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JULY 1976

MEMORANDUM FOR THE RECORD

SUBJECT: OTS Paper Manufacturing Pay Rates

1. The background material as to reasons and suggested approaches for establishment of paper manufacturing craft rates is available in OP/PMCD/PSB for reference.
2. For a number of reasons based on practicality and non-availability of other appropriate data, it was decided to establish the papermaking rates within the current GA pay structure, using an existing trade for comparability. The Offset Pressman rate was chosen as the comparability base from the standpoint of roughly comparable skills in the operation of equipment. Although the kinds of equipment are different, the products are different and the papermaking crafts only indirectly relate to the press functions, there are enough similarities in the sense that both include equipment operations with attendant adjustments and calibrations to control the product and the effects of the processes, and, the press functions are the most technical of the GA functions. In addition, the press functions represent approximately the mid-range of wage levels in the GA system and this was determined to be a proper fit of approximate skill/proficiency relationships for the paper making functions in the GA structure.
3. Therefore, the papermaking rates have been benchmarked for pay purposes against the journeyman and combination rates applicable to Offset Pressman, including the supervisory rates. With one exception, the titling is taken from current titling practices which were derived from the paper industry (i.e., tour boss, machine tender, etc.). The exception is the Papermaker title which was developed to cover the application of combined skills at the master craftsman level similar to the other ranges of combination rates applied in the GA schedule.

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4. Pay will be adjusted at the times and in the amounts awarded to Offset Pressman, as adjusted to the GA schedule, and as published by the Government Printing Office. Directly related rates to the GA schedule are as follows:

- a. <sup>Papermaker CH</sup> ~~Tour Boss~~ - GAE-<sup>03</sup>04-F, G, or H will equate to:  
Offset/Letterpressman/Chief, GAA-03-F, G, or H
- b. Papermaker - GAE-<sup>03</sup>04-1, 2, or 3 will equate to:  
Offset/Letterpressman, GAA-03-1, 2, or 3
- c. Machine Tender - GAE-<sup>04</sup>03-1, 2, 3, 4, or 5, will equate to  
Offset Pressman, GAA-02-1, 2, 3, 4, or 5
- d. Back Tender - GAE-02-1, 2, 3, 4, or 5, has no GAA equivalent but based upon paper industry general precedent, GAE-02-5 will be 92% of GAE-03-1. Other increments of the GAE-02 rate will be developed downward by 3% increments from step 5.
- e. Beater Engineer - GAE-<sup>03</sup>01-1, 2, 3, 4, or 5, has no GAA equivalent but based upon paper industry general precedent, GAE-01-5 will be 92% of GAE-03-1. Other increments of the GAE-01 rate will be developed downward by 3% increments from step 5.
- f. Third Hand - GAE-<sup>01</sup>00-1, 2, 3, 4, or 5. This level constitutes the apprentice category. Like all other GA rates, step 1 is 55% of the first applicable journeyman rate or in this case, either Beater Engineer, GAE-~~01~~01 or Back Tender, GAE-~~02~~01. The remaining four <sup>03</sup> steps for apprentices will be 60%, 70%, 80% and 90% of the journeyman Back Tender or Beater Engineers rate. <sup>02</sup>

5. Since the steps for Back Tender and Beater Engineer were developed from the maximum level for those skills, adjustment is required to ensure 3% increments for each of the proficiency steps. By taking 97% of step 5 and then re-multiplying the result by 103% there is a discrepancy of about 1 or 2¢ per hour in the step rate. This was adjusted to ensure uniform 3% steps.

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6. Progression through these rates will be based on development of progressively greater skill levels and aptitude in applying these skills to unique intelligence requirements. Progressions will also be governed by availability of positions requiring the higher skills. Third hand personnel development should be oriented toward learning the Back Tender or Beater Engineer functions which could be considered as one of the factors in progression through the Third Hand proficiency steps. By the same token, the Back Tender development should be oriented toward learning Machine Tender operations by applying time to the extent possible. A Back Tender who becomes fully proficient in Machine Tender functions, and who performs those duties in excess of 25% of his time on a regular basis can qualify for the Machine Tender rates.

7. Application of the Papermaker rate is restricted to those personnel who have full proficiency in and are performing Machine Tender functions in all the paper manufacturing and finishing processes in the plant, subject to proper manpower staffing and available positions.

8. <sup>PAPER MAKER - CHIEF</sup>  
~~The Tour Boss~~ position is supervisory and should include full capability to provide technical direction and control to all papermaking personnel, processes, and equipment in addition to the administrative functions of supervision. Only the formulation and testing functions requiring the knowledge of a Chemist are excluded from the knowledge required by the Tour Boss to properly perform the functions of the position.

9. Since operation of the paper mill includes the services of a Chemist with control, if not supervisory functions, and the Tour Boss is given full authority to direct operations for all processes in the mill, need for a Deputy Chief position rate cannot be justified at this time. Should it be necessary for another employee to act for the Tour Boss on infrequent occasion, a Papermaker or Chemist/Formulator could properly be detailed those responsibilities as part of the career development process, without need to offer additional compensation. This practice has precedent in the GPO where such details of senior journeymen are relatively routine, and additional pay is not justified except for unusually long details or permanent assignment to a supervisory position.

10. Position Summary and Rates for OTS/GARB Paper-making Occupations:

a. FOUR BOSS *Papermaker - CH*

1. Position Summary:

Is responsible with full supervisor authority for the supervision of all paper-making personnel, processes, equipment and supplies including the Watermark Engraver and Chemist/Formulator but excluding specifics of chemist related formulation functions. Must possess all the qualifications of the Papermaker. Will interface with host and coordinate joint technical efforts. Will be responsible on-site authority for accepting or rejecting all manufactured papers. Receives supervision and direction from Chief, OTS/GARB Materials Section.

2. Position Rates:

Equal to GA Schedule Offset/Letterpressman/Chief, GAA-03-F, G, or H.

	Per Hour	Per Annum	GS Equiv.
GAE-04-F	\$13.32	\$27,706	13-6
GAE-04-G	13.66	28,412	13-8/9
GAE-04-H	14.01	29,141	13-9/10

b. PAPERMAKER

1. Position Summary:

This is a combination craft rate with minimum requirements for the journeyman position to include full senior level Machine Tender proficiency in all three different wet end machine processes, i.e., Fourdrinier, Cylinder or Roto Former; and maintenance of proficiency to operate any one of qualifying processes as required. Must possess ability to produce watermarked and specialty papers including multiple-ply commodities, tissue or board stock. Receives technical input from Chemist/Formulator and coordinates additives or stock

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changes with Chemist/Formulator. This is a work leader position when machine is in actual operation, machine crew takes direction from Papermaker. Also in absence of Tour Boss, Papermaker may be directed to act in his behalf.

2. Position Rates:

Pay rates are equal to those paid GA combination Offset/Letterpressmen, GAA-03-1, 2, or 3.

	Per Hour	Per Annum	GS Equiv.
GAE-04-1	\$11.48	\$23,878	12-7/8
GAE-04-2	11.82	24,586	12-9
GAE-04-3	12.17	25,314	12-10(13-4/5)

c. MACHINE TENDER

1. Position Summary

Must be able to perform as machine crew leader and operate wet end of machine in at least one of the three paper manufacturing processes, i.e., Fourdrinier, Cylinder, or Roto Former. Has overall responsibility from wet end thru dry end of machine operation and crew when in an operational mode. Performs as crew leader in paper finishing functions such as coating calendering, trimming, sheeting, etc., and in machine rigging or changing machine clothing. Must be fully knowledgeable and proficient in Back Tenders duties and have ability to perform as group leader in producing paper by the hand-sheet method. Senior Machine Tender should be fully proficient in control of watermark formation, continuous dyeing and instrumentation for monitoring basis weight and caliper. Receives supervision from Tour Boss or Papermaker as applicable.

2. Position Rates:

These rates are based on the GA schedule journeyman Offset rates, GAA-02 category.

	Per Hour	Per Annum	GS-Equiv.
GAE-03-1	\$ 9.71	\$20,197	12-2/3
GAE-03-2	10.00	20,800	12-3/4
GAE-03-3	10.30	21,424	12-4/5

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	Per Hour	Per Annum	GS-Equiv.
GAE-03-4	\$10.61	\$22,068	12-5/6
GAE-03-5	10.93	22,734	12-6/7

NOTE:

The Machine Tender rates can be expanded to include a GA supervisory differential for a Tour Boss who does not qualify as a Paper-maker GAE-04.

d. BACK TENDER1. Position Summary:

Responsible for dry end of machine operations including temperature control in drying; application of coating or dyeing; calendering, and inspection, and for assisting Machine Tender as directed. Will assist Machine Tender in off-machine functions such as coating, super-calendering, trimming, sheeting, cutting and packaging. Will also perform as back up to Beaterman when directed by Tour Boss or Paper Chemist/Formulator in stock preparation and testing and in maintenance of raw stock inventories, chemical supplies and equipment. Will assist as directed in hand-sheet manufacturing and finishing. Assists in clean-up operations as necessary. Back Tender will have served an apprenticeship as Third Hand. Should be career oriented to Machine Tenders position. May qualify for Machine Tender journeyman rate if employed in this capacity at least 25% of the time.

2. Position Rates:

No GA Schedule equivalent. The fifth Proficiency step is computed on the basis of 92% of the base rate for journeyman Machine Tender GAE-03-1. The other proficiency steps for this position are constructed downward at 3% increments.

	Per Hour	Per Annum	GS-Equiv.
GAE-02-1	\$7.93	\$16,494	11-1/2
GAE-02-2	8.17	16,994	11-2/3
GAE-02-3	8.42	17,514	11-3/4
GAE-02-4	8.67	18,034	11-4/5
GAE-02-5	8.93	18,574	11-5/6

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e. BEATER ENGINEER1. Position Summary:

Responsible to Chemist/Formulator in beater operations, including stock preparation, testing and transfer. Also responsible for maintenance of raw stock and chemical inventories and equipment. Beater Engineer will serve as back-up to Back Tender in the latter's absence and will provide general assistance to Back Tender or Machine Tender when machine is in operating mode as directed. Beater Engineer will have served apprenticeship as Third Hand.

2. Position Rates:

Same as GAE-02 (above).

GAE-01-1	\$7.93	\$16,494	11-1/2
GAE-01-2	8.17	16,994	11-2/3
GAE-01-3	8.42	17,514	11-3/4
GAE-01-4	8.67	18,034	11-4/5
GAE-01-5	8.93	18,575	11-5/6

f. THIRD HAND1. Position Summary:

Serves as general assistant to Machine Tender, Back Tender, Beater Engineer, or Chemist/Formulator as directed by Tour Boss in any machine or off-machine functions. This position also constitutes the apprentice category for training in general papermaking operations and possible progression to Back Tender or Beater Engineer. Initial appointments will generally be made at the lowest prevailing rate for those incumbents possessing no related skills or experience. Appointments may be made at higher levels within this category based on evaluation

of related skills, training or experience. While normal progression through this category requires four years of training and experience, existing graphic arts trade practices provide for modest acceleration based upon exceptional performance and application of knowledge by incumbents.

2. Position Rates:

GAE-00-1	\$4.36	\$9,069	4-5
GAE-00-2	4.76	9,900	6-1
GAE-00-3	5.55	11,544	7-2
GAE-00-4	6.34	13,187	8-3
GAE-00-5	7.14	14,851	9-4

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