

EYES ONLY

NYC 78 17 JULY 62

FISCHER INFO MINTON SCHUCKMANN

FM MYERS INFO RICHARDSON YARROW BROWN SMITH KAUFMANN

EYES ONLY

344P

RE: NEW YORK GUILD CONTRACT: THIS FINAL MESSAGE SENT TO CONFIRM MY TELEPHONE ADVICE AND GIVE YOU PRECISE DETAILS OF SETTLEMENT, AS FOLLOWS:

1. PURSUANT AUTHORITY RICHARDSON I HAVE SIGNED JOINT MEMORANDUM OF AGREEMENT WITH POTOKER FOR NEW TWO- YEAR CONTRACT EFFECTIVE JULY 1, 1962 THROUGH JUNE 30, 1964 DRAFT CONTRACT IS BEING PREPARED FOR APPROVAL AND RATIFICATION BY ANG HEADQUARTERS AFTER WHICH FORMAL SIGNING IS ANTICIPATED ON OR ABOUT AUGUST 20TH. SALARY INCREASES WILL THEN BE PAID RETROACTIVELY IN SALARY CHECKS OF AUGUST 31, 1962.

2. AGREEMENT PROVIDES GENERAL INCREASES FIRST AND SECOND YEARS OF CONTRACT RESPECTIVELY, BOTH YEARS AT PERCENTAGE AND DOLLAR AMOUNTS EXACTLY AS STATED IN OUR NYC 16, 5 JULY 1962. NO CONCESSIONS OR DEVIATIONS ON FRINGE BENEFITS HENCE AGREEMENT REPRESENTS MONEY PACKAGE ONLY.

NYC 78/2--

3. ON FINAL DISCUSSIONS WE PRESENTED REVISED GROUP INSURANCE PROPOSAL WHICH GOT A LUKE-WARM RECEPTION. IT WAS AGREED THAT IMPROVEMENT IN GROUP INSURANCE AND, COLLATERALLY, IN RETIREMENT PLAN WOULD BE JOINTLY "STUDIED" OUTSIDE PURVIEW OF THE CONTRACT. NOTE THERE IS NO CONTRACT OBLIGATION TO IMPROVE BUT WE SERIOUSLY INTEND TO UPGRADE, FIRST, THE INSURANCE (WHICH MAY BE POSSIBLE WITHOUT ADDITIONAL COST) AND, SECOND, THE RETIREMENT PLAN. LATTER WILL REQUIRE FAIRLY HEAVY ADDITIONAL FINANCING, PARTICULARLY FOR EQUAL IMPROVEMENT IN YOUR DM PLAN.

4. FOLLOWING IS LIST OF SECTIONS COVERING WAGE GROUPS, GENERAL INCREASE AND NOTICE PERIOD. THESE ARE THE ONLY MATERIAL CHANGES FROM TEXT OF PRESENT CONTRACT.

ARTICLE VII - SECTION 1 (E) AS FOLLOWS:

THE FOLLOWING PERIOD OF NOTICE, IN WRITING, IN ADVANCE OF DISMISSAL (OR EQUIVALENT PAY IN LIEU OF NOTICE TO EMPLOYEES AT THE SOLE OPTION OF THE COMMITTEE), SHALL BE GIVEN TO EMPLOYEES,

NYC78/3-- EYES--

WITH A COPY TO THE GUILD, EXCEPT IN CASES OF DISMISSAL FOR GROSS MISCONDUCT OR GROSS INSUBORDINATION:

OVER 12 YEARS' SERVICE
OVER 4 YEARS' SERVICE
OVER 3 YEARS' SERVICE
1 TO 3 YEARS' SERVICE
90 DAYS TO 1 YEARS' SERVICE H
UNDER 90 DAYS' SERVICE

8 WEEKS' NOTICE
4 WEEKS' NOTICE
3 WEEKS' NOTICE
2 WEEKS' NOTICE
1 WEEKS' NOTICE
NO NOTICE

ARTICLE XVII - WAGE GROUPS

EFFECTIVE JULY 1,
1962- JUNE 30, 1963

EFFECTIVE JULY 1,
1963 - JUNE 30, 1964

GROUPS I -

START \$57.25

6 MO. 62.25

1 YR. 67.25

\$59.25 MESSENGER
MAINTENANCE MAN

64.25

69.25

NYC78/4- EYES-

GROUP 2 -

START \$70.00

1 YR. 75.00

2 YR. 80.00

\$72.50 DITTO OPR.

77.50 CLK-TYPIST

82.50 CLK-FILE

GROUP 3 -

START \$76.00

1 YR. 81.00

2 YR. 86.00

78.75 CLK-MAIL-SUPPLY

83.75 CLK-LIBRARY

88.75 CLK-SHIPING

STENOGRAPHER

GROUP 4 -

START \$81.75

1 YR. 86.75

2 YR. 91.75

\$84.75 CLK-ADMINI.

89.75 RECEPTIONIST

94.75 SWITCHBD OPR.

NYC 78/5--

GROUP 5 -

START \$87.75

1 YR. 93.75

2 YR. 98.75

\$91.00 ASST INFMN
ANALYST

97.00 ASST. LIBRARIAN

102.00 PRODUCTION ASST.

SECRETARY

RECEPTIONIST-

TRAVEL

ASST.

ASST. MAIL ROOM

SUPERVISOR

GROUP 6-

START \$9 3

1 YR. 10 5

2 YR. 108.75

\$98.25 MAILROOM SUPR.

105.25 EDITORIAL ASST.

112.25 TFC ASST.

TELETYPE OPR.

TELEPHONE SUPR.

NYC78/6-- EYES--

GROUP 7-

START \$102.25

1 YR. 109.25

2 YR. 116.25

\$106.00 ASST. AUD. ENGR.

113.00 ASST. TELETYPE

SUPERVISOR

120.00 INFMN ANALYST

ANNOUNCER

PURCHASING ASST.

DESK ASST.

GROUP 8 -

START \$110.75

1 YR. 118.75

2 YR. 126.75

3 YR. 135.75

\$114.00 TRANSLATOR

122.00 HEAD LIBRARIAN

130.00 RESEARCH EDR.

140.00 ASST. PURCHASING

AGENT

STAFF ASSISTANT

COORDINATOR

NYC 78/7-- EYES--

GROUP 9 -

START \$123.50

1 YR. 133.50

2 YR. 143.50

3 YR. 153.50

\$127.50 SENIOR EDITOR

137.50 SENIOR INFMN.

ANALYST

147.50 PUBLIC

RELATIONS ASST.

157.50

GROUP 10 -

START	\$136.50
1 YR.	147.00
2 YR.	158.50
3 YR.	165.00

\$140.50	SENIOR SCRIPT
151.00	WRITERS
162.50	
169.00	

GROUP 10A-

START	\$115.00
1 YR.	136.50
2 YR.	147.00
3 YR.	158.50
4 YR.	165.00

\$119.00	REPORTERS
140.50	
151.00	
162.50	
169.00	

NYC 78/8-- EYES--

GROUP 11 -

START	\$140.00
1 YR.	150.00
2 YR.	160.00
3 YR.	175.00

\$145.00	ASST. ENGR.
155.00	MAINTENANCE EDR.
165.00	PLANS ADVISOR
180.00	POLICY ASSIST.
	PROJECT OFFICER
	CORRESPONDENT
	ASST. DESK CLERK

ARTICLE XVIII - SECTION 5: GENERAL INCREASE

ALL EMPLOYEES SHALL RECEIVE A GENERAL WAGE INCREASE IN THEIR SALARIES AS FOLLOWS:

	EFFECTIVE JULY 1, 1962-JUNE 30, 1963	3113:58;3 '706 1, 1963-JUNE 30, 1964	TOTAL INCREASE
GROUP 1 -	\$2.00	\$2.00	

RPTG

	EFFECTIVE JULY 1, 1962-JUNE 30, 1963	EFFECTIVE JULY 1, 1963-JUNE 30, 1964	TOTAL INCREASE
GROUP 1 -	\$2.00	\$2.00	\$4.00
GROUP 2 -	3.00	2.50	5.50
GROUP 3 -	3.25	2.75	6.00

NYC 78/9-- EYES--

GROUP 4 -	\$3.50	\$3.00	\$6.50
GROUP 5 -	3.75	3.25	7.00
GROUP 6 -	4.00	3.50	7.50
GROUP 7-8 -	4.25	3.75	8.00
GROUP 9-10-10A	5.00	4.00	9.00
GROUP 11 -	6.00	5.00	11.00

ARTICLE XXI A CONTRACT EFFECTIVE JULY 1, 1962
CONTRACT EXPIRES ON JUNE 30, 1964

NQC 44 10 JULY 62
MINTON FOR FISCHER
FM SMITH COPY RICHARDSON BROWN MYERS KAUFMANN
1114A

I HAVE REVIEWED WITH POOLE YOUR DRAFTS OF THE OMNIBUS TARIFF
CONTRACTS FOR GERMAN AND FOR NON-GERMAN EMPLOYEES; AND WE
HAVE OBTAINED THE ADVICE AND SUGGESTIONS OF MYERS.

YOU ARE HEREBY AUTHORIZED TO COMPLETE AND SIGN AGREEMENTS IN
MUNICH AFTER CONSULTING WITH PAUL MOELLER, HAVING HIM GO
OVER FINAL COMPLETE DOCUMENT FOR PRECISE WORDING, AND
OBTAINING HIS LEGAL ADVICE AND COUNSEL AS TO LANGUAGE
WHICH PROVIDES ADEQUATE AND PROPER PROTECTION TO COMPANY
INTERESTS. HIS ADVICE AND ASSISTANCE PARTICULARLY SHOULD BE
OBTAINED WITH RESPECT TO THE SUPPLEMENTARY LISTS OF
EXCLUDED POSITIONS WHICH ARE TO BE ESTABLISHED UNDER
SECTION I, PARAGRAPH 2 OF BOTH CONTACTS, AND THE WORDING
OF THE PROTOCOL NOTE TO BE ADDED UNDER SECTION XIV COVERING
THE PROVISION THAT PERSONNEL WHO ARE TERMINATED WILL NOT
BE REQUIRED TO WORK DURING THE NOTICE PERIOD.

IT SHOULD BE CLEAR SOMEWHERE IN MINUTES OR COMPANY
REGULATIONS THAT THERE IS NO ACCRUAL OF PAY FOR UNUSED
SICK LEAVE.
END MSG.