

MEMORANDUM

GWG

REC'D WAS JUL 11 1963

TO : AMGDR (via MGDR, President)

FROM : VPTS

SUBJECT : Charles J. Grimm and Working Conditions
Ref. WG-63-2253

DATE: 4 July 1963

REF. No. VPTS-63380/GP5-92

It is unfortunate that Mr. Grimm happened to meet Mr. Dyer, because he received a completely biased picture of the Company.

Living conditions vary from Station to Station. The Company has little control over living conditions. I will not attempt to describe them as they are generally known to you.

Working conditions also vary considerably. At most places working conditions are not very different from Stateside locations. Tropical climates mean more heat and rain in the summer and less rain or snow and cold in the winter. Aircraft maintenance work almost always requires work at all hours of the day or night.

So the only condition we can control to any great extent is working hours. It is not our policy to work more than 48 hours per week. We have frequently found it necessary to ask people to work long hours partly because of the nature of our business and partly because we never seem to get caught up with demands.

At Tainan the workload has been exceptionally heavy for a long, long time. We must always work a fair portion of our people on Sunday to meet schedules. These people must be supervised, so aircraft service and shop supervisors take turns covering Sunday work. Similarly overtime work is required almost every day and supervisors take turns in providing coverage. On the average this amounts to about a 56 to 60 hour work week for direct maintenance supervisors. Many office people almost never work overtime. Supervisors do not clock in or out and can take time off for personal business. We allow one trip a year to Hong Kong to people who have worked overtime without charge to annual leave. This trip covers 4 or 5 days.

At Airline Stations the work is generally easier. Duty hours may be and often are longer than 48 hours per week

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but when an aircraft goes there is time to relax.

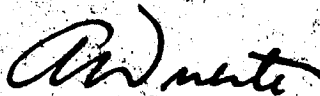
If all vacancies were filled and odd commitments did not creep up with great frequency we would not be in bad shape. Our problems have been very rapid expansion which strained resources to the absolute limit plus a high turnover of personnel, leaving positions unfilled, plus leaves, sicknesses, training requirements, special short term projects, et cetera.

We all look forward to the day when things settle down, relatively, and conditions with respect to manning are improving. We would actually be better off to have almost all indigenous supervision because these people are stable, know Company systems and procedures, accept local living conditions and usually have better qualifications than most Americans.

I might add that for every man who has resigned because of conditions created by the Company, there are two who have resigned because of unhappiness of families and two who have been separated by the Company because of unsatisfactory performance. Approximately half of those who have resigned after being with the Company for, say, two years have eventually applied for re-employment.

For the man who proves himself with the Company, we offer considerably more than responsibility and long hours, particularly if he has broad interests. We offer experience that he is not likely to get anywhere else. We offer very good salaries achieved over a period of time. We offer an interesting job. We offer a retirement plan. We offer travel opportunities.

The fact remains that a lot of our people have been with us a long time and intend to stay with us. We get a lot of applications from people who have found that other overseas employment is not to their liking. For people who like or don't mind working outside the United States and who like aircraft work and who prefer challenging jobs and want responsibility, I think the Company compares well with similar companies.



A. WUESTIE

Vice President - Technical Services

cc: DP

AW/r