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Union Wages and Hours: Local-Transit Operating Employees, July 1, 1974



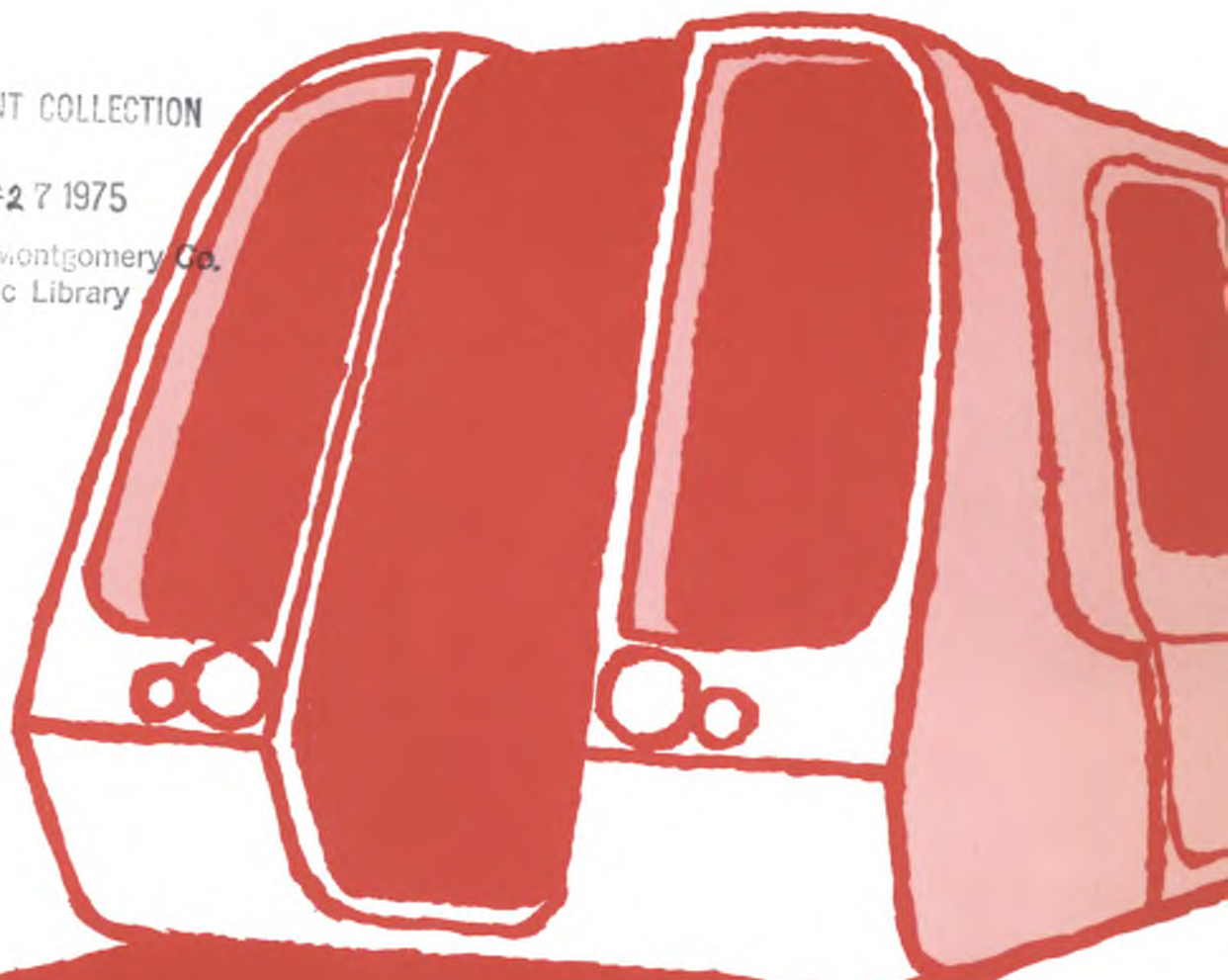
U.S. Department of Labor
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Union Wages and Hours: Local-Transit Operating Employees, July 1, 1974

U.S. Department of Labor
John T. Dunlop, Secretary
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1975

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Preface

The Bureau of Labor Statistics conducts annual surveys of wage rates and scheduled hours of work for specified crafts or jobs as provided in labor-management agreements in the building construction, printing, local-transit, and local trucking industries. A biennial survey of grocery stores also is included in this program. These studies present the wage rates in effect on the first workday in July, as reported to the Bureau by the appropriate local labor organizations in each of the cities included in the survey.

Preliminary listings of union wage rates and hours for local-transit operating employees in each city were issued earlier. Copies of these are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices listed on the inside back cover of this bulletin.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Mary Kay Rieg of the Division of Occupational Wage Structures prepared this bulletin, which provides a comprehensive account of the current study and includes indexes of wage rates for 1929-74. Field work for the survey was directed by the Associate Assistant Regional Directors for Operations.

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Local-Transit Operating Employees, July 1, 1974

Survey findings

Union wage rates for local-transit operating employees in cities of 100,000 inhabitants or more averaged \$5.62 an hour on July 1, 1974—up 58 cents or 11.5 percent over the July 1, 1973 rate. The average increase for operators of surface cars and buses was 11.3 percent, compared with 12.8 percent for elevated and subway operators (table 2). Despite a substantially different pattern of wage rate increases for the two groups during the ten years ending July 1, 1974 (chart 1), their overall average annual increase was about the same—7.1 percent for surface car and bus operators and 7.5 percent for elevated and subway operators.

The 1973-74 increase of 11.5 percent for all local-transit operating employees, which raised the Bureau's wage rate index (1967=100) for these employees to 173.3 (table 1), was substantially higher than the 7.2-percent rise in the year ended July 1, 1973. This annual increase was, in fact, the largest for such workers since a 17.2 percent gain was reported between July 1945 and July 1946.

A significant part of the total increase between July 1, 1973, and July 1, 1974 resulted from contract-stipulated cost-of-living adjustments based on changes in the national or specified local consumer price index. In Cleveland, for example, such a provision accounted for 19 cents of a 44-cents-an-hour gain, and in Atlanta, 32 cents of a 96-cents-an-hour rise. With cost-of-living additives widespread in local-transit agreements, average wage increases for operating employees just kept pace with the 11.5-percent annual rise in the national consumer price index (chart 2). Wage increases in local-transit systems compared favorably with the 8-percent wage advances nationwide over the four quarters ended June 30, 1974, for all collective bargaining units having at least 1,000 workers.

About 97 percent of the local-transit operating employees received increases during the year ended July 1, 1974 (table 4). The middle range for the increases was from 9 to 15½ percent (table 5).

The average wage rate for operators of surface cars and buses, seven-eighths of all employees covered by the survey, was \$5.55 an hour, compared with \$6.15 for

operators of elevated and subway equipment. Nearly 95 percent of the elevated and subway equipment operators but only 29 percent of the surface car and bus operators were in the relatively high-wage cities of Boston, Chicago, and New York.

In three of the six cities reporting both types of workers, average wage rates for surface car and bus operators and for elevated and subway operators were the same. In the remaining three cities, elevated and subway equipment operators averaged 8 to 16 cents an hour less than workers on surface cars and buses, as shown in the following tabulation:

	<i>Surface car and bus operators</i>	<i>Elevated and subway equipment operators</i>
Boston	\$6.43	\$6.35
Chicago	6.54	6.46
Cleveland	5.29	5.29
Newark	5.67	5.67
New York	6.31	6.15
Philadelphia	5.13	5.13

Approximately two-fifths of the elevated and subway equipment operators studied had hourly wage rates of \$5.70 and under \$5.80, and the top one-third had rates of \$6.60 and under \$6.70. Bus and surface car operators were more evenly distributed over a broader range, with the largest concentrations (roughly one-tenth in each case) at \$5.30-\$5.40, \$5.80-\$5.90, \$6.20-\$6.30, \$6.40-\$6.50 and \$6.50-\$6.60. Thirty-five percent of all operating employees had rates of at least \$6 an hour on July 1, 1974, compared with fewer than 1 percent of the workers a year earlier (table 3).

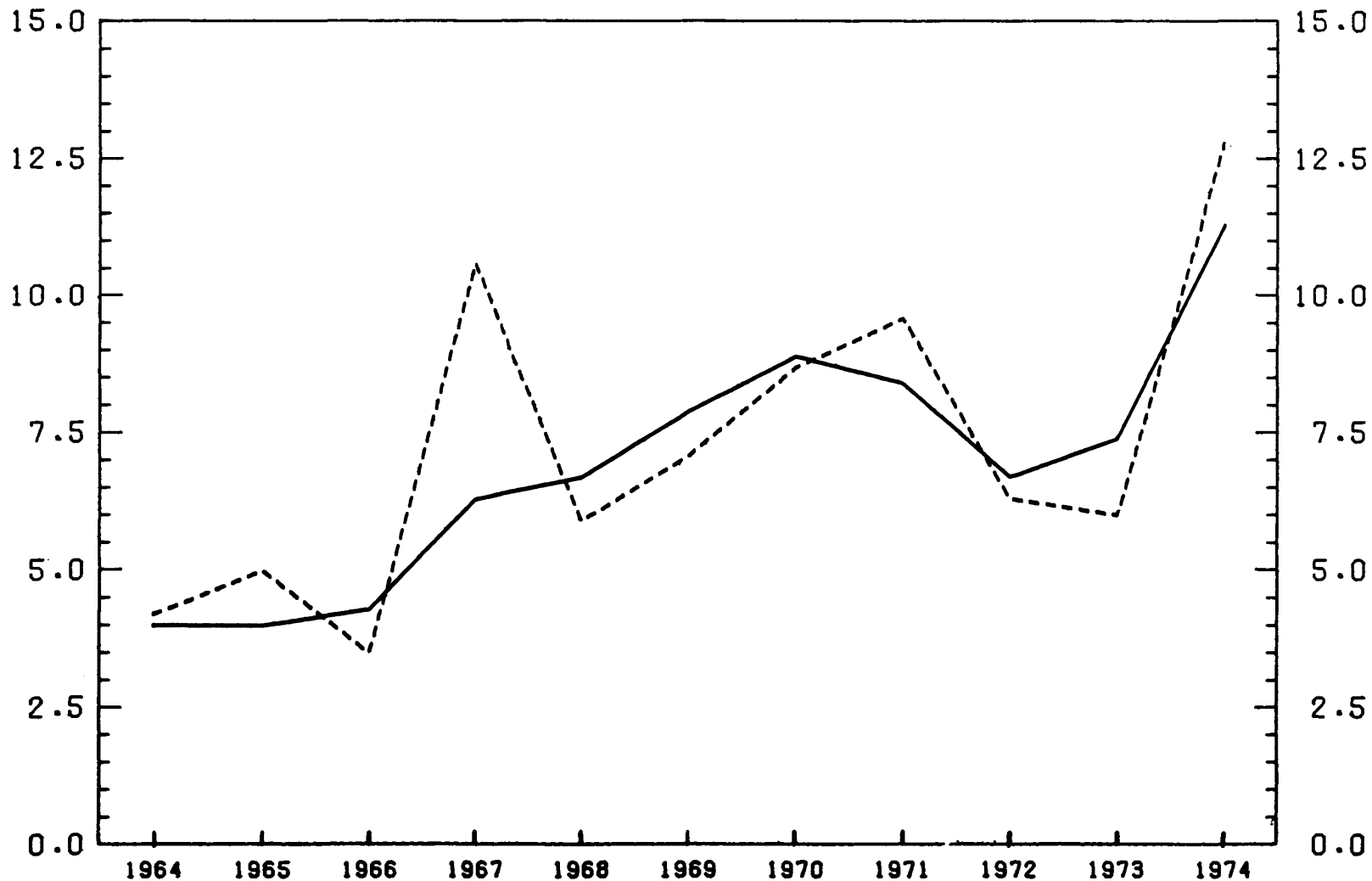
As in past surveys, the average wage rate for all operating employees was highest in the Middle Atlantic region (\$5.90), which is heavily influenced by the employment concentration in New York—the city with the third highest average rate in the survey (table 9). The lowest average was found in the Southwest (\$3.96).

Regionally, percent increases in wage rates over the year ending July 1, 1974 were largest in the Middle West (20.7) and Southeast (19.5); gains in New England (14.3), the Border States (12.6), and the Great Lakes region (12.5) also outpaced the 11.5-percent change recorded nationally. The average increase for Middle Atlantic cities (11.3) closely paralleled the national rise

Chart 1. Annual increases in wage rates of local-transit operating employees, by classification, July 1964 to July 1974

— SURFACE CARS AND BUSES
 - - - ELEVATED AND SUBWAY EQUIPMENT

PERCENT CHANGE



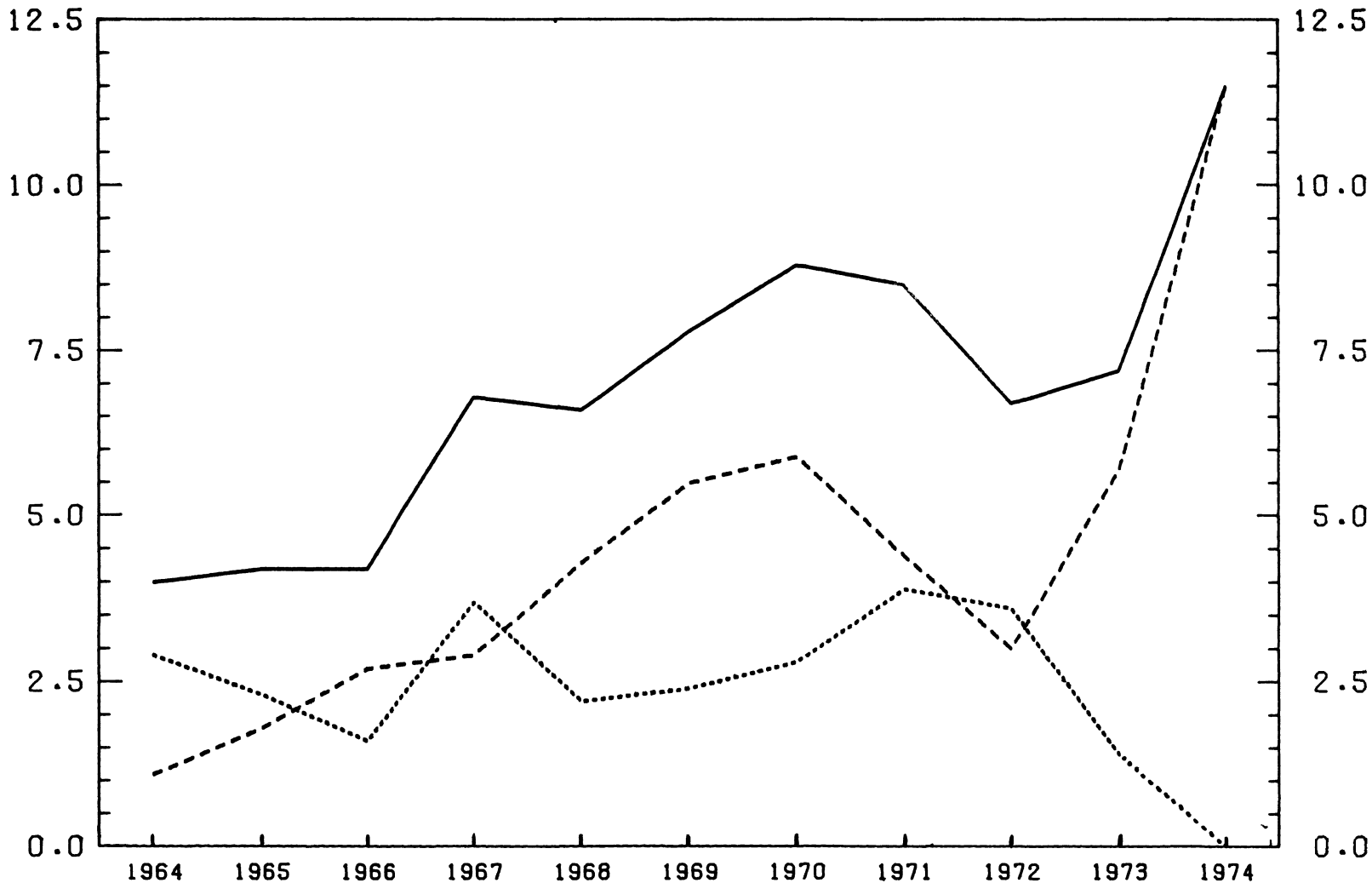
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Chart 2. Annual changes in actual and real wage rates of local-transit operating employees and in the Consumer Price Index, July 1964 to July 1974

— ACTUAL WAGE RATES
 - - - CONSUMER PRICE INDEX
 REAL WAGE RATES

PERCENT CHANGE

3



while gains in the Mountain (9.2), Pacific (6.1), and Southwest (6.1) regions fell significantly behind.

Larger cities tended to have higher wage rates for local-transit employees. The average recorded for workers in cities of 1,000,000 inhabitants or more (\$6.03) was 5 percent higher than the average for cities of 500,000 to 1,000,000 (\$5.72); 16 percent higher than for cities of 250,000 to 500,000 (\$5.19); and 36 percent higher than the average for cities of 100,000 to 250,000 (\$4.43). Average wage rates of \$5 or more were reported in about two-thirds of the cities with 500,000 inhabitants or more, but in only one-fifth of the smaller cities studied. Nevertheless, individual city averages overlapped considerably among population groupings (table 8). For example, averages for 21 of the 25 cities shown in the 100,000 to 250,000 population category equaled or exceeded one or more of the averages for cities having 500,000 to 1,000,000 inhabitants.

Population size seems to be less important in explaining some of the wage rate variations than location of city and, perhaps, variations in bargaining power among locals. When comparisons were limited to the same region, for example, cities in the smallest population group sometimes had higher average rates than those in larger size groups (table 9). Such observations are also found in other union wage surveys conducted by the Bureau.

Union contracts in all but 3 of the cities surveyed provided for wage rate progressions on the basis of length of service, usually from an entrance or starting rate to one or more intermediate rates, and then to a maximum or top rate (table 10). Rates for new workers are typically increased after a period of either 3 or 6 months on the job, with the maximum rates reached after a year of service. Pay increments from entry to top rate ranged from 5 to 25 cents an hour over a 1-year period in about half of the 64 cities reporting length-of-service progressions. Other length-of-service requirements for attaining maximum job rates were 2 months (one city), 6 months (nine cities), 15 months (one city), 18 months (three cities), 24 months (seven cities), and 36 months (2 cities).

Straight-time weekly hours were reported for workers in 61 out of the 67¹ cities surveyed. These weekly hours were applicable to 97 percent of the workers studied and averaged 40.2 on July 1, 1974 (table 6). A scheduled straight-time workweek of 40 hours (generally consisting of 5 consecutive 8-hour days) was in effect in 50 cities and applied to 91 percent of surface car and bus

¹This count includes St. Paul, Minn. and Oakland, Calif. as separate cities, even though data for them are presented under headings for Minneapolis-St. Paul and San Francisco-Oakland in tables 8, 9, and 10.

operators and to all operators of elevated and subway equipment. A small number of agreements covering only 3 percent of the workers studied did not establish daily or weekly hours before overtime payments are required; instead, they stipulated a standard workday consisting of a specified number of runs to be completed by an operator during one shift.

Because of wide variations in demand for mass transit during a day, agreements frequently permit "split shifts" of two or more daily assignments for several runs each, separated by time off. Typically, the intervening time between parts of such a shift is not paid for, although some agreements require that pay be given for short intervals, such as 30 minutes to one hour. Workers on split shifts exceeding 10 or 11 hours usually earn premium pay for work beyond those specified hours; many agreements, however, limit the number of split-shift assignments to an average of less than 50 percent of all workers scheduled on weekdays and a smaller percentage on Saturdays, Sundays, or holidays.

Contract provisions for employer-financed health, welfare, and pension plans applied to nearly all of the workers covered by the survey. Where available, the amount of employer contributions to these plans under each of the contracts studied is presented in table 10. In addition, most operating personnel studied were provided from 1 to 4 or 5 weeks of paid vacation, depending on length of service, and 6 to 8 paid holidays a year.

Most of the contracts covering local-transit operating employees are negotiated by locals of the Amalgamated Transit Union or the Transport Workers' Union of America. Other major unions representing local-transit workers include the United Transportation Union and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

Scope and method of study

Union wage rates and hours reported in this bulletin were agreed on through collective bargaining between trade unions and employers, and are defined as (1) the basic (minimum) wage rates (excluding holiday, vacation, and other benefit payments made regularly or credited to the workers each pay period) and (2) the maximum schedules of hours at straight-time rates. Wage rates exceeding the negotiated minimum, which may be paid for special qualifications or other reasons, are excluded.

The information presented was based on union wage rates in effect on July 1, 1974 for local-transit operating employees in 67 cities. Local-transit operating employees, for purposes of the study, include persons

engaged in the operation of moving transit equipment (for example, trolley cars, buses, and elevated and subway trains) and workers in related occupations, such as guards, conductors, and platform workers. (Workers in these related occupations, found only in elevated and subway equipment operations, constitute less than 7 percent of the workers covered by the study. They were combined with elevated and subway equipment operators in tables 2 through 7.) Track and maintenance workers were excluded from the study. Operating employees of municipally owned transit systems were included if unions acted as the bargaining agents. Data were obtained primarily from local union officials by mail questionnaire; in some instances, Bureau economists visited local union officials to obtain the desired information.

The current survey was designed to reflect the union wage rates of local-transit operating employees in all cities of 100,000 inhabitants or more, excluding Honolulu, based on the 1970 Census of Population. All cities that had 500,000 inhabitants or more were included, as

were most cities of 250,000 to 500,000 inhabitants. Data for the cities studied were weighted to compensate for cities not surveyed. To provide appropriate regional representation, each region was considered separately when city weights were assigned.

Average wage rates were based on the top rate reported in each labor-management agreement within an individual city studied, weighted by the number of union members at the rate in the city (about 59,000 total for the 67 cities). These averages were not designed for precise year-to-year comparisons because of fluctuations in membership and in the classifications studied. Average cents-per-hour and percent changes from July 1, 1973, to July 1, 1974, however, were based on comparable quotations for the various job classifications in both periods, weighted by the memberships reported for the current (1974) survey. The index series, designed for trend purposes, was constructed similarly. Year-to-year wage changes, as well as distributions of current wage rates, also relate only to workers at the top wage rates in the contracts studied.

Table 1. Wage rate indexes: United States, 1929-74

(Indexes¹ of union hourly wage rates of local-transit operating employees: 1967 = 100)

Date	Index	Date	Index
1929: May 15	22.3	1951: Oct. 1	50.3
1930: May 15	22.5	1952: Oct. 1	54.1
1931: May 15	22.5	1953: July 1	55.3
1932: May 15	22.1	1954: July 1	58.0
1933: May 15	(²)	1955: July 1	59.8
1934: May 15	21.5	1956: July 1	62.1
1935: May 15	22.2	1957: July 1	64.7
1936: May 15	22.4	1958: July 1	68.6
1937: May 15	23.5	1959: July 1	71.2
1938: June 1	24.2	1960: July 1	73.9
1939: June 1	24.4	1961: July 1	76.7
1940: June 1	24.6	1962: July 1	79.9
1941: June 1	25.6	1963: July 1	82.9
1942: July 1	27.4	1964: July 1	86.2
1943: July 1	29.2	1965: July 1	89.8
1944: July 1	29.4	1966: July 1	93.7
1945: July 1	29.7	1967: July 1	100.0
1946: July 1	34.9	1968: July 1	106.6
1947: Oct. 1	39.4	1969: July 1	115.0
1948: Oct. 1	43.3	1970: July 1	126.2
1949: Oct. 1	45.1	1971: July 1	135.8
1950: Oct. 1	47.2	1972: July 1	144.9
		1973: July 1	155.4
		1974: July 1	173.3

¹ Index series designed for trend purposes; periodic changes in union wage rates are based on comparable quotations for the various occupations in consecutive periods, weighted by number of union members reported at each quotation in the current survey period.

² Information not available.

Table 2. Average wage rates: United States, July 1, 1974

(Average union hourly wage rates of local-transit operating employees)

Classification	Hourly average ¹	Increase from July 1, 1973	
		Cents per hour	Percent
All local-transit operating employees	\$5.62	58	11.6
Operators of surface cars and buses	\$5.55	56	11.3
Elevated and subway operators	\$6.15	70	12.8

¹ Wage rates used in the calculation of these averages represent those available and payable on July 1, 1974, and do not include increases made later that are retroactive to July 1 or before.

Table 3. Wage rate distribution: United States, July 1, 1974

(Percent distribution of local-transit operating employees by union hourly wage rate)

Hourly rate	All workers	Operators of surface cars and buses	Elevated and subway operators
Total	100.0	100.0	100.0
Under \$4.00	3.8	4.3	—
\$4.00 and under \$4.10	.5	.6	—
\$4.10 and under \$4.20	1.1	1.2	—
\$4.20 and under \$4.30	.8	.9	—
\$4.30 and under \$4.40	—	—	—
\$4.40 and under \$4.50	3.9	4.4	—
\$4.50 and under \$4.60	3.6	4.1	—
\$4.60 and under \$4.70	—	—	—
\$4.70 and under \$4.80	2.5	2.9	—
\$4.80 and under \$4.90	2.7	3.1	—
\$4.90 and under \$5.00	1.9	2.1	—
\$5.00 and under \$5.10	.8	.8	—
\$5.10 and under \$5.20	5.7	6.0	3.4
\$5.20 and under \$5.30	1.8	1.8	1.5
\$5.30 and under \$5.40	8.4	9.5	—
\$5.40 and under \$5.50	3.0	3.4	—
\$5.50 and under \$5.60	2.8	3.2	—
\$5.60 and under \$5.70	3.0	3.4	.5
\$5.70 and under \$5.80	4.8	—	40.0
\$5.80 and under \$5.90	9.0	10.2	—
\$5.90 and under \$6.00	5.2	5.9	—
\$6.00 and under \$6.10	2.4	2.7	—
\$6.10 and under \$6.20	.8	.8	—
\$6.20 and under \$6.30	7.5	8.5	.2
\$6.30 and under \$6.40	1.1	—	8.9
\$6.40 and under \$6.50	11.3	11.7	8.5
\$6.50 and under \$6.60	8.0	8.4	5.5
\$6.60 and under \$6.70	4.1	.4	31.5
\$6.70 and over	.1	.1	—
Average hourly rate	\$5.62	\$5.55	\$6.15

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

Table 4. Cents-per-hour changes in wage rates: United States, July 1, 1973 - July 1, 1974

(Percent distribution of local-transit operating employees by cents-per-hour change in union hourly wage rate)

Change in hourly rate	All workers	Operators of surface cars and buses	Elevated and subway operators
Total	100.0	100.0	100.0
No change	3.4	3.9	—
Under 15 cents	6.3	7.1	—
15 and under 20 cents	6.2	6.6	3.4
20 and under 25 cents	1.1	1.3	—
25 and under 30 cents	2.7	3.0	—
30 and under 35 cents	2.2	2.5	—
35 and under 40 cents	4.2	4.8	—
40 and under 45 cents	4.1	4.4	2.0
45 and under 50 cents	3.3	3.7	—
50 and under 55 cents	1.9	2.2	—
55 and under 60 cents	15.3	17.3	—
60 and under 65 cents	8.3	4.0	40.0
65 and under 70 cents	8.7	9.9	—
70 and under 75 cents	4.6	.4	35.8
75 and under 80 cents	.6	.6	—
80 and under 85 cents	2.5	2.8	—
85 and under 90 cents	7.8	7.9	6.6
90 and under 95 cents	8.3	8.6	5.5
95 cents and under \$1.00	6.9	6.9	6.7
\$1.00 and over	1.7	1.9	—

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

Table 5. Percent changes in wage rates: United States, July 1, 1973 - July 1, 1974

(Percent distribution of local-transit operating employees by percent change in union hourly wage rate)

Change in hourly rate	All workers	Operators of surface cars and buses	Elevated and subway operators
Total	100.0	100.0	100.0
No change	3.4	3.9	—
Under 2 percent	—	—	—
2 and under 3 percent	6.8	7.8	—
3 and under 4 percent	4.8	4.9	3.4
4 and under 5 percent	.8	.9	—
5 and under 6 percent	2.6	3.0	—
6 and under 7 percent	1.0	1.1	—
7 and under 8 percent	2.6	2.9	—
8 and under 9 percent	4.9	5.5	.5
9 and under 10 percent	5.6	6.1	1.5
10 and under 11 percent	10.8	12.2	—
11 and under 12 percent	6.8	7.8	—
12 and under 13 percent	18.1	10.3	75.9
13 and under 14 percent	1.7	1.9	—
14 and under 15 percent	.4	.5	—
15 and under 16 percent	8.8	9.0	6.6
16 and under 17 percent	7.7	8.0	5.5
17 and under 18 percent	4.4	4.8	1.9
18 and under 19 percent	1.1	.6	4.8
19 and under 20 percent	.1	.1	—
20 and under 21 percent	.2	.2	—
21 and under 22 percent	2.1	2.4	—
22 percent and over	5.4	6.1	—

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

Table 6. Weekly hours: United States, July 1, 1974

(Percent distribution of local-transit operating employees by straight-time weekly hours)

Weekly hours	All workers	Operators of surface cars and buses	Elevated and subway operators
Total	100.0	100.0	100.0
Reporting straight-time hours	97.0	96.5	100.0
40 hours	92.0	90.9	100.0
Over 40 and under 44 hours	3.1	3.5	—
44 and under 48 hours	.8	.9	—
48 hours and over	1.1	1.2	—
Reporting no straight-time hours	3.0	3.5	—
Average weekly hours reported	40.2	40.2	40.0

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

Table 7. Average wage rates and changes: Regions, July 1, 1974

(Average union hourly wage rates of local-transit operating employees and changes, July 1, 1973 — July 1, 1974)

Region ¹	All workers			Operators of surface cars and buses			Elevated and subway operators		
	Hourly rate	Increase from July 1, 1973		Hourly rate	Increase from July 1, 1973		Hourly rate	Increase from July 1, 1973	
		Cents per hour	Percent		Cents per hour	Percent		Cents per hour	Percent
United States	\$5.62	58	11.5	\$5.55	56	11.3	\$6.15	70	12.8
New England	\$5.62	70	14.3	\$5.53	67	13.8	\$6.35	97	18.1
Middle Atlantic	5.90	60	11.3	5.82	58	11.1	6.11	65	12.0
Border States	5.68	63	12.6	5.68	63	12.6	—	—	—
Southeast	4.77	78	19.5	4.77	78	19.5	—	—	—
Southwest	3.96	23	6.1	3.96	23	6.1	—	—	—
Great Lakes	5.78	64	12.5	5.73	63	12.3	6.33	83	15.1
Middle West	5.46	94	20.7	5.46	94	20.7	—	—	—
Mountain	4.76	40	9.2	4.76	40	9.2	—	—	—
Pacific	5.55	32	6.1	5.55	32	6.1	—	—	—

¹ The regions in this study include: New England — Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic — New Jersey, New York, and Pennsylvania; Border States — Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast — Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest — Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes — Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West — Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; Mountain — Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and Pacific — Alaska, California, Nevada, Oregon, and Washington. Hawaii was excluded from the survey.

Table 8. Average wage rates by population group: Selected cities, July 1, 1974

(Average union hourly wage rates of local-transit operating employees)

City and population group	Average hourly rate	Increase from July 1, 1973		City and population group	Average hourly rate	Increase from July 1, 1973	
		Cents per hour	Percent			Cents per hour	Percent
All cities	\$5.62	58	11.5	Population group III--Continued			
Population group I (1,000,000 or more)	\$6.03	61	11.2	Newark, N.J.	5.67	43	8.2
Chicago, Ill.	6.52	90	18.0	Norfolk, Va.	4.77	84	21.4
Detroit, Mich.	5.42	11	2.1	Oklahoma City, Okla.	3.39	58	20.6
Houston, Tex.	4.45	24	5.7	Omaha, Nebr.	4.41	15	3.5
Los Angeles, Calif.	5.32	11	2.1	Portland, Ore.	5.83	49	9.2
New York, N.Y.	6.25	72	13.1	Rochester, N.Y.	5.33	55	11.5
Philadelphia, Pa.	5.13	15	3.0	Sacramento, Calif.	5.57	56	11.2
Population group II (500,000 to 1,000,000)	5.72	60	11.7	Toledo, Ohio	4.53	18	4.1
Baltimore, Md.	5.80	63	11.9	Tulsa, Okla.	3.35	-	-
Boston, Mass.	6.41	97	17.9	Population group IV (100,000 to 250,000)	4.43	46	11.8
Cleveland, Ohio	5.29	44	9.1	Albuquerque, N.Mex.	4.23	-	-
Columbus, Ohio	4.48	33	8.0	Charlotte, N.C.	3.54	32	9.9
Denver, Colo.	5.32	45	9.2	Dayton, Ohio	4.78	58	13.8
Indianapolis, Ind.	4.79	56	13.2	Des Moines, Iowa	4.55	50	12.3
Jacksonville, Fla.	4.73	69	17.1	Erie, Pa.	4.01	37	10.2
Kansas City, Mo.	5.57	57	11.4	Evansville, Ind.	3.43	18	5.4
Memphis, Tenn.	4.96	66	15.3	Fresno, Calif.	5.28	37	7.5
Milwaukee, Wis.	5.47	55	11.2	Grand Rapids, Mich.	4.08	48	13.3
New Orleans, La.	4.13	-	-	Jackson, Miss.	3.96	53	15.5
Phoenix, Ariz.	4.05	54	15.4	Knoxville, Tenn.	4.29	83	24.0
Pittsburgh, Pa.	5.81	57	10.9	Little Rock, Ark.	3.89	28	7.8
St. Louis, Mo.	6.01	136	29.2	Madison, Wis.	4.86	37	8.2
San Antonio, Tex.	3.75	45	13.6	New Haven, Conn.	4.49	28	6.7
San Diego, Calif.	6.06	53	9.6	Peoria, Ill.	4.87	50	11.4
San Francisco-Oakland, Calif.	5.85	38	7.0	Providence, R.I.	4.56	36	8.6
Seattle, Wash.	5.18	27	5.6	Richmond, Va.	4.77	84	21.4
Washington, D.C.	5.96	57	10.6	Salt Lake City, Utah	3.74	38	11.3
Population group III (250,000 to 500,000)	5.19	58	12.7	Scranton, Pa.	3.75	55	17.2
Atlanta, Ga.	5.32	96	22.0	Shreveport, La.	3.87	69	21.7
Birmingham, Ala.	4.95	90	22.2	South Bend, Ind.	4.86	57	13.3
Buffalo, N.Y.	4.94	44	9.8	Spokane, Wash.	4.80	48	11.1
Cincinnati, Ohio	5.00	77	18.2	Springfield, Mass.	4.40	31	7.6
Louisville, Ky.	4.85	62	14.7	Syracuse, N.Y.	4.51	36	8.7
Minneapolis-St. Paul, Minn.	5.62	62	12.4	Topeka, Kans.	3.61	58	19.1
				Trenton, N.J.	4.43	22	5.2

Table 9. Average wage rates by region: Selected cities, July 1, 1974

(Average union hourly wage rates of local-transit operating employees)

City and region ¹	Average hourly rate	Increase from July 1, 1973		City and region ¹	Average hourly rate	Increase from July 1, 1973	
		Cents per hour	Percent			Cents per hour	Percent
All cities	\$5.62	58	11.5	Southwest—Continued			
New England	\$5.62	70	14.3	Tulsa, Okla. (III)	3.36	—	—
Boston, Mass. (II)	6.41	97	17.9	Great Lakes	5.78	64	12.5
New Haven, Conn. (IV)	4.49	28	6.7	Chicago, Ill. (I)	6.52	90	16.0
Providence, R.I. (IV)	4.56	36	8.6	Cincinnati, Ohio (III)	5.00	77	18.2
Springfield, Mass. (IV)	4.40	31	7.6	Cleveland, Ohio (II)	5.29	44	9.1
Middle Atlantic	5.90	60	11.3	Columbus, Ohio (II)	4.48	33	8.0
Buffalo, N.Y. (III)	4.94	44	9.8	Dayton, Ohio (IV)	4.78	58	13.8
Erie, Pa. (IV)	4.01	37	10.2	Detroit, Mich. (I)	5.42	11	2.1
New York, N.Y. (I)	6.25	72	13.1	Evansville, Ind. (IV)	3.43	18	5.4
Newark, N.J. (III)	5.67	43	8.2	Grand Rapids, Mich. (IV)	4.08	48	13.3
Philadelphia, Pa. (I)	5.13	15	3.0	Indianapolis, Ind. (II)	4.79	56	13.2
Pittsburgh, Pa. (II)	5.81	57	10.9	Madison, Wis. (IV)	4.86	37	8.2
Rochester, N.Y. (III)	5.33	55	11.5	Milwaukee, Wis. (II)	5.47	55	11.2
Scranton, Pa. (IV)	3.75	56	17.2	Minneapolis—St. Paul, Minn. (III)	5.62	62	12.4
Syracuse, N.Y. (IV)	4.51	36	8.7	Peoria, Ill. (IV)	4.87	50	11.4
Trenton, N.J. (IV)	4.43	22	5.2	South Bend, Ind. (IV)	4.86	57	13.3
Border States	5.68	63	12.6	Toledo, Ohio (III)	4.53	18	4.1
Baltimore, Md. (II)	5.89	63	11.9	Middle West	5.46	94	20.7
Louisville, Ky. (III)	4.85	62	14.7	Des Moines, Iowa (IV)	4.55	50	12.3
Norfolk, Va. (III)	4.77	84	21.4	Kansas City, Mo. (II)	5.57	57	11.4
Richmond, Va. (IV)	4.77	84	21.4	Omaha, Nebr. (III)	4.41	15	3.5
Washington, D.C. (II)	5.96	57	10.6	St. Louis, Mo. (II)	6.01	136	29.2
Southeast	4.77	78	19.5	Topeka, Kans. (IV)	3.61	58	19.1
Atlanta, Ga. (III)	5.32	96	22.0	Mountain	4.76	40	9.2
Birmingham, Ala. (III)	4.95	90	22.2	Albuquerque, N.Mex. (IV)	4.23	—	—
Charlotte, N.C. (IV)	3.54	32	9.9	Denver, Colo. (II)	5.32	45	9.2
Jackson, Miss. (IV)	3.96	53	15.5	Phoenix, Ariz. (II)	4.05	54	15.4
Jacksonville, Fla. (II)	4.73	69	17.1	Salt Lake City, Utah (IV)	3.74	38	11.3
Knoxville, Tenn. (IV)	4.29	83	24.0	Pacific	5.55	32	6.1
Memphis, Tenn. (II)	4.98	66	15.3	Fresno, Calif. (IV)	5.28	37	7.5
Southwest	3.96	23	6.1	Los Angeles, Calif. (I)	5.32	11	2.1
Houston, Tex. (I)	4.45	24	5.7	Portland, Oreg. (III)	5.83	49	9.2
Little Rock, Ark. (IV)	3.89	28	7.8	Sacramento, Calif. (III)	5.57	56	11.2
New Orleans, La. (II)	4.13	—	—	San Diego, Calif. (II)	6.06	53	9.6
Oklahoma City, Okla. (III)	3.39	58	20.8	San Francisco—Oakland, Calif. (II)	5.85	38	7.0
San Antonio, Tex. (II)	3.75	45	13.6	Seattle, Wash. (II)	5.18	27	5.6
Shreveport, La. (IV)	3.87	69	21.7	Spokane, Wash. (IV)	4.80	48	11.1

¹ See table 7, footnote 1, for definition of regions used in this study. Population size of city is shown in parentheses as follows: Group I = 1,000,000 or more; Group II = 500,000 to 1,000,000; Group III = 250,000 to 500,000; and Group IV = 100,000 to 250,000.

Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1974

(Union hourly wage rates and straight-time weekly hours and employer insurance and pension payments for local-transit operating employees)

City and classification	July 1, 1973	July 1, 1974				City and classification	July 1, 1973	July 1, 1974					
	Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			
				Insur- ance ³	Pension					Insur- ance ³	Pension		
ALBUQUERQUE, N. MEX.					CHICAGO, ILL.								
Buses:	\$	\$				Buses: ⁴	\$	\$					
First 6 months	3.210	3.210	—	*	*	First 3 months	5.580	6.485	40	46¢	13%		
7 — 12 months	3.700	3.700	—	*	*	4 — 12 months	5.610	6.515	40	46¢	13%		
12 — 24 months	3.850	3.850	—	*	*	After 1 year:							
24 — 36 months	4.000	4.000	—	*	*	Days	5.630	6.535	40	46¢	13%		
After 36 months	4.230	4.230	—	*	*	Nights:							
ATLANTA, GA.					Before 2 a.m.								
Buses:						After 2 a.m.	5.680	6.610	40	46¢	13%		
First 6 months	4.260	5.220	40	22 ² / ₃ ¢	7 ¹ / ₁₀ %		5.700	6.640	40	46¢	13%		
7 — 12 months	4.320	5.280	40	22 ² / ₃ ¢	7 ¹ / ₁₀ %	Elevated and subway railways:							
After 1 year	4.360	5.320	40	22 ² / ₃ ¢	7 ¹ / ₁₀ %	Motormen:							
BALTIMORE, MD.					First 3 months								
Buses:						4 — 12 months	5.551	6.456	40	*	13%		
First 6 months	4.880	5.345	40	*	*	After 1 year	5.596	6.501	40	*	13%		
7 — 12 months	4.980	5.615	40	*	*	Conductors (regular) ⁴ :							
After 1 year	5.260	5.885	40	*	*	First year	5.528	6.383	40	*	13%		
BIRMINGHAM, ALA.					After 1 year								
Buses:						After 1 year	5.546	6.401	40	*	13%		
First 6 months	4.000	4.900	40	8 ¹ / ₄ ¢	7%	Conductors (fare collecting) ⁴ :							
7 — 12 months	4.020	4.920	40	8 ¹ / ₄ ¢	7%	First year	5.578	6.433	40	*	13%		
After 1 year	4.050	4.950	40	8 ¹ / ₄ ¢	7%	After 1 year	5.596	6.451	40	*	13%		
BOSTON, MASS.					Operating (1-man car):								
Buses:						First 3 months	5.580	6.485	40	*	13%		
First 3 months	5.145	5.595	40	*	11 ⁵ / ₈ %	4 — 12 months	5.610	6.515	40	*	13%		
4 — 6 months	5.265	5.815	40	*	11 ⁵ / ₈ %	After 1 year	5.630	6.535	40	*	13%		
7 — 9 months	5.300	6.035	40	*	11 ⁵ / ₈ %	CINCINNATI, OHIO							
10 — 12 months	5.347	6.198	40	*	11 ⁵ / ₈ %	Buses:							
After 1 year	5.445	6.420	40	*	11 ⁵ / ₈ %	First 6 months	3.960	4.800	40	32 ¹ / ₄ ¢	20¢		
P.C.C. surface lines operators:					7 — 12 months								
First 3 months	5.265	5.698	40	*	11 ⁵ / ₈ %	13 — 18 months	3.960	4.900	40	32 ¹ / ₄ ¢	20¢		
4 — 6 months	5.387	5.923	40	*	11 ⁵ / ₈ %	19 — 24 months	4.010	4.950	40	32 ¹ / ₄ ¢	20¢		
7 — 9 months	5.420	6.145	40	*	11 ⁵ / ₈ %	After 2 years	4.230	5.000	40	32 ¹ / ₄ ¢	20¢		
10 — 12 months	5.465	6.315	40	*	11 ⁵ / ₈ %	CLEVELAND, OHIO							
After 1 year	5.562	6.540	40	*	11 ⁵ / ₈ %	Buses:							
Rapid transit lines:					First year								
Guards:						1 — 2 years	4.650	5.010	40	*	9 ¹ / ₁₀ %		
First 3 months	5.022	5.493	40	*	11 ⁵ / ₈ %	After 2 years	4.750	5.190	40	*	9 ¹ / ₁₀ %		
4 — 6 months	5.145	5.708	40	*	11 ⁵ / ₈ %	Rapid transit — Trainmen:							
7 — 9 months	5.182	5.923	40	*	11 ⁵ / ₈ %	First year	4.650	5.010	40	*	9 ¹ / ₁₀ %		
10 — 12 months	5.227	6.083	40	*	11 ⁵ / ₈ %	1 — 2 years	4.750	5.190	40	*	9 ¹ / ₁₀ %		
After 1 year	5.327	6.298	40	*	11 ⁵ / ₈ %	After 2 years	4.850	5.290	40	*	9 ¹ / ₁₀ %		
Motormen:					COLUMBUS, OHIO								
Road	5.387	6.360	40	*	11 ⁵ / ₈ %	Buses:							
Yard	5.445	6.420	40	*	11 ⁵ / ₈ %	First 26 weeks	4.050	4.380	40	*	9 ² / ₅ %		
Platform men:					27 — 52 weeks								
Gatemen	5.227	6.195	40	*	11 ⁵ / ₈ %	After 1 year	4.150	4.480	40	*	9 ² / ₅ %		
BUFFALO, N.Y.					DAYTON, OHIO								
Buses:						Buses:							
First 3 months	4.450	4.890	40	*	*	First 6 months	4.100	4.680	40	*	9 ² / ₅ %		
4 — 12 months	4.480	4.920	40	*	*	7 — 12 months	4.150	4.730	40	*	9 ² / ₅ %		
After 1 year	4.500	4.940	40	*	*	After 1 year	4.200	4.780	40	*	9 ² / ₅ %		
CHARLOTTE, N.C.					DENVER, COLO.								
Buses:						Buses:							
First 2 months	3.120	3.440	—	—	—	First 3 months	4.370	4.820	40	29 ³ / ₅ ¢	4 ¹ / ₂ %		
3 — 6 months	3.170	3.490	—	—	—	4 — 12 months	4.520	4.970	40	29 ³ / ₅ ¢	4 ¹ / ₂ %		
After 6 months	3.220	3.540	—	—	—	13 — 18 months	4.670	5.120	40	29 ³ / ₅ ¢	4 ¹ / ₂ %		
						19 — 24 months	4.770	5.220	40	29 ³ / ₅ ¢	4 ¹ / ₂ %		
						After 2 years	4.870	5.320	40	29 ³ / ₅ ¢	4 ¹ / ₂ %		

See footnotes at end of table.

Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1974 — Continued

(Union hourly wage rates and straight-time weekly hours and employer insurance and pension payments for local-transit operating employees)

City and classification	July 1, 1973	July 1, 1974				City and classification	July 1, 1973	July 1, 1974			
	Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²	
				Insurance ³	Pension					Insurance ³	Pension
DES MOINES, IOWA					KANSAS CITY, MO.						
Buses:	\$	\$				\$	\$				
First 3 months	3.970	4.470	40	112 ³ / ₄ ¢	6¢	4.945	5.515	40	719¢	35¢	
4 - 12 months	4.000	4.500	40	112 ³ / ₄ ¢	6¢	4.965	5.535	40	719¢	35¢	
After 1 year	4.050	4.550	40	112 ³ / ₄ ¢	6¢	4.985	5.555	40	719¢	35¢	
DETROIT, MICH.					KNOXVILLE, TENN.						
Buses:											
First 6 months	5.210	5.320	40	14¢	\$1.75	3.360	4.190	48	*	*	
7 - 12 months	5.260	5.370	40	14¢	1.75	3.460	4.290	48	*	*	
After 1 year	5.310	5.420	40	14¢	1.75						
Night	5.460	5.570	40	14¢	1.75						
ERIE, PA.					LITTLE ROCK, ARK.						
Buses:											
First 6 months	3.540	3.910	40	9 ⁴ / ₅ ¢	3 ⁹ / ₁₀ ¢	3.510	3.790	42 ¹ / ₂	*	-	
7 - 12 months	3.610	3.970	40	9 ⁴ / ₅ ¢	3 ⁹ / ₁₀ ¢	3.560	3.840	42 ¹ / ₂	*	-	
After 1 year	3.640	4.010	40	9 ⁴ / ₅ ¢	3 ⁹ / ₁₀ ¢	3.610	3.890	42 ¹ / ₂	*	-	
EVANSVILLE, IND.					LOS ANGELES, CALIF.						
Buses:											
First 60 days	(⁵)	3.280	40	*	11%	4.428	⁶ 4.522	40	31 ⁷ / ₁₀ ¢	19 ⁷ / ₁₀ ¢	
After 60 days	(⁵)	3.430	40	*	11%	4.689	⁸ 4.788	40	31 ⁷ / ₁₀ ¢	19 ⁷ / ₁₀ ¢	
FRESNO, CALIF.					LOUISVILLE, KY.						
Buses:											
First 6 months	4.045	4.340	40	27 ¹ / ₂ ¢	*	4.080	4.600	40	*	*	
7 - 12 months	4.245	4.560	40	27 ¹ / ₂ ¢	*	4.160	4.780	40	*	*	
1 - 2 years	4.450	4.790	40	27 ¹ / ₂ ¢	*	4.210	4.830	40	*	*	
2 - 3 years	4.670	5.030	40	27 ¹ / ₂ ¢	*	4.230	4.850	40	*	*	
After 3 years	4.910	5.280	40	27 ¹ / ₂ ¢	*						
GRAND RAPIDS, MICH.					MADISON, WIS.						
Buses:											
First 3 months	3.500	3.980	44	*	3 ⁹ / ₁₀ ¢	4.290	4.660	40	31¢	20¢	
4 - 12 months	3.550	4.030	44	*	3 ⁹ / ₁₀ ¢	4.390	4.760	40	31¢	20¢	
After 1 year	3.600	4.080	44	*	3 ⁹ / ₁₀ ¢	4.490	4.860	40	31¢	20¢	
HOUSTON, TEX.					MEMPHIS, TENN.						
Buses:											
First 3 months	3.460	3.700	42 ¹ / ₂	18¢	*	4.410	4.810	40	31¢	20¢	
4 - 8 months	3.510	3.750	42 ¹ / ₂	18¢	*	4.510	4.910	40	31¢	20¢	
8 - 12 months	3.560	3.800	42 ¹ / ₂	18¢	*	4.610	5.010	40	31¢	20¢	
12 - 18 months	3.710	3.950	42 ¹ / ₂	18¢	*						
After 24 months	4.210	4.450	42 ¹ / ₂	18¢	*						
INDIANAPOLIS, IND.					MILWAUKEE, WIS.						
Buses:											
First 3 months	4.230	4.790	40	13 ¹ / ₃ ¢	6 ¹ / ₂ %	4.880	5.220	40	*	27 ² / ₃ ¢	
JACKSON, MISS.					MINNEAPOLIS-ST. PAUL, MINN.						
Buses:											
First year	3.380	3.910	-	(⁶)	-	4.920	5.370	40	*	27 ² / ₃ ¢	
After 1 year	3.430	3.960	-	(⁶)	-	(⁹)	5.470	40	*	27 ² / ₃ ¢	
JACKSONVILLE, FLA.					MILWAUKEE, WIS.						
Buses:											
First 3 months	3.940	4.630	40	18 ² / ₅ ¢	20¢	(¹⁰)	5.280	40	*	9 ⁴ / ₅ %	
4 - 6 months	3.990	4.680	40	18 ² / ₅ ¢	20¢	(¹⁰)	5.450	40	*	9 ⁴ / ₅ %	
After 6 months	4.040	4.730	40	18 ² / ₅ ¢	20¢	5.000	5.620	40	*	9 ⁴ / ₅ %	

See footnotes at end of table.

Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1974 — Continued

(Union hourly wage rates and straight-time weekly hours and employer insurance and pension payments for local-transit operating employees)

City and classification	July 1, 1973	July 1, 1974				City and classification	July 1, 1973	July 1, 1974					
	Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			
				Insurance ³	Pension					Insurance ³	Pension		
NEWARK, N.J.					NEW YORK, N.Y.— Continued								
Buses:	\$	\$											
First 6 months	4.870	4.670	40	*	10 ⁴ /5%	Subway:							
7 — 12 months	4.980	5.170	40	*	10 ⁴ /5%	Conductors:	\$	\$					
13 — 18 months	5.090	5.420	40	*	10 ⁴ /5%	First year	4.670	5.248	40	*			
After 18 months	5.240	5.670	40	*	10 ⁴ /5%	After 1 year	5.075	5.703	40	*			
Subway:						Motormen:							
Motormen:						Road:							
First 6 months	4.870	4.670	40	*	10 ⁴ /5%	First 231 days	5.815	6.535	40	*	*		
7 — 12 months	4.980	5.170	40	*	10 ⁴ /5%	After 231 days	5.955	6.693	40	*	*		
13 — 18 months	5.090	5.420	40	*	10 ⁴ /5%	Yard:							
After 18 months	5.240	5.670	40	*	10 ⁴ /5%	First year	5.557	5.243	40	*	*		
Platform men	5.420	5.670	40	*	10 ⁴ /5%	After 1 year	5.682	6.385	40	*	*		
NEW HAVEN, CONN.					NORFOLK, VA.								
Buses:						Buses:							
First 3 months	4.120	4.400	40	*	*	First 3 months	3.830	4.670	—	16¢	11 ¹ /2¢		
4 — 12 months	4.160	4.430	40	*	*	4 — 12 months	3.880	4.720	—	16¢	11 ¹ /2¢		
After 1 year	4.210	4.490	40	*	*	After 1 year	3.930	4.770	—	16¢	11 ¹ /2¢		
NEW ORLEANS, LA.					OAKLAND, CALIF.								
1-man cars and buses:						(Scales listed under San Francisco, Alameda, and Marin counties, Calif.)							
First 6 months	3.965	3.965	40	57¢	25 ⁹ /10¢	OKLAHOMA CITY, OKLA.							
7 — 12 months	3.995	3.995	40	57¢	25 ⁹ /10¢	Buses:							
After 1 year	4.125	4.125	40	57¢	25 ⁹ /10¢	First 6 months	2.680	3.260	43	*	7¢		
NEW YORK, N.Y.					OMAHA, NEBR.								
Buses:						Buses:							
Avenue B and East Broadway Transit Co.:						First 6 months	4.190	4.340	45	*	*		
First 12 months	5.268	5.793	40	36 ⁹ /10¢	58 ¹ /2¢	7 — 12 months	4.230	4.380	45	*	*		
After 12 months	5.540	6.225	40	36 ⁹ /10¢	58 ¹ /2¢	After 1 year	4.260	4.410	45	*	*		
Brooklyn Division:						PEORIA, ILL.							
Brooklyn Division No. 2:						Buses:							
Manhattan Division:						First 9 months	4.270	4.770	40	*	18¢		
First 6 months	5.000	5.618	40	*	*	10 — 18 months	4.320	4.820	40	*	18¢		
7 — 12 months	5.257	5.908	40	*	*	After 18 months	4.370	4.870	40	*	18¢		
After 1 year	5.540	6.225	40	*	*	PHILADELPHIA, PA.							
Queens Division:						Buses:							
First 12 months	5.250	6.220	40	36¢	*	First 6 months	4.680	4.830	40	*	*		
After 1 year	5.540	6.410	40	36¢	*	7 — 12 months	4.830	4.980	40	*	*		
Green Lines:						After 1 year	4.980	5.130	40	*	*		
First 6 months	5.720	5.870	40	47 ¹ /2¢	40¢	Elevated, High Speed and Subway Lines:							
7 — 12 months	5.770	5.920	40	47 ¹ /2¢	40¢	Operators:							
13 — 18 months	5.840	5.990	40	47 ¹ /2¢	40¢	First 6 months	4.680	4.830	40	*	*		
After 18 months	6.000	6.150	40	47 ¹ /2¢	40¢	7 — 12 months	4.830	4.980	40	*	*		
Jamaica, Inc.:						After 1 year	4.980	5.130	40	*	*		
First 12 months	5.283	5.793	40	36 ⁹ /10¢	58 ¹ /2¢	PHOENIX, ARIZ.							
After 12 months	5.540	6.225	40	36 ⁹ /10¢	58 ¹ /2¢	Buses:							
Manhattan — Bronx Surface Authority:						First year	3.410	3.950	—	14 ² /5¢	—		
First 6 months	5.000	5.785	40	*	*	After 1 year	3.510	4.050	—	14 ² /5¢	—		
7 — 12 months	5.257	6.085	40	*	*	PITTSBURGH, PA.							
After 1 year	5.540	6.412	40	*	*	Buses:							
Queens Transit Corp.:						First 6 months	—	4.940	40	30¢	9 ¹ /2¢		
First 12 months	5.268	5.793	40	36 ⁹ /10¢	58 ¹ /2¢	6 — 12 months	—	5.230	40	30¢	9 ¹ /2¢		
After 12 months	5.540	6.225	40	36 ⁹ /10¢	58 ¹ /2¢	After 1 year	5.240	5.810	40	30¢	9 ¹ /2¢		
Staten Island:													
First 6 months	5.000	5.618	40	33 ³ /10¢	*								
7 — 12 months	5.257	5.908	40	33 ³ /10¢	*								
After 1 year	5.540	6.225	40	33 ³ /10¢	*								
Steinway Transit Corp.:													
First 12 months	5.268	5.793	40	36 ⁹ /10¢	60¢								
After 12 months	5.540	6.225	40	36 ⁹ /10¢	60¢								
Tri-Boro Coach Corp.:													
First 12 months	5.150	5.793	40	36 ⁹ /10¢	58 ¹ /2¢								
After 12 months	5.540	6.225	40	36 ⁹ /10¢	58 ¹ /2¢								

See footnotes at end of table.

Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1974 — Continued

(Union hourly wage rates and straight-time weekly hours and employer insurance and pension payments for local-transit operating employees)

City and classification	July 1, 1973	July 1, 1974				City and classification	July 1, 1973	July 1, 1974			
	Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²	
				Insurance ³	Pension					Insurance ³	Pension
PORTLAND, OREG.					SAN FRANCISCO, ALAMEDA, AND MARIN COUNTIES, CALIF.						
Buses:	\$	\$		*	*	Bay Area Rapid Transit:	\$	\$		*	*
First 6 months	4.690	5.180	40	*	*	Transportation Man II	5.980	6.690	40	*	*
Second 6 months	5.090	5.580	40	*	*	Transportation Man III	6.580	7.380	40	*	*
Third 6 months	5.140	5.630	40	*	*	San Francisco:					
Fourth 6 months	5.190	5.680	40	*	*	Buses, trackless trolleys, cable					
Thereafter	5.340	5.830	40	*	*	gripmen, and conductors	5.320	5.872	40	*	*
PROVIDENCE, R.I.					Oakland:						
Buses:				*	*	Buses:					
First 3 months	4.100	4.460	40	*	*	First 6 months	5.340	6.028	40	32 ¹ / ₄ %	5%
4 — 12 months	4.150	4.510	40	*	*	Second 6 months	5.440	6.439	40	32 ¹ / ₄ %	5%
After 1 year	4.200	4.560	40	*	*	Thereafter	5.540	6.850	40	32 ¹ / ₄ %	5%
RICHMOND, VA.					San Francisco Marin:						
Buses:				*	*	Golden Gate Transit	5.420	5.800	40	73 ¹ / ₅ %	142¢
First 3 months	3.830	4.670	—	*	3 ³ / ₄ %	SCRANTON, PA.					
4 — 12 months	3.880	4.720	—	*	3 ³ / ₄ %	Buses:					
After 1 year	3.930	4.770	—	*	3 ³ / ₄ %	Regular	3.200	3.750	11 40	10¢	—
ROCHESTER, N.Y.					SEATTLE, WASH.						
Buses:				*	*	Buses:					
First 6 months	3.610	4.160	40	*	*	First 6 months	4.847	5.119	40	40 ³ / ₁₀ %	6.8%
7 — 12 months	3.820	4.370	40	*	*	After 6 months	4.910	5.184	40	40 ³ / ₁₀ %	6.8%
13 — 18 months	4.030	4.580	40	*	*	SHREVEPORT, LA.					
19 — 24 months	4.240	4.790	40	*	*	Buses:					
After 24 months	4.780	5.330	40	*	*	First 6 months	3.070	3.760	12 48	*	6%
SACRAMENTO, CALIF.					SOUTH BEND, IND.						
Buses:				24 ³ / ₅ %	57¢	Buses:					
First 6 months	4.730	5.330	40	24 ³ / ₅ %	57¢	First 6 months	4.240	4.810	40	19¢	17¢
Second 6 months	4.730	5.450	40	24 ³ / ₅ %	57¢	7 — 12 months	4.260	4.835	40	19¢	17¢
Thereafter	5.010	5.570	40	24 ³ / ₅ %	57¢	After 1 year	4.290	4.860	40	19¢	17¢
ST. LOUIS, MO.					SPOKANE, WASH.						
Buses:				10 ¹ / ₂ ¢	*	Buses:					
First 3 months	3.900	5.130	40	10 ¹ / ₂ ¢	*	First 6 months	4.220	4.700	42 ¹ / ₂	*	7 ³ / ₅ ¢
Second 3 months	4.050	5.260	40	10 ¹ / ₂ ¢	*	7 — 12 months	4.270	4.750	42 ¹ / ₂	*	7 ³ / ₅ ¢
Third 3 months	4.200	5.410	40	10 ¹ / ₂ ¢	*	After 1 year	4.320	4.800	42 ¹ / ₂	*	7 ³ / ₅ ¢
Fourth 3 months	4.350	5.750	40	10 ¹ / ₂ ¢	*	SPRINGFIELD, MASS.					
Fifth 3 months	4.500	5.860	40	10 ¹ / ₂ ¢	*	Buses:					
After 15 months	4.650	6.010	40	10 ¹ / ₂ ¢	*	First 3 months	4.000	4.300	40	*	15¢
ST. PAUL, MINN.					SYRACUSE, N.Y.						
(Scales listed under						Buses:					
Minneapolis—St. Paul, Minn.)						First 6 months	3.870	4.220	40	32¢	*
SALT LAKE CITY, UTAH					TOLEDO, OHIO						
Buses:				6 ² / ₅ ¢	6 ² / ₅ ¢	Buses:					
First 6 months	3.270	3.640	45	6 ² / ₅ ¢	6 ² / ₅ ¢	First 6 months	4.300	4.480	40	*	9 ² / ₅ %
After 6 months	3.355	3.735	45	6 ² / ₅ ¢	6 ² / ₅ ¢	7 — 12 months	4.320	4.500	40	*	9 ² / ₅ %
SAN ANTONIO, TEX.					After 1 year						
Buses:				43 ³ / ₄	7 ¹ / ₂ ¢	4.090	4.400	40	*	15¢	
First 6 months	3.050	3.470	43 ³ / ₄	7 ¹ / ₂ ¢	24¢	SYRACUSE, N.Y.					
7 — 12 months	3.140	3.570	43 ³ / ₄	7 ¹ / ₂ ¢	24¢	Buses:					
13 — 18 months	3.210	3.650	43 ³ / ₄	7 ¹ / ₂ ¢	24¢	First 6 months	3.870	4.220	40	32¢	*
After 18 months	3.300	3.750	43 ³ / ₄	7 ¹ / ₂ ¢	24¢	7 — 12 months	3.900	4.260	40	32¢	*
SAN DIEGO, CALIF.					After 1 year						
Buses:				41¢	*	4.150	4.510	40	32¢	*	
First 3 months	5.430	5.960	40	41¢	*	TOLEDO, OHIO					
Second 3 months	5.480	6.010	40	41¢	*	Buses:					
Thereafter	5.530	6.060	40	41¢	*	First 6 months	4.300	4.480	40	*	9 ² / ₅ %
						7 — 12 months	4.320	4.500	40	*	9 ² / ₅ %
						After 1 year	4.350	4.530	40	*	9 ² / ₅ %

See footnotes at end of table.

Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1974 — Continued

(Union hourly wage rates and straight-time weekly hours and employer insurance and pension payments for local-transit operating employees)

City and classification	July 1, 1973	July 1, 1974				City and classification	July 1, 1973	July 1, 1974			
	Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²			Rate per hour ¹	Rate per hour ¹	Hours per week	Employer contributions to funds ²	
				Insur- ance ³	Pension					Insur- ance ³	Pension
TOPEKA, KANS.											
Buses:	\$	\$				\$	\$				
First 6 months	2.973	3.533	—	—	—	3.250	3.250	43 ¹ / ₃	7 ¹ / ₂ ¢	*	*
After 6 months	3.050	3.610	—	—	—	3.350	3.350	43 ¹ / ₃	7 ¹ / ₂ ¢	*	*
TRENTON, N.J.											
Buses:											
First 3 months	4.130	4.350	40	*	16 ³ / ₁₀ ¢	(¹³)	5.020	40	*	*	18%
4 — 12 months	4.170	4.390	40	*	16 ³ / ₁₀ ¢	(¹³)	5.330	40	*	*	18%
After 1 year	4.210	4.430	40	*	16 ³ / ₁₀ ¢	(¹³)	5.650	40	*	*	18%
						(¹³)	5.960	40	*	*	18%

¹ Basic (minimum) wage rates, excluding holiday, vacation, or other benefit payments made or credited regularly to the employee. Wage rates indicated represent rates available and payable on July 1 of the survey year, and do not include increases retroactive to July 1 or before.

² Shown in terms of cents-per-hour or as a percent of rate; in actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

³ Includes life insurance, hospitalization, and other types of health and welfare benefits. Excludes payment into holiday, vacation, and unemployment funds when such programs have been negotiated.

⁴ For those hired on or after Jan. 8, 1974:

	Bus Drivers	All Conductors
First 30 days	\$5.228	\$5.121
Next 60 days	5.424	5.313
Next 6 months	5.555	5.441
Next 6 months	5.882	5.761
Next 3 months	6.208	6.081
After 18 months	6.535	6.401

⁵ 1973 rates were based on a different progression:

\$3.105 — First 6 months
\$3.175 — 7 - 12 months
\$3.255 — After 1 year

⁶ Employer contributes \$15 per month for single employees and \$20 per month for married employees.

⁷ Reduction in employer contribution reflects a lower rate charged by the insurance carrier for the same coverage.

⁸ Rate in effect prior to July 1, 1974; new rate in negotiation at time of survey.

⁹ Top rate reached after 1 year in 1973.

¹⁰ 1973 rates were based on a different progression:

\$4.800 — First 3 months
\$4.850 — 4 to 12 months

¹¹ Hours were 42½ per week in 1973.

¹² Hours were 50 per week in 1973.

¹³ 1973 rates were based on a different progression:

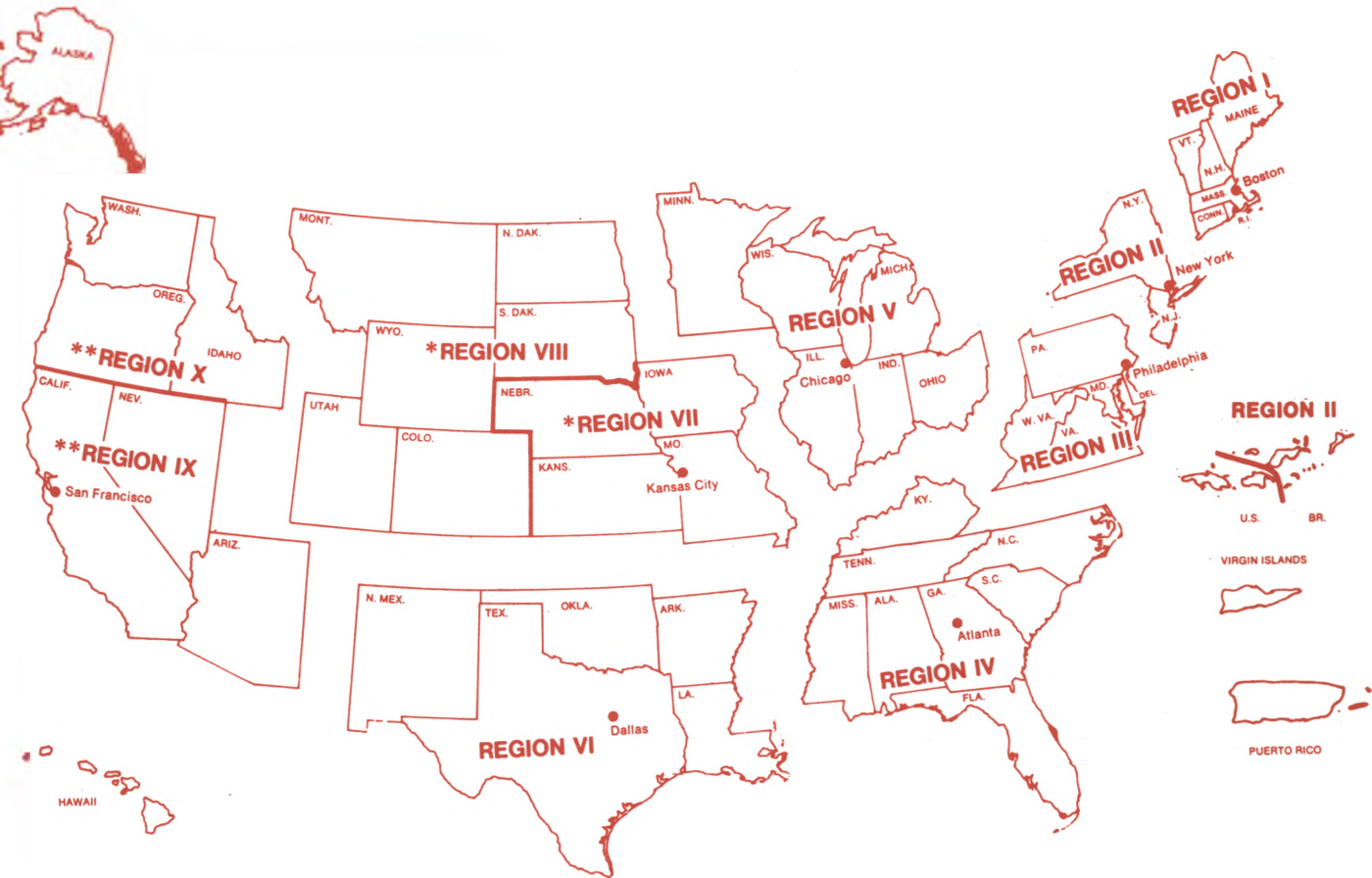
\$4.850—first 3 months
\$5.120—4 to 12 months
\$5.390—after 1 year

* Agreement provides for this benefit; amount of employer payment not available.

† Revision of data previously reported.

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