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Union Wages and Hours: Local-Transit Operating Employees

July 1, 1964

and

Trend 1929-64

Bulletin No. 1431

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, 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 on request to the Bureau's regional offices as shown on the inside back cover. A release summarizing the rates for local-transit operating employees on a nationwide basis was issued in November 1964. This analysis provides additional data and indexes of the trend of wages and hours for the period 1929-64.

This study was conducted in the Bureau's Division of National Wage and Salary Income by Norman J. Samuels, Chief of the Division, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Thomas C. Mobley, under the immediate supervision of John F. Laciskey. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

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Union Wages and Hours:

Local-Transit Operating Employees, July 1, 1964

Summary

Union hourly wage scales of local-transit operating employees in cities of 100,000 population or more advanced an average of 11 cents, or 4 percent, during the year ending July 1, 1964, according to the Bureau of Labor Statistics 44th annual survey of union scales in the local-transit industry.

Contract scales moved upward for more than 98 percent of the transit workers included in the survey. Increases of 10 to 12 cents¹ were reported for almost a third of the workers, 12 to 14 cents for a fourth, and 8 to 10 cents for an eighth. Advances of less than 8 cents affected nearly a sixth, and those of 14 cents or more, a slightly smaller proportion.

Union hourly wage scales averaged \$2.76 for operators of local-transit equipment on July 1, 1964. Labor-management agreements specified rates of \$2.60 to \$3 for almost half of the workers and from \$2.20 to \$2.60 for a fifth. Rates of \$3 or more were in effect for a fourth of the transit operating employees.

Straight-time workweek schedules were specified in negotiated agreements for 95 percent of the operating employees included in the Bureau's survey. Such weekly schedules averaged 40.3 hours on July 1, 1964. The predominant straight-time workweek, 40 hours, was applicable to almost 90 percent of the workers.

Labor-management agreements providing health, insurance, and pension plans financed wholly or in part by the employer affected virtually all of the operating employees. Health and welfare plans, financed entirely by the employers, prevailed for nearly half of the transit operating employees. Similarly financed pension programs applied to three-tenths of the operators.

¹ For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as 10 to 12 cents, 3 to 4 percent, etc., instead of using the more precise terminology, 10 and under 12 cents, 3 and under 4 percent, etc.

Scope and Method of Study

Union scales are those agreed on through collective bargaining between trade unions and employers, and defined as (1) the basic (minimum) wage scales (excluding holiday, vacation, or other benefit payments regularly made or credited to the worker each pay period), and (2) the maximum schedules of hours at straight-time rates. 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 bulletin was based on union scales in effect on July 1, 1964, and covered approximately 63,000 local-transit operating employees in 67 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 population or more (excluding Honolulu). All cities with 500,000 population or more 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. Data for some cities were weighted to compensate for cities not surveyed. To provide appropriate representation in the combination of data, each geographic region 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, 1964. 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, 1963, to July 1, 1964, were, however, based on comparable quotations for the various classifications in both periods,

weighted by the membership reported for the current (1964) survey. The index series, designed for trend purposes, was similarly constructed.

Wage Scale Increases, 1963-64

Changes in wage rates for local-transit operators result primarily from labor-management negotiations. Of the agreements in effect on July 1, 1964, in the cities studied, 4 of every 5 were negotiated for at least 2 years. Such multiyear contracts generally provided for one or more interim wage increases and some for cost-of-living adjustments as well. However, only those scale changes which actually became effective between July 1, 1963, and July 1, 1964, have been included in the survey. Some of the scale adjustments were provided for in contracts negotiated prior to July 1, 1963. Deferred increases effective subsequent to July 1, 1964, have been excluded from the study. Thus, the scale changes presented in this report do not reflect the total wage advances negotiated in individual agreements during the survey year.

Scale changes which became effective between July 1, 1963, and July 1, 1964, raised the level of union hourly scales for local-transit operating employees 4 percent. This rise, while slightly larger than that recorded in the previous year, approximated the gain registered in the year ending July 1, 1962, and advanced the Bureau's index (1957-59=100) of union hourly scales for transit operating employees to 126.4 (table 1).

The advance reflected gains of 4 percent for operators of surface cars and buses and 4.2 percent for elevated and subway equipment operators. On a cents-per-hour basis, the increase in average hourly scales was 11 cents and 12 cents, respectively (table 2).

Higher wage scales became effective during the year ending July 1, 1964, for 98 percent of the operators of surface equipment and for all of those on elevated and subway systems (table 3). Although individual hourly advances varied from 2 to 26 cents for surface car and bus operators, raises of 10 cents affected a sixth of these workers. Scales for this group advanced 11 to 13 cents for almost three-tenths, 8 to 10 for a seventh, and less than 8 cents for a sixth. The advance was 14 cents or more for almost a sixth (table 4).

For operating employees on elevated and subway systems, scales increased 10 to 12 cents for slightly more than two-fifths and 12 to 14 cents for virtually all of the others.

The advances for surface equipment operators represented gains of 4 to 5 percent for a third, 3 to 4 percent for almost the same proportion, and 2 to 3 percent for more than an eighth. The gain was 5 percent or more for almost a sixth of these workers. For operators of elevated and subway systems, the rise was 4 to 5 percent for seven-eighths, and 3 to 4 percent for a tenth.

Wage Scale Variations

Labor-management agreements for local-transit operating employees generally provide 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 67 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, Scranton, and South Bend, where only single rates were negotiated.

The starting or entrance rate for surface equipment operators in the cities studied varied from a low of \$1.65 an hour in Albuquerque, Evansville, and Knoxville, to a high of \$3.03 an hour in San Francisco. In 7 of every 10 cities, the entrance rate exceeded \$2.25 an hour. The top or basic scale varied from \$1.75 in Knoxville to \$3.12 for multiunit car operators in Boston. The rate was at least \$2.50 an hour in half of the surveyed cities. The spread between the entrance and top rates was 10 cents an hour in a fourth of the cities and exceeded this amount in a third of the cities (table 9).

Negotiated wage scales of unionized local-transit operating employees in cities of 100,000 population or more averaged \$2.76 an hour on July 1, 1964. Surface car and bus operators, who approximated nine-tenths of the workers included in the survey, averaged \$2.74 an hour; and those on elevated and subway equipment averaged \$2.94 an hour (table 2).

Labor-management agreements provided hourly scales of \$2.75 to \$3 for nearly three-eighths of the operating employees on surface lines, \$3 or more for a fourth, and \$2.50 to \$2.75 for a sixth. Scales of \$2.25 to \$2.50 an hour prevailed for a tenth of the workers. Among operators of elevated and subway cars, slightly more than half had hourly scales of \$2.75 to \$3 and a third had scales of at least \$3 an hour (table 5).

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.

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 exist 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 two areas may differ.

Between July 1, 1963, and July 1, 1964, average union hourly wage scales moved up in 63 of the 67 cities included in the study. The advances varied from 2 cents in South Bend to 26 cents for some operators in Fresno. Increases of 5 and 10 cents were each reported in about a sixth of the cities, 8 cents in an eighth, and 11 cents or more in another sixth. The advance varied from 6 to 10 cents in three-tenths of the cities.

Average hourly scales varied among the cities surveyed from \$1.75 in Knoxville to \$3.02 in Pittsburgh. Scales averaged \$2.75 or more in 14 other cities, \$2.50 to \$2.75 in 16 cities, \$2.25 to \$2.50 in 17 cities, and \$2 to \$2.25 in 15 cities (table 6).

When the cities were grouped according to population size, average hourly scales varied by size of city. The average scale for all cities of a million population or more was \$2.95 an hour, 62 cents higher than the average for the 100,000 to 250,000 population group. Cities in the 500,000 to a million population group averaged \$2.81 and those in the group with 250,000 to 500,000 population, \$2.58 an hour.

Average hourly scales for the individual cities within each population size group showed a wide variation. The difference between the highest and lowest city averages was widest (98 cents) in the smallest size group and narrowest (33 cents) in the largest size group. In the two intermediate groups, the variation in averages was the same (82 cents). An overlapping of average scales existed among the cities in the different size groups. For example, the \$2.85 average for Newark in the 250,000-500,000 group was exceeded by only eight of the cities with 500,000 population or more and in three of these by 5 cents or less.

On a regional basis, hourly scales for local-transit operating employees averaged highest (\$2.91) in the Middle Atlantic and lowest (\$2.21) in the Southeast. The \$2.76 national level, which was only 1 cent above the average for New England, was also exceeded by the Pacific (\$2.88) and Great Lakes (\$2.80) regions (table 7).

Standard Workweek

Straight-time workweeks were reported for surface equipment operators in 58 of the 67 cities included in the survey. Such weekly schedules were applicable to 95 per cent of the car and bus operators included in the study, and averaged 40.3 hours on July 1, 1964, compared with 40.5 hours for the 2 previous years.

The predominant straight-time workweek, 40 hours, was in effect in 2 of every 3 cities. Such schedules affected seven-eighths of the surface equipment operators and all of those on elevated and subway equipment (tables 8 and 9).

Health, Insurance, and Pension Plans

Provisions for one or more types of health, insurance, and pension plans were incorporated in labor-management agreements for practically all of the local-transit operating employees in the Bureau's survey.³ Contributory health and insurance plans, financed jointly by the employer and employees, were applicable to almost half of the car and bus operators and a twelfth of the elevated and subway equipment operators. Pension plans similarly financed were provided in labor-management agreements for three-fifths of the operators of surface cars and buses and more than nine-tenths of those on elevated and subway cars.

Union Scales by City

Union wage scales in effect on July 1, 1963, and July 1, 1964, for each of the 67 cities included in the study are presented in table 9. Weekly hours 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 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, 1929-64

(1957-59=100)			
Date	Index	Date	Index
1929: May 15	32.7	1945: July 1	43.6
1930: May 15	33.0	1946: July 1	51.1
1931: May 15	33.0	1947: Oct. 1	57.7
1932: May 15	32.4	1948: Oct. 1	63.5
		1949: Oct. 1	66.1
1933: May 15	{ ¹ }	1950: Oct. 1	69.2
1934: May 15	31.5	1951: Oct. 1	73.8
1935: May 15	32.6	1952: Oct. 1	79.3
1936: May 15	32.9	1953: July 1	81.1
		1954: July 1	85.1
1937: May 15	34.5	1955: July 1	87.6
1938: June 1	35.5	1956: July 1	91.1
1939: June 1	35.7	1957: July 1	94.9
1940: June 1	36.1	1958: July 1	100.6
		1959: July 1	104.4
		1960: July 1	108.4
1941: June 1	37.5	1961: July 1	112.5
1942: July 1	40.2	1962: July 1	117.1
1943: July 1	42.8	1963: July 1	121.5
1944: July 1	43.1	1964: July 1	126.4

¹ Information not available.

Table 2. Average Union Hourly Wage Rates of Local-Transit Operating Employees, July 1, 1964, and Increases in Rates, July 1, 1963-July 1, 1964

Classification	July 1, 1964 hourly rate	Increase over July 1, 1963	
		Percent	Cents per hour
All local-transit operating employees	\$2.76	4.0	11
Operators of surface cars and buses	\$2.74	4.0	11
Elevated and subway operators	2.94	4.2	12

Table 3. Percent Changes in Union Wage Rates and Percent of Local-Transit Operating Employees Affected, July 1, 1963-July 1, 1964

Changes in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change	1.3	1.5	-
Increase	98.7	98.5	100.0
Under 2 percent	3.2	3.6	-
2 and under 3 percent	12.1	13.5	-
3 and under 4 percent	29.8	32.1	10.8
4 and under 5 percent	39.5	33.6	88.2
5 and under 6 percent	6.3	6.9	1.0
6 and under 7 percent	7.1	7.9	-
7 and under 8 percent .....	.1	.1	-
8 and under 9 percent .....	.1	.1	-
9 percent and over .....	.5	.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, 1963-July 1, 1964

Changes in hourly rates	Percent of--		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change	1.3	1.5	-
Increase	98.7	98.5	100.0
Under 5 cents	2.7	3.0	-
5 and under 6 cents	6.9	7.7	-
6 and under 7 cents	3.0	3.3	-
7 and under 8 cents	3.3	3.7	-
8 and under 9 cents	9.1	10.3	-
9 and under 10 cents	3.3	3.7	-
10 and under 11 cents	16.8	16.1	22.6
11 and under 12 cents	15.1	14.6	19.2
12 and under 13 cents	15.7	13.7	31.9
13 and under 14 cents	8.7	6.7	25.3
14 and under 15 cents	2.1	2.4	-
15 and under 16 cents	5.2	5.7	1.0
16 cents and over	6.9	7.7	-

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, 1964

Hourly wage rates	Percent of--		
	All workers	Operators of surface cars and buses	Elevated and subway operators
Under \$2.00	1.5	1.7	-
\$2.00 and under \$2.05 .....	.7	.8	-
\$2.05 and under \$2.10 .....	.6	.6	-
\$2.10 and under \$2.15 .....	.6	.7	-
\$2.15 and under \$2.20 .....	.8	.9	-
\$2.20 and under \$2.25	4.1	4.6	-
\$2.25 and under \$2.30 .....	.2	.2	-
\$2.30 and under \$2.35	1.3	1.5	-
\$2.35 and under \$2.40	3.0	3.4	-
\$2.40 and under \$2.45	2.2	2.5	-
\$2.45 and under \$2.50	2.8	3.2	-
\$2.50 and under \$2.55	2.4	2.7	-
\$2.55 and under \$2.60	4.1	4.6	0.4
\$2.60 and under \$2.65	1.3	1.1	3.7
\$2.65 and under \$2.70	5.6	5.0	9.9
\$2.70 and under \$2.75	3.5	3.9	.4
\$2.75 and under \$2.80	8.0	6.2	22.6
\$2.80 and under \$2.85	8.0	7.3	13.4
\$2.85 and under \$2.90	10.2	9.7	13.7
\$2.90 and under \$2.95	6.1	6.6	1.9
\$2.95 and under \$3.00	5.9	6.6	-
\$3.00 and under \$3.05	22.7	25.4	.5
\$3.05 and over	4.3	.8	33.5

NOTE: Because of rounding, sums of individual percentages may not equal 100.

Table 6. Average Union Hourly Wage Rates of Local-Transit Operating Employees by City and Population Group, July 1, 1964

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.	\$3.00	Denver, Colo.	\$2.49
Average for group I	2.95	Indianapolis, Ind.	2.49
Chicago, Ill.	2.95	Louisville, Ky.	2.44
Los Angeles, Calif.	2.87	Atlanta, Ga.	2.42
Detroit, Mich.	2.75	Memphis, Tenn.	2.41
Philadelphia, Pa.	2.67	Omaha, Nebr.	2.37
Population group II (500,000 to 1,000,000):		Tampa, Fla.	2.33
Pittsburgh, Pa.	3.02	Birmingham, Ala.	2.22
Boston, Mass.	2.99	Norfolk, Va.	2.19
San Francisco-Oakland, Calif.	2.99	Phoenix, Ariz.	2.18
Washington, D.C.	2.90	Tulsa, Okla.	2.10
Seattle, Wash.	2.88	Oklahoma City, Okla.	2.03
Milwaukee, Wis.	2.83	Population group IV (100,000 to 250,000):	
Average for group II	2.81	Fresno, Calif.	2.73
San Diego, Calif.	2.80	Sacramento, Calif.	2.67
Cleveland, Ohio	2.79	New Haven, Conn.	2.66
St. Louis, Mo.	2.75	Trenton, N.J.	2.65
Baltimore, Md.	2.70	Syracuse, N.Y.	2.54
New Orleans, La.	2.64	Des Moines, Iowa.	2.48
Buffalo, N.Y.	2.59	Providence, R.I.	2.45
Cincinnati, Ohio.	2.55	Springfield, Mass.	2.45
Houston, Tex.	2.37	Erie, Pa.	2.39
Dallas, Tex.	2.35	South Bend, Ind.	2.37
San Antonio, Tex.	2.20	Average for group IV	2.33
Population group III (250,000 to 500,000):		Madison, Wis.	2.33
Newark, N.J.	2.85	Peoria, Ill.	2.30
Minneapolis-St. Paul, Minn.	2.84	Spokane, Wash.	2.29
Portland, Oreg.	2.69	Jacksonville, Fla.	2.21
Columbus, Ohio	2.63	Grand Rapids, Mich.	2.20
Average for group III	2.58	Shreveport, La.	2.20
Kansas City, Mo.	2.55	Richmond, Va.	2.19
Rochester, N.Y.	2.54	Salt Lake City, Utah.	2.18
Toledo, Ohio	2.53	Jackson, Miss.	2.15
Dayton, Ohio	2.50	Little Rock, Ark.	2.04
		Albuquerque, N. Mex.	2.03
		Scranton, Pa.	2.00
		Charlotte, N.C.	1.98
		Topeka, Kans.	1.84
		Evansville, Ind.	1.79
		Knoxville, Tenn.	1.75

Table 7. Average Union Hourly Wage Rates of Local-Transit Operating Employees by Region,¹ July 1, 1964

Region ¹	Average rate per hour		
	All workers	Operators of surface cars and buses	Elevated and subway operators
United States	\$2.76	\$2.74	\$2.94
New England	\$2.75	\$2.74	\$2.90
Middle Atlantic	2.91	2.89	2.97
Border States	2.67	2.67	-
Southeast	2.21	2.21	-
Great Lakes	2.80	2.79	2.85
Middle West	2.61	2.61	-
Southwest	2.33	2.33	-
Mountain	2.32	2.32	-
Pacific	2.88	2.88	-

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, 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—Alaska, California, Nevada, Oregon, and Washington. Hawaii was excluded from the survey.

Table 8. Distribution of Union Local-Transit Operating Employees by Standard Weekly Hours, July 1, 1964

Weekly hours	All workers	Operators of surface cars and buses	Elevated and subway operators
Average weekly hours.....	40.3	40.3	40.0
Total reporting standard hours.....	95.1	94.5	100.0
40 hours.....	88.5	87.1	100.0
Over 40 and under 44 hours.....	2.4	2.6	-
44 hours.....	2.2	2.5	-
Over 44 and under 48 hours.....	.7	.8	-
48 hours.....	.9	1.0	-
51 hours.....	.4	.4	-
Percent reporting no standard hours.....	4.9	5.5	-

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, 1963, and July 1, 1964

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

City and classification	July 1, 1963	July 1, 1964		City and classification	July 1, 1963	July 1, 1964	
	Rate per hour	Rate per hour	Hours per week		Rate per hour	Rate per hour	Hours per week
ALBUQUERQUE, N. MEX.				CHARLOTTE, N. C.			
Buses:				Buses:			
First 4 months.....	\$1,650	\$1,650	-	First 2 months.....	\$1,780	\$1,880	-
5-12 months.....	1,880	1,880	-	3-6 months.....	1,830	1,930	-
After 1 year.....	2,050	2,050	-	After 6 months.....	1,880	1,980	-
ATLANTA, GA.				CHICAGO, ILL.			
Buses:				Buses:			
First 6 months.....	2,240	2,320	-	First 3 months.....	2,810	2,925	40
7-12 months.....	2,300	2,380	-	4-12 months.....	2,840	2,955	40
After 1 year.....	2,340	2,420	-	After 1 year:			
BALTIMORE, MD.				Days.....	2,860	2,975	40
1-man cars and buses:				Nights—before 2 a. m.....	2,890	3,005	40
First 6 months.....	2,500	2,600	40	Nights—after 2 a. m.....	2,910	3,025	40
7-12 months.....	2,550	2,650	40	Elevated and subway railways:			
After 1 year.....	2,600	2,700	40	Motormen (regular).....	2,761	2,881	40
BIRMINGHAM, ALA.				Motormen (extra):			
Buses:				First 3 months.....	2,707	2,827	40
First 6 months.....	2,180	2,280	40	4-12 months.....	2,716	2,836	40
7-12 months.....	2,200	2,300	40	After 1 year.....	2,761	2,881	40
After 1 year.....	2,230	2,330	40	Conductors (regular).....	2,716	2,836	40
BOSTON, MASS.				Conductors (extra):			
1-man cars and buses:				First year.....	2,698	2,818	40
First 3 months.....	2,605	2,705	40	After 1 year.....	2,716	2,836	40
4-6 months.....	2,725	2,825	40	Guards (extra):			
7-9 months.....	2,760	2,860	40	First 3 months.....	2,670	2,790	40
10-12 months.....	2,808	2,908	40	4-12 months.....	2,680	2,800	40
After 1 year.....	2,905	3,005	40	After 1 year.....	2,689	2,809	40
P. C. C. surface lines operators:				CINCINNATI, OHIO			
First 3 months.....	2,725	2,825	40	Buses and trolley coaches:			
4-6 months.....	2,848	2,948	40	First 6 months.....	2,270	2,360	40
7-9 months.....	2,880	2,980	40	7-12 months.....	2,320	2,410	40
10-12 months.....	2,925	3,025	40	13-18 months.....	2,370	2,460	40
After 1 year.....	3,023	3,123	40	19-24 months.....	2,420	2,510	40
Rapid transit lines:				After 2 years.....	2,470	2,560	40
Guards:				CLEVELAND, OHIO			
First 3 months.....	2,483	2,583	40	Buses and trolley coaches:			
4-6 months.....	2,605	2,705	40	First 3 months.....	2,680	2,760	40
7-9 months.....	2,643	2,743	40	4-12 months.....	2,710	2,790	40
10-12 months.....	2,688	2,788	40	After 1 year.....	2,730	2,810	40
After 1 year.....	2,788	2,888	40	Rapid transit—Trainmen:			
Motormen:				First 3 months.....	2,680	2,760	40
Road.....	2,848	2,948	40	4-12 months.....	2,710	2,790	40
Yard.....	2,905	3,005	40	After 1 year.....	2,630	2,710	40
Platform men:				COLUMBUS, OHIO			
Warders.....	2,628	2,728	40	Buses and trolley coaches:			
Gatemen.....	2,688	2,788	40	First 26 weeks.....	2,520	2,570	40
BUFFALO, N. Y.				26-52 weeks.....	2,570	2,600	40
Buses:				After 1 year.....	2,570	2,630	40
First 3 months.....	2,500	2,540	40	DALLAS, TEX.			
4-12 months.....	2,530	2,570	40	Buses:			
After 1 year.....	2,550	2,590	40	First year.....	2,200	2,280	-
				After 1 year.....	2,280	2,360	-

See footnote at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1963, and July 1, 1964—Continued

City and classification	July 1, 1963			July 1, 1964		
	Rate per hour	Rate per hour	Hours per week ¹	Rate per hour	Rate per hour	Hours per week ¹
DAYTON, OHIO						
Buses:						
First 6 months.....	\$2.370	\$2.420	40			
7-12 months.....	2.420	2.470	40			
After 1 year.....	2.470	2.520	40			
DENVER, COLO.						
Buses and trolley coaches:						
First 3 months.....	2.360	2.460	40			
4-12 months.....	2.370	2.470	40			
13-18 months.....	2.380	2.480	40			
19-24 months.....	2.390	2.490	40			
After 2 years.....	2.400	2.500	40			
DES MOINES, IOWA						
Buses:						
First 3 months.....	2.350	2.400	40			
4-12 months.....	2.380	2.430	40			
After 1 year.....	2.430	2.480	40			
DETROIT, MICH.						
Buses:						
First 6 months.....	2.525	2.650	40			
7-12 months.....	2.575	2.700	40			
After 1 year.....	2.625	2.750	40			
Night.....	2.725	2.850	40			
ERIE, PA.						
Buses:						
First 6 months.....	2.250	2.290	40			
7-12 months.....	2.320	2.360	40			
After 1 year.....	2.350	2.390	40			
EVANSVILLE, IND.						
Buses:						
First 6 months.....	1.650	1.650	48			
7-12 months.....	1.720	1.720	48			
After 1 year.....	1.800	1.800	48			
FRESNO, CALIF.						
Buses:						
First 6 months.....	2.320	2.500	40			
7-12 months.....	2.380	2.560	40			
1-2 years.....	2.430	2.630	40			
2-3 years.....	2.500	2.690	40			
After 3 years.....	2.500	2.760	40			
GRAND RAPIDS, MICH.						
Buses:						
First 3 months.....	2.050	2.100	44			
4-12 months.....	2.100	2.150	44			
After 1 year.....	2.150	2.200	44			
HOUSTON, TEX.						
Buses:						
First 3 months.....	2.240	2.290	42½			
4-9 months.....	2.270	2.320	42½			
10-15 months.....	2.300	2.350	42½			
After 15 months.....	2.330	2.380	42½			
INDIANAPOLIS, IND.						
Buses:						
First year.....	2.370	2.430	40			
Second year.....	2.390	2.450	40			
After 2 years.....	2.440	2.500	40			
JACKSON, MISS.						
Buses:						
First year.....	2.030	2.100	-			
After 1 year.....	2.080	2.150	-			
JACKSONVILLE, FLA.						
Buses:						
First 3 months.....	2.050	2.120	40			
4-6 months.....	2.100	2.170	40			
After 6 months.....	2.150	2.220	40			
KANSAS CITY, MO.						
Buses:						
First 4 months.....	\$2.440	\$2.490	40			
5-8 months.....	2.460	2.510	40			
9-12 months.....	2.485	2.535	40			
After 1 year.....	2.500	2.550	40			
KNOXVILLE, TENN.						
Buses:						
First year.....	1.650	1.650	48			
Second year.....	1.700	1.700	48			
After 2 years.....	1.750	1.750	48			
LITTLE ROCK, ARK.						
Buses:						
First 6 months.....	1.800	1.950	51			
7-12 months.....	1.850	2.000	51			
After 1 year.....	1.950	2.050	51			
LOS ANGELES, CALIF.						
1-man cars and buses:						
First year.....	2.650	2.770	40			
After 1 year.....	2.750	2.870	40			
2-man cars:						
First year.....	2.550	2.670	40			
After 1 year.....	2.650	2.770	40			
LOUISVILLE, KY.						
Buses:						
First 3 months.....	2.220	2.290	40			
4-6 months.....	2.300	2.370	40			
7-12 months.....	2.350	2.420	40			
After 1 year.....	2.370	2.440	40			
MADISON, WIS.						
Buses:						
First 4 months:						
Day.....	2.100	2.200	40			
Night.....	2.150	2.250	40			
5-8 months:						
Day.....	2.140	2.240	40			
Night.....	2.190	2.290	40			
9-12 months:						
Day.....	2.220	2.320	40			
Night.....	2.260	2.360	40			
After 1 year:						
Day.....	2.240	2.340	40			
Night.....	2.280	2.380	40			
MEMPHIS, TENN.						
Buses:						
Drivers.....	2.330	2.410	40			
MILWAUKEE, WIS.						
Buses:						
First year.....	2.700	2.790	40			
After 1 year.....	2.740	2.830	40			
MINNEAPOLIS-ST. PAUL, MINN.						
Buses:						
First 9 months.....	2.660	2.770	40			
10-18 months.....	2.690	2.800	40			
After 18 months.....	2.730	2.840	40			
NEWARK, N. J.						
1-man cars and buses:						
First 6 months.....	2.520	2.590	40			
7-12 months.....	2.610	2.680	40			
After 1 year.....	2.710	2.860	40			
Subway:						
Motormen:						
First 6 months.....	2.520	2.590	40			
7-12 months.....	2.610	2.680	40			
After 1 year.....	2.710	2.860	40			
Platform men.....	2.710	2.860	40			
NEW HAVEN, CONN.						
Buses:						
First 3 months.....	2.510	2.590	40			
4-12 months.....	2.540	2.620	40			
After 1 year.....	2.580	2.660	40			

See footnote at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1963, and July 1, 1964—Continued

City and classification	July 1, 1963			July 1, 1964		
	Rate per hour	Rate per hour	Hours per week ¹	Rate per hour	Rate per hour	Hours per week ¹
NEW ORLEANS, LA.						
1-man cars and buses:						
First 6 months.....	\$2.510	\$2.590	40			
7-12 months.....	2.540	2.620	40			
After 1 year.....	2.570	2.650	40			
2-man cars:						
First 6 months.....	2.440	2.520	40			
7-12 months.....	2.470	2.550	40			
After 1 year.....	2.500	2.580	40			
NEW YORK, N.Y.						
Buses:						
Avenue B and East Broadway Transit Co.:						
First 6 months.....	2.410	2.550	40			
7-12 months.....	2.490	2.630	40			
13-24 months.....	2.685	2.760	40			
After 2 years.....	2.685	2.835	40			
Brooklyn Bus Division; Brooklyn Division No. 2; Manhattan Bus Division:						
First 6 months.....	2.625	2.748	40			
7-12 months.....	2.765	2.893	40			
After 1 year.....	2.910	3.045	40			
Queens Bus Division:						
First 6 months.....	2.625	2.765	40			
7-12 months.....	2.765	2.925	40			
After 1 year.....	2.910	3.040	40			
Green Lines:						
First 6 months.....	2.720	2.770	40			
7-12 months.....	2.770	2.820	40			
13-18 months.....	2.840	2.890	40			
After 18 months.....	3.000	3.050	40			
Jamaica Buses, Inc.:						
First 6 months.....	2.465	2.615	40			
7-12 months.....	2.545	2.695	40			
13-18 months.....	2.615	2.765	40			
After 18 months.....	2.750	2.900	40			
Manhattan-Bronx Surface Authority:						
First 6 months.....	2.550	2.720	40			
7-12 months.....	2.670	2.840	40			
13-18 months.....	2.730	2.900	40			
After 18 months.....	2.850	3.025	40			
Queens Transit Corp.:						
First 6 months.....	2.435	2.585	40			
7-12 months.....	2.515	2.665	40			
13-18 months.....	2.585	2.735	40			
19-24 months.....	2.655	2.805	40			
After 2 years.....	2.720	2.900	40			
Schenck Transport Co.:						
First 9 months.....	2.330	2.580	40			
10-18 months.....	2.390	2.640	40			
After 18 months.....	2.600	2.850	40			
Steinway Transit Corp.:						
First 6 months.....	2.435	2.585	40			
7-12 months.....	2.515	2.665	40			
13-18 months.....	2.585	2.735	40			
19-24 months.....	2.655	2.805	40			
After 2 years.....	2.720	2.900	40			
Tri-Boro Coach Corp.:						
First 12 months.....	2.450	2.600	40			
13-18 months.....	2.640	2.790	40			
After 18 months.....	2.750	2.900	40			
Subway:						
Conductors:						
First position:						
First year.....	2.615	2.725	40			
After 1 year.....	2.683	2.795	40			
Second position.....	2.565	2.673	40			
Motormen:						
Road:						
First year.....	3.070	3.200	40			
After 1 year.....	3.140	3.273	40			
Yard:						
First year.....	2.930	3.055	40			
After 1 year.....	2.998	3.125	40			
Platform men:						
First year.....	2.465	2.568	40			
After 1 year.....	2.508	2.613	40			
NORFOLK, VA.						
Buses:						
First 3 months.....	2.040	2.100	44			
4-12 months.....	2.090	2.150	44			
After 1 year.....	2.140	2.200	44			
OAKLAND, CALIF.						
(Scales listed under San Francisco-Oakland, Calif.)						
OKLAHOMA CITY, OKLA.						
1-man cars and buses:						
First 6 months.....	\$1.860	\$1.910	43			
7-12 months.....	1.910	1.960	43			
After 1 year.....	1.990	2.040	43			
OMAHA, NEBR.						
Buses:						
First 6 months.....	2.250	2.280	45			
7-12 months.....	2.280	2.330	45			
After 1 year.....	2.320	2.370	45			
PEORIA, ILL.						
Buses:						
First 9 months.....	2.230	2.260	240			
10-18 months.....	2.250	2.280	240			
After 18 months.....	2.270	2.300	240			
PHILADELPHIA, PA.						
1-man cars:						
First 6 months.....	2.400	2.650	40			
7-12 months.....	2.450	2.650	40			
13-18 months.....	2.500	2.650	40			
After 18 months.....	2.550	2.650	40			
2-man cars:						
Conductors.....	2.500	2.650	40			
Motormen:						
First 6 months.....	2.500	2.600	40			
7-12 months.....	2.500	2.650	40			
13-18 months.....	2.500	2.700	40			
After 18 months.....	2.550	2.750	40			
Elevated, high speed and subway lines:						
Conductors:						
First 6 months.....	2.400	2.650	40			
7-18 months.....	2.500	2.650	40			
After 18 months.....	2.550	2.650	40			
Operators:						
First 6 months.....	2.500	2.650	40			
7-18 months.....	2.600	2.700	40			
After 18 months.....	2.650	2.750	40			
PHOENIX, ARIZ.						
Buses:						
First 6 months.....	2.060	2.090	-			
6-12 months.....	2.110	2.140	-			
After 1 year.....	2.160	2.190	-			
PITTSBURGH, PA.						
1-man cars and buses:						
First 3 months.....	2.735	2.875	40			
4-12 months.....	2.825	2.965	40			
After 1 year.....	2.880	3.020	40			
PORTLAND, OREG.						
Buses and trolley coaches:						
First 3 months.....	2.490	2.620	40			
4-6 months.....	2.515	2.645	40			
7-12 months.....	2.540	2.670	40			
After 1 year.....	2.570	2.700	40			
PROVIDENCE, R.I.						
Buses:						
First 3 months.....	2.350	2.400	40			
4-12 months.....	2.380	2.430	40			
After 1 year.....	2.400	2.450	40			
RICHMOND, VA.						
Buses:						
First 3 months.....	2.040	2.100	44			
4-12 months.....	2.090	2.150	44			
After 1 year.....	2.140	2.200	44			
ROCHESTER, N.Y.						
Buses:						
First 3 months.....	2.300	2.380	40			
4-12 months.....	2.360	2.440	40			
After 1 year.....	2.460	2.540	40			

See footnotes at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1963, and July 1, 1964—Continued

City and classification	July 1, 1963	July 1, 1964		City and classification	July 1, 1963	July 1, 1964	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
SACRAMENTO, CALIF.				SPOKANE, WASH.			
Buses:				Buses:			
First 6 months.....	\$2.390	\$2.490	40	First 6 months.....	\$2.160	\$2.200	-
6-12 months.....	2.490	2.590	40	7-12 months.....	2.210	2.250	-
After 1 year.....	2.600	2.700	40	After 1 year.....	2.260	2.300	-
ST. LOUIS, MO.				SPRINGFIELD, MASS.			
1-man cars and buses:				Buses:			
First 6 months.....	2.400	2.500	40	First 3 months.....	2.240	2.350	40
7-12 months.....	2.550	2.650	40	4-12 months.....	2.295	2.405	40
After 1 year.....	2.650	2.750	40	After 1 year.....	2.340	2.450	40
ST. PAUL, MINN. (Scales listed under Minneapolis-St. Paul, Minn.)				SOUTH BEND, IND.			
SALT LAKE CITY, UTAH				SYRACUSE, N. Y.			
Buses:				1-man cars and buses:			
First 6 months.....	2.060	2.110	44	First 6 months.....	2.260	2.350	41 1/4
After 6 months.....	2.140	2.190	44	7-12 months.....	2.300	2.390	41 1/4
SAN ANTONIO, TEX.				After 1 year.....	2.460	2.550	41 1/4
Buses:				TAMPA, FLA.			
First 6 months.....	1.930	1.980	40	Buses:			
7-12 months.....	2.010	2.060	40	First 6 months.....	2.070	2.140	44
13-18 months.....	2.070	2.120	40	After 6 months.....	2.150	2.220	44
After 18 months.....	2.150	2.200	40	TOLEDO, OHIO			
SAN DIEGO, CALIF.				Buses:			
Buses:				First 6 months.....	2.420	2.480	40
First 3 months.....	2.600	2.700	40	7-12 months.....	2.440	2.500	40
4-12 months.....	2.650	2.750	40	After 1 year.....	2.470	2.530	40
After 1 year.....	2.700	2.800	40	TOPEKA, KANS.			
SAN FRANCISCO-OAKLAND, CALIF.				Buses:			
San Francisco:				First 6 months.....	1.723	1.773	48
Buses and trackless trolleys, and cable gripmen and conductors.....	2.908	3.030	40	After 6 months.....	1.800	1.850	48
Oakland:				TRENTON, N. J.			
Buses:				Buses:			
First 6 months.....	2.760	2.860	40	First 3 months.....	2.500	2.580	40
After 6 months.....	2.810	2.910	40	4-12 months.....	2.540	2.620	40
SCRANTON, PA.				After 1 year.....	2.570	2.650	40
Buses:				TULSA, OKLA.			
Operators and extra men.....	2.000	2.000	40	Buses:			
SEATTLE, WASH.				First 6 months.....	1.900	2.000	43 1/3
Buses:				After 6 months.....	2.000	2.100	43 1/3
First 6 months.....	2.705	2.815	-	WASHINGTON, D. C.			
After 6 months.....	2.770	2.880	-	Buses:			
SHREVEPORT, LA.				First 3 months.....	2.695	2.820	40
Buses:				4-12 months.....	2.735	2.860	40
First 6 months.....	2.020	2.090	-	After 1 year.....	2.775	2.900	40
7-12 months.....	2.070	2.140	-				
After 1 year.....	2.130	2.200	-				

¹ Hours per week are shown only for those cities that reported a regular workweek after which premium overtime was paid.² 44-hour workweek on July 1, 1963.

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