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Folder List

<u>Box Number</u>	<u>Folder Number</u>	<u>Document Date</u>	<u>Document Type</u>	<u>Document Description</u>
17	6	10/17/1967	Report	Speech by Senator Frank Carlson, AMKO Convention of National Association of Retired Civil Employees. 26 pgs.
17	6	09/10/1968	Letter	Letter from J.F. Griner to Nixon Key Issues Committee ATTN: Mr. Rein regarding problems involving federal civil service employees. 10 pgs including attachments.
17	6	n.d.	Report	American Federation of Government Employees (AFGE) statement before the Republican Convention Platform Committee. 5 pgs and a business card.
17	6	n.d.	Report	Draft statement by Richard Nixon on federal personnel policies. 3 pgs.
17	6	n.d.	Report	Draft by RN on federal personnel policies. 4 pgs.
17	6	09/27/1968	Newspaper	"Complete Text of Nixon Statement Dealing with Employee Policies" in the Evening Star. 1 pg. Not scanned.

<u>Box Number</u>	<u>Folder Number</u>	<u>Document Date</u>	<u>Document Type</u>	<u>Document Description</u>
17	6	09/24/1968	Report	Statement by Richard Nixon on the Federal Personnel Policies of the Nixon Administration. 4 pgs.
17	6	10/03/1968	Newsletter	Federation News Service United Federation of Postal Clerks. Bulletin No. 24. 2 pgs.
17	6	09/23/1968	Memo	Draft speech with handwritten notes. 6 pgs.

Speech by Senator Frank Carlson
AMKO Convention of National
Association of Retired Civil Employees
Pittsburg, Kansas - October 17, 1967

It is a double pleasure for me to be with you
this evening.

First, because of my deep pride in the 20
million senior citizens of America. This nation could not
have achieved its present greatness without your efforts --
our country owes you much.

Second, as one who has a natural bias
regarding the importance of good government to American
life, I believe the special contribution you have made in
government service has been most important.

My own work affords a special

opportunity to understand and appreciate what civil service employees have done. You often worked under difficult and trying conditions. Rarely has full recognition been given to the work you have done. I want to express my personal thanks now.

I believe, however, that older Americans deserve more than lip service. Our nation's gratitude should take the form of tangible responses to the problems older people encounter and with which they need help.

As a member of the Post Office and Civil Service Committee, the Special Committee on Aging, and the Finance Committee, with its responsibility for

social security, I have been pleased by the desire of most members of the Senate to meet these honorable obligations.

A review of the past 25 to 30 years shows great progress.

These years have seen development of social security - encouragement and growth of private pension plans - refinements in the civil service retirement system - and a host of other programs to benefit older persons.

Because I had the privilege of playing some part in these advances, there is a temptation to

look back and reflect upon them. However, much still remains to be done. We must all look ahead.

For this reason, I shall concentrate this evening, not on past accomplishments, but on what remains undone -- on problems which still require solutions.

Most serious of these problems are those related to income.

Given adequate income, most older Americans are fully capable of living satisfying, independent and productive lives with dignity and honor. Denied adequate income, senior citizens face a multitude of severe problems.

While I emphasize the importance of income, I also recognize the need for other action on behalf of older people. It gave me great pleasure, for example, to support the Older Americans Act of 1965, designed to help provide community services at all social and economic levels. Special services for the sick and infirm, including sheltered care, are also important.

For the greatest number, however, the chief problem is adequate income.

The greatest threat to the income of older Americans in recent years -- and an even greater threat today -- is inflation.

Millions of retirees, including tens of thousands of retired Federal employees and their widows, have been victimized by losses in the dollar's purchasing power.

Inflation is a harsh enemy of the little fellow.

It hits the farmer, who sees the price of wheat falling while farm machinery prices go up, up, up. It hurts the merchant, who depends on the farmer for his business.

It strikes the small manufacturer, who is caught in a constantly tighter cost-price squeeze, and

the worker in the factory. It takes from the teacher and
the preacher.

Hardly anyone but the very rich escapes
its shotgun effect.

Even persons with automatic cost-of-
living adjustments built into their income contracts
suffer because of the lag in such corrections.

Most of all, inflation hurts older
Americans. Those who must live on fixed incomes face
an almost impossible task of catching up and keeping up.

The primary reasons for inflation are
found in the fiscal policies of the Federal government.

It is most appropriate, therefore, to describe inflation as a hidden tax -- and it is a tax which strikes most viciously at those least able to defend themselves.

I shall not labor the point with a statistical review of how much the dollar has fallen in value. You and I know it too well from our own experience in the market place. You and I know it is real. You and I know it is getting worse each year. If we tend to forget it for a minute, our wives will remind us.

Economists cite many indications that our nation is in danger of even more massive inflation

in the near future.

As you know, Washington is now engaged in a heated dialogue as to the best way of fighting further acceleration of the inflationary spiral.

This dialogue centers on the argument over raising taxes versus cutting government expenditures.

Most economists agree that one technique for combatting inflation is through reduction in demand -- the amount of money being spent in the market.

Some in Washington believe this cut in spending should be forced upon the people through higher

taxes -- higher taxes which will reduce the amount of money in the individual citizen's pocket.

Others of us believe this reduction should come first through cuts in unnecessary, unproductive and wasteful extravagances by the Federal government.

As most of you know, I am in complete agreement with this philosophy. Perhaps some of you are already aware of my remarks in the Senate concerning one proposed extravagance so absurd that I cannot imagine any Senator voting for it -- that political campaigns should be financed by you -- the taxpayers. As I have

stated before, I am firmly opposed to such an unnecessary and wasteful spending program.

As a member of the Senate Committee on Aging since its creation in 1961, I have had opportunity to join with other Minority members in repeatedly pointing to the seriousness of inflation and urging corrective action.

In the 1966 Committee Minority Report, we said: "the purchasing power of a 72-year-old person with a fixed income has been reduced by \$330 a year since 1957-59."

We pointed out then that a "two percent annual increase in living costs would produce a purchasing

power loss to older Americans by 1971 in excess of \$3.5 billion a year." Every indication now is that this loss will be much greater.

Because social security serves most of the elderly, the Committee on Aging Minority Report devoted 8 of its 15 recommendations this year to improvements in the old age, survivors and disability insurance system. They included a call for higher higher minimum benefits, across-the-board increases, fairer treatment of widows and automatic cost-of-living increases.

At least some of our recommendations,

including those which I did not mention, will probably be part of the 1967 Social Security Amendments now before the Finance Committee. I regret that more will not be done.

Because many of you are veterans, and have a concern for your former brothers in arms, I know you will also be interested in current efforts to give fair pension treatment to older veterans and their survivors.

Hearings by the Committee on Aging showed that, in some cases, veterans actually lose money because of increases in social security and other pension programs such as your own.

I have joined in sponsorship of legislation to correct this and to make other improvements in veteran pensions. We anticipate committee hearings in this area will begin shortly after adoption of the social security amendments.

Another item of interest to you is improvement in Federal income tax treatment of retirement income. At this point it is difficult to know whether we will succeed in liberalizing provisions in the 1967 Social Security Amendments as passed by the House, but our efforts on this score in behalf of older Americans will continue.

One Republican recommendation

omitted from the social security bill as passed by the House of Representatives is the one calling for automatic cost-of-living increases in benefits. You may be sure that a serious effort will be made by us to obtain favorable action by the Senate.

I am proud of my party for giving leadership to these automatic increases. I will give it the same support that I gave a similar provision in civil service annuities.

Since no increase in social security tax rates would be necessary to finance cost-of-living increases, we have great difficulty in understanding why

all have not joined our party in this effort at equitable treatment of social security beneficiaries. They deserve no less.

That such automatic increases would tend to take social security out of partisan politics, can only be described as an additional argument in its favor.

Even with built-in-cost-of-living increases for retirees, however, we have provided only part of the answer to inflation. The real solution lies in its control through sound approaches to the Federal budget.

Until our government, whose fiscal

policies are a chief cause of inflation, faces up to its responsibility for a sound dollar, tens of millions of Americans -- young and old -- will be victimized by this hidden tax.

We cannot continue -- in war and in peace, in bad times and in good -- to pursue policies calling for unreasonable deficits and a ballooning national debt.

I have talked with you so far this evening on a broad plain -- because I know you first as good citizens. Before I close, however, I would like to touch on certain aspects of the Federal scene of special interest to you as retired civil employees --

and I think it is important that recognition be given to the fact that the government has responsibility to its employees both as a government and as an employer.

At the outset, you deserve compliments on the fine job being done by your Washington office as champions of all retired Federal employees.

Your national president, Clarence M. Tarr, and first vice-president, Luther L. Miller, who is with us this evening, both deserve special recognition. They, your other officers, and their staff have given excellent representation in the Nation's Capitol.

When I have needed quick answers to

questions during my efforts on your behalf, I have found them cooperative and efficient. They have been a worthy extension of the leadership found in your local chapters and your federations. Your testimony before Congressional committees has been lucid and forceful.

One thing that has always impressed me about the National Association of Retired Civil Employees and its components has been your interest in fair treatment of all.

Your organization has always tried to serve the large bulk of Federal retirees. It has never

failed to fight just as hard, however, when only a small number need help.

Your association's present eight point program underscores this fact.

As you know, four of these eight points aim at correcting deficiencies and inequities relating to survivor benefits under the civil service retirement system.

One very serious inequity relates to deductions from basic annuities made for survivor benefits. Another is the difference in survivor benefits payable because of such deductions.

Your association contends, and with justice, that persons retiring before 1962 deserve consideration comparable to those retiring now.

Another shortcoming in the present system is the absence of survivor annuities for wives of deferred annuitants whose retirement benefits began before 1956.

I believe serious consideration should be given your proposal that five years service and two years marriage should suffice for benefits to such widows regardless of when their husbands may have died. Even then, the marriage requirement will be greater than is the case under social security.

The fourth proposal involving survivor benefits relates to their loss through re-marriage prior to age 60. Widows of men retiring since 1966 may have their benefits restored if such a marriage has been dissolved through divorce or death. No such reinstatement is permitted widows of earlier retirees.

As I observed in speaking before your national convention in Florida last year, I feel that re-marriage should not affect survivor annuities in any way.

It has long been a basic precept in our society that marriage is a natural and honorable

institution. Public policy in no instance should be

directed at interference with it.

It is unfair to impose this restriction

on retiring Federal employees when similar provisions

would be unacceptable in annuities which they might

purchase privately.

Three of your recommendations relate

to annuity benefits for the disabled, the under-60

retiree with 30 years service, and the retiree who,

because of extra long service, contributes in excess of

allowable maximums.

The validity of each, I believe, speaks for

itself.

It is hard to say how much of this legislative package can be enacted during the present Congress. We expect hearings to begin in the House, however, in the not too distant future.

I commented earlier on the willingness of you and your association to fight for the smallest group of retirees or their widows. The omnibus bill I have just reviewed amply demonstrates this commendable trait.

Some of these proposals affect very few people. Such small groups, however, often include those with the greatest need. The chief beneficiaries of these changes would be the oldest retirees and elderly

widows. Our studies of aging show that nationally these
usually are the people with the greatest economic
problems.

Our mail reveals that our older citizens
seek an opportunity to live their own life - to enjoy
personal dignity - private initiative and individual
responsibility. I personally feel your association's
programs have this underlying philosophy.

I hope and trust that I will bring the same
understanding and compassion to the needs of senior
citizens in my role as a member of the United States
Senate as you have shown through your association's
programs.

You may be sure I will continue to give

top priority to the needs of our senior citizens as

your Senator from Kansas.

ISSUES IMPORTANT TO THE
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

1. Employee-Management Cooperation Program in the Federal Civil Service.

This program presently rests upon the provisions of Executive Order 10988 signed January 17, 1962, and effective July 1, 1962. Its purpose is to permit Federal employees to participate in the formulation and implementation of personnel policies which are directly related to their employment. The Order recognizes the right of a Federal employee to join or refrain from joining an employee organization which has for its primary purpose the improvement of working conditions and provides for consultation of the organization by management in the formulation of personnel policies and practices and matters affecting working conditions.

Solution - Enactment of legislation which will provide by law what is now provided by Executive Order. This law should authorize a central agency to regulate and police the program. There also should be established an independent Board to hear and decide charges of unfair labor practices and generally to regulate the operation of an employee-management cooperation program within the Federal service.

2. Wage Board Pay System. An efficient system is at present lacking for fixing wage rates for Federal employees whose rates of compensation are established in accordance with prevailing rates in private industry. At present an administrative procedure is in effect, known as the Coordinated Federal Wage Board System. This system has some glaring inadequacies. The National Wage Policy Committee directing this system is headed by the Chairman of the Civil Service Commission. It would be

preferable to have an independent Board or Committee or at least have appointments to the Committee made by all three Civil Service Commissioners. Wage board employees also should receive such benefits as a pay differential for night work; a workweek of five consecutive days with two intervening days off; and a 10-step within-grade pay schedule similar to that provided for white-collar employees paid according to the Classification Act. Heretofore, wage rates for so-called wage-board employees have consisted of single rates or two or three rates where the rates are included in a grade.

Solution - Enactment of S. 2303 which has passed the Senate. This bill is now pending in the Manpower and Civil Service Subcommittee of the House Post Office and Civil Service Committee.

3. Constitutional Rights and Invasion of Privacy. Legislation is needed to establish an independent Board of Federal Employees' Constitutional Rights to which a Federal employee could appeal for a hearing on violations of his rights. It is necessary for the powers of such a Board should be broad enough to hold hearings quickly. Under present conditions, a Federal agency may take punitive or disciplinary action which places an employee at a disadvantage and may make him liable to considerable expense to defend himself from charges which are unfounded.

Solution:- Enactment of S. 1035, which was passed by the Senate in the last session of Congress and is now in the House Post Office and Civil Service Committee.

4. Tax Deduction for Federal Government. Of approximately 600,000 retired Federal employees, three-fourths are receiving annuities which are somewhat below the accepted poverty level of income. They are receiving \$200 or less per month.

Solution - At present the extent to which a retiree may be relieved of paying the full amount of income tax on his annuity is what is known as Retirement Income Credit. But this provides only a partial reduction. It is not a deduction or exemption but only a credit against the amount of tax due.

Another way to help some retired persons is to restore the double exemption for those over 65 years of age. Still another means of preventing the retiree from having his retirement income reduced is to permit him to receive greater credit for medicines prescribed by his physician.

Perhaps the most equitable and beneficial improvement for retirees who were in the lower salary brackets would be the complete removal of all Federal income tax liability. This would place the Federal Civil Service annuitant on the same plane as the persons who qualify for Social Security and Railroad Retirement benefits.

5. Personnel Ceilings in Connection with Contracting Out. Contracting out support services because a "ceiling" has been arbitrarily imposed or placed on the number of Federal employees in an agency is costly and wasteful. It results frequently in the loss of taxpayers' money which could be avoided by using Federal civilian employees. Support services are defined as an operation auxiliary to the function of an agency, which does not involve a product and can be performed by Civil Service employees or by contract with a private employer.

Support services are contracted in some instances because of ceiling limitations even when the purchasing officer knows that the work could be done more cheaply by Federal employees. The House Government Operations Committee in a report issued August 5 has recommended that ceilings be lifted in cases where the work can be done by Federal employees at a lower cost. This recommendation will save the Federal taxpayer millions of dollars. However, the Committee also approved a recommendation that a contract should be given to a private employer even in those cases where he can carry out his work under conditions which are actually illegal. This recommendation would authorize a Federal agency to set aside Federal laws and regulations to let a contract if the private contractor submits a bid to perform the work at a lower cost than it could be done by Federal employees. Such a situation would lead to the destruction of the merit principles of the Federal Civil Service and waste Federal funds because of the harmful impact on Federal employee morale.

Solution - The AFGE recommends that Federal employees should continue to perform all work historically assigned to them in the past. All other support services should be performed either by Federal employees or by private contractor, depending on which is cheaper. The choice should be made with the fullest regard to all Civil Service laws and regulations and without the imposition of arbitrary and artificial ceilings on the number of Federal employees. Such work should be done also without mingling Federal employees and the employees of a private contractor.

1. Issue: Federal Personnel Policies Relating to Government Employees.
2. Interested Groups: American Federation of Government Employees (AFL-CIO); National Council of Federal Employees (AFL-CIO)
3. Platform Position: "assure comparability of Federal salaries with private enterprise pay ... snooping, meddling and pressure by the Federal government on its employees ... will be stopped and such employees, whether or not union members, will be provided a prompt and fair method of settling their grievances."
4. Comment: The AFGE presented five separate issues all of which are important to all the government employee unions and to other non-union government personnel.

First, they call for increased cooperation between employees and supervisors in the formulation and implementation of personnel policies directly related to their employment while preserving the right of an employee to join or refrain from joining an employee organization. These policies are now in force by Executive Order 10988 issued in 1962. They desire legislative enactment.

Since the platform advocates a prompt and fair method of settling grievances, and supports the right to join or not join an employee organization, there would seem to be room for a general statement in this area which would satisfy the unions without pinning down the candidate.

Second, the AFGE desires a reworking of the administration of Wage Board employees who are paid on a comparable basis to private industry.

The platform advocates comparability of salaries and also states that a thorough study of the operation of the Executive Department is necessary. Again, this leaves substantial room for satisfactory maneuver.

Third, the AFGE desires an independent Board on Federal Employees Constitutional Rights which would protect privacy. The platform promises privacy protection and we could be specific on the promise while stating we would consider such a Board.

Fourth, The AFGE is concerned with the low level of annuities received

by retired Federal employees and suggests special tax credits and exemptions for them.

This issue needs further analysis since all ramifications are not clear, and it seems to be of secondary importance.

Fifth, The AFGE advocates an end to contracting out of Federal work because of ceiling on government employment. They oppose a provision which would allow a Federal agency to contract for work to a private contractor who can perform at a lower cost than Federal employees.

This proposal seems to raise serious questions and possibly we would be safest in proposing a study in contracting out practices.

AFGE itself has 405,000 employees and affiliated organizations have over 1 million and communications go out frequently and reach all their members.

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preferable to have an independent Board or Committee or at least have appointments to the Committee made by all three Civil Service Commissioners. Wage board employees also should receive such benefits as a pay differential for night work; a workweek of five consecutive days with two intervening days off; and a 10-step within-grade pay schedule similar to that provided for white-collar employees paid according to the Classification Act. Heretofore, wage rates for so-called wage-board employees have consisted of single rates or two or three rates where the rates are included in a grade.

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TELEPHONE:
737-4705

1. Organization: American Federation of Government Employees (AFL-CIO)

2. Membership and Representation: 405,000

3. Representative:

(a) Presentation: Carl V. Sadler, Legislative Rep. }
out of committee

(b) Washington: 400 First St. N.W.
737-4705

4. Key Issues Presented: wages comparable to private wages; fair settlement of grievances; protection of right to privacy

5. Platform Position: "assure comparability of federal salaries with private enterprise pay. . . . snoopin, meddling and pressure by the federal government on its employees . . will be stopped and such employees, whether or not union members, will be provided a prompt and fair method of settling their grievances."

AFGE STATEMENT BEFORE THE REPUBLICAN CONVENTION PLATFORM COMMITTEE

Our organization, the largest union of Federal employees in the United States with exclusive representation for over 405,000 Federal employees, appreciates the opportunity to appear before this Convention to invite its attention to the most pressing problems concerning Federal employees.

Many of the new problems we are raising here for the first time have come into existence primarily because the Constitution, the laws, executive orders, and regulations are not being applied within the Federal Government either in letter or in spirit. Thus Federal employees are not enjoying either their Constitutional rights as citizens or their statutory and contractual rights as employees.

The other important background against which I am submitting these proposals to you is the regrettable fact that the Federal Government, as an employer, now seriously lags behind private industry in maintaining enlightened, efficient, modern programs regarding the recruitment, classification, compensation promotion and retirement of its employees. Furthermore, it seriously misconstrues the real nature of good management-labor relations and the importance of honest implementation of union contracts.

Given this background and context, I should like to submit the following specific proposals for inclusion in the platform of the Republican Convention. These proposals are designed to alleviate the more serious deficiencies encountered by Federal employees today.

AFGE PROGRAM FOR IMPROVING THE FEDERAL EMPLOYMENT SYSTEM

The right of Federal employees to organize into unions and the right for employee unions to obtain effective representation before

management should be enacted into law and not rest solely on Executive Order 10988.

The Civil Service Commission should be reorganized to take into account the growing role and function of employee unions and to provide a modern machinery to carry out labor-management agreements. This reorganization of the Civil Service Commission should also provide for the naming of at least one Civil Service Commissioner from the ranks of Federal employee unions.

The Federal Government should prohibit the system of "contracting out" of personnel services normally performed by Federal employees. These "contracted" services not only are much more costly to the Federal taxpayer but they also disrupt existing efficient Federal personnel systems based on the merit principle.

The principle of "comparability" with private employer-employee practices should be applied across the board in the Federal establishment.

As part of the principle of "comparability," no so-called "ceilings" on the number of Federal employees in Federal agencies should be allowed. The only criterion that applies in private industry for numbers of employees is the budget for the company or corporation; likewise, the only criterion in Federal employment should be the actual budget of the department or agency.

The principle of "comparability" should apply to all phases of direct and indirect compensation and fringe benefits, including retirement, health and hospitalization benefits. For example, with reference to hospitalization and health benefits, a three stage program over a three year period should provide for the Federal Government to pay first 50 per cent, then 75 per cent, and finally 100 per cent of all health and hospitalization premiums.

To assure comparability and uniformity, a Wage Board Federal Survey System should be established by law to apply uniform standards for establishing wage scales based on recognized union agreements. Wage survey teams operating under this system should include union representatives. One Federal Survey Board should be established for each industrial center. In order to retain skilled workers, the Wage Board should provide longevity pay increases for wage board employees over and above union rates.

To protect Federal employees in the enjoyment of their Constitutional rights and in their right to privacy, an independent board of Federal Employees' Constitutional Rights should be established by law to which employees could appeal directly in cases involving intrusion by their supervisors on their privacy or Constitutional rights.

Federal employees should be enabled by law to obtain court injunctions against their agencies as well as against individual supervisors in all cases involving violations of the laws by these agencies or supervisors. These injunctions should be available by direct application to the courts at any time a violation has taken place or is threatened.

A mandatory terminal period should be established by law within which hearings must be concluded and decisions rendered in cases of appeals or grievances of employees.

In matters involving dismissals, demotions, suspensions and all disciplinary actions involving monetary losses, the law should provide that decisions must be rendered within thirty work days after the appeal was filed by the employee or his representative.

The Foreign Service Act should be amended to forbid any further "selections out" without the prior institution of an appeals procedure, including the right of confrontation and cross-examination and a final review of findings by a Board outside the Department of State and the Foreign Service.

A merit promotion program, applicable throughout the entire Federal establishment, should be instituted and union representation on the promotion standards, and individual promotion boards should be provided.

Voluntary retirement should be optional after 30 years of Federal service regardless of age. The computation of annuities should be based on the highest three years of income instead of the present five years. Annuities for employees in hazardous occupations should be computed at $2\frac{1}{2}$ per cent instead of the present 2 per cent.

Overtime should be compensated only in monetary terms, such as is the general practice in private industry, and not be so-called "compensatory time off." Within the five day workweek, overtime should be at time and a half; on weekends at double time.

Travel on official business outside official hours should be compensated either by a per diem formula (time and one half of base pay or double time in case of travel on weekends).

Downgrading reductions in employee pay, either for wage board employees or for classified positions should not be permitted in those cases where the Federal reclassification of the job occurred after the employee was already on the job more than six months.

July 29, 1968

Draft Statement by Richard Nixon on Federal Personnel Policies

An important task of the new Administration will be to insure the protection of the constitutional rights of federal employees. Federal employees in my Administration are not going to be treated as numbers, or as second-class citizens who somehow, because they happen to work for the Government are not entitled to the same rights and privileges of other citizens.

The success of any Administration depends upon the pride, the dedication, and the professional spirit of those who administer the laws and staff the functions of the Federal Government. Much more can be done to improve the professionalism and individual self-responsibility of our Government employees. I want every employee to feel a sense of pride and personal involvement in the service he renders his country. I will see to it, as called for in the Republican Platform, that snooping, meddling, and pressure by the Federal Government on its employees will be ended. Independent mechanisms are necessary within the Federal existing establishment to which a Federal employee may appeal for a hearing on a violation of his rights, particularly invasion of his privacy. A first priority of my Administration is a thorough and long over-due study of the Executive Department by an independent commission, patterned on the Hoover Commission. I will see to it that this area is one of the major areas of concern of the commission I intend to appoint. In this same vein I think it is imperative that the commission review the present coordinating Federal Wage Board system. The present Wage Board System is cumbersome, slow and ineffective. Improved administrative procedures are essential if, consistent with the Republican Platform, we are to insure comparability of Federal salaries with private enterprise pay.

I intend, further, to propose legislation which will insure the participation of federal employees in the formulation and implementation of personnel policies directly related to their employment. Legislation should recognize the right

of a federal employee to join, or refrain from joining an employee organization, should provide for consultation of the organization with those in a position of management responsibility, and should provide for the participation of federal employees in the formulation of these policies at all levels. A procedure should further be instituted whereby changes of unfair labor practices could be expeditiously heard by an independent board, which would also have the function of reviewing the employee-management cooperation program within the federal services.

I intend further to direct the appropriate Federal officials to review the federal retirement system. At ~~present~~ present, of approximately 600,000 retired federal employees, three-quarters are receiving annuities of less than \$200.00 per month. Provision should be made whereby the individual federal employee can increase the contribution ~~to~~ to the retirement system, to levels which will insure adequate retirement income. A review should further be conducted to insure adequate treatment for the federal civil service annuitant for those who have qualified for Social Security and Railroad Retirement benefits. In this context some revision of the Internal Revenue Code might have to be recommended.

While there are many specific personnel policies which require change, I believe that the most fundamental requirement for a new Administration is to restore the sense of pride in public service. With the dramatic growth of federal agencies in recent years, there has been a tendency to swallow up the federal employee and to downgrade the requirements for initiative, dedication, and personal involvement in the functions in his agency, or department. Service to one's country, whether in military or in the Federal civilian establishment, must receive the recognition which it deserves. Federal employees are

competent, hard-working, dedicated, and unselfish. They deserve, and will receive that kind of recognition in my Administration.

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Federal Personnel Policies

An important task of the new Administration will be to assure the protection of the constitutional rights of federal employees. Federal employees in my Administration are not going to be treated as numbers in a machine or as second-class citizens.

The success of any administration depends upon the pride, the dedication, and the professional spirit of those who administer the laws and staff the functions of the Federal Government. Much can be done to encourage a greater sense of pride and individual self-responsibility on the part of our government's employees. I want every employee to feel a sense of personal involvement in the service he renders his country. There must be mutual respect between the administration and the individual.

To this end I will see to it, as called for in the Republican Platform, that "snooping, meddling, and pressure by the Federal Government on its employees" is ended. Effective, independent machinery should be established within the Federal Executive to which an employee may appeal for a hearing in the case of a violation of his or her rights, particularly an invasion of his or her privacy. Procedures should be established to assure that these appeals be heard expeditiously and at minimum expense to the employee.

I intend further to propose legislation which will insure the participation of Federal Employees in the formulation and implementation of personnel policies directly

related to their employment. This legislation should further recognize the right of a Federal Employee to join an employee organization if he chooses to do so and should provide for meaningful consultation between the employee organization and those in positions of management. The legislation should spell out procedures to insure that charges of unfair labor practices can be heard expeditiously by an independent forum. I think a great deal can be accomplished by encouraging close cooperation between management and employee at all levels of the Federal service.

The Republican Platform provides for insuring comparability of Federal salaries with private enterprise pay. If this pledge, which I wholeheartedly support, is to be made meaningful, I believe improvements can and should be made in the present Federal wage board system and in the postal pay survey system.

Survey teams and wage board determinations are based today on statistics as much as a year old. This is because of the administrative lag between the compilation of private pay statistics with actual Federal determinations. A first priority of my Administration is a thorough and long overdue study of the executive department by an independent commission, patterned by the Hoover Commission. I will direct the commission to examine wage board and postal office survey procedures with a view to improving and accelerating their administration. I will recommend procedures providing for fuller employee participation in their administration. In testimony before Congress this month the President of the Letter Carriers suggested that a survey be instituted in all areas at the same time--that data be compiled quickly with the aid of employee groups and the recommendations be forthcoming

within a specific limited period of time. Such procedures are necessary if meaningful comparability is to be achieved. I further believe that procedures should be instituted providing for third-party involvement, providing there is mutual agreement, in order to insure successful resolution of employee/management differences.

A major effort must be made to encourage more career incentives in the Federal Service. The problem in the postal service is particularly critical. A minute percentage of postal workers who pass the examinations for supervisor are actually promoted. More opportunities must be available to come up "through the ranks".

Finally, I intend to direct the appropriate officials of the administration to examine the comparability of all areas of fringe benefits including Federal employee retirement benefits, particularly with social security and railroad retirement programs. At present, of approximately 800,000 retired Federal Employees and survivors approximately 3/4 are receiving annuities of less than \$200 a month. The retirement system must be on a sound financial basis. Provisions should be made whereby the individual federal employee can make meaningful increases in his or her contributions to the retirement system. By the same token the government must uphold its obligations to the employee.

Throughout the years employee organizations accepted without question the law which forbids to government employees the right to strike. For the first time in history during the past two years, employee groups have become restive and have begun to argue for the repeal of this legislation. Obviously something is wrong

with employee morale in the Federal Government and new leadership is necessary if mutual confidence is to be restored between management and employee.

In this vein, I believe that the most fundamental requirement for a new Administration is to re-establish a sense of pride in public service and to restore the dignity of a federal worker. With the dramatic growth of federal agencies in recent years, there has been a tendency for the individual to be "swallowed up" in the vastness of the institution. This leads to downgrading the requirements for initiative, dedication, and personal involvement in the functions of the agency or department. Service to one's country, whether in military or in the federal civilian establishment, must receive the respect which it deserves. Federal employees are competent, hard-working, dedicated, and unselfish. They deserve, and will receive that kind of respect in my Administration.

STATEMENT BY RICHARD M. NIXON
450 PARK AVENUE
NEW YORK CITY
September 24, 1968

FEDERAL PERSONNEL POLICIES IN THE NIXON ADMINISTRATION

An important task of the new Administration will be to assure the protection of the constitutional rights of federal employees. Federal employees in my Administration are not going to be treated as numbers in a machine or as "second-class" citizens.

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To this end I will see to it, as called for in the Republican Platform, that "snooping, meddling, and pressure by the Federal Government on its employees" is ended. Effective, independent machinery should be established within the Federal Executive to which an employee may appeal for a hearing in the case of a violation of his or her rights, particularly an invasion of his or her privacy. Procedures should be established to assure that these appeals be heard expeditiously and at minimum expense to the employee.

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Throughout the years employee organizations accepted without question the law which forbids to government employees the right to strike. For the first time in history during the past two years, employee groups have become restive and have begun to argue for the repeal of this legislation. Obviously something is wrong with employee morale in the Federal Government and new leadership is necessary if mutual confidence is to be restored between management and employee.

In this vein, I believe that the most fundamental requirement for a new Administration is to re-establish a sense of pride in public service and to restore the dignity of a federal worker. With the dramatic growth of federal agencies in recent years, there has been a tendency for the individual to be "swallowed up" in the vastness of the institution. This leads to downgrading the requirements for initiative, dedication, and personal involvement in the functions of the agency or department. Service to one's country, whether in military or in the federal civilian establishment, must receive the respect which it deserves. Federal employees are competent, hard-working, dedicated, and unselfish. They deserve, and will receive that kind of respect in my Administration.

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PRESIDENTIAL CANDIDATE RICHARD M. NIXON PROMISES . . .

RICHARD M. NIXON, Republican candidate for President of the United States, on September 26, provided the United Federation of Postal Clerks with a policy statement concerning "FEDERAL PERSONNEL POLICIES IN THE NIXON ADMINISTRATION." Legislative Director PATRICK J. NILAN, two months earlier, on July 17, had submitted the Federation's program to Mr. Nixon with PARTICULAR EMPHASIS on the absolute need for enactment of "Federal Employee Labor-Management Relations" by law! Apparently, the statement received from Mr. Nixon on September 26, was in response to the UFPC legislative proposals of last July. The entire text of Mr. Nixon's statement follows:

FEDERAL PERSONNEL POLICIES IN THE NIXON ADMINISTRATION

An important task of the new Administration will be to assure the protection of the constitutional rights of federal employes. Federal employes in my Administration are not going to be treated as numbers in a machine or as "second-class" citizens.

The success of any administration depends upon the pride, the dedication and the professional spirit of those who administer the laws and staff the functions of the Federal Government. Much can be done to encourage a greater sense of pride and individual self-responsibility on the part of our government's employes. I want every employe to feel a sense of personal involvement in the service he renders his country. There must be mutual respect between the administration and the individual.

To this end I will see to it, as called for in the Republican Platform, that "snooping, meddling, and pressure by the Federal Government on its employes" is ended. Effective, independent machinery should be established within the Federal Executive to which an employe may appeal for a hearing in the case of a violation of his or her rights, particularly an invasion of his or her privacy. Procedures should be established to assure that these appeals be heard expeditiously and at minimum expense to the employe.

I intend further to propose legislation which will insure the participation of Federal employes in the formulation and implementation of personnel policies directly related to their employment. This legislation should further recognize the right of a Federal employe to join an employe organization if he chooses to do so and should provide for meaningful consultation between the employe organization and those in positions of management. The legislation should spell out procedures to insure that charges of unfair labor practices can be heard expeditiously by an independent forum. I think a great deal can be accomplished by encouraging close cooperation between management and employe at all levels of the Federal service.

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percentage of postal workers who pass the examinations for supervisor are actually promoted. More opportunities must be available to come up "through the ranks."

VICE PRESIDENT HUMPHREY'S STATEMENT ON UFPC PROGRAM

Vice President HUBERT H. HUMPHREY, as the Democratic candidate for President, received the UFPC legislative program in July, as did Mr. Nixon. Vice President Humphrey responded to the UFPC recommendations on August 16, at the Minneapolis National Convention.

The membership may desire to compare the Vice President's position on LABOR-MANAGEMENT by law and postal clerk salary legislation (PARTICULARY) with Mr. Nixon's statement published in this FNS bulletin. Vice President Humphrey's position on these "BREAD & BUTTER" issues was published in the September "Union Postal Clerk & Postal Transport Journal."

The UFPC legislative program was also submitted to Presidential candidate George C. Wallace in early September. However, as of the date of this FNS bulletin, UFPC has received no acknowledgment from Mr. Wallace.

Finally, I intend to direct the appropriate officials of the Administration to examine the comparability of all areas of fringe benefits including Federal employe retirement benefits, particularly with Social Security and railroad retirement programs. At present, of approximately 800,000 retired Federal employes and survivors approximately $\frac{3}{4}$ are receiving annuities of less than \$200 a month. The retirement system must be on a sound financial basis. Provisions should be made whereby the individual Federal employe can make meaningful increases in his or her contributions to the retirement system. By the same token the government must uphold its obligations to the employe.

Throughout the years employe organizations accepted without question the law which forbids to government employes the right to strike. For the first time in history during the past two years, employe groups have become restive and have begun to argue for the repeal of this legislation. Obviously something is wrong with employe morale in the Federal Government and new leadership is necessary if mutual confidence is to be restored between management and employe.

In this vein, I believe that the most fundamental requirement for a new Administration is to re-establish a sense of pride in public service and to restore the dignity of a Federal worker. With the dramatic growth of Federal agencies in recent years, there has been a tendency for the individual to be "swallowed up" in the vastness of the institution. This leads to downgrading the requirements for initiative dedication, and personal involvement in the functions of the agency or department. Service to one's country, whether in military or in the Federal civilian establishment, must receive the respect which it deserves. Federal employes are competent, hard-working, dedicated, and unselfish. They deserve, and will receive that kind of respect in my Administration.

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MEMBERSHIP NEWS

FIRST WINNERS—UFPC SWEEPSTAKES

The first winners in the 1968 UFPC MEMBERSHIP "SWEEPSTAKES" were announced this past week in Washington. The Federation members listed below are the first to win cash awards in this year's membership drive. REMEMBER—you also, can be a lucky winner. All you have to do is sign up a new member in UFPC, using a dues withholding POD Form 1187.

CASH AWARD	PRIZE WINNER
\$100.00	ROBERT E. BROKISH, Local 79 Rockford, Illinois
\$ 50.00	MIKE MEDAS, Local 72 Cleveland, Ohio
\$ 50.00	RAY CARPENTER, Local 1055 Pleasantville, New York
\$ 25.00	ADOLPH EMSHOFF, Local 666 Whittier, California
\$ 25.00	WINAND H. HOCK, Local 89 Philadelphia, Pennsylvania
\$ 25.00	BARBARA C. DUSCHINSKI, Local 1201 Ft. Lauderdale, Florida
\$ 10.00	JOHN T. HARTUNIAN, Local 67 Kansas City, Missouri
\$ 10.00	RICHARD L. JONES, Local 199 Richmond, Virginia
\$ 10.00	JOSEPH J. THOMPSON, Local 343 Madison, Wisconsin

SHOP STEWARD BADGES

New and improved Shop Steward Badges are now available and will be supplied to locals free of charge upon request.

The badges are for local UFPC stewards and representatives and will be supplied only in the specific number requested.

Because of cost, the number of badges requested should not exceed the actual number of stewards in the local.

Requests should be sent to Director of Organization Joseph F. Thomas at Washington "FED" headquarters.

1968 'FED' SWEEPSTAKES

Membership returns during the past week have increased greatly and the Annual Membership Drive now seems to be well under way.

"FED" locals are urged to immediately form membership committees, and promote local contests during the period ending November 30, 1968.

With good weather and the end of vacation periods, the time is now particularly ripe for organizing work by State Federations and they are also urged to participate as fully as possible.

Once again, the Federation is shooting for a large increase in membership. It is possible, if all will cooperate!!

VOICE VOTE SENDS H.R. 17682 TO SENATE

HOUSE APPROVES RETIREMENT LEGISLATION

The House of Representatives, on Tuesday, October 1, approved the retirement legislation, H.R. 17682, by a voice vote and sent the bill to the Senate. Unfortunately, consideration of H.R. 17682 by the U. S. Senate does not appear possible prior to the expected October 12 adjournment of the 90th Congress.

Congressman DOMINICK V. DANIELS (D-N.J.), Chairman of the House Post Office & Civil Service Subcommittee on Retirement, and sponsor of H.R. 17682, handled the retirement legislation during the floor debate and final passage. Congressman Daniels was ably assisted by PO&CS Committee Chairman, T. J. DULSKI (D-N.Y.), and Congressmen ROBERT J. CORBETT (R-Pa.), DAVID HENDERSON (D-N.C.); MORRIS K. UDALL (D-Ariz.) JAMES HANLEY (D-N.Y.), JAMES T. BROYHILL (R-N.C.), and WILLIAM E. SCOTT (R-Va.)—all members of the House PO&CS Committee.

A number of amendments were proposed by; Congressman Corbett to establish a straight 2% computation formula for annuities; Congressman Scott to permit optional retirement with 30 years' of service, regardless of age, and to eliminate from H.R. 17682, the proposed Civil Service Commission authority to arbitrarily increase employe and government contributions to the C. S. Retirement System—all the amendments were defeated by narrow margin with comparatively few Congressmen on the floor when the votes were taken. It was obvious that the House, in passing the retirement bill on a voice vote, did so, expecting that the Senate would not consider H.R. 17682 prior to the expected adjournment of Congress, October 12.

The Senate Post Office & Civil Service Committee met Wednesday morning in what UFPC was told would be the final meeting of the Committee for this year. IF the Congress should reconvene after the November 5 national elections, there is always a possibility that H.R. 17682 could then be taken up by the Senate. HOWEVER, as of now, we would have to realistically advise the membership that final passage of H.R. 17682 cannot be expected this year. Details on financing and benefits proposed by Congressman Daniels' omnibus retirement legislation were published in the July "UPC&PTJ."



FEDERATION NEWS SERVICE

PATRICK J. NILAN
Editor

UNITED FEDERATION OF POSTAL CLERKS
817 14th STREET, N.W., WASHINGTON 5, D. C.
Affiliated with AFL-CIO

IF YOU ARE
READING
THIS FNS BULLETIN
★ ★ ★
YOU SHOULD BE
A MEMBER
★ ★ ★
UNITED FEDERATION
OF POSTAL CLERKS
(AFL-CIO)

BULLETIN NO. 24



OCTOBER 3, 1968

NEW PMG ORDERS FOR RE-OPENING LOCAL NEGOTIATIONS

Postmaster General K. MARVIN WATSON continues to forge ahead in a determined effort to build equitable labor-management relations throughout the postal service for the future, and also remedy any possible areas of failure to negotiate in "good faith" which may have resulted during the last local negotiation sessions (April 1-May 17).

UFPC Executive Vice President DON E. DUNN (who is also Chief Spokesman-Negotiator) and his Committee of Administrative Aide FRANCIS S. FILBEY, Administrative Vice President HENRY T. ANGLIM, and Executive Aide EMMET ANDREWS, now advise the membership that following the September 19 announcement of Postmaster General Watson's policy on "good faith" negotiations as it applied to non-negotiable items at the local level, that the Federation L-M Committee discussed with PMG Watson the large number of impasse items which had been appealed to higher levels.

As a result of this conference, Postmaster General Watson has now directed that the following actions and procedures shall be followed in regard to all pending impasse items. **THIS NOTICE WILL APPEAR IN THE POSTAL BULLETIN:**

"Representatives of management and labor are making every effort at both the Regional and Departmental levels to resolve all impasses in local negotiations as expeditiously as possible under the procedures in Article VII, A. 18., of the National Agreement. Representatives of the National Exclusive Organizations and the Department have agreed to inform the local parties that there is no objection to local parties mutually agreeing to return to the bargaining table and resolve any or all impasses previously forwarded pursuant to Article VII, A. 18. a.

"When such meetings are held and agreement is reached, the installation head shall forward such information to the Director of Industrial Relations in the Regional Office and Regional Representative(s) of the Organization(s). The Director of Industrial Relations shall relay such information to the Director, Labor Relations Division, Bureau of Personnel, on those impasses pending at the Departmental level."

We suggest that UFPC locals reconvene their local negotiation teams and review ALL pending impasses that have been appealed to a higher level. It is important that this be done immediately in view of the Post-

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We suggest that UFPC locals reconvene their local negotiation teams and review ALL pending impasses that have been appealed to a higher level. It is important that this be done immediately in view of the Postmaster General's **NEWEST** policy declaration on labor-management. Return to the bargaining table **NOW** and make every effort to find mutually agreeable solutions to all pending impasse items.

COLORADO 100% ON L-M BILLS

Representative **DONALD G. BROTZMAN** (R-Colo.) introduced H.R. 20174 on October 2 and as a result, Colorado joins the State of Maine with a 100% record for ALL Congressmen from their respective states sponsoring companion bills to the UFPC labor-management legislation, H.R. 460.

In a strong expression of bi-partisan support, Republican Congressman **BROTZMAN** joined his three Democratic colleagues: Congressmen **BYRON G. ROGERS**; **FRANK E. EVANS**; and **WAYNE E. ASPINALL**, who had previously co-sponsored legislation similar to the Daniels' bill, H.R. 460.

Colorado now has the largest 100% Congressional state delegation supporting the UFPC Labor-Management by Law legislation. Previously, the State of Maine had the only 100% L-M by law Congressional delegation as Representatives **PETER N. KYROS** (D) and **WM. D. HATHAWAY** (D) introduced companion legislation earlier in the 90th Congress.

Congressman **BENJAMIN B. BLACKBURN** (R-Ga.) has also introduced an L-M bill (H.R. 19983) on September 25, since our last report. **HOWEVER**, Congressman Blackburn's bill is not identical with H.R. 460 and will be carefully studied by the Federation's legislative director.

UFPC NATIONAL REGIONAL REPRESENTATIVES APPOINTED

President **E. C. Hallbeck** has announced the appointment of six **NEW** National Regional Representatives effective October 1st. The position of National Regional Representative is provided for in Article VII, Section 11 of the National Constitution.

The new appointments were made by President Hallbeck in recognition of the considerable increase in Federation membership and resulting representation needs during the last several years. Regional Representatives work in close cooperation and under the direction of National Vice Presidents within regions assigned.

The November "Union Postal Clerk & Postal Transport Journal" will formally introduce the following new National Regional Representatives to the membership.

TOM COFFEY Greensboro, N. C.	LORENZO STEPHENS Los Angeles, Calif.
ANTONIO P. ANAYA Sante Fe, N. M.	ROY BROWNING Springfield, Ohio
ROYAL ROBINSON Washington, D. C.	WILLIAM FOSTER Twin Falls, Idaho

Draft September 23, 1968

Our Nation's economy depends heavily on the unique and vital contribution made by the American mining industry -- in all its segments.

Our national security also is keyed importantly to the supply of metals, coal, industrial and agricultural minerals which this industry produces.

The importance of mining to this Nation is underscored by several other significant facts. First, mining is an economic base for the total economies of great regions of the United States; for example, the Southwest and the Northern Rocky Mountain area. Beyond that, while domestic mineral production amounts to 2.9 percent of America's gross national product, it has a direct impact on 40 percent of the GNP and an indirect impact on nearly 75 percent of the GNP.^{1/}

Obviously, mining not only supplies the products which create this impact. It pays taxes as well. It also creates and maintains the jobs on which literally hundreds of thousands^{2/} of employees and their families rely. 1/2 million

Recent years have seen a substantial increase in the

^{1/} Walter H. Hibbard, Director, Bureau of Mines, before Senate Interior Committee, March 21, 1968 (Page 10).

^{2/} American Mining Congress says approximately one-half million is a very safe figure.

mining industry's involvement with governmental matters. This has come about, at the Federal level particularly, through a variety of legislative proposals and administrative regulations.

We have seen, for example, new laws passed to improve the quality of air and water. There are legislative proposals to insure that lands disturbed and scarred by mining activities will be appropriately reclaimed for other uses. There are proposed tax changes, proposed restrictions on mining use of public lands -- and so on.

The American mining industry has endorsed, and has made great efforts to help achieve, desirable environmental quality goals to which all our citizens aspire. In these and other areas of public concern, and at very considerable cost, this industry has been mindful of the public interest in mining activities.

It is my purpose, and it will be the purpose of my Administration, in whatever necessary governmental programs we undertake, to draw upon the mining industry's experience, skills and demonstrated dedication to the public good. We will welcome the industry's help. And I pledge the cooperation and the understanding of my Administration in all these endeavors.

My Administration will be fully aware of the special problems that face this industry. To illustrate, mining has little choice in locating its facilities. It must seek out its

products and then mine them where they are found. To discover a valuable mineral deposit and then establish a modern mining facility is a venture calling for great skills -- and for much capital. Governmental policy must always keep this in mind.

We need a strong, viable mining industry in America. Our economy, and our defenses, depend upon it. My pledge to you is that our government shall not unwisely or unnecessarily add to the industry's burdens. We shall seek its help, its cooperation. And I hope we can always draw on its reservoir of skills, judgment and experience.

Mining Industry -

American Mining Congress -

annual convention - Las Vegas -
7, 8, 9 October -

15,000 people -

Equipment People.

Peculiarly vital to Nation - because of.
Source of raw material - National Security
considerations -

Tax + Depletion is vital.

must consider
varying local
conditions

① Taxes. (Some tax Depletion allowance)

② Protect Domestic Resources

③ Reclamation

④ Air & Water Pollution Techniques

Balancing
of ~~interests~~ have been developed at
Industry Expense -

Meeting Congress toward -

Reclamation

Land can be put to a great variety

Remove the scare but with intelligent
land use, local needs & different
conditions

Must be Discriminating Policy -

Partnership Notion

Very active in work in Partnerships
with local, state & industry

in Reclamation & Cleanliness of water Pol'n

Need for strong industry - Progressives,
Capital & Risk involved in cleaning
operations -

Govt must create healthy climate
for Industry & labor to work together -
we lose our position in world commerce
in copper - 1/2 Billion loss in Balance of
Payments - Fed Govt shouldn't be
partisan of either side in labor mgt dispute -
labor & mgt should work together in what interests -

* Stock Policy - Should

reflect national considerations & not
be used, as in this advice,
to raise additional revenues for
the Federal Treasury -

IRON ORE ASSOC
Coal - Peabody
Sand & GRAVEL

1/2 billion jobs
