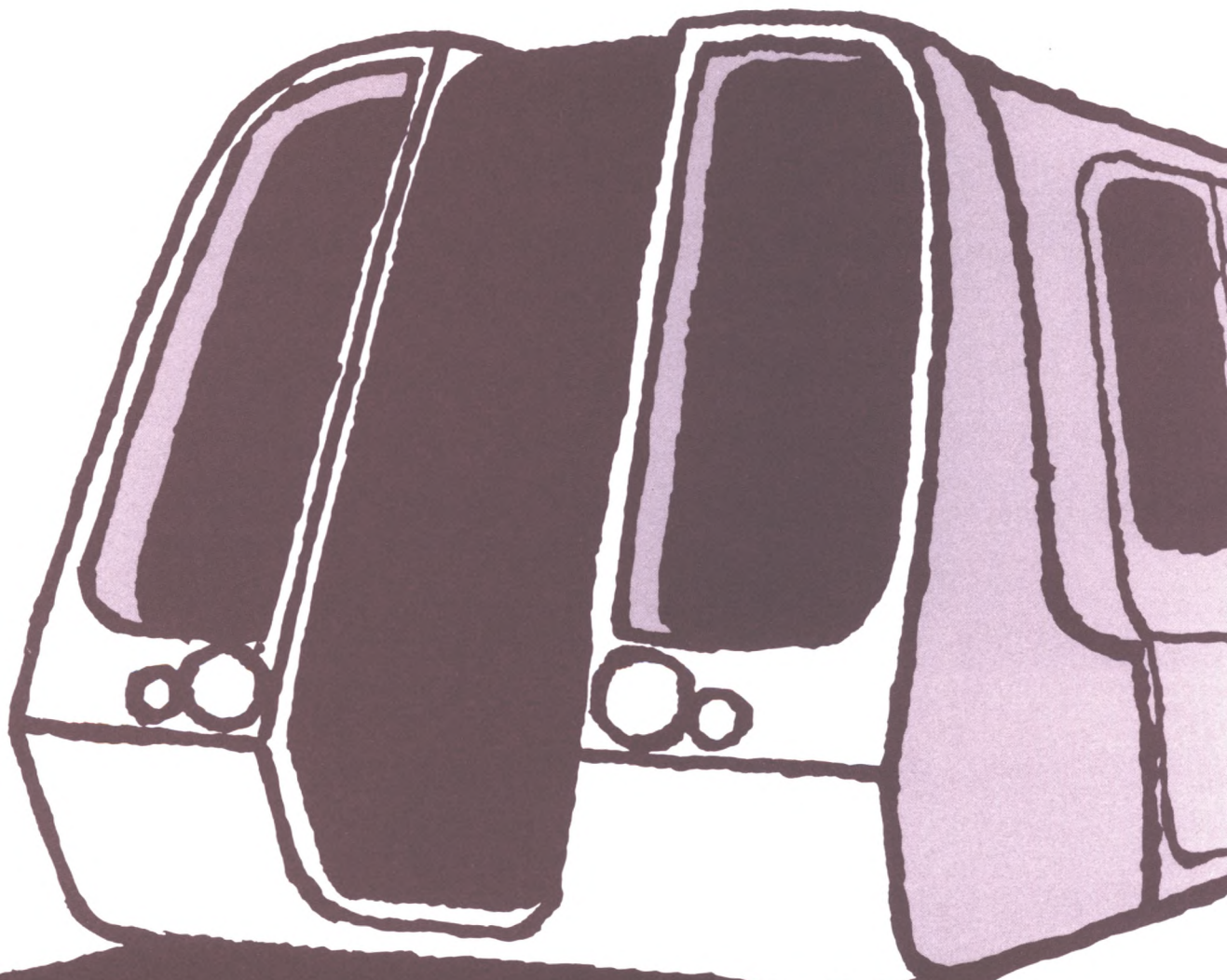


Union Wages and Hours: Local-Transit Operating Employees, July 1, 1976



U. S. Department of Labor
Bureau of Labor Statistics
1977

Bulletin 1974



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U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
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Preface

The Bureau of Labor Statistics conducts annual surveys of wage rates and scheduled hours of work for specified crafts or jobs as provided in labor-management agreements in 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.

The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. For this bulletin, however, old titles have been retained where they refer specifically to contractual definitions.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Eric Schilling 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 1929-76. Field work for the survey was directed by the Assistant Regional Commissioners for Operations.

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Local-Transit Operating Employees, July 1, 1976

Summary

Average union wage rates for local-transit operating employees in cities of 100,000 inhabitants or more increased by 6.3 percent between July 1, 1975, and July 1, 1976. The average increase for operators of surface cars and buses was 6.6 percent, compared with 3.9 percent for elevated and subway equipment operators.

Union wage rates for local-transit operating employees averaged \$6.58 an hour on July 1, 1976. The average for operators of surface cars and buses was \$6.53, compared with \$6.97 for operators of elevated and subway equipment.

Among the nine regions studied separately, the highest average wage rates were found in the New England 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.

Wage trends

Average union wage rates for local-transit operating employees advanced by 6.3 percent, or 39 cents, over the year ended July 1, 1976 (table 2). The July-to-July increase raised the Bureau's wage rate index to 205.1, the lowest such increase reported since 1966 (table 1). For the period 1965-75, the annual rate of increase averaged 7.9 percent; for 1970-75, the average was 9.0 percent.

Virtually all of the local-transit operating employees received increases during the year ended July 1, 1976. The middle range of the increases was from 3.5 to 8.5 percent (table 5).

The average wage increase for operators of surface cars and buses between July 1975 and July 1976 was 6.6 percent, and for operators of elevated and subway equipment, 3.9 percent. Thus, percent increases for surface operators have exceeded those for elevated and subway equipment operators for two consecutive survey years. For the 10 years ended July 1, 1976 (chart 1), average annual increases for surface operators were 8.2 percent; those for elevated and subway equipment operators were 8.0 percent.

Regionally, average percent increases in wage rates for the year ended July 1, 1976, were highest in the Southeast

(8.8) and Mountain States (10.5). The smallest increases were found in the Border (4.5) and Middle Atlantic States (5.1). Increases in the five remaining regions ranged from 6.1 to 7.9 percent (table 7).

Industry averages

Union wage rates for local-transit operating employees averaged \$6.58 an hour on July 1, 1976. The average for operators of surface cars and buses, seven eighths of the workers covered by the study, was \$6.53 an hour, compared with \$6.97 for operators of elevated and subway equipment. About 94 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 equipment 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:

	<i>Surface car and bus operators</i>	<i>Elevated and subway equipment operators</i>
Boston	7.782	7.685
Chicago	7.605	7.298
Cleveland	6.380	6.380
Newark	6.960	6.960
New York	6.977	6.909
Philadelphia	6.380	6.380

Slightly over two-fifths of the elevated and subway equipment operators studied had hourly wage rates in the \$6.30 to \$6.40 range; none had rates that were lower. Just over a third had rates in the \$7.40 to \$7.50 range. Surface car and bus operators were more evenly distributed over a broad range of rates, with the largest concentration, about one-fifth of such workers, clustered at the \$6.90 to \$7 wage interval. About one-eighth of all operating employees had rates of \$7.50 an hour or more on July 1, 1976, compared with less than 1 percent of the workers 1 year earlier (table 3).

Cost-of-living adjustments

Increases provided under contract escalator clauses continued to be an important component of local-transit wage

Chart 1. Annual percent increases in wage rates of local-transit operating employees, by classification, July 1966 to July 1976

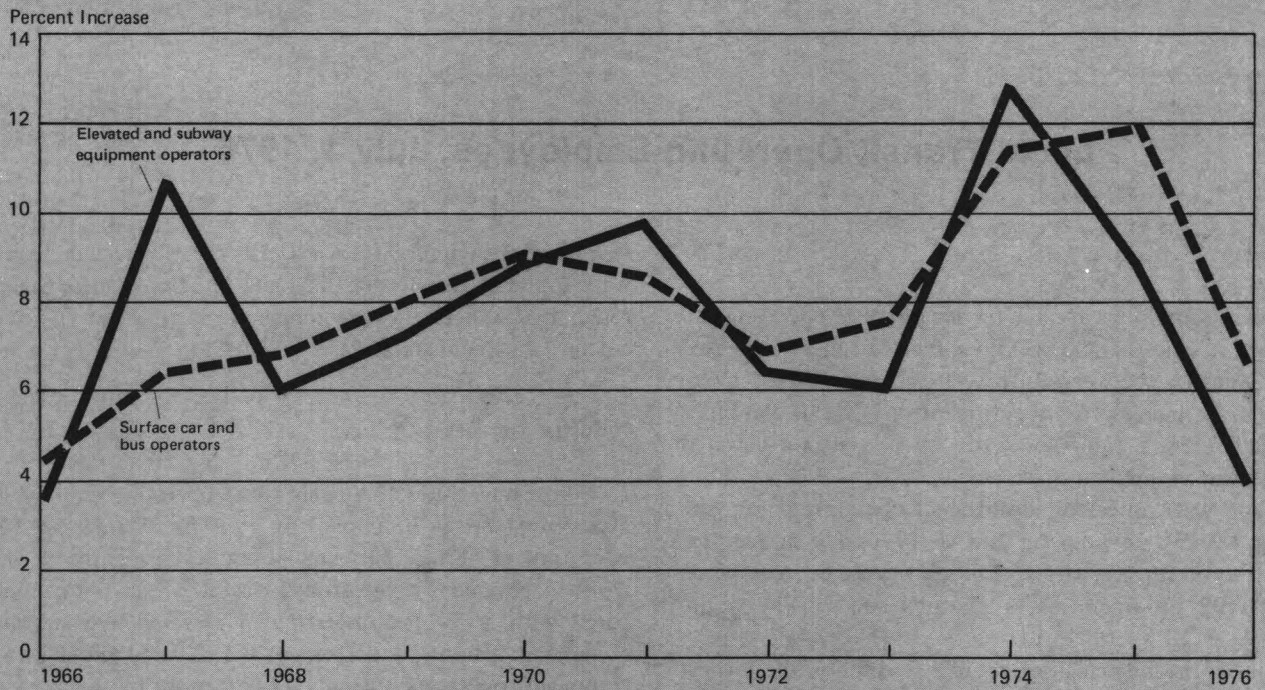
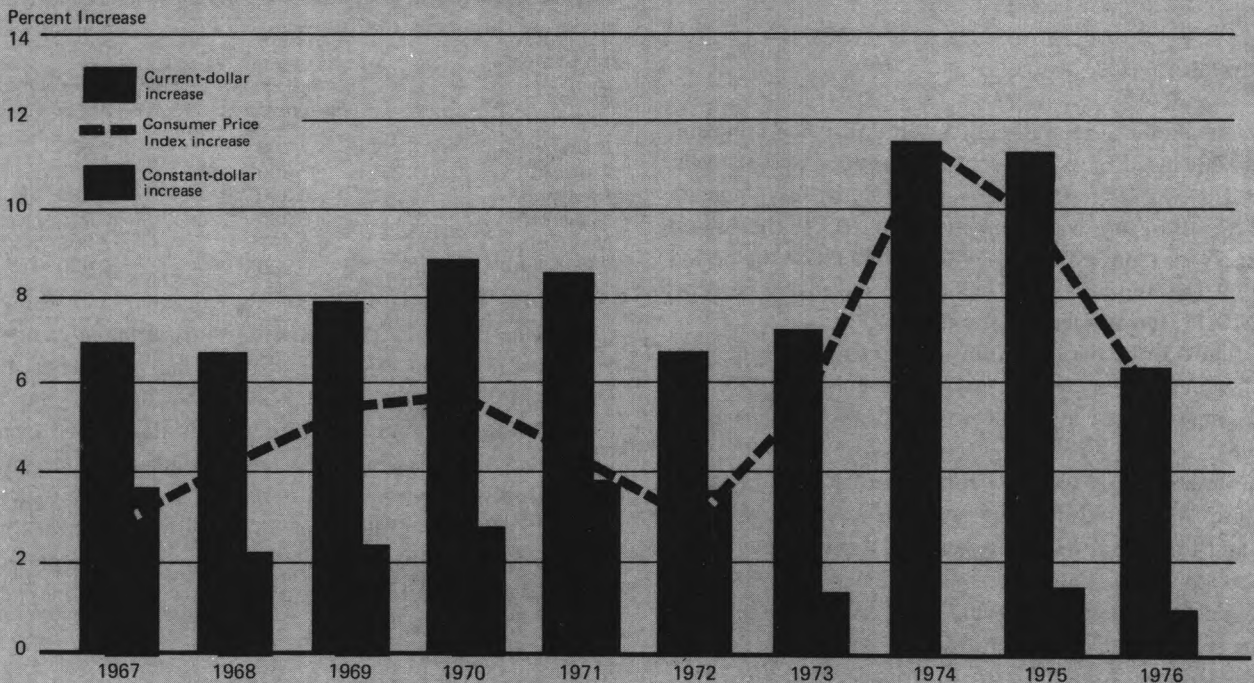


Chart 2. Annual percent increases in current- and constant-dollar wage rates and in the Consumer Price Index, July 1966 to July 1976



increases. Such provisions, commonly tied to changes in either a national or city Consumer Price Index (CPI), were found in 63 of the 75 bargaining units studied and applied to about nine-tenths of the workers in the study.

The average cost-of-living adjustment reported between July 1975 and July 1976 was slightly over 19 cents—about half of the total wage increase for local-transit workers during that period. The level of adjustments in local-transit agreements helped average wage increases for operating employees stay ahead of the 5.4-percent annual rise in the national CPI, resulting in a 0.9-percent advance in real wages (chart 2).

The relative importance of cost-of-living adjustments for individual establishments varied substantially. Cost-of-living increases relative to the total 1975-76 wage rate increases fell below 27 percent for one-fourth of the bargaining units with such clauses and above 60 percent for one-fourth of these units.

Regional and city averages

The average wage rate in July 1976 for all operating employees was highest in the Great Lakes (\$6.83) and New England (\$6.88) regions. Relatively large gains—just under 8 percent—in these two regions lifted their wage averages in 1976 above those of the Middle Atlantic and Pacific regions—the two highest paying regions in 1975. As a partial explanation of the smaller increase in the Middle Atlantic region, New York City, accounting for 62 percent of the region's local-transit operating employees, recorded only a 3.4-percent wage increase in 1975-76. In the Pacific region, Los Angeles and San Francisco, with increases of only 3.4 and 5.9 percent, respectively, exerted a downward effect on their region's average gains. As in the past, the lowest average was found in the Southwest (\$4.81) (table 9).

Larger cities tended to have higher wage rates for local-transit employees. The average recorded for workers in cities of 1 million inhabitants or more (\$6.89) was 4 percent higher than the average for cities of 500,000 to 1,000,000 (\$6.64); about 11 percent higher than for cities of 250,000 to 500,000 (\$6.18); and 26 percent higher than the average for cities of 100,000 to 250,000 (\$5.45). Nevertheless, the range of city averages overlapped considerably among population groupings (table 8). For example, averages for three-fourths of the cities shown in the 100,000 to 250,000 population category equaled or exceeded two averages or more for cities having 500,000 inhabitants or more.

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). Within the same size-group, moreover, rates in some western cities (and others) exceeded by 50 percent or more those of some 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 three of the cities surveyed provided for wage rate progressions by 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 were typically increased after a period of either 3 or 6 months on the job, with maximum rates reached at or between 1 and 2 years of service. Workers who reached the top of their progression after 1 year accounted for 36 of 90 specified top rates; other common length-of-service requirements for attaining maximum job rates included 6 months (3 progressions), 18 months (12 progressions), and 24 months (22 progressions). There were 11 cases where rates did not change by time in service.

Hours of work and supplementary benefits

Straight-time weekly hours were reported for workers in 61 out of 62 cities surveyed. These weekly hours applied to over 98 percent of the workers studied and averaged 40.1 on July 1, 1976 (table 6). A scheduled straight-time work-week (generally consisting of 5 consecutive 8-hour days) was in effect in 61 cities and applied to 98 percent of surface car and bus operators and to all operators of elevated and subway equipment. Because of wide variations in demand for mass transit during a day, agreements frequently permit "split shifts" of two daily assignments or more 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 a certain number of hours (typically 10 to 12) 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 (table 10). In addition, most operating personnel studied were provided with 1 to 4 or 5 weeks of paid vacation, depending on length of service, and 6 to 12 paid holidays a year.

Table 1. Wage rate indexes: United States, 1929-76

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

Date		Index	Date		Index
1929:	May 15	22.3	1953:	July 1	55.3
1930:	May 15	22.5	1954:	July 1	58.0
1931:	May 15	22.5	1955:	July 1	59.8
1932:	May 15	22.1	1956:	July 1	62.1
1933:	May 15	(²)	1957:	July 1	64.7
1934:	May 15	21.5	1958:	July 1	68.6
1935:	May 15	22.2	1959:	July 1	71.2
1936:	May 15	22.4	1960:	July 1	73.9
1937:	May 15	23.5	1961:	July 1	76.7
1938:	June 1	24.2	1962:	July 1	79.9
1939:	June 1	24.4	1963:	July 1	82.9
1940:	June 1	24.6	1964:	July 1	86.2
1941:	June 1	25.6	1965:	July 1	89.8
1942:	July 1	27.4	1966:	July 1	93.7
1943:	July 1	29.2	1967:	July 1	100.0
1944:	July 1	29.4	1968:	July 1	106.6
1945:	July 1	29.7	1969:	July 1	115.0
1946:	July 1	34.9	1970:	July 1	125.2
1947:	Oct. 1	39.4	1971:	July 1	135.8
1948:	Oct. 1	43.3	1972:	July 1	144.9
1949:	Oct. 1	45.1	1973:	July 1	155.4
1950:	Oct. 1	47.2	1974:	July 1	173.3
1951:	Oct. 1	50.3	1975:	July 1	192.9
1952:	Oct. 1	54.1	1976:	July 1	205.1

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

² Information not available.

Table 2. Average wage rates: United States, July 1, 1976

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

Classification	Average hourly rate ^{1/}	Change from July 1, 1975	
		Cents per hour	Percent
All local-transit operating employees.....	\$6.58	39	6.3
Operators of surface cars and buses.....	6.53	40	6.6
Elevated and subway equipment operators.....	6.97	26	3.9

^{1/} Wage rates used to calculate these averages represent those available and payable on July 1, 1976, 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, 1976

(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 equipment operators
Total.....	100.0	100.0	100.0
Under \$5.00.....	3.0	3.4	-
\$5.00 and under \$5.10.....	1.2	1.3	-
\$5.10 and under \$5.20.....	.4	.4	-
\$5.20 and under \$5.30.....	-	-	-
\$5.30 and under \$5.40.....	3.7	4.2	-
\$5.40 and under \$5.50.....	.7	.7	-
\$5.50 and under \$5.60.....	.5	.5	-
\$5.60 and under \$5.70.....	1.3	1.5	-
\$5.70 and under \$5.80.....	.3	.3	-
\$5.80 and under \$5.90.....	2.2	2.5	-
\$5.90 and under \$6.00.....	6.0	6.9	-
\$6.00 and under \$6.10.....	1.2	1.4	-
\$6.10 and under \$6.20.....	.4	.4	-
\$6.20 and under \$6.30.....	7.2	8.2	-
\$6.30 and under \$6.40.....	14.7	10.7	43.7
\$6.40 and under \$6.50.....	8.0	9.1	-
\$6.50 and under \$6.60.....	1.0	1.2	-
\$6.60 and under \$6.70.....	1.6	1.9	-
\$6.70 and under \$6.80.....	2.7	3.1	-
\$6.80 and under \$6.90.....	.9	1.1	-
\$6.90 and under \$7.00.....	19.6	22.1	1.1
\$7.00 and under \$7.10.....	4.0	3.6	6.8
\$7.10 and under \$7.20.....	2.7	2.8	1.9
\$7.20 and under \$7.30.....	-	-	-
\$7.30 and under \$7.40.....	-	-	-
\$7.40 and under \$7.50.....	4.4	-	35.9
\$7.50 and under \$7.60.....	.6	-	5.2
\$7.60 and under \$7.70.....	7.1	7.6	2.8
\$7.70 and under \$7.80.....	3.4	3.5	2.5
\$7.80 and over.....	1.4	1.6	-
Average hourly rate.....	\$6.58	\$6.53	\$6.97

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, 1975-July 1, 1976

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

Change in hourly rate	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total.....	100.0	100.0	100.0
No change.....	1.0	1.2	-
Under 10 cents.....	.8	-	6.8
10 and under 15 cents.....	5.6	6.3	-
15 and under 20 cents.....	1.3	1.5	-
20 and under 25 cents.....	29.4	22.9	76.3
25 and under 30 cents.....	(1)	(1)	-
30 and under 35 cents.....	3.8	4.1	1.1
35 and under 40 cents.....	5.3	6.0	-
40 and under 45 cents.....	7.4	8.5	-
45 and under 50 cents.....	11.2	12.0	5.3
50 and under 55 cents.....	16.7	18.5	3.8
55 and under 60 cents.....	9.1	9.6	5.2
60 and under 65 cents.....	3.3	3.6	1.5
65 and under 70 cents.....	-	-	-
70 and under 75 cents.....	3.0	3.4	-
75 and under 80 cents.....	.1	.2	-
80 cents and over.....	2.0	2.3	-

1/ Less than 0.05 percent.

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, differences in timing of negotiations in relation to the July 1 survey reference date. Annual increases made later than July 1 and retroactive to that date or before are not included. 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, 1975-July 1, 1976

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

Change in hourly rate	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total.....	100.0	100.0	100.0
No change.....	1.0	1.2	-
Under 2 percent.....	6.4	6.3	6.8
2 and under 3 percent.....	.5	.5	-
3 and under 4 percent.....	30.3	23.9	76.3
4 and under 5 percent.....	-	-	-
5 and under 6 percent.....	8.2	9.2	1.1
6 and under 7 percent.....	13.9	15.1	5.3
7 and under 8 percent.....	3.8	4.3	-
8 and under 9 percent.....	16.3	17.3	8.9
9 and under 10 percent.....	4.0	4.5	-
10 and under 11 percent.....	7.8	8.7	1.5
11 and under 12 percent.....	3.3	3.7	-
12 and under 13 percent.....	.3	.4	-
13 and under 14 percent.....	1.2	1.3	-
14 and under 15 percent.....	.3	.3	-
15 and under 16 percent.....	1.2	1.3	-
16 percent 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. Annual increases made later than July 1 and retroactive to that date or before are not included. Such retroactive increases are included in the wage rates reported in the following year's survey.

Table 6. Weekly hours: United States, July 1, 1976

(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 equipment operators
Total.....	100.0	100.0	100.0
Reporting straight-time hours.....	98.3	98.3	100.0
40 hours.....	95.7	95.1	100.0
Over 40 and under 44 hours.....	.7	.8	-
44 and under 48 hours.....	1.4	1.6	-
48 hours and over.....	.4	.5	-
Reporting no straight-time hours.....	1.7	2.0	-
Average weekly hours reported.....	40.1	40.2	40.0

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

Table 7. Average wage rates and changes: Regions, July 1, 1976

(Average union hourly wage rates and wage-rate changes for local-transit operating employees, July 1, 1975-July 1, 1976)

Region ^{1/}	All workers			Operators of surface cars and buses			Elevated and subway equipment operators		
	Average hourly rate ^{2/}	Change from July 1, 1975		Average hourly rate ^{2/}	Change from July 1, 1975		Average hourly rate ^{2/}	Change from July 1, 1975	
		Cents per hour	Percent		Cents per hour	Percent		Cents per hour	Percent
United States.....	\$6.58	39	6.3	\$6.53	40	6.6	\$6.97	26	3.9
New England.....	6.88	50	7.9	6.77	49	7.8	7.69	5.8	8.2
Middle Atlantic.....	6.77	33	5.1	6.73	36	5.7	6.88	23	3.5
Border States.....	6.30	27	4.5	6.30	27	4.5	-	-	-
Southeast.....	5.93	48	8.8	5.93	48	8.8	-	-	-
Southwest.....	4.81	34	7.6	4.81	34	7.6	-	-	-
Great Lakes.....	6.83	50	7.8	6.79	52	8.2	7.20	30	4.4
Middle West.....	5.98	34	6.1	5.98	34	6.1	-	-	-
Mountain.....	5.54	53	10.5	5.54	53	10.5	-	-	-
Pacific.....	6.69	41	6.5	6.69	41	6.5	-	-	-

^{1/} The regions used in this study include: New England--Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic--New Jersey, New York, and Pennsylvania; Border States--Delaware, District of Columbia, Kentucky, Maryland, Virginia, 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; Pacific--Alaska, California, Hawaii, Nevada, Oregon, and Washington.

^{2/} Wage rates used to calculate these averages represent those available and payable on July 1, 1976, 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 8. Average wage rates by population group: Selected cities, July 1, 1976

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

City and population group	Average hourly rate ^{1/}	Change from July 1, 1975	
		Cents per hour	Percent
All cities.....	\$6.58	39	6.3
Population group I (1,000,000 and over).....	6.89	32	4.9
Chicago, Ill.....	7.55	44	6.1
Detroit, Mich.....	6.91	50	7.8
Houston, Tex.....	5.60	55	10.9
Los Angeles, Calif.....	6.46	21	3.4
New York, N.Y.....	6.95	23	3.4
Philadelphia, Pa.....	6.38	50	8.5
Population group II (500,000 to 1,000,000) ..	6.64	40	6.3
Baltimore, Md.....	6.93	36	5.5
Boston, Mass.....	7.76	58	8.1
Cleveland, Ohio.....	6.38	63	11.0
Columbus, Ohio.....	5.50	53	10.7
Denver, Colo.....	6.35	57	9.9
Indianapolis, Ind.....	5.74	39	7.3
Jacksonville, Fla.....	5.82	36	6.6
Kansas City, Mo.....	6.41	16	2.5
Memphis, Tenn.....	6.29	55	9.6
Milwaukee, Wis.....	6.43	41	6.8
New Orleans, La.....	4.41	-	-
Phoenix, Ariz.....	5.36	71	15.3
Pittsburgh, Pa.....	7.01	56	8.7
St. Louis, Mo.....	6.69	41	6.5
San Antonio, Tex.....	5.32	41	9.0
San Diego, Calif.....	7.91	51	6.8
San Francisco, Calif.....	7.25	40	5.9
Seattle, Wash.....	5.94	58	10.9
Washington, D.C.....	6.27	12	2.0
Population group III (250,000 to 500,000) ...	6.18	51	9.1
Akron, Ohio.....	5.31	73	15.9
Atlanta, Ga.....	6.24	50	8.7
Buffalo, N.Y.....	5.92	47	8.6
Cincinnati, Ohio.....	6.00	39	7.0
Fort Worth, Tex.....	4.40	60	15.8
Honolulu, Hi.....	6.78	100	17.3
Long Beach, Calif.....	6.29	16	2.6
Louisville, Ky.....	5.85	43	7.9
Miami, Fla.....	5.96	35	6.2
Minneapolis-St. Paul, Minn.....	6.74	70	11.6
Nashville-Davidson, Tenn.....	5.87	107	22.3
Newark, N.J.....	6.96	34	5.1
Norfolk, Va.....	5.90	54	10.1
Omaha, Nebr.....	5.31	30	6.0
Portland, Oreg.....	7.06	70	11.0
Rochester, N.Y.....	6.50	54	9.1
Sacramento, Calif.....	6.82	47	7.4
Toledo, Ohio.....	5.89	47	8.7
Wichita, Kans.....	3.59	33	10.1
Population group IV (100,000 to 250,000).....	5.45	46	9.3
Albany, N.Y.....	5.39	33	13.2
Chattanooga, Tenn.....	5.64	48	9.3
Flint, Mich.....	5.31	50	10.4
Fresno, Calif.....	6.35	44	7.4
Grand Rapids, Mich.....	5.00	64	14.7
Hammond, Ind.....	5.42	26	5.0
New Bedford, Mass.....	5.13	63	14.0
New Haven, Conn.....	5.30	17	3.3
Providence, R.I.....	5.48	48	9.6
Riverside, Calif.....	6.46	21	3.4
Rockford, Ill.....	6.54	79	13.7
St. Petersburg, Fla.....	4.37	47	12.1
Salt Lake City, Utah.....	4.58	43	10.2
Santa Ana, Calif.....	6.30	50	8.6
Scranton, Pa.....	5.00	50	11.1
Spokane, Wash.....	6.00	52	9.5
Stamford, Conn.....	5.30	17	3.3

^{1/} Wage rates used to calculate these averages represent those available and payable on July 1, 1976, 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.

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, differences in timing of negotiations in relation to the July 1 survey reference date. Annual increases made later than July 1 and retroactive to that date or before are not included. 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, 1976

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

City and region ^{1/}	Average hourly rate ^{2/}	Change from July 1, 1975	
		Cents per hour	Percent
All cities.....	\$6.58	39	6.3
New England.....	6.88	50	7.9
Boston, Mass. (II).....	7.76	58	8.1
New Bedford, Mass. (IV).....	5.13	63	14.0
New Haven, Conn. (IV).....	5.30	17	3.3
Providence, R.I. (IV).....	5.48	48	9.6
Stamford, Conn. (IV).....	5.30	17	3.3
Middle Atlantic.....	6.77	33	5.1
Albany, N.Y. (IV).....	5.39	63	13.2
Buffalo, N.Y. (III).....	5.92	47	8.6
New York, N.Y. (I).....	6.95	23	3.4
Newark, N.J. (III).....	6.96	34	5.1
Philadelphia, Pa. (I).....	6.38	50	8.5
Pittsburgh, Pa. (II).....	7.01	56	8.7
Rochester, N.Y. (III).....	6.50	54	9.1
Scranton, Pa. (IV).....	5.00	50	11.1
Border States.....	6.30	27	4.5
Baltimore, Md. (II).....	6.93	36	5.5
Louisville, Ky. (III).....	5.85	43	7.9
Norfolk, Va. (III).....	5.90	54	10.1
Washington, D.C. (II).....	6.27	12	2.0
Southeast.....	5.93	48	8.8
Atlanta, Ga. (III).....	6.24	50	8.7
Chattanooga, Tenn. (IV).....	5.64	48	9.3
Jacksonville, Fla. (II).....	5.82	36	6.6
Memphis, Tenn. (II).....	6.29	55	9.6
Miami, Fla. (III).....	5.96	35	6.2
Nashville-Davidson, Tenn. (III).....	5.87	107	22.3
St. Petersburg, Fla. (IV).....	4.37	47	12.1
Southwest.....	4.81	34	7.6
Fort Worth, Tex. (III).....	4.40	60	15.8
Houston, Tex. (I).....	5.60	55	10.9
New Orleans, La. (II).....	4.41	-	-
San Antonio, Tex. (II).....	5.32	41	9.0
Great Lakes.....	6.83	50	7.8
Akron, Ohio (III).....	5.31	73	15.9
Chicago, Ill. (I).....	7.55	44	6.1
Cincinnati, Ohio (III).....	6.00	39	7.0
Cleveland, Ohio (II).....	6.38	63	11.0
Columbus, Ohio (II).....	5.50	53	10.7
Detroit, Mich. (I).....	6.91	50	7.8
Flint, Mich. (IV).....	5.31	50	10.4
Grand Rapids, Mich. (IV).....	5.00	64	14.7
Hammond, Ind. (IV).....	5.42	26	5.0
Indianapolis, Ind. (II).....	5.74	39	7.3
Milwaukee, Wis. (II).....	6.43	41	6.8
Minneapolis-St. Paul, Minn. (III).....	6.74	70	11.6
Rockford, Ill. (IV).....	6.54	79	13.7
Toledo, Ohio (III).....	5.89	47	8.7
Middle West.....	5.98	34	6.1
Kansas City, Mo. (II).....	6.41	16	2.5
Omaha, Nebr. (III).....	5.31	30	6.0
St. Louis, Mo. (II).....	6.69	41	6.5
Wichita, Kans. (III).....	3.59	33	10.1
Mountain.....	5.54	53	10.5
Denver, Colo. (II).....	6.35	57	9.9
Phoenix, Ariz. (II).....	5.36	71	15.3
Salt Lake City, Utah (IV).....	4.58	43	10.2
Pacific.....	6.69	41	6.5
Fresno, Calif. (IV).....	6.35	44	7.4
Honolulu, Hi. (III).....	6.78	100	17.3
Long Beach, Calif. (III).....	6.29	16	2.6
Los Angeles, Calif. (I).....	6.46	21	3.4
Portland, Oreg. (III).....	7.06	70	11.0
Riverside, Calif. (IV).....	6.46	21	3.4
Sacramento, Calif. (III).....	6.82	47	7.4
San Diego, Calif. (II).....	7.91	51	6.8
San Francisco, Calif. (II).....	7.25	40	5.9
Santa Ana, Calif. (IV).....	6.30	50	8.6
Seattle, Wash. (II).....	5.94	58	10.9
Spokane, Wash. (IV).....	6.00	52	9.5

^{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.

^{2/} Wage rates used to calculate these averages represent those available and payable on July 1, 1976, 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.

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, differences in timing of negotiations in relation to the July 1 survey reference date. Annual increases made later than July 1 and retroactive to that date or before are not included. 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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ¹ /	RATE PER HOUR ¹ /	HOURS PER WEEK ² /	EMPLOYER CONTRIBUTIONS TO FUNDS ³ /			
				INSURANCE ⁴ /		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
AKRON, OHIO							
BUSES.....	\$4.580	\$5.310	40.00	-	-	-	-
ALBANY, N.Y.							
BUSES:							
FIRST 6 MONTHS.....	4.330	4.915	40.00	(5)	(5)	\$0.200	-
7-12 MONTHS.....	4.420	5.015	40.00	(5)	(5)	.200	-
13-18 MONTHS.....	4.505	5.110	40.00	(5)	(5)	.200	-
AFTER 18 MONTHS.....	4.765	5.395	40.00	(5)	(5)	.200	-
ATLANTA, GA.							
BUSES:							
FIRST 6 MONTHS.....	-	4.992	40.00	(5)	(5)	-	7.13
7-12 MONTHS.....	-	5.304	40.00	(5)	(5)	-	7.13
13-18 MONTHS.....	-	5.616	40.00	(5)	(5)	-	7.13
19-24 MONTHS.....	-	5.928	40.00	(5)	(5)	-	7.13
THEREAFTER.....	-	6.240	40.00	(5)	(5)	-	7.13
BALTIMORE, MD.							
BUSES:							
FIRST 6 MONTHS.....	5.600	5.905	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	5.930	6.250	40.00	(5)	(5)	(5)	(5)
13-18 MONTHS.....	6.256	6.596	40.00	(5)	(5)	(5)	(5)
THEREAFTER.....	6.585	6.945	40.00	(5)	(5)	(5)	(5)
BIRMINGHAM, ALA.							
BUSES AND TROLLEY COACHES:							
FIRST 6 MONTHS.....	5.440	5.970	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	5.460	5.990	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.490	6.020	40.00	(5)	(5)	(5)	(5)
BOSTON, MASS.							
BUSES:							
FIRST 3 MONTHS.....	6.353	6.933	40.00	(5)	(5)	-	11.63
4-6 MONTHS.....	6.578	7.158	40.00	(5)	(5)	-	11.63
7-9 MONTHS.....	6.803	7.383	40.00	(5)	(5)	-	11.63
10-12 MONTHS.....	6.970	7.550	40.00	(5)	(5)	-	11.63
AFTER 1 YEAR.....	7.198	7.778	40.00	(5)	(5)	-	11.63
P.C.C. SURFACE LINES OPERATORS:							
FIRST 3 MONTHS.....	6.458	7.038	40.00	(5)	(5)	-	11.63
4-6 MONTHS.....	6.688	7.268	40.00	(5)	(5)	-	11.63
7-9 MONTHS.....	6.915	7.495	40.00	(5)	(5)	-	11.63
10-12 MONTHS.....	7.090	7.670	40.00	(5)	(5)	-	11.63
AFTER 1 YEAR.....	7.320	7.900	40.00	(5)	(5)	-	11.63
RAPID TRANSIT LINES: GUARDS:							
FIRST 3 MONTHS.....	6.248	6.828	40.00	(5)	(5)	-	11.63
4-6 MONTHS.....	6.468	7.048	40.00	(5)	(5)	-	11.63
7-9 MONTHS.....	6.688	7.268	40.00	(5)	(5)	-	11.63
10-12 MONTHS.....	6.853	7.433	40.00	(5)	(5)	-	11.63
AFTER 1 YEAR.....	7.073	7.653	40.00	(5)	(5)	-	11.63
MOTORMEN:							
ROAD.....	7.135	7.715	40.00	(5)	(5)	-	11.63
YARD.....	7.198	7.778	40.00	(5)	(5)	-	11.63
PLATFORM MEN: GATEMEN.....	6.968	7.548	40.00	(5)	(5)	-	11.63
BUFFALO, N.Y.							
BUSES:							
FIRST 3 MONTHS.....	5.400	5.870	40.00	(5)	(5)	(5)	(5)
4-12 MONTHS.....	5.430	5.900	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.450	5.920	40.00	(5)	(5)	(5)	(5)
CHATTANOOGA, TENN.							
BUSES:							
FIRST 3 MONTHS.....	5.040	5.520	40.00	(5)	(5)	-	4.00
4-12 MONTHS.....	5.080	5.560	40.00	(5)	(5)	-	4.00
13-18 MONTHS.....	5.100	5.580	40.00	(5)	(5)	-	4.00
19-24 MONTHS.....	5.130	5.610	40.00	(5)	(5)	-	4.00
THEREAFTER.....	5.160	5.640	40.00	(5)	(5)	-	4.00

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ¹ /	RATE PER HOUR ¹ /	HOURS PER WEEK ² /	EMPLOYER CONTRIBUTIONS TO FUNDS ³ /			
				INSURANCE ⁴ /		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
CHICAGO, ILL.							
BUSES:							
HIRED AFTER 12/1/74:							
FIRST 6 MONTHS.....	-	\$6.084	40.00	\$0.151	-	-	13.00
7-12 MONTHS.....	-	6.464	40.00	.151	-	-	13.00
13-18 MONTHS.....	-	6.845	40.00	.151	-	-	13.00
19-24 MONTHS.....	-	7.225	40.00	.151	-	-	13.00
HIRED BEFORE 12/1/74:							
AFTER 2 YEARS.....	-	7.605	40.00	.151	-	-	13.00
ELEVATED AND SUBWAY							
RAILWAYS:							
MOTORMEN:							
FIRST 6 MONTHS.....	-	6.053	40.00	(5)	(5)	-	13.00
7-12 MONTHS.....	-	6.431	40.00	(5)	(5)	-	13.00
13-18 MONTHS.....	-	6.809	40.00	(5)	(5)	-	13.00
19-24 MONTHS.....	-	7.188	40.00	(5)	(5)	-	13.00
AFTER 2 YEARS.....	-	7.566	40.00	(5)	(5)	-	13.00
OPERATORS:							
FIRST 6 MONTHS.....	-	6.084	40.00	(5)	(5)	-	13.00
7-12 MONTHS.....	-	6.464	40.00	(5)	(5)	-	13.00
13-18 MONTHS.....	-	6.845	40.00	(5)	(5)	-	13.00
19-24 MONTHS.....	-	7.225	40.00	(5)	(5)	-	13.00
AFTER 24 MONTHS.....	-	7.605	40.00	(5)	(5)	-	13.00
CONDUCTORS:							
FIRST 6 MONTHS.....	\$5.593	5.969	40.00	(5)	(5)	-	13.00
SECOND 6 MONTHS.....	5.942	6.342	40.00	(5)	(5)	-	13.00
THIRD 6 MONTHS.....	6.292	6.715	40.00	(5)	(5)	-	13.00
FOURTH 6 MONTHS.....	6.641	6.715	40.00	(5)	(5)	-	13.00
AFTER 2 YEARS.....	6.991	7.088	40.00	(5)	(5)	-	13.00
CINCINNATI, OHIO							
BUSES:							
FIRST 8 MONTHS.....	-	5.100	40.00	(5)	(5)	(5)	(5)
9-16 MONTHS.....	-	5.400	40.00	(5)	(5)	(5)	(5)
17-24 MONTHS.....	-	5.700	40.00	(5)	(5)	(5)	(5)
AFTER 2 YEARS.....	-	6.000	40.00	(5)	(5)	(5)	(5)
CLEVELAND, OHIO							
BUSES:							
FIRST YEAR.....	5.250	5.880	40.00	-	-	-	14.00
1-2 YEARS.....	5.500	6.130	40.00	-	-	-	14.00
AFTER 2 YEARS.....	5.750	6.380	40.00	-	-	-	14.00
RAPID TRANSIT--TRAINMEN:							
FIRST YEAR.....	5.250	5.880	40.00	-	-	-	14.00
1-2 YEARS.....	5.500	6.130	40.00	-	-	-	14.00
AFTER 2 YEARS.....	5.750	6.380	40.00	-	-	-	14.00
COLUMBUS, OHIO							
BUSES:							
FIRST 26 WEEKS.....	4.870	5.400	40.00	(5)	(5)	-	11.90
27-52 WEEKS.....	4.920	5.450	40.00	(5)	(5)	-	11.90
AFTER 1 YEAR.....	4.970	5.500	40.00	(5)	(5)	-	11.90
DENVER, COLO.							
BUSES:							
FIRST 3 MONTHS.....	5.280	5.850	40.00	.403	-	-	6.50
4-12 MONTHS.....	5.430	6.000	40.00	.403	-	-	6.50
13-18 MONTHS.....	5.580	6.150	40.00	.403	-	-	6.50
19-24 MONTHS.....	5.680	6.250	40.00	.403	-	-	6.50
AFTER 2 YEARS.....	5.780	6.350	40.00	.403	-	-	6.50
DETROIT, MICH.							
BUSES, DAY:							
FIRST 6 MONTHS.....	6.310	6.810	40.00	(5)	(5)	-	-
7-12 MONTHS.....	6.360	6.860	40.00	(5)	(5)	-	-
AFTER 1 YEAR.....	6.410	6.910	40.00	(5)	(5)	-	-
BUSES, NIGHT.....							
	6.550	7.010	40.00	(5)	(5)	-	-
FLINT, MICH.							
BUSES:							
FIRST 6 MONTHS.....	4.550	5.050	40.00	(5)	(5)	-	12.00
SECOND 6 MONTHS.....	4.680	5.180	40.00	(5)	(5)	-	12.00
AFTER 1 YEAR.....	4.810	5.310	40.00	(5)	(5)	-	12.00

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ^{1/}	RATE PER HOUR ^{1/}	HOURS PER WEEK ^{2/}	EMPLOYER CONTRIBUTIONS TO FUNDS ^{3/}			
				INSURANCE ^{4/}		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
FORT WORTH, TEXAS							
BUSES:							
FIRST 6 MONTHS.....	\$3.600	\$4.200	40.00	(5)	(5)	(5)	(5)
SECOND 6 MONTHS.....	3.650	4.250	40.00	(5)	(5)	(5)	(5)
THIRD 6 MONTHS.....	3.700	4.300	40.00	(5)	(5)	(5)	(5)
FOURTH 6 MONTHS.....	3.750	4.350	40.00	(5)	(5)	(5)	(5)
THEREAFTER.....	3.800	4.400	40.00	(5)	(5)	(5)	(5)
FRESNO, CALIF.							
BUSES:							
FIRST 6 MONTHS.....	4.860	5.230	40.00	\$0.304	-	-	-
7-12 MONTHS.....	5.100	5.490	40.00	.304	-	-	-
1-2 YEARS.....	5.360	5.760	40.00	.304	-	-	-
2-3 YEARS.....	5.630	6.050	40.00	.304	-	-	-
AFTER 3 YEARS.....	5.910	6.350	40.00	.304	-	-	-
GRAND RAPIDS, MICH.							
BUSES:							
FIRST 3 MONTHS.....	4.260	4.900	44.00	.102	-	\$0.039	-
4-12 MONTHS.....	4.310	4.950	44.00	.102	-	.039	-
AFTER 1 YEAR.....	4.360	5.000	44.00	.102	-	.039	-
HAMMOND, IND.							
BUSES:							
FIRST 2 MONTHS.....	5.030	5.290	40.00	(5)	(5)	-	-
NEXT 5 MONTHS.....	5.070	5.330	40.00	(5)	(5)	-	-
NEXT 5 MONTHS.....	5.110	5.370	40.00	(5)	(5)	-	-
AFTER 1 YEAR.....	5.160	5.420	40.00	(5)	(5)	-	-
HONOLULU, HAWAII							
BUSES:							
FIRST 6 MONTHS.....	5.650	6.650	40.00	.390	-	.550	-
7-12 MONTHS.....	5.700	6.700	40.00	.390	-	.550	-
13-24 MONTHS.....	5.760	6.760	40.00	.390	-	.550	-
THEREAFTER.....	5.780	6.780	40.00	.390	-	.550	-
HOUSTON, TEXAS							
BUSES:							
FIRST 3 MONTHS.....	4.300	4.850	42.50	.178	-	(5)	(5)
4-8 MONTHS.....	4.350	4.900	42.50	.178	-	(5)	(5)
9-12 MONTHS.....	4.400	4.950	42.50	.178	-	(5)	(5)
13-24 MONTHS.....	4.550	5.100	42.50	.178	-	(5)	(5)
AFTER 24 MONTHS.....	5.050	5.600	42.50	.178	-	(5)	(5)
INDIANAPOLIS, IND.							
BUSES:							
FIRST 2 YEARS.....	5.250	5.670	40.00	(5)	(5)	-	6.50
AFTER SECOND YEAR.....	5.350	5.740	40.00	(5)	(5)	-	6.50
JACKSONVILLE, FLA.							
BUSES:							
FIRST 3 MONTHS.....	5.360	5.720	40.00	.243	-	.200	-
4-6 MONTHS.....	5.410	5.770	40.00	.243	-	.200	-
AFTER 6 MONTHS.....	5.460	5.820	40.00	.243	-	.200	-
KANSAS CITY, MO.							
BUSES:							
FIRST 4 MONTHS.....	6.195	6.350	40.00	(5)	(5)	.350	-
5-8 MONTHS.....	6.215	6.370	40.00	(5)	(5)	.350	-
9-12 MONTHS.....	6.235	6.390	40.00	(5)	(5)	.350	-
AFTER 1 YEAR.....	6.255	6.410	40.00	(5)	(5)	.350	-
LONG BEACH, CALIF.							
BUSES:							
FIRST 3 MONTHS.....	5.340	5.740	40.00	.432	-	-	10.08
4-6 MONTHS.....	5.640	6.050	40.00	.432	-	-	10.08
7-9 MONTHS.....	5.820	6.240	40.00	.432	-	-	10.08
10-12 MONTHS.....	6.000	6.420	40.00	.432	-	-	10.08
THEREAFTER.....	6.250	6.460	40.00	.432	-	-	10.08

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ¹ /	RATE PER HOUR ¹ /	HOURS PER WEEK ² /	EMPLOYER CONTRIBUTIONS TO FUNDS ³ /			
				INSURANCE ⁴ /		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
LONG BEACH, CALIF. - CONTINUED							
BUSES:							
FIRST 6 MONTHS.....	\$5.900	\$6.010	40.00	\$0.211	-	-	-
AFTER 6 MONTHS.....	5.990	6.100	40.00	.211	-	-	-
LOS ANGELES, CALIF.							
BUSES:							
FIRST 3 MONTHS.....	5.340	5.740	40.00	.432	-	-	10.06
SECOND 3 MONTHS.....	5.640	6.050	40.00	.432	-	-	10.08
THIRD 3 MONTHS.....	5.820	6.240	40.00	.432	-	-	10.08
FOURTH 3 MONTHS.....	6.000	6.420	40.00	.432	-	-	10.08
AFTER 1 YEAR.....	6.250	6.460	40.00	.432	-	-	10.08
LOUISVILLE, KY.							
BUSES:							
FIRST 3 MONTHS.....	5.270	5.700	40.00	(5)	(5)	(5)	(5)
4-6 MONTHS.....	5.350	5.780	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	5.400	5.830	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.420	5.850	40.00	(5)	(5)	(5)	(5)
MEMPHIS, TENN.							
BUSES:							
FIRST 6 MONTHS.....	5.540	6.090	40.00	(5)	(5)	-	7.50
7-12 MONTHS.....	5.640	6.190	40.00	(5)	(5)	-	7.50
AFTER 12 MONTHS.....	5.740	6.290	40.00	(5)	(5)	-	7.50
MIAMI, FLA.							
BUSES:							
FIRST 6 MONTHS.....	4.940	5.290	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	5.080	5.430	40.00	(5)	(5)	(5)	(5)
1-5 YEARS.....	5.260	5.610	40.00	(5)	(5)	(5)	(5)
6-11 1/2 YEARS.....	5.430	5.780	40.00	(5)	(5)	(5)	(5)
THEREAFTER.....	5.610	5.960	40.00	(5)	(5)	(5)	(5)
MILWAUKEE, WISC.							
BUSES:							
FIRST YEAR.....	5.770	6.180	40.00	.245	-	-	6.40
1-2 YEARS.....	5.920	6.330	40.00	.245	-	-	6.40
AFTER 2 YEARS.....	6.020	6.430	40.00	.245	-	-	6.40
MINNEAPOLIS-ST. PAUL, MINN.							
BUSES:							
HIRED BEFORE 12/9/75:							
FIRST 6 MONTHS.....	5.728	6.336	40.00	(5)	(5)	-	9.80
7-12 MONTHS.....	5.884	6.538	40.00	(5)	(5)	-	9.80
AFTER 1 YEAR.....	6.040	6.740	40.00	(5)	(5)	-	9.80
BUSES:							
HIRED AFTER 12/9/75:							
FIRST 6 MONTHS.....	-	5.390	40.00	(5)	(5)	-	9.80
7-12 MONTHS.....	-	5.730	40.00	(5)	(5)	-	9.80
13-18 MONTHS.....	-	6.070	40.00	(5)	(5)	-	9.80
19-24 MONTHS.....	-	6.400	40.00	(5)	(5)	-	9.80
THEREAFTER.....	-	6.740	40.00	(5)	(5)	-	9.80
NASHVILLE-DAVIDSON, TENN.							
BUSES:							
FIRST 6 MONTHS.....	-	4.702	40.00	(5)	(5)	-	4.00
7-12 MONTHS.....	-	4.994	40.00	(5)	(5)	-	4.00
13-24 MONTHS.....	-	5.286	40.00	(5)	(5)	-	4.00
AFTER 24 MONTHS.....	-	5.870	40.00	(5)	(5)	-	4.00
NEWARK, N.J.							
BUSES:							
FIRST 6 MONTHS.....	5.620	5.960	40.00	(5)	(5)	-	10.00
7-12 MONTHS.....	6.120	6.460	40.00	(5)	(5)	-	10.00
13-18 MONTHS.....	6.370	6.710	40.00	(5)	(5)	-	10.00
AFTER 18 MONTHS.....	6.620	6.960	40.00	(5)	(5)	-	10.00

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ¹ /	RATE PER HOUR ¹ /	HOURS PER WEEK ² /	EMPLOYER CONTRIBUTIONS TO FUNDS ³ /			
				INSURANCE ⁴ /		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
NEWARK, N. J. - CONTINUED							
SUBWAY:							
MOTORMEN:							
FIRST 6 MONTHS.....	\$5.620	\$5.960	40.00	(5)	(5)	-	10.00
7-12 MONTHS.....	6.120	6.460	40.00	(5)	(5)	-	10.00
13-18 MONTHS.....	6.370	6.710	40.00	(5)	(5)	-	10.00
AFTER 18 MONTHS.....	6.620	6.960	40.00	(5)	(5)	-	10.00
PLATFORM MEN.....	6.620	6.960	40.00	(5)	(5)	-	10.00
NEW BEDFORD, MASS.							
BUSES:							
FIRST 9 MONTHS.....	4.410	5.040	40.00	\$0.400	-	(5)	(5)
10-18 MONTHS.....	4.460	5.090	40.00	.400	-	(5)	(5)
AFTER 18 MONTHS.....	4.500	5.130	40.00	.400	-	(5)	(5)
NEW HAVEN, CONN.							
BUSES:							
FIRST 3 MONTHS.....	5.060	5.230	40.00	(5)	(5)	(5)	(5)
4-12 MONTHS.....	5.090	5.260	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.130	5.300	40.00	(5)	(5)	(5)	(5)
NEW ORLEANS, LA.							
1-MAN CARS AND BUSES:							
FIRST 6 MONTHS.....	4.250	4.250	40.00	-	-	(5)	(5)
7-12 MONTHS.....	4.280	4.280	40.00	-	-	(5)	(5)
AFTER 1 YEAR.....	4.410	4.410	40.00	-	-	(5)	(5)
NEW YORK, N.Y.							
BUSES:							
AVENUE B AND EAST BROADWAY TRANSIT COMPANY:							
FIRST 12 MONTHS.....	6.265	6.485	40.00	.381	-	\$0.660	-
AFTER 12 MONTHS.....	6.733	6.953	40.00	.381	-	.660	-
BROOKLYN DIVISION; BROOKLYN DIVISION NO. 2; MANHATTAN DIVISION:							
FIRST 6 MONTHS.....	6.075	6.295	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	6.390	6.610	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	6.733	6.953	40.00	(5)	(5)	(5)	(5)
QUEENS DIVISION:							
FIRST 6 MONTHS.....	6.075	6.295	40.00	.346	-	(5)	(5)
7-12 MONTHS.....	6.390	6.610	40.00	.346	-	(5)	(5)
AFTER 1 YEAR.....	6.733	6.953	40.00	.346	-	(5)	(5)
GREEN LINES:							
FIRST 6 MONTHS.....	6.623	7.423	40.00	(5)	(5)	.400	-
7-12 MONTHS.....	6.673	7.473	40.00	(5)	(5)	.400	-
13-18 MONTHS.....	6.743	7.543	40.00	(5)	(5)	.400	-
AFTER 18 MONTHS.....	6.903	7.703	40.00	(5)	(5)	.400	-
JAMAICA, INC.:							
FIRST 12 MONTHS.....	6.265	6.485	40.00	.381	-	.660	-
AFTER 12 MONTHS.....	6.733	6.953	40.00	.381	-	.660	-
MANHATTAN-BRONX SURFACE AUTHORITY:							
FIRST 6 MONTHS.....	6.075	6.295	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	6.390	6.610	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	6.733	6.953	40.00	(5)	(5)	(5)	(5)
QUEENS TRANSIT CORP.:							
FIRST 12 MONTHS.....	6.265	6.485	40.00	.381	-	.660	-
AFTER 12 MONTHS.....	6.733	6.953	40.00	.381	-	.660	-
STATEN ISLAND:							
FIRST 6 MONTHS.....	6.075	6.295	40.00	.346	-	(5)	(5)
7-12 MONTHS.....	6.390	6.610	40.00	.346	-	(5)	(5)
AFTER 1 YEAR.....	6.733	6.953	40.00	.346	-	(5)	(5)
STEINWAY TRANSIT CORP.:							
FIRST 12 MONTHS.....	6.265	6.485	40.00	.381	-	.660	-
AFTER 12 MONTHS.....	6.733	6.953	40.00	.381	-	.660	-
TRI-BORO COACH CORP.:							
FIRST 12 MONTHS.....	6.265	6.485	40.00	.381	-	.660	-
AFTER 12 MONTHS.....	6.733	6.953	40.00	.381	-	.660	-
SUBWAY:							
CONDUCTORS:							
FIRST YEAR.....	5.675	5.895	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	6.165	6.385	40.00	(5)	(5)	(5)	(5)

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975	JULY 1, 1976					
	RATE PER HOUR ¹ /	RATE PER HOUR ¹ /	HOURS PER WEEK ² /	EMPLOYER CONTRIBUTIONS TO FUNDS ³ /			
				INSURANCE ⁴ /		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
NEW YORK, N. Y. - CONTINUED							
SUBWAY - CONTINUED							
MOTORMEN:							
ROAD:							
FIRST 231 DAYS....	\$7.068	\$7.288	40.00	(5)	(5)	(5)	(5)
AFTER 231 DAYS....	7.238	7.458	40.00	(5)	(5)	(5)	(5)
YARD:							
FIRST YEAR.....	6.753	6.973	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	6.908	7.128	40.00	(5)	(5)	(5)	(5)
NORFOLK, VA.							
BUSES:							
FIRST 3 MONTHS.....	5.260	5.800	-	(5)	(5)	(5)	(5)
4-12 MONTHS.....	5.310	5.850	-	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.360	5.900	-	(5)	(5)	(5)	(5)
OMAHA, NEBR.							
BUSES:							
FIRST 6 MONTHS.....	4.940	5.240	44.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	4.970	5.270	44.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.010	5.310	44.00	(5)	(5)	(5)	(5)
PHILADELPHIA, PA.							
BUSES.....	5.880	6.380	40.00	(5)	(5)	(5)	(5)
ELEVATED, HIGH-SPEED, AND SUBWAY LINES.....	5.880	6.380	40.00	(5)	(5)	(5)	(5)
PHOENIX, ARIZ.							
BUSES:							
FIRST YEAR.....	4.550	5.340	40.00	\$0.248	-	-	2.00
AFTER 1 YEAR.....	4.650	5.360	40.00	.248	-	-	2.00
PITTSBURGH, PA.							
BUSES:							
FIRST 6 MONTHS.....	5.570	5.960	40.00	(5)	(5)	-	13.50
7-12 MONTHS.....	5.870	6.310	40.00	(5)	(5)	-	13.50
13-18 MONTHS.....	6.160	6.480	40.00	(5)	(5)	-	13.50
AFTER 18 MONTHS.....	6.450	7.010	40.00	(5)	(5)	-	13.50
PORTLAND, ORE.							
BUSES:							
FIRST 6 MONTHS.....	5.710	6.410	40.00	.559	-	(5)	(5)
SECOND 6 MONTHS.....	6.110	6.810	40.00	.559	-	(5)	(5)
THIRD 6 MONTHS.....	6.160	6.860	40.00	.559	-	(5)	(5)
FOURTH 6 MONTHS.....	6.210	6.910	40.00	.559	-	(5)	(5)
THEREAFTER.....	6.360	7.060	40.00	.559	-	(5)	(5)
PROVIDENCE, R.I.							
BUSES:							
FIRST 3 MONTHS.....	4.900	5.380	40.00	(5)	(5)	(5)	(5)
4-12 MONTHS.....	4.950	5.430	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.000	5.480	40.00	(5)	(5)	(5)	(5)
RIVERSIDE, CALIF.							
BUSES:							
FIRST 3 MONTHS.....	5.340	5.740	40.00	.432	-	-	10.08
4-6 MONTHS.....	5.640	6.050	40.00	.432	-	-	10.08
7-9 MONTHS.....	5.820	6.240	40.00	.432	-	-	10.08
10-12 MONTHS.....	6.000	6.420	40.00	.432	-	-	10.08
AFTER ONE YEAR.....	6.250	6.460	40.00	.432	-	-	10.08
ROCHESTER, N.Y.							
BUSES:							
FIRST 6 MONTHS.....	4.740	5.220	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	4.980	5.470	40.00	(5)	(5)	(5)	(5)
13-18 MONTHS.....	5.110	5.710	40.00	(5)	(5)	(5)	(5)
19-24 MONTHS.....	5.440	5.960	40.00	(5)	(5)	(5)	(5)
AFTER 24 MONTHS.....	5.960	6.500	40.00	(5)	(5)	(5)	(5)

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ¹ /	RATE PER HOUR ¹ /	HOURS PER WEEK ² /	EMPLOYER CONTRIBUTIONS TO FUNDS ³ /			
				INSURANCE ⁴ /		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
ROCKFORD, ILL.							
BUSES:							
FIRST 6 MONTHS.....	\$5.450	\$6.240	40.00	(5)	(5)	(5)	(5)
SECOND 6 MONTHS.....	5.550	6.340	40.00	(5)	(5)	(5)	(5)
THIRD 6 MONTHS.....	5.650	6.440	40.00	(5)	(5)	(5)	(5)
THEREAFTER.....	5.750	6.540	40.00	(5)	(5)	(5)	(5)
SACRAMENTO, CALIF.							
BUSES:							
FIRST 6 MONTHS.....	-	5.456	40.00	\$0.385	-	-	9.50
SECOND 6 MONTHS.....	-	5.797	40.00	.385	-	-	9.50
THIRD 6 MONTHS.....	-	6.138	40.00	.385	-	-	9.50
FOURTH 6 MONTHS.....	-	6.479	40.00	.385	-	-	9.50
THEREAFTER.....	-	6.820	40.00	.385	-	-	9.50
ST. LOUIS, MO.							
BUSES:							
FIRST 3 MONTHS.....	5.530	5.700	40.00	.253	-	(5)	(5)
SECOND 3 MONTHS.....	5.680	6.090	40.00	.253	-	(5)	(5)
THIRD 3 MONTHS.....	5.830	6.240	40.00	.253	-	(5)	(5)
FOURTH 3 MONTHS.....	5.980	6.390	40.00	.253	-	(5)	(5)
FIFTH 3 MONTHS.....	6.130	6.540	40.00	.253	-	(5)	(5)
AFTER 15 MONTHS.....	6.280	6.690	40.00	.253	-	(5)	(5)
ST. PETERSBURG, FLA.							
BUSES:							
FIRST YEAR.....	2.930	3.360	40.00	-	-	-	-
1-2 YEARS.....	3.050	3.480	40.00	-	-	-	-
2-3 YEARS.....	3.170	3.610	40.00	-	-	-	-
3-4 YEARS.....	3.300	3.740	40.00	-	-	-	-
4-5 YEARS.....	3.430	3.880	40.00	-	-	-	-
5-6 YEARS.....	3.570	4.020	40.00	-	-	-	-
6-7 YEARS.....	3.710	4.170	40.00	-	-	-	-
THEREAFTER.....	3.900	4.370	40.00	-	-	-	-
SALT LAKE CITY, UTAH							
BUSES:							
FIRST 6 MONTHS.....	4.050	4.465	45.00	(5)	(5)	\$0.087	-
AFTER 6 MONTHS.....	4.155	4.580	45.00	(5)	(5)	.087	-
SAN ANTONIO, TEXAS							
BUSES:							
FIRST 6 MONTHS.....	-	4.460	40.00 ⁵ /	.156	-	.518	-
7-12 MONTHS.....	-	4.600	40.00 ⁵ /	.156	-	.518	-
13-18 MONTHS.....	-	4.690	40.00 ⁵ /	.156	-	.518	-
19 MONTHS TO 10 YEARS.	-	4.830	40.00 ⁵ /	.156	-	.518	-
10-15 YEARS.....	-	5.070	40.00 ⁵ /	.156	-	.518	-
AFTER 15 YEARS.....	-	5.320	40.00 ⁵ /	.156	-	.518	-
SAN DIEGO, CALIF.							
BUSES:							
FIRST 6 MONTHS.....	-	6.328	40.00	.510	-	(5)	(5)
SECOND 6 MONTHS.....	-	6.723	40.00	.510	-	(5)	(5)
THIRD 6 MONTHS.....	-	7.119	40.00	.510	-	(5)	(5)
FOURTH 6 MONTHS.....	-	7.514	40.00	.510	-	(5)	(5)
THEREAFTER.....	-	7.910	40.00	.510	-	(5)	(5)
SAN FRANCISCO, CALIF.							
BAY AREA RAPID TRANSIT: TRANSPORTATION MAN II.	7.950	8.400	40.00	.471	-	.535	-
SAN FRANCISCO: BUSES, TRACKLESS TROL- LEYS, CABLE GRIPMEN, AND CONDUCTORS.....	6.730	7.130	40.00	(5)	(5)	(5)	(5)
SAN FRANCISCO-HARIN: GOLDEN GATE TRANSIT...	6.560	6.890	40.00	.714	-	-	14.17
BUSES:							
FIRST 6 MONTHS.....	5.451	5.978	40.00	.409	-	-	-
7-12 MONTHS.....	5.490	6.020	40.00	.409	-	-	-
THEREAFTER.....	5.546	6.081	40.00	.409	-	-	-

See footnotes at end of table.

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

(UNION HOURLY WAGE RATES AND STRAIGHT-TIME WEEKLY HOURS AND EMPLOYER INSURANCE AND PENSION PAYMENTS FOR LOCAL-TRANSIT OPERATING EMPLOYEES, JULY 1, 1975 AND JULY 1, 1976)

CITY AND JOB CLASSIFICATION	JULY 1, 1975		JULY 1, 1976				
	RATE PER HOUR ^{1/}	RATE PER HOUR ^{1/}	HOURS PER WEEK ^{2/}	EMPLOYER CONTRIBUTIONS TO FUNDS ^{3/}			
				INSURANCE ^{4/}		PENSION	
				DOLLARS	PERCENT	DOLLARS	PERCENT
SANTA ANA, CALIF.-							
BUSES:							
FIRST 6 MONTHS.....	\$4.930	\$5.355	40.00	\$0.346	-	(5)	(5)
7-12 MONTHS.....	5.220	5.670	40.00	.346	-	(5)	(5)
13-18 MONTHS.....	5.510	5.985	40.00	.346	-	(5)	(5)
AFTER 18 MONTHS.....	5.800	6.300	40.00	.346	-	(5)	(5)
SCRANTON, PA.							
BUSES:							
REGULAR.....	4.500	5.000	40.00	.150	-	-	-
EXTRA MEN.....	4.500	5.000	40.00	.150	-	-	-
SEATTLE, WASH.							
BUSES:							
FIRST 12 MONTHS.....	-	5.332	40.00	.351	-	-	6.84
13-18 MONTHS.....	-	5.481	40.00	.351	-	-	6.84
19-24 MONTHS.....	-	5.630	40.00	.351	-	-	6.84
25-30 MONTHS.....	-	5.760	40.00	.351	-	-	6.84
THEREAFTER.....	-	5.938	40.00	.351	-	-	6.84
SPOKANE, WASH.							
BUSES:							
FIRST 6 MONTHS.....	5.380	5.900	40.00	(5)	(5)	(5)	(5)
7-12 MONTHS.....	5.430	5.950	40.00	(5)	(5)	(5)	(5)
AFTER 1 YEAR.....	5.480	6.000	40.00	(5)	(5)	(5)	(5)
STAMFORD, CONN.							
BUSES:							
FIRST 6 MONTHS.....	5.060	5.230	40.00	(5)	(5)	(5)	(5)
STAMFORD, CONN. -CONTINUED							
7-9 MONTHS.....	5.090	5.260	40.00	(5)	(5)	(5)	(5)
AFTER 9 MONTHS.....	5.130	5.300	40.00	(5)	(5)	(5)	(5)
TOLEDO, OHIO							
BUSES:							
FIRST 6 MONTHS.....	4.607	5.011	40.00	(5)	(5)	-	11.90
7-12 MONTHS.....	4.878	5.304	40.00	(5)	(5)	-	11.90
13-18 MONTHS.....	5.149	5.597	40.00	(5)	(5)	-	11.90
AFTER 18 MONTHS.....	5.420	5.890	40.00	(5)	(5)	-	11.90
WASHINGTON, D.C.							
BUSES:							
FIRST 6 MONTHS.....	4.970	5.020	40.00	(5)	(5)	-	21.00
7-12 MONTHS.....	5.280	5.335	40.00	(5)	(5)	-	21.00
13-18 MONTHS.....	5.595	5.650	40.00	(5)	(5)	-	21.00
19-24 MONTHS.....	5.900	5.960	40.00	(5)	(5)	-	21.00
AFTER 2 YEARS.....	6.150	6.270	40.00	(5)	(5)	-	21.00
WICHITA, KANSAS							
BUSES:							
FIRST 6 MONTHS.....	2.960	3.290	54.00	.306	-	\$0.315	-
7-12 MONTHS.....	3.060	3.390	54.00	.306	-	.315	-
13-18 MONTHS.....	3.160	3.490	54.00	.306	-	.315	-
AFTER 18 MONTHS.....	3.260	3.590	54.00	.306	-	.315	-

1/ BASIC (MINIMUM) RATES, EXCLUDING HOLIDAY, VACATION, OR OTHER BENEFIT PAYMENTS MADE OR REGULARLY CREDITED TO THE EMPLOYEE. WAGE RATES SHOWN REPRESENT RATES AVAILABLE AND PAYABLE ON JULY 1 OF THE SURVEY YEAR AND DO NOT INCLUDE INCREASES MADE LATER THAT ARE RETROACTIVE TO JULY 1 OR BEFORE.

2/ HOURS ARE THE SAME FOR BOTH YEARS UNLESS OTHERWISE INDICATED.

3/ 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.

4/ INCLUDES LIFE INSURANCE, HOSPITALIZATION, AND OTHER TYPES OF HEALTH AND WELFARE BENEFITS; EXCLUDES PAYMENTS INTO HOLIDAY, VACATION, AND UNEMPLOYMENT FUNDS WHEN SUCH PROGRAMS HAVE BEEN NEGOTIATED.

5/ AGREEMENT PROVIDES FOR EMPLOYER FINANCED PLAN; AMOUNT OF EMPLOYER PAYMENT NOT AVAILABLE.

6/ WAS 44 HOURS ON JULY 1, 1975.

- NO DATA, OR NO DATA REPORTED. WHEN REFERRING TO A RATE PER HOUR FOR A PREVIOUS YEAR, "-" INDICATES EITHER A CHANGE IN PROGRESSION, OR A NEW JOB OR UNION NOT PREVIOUSLY 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, 1976, for local-transit operating employees in 62 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 based on the 1970 Census of Population. All cities that had 500,000 inhabitants or more were included, as were most cities having 250,000 to 500,000 inhabitants.

Beginning in 1976, a new sample was selected from cities with a population of 100,000 to 500,000; the probability

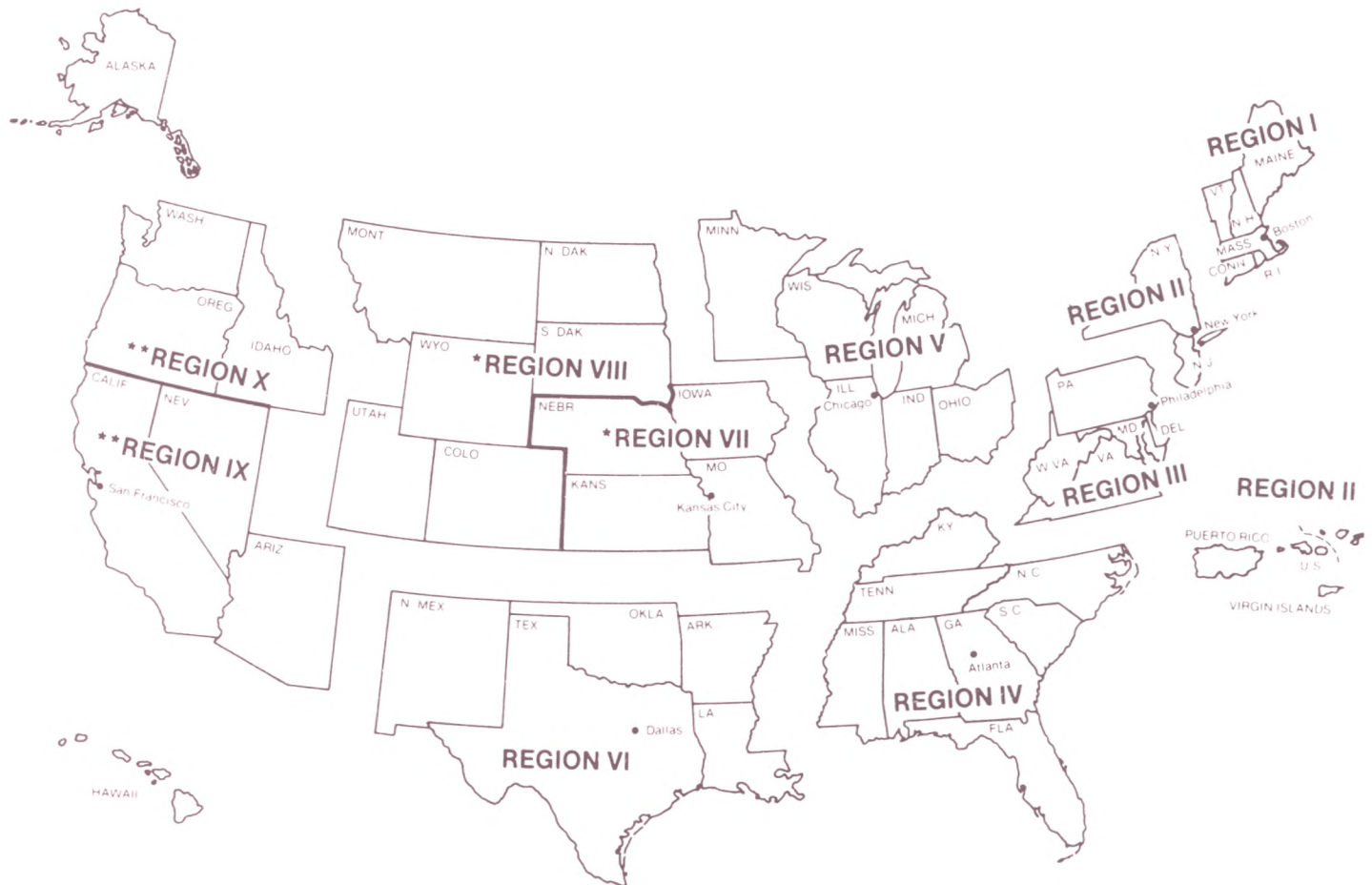
selection process resulted in the deletion of 24 cities previously studied in that size-range and the addition of 20 "new" cities. This shift, coupled with the retention of 46 cities previously studied, yielded a new sample group of 66 cities. A total of 62 of these cities had local-transit union contracts in effect on July 1, 1976.

Trends for 1975-76 were linked to the existing index using the new city sample. The 1976 averages also reflect the new sample. Data for the cities surveyed were weighted to compensate for cities that were 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. The top rates were weighted by the numbers of union members at these rates (about 62,000 total for the 62 cities). These averages were non designed for year-to-year comparisons because of fluctuations in membership and in job classifications studied. Average cents-per-hour and percent changes from July 1, 1975 to July 1, 1976, however, were based on comparable rate quotations for the various job classifications in both periods, weighted by the memberships reported for the current (1976) 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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