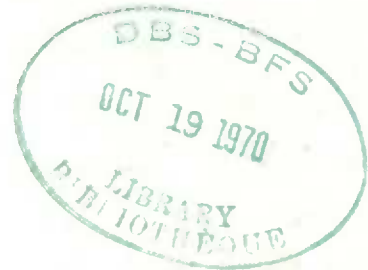
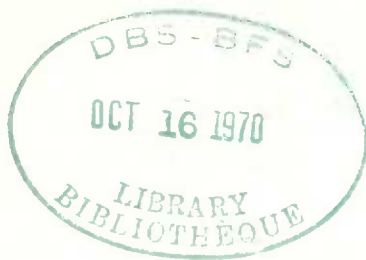


CATALOGUE No.

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ANNUAL



# RAILWAY TRANSPORT

1969

PART VI

(Employment Statistics)

*Published by Authority of*  
The Minister of Industry, Trade and Commerce

DOMINION BUREAU OF STATISTICS  
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Reports Published by the  
Transportation and Public Utilities Division  
dealing with

**RAILWAY TRANSPORT STATISTICS**

**Catalogue  
number**

**Title**

**Periodical**

- 52-001 **Railway Carloadings** (Monthly) (Four times a month prior to 1970, with less detail)  
Cars and tons of revenue freight loaded in Canada by eastern and western divisions, by commodity, comparative and cumulative totals. Railway cars and tons loaded in piggyback service and receipts from Canadian and United States connections separately. Also includes chart and index table.
- 52-002 **Railway Freight Traffic** (Quarterly)  
Revenue freight carried by railways in Canada, originated, terminated, received from and delivered to United States rail connections, by commodity and by province.
- 52-003 **Railway Operating Statistics** (Monthly)  
Financial and operating statistics of class I and II railways in Canada, including separate details of Canadian National and Canadian Pacific Railways.

**Annual**

- 52-201 **Canadian National Railways**  
Financial and operating statistics of the entire system from 1923.
- 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 operations.
- 52-205 **Railway Freight Traffic**  
Summary of year's issues of quarterly report 52-002; with supplementary regional distribution and net movement of commodities to and from regions.
- 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. Includes accident 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 1931. 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

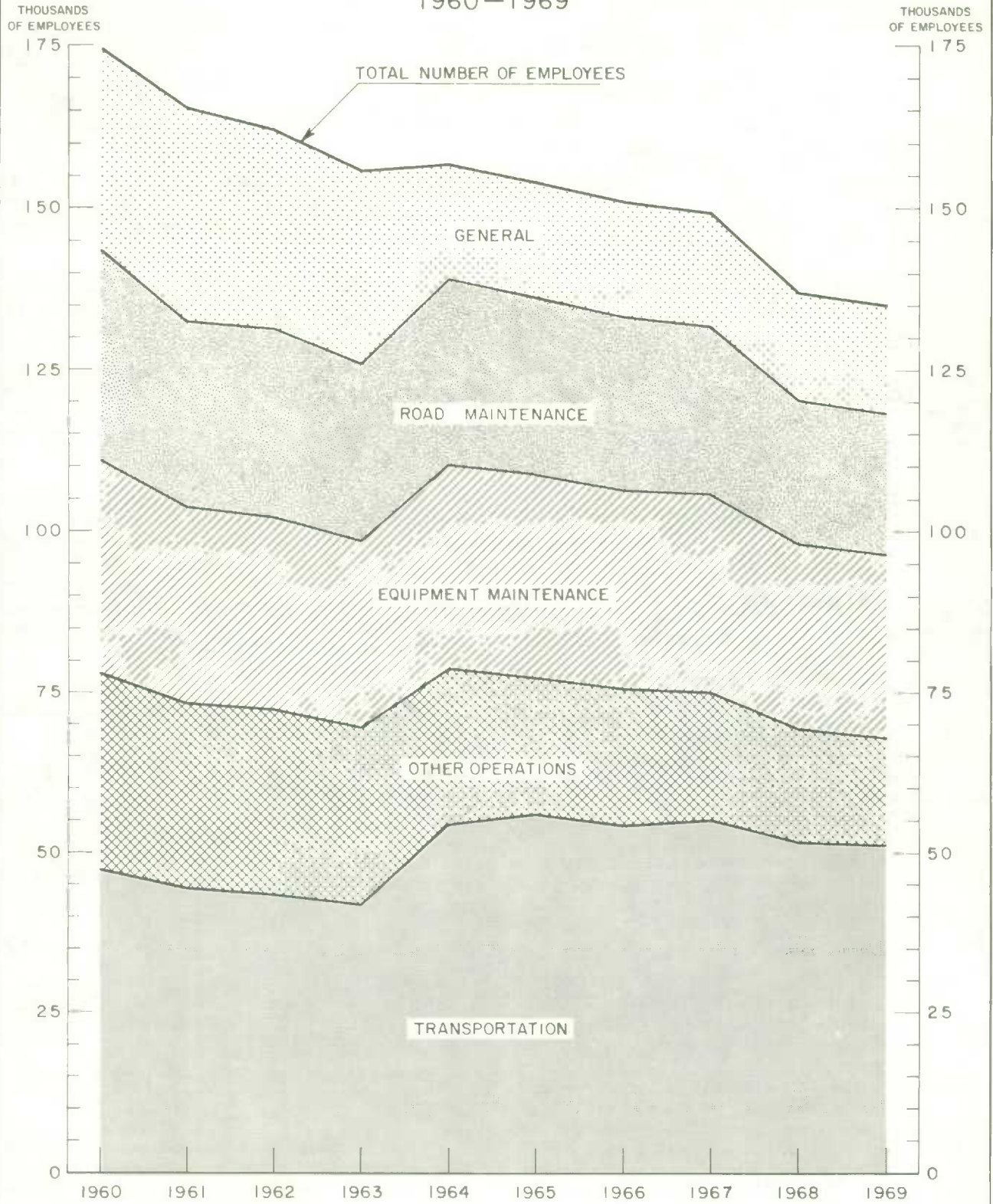
The following standard symbols are used in Dominion Bureau of Statistics publications:

- .. 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 1960-1969



# RAILWAY TRANSPORT

1969

## PART VI

### (Employment Statistics)

#### Introduction

This report outlines employment data pertaining to common carrier railways operating in Canada during 1969. A "common carrier" railway is one 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 plus the sum of total number of employees working the same number of days in the second 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 (b) noted above for reporting starting in

1963. Monthly and annual comparisons of CNR counts, taken both ways, have indicated that method (b) tends to reduce the average number of employees by about 3 per cent.

In the 1969 statistics presented herein, the Canadian National Railways employee average was based on the method of counting mentioned in (b) above, while Canadian Pacific Rail uses both methods depending on the basis on which employees are paid. Since the railways have converted from semi-monthly to bi-weekly pay periods, the 28-day "month" has replaced the calendar month for purposes of applying these methods.

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, 1969
General .....	31, 277, 652
Road maintenance .....	45, 987, 481
Equipment maintenance .....	55, 395, 295
Transportation .....	100, 407, 938
<b>Total .....</b>	<b>233, 068, 366</b>
Other operations .....	33, 733, 070
<b>Grand total .....</b>	<b>266, 801, 436</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. Total compensation does not include retroactive wage increases nor 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.).

In order to define the scope of any given industry and avoid the overlapping of different publications covering two or more closely related industries, the Dominion Bureau of Statistics uses the Canadian Standard Industrial Classification (S.I.C.), Catalogue No. 12-501, which 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 operations owned by railway companies are usually treated 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 135,532 in 1969 or 1.6 per cent less than the 137,671 persons recorded in 1968. This decline continues a downward trend with the cumulative decrease from 1956 to 1969 being 3.7 per cent. Total compensation, at \$989 million was more than the 1968 total of \$936 million and \$209 million more than in 1956. The average rate per hour was \$3.34, a rise of 24 cents on the previous year and \$1.62 higher than in 1956.

The average of salaries and wages for all employees was \$7,300 in 1969, compared with \$6,801 in the previous year. The proportion of salaries and wages charged to operating expenses increased from 88.2 per cent in 1968 to 88.4 per cent in the year under review.

Compensation shown excludes \$639,432 in retroactive wage adjustments which were paid in 1969 but are applicable to work performed in prior years. A breakdown of this back pay, by function, is shown in the table below for 1969 along with comparable figures for 1968 and 1967.

Function	Retroactive salaries and wages paid during		
	1967	1968	1969
General .....	—	—	—
Road maintenance .....	—	2, 223	85, 686
Equipment maintenance .....	—	—	15, 941
Transportation .....	184, 257	453, 662	251, 043
<b>Totals .....</b>	<b>184, 257</b>	<b>455, 885</b>	<b>352, 670</b>
Other operations .....	—	9, 514	286, 762
<b>Grand totals .....</b>	<b>184, 257</b>	<b>465, 399</b>	<b>639, 432</b>

In the field of labour relations the major railways concluded settlements during 1969 with the United Transportation Union which represents trainmen, providing for a 13 per cent increase over 2 years plus fringe benefits.



The 1969 average number of employees of the Canadian National system was 77,668, a reduction of 1.3 per cent on the 1968 average. The number of service hours paid for declined by 1.6 per cent although total compensation rose 5.8 per cent. Average hourly pay increased from \$3.10 to \$3.33 and the annual pay from \$6,878 to \$7,366. The ratio of salaries and wages charged to operating expenses was 87 per cent. Included in occupational class 83 are 325 employees operating the Government of Ontario "Go" commuter service.

The decrease in the number of Canadian Pacific employees was slightly greater than that for the other major network, falling to 47,821 from 48,626 or 1.7 per cent. Service hours paid for declined 1.9 per cent yet total compensation rose 5.3 per cent. The rate per hours jumped 22 cents to \$3.30 and the annual pay \$470 to \$7,128.

Class II railways also employed fewer people with the fall from 9,862 to 9,551 being somewhat steeper than that recorded by Class I roads. Service hours paid for declined slightly (2.5 per cent) but total compensation increased by 6.9 per cent, as a result of a 31 cents per hour gain in pay. The average annual pay in 1969 was \$7,694, up \$726 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 1968 and 1969. 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, 1968 and 1969**

Function	Index	
	1968	1969
General .....	185.8	198.8
Road maintenance .....	198.7	215.9
Equipment maintenance .....	180.4	193.2
Transportation .....	161.8	174.1
Other operations .....	187.3	197.3

The chart on page 6 shows the change in the number of employees by function over the decade ending 1969, during which time the "Total" fell by a little more than a quarter. Compared with 1960 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 just over half the 1960 level.

July 15, 1970.

TABLE 1. Employees and their Compensation, 1969 - 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 .....	908	1,877,520	12,992,410	2,068	6.92	14,309
02	011	Professional, technical, and staff assistants	1,579	3,301,249	15,572,550	2,091	4.72	9,862
03	022	Chief clerks, assistant chief clerks and office supervisors .....	604	1,265,704	5,076,745	2,096	4.01	8,405
04	023	Clerks and related occupations .....	4,660	9,869,030	29,140,273	2,118	2.95	6,253
05	041	Foremen, assistant foremen, and sub-foremen, stores .....	74	157,078	557,720	2,123	3.55	7,537
06	052	Miscellaneous tradesmen and service vehicle operators .....	144	306,737	1,007,299	2,130	3.28	6,995
07	053	Constables and policemen .....	521	1,113,387	3,866,648	2,137	3.47	7,422
08	062	Storemen (non-clerical) .....	919	1,939,648	5,492,799	2,111	2.83	5,977
09	072	Stores labourers .....	338	702,980	1,850,215	2,080	2.63	5,474
10	073	General office service attendants .....	62	128,790	318,493	2,077	2.47	5,137
<b>Totals .....</b>			<b>9,809</b>	<b>20,662,123</b>	<b>75,875,152</b>	<b>2,106</b>	<b>3.67</b>	<b>7,735</b>
<b>Road maintenance</b>								
11	101	Managerial and supervisory .....	625	1,312,871	6,926,363	2,101	5.28	11,082
12	111	Professional, technical, and staff assistants	606	1,270,797	5,369,627	2,097	4.22	8,861
13	121	Clerical .....	359	773,453	2,340,192	2,154	3.03	6,519
14	142	Bridge and building foremen .....	253	556,911	2,054,278	2,201	3.69	8,120
15	143	Extra gang and snow plow foremen .....	150	446,012	1,578,358	2,973	3.54	10,522
16	144	Section foremen .....	1,671	3,736,592	11,218,510	2,236	3.00	6,714
17	145	Signal and electrical transmission foremen ..	40	87,066	383,732	2,177	4.41	9,593
18	152	Bridge and building tradesmen and bridge operators .....	1,354	3,043,052	9,198,373	2,247	3.02	6,793
19	153	Work equipment operators, maintainers and mechanics .....	734	1,950,980	6,541,129	2,658	3.35	8,912
20	154	Signal and interlocker maintainers and mechanics .....	505	1,250,213	4,353,006	2,476	3.48	8,620
21	162	Bridge and building helpers .....	109	240,856	638,316	2,210	2.65	5,856
22	163	Work equipment helpers .....	119	318,204	912,822	2,674	2.87	7,671
23	164	Signal helpers and apprentices .....	391	870,572	2,466,638	2,227	2.83	6,308
24	165	Sectionmen, crossing watchmen and gatemen	4,578	10,195,062	26,327,472	2,227	2.58	5,751
25	172	Bridge and building, signal and work equipment labourers .....	136	291,164	740,620	2,141	2.54	5,446
26	173	Extra gang labourers .....	822	2,491,073	5,165,595	3,030	2.07	6,284
<b>Totals .....</b>			<b>12,452</b>	<b>28,834,878</b>	<b>86,215,031</b>	<b>2,316</b>	<b>2.99</b>	<b>6,924</b>
<b>Equipment maintenance</b>								
27	201	Managerial and supervisory .....	1,377	2,933,737	13,081,720	2,131	4.46	9,500
28	211	Professional, technical, and staff assistants	422	889,826	3,926,242	2,109	4.41	9,304
29	221	Clerical .....	434	925,542	2,804,712	2,133	3.03	6,462
30	252	Blacksmiths and boilermakers .....	414	887,303	3,049,533	2,143	3.44	7,366
31	253	Carmen - Coach, locomotive and freight .....	4,848	10,659,595	35,960,702	2,199	3.37	7,418
32	254	Electrical workers, linemen and groundmen	1,322	2,827,930	9,635,640	2,139	3.41	7,289
33	255	Machinists and moulders .....	1,898	4,082,220	14,061,374	2,151	3.44	7,408
34	256	Pipefitters and sheet metal workers .....	825	1,769,829	6,086,433	2,145	3.44	7,377
35	258	Stationary engineers .....	44	99,086	342,714	2,252	3.46	7,789
36	262	Helpers to mechanics .....	1,085	2,374,197	6,715,519	2,188	2.83	6,189
37	263	Apprentices .....	902	1,877,958	5,033,391	2,082	2.68	5,580
38	264	Stationary firemen and oilers .....	79	174,061	516,445	2,203	2.97	6,537
39	272	Coach cleaners .....	588	1,304,508	3,323,416	2,219	2.55	5,652
40	273	Classified labourers .....	1,165	2,550,891	6,706,122	2,190	2.63	5,756
41	274	Unclassified labourers .....	626	1,341,397	3,366,220	2,143	2.51	5,377
<b>Totals .....</b>			<b>16,029</b>	<b>34,698,080</b>	<b>114,610,183</b>	<b>2,165</b>	<b>3.30</b>	<b>7,150</b>

TABLE 1. Employees and their Compensation, 1969 - 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 .....	749	1,593,793	8,617,094	2,128	5.41	11,505
43	303	Supervisory and assistant supervisory agents	215	475,039	1,749,012	2,209	3.68	8,135
44	312	Professional, technical, and staff assistants	506	1,068,498	4,703,286	2,112	4.40	9,295
45	313	Train dispatchers and traffic supervisors .....	293	649,894	2,971,688	2,218	4.57	10,142
46	322	Chief clerks and assistant chief clerks .....	260	551,269	2,108,783	2,120	3.82	8,111
47	323	Clerks and related occupations .....	4,349	9,431,971	28,287,877	2,169	3.00	6,504
48	324	Checkers (car and freight) .....	466	1,066,897	3,095,363	2,289	2.90	6,642
49	325	Station agents, telegraphers, caretaker agents and levermen .....	2,050	4,651,249	15,394,329	2,269	3.31	7,509
50	326	Baggage and station attendants .....	351	791,258	2,048,974	2,254	2.59	5,838
51	341	Foremen and assistant foremen in freight sheds	212	459,156	1,660,978	2,166	3.62	7,835
52	352	Dining car stewards, chefs and cooks .....	519	1,215,050	3,807,420	2,341	3.13	7,336
53	353	Restaurant managers, chefs and cooks .....	10	20,758	63,958	2,076	3.08	6,396
54	354	Sleeping and parlour car conductors .....	101	245,580	858,619	2,431	3.50	8,501
55	355	Motor vehicle mechanics .....	1	2,919	9,336	2,919	3.20	9,336
56	362	Revenue motor vehicle drivers and helpers .....	1,731	3,787,101	11,152,949	2,188	2.94	6,443
57	363	Freight handlers and freight shed operators .....	3,171	6,680,603	18,703,467	2,107	2.80	5,898
58	364	Sleeping and parlour car porters and other train attendants .....	551	1,307,165	3,504,083	2,372	2.68	6,359
59	365	Dining car waiters and kitchen helpers .....	765	1,788,988	4,551,395	2,338	2.54	5,950
60	366	Restaurant waiters and kitchen helpers .....	9	21,657	54,455	2,406	2.51	6,051
61	367	News agents .....	-	-	-	-	-	-
62	368	Garage servicemen and helpers to mechanics	-	70	306	-	4.37	-
63	371	Transportation labourers .....	637	1,413,748	3,650,284	2,219	2.58	5,730
64	391	Floating equipment employees .....	516	1,517,513	4,135,878	2,941	2.72	8,015
<b>Sub-totals .....</b>			<b>17,462</b>	<b>38,740,176</b>	<b>121,129,534</b>	<b>2,218</b>	<b>3.13</b>	<b>6,938</b>
65	432	Yardmasters and assistant yardmasters .....	371	828,479	3,489,482	2,233	4.21	9,406
66	433	Switchtenders .....	122	262,488	756,962	2,151	2.88	6,205
67	434	Hostlers .....	210	499,337	1,477,945	2,378	2.96	7,038
<b>Sub-totals .....</b>			<b>703</b>	<b>1,590,304</b>	<b>5,724,389</b>	<b>2,262</b>	<b>3.60</b>	<b>8,143</b>
68	435	Road passenger conductors .....	291	642,214	3,198,869	2,207	4.98	10,993
69	436	Road freight conductors .....	1,183	2,829,482	12,664,990	2,392	4.48	10,706
70	437	Road passenger brakemen and baggagemen .....	636	1,353,464	5,777,448	2,128	4.27	9,084
71	438	Road freight brakemen .....	2,354	5,450,739	21,489,825	2,316	3.94	9,129
72	532	Yard foremen and car retarder operators .....	1,191	2,624,810	9,609,714	2,204	3.66	8,069
73	533	Yard helpers .....	2,142	4,714,663	16,013,194	2,201	3.40	7,476
74	534	Road passenger engineers and motormen .....	386	702,030	4,491,040	1,819	6.40	11,635
75	535	Road freight engineers and motormen .....	1,321	2,945,233	14,301,533	2,230	4.86	10,826
76	536	Yard engineers and motormen .....	984	2,416,853	8,834,854	2,456	3.66	8,978
77	537	Road passenger firemen and helpers .....	266	471,353	2,776,253	1,772	5.89	10,437
78	538	Road freight firemen and helpers .....	793	1,771,988	6,397,334	2,234	3.61	8,067
79	539	Yard firemen and helpers .....	288	740,477	1,909,009	2,571	2.58	6,628
<b>Sub-totals .....</b>			<b>11,835</b>	<b>26,663,306</b>	<b>107,464,063</b>	<b>2,253</b>	<b>4.03</b>	<b>9,080</b>
<b>Totals .....</b>			<b>30,000</b>	<b>66,993,786</b>	<b>234,317,986</b>	<b>2,233</b>	<b>3.50</b>	<b>7,811</b>
<b>Totals, divisions 1 to 79 .....</b>			<b>68,290</b>	<b>151,188,867</b>	<b>511,018,352</b>	<b>2,214</b>	<b>3.38</b>	<b>7,483</b>
<b>Other operations</b>								
80	691	Express .....	181	404,681	1,199,573	2,236	2.96	6,627
81	791	Highway transport (rail) .....	318	699,588	2,186,329	2,200	3.12	6,875
82	891	Telecommunications .....	4,318	9,505,263	32,428,590	2,201	3.41	7,510
83	991	Outside operations .....	4,561	9,854,911	25,309,146	2,161	2.57	5,549
<b>Totals .....</b>			<b>9,378</b>	<b>20,464,443</b>	<b>61,123,638</b>	<b>2,182</b>	<b>2.99</b>	<b>6,518</b>
<b>Grand totals .....</b>			<b>77,668</b>	<b>171,653,310</b>	<b>572,141,990<sup>1</sup></b>	<b>2,210</b>	<b>3.33</b>	<b>7,366</b>
Number of female employees (included above)			4,528	-	-	-	-	-
Salaries and wages charged to operating expenses .....			-	-	499,621,912	-	-	-

<sup>1</sup> Includes \$1,313,357 paid to 243 employees residing outside Canada charged to Canadian lines.

TABLE 2. Employees and their Compensation, 1969 - 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 .....	388	826,433	7,163,585	2,130	8.67	18,463
02	011	Professional, technical, and staff assistants	940	1,997,710	8,924,382	2,125	4.47	9,494
03	022	Chief clerks, assistant chief clerks and office supervisors .....	391	834,204	3,476,299	2,134	4.17	8,891
04	023	Clerks and related occupations .....	2,962	6,344,863	16,914,359	2,142	2.67	5,710
05	041	Foremen, assistant foremen, and sub-foremen, stores .....	78	166,181	585,230	2,131	3.52	7,503
06	052	Miscellaneous tradesmen and service vehicle operators .....	128	275,530	852,003	2,153	3.09	6,656
07	053	Constables and policemen .....	415	873,495	3,104,236	2,105	3.55	7,480
08	062	Storemen (non-clerical) .....	161	342,905	988,209	2,130	2.88	6,138
09	072	Stores labourers .....	81	170,752	457,857	2,108	2.68	5,653
10	073	General office service attendants .....	105	214,854	484,104	2,046	2.25	4,611
		<b>Totals .....</b>	<b>5,649</b>	<b>12,046,927</b>	<b>42,950,264</b>	<b>2,133</b>	<b>3.57</b>	<b>7,603</b>
		<b>Road maintenance</b>						
11	101	Managerial and supervisory .....	397	846,952	4,345,320	2,131	5.13	10,945
12	111	Professional, technical, and staff assistants	250	530,148	2,335,861	2,121	4.41	9,343
13	121	Clerical .....	133	281,321	835,076	2,115	2.97	6,279
14	142	Bridge and building foremen .....	114	257,844	905,424	2,262	3.51	7,942
15	143	Extra gang and snow plow foremen .....	104	287,465	1,006,701	2,764	3.50	9,680
16	144	Section foremen .....	843	1,945,856	5,673,797	2,308	2.92	6,730
17	145	Signal and electrical transmission foremen .....	31	69,891	296,505	2,255	4.24	9,565
18	152	Bridge and building tradesmen and bridge operators .....	564	1,237,287	3,778,928	2,194	3.05	6,700
19	153	Work equipment operators, maintainers and mechanics .....	569	1,451,666	4,768,785	2,551	3.28	8,381
20	154	Signal and interlocker maintainers and mechanics .....	270	661,714	2,268,898	2,451	3.43	8,403
21	162	Bridge and building helpers .....	19	41,662	119,161	2,193	2.86	6,272
22	163	Work equipment helpers .....	55	134,121	384,446	2,439	2.87	6,990
23	164	Signal helpers and apprentices .....	78	199,202	567,788	2,554	2.85	7,279
24	165	Sectionmen, crossing watchmen and gatemen	2,299	5,099,195	13,188,604	2,218	2.59	5,737
25	172	Bridge and building, signal and work equipment labourers .....	102	225,765	545,607	2,213	2.42	5,349
26	173	Extra gang labourers .....	537	1,504,039	3,176,594	2,801	2.11	5,915
		<b>Totals .....</b>	<b>6,365</b>	<b>14,774,128</b>	<b>44,197,495</b>	<b>2,321</b>	<b>2.99</b>	<b>6,944</b>
		<b>Equipment maintenance</b>						
27	201	Managerial and supervisory .....	888	1,899,245	8,786,963	2,139	4.63	9,895
28	211	Professional, technical, and staff assistants	176	376,312	1,630,144	2,138	4.33	9,262
29	221	Clerical .....	346	745,951	2,050,145	2,156	2.75	5,925
30	252	Blacksmiths and boilermakers .....	240	501,923	1,736,095	2,091	3.46	7,234
31	253	Carmen - Coach, locomotive and freight .....	3,058	6,578,283	22,170,605	2,151	3.37	7,250
32	254	Electrical workers, linemen and groundmen .....	635	1,350,180	4,676,422	2,126	3.46	7,364
33	255	Machinists and moulders .....	1,151	2,448,927	8,468,064	2,128	3.46	7,357
34	256	Pipefitters and sheet metal workers .....	345	726,639	2,510,862	2,106	3.46	7,278
35	258	Stationary engineers .....	50	110,909	391,158	2,218	3.53	7,823
36	262	Helpers to mechanics .....	1,439	3,033,428	8,643,668	2,108	2.85	6,007
37	263	Apprentices .....	485	999,825	2,623,679	2,061	2.62	5,410
38	264	Stationary firemen and oilers .....	85	198,811	565,411	2,339	2.84	6,652
39	272	Coach cleaners .....	326	695,827	1,781,802	2,134	2.56	5,466
40	273	Classified labourers .....	965	2,091,123	5,360,038	2,167	2.56	5,554
41	274	Unclassified labourers .....	666	1,409,885	3,526,333	2,117	2.50	5,295
		<b>Totals .....</b>	<b>10,855</b>	<b>23,167,268</b>	<b>74,921,389</b>	<b>2,134</b>	<b>3.23</b>	<b>6,902</b>

TABLE 2. Employees and their Compensation, 1969 - 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 .....	318	672,511	4,186,585	2,115	6.23	13,165
43	303	Supervisory and assistant supervisory agents .....	117	264,929	1,094,942	2,264	4.13	9,358
44	312	Professional, technical, and staff assistants .....	298	641,203	2,578,238	2,152	4.02	8,652
45	313	Train despatchers and traffic supervisors .....	170	380,105	1,785,033	2,236	4.70	10,500
46	322	Chief clerks and assistant chief clerks .....	239	528,449	1,852,877	2,211	3.51	7,753
47	323	Clerks and related occupations .....	2,166	4,644,027	13,568,126	2,144	2.92	6,264
48	324	Checkers (car and freight) .....	647	1,377,271	3,979,825	2,129	2.89	6,151
49	325	Station agents, telegraphers, caretaker agents and levermen .....	1,352	2,995,379	9,665,990	2,216	3.23	7,149
50	326	Baggage and station attendants .....	235	505,881	1,319,406	2,153	2.61	5,614
51	341	Foremen and assistant foremen in freight sheds .....	187	405,200	1,435,521	2,167	3.54	7,677
52	352	Dining car stewards, chefs and cooks .....	203	435,668	1,269,678	2,146	2.91	6,255
53	353	Restaurant managers, chefs and cooks .....	8	16,564	37,978	2,070	2.29	4,747
54	354	Sleeping and parlour car conductors .....	44	95,191	348,223	2,163	3.66	7,914
55	355	Motor vehicle mechanics .....	59	131,409	445,078	2,227	3.39	7,544
56	362	Revenue motor vehicle drivers and helpers .....	277	713,901	2,330,687	2,577	3.26	8,414
57	363	Freight handlers and freight shed operators .....	2,217	4,371,448	12,775,053	1,972	2.92	5,762
58	364	Sleeping and parlour car porters and other train attendants .....	283	611,497	1,649,057	2,161	2.70	5,827
59	365	Dining car waiters and kitchen helpers .....	142	302,684	735,174	2,132	2.43	5,177
60	366	Restaurant waiters and kitchen helpers .....	6	10,341	14,884	1,724	1.44	2,481
61	367	News agents .....	60	132,290	447,897	2,205	3.39	7,465
62	368	Garage servicemen and helpers to mechanics .....	35	79,104	224,976	2,260	2.84	6,428
63	371	Transportation labourers .....	324	694,232	1,697,045	2,143	2.44	5,238
64	391	Floating equipment employees .....	18	45,467	114,373	2,526	2.52	6,354
<b>Sub-totals .....</b>			<b>9,405</b>	<b>20,054,751</b>	<b>63,556,646</b>	<b>2,132</b>	<b>3.17</b>	<b>6,758</b>
65	432	Yardmasters and assistant yardmasters .....	261	522,766	2,203,012	2,003	4.21	8,441
66	433	Switchtenders .....	59	111,266	319,630	1,886	2.87	5,417
67	434	Hostlers .....	66	159,071	450,991	2,410	2.84	6,833
<b>Sub-totals .....</b>			<b>386</b>	<b>793,103</b>	<b>2,973,633</b>	<b>2,055</b>	<b>3.75</b>	<b>7,704</b>
68	435	Road passenger conductors .....	112	251,555	1,224,678	2,246	4.87	10,935
69	436	Road freight conductors .....	780	1,906,871	8,692,127	2,445	4.56	11,144
70	437	Road passenger brakemen and baggagemen .....	201	400,730	1,733,076	1,994	4.33	8,622
71	438	Road freight brakemen .....	1,899	3,581,197	14,494,089	1,886	4.05	7,632
72	532	Yard foremen and car retarder operators .....	835	1,733,449	6,233,285	2,076	3.60	7,465
73	533	Yard helpers .....	1,658	3,474,848	11,610,647	2,096	3.34	7,003
74	534	Road passenger engineers and motormen .....	132	241,809	1,511,749	1,832	6.25	11,453
75	535	Road freight engineers and motormen .....	855	2,022,097	9,965,265	2,365	4.93	11,655
76	536	Yard engineers and motormen .....	699	1,733,600	6,179,824	2,480	3.56	8,841
77	537	Road passenger firemen and helpers .....	79	127,329	698,185	1,612	5.48	8,838
78	538	Road freight firemen and helpers .....	707	1,603,475	5,708,438	2,268	3.56	8,074
79	539	Yard firemen and helpers .....	270	733,737	1,826,575	2,718	2.49	6,765
<b>Sub-totals .....</b>			<b>8,227</b>	<b>17,810,697</b>	<b>69,877,938</b>	<b>2,165</b>	<b>3.92</b>	<b>8,494</b>
<b>Totals .....</b>			<b>18,018</b>	<b>38,658,551</b>	<b>136,408,217</b>	<b>2,146</b>	<b>3.53</b>	<b>7,571</b>
<b>Totals, divisions 1 to 79 .....</b>			<b>40,887</b>	<b>88,646,874</b>	<b>298,477,365</b>	<b>2,168</b>	<b>3.37</b>	<b>7,300</b>
<b>Other operations</b>								
80	691	Express .....	3,039	6,159,469	18,350,007	2,027	2.98	6,038
81	791	Highway transport (rail) .....	—	—	—	—	—	—
82	891	Telecommunications .....	2,583	5,567,473	18,307,493	2,155	3.29	7,088
83	991	Outside operations .....	1,312	2,845,337	5,733,265	2,169	2.01	4,370
<b>Totals .....</b>			<b>6,934</b>	<b>14,572,279</b>	<b>42,390,765</b>	<b>2,102</b>	<b>2.91</b>	<b>6,113</b>
<b>Grand totals .....</b>			<b>47,821</b>	<b>103,219,153</b>	<b>340,868,130<sup>1</sup></b>	<b>2,158</b>	<b>3.30</b>	<b>7,128</b>
Number of female employees (included above) .....			3,223	—	—	—	—	—
Salaries and wages charged to operating expenses .....			—	—	304,711,278	—	—	—

<sup>1</sup> Includes \$7,325,525 paid to 895 employees residing outside Canada charged to Canadian lines.

TABLE 3. Employees and their Compensation, 1969 - 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 .....	128	254,530	1,845,231	1,989	7.25	14,416
02	011	Professional, technical, and staff assistants	66	131,330	619,902	1,990	4.72	9,392
03	022	Chief clerks, assistant chief clerks and office supervisors .....	66	136,008	573,443	2,061	4.22	8,689
04	023	Clerks and related occupations .....	434	884,759	2,735,731	2,039	3.09	6,304
05	041	Foremen, assistant foremen, and sub-foremen, stores .....	23	50,036	186,271	2,175	3.72	8,099
06	052	Miscellaneous tradesmen and service vehicle operators .....	9	20,818	67,490	2,313	3.24	7,499
07	053	Constables and policemen .....	39	82,766	272,101	2,122	3.29	6,977
08	062	Storemen (non-clerical) .....	66	110,662	358,164	1,677	3.24	5,427
09	072	Stores labourers .....	16	35,182	101,420	2,199	2.88	6,339
10	073	General office service attendants .....	25	54,059	131,975	2,162	2.44	5,279
<b>Totals .....</b>			<b>872</b>	<b>1,760,150</b>	<b>6,891,728</b>	<b>2,019</b>	<b>3.92</b>	<b>7,903</b>
<b>Road maintenance</b>								
11	101	Managerial and supervisory .....	99	221,558	1,144,248	2,238	5.16	11,558
12	111	Professional, technical, and staff assistants	132	309,455	1,266,945	2,344	4.09	9,593
13	121	Clerical .....	94	186,396	615,410	1,983	3.30	6,547
14	142	Bridge and building foremen .....	54	91,392	393,322	1,692	4.30	7,284
15	143	Extra gang and snow plow foremen .....	105	211,682	880,005	2,016	4.16	8,381
16	144	Section foremen .....	296	609,806	2,058,721	2,060	3.38	6,955
17	145	Signal and electrical transmission foremen .....	27	58,909	266,270	2,182	4.52	9,862
18	152	Bridge and building tradesmen and bridge operators .....	369	693,538	2,392,799	1,880	3.45	6,485
19	153	Work equipment operators, maintainers and mechanics .....	221	537,696	2,084,799	2,433	3.88	9,433
20	154	Signal and interlocker maintainers and mechanics .....	105	195,354	751,642	1,861	3.85	7,158
21	162	Bridge and building helpers .....	24	51,311	160,357	2,138	3.13	6,682
22	163	Work equipment helpers .....	18	38,211	122,148	2,123	3.20	6,786
23	164	Signal helpers and apprentices .....	1	2,194	6,804	2,194	3.10	6,804
24	165	Sectionmen, crossing watchmen and gatemen	928	1,953,453	5,213,511	2,105	2.67	5,618
25	172	Bridge and building, signal and work equipment labourers .....	53	110,443	356,085	2,084	3.22	6,719
26	173	Extra gang labourers .....	521	1,243,010	3,317,430	2,386	2.67	6,367
<b>Totals .....</b>			<b>3,047</b>	<b>6,514,408</b>	<b>21,030,496</b>	<b>2,138</b>	<b>3.23</b>	<b>6,902</b>
<b>Equipment maintenance</b>								
27	201	Managerial and supervisory .....	192	421,874	1,961,805	2,197	4.65	10,218
28	211	Professional, technical, and staff assistants	34	74,240	335,460	2,184	4.52	9,866
29	221	Clerical .....	60	111,101	340,593	1,852	3.07	5,677
30	252	Blacksmiths and boilermakers .....	31	63,998	218,752	2,064	3.42	7,057
31	253	Carmen - Coach, locomotive and freight .....	515	1,066,709	4,101,520	2,071	3.84	7,964
32	254	Electrical workers, linemen and groundmen	119	238,023	973,325	2,000	4.09	8,179
33	255	Machinists and moulders .....	268	565,101	2,406,335	2,109	4.26	8,979
34	256	Pipefitters and sheet metal workers .....	24	56,076	192,599	2,336	3.43	8,025
35	258	Stationary engineers .....	4	8,620	54,523	2,155	6.33	13,631
36	262	Helpers to mechanics .....	247	499,024	1,647,874	2,020	3.30	6,672
37	263	Apprentices .....	54	113,118	305,575	2,095	2.70	5,659
38	264	Stationary firemen and oilers .....	5	11,722	34,373	2,344	2.93	6,875
39	272	Coach cleaners .....	37	75,989	204,858	2,054	2.70	5,537
40	273	Classified labourers .....	123	260,433	736,318	2,117	2.83	5,966
41	274	Unclassified labourers .....	120	229,632	661,689	1,914	2.88	5,514
<b>Totals .....</b>			<b>1,833</b>	<b>3,795,660</b>	<b>14,175,599</b>	<b>2,071</b>	<b>3.73</b>	<b>7,734</b>

See footnote at end of table.

TABLE 3. Employees and their Compensation, 1969 - 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 .....	87	213,841	1,097,683	2,458	5.13	12,617
43	303	Supervisory and assistant supervisory agents....	26	59,692	264,038	2,296	4.42	10,155
44	312	Professional, technical, and staff assistants .....	5	11,960	53,540	2,392	4.48	10,708
45	313	Train dispatchers and traffic supervisors .....	77	174,983	762,734	2,272	4.36	9,906
46	322	Chief clerks and assistant chief clerks .....	28	66,258	240,984	2,366	3.64	8,607
47	323	Clerks and related occupations .....	320	644,492	2,003,406	2,014	3.11	6,261
48	324	Checkers (car and freight) .....	71	148,233	413,528	2,088	2.79	5,824
49	325	Station agents, telegraphers, caretaker agents and levermen .....	310	708,701	2,418,831	2,286	3.41	7,803
50	326	Baggage and station attendants .....	8	19,686	62,460	2,461	3.17	7,808
51	341	Foremen and assistant foremen in freight sheds .....	25	50,926	176,766	2,037	3.47	7,071
52	352	Dining car stewards, chefs and cooks .....	11	30,839	76,027	2,804	2.47	6,912
53	353	Restaurant managers, chefs and cooks.....	3	6,381	18,233	2,127	2.86	6,078
54	354	Sleeping and parlour car conductors .....	—	—	—	—	—	—
55	355	Motor vehicle mechanics .....	6	12,754	47,319	2,126	3.71	7,886
56	362	Revenue motor vehicle drivers and helpers .....	65	146,065	457,288	2,247	3.13	7,035
57	363	Freight handlers and freight shed operators .....	87	176,528	632,836	2,029	3.58	7,274
58	364	Sleeping and parlour car porters and other train attendants .....	18	29,075	99,308	1,615	3.42	5,517
59	365	Dining car waiters and kitchen helpers .....	6	13,087	32,771	2,181	2.50	5,462
60	366	Restaurant waiters and kitchen helpers .....	—	—	—	—	—	—
61	367	News agents .....	—	—	—	—	—	—
62	368	Garage servicemen and helpers to mechanics .....	1	2,141	7,365	2,141	3.44	7,365
63	371	Transportation labourers .....	42	87,348	281,417	2,080	3.22	6,700
64	391	Floating equipment employees .....	9	16,018	49,993	1,780	3.12	5,555
		<b>Sub-totals .....</b>	<b>1,205</b>	<b>2,619,008</b>	<b>9,196,527</b>	<b>2,173</b>	<b>3.51</b>	<b>7,632</b>
65	432	Yardmasters and assistant yardmasters .....	55	116,895	533,070	2,125	4.56	9,692
66	433	Switchtenders .....	—	—	—	—	—	—
67	434	Hostlers.....	28	66,277	210,646	2,367	3.18	7,523
		<b>Sub-totals .....</b>	<b>83</b>	<b>183,172</b>	<b>743,716</b>	<b>2,207</b>	<b>4.06</b>	<b>8,960</b>
68	435	Road passenger conductors .....	33	80,273	316,209	2,433	3.94	9,582
69	436	Road freight conductors .....	221	624,472	2,590,251	2,826	4.15	11,721
70	437	Road passenger brakemen and baggagemen.....	49	127,741	431,536	2,607	3.38	8,807
71	438	Road freight brakemen.....	463	1,118,401	4,207,617	2,416	3.76	9,088
72	532	Yard foreman and car retarder operators .....	156	351,354	1,411,918	2,252	4.02	9,051
73	533	Yard helpers .....	341	655,805	2,536,615	1,923	3.87	7,439
74	534	Road passenger engineers and motormen .....	33	74,457	352,068	2,256	4.73	10,669
75	535	Road freight engineers and motormen .....	244	644,028	2,847,430	2,639	4.42	11,670
76	536	Yard engineers and motormen .....	163	378,961	1,529,150	2,325	4.04	9,381
77	537	Road passenger firemen and helpers.....	26	58,482	247,902	2,249	4.24	9,535
78	538	Road freight firemen and helpers .....	98	233,269	917,709	2,380	3.93	9,364
79	539	Yard firemen and helpers .....	69	121,090	423,942	1,755	3.50	6,144
		<b>Sub-totals .....</b>	<b>1,896</b>	<b>4,468,333</b>	<b>17,812,347</b>	<b>2,357</b>	<b>3.99</b>	<b>9,395</b>
		<b>Totals .....</b>	<b>3,184</b>	<b>7,270,513</b>	<b>27,752,590</b>	<b>2,283</b>	<b>3.82</b>	<b>8,716</b>
		<b>Totals, divisions 1 to 79.....</b>	<b>8,936</b>	<b>19,340,731</b>	<b>69,850,413</b>	<b>2,164</b>	<b>3.61</b>	<b>7,817</b>
<b>Other operations</b>								
80	691	Express .....	110	249,600	729,561	2,269	2.92	6,632
81	791	Highway transport (rail) .....	—	—	—	—	—	—
82	891	Telecommunications .....	447	826,193	2,648,035	1,848	3.21	5,924
83	991	Outside operations.....	58	101,692	257,398	1,753	2.53	4,438
		<b>Totals .....</b>	<b>615</b>	<b>1,177,485</b>	<b>3,634,994</b>	<b>1,915</b>	<b>3.09</b>	<b>5,911</b>
		<b>Grand totals .....</b>	<b>9,551</b>	<b>20,518,216</b>	<b>73,485,407<sup>2</sup></b>	<b>2,148</b>	<b>3.58</b>	<b>7,694</b>
		Number of female employees (included above)	280	—	—	—	—	—
		Salaries and wages charged to operating expenses.....	—	—	67,304,537	—	—	—

<sup>1</sup> Excludes 323 employees, 676,407 hours, and \$2,175,866 of the B.C. Hydro and Power Authority Railway Co. Ltd. for which only an arbitrary breakdown is available.

<sup>2</sup> Includes \$1,176,704 paid to 153 employees residing outside Canada charged to Canadian lines.

TABLE 4. Employees and their Compensation, 1969 - 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 .....	1,424	2,958,483	22,001,226	2,078	7.44	15,450	
02	011	Professional, technical, and staff assistants	2,585	5,430,289	25,116,834	2,101	4.63	9,716	
03	022	Chief clerks, assistant chief clerks and office supervisors .....	1,061	2,235,916	9,126,487	2,107	4.08	8,602	
04	023	Clerks and related occupations.....	8,056	17,098,652	48,790,363	2,122	2.85	6,056	
05	041	Foremen, assistant foremen, and sub-foremen, stores .....	175	373,295	1,329,221	2,133	3.56	7,596	
06	052	Miscellaneous tradesmen and service vehicle operators.....	281	603,085	1,926,792	2,146	3.19	6,857	
07	053	Constables and policemen .....	975	2,069,648	7,242,985	2,123	3.50	7,429	
08	062	Storemen (non-clerical).....	1,146	2,393,215	6,839,172	2,088	2.86	5,968	
09	072	Stores labourers .....	435	908,914	2,409,492	2,089	2.65	5,539	
10	073	General office service attendants.....	192	397,703	934,572	2,071	2.35	4,868	
<b>Totals .....</b>			<b>16,330</b>	<b>34,469,200</b>	<b>125,717,144</b>	<b>2,111</b>	<b>3.65</b>	<b>7,699</b>	
<b>Road maintenance</b>									
11	101	Managerial and supervisory .....	1,121	2,381,381	12,415,931	2,124	5.21	11,076	
12	111	Professional, technical, and staff assistants	988	2,110,400	8,972,433	2,136	4.25	9,081	
13	121	Clerical .....	586	1,241,170	3,790,678	2,118	3.05	6,469	
14	142	Bridge and building foremen .....	421	906,147	3,353,024	2,152	3.70	7,964	
15	143	Extra gang and snow plow foremen .....	359	945,159	3,465,064	2,633	3.67	9,652	
16	144	Section foremen .....	2,810	6,292,254	18,951,028	2,239	3.01	6,744	
17	145	Signal and electrical transmission foremen.....	98	215,866	946,507	2,203	4.38	9,658	
18	152	Bridge and building tradesmen and bridge operators.....	2,287	4,973,877	15,370,100	2,175	3.09	6,721	
19	153	Work equipment operators, maintainers and mechanics.....	1,524	3,940,342	13,394,713	2,586	3.40	8,789	
20	154	Signal and interlocker maintainers and mechanics .....	880	2,107,281	7,373,546	2,395	3.50	8,379	
21	162	Bridge and building helpers .....	152	333,829	917,834	2,196	2.75	6,038	
22	163	Work equipment helpers .....	192	490,536	1,419,416	2,555	2.89	7,393	
23	164	Signal helpers and apprentices .....	470	1,071,968	3,041,230	2,281	2.84	6,471	
24	165	Sectionmen, crossing watchmen and gatemen	7,805	17,247,710	44,729,587	2,210	2.59	5,731	
25	172	Bridge and building, signal and work equipment labourers .....	291	627,372	1,642,312	2,156	2.62	5,644	
26	173	Extra gang labourers .....	1,880	5,238,122	11,659,619	2,786	2.23	6,202	
<b>Totals .....</b>			<b>21,864</b>	<b>50,123,414</b>	<b>151,443,022</b>	<b>2,292</b>	<b>3.02</b>	<b>6,927</b>	
<b>Equipment maintenance</b>									
27	201	Managerial and supervisory .....	2,457	5,254,856	23,830,488	2,139	4.53	9,699	
28	211	Professional, technical, and staff assistants	632	1,340,378	5,891,846	2,121	4.40	9,323	
29	221	Clerical .....	840	1,782,594	5,195,450	2,122	2.91	6,185	
30	252	Blacksmiths and boilermakers .....	685	1,453,224	5,004,380	2,121	3.44	7,306	
31	253	Carmen - Coach, locomotive and freight .....	8,421	18,304,587	62,232,827	2,174	3.40	7,390	
32	254	Electrical workers, linemen and groundmen ...	2,076	4,416,133	15,285,387	2,127	3.46	7,363	
33	255	Machinists and moulders .....	3,317	7,096,248	24,935,773	2,139	3.51	7,518	
34	256	Pipefitters and sheet metal workers.....	1,194	2,552,544	8,789,894	2,138	3.44	7,362	
35	258	Stationary engineers.....	98	218,615	788,395	2,231	3.61	8,045	
36	262	Helpers to mechanics .....	2,771	5,906,649	17,007,061	2,132	2.88	6,138	
37	263	Apprentices .....	1,441	2,990,901	7,962,645	2,076	2.66	5,526	
38	264	Stationary firemen and oilers.....	169	384,594	1,116,229	2,276	2.90	6,605	
39	272	Coach cleaners .....	951	2,076,324	5,310,076	2,183	2.56	5,584	
40	273	Classified labourers .....	2,253	4,902,447	12,802,478	2,176	2.61	5,682	
41	274	Unclassified labourers .....	1,412	2,980,914	7,554,242	2,111	2.53	5,350	
<b>Totals .....</b>			<b>28,717</b>	<b>61,661,008</b>	<b>203,707,171</b>	<b>2,147</b>	<b>3.30</b>	<b>7,094</b>	



TABLE 4. Employees and their Compensation, 1969 - 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 .....	1,154	2,480,145	13,901,362	2,149	5.60	12,046
43	303	Supervisory and assistant supervisory agents .....	358	799,660	3,107,992	2,234	3.89	8,682
44	312	Professional, technical, and staff assistants .....	809	1,721,661	7,335,064	2,128	4.26	9,067
45	313	Train dispatchers and traffic supervisors .....	540	1,204,982	5,519,455	2,231	4.58	10,221
46	322	Chief clerks and assistant chief clerks .....	527	1,145,976	4,202,644	2,175	3.67	7,975
47	323	Clerks and related occupations .....	6,835	14,720,490	43,859,409	2,154	2.98	6,417
48	324	Checkers (car and freight) .....	1,184	2,592,401	7,488,716	2,190	2.89	6,325
49	325	Station agents, telegraphers, caretaker agents and levermen .....	3,712	8,355,329	27,479,150	2,251	3.29	7,403
50	326	Baggage and station attendants .....	594	1,316,825	3,430,840	2,217	2.61	5,776
51	341	Foremen and assistant foremen in freight sheds .....	424	915,282	3,273,265	2,159	3.58	7,720
52	352	Dining car stewards, chefs and cooks .....	733	1,681,557	5,153,125	2,294	3.06	7,030
53	353	Restaurant managers, chefs and cooks .....	21	43,703	120,169	2,081	2.75	5,722
54	354	Sleeping and parlour car conductors .....	145	340,771	1,206,842	2,350	3.54	8,323
55	355	Motor vehicle mechanics .....	66	147,082	501,733	2,229	3.41	7,602
56	362	Revenue motor vehicle drivers and helpers .....	2,073	4,647,067	13,940,924	2,242	3.00	6,725
57	363	Freight handlers and freight shed operators .....	5,475	11,228,579	32,111,356	2,051	2.86	5,865
58	364	Sleeping and parlour car porters and other train attendants .....	852	1,947,737	5,252,448	2,286	2.70	6,165
59	365	Dining car waiters and kitchen helpers .....	913	2,104,759	5,319,340	2,305	2.53	5,826
60	366	Restaurant waiters and kitchen helpers .....	15	31,998	69,339	2,133	2.17	4,623
61	367	News agents .....	60	132,290	447,897	2,205	3.39	7,465
62	368	Garage servicemen and helpers to mechanics .....	36	81,315	232,647	2,259	2.86	6,462
63	371	Transportation labourers .....	1,003	2,195,328	5,628,746	2,189	2.56	5,612
64	391	Floating equipment employees .....	543	1,578,998	4,300,244	2,908	2.72	7,919
<b>Sub-totals .....</b>			<b>28,072</b>	<b>61,413,935</b>	<b>193,882,707</b>	<b>2,188</b>	<b>3.16</b>	<b>6,907</b>
65	432	Yardmasters and assistant yardmasters .....	687	1,468,140	6,225,564	2,137	4.24	9,062
66	433	Switchtenders .....	181	373,754	1,076,592	2,065	2.88	5,948
67	434	Hostlers .....	304	724,685	2,139,582	2,384	2.95	7,038
<b>Sub-totals .....</b>			<b>1,172</b>	<b>2,566,579</b>	<b>9,441,738</b>	<b>2,190</b>	<b>3.68</b>	<b>8,056</b>
68	435	Road passenger conductors .....	436	974,042	4,739,756	2,234	4.87	10,871
69	436	Road freight conductors .....	2,184	5,360,825	23,947,368	2,455	4.47	10,965
70	437	Road passenger brakemen and baggagemen .....	886	1,881,935	7,942,060	2,124	4.22	8,964
71	438	Road freight brakemen .....	4,716	10,150,337	40,191,531	2,152	3.96	8,522
72	532	Yard foremen and car retarder operators .....	2,182	4,709,613	17,254,917	2,158	3.66	7,908
73	533	Yard helpers .....	4,141	8,845,316	30,160,456	2,136	3.41	7,283
74	534	Road passenger engineers and motormen .....	551	1,018,296	6,354,857	1,848	6.24	11,533
75	535	Road freight engineers and motormen .....	2,420	5,611,358	27,114,228	2,319	4.83	11,204
76	536	Yard engineers and motormen .....	1,846	4,529,414	16,543,828	2,454	3.65	8,962
77	537	Road passenger firemen and helpers .....	371	657,164	3,722,340	1,771	5.66	10,033
78	538	Road freight firemen and helpers .....	1,598	3,608,732	13,023,481	2,258	3.61	8,150
79	539	Yard firemen and helpers .....	627	1,595,304	4,159,526	2,544	2.61	6,634
<b>Sub-totals .....</b>			<b>21,958</b>	<b>48,942,336</b>	<b>195,154,348</b>	<b>2,229</b>	<b>3.99</b>	<b>8,888</b>
<b>Totals .....</b>			<b>51,202</b>	<b>112,922,850</b>	<b>398,478,793</b>	<b>2,205</b>	<b>3.53</b>	<b>7,782</b>
<b>Totals, divisions I to 79 .....</b>			<b>118,113</b>	<b>259,176,472</b>	<b>879,346,130</b>	<b>2,194</b>	<b>3.39</b>	<b>7,445</b>
<b>Other operations</b>								
80	691	Express .....	3,330	6,813,750	20,279,141	2,046	2.98	6,090
81	791	Highway transport (rail) .....	318	699,588	2,186,329	2,200	3.13	6,875
82	891	Telecommunications .....	7,348	15,898,929	53,384,118	2,164	3.36	7,265
83	991	Outside operations .....	5,931	12,801,940	31,299,809	1,990	2.44	5,277
<b>Totals .....</b>			<b>16,927</b>	<b>36,214,207</b>	<b>107,149,397</b>	<b>2,139</b>	<b>2.96</b>	<b>6,330</b>
<b>Grand totals .....</b>			<b>135,040</b>	<b>295,390,679</b>	<b>986,495,527<sup>1</sup></b>	<b>2,187</b>	<b>3.34</b>	<b>7,305</b>
Number of female employees (included above) .....			8,031	—	—	—	—	—
Salaries and wages charged to operating expenses .....			—	—	871,637,727	—	—	—

<sup>1</sup> Includes \$9,815,586 paid to 1,291 employees residing outside Canada charged to Canadian lines.

TABLE 5. Employees and their Compensation, 1969 - 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
		<b>Summary</b>			\$		dollars	
01-10	001-073	General .....	31	63,578	244,154	2,051	3.84	7,876
11-26	101-173	Road maintenance .....	121	252,995	719,677	2,091	2.84	5,948
27-41	201-274	Equipment maintenance .....	39	90,100	296,580	2,310	3.29	7,605
42-79	302-539	Transportation .....	299	571,100	1,608,316	1,910	2.82	5,379
		<b>Totals .....</b>	<b>490</b>	<b>977,773</b>	<b>2,868,727</b>	<b>1,995</b>	<b>2.93</b>	<b>5,855</b>
80	691	Express .....	2	4,992	10,077	2,496	2.02	5,038
81	791	Highway transport (rail) .....	—	—	—	—	—	—
82	891	Telecommunications .....	—	—	—	—	—	—
83	991	Outside operations .....	—	—	—	—	—	—
		<b>Totals .....</b>	<b>2</b>	<b>4,992</b>	<b>10,077</b>	<b>2,496</b>	<b>2.02</b>	<b>5,038</b>
		<b>Grand totals .....</b>	<b>492</b>	<b>982,765</b>	<b>2,878,804</b>	<b>1,997</b>	<b>2.93</b>	<b>5,851</b>
		Number of female employees (included above) .....	—	—	—	—	—	—
		Salaries and wages charged to operating expenses .....	—	—	2,871,818	—	—	—
		International Bridge Company <sup>1</sup> .....	22	32,731	131,423	1,488	4.02	5,974

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

TABLE 6. Employees and their Compensation, 1969 - 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
		<b>Summary</b>			\$		dollars	
01-10	001-073	General .....	16,361	34,532,778	125,961,298	2,111	3.65	7,699
11-26	101-173	Road maintenance .....	21,985	50,376,409	152,162,699	2,291	3.02	6,921
27-41	201-274	Equipment maintenance .....	28,756	61,751,108	204,003,751	2,147	3.30	7,094
42-79	302-539	Transportation .....	51,501	113,493,950	400,087,109	2,204	3.53	7,769
		<b>Totals .....</b>	<b>118,603</b>	<b>260,154,245</b>	<b>882,214,857</b>	<b>2,193</b>	<b>3.39</b>	<b>7,438</b>
80	691	Express .....	3,332	6,818,742	20,289,218	2,046	2.98	6,089
81	791	Highway transport (rail) .....	318	699,588	2,186,329	2,200	3.13	6,875
82	891	Telecommunications .....	7,348	15,898,929	53,384,118	2,164	3.36	7,265
83	991	Outside operations .....	5,931	12,801,940	31,299,809	2,158	2.44	5,277
		<b>Totals .....</b>	<b>16,929</b>	<b>36,219,199</b>	<b>107,159,474</b>	<b>2,139</b>	<b>2.96</b>	<b>6,330</b>
		<b>Grand totals .....</b>	<b>135,532</b>	<b>296,373,444</b>	<b>989,374,331<sup>1</sup></b>	<b>2,187</b>	<b>3.34</b>	<b>7,300</b>
		Number of female employees (included above) .....	8,031	—	—	—	—	—
		Salaries and wages charged to operating expenses .....	—	—	874,509,545	—	—	—

<sup>1</sup> Includes \$9,848,865 paid to 1,304 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
<b>GENERAL<sup>1</sup></b>	
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
<b>ROAD MAINTENANCE</b>	
15 B. and B. department foremen	14 (142) Bridge and building foremen
16 B. and B. carpenters and bridgemen 17 Blacksmiths, pipefitters and tinsmiths 18 Masons, painters and other journeymen 22 Pumpmen 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 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 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 23 (164) Signal helpers and apprentices
<b>EQUIPMENT MAINTENANCE</b>	
32 Blacksmiths 33 Boilermakers	30 (252) Blacksmiths and boilermakers
34 Carmen, coach and locomotive 35 Carmen, freight	31 (253) Carmen - coach, locomotive and freight
30 Linemen and groundmen - Electrical transmission 36 Electrical workers	32 (254) Electrical workers, linemen and groundmen
37 Machinists 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 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) 50 Station agents, telegraphers and telephoners 51 Levermen (non-telegraphers) at interlockers	} 49 (325) Station agents, telegraphers, caretaker agents and levermen
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
<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 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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