

表-2 JR東日本の基準内賃金およびベア額・率の推移

年度	平均年齢(歳)	平均勤続(年)	ベア前・基準内賃金							ベ			ア				ベア後・基準内賃金					要求額
			基準内計				賃上げ計	定昇	純ベア計	配 分				基準内計								
			基本給	都市手当	扶養手当	管理手当等				基本給	都市手当	扶養手当	管理手当等	基本給	都市手当	扶養手当	管理手当等					
				※()内は構成比(%)				※()内はベア率(%)			※()内は構成比(%)				※()内は要求率(%)							
87	36.5	16.6	232,576	218,668 (94.02)	6,949 (2.99)	6,959 (2.99)	7,370 (3.17)	5,160 (2.22)	2,210 (0.95)	2,142 (96.92)	68 (3.08)	0 (0.00)	234,786	220,810 (94.05)	7,017 (2.99)	6,959 (2.96)	12,559 (5.39)					
88	37.5	17.6	240,942	226,396 (93.96)	7,448 (3.09)	7,098 (2.95)	10,119 (4.20)	5,493 (2.28)	4,626 (1.92)	3,468 (74.97)	591 (12.78)	567 (12.26)	245,568	229,864 (93.61)	8,039 (3.27)	7,665 (3.12)	14,697 (6.10)					
89	38.3	18.5	251,794	235,244 (93.43)	8,788 (3.49)	7,762 (3.08)	12,741 (5.06)	5,615 (2.23)	7,126 (2.83)	4,607 (64.65)	1,854 (26.02)	665 (9.33)	258,920	239,851 (92.64)	10,642 (4.11)	8,427 (3.25)	17,877 (7.10)					
90	38.9	19.1	263,390	243,909 (92.60)	10,952 (4.16)	8,529 (3.24)	15,724 (5.97)	5,821 (2.21)	9,903 (3.76)	7,410 (74.83)	2,493 (25.17)	0 (0.00)	273,293	251,319 (91.96)	13,445 (4.92)	8,529 (3.12)	21,861 (8.30)					
91	39.6	19.8	278,774	255,948 (91.81)	14,333 (5.14)	8,493 (3.05)	16,503 (5.92)	6,077 (2.18)	10,426 (3.74)	8,352 (80.11)	2,074 (19.89)	0 (0.00)	289,200	264,300 (91.39)	16,407 (5.67)	8,493 (2.94)	23,696 (8.50)					
92	40.5	20.3	296,387	270,584 (91.29)	17,256 (5.82)	8,547 (2.88)	16,509 (5.57)	6,402 (2.16)	10,107 (3.41)	7,870 (77.87)	502 (4.97)	1,736 (17.18)	306,494	278,454 (90.85)	17,757 (5.79)	10,283 (3.36)	25,193 (8.50)					
93	41.2	21.0	310,619	281,997 (90.79)	18,492 (5.95)	10,130 (3.26)	14,009 (4.51)	6,554 (2.11)	7,455 (2.40)	5,939 (79.66)	389 (5.22)	1,127 (15.12)	318,074	287,936 (90.52)	18,881 (5.94)	11,257 (3.54)	26,403 (8.50)					
94	41.8	21.6	321,548	291,038 (90.51)	19,383 (6.03)	11,127 (3.46)	12,122 (3.77)	6,624 (2.06)	5,498 (1.71)	4,607 (83.79)	307 (5.58)	584 (10.62)	327,046	295,645 (90.40)	19,690 (6.02)	11,711 (3.58)	24,438 (7.60)					
95	42.4	22.2	329,446	298,114 (90.49)	19,809 (6.01)	11,523 (3.50)	10,707 (3.25)	6,688 (2.03)	4,019 (1.22)	3,226 (80.27)	214 (5.32)	579 (14.41)	333,465	301,340 (90.37)	20,023 (6.00)	12,102 (3.63)	21,743 (6.60)					
96	42.9	22.7	336,154	303,501 (90.29)	20,739 (6.17)	11,914 (3.54)	10,757 (3.20)	6,723 (2.00)	4,034 (1.20)	3,239 (80.29)	221 (5.48)	574 (14.23)	340,188	306,740 (90.17)	20,960 (6.16)	12,488 (3.67)	20,169 (6.00)					
97	43.4	23.1	341,602	308,294 (90.25)	21,068 (6.17)	12,240 (3.58)	10,931 (3.20)	6,764 (1.98)	4,167 (1.22)	3,413 (81.91)	233 (5.59)	520 (12.48)	345,769	311,707 (90.15)	21,302 (6.16)	12,760 (3.69)	17,080 (5.00)					
98	43.6	23.4	339,258	306,849 (90.45)	20,127 (5.93)	12,282 (3.62)	9,974 (2.94)	6,649 (1.96)	3,325 (0.98)	3,021 (90.86)	198 (5.95)	106 (3.19)	342,583	309,870 (90.45)	20,325 (5.93)	12,388 (3.62)	16,963 (5.00)					
99	43.9	24.1	342,416	310,099 (90.56)	20,154 (5.89)	12,163 (3.55)	8,827 (2.59)	6,704 (1.97)	2,123 (0.62)	1,993 (93.88)	130 (6.12)	0 (0.00)	344,539	312,092 (90.58)	20,284 (5.89)	12,163 (3.53)	10,272 (3.00)					
00	44.1	24.2	344,181	312,004 (90.65)	20,216 (5.87)	11,961 (3.48)	7,525 (2.20)	6,665 (1.95)	860 (0.25)	808 (93.95)	52 (6.05)	0 (0.00)	345,041	312,812 (90.66)	20,268 (5.87)	11,961 (3.47)	6,884 (2.00)					
01	44.2	24.3	344,426	312,518 (90.74)	20,149 (5.85)	11,759 (3.41)	7,633 (2.23)	6,669 (1.95)	964 (0.28)	906 (93.98)	58 (6.02)	0 (0.00)	345,390	313,424 (90.74)	20,207 (5.85)	11,759 (3.40)	6,889 (2.00)					
02	44.3	24.5	345,972	314,199 (90.82)	20,218 (5.84)	11,555 (3.34)	6,636 (1.95)	6,636 (1.95)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	345,972	314,199 (90.82)	20,218 (5.84)	11,555 (3.34)	1,500 (0.43)					
03	44.4	24.6	344,708	313,234 (90.87)	20,098 (5.83)	11,376 (3.30)	6,626 (1.96)	6,626 (1.96)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	344,708	313,234 (90.87)	20,098 (5.83)	11,376 (3.30)	1,300 (0.38)					
04	44.4	24.5	342,680	311,661 (90.95)	19,857 (5.79)	11,162 (3.25)	6,618 (1.97)	6,618 (1.97)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	342,680	311,661 (90.95)	19,857 (5.79)	11,162 (3.26)	1,300 (0.38)					
05	44.2	24.3	340,831	309,721 (90.87)	19,880 (5.83)	11,230 (3.29)	6,606 (1.98)	6,606 (1.98)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	340,831	309,721 (90.87)	19,880 (5.83)	11,230 (3.29)	1,500 (0.44)					
06	44.0	24.0	341,509	310,419 (90.90)	20,036 (5.87)	11,054 (3.24)	7,215 (2.16)	6,615 (1.98)	600 (0.18)	564 (94.00)	36 (6.00)	0 (0.00)	342,109	310,983 (90.90)	20,072 (5.87)	11,054 (3.23)	2,000 (0.59)					
07	43.8	23.7	341,193	310,235 (90.93)	20,153 (5.91)	10,805 (3.17)	7,616 (2.27)	6,657 (1.99)	959 (0.28)	900 (93.85)	59 (6.15)	0 (0.00)	342,152	311,135 (90.93)	20,212 (5.91)	10,805 (3.16)	3,000 (0.88)					
08	43.5	22.7	338,809	308,450 (91.04)	19,975 (5.90)	10,584 (3.06)	7,615 (2.28)	6,624 (1.99)	991 (0.29)	930 (93.84)	61 (6.16)	0 (0.00)	339,800	309,380 (91.05)	20,036 (5.90)	10,384 (3.06)	3,000 (0.89)					
09	43.3	22.3	337,663	307,782 (91.15)	19,793 (5.86)	10,088 (2.99)	6,594 (1.98)	6,594 (1.98)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	337,663	307,782 (91.15)	19,793 (5.86)	10,088 (2.99)	6,000 (1.78)					
10	43.0	21.9	336,249	306,808 (91.24)	19,639 (5.84)	9,802 (2.92)	6,594 (1.99)	6,594 (1.99)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	336,249	306,808 (91.24)	19,639 (5.84)	9,802 (2.92)	2,000 (0.59)					
11	42.8	22.2	334,212	305,168 (91.31)	19,476 (5.83)	9,568 (2.86)	6,606 (2.01)	6,606 (2.01)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)	334,212	305,168 (91.31)	19,476 (5.83)	9,568 (2.86)	2,000 (0.60)					
12	42.6	21.2	343,400	305,637 (89.00)	19,648 (5.72)	5,616 (1.64)	12,527 (3.65)	6,284 (1.83)	6,284 (1.83)	0 (0.00)	0 (0.00)	0 (0.00)	343,400	305,637 (89.00)	19,648 (5.72)	5,616 (1.64)	12,527 (3.65)	2,000 (0.58)				
13	42.7	21.7	341,071	303,642 (89.03)	19,604 (5.75)	5,644 (1.65)	12,181 (3.57)	6,480 (1.90)	6,480 (1.90)	0 (0.00)	0 (0.00)	0 (0.00)	341,071	303,642 (89.03)	19,604 (5.75)	5,644 (1.65)	12,181 (3.57)	2,000 (0.58)				
14	42.7	21.6	338,566	301,342 (89.00)	19,569 (5.78)	5,539 (1.64)	12,116 (3.58)	8,208 (2.42)	6,568 (1.94)	1,635 (0.48)	1,535 (93.88)	100 (6.12)	340,201	302,877 (89.03)	19,669 (5.78)	5,539 (1.63)	12,116 (3.56)	3,500 (1.03)				
15	42.5	21.3	335,499	298,508 (87.95)	19,558 (5.82)	5,457 (1.62)	11,976 (3.56)	8,882 (2.26)	6,653 (1.97)	2,229 (0.65)	2,092 (93.85)	137 (6.14)	337,728	300,600 (89.00)	19,695 (5.83)	5,457 (1.61)	11,976 (3.54)	6,800 (2.00)				
16	42.1	20.8	336,731	299,690 (89.00)	19,902 (5.91)	5,282 (1.57)	11,857 (3.99)	7,899 (2.34)	6,724 (1.99)	1,175 (0.34)	1,102 (93.79)	73 (6.21)	337,906	300,792 (89.02)	19,975 (5.91)	5,282 (1.56)	11,857 (3.50)	6,000 (1.79)				

注：2012年度、制度改正。

注：2016年賃上げ要求は一律6000円+平均800円（等級間格差の是正分）を要求。

