

08-0316

**\*OGC Has Reviewed\***

OGC 68-0106

19 January 1968

MEMORANDUM FOR: Mr. Bannerman

Bob:

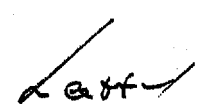
1. There is no question in my mind that if we apply the Agency retirement policy of early retirement under the Civil Service Retirement System to the [redacted] remaining employees of the Printing Services Division who were taken over in 1957, we would raise a storm of protests. In all probability this would involve not only internal Agency problems but would probably stir up the Union and congressional elements, including the Joint Congressional Committee on Printing and quite possibly the Government Printing Office.

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2. I do not think it makes too much difference whether any specific commitments were made in connection with retirement since the assurances to them were broad and without limitations and could certainly be construed by them to include the normal Civil Service practices on retirement. On the other hand, this group is outside of the main stream of the Agency's career service, and as you note the individuals are Wage Board employees. I think this and possibly other groups should be considered in connection with formulation of a rationale for the Agency retirement policy so that an exception can be made for them which is at the same time consistent with that rationale.

3. I am not sufficiently familiar with the status of new employees of the Printing Services Division to know whether they present a different problem or should be lumped in with the [redacted] survivors from the Government Printing Office.

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Lawrence R. Houston

SECRET

Excluded from automatic  
downgrading and  
declassification

SECRET

DD/S 68-0232

16 JAN 1968

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Printing Services Division/Office of Logistics--  
Rights and Privileges of Certain Employees

1. Attached is a memorandum dated 5 January 1968 which sets forth the assurances given to approximately [redacted] employees of the Government Printing Office when they transferred to this Agency in 1957. It is noted that only [redacted] of these employees remain with the Agency. All of these employees are under the Civil Service Retirement System and presumably all are members of the printers' union.

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2. In reviewing the attached papers, while there is no specific reference to retirement age, it would normally be assumed that retirement privileges and attendant rules and regulations would be the same as existent under the Civil Service Retirement System. It would appear that there were discussions with officials of the GPO and some representations made to the Joint Congressional Committee on Printing which may not be fully reflected in the attached memorandum. My question would be whether you recall any specific assurances or promises made at the time of these discussions which would govern or influence our position regarding retirement privileges for these employees.

3. Whether stated or implied it would appear that the PSD employees concerned will be quite conscious of their prerogatives under the Civil Service Retirement System. Under these circumstances and since these employees are Wage Board employees I would not consider their exception to our retirement policy would be of any serious concern by the rest of the Agency. I would appreciate any guidance you could give me on this matter.

[redacted signature]

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R. L. Bannerman  
Deputy Director  
for Support

cc: D/Pers  
OGC  
D/L

Att: Memo dtd 5 Jan 68 for DD/S fr D/L, subj:  
Assurances Regarding Rights and Privileges  
of Civil Service to Certain Personnel in the  
Printing Services Division, Office of Logistics

SECRET

Executive Registry

OGC 68-0035

5 JAN 1968

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Assurances Regarding Rights and Privileges of Civil Service to Certain Personnel in the Printing Services Division, Office of Logistics

1. This memorandum is for your information only.

2. In January 1957, the State Service - Government Printing Plant, located in the Administration Building (now South Building), was transferred to this Agency. In an effort to maintain continuity at the plant, this Agency persuaded [redacted] Government Printing Office employees to accept Agency employment. At that time, assurances were made to each employee by senior personnel of this Agency that the rights and privileges enjoyed with the Government Printing Office would be retained. Enclosed at Attachment 1 is a Memorandum for the Record and a letter from the Public Printer outlining these assurances.

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3. The major difference today between the rights enjoyed under the Government Printing Office and the Agency concerns the Agency's policy regarding retirement age. Of the [redacted] personnel originally transferred to the Agency, [redacted] remain on duty. The three employees of this [redacted] normally expected to retire in 1968 have requested extensions. Similarly, the majority of personnel in this group expected to retire in 1969 have indicated a desire to remain on duty. Based on the understanding they received when entering on duty, they expect to work past 60 years of age as long as they perform satisfactory service and remain in good health. Resentment has already resulted because these personnel must request extensions for the rights and privileges already assured them by the Agency. As you are aware, this group is unionized and, on appeal, would probably find support with both the Civil Service Commission and the Public Printer.

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4. Enclosed at Attachment 2 is a listing of the [redacted] individuals remaining on duty and pertinent facts concerning date of birth, service date, and date of expected retirement under Agency policy. In the future, particularly in regard to requests for extensions of these personnel, this matter will be brought to your attention again.

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[redacted signature block]

George J. Meloon  
Director of Logistics

2 Atts

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9 Jan 57

Memorandum For: The Record

Subject: Transfer of State Service-GPO Plant and Personnel To CIA.

1. Background: By Agreement between the DCI and The Public Printer, approved by the Joint Congressional Committee on Printing, the State Service-GPO Plant located in the Administration Building is to be transferred to CIA. Personnel in the plant have the option of transferring to CIA or returning to FPO if they had been assigned to this plant from the Central GPO Office. This group comprises roughly [redacted] personnel. Other GPO personnel which include personnel who were employed in or who had been employed for duty in the plant have no choice but to accept transfer to CIA, roughly [redacted] personnel all have a number of clearances including the AEC "Q" clearance, and represent a team of highly skilled and hard to recruit craftsman. Director of Logistics considers it important that the maximum number of personnel possible be transferred to CIA.
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2. Action Taken: In view of the necessity to determine the number of personnel who would agree to transfer to CIA so that our recruiting could be started to make up the difference, the Chief, Printing Services Division, OL, arranged for a series of discussions with groups of approximately [redacted] personnel each from this plant to explain what was happening to them, dispell rumors, and present the pros and cons of their entering on duty with CIA. At each such meeting the following were present in addition to the GPO personnel concerned:
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- Chief, Printing Services Division, OL.
  - Chief, Production, GPO.
  - Acting Director of Personnel, GPO.
  - Security Office Repr., CIA.
  - Personnel Office Repr., CIA.
- 25X1A
- The terms of the transfer of the plant were presented to the GPO employees by [redacted] together with a sales talk outlining the benefits the GPO personnel would receive from their transfer to CIA, and the assurance that they would maintain all rights and privileges, including retention of their Union Chapel, which had accrued to them under GPO administration.
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- [redacted] GPO, followed by pointing out to the employees that it was in the best national interest for them to stay with the plant, but if any employee who had been transferred to the plant

from GPO wished to return to the central office of GPO, that was within his rights.

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██████████ outlined security requirements which GPO personnel would be faced with in the transfer, specifically, the need to be polygraphed. This caused some concern.

The following question-answer period covered a number of questions in the personnel field which the undersigned attempted to supply the answers. Many questions were answered only tentatively pending final determination. The questions presented are listed in the order of recurrence among the nine groups of personnel; and in the order of estimated importance to the GPO personnel concerned:

Pay, Hours of Work, Leave.

1. CIA Pay Policy - How will pay rates be set?

Answer: CIA will establish pay rates for printing jobs at the identical rates paid by GPO. This means that when the GPO employees negotiate a rate for a specialty with the Public Printer, this rate will be administratively adopted by CIA for the trade. For pay rates for the few (one or two) trades which are peculiar to the plant, the employee groups will be allowed to negotiate with CIA Personnel Office. This is in keeping with long established practice for this type of activity.

2. Night Differential and Overtime? The higher differentials now approved by GPO for overtime, night differential, holiday work, etc. will be continued by CIA.

3. Payment in Cash be continued? An unusually strong feeling for the continued payment of wages in cash, a GPO practice, was evidenced. ██████████ explained that this had been requested but had met with a cool reception by CIA payroll. However, he pledged that the employees would be given time-off to cash their checks in the CIA Credit Union.

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4. Will CIA adopt the 37 1/2 hour week expected to be standard in GPO soon? Probably CIA will do so, but if it is necessary to continue a 40 hour week, the pay rate will be adjusted to

equal that applicable to the 37 1/2 hour week in GPO, thus providing extra pay. Whether the extra 2 1/2 hours would be counted as overtime, as requests by several employees, was not settled. (Letter to General Counsel on the legality of the 37 1/2 hour week was forwarded on 5 January)

5. Will GPO practice of crediting all Annual Leave for a calendar year at the beginning of the year be continued? CIA practice is to credit leave as earned; however, all leave which will be earned during a year can be advanced if approved by supervisors and Personnel.
6. Will GPO practice of advancing 30 days sick leave be continued? Tentative answer was that CIA practice was to advance sick leave when necessary.
7. Will Apprenticeship program and rates be continued? In keeping with the progressive training program outlined by [REDACTED] the apprenticeship program and rates would be continued on the same basis as GPO. The policy of advancement from within was stressed.
8. Why can't CIA Printing employees participate on wage negotiations with the Public Printer along with the GPO employee groups? GPO quickly answered "no" to this question on the basis of GPO policy and the fact that Bureau of Engraving employees are paid GPO rates without having a part in the negotiation. Specifically the Kiess Act confines negotiating privileges to employees of the GPO.

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/S/  
[REDACTED]

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Approved For Release 2001/08/28 : CIA-RDP78-03091A000200020040-2

UNITED STATES GOVERNMENT PRINTING OFFICE  
Washington 25, D. C.

Office of  
The Public Printer

December 5, 1956

Hon. Allen W. Dulles  
Director  
Central Intelligence Agency  
2430 E Street NW.  
Washington 25, D. C.

Dear Mr. Dulles:

Your letter of November 19, 1956, proposes the transfer to the Central Intelligence Agency of the Government Printing Office printing plant located in your administrative building.

The language of the proposed transfer is satisfactory to me and I hereby concur in and recommend approval by the Joint Committee on Printing of the proposal contained in your letter of November 19, 1956, supported by Annexes A, B, and C. Please note that I have added approximately 357 items of machinery and equipment to Annexes A and C. All of these items have been fully depreciated except item K6480 in Annex C, which is for a rack that was manufactured in 1955 with \$154.09 still remaining to be depreciated.

Subject to approval of the Joint Committee on Printing, and immediately thereafter, I suggest that representatives of the Central Intelligence Agency and the Government Printing Office apprise all employees of the subject printing plant of the plan to transfer control of the plant to the Central Intelligence Agency, at which time all employees might be urged to accept transfer to the Central Intelligence Agency to provide uninterrupted service by that plant. The approximately [redacted] employees who accepted assignment from the Government Printing Office since February 1, 1947, when the plant was placed under Government Printing Office management, should be advised of their prerogative to transfer to the Central Intelligence Agency rolls or return to the Government Printing Office. This would be in keeping with the policy of the Government Printing Office to insure that employees who were requested to accept assignment to the subject printing plant have their interests fully protected by the Government Printing Office.

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Hon. Allen W. Dulles

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The lists of supplies, etc., which would be transferred to the Central Intelligence Agency will be prepared by the Government Printing Office at the time of transfer of the plant.

It is my opinion that the interests of the Government will be served best by transferring the operations of this plant to the Central Intelligence Agency in view of the impending relocation and your plan to consolidate this plant with other printing units now operated by your Agency.

Sincerely,

RAYMOND BLATTENBERGER  
Public Printer

Attachments:

- Annex A (20 sheets)
- Annex B ( 1 sheet)
- Annex C ( 8 sheets)

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**Next 2 Page(s) In Document Exempt**

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<b>TRANSMITTAL SLIP</b>		DATE 22 January 1968
TO: Director of Personnel		
ROOM NO. 5E13	BUILDING Hqs.	
REMARKS:  This pertains to my memo to the Executive Director-Comptroller, subject: Printing Services Division/O-Log -- Rights and Privileges of Certain Employees, dated 16 January 1968. I have not yet had an opportunity to discuss this memo with Col. White, but you may wish to consider the comments made by Larry Houston in your current retirement study.  <i>for</i> R. L. Bannerman		
FROM: DD/S		
ROOM NO. 7D18	BUILDING Hqs.	EXTENSION 5454

FORM NO. 241  
1 FEB 55

REPLACES FORM 36-8  
WHICH MAY BE USED.

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