

16 February 1978

Memorandum For The Record

Subject: Annual Wage Increases for GAD--GA Wage Schedule

Reference: Memo for the Record by the undersigned, dated 3 January 78,  
Same Subject

78-3

1. After receipt of BEP bulletin dated 7 February 78 with annual wage increases for Reproduction Techs, I called [redacted] at BEP position classification to see what had happened regarding the unions appealing rates and wanting arbitration rights prior to implementation of wage rates.

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2. [redacted] said unions backed down on wage increase amounts and accepted rates as proposed by American Banknote Corp---unions supposedly griping since ABN giving less in way of salary in favor of more in benefits. BEP unions in years past had pushed for a 15% differential above BEP because of this but it has continued to be shot down. Again this year. <sup>ABN</sup>

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3. Regarding arbitration rights, this matter has not yet been resolved. Discussions between BEP labor relations and the Secr of Treasury indicate that Secr of Treasury will probably continued to squelch this since everyone is appalled at the excessive amount of money this category of work is already making.

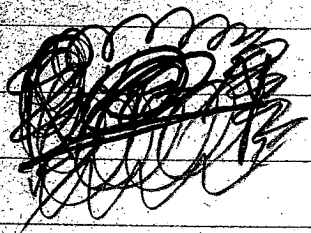
4. This year's wage rates included a quirk in that the rates are the same for both Sculptural Engraver (Bank note) and Picture Engraver (bank note)--\$16.91 @ hour--which does not seem fair since ~~one~~ one is a more difficult trade (last year 15.09 vs 15.68). But ABN chose to put all categories on parity with picture engravers; feeling might be that ABN may no longer have the higher paying picture engravers, anymore. Anyhow, the unions did not continue to appeal this. Since same pay for all this year, annual increases were 12.1% for one group and 7.8% for the other.

[redacted signature box]

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Position Mgmt Officer  
OP/FMCD/FMCB o

6/10/4 3 00.88 49,000 00



orig report backed down on

16.91  
15.09  
-----  
1.82

ABN rates accepted



guys old crew

guys here suspect ABN yielding in salary down  
in form of benefits --- BCP standard packages

also fear there's movement in press on comparability

years ago: 15% difference above ABN

arbitration rights --- not resolved over  
labor relations guys Sec of Treasury probably  
switch that

over ABN gave everyone same

put silent complain maybe ABN not

have picture men maybe

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big meeting OCP - [redacted] devil's advocate  
system design compatibility

implemented contract - 1 main system

ABW change in design operation program

50% start vs 40%

axed that OCP

rest 24% from but to 90% after 24.5%

10% picture men to punning

designers - Can shell 50% to programmer

on paper 6% increase; but in effect

part 7.5%

designer, letter

12.1%

12.1%

everyone to parity with picture men

add on \$10

abolished { old engraver - you (geometric lathe)

but not value many rest gave to engraver

6.96  $\circ$   $\circ$   
+1.8  $\rightarrow$  diff adjustments  $\circ$   $\circ$

\$583.39 per wk

34.5 hr wk

\$16.910

7.8%

34.5 / 583.39

12.0% other