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Union Wages and Benefits: Local-Transit Operating Employees July 1, 1979



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U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Janet L. Norwood, Commissioner
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Preface

This is one in a series of BLS bulletins reporting on surveys of union wages and benefits in specific industries. Industries covered include construction and local transit (annual surveys) and grocery stores, printing, and local trucking (biennial surveys). The bulletins report on surveys of wage rates, weekly straight-time hours of work, and employer contributions for selected employee benefits, as provided in labor-management agreements. Wage rates, hours, and benefit contributions are those in effect the first workday in July for annual studies and the first workday in September for biennial studies, as reported to the Bureau by the appropriate labor organization officials in each of the surveyed cities.

Preliminary listings of union wage rates, hours, and benefits 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. The bulletin was prepared by Mark Sieling and Harry Williams in the Division of Occupational Wage Structures. It provides a comprehensive account of the current study and includes indexes of union wage rates for local-transit operating employees for 1929-79. Fieldwork for the survey was conducted by the Bureau's Assistant Regional Commissioners for Operations.

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Contents

	<i>Page</i>
Summary	1
Wage trends	1
Cost-of-living adjustments	1
Industry averages	2
Regional and city averages	3
Straight-time hours and supplementary benefits	3
 Chart:	
1. Average annual wage rate increases, all local-transit operating employees, 1959-79	2
 Reference tables:	
United States:	
1. Wage rate indexes: 1929-79	4
2. Average wage rates: July 1, 1979	4
3. Wage rate distribution: July 1, 1979	5
4. Cents-per-hour changes in wage rates: July 1, 1978—July 1, 1979 .	6
5. Percent changes in wage rates: July 1, 1978—July 1, 1979	6
6. Weekly hours: July 1, 1979	7
 Regions:	
7. Average wage rates and changes: July 1, 1979	7
 Selected cities:	
8. Average wage rates by population group: July 1, 1979	8
9. Average wage rates by region: July 1, 1979	9
10. Wage rates, hours, and employer contributions to funds	10
 Appendix: Scope and method of survey	 21

Local-Transit Operating Employees, July 1, 1979

Summary

Union wage rates for local-transit operating employees increased by an average of 8.8 percent in cities of 100,000 inhabitants or more over the year ended July 1, 1979. The average increase for operators of surface cars and buses was 9.0 percent compared with 7.4 percent for elevated and subway equipment operators.

Regionally, the largest wage rate increases for transit employees were reported in the Border States (12.3 percent) and the smallest in the Middle West (4.0 percent). When cities were grouped by population size, the 1978-79 increase was highest (11.4 percent) for the smallest cities studied—100,000 to 250,000 inhabitants—and lowest (7.7 percent) for those with 250,000 to 500,000 inhabitants. Increases varied considerably, however, among individual cities and trades within regional and city size groupings.

On July 1, 1979, union wage rates for operators of surface cars and buses averaged \$8.16 and for elevated and subway equipment operators, \$8.21. Five years earlier, the wage differential favored subway equipment operators by 60 cents, or 11 percent.

Wage trends

The overall rate increase of 8.8 percent between July 1, 1978, and July 1, 1979, raised the Bureau's wage rate index (1967 = 100) for local-transit operating employees to 253.0 (table 1). As the chart indicates, annual increases hovered around 4 percent during the first half of the sixties; then rose steadily during the second half to 8.8 percent in mid-1969-70. The rate declined during the period of wage and price controls (early 1970's) to around 7 percent, but climbed to a record of about 11-1/2 percent per year in 1973-1975. The 1978-1979 increase was the largest annual gain since then. It was one-half of one percentage point higher than the June 1978-79 increase in the union component of the Bureau's Employment Cost Index—which presently traces wage trends in the private nonfarm sector.

Wage rates increased for just over nine-tenths of all union local-transit operators over the year ended July 1, 1979. Nearly one-eighth received between 4 and 6 percent; one-fourth, between 6 and 8 percent; just over one-fifth, between 8 and 10 percent; and about one-third, 10 percent or more (table 5). Expressed in money terms, hourly increases were under 50 cents for just

over one-fourth of the union membership; 50 to 75 cents for about three-tenths; and 75 cents or more for about one-third (table 4).

Between July 1978 and July 1979, the average increase for operators of surface cars and buses was 9.0 percent, compared with 7.4 percent for elevated and subway equipment operators. Larger increases for bus operators than for subway equipment operators over the past 5 years have narrowed the average wage rate difference between the two groups from 11 percent in 1974 to less than 1 percent in 1979.

Local-transit operators in the Border States and Great Lakes regions reported the largest average wage rate increases between July 1, 1978, and July 1, 1979 (12.3 and 11.4 percent, respectively). The smallest increase was reported in the Middle West region (4.0 percent). Increases in the remaining six regions ranged from 6.8 to 10.4 percent (table 7).

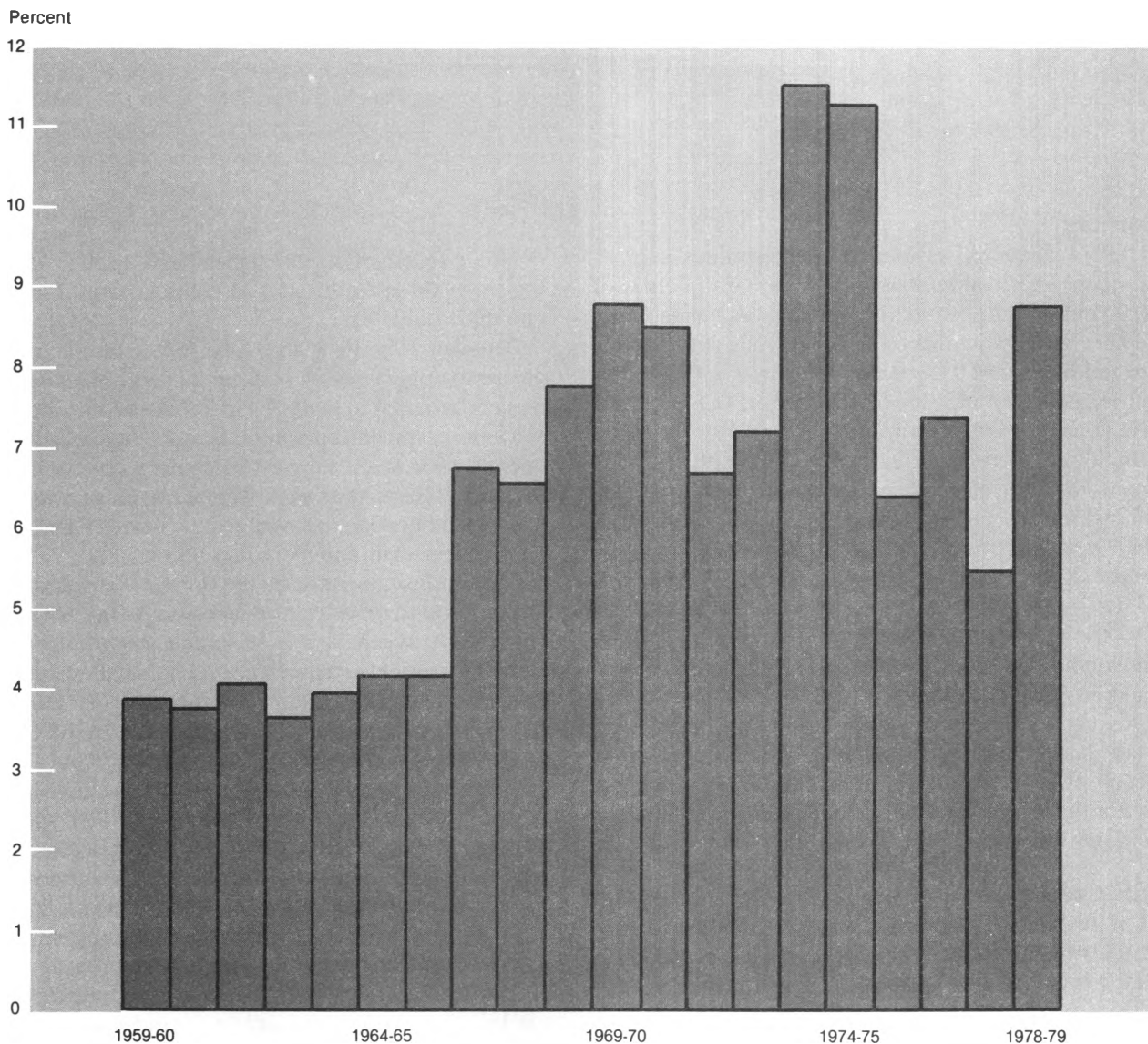
Union members in 53 of the 62 cities studied were provided wage increases between July 1, 1978, and July 1, 1979. Among these 53 cities, San Francisco reported the smallest average wage rate increase—1.0 percent¹; Santa Ana, reported the largest—20.4 percent. Excluding the upper and lower fourths of the array, the middle range of city increases fell between 7.5 and 11.3 percent. When cities were grouped by population size, the 1978-79 increase was largest for cities with 100,000 to 250,000 inhabitants—11.4 percent—and smallest for those with 1250,000 to 500,000 inhabitants—7.7 percent (table 8). Reflecting the localized nature of bargaining agreements, however, increases varied widely within regions, States, and city size groups. For example, increases among four cities in New York State ranged from 6.9 percent in New York City to 10.3 percent in Albany.

Cost-of-living adjustments

Of the 74 contracts studied, 61 contained an escalator clause which commonly provided for quarterly adjustments of one cent per hour for each 0.35-to 0.50-point increase in either the national or a local BLS

¹ Two of the three bargaining situations were in negotiation at the time of the 1979 survey. The increase for the remaining situation was 7.1 percent for the July 1978-79 period.

Average annual wage rate increases, all local-transit operating employees, 1959-79



Consumer Price Index (CPI). At current levels of transit wage rates and the national CPI, this translates into about a 1-percent increase in wage rates for every 1.5-2.0 percent rise in the CPI. It should be noted, however, that the actual yield of cost-of-living-adjustment clauses can be influenced by other factors, such as contract-stipulated limits on the total increases (caps) and the “corridors” of price increase, e.g., between 6 and 9 percent, within which cost-of-living adjustments are to be made.

The relative importance of these adjustments varied considerably among the bargaining units with such clauses. To illustrate, COLA’s constituted all of the 1978-79 wage rate increase in 14 bargaining units with

such clauses. On the other hand, in 6 bargaining units with COLA clauses, general wage increases were reported but no COLA payments were made during the 12-month period studied. Of the remaining 41 units that contained COLA clauses in their agreements, 18 had a COLA payment that accounted for at least half of the total wage increase over the July 1, 1978-79 period.

Industry averages

Union wage rates for local-transit operating employees averaged \$8.17 an hour on July 1, 1979; for operators of surface cars and buses, about seven-eighths of all employees covered by the survey, the average was

\$8.16; and for operators of elevated and subway equipment, it was \$8.21. (See table 2.)

The following tabulation shows that, for the nine cities permitting comparison, average hourly wage rates for surface car and bus operators and for elevated and subway equipment operators were the same in five cities; higher for bus operators in three cities; and higher for subway operators only in San Francisco.

	<i>Surface car and bus operators</i>	<i>Elevated and subway equipment operators</i>
Atlanta	\$ 8.28	\$ 8.28
Boston	9.31	9.22
Chicago	10.16	10.05
Cleveland	8.47	8.47
Newark	8.45	8.45
New York	7.92	7.74
Philadelphia	7.56	7.56
San Francisco	7.85	9.57
Washington	9.23	9.23

Excluding the upper and lower fourths of the array, the midrange of surface car and bus operators' wage rates was \$7.54 to \$8.76 an hour on July 1, 1979. Wage rates of elevated and subway equipment operators were more highly concentrated than surface car and bus operators, primarily due to the impact of individual cities. For example, just over one-third of all subway operators had wage rates of between \$7.10 and \$7.20 an hour (table 3); virtually all of these workers were in New York City.

Regional and city averages

Average hourly rates for local-transit operating employees exceeded \$8 an hour in four regions—the Border States (\$8.57), Great Lakes (\$8.99), New England (\$8.41), and the Pacific States (\$8.39). As the following tabulation indicates, large, high-paying cities significantly influenced these regional wage levels:

	<i>City average</i>	<i>Percent of region's membership</i>
Border States:		
Washington	\$ 9.22	45
Great Lakes:		
Chicago	10.14	50
New England:		
Boston	9.29	60
Pacific:		
Los Angeles	8.61	36

The Middle Atlantic region, accounting for just over one-third of all transit members, is also dominated by one city—New York. Over the past 4 years, however, relatively small wage gains in this city have dampened the increase in the Middle Atlantic region's wage levels. As in the previous 5 years, the lowest regional averages were reported for the Southwest (\$6.82) and Mountain States (\$6.89).

When cities were grouped by population size (table 8), average wage rates were highest in cities of 500,000 to 1 million inhabitants (\$8.58) and lowest in those with 100,000 to 250,000 inhabitants (\$6.92). City size, however, seemed less important than other factors, such as location or variation in bargaining conditions among union locals, in analyzing wage rates. When cities were grouped by region (table 9), for example, the percent difference between the highest and lowest city averages within each region was much smaller in most cases than the spread between groups of cities of a similar size but in differing regions.

Union contracts in all but four of the cities studied provided 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). Over the year ended July 1, 1979, wage rate progressions in agreements in several cities, including Kansas City, Miami, and St. Louis, were either revised or extended to cover longer periods of time before reaching the highest rate. For new workers, rates were typically increased after a period of either 3 or 6 months on the job, with maximum rates usually reached between 1 and 2 years of service. Local-transit operating employees who reach the top of their progression after 2 years are represented by 28 of 92 specified top rates; other common length-of-service requirements for attaining maximum job rates include 1 year (24 wage rate progressions) and 3 years (9 wage rate progressions).

Straight-time hours and supplementary benefits

The number of weekly hours required before overtime premiums take effect has changed very little over the past decade.² As stipulated by contract provisions for local-transit operating employees, straight-time hours averaged 40.0 per week on July 1, 1979 (table 6). Because of wide variation in demand for mass transit during the day, however, agreements frequently permit "split shifts" of two daily assignments or more, 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 that exceeds these 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.

² It should be noted that data were not collected in this survey on actual hours worked or on weekly work schedules (which may exceed 40 hours for some workers).

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, an analysis of union contracts shows that operating em-

ployees were most commonly provided with 9 to 11 paid holidays annually and from 1 week of vacation pay after 1 year of service up to 4-6 weeks after 5 or 6 years of service.

Table 1. Wage rate indexes: United States, 1929-79

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

Date	Index	Date	Index
1929: May 15	22.3	1954: July 1	58.0
1930: May 15	22.5	1955: July 1	59.8
1931: May 15	22.5	1956: July 1	62.1
1932: May 15	22.1	1957: July 1	64.7
1933: May 15	(²)	1958: July 1	68.6
1934: May 15	21.5	1959: July 1	71.2
1935: May 15	22.2	1960: July 1	73.9
1936: May 15	22.4	1961: July 1	76.7
1937: May 15	23.5	1962: July 1	79.9
1938: June 1	24.2	1963: July 1	82.9
1939: June 1	24.4	1964: July 1	86.2
1940: June 1	24.6	1965: July 1	89.8
1941: June 1	25.6	1966: July 1	93.7
1942: July 1	27.4	1967: July 1	100.0
1943: July 1	29.2	1968: July 1	106.6
1944: July 1	29.4	1969: July 1	115.0
1945: July 1	29.7	1970: July 1	125.2
1946: July 1	34.9	1971: July 1	135.8
1947: Oct. 1	39.4	1972: July 1	144.9
1948: Oct. 1	43.3	1973: July 1	155.4
1949: Oct. 1	45.1	1974: July 1	173.3
1950: Oct. 1	47.2	1975: July 1	192.9
1951: Oct. 1	50.3	1976: July 1	205.2
1952: Oct. 1	54.1	1977: July 1	220.4
1953: July 1	55.3	1978: July 1	232.5
		1979: July 1	253.0

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, 1979

(Union local-transit operating employees)

Classification	Average hourly rate ¹	Change from July 1, 1978	
		Cents per hour	Percent
All local-transit operating employees	\$8.17	66	8.8
Operators of surface cars and buses	8.16	68	9.0
Elevated and subway equipment operators	8.21	57	7.4

¹ Wage rates used to calculate these averages represent those available and payable on July 1, 1979, 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, 1979

(Percent distribution of local-transit operating employees)

Hourly rate	All workers	Operators of surface cars and buses	Elevated and subway equipment operators
Total	100.0	100.0	100.0
Under \$6.50	4.7	5.4	-
\$6.50 and under \$6.60	1.6	1.9	-
\$6.60 and under \$6.70	1.0	1.1	-
\$6.70 and under \$6.80 .....	.5	.6	-
\$6.80 and under \$6.90	-	-	-
\$6.90 and under \$7.00	1.7	1.9	-
\$7.00 and under \$7.10 .....	.9	1.1	-
\$7.10 and under \$7.20	4.3	.1	34.8
\$7.20 and under \$7.30 .....	.6	.6	-
\$7.30 and under \$7.40	4.4	5.1	-
\$7.40 and under \$7.50	1.8	2.1	-
\$7.50 and under \$7.60	7.7	8.3	2.9
\$7.60 and under \$7.70	-	-	-
\$7.70 and under \$7.80	9.1	10.3	-
\$7.80 and under \$7.90	1.0	1.2	-
\$7.90 and under \$8.00	2.0	1.1	8.3
\$8.00 and under \$8.10	8.2	9.4	-
\$8.10 and under \$8.20	4.3	4.8	-
\$8.20 and under \$8.30	1.4	1.6	-
\$8.30 and under \$8.40	6.3	3.2	28.6
\$8.40 and under \$8.50	3.4	3.6	2.0
\$8.50 and under \$8.60 .....	.5	.6	-
\$8.60 and under \$8.70	7.3	8.3	-
\$8.70 and under \$8.80	4.1	4.7	-
\$8.80 and under \$8.90	-	-	-
\$8.90 and under \$9.00	-	-	-
\$9.00 and under \$9.10	2.8	3.2	.3
\$9.10 and under \$9.20	1.5	1.3	2.7
\$9.20 and under \$9.30	5.3	5.5	4.0
\$9.30 and under \$9.40	2.9	3.2	.7
\$9.40 and under \$9.50	-	-	-
\$9.50 and over	10.6	9.9	15.7
Average hourly rate	\$8.17	\$8.16	\$8.21

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, 1978-July 1, 1979

(Percent distribution of local-transit operating employees)

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	8.0	8.8	2.6
Under 25 cents .....	.6	.7	-
25 and under 30 cents .....	.3	.4	-
30 and under 35 cents	-	-	-
35 and under 40 cents	3.0	3.3	1.2
40 and under 45 cents	13.1	10.1	34.8
45 and under 50 cents	10.6	6.5	39.8
50 and under 55 cents	10.2	11.6	-
55 and under 60 cents	1.9	2.2	-
60 and under 65 cents	3.6	4.1	-
65 and under 70 cents	3.8	4.4	-
70 and under 75 cents	11.7	13.3	-
75 and under 80 cents .....	.5	.6	-
80 and under 85 cents	5.8	5.8	5.6
85 and under 90 cents	3.4	3.7	.8
90 and under 95 cents	2.8	3.2	-
95 and under \$1.00	1.3	1.5	-
\$1.00 and under \$1.05	2.0	2.2	-
\$1.05 and under \$1.10	5.8	6.4	2.1
\$1.10 and under \$1.15	-	-	-
\$1.20 and under \$1.25	9.4	8.9	13.1
\$1.25 and over	2.1	2.4	-

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, 1978-July 1, 1979

(Percent distribution of local-transit operating employees)

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	8.0	8.8	2.6
Under 4 percent .....	.3	.4	-
4 and under 5 percent	3.5	3.8	1.2
5 and under 6 percent	8.1	9.2	-
6 and under 7 percent	20.7	13.1	74.6
7 and under 8 percent	4.0	4.6	-
8 and under 9 percent	3.9	4.4	-
9 and under 10 percent	17.3	18.9	5.6
10 and under 11 percent	4.4	5.0	-
11 and under 12 percent	9.8	11.0	.8
12 and under 13 percent .....	.4	.5	-
13 and under 14 percent	15.5	15.6	15.2
14 and under 15 percent	2.1	2.4	-
15 percent and over	2.1	2.4	-

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, 1979

(Percent distribution of local-transit operating employees)

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	100.0	100.0	100.0
40 hours	99.2	99.1	100.0
Over 40 and under 44 hours	-	-	-
44 and under 48 hours .....	.8	.9	-
Average weekly hours reported	40.0	40.0	40.0

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

Table 7. Average wage rates and changes: Regions, July 1, 1979

(Union local-transit operating employees)

Region ¹	All workers			Operators of surface cars and buses			Elevated and subway equipment operators		
	Average hourly rate ²	Change from July 1, 1978		Average hourly rate ²	Change from July 1, 1978		Average hourly rate ²	Change from July 1, 1978	
		Cents per hour	Percent		Cents per hour	Percent		Cents per hour	Percent
United States	\$8.17	66	8.8	\$8.16	68	9.0	\$8.21	57	7.4
New England	8.41	79	10.4	8.31	79	10.5	9.22	83	9.8
Middle Atlantic	7.91	54	7.4	7.96	58	7.8	7.74	44	6.0
Border States	8.57	94	12.3	8.55	94	12.3	9.23	109	13.4
Southeast	7.22	61	9.2	7.21	61	9.2	8.28	-	-
Southwest	6.82	47	8.1	6.82	47	8.1	-	-	-
Great Lakes	8.99	92	11.4	8.90	89	11.2	9.97	119	13.6
Middle West	7.71	22	4.0	7.71	22	4.0	-	-	-
Mountain	6.89	61	9.7	6.89	61	9.7	-	-	-
Pacific	8.39	53	6.8	8.38	54	6.9	9.57	-	-

¹ The regions referred to 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; **Pacific**—Alaska, California, Hawaii, Nevada, Oregon, and Washington.

² See table 2, footnote 1.

Table 8. Average wage rates by population group: Selected cities, July 1, 1979

(Union local-transit operating employees)

City and population group	Average hourly rate ¹	Change from July 1, 1978		City and population group	Average hourly rate ¹	Change from July 1, 1978	
		Cents per hour	Percent			Cents per hour	Percent
All cities	\$8.17	66	8.8	Buffalo, N.Y.	\$7.33	51	7.5
Population group I (1,000,000 and over)				Cincinnati, Ohio	7.46	58	8.4
Chicago, Ill.	10.14	122	13.7	Fort Worth, Tex.	5.75	40	7.5
Detroit, Mich.	8.31	40	5.1	Honolulu, HI.	7.58	-	-
Houston, Tex.	7.82	-	-	Long Beach, Calif.	8.20	43	5.6
Los Angeles, Calif.	8.61	52	6.4	Louisville, Ky.	7.41	65	9.6
New York, N.Y.	7.86	51	6.9	Miami, Fla.	7.15	-	-
Philadelphia, Pa.	7.56	49	7.0	Minneapolis-St. Paul, Minn.	8.79	102	13.1
Population group II (500,000 to 1,000,000)				Nashville-Davidson, Tenn.	7.33	42	6.1
Baltimore, Md.	8.75	108	14.1	Newark, N.J.	8.45	39	4.8
Boston, Mass.	9.29	82	9.7	Norfolk, Va.	7.52	63	9.1
Cleveland, Ohio	8.47	85	11.2	Omaha, Nebr.	6.24	-	-
Columbus, Ohio	7.38	67	10.0	Portland, Oreg.	9.25	95	11.4
Denver, Colo.	8.30	82	11.0	Rochester, N.Y.	7.90	71	9.9
Indianapolis, Ind.	7.04	26	3.8	Sacramento, Calif.	7.71	-	-
Jacksonville, Fla.	7.24	62	9.4	Toledo, Ohio	7.51	69	10.1
Kansas City, Mo.	8.20	-	-	Wichita, Kans.	4.85	50	11.5
Memphis, Tenn.	7.83	74	10.4	Population group IV (100,000 to 250,000)	6.93	72	11.6
Milwaukee, Wis.	8.13	60	8.0	Albany, N.Y.	6.97	65	10.3
New Orleans, La.	6.52	50	8.3	Chattanooga, Tenn.	7.01	45	6.9
Phoenix, Ariz.	7.27	68	10.3	Flint, Mich.	6.01	-	-
Pittsburgh, Pa.	9.01	94	11.6	Fresno, Calif.	7.44	83	12.6
St. Louis, Mo.	8.64	-	-	Grand Rapids, Mich.	6.59	59	9.8
San Antonio, Tex.	6.45	51	8.6	Hammond, Ind.	7.51	69	10.1
San Diego, Calif.	9.53	65	7.3	New Bedford, Mass.	6.69	81	13.8
San Francisco, Calif.	8.00	8	1.0	New Haven, Conn.	7.10	72	11.3
Seattle, Wash.	9.19	85	10.2	Providence, R.I.	7.32	77	11.8
Washington, D.C.	9.22	108	13.2	Riverside, Calif.	8.61	52	6.4
Population group III (250,000 to 500,000)				Rockford, Ill.	8.18	58	7.6
Akron, Ohio	6.60	56	9.3	St. Petersburg, Fla.	4.39	20	4.8
Atlanta, Ga.	8.28	85	11.4	Salt Lake City, Utah	6.11	49	8.7
				Santa Ana, Calif.	8.13	138	20.4
				Scranton, Pa.	6.70	70	11.7
				Spokane, Wash.	7.82	81	11.6
				Stamford, Conn.	7.30	74	11.3

¹ See table 2, footnote 1.

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, 1979

(Union local-transit operating employees)

City and region ¹	Average hourly rate ²	Change from July 1, 1978		City and region ¹	Average hourly rate ²	Change from July 1, 1978	
		Cents per hour	Percent			Cents per hour	Percent
All cities	\$8.17	66	8.8	Great Lakes	\$8.99	92	11.4
New England	8.41	79	10.4	Akron, Ohio (III)	6.60	56	9.3
Boston, Mass. (II)	9.29	82	9.7	Chicago, Ill. (I)	10.14	122	13.7
New Bedford, Mass. (IV)	6.69	81	13.8	Cincinnati, Ohio (III)	7.46	58	8.4
New Haven, Conn. (IV)	7.10	72	11.3	Cleveland, Ohio (II)	8.47	85	11.2
Providence, R.I. (IV)	7.32	77	11.8	Columbus, Ohio (II)	7.38	67	10.0
Stamford, Conn. (IV)	7.30	74	11.3	Detroit, Mich. (I)	8.31	40	5.1
Middle Atlantic	7.91	54	7.4	Flint, Mich. (IV)	6.01	-	-
Albany, N.Y. (IV)	6.97	65	10.3	Grand Rapids, Mich. (IV)	6.59	59	9.8
Buffalo, N.Y. (III)	7.33	51	7.5	Hammond, Ind. (IV)	7.51	69	10.1
New York, N.Y. (I)	7.86	51	6.9	Indianapolis, Ind. (II)	7.04	26	3.8
Newark, N.J. (III)	8.45	39	4.8	Milwaukee, Wis. (II)	8.13	60	8.0
Philadelphia, Pa. (I)	7.56	49	7.0	Minneapolis-St. Paul, Minn. (III)	8.79	102	13.1
Pittsburgh, Pa. (II)	9.01	94	11.6	Rockford, Ill. (IV)	8.18	58	7.6
Rochester, N.Y. (III)	7.90	71	9.9	Toledo, Ohio (III)	7.51	69	10.1
Scranton, Pa. (IV)	6.70	70	11.7	Middle West	7.71	22	4.0
Border States	8.57	94	12.3	Kansas City, Mo. (II)	8.20	-	-
Baltimore, Md. (II)	8.75	108	14.1	Omaha, Nebr. (III)	6.24	-	-
Louisville, Ky. (III)	7.41	65	9.6	St. Louis, Mo. (II)	8.64	-	-
Norfolk, Va. (III)	7.52	63	9.1	Wichita, Kans. (III)	4.85	50	11.5
Washington, D.C. (II)	9.22	108	13.2	Mountain	6.89	61	9.7
Southeast	7.22	61	9.2	Denver, Colo. (II)	8.30	82	11.0
Atlanta, Ga. (III)	8.28	85	11.4	Phoenix, Ariz. (II)	7.27	68	10.3
Chattanooga, Tenn. (IV)	7.01	45	6.9	Salt Lake City, Utah (IV)	6.11	49	8.7
Jacksonville, Fla. (II)	7.24	62	9.4	Pacific	8.39	53	6.8
Memphis, Tenn. (II)	7.83	74	10.4	Fresno, Calif. (IV)	7.44	83	12.6
Miami, Fla. (III)	7.15	-	-	Honolulu, Hi. (III)	7.58	-	-
Nashville-Davidson, Tenn. (III)	7.33	42	6.1	Long Beach, Calif. (III)	8.20	43	5.6
St. Petersburg, Fla. (IV)	4.39	20	4.8	Los Angeles, Calif. (I)	8.61	52	6.4
Southwest	6.82	47	8.1	Portland, Oreg. (III)	9.25	95	11.4
Fort Worth, Tex. (III)	5.75	40	7.5	Riverside, Calif. (IV)	8.61	52	6.4
Houston, Tex. (I)	7.62	-	-	Sacramento, Calif. (III)	7.71	-	-
New Orleans, La. (II)	6.52	50	8.3	San Diego, Calif. (II)	9.53	65	7.3
San Antonio, Tex. (II)	6.45	51	8.6	San Francisco, Calif. (II)	8.00	8	1.0
				Santa Ana, Calif. (IV)	8.13	138	20.4
				Seattle, Wash. (II)	9.19	85	10.2
				Spokane, Wash. (IV)	7.82	81	11.6

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 See table 2, footnote 1.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	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	\$6.040	\$6.600	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Albany, N.Y.							
BUSES:							
HIRED BEFORE 10-16-77:							
FIRST 6 MONTHS	5.815	6.300	40.00	(⁵)	(⁵)	0.275	-
7-12 MONTHS	5.920	6.620	40.00	(⁵)	(⁵)	.275	-
13-18 MONTHS	6.020	6.720	40.00	(⁵)	(⁵)	.275	-
AFTER 18 MONTHS	6.320	6.970	40.00	(⁵)	(⁵)	.275	-
HIRED AFTER 10-15-77:							
FIRST 6 MONTHS	4.740	5.230	40.00	(⁵)	(⁵)	.275	-
7-12 MONTHS	5.056	5.700	40.00	(⁵)	(⁵)	.275	-
13-18 MONTHS	5.372	6.030	40.00	(⁵)	(⁵)	.275	-
19-24 MONTHS	5.688	6.360	40.00	(⁵)	(⁵)	.275	-
25-30 MONTHS	6.004	6.700	40.00	(⁵)	(⁵)	.275	-
AFTER 30 MONTHS	6.320	6.970	40.00	(⁵)	(⁵)	.275	-
Atlanta, Ga.							
BUS OPERATORS:							
HIRED BEFORE 12-18-78:							
FIRST 12 MONTHS	6.420	7.040	40.00	(⁵)	(⁵)	-	7.13
13-18 MONTHS	6.760	7.450	40.00	(⁵)	(⁵)	-	7.13
19-24 MONTHS	7.090	7.870	40.00	(⁵)	(⁵)	-	7.13
THEREAFTER	7.430	8.280	40.00	(⁵)	(⁵)	-	7.13
HIRED AFTER 12-18-78:							
FIRST 12 MONTHS	-	6.210	40.00	(⁵)	(⁵)	-	7.13
TRAIN OPERATORS	-	8.280	40.00	(⁵)	(⁵)	-	7.13
Baltimore, Md.							
BUSES:							
FIRST 6 MONTHS	6.524	7.630	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	6.908	8.080	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-18 MONTHS	7.291	8.525	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THEREAFTER	7.675	8.755	40.00	(⁵)	(⁵)	(⁵)	(⁵)
BUSES AND TROLLEY COACHES:							
FIRST 6 MONTHS	6.950	7.560	40.00	(⁵)	(⁵)	-	9.00
7-12 MONTHS	6.970	7.590	40.00	(⁵)	(⁵)	-	9.00
AFTER 1 YEAR	7.000	7.610	40.00	(⁵)	(⁵)	-	9.00
Boston, Mass.							
BUSES:							
FIRST 3 MONTHS	7.643	8.468	40.00	(⁵)	(⁵)	-	12.19
4-6 MONTHS	7.868	8.693	40.00	(⁵)	(⁵)	-	12.19
7-9 MONTHS	8.093	8.918	40.00	(⁵)	(⁵)	-	12.19
10-12 MONTHS	8.260	9.085	40.00	(⁵)	(⁵)	-	12.19
AFTER 1 YEAR	8.488	9.313	40.00	(⁵)	(⁵)	-	12.19
P.C.C. SURFACE LINES OPERATORS:							
FIRST 3 MONTHS	7.748	8.573	40.00	(⁵)	(⁵)	-	12.19
4-6 MONTHS	7.978	8.363	40.00	(⁵)	(⁵)	-	12.19
7-9 MONTHS	8.205	8.583	40.00	(⁵)	(⁵)	-	12.19
10-12 MONTHS	8.380	8.803	40.00	(⁵)	(⁵)	-	12.19
AFTER 1 YEAR	8.610	9.188	40.00	(⁵)	(⁵)	-	12.19
RAPID TRANSIT LINES: GUARDS:							
FIRST 3 MONTHS	7.538	8.360	40.00	(⁵)	(⁵)	-	12.19

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Boston, Mass.							
—Continued							
4-6 MONTHS	\$7.758	\$8.583	40.00	(⁵)	(⁵)	-	12.19
7-9 MONTHS	7.978	8.803	40.00	(⁵)	(⁵)	-	12.19
10-12 MONTHS	8.143	8.968	40.00	(⁵)	(⁵)	-	12.19
AFTER 1 YEAR	8.363	9.188	40.00	(⁵)	(⁵)	-	12.19
MOTORMEN:							
ROAD	8.425	9.250	40.00	(⁵)	(⁵)	-	12.19
YARD	8.488	9.313	40.00	(⁵)	(⁵)	-	12.19
PLATFORM MEN:							
GATEMEN	8.258	9.083	40.00	(⁵)	(⁵)	-	12.19
Buffalo, N.Y.							
BUSES:							
HIRED AFTER 8-1-76:							
FIRST 3 MONTHS	5.797	6.230	40.00	(⁵)	(⁵)	(⁵)	(⁵)
3-6 MONTHS	6.138	6.600	40.00	(⁵)	(⁵)	(⁵)	(⁵)
6-12 MONTHS	6.479	6.960	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	6.820	7.330	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Chattanooga, Tenn.							
BUSES:							
HIRED AFTER 7-1-77:							
FIRST 6 MONTHS	5.250	5.610	40.00	(⁵)	(⁵)	-	4.00
7-12 MONTHS	5.580	5.960	40.00	(⁵)	(⁵)	-	4.00
13-18 MONTHS	5.900	6.310	40.00	(⁵)	(⁵)	-	4.00
19-24 MONTHS	6.230	6.600	40.00	(⁵)	(⁵)	-	4.00
AFTER 24 MONTHS	6.560	7.010	40.00	(⁵)	(⁵)	-	4.00
Chicago, Ill.							
BUSES:							
FIRST 6 MONTHS	7.144	8.124	40.00	(⁵)	(⁵)	-	13.00
7-12 MONTHS	7.591	8.632	40.00	(⁵)	(⁵)	-	13.00
13-18 MONTHS	8.037	9.140	40.00	(⁵)	(⁵)	-	13.00
19-24 MONTHS	8.484	9.647	40.00	(⁵)	(⁵)	-	13.00
AFTER 2 YEARS	8.930	10.155	40.00	(⁵)	(⁵)	-	13.00
ELEVATED AND SUBWAY							
RAILWAYS:							
MOTORMEN:							
FIRST 6 MONTHS	7.144	8.124	40.00	(⁵)	(⁵)	-	13.00
7-12 MONTHS	7.591	8.632	40.00	(⁵)	(⁵)	-	13.00
13-18 MONTHS	8.037	9.140	40.00	(⁵)	(⁵)	-	13.00
19-24 MONTHS	8.484	9.647	40.00	(⁵)	(⁵)	-	13.00
AFTER 2 YEARS	8.930	10.155	40.00	(⁵)	(⁵)	-	13.00
OPERATORS:							
FIRST 6 MONTHS	7.144	8.124	40.00	(⁵)	(⁵)	-	13.00
7-12 MONTHS	7.591	8.632	40.00	(⁵)	(⁵)	-	13.00
13-18 MONTHS	8.037	9.140	40.00	(⁵)	(⁵)	-	13.00
19-24 MONTHS	8.484	9.647	40.00	(⁵)	(⁵)	-	13.00
AFTER 24 MONTHS	8.930	10.155	40.00	(⁵)	(⁵)	-	13.00
CONDUCTORS:							
FIRST 6 MONTHS	7.017	7.981	40.00	(⁵)	(⁵)	-	13.00
SECOND 6 MONTHS	7.455	8.480	40.00	(⁵)	(⁵)	-	13.00
THIRD 6 MONTHS	7.894	8.978	40.00	(⁵)	(⁵)	-	13.00
FOURTH 6 MONTHS	8.332	9.477	40.00	(⁵)	(⁵)	-	13.00
AFTER 2 YEARS	8.771	9.976	40.00	(⁵)	(⁵)	-	13.00

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Cincinnati, Ohio							
BUSES:							
FIRST YEAR	\$5.160	\$5.600	40.00	(⁵)	(⁵)	-	13.95
SECOND YEAR	5.840	6.340	40.00	(⁵)	(⁵)	-	13.95
THIRD YEAR	6.190	6.710	40.00	(⁵)	(⁵)	-	13.95
AFTER 3 YEARS	6.880	7.460	40.00	(⁵)	(⁵)	-	13.95
Cleveland, Ohio							
BUSES:							
HIRED AFTER 8/1/76:							
FIRST YEAR	6.140	⁶ 7.200	40.00	0.290	-	-	8.50
SECOND YEAR	6.507	⁶ 7.620	40.00	.290	-	-	8.50
THIRD YEAR	6.885	⁶ 8.470	40.00	.290	-	-	8.50
THEREAFTER	7.620	⁶ 8.470	40.00	.290	-	-	8.50
RAPID TRANSIT--TRAINMEN:							
HIRED AFTER 8/1/76:							
FIRST YEAR	6.140	⁶ 7.200	40.00	.290	-	-	8.50
SECOND YEAR	6.507	⁶ 7.620	40.00	.290	-	-	8.50
THIRD YEAR	6.885	⁶ 8.470	40.00	.290	-	-	8.50
THEREAFTER	7.620	⁶ 8.470	40.00	.290	-	-	8.50
Columbus, Ohio							
BUSES:							
FIRST 52 WEEKS	5.410	5.940	40.00	.646	-	-	13.95
52-104 WEEKS	5.735	6.300	40.00	.646	-	-	13.95
AFTER 104 WEEKS	6.710	7.380	40.00	.646	-	-	13.95
Denver, Colo.							
BUSES:							
FIRST 3 MONTHS	6.480	7.300	40.00	.605	-	-	7.00
4-12 MONTHS	6.730	7.550	40.00	.605	-	-	7.00
13-18 MONTHS	6.980	7.800	40.00	.605	-	-	7.00
19-24 MONTHS	7.230	8.050	40.00	.605	-	-	7.00
AFTER 2 YEARS	7.480	8.300	40.00	.605	-	-	7.00
Detroit, Mich.							
BUSES, DAY:							
FIRST 6 MONTHS	7.560	8.210	40.00	.321	-	-	3.00
7-12 MONTHS	7.860	8.260	40.00	.321	-	-	3.00
AFTER 1 YEAR	7.910	8.310	40.00	.321	-	-	3.00
BUSES, NIGHT							
FIRST 6 MONTHS	8.010	8.410	40.00	.321	-	-	3.00
Flint, Mich.							
BUSES:							
FIRST 6 MONTHS	5.750	⁶ 5.750	40.00	(⁵)	(⁵)	(⁵)	(⁵)
SECOND 6 MONTHS	5.880	⁶ 5.880	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	6.010	⁶ 6.010	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Fort Worth, Texas							
BUSES:							
FIRST 6 MONTHS	5.100	5.480	40.00	(⁵)	(⁵)	-	3.00
SECOND 6 MONTHS	5.150	5.540	40.00	(⁵)	(⁵)	-	3.00
THIRD 6 MONTHS	5.200	5.590	40.00	(⁵)	(⁵)	-	3.00
FOURTH 6 MONTHS	5.250	5.640	40.00	(⁵)	(⁵)	-	3.00
THEREAFTER	5.350	5.750	40.00	(⁵)	(⁵)	-	3.00

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Fresno, Calif.							
BUSES:							
FIRST 6 MONTHS	\$5.430	\$6.110	40.00	0.437	-	0.040	-
7-12 MONTHS	5.710	6.410	40.00	.437	-	.040	-
1-2 YEARS	5.990	6.740	40.00	.437	-	.040	-
2-3 YEARS	6.290	7.080	40.00	.437	-	.040	-
AFTER 3 YEARS	6.610	7.440	40.00	.437	-	.040	-
Grand Rapids, Mich.							
BUSES:							
FIRST 3 MONTHS	5.900	6.490	40.00	(⁵)	(⁵)	.043	-
4-12 MONTHS	5.950	6.540	40.00	(⁵)	(⁵)	.043	-
AFTER 1 YEAR	6.000	6.590	40.00	(⁵)	(⁵)	.043	-
Hammond, Ind.							
BUSES:							
FIRST 6 MONTHS	6.140	6.383	40.00	.583	-	.186	-
7-12 MONTHS	6.310	6.759	40.00	.583	-	.186	-
13-18 MONTHS	6.480	6.947	40.00	.583	-	.186	-
18-24 MONTHS	6.650	7.134	40.00	.583	-	.186	-
24-30 MONTHS	6.820	7.322	40.00	.583	-	.186	-
AFTER 30 MONTHS	6.820	7.511	40.00	.583	-	.186	-
Honolulu, Hawaii							
BUSES:							
FIRST 6 MONTHS	7.450	7.450	40.00	.390	-	.550	-
7-12 MONTHS	7.500	7.500	40.00	.390	-	.550	-
13-24 MONTHS	7.560	7.560	40.00	.390	-	.550	-
THEREAFTER	7.580	7.580	40.00	.390	-	.550	-
Houston, Texas							
BUSES:							
STARTING RATE	5.510	6.477	40.00	.304	-	(⁵)	(⁵)
AFTER 6 MONTHS	5.560	6.706	40.00	.304	-	(⁵)	(⁵)
AFTER 12 MONTHS	5.610	6.934	40.00	.304	-	(⁵)	(⁵)
AFTER 18 MONTHS	5.760	7.163	40.00	.304	-	(⁵)	(⁵)
AFTER 24 MONTHS	6.260	7.391	40.00	.304	-	(⁵)	(⁵)
AFTER 36 MONTHS	-	7.620	40.00	.304	-	(⁵)	(⁵)
Indianapolis, Ind.							
BUSES:							
FIRST 6 MONTHS	5.090	5.285	40.00	(⁵)	(⁵)	-	6.50
7-12 MONTHS	5.430	5.635	40.00	(⁵)	(⁵)	-	6.50
13-18 MONTHS	5.770	5.990	40.00	(⁵)	(⁵)	-	6.50
19-24 MONTHS	6.110	6.340	40.00	(⁵)	(⁵)	-	6.50
25-30 MONTHS	6.450	6.690	40.00	(⁵)	(⁵)	-	6.50
AFTER 30 MONTHS	6.790	7.045	40.00	(⁵)	(⁵)	-	6.50
Jacksonville, Fla.							
BUSES:							
FIRST 6 MONTHS	6.020	6.640	40.00	.370	-	.330	-
7-12 MONTHS	6.170	6.790	40.00	.370	-	.330	-
13-18 MONTHS	6.320	6.940	40.00	.370	-	.330	-
19-24 MONTHS	6.470	7.090	40.00	.370	-	.330	-
AFTER 2 YEARS	6.620	7.240	40.00	.370	-	.330	-

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Kansas City, Mo.							
BUSES:							
FIRST YEAR	-	\$5.740	40.00	(⁵)	(⁵)	0.550	-
SECOND YEAR	-	6.562	40.00	(⁵)	(⁵)	.550	-
THIRD YEAR	-	7.380	40.00	(⁵)	(⁵)	.550	-
THEREAFTER	-	8.203	40.00	(⁵)	(⁵)	.550	-
Long Beach, Calif.							
COACH OPERATORS:							
FIRST 6 MONTHS	\$6.472	6.880	40.00	0.691	-	-	9.40
7-12 MONTHS	6.877	7.310	40.00	.691	-	-	9.40
12-18 MONTHS	7.281	7.750	40.00	.691	-	-	9.40
18-24 MONTHS	7.685	8.180	40.00	.691	-	-	9.40
THEREAFTER	8.090	8.610	40.00	.691	-	-	9.40
BUSES:							
FIRST 6 MONTHS	7.600	8.000	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 6 MONTHS	7.690	8.100	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Los Angeles, Calif.							
BUSES:							
FIRST 6 MONTHS	6.472	6.880	40.00	.691	-	-	9.40
SECOND 6 MONTHS	6.877	7.310	40.00	.691	-	-	9.40
THIRD 6 MONTHS	7.281	7.750	40.00	.691	-	-	9.40
FOURTH 6 MONTHS	7.685	8.180	40.00	.691	-	-	9.40
AFTER 2 YEARS	8.090	8.610	40.00	.691	-	-	9.40
Louisville, Ky.							
BUSES:							
FIRST 6 MONTHS	5.482	6.086	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	5.809	6.424	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-18 MONTHS	6.136	6.763	40.00	(⁵)	(⁵)	(⁵)	(⁵)
19-24 MONTHS	6.463	7.101	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THEREAFTER	6.790	7.440	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Memphis, Tenn.							
BUSES:							
FIRST 12 MONTHS	5.317	5.872	40.00	(⁵)	(⁵)	-	7.50
13-24 MONTHS	5.672	6.264	40.00	(⁵)	(⁵)	-	7.50
25-36 MONTHS	6.026	6.655	40.00	(⁵)	(⁵)	-	7.50
AFTER 36 MONTHS	7.090	7.830	40.00	(⁵)	(⁵)	-	7.50
Miami, Fla.							
BUSES:							
FIRST 6 MONTHS	-	6.280	40.00	(⁵)	(⁵)	(⁵)	(⁵)
6 MONTHS TO 18 MONTHS	-	6.430	40.00	(⁵)	(⁵)	(⁵)	(⁵)
1 1/2 TO 2 1/2 YEARS	-	6.590	40.00	(⁵)	(⁵)	(⁵)	(⁵)
2 1/2 TO 3 1/2 YEARS	-	6.730	40.00	(⁵)	(⁵)	(⁵)	(⁵)
3 1/2 TO 8 1/2 YEARS	-	6.910	40.00	(⁵)	(⁵)	(⁵)	(⁵)
8 1/2 TO 13 1/2 YEARS	-	7.080	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THEREAFTER	-	7.260	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Milwaukee, Wisc.							
BUSES:							
FIRST YEAR	7.280	7.840	40.00	(⁵)	(⁵)	-	8.18
1-2 YEARS	7.430	7.990	40.00	(⁵)	(⁵)	-	8.18
AFTER 2 YEARS	7.530	8.130	40.00	(⁵)	(⁵)	-	8.18

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Minneapolis-St. Paul, Minn.							
BUSES:							
FIRST 12 MONTHS	-	\$6.590	40.00	(⁵)	(⁵)	-	9.80
13-18 MONTHS	-	7.030	40.00	(⁵)	(⁵)	-	9.80
19-24 MONTHS	-	7.470	40.00	(⁵)	(⁵)	-	9.80
25-30 MONTHS	-	7.910	40.00	(⁵)	(⁵)	-	9.80
THEREAFTER	\$7.770	8.790	40.00	(⁵)	(⁵)	-	9.80
Nashville-Davidson, Tenn.							
BUSES:							
FIRST 6 MONTHS	5.530	5.864	40.00	-	-	-	4.00
7-12 MONTHS	5.875	6.231	40.00	-	-	-	4.00
13-24 MONTHS	6.220	6.597	40.00	-	-	-	4.00
AFTER 24 MONTHS	6.910	7.330	40.00	-	-	-	4.00
Newark, N.J.							
BUSES:							
FIRST 6 MONTHS	7.060	7.060	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	7.560	7.560	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-18 MONTHS	7.810	8.200	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 18 MONTHS	8.060	8.450	40.00	(⁵)	(⁵)	(⁵)	(⁵)
SUBWAY:							
MOTORMEN:							
FIRST 6 MONTHS	7.060	7.060	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	7.560	7.560	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-18 MONTHS	7.810	8.200	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 18 MONTHS	8.060	8.450	40.00	(⁵)	(⁵)	(⁵)	(⁵)
PLATFORM MEN	8.060	8.450	40.00	(⁵)	(⁵)	(⁵)	(⁵)
New Bedford, Mass.							
BUSES:							
FIRST 9 MONTHS	5.790	6.600	40.00	(⁵)	(⁵)	(⁵)	(⁵)
10-18 MONTHS	5.840	6.650	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 18 MONTHS	5.880	6.690	40.00	(⁵)	(⁵)	(⁵)	(⁵)
New Haven, Conn.							
BUSES:							
FIRST 6 MONTHS	4.920	5.480	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	5.250	5.840	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-18 MONTHS	5.580	6.210	40.00	(⁵)	(⁵)	(⁵)	(⁵)
19-24 MONTHS	5.900	6.570	40.00	(⁵)	(⁵)	(⁵)	(⁵)
25-30 MONTHS	6.230	6.940	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 30 MONTHS	6.560	7.300	40.00	(⁵)	(⁵)	(⁵)	(⁵)
New Orleans, La.							
1-MAN CARS AND BUSES:							
FIRST 12 MONTHS	5.770	6.020	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-24 MONTHS	5.870	6.280	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 2 YEARS	6.020	6.520	40.00	(⁵)	(⁵)	(⁵)	(⁵)
New York, N.Y.							
BUSES:							
AVENUE B AND EAST BROADWAY TRANSIT CO.:							
FIRST 12 MONTHS	6.885	6.930	40.00	0.669	-	0.885	-

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	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							
AFTER 12 MONTHS	\$7.353	\$8.080	40.00	0.669	-	0.885	-
BROOKLYN DIVISION; BROOKLYN DIVISION NO. 2; MANHATTEN DIVISION:							
FIRST 6 MONTHS	6.695	7.098	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	7.010	7.430	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	7.353	7.793	40.00	(⁵)	(⁵)	(⁵)	(⁵)
QUEENS DIVISION:							
FIRST 6 MONTHS	6.695	6.440	40.00	.468	-	(⁵)	(⁵)
7-12 MONTHS	7.010	7.010	40.00	.468	-	(⁵)	(⁵)
AFTER 1 YEAR	7.353	7.353	40.00	.468	-	(⁵)	(⁵)
GREEN LINES:							
FIRST 6 MONTHS	7.893	8.270	40.00	(⁵)	(⁵)	.925	-
7-12 MONTHS	7.943	8.320	40.00	(⁵)	(⁵)	.925	-
13-18 MONTHS	8.013	8.390	40.00	(⁵)	(⁵)	.925	-
AFTER 18 MONTHS	8.173	8.550	40.00	(⁵)	(⁵)	.925	-
JAMAICA, INC.:							
FIRST 12 MONTHS	6.885	6.930	40.00	.669	-	.885	-
AFTER 12 MONTHS	7.353	8.080	40.00	.669	-	.885	-
MANHATTEN-BRONX							
SURFACE AUTHORITY:							
FIRST 6 MONTHS	6.695	7.170	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	7.010	7.725	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	7.353	8.085	40.00	(⁵)	(⁵)	(⁵)	(⁵)
QUEENS TRANSIT CORP.:							
FIRST 12 MONTHS	6.885	6.930	40.00	.669	-	.885	-
AFTER 12 MONTHS	7.353	8.080	40.00	.669	-	.885	-
STATEN ISLAND:							
FIRST 6 MONTHS	6.695	7.388	40.00	.432	-	(⁵)	(⁵)
7-12 MONTHS	7.010	7.720	40.00	.432	-	(⁵)	(⁵)
AFTER 1 YEAR	7.353	8.083	40.00	.432	-	(⁵)	(⁵)
STEINWAY TRANSIT CORP.:							
FIRST 12 MONTHS	6.885	6.930	40.00	.669	-	.885	-
AFTER 12 MONTHS	7.353	8.080	40.00	.669	-	.885	-
TRI-BORO COACH CORP.:							
FIRST 12 MONTHS	6.885	6.930	40.00	.669	-	.885	-
AFTER 12 MONTHS	7.353	8.080	40.00	.669	-	.885	-
SUBWAY:							
CONDUCTORS:							
FIRST YEAR	6.295	6.673	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	6.785	7.193	40.00	(⁵)	(⁵)	(⁵)	(⁵)
MOTORMEN:							
ROAD:							
FIRST 231 DAYS	7.688	8.150	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 231 DAYS	7.858	8.330	40.00	(⁵)	(⁵)	(⁵)	(⁵)
YARD:							
FIRST YEAR	7.373	7.815	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	7.528	7.980	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Norfolk, Va.							
BUSES:							
FIRST 6 MONTHS	5.512	6.382	40.00	(⁵)	(⁵)	-	6.00
7-12 MONTHS	5.856	6.726	40.00	(⁵)	(⁵)	-	6.00
13-18 MONTHS	6.201	7.071	40.00	(⁵)	(⁵)	-	6.00
19-24 MONTHS	6.545	7.415	40.00	(⁵)	(⁵)	-	6.00
AFTER 2 YEARS	6.890	7.520	40.00	(⁵)	(⁵)	-	6.00

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Omaha, Nebr.							
BUSES:							
FIRST 6 MONTHS	\$6.140	⁶ \$6.140	45.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	6.190	⁶ 6.190	45.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	6.240	⁶ 6.240	45.00	(⁵)	(⁵)	(⁵)	(⁵)
Philadelphia, Pa.							
BUSES							
ELEVATED, HIGH-SPEED, AND SUBWAY LINES	7.065	7.558	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Phoenix, Ariz.							
BUSES:							
FIRST 6 MONTHS	5.190	5.870	40.00	0.248	-	-	2.00
7-12 MONTHS	5.300	6.070	40.00	.248	-	-	2.00
13-18 MONTHS	5.500	6.270	40.00	.248	-	-	2.00
19-24 MONTHS	6.000	6.770	40.00	.248	-	-	2.00
AFTER 24 MONTHS	6.590	7.270	40.00	.248	-	-	2.00
Pittsburgh, Pa.							
BUSES:							
FIRST 2 MONTHS	6.053	6.750	40.00	(⁵)	(⁵)	-	13.80
3-12 MONTHS	6.456	7.200	40.00	(⁵)	(⁵)	-	13.80
13-24 MONTHS	6.860	7.650	40.00	(⁵)	(⁵)	-	13.80
25-30 MONTHS	7.263	8.100	40.00	(⁵)	(⁵)	-	13.80
AFTER 30 MONTHS	8.070	9.010	40.00	(⁵)	(⁵)	-	13.80
Portland, Ore.							
BUSES:							
FIRST 6 MONTHS	7.500	8.600	40.00	.741	-	-	-
SECOND 6 MONTHS	7.750	9.000	40.00	.741	-	-	-
THIRD 6 MONTHS	8.000	9.050	40.00	.741	-	-	-
FOURTH 6 MONTHS	8.050	9.100	40.00	.741	-	-	-
THEREAFTER	8.300	9.250	40.00	.741	-	-	-
Providence, R.I.							
BUSES:							
FIRST 3 MONTHS	6.050	6.820	40.00	(⁵)	(⁵)	(⁵)	(⁵)
4-12 MONTHS	6.300	7.070	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 1 YEAR	6.550	7.320	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Riverside, Calif.							
BUSES:							
FIRST 6 MONTHS	6.472	6.880	40.00	.691	-	-	9.40
SECOND 6 MONTHS	6.877	7.310	40.00	.691	-	-	9.40
THIRD 6 MONTHS	7.281	7.750	40.00	.691	-	-	9.40
FOURTH 6 MONTHS	7.685	8.180	40.00	.691	-	-	9.40
AFTER 2 YEARS	8.090	8.610	40.00	.691	-	-	9.40
Rochester, N.Y.							
BUSES:							
FIRST 6 MONTHS	5.910	6.760	40.00	(⁵)	(⁵)	(⁵)	(⁵)
7-12 MONTHS	6.160	7.010	40.00	(⁵)	(⁵)	(⁵)	(⁵)
13-18 MONTHS	6.400	7.250	40.00	(⁵)	(⁵)	(⁵)	(⁵)
19-24 MONTHS	6.650	7.500	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 24 MONTHS	7.190	7.900	40.00	(⁵)	(⁵)	(⁵)	(⁵)

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	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	\$6.530	\$6.950	40.00	(⁵)	(⁵)	(⁵)	(⁵)
SECOND 6 MONTHS	6.890	7.360	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THIRD 6 MONTHS	7.240	7.770	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THEREAFTER	7.600	8.180	40.00	(⁵)	(⁵)	(⁵)	(⁵)
St. Louis, Mo.							
BUSES:							
FIRST 6 MONTHS	-	6.260	40.00	(⁵)	(⁵)	0.508	-
SECOND 6 MONTHS	-	7.050	40.00	(⁵)	(⁵)	.508	-
THIRD 6 MONTHS	-	7.850	40.00	(⁵)	(⁵)	.508	-
FOURTH 6 MONTHS	-	8.240	40.00	(⁵)	(⁵)	.508	-
AFTER 24 MONTHS	-	8.640	40.00	(⁵)	(⁵)	.508	-
St. Petersburg, Fla.							
BUSES:							
FIRST 6 MONTHS	3.616	3.816	40.00	(⁵)	(⁵)	-	-
6-12 MONTHS	3.666	3.866	40.00	(⁵)	(⁵)	-	-
1-2 YEARS	3.716	3.916	40.00	(⁵)	(⁵)	-	-
2-3 YEARS	3.816	4.016	40.00	(⁵)	(⁵)	-	-
3-4 YEARS	3.916	4.116	40.00	(⁵)	(⁵)	-	-
4-5 YEARS	4.016	4.216	40.00	(⁵)	(⁵)	-	-
5-6 YEARS	4.116	4.316	40.00	(⁵)	(⁵)	-	-
6-7 YEARS	4.216	4.416	40.00	(⁵)	(⁵)	-	-
7-10 YEARS	4.366	4.566	40.00	(⁵)	(⁵)	-	-
10-14 YEARS	4.414	4.614	40.00	(⁵)	(⁵)	-	-
15-20 YEARS	4.510	4.710	40.00	(⁵)	(⁵)	-	-
THEREAFTER	4.654	4.854	40.00	(⁵)	(⁵)	-	-
Sacramento, Calif.							
BUSES:							
FIRST 6 MONTHS	6.170	6.170	40.00	(⁵)	(⁵)	(⁵)	(⁵)
SECOND 6 MONTHS	6.550	6.550	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THIRD 6 MONTHS	6.940	6.940	40.00	(⁵)	(⁵)	(⁵)	(⁵)
FOURTH 6 MONTHS	7.330	7.330	40.00	(⁵)	(⁵)	(⁵)	(⁵)
THEREAFTER	7.710	7.710	40.00	(⁵)	(⁵)	(⁵)	(⁵)
San Antonio, Texas							
BUSES:							
FIRST 6 MONTHS	4.680	4.780	44.00	0.545	-	.681	-
7-12 MONTHS	4.890	5.030	44.00	.545	-	.681	-
13-18 MONTHS	5.100	5.550	44.00	.545	-	.681	-
19 MONTHS TO 10 YEARS ..	5.300	5.760	44.00	.545	-	.681	-
10-15 YEARS	5.570	6.050	44.00	.545	-	.681	-
15-20 YEARS	5.850	6.350	44.00	.545	-	.681	-
AFTER 20 YEARS	6.140	6.670	44.00	.545	-	.681	-
San Diego, Calif.							
BUSES:							
FIRST 6 MONTHS	7.105	7.625	40.00	.620	-	(⁵)	(⁵)
SECOND 6 MONTHS	7.550	8.100	40.00	.620	-	(⁵)	(⁵)
THIRD 6 MONTHS	7.990	8.575	40.00	.620	-	(⁵)	(⁵)
FOURTH 6 MONTHS	8.435	9.055	40.00	.620	-	(⁵)	(⁵)
THEREAFTER	8.880	9.530	40.00	.620	-	(⁵)	(⁵)
STUDENT DRIVERS	4.520	4.520	40.00	.620	-	(⁵)	(⁵)

See footnotes at end of table.

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

(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
San Francisco, Calif.							
BAY AREA RAPID TRANSIT: TRANSPORTATION MAN II ...	\$9.570	\$9.570	40.00	0.536	-	-	9.73
SAN FRANCISCO--BUSES, TRACKLESS TROLLEYS, CABLE GRIPMEN, AND CONDUCTORS	7.795	7.795	40.00	.388	-	-	-
SAN FRANCISCO-MARIN--GOLDEN GATE TRANSIT	7.600	8.140	40.00	.861	-	-	14.16
Santa Ana, Calif.							
BUSES:							
FIRST 6 MONTHS	5.738	6.910	40.00	.547	-	(⁰)	(⁰)
7-12 MONTHS	6.075	7.317	40.00	.547	-	(⁰)	(⁰)
13-18 MONTHS	6.413	7.723	40.00	.547	-	(⁰)	(⁰)
AFTER 18 MONTHS	6.750	8.130	40.00	.547	-	(⁰)	(⁰)
Salt Lake City, Utah							
BUSES:							
FIRST 6 MONTHS	5.220	5.610	40.00	.400	-	0.043	-
6-12 MONTHS	5.420	5.860	40.00	.400	-	.043	-
AFTER 1 YEAR	5.620	6.110	40.00	.400	-	.043	-
Scranton, Pa.							
BUSES:							
REGULAR	6.000	6.700	40.00	(⁰)	(⁰)	.173	-
EXTRA MEN	6.000	6.700	40.00	(⁰)	(⁰)	.173	-
Seattle, Wash.							
BUSES:							
FIRST 6 MONTHS	-	8.280	40.00	(⁰)	(⁰)	.173	6.74
7-12 MONTHS	-	8.510	40.00	(⁰)	(⁰)	.173	6.74
13-18 MONTHS	-	8.720	40.00	(⁰)	(⁰)	.173	6.74
19-24 MONTHS	-	8.950	40.00	(⁰)	(⁰)	.173	6.74
THEREAFTER	8.340	9.190	40.00	(⁰)	(⁰)	.173	6.74
Spokane, Wash.							
BUSES:							
FIRST 6 MONTHS	6.510	7.320	40.00	(⁰)	(⁰)	-	6.00
7-12 MONTHS	6.610	7.420	40.00	(⁰)	(⁰)	-	6.00
12-18 MONTHS	6.710	7.520	40.00	(⁰)	(⁰)	-	6.00
18-24 MONTHS	6.810	7.620	40.00	(⁰)	(⁰)	-	6.00
AFTER 2 YEARS	7.010	7.820	40.00	(⁰)	(⁰)	-	6.00
Stamford, Conn.							
BUSES:							
FIRST 6 MONTHS	4.920	5.480	40.00	(⁰)	(⁰)	(⁰)	(⁰)
7-12 MONTHS	5.250	5.840	40.00	(⁰)	(⁰)	(⁰)	(⁰)
13-18 MONTHS	5.580	6.210	40.00	(⁰)	(⁰)	(⁰)	(⁰)
19-24 MONTHS	5.900	6.570	40.00	(⁰)	(⁰)	(⁰)	(⁰)
25-30 MONTHS	6.230	6.940	40.00	(⁰)	(⁰)	(⁰)	(⁰)
AFTER 30 MONTHS	6.560	7.300	40.00	(⁰)	(⁰)	(⁰)	(⁰)
Toledo, Ohio							
BUSES:							
FIRST 12 MONTHS	5.115	5.633	40.00	(⁰)	(⁰)	(⁰)	(⁰)

See footnotes at end of table.

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(Union local-transit operating employees, July 1, 1978, and July 1, 1979)

City and job classification	July 1, 1978	July 1, 1979					
	Rate per hour ¹	Rate per hour ¹	Hours per week ²	Employer contributions to funds ³			
				Insurance ⁴		Pension	
				Dollars	Percent	Dollars	Percent
Toledo, Ohio							
—Continued							
12-24 MONTHS	\$5.456	\$6.008	40.00	(⁵)	(⁵)	(⁵)	(⁵)
24-36 MONTHS	5.797	6.384	40.00	(⁵)	(⁵)	(⁵)	(⁵)
AFTER 36 MONTHS	6.820	7.510	40.00	(⁵)	(⁵)	(⁵)	(⁵)
Washington, D.C.							
BUSES:							
FIRST 12 MONTHS	6.528	6.925	40.00	(⁵)	(⁵)	-	14.00
13-18 MONTHS	6.936	7.385	40.00	(⁵)	(⁵)	-	14.00
19-24 MONTHS	7.344	7.845	40.00	(⁵)	(⁵)	-	14.00
25-30 MONTHS	7.755	8.305	40.00	(⁵)	(⁵)	-	14.00
30-36 MONTHS	8.140	8.770	40.00	(⁵)	(⁵)	-	14.00
AFTER 36 MONTHS	8.140	9.230	40.00	(⁵)	(⁵)	-	14.00
SUBWAY OPERATORS	8.140	9.230	40.00	(⁵)	(⁵)	-	14.00
Wichita, Kansas							
BUSES:							
FIRST 60 DAYS	2.960	4.850	40.00	0.738	-	0.775	-
AFTER 60 DAYS	4.350	4.850	40.00	.738	-	.775	-

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 New rate in negotiation an survey reference date. 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 the 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, 1979, for 67,100 local-transit operating employees in 62 cities. Such employees, for purposes of the study, include persons engaged in the operation of moving transit equipment, (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 field representatives 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.

Average wage rates were based on a single top rate whenever the length-of-service structure reported in each labor-management agreement ended at 3 years or less—as in 55 of the 62 cities. For wage progressions extending beyond 3 years, all contract-stipulated rates, and associated union membership, at steps of 3 years or beyond were included in the computation of the survey's average wage rates. These averages were not 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, 1978 to July 1, 1979, however, were based on comparable rate quotations for the various job classifications in both periods, weighted by the memberships reported for the current (1979) 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 or near the top of the progressions 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.