

Wage Chronology

Western Greyhound Lines, 1945-67

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UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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May 1968

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

This report is one of a series prepared by the Bureau of Labor Statistics to trace changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions in selected collective bargaining situations. Benefits unilaterally introduced by an employer generally are included. The information is obtained from collective bargaining agreements and related documents, voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. The chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to grievance procedure, job security, method of piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Western Greyhound Lines with the Amalgamated Transit Union and the International Association of Machinists and Aerospace Workers since 1945. This bulletin supplements the chronology by incorporating the provisions of three agreements negotiated since 1963 and effective through 1967.

The analysis for the period 1954-67 was prepared by Willmon Fridie, under the supervision of Philip Marcus.

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Western Greyhound Lines, 1945—67¹

Introduction

1945—53

Operating over 11,000 route miles in California, Oregon, Nevada, Utah, Arizona, New Mexico, and Texas and employing more than 4,200 workers, Pacific Greyhound is the largest line in the Greyhound system. It is largely owned by the Greyhound Corp. and the Southern Pacific Railroad, although some stock is also held by individual stockholders.

The Amalgamated Association of Street, Electric Railway and Motor Coach Employees (AFL) has served as bargaining agent for the company's bus operators and terminal employees since April 1937. In 1944, the parties failed to reach agreement on 80 of the 138 sections of a contract and the dispute was certified to the Regional War Labor Board. An order covering the issues in dispute was released by the Regional Board in July 1945, and an agreement was reached October 22, 1945, complying with the directive of the Regional Board. In March 1952, after lengthy negotiations, the parties again failed to reach an agreement and an 80-day strike occurred. A new agreement was reached May 10; many of its terms were retroactive to March 2, 1952. This agreement was to run until September 30, 1954, and thereafter from year to year unless either party gave 60 days' notice in writing between August 1, 1954, and March 1, 1955, of its desire to amend or terminate the agreement.

The 1952 agreement also provided for deferred changes in pay rates at 6-month intervals. The amount of the increases in contract rates due in October of 1952 and of 1953 was specified in the agreement. The changes in March of 1953 and of 1954 were made dependent on the change in the revised Consumer Price Index; existing scales were to be increased by the same percentage as the rise in the revised CPI between January 1952 and January 1953 and between January 1953 and January 1954, respectively. (Thus, on March 1, 1953, the rates specified in the contract for October 1, 1952, were increased by a percentage equal to the rise in the cost of living between January 1952 and January 1953. In October 1953, the rates specified

in the contract for the first day of that month were increased by the cost-of-living amount allowed in March 1953.)

The increase in hourly and mileage rates in October 1953 was proportionately larger for operators than for terminal employees: The workweek for operators, which had been reduced from 6 to an average of 5½ days in October 1952, was reduced again—this time to an average of 5 days. Normal hours of all terminal employees working a schedule in excess of 40 hours were reduced to 40 at the time this agreement was first put into effect.

The company's maintenance employees are represented by the International Association of Machinists (AFL) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL Bargaining with the Machinists and Teamsters is not conducted on a systemwide basis. The provisions dealing with maintenance employees included in this chronology are those for the San Francisco, Calif., IAM Local No. 1305 which became their bargaining agent January 16, 1937. The 1953 IAM agreement, to be effective from June 1, 1953, until June 1, 1954, was extended to June 1, 1955.

This chronology traces the changes in wages and related practices from 1945 through 1967 for employees represented by SERMCE and the IAM San Francisco local. Since the chronology begins with the 1945 agreements, the provisions for that year do not necessarily indicate changes from prior conditions of employment.

1954—63

During the 9-year period 1954—63, Western Greyhound Lines and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (SERMCE) amended the basic document that governed

¹ The Pacific Greyhound Lines changed its name to Western Greyhound Lines on June 1, 1957.

company-union relations and regulated working conditions five times. Five agreements were also negotiated during that period by the company and the International Association of Machinists (IAM) for maintenance employees in the San Francisco area.

SERMCE Contracts

In mid-October 1954, the Pacific Greyhound Lines and the SERMCE agreed on an 18-month contract to replace the one that had expired on September 30. The settlement provided for a wage increase averaging $5\frac{1}{2}$ cents an hour—half effective immediately and half on July 16, 1955—for both operators and terminal employees in California and six other western States. Operators paid on a mileage basis received an immediate increase of 1.37 mills per mile and equivalent amount in July 1955. The parties also reduced service requirements for the third week of vacation from 15 to 12 years. The contract, covering about 2,800 employees, was scheduled to expire March 1, 1956.

In 1956, extended negotiations began on January 26 and culminated in a 2-year agreement on March 29. Although settlement was not reached by the scheduled expiration date of the previous contract, service continued on a day-to-day basis. The terms of the settlement, made retroactive to March 2, provided a wage increase of 10 cents an hour, or 4 mills a mile, for operators and \$18 a month for terminal employees. Additional increases of 8 cents an hour, or 2.5 mills a mile, for operators and \$15 a month for terminal employees were to be effective a year later. An employee-paid health and welfare plan was replaced by one which the company and the employees would finance by joint contributions until March 1957, when the company was to assume the full cost of the plan. Vacation benefits were liberalized and certain other contract provisions were revised. The agreement was to remain in force through February 28, 1958.

On June 1, 1957, Pacific Greyhound Lines merged with Northwest Greyhound Lines and a segment of Overland Greyhound Lines to form Western Greyhound Lines.² To facilitate bargaining, the seven SERMCE divisions of the merged companies, in January 1958, organized a Council of Western Amalgamated Divisions. In addition to the classes of workers covered by the previous agreement with Pacific Greyhound Lines, the Council represented office workers throughout the system and some of the maintenance employees outside the San Francisco area. The 1958 agreement, the first negotiated by the Council with

Western, was embodied in five separate contracts. In 1960, the wages and working conditions for all Western's employees represented by the SERMCE were incorporated into one document.

The first contracts between Western Greyhound Lines and the SERMCE, agreed to in May 1958, were made effective for 2 years from March 1, 1958. They varied the general wage increase in order to standardize rates in all areas immediately. The contracts also provided deferred increases, effective March 1, 1959, of 8 cents an hour, or 3 mills a mile, for operators and \$13.86 a month for terminal employees. A number of existing supplementary benefit provisions were improved, and paid holidays were provided for the first time since the parties started negotiating. A fourth week of vacation after 25 years for operators and terminal employees was also added to the growing list of employee benefits. The company contribution to the health and welfare plan was also increased at this time. Improvements in the pension plan were to be negotiated at a later date. The new SERMCE contracts, covering about 4,700 employees, were scheduled to expire March 1, 1960.

On July 12, 1960, after the 1958 agreement had been extended three times, a 2-year contract, retroactive to March 1, was signed. Terms of the settlement included wage increases of 10 cents an hour, or 4 mills a mile, for operators; 10 cents an hour for maintenance employees; and \$17.32 a month for office and terminal employees. An additional 8 cents an hour, 3 mills a mile, or \$13.87 a month was to become effective on March 1, 1961. The parties also agreed to an extensive reclassification of office jobs and increased holiday pay for operators and terminal employees. A fourth week of vacation was provided after 20 years, and provisions for jury-duty pay were included in the contract for the first time. Company contributions to the health and welfare fund were increased and the pension plan improved. The agreement was to remain in force through February 28, 1962.

Beginning early in June and continuing beyond the February 28 expiration date of the existing contract, extended negotiations for a new agreement culminated in a settlement on April 24, 1962. Before settlement was reached, members of the SERMCE had voted

² The new company operates over 17,529 route miles in Arizona, California, Idaho, Montana, Nevada, New Mexico, Oregon, Texas, Utah, Washington, and Wyoming.

to strike in support of their demands, the parties had extended the term of the agreement twice, and for a few days operations had continued without a contract.

Wage changes provided by the settlement included increases of 8 cents an hour, 3 mills a mile, or \$13.87 a month retroactive to March 1, and 6 cents an hour, 2 mills a mile, or \$10.40 a month a year later. Office employees received additional increases resulting from job classification adjustments. Other contract changes included increased holiday pay for operators and terminal employees and a ninth paid holiday for office employees. Meal allowances, subsistence pay for terminal employees, extra service pay for operators, and company contributions to the health and welfare plan were increased in two steps over the term of the agreement. Employees were permitted to accumulate up to 7 days' sick leave. The current contract, covering 5,000 employees, was scheduled to remain in effect through February 28, 1964.

IAM Contracts

Between June 1, 1955, and June 1, 1961, maintenance employees in the San Francisco area, represented by the International Association of Machinists, received general wage increases totaling almost \$1.06 an hour. These increases, effective June 1 of each year were as follows: 15 cents, 1955; 12.5 cents, 1956; 8 cents, 1957; 16.25 cents, 1958; and 18 cents in each of the years 1959, 1960, and 1961. In addition, the 1955 contract added a ninth paid holiday and reduced service requirements for 3 weeks' vacation. Both the 1958 and 1959 contracts provided for a further reduction in the service requirements for 3 weeks' vacation. The 1959 contract was to remain in effect until May 31, 1962.

Negotiations between the IAM and the company for a new agreement began April 1, 1962. Economic demands of the union included a general wage increase of \$1.50 an hour spread over 3 years, a fourth week of vacation, increased premium pay for work on Sundays and paid holidays, a new paid sick leave provision, and an improved health and welfare plan. On May 30, the parties agreed to extend the contract to June 30. However, a work stoppage began at the end of the extension period. Settlement was reached 12 days later, on July 11.

The new 3-year agreement provided for hourly wage increases of 16, 14, and 12 cents an hour, effective June 1, 1962, 1963, and 1964, respectively. Changes in supplementary benefits included a new paid sick leave provision, increased premium pay for work on

paid holidays, a fourth week of vacation, and increased company contribution to an improved health and welfare plan. The current IAM contract covering 350 employees in the San Francisco area, was to be effective from June 1, 1962, until May 31, 1965, with no reopening provisions.

1964-66

ATU Contracts

Negotiations to replace the April 24, 1962, contract between Western Greyhound Lines and the Amalgamated Transit Union (ATU)³ began in December 1963, more than 2 months before the February 29, 1964, termination date.

The union's bargaining program, in a proposed 2-year contract, was designed to increase earnings, improve a substantial number of working practices, provide a sound financial foundation for the health insurance plan, and expend and liberalize retirement benefits. Few of the 1962 agreement's economic provisions were without a proposed change.

The union proposed equal increases in each year of the contract for operators, and terminal and maintenance employees equivalent to 30 percent of the maximum of each classification range. Additional increases of 15 cents an hour in 1964 and 1965 were asked for maintenance employees. Higher guarantees for special assignments and larger special allowances also were sought for Western Greyhound Lines' employees.

In addition, the union proposed that the number of paid holidays be increased by two. The list of demands also included a substantial increase in the length of vacations for long-term employees; 4 weeks after 15 years, 24 days after 20 years, and an additional 4 days for each 5 years of service after 20. Another proposal, also designed to reduce total worktime, would have shortened the workday of office and terminal employees. The company did not present formal counter proposals.

After several extensions of the 1962 contract, a new 2-year agreement was concluded by the parties on April 15, 1964, and ratified by the union membership on May 19.

³ The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (SERMCE) changed its name to the Amalgamated Transit Union (ATU) on July 1, 1964.

Wage changes provided by the settlement included increases of 10 cents an hour or 4 mills a mile for operators, and 13 cents an hour for maintenance employees; and average increases of 4 percent for office employees, and 4.6 percent for terminal employees, all retroactive to March 1, 1964. An additional 8 cents an hour or 3 mills a mile for operators, 10 cents an hour for maintenance employees, \$13.87 a month for terminal employees, and 3.1 percent for office employees, were to become effective on March 1, 1965. A fourth week of vacation was added after 18 years of service, and a fifth after 30 years for all operators, and terminal and maintenance employees. Other major contract changes included a seventh paid holiday for operators, and terminal and maintenance employees, and a 7-hour workday for office employees. The 7-hour day was to be accomplished following four 15-minute reductions to become effective March 1 and June 1, 1964; March 1, 1965; and January 1, 1966. Company contributions to the health and welfare fund were increased and the pension plan was improved. The new agreement, covering 5,000 employees, was to remain in effect through February 28, 1966.

1966—67

ATU Contracts

Western Greyhound Lines and the Amalgamated Transit Union (ATU) began negotiations for a new contract late in December 1965.

ATU wage demands consisted of wage increases in each year of a 2-year contract, continuation of the cost-of-living clause, and an additional increase for mechanics. Proposed changes in wage practices included an additional paid holiday, improved vacation provisions, increases in stand and extra service allowances, and the establishment of a company paid dental program for office employees. The company's counteroffer consisted of a package reportedly totaling 4 1/2 to 5 percent in each year of a 2-year contract.

Although agreement was not reached by the expiration date of the existing agreement, there was no work stoppage; work continued on a day-to-day basis. On May 5, after extended negotiations failed to produce a settlement, the ATU served notice of its intention to strike, if agreement was not reached by May 15. When accord on a new contract was not reached by that date, a strike began, idling 5,000 employees in 11 States. Major unresolved issues were pensions and wages.

A modified pension proposal was submitted by the union on May 24 and accepted by the company; however, negotiations remained deadlocked on the other issues and strike continued.

The Federal Mediation and Conciliation Service announced on June 10 that it would make specific recommendations for a new contract and submit them to the parties for approval. On June 14 the FMCS submitted a list of 32 specific recommendations for a settlement, which included a number of proposals that had been agreed to by the parties. The parties were given 24 hours in which to accept or reject the proposal.

Both the company and the ATU negotiators tentatively accepted the recommendations of the FMCS on June 16, but the ATU announced it would submit the proposal to its membership "without recommendations."⁴ The 40-day strike ended on June 24 when the union members accepted the recommendations, 3,014 to 1,215.⁵

Economic terms of the settlement included wage increases of 10 cents an hour or 4 mills a mile for operators, and 10 cents an hour for other hourly paid employees retroactive to March 1. No negotiated general wage increase was provided for the second year, but the annual cost-of-living clause was continued with any adjustments to become effective March 1, 1967. Mechanics were to receive an additional 10 cents an hour the first year and another 5 cents the second year. Also in the second year, the company agreed to assume the employees' 4-percent contribution to the pension fund and improve pension benefits, add a paid holiday, liberalize vacation provisions, increase spread and stand service pay, and establish a dental program for office employees. The contract, covering about 5,000 employees, was scheduled to remain in effect through February 29, 1968.

IAM Contracts

Late in May 1965 the company and the International Association of Machinists and Aerospace Workers⁶ (IAM) agreed on a 1-year contract to replace the one scheduled to

⁴ Representatives of the ATU stated they did not adopt an official position on the recommendations because the "Mediation Service in publicly asserting what the parties should write in their collective bargaining agreement sets a dangerous and intolerable precedent."

⁵ On the day the ATU strike was settled, mechanics in the San Francisco area represented by the IAM walked out in a dispute over wages. The strike lasted 1 day.

⁶ The IAM changed its name to the International Association of Machinists and Aerospace Workers on Jan. 1, 1965.

expire on June 1 of that year. The agreement was ratified by the union membership on June 19. The settlement provided for a general wage increase of 50 cents an hour effective June 1, 1965. The parties also agreed to substitute the employee's birthday for Admission Day as a paid holiday and liberalized transportation privileges. Jury duty and occupational injury pay provisions also were established. The contract was scheduled to remain in effect until May 31, 1966.

Extended negotiations for a new agreement between the company and the IAM culminated in a settlement on June 25, 1966, after a 1-day work stoppage over higher wages.

The new 3-year contract provided for hourly wage increases of 25 cents effective June 1 of 1966 and 1967 and an additional 22.5 cents effective June 1, 1968. Other contract changes included an improved sick leave provision, liberalization of transportation privileges, and higher subsistence pay. The current IAM contract covering about 375 employees in the San Francisco area was to remain in effect until May 31, 1969.

The following tables bring the Western Greyhound Lines wage chronology up to date through February 28, 1968, ATU.

A—General Wage Changes¹

Effective date	Provisions		
	Operators	Terminal	Maintenance
Aug. 18, 1945 (IAM by agreement of Oct. 3, 1945).			25 to 37.5 cents an hour increase.
Oct. 22, 1945 (SERMCE by arbitration decision of Aug. 1, 1945).	Mileage rates increased 10.5 percent or 3.8 to 5 mills. No increase in hourly rates.		
June 1, 1946 (IAM by agreement of July 19, 1946).			7.5 to 12.5 cents an hour increase.
Oct. 23, 1946 (SERMCE by agreement of same date).			
	Increases averaging 14.54 percent. Mileage rates increased 11.5 percent or 2.3 to 6 mills; hourly rates increased 17 to 18 cents.	30 percent increase, ranging from \$28.50 to \$66 a month.	
June 1, 1947 (IAM by agreement of Aug. 6, 1947).			15 to 17.5 cents an hour increase.
Oct. 23, 1947 (SERMCE by agreement of Mar. 1, 1947).			
	Increases averaging 2.69 percent. ² Mileage rates increased 0.75 to 1.5 mills; hourly rates increased 5 cents.	\$2.50 a month increase.	
June 1, 1948 (IAM)			12.5 to 18.75 cents an hour increase.
Oct. 24, 1948 (SERMCE by agreement of same date).			
	Increases averaging 10.65 percent. Mileage rates increased approximately 8 percent or 1.8 to 5 mills; hourly rates increased 14 cents.	\$20.80 a month increase.	
June 1, 1949 (IAM by agreement of Dec. 29, 1949).			2.5 cents an hour increase.
Oct. 24, 1949 (SERMCE by agreement of same date).			
	Increases averaging 2.69 percent. Mileage rates increased 0.5 to 1 mill; hourly rates increased 4 cents.	\$5 a month increase.	
June 1, 1950 (IAM by agreement of Sept. 13, 1950).			6.25 cents an hour increase.
Mar. 2, 1951 (SERMCE) by agreement of same date).			
	10 percent increase. Mileage rates increased 2.5 to 6.6 mills; hourly rates increased approximately 14 cents.	Increases ranging from \$15.18 to \$31.43 a month.	
Mar. 2, 1952 (SERMCE by agreement of May 10, 1952).			
	4.6 percent increase. Mileage rates increased 1.3 to 3.3 mills; hourly rates increased approximately 7 cents.	Increases ranging from \$7.68 to \$15.90 a month.	
June 1, 1952 (IAM by agreement of Aug. 26, 1952).			23.5 cents an hour increase.
Oct. 1, 1952 (SERMCE by agreement of May 10, 1952).			
	Increase of 4.4 percent of rates under agreement of Mar. 2, 1951. Mileage rates increased 1.2 to 3.2 mills; hourly rates increased 6.6 to 7 cents. Cost-of-living adjustment amounting to an increase of 0.707 percent of Oct. 1, 1952, rates.	Increases ranging from \$7.35 to \$15.22 a month.	
Mar. 1, 1953 (SERMCE by agreement of May 10, 1952).			7.75 cents an hour increase.
June 1, 1953 (IAM by agreement of Oct. 6, 1953).			
Oct. 1, 1953 (SERMCE by agreement of May 10, 1952).			
	Increases averaging 7.72 percent of rates under agreement of Mar. 2, 1951. Mileage and hourly rates increased 9 percent: Mileage rates, 2.5 to 6.5 mills; hourly rates, 13.4 to 14.1 cents.	4 percent increase, ranging from \$7.25 to \$13.82 a month.	
March 1954—first pay period beginning in month (SERMCE agreement dated May 12, 1952).			Oct. 1, 1953, rates. ³
	Cost-of-living adjustment increase of 1.14 percent of the		
Oct. 12, 1954 (SERMCE agreement of same date).			
	Increases of: 1.37 mills a mile or 2.75 cents an hour.	\$4.77 a month.	

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provisions			
	Operators	Terminal	Maintenance	Office
Mar. 1, 1955 (SERMCE agreement dated Oct. 12, 1954).	No change; annual cost-of-living review.			
June 1, 1955 (IAM agreement dated Aug. 4, 1955).			15 cents an hour.	
July 16, 1955 (SERMCE agreement dated Oct. 12, 1954).	1. 37 mills a mile or 2. 75 cents an hour.	Increases of: \$4.77 a month.		
Mar. 2, 1956 (SERMCE agreement of same date).	4 mills a mile or 10 cents an hour.	Increases of: \$18 a month.		
June 1, 1956 (IAM agreement dated July 12, 1956).			12.5 cents an hour.	
Mar. 1, 1957 (SERMCE agreement dated Mar. 2, 1956).	2.5 mills a mile or 8 cents an hour.	Increases ⁴ of: \$15 a month.		
March 1957—first pay period beginning in month (SERMCE agreement dated Mar. 2, 1956).	Cost-of-living adjustment increase of 3.14 percent of Mar. 1, 1957, rates. ³			
June 1, 1957 (IAM agreement dated July 12, 1956).			8 cents an hour. ⁴	
Mar. 1, 1958 (SERMCE agreements of same date ²).	Varying increases with minimum of 5 mills a mile or 13 cents an hour, to provide standardized rates in all areas.			
June 1, 1958 (IAM agreement dated Sept. 29, 1958).			16.25 cents an hour.	
Mar. 1, 1959 (SERMCE agreement dated Mar. 1, 1958).	3 mills a mile or 8 cents an hour.	Increases ⁴ of: \$13.86 a month	8 cents an hour.	\$13.86 a month.
March 1959—first pay period beginning in month (SERMCE agreement dated Mar. 1, 1958).	Cost-of-living adjustment increase of 1.23 percent of Mar. 1, 1959, rates. ³			
June 1, 1959 (IAM agreement dated July 14, 1959).			18 cents an hour.	
Mar. 1, 1960 (SERMCE agreement of same date).	4 mills a mile or 10 cents an hour.	Increases of: \$17.32 a month	10 cents an hour.	\$17.32 a month.
June 1, 1960 (IAM agreement dated July 14, 1959).			18 cents an hour. ⁴	
Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).	3 mills a mile or 8 cents an hour.	Increases ⁴ of: \$13.87 a month	8 cents an hour.	\$13.87 a month.
March 1961—first pay period beginning in month (SERMCE agreement dated Mar. 1, 1960).	Cost-of-living adjustment increase of 1.595 percent of Mar. 1, 1961, rates. ³			
June 1, 1961 (IAM agreement dated July 14, 1959).			18 cents an hour. ⁴	
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).	3 mills a mile or 8 cents an hour.	Increases of: \$13.87 a month	8 cents an hour.	\$13.87 a month.
June 1, 1962 (IAM agreement dated Aug. 6, 1962).			16 cents an hour.	
Mar. 1, 1963 (SERMCE agreement dated Apr. 24, 1962).	2 mills a mile or 6 cents an hour.	Increases ⁴ of: \$10.40 a month	6 cents an hour.	\$10.40 a month.
March 1963—first pay period beginning in month (SERMCE agreement dated Apr. 24, 1962).	Cost-of-living adjustment of 1.44 percent of Mar. 1, 1963, rates. ³			
June 1, 1963 (IAM agreement dated Aug. 6, 1962).			14 cents an hour. ^{4 6}	
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	4 mills a mile or 10 cents an hour.	Increases of: 10 cents an hour in addition to classification and wage progression adjustments averaging ⁷ 3.7 percent, ranging from \$5 to \$73.55.	13 cents an hour.	Amounts averaging ⁷ 4.0 percent, ranging from \$14.32 to \$38.98. ⁸

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provisions			
	Operators	Terminal	Maintenance	Office
Mar. 1, 1965 (ATU agreement dated Apr. 15, 1964). ¹⁰	3 mills a mile or 8 cents an hour.	Increases ⁹ of: \$13.87 a month.	10 cents an hour.	Amounts averaging ⁷ 3.1 percent, ranging from \$11.46 to \$20.63. ⁸
March 1965—first pay period beginning in month (ATU agreement dated Apr. 15, 1964).	Cost-of-living adjustment of 1.1142 percent of Mar. 1, 1965, rates.			
June 1, 1965 (IAM agreement dated Sept. 22, 1965).			50 cents an hour increase.	
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	4 mills a mile or 10 cents an hour.	Increases of: 10 cents an hour.	10 cents an hour. ¹¹	10 cents an hour.
June 1, 1966 (IAM agreement dated Sept. 6, 1966).			25 cents an hour. ¹²	
Mar. 1, 1967 (ATU—first pay period beginning in month, ATU agreement dated June 23, 1966).	Cost-of-living adjustment of 3.33 percent of March 1, 1966, rates.			
June 1, 1967 (IAM agreement dated Sept. 6, 1966).			25 cents an hour (deferred increase).	

¹ General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the terms are adjustments in individual rates (promotions, length-of-service increases, etc.) and minor adjustments in wage structure (such as changes in certain minimum guarantees) that do not have an immediate and noticeable effect on the average wage level.

The changes listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in length of service, earnings affecting mileage and trip rates, nongeneral changes in rates, and other factors, the sum of the general changes will not necessarily coincide with the amount of change in average hourly earnings over the period of the chronology.

² Increases average 3.84 percent for operators and 2.69 percent for all workers covered by SERMCE agreement.

³ The contracts of 1952, 1954, and 1956 provided for annual increases in rates of pay, effective on the first payroll period after March 1 of each year, equal to the percent increase in the Consumer Price Index (1947-49=100) during the year ending the preceding January 15; rates were not to be reduced if the index had decreased. The 1958, 1960, and 1962 contracts provided for similar adjustments in the years between negotiations—in 1959, 1961, and 1963. The 1962 agreement used the CPI with 1957-59=100.

⁴ Deferred increases.

⁵ These contracts—the first following the merger on June 1, 1957, of the Pacific Greyhound Lines, the Northwest Greyhound Lines, and a part of the Overland Greyhound Lines into the Western Greyhound Lines (Division of the Greyhound Corp.)—also covered for the first time some maintenance employees outside the San Francisco area and all office workers.

⁶ Agreement also provided another deferred hourly increase of 12 cents on July 1, 1964.

⁷ The average shown is the mean (median) of all increases. (Weighted by the number of employees receiving specified increases.)

⁸ Includes inequity adjustments.

⁹ Deferred increases.

¹⁰ The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (SERMCE) changed its name to the Amalgamated Transit Union (ATU) on July 1, 1964.

¹¹ Mechanics received an additional 10 cents an hour (total 20 cents) plus a deferred increase of 5 cents an hour effective Mar. 1, 1967.

¹² The agreement also provided deferred increases of 25 cents an hour effective June 1, 1967, and 22½ cents an hour effective June 1, 1968.

B—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
<p>Aug. 18, 1945 (IAM) -----</p> <p>June 1, 1949 (IAM) -----</p> <p>Mar. 1, 1962 (company letter dated Apr. 21, 1962).</p>	<p>Maintenance employees—10 percent premium paid for work on 2d shift; 12.5 percent for 3d shift.</p> <p>Changed: Maintenance employees—15 percent for work on 3d shift.</p> <p>Established: Office employees—\$10 per month premium for work on swing or graveyard shifts.</p>	
Overtime Pay		
<p>Aug. 18, 1945 (IAM) -----</p> <p>Oct. 22, 1945 (SERMCE) -----</p> <p>Mar. 1, 1958 (SERMCE agreement of same date).</p> <p>Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).</p> <p>Mar. 1, 1964 (SERMCE agreement date Apr. 15, 1964).</p> <p>June 1, 1964 (SERMCE agreement of above date).</p> <p>Mar. 1, 1965 (ATU agreement of above date).</p> <p>June 1, 1965 (IAM agreement dated Sept. 22, 1965).</p> <p>Jan. 1, 1966 (ATU agreement of above date).</p>	<p>Maintenance employees—time and one-half for first 3 hours in excess of regular workday (8 hours); double time thereafter.</p> <p>Operators, regular—time and one-half for work outside of tour of duty when assigned work while on duty.</p> <p>Terminal employees—time and one-half for work in excess of 8 hours a day.</p> <p>In effect: Maintenance and office employees—time and one-half for work in excess of 8 hours a day.</p> <p>Added: Terminal employees—2-hour minimum, at overtime rate, guaranteed employee not provided 1-hour notice that overtime was required after regular work hours.</p> <p>Added: Maintenance employees—2 hours' pay at overtime rate, guaranteed employee required to work after regular hours; 4 hours' pay guaranteed employee who left company property but was called back after regular hours.</p> <p>Changed: Office employees—time and one-half for work in excess of scheduled workday.</p> <p>Reduced: Office employees—scheduled workday to 7 ³/₄ hours.</p> <p>Reduced: Office employees—scheduled workday to 7 ¹/₂ hours.</p> <p>Reduced: Office employees—scheduled workday to 7 ¹/₄ hours.</p> <p>Added: San Francisco maintenance employees—time and one-half for work in excess of 48 hours in assigned workweek.</p> <p>Reduced: Office employees—scheduled workday to 7 hours.</p>	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Extra Service Pay ²		
Oct. 22, 1945 (SERMCE) ----	Operators, regular and extra—minimum daily rate plus 50 cents paid for each hour up to 16, ³ after 9 hours' duty for regular operators and after 11 hours' duty for extra operators.	
Oct. 23, 1946 (SERMCE) ----	Changed: Operators, extra—payment made after 9 hours of duty.	
Oct. 24, 1949 (SERMCE) ----	Increased: Operators, extra—75 cents an hour for hours in excess of 9.	
Mar. 2, 1951 (SERMCE) ----	Changed: Operators, regular and extra—paid applicable hourly rate up to and including the 16th hour, minus off-duty period if not in excess of 1 hour; or applicable mileage rate for miles actually driven plus 55 cents for each hour over 9 up to and including 16th hour, whichever was greater.	Employees operating "Through or Straight-Away Service" paid applicable hourly rate up to and including 16th hour, or applicable mileage rate for miles actually driven, whichever was greater.
Mar. 2, 1956 (SERMCE agreement of same date).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to 60 cents for each hour over 9 up to and including 16th hour.	
Mar. 1, 1957 (SERMCE agreement dated Mar. 2, 1956).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to 65 cents.	
Mar. 1, 1960 (SERMCE agreement of same date).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to 75 cents an hour.	
Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to 80 cents an hour.	
June 1, 1962 (SERMCE agreement dated Apr. 24, 1962).	Changed: Operators, regular and extra—pay, in addition to mileage rates increased to 85 cents for each hour over 9 and less than 11, and to 90 cents for each hour over 9 when elapsed time was over 11 and less than 16 hours.	
Mar. 1, 1963 (SERMCE agreement of above date).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to 90 cents and \$1 an hour.	
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to 95 cents and \$1.10 an hour.	
Mar. 1, 1965 (ATU agreement of above date).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to \$1 and \$1.20 an hour.	
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Increased: Operators, regular and extra—pay, in addition to mileage rates, to \$1.05 and \$1.25 an hour.	Not applicable to local extra service operators, who received the minimum daily guarantee (8 hours' pay) or pay for actual hours worked, whichever was greater, plus \$1.05 for each hour over 8 1/2 but less than 11, and \$1.25 when elapsed time was 11 hours or more.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Premium Pay for Weekend Work		
Aug. 18, 1945 (IAM)-----	Maintenance employees—time and one-half for first 8 hours ¹ work on 6th consecutive day, double time thereafter. Double time for work on 7th consecutive day and on Sunday as such if not included in regular workweek.	If 6th consecutive day was Sunday (for which double time was paid) employee paid time and one-half on 7th day.
Oct. 22, 1945 (SERMCE)---	Operators, regular, and terminal employees—double time for work on 7th consecutive day.	
June 1, 1949 (IAM)-----	Operators, extra—no provision.	
Mar. 2, 1952 (SERMCE)---	Changed: Maintenance employees—double time for work on 6th consecutive day.	Extra day off with pay provided when holiday fell on 7th consecutive day or 2d day off.
	Added: Operators, extra—time and one-half for work in excess of 12 days in any 14-day period, with minimum of 4 hours at overtime rate.	
	Terminal employees—time and one-half for work on 6th consecutive day.	
Oct. 1, 1952 (SERMCE)-----	Changed: Operators, extra—time and one-half for work in excess of 11 in 14 days. Same guarantee.	
Oct. 1, 1952 (SERMCE) agreement dated May 12, 1952).	Changed: Operators, regular—with 2 or more consecutive days off; time and one-half for work on first day off, double time for work on subsequent days. ⁴	
Oct. 1, 1953 (SERMCE)-----	Changed: Operators, extra—time and one-half for work in excess of 10 in 14 days. Same guarantee.	
Oct. 12, 1954 (SERMCE agreement of same date).	Changed: Operators, extra—time and one-half for work on 6th and 7th day; 4-hour minimum guarantee continued.	
Mar. 1, 1958 (SERMCE agreement of same date).	In effect: Maintenance employees—time and one-half for work in excess of 40 hours a week.	
	Office employees—time and one-half for work on nonscheduled workdays; 4-hour minimum guaranteed.	
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Added: Maintenance employees—8-hour minimum guaranteed for work on regularly scheduled days off.	
	Terminal employees—additional 4 hours ¹ pay (total, time and one-half) provided employees required to work 6th consecutive day because of shift changes; additional 8 hours ¹ pay (total, double time) provided employees required to work 7th consecutive day because of shift changes.	

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay		
Aug. 18, 1945 (IAM) -----	Maintenance employees—8 paid holidays, for which workers received 8 hours' straight-time pay. Double time for holidays worked.	Holidays were: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Admission Day, Thanksgiving, and Christmas.
June 1, 1955 (IAM agreement dated Aug. 4, 1955).	Added: San Francisco maintenance employees—1 paid holiday (total 9).	Holiday was Veterans Day.
Mar. 1, 1958 (SERMCE agreement of same date).	<p>Established: Operators, regular and extra, and terminal employees—6 holidays for which employees received one-half day's pay when falling on regularly scheduled workday. Time and one-half for holidays worked.</p> <p>In effect: Maintenance employees—6 holidays for which workers received 8 hours straight-time pay. Double time for holidays worked. Office employees—8 holidays for which employees received regular pay. Time and one-half, with minimum of 4 hours guaranteed, plus regular straight-time pay for holidays worked.</p>	<p>Practice of observing the day recognized by the State or Federal Government for holidays that fell on Sunday, continued. Admission Day continued to be a paid holiday only when celebration was held in San Francisco.</p> <p>Holidays were: Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas, and New Year's Day. Employees to receive one-half of: Operators, regular—run pay; operators, regular, relief—pay of last day worked prior to holiday; operators, extra—vacation daily pay; terminal employees—regular rate. To qualify for holiday pay, employee must have been available for work.</p> <p>Holidays were the same as those for operators and terminal employees.</p> <p>Holidays were: Washington's Birthday and Veterans Day, in addition to those for operators and terminal employees. Holidays falling on Sunday to be observed on day recognized by U.S. Government and considered legal holiday. Holidays of employees scheduled to work on Saturday or Sunday, falling on second day off treated as holidays falling on Sunday.</p>
Mar. 1, 1960 (SERMCE agreement of same date).	<p>Changed: Operators, regular and extra, and terminal employees—$\frac{3}{4}$ day's pay; $1\frac{3}{4}$ days' pay for work on holidays.</p> <p>Changed: Operators, regular and extra, terminal and maintenance employees—1 day's pay; double time for work on holidays.</p> <p>Added: Office employees—1 holiday (total 9).</p>	<p>Holiday was employee's birthday. Added: Employees not regularly scheduled to work on Saturday to be paid for holidays falling on Saturday.</p>
June 1, 1962 (IAM agreement dated Aug. 6, 1962).	Changed: San Francisco maintenance employees—double time and one-half for holidays worked.	
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Added: Operators, regular and extra, terminal and maintenance employees—1 holiday (total 7).	<p>Holiday was Veterans Day.</p> <p>Changed: Office employees—holidays falling on Sunday to be observed on succeeding workday. Holidays falling on Saturday or on first day off for employees scheduled to work on Saturday to be observed on preceding workday. Added: Office employees—Day off for employee's birthday falling on holiday or any "off" day to be observed on succeeding workday. Any employee on unpaid leave of absence in excess of 10 days, or receiving State Disability insurance other than hospitalization, ineligible for holiday pay.</p>

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay—Continued		
June 1, 1965 (IAM agreement dated Sept. 22, 1965).		Changed: San Francisco maintenance employees—employee's birthday substituted for Admission Day as paid holiday. When employee's birthday fell on a paid holiday, the next assigned workday to be taken off with pay.
June 1, 1966 (IAM agreement dated Sept. 6, 1966).		San Francisco maintenance employees—Holidays, other than the employee's birthday, falling on the 6th day of the employee's workweek to be taken off with pay. Holidays falling on the 7th day of the employee's workweek to be observed on the next scheduled workday—and taken off with pay.
Mar. 1, 1967 (ATU agreement dated June 23, 1966).	Added: Operators, regular and extra, and office, terminal, and maintenance employees—1 holiday.	Holiday was: Operators, regular and extra, terminal and maintenance employees—employee's birthday; office employees—Good Friday. Added: Terminal employees—holiday falling on Sunday to be observed on Monday and considered a legal holiday. Employees on paid sick leave considered available for work if the holiday fell during the 3-day waiting period, or during the time the employee was receiving sick leave pay.
Paid Vacations		
Aug. 18, 1945 (IAM) -----	Maintenance employees—1 week's vacation with pay at regular rate, after 1 but less than 5 years of service; 2 weeks after 5 years or more.	
Oct. 22, 1945 (SERMCE) ---	Operators, regular and extra—1 week's vacation with pay after 1 but less than 5 years of service; 2 weeks after 5 years or more.	Regular operator's pay equaled amount that would have been earned on regular assignments. Extra operators paid $\frac{1}{52}$ of annual earnings for each vacation week.
	Terminal employees—1 week's vacation with pay at regular rate after 1 but less than 2 years of service; 1 week and 2 days after 2 but less than 3 years; 2 weeks after 3 years or more.	Operators, regular—vacation to be reduced for time lost because of illness in excess of 6 months as follows: More than 6 months but less than 1 year, 1 day's allowance for each month in excess of 6 months, up to one-half the vacation allowance; over 1 year, one-half the vacation allowance plus an additional day for each month in excess of 1 year. Vacation allowance reduced as follows for time lost because of nondisability absences: 1 to 34 days, none; 35 to 74 days, 1 day; 75 to 90 days, 2 days.

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Oct. 23, 1946 (SERMCE) ---	Increased: Operators, regular and extra—1 additional day of vacation with pay for each year of service after the first year, up to the 5th year.	
June 1, 1949 (IAM) -----	Increased: Maintenance employees—2 weeks after 2 years or more of service.	Additional day's paid vacation provided when holiday fell within vacation period.
Mar. 2, 1951 (SERMCE) ---	Added: Operators, regular and extra, and terminal employees—3 weeks after 15 years or more.	Additional day's paid vacation provided when holiday fell within vacation period.
Oct. 12, 1954 (SERMCE agreement of same date).	Changed: Operators, regular and extra, and terminal employees—3 weeks after 12 years or more.	
June 1, 1955 (IAM agreement dated Aug. 4, 1955).	Added: San Francisco maintenance employees—3 weeks after 15 years or more.	Additional day's pay provided when paid holiday fell within vacation period. Vacation to be reduced by 1/2 day for each 30 days employee had not worked during year immediately preceding vacation, excluding regular days off and first 30 days of hospitalization resulting from an occupational injury.
Mar. 2, 1956 (SERMCE agreement of same date).	Changed: Operators, regular and extra, and terminal employees—3 weeks after 10 years or more.	
Mar. 1, 1958 (SERMCE agreement of same date).	Added: Operators, regular and extra, and terminal employees—4 weeks after 25 years or more. In effect:	
June 1, 1958 (IAM agreement dated Sept. 29, 1958).	Maintenance employees—same vacation benefits as operators and terminal employees. Office employees—1 week's vacation with pay after 1 but less than 2 years of service, 2 weeks after 2 but less than 5 years, 3 weeks after 5 but less than 25 years, and 4 weeks after 25 years or more.	
June 1, 1959 (IAM agreement dated July 14, 1959).	Changed: San Francisco maintenance employees—3 weeks after 6 years or more.	
Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).	Changed: Operators, regular and extra, and terminal, maintenance, and office employees—4 weeks after 20 years or more.	
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).		Office employees—vacation period to be reduced 1/2 day for each 15 days' absence in year immediately preceding vacation. Pro rata vacation pay provided employees terminating employment.
June 1, 1962 (IAM agreement dated Aug. 6, 1962).	Added: San Francisco maintenance employees—4 weeks after 18 years or more.	
Mar. 1, 1964 (SERMCE agreement dated Apr. 13, 1964).	Changed: Operators, regular and extra, and technical and maintenance employees—4 weeks after 18 years or more of service; 5 weeks after 30 years.	Office employees—vacation allowance reduced 1/2 day for each 15 days' absence in anniversary year in which vacation allowance was earned.
June 1, 1965 (IAM agreement dated Sept. 22, 1965).		Added: Employees whose services were terminated before completion of a full year of service to receive vacation pay pro rata.
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Changed: Office employees—3 weeks after 10 but less than 18 years of service; 4 weeks after 18 but less than 30 years; 5 weeks after 30 years.	Added: Operators, regular and extra—vacation allowance not to be reduced for time lost, up to 1 year, because of on-the-job injuries.
Mar. 1, 1967 (ATU agreement dated June 23, 1966).	Changed: Operators, regular and extra, and terminal and maintenance employees—2 weeks after 2 but less than 10 years of service.	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Sick Leave		
Oct. 22, 1945 (SERMCE)----	Terminal employees—1 week's sick leave with pay after 1 but less than 2 years of service; 1 week and 2 days after 2 but less than 3 years; 2 weeks after 3 years or more.	Payment, at regular rate, to start on first day of illness.
Oct. 23, 1946 (SERMCE)---	Added: Operators, regular and extra—1 week's sick leave with pay after 1 year of service plus 1 additional day for each year of service after the first up to the fifth year; 2 weeks after 5 years.	Payment made at the same rate provided under vacation pay for regularly scheduled workdays missed, after the first 3 days, because of illness. Provision not applicable when sickness or injury resulted from intoxication, drug addiction, etc. Payment at the same rate as vacation pay for regularly scheduled workdays missed, after the first 3 days, because of illness. Provision not applicable when sickness or injury resulted from intoxication, drug addiction, etc.
Mar. 1, 1958 (SERMCE agreement of same date).	In effect: Maintenance employees—1 week's sick leave with pay after 1 year of service plus 1 additional day for each year of service after the first, up to the fifth year; 2 weeks after 5 years or more. Office employees—40 hours' sick leave with pay after 1 but less than 2 years of service, 60 hours after 2 but less than 3 years, 80 hours after 3 years or more.	Office employees—permitted to charge sickness during vacation to sick leave account.
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962, and company letter dated Apr. 21, 1962).	All employees—one-half unused sick leave, up to 7 days, could be accumulated.	Payment at daily rate to start after first 2 regular workdays in case of illness; first day if hospitalized.
June 1, 1962 (IAM agreement dated Aug. 6, 1962).	Added: San Francisco maintenance employees—1 week's sick leave with pay after 1 year of service. Unused sick leave cumulative up to an additional week.	Accumulated leave to be in addition to that earned during year. Changed: Waiting period—to 3 consecutive days (was 3 consecutive working days). Employee disabled on vacation to start sick leave immediately upon expiration of vacation.
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Changed: Operators, regular and extra, and terminal and maintenance employees—one-half unused sick leave, up to 14 days, could be accumulated.	Added: If an employee became ill and returned home during the first 4 hours of a shift, that day to be counted as one of the 2-day waiting period.
June 1, 1965 (IAM agreement dated Sept. 22, 1965).	Changed: San Francisco maintenance employees—unused sick leave cumulative up to 3 weeks.	Changed: Office employees—35 hours' sick leave after 1 but less than 2 years of service; 52 1/2 hours for 2 but less than 3 years; 70 hours after 3 years or more. One-half unused sick leave, up to 70 hours, could be accumulated.
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Changed: San Francisco maintenance employees—unused sick leave cumulative up to 4 weeks.	Changed: San Francisco maintenance employees—unused sick leave cumulative up to 4 weeks.
June 1, 1966 (IAM agreement dated Sept. 6, 1966).		

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Time Pay		
Oct. 24, 1949 (SERMCE) ---	Operators, regular and extra—complete tour of duty paid for if service was suspended enroute. 1 day's wage paid operators reporting for work when service was suspended before leaving terminal. Terminal workers—no provision.	
Call-In Pay		
Oct. 22, 1945 (SERMCE) --- June 1, 1955 (IAM agreement dated Aug. 4, 1955). Mar. 1, 1958 (SERMCE agreement of same date). Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962). Mar. 1, 1964 (ATU agreement dated Apr. 15, 1964).	Terminal employees—time and one-half paid for emergency work when called in while off duty. 2-hour minimum guaranteed. ----- In effect: Maintenance employees—time and one-half when called in outside of regular shifts; 4 hours ² minimum guaranteed. Increased: Terminal employees—minimum, to 3 hours. Changed: Maintenance employees—time and one-half paid when called to work on regular scheduled day or days off; a minimum of 8 hours work.	San Francisco maintenance employees, temporary—1 day's pay (8 hours) guaranteed.
Standby (Protecting Time) Pay		
Oct. 22, 1945 (SERMCE) --- Mar. 1, 1960 (SERMCE agreement of same date).	Operators, extra—stand service rate paid (see table C) for minimum of 2 hours. Operators, regular—time and one-half the mileage or hourly rate, whichever was greater, when used on protecting assignment. Added: Operators, regular—4 hours ¹ pay guaranteed when called in on unassigned days.	
Shifted Tour Pay		
Oct. 22, 1945 (SERMCE) --- Mar. 2, 1952 (SERMCE) ---	Operators, regular and extra, and terminal employees—no provision. Terminal employees—time and one-half paid for all hours worked before or after regular assignment when employee's scheduled hours were changed with less than 24 hours ¹ notice.	Applicable to shifts of a temporary nature lasting less than 5 days.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Detailed Assignment Pay ⁵		
Oct. 22, 1945 (SERMCE) ---- Mar. 2, 1951 (SERMCE)-----	Operators, extra—applicable hourly rate paid (see table D) for minimum of 2 hours.	Extra operators removed from head of extra board only after tour of duty earning minimum daily compensation (see table C). ⁶
Deadheading Pay		
Oct. 22, 1945 (SERMCE) ---- Mar. 1, 1952 (SERMCE)-----	Operators, regular and extra—full mileage rate paid for deadheading; one-half mileage rate paid for deadheading on cushions, under the instructions of the company. ⁷	Regular operator changing run at point away from home terminal on orders of company to be returned to home terminal of former run at full rate of pay.
Leased Equipment		
Oct. 22, 1945 (SERMCE) ----	Operators, extra—regular rates paid for operating equipment leased by the company.	
Runaround Pay		
Oct. 22, 1945 (SERMCE) ---- Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962). Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Operators, extra—employee not given work in turn paid amount equal to that earned by the operator assigned run. Changed: Operators, extra—employee not given work in turn to be paid as follows: (1) If run claimed was under 48 hours, amount equal to that earned by the operator assigned the run, in addition to work performed in (2) If run claimed was 48 hours or more, the difference between amount earned by operator assigned run and other work performed in the same period.	Employee not assigned in turn but given an assignment, paid for service performed in addition to the amount received for being run around. Added: Operators, regular—pay for run guaranteed first operator on board when mechanic drove relief bus to vehicle requiring repair. Employee who accepted a run for which he was called and subsequently discovered that a runaround existed to be paid in accordance with (1) or (2) whichever was applicable.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Away-From-Home Pay		
Oct. 22, 1945 (SERMCE) ---	Operators, regular—65 cents an hour paid for all time delayed at away-from-home terminal in excess of 1 hour after scheduled departure time, up to maximum of 8 hours in any 24-hour period.	In order to return delayed operators to home terminal, the company could (1) place operator on any assigned run, (2) place operator at head of extra board, or (3) dead-head operator to home terminal.
Oct. 23, 1946 (SERMCE) ---	Changed: Operators, regular—applicable hourly rate (see table D) paid for delays in excess of 1 hour.	
Missed-Runs Pay		
Oct. 22, 1945 (SERMCE) ----	Operators, regular and extra—regular rate paid when assigned runs were missed because of extra assignments or delays on previous runs.	
Delayed-Runs Pay		
Oct. 22, 1945 (SERMCE) ---	Operators, regular and extra—65 cents an hour paid for all time in excess of 1 hour's delay en route, up to maximum of 8 hours in any 24-hour period.	Applicable to delays caused by storm, fire, or breakdown of bus.
Oct. 23, 1946 (SERMCE agreement dated Nov. 19, 1946).	Changes: Operators, regular and extra—applicable hourly rate (see table D) paid for delays in excess of 1 hour. Added: Operators, regular—when held on duty at home terminal because of schedule delays resulting from road or other conditions over which the operators had no control paid at the applicable hourly rate as follows: 1 but less than 1 1/2 hours—1 hour's time; 1 1/2 hours but less than 2 1/2 hours—2 hours' time.	Not applicable if operator was notified of delay at least 1 hour prior to scheduled departure time.
Detour Pay		
Oct. 22, 1945 (SERMCE) ---	Operators, regular and extra—mileage rates paid when detour increased distance of tour of duty by 5 miles or more in 1 day or total of 5 miles or more in 5 consecutive days.	Payment made from first day additional mileage was required and as long as detour continued.

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Subsistence Pay		
Aug. 18, 1945 (IAM) -----	Maintenance employees—actual expenses for meals and lodgings allowed while away from home shop.	
Oct. 22, 1945 (SERMCE agreement of same date).	Operators, extra—reimbursed for all meals, at rate of 80 cents a meal, when held at away-from-terminal for more than 12 hours; or paid \$1.50 expense allowance and furnished sleeping accommodations when used in emergency to operate single schedule off board at other than home terminal. ⁶ Operators, regular—reimbursed for all meals, at rate paid extra operators, when in an emergency, service was suspended and employee held away from home terminal for more than 12 hours. Terminal employees—paid same allowance as extra operators in charter service (see table C) when kept away from home overnight.	Company required to provide sleeping accommodations. Where no dormitory was maintained or where it was overcrowded, company arranged for satisfactory lodging.
Oct. 24, 1948 (SERMCE) ---	Increased: Operators, extra—meal allowance, 90 cents.	
Oct. 24, 1949 (SERMCE) ---	Increased: Operators, extra—meal allowance, \$1.	
Mar. 2, 1952 (SERMCE) ---	Increased: Operators, extra—meal allowance, \$1.05.	
Mar. 1, 1953 (SERMCE) ---	Increased: Operators, extra—meal allowance, \$1.06.	Revised rate after applying cost-of-living factor.
Oct. 12, 1954 (SERMCE) --- agreement of same date).	Increased: Operators, extra—meal allowance, \$1.07.	General increase.
Mar. 2, 1956 (SERMCE agreement of same date).	Increased: Operators, extra—meal allowance, \$1.25.	General increase.
Mar. 1, 1957 (SERMCE agreement dated Mar. 2, 1956).	Increased: Operators, extra—meal allowance, \$1.29.	General increase plus adjustment for cost of living.
Mar. 1, 1958 (SERMCE agreement of same date).	Increased: Operators, extra—meal allowance, \$1.50.	General increase.
Mar. 1, 1959 (SERMCE agreement dated Mar. 1, 1958).	Increased: Operators, extra—meal allowance, \$1.57.	Adjustment for cost of living.
Mar. 1, 1960 (SERMCE agreement dated Mar. 1, 1960).	Increased: Operators, extra—meal allowance, \$1.60.	General increase.
Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).	Increased: Operators, extra—meal allowance, \$1.63.	Adjustment for cost of living.
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).	Increased: Operators, extra—meal allowance, \$1.70.	General increase.
Mar. 1, 1963 (SERMCE agreement of above date).	Increased: Operators, extra—meal allowance, \$1.75.	General increase.
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Increased: Operators, extra—meal allowance, \$1.83.	General increase.
Mar. 1, 1965 (ATU agreement of above date).	Increased: Operators, extra—meal allowance, \$1.88.	General increase.
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Increased: Operators, extra—meal allowance, \$2.	General increase.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date-	Provision	Applications, exceptions, and other related matters
Special Allowance		
<p>Oct. 22, 1945 (SERMCE)---</p> <p>Oct. 24, 1948 (SERMCE agreement of same date).</p> <p>June 1, 1953 (IAM)-----</p>	<p>Operators, regular and extra—25 cents for driving bus to terminal from garage and to garage from terminal.</p> <p>Added: Operators, regular and extra—25 cents a day paid for making required reports. Terminal employees—paid at regular hourly rate for time required to make reports.</p> <p>Maintenance employees—tool allowance, \$1 per week.</p>	<p>50 cents in San Francisco.</p> <p>Employees could not be required to prepare reports on own time or while on duty at open window.</p>
Instruction Pay		
<p>Oct. 22, 1945 (SERMCE agreement same date).</p> <p>Mar. 2, 1951 (SERMCE agreement of same date).</p> <p>Mar. 1, 1961 (SERMCE agreement of same date).</p> <p>Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).</p> <p>Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).</p>	<p>Operators, regular and extra—\$1 a day plus regular mileage rate paid for instruction of students over regular routes. Terminal employees—\$1 a day paid for instruction.</p> <p>Increased: Terminal employees—\$1.10 a day.</p> <p>Increased: Terminal employees—\$1.20 a day.</p> <p>Changed: Operators, regular and extra—\$1 a day for each student, plus regular mileage rate paid for instruction of students over regular routes.</p> <p>Increased: Terminal employees—\$1.30 a day.</p> <p>Increased: Operators, regular and extra—\$1.50 a day for each student, plus regular mileage rate, paid for instruction of students over regular routes.</p> <p>Increased: Terminal employees—\$1.50 a day.</p>	<p>Instruction over other than regular routes was conducted by company's drivers' school instructions.</p>

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Transportation Privileges		
Oct. 22, 1945 (SERMCE)----	<p>Operators, regular and extra—annual pass in division in which employed provided after 3 but less than 5 years of service. Annual pass over lines covered by agreement provided after 5 years of service.</p> <p>Terminal employees—with 1 but less than 3 years of service, 2 trip passes for employee and family plus 4 additional trip passes for employee; with 3 years of service or more, 2 trip passes for employee and family and 7 additional trip passes for employee.</p> <p>Maintenance employees—no provision-----</p>	<p>No provision made for travel on other Greyhound lines.</p> <p>Maintenance employees were eligible for trip passes on the company's lines, by company practices.</p>
Oct. 23, 1946 (SERMCE) ---	Added: Operators, regular and extra—2 trip passes for family use provided after 1 year of service.	
Oct. 24, 1948 (SERMCE) ---	Changed to: Terminal employees—provided transportation privileges of operators.	
Oct. 12, 1954 (SERMCE) agreement of same date).	-----	<p>Added: Annual pass for company lines to be provided retired and disabled employees with 12 years of service or more; 2 round trip passes to be provided annually to spouse of such employee.</p> <p>Service requirement for retired and disabled employees reduced to 10 years.</p>
<p>Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).</p> <p>June 1, 1962 (IAM agreement dated Aug. 6, 1962).</p>	<p>Changed: All employees—4 trip passes to year for employee and family provided after 1 year of service.</p> <p>Added: San Francisco maintenance employees—annual pass provided over company lines to employees after 3 years of service or more and 4 trip passes to family; 4 trip passes per year for employee and family after 1 year of service; reduced rates for employees and family, with less than 1 year of service.</p>	<p>Employees entitled to reduced rates after using 4 trip passes.</p> <p>Family included husband or wife, children, parents, and minor brothers and sisters when members of employee's household, and dependent entirely upon employee for support.</p>
Mar. 1, 1964 (ATU agreement dated Apr. 15, 1964).	<p>Changed to: All employees—annual pass over lines covered by agreement provided for employees with 1 year of service or more. Six round trip passes to be provided annually to spouse and dependents of such employees.</p>	<p>Added: All employees, including those retired and physically disabled, who were entitled to annual pass over lines covered by agreement and their spouses, to be provided with 1 round trip pass per year over Eastern Central and Southern Greyhound Lines.</p> <p>Changed: Spouse of retired or disabled employee with 10 years of service or more to be provided with 3 round trip passes annually.</p>
June 1, 1965 (IAM agreement dated Sept. 22, 1965).	<p>Changed to: San Francisco maintenance employees—transportation privileges identical to those provided to ATU members above.</p>	
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	<p>Changed to: All employees—upon written request, spouse of employee to be granted an annual pass over the lines of the company on the same basis as employees. Twelve round trip passes to be provided annually to other dependent members of employee's immediate family.</p>	<p>Spouses' passes void for commuters.</p> <p>Added: Upon request, spouse of deceased employee with 10 years of accumulated service or more to be granted 2 round trip passes annually over the lines of the company.</p> <p>The practice of reduced rates continued.</p>
June 1, 1966 (IAM agreement dated Sept. 6, 1966).	<p>Increased: San Francisco maintenance employees—transportation privileges identical to those provided to ATU members above.</p>	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Court Duty Pay		
<p>Oct. 22, 1945 (SERMCE) ---</p> <p>Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).</p> <p>June 1, 1965 (IAM agreement dated Sept. 22, 1965).</p> <p>Mar. 1, 1966 (ATU agreement dated June 23, 1966).</p>	<p>Operators, regular, and terminal employees—paid regular compensation plus expenses.</p> <p>Maintenance employees—no provision -----</p> <p>-----</p> <p>Established: San Francisco maintenance employees, serving on jury duty to receive difference between the pay they would have received on the job and the daily amount paid for jury duty.</p> <p>Added: Operators, regular and terminal employees—subpoenaed by third parties in court actions involving direct interest of the company, to be paid regular compensation plus expenses.</p>	<p>Extra operators—paid amount they would have earned, or minimum daily guarantee, whichever was higher, plus expenses. Court witnesses' fees to be returned to the company.</p> <p>By company practice, these employees were paid regular rate when attending at company request.</p> <p>Changed: Operators, extra—paid vacation daily rate less earnings from company during 24-hour period.</p> <p>Employees to provide proof of services.</p> <p>Employee dismissed from jury duty expected to return to work, provided it was possible for him to work at least 2 hours.</p>
Tire-Changing Allowance		
<p>Oct. 22, 1945 (SERMCE) ---</p> <p>Octo 23, 1946 (SERMCE) ---</p> <p>Oct. 12, 1954 (SERMCE agreement of same date).</p> <p>Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).</p> <p>Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).</p> <p>Mar. 1, 1966 (ATU agreement dated June 23, 1966).</p>	<p>Operators, regular, and extra—\$1 paid for each tire changed.</p> <p>Added: Operators, regular and extra—\$1 paid for installation or removal of chains.</p> <p>Increased: Operators, regular and extra—\$1.50 paid for each tire changed.</p> <p>Added: Operators, regular and extra—\$2.50 paid for each inside rear tire changed.</p> <p>Increased to: Operators, regular and extra—\$1 for each tire changed, to \$3.50 for each inside rear tire and \$2.50 for any other; and \$0.50 for installation or removal of chains (total \$1.50).</p> <p>Increased to: Operators, regular and extra—\$3 for each tire changed (\$4 for each inside rear tire); \$2 for installation or removal of tire chains.</p>	<p>No additional compensation allowed for changing dual tires.</p> <p>Tire changes and/or chain installation and removals treated separately and paid in addition to road delays.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Charter Service Pay		
Oct. 22, 1945 (SERMCE) ---	<p>Operators, regular—regular mileage rate, but not less than amount operator would have received on regular run, paid for operating chartered bus.</p> <p>Operators, extra—paid regular mileage rate except where minimum rate was higher. When minimum rate was higher, paid for elapsed time on following basis:</p> <p>8 hours or less—minimum hourly rate; more than 8 but less than 11 hours—minimum daily rate; more than 11 to maximum of 16 hours—minimum daily rate plus hourly payment for hours in excess of 11 (table C).</p>	When away from home terminal for 24 hours or more, operators reimbursed for meals and lodgings (see table C).
Oct. 23, 1946 (SERMCE) ---	Increased to: Operators, regular—payment made for elapsed time in excess of 9 hours.	
Oct. 12, 1954 (SERMCE agreement of same date).	<p>Added: Operators, regular—straight-time, but not less than regular run rate, on assigned workday when specified operator was requested by charter party for trip exceeding 48 hours.</p> <p>Changed: Operators, extra—(a) For trips of 48 hours or less, paid mileage rate except when minimum rate was higher. When minimum rate was higher, paid for elapsed time on following bases: 8 hours or less—minimum hourly rate; more than 8 but less than 9 hours—minimum daily rate; more than 9 hours on turn-around service²—greater of hourly rate up to 17th hour (less up to 1 hour off duty time) or mileage rate plus 55 cents per hour for hours worked between the 9th and 17th; more than 9 hours on straight away service²—greater of hourly rate up to 17th hour (less up to 1 hour off duty time) or mileage rate.</p> <p>(b) For trips of more than 48 hours—greater of mileage rate or hourly rate for first 16 hours (less up to 1 hour off duty time) in each 24-hour period.</p>	No additional pay for services beyond 16th hour until expiration of 24-hour period.
Mar. 2, 1956 (SERMCE agreement of same date).	Increased: Operators, extra—to 60 cents for hours worked between the 9th and 17th on trips of 48 hours or less lasting more than 9 hours on turn-around service.	
Mar. 1, 1957 (SERMCE agreement dated Mar. 2, 1956).	Increased: Operators, extra—65 cents for hours worked between the 9th and 17th on trips of 48 hours or less lasting more than 9 hours on turn-around service.	
Mar. 1, 1960 (SERMCE agreement of same date).	Increased: Operators, extra—to 75 cents for hours worked between the 9th and 17th on trips of 48 hours or less lasting more than 9 hours on turn-around service.	
Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).	Increased: Operators, extra—to 80 cents for hours worked between the 9th and 17th on trips of 48 hours or less lasting more than 9 hours on turn-around service.	
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).	Correction: Operators, extra—to 85 cents for hours worked between the 9th and 11th and 90 cents for work between the 11th and 17th on trips lasting more than 9 but no more than 48 hours on turn-around service.	Overtime provisions not applicable to charter service of more than 48 hours.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Charter Service Pay—Continued		
Mar. 1, 1963 (SERMCE agreement of above date).	Correction: Operators, extra—to 90 cents for hours worked between the 9th and 11th and \$1 for work between the 11th and 17th on trips lasting more than 9 but no more than 48 hours on turn-around service.	
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Increased to: Operators, extra—95 cents for hours worked between the 9th and 11th and \$1.10 for work between the 11th and 17th on trips lasting more than 9 but no more than 48 hours on turn-around service.	
Mar. 1, 1965 (ATU agreement dated Apr. 15, 1964).	Increased to: Operators, extra—\$1 for hours worked between the 9th and 11th and \$1.20 for work between the 11th and 17th on trips lasting more than 9 but no more than 48 hours on turn-around service.	
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Increased to: Operators, extra—\$1.05 for hours worked between the 9th and 11th and \$1.25 for work between the 11th and 17th on trips lasting more than 9 hours but no more than 48 hours on turn-around service.	
Mealtime Pay		
Mar. 1, 1958 (SERMCE agreement of same date).	In effect: Office employees—time and one-half paid for all hours worked in excess of 5 when assigned meal period other than during 4th and 5th hours of duty. Fifteen of 45-minute meal period considered within 8-hour standard day and paid for by company.	
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).	Changed: Office employees—15 minutes of meal period no longer considered within standard working day or paid for by company.	
June 1, 1966 (IAM agreement dated Sept. 6, 1966).	Established: San Francisco maintenance employees—who were unable to eat their meals and those whose meal period was delayed more than 2 hours past assigned meal period because of work assignment, to be paid an additional one-half hour at overtime rate.	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Relief Pay		
<p>Oct. 22, 1945 (SERMCE)---</p> <p>Mar. 1, 1960 (SERMCE agreement of same date).</p>	<p>Terminal employees—when ordered to relieve another employee at station away from home, paid hourly rate for travel time, both ways, plus expense. (See table C, extra operators, expenses.)</p> <p>Changed: Operators, extra—when relieving regular operator on standard mainline run at point away from home paid (1) on scheduled day of work—deadhead rate plus room rent if necessary; (2) on nonscheduled day of work—greater of (a) deadhead rate plus run rate plus spread rate,⁸ or (b) deadhead rate plus run rate plus room rent if necessary; or (c) spread pay.⁸</p>	<p>Terminal employees—paid actual time at pro rata rate for time consumed dead-heading to and from home terminal to fill relief of positions. Rate paid not to be less than that at home terminal.</p> <p>Regular operator relieved because of sickness or for other personal reasons to be paid for actual miles driven.</p>
Scholarship Fund		
<p>Mar. 1, 1960 (SERMCE agreement of same date).</p> <p>Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).</p> <p>Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).</p> <p>Mar. 1, 1966 (ATU agreement dated June 23, 1966).</p>	<p>Established: Office employees—one-half tuition and cost of books provided employees passing courses designed to improve job proficiency.</p> <p>Changed: Office employees—full tuition and cost of books provided employees who satisfactorily complete courses.</p> <p>Changed: Available only to employees with 1 year or more of service.</p> <p>Added: Office employees—if sufficient unused scholarship funds were available, two all expense paid seminars would be provided—one in 1966 and the other in 1967.</p>	<p>Candidates to be chosen jointly by company and union. Company liability limited to \$4,800 a year for all employees.</p> <p>Number of employees participating in seminars not to exceed 100.</p> <p>Applicable to employees with at least 1 year of service and who plan to remain with the company for at least 3 additional years.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Augmenting Allowance		
<p>Mar. 2, 1956 (SERMCE agreement of same date).</p> <p>Mar. 1, 1966 (ATU agreement dated June 23, 1966).</p>	<p>Operators, extra—\$1.50 each way paid operators deadheaded (on cushions) to a point away from home to augment extra board, and not assigned to drive to home terminal within 3 hours after arrival at away from home terminal. Increased: To \$1.60.</p>	
Paid Rest Periods		
<p>Mar. 1, 1958 (SERMCE agreement of same date).</p> <p>Mar. 1, 1966 (ATU agreement dated June 23, 1966).</p>	<p>In effect: Office employees—two 10-minute rest periods in each daily tour of duty.</p> <p>Added: Terminal employees—two 10-minute rest periods daily.</p>	
Cancellation Pay		
<p>Oct. 1, 1954 (SERMCE)-----</p>	<p>In effect and continued: Operators, regular—due to report for work when service was suspended paid for that day's assignment.</p>	
Funeral Pay		
<p>Mar. 1, 1962 (SERMCE company letter dated Apr. 21, 1962).</p> <p>Mar. 1, 1966 (ATU agreement dated June 23, 1966).</p>	<p>Established: Office employees—one working day with pay provided employee attending funeral for member of immediate family; 2 days if employee was required to travel.</p> <hr style="border-top: 1px dashed black;"/>	<p>Immediate family to include wife, husband, son, daughter, father, mother, brother, sister, stepchild, grandmother, and grandfather.</p> <p>Definition of immediate family broadened to include father-in-law, mother-in-law, grandchildren, and stepparents.</p>

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Downgrade Pay		
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Established: Maintenance employees—1st, 2d, or 3d class mechanics who were reduced to a lower class or to mechanic's helper because of reduction in the work force, to continue to be paid at the rate for which they were qualified.	
Border Time Pay		
Mar. 1, 1966 (ATU agreement dated June 23, 1966).	Established: Operators, regular and extra-crossing international borders (except deadhead buses: to be paid 15 minutes pay at applicable rate for loading and unloading baggage for customs and duties in connection with clearance of immigration.	
Travel Pay		
Aug. 18, 1945 (IAM agreement dated Oct. 22, 1945).	Established: San Francisco maintenance employees—required to leave home station on company business to receive straight-time pay while traveling. Straight-time pay for the first 8 hours and overtime thereafter provided while on duty.	Employees also received actual expenses for room and board.
Occupational Injury Pay		
June 1, 1965 (IAM agreement dated Sept. 22, 1965).	Established: San Francisco maintenance employees—injured on the job to be paid for all time lost while receiving medical treatment on day of accident and up to 2 hours for each additional day they received treatment for such injury.	

See footnote at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan ⁹		
Aug. 18, 1945 (established Oct. 31, 1929).	<p>Contributory plan available after 6 months of service provided:</p> <p>Life insurance—\$1,000 for mechanics and clerks; \$2,000 for drivers and supervisors.</p> <p>Accidental death and dismemberment insurance—\$1,000 for mechanics and clerks; \$2,000 for drivers and supervisors.</p> <p>Sickness and accident benefits—\$15 a week for mechanics, clerks, and drivers and \$25 a week for supervisors, starting on 8th day in case of sickness and 1st day in case of nonoccupational accident.</p> <p>Disability benefits—\$26.25 a month for 40 months for mechanics and clerks; \$36 a month for 60 months for drivers and supervisors.</p> <p>Southern Pacific Hospital Plan provided: Full hospital, surgical, medical, and nursing coverage for maximum of 390 days.</p>	<p>Monthly cost \$2.31 for mechanics and clerks; \$3.12 for drivers; \$4.04 for supervisors. Not included in union agreement.</p> <p>Maximum time 26 weeks.</p> <p>Payable to employees under 60 years of age who were totally and permanently disabled.</p> <p>Membership in plan mandatory. Monthly cost to employees \$2.25¹⁰ Paid for entirely by employees. Not included in union agreement.</p>
Aug. 1, 1947 -----		<p>Dispatchers, foremen, and agents specified to receive same benefits at same costs as for supervisors above. New sliding schedule of benefits and costs based on earnings established for supervisors (subsequent changes for these supervisors not reported in this chronology).</p>
Sept. 1, 1950 -----	<p>Discontinued: Sickness and accident benefits—under this plan, dropped with establishment of voluntary employee-paid plan for such benefits.</p> <p>New plan paid for entirely by employees provided:</p> <p>Sickness and accident benefits—70 percent of weekly wages up to maximum of \$40 starting on 8th day of disability or on the day regular wages became less than 10 percent of weekly wage.</p> <p>Hospital benefits—\$8 a day starting on 1st day of hospital confinement.</p>	<p>Monthly cost for remaining benefits under plan changed to 73 cents for mechanics and clerks; \$1.50 for others (drivers, dispatchers, foremen, and agents).</p> <p>Cost to employees 1 percent of the first \$3,000 of annual earnings. Not included in union agreement.</p> <p>Maximum time 26 weeks for one "disability benefit period"; 51 weeks in the case of 2 separate illnesses or accidents within a calendar year. Not applicable to occupational sickness or accident.</p> <p>Maximum time 12 days in any one disability benefit period. Not applicable to hospital confinement due to occupational sickness or accident.</p>
Jan. 15, 1952 -----		<p>Monthly cost to employees further reduced to 71 cents for mechanics and clerks; \$1.42 for others.</p>
Apr. 1, 1952 -----	<p>Changed: Sickness and accident benefits—Maximum reduced to \$32 a weeks.</p>	
Jan. 1, 1953 -----	<p>Changed: Sickness and accident benefits—Maximum increased to \$35 a week; hospital benefits—maximum increased to \$10 a day.</p>	<p>Maximum time for sickness and accident benefits increased to 27 weeks for one disability benefit period.</p>
1954 -----	<p>Part I (For SERMCE members):¹¹</p> <p>In effect: Southern Pacific Hospital Plan providing¹²—</p> <p>Hospitalization (room and board)—30 to 390 days depending on length of service and date of last contribution to fund.¹³</p> <p>Medical care and surgical benefits—care and treatment by plan doctor including office, hospital, and home visits.¹⁴</p> <p>Medical and surgical dressings—provided for treatment in or out of hospital.</p>	<p>Membership in plan mandatory. Employee's monthly premium \$5.50. Not included in union agreement.</p> <p>Benefits provided only in plan hospital and by plan doctor except in emergencies.</p> <p>Infectious diseases not treated in plan hospital but cost of care in isolation hospital assumed by plan.</p> <p>Treatment and medicine not available for care of social diseases and disabilities resulting from antisocial actions or behavior; chronic diseases contacted before entering company service; pregnancy; in-</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan ⁹ —Continued		
1954—Continued -----	Retired employees—medical treatment in doctor's office and medicine prescribed at his office or at pensioner's home provided retired employees who contributed to plan for 240 months and were employed by company when retired.	sanity; mental deficiencies; plastic operations except when necessary to repair damage caused by accident; mechanical aids to vision or hearing; patent and proprietary medicines prescribed by other than plan doctor; or dental services, except dental X-rays or extractions, when necessary part of medical care. Plan provided initial artificial limbs or appliances and selected devices.
Dec. 31, 1955-----	Employees on leave of absence or furlough—full benefits provided for up to 2 years depending on length of service. ¹⁵	Employees required to continue contributions.
Mar. 1, 1956 (SERMCE agreement dated Mar. 2, 1956, Document Q).	Changed: All California employees—sickness and accident benefits—maximum increased to \$40 a week.	By California Unemployment Compensation Disability Benefits Act.
Mar. 1, 1956 (SERMCE agreement dated Mar. 2, 1956, Document R).	Changed: Former life insurance plan discontinued and new "one level" plan instituted providing: Life insurance—\$4,900 insurance for employees with 6 months or more of service.	Employees to contribute \$2.02 per month for life insurance, company to contribute remainder of cost, but not less than \$1.66 per month per employee. Employee retiring at or after age 65, with 15 years or more in a group life insurance plan immediately prior to retirement, provided one-half face value of basic insurance. Those retiring at age 60 but less than 65 provided 25 percent of face value of life insurance at age 60, increased by 5 percent for each year over 60 (to 45 percent at age 64). Employees permanently and totally disabled prior to age 60 to receive \$88.20 per month after 6 months of disability and continuing for 60 months.
Jan. 1, 1957 (SERMCE agreement dated Mar. 2, 1956, Document R).		Added: Company to contribute \$2.75 of the \$5.50 monthly premium for Southern Pacific Hospital plan.
Mar. 1, 1957 (SERMCE agreement dated Mar. 2, 1956, Document Q).		Changed: Company to assume entire cost of Southern Pacific Hospital plan.
Jan. 1, 1958-----	Increased: All California employees—Sickness and accident benefits—maximum under California Unemployment Compensation Disability Benefits Act to \$50 a week.	Changed: Company to assume entire cost of life insurance.
Mar. 1, 1958 (SERMCE agreement of same date).	Hospitalization benefits to \$12 a day, up to 20 days in 1 disability period. In effect: Sickness and accident benefits—two-thirds of weekly wage up to \$40 for maximum of 26 weeks starting on first day if hospitalized, otherwise on 8th day.	By California Unemployment Compensation Disability Benefits Act. Changed: All California employees—statutory employee contribution of 1 percent of first \$3,600 (was \$3,000) of annual earnings for California sickness and accident benefits.
	Added: Company to contribute \$12 a month per employee to a trust fund to provide hospital, surgical, medical, disability, and group life insurance.	Applicable to employees ineligible for California Unemployment Compensation Disability benefits. Employees to contribute \$3.30 a month.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan ⁹ —Continued		
<p>Jan. 1, 1959 (SERMCE Trust agreement dated May 22, 1958).</p>	<p>Increased: Life insurance—\$5,000.</p> <p>Sickness and accident benefits—\$50 a week, not to exceed 70 percent of base pay for up to 26 weeks for any one disability.</p> <p>Amalgamated Health and Welfare Plan established providing:</p> <p>Hospital benefits:</p> <p>Room and board—full coverage for 3-bed ward accommodations, up to 365 days.</p> <p>Special services—all necessary charges for services and supplies, if hospitalized.</p> <p>Ambulance service—to and from hospital.</p> <p>Maternity benefits—Lump-sum allowance including hospitalization and obstetrical procedures. Normal delivery, \$100; caesarean section, \$200; miscarriage, \$50.</p> <p>Emergency care—all necessary charges as an outpatient for (1) surgery, or (2) emergency first aid within 24 hours of an injury.</p> <p>Surgical benefits:</p> <p>Surgical schedule—up to \$500 depending on procedure used; \$75 for assisting surgeon.</p> <p>Anesthesia—up to \$125.</p> <p>Medical benefits:</p> <p>Doctor's services—up to \$7.50 for each home visit; \$5 for each hospital or office visit. Maximum \$375 during any 12-month period.</p> <p>Laboratory and X-ray benefits—up to \$150 during any 12-month period.</p> <p>Supplemental accident expense—up to \$300 for charges in excess of other plan benefits incurred within 90 days of an accident.</p> <p>Major medical: 80 percent of reasonable expenses incurred in a calendar year in excess of basic benefits plus \$50 "deductible," up to \$5,000.</p> <p>Expenses covered were: Hospital room and board and necessary services and supplies furnished by hospital; services of qualified doctor or surgeon; services of a licensed or graduate nurse; treatment by a physiotherapist; anesthesia and its administration; dental treatment within 6 months for injury to natural teeth; X-ray or radium treatment, and X-ray and laboratory examinations; ambulance service to and from hospital; medical supplies including drugs and medicines dispensed by a licensed pharmacist upon prescription; blood and blood plasma; artificial limbs and eyes; surgical dressings, casts, splints, trusses, braces, crutches; rental of wheel chairs, hospital bed or iron lung; oxygen and rental of equipment for its administration.</p>	<p>Employees under age 60 totally and permanently disabled to have insurance continued and receive \$90 a month after 6th month of disability, up to 60 months, with face value of life insurance decreased by amount paid. Applicable to employees ineligible for California Unemployment Compensation Disability benefits.</p> <p>Available only to employees ineligible for coverage under the Southern Pacific Hospital Plan.</p> <p>Benefits available after 9 months' coverage.</p> <p>Limited to 1 visit a day during hospitalization.</p> <p>Not applicable (1) when hospitalized as a resident patient and charged for room and board, (2) for X-ray or examination for pregnancy.</p> <p>Benefits not available for occupational sickness or injury, or pregnancy, most cosmetic surgery, eye refractions, expenses in Government hospital.</p> <p>Benefits limited for psychiatric services unless confined to hospital.</p> <p>The deductible applied to each covered family member only once in each calendar year. When any part of the years' deductible was applied against expenses arising during the last 3 months of that year, the deductible for the following year was reduced by that amount.</p> <p>Lifetime maximum of \$2,500 for each insured person for mental disorders.</p>
<p>Jan. 1, 1960 -----</p>	<p>Increased: All California employees—sickness and accident benefits—maximum to \$65 a week.</p>	<p>By California Unemployment Compensation Disability Benefits Act.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provisoin	Applications, exceptions, and other related matters
Health and Welfare Plan ⁹ —Continued		
Oct. 1, 1960 (SERMCE agreement dated Mar. 1, 1960). Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).		Increased: Company contribution to trust fund, to \$12.50 a month. Increased: Company contribution to trust fund, to \$13 a month.
Jan. 1, 1962	Increased: Sickness and accident benefits—maximum to \$65 a week.	Applicable to employees ineligible for California Unemployment Compensation Disability Benefits. By California Unemployment Compensation Disability Benefits Act.
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).	Increased: All California employees—sickness and accident benefits—maximum to \$70.	Increased: Company contribution to trust fund, to \$14 a month. Company to make up deficit, if any, between premiums for existing benefits and contribution plus additional premium available from trust fund. By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1963	Changed: All California employees—sickness and accident benefits—maximum to greater of \$70 or $\frac{2}{3}$ of the average weekly wage paid to all covered employees during the second calendar quarter of each year.	Increased: Company contribution to trust fund, to \$15 a month.
Mar. 1, 1963 (SERMCE agreement dated Apr. 24, 1962).	Added: For dependents—hospital, surgical benefits identical with those provided for employee, except for the following changes plus polio benefits. Hospital benefits: Room and board—\$23 a day for up to 100 days per confinement. Medical benefits: Doctor's services—limited to hospital visits only. Laboratory and X-ray benefits—up to \$100 during any 12-month period. Major medical—80 percent of expenses incurred in a calendar year in excess of \$100 "deductible," up to \$5,000.	Available only to dependents of employees ineligible for coverage under the Southern Pacific Hospital Plan. Employee to contribute \$7.85 per month for 1 dependent, \$10.58 for 2 dependents, and \$13.06 for 3 dependents or more; the remaining expense borne by company.
May 1, 1963 (by action of trustees).	Polio insurance—up to \$5,000 for charges incurred within 2 years of inception of disease.	Not applicable for post-operative care. Life time maximum of \$10,000 for each insured dependent. \$100 "deductible" applicable to all insured members of the same family injured in one accident.
Mar. 1, 1964 (SERMCE agreement dated Apr. 15, 1964).		Increased: Company contribution to trust fund, to \$18.50 a month. Company to make up deficit, if any, between premium for existing benefits and contributions.
Mar. 1, 1965 (ATU agreement of above date).		Increased: Company contribution to trust fund, to \$19.50 a month.
Jan. 1, 1964	Increased: All California employees—sickness and accident benefits—maximum to \$77 a week.	By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1965	Changed: All California employees—sickness and accident benefits—maximum to a flat \$80 a week.	By California Unemployment Compensation Disability Benefits Act.
June 1, 1965 (ATU agreement of same date).	Increased: For employees and dependents: Surgical benefits: Surgical schedule—up to \$1,000 depending on procedure used; \$100 for assisting surgeon. Anesthesia—up to \$300.	
Mar. 1, 1966 (ATU agreement dated June 23, 1966).		Increased: Company contribution to trust fund, to \$20 a month. Added: Office employees: Company to contribute, in equal installments, a total of \$20,000 a year during the 2-year term of

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan ⁹ —Continued		
<p>Mar. 1, 1966 (ATU agreement dated June 23, 1966)—Continued. Sept. 1, 1966 (Trust agreement of same date).</p>	<p>Increased: Sickness and accident benefits—maximum to \$80 a week.</p> <p>For employees and dependents: Added: Benefits payable under plan integrated with and reduced by benefits available under Social Security Medical Care Act.</p> <p>For employees and dependent children: Established: Office employees supplemental benefit plan providing—dental benefits—company to pay up to 70 percent of dental procedures. Maximum \$600 per calendar year for each insured member.</p>	<p>the contract to a fund to be used to establish and maintain benefits not covered by existing health and welfare plan.</p> <p>Added: Hospital, surgical, and medical coverage to be continued, without cost, for up to 24 months following month in which sickness began for active employees and their dependents.</p> <p>Applicable to employees ineligible for California Unemployment Compensation Disability Benefits.</p>
<p>Mar. 1, 1967 (ATU agreement dated June 23, 1966).</p>	<p>For dependents: Increased: Hospital benefits: Room and board—\$33 a day for up to 100 days per confinement.</p> <p>Added: Major medical: Payment for covered maternity expenses in excess of \$600.</p> <p>Reduced: "Deductible" to \$75.</p>	<p>Available to employees hired prior to May 1, 1966, on effective date of master policy; 6 months after first day of employment for employees hired after May 1, 1966. Dependent children included those under age 19 or those who were dependent upon their parents for more than half their support. Plan to be financed from company contribution to employees' benefit trust fund established Mar. 1, 1966.</p> <p>Increased: Company contribution to trust fund, to \$20.50 a month.</p>
<p>1945 (IAM) -----</p>	<p>Part II (For IAM members and their dependents). Life insurance: For employees, \$2,500; for spouse, \$500; for children, \$100 to \$250, depending on age.¹⁶ Accidental death and dismemberment: For employees, \$1,250 to \$2,500 depending on extent of injury.</p> <p>Hospital benefits:</p>	<p>Plan in effect since Dec. 31, 1938. Employer to contribute \$12.94 per month for employees who worked 30 hours in month prior to becoming eligible for protection under the plan and 80 hours per month thereafter.</p> <p>Dependent defined as spouse and children over 14 days and under 19 years of age. Plan benefits available for 3 months to employees, unable to work because of disability, on payment of premiums.</p> <p>Employees totally and permanently disabled prior to age 60 (1) within 30 days of external, violent accident, to receive, after 6 months or more, disability, face value of life insurance in \$100 monthly installment; or (2) by other means, to have life insurance continued without cost during period of disability. Face value of insurance reduced by benefits received under item (1).</p> <p>Benefits provided totally and continuously disabled employees for services provided within 3 months of termination of employment. Hospital, medical, or surgical benefits not available for occupational injuries, unless specified, or for sickness for which employee was entitled to benefits under Workmen's Compensation or Occupational Disease Law; care in a hospital operated by an agency of the U.S. Government; while in the military or naval service; dental services, except dental X-ray examinations due to accidental injury; or eye refractions.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan ² —Continued		
1945 (IAM)—Continued	<p>Hospital benefits—Continued</p> <p>Room and board—for employees, up to \$11 for a maximum of 20 days (\$16 less one-half amount of hospital benefits paid under California Unemployment Compensation Disability Benefits Act), thereafter, up to \$16 a day for maximum of 70 days; for dependents, up to \$10 a day for maximum of 31 days.</p> <p>Special services—for employees, up to \$300; for dependents, up to \$100.</p> <p>Supplemental hospital expenses—for employees, up to \$300; for dependents up to \$150. Payable for charges in excess of other plan benefits incurred within 90 days of accident.</p> <p>Ambulance services—for employees and dependents, up to \$10 per trip to or from hospital.</p> <p>Emergency care—up to \$300 per treatment as an outpatient for (1) surgery, or (2) emergency first aid within 24 hours of injury.</p> <p>Maternity benefits—for employees a maximum of (1) room and board, \$10 a day for 14 days, (2) special services, \$300, (3) when not confined to hospital, \$25, and (4) ambulance, \$10 per trip; for dependents, up to \$50.</p> <p>Surgical benefits: For employees and dependents:</p> <p>Surgical schedule—up to \$300 per period of disability.</p> <p>Obstetrical benefits—up to \$300.</p> <p>Medical benefits:</p> <p>Doctor's services—for employees, \$6 for each home visit by doctor, \$4 for each hospital or office visit, maximum \$300; for dependents, \$4 for each hospital visit, maximum \$124 (both during any 6-month period).</p> <p>Diagnostic X-ray and laboratory examinations—for employees, up to \$50; for dependents, up to \$25 (both during any 6-month period).</p> <p>Polio insurance: For employees and dependents, up to \$5,000 for charges incurred within 3 years of inception of disease.</p>	<p>For weekly sickness and accident benefits provided under the California law, see section covering SERMCE employees.</p> <p>Available for all necessary charges not included in room and board, including anesthesiologist fee.</p> <p>Available for doctor's and nurses fees, hospital charges, and laboratory and X-ray examinations.</p> <p>Benefits available for 9 months from date insurance terminated.</p> <p>Benefits provided totally and continuously disabled employees for services provided within 3 months of termination of employment.</p> <p>Dependent schedule limited to abnormal procedures.</p> <p>Limited to 1 treatment per day starting with first visit for injury or illness requiring hospitalization, third visit for other illness. Twice maximum benefit payable if treatment for one accident or illness extends beyond 6 months.</p> <p>Benefits not available for maternity services.</p> <p>Benefits not available for maternity services or when employee was hospitalized.</p> <p>Benefits were in lieu of other plan benefits. Available for room and board; hospital services; drugs, medicines, X-rays, etc.; rental of respiratory equipment, doctor's and nurses' fees; and transportation to hospital or sanatorium.</p>
June 1, 1962 (IAM agreement dated Aug. 6, 1962).	<p>Increased: Life insurance—for employees, \$3,000; for spouse, \$750; for children, \$100 to \$300.¹⁷</p> <p>Accidental death and dismemberment—for employees, \$1,500 to \$3,000.</p> <p>Hospital benefits:¹⁸</p> <p>Room and board—for employees, up to \$16 a day (\$28 less full amount of hospital benefits paid under California Unemployment Compensation Disability Benefits Act); thereafter, up to \$28 a day; for dependents, up to \$14 a day.</p>	<p>Company contribution increased to a minimum of \$16.84 per month per employee.</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan ⁹ —Continued		
June 1, 1962 (IAM agreement dated Aug. 6, 1962)—Continued.	Hospital benefits ¹⁸ —Continued Special services—for employees, up to \$350; for dependents, up to \$150. Maternity benefits—for dependents, \$100. Surgical benefits: For employees and dependents. Surgical schedule—up to \$400. Obstetrical benefits—up to \$400. Medical benefits: ¹⁸ Changed: Doctor's services—for employees, \$6 for each home visit by doctor, \$5 for each hospital or office visit, maximum \$300; for dependents, \$5 for each hospital visit, maximum \$155.	Benefits include ambulance service.
Pensions		
Aug. 18, 1945 (established July 1, 1941).	Contributory plan available providing pensions at age 60 for women and operators and at 65 for other men with 2 years or more of service. Annuity to equal 1 percent of aggregate earnings on which contributions were made.	Employee contributed 2 percent of earnings; company contributed amount necessary to purchase annuity. Plan not included in union agreement.
July 1, 1949-----	Added: Supplementary plan initiated for employees subscribing to basic plan providing an annuity of 0.23 percent (total of 1.23 percent for basic and supplementary plans) of aggregate earnings on which contributions were made. Minimum annuities—\$45 a month minimum annuity between July 1, 1949 and June 30, 1954, provided employees with 10 years or service and subscribing to both plans; \$55 between July 1, 1954, and June 30, 1959, for employees with 15 years of service; and \$65 after July 1, 1959, for employees with 20 years of service.	Employee electing to join contributed additional 1 percent (total contribution 3 percent).
1954 (SERMCE) ¹⁹ -----	In effect: (All employees)—contributory plan providing: Normal annuity—at age 60 for operators and women and at age 65 for other employees with 1 year or more of service. Annuity to equal the following percentages of aggregate earnings on which contributions were made: 1 percent from July 1, 1941, to July 1, 1949; 1.23 percent from July 1, 1949, to June 30, 1953; 1½ percent after July 1, 1953.	Plan not included in union agreement. Employee contributed 4 percent of earnings, company contributed balance necessary to purchase annuity. Operators and women postponing retirement to age 65 to receive pension actuarially increased 40 percent. Employee could retire at age 65 at own or employer option. Employee could, with consent of company, continue working after normal retirement age. In such event contributions of employee and employer would cease and payments of annuities would begin.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
<p>1954 (SERMCE)¹⁹— Continued.</p>	<p>Minimum annuities—employees retiring at age 65 or over to receive aggregate annuity, including primary social security benefits, based on percent of average wage during last 5 years of service, ranging from 25 percent for 10 consecutive years of service to 50 percent for 20 years or more.²⁰</p> <p>Employees retiring between ages 60 and 65 received reduced minimum annuity. (excluding primary social security benefits) based on percentage of wage during last 5 years of service.²¹</p> <p>Early retirement: Operators and women permitted to retire up to 15 years before normal retirement age and other employees up to 10 years before normal retirement age with a reduced annuity based on amount of own contributions and age at time of retirement.</p> <p>Disability benefits—(a) total and permanent disability resulting from occupational accident or disease—monthly income for life of 50 percent of average monthly earnings in year preceding disability, but not more than \$200. (b) physical disqualification for job with company—women under 60 and men under 65 provided annuity based on retirement annuity payable at normal retirement age from employee and employer contributions.</p> <p>Termination benefits: Employee with less than 5 years of service terminated for any reason could (1) withdraw own contributions with 2 percent interest, or (2) leave contributions and upon normal retirement date receive annuity based on own contributions.</p> <p>Employee with 5 years or more of service could (1) withdraw own contributions plus 2 percent interest, or (2) leave contributions and at normal retirement date receive annuity based on own contributions plus a portion or all of company's contributions, depending on length of service.</p> <p>Death benefits: Employee's contributions with 2 percent interest from the July 1 following contribution to time of death paid beneficiary if death occurred before retirement. When death occurred after retirement, beneficiary received balance of employee's contribution with 2 percent interest from the July 1 following contribution to normal retirement date.</p> <p>Joint and survivor's annuities: Employees could elect (1) at least 1 year before retirement to receive a reduced annuity in exchange for a 5, 10, 15, or 20 year certain and continuous annuity; if employee died before the expiration of the period elected, the remaining monthly annuities were to be paid to his beneficiaries for duration of such period, or (2) 5 years before retirement, to designate all or a portion of annuities to be paid for life to a dependent after retirement and death of employee.</p>	<p>Benefits reduced by amount employee would have accumulated and employer would have contributed for the period retiree was not a member of plan.</p> <p>Allowance subject to deductions for payments from group insurance, compensation, unemployment insurance, social security, or other benefits.</p> <p>Benefits to be reduced by income earned from other sources in excess of half of average salary during preceding year, and not be paid if employee accepted another job with company. \$175 minimum monthly benefits for employees with 10 years or more of service.</p> <p>The portions of the company's contributions were as follows: 5 but less than 10 years, one-fourth; 10 but less than 15 years, one-half; 15 but less than 20 years, three-fourths; 20 years or more, all.</p> <p>Death of either employee or annuitant before retirement voided option (2).</p>

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
1945 (SERMCE) ¹⁹ — Continued.	Social security adjustment option: Employee could elect to receive a larger retirement income in the years preceding 65th birthday and on reaching retirement age receive a reduced income plus the social security allowance. Plan made mandatory for all eligible employees hired after Jan. 1, 1956.	Eliminated: Provision for increasing annuity of operators and women who retired between age 60 and 65. Average final earnings to be the monthly average of earnings during last 5 years of employment. Benefits reduced pro rata for less than 20 years of service.
Jan. 1, 1956 (SERMCE memorandum of agreement dated Jan. 1, 1956). July 1, 1956 (SERMCE memorandum of agreement dated Jan. 1, 1956).	Changed: Normal annuity—operators and women: Normal retirement age increased to 65. Minimum annuities—employees retiring at age 65 or over with at least 20 consecutive years of service to receive minimum annuity of 50 percent of average final earnings, including primary social security benefits, or 35 percent of earnings excluding social security benefits whichever was higher. ²² Employees retiring between ages 60 and 65 with 20 years or more of consecutive service to receive minimum annuity of 38 1/2 percent of average final earnings from early retirement date to age 65 reduced at age 65 from 25 to 31 percent depending on age at retirement. Reduced: Early retirement—operators and women to 10 years before normal retirement date. Changed: Disability benefits—(b) physical disqualification—eligible age requirement for operators and women changed to below 65. Minimum annuity increased to \$90 a month or 20 percent of average final earnings, whichever was greater.	Eliminated: Provision for increasing annuity of operators and women who retired between age 60 and 65. Average final earnings to be the monthly average of earnings during last 5 years of employment. Benefits reduced pro rata for less than 20 years of service. Eliminated: Operators and women—above normal annuities for retirement between ages 60 and 65. Continuous service not to be broken because of disability. Period of disability not used as credited service in determining benefits under plan.
Jan. 1, 1957 (SERMCE memorandum of agreement dated Jan. 1, 1956).	Increased: Disability benefits—(a) total and permanent—maximum \$300.	Changed: Benefits for physical disqualification reduced by 70 percent of income earned from other sources in excess of 50 percent of average final earnings during last 12 months of service. Increased: Benefits of pensioners with 10 years of service retired before July 1, 1956, at age 65 by \$15 a month if receiving less than \$60; to \$75 if receiving over \$60 a month. Plan to be jointly administered by Board of Trustees consisting of equal number of union and company representatives.
Nov. 1, 1959 (SERMCE agreement dated Mar. 1, 1960).	Disability benefits: Eliminated—(a) total and permanent, maximum limitation. Increased: (b) physical disqualification—minimum annuity to \$100 a month or 25 percent of average final earnings, whichever was greater. Changed: Maximum annuity—employees retiring at age 55 but less than 65 with more than 10 but less than 20 consecutive years of service to receive benefits reduced pro rata. ²³	Changed: Termination benefits—time required for receiving all of company contributions reduced to 15 years. Added: Widow of employee killed by an occupational accident who did not remarry to be entitled to pension of 50 percent of the disability pension employee was receiving, or would have been entitled to receive. If there was no surviving widow, benefits payable to children under age 21. Changed: Average final earnings to be the highest of: (a) Monthly average earnings of last 5 years of employment; (b) Monthly average earnings of 5 calendar years in which earnings were highest; or (c) for employees retiring at age 65, average monthly earnings for calendar year in which employee reached age 63.

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
Jan. 1, 1960 (SERMCE agreement dated Mar. 1, 1960).		Changed: Benefits for physical disqualification reduced by 50 percent of income earned from other sources in excess of 50 percent of average final earnings during last 12 months of service.
Mar. 1, 1960 (SERMCE agreement of same date).		Increased: Benefits of pensioners with 10 years of service, retired at any age before Mar. 1, 1960, by \$15 a month if receiving \$75 or less; to \$90 if receiving over \$75. Added: One-half of increases in social security after Jan. 1, 1959, to be included in computing benefits.
Mar. 1, 1960 (SERMCE agreement of same date).	Increased: Minimum annuity—benefit provided for employees retiring at age 55 or 56 with 10 but less than 20 years of service.	Changed: Average final earnings to be monthly average earnings of 5 calendar years in which earnings were highest for employees retiring at age 65, minimum of average monthly earnings for calendar year in which employee reached age 63.
Mar. 1, 1963 (SERMCE agreement of same date).	Disability benefits—(b) physical disqualification—minimum annuity to be the greater of (1) \$100 a month, or (2) for employees with 10 but less than 20 years of service, 25 percent of average final earnings; for those with 20 years or more of service, 30 percent.	Minimum annuity including social security benefits unchanged.
	Increased: Minimum annuity excluding social security for employees retiring at 65 years, or over with more than 20 years of service—by one-half percent credit for each year of service above 20, up to 35. ²⁴	Added: Beginning at age 65, annuity of employees who retire between ages 60 and 65 to be increased as follows for each year of service over 20, up to 35; for retirement at age 60, 1/4 percent; at age 61, 1/3 percent; and at ages 62–64, 1/2 percent. Employees retiring between Mar. 1, 1963, and Mar. 1, 1965, to have pension increased 3 percent; and between Mar. 1, 1965, and Mar. 1, 1966, 2 1/2 percent.
	Early retirement for employees retiring at age 55 but before 59—annuity payable to age 65 increased 1 or 2 percentage points. ²⁵	Added: Disability benefits—physical disqualification—annuities based on 25 percent of average final earnings to be increased an additional one-half percent for each complete year of service over 10, up to 20, employee accumulated at time of physical disqualification.
	Increased: Termination benefits—interest paid employees withdrawing own contributions—3 percent.	Increased: Benefits of pensioners with 10 years of service, retired before Mar. 1, 1963, by 5 percent of gross pension; additional \$5 a month if receiving less than \$95; and to \$100 if receiving between \$95 and \$100.
	Death benefits—interest paid beneficiary on employee's contributions—3 percent.	Formerly: Employees contributed 4 percent of earnings. Eliminated: Requirement that one-half of increase in social security after Jan. 1, 1959, be included in computing benefits. ²⁶
Mar. 1, 1967 (Pension agreement of same date).	Changed: Noncontributory plan.	Employees with 15 but less than 20 consecutive years of service to receive pro rata benefits. Employees with 10 but less than 15 years of consecutive service to receive pro rata benefits based on previous pension plan allowance.
Increased: Minimum annuities for employees retiring at age 55 but before 65, with 20 continuous years or more of service—1 to 10.5 percent depending upon age and years of service.		

See footnotes at end of table.

B—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
Mar. 1, 1967 (Pension agreement of same date)—Continued.	<p>Changed: Disability benefits (b) physical disqualification—minimum annuities of 25 percent of average final earnings to be increased an additional one-half percent for each complete year of service over 20 up to 30, employee had accumulated at time of physical disqualifications.</p> <p>Changed: Termination benefits—employee terminated for any reason could (1) withdraw own contributions plus interest; employee with at least 5 years of service; 2 percent of salary earned in each year after Mar. 1, 1967, plus interest, or (2) with at least 15 years of service, elect to receive a deferred monthly benefit beginning at normal retirement date equal to 1½ percent of total earnings during years of participation in plan.</p>	<p>Annuities of retirees under age 62 to be reduced, until age 62, by amount of earnings in excess of \$1,500 earned during any calendar year.²⁷ Annuities not to be reduced below amount employee would have received under previous plan.</p> <p>Employee electing option (2) could later elect option (1) by waiving all rights under option (2).</p>

¹ Last entry under each item represents most recent change. Unless otherwise indicated, the provisions shown for 1958 and subsequent years applied to all employees.

² Payment for extra and charter service was made for hours in excess of 9 on an assignment where operator had sufficient driving time to complete the trip and return within 9 hours (known as Turn-Around Service). Through or Straight-Away Service did not allow operator to return within 9-hour period.

³ Extra service paid for at regular mileage rate except where minimum daily rate was greater. Extra service pay for hours in excess of 9 applicable only when minimum daily rate was in effect.

⁴ In the Mar. 1, 1958, Divisions 8A and 8B agreements, regular operators were provided time and one-half, with a 4-hour guarantee for work on regular day off.

⁵ The term "detailed assignment" denotes shuttling of buses, assisting with and handling of baggage, mail, and express on platform; and checking of traffic density.

⁶ Extra operators' names were posted on a bulletin board in order of seniority. The first operator on the list was ordinarily given the first available assignment and his name was moved to the bottom of the list. This procedure of providing each extra operator with an assignment in turn was continued, with new men being placed at the bottom of the list as they were employed. Out-of-town extra operators were exceptions to the "first-in-first-out" rule. These operators were given preference on runs (a) where more than one operator was used; (b) to deadhead a bus; and (c) if qualified, on one-way trips back to home terminal.

⁷ The term "deadheading" applied to driving an empty coach to a designated place on orders of the company. "Deadheading on cushions" applied to operators who rode in a coach while another operator drove.

⁸ See Oct. 12, 1954, entry for Charter Service Pay for trips of 48 hours or less.

⁹ Formerly reported as Death and Disability Benefits, Sickness and Accident Benefits, and Hospitalization.

¹⁰ The monthly cost to the employees during the period covered by this study was changed as follows: May 1, 1946, \$2.75; July 1, 1947, \$3.50; Mar. 1, 1949, \$3.75; Sept. 1, 1949, \$4.25; June 1, 1951, \$4.75.

¹¹ Dependents coverage also available; all cost borne by participating SERMCE employees.

¹² To present a more useful report, details of the Southern Pacific Hospital Plan are being shown for the first time.

¹³ Benefits limited to 30 days for eligible employees with less than 6 months of continuous service and not more than 3 months since last contribution; 60 days for employees with less than 12 months of service and not more than 6 months since last contribution; 90 days for 1 but less than 2 years of service and not more than 9 months since last contribution. Hospitalization for additional 30 days, up to 390 days, provided for each additional year of service, provided not more than 390 days had elapsed since last contribution.

¹⁴ Disabled employees not required to contribute to fund. Home and office treatment and medicine provided to such employees as follows: Less than 12 months of continuous service—for a period equal to term of employment, 1 but less than 10 years of service—up to 1 year beyond date of last contribution to fund, 10 but less than 25 years of service—up to 18 months beyond date of last contribution; and 25 years or more—up to 24 months beyond date of last contribution.

Footnotes—Continued

¹⁵ For employees with employment relationship of 3 but less than 10 years—up to 3 months' benefits provided while on leave, and 1 year while on furlough; 10 but less than 15 years—6 months on leave, 18 months on furlough; 15 years or more—1 year on leave, 2 years on furlough.

¹⁶ Amount of dependent's life insurance was as follows:

Age:	Children	Life insurance
14 days but less than 6 months -----		\$ 100
6 months but less than 2 years -----		200
2 but less than 19 years -----		250

¹⁷ Amount of dependent's life insurance as follows:

Age:	Children	Life insurance
14 days but less than 6 months -----		\$ 100
6 months but less than 19 years -----		300

¹⁸ Coverage, under certain conditions, continued during period of cessation of employment due to a labor dispute providing employee paid entire premium, up to 6 months or until employee accepted full-time job with another company. During this period, premium rates were to be increased 20 percent or such greater amount as may be approved by the California insurance commissioner.

¹⁹ The plan summarized here also applies to members of the IAM San Francisco local. It has never been included in the collective bargaining agreement.

²⁰ Plan provided:

Consecutive years of service at normal retirement age	Percent of average wage or base salary of last 5 years
10-11 -----	25
11-12 -----	27 1/2
12-13 -----	30
13-14 -----	32 1/2
14-15 -----	35
15-16 -----	37 1/2
16-17 -----	40
17-18 -----	42 1/2
18-19 -----	45
19-20 -----	47 1/2
20 and over -----	50

²¹ Plan provided:

Age	Consecutive years of service at time of retirement	Percent of average wage or base salary of last 5 years (exclusive of social security)
60 -----	25	25
61 -----	24	26
62 -----	23	27
63 -----	22	28
64 -----	21	29

²² Plan provided:

Consecutive years of service	Percent of average final earnings (whichever higher)	
	Including social security	Excluding social security
10-11 -----	25	17 1/2
11-12 -----	27 1/2	19 1/4
12-13 -----	30	21
13-14 -----	32 1/2	22 3/4
14-15 -----	35	24 1/2
15-16 -----	37 1/2	26 1/4
16-17 -----	40	28
17-18 -----	42 1/2	29 3/4
18-19 -----	45	31
19-20 -----	47 1/2	33 1/4
20 and over -----	50	35

²³ Plan provided:

Retirement age	Percent of average final earnings (exclusive of social security)	
	Payable from early retirement date to age 65	Payable for life at age 65 and over
55 -----	27	20
56 -----	29	21
57 -----	31	22
58 -----	33	23
59 -----	35	24
60 -----	38 1/2	25
61 -----	38 1/2	26
62 -----	39	27
63 -----	39	29
64 -----	39 1/2	31

Footnotes—Continued

²⁴ Plan provided:

Consecutive years of service	Percent of average final earnings (whichever higher)	
	Including social security	Excluding social security
20-21 -----	50	35
21-22 -----	50	35 1/2
22-23 -----	50	36
23-24 -----	50	36 1/2
24-25 -----	50	37
25-26 -----	50	37 1/2
26-27 -----	50	38
27-28 -----	50	38 1/2
28-29 -----	50	39
29-30 -----	50	39 1/2
30-31 -----	50	40
31-32 -----	50	40 1/2
32-33 -----	50	41
33-34 -----	50	41 1/2
34-35 -----	50	42
35 and over -----	50	42 1/2

²⁵ Plan provided:

Retirement age	Percent of average final earnings (exclusive of social security)		
	Payable from early retirement date to age 65		Payable for life at age 65 and over
	Mar. 1, 1960	Mar. 1, 1963	
55 -----	30	31	20
56 -----	30	32	21
57 -----	31	33	22
58 -----	33	34	23

²⁶ Retirees whose benefits were reduced in 1965 because of this provision, to have the deduction restored.

²⁷ Income from dividends and interest, real property or farm income, or property management, not to be offset against retirement income.

C—Minimum Guarantee Paid Bus Operators, 1945—67

Effective date and length of service	Regular operator		Extra operator		
	Regular runs, daily ¹	Semimonthly	Chartered service (daily) ¹	Daily minimum	Stand service ³
			Expense ²		
Oct. 22, 1945 -----	-	\$ 60.00	\$ 5.00	\$ 7.80	\$ 0.75
1st 6 months -----	\$ 7.60	-	-	-	-
2d 6 months -----	7.80	-	-	-	-
3d 6 months -----	8.00	-	-	-	-
Thereafter -----	8.20	-	-	-	-
Oct. 23, 1946 -----	-	75.00	5.50	7.20	.90
1st 6 months -----	9.04	-	-	-	-
2d 6 months -----	9.20	-	-	-	-
3d 6 months -----	9.36	-	-	-	-
Thereafter -----	9.60	-	-	-	-
Oct. 23, 1947 -----	-	75.00	5.50	7.20	.90
1st 6 months -----	10.08	-	-	-	-
2d 6 months -----	10.28	-	-	-	-
Thereafter -----	10.48	-	-	-	-
Oct. 24, 1948 -----	-	110.00	5.75	9.00	.90
1st 6 months -----	11.20	-	-	-	-
2d 6 months -----	11.36	-	-	-	-
Thereafter -----	11.60	-	-	-	-
Oct. 24, 1949 -----	-	110.00	5.75	9.00	.90
1st 6 months -----	11.52	-	-	-	-
2d 6 months -----	11.68	-	-	-	-
Thereafter -----	11.92	-	-	-	-
Mar. 2, 1951 -----	-	121.00	6.33	9.00	1.00
1st 6 months -----	12.67	-	-	-	-
2d 6 months -----	12.84	-	-	-	-
Thereafter -----	13.11	-	-	-	-
Mar. 2, 1952 -----	-	121.00	6.62	10.00	1.05
1st 6 months -----	13.255	-	-	-	-
2d 6 months -----	13.439	-	-	-	-
Thereafter -----	13.715	-	-	-	-
Oct. 1, 1952 -----	-	121.00	6.62	10.00	1.09
1st 6 months -----	13.812	-	-	-	-
2d 6 months -----	14.004	-	-	-	-
Thereafter -----	14.292	-	-	-	-
Mar. 1, 1953 ⁴ -----	-	121.86	6.67	10.00	1.098
1st 6 months -----	13.910	-	-	-	-
2d 6 months -----	14.103	-	-	-	-
Thereafter -----	14.393	-	-	-	-
Oct. 1, 1953 ⁴ -----	-	121.86	6.67	10.00	1.188
1st 6 months -----	15.05	-	-	-	-
2d 6 months -----	15.26	-	-	-	-
Thereafter -----	15.57	-	-	-	-
Oct. 12, 1954 -----	-	135.00	6.75	12.00	1.20
1st 6 months -----	15.44	-	-	-	-
2d 6 months -----	15.66	-	-	-	-
Thereafter -----	15.98	-	-	-	-
July 16, 1955 -----	-	135.00	6.75	12.00	1.20
1st 6 months -----	15.66	-	-	-	-
2d 6 months -----	15.88	-	-	-	-
Thereafter -----	16.20	-	-	-	-
Mar. 2, 1956 ⁴ -----	-	140.00	7.25	12.00	1.30
1st 6 months -----	16.48	-	-	-	-
2d 6 months -----	16.68	-	-	-	-
Thereafter -----	17.00	-	-	-	-
Mar. 1, 1957 ⁴ -----	-	144.40	7.48	12.00	1.39
1st 6 months -----	17.64	-	-	-	-
2d 6 months -----	17.87	-	-	-	-
Thereafter -----	18.20	-	-	-	-
Mar. 1, 1958 ⁴ -----	-	150.00	8.00	12.00	1.45
1st 6 months -----	18.68	-	-	-	-
2d 6 months -----	18.90	-	-	-	-
Thereafter -----	19.23	-	-	-	-
Mar. 1, 1959 ⁴ -----	-	151.85	8.35	12.00	1.52
1st 6 months -----	19.56	-	-	-	-
2d 6 months -----	19.80	-	-	-	-
Thereafter -----	20.11	-	-	-	-

See footnotes at end of table.

C—Minimum Guarantee Paid Bus Operators, 1945—67—Continued

Effective date and length of service	Regular operator		Extra operator		
	Regular runs, daily ¹	Semimonthly	Chartered service (daily) ¹	Daily minimum	Stand service ³
			Expense ²		
Mar. 1, 1960 -----	-	\$ 175.00	\$ 8.50	\$ 14.00	\$ 1.60
1st 6 months -----	\$ 20.36	-	-	-	-
2d 6 months -----	20.58	-	-	-	-
Thereafter -----	20.91	-	-	-	-
Mar. 1, 1961 ⁴ -----	-	182.86	8.89	14.00	1.68
1st 6 months -----	21.33	-	-	-	-
2d 6 months -----	21.56	-	-	-	-
Thereafter -----	21.89	-	-	-	-
Mar. 1, 1962 -----	-	190.00	9.00	15.00	1.76
1st 6 months -----	21.98	-	-	-	-
2d 6 months -----	22.20	-	-	-	-
Thereafter -----	22.54	-	-	-	-
Mar. 1, 1963 ⁴ -----	-	197.81	9.38	15.22	1.85
1st 6 months -----	22.78	-	-	-	-
2d 6 months -----	23.01	-	-	-	-
Thereafter -----	23.35	-	-	-	-
Mar. 1, 1964 -----	-	207.80	9.63	15.00	1.95
1st 6 months -----	23.58	-	-	-	-
2d 6 months -----	23.81	-	-	-	-
Thereafter -----	24.15	-	-	-	-
Mar. 1, 1965 ⁴ -----	-	220.23	9.99	15.00	2.05
1st 6 months -----	24.49	-	-	-	-
2d 6 months -----	24.72	-	-	-	-
Thereafter -----	25.07	-	-	-	-
Mar. 1, 1966 -----	-	230.00	10.50	20.00	2.15
1st 6 months -----	25.29	-	-	-	-
2d 6 months -----	25.52	-	-	-	-
Thereafter -----	25.87	-	-	-	-
Mar. 1, 1967 ⁴ -----	-	237.67	10.85	20.00	2.22
1st 6 months -----	26.13	-	-	-	-
2d 6 months -----	26.37	-	-	-	-
Thereafter -----	26.73	-	-	-	-

¹ Double time paid for relief daywork, daily.

² Daily expenses also paid regular operators when sent to factory for equipment and terminal employees when held away from home overnight. Extra service over same route as regular run was paid on same basis as regular run. Regular mileage rate paid operators on irregular extra service except where minimum rate was higher. Minimum compensation for elapsed time of less than 8 hours was based on minimum hourly rate; over 8 hours but less than 9 hours, on minimum daily rate. For payment in excess of minimum daily rate, see Extra Service Pay, table B which will be included in the reprint of this article.

³ Defined as protection duty, assisting other drivers in loading, unloading, and handling of passengers; collection of tickets, incidental flagging of buses; assisting with the preparation of manifests and other routine duties.

⁴ Revised rates after applying cost-of-living factor to contract rates.

D—Mileage and Hourly Rates Paid Bus Operators, 1945—67

Type of payment and length of service	Oct. 22, 1945	Oct. 23 1946	Oct. 23 1947	Oct. 24 1948	Oct. 24 1949	Mar. 2, 1951	Mar. 2, 1952	Oct. 1, 1952
Mileage rates:								
Driving revenue or deadhead schedule: ¹								
Less than 6 months of service -----	\$0.0399	\$0.0445	\$0.0460	\$0.0496	\$0.0506	\$0.05566	\$0.05822	\$0.06067
6 but less than 12 months ---	.0430	.0479	.0494	.0533	.0543	.05973	.06248	.06511
12 but less than 18 months --	.0461	.0514	.0529	.0572	.0582	.06402	.06696	.06978
18 but less than 24 months --	.0492	.0548	.0563	.0609	.0619	.06809	.07122	.07422
24 months and over -----	.0525	.0585	.0600	.0650	.0660	.07260	.07594	.07913
Deadhead passenger service: ²								
Less than 6 months of service -----	.01995	.02225	.0230	.0248	.0253	.02783	.02911	.03033
6 but less than 12 months ---	.0215	.02395	.0247	.02665	.02715	.029865	.03124	.03255
12 but less than 18 months --	.02305	.0257	.02645	.0286	.0291	.03201	.03348	.03489
18 but less than 24 months --	.0246	.0274	.02815	.03045	.03095	.034045	.03561	.03711
24 months and over -----	.02625	.02925	.0300	.0325	.0330	.03630	.03797	.03957
Hourly rates:								
Less than 6 months of service -----	.950	1.130	1.180	1.320	1.360	1.496	1.565	1.631
6 but less than 12 months ---	.975	1.150	1.200	1.340	1.380	1.518	1.588	1.655
12 but less than 18 months --	1.000	1.170	1.220	1.360	1.400	1.540	1.611	1.679
18 months and over -----	1.025	1.220	1.250	1.390	1.430	1.573	1.645	1.715
	Mar. 1, 1953 ³	Oct. 1, 1953 ³	Oct. 12, 1954	July 16, 1955	Mar. 2, 1956 ³	Mar. 1, 1957 ³	Mar. 1, 1958	Mar. 1, 1959 ³
Mileage rates:								
Driving revenue or deadhead schedule: ¹								
Less than 6 months of service -----	\$0.06110	\$0.06611	\$0.06826	\$0.06963	\$0.07363	\$0.07852	\$0.08352	\$0.08758
6 but less than 12 months ---	.06557	.07094	.07316	.07453	.07853	.08358	.08858	.09271
12 but less than 18 months --	.07027	.07603	.07831	.07968	.08368	.08889	.09389	.09808
18 but less than 24 months --	.07474	.08087	.08321	.08458	.08858	.09394	.09894	.10319
24 months and over -----	.07969	.08623	.08863	.09000	.09400	.09953	.10453	.10885
Deadhead passenger service: ²								
Less than 6 months of service -----	.03054	.03305	.03413	.03481	.03681	.03926	.04176	.04379
6 but less than 12 months ---	.03278	.03547	.03658	.03726	.03926	.04178	.04428	.04634
12 but less than 18 months --	.03514	.03802	.03915	.03984	.04184	.04444	.04694	.04904
18 but less than 24 months --	.03737	.04043	.04160	.04229	.04429	.04697	.04947	.05160
24 months and over -----	.03985	.04311	.04431	.04500	.04700	.04977	.05227	.05443
Hourly rates:								
Less than 6 months of service -----	1.643	1.777	1.8245	1.852	1.952	2.096	2.226	2.334
6 but less than 12 months ---	1.667	1.803	1.8525	1.880	1.980	2.125	2.255	2.364
12 but less than 18 months --	1.691	1.829	1.8785	1.906	2.006	2.152	2.282	2.391
18 months and over -----	1.727	1.868	1.9175	1.945	2.045	2.192	2.322	2.432
	Mar. 1, 1960	Mar. 1, 1961 ³	Mar. 1, 1962	Mar. 1, 1963 ³	Mar. 1, 1964	Mar. 1, 1965 ³	Mar. 1, 1966	Mar. 1, 1967 ³
Mileage rates:								
Driving revenue or deadhead schedule: ¹								
Less than 6 months of service -----	\$0.09158	\$0.09608	\$0.09909	\$0.10255	\$0.10654	\$0.11076	\$0.11476	\$0.11858
6 but less than 12 months ---	.09670	.10129	.10429	.10782	.11182	.11610	.12010	.12410
12 but less than 18 months --	.10208	.10675	.10976	.11337	.11736	.12170	.12570	.12989
18 but less than 24 months --	.10719	.11194	.11495	.11863	.12263	.12703	.13103	.13540
24 months and over -----	.11285	.11769	.12070	.12447	.12846	.13292	.13692	.14148
Deadhead passenger service: ²								
Less than 6 months of service -----	.04579	.04804	.04955	.05128	.05327	.05538	.05738	.05929
6 but less than 12 months ---	.04835	.05064	.05214	.05391	.05591	.05805	.06005	.06205
12 but less than 18 months --	.05104	.05368	.05488	.05668	.05868	.06085	.06285	.06494
18 but less than 24 months --	.05360	.05598	.05747	.05931	.06131	.06351	.06551	.06769
24 months and over -----	.05643	.05885	.06035	.06223	.06423	.06646	.06846	.07074
Hourly rates:								
Less than 6 months of service -----	2.434	2.554	2.634	2.733	2.833	2.945	3.045	3.146
6 but less than 12 months ---	2.464	2.584	2.665	2.764	2.864	2.977	3.077	3.180
12 but less than 18 months --	2.491	2.612	2.692	2.792	2.892	3.005	3.105	3.208
18 months and over -----	2.531	2.653	2.733	2.833	2.933	3.047	3.147	3.252

¹ Rates paid operators for driving loaded or empty coaches on scheduled runs.

² Rates paid operators who, under instructions of the company, rode in a coach while another operator drove (deadheading on cushions).

³ Revised rates after applying cost-of-living factor to contract rates.

E-1—Basic Monthly Rates for Terminal Employees,¹ 1945—67

Occupation and length of service	Effective date and class of terminal									
	Oct. 22, 1945		Oct. 23, 1946		Oct. 23, 1947		Oct. 24, 1948		Oct. 24, 1949	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1st year	145.00	135.00	188.50	175.50	191.00	178.00	211.80	198.80	216.80	203.80
2d year	160.00	150.00	208.00	195.00	210.50	197.50	231.30	218.30	236.30	223.30
3d year	170.00	160.00	221.00	208.00	223.50	210.50	244.30	231.30	249.30	236.30
4th year	180.00	165.00	234.00	214.00	236.50	216.50	257.30	237.80	262.30	242.80
5th year	190.00	175.00	247.00	227.00	249.50	229.50	270.30	250.80	275.30	255.80
6th year and over	200.00	185.00	260.00	240.00	262.50	242.50	283.30	263.80	288.30	268.80
Cashiers:										
1st year	200.00	185.00	260.00	240.50	262.50	243.00	283.30	263.80	288.30	268.80
2d year	210.00	195.00	273.00	253.00	275.50	255.50	296.30	276.80	301.30	281.80
3d year and over	220.00	200.00	286.00	260.00	288.50	262.50	309.30	283.30	314.30	288.30
Ticket office clerks and telephone information clerks:										
1st year	125.00	115.00	162.50	149.50	165.00	152.00	185.80	172.80	190.80	177.80
2d year	130.00	125.00	169.00	162.50	171.50	165.00	192.30	185.80	197.30	190.80
3d year	135.00	130.00	175.50	169.00	178.00	171.50	198.80	192.30	203.80	197.30
4th year	145.00	135.00	188.50	175.00	191.00	177.50	211.80	198.80	216.80	203.80
5th year and over	155.00	145.00	201.50	188.50	204.00	191.00	224.80	211.80	229.80	216.80
Baggage and express clerks, platform loaders and unloaders:										
1st year	135.00	125.00	175.50	162.50	178.00	165.00	198.80	185.80	203.80	190.80
2d year	140.00	135.00	182.00	175.50	184.50	178.00	205.30	198.80	210.30	203.80
3d year	145.00	140.00	188.50	182.00	191.00	184.50	211.80	205.30	216.80	210.30
4th year	150.00	145.00	195.00	188.50	197.50	191.00	218.30	211.80	223.30	216.80
5th year	155.00	150.00	201.00	195.00	203.50	197.50	224.80	218.30	229.80	223.30
6th year and over	160.00	155.00	208.00	201.50	210.50	204.00	231.30	224.80	236.30	229.80
Chief baggage clerks	175.00	165.00	227.50	214.50	230.00	217.00	250.80	237.80	255.80	242.80
Janitors and porters:										
1st year	105.00	105.00	136.50		139.00		159.80		164.80	
2d year	115.00	115.00	149.50		152.00		172.80		177.80	
3d year	125.00	125.00	162.50		165.00		185.80		190.80	
Thereafter	130.00	130.00	169.00		171.50		192.30		197.30	
Matrons and redcaps:										
1st year	95.00	95.00	123.50		126.00		146.80		151.80	
2d year	105.00	105.00	136.50		139.00		159.80		164.80	
3d year and over	115.00	115.00	149.50		152.00		172.80		177.80	

See footnote at end of table.

E-1—Basic Monthly Rates for Terminal Employees,¹ 1945—67—Continued

Occupation and length of service	Effective date and class of terminal									
	Mar. 2, 1951		Mar. 2, 1952		Oct. 1, 1952		Mar. 1, 1953 ²		Oct. 1, 1953 ²	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1st year	238.48	224.18	249.45	234.49	259.94	244.36	261.78	246.09	271.32	255.05
2d year	259.93	245.63	271.89	256.93	283.32	267.74	285.32	269.63	295.72	279.45
3d year	274.23	259.93	286.84	271.89	298.91	283.32	301.02	285.32	311.99	295.72
4th year	288.53	267.08	301.80	279.37	314.50	291.12	316.72	293.18	328.26	303.86
5th year	302.83	281.38	316.76	294.32	330.08	306.70	332.41	308.97	344.53	320.13
6th year and over	317.13	295.68	331.72	309.28	345.67	322.29	348.11	324.57	360.80	336.40
Cashiers:										
1st year	317.13	295.68	331.72	309.28	345.67	322.29	348.11	324.57	360.80	336.40
2d year	331.43	309.98	346.63	324.24	361.26	337.88	363.81	340.27	377.07	352.67
3d year and over	345.73	317.13	361.63	331.72	376.85	345.67	379.51	348.11	393.33	360.80
Ticket office clerks and telephone information clerks:										
1st year	209.88	195.58	219.53	204.58	228.77	213.18	230.39	214.69	238.78	222.52
2d year	217.03	209.88	227.01	219.53	236.56	228.77	238.23	230.39	246.91	238.78
3d year	224.18	217.03	234.49	227.01	244.36	236.56	246.09	238.23	255.05	246.91
4th year	238.48	224.18	249.45	234.49	259.94	244.36	261.78	246.09	271.32	255.05
5th year and over	252.78	238.48	264.41	249.45	275.53	259.94	277.48	261.78	287.59	271.32
Baggage and express clerks, platform loaders and unloaders:										
1st year	224.18	209.88	234.49	219.53	244.36	228.77	246.09	230.39	255.05	238.78
2d year	231.33	224.18	241.97	234.49	252.15	244.36	253.93	246.09	263.18	255.05
3d year	238.48	231.33	249.45	241.97	259.94	252.15	261.78	253.93	271.32	263.18
4th year	245.63	238.48	256.93	249.45	267.74	259.94	269.63	261.78	279.45	271.32
5th year	252.78	245.63	264.41	256.93	275.53	267.74	277.48	269.63	287.59	279.45
6th year and over	259.73	252.78	271.89	264.41	283.32	275.53	285.32	277.48	295.72	287.59
Chief baggage clerks	281.38	267.08	294.32	279.37	306.70	291.12	308.87	293.18	320.13	303.86
Janitors and porters:										
1st year	181.28		189.62		197.60		199.00		206.25	
2d year	195.58		204.58		213.18		214.69		222.52	
3d year	209.88		219.53		228.77		230.39		238.78	
4th year and over	-		-		-		-		246.91	
Thereafter	217.03		227.01		236.56		238.23		-	
Matrons and redcaps:										
1st year	166.98		174.66		182.01		183.30		189.98	
2d year	181.28		189.62		197.60		199.00		206.25	
3d year and over	195.58		204.58		213.18		214.69		222.52	

See footnotes at end of table.

E-1—Basic Monthly Rates for Terminal Employees,¹ 1945—67—Continued

Occupation and length of service	Effective date and class of terminal									
	Oct. 12, 1954 ²		July 16, 1955		Mar. 2, 1956 ²		Mar. 1, 1957 ²		Mar. 1, 1958 ³	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1st year	279.26	262.79	284.03	267.56	302.03	285.56	326.99	310.00	349.52	332.53
2d year	303.95	287.48	308.72	292.25	326.72	310.25	352.45	335.47	374.98	358.00
3d year	320.40	303.95	325.17	308.72	343.17	326.72	369.42	352.45	391.95	374.98
4th year	336.87	312.17	341.64	316.94	359.64	334.94	386.41	360.93	408.94	383.46
4½ years	353.32	328.63	358.09	333.40	376.09	351.40	403.38	377.91	425.91	400.44
5th year and over	369.78	345.09	374.55	349.86	392.55	367.86	420.35	394.89	442.88	417.42
Tour and tour information agents	384.78	360.09	389.55	364.86	407.55	382.86	435.82	410.36	457.88	432.42
Cashiers:										
1st year	369.78	345.09	374.55	349.86	392.55	367.86	420.35	494.89	442.83	417.42
2d year	386.24	361.55	391.01	366.32	409.01	384.32	437.33	411.86	459.86	434.39
3d year and over	402.69	369.78	407.46	374.55	425.46	392.55	454.30	420.35	476.83	442.88
Ticket office clerks:										
1st year	246.34	229.88	251.11	234.65	269.11	252.65	293.04	276.06	315.57	298.59
2d year	254.56	246.34	259.33	251.11	277.33	269.11	301.51	293.04	324.04	315.57
3d year	262.79	254.56	267.56	259.33	285.56	277.33	310.00	301.51	332.53	324.04
4th year	279.26	262.79	284.03	267.56	302.03	285.56	326.99	310.00	349.52	332.53
4½ years and over	295.71	279.26	300.48	284.03	318.48	302.03	343.96	326.99	366.49	349.52
Telephone information clerks:										
1st year	246.34	229.88	251.11	234.65	269.11	252.65	293.04	276.06	315.57	298.59
2d year	254.56	246.34	259.33	251.11	277.33	269.11	301.51	293.04	324.04	315.57
3d year	262.79	254.56	267.56	259.33	285.56	277.33	310.00	301.51	332.53	324.04
4th year	279.26	262.79	284.03	267.56	302.03	285.56	326.99	310.00	349.52	332.53
4½ years and over	295.71	279.26	300.48	284.03	318.48	302.03	343.96	326.99	366.49	349.52
Baggage and express clerks, ⁴ platform loaders and unloaders:										
1st year	262.79	246.34	267.56	251.11	285.56	269.11	310.00	293.04	332.53	315.57
2d year	271.02	262.79	275.79	267.56	293.79	285.56	318.49	310.00	341.02	332.53
3d year	279.26	271.02	284.03	275.79	302.03	293.79	326.99	318.49	349.52	341.02
4th year	287.48	279.26	292.25	284.03	310.25	302.03	335.47	326.99	358.00	349.52
4½ years	295.71	287.48	300.48	292.25	318.48	310.25	343.96	335.47	366.49	358.00
5th year and over	303.95	295.71	308.72	300.48	326.72	318.48	352.45	343.96	374.98	366.49
Chief baggage clerks	328.63	312.17	333.40	316.94	351.40	334.94	377.91	360.93	400.44	383.46
Express clerks	-	-	-	-	-	-	-	-	(⁴)	-
Janitors and porters:										
1st year		213.42		218.19		252.65		276.06		298.59
2d year		229.88		234.65		269.11		293.04		315.57
3d year		246.34		251.11		-		-		-
3d year and over		-		-		277.33		301.51		324.04
4th year and over		254.56		259.33		-		-		-
Matrons and redcaps:										
1st year		196.96		201.73		236.19		259.08		281.61
2d year		213.42		218.19		-		-		-
2d year and over		-		-		252.65		276.06		298.59
3d year and over		229.88		234.65		-		-		-

See footnotes at end of table.

E-1—Basic Monthly Rates for Terminal Employees,¹ 1945—67—Continued

Occupation and length of service	Effective date and class of terminal									
	Mar. 1, 1959 ²		Mar. 1, 1960		Mar. 1, 1961 ²		Mar. 1, 1962		Mar. 1, 1963 ²	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1st year	367.85	350.65	385.17	367.97	405.40	387.93	419.27	401.80	435.84	418.12
2d year	393.62	376.43	410.94	393.75	431.59	414.12	445.46	427.99	462.40	444.78
3d year	410.80	393.62	428.12	410.94	449.04	431.59	462.91	445.46	480.10	462.40
4th year	428.00	402.21	445.32	419.52	466.51	440.30	480.38	454.17	497.82	471.24
4½ years	445.18	419.40	462.49	436.71	483.96	457.77	497.83	471.64	515.53	488.96
5th year and over	462.36	436.58	479.67	453.90	501.41	475.23	515.28	489.10	533.23	506.67
Tour and tour information agents	477.54	451.77	494.86	469.08	516.84	490.65	530.71	504.52	548.88	522.31
Cashiers:										
1st year	462.36	436.58	479.67	453.90	501.41	475.23	515.23	489.10	533.23	506.67
2d year	479.55	453.76	496.86	471.08	518.88	492.68	532.75	506.55	550.95	524.37
3d year	496.73	462.36	514.04	479.67	536.33	501.41	550.20	515.28	568.65	533.23
Ticket office clerks:										
1st year	333.48	316.29	350.80	333.61	370.49	353.02	384.36	366.89	400.43	382.71
2d year	342.06	333.48	359.37	350.80	379.19	370.49	393.06	384.36	409.25	400.43
3d year	350.64	342.06	367.97	359.37	387.93	379.19	401.80	393.06	418.12	409.25
4th year	367.85	350.65	385.17	367.97	405.40	387.93	419.27	401.80	435.84	418.12
4½ years and over	385.03	367.85	402.34	385.17	422.85	405.40	436.72	419.27	453.94	435.84
Telephone information clerks:										
1st year	333.48	316.29	350.80	333.61	370.49	353.02	389.36	371.89	405.50	387.78
2d year	342.06	333.48	359.37	350.80	379.19	370.49	398.06	389.36	414.32	405.50
3d year	350.65	342.06	367.97	359.37	387.93	379.19	406.90	398.06	423.19	414.32
4th year	367.85	350.65	385.17	367.97	405.40	387.93	424.27	406.80	440.91	423.19
4½ years and over	385.03	367.85	402.34	385.17	422.85	405.40	441.72	424.27	458.61	440.91
Baggage and express clerks, * platform loaders and unloaders:										
1st year	350.65	333.48	367.97	350.80	387.93	370.49	401.80	384.36	418.12	400.43
2d year	359.25	350.65	376.56	367.97	396.66	387.93	410.53	401.80	426.97	418.12
3d year	367.85	329.25	385.17	376.56	405.40	396.66	419.27	410.53	435.84	426.97
4th year	376.43	367.85	393.75	385.17	414.12	405.40	427.99	419.27	444.68	435.84
4½ years	385.03	376.43	402.34	393.75	422.85	414.12	436.72	427.99	453.54	444.68
5th year and over	393.62	385.05	410.94	402.34	431.59	422.85	445.46	436.72	462.40	453.54
Chief baggage clerks	419.40	402.21	436.71	419.52	457.77	440.30	471.64	454.17	488.96	471.24
Express clerks	(⁴)	-	(⁴)	-	(⁴)	-	(⁴)	-	(⁴)	-
Janitors and porters:										
1st year	316.29		333.61		353.02		366.89		382.71	
2d year	333.48		350.80		370.49		384.36		400.43	
3d year and over	342.06		359.37		379.19		393.06		409.25	
Matrons and redcaps:										
1st year	299.10		316.42		335.56		349.43		364.99	
2d year and over	316.29		333.61		353.02		366.89		382.71	

See footnotes at end of table.

E-1—Basic Monthly Rates for Terminal Employees,¹ 1945—67—Continued

Occupation and length of service	Effective date and class of terminal							
	Mar. 1, 1964		Mar. 1, 1965 ²		Mar. 1, 1966		Mar. 1, 1967 ²	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:	\$	\$	\$	\$	\$	\$	\$	\$
1st year	453.17	435.45	472.24	454.33	489.57	471.66	505.89	487.38
2d year	497.43	479.73	517.00	499.10	534.33	516.43	552.14	533.64
3d year	515.15	488.57	534.91	508.04	552.24	525.37	570.65	542.88
3½ years	532.86	506.29	552.82	525.96	570.15	543.29	589.15	561.40
4th year and over	550.56	524.00	570.72	543.86	588.05	561.19	607.65	579.89
Tour and tour information agents	565.56	539.00	585.72	559.03	603.05	576.36	623.15	595.57
Cashiers:								
1st year	550.56	524.00	570.72	543.86	588.05	561.19	607.65	579.89
2d year	568.23	541.70	588.59	561.76	605.92	579.09	626.12	598.39
3d year and over	585.98	550.56	606.53	570.72	623.86	588.05	644.65	607.65
Ticket office clerks:								
1st year	417.76	400.04	436.44	418.52	453.77	435.85	468.89	450.38
2d year	435.45	426.58	454.33	445.36	471.66	462.69	487.38	478.11
3d year	453.17	435.45	472.24	454.33	489.57	471.66	505.89	487.38
3½ years and over	471.27	453.17	490.55	472.24	507.88	489.57	524.81	505.89
Telephone information clerks:								
1st year	427.76	410.04	446.55	428.63	463.88	445.96	479.34	460.82
2d year	445.45	436.58	464.44	455.47	481.77	472.80	497.83	488.56
3d year	463.17	445.45	482.36	464.44	499.69	481.77	516.34	497.83
3½ years and over	481.27	463.17	500.66	482.36	517.99	499.69	535.25	516.34
Baggage and express clerks, platform loaders and unloaders:								
1st year	435.45	417.76	454.33	436.44	471.66	453.77	487.38	468.89
2d year	453.17	444.30	472.24	463.27	489.57	480.60	505.89	496.62
3d year	462.01	453.17	481.18	472.24	498.51	489.57	515.13	505.89
3½ years	470.87	462.01	490.14	481.18	507.47	498.51	524.38	515.13
4th year and over	479.73	470.87	499.10	490.14	516.43	507.47	533.64	524.38
Chief baggage clerks	506.29	488.57	529.96	508.04	543.29	525.37	561.40	542.88
Express clerks	(³)	-	(³)	-	(³)	-	-	-
Janitors and porters:								
1st year		400.04		418.52		435.85		450.38
2d year		417.76		436.44		453.77		468.89
3d year and over		426.58		445.36		462.69		478.11
Matrons and redcaps:								
1st year		382.32		400.60		417.93		431.86
2d year and over		400.04		418.52		435.85		450.38

¹ Monthly rates paid for 40-hour, 5-day week.

² Revised monthly rates after applying cost-of-living factor to contract rates.

³ Basic monthly rates paid employees at the Spokane, Boise, Yakima, Tacoma, Seattle, and some other terminals differed somewhat from those shown for 1958 and subsequent dates.

⁴ From 1957 to Mar. 1, 1964, rates for clerks engaged exclusively in the handling of express at Class A terminals in Los Angeles, Portland, and San Francisco were \$15 a month more at each step than standard classifications. Effective Mar. 1, 1964, rates for express clerks were changed to the same rates as those of ticket agents and information clerks.

E-2—Basic Biweekly Rates for Terminal Employees, 1967¹

Occupation and length of service	Effective date and class of terminal	
	Mar. 1, 1967 ²	
	Class A	Class B
Ticket agents and counter information clerks:		
1st year	\$232.21	\$223.72
2nd year	253.44	244.95
3d year	261.94	249.19
3½ years	270.43	257.69
4th year and over	278.92	266.19
Tour and tour information agents	286.04	273.38
Cashiers:		
1st year	278.92	266.19
2d year	287.40	274.67
3d year and over	295.90	278.92
Telephone information clerks:		
1st year	220.03	211.52
2d year	228.51	224.25
3d year	237.01	228.51
3½ years and over	245.69	237.01
Ticket office clerks:		
1st year	215.23	206.73
2d year	223.72	219.46
3d year	232.21	223.72
3½ years and over	240.90	232.21
Baggage and express clerks, platform loaders and unloaders:		
1st year	223.72	215.23
2d year	232.21	227.95
3d year	236.45	232.21
3½ years	240.70	236.45
4 years and over	244.95	240.70
Chief baggage clerks	257.69	249.19
Express clerks:		
1st year	232.21	223.72
2d year	253.44	244.95
3d year	261.94	249.19
3½ years	270.43	257.69
4 years and over	278.92	266.19
Janitors and porters:		
1st year		216.73
2d year		215.23
3d year and over		219.46
Matrons and redcaps:		
1st year		198.23
2d year and over		206.73

¹ Biweekly rates paid for 40-hour, 5-day week.

² Revised biweekly rates after applying cost-of-living factor to contract rates.

F—Basic Monthly Rates for Office Employees,¹ 1958—67²

Occupation	Pro- gres- sion group ³	Effective date and rate range									
		Mar. 1, 1958		Mar. 1, 1959 ⁴		Mar. 1, 1960		Mar. 1, 1961 ⁴		Mar. 1, 1962	
		Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate
Clerk:											
Junior, A _____	V	\$ 276.40	\$ 296.40	\$ 293.83	\$ 314.08	\$ 311.15	\$ 331.40	\$ 330.19	\$ 350.76	\$ 341.79	\$ 363.09
Junior, B _____	V	286.40	306.40	303.95	342.20	321.27	341.52	340.47	361.04	352.44	373.73
Junior, C _____	V	296.40	316.40	314.08	334.32	331.40	351.64	350.76	371.32	363.09	384.07
Intermediate, A ___	V	306.40	331.40	324.20	349.51	341.52	366.82	361.04	386.74	373.73	400.34
Intermediate, B ___	V	331.40	356.40	349.51	374.81	366.82	392.13	386.76	412.46	400.34	426.96
Senior, A _____	IV	366.40	381.40	384.94	400.12	402.25	417.44	422.74	438.17	437.60	453.57
Senior, B _____	IV	381.40	406.40	400.12	425.43	417.44	454.44	438.17	476.06	453.57	492.79
Senior, C _____	IV	406.40	431.40	425.43	450.74	468.05	493.36	489.58	515.29	506.80	533.41
Senior, D _____	IV	431.40	456.40	450.74	476.04	-	-	-	-	-	-
Senior, E _____	IV	456.40	491.40	476.04	511.47	-	-	-	-	-	-
Accounting (A) ____	VII	341.40	366.40	359.63	384.94	376.95	402.25	397.03	422.74	410.99	437.60
Counter _____	V	-	-	-	-	377.97	420.94	398.07	441.72	419.36	519.01
Mail, part-time truckdriver _____	V	316.40	336.40	334.32	354.57	351.64	371.89	371.32	391.89	398.87	420.16
Mail, messenger ___	III	276.40	286.40	293.83	303.95	311.15	321.27	330.19	340.47	341.79	352.44
Tour _____	IV	-	-	-	-	412.25	422.38	432.90	448.33	448.12	464.09
Operator:											
Bookkeeping machine _____	V	321.40	346.40	339.38	364.69	356.70	382.01	376.46	402.17	389.70	416.31
Calculator, A _____	V	306.40	326.40	324.20	344.45	341.52	361.76	361.04	381.60	373.73	395.01
Calculator, B _____	V	331.40	356.40	349.51	374.81	366.82	392.13	386.74	412.46	400.34	426.96
Duplicating ma- chine _____	V	306.40	326.40	324.20	344.45	341.52	361.76	361.04	381.60	444.53	465.09
Keypunch _____	V	351.40	376.40	369.75	395.06	387.07	412.38	407.31	433.03	421.63	448.25
Multilith ma- chine _____	V	336.40	356.40	354.57	374.81	371.89	392.13	391.89	412.46	475.38	495.95
Tabulating ma- chine _____	VII	386.40	436.40	405.18	455.80	422.50	473.11	443.31	494.72	458.89	512.12
Telephone _____	VI	306.40	356.40	324.19	374.81	-	-	-	-	-	-
P. B. X. _____	VI	-	-	-	-	341.52	392.13	361.04	412.46	373.73	426.96
Information _____	VI	-	-	-	-	346.52	397.13	366.12	417.53	388.67	442.87
Stenographer:											
Group A _____	V	306.40	326.40	324.20	344.45	361.76	382.01	-	-	-	-
Group B _____	V	326.40	346.40	344.45	364.69	-	-	381.62	402.17	395.01	416.31
Supervisor:											
Keypunch _____	IV	411.40	436.40	430.49	455.80	447.81	473.11	469.01	494.72	485.50	512.42
Tabulating _____	IV	486.40	521.40	406.41	541.84	523.73	559.15	546.15	582.13	565.34	602.59
Trainees:											
Bookkeeping machine _____	II	296.40	306.40	314.08	324.20	331.40	341.40	350.76	361.04	363.09	373.73
Keypunch _____	II	326.40	336.40	344.45	354.57	361.76	371.89	381.60	391.89	395.01	405.67
Tabulating ma- chine _____	II	361.40	371.40	379.88	390.00	397.19	407.32	417.60	427.89	432.28	442.93
Typist:											
Group A _____	V	296.40	316.40	314.08	334.32	-	-	-	-	-	-
Group B _____	V	301.40	321.40	319.14	339.38	336.46	356.70	355.90	376.46	368.41	398.69
Transcription _____	V	301.40	321.40	319.14	339.38	-	-	-	-	-	-
Truckdriver, mail ___	I	366.40	366.40	384.94	384.94	402.25	402.25	422.74	422.74	489.35	489.35

See footnotes at end of table.

F—Basic Monthly Rates for Office Employees,¹ 1958—67²—Continued

Occupation	Pro- gres- sion group ³	Effective date and rate range									
		Mar. 1, 1963 ³		Mar. 1, 1964		Mar. 1, 1965 ⁴		Mar. 1, 1966		Mar. 1, 1967 ⁴	
		Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate	Hiring rate	Maxi- mum rate
Clerk:											
Junior, A	V	\$ 355.50	\$ 377.68	\$ 369.82	\$ 392.86	\$ 385.53	\$ 409.55	\$ 400.70	\$ 424.72	\$ 414.06	\$ 438.88
Junior, B	V	366.58	388.72	381.35	404.38	397.55	421.56	412.72	436.73	426.48	451.29
Junior, C	V	377.65	399.79	392.86	415.89	409.55	433.56	424.72	448.73	438.88	463.69
Intermediate, A	V	388.72	416.40	404.38	433.17	421.56	451.58	436.73	466.75	451.29	482.31
Intermediate, B	V	416.40	444.08	433.17	461.97	451.58	481.60	466.75	496.77	482.31	513.33
Senior, A	IV	455.16	471.77	473.50	490.77	493.61	511.62	508.78	526.79	525.74	544.35
Senior, A-2	IV	-	-	-	-	-	-	517.13	542.43	534.37	560.51
Senior, B	IV	471.77	512.56	490.77	533.21	511.62	555.86	526.79	571.03	544.35	590.06
Senior, C	IV	527.13	554.81	512.41	560.25	534.18	584.06	549.35	599.23	567.66	619.20
Senior, D	IV	-	-	548.36	577.16	571.66	601.68	586.83	616.85	606.39	637.41
Senior, E	IV	-	-	-	-	-	-	-	-	-	-
Accounting (A)	VII	427.48	455.16	444.70	473.50	463.59	493.61	478.76	508.78	494.73	525.74
Accounting (B)	VII	-	-	444.70	482.13	463.59	502.61	478.76	517.78	494.72	535.04
Counter	VIII	436.47	539.83	454.05	561.58	473.34	585.43	488.51	600.60	504.79	620.62
Mail, part-time truckdriver	V	414.87	437.01	431.58	454.61	449.92	473.92	465.09	489.09	480.59	505.39
Mail, messenger	III	355.50	366.58	369.82	381.35	385.53	397.55	400.70	412.72	414.06	426.48
Tour	VIII	466.10	551.27	484.88	573.48	505.47	597.84	520.64	613.01	537.99	633.44
Operator:											
Bookkeeping machine	V	405.34	433.01	421.67	450.45	439.58	469.58	454.75	484.75	469.91	500.91
Calculator, A	V	388.72	410.85	-	-	-	-	-	-	-	-
Calculator, B	VII	416.40	444.08	433.17	467.17	451.58	487.02	466.75	502.19	482.31	518.93
Duplicating ma- chine	V	462.36	483.75	480.99	503.24	501.42	524.61	516.59	539.78	533.81	557.77
Keypunch	V	438.55	466.24	456.22	485.02	475.59	505.62	490.76	520.79	507.12	538.15
Multilith machine	V	494.45	515.85	514.37	536.63	536.22	559.42	551.39	574.59	569.77	593.74
Computer ⁶	IX	477.30	532.67	496.53	566.95	517.61	591.03	532.78	606.20	550.54	626.40
Telephone	VI	-	-	-	-	-	-	-	-	-	-
P. B. X.	X	388.70	444.08	404.38	461.97	421.56	481.60	436.73	496.77	451.29	513.33
Information	VI	404.26	460.64	420.54	479.20	438.41	499.55	453.58	514.72	468.70	531.88
Stenographer:											
Group A	V	-	-	-	-	-	-	-	-	-	-
Group B	V	410.85	433.01	427.40	450.45	445.56	469.58	460.73	484.75	476.09	500.91
Supervisor:											
Keypunch	IV	504.98	532.67	525.32	560.25	547.63	584.06	562.80	599.23	581.56	619.20
Tabulating	XI	588.02	626.77	611.71	665.78	637.69	694.06	652.86	709.23	674.62	732.87
Trainees:											
Bookkeeping machine	II	377.65	388.72	392.86	404.38	409.55	421.55	-	-	-	-
Keypunch	II	410.85	421.94	427.40	438.94	445.56	457.58	460.73	472.75	476.09	488.51
Computer oper- ator ⁶	II	449.62	460.70	467.73	479.26	487.60	499.62	502.77	514.79	519.53	531.95
Typist:											
Group A	V	-	-	-	-	-	-	-	-	-	-
Group B	V	383.19	405.33	398.63	421.66	415.56	439.57	430.73	454.74	445.09	469.90
Transcription	V	-	-	-	-	-	-	-	-	-	-
Truckdriver, mail	I	508.98	508.98	529.48	529.48	551.97	551.97	567.14	567.14	586.04	586.04

¹ Rates paid for 40-hour, 5-day week up to Mar. 1, 1964; 38 $\frac{3}{4}$ -hour, 5-day week from Mar. 1, 1964, until Mar. 1, 1965; 36 $\frac{1}{4}$ -hour, 5-day week from Mar. 1, 1965 until Mar. 1, 1966; 35-hour, 5-day week thereafter.

² Not applicable to General Accounting Department employees in Divisions 8A and 8B, until Aug. 1, 1960.

³ Progress from hiring to the maximum rate was as follows: Group I—no progression; Group II—2 steps, with wage-rate increases after 3 and 6 months of service; Group III—2 steps, with increases after 1 and 2 years of service; Group IV—3 steps, with increases after 1, 2, and 3 years; Group V—4 steps, with increases after completion of 3 and 6 months, and 1 and 2 years; Group VI—5 steps, with increases after 6 months, and 1, 2, 3, and 3 $\frac{1}{2}$ years; Group VII—5 steps, with increases after completion of 3 and 6 months, and 1, 2, and 3 years; Group VIII—5 steps, with increases after 1, 2, 3, 3 $\frac{1}{2}$, and 4 years; Group IX—6 steps, with increases after completion of 3 and 6 months, and 1, 2, 3, and 3 $\frac{1}{2}$ years; Group X—4 steps, with increases after 6 months, and 1, 2, and 3 years; Group XI—4 steps, with increases after 1, 2, 3, and 3 $\frac{1}{2}$ years.

⁴ Revised monthly rates after applying applicable cost-of-living factor to contract rates.

⁵ The decrease in the hiring rate in 1964 for clerk, senior, C, was due to the addition of clerk, senior, D, in 1964.

⁶ Tabulating machine operator title changed to computed operator effective Mar. 1, 1966.

G—Basic Hourly Rates for Maintenance Employees Represented by the ATU,¹ 1958—67²

Occupation	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1960	Mar. 1, 1961	Mar. 1, 1962	Mar. 1, 1963 ³	Mar. 1, 1964	Mar. 1, 1965	Mar. 1, 1966	Mar. 1, 1967 ³
Cleaners:										
Inside	\$2.136	\$2.243	\$2.343	\$2.462	\$2.542	\$2.639	\$2.769	\$2.901	\$3.001	\$3.101
Steam	2.250	2.359	2.459	2.579	2.659	2.758	2.888	3.021	3.121	3.225
Clerk stockroom	2.198	2.306	2.406	2.526	2.606	2.704	2.834	2.967	3.067	3.169
Janitors	1,909	2.013	2.113	2.228	2.304	2.402	2.532	2.661	2.761	2.853
Mechanics:										
First class	2.724	2.838	2.938	3.066	3.146	3.252	3.382	3.521	3.721	3.897
Second class	2.507	2.719	2.719	2.844	2.924	3.027	3.157	3.293	3.493	3.661
Third class ³	2.363	2.473	2.573	2.695	2.775	2.876	(⁴)	(⁴)	3.335	3.498
Helpers	2.208	2.316	2.416	2.536	2.616	2.715	2.844	2.977	3.077	3.180
Servicemen	2.198	2.306	2.406	2.526	2.606	2.704	2.834	2.967	3.067	3.169

¹ The Amalgamated Association of Sheet, Electric Railway and Motor Coach Employees of America (SERMCE) changed its name to the Amalgamated Transit (ATU) on July 1, 1964.

² Not applicable to Division 1.

³ Third class mechanics classification were eliminated Mar. 1, 1964, and reinstated effective Mar. 1, 1966.

⁴ Revised rates after applying cost-of-living factor to contract rates.

H—Basic Hourly Rates¹ for Maintenance Employees Represented by the IAM, 1945—68

Journeyman occupation ²	Effective date										
	Aug. 18, 1945	June 1, 1946	June 1, 1947	June 1, 1948	June 1, 1949	June 1, 1950	June 1, 1952	June 1, 1953	June 1, 1955	June 1, 1956	June 1, 1957
Machinists	\$ 1.625	\$ 1.750	\$ 1.925	\$ 2.1125	\$ 2.1375	\$ 2.200	\$ 2.435	\$ 2.5125	\$ 2.6625	\$ 2.7875	\$ 2.8675
Automotive mechanics	1.500	1.625	1.800	1.9875	2.0125	2.075	2.310	2.3875	2.5375	2.6625	2.7425
Electricians	1.500	1.625	1.800	1.9875	2.0125	2.075	2.310	2.3875	2.5375	2.6625	2.7425
Welders	1.500	1.625	1.800	1.9875	2.0125	2.075	2.310	2.3875	2.5375	2.6625	2.7425
Body, fender, and radiator repairmen	1.625	1.750	1.925	2.1125	2.1375	2.200	2.435	2.5125	2.6625	2.7875	2.8675
Trimmers	1.500	1.625	1.800	1.9875	2.0125	2.075	2.310	2.3875	2.5375	2.6625	2.7425
Body assemblers and dismantlers ³975-1.625	1.050-1.750	1.200-1.925	1.3250-2.1125	1.3500-2.1375	1.4125-2.200	1.6475-2.435	1.725-2.5125	1.875-2.6625	2.00-2.7875	2.08-2.8675
	June 1, 1958	June 1, 1959	June 1, 1960	June 1, 1961	June 1, 1962	June 1, 1963	June 1, 1964	June 1, 1965	June 1, 1966	June 1, 1967	June 1, 1968
Machinists	\$ 3.030	\$ 3.21	\$ 3.390	\$ 3.57	\$ 3.73	\$ 3.87	\$ 3.99	\$ 4.49	\$ 4.74	\$ 4.99	\$ 5.215
Automobile mechanics	2.905	3.085	3.265	3.445	3.605	3.745	3.865	4.365	4.615	4.865	5.09
Electricians	2.905	3.085	3.265	3.445	3.605	3.745	3.865	4.365	4.615	4.865	5.09
Welders	2.905	3.085	3.265	3.445	3.605	3.745	3.865	4.365	4.615	4.865	5.09
Body, fender, and radiator repairmen	3.030	3.21	3.390	3.57	3.73	3.87	3.99	4.49	4.74	4.99	5.215
Trimmers	2.905	3.085	3.265	3.445	3.605	3.745	3.865	4.365	4.615	4.865	5.09
Body assemblers and dismantlers ³	2.2425-3.03	2.41-3.21	2.6025-3.39	2.7825-3.57	2.9425-3.73	3.0825-3.87	3.2025-3.99	3.7025-4.49	3.955-4.74	4.205-4.99	4.43-5.215

¹ Temporary employees, e. g., those employed for less than 1 week, to receive 10 percent more than the rate shown.

² Effective June 1, 1965, leadmen were to receive at least 5 percent above the rate for journeymen.

³ Prior to June 1, 1965, progression from minimum to maximum rate was based on company's judgment of individual's competence. The June 1, 1965, agreement provided for automatic increases of 8 cents an hour every 6 months up to the mid-point of the range; thereafter increases depended on reviews to be made at least once every 6 months.

Wage Chronologies

The following list constitutes all wage chronologies published to date. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or from any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

- Aluminum Company of America, 1939-67. BLS Bulletin 1559 (30 cents).
American Viscose, 1945-67. BLS Bulletin 1560 (20 cents).
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941-67. BLS Bulletin 1481 (30 cents).
A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).
Berkshire Hathaway, Inc., 1943-69. BLS Bulletin 1541 (25 cents).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
- Bituminous Coal Mines, 1933-68. BLS Bulletin 1558 (20 cents).
The Boeing Co. (Washington Plants), 1936-68. BLS Bulletin 1565 (25 cents).
Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).
Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
- Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66).
BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).
International Harvester Company, 1946-61. BLS Report 202.
International Paper Company, Southern Draft Division, 1937-67.
BLS Bulletin 1534 (25 cents).
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).
- Lockheed-California Company (A Division of Lockheed Aircraft Corp.), 1937-67.
BLS Bulletin 1522 (35 cents).
Martin-Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).
New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, Inc., 1941-67. BLS Bulletin 1564 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
- Pacific Coast Shipbuilding, 1941-61. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).
Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).