

OUTGOING CIPHER MESSAGE
Confirmation Copy

TO: S

MUN 39 10 JAN 64

TO: RICHARDSON COPY AUGUSTINE MCDONALD
FM: SMITH COPY FISCHER WELLS

10/1515

RE NYC 10, HAPPY TO LEARN ACTION NOT YET FINAL AND PROBLEM STILL UNDER REVIEW.

IN ANSWER TO QUERY AS TO WHAT RFE STAFF BELIEVES TO BE THE RELATION BETWEEN THE TWO SCALES:

FIRST, THE MANAGERIAL STAFF BELIEVES:

A. THAT ALLOWING FOR INEVITABLE VARIATIONS BETWEEN TWO DIFFERENT SYSTEMS, COMPENSATIONS ARE GENERALLY PRETTY MUCH ON A PAR WITH EACH OTHER.

B. THAT BOTH SYSTEMS ARE KNOWN COMPLETELY AND IN DETAIL TO THE UNIONS OF BOTH ORGANIZATIONS, WHO FOLLOW COMPENSATION AND BENEFIT DEVELOPMENTS IN BOTH ORGANIZATIONS VERY CLOSELY, AND WHO ARE VERY ALERT TO ANY OPPORTUNITY TO PLAY ANY ADVANTAGE IN EITHER ONE AGAINST THE OTHER AND TO WHIPSAW IN THEIR NEGOTIATIONS.

SECOND, THE RFE RANK AND FILE EMPLOYEE DOES NOT KNOW MUCH ABOUT RADIO LIBERTY SCALES, BUT THOSE WHO ARE INFORMED APPEAR TO BELIEVE:

A. THAT COMPENSATIONS IN THE TWO ORGANIZATIONS ARE ABOUT ON A PAR WITH EACH OTHER.

B. THAT PARTLY DUE TO USUAL FEELING THAT PASTURE ON OTHER SIDE OF THE FENCE IS GREENER, AND PARTLY WITH SOME GROUNDS THAT RADIO LIBERTY HAS BETTER FRINGE BENEFITS SUCH AS THE MEAL ALLOWANCE, BETTER HOME LEAVE ALLOWANCES, BETTER HOUSING AND HOUSING ALLOWANCES COVERING SOME GERMANS, LONGER TERMINATION NOTICE, MORE VACATION, MORE TIME OFF FOR PERSONAL BUSINESS, MORE SICK LEAVE, MATERNITY AND TEN YEAR CASH BONUSES, AND GENERALLY A SOMEWHAT LESSER EMPHASIS ON AUSTERITY AND ECONOMY.

WE HAVE STUDIED AMCOMLIB SCALES AND MADE SOME COMPARISONS WHICH MAY BE OF SOME ASSISTANCE TO YOU IN REVIEWING THE COMPARISONS SARGEANT IS FURNISHING YOU. SINCE THEIR SCALES ARE SET UP ON A DIFFERENT BASIS FROM OURS COMPARISON IS DIFFICULT. HOWEVER THE FOLLOWING TABLE PREPARED BY US SHOWS THE ANNUAL RANGES IN GROSS COMPENSATION IN DOLLARS FOR SOME TYPICAL CATEGORIES OF EMPLOYEES COMMON TO BOTH ORGANIZATIONS. WHILE TITLES ARE NOT ALWAYS THE SAME THE RADIO LIBERTY TITLE IS USED AND THE FIGURES ARE THOSE OF THE RFE JOB WITH WHICH RADIO LIBERTY EQUATES THE DUTIES.

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JOB	RADIO LIBERTY			RADIO FREE EUROPE		
	START	3 1/2 YRS	12 1/2 YRS	START	5 YRS	10 YRS
CLERK TYPIST (GERMAN)	1430	2023	2546	1476	2064	2181
STENOGRAPHER (GERMAN)	1639	2267	2790	1962	2748	2904
SECRETARY (GERMAN)	2058	2807	3592	2178	3051	3225
SECRETARY (U.S.)	3585	4964	6411	4121	5740	6012
EXECUTIVE SECRETARY	5239	7170	9031	4914	6880	7233
JANITOR	1151	1604	2023	1418	1505	1590
GUARD	1290	1779	2197	1548	1747	1847
CHAUFFEUR	1430	2023	2546	1947	2046	2181
SKILLED CRAFTSMAN	1813	2476	2999	1776	2487	2631
TELEPHONE OPERATOR	1813	2476	2999	1776	2487	2631
TELETYPE OPERATOR (GERMAN)	1639	2267	2790	1962	2748	2904
MESSANGER-MAIL DISTRIBUTOR	1290	1779	2197	1353	1896	2004
DUPLICATING MACHINE OPERATOR	1430	2023	2546	1476	2064	2181
LIBRARIAN	1639	2267	2790	1962	2748	2904
SENIOR LIBRARIAN (GERMAN)	2354	3313	4098	2430	3402	3594
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SENIOR LIBRARIAN (GERMAN)	2354	3313	4098	2438	3402	3594
DRAFTSMAN	1639	2267	2798	2178	3051	3225
RADIO REPAIRMAN	2058	2807	3592	2178	3051	3225
SENIOR TAPE FEED ENGINEER	2058	2807	3592	2438	3402	3594
MAINTENANCE ENGINEER	2354	3313	4098	2721	3810	4026
TRANSMITTER ENGINEER	2354	3313	4098	2438	3402	3594
BOOKKEEPER	1813	2476	2999	2178	3051	3225
SENIOR BOOKKEEPER	2354	3313	4098	2438	3402	3594
SENIOR PAYROLL CLERK	2354	3313	4098	2438	3402	3594
MONITOR	2458	3325	3967	2738	3802	4044
SPECIAL MONITOR	2747	3686	4554	3071	4268	4526
PROGRAM SPECIALIST	3759	5204	6585	3859	5392	5721
SENIOR NEWS EDITOR	3759	5204	6585	3859	5392	5721
COPY EDITOR	4337	6072	7373	4976	6967	7324

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NOTES:

1. ABOVE FIGURES INCLUDE THIRTEENTH MONTH PAID BY RADIO LIBERTY TO ALL EXCEPT THEIR "OVERSEAS" SCALE EMPLOYEES; ALSO COST OF LIVING ADJUSTMENT, DMRA, AND GFSA (AT SINGLE SCALE) WHERE APPROPRIATE.
2. RADIO LIBERTY HAS FIVE STEPS FROM START TO TOP REACHED IN 3 1/2 YEARS PLUS THREE LONGEVITY STEPS WITH THREE YEARS WAIT IN EACH. RFE HAS SIX STEPS TO TOP REACHED IN 5 YEARS AND ONE LONGEVITY STEP WITH 2 YEARS WAIT BUT A 10 YEAR TOTAL SERVICE REQUIREMENT.
3. BOTH ORGANIZATIONS BEGIN SOME EMPLOYEES AT STEPS ABOVE THE START WHERE NECESSARY. THIS IS MORE PREVALENT AT RFE WHERE FOR EXAMPLE DRIVERS AND GUARDS BEGIN AT STEP FOUR.
4. AT RADIO LIBERTY SLOTS ARE ESTABLISHED AS AMERICAN, EXILE OR GERMAN BUT ANY NATIONALITY MAY FILL ANY SLOT. WHILE RFE HAS SOME OF THIS, IT IS DISCOURAGED IN FAVOR OF REDESIGNATING THE SLOT TO FIT THE NATIONALITY.
5. RFE SPREADS SEVERAL JOBS OVER SEVERAL GRADES TO A GREATER EXTENT THAN RADIO LIBERTY. EXAMPLE: ACTOR ANNOUNCER, JUNIOR ACTOR ANNOUNCER, SENIOR ACTOR ANNOUNCER. RFE ALSO HAS THREE LEVELS OF EDITORS.

FINALLY, WE DO NOT TAKE THE POSITION THAT OUR SYSTEM OF SCALES IS BETTER THAN THOSE OF RADIO LIBERTY. NOR DO WE CONTEND THAT IT IS AN EASY MATTER FOR THEM TO MAKE NEEDED ADJUSTMENTS WITHOUT EXPOSING US TO WHIPSAW ACTION; THE REVERSE IS ALSO OBVIOUSLY TRUE. HOWEVER, WE DO BELIEVE THAT THERE ARE BETTER APPROACHES THAN STRAIGHT APPLICATION OF ANYTHING LIKE 8 PERCENT ACROSS THE BOARD.

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INCREASES. FOR EXAMPLE, IT SHOULD BE POSSIBLE FOR RADIO LIBERTY TO ADJUST SOME OF THE INEQUITIES FOR POSITIONS THAT THEY CONSIDER UNDERPAID BY DEVICES SUCH AS UPGRADING THOSE POSITIONS OR ADOPTING A WIDER RANGE OF GRADES WITHIN JOBS, WHILE HOLDING THEIR GENERAL REPEAT GENERAL SCALE INCREASES TO A MINIMUM. WE DID MUCH OF THIS SORT OF THING DURING OUR NEGOTIATIONS IN 1962. OUR OVERALL SALARY INCREASES AMOUNTED TO ABOUT 6 PERCENT, BUT WE MADE DETAILED READJUSTMENTS IN SCALES, WITH MANY EMPLOYEES GETTING MUCH LESS THAN 6 PERCENT, WHEREAS UNDERPAID BLUE COLLAR WORKERS GOT MORE. AT THE SAME TIME RADIO LIBERTY GRANTED THE 13TH MONTH WITHOUT READJUSTING THEIR SCALES. IF EXECUTIVES OF RADIO LIBERTY ARE UNDERPAID, AS HAS BEEN TOLD TO US BY RADIO LIBERTY OFFICIALS, WE SHOULD THINK THAT IT MIGHT BE PARTLY CORRECTED BY SOME UPGRADING, OR BY CREATING ADDITIONAL HIGHER GRADES, OR BY ADOPTING A SEPARATE EXECUTIVE SCALE AS FEC/RFE HAS DONE. THESE INDIRECT METHODS AFFORD MUCH LESS OPPORTUNITY FOR UNION WHIPSAWING THAN WOULD BE THE CASE FROM ADOPTION OF STRAIGHT 8 PERCENT INCREASE, WHICH WOULD THEN BE CERTAIN TO BECOME THE MINIMUM DEMANDS LEVIED ON RFE.

WE HOPE ALL OF THIS MAY BE OF SOME VALUE IN HELPING INFLUENCE THE APPROACH USED BY AMCOMLIB.

END MSG