

Keyworker Rating Patterns for Government Printing and Graphics Arts Wage Schedules

Criteria New in 1963

Amount Above Journeyman Scale

1. Specialist performing duties above those required of journeyman workers including equipment adjustment or repair, work on extremely valuable stock, ink match for documentation, or organizing work assignments involving selection of type, marking, etc.

Keyworkers receive 3% above journeyman, some positions have a double rating of 6%.
2. Working Leaders responsible as "Head" or in charge to make work assignment, answer technical questions and spot check for quality and productiveness work of journeymen.

Keyworkers receive 5% above journeyman, or the specialist rate for a significant group (over 25% of force)
3. Working Leader-Planners engaged in marking work for one or more shifts, allocating to equipment and processes for timely completion and providing supervision over those engaged in journeyman or helper.

Keyworkers receive 10% above journeyman.
4. Combinations of two journeymen (Graphic Arts Schedule only - usually in work areas without a foreman in either skill).

30¢ per hour above the rate of the highest paying skill for journeyman or specialist.
5. Hourly and Annual Rates for typical keyworkers in printing trades and crafts:

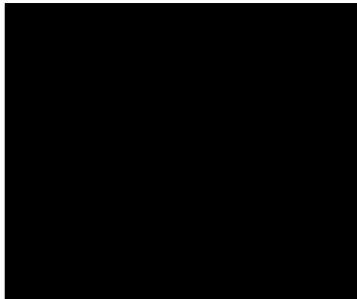
	<u>Annual</u>	<u>Hourly</u> <u>Journeyman</u>	<u>3%</u>	<u>Annual</u>	<u>5%</u>	<u>Annual</u>
Compositor or Letter Pressman	\$8112	\$3.90	12¢	\$8361	20¢	\$8528
Offset Pressman	8340	4.01	13¢	8611	21¢	8777
Photographer or Negative Cutter	9110	4.38	14¢	9401	22¢	9568
Bookbinder	7737	3.72	12¢	7987	19¢	8132
		<u>2nd</u> <u>Proficiency</u>				
Compositor-Platen Pressman	9152	4.40	12¢	9401	20¢	9568

Combination rates are found in photoengraving operations but there are few specialties that merit other Keyworker premiums above the \$4.57 journeyman rate.


SUBJECT: Changes in Rate Compositor Keyworker Positions, GP and GA Schedule

1. In April 1963 all composition keyworker positions 11¢ above journeyman were converted to 5% above the journeyman rate in accordance with an announcement of the Public Printer. A Salary and Wage Division review of the specialist and supervisory keyworkers resulted in photography and press determinations for specialist keyworkers only 3% above journeyman and supervisory keyworkers at 5% above journeyman. The attached notices of frozen rates will inform the five employees listed below, their positions have been re-evaluated to a 3% above journeyman keyworker rate in the following schedules:

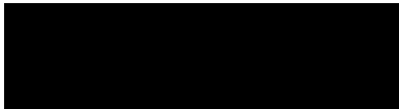
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Linotype Oper-Repairman	PSD/OL	GP
Linotype Oper-Pickup	PSD/OL	GP
Compositor-Platen Press	GARB/TSD	GA
Compositor-Platen Press	GARB/TSD (FF)	GA
Compositor-Platen Press	GARB/TSD (FF)	GA

2. The Director of Personnel at Government Printing Office could not give us a full official outline of their keyworker pattern when we conferred with him last April as only two of seven wage negotiations had been approved in April. When GPO released the 30 June photography changes in keyworker rates and we compared GPO keyworker rates with out rate structure we determined photography and other Agency specialists ratings would be 3% and so advised Printing Services Division and  in TSD.

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Chief, Salary and Wage Division

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