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PRELIMINARY REPORTRAILWAY EMPLOYEES - SALARIES AND WAGES1932

The average number of employees in the following table is the monthly count divided by 12 and is more properly speaking the number of man year positions; i.e., for seasonal employees, such as extra sectionmen, 12 men working 3 months would appear as an average of 3 men for the year. It follows that the average rate of wages per year in the above case would be 4 times as high as the rate at which wages were actually received by each of these 12 men for the time employed and the number of hours worked per year would also be the total time divided by 3. For the classes not greatly affected by seasonal fluctuations in the numbers employed, the averages would be more nearly the true averages per employee, although reductions during the year would have the same effect as changes in the numbers due to seasonal fluctuations in requirements. The average hourly and daily rates, however, are correct, as are also the total time worked and the total salaries and wages paid.

The Canadian National and Canadian Pacific railways made flat reductions of 10 per cent in basic rates, as follows:

Engine Crews	Dec. 1, 1931
Train Crews	Dec. 1, 1931
Telegraphers	Dec. 1, 1931
Shop Craft	April 1, 1932
Maintenance of Way and Structures	May 1, 1932
Sleeping and Dining Car Porters - C.P.R.	Jan. 1, 1932
C.N.R.	May 1, 1932
Clerks and Freight Handlers - C.P.R.	March 1, 1932
C.N.R.	Aug. 1, 1932

The Toronto, Hamilton and Buffalo and United States subsidiary railways operating in Canada made a cut of 10 per cent for all the above classes on February 1, 1932. For the head office staff not included in labour union agreements, reductions were made from time to time during 1931 and 1932. The Canadian Pacific put into effect a 3-day lay off May 1, 1931, reduced this to 2 days on March 1, 1932, and on October 1 eliminated the lay off and made a straight cut of 10 per cent in salaries. The salaries of the officials were cut 10 per cent on May 1, 1931 and another 10 per cent on October 1, 1932. The Canadian National Railway general office staff employees were reduced a half a day per week, effective August 1, 1931, and on May 1, 1932, this was changed to a straight reduction in rates of salaries of 10 per cent. In September a considerable reduction in staff also was effected.

The total pay roll of all Canadian railways for 1932 amounted to \$181,113,583. Compared with \$229,499,505 for 1931, this was a decrease of \$48,385,917, or 21 per cent. The number of employees decreased by 24,377, or 15.5 per cent; the total time worked, computed by converting the days to hours on a basis of 8 hours per day, was less than in 1931 by 16.7 per cent. The average rate per hour was lower by 5.6 per cent and per day by 5.1 per cent. Maintenance of equipment employees showed a reduction of 21.5 per cent, the four classes of carmen and moulders being reduced 24 to 37 per cent. Assistant engineers and draftsmen were reduced in number by 41 per cent and other general and miscellaneous classes from 3 to 12 per cent except janitors and cleaners which showed an increase. Under "Maintenance of Way and Structures" extra gang and snow plough foremen were reduced by 45 per cent, labourers by 50 per cent and telephone and telegraph linemen and groundmen by 43 per cent. The reduction in the whole class was 15.3 per cent.

RAILWAY EMPLOYEES - SALARIES AND WAGES
FOR YEAR ENDED DECEMBER 31, 1932

RAILWAY EMPLOYEES - SALARIES AND WAGES
FOR YEAR ENDED DECEMBER 31, 1932

No.	Division	1/ Average Number of Employees	Total Time on Duty Hours					Total Salaries and Wages	Average Number of Hours Worked during Year	Average Salaries and Wages per Employee			
			(D = Days)	(D = Days)						(D = Days)	(D = Days)	Per Hour (D = Days)	Per Year
			1932	1931						1932	1931	1932	1931
1.	<u>GENERAL AND MISCELLANEOUS</u>							\$	\$			\$	\$
1.	Executives, general officers and assistants	786	851	D 235,270	D 257,873			4,531,548	5,311,403	D 299	D 303	D 19.26	D 20.60
2.	Division officers	981	1,098	D 311,702	D 350,043			3,276,183	3,879,012	D 318	D 319	D 10.51	D 11.08
3.	Assistant engineers and draftsmen	586	997	D 172,825	D 296,079			1,226,273	1,918,267	D 295	D 297	D 7.10	D 6.48
4.	Other miscellaneous officials	1,456	1,507	D 426,727	D 441,166			3,410,204	3,687,004	D 293	D 293	D 7.99	D 8.36
5.	Clerks	14,525	16,396	D 4,327,000	D 4,849,286			19,753,962	23,269,287	D 298	D 296	D 4.57	D 4.80
6.	Telephone switchboard operators	235	254	D 69,615	D 76,210			198,511	227,752	D 296	D 300	D 2.86	D 2.99
7.	Office boys, messengers, attendants & miscellaneous trades workers	1,018	1,158	D 302,562	D 336,399			690,360	829,454	D 297	D 291	D 2.28	D 2.47
8.	Janitors and cleaners	1,159	1,052	D 326,247	D 306,222			853,516	843,548	D 281	D 291	D 2.62	D 2.76
	Total - Days	20,746	23,313	D 6,171,948	D 6,913,278			33,940,557	39,965,727	D 298	D 297	D 5.50	D 5.78
	<u>MAINTENANCE OF WAY AND STRUCTURES</u>											1,636	1,714
9.	Bridge and building department foremen	351	425	D 107,581	D 128,076			586,414	756,942	D 306	D 301	D 5.45	D 5.91
10.	Carpenters and bridgemen	1,521	2,256	4,329,232	5,325,732			2,493,538	3,264,419	2,377	2,361	.575	.613
11.	Blacksmiths, pipe fitters, plumbers, tinsmiths and pump repairers	281	291	689,151	711,580			454,469	508,916	2,452	2,445	.659	.715
12.	Masons, bricklayers, plasterers and painters	148	225	329,055	509,423			195,107	325,962	2,223	2,264	.593	.640
13.	Helpers, B. and B. department	177	199	401,044	460,487			178,261	226,256	2,266	2,314	.444	.491
14.	Apprentices, B. and B. department	27	24	53,953	65,774			20,961	28,441	1,998	2,741	.389	.432
15.	Pile driver, ditching, hoist and steam shovel employees	240	326	613,173	855,837			350,151	543,335	2,625	.571	.635	1,459
16.	Pumpmen	497	567	1,261,017	1,471,502			555,103	693,655	2,537	2,595	.440	.471
17.	Extra gang and snow plough foremen	134	246	365,977	660,138			243,128	471,406	2,731	2,653	.664	.714
18.	Signal foremen	29	44	D 9,469	D 14,481			69,152	109,371	D 327	D 329	D 7.30	D 7.55
19.	Section foremen	6,255	6,377	15,598,989	15,988,409			8,695,284	9,525,127	2,494	2,507	.557	.596
20.	Sectionmen	15,493	17,345	37,215,011	42,294,336			14,866,774	17,988,572	2,402	2,438	.399	.425
21.	Labourers	3,686	7,305	8,752,194	17,615,826			2,464,655	5,265,977	2,374	2,411	.282	.299
22.	Foremen - Linemen	59	52	D 17,464	D 16,709			93,795	114,010	D 296	D 321	D 5.37	D 6.82
23.	Telegraph and telephone linemen and groundmen	109	192	274,928	535,820			115,050	254,182	2,522	2,791	.418	.474
24.	Signal and interlocker maintainers and repairmen	395	473	1,024,540	1,282,069			653,181	862,750	2,594	2,682	.638	.673
	Total - Hours	29,263	35,831	70,908,269	87,776,933			31,285,662	39,958,998	2,423	2,450	.441	.455
	Days	439	521	D 134,514	D 159,266			749,361	980,323	D 306	D 306	D 5.57	D 6.16
	Total	29,702	36,352					32,035,023	40,939,321				1,079
	<u>MAINTENANCE OF EQUIPMENT</u>												1,126
25.	General foremen	50	58	D 15,767	D 18,320			149,841	186,977	D 313	D 316	D 9.50	D 10.21
26.	Department and gang foremen	2,081	2,278	D 620,219	D 698,794			4,607,627	5,488,340	D 298	D 307	D 7.43	D 7.85
27.	Blacksmiths	520	671	973,955	1,259,833			701,379	995,982	1,873	1,878	.720	.791
28.	Boilermakers	1,079	1,357	2,002,389	2,578,088			1,506,967	2,078,600	1,856	1,900	.753	.806
29.	Carmen (A)	1,584	2,428	2,749,944	4,337,419			2,061,609	3,563,271	1,758	1,786	.750	.822
30.	Carmen (B)	412	603	706,500	1,069,635			542,247	888,385	1,715	1,774	.768	.831
31.	Carmen (C)	5,333	6,986	10,282,776	13,718,526			7,003,099	10,036,540	1,928	1,964	.681	.732
32.	Carmen (D)	211	318	371,920	557,720			257,298	413,709	1,763	1,754	.692	.742
33.	Electrical workers	725	812	1,481,394	1,699,360			1,042,630	1,296,701	2,043	2,093	.704	.763
34.	Machinists	3,536	4,584	6,501,536	8,504,983			4,863,029	6,819,391	1,839	1,855	.748	.802
35.	Moulders	81	123	133,772	212,560			102,351	175,685	1,652	1,728	.765	.827
36.	Pipe fitters and sheet metal workers	761	1,089	1,373,516	1,964,665			1,030,221	1,591,527	1,805	1,804	.750	.810
37.	Helpers to mechanics	5,554	7,323	10,609,233	13,985,234			5,722,884	8,091,319	1,910	1,912	.539	.579
38.	Helper apprentices	38	74	61,923	134,401			35,893	86,776	1,630	1,816	.580	.646
39.	Regular apprentices	931	1,217	1,632,722	2,062,813			846,456	1,033,345	1,754	1,695	.518	.501
40.	Car cleaners	1,394	1,560	3,159,048	3,697,331			1,271,834	1,608,217	2,266	2,370	.403	.435
41.	Other unskilled employees	3,107	3,541	7,568,174	8,789,424			3,029,975	3,782,524	2,436	2,482	.400	.430
42.	Unclassified labourers	2,179	2,642	4,473,046	5,572,136			1,723,733	2,297,190	2,053	1,961	.385	.412
43.	Stationary engineers, firemen and oilers	831	859	2,036,599	2,117,648			1,129,626	1,237,764	2,451	2,4		

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			(D = Days)	(D = Days)					(D = Days)	(D = Days)	Per Hour (D = Days)	Per Year				
		1932	1931	1932	1931			1932	1931	1932	1931	1932	1931			
44.	<u>TRANSPORTATION</u>															
44.	Inspectors and sergeants of police	153	155	D 48,358	D 48,766			144.	\$ 310,650	\$ 333,669	D 316	D 315	D 6.42	D 6.54	2,030	2,153
45.	Constables and policemen	656	679	D 214,618	D 222,362			45.	1,029,653	1,114,911	D 327	D 327	D 4.79	D 5.01	1,570	1,642
46.	Storekeepers	142	144	D 43,841	D 44,446			46.	261,941	277,375	D 309	D 309	D 5.97	D 6.24	1,845	1,926
47.	Storermen	1,237	1,584	2,502,050	3,302,527			47.	1,218,323	1,681,556	2,023	2,085	.487	.509	.985	1,062
48.	Train dispatchers and traffic supervisors	464	505	1,188,175	1,304,773			48.	1,337,517	1,606,375	2,560	2,584	1.126	1.231	2,883	3,181
49.	Supervisory agents and assistants	662	700	1,689,094	1,780,983			49.	1,298,008	1,465,120	2,552	2,544	.768	.823	1,961	2,093
50.	Station agents- non-telegraphers (small stations)	163	173	438,255	421,889			50.	164,286	215,665	2,687	2,439	.375	.511	1,008	1,247
51.	Station agents- telegraphers and telephoners	5,427	5,778	13,793,719	14,703,325			51.	9,035,372	10,513,004	2,542	2,545	.655	.715	1,665	1,819
52.	Signalmen (non-telegraphers) at interlockers	390	405	983,628	1,013,547			52.	486,937	544,625	2,522	2,503	.495	.537	1,249	1,345
53.	Foremen in freight sheds	358	377	859,817	933,089			53.	545,610	633,834	2,402	2,475	.635	.679	1,524	1,681
54.	Freight handlers and other station employees	3,748	4,225	7,832,603	9,192,459			54.	3,591,665	4,613,048	2,090	2,176	.459	.502	958	1,092
55.	Labourers	350	365	748,309	815,017			55.	268,066	329,512	2,138	2,233	.358	.404	766	903
56.	Dining car and restaurant inspectors, conductors and stewards	262	314	758,061	926,107			56.	455,774	608,208	2,893	2,949	.601	.657	1,740	1,937
57.	Dining car and restaurant helpers and attendants	1,042	1,402	2,935,343	4,174,016			57.	1,009,437	1,550,459	2,817	2,977	.344	.371	969	1,106
58.	News agents	17	5	D 4,838	D 1,469			58.	11,864	2,855	D 285	D 294	D 2.45	D 1.94	698	571
59.	Floating equipment employees	575	618	1,943,696	2,042,800			59.	703,942	812,261	3,380	3,306	.362	.398	1,224	1,314
60.	Sleeping and parlour car inspectors and conductors	187	213	500,174	592,853			60.	338,373	428,199	2,675	2,783	.677	.722	1,809	2,010
61.	Sleeping and parlour car porters	872	1,045	2,418,673	2,983,368			61.	865,913	1,151,846	2,774	2,855	.358	.386	993	1,102
62.	Drawbridge operators	100	105	264,343	277,382			62.	129,480	147,536	2,643	2,642	.490	.532	1,295	1,405
63.	Signalmen and watchmen at crossings (non-interlocked)	669	754	1,739,718	1,966,888			63.	647,098	779,450	2,600	2,609	.372	.396	967	1,074
64.	Yard masters and assistants	310	372	D 102,255	D 118,649			64.	865,962	1,064,110	D 330	D 319	D 8.47	D 8.97	2,793	2,861
65.	Switch tenders	372	404	D 126,509	D 140,247			65.	510,029	663,979	D 340	D 347	D 4.27	D 4.73	1,451	1,644
66.	Hostlers	456	534	D 147,521	D 175,811			66.	731,710	956,551	D 324	D 329	D 4.96	D 5.44	1,605	1,791
67.	Road passenger conductors	685	820	1,670,852	2,033,861			67.	1,798,461	2,358,380	2,439	2,480	1.076	1.160	2,625	2,876
68.	Road freight conductors	1,582	1,799	4,011,172	4,717,026			68.	3,779,242	4,773,402	2,536	2,622	.942	1.012	2,389	2,653
69.	Road passenger brakemen, baggagemen and flagmen	1,577	1,835	3,590,913	4,371,609			69.	2,845,113	3,715,298	2,277	2,382	.792	.850	1,804	2,025
70.	Road freight brakemen and flagmen	3,599	3,980	8,018,406	9,678,550			70.	5,981,207	7,608,579	2,228	2,432	.746	.786	1,662	1,912
71.	Yard conductors and yard foremen	953	1,120	2,450,571	2,952,724			71.	1,884,610	2,475,377	2,571	2,636	.769	.838	1,978	2,210
72.	Yard brakemen and helpers	2,116	2,367	4,906,801	5,845,054			72.	3,486,711	4,522,439	2,318	2,469	.711	.774	1,648	1,911
73.	Road passenger engineers and motormen	918	1,079	1,961,383	2,354,072			73.	2,732,516	3,569,690	2,137	2,182	1.393	1.516	2,977	3,308
74.	Road freight engineers and motormen	1,923	2,206	4,787,026	5,636,504			74.	5,164,977	6,523,113	2,489	2,555	1.079	1.157	2,686	2,957
75.	Yard engineers and motormen	841	1,022	2,493,209	2,972,372			75.	1,989,701	2,595,613	2,965	2,909	.798	.873	2,366	2,540
76.	Road passenger firemen and helpers	872	1,039	1,305,460	2,199,566			76.	1,963,547	2,588,443	2,070	2,117	1.068	1.177	2,252	2,491
77.	Road freight firemen and helpers	2,170	2,432	4,781,292	5,245,243			77.	3,898,642	4,915,688	2,203	2,321	.815	.871	1,797	2,021
78.	Yard firemen and helpers	857	1,031	2,490,163	2,969,239			78.	1,551,503	2,022,137	2,905	2,880	.623	.681	1,810	1,961
	Total - Hours	34,599	39,293	83,562,908	97,807,353				59,172,331	74,748,857	2,415	2,489	.708	.764	1,710	1,902
	Days	2,106	2,293	D 688,140	D 751,750				3,751,809	4,413,450	D 327	D 326	D 5.45	D 5.57	1,781	1,925
	Total	36,705	41,586						62,924,140	79,162,307					1,714	1,904
79.	Express department	2,394	2,635	D 701,473	D 795,424			79.	3,505,561	4,148,270	D 293	D 302	D 5.00	D 5.22	1,464	1,574
80.	Radio department	23	80	D 6,770	D 24,018			80.	43,590	126,045	D 294	D 300	D 6.44</			

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