

BUREAU OF ENGRAVING AND PRINTING

BULLETIN

DATE February 14, 1980

SUBJECT

WAGE ADJUSTMENT

Effective Date: November 1, 1979

EXPIRATION DATE November 1, 1980

1. **PURPOSE.** The purpose of this Bulletin is to announce a change in wage rates made under authority conferred upon the Director by the Department of the Treasury. This seven percent (7.0%) wage increase reflects the same increase granted to members of the Engraving Bargaining Unit at American Bank Note Company.

2. **SCOPE.** This adjustment will affect approximately 26 employees in job classifications related to the Engraver, Sculptural Engraver, and Designer Crafts as listed on the following schedule.

3. **REFERENCES.**

- a. Treasury Personnel Manual Chapter 532.
- b. Delegation of Wage Fixing Authority dated October 18, 1974.
- c. American Bank Note Company Letter dated January 30, 1980.

4. **WAGE RATES.****PICTURE ENGRAVER (BANK NOTE) WE 4446**

<u>From (p.h.)</u>	<u>To (p.h.)</u>
\$17.857	\$19.107

Administrative Pay Plan:

<u>Step</u>	<u>From (p.h.)</u>	<u>To (p.h.)</u>
A	\$18.106	\$19.356
B	18.519	19.769
C	18.933	20.183
D	19.209	20.459

APPRENTICE PICTURE ENGRAVER WE 4446

	<u>From (p.h.)</u>	<u>To (p.h.)</u>
1st 6 months	\$ 7.143	\$ 7.643
2nd 6 months	7.857	8.407
3rd 6 months	8.571	9.171
4th 6 months	9.286	9.936
5th 6 months	10.000	10.700
6th 6 months	10.714	11.464
7th 6 months	11.428	12.228

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4. WAGE RATES (Continued).

APPRENTICE PICTURE ENGRAVER WE 4446

	<u>From (p.h.)</u>	<u>To (p.h.)</u>
8th 6 months	12.143	12.993
9th 6 months	12.857	13.757
10th 6 months	13.571	14.521
11th 6 months	14.286	15.286
12th 6 months	14.643	15.668
13th 6 months	15.000	16.050
14th 6 months	15.357	16.432
15th 6 months	15.714	16.814
16th 6 months	16.071	17.196
17th 6 months	16.428	17.578
18th 6 months	16.786	17.961
19th 6 months	17.143	18.343
20th 6 months	17.500	18.725
11th year and thereafter	17.857	19.107

FOREMAN OF ENGRAVERS

<u>From (p.a.)</u>	<u>To (p.a.)</u>
\$50,699.59	\$54,242.50

LETTER AND SCRIPT ENGRAVER (BANK NOTE) WE 4446
 SCULPTURAL ENGRAVER (BANK NOTE) WE 4447
 DESIGNER (BANK NOTE) WE 4445

<u>From (p.h.)</u>	<u>To (p.h.)</u>
\$17.857	\$19.107

APPRENTICE LETTER AND SCRIPT ENGRAVER
 (BANK NOTE) WE 4446
 APPRENTICE SCULPTURAL ENGRAVER
 (BANK NOTE) WE 4447
 APPRENTICE DESIGNER
 (BANK NOTE) WE 4445

	<u>From (p.h.)</u>	<u>To (p.h.)</u>
1st 6 months	\$ 7.143	\$ 7.643
2nd 6 months	7.857	8.407
3rd 6 months	8.571	9.171

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3 - WAGE ADJUSTMENT

4. WAGE RATES (Continued).

APPRENTICE LETTER AND SCRIPT ENGRAVER
 (BANK NOTE) WE 4446
 APPRENTICE SCULPTURAL ENGRAVER
 (BANK NOTE) WE 4447
 APPRENTICE DESIGNER
 (BANK NOTE) WE 4445

	<u>From (p.h.)</u>	<u>To (p.h.)</u>
	\$ 9.286	\$ 9.936
4th 6 months	10.000	10.700
5th 6 months	10.714	11.464
6th 6 months	11.428	12.228
7th 6 months	12.143	12.993
8th 6 months	12.857	13.757
9th 6 months	13.571	14.521
10th 6 months	14.286	15.286
11th 6 months	15.178	16.240
12th 6 months	16.071	17.196
13th 6 months	16.964	18.151
14th 6 months	17.857	19.107
8th year and thereafter		

FOREMAN OF DESIGNERS

<u>From (p.a.)</u>	<u>To (p.a.)</u>
\$46,799.63	\$50,070.00

5. OFFICE OF PRIMARY RESPONSIBILITY. Wage and Classification Branch,
 Personnel Management Division, Office of Industrial Relations.



Harry R. Clements
 Director

DISTRIBUTION "C"

ADMINISTRATIVE INTERNAL USE ONLY

GRAPHIC ARTS SCHEDULE (GA)

APRIL
8 MAR 1980

SCHDL	GR	TITLE	1	2	3	4	5	A	B	C	D	E	F	G	H	I	J	
			JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH	
GAA	01	Letter Press	11.81	12.16	12.52	12.90	13.29	12.84	13.19	13.55	13.93	14.32	14.38	14.73	15.09	15.47	15.86	
	02	Offset Pressman	12.57	12.95	13.34	13.74	14.15	13.60	13.98	14.37	14.77	15.18	15.14	15.52	15.91	16.31	16.72	
	03	Offset Let Press	14.86	15.31	15.77			15.89	16.34	16.80				17.43	17.88	18.34		
	04	Pressman-I	16.24					17.27						18.81				
	05	Offset Press Appren	6.91	7.54	8.80	10.06	11.31											
GAB	01	Doc Finish Spec	11.95	12.31	12.68	13.06	13.45	12.98	13.34	13.71	14.09	14.48	14.52	14.88	15.25	15.63	16.02	
	02	Doc Fin Sp-Off Press	14.15	14.57	15.01			15.18	15.60	16.04			16.72	17.14	17.58			
	03	Illustrator-Appren	7.07	7.72	9.00	10.29	11.57											
	04	Illustrator	12.86	13.25	13.65	14.06	14.48	13.89	14.28	14.68	15.09	15.51	15.43	15.82	16.22	16.63	17.05	
	05	Illustrator-Val	15.20	15.66	16.13			16.23	16.69	17.16			17.77	18.23	18.70			
	06	Offset Photo	12.86	13.25	13.65	14.06	14.48	13.89	14.28	14.68	15.09	15.51	15.43	15.82	16.22	16.63	17.05	
	07	Photoengraver	12.86	13.25	13.65	14.06	14.48	13.89	14.28	14.68	15.09	15.51	15.43	15.82	16.22	16.63	17.05	
	08	Photoeng-Off Photo	15.20	15.66	16.13			16.23	16.69	17.16			17.77	18.23	18.70			
GAC	01	Compositor	12.15	12.51	12.89	13.28	13.68	13.18	13.54	13.92	14.31	14.71	14.72	15.08	15.46	15.85	16.25	
	02	Comp-Plat Press	14.36	14.79	15.23			15.39	15.82	16.26			16.93	17.36	17.80			
GAD	01	Reprd Tech DS	<u>19.11</u>	<u>19.68</u>	<u>20.27</u>			<u>20.14</u>	<u>20.71</u>	<u>21.30</u>			<u>21.68</u>	<u>22.25</u>	<u>22.84</u>			
	02	Reprd Tech DSW	<u>21.28</u>	<u>21.92</u>	<u>22.58</u>			<u>22.31</u>	<u>22.95</u>	<u>23.61</u>			<u>23.85</u>	<u>24.49</u>	<u>25.15</u>			
	03	Reprd Tech P	<u>19.11</u>	<u>19.68</u>	<u>20.27</u>			<u>20.14</u>	<u>20.71</u>	<u>21.30</u>			<u>21.68</u>	<u>22.25</u>	<u>22.84</u>			
	04	Reprd Tech PG	<u>21.28</u>	<u>21.92</u>	<u>22.58</u>			<u>22.31</u>	<u>22.95</u>	<u>23.61</u>			<u>23.85</u>	<u>24.49</u>	<u>25.15</u>			
GAE	01	Third Hand	5.67	6.19	7.22	8.25	9.28											
	02	Back Tender	10.31	10.62	10.94	11.27	11.61											
	03	Beaterman	10.31	10.62	10.94	11.27	11.61											
	04	Beaterman/Asst Form	12.19	12.56	12.94													
	05	Machine Tender	12.57	12.95	13.34	13.74	14.15											
	06	Paper Maker	14.86	15.31	15.77									17.43	17.88	18.34		

EFFECTIVE DATE: 1 November 1979

APPROVAL DATE: 8 April 1980

This schedule supersedes the schedule approved 8 November 1979

The affected rates are underlined.

ADMINISTRATIVE INTERNAL USE ONLY

8 NOV 1979

GRAPHIC ARTS SCHEDULE (GA)

SCHDL	GR	TITLE	1	2	3	4	5	A	B	C	D	E	F	G	H	I	J
			JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH
GAA	01	Letter Press	11.81	12.16	12.52	12.90	13.29	12.84	13.19	13.55	13.93	14.32	14.38	14.73	15.09	15.47	15.86
	02	Offset Pressman	12.57	12.95	13.34	13.74	14.15	13.60	13.98	14.37	14.77	15.18	15.14	15.52	15.91	16.31	16.72
	03	Offset Let Press	14.86	15.31	15.77			15.89	16.34	16.80			17.43	17.88	18.34		
	04	Pressman-I	16.24					17.27					18.81				
	05	Offset Press Appren	6.91	7.54	8.80	10.06	11.31										
GAB	01	Doc Finish Spec	11.95	12.31	12.68	13.06	13.45	12.98	13.34	13.71	14.09	14.48	14.52	14.88	15.25	15.63	16.02
	02	Doc Fin Sp-Off Press	14.15	14.57	15.01			15.18	15.60	16.04			16.72	17.14	17.58		
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	05	Illustrator-Val	15.20	15.66	16.13			16.23	16.69	17.16			17.77	18.23	18.70		
	06	Offset Photo	12.86	13.25	13.65	14.06	14.48	13.89	14.28	14.68	15.09	15.51	15.43	15.82	16.22	16.63	17.05
	07	Photoengraver	12.86	13.25	13.65	14.06	14.48	13.89	14.28	14.68	15.09	15.51	15.43	15.82	16.22	16.63	17.05
	08	Photoeng-Off Photo	15.20	15.66	16.13			16.23	16.69	17.16			17.77	18.23	18.70		
GAC	01	Compositor	12.15	12.51	12.89	13.28	13.68	13.18	13.54	13.92	14.31	14.71	14.72	15.08	15.46	15.85	16.25
	02	Comp-Plat Press	14.36	14.79	15.23			15.39	15.82	16.26			16.93	17.36	17.80		
GAD	01	Reprd Tech DS	17.86	18.40	18.95			18.82	19.36	19.91			20.27	20.81	21.36		
	02	Reprd Tech DSW	19.90	20.50	21.12			20.86	21.46	22.08			22.31	22.91	23.53		
	03	Reprd Tech P	17.86	18.40	18.95			18.82	19.36	19.91			20.27	20.81	21.36		
	04	Reprd Tech PG	19.90	20.50	21.12			20.86	21.46	22.08			22.31	22.91	23.53		
GAE	01	Third Hand	5.67	6.19	7.22	8.25	9.28										
	02	Back Tender	10.31	10.62	10.94	11.27	11.61										
	03	Beaterman	10.31	10.62	10.94	11.27	11.61										
	04	Beaterman/Asst Form	12.19	12.56	12.94												
	05	Machine Tender	12.57	12.95	13.34	13.74	14.15										
	06	Paper Maker	14.86	15.31	15.77								17.43	17.88	18.34		

EFFECTIVE DATE: 18 November 1979

APPROVAL DATE: 8 November 1979

This schedule supersedes the schedule approved 6 July 1979

The affected rates are underlined.

ADMINISTRATIVE INTERNAL USE ONLY

DIFFERENTIAL: 15%

OVERTIME: Time and one half for all work in excess of 8 hours in one day or in excess of 40 hours in a week provided the employee is in actual work or standby status during the overtime hours.

SUPERVISORY DIFFERENTIALS:

HOLIDAY PAY: In addition to gratuity pay, one and one half times the regular hourly rate for all hours worked.

Chief \$2.57
D Ch \$1.23

The Fair Labor Standards Act is applicable for overtime for Non-Exempt employees in any case where overtime pay would be greater.

REFERENCE: To establish new trade position title and wage rate levels for Beaterman/Assistant Formulator, GAE-04; and to change grade levels for Machine Tender and Paper Maker from GAE-04 to GAE-05 and GAE-05 to GAE-06, respectively.

Proficiency rates require submission of the Promotion Action (F1152) with certification of progressive increase in experience, skill, and aptitude to intelligence work or appointment action certifying initial possession of these qualities outlined in OPM 20-31-34.

[Redacted Signature Box]

Chief, Position Mgmt. & Compensation Division

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