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RAILWAY TRANSPORT

1968

PART VI

(Employment Statistics)

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Reports Published by the
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RAILWAY TRANSPORT STATISTICS

**Catalogue
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**Title
Periodical**

- 52-001 **Carloadings** (Four times a month)
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Annual

- 52-201 **Canadian National Railways**
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- 52-202 **Canadian Pacific Railway Company**
Financial and operating statistics of the entire system from 1923.
- 52-204 **Railway Express**
Financial, operating, employment and mileage statistics of railway express companies.
- 52-205 **Railway Freight Traffic**
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- 52-206 **Railway Operating Statistics**
Summary of year's issues of monthly report 52-003; separate detail for Canadian National and Canadian Pacific Railways.
- 52-207 **Railway Transport: Part I**
Comparative summary statistics.
- 52-208 **Railway Transport: Part II**
Financial statistics.
- 52-209 **Railway Transport: Part III**
Equipment, track and fuel statistics.
- 52-210 **Railway Transport: Part IV**
Operating and traffic statistics.
- 52-211 **Railway Transport: Part V**
Freight carried by principal commodity classes.
- 52-212 **Railway Transport: Part VI**
Employment statistics.

Occasional

- 52-501 **Railway Employees and Their Compensation**
Comparative data relating to all classes of employees; 1926 to 1951. Reference paper No. 38.

In addition to the selected publications listed above, the Dominion Bureau of Statistics publishes a wide range of statistical reports on Canadian economic and social affairs. A comprehensive catalogue of all current publications is available free on request from the Dominion Bureau of Statistics, Ottawa 3.

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 report encompasses the following six parts which are not necessarily released in the order they are numbered.

- 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

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 Railway Transport Committee of the Canadian Transport Commission, 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 Section of the Transportation and Public Utilities Division of 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

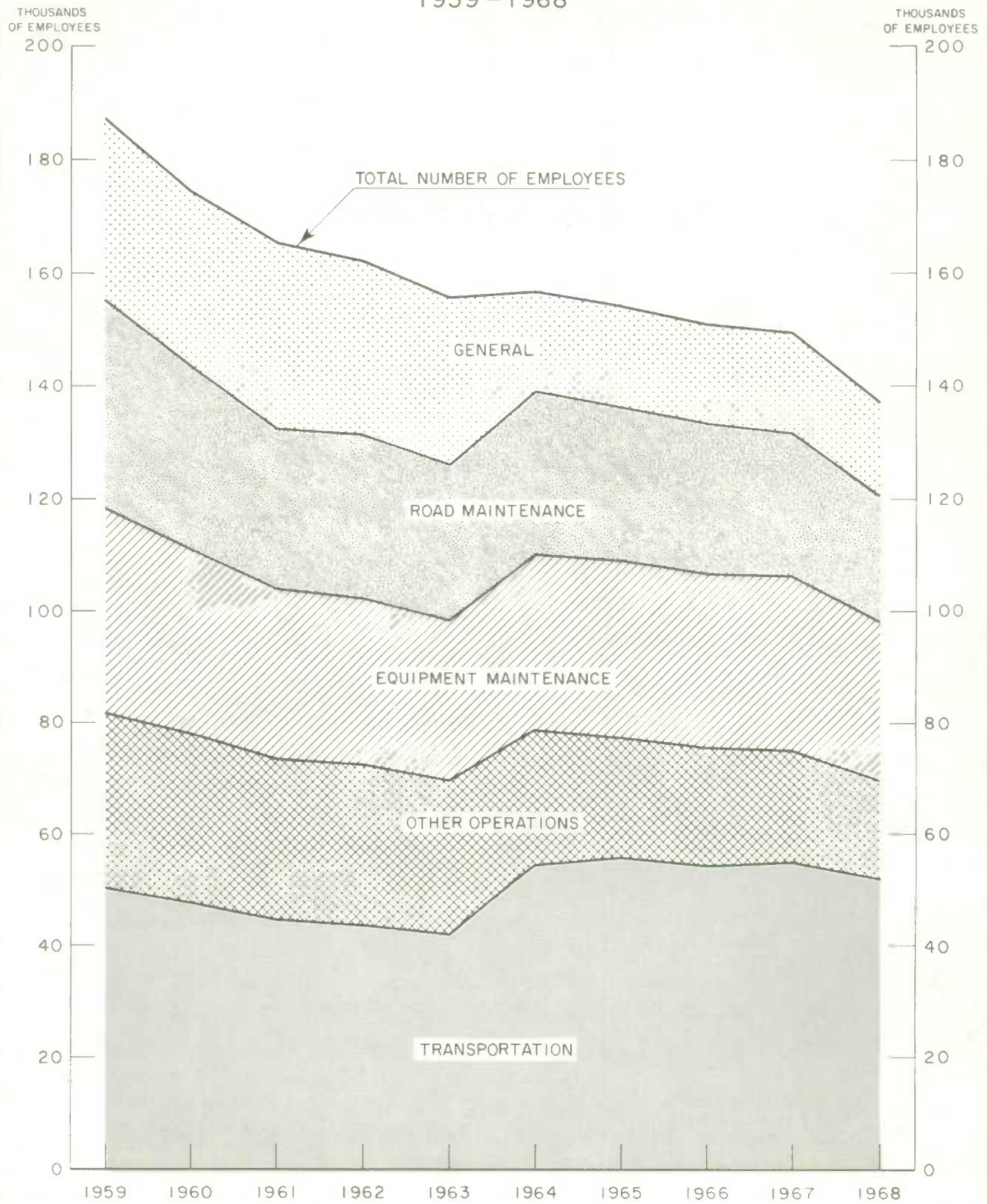
The following standard symbols are used in Dominion Bureau of Statistics publications:

- .. 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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FUNCTIONAL COMPOSITION OF CLASS I AND II RAILWAY EMPLOYEES 1959-1968



RAILWAY TRANSPORT

1968

PART VI

(Employment Statistics)

Introduction

Employment data contained in this report pertain to common carrier railways operating in Canada during 1968. A "common carrier" refers to a railway which holds itself out to the general public to transport passengers and/or goods for compensation.

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 are classified to the functional groups (road maintenance, equipment and transportation) with which they are associated rather than being 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 method tends to reduce employee averages by about three per cent.

In the 1968 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 continues their count on the former mid-month basis.

Service hours paid for are shown separately herein, by occupation, in accordance with the Uniform Canadian Classification of Railway Employees. The number of hours actually worked, details of which were given by individual occupational class 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, 1968
General	32, 245, 750
Road maintenance	46, 449, 524
Equipment maintenance	56, 219, 390
Transportation	101, 792, 864
Total	236, 707, 528
Other operations	35, 788, 192
Grand total	272, 495, 720

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. Total 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.

To eliminate duplicate reporting and to uncover statistical gaps, the Dominion Bureau of Statistics uses the Canadian Standard Industrial Classification (S.I.C.).

The Standard Industrial Classification (Catalogue No. 12-501) provides a set of groups and classes suitable for the compilation of statistics related to different industries. The building block (reporting unit) which is fitted into the above structure is the "establishment". An establishment can be defined as the smallest unit which is a separate operating entity capable of reporting principal elements of input and output. While the establishment is typically a factory, mine, store or similar unit and in most cases is a separate firm, it may encompass two or more operating units which are not necessarily in the same location. It can also be an individual working on his own account.

Industry 506, Railway Transport, as classified in the S.I.C. includes establishments primarily engaged in operating railways. The kinds of activities normally carried on by railway establishments embraces the operation of commuter service (but not street railways), maintenance of way and structures, maintenance of equipment (including that carried on in railway shops) dining car and sleeping car services, freight, express and the operation of railway terminal facilities. Road transportation services operated by railway establishments and providing pick-up and delivery for the freight or express services of the railway are included in this industry but long distance trucking owned by railway companies is usually set up as separate establishments classified to the trucking industry. The Railway Transport Industry (506) is represented in this report by occupational classes numbered 1-79 plus class 80.

Telecommunications services provided the public by railways are included, in detail, in S.I.C. Industry **544 Telephone Systems** and **545 Telegraph and Cable Systems**. Highway Transport (Rail) Operations are classified to S.I.C. Industry **507 Truck Transport** and Outside Operations, as shown herein, are treated as separate industries and establishments and included under various S.I.C. codes. Hotels, for example, which are included under Outside Operations, are classified to S.I.C. Industry **875 Hotels Restaurants and Taverns**.

Grand totals of divisions 1 to 83 throughout this report include details relating to employees residing outside Canada whose salaries and wages are charged to Canadian operations.

Statistical Analysis

Employment in companies conducting railway, express, highway transport (rail) services, telecommunications and other operations relevant to all railways in Canada averaged 137,671 in 1968 or 8.4 per cent less than the 150,218 persons recorded in 1967. This decline continues a downward trend; the cumulative decrease from 1956 to 1968 was 36 per cent, an annual average fall of 2.6 per cent. Total compensation, at \$936 million was less than the 1967 total of \$942 million but \$156 million more than in 1956. The average rate per hour was \$3.10, a rise of 24 cents on the previous year. Compared with 1956 it was up \$1.34, an average annual increment of 4.8 per cent.

The average of salaries and wages for all employees was \$6,801 in 1968, compared with \$6,274 in the previous year. The proportion of salaries and wages charged to operating expenses increased from 87.8 per cent in 1967 to 88.2 per cent in the year under review.

In the field of labour relations the major railways concluded settlements with various unions during 1968. One of these, with the Brotherhood of Locomotive Firemen and Enginemen, provided for wage increases over a three year period of 24 per cent for passenger firemen and hostlers and 15 per cent to 18 per cent for firemen in freight and yard services. Agreement with the non-operating unions was reached late in the year calling for a two-year contract with wage increases of 6½ per cent January 1, 1969 and 6½ per cent January 1, 1970 based on 1969 rates. In both cases settlements provided for improved vacations and other fringe benefits.

The 1968 average number of employees of the Canadian National system was 78,657, a reduction of 8.8 per cent on the 1967 average. The number of service hours paid for declined by the same amount, although total compensation fell by only 1.7 per cent. Average hourly pay increased from \$2.87 to \$3.10 and the annual pay from \$6,381 to \$6,878. The ratio of salaries and wages charged to operating expenses was 87 per cent. Included in occupational class 83 are 312 employees operating the Government of Ontario "Go" commuter service.

The decrease in the number of Canadian Pacific employees was a little higher than that for the other major network, falling to 48,626 from 53,547 or 9.2 per cent. Service hours paid for declined 8.5 per cent yet total compensation was virtually unchanged. The rate per hour jumped 26 cents to \$3.08 and the annual pay \$608 to \$6,658. The "operating" ratio was 89 per cent.

Class II railways also employed fewer people although the fall from 9,914 to 9,862 was much less than that recorded by Class I roads. Service hours paid for declined slightly (1.4 per cent) but total compensation increased, by 4.9 per cent, as a result of a 20 cents per hour gain in pay. The average annual pay in 1968 was \$6,968, up \$359 on the previous year. The proportion of salaries and wages charged to operating expenses was 92 per cent.

The following table shows the relative increase in railway salaries and wages, by function in 1967 and 1968. Averages of the years 1956, 1957 and 1958 have been used as a base in the calculation of this index.

The chart on page 6 shows the change in the number of employees by function over the decade ending 1968, during which time the "Total" fell by

**Index of Average Salaries and Wages
of Class I and II Railways, 1967 and 1968**

Function	Index	
	1967	1968
General	170.3	185.8
Road maintenance	182.7	198.7
Equipment maintenance	165.8	180.4
Transportation	151.0	161.8
Other operations	171.9	187.3

a little more than a quarter. Compared with 1959 there has been an absolute and relative increase in the numbers employed in "Transportation". The greatest decreases occurred in the numbers employed in "General" and "Other operations" functions; each of which is down to almost half the 1959 level.

July 28, 1969.

TABLE 1. Employees and their Compensation, 1968 - 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	
General								
01	001	Managerial and supervisory	893	1,853,878	12,000,995	2,076	6.47	13,439
02	011	Professional, technical, and staff assistants	1,568	3,299,857	14,657,407	2,105	4.44	9,348
03	022	Chief clerks, assistant chief clerks and office supervisors	636	1,354,558	4,901,378	2,130	3.62	7,707
04	023	Clerks and related occupations	4,774	10,130,723	27,997,758	2,122	2.76	5,865
05	041	Foremen, assistant foremen, and sub-foremen, stores	69	147,957	488,708	2,144	3.30	7,083
06	052	Miscellaneous tradesmen and service vehicle operators	152	324,185	991,152	2,133	3.06	6,521
07	053	Constables and policemen	550	1,164,764	3,874,564	2,118	3.33	7,045
08	062	Storemen (non-clerical)	918	1,953,537	5,172,853	2,128	2.65	5,635
09	072	Stores labourers	349	725,810	1,786,991	2,080	2.46	5,120
10	073	General office service attendants	67	136,058	310,870	2,031	2.28	4,640
Totals			9,976	21,091,327	72,182,676	2,114	3.42	7,236
Road maintenance								
11	101	Managerial and supervisory	615	1,298,062	6,302,600	2,111	4.85	10,248
12	111	Professional, technical, and staff assistants	592	1,262,923	5,023,142	2,133	3.98	8,485
13	121	Clerical	383	830,726	2,375,644	2,169	2.86	6,203
14	142	Bridge and building foremen	257	568,524	1,924,871	2,212	3.39	7,490
15	143	Extra gang and snow plow foremen	145	413,720	1,337,234	2,853	3.23	9,222
16	144	Section foremen	1,786	3,985,144	11,131,889	2,231	2.79	6,233
17	145	Signal and electrical transmission foremen	35	78,988	332,364	2,257	4.21	9,496
18	152	Bridge and building tradesmen and bridge operators	1,368	3,048,507	8,479,458	2,228	2.78	6,198
19	153	Work equipment operators, maintainers and mechanics	675	1,780,553	5,515,939	2,638	3.10	8,172
20	154	Signal and interlocker maintainers and mechanics	492	1,215,306	3,946,352	2,470	3.25	8,021
21	162	Bridge and building helpers	108	240,711	594,349	2,229	2.47	5,503
22	163	Work equipment helpers	111	280,443	742,603	2,527	2.65	6,690
23	164	Signal helpers and apprentices	359	791,091	2,098,796	2,204	2.65	5,846
24	165	Sectionmen, crossing watchmen and gatemen	4,744	10,554,921	25,446,496	2,225	2.41	5,364
25	172	Bridge and building, signal and work equipment labourers	125	263,792	627,955	2,110	2.38	5,024
26	173	Extra gang labourers	703	2,032,300	3,814,238	2,891	1.88	5,426
Totals			12,498	28,645,711	79,693,930	2,292	2.78	6,377
Equipment maintenance								
27	201	Managerial and supervisory	1,371	2,937,872	12,210,766	2,142	4.16	8,906
28	211	Professional, technical, and staff assistants	441	932,520	3,846,270	2,115	4.12	8,722
29	221	Clerical	446	956,547	2,713,022	2,145	2.84	6,083
30	252	Blacksmiths and boilermakers	427	925,408	2,971,350	2,167	3.21	6,959
31	253	Carmen - Coach, locomotive and freight	4,629	10,223,923	32,114,392	2,209	3.14	6,945
32	254	Electrical workers, linemen and groundmen	1,341	2,918,011	9,304,382	2,176	3.19	6,938
33	255	Machinists and moulders	1,941	4,203,161	13,490,974	2,165	3.21	6,951
34	256	Pipefitters and sheet metal workers	847	1,837,931	5,897,991	2,170	3.21	6,963
35	258	Stationary engineers	40	93,121	303,118	2,328	3.26	7,578
36	262	Helpers to mechanics	1,161	2,550,572	6,773,450	2,197	2.66	5,834
37	263	Apprentices	905	1,903,035	4,455,545	2,103	2.34	4,923
38	264	Stationary firemen and oilers	75	164,298	450,372	2,191	2.74	6,005
39	272	Coach cleaners	643	1,422,210	3,400,939	2,212	2.39	5,259
40	273	Classified labourers	1,162	2,538,523	6,256,579	2,185	2.46	5,384
41	274	Unclassified labourers	663	1,425,335	3,344,732	2,150	2.35	5,045
Totals			16,092	35,032,467	107,533,882	2,177	3.07	6,682

TABLE 1. Employees and their Compensation, 1968 - 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	
Transportation								
42	302	Managerial and supervisory	765	1,625,286	8,221,466	2,125	5.06	10,747
43	303	Supervisory and assistant supervisory agents	219	482,862	1,628,455	2,205	3.37	7,436
44	312	Professional, technical, and staff assistants	468	986,987	4,004,844	2,109	4.06	8,557
45	313	Train dispatchers and traffic supervisors	294	645,324	2,765,954	2,195	4.29	9,408
46	322	Chief clerks and assistant chief clerks	251	535,093	1,888,122	2,132	3.53	7,522
47	323	Clerks and related occupations	4,327	9,380,099	26,230,716	2,168	2.80	6,062
48	324	Checkers (car and freight)	435	1,001,151	2,668,476	2,301	2.67	6,134
49	325	Station agents, telegraphers, caretaker agents and levermen	2,027	4,784,908	14,796,989	2,361	3.09	7,300
50	326	Baggage and station attendants	367	810,383	1,955,497	2,208	2.41	5,328
51	341	Foremen and assistant foremen in freight sheds	210	453,988	1,518,289	2,162	3.34	7,230
52	352	Dining car stewards, chefs and cooks	648	1,499,423	4,386,578	2,314	2.93	6,769
53	353	Restaurant managers, chefs and cooks	30	67,574	197,133	2,252	2.92	6,571
54	354	Sleeping and parlour car conductors	103	253,757	832,149	2,464	3.28	8,079
55	355	Motor vehicle mechanics	—	48	192	...	4.00	...
56	362	Revenue motor vehicle drivers and helpers	1,669	3,630,411	9,872,365	2,175	2.72	5,915
57	363	Freight handlers and freight shed operators	3,111	6,568,340	17,518,504	2,111	2.67	5,631
58	364	Sleeping and parlour car porters and other train attendants	693	1,627,221	4,008,186	2,348	2.46	5,784
59	365	Dining car waiters and kitchen helpers	882	2,026,192	4,773,807	2,297	2.36	5,412
60	366	Restaurant waiters and kitchen helpers	20	46,626	100,684	2,331	2.16	5,034
61	367	News agents	—	—	—	—	—	—
62	368	Garage servicemen and helpers to mechanics	—	631	1,655	...	2.62	...
63	371	Transportation labourers	651	1,433,818	3,461,946	2,202	2.42	5,318
64	391	Floating equipment employees	483	1,388,502	3,545,243	2,875	2.55	7,340
		Sub-totals	17,653	39,248,624	114,377,250	2,223	2.92	6,479
65	432	Yardmasters and assistant yardmasters	364	822,004	3,230,179	2,258	3.93	8,874
66	433	Switchtenders	135	293,140	791,697	2,171	2.70	5,864
67	434	Hostlers	221	514,272	1,391,287	2,327	2.71	6,295
		Sub-totals	720	1,629,416	5,413,163	2,263	3.32	7,518
68	435	Road passenger conductors	309	684,505	3,234,312	2,215	4.73	10,467
69	436	Road freight conductors	1,137	2,736,088	11,456,752	2,406	4.19	10,076
70	437	Road passenger brakemen and baggagemen	694	1,484,035	5,985,546	2,138	4.03	8,625
71	438	Road freight brakemen	2,242	5,127,422	19,268,699	2,287	3.76	8,594
72	532	Yard foremen and car retarder operators	1,174	2,601,675	8,837,535	2,216	3.40	7,528
73	533	Yard helpers	2,157	4,800,042	15,155,065	2,225	3.16	7,026
74	534	Road passenger engineers and motormen	409	751,608	4,433,782	1,838	5.90	10,841
75	535	Road freight engineers and motormen	1,239	2,755,277	12,427,107	2,224	4.51	10,030
76	536	Yard engineers and motormen	1,003	2,481,510	8,322,225	2,474	3.35	8,297
77	537	Road passenger firemen and helpers	311	566,244	3,097,605	1,821	5.47	9,960
78	538	Road freight firemen and helpers	860	1,888,603	6,546,067	2,196	3.47	7,612
79	539	Yard firemen and helpers	359	921,108	2,157,642	2,566	2.34	6,010
		Sub-totals	11,894	26,798,117	100,922,337	2,253	3.77	8,485
		Totals	30,267	67,676,157	220,712,750	2,236	3.26	7,292
		Totals, divisions 1 to 79	68,833	152,445,662	480,123,238	2,215	3.15	6,975
Other operations								
80	691	Express	233	531,466	1,473,634	2,281	2.77	6,325
81	791	Highway transport (rail)	300	662,352	1,934,608	2,208	2.92	6,449
82	891	Telecommunications	4,502	10,069,015	32,016,701	2,237	3.18	7,112
83	991	Outside operations	4,789	10,772,932	25,423,269	2,250	2.36	5,309
		Totals	9,824	22,035,765	60,848,212	2,243	2.76	6,194
		Grand totals	78,657	174,481,427	540,971,450¹	2,218	3.10	6,878
		Number of female employees (included above)	4,628	—	—	—	—	—
		Salaries and wages charged to operating expenses	—	—	470,880,608	—	—	—

¹ Includes \$1,380,843 paid to 273 employees residing outside Canada charged to Canadian lines.

TABLE 2. Employees and their Compensation, 1968 - 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	
General								
01	001	Managerial and supervisory	423	896,013	7,309,633	2,118	8.16	17,280
02	011	Professional, technical, and staff assistants	962	2,037,730	8,450,874	2,118	4.15	8,785
03	022	Chief clerks, assistant chief clerks and office supervisors	389	826,668	3,224,310	2,125	3.90	8,289
04	023	Clerks and related occupations	3,037	6,473,432	16,116,572	2,132	2.49	5,307
05	041	Foremen, assistant foremen, and sub-foremen, stores	84	178,640	581,312	2,127	3.25	6,920
06	052	Miscellaneous tradesmen and service vehicle operators	114	245,761	712,205	2,156	2.90	6,247
07	053	Constables and policemen	446	949,079	3,036,386	2,128	3.20	6,808
08	062	Storemen (non-clerical)	154	336,490	913,257	2,185	2.71	5,930
09	072	Stores labourers	88	188,248	471,781	2,139	2.51	5,361
10	073	General office service attendants	100	203,351	442,111	2,034	2.17	4,421
		Totals	5,797	12,335,412	41,258,441	2,128	3.34	7,117
Road maintenance								
11	101	Managerial and supervisory	393	845,291	4,129,501	2,151	4.89	10,508
12	111	Professional, technical, and staff assistants	238	508,248	2,086,092	2,135	4.10	8,765
13	121	Clerical	125	267,219	748,564	2,138	2.80	5,982
14	142	Bridge and building foremen	115	267,836	843,988	2,329	3.15	7,339
15	143	Extra gang and snow plow foremen	97	273,193	888,286	2,816	3.25	9,158
16	144	Section foremen	1,248	2,784,140	7,619,058	2,231	2.74	6,105
17	145	Signal and electrical transmission foremen	37	83,580	330,372	2,259	3.95	8,929
18	152	Bridge and building tradesmen and bridge operators	572	1,249,490	3,580,188	2,184	2.87	6,259
19	153	Work equipment operators, maintainers and mechanics	516	1,353,470	4,166,033	2,623	3.08	8,074
20	154	Signal and interlocker maintainers and mechanics	261	644,059	1,898,558	2,468	2.95	7,274
21	162	Bridge and building helpers	17	37,588	100,001	2,211	2.66	5,882
22	163	Work equipment helpers	63	150,108	402,264	2,383	2.68	6,385
23	164	Signal helpers and apprentices	86	221,699	577,985	2,578	2.61	6,721
24	165	Sectionmen, crossing watchmen and gatemen	2,157	4,844,362	11,758,878	2,246	2.43	5,451
25	172	Bridge and building, signal and work equipment labourers	119	264,341	609,827	2,221	2.31	5,125
26	173	Extra gang labourers	560	1,665,755	3,282,260	2,975	1.97	5,861
		Totals	6,604	15,460,379	43,021,855	2,341	2.78	6,515
Equipment maintenance								
27	201	Managerial and supervisory	888	1,895,930	8,352,392	2,135	4.41	9,406
28	211	Professional, technical, and staff assistants	178	388,930	1,563,965	2,185	4.02	8,786
29	221	Clerical	363	816,967	2,092,428	2,251	2.56	5,764
30	252	Blacksmiths and boilermakers	234	497,106	1,608,486	2,124	3.24	6,874
31	253	Carmen - Coach, locomotive and freight	3,060	6,582,345	20,682,774	2,151	3.14	6,759
32	254	Electrical workers, linemen and groundmen	619	1,313,436	4,238,262	2,122	3.23	6,847
33	255	Machinists and moulders	1,137	2,406,779	7,758,626	2,117	3.22	6,824
34	256	Pipefitters and sheet metal workers	341	721,171	2,327,043	2,115	3.23	6,824
35	258	Stationary engineers	47	112,956	371,576	2,403	3.29	7,906
36	262	Helpers to mechanics	1,444	3,072,225	8,208,996	2,128	2.67	5,685
37	263	Apprentices	462	956,949	2,256,533	2,071	2.36	4,884
38	264	Stationary firemen and oilers	89	216,830	573,744	2,436	2.65	6,447
39	272	Coach cleaners	346	738,551	1,775,251	2,135	2.40	5,131
40	273	Classified labourers	960	2,075,489	4,981,743	2,162	2.40	5,189
41	274	Unclassified labourers	660	1,409,482	3,312,669	2,136	2.35	5,019
		Totals	10,828	23,205,146	70,104,488	2,143	3.02	6,474

TABLE 2. Employees and their Compensation, 1968 - 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	
Transportation								
42	302	Managerial and supervisory	306	651,388	3,671,283	2,129	5.64	11,998
43	303	Supervisory and assistant supervisory agents	97	223,864	831,830	2,308	3.72	8,576
44	312	Professional, technical, and staff assistants	258	559,000	2,074,484	2,167	3.71	8,041
45	313	Train dispatchers and traffic supervisors	178	390,364	1,716,150	2,193	4.40	9,641
46	322	Chief clerks and assistant chief clerks	250	542,579	1,768,366	2,170	3.26	7,073
47	323	Clerks and related occupations	2,072	4,465,307	12,184,597	2,155	2.73	5,881
48	324	Checkers (car and freight)	600	1,310,638	3,550,883	2,184	2.71	5,918
49	325	Station agents, telegraphers, caretaker agents and levermen	1,593	3,524,816	10,508,103	2,213	2.98	6,596
50	326	Baggage and station attendants	276	597,620	1,460,524	2,165	2.44	5,292
51	341	Foremen and assistant foremen in freight sheds	183	397,380	1,305,044	2,171	3.28	7,131
52	352	Dining car stewards, chefs and cooks	209	459,069	1,230,075	2,197	2.68	5,886
53	353	Restaurant managers, chefs and cooks	8	17,133	36,315	2,142	2.12	4,539
54	354	Sleeping and parlour car conductors	42	89,094	301,235	2,121	3.38	7,172
55	355	Motor vehicle mechanics	57	127,194	379,649	2,231	2.98	6,661
56	362	Revenue motor vehicle drivers and helpers	276	711,644	2,179,357	2,578	3.06	7,896
57	363	Freight handlers and freight shed operators	2,252	4,439,187	11,957,830	1,971	2.69	5,310
58	364	Sleeping and parlour car porters and other train attendants	292	632,267	1,626,916	2,165	2.57	5,572
59	365	Dining car waiters and kitchen helpers	140	294,539	675,506	2,104	2.29	4,825
60	366	Restaurant waiters and kitchen helpers	9	15,792	22,505	1,755	1.43	2,501
61	367	News agents	81	166,543	518,656	2,056	3.11	6,403
62	368	Garage servicemen and helpers to mechanics	36	79,293	211,566	2,203	2.67	5,877
63	371	Transportation labourers	349	760,090	1,730,519	2,178	2.28	4,959
64	391	Floating equipment employees	16	39,637	106,469	2,477	2.69	6,654
Sub-totals			9,580	20,494,438	60,047,862	2,139	2.93	6,268
65	432	Yardmasters and assistant yardmasters	267	533,484	2,101,576	1,998	3.94	7,871
66	433	Switchtenders	60	114,241	307,690	1,904	2.69	5,128
67	434	Hostlers	68	162,558	426,363	2,391	2.62	6,270
Sub-totals			395	810,283	2,835,629	2,051	3.50	7,179
68	435	Road passenger conductors	115	252,381	1,158,311	2,195	4.59	10,072
69	436	Road freight conductors	769	1,844,721	7,932,749	2,399	4.30	10,316
70	437	Road passenger brakemen and baggagemen	216	408,856	1,690,471	1,893	4.13	7,826
71	438	Road freight brakemen	1,860	3,479,778	13,298,125	1,871	3.82	7,150
72	532	Yard foremen and car retarder operators	832	1,704,015	5,730,578	2,048	3.36	6,888
73	533	Yard helpers	1,613	3,459,619	10,810,057	2,145	3.12	6,702
74	534	Road passenger engineers and motormen	136	245,030	1,421,170	1,802	5.80	10,450
75	535	Road freight engineers and motormen	844	1,977,313	9,072,108	2,343	4.59	10,749
76	536	Yard engineers and motormen	692	1,724,083	5,694,463	2,491	3.30	8,229
77	537	Road passenger firemen and helpers	83	127,673	613,499	1,538	4.81	7,392
78	538	Road freight firemen and helpers	772	1,682,792	5,712,231	2,180	3.39	7,399
79	539	Yard firemen and helpers	363	934,940	2,118,934	2,576	2.27	5,837
Sub-totals			8,295	17,841,201	65,252,696	2,151	3.66	7,867
Totals			18,270	39,145,922	128,136,187	2,143	3.27	7,013
Totals, divisions 1 to 79			41,499	90,146,859	282,520,971	2,172	3.13	6,808
Other operations								
80	691	Express	3,147	6,389,012	17,608,034	2,030	2.76	5,595
81	791	Highway transport (rail)	—	—	—	—	—	—
82	891	Telecommunications	2,819	6,123,402	18,207,046	2,172	2.97	6,459
83	991	Outside operations	1,161	2,584,325	5,393,517	2,226	2.09	4,646
Totals			7,127	15,096,739	41,208,597	2,118	2.73	5,782
Grand totals			48,626	105,243,598	323,729,568¹	2,164	3.08	6,658
Number of female employees (included above)			3,156	—	—	—	—	—
Salaries and wages charged to operating expenses			—	—	288,978,706	—	—	—

¹ Includes \$7,009,606 paid to 983 employees residing outside Canada charged to Canadian lines.

TABLE 3. Employees and their Compensation, 1968 - Class II Railways¹

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		
General								
01	001	Managerial and supervisory	140	267,306	1,762,145	1,909	6.59	12,587
02	011	Professional, technical, and staff assistants	55	112,263	497,675	2,041	4.43	9,049
03	022	Chief clerks, assistant chief clerks and office supervisors	69	140,780	566,447	2,040	4.02	8,209
04	023	Clerks and related occupations	459	947,719	2,710,319	2,065	2.86	5,905
05	041	Foremen, assistant foremen, and sub-foremen, stores	24	53,326	190,908	2,222	3.58	7,954
06	052	Miscellaneous tradesmen and service vehicle operators	13	24,126	75,602	1,856	3.13	5,816
07	053	Constables and policemen	49	99,526	329,793	2,031	3.31	6,730
08	062	Storemen (non-clerical)	73	122,622	364,753	1,680	2.97	4,997
09	072	Stores labourers	16	37,517	95,406	2,345	2.54	5,963
10	073	General office service attendants	23	45,629	98,871	1,984	2.17	4,299
Totals			921	1,850,814	6,691,919	2,010	3.62	7,266
Road maintenance								
11	101	Managerial and supervisory	89	196,150	954,919	2,204	4.87	10,729
12	111	Professional, technical, and staff assistants	127	253,141	923,425	1,993	3.65	7,271
13	121	Clerical	76	152,932	549,133	2,012	3.59	7,225
14	142	Bridge and building foremen	55	90,297	340,942	1,642	3.78	6,199
15	143	Extra gang and snow plow foremen	94	179,815	668,013	1,913	3.72	7,107
16	144	Section foremen	323	662,017	2,003,105	2,050	3.03	6,202
17	145	Signal and electrical transmission foremen	33	53,576	236,234	1,624	4.41	7,159
18	152	Bridge and building tradesmen and bridge operators	359	660,171	2,061,483	1,839	3.12	5,742
19	153	Work equipment operators, maintainers and mechanics	201	479,543	1,666,680	2,386	3.48	8,292
20	154	Signal and interlocker maintainers and mechanics	153	261,032	942,621	1,706	3.61	6,161
21	162	Bridge and building helpers	28	64,222	165,122	2,294	2.57	5,897
22	163	Work equipment helpers	16	39,392	112,894	2,462	2.87	7,056
23	164	Signal helpers and apprentices	—	899	2,540	...	2.83	...
24	165	Sectionmen, crossing watchmen and gatemen	1,019	2,124,804	5,106,627	2,085	2.40	5,011
25	172	Bridge and building, signal and work equipment labourers	57	122,499	331,725	2,149	2.71	5,820
26	173	Extra gang labourers	420	1,009,233	2,455,731	2,403	2.43	5,847
Totals			3,050	6,349,723	18,521,194	2,082	2.92	6,073
Equipment maintenance								
27	201	Managerial and supervisory	189	415,038	1,790,491	2,196	4.31	9,473
28	211	Professional, technical, and staff assistants	22	48,288	197,121	2,195	4.08	8,960
29	221	Clerical	57	97,905	278,124	1,718	2.84	4,879
30	252	Blacksmiths and boilermakers	63	139,872	523,442	2,220	3.74	8,309
31	253	Carmen - Coach, locomotive and freight	537	1,140,691	3,899,573	2,124	3.42	7,262
32	254	Electrical workers, linemen and groundmen	92	180,548	600,350	1,962	3.33	6,526
33	255	Machinists and moulders	297	647,138	2,331,032	2,179	3.60	7,849
34	256	Pipefitters and sheet metal workers	27	56,788	179,227	2,103	3.16	6,638
35	258	Stationary engineers	5	11,705	49,343	2,341	4.22	9,869
36	262	Helpers to mechanics	253	534,104	1,563,232	2,111	2.93	6,179
37	263	Apprentices	51	105,290	267,584	2,064	2.54	5,247
38	264	Stationary firemen and oilers	5	11,783	32,637	2,357	2.77	6,527
39	272	Coach cleaners	37	75,684	191,414	2,046	2.53	5,173
40	273	Classified labourers	156	315,377	825,083	2,022	2.62	5,289
41	274	Unclassified labourers	112	219,959	598,388	1,964	2.72	5,343
Totals			1,903	4,000,170	13,327,041	2,102	3.33	7,003

See footnote at end of table.

TABLE 3. Employees and their Compensation, 1968 - Class II Railways¹ - 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
Transportation							dollars	
					\$			
42	302	Managerial and supervisory	85	181,378	923,501	2,134	5.09	10,865
43	303	Supervisory and assistant supervisory agents.....	27	58,030	227,111	2,149	3.91	8,412
44	312	Professional, technical, and staff assistants	6	11,382	42,027	1,897	3.69	7,004
45	313	Train dispatchers and traffic supervisors	79	174,006	697,219	2,203	4.01	8,826
46	322	Chief clerks and assistant chief clerks	29	69,429	235,480	2,394	3.39	8,120
47	323	Clerks and related occupations	319	641,659	1,758,027	2,011	2.74	5,511
48	324	Checkers (car and freight)	70	152,879	403,685	2,184	2.64	5,767
49	325	Station agents, telegraphers, caretaker agents and levermen	342	752,042	2,311,453	2,199	3.07	6,759
50	326	Baggage and station attendants	11	22,849	66,946	2,077	2.93	6,086
51	341	Foremen and assistant foremen in freight sheds	24	51,991	171,657	2,166	3.30	7,152
52	352	Dining car stewards, chefs and cooks	15	34,681	84,212	2,312	2.43	5,614
53	353	Restaurant managers, chefs and cooks.....	3	6,282	16,323	2,094	2.60	5,441
54	354	Sleeping and parlour car conductors	—	—	—	—	—	—
55	355	Motor vehicle mechanics	6	12,741	45,232	2,124	3.55	7,539
56	362	Revenue motor vehicle drivers and helpers	58	130,500	383,540	2,250	2.94	6,613
57	363	Freight handlers and freight shed operators	82	169,064	527,647	2,062	3.12	6,435
58	364	Sleeping and parlour car porters and other train attendants	15	29,389	84,383	1,959	2.87	5,626
59	365	Dining car waiters and kitchen helpers	4	9,159	22,075	2,290	2.41	5,519
60	366	Restaurant waiters and kitchen helpers	3	4,266	8,855	1,422	2.08	2,952
61	367	News agents	—	—	—	—	—	—
62	368	Garage servicemen and helpers to mechanics	1	2,118	6,766	2,118	3.19	6,766
63	371	Transportation labourers	44	82,001	225,884	1,864	2.75	5,134
64	391	Floating equipment employees	17	36,710	101,549	2,159	2.77	5,973
		Sub-totals	1,240	2,632,556	8,343,572	2,123	3.17	6,729
65	432	Yardmasters and assistant yardmasters	62	133,505	564,218	2,153	4.23	9,100
66	433	Switchtenders	4	9,115	24,885	2,279	2.73	6,221
67	434	Hostlers.....	27	59,286	182,646	2,196	3.08	6,765
		Sub-totals	93	201,906	771,749	2,171	3.82	8,298
68	435	Road passenger conductors	33	83,489	311,228	2,530	3.73	9,431
69	436	Road freight conductors	256	706,514	2,669,167	2,760	3.78	10,426
70	437	Road passenger brakemen and baggagemen.....	53	139,736	447,793	2,637	3.20	8,449
71	438	Road freight brakemen.....	555	1,262,058	4,188,846	2,274	3.32	7,547
72	532	Yard foreman and car retarder operators	162	374,612	1,322,664	2,312	3.53	8,165
73	533	Yard helpers	309	628,899	2,239,764	2,035	3.56	7,248
74	534	Road passenger engineers and motormen	34	79,596	350,278	2,341	4.40	10,302
75	535	Road freight engineers and motormen	267	694,070	2,958,391	2,600	4.26	11,080
76	536	Yard engineers and motormen	151	372,621	1,428,979	2,468	3.83	9,463
77	537	Road passenger firemen and helpers.....	29	64,926	252,920	2,239	3.90	8,721
78	538	Road freight firemen and helpers	115	234,258	916,477	2,037	3.91	7,969
79	539	Yard firemen and helpers	76	159,495	477,752	2,099	3.00	6,286
		Sub-totals	2,040	4,800,274	17,564,259	2,353	3.66	8,610
		Totals	3,373	7,634,736	26,679,580	2,263	3.49	7,910
		Totals, divisions 1 to 79	9,247	19,835,443	65,219,734	2,145	3.29	7,053
Other operations								
80	691	Express	111	252,120	698,949	2,271	2.77	6,297
81	791	Highway transport (rail)	—	—	—	—	—	—
82	891	Telecommunications	457	856,144	2,552,570	1,873	2.98	5,585
83	991	Outside operations.....	47	90,515	248,066	1,926	2.74	5,278
		Totals	615	1,198,779	3,499,585	1,949	2.92	5,690
		Grand totals	9,862	21,034,222	68,719,319²	2,133	3.27	6,968
		Number of female employees (included above)	265	—	—	—	—	—
		Salaries and wages charged to operating expenses	—	—	63,273,209	—	—	—

¹ Excludes 175 employees, 375,000 hours, and \$2,036,090 of the B.C. Hydro and Power Authority Railway Co. Ltd. for which only an arbitrary breakdown is available.

² Includes \$980,564 paid to 127 employees residing outside Canada charged to Canadian lines.

TABLE 4. Employees and their Compensation, 1968 - 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	
		General						
01	001	Managerial and supervisory	1,456	3,017,197	21,072,773	2,072	6.98	14,473
02	011	Professional, technical, and staff assistants	2,585	5,449,850	23,605,956	2,108	4.33	9,132
03	022	Chief clerks, assistant chief clerks and office supervisors	1,094	2,322,006	8,692,135	2,122	3.74	7,945
04	023	Clerks and related occupations.....	8,270	17,551,874	46,824,649	2,122	2.67	5,662
05	041	Foremen, assistant foremen, and sub-foremen, stores	177	379,923	1,260,928	2,146	3.32	7,124
06	052	Miscellaneous tradesmen and service vehicle operators.....	279	594,072	1,778,959	2,129	2.99	6,376
07	053	Constables and policemen	1,045	2,213,369	7,240,743	2,118	3.27	6,929
08	062	Storemen (non-clerical).....	1,145	2,412,649	6,450,863	2,107	2.67	5,634
09	072	Stores labourers	453	951,575	2,354,178	2,101	2.47	5,197
10	073	General office service attendants.....	190	385,038	851,852	2,027	2.21	4,483
		Totals	16,694	35,277,553	120,133,036	2,113	3.41	7,196
		Road maintenance						
11	101	Managerial and supervisory	1,097	2,339,503	11,387,020	2,133	4.87	10,380
12	111	Professional, technical, and staff assistants	957	2,024,312	8,032,659	2,115	3.97	8,394
13	121	Clerical	584	1,250,877	3,673,341	2,142	2.94	6,290
14	142	Bridge and building foremen	427	926,657	3,109,801	2,170	3.36	7,283
15	143	Extra gang and snow plow foremen	336	866,728	2,893,533	2,580	3.34	8,612
16	144	Section foremen	3,357	7,431,301	20,754,052	2,214	2.79	6,182
17	145	Signal and electrical transmission foremen.....	105	216,144	898,970	2,059	4.16	8,562
18	152	Bridge and building tradesmen and bridge operators.....	2,299	4,958,168	14,121,129	2,157	2.85	6,142
19	153	Work equipment operators, maintainers and mechanics.....	1,392	3,613,566	11,348,652	2,596	3.14	8,153
20	154	Signal and interlocker maintainers and mechanics.....	906	2,120,397	6,787,531	2,340	3.20	7,492
21	162	Bridge and building helpers	153	342,521	859,472	2,239	2.51	5,617
22	163	Work equipment helpers	190	469,943	1,257,761	2,473	2.68	6,620
23	164	Signal helpers and apprentices	445	1,013,689	2,679,321	2,278	2.64	6,021
24	165	Sectionmen, crossing watchmen and gatemen	7,920	17,524,087	42,312,001	2,213	2.41	5,342
25	172	Bridge and building, signal and work equipment labourers	301	650,632	1,569,507	2,162	2.41	5,214
26	173	Extra gang labourers	1,683	4,707,288	9,552,229	2,797	2.03	5,676
		Totals	22,152	50,455,813	141,236,979	2,278	2.80	6,376
		Equipment maintenance						
27	201	Managerial and supervisory	2,448	5,248,840	22,353,649	2,144	4.26	9,131
28	211	Professional, technical, and staff assistants	641	1,369,738	5,607,356	2,137	4.09	8,748
29	221	Clerical	866	1,871,419	5,083,574	2,161	2.72	5,870
30	252	Blacksmiths and boilermakers	724	1,562,386	5,103,278	2,158	3.27	7,049
31	253	Carmen - Coach, locomotive and freight	8,226	17,946,959	56,696,739	2,182	3.16	6,892
32	254	Electrical workers, linemen and groundmen	2,052	4,411,995	14,142,994	2,150	3.21	6,892
33	255	Machinists and moulders	3,375	7,257,078	23,580,632	2,150	3.25	6,987
34	256	Pipefitters and sheet metal workers.....	1,215	2,615,890	8,404,261	2,153	3.21	6,917
35	258	Stationary engineers.....	92	217,782	724,037	2,367	3.32	7,870
36	262	Helpers to mechanics	2,858	6,156,901	16,545,678	2,154	2.69	5,789
37	263	Apprentices	1,418	2,965,274	6,979,662	2,091	2.35	4,922
38	264	Stationary firemen and oilers.....	169	392,911	1,056,753	2,325	2.69	6,253
39	272	Coach cleaners	1,026	2,236,445	5,367,604	2,180	2.40	5,232
40	273	Classified labourers	2,278	4,929,389	12,063,405	2,164	2.45	5,296
41	274	Unclassified labourers	1,435	3,054,776	7,255,789	2,129	2.38	5,056
		Totals	28,823	62,237,783	190,965,411	2,159	3.07	6,625

TABLE 4. Employees and their Compensation, 1968 - 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		
Transportation								
42	302	Managerial and supervisory	1,156	2,458,052	12,816,250	2,126	5.21	11,087
43	303	Supervisory and assistant supervisory agents	343	764,756	2,687,396	2,230	3.51	7,835
44	312	Professional, technical, and staff assistants	732	1,557,369	6,121,355	2,128	3.93	8,362
45	313	Train dispatchers and traffic supervisors	551	1,209,694	5,179,323	2,195	4.28	9,400
46	322	Chief clerks and assistant chief clerks	530	1,147,101	3,891,968	2,164	3.39	7,343
47	323	Clerks and related occupations	6,718	14,487,065	40,173,340	2,156	2.77	5,980
48	324	Checkers (car and freight)	1,105	2,464,668	6,623,044	2,230	2.69	5,994
49	325	Station agents, telegraphers, caretaker agents and levermen	3,962	9,061,766	27,616,545	2,287	3.05	6,970
50	326	Baggage and station attendants	654	1,430,852	3,482,967	2,188	2.43	5,326
51	341	Foremen and assistant foremen in freight sheds	417	903,359	2,994,990	2,166	3.32	7,182
52	352	Dining car stewards, chefs and cooks	872	1,993,173	5,700,865	2,286	2.86	6,538
53	353	Restaurant managers, chefs and cooks	41	90,989	249,771	2,219	2.74	6,092
54	354	Sleeping and parlour car conductors	145	342,851	1,133,384	2,364	3.31	7,816
55	355	Motor vehicle mechanics	63	139,983	425,073	2,222	3.04	6,747
56	362	Revenue motor vehicle drivers and helpers	2,003	4,472,555	12,435,262	2,233	2.78	6,208
57	363	Freight handlers and freight shed operators	5,445	11,176,591	30,003,981	2,053	2.68	5,510
58	364	Sleeping and parlour car porters and other train attendants	1,000	2,288,877	5,719,485	2,289	2.50	5,719
59	365	Dining car waiters and kitchen helpers	1,026	2,329,890	5,471,388	2,271	2.35	5,333
60	366	Restaurant waiters and kitchen helpers	32	66,684	132,044	2,084	1.98	4,126
61	367	News agents	81	166,543	518,656	2,056	3.11	6,403
62	368	Garage servicemen and helpers to mechanics	37	82,042	219,987	2,217	2.68	5,946
63	371	Transportation labourers	1,044	2,275,909	5,418,349	2,180	2.38	5,190
64	391	Floating equipment employees	516	1,464,849	3,753,261	2,839	2.56	7,274
		Sub-totals	28,473	62,375,618	182,768,684	2,191	2.93	6,419
65	432	Yardmasters and assistant yardmasters	693	1,488,993	5,895,973	2,149	3.96	8,508
66	433	Switchtenders	199	416,496	1,124,272	2,093	2.70	5,650
67	434	Hostlers	316	736,116	2,000,296	2,329	2.72	6,330
		Sub-totals	1,208	2,641,605	9,020,541	2,187	3.41	7,467
68	435	Road passenger conductors	457	1,020,375	4,703,851	2,233	4.61	10,293
69	436	Road freight conductors	2,162	5,287,323	22,058,668	2,446	4.17	10,203
70	437	Road passenger brakemen and baggagemen	963	2,032,627	8,123,810	2,111	4.00	8,436
71	438	Road freight brakemen	4,657	9,869,258	36,755,670	2,119	3.72	7,893
72	532	Yard foremen and car retarder operators	2,168	4,680,302	15,890,777	2,159	3.40	7,330
73	533	Yard helpers	4,079	8,888,560	28,204,886	2,179	3.17	6,915
74	534	Road passenger engineers and motormen	579	1,076,234	6,205,230	1,859	5.77	10,717
75	535	Road freight engineers and motormen	2,350	5,426,660	24,457,606	2,309	4.51	10,407
76	536	Yard engineers and motormen	1,846	4,578,214	15,445,667	2,480	3.37	8,367
77	537	Road passenger firemen and helpers	423	758,843	3,964,024	1,794	5.22	9,371
78	538	Road freight firemen and helpers	1,747	3,805,653	13,174,775	2,178	3.46	7,541
79	539	Yard firemen and helpers	798	2,015,543	4,754,328	2,526	2.36	5,958
		Sub-totals	22,229	49,439,592	183,739,292	2,224	3.72	8,266
		Totals	51,910	114,456,815	375,528,517	2,205	3.28	7,234
		Totals, divisions 1 to 79	119,579	262,427,964	827,863,943	2,195	3.15	6,923
Other operations								
80	691	Express	3,491	7,172,598	19,780,617	2,055	2.76	5,666
81	791	Highway transport (rail)	300	662,352	1,934,608	2,208	2.92	6,449
82	891	Telecommunications	7,778	17,048,561	52,776,317	2,192	3.10	6,785
83	991	Outside operations	5,997	13,447,772	31,064,852	2,242	2.31	5,180
		Totals	17,566	38,331,283	105,556,394	2,182	2.75	6,009
		Grand totals	137,145	300,759,247	933,420,337¹	2,193	3.10	6,806
		Number of female employees (included above)	8,049	—	—	—	—	—
		Salaries and wages charged to operating expenses	—	—	823,132,523	—	—	—

¹ Includes \$9,371,013 paid to 1,383 employees residing outside Canada charged to Canadian lines.

TABLE 5. Employees and their Compensation, 1968 - 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	
		Summary						
01-10	001-073	General	33	67,490	238,379	2,045	3.53	7,224
11-26	101-173	Road maintenance	124	266,376	729,287	2,148	2.74	5,881
27-41	201-274	Equipment maintenance	43	98,106	302,590	2,282	3.08	7,037
42-79	302-539	Transportation	324	621,452	1,627,573	1,918	2.62	5,023
		Totals	524	1,053,424	2,897,829	2,010	2.75	5,530
80	691	Express	2	5,008	9,603	2,504	1.92	4,802
81	791	Highway transport (rail)	-	-	-	-	-	-
82	891	Telecommunications	-	-	-	-	-	-
83	991	Outside operations	-	-	-	-	-	-
		Totals	2	5,008	9,603	2,504	1.92	4,802
		Grand totals	526	1,058,432	2,907,432	2,012	2.75	5,527
		Number of female employees (included above)	28	-	-	-	-	-
		Salaries and wages charged to operating expenses	-	-	2,881,797	-	-	-
		Pullman and International Bridge Company ¹	35	58,382	203,245	1,668	3.48	5,807

¹ included with "Class III and IV Railways".

TABLE 6. Employees and their Compensation, 1968 - 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	
		Summary						
01-10	001-073	General	16,727	35,345,043	120,371,415	2,113	3.41	7,196
11-26	101-173	Road maintenance	22,276	50,722,189	141,966,266	2,277	2.80	6,373
27-41	201-274	Equipment maintenance	28,866	62,335,889	191,268,001	2,159	3.07	6,626
42-79	302-539	Transportation	52,234	115,078,267	377,156,090	2,203	3.28	7,221
		Totals	120,103	263,481,388	830,761,772	2,194	3.15	6,917
80	691	Express	3,493	7,177,606	19,790,220	2,055	2.76	5,666
81	791	Highway transport (rail)	300	662,352	1,934,608	2,208	2.92	6,449
82	891	Telecommunications	7,778	17,048,561	52,776,317	2,192	3.10	6,785
83	991	Outside operations	5,997	13,447,772	31,064,852	2,242	2.31	5,180
		Totals	17,568	38,336,291	105,565,997	2,182	2.75	6,009
		Grand totals	137,671	301,817,679	936,327,769¹	2,192	3.10	6,801
		Number of female employees (included above)	8,077	-	-	-	-	-
		Salaries and wages charged to operating expenses	-	-	826,014,320	-	-	-

¹ Includes \$9,543,737 paid to 1,420 employees residing outside Canada charged to Canadian lines.

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
GENERAL¹	
01 Executives, officers and assistants 13 B. and B. masters, roadmasters and assistants 27 General and assistant general foremen and inspectors (signal and electrical transmission) 31 General foremen, foremen and assistant foremen (equipment) 46 Chief train dispatchers	01 (001) Managerial and supervisory (general) 11 (101) Managerial and supervisory (road maintenance) 27 (201) Managerial and supervisory (equipment maintenance) 42 (302) Managerial and supervisory (transportation)
02 Professional and sub-professional assistants 09 Police inspectors, sergeants, special agents and investigators 14 Maintenance of way and scale inspectors 56 Dining car and restaurant inspectors	02 (011) Professional, technical, and staff assistants (general) 12 (111) Professional, technical, and staff assistants (road maintenance) 28 (211) Professional, technical, and staff assistants (equipment maintenance) 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) 46 (322) Chief clerks and assistant chief clerks (transportation)
04 Clerks, stenographers and office machine operators 05 Telephone switchboard operators, office boys and sorters	04 (023) Clerks and related occupations (general) 13 (121) Clerical (road maintenance) 29 (221) Clerical (equipment maintenance) 47 (323) Clerks and related occupations (transportation) 48 (324) Checkers (transportation)
06 Janitors and other building attendants	10 (073) General office service attendants
07 Service vehicle operators 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) 09 (072) Stores labourers
ROAD MAINTENANCE	
15 B. and B. department foremen	14 (142) Bridge and building foremen
16 B. and B. carpenters and bridgemen 17 Blacksmiths, pipefitters and tinmiths 18 Masons, painters and other journeymen 22 Pumpmen 62 Bridge operators	18 (152) Bridge and building tradesmen and bridge operators

¹ 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
ROAD MAINTENANCE - Concluded	
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
	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	24 (165) Sectionmen, crossing watchmen and gatemen
63 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
	23 (164) Signal helpers and apprentices
EQUIPMENT MAINTENANCE	
32 Blacksmiths	30 (252) Blacksmiths and boilermakers
33 Boilermakers	
34 Carmen, coach and locomotive	31 (253) Carmen - coach, locomotive and freight
35 Carmen, freight	
30 Linemen and groundmen - Electrical transmission	32 (254) Electrical workers, linemen and groundmen
36 Electrical workers	
37 Machinists	33 (255) Machinists and moulders
38 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
EQUIPMENT MAINTENANCE - Concluded	
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 } 38 (264) Stationary firemen and oilers
TRANSPORTATION	
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 } 59 (365) Dining car waiters and kitchen helpers
58 Restaurant managers, chefs, cooks and waiters	} 53 (353) Restaurant managers, chefs and cooks } 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
TRANSPORTATION - Concluded	
60 Sleeping and parlour car conductors	54 (354) Sleeping and parlour car conductors
See footnote 1.	55 (355) Motor vehicle mechanics ¹
See footnote 1.	56 (362) Revenue motor vehicle drivers ¹
61 Porters and other train attendants	58 (364) Sleeping and parlour car porters and other train attendants
See footnote 1.	62 (368) Garage attendants ¹
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 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

¹ 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
OTHER OPERATIONS	
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 telecommunication 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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