

Union Wages and Hours: Local-Transit Operating Employees

July 1, 1966

and

Trend 1929-66

Bulletin No. 1546

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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UNITED STATES DEPARTMENT OF LABOR

W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS

Arthur M. Ross, Commissioner



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 March 1967. This analysis provides additional data and indexes of the trend of wages and hours for the period 1929-66.

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 for Wages and Industrial Relations. The analysis was prepared by Thomas C. Mobley, under the supervision of Alvin Bauman. 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, 1966

Summary

Average wage scales of unionized local-transit operating employees in cities of 100,000 population or more were \$3 an hour on July 1, 1966, according to the Bureau of Labor Statistics 46th annual survey of such scales in the local transit industry. Hourly scales of at least \$2.50 were in effect for all but about one-tenth of the operating employees and scales of \$2.90 to \$3.40 were specified in labor-management agreements for two-thirds of the employees. The average hourly scale was 12 cents or 4.2 percent higher than it had been a year earlier. Negotiated contract adjustments and cost-of-living allowances which became effective between July 1, 1965, and July 1, 1966, resulted in scale advances for more than 98 percent of the operating employees. Increases of 12 to 14 cents an hour were reported for about one-third of the operating employees and 10 to 12 cents for one-fifth.¹ The advance was 15 cents or more for one-sixth of the workers and less than 10 cents for one-fifth.

Straight-time workweek schedules were specified in negotiated agreements for 92 percent of the employees included in the survey. Such weekly schedules averaged 40.2 hours on July 1, 1966. A straight-time workweek of 40 hours was in effect for seven-eighths of the workers.

Practically all of the operating employees were covered by labor-management agreements providing for one or more types of health, insurance, and pension plans financed wholly or in part by the employers. More than one-third of the employees had health and welfare plans financed entirely by employers, and almost three-tenths had similarly financed pension plans.

Wage Scales, July 1966

Hourly wage scales of unionized local-transit operating employees on July 1, 1966, averaged \$3 in cities of 100,000 population or more. Operators of surface cars and

buses, who accounted for almost nine-tenths of the workers, averaged \$2.98 an hour, and elevated and subway operators averaged \$3.20 an hour² (table 2).

All but one-tenth of the operating employees were covered by agreements providing a scale of \$2.50 an hour or more, and seven-tenths had a scale of at least \$2.90 an hour. Somewhat more than one-fifth were employed at scales of between \$3.30 and \$3.40 an hour, and scales of \$2.90 to \$3, \$3 to \$3.10, and \$3.20 to \$3.30 were each in effect for about one-eighth of the workers. The distribution of surface car and bus operators by hourly scale was similar to that for all operating employees. The scales of elevated and subway operators, however, were more concentrated. They all had a rate of at least \$2.80 an hour, nearly one-fourth were paid \$2.90 to \$3, and close to three-tenths received \$3 to \$3.10. Nearly one-third of the subway and elevated operators (all of whom were employed in New York City) had a scale from \$3.40 to \$3.60 an hour.

Wage Scale Increases, 1965-66

Changes in wage rates for local-transit operators are primarily the result of labor-management negotiations. Of the contracts in effect on July 1, 1966, 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, 1965, and July 1, 1966, have been included in the survey. Some of the scale adjustments were provided for in contracts negotiated prior to July 1, 1965. Deferred increases effective subsequent to July 1, 1966, have been excluded from the study. Thus, the scale changes presented in

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.

² The average for elevated and subway operators does not include an increase in scale in Chicago which resulted from an arbitration award in December 1966 which was retroactive to December 1965. Information on the award was received too late for inclusion in the tabulations. Effective scales (excluding cost-of-living allowance) on July 1, 1966, for Chicago elevated and subway operators exceed those shown in table 9 by 10 cents for motormen and 8 cents for conductors and guards. Since Chicago had about a fourth of the subway and elevated employees in the survey, the tabulations published understate somewhat the scale and changes in scale for all such employees.

this bulletin do not reflect the total wage advances negotiated in individual agreements during the survey year. Cost-of-living allowances, provided on the basis of increases in the Consumer Price Index, are included in the scales.

Wage scale revisions that became effective during the year ending July 1, 1966, raised the level of hourly scales 4.2 percent, matching the previous year's percentage increase, which was the largest in 7 years. The 12-cent-an-hour increase in average scale was the largest since July 1, 1958. The Bureau's index (1957-59=100) of union hourly wage scales of transit operating employees was raised to 137.3 (table 1). The average hourly scale for operators of surface cars and buses was increased 4.3 percent or 12 cents, but the scale for those on elevated and subway equipment rose 3.5 percent or 11 cents (table 2).

Almost all the surface car and bus operators and all of those on elevated and subway equipment had their hourly scales increased during the year ending July 1, 1966 (table 3). Individual hourly advances for more than nine-tenths of the surface car and bus operators ranged from 5 to 25 cents an hour. However, raises of 13 to 14 cents affected nearly three-tenths of these workers, and advances of 10 to 12 cents were reported for slightly more than one-fifth.

For operators of elevated and subway equipment, hourly scale increases were more concentrated. Nearly one-fourth of the workers received scale advances of under 5 cents, and one-third each received 11 to 12 cents and 13 to 14 cents. Elevated and subway equipment is found in only six cities, and this fact, coupled with the fact that cents-per-hour increases in a given city were usually uniform among all elevated and subway operators, explains the concentrations noted.

Slightly more than two-fifths of the surface car and bus operators had a scale increase of between 4 and 5 percent, and one-fourth had an increase of between 3 and 4 percent. Close to one-fifth saw their scale advance 5 percent or more. About two-thirds of the elevated and subway operators received a scale increase of 3 to 4 percent, and one-fourth received less than 2 percent.

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.³ 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, and Scranton, where only single rates were indicated.

The starting or entrance rate for operators of surface equipment varied from a low of \$1.65 an hour in Knoxville to a high of \$3.26 an hour in Oakland. The entrance rate exceeded \$2.35 an hour in 7 of every 10 of the other cities. Top rates varied from \$1.75 an hour in Knoxville to \$3.46 an hour for multiunit cars in Boston. Operators of surface cars and buses had top rates of at least \$2.60 an hour in almost 3 of every 5 cities. The spread between the entrance and top rate was 10 cents in 1 of every 4 cities and exceeded 10 cents an hour in about the same proportion.

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 by weighting the 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.

Among the 67 cities included in the survey, average hourly scales were highest in Pittsburgh (\$3.34) and lowest in Knoxville (\$1.74) (table 6). Hourly rates averaged more than \$3.25 in 6 percent of the cities and between \$3 and \$3.25 in 13 percent. Thus, the average scale in 4 out of 5 cities was below the overall average of \$3, and in 1 out of 3 cities the scale was at least 50 cents below.

Average scales differed by population size of city. Scales averaged \$3.20 an hour in cities of 1 million population or more,

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.

74 cents more than in cities of 100,000 to 250,000 population. Scales averaged \$2.77 an hour in cities of 250,000 to 500,000 population and \$3.06 an hour in cities of 500,000 to 1 million population. However, pay scales were not always related to city size. For example, the scale in San Antonio, which was in next to the largest city group, was below the scale in 7 out of 10 smallest cities. Similarly, the scale in Fresno, one of the smallest cities, was higher than that in more than two-fifths of the cities in the second largest population group.

Among the individual cities, average hourly scales showed a wide variation in each population group. The spread between the highest and lowest city average was widest (\$1.17) among the smallest cities and narrowest (37 cents) among the largest. In the two other groups the range was \$1.04 in cities of 500,000 to 1 million and 97 cents in cities of 250,000 to 500,000 population.

During the year ending July 1, 1966, hourly wage scales rose in 64 of the 67 cities included in the survey. The hourly increase varied from 2 cents in Jackson to 27 cents in Detroit. Advances of 10 cents an hour were reported in about one-sixth of the cities, and 7 cents in one-tenth. Other increases were widely scattered.

Regionally, average hourly wage scales for local-transit equipment operators ranged from \$2.35 in the Southeast to \$3.17 in the Middle Atlantic States. Average scales also exceeded \$3 an hour in the New England (\$3.01), Great Lakes (\$3.02), and the Pacific (\$3.08) regions (table 7).

Standard Workweek

Straight-time workweeks were reported for surface equipment operators in 52 of the 67 cities included in the survey (table 9). Such weekly schedules, which were applicable to 92 percent of the operators, averaged 40.2 hours on July 1, 1966, compared with 40.3 a year earlier.

A straight-time workweek of 40 hours was in effect in about 4 of every 5 cities reporting such workweeks. Seven of every eight operators of surface equipment and all operators of elevated and subway equipment had a 40-hour straight-time workweek (tables 8 and 9).

Health, Insurance, and Pension Plans

Practically all of the local-transit operating employees in the Bureau's survey were covered by labor-management agreements which provided for one or more types of health, insurance, and pension plans.⁴

Somewhat more than three-fifths of the surface car and bus operators were covered by health and insurance plans, and the same proportion by pension plans, which were financed jointly by the employer and employee. All but one-tenth of the elevated and subway operators had health and insurance plans financed entirely by the employer, but almost all contributed to their pension plans.

Scope and Method of Study

Union scales, in this bulletin, are those scales agreed on through collective bargaining between trade unions and employers, and are 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, 1966, 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

⁴ 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.

to 500,000 group. The cities in the 100,000 to 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, 1966. 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, 1965, to July 1, 1966, were, however, based on comparable quotations for the various classifications in both periods, weighted by the membership reported for the current (1966) survey. The index series, designed for trend purposes, was similarly constructed.

Table 1. Indexes of Union Hourly Wage Rates of Local-Transit Operating Employees, 1929-66

(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	(¹)	1953: July 1	81.1
1934: May 15	31.5	1954: July 1	85.1
1935: May 15	32.6	1955: July 1	87.6
1936: May 15	32.9	1956: July 1	91.1
1937: May 15	34.5		
1938: June 1	35.5	1957: July 1	94.9
1939: June 1	35.7	1958: July 1	100.6
1940: June 1	36.1	1959: July 1	104.4
		1960: July 1	108.4
1941: June 1	37.5		
1942: July 1	40.2	1961: July 1	112.5
1943: July 1	42.8	1962: July 1	117.1
1944: July 1	43.1	1963: July 1	121.5
		1964: July 1	126.4
1945: July 1	43.6		
1946: July 1	51.1	1965: July 1	131.7
1947: Oct. 1	57.7	1966: July 1	137.3
1948: Oct. 1	63.5		

¹ Information not available.

Table 2. Average Union Hourly Wage Rates of Local-Transit Operating Employees, July 1, 1966, and Increase in Rates, July 1, 1965-July 1, 1966

Classification	July 1, 1966, average hourly rate	Increase over July 1, 1965	
		Percent	Cents per hour
All local-transit operating employees	\$3.00	4.2	12
Operators of surface cars and buses	\$2.98	4.3	12
Elevated and subway operators	3.20	3.5	11

Table 3. Percent Changes in Union Hourly Wage Rates and Percent of Local-Transit Operating Employees Affected, July 1, 1965-July 1, 1966

Change in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change	1.8	2.0	-
Increase	98.2	98.0	100.0
Under 2 percent	8.0	6.0	24.0
2 and under 3 percent	6.9	7.8	-
3 and under 4 percent	25.9	21.1	65.3
4 and under 5 percent	38.5	42.7	4.2
5 and under 6 percent	7.1	7.9	-
6 and under 7 percent	3.3	3.7	-
7 and under 8 percent	6.0	6.0	5.8
8 and under 9 percent	.1	.1	-
9 percent and over	2.4	2.6	.8

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, 1965-July 1, 1966

Change in hourly rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
No change	1.8	2.0	-
Increase	98.2	98.0	100.0
Under 5 cents	7.3	5.3	24.0
5 and under 6 cents	2.5	2.8	-
6 and under 7 cents	1.6	1.8	-
7 and under 8 cents	3.6	4.0	-
8 and under 9 cents	1.6	1.8	-
9 and under 10 cents	3.1	3.5	-
10 and under 11 cents	10.0	11.3	-
11 and under 12 cents	12.6	10.0	34.4
12 and under 13 cents	3.9	4.4	-
13 and under 14 cents	28.7	28.0	34.2
14 and under 15 cents	5.8	6.4	.9
15 and under 20 cents	7.9	8.9	-
20 and under 25 cents	7.0	7.2	5.8
25 cents and over	2.4	2.6	.8

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

Table 5. Distribution of Union Operating Employees in the Local-Transit Industry by Hourly Wage Rates, July 1, 1966

Hourly wage rates	Percent of—		
	All workers	Operators of surface cars and buses	Elevated and subway operators
Under \$2.30	3.9	4.3	-
\$2.30 and under \$2.40	1.9	2.1	-
\$2.40 and under \$2.50	3.8	4.3	-
\$2.50 and under \$2.60	4.7	5.3	-
\$2.60 and under \$2.70	4.7	5.2	-
\$2.70 and under \$2.80	5.8	6.5	-
\$2.80 and under \$2.90	5.4	5.4	5.7
\$2.90 and under \$3.00	12.3	11.0	23.7
\$3.00 and under \$3.10	12.1	10.1	28.9
\$3.10 and under \$3.20	7.5	8.2	1.7
\$3.20 and under \$3.30	12.4	13.3	5.2
\$3.30 and under \$3.40	21.8	24.2	1.8
\$3.40 and over	3.7	.2	32.9

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, 1966

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.	\$3.31	Denver, Colo.	\$2.65
Average for group I	3.20	Indianapolis, Ind.	2.64
Chicago, Ill.	3.17	Atlanta, Ga.	2.62
Detroit, Mich.	3.17	Louisville, Ky.	2.59
Los Angeles, Calif.	2.95	Memphis, Tenn.	2.59
Philadelphia, Pa.	2.94	Birmingham, Ala.	2.52
Population group II (500,000 to 1,000,000):		Omaha, Nebr.	2.51
Pittsburgh, Pa.	3.34	Norfolk, Va.	2.39
San Francisco-Oakland, Calif.	3.33	Tampa, Fla.	2.37
Boston, Mass.	3.32	Phoenix, Ariz.	2.24
Washington, D.C.	3.24	Tulsa, Okla.	2.20
Seattle, Wash.	3.20	Oklahoma City, Okla.	2.13
Average for group II	3.06	Population group IV (100,000 to 250,000):	
Milwaukee, Wis.	3.05	Fresno, Calif.	2.91
Baltimore, Md.	3.00	Sacramento, Calif.	2.90
Cleveland, Ohio.	3.00	New Haven, Conn.	2.86
St. Louis, Mo.	3.00	Trenton, N.J.	2.80
San Diego, Calif.	2.88	Albuquerque, N. Mex.	2.68
New Orleans, La.	2.82	Syracuse, N.Y.	2.68
Buffalo, N.Y.	2.75	Des Moines, Iowa.	2.66
Cincinnati, Ohio.	2.72	Providence, R.I.	2.60
Houston, Tex.	2.54	Erie, Pa.	2.54
Dallas, Tex.	2.49	Springfield, Mass.	2.50
San Antonio, Tex.	2.30	Madison, Wis.	2.47
Population group III (250,000 to 500,000):		Average for group IV	2.46
Newark, N.J.	3.10	Peoria, Ill.	2.46
Minneapolis-St. Paul, Minn.	2.97	South Bend, Ind.	2.45
Portland, Oreg.	2.84	Spokane, Wash.	2.42
Columbus, Ohio.	2.78	Jacksonville, Fla.	2.40
Average for group III	2.77	Richmond, Va.	2.39
Kansas City, Mo.	2.75	Grand Rapids, Mich.	2.33
Dayton, Ohio.	2.72	Salt Lake City, Utah.	2.30
Rochester, N.Y.	2.70	Shreveport, La.	2.29
Toledo, Ohio.	2.70	Jackson, Miss.	2.20
		Little Rock, Ark.	2.17
		Charlotte, N.C.	2.03
		Scranton, Pa.	2.00
		Evansville, Ind.	1.95
		Topeka, Kans.	1.87
		Knoxville, Tenn.	1.74

Table 7. Average Union Hourly Wage Rates of Local-Transit Operating Employees by Region, ¹ July 1, 1966

Region ¹	Average rate per hour		
	All workers	Operators of surface cars and buses	Elevated and subway operators
United States	\$3.00	\$2.98	\$3.20
New England	\$3.01	\$2.99	\$3.24
Middle Atlantic	3.17	3.15	3.28
Border States	2.96	2.96	-
Southeast	2.35	2.35	-
Great Lakes	3.02	3.02	2.98
Middle West	2.83	2.83	-
Southwest	2.48	2.48	-
Mountain	2.56	2.56	-
Pacific	3.08	3.08	-

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—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, 1966

Weekly hours	All workers	Operators of surface cars and buses	Elevated and subway operators
Average weekly hours-----	40.2	40.2	40.0
Total reporting standard hours-----	91.7	90.6	100.0
40 hours-----	87.7	86.3	100.0
Over 40 and under 45 hours-----	2.1	2.3	-
Over 45 and under 50 hours-----	1.5	1.7	-
Over 50 hours-----	.4	.4	-
Percent reporting no standard hours-----	8.3	9.4	-

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, 1965, and July 1, 1966

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

City and classification	July 1, 1965	July 1, 1966		City and classification	July 1, 1965	July 1, 1966	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
ALBUQUERQUE, N. MEX.				CHARLOTTE, N. C.			
Buses:				Buses:			
First year-----	(²)	\$2.279	-	First 2 months-----	\$1.900	\$1.940	-
2-3 years-----	(²)	2.364	-	3-6 months-----	1.950	1.990	-
3-4 years-----	(²)	2.533	-	After 6 months-----	2.000	2.040	-
4-5 years-----	(²)	2.639	-	CHICAGO, ILL.			
After 5 years-----	(²)	2.724	-	Buses:			
ATLANTA, GA.				First 3 months-----	3.040	3.175	40
Buses:				4-12 months-----	3.070	3.205	40
First 6 months-----	\$2.380	2.530	-	After 1 year:			
7-12 months-----	2.440	2.590	-	Day-----	3.090	3.225	40
After 1 year-----	2.480	2.630	-	Night—before 2 a.m.-----	3.120	3.255	40
BALTIMORE, MD.				Night—after 2 a.m.-----	3.140	3.275	40
1-man cars and buses:				Elevated and subway railways:			
First 6 months-----	2.760	2.905	40	Motormen (regular)-----	2.986	³ 3.011	40
7-12 months-----	2.810	2.955	40	Motormen (extra):			
After 1 year-----	2.860	3.005	40	First 3 months-----	2.932	³ 2.957	40
BIRMINGHAM, ALA.				4-12 months-----	2.941	³ 2.966	40
Buses:				After 1 year-----	2.986	³ 3.011	40
First 6 months-----	2.330	2.470	40	Conductors (regular)-----	2.941	³ 2.966	40
7-12 months-----	2.350	2.490	40	Conductors (extra):			
After 1 year-----	2.380	2.520	40	First year-----	2.923	³ 2.948	40
BOSTON, MASS.				After 1 year-----	2.941	³ 2.966	40
1-man cars and buses:				Guards (extra):			
First 3 months-----	2.805	3.040	40	First 3 months-----	2.895	³ 2.920	40
4-6 months-----	2.925	3.160	40	4-12 months-----	2.905	³ 2.930	40
7-9 months-----	2.960	3.195	40	After 1 year-----	2.914	³ 2.939	40
10-12 months-----	3.008	3.243	40	CINCINNATI, OHIO			
After 1 year-----	3.105	3.340	40	Buses:			
P. C. C. surface lines operators:				First 6 months-----	2.430	2.530	40
First 3 months-----	2.925	3.160	40	7-12 months-----	2.480	2.580	40
4-6 months-----	3.048	3.283	40	13-18 months-----	2.530	2.630	40
7-9 months-----	3.080	3.315	40	19-24 months-----	2.580	2.680	40
10-12 months-----	3.125	3.360	40	After 2 years-----	2.630	2.730	40
After 1 year-----	3.223	3.458	40	CLEVELAND, OHIO			
Rapid transit lines:				Buses and trolley coaches:			
Guards:				First 3 months-----	2.860	2.970	40
First 3 months-----	2.683	2.918	40	4-12 months-----	2.890	3.000	40
4-6 months-----	2.805	3.040	40	After 1 year-----	2.910	3.020	40
7-9 months-----	2.843	3.078	40	Rapid transit—Trainmen:			
10-12 months-----	2.888	3.123	40	First 3 months-----	2.760	2.870	40
After 1 year-----	2.988	3.223	40	4-12 months-----	2.790	2.900	40
Motormen:				After 1 year-----	2.810	2.980	40
Road-----	3.048	3.283	40	COLUMBUS, OHIO			
Yard-----	3.105	3.340	40	Buses and trolley coaches:			
Platform men:				First 26 weeks-----	2.620	2.680	40
Warders-----	2.828	3.063	40	27-52 weeks-----	2.660	2.730	40
Gatemen-----	2.888	3.123	40	After 1 year-----	2.700	2.780	40
BUFFALO, N. Y.				DALLAS, TEX.			
Buses:				Buses:			
First 3 months-----	2.600	2.700	40	First year-----	2.350	2.420	-
4-12 months-----	2.630	2.730	40	After 1 year-----	2.430	2.500	-
After 1 year-----	2.650	2.750	40				

See footnotes at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1965, and July 1, 1966—Continued

City and classification	July 1, 1965	July 1, 1966		City and classification	July 1, 1965	July 1, 1966	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
DAYTON, OHIO				KANSAS CITY, MO.			
Buses:				Buses:			
First 6 months.....	\$ 2.480	\$ 2.630	40	First 4 months.....	\$ 2.595	\$ 2.695	40
7-12 months.....	2.530	2.680	40	5-8 months.....	2.615	2.715	40
After 1 year.....	2.580	2.730	40	9-12 months.....	2.635	2.735	40
				After 1 year.....	2.650	2.750	40
DENVER, COLO.				KNOXVILLE, TENN.			
Buses and trolley coaches:				Buses:			
First 3 months.....	2.540	2.610	40	First year.....	1.650	1.650	48
4-12 months.....	2.550	2.620	40	1-2 years.....	1.700	1.700	48
13-18 months.....	2.560	2.630	40	After 2 years.....	1.750	1.750	48
19-24 months.....	2.570	2.640	40				
After 2 years.....	2.580	2.650	40	LITTLE ROCK, ARK.			
DES MOINES, IOWA				Buses:			
Buses:				First 6 months.....	2.000	2.070	51
First 3 months.....	2.450	2.580	40	7-12 months.....	2.050	2.120	51
4-12 months.....	2.480	2.610	40	After 1 year.....	2.100	2.170	51
After 1 year.....	2.530	2.660	40				
DETROIT, MICH.				LOS ANGELES, CALIF.			
Buses:				Buses:			
First 6 months.....	2.800	3.070	40	First year.....	2.810	2.850	40
7-12 months.....	2.850	3.120	40	After 1 year.....	2.910	2.950	40
After 1 year.....	2.900	3.170	40				
Night.....	3.000	3.270	40	LOUISVILLE, KY.			
ERIE, PA.				Buses:			
Buses:				First 3 months.....	2.350	2.450	40
First 6 months.....	2.350	2.440	40	4-6 months.....	2.430	2.530	40
7-12 months.....	2.420	2.510	40	7-12 months.....	2.480	2.580	40
After 1 year.....	2.450	2.540	40	After 1 year.....	2.500	2.600	40
EVANSVILLE, IND.				MADISON, WIS.			
Buses:				Buses:			
First 6 months.....	1.750	1.800	48	First 4 months:			
7-12 months.....	1.820	1.870	48	Day.....	2.240	2.340	40
After 1 year.....	1.900	1.950	48	Night.....	2.290	2.390	40
FRESNO, CALIF.				5-8 months:			
Buses:				Day.....	2.280	2.380	40
First 6 months.....	2.580	2.684	40	Night.....	2.330	2.430	40
7-12 months.....	2.640	2.753	40	9-12 months:			
1-2 years.....	2.710	2.823	40	Day.....	2.360	2.460	40
2-3 years.....	2.770	2.892	40	Night.....	2.410	2.510	40
After 3 years.....	2.840	2.961	40	After 1 year:			
GRAND RAPIDS, MICH.				Day.....	2.380	2.480	40
Buses:				Night.....	2.430	2.530	40
First 3 months.....	2.160	2.230	44	MEMPHIS, TENN.			
4-12 months.....	2.210	2.280	44	Buses.....	2.500	2.590	40
After 1 year.....	2.260	2.330	44	MILWAUKEE, WIS.			
HOUSTON, TEX.				Buses:			
Buses:				First year.....	2.860	3.010	40
First 3 months.....	2.340	2.460	42½	After 1 year.....	2.900	3.050	40
4-9 months.....	2.370	2.490	42½				
10-15 months.....	2.400	2.520	42½	MINNEAPOLIS-ST. PAUL, MINN.			
After 15 months.....	2.430	2.550	42½	Buses:			
INDIANAPOLIS, IND.				First 9 months.....	2.810	2.910	40
Buses:				10-18 months.....	2.840	2.940	40
First year.....	2.510	2.580	40	After 18 months.....	2.880	2.980	40
1-2 years.....	2.530	2.600	40				
After 2 years.....	2.580	2.650	40	NEWARK, N.J.			
JACKSON, MISS.				Buses:			
Buses:				First 4 months.....	2.710	2.840	40
First year.....	2.130	2.150	-	5-8 months.....	2.800	2.930	40
After 1 year.....	2.180	2.200	-	9-12 months.....	2.890	3.020	40
JACKSONVILLE, FLA.				After 1 year.....	2.980	3.110	40
Buses:				Subway:			
First 3 months.....	2.160	2.310	40	Motormen:			
4-6 months.....	2.210	2.360	40	First 4 months.....	2.710	2.840	40
After 6 months.....	2.260	2.410	40	5-8 months.....	2.800	2.930	40
				9-12 months.....	2.890	3.020	40
				After 1 year.....	2.980	3.110	40
				Platform men.....	2.980	3.110	40
				NEW HAVEN, CONN.			
				Buses:			
				First 3 months.....	2.670	2.790	40
				4-12 months.....	2.700	2.820	40
				After 1 year.....	2.740	2.860	40

See footnote at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1965, and July 1, 1966—Continued

City and classification	July 1, 1965	July 1, 1966		City and classification	July 1, 1965	July 1, 1966	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
NEW ORLEANS, LA.				OAKLAND, CALIF.			
1-man cars and buses:				(Scales listed under San Francisco-Oakland, Calif.)			
First 6 months.....	\$2.665	\$2.775	-				
7-12 months.....	2.695	2.805	-				
After 1 year.....	2.725	2.835	-				
2-man cars:				OKLAHOMA CITY, OKLA.			
First 6 months.....	2.595	2.705	-	Buses:			
7-12 months.....	2.625	2.735	-	First 6 months.....	\$1.960	\$2.020	43
After 1 year.....	2.655	2.765	-	7-12 months.....	2.010	2.070	43
				After 1 year.....	2.090	2.150	43
NEW YORK, N. Y.				OMAHA, NEBR.			
Buses:				Buses:			
Avenue B and East Broadway Transit Co.:				First 6 months.....	2.360	2.440	45
First 6 months.....	2.700	2.830	40	7-12 months.....	2.390	2.470	45
7-12 months.....	2.780	2.910	40	After 1 year.....	2.430	2.510	45
13-24 months.....	2.850	2.980	40				
After 2 years.....	2.985	3.115	40	PEORIA, ILL.			
Brooklyn Bus Division; Brooklyn Division No. 2; Manhattan Bus Division:				Buses:			
First 6 months.....	2.907	3.025	40	First 9 months.....	2.360	2.430	40
7-12 months.....	3.057	3.180	40	10-18 months.....	2.380	2.450	40
After 1 year.....	3.220	3.350	40	After 18 months.....	2.400	2.470	40
Queens Bus Division:							
First 6 months.....	2.907	3.025	40	PHILADELPHIA, PA.			
7-12 months.....	3.057	3.180	40	1-man cars and buses:			
After 1 year.....	3.220	3.350	40	First 6 months.....	2.700	2.810	40
Green Lines:				7-12 months.....	2.750	2.860	40
First 6 months.....	3.020	3.070	40	13-18 months.....	2.800	2.910	40
7-12 months.....	3.070	3.120	40	After 18 months.....	2.850	2.960	40
13-18 months.....	3.140	3.190	40	Elevated, high speed and subway lines:			
After 18 months.....	3.300	3.350	40	Conductors:			
Jamaica Buses, Inc.:				First 6 months.....	2.650	2.710	40
First 6 months.....	2.765	2.895	40	7-12 months.....	2.700	2.760	40
7-12 months.....	2.845	2.975	40	13-18 months.....	2.700	2.810	40
13-18 months.....	2.915	3.045	40	After 18 months.....	2.750	2.860	40
After 18 months.....	3.050	3.180	40	Operators:			
Manhattan-Bronx Surface Authority:				First 6 months.....	2.700	2.810	40
First 6 months.....	2.907	3.025	40	7-12 months.....	2.750	2.860	40
7-12 months.....	3.057	3.180	40	13-18 months.....	2.800	2.910	40
13-18 months.....	3.220	3.350	40	After 18 months.....	2.850	2.960	40
After 18 months.....	3.220	3.350	40				
Queens Transit Corp.:				PHOENIX, ARIZ.			
First 6 months.....	2.765	2.895	40	Buses:			
7-12 months.....	2.845	2.975	40	First year.....	2.120	2.150	-
13-18 months.....	2.915	3.045	40	After 1 year.....	2.220	2.250	-
19-24 months.....	2.985	3.115	40				
After 2 years.....	3.050	3.180	40	PITTSBURGH, PA.			
Schenck Transport Co.:				1-man cars and buses:			
First 9 months.....	2.580	2.730	40	First 3 months.....	3.020	3.195	40
10-18 months.....	2.640	2.790	40	4-12 months.....	3.110	3.285	40
After 18 months.....	2.850	3.000	40	After 1 year.....	3.165	3.340	40
Steinway Transit Corp.:							
First 6 months.....	2.765	2.895	40	PORTLAND, OREG.			
7-12 months.....	2.845	2.975	40	Buses and trolley coaches:			
13-18 months.....	2.915	3.045	40	First 6 months.....	2.600	2.600	40
19-24 months.....	2.985	3.115	40	7-12 months.....	2.650	2.650	40
After 2 years.....	3.050	3.180	40	13-18 months.....	2.700	2.700	40
Tri-Boro Coach Corp.:				19-24 months.....	2.750	2.750	40
First 12 months.....	2.750	2.880	40	25-30 months.....	2.800	2.800	40
13-18 months.....	2.940	3.070	40	31-36 months.....	2.800	2.850	40
After 18 months.....	3.050	3.180	40	After 3 years.....	2.800	2.890	40
Subway:							
Conductors:				PROVIDENCE, R. I.			
First position:				Buses:			
First year.....	2.880	2.995	40	First 3 months.....	2.430	2.550	40
After 1 year.....	2.955	3.072	40	4-12 months.....	2.460	2.580	40
Second position.....	2.827	2.940	40	After 1 year.....	2.480	2.600	40
Motormen:							
Road:				RICHMOND, VA.			
First year.....	3.385	3.520	40	Buses:			
After 1 year.....	3.462	3.600	40	First 3 months.....	2.200	2.300	-
Yard:				4-12 months.....	2.250	2.350	-
First year.....	3.230	3.360	40	After 1 year.....	2.300	2.400	-
After 1 year.....	3.305	3.437	40				
Platform men:				ROCHESTER, N. Y.			
First year.....	2.712	2.825	40	Buses:			
After 1 year.....	2.762	2.872	40	First 3 months.....	2.445	2.535	40
				4-12 months.....	2.505	2.595	40
NORFOLK, VA.				After 1 year.....	2.605	2.695	40
Buses:							
First 3 months.....	2.200	2.300	-				
4-12 months.....	2.250	2.350	-				
After 1 year.....	2.300	2.400	-				

See footnote at end of table.

Table 9. Union Scales of Wages and Hours for Local-Transit Operating Employees, July 1, 1965, and July 1, 1966--Continued

City and classification	July 1, 1965	July 1, 1966		City and classification	July 1, 1965	July 1, 1966	
	Rate per hour	Rate per hour	Hours per week ¹		Rate per hour	Rate per hour	Hours per week ¹
SACRAMENTO, CALIF.				SOUTH BEND, IND.			
Buses:				Buses:			
First 6 months.....	\$ 2.610	\$ 2.710	40	First 6 months.....	\$ 2.360	\$ 2.410	40
7-12 months.....	2.710	2.810	40	7-12 months.....	2.385	2.435	40
After 1 year.....	2.820	2.920	40	After 1 year.....	2.410	2.460	40
ST. LOUIS, MO.				SPOKANE, WASH.			
1-man cars and buses:				Buses:			
First 6 months.....	2.650	2.750	40	First 6 months.....	2.250	2.330	-
7-12 months.....	2.800	2.900	40	7-12 months.....	2.300	2.380	-
After 1 year.....	2.900	3.000	40	After 1 year.....	2.350	2.430	-
ST. PAUL, MINN.				SPRINGFIELD, MASS.			
(Scales listed under Minneapolis-St. Paul, Minn.)				Buses:			
SALT LAKE CITY, UTAH				First 3 months.....	2.400	2.400	40
Buses:				4-12 months.....	2.455	2.455	40
First 6 months.....	2.190	2.230	-	After 1 year.....	2.500	2.500	40
After 6 months.....	2.270	2.310	-	SYRACUSE, N. Y.			
SAN ANTONIO, TEX.				Buses:			
Buses:				First 6 months.....	2.350	2.440	40
First 6 months.....	2.030	2.090	-	7-12 months.....	2.390	2.480	40
7-12 months.....	2.110	2.170	-	After 1 year.....	2.610	2.700	40
13-18 months.....	2.170	2.230	-	TAMPA, FLA.			
After 18 months.....	2.250	2.310	-	Buses:			
SAN DIEGO, CALIF.				First 6 months.....	2.210	2.300	-
Buses:				After 6 months.....	2.290	2.380	-
First 3 months.....	2.730	2.780	40	TOLEDO, OHIO			
4-12 months.....	2.780	2.830	40	Buses:			
After 1 year.....	2.830	2.880	40	First 6 months.....	2.540	2.650	40
SAN FRANCISCO-OAKLAND, CALIF.				4-12 months.....	2.560	2.670	40
San Francisco:				After 1 year.....	2.590	2.700	40
Buses and trackless trolleys, and				TOPEKA, KANS.			
cable gripmen and conductors.....	3.220	3.350	40	Buses:			
Oakland:				First 6 months.....	1.773	1.813	48
Buses:				After 6 months.....	1.850	1.890	48
First 6 months.....	3.110	3.260	40	TRENTON, N. J.			
After 6 months.....	3.160	3.310	40	Buses:			
SCRANTON, PA.				First 3 months.....	2.650	2.720	40
Buses.....	2.000	2.000	40	4-12 months.....	2.690	2.760	40
SEATTLE, WASH.				After 1 year.....	2.730	2.800	40
Buses:				TULSA, OKLA.			
First 6 months.....	2.935	3.135	-	Buses:			
After 6 months.....	3.000	3.200	-	First 6 months.....	2.050	2.100	43 ¹ / ₃
SHREVEPORT, LA.				After 6 months.....	2.150	2.200	43 ¹ / ₃
Buses:				WASHINGTON, D. C.			
First 6 months.....	2.120	2.180	-	Buses:			
7-12 months.....	2.170	2.230	-	First 3 months.....	2.930	3.165	40
After 1 year.....	2.230	2.290	-	4-12 months.....	2.970	3.205	40
				After 1 year.....	3.010	3.245	40

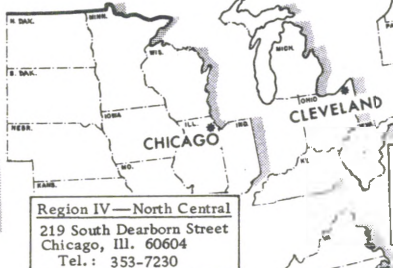
¹ Hours per week are shown only for those cities that reported a regular workweek after which premium overtime was paid.² Information not available for rate and hours on July 1, 1965.³ This rate in effect prior to July 1, 1966; new scale in negotiation at time of survey.

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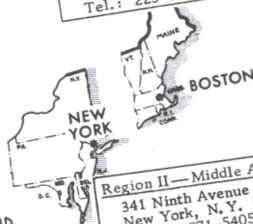
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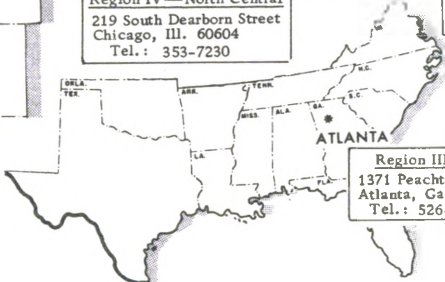
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