

~~ADMINISTRATIVE - INTERNAL USE ONLY~~

24 JUN 1981

MEMORANDUM FOR: Director of Personnel

THROUGH: Chief, Position Management & Compensation Division

FROM: M. Corley Wonus
Director of Technical Service

SUBJECT: Graphic Arts (GA) Wage Schedule Adjustment

1. The Chief of OTS' Graphics Branch has advised me that two minor adjustments to our GA wage schedule are in order. They impact on four of our forty-one employees who are compensated by the GA system. One of these requested adjustments relates to our three Document Finisher/Offset Pressman combination journeymen, whose combination rate seems to have been derived from an erroneous computation. The second adjustment relates to one employee who has been apprenticed to a new combination craft function for which there is no title or rate on the current GA wage matrix. These two cases are described in detail on the attachments to this memo.

2. I would appreciate your early attention in this matter, particularly in the Document Finisher case, and request that a decision on one not be held up pending resolution of both requests.

M. Corley Wonus

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Attachments: "A" Document Finisher/Offset Pressman Rate
"B" Photoengraver-Offset Photographer/Lathe Operator New Rate

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Attachment "A"

Rate Adjustment Recommendation
Document Finishing Specialist/
Offset Pressman (GAB-02)

1. There is an inequity in the hourly rate for Document Finisher Specialist/Offset Pressmen (GAB-02) when compared to the computation mechanism employed to establish the rate for Offset/Letterpressmen (GAA-03). In the case of GAA-03, the higher of the two craft rates is used to establish the 5% up-rate to combination journeyman. In the case of the GAB-02, the 5% up-rate is computed on the basis of the lower of the two craft rates.

<u>GAA-01</u> <u>LETTERPRESS</u>	<u>GAA-02</u> <u>OFFSETPRESS</u>	<u>GAB-01</u> <u>DOC FINISHER SPECIALIST</u>
1. \$12.90	1. \$13.72	1. \$13.05
2. \$13.29	2. \$14.13	2. \$13.44
3. \$13.69	3. \$14.55	3. \$13.84
4. \$14.10	4. \$14.99	4. \$14.26
5. \$14.52	5. \$15.44	5. \$14.69
<u>GAA-03</u> <u>COMB OFFSET/LETTERPRESS</u>	<u>GAB-02</u> <u>COMB DF/OFFSET</u>	
1. \$16.21	1. \$15.44	
2. \$16.70	2. \$15.90	
3. \$17.20	3. \$16.38	

2. We request that the GAB-02 rate be raised to equal that of the GAA-03.

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Attachment "B"

New Rate Recommendation
Photoengraver-Offset Photographer/
Lathe Operator

1. Two employees on our staff are designated Repro Tech DSW (GAD-02). In addition to being a die sinker, one of these persons operates a geometric lathe. Repro Techs are our highest paid employees, currently receiving \$24.72 p.h. At some point in the future we expect to be able to accomplish our mission with only one die sinker and will not replace the first one to retire. However, we do feel we should have a backup operator for the geometric lathe for emergency purposes. We have a young Offset Photographer (GAB-06) who has agreed to receive training on the geometric lathe. Since the geometric lathe is a very complicated machine to run, requires several years experience, and, in fact, is part of the duties of a more highly paid technician, we believe it only fair that we compensate the Offset Photographer once he has gained the necessary skills.

2. Because the Offset Photographer presently being trained to operate the geometric lathe has a number of years to go before he attains the highest combination rating presently possible for him, we suggest a "supplement" be added to each of his potential salary rates once he has been certified as being able to operate the geometric lathe. We recommend that the supplement be 3% of his salary, similar to that given to the Pressman-I position.

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