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16 JUN 1966

**MEMORANDUM FOR:** Director, National Photographic Interpretation Center

**THROUGH :** Deputy Director for Intelligence

**SUBJECT :** [redacted]

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**REFERENCE :** Executive Director, NPIC Memo (NPIC/D-75-66) dated 9 May 1966; subject: Comments on the Case of [redacted]

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1. Since the receipt of the referenced memorandum, [redacted] [redacted] photo technicians in the Photo Laboratory Branch, Production Services Division, NPIC, have also resigned to take employment with the Defense Intelligence Agency. In the course of their exit processing they asked for an interview with a member of the IS Staff. These interviews took place on 3 and 7 June 1966.

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2. In addition to the points raised by [redacted] [redacted] made the following observations:

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a. Through threat of group resignation the day shift in the Photo Lab has stopped any action to work out a more equitable method for assigning personnel to night work, such as periodic rotation.

b. The day shift is favored when the Lab goes on two 12-hour shifts to handle incoming missions with the result that the men on the night shift lose two hours of night differential pay for every 12-hour shift they work. On their regular tours from 1600 to 0030 hours they receive night differential pay for six hours. This is reduced to four hours when they are working a 2000 to 0800 hour shift.

c. The night shift is further penalized with lack of an adequate rest period when switching back from the 12-hour shift to the regular shift. The 12-hour shift ends at 0800 hours and the regular shift starts again at 1600 hours. This allows eight hours away from work but does not consider travel time to and from work.

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d. Pressure is continually exercised "to fill the job record sheets" and to make it look as if a big volume of work is continually done.

e. Employees in the Lab have no faith that changes to improve working conditions and morale in the Photo Lab Branch will be undertaken. Management is aware of the deficiencies but has not made any moves to rectify them.

3. These two interviews illustrate the desirability for accelerating the measures outlined in the referenced memorandum. In particular there seems to be an immediate need for implementation of Paragraph 2e. of referenced memorandum.

/S/ J. S. Earman :

J. S. Earman  
Inspector General

O/IG, [REDACTED] cvh (15 June 1966)  
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