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# Union Wages and Hours: Local-Transit Operating Employees, July 1, 1975

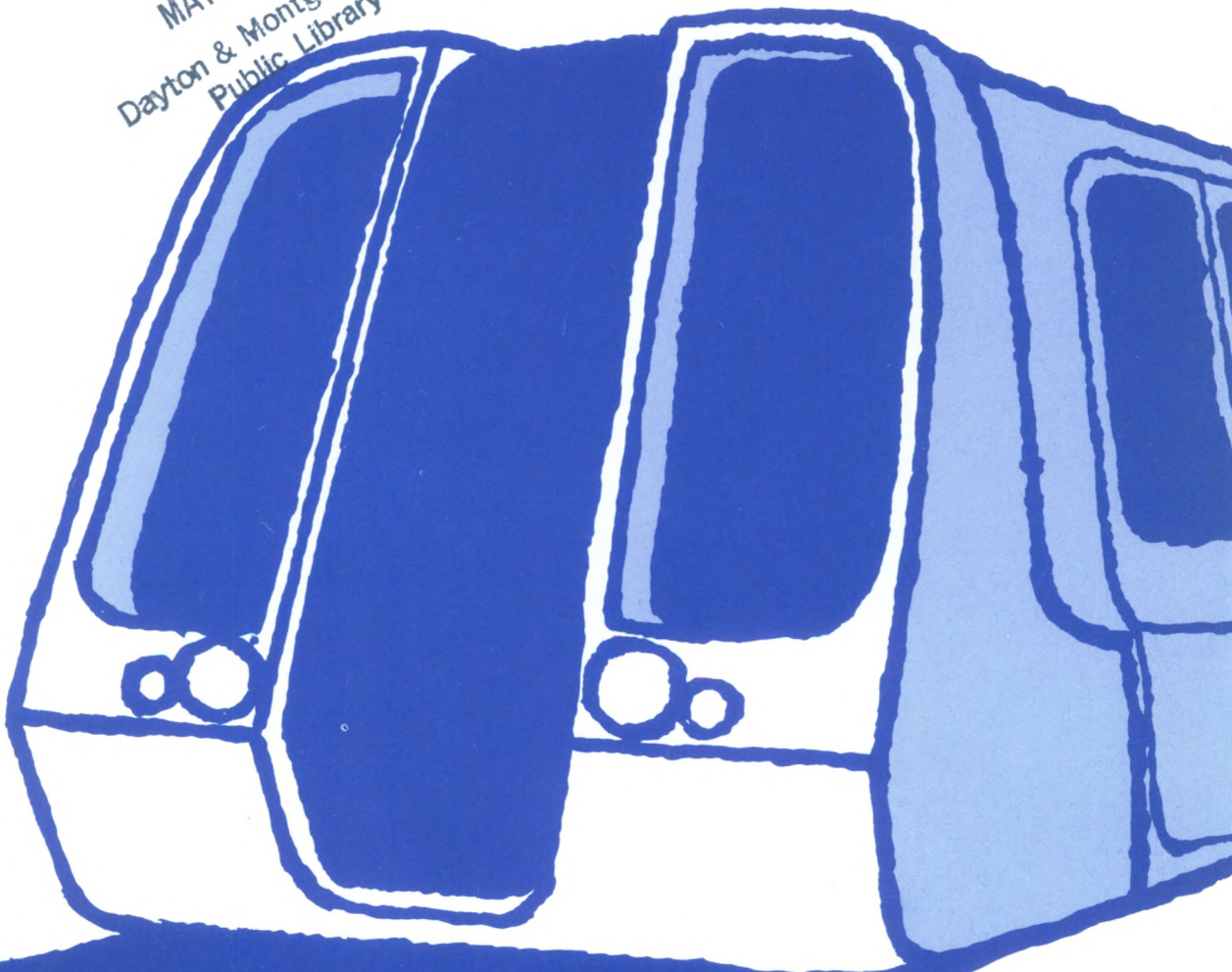


U. S. Department of Labor  
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1976

Bulletin 1903

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# Union Wages and Hours: Local-Transit Operating Employees, July 1, 1975

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U.S. Department of Labor  
W. J. Usery, Jr., Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
1976

Bulletin 1903



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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 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 1929-75. Field work for the survey was directed by the Assistant Regional Commissioners for Operations.

# Contents

	<i>Page</i>
Summary . . . . .	1
Survey findings . . . . .	1
Wage trends . . . . .	1
Industry averages . . . . .	1
Cost-of-living additives . . . . .	3
Regional and city averages . . . . .	3
Hours of work and supplementary benefits . . . . .	3
Charts:	
1. Annual percent increases in wage rates of local-transit operating employees, by classification, July 1965 to July 1975 . . . . .	2
2. Annual percent increases in <b>current- and constant-dollar wage</b> rates of local-transit operating employees and in the Consumer Price Index, July 1965 to July 1975 . . . . .	2
Reference tables:	
1. Wage rate indexes: United States, 1929-75 . . . . .	5
2. Average wage rates: United States, July 1, 1975 . . . . .	5
3. Wage rate distribution: United States, July 1, 1975 . . . . .	6
4. Cents-per-hour changes in wage rates: United States, July 1, 1974-July 1, 1975 . . . . .	7
5. Percent changes in wage rates: United States, July 1, 1974-July 1, 1975 . . . . .	7
6. Weekly hours: United States, July 1, 1975 . . . . .	8
7. Average wage rates and changes: Regions, July 1, 1975 . . . . .	8
8. Average wage rates by population group: Selected cities, July 1, 1975 . . . . .	9
9. Average wage rates by region: Selected cities, July 1, 1975 . . . . .	10
10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1975 . . . . .	11
Appendix: Scope and method of survey . . . . .	16

# Local-Transit Operating Employees, July 1, 1975

## Summary

Average union wage rates for local-transit operating employees in cities of 100,000 inhabitants or more increased 11.3 percent between July 1, 1974, and July 1, 1975. The average increase for operators of surface cars and buses was 11.7 percent, compared with 8.8 percent for elevated and subway operators.

Union wage rates for local-transit operating employees averaged \$6.25 an hour on July 1, 1975. The average for operators of surface cars and buses was \$6.19, compared with \$6.73 for operators of elevated and subway equipment.

Among the nine regions studied separately, the highest average wage rates were found in the Pacific Coast States; lowest averages were in the Southwest. Grouped by population size, the largest cities (1 million inhabitants or more) had the top wage levels, and the smallest cities (100,000 to 250,000) had the lowest. Among these regions and size groups, however, considerable overlapping of individual city averages was noted.

## Survey findings

**Wage trends.** Average union wage rates for local-transit operating employees advanced 11.3 percent, or 64 cents, over the year ended July 1, 1975 (table 2). The July-to-July increase, which raised the Bureau's wage rate index for all local-transit operating employees to 192.9 (1967 = 100), was slightly lower than the 11.5-percent advance reported for the previous year (table 1). The July 1973-July 1974 increase was the largest annual gain for local-transit operators since a 17.2-percent rise was reported between July 1945 and July 1946, following the lifting of wartime controls.

Over the 10-year period since 1965, union wage rates for local-transit operators have advanced at an average annual rate of 7.9 percent. The annual rate of increase averaged 6.9 percent for 1965-70, contrasted with 9.0 percent for the 1970-75 period.

Virtually all of the local-transit operating employees received increases during the year ended July 1, 1975. The middle range of the increases was 8.6 to 14.4 percent (table 5).

The average wage increase for operators of surface cars and buses between July 1974 and July 1975 was 11.7 percent, compared with 8.8 percent for elevated and subway operators. Despite substantially different patterns of wage rate increases for the two groups during the 10 years ended July 1, 1975 (chart 1), their overall average annual increase has been approximately the same—about 7.9 percent.

Regionally, average percent increases in wage rates over the year ended July 1, 1975 were highest in the Border States (14.3) and on the Pacific Coast (14.5). The smallest increases were found in the Middle West (7.9), the Middle Atlantic States (9.8), and in the Great Lakes region (10.1). Increases in the four remaining regions studied separately closely paralleled the national average increase of 11.3 percent (table 7).

**Industry averages.** Union wage rates for local-transit operating employees averaged \$6.25 an hour on July 1, 1975. The average for operators of surface cars and buses, seven-eighths of the workers covered by the study, was \$6.19 an hour, compared with \$6.73 for operators of elevated and subway equipment. Nearly 95 percent of the elevated and subway equipment operators but only 27 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 other three cities, elevated and subway equipment operators averaged less than workers on surface cars and buses, as shown in the following tabulation of union contract rates:

	Surface car and bus operators	Elevated and subway equipment operators
Boston . . . . .	\$7.208	\$7.123
Chicago . . . . .	7.130	7.051
Cleveland . . . . .	5.750	5.750
Newark . . . . .	6.620	6.620
New York . . . . .	6.740	6.694
Philadelphia . . . . .	5.880	5.880

Approximately two-fifths of the elevated and subway equipment operators studied had hourly wage rates of



Chart 1.

**Annual Percent Increases in Wage Rates of Local-Transit Operating Employees, by Classification, July 1965 to July 1975**

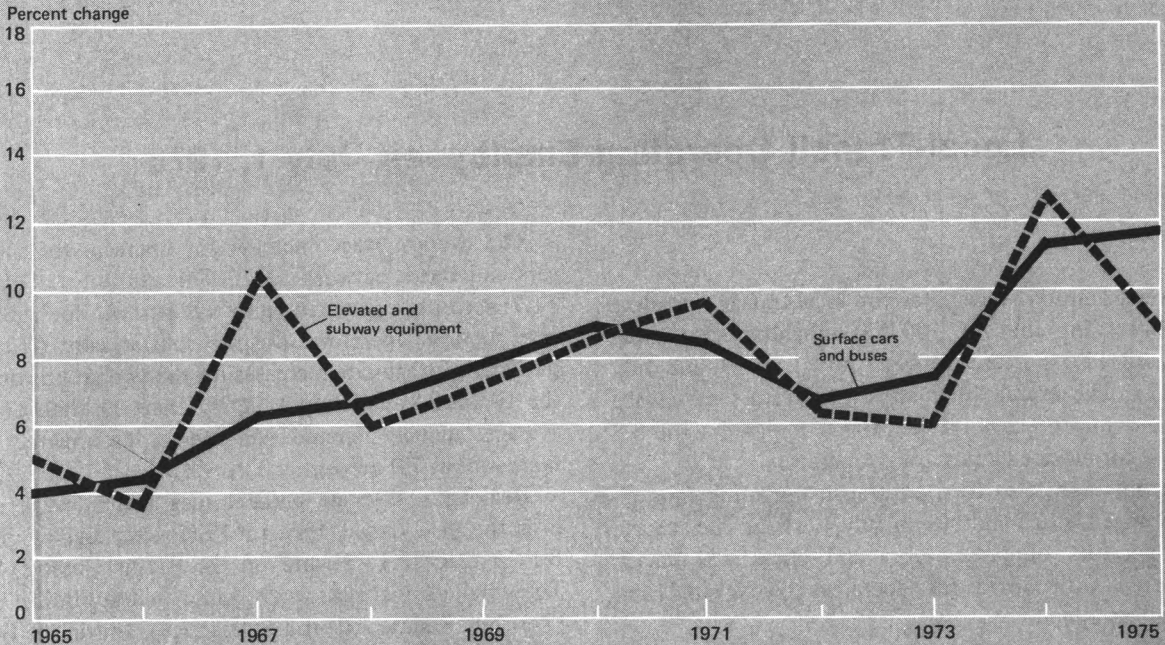
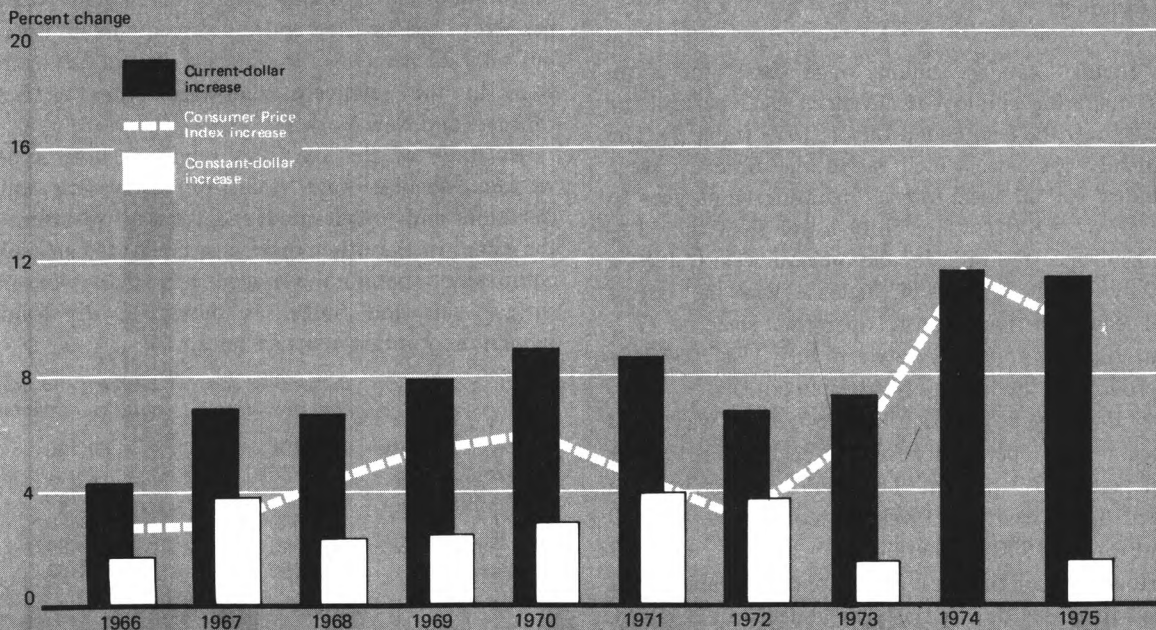


Chart 2.

**Annual Percent Increases in Current- and Constant-Dollar Wage Rates of Local-Transit Operating Employees and in the Consumer Price Index, July 1965 to July 1975**



\$6.10 and under \$6.20, and a similar proportion had rates of \$7.20 and under \$7.30. Surface car and bus operators were more evenly distributed over a broader range, with the largest concentration, accounting for only one-fifth of the workers, at \$6.70 and under \$6.80. Slightly more than 20 percent of all operating employees had rates of \$7 an hour or more on July 1, 1975, compared with fewer than 1 percent of the workers one year earlier (table 3).

*Cost-of-living additives.* Escalator clauses in transit contracts most commonly provided for quarterly adjustments of one cent per hour for each 0.4 to 0.6 of a point increase in the specified national or local Consumer Price Index (CPI); such provisions were found in 55 of the 67 cities studied and applied to more than nine-tenths of the workers in the survey.

A significant part of the total wage rate increase between July 1, 1974 and July 1, 1975 for many cities resulted from escalator clauses. In Jackson, Mississippi, for example, such a provision accounted for 28 cents of a 38-cent-per-hour gain, and in Phoenix, Arizona, for 35 cents of a 60-cent-per-hour rise. The widespread existence of escalators in local-transit agreements helped average wage increases for operating employees stay ahead of the 9.7-percent annual rise in the national CPI, resulting in a 1.5-percent advance in real wages (chart 2).

*Regional and city averages.* The average wage rate for all operating employees was highest in the Middle Atlantic (\$6.44) and Pacific regions (\$6.50). These regions are significantly influenced by employment concentrations in New York (\$6.72), San Diego (\$7.40), and San Francisco-Oakland (\$7.00)—three of the four highest paying cities in the survey. The lowest average was found in the Southwest (\$4.42) (table 9).

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 (\$6.61) was 2 percent higher than the average for cities of 500,000 to 1,000,000 (\$6.51); 14 percent higher than for cities of 250,000 to 500,000 (\$5.80); and 32 percent higher than the average for cities of 100,000 to 250,000 (\$4.99). Wage rates averaged \$6 or more in more than 50 percent of the cities with 500,000 inhabitants or more, but in only 10 percent of the smaller cities studied. Nevertheless, individual city averages overlapped considerably among population groupings (table 8). For example, averages for 17 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 explain-

ing 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). Within the same size group, moreover, rates in western cities may exceed by 50 percent or more those of southern cities (table 8, population group II). Such observations are also found in other union wage surveys conducted by the Bureau.

Union contracts in all but two 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 30 cents an hour over a 1-year period in about half of the 65 cities reporting length-of-service progressions. Five cities had a 1-year progression spanning over 30 cents. Other length-of-service requirements for attaining maximum job rates were 6 months (seven cities), 15 months (one city), 18 months (seven cities), 24 months (nine cities), and 36 months (two cities).

*Hours of work and supplementary benefits.* Straight-time weekly hours were reported for workers in 61 out of the 67<sup>1</sup> cities surveyed. These weekly hours applied to 96 percent of the workers studied and averaged 40.1 on July 1, 1975 (table 6). A scheduled straight-time workweek (generally consisting of 5 consecutive 8-hour days) was in effect in 51 cities and applied to 91 percent of surface car and bus operators and to all operators of elevated and subway equipment. A small number of agreements covering only 4 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 of 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 1 hour. Workers on split shifts exceeding 10 or 11 hours usually earn premium

<sup>1</sup> This 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.



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 7 to 9 paid holidays a year.

**Table 1. Wage rate indexes: United States, 1929-75**(Indexes<sup>1</sup> of union hourly wage rates of local-transit operating employees: 1967 = 100)

Date	Index	Date	Index
1929: May 15 . . . . .	22.3	1952: Oct. 1 . . . . .	54.1
1930: May 15 . . . . .	22.5	1953: July 1 . . . . .	55.3
1931: May 15 . . . . .	22.5	1954: July 1 . . . . .	58.0
1932: May 15 . . . . .	22.1	1955: July 1 . . . . .	59.8
1933: May 15 . . . . .	( <sup>2</sup> )	1956: July 1 . . . . .	62.1
1934: May 15 . . . . .	21.5	1957: July 1 . . . . .	64.7
1935: May 15 . . . . .	22.2	1958: July 1 . . . . .	68.6
1936: May 15 . . . . .	22.4	1959: July 1 . . . . .	71.2
1937: May 15 . . . . .	23.5	1960: July 1 . . . . .	73.9
1938: June 1 . . . . .	24.2	1961: July 1 . . . . .	76.7
1939: June 1 . . . . .	24.4	1962: July 1 . . . . .	79.9
1940: June 1 . . . . .	24.6	1963: July 1 . . . . .	82.9
1941: June 1 . . . . .	25.6	1964: July 1 . . . . .	86.2
1942: July 1 . . . . .	27.4	1965: July 1 . . . . .	89.8
1943: July 1 . . . . .	29.2	1966: July 1 . . . . .	93.7
1944: July 1 . . . . .	29.4	1967: July 1 . . . . .	100.0
1945: July 1 . . . . .	29.7	1968: July 1 . . . . .	106.6
1946: July 1 . . . . .	34.9	1969: July 1 . . . . .	115.0
1947: Oct. 1 . . . . .	39.4	1970: July 1 . . . . .	125.2
1948: Oct. 1 . . . . .	43.3	1971: July 1 . . . . .	135.8
1949: Oct. 1 . . . . .	45.1	1972: July 1 . . . . .	144.9
1950: Oct. 1 . . . . .	47.2	1973: July 1 . . . . .	155.4
1951: Oct. 1 . . . . .	50.3	1974: July 1 . . . . .	173.3
		1975: July 1 . . . . .	192.9

<sup>1</sup> 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.

<sup>2</sup> Information not available.

**Table 2. Average wage rates: United States, July 1, 1975**

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

Classification	Average hourly rate <sup>1</sup>	Change from July 1, 1974	
		Cents per hour	Percent
All local-transit operating employees . . . . .	\$6.25	64	11.3
Operators of surface cars and buses . . . . .	6.19	65	11.7
Elevated and subway operators . . . . .	6.73	54	8.8

<sup>1</sup> Wage rates used to calculate these averages represent those available and payable on July 1, 1975, and do not include increases made later that are retroactive to July 1 or before. Averages were developed by weighting the top rate of the length of service progression for each occupation in each contract by the number of union members at that rate on the survey date.

**Table 3. Wage rate distribution: United States, July 1, 1975**

(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 \$4.40	3.1	3.6	—
\$4.40 and under \$4.50	1.4	1.6	—
\$4.50 and under \$4.60	.3	.3	—
\$4.60 and under \$4.70	.9	1.0	—
\$4.70 and under \$4.80	—	—	—
\$4.80 and under \$4.90	1.0	1.1	—
\$4.90 and under \$5.00	.5	.6	—
\$5.00 and under \$5.10	5.3	6.1	—
\$5.10 and under \$5.20	1.2	1.4	—
\$5.20 and under \$5.30	.7	.8	—
\$5.30 and under \$5.40	1.1	1.2	—
\$5.40 and under \$5.50	5.0	5.7	—
\$5.50 and under \$5.60	.5	.6	—
\$5.60 and under \$5.70	.3	.3	—
\$5.70 and under \$5.80	5.4	6.1	.9
\$5.80 and under \$5.90	4.6	4.9	3.1
\$5.90 and under \$6.00	1.2	1.3	—
\$6.00 and under \$6.10	2.3	2.7	—
\$6.10 and under \$6.20	4.6	( <sup>1</sup> )	38.4
\$6.20 and under \$6.30	8.0	9.1	—
\$6.30 and under \$6.40	2.1	2.4	—
\$6.40 and under \$6.50	2.1	2.4	—
\$6.50 and under \$6.60	2.6	3.0	—
\$6.60 and under \$6.70	2.1	2.3	.6
\$6.70 and under \$6.80	16.8	19.1	—
\$6.80 and under \$6.90	—	—	—
\$6.90 and under \$7.00	6.4	6.6	5.0
\$7.00 and under \$7.10	1.3	—	11.1
\$7.10 and under \$7.20	7.6	8.3	2.2
\$7.20 and under \$7.30	9.7	5.7	38.7
\$7.30 and under \$7.40	.3	.3	—
\$7.40 and under \$7.50	.9	1.0	—
\$7.50 and over	.5	.5	—
Average hourly rate	\$6.25	\$6.19	\$6.73

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

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, 1974 - July 1, 1975**

(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
Under 25 cents	.9	1.0	—
25 and under 30 cents	3.0	3.4	—
30 and under 35 cents	.5	.6	—
35 and under 40 cents	1.1	1.3	—
40 and under 45 cents	8.3	9.4	—
45 and under 50 cents	7.5	3.2	39.3
50 and under 55 cents	22.1	19.9	38.2
55 and under 60 cents	13.7	13.9	12.1
60 and under 65 cents	4.1	4.7	—
65 and under 70 cents	3.4	3.9	—
70 and under 75 cents	2.9	3.4	—
75 and under 80 cents	12.5	12.8	9.7
80 and under 85 cents	—	—	—
85 and under 90 cents	3.2	3.7	—
90 and under 95 cents	11.0	12.5	—
95 cents and under \$1.00	4.2	4.7	.6
\$1.00 and over	1.5	1.8	—

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

**Table 5. Percent changes in wage rates: United States, July 1, 1974 - July 1, 1975**

(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
Under 4 percent	.4	.5	—
4 and under 5 percent	2.1	2.4	—
5 and under 6 percent	.2	.2	—
6 and under 7 percent	3.5	4.0	—
7 and under 8 percent	4.0	4.6	—
8 and under 9 percent	25.3	18.1	77.6
9 and under 10 percent	11.8	11.7	12.1
10 and under 11 percent	4.4	5.0	—
11 and under 12 percent	5.5	6.3	—
12 and under 13 percent	7.6	7.7	6.6
13 and under 14 percent	2.1	2.4	—
14 and under 15 percent	13.2	14.6	3.1
15 and under 16 percent	6.1	7.0	—
16 and under 17 percent	3.1	3.4	.6
17 and under 18 percent	6.3	7.2	—
18 and under 19 percent	2.6	2.9	—
19 and under 20 percent	—	—	—
20 and under 21 percent	.3	.3	—
21 and under 22 percent	—	—	—
22 percent and over	1.5	1.7	—

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

**Table 6. Weekly hours: United States, July 1, 1975**

(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	96.2	95.7	100.0
40 hours	91.8	90.7	100.0
Over 40 and under 44 hours	3.1	3.5	—
44 hours and over	1.3	1.4	—
Reporting no straight-time hours	3.8	4.3	—
Average weekly hours reported	40.1	40.2	40.0

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

**Table 7. Average wage rates and changes: Regions, July 1, 1975**

(Average union hourly wage rates of local-transit operating employees, July 1, 1975, and changes, July 1, 1974 — July 1, 1975)

Region <sup>1</sup>	All workers			Operators of surface cars and buses			Elevated and subway operators		
	Average hourly rate <sup>2</sup>	Change from July 1, 1974		Average hourly rate <sup>2</sup>	Change from July 1, 1974		Average hourly rate <sup>2</sup>	Change from July 1, 1974	
		Cents per hour	Percent		Cents per hour	Percent		Cents per hour	Percent
United States	\$6.25	64	11.3	\$6.19	65	11.7	\$6.73	54	8.8
New England	6.23	66	11.8	6.13	65	11.8	7.12	78	12.2
Middle Atlantic	6.44	57	9.8	6.36	59	10.3	6.66	52	8.4
Border States	6.42	81	14.3	6.42	81	14.3	—	—	—
Southeast	5.32	53	11.1	5.32	53	11.1	—	—	—
Southwest	4.42	47	11.9	4.42	47	11.9	—	—	—
Great Lakes	6.39	59	10.1	6.34	59	10.2	6.96	58	9.1
Middle West	5.83	42	7.9	5.83	42	7.9	—	—	—
Mountain	5.28	55	11.5	5.28	55	11.5	—	—	—
Pacific	6.50	83	14.5	6.50	83	14.5	—	—	—

<sup>1</sup> 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.

<sup>2</sup> See table 2, footnote 1.

**Table 8. Average wage rates by population group: Selected cities, July 1, 1975**

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

City and population group	Average hourly rate <sup>1</sup>	Change from July 1, 1974		City and population group	Average hourly rate <sup>1</sup>	Change from July 1, 1974	
		Cents per hour	Percent			Cents per hour	Percent
All cities . . . . .	\$6.25	64	11.3	Population group III—Continued			
Population group I (1,000,000 or more) . . . . .	6.61	63	10.5	Newark, N.J. . . . .	6.62	95	16.8
Chicago, Ill. . . . .	7.12	59	9.1	Norfolk, Va. . . . .	5.36	59	12.4
Detroit, Mich. . . . .	6.41	99	18.3	Oklahoma City, Okla. . . . .	3.57	18	5.3
Houston, Tex. . . . .	5.05	60	13.5	Omaha, Nebr. . . . .	5.01	60	13.6
Los Angeles, Calif. . . . .	6.25	93	17.5	Portland, Oreg. . . . .	6.36	53	9.1
New York, N.Y. . . . .	6.72	51	8.2	Rochester, N.Y. . . . .	5.96	63	11.8
Philadelphia, Pa. . . . .	5.88	75	14.6	Sacramento, Calif. . . . .	6.35	78	14.0
Population group II (500,000 to 1,000,000) . . . . .	6.51	72	12.4	Toledo, Ohio . . . . .	5.42	( <sup>2</sup> )	( <sup>2</sup> )
Baltimore, Md. . . . .	6.58	70	11.9	Tulsa, Okla. . . . .	3.74	39	11.6
Boston, Mass. . . . .	7.19	78	12.1	Population group IV (100,000 to 25,000) . . . . .	4.99	55	12.4
Cleveland, Ohio . . . . .	5.75	46	8.7	Albuquerque, N. Mex. . . . .	5.23	100	23.6
Columbus, Ohio . . . . .	4.97	49	10.9	Charlotte, N.C. . . . .	4.11	57	16.1
Denver, Colo. . . . .	5.78	46	8.6	Dayton, Ohio . . . . .	5.32	54	11.3
Indianapolis, Ind. . . . .	5.35	56	11.7	Des Moines, Iowa . . . . .	5.05	50	11.0
Jacksonville, Fla. . . . .	5.46	73	15.4	Erie, Pa. . . . .	4.38	37	9.2
Kansas City, Mo. . . . .	6.25	69	12.3	Evansville, Ind. . . . .	3.70	( <sup>2</sup> )	( <sup>2</sup> )
Memphis, Tenn. . . . .	5.74	76	15.3	Fresno, Calif. . . . .	5.91	63	11.9
Milwaukee, Wis. . . . .	6.02	55	10.1	Grand Rapids, Mich. . . . .	4.36	28	6.9
New Orleans, La. . . . .	4.41	29	6.9	Jackson, Miss. . . . .	4.34	38	9.6
Phoenix, Ariz. . . . .	4.65	60	14.8	Knoxville, Tenn. . . . .	5.03	75	17.5
Pittsburgh, Pa. . . . .	6.45	( <sup>2</sup> )	( <sup>2</sup> )	Little Rock, Ark. . . . .	4.37	48	12.3
St. Louis, Mo. . . . .	6.28	27	4.5	Madison, Wis. . . . .	5.20	34	7.0
San Antonio, Tex. . . . .	4.60	85	22.7	New Haven, Conn. . . . .	5.13	64	14.3
San Diego, Calif. . . . .	7.40	135	22.2	Peoria, Ill. . . . .	5.00	13	2.7
San Francisco-Oakland, Calif. . . . .	7.00	75	12.1	Providence, R.I. . . . .	5.00	44	9.6
Seattle, Wash. . . . .	6.18	( <sup>2</sup> )	( <sup>2</sup> )	Richmond, Va. . . . .	5.44	67	14.0
Washington, D.C. . . . .	6.90	94	15.8	Salt Lake City, Utah . . . . .	4.15	42	11.2
Population group III (250,000 to 500,000) . . . . .	5.80	58	11.1	Scranton, Pa. . . . .	4.50	75	20.0
Atlanta, Ga. . . . .	5.74	42	7.9	Shreveport, La. . . . .	4.41	54	14.0
Birmingham, Ala. . . . .	5.49	54	10.9	South Bend, Ind. . . . .	5.56	70	14.4
Buffalo, N.Y. . . . .	5.45	51	10.3	Spokane, Wash. . . . .	5.48	68	14.2
Cincinnati, Ohio . . . . .	5.61	61	12.2	Springfield, Mass. . . . .	4.84	44	10.0
Louisville, Ky. . . . .	5.42	57	11.8	Syracuse, N.Y. . . . .	5.06	55	12.2
Minneapolis-St. Paul, Minn. . . . .	6.04	42	7.5	Topeka, Kans. . . . .	4.20	59	16.3
				Trenton, N.J. . . . .	4.65	22	5.0

<sup>1</sup> See table 2, footnote 1.<sup>2</sup> Increases were not computed because length of service required to reach top rate reported changed between 1974 and 1975 surveys.

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.

**Table 9. Average wage rates by region: Selected cities, July 1, 1975**

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

City and region <sup>1</sup>	Average hourly rate <sup>2</sup>	Change from July 1, 1974		City and region <sup>1</sup>	Average hourly rate <sup>2</sup>	Change from July 1, 1974	
		Cents per hour	Percent			Cents per hour	Percent
All cities . . . . .	\$6.25	64	11.3	Southwest—Continued			
New England . . . . .	6.23	66	11.8	Tulsa, Okla. (III) . . . . .	3.74	39	11.6
Boston, Mass. (II) . . . . .	7.19	78	12.1	Great Lakes . . . . .	6.39	59	10.1
New Haven, Conn. (IV) . . . . .	5.13	64	14.3	Chicago, Ill. (I) . . . . .	7.12	59	9.1
Providence, R.I. (IV) . . . . .	5.00	44	9.6	Cincinnati, Ohio (III) . . . . .	5.61	61	12.2
Springfield, Mass. (IV) . . . . .	4.84	44	10.0	Cleveland, Ohio (II) . . . . .	5.75	46	8.7
Middle Atlantic . . . . .	6.44	57	9.8	Columbus, Ohio (II) . . . . .	4.97	49	10.9
Buffalo, N.Y. (III) . . . . .	5.45	51	10.3	Dayton, Ohio (IV) . . . . .	5.32	54	11.3
Erie, Pa. (IV) . . . . .	4.38	37	9.2	Detroit, Mich. (I) . . . . .	6.41	99	18.3
New York, N.Y. (I) . . . . .	6.72	51	8.2	Evansville, Ind. (IV) . . . . .	3.70	( <sup>3</sup> )	( <sup>3</sup> )
Newark, N.J. (III) . . . . .	6.62	95	16.8	Grand Rapids, Mich. (IV) . . . . .	4.36	28	6.9
Philadelphia, Pa. (I) . . . . .	5.88	75	14.6	Indianapolis, Ind. (II) . . . . .	5.35	56	11.7
Pittsburgh, Pa. (II) . . . . .	6.45	( <sup>3</sup> )	( <sup>3</sup> )	Madison, Wis. (IV) . . . . .	5.20	34	7.0
Rochester, N.Y. (III) . . . . .	5.96	63	11.8	Milwaukee, Wis. (II) . . . . .	6.02	55	10.1
Scranton, Pa. (IV) . . . . .	4.50	75	20.0	Minneapolis-St. Paul, Minn. (III) . . . . .	6.04	42	7.5
Syracuse, N.Y. (IV) . . . . .	5.06	55	12.2	Peoria, Ill. (IV) . . . . .	5.00	13	2.7
Trenton, N.J. (IV) . . . . .	4.65	22	5.0	South Bend, Ind. (IV) . . . . .	5.56	70	14.4
Border States . . . . .	6.42	81	14.3	Toledo, Ohio (III) . . . . .	5.42	( <sup>3</sup> )	( <sup>3</sup> )
Baltimore, Md. (II) . . . . .	6.58	70	11.9	Middle West . . . . .	5.83	42	7.9
Louisville, Ky. (III) . . . . .	5.42	57	11.8	Des Moines, Iowa (IV) . . . . .	5.05	50	11.0
Norfolk, Va. (III) . . . . .	5.36	59	12.4	Kansas City, Mo. (II) . . . . .	6.25	69	12.3
Richmond, Va. (IV) . . . . .	5.44	67	14.0	Omaha, Nebr. (III) . . . . .	5.01	60	13.6
Washington, D.C. (II) . . . . .	6.90	94	15.8	St. Louis, Mo. (II) . . . . .	6.28	27	4.5
Southeast . . . . .	5.32	53	11.1	Topeka, Kans. (IV) . . . . .	4.20	59	16.3
Atlanta, Ga. (III) . . . . .	5.74	42	7.9	Mountain . . . . .	5.28	55	11.5
Birmingham, Ala. (III) . . . . .	5.49	54	10.9	Albuquerque, N. Mex. (IV) . . . . .	5.23	100	23.6
Charlotte, N.C. (IV) . . . . .	4.11	57	16.1	Denver, Colo. (II) . . . . .	5.78	46	8.6
Jackson, Miss. (IV) . . . . .	4.34	38	9.6	Phoenix, Ariz. (II) . . . . .	4.65	60	14.8
Jacksonville, Fla. (II) . . . . .	5.46	73	15.4	Salt Lake City, Utah (IV) . . . . .	4.15	42	11.2
Knoxville, Tenn. (IV) . . . . .	5.03	75	17.5	Pacific . . . . .	6.50	83	14.5
Memphis, Tenn. (II) . . . . .	5.74	76	15.3	Fresno, Calif. (IV) . . . . .	5.91	63	11.9
Southwest . . . . .	4.42	47	11.9	Los Angeles, Calif. (I) . . . . .	6.25	93	17.5
Houston, Tex. (I) . . . . .	5.05	60	13.5	Portland, Oreg. (III) . . . . .	6.36	53	9.1
Little Rock, Ark. (IV) . . . . .	4.37	48	12.3	Sacramento, Calif. (III) . . . . .	6.35	78	14.0
New Orleans, La. (II) . . . . .	4.41	29	6.9	San Diego, Calif. (II) . . . . .	7.40	135	22.2
Oklahoma City, Okla. (III) . . . . .	3.57	18	5.3	San Francisco-Oakland, Calif. (II) . . . . .	7.00	75	12.1
San Antonio, Tex. (II) . . . . .	4.60	85	22.7	Seattle, Wash. (II) . . . . .	6.18	( <sup>3</sup> )	( <sup>3</sup> )
Shreveport, La. (IV) . . . . .	4.41	54	14.0	Spokane, Wash. (IV) . . . . .	5.48	68	14.2

<sup>1</sup> 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.

<sup>2</sup> See table 2, footnote 1.

<sup>3</sup> See table 8, footnote 2.

NOTE: Because of rounding, sums of individual items may not equal 100. Variations in the size of annual increases from survey to survey may reflect, in part, timing of negotiations in relation to the July 1 survey reference date, and do not include increases made later that are retroactive to July 1 or before. Such retroactive increases are included in the wage rates reported in the following year's survey.



**Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1975**

(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, 1974	July 1, 1975				City and classification	July 1, 1974	July 1, 1975			
	Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contributions to fund <sup>3</sup>			Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contributions to funds <sup>3</sup>	
				Insur- ance <sup>4</sup>	Pension					Insur- ance <sup>4</sup>	Pension
ALBUQUERQUE, N. MEX.						CHICAGO, ILL.— Continued					
Buses:	\$	\$		*	*	Buses <sup>5</sup> —Continued					
First 6 months	3.210	4.210	—	*	*	After 1 year—Continued					
7 — 12 months	3.700	4.700	—	*	*	Nights:	\$	\$			
12 — 24 months	3.850	4.850	—	*	*	Before 2 a.m.	6.610	7.210	40	†12 <sup>1</sup> /5¢	13%
24 — 36 months	4.000	5.000	—	*	*	After 2 a.m.	6.640	7.240	40	†12 <sup>1</sup> /5¢	13%
After 36 months	4.230	5.230	—	*	*	Elevated and subway railways:					
ATLANTA, GA.						Motormen:					
Buses:						First 3 months	6.447	7.037	40	†12 <sup>1</sup> /5¢	13%
First 6 months	5.220	5.640	40	22 <sup>2</sup> /3¢	7 <sup>1</sup> /10%	4 — 12 months	6.456	7.046	40	†12 <sup>1</sup> /5¢	13%
7 — 12 months	5.280	5.700	40	22 <sup>2</sup> /3¢	7 <sup>1</sup> /10%	After 1 year	6.501	7.091	40	†12 <sup>1</sup> /5¢	13%
After 1 year	5.320	5.740	40	22 <sup>2</sup> /3¢	7 <sup>1</sup> /10%	Conductors (regular) <sup>5</sup> :					
BALTIMORE, MD.						First year	6.383	6.973	40	†12 <sup>1</sup> /5¢	13%
Buses:				*	*	After 1 year	6.401	6.991	40	†12 <sup>1</sup> /5¢	13%
First 6 months	5.345	6.240	40	*	*	Conductors (fare collecting) <sup>5</sup> :					
7 — 12 months	5.615	6.585	40	*	*	First year	6.433	7.023	40	†12 <sup>1</sup> /5¢	13%
After 1 year	5.885	6.585	40	*	*	After 1 year	6.451	7.041	40	†12 <sup>1</sup> /5¢	13%
BIRMINGHAM, ALA.						Operating (1-man car):					
Buses:						First 3 months	6.485	7.075	40	†12 <sup>1</sup> /5¢	13%
First 6 months	4.900	5.440	40	*	*	4 — 12 months	6.515	7.105	40	†12 <sup>1</sup> /5¢	13%
7 — 12 months	4.920	5.460	40	*	*	After 1 year	6.535	7.130	40	†12 <sup>1</sup> /5¢	13%
After 1 year	4.950	5.490	40	*	*	CINCINNATI, OHIO					
BOSTON, MASS.						Buses:					
Buses:				*	11 <sup>5</sup> /8%	First 6 months	4.970	5.410	40	*	*
First 3 months	5.595	6.353	40	*	11 <sup>5</sup> /8%	7 — 12 months	5.020	5.460	40	*	*
4 — 6 months	5.815	6.578	40	*	11 <sup>5</sup> /8%	13 — 18 months	5.070	5.510	40	*	*
7 — 9 months	6.035	6.803	40	*	11 <sup>5</sup> /8%	19 — 24 months	5.120	5.560	40	*	*
10 — 12 months	6.198	6.970	40	*	11 <sup>5</sup> /8%	After 2 years	5.170	5.610	40	*	*
After 1 year	6.420	7.198	40	*	11 <sup>5</sup> /8%	CLEVELAND, OHIO					
P.C.C. surface lines operators:				*	11 <sup>5</sup> /8%	Buses:					
First 3 months	5.698	6.458	40	*	11 <sup>5</sup> /8%	First year	5.010	5.250	40	*	9 <sup>1</sup> /10%
4 — 6 months	5.923	6.688	40	*	11 <sup>5</sup> /8%	1 — 2 years	5.190	5.500	40	*	9 <sup>1</sup> /10%
7 — 9 months	6.145	6.915	40	*	11 <sup>5</sup> /8%	After 2 years	5.290	5.750	40	*	9 <sup>1</sup> /10%
10 — 12 months	6.315	7.090	40	*	11 <sup>5</sup> /8%	Rapid transit — Trainmen:					
After 1 year	6.540	7.320	40	*	11 <sup>5</sup> /8%	First year	5.010	5.250	40	*	9 <sup>1</sup> /10%
Rapid transit lines:						1 — 2 years	5.190	5.500	40	*	9 <sup>1</sup> /10%
Guards:				*	11 <sup>5</sup> /8%	After 2 years	5.290	5.750	40	*	9 <sup>1</sup> /10%
First 3 months	5.493	6.248	40	*	11 <sup>5</sup> /8%	COLUMBUS, OHIO					
4 — 6 months	5.708	6.468	40	*	11 <sup>5</sup> /8%	Buses:					
7 — 9 months	5.923	6.688	40	*	11 <sup>5</sup> /8%	First 26 weeks	4.380	4.870	40	*	11 <sup>1</sup> /5%
10 — 12 months	6.083	6.853	40	*	11 <sup>5</sup> /8%	27 — 52 weeks	4.430	4.920	40	*	11 <sup>1</sup> /5%
After 1 year	6.298	7.073	40	*	11 <sup>5</sup> /8%	After 1 year	4.480	4.970	40	*	11 <sup>1</sup> /5%
Motormen:				*	11 <sup>5</sup> /8%	DAYTON, OHIO					
Road	6.360	7.135	40	*	11 <sup>5</sup> /8%	Buses:					
Yard	6.420	7.198	40	*	11 <sup>5</sup> /8%	First 6 months	4.680	5.220	40	*	11 <sup>2</sup> /5%
Platform men:				*	11 <sup>5</sup> /8%	7 — 12 months	4.730	5.270	40	*	11 <sup>2</sup> /5%
Gate men	6.195	6.968	40	*	11 <sup>5</sup> /8%	After 1 year	4.780	5.320	40	*	11 <sup>2</sup> /5%
BUFFALO, N.Y.						DENVER, COLO.					
Buses:				*	*	Buses:					
First 3 months	4.890	5.400	40	*	*	First 3 months	4.820	5.280	40	29 <sup>3</sup> /5¢	5 <sup>1</sup> /2%
4 — 12 months	4.920	5.430	40	*	*	4 — 12 months	4.970	5.430	40	29 <sup>3</sup> /5¢	5 <sup>1</sup> /2%
After 1 year	4.940	5.450	40	*	*	13 — 18 months	5.120	5.580	40	29 <sup>3</sup> /5¢	5 <sup>1</sup> /2%
CHARLOTTE, N.C.						19 — 24 months	5.220	5.680	40	29 <sup>3</sup> /5¢	5 <sup>1</sup> /2%
Buses:				—	—	After 2 years	5.320	5.780	40	29 <sup>3</sup> /5¢	5 <sup>1</sup> /2%
First 2 months	3.440	4.010	—	—	—	DES MOINES, IOWA					
3 — 6 months	3.490	4.060	—	—	—	Buses:					
After 6 months	3.540	4.110	—	—	—	First 3 months	4.470	4.970	40	*	6¢
CHICAGO, ILL.						4 — 12 months	4.500	5.000	40	*	6¢
Buses <sup>5</sup> :						After 1 year	4.550	5.050	40	*	6¢
First 3 months	6.485	7.080	40	†12 <sup>1</sup> /5¢	13%	DETROIT, MICH.					
4 — 12 months	6.515	7.110	40	†12 <sup>1</sup> /5¢	13%	Buses:					
After 1 year:						First 6 months	5.320	6.310	40	*	*
Days	6.535	7.130	40	†12 <sup>1</sup> /5¢	13%	7 — 12 months	5.370	6.360	40	*	*
						After 1 year	5.420	6.410	40	*	*
						Night	5.570	6.550	40	*	*

See footnotes at end of table.

**Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1975—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, 1974	July 1, 1975				City and classification	July 1, 1974	July 1, 1975			
	Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contributions to fund <sup>3</sup>			Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contributions to funds <sup>3</sup>	
				Insurance <sup>4</sup>	Pension					Insurance <sup>4</sup>	Pension
ERIE, PA.						LITTLE ROCK, ARK.					
Buses:	\$	\$		*		Buses:	\$	\$			
First 6 months	3.910	4.280	40	10 <sup>1</sup> /10¢		First 6 months	3.790	4.270	42 <sup>1</sup> /2	20 <sup>1</sup> /4¢	
7 — 12 months	3.970	4.350	40	10 <sup>1</sup> /10¢		7 — 12 months	3.840	4.320	42 <sup>1</sup> /2	20 <sup>1</sup> /4¢	
After 1 year	4.010	4.380	40	10 <sup>1</sup> /10¢		After 1 year	3.890	4.370	42 <sup>1</sup> /2	20 <sup>1</sup> /4¢	
EVANSVILLE, IND.						LOS ANGELES, CALIF.					
Buses:	( <sup>6</sup> )	3.540	40	11¢	7%	Buses:					
First 6 months	( <sup>6</sup> )	3.540	40	11¢	7%	First 3 months	4.522	5.313	40	43 <sup>1</sup> /5¢	
2nd 6 months	( <sup>6</sup> )	3.620	40	11¢	7%	Second 3 months	4.788	5.625	40	43 <sup>1</sup> /5¢	
After 1 year	( <sup>6</sup> )	3.705	40	11¢	7%	Third 3 months	4.947	5.813	40	43 <sup>1</sup> /5¢	
FRESNO, CALIF.						Fourth 3 months	5.107	6.000	40	43 <sup>1</sup> /5¢	
Buses:						After 1 year	5.320	6.250	40	43 <sup>1</sup> /5¢	
First 6 months	4.340	4.860	40	30 <sup>2</sup> /5¢	*	LOUISVILLE, KY.					
7 — 12 months	4.560	5.100	40	30 <sup>2</sup> /5¢	*	Buses:					
1 — 2 years	4.790	5.360	40	30 <sup>2</sup> /5¢	*	First 3 months	4.600	5.270	40	*	
2 — 3 years	5.030	5.630	40	30 <sup>2</sup> /5¢	*	4 — 6 months	4.780	5.350	40	*	
After 3 years	5.280	5.910	40	30 <sup>2</sup> /5¢	*	7 — 12 months	4.830	5.400	40	*	
GRAND RAPIDS, MICH.						After 1 year	4.850	5.420	40	*	
Buses:						MADISON, WIS.					
First 3 months	3.980	4.260	44	3 <sup>9</sup> /10¢		Buses:					
4 — 12 months	4.030	4.310	44	3 <sup>9</sup> /10¢		Days:					
After 1 year	4.080	4.360	44	3 <sup>9</sup> /10¢		First 3 months	4.660	5.000	40	37 <sup>7</sup> /10¢	
HOUSTON, TEX.						4 — 6 months	4.760	5.100	40	37 <sup>7</sup> /10¢	
Buses:						After 6 months	4.860	5.200	40	37 <sup>7</sup> /10¢	
First 3 months	3.700	4.300	42 <sup>1</sup> /2	17 <sup>3</sup> /4¢	*	Night:					
4 — 8 months	3.750	4.350	42 <sup>1</sup> /2	17 <sup>3</sup> /4¢	*	First 3 months	4.810	5.200	40	37 <sup>7</sup> /10¢	
8 — 12 months	3.800	4.400	42 <sup>1</sup> /2	17 <sup>3</sup> /4¢	*	4 — 6 months	4.910	5.300	40	37 <sup>7</sup> /10¢	
12 — 24 months	3.950	4.550	42 <sup>1</sup> /2	17 <sup>3</sup> /4¢	*	After 6 months	5.010	5.400	40	37 <sup>7</sup> /10¢	
After 24 months	4.450	5.050	42 <sup>1</sup> /2	17 <sup>3</sup> /4¢	*	MEMPHIS, TENN.					
INDIANAPOLIS, IND.						Buses:					
Buses:						First 6 months	4.780	5.540	40	31 <sup>1</sup> /3¢	
First year	( <sup>7</sup> )	5.250	40	6 <sup>1</sup> /2%		7 — 12 months	4.880	5.640	40	31 <sup>1</sup> /3¢	
Second year	( <sup>7</sup> )	5.300	40	6 <sup>1</sup> /2%		After 12 months	4.980	5.740	40	31 <sup>1</sup> /3¢	
After second year	4.790	5.350	40	6 <sup>1</sup> /2%		MILWAUKEE, WIS.					
JACKSON, MISS.						Buses:					
Buses:						First year	5.220	5.770	40	16¢	
First year	3.910	4.290	—	( <sup>8</sup> )	—	After 1 year	5.370	5.920	40	16¢	
After 1 year	3.960	4.340	—	( <sup>8</sup> )	—	After 2 years	5.470	6.020	40	16¢	
JACKSONVILLE, FLA.						MINNEAPOLIS — ST. PAUL, MINN.					
Buses:						Buses:					
First 3 months	4.630	5.360	40	23¢	20¢	First 6 months	5.280	5.728	40	*	
4 — 6 months	4.680	5.410	40	23¢	20¢	7 — 12 months	5.450	5.884	40	*	
After 6 months	4.730	5.460	40	23¢	20¢	After 1 year	5.620	6.040	40	*	
KANSAS CITY, MO.						NEWARK, N.J.					
Buses:						Buses:					
First 4 months	5.515	6.195	40	*	35¢	First 6 months	4.670	5.620	40	*	
5 — 8 months	5.535	6.215	40	*	35¢	7 — 12 months	5.170	6.120	40	*	
9 — 12 months	5.555	6.235	40	*	35¢	13 — 18 months	5.420	6.370	40	*	
After 1 year	5.570	6.255	40	*	35¢	After 18 months	5.670	6.620	40	*	
KNOXVILLE, TENN.						Subway:					
Buses:						Motormen:					
First 6 months	4.080	4.830	48	*	*	First 6 months	4.670	5.620	40	*	
7 — 12 months	4.180	4.930	48	*	*	7 — 12 months	5.170	6.120	40	*	
After 1 year	4.280	5.030	48	*	*	13 — 18 months	5.420	6.370	40	*	
						After 18 months	5.670	6.620	40	*	
						Platform men	5.670	6.620	40	*	

See footnotes at end of table.

**Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1975—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, 1974	July 1, 1975				City and classification	July 1, 1974	July 1, 1975			
	Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contribu- tions to fund <sup>3</sup>			Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contribu- tions to funds <sup>3</sup>	
				Insur- ance <sup>4</sup>	Pension					Insur- ance <sup>4</sup>	Pension
NEW HAVEN, CONN.						OAKLAND, CALIF.					
Buses:	\$	\$				(Scales listed under San Francisco, Alameda, and Marin counties, Calif.)					
First 3 months	4.400	5.060	40	*	*						
4 - 12 months	4.430	5.090	40	*	*						
After 1 year	4.490	5.130	40	*	*						
NEW ORLEANS, LA.						OKLAHOMA CITY, OKLA.					
1-man cars and buses:						Buses:	\$	\$			
First 6 months	3.965	4.250	40	—	*	First 6 months	3.260	3.440	43	*	7¢
7 - 12 months	3.995	4.280	40	—	*	7 - 12 months	3.310	3.490	43	*	7¢
After 1 year	4.125	4.410	40	—	*	After 1 year	3.390	3.570	43	*	7¢
NEW YORK, N.Y.						OMAHA, NEBR.					
Buses:						Buses:					
Avenue B and East Broadway Transit Co.:						First 6 months	4.340	4.940	44	*	*
First 12 months	5.793	6.265	40	36 <sup>9</sup> /10¢	61¢	7 - 12 months	4.380	4.970	44	*	*
After 12 months	6.225	6.733	40	36 <sup>9</sup> /10¢	61¢	After 1 year	4.410	5.010	44	*	*
Brooklyn Division:						PEORIA, ILL.					
Brooklyn Division No. 2:						Buses:					
Manhattan Division:						First 9 months	4.770	5.330	40	25 <sup>1</sup> /10¢	21 <sup>1</sup> /10¢
First 6 months	5.618	6.075	40	*	*	10 - 18 months	4.820	5.380	40	25 <sup>1</sup> /10¢	21 <sup>1</sup> /10¢
7 - 12 months	5.908	6.390	40	*	*	After 18 months	4.870	5.430	40	25 <sup>1</sup> /10¢	21 <sup>1</sup> /10¢
After 1 year	6.225	6.733	40	*	*	PHILADELPHIA, PA.					
Queens Division:						Buses:					
First 6 months	5.618	6.075	40	36 <sup>7</sup> /10¢	*	First 2 months	4.980	5.280	40	*	*
7 - 12 months	5.908	6.390	40	36 <sup>7</sup> /10¢	*	3 - 5 months	4.980	5.430	40	*	*
After 1 year	6.225	6.733	40	36 <sup>7</sup> /10¢	*	After 6 months	4.980	5.880	40	*	*
Green Lines:						Elevated, High Speed and Subway Lines:					
First 6 months	5.870	6.623	40	*	40¢	Operators:					
7 - 12 months	5.920	6.673	40	*	40¢	First 2 months	4.980	5.280	40	*	*
13 - 18 months	5.990	6.743	40	*	40¢	3 - 5 months	4.980	5.430	40	*	*
After 18 months	6.150	6.903	40	*	40¢	After 6 months	4.980	5.880	40	*	*
Jamaica, Inc.:						PHOENIX, ARIZ.					
First 12 months	5.793	6.265	40	36 <sup>9</sup> /10¢	61¢	Buses:					
After 12 months	6.225	6.733	40	36 <sup>9</sup> /10¢	61¢	First year	3.950	4.550	40	*	2%
Manhattan - Bronx Surface Authority:						After 1 year	4.050	4.650	40	*	2%
First 6 months	15.618	6.075	40	*	*	PITTSBURGH, PA.					
7 - 12 months	15.908	6.390	40	*	*	Buses:					
After 1 year	16.225	6.733	40	*	*	First 6 months	4.940	5.570	40	*	11%
Queens Transit Corp.:						6 - 12 months	5.230	5.870	40	*	11%
First 12 months	5.793	6.265	40	36 <sup>9</sup> /10¢	61¢	13 - 17 months	5.810	6.160	40	*	11%
After 12 months	6.225	6.733	40	36 <sup>9</sup> /10¢	61¢	After 18 months	5.810	6.450	40	*	11%
Staten Island:						PORTLAND, OREG.					
First 6 months	5.618	6.075	40	36 <sup>7</sup> /10¢	*	Buses:					
7 - 12 months	5.908	6.390	40	36 <sup>7</sup> /10¢	*	First 6 months	5.180	5.710	40	*	*
After 1 year	6.225	6.733	40	36 <sup>7</sup> /10¢	*	Second 6 months	5.580	6.110	40	*	*
Steinway Transit Corp.:						Third 6 months	5.630	6.160	40	*	*
First 12 months	5.793	6.265	40	36 <sup>9</sup> /10¢	61¢	Fourth 6 months	5.680	6.210	40	*	*
After 12 months	6.225	6.733	40	36 <sup>9</sup> /10¢	61¢	Thereafter	5.830	6.360	40	*	*
Tri-Boro Coach Corp.:						PROVIDENCE, R.I.					
First 12 months	5.793	6.265	40	36 <sup>9</sup> /10¢	61¢	Buses:					
After 12 months	6.225	6.733	40	36 <sup>9</sup> /10¢	61¢	First 3 months	4.460	4.900	40	*	*
Subway:						4 - 12 months	4.510	4.950	40	*	*
Conductors:						After 1 year	4.560	5.000	40	*	*
First year	5.248	5.675	40	*	*						
After 1 year	5.703	6.165	40	*	*						
Motormen:											
Road:											
First 231 days	6.535	7.068	40	*	*						
After 231 days	6.693	7.238	40	*	*						
Yard:											
First year	6.243	6.753	40	*	*						
After 1 year	6.385	6.908	40	*	*						
NORFOLK, VA.											
Buses:											
First 3 months	4.670	5.260	—	16¢	11 <sup>1</sup> /2¢						
4 - 12 months	4.720	5.310	—	16¢	11 <sup>1</sup> /2¢						
After 1 year	4.770	5.360	—	16¢	11 <sup>1</sup> /2¢						

See footnotes at end of table.

**Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1975—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, 1974	July 1, 1975				City and classification	July 1, 1974	July 1, 1975			
	Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contribu- tions to fund <sup>3</sup>			Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contribu- tions to funds <sup>3</sup>	
				Insur- ance <sup>4</sup>	Pension					Insur- ance <sup>4</sup>	Pension
RICHMOND, VA.						SCRANTON, PA.					
Buses:	\$	\$				Buses:	\$	\$			
First 3 months .....	4.670	5.340	—	*	4 <sup>1</sup> / <sub>4</sub> %	Regular .....	3.750	4.500	40	12 <sup>7</sup> / <sub>10</sub> %	—
4 — 12 months .....	4.720	5.390	—	*	4 <sup>1</sup> / <sub>4</sub> %	Extra men .....	3.750	4.500	40	12 <sup>7</sup> / <sub>10</sub> %	—
After 1 year .....	4.770	5.440	—	*	4 <sup>1</sup> / <sub>4</sub> %						
ROCHESTER, N.Y.						SEATTLE, WASH.					
Buses:						Buses:					
First 6 months .....	4.160	4.740	40	*	*	First 6 months .....	5.119	5.570	40	32 <sup>9</sup> / <sub>10</sub> %	7%
7 — 12 months .....	4.370	4.980	40	*	*	Second 6 months .....	5.184	5.720	40	32 <sup>9</sup> / <sub>10</sub> %	7%
13 — 18 months .....	4.580	5.110	40	*	*	Third 6 months .....	—	5.870	40	32 <sup>9</sup> / <sub>10</sub> %	7%
19 — 24 months .....	4.790	5.440	40	*	*	Fourth 6 months .....	—	6.020	40	32 <sup>9</sup> / <sub>10</sub> %	7%
After 24 months .....	5.330	5.960	40	*	*	Thereafter .....	—	6.180	40	32 <sup>9</sup> / <sub>10</sub> %	7%
SACRAMENTO, CALIF.						SHREVEPORT, LA.					
Buses:						Buses:					
First 6 months .....	5.330	6.110	40	24 <sup>3</sup> / <sub>5</sub> %	10%	First 6 months .....	3.760	4.260	1 <sup>1</sup> / <sub>4</sub>	*	6%
Second 6 months .....	5.450	6.170	40	24 <sup>3</sup> / <sub>5</sub> %	10%	7 — 12 months .....	3.810	4.350	1 <sup>1</sup> / <sub>4</sub>	*	6%
Thereafter .....	5.570	6.350	40	24 <sup>3</sup> / <sub>5</sub> %	10%	After 1 year .....	3.870	4.410	1 <sup>1</sup> / <sub>4</sub>	*	6%
ST. LOUIS, MO.						SOUTH BEND, IND.					
Buses:						Buses:					
First 3 months .....	5.130	5.530	40	16%	*	First 6 months .....	4.810	5.510	40	18 <sup>9</sup> / <sub>10</sub> %	20 <sup>9</sup> / <sub>10</sub> %
Second 3 months .....	5.260	5.680	40	16%	*	7 — 12 months .....	4.835	5.530	40	18 <sup>9</sup> / <sub>10</sub> %	20 <sup>9</sup> / <sub>10</sub> %
Third 3 months .....	5.410	5.830	40	16%	*	After 1 year .....	4.860	5.560	40	18 <sup>9</sup> / <sub>10</sub> %	20 <sup>9</sup> / <sub>10</sub> %
Fourth 3 months .....	5.750	5.980	40	16%	*						
Fifth 3 months .....	5.860	6.130	40	16%	*						
After 15 months .....	6.010	6.280	40	16%	*						
ST. PAUL, MINN.						SPOKANE, WASH.					
(Scales listed under Minneapolis—St. Paul, Minn.)						Buses:					
						First 6 months .....	4.700	5.380	42 <sup>1</sup> / <sub>2</sub>	19 <sup>9</sup> / <sub>10</sub> %	7 <sup>3</sup> / <sub>5</sub> %
						7 — 12 months .....	4.750	5.430	42 <sup>1</sup> / <sub>2</sub>	19 <sup>9</sup> / <sub>10</sub> %	7 <sup>3</sup> / <sub>5</sub> %
						After 1 year .....	4.800	5.480	42 <sup>1</sup> / <sub>2</sub>	19 <sup>9</sup> / <sub>10</sub> %	7 <sup>3</sup> / <sub>5</sub> %
SALT LAKE CITY, UTAH						SPRINGFIELD, MASS.					
Buses:						Buses:					
First 6 months .....	3.640	4.050	45	*	6 <sup>2</sup> / <sub>5</sub> %	First 3 months .....	4.300	4.740	40	*	15%
After 6 months .....	3.735	4.155	45	*	6 <sup>2</sup> / <sub>5</sub> %	4 — 12 months .....	4.355	4.795	40	*	15%
						After 1 year .....	4.400	4.840	40	*	15%
SAN ANTONIO, TEX.						SYRACUSE, N.Y.					
Buses:						Buses:					
First 6 months .....	3.470	4.250	44	10 <sup>1</sup> / <sub>2</sub> %	41 <sup>4</sup> / <sub>5</sub> %	First 6 months .....	4.220	4.770	40	41 <sup>3</sup> / <sub>10</sub> %	*
7 — 12 months .....	3.570	4.380	44	10 <sup>1</sup> / <sub>2</sub> %	41 <sup>4</sup> / <sub>5</sub> %	7 — 12 months .....	4.260	4.810	40	41 <sup>3</sup> / <sub>10</sub> %	*
13 — 18 months .....	3.650	4.470	44	10 <sup>1</sup> / <sub>2</sub> %	41 <sup>4</sup> / <sub>5</sub> %	After 1 year .....	4.510	5.060	40	41 <sup>3</sup> / <sub>10</sub> %	*
After 18 months .....	3.750	4.600	44	10 <sup>1</sup> / <sub>2</sub> %	41 <sup>4</sup> / <sub>5</sub> %						
SAN DIEGO, CALIF.						TOLEDO, OHIO					
Buses:						Buses:					
First 3 months .....	5.960	7.285	40	46%	*	First 6 months .....	4.480	4.607	40	*	11 <sup>1</sup> / <sub>5</sub> %
Second 3 months .....	6.010	7.345	40	46%	*	7 — 12 months .....	4.500	4.878	40	*	11 <sup>1</sup> / <sub>5</sub> %
Thereafter .....	6.060	7.405	40	46%	*	13 — 18 months .....	1 <sup>2</sup> 4.530	5.149	40	*	11 <sup>1</sup> / <sub>5</sub> %
						After 18 months .....	—	5.420	40	*	11 <sup>1</sup> / <sub>5</sub> %
SAN FRANCISCO, ALAMEDA, AND MARIN COUNTIES, CALIF.						TOPEKA, KANS.					
Bay Area Rapid Transit:						Buses:					
Transportation Man II .....	6.690	7.950	40	*	7%	First 6 months .....	3.533	4.120	—	9 <sup>3</sup> / <sub>4</sub> %	*
Transportation Man III .....	7.380	( <sup>10</sup> )	40	*	7%	After 6 months .....	3.610	4.200	—	9 <sup>3</sup> / <sub>4</sub> %	*
San Francisco:											
Buses, trackless trolleys, cable gripmen, and conductors .....	5.872	6.730	40	*	*						
Oakland:						TRENTON, N.J.					
Buses:						Buses:					
First 6 months .....	6.028	6.509	40	*	5%	First 3 months .....	4.350	1 <sup>3</sup> 4.570	40	*	16 <sup>1</sup> / <sub>2</sub> %
Second 6 months .....	6.439	6.877	40	*	5%	4 — 12 months .....	4.390	1 <sup>3</sup> 4.610	40	*	16 <sup>1</sup> / <sub>2</sub> %
Thereafter .....	6.850	7.290	40	*	5%	After 1 year .....	4.430	1 <sup>3</sup> 4.650	40	*	16 <sup>1</sup> / <sub>2</sub> %
San Francisco Marin:											
Golden Gate Transit .....	5.800	6.560	40	42 <sup>4</sup> / <sub>5</sub> %	13 <sup>9</sup> / <sub>10</sub> %						

See footnotes at end of table.

**Table 10. Wage rates, hours, and employer contributions to funds: Selected cities, July 1, 1975—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, 1974	July 1, 1975				City and classification	July 1, 1974	July 1, 1975			
	Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contributions to fund <sup>3</sup>			Rate per hour <sup>1</sup>	Rate per hour <sup>1</sup>	Hours per week <sup>2</sup>	Employer contributions to funds <sup>3</sup>	
				Insur- ance <sup>4</sup>	Pension					Insur- ance <sup>4</sup>	Pension
<b>TULSA, OKLA.</b>						<b>WASHINGTON, DC.</b>					
Buses:	\$	\$				Buses:	\$	\$			
First 6 months .....	3.250	3.640	43 <sup>1</sup> /3	*	18 <sup>2</sup> /3g	First 6 months .....	5.020	6.060	40	31 <sup>1</sup> /10g	18%
After 6 months .....	3.350	3.740	43 <sup>1</sup> /3	*	18 <sup>2</sup> /3g	6 - 12 months .....	5.330	6.120	40	31 <sup>1</sup> /10g	18%
						1 - 1 <sup>1</sup> /2 years .....	5.650	6.270	40	31 <sup>1</sup> /10g	18%
						After 1 <sup>1</sup> /2 years .....	5.960	6.900	40	31 <sup>1</sup> /10g	18%

<sup>1</sup> Basic (minimum) wage rates (excluding holiday, vacation, or other benefit payments made or credited regularly to the employee) agreed upon through collective bargaining between employers and unions. Wage rates shown represent rates available and payable on July 1 of the survey year, and do not include increases made later which are retroactive to July 1 or before.

<sup>2</sup> Weekly hours are the same for both years unless otherwise indicated. Hours are shown only for those unions which reported a regular workweek after which premium overtime rates were paid.

<sup>3</sup> 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. Payments into holiday, vacation, and unemployment funds are not included in this study.

<sup>4</sup> Includes life insurance, hospitalization, and other types of health and welfare benefits.

<sup>5</sup> For those hired on or after December 1, 1974:

	Bus drivers	All conductors
First 6 months	\$5.701	\$5.593
Next 6 months	6.061	5.942
Next 6 months	6.416	6.292
Next 6 months	6.770	6.641
After 2 years	7.130	6.991

<sup>6</sup> 1974 rates were based on a different progression:

First 60 days —	\$3.280
After 60 days —	3.430

<sup>7</sup> Only one rate in 1974.

<sup>8</sup> Employer contributes a maximum of \$20 per month for single employees and up to 60 percent of the monthly premium for married employees.

<sup>9</sup> Was 45 hours on July 1, 1974.

<sup>10</sup> Position eliminated.

<sup>11</sup> Was 48 hours on July 1, 1974.

<sup>12</sup> Top rate reached after 1 year in 1974.

<sup>13</sup> Rate in effect before July 1, 1975; on that date a new rate was in negotiation.

\* Agreement provides for employer-financed plan; amount of employer payment not available.

† Revision of data previously reported.

NOTE: Dashes indicate no data, or no data reported.

## Appendix: Scope and Method of Survey

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 or credited regularly to the employees) and (2) the maximum weekly 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, 1975, 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 6 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

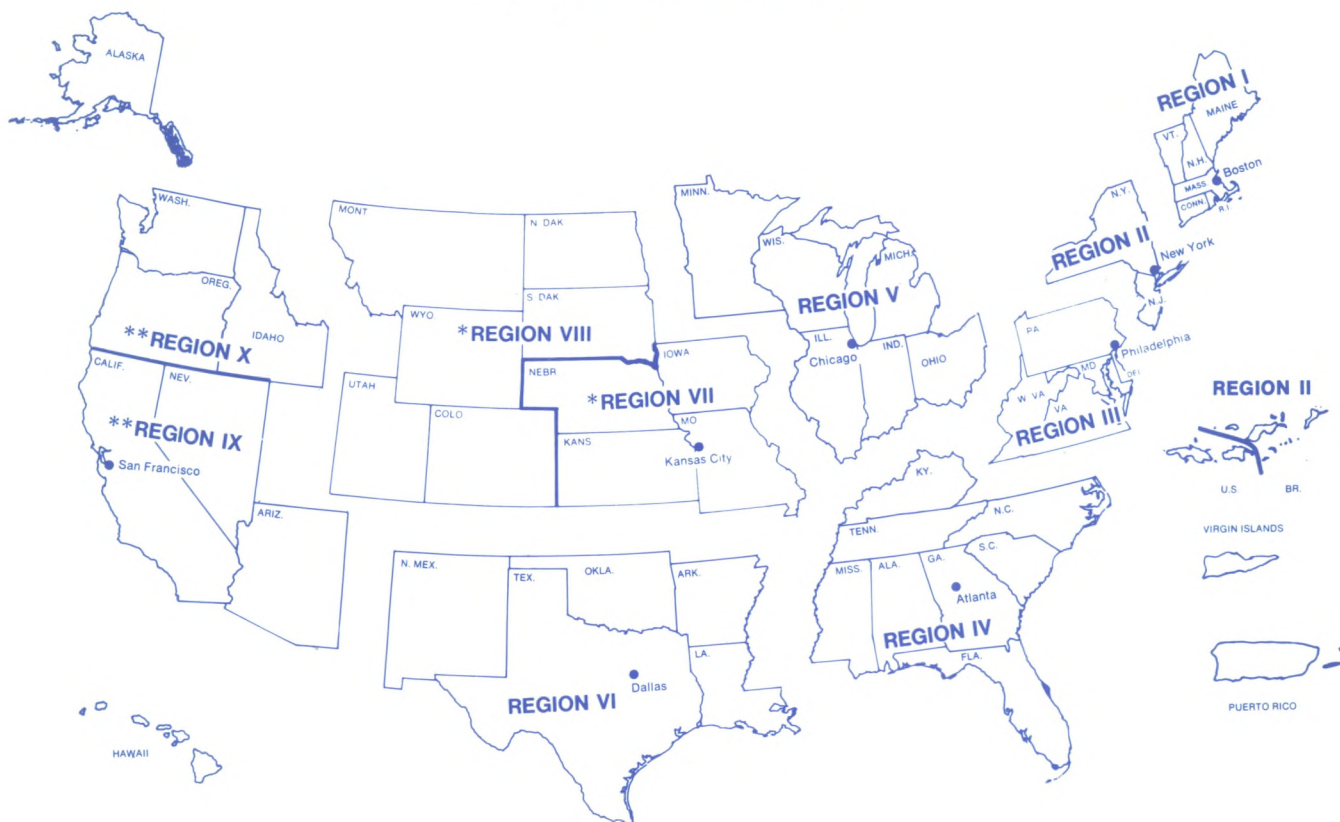
cities of 100,000 inhabitants or more, excluding Honolulu, based on the 1970 Census of Population. All cities that had 500,000 inhabitants or more were included, as were most cities of 250,000 to 500,000 inhabitants. Data for the cities studied were weighted to compensate for cities not surveyed. To provide appropriate regional representation, each region was considered separately when city weights were assigned.

Average wage rates were based on the top rate of the length-of-service structure reported in each labor-management agreement within an individual city studied. The top rates were weighted by the numbers of union members at these rates (about 62,000 total for the 67 cities). These averages were not designed for year-to-year comparisons because of fluctuations in membership and in the classifications studied. Average cents-per-hour and percent changes from July 1, 1974 to July 1, 1975, however, were based on comparable quotations for the various job classifications in both periods, weighted by the memberships reported for the current (1975) 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.

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.

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