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July 1, 1965

and

Trend 1929-65

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Bulletin No. 1486

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Arthur M. Ross, 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 October 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 December 1965. This analysis provides additional data and indexes of the trend of wages and hours for the period 1929-65.

This study was conducted in the Bureau's Division of National Wage and Salary Income by Norman J. Samuels, Chief, under the general direction of L.R. Linsenmayer, Assistant Commissioner, Office of Wages and Industrial Relations. The analysis was prepared by Ira S. Metzman, 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, 1965

#### Summary

Hourly wage scales of unionized local-transit operating employees in cities having populations of 100,000 or more increased an average of 11 cents, or 4.2 percent, during the year ending July 1, 1965, according to the Bureau of Labor Statistics 45th annual survey of union scales in the local-transit industry.

Contract scales advanced for more than 98 percent of the transit workers included in the survey. Raises of 10 to 12 cents<sup>1</sup> were reported for nearly three-tenths of the workers. The advance was 15 cents or more for a third, and less than 10 cents for almost another third.

Union wage scales averaged \$2.88 an hour for operators of local-transit equipment on July 1, 1965. Labor-management agreements specified rates of \$2.70 to \$3.10 for almost half of the workers and \$2.20 to \$2.70 for a fifth. Hourly rates of \$3.10 or more were in effect for about three-tenths of the transit operating employees.

Straight-time workweek schedules were specified in negotiated agreements for 95 percent of the employees included in the Bureau's survey. Such weekly schedules averaged 40.3 hours on July 1, 1965. The predominant straight-time workweek, 40 hours, was applicable to nearly 90 percent of the workers.

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

<sup>1</sup> 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, in this bulletin, are those scales agreed on through the collective bargaining process 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, 1965, 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, 1965. 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, 1964, to July 1, 1965, were, however, based on comparable quotations for the various classifications in both periods, weighted by the membership reported for the current (1965) survey. The index series, designed for trend purposes, was similarly constructed.

#### Wage Scale Increases, 1964-65

Changes in wage rates for local-transit operators result primarily from labor-management negotiations. Of the contracts in effect on July 1, 1965, in the cities surveyed, 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 also included provisions for cost-of-living adjustments. However, only those scale changes which actually became effective between July 1, 1964, and July 1, 1965, have been included in the survey. Some of the scale adjustments were provided for in contracts negotiated prior to July 1, 1964. Deferred increases effective subsequent to July 1, 1965, have been excluded from the study. Thus, the scale changes presented in this bulletin do not reflect the total wage advances negotiated in individual agreements during the survey year.

Scale changes which became effective between July 1, 1964, and July 1, 1965, raised the level of union hourly scales for local-transit operating employees 4.2 percent. This rise, while only slightly larger than the 4-percent gain recorded in the previous 12-month period, was the largest registered since the 6-percent advance in the year ending July 1, 1958. It advanced the Bureau's index (1957-59=100) of union hourly scales for transit operating employees to 131.7 (table 1).

The advance reflected gains of 4 percent for operators of surface cars and buses and 5 percent for operators of elevated and subway equipment. On a cents-per-hour basis, the increase in average hourly scales was 11 cents and 15 cents, respectively (table 2).

Higher scales became effective during the year ending July 1, 1965, for 98 percent of the operators of surface cars and buses and for all of those on elevated and subway equipment (table 3). Although individual hourly advances varied from 2 to 32 cents for surface car and bus operators, raises of 10 to 12 cents an hour affected nearly three-tenths of these workers, as did advances of 15 to 20 cents. Scale increases of 5 to 10 cents were applicable to almost a

fourth and those of less than 5 cents to an eighth. Scales rose 20 cents or more for fewer than 5 percent of the workers (table 4).

For operating employees on elevated and subway systems, hourly scales increased 10 to 12 cents for a third, 18 cents or more for another third, 16 to 18 cents for a fifth, and 14 to 16 cents for virtually all of the others.

The advances for surface equipment operators represented gains of 3 to 4 percent for three-tenths, 5 to 6 percent for a sixth, and 2 to 3 percent for slightly more than a sixth. Gains of 6 percent or more affected an eighth of the workers as did gains of less than 2 percent. For operators on elevated and subway systems, the rise was 5 to 6 percent for nearly two-thirds and 3 to 4 percent for a third.

#### Wage Scale Variations

Labor-management agreements for local-transit operating employees generally provided for length-of-service differentials—an entrance rate, one or more intermediate rates, and a maximum or top rate.<sup>2</sup> Although the time intervals between rate steps varied among the 67 cities included in the survey, 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 indicated.

The starting or entrance rate for surface equipment operators in the cities studied varied from a low of \$1.65 in Albuquerque and Knoxville, to a high of \$3.11 in Oakland, California. 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 \$3.30 for one of the lines in New York City. The rate was at least \$2.50 an hour in about 3 of every 5 cities. The spread between the entrance and the top rates was 10 cents an hour in about 3 of every 10 cities and exceeded this amount in 1 of every 3 cities (table 9).

Negotiated wage scales of unionized local-transit operating employees in cities having populations of 100,000 or more averaged \$2.88 an hour on July 1, 1965. Surface car and bus operators, who approximated nine-tenths of the workers included in the survey, averaged \$2.85; those workers on elevated and subway equipment averaged \$3.09 (table 2).

<sup>2</sup> 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.

Labor-management agreements provided hourly scales of \$2.75 to \$3 for slightly more than a fourth of the operating employees on surface lines, and \$3 to \$3.25 for two-fifths. Scales of less than \$2.50 an hour prevailed for a sixth of the workers and \$2.50 to \$2.75 for a slightly smaller proportion. Among operators of elevated and subway cars, nearly two-thirds had hourly scales of \$2.75 to \$3, and almost a third had scales of at least \$3.25 an hour (table 5).

#### 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, 1964, and July 1, 1965, average union hourly wage scales moved up in 63 of the 67 cities included in the study. The advances varied from 2 cents in Charlotte to 32 cents for some operators in New York City. Increases of 5, 6, and 10 cents were each reported in about an eighth of the cities, 7 to 10 cents in nearly a fifth, and exceeded 10 cents in a sixth. Among the cities surveyed, average hourly scales were highest (\$3.20) in San Francisco-Oakland and lowest (\$1.75) in Knoxville. Scales averaged \$2.75 or more in 20 cities, \$2.25 to \$2.50 in 18 cities, and \$2.50 to \$2.75 in 17 cities (table 6).

When the cities were grouped according to population size, average hourly scales differed by size of city. The average scale for all cities of a million population or more was \$3.10 an hour, 73 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 \$2.93, and those in the group with 250,000 to 500,000 population, \$2.66 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 (\$1.06) in the smallest size group and narrowest (37 cents) in the largest size group. In the two intermediate size groups, the variation in averages was 95 cents for the 500,000 to a million population group and 89 cents for the 250,000 to 500,000 group.

Average scales overlapped among the cities in the different size groups. For example, the \$2.96 average for Newark in the 250,000 to 500,000 group was exceeded by only seven of the cities with 500,000 population or more and in two of these, by 4 cents.

On a regional basis, hourly scales for local-transit operating employees averaged highest (\$3.07) in the Middle Atlantic and lowest (\$2.25) in the Southeast. The \$2.88 national level also was exceeded by the Pacific (\$3) and Great Lakes (\$2.89) 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, which were applicable to 95 percent of the operators, averaged 40.3 hours on July 1, 1965, the same as a year earlier.

The predominant straight-time workweek, 40 hours, was in effect in about 4 of every 5 cities reporting straight-time workweeks. Such schedules affected 7 of every 8 operators of surface equipment and all operators of 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.<sup>3</sup> Contributory health and insurance plans, financed jointly by the employer and employees, were applicable to half of the car and bus operators and nearly 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, 1964, and July 1, 1965, for each of the 67 cities included in the study are presented in table 9. Weekly hours also are shown for cities for which a regular straight-time workweek was reported.

<sup>3</sup> 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, 1929-65

(1957-59=100)			
Date	Index	Date	Index
1929: May 15 .....	32.7	1949: Oct. 1 .....	66.1
1930: May 15 .....	33.0	1950: Oct. 1 .....	69.2
1931: May 15 .....	33.0	1951: Oct. 1 .....	73.8
1932: May 15 .....	32.4	1952: Oct. 1 .....	79.3
1933: May 15 .....	( <sup>1</sup> )		
1934: May 15 .....	31.5	1953: July 1 .....	81.1
1935: May 15 .....	32.6	1954: July 1 .....	85.1
1936: May 15 .....	32.9	1955: July 1 .....	87.6
		1956: July 1 .....	91.1
1937: May 15 .....	34.5		
1938: June 1 .....	35.5		
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
1941: June 1 .....	37.5	1960: July 1 .....	108.4
1942: July 1 .....	40.2		
1943: July 1 .....	42.8		
1944: July 1 .....	43.1	1961: July 1 .....	112.5
		1962: July 1 .....	117.1
1945: July 1 .....	43.6	1963: July 1 .....	121.5
1946: July 1 .....	51.1	1964: July 1 .....	126.4
1947: Oct. 1 .....	57.7		
1948: Oct. 1 .....	63.5	1965: July 1 .....	131.7

<sup>1</sup> Information not available.

Table 2. Average Union Hourly Wage Rates of Local-Transit Operating Employees, July 1, 1965, and Increases in Rates, July 1, 1964-July 1, 1965

Classification	July 1, 1965 average hourly rate	Increase over July 1, 1964	
		Percent	Cents per hour
All local-transit operating employees .....	\$2.88	4.2	11
Operators of surface cars and buses.....	\$2.85	4.0	11
Elevated and subway operators .....	3.09	5.0	15

Table 3. Percent Changes in Union Wage Rates and Percent of Local-Transit Operating Employees Affected, July 1, 1964-July 1, 1965

Changes in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change .....	1.5	1.6	-
Increase .....	98.5	98.4	100.0
Under 2 percent .....	11.2	12.5	-
2 and under 3 percent.....	16.7	18.7	.8
3 and under 4 percent.....	31.0	30.6	34.3
4 and under 5 percent.....	5.2	5.8	-
5 and under 6 percent.....	22.4	17.2	65.0
6 and under 7 percent.....	9.0	10.1	-
7 and under 8 percent.....	.7	.8	-
8 and under 9 percent.....	2.0	2.3	-
9 percent and over.....	.4	.4	-

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, 1964-July 1, 1965

Changes in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change.....	1.5	1.6	-
Increase.....	98.5	98.4	100.0
Under 5 cents.....	11.1	12.5	-
5 and under 6 cents.....	4.6	5.2	-
6 and under 7 cents.....	6.7	7.4	.8
7 and under 8 cents.....	5.6	6.3	-
8 and under 9 cents.....	3.6	4.0	-
9 and under 10 cents.....	.7	.7	-
10 and under 11 cents.....	12.5	10.0	33.4
11 and under 12 cents.....	15.9	17.8	.9
12 and under 13 cents.....	1.4	1.6	-
13 and under 14 cents.....	( <sup>1</sup> )	( <sup>1</sup> )	-
14 and under 15 cents.....	2.7	2.5	4.1
15 and under 16 cents.....	7.4	7.3	8.2
16 and under 17 cents.....	4.0	2.2	19.0
17 and under 18 cents.....	5.5	6.0	1.3
18 and under 19 cents.....	5.1	1.8	32.4
19 and under 20 cents.....	8.7	9.8	-
20 cents and over.....	2.9	3.3	-

<sup>1</sup> Less than 0.05 percent.

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, 1965

Hourly wage rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
Under \$2.20.....	3.6	4.0	-
\$2.20 and under \$2.30.....	3.8	4.2	-
\$2.30 and under \$2.40.....	2.4	2.7	-
\$2.40 and under \$2.50.....	5.6	6.3	-
\$2.50 and under \$2.60.....	4.4	4.9	-
\$2.60 and under \$2.70.....	4.7	5.3	-
\$2.70 and under \$2.75.....	4.0	4.5	0.4
\$2.75 and under \$2.80.....	.9	.3	5.7
\$2.80 and under \$2.85.....	3.9	3.4	7.8
\$2.85 and under \$2.90.....	4.6	4.6	3.9
\$2.90 and under \$2.95.....	14.2	14.3	13.4
\$2.95 and under \$3.00.....	7.4	4.4	32.7
\$3.00 and under \$3.05.....	5.0	5.3	1.9
\$3.05 and under \$3.10.....	6.6	7.4	-
\$3.10 and under \$3.15.....	5.5	6.2	.5
\$3.15 and under \$3.20.....	3.5	4.0	-
\$3.20 and under \$3.25.....	15.9	17.6	1.3
\$3.25 and over.....	4.1	.6	32.4

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, 1965

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. ....	\$3.18	Indianapolis, Ind. ....	\$2.57
Average for group I .....	3.10	Dayton, Ohio .....	2.56
Chicago, Ill. ....	3.06	Louisville, Ky. ....	2.50
Los Angeles, Calif. ....	2.91	Memphis, Tenn. ....	2.50
Detroit, Mich. ....	2.90	Atlanta, Ga. ....	2.48
Philadelphia, Pa. ....	2.81	Omaha, Neb. ....	2.43
Population group II (500,000 to 1,000,000):		Birmingham, Ala. ....	2.38
San Francisco-Oakland, Calif. ....	3.20	Norfolk, Va. ....	2.30
Pittsburgh, Pa. ....	3.17	Tampa, Fla. ....	2.29
Boston, Mass. ....	3.09	Phoenix, Ariz. ....	2.20
Seattle, Wash. ....	3.00	Tulsa, Okla. ....	2.15
Washington, D.C. ....	3.00	Oklahoma City, Okla. ....	2.07
Average for group II .....	2.93	Population group IV (100,000 to 250,000):	
Milwaukee, Wis. ....	2.90	Fresno, Calif. ....	2.81
St. Louis, Mo. ....	2.90	Sacramento, Calif. ....	2.79
Cleveland, Ohio. ....	2.89	New Haven, Conn. ....	2.74
Baltimore, Md. ....	2.86	Trenton, N.J. ....	2.73
San Diego, Calif. ....	2.83	Syracuse, N.Y. ....	2.60
New Orleans, La. ....	2.72	Des Moines, Iowa. ....	2.53
Buffalo, N.Y. ....	2.65	Springfield, Mass. ....	2.50
Cincinnati, Ohio. ....	2.62	Providence, R.I. ....	2.48
Dallas, Tex. ....	2.42	Erie, Pa. ....	2.45
Houston, Tex. ....	2.42	South Bend, Ind. ....	2.41
San Antonio, Tex. ....	2.25	Peoria, Ill. ....	2.39
Population group III (250,000 to 500,000):		Average for group IV .....	2.37
Newark, N.J. ....	2.96	Madison, Wis. ....	2.37
Minneapolis-St. Paul, Minn. ....	2.88	Spokane, Wash. ....	2.34
Portland, Oreg. ....	2.79	Richmond, Va. ....	2.29
Columbus, Ohio. ....	2.70	Grand Rapids, Mich. ....	2.26
Average for group III .....	2.66	Salt Lake City, Utah. ....	2.26
Kansas City, Mo. ....	2.65	Jacksonville, Fla. ....	2.25
Rochester, N.Y. ....	2.60	Shreveport, La. ....	2.23
Toledo, Ohio. ....	2.59	Jackson, Miss. ....	2.18
Denver, Colo. ....	2.58	Little Rock, Ark. ....	2.10
		Albuquerque, N. Mex. ....	2.03
		Charlotte, N.C. ....	2.00
		Scranton, Pa. ....	2.00
		Evansville, Ind. ....	1.90
		Topeka, Kans. ....	1.84
		Knoxville, Tenn. ....	1.75

Table 7. Average Union Hourly Wage Rates of Local-Transit Operating Employees by Region, <sup>1</sup> July 1, 1965

Region <sup>1</sup>	Average rate per hour		
	All workers	Operators of surface cars and buses	Elevated and subway operators
United States .....	\$2.88	\$2.85	\$3.09
New England .....	\$2.84	\$2.82	\$3.00
Middle Atlantic .....	3.07	3.05	3.14
Border States .....	2.80	2.80	-
Southeast .....	2.25	2.25	-
Great Lakes .....	2.89	2.88	2.95
Middle West .....	2.73	2.73	-
Southwest .....	2.39	2.39	-
Mountain .....	2.37	2.37	-
Pacific .....	3.00	3.00	-

<sup>1</sup> 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—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, 1965

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.....	95.2	94.6	100.0
40 hours.....	89.1	87.8	100.0
Over 40 and under 44 hours.....	1.7	2.0	-
44 hours.....	2.3	2.6	-
Over 44 and under 48 hours.....	.7	.8	-
48 hours.....	.9	1.0	-
51 hours.....	.4	.4	-
Percent reporting no standard hours.....	4.8	5.4	-

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, 1964, and July 1, 1965

City and classification		(Hours are the same for both years unless otherwise indicated)			City and classification		(Hours are the same for both years unless otherwise indicated)			
		July 1, 1964	July 1, 1965				July 1, 1964	July 1, 1965		
		Rate per hour	Rate per hour	Hours per week <sup>1</sup>			Rate per hour	Rate per hour	Hours per week <sup>1</sup>	
ALBUQUERQUE, N. MEX.				CHARLOTTE, N. C.						
Buses:				Buses:						
First 4 months.....		\$ 1.650	\$ 1.650	-	First 2 months.....		\$ 1.880	\$ 1.900	-	
5-12 months.....		1.880	1.880	-	3-6 months.....		1.930	1.950	-	
After 1 year.....		2.050	2.050	-	After 6 months.....		1.980	2.000	-	
ATLANTA, GA.				CHICAGO, ILL.						
Buses:				Buses:						
First 6 months.....		2.320	2.380	-	First 3 months.....		2.925	3.040	40	
7-12 months.....		2.380	2.440	-	4-12 months.....		2.955	3.070	40	
After 1 year.....		2.420	2.480	-	After 1 year:					
BALTIMORE, MD.				Day.....						
1-man cars and buses:				Night—before 2 a. m.....						
First 6 months.....		2.600	2.760	40	Night—after 2 a. m.....		2.975	3.090	40	
7-12 months.....		2.680	2.810	40	Elevated and subway railways:		3.005	3.120	40	
After 1 year.....		2.700	2.860	40	Motormen (regular).....		3.025	3.140	40	
BIRMINGHAM, ALA.				Motormen (extra):						
Buses:				First 3 months.....						
First 6 months.....		2.280	2.330	40	4-12 months.....		2.827	2.932	40	
7-12 months.....		2.300	2.350	40	After 1 year.....		2.836	2.941	40	
After 1 year.....		2.330	2.380	40	Conductors (regular).....		2.881	2.986	40	
BOSTON, MASS.				Conductors (extra):						
1-man cars and buses:				First year.....						
First 3 months.....		2.705	2.805	40	After 1 year.....		2.818	2.923	40	
4-6 months.....		2.825	2.925	40	Guards (extra):		2.836	2.941	40	
7-9 months.....		2.860	2.960	40	First 3 months.....		2.790	2.895	40	
10-12 months.....		2.908	3.008	40	4-12 months.....		2.800	2.905	40	
After 1 year.....		3.005	3.105	40	After 1 year.....		2.809	2.914	40	
P. C. C. surface lines operators:				CINCINNATI, OHIO						
First 3 months.....		2.825	2.925	40	Buses:					
4-6 months.....		2.948	3.048	40	First 6 months.....		2.360	2.430	40	
7-9 months.....		2.980	3.080	40	7-12 months.....		2.410	2.480	40	
10-12 months.....		3.025	3.125	40	13-18 months.....		2.460	2.530	40	
After 1 year.....		3.123	3.223	40	19-24 months.....		2.510	2.580	40	
Rapid transit lines:				After 2 years.....						
Guards:					2.560		2.630	40		
First 3 months.....		2.583	2.683	40	CLEVELAND, OHIO					
4-6 months.....		2.705	2.805	40	Buses and trolley coaches:					
7-9 months.....		2.743	2.843	40	First 3 months.....		2.760	2.860	40	
10-12 months.....		2.788	2.888	40	4-12 months.....		2.790	2.890	40	
After 1 year.....		2.888	2.988	40	After 1 year.....		2.810	2.910	40	
Motormen:				Rapid transit—Trainmen:						
Road.....		2.948	3.048	40	First 3 months.....		2.660	2.760	40	
Yard.....		3.005	3.105	40	4-12 months.....		2.690	2.790	40	
Platform men:				After 1 year.....						
Warders.....		2.728	2.828	40	2.710		2.810	40		
Gatemen.....		2.753	2.853	40	COLUMBUS, OHIO					
BUFFALO, N. Y.				Buses and trolley coaches:						
Buses:				First 26 weeks.....						
First 3 months.....		2.540	2.600	40	27-52 weeks.....		2.570	2.620	40	
4-12 months.....		2.570	2.630	40	After 1 year.....		2.600	2.660	40	
After 1 year.....		2.590	2.650	40	2.630		2.700	40		
DALLAS, TEX.				Buses:						
First year.....		2.280	2.350	-	First year.....					
After 1 year.....		2.360	2.430	-	After 1 year.....					

See footnotes at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1964, and July 1, 1965—Continued

City and classification	July 1, 1964	July 1, 1965		City and classification	July 1, 1964	July 1, 1965	
	Rate per hour	Rate per hour	Hours per week <sup>1</sup>		Rate per hour	Rate per hour	Hours per week <sup>1</sup>
<b>DAYTON, OHIO</b>				<b>KANSAS CITY, MO.</b>			
Buses:				Buses:			
First 6 months.....	\$2.420	\$2.480	40	First 4 months.....	\$2.495	\$2.595	40
7-12 months.....	2.470	2.530	40	5-8 months.....	2.515	2.615	40
After 1 year.....	2.520	2.580	40	9-12 months.....	2.535	2.635	40
				After 1 year.....	2.550	2.650	40
<b>DENVER, COLO.</b>				<b>KNOXVILLE, TENN.</b>			
Buses and trolley coaches:				Buses:			
First 3 months.....	2.460	2.540	40	First year.....	1.650	1.650	48
4-12 months.....	2.470	2.550	40	1-2 years.....	1.700	1.700	48
13-18 months.....	2.480	2.560	40	After 2 years.....	1.750	1.750	48
19-24 months.....	2.490	2.570	40				
After 2 years.....	2.500	2.580	40	<b>LITTLE ROCK, ARK.</b>			
<b>DES MOINES, IOWA</b>				Buses:			
Buses:				First 6 months.....	1.950	2.000	51
First 3 months.....	2.400	2.450	40	7-12 months.....	2.000	2.050	51
4-12 months.....	2.430	2.480	40	After 1 year.....	2.050	2.100	51
After 1 year.....	2.480	2.530	40	<b>LOS ANGELES, CALIF.</b>			
<b>DETROIT, MICH.</b>				Buses:			
Buses:				First year.....	2.770	2.810	40
First 6 months.....	2.650	2.800	40	After 1 year.....	2.870	2.910	40
7-12 months.....	2.700	2.850	40	<b>LOUISVILLE, KY.</b>			
After 1 year.....	2.750	2.900	40	Buses:			
Night.....	2.850	3.000	40	First 3 months.....	2.290	2.350	40
<b>ERIE, PA.</b>				4-6 months.....	2.370	2.430	40
Buses:				7-12 months.....	2.420	2.480	40
First 6 months.....	2.290	2.350	40	After 1 year.....	2.440	2.500	40
7-12 months.....	2.360	2.420	40	<b>MADISON, WIS.</b>			
After 1 year.....	2.390	2.450	40	Buses:			
<b>EVANSVILLE, IND.</b>				First 4 months:			
Buses:				Day.....	2.200	2.240	40
First 6 months.....	1.650	1.750	48	Night.....	2.250	2.290	40
7-12 months.....	1.720	1.820	48	5-8 months:			
After 1 year.....	1.800	1.900	48	Day.....	2.240	2.280	40
<b>FRESNO, CALIF.</b>				Night.....	2.290	2.330	40
Buses:				9-12 months:			
First 6 months.....	2.500	2.580	40	Day.....	2.320	2.360	40
7-12 months.....	2.560	2.640	40	Night.....	2.370	2.410	40
1-2 years.....	2.630	2.710	40	After 1 year:			
2-3 years.....	2.690	2.770	40	Day.....	2.340	2.380	40
After 3 years.....	2.760	2.840	40	Night.....	2.390	2.430	40
<b>GRAND RAPIDS, MICH.</b>				<b>MEMPHIS, TENN.</b>			
Buses:				Buses.....	2.410	2.500	40
First 3 months.....	2.100	2.160	44	<b>MILWAUKEE, WIS.</b>			
4-12 months.....	2.150	2.210	44	Buses:			
After 1 year.....	2.200	2.260	44	First year.....	2.790	2.860	40
<b>HOUSTON, TEX.</b>				After 1 year.....	2.830	2.900	40
Buses:				<b>MINNEAPOLIS-ST. PAUL, MINN.</b>			
First 3 months.....	2.290	2.340	42½	Buses:			
4-9 months.....	2.320	2.370	42½	First 9 months.....	2.770	2.810	40
10-15 months.....	2.350	2.400	42½	10-18 months.....	2.800	2.840	40
After 15 months.....	2.380	2.430	42½	After 18 months.....	2.840	2.880	40
<b>INDIANAPOLIS, IND.</b>				<b>NEWARK, N. J.</b>			
Buses:				Buses:			
First year.....	2.430	2.510	40	First 6 months.....	2.590	2.780	40
1-2 years.....	2.450	2.530	40	7-12 months.....	2.680	2.870	40
After 2 years.....	2.500	2.580	40	After 1 year.....	2.860	2.970	40
<b>JACKSON, MISS.</b>				Subway:			
Buses:				Motormen:			
First year.....	2.100	2.130	-	First 6 months.....	2.590	2.780	40
After 1 year.....	2.150	2.180	-	7-12 months.....	2.680	2.870	40
<b>JACKSONVILLE, FLA.</b>				After 1 year.....	2.860	2.970	40
Buses:				Platform men.....	2.860	2.970	40
First 3 months.....	2.120	2.160	40	<b>NEW HAVEN, CONN.</b>			
4-6 months.....	2.170	2.210	40	Buses:			
After 6 months.....	2.220	2.260	40	First 3 months.....	2.590	2.670	40
				4-12 months.....	2.620	2.700	40
				After 1 year.....	2.660	2.740	40

See footnote at end of table.



Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1964, and July 1, 1965—Continued

City and classification	July 1, 1964	July 1, 1965		City and classification	July 1, 1964	July 1, 1965	
	Rate per hour	Rate per hour	Hours per week <sup>1</sup>		Rate per hour	Rate per hour	Hours per week <sup>1</sup>
NEW ORLEANS, LA.				OAKLAND, CALIF.			
1-man cars and buses:				(Scales listed under San Francisco-Oakland, Calif.)			
First 6 months.....	\$2.590	\$2.665	40	OKLAHOMA CITY, OKLA.			
7-12 months.....	2.620	2.695	40	1-man cars and buses:			
After 1 year.....	2.650	2.725	40	First 6 months.....	\$1.910	\$1.960	43
2-man cars:				7-12 months.....	1.960	2.010	43
First 6 months.....	2.520	2.595	40	After 1 year.....	2.040	2.090	43
7-12 months.....	2.550	2.625	40	OMAHA, NEBR.			
After 1 year.....	2.580	2.655	40	Buses:			
NEW YORK, N. Y.				First 6 months.....	2.300	2.360	45
Buses:				7-12 months.....	2.330	2.390	45
Avenue B and East Broadway Transit Co.:				After 1 year.....	2.370	2.430	45
First 6 months.....	2.550	2.700	40	PEORIA, ILL.			
7-12 months.....	2.630	2.780	40	Buses:			
13-24 months.....	2.760	2.850	40	First 9 months.....	2.260	2.360	40
After 2 years.....	2.835	2.985	40	10-18 months.....	2.280	2.380	40
Brooklyn Bus Division; Brooklyn Division No. 2; Manhattan Bus Division:				After 18 months.....	2.300	2.400	40
First 6 months.....	2.748	2.907	40	PHILADELPHIA, PA.			
7-12 months.....	2.893	3.057	40	1-man cars and buses:			
After 1 year.....	3.045	3.220	40	First 6 months.....	2.650	2.700	40
Queens Bus Division:				7-12 months.....	2.650	2.750	40
First 6 months.....	2.765	2.907	40	13-18 months.....	2.650	2.800	40
7-12 months.....	2.925	3.057	40	After 18 months.....	2.650	2.850	40
After 1 year.....	3.040	3.220	40	Elevated, high speed and subway lines:			
Green Lines:				Conductors:			
First 6 months.....	2.770	3.020	40	First 6 months.....	2.650	2.650	40
7-12 months.....	2.820	3.070	40	7-18 months.....	2.650	2.700	40
13-18 months.....	2.890	3.140	40	After 18 months.....	2.650	2.750	40
After 18 months.....	3.050	3.300	40	Operators:			
Jamaica Buses, Inc.:				First 6 months.....	2.650	2.700	40
First 6 months.....	2.615	2.765	40	7-18 months.....	2.650	2.700	40
7-12 months.....	2.695	2.845	40	After 18 months.....	2.650	2.750	40
13-18 months.....	2.765	2.915	40	1-man cars and buses:			
After 18 months.....	2.900	3.050	40	First 3 months.....	2.875	3.020	40
Manhattan-Bronx Surface Authority:				4-12 months.....	2.965	3.110	40
First 6 months.....	2.720	2.907	40	After 1 year.....	3.020	3.165	40
7-12 months.....	2.840	3.057	40	PORTLAND, OREG.			
13-18 months.....	2.900	3.220	40	Buses and trolley coaches:			
After 18 months.....	3.025	3.220	40	First 3 months.....	2.620	2.720	40
Queens Transit Corp.:				4-6 months.....	2.645	2.745	40
First 6 months.....	2.585	2.765	40	7-12 months.....	2.670	2.770	40
7-12 months.....	2.665	2.845	40	After 1 year.....	2.700	2.800	40
13-18 months.....	2.735	2.915	40	PROVIDENCE, R. I.			
19-24 months.....	2.805	2.985	40	Buses:			
After 2 years.....	2.900	3.050	40	First 3 months.....	2.400	2.430	40
Schenck Transport Co.:				4-12 months.....	2.430	2.460	40
First 9 months.....	2.580	2.580	40	After 1 year.....	2.450	2.480	40
10-18 months.....	2.640	2.640	40	RICHMOND, VA.			
After 18 months.....	2.850	2.850	40	Buses:			
Steinway Transit Corp.:				First 3 months.....	2.100	2.200	44
First 6 months.....	2.585	2.765	40	4-12 months.....	2.150	2.250	44
7-12 months.....	2.665	2.845	40	After 1 year.....	2.200	2.300	44
13-18 months.....	2.735	2.915	40	ROCHESTER, N. Y.			
19-24 months.....	2.805	2.985	40	Buses:			
After 2 years.....	2.900	3.050	40	First 3 months.....	2.380	2.445	40
Tri-Boro Coach Corp.:				4-12 months.....	2.440	2.505	40
First 12 months.....	2.600	2.750	40	After 1 year.....	2.540	2.605	40
13-18 months.....	2.790	2.940	40	SACRAMENTO, CALIF.			
After 18 months.....	2.900	3.050	40	Buses:			
Subway:				First 6 months.....	2.490	2.610	40
Conductors:				7-12 months.....	2.590	2.710	40
First position:				After 1 year.....	2.700	2.820	40
First year.....	2.725	2.880	40				
After 1 year.....	2.795	2.955	40				
Second position:							
First year.....	2.673	2.827	40				
Motormen:							
Road:							
First year.....	3.200	3.385	40				
After 1 year.....	3.273	3.462	40				
Yard:							
First year.....	3.055	3.230	40				
After 1 year.....	3.125	3.305	40				
Platform men:							
First year.....	2.568	2.712	40				
After 1 year.....	2.613	2.762	40				
NORFOLK, VA.							
Buses:							
First 3 months.....	2.100	2.200	44				
4-12 months.....	2.150	2.250	44				
After 1 year.....	2.200	2.300	44				

See footnote at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1964, and July 1, 1965--Continued

City and classification	July 1, 1964		July 1, 1965		City and classification	July 1, 1964		July 1, 1965	
	Rate per hour	Rate per hour	Hours per week <sup>1</sup>	Hours per week <sup>1</sup>		Rate per hour	Rate per hour	Hours per week <sup>1</sup>	Hours per week <sup>1</sup>
ST. LOUIS, MO.					SPOKANE, WASH.				
1-man cars and buses:					Buses:				
First 6 months.....	\$2.500	\$2.650	40		First 6 months.....	\$2.200	\$2.250	-	
7-12 months.....	2.650	2.800	40		7-12 months.....	2.250	2.300	-	
After 1 year.....	2.750	2.900	40		After 1 year.....	2.300	2.350	-	
ST. PAUL, MINN.					SPRINGFIELD, MASS.				
(Scales listed under Minneapolis-St. Paul, Minn.)					Buses:				
SALT LAKE CITY, UTAH					First 3 months.....	2.350	2.400	40	
Buses:					4-12 months.....	2.405	2.455	40	
First 6 months.....	2.110	2.190	44		After 1 year.....	2.450	2.500	40	
After 6 months.....	2.190	2.270	44		SYRACUSE, N.Y.				
SAN ANTONIO, TEX.					Buses:				
Buses:					First 6 months.....	2.350	2.350	<sup>3</sup> 40	
First 6 months.....	1.980	2.030	40		7-12 months.....	2.390	2.390	<sup>3</sup> 40	
7-12 months.....	2.060	2.110	40		After 1 year.....	2.550	2.610	<sup>3</sup> 40	
13-18 months.....	2.120	2.170	40		TAMPA, FLA.				
After 18 months.....	2.200	2.250	40		Buses:				
SAN DIEGO, CALIF.					First 6 months.....	2.140	2.210	44	
Buses:					After 6 months.....	2.220	2.290	44	
First 3 months.....	2.700	2.730	40		TOLEDO, OHIO				
4-12 months.....	2.750	2.780	40		Buses:				
After 1 year.....	2.800	2.830	40		First 6 months.....	2.480	2.540	40	
SAN FRANCISCO-OAKLAND, CALIF.					7-12 months.....	2.500	2.560	40	
San Francisco:					After 1 year.....	2.530	2.590	40	
Buses and trackless trolleys, and cable gripmen and conductors.....	3.030	3.220	40		TOPEKA, KANS.				
Oakland:					Buses:				
Buses:					First 6 months.....	1.773	<sup>2</sup> 1,773	48	
First 6 months.....	2.860	3.110	40		After 6 months.....	1.850	<sup>2</sup> 1,850	48	
After 6 months.....	2.910	3.160	40		TRENTON, N.J.				
SCRANTON, PA.					Buses:				
Buses.....	2.000	2.000	40		First 3 months.....	2.580	2.660	40	
SEATTLE, WASH.					4-12 months.....	2.620	2.700	40	
Buses:					After 1 year.....	2.650	2.730	40	
First 6 months.....	2.815	2.935	-		TULSA, OKLA.				
After 6 months.....	2.880	3.000	-		Buses:				
SHREVEPORT, LA.					First 6 months.....	2.000	2.050	43 <sup>1</sup> / <sub>3</sub>	
Buses:					After 6 months.....	2.100	2.150	43 <sup>1</sup> / <sub>3</sub>	
First 6 months.....	2.090	2.120	-		WASHINGTON, D.C.				
7-12 months.....	2.140	2.170	-		Buses:				
After 1 year.....	2.200	2.230	-		First 3 months.....	2.820	2.930	40	
SOUTH BEND, IND.					4-12 months.....	2.860	2.970	40	
Buses.....	2.370	2.410	40		After 1 year.....	2.900	3.010	40	

<sup>1</sup> Hours per week are shown only for those cities that reported a regular workweek after which premium overtime was paid.<sup>2</sup> This rate in effect prior to July 1, 1965; new scale in negotiation at time of survey.<sup>3</sup> 41<sup>1</sup>/<sub>4</sub>-hour workweek on July 1, 1964.

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