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RAILWAY TRANSPORT

1965

PART VI

(Employment Statistics)

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**RAILWAY TRANSPORT STATISTICS**

| Catalogue number  | Title  | Price                     |
|-------------------|--|---------------------------|
| <b>Periodical</b> |  |                           |
| 52-001            | <b>Carloadings</b> (Four times a month. 4 pp.)<br>Cars of revenue freight loaded in Canada by eastern and western divisions, by commodity, comparative and cumulative totals. Railway cars loaded in piggyback service and three-year summary of all loadings and tonnages. One issue each month includes chart, index and summary of piggyback loadings ..... | 10¢ a copy, \$3.00 a year |
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| <b>Annual</b>     |  |                           |
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| 52-501            | <b>Railway Employees and Their Compensation</b> (approx. 7 pp.)<br>Comparative data relating to all classes of employees; 1926 to 1951. Reference paper No. 38 .....   | .25                       |

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## PREFACE

Annual railway transport statistics in Canada are published in a series of six reports each of which covers specific aspects of the industry; services and equipment available, traffic handled, the labour force involved and the financial aspects of railways operating in this country.

Statistics on railways have been collected and published in Canada since 1875, first by the Department of Railways and Canals until 1918, and by the Dominion Bureau of Statistics since its inception in 1918. During this time the data have been published in varying degrees of detail. Until 1950 one volume contained all railway statistical data. In 1951 there were three; 1952-1957 there were five, and since 1958 six separate parts have been required to reflect these annual operations. The present six-part report encompasses the following:

- Part I. Railway Transport – Summary Statistics (Five years)
- II. Railway Transport – Financial Statistics
- III. Railway Transport – Equipment, Track and Fuel Statistics
- IV. Railway Transport – Operating and Traffic Statistics
- V. Railway Transport – Commodity Statistics
- VI. Railway Transport – Employment Statistics

These reports are not necessarily released in the order in which they are numbered. Several other annual reports and three periodicals dealing with rail transportation are also available. A list of all titles published in this field is located on the inside cover of each report.

The Dominion Bureau of Statistics is indebted to the individual railway companies operating across the nation which have prepared and submitted their data for inclusion in this statistical series; to the Railway Association of Canada for its cooperation; and to the Board of Transport Commissioners for Canada, with which joint collection arrangements exist, for their promotion of the uniform accounting principles used for rail statistical purposes.

This report has been prepared by the Transportation and Public Utilities Section of the Governments and Transportation Division of the Dominion Bureau of Statistics. Any inquiries or comments respecting data contained herein, or to unpublished detail, should be forwarded to this Section.

WALTER E. DUFFETT,  
*Dominion Statistician.*

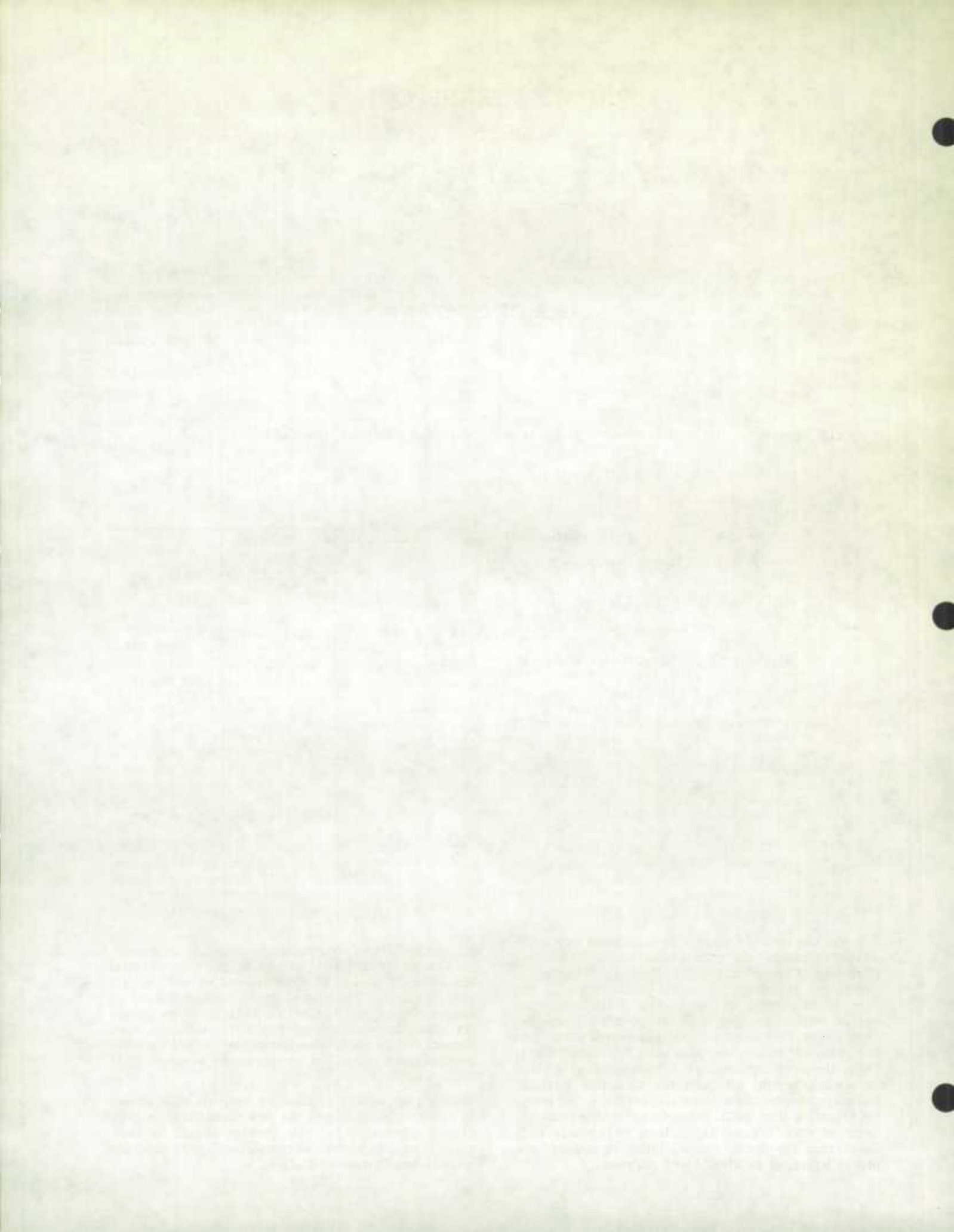
### **SYMBOLS**

The following standard symbols are used in Dominion Bureau of Statistics publications:

- .. figures not available.
- ... figures not appropriate or not applicable.
- nil or zero.
- amount too small to be expressed.
- p preliminary figures.
- r revised figures.

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# RAILWAY TRANSPORT

1965

## PART VI

### (Employment Statistics)

#### Introduction

Employment data contained in this report pertain to common carrier railways operating in Canada during 1965. A "common carrier" refers to a railway which holds itself out to the general public to transport passengers and/or goods for compensation.

The Wabush Lake Railway and the Arnaud Railway are included in this series for the first time, while the Greater Winnipeg Railway has been dropped. Employees of the British Columbia Hydro and Power Authority Railway, although excluded from tabular material herein, are shown in a footnote to table 3.

The statistics presented in this publication have been reported in accordance with the Uniform Canadian Classification of Railway Employees which was introduced January 1, 1964.

The structure of the Uniform Canadian Classification of Railway Employees is designed to classify all rail occupations primarily on the nature of work done, into major and minor occupational classes, within functions. The latter means that all supervisory, professional and clerical positions, for instance, are classified to the functional groups (road maintenance, equipment and transportation) with which they are associated rather than included in the General group as was the case in the previous classification used between 1956 and 1963. See page 23 for definitions of railway functions.

A reconciliation key is presented on pages 19 to 23 of this report showing the relationship between reporting divisions in the Canadian Classification of Railway Employees and their Compensation (1956) and occupational classes in the Uniform Canadian Classification of Railway Employees (1964). While many of the individual occupational classes in the various functions are directly comparable, it has been necessary to group other classes to afford the best possible bridge between the two classifications.

For the average number of employees two methods of counting are permissible under the Uniform Canadian Classification of Railway Employees. These are based on: (a) a mid-month count of employees on payroll, or (b) the sum of the total number of employees who work a specified number of days in the first semi-monthly pay period divided by two, plus all employees paid once a month. Prior to 1964, the count of employees was taken at a fixed date each month, although the Canadian National Railways adopted the alternative method noted above for reporting from 1963. Monthly and annual comparisons of CNR counts, taken both ways, have indicated that the latter method tends to reduce employee averages by about three per cent.

In the 1965 statistics presented herein, the Canadian National Railways employee average was based on the method of counting mentioned in (b) above, while the Canadian Pacific Railway Company continued their count on the former mid-month basis.

Service hours paid for are shown separately in 1965, by occupation, in accordance with the Uniform Canadian Classification of Railway Employees. The number of hours actually worked, details of which were given prior to 1964 under the heading "time on duty", are now available by functional group totals only and are presented in the following table:

| Function                   | Hours actually worked, 1965 |
|----------------------------|-----------------------------|
| General.....               | 34,531,351                  |
| Road maintenance.....      | 58,230,144                  |
| Equipment maintenance..... | 62,496,231                  |
| Transportation.....        | 116,088,103                 |
| <b>Total.....</b>          | <b>271,345,829</b>          |
| Other operations.....      | 44,448,675                  |
| <b>Grand total.....</b>    | <b>315,794,504</b>          |

Hours paid for include time actually worked plus vacations, holidays, and leaves of absence, when paid for, and apply to all employees, including enginemen and trainmen paid on the basis of trips or miles run and employees paid at piece rates.

Under "Total compensation" is the gross amount paid to employees and charged to operating, capital and other accounts and other companies and individuals, including vacations, holidays and leaves of absence, with pay and before deductions for income tax, unemployment insurance contributions, etc. compensation does not include retroactive wage increases (see table on page 7) or certain fringe benefits.

In view of the alternative methods now in use to count employees and the new classification principle implemented in 1964, caution should be exercised in making historical comparisons with pre-1964 railway employment statistics.

### Statistical Analysis

Railway employment in Canada declined in 1965. The average number of persons employed was 154,832, down 2,811 from 1964 although total compensation at \$831.8 million was \$33.3 million higher than that of the previous year.

The average railway employee worked 2,040 hours in 1965 as compared with 2,028 in 1964. Average annual earnings rose \$307 to \$5,372 and the hourly rate of pay was \$2.63 as against \$2.50. The average service hours paid for, which include time on duty plus holidays, leaves of absence, etc., worked out to 2,201 per employee in 1965 and the average wage was \$2.44 per hour.

Earnings for 1965 included \$222,557 in retroactive salary and wage increases related to a prior year. A breakdown of this amount by functional group is shown in the table immediately below. As it is understood that there were no major wage agreements between the railways and the unions in 1965, these amounts reflect prior negotiations which remained in force throughout the year under review.

| Function                    | Retroactive Salaries and wages paid during 1965 |
|-----------------------------|---|
|                             | \$  |
| General.....                | 15,933  |
| Road maintenance.....       | 33,046  |
| Equipment maintenance ..... | 25,089  |
| Transportation .....        | 140,378   |
| <b>Total .....</b>          | <b>214,446</b>                                  |
| Other operations .....      | 8,111   |
| <b>Grand total .....</b>    | <b>222,557</b>                                  |

The Canada Labour Standards Code, which became effective July 1, 1965 set minimum wages, working hours, vacations and general holidays for employees. The Code provides for: a minimum wage of \$1.25 per hour for all employees; eight statutory holidays for all employees; two weeks vacation after one year; and eight hours work per day, forty hours per week, with penalty over-time for service beyond these hours.

The Canadian National Railways employed an average of 86,357 persons in the year under review, 16 more than in 1964; salaries and wages totalled \$469.8 million, up 5.4 per cent from \$445.8 million. On the average, CN employees worked 2,060 hours (2,039 hours in 1964) and were paid an average \$2.64 (\$2.53) per hour \$5,440 (\$5,164) per year.

A breakdown of CNR employees by functional groups showed that 10,372 or 12.0 per cent were in the general category; 15,913 or 18.4 per cent were employed in road maintenance; 17,195 or 19.9 per cent were in equipment maintenance; 31,652 or 36.7 per cent were transportation employees and 11,225 or 13.0 per cent were engaged in other operations such as express, telecommunications, etc.

The Canadian Pacific Railway Company (using a mid-month count) averaged 58,456 employees in 1965, a decrease of 3,052 persons from the preceding year. CPR earnings totalled \$302.2 million, a 1.7 per cent increase over 1964. The average number of hours worked per employee dropped slightly to 2,000 from 2,001 and the hourly rate of pay at \$2.58 was 16 cents higher. Annual salaries averaged \$5,170 in 1965, up \$338 from the previous year.

Of the average 58,456 CPR employees, 6,311 or 10.8 per cent were in the general function; 8,510 or 14.6 per cent were classified to road maintenance; 12,582 or 21.5 per cent were equipment maintenance; 21,195 or 36.3 per cent were in transportation; and 9,858 or 16.9 per cent were engaged in other operations.

Employment on Class II railways (other carriers having average gross revenues of \$500,000 or more annually) increased in 1965 to 9,438, partially due to the inclusion of Arnaud Railway and Wabush Lake Railway, up from 9,154 in 1964. The average hours worked was 2,110, down 11 from the previous year, while the average hourly wage increased to \$2.87 from \$2.72. Annual earnings at \$6,059 were \$298 higher than those of 1964.

The following table shows the relative increase in railway salaries and wages for the various functional groups in 1964 and 1965. The averages of the years 1956, 1957 and 1958 have been used as a base in the calculation of this index.

**Index of Average Salaries and Wages  
of Class I and II railways, 1964 and 1965**

| Function                    | Index |       |
|-----------------------------|-------|-------|
|                             | 1964  | 1965  |
| General.....                | 138.2 | 146.7 |
| Road maintenance.....       | 144.2 | 153.8 |
| Equipment maintenance ..... | 135.3 | 141.4 |
| Transportation.....         | 126.0 | 131.9 |
| Other operations .....      | 132.5 | 143.4 |



### FUNCTIONAL COMPOSITION OF CLASS I AND II RAILWAY EMPLOYEES

1957—1965

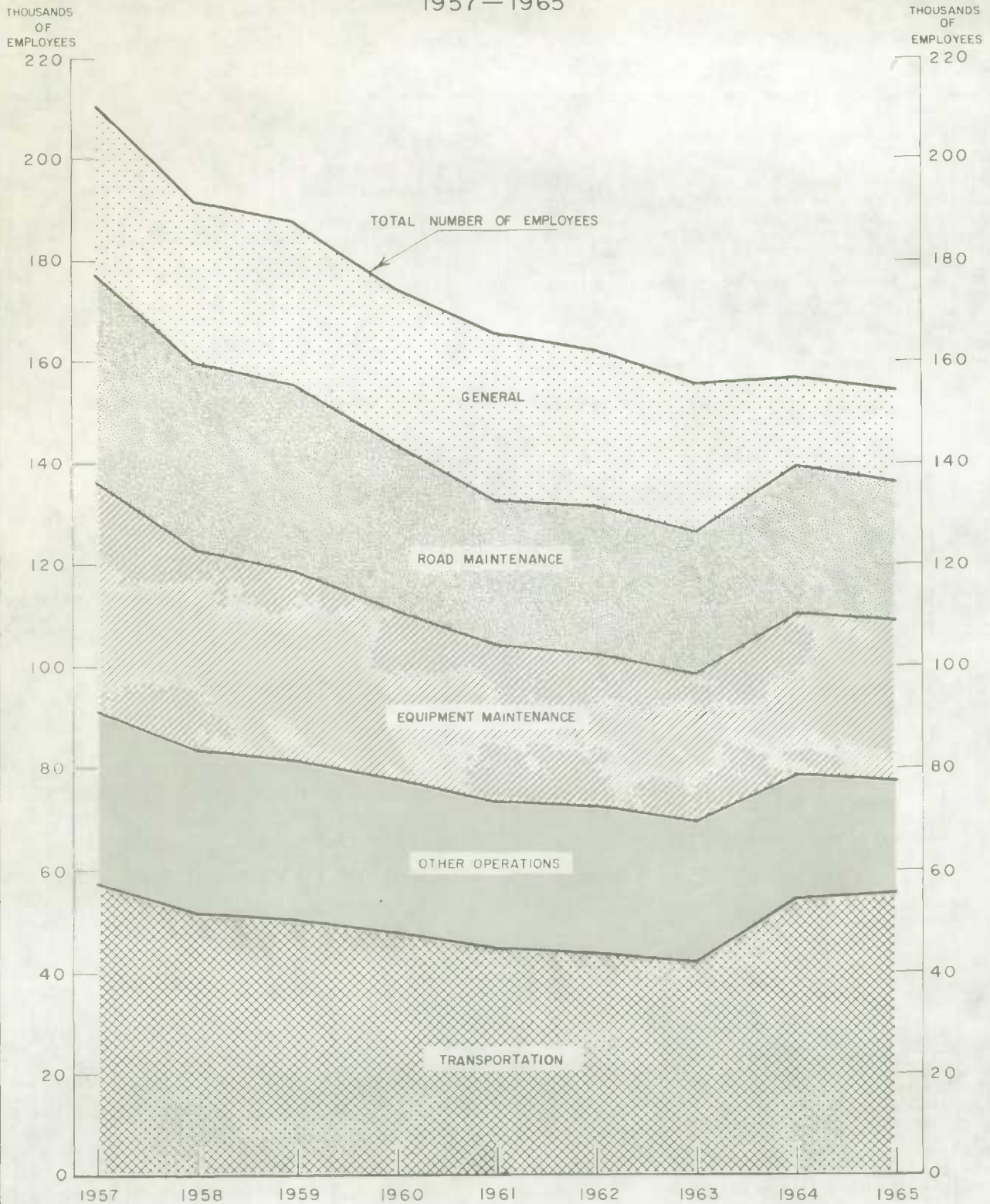


TABLE 1. Employees and their Compensation, 1965 - Canadian National Railways

| Div. No.                     | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation | Average hours paid for | Average salaries and wages |              |
|------------------------------|----------|---|-------------------------------|------------------------|--------------------|------------------------|----------------------------|--------------|
|                              |          |   |                               |                        |                    |                        | Per hour                   | Per year     |
|                              |          |   |                               |                        |                    |                        | dollars                    |              |
| <b>General</b>               |          |   |                               |                        |                    |                        |                            |              |
| 01                           | 001      | Managerial and supervisory .....                                  | 878                           | 1,833,954              | 9,749,682          | 2,089                  | 5.32                       | 11,104       |
| 02                           | 011      | Professional, technical, and staff assistants                     | 1,582                         | 3,287,049              | 11,701,587         | 2,078                  | 3.56                       | 7,397        |
| 03                           | 022      | Chief clerks, assistant chief clerks and office supervisors ..... | 600                           | 1,244,026              | 3,821,878          | 2,073                  | 3.07                       | 6,370        |
| 04                           | 023      | Clerks and related occupations .....                              | 4,880                         | 10,132,657             | 22,021,074         | 2,076                  | 2.17                       | 4,513        |
| 05                           | 041      | Foremen, assistant foremen, and sub-foremen, stores .....         | 77                            | 162,032                | 416,024            | 2,104                  | 2.57                       | 5,403        |
| 06                           | 052      | Miscellaneous tradesmen and service vehicle operators .....       | 211                           | 436,996                | 1,062,564          | 2,071                  | 2.43                       | 5,036        |
| 07                           | 053      | Constables and policemen .....                                    | 567                           | 1,233,186              | 3,219,561          | 2,175                  | 2.61                       | 5,678        |
| 08                           | 062      | Storemen (non-clerical) .....                                     | 992                           | 2,097,471              | 4,457,871          | 2,114                  | 2.13                       | 4,494        |
| 09                           | 072      | Stores labourers .....  | 496                           | 1,031,546              | 2,007,459          | 2,080                  | 1.95                       | 4,047        |
| 10                           | 073      | General office service attendants .....                           | 89                            | 189,976                | 349,466            | 2,135                  | 1.84                       | 3,927        |
| <b>Totals .....</b>          |          |   | <b>10,372</b>                 | <b>21,648,893</b>      | <b>58,807,166</b>  | <b>2,087</b>           | <b>2.72</b>                | <b>5,670</b> |
| <b>Road maintenance</b>      |          |   |                               |                        |                    |                        |                            |              |
| 11                           | 101      | Managerial and supervisory .....                                  | 626                           | 1,375,997              | 5,157,102          | 2,198                  | 3.75                       | 8,238        |
| 12                           | 111      | Professional, technical, and staff assistants                     | 645                           | 1,333,427              | 4,266,325          | 2,067                  | 3.20                       | 6,614        |
| 13                           | 121      | Clerical .....  | 463                           | 974,281                | 2,163,378          | 2,104                  | 2.22                       | 4,673        |
| 14                           | 142      | Bridge and building foremen .....                                 | 311                           | 677,093                | 1,833,985          | 2,177                  | 2.71                       | 5,897        |
| 15                           | 143      | Extra gang and snow plow foremen .....                            | 197                           | 558,889                | 1,464,789          | 2,837                  | 2.62                       | 7,435        |
| 16                           | 144      | Section foremen .....   | 2,075                         | 4,576,789              | 10,128,756         | 2,206                  | 2.21                       | 4,881        |
| 17                           | 145      | Signal and electrical transmission foremen .....                  | 38                            | 82,751                 | 267,036            | 2,178                  | 3.23                       | 7,027        |
| 18                           | 152      | Bridge and building tradesmen and bridge operators .....          | 1,910                         | 4,263,104              | 9,375,759          | 2,232                  | 2.20                       | 4,909        |
| 19                           | 153      | Work equipment operators, maintainers and mechanics .....         | 653                           | 1,736,611              | 4,357,277          | 2,659                  | 2.51                       | 6,673        |
| 20                           | 154      | Signal and interlocker maintainers and mechanics .....            | 464                           | 1,110,763              | 2,703,492          | 2,394                  | 2.43                       | 5,826        |
| 21                           | 162      | Bridge and building helpers .....                                 | 131                           | 287,090                | 539,865            | 2,192                  | 1.88                       | 4,121        |
| 22                           | 163      | Work equipment helpers .....                                      | 180                           | 450,952                | 958,350            | 2,505                  | 2.13                       | 5,324        |
| 23                           | 164      | Signal helpers and apprentices .....                              | 393                           | 857,060                | 1,747,703          | 2,181                  | 2.04                       | 4,447        |
| 24                           | 165      | Sectionmen, crossing watchmen and gatemen                         | 6,328                         | 13,984,402             | 26,617,673         | 2,210                  | 1.90                       | 4,206        |
| 25                           | 172      | Bridge and building, signal and work equipment labourers .....    | 231                           | 490,061                | 901,207            | 2,121                  | 1.84                       | 3,901        |
| 26                           | 173      | Extra gang labourers .....  | 1,268                         | 3,829,957              | 5,787,165          | 3,020                  | 1.51                       | 4,564        |
| <b>Totals .....</b>          |          |   | <b>15,913</b>                 | <b>36,589,227</b>      | <b>78,269,862</b>  | <b>2,299</b>           | <b>2.14</b>                | <b>4,919</b> |
| <b>Equipment maintenance</b> |          |   |                               |                        |                    |                        |                            |              |
| 27                           | 201      | Managerial and supervisory .....                                  | 1,406                         | 2,985,790              | 10,105,089         | 2,124                  | 3.38                       | 7,187        |
| 28                           | 211      | Professional, technical, and staff assistants                     | 417                           | 870,296                | 2,827,911          | 2,087                  | 3.25                       | 6,782        |
| 29                           | 221      | Clerical .....  | 528                           | 1,099,737              | 2,469,838          | 2,083                  | 2.25                       | 4,678        |
| 30                           | 252      | Blacksmiths and boilermakers .....                                | 430                           | 943,052                | 2,370,342          | 2,193                  | 2.51                       | 5,512        |
| 31                           | 253      | Carmen - Coach, locomotive and freight .....                      | 5,360                         | 11,926,969             | 28,896,937         | 2,225                  | 2.42                       | 5,391        |
| 32                           | 254      | Electrical workers, linemen and groundmen                         | 1,283                         | 2,870,729              | 7,186,859          | 2,238                  | 2.50                       | 5,602        |
| 33                           | 255      | Machinists and moulders .....                                     | 1,855                         | 4,102,565              | 10,287,570         | 2,212                  | 2.51                       | 5,546        |
| 34                           | 256      | Pipefitters and sheet metal workers .....                         | 895                           | 1,985,677              | 4,982,360          | 2,219                  | 2.51                       | 5,567        |
| 35                           | 258      | Stationary engineers .....  | 68                            | 150,621                | 382,302            | 2,215                  | 2.54                       | 5,622        |
| 36                           | 262      | Helpers to mechanics .....  | 1,404                         | 3,092,447              | 6,553,793          | 2,203                  | 2.12                       | 4,668        |
| 37                           | 263      | Apprentices .....   | 788                           | 1,672,508              | 3,050,668          | 2,122                  | 1.82                       | 3,871        |
| 38                           | 264      | Stationary firemen and oilers .....                               | 74                            | 164,375                | 345,207            | 2,221                  | 2.10                       | 4,665        |
| 39                           | 272      | Coach cleaners .....  | 685                           | 1,492,371              | 2,837,428          | 2,179                  | 1.90                       | 4,142        |
| 40                           | 273      | Classified labourers .....  | 1,201                         | 2,617,957              | 5,094,621          | 2,180                  | 1.95                       | 4,242        |
| 41                           | 274      | Unclassified labourers .....                                      | 801                           | 1,703,957              | 3,196,935          | 2,127                  | 1.88                       | 3,991        |
| <b>Totals .....</b>          |          |   | <b>17,195</b>                 | <b>37,679,051</b>      | <b>90,587,860</b>  | <b>2,191</b>           | <b>2.40</b>                | <b>5,268</b> |

TABLE 1. Employees and their Compensation, 1965 - Canadian National Railways - Concluded

| Div. No.                | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation             | Average hours paid for | Average salaries and wages |              |
|-------------------------|----------|---|-------------------------------|------------------------|--------------------------------|------------------------|----------------------------|--------------|
|                         |          |   |                               |                        |                                |                        | Per hour                   | Per year     |
|                         |          |   |                               |                        | \$                             | dollars                |                            |              |
| <b>Transportation</b>   |          |   |                               |                        |                                |                        |                            |              |
| 42                      | 302      | Managerial and supervisory .....                                  | 686                           | 1,513,838              | 5,898,378                      | 2,207                  | 3.90                       | 8,598        |
| 43                      | 303      | Supervisory and assistant supervisory agents .....                | 231                           | 535,201                | 1,386,242                      | 2,317                  | 2.59                       | 6,001        |
| 44                      | 312      | Professional, technical, and staff assistants .....               | 359                           | 747,914                | 2,381,695                      | 2,083                  | 3.18                       | 6,634        |
| 45                      | 313      | Train despatchers and traffic supervisors .....                   | 300                           | 650,014                | 2,293,235                      | 2,167                  | 3.53                       | 7,644        |
| 46                      | 322      | Chief clerks and assistant chief clerks .....                     | 275                           | 590,390                | 1,601,354                      | 2,147                  | 2.71                       | 5,823        |
| 47                      | 323      | Clerks and related occupations .....                              | 4,007                         | 8,589,572              | 19,068,163                     | 2,144                  | 2.22                       | 4,759        |
| 48                      | 324      | Checkers (car and freight) .....                                  | 841                           | 1,920,090              | 4,218,290                      | 2,283                  | 2.20                       | 5,016        |
| 49                      | 325      | Station agents, telegraphers, caretaker agents and levermen ..... | 2,442                         | 5,444,950              | 13,285,617                     | 2,230                  | 2.44                       | 5,440        |
| 50                      | 326      | Baggage and station attendants .....                              | 416                           | 910,318                | 1,770,050                      | 2,188                  | 1.94                       | 4,255        |
| 51                      | 341      | Foremen and assistant foremen in freight sheds .....              | 216                           | 474,006                | 1,224,432                      | 2,194                  | 2.58                       | 5,669        |
| 52                      | 352      | Dining car stewards, chefs and cooks .....                        | 503                           | 1,375,006              | 2,698,402                      | 2,734                  | 1.96                       | 5,365        |
| 53                      | 353      | Restaurant managers, chefs and cooks .....                        | 18                            | 41,265                 | 93,550                         | 2,293                  | 2.27                       | 5,197        |
| 54                      | 354      | Sleeping and parlour car conductors .....                         | 102                           | 290,104                | 634,023                        | 2,844                  | 2.19                       | 6,216        |
| 55                      | 355      | Motor vehicle mechanics .....                                     | —                             | —                      | —                              | —                      | —                          | —            |
| 56                      | 362      | Revenue motor vehicle drivers and helpers .....                   | 1,218                         | 2,717,540              | 6,112,842                      | 2,231                  | 2.25                       | 5,019        |
| 57                      | 363      | Freight handlers and freight shed operators .....                 | 3,911                         | 8,981,018              | 19,403,876                     | 2,296                  | 2.16                       | 4,961        |
| 58                      | 364      | Sleeping and parlour car porters and other train attendants ..... | 598                           | 1,605,425              | 2,718,210                      | 2,685                  | 1.69                       | 4,546        |
| 59                      | 365      | Dining car waiters and kitchen helpers .....                      | 717                           | 1,925,372              | 3,235,247                      | 2,685                  | 1.68                       | 4,512        |
| 60                      | 366      | Restaurant waiters and kitchen helpers .....                      | 14                            | 36,216                 | 59,801                         | 2,587                  | 1.65                       | 4,272        |
| 61                      | 367      | News agents .....   | —                             | —                      | —                              | —                      | —                          | —            |
| 62                      | 368      | Garage servicemen and helpers to mechanics .....                  | —                             | —                      | —                              | —                      | —                          | —            |
| 63                      | 371      | Transportation labourers .....                                    | 757                           | 1,650,328              | 3,172,220                      | 2,180                  | 1.92                       | 4,191        |
| 64                      | 391      | Floating equipment employees .....                                | 473                           | 1,211,262              | 2,529,785                      | 2,561                  | 2.09                       | 5,348        |
|                         |          | <b>Sub-totals .....</b>   | <b>18,084</b>                 | <b>41,209,829</b>      | <b>93,785,412</b>              | <b>2,279</b>           | <b>2.28</b>                | <b>5,186</b> |
| 65                      | 432      | Yardmasters and assistant yardmasters .....                       | 359                           | 776,445                | 2,507,515                      | 2,163                  | 3.23                       | 6,985        |
| 66                      | 433      | Switchtenders .....   | 175                           | 385,055                | 833,401                        | 2,200                  | 2.16                       | 4,762        |
| 67                      | 434      | Hostlers .....  | 228                           | 528,573                | 1,228,244                      | 2,318                  | 2.32                       | 5,387        |
|                         |          | <b>Sub-totals .....</b>   | <b>762</b>                    | <b>1,690,073</b>       | <b>4,569,160</b>               | <b>2,218</b>           | <b>2.70</b>                | <b>5,996</b> |
| 68                      | 435      | Road passenger conductors .....                                   | 342                           | 757,840                | 2,761,756                      | 2,216                  | 3.64                       | 8,075        |
| 69                      | 436      | Road freight conductors .....                                     | 1,175                         | 2,929,457              | 9,630,484                      | 2,493                  | 3.29                       | 8,196        |
| 70                      | 437      | Road passenger brakemen and baggagemen .....                      | 759                           | 1,626,771              | 5,125,939                      | 2,143                  | 3.15                       | 6,754        |
| 71                      | 438      | Road freight brakemen .....                                       | 2,337                         | 5,427,116              | 16,062,131                     | 2,322                  | 2.96                       | 6,873        |
| 72                      | 532      | Yard foremen and car retarder operators .....                     | 1,209                         | 2,704,500              | 7,451,362                      | 2,237                  | 2.76                       | 6,163        |
| 73                      | 533      | Yard helpers .....  | 2,293                         | 5,109,072              | 13,100,450                     | 2,228                  | 2.56                       | 5,713        |
| 74                      | 534      | Road passenger engineers and motormen .....                       | 426                           | 786,319                | 4,078,222                      | 1,846                  | 5.19                       | 9,573        |
| 75                      | 535      | Road freight engineers and motormen .....                         | 1,282                         | 2,927,259              | 11,415,140                     | 2,283                  | 3.90                       | 8,904        |
| 76                      | 536      | Yard engineers and motormen .....                                 | 1,026                         | 2,643,993              | 7,247,293                      | 2,577                  | 2.74                       | 7,064        |
| 77                      | 537      | Road passenger firemen and helpers .....                          | 324                           | 591,679                | 2,670,217                      | 1,826                  | 4.51                       | 8,241        |
| 78                      | 538      | Road freight firemen and helpers .....                            | 1,078                         | 2,380,213              | 7,553,979                      | 2,208                  | 3.17                       | 7,007        |
| 79                      | 539      | Yard firemen and helpers .....                                    | 555                           | 1,408,905              | 3,085,204                      | 2,539                  | 2.19                       | 5,559        |
|                         |          | <b>Sub-totals .....</b>   | <b>12,806</b>                 | <b>29,293,124</b>      | <b>90,182,177</b>              | <b>2,287</b>           | <b>3.08</b>                | <b>7,042</b> |
|                         |          | <b>Totals .....</b>   | <b>31,652</b>                 | <b>72,193,026</b>      | <b>188,536,749</b>             | <b>2,281</b>           | <b>2.61</b>                | <b>5,957</b> |
|                         |          | <b>Totals, divisions 1 to 79 .....</b>                            | <b>75,132</b>                 | <b>168,110,197</b>     | <b>416,201,637</b>             | <b>2,238</b>           | <b>2.48</b>                | <b>5,540</b> |
| <b>Other operations</b> |          |   |                               |                        |                                |                        |                            |              |
| 80                      | 691      | Express .....   | 2,524                         | 5,703,841              | 12,596,005                     | 2,260                  | 2.21                       | 4,990        |
| 81                      | 791      | Highway transport (rail) .....                                    | 335                           | 723,693                | 1,662,614                      | 2,160                  | 2.30                       | 4,963        |
| 82                      | 891      | Telecommunications .....  | 5,110                         | 11,231,010             | 27,263,948                     | 2,198                  | 2.43                       | 5,335        |
| 83                      | 991      | Outside operations .....  | 3,256                         | 7,141,706              | 12,030,567                     | 2,193                  | 1.68                       | 3,695        |
|                         |          | <b>Totals .....</b>   | <b>11,225</b>                 | <b>24,800,250</b>      | <b>53,553,134</b>              | <b>2,209</b>           | <b>2.16</b>                | <b>4,771</b> |
|                         |          | <b>Grand totals .....</b>   | <b>86,357</b>                 | <b>192,910,447</b>     | <b>469,754,771<sup>1</sup></b> | <b>2,234</b>           | <b>2.44</b>                | <b>5,440</b> |
|                         |          | Number of female employees (included above) .....                 | 4,706                         | —                      | —                              | —                      | —                          | —            |
|                         |          | Salaries and wages charged to operating expenses .....            | —                             | —                      | 422,105,816                    | —                      | —                          | —            |

<sup>1</sup> Includes \$1,329,190 paid to 282 employees residing outside Canada charged to Canadian lines.

TABLE 2. Employees and their Compensation, 1965—Canadian Pacific Railway Company

| Div. No. | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation  | Average hours paid for | Average salaries and wages |               |
|----------|----------|---|-------------------------------|------------------------|---------------------|------------------------|----------------------------|---------------|
|          |          |   |                               |                        |                     |                        | Per hour                   | Per year      |
|          |          |   |                               |                        | \$                  |                        | dollars                    |               |
|          |          | <b>General</b>  |                               |                        |                     |                        |                            |               |
| 01       | 001      | Managerial and supervisory .....                                  | 437                           | 903, 173               | 6, 302, 957         | 2, 067                 | 6.98                       | 14, 423       |
| 02       | 011      | Professional, technical, and staff assistants                     | 999                           | 2, 121, 100            | 7, 104, 467         | 2, 123                 | 3.35                       | 7, 112        |
| 03       | 022      | Chief clerks, assistant chief clerks and office supervisors ..... | 444                           | 914, 223               | 2, 900, 654         | 2, 059                 | 3.17                       | 6, 533        |
| 04       | 023      | Clerks and related occupations .....                              | 3, 455                        | 7, 117, 729            | 14, 498, 527        | 2, 060                 | 2.04                       | 4, 196        |
| 05       | 041      | Foremen, assistant foremen, and sub-foremen, stores .....         | 89                            | 188, 658               | 489, 391            | 2, 120                 | 2.59                       | 5, 499        |
| 06       | 052      | Miscellaneous tradesmen and service vehicle operators .....       | 82                            | 175, 256               | 422, 969            | 2, 137                 | 2.41                       | 5, 158        |
| 07       | 053      | Constables and policemen .....                                    | 397                           | 836, 295               | 2, 245, 362         | 2, 107                 | 2.68                       | 5, 656        |
| 08       | 062      | Storemen (non-clerical) .....                                     | 166                           | 356, 082               | 775, 284            | 2, 145                 | 2.18                       | 4, 670        |
| 09       | 072      | Stores labourers .....  | 116                           | 244, 395               | 486, 492            | 2, 107                 | 1.99                       | 4, 194        |
| 10       | 073      | General office service attendants .....                           | 126                           | 256, 170               | 466, 051            | 2, 033                 | 1.82                       | 3, 699        |
|          |          | <b>Totals .....</b>   | <b>6, 311</b>                 | <b>13, 113, 081</b>    | <b>35, 692, 154</b> | <b>2, 078</b>          | <b>2.72</b>                | <b>5, 656</b> |
|          |          | <b>Road maintenance</b>   |                               |                        |                     |                        |                            |               |
| 11       | 101      | Managerial and supervisory .....                                  | 404                           | 840, 683               | 3, 418, 991         | 2, 081                 | 4.07                       | 8, 463        |
| 12       | 111      | Professional, technical, and staff assistants                     | 185                           | 388, 395               | 1, 349, 079         | 2, 099                 | 3.47                       | 7, 292        |
| 13       | 121      | Clerical .....  | 129                           | 265, 484               | 620, 117            | 2, 058                 | 2.34                       | 4, 807        |
| 14       | 142      | Bridge and building foremen .....                                 | 156                           | 348, 767               | 880, 645            | 2, 236                 | 2.53                       | 5, 645        |
| 15       | 143      | Extra gang and snow plow foremen .....                            | 85                            | 246, 674               | 628, 909            | 2, 902                 | 2.55                       | 7, 309        |
| 16       | 144      | Section foremen .....   | 1, 573                        | 3, 456, 355            | 7, 506, 173         | 2, 197                 | 2.17                       | 4, 772        |
| 17       | 145      | Signal and electrical transmission foremen .....                  | 36                            | 80, 006                | 253, 004            | 2, 222                 | 3.16                       | 7, 028        |
| 18       | 152      | Bridge and building tradesmen and bridge operators .....          | 857                           | 1, 822, 525            | 4, 094, 299         | 2, 127                 | 2.25                       | 4, 777        |
| 19       | 153      | Work equipment operators, maintainers and mechanics .....         | 491                           | 1, 254, 970            | 3, 038, 211         | 2, 556                 | 2.42                       | 6, 188        |
| 20       | 154      | Signal and interlocker maintainers and mechanics .....            | 281                           | 668, 519               | 1, 540, 775         | 2, 379                 | 2.30                       | 5, 483        |
| 21       | 162      | Bridge and building helpers .....                                 | 27                            | 59, 579                | 125, 516            | 2, 207                 | 2.11                       | 4, 649        |
| 22       | 163      | Work equipment helpers .....                                      | 63                            | 151, 507               | 314, 760            | 2, 405                 | 2.08                       | 4, 996        |
| 23       | 164      | Signal helpers and apprentices .....                              | 112                           | 275, 230               | 563, 323            | 2, 457                 | 2.05                       | 5, 030        |
| 24       | 165      | Sectionmen, crossing watchmen and gatemen                         | 3, 362                        | 7, 256, 163            | 13, 837, 058        | 2, 158                 | 1.91                       | 4, 116        |
| 25       | 172      | Bridge and building, signal and work equipment labourers .....    | 164                           | 372, 730               | 661, 737            | 2, 273                 | 1.78                       | 4, 035        |
| 26       | 173      | Extra gang labourers .....  | 585                           | 1, 639, 196            | 2, 425, 648         | 2, 802                 | 1.48                       | 4, 146        |
|          |          | <b>Totals .....</b>   | <b>8, 510</b>                 | <b>19, 126, 783</b>    | <b>41, 258, 245</b> | <b>2, 248</b>          | <b>2.16</b>                | <b>4, 848</b> |
|          |          | <b>Equipment maintenance</b>                                      |                               |                        |                     |                        |                            |               |
| 27       | 201      | Managerial and supervisory .....                                  | 901                           | 1, 904, 694            | 6, 947, 060         | 2, 114                 | 3.65                       | 7, 710        |
| 28       | 211      | Professional, technical, and staff assistants                     | 168                           | 350, 985               | 1, 143, 696         | 2, 089                 | 3.26                       | 6, 808        |
| 29       | 221      | Clerical .....  | 384                           | 824, 322               | 1, 707, 372         | 2, 147                 | 2.07                       | 4, 446        |
| 30       | 252      | Blacksmiths and boilermakers .....                                | 263                           | 557, 163               | 1, 391, 770         | 2, 118                 | 2.50                       | 5, 292        |
| 31       | 253      | Carmen — Coach, locomotive and freight .....                      | 3, 510                        | 7, 489, 893            | 18, 044, 459        | 2, 134                 | 2.41                       | 5, 141        |
| 32       | 254      | Electrical workers, linemen and groundmen .....                   | 695                           | 1, 467, 035            | 3, 706, 315         | 2, 111                 | 2.53                       | 5, 333        |
| 33       | 255      | Machinists and moulders .....                                     | 1, 233                        | 2, 594, 480            | 6, 507, 468         | 2, 104                 | 2.51                       | 5, 278        |
| 34       | 256      | Pipefitters and sheet metal workers .....                         | 422                           | 880, 622               | 2, 195, 929         | 2, 087                 | 2.49                       | 5, 204        |
| 35       | 258      | Stationary engineers .....  | 49                            | 104, 600               | 285, 584            | 2, 135                 | 2.73                       | 5, 828        |
| 36       | 262      | Helpers to mechanics .....  | 1, 963                        | 4, 133, 455            | 8, 767, 867         | 2, 106                 | 2.12                       | 4, 467        |
| 37       | 263      | Apprentices .....   | 483                           | 996, 793               | 1, 792, 921         | 2, 064                 | 1.80                       | 3, 712        |
| 38       | 264      | Stationary firemen and oilers .....                               | 98                            | 232, 628               | 483, 946            | 2, 374                 | 2.08                       | 4, 938        |
| 39       | 272      | Coach cleaners .....  | 551                           | 1, 168, 901            | 2, 235, 009         | 2, 121                 | 1.91                       | 4, 056        |
| 40       | 273      | Classified labourers .....  | 996                           | 2, 120, 231            | 4, 082, 211         | 2, 129                 | 1.93                       | 4, 099        |
| 41       | 274      | Unclassified labourers .....                                      | 866                           | 1, 840, 637            | 3, 429, 619         | 2, 125                 | 1.86                       | 3, 960        |
|          |          | <b>Totals .....</b>   | <b>12, 582</b>                | <b>26, 666, 439</b>    | <b>62, 721, 226</b> | <b>2, 119</b>          | <b>2.35</b>                | <b>4, 985</b> |

TABLE 2. Employees and their Compensation, 1965 - Canadian Pacific Railway Company - Concluded

| Div. No.   | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation             | Average hours paid for | Average salaries and wages |              |
|--|----------|---|-------------------------------|------------------------|--------------------------------|------------------------|----------------------------|--------------|
|  |          |   |                               |                        |                                |                        | Per hour                   | Per year     |
|  |          |   |                               |                        | \$                             | dollars                |                            |              |
| <b>Transportation</b>                                  |          |   |                               |                        |                                |                        |                            |              |
| 42   | 302      | Managerial and supervisory .....                                  | 316                           | 662,301                | 2,954,915                      | 2,096                  | 4.46                       | 9,351        |
| 43   | 303      | Supervisory and assistant supervisory agents .....                | 147                           | 331,361                | 989,952                        | 2,254                  | 2.99                       | 6,734        |
| 44   | 312      | Professional, technical, and staff assistants .....               | 232                           | 499,435                | 1,376,765                      | 2,153                  | 2.76                       | 5,934        |
| 45   | 313      | Train despatchers and traffic supervisors .....                   | 195                           | 407,492                | 1,416,403                      | 2,090                  | 3.48                       | 7,264        |
| 46   | 322      | Chief clerks and assistant chief clerks .....                     | 236                           | 516,316                | 1,346,272                      | 2,188                  | 2.61                       | 5,705        |
| 47   | 323      | Clerks and related occupations .....                              | 2,192                         | 4,648,591              | 10,140,509                     | 2,121                  | 2.18                       | 4,626        |
| 48   | 324      | Checkers (car and freight) .....                                  | 557                           | 1,216,668              | 2,687,467                      | 2,184                  | 2.21                       | 4,825        |
| 49   | 325      | Station agents, telegraphers, caretaker agents and levermen ..... | 2,036                         | 4,407,268              | 10,287,113                     | 2,165                  | 2.33                       | 5,053        |
| 50   | 326      | Baggage and station attendants .....                              | 451                           | 962,029                | 1,852,505                      | 2,133                  | 1.93                       | 4,108        |
| 51   | 341      | Foremen and assistant foremen in freight sheds .....              | 190                           | 408,897                | 1,100,717                      | 2,152                  | 2.69                       | 5,793        |
| 52   | 352      | Dining car stewards, chefs and cooks .....                        | 347                           | 840,615                | 1,479,029                      | 2,423                  | 1.76                       | 4,262        |
| 53   | 353      | Restaurant managers, chefs and cooks .....                        | 32                            | 73,217                 | 129,401                        | 2,288                  | 1.77                       | 4,044        |
| 54   | 354      | Sleeping and parlour car conductors .....                         | 85                            | 209,923                | 424,040                        | 2,470                  | 2.02                       | 4,989        |
| 55   | 355      | Motor vehicle mechanics .....                                     | 48                            | 110,470                | 265,024                        | 2,301                  | 2.40                       | 5,521        |
| 56   | 362      | Revenue motor vehicle drivers and helpers .....                   | 305                           | 787,197                | 1,945,412                      | 2,581                  | 2.47                       | 6,378        |
| 57   | 363      | Freight handlers and freight shed operators .....                 | 2,579                         | 5,257,892              | 11,407,611                     | 2,039                  | 2.17                       | 4,423        |
| 58   | 364      | Sleeping and parlour car porters and other train attendants ..... | 430                           | 1,020,292              | 1,792,457                      | 2,373                  | 1.76                       | 4,169        |
| 59   | 365      | Dining car waiters and kitchen helpers .....                      | 226                           | 506,932                | 763,761                        | 2,243                  | 1.51                       | 3,379        |
| 60   | 366      | Restaurant waiters and kitchen helpers .....                      | 46                            | 94,425                 | 94,230                         | 2,053                  | 1.00                       | 2,048        |
| 61   | 367      | News agents .....   | 140                           | 321,849                | 732,814                        | 2,299                  | 2.28                       | 5,234        |
| 62   | 368      | Garage servicemen and helpers to mechanics .....                  | 35                            | 79,317                 | 170,273                        | 2,266                  | 2.15                       | 4,865        |
| 63   | 371      | Transportation labourers .....                                    | 565                           | 1,230,103              | 2,334,869                      | 2,177                  | 1.90                       | 4,133        |
| 64   | 391      | Floating equipment employees .....                                | 15                            | 36,314                 | 80,299                         | 2,421                  | 2.21                       | 5,353        |
| <b>Sub-totals .....</b>                                |          |   | <b>11,405</b>                 | <b>24,628,904</b>      | <b>55,771,838</b>              | <b>2,159</b>           | <b>2.26</b>                | <b>4,890</b> |
| 65   | 432      | Yardmasters and assistant yardmasters .....                       | 302                           | 592,181                | 1,897,264                      | 1,961                  | 3.20                       | 6,282        |
| 66   | 433      | Switchtenders .....   | 81                            | 158,067                | 337,836                        | 1,951                  | 2.14                       | 4,171        |
| 67   | 434      | Hostlers .....  | 72                            | 157,488                | 343,790                        | 2,187                  | 2.18                       | 4,775        |
| <b>Sub-totals .....</b>                                |          |   | <b>455</b>                    | <b>907,736</b>         | <b>2,578,890</b>               | <b>1,995</b>           | <b>2.84</b>                | <b>5,668</b> |
| 68   | 435      | Road passenger conductors .....                                   | 159                           | 358,416                | 1,355,434                      | 2,254                  | 3.78                       | 8,525        |
| 69   | 436      | Road freight conductors .....                                     | 850                           | 2,007,261              | 6,853,120                      | 2,361                  | 3.41                       | 8,062        |
| 70   | 437      | Road passenger brakemen and baggagemen .....                      | 366                           | 696,912                | 2,320,386                      | 1,904                  | 3.33                       | 6,340        |
| 71   | 438      | Road freight brakemen .....                                       | 1,964                         | 3,766,196              | 11,432,954                     | 1,918                  | 3.04                       | 5,821        |
| 72   | 532      | Yard foremen and car retarder operators .....                     | 853                           | 1,848,227              | 4,997,562                      | 2,167                  | 2.70                       | 5,859        |
| 73   | 533      | Yard helpers .....  | 1,798                         | 3,792,286              | 9,538,684                      | 2,109                  | 2.52                       | 5,305        |
| 74   | 534      | Road passenger engineers and motormen .....                       | 208                           | 367,638                | 1,895,840                      | 1,767                  | 5.16                       | 9,115        |
| 75   | 535      | Road freight engineers and motormen .....                         | 937                           | 2,140,397              | 8,400,010                      | 2,284                  | 3.92                       | 8,965        |
| 76   | 536      | Yard engineers and motormen .....                                 | 773                           | 1,880,426              | 5,083,015                      | 2,433                  | 2.70                       | 6,576        |
| 77   | 537      | Road passenger firemen and helpers .....                          | 153                           | 241,881                | 1,047,023                      | 1,581                  | 4.33                       | 6,843        |
| 78   | 538      | Road freight firemen and helpers .....                            | 834                           | 1,888,182              | 5,860,261                      | 2,264                  | 3.10                       | 7,027        |
| 79   | 539      | Yard firemen and helpers .....                                    | 440                           | 1,051,960              | 2,195,200                      | 2,391                  | 2.09                       | 4,989        |
| <b>Sub-totals .....</b>                                |          |   | <b>9,335</b>                  | <b>20,039,782</b>      | <b>60,979,489</b>              | <b>2,147</b>           | <b>3.04</b>                | <b>6,532</b> |
| <b>Totals .....</b>                                    |          |   | <b>21,195</b>                 | <b>45,576,422</b>      | <b>119,330,217</b>             | <b>2,150</b>           | <b>2.62</b>                | <b>5,630</b> |
| <b>Totals, divisions 1 to 79 .....</b>                 |          |   | <b>48,598</b>                 | <b>104,482,725</b>     | <b>259,001,842</b>             | <b>2,150</b>           | <b>2.48</b>                | <b>5,329</b> |
| <b>Other operations</b>                                |          |   |                               |                        |                                |                        |                            |              |
| 80   | 691      | Express .....   | 3,975                         | 8,048,269              | 18,008,343                     | 2,025                  | 2.24                       | 4,530        |
| 81   | 791      | Highway transport (rail) .....                                    | —                             | —                      | —                              | —                      | —                          | —            |
| 82   | 891      | Telecommunications .....  | 3,237                         | 6,920,599              | 15,716,631                     | 2,138                  | 2.27                       | 4,855        |
| 83   | 991      | Outside operations .....  | 2,646                         | 5,800,591              | 9,514,526                      | 2,192                  | 1.64                       | 3,596        |
| <b>Totals .....</b>                                    |          |   | <b>9,858</b>                  | <b>20,769,459</b>      | <b>43,239,500</b>              | <b>2,107</b>           | <b>2.08</b>                | <b>4,386</b> |
| <b>Grand totals .....</b>                              |          |   | <b>58,456</b>                 | <b>125,252,184</b>     | <b>302,241,342<sup>1</sup></b> | <b>2,143</b>           | <b>2.41</b>                | <b>5,170</b> |
| Number of female employees (included above)            |          |   | 3,921                         | —                      | —                              | —                      | —                          | —            |
| Salaries and wages charged to operating expenses ..... |          |   | —                             | —                      | 267,822,993                    | —                      | —                          | —            |

<sup>1</sup> Includes \$7,536,557 paid to 1,246 employees residing outside Canada charged to Canadian lines.

TABLE 3. Employees and their Compensation, 1965 - Class II Railways<sup>1</sup>

| Div. No.                     | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation | Average hours paid for | Average salaries and wages |              |
|------------------------------|----------|---|-------------------------------|------------------------|--------------------|------------------------|----------------------------|--------------|
|                              |          |   |                               |                        |                    |                        | Per hour                   | Per year     |
|                              |          |   |                               |                        | \$                 | dollars                |                            |              |
| <b>General</b>               |          |   |                               |                        |                    |                        |                            |              |
| 01                           | 001      | Managerial and supervisory .....                                  | 146                           | 269,859                | 1,529,856          | 1,848                  | 5.67                       | 10,478       |
| 02                           | 011      | Professional, technical, and staff assistants                     | 55                            | 115,483                | 418,560            | 2,100                  | 3.62                       | 7,610        |
| 03                           | 022      | Chief clerks, assistant chief clerks and office supervisors ..... | 85                            | 178,958                | 568,460            | 2,105                  | 3.18                       | 6,688        |
| 04                           | 023      | Clerks and related occupations .....                              | 557                           | 1,148,000              | 2,615,213          | 2,061                  | 2.28                       | 4,695        |
| 05                           | 041      | Foremen, assistant foremen, and sub-foremen, stores .....         | 20                            | 38,534                 | 107,299            | 1,927                  | 2.78                       | 5,365        |
| 06                           | 052      | Miscellaneous tradesmen and service vehicle operators .....       | 25                            | 45,474                 | 113,808            | 1,819                  | 2.50                       | 4,552        |
| 07                           | 053      | Constables and policemen .....                                    | 55                            | 128,257                | 328,112            | 2,332                  | 2.56                       | 5,966        |
| 08                           | 062      | Storemen (non-clerical) .....                                     | 74                            | 154,476                | 367,613            | 2,088                  | 2.38                       | 4,968        |
| 09                           | 072      | Stores labourers .....  | 12                            | 25,262                 | 60,608             | 2,105                  | 2.40                       | 5,051        |
| 10                           | 073      | General office service attendants .....                           | 23                            | 48,613                 | 117,163            | 2,114                  | 2.41                       | 5,094        |
| <b>Totals .....</b>          |          |   | <b>1,052</b>                  | <b>2,152,916</b>       | <b>6,226,692</b>   | <b>2,046</b>           | <b>2.89</b>                | <b>5,919</b> |
| <b>Road maintenance</b>      |          |   |                               |                        |                    |                        |                            |              |
| 11                           | 101      | Managerial and supervisory .....                                  | 97                            | 204,857                | 751,069            | 2,112                  | 3.67                       | 7,743        |
| 12                           | 111      | Professional, technical, and staff assistants                     | 133                           | 291,782                | 995,445            | 2,194                  | 3.41                       | 7,485        |
| 13                           | 121      | Clerical .....  | 76                            | 157,509                | 350,256            | 2,072                  | 2.22                       | 4,609        |
| 14                           | 142      | Bridge and building foremen .....                                 | 41                            | 92,527                 | 278,294            | 2,257                  | 3.01                       | 6,788        |
| 15                           | 143      | Extra gang and snow plow foremen .....                            | 69                            | 171,012                | 536,995            | 2,478                  | 3.14                       | 7,788        |
| 16                           | 144      | Section foremen .....   | 314                           | 699,830                | 1,657,634          | 2,229                  | 2.37                       | 5,279        |
| 17                           | 145      | Signal and electrical transmission foremen .....                  | 18                            | 41,613                 | 145,187            | 2,312                  | 3.49                       | 8,066        |
| 18                           | 152      | Bridge and building tradesmen and bridge operators .....          | 282                           | 646,842                | 1,703,476          | 2,294                  | 2.63                       | 6,041        |
| 19                           | 153      | Work equipment operators, maintainers and mechanics .....         | 174                           | 466,770                | 1,294,368          | 2,683                  | 2.77                       | 7,439        |
| 20                           | 154      | Signal and interlocker maintainers and mechanics .....            | 92                            | 211,279                | 603,116            | 2,297                  | 2.85                       | 6,556        |
| 21                           | 162      | Bridge and building helpers .....                                 | 25                            | 52,532                 | 117,747            | 2,101                  | 2.24                       | 4,710        |
| 22                           | 163      | Work equipment helpers .....                                      | 5                             | 12,961                 | 29,633             | 2,592                  | 2.29                       | 5,927        |
| 23                           | 164      | Signal helpers and apprentices .....                              | 34                            | 78,421                 | 219,004            | 2,307                  | 2.79                       | 6,441        |
| 24                           | 165      | Sectionmen, crossing watchmen and gatemen                         | 1,145                         | 2,439,176              | 4,955,727          | 2,130                  | 2.03                       | 4,328        |
| 25                           | 172      | Bridge and building, signal and work equipment labourers .....    | 39                            | 89,839                 | 199,208            | 2,304                  | 2.22                       | 5,108        |
| 26                           | 173      | Extra gang labourers .....  | 462                           | 1,092,908              | 2,042,958          | 2,366                  | 1.87                       | 4,422        |
| <b>Totals .....</b>          |          |   | <b>3,006</b>                  | <b>6,749,858</b>       | <b>15,880,117</b>  | <b>2,245</b>           | <b>2.35</b>                | <b>5,283</b> |
| <b>Equipment maintenance</b> |          |   |                               |                        |                    |                        |                            |              |
| 27                           | 201      | Managerial and supervisory .....                                  | 172                           | 388,890                | 1,297,515          | 2,261                  | 3.34                       | 7,544        |
| 28                           | 211      | Professional, technical, and staff assistants                     | 22                            | 40,945                 | 233,737            | 1,861                  | 5.71                       | 10,624       |
| 29                           | 221      | Clerical .....  | 35                            | 74,156                 | 158,346            | 2,119                  | 2.14                       | 4,524        |
| 30                           | 252      | Blacksmiths and boilermakers .....                                | 33                            | 70,662                 | 187,128            | 2,141                  | 2.65                       | 5,671        |
| 31                           | 253      | Carmen - Coach, locomotive and freight .....                      | 498                           | 1,115,493              | 3,049,337          | 2,240                  | 2.73                       | 6,123        |
| 32                           | 254      | Electrical workers, linemen and groundmen                         | 106                           | 233,573                | 668,758            | 2,204                  | 2.86                       | 6,309        |
| 33                           | 255      | Machinists and moulders .....                                     | 266                           | 608,994                | 1,827,066          | 2,289                  | 3.00                       | 6,869        |
| 34                           | 256      | Pipefitters and sheet metal workers .....                         | 32                            | 72,519                 | 182,659            | 2,266                  | 2.52                       | 5,708        |
| 35                           | 258      | Stationary engineers .....  | 8                             | 27,188                 | 66,999             | 3,399                  | 2.46                       | 8,375        |
| 36                           | 262      | Helpers to mechanics .....  | 258                           | 559,353                | 1,275,137          | 2,168                  | 2.28                       | 4,942        |
| 37                           | 263      | Apprentices .....   | 49                            | 97,477                 | 190,622            | 1,989                  | 1.96                       | 3,890        |
| 38                           | 264      | Stationary firemen and oilers .....                               | 15                            | 28,326                 | 63,088             | 1,888                  | 2.23                       | 4,206        |
| 39                           | 272      | Coach cleaners .....  | 41                            | 78,932                 | 162,540            | 1,925                  | 2.06                       | 3,964        |
| 40                           | 273      | Classified labourers .....  | 113                           | 258,285                | 609,658            | 2,286                  | 2.36                       | 5,395        |
| 41                           | 274      | Unclassified labourers .....                                      | 74                            | 160,739                | 310,188            | 2,172                  | 1.93                       | 4,192        |
| <b>Totals .....</b>          |          |   | <b>1,722</b>                  | <b>3,815,532</b>       | <b>10,282,778</b>  | <b>2,216</b>           | <b>2.69</b>                | <b>5,971</b> |

See footnote at end of table.

TABLE 3. Employees and their Compensation, 1965 - Class II Railways<sup>1</sup> - Concluded

| Div. No.                | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation            | Average hours paid for | Average salaries and wages |              |
|-------------------------|----------|---|-------------------------------|------------------------|-------------------------------|------------------------|----------------------------|--------------|
|                         |          |   |                               |                        |                               |                        | Per hour                   | Per year     |
|                         |          |   |                               |                        | \$                            | dollars                |                            |              |
| <b>Transportation</b>   |          |   |                               |                        |                               |                        |                            |              |
| 42                      | 302      | Managerial and supervisory .....                                  | 52                            | 111,156                | 571,284                       | 2,138                  | 5.14                       | 10,986       |
| 43                      | 303      | Supervisory and assistant supervisory agents....                  | 25                            | 51,740                 | 199,203                       | 2,070                  | 3.85                       | 7,968        |
| 44                      | 312      | Professional, technical, and staff assistants ....                | 3                             | 7,734                  | 29,611                        | 2,578                  | 3.83                       | 9,870        |
| 45                      | 313      | Train dispatchers and traffic supervisors .....                   | 68                            | 147,931                | 532,282                       | 2,175                  | 3.60                       | 7,828        |
| 46                      | 322      | Chief clerks and assistant chief clerks .....                     | 22                            | 47,296                 | 136,564                       | 2,150                  | 2.89                       | 6,207        |
| 47                      | 323      | Clerks and related occupations .....                              | 243                           | 628,354                | 1,188,542                     | 2,586                  | 1.89                       | 4,891        |
| 48                      | 324      | Checkers(car and freight) .....                                   | 50                            | 105,207                | 233,755                       | 2,104                  | 2.22                       | 4,675        |
| 49                      | 325      | Station agents, telegraphers, caretaker agents and levermen ..... | 357                           | 772,298                | 2,071,772                     | 2,163                  | 2.68                       | 5,803        |
| 50                      | 326      | Baggage and station attendants .....                              | 11                            | 27,753                 | 71,676                        | 2,523                  | 2.58                       | 6,516        |
| 51                      | 341      | Foremen and assistant foremen in freight sheds .....              | 25                            | 53,330                 | 140,864                       | 2,133                  | 2.64                       | 5,635        |
| 52                      | 352      | Dining car stewards, chefs and cooks .....                        | 43                            | 89,987                 | 180,131                       | 2,093                  | 2.00                       | 4,189        |
| 53                      | 353      | Restaurant managers, chefs and cooks .....                        | 1                             | 2,424                  | 4,370                         | 2,424                  | 1.80                       | 4,370        |
| 54                      | 354      | Sleeping and parlour car conductors .....                         | —                             | —                      | —                             | —                      | —                          | —            |
| 55                      | 355      | Motor vehicle mechanics .....                                     | —                             | —                      | —                             | —                      | —                          | —            |
| 56                      | 362      | Revenue motor vehicle drivers and helpers .....                   | —                             | —                      | —                             | —                      | —                          | —            |
| 57                      | 363      | Freight handlers and freight shed operators .....                 | 164                           | 301,278                | 746,371                       | 1,837                  | 2.48                       | 4,551        |
| 58                      | 364      | Sleeping and parlour car porters and other train attendants ..... | 19                            | 40,949                 | 98,320                        | 2,155                  | 2.40                       | 5,175        |
| 59                      | 365      | Dining car waiters and kitchen helpers .....                      | 4                             | 5,751                  | 11,313                        | 1,438                  | 1.97                       | 2,828        |
| 60                      | 366      | Restaurant waiters and kitchen helpers .....                      | 5                             | 9,434                  | 18,807                        | 1,887                  | 1.99                       | 3,761        |
| 61                      | 367      | News agents .....   | —                             | —                      | —                             | —                      | —                          | —            |
| 62                      | 368      | Garage servicemen and helpers to mechanics .....                  | 1                             | 2,376                  | 5,381                         | 2,376                  | 2.26                       | 5,381        |
| 63                      | 371      | Transportation labourers .....                                    | 88                            | 185,651                | 462,938                       | 2,110                  | 2.49                       | 5,261        |
| 64                      | 391      | Floating equipment employees .....                                | 38                            | 92,058                 | 198,124                       | 2,423                  | 2.15                       | 5,214        |
|                         |          | <b>Sub-totals .....</b>   | <b>1,219</b>                  | <b>2,682,707</b>       | <b>6,901,308</b>              | <b>2,201</b>           | <b>2.57</b>                | <b>5,661</b> |
| 65                      | 432      | Yardmasters and assistant yardmasters .....                       | 53                            | 112,010                | 403,297                       | 2,113                  | 3.60                       | 7,609        |
| 66                      | 433      | Switchtenders .....   | —                             | —                      | —                             | —                      | —                          | —            |
| 67                      | 434      | Hostlers .....  | 35                            | 77,940                 | 188,633                       | 2,227                  | 2.42                       | 5,390        |
|                         |          | <b>Sub-totals .....</b>   | <b>88</b>                     | <b>189,950</b>         | <b>591,930</b>                | <b>2,159</b>           | <b>3.12</b>                | <b>6,726</b> |
| 68                      | 435      | Road passenger conductors .....                                   | 32                            | 98,244                 | 311,712                       | 3,070                  | 3.17                       | 9,741        |
| 69                      | 436      | Road freight conductors .....                                     | 197                           | 595,641                | 1,873,881                     | 3,024                  | 3.15                       | 9,512        |
| 70                      | 437      | Road passenger brakemen and baggagemen .....                      | 58                            | 177,929                | 471,515                       | 3,068                  | 2.65                       | 8,130        |
| 71                      | 438      | Road freight brakemen .....                                       | 424                           | 1,089,594              | 3,057,678                     | 2,570                  | 2.81                       | 7,212        |
| 72                      | 532      | Yard foreman and car retarder operators .....                     | 152                           | 389,309                | 1,227,593                     | 2,561                  | 3.15                       | 8,076        |
| 73                      | 533      | Yard helpers.....   | 322                           | 744,720                | 2,140,093                     | 2,313                  | 2.87                       | 6,646        |
| 74                      | 534      | Road passenger engineers and motormen .....                       | 37                            | 91,974                 | 399,333                       | 2,486                  | 4.34                       | 10,793       |
| 75                      | 535      | Road freight engineers and motormen.....                          | 215                           | 624,863                | 2,246,623                     | 2,906                  | 3.60                       | 10,449       |
| 76                      | 536      | Yard engineers and motormen .....                                 | 143                           | 381,310                | 1,180,888                     | 2,667                  | 3.10                       | 8,258        |
| 77                      | 537      | Road passenger firemen and helpers .....                          | 30                            | 72,250                 | 269,754                       | 2,408                  | 3.73                       | 8,992        |
| 78                      | 538      | Road freight firemen and helpers .....                            | 117                           | 294,701                | 917,107                       | 2,519                  | 3.11                       | 7,839        |
| 79                      | 539      | Yard firemen and helpers .....                                    | 92                            | 214,292                | 536,209                       | 2,329                  | 2.50                       | 5,828        |
|                         |          | <b>Sub-totals .....</b>   | <b>1,819</b>                  | <b>4,774,827</b>       | <b>14,632,386</b>             | <b>2,625</b>           | <b>3.06</b>                | <b>8,044</b> |
|                         |          | <b>Totals .....</b>   | <b>3,126</b>                  | <b>7,647,484</b>       | <b>22,125,624</b>             | <b>2,446</b>           | <b>2.89</b>                | <b>7,078</b> |
|                         |          | <b>Totals divisions 1 to 79 .....</b>                             | <b>8,906</b>                  | <b>20,365,790</b>      | <b>54,515,211</b>             | <b>2,287</b>           | <b>2.68</b>                | <b>6,121</b> |
| <b>Other operations</b> |          |   |                               |                        |                               |                        |                            |              |
| 80                      | 691      | Express .....   | 58                            | 132,622                | 288,243                       | 2,287                  | 2.17                       | 4,970        |
| 81                      | 791      | Highway transport (rail) .....                                    | 38                            | 85,174                 | 214,055                       | 2,241                  | 2.51                       | 5,633        |
| 82                      | 891      | Telecommunications .....  | 408                           | 847,790                | 2,015,535                     | 2,078                  | 2.38                       | 4,940        |
| 83                      | 991      | Outside operations .....  | 28                            | 55,108                 | 152,814                       | 1,968                  | 2.77                       | 5,458        |
|                         |          | <b>Totals .....</b>   | <b>532</b>                    | <b>1,120,694</b>       | <b>2,670,647</b>              | <b>2,107</b>           | <b>2.38</b>                | <b>5,020</b> |
|                         |          | <b>Grand totals .....</b>   | <b>9,438</b>                  | <b>21,486,484</b>      | <b>57,185,858<sup>2</sup></b> | <b>2,277</b>           | <b>2.66</b>                | <b>6,059</b> |
|                         |          | Number of female employees (included above)                       | 433                           | —                      | —                             | —                      | —                          | —            |
|                         |          | Salaries and wages charged to operating expenses .....            | —                             | —                      | 52,259,772                    | —                      | —                          | —            |

<sup>1</sup> Excludes 199 employees, 413,000 hours, and \$1,997,160 of the B.C. Hydro and Power Authority Railway Co. Ltd. for which only an arbitrary breakdown is available.

<sup>2</sup> Includes \$1,107,382 paid to 169 employees residing outside Canada charged to Canadian lines. An additional \$5,643,818 expended for the same purpose by U.S. lines operating in Canada is not included because the proper distribution is not available.

TABLE 4. Employees and their Compensation, 1965 - Class I and II Railways

| Div. No.                     | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation | Average hours paid for | Average salaries and wages |              |
|------------------------------|----------|---|-------------------------------|------------------------|--------------------|------------------------|----------------------------|--------------|
|                              |          |   |                               |                        |                    |                        | Per hour                   | Per year     |
|                              |          |   |                               |                        | \$                 | dollars                |                            |              |
| <b>General</b>               |          |   |                               |                        |                    |                        |                            |              |
| 01                           | 001      | Managerial and supervisory .....                                  | 1,461                         | 3,006,986              | 17,582,495         | 2,058                  | 5.85                       | 12,034       |
| 02                           | 011      | Professional, technical, and staff assistants .....               | 2,636                         | 5,523,632              | 19,224,614         | 2,095                  | 3.48                       | 7,293        |
| 03                           | 022      | Chief clerks, assistant chief clerks and office supervisors ..... | 1,129                         | 2,337,207              | 7,290,992          | 2,070                  | 3.12                       | 6,458        |
| 04                           | 023      | Clerks and related occupations .....                              | 8,892                         | 18,398,386             | 39,134,814         | 2,069                  | 2.13                       | 4,401        |
| 05                           | 041      | Foremen, assistant foremen, and sub-foremen, stores .....         | 186                           | 389,224                | 1,012,714          | 2,093                  | 2.60                       | 5,445        |
| 06                           | 052      | Miscellaneous tradesmen and service vehicle operators .....       | 318                           | 657,726                | 1,599,341          | 2,068                  | 2.43                       | 5,029        |
| 07                           | 053      | Constables and policemen .....                                    | 1,019                         | 2,197,738              | 5,793,035          | 2,157                  | 2.64                       | 5,685        |
| 08                           | 062      | Storemen (non-clerical) .....                                     | 1,232                         | 2,608,029              | 5,600,768          | 2,117                  | 2.15                       | 4,546        |
| 09                           | 072      | Stores labourers .....  | 624                           | 1,301,203              | 2,554,559          | 2,085                  | 1.96                       | 4,094        |
| 10                           | 073      | General office service attendants .....                           | 238                           | 494,759                | 932,680            | 2,079                  | 1.89                       | 3,919        |
| <b>Totals .....</b>          |          |   | <b>17,735</b>                 | <b>36,914,890</b>      | <b>100,726,012</b> | <b>2,081</b>           | <b>2.73</b>                | <b>5,680</b> |
| <b>Road maintenance</b>      |          |   |                               |                        |                    |                        |                            |              |
| 11                           | 101      | Managerial and supervisory .....                                  | 1,127                         | 2,421,537              | 9,327,162          | 2,149                  | 3.85                       | 8,276        |
| 12                           | 111      | Professional, technical, and staff assistants .....               | 963                           | 2,013,604              | 6,610,849          | 2,091                  | 3.28                       | 6,865        |
| 13                           | 121      | Clerical .....  | 668                           | 1,397,274              | 3,133,751          | 2,092                  | 2.24                       | 4,691        |
| 14                           | 142      | Bridge and building foremen .....                                 | 508                           | 1,118,387              | 2,992,924          | 2,202                  | 2.68                       | 5,892        |
| 15                           | 143      | Extra gang and snow plow foremen .....                            | 351                           | 976,575                | 2,630,693          | 2,782                  | 2.69                       | 7,495        |
| 16                           | 144      | Section foremen .....   | 3,962                         | 8,732,974              | 19,292,563         | 2,204                  | 2.21                       | 4,889        |
| 17                           | 145      | Signal and electrical transmission foremen.....                   | 92                            | 204,370                | 665,227            | 2,221                  | 3.26                       | 7,231        |
| 18                           | 152      | Bridge and building tradesmen and bridge operators .....          | 3,049                         | 6,732,471              | 15,173,534         | 2,208                  | 2.25                       | 4,977        |
| 19                           | 153      | Work equipment operators, maintainers and mechanics .....         | 1,318                         | 3,458,351              | 8,689,856          | 2,624                  | 2.51                       | 6,593        |
| 20                           | 154      | Signal and interlocker maintainers and mechanics .....            | 837                           | 1,990,561              | 4,847,383          | 2,378                  | 2.44                       | 5,791        |
| 21                           | 162      | Bridge and building helpers .....                                 | 183                           | 399,201                | 783,128            | 2,181                  | 1.96                       | 4,279        |
| 22                           | 163      | Work equipment helpers .....                                      | 248                           | 615,420                | 1,302,743          | 2,482                  | 2.12                       | 5,253        |
| 23                           | 164      | Signal helpers and apprentices .....                              | 539                           | 1,210,711              | 2,530,030          | 2,246                  | 2.09                       | 4,694        |
| 24                           | 165      | Sectionmen, crossing watchmen and gatemen .....                   | 10,835                        | 23,679,741             | 45,410,458         | 2,185                  | 1.92                       | 4,191        |
| 25                           | 172      | Bridge and building, signal and work equipment labourers .....    | 434                           | 952,630                | 1,762,152          | 2,195                  | 1.85                       | 4,060        |
| 26                           | 173      | Extra gang labourers .....  | 2,315                         | 6,562,061              | 10,255,771         | 2,835                  | 1.56                       | 4,430        |
| <b>Totals .....</b>          |          |   | <b>27,429</b>                 | <b>62,465,868</b>      | <b>135,408,224</b> | <b>2,277</b>           | <b>2.17</b>                | <b>4,937</b> |
| <b>Equipment maintenance</b> |          |   |                               |                        |                    |                        |                            |              |
| 27                           | 201      | Managerial and supervisory .....                                  | 2,479                         | 5,279,374              | 18,349,664         | 2,130                  | 3.48                       | 7,402        |
| 28                           | 211      | Professional, technical, and staff assistants .....               | 607                           | 1,262,226              | 4,205,344          | 2,079                  | 3.33                       | 6,928        |
| 29                           | 221      | Clerical .....  | 947                           | 1,998,215              | 4,335,556          | 2,110                  | 2.17                       | 4,578        |
| 30                           | 252      | Blacksmiths and boilermakers.....                                 | 726                           | 1,570,877              | 3,949,240          | 2,164                  | 2.51                       | 5,440        |
| 31                           | 253      | Carmen - Coach, locomotive and freight .....                      | 9,368                         | 20,532,355             | 49,990,733         | 2,192                  | 2.43                       | 5,336        |
| 32                           | 254      | Electrical workers, linemen and groundmen ...                     | 2,084                         | 4,571,337              | 11,561,932         | 2,194                  | 2.53                       | 5,548        |
| 33                           | 255      | Machinists and moulders .....                                     | 3,354                         | 7,306,039              | 18,622,104         | 2,178                  | 2.55                       | 5,552        |
| 34                           | 256      | Pipefitters and sheet metal workers .....                         | 1,349                         | 2,938,818              | 7,360,948          | 2,179                  | 2.50                       | 5,457        |
| 35                           | 258      | Stationary engineers .....  | 125                           | 282,409                | 734,885            | 2,259                  | 2.60                       | 5,879        |
| 36                           | 262      | Helpers to mechanics .....  | 3,625                         | 7,785,255              | 16,596,797         | 2,148                  | 2.13                       | 4,578        |
| 37                           | 263      | Apprentices .....   | 1,320                         | 2,766,778              | 5,034,211          | 2,096                  | 1.82                       | 3,814        |
| 38                           | 264      | Stationary firemen and oilers .....                               | 187                           | 425,329                | 892,241            | 2,274                  | 2.10                       | 4,771        |
| 39                           | 272      | Coach cleaners .....  | 1,277                         | 2,740,204              | 5,234,977          | 2,146                  | 1.91                       | 4,099        |
| 40                           | 273      | Classified labourers .....  | 2,310                         | 4,996,473              | 9,786,490          | 2,163                  | 1.96                       | 4,237        |
| 41                           | 274      | Unclassified labourers .....                                      | 1,741                         | 3,705,333              | 6,936,742          | 2,128                  | 1.87                       | 3,984        |
| <b>Totals .....</b>          |          |   | <b>31,499</b>                 | <b>68,161,022</b>      | <b>163,591,864</b> | <b>2,164</b>           | <b>2.40</b>                | <b>5,194</b> |



TABLE 4. Employees and their Compensation, 1965 - Class I and II Railways - Concluded

| Div. No.   | Code No. | Occupational classification                                       | Number of employees (average) | Service hours paid for | Total compensation             | Average hours paid for | Average salaries and wages |              |
|--|----------|---|-------------------------------|------------------------|--------------------------------|------------------------|----------------------------|--------------|
|  |          |   |                               |                        |                                |                        | Per hour                   | Per year     |
|  |          |   |                               |                        |                                |                        | dollars                    |              |
| <b>Transportation</b>                                  |          |   |                               |                        |                                |                        |                            |              |
| 42   | 302      | Managerial and supervisory .....                                  | 1,054                         | 2,287,295              | 9,424,577                      | 2,170                  | 4.12                       | 8,942        |
| 43   | 303      | Supervisory and assistant supervisory agents .....                | 403                           | 918,302                | 2,575,397                      | 2,279                  | 2.80                       | 6,391        |
| 44   | 312      | Professional, technical, and staff assistants .....               | 594                           | 1,255,083              | 3,788,071                      | 2,113                  | 3.02                       | 6,377        |
| 45   | 313      | Train despatchers and traffic supervisors .....                   | 563                           | 1,205,437              | 4,241,920                      | 2,141                  | 3.52                       | 7,534        |
| 46   | 322      | Chief clerks and assistant chief clerks .....                     | 533                           | 1,154,002              | 3,084,190                      | 2,165                  | 2.67                       | 5,786        |
| 47   | 323      | Clerks and related occupations .....                              | 6,442                         | 13,866,517             | 30,397,214                     | 2,153                  | 2.19                       | 4,719        |
| 48   | 324      | Checkers (car and freight) .....                                  | 1,448                         | 3,241,965              | 7,139,512                      | 2,239                  | 2.20                       | 4,931        |
| 49   | 325      | Station agents, telegraphers, caretaker agents and levermen ..... | 4,835                         | 10,624,516             | 25,644,502                     | 2,197                  | 2.41                       | 5,304        |
| 50   | 326      | Baggage and station attendants .....                              | 878                           | 1,900,100              | 3,694,231                      | 2,164                  | 1.94                       | 4,208        |
| 51   | 341      | Foremen and assistant foremen in freight sheds .....              | 431                           | 936,233                | 2,466,013                      | 2,172                  | 2.63                       | 5,722        |
| 52   | 352      | Dining car stewards, chefs and cooks .....                        | 893                           | 2,305,608              | 4,357,562                      | 2,582                  | 1.89                       | 4,880        |
| 53   | 353      | Restaurant managers, chefs and cooks .....                        | 51                            | 116,906                | 227,321                        | 2,292                  | 1.94                       | 4,457        |
| 54   | 354      | Sleeping and parlour car conductors .....                         | 187                           | 500,027                | 1,058,063                      | 2,674                  | 2.12                       | 5,658        |
| 55   | 355      | Motor vehicle mechanics .....                                     | 48                            | 110,470                | 265,024                        | 2,301                  | 2.40                       | 5,521        |
| 56   | 362      | Revenue motor vehicle drivers and helpers .....                   | 1,523                         | 3,504,737              | 8,058,254                      | 2,301                  | 2.30                       | 5,291        |
| 57   | 363      | Freight handlers and freight shed operators .....                 | 6,654                         | 14,540,188             | 31,557,858                     | 2,185                  | 2.17                       | 4,743        |
| 58   | 364      | Sleeping and parlour car porters and other train attendants ..... | 1,047                         | 2,666,666              | 4,608,987                      | 2,547                  | 1.73                       | 4,402        |
| 59   | 365      | Dining car waiters and kitchen helpers .....                      | 947                           | 2,438,055              | 4,010,321                      | 2,575                  | 1.64                       | 4,235        |
| 60   | 366      | Restaurant waiters and kitchen helpers .....                      | 65                            | 140,075                | 172,838                        | 2,155                  | 1.23                       | 2,659        |
| 61   | 367      | News agents .....   | 140                           | 321,849                | 732,814                        | 2,299                  | 2.28                       | 5,234        |
| 62   | 368      | Garage servicemen and helpers to mechanics .....                  | 36                            | 81,693                 | 175,654                        | 2,269                  | 2.15                       | 4,879        |
| 63   | 371      | Transportation labourers .....                                    | 1,410                         | 3,066,082              | 5,970,027                      | 2,175                  | 1.95                       | 4,234        |
| 64   | 391      | Floating equipment employees .....                                | 526                           | 1,339,634              | 2,808,208                      | 2,547                  | 2.10                       | 5,339        |
| <b>Sub-totals .....</b>                                |          |   | <b>30,708</b>                 | <b>68,521,440</b>      | <b>156,458,558</b>             | <b>2,231</b>           | <b>2.28</b>                | <b>5,095</b> |
| 65   | 432      | Yardmasters and assistant yardmasters .....                       | 714                           | 1,480,636              | 4,808,076                      | 2,074                  | 3.25                       | 6,734        |
| 66   | 433      | Switchtenders .....   | 256                           | 543,122                | 1,171,237                      | 2,122                  | 2.16                       | 4,575        |
| 67   | 434      | Hostlers .....  | 335                           | 764,001                | 1,760,667                      | 2,281                  | 2.30                       | 5,256        |
| <b>Sub-totals .....</b>                                |          |   | <b>1,305</b>                  | <b>2,787,759</b>       | <b>7,739,980</b>               | <b>2,136</b>           | <b>2.78</b>                | <b>5,931</b> |
| 68   | 435      | Road passenger conductors .....                                   | 533                           | 1,214,500              | 4,428,902                      | 2,279                  | 3.65                       | 8,309        |
| 69   | 436      | Road freight conductors .....                                     | 2,222                         | 5,532,359              | 18,357,485                     | 2,490                  | 3.32                       | 8,262        |
| 70   | 437      | Road passenger brakemen and baggagemen .....                      | 1,183                         | 2,501,612              | 7,917,840                      | 2,115                  | 3.17                       | 6,693        |
| 71   | 438      | Road freight brakemen .....                                       | 4,725                         | 10,282,906             | 30,552,763                     | 2,176                  | 2.97                       | 6,466        |
| 72   | 532      | Yard foremen and car retarder operators .....                     | 2,214                         | 4,942,036              | 13,676,517                     | 2,232                  | 2.77                       | 6,177        |
| 73   | 533      | Yard helpers .....  | 4,413                         | 9,646,078              | 24,779,227                     | 2,186                  | 2.57                       | 5,615        |
| 74   | 534      | Road passenger engineers and motormen .....                       | 671                           | 1,245,931              | 6,373,395                      | 1,857                  | 5.12                       | 9,498        |
| 75   | 535      | Road freight engineers and motormen .....                         | 2,434                         | 5,692,519              | 22,061,773                     | 2,339                  | 3.88                       | 9,064        |
| 76   | 536      | Yard engineers and motormen .....                                 | 1,942                         | 4,905,729              | 13,511,196                     | 2,526                  | 2.75                       | 6,957        |
| 77   | 537      | Road passenger firemen and helpers .....                          | 507                           | 905,810                | 3,986,994                      | 1,787                  | 4.40                       | 7,864        |
| 78   | 538      | Road freight firemen and helpers .....                            | 2,029                         | 4,563,096              | 14,331,347                     | 2,249                  | 3.14                       | 7,063        |
| 79   | 539      | Yard firemen and helpers .....                                    | 1,087                         | 2,675,157              | 5,816,613                      | 2,461                  | 2.17                       | 5,351        |
| <b>Sub-totals .....</b>                                |          |   | <b>23,960</b>                 | <b>54,107,733</b>      | <b>165,794,052</b>             | <b>2,258</b>           | <b>3.06</b>                | <b>6,920</b> |
| <b>Totals .....</b>                                    |          |   | <b>55,973</b>                 | <b>125,416,932</b>     | <b>329,992,590</b>             | <b>2,241</b>           | <b>2.63</b>                | <b>5,896</b> |
| <b>Totals, divisions 1 to 79 .....</b>                 |          |   | <b>132,636</b>                | <b>292,958,712</b>     | <b>729,718,690</b>             | <b>2,209</b>           | <b>2.49</b>                | <b>5,502</b> |
| <b>Other operations</b>                                |          |   |                               |                        |                                |                        |                            |              |
| 80   | 691      | Express .....   | 6,557                         | 13,884,732             | 30,892,591                     | 2,118                  | 2.22                       | 4,711        |
| 81   | 791      | Highway transport (rail) .....                                    | 373                           | 808,867                | 1,876,669                      | 2,169                  | 2.32                       | 5,031        |
| 82   | 891      | Telecommunications .....  | 8,755                         | 18,999,399             | 44,996,114                     | 2,170                  | 2.37                       | 5,139        |
| 83   | 991      | Outside operations .....  | 5,930                         | 12,997,405             | 21,697,907                     | 2,192                  | 1.67                       | 3,659        |
| <b>Totals .....</b>                                    |          |   | <b>21,615</b>                 | <b>46,690,403</b>      | <b>99,463,281</b>              | <b>2,160</b>           | <b>2.13</b>                | <b>4,602</b> |
| <b>Grand totals .....</b>                              |          |   | <b>154,251</b>                | <b>339,649,115</b>     | <b>829,181,971<sup>1</sup></b> | <b>2,202</b>           | <b>2.44</b>                | <b>5,376</b> |
| Number of employees female (included above)            |          |   | 9,060                         | -                      | -                              | -                      | -                          | -            |
| Salaries and wages charged to operating expenses ..... |          |   | -                             | -                      | 742,188,581                    | -                      | -                          | -            |

<sup>1</sup> Includes \$9,973,129 paid to 1,697 employees residing outside Canada charged to Canadian lines. An additional \$5,643,818 expended for the same purpose by U.S. lines operating in Canada is not included because the proper distribution is not available.

TABLE 5. Employees and their Compensation, 1965 - Class III and IV Railways

| Div. No. | Code No. | Occupational classification                                 | Number of employees (average) | Service hours paid for | Total compensation | Average hours paid for | Average salaries and wages |              |
|----------|----------|---|-------------------------------|------------------------|--------------------|------------------------|----------------------------|--------------|
|          |          |   |                               |                        |                    |                        | Per hour                   | Per year     |
|          |          |   |                               |                        | \$                 |                        | dollars                    |              |
|          |          | <b>Summary</b>  |                               |                        |                    |                        |                            |              |
| 01-10    | 001-073  | General.....  | 52                            | 104,756                | 282,490            | 2,015                  | 2.70                       | 5,433        |
| 11-26    | 101-173  | Road maintenance.....                                       | 136                           | 278,321                | 619,321            | 2,046                  | 2.23                       | 4,554        |
| 27-41    | 201-274  | Equipment maintenance.....                                  | 58                            | 127,406                | 302,581            | 2,197                  | 2.37                       | 5,217        |
| 42-79    | 302-539  | Transportation.....   | 332                           | 661,775                | 1,419,844          | 1,993                  | 2.15                       | 4,277        |
|          |          | <b>Totals.....</b>  | <b>578</b>                    | <b>1,172,258</b>       | <b>2,624,236</b>   | <b>2,028</b>           | <b>2.24</b>                | <b>4,540</b> |
| 80       | 691      | Express.....  | 3                             | 7,488                  | 12,784             | 2,496                  | 1.71                       | 4,261        |
| 81       | 791      | Highway transport (rail).....                               | —                             | —                      | —                  | —                      | —                          | —            |
| 82       | 891      | Telecommunications.....                                     | —                             | —                      | —                  | —                      | —                          | —            |
| 83       | 991      | Outside operations.....                                     | —                             | —                      | —                  | —                      | —                          | —            |
|          |          | <b>Totals.....</b>  | <b>3</b>                      | <b>7,488</b>           | <b>12,784</b>      | <b>2,496</b>           | <b>1.71</b>                | <b>4,261</b> |
|          |          | <b>Grand totals.....</b>                                    | <b>581</b>                    | <b>1,179,746</b>       | <b>2,637,020</b>   | <b>2,031</b>           | <b>2.24</b>                | <b>4,539</b> |
|          |          | Number of female employees (included above).....            | 28                            | —                      | —                  | —                      | —                          | —            |
|          |          | Salaries and wages charged to operating expenses.....       | —                             | —                      | 2,434,124          | —                      | —                          | —            |
|          |          | Pullman and International Bridge Company <sup>1</sup> ..... | 49                            | 104,892                | 291,390            | 2,141                  | 2.78                       | 5,947        |

<sup>1</sup> Included with "Class III and IV Railways".

TABLE 6. Employees and their Compensation, 1965 - All Railways

| Div. No. | Code No. | Occupational classification                           | Number of employees (average) | Service hours paid for | Total compensation             | Average hours paid for | Average salaries and wages |              |
|----------|----------|---|-------------------------------|------------------------|--------------------------------|------------------------|----------------------------|--------------|
|          |          |   |                               |                        |                                |                        | Per hour                   | Per year     |
|          |          |   |                               |                        | \$                             |                        | dollars                    |              |
|          |          | <b>Summary</b>  |                               |                        |                                |                        |                            |              |
| 01-10    | 001-073  | General.....  | 17,787                        | 37,019,646             | 101,008,502                    | 2,081                  | 2.73                       | 5,679        |
| 11-26    | 101-173  | Road maintenance.....                                 | 27,565                        | 62,744,189             | 136,027,545                    | 2,276                  | 2.17                       | 4,935        |
| 27-41    | 201-274  | Equipment maintenance.....                            | 31,557                        | 68,288,428             | 163,894,445                    | 2,164                  | 2.40                       | 5,194        |
| 42-79    | 302-539  | Transportation.....                                   | 56,305                        | 126,078,707            | 331,412,434                    | 2,239                  | 2.63                       | 5,886        |
|          |          | <b>Totals.....</b>                                    | <b>133,214</b>                | <b>294,130,970</b>     | <b>732,342,926</b>             | <b>2,208</b>           | <b>2.49</b>                | <b>5,497</b> |
| 80       | 691      | Express.....  | 6,560                         | 13,892,220             | 30,905,375                     | 2,118                  | 2.22                       | 4,711        |
| 81       | 791      | Highway Transport (rail).....                         | 373                           | 808,867                | 1,876,669                      | 2,169                  | 2.32                       | 5,031        |
| 82       | 891      | Telecommunications.....                               | 8,755                         | 18,999,399             | 44,996,114                     | 2,170                  | 2.37                       | 5,139        |
| 83       | 991      | Outside operations.....                               | 5,930                         | 12,997,405             | 21,697,907                     | 2,192                  | 1.67                       | 3,659        |
|          |          | <b>Totals.....</b>                                    | <b>21,618</b>                 | <b>46,697,891</b>      | <b>99,476,065</b>              | <b>2,160</b>           | <b>2.13</b>                | <b>4,602</b> |
|          |          | <b>Grand totals.....</b>                              | <b>154,832</b>                | <b>340,828,861</b>     | <b>831,818,991<sup>1</sup></b> | <b>2,201</b>           | <b>2.44</b>                | <b>5,372</b> |
|          |          | Number of female employees (included above).....      | 9,088                         | —                      | —                              | —                      | —                          | —            |
|          |          | Salaries and wages charged to operating expenses..... | —                             | —                      | 744,622,705                    | —                      | —                          | —            |

<sup>1</sup> Includes \$10,000,970 paid to 1,711 employees residing outside Canada charged to Canadian lines. An additional \$5,712,211 expended for the same purpose by U.S. lines operating in Canada is not included because the proper distribution is not available.

TABLE 7. Relationship Between the 1956 and 1964 Railway Employee Classifications

| 1956 Division Number and Reporting Division   | 1964 Division Number (Code Number) and Occupational Classification   |
|---|--|
| <b>GENERAL<sup>1</sup></b>  |  |
| 01 Executives, officers and assistants<br>13 B. and B. masters, roadmasters and assistants<br>27 General and assistant general foremen and inspectors (signal and electrical transmission)<br>31 General foremen, foremen and assistant foremen (equipment)<br>46 Chief train dispatchers | 01 (001) Managerial and supervisory (general)<br>11 (101) Managerial and supervisory (road maintenance)<br>27 (201) Managerial and supervisory (equipment maintenance)<br>42 (302) Managerial and supervisory (transportation)   |
| 02 Professional and sub-professional assistants<br>09 Police inspectors, sergeants, special agents and investigators<br>14 Maintenance of way and scale inspectors<br>56 Dining car and restaurant inspectors   | 02 (011) Professional, technical, and staff assistants (general)<br>12 (111) Professional, technical, and staff assistants (road maintenance)<br>28 (211) Professional, technical, and staff assistants (equipment maintenance)<br>44 (312) Professional, technical, and staff assistants (transportation) |
| 03 Chief, assistant chief and supervisory clerks  | 03 (022) Chief clerks, assistant chief clerks and office supervisors (general)<br>46 (322) Chief clerks and assistant chief clerks (transportation)  |
| 04 Clerks, stenographers and office machine operators<br>05 Telephone switchboard operators, office boys and sorters  | 04 (023) Clerks and related occupations (general)<br>13 (121) Clerical (road maintenance)<br>29 (221) Clerical (equipment maintenance)<br>47 (323) Clerks and related occupations (transportation)<br>48 (324) Checkers (transportation)   |
| 06 Janitors and other building attendants   | 10 (073) General office service attendants   |
| 07 Service vehicle operators<br>08 Miscellaneous trades workers   | 06 (052) Miscellaneous tradesmen and service vehicle operators   |
| 10 Constables and policemen   | 07 (053) Constables and policemen  |
| 11 Stores general foremen, foremen and assistants   | 05 (041) Foremen, assistant and sub-foremen, stores  |
| 12 Storemen and stores labourers (non-clerical)   | 08 (062) Storemen (non-clerical)<br>09 (072) Stores labourers  |
| <b>ROAD MAINTENANCE</b>   |  |
| 15 B. and B. department foremen   | 14 (142) Bridge and building foremen   |
| 16 B. and B. carpenters and bridgemen<br>17 Blacksmiths, pipefitters and tinsmiths<br>18 Masons, painters and other journeymen<br>22 Pumpmen<br>62 Bridge operators   | 18 (152) Bridge and building tradesmen and bridge operators  |

<sup>1</sup> The construction of this key required the incorporation under GENERAL of certain supervisory and clerical classifications normally included in the ROAD MAINTENANCE, EQUIPMENT MAINTENANCE, and TRANSPORTATION functions.

TABLE 7. Relationship Between the 1956 and 1964 Railway Employee Classifications - Continued

| 1956 Division Number and Reporting Division                                 | 1964 Division Number (Code Number) and Occupational Classification                                   |
|---|--|
| <b>ROAD MAINTENANCE - Concluded</b>   |  |
| 19 Helpers, B. and B. department  | 21 (162) Bridge and building helpers   |
| 20 Labourers, bridge, building and signal                                   | 25 (172) Bridge and building, signal and work equipment labourers                                    |
| 21 Work equipment operators and helpers                                     | 19 (153) Work equipment operators, maintainers and mechanics<br>22 (163) Work equipment helpers      |
| 23 Extra gang and snow plow foremen   | 15 (143) Extra gang and snow plow foremen  |
| 24 Section Foremen  | 16 (144) Section foremen   |
| 25 Labourers, extra gang  | 26 (173) Extra gang labourers  |
| 26 Sectionmen<br>63 Crossing watchmen and gatemen                           | 24 (165) Sectionmen, crossing watchmen and gatemen   |
| 28 Foremen, signal and electrical transmission                              | 17 (145) Signal and electrical transmission foremen  |
| 29 Signal and interlocker maintainers and helpers                           | 20 (154) Signal and interlocker maintainers and mechanics<br>23 (164) Signal helpers and apprentices |
| <b>EQUIPMENT MAINTENANCE</b>  |  |
| 32 Blacksmiths<br>33 Boilermakers   | 30 (252) Blacksmiths and boilermakers  |
| 34 Carmen, coach and locomotive<br>35 Carmen, freight                       | 31 (253) Carmen - coach, locomotive and freight  |
| 30 Linemen and groundmen - Electrical transmission<br>36 Electrical workers | 32 (254) Electrical workers, linemen and groundmen   |
| 37 Machinists<br>38 Moulders  | 33 (255) Machinists and moulders   |
| 39 Pipefitters and sheet metal workers                                      | 34 (256) Pipefitters and sheet metal workers   |
| 40 Helpers to mechanics   | 36 (262) Helpers to mechanics  |
| 41 Apprentices  | 37 (263) Apprentices   |

TABLE 7. Relationship Between the 1956 and 1964 Railway Employee Classifications - Continued

| 1956 Division Number and Reporting Division                         | 1964 Division Number (Code Number) and Occupational Classification                                 |
|---|--|
| <b>EQUIPMENT MAINTENANCE - Concluded</b>                            |  |
| 42 Coach cleaners   | 39 (272) Coach cleaners  |
| 43 Classified labourers (shops, enginehouses and power plants)      | 40 (273) Classified labourers (shops, enginehouses and power plants)                               |
| 44 Unclassified labourers (shops, enginehouses and power plants)    | 41 (274) Unclassified labourers (shops, enginehouses and power plants)                             |
| 45 Stationary engineers, firemen and oilers                         | } 35 (258) Stationary engineers<br>38 (264) Stationary firemen and oilers                          |
| <b>TRANSPORTATION</b>   |  |
| 47 Train dispatchers  | 45 (313) Train dispatchers and traffic supervisors   |
| 48 Supervisory agents and assistants                                | 43 (303) Supervisory and assistant supervisory agents  |
| 49 Agents and caretaker agents at small stations (non-telegraphers) | } 49 (325) Station agents, telegraphers, caretaker agents and levermen                             |
| 50 Station agents, telegraphers and telephoners                     |  |
| 51 Levermen (non-telegraphers) at interlockers                      |  |
| 52 Baggage, parcel room and station attendants                      | 50 (326) Baggage and station attendants  |
| 53 General foremen and foremen in freight sheds                     | 51 (341) Foremen and assistant foremen in freight sheds  |
| 54 Freight handlers and freight shed operators                      | 57 (363) Freight handlers and freight shed operators   |
| 55 Labourers  | 63 (371) Transportation labourers  |
| 57 Dining car stewards, chefs, cooks and waiters                    | } 52 (352) Dining car stewards, chefs and cooks<br>59 (365) Dining car waiters and kitchen helpers |
| 58 Restaurant managers, chefs, cooks and waiters                    | } 53 (353) Restaurant managers, chefs and cooks<br>60 (366) Restaurant waiters and kitchen helpers |
| 59 News agents  | 61 (367) News agents   |

TABLE 7. Relationship Between the 1956 and 1964 Railway Employee Classifications — Continued

| 1956 Division Number and Reporting Division | 1964 Division Number (Code Number) and Occupational Classification   |
|---|--|
| <b>TRANSPORTATION — Concluded</b>           |  |
| 60 Sleeping and parlour car conductors      | 54 (354) Sleeping and parlour car conductors                         |
| See footnote 1.                             | 55 (355) Motor vehicle mechanics <sup>1</sup>                        |
| See footnote 1.                             | 56 (362) Revenue motor vehicle drivers <sup>1</sup>                  |
| 61 Porters and other train attendants       | 58 (364) Sleeping and parlour car porters and other train attendants |
| See footnote 1.                             | 62 (368) Garage attendants <sup>1</sup>                              |
| 64 Floating equipment employees             | 64 (391) Floating equipment employees                                |
| 65 Yardmasters and assistants               | 65 (432) Yardmasters and assistant yardmasters                       |
| 66 Switchtenders                            | 66 (433) Switchtenders   |
| 67 Hostlers                                 | 67 (434) Hostlers  |
| 68 Road passenger conductors                | 68 (435) Road passenger conductors                                   |
| 69 Road freight conductors                  | 69 (436) Road freight conductors                                     |
| 70 Road passenger brakemen and baggagemen   | 70 (437) Road passenger brakemen and baggagemen                      |
| 71 Road freight brakemen                    | 71 (438) Road freight brakemen                                       |
| 72 Yard foremen                             | } 72 A (439) Car retarder operators<br>72 B (532) Yard foremen       |
| 73 Yard helpers                             | 73 (533) Yard helpers  |
| 74 Road passenger engineers and motormen    | 74 (534) Road passenger engineers and motormen                       |
| 75 Road freight engineers and motormen      | 75 (535) Road freight engineers and motormen                         |
| 76 Yard engineers and motormen              | 76 (536) Yard engineers and motormen                                 |
| 77 Road passenger firemen and helpers       | 77 (537) Road passenger firemen and helpers                          |
| 78 Road freight firemen and helpers         | 78 (538) Road freight firemen and helpers                            |
| 79 Yard firemen and helpers                 | 79 (539) Yard firemen and helpers                                    |

<sup>1</sup> These classifications include employees engaged in integrated express, and less carload operations. They were formerly included in Express, Cartage and Highway Transport (rail) services, Divisions 81, 82 and 83, respectively.

TABLE 7. Relationship Between the 1956 and 1964 Railway Employee Classifications - Concluded

| 1956 Division Number and Reporting Division | 1964 Division Number (Code Number) and Occupational Classification |
|---|--|
| <b>OTHER OPERATIONS</b>                     |  |
| 80 Communications                           | 82 (891) Telecommunications  |
| 81 Express                                  | 80 (691) Express   |
| 82 Cartage                                  |  |
| 83 Highway transport (rail)                 | 81 (791) Highway transport (rail)                                  |
| 84 Outside operations                       | 83 (991) Outside operations  |

#### DEFINITIONS OF RAILWAY FUNCTIONS

**GENERAL**—Includes all functions or departments except those separately defined below. Included in this group are such departments as; Research and Development, Accounting and Finance, Personnel and Labour Relations, Purchases and Stores, Sales, Traffic, Investigation, etc.

**ROAD MAINTENANCE**—This function is responsible for the construction and maintenance of all track and structures and signal installations.

**EQUIPMENT MAINTENANCE**—This function is responsible for the maintenance and servicing of all motive power, car, shop and power plant equipment.

**TRANSPORTATION (NON-TRAIN AND TRAIN)**—This function is responsible for scheduling, dispatching and operating trains and other ancillary services, the operation of terminal facilities and the distribution of cars and motive power. This function is also responsible for the movement of merchandise by means of the integration of express and less carload operations.

**EXPRESS**—This function is responsible for non-integrated express operations.

**HIGHWAY TRANSPORT (RAIL)**—This function is responsible for non-integrated cartage and highway services ancillary to rail operations.

**TELECOMMUNICATIONS**—This function is responsible for all telecommunications operations.

**OUTSIDE OPERATIONS**—This function includes such operations as hotels which are operated both as to revenues and expenses separate and apart from actual rail operations.

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