The original documents are located in Box D27, folder “Michigan Association of Letter Carriers, May 10, 1969 (1)” of the Ford Congressional Papers: Press Secretary and Speech File at the Gerald R. Ford Presidential Library.

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NOTES FOR SAT., MAY 10, MICH. ASS’N OF LETTER CARRIERS

For the next 15 or 20 minutes I am going to break the best rule for staying out of trouble...keeping my mouth shut.

Seriously, I am very happy to be here today because I consider it an honor and a privilege to talk with Michigan’s Letter Carriers. It is an honor and a privilege because I look upon every one of you as being in the service of your country...and there is no service deserving of respect.

2/ Notes

What I said earlier about trouble was just a gag, naturally. That's really what a Congressman's job is...listening to people's troubles and trying to do something about them.

Fellows, of course, some people figure it's best to keep their troubles to themselves. They say half the people you tell them to don't want to hear them...and the other half are glad to hear that you're getting yours.

Seriously, you should talk about your troubles. And I'm here to talk about them with you.
ONE OF THE TOPICS I WANT TO DISCUSS WITH YOU IS UNION-MANAGEMENT LEGISLATION FOR GOVERNMENT EMPLOYEES. THIS IS THE HOTTEST SUBJECT GOING RIGHT NOW IN THE HOUSE POST OFFICE AND CIVIL SERVICE COMMITTEE.

ABOUT 100 BILLS HAVE BEEN INTRODUCED ON THIS SUBJECT. SO THERE IS GREAT INTEREST IN IT, BUT I WANT TO IMPRESS UPON YOU THAT THERE ALSO IS A GREAT LACK OF AGREEMENT ON IT ... NOT JUST AMONG MEMBERS OF THE CONGRESS BUT AMONG THE GOVERNMENT UNIONS.

AS A RESULT OF THIS LACK OF UNANIMITY, CONGRESSMAN BOB CORBETT OF PENNSYLVANIA, THE SENIOR REPUBLICAN ON THE COMMITTEE, HAS ENDORSED THE LEGISLATION IN PRINCIPLE BUT HAS NOT EMBRACED ANY PARTICULAR BILL. AND CONGRESSMAN TAD DIJKSTRA OF NEW YORK, THE COMMITTEE CHAIRMAN, HAS INTRODUCED FOUR BILLS ON THE SUBJECT SO AS TO COVER THE WHOLE WATERFRONT.

SOME OF THE BILLS APPLY ONLY TO THE POSTAL UNIONS; OTHER BILLS APPLY TO ALL THE FEDERAL EMPLOYEE UNIONS.
As you know, the general thrust of the legislation would be to write into law the procedures under which federal employee organizations would be recognized for purposes of negotiating with regard to work schedules, promotions, distribution of overtime, hazardous work, the scheduling of vacations, leave, and emergency time off, general working conditions, safety and industrial health, discipline, and grievance and appeals procedure.

Such procedures are provided for now in the executive order issued by the late President John F. Kennedy in January 1962—E.O. 10988. Of course that executive order deals with labor-management relations in the entire federal service...not just the postal service. It doesn't just affect the letter carriers or the postal clerks.

W. V. Gill, labor relations director of the U.S. Civil Service Commission, recently testified before the House subcommittee on personnel of the Postal Office and Civil
SERVICE COMMITTEE ON E.O. 10988. HE TALKED FAVOR OF REVISIONING E.O. 10988. HE SPOKE IN FAVOR OF REVISIONING IT TO GIVE EMPLOYEE ORGANIZATIONS A STRONGER VOICE AND TO ANSWER THEIR OBJECTIONS TO PRESENT PROCEDURES AND ADVISORY ARBITRATION.

THERE ARE THOSE WHO ARE REMINDING PRESIDENT NIXON THAT HE SPOKE DURING THE CAMPAIGN OF PROPOSING LEGISLATION...NOT ISSUING AN EXECUTIVE ORDER...BUT PROPOSING LEGISLATION WHICH WILL INSURE THE PARTICIPATION OF FEDERAL EMPLOYEES IN THE FORMULATION AND IMPLEMENTATION OF PERSONNEL POLICIES DIRECTLY RELATED TO THEIR EMPLOYMENT."

FIRST OF ALL, LET ME TELL YOU THAT UNLIKE SOME POLITICIANS...DICK NIXON IS BEING AMAZINGLY FAITHFUL IN CARRYING OUT HIS CAMPAIGN PROMISES. THIS WAS REMARKED UPON RECENTLY BY ONE OF WASHINGTON'S MOST OUTSTANDING NEWSMEN.

AND NOW LET ME TELL YOU THIS...THAT THE NIXON ADMINISTRATION IS PREPARING A POST OFFICE DEPARTMENT REFORM BILL WHICH WILL DEFINITELY CONTAIN PROVISIONS AIMED
NOTES

AT IMPROVING LABOR-MANAGEMENT RELATIONS IN THE POSTAL SERVICE. I HAVE THAT INFORMATION ON THE BEST POSSIBLE AUTHORITY. NOW...IS THAT LEGISLATION OR ISN'T IT?

I DON'T KNOW THE DETAILS, BUT I CAN TELL YOU THAT THE PRESIDENT IS VERY MUCH INTERESTED IN BETTER LABOR-MANAGEMENT RELATIONS IN THE POST OFFICE DEPARTMENT.

POSTMASTER GENERAL "RED" BLount AND HIS KEY PEOPLE ARE LITERALLY WORKING NIGHT AND DAY TO GET THAT POSTAL REFORM BILL READY FOR ACTION BY THE CONGRESS THIS YEAR. THEIR TARGET DATE IS JUNE 1.

NOTES

I CAN ASSURE YOU THAT THE NIXON ADMINISTRATION'S POSTAL REFORM BILL WILL BE A COMPREHENSIVE APPROACH TO THE PROBLEMS OF THE POSTAL SYSTEM...NOT JUST TAKING IN THE KAPPEL COMMISSION RECOMMENDATIONS BUT GOING FAR BEYOND THAT.

THE ADMINISTRATION IS FULLY AWARE THAT 87 per cent OF POST OFFICE DEPARTMENT EMPLOYES ARE UNIONIZED. THEY ARE VERY MUCH AWARE OF YOUR PROBLEMS...AND SO I CAN ASSURE YOU THAT THEY WILL BE DEALING WITH THEM IN THEIR REFORM BILL.
LET ME BRING TO YOUR ATTENTION ANOTHER DICK NIXON THESE PROMISES
CAMPAIGN PROMISE. WE HAVE NO NEED TO HIDE BECAUSE WE INTEND TO MAKE GOOD ON THEM.

MR. NIXON SAID:

"THE REPUBLICAN PLATFORM PROVIDES FOR INSURING COMPARABILITY OF FEDERAL SALARIES WITH PRIVATE ENTERPRISE PAY. IF THIS PIECE, WHICH I WHOLESOMELY APPROVE, IS TO BE MADE MEANINGFUL, I BELIEVE IMPROVEMENTS CAN AND SHOULD BE MADE IN THE PRESENT FEDERAL WAGE BOARD SYSTEM AND IN THE POSTAL PAY SURVEY SYSTEM.

12/ NOTES

"MR. NIXON WENT ON TO SAY:"

"SURVEY TEAMS AND WAGE BOARD DETERMINATIONS ARE BASED TODAY ON STATISTICS AS MUCH AS A YEAR OLD. THIS IS BECAUSE OF THE ADMINISTRATIVE LAG BETWEEN THE COMPILATION OF PRIVATE PAY STATISTICS WITH ACTUAL FEDERAL DETERMINATIONS. A FIRST PRIORITY OF MY ADMINISTRATION IS A THOROUGH AND LONG OVERDUE STUDY OF THE EXECUTIVE DEPARTMENT BY AN INDEPENDENT COMMISSION, PATTERNED AFTER THE HOOVER COMMISSION. I WILL DIRECT THE COMMISSION TO EXAMINE WAGE BOARD AND POSTAL SURVEY..."
PROCEDURES WITH A VIEW TO IMPROVING AND ACCELERATING THEIR ADMINISTRATION.

DICK NIXON ALSO PLEDGED DURING THE CAMPAIGN THAT THERE WOULD BE MORE CAREER INCENTIVES IN THE FEDERAL SERVICE DURING HIS ADMINISTRATION. HE IS CARRYING OUT THAT PROMISE. VERY SHORTLY AFTER BEING INAUGURATED HE MOVED TO TAKE POLITICS OUT OF THE POST OFFICE DEPARTMENT. HE IS SEEKING TO MAKE MORE OPPORTUNITIES AVAILABLE TO FEDERAL EMPLOYEES TO COME UP THROUGH THE RANKS.

I KNOW YOU'RE UNHAPPY THAT YOU WON'T BE GETTING MORE THAN A 4.1 per cent PAY INCREASE ON JULY 1. WE NEED A BETTER WAY OF HANDLING THE PROBLEM OF FEDERAL PAY ADJUSTMENTS BUT IT WON'T COME TOMORROW... AND THE BEST AUTHORITY FOR THAT STATEMENT IS REP. MURRIS UDALL OF ARIZONA, CHAIRMAN OF THE SUBCOMMITTEE ON COMPENSATION OF THE HOUSE POST OFFICE AND CIVIL SERVICE COMMITTEE. UDALL, IN FACT, RECENTLY TOLD THE ORGANIZATION OF PROFESSIONAL EMPLOYEES OF THE
DEPARTMENT OF AGRICULTURE THAT EVEN THE PAY RAISE THAT IS DUE ON JULY 1 WOULD NOT HAVE BEEN POSSIBLE THIS YEAR IF IT HAD NOT BEEN FOR THE THREE-YEAR SYSTEM OF PAY RAISE STEPS APPROVED BY THE CONGRESS IN 1967. INCIDENTALLY, I VOTED FOR THESE THREE PAY RAISES. UdALL POINTED TO THE CURRENT ATTEMPTS BEING MADE TO HOLD DOWN FEDERAL SPENDING. AS YOU KNOW, PRESIDENT NIXON HAS CUT FMRER PRESIDENT JOHNSON'S FISCAL 1970 BUDGET BY $1 BILLION BECAUSE WE'VE GOT TO FIGHT INFLATION.

BUT THERE ARE SOME MEMBERS OF CONGRESS WHO ARE NOT SATISFIED WITH THAT DEGREE OF BUDGET-CUTTING. FOR EXAMPLE, CHAIRMAN WILBUR MILLS OF THE HOUSE WAYS AND MEANS COMMITTEE WANTS TO FORCE THE PRESIDENT TO CUT ANOTHER $5 BILLION OR SO OUT OF THE REVISED BUDGET. I REALLY DON'T KNOW WHERE THAT WOULD TAKE US.

THERE IS NO QUESTION THAT THE 91ST CONGRESS IS ECONOMY-MINDED. THERE IS ALSO NO QUESTION THAT FIGHTING INFLATION IS ONE OF OUR TOP PRIORITIES.
WHAT WE HAVE TO DO IS TO LOOK AT THE WHOLE PICTURE.

DO YOU WANT A CONTINUATION OF WHAT I CALL "THE POLITICS OF INFLATION?" YOU KNOW WHAT THAT MEANS...YOU GET A GOOD PAY RAISE, THE GOVERNMENT KEEPS SPENDING "WAY BEYOND ITS MEANS, PRICES KEEP GOING UP AND UP AND UP, AND YOUR PAY RAISES...NO MATTER HOW SIZABLE...ARE WIPPED OUT BY INCREASES IN PRICES AND TAXES.

IS THAT REALLY WHAT YOU WANT?

OR DO YOU WANT POLITICS BASED ON A SOUND, RESPONSIBLE GOVERNMENT...A GOVERNMENT WITH POLICIES THAT PRODUCE A SOUND DOLLAR AND STABLE PRICES...SO THAT WHEN YOU GET A PAY INCREASE YOUR ADDED DOLLARS WILL IMPROVE YOUR LOT AND NOT GET WIPPED OUT IN A TIME OF INFLATION AND MORE TAXES?

I THINK YOU WANT WHAT THE NIXON ADMINISTRATION WANTS FOR YOU...A POSTAL SERVICE FROM WHICH POLITICS HAS BEEN REMOVED AND FOR WHICH YOU WILL BE PROUD TO WORK.
GOVERNMENT THAT PROTECTS YOUR DOLLAR AND IS DETERMINED
THAT YOU SHALL IMPROVE YOUR SITUATION IN LIFE. A
GOVERNMENT THAT RESPECTS YOU AND IS NOT OUT TO
BUY YOUR VOTE THROUGH THE POLITICS OF INFLATION.

I ADMIRE EVERY ONE OF YOU; I ADMIRE EVERY AMERICAN
WHO EARN AN HONEST LIVING...AND, BELIEVE ME, I'M WITH
YOU IN WANTING TO SEE IT THAT IS PAID
ADEQUATELY FOR HIS LABORS.

THE PRESENT ADMINISTRATION IS DEDICATED TO JUST
TREATMENT AND JUST COMPENSATION FOR EVERY FEDERAL EMPLOYEE.

LET'S WORK TOGETHER TO ACHIEVE THAT GOAL.
IF WE ARE PULLED APART, WE WILL ACHEIVE NOTHING.
IF WE PULL TOGETHER, WE CAN ACHIEVE GREAT THINGS.

LET US, AS PRESIDENT NIXON HAS SAID, MOVE FORWARD
TOGETHER.

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Richard M. Nixon, as the Republican candidate for President provided the United Federation of Postal Clerks, on September 26, with a policy statement entitled, "Federal Personnel Policies in the Nixon Administration." The statement by Candidate Nixon was in response to a letter from UFFC National Legislative Director Patrick J. Nilan in late July, enclosing the Federation's legislative program with particular emphasis on the pending need for enactment of "FEDERAL EMPLOYEE LABOR MANAGEMENT RELATIONS" legislation.

Mr. Nixon was requested to comment on the UFFC program with a position statement concerning our legislative goals if elected President. Similar material was submitted to the other Presidential candidates, Vice President Hubert H. Humphrey and former Alabama Governor, George C. Wallace. And for the first time in the history of the Federation, all three major candidates for the Presidency responded with detailed and formal position statements on the UFFC legislative program as requested—which were subsequently published in the Federation News Service—prior to the November 5 election.

Now that Mr. Nixon has been elected as the 37th President of the United States and will be inaugurated on January 20, it is appropriate to again publish President-Elect Nixon's statement. This is being done, not only for the information of our members, but also with the suggestion that our UFFC Local and State officers and officers of the Woman's Auxiliary visit with their respective Congressman and Senators (particularly Republicans—for very obvious reasons) and point out the campaign promises by Mr. Nixon to our union and all Federal employees which we hope will be lived up to through favorable and positive legislative proposals submitted to the 91st Congress by President Richard M. Nixon and the new Republican Administration after January 20, 1969.

As you review the following pre-election statement by Richard M. Nixon, it is particularly important to understand that Mr. Nixon has carefully worded the statement in general terms and provides no specific insight as to exactly what kind of legislation he may propose in the areas with which we are vitally concerned. For example, nowhere in his policy statement does he even suggest that his Administration will initiate legislation which would establish COLLECTIVE BARGAINING by law in the Federal Service or establish EQUALITY between employe unions and management at the bargaining table. In our opinion, the "time of truth" regarding Mr. Nixon's campaign promises will only come in the weeks and months following his inauguration as President and AFTER his Administration actually proposes legislation defining the specifics of his September 26, campaign promises to Federal employees.

FEDERAL PERSONNEL POLICIES IN THE NIXON ADMINISTRATION

An important task of the new Administration will be to assure the protection of the constitutional rights of federal employees. Federal employees in my Administration are not to be treated as members in a machine or as "second-class" citizens.

The success of any administration depends upon the pride, the dedication and the professional spirit of those who administer the laws and staff the functions of the Federal Government. Much can be done to encourage a greater sense of pride and individual self-responsibility on the part of our government's employees. I want every employee to feel a sense of personal involvement in the service he renders his country. There must be mutual respect between the administration and the individual.

To this end I will see to it, as called for in the Republican Platform, that "snooping, meddling, and pressure by the Federal Government on its employees" is ended. Effective, independent machinery should be established within the Federal Executive to which an employee may appeal for a hearing in the case of a violation of his or her rights, particularly an invasion of his or her privacy. Procedures should be established to assure that these appeals be heard expeditiously and at minimum expense to the employee.

I intend further to propose legislation which will insure the participation of Federal employees in the formulation and implementation of personnel policies directly related to their employment. This legislation should further recognize the right of Federal employees to join an employee organization if he chooses to do so and should provide for meaningful consultation between the employee organization and those in positions of management. The legislation should spell out procedures to assure that changes of unfair labor practices can be heard expeditiously by an independent forum. I think a great deal can be accomplished by encouraging close cooperation between management and employee at all levels of the Federal service.

The Republican Platform provides for insuring comparability of Federal salaries with private enterprise pay. If this pledge, which I wholeheartedly support, is to be made meaningful, I believe improvements can and should be made in the present Federal wage board system and in the postal pay survey system.

Survey teams and wage board determinations are based today on statistics as much as a year old. This is because of the administrative lag between the compilation of private pay statistics with actual Federal determinations. A first priority of my Administration is a thorough and long overdue study of the Executive Department by an independent commission patterned after the Hoover Commission. I will direct the commission to examine wage board and postal survey procedures with a view to improving and accelerating their administration.

I will recommend procedures providing for fuller employee participation in their administration. In testimony before Congress this month (September) it was suggested that a survey be instituted in all areas at the same time—

(Continued on page 6)
qualified in the Federal Civil Service entrance examination, or in the Management Institute examination, to be appointed to supervisory positions in the Postal Service.

Our union pointed out at that time that the overwhelming majority of all postal employees are "locked in" to the lower salary levels with few, if any, opportunities to advance during their entire period of service. Today we are specifically opposing the "Special Project" on the same basis, namely, that with only 32,000 supervisory positions available to 700,000 postal employees, there can be absolutely no real need for any supervisory appointment policy which would permit employees to be selected from one post office and promoted to a supervisory position in another.

Our organization has historically opposed any type of discrimination or restrictions on postal employees, as far as promotional opportunities are concerned, that could even remotely result from any color, creed, or national origin, or other type of discrimination. It is in our belief that the present supervisor promotional system protects all postal employees against any discrimination for supervisory appointments within their respective post offices, on the basis of color, creed or national origin. Particularly, we believe that any change in the present promotional system could result in other factors being considered in making supervisory appointments.

It is entirely possible, for example, that politics could become an important basis or criteria for promotions, on the basis that an eligible employee could be transferred to another post office and promoted to a higher level, simply on the basis of his political, religious or racial affiliation. We do not believe any such consideration for making appointments would be in the best interest of the Postal Service, of postal employees, or of the citizens of this great country which we serve as dedicated postal employees.

Nixon Personnel Policies

(Continued from page 5)

that data be compiled quickly with the aid of employees groups and the recommendations be forthcoming within a specific limited period of time. Such procedures are necessary if meaningful comparability is to be achieved. I further believe that procedures should be instituted providing for third-party involvement, providing there is mutual agreement, in order to insure successful resolution of employee-management differences.

A major effort must be made to encourage more career incentives in the Federal Service. The problem in the postal service is particularly critical. A minima percentage of postal workers who pass the examinations for supervisor are actually promoted. More opportunities must be available to come up "through the ranks."

Finally, I intend to direct the appropriate officials of the Administration to examine the comparability of all areas of fringe benefits including Federal employee retirement benefits, particularly with Social Security and railroad retirement programs. At present, of approximately 800,000 retired Federal employees and survivors approximately 44% are receiving annuities of less than $200 a month. The retirement system must be on a sound financial basis. Provisions should be made whereby the individual Federal employee can make meaningful increases in his or her contributions to the retirement system. By the same token the government must uphold its obligations to the employee.

Throughout the years employees organizations accepted without question the law which forbids to government employees the right to strike. For the first time in history during the past two years, employee groups have been in a position to resist and have begun to argue for the repeal of this legislation. Obviously something is wrong with employment policies in the Federal Government and new laws should be written in order to give the employee, in the Federal Government, the same rights enjoyed by the citizenry in the private sector. It is necessary if national confidence is to be restored between management and employees.

Nixon Personnel Policies

(Continued from page 5)

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EDITORS NOTE: Certain parts of President-Elect Nixon's statement of particular interest to our membership have been emphasized by the use of heavier type.
Rep. Olsen Predicts Defeat Of Postal Rate Increase Plea

WASHINGTON—Rep. Arnold Olsen, chairman of the House subcommittee on postal rates, has predicted defeat of the Nixon Administration's request for a postal rate increase. If passed, an increase is to be used to curb "spirling costs" within the Post Office Department.

Olsen said he had advised the President and the Postmaster General that many in Congress believe the new rate hike proposal should be preceded by a thorough review of postal organization and an intensive cost assessment study.

The Montana Democrat said he would begin hearings shortly on the department's cost assessment system.

"One of our objectives will be the setting of a target date for initiating a incremental (out of pocket) cost system which would permit the department to make their cost sharing reports on the department's cost assessment system.

"It is shown that first class mail pays its own way now, and that the administration's request for a penny increase in this category would amount to nothing more than an added tax of $57.2 million on those using first class.

Olsen called on the administration to make a thorough study of the postal establishment to prove or disprove the need for higher postal rates.

In addition to increasing letter mail from 8 to 7 cents, as proposed by the Johnson Administration, President Nixon is also asking Congress to increase second and third-class mail.

For bulk third-class mail and most magazines and newspapers, the rates would be increased 10 percent to 50 percent above today's levies. These percentages include rate hikes already scheduled by previous action of Congress. The one-cent increase proposed for first class mail represents a 25 percent rise.

Nixon's recommended increases would reduce the record $1.3 billion postal deficit by more than $600 million.

Here's a summary of the President's postal rate recommendations:

First-class mail: Letters and post cards would be increased one cent, to 10 cents each and 6 cents a piece respectively, on July 1, 1969.

Second-class mail: A handling charge of three tenths of a cent a piece for circulation outside home counties, would become effective July 1, 1970. This would yield $18.3 million annually and would represent a 0.3 percent increase in addition to the 8 percent rate scheduled to take effect Jan. 3, 1970.

Third-class mail: For single pieces, rates would be increased one cent a piece. This would yield $12.4 million. For regular bulk third-class mail, the minimum would be increased to a uniform rate of 4.2 cents Jan. 1, 1970, in contrast with the present rate of 3.6 cents. The 1970 increase would lift revenue to $66.5 million annually.

Special Services: Winston Bloom, postmaster general, also announced that he will, under the administrative authority, propose for increases in special postal services which will yield about $20 million annually. These include: special delivery, registered mail, C.O.D. and return receipts. The detailed fee proposals for these special services will be published in the Federal Register.

Bloom said he did not endorse the previous administration's proposal to merge airmail with first-class mail because airmail is guaranteed airplane space, while letter mail is identified when space is available.

"We are not yet satisfied that the service needs of the public can be met with one, consolidated class of letter mail.

"While we have no choice but to seek rate increases this year, I want to make it clear that we are determined to break this cycle of growing deficits and frequent postage increases.

"Rising wage costs, which account for about 80 percent of all postal costs, plus lagging mechanization and archaic management methods, are the underlying reasons for the all too frequent rate increases in recent years," the postmaster general said.

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Mr. Lincoln's Log Cabin

BILL CARNAHAN, supply employee at Hill Air Force Base, Utah, displays a log cabin he built from 15,000 pennies he saved, during your year's run along these lines, the cabin weighs 100 pounds.

All told postage would remain at 10 cents. This would yield $57.2 million in new revenues.

Second-class mail: A handling charge of three tenths of a cent a piece for circulation outside home counties, would become effective July 1, 1970. This would yield $18.3 million annually and would represent a 13 percent decrease in addition to the 8 percent rate scheduled to take effect Jan. 3, 1970.

Third-class mail: For single pieces, rates would be increased one cent a piece. This would yield $12.4 million. For regular bulk third-class mail, the minimum would be increased to a uniform rate of 4.2 cents Jan. 1, 1970, in contrast with the present rate of 3.6 cents. The 1970 increase would lift revenue to $66.5 million annually.

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Exalted Ruler

ROBERT M. GARDNER, manager for the Defense Contract Administration Services Region, Los Angeles, has been elected exalted ruler of the Pasadena Elks Lodge No. 672. The 65-year-old lodge has more than 2,000 members.

Unless Costs Are Cut

Galbraith Tapped For Indonesia

WASHINGTON—President Nixon has announced he will nominate Francis Joseph Galbraith, a career Foreign Service officer, to be Ambassador to Indonesia.

If confirmed by the Senate, Galbraith will succeed Marshall Green, who has been named as acting secretary of state for East Asian and Pacific affairs.

Galbraith has been ambassador to Singapore since 1966. Prior to that, he was deputy chief of the mission in Indonesia.
To adjust certain postage rates, to adjust the rates of basic compensation for certain officers and employees in the Federal Government, and to regulate the mailing of pandering advertisements, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Postal Revenue and Federal Salary Act of 1967".

TITLE I—POSTAL RATES

FIRST-CLASS MAIL

Sec. 101. (a) Sections 4252 and 4253 of title 39, United States Code, are amended to read as follows:

"§ 4252. Size and weight limits
"The maximum size of first-class mail is one hundred inches in length and girth combined and the maximum weight is seventy pounds.

"§ 4253. Postage rates on first-class mail
"(a) Postage on first-class mail is computed separately on each letter or piece of mail. Except as otherwise provided in this section, the rate of postage on first-class mail weighing thirteen ounces or less is 8 cents for each ounce or fraction of an ounce.

"(b) First-class mail weighing more than thirteen ounces shall be mailed at the rates of postage established by section 4303(d) of this title and shall be entitled to the most expeditious handling and transportation practicable.

"(c) The rate of postage for each single postal card and for each portion of a double postal card, including the cost of manufacture, and for each post card and the initial portion of each double post card conforming to section 4251(c) of this title is 5 cents.

"(d) The rate of postage on business reply mail is the regular rate prescribed in this section, together with an additional charge thereon of 2 cents for each piece weighing two ounces or less and 5 cents for each piece weighing more than two ounces. The postage and charge shall be collected on delivery.

(b) Section 4251(a) of title 39, United States Code, is amended by striking out "(4)" and inserting in lieu thereof "(4) bills and statements of account, and (5)"

(c) Subsection (d) of section 4251 of title 39, United States Code, relating to the definition of drop letters, is repealed.

(d) The table of contents of chapter 59 of title 39, United States Code, is amended by striking out—

"§ 4232. Size and weight limits."

AIRMAIL

Sec. 102. (a) Subsections (a) and (b) of section 4303 of title 39, United States Code, are amended to read as follows:

"(a) Except as provided in section 4304 of this title and subsection (b) of this section, the rate of postage on domestic airmail weighing not more than 7 ounces is 10 cents for each ounce or fraction thereof.

"(b) The rate of postage on each postal card and post card sent as domestic airmail is 8 cents."
December 16, 1967 - 3 - Pub. Law 90-206

(a) Except as provided in subsection (b), the rate of postage on publications admitted as second-class mail when addressed for delivery within the county in which they are published and entered is as follows:

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<th>Period</th>
<th>Minimum charge per piece of copy</th>
<th>Maximum charge per piece of copy</th>
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<td>1968</td>
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(b) Second-class publications published once each week or more frequently and featuring principally current news of interest to members of the Armed Forces and the general public which are mailed at or addressed to any such Armed Forces post office in a zone designated by the President under section 4359(b) of this title, are mailed at or addressed to any such Armed Forces post office in an overseas area designated by the President under section 4359(b) of this title, are mailed for any twelve-month period to subscribers residing in rural areas, and which are mailed outside the county of publication, are as follows:

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(c) The postal rate on an issue of a publication referred to in paragraph (1), the advertising portion of which does not exceed 10 per centum of the total number of copies distributed by any means for any purpose, shall be computed without regard to the rates applicable to the advertising portion prescribed in each paragraph.

(d) The postal rate on classroom publications, mailed in accordance with section 4359(a) of this title, is 60 per cent of the postal rates computed in accordance with section 4359(b) of this title.

(e) The postal rate shall be 4.2 cents per pound on the advertising portion of publications (1) which are mailed for delivery in zones 1 and 2 in accordance with section 4359(a) of this title, (2) which are devoted to promoting the science of agriculture, and (3) when the total number of copies of the publications furnished during any twelve-month period to subscribers residing in rural areas consists of at least 70 per cent of the total number of copies distributed by any means for any purpose.

(f) In lieu of the minimum charge per piece prescribed by section 4359(b) of this title, the minimum charge per piece for publications (other than publications to which subsections (d) and (e) of this section are applicable), when fewer than five thousand copies are mailed outside the county of publication, is 0.6 cent per piece when mailed during the calendar year 1969, and 0.8 cent per piece when mailed thereafter.

(g) The publisher of a classroom publication, of a publication referred to in subsection (f) of this section, or of a publication of a nonprofit organization, before being entitled to the rates for the publication, shall furnish such proof of qualifications as the Postmaster General prescribes.
Definitions.

(1) As used in this section—

"(1) 'Classroom publication' means a religious, educational, or scientific publication entered as second-class mail and designed specifically for use in classrooms or in religious instruction classes;

"(2) 'Publication of a qualified nonprofit organization' means a publication published by and in the interest of one of the following types of organizations or associations if it is not organized for profit and none of its net income inures to the benefit of any private stockholder or individual: Religious, educational, scientific, philanthropic, agricultural, labor, veterans', fraternal, and associations of rural electric cooperatives, program announcements or guides published by an educational radio or television agency of a State or political subdivision thereof or by a nonprofit educational radio or television station, and not to exceed one publication published by the official highway or development agency of a State which meets all of the requirements of section 4354 and which contains no advertising;

"(3) 'Zones' means the eight zones described in section 4553, or prescribed pursuant to section 4558, of this title; and

(5) by amending the section heading to read as follows:

"§ 4358. Rates of postage; preferred.

(b) The table of contents of chapter 63 of title 39, United States Code, is amended by striking out—

"4358. Rates of postage within county of publication."

and inserting in lieu thereof—

"4358. Rates of postage; preferred."

SECOND-CLASS MAIL REGULAR RATES

Sec. 104. (a) Section 4559 of title 39, United States Code, is amended—

(1) by striking out subsections (b), (c), (d), and (e) and inserting in lieu thereof the following:

"(b) Except as otherwise provided in this section and section 4558 of this title, the rates of postage on publications mailed in accordance with subsection (a) are as follows:

---

[Table with rates of postage]---

SECOND-CLASS TRANSMITTED MAIL

Sec. 105. Section 4602 of title 39, United States Code, is amended by striking out "four cents" and inserting in lieu thereof "3 cents".

CONTROLLED CIRCULATION PUBLICATIONS

Sec. 106. Section 4622 of title 39, United States Code, is amended by striking out "five cents" and inserting in lieu thereof "3 cents".

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reading matter with incidental blank spaces for notations, and
containing no advertising matter other than incidental announce-
ments of books:
(2) 16-millimeter or narrower width films, and catalogs of
such films, except when sent to or from commercial theaters;
(2) by striking out in subsection (b) (1) "4 cents for the first
pound or fraction thereof and 1 cent for each additional pound
or fraction thereof" and inserting in lieu thereof "5 cents for the
first pound or fraction thereof and 3 cents for each additional
pound or fraction thereof";
(3) by inserting in subsection (b) (1) (B) "museums and
herbaria," immediately following "public libraries,"
(4) in subsection (b) (2) by striking out "and" at the end of
clause (E); by striking out the period at the end of clause (F)
and inserting in lieu thereof "and"; and by adding at the end of
such subsection the following new clause:
"(G) museum materials, specimens, collections, teaching aids,
printed matter, and interpretative materials intended to in-
form and to further the education work and interests of
museums and herbaria;"
(5) by inserting in subsection (c) "or narrower width" im-
mediately following "16-millimeter," and "museum materials,
specimens, collections, teaching aids, printed matter, and in-
terpretative materials intended to inform and to further the
educational work and interests of museums and herbaria,
immediately following "sound recordings;" and
(6) by amending subsection (e) to read as follows:
"(a) Articles may be mailed under this section in quantities of
one thousand or more in a single mailing, as defined by the Post-
master General, only in the manner directed by him:"
(b) Subparagraph (e) of section 4654 (a) of title 39, United
States Code, is amended by inserting "playscripts and" immedi-
ately following "(G)".
(c) The section heading of section 4654 of title 39, United
States Code, is amended to read—
"§ 4654. Books, films, and other materials; preferred rates".
(d) The table of contents of chapter 67 of title 39, United
States Code, is amended by striking out
"4654. Postage rates on books and films;" and inserting in lieu thereof—
"4654. Books, films, and other materials; preferred rates."

KEYS AND OTHER SMALL ARTICLES
Sec. 109. Subsection (b) of section 4651 of title 39, United
States Code, is amended by striking out "6 cents for each two ounces or
76 Stat. 677a
76 Stat. 674
4654 of title 39, United States Code, is amended to read as follows:
"§ 4608. Special handling
"Upon payment of a special handling fee, third-class mail and
fourth-class mail are entitled to the same expeditious handling and
transportation practicable, but such mail is not required to receive the
same handling and transportation as airmail."
Sec. 111. Section 4653 of title 39, United States Code, is amended by adding at the end thereof the following:

"§ 4653. Matter of blind or physically handicapped persons

(a) The matter described in subsection (b) (other than matter mailed under section 4654 of this title) may be mailed free of postage, if—

(1) the matter is for the use of the blind or other persons who cannot use or read conventionally printed material because of a physical impairment who are certified by competent authority as unable to read normal reading material in accordance with the provisions of the first section of the Act of July 30, 1966 (Public Law 89-520; 80 Stat. 330); or

(2) no charge, or rental, subscription, or other fee, is required for such matter or a charge, or rental, subscription, or other fee is required for such matter not in excess of the cost thereof.

(b) The free mailing privilege provided by subsection (a) is extended to—

(1) reading matter and musical scores;

(2) sound reproductions;

(3) paper, records, tapes, and other material for the production of reading matter, musical scores, or sound reproductions;

(4) reproducers or parts thereof, for sound reproductions; and

(5) devices, or parts thereof, used for writing by, or specifically designed or adapted for use of, a blind person or a person having a physical impairment as described in subsection (a) (1) of this section.

§ 4654. Unsealed letters sent by blind or physically handicapped persons

All matter relating to blind or other handicapped persons mailed under section 4653, or section 4654, of this title, shall bear the words "Free Matter for the Blind or Handicapped", or words to that effect specified by the Postmaster General, in the upper right-hand corner of the address area.

(b) The table of contents of chapter 69 of title 39, United States Code, is amended by striking out—

"free of postage..."

and inserting in lieu thereof—

"Free Matter for the Blind or Handicapped..."

(c) Section 4651(d) of title 39, United States Code, is repealed.
or funds and of the activities concerned, the equivalent amount of postage due, and sums equal to the expenses incurred by, the postal service of the Canal Zone, as determined by the Governor of the Canal Zone, for matter sent in the mails, and in providing air transportation of mail, under such sections:"

immediately below—

"454. Mailing privileges of members of United States Armed Forces and of friendly foreign nations in the Canal Zone."

(b) The table of contents of chapter 57 of title 39, United States Code, is amended by adding—

"4540. Mailing privileges of members of United States Armed Forces and of friendly foreign nations in the Canal Zone."

PARCEL AIRMAIL

Sec. 117. (a) Chapter 67 of title 39, United States Code, is amended by adding at the end thereof the following new section:

§ 4560. Air transportation of parcels mailed at or addressed to Armed Forces post offices

"Any parcel, other than a parcel mailed airmail or as an air parcel post, not exceeding thirty pounds in weight and sixty inches in length and girth combined, which is mailed at or addressed to any Armed Forces post office established under section 705(d) of this title shall be transported by air on a space available basis, or scheduled United States air carriers at rates fixed and determined by the Civil Aeronautics Board in accordance with section 606 of the Federal Aviation Act of 1958 (69 U.S.C. 1376), upon payment, in addition to the regular rate of postage, of the equivalent amount of postage due, and sums equal to the service of the next class of scheduled United States air carriers.

(b) The table of contents of such chapter 67 is amended by inserting at the end thereof—

"4560. Air transportation of parcels mailed at or addressed to Armed Forces post offices."

SOLICITATIONS IN GUARD OF BILLS OR STATEMENTS OF ACCOUNT

Sec. 118. (a) Section 4001 of title 39, United States Code, relating to nonmailable matter, is amended by adding at the end thereof the following new subsection:

"(c) Matter otherwise legally acceptable in the mails which—

"(1) constitutes, in fact, a solicitation for the order by the addressee of goods and/or services or not a bill, invoice, or statement of account due; or

"(2) is nonmailable matter, shall not be carried or delivered by mail, and shall be disposed of by the Postmaster General directly, unless such matter bears on its face, in conspicuous and legible type in contrast by typography, layout, or color with other printing on its face, in accordance with regulations which the Postmaster General shall prescribe—

"(A) the following notice: This is a solicitation for the order of goods and/or services or not a bill, invoice, or statement of account due. You are not under obligation to make any payments on account of this offer unless you accept this offer; or

"(B) in lieu thereof, a notice to the same effect in words which the Postmaster General may prescribe."

(b) The amendment made by this section shall become effective with respect to matter mailed on or after the ninetieth day following the effective date of this section.

ERFECTIVE DATE

Sec. 119. This title shall become effective on January 7, 1968.

CONFORMING AMENDMENTS

Sec. 120. (1) Subparagraph (A) of section 2303(a) (1) of title 39, United States Code, is repealed.

(2) Subparagraph (D) of such section is amended to read as follows:

"(D) free postage on reading matter and other articles for the blind and other handicapped persons as provided by sections 6653 and 6854 of this title."

Sec. 121. Section 4558(a) of such title is amended by striking out "educational" and inserting in lieu thereof a period.

Sec. 122. Section 4558(c) of such title is amended by striking out "educational" and inserting in lieu thereof a period.

EDUCATIONAL TELEVISION

Sec. 123. Section 4559 of title 39, United States Code, is amended by striking out the period at the end of item (10) and inserting in lieu thereof a period; and

by striking out paragraph (6).

UNDELIVERED FIRST CLASS MAIL

Sec. 124. Subsection (a) of section 4106 of title 39, United States Code, is amended to read as follows:

"(A) The Postmaster General shall notify the sender or addressee of the cancellation of the delivery of a parcel mailed to or addressed to such sender or addressee upon request by the sender or addressee, when mail is undelivered as addressed, of the reason for the nondelivery, and in the case of the notice to the sender, the new address of the addressee if known. The Postmaster General shall prescribe a uniform charge to be collected for the service performed pursuant to this subsection.

TITULE II—FEDERAL SALARY INCREASES

SHORT TITLE

Sec. 201. This title may be cited as the "Federal Salary Act of 1967."

EMPLOYEES SUBJECT TO THIS GENERAL SCHEDULE

Sec. 202. (a) The General Schedule contained in section 5301(a) of title 5, United States Code, is amended to read as follows:
date of enactment of this title, was promoted from one grade under the General Schedule contained in section 5302(a) of title 5, United States Code, to another such grade at a rate which is above the minimum rate thereof, his rate of basic pay shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in the amendment made by subsection (a) of this section which corresponds numerically to the step of the grade of the General Schedule to which such officer or employee was promoted as in effect (without regard to this title) at the time of such promotion.

(6) If the officer or employee, at any time during the period beginning on the effective date of this section and ending on the date of enactment of this title, became subject to the General Schedule and his rate of basic pay was set above the minimum rate of the grade on the basis of a previously earned rate above such minimum rate, his rate of basic pay shall be adjusted retroactively to the date on which he became subject to the General Schedule on the basis of the rate of the appropriate grade of the General Schedule contained in the amendment which corresponds numerically to the rate of the grade at which the pay of such officer or employee was set at the time he became subject to the General Schedule.

LIMITATION ON NUMBERS OF CERTAIN PORTAL POSITIONS

Sec. 205. Section 3011 of title 39, United States Code, is amended by striking out “salary levels 19 and 20” and inserting in lieu thereof “salary levels 19 and 21.”

CHANGES IN KEY POSITIONS IN POSTAL FIELD SERVICE

Sec. 204. (a) That part of chapter 45 of title 39, United States Code, under the heading “POSITIONS” is amended by striking out section 3012 and inserting in lieu thereof the following new sections:

§ 3012. Positions in salary level 1

(a) Cleaner, (KP-21)

"(1) Basic function.—Performs a variety of light cleaning and housekeeping tasks in connection with the custodial maintenance of a local installation.

(2) Duties and responsibilities.—

(A) Sweeps, mops, dusts, washes, and otherwise performs light cleaning and housekeeping tasks to maintain offices, washrooms, lobbies, corridors, stairways, and other areas of the building in neat and orderly condition.

(B) Performs such duties as dusting, waxing, and polishing office furniture, sweeping and mopping floors, vacuuming rugs, emptying wastebaskets and trash, washing interior window and partition glass and fixtures which can be reached without use of ladders or scaffolding.

14 Stat. 626

Date of enactment of this title, was promoted from one grade under the General Schedule contained in section 5302(a) of title 5, United States Code, to another such grade at a rate which is above the minimum rate thereof, his rate of basic pay shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in the amendment made by subsection (a) of this section which corresponds numerically to the step of the grade of the General Schedule to which such officer or employee was promoted as in effect (without regard to this title) at the time of such promotion.

(6) If the officer or employee, at any time during the period beginning on the effective date of this section and ending on the
(2) Organizational relationships. - Reports to a foreman or other designated supervisor.

§ 5312A. Positions in salary level 2

"(a) Custodian, (KP-1)

"(1) Basic function. - Performs manual laboring duties in connection with custody of an office or building.

"(2) Duties and responsibilities -

"(A) Performs any combination of the following duties:

1. Moves furniture and equipment.
2. Uncrates and assembles furniture and fixtures, using hitches and screws for assembly.
3. Loads and unloads supplies and equipment.
4. Removes trash from work areas, lobbies, and washrooms.
5. Tends to lawns, shrubbery, and premises of the post office and clears ice and snow from the sidewalks and driveways.
6. Stacks supplies in storage rooms and on shelves, and completes forms or records as required.

"(B) May perform cleaning duties as assigned.

"(2) Organizational relationships. - Reports to a foreman or other designated supervisor."

(b) Each salary level number in the headings of sections 3513 to 3521, inclusive, of title 39, United States Code, and such other numerical reference to such salary level number in any other provision of such title (including the table of contents of chapter 45) which is not otherwise increased by this title, is increased by 1.

(c) Each employee in the postal field service on the date of enactment of this act, whose position is placed in salary level 2 of the Postal Field Service Schedule by reason of the enactment of this section and section 205(c)(1) of this title, shall remain in salary level 2 of such schedule as long as he remains in such position or occupies, without break in service of more than thirty days, a position of a comparable level of duties, responsibilities, and work requirements in such salary level. When the employee leaves any such position, the position shall be appropriately ranked in accordance with chapter 45 of title 39, United States Code.

(d) The table of contents of chapter 45 of title 39, United States Code, is amended by inserting -

"5312A. Positions in salary level 2", immediately below -

"5312. Positions in salary level 1.".

"POSTAL FIELD SERVICE SCHEDULE I"

Sec. 205. (a) Section 3543(a) of title 39, United States Code, is amended to read as follows:

"(a) There are established basic compensation schedules for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedules.

"RURAL CARRIER SCHEDULE I"

"(a) There are established basic compensation schedules which shall be known as the Rural Carrier Schedules and for which the symbol shall be 'RCS'. Compensation shall be paid to rural carriers in accordance with such schedules."
The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of Postal Field Service Schedule I shall be determined as follows:

1. Each employee subject to the Postal Field Service Schedule shall be assigned to the same numerical step for his position, placed in the next higher salary level, which he had attained immediately prior to such effective date.

2. Each employee subject to the Rural Carrier Schedule shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date.

3. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

4. If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) or (2) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation increased by 5 percent, rounded to the next highest dollar, shall be established as his basic compensation.

5. The advancement of any employee to a higher salary level of the Postal Field Service Schedule by reason of the enactment of this section shall not be deemed to be an equivalent increase within the meaning of section 3502(a) of title 39, United States Code.

(c) The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of Postal Field Service Schedule I shall be determined as follows:

1. Each employee subject to the Postal Field Service Schedule shall be assigned to the same numerical step for his position, placed in the next higher salary level, which he had attained immediately prior to such effective date.

2. Each employee subject to the Rural Carrier Schedule shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date.

3. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

4. If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) or (2) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation increased by 5 percent, rounded to the next highest dollar, shall be established as his basic compensation.

5. The advancement of any employee to a higher salary level of the Postal Field Service Schedule by reason of the enactment of this section shall not be deemed to be an equivalent increase within the meaning of section 3502(a) of title 39, United States Code.

(d) The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of Postal Field Service Schedule I shall be determined as follows:

1. Each employee subject to the Postal Field Service Schedule shall be assigned to the same numerical step for his position, placed in the next higher salary level, which he had attained immediately prior to such effective date.

2. Each employee subject to the Rural Carrier Schedule shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date.

3. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

4. If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) or (2) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation increased by 5 percent, rounded to the next highest dollar, shall be established as his basic compensation.

5. The advancement of any employee to a higher salary level of the Postal Field Service Schedule by reason of the enactment of this section shall not be deemed to be an equivalent increase within the meaning of section 3502(a) of title 39, United States Code.

(c) The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of Postal Field Service Schedule I shall be determined as follows:

1. Each employee subject to the Postal Field Service Schedule shall be assigned to the same numerical step for his position, placed in the next higher salary level, which he had attained immediately prior to such effective date.

2. Each employee subject to the Rural Carrier Schedule shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date.

3. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

4. If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) or (2) of this subsection, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation increased by 5 percent, rounded to the next highest dollar, shall be established as his basic compensation.

5. The advancement of any employee to a higher salary level of the Postal Field Service Schedule by reason of the enactment of this section shall not be deemed to be an equivalent increase within the meaning of section 3502(a) of title 39, United States Code.
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December 16, 1967

CONFORMING AMENDMENTS

75 Stat. 691
Sec. 206. (a) Section 3590(a) of title 39, United States Code, is amended by striking out "(8) revenue unit category, with respect to the Fourth Class Office Schedule," and inserting in lieu thereof "(8) minimum hours of service with respect to postmasters in fourth-class post-office.”

(b) Section 3590(f) of title 39, United States Code, is amended by striking out "(1) reductions in class or revenue unit category of any post office, or" and inserting in lieu thereof "(1) reductions in class or revenue units of any post office or in the minimum hours of service for a fourth-class post office, or”.

75 Stat. 1134
(c) Subsections (b) and (c) of section 3573 of title 39, United States Code, are amended by striking out “level PFS-10” and “level PFS-11”, wherever appearing therein, and inserting in lieu thereof “level PFS-11” and “level PFS-12”, respectively. Subsection (g) of section 3573 is amended by striking out “PFS-17” and inserting “PFS-16”.

(d) Subsection (a) of section 3573 of title 39, United States Code, is amended by striking out “level PFS-15” and inserting in lieu thereof “level PFS-16.”

(e) Any reference to a level of the Postal Field Service Schedule in any order, rule, regulation, or statute (other than title 39, United States Code) which is in effect on the effective date of this section shall be deemed to refer to the next higher level of the Postal Field Service Schedule.

SPECIAL SALARY RATE RANGES

Sec. 207. (a) Section 3590(a) of title 39, United States Code, is amended by striking out “seventh pay rate” and inserting in lieu thereof “maximum pay rate.”

(b) Section 3590(a) of title 39, United States Code, is amended to read as follows:

"(8) The rate of basic pay established under this section and received by an individual immediately before a statutory increase, which becomes effective prior to, on, or after the date of enactment of the statute, in the pay schedule applicable to such individual of any pay system specified in subsection (a) of this section, shall be initially adjusted, effective on the date of the statutory increase, under conversion rules prescribed by the President or by such agency as the President may designate.”

EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS’ ADMINISTRATION

Sec. 208. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans’ Administration, is amended to read as follows:

“4107. Grades and pay scales

(a) The per annum full-pay scale or ranges for positions provided in section 4107 of this title, other than Chief Medical Director, Deputy Chief Medical Director, and Associate Deputy Chief Medical Director, shall be as follows:

Section 4103 Schedule

Assistant Chief Medical Director, $27,755.

*Medical Director, $30,788 minimum to $36,980 maximum.

Director of Nursing Service, $18,604 minimum to $23,921 maximum.

"(b) The second sentence of subsection (a) of section 415 of such Act (28 U.S.C. 870(a)) is amended to read as follows: "The per annum salar
Sec. 212. In order to complete the implementation of the policy of the Congress set forth in paragraph (a) of section 5301 of title 5, United States Code, the President, after seeking the views of such employee organizations as he considers appropriate and in such manner as he may provide, shall—

(1) effective on the first day of the first pay period beginning on or after July 1, 1968, adjust the rates of basic pay, basic compensation, and salary, as in effect by reason of the enactment of the provisions of this title other than this section and sections 210, 213, 214, 215, and 219—

(A) by amounts equal, as nearly as may be practicable, to one-half of the amounts by which such rates are exceeded by rates of pay paid for the same levels of work in private enterprise as determined on the basis of the 1967 annual survey conducted by the Bureau of Labor Statistics in accordance with the provisions of section 3502 of title 5, United States Code, or

(B) by 3 per centum, whichever is greater; and

(2) effective on the first day of the first pay period beginning on or after July 1, 1969, adjust the rates he has established under subparagraph (1) of this section, and the rates established by Postal Field Service Schedule II, and Rural Carrier Schedule II (contained in the amendments made by subsections (a) and (b) of section 202), by amounts equal, as nearly as may be practicable, to the amounts by which such rates are exceeded by rates of pay paid for the same levels of work in private enterprise as determined on the basis of the 1968 annual survey conducted by the Bureau of Labor Statistics in accordance with the provisions of section 3502 of title 5, United States Code.

Adjustments made by the President under this section shall have the force and effect of law. The rates of pay of personnel subject to sections 210, 213, 214, 215, and 219 of this title, and any minimum or maximum rate, limitation, or allowance applicable to any such personnel, shall be adjusted, by amounts which are equal, as nearly as practicable, and with such exceptions as may be necessary to provide for appropriate relationships between positions and rates of pay in accordance with the amounts of the adjustments made by the President under subparagraphs (a) and (b) of this section, by the following authorities—

(i) the President pro tempore of the Senate, with respect to the United States Senate;

(ii) the Speaker of the House of Representatives with respect to the United States House of Representatives;

(iii) the Architect of the Capitol, with respect to the Office of the Architect of the Capitol;

(iv) the Director of the Administrative Office of the United States Courts, with respect to the judicial branch of the Government;

and

(v) the Secretary of Agriculture, with respect to persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)).

Such adjustments shall be made in such manner as the appropriate authority concerned deems advisable and shall have the force and effect of law.

Nothing in this section shall impair any authority pursuant to which rates of pay may be fixed by administrative action.
Sec. 214. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a) (3)), section 3556 of title 18, United States Code, the third sentence of section 604, sections 671 to 673, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by section 202(a) of this title in corresponding rates of compensation for officers and employees subject to section 5302 of title 5, United States Code. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to such section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by section 202(a) of this title in corresponding rates of compensation for officers and employees subject to section 5302 of title 5, United States Code.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by section 202(a) of this title in corresponding rates of compensation for officers and employees subject to section 5302 of title 5, United States Code.

(c) The rates of basic compensation of court reporters for district courts, as provided by section 792(b) of title 28, United States Code, are hereby increased by amounts which reflect the respective applicable increases provided by section 793 of this Act in corresponding rates of compensation for court reporters for district courts.

(d) The annual rate of gross compensation of each officer or employee whose compensation is disallowed by the Secretary of the Senate, and the annual rate of gross compensation of each telephone operator on the United States Capitol telephone exchange and each member of the Capitol Police whose compensation is disbursed by the Clerk of the House of Representatives, is increased by 4.5 per centum.

(e) The annual rate of gross compensation of each employee in or under the judicial branch of the Government, whose rate of compensation is adjusted under this subsection and subsection (g), the term ‘officer’ does not include an employee whose rate of compensation is increased by amounts which reflect the respective applicable increases provided by the limitation provided by applicable law on the effective date of this Act under section 5302 of title 5, United States Code.

(f) The annual rate of gross compensation of each employee in or under the judicial branch of the Government, whose compensation is increased by the amounts which reflect an increase under subsection (g) to the effective date of such increase, and whose rate of compensation is fixed by the House Employees Position Classification Act, is increased by 4.5 per centum.
(other than the Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased, such notice shall be deemed to have been given. An increase under this subsection in the compensation of an employee in the office of a Senator for any period prior to the first day of the month following the date of enactment of this Act shall be made without regard to the clerk hire allowance of such Senator.

(1) Section 108(a) of the Legislative Branch Appropriation Act, 1968, is amended by striking out "$188" and inserting in lieu thereof "$188.50.

(2) Section 108(d) of such Act is amended by striking out the table and inserting in lieu thereof the following:

<table>
<thead>
<tr>
<th>Population Range</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 5,000</td>
<td>$6,120</td>
</tr>
<tr>
<td>5,000 to 10,000</td>
<td>$10,620</td>
</tr>
<tr>
<td>10,000 to 15,000</td>
<td>$10,800</td>
</tr>
<tr>
<td>15,000 to 20,000</td>
<td>$14,200</td>
</tr>
<tr>
<td>20,000 to 25,000</td>
<td>$14,400</td>
</tr>
<tr>
<td>25,000 to 30,000</td>
<td>$15,660</td>
</tr>
<tr>
<td>30,000 to 35,000</td>
<td>$18,120</td>
</tr>
<tr>
<td>35,000 to 40,000</td>
<td>$20,580</td>
</tr>
<tr>
<td>40,000 to 45,000</td>
<td>$22,940</td>
</tr>
<tr>
<td>45,000 to 50,000</td>
<td>$25,300</td>
</tr>
<tr>
<td>50,000 to 55,000</td>
<td>$27,660</td>
</tr>
<tr>
<td>55,000 to 60,000</td>
<td>$29,020</td>
</tr>
<tr>
<td>60,000 to 65,000</td>
<td>$31,380</td>
</tr>
<tr>
<td>65,000 to 70,000</td>
<td>$33,740</td>
</tr>
<tr>
<td>70,000 to 75,000</td>
<td>$36,100</td>
</tr>
<tr>
<td>75,000 to 80,000</td>
<td>$38,460</td>
</tr>
<tr>
<td>80,000 to 85,000</td>
<td>$40,820</td>
</tr>
<tr>
<td>85,000 to 90,000</td>
<td>$43,180</td>
</tr>
<tr>
<td>90,000 to 95,000</td>
<td>$45,540</td>
</tr>
<tr>
<td>95,000 to 100,000</td>
<td>$47,900</td>
</tr>
<tr>
<td>100,000 to 105,000</td>
<td>$50,260</td>
</tr>
<tr>
<td>105,000 to 110,000</td>
<td>$52,620</td>
</tr>
<tr>
<td>110,000 to 115,000</td>
<td>$54,980</td>
</tr>
<tr>
<td>115,000 to 120,000</td>
<td>$57,340</td>
</tr>
<tr>
<td>120,000 to 125,000</td>
<td>$59,700</td>
</tr>
<tr>
<td>125,000 to 130,000</td>
<td>$62,060</td>
</tr>
<tr>
<td>130,000 to 135,000</td>
<td>$64,420</td>
</tr>
<tr>
<td>135,000 to 140,000</td>
<td>$66,780</td>
</tr>
<tr>
<td>140,000 to 145,000</td>
<td>$69,140</td>
</tr>
<tr>
<td>145,000 to 150,000</td>
<td>$71,500</td>
</tr>
<tr>
<td>150,000 to 155,000</td>
<td>$73,860</td>
</tr>
<tr>
<td>155,000 to 160,000</td>
<td>$76,220</td>
</tr>
<tr>
<td>160,000 to 165,000</td>
<td>$78,580</td>
</tr>
<tr>
<td>165,000 to 170,000</td>
<td>$80,940</td>
</tr>
<tr>
<td>170,000 or more</td>
<td>$83,300</td>
</tr>
</tbody>
</table>

(1) Section 108 of such Act is amended by striking out "$9,000" and inserting in lieu thereof "$9,000.50.

(2) Section 108(d) of such Act is amended by striking out the table and inserting in lieu thereof the following:

<table>
<thead>
<tr>
<th>Population Range</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 5,000</td>
<td>$6,120</td>
</tr>
<tr>
<td>5,000 to 10,000</td>
<td>$10,620</td>
</tr>
<tr>
<td>10,000 to 15,000</td>
<td>$10,800</td>
</tr>
<tr>
<td>15,000 to 20,000</td>
<td>$14,200</td>
</tr>
<tr>
<td>20,000 to 25,000</td>
<td>$14,400</td>
</tr>
<tr>
<td>25,000 to 30,000</td>
<td>$15,660</td>
</tr>
<tr>
<td>30,000 to 35,000</td>
<td>$18,120</td>
</tr>
<tr>
<td>35,000 to 40,000</td>
<td>$20,580</td>
</tr>
<tr>
<td>40,000 to 45,000</td>
<td>$22,940</td>
</tr>
<tr>
<td>45,000 to 50,000</td>
<td>$25,300</td>
</tr>
<tr>
<td>50,000 to 55,000</td>
<td>$27,660</td>
</tr>
<tr>
<td>55,000 to 60,000</td>
<td>$29,020</td>
</tr>
<tr>
<td>60,000 to 65,000</td>
<td>$31,380</td>
</tr>
<tr>
<td>65,000 to 70,000</td>
<td>$33,740</td>
</tr>
<tr>
<td>70,000 to 75,000</td>
<td>$36,100</td>
</tr>
<tr>
<td>75,000 to 80,000</td>
<td>$38,460</td>
</tr>
<tr>
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<td>$40,820</td>
</tr>
<tr>
<td>85,000 to 90,000</td>
<td>$43,180</td>
</tr>
<tr>
<td>90,000 to 95,000</td>
<td>$45,540</td>
</tr>
<tr>
<td>95,000 to 100,000</td>
<td>$47,900</td>
</tr>
<tr>
<td>100,000 to 105,000</td>
<td>$50,260</td>
</tr>
<tr>
<td>105,000 to 110,000</td>
<td>$52,620</td>
</tr>
<tr>
<td>110,000 to 115,000</td>
<td>$54,980</td>
</tr>
<tr>
<td>115,000 to 120,000</td>
<td>$57,340</td>
</tr>
<tr>
<td>120,000 to 125,000</td>
<td>$59,700</td>
</tr>
<tr>
<td>125,000 to 130,000</td>
<td>$62,060</td>
</tr>
<tr>
<td>130,000 to 135,000</td>
<td>$64,420</td>
</tr>
<tr>
<td>135,000 to 140,000</td>
<td>$66,780</td>
</tr>
<tr>
<td>140,000 to 145,000</td>
<td>$69,140</td>
</tr>
<tr>
<td>145,000 to 150,000</td>
<td>$71,500</td>
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<td>155,000 to 160,000</td>
<td>$76,220</td>
</tr>
<tr>
<td>160,000 to 165,000</td>
<td>$78,580</td>
</tr>
<tr>
<td>165,000 to 170,000</td>
<td>$80,940</td>
</tr>
</tbody>
</table>

40 USC 255a-2.

INCREASES IN BASIC PAY RATES FOR LEVELS III, IV, AND V OF EXECUTIVE SCHEDULE

Sec. 215. (a) Section 5314 of title 5, United States Code, relating to the basic pay rate for level III of the Executive Schedule, is amended by striking out "$28,000" and inserting in lieu thereof "$28,500.

(b) Section 5315 of title 5, United States Code, relating to the basic pay rate for level IV of the Executive Schedule, is amended by striking out "$27,000" and inserting in lieu thereof "$27,500.

(c) Section 5316 of title 5, United States Code, relating to the basic pay rate for level V of the Executive Schedule, is amended by striking out "$26,000" and inserting in lieu thereof "$26,500.

SALARY INCREASE LIMITATIONS

Sec. 216. Except as provided in sections 210 (d) and (s), 214, 215, and 219, and subject to the operation of section 220 of this title, no rate of compensation shall be increased, by reason of the enactment of this title, to an amount in excess of the salary rate for level V of the Executive Schedule in section 5316 of title 5, United States Code, in effect on or after the first day of the first pay period which begins on or after the date of enactment of this title.

UNCONTROLLABLE OVERTIME DUTY

Sec. 217. Section 5545 (c) of title 5, United States Code, is amended by striking out "not less than 10 percent nor more than 25 percent," and inserting in lieu thereof "not less than 5 percent nor more than 10 percent, or more than 15 percent, as determined by the Director of Personnel of the Office of Personnel Management.

PAYMENT OF RETROACTIVE COMPENSATION

Sec. 218. (a) Retroactive pay, compensation, or salary shall be paid by reason of this title only in the case of an individual in the (1) service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this title, except that such retroactive pay, compensation, or salary shall be paid:

(1) to an officer or employee who retired, during the period beginning on the first day of the first pay period which begins on or after October 1, 1967, and ending on the date of enactment of this title, for services rendered during such period, and
the date on which the adjustments thereof are actually ordered under such section, shall be held and considered to become effective on the date on which such adjustments are actually ordered.
(c) The amendments made by this section do not apply to an appointment, employment, advancement, or promotion made or advocated by a public official of any individual who is a relative of the public official if, prior to the effective date of this section, the individual was appointed by the public official, or received an appointment advocated by the public official, and is serving under the appointment on such effective date.

TRAVEL STATUS

Sec. 223. (a) Section 5544(b)(2)(B) of title 5, United States Code, is amended to read as follows:

"(B) the travel (i) involves the performance of work while traveling, (ii) is incident to travel that involves the performance of work while traveling, (iii) is carried out under arduous conditions, or (iv) results from an event which could not be scheduled or controlled administratively.".

(b) Section 5371 of title 5, United States Code, is amended by adding at the end thereof a new subsection as follows:

"(1) Time spent in a travel status away from the official duty station of an employee is not hours of work unless the travel (i) involves the performance of work while traveling, (ii) is incident to travel that involves the performance of work while traveling, (iii) is carried out under arduous conditions, or (iv) results from an event which could not be scheduled or controlled administratively.".

Sec. 225. (a) Subchapter IV of chapter 55 of title 5, United States Code, is amended by adding at the end thereof the following new section:

"§ 5345. Position classification appeals

On application, made in accordance with regulations prescribed by the Civil Service Commission, by an employee subject to section 5341(a) of this title, and after a review of the action of an employing agency in classifying his position for pay purposes, the Commission shall—

(1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of the position;

(2) decide whether the position has been properly classified; and

(3) approve, disapprove, or modify, in accordance with its decision, the action of the employing agency in classifying the position.

The Commission shall certify to the agency concerned its action under paragraph (3) of this section. The agency shall act in accordance with the certificate, and the certificate is binding on all administrative, certifying, payroll, disbursing, and accounting officials.

(b) The analysis of chapter 55 is amended by inserting the following new item after item 5544:

"5545. Position classification appeals.".
(c) PERSONNEL OF COMMISSION.—The Commission may conduct, in each of their respective fiscal years referred to in subsection (b) (2) and (3) of this section—

(A) the Commission is authorized to appoint an Executive Director and fix his basic pay at the rate provided for level Y of the Executive Schedule by section 5316 of title 5, United States Code; and

(B) with the approval of the Commission, the Executive Director is authorized to appoint and fix the basic pay (at respective rates not in excess of the maximum rate of the General Schedule in section 5316 of title 5, United States Code) of such additional personnel as may be necessary to carry out the functions of the Commission.

Personal detail.—(1) Upon the request of the Commission, the head of any department, agency, or establishment of the Federal Government is authorized to detail, on a reimbursable basis, for periods covering all or part of any fiscal year referred to in subsection (b) (2) and (3) of this section—

(A) the Commission is authorized to appoint an Executive Director and fix his basic pay at the rate provided for level Y of the Executive Schedule by section 5316 of title 5, United States Code; and

(B) with the approval of the Commission, the Executive Director is authorized to appoint and fix the basic pay (at respective rates not in excess of the maximum rate of the General Schedule in section 5316 of title 5, United States Code) of such additional personnel as may be necessary to carry out the function of the Commission.

(f) Postal Rates.—The Commission may use the United States mails in the same manner and upon the same conditions as other departments and agencies of the United States.

(4) ADMINISTRATIVE SUPPORT SERVICES.—The Administrator of General Services shall provide administrative support services for the Commission on a reimbursable basis.

(p) Reimbursements.—The Commission shall, in each of the respective fiscal years referred to in subsection (b) (2) and (3) of this section, review a report of the rates of pay of—

(A) Members, Members of the House of Representatives, and the Resident Commissioner from Puerto Rico;

(B) offices and positions in the legislative branch referred to in subsections (a), (b), (c), and (d) of section 203 of the Federal Salary Act of 1948 (75 Stat. 135; Public Law 80-260);

(C) justices, judges, and other personnel in the judicial branch referred to in sections 602 (4) and 605 of the Federal Judicial Salary Act of 1948 (78 Stat. 434; Public Law 80-439); and

(D) offices and positions under the Executive Schedule in subsection II of chapter 53 of title 5, United States Code.

Such review by the Commission shall be made for the purpose of determining and providing—

(i) the appropriate pay levels and relationships between and among the respective offices and positions covered by such review, and

(ii) the appropriate pay relationships between such offices and positions and the offices and positions subject to the provisions of chapter 51 and subchapter III of chapter 53 of title 5, United States Code, relating to classification and General Schedule pay rates.

(g) REPORT BY COMMISSION TO THE PRESIDENT.—The Commission shall submit to the President a report of the results of each review conducted by the Commission of the offices and positions within the purview of subparagraphs (A), (B), (C), and (D) of subsection (f) of this section, together with its recommendations. Each such report shall be submitted on such date as the President may designate but not later than January 1 next following the close of the fiscal year in which the review is conducted by the Commission.

(h) RECOMMENDATIONS OF THE PRESIDENT WITH RESPECT TO PAY.—The President shall include, in the budget next transmitted by him to the Congress after the date of the submission of the report and recommendations of the Commission under subsection (g) of this section, his recommendations with respect to the exact rates of pay which he deems advisable, for those offices and positions within the purview of subparagraphs (A), (B), (C), and (D) of subsection (f) of this section. As used in this subsection, the term "budget" means the budget referred to in section 301 of the Budget and Accounting Act, 1921, as amended (31 U.S.C. 111).

(i) EFFECTIVE DATE OF RECOMMENDATIONS OF THE PRESIDENT.—(1) Except as provided in paragraph (2) of this subsection, all or part (as the case may be) of the recommendations of the President transmitted to the Congress in the budget under subsection (h) of this section shall become effective at the beginning of the first pay period which begins after the thirtieth day following the transmittal of such recommendations in the budget; but only to the extent that, between the dates of transmittal of such recommendations in the budget and the beginning of such first pay period—

(A) there has not been enacted into law a statute which establishes rates of pay other than those proposed by all or part of such recommendations,

(B) neither House of the Congress has enacted legislation which specifically disapproves all or part of such recommendations, or

(C) both.

(2) Any part of the recommendations of the President may, in accordance with express provisions of such recommendations, be made operative on a date later than the date on which such recommendations otherwise are to take effect.

(j) EFFECT OF RECOMMENDATIONS OF THE PRESIDENT ON EXISTING LAW AND PRIOR PRESIDENTIAL RECOMMENDATIONS.—The recommendations of the President transmitted to the Congress immediately following a review conducted by the Commission in one of the fiscal years referred to in subsection (b) (2) and (3) of this section shall be held and considered to modify, supplant, or render inapplicable, as the case may be, to the extent inconsistent therewith—

(A) all provisions of law enacted prior to the effective date or dates of all or part (as the case may be) of such recommendations (other than any provision of law enacted in the period specified in paragraph (1) of subsection (i) of this section with respect to such recommendations), and

(B) any prior recommendations of the President which take effect under this section.

(k) PUBLICATION OF RECOMMENDATIONS OF THE PRESIDENT.—The recommendations of the President which take effect shall be printed...
in the Statutes at Large in the same volume as public laws and shall be printed in the Federal Register and included in the Code of Federal Regulations.

TITLE III—PROHIBITION OF PANDERING ADVERTISEMENTS

SEC. 301. (a) Chapter 21 of title 39, United States Code, is amended by adding at the end of such chapter the following new section:

"§ 4009. Prohibition of pandering advertisements in the mails

"(a) Whoever for himself, or by his agents or assigns, mails or causes to be mailed any pandering advertisement which offers for sale matter which the addressee in his sole discretion believes to be erotically arousing or sexually provocative shall be subject to an order of the Postmaster General to refrain from further mailings of such materials to designated addressees thereof.

"(b) Upon receipt of notice from an addressee that he has received such mail matter, determined by the addressee in his sole discretion to be of the character described in subsection (a) of this section, the Postmaster General shall issue an order, if requested by the addressee, to the sender thereof, directing the sender and his agents or assigns to refrain from further mailings to the named addressee.

"(c) The order of the Postmaster General shall expressly prohibit the sender and his agents or assigns from making any further mailings to the designated addressee, effective on the thirtieth calendar day after receipt of the order. The order of the Postmaster General shall also direct the sender and his agents or assigns to delete immediately the names of the designated addressees from all mailing lists owned or controlled by the sender or his agents or assigns and, further, shall prohibit the sender and his agents or assigns from the sale, rental, exchange, or other transaction involving mailing lists bearing the names of the designated addressees.

"(d) Whenever the Postmaster General believes that the sender or anyone acting on his behalf has violated or is violating the order given under this section, he shall serve upon the sender, by registered or certified mail, a complaint stating the reasons for his belief and request that any response thereto be filed in writing with the Postmaster General within fifteen days after the date of such service. If the Postmaster General, after appropriate hearing if requested by the sender, and without a hearing if such a hearing is not requested, thereafter determines that the order given has been or is being violated, he is authorized to request the Attorney General to make application, and the Attorney General is authorized to make application, to a district court of the United States for an order directing compliance with such notice.

Compliance orders. "(e) Any district court of the United States within the jurisdiction of which any mail matter shall have been sent or received in violation of the order provided for by this section shall have jurisdiction, upon application by the Attorney General, to issue an order commanding compliance with such notice. Failure to observe such order may be punished by the court as contempt thereof.

"(f) Receipt of mail matter thirty days or more after the effective date of the order provided for by this section shall create a rebuttable presumption that such mail was sent after such effective date.

(2) The term "child" includes natural children, stepchildren, adopted children, and children who are wards of or in custody of the addressee or who are living with such addressee in a regular parent-child relationship.".

(b) The table of contents of chapter 21 of title 39, United States Code, is amended by adding at the end thereof—

"6009. Prohibition of pandering advertisements in the mail."

SEC. 302. The provisions of this title shall become effective on the one hundred and twentieth day after the date of enactment of this Act.

TITLE IV—FEDERAL EMPLOYEES LIFE INSURANCE

SEC. 401. The provisions of this title shall be automatically extended corresponding by the amounts of increases in the annual rate of basic pay for positions at level II of the Executive Schedule under section 5313 of title 5, United States Code, is amended by adding at the end thereof—

"(a) An employee eligible for insurance is entitled to be insured for an amount of group life insurance, plus an equal amount of group accidental death and dismemberment insurance, in accordance with the following schedule, which schedule shall be automatically extended:

<table>
<thead>
<tr>
<th>Age</th>
<th>Basic Pay</th>
<th>Group Life Insurance</th>
<th>Group Accidental Death and Dismemberment Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-25</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>26-30</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
</tr>
<tr>
<td>31-35</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>36-40</td>
<td>25,000</td>
<td>25,000</td>
<td>25,000</td>
</tr>
</tbody>
</table>

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for their twentieth birthday, and who resides with the addressee.

(2) The provisions of subchapter II of chapter 5 (relating to administrative procedure) and chapter 7 (relating to judicial review) of part I of title 5, United States Code, shall not apply to any provisions of this section.

(3) For the purposes of this section—

"(1) mail matter, directed to a specific address covered in the order of the Postmaster General, without designation of a specific address thereon, shall be considered as addressed to the person named in the Postmaster General's order; and

"(2) the term 'child' includes natural children, stepchildren, adopted children, and children who are wards of or in custody of the addressee or who are living with such addressee in a regular parent-child relationship.".
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"(B) while in receipt of compensation for work injuries under the same conditions (except with respect to cost) as provided in section 8706(c) of this title.

"(d) During each period in which an employee has the optional insurance the full cost thereof shall be withheld from his pay. During each period in which an employee continues optional life insurance 83 Stat. 647, after retirement or while in receipt of compensation for work injuries, 83 Stat. 648, as provided in section 8706(b) or 8706(c) of this title, the full cost thereof shall be withheld from his annuity or compensation, except that, at the end of the calendar month in which he becomes 65 years of age, the optional life insurance shall be without cost to him. Amounts so withheld shall be deposited, used, and invested as provided in section 8714 of this title and shall be reported and accounted for separately from amounts withheld and contributed under sections 8707 and 8708 of this title.

"(e) The cost of the optional insurance shall be determined from time to time by the Commission on the basis of such age groups as it considers appropriate.

"(f) The amount of optional life or life and accidental death insurance in force on an employee at the date of his death shall be paid as provided in section 8706 of this title; and

(2) by inserting in the analysis of such chapter the following new item after item 8714:

"8714. Optional insurance."

Sec. 406. (a) The amendments made by sections 401 to 408, inclusive, of this Act shall take effect on the first day of the first pay period which begins on or after the sixty-fifth day following the date of enactment. In the case of an employee who dies or retires during the period beginning on the date of enactment of this Act and prior to the effective date prescribed by this subsection, the amount of insurance shall be determined as if the amendments made by section 401 were in effect for such employee during such period.

(b) (1) The amendments made by section 404 of this Act shall take effect on the first day of the first pay period which begins on or after the one hundred and eighty-first day following the date of enactment, or on any earlier date that the Civil Service Commission may prescribe, which is at least sixty days after the date of enactment. In the case of an employee who dies during the period beginning on the date of enactment and ending on the effective date prescribed by or pursuant to this subsection, or during the sixty days immediately following such period if the Commission determines that he did not have a reasonable opportunity to elect the optional insurance made available by section 404, the insurance of such employee shall be determined as if the amendments made by section 404 had been in effect on the date of such death, and the employee had elected to receive the maximum amount of optional insurance available to him under such amendments. An employee who retires during the period beginning on the date of enactment and ending on the effective date prescribed by or pursuant to this subsection shall have an opportunity to elect the optional insurance made available by section 404.

(2) In the case of an employee in the service on the effective date prescribed by or pursuant to this subsection, (1) the period during which such employee may elect to receive optional insurance under...
the amendment made by section 404 shall not expire prior to the sixtieth day after such effective date, and (ii) for the purpose of determining the amount of insurance to be continued after retirement, the period during which such optional insurance was available to such employee shall not be considered to have commenced prior to the expiration of sixty days following such effective date.

(c) The amendments made by sections 401 to 404, inclusive, of this Act shall have no effect in the case of an employee who died, was finally separated, or retired prior to the date of enactment.

Approved December 16, 1967.
MR. CHAIRMAN AND MEMBERS OF THE SUBCOMMITTEE:

We appreciate the opportunity afforded the Commission to present this report and comment on the Federal labor-management relations program. While we understand your Committee's special concern with the postal service, this statement covers labor-management relations in the entire Federal service. Labor relations in the postal service is a large and important part of the picture, but our experience under Executive Order 10988 is with a single set of basic policies applicable governmentwide. The need for common ground rules, rather than separate and diverse agency policies, was one of the principal factors which motivated the issuance of E. O. 10988.

Overall Assessment

Executive Order 10988 is one of the pivotal developments in the history of the Federal civil service. Prior to its issuance, January 17, 1962, there were no governmentwide rules for dealings between employee organizations and Federal management. The order provided a coherent and effective framework for these relationships. It established the principle that employee participation, through their organizations, in the setting of personnel policies affecting them contributes to the effective conduct of
public business.

Under the order, employee organizations have made significant gains in membership, status, and impact on agency personnel policy. The voluntary dues withholding program developed and put into effect by the Civil Service Commission in January 1964 has contributed significantly to stability and growth in organization membership. Dues remitted to organizations through voluntary payroll deductions now approximate $25 million a year. Organizations now represent over 1,400,000 Federal employees on an exclusive basis, 52 percent of the total work force, and they have an estimated membership in excess of one million. Over one million Federal employees are now working under agreements negotiated with their employing agencies.

The program has contributed to more democratic management of the workforce and to improved communications between employees and the management for whom they work. There have been some excellent results, beneficial to both agencies and employees. On the other hand, there have been growing difficulties and dissatisfaction on both sides. Some of this stems from the simple fact that there are two groups dealing with each other, often with diverse interests and objectives in personnel policy, but some stems also from growth and changing characteristics which warrant adjustments in the program structure.

Overall, our assessment is that the program established by Executive Order 10988 was sound in conception and has worked remarkably well in practice. Considering the nature of labor relations and thinking back
to experience in the private sector of the economy during the early years of the Wagner Act, the general acceptance of the program by Federal officials and the diligence with which it has been made operational have been impressive.

The experience of the past seven years has shown weaknesses that require correction. Some of the arrangements that were suitable for the early phases of the program are no longer valid and need readjustment. However, there has been strength and accomplishment as well as weaknesses and problems in this experience. On balance, the program has been good. We have now learned enough to make it better. We believe that needed changes should be evolutionary, building upon the foundation of solid experience which has been established by the parties.

Origins of the Program

Executive Order 10988, issued in January 1962 by President Kennedy, was the outgrowth of a 1961 study by a task force of high-level officials in the Executive Branch. This Presidential Task Force was chaired by the Secretary of Labor, and included the Secretary of Defense, the Postmaster General, the Director of the Bureau of the Budget, the Special Counsel to the President, and the Chairman of the Civil Service Commission, who served as vice-chairman.

The Task Force made an extensive review of labor unionism in the Federal service, in other public jurisdictions, and in private industry, and held public hearings to obtain the views of interested parties. What it
found in 1961 makes interesting contrast with the situation now existing in Federal employment.

It found that union relations in the Federal government began with the craft unions in Naval shipyards over 100 years ago. Major postal unions were formed before the turn of the century, and were using collective representation to achieve improvements in pay and working conditions. Unions representing Government employees on an industrial basis were organized and active almost half a century ago. Many of the significant advances in Federal personnel policy bear the imprint of union effort and union support.

In 1961, union membership was an estimated 760,000, one-third of the Federal workforce. Two-thirds of these (490,000) were in the Post Office Department. Outside of the Post Office Department, about one-sixth of the workforce were union members and five-sixths non-members.

There was no general acceptance and no general doctrine of organized employee relationships in the Federal service. The Tennessee Valley Authority and segments of the Department of the Interior had relationships with unions closely approximating those in the private sector. In many agencies, there were loose and not particularly effective consultative relationships. In other agencies there were no dealings. Such relationships as existed were at the option of the employing agencies.

The unions were not pleased with this state of affairs. They resented
the indifference in some agencies, the run-around and refusal to deal in others. They pointed to poor supervisory practices, unfair grievance procedures, and unilateral personnel decision-making by agency management.

Most agencies were cautious in their approach to change, preferring existing arrangements or a limited modification. However, Defense and Post Office Departments, by far the largest employers, favored the development of a meaningful system. There was concern by some managers about the inherent difficulty of balancing public pressure for increased efficiency and economy of governmental operations against union resistance to performance standards and emphasis on seniority instead of relative proficiency as a basis for employee advancement.

The principles which guided the Task Force in recommending E. O. 10988 warrant repeating here because they continue to have the same significance for labor-management relations in the public service today:

- Government responsibility to the public is paramount; therefore, the test of any proposal must be whether it is in the public interest.
- There should not and need not be any basic conflict between a system of labor-management relations and the Civil Service merit system. The merit system is and should remain the essential basis of the personnel policy of the Federal Government. The principles of entrance into the career service on
the basis of open competition, selection on merit and fitness, and advancement on the same basis, together with the full range of legislative and executive policies and regulations that make up the Civil Service system govern the essential character of each individual's employment. Collective dealing cannot vary these principles. It must operate within their framework.

- The right of Federal employees to join organizations dealing collectively with management officials is matched by an equal right to refrain from any such activity. A more significant role for employee organizations within Federal agencies is warranted. The corollary is that they must expect to assume greater responsibilities.

- The right and obligation of public officials to manage effectively must be preserved. The concept of managerial responsibility and the role of managers and supervisors in the public service needs to be strengthened and clarified.

Features of the Order

The Task Force's recommendations represented a balanced approach to what was practical, feasible, and desirable at that time. The principal features of the new program, as incorporated in the Order are:

- Employees have the right to join or refrain from joining unions. (This is reaffirmation of the right given to postal employees by the Lloyd-LaFollette Act of 1912.)
- The right to serve as a leader or representative of an organization is limited in cases where such activity would result in a conflict of interest or otherwise be incompatible with law or the official duties of an employee.

- Recognition may be granted only to those organizations which do not assert the right to strike or participate in a strike against the Government, do not advocate the overthrow of the Government, and do not discriminate with regard to membership because of race, color, creed, or national origin.

- The individual employee has the right to speak for himself on matters of personal concern.

- Recognition is granted according to representative strength. "Exclusive recognition" is granted to organizations representing a majority of the employees in an appropriate unit of recognition. Exclusive carries with it the right to speak for all employees in the unit, and to negotiate a written agreement with management.

"Formal recognition" is granted to an organization having at least 10% membership in a unit. This level of recognition carries with it the right to be consulted on personnel matters affecting its members.

"Informal recognition" is given to organizations with limited membership strength, and carries with it the right only to be heard.
An "exclusive unit" may not include managers, personnel staff, and supervisors along with those supervised. Professional employees have a right to vote on whether they will be included in a unit with non-professionals.

Agencies must negotiate written agreements with organizations having exclusive; however, the obligation to negotiate does not extend to such areas of management discretion and policy as mission of the agency, its budget, its organization and the assignment of its personnel, or the technology of performing its work.

Agreements are subject to present and future laws, and agency and Commission regulations.

Management officials retain the right to manage and to take whatever actions may be necessary in an emergency.

The Order provided a basic policy structure within which was left a large measure of flexibility necessary to put the program into effect. Responsibility for administering the program was assigned to the head of each department and agency. The Civil Service Commission was assigned responsibility for leadership, technical guidance, and training assistance to the agencies, for continuous evaluation of the program and, as necessary, for making recommendations to the President for its improvement. The Department of Labor was made responsible for providing technical services on issues involving the appropriateness of units for exclusive recognition and questions of majority status.
Standards of Conduct for Employee Organizations and a Code of Fair Labor Practices in the Federal Service, developed jointly by the Commission and the Department of Labor, were issued by the President in May 1963.

Environmental Factors in the Federal Program

The Federal program has many similarities to labor relations in private industry. The aspirations of working people are much the same everywhere. The responsibilities of Government supervisors and managers are not unlike those of their counterparts in private enterprise. Many of the unions representing employees in the Federal service also function in the private sector. In fact, unions affiliated with the AFL-CIO represent some 86% of all Federal employees covered by exclusive recognition.

There are also many dissimilarities and many of these are based on special characteristics which affect the environment of labor relations in the Federal Government:

Size and Diversity. The most obvious characteristic is the size and diversity of the Federal workforce. The program applies to 2 3/4 million employees, in 60-odd departments and agencies, with some 1800 principal offices and installations located all over the world. This number of offices does not include the 32,000 post offices and a host of smaller offices and duty stations in the other departments and agencies. The fact that the workforce is spread all over the world is not an academic consideration. As the employee-management program has unfolded, for example, significant problems have occurred relating to workers on the
Alaska Railroad, guards in the Panama Canal Zone, and teachers in the schools for military dependents in Western Europe.

Federal agencies have formal dealings with over 130 different employee organizations. They include the craft and industrial unions active in the private sector and unions composed of government employees only, some of which exist in a particular department, such as in the Post Office Department and the Internal Revenue Service, and others which have membership across the Government.

**Congressional Relationships.** A unique characteristic of the Federal service, too, is the important influence and direct participation of employee organizations in the legislative process. They long have testified before the committees of Congress on personnel legislation and have worked closely with committee staffs in offering their version of proposed bills. They hold large-scale rallies to influence legislation. And they have ready access to committees and Members of Congress to air their complaints and grievances, access which is guaranteed by the Lloyd-LaFollette Act of 1912.

**Statutory and Regulatory Policies and Controls.** This long history of Congressional relationships is responsible, in part, for the extensive coverage by statute of the principal areas of Federal personnel policy and procedure. The basic rules governing hiring, pay, hours, leave, job classification, performance rating, fringe benefits, retirement, and major disciplinary actions are set by law in the Federal service. In most cases these are supplemented by Civil Service Commission
regulations -- and when drafting such regulations, Commission staff
members consult extensively with employee organizations as well as
agency management. Finally, the great size and spread of the principal
departments and agencies has brought about departmental personnel pol-
icies and procedures which further implement the laws and Commission
regulations.

No-Strike Provision. A principal characteristic in Federal labor-re-
lations has been the statutory ban on strikes. This is a long-standing
policy that goes back to the Lloyd-LaFollette Act. Section 7311 of
Title 5, United States Code, (derived from Public Law 330, 84th Congress,
1955) prohibits a Federal employee from striking, asserting the right to
strike or belonging to an employee organization that he knows asserts
the right to strike. Violation of the law is a felony punishable by a
maximum fine of $1,000 or imprisonment for a year and a day, or both

Every Federal employee, except certain short-term workers, executes an
affidavit as a condition of his appointment specifically renouncing the
right to strike against the Government or to belong to an organization
which asserts this right (5 U. S. C. 3333).

Executive Order 10988 prohibits the recognition of an employee organiza-
tion which asserts the right to strike or assists or participates in a
strike against the Federal Government. This policy is amplified in the
Code of Fair Labor Practices which prohibits a recognized employee organiza-
tion from calling or engaging in any strike, work stoppage, slowdown, or
picketing against a Government agency.
Status of the Program Today.

Extent of Union Representation. In 1961, prior to the Order, there were 29 exclusive units in TVA and the Department of the Interior, covering an estimated 19,000 employees. As of November 1968, there are 2,305 exclusive units in 35 agencies, not counting local units in the postal field service. These units cover 1,416,073 employees, or 52% of the total Federal workforce (excluding FBI, CIA, and NSA, and foreign nationals serving outside the United States). In addition, there are 1,087 Formal recognitions and a similar number of Informals. Exclusive and Formal recognition is held by 79 different national labor organizations, with thousands of local affiliates, 42 local independent unions, and 9 local unions directly affiliated with the AFL-CIO. Thus, agencies are dealing with 130 different employee organizations holding formal or exclusive recognition. Some are large in representative strength, others small, with a range from 453,155 employees represented on an exclusive basis by the American Federation of Government Employees to five employees represented by the International Association of Siderographers.

As of November 1968, 87% of all postal employees, 67% of wage system employees, and 28% of Classification Act (or equivalent) employees in the Federal service were covered by exclusive recognition. Not counting supplemental agreements in the postal field service, unions had negotiated 1,181 agreements with agency management covering 1,175,524 employees, 43% of the workforce.

The growth of exclusive recognition in the Federal service is shown by the following chart.
### Growth of Exclusive Recognition

<table>
<thead>
<tr>
<th>Year</th>
<th>Non-Postal Employees in Exclusive Units</th>
<th>Non-Postal % Gain</th>
<th>Postal Employees in Exclusive Units</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1963</td>
<td>180,000</td>
<td>180,000</td>
<td>490,000</td>
<td>670,000</td>
</tr>
<tr>
<td>1964</td>
<td>231,000</td>
<td>28%</td>
<td>499,000</td>
<td>730,000</td>
</tr>
<tr>
<td>1965</td>
<td>320,000</td>
<td>39%</td>
<td>515,000</td>
<td>835,000</td>
</tr>
<tr>
<td>1966</td>
<td>435,000</td>
<td>36%</td>
<td>619,000</td>
<td>1,054,000</td>
</tr>
<tr>
<td>1967 (Nov.)</td>
<td>630,000</td>
<td>45%</td>
<td>609,000</td>
<td>1,239,000</td>
</tr>
<tr>
<td>1968 (Nov.)</td>
<td>798,000</td>
<td>27%</td>
<td>619,000</td>
<td>1,416,000</td>
</tr>
</tbody>
</table>

Of the 1,416,000 employees covered by exclusive recognition, 1,220,000 (86%) are represented by unions affiliated with the AFL-CIO, and 90% of the employees covered by negotiated agreements are represented by AFL-CIO affiliated unions.

**Union Representation in the Post Office Department.** The percentage of union representation in the Post Office Department has been about the same since 1962 because the Department was already fully organized when the Order went into effect. The Task Force estimated in 1961 that 84% of employees in the postal field service were union members -- the highest percentage in Government.

Exclusive recognition at the national level in the Post Office Department as of November 1968 is as follows:
The seven organizations listed above are signatory to a National Agreement. Each organization represents those craft or occupational employees in units, established at the national level, for which that organization has been certified by the Department as the exclusive representative. The units established cover employees in post offices and other field activities which are engaged in mail processing and/or delivery operations. The National Agreement was first negotiated and signed on April 1, 1963, renegotiated June 18, 1964, renegotiated August 31, 1966, and again on February 9, 1968.

In addition to the national exclusives, there are at the local level 24,608 local exclusive units, 7,834 local formal units, and approximately 6,100 local agreements.
Union Dues Withholding. The Commission's regulations authorize agencies to enter into dues withholding agreements with employee organizations eligible for formal or exclusive recognition under Executive Order 10988. Dues are withheld and remitted to an organization for those of its members who have voluntarily filed an allotment authorization with the payroll office. The organizations pay the administrative cost to the Government, which has been set at 2¢ per deduction.

A Commission study of the operation of this program, made in January 1968, found that there were 1,762 dues withholding agreements in effect with 76 separate employee organizations. At that time, 811,366 employees were paying dues through payroll deduction, in a projected annual amount totaling $23,268,000. The following tables break this data down by agencies and employee organizations having 25,000 or more employees on voluntary payroll deduction:

### Agency Employees Making Dues Allotments

<table>
<thead>
<tr>
<th>Agency</th>
<th>No. Employees</th>
<th>Annual Dues (Projected)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post Office</td>
<td>448,545</td>
<td>$12,096,428</td>
</tr>
<tr>
<td>Army</td>
<td>77,202</td>
<td>2,231,878</td>
</tr>
<tr>
<td>Navy</td>
<td>75,306</td>
<td>2,883,132</td>
</tr>
<tr>
<td>Air Force</td>
<td>60,333</td>
<td>1,820,060</td>
</tr>
<tr>
<td>Veterans Administration</td>
<td>49,476</td>
<td>1,301,315</td>
</tr>
<tr>
<td>All Others</td>
<td>100,504</td>
<td>2,934,832</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>811,366</strong></td>
<td><strong>$23,267,634</strong></td>
</tr>
</tbody>
</table>

### Organization Members on Dues Withholding

<table>
<thead>
<tr>
<th>Organization</th>
<th>No. Members</th>
<th>Annual Dues (Projected)</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFGE (Govt. Empls.)</td>
<td>217,897</td>
<td>$6,245,372</td>
</tr>
<tr>
<td>MALC (Letter carriers)</td>
<td>157,173</td>
<td>4,539,698</td>
</tr>
<tr>
<td>UFPC (Postal clerks)</td>
<td>125,159</td>
<td>3,667,816</td>
</tr>
<tr>
<td>NPU (Postal union)</td>
<td>58,489</td>
<td>1,341,010</td>
</tr>
<tr>
<td>NFFE (Federal Empls.)</td>
<td>32,413</td>
<td>610,767</td>
</tr>
<tr>
<td>NAPS (Postal supervisors)</td>
<td>27,832</td>
<td>752,460</td>
</tr>
<tr>
<td>NAGE (Govt. Empls.)</td>
<td>27,566</td>
<td>836,139</td>
</tr>
<tr>
<td>NAFPE (Postal Empls.)</td>
<td>25,210</td>
<td>653,404</td>
</tr>
<tr>
<td>All Others</td>
<td>139,607</td>
<td>4,620,968</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>811,366</strong></td>
<td><strong>$23,267,634</strong></td>
</tr>
</tbody>
</table>
Unit and Majority Determinations. Union representation, through exclusive recognition requires a specific delineation of the employees included in an exclusive unit. An appropriate unit may be established on any plant or installation, craft, functional or other basis which will ensure a clear and identifiable community of interest among the employees concerned. The process of unit determination can involve serious disagreement since the nature of the unit deemed appropriate in a particular instance may, for the union, affect its ability or the relative ability of rival unions to win representation rights and, for the employer, affect the number of unions with which it will deal and the compatibility of the labor relations structure with other aspects of managing the workforce.

In the Federal program, advisory arbitration is available through the Secretary of Labor for the resolution of such disputes and questions involving determination of the majority representative. Although 2,300 exclusive units have been established in non-postal establishments, and 24,600 such units in the postal field service, the overwhelming majority of unit and majority determinations have been made cooperatively by the agencies and unions involved without resort to third-party assistance. Since 1962, the Labor Department has received 240 requests, of which 120 were withdrawn or dismissed; 74 advisory arbitration decisions were furnished, and 30 administrative rulings and reports were issued on representation and election questions. Without exception, all advisory arbitration decisions and administrative rulings in such cases have been accepted by the agency head involved.
Negotiating Agreements. Although the scope of negotiations is bounded by a substantial body of personnel laws, regulations and management rights, the agreements negotiated in the Federal program may deal with a wide range of matters. The matters covered in a particular agreement depend pretty much on the size and type of unit, the nature of the work performed by the employees, and the interests of the parties. Some agreements contain only a few elementary provisions: identification of the parties, a description of the representation unit, a statement of mutual rights and responsibilities, perhaps a grievance procedure, and an agreement termination and renewal section. Others cover a great variety of matters and, except for basic economic items such as pay, hours, fringe benefits and retirement benefits, are not unlike labor contracts in private industry. One agency's analysis of provisions in its nearly 300 agreements found that they correlated into 33 broad categories, 151 subcategories and 104 elements -- roughly 250 different types of agreement provisions.

Some substantive areas commonly covered are:

- Hours of work (workweek, shifts, rest periods)
- Overtime (equitable distribution, call-back arrangements)
- Premium pay (hazardous work, dirty work, standby time)
- Leave (vacation scheduling, emergency leave, official time off)
- Working conditions (work clothing, tools, cleanup time, parking privileges)
- Safety and industrial health (policy, facilities)
- Training (apprenticeships, technological change)
- Promotion and Detail (procedures for selection)
- Discipline (policy, procedures)
- Grievance and Appeals procedures
- Advisory arbitration

Procedures developed by the parties for resolving impasses include joint factfinding committees, mediation by mutually-agreed third parties, and
referral for consideration by agency and union officials at higher echelons. (The latter is the procedure used in Post Office Department local negotiations.) Beginning in 1965, the Federal Mediation and Conciliation Service has made its services available on a limited, experimental basis to assist in resolving impasses. It has assigned mediators, upon joint request of the parties, in about 40 cases; of the 34 cases closed virtually all were resolved satisfactorily by the parties following FMCS assistance.

On-site evaluation of program operations by Commission inspectors during the past three years covered some 300 non-postal establishments in which agreements had been negotiated. Their findings, based upon separate discussions with management and union officials, indicate that about 85% of negotiations are consummated by the parties without serious disagreement or impasse. Experience during 1968 reported by the Department of the Army showed that 44 new agreements were negotiated and 71 agreements renegotiated with only 3 impasses reaching the command level. In the Department of the Navy, there were 70 new agreements and 80 renegotiated agreements with 11 impasses reaching Navy headquarters, 8 of which were referred to FMCS. In the Veterans Administration, there were 36 new agreements and 17 renegotiated agreements, with 8 impasses reaching higher levels in the agency.

Grievances and Advisory Arbitration. Under the present program, negotiated grievance procedures must conform to standards issued by the Civil Service Commission and may include provisions for advisory arbitration, with the parties sharing arbitration costs. A substantial proportion of the agreements include such provisions. Of the thousands of individual grievances
each year, less than 100 have gone to arbitration since the program's inception.

An analysis of the first 62 grievance arbitrations reported to the Commission showed that the subject matter ranged through 15 categories, but one-half the cases were concentrated in just three: disciplinary actions, promotion procedures, and administration of overtime. Of the 62 advisory awards, management's decision was upheld in 36, and 26 favored the union position. Management accepted and implemented all but 4 of the advisory awards to unions; 2 of these, involving pay, were rejected because they could not be effected legally.

Employee Unrest, Strikes and Picketing

The Federal service has been almost totally free of strikes and picketing since Executive Order 10988. There has been only one clear case of a strike. This was in August 1962, and involved 81 sheet metal workers at the Tennessee Valley Authority. The striking employees were discharged.

There has been only one clear case of picketing in violation of the Code of Fair Labor Practices. This was in March 1968 and involved 25 employees of the Weather Bureau, Department of Commerce, in the New York City area. The union's recognition was withdrawn and its dues withholding agreement canceled. Disciplinary action was taken against individual employees in accordance with the agency's regulations.

There have been about a dozen other overt incidents potentially involving a strike or picketing which were averted or contained by management or union action. On the whole, it is a remarkable record of responsible
labor-management relations, and reflects great credit upon the unions, employees and Federal officials for their respect for law and the public service to which they are committed.

In union conventions during 1968, five organizations removed the no-strike pledge from their national constitutions, another voted to support strikes "as a last resort", and another voted to explore legal means for obtaining the right to strike. These actions are seen as a significant protest against some policies and arrangements in the program which the unions believe warrant adjustment to strengthen their status in the labor-management relationship.

Program Accomplishments

While there is current dissatisfaction with some program arrangements, it is generally recognized by both labor and management that the program established by E. O. 10988 has essentially been beneficial to all concerned in the Federal service.

- Communication with employees and their participation in determining conditions of employment has greatly improved.
- There have been substantive improvements on a number of matters, such as work scheduling, safety practices, and control of absenteeism.
- Some poor supervisory practices have been identified and corrected.
- Grievance handling is generally better, although more needs to be done on this,
Unions have grown and stabilized, largely through the voluntary payroll deduction facility, and are thereby better equipped to represent employees.

The program certainly has not been without excesses and abuses -- on both sides. Overall, the great growth in exclusive recognition, the intensity of organizing activity and inter-union competition for representation rights, increasing difficulty in negotiating and administering agreements, and the growing dissatisfaction of both agencies and unions with various elements of the program resulted in the Commission recommending to the President in 1967 that he direct a public study of the program with a view to making adjustments necessary to update program arrangements to make them suitable to modern conditions.

Review and Adjustment of the Federal Program
A high-level Presidential Review Committee, appointed in September 1967 and assisted by a panel of experts from outside the Government, conducted an extensive study for this purpose. The Committee held public hearings in Washington, receiving oral and written testimony from about 100 agency, union, and public spokesmen. A wide variety of possible changes were considered and a draft report and recommendations was prepared. The draft report did not receive Committee approval and, therefore, was not submitted to the President before the change in Administration. An unofficial draft of the report was released, as information, by the former Secretary of Labor in January 1969.
The need for program change appeared to center on six major areas:

- Revision in the multiple forms of recognition authorized, and improved criteria for appropriate units and consultation and negotiation rights.

- An enlarged scope of negotiation and better rules for ensuring that it is not arbitrarily or erroneously limited by management representatives.

- Third party processes for resolving disputes on unit and election questions, for investigation and resolution of complaints under the Standards of Conduct for Employee Organizations and Code of Fair Labor Practices, for assistance on negotiation problems and the final resolution of impasses, and for the final resolution of grievances.

- Clarification and improvements in the status of supervisors.

- Improved union security measures, and financial reporting and disclosure requirements.

- A central body to administer the program and make final decisions on policy questions and disputed matters.

Top priority has been assigned by the present Administration to an evaluation of the Federal program and the unfinished work of the former Review Committee, under the leadership of the Chairman of the Civil Service Commission. Excellent progress is being made by the work group, and it is anticipated that recommendations for improvements in Executive Order 10988 will be made to the President in the near future.
Hope Dims for Higher Raises

Additional Postal Hike In Fall?

By Mike Conlan

WASHINGTON—Time and circumstance have apparently ruled out any hope of higher postal pay raises before the 4.1 per cent average increase takes effect on July 1. But Rep. Arnold Olsen, D-Minn., chief sponsor of such legislation, remains optimistic that postal workers will receive additional raises by the fall.

Meanwhile an even more optimistic prediction, that a congressional committee will recommend a pay raise by July 1, seems more likely. (See HOPE, Page 58)
Hope Dims For Higher July Hikes

(Continued from Page 1)

The postal subcommittee would approve legislation ending Capitol Hill's direct control over pay raises, was made by a postal union leader.

James Rademacher, president of the more than 200,000-member National Association of Letter Carriers, said last week the House compensation subcommittee would work out a new method of setting pay that would include binding arbitration.

It would involve recommendations submitted by the administration and unions to an independent panel of arbitrators. Rademacher also mentioned the fall as the probable target date for additional postal pay raises.

Olsen expressed his optimism in letters to a union leader and the editor of this paper. They said in part:

"I would hope the July 1 pay increase will be in effect before we have any pay increase action. I also hope hearings on compensation will begin early so that additional increases could be realized before Congress adjourns in the fall."

The letter to the union leader, Nathan T. Wolkomir, president of the National Federation of Federal Employees, presumably was an effort to ally fears of non-postal unions that the higher pay issue would jeopardize the government-wide increases.

Olsen, who earlier this year kicked off the pay fight by introducing legislation that would give workers in postal field service levels 16 a one level promotion, was scheduled this week to offer an even more ambitious bill. It reportedly would promote all 725,000 postal employees by one level.

The bill aimed at upgrading the entire postal field service was viewed by some observers as an effort to broaden support for higher postal pay. It would bring in employees in PFS levels F-21 and groups such as the National Association of Postal Supervisors.

But Olsen's new effort was not received with great enthusiasm by Rademacher. The powerful labor chief said, "The problem of pay will never be resolved by merely upgrading lettercarriers as long as they are linked with GS-5 levels. The problem will remain."
EXECUTIVE ORDER NO. 11588
Jan. 29, 1967, 32 F.R. 301

EMPLOYEES MANAGEMENT COOPERATION IN THE FEDERAL SERVICE

WHEREAS participation of employees in the formulation and implementation of personnel policies affecting them contributes to effective conduct of public business; and

WHEREAS the efficient administration of the Government and the well-being of employees require that orderly and nonsensitive relationships be maintained between employee organizations and management officials; and

WHEREAS subject to law and the paramount requirements of the public service, employee-management relations within the Federal service should be improved by providing employees as opportunity for greater participation in the formulation and implementation of policies and procedures affecting the conditions of their employment; and

WHEREAS effective employee-management cooperation in the public service requires a clear statement of the respective rights and obligations of employee organizations and agency management:

NOW, THEREFORE, by virtue of the authority vested in me by the Constitution of the United States, as President of the United States, 8 U.S.C. (actual 8 U.S.C. and section 356 of this title), and as President of the United States, I hereby direct that the following policies shall govern officers and employees of the executive branch of the Government in all dealings with Federal employees and organizations representing such employees.

Section 1. (a) Employees of the Federal Government shall have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join and assist any employee organization or to refrain from any such activity, as expressly provided, the freedom of such employees to assist any employee organization shall be recognized as extending to participation in the management of the organization and acting for the organization in the capacity of an organization representative, including presentation of its views to officials of the executive branch, the Congress or other appropriate authority. The head of each executive department and agency (hereinafter referred to as "agency") shall take such measures to assure to the employees of the department or agency for which he is responsible that the standards of the law are observed. An agency may adopt such policies and procedures as it deems appropriate to carry out the intent of this section. Providing for the freedom of employees to engage in such activity shall not be construed as constituting encouragement of employee organization activity or as requiring that employees be required to support any such organization.

(b) Recognition of an employee organization by an agency is subject to the provisions of this section. The head of an agency may recognize as representative of employees an employee organization which the head of the agency considers to be subject to corruption or influence as defined in section 502(c) of this title.

Sec. 2. Unless used in this order, the term "employee organization" means any association, labor organization, federal, state, or local governmental agency, or any craft, trade or industrial union whose membership includes both Federal employees and employees of private organizations, but such term shall not include any organization (i) which asserts the right to strike against the Government of the United States or any agency thereof, or to assist or participate in any such strike, or which imposes a levy or obligation to conduct, assist or participate in any such strike, or (2) which advoc:es the overthrow of the constitutional form of Government in the United States, or (3) which discriminates with respect to the terms or conditions of membership because of race, color, creed or national origin.

Sec. 3. (a) Agencies shall accord informal, formal or exclusive recognition to employee organizations which request such recognition in conformance with the requirements specified in sections 4, 5 and 6 of this order, except that no recognition shall be accorded to an employee organization which the head of the agency considers to be subject to corruption or influence as defined in section 502(c) of this title.

(b) Recognition of an employee organization shall continue so long as such organization continues to meet the standards of the law.
Sec. 5. (a) An agency shall accord an employee organization formal recognition as the representative of the employees in a unit when it is determined by the agency that the employee organization has a substantial and stable membership of no less than 10 per centum of the employees in the unit. (b) The employee organization is qualified for formal representation of a majority of the employees in the unit upon election by its employees unless it is determined by the agency that the employee organization has a substantial and stable membership of no less than 10 per centum of the employees in the unit. (c) The employee organization has been accorded formal recognition of a majority of the employees in the unit, and (d) the employee organization has submitted to the agency a roster of its officers and representatives, a copy of its constitution and by-laws, and a statement of objectives. When, in the opinion of the head of an agency, an employee organization has a sufficient number of local organizations or a sufficient total membership within such agency, such organization may be accorded formal recognition at the national level. Each such recognition shall not preclude the agency from dealing with the national level with any other employee organization on matters affecting its members.

Sec. 6. (a) An agency shall accord an employee organization formal recognition as the representative of the employees in a unit when it is determined by the agency that the employee organization has a substantial and stable membership of no less than 10 per centum of the employees in the unit. (b) The employee organization is qualified for formal recognition of the employees in the unit upon election by its employees. (c) The employee organization has been accorded formal recognition of the employees in the unit, and (d) the employee organization has submitted to the agency a roster of its officers and representatives, a copy of its constitution and by-laws, and a statement of objectives. When, in the opinion of the head of an agency, an employee organization has a sufficient number of local organizations or a sufficient total membership within such agency, such organization may be accorded formal recognition at the national level. Each such recognition shall not preclude the agency from dealing with the national level with any other employee organization on matters affecting its members.

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agreements and agency policy; and (2) shall be issued only with the approval of the individual employees or employees concerned.

Sec. 9. Solicitation of membership, dues, or other internal employee organization business shall be conducted during the non-duty hours of the employees concerned. Officially requested or approved consultations and meetings between management officials and representatives of recognized employee organizations shall, whenever practicable, be conducted on official time, but any agency may require that negotiations with an employee organization, not represented or recognized, not be conducted during the non-duty hours of the employees or employee organization representatives involved in such negotiations.

Sec. 10. No later than July 1, 1962, the head of each agency shall issue appropriate policies, rules and regulations for the implementation of this order, including: (a) a clear statement of the rights of its employees under the order; policies and procedures with respect to recognition, of employee organizations; procedures for determining appropriate employee units; policies and practices regarding consultation with representatives of non-management employees, including individual employees; and policies with respect to the use of agency facilities by employee organizations. Interests so may be practicable and appropriate, agencies shall consult with representatives of employee organizations in the formation of these policies, rules and regulations.

Sec. 11. Each agency shall be responsible for determining in accordance with this order whether a unit is appropriate for purposes of exclusive recognition and, in an election or other appropriate means, whether an employee organization represents a majority of the employees in such unit for purposes of exclusive recognition. Upon the request of any agency, or of any employee organization which is seeking exclusive recognition and which qualifies for or has been accorded such recognition, the Secretary of Labor, subject to each agency's rules as to original preserves, shall nominate from the National Panel of Arbitrators maintained by the Federal Mediation and Conciliation Service one or more qualified arbitrators as will be available for employment by the agency concerned for either or both of the following purposes, as may be required: (1) to investigate the facts and base an advisory decision as to the appropriateness of a unit for purposes of exclusive recognition and to report issues submitted for consideration; (2) to conduct an election or an election otherwise determined by this section as may be appropriate, and on any advisory basis, whether an employee organization represents the majority of the employees in a unit. Consistent with law, the Secretary of Labor shall render such assistance as may be appropriate in connection with advisory decisions or determinations under this section, but the necessary costs of such assistance shall be paid by the agency to which it relates. In the event questions as to the appropriateness of a unit or the majority status of an employee organization arise in the Department of Labor, the duties described in this section which would otherwise be the responsibility of the Secretary of Labor shall be performed by the Civil Service Commission.

Sec. 12. The Civil Service Commission shall establish and maintain a program to assist in carrying out the objectives of this order. The Commission shall develop a program for the guidance of agencies in employee-management relations in the Federal service; provide technical advice to the agencies on employee-management programs; assist in the development of programs for training agency personnel in the principles and procedures of consultation, negotiation and the settlement of disputes in the Federal service, and for the training of management officials in the discharge of their employee-management relations responsibilities in the public interest; provide for continuous study and review of the Federal employee-management relations program and, from time to time, make recommendations to the President for its improvement.

Sec. 13. (a) The Civil Service Commission and the Department of Labor shall jointly prepare (1) proposed standards of conduct for employee organizations and (2) a proposed code of fair labor practices in employee-management relations in the Federal service appropriate to assist in securing the uniform and effective implementation of the policies, rights and responsibilities described in this order.

(b) There is hereby established the President's Temporary Committee on the Implementation of the Federal Employee-Management Relations Program. The Committee shall consist of the Secretary of Labor, who shall be chairman of the Committee, the Secretary of Defense, the Postmaster General, and the Chairmen of
in the proposed unit have organized. Except where otherwise required by established practice, prior agreement, or special circumstances, to unit shall be established for purposes of exclusive recognition which includes (1) any managerial officials, (2) any employee engaged in Federal personal work in other than a purely clerical capacity, (3) both supervisors who officially exercise the performance of employees and the employees whom they supervise; or (4) both professional, supervisory, and nonprofessional employees unless a majority of such professional employees vote for exclusion in such unit.

(b) When an employee organization has been recognized as the exclusive representative of employees of an appropriate unit it shall be entitled to act for and to negotiate agreements covering all employees in the unit and shall be responsible for representing the interests of all such employees without discrimination and without regard to employees organization membership. Such employee organization shall be given the opportunity to be represented at discussions between management and employees or employee representatives concerning grievances, or to maintain necessary and proper matters affecting general working conditions of employees in the unit. The agency and such employee organization, through appropriate officials and representatives, shall meet at reasonable times and confer with respect to pertinent policy and practices and matters affecting working conditions, so far as may be appropriate subject to law and policy requirements. This extends to the negotiation of an agreement, or any questions arising thereunder, the determination of appropriate techniques, consistent with the terms and purposes of this order, to assist in such negotiation, and the execution of a written memorandum of agreement or understanding interpreting any agreement reached by the parties.

(c) In exercising authority to make rules and regulations relating to personnel policies and practices and working conditions, agencies shall have due regard for the obligations imposed by this section, but such obligations shall not be construed to be applicable to such rules and regulations, or to what is above and beyond the authority of the agency, its rules and regulations, or what is above and beyond the responsibilities of its personnel, or the technology of performing the work.

Sec. 7. Any tentative or initial agreement entered into with an employee organization as the exclusive representative of employees in a unit must be approved by the head of the agency or an official designated by him. All agreements with such employees organizations shall also be subject to the following requirements, which shall be expressly stated in the initial or initial agreement and shall be applicable to all employment, implement, supplementary or informal agreements between the agency and the organization:

(1) In the administration of all matters covered by the agreement officials and employees are governed by the provisions of any existing or future laws and regulations, including policies set forth in the Federal Personal Manual and agency regulations which may be applicable, and the agreement shall at all times be applied subject to such laws, regulations, and policies;

(2) Management officials of the agency retain the right, in accordance with applicable laws and regulations, (a) to direct employees of the agency, (b) to hire, promote, transfer, assign, and retain employees in positions within the agency, and to suspend, demote, discharge, or take other disciplinary action against employees, (c) to relieve employees from duties because of lack of work or for other legitimate reasons. (d) to maintain the efficiency of the Government operations entrusted to them, (e) to determine the methods, means, and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the agency in situations of emergency.

Sec. 8. (a) Agreements entered into or negotiated in accordance with this order with an employee organization which is the exclusive representative of employees in an appropriate unit may contain provisions, applicable only to employees in the unit, concerning procedures for consideration of grievances. Such procedures (1) shall conform to standards issued by the Civil Service Commission and (2) may not in any manner diminish or impair any rights which would otherwise be available to any employee in the absence of an agreement providing for such procedures.

(b) Procedures established by an agreement which are otherwise in conflict with this section may include provisions for the arbitration of grievances. Such arbitration (1) shall be advisory in nature with any definition or remuneration subject to the approval of the agency head; (2) shall extend only to the interpretation or application of terms of an agreement or agency policy and not to changes in or proposed changes in
the Civil Service Commission. In addition to such other matters relating to the implementation of this order as may be referred to it by the President, the Commission shall advise the President with respect to any problems arising out of compliance of agreements pursuant to sections 2 and 3, and shall render the proposed mandates of conduct for employee organizations and proposed scale of civil service positions in the Federal service, as described in this section, and report thereon to the President with such recommendations as the Commission considers necessary. The Commission may make such recommendations to the President as it deems appropriate. Consistent with law, the President, with the advice and consent of the Senate, shall appoint such committee as the President shall designate as the Civil Service Commission. The President shall provide such reasonable compensation for the services of the Commission as he deems to be necessary for the fulfillment of its duties and responsibilities. The President shall also make such reasonable provision for the compensation of such employees as the President deems necessary for the fulfillment of its duties and responsibilities.

Sec. 12. Nothing in this order shall be construed to annul or modify, or to prejudice the renewal or continuation of, an lawful agreement heretofore entered into between any agency and any representative of its employees. Nor shall this order prohibit any agency from maintaining an agreement or dealing with any representative of the employees of such agency or a representative of an organization prior to the date that the status and representation of such employees or organization are determined in accordance with this order.

Sec. 13. This order (except section 10) shall not apply to the Federal Bureau of Investigation, the Central Intelligence Agency, or any other agency, or to any office, bureau or section within an agency primarily performing intelligence, bureau, or security functions if the head of the agency determines that the provisions of this order cannot be applied to such functions without seriously impairing the effective performance of such functions. Such determinations shall be in accordance with the provisions of section 14 of the Veterans' Preference Act of 1944, as amended (31 U.S.C. 18, 18a, 18b, and 18c, sections 202 and 219). Such employees in the competitive service shall have the right to appeal to the Civil Service Commission from an adverse decision of the administrative officer as acting, such appeal to be processed in an identical manner to that provided for appeals under section 14 of the Veterans’ Preferential Act (former section 203, now section 203a).

EXECUTIVE ORDER NO. 12916
Ex.Ord. No. 12916, Feb. 28, 1983, 58 F.R. 17111, directed the Civil Service Commission to prepare national emergency plans and develop procedures for remobilizing Federal civilian employees, ensuring the personal service; personal utilization; manpower administration; wage and salary stabilization; emergency personnel management and staffing; retraining and reskilling of Federal agencies; recruiting activities; reassignment or transfer; a national point-of-registration system; deferment of employees from military service; investigative requirements and procedures; the Employee Retirement System; the employee group life insurance and health benefit programs; participation in the formulation of national and regional manpower policies as the representative of the Federal Government as an employer; the establishment of implementing policies and procedures for Federal personal personnel security; and related activities, all designed to develop a state of readiness in these areas with respect to all conditions of national emergency, including attack, upon the United States.

Code of Federal Regulations (Title 5, Governmental Organization, Part 314, July 11, 1983, 58 Stat. 1312 provided that “Resolved by the House of Representatives (the Senate concurring), That it is the sense of the Congress that the follow
Udall Tells OPEDA
Pay Policy Woes

WASHINGTON — Morris K. Udall, D-Ariz., has told the Organ- ization of Professional Employees of the Department of Agriculture (OPEDA) that he does not know exactly where the federal compensation and salary system is going.

Udall, chairman of the subcommittee on compensation of the House Post Office and Civil Service Committee, said he hoped that a "permanent, more rational, more orderly solution" to the problem of federal salaries could be found. He said it was time a decision was made.

The Arizona congressman was the keynote speaker at OPEDA’s three-day, biennial convention at College Park, Md.

Udall, one of the architects of the three-step salary increase toward comparability, said that without the three-year system (1967-70), this year’s 8 to 9 per cent salary increase would not have been effected.

"It would have all gone down the drain," he said. "There wouldn’t be a pay bill this year with the budget-cutting on, with the administration desperately trying to cut out another four or five billion dollars."

Udall did not foresee legislation to enact an annual system of automatic pay increases. Most federal employes organizations oppose the kind of plan, according to Udall.

Udall mentioned three other items getting or likely to get congressional attention this year: Retirement. "It can hardly be expected, think without too much difficulty, the bill will pass both houses and become law this year.

Payments for foreign employees at least this in a step forward. He said the bill has gone to the Senate committee.

Supergrades: He said he hoped the Republican administration would see the need for additional supergrades, especially with new departments and programs.

At the convention the following new officers were elected: William H. Shalee, president; Roy W. Olson, executive vice president; Irving R. Barfield, executive vice president; William J. Balton, professional vice president; Harley A. Daniel, public service vice president; and Mrs. Prudence J. Thomas, secretary-treasurer. All are from Washington, except Daniel who is from Beltsville, Md.

Named to the national board was: Robert M. Nettman, Portland, Ore.; William H. Conway Jr., Kansas City, Mo.; Donald de Frenery, Albany, Calif.; Also, Lois L. Gardiner, Ogden, W. Greene and Rose S. Mummert, Washington, D.C.; Harold M. Kaus, Fort Worth; and Ralph J. Ries, Madison, Wis.

OPEDA also adopted the following resolutions:

That a study be made of and a referendum be held on Executive Order 10988 to get the members opinions on the alternatives on the side of both national OPEDA and individual chapters regarding EO 10988.

That Congress enact legislation to provide for automatic salary increases in succeeding years.

That payment for overtime and compensatory time be applied uniformly between and within agencies.

That at least 600 super grades be authorized.

That per diem rates be set to reflect the actual cost of travel.

That legislation be enacted providing for survivor benefits to widowers whose wives die in the service.

That Congress take the necessary steps to make the Civil Service Retirement Fund actuarially sound.

That the federal government gradually assume the entire cost of health insurance premiums.

That adjustment be made in Medicare so as to cover retired civil service employees.

OPEDA presented two awards at its convention.

Rep. Udall received the organization’s first special public service award for his work in effecting pay comparability and in encouraging professional employees to organize.
February 19, 1969

Congressional Record—House

Mr. ASHBROOK asked and was given permission to extend his remarks at this point in the Recess, to include an extra 15 minutes.

Mr. ASHBROOK. Mr. Speaker, the last vote we had was 4 percent increase. We had a 4 percent increase when we got the 1969 civil rights bill. We have received the 5 percent raised by my friend Feasel. It was 5 percent and I would like to vote for the 5 percent.

Mr. FEASELL. Mr. Speaker, I rise to voice my strong support for the 5 percent raise for federal employees. I voted for it, I clearly had the responsibility to vote for the bill even though I favored what might be considered as 95 percent.

I wanted to say that I have been supporting the moderate pay increases for our postal workers and Federal employees which have been on going for the last 3 years. I am proud to say that I have been supporting the moderate raises for all federal employees.

Mr. ASHBROOK. Mr. Speaker, I want to extend my remarks here for a 15 minute recess, to express my disapproval.

A typical letter I received was from my good friend, John Feasel, an officer in the Ohio Federation of State Postal Clerks. Mr. Feasel lives in Ashland, and in part, what he said:

Feasel to say, it was quite disappointing when we voted against our pay raise. I was so positive that you were with us all the way and it is unfortunate that you were not so positive with us all the year. You can just imagine the disappointment I took when the vote was taken against the raise.

I would like to ask, "Why?" I feel that I probably have some of the blame because I went to the President and I would like to ask, "What?" I feel that I probably have some of the blame because I went to the President.

In my reply to John Feasel I pointed out that the 4 percent increase was far less than the 15 percent that is needed for the cost of living in the United States, and the 4 percent increase was far less than the 15 percent that is needed for the cost of living in the United States.

Mr. ASHBROOK. Mr. Speaker, it is a great pleasure to express my disapproval.

The RECESS was withdrawn.

No Vote is Recalled

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May 6, 1969

CONGRESSIONAL RECORD — Extenuation of Remarks

E 3653

Not only did Jefferson, in this way, select the first collection of books for the University of Virginia library, but he also chose the location for it. Although the University of Virginia was founded in 1819, the idea of providing a public library for the community was fostered by Thomas Jefferson himself. This library was not just a collection of books but a symbol of Jefferson's belief in the importance of education and the power of knowledge. He believed that a free and open library was essential for the intellectual growth of the nation. In brief, the library was not only a repository of knowledge but a source of inspiration for the students and the public who used it.

It is obvious that Jefferson was a true pioneer in the field of librarianship. He recognized the importance of a public library and made it a part of the University's mission. This was a step forward in the history of librarianship, as it demonstrated the value of a public library to the community. Today, we can see the continued importance of public libraries in the education and intellectual growth of society.