

# What a Motorman and Conductor Earn

On the Toronto Railway system the average length of schedule runs is eight hours and five minutes. More than sixty per cent. of these are "straight runs," that is, the man stays on the car until he completes his day's work, so that if he starts work at, say five o'clock in the morning on an eight hour run, he would be through his work at 1 p.m.

He operates this run six days in the week.

He works on Sunday on an average each alternate month, and when he works on Sunday he is given one day off in the week in lieu thereof.

The rates of wages are: For the first three months' service, 50 cents per hour; for the next nine months, 52½ cents per hour, and thereafter, 55 cents per hour.

When he works on Sunday he is paid at the rate of time and one-quarter, or 68¾ cents per hour.

When he works on a holiday he is paid at the rate of time and one-half, or 82½ cents per hour.

He is also paid for any time worked over eight and a half hours per day (excepting Sundays and holidays) at the rate of time and one-half.

Assuming that a man at 55 cents per hour works a straight eight-hour run, he would earn \$4.40 per day, or for a year of 313 working days the sum of \$1,377.20 per year. In addition, he would work an average of twenty-six Sundays which, at time and a quarter, amounts to \$1.10 per Sunday over a week day's wages, making a total of \$28.60 for the year. Then he would work eight holidays which, at time and a half, makes \$2.20 over the normal day, or \$17.60 for the year; so that he would actually earn \$1,423.40 if he did not work any overtime all year.

To those more than two years in the service, the Company provides free uniform suit and cap each year and overcoat every two years, costing an average of \$40 per year; and the man has also free car fare at all times, which might be estimated to be worth \$50 per year; so that his job is worth to him \$1,513.40 per year.

On account of the nature of the work, and particularly on account of

the short day, the man has abundant opportunity to make additional money by working morning or evening "tripper" runs in his spare time, thus augmenting his income by a considerable amount, as will be shown by the statement below, taken from the payroll for the month of May, 1920, which was submitted to the Conciliation Board this week.

EXAMPLE A—This man worked 21 week days in May. His daily run is worth 8 hours and 34 minutes, straight time, at 55 cents per hour, beginning work at 6.09 a.m. and finishing at 2.43 p.m. He worked on Sundays, and the value of his run was 8 hours and 13 minutes straight time at time and a quarter, or 68¾ cents per hour. He also worked on one holiday 8 hours and 22 minutes straight time at the rate of time and one-half, or 82½ cents per hour. He had four full days off during the month. He earned \$133.34 regular time and \$30.15 overtime for evening extras averaging from two to two and a half hours each evening between 4 p.m. and 6.30 p.m., a total of \$163.49, equivalent to \$1,961.88 per year.

EXAMPLE B—This man worked 22 week days in May. The value of his daily run is 8 hours and 32 minutes straight time, beginning at 4.23 p.m. and working to 12.55 a.m. He worked on Sundays 8 hours and 30 minutes straight time at time and a quarter, or 68¾ cents per hour, and on the holiday 8 hours and 24 minutes at time and a half, or 82½ cents per hour. This man was entitled to four off days and worked on one of them. He earned \$139.01 regular time and \$31.96 overtime for morning extras averaging two hours each morning between 7 a.m. and 9 a.m., a total of \$170.97, equivalent to \$2,051.64 per year.

EXAMPLE C—This man worked 21 week days in May. His daily run valued 8 hours and 6 minutes straight time at 55 cents per hour, starting at 4.32 p.m. each day and working until 12.38 a.m. He worked five Sundays, run value of 8 hours and 31 minutes straight time, at 68¾ cents per hour, and on the holiday 8 hours and 24 minutes at 82½ cents per hour, making a total of \$134.17 regular time. He operated an extra each morning, averaging about two and a half hours between 6.30 and 9 o'clock, for which he earned \$28.90, a total for the month of \$163.15, equivalent to \$1,957.80 per year. He was off four days in the month.

Other instances of earnings in May obtained in a similar manner, follow:—

| Lansdowne Division. |            |                |                      | Dundas Division. |            |                |                      | Yorkville Division. |            |                |                      |
|---------------------|------------|----------------|----------------------|------------------|------------|----------------|----------------------|---------------------|------------|----------------|----------------------|
| Regular Time.       | Over Time. | Monthly Total. | Equivalent Per Year. | Regular Time.    | Over Time. | Monthly Total. | Equivalent Per Year. | Regular Time.       | Over Time. | Monthly Total. | Equivalent Per Year. |
| \$122.56            | \$48.08    | \$170.64       | \$2,047.68           | \$132.76         | \$18.15    | \$150.91       | \$1,810.92           | \$138.23            | \$24.89    | \$163.12       | \$1,957.44           |
| 138.69              | 24.89      | 163.58         | 1,962.96             | 141.14           | 10.16      | 151.30         | 1,815.60             | 122.90              | 24.80      | 147.70         | 1,772.40             |
| 118.72              | 42.84      | 161.56         | 1,948.72             | 134.76           | 11.21      | 145.97         | 1,751.64             | 129.38              | 16.52      | 145.90         | 1,750.80             |
| 123.65              | 38.77      | 162.42         | 1,949.04             | 120.50           | 22.69      | 143.19         | 1,718.28             | 122.30              | 15.25      | 137.55         | 1,650.60             |
| 125.27              | 35.75      | 161.02         | 1,932.24             | 137.06           | 4.96       | 142.02         | 1,704.24             | 111.45              | 22.00      | 133.45         | 1,601.40             |
| 119.31              | 40.49      | 159.80         | 1,917.60             | 137.77           | 3.11       | 140.88         | 1,690.56             | 132.33              | 1.11       | 133.44         | 1,601.28             |

THE TORONTO RAILWAY COMPANY