

**Compensation Expenditures
and
Payroll Hours**

**Motor Passenger Transportation
Industries, 1964**



Bulletin No. 1561

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



REGION I—NEW ENGLAND

John F. Kennedy Federal Building
Government Center, Room 1603-B
Boston, Mass. 02203
Tel.: 223-6762

REGION III—SOUTHERN

1371 Peachtree Street, N.E.
Atlanta, Ga. 30309
Tel.: 526-5418

REGION V—WESTERN

450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Tel.: 556-4678

REGION II—MID-ATLANTIC

341 Ninth Avenue
New York, N.Y. 10001
Tel.: 971-5405

REGION IV—NORTH CENTRAL

219 South Dearborn Street
Chicago, Ill. 60604
Tel.: 353-7230

REGION VI—MOUNTAIN-PLAINS

Federal Office Building, Third Floor
911 Walnut Street
Kansas City, Mo. 64106
Tel.: 374-2481

**Compensation Expenditures
and
Payroll Hours**

**Motor Passenger Transportation
Industries, 1964**

Bulletin No. 1561

September 1967

**UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary**

**BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner**



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 – Price 40 cents

Preface

The concept of employee compensation has been broadened considerably in the past several decades by the adoption or liberalization of supplementary pay practices. Statistics on straight-time wages for time worked no longer sufficiently approximate the level of employer payments for hired labor. Therefore, it is important to account for such outlays as vacation and holiday pay, daily or weekly overtime and shift differentials, terminal (severance) pay, contributions to private pension and health and welfare funds, and payments under legally required insurance programs.

This bulletin analyzes the level and structure of employer outlays for the compensation of employees, considering the expenditures for each component as a percent of total compensation outlays and in cents-per-hour. Furthermore, the relative importance of working and leave hours as percents of total hours paid for is discussed.

This study of the motor passenger transportation industries is part of the Bureau of Labor Statistics program of studies of employer expenditures for supplementary compensation practices. A list of previously issued reports is found at the end of this bulletin.

The study was conducted in the Bureau's Office of Wages and Industrial Relations by the Division of National Wage and Salary Income, Norman J. Samuels, Chief. The analysis was prepared by Robert E. Pope under the general direction of Arnold Strasser.

Contents

	Page
Chapter 1. Introduction	1
Chapter 2. Local transit	6
Level and structure of compensation	6
Prevalence of supplements	8
Paid leave	8
Paid vacations and holidays	8
Sick leave and other paid leave	10
Premium payments	10
Nonproduction bonuses and terminal payments	10
Legally required insurance programs	10
Private welfare plans	11
Life, accident, and health insurance	12
Pension and retirement plans	12
Chapter 3. Intercity buses	18
Level and structure of compensation	18
Prevalence of supplements	18
Paid leave	18
Paid vacations and holidays	21
Sick leave and other paid leave	21
Premium payments	21
Nonproduction bonuses and terminal payments	22
Legally required insurance programs	22
Private welfare plans	22
Life, accident, and health insurance	23
Pension and retirement plans	23
Chapter 4. Taxicabs	28
Level and structure of compensation	28
Prevalence of supplements	28
Paid leave	30
Premium payments	30
Nonproduction bonuses	30
Legally required insurance programs	30
Private welfare plans	32
Chapter 5. Composition of payroll hours	37
Paid leave hours	37
Paid vacation practices	37
Paid holiday practices	37
Normal workweek practices	38
Charts:	
1. Level of compensation, motor passenger transportation industries, 1964	3
2. The structure of compensation, local transit, 1964	7
3. Employer expenditures for supplementary compensation for operating and nonoperating employees, local transit, 1964	9
4. The structure of compensation, intercity buses, 1964	19
5. Employer expenditures for supplementary compensation for operating and nonoperating employees, intercity buses, 1964	20
6. The structure of compensation, taxicabs, 1964	29
7. Employer expenditures for supplementary compensation for operating and nonoperating employees, taxicabs, 1964	31

Contents—Continued

Page

Tables:

Chapter 1. Introduction

- | | |
|--|---|
| 1. Employer expenditures for the compensation of employees,
motor passenger transportation industries, 1964 | 5 |
|--|---|

Chapter 2. Local transit

- | | |
|--|----|
| 2. Employer expenditures for the compensation of employees,
local transit, 1964 | 14 |
| 3. Percent distribution of all employees by employer expenditures
for selected compensation practices, as a percent of
total expenditures for the compensation of employees,
local transit, 1964 | 15 |
| 4. Percent distribution of operating employees by employer
expenditures for selected compensation practices, as a
percent of total expenditures for the compensation of
employees, local transit, 1964 | 15 |
| 5. Percent distribution of nonoperating employees by employer
expenditures for selected compensation practices, as a
percent of total expenditures for the compensation of
employees, local transit, 1964 | 16 |
| 6. Percent distribution of all employees by employer expenditures
for selected compensation practices, in cents per paid hour,
local transit, 1964 | 16 |
| 7. Percent distribution of operating employees by employer
expenditures for selected compensation practices,
in cents per paid hour, local transit, 1964 | 17 |
| 8. Percent distribution of nonoperating employees by employer
expenditures for selected compensation practices,
in cents per paid hour, local transit, 1964 | 17 |

Chapter 3. Intercity buses

- | | |
|---|----|
| 9. Employer expenditures for the compensation of employees,
intercity buses, 1964 | 24 |
| 10. Percent distribution of all employees by employer expenditures
for selected compensation practices, as a percent of
total expenditures for the compensation of employees,
intercity buses, 1964 | 25 |
| 11. Percent distribution of operating employees by employer
expenditures for selected compensation practices, as a
percent of total expenditures for the compensation of
employees, intercity buses, 1964 | 25 |
| 12. Percent distribution of nonoperating employees by employer
expenditures for selected compensation practices, as a
percent of total expenditures for the compensation of
employees, intercity buses, 1964 | 26 |
| 13. Percent distribution of all employees by employer expenditures
for selected compensation practices, in cents per paid hour,
intercity buses, 1964 | 26 |
| 14. Percent distribution of operating employees by employer
expenditures for selected compensation practices,
in cents per paid hour, intercity buses, 1964 | 27 |
| 15. Percent distribution of nonoperating employees by employer
expenditures for selected compensation practices,
in cents per paid hour, intercity buses, 1964 | 27 |

Contents—Continued

Page

Tables—Continued

Chapter 4. Taxicabs

16.	Employer expenditures for the compensation of employees, taxicabs, 1964	33
17.	Percent distribution of all employees by employer expenditures for selected compensation practices, as a percent of total expenditures for the compensation of employees, taxicabs, 1964	34
18.	Percent distribution of operating employees by employer expenditures for selected compensation practices, as a percent of total expenditures for the compensation of employees, taxicabs, 1964	34
19.	Percent distribution of nonoperating employees by employer expenditures for selected compensation practices, as a percent of total expenditures for the compensation of employees, taxicabs, 1964	35
20.	Percent distribution of all employees by employer expenditures for selected compensation practices, in cents per paid hour, taxicabs, 1964	35
21.	Percent distribution of operating employees by employer expenditures for selected compensation practices, in cents per paid hour, taxicabs, 1964	36
22.	Percent distribution of nonoperating employees by employer expenditures for selected compensation practices, in cents per paid hour, taxicabs, 1964	36

Chapter 5. Composition of payroll hours

23.	Composition of payroll hours, motor passenger transportation industries, 1964	39
24.	Percent distribution of employees by paid leave hours as a percent of total paid hours, motor passenger transportation industries, 1964	40
25.	Percent distribution of employees by paid leave hours as a percent of total paid hours, local transit, 1964	40
26.	Percent distribution of employees by paid leave hours as a percent of total paid hours, intercity buses, 1964	41
27.	Percent distribution of employees by paid leave hours as a percent of total paid hours, taxicabs, 1964	41
28.	Percent distribution of employees receiving vacation pay by number of weeks paid for, motor passenger transportation industries, 1964	42
29.	Percent distribution of employees by number of paid holidays, motor passenger transportation industries, 1964	42
30.	Percent distribution of nonoperating employees by normal workweek for a majority of employees, motor passenger transportation industries, 1964	43

Appendixes:

A.	Expenditures as proportions of payroll	45
B.	Scope and method of survey	47
C.	Questionnaire	49

Motor Passenger Transportation, 1964

Chapter 1. Introduction

Compensation¹ outlays of motor passenger transportation employers² amounted to \$2.44 for each 1964 hour of working time.³ Thirty-eight cents (16 percent) of these expenditures were for supplements to straight-time pay for working time; 23 cents of which were for legally required insurance programs and private welfare plans, and 15 cents were for payroll supplements, such as paid leave, premium pay, bonuses, and terminal pay.

The motor passenger transportation industry group is made up of several diverse industries—all of which are bound together by one common attribute—the operation and maintenance of a passenger carrying motor vehicle. Although their mode of operation varies greatly and their pay practices differ widely, each industry has this common attribute.

Most of the motor passenger transportation industry employment and compensation outlays during 1964 were in the local transit, intercity bus, and taxicab industries. The three industries accounted for 85 percent of all motor passenger transportation industry employment and 92 percent of all compensation expenditures. Taxicabs constituted 40 percent of all industry employment; local transit almost 30 percent; and intercity buses about 15 percent. The makeup of aggregate compensation was somewhat different; taxicab outlays being only 30 percent of the total, while local transit outlays were 38 percent,

and intercity buses 24 percent. The rest of the employment and compensation outlays in the motor passenger transportation industries were spread among the school bus, charter bus, ambulance, and limousine rental segments.

In 1964, approximately two-thirds of all employees in privately owned local transit companies were drivers; the remaining one-third were nonsupervisory clerical (7 percent); executive, professional, and supervisory employees (7 percent); and other nonsupervisory nonoperating employees (19 percent). Almost all local transit employees were paid either by the hour or were salaried. Both operating and nonoperating employees in the local transit industry were heavily unionized;⁴ 85 percent of all busdrivers and 75 percent of all nonoperating employees were in companies in which the majority of such workers were covered by bargaining agreements.

The intercity bus industry, in terms of employment, is the smallest of the three major motor passenger transportation industries. Busdrivers constitute just over one-half of total industry employment with nonsupervisory clerical (8 percent); executive, professional, and supervisory (7 percent); and other nonsupervisory nonoperating employees (31 percent) making up the remainder. Slightly over three-quarters of all drivers and seven-tenths of all nonoperating employees were employed in companies where a majority of the employees were covered by collectively bargained agreements. In this industry, nonoperating employees usually are paid on an hourly or salaried basis; drivers are normally paid on a cents-per-mile basis.

¹ Compensation, for purposes of this study, is defined as the sum of the payments, subject to Federal withholding taxes, that were made by employers directly to their employees, before deductions of any type, and the expenditures made by employers for legally required insurance programs and private welfare plans to provide the worker with full or partial economic security against a future contingency (e.g., unemployment, retirement, medical expenses, etc.).

² The motor passenger transportation industry group includes privately owned companies classified, in accordance with the 1957 edition of the *Standard Industrial Classification Manual* and the 1963 Supplement, in SIC 41—Local and Suburban Transit and Interurban Highway Passenger Transportation. This major industry group includes local and suburban transit, taxicabs, intercity bus lines, charter bus services, school buses, and small miscellaneous industries such as ambulances, limousine rental, etc. Publicly owned companies are excluded from this industry classification and hence were not in the scope of the survey.

³ Paid hours consist of aggregate hours worked and paid leave hours, rest periods, coffee breaks, machine downtime, and other nonleave hours paid for but not worked, for which employers made direct payments to workers during the year. See appendix C (p. 57) for a more detailed definition of total man-hours for operating employees. Working time excludes paid leave hours.

⁴ The term "union" and the phrase "collective bargaining agreement covering a majority of nonsupervisory employees" are used synonymously in this report. Similarly, the term "nonunion" and the phrase "collective bargaining agreement covering none or a minority of nonsupervisory employees" are also used synonymously in this report.

Taxicab workers make up approximately 40 percent of all employment in motor passenger transportation.⁵ Companies vary in size from an independent one-driver operation to a large fleet cab company employing several thousand workers. Cabdrivers constitute almost 85 percent of total industry employment; the remaining 15 percent being nonsupervisory clerical (4 percent); executive, professional, and supervisory (3 percent); and other nonsupervisory nonoperating employees (8 percent). Most of the drivers are paid on a commission basis (computed on the basis of a specified percentage of meter receipts); other industry employees, such as dispatchers, and maintenance and supervisory workers are paid on an hourly or salaried basis. Most of the workers in the taxicab industry were still unorganized in 1964. Fewer than one-third of all cabdrivers and less than one-sixth of the nonoperating employees were in companies in which a majority of workers were covered by negotiated agreements.

The compensation expenditures per paid hour among the major segments of the motor passenger transportation industry reflect the different policies, practices, employment patterns, and union status, among other factors, in the segments. Employers in the intercity bus and local transit industries had expenditures of \$3.39 and \$2.92 an hour, respectively; employers in the taxicab industry expended only \$1.59 a paid hour. The local transit and intercity bus industries, which had higher compensation outlays per paid hour, had lower ratios of working hours to total paid hours (92 percent each) than the taxicab industry (98 percent), which had lower compensation outlays per paid hour.

The differences in compensation outlays in the motor passenger transportation industry are even more marked when individual company expenditures are examined. In the total industry, companies employing about one-half of the workers expended \$2.15 a paid hour or more. This amount was weighed heavily by taxicab companies where the median outlay was \$1.63 contrasted with \$3.08 in the local transit and \$3.25 in the intercity bus segment.

The following tabulation shows the middle 50-percent range and median expenditures, in cents per paid hour, in the motor passenger transportation industries during 1964.

Industry and employee group	Company expenditures per paid hour	
	Middle 50 percent ¹	Median ²
Motor passenger industries:		
All employees -----	\$1.63-\$3.05	\$2.15
Operating employees -----	1.54- 2.85	1.85
Nonoperating employees -----	2.25- 3.43	2.83
Local transit:		
All employees -----	2.54- 3.28	3.08
Operating employees -----	2.47- 3.25	3.02
Nonoperating employees -----	2.78- 3.49	3.37
Intercity buses:		
All employees -----	2.73- 4.18	3.25
Operating employees -----	2.51- 4.88	3.32
Nonoperating employees -----	2.44- 3.49	3.11
Taxicabs:		
All employees -----	1.31- 1.92	1.63
Operating employees -----	1.27- 1.74	1.56
Nonoperating employees -----	1.55- 2.72	2.07

¹ The middle range was determined by expenditures in the companies that cumulatively employed workers at the 25th and 75th percentiles. These two points were selected from an ascending magnitude array of company employment ranked by compensation outlays.

² One-half of the workers were employed by companies whose expenditures were below this value, and one-half were employed by companies having expenditures above this value. In some cases, however, there may be a clustering of observations at the median value.

Compensation for operating employees (drivers) in the motor passenger transportation industry⁶ amounted to \$2.17 for each paid hour. Ninety-one percent (\$1.97) of these employer expenditures consisted of direct payments to workers, of which \$1.84 were payments at straight-time rates for working time, and 13 cents were expenditures for leave time; premiums for overtime, weekend, holiday, and shift work; nonproduction bonuses; and terminal payments. The remaining 20 cents—9 percent of all compensation expenditures—was for legally required insurance programs and private welfare plans.

Expenditures for the compensation of nonoperating employees in the industry group amounted to \$2.75 a paid hour—58 cents an hour higher than the compensation outlays for operating employees. The same proportion of these expenditures (91 percent) was for direct payments to nonoperating employees as was reported for operating employees. Two dollars and twenty-eight cents a paid hour was for expenditures at straight-time rates for working time, and 21 cents were expenditures for leave time; premiums for overtime, weekend, holiday, and shift work;

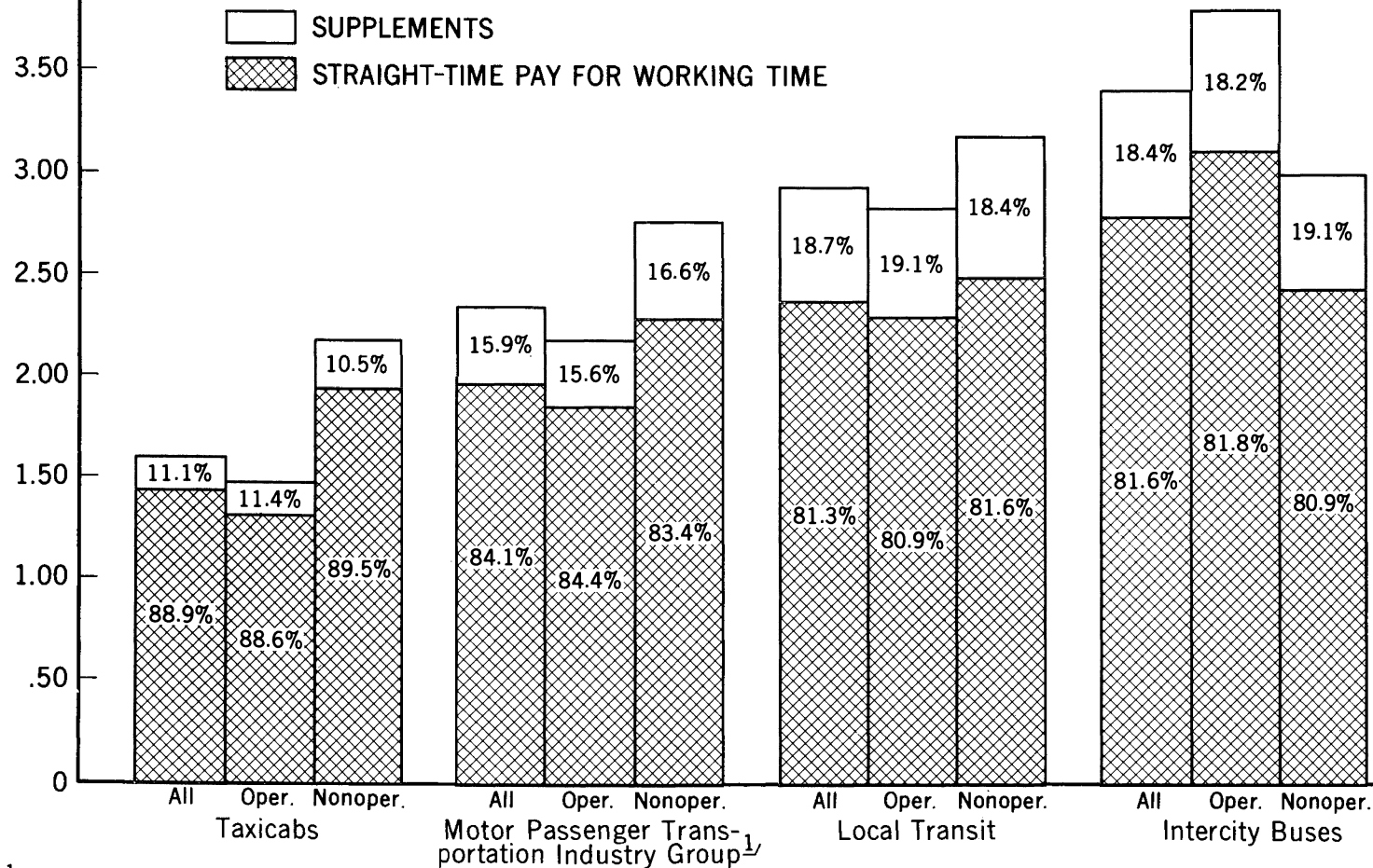
⁵ Some taxicab companies explained that a sizable proportion of their employment was part time.

⁶ The terms "operating employees" and "drivers" are used synonymously in this report since the term "operating employees" includes only drivers or drivers' helpers. All other employees were classified as "nonoperating personnel."

Chart 1. LEVEL OF COMPENSATION, MOTOR PASSENGER TRANSPORTATION INDUSTRIES, 1964

CENTS PER PAID HOUR

\$4.00



^{1/} Includes data for industries not presented separately.

nonproduction bonuses; and terminal payments. Nonpayroll expenditures of 26 cents a paid hour were reported for legally required insurance programs and private welfare plans.

Both total compensation outlays and expenditures for supplements were greater in large companies than in small companies. There also appeared to be a close relationship between the straight-time levels of employees earnings for time worked, and the amount of money expended for supplements; companies which had lower average hourly earnings had smaller outlays for supplements than companies whose employees had higher average hourly earnings. Significant differences are also found when companies are compared on the basis of the union status of the majority of their operating and nonoperating employees. Compensation expenditures for union drivers were about 80 percent higher than for nonunion drivers, and expenditures for union nonoperating personnel were almost 30 percent higher than those for nonunion nonoperating personnel.

All motor passenger transportation industry employees were in companies that paid for legally required insurance programs; nine-tenths were in companies providing leave payments; three-fourths in companies making private welfare expenditures; and slightly over one-half in companies providing premium payments. In general, expenditures for the supplements to straight-time pay for working time, except for bonuses and the legally required insurances, were more prevalent for nonoperating employees than for operating employees.

Ninety-five percent or more of all employees, in both the local transit and intercity bus industries, were in companies which provided paid leave, premium payments, and private welfare expenditures; less than 25 percent of all employees in both industries were in companies which paid bonuses or terminal pay. The prevalence of expenditures for supplementary compensation in the taxicab industry, varied considerably from the two bus industries: Almost 85 percent of all taxi employees worked for companies providing paid leave; 70 percent worked for companies making private welfare payments; slightly over 50 percent worked for companies who paid nonproduction bonuses; and just over 25 percent worked for companies making premium payments.

In comparing local transit⁷ and intercity buses, the intercity bus industry had greater expenditures per paid hour for both aggregate compensation and for supplements. Employers in the intercity bus industry had expenditures amounting to \$3.39 for each hour for which employees were paid during 1964 as compared with \$2.92 in the local transit industry. This difference in the level of expenditures was due almost entirely to different levels of compensation outlays for operating employees in the two industries; both industries had similar levels of compensation expenditures (about \$3 a paid hour) for their nonoperating employees. The expenditures (\$3.79 an hour) for the compensation of drivers in the intercity bus industry was 97 cents a paid hour higher than those for drivers in the local transit industry (\$2.82 an hour). Most of these higher expenditures (81 cents) were payments for straight-time pay for working time; the remaining 16 cents were for paid supplements.

The structure of expenditures for supplements was very similar in both industries. Both had paid leave expenditures of almost 7 percent of total compensation; private welfare expenditures of between 6 to 6.5 percent; premium payments of under 2 percent; legally required payments of around 4 percent; and both had very low expenditures (under 0.3 percent) for nonproduction bonuses and terminal pay.

The taxicab industry had a rather unusual compensation expenditure pattern in relation to the two other major motor passenger industries. Most of the taxicab companies compensation expenditures of \$1.59 a paid hour were straight-time payments for working time; supplements to straight-time pay for working time made up only 11 percent (17 cents per paid hour) of all compensation outlays. Of these supplemental expenditures, 60 percent were for legally required programs (i.e., social security, unemployment compensation insurance, and workmen's compensation); only 40 percent were for company initiated or collectively bargained supplements. The major difference in the structure of compensation expenditures in the industry was between the operating (cabdrivers) and nonoperating employees. Employers in the industry expended \$2.17 for each hour for which nonoperating employees were paid during 1964; only \$1.47 a paid hour was expended for the cabdrivers.

⁷ The study of local transit was limited to the private sector only (SIC 4111). All publicly owned transit companies were excluded from the scope of the study.

Table 1. Employer Expenditures for the Compensation of Employees, Motor Passenger Transportation Industries, 1964

Employee group and industry	All companies								Companies with expenditures for pay supplements					
	Compensation	Straight-time pay for working time	Premium payments	Pay for leave time	Bonuses	Terminal payments	Legally required insurance programs	Private welfare plans	Premium payments	Pay for leave time	Bonuses	Terminal payments	Legally required insurance programs	Private welfare plans
Percent of compensation														
All employees ¹ -----	100.0	84.1	0.9	5.1	0.5	(²)	4.9	4.5	1.3	5.3	1.5	(²)	4.9	5.1
Local transit -----	100.0	81.3	1.6	6.8	.2	(²)	4.0	6.1	1.7	6.8	1.1	(²)	4.0	6.2
Intercity buses -----	100.0	81.6	.9	6.9	.3	(²)	3.8	6.5	.9	6.9	2.5	0.1	3.8	6.5
Taxicabs -----	100.0	88.9	.1	2.0	.7	-	6.5	1.8	.3	2.3	1.3	-	6.5	2.4
Operating employees ¹ -----	100.0	84.4	1.0	4.7	.4	(²)	5.2	4.3	1.8	5.3	1.4	(²)	5.2	5.1
Local transit -----	100.0	80.9	2.0	6.8	.1	(²)	4.2	6.0	2.2	6.8	.8	(²)	4.2	6.2
Intercity buses -----	100.0	81.8	.7	7.1	.2	(²)	3.7	6.5	.8	7.2	1.5	.1	3.7	6.5
Taxicabs -----	100.0	88.6	-	1.7	.7	-	7.0	2.0	-	2.0	1.7	-	7.0	2.6
Nonoperating employees ¹ -----	100.0	83.4	.9	5.8	.8	(²)	4.2	4.9	1.2	6.0	3.9	(²)	4.2	5.7
Local transit -----	100.0	81.6	.9	6.9	.4	(²)	3.8	6.4	.9	6.9	2.4	(²)	3.8	6.7
Intercity buses -----	100.0	80.9	1.5	6.5	.6	(²)	4.0	6.5	1.5	6.5	15.5	(²)	4.0	6.5
Taxicabs -----	100.0	89.5	.3	3.2	.7	-	5.0	1.3	1.2	3.6	1.9	-	5.0	2.3
Per paid hour														
All employees ¹ -----	\$2.33	\$1.96	\$0.02	\$0.12	\$0.01	(²)	\$0.11	\$0.11	\$0.04	\$0.13	\$0.03	(²)	\$0.11	\$0.13
Local transit -----	2.92	2.36	.05	.20	.01	(²)	.12	.18	.05	.20	.03	(²)	.12	.18
Intercity buses -----	3.39	2.77	.03	.23	.01	(²)	.13	.22	.03	.24	.07	(²)	.13	.22
Taxicabs -----	1.59	1.42	(²)	.03	.01	-	.10	.03	(²)	.04	.02	-	.10	.04
Operating employees ¹ -----	2.17	1.84	.02	.10	.01	(²)	.11	.09	.06	.12	.02	(²)	.11	.12
Local transit -----	2.82	2.28	.06	.19	(²)	(²)	.12	.17	.06	.19	.02	(²)	.12	.18
Intercity buses -----	3.79	3.09	.03	.27	.01	(²)	.14	.25	.03	.27	.04	(²)	.14	.25
Taxicabs -----	1.47	1.31	-	.02	.01	-	.10	.03	-	.03	.03	-	.10	.04
Nonoperating employees ¹ -----	2.75	2.28	.03	.16	.02	(²)	.12	.14	.04	.17	.11	(²)	.12	.17
Local transit -----	3.17	2.59	.03	.22	.01	(²)	.12	.20	.03	.22	.08	(²)	.12	.22
Intercity buses -----	2.98	2.42	.04	.19	.02	(²)	.12	.19	.04	.19	.38	(²)	.12	.19
Taxicabs -----	2.17	1.93	.01	.07	.02	-	.11	.03	.04	.09	.05	-	.11	.06
Per hour of working time														
All employees ¹ -----	\$2.44	\$2.06	\$0.02	\$0.12	\$0.01	(²)	\$0.12	\$0.11	\$0.04	\$0.14	\$0.03	(²)	\$0.12	\$0.14
Local transit -----	3.16	2.56	.05	.22	.01	(²)	.13	.19	.05	.22	.03	(²)	.13	.20
Intercity buses -----	3.66	3.00	.02	.25	.01	(²)	.14	.24	.03	.25	.07	(²)	.14	.24
Taxicabs -----	1.62	1.44	(²)	.03	.01	-	.11	.03	(²)	.04	.02	-	.11	.04
Operating employees ¹ -----	2.26	1.90	.02	.11	.01	(²)	.12	.10	.06	.13	.03	(²)	.12	.13
Local transit -----	3.06	2.48	.06	.21	(²)	(²)	.13	.18	.07	.21	.02	(²)	.13	.19
Intercity buses -----	4.09	3.35	.03	.29	.01	(²)	.15	.26	.04	.30	.04	\$0.01	.15	.27
Taxicabs -----	1.49	1.33	-	.02	.01	-	.10	.03	-	.03	.03	-	.10	.04
Nonoperating employees ¹ -----	2.93	2.45	.03	.17	.02	(²)	.12	.14	.04	.18	.11	(²)	.12	.18
Local transit -----	3.43	2.79	.03	.24	.02	(²)	.13	.22	.03	.24	.08	(²)	.13	.24
Intercity buses -----	3.20	2.58	.05	.21	.02	(²)	.13	.21	.05	.21	.40	(²)	.13	.21
Taxicabs -----	2.24	2.00	.01	.07	.02	-	.11	.03	.04	.09	.05	-	.11	.06

¹ Includes data for industries not presented separately.² Less than 0.05 percent or 0.5 cents.

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

Chapter 2. Local Transit

Level and Structure of Compensation

Compensation expenditures in the local transit industry amounted to \$2.92 per paid hour. Employer outlays were 35 cents an hour higher for nonoperating personnel (\$3.17 per paid hour) than for operating personnel (\$2.82 per paid hour). Employer expenditures for supplements were 4 cents an hour higher for nonoperating employees (58 cents) than for operating employees (54 cents).

The upper 55 percent of all local transit employees, about two-thirds of the nonoperating and one-half of the operating employees, worked for companies whose compensation expenditures ranged from \$3 to \$4 a paid hour.⁸ Most of the remaining workers were employed by companies whose expenditures ranged between \$2 to \$3 a paid hour.

Supplemental expenditures constituted almost 19 percent of total compensation. About two-thirds of these disbursements were for paid leave (6.8 percent of total compensation outlays) and private welfare plans (6.1 percent); expenditures for the legally required insurances (4 percent), premium payments (1.6 percent), and nonproduction bonuses (0.2 percent) accounted for the balance of the disbursement.

Employers in the northeastern area of the country had the highest compensation expenditures in the country. During 1964, they had expenditures of \$3.11 for each hour for which their employees were paid. The lowest employer expenditures were in the South (\$2.63); expenditures in the North Central and western areas fell between those in the Northeast and the South. The pattern of regional expenditures was similar for both operating and nonoperating employees. The Northeast had the highest compensation expenditures for both groups (\$2.97 an hour for operating; \$3.40 for nonoperating); the South had the lowest expenditures (\$2.51 per hour for operating; \$2.90 for nonoperating). The number of large metropolitan areas having privately owned transit systems was distributed fairly even among all regions. The location of more small- and middle-sized nonunion companies in the North Central and southern areas than in the Northeast⁹ may cause the area differentials.

Generally speaking, there were no major differences in the types of supplements or in the level of expenditures for the supplements

between the two-employee groups. Only a slightly higher proportion of total compensation (19.1 percent) was expended for supplements for operating employees than for nonoperating employees (18.4 percent). The only really significant difference was in the amount expended (1.8 percent of total compensation) for overtime, weekend, and holiday work by operating employees compared with nonoperating employees (0.7 percent). The variation between employee groups for all other supplements did not exceed 0.4 percent of total compensation.

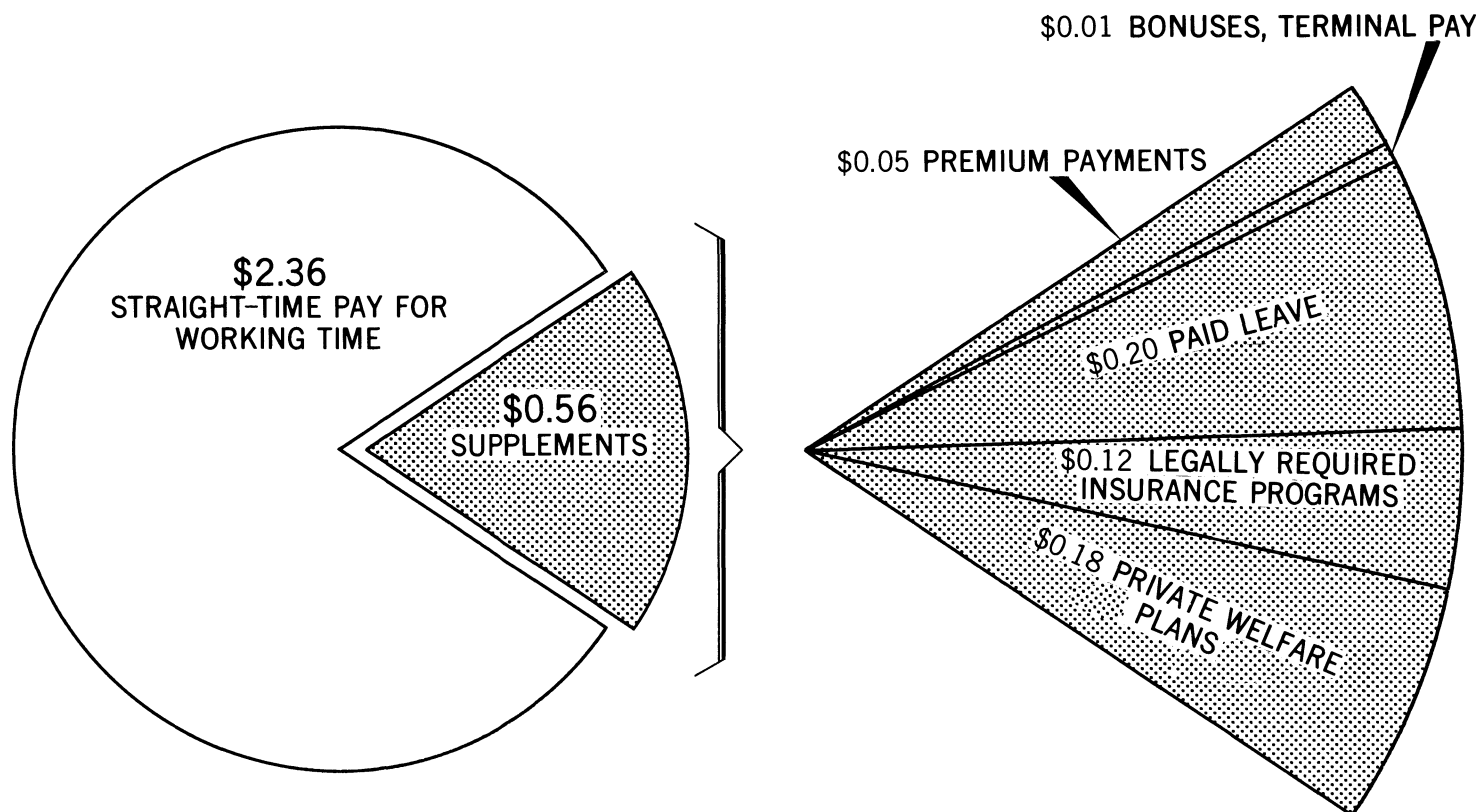
Companies in which a majority of the drivers were covered by negotiated agreements had compensation expenditures of more than \$1 a paid hour higher than companies in which none or a minority of the drivers were covered by such agreements. The difference in compensation expenditures was not as great between union and nonunion nonoperating employees; the expenditures for the unionized workers were 58 cents an hour higher than for the nonunion personnel. Payments for all supplements, except nonproduction bonuses and legally required insurance programs, were higher in companies which had unionized operating employees, and in companies which had unionized nonoperating employees than in firms in which none or a minority of these workers were covered by bargaining agreements.

When compensation outlays are compared between companies divided by employment size into three groupings (under 100, 100-499, 500 and over), companies having 500 or more employees had expenditures which were 26 cents an hour higher than did companies having between 100 and 499 employees, and 96 cents an hour higher than did companies having fewer than 100 employees.

⁸ For ease of reading in this and subsequent discussions, the limits of the class intervals are designated as 2 to 5 percent, 1 to 6 cents, etc., instead of using the more precise terminology, 2 and under 5 percent, 1 and under 6 cents, etc.

⁹ The regions used in this study are: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Chart 2. THE STRUCTURE OF COMPENSATION, LOCAL TRANSIT, 1964
(CENTS PER PAID HOUR)



Prevalence of Supplements

During 1964, more than 7 out of 8 local transit employees worked for companies which had expenditures for vacations, holidays, overtime premiums, health insurance, and pension and retirement plans; two-thirds of all employees worked for companies that had outlays for sick leave. Fewer than one-half of all employees worked for companies that had expenditures for other supplements. The prevalence of expenditures for these supplements was varied; almost one-half of all employees were in companies which had civic and personal leave expenditures; about two-fifths in companies with shift differentials; and only one-fifth worked for companies which had outlays for nonproduction bonuses and terminal pay.

Some supplements, such as paid holidays, sick leave, overtime premiums, shift differentials, and terminal pay were more prevalent for nonoperating employees. Others, such as civic and personal leave, health insurance, and pension and retirement plans were more prevalent for operating employees. Paid vacations and nonproduction bonuses were equally prevalent for both employee groups.

All companies had expenditures for social security and unemployment compensation and almost all had expenditures for workmen's compensation.

There was very little difference in the prevalence of the various supplements in the four broad geographic regions. However, a larger proportion of unionized operating and nonoperating employees worked for firms which had expenditures for the various supplements than did unorganized workers. The single exception to this general pattern was bonuses for nonunion drivers.

Paid Leave

Pay for vacations and holidays accounted for more than 90 percent of all 1964 leave payments. The other leave expenditures were for sick leave and civic and personal leave.

Vacation expenditures (4.6 percent of total compensation) alone accounted for over two-thirds of all leave expenditures; holidays (1.6 percent) slightly under one-fourth; and sick leave (0.6 percent) slightly under one-tenth.

The level of expenditures for both operating and nonoperating employees was almost the same for total leave payments and for each of the leave components. Almost one-half of both the operating and nonoperating

employees were in companies where leave expenditures constituted 7 to 9 percent of total compensation, and almost three-fifths were in companies whose expenditures were 20 cents or more a paid hour. About one-half of both operating and nonoperating employees were in companies having holiday payments of between 4 to 8 cents an hour, and over seven-tenths of each group were in companies which had expenditures constituting 1 to 3 percent of total compensation. Company sick leave expenditures were generally under 2 percent of total compensation and between 2 to 6 cents a paid hour. All civic and personal leave expenditures were under 1 percent of total compensation and 2 cents a paid hour.

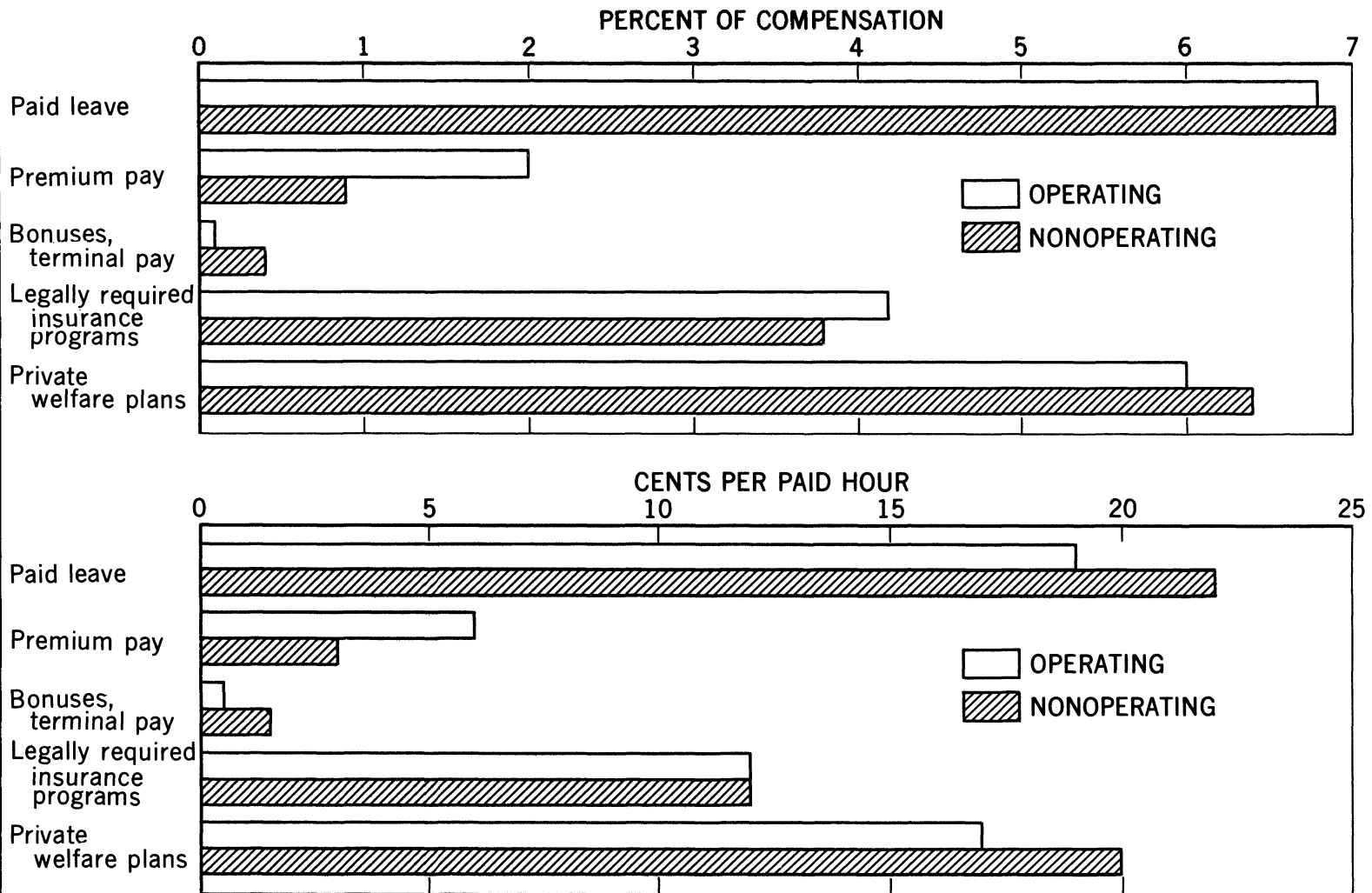
Leave payments in companies which had unionized drivers were about 75 percent higher as a proportion of total compensation (7.1 percent) than in companies which had nonunion drivers (4 percent). Although the extent of the difference was smaller for nonoperating employees, companies having unionized workers still had significantly higher expenditures (7.4 percent) than did companies having nonunion workers (5 percent).

Smaller bus companies had leave expenditures for operating employees which constituted a much lower proportion (3.8 percent) of total compensation than did middle-sized (6.9 percent) and large companies (8 percent).

The highest leave expenditures were found in the Northeast (7.5 percent of total compensation and 26 cents a working hour); the next highest (6.6 percent and 21 cents a working hour) in the North Central region; and the lowest (6.2 percent and 17 cents a working hour) in the South. The same regional rankings in the level of leave payments, both as a proportion of total compensation and in cents a working hour, were found also in expenditures for both the operating and nonoperating employees.

Paid Vacations and Holidays. More money was expended for paid vacations in the local transit industry than for any other single supplement. These expenditures constituted 4.6 percent of total compensation and amounted to 15 cents for each hour of working time in 1964. Paid holidays, which were the second largest leave supplement, accounted for 5 cents a working hour and constituted 1.6 percent of total compensation. These expenditures, as a proportion of total compensation, were almost the same for operating and nonoperating employees.

Chart 3. EMPLOYER EXPENDITURES FOR SUPPLEMENTARY COMPENSATION FOR OPERATING AND NONOPERATING EMPLOYEES, LOCAL TRANSIT, 1964



Vacation and holiday expenditures, both as a proportion of compensation and in cents a working hour, were higher for unionized drivers and nonoperating employees than for their nonunion counterparts. The spread, however, was not as great between union and nonunion nonoperating employees as it was between union and nonunion drivers. In addition, vacation and holiday payments for both operating and nonoperating personnel were greater in the middle-sized and large companies than they were in the small companies.

Sick Leave and Other Paid Leave. Over one-half of both the operating and nonoperating employees were employed by companies that paid for sick leave. Expenditures were slightly higher (0.8 percent of total compensation and 3 cents a working hour) for nonoperating employees than were payments for the operating employees (0.6 percent and 2 cents a working hour).

Sick leave expenditures were higher for both unionized drivers and unionized nonoperating employees than for their nonunion counterparts. Payments for sick leave in companies having 500 employees or more constituted almost twice as large a proportion of total compensation as did payments in companies having between 100-499 employees; and these expenditure levels were considerably higher than in companies having fewer than 100 employees.¹⁰

Although almost half of all operating and nonoperating employees were in companies providing some type of civic and personal leave, the payments for this type of leave amounted to only one-tenth of 1 cent a paid hour. This low level of expenditures was due partly to the infrequent occurrence of this type of leave, and partly because most companies may have had only one or two types of civic and personal leave.¹¹

Premium Payments

Almost all premium payments in the local transit industry were for overtime, weekend, and holiday work. Shift differentials were very sparse. A few busdrivers received owl-run¹² premiums, and a few companies had some maintenance workers who received a differential for working on a second shift.

Overtime premiums for busdrivers constituted a much higher proportion of total compensation (1.8 percent) than did the premiums for nonoperating employees (0.7 percent). These lower premium payments to

nonoperating personnel are probably due to limited overtime work by clerical employees and an absence of premium payments to salaried supervisory workers.

Nonproduction Bonuses and Terminal Payments

Both bonuses and terminal payments were scant in the local transit industry during 1964; only a few companies reported expenditures for either supplement. No company reported bonus payments in excess of 4 percent of total compensation or 8 cents an hour for operating employees. Some companies, however, reported bonuses for nonoperating employees that amounted to as much as 8 percent of compensation and 23 cents an hour. Unlike expenditures for other supplements, bonus payments (in cents-per-paid-hour terms) in firms employing nonunion drivers and in firms with nonunion nonoperating workers were twice as high as those in firms in which a majority of such workers were covered by contractual agreements. All companies which had expenditures for terminal payments reported outlays of under 1 percent of total compensation and under 2 cents a paid hour.

Legally Required Insurance Programs

Four percent of all 1964 compensation expenditures of privately owned local transit firms were for legally required insurance programs. Sixty-four percent of these payments were for social security; 23 percent for unemployment compensation; 12 percent for workmen's compensation; and 1 percent for other legally required programs.

The employers' legally required payments for operating employees constituted a slightly higher proportion (4.2 percent) of total compensation than did the payments made for nonoperating employees (3.8 percent). Social security payments and workmen's compensation were slightly higher as a proportion of compensation for operating employees; unemployment compensation constituted about the same proportion for both employee groups.

¹⁰ Differences in expenditures for sick leave do not necessarily mean that there was a greater incidence of sickness—it may reflect more liberal provisions for pay for such time.

¹¹ A study of 31 local transit contracts on file with the Bureau showed that only 10 of the contracts provided for jury pay, 6 contracts provided for funeral leave, and 1 contract provided for voting time.

¹² A run which begins at or about midnight, and continues through all or most of the night.

Expenditures for social security¹³ constituted 2.6 percent of total compensation costs and amounted to 8 cents a paid hour. Most companies had social security expenditures of between 2 to 3 percent of total compensation and 6 to 10 cents a paid hour for both operating and nonoperating employees.

Company payments for State and Federal¹⁴ unemployment insurance constituted slightly less than 1 percent of compensation and amounted to 3 cents an hour of working time. Almost all companies reported expenditures of under 2 percent of compensation and 6 cents an hour.

Payments for workmen's compensation constituted only one-half of 1 percent of total compensation costs in the industry and amounted to only slightly over 1 cent a paid hour in 1964. Expenditures for other legally required programs¹⁵ are found in only a few States and employer costs are relatively insignificant. Even among companies which have these expenditures, they amounted to less than one-half of 1 percent of total compensation costs and under 2 cents a paid hour.

Private Welfare Plans

Employer payments were higher for private welfare plans than for any other group of supplements except paid leave. These private plans required expenditures of over 6 percent of total compensation during 1964 and 18 cents a paid hour. All private welfare payments were for life, accident, and health insurance (2.4 percent of compensation) and for pension and retirement plans (3.8 percent). No other private welfare plans were reported.

Slightly greater pension outlays for nonoperating employees resulted in somewhat higher private welfare expenditures (6.4 percent) for this employee group than for operating employees (6 percent). Although 70 percent of all busdrivers were in companies which had private welfare expenditures of between 4 to 8 percent of total compensation, expenditures for the nonoperating employees, on the other hand, ranged from under 1 to 13 percent of total compensation. The only discernible concentrations of nonoperating workers at any given intervals were between 8 and 9 percent (23 percent of all workers) and between 5 and 6 percent (18 percent).

Companies in the northeastern area of the country had the highest expenditures (6.4 percent of compensation and 19 cents an hour) for private welfare plans for their busdrivers; companies in the South and in the North Central regions had similar levels of expenditures (both 5.9 percent) for their operating employees. Expenditures for nonoperating employees showed a somewhat similar pattern. Employers in the Northeast had the highest (7.1 percent of compensation); the South the next highest (6.8 percent); and the North Central area the lowest (5.8 percent).

The union status of both operating and nonoperating employees seems to have a marked effect on the expenditure level for private welfare plans. Company payments for unionized drivers constituted over two and one-half times as large a proportion of total compensation as did payments for nonunion drivers, and the payments for unionized nonoperating employees were over two times as large as the payments for nonunion nonoperating employees.

Companies having 100 employees or more had expenditures for private welfare plans that were nearly twice as high as companies having fewer than 100 employees. The widest range in the level of expenditures for private welfare plans, among companies in different size groups, was for nonoperating personnel. Companies having 500 employees or more had expenditures constituting three times as large a share of compensation as did private welfare expenditures in companies which had fewer than 100 employees. There was a narrower range in the level of expenditures for drivers' private welfare plans between different size groups. Companies which had fewer than 100 employees had expenditures amounting to about 60 percent of those made by companies which had 500 employees or more.

¹³ In 1964, the employer's rate of contribution for social security was 3-5/8 percent of the first \$4,800 of each employee's annual earnings.

¹⁴ For 1964, employers in all but nine States were taxed at a rate of 0.4 percent of payroll. A rate of 0.7 percent was paid in California, Delaware, Indiana, Massachusetts, Michigan, Minnesota, New Jersey, and West Virginia. Alaska had a rate of 0.85 percent. In all States, the tax applied only to the first \$3,000 paid to an employee.

¹⁵ Employers in a few States are subject to temporary disability insurance laws which may require expenditures on their part. See appendix A, Digest of 100 Selected Health and Insurance Plans under Collective Bargaining, Early 1966 (BLS Bulletin 1502, 1966) for details on the financing of these plans.

Another interesting relationship is found when the level of private welfare and legally required insurance expenditures in the different size groups are compared. Companies which had fewer than 100 employees expended over 1 percent more of total compensation for legally required insurance programs than they did for private welfare plans. On the other hand, companies which had 100 employees or more expended a much larger proportion of compensation for the private welfare plans than they did for legally required insurance programs. These contrasting relationships are probably an outgrowth of the unionization and earnings level patterns of these two size groups. Since private welfare plans in this industry appear to be more of an outgrowth of collective bargaining than company initiation, substantial expenditures for these plans are more likely to be found in large unionized companies rather than in small nonunion companies. On the other hand, expenditures for unemployment insurance and social security in small companies are usually greater as a proportion of compensation than are expenditures for these same programs in a large company. This difference occurs because unemployment insurance and social security are funded on the basis of a rate applied against a specified maximum of each employee's earnings. Since the level of earnings is generally lower in small companies than in large, the unemployment insurance and social security payments constitute a larger proportion of compensation in these smaller companies.

Life, Accident, and Health Insurance. Almost every company in the industry had expenditures for one life, accident, and health insurance plan or more. Although industry expenditures for these plans constituted 2.4 percent of all compensation expenditures, they varied widely from company to company. Some companies had payments of less than 1 percent of compensation; others had payments amounting to almost 6 percent of compensation.¹⁶

The level of industry expenditures for both operating and nonoperating employees was similar (about 2.4 percent of compensation and 7 cents per hour); a majority of both operating and nonoperating employees being in companies having expenditures of between 1 to 3 percent of compensation and 4 to 10 cents a paid hour.

Expenditures for unionized drivers constituted 2.5 percent of compensation as compared with 1.7 percent for nonunion drivers.

Expenditures for both union and nonunion nonoperating personnel constituted about 2.3 percent of total compensation costs.

About three-fifths of both operating and nonoperating employees were in companies having contributory life, accident, and health insurance plans. Company contributions to these plans constituted about 2 percent of their total compensation cost. This was about 1 percent less than expended by the companies having noncontributory plans. Slightly fewer than 10 percent of all nonoperating and only 3 percent of all operating employees were in companies without health insurance plans.

Pension and Retirement Plans. Employer contributions for pension and retirement plans accounted for almost 4 percent of all compensation expenditures during 1964 and amounted to 11 cents a paid hour. There was a wide range in company contributions for these plans. Some companies contributed less than 1 percent of their total compensation outlays; others contributed as high as 9 percent of compensation.¹⁷

Companies contributed a slightly higher proportion of total compensation (4.1 percent) for nonoperating personnel than they did for the operating employees (3.7 percent). This difference may be due to the inclusion of executive, administrative, and supervisory personnel in the nonoperating employee group. In some instances, these employees are covered by separate retirement and pension plans—company contributions may be at a somewhat higher rate than for other employees.

Employers having unionized drivers and unionized nonoperating personnel had expenditures for pension and retirement plans which were more than five times greater than the expenditures by companies which had nonunion personnel.

Companies which had 500 employees or more had substantially higher expenditures than did companies employing 100-499, or

¹⁶ One possible factor in this wide variation is that although per-employee costs for these plans may be similar for different companies, the compensation levels in these different companies may vary considerably. Thus, similar outlays per employee for health insurance plans in different companies may constitute varying proportions of total compensation.

¹⁷ Many different factors, of course, can effect the level of a company's contribution during a given year to a pension and retirement plan. Among these are the level of funding in the plan; the unfunded past service liability; and the number of employees covered by the plan.

companies which had fewer than 100 employees. Since all companies employing 500 or more and almost all companies employing between 100-499 employees reported collective bargaining agreements covering a majority of both their drivers and nonoperating employees and since almost all companies employing fewer than 100 employees were unorganized, the influence of collective bargaining on levels of pension and retirement expenditures is apparent.

In contrast to the practices for life, accident, and health insurance plans, there were more companies which had noncontributory

pension and retirement plans than there were which had contributory plans for both operating and nonoperating employees. Expenditures for these noncontributory plans for operating employees constituted 4.5 percent of compensation; expenditures for the contributory plans constituted only slightly over 3 percent. Similarly, the employer payments for noncontributory plans for nonoperating personnel were higher (5.2 percent) than were the payments for contributory plans (3.8 percent). About 18 percent of all nonoperating personnel and 14 percent of all operating personnel were in companies that did not have any expenditures during 1964 for a pension and retirement plan.

Table 2. Employer Expenditures for the Compensation of Employees, Local Transit, 1964

Compensation practice	All employees			Operating employees			Nonoperating employees		
	Percent of total compensation	Cents per hour		Percent of total compensation	Cents per hour		Percent of total compensation	Cents per hour	
		Paid for	Working time		Paid for	Working time		Paid for	Working time
Total expenditures -----	100.0	\$2.92	\$3.16	100.0	\$2.82	\$3.06	100.0	\$3.17	\$3.43
Gross payments to workers -----	89.9	\$2.62	\$2.84	89.8	\$2.53	\$2.75	89.8	\$2.85	\$3.08
Straight-time payments for working time -----	81.3	2.36	2.56	80.9	2.28	2.48	81.6	2.59	2.79
Premium payments -----	1.6	.05	.05	2.0	.06	.06	.9	.03	.03
Overtime, weekend, and holiday work -----	1.5	.04	.05	1.8	.05	.06	.7	.02	.03
Shift differentials -----	.1	(¹)	(¹)	.1	(¹)	(¹)	.1	.01	.01
Pay for leave time -----	6.8	.20	.22	6.8	.19	.21	6.9	.22	.24
Vacations -----	4.6	.13	.15	4.6	.13	.14	4.5	.14	.15
Holidays -----	1.6	.05	.05	1.6	.04	.05	1.6	.05	.06
Sick leave -----	.6	.02	.02	.6	.02	.02	.8	.03	.03
Civic and personal leave -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Nonproduction bonuses -----	.2	.01	.01	.1	(¹)	(¹)	.4	.01	.02
Terminal payments -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Expenditures in addition to payroll -----	10.1	.30	.32	10.2	.29	.31	10.2	.32	.35
Legally required insurance programs -----	4.0	.12	.13	4.2	.12	.13	3.8	.12	.13
Retirement income and protection -----	2.6	.08	.08	2.6	.07	.08	2.4	.08	.08
Unemployment compensation -----	.9	.03	.03	.9	.03	.03	.9	.03	.03
Occupational injury and illness -----	.5	.01	.02	.5	.02	.02	.4	.01	.02
Other legally required insurance programs -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Private welfare plans -----	6.1	.18	.19	6.0	.17	.18	6.4	.20	.22
Life, accident, and health insurance -----	2.4	.07	.08	2.4	.07	.07	2.3	.07	.08
Pension and retirement plans -----	3.8	.11	.12	3.7	.10	.11	4.1	.13	.14

¹ Less than 0.05 percent or 0.5 cents.

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

Table 3. Percent Distribution of All Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Local Transit, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—											
			Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation									
	All companies	Companies with expenditures for the practice			Under 1	1 and under 2	3	4	5	6	7	8	9	10 and over
Premium payments	1.6	1.7	100	5	38	24	20	7	5	(1)	(1)	-	-	-
Overtime, weekend, and holiday work	1.5	1.5	100	5	38	24	23	7	3	-	(1)	-	-	-
Shift differentials	.1	.3	100	63	35	(1)	2	-	-	-	-	-	-	-
Pay for leave time	6.8	6.8	100	(1)	1	2	15	11	2	10	10	18	30	7
Vacations	4.6	4.6	100	1	1	2	15	13	32	31	5	(1)	-	-
Holidays	1.6	1.6	100	6	20	49	25	-	-	-	-	-	-	-
Sick leave	.6	.9	100	33	28	37	2	-	-	-	-	-	-	-
Civic and personal leave	(1)	(1)	100	51	49	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.2	1.1	100	78	13	6	3	-	(1)	-	-	-	(1)	-
Terminal payments	(1)	(1)	100	77	23	-	-	-	-	-	-	-	-	-
Legally required insurance programs	4.0	4.0	100	-	-	-	3	51	34	9	2	(1)	-	-
Retirement income and protection	2.6	2.6	100	-	-	1	86	12	-	-	-	-	-	-
Unemployment compensation	.9	.9	100	-	47	50	3	-	-	-	-	-	-	-
Occupational injury and illness	.5	.6	100	11	78	9	2	-	-	-	-	-	-	-
Other legally required insurance programs	(1)	.4	100	91	9	-	-	-	-	-	-	-	-	-
Private welfare plans	6.1	6.2	100	3	(1)	6	5	7	18	14	8	26	5	8
Life, accident, and health insurance	2.4	2.4	100	3	7	35	32	18	4	1	-	-	-	-
Pension and retirement plans	3.8	4.1	100	13	3	16	12	13	7	21	6	1	7	-

¹ Less than 0.05 percent of compensation or 0.5 percent of workers.

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

Table 4. Percent Distribution of Operating Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Local Transit, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—											
			Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation									
	All companies	Companies with expenditures for the practice			Under 1	1 and under 2	3	4	5	6	7	8	9	10 and over
Premium payments	2.0	2.2	100	14	31	22	8	11	8	3	2	-	(1)	-
Overtime, weekend, and holiday work	1.8	2.0	100	14	31	22	9	13	7	3	-	-	(1)	-
Shift differentials	.1	.5	100	75	23	-	(1)	1	-	-	-	-	-	-
Pay for leave time	6.8	6.8	100	(1)	1	2	5	12	5	11	12	19	25	6
Vacations	4.6	4.7	100	1	1	2	7	21	32	30	5	-	(1)	-
Holidays	1.6	1.8	100	19	10	28	43	-	-	-	-	-	-	-
Sick leave	.6	1.1	100	48	31	18	4	-	-	-	-	-	-	-
Civic and personal leave	(1)	(1)	100	51	49	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.1	.8	100	82	11	3	2	1	-	-	-	-	-	-
Terminal payments	(1)	(1)	100	94	6	-	-	-	-	-	-	-	-	-
Legally required insurance programs	4.2	4.2	100	-	-	-	3	48	35	10	3	1	-	-
Retirement income and protection	2.6	2.6	100	-	-	3	77	20	-	-	-	-	-	-
Unemployment compensation	.9	.9	100	-	47	50	1	1	-	-	-	-	-	-
Occupational injury and illness	.5	.6	100	11	76	10	2	-	-	-	-	-	-	-
Other legally required insurance programs	(1)	.5	100	91	9	-	-	-	-	-	-	-	-	-
Private welfare plans	6.0	6.2	100	3	1	6	7	3	17	10	13	30	1	6
Life, accident, and health insurance	2.4	2.4	100	3	7	31	35	16	5	2	-	-	-	-
Pension and retirement plans	3.7	4.0	100	14	4	18	7	7	11	30	1	6	2	1

¹ Less than 0.05 percent of compensation or 0.5 percent of workers.

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

Table 5. Percent Distribution of Nonoperating Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Local Transit, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—												
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation										
					Under 1	1 and under 2	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10 and over	
Premium payments —	0.9	0.9	100	10	66	11	9	3	1	-	-	-	-	-	-
Overtime, weekend, and holiday work —	.7	.8	100	10	71	9	7	2	1	-	-	-	-	-	-
Shift differentials —	.1	.3	100	62	36	3	-	-	-	-	-	-	-	-	-
Pay for leave time —	6.9	6.9	100	(¹)	-	3	8	7	8	9	8	33	15	3	6
Vacations —	4.5	4.5	100	(¹)	1	9	11	12	37	17	12	-	-	-	-
Holidays —	1.6	1.7	100	6	18	49	28	-	-	-	-	-	-	-	-
Sick leave —	.8	1.2	100	36	27	35	1	-	-	-	-	-	-	-	1
Civic and personal leave —	(¹)	(¹)	100	53	47	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses —	.4	2.4	100	82	8	4	3	1	(¹)	(¹)	1	-	1	-	1
Terminal payments —	(¹)	(¹)	100	80	20	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs —	3.8	3.8	100	-	-	-	11	54	31	4	-	(¹)	-	-	-
Retirement income and protection —	2.4	2.4	100	-	-	4	88	8	-	-	-	-	-	-	-
Unemployment compensation —	.9	.9	100	-	52	45	2	-	-	-	-	-	-	-	-
Occupational injury and illness —	.4	.5	100	10	83	6	-	-	-	-	-	-	-	-	-
Other legally required insurance programs —	(¹)	.3	100	90	9	1	-	-	-	-	-	-	-	-	-
Private welfare plans —	6.4	6.7	100	9	(¹)	5	6	3	9	18	8	5	23	5	8
Life, accident, and health insurance —	2.3	2.5	100	9	6	22	41	10	9	1	1	-	-	-	-
Pension and retirement plans —	4.1	4.7	100	18	3	16	13	7	5	21	5	5	3	(¹)	4

¹ Less than 0.05 percent of compensation or 0.5 percent of workers.

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

Table 6. Percent Distribution of All Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Local Transit, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—																
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour														
					Under 2	2 and under 4	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 22	22 24	24 26	26 28	28 30 and over
Premium payments	4.7	4.9	100	5	17	29	15	14	7	5	4	2	-	-	-	-	(¹)	-	-
Overtime, weekend, and holiday work	4.3	4.5	100	5	33	12	15	16	9	3	4	-	-	-	-	-	(¹)	-	-
Shift differentials	.4	1.1	100	63	35	-	(¹)	2	-	-	-	-	-	-	-	-	-	-	-
Pay for leave time	20.0	20.1	100	(¹)	2	1	3	10	6	2	1	4	11	2	8	7	7	20	3
Vacations	13.4	13.5	100	1	1	2	3	15	9	5	6	12	14	31	-	-	-	-	-
Holidays	4.6	4.9	100	6	19	12	16	32	15	-	-	-	-	-	-	-	-	-	-
Sick leave	1.9	2.8	100	33	27	29	5	6	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	.1	.1	100	51	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.7	2.9	100	78	11	6	4	-	-	1	-	-	-	-	-	-	(¹)	-	-
Terminal pay	(¹)	(¹)	100	77	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs	11.8	11.8	100	-	-	-	(¹)	3	20	33	30	4	6	4	-	-	-	-	-
Retirement income and protection	7.5	7.5	100	-	-	2	6	62	29	1	-	-	-	-	-	-	-	-	-
Unemployment compensation	2.7	2.7	100	-	40	40	20	-	-	-	-	-	-	-	-	-	-	-	-
Occupational injury and illness	1.5	1.7	100	11	68	16	3	2	-	-	-	-	-	-	-	-	-	-	-
Other legally required insurance programs	.1	1.4	100	91	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	17.9	18.4	100	3	(¹)	5	4	7	1	4	12	13	3	8	4	1	21	6	8
Life, accident, and health insurance	6.9	7.1	100	3	5	12	22	34	6	13	3	2	2	1	-	-	-	-	-
Pension and retirement plans	11.0	12.5	100	13	3	10	7	17	5	6	1	2	19	1	8	1	-	1	5

¹ Less than 0.05 cents or 0.5 percent of workers.

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

Table 7. Percent Distribution of Operating Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Local Transit, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—																	
			Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour															
	All companies	Companies with expendi- tures for the practice			Under 2	2 and under 4	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 22	22 24	24 26	26 28	28 30 and over	
Premium payments -----	5.5	6.3	100	14	14	25	9	8	8	8	6	5	(¹)	3	-	-	-	-	(¹)	-
Overtime, weekend, and holiday work -----	5.2	5.9	100	14	30	8	9	8	8	10	8	3	-	2	-	-	-	-	(¹)	-
Shift differentials -----	.4	1.5	100	75	23	-	-	(¹)	1	-	-	-	-	-	-	-	-	-	-	-
Pay for leave time -----	19.2	19.3	100	(¹)	1	2	5	6	8	3	2	(¹)	13	7	7	3	6	8	24	6
Vacations -----	13.1	13.2	100	1	1	5	3	10	12	6	8	16	4	30	(¹)	-	-	-	-	2
Holidays -----	4.4	5.4	100	19	7	14	13	32	12	2	-	-	-	-	-	-	-	-	-	-
Sick leave -----	1.6	3.2	100	48	12	23	13	2	2	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave -----	.1	.1	100	51	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses -----	.3	1.9	100	82	8	8	2	(¹)	-	-	-	-	-	-	-	-	-	-	-	-
Terminal pay -----	(¹)	.1	100	94	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs -----	11.7	11.7	100	-	-	-	1	3	23	26	31	5	6	3	2	-	-	-	-	-
Retirement income and protection -----	7.4	7.4	100	-	-	4	8	58	29	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation -----	2.6	2.6	100	-	38	40	22	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational injury and illness -----	1.5	1.7	100	11	65	17	3	3	2	-	-	-	-	-	-	-	-	-	-	-
Other legally required insurance programs -----	.1	1.5	100	91	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans -----	16.9	17.6	100	3	1	8	3	5	(¹)	5	3	14	5	11	1	23	3	4	1	9
Life, accident, and health insurance -----	6.7	7.0	100	3	5	15	13	37	6	9	4	2	2	-	-	2	-	-	-	-
Pension and retirement plans -----	10.2	12.0	100	14	4	9	8	8	3	13	3	4	22	4	3	-	-	3	5	-

¹ Less than 0.05 cents or 0.5 percent of workers.

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

Table 8. Percent Distribution of Nonoperating Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Local Transit, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—																	
			Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour															
	All companies	Companies with expendi- tures for the practice			Under 2	2 and under 4	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 22	22 24	24 26	26 28	28 30 and over	
Premium payments -----	2.8	3.0	100	10	43	26	9	6	2	4	(1)	-	-	1	-	-	-	-	-	
Overtime, weekend, and holiday work-----	2.2	2.5	100	10	44	28	7	7	1	1	-	-	-	1	-	-	-	-	-	
Shift differentials -----	.5	1.2	100	62	35	1	-	3	-	-	-	-	-	-	-	-	-	-	-	
Pay for leave time -----	21.8	22.0	100	(1)	-	4	7	2	2	4	6	3	8	2	5	3	6	29	3	
Vacations -----	14.2	14.2	100	-	1	10	1	7	10	5	8	5	26	12	11	2	1	1	-	
Holidays -----	5.2	5.4	100	6	15	16	35	16	10	4	-	1	-	-	-	-	-	-	-	
Sick leave -----	2.6	4.0	100	36	17	15	26	6	-	-	-	-	-	-	-	-	-	-	1	
Civic and personal leave -----	(1)	.1	100	53	47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonproduction bonuses -----	1.3	7.6	100	82	6	3	3	-	3	1	-	(1)	(1)	-	1	-	-	-	1	
Terminal pay -----	(1)	(1)	100	80	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Legally required insurance programs -----	12.0	12.0	100	-	-	1	-	2	17	30	34	9	6	1	-	-	1	-	-	
Retirement income and protection -----	7.6	7.6	100	-	1	(1)	5	58	32	3	-	1	-	-	-	-	-	-	-	
Unemployment compensation -----	2.9	2.9	100	-	34	32	34	1	-	-	-	-	-	-	-	-	-	-	-	
Occupational injury and illness -----	1.4	1.5	100	10	69	18	3	-	-	-	-	-	-	-	-	-	-	-	-	
Other legally required insurance programs -----	.1	1.0	100	90	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private welfare plans -----	20.3	22.0	100	9	(1)	4	3	3	5	2	4	7	11	5	2	-	6	4	22	
Life, accident, and health insurance -----	7.4	8.0	100	9	4	10	10	17	29	8	10	1	2	1	-	-	-	-	13	
Pension and retirement plans -----	12.9	15.4	100	18	3	8	8	5	7	8	4	-	1	23	2	2	3	1	6	

¹ Less than 0.05 cents or 0.5 percent of workers.

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

Chapter 3. Intercity Buses

Level and Structure of Compensation

Expenditures for pay supplements in the intercity bus industry amounted to 18 percent (62 cents per hour) of all employer outlays during 1964 for the compensation of employees (\$3.39 cents per hour). There was very little difference in the structure of compensation for operating and nonoperating employees. However, total compensation expenditures for both straight-time pay (\$3.09 per hour) and supplements (70 cents an hour) were considerably higher for operating employees than for nonoperating employees (\$2.42 an hour and 56 cents an hour, respectively).

Almost half (46 percent) of all employees worked for companies whose 1964 compensation outlays amounted to more than \$3.90 a paid hour. There was a much wider range in the distribution of expenditures for drivers than for nonoperating employees. Compensation outlays for drivers ranged from \$1.70 an hour to over \$4 an hour; those for nonoperating employees ranged from just under \$2 to \$3.50 an hour.

Expenditures for compensation in the industry generally divided into three distinct patterns. The large companies in the industry had substantially higher levels of compensation (over 60 cents an hour more) than middle-sized companies, and the small companies trailing the middle-sized companies by 20 cents or more an hour. The level of company disbursements for supplements are closely related to the level of the employees' straight-time earnings for time worked. This fact was particularly true of expenditures for private welfare plans, and to a lesser extent, for paid leave expenditures.

Prevalence of Supplements

Almost all companies had expenditures for paid vacations, paid holidays, overtime premiums, and health insurance. All companies reported expenditures for social security and unemployment insurance, and almost all had expenditures for workmen's compensation. Almost three-fourths of all employees were in companies having expenditures for pension plans; slightly over three-fifths were in companies which had expenditures for sick leave; and almost two-fifths were in companies which had shift differentials. However, only one-fifth of all employees worked in companies which had expenditures for civic and

personal leave; one-seventh in companies which had nonproduction bonuses; one-tenth in companies which had expenditures for other legally required insurance programs; and only 1 percent in companies which had terminal payments.

There were some differences in the prevalence of supplements for operating and nonoperating employees. All types of paid leave, premium pay, and private welfare plans were more prevalent for nonoperating employees than for drivers; only nonproduction bonuses were more prevalent for the operating employees.

Paid Leave

Leave payments were the largest supplement in the industry, being slightly higher than expenditures for private welfare plans. In addition, pay for leave time accounted for 85 percent of all supplementary compensation outlays paid directly to employees.

Leave expenditures constituted almost 7 percent of total compensation, and vacations and holidays accounted for almost 90 percent of this total. Sick leave accounted for almost all other leave payments. There was some variation in the level of leave payments within the industry. Half of the total industry employment were in companies having leave expenditures of 8 to 10 percent of total compensation; the remaining 48 percent were in companies having expenditures of less than 6 percent of total compensation. The large companies in the industry had most of the expenditures in the 8 to 10 percent range; the middle-sized and smaller companies usually had leave expenditures of under 6 percent of total compensation.

Large companies usually had more liberal practices, particularly for vacation and sick leave, than did other companies in the industry. Leave expenditures for drivers were slightly higher (7.1 percent) than for nonoperating employees (6.5 percent). The difference is more marked when compared on a cents-per-hour basis; leave expenditures for drivers (27 cents an hour) were over 40 percent higher than those for nonoperating employees (19 cents an hour). This difference was largely due to higher vacation expenditures for drivers in the larger companies.

Chart 4. THE STRUCTURE OF COMPENSATION, INTERCITY BUSES, 1964
(CENTS PER PAID HOUR)

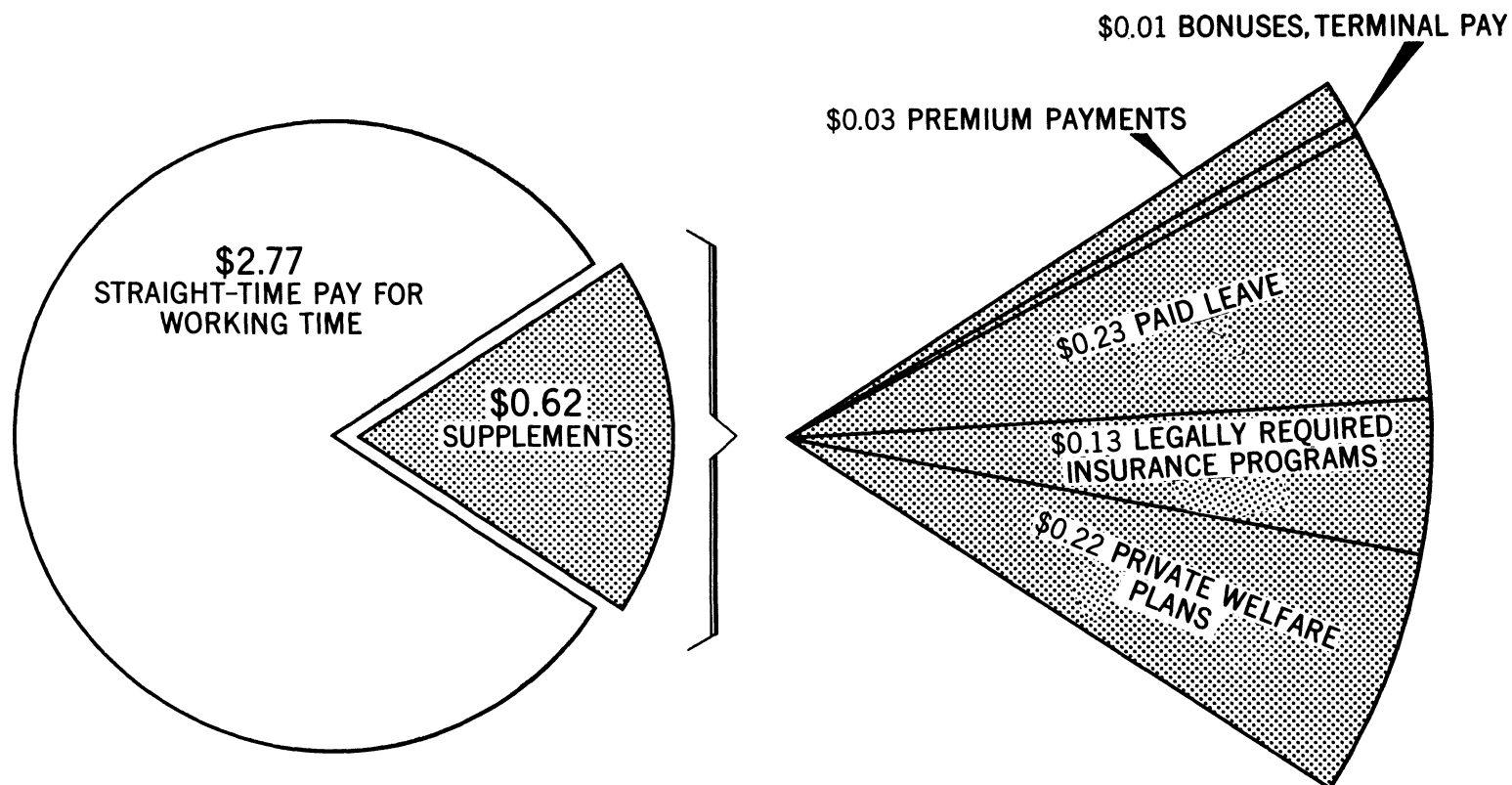
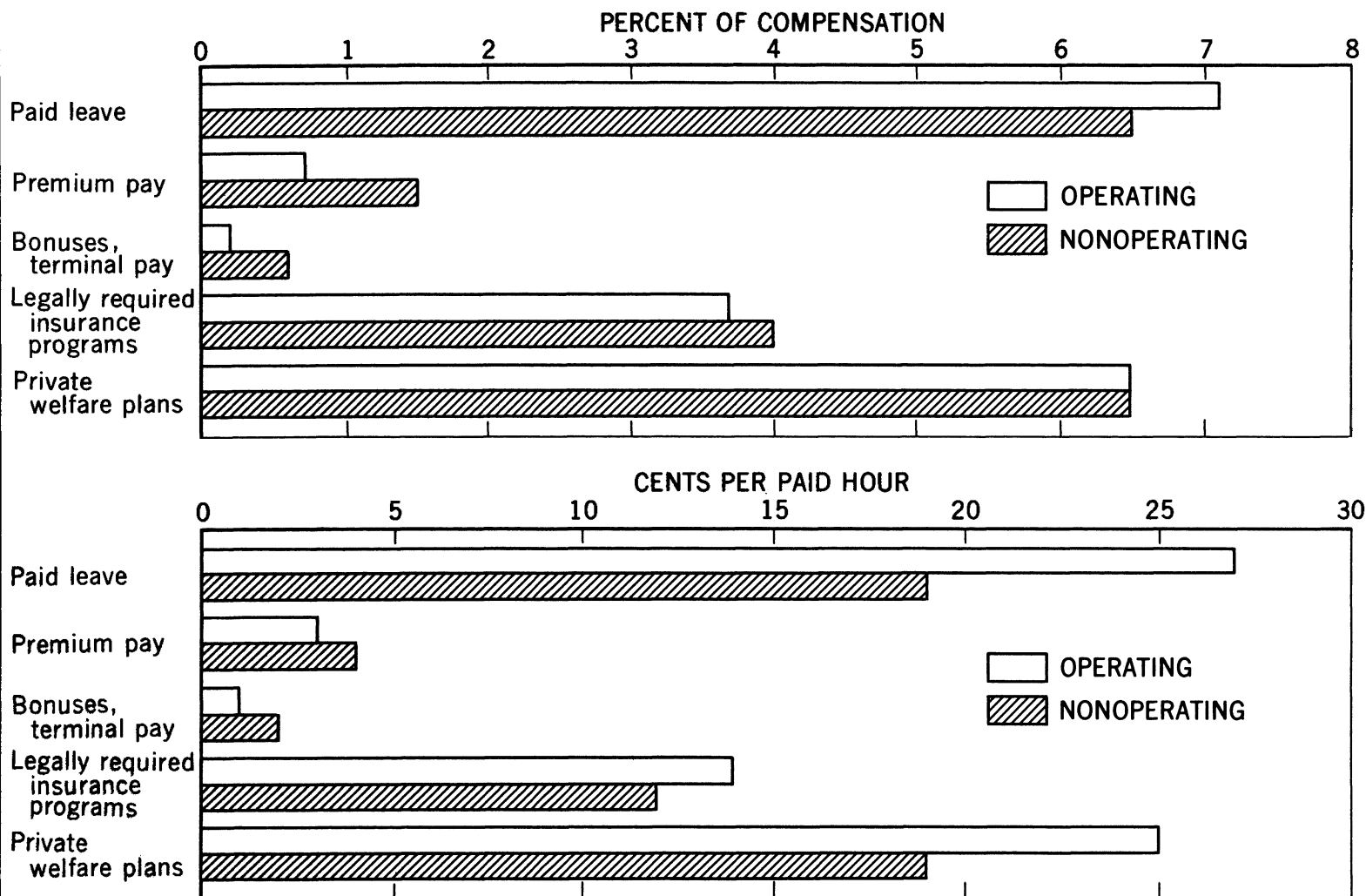


Chart 5. EMPLOYER EXPENDITURES FOR SUPPLEMENTARY COMPENSATION FOR OPERATING AND NONOPERATING EMPLOYEES, INTERCITY BUSES, 1964



Paid Vacations and Holidays. Vacation payments (4.4 percent) constituted the major element of paid leave. Over two-fifths of all industry employees were in companies whose vacation expenditures made up 4 to 5 percent of their total compensation expenditures. Vacation payments (19 cents a working hour) for drivers were almost 60 percent higher than for nonoperating employees (12 cents a working hour).¹⁸

Vacation expenditures for drivers constituted 4.7 percent of total compensation with almost one-half of the drivers being in companies in which such expenditures ranged between 5 and 6 percent. Expenditures for nonoperating employees accounted for slightly less than 4 percent of total compensation, with three-fifths of the employees being in companies having vacation payments of between 3 to 4 percent of total compensation.

Expenditures for holiday pay constituted the second largest component of paid leave, with employer payments making up 1.7 percent of total compensation. Among companies having holiday expenditures, the payments for both operating and nonoperating employees amounted to almost 2 percent of total compensation. At the all-company level, holiday expenditures for operating employees were lower (1.5 percent) than for nonoperating employees (1.9 percent), since small nonunion buslines generally did not pay their drivers for holidays not worked. Almost all nonoperating employees were in companies that had paid holidays.

There were very significant differences between the levels of holiday pay in union and nonunion companies, particularly for operating employees. Employers in unionized companies had expenditures of almost 2 percent of compensation; employers in nonunion companies had expenditures of only 0.1 percent. This difference results from most nonunion companies not paying their drivers for holidays not worked.

Sick Leave and Other Paid Leave. Almost two-thirds of all employees were in companies with expenditures for sick leave, with a higher proportion of nonoperating employees (67 percent) than operating employees (55 percent) being in companies having such expenditures. Expenditures for all employees amounted to slightly under 1 percent of total compensation; those for operating employees were between 1 to 2 percent of total compensation, and expenditures

for nonoperating employees were split evenly between under 1 and from 1 to 2 percent of total compensation. Companies having unionized operating and nonoperating employees had a much higher level of sick leave expenditures than did nonunion companies.

Civic and personal leave expenditures during 1964 amounted to less than one-half cents a paid hour for both operating and nonoperating employees.

Premium Payments

Premium payments, although very prevalent in the industry, amounted to slightly less than 1 percent of total compensation expenditures. Premiums for overtime, weekend, and holiday work constituted 90 percent of these payments, and shift differentials accounted for the rest. Premium pay constituted more than twice as large a proportion of compensation expenditures for nonoperating employees than they did of compensation expenditures for operating employees. All premium pay for operating employees was for overtime, weekend, and holiday work.¹⁹ Almost all (seven-eighths) of the premium pay for nonoperating employees were for overtime, weekend, and holiday work, only 0.2 percent of total compensation was expended for shift differentials.

Almost two-thirds of all employees worked for companies in which these expenditures amounted to less than 1 percent of total compensation. Premium payments to nonoperating personnel constituted 1.5 percent of compensation expenditures and amounted to 5 cents a working hour; employer outlays for operating employees constituted only 0.7 percent of compensation and amounted to only 3 cents a working hour. Three-fourths of

¹⁸ Normally, drivers would be covered under a single vacation policy; while nonoperating employees' policy may have consisted of several different plans for office clerical, maintenance, terminal, and supervisory employees. An analysis of union contracts on file with the Bureau indicates that vacation plans for office clerical employees may differ from vacation plans for other unionized nonoperating employee groups.

¹⁹ None of the companies included in this study reported paying shift differentials to their drivers. Although 76 percent of the drivers worked for companies which had premium expenditures, the low level of premiums paid to them suggests that most drivers did not receive any premium pay. When premiums were made, the payments usually resulted from one or more of the following practices: Premium pay for hours worked outside of the normal tour of duty; premium pay for hours worked in excess of a specified number of hours; and premium pay for hours worked on scheduled days off or on the sixth or seventh consecutive day.

the nonoperating employees were in companies which had premium payments of less than 2 percent of total compensation, and two-thirds of all operating employees worked for companies in which these expenditures amounted to less than 1 percent.

In contrast to the situation for most other supplements, intercity bus companies having nonunion operating and nonoperating employees reported higher expenditures for premium payments than did companies employing unionized workers. Since expenditures for premium payments are partly dependent on the number of premium hours worked, the higher premium expenditures for these nonunion workers may be due to the number of premium hours paid for rather than more liberal premium benefits.

Nonproduction Bonuses and Terminal Payments

Both nonproduction bonuses and terminal pay constituted very minute portions of the total outlay for the compensation of employees. Only 14 percent of the industry's employment were in companies which had bonus expenditures, and only 1 percent was in companies which had terminal payments. Nevertheless, companies which had nonproduction bonuses had expenditures constituting 2.5 percent of total compensation and amounting to 7 cents a paid hour. Terminal payments, even among companies which had expenditures for the practice, amounted to less than one-half cent a paid hour.

Legally Required Insurance Programs

Employer expenditures for legally required insurance programs amounted to almost 4 percent of total compensation during 1964. Payments for social security constituted 61 percent of the total; unemployment insurance, 25 percent; workmen's compensation, 13 percent; and other legally required insurance programs, 1 percent.

Social security expenditures accounted for almost 2.5 percent of total compensation or 9 cents a working hour. Seven-eighths of all industry employees were in companies whose social security payments constituted 2 to 3 percent of total compensation, and 99 percent were in companies whose cost ranged between 6 to 10 cents a paid hour.

Employer payments for State and Federal unemployment insurance constituted 1 percent of total compensation costs and amounted to

3 cents a paid hour. Ninety percent or more of both operating and nonoperating employees were in companies whose expenditures amounted to less than 2 percent of total compensation, and 95 percent of both employee groups were in companies whose payments were under 6 cents a paid hour.

Workmen's compensation expenditures of 2 cents a paid hour accounted for only one-half of 1 percent of compensation. All workmen's compensation expenditures reported amounted to less than 3 percent of all compensation outlays and 6 cents a paid hour.

Expenditures for other legally required insurance programs (principally State temporary disability insurance), reported by companies employing one-tenth of the industry's total work force, amounted to less than one-half cent a paid hour.

Private Welfare Plans

Outlays for private welfare plans in the intercity bus industry consisted entirely of expenditures for pension and retirement plans (15 cents a paid hour) and for life, accident, and health insurance (7 cents a paid hour). Nevertheless, private welfare plans were second only to paid leave as objects of employer expenditures. They constituted 6.5 percent of total compensation; pension and retirement plans accounted for two-thirds of these expenditures, and life, accident, and health insurance the remaining one-third.

Almost all employees (98 percent) were in companies having at least one type of private welfare plan. One-half of all employees were in companies which had expenditures of 7 to 9 percent of total compensation, and almost one-half were in companies having payments of between 30 to 32 cents a paid hour. However, 30 percent of all employees were in companies which had expenditures of under 2 percent and 6 cents a paid hour, and 16 percent worked for companies having expenditures of between 4 to 6 percent and 12 to 18 cents a paid hour. Expenditures ranging between 7 to 9 percent were found primarily in the large companies; those from 4 to 6 percent were made usually by middle-sized companies; and the small companies generally had expenditures for private welfare plans that amount to less than 2 percent of their compensation payments.

There were no significant differences in the amount of outlays for operating and nonoperating employees' private welfare plans.

There were, however, significant differences between unionized operating and nonoperating employees and their nonunion counterparts. Expenditures for unionized operating employees were two and one-half times greater than those for nonunion operating employees; for unionized nonoperating employees, they were almost double those of the nonunion group.

Life, Accident, and Health Insurance.

All companies having life, accident, and health insurance plans reported expenditures of under 4 percent of compensation and 12 cents a paid hour; over two-thirds of all employees were in companies which had expenditures of between 1 to 3 percent and 6 to 12 cents a paid hour. Total expenditures for all companies constituted about 2 percent of total compensation, and payments for nonoperating employees were slightly higher (2.3 percent) as a proportion of total compensation than those for operating employees (2 percent). Only 7 percent of all industry workers were employed by companies having no expenditures during 1964 for the private insurances.

Companies having noncontributory plans for operating employees reported somewhat higher expenditures (just under 10 cents an hour) than did companies having contributory plans (7 cents an hour).

About three-fifths of the operating and nonoperating employees in companies with expenditures worked for firms with contributory plans. However, there was a much wider difference in outlays for contributory and noncontributory plans for nonoperating employees with cents-per-hour expenditures for noncontributory plans (10 cents a paid hour) being double those for contributory plans (5 cents a paid hour). About 12 percent of all operating employees worked for companies without health insurance plans, but only 1 percent of the nonoperating employees were in companies without plans.

Unionization seems to have little effect on the level of expenditures for life, accident, and health insurance. Expenditures for union

and nonunion employees (both operating and nonoperating) were at about the same level as a proportion of total compensation and in costs-per-paid hour.

Pension and Retirement Plans. Almost three-fourths of all employees were in companies which had expenditures for private pension and retirement plans. Practically all companies having expenditures had plans covering both operating and nonoperating employees. There was little difference in the level of payments during 1964 for operating and nonoperating employees' pension plans; payments for both constituted slightly over 4 percent of total compensation. The expenditures for those plans varied widely; those in large companies ranged between 6 to 8 percent of total compensation, between 3 to 5 percent in middle-sized companies, and less than 1 percent in smaller companies. The costs in companies having expenditures for these plans constituted 5.4 percent of compensation and amounted to 20 cents a paid hour. Pension plan expenditures for unionized drivers were much higher (5.9 percent of total compensation) than were expenditures for nonunion drivers (0.8 percent).

Sixty percent of all nonoperating personnel and 40 percent of all operating personnel were in companies having contributory pension plans; 30 percent of the operating personnel and 13 percent of nonoperating personnel were in companies having noncontributory plans. The other employees worked for companies that had no expenditures during 1964 for pension plans. Contrary to the usual expenditure pattern in the motor passenger transportation industry and in other industries, employer payments for contributory plans by intercity bus companies were considerably higher for both operating and nonoperating employees (6.6 and 6 percent of compensation, respectively), than for noncontributory plans (2.5 percent for operating; 1.3 percent for nonoperating). This difference is directly attributable to very high levels of expenditures by some of the large companies that had contributory plans.

Table 9. Employer Expenditures for the Compensation of Employees, Intercity Buses, 1964

Compensation practice	All employees			Operating employees			Nonoperating employees		
	Percent of total compensation	Cents per hour		Percent of total compensation	Cents per hour		Percent of total compensation	Cents per hour	
		Paid for	Working time		Paid for	Working time		Paid for	Working time
Total expenditures	100.0	\$3.39	\$3.66	100.0	\$3.79	\$4.09	100.0	\$2.98	\$3.20
Gross payments to workers	89.7	\$3.04	\$3.28	89.8	\$3.40	\$3.68	89.5	\$2.67	\$2.86
Straight-time payments for working time	81.6	2.77	2.99	81.8	3.09	3.35	80.9	2.42	2.58
Premium payments .....	.9	.03	.03	.7	.03	.03	1.5	.04	.05
Overtime, weekend, and holiday work .....	.8	.03	.03	.7	.03	.03	1.3	.04	.04
Shift differentials .....	.1	(¹)	(¹)	-	-	-	.2	.01	.01
Pay for leave time	6.9	.23	.25	7.1	.27	.29	6.5	.19	.21
Vacations	4.4	.15	.16	4.7	.18	.19	3.8	.11	.12
Holidays	1.7	.06	.06	1.5	.06	.06	1.9	.06	.06
Sick leave .....	.8	.03	.03	.9	.03	.04	.8	.02	.03
Civic and personal leave	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Nonproduction bonuses .....	.3	.01	.01	.2	.01	.01	.6	.02	.02
Terminal payments	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Expenditures in addition to payroll	10.3	.35	.38	10.2	.39	.41	10.5	.31	.34
Legally required insurance programs	3.8	.13	.14	3.7	.14	.15	4.0	.12	.13
Retirement income and protection	2.4	.08	.09	2.2	.08	.09	2.5	.08	.08
Unemployment compensation	1.0	.03	.03	.9	.03	.04	1.0	.03	.03
Occupational injury and illness .....	.5	.02	.02	.5	.02	.02	.5	.01	.02
Other legally required insurance programs	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Private welfare plans	6.5	.22	.24	6.5	.25	.26	6.5	.19	.21
Life, accident, and health insurance	2.1	.07	.08	2.0	.08	.08	2.3	.07	.07
Pension and retirement plans	4.3	.15	.16	4.4	.17	.18	4.2	.13	.14

¹ Less than 0.05 percent or 0.5 cents.

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

Table 10. Percent Distribution of All Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Intercity Buses, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—							
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation					
					Under 1	1 and under 2	2	3	4	5 and over ¹
Premium payments	0.9	0.9	100	5	63	20	6	5	-	-
Overtime, weekend, and holiday work .....	.8	.8	100	5	63	26	-	5	-	-
Shift differentials .....	.1	.2	100	61	39	-	-	-	-	-
Pay for leave time	6.9	6.9	100	2	-	7	4	7	18	50
Vacations	4.4	4.4	100	2	5	4	19	8	43	5
Holidays	1.7	1.7	100	5	27	18	50	-	-	-
Sick leave .....	.8	1.1	100	37	31	31	-	-	-	-
Civic and personal leave	(²)	.1	100	81	19	-	-	-	-	-
Nonproduction bonuses .....	.3	2.5	100	86	10	-	-	-	-	4
Terminal payments	(²)	.1	100	99	1	-	-	-	-	-
Legally required insurance programs	3.8	3.8	100	-	-	-	14	40	27	5
Retirement income and protection	2.4	2.4	100	-	-	-	87	13	-	-
Unemployment compensation	1.0	1.0	100	-	42	52	2	3	-	-
Occupational injury and illness .....	.5	.5	100	6	84	9	2	-	-	-
Other legally required insurance programs	(²)	.1	100	90	10	-	-	-	-	-
Private welfare plans	6.5	6.5	100	2	18	12	1	-	6	10
Life, accident, and health insurance	2.1	2.2	100	7	14	26	41	12	-	-
Pension and retirement plans	4.3	5.4	100	28	12	-	-	10	5	45

¹ The distribution of employment in companies with expenditures of 6 percent or more is withheld to avoid disclosing data for individual companies.

² Less than 0.05 percent.

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

Table 11. Percent Distribution of Operating Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Intercity Buses, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—							
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation					
					Under 1	1 and under 2	2	3	4	5 and over ¹
Premium payments	0.7	0.8	100	24	52	-	10	14	-	-
Overtime, weekend, and holiday work .....	.7	.8	100	24	52	-	10	14	-	-
Pay for leave time	7.1	7.2	100	4	-	7	6	13	10	48
Vacations	4.7	4.8	100	4	7	2	21	6	6	7
Holidays	1.5	1.9	100	28	13	24	35	-	-	-
Sick leave .....	.9	1.2	100	45	14	41	-	-	-	-
Civic and personal leave	(²)	.1	100	81	19	-	-	-	-	-
Nonproduction bonuses .....	.2	1.5	100	86	10	-	-	-	4	-
Terminal payments	(²)	.1	100	99	1	-	-	-	-	-
Legally required insurance programs	3.7	3.7	100	-	-	-	18	35	22	11
Retirement income and protection	2.2	2.2	100	-	-	42	41	18	-	-
Unemployment compensation .....	.9	.9	100	-	68	22	4	6	-	-
Occupational injury and illness .....	.5	.6	100	10	81	8	1	-	-	-
Other legally required insurance programs	(²)	.1	100	90	10	-	-	-	-	-
Private welfare plans	6.5	6.5	100	4	16	16	1	-	6	47
Life, accident, and health insurance	2.0	2.1	100	12	9	16	51	12	-	-
Pension and retirement plans	4.4	5.4	100	29	13	1	10	-	-	41

¹ The distribution of employment in companies with expenditures of 6 percent or more is withheld to avoid disclosing data for individual companies.

² Less than 0.05 percent.

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

Table 12. Percent Distribution of Nonoperating Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Intercity Buses, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—								
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation						
					Under 1	1 and under 2	2 3	3 4	4 5	5 6	6 and over ¹
Premium payments	1.5	1.5	100	5	26	47	5	14	1	2	-
Overtime, weekend, and holiday work	1.3	1.3	100	5	61	13	5	14	1	2	-
Shift differentials .....	.2	.4	100	55	45	-	-	-	-	-	-
Pay for leave time	6.5	6.5	100	-	-	3	2	13	8	10	62
Vacations	3.8	3.8	100	-	-	11	1	60	9	19	-
Holidays	1.9	1.9	100	5	21	12	63	-	-	-	-
Sick leave .....	.8	1.1	100	33	33	34	-	-	-	-	-
Civ.c and personal leave	(²)	(²)	100	81	19	-	-	-	-	-	-
Nonproduction bonuses .....	.6	15.5	100	96	(²)	-	-	-	-	-	4
Terminal payments	(²)	(²)	100	99	1	-	-	-	-	-	-
Legally required insurance programs	4.0	4.0	100	-	-	1	-	33	55	7	4
Retirement income and protection	2.5	2.6	100	1	-	-	86	12	-	-	-
Unemployment compensation	1.0	1.0	100	-	56	43	(²)	1	-	-	-
Occupational injury and illness .....	.5	.5	100	1	87	9	3	-	-	-	-
Other legally required insurance programs	(²)	.1	100	90	10	-	-	-	-	-	-
Private welfare plans	6.5	6.5	100	-	19	10	(²)	7	-	-	64
Life, accident, and health insurance	2.3	2.3	100	1	19	24	52	-	4	-	-
Pension and retirement plans	4.2	5.3	100	27	1	12	-	10	-	-	49

¹ The distribution of employment in companies with expenditures of 6 percent or more is withheld to avoid disclosing data for individual companies.² Less than 0.05 percent of compensation or 0.5 percent of workers.

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

Table 13. Percent Distribution of All Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Intercity Buses, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—												
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour										
					Under 2	2 and under 4	4 6	6 8	8 10	10 12	12 14	14 16	16 18	18 20	20 and over ¹
Premium payments	3.0	3.2	100	5	17	50	23	-	5	-	-	-	-	-	-
Overtime, weekend, and holiday work	2.8	2.9	100	5	48	19	23	-	5	-	-	-	-	-	-
Shift differentials .....	.3	.7	100	61	39	-	-	-	-	-	-	-	-	-	-
Pay for leave time	23.4	23.5	100	2	-	5	2	6	5	1	16	13	-	-	50
Vacations	14.8	14.9	100	2	5	(²)	4	9	12	12	6	-	-	37	14
Holidays	5.7	5.8	100	5	27	8	10	5	45	-	-	-	-	-	-
Sick leave	2.8	4.3	100	37	18	14	-	31	-	-	-	-	-	-	-
Civic and personal leave	(²)	.3	100	81	19	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.2	7.0	100	86	10	-	-	-	-	-	-	-	-	-	4
Terminal pay	(²)	.3	100	99	1	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs	13.0	13.0	100	-	-	-	-	(²)	2	43	10	39	5	-	-
Retirement income and protection	8.0	8.0	100	-	-	-	1	45	54	-	-	-	-	-	-
Unemployment compensation	3.2	3.2	100	-	24	39	34	-	3	-	-	-	-	-	-
Occupational injury and illness	1.7	1.8	100	6	77	9	9	-	-	-	-	-	-	-	-
Other legally required insurance programs	(²)	.3	100	90	10	-	-	-	-	-	-	-	-	-	-
Private welfare plans	22.0	22.1	100	2	10	13	7	-	1	-	6	-	10	-	50
Life, accident, and health insurance	7.3	7.5	100	7	6	13	8	24	31	11	-	-	-	-	-
Pension and retirement plans	14.7	19.6	100	28	4	7	-	-	10	5	-	-	-	-	45

¹ The distribution of employment in companies with expenditures of 20 cents or more per paid hour is withheld to avoid disclosing data for individual companies.² Less than 0.05 cents or 0.5 percent of workers.

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

Table 14. Percent Distribution of Operating Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Intercity Buses, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—												
			Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour										
	All companies	Companies with expendi- tures for the practice			Under 2	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 and over ¹
Premium payments	2.6	3.4	100	24	39	13	10	-	7	7	-	-	-	-	-
Overtime, weekend, and holiday work ..	2.6	3.4	100	24	39	13	10	-	7	7	-	-	-	-	-
Pay for leave time	27.1	27.4	100	4	-	7	2	(²)	11	15	1	-	6	-	53
Vacations	18.0	18.2	100	4	7	-	3	17	5	4	1	-	6	6	48
Holidays	5.8	7.7	100	28	13	1	10	-	19	29	-	-	-	-	-
Sick leave	3.3	5.4	100	45	8	7	-	41	-	-	-	-	-	-	-
Civic and personal leave .....	.1	.4	100	81	19	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses .....	.6	3.8	100	86	10	-	-	-	-	4	-	-	-	-	-
Terminal pay	(²)	.5	100	99	1	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs	13.9	13.9	100	-	-	-	-	-	2	17	34	35	7	-	6
Retirement income and protection	8.4	8.4	100	-	-	-	7	25	62	6	-	-	-	-	-
Unemployment compensation	3.5	3.5	100	-	22	39	34	-	6	-	-	-	-	-	-
Occupational injury and illness	2.0	2.2	100	10	40	43	7	-	-	-	-	-	-	-	-
Other legally required insurance programs	(²)	.3	100	90	10	-	-	-	-	-	-	-	-	-	-
Private welfare plans	24.5	24.9	100	4	15	5	6	6	-	1	10	-	6	-	48
Life, accident, and health insurance	7.8	8.2	100	12	8	5	7	16	41	7	-	6	-	-	-
Pension and retirement plans	16.8	22.0	100	29	7	6	-	11	-	-	-	7	-	-	41

¹ The distribution of employment in companies with expenditures of 20 cents or more per paid hour is withheld to avoid disclosing data for individual companies.² Less than 0.05 cents or 0.5 percent of workers.

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

Table 15. Percent Distribution of Nonoperating Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Intercity Buses, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—												
			Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour										
	All companies	Companies with expendi- tures for the practice			Under 2	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 and over ¹
Premium payments	4.4	4.5	100	5	11	52	11	10	10	-	2	-	-	-	-
Overtime, weekend, and holiday work	3.8	3.9	100	5	11	52	11	10	10	-	2	-	-	-	-
Shift differentials	.6	1.3	100	55	45	-	-	-	-	-	-	-	-	-	-
Pay for leave time	19.3	19.3	100	-	-	(²)	4	7	15	1	-	10	9	-	53
Vacations	11.3	11.3	100	-	(²)	3	7	15	1	19	34	-	19	-	-
Holidays	5.6	5.8	100	5	16	6	20	53	-	-	-	-	-	-	-
Sick leave	2.3	3.5	100	33	32	-	34	-	-	-	-	-	-	-	-
Civic and personal leave	(²)	.1	100	81	19	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.7	38.4	100	96	(²)	-	-	-	-	-	-	-	-	-	4
Terminal pay	(²)	.1	100	99	1	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs	12.0	12.0	100	-	-	-	1	2	11	42	4	35	3	-	-
Retirement income and protection	7.5	7.6	100	-	-	(²)	12	22	64	-	-	-	-	-	-
Unemployment compensation	3.0	3.0	100	-	31	34	35	1	-	-	-	-	-	-	-
Occupational injury and illness	1.4	1.4	100	1	81	14	3	-	-	-	-	-	-	-	-
Other legally required insurance programs	(²)	.4	100	90	10	-	-	-	-	-	-	-	-	-	-
Private welfare plans	19.4	19.4	100	-	12	16	2	-	7	-	-	-	4	-	59
Life, accident, and health insurance	6.7	6.8	100	1	12	15	17	7	44	-	4	-	-	-	-
Pension and retirement plans	12.7	17.1	100	27	1	8	4	-	-	10	-	-	-	-	49

¹ The distribution of employment in companies with expenditures of 20 cents or more per paid hour is withheld to avoid disclosing data for individual companies.² Less than 0.05 cents or 0.5 percent of workers.

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

Level and Structure of Compensation

Compensation in the taxicab industry amounted to approximately \$1.59 for each paid hour during 1964. Employer expenditures for the compensation of taxicab drivers were much lower (\$1.47 an hour) than for nonoperating employees (\$2.17 an hour). Tips from passengers, however, may constitute a substantial proportion of a taxi drivers' total earnings. This study deals only with employer expenditures for the compensation of employees, hence, drivers' tip income was not studied.

Most (about 90 percent) compensation expenditures in this industry were for straight-time pay for working time. Supplementary compensation outlays, amounting to 17 cents a paid hour, were very low. Three-fifths of all supplemental expenditures were for legally required insurance programs, such as social security, unemployment insurance, workmen's compensation, and State temporary disability insurance. Almost all other supplementary payments were for paid leave and private welfare plans.

During 1964, almost three-fourths of all taxicab employees worked for companies whose outlays for the compensation of employees ranged from \$1 to \$2 a paid hour; approximately 1 out of 7 employees worked for companies having compensation expenditures of between \$2.10 and \$2.80, and the remaining one-eighth were employed by cab companies having expenditures of less than \$1 a paid hour.²⁰ All operating employees were in companies which had compensation expenditures of under \$3 an hour,

two-fifths of these drivers being in companies whose expenditures ranged from \$1.50 to \$1.80 a paid hour. A somewhat different compensation distribution was evident for nonoperating personnel. Expenditures for their compensation ranged from less than \$1 a paid hour to more than \$4 with 2 out of 3 being employed by companies whose expenditures ranged from \$1.50 to \$2.80.

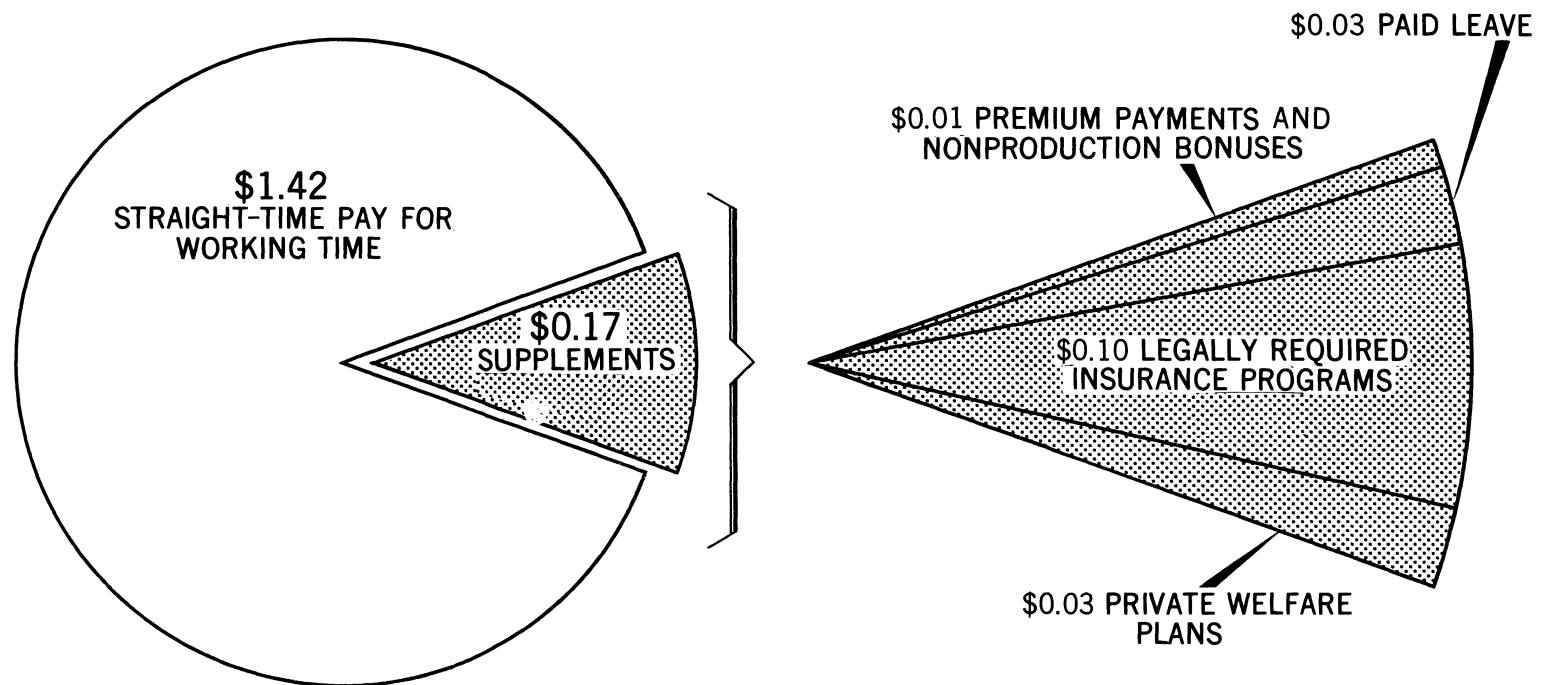
There were some differences in the structure of expenditures for supplements between the operating and nonoperating employee groups. The most significant difference was that although over three-fifths of all supplemental expenditures for operating employees were for legally required programs, less than one-half of all supplemental expenditures for nonoperating employees were for these programs. There were also important differences in the proportions of payments for leave time and private welfare plans. Paid leave expenditures constituted 30 percent of the supplemental expenditures for nonoperating employees, but only 15 percent of the total for cabdrivers. On the other hand, expenditures for private welfare plans constituted almost 20 percent of the supplemental expenditures for cabdrivers, but only 12 percent of the total for nonoperating employees.

Prevalence of Supplements

Only two privately initiated supplements, vacations and life, accident, and health insurance were fairly common in the taxicab industry. About three-fourths of all operating and nonoperating employees were in companies having expenditures for vacations, and two-thirds of all operating employees were in companies having expenditures for life, accident, and health insurance plans. Less than one-half of operating or nonoperating employees were in companies which had expenditures for any of the other supplements to straight-time pay for working time that were subject to private decision. None of the companies studied reported having made terminal payments for either employee group, and none of them reported any expenditures for sick, civic, and/or personal leave, overtime premiums, or shift differentials for operating employees. In addition, only a minimal number (3 percent) of all operating employees worked for companies having holiday payments.

²⁰ Prior to 1967, taxicab companies were not covered by the provisions of the Fair Labor Standards Act (FLSA). The 1966 amendments to the act required cab companies which had annual receipts of \$500,000 or more to pay employees a minimum of \$1 for each hour worked. In addition, new union agreements have been negotiated in the taxicab industry since this study was conducted. Thus, although some small companies are still not covered by FLSA and many are still unorganized, the dual impact of these recent developments may have caused a considerable upward shifting in this distribution of company expenditures for the compensation of employees. This shift, however, may not have any discernible impact on companies which have the lowest levels of expenditures since some of these have less than \$500,000 in receipts, and thus are not covered by the FLSA and may, in addition, still be unaffected by the changing union situation in the industry.

Chart 6. THE STRUCTURE OF COMPENSATION, TAXICABS, 1964
(CENTS PER PAID HOUR)



All companies had expenditures for social security and unemployment compensation insurance, and almost all had expenditures for workmen's compensation.

Paid Leave

Pay for leave time made up 2 percent of all compensation outlays in the industry. Eighty-five percent of these leave payments were for vacations; 14 percent for holidays; and less than 1 percent for sick, civic, and personal leave. Almost all paid leave for cabdrivers was for vacations; only a small amount of holiday pay was reported. Three-fourths of all leave expenditures for nonoperating employees were for vacations; almost all other leave payments were for paid holidays.

Leave expenditures for nonoperating employees constituted almost twice as large a proportion (3.2 percent) of total compensation as did the expenditures (1.7 percent) for operating employees. Although most operating employees were in companies which had leave payments of under 3 percent of total compensation, the nonoperating employees were distributed fairly evenly among companies having expenditures of between 1 to 6 percent of compensation.

Paid vacations constituted 2 percent of total compensation outlays of companies having this type of leave. Vacation payments to nonoperating employees constituted a higher proportion (2.6 percent) of compensation than did payments to operating employees (1.9 percent). Practically all companies had vacation expenditures of under 4 percent of total compensation, although vacation payments for operating employees in a few companies ran as high as 6 percent.

Holiday pay for nonoperating employees constituted slightly less than 1 percent of the industries total compensation outlays for such workers. Among companies having expenditures for paid holidays, these payments constitute about 1.5 percent of nonoperating workers compensation. Almost all companies reported holiday expenditures for nonoperating employees of less than 2 percent of compensation. Holiday pay for cabdrivers was reported by only a handful of union companies. However, these companies' holiday expenditures constituted slightly over 2.5 percent of their compensation costs.

In general, leave expenditures were more prevalent in companies having unionized drivers or unionized nonoperating employees than in nonunion companies. Although paid leave

expenditures constituted 2.6 percent of compensation for unionized cabdrivers, they constituted only 1.2 percent of compensation for nonunion drivers. Similarly, expenditures for unionized nonoperating employees were a greater proportion (4.2 percent) of total compensation than for their nonunion counterparts (3 percent).

Premium Payments

During 1964, premium overtime and shift pay were rare in the taxicab industry. All the expenditures reported in this study were confined to payments to nonoperating employees with almost all of these payments being for overtime. All companies having overtime premiums reported expenditures of less than 5 percent of total compensation, and only a few reported expenditures of 3 percent or more.

Nonproduction Bonuses

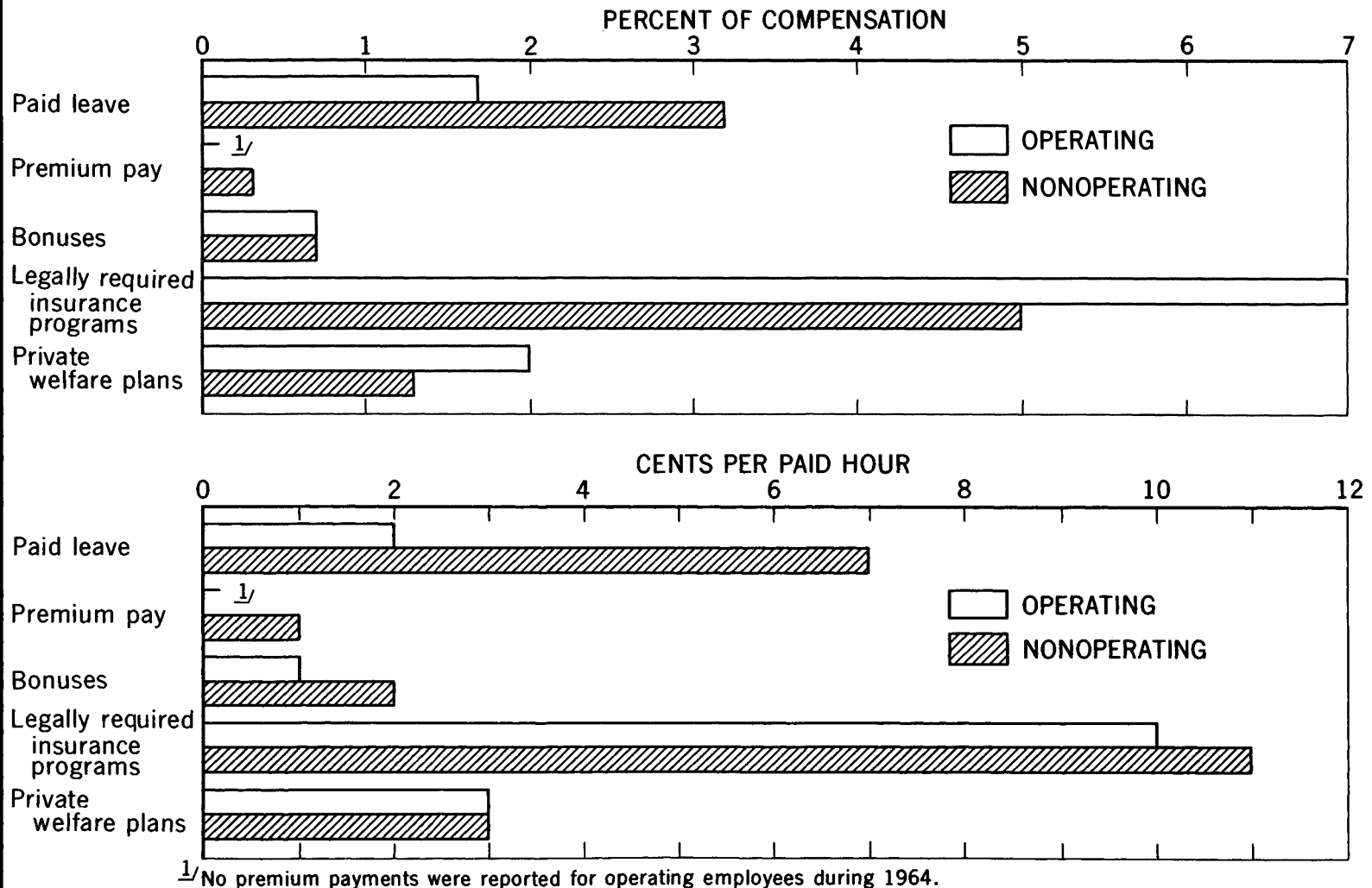
Approximately one-third of both the operating and nonoperating employees were in companies that paid nonproduction bonuses during 1964. Although bonuses for both employee groups constituted only 0.7 percent of total compensation, there was considerable variation in the level of bonuses in the various companies. Bonus payments for operating employees ranged up to 9 percent of total compensation, and bonus expenditures for nonoperating employees ranged up to 5 percent of total compensation outlays.

Legally Required Insurance Programs

In contrast to most industries, employer expenditures for legally required insurance programs in taxicab companies during 1964 constituted the major elements of supplemental compensation. Expenditures for these programs were $3\frac{1}{4}$ times as large as the next highest supplement, paid leave, and were approximately 40 percent greater than expenditures for all of the other supplements (including paid leave) combined. Almost one-half of these legally required expenditures were for social security, and the remaining one-half were almost evenly divided between unemployment insurance and workmen's compensation costs. Expenditures for other legally required insurance programs were very minor.

Legally required expenditures for operating employees made up a greater proportion (7 percent) of all compensation outlays than did like expenditures for nonoperating employees (5 percent). Higher costs for workmen's compensation for the cabdrivers accounted for much of this difference.

Chart 7. EMPLOYER EXPENDITURES FOR SUPPLEMENTARY COMPENSATION FOR OPERATING AND NONOPERATING EMPLOYEES, TAXICABS, 1964



Private Welfare Plans

Private welfare plans in the taxicab industry are a relatively minor factor in the compensation picture. The large number of transient and part-time employees in the industry and the low incidence of unionization during 1964, the reference year of the study, may be responsible.

Life, accident, and health insurance plans were the only private welfare supplements of any consequence in the industry. Two-thirds of all cabdrivers and almost half of all nonoperating employees were in companies having payments for these plans. Expenditures as a proportion of total compensation were almost twice as large (1.5 percent) for the operating employees than for the nonoperating employees (0.8 percent). Expenditures for the operating employees ranged from under 1 to 7 percent of total compensation, but all expenditures reported for nonoperating employees were less than 4 percent of total compensation.

Over 50 percent of all cabdrivers and about 25 percent of all nonoperating personnel

worked for companies having noncontributory health insurance plans; 15 percent of all drivers and about 20 percent of all nonoperating personnel were in companies having contributory plans. Noncontributory plan expenditures for cabdrivers constituted a slightly higher proportion of compensation (2.1 percent) than did expenditures in companies having contributory plans. Noncontributory plan expenditures for nonoperating personnel constituted about $1\frac{3}{4}$ percent of compensation as compared with 1 percent of compensation in companies with contributory plans. About one-third of all cabdrivers and over one-half of all nonoperating employees were in companies without health insurance plans.

Pension plans were rare in this industry during 1964. Only 1 cent a paid hour, constituting less than one-half of 1 percent of the industry's total compensation outlays, was expended for pension plans. Similar low levels of expenditures were made for both operating and nonoperating employees. All pension plans reported for nonoperating employees, and most plans reported for operating employees were noncontributory during 1964.

Table 16. Employer Expenditures for the Compensation of Employees, Taxicabs, 1964

Compensation practice	All employees			Operating employees			Nonoperating employees		
	Percent of total compensation	Cents per hour		Percent of total compensation	Cents per hour		Percent of total compensation	Cents per hour	
		Paid for	Working time		Paid for	Working time		Paid for	Working time
Total expenditures	100.0	\$1.59	\$1.62	100.0	\$1.47	\$1.49	100.0	\$2.17	\$2.24
Gross payments to workers	91.7	\$1.46	\$1.48	91.0	\$1.34	\$1.36	93.7	\$2.03	\$2.10
Straight-time payments for working time	88.9	1.42	1.44	88.6	1.31	1.33	89.5	1.93	2.00
Premium payments .....	.1	(¹)	(¹)	-	-	-	.3	.01	.01
Overtime, weekend, and holiday work .....	.1	(¹)	(¹)	-	-	-	.3	.01	.01
Shift differentials	(¹)	(¹)	(¹)	-	-	-	(¹)	(¹)	(¹)
Pay for leave time	2.0	.03	.03	1.7	.02	.02	3.2	.07	.07
Vacations	1.7	.03	.03	1.5	.02	.02	2.3	.05	.05
Holidays .....	.3	(¹)	(¹)	.1	(¹)	(¹)	.8	.02	.02
Sick leave	(¹)	(¹)	(¹)	-	-	-	.1	(¹)	(¹)
Civic and personal leave	(¹)	(¹)	(¹)	-	-	-	(¹)	(¹)	(¹)
Nonproduction bonuses .....	.7	.01	.01	.7	.01	.01	.7	.02	.02
Expenditures in addition to payroll	8.3	.13	.14	9.0	.13	.13	6.3	.14	.14
Legally required insurance programs	6.5	.10	.11	7.0	.10	.10	5.0	.11	.11
Retirement income and protection	3.1	.05	.05	3.2	.05	.05	2.8	.06	.06
Unemployment compensation	1.7	.03	.03	1.8	.03	.03	1.3	.03	.03
Occupational injury and illness	1.7	.03	.03	2.0	.03	.03	.8	.02	.02
Other legally required programs .....	.1	(¹)	(¹)	.1	(¹)	(¹)	(¹)	(¹)	(¹)
Private welfare plans	1.8	.03	.03	2.0	.03	.03	1.3	.03	.03
Life, accident, and health insurance	1.4	.02	.02	1.5	.02	.02	.8	.02	.02
Pension and retirement plans .....	.4	.01	.01	.4	.01	.01	.5	.01	.01
Severance or dismissal pay and/or supplemental unemployment benefit funds .....	.1	(¹)	(¹)	.1	(¹)	(¹)	(¹)	(¹)	(¹)

¹ Less than 0.05 percent or 0.5 cents.

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

Table 17. Percent Distribution of All Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Taxicabs, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—												
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation										
					Under 1	1 and under 2	2	3	4	5	6	7	8	9	10 and over
Premium payments	0.1	0.3	100	73	26	(¹)	-	-	-	-	-	-	-	-	-
Overtime, weekend, and holiday work .....	.1	.3	100	76	24	(¹)	-	-	-	-	-	-	-	-	-
Shift differentials	(¹)	(¹)	100	86	14	-	-	-	-	-	-	-	-	-	-
Pay for leave time	2.0	2.3	100	17	16	22	30	9	3	2	1	-	-	-	-
Vacations	1.7	2.0	100	17	17	28	30	6	1	(¹)	-	-	-	-	-
Holidays .....	.3	.5	100	55	39	2	3	-	-	-	-	-	-	-	-
Sick leave	(¹)	(¹)	100	77	23	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(¹)	(¹)	100	94	6	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses .....	.7	1.3	100	48	26	16	7	2	-	-	(¹)	-	-	-	-
Legally required insurance programs	6.5	6.5	100	-	-	-	-	3	11	21	35	15	8	5	2
Retirement income and protection	3.1	3.1	100	-	-	2	19	79	-	-	-	-	-	-	-
Unemployment compensation	1.7	1.7	100	-	19	51	29	2	-	-	-	-	-	-	-
Occupational injury and illness	1.7	2.0	100	21	23	24	19	5	5	1	2	-	-	-	-
Other legally required insurance programs .....	.1	.2	100	73	27	-	-	-	-	-	-	-	-	-	-
Private welfare plans	1.8	2.4	100	31	31	9	7	7	2	6	1	3	-	-	3
Life, accident, and health insurance	1.4	1.9	100	33	30	12	10	4	5	5	-	-	-	-	-
Pension and retirement plans .....	.4	1.8	100	80	9	6	(¹)	1	-	3	-	-	-	-	-
Severance or dismissal pay and/or supplemental unemployment benefit funds .....	.1	1.4	100	97	-	3	-	-	-	-	-	-	-	-	-

¹ Less than 0.05 percent of compensation or 0.5 percent of workers.

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

Table 18. Percent Distribution of Operating Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Taxicabs, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—												
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total expenditures										
					Under 1	1 and under 2	2	3	4	5	6	7	8	9	10 and over
Pay for leave time	1.7	2.0	100	26	14	31	21	3	1	4	(¹)	-	-	-	-
Vacations	1.5	1.9	100	26	14	31	24	3	1	1	(¹)	-	-	-	-
Holidays .....	.1	2.6	100	97	-	-	3	-	-	-	-	-	-	-	-
Nonproduction bonuses .....	.7	1.7	100	65	13	5	15	2	-	-	-	(¹)	-	-	-
Legally required insurance programs	7.0	7.0	100	-	-	-	-	1	10	20	27	17	11	9	2
Retirement income and protection	3.2	3.2	100	-	-	2	8	89	-	-	-	-	-	-	-
Unemployment compensation	1.8	1.8	100	-	15	46	32	7	-	-	-	-	-	-	-
Occupational injury and illness	2.0	2.3	100	17	19	21	25	7	2	7	2	-	-	-	-
Other legally required insurance programs .....	.1	.2	100	72	28	-	-	-	-	-	-	-	-	-	-
Private welfare plans	2.0	2.6	100	32	30	13	7	3	3	6	3	(¹)	1	-	3
Life, accident, and health insurance	1.5	2.1	100	34	28	14	5	4	6	6	3	-	-	-	-
Pension and retirement plans .....	.4	2.1	100	83	9	4	-	-	1	3	-	-	-	-	-
Severance or dismissal pay and/or supplemental unemployment benefit funds .....	.1	1.7	100	97	-	3	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 19. Percent Distribution of Nonoperating Employees by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures for the Compensation of Employees, Taxicabs, 1964

Practice	Average expenditures (percent of compensation)		Percent of workers in companies—									
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total compensation							
					Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 and over
Premium payments	0.3	1.2	100	80	9	7	3	1	(¹)	-	-	-
Overtime, weekend, and holiday work .....	.3	1.3	100	82	7	7	3	1	(¹)	-	-	-
Shift differentials	(¹)	.2	100	89	11	-	-	-	-	-	-	-
Pay for leave time	3.2	3.6	100	23	8	14	14	11	11	17	3	-
Vacations	2.3	2.6	100	23	8	17	23	30	(¹)	-	-	-
Holidays .....	.8	1.6	100	63	5	29	2	1	-	-	-	-
Sick leave .....	.1	.4	100	83	15	2	-	-	-	-	-	-
Civic and personal leave	(¹)	(¹)	100	96	4	-	-	-	-	-	-	-
Nonproduction bonuses .....	.7	1.9	100	70	12	5	8	3	2	-	-	-
Legally required insurance programs	5.0	5.0	100	-	-	9	1	11	43	25	19	-
Retirement income and protection	2.8	2.8	100	-	-	-	36	55	-	-	-	-
Unemployment compensation	1.3	1.3	100	-	30	54	16	-	-	-	-	-
Occupational injury and illness .....	.8	1.1	100	37	36	24	3	-	-	-	-	-
Other legally required insurance programs	(¹)	.2	100	85	15	-	-	-	-	-	-	-
Private welfare plans	1.3	2.3	100	52	25	3	9	5	5	-	-	1
Life, accident, and health insurance .....	.8	1.4	100	55	23	8	8	6	-	-	-	-
Pension and retirement plans .....	.5	2.9	100	86	7	4	-	-	2	-	-	1
Severance or dismissal pay and/or supplemental unemployment benefit funds	(¹)	.5	100	99	1	-	-	-	-	-	-	-

¹ Less than 0.05 percent of compensation or 0.5 percent of workers.

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

Table 20. Percent Distribution of All Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Taxicabs, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—													
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour											
					Under 2	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 22	22 and over
Premium payments	0.1	0.5	100	73	27	-	-	-	-	-	-	-	-	-	-	-
Overtime, weekend, and holiday work .....	.1	.5	100	76	24	-	-	-	-	-	-	-	-	-	-	-
Shift differentials	(¹)	.1	100	86	14	-	-	-	-	-	-	-	-	-	-	-
Pay for leave time	3.2	3.8	100	17	23	23	26	4	2	3	-	2	-	-	(¹)	-
Vacations	2.7	3.3	100	17	23	32	22	4	3	-	-	-	-	-	-	-
Holidays .....	.4	.9	100	55	39	1	5	-	-	-	-	-	-	-	-	-
Sick leave	(¹)	.1	100	77	23	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(¹)	(¹)	100	94	6	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.1	2.1	100	48	34	10	6	2	-	(¹)	-	-	-	-	-	-
Legally required insurance programs	10.3	10.3	100	-	-	3	8	15	22	20	9	11	9	-	3	(¹)
Retirement income and protection	4.9	4.9	100	-	-	21	54	23	2	(¹)	-	-	-	-	-	-
Unemployment compensation	2.6	2.6	100	-	29	49	23	(¹)	-	-	-	-	-	-	-	-
Occupational injury and illness	2.6	3.3	100	21	23	29	18	-	5	3	-	-	-	-	-	-
Other legally required insurance programs .....	.1	.4	100	73	27	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	2.9	4.1	100	31	35	7	9	6	6	1	-	3	-	-	(¹)	3
Life, accident, and health insurance	2.1	3.2	100	33	33	9	13	1	9	3	(¹)	-	-	-	-	-
Pension and retirement plans .....	.6	3.4	100	80	13	3	-	1	(¹)	3	-	-	-	-	-	-
Severance or dismissal pay and/or supplemental unemployment benefit funds .....	.1	3.2	100	97	-	3	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.05 cents or 0.5 percent of workers.

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

Table 21. Percent Distribution of Operating Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Taxicabs, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—												
	All companies	Companies with expendi- tures for the practice	Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour										
					Under 2	2 and under 4	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 22 and over
Pay for leave time	2.4	3.3	100	26	18	33	18	1	1	3	-	-	-	-	(¹)
Vacations	2.3	3.1	100	26	18	33	21	1	1	-	-	-	-	-	(¹)
Holidays .....	.2	5.5	100	97	-	-	3	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.1	2.8	100	65	16	10	7	2	-	(¹)	-	-	-	-	-
Legally required insurance programs	10.3	10.3	100	-	-	4	8	16	16	28	11	4	11	-	(¹)
Retirement income and protection	4.7	4.7	100	-	1	28	60	10	(¹)	-	-	-	-	-	-
Unemployment compensation	2.6	2.6	100	-	33	44	23	(¹)	(¹)	-	-	-	-	-	-
Occupational injury and illness	2.9	3.5	100	17	26	30	18	1	3	5	-	-	-	-	-
Other legally required insurance programs .....	.1	.4	100	72	28	-	-	-	-	-	-	-	-	-	-
Private welfare plans	2.9	4.2	100	32	31	13	9	2	6	3	1	-	-	-	3
Life, accident, and health insurance	2.2	3.3	100	34	29	13	10	5	5	-	3	-	-	-	-
Pension and retirement plans .....	.6	3.6	100	83	13	-	-	1	-	3	-	(¹)	-	-	-
Severance or dismissal pay and/or supplemental unemployment benefit funds .....	.1	3.3	100	97	-	3	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 22. Percent Distribution of Nonoperating Employees by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Taxicabs, 1964

Practice	Average expenditures (in cents per hour)		Percent of workers in companies—												
	All companies	Companies with expendi- tures for the practice	Total	With no expenditures for the practice	With expenditures for the practice in cents per paid hour										
					Under 2	2 and under 3	4 - 6	6 - 8	8 - 10	10 - 12	12 - 14	14 - 16	16 - 18	18 - 20	20 - 22 and over
Premium payments	0.7	3.5	100	80	9	3	3	4	1	-	-	-	-	-	-
Overtime, weekend, and holiday work .....	.7	3.6	100	82	7	3	5	2	1	-	-	-	-	-	-
Shift differentials .....	.1	.7	100	89	9	2	-	-	-	-	-	-	-	-	-
Pay for leave time	7.0	8.7	100	23	10	12	9	5	8	7	7	11	6	-	2
Vacations	5.1	6.4	100	23	10	12	10	20	23	1	-	1	1	-	1
Holidays	1.7	4.7	100	63	4	13	12	3	3	1	-	-	-	-	-
Sick leave .....	.2	1.1	100	83	16	1	1	-	-	-	-	-	-	-	-
Civic and personal leave	(¹)	.1	100	96	4	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.5	4.5	100	70	11	5	5	5	3	1	-	-	1	-	-
Legally required insurance programs	10.8	10.8	100	-	-	6	6	10	27	14	13	5	13	(¹)	4
Retirement income and protection	6.1	6.1	100	-	1	10	36	32	18	3	(¹)	-	-	-	-
Unemployment compensation	2.8	2.8	100	-	35	37	23	5	-	-	-	-	-	-	-
Occupational injury and illness	1.8	2.7	100	37	29	16	16	2	(¹)	-	-	-	-	-	-
Other legally required insurance programs .....	.1	.6	100	85	15	-	-	-	-	-	-	-	-	-	-
Private welfare plans	2.9	5.8	100	52	21	5	5	3	6	2	4	1	-	-	1
Life, accident, and health insurance	1.8	3.9	100	55	21	6	5	6	4	2	(¹)	1	-	-	-
Pension and retirement plans	1.1	7.4	100	86	4	8	-	-	2	-	-	-	-	-	-
Severance or dismissal pay and/or supplemental unemployment benefit funds	(¹)	2.2	100	99	-	1	-	-	-	-	-	-	-	-	-

¹ Less than 0.05 cents or 0.5 percent of workers.

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

Chapter 5. Composition of Payroll Hours

During 1964, 96 percent of all paid hours for drivers and 94 percent of all paid hours for nonoperating personnel in the motor passenger transportation industry were for working time. These industrywide averages, which result largely from the low incidence of leave hours in taxicab companies (1.8 percent of total hours), are markedly different from those in the local transit and intercity bus segments where leave hours accounted for about 1 of every 13 to 14 paid hours.

Paid Leave Hours

Paid vacation hours constituted just over two-thirds of all leave hours in the motor passenger transportation industry group; holiday hours constituted slightly over one-fifth; and sick leave hours slightly under one-tenth. Civic and personal leave accounted for only a minimal number of hours. Vacation hours constituted almost 9 out of 10 leave hours in the taxicab industry and over 6 out of 10 leave hours in the local transit and intercity bus industries. Holiday hours accounted for almost all of the remainder of the taxicab industry's leave hours and most of the remaining leave hours in the local transit and intercity buses. Only in the taxicab industry was there any substantial difference in the composition of payroll hours for operating and nonoperating employees. In that industry, leave time for drivers accounted for 50 percent fewer paid hours (relative to total paid hours) than for other cab company employees.

Paid Vacation Practices

Three out of every five workers in the motor passenger transportation industry group received vacation pay during 1964. Four-fifths of the nonoperating personnel and slightly over one-half of the drivers received such pay, and almost two-thirds of the drivers and slightly over four-fifths of the nonoperating personnel, who received vacation pay, were paid for 2 weeks or more of vacation time.

Most of the vacation expenditures resulting from these practices were centered in the local transit and intercity bus industries—the taxicab industry having a much lower incidence of vacation pay. About 80 percent of all local transit employees received 2 weeks or more of vacation pay, with 55 percent receiving 3 weeks or more; most (67 percent)

intercity bus employees also received 2 weeks or more of paid vacation. Taxicab employees, generally received less than 2 weeks of paid vacations.

Operating and nonoperating employees in the local transit industry generally received the same level of vacation benefits. Over half of both employee groups received pay for 3 weeks or more of vacation, with two-fifths of all nonoperating employees receiving pay for 4 to 5 vacation weeks. Only about 12 percent of either operating or nonoperating employees received no vacation pay during 1964.

There was some variation in the patterns of vacation pay between operating and nonoperating employees in the intercity bus industry. Although only one-tenth of the nonoperating personnel received no vacation pay during 1964, almost one-fourth of the drivers received no vacation pay. This difference was primarily the result of small bus companies paying nonoperating employees for vacations but not the drivers. Although there was a lower incidence of vacation pay for drivers, proportionally more of them (42 percent) received 3 weeks or more of vacation than did nonoperating employees (32 percent).

Taxicab companies, in many instances, do not have vacation pay for either drivers or nonoperating personnel.²¹ More than half the drivers and slightly over two-fifths of the nonoperating personnel received no vacation pay during 1964. A majority of the drivers, who received vacation pay, were paid for less than 2 weeks; almost all nonoperating personnel, who received vacation pay, were paid for between 1 to 3 weeks.

Paid Holiday Practices

There was a sharp difference, in the motor passenger transportation industry, in the practices of paying operating and nonoperating employees for holidays not worked. Two-thirds of all drivers worked for companies that did not pay drivers for holidays not worked; on the other hand, over 70 percent of all nonoperating employees worked for companies where the prevailing practice was to pay them for 3 holidays or more.

²¹ Some cab company employees, however, may have worked in full-time capacities in other industries—in which situations they may have received pay for vacations and other leave time.

This sharp contrast is because cabdrivers, who constitute about 45 percent of all drivers in the motor passenger industry group, seldom received paid holidays.

During 1964, over three-fourths of all local transit drivers worked for companies where the usual practice was to pay them for 4 holidays or more; the greatest concentration of drivers (30 percent) being in companies having a practice of paying for 7 holidays. Nonoperating personnel in the industry normally received 5 to 8 paid holidays.

Seventy-two percent of all intercity busdrivers were employed by companies with a practice of paying for holidays; 47 percent were in companies which had 7 paid holidays; and 19 percent were in companies which had 6 paid holidays. In 1964, over four-fifths of all nonoperating personnel in intercity bus companies worked for companies having a practice of paying for either 6 or 7 holidays—the majority (58 percent) being in companies having 7 paid holidays.

Although almost all cabdrivers received no paid holidays; about one-third of the nonoperating personnel were in companies that did pay them for holidays not worked—5 or 6 paid holidays being the usual practice.

Normal Workweek Practices

Sixty-five percent of all nonoperating employees in the motor passenger transportation industry were employed by companies in which 40 hours was the usual workweek for the majority of the employees; 26 percent in companies having a usual workweek of over 40 hours; and only 9 percent in companies having a usual workweek of less than 40 hours. Clerical workers generally were scheduled to work 40 hours or less; maintenance and terminal employees²² normally were scheduled to work 40 hours or more a week. Although 56 percent of all executive, professional, and supervisory personnel were in companies having a usual workweek of

40 hours, about one-fourth of these employees (27 percent) worked for companies where the usual workweek was in excess of 40 hours.

In the local transit industry, almost all clerical employees were in companies in which the usual workweek for a majority of these employees was 40 hours or less; over four-fifths of all maintenance employees worked in companies having a usual workweek of 40 hours; and over nine-tenths of the supervisory personnel were in companies which had a usual workweek of 40 hours or less.

There was very little variation in the usual workweeks for the major groups of nonoperating employees in the intercity bus industry. Almost four-fifths of all clerical employees were in companies having a normal workweek of 40 hours, and most of the remaining one-fifth were either on a 35- or 37½-hour workweek. All intercity bus maintenance and terminal personnel worked for companies having a scheduled workweek of 40 hours or more. All but 1 percent of the supervisory employees in the industry had a usual workweek of 40 hours or more, and almost three-fourths of them were scheduled to work 40 hours.

The workweek practices in the taxicab industry varied considerably. The normal workweek for clerical workers ranged from less than 35 hours a week to upwards of 48 hours a week. Practically all maintenance employees and dispatchers were scheduled to work 40 hours or more a week, and about three-fifths of all supervisory personnel were on a normal workweek of 40 hours—but almost one-fourth usually worked in excess of 48 hours.

²² The terms "maintenance and terminal workers," "maintenance employees," and "maintenance employees and dispatchers" are used in this section for purposes of illustrative clarity. The questionnaire form (reproduced in appendix C) requested normal workweek data about the majority of employees in three groups—the groups referred to above were categorized on the form as "other nonsupervisory (nonoperating) employees."

Table 23. Composition of Payroll Hours, Motor Passenger Transportation Industries, 1964

Employee group and industry	Percent of hours paid for—						
	Total	Working hours	Paid leave hours				
			All	Vacation	Holiday	Sick	Civic and personal
All employees:							
All motor passenger industries	100	95.5	4.5	3.1	1.0	0.4	(1)
Local transit	100	92.4	7.6	5.1	1.7	.7	(1)
Intercity buses	100	92.9	7.1	4.5	1.8	.8	(1)
Taxicabs	100	98.2	1.8	1.6	.2	(1)	(1)
Operating employees:							
All motor passenger industries	100	96.0	4.0	2.8	.8	.3	(1)
Local transit	100	92.5	7.5	5.2	1.7	.6	(1)
Intercity buses	100	92.8	7.2	4.8	1.6	.8	(1)
Taxicabs	100	98.5	1.5	1.4	.1	-	-
Nonoperating employees:							
All motor passenger industries	100	94.2	5.8	3.7	1.5	.6	(1)
Local transit	100	92.3	7.7	5.1	1.8	.8	(1)
Intercity buses	100	93.0	7.0	4.1	2.1	.8	(1)
Taxicabs	100	97.2	2.8	2.1	.6	.1	(1)

¹ Less than 0.05 percent.

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

Table 24. Percent Distribution of Employees by Paid Leave Hours as a Percent of Total Paid Hours, Motor Passenger Transportation Industries, 1964

Employee group and type of leave	Employees in all companies	Percent of workers in companies with—												
		No paid leave hours	Paid leave hours as a percent of total paid hours											
			Under 1	1 and under 2	2	3	4	5	6	7	8	9	10	11 and over
<u>All employees</u>														
All paid leave	100	13	9	11	17	7	7	5	4	4	4	7	10	2
Vacations	100	14	11	14	16	14	12	7	12	1	-	-	-	-
Holidays	100	32	31	10	21	5	(¹)	-	-	-	-	-	-	-
Sick leave	100	57	24	15	4	(¹)	-	-	-	-	-	-	-	-
Civic and personal leave	100	78	22	-	-	-	-	-	-	-	-	-	-	-
<u>Operating employees</u>														
All paid leave	100	24	6	14	15	6	6	1	5	4	3	6	7	2
Vacations	100	26	8	13	17	10	4	10	7	4	1	(¹)	-	1
Holidays	100	65	5	7	15	6	(¹)	1	-	-	-	-	-	-
Sick leave	100	78	10	10	2	(¹)	-	-	-	-	-	-	-	-
Civic and personal leave	100	84	16	-	-	-	-	-	-	-	-	-	-	-
<u>Nonoperating employees</u>														
All paid leave	100	7	3	5	9	7	9	8	10	3	17	10	10	2
Vacations	100	7	3	11	9	25	16	14	11	4	(¹)	(¹)	-	(¹)
Holidays	100	22	15	22	36	5	(¹)	-	-	-	-	-	-	-
Sick leave	100	48	26	23	3	-	-	-	-	-	-	-	-	-
Civic and personal leave	100	74	25	1	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 25. Percent Distribution of Employees by Paid Leave Hours as a Percent of Total Paid Hours, Local Transit, 1964

Employee group and type of leave	Employees in all companies	Percent of workers in companies with—												
		No paid leave hours	Paid leave hours as a percent of total paid hours											
			Under 1	1 and under 2	2	3	4	5	6	7	8	9	10	11 and over
<u>All employees</u>														
All paid leave	100	(¹)	1	1	4	10	6	5	7	12	13	9	29	2
Vacations	100	1	1	2	12	12	11	23	37	1	-	-	-	-
Holidays	100	6	19	22	45	8	-	-	-	-	-	-	-	-
Sick leave	100	33	28	28	9	2	-	-	-	-	-	-	-	-
Civic and personal leave	100	51	49	-	-	-	-	-	-	-	-	-	-	-
<u>Operating employees</u>														
All paid leave	100	(¹)	1	2	3	13	5	1	9	12	10	12	24	6
Vacations	100	1	1	2	7	17	9	24	19	17	-	(¹)	-	2
Holidays	100	19	9	20	41	8	-	2	-	-	-	-	-	-
Sick leave	100	49	30	17	3	2	-	-	-	-	-	-	-	-
Civic and personal leave	100	51	49	-	-	-	-	-	-	-	-	-	-	-
<u>Nonoperating employees</u>														
All paid leave	100	(¹)	1	2	8	5	5	5	7	5	16	23	16	7
Vacations	100	(¹)	2	8	5	15	6	37	14	11	1	(¹)	-	1
Holidays	100	6	17	38	28	10	1	-	-	-	-	-	-	-
Sick leave	100	36	25	30	9	-	-	-	-	-	-	-	-	-
Civic and personal leave	100	53	47	-	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 26. Percent Distribution of Employees by Paid Leave Hours as a Percent of Total Paid Hours, Intercity Buses, 1964

Employee group and type of leave	Employees in all companies	Percent of workers in companies with—												
		No paid leave hours	Paid leave hours as a percent of total paid hours											
			Under 1	1 and under 2	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10	10 11	11 and over
<u>All employees</u>														
All paid leave -----	100	2	-	(¹)	11	2	18	16	-	-	-	31	14	5
Vacations -----	100	2	(¹)	7	7	23	42	-	14	5	-	-	-	-
Holidays -----	100	5	23	22	45	5	-	-	-	-	-	-	-	-
Sick leave -----	100	37	17	46	-	-	-	-	-	-	-	-	-	-
Civic and personal leave -----	100	81	19	-	-	-	-	-	-	-	-	-	-	-
<u>Operating employees</u>														
All paid leave -----	100	4	-	7	2	9	19	6	6	-	-	29	12	7
Vacations -----	100	4	7	1	13	8	13	34	12	-	7	-	-	-
Holidays -----	100	28	7	17	41	7	-	-	-	-	-	-	-	-
Sick leave -----	100	45	14	42	-	-	-	-	-	-	-	-	-	-
Civic and personal leave -----	100	81	19	-	-	-	-	-	-	-	-	-	-	-
<u>Nonoperating employees</u>														
All paid leave -----	100	-	-	-	7	4	16	10	9	-	34	4	15	-
Vacations -----	100	-	-	7	5	33	36	-	19	-	-	-	-	-
Holidays -----	100	5	21	11	64	-	-	-	-	-	-	-	-	-
Sick leave -----	100	33	31	35	-	-	-	-	-	-	-	-	-	-
Civic and personal leave -----	100	81	19	-	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 27. Percent Distribution of Employees by Paid Leave Hours as a Percent of Total Paid Hours, Taxicabs, 1964

Employee group and type of leave	Employees in all companies	No paid leave hours	Percent of workers in companies with—											
			Paid leave hours as a percent of total paid hours											
			Under 1	1 and under 2	2 3	3 4	4 5	5 6	6 7	7 8	8 9	9 10	10 11	11 and over
<u>All employees</u>														
All paid leave -----	100	17	18	22	27	9	2	-	5	-	-	-	-	-
Vacations -----	100	17	23	26	13	2	1	(¹)	-	-	-	-	-	-
Holidays -----	100	55	40	-	2	3	-	-	-	-	-	-	-	-
Sick leave -----	100	77	23	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave -----	100	94	6	-	-	-	-	-	-	-	-	-	-	-
<u>Operating employees</u>														
All paid leave -----	100	26	10	26	30	4	-	-	4	(¹)	-	-	-	-
Vacations -----	100	26	10	26	30	8	-	1	(¹)	-	-	-	-	-
Holidays -----	100	97	-	-	-	3	-	-	-	-	-	-	-	-
<u>Nonoperating employees</u>														
All paid leave -----	100	23	8	13	13	11	5	10	16	2	-	-	-	-
Vacations -----	100	23	8	18	16	30	6	(¹)	-	-	-	-	-	-
Holidays -----	100	63	8	15	14	1	-	-	-	-	-	-	-	-
Sick leave -----	100	83	15	3	-	-	-	-	-	-	-	-	-	-
Civic and personal leave -----	100	96	4	-	-	-	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 28. Percent Distribution of Employees Receiving Vacation Pay by Number of Weeks Paid For, Motor Passenger Transportation Industries, 1964

Employee group and industry	Employees in all companies	Percent of employees						
		No paid vacations	Weeks paid for					
			Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 and over
<u>All employees</u>								
All motor passenger industries	100	39	3	16	19	11	12	(1)
Local transit	100	11	(1)	7	24	24	33	(1)
Intercity buses	100	17	1	14	31	18	18	2
Taxicabs	100	51	5	26	16	2	(1)	-
<u>Operating employees</u>								
All motor passenger industries	100	48	4	15	15	10	9	(1)
Local transit	100	11	(1)	8	25	26	30	(1)
Intercity buses	100	23	1	12	22	22	18	2
Taxicabs	100	53	6	26	14	1	-	-
<u>Nonoperating employees</u>								
All motor passenger industries	100	21	(1)	15	31	13	19	1
Local transit	100	12	(1)	6	22	21	39	(1)
Intercity buses	100	10	-	16	43	13	17	2
Taxicabs	100	42	(1)	26	27	5	(1)	-

¹ Less than 0.5 percent.

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

Table 29. Percent Distribution of Employees by Number of Paid Holidays, Motor Passenger Transportation Industries, 1964

Employee group and industry	Employees in all companies	Percent of employees in companies with—																		
		No paid holidays	Paid holidays of—																	
			Under 2	2	2½	3	3½	4	4½	5	5½	6	6½	7	7½	8	8½	9	9½	10 and over
<u>Operating employees</u>																				
All motor passenger industries	100	67	2	1	-	(1)	-	1	-	3	-	7	-	13	-	4	-	2	-	1
Local transit	100	22	3	-	-	(1)	-	3	-	9	-	19	-	30	-	11	-	3	-	-
Intercity buses	100	28	-	6	-	-	-	-	-	(1)	-	19	-	47	-	-	-	-	-	-
Taxicabs	100	97	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-
<u>Nonoperating employees</u>																				
All motor passenger industries	100	29	(1)	-	-	1	-	1	-	9	-	24	(1)	27	(1)	7	-	1	-	1
Local transit	100	9	1	-	-	1	-	3	-	16	-	24	-	29	1	12	-	3	-	1
Intercity buses	100	18	-	-	-	-	-	-	-	(1)	-	23	-	58	-	-	-	-	-	-
Taxicabs	100	67	-	-	-	-	-	-	-	12	-	15	-	1	-	4	-	-	-	1

¹ Less than 0.5 percent.

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

Table 30. Percent Distribution of Nonoperating Employees by Normal Workweek for a Majority of Employees, Motor Passenger Transportation Industries, 1964

Employee group and industry	Under 35 hours	35 hours	Over 35 and under 37½ hours	37½ hours	Over 37½ and under 40 hours	40 hours	Over 40 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48
<u>Nonsupervisory clerical employees</u>											
All motor passenger industries	6	9	(¹)	14	(¹)	56	1	1	1	7	3
Local transit	-	4	-	26	1	66	1	-	-	(¹)	2
Intercity buses	-	14	-	6	-	77	3	-	-	-	-
Taxicabs	18	3	-	4	-	44	-	2	3	21	6
<u>Other nonsupervisory nonoperating employees</u>											
All motor passenger industries	(¹)	(¹)	-	-	-	71	1	4	5	11	8
Local transit	-	-	-	-	-	83	4	3	3	6	2
Intercity buses	-	-	-	-	-	81	-	1	10	7	-
Taxicabs	(¹)	(¹)	-	-	-	44	-	9	3	20	23
<u>Executive, professional, and supervisory employees</u>											
All motor passenger industries	2	1	-	14	-	56	1	3	5	9	9
Local transit	2	1	-	33	-	47	1	4	4	4	3
Intercity buses	-	1	-	-	-	73	-	-	14	12	-
Taxicabs	-	1	-	4	-	59	2	1	4	7	24

¹ Less than 0.5 percent.

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

Appendix A. Expenditures as Proportions of Payroll

In the body of the text, all supplements have been measured as a proportion of total compensation. This approach allows one to examine the level and structure of compensation expenditures. However, for some purposes, examining expenditures for pay supplements in different ways may be desirable. Two of the techniques often used are to express these outlays as percentages of gross or straight-time payroll.²³ The appendix table expresses supplementary expenditures in these terms. The supplements when measured as a percent of gross or straight-time payroll cannot be added to other payroll statistics since some supplements are part of payroll while others are in addition to payroll. This table permits comparison of expenditures in the motor passenger transportation industry with similar statistics published by the Bureau of Labor Statistics in prior years for other industries.

²³ Straight-time pay is derived by subtracting overtime, weekend, holiday, and shift premiums from gross payroll.

Table A-1. Employer Expenditures for Supplementary Compensation Practices, as a Percent of Payroll, Motor Passenger Transportation Industries, 1964

Compensation practice	Employer expenditures in all companies																							
	Percent of gross payroll												Percent of straight-time payroll											
	All motor passenger industries			Local transit			Taxicabs			Intercity buses			All motor passenger industries			Local transit			Taxicabs			Intercity buses		
	Employees																							
	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating
Premium payments -----	1.0	1.1	1.0	1.8	2.2	1.0	0.1	-	0.4	1.0	0.8	1.6	1.0	1.1	1.0	1.8	2.2	1.0	0.1	-	0.4	1.0	0.8	1.7
Overtime, weekend, and holiday work -----	.9	1.0	.9	1.6	2.0	.8	.1	-	.3	.9	.8	1.4	.9	1.0	.9	1.7	2.1	.8	.1	-	.3	.9	.8	1.4
Shift differentials -----	.1	.1	.1	.2	.1	.2	(1)	-	(1)	.1	.8	2.2	.1	.1	.1	.2	.1	.2	(1)	-	(1)	.1	-	.2
Pay for leave time -----	5.6	5.2	6.4	7.6	7.6	7.7	2.2	1.8	3.4	7.7	7.9	7.3	5.7	5.3	6.5	7.7	7.8	7.7	2.2	1.8	3.4	7.8	8.0	7.4
Vacations -----	3.8	3.7	4.1	5.1	5.2	5.0	1.9	1.7	2.5	4.9	5.3	4.3	3.8	3.7	4.1	5.2	5.3	5.0	1.9	1.7	2.5	4.9	5.3	4.3
Holidays -----	1.3	1.1	1.7	1.8	1.7	1.8	.3	.1	.8	1.9	1.7	2.1	1.3	1.1	1.7	1.8	1.8	1.8	.3	.1	.8	1.9	1.7	2.1
Sick leave -----	.5	.5	.7	.7	.6	.9	(1)	-	.1	.9	1.0	.9	.5	.5	.7	.7	.7	.9	(1)	-	.1	.9	1.0	.9
Civic and personal leave -----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	-	(1)	(1)	(1)	(1)
Nonproduction bonuses -----	.5	.4	.9	.2	.1	.5	.8	.8	.7	.4	.2	.6	.5	.4	.9	.3	.1	.5	.8	.8	.7	.4	.2	.7
Terminal payments -----	(1)	(1)	(1)	(1)	(1)	(1)	-	-	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	-	-	-	(1)	(1)	(1)
Legally required insurance programs -----	5.4	5.8	4.7	4.5	4.6	4.2	7.1	7.7	5.3	4.3	4.1	4.5	5.5	5.9	4.7	4.6	4.7	4.3	7.1	7.7	5.3	4.3	4.1	4.6
Retirement income and protection -----	3.0	3.1	2.8	2.9	2.9	2.7	3.4	3.5	3.0	2.6	2.5	2.8	3.0	3.1	2.8	2.9	3.0	2.7	3.4	3.5	3.0	2.7	2.5	2.9
Unemployment compensation -----	1.4	1.5	1.2	1.0	1.0	1.0	1.8	1.9	1.4	1.1	1.0	1.1	1.4	1.5	1.2	1.0	1.1	1.0	1.8	1.9	1.4	1.1	1.0	1.1
Occupational injury and illness -----	1.0	1.2	.6	.6	.6	.5	1.8	2.1	.9	.6	.6	.5	1.0	1.2	.7	.6	.6	.5	1.8	2.1	.9	.6	.6	.5
Other legally required insurance programs -----	(1)	.1	(1)	(1)	.1	(1)	.1	.1	(1)	(1)	(1)	(1)	.1	.1	(1)	(1)	.1	(1)	.1	.1	(1)	(1)	(1)	(1)
Private welfare plans -----	5.0	4.8	5.4	6.8	6.7	7.1	2.0	2.1	1.4	7.2	7.2	7.3	5.0	4.9	5.5	6.9	6.9	7.2	2.0	2.1	1.4	7.3	7.3	7.4
Life, accident, and health insurance -----	2.1	2.1	2.1	2.6	2.7	2.6	1.5	1.7	.9	2.4	2.3	2.5	2.1	2.1	2.1	2.7	2.7	2.6	1.5	1.7	.9	2.4	2.3	2.6
Pension and retirement plans -----	2.9	2.7	3.3	4.2	4.1	4.5	.4	.4	.5	4.8	4.9	4.7	2.9	2.7	3.4	4.3	4.2	4.6	.4	.4	.5	4.9	5.0	4.8
Severance or dismissal pay and/or supplemental unemployment benefit funds -----	(1)	(1)	(1)	-	-	-	.1	.1	(1)	-	-	-	(1)	(1)	(1)	-	-	-	.1	.1	(1)	-	-	-
Employer expenditures in companies with expenditures for the practice																								
Compensation practice	Percent of gross payroll												Percent of straight-time payroll											
	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating	All	Operating	Non-operating
Premium payments -----	1.4	2.0	1.3	1.9	2.4	1.0	0.3	-	1.4	1.0	0.9	1.7	1.4	2.1	1.3	1.9	2.5	1.1	0.3	-	1.4	1.0	0.9	1.7
Overtime, weekend, and holiday work -----	1.3	1.9	1.2	1.7	2.3	.9	.3	-	1.4	.9	.9	1.4	1.3	2.0	1.2	1.7	2.3	.9	.3	-	1.4	.9	.9	1.5
Shift differentials -----	.3	.5	.4	.4	.5	.4	.1	-	.3	.2	-	.5	.3	.5	.4	.4	.5	.4	.1	-	.3	.2	-	.5
Pay for leave time -----	5.9	5.8	6.6	7.6	7.6	7.7	2.5	2.2	3.9	7.7	8.0	7.3	6.0	5.9	6.7	7.7	7.8	7.8	2.5	2.2	3.9	7.8	8.1	7.4
Vacations -----	4.0	4.1	4.2	5.1	5.2	5.0	2.1	2.1	2.8	4.9	5.3	4.3	4.1	4.2	4.3	5.2	5.3	5.0	2.1	2.1	2.8	4.9	5.4	4.3
Holidays -----	1.6	2.1	2.0	1.8	2.1	1.9	.6	3.3	1.7	1.9	2.2	2.2	1.6	2.2	2.0	1.9	2.1	1.9	.6	3.3	1.8	1.9	2.2	2.2
Sick leave -----	.9	1.3	1.2	1.0	1.2	1.3	.1	-	.5	1.3	1.3	1.3	1.0	1.3	1.2	1.0	1.2	1.3	.1	-	.5	1.3	1.3	1.3
Civic and personal leave -----	.1	.1	(1)	(1)	(1)	(1)	(1)	-	(1)	.1	.1	(1)	.1	.1	(1)	(1)	(1)	(1)	(1)	-	(1)	.1	.1	(1)
Nonproduction bonuses -----	1.7	1.5	4.2	1.2	.9	2.6	1.4	1.9	2.0	2.8	1.6	16.2	1.7	1.5	4.2	1.2	.9	2.6	1.4	1.9	2.0	2.9	1.7	16.7
Terminal payments -----	(1)	(1)	(1)	(1)	(1)	(1)	-	-	-	.1	.1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	-	-	-	.1	.1	(1)
Legally required insurance programs -----	5.4	5.8	4.7	4.5	4.6	4.2	7.1	7.7	5.3	4.3	4.1	4.5	5.5	5.9	4.7	4.6	4.7	4.3	7.1	7.7	5.3	4.3	4.1	4.6
Retirement income and protection -----	3.0	3.1	2.8	2.9	2.9	2.7	3.4	3.5	3.0	2.6	2.5	2.9	3.0	3.1	2.8	2.9	3.0	2.7	3.4	3.5	3.0	2.7	2.5	2.9
Unemployment compensation -----	1.4	1.5	1.2	1.0	1.0	1.0	1.8	1.9	1.4	1.1	1.0	1.1	1.4	1.5	1.2	1.0	1.1	1.0	1.8	1.9	1.4	1.1	1.0	1.1
Occupational injury and illness -----	1.1	1.3	.7	.6	.7	.5	2.2	2.5	1.2	.6	.6	.5	1.1	1.4	.7	.6	.7	.5	2.2	2.5	1.2	.6	.6	.5
Other legally required insurance programs -----	.3	.3	.2	.5	.5	.3	.2	.3	.2	.1	.1	.2	.3	.3	.2	.5	.6	.3	.2	.3	.2	.1	.2	.2
Private welfare plans -----	5.7	5.7	6.3	6.9	6.9	7.5	2.7	2.9	2.4	7.3	7.3	7.3	5.8	5.7	6.4	7.1	7.0	7.6	2.7	2.9	2.4	7.3	7.3	7.4
Life, accident, and health insurance -----	2.4	2.5	2.4	2.7	2.7	2.8	2.0	2.3	1.6	2.4	2.4	2.5	2.5	2.6	2.5	2.7	2.8	2.8	2.0	2.3	1.6	2.5	2.4	2.6
Pension and retirement plans -----	4.7	4.7	5.3	4.6	4.5	5.2	2.1	2.4	3.2	6.0	6.0	6.0	4.8	4.8	5.4	4.7	4.6	5.3	2.1	2.4	3.2	6.1	6.1	6.1
Severance or dismissal pay and/or supplemental unemployment benefit funds -----	1.7	1.9	.6	-	-	-	1.7	1.9	.6	-	-	-	1.7	1.9	.6	-	-	-	1.7	1.9	.6	-	-	-

¹ Less than 0.05 percent.

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

Appendix B. Scope and Method of Survey

Scope and Survey and Industry Classification

This study of employer expenditures for the compensation of employees covers all companies in SIC 41—Local and Suburban Transit and Interurban Passenger Transportation—classified in accordance with the 1957 edition of the Standard Industrial Classification Manual (SIC) and 1963 Supplement prepared by the Bureau of the Budget. The local and suburban transit and interurban passenger transportation industry is composed of the following 3-digit industry groups:

- 411 ----- Local and suburban passenger transportation
- 412 ----- Taxicabs
- 413 ----- Intercity and rural highway passenger transportation
- 414 ----- Passenger transportation charter service
- 415 ----- School buses
- 417 ----- Terminal and service facilities for motor vehicle passenger transportation

Survey coverage extended to the 50 States and the District of Columbia. Data relate to the calendar year 1964 and are limited to irrevocable cash disbursements of employees (thus excluding amounts segregated in bookkeeping transactions over which the company retained control) for the compensation of employees.

Definition of Terms

Compensation, for purposes of this study, is defined as the sum of the payments, subject to Federal withholding taxes, made by employers directly to their employees before deductions of any type, and the expenditures made by employers for legally required insurance programs and private welfare plans to provide the workers with full—or partial—economic security against a future contingency (e.g., unemployment, retirement, medical expenses, etc.).

Hours paid for consist of aggregate hours, including paid leave hours, rest periods, coffee breaks, machine downtime, and other nonleave hours paid for but not worked, for which employers made direct payments to workers during the year. See appendix C for a more detailed definition of total man-hours for operating employees (p. 57). Working time excludes paid leave time.

Expenditure ratios for "all companies" represent the expenditures for the practice divided by total compensation for all companies—both those with and without expenditures—whereas the ratios for "companies with expenditures for the practice" relate the same expenditures to the total compensation of only those establishments that reported an actual expenditure. The expenditure rates represent the same expenditures divided by the corresponding man-hours.

The expenditure ratios used in the body of this report were obtained by using the following formulas:

- | | |
|---|---|
| 1. Expenditures as a percent of compensation= | <u>Expenditure for the practice</u>
Total compensation (comprised of gross payroll, private welfare, and legally required insurance expenditures). x 100 |
| 2. Expenditures in cents per hour paid for= | <u>Expenditure for the practice</u>
Total hours paid for including hours of paid leave. |
| 3. Expenditures in cents per working hour= | <u>Expenditure for the practice</u>
Total hours paid for minus leave hours paid for. |

The other terms used in this bulletin are defined on the questionnaire form, reproduced in appendix C, that was used in the study.

Collection of Data

Data were collected by personal visits and mail questionnaires. Personal visits also were made to a sample of companies that had not responded to two mail requests.

Sampling Procedures

The survey was conducted on the basis of a highly stratified probability sample. The sample was designed to permit separate presentation of data for local and suburban transit companies (SIC 4111), intercity and rural highway passenger transportation (SIC 413), and for taxicabs (SIC 412).

The list of companies from which the sample was selected was developed from lists maintained by the State agencies administering the unemployment compensation laws, and from lists maintained by the Interstate Commerce Commission for regulatory purposes.

The sample was so selected within the industry as to yield the most accurate estimates possible using the resources available. This was done by requesting companywide reports and by including a greater proportion of larger companies than of small in the sample. In general, a company's chance of selection was about proportionate to its employment size.

Data were obtained from 206 companies employing approximately 73,000 workers—almost 30 percent of the total employment in the motor passenger industry during 1964. Among the three major segments, data were obtained from companies employing approximately 45 percent of all local transit employees; 40 percent of all intercity bus employees; and from companies employing 20 percent of all taxicab employees.

Method of Estimation

Data for each sample member were weighted in accordance with the probability of selection of that company. For instance, where 1 company out of 2 was selected in a size-industry class, it represented itself as well as another company, i.e., it was given a weight of two. Thus, if the company had 1,000 hours of vacation leave and 50,000 hours of paid hours of all classes, it would contribute 2,000 vacation hours and 100,000 total hours to the final estimate.

Reporting Problems

Separate data by company and type of supplementary compensation practice were collected in most cases. However, all companies do not keep records in such a manner as to be able to furnish actual figures in this detail, and some approximations had to be accepted. Estimates, using collateral data, were made in certain cases where records were not kept or were summarized only for specific practices.

Errors in the use of estimating procedures would have to be in the same direction in each case (overstatement or understatement of actual values) to have a cumulative effect on the accuracy of the results.

Appendix C. Questionnaire

BLS 2863

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

Budget Bureau No. 44-6542
Approval expires 6-30-66

Employer Expenditures for Selected Compensation Practices in Transportation Industries, 1964

Company Identification

Your reply will be
held in confidence.

This report should cover all units of the company which are primarily engaged in transportation activities, and should not be limited to activities at the address shown. If the company was engaged in two or more substantially different transportation activities, e.g., oil tanker and pipeline operations, separate reports should be submitted.

1. Principal Transportation Activity

(Check only one box)

- | | |
|---|--|
| A. <input type="checkbox"/> Intercity bus line | F. <input type="checkbox"/> Marine cargo handling |
| B. <input type="checkbox"/> Local or suburban transit | G. <input type="checkbox"/> Air transportation, certificated carrier |
| C. <input type="checkbox"/> Taxicab operator | H. <input type="checkbox"/> Pipelines, except natural gas |
| D. <input type="checkbox"/> Deep sea foreign transportation | I. <input type="checkbox"/> Other (specify) _____ |
| E. <input type="checkbox"/> Other water transportation | |

2. Employment

For each employee category, enter the total number of full- and part-time employees on the payroll who worked or received pay for any part of the payroll period which included September 12, 1964. Include officers of corporations, but exclude proprietors and partners of unincorporated firms. Also exclude pensioners and members of the Armed Forces on active duty carried on the rolls but not working during the period. (Definitions of the terms "operating" and "nonoperating" employees are on page 2 of this questionnaire. If there were no workers in one of the employee categories, enter "none.")

Employment

Operating employees _____

Nonoperating employees _____

For BLS use only

Schedule number	Reg.	State	City size	SIC	Est. size	Weight	Special char.

GENERAL EXPLANATIONS

Please answer the questions which follow separately for operating and nonoperating employees. If records do not permit reporting separate figures for the two groups, and estimates cannot be made, enter a combined figure and indicate that it is for operating and nonoperating employees.

Operating Employees are supervisory and nonsupervisory employees who work aboard moving vehicles, such as bus and taxi drivers; marine engineers, seamen, cooks; and airline pilots. However, exclude workers who merely move vehicles to or from loading, maintenance, or parking areas and operators of construction equipment or loading devices such as baggage or forklift trucks. Reports for marine cargo handling should treat all pier personnel as operating employees.

Nonoperating Employees include all supervisory and nonsupervisory employees not classified as operating employees, such as pumpmen, shop maintenance employees, and office workers. Reports for pipelines should treat all employees as nonoperating employees.

If the only figure available combines data for several lines on this questionnaire, report the combined figure and bracket the lines included or otherwise indicate what is included in the figure reported.

If exact information is not available for an item, where possible please provide a carefully considered estimate. If any of the figures reported are estimated, please list on page 8 the items which were estimated and indicate how the estimates were made.

IF NO EXPENDITURES OR MAN-HOURS WERE INVOLVED DURING 1964 FOR A GIVEN ITEM, ENTER "0" IN THE APPROPRIATE SPACE. PLEASE DO NOT LEAVE ANY LINES BLANK.

COMPANIES IN THE AIR TRANSPORTATION, MARITIME, INTER-CITY BUS, AND LOCAL TRANSIT INDUSTRIES SHOULD READ THE ACCOMPANYING SUPPLEMENTARY EXPLANATION SHEET BEFORE COMPLETING THIS QUESTIONNAIRE.

3. Payments Made Directly to Employees as Part of the Payroll in 1964

In this section report only payments which were part of the company's 1964 gross payroll. Include only payments to employees as defined in Item 2. Do not report payments to funds, trustees, insurance companies, or government agencies; these payments should be reported in Item 5.

A. Gross Payroll:

Enter total employee earnings during 1964, before deductions. This amount should equal the sum of the figures shown on individual employees' W-2 forms under the heading "Total Wages Paid" -----

Employer payments to		L I N E
Operating employees	Nonoperating employees	
\$	\$	1

B. Paid Leave:

Enter total amounts paid directly to employees for each type of leave. Include payments under formal plans and informal salary continuation plans. If employees worked on paid holidays or during vacations and received both pay instead of time off and pay for work performed, include here only the pay in lieu of time off.

1. Vacations -----		2
2. Holidays -----		3
3. Sick leave -----		4
4. Military, jury, witness, voting, and personal leave (excluding pay for serving as a witness for the employer) -----		5

C. Premiums Above Regular Pay:

1. Premium pay for overtime, weekend, and holiday work.

Enter total payments above the regular straight-time pay for work performed. For example, if overtime is paid for at time and one-half, report only the half-time here. For work on holidays, exclude pay at the regular rate for work performed and pay in lieu of time off; report only payments above these sums (that is, if total pay for holiday work is double time and one-half, include only the half-time pay here) -----

2. Shift differentials.

Enter total payments above rates for the day shift. If late-shift workers receive 8 hours' pay for 7½ hours' work, compared with 8 hours' work for the day shift, report the ½ hour's pay as a shift differential -----

		6
		7

D. Nonproduction Bonuses:

Report total cash bonus payments that were not directly related to employees' production. Include yearend and Christmas bonuses and attendance, longevity, safety, suggestion, merit, and related awards. Also include cash from profit-sharing plans actually paid out to employees in 1964 in the form of bonuses. Exclude production incentive payments, commissions, premiums for hazardous work, cost-of-living adjustments, terminal payments (reported below in Item 3-E), payments for educational assistance, per diem, expense account payments, and payments in the form of merchandise -----

Employer payments to		L I N E
Operating employees	Nonoperating employees	
\$	\$	1

E. Terminal Payments:

Report total payments made directly to employees because of temporary or permanent severance of employment. Include lump-sum cash payments made to retiring employees. Exclude payments to funds, trustees, or insurance companies-----

		2

4. Man-hours Paid For in 1964

Report as total hours paid for those hours for which the payments reported in Item 3-A were made. They consist of hours on duty (operating employees) or paid for hours at the workplace (nonoperating employees), additional hours paid for to make up guarantees, and the man-hours equivalent to direct employer payments for leave time. Do not convert overtime or other premium paid hours to straight-time equivalent hours. Do not include hours equivalent to payments by funds, trustees, or insurance companies.

Report as paid leave hours the man-hours for which the leave pay entered in Item 3-B was made. Report only the man-hours equivalent to the pay received. For example, if an employee who is regularly paid \$2 an hour was given \$5 for a day's absence, report $2\frac{1}{2}$ hours ($\$5 \div \2).

A. Total Hours Paid For, Including Paid Leave Hours-----

B. Paid Leave Hours:

1. Vacations -----
2. Holidays -----
3. Sick leave -----
4. Military, jury, witness, voting, and personal leave (excluding pay for serving as a witness for the employer)-----

Man-hours paid for		
Operating employees	Nonoperating employees	
hrs.	hrs.	3
		4
		5
		6
		7

5. Employer Expenditures in Addition to Payroll in 1964

A. Private Welfare Plans:

Enter total employer expenditures for the plans listed below. Exclude employee contributions, employer payments already reported as payroll expenditures, those for legally required programs, and administrative costs (including actuarial and legal expenses) incurred by the company. Include payments to funds, trustees, insurance companies, employees or their beneficiaries, and to plans financed through profit sharing. However, exclude payments made by funds, trustees, or insurance companies and income earned by funds. For payments to insurance carriers report only net expenditures (i.e., premiums less refunds). Include payments for current employees, employees on layoff status, retired employees, and dependents of these employee groups.

	Employer expenditures for		L I N E
	Operating employees	Nonoperating employees	
1. Health, accident, and life insurance. Enter payments for life insurance; accidental death and dismemberment insurance; death benefits; travel accident insurance; hospitalization, surgical, medical, major medical, dental, optical, and drug plans; and sickness and accident (wage and salary continuance) insurance. Exclude expenditures for in-plant medical facilities.....	\$	\$	1
2. Pension and retirement plans. Include direct payments to pensioners under a pay-as-you-go plan. For funded plans, report payments in 1964 for past and current service liabilities. Include payments under profit-sharing plans deferred until retirement and payments for disability retirement programs			2
3. Vacation and holiday funds			3
4. Severance or dismissal pay funds and/or supplemental unemployment benefit funds			4
5. Savings and thrift plans (including company expenditures for contributions in the form of stock)			5
6. Automation funds. Report here payments to special automation funds. <u>Do not</u> include these payments elsewhere on the questionnaire. For example, if an automation fund provides retirement benefits, report the payment to the fund here and not in Item 5-A-2, above. (However, do not report regular payments to a retirement fund here.) Specify the name of the automation fund and the benefit provided.			6
7. Other (specify)			7

B. Legally Required Insurance:

Report the company's net liability for 1964 under employee benefit programs required by law. Exclude employee contributions. Report payments to government agencies, insurance companies, and directly to workers under self-insured plans. Report net insurance premiums (i. e., premiums less refunds). If a self-insured plan was in effect, exclude the company's administrative costs. Report the liability incurred in 1964 rather than the amount actually paid during 1964. Do not report any expenditures that were entered in Item 3 as payroll expenditures.

	Employer expenditures for		L I N E
	Operating employees	Nonoperating employees	
1. Payments for pension programs (Social Security and Railroad Retirement) -----	\$	\$	1
2. Unemployment insurance (State unemployment compensation and Railroad Unemployment Insurance)-----			
a. Payments to Federal Government-----			2
b. Payments to State government -----			3
3. Payments for work-connected disability. Include payments under workmen's compensation laws, payments in companies subject to the Federal Employers' Liability Act, and payments into the Ohio Disabled Workmen's Relief Fund -----			4
4. Other, including State temporary disability insurance. Specify type of payment reported. If obligations under a State temporary disability insurance law were met by employer expenditures reported elsewhere on this questionnaire, enter "O" and indicate the item containing the expenditure. -----			5

6. Establishment Practices and Policies

A. Paid Holidays Observed During 1964:

Enter number of days per employee. If more than one practice existed in an employee category, report that which applied to the greatest number in the category. Do not include days for which premium rates were paid if work was performed, but no pay was given if the days were not worked.

	Days per employee		
	Operating employees	Nonoperating employees	
1. Full-day holidays -----			6
2. Half-day holidays-----			7

B. Paid Vacations:

Report below the approximate number of employees who received vacation pay directly from the company according to the amount of pay received during 1964 and not the time taken for vacation. If vacation pay was not a direct multiple of weekly or hourly rates, report according to the number of weeks equivalent to the pay received. For example, if the amount of vacation pay was a percentage of annual earnings, report payments of about 2 percent as 1 week's vacation pay, about 4 percent as 2 weeks' pay, etc. Exclude employees whose vacation payments were received from funds.

Employee category	Number of employees receiving—							L I N E
	No vacation pay	Under 1 week's pay	1 and under 2 weeks' pay	2 and under 3 weeks' pay	3 and under 4 weeks' pay	4 and under 5 weeks' pay	5 weeks' pay or more	
Operating								1
Nonoperating								2

C. Welfare and Pension Plans (Other Than Legally Required):

1. Were any employees covered by a private plan paid entirely or in part by the company (other than company payments for administrative expenses)? (Answer "yes" if there were such plans even if there were no employer expenditures in 1964.)

	Operating employees		Nonoperating employees		
	(Check one)		(Check one)		
	Yes	No	Yes	No	
a. Health, accident, or life insurance (as defined in Item 5-A-1) -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3
b. Pension or retirement benefits (as defined in Item 5-A-2) -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4
2. If "yes" was answered to either or both parts of C-1, did any employees contribute to the costs of any of the benefits? (Check "no" if employee contributions only purchased supplemental benefits or dependents' coverage.)

	Operating employees		Nonoperating employees		
	Yes	No	Yes	No	
a. Health, accident, or life insurance -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5
b. Pension or retirement benefits -----	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6

D. Collective Bargaining Agreements:

Did collective bargaining agreements cover a majority of the nonsupervisory employees? ----- ☐ ☐ ☐ ☐ 7

E. Normal Workweek for Nonoperating Employees:

How many hours per week were normally worked by the majority of employees in each of the following categories (or the workweek applying to the largest number of employees if no single workweek applied to a majority)? What was the approximate average number of persons employed in each category?

	Number of hours per week	Average number of employees	L I N E
1. Nonsupervisory clerical workers			1
2. Other nonsupervisory (nonoperating) employees			2
3. Executive, professional, and supervisory employees.....			3

Remarks

List the items for which data were estimated and indicate the method of estimation. Include any other pertinent explanation of the data you have reported.

Authorizing official _____ Title _____ Date _____
(Please print or type)

Do you want a copy of the Bureau's report for this survey? ----- Yes ☐ No ☐

Employer Expenditures for Selected Compensation Practices in Transportation Industries, 1964

Supplemental Explanations for Intercity Bus and Local Transit Companies

Employee Coverage

Do not include persons who perform purchased transportation service.

If the employment figures requested in Item 2 are not available, Class I carriers filing annual reports to the Interstate Commerce Commission may substitute the figures on average number of employees in 1964 (separately for operating and non-operating employees) shown on those annual reports. If figures from ICC annual reports are used, please note this fact.

Gross Payroll

The figures requested in Item 3-A are approximately the same as those reported as "Total Compensation" on the ICC Annual Report forms for Class I carriers. Such carriers may enter in Item 3-A the same figures as are reported to the ICC. However, retroactive wage payments applicable to a prior year should be added to the figure reported to the ICC.

Class II and III carriers may base their entries on the statement of total wages and salaries paid employees in 1964, as shown on their annual reports to the ICC. (That figure should be broken down to show information separately for operating and nonoperating employees.)

Premium Pay for Overtime, Weekend, and Holiday Work

Report in Item 3-C-1 premiums above regular pay for work outside regular straight-time working hours. Exclude premium or penalty pay not related to the hours at which work is performed, for example, extra pay for changing tires if performed during regular hours.

Include premiums for spread runs (split shifts).

Shift Differentials

Include differentials for owl runs.

Total Man-Hours

For operating employees, report as total hours paid for, hours on duty plus other hours paid for, such as paid leave hours, time involved in guaranty allowances, runaround time, and paid layover hours when drivers are released from duty. Included among hours on duty are driving hours; standby time; and time spent in deadheading at employer's direction and in attendance at court, investigations, or hearings or at safety or other meetings, when required by the employer. If drivers are on spread runs (split shifts) exclude hours not on duty, if not paid for. Do not report as hours paid for the equivalents of pay received if actual hours were not involved, for example, one-half hour's pay for filling out an accident report during regular working hours.

The figures requested in Item 4-A may be obtained from those reported as "Total man-hours or days paid for" on ICC Annual Report forms for Class I carriers. If figures for Item 4-A are derived from data supplied to the ICC, man-days should be converted to man-hours in accordance with the standard workday for the employees in question.

**Other BLS Publications on Compensation Expenditures
and Payroll Hours**

Bulletin number		Price
1528	Compensation Expenditures and Payroll Hours, Pipelines, 1964.	25 cents
1470	Supplementary Compensation for Nonproduction Workers, 1963 (1965).	70 cents*
1428	Employer Expenditures for Selected Supplementary Com- pensation Practices for Production and Related Workers; Composition of Payroll Hours: Manufacturing Industries, 1962 (1965).	\$1.00
1419	Employer Expenditures for Selected Supplementary Re- muneration Practices in Finance, Insurance, and Real Estate Industries, 1961 (1964).	45 cents
1413	Employer Expenditures for Selected Supplementary Com- pensation Practices for Production and Related Workers, Meatpacking and Processing Industries, 1962 (1964).	25 cents
1332	Employer Expenditures for Selected Supplementary Re- muneration Practices for Production Workers in Mining Industries, 1960 (1963).	45 cents*
1308	Employer Expenditures for Selected Supplementary Re- muneration Practices for Production Workers in Manu- facturing Industries, 1959 (1962).	65 cents*

* Out of print. These bulletins are generally available for reference purposes at leading public, college, or university libraries, or in the Bureau's regional offices.

NOTE: Publications may be ordered from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C., 20402, or from the Bureau's regional offices. (See inside front cover for addresses.) A 25-percent discount is given for bundle orders of 100 copies or more.