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INV: UAW Accept
Minneapolis, Minn.
November 17, 1969

September 25, 1969

Dear Harvey:

I am sorry I missed your call yesterday.

I am your humble servant. I will plan
to be with you on Monday night,
November 17th

Warm regards.

Sincerely,

Hubert H. Humphrey

Mr. Harvey Kitzman
UAW
Suite 204
2266 N. Prospect Avenue
Milwaukee, Wisconsin
53202

date changed to

Nov 19

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Suite 204 — 2266 N. Prospect Ave., Milwaukee, Wisconsin 53202

271-5515 **REGION 10 UAW**
HARVEY KITZMAN, Director

September 24, 1969

Professor Hubert Humphrey
Macalester College
Grand Ave & Snelling Ave., South
St Paul, Minnesota

Dear Hubert:

The UAW is going to set up on a permanent basis the Minnesota State Community Action Program (CAP) Council. The convention for that purpose will be held on Monday, November 17, and Tuesday, November 18.

At this convention we will have about 300 of our top UAW leaders from Minnesota...local union presidents, financial secretaries, stewards, other officers, and committeemen. So this will really be a leadership group of people.

We would be greatly honored if you could find it possible to address the delegates to this convention. It will open with a banquet on Monday night, November 17. This would make it possible for the local unions to attend, with additional people besides the delegates. The banquet will be held at either the Leamington or Curtis Hotel in Minneapolis. But it is most urgent that I know immediately if it will be possible for you to be the speaker.

Now, if the 17th is completely out because of your previous schedule, I could shift the convention by one day; and then you could speak on the evening of the 18th. Please let me know on this immediately, because we have to start preparing the publicity for the convention.

Wishing you the best of success, I am

Sincerely yours,

Director, Region 10 UAW

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Suite 204 — 2266 N. Prospect Ave., Milwaukee, Wisconsin 53202

271-5515 REGION 10 UAW
HARVEY KITZMAN, Director

October 13, 1969

Mr. Hubert Humphrey
Macalester College
Grand Ave. & Snelling Ave., South
St. Paul, Minnesota

Dear Hubert:

In line with your request that I send you some notes for your appearance as a speaker at our Minnesota State CAP Conference, which you will address at a dinner commencing at 6:30 in the evening, Wednesday, November 19, Leamington Hotel, Minneapolis, I have the following to suggest:

The CAP Council in Minnesota, the same as in every other state, was created by our 1968 convention. The purpose was to formulate a community action program in which we would participate with all segments of society, working on a number of programs such as housing, water and air pollution, slum clearance, inner city core areas, education, legislation -- with legislation and education on the top of the agenda.

Now, we will also set up committees in all our larger cities where we have concentration of membership, to work with local officials both on a city and state level, on any program designed to help the less fortunate. The real reason for CAP is to keep the program going; too many times, we have conferences, conventions, and meetings, where pious and glorious resolutions are passed, only to be taken home and left on a shelf to gather dust.

What we are attempting to do under our Community Action Program (CAP) is to have someone stay on top of these resolutions which have been enunciated and passed, and see that they are put into operation. This, in a nutshell, is the purpose of the CAP Councils.

October 19, 1968

As far as our Minnesota CAP conference is concerned, however, I want to say that you are free to say anything you wish to say; and I suggest that you lay it on the line. You are talking to a friendly audience. These are all leaders in the UAW. You might even remind them that, had we worked as hard in the beginning of the campaign in 1968 as we did in the last two weeks, we would be meeting with you in the East Room of the White House instead of here in the Leamington Hotel.

I am very happy that you will be able to be with us, Hubert; and I am looking forward to seeing you again.

Wishing you the best of success, I remain

Sincerely yours,



Harvey Kitzman, Director
Region 10 UAW

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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

Suite 204 — 2266 N. Prospect Ave., Milwaukee, Wisconsin 53202

271-5515 **REGION 10 UAW**
HARVEY KITZMAN, Director

October 20, 1969

Dear Caryl:

Enclosed is a photocopy of a letter which we sent to Mr Humphrey on October 13.

Does this answer the questions in your October 17 letter?

Sincerely,

Mary Scheafer

Secretary

P.S. I will mail press statements to you as soon as they are ready.

Universal U.S. Health Insurance Plan Proposed at Parley Here

By RICHARD D. LYONS

A comprehensive health insurance program that would be a type of Medicare for most Americans of all ages was proposed yesterday by a group of influential medical, union, political and civil rights leaders.

The proposed system would be similar to Medicare in the range of benefits and the method of payment, which would include payroll deductions and Federal taxes.

Walter P. Reuther, head of the United Autoworkers Union, outlined the universal health insurance proposal. Mr. Reuther said such a system was needed because the nation's current "nonsystem" of health care cost too much and gave too little in service.

"The United States is the only nation in the world," he said, "that does not have a national health system," with built-in incentives to help "eliminate waste and inefficiency" in the delivery of medical care.

Mr. Reuther addressed the opening of a two-day conference on universal medical plans that was convened at the Statler Hilton Hotel by the Committee for National Health Insurance, of which he is chairman.

The committee's vice chairmen are Dr. Michael E. DeBakey, the heart surgeon; Mrs. Albert D. Lasker, who is influential in medical affairs; and Whitney M. Young Jr., executive director of the National Urban League. Other committee members include businessmen, clergyman and Congressmen, as well as medical, labor and civil rights leaders.

About 150 delegates representing 57 national groups, including Blue Cross and the American Medical Association, heard Mr. Reuther term the current system of health care services "inadequate," "unacceptable" and "second-rate."

In urging a national health insurance system, Mr. Reuther emphasized that he sought a

"uniquely American" program, inferring that he was not seeking to set up a National Health Service such as the British formed 20 years ago.

During a news conference Mr. Reuther and Dr. I. S. Falk, the committee's technical consultant, who is professor emeritus of public health at Yale, set forth an outline of a national insurance system, which they said would be subject to modification.

Proposed Coverage

As envisioned, the system would cover costs of personal health care, but might not include drugs and dentistry. The insurance would cover most Americans, but might exclude military personnel, patients in Veterans Administration and mental hospitals, Federal wards such as Indians and Eskimos, and persons in schools, custodial and correctional institutions.

Insurance premiums would be financed by a payroll tax shared by employers and em-

ployes, together with Federal taxes that would cover about one-third of the system's cost.

Dr. Falk estimated that the United States currently spends about \$60-billion on health care and that about \$40-billion would be covered by the proposed insurance system.

Under the proposal, general tax revenues would pay about \$13.5-billion of the estimated cost, including some premiums for those unable to afford them. This amount is at least several billion dollars more than the Federal Government is now paying for the delivery of health care services.

While the proposed insurance system would cost more Federal money than is now being spent on health care, Dr. Falk noted that it was intended that the system should cover many health-related expenses now being met by state and local funds. The new system would absorb Medicare and Medicaid.

Financing would be chan-

neled through a system similar to Social Security using the Treasury Department. It would be administered by an Office of National Health Insurance Administration at the Department of Health, Education and Welfare. An administrative and a National Advisory Council would oversee operations.

Dr. Falk and Mr. Reuther said it was hoped that all existing dispensers of health services, from the neighborhood doctor to giant medical centers, would take part in the delivery of care.

An important part of the system, they said, would be the providing of fiscal and other incentives to make health care delivery more efficient.

Mr. Reuther said the meeting's purpose was to discuss and examine details so that a final proposal could be incorporated into legislation that would be introduced early next year in Congress, which has two other insurance proposals already before it.

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Reuther Asks • Health System For Everyone

Calling adequate medical care "a right, not a matter of privilege," United Auto Workers president Walter Reuther called yesterday for a national health insurance system for all.

Reuther, speaking as chairman of the Committee for National Health Insurance, said that in 1968, out of 178 million Americans over 65, about 90% had no hospital insurance at all and 95% had no dental-care insurance.

"We've done no better in public health either," he said. "Medicare provides less than 45% of our basic health-care costs."

The union leader said that for every dollar labor had bargained for in health-care services, 20% went to improve health care and 80% to "subsidize the waste in the present non-system."

Reuther spoke at a conference on national health insurance at the Statler Hilton Hotel. He said the conference would come up with proposals for legislation to be offered to Congress next year.

He said financing of a national system tentatively would be paid for two thirds by employer-employee contributions and one third by general taxation.

"We don't propose socialized medicine," he said. "We believe that access to good health in a free society is a matter of right, not a matter of privilege."

Griner elected to AFL-CIO Executive Council; for the first time GS, WB, VA, NAF,



AFGE'S RISING influence in AFL-CIO has been demonstrated by the election of National President John F. Griner (above left with AFL-CIO President George Meany) to the Executive Council with the rank of Vice President. Griner's will be one of nine new faces on the Council which was expanded to 33 at the recent AFL-CIO convention in Atlantic City, N. J. Griner already was a Vice President and member of the Executive Committee of AFL-CIO's Industrial Union Dept. which held its convention a week earlier, also at Atlantic City. Griner (below left with United Steelworkers President I. W. Abel, who is also IUD President) also served on the IUD convention Resolutions Committee.

State employees have a voice, a vote, influence at policy level

The ***** GOVERNMENT STANDARD

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For the first time in the history of Organized Labor, Federal employees outside of Postal workers will have a spokesman at the highest policy level, the Executive Council of AFL-CIO, with the election of National President John F. Griner at the recent AFL-CIO convention in Atlantic City. For the importance of this to Federal employees

See Pages 2, 3



MEANWHILE:

Better Retirement law awaits Nixon's signing

See Page 3

Exclusive for 4,102: AF, Customs, NG, Army, VA

See Page 10

If AFL-CIO has recognized the emergence of AFGE as the Union chosen by most Federal employees...

The AFL-CIO convention's momentous election of your National President as a member of its Executive Council is finally the long-awaited sunrise of a new day for Federal employees who labored too long in the darkness of disregard.



GRINER

I do not say this because I am occupying that office, although I do consider the honor the personal climax of the years I have doggedly devoted to trying to build an authentic, authoritative effective union for ALL Federal employees.

Far, far more important than any personal credit that could accrue to me personally is the acknowledgment by the rest of organized Labor that Federal employees have welded together an organization that can speak authoritatively and knowingly of the problems and desires of Federal employees, in terms that can be understood and felt by other Unionists and in a forum where its programs can become a part of a grander design to bring economic equity and justice to all who work for management.

AFGE STROVE to find a place in that forum called the AFL-CIO Executive Council in order to make it unmistakably clear to all other Unions that Federal employees have banded to-

gether in a large enough group to merit the assistance of Unionists in private industry.

Now that AFGE sits in that forum, it must be prepared to assert the prerogatives of Federal employees, explain in persuasive detail the depths of the problems and injustices Federal employees endure, and exact from the rest of organized Labor the skilled and tireless assistance that must be given to bring about equal dignity and economic justice for over two million beset working men and women.

I WOULD EXPECT that the first fruit of our Union's emergence into the leadership of AFL-CIO that we can expect to enjoy will be assistance in achievement of our legislative program for Federal employees. I am sure all Federal employees are only too well aware of the legislative landmarks organized Labor has been instrumental in winning for private industry employees.

This relief we long for and these goals we pursue so diligently before the Congress will not come automatically today, tomorrow or perhaps this year, but the news is abroad on Capitol Hill, I'm sure, that AFGE has acquired new status among rugged allies.

I SUSPECT, too, that before very long department and agency supervision, particularly at the middle levels, will begin to revise drastically its Labor-management attitudes toward employ-

ees. As a Union, we shall continue to follow the adage of Theodore Roosevelt, but we shall in turn expect a civilized recognition of our place in the assembly of working men and women.

In return, we must begin to lend our strength in the places where it can be exerted in company with the organized employees of private industry.

There are many AFL-CIO halls in many states and many communities. Our faces must begin to appear there, and our voices must begin to be heard there in chorus with all organized working men and women.

WE MUST ALSO contribute our efforts and our assets to this mutual struggle. We have much to offer. We must not stint if we are to expect the assistance we have striven to obtain.

AFGE has emerged as a potent force in organized Labor because it answered the call to assist restless, dissatisfied Federal employees. In this it acted as a Union, organizing, serving, and devising programs that Federal employees could recognize as the solutions to their problems.

Now we are joined with others to lend that same energy and devotion in a larger struggle, bolstered by the awareness that we have new associates at a level that means greater strength can be brought to bear on the problems of all of us.

NO LONGER are Federal employees alone, alienated and apart.

then management of agencies must acknowledge that our officers not be hindered in serving members

Elsewhere in this issue, as in nearly every issue of *The Government Standard*, you will be able to read reports of our Union's continuing efforts to obtain legislative relief, to redress discrimination, to explain our problems, to educate our children, to revise unjust regulations, to unlock fast-set management minds, and to represent thousands more Federal employees by obtaining Exclusive Recognition.

THESE ARE our daily tasks.

These accomplishments, piece by piece, here and there, justify the energy and devotion given by literally thousands of unpaid AFGE officers and stewards in serving those other members and fellow employees who elected them or agreed to their appointment as their representatives.

Our Local Union officers and stewards are our front lines, our outposts in the daily combat against management encroachment upon our rights as employees deserving of dignity, justice and equal treatment in the work place.

I say to you none serve us more valiantly than our stewards. It is they who first perceive the problems, receive the complaints, seek out the source of discontent, and find resolutions.

IT IS THE steward who is first upon the scene of dispute. Most often it is he who first applies the balm of agreement that prevents the spread of Labor-management antagonism.

I never cease to be amazed at the stupidity of some agency management in blindly ignoring the value of the Union steward. The upper levels of management know where the overwhelming majority of problems occur, and they are aware of how most of these problems are resolved. Some middle-level management perceive this, too.

All however, ought to be delighted to see the AFGE steward. They ought to be eager to work with him. They ought to thank the Local Union for providing him. They should feel this way because they should know that his presence helps stabilize any situation and ease out any disputes that can be resolved at that point.

AN IMPORTANT part of the stewards' success is the recognition given him. If you will, he is stronger for the designation given him as a functioning Local Union official. His designation as an official also reassures the employee who is daily aware that his steward is with him.

Knowing this myself and assuming that management was equally aware of it, I was surprised to find out that the General Services Administration was refusing to allow stewards of Local 128 to wear badges in the Convinton, Ky. field office.

When the normal processes of negotiation failed first at the Local level, then at the District level and finally at the National Office Dept. level, it became necessary for me to get in touch with

GSA Administrator Robert L. Kunzig.

ONE POINT in particular amazed me.

GSA is refusing to allow the badges to be worn, it seems because of the 1964 Uniform Program. One explanation of this point in our files comes from James W. Hargrove, Director of Personnel for GSA. Quoth he:

"Considering the great variety of fraternal and other organizations, as well as Unions which many employees belong to, it is difficult to define a workable 'stopping point.'

"Where one emblem may not be objectionable from an appearance standpoint, several certainly would detract from both the appearance and basic purpose of the uniform. . . .

"Further, if GSA were to permit the wearing of this type of pin, the action would constitute a reversal of a policy normally followed by other Federal agencies."

WELL, MOST agencies do not prohibit it, and if GSA can permit employees to wear incentive program badges, it ought in the name of sensible Labor-management relations be able to perceive that peace in the working place depends far more upon the steward badge than a fraternal pin.

Whatever became of common sense?

John F. Griner
National President

THE GOVERNMENT STANDARD

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Griner named to AFL-CIO Council, strengthening Federal Union power

The emergence of Federal employees—particularly the more than 600,000 represented by AFGE—as an aggressive, fast-growing segment of organized labor has now been given official notice by the AFL-CIO.

AFGE National President John F. Griner was elected a Vice President and member of the Executive Council of AFL-CIO at its convention last week in Atlantic City.

Griner was one of nine new Vice Presidents elected to fill positions on the Council. Six new posts were created and the other three men were named to succeed retiring

Vice Presidents. The Council now numbers 33.

Griner acknowledged his personal satisfaction from being elected, but stressed that the honor is much more a reflection of AFL-CIO's growing awareness of the importance of Federal employees to organized labor.

"We are wanted in the councils of AFL-CIO," Griner said.

"Equally important, we can now proceed with our tasks of organizing and serving Federal employees assured of the backing of AFL-CIO and bolstered by the many service departments it maintains to assist its affiliates.

"For the first time," Griner added, "GS, Wage Board, VA, Non-Appropriated Fund and State Dept. employees can expect to have a voice, a vote and influence at the policy level in AFL-CIO.

"This should be of particular benefit to us," Griner said, "in the area of obtaining legislation that Federal employees need so desperately with regard to Classified salaries, fringe benefits, Labor-management relations and Wage Board pay determinations."

The week before the AFL-CIO convention, the AFL-CIO affiliated Industrial Union Dept.—in which Griner serves as a Vice President and Executive Committee member—endorsed an AFGE resolution urging such legislation.

Attending the AFL-CIO convention along with Griner and Executive Vice President Clyde M. Webber were National Vice Presidents Curtis E. Ristesund (District 12), B. Rudolph Johnson (District 13) and Ralph Biser (District 14).



NEW MEMBERS of AFL-CIO Council, including National President John F. Griner (third from left), met with President George

Meany and Secretary-Treasurer Lane Kirkland briefly after the convention was adjourned in Atlantic City.

Retirement Bill passes, now goes to President

The House passed H.R. 9825, the "Civil Service Retirement Amendments of 1969", on Oct. 7, setting the stage for final enactment of the bill. It will financially strengthen the Civil Service Retirement Fund and liberalize retirement benefits.

Federal employees retiring this month under the new Act would receive approximately 10 per cent more in retirement benefits.

H.R. 9825, originally sponsored by Rep. Dominick V. Daniels (D-NJ), passed the House July 23. In the Senate, amendments offered by Sen. Gale W. McGee (D-Wyo), were added and approved on the House floor.

Significant figures in the quick adoption of amendments by the House were POCS Committee Chairman Rep. Thaddeus J. Dulski (D-NY), and Rep. Robert J. Corbett (R-Pa), POCS minority leader.

The "package" of benefits provided under the amended Bill include:

- Changing the computation of the retirement formula base figure to the average of the three highest consecutive years of earnings, instead of the present "high 5";

- Adding unused sick leave in the computation of the years of service in determining the multiplier used in the retirement formula;

- Correcting the "cost-of-living" adjustment formula now being applied to annuities by adding 1 per cent to reflect the time lapse between the survey and the increased payments;

(This 1 per cent will be added to the 4 per cent C-O-L rise due to go into effect on Nov. 1);

- Permitting remarriage in the case of any widow or widower of an employee who died, retired, or was otherwise separated before July 18, 1966—provided the widow or wid-

ower remarried after July 18, 1966 and was receiving an annuity from the Retirement and Disability Fund immediately before such remarriage.

Hearings on the Bill were held before the Senate Subcommittee on Retirement,

CONTINUED ON PAGE 11

Tax exemption sought for Federal annuities

The Tax Reform Act of 1969, H.R. 13270, currently under study by the Senate Committee on Finance, got an AFGE review when National President John F. Griner submitted testimony calling for the total exemption of Civil Service annuities from Federal income tax.

The statement noted that Federal employees have become "increasingly aware that certain major inequities, certain vestiges of serious tax injustice, continue to exist in current tax practices.

The AFGE offered support of testimony presented by AFL-CIO President George Meany, particularly with regard to the failure of the "loophole set" to bear a fair share of the tax burden.

Tax justice

Equality of treatment was the principle argued by the AFGE as the means to effective tax justice. The before-tax income of some 870,000 Federal annuitants and survivors was cited as the justification:

"An analysis of the annual income of both the Civil Service employee and survivor annuitants reveals that an overwhelming majority are living at the poverty level. . . .

"The most recent comprehensive figures, compiled by the Civil Service Commission, show that on June 20, 1968, almost 100,000 Federal employee annuitants and survivor annuitants received less

than \$50 a month in annuities. This is less than \$600 a year. Moreover, this amount was subject to income tax. . . .

"Of the total number of 871,072 persons on the Civil Service retirement rolls on that date, 514,863 received less than \$200 per month, or less than \$2,400 per year."

Although payroll deductions for retirement are called "contributions", the fact is that payment is mandatory for both the employee and the employer.

Fully exempt

Annuitant beneficiaries of both the Social Security system and the system established by the Railway Retirement Act are exempted from Federal income tax.

The statement offered that "one can really find no meaningful legal distinction between the three systems, Social Security, Railway Retirement and Civil Service, so far as mandatory contributions are concerned or the sharing of the burden by the employer and employee.

"Yet, the Civil Service annuitant must pay an income tax on that portion derived from the Federal employer's 'contribution'

"The precepts of tax justice require that we extend to Civil Service annuitants the same tax policy that now applies to Social Security and Railway Retirement Act annuitants—total exemption from all income tax."

AFGE TRIUMPH — John Griner, president of the American Federation of Government Employees, the government's largest union, has been elected a vice president of the national AFL-CIO and a member of its ruling executive council.

It is a tremendous prestige triumph for the AFGE and makes Griner the only federal government employee leader who is on the AFL-CIO executive council and a vice president. The only other government employee leader who served as an AFL-CIO vice president and member of its executive council was William C. Doherty, president of the National Association of Letter Carriers until his retirement seven years ago.

The presidents of the big and powerful postal employee unions affiliated with the AFL-CIO had also sought to be named federation vice presidents and executive council members, but Griner apparently got the nod because the AFGE is the largest of all government unions.

Comment by Joseph Young in THE WASHINGTON STAR, Oct. 9, 1969.

\$25 Per Diem in House Committee

The Senate has passed the Per Diem Bill, accepting the bill as amended and reported out by the Senate Government Operations Committee.

H.R. 337, originally sponsored by Rep. Benjamin S. Rosenthal (D-NY), would increase the maximum per diem allowance of \$16 to \$25.

Earlier this year, the House passed Rosenthal's bill, amending the proposed \$25 per day allowance for employees of the Government traveling on official business downward to \$22.

The Government Operations Committee incorporated the language of two Senate companion measures in its final version: S. 820, introduced by Sen. Fred R. Harris (D-Okla), and S. 1682, sponsored by Sen. Hiram L. Fong (D-Hawaii).

The Senate interpretation altered all figures of the version passed in the House. As the bill now stands, it allows \$25 Per Diem, \$40 Actual Expense, and \$18 Foreign Travel.

The Per Diem Bill will now go to the Government Operations Committee in the House, where sentiments have been expressed for acceptance of the Senate version per se, but at this time there is no indication as to exactly what the House action will be.

If the House Committee decides that the Senate amendments are acceptable, the bill will be brought to the House floor for a vote. If, however, the provisions are contested, the bill will go to Conference between the Senate and House and a compromise on the Per Diem figures will be sought.

OFFICERS of AFGE Local 1219, Sheridan, Wyo., stand proudly before the sign made and placed by them near the entrance to the Sheridan VA Hospital. Left to right: John Brutlag, First Vice President; Floyd Burrows, President; Kenneth Bull, National Representative; Charles Fisher, Chief Steward; and Joe Pinder, Secretary. For those leaving the hospital, the two-way sign reads "Local 1219, Sheridan VA Hospital, Invites you to JOIN AFGE."



CAPITOLINE

Unionist aided by AFGE starts active new Local

GRATITUDE—"Being a member of AFGE may prove to be one of the best decisions that I have made in my ten years in the FAA," asserted Earl O. Cormior, AFGE President of the Bradley Field Connecticut Local, in a letter to a fellow AFGE unionist.

"Although membership is automatically cancelled when you transfer out of a region, your organization continued to work in my behalf.

"After countless letters from me to the Alaskan Regional Office of FAA, where I had been employed, I turned to AFGE not as a last resort, certainly, but in hopes that someone 'up there' could see the injustice being done to me. I didn't really expect anything, but I got a check from the Alaskan Regional Office, with no explanation of their sudden 'change of heart', but containing every dime I was fighting for.

"In my ten years with the FAA, I've always belonged to Unions, not because I 'believed' in them, but because I wanted to be 'one of the boys'. This Alaskan situation has changed my way of thinking so much that here, at Bradley Field, I got a Union going where there wasn't any and now we have Formal Recognition. I mention this to point out that I am now convinced that management will only fight for employees that fight for themselves."

COMMENDATION—Lillian Bruck, an employee of the Veterans Administration Re-

gional Office in New Orleans, recently marked her 50th anniversary of service with the Federal Government. The anniversary also marked her last day as an Estate Analyst in the Office of the Chief Attorney.

Miss Bruck has been a member of AFGE Local 2062 since its activation.

Miss Bruck's personnel folder, abundant with citations, commendations, and superior Performance Awards, is indicative of her loyalty and dedication to duty while in the Federal Service.

In addition to the Career Service Award from the Administrator of Veterans Affairs, Miss Bruck also received a Certificate of Commendation from Lawrence J. Centola, Manager of the Veterans Administration Regional Office in New Orleans, a diamond pin for 50 years of Federal Service, and the best wishes of all her fellow employees.

The citation and awards are certainly welcomed, but what assuredly is enabling Miss Bruck to look forward to her future is the retirement benefits guaranteed by her membership in AFGE.

IN APPRECIATION—Dual honors were bestowed upon Capt. Samuel R. Simpson, Jr., Supply Corps, United States Navy, on the eve of his departure from the Navy Electronics Supply Office, Great Lakes, Ill., where he has served as Executive Officer for the past two years.

Captain Simpson received an honorary lifetime membership in AFGE Local 1424 and a plaque of commendation. The plaque, presented by Lodge 1424 President C. Wayne Franklin, reads: "presented to Captain Samuel R. Simpson, Supply Corps, U. S. Navy, by the officers and membership of AFGE Local 1424 in appreciation of his open door and, more important, his open mind."

Now Commanding Officer of the Naval Supply Center, Puget Sound, Bremerton, Wash., we are certain Captain Simpson is carrying on the tradition of fairness and co-operation which has gained the respect of administration and Union members alike.

BACKDOWN—AFGE Local 1738, Salisbury, N. C., submitted a request to the Salisbury Veterans Administration Hospital for a grievance hearing concerning forced sick leave. Management had refused to grant excused leave for an employee who was forced off duty while still in good health. The alternate grievance procedure, which involves advisory arbitration, was requested.

It was hopefully to be a test case, however, the Local was notified that the management would grant the aggrieved excused leave instead of sick leave.

Once again it is apparent that management is willing to correct mistakes and treat employees properly only under pressure—AFGE pressure.

SEMINAR—Local 2074, V.A. Hospital, Cleveland, Ohio, conducted a three month Steward's Training Class over the summer. The Educational Seminar, ranging in subject matter from steward training for V.A. workers to contract administration, included a class instructed by National Representative Earl M. Ricketson. Participating in a group research session (l-r) are: Willie Bennett, Local Director of Organization; Local President Edward L. Jones, instructor; Dorothy Miller, Eleanor Earle, and Pearl Blevins.



It's a matter of Regulation

Keeping an eye on Classification—If you are a General Schedule (GS) employee, or if your position is covered by the Wage Board (WB) system, your grade and salary are determined by the classification of your job.

Are you aware that the only allowable basis for this classification process are Civil Service Commission standards? This may seem like a very elementary question, but we have many examples of personnel officers who either are not aware of this—or work for executives who will not allow them to conform to this requirement of law. Examples of how jobs may **NOT** be classified:

1) According to tables of organization (or tables of distribution, or staffing patterns, as various agencies call them.)

2) By organizational level (i.e., "all section chiefs will be _____")

3) By standard job sheet (i.e., all trainees one level; all journeymen another, etc.)

All jobs must be compared with standards. Many military organizations are guilty of the first example listed above—they staff the military side according to arbitrary patterns established by some distant headquarters, and then attempt to do the same with civilian positions.

Therefore, make certain that the jobs in your area are individually classified in line with their actual duties and responsibilities. Regardless of the organizational title, the position should have an accurate classification title.

If all the positions at a given organizational level are the same grade, by design, the chances are they may have been classified by organizational level. In certain cases, this may be legitimate, but if the functions have not been properly engineered so the positions are all equivalent, but instead just arbitrarily set that way, it is improper.

If the position is a supervisory one, it also has an effect on subordinate positions. This is similar to the procedure where "standard job sheets" are used—that is, for example, where all accountants in an audit office have identical position descriptions, with no regard to the actual individual functions.

Another problem which arises is failure to use approved Commission standards. If you find your agency using "supplements", "guidelines" or "internal standards" instead of approved Commission standards, make certain they are approved by the Commission. **Note:** FPM 511 (3-2) states that classified positions will be classified in conformance with Commission standards.

In short, beyond the obvious cases of outdated, misdescribed position descriptions, there are cases, some of which have been suggested above, in which positions are classified by other than approved means. It becomes obvious, therefore, that we should all keep in mind the controlling regulations, and make certain that we are sufficiently informed to assist our members, and advise them regarding classification problems.

FPM Chapter 511 contains the basic provisions for GS positions. Subchapter 6 deals with the appeal process for Classification Act (GS) positions.

The new Consolidated Wage System (initiated by President Johnson's November 16, 1965 memorandum to Chairman Macy) is legally based upon 5 USC 5341. **FPM Chapter 532** outlines the basic provisions of the system.

Note: in using these FPM Chapters, remember that at the end of the Chapter index there are references to the FPM supplements, where additional specifics may be found.

TRANSCRIPTIONISTS

AFGE Local 2063, in Albuquerque, N. M., is currently gathering data to use in seeking higher grade raises for medical transcriptionists.

The position, which includes preparation of operative reports and summaries, requires a learning time of one and a half years and is currently compensated at the grade of GS-4.

All AFGE members who are medical transcriptionists are urged to submit pertinent information to Eutiquito R. Medina, President of AFGE Local 2063, P. O. Box 1414 Albuquerque, N. M.

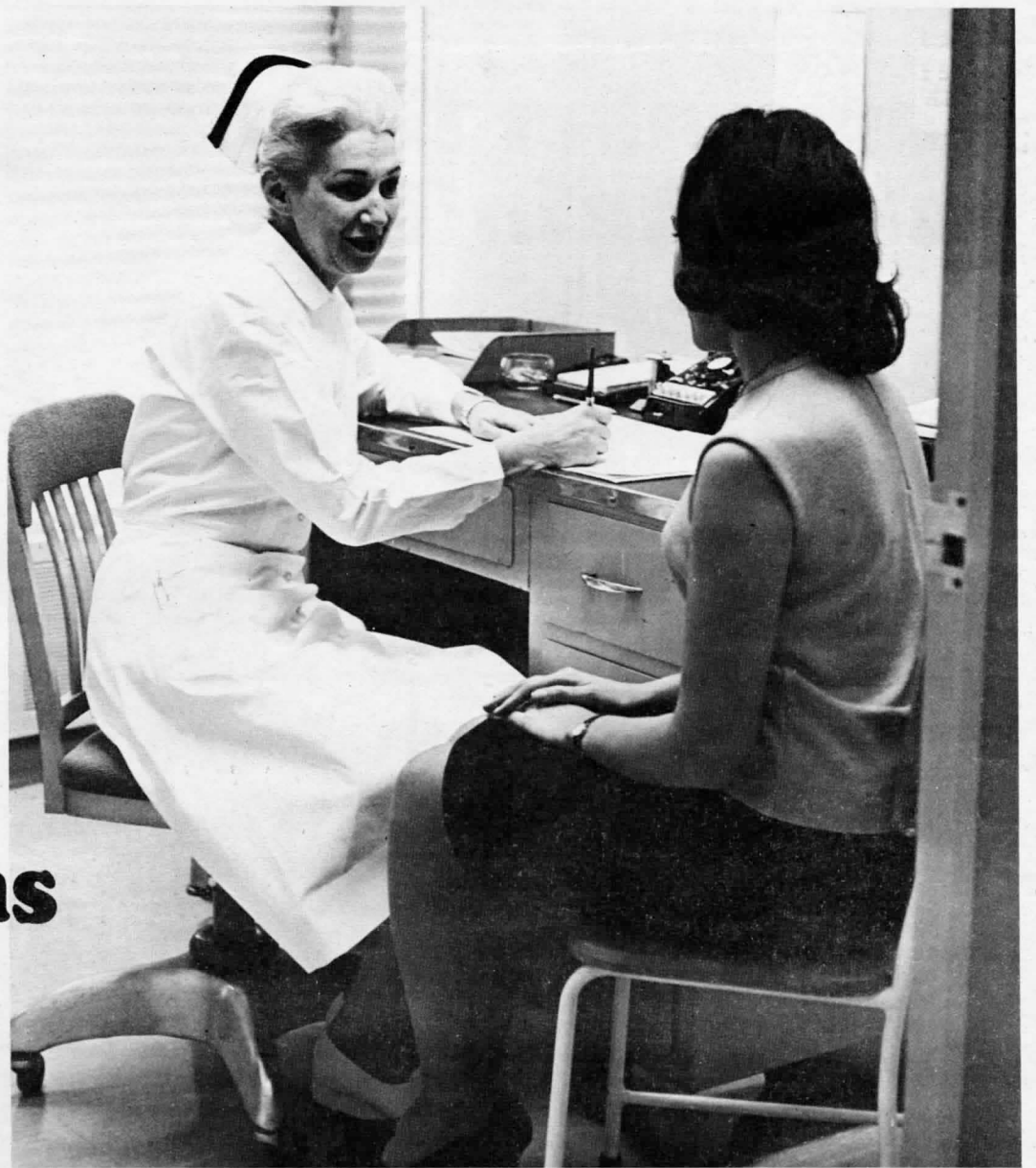
Copies of agency regulations listed above should be obtained through your activity Personnel Office. The Personnel Office should make copies of Federal Personnel Manual issuances available for review. Subscriptions to the Federal Personnel Manual may be purchased from the Government Printing Office. Order forms are available from: AFGE National Office, Personnel Dept., 400 First St. N.W. 20001.

AFGE is THE UNION on the MOVE

the magazine section of
THE GOVERNMENT STANDARD

October 17, 1969

Don't you want a voice in how Federal Health Benefit programs are conducted?



The answer is clear: enroll in AFGE's plan

An open letter from the National President of AFGE

Will this be the last open season under the Federal Employees Health Benefits Program? Will there be only one Plan available to employees in the future?

Employees may be shut out of meaningful choice in the Health Benefits Program, unless the participation in AFGE's plan increases dramatically this year.



Griner

Choice was built into the Federal Employees Health Benefits Act of 1959. Congress clearly intended that there should be more than one Federal Health Benefit Plan. First, they established two Government-wide Plans. Then they approved the participation by certain established Employee Organization Plans and Comprehensive Medical Plans

And they included in the Law the principle of the "open season." Thereby Congress intended that no employee would be "locked-in" to any of the Federal Health Benefit Plans. He could change plans at least once every three years.

But Congressional intentions are being subverted.

When the Civil Service Commission

published the approved rates for Jan. 1, 1970, one of the Government-wide Health Benefits Plans will be at a distinctive rate-benefit disadvantage. Probably, that plan will lose a substantial enrollment during the Nov. 10-28, 1969 open season. In addition, most of the Employee Organization Plans and Group Practice Plans will be hard pressed to maintain their present enrollment.

The other Government-wide Health Benefits Plan apparently built up a substantial reserve as a result of their rate increase in 1969. Their rate stability is questionable, however, as their other health care plans, operating in the general community, require current rate increases throughout the country of from 20 to 50 per cent to keep their community rated plans financially solvent.

But their favorable position during the November open season could result in a shift of additional Federal employees to their Plan and give them a virtual monopoly over the Federal Employees Health Benefits Program. Of course, they could raise their rates later, in 1971 and 1972, without fear of losing any enrollees. That is the problem of a "lock-in" period.

The Federal employee who is now paying 80 per cent of the cost of the Federal Employees Health Benefits Program has

little enough to say about the operation of the Program. His ability to express his dissatisfaction with benefits, services and costs is basically his ability to change plans during an open season. But even this right is restricted, since open seasons occur only at three-year intervals, whereas benefits and rates can be changed each year.

The Employee Organization Plans could have been the effective voice representing the Federal employee, had they been able to secure substantial enrollment when the Health Benefits Program was started.

These Plans, for the most part, are sponsored by Federal Employee unions for the benefit of their members. But, in July 1960, they did not possess the bargaining power of Executive Order 10988. Nor did they receive the favored treatment of the two Government-wide Plans under CSC regulations. In fact, they were even forbidden to advertise their Health Benefit Plans. This history has led to the Employee Organization Plans representing now an enrollment of only 14 per cent of all Federal employees enrolled under the entire Program.

Should one of the Government-wide Plans cease to be a major competitive influence in the operation of the Federal Health Benefits Program, how will the principle of

CONTINUED INSIDE

Remember the others' rate hike in '69?

Do not get locked-in again

Pick AFGE now

CONTINUED FROM UM-1

choice and competition, inherent in the 1959 Federal Employees Health Benefits Act, be maintained?

The Government-wide Plans have no other source of appeal to the Federal employee than their benefits, service, and rates. If these components break down in any major area, what Federal employee will elect to enroll under their Plan, or continue under their Plan during an open season?

The answers are obvious. If we are to maintain the principle of choice and competition in the Program, if the Federal employee is to have any influence on how his health benefit premiums are spent, the Employee Organization Plans sponsored by Federal employee unions must become a larger part of the Federal Employees Health Benefits Program.

AFGE's Health Benefit Plan is a good case in point. While AFGE represents a membership of more than 325,000 Federal employees, less than 5 per cent of our members are enrolled under the AFGE Health Benefit Plan.

AFGE's Health Benefit Plan must become a more representative health plan if we are to reach a more competitive position. This is especially important if we are to be able to use the experience gained by operating our own Plan to influence the general operation of the Federal Health Benefits Program.

We have a first-class Plan and with greater participation the benefits and rates will be even better.

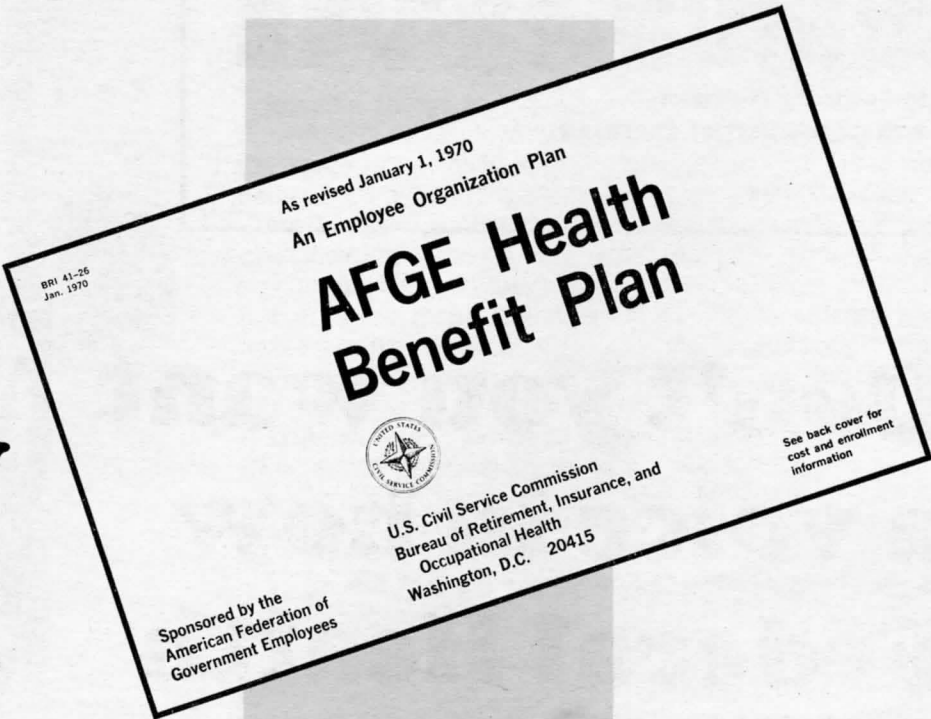
The volume of complaints we received in January, 1969 concerning the rate increase by the Government-wide Plans, taken when there was no open season, clearly indicates that many of our members will change from those plans during the November open season.

I urge all AFGE members to consider seriously my foregoing statements. If you are planning a change, give our own AFGE Health Benefit Plan first consideration.

Remember, you probably will not have another chance to change for three more years.

John F. Griner
National President

- Full payment area and first dollar coverage for hospital expense
- Deductible of \$50 for other medical and surgical expense
- Maternity benefits are not limited to a fixed amount; paid as illness or injury
- Constantly improved benefits
- Prompt professional claims payment
- Personal interest in claims and correspondence of members
- Guaranteed hospital admission



The Civil Service Commission has announced that a revised booklet printed on white paper will replace the present blue booklet for the AFGE Health Benefit Plan, effective January 1, 1970.

The revised booklet will be mailed to ALL AFGE MEMBERS prior to the beginning of the open season. As we go to press, the revised booklets have not yet been received from the Civil Service Commission.

In addition, by bulletin addressed to Heads of Departments and Independent Establishments dated September 18, 1969, the Civil Service Commission has stated that "every employing office must have on hand a stock of brochures of each employee organization which its employees are eligible to join" and makes specific reference to the AFGE Health Benefit Plan booklet (BRI 41-26).

As a final item, the employing office must give each employee a copy of Open Season Instructions (BRI 41-117).

Changes made during the open season will be effective beginning with the first full pay period in January, 1970.

ENROLLMENT INFORMATION FOR THE AFGE PLAN					COST	
TYPE OF ENROLLMENT	ENROLLMENT CODE NUMBER	Total cost.....	Government pays.....	YOU PAY.....	BIWEEKLY PAY PERIOD	MONTHLY PAY PERIOD
SELF ONLY HIGH OPTION	301	\$7.29	1.63	5.61	\$15.80	3.64
SELF AND FAMILY HIGH OPTION	302	\$19.17	1.10	15.07	\$11.54	8.33
SELF ONLY LOW OPTION	304	\$3.08	1.51	1.54	\$6.63	3.34
SELF AND FAMILY LOW OPTION	305	\$9.57	4.10	5.47	\$20.74	11.86

If you wish to enroll or change your enrollment in this Plan, be sure to copy correctly onto the registration form both the name of the Plan and the enrollment code number that shows the type of enrollment you want.

To enroll in this Plan you must be, or must become, a member of the American Federation of Government Employees. In item 1 of part B of your registration form, enter the number of your AFGE Lodge immediately after the name of this Plan.

Benefits and rates of this Plan are guaranteed through December 1970.

U.S. GOVERNMENT PRINTING OFFICE : 1969-O-355-113

it's

EASY

to

ENROLL

during the November Open Season

Follow these 3 simple steps

- (1) If you have not already received your copy of the AFGE brochure, secure one from your employing office.

BE SURE IT IS THE WHITE BROCHURE which shows the benefits and rates for January 1, 1970.

- (2) Obtain a HEALTH BENEFIT REGISTRATION FORM (SF 2809) from your employing office.

SF 2809 will not be distributed automatically—YOU MUST ASK FOR IT.

If it is more convenient, YOUR LOCAL PRESIDENT and NATIONAL REPRESENTATIVE CAN FURNISH YOU WITH THE FORM.

- (3) Complete the SF 2809 Form making sure you ANSWER ALL THE QUESTIONS.

Under Part B, question 1, "Name of Plan," show the letters AFGE followed by your Local number.

Insert the enrollment code number for the Option you select. The enrollment code number will be found ON THE LAST PAGE OF THE AFGE BROCHURE.

Under Part D show the enrollment code number of the plan under which you have been insured. The number of the event which permits this change is No. 1.

The form should be SIGNED AND RETURNED TO YOUR PAYROLL OFFICE during the open season from November 10 to November 1969.

YOUR COVERAGE under the AFGE Health Benefit Plan will COMMENCE AT THE BEGINNING OF YOUR FIRST PAY PERIOD AFTER JANUARY 1, 1970.

Standard Form No. 2809
U.S. Civil
Service Commission
FPM Supplement 890-1
September 1966

HEALTH BENEFITS REGISTRATION FORM
FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM
(Read instructions on back of last page. Use only typewriter or ballpoint pen.)

TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER ONLY IF ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.

New Carrier's Control No. 10534503
Old Carrier's Control No.

PART A
ALL WHO REGISTER MUST FILL IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL)
2. DATE OF BIRTH (Use numbers)
3. ARE YOU NOW MARRIED?
4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE)
5. SEX MALE FEMALE

PART B
FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.

1. I elect to enroll in a health benefit plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you select.)
NAME OF PLAN: AFGE-LOCAL 1764
OPTION (HIGH OR LOW): High
ENROLLMENT CODE NUMBER: 302

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 22, including (a) legally adopted children and (b) stepchildren, foster children, and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 22 who became disabled before age 22 and who has a valid certificate for a disabled child age 22 or over already on file. DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED. (Attach a separate certificate for a disabled child age 22 or over already on file.)

PART C
FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS ACT.
2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW.
Present Enrollment Code Number

PART D
FILL IN THIS PART AS WELL AS PART B, TO CHANGE YOUR ENROLLMENT.

1. ENROLLMENT CODE NUMBER OF PRESENT PLAN: 802
2. NUMBER OF EVENT WHICH PERMITS CHANGE (See table on back of duplicate for proper number.): 1
3. DATE OF EVENT WHICH PERMITS CHANGE: MONTH DAY YEAR

PART E
ALL WHO REGISTER MUST FILL IN THIS PART.

(YOUR SIGNATURE—DO NOT PRINT) (DATE)

PART F
TO BE COMPLETED BY AGENCY.

1. NAME AND ADDRESS (INCLUDING ZIP CODE) OF EMPLOYING OFFICE
(SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)
2. DATE RECEIVED IN EMPLOYING OFFICE
3. EFFECTIVE DATE OF ELECTION
4. PAYROLL OFFICE NO.
5. SF 2811 REPORT NO.

REMARKS
FOR USE ONLY BY AGENCY.

2809-107

Original—To Payroll Office

GS, more than Postal employees, suffer pay inequity, 'dead-end' jobs

Griner's pay testimony before Senate POCS rips 'special treatment'

The following are excerpts from testimony given by National President John F. Griner Oct. 1 at a hearing held by the Senate Post Office and Civil Service Committee.

"OUR organization, the American Federation of Government Employees, led the struggle in the past for Federal pay comparable to pay for the same work in private enterprise.

"Once again we are asking for legislation even more explicit in language so as to assure all Federal employees that they shall in fact finally receive pay equal to that in private enterprise.

"You may have heard, and you may be hearing, testimony and arguments designed to impress on you that, somehow or other, there are different kinds of peculiar situations in some one or other of the four major statutory pay systems making that pay system unique and fundamentally different from the others.

"You may have heard, or you may be hearing, special pleading for favoritism.

"There is, in my way of thinking, only one class of Federal employees, all with equal rights, equal responsibilities, and all entitled to equal pay for doing equal work.

"There are some voices today preaching a new doctrine, a new philosophy of Federal service. They proclaim that a whole category of employees, notably the Postal Field Service employees are in 'dead-end' jobs.

"In effect, they are saying that these Postal employees have been, are now and will always remain second-class employees.

"And because they allegedly are and allegedly will remain second-class employees, the advocates of this new theory state that the Postal Field Service employees need 'special treatment.'

"I must tell you with all sincerity that I am saddened to hear such things being said about Postal Field Service employees.

"Certainly, in my eyes, they are not second-class employees any more than the other hundreds of thousands of Federal employees in the lower grades of the other major statutory pay systems, especially those in the Classified service, who have suffered the same injustices as they have.

"EVEN after the pay raise in July 1969, over 630,000 Federal employees, in the single grade GS-5/PFS-5, were receiving \$824 less per year than private enterprise employees doing the same work were receiving as far back as June 1968.



"Today their salaries are more than \$1,000 per year under the earnings of comparable employees in private industry.

"This act of inequity created a serious crisis in morale throughout the Federal service.

"The fundamental problem is that we need a modern, efficient, honest Federal code of equal pay for equal work; we need comparability not only between Federal pay and private pay, but also comparability between the departments and agencies within the Federal Government itself.

"We need it first and foremost because the opportunities for employment, for promotion, and for advancement to higher positions, are literally identical for all Federal employees in Grades below GS-6, and PFS-6, and FSS-8, and in the lowest levels of the Dept. of Medicine and Surgery.

"If there are so-called 'dead-end' jobs in one service—and I revolt at using that term—if there are in fact thousands of such 'dead-end' jobs in any statutory service at all, I state to you, clearly and surely, there are more of these 'dead-end' jobs in the Classified service than in any other.

"The statistics of the Civil Service Commission show that . . . including Wage Board employees, there were 1,834,872 Federal employees who earned less than \$7,500 per annum on June 30, 1968.

"They show that the largest number of Federal employees earning under \$7,500 were the Classified service or General Schedule employees.

"They numbered 658,209.

"The second largest number were not the Postal Field Service employees. They were Wage Board employees.

"They numbered 547,544.

"The Postal Field Service employees occupied third place in the numbers involved.

"They numbered altogether 502,090.

"In brief, there were more than 156,119 more Classified employees in these lower, so-called 'dead-end' jobs than all Postal Field Service employees combined in the same grades.

"I have just reviewed the most comprehensive records which the Civil Service Commission maintains on personnel actions of all kinds . . . It is entitled 'Comparison of Personnel Activity of Women and Men in Full-Time Federal White Collar Positions, by Grade Groupings, Fiscal Year 1968.'

"Based on a so-called '10 per cent sample,' this report represents the most complete and most recent tabulation available.

"In this 10 per cent sample, what happened to the 100,290 Federal employees in Grades GS-1 through GS-5 so far as total promotions are concerned?

"Altogether, in all these grades, 12,311 were promoted.

"These 12,311 include not only all the promotions out of GS-5 to GS-6 and higher but also all the promotions between the four grades, GS-1 through GS-5.



"Divided by grades into weighted percental terms, this shows a promotion rate ranging between 8 and 12 per cent per year.

"But the sample also shows that there were 13,315 separations in the same five grades in the same year.

"In brief, there were 1,000 more separations than there were promotions.

"And that is supposed to be the marvelous paradise in which Classified employees in Grades GS-5 and lower are living.

"Some paradise!"

"AT THE GS-1/PFS-1 level, we find that the Classified service GS-1 employee today, Oct. 1 1969, starts at a salary of \$3,889 while the PFS-1 employee starts at \$4,522.

"Thus, the PFS-1 gets \$633 more per year, or over 16 per cent more at the very beginning of his career, even if he starts at the very bottom.

"At the GS-2/PFS-2 level, we find a similar situation. At the top of his grade, assuming both employees have had 21 years of service, the PFS-2 employee receives \$8,442.

"What does the GS-5 employee receive after 21 years of service? He receives \$8,030, or \$412 less than the Postal Field Service employee in the top of the equivalent grade.

"But some people are arguing that GS-5 employees do not stay long in GS-5. Allegedly, they are rapidly promoted to higher grades.

"... excepting for Step 1, the largest number and per cent of employees in GS-5 are in step 7, and it required them a minimum of nine years to reach that step and it will take them another minimum of three more years to proceed to Step 8.

"... fully 49 per cent of General Schedule employees have been in that GS-5 grade from a minimum of seven to a minimum of 18 years.

"Many of them have been in that grade all their lives as Federal employees."

Subsequent issues of THE GOVERNMENT STANDARD will report further facts presented by Griner.

GSs start at lower pay, get less at top of grade

Why is Army still harassing nurse it reinstated with \$10,000 back pay?

What really matters?

• Registered Nurse Pearl J. Bryant may take consolation in the fact that she was reinstated by the Army to her job at Ft. Gordon, Ga. Special Treatment Center.

• She undoubtedly can use the \$10,000 back pay award AFGE Local 2017 won for her.

• But as she lies in a bed in the intensive care section of a hospital, suffering from a heart condition, she may well be wondering why she is continuing to be harassed by Army.

Local 2017 President E. Grider, Business Agent Jack D. Wyland and National President John F. Griner are also wondering.

More than that, Griner is also mad, as he made clear to Grider in a letter Sept. 30, in which he said:

"As you very well know, I will not tolerate this type of harassment for any Federal employee."

A registered nurse, Pearl was removed from duty in January 1968 for alleged inefficiency. Her personal appeal was rejected, but AFGE took up the case.

As a result, last Sept. 9, on the orders of the Review Board at the Dept. of Army level, she was reinstated with about \$10,000 back pay.

Since then, however, she has been plagued by another request for her removal, still charging her with inefficiency, and a within-grade increase was denied.

When she did go back to work last month, she was not given duties in line with her job description. Instead, she has been put to work doing

such tasks as washing windows and polishing floors.

The first time she was fired, AFGE reported she was not even allowed to attend regular meetings of nurses. At the last meeting she did attend, she was sitting with another nurse at the front of the room when a Major ordered her to sit in the back of the room—alone.

At that time, Griner called this "a renewal of the archaic Jim Crow rule, which can no longer be tolerated in any Federal agency."

The upshot has been Pearl has become ill, so sick she was put in intensive care. Her son, on Army duty in Germany, was notified she had suffered a cardiac infarction Sept. 18.

Now is it clear what matters?



ARMY RN Pearl J. Bryant reads re-instatement order issued at Ft. Gordon, Ga. won for her by Local 2017 along with \$10,000 back pay. With her are (left) President P. E. Grider and Business Agent Jack D. Wyland. Local 2017 is continuing to fight discrimination against Nurse Bryant who has been harassed by management since going back on the job in Ft. Gordon Specialized Treatment Center.

Griner hits SSA injustices

AFGE has again gone to the mat with the Social Security Administration to correct injustices being inflicted on District Office employees who are being given extra duties and yet are being short changed on pay day.

National President John F. Griner has notified SSA Commissioner Robert M. Ball simple justice demands that:

• DO Claims Representatives should be upgraded for doing work under the SCIP Adjudication and Lump-Sum-Only Authorization programs that has been performed in the past by higher-paid Payment Center employees, and

• Traveling representatives' gas-mileage payments should be the full 12 cents a mile permitted by Dept. of Health, Education and Welfare regu-

lations. SSA employees currently are being paid only 9 cents a mile.

"The detail of District Office personnel to more responsible duties without just compensation has existed for too long and should be corrected immediately," Griner wrote to Ball.

"I have always advocated like pay for like work," Griner reiterated.

"I realize that the assignment of Lump-Sum-Only Authorization and SCIP Adjudication is not a detail but is a permanent assignment, and I feel the same principle is applicable."

Griner was referring to the fact that the Civil Service Commission recently issued Federal Personnel Manual letter No. 300-14, curbing detail-

ing to a 240-day limit. (See **The Government Standard**, Oct. 3).

"This directive," Griner reminded Ball, "further indicates that after detail of six months the agency must either promote the worker to a grade in keeping with his added responsibilities, or return him to his old level."

"Therefore, I strongly request that DO personnel be promoted to a grade in keeping with the added responsibilities."

On the gas-mileage issue, Griner pointed out to Ball that the cost of buying, maintaining, fueling and insuring cars has risen rapidly, a



FIRST OF ITS KIND is Local 2957, which is composed solely of Social Security Administration District Managers, Assistant Managers and Supervisors in 56 New England offices. Hopefully, it is a prototype of other supervisory Locals in SSA. Benjamin Frucht, regional director, signs Formal Recognition agreement. Standing (l-r) are: Pat Conners, regional personnel officer; District 1 National Vice President Dan Kearney; Local 2957 Vice President Joseph Collins, Lynn office manager; Secretary-Treasurer Frank Culklin, Quincy office manager; and President Bart Murray, Brockton office manager.

Scholarship deadline is Oct. 31

The deadline for applications for AFGE's two annual \$500 John F. Kennedy Scholarships is Oct. 31, and interested sons and daughters of AFGE members are urged to fill out the attached application as soon as possible.

Applicants must be the children of active or retired AFGE members on the Union's membership list for at least one year before the application.

AFGE will supply contest rules, a biographical questionnaire and a secondary school report form upon receiving application postmarked no later than Oct. 31. Filled-out blanks should be sent to: Joseph Reams, AFGE Director of Personnel, at the address on the bottom of the blank.

AFGE JOHN F. KENNEDY SCHOLARSHIP PROGRAM APPLICATION

Your Name (First) (Middle) (Last)

Home Address (No. & Street) (City) (State) (Zip Code)

I will graduate from High School located at (City) (State) in (Month) (Year)

I am planning to attend (College or University)

I am the child of children

I understand that I should take the Scholastic Aptitude Tests (Math and English Usage) in order to be eligible to apply.

My Father (Mother) is employed by (Department or Agency)

My Father (Mother) is a member of AFGE Local No.

Having completed the above, take or send the application to the President or Secretary-Treasurer of the AFGE Local to which your parent belongs. Ask him or her to complete the certification below.

OFFICIAL: This is to certify that is a member in good standing of AFGE Local No.

..... (Name of Officer)

..... (Title)

Date

MAIL AT ONCE TO
AFGE JOHN F. KENNEDY SCHOLARSHIP PROGRAM
400 First Street, N.W.
Washington, D.C. 20001

AF, VA, NGT, Customs, Army net 4,102 under Exclusive

AFGE organizing victories are now coming in windfalls. The latest batch include wins in Air Force, Army, National Guard Technician, VA, and Customs units.

We beat NFFE twice and NCSA once.

And Exclusive Recognitions continued to pile up, with nine Locals reporting success on membership counts.

NCSA loses again

Customs Local 2164 topped the list with its win over the National Customs Service Association last month, in the agency's Region 8.

Coming on the heels of AFGE smashing victory earlier in Region 2 on the east coast for some 2,200 Customs employees, the Local 2164 win for 689 more employees sweeps the west coast also into AFGE's camp.

The results were:

• AFGE	272
• NCSA	215
• No Union	36

An unusual election problem was posed since the region covered more than 1 million miles. It includes Washington, Oregon, Idaho, Montana, Utah, Hawaii, Alaska, northern California, and northern Nevada.

Local 2164 President Frank O'Connell did an outstanding job in coordinating the campaign activity. He was assisted by National Represent-

ative John Cabral in Hawaii, NR's Curtis Turner, Ted Merrill and Frank Waltjen in District 12, NR Burton Goldberg and Lebron Herring, Local 2330, in Alaska.

Also, Bob Zwinger, Customs Local in Seattle, and Local 63 President Glen Gibbons. Lee Kamlin, Customs Local in Blaine, Washington. And Local 2652 President Charles Famulari and Executive Vice President Mike Contard flew in from the east coast for some valuable assistance.

It was teamwork all the way that culminated in an AFGE win.

We whip NFFE twice

Another organization was also taking its lumps from AFGE Locals. NFFE.

Local 3038 walloped NFFE at the VA Record Center, St. Louis, Mo. The knockout was:

• AFGE	49
• NFFE	3
• No Union	6
• Challenged	1

Another 63 employees were brought into AFGE Exclusive Recognition with this election win.

Local 2880 knocked NFFE out of the box at the VA Regional Office in Winston Salem, N. C.—and by almost as lopsided a score as in St. Louis.

Local 2880's win was:

• AFGE	125
• NFFE	16

• No Union 61
The total eligible employees were 214.

1,000 at Davis Monthan

As if their lumps weren't severe enough in VA, Local 2924 gave NFFE some more at Davis Monthan Air Force Base, Tucson, Ariz.

There, Local 2924 received Exclusive Recognition for 1,000 Wage Board and Security Guard employees, and although NFFE held Formal Recognition for WB supervisors, they could not muster support for even an election challenge against AFGE.

And now, Local 2924 aims for a collective bargaining agreement that will prove to all employees the superiority of AFGE.

Rolling on in Army

In Army, AFGE continues to sweep the field, almost without competition.

Local 1754 won Exclusive Recognition for 233 employees at the Berryville (Va.) Resident Army Engineer Office. Added to its earlier wins, Local 1754 now holds Exclusive Recognition for 548 employees at this installation.

Also in Virginia, Local 3026 won Exclusive Recognition for 101 Wage Board employees for Army Engineers in the Norfolk District.

Local 1712 won Exclusive



LOCAL 2924 MEANS BUSINESS, and proved it, when they won exclusive Recognition for more than 1,000 employees at Davis Monthan Air Force Base, Tucson, Ariz. Seated (l-r): Col. Richard R. Mitchell, commanding officer; and Local 2924 President Robert Sillik. Standing (l-r): Chief Steward Art Ratliff; and Basil Hardgrave, chief civilian officer.

Recognition for 150 employees at Army Headquarters, Alaska, and now has brought all Ft. Richardson employees into the AFGE fold.

And in St. Louis, Mo., Local 900 has filed for Exclusive Recognition for 1,396 GS employees at the Army Records Center, St. Louis, Mo.

Another NGT win

And AFGE continues on the

move among the National Guard Technicians.

Latest victory was reported from Phoenix, Ariz., where Local 3046 won Exclusive Recognition for all non-supervisory and non-professional Air National Guard Technicians employed at the Sky Harbor Airport.

The unit consists of 125 employees.

Indeed, everywhere AFGE is on the move.



CONGRATULATIONS are offered after Local 2880 smashed NFFE at VARO, Winston Salem, N. C. L-R are: National Representative Herman Barrier; P.M. Caudle, Jr., personnel officer; and Local 2880 President E. A. McGilvary, Jr.



NATIONAL GUARD TECHNICIAN Local 3046 gains Exclusive Recognition in Phoenix, Ariz. L-R are: Secretary-Treasurer Roger Combs; President Basil Jickess; Gen. Jackson Bogle, adjutant general; and Gen. Roy Jacobson, assistant adjutant general.

THE ORGANIZING FRONT

More of the 'NAG' exposed

WE STARTED GIVING YOU some facts about NAGE in the last issue—and we are going to continue. The wraps are off.

While we know that AFGE members set their dues at meetings of their Local, and establish their National Per Capita Taxes at their National Conventions — NAGE doesn't. In fact, nowhere in NAGE's constitution are dues spelled out, except on a cash basis of \$48 a year, paid to a private company in Boston, Mass.

And nowhere does it state how much any NAGE Local will get of the dues—just that they will get their "share" every three months. Don't they trust their Locals? AFGE Locals submit monthly per capita, as approved by the National Convention. AFGE Locals can also set their dues at any figure in excess of that per capita—and keep the difference in the Local.

But NAGE dues go to some private outfit in Boston—and yet—according to their constitution—their principal office is in Wilmington, Del. It's a suspicious operation, indeed.

I WANT TO congratulate Area Di-

rector of Organization Glen Peterson and your AFGE Organizers in St. Louis, Mo. They helped Local 3038 knock over NFFE at the VA Records Center in St. Louis, Mo. NFFE could only muster three votes.

Next on their list is the VA Regional Office. And, they are mowing them down in Kansas City, too. More on this in our next column.

IT IS COMFORTING to know that AFGE's National Representatives are able to do such a tremendous job in organizing new fields. This has been borne out in the new drives among National Guard Technicians.

Special recognition should go to Bernie Driscoll and Carl Holt of the District 8 staff, for the work they have done and are doing in this area.

Remember, your National Representatives have a tremendous job to do in the District, representing you before management, helping you, building your membership, assisting in contract negotiations, and so forth. So when they break into new fields like the National Guard Technicians, where a totally new ball field has to be mastered, a slap on the back is highly in order.

William J. Smith
Director of Organization



DANIELS



McGEE



FONG

New benefits are effective on enactment

CONTINUED FROM PAGE 3

chaired by Sen. Vance Hartke (D-Ind.).

Senator McGee's amendments offer the following improvements in benefits:

- To provide a vested annuity (for survivor annuity purposes only), for employees who have completed 18 months' service.

- The surviving spouse will be entitled to at least 55 per cent of 40 per cent of the employee's average salary or 55 per cent of his annuity projected to age 60, whichever is less.

- His children would be entitled to the lesser of \$900, 60 percent of his average salary divided by the number of children, or \$2,700 divided by the number of children.

These amendments were described by McGee as making "very substantial improvements in the survivor annuity protection offered an employee who has at least 18 months' service, but not more than 22 years of service."

Speaking with McGee on behalf of the Retirement Bill before the Senate was Sen. Hiram L. Fong (R-Hawaii), the Committee Minority Leader.

The Senate passed the revised measure, relinquishing its right to number the bill.

House approved

The Bill then went directly to the House floor for approval of the language added in the Senate. The House accepted the amendments as written, thus averting a conference.

The liberalized benefits of the bill will become effective upon enactment, covering all employees who retire thereafter. This has created a situation where numerous Federal employees, although eligible to retire, have awaited passage of the measure to gain increased benefits.

One Washington columnist

summed up the present situation in this way:

"An estimated 75,000 to 100,000 employees have delayed submitting retirement request forms until they learned what would happen to the Daniels-McGee bill.

"If the President should veto it, many of them will probably stay on in government, even though eligible to retire. They might do this in hopes that Congress would override the veto."

Foreign Service

In related testimony presented before the Subcommittee on State Department Organization and Foreign Operations of the House Committee on Foreign Affairs, AFGE National President John Griner endorsed two Bills to improve the Foreign Service Retirement System.

Both H.R. 77 and H.R. 13876 are sponsored by Rep. Wayne Hays (D-Ohio), and are timely in light of the recent passage of H.R. 9825.

The revised provisions of the Civil Service retirement system will not affect employees of the Foreign Service.

"We are convinced," Griner told the Subcommittee, "that it was the intention of these Bills to eliminate all discriminations suffered by Foreign Service annuitants when compared with annuitants under the Civil Service retirement system."

He then suggested that "in its mark-up of these Bills, the Subcommittee might wish to have the new benefits which appeared in H.R. 9825 also extended to Foreign Service employees."

Griner submitted an alternative proposal that the Subcommittee might merge the two Bills introduced by Hays into a single Bill, providing benefits parallel to those granted to Civil Service employees."

ON CAPITOL HILL

Retirement, Per Diem pass; Pay bills are next on agenda

It certainly is a thrill for me to join with you in being elated over the election of our own President Griner to the position of Vice President on the AFL-CIO Council.

The tremendous importance of this position cannot be measured. It means that he is the first Federal employee leader in seven years to be on the Council and only the second Federal employee leader ever to serve on that Council.



SADLER

I am sure that AFGE will reap much harvest from this very prime position within the AFL-CIO and it cannot help but enhance the position of Federal employees everywhere. It would seem to me that all of us should be extremely thankful and proud of this tremendous and much deserved honor.

Elsewhere in this copy of *The Government Standard* you will see information concerning the fact that the Retirement bill is now on the President's desk awaiting his signature. We are hopeful that he will act promptly on this matter and the deadline for his signature is Oct. 20, so I know this will come as good news to those of you who were planning on retiring prior to November 1, if at all possible, in order to take advantage of the extra benefits if it is passed by that time.

Now is the time to sit down, even though you are not retiring soon, and thank these gentlemen in Congress who have worked so hard and diligently on your behalf to bring about a good retirement bill.

On the House side, Congressman Daniels along with Chairman Dulski and the many other fine members of the retirement committee deserve praise for their efforts.

Senator McGee and Senator Fong on the Senate side have put together a very extraordinary group of amendments to go with the House Retirement Bill and all of these items with the exception of the \$3,000.00 reduction in taxation on annuities are intact within the bill. This makes it one of the finest retirement bills ever to come out of the Post Office and Civil Service Committees.

Per Diem—You will also note that the Per Diem bill is now in the hands of the House, having passed the Senate at \$25 per day. This is a very important bill for those who travel on official business. Senator Fred Harris and the others that we have mentioned in the past were very influential in getting this passed by the Senate without objection and brought before the House Committee. It is possible that the House Committee will accept the Senate version and incorporate it into H.R. 337 and pass it, also, on to the President for signature. Send your thanks to Senators Harris, McClellan and Stevens and to Congressman Rosenthal on this very important matter.

Taxation—You will also note that we submitted testimony to the Senate Committee on Finance headed up by Senator Russell Long of Louisiana and elsewhere in the *Standard* you will see what our testimony consisted of. You should read this and advise both the Senator and us how you feel in these matters.

We are excited, of course, about the things that have transpired recently on the different pieces of legislation which we have pursued so long and hard, but in getting

these items passed we certainly have not in any way forgotten our obligations to our much-deserving Wage Board employees and to our Classified employees on the comparability pay. Just a word or two about these items.

Wage Board—The Wage Board hearings, as you know, are finished within the House of Representatives. The House Post Office and Civil Service Committee's Subcommittee on Manpower and Civil Service has completed its hearings and, generally speaking, outside of the opposition voiced by administration, the groups were very much in harmony on the passage of this bill.

We are extremely hopeful that not too much time will pass before a wage board bill is reported out from the House Committee. As you are aware, we have been promised hearings in the Senate in the month of October and of course are hopeful that during or before these hearings in the Senate that the House will have acted on it so that the Senate can act as quickly as possible.

Comparability—The Comparability Bill, continuing comparability for Classified employees, is to come up this week in the House of Representatives for a vote. We, of course, favor the bill, have always favored the bill and look forward to the benefits which it provides.

We have, however, taken the position that classified employees within the Federal Government are entitled to any increases that the postal employees might receive. We are hopeful that the Senate will give the utmost consideration to avoiding favoritism to any group of employees and will act to provide equity and justice for all within the comparability pay structure.

To give the postal employees an increase in their step grades or to accelerate their step system without providing the same for Classified employees is rank discrimination and we need your correspondence to your respective Senators to guarantee that the Senate will provide justice and equity to all Federal employees, and not give favoritism to any particular group.

We need your correspondence badly in writing to your respective Senators asking them to please see that Classified employees receive the same benefits under H.R. 13000.

This bill provides a two-step increase for postal employees and does not provide this increase for Classified. It provides an accelerated step system for postal employees and does not provide this increase for Classified. Write to your Senators and ask that they see that Classified employees get the same treatment in all areas as the postal employees.

Health Benefits—We are hopeful, of course, that health benefit bills, which have been at a standstill for some time in this session, will come before the appropriate committees for some action before this session ends and, of course, our efforts will follow that chain of thought.

We will continue to urge Members of the appropriate Post Office and Civil Service Committees in the House and the Senate to bring forth some action on the health benefits, wage board and the comparability bills.



HARTKE



DULSKI



CORBETT

Carl K. Sadler

Legislative Dept. Director

AFGE membership has a voice at Sept. Atlantic City Labor Conventions



President Griner and I. W. Abel, President of the AFL-CIO Industrial Union Department, confer during a lull in the convention's activities.



Senator Jacob K. Javits (R-NY) is greeted at the IUD Convention by AFGE President Griner as Nick Zonarich, Organizational Director for the IUD, looks on.

IUD



Speaking on the floor of the IUD Convention, President John Griner presents AFGE's resolution to the Union representatives. Seconding the resolution is Executive Vice President Clyde Webber. The resolution, which was passed by the IUD, contained three major points: (1) it urged legislation furthering collective bargaining for

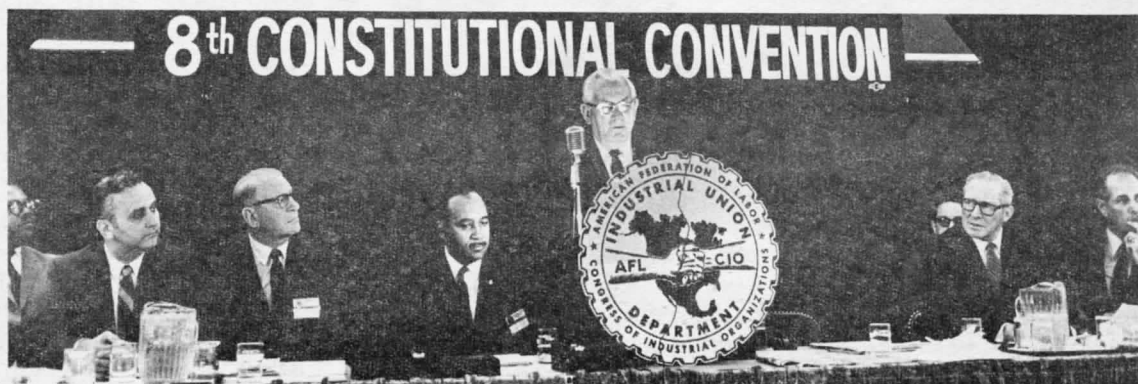


Federal employees; (2) it stressed updating of salaries to private-industry levels; and (3) it recommended Wage Board pay determination system legislation.

UNION LABEL



National President John Griner and Executive Vice President Clyde Webber represented the thousands of Federal workers in AFGE at the Union Label Convention. Participating in the Conference, Griner served on the Union Label Resolution Committee and Webber was active on the Membership and Organizing Committee.



IUD President Abel introduces speaker Clarence Mitchell, legislative rep. of the NAACP, to the IUD delegates. From l-r: Royal Sims, AFGE NVP, on Mitchell's escort

committee; Jack Curran, Laborers' Union; George Fecteau, Shoeworkers; Mitchell, NAACP; I. W. Abel, USWA; Red Smith, IAM; and Pete Bommarito, Rubber Workers.

AFL-CIO



Shaking hands in unity are the AFGE delegates to the AFL-CIO parley. From l-r: B. Rudolph Johnson, NVP, District 13; Royal L. Sims, NVP, District 3; Secretary-Treasurer Esther F. Johnson; Executive Vice President Clyde Webber; AFGE President John Griner; Ralph Biser, NVP District 14; and Curtis Ristesund NVP District 12.



Former Vice President Hubert H. Humphrey exchanges pleasantries with President Griner and NVP Curtis E. Ristesund, District 12, at the AFL-CIO gathering.

Three AFL-CIO Vice Presidents—AFGE President Griner; Paul Jennings, IUE President; and Max Greenberg, RWDSU President—discuss their membership's views during the AFL-CIO meet.





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