyear contracts generally provided for one or more interim wage increases or for cost-of-living adjustments. However, only those scale changes which became effective between July 1, 1959, and July 1, 1960, have been included in the survey. Some of the scale adjustments were provided for in contracts negotiated prior to July 1, 1959. Deferred increases scheduled to become effective subsequent to July 1, 1960, have been 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 3.9-percent rise in the average union wage scale for operators of local-transit equipment in the 12 months ending July 1, 1960, advanced the Bureau's index (1947-49=100) of union hourly wage rates for these workers to 173.7 (table 1). The rate of increase, although approximating the 3.8-percent gain recorded in the year ending July 1, 1959, was smaller than that registered in each of the two preceding 12-month periods.

Reflected in the increase were advances of 3.8 percent for operators of surface cars and buses and 4.2 percent for those on elevated and subway systems.² On a cents-per-hour basis, the increase in average scales amounted to 8.7 and 10.1 cents, respectively (table 2).

Wage scales were increased between July 1, 1959, and July 1, 1960, for 91.5 percent of the operators of surface cars and buses and for all of those on elevated and subway cars (table 3). For operators of surface cars and buses, advances ranged from 3 to 18 cents. Raises of 8 cents were recorded for three-tenths of the workers, of 5 to 7 cents for a tenth, of 9 to 11 cents for nearly a sixth, of 11 to 13 cents for a slightly larger proportion, and of 13 cents or more for an eighth. Pay scales for operating employees on elevated and subway systems advanced 8 cents an hour for three-tenths of the workers, of 10 to 12 cents for a third, and of 12 to 15 cents for slightly more than a fourth (table 4).

² This bulletin differs from prior studies in the series in that data for motormen and conductors of 2-man cars have been combined with operators of 1-man cars and buses and presented as operators of surface cars and buses. As motormen and conductors of 2-man cars constitute less than 1 percent of the total operating employees included in the study, their inclusion with operators of 1-man surface equipment had virtually no effect on the data for these workers.

The raises in hourly scales represented gains of 3 to 4 percent for a fourth of the operators of surface equipment, of 4 to 5 percent for another fourth, of 5 to 6 percent for a sixth, and of less than 3 percent for a tenth. Scales rose at least 5 percent for three-fifths of the elevated and subway operators, from 3 to 4 percent for a fourth, and less than 3 percent for a twelfth (table 4).

Wage Scale Variations

Labor-management agreements for local-transit operating employees generally provide for length-of-service differentials—an entrance rate and one or more intermediate rates, and a maximum or top rate.³ Although the time intervals between rate steps varied among the 52 cities included in the study, the entrance rate generally applied for 3 or 6 months of employment. Length of service was not a factor in Memphis, San Francisco, and Scranton, where only single rates were negotiated.

Entrance or starting rates for operators of surface cars and buses varied from a low of \$1.59 in Charlotte, N.C., to a high of \$2.605 in San Francisco, Calif. Charlotte also had the lowest top rate (\$1.69) for these operators; Boston reported the highest, \$2.65 for operators of multiunit cars. Entrance rates exceeded \$2 an hour in seven-tenths of the cities studied. Top rates ranged from \$2 to \$2.25 in one-third of the cities and were \$2.40 or more in one-fourth.

Union scales in effect on July 1, 1960, for local-transit equipment operators in cities of 100,000 or more population averaged \$2.37 an hour. Operators of surface cars and buses, who accounted for nine-tenths of the operating employees, had scales averaging \$2.36 an hour, and those on elevated and subway cars averaged \$2.48 an hour (table 2).

Hourly rates of \$2.25 to \$2.55 were stipulated in labor-management agreements for half of the surface equipment operators; \$2.55 or more for a fourth, and \$2 to \$2.25 for a sixth. Among operating employees of elevated and subway cars, 55 percent had contract rates varying from \$2.35 to \$2.55 an hour; half of these workers had rates of \$2.45 or more. Negotiated scales of \$2.70 or more were applicable to almost a fifth of the workers as were rates of less than \$2.35 an hour (table 5).

³ 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.

City and Regional Averages

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

Among the 52 cities studied, average hourly scales of all operators varied from \$1.68 in Charlotte, N. C., to \$2.58 in Chicago, Ill. Hourly scales averaged less than \$2 in 9 cities, \$2 to \$2.25 in 19 cities, and \$2.25 to \$2.50 in 18 cities. Except for Houston, Tex., all cities with a half million or more population averaged in excess of \$2.25 an hour (table 6).

Wage scales were increased during the 12 months ending July 1, 1960, for transit equipment operators in all but 3 of the 52 cities included in the survey. The increases varied from 3 cents in Erie, Pa., to 18 cents for some surface equipment operators in Pittsburgh, Pa. Advances of 8 cents occurred in about a fourth of the cities, of 10 cents in a sixth, and of 5 cents in about an eighth.

Grouping of the cities by population size showed that average hourly scales varied according to population size. The group of cities with a million or more population had hourly scales averaging \$2.48, 4 cents higher than the group having 500,000 to 1,000,000 population. The averages were \$2.26 and \$2.04, respectively, for the group of cities with 250,000 to 500,000 and of 100,000 to 250,000 population.

Within each population size group, average hourly rates varied widely among the individual cities. The spread of the average rates was narrowest (28 cents) in the largest sized cities and widest (58 cents) in the smallest size studied. Overlapping of average scales existed among cities in the various population groups. For example, the average hourly rate for Seattle, Wash. (\$2.50), in the 250,000 to 500,000 population group, was exceeded by only 5 of the cities with 500,000 or more population.

On a regional basis, scales for local-transit operating employees averaged highest (\$2.47) in the Great Lakes region and lowest (\$1.92) in the Southeast region. Among the

remaining seven regions, the Pacific (\$2.44) and the Middle Atlantic (\$2.42) had scales averaging in excess of the \$2.37 national level and only two regions, the Southwest (\$2.09) and Mountain (\$2.05), had averages of less than \$2.28 an hour (table 7).

Standard Workweek

Straight-time weekly work schedules were reported for local-transit operating employees in 47 of the 52 cities studied. Such workweek schedules were applicable to 95 percent of the local-transit operating employees and averaged 40.6 hours on July 1, 1960, the same as on July 1, 1959. Straight-time weekly hours were reduced in three cities, and increased slightly in one city.

The most common standard workweek consisted of 40 hours as in the previous year. This schedule was in effect in about two-thirds of the cities studied. All of the operating employees on elevated and subway cars and five-sixths of the operators of surface equipment had such schedules (table 8).

Health, Insurance, and Pension Plans

Labor-management agreements containing provisions for one or more health, insurance, or pension plans were in effect for about 95 percent of the local-transit operating employees.⁴ Health and insurance plans financed jointly by employer and employee contributions covered almost four-fifths of the local-transit operators. Similarly financed pension plans were contained in agreements applicable to slightly more than three-fifths of these workers.

Union Scales by City

Union wage scales in effect on July 1, 1959, and July 1, 1960, 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.

⁴ 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, 1929-60

(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	1960: July 1 -----	173.7

¹ Information not available.

TABLE 2. Average union hourly wage rates of local-transit operating employees, July 1, 1960, and increases in rates, July 1, 1959—July 1, 1960

Classification	July 1, 1960 hourly rate	Increase over July 1, 1959	
		Percent	Cents per hour
All local-transit operating employees -----	\$ 2.37	3.9	8.8
Operators of surface cars and buses -----	\$ 2.36	3.8	8.7
Elevated and subway operators -----	2.48	4.2	10.1

TABLE 3. Percent changes in union wage rates and percent of local-transit operating employees affected, July 1, 1959—July 1, 1960

Changes in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change -----	7.7	8.5	-
Increase -----	92.3	91.5	100.0
Under 2 percent -----	4.5	4.3	6.6
2 and under 3 percent -----	4.8	5.2	1.4
3 and under 4 percent -----	25.3	25.1	26.8
4 and under 5 percent -----	22.0	24.0	4.3
5 and under 6 percent -----	21.4	17.2	60.5
6 and under 7 percent -----	8.4	9.3	.5
7 percent and over -----	5.8	6.5	-

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, 1959—July 1, 1960

Changes in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change	7.7	8.5	-
Increase	92.3	91.5	100.0
Under 4 cents	4.6	4.3	7.6
4 and under 5 cents	2.1	2.3	.4
5 and under 6 cents	4.2	4.6	-
6 and under 7 cents	5.0	5.5	-
7 and under 8 cents	-	-	-
8 and under 9 cents	29.8	29.7	30.7
9 and under 10 cents	4.7	5.2	.3
10 and under 11 cents	10.3	10.1	12.5
11 and under 12 cents	2.2	.2	21.5
12 and under 13 cents	16.2	17.2	7.7
13 and under 14 cents	3.2	1.5	18.9
14 and under 15 cents	5.1	5.6	.5
15 cents and over	5.0	5.5	-

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, 1960

Hourly wage rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
Under \$ 1.80	1.6	1.8	-
\$ 1.80 and under \$ 1.859	1.0	-
\$ 1.85 and under \$ 1.909	1.0	-
\$ 1.90 and under \$ 1.958	.9	-
\$ 1.95 and under \$ 2.00	1.1	1.2	-
\$ 2.00 and under \$ 2.05	1.3	1.4	-
\$ 2.05 and under \$ 2.10	1.9	2.1	-
\$ 2.10 and under \$ 2.15	6.3	6.9	0.4
\$ 2.15 and under \$ 2.20	3.6	4.0	-
\$ 2.20 and under \$ 2.25	3.5	3.3	5.3
\$ 2.25 and under \$ 2.30	5.5	5.1	9.6
\$ 2.30 and under \$ 2.35	10.3	11.0	3.3
\$ 2.35 and under \$ 2.40	13.1	12.2	21.0
\$ 2.40 and under \$ 2.45	7.8	7.9	6.4
\$ 2.45 and under \$ 2.50	10.6	9.9	16.6
\$ 2.50 and under \$ 2.55	5.5	4.9	10.9
\$ 2.55 and under \$ 2.60	11.8	12.9	1.2
\$ 2.60 and under \$ 2.65	10.8	11.4	5.6
\$ 2.65 and under \$ 2.70	1.0	1.0	.9
\$ 2.70 and over	1.8	-	18.9

TABLE 6. Average union hourly wage rates of local-transit operating employees by city and population group, July 1, 1960

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. _____	\$ 2.58	<u>Average for group III</u> _____	\$ 2.26
New York, N. Y. _____	2.49	Rochester, N. Y. _____	2.26
<u>Average for group I</u> _____	2.48	Kansas City, Mo. _____	2.24
Detroit, Mich. _____	2.47	Indianapolis, Ind. _____	2.23
Los Angeles, Calif. _____	2.36	Denver, Colo. _____	2.13
Philadelphia, Pa. _____	2.30	Louisville, Ky. _____	2.12
		Memphis, Tenn. _____	2.12
		Atlanta, Ga. _____	2.09
		Dallas, Tex. _____	2.09
		San Antonio, Tex. _____	2.00
		Birmingham, Ala. _____	1.98
Population group II (500,000 to 1,000,000):		Population group IV (100,000 to 250,000):	
Minneapolis—St. Paul, Minn. _____	2.56	Syracuse, N. Y. _____	2.26
Pittsburgh, Pa. _____	2.55	Omaha, Nebr. _____	2.24
San Francisco—Oakland, Calif. _____	2.55	Dayton, Ohio _____	2.23
Boston, Mass. _____	2.52	Des Moines, Iowa _____	2.23
Milwaukee, Wis. _____	2.48	New Haven, Conn. _____	2.16
Washington, D. C. _____	2.45	Erie, Pa. _____	2.15
<u>Average for group II</u> _____	2.44	Springfield, Mass. _____	2.14
St. Louis, Mo. _____	2.38	Providence, R. I. _____	2.12
Cleveland, Ohio _____	2.37	Peoria, Ill. _____	2.10
New Orleans, La. _____	2.35	Spokane, Wash. _____	2.06
Buffalo, N. Y. _____	2.30	<u>Average for group IV</u> _____	2.04
Cincinnati, Ohio _____	2.29	Grand Rapids, Mich. _____	2.00
Baltimore, Md. _____	2.27	Scranton, Pa. _____	1.95
Houston, Tex. _____	2.10	Richmond, Va. _____	1.91
		Salt Lake City, Utah _____	1.87
		Jacksonville, Fla. _____	1.86
		Little Rock, Ark. _____	1.79
		Oklahoma City, Okla. _____	1.78
		Knoxville, Tenn. _____	1.70
		Charlotte, N. C. _____	1.68
Population group III (250,000 to 500,000):			
Seattle Wash. _____	2.50		
Newark, N. J. _____	2.43		
Columbus, Ohio _____	2.35		
Portland, Oreg. _____	2.34		
Toledo, Ohio _____	2.30		

TABLE 7. Average union hourly wage rates of local-transit operating employees by region, ¹ July 1, 1960

Region ¹	Average rate per hour		
	All workers	Operators of surface cars and buses	Elevated and subway operators
United States _____	\$ 2.37	\$ 2.36	\$ 2.48
New England _____	\$ 2.32	\$ 2.31	\$ 2.43
Middle Atlantic _____	2.42	2.41	2.48
Border States _____	2.28	2.28	-
Southeast _____	1.92	1.92	-
Great Lakes _____	2.47	2.47	2.48
Middle West _____	2.31	2.31	-
Southwest _____	2.09	2.09	-
Mountain _____	2.05	2.05	-
Pacific _____	2.44	2.44	-

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, 1960

Weekly hours	All workers	Operators of surface cars and buses	Elevated and subway operators
Average weekly hours -----	40.6	40.7	40.0
Total reporting standard hours -----	95.0	94.4	100.0
40 hours -----	84.7	83.1	100.0
Over 40 and under 44 hours -----	1.7	1.9	-
44 hours -----	3.7	4.1	-
Over 44 and under 48 hours -----	.9	1.0	-
48 hours -----	3.2	3.5	-
51 hours -----	.8	.9	-
Percent reporting no standard hours -----	5.0	5.6	-

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

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1959, and July 1, 1960

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

City and classification	July 1, 1959	July 1, 1960		City and classification	July 1, 1959	July 1, 1960	
	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 -----	\$ 1.820	\$ 1.990	-	Niagara Frontier Transit:			
7-12 months -----	1.880	2.040	-	First 3 months -----	\$ 2.260	\$ 2.260	40
After 1 year -----	1.920	2.090	-	4-12 months -----	2.290	2.290	40
				After 1 year -----	2.310	2.310	40
BALTIMORE, MD.				Buffalo Transit Company:			
1-man cars and buses:				First 3 months -----	2.195	2.195	40
First 6 months -----	2.170	2.170	40	4-12 months -----	2.225	2.225	40
7-12 months -----	2.220	2.220	40	After 1 year -----	2.250	2.250	40
After 1 year -----	2.270	2.270	40	CHARLOTTE, N. C.			
BIRMINGHAM, ALA.				Buses:			
Buses and trolley coaches:				First 2 months -----	1.550	1.590	-
First 6 months -----	1.850	1.930	² 46	3-6 months -----	1.600	1.640	-
7-12 months -----	1.870	1.950	² 46	After 6 months -----	1.650	1.690	-
After 1 year -----	1.900	1.980	² 46	CHICAGO, ILL.			
BOSTON, MASS.				Buses:			
1-man cars and buses:				First 3 months -----	2.475	2.555	40
First 3 months -----	2.200	³ 2.235	40	4-12 months -----	2.505	2.585	40
4-6 months -----	2.320	³ 2.355	40	After 1 year:			
7-9 months -----	2.355	³ 2.390	40	Days -----	2.525	2.605	40
10-12 months -----	2.403	³ 2.438	40	Nights - before 2 a. m. -----	2.555	2.635	40
After 1 year -----	2.500	³ 2.535	40	Nights - after 2 a. m. -----	2.575	2.655	40
P. C. C. surface lines operators:				Elevated and subway			
First 3 months -----	2.320	³ 2.355	40	railways:			
4-6 months -----	2.443	³ 2.478	40	Motormen (regular) -----	2.436	2.516	40
7-9 months -----	2.475	³ 2.510	40	Motormen (extra):			
10-12 months -----	2.520	³ 2.555	40	First 3 months -----	2.382	2.462	40
After 1 year -----	2.618	³ 2.653	40	4-12 months -----	2.391	2.471	40
Rapid transit lines:				After 1 year -----	2.436	2.516	40
Guards:				Conductors (regular) -----	2.391	2.471	40
First 3 months -----	2.078	³ 2.113	40	Conductors (extra):			
4-6 months -----	2.200	³ 2.235	40	First year -----	2.373	2.453	40
7-9 months -----	2.238	³ 2.273	40	After 1 year -----	2.391	2.471	40
10-12 months -----	2.283	³ 2.318	40	Guards (regular) -----	2.376	2.456	40
After 1 year -----	2.383	³ 2.418	40	Guards (extra):			
Motormen:				First 3 months -----	2.345	2.425	40
Road -----	2.443	³ 2.478	40	4-12 months -----	2.355	2.435	40
Yard -----	2.500	³ 2.535	40	After 1 year -----	2.364	2.444	40
Platform men:							
Wardens -----	2.223	³ 2.258	40				
Gatemen -----	2.283	³ 2.318	40				

See footnotes at end of table.

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1959, and July 1, 1960—Continued

City and classification	July 1, 1959	July 1, 1960		City and classification	July 1, 1959	July 1, 1960	
	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 6 months	\$2.020	\$2.100	40	First 3 months	\$1.950	\$2.030	42 ¹ / ₂
7-12 months	2.070	2.150	40	4-9 months	1.980	2.060	42 ¹ / ₂
13-18 months	2.120	2.200	40	10-15 months	2.010	2.090	42 ¹ / ₂
19-24 months	2.170	2.250	40	After 15 months	2.040	2.120	42 ¹ / ₂
After 2 years	2.220	2.300	40	INDIANAPOLIS, IND.			
CLEVELAND, OHIO				Buses and trolley coaches:			
Buses and trolley coaches:				First year	2.110	2.160	40
First 3 months	2.270	2.350	44	1-2 years	2.130	2.180	40
4-12 months	2.300	2.380	44	After 2 years	2.180	2.230	40
After 1 year	2.320	2.400	44	JACKSONVILLE, FLA.			
Rapid transit—Trainmen:				Buses:			
First 3 months	2.170	2.250	44	First 3 months	1.630	1.760	48
4-12 months	2.210	2.290	44	4-6 months	1.680	1.810	48
After 1 year	2.230	2.310	44	After 6 months	1.730	1.860	48
COLUMBUS, OHIO				KANSAS CITY, MO.			
Buses and trolley coaches:				Buses:			
First 26 weeks	2.210	2.300	40	First 4 months	2.065	2.185	40
After 26 weeks	2.260	2.350	40	5-8 months	2.085	2.205	40
DALLAS, TEX.				9-12 months	2.105	2.225	40
Buses and trolley coaches:				After 1 year	2.120	2.240	40
First year	1.870	2.020	-	KNOXVILLE, TENN.			
After 1 year	1.950	2.100	-	Buses:			
DAYTON, OHIO				First year	1.550	1.600	48
Buses:				Second year	1.600	1.650	48
First 6 months	2.100	2.150	40	After 2 years	1.650	1.700	48
7-12 months	2.150	2.200	40	LITTLE ROCK, ARK.			
After 1 year	2.200	2.250	40	Buses:			
DENVER, COLO.				First 6 months	1.600	1.650	51
Buses and trolley coaches:				7-12 months	1.650	1.700	51
First 3 months	2.010	2.100	40	13-18 months	1.700	1.750	51
4-12 months	2.020	2.110	40	After 18 months	1.750	1.800	51
13-18 months	2.030	2.120	40	LOS ANGELES, CALIF.			
19-24 months	2.040	2.130	40	1-man cars and buses:			
After 2 years	2.050	2.140	40	First 6 months	2.230	2.330	40
DES MOINES, IOWA				After 6 months	2.270	2.370	40
Buses:				2-man cars:			
First 3 months	2.020	2.150	40	First 6 months	2.130	2.230	40
4-12 months	2.050	2.180	40	After 6 months	2.170	2.270	40
After 12 months	2.100	2.230	40	LOUISVILLE, KY.			
DETROIT, MICH.				Buses:			
Buses:				First 3 months	1.900	1.980	40
First 6 months	2.270	2.370	40	4-6 months	1.980	2.060	40
7-12 months	2.320	2.420	40	7-12 months	2.030	2.110	40
After 1 year	2.370	2.470	40	After 1 year	2.050	2.130	40
Night buses	2.470	2.570	40	MEMPHIS, TENN.			
ERIE, PA.				Buses and trolley coaches:			
Buses:				Drivers	2.000	2.120	40
First 6 months	2.020	2.050	40	MILWAUKEE, WIS.			
7-12 months	2.090	2.120	40	Buses:			
After 1 year	2.120	2.150	40	First year	2.360	2.410	40
GRAND RAPIDS, MICH.				After 1 year	2.400	2.480	40
Buses:				MINNEAPOLIS-ST. PAUL, MINN.			
First 3 months	1.840	1.900	48	Buses:			
4-12 months	1.890	1.950	48	First 9 months	2.410	2.490	40
After 1 year	1.940	2.000	48	10-18 months	2.440	2.520	40
				After 18 months	2.480	2.560	40

See footnotes at end of table.

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1959, and July 1, 1960—Continued

City and classification	July 1, 1959			July 1, 1960			
	Rate per hour	Rate per hour	Hours per week ¹	Rate per hour	Rate per hour	Hours per week ¹	
NEWARK, N. J.				NEW YORK, N. Y.—Continued			
1-man cars and buses:				Buses:—Continued			
First 6 months	\$2.110	\$2.250	40	Surface Transit:			
7-12 months	2.200	2.340	40	First 6 months	\$1.825	\$1.945	40
After 1 year	2.300	2.440	40	7-12 months	2.000	2.120	40
Subway:				13-18 months	2.100	2.220	40
Motormen:				After 18 months	2.275	2.395	40
First 6 months	2.110	2.250	40	Tri-Boro Coach Corp.:			
7-12 months	2.200	2.340	40	First 12 months	2.000	2.120	40
After 1 year	2.300	2.440	40	13-18 months	2.190	2.310	40
Platform men	2.150	2.240	40	After 18 months	2.300	2.420	40
NEW HAVEN, CONN.				Subway:			
Buses:				Conductors:			
First 3 months	2.150	2.255	40	First position:			
4-12 months	2.180	2.285	40	First year	2.200	2.310	40
After 1 year	2.220	2.325	40	After 1 year	2.260	2.373	40
NEW ORLEANS, LA.				Second position			
1-man cars and buses:				2.160	2.268	40	
First 6 months	2.240	2.320	40	Motormen:			
7-12 months	2.270	2.350	40	Road:			
After 1 year	2.300	2.380	40	First year	2.570	2.698	40
2-man cars:				After 1 year	2.630	2.763	40
First 6 months	2.170	2.250	40	Yard:			
7-12 months	2.200	2.280	40	First year	2.450	2.573	40
After 1 year	2.230	2.310	40	After 1 year	2.510	2.635	40
NEW YORK, N. Y.				Platform men:			
Buses:				First year	2.074	2.118	40
Avenue B and East Broadway				After 1 year	2.110	2.215	40
Transit Co.:				OKLAHOMA CITY, OKLA.			
First 6 months	1.960	2.080	40	1-man cars and buses:			
7-12 months	2.040	2.160	40	First 6 months	1.550	1.650	548
13-24 months	2.110	2.230	40	7-12 months	1.600	1.700	548
After 2 years	2.245	2.365	40	After 1 year	1.680	1.780	548
Brooklyn Bus Division; Brooklyn				OMAHA, NEBR.			
Division No. 2; Manhattan Bus				Buses:			
Division; Queens Bus Division:				First 6 months	2.070	2.170	45
First 6 months	2.200	2.310	40	7-12 months	2.100	2.200	45
7-12 months	2.320	2.435	40	After 1 year	2.140	2.240	45
After 1 year	2.440	2.563	40	PEORIA, ILL.			
Fifth Avenue Coach:				Buses:			
First 6 months	2.050	2.170	40	First 9 months	1.960	2.060	244
7-12 months	2.170	2.290	40	10-18 months	1.980	2.080	244
13-24 months	2.230	2.350	40	After 18 months	2.000	2.100	244
After 2 years	2.350	2.470	40	PHILADELPHIA, PA.			
Green Lines:				1-man cars and buses:			
First 6 months	2.160	2.220	40	First 6 months	2.080	2.160	40
7-12 months	2.210	2.270	40	7-12 months	2.130	2.210	40
13-18 months	2.280	2.340	40	13-18 months	2.180	2.260	40
After 18 months	2.440	2.500	40	After 18 months	2.230	2.310	40
Jamaica Buses, Inc.:				2-man cars:			
First 6 months	2.015	2.135	40	First 6 months	1.980	2.060	40
7-12 months	2.095	2.215	40	7-12 months	2.030	2.110	40
13-18 months	2.165	2.285	40	13-18 months	2.080	2.160	40
After 18 months	2.300	2.425	40	After 18 months	2.130	2.210	40
New York Omnibus Co.:				Elevated, high-speed and subway			
First 6 months	2.050	2.170	40	lines:			
7-12 months	2.170	2.290	40	Conductors:			
13-24 months	2.230	2.350	40	First 6 months	1.980	2.060	40
After 2 years	2.350	2.470	40	7-18 months	2.030	2.110	40
Queens Transit Corp.:				After 18 months	2.130	2.210	40
First 6 months	1.985	2.105	40	Operators:			
7-12 months	2.065	2.185	40	First 6 months	2.080	2.160	40
13-18 months	2.135	2.255	40	7-18 months	2.130	2.210	40
19-24 months	2.205	2.325	40	After 18 months	2.230	2.310	40
After 2 years	2.270	2.395	40	PITTSBURGH, PA.			
Schenck Transport Co.:				1-man cars and buses:			
First 9 months	1.900	2.030	40	First 3 months	2.255	2.435	40
10-18 months	1.960	2.090	40	4-12 months	2.345	2.525	40
After 18 months	2.170	2.300	40	After 1 year	2.400	2.580	40
Steinway Transit Corp.:							
First 6 months	1.985	2.105	40				
7-12 months	2.065	2.185	40				
13-18 months	2.135	2.255	40				
19-24 months	2.205	2.325	40				
After 2 years	2.270	2.395	40				

See footnotes at end of table.

TABLE 9. Union scales of wages and hours for local-transit operating employees, July 1, 1959, and July 1, 1960—Continued

City and classification	July 1, 1959	July 1, 1960		City and classification	July 1, 1959	July 1, 1960			
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹		
PITTSBURGH, PA.—Continued				SAN FRANCISCO—OAKLAND, CALIF.					
Buses:				San Francisco:					
Brentwood Motor Coach:				Buses and trackless trolleys, and cable gripmen and conductors -----					
First 6 months -----	\$1.960	\$2.040	45		\$2.513	\$2.605	40		
7-12 months -----	2.060	2.140	45	Oakland:					
After 1 year -----	2.180	2.260	45	Buses:					
Greater Charleroi Bus Lines:				First 6 months -----					
First 3 months -----	1.760	1.900	⁶ 43		2.210	2.350	40		
4-12 months -----	1.810	1.950	⁶ 43	After 6 months -----					
After 1 year -----	1.860	2.000	⁶ 43		2.260	2.400	40		
PORTLAND, OREG.				SCRANTON, PA.					
Buses and trolley coaches:				Buses:					
First 3 months -----	2.170	2.270	40	Operators and extra men -----					
4-6 months -----	2.195	2.295	40		1.800	1.950	40		
7-12 months -----	2.220	2.320	40	SEATTLE, WASH.					
After 1 year -----	2.250	2.350	40	Buses:					
PROVIDENCE, R. I.				First 6 months -----					
Buses:				After 6 months -----					
First 3 months -----	2.060	2.070	40		2.355	2.435	-		
4-12 months -----	2.080	2.100	40	SPOKANE, WASH.					
After 1 year -----	2.080	2.120	40	Buses:					
RICHMOND, VA.				First 6 months -----					
Buses:				7-12 months -----					
First 3 months -----	1.740	1.820	⁴ 48		1.910	1.970	-		
4-12 months -----	1.790	1.870	⁴ 48	After 1 year -----					
After 1 year -----	1.840	1.920	⁴ 48		1.960	2.020	-		
ROCHESTER, N. Y.				2.010				2.070	-
Buses:				SPRINGFIELD, MASS.					
First 3 months -----	2.180	2.180	40	Buses:					
4-12 months -----	2.240	2.240	40	First 3 months -----					
After 1 year -----	2.260	2.260	40		2.000	2.050	40		
ST. LOUIS, MO.				4-12 months -----					
1-man cars and buses:				After 1 year -----					
First 6 months -----	2.070	2.180	40		2.000	2.060	41 ¹ / ₄		
7-12 months -----	2.170	2.280	40	SYRACUSE, N. Y.					
After 12 months -----	2.270	2.380	40	1-man cars and buses:					
SALT LAKE CITY, UTAH				First 6 months -----					
Buses:				7-12 months -----					
First 6 months -----	1.760	1.810	48		2.040	2.100	41 ¹ / ₄		
After 6 months -----	1.840	1.890	48	After 1 year -----					
SAN ANTONIO, TEX.				2.200				2.260	41 ¹ / ₄
Buses:				TOLEDO, OHIO					
First 6 months -----	1.680	1.780	40	Buses:					
7-12 months -----	1.760	1.860	40	First 6 months -----					
13-18 months -----	1.820	1.920	40		2.150	2.250	40		
After 18 months -----	1.900	2.000	40	7-12 months -----					
WASHINGTON, D. C.				After 1 year -----					
1-man cars and buses:				First 3 months -----					
First 6 months -----	1.760	1.860	40		2.310	2.375	40		
7-12 months -----	1.820	1.920	40	4-12 months -----					
13-18 months -----	1.880	1.980	40		2.350	2.415	40		
After 18 months -----	1.940	2.040	40	After 1 year -----					
				2.390				2.455	40

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, 1959.

³ This rate in effect prior to July 1, 1960; new scale in negotiation at time of survey.

⁴ No regular hours per week after which premium overtime was paid were reported on July 1, 1959.

⁵ 54-hour workweek on July 1, 1959.

⁶ 40-hour workweek on July 1, 1959.