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HEARING

BEFORE THE

COMMITTEE ON

POST OFFICE AND CIVIL SERVICE

HOUSE OF REPRESENTATIVES

EIGHTY-SEVENTH CONGRESS

SECOND SESSION

ON

H.R. 2079 and H.R. 5444

BILLS TO AMEND THE CLASSIFICATION ACT OF 1949 TO

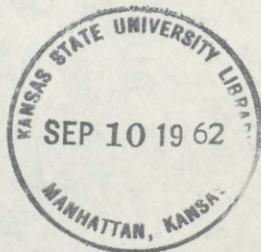
AUTHORIZE THE ESTABLISHMENT OF HAZARDOUS

DUTY PAY IN CERTAIN CASES

AUGUST 1, 1962

Printed for the use of the
Committee on Post Office and Civil Service

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HAZARDOUS DUTY PAY

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HEARING
BEFORE THE
COMMITTEE ON
POST OFFICE AND CIVIL SERVICE
HOUSE OF REPRESENTATIVES

COMMITTEE ON POST OFFICE AND CIVIL SERVICE

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SUBCOMMITTEE APPOINTED TO CONSIDER H.R. 2079 AND H.R. 5444

ARNOLD OLSEN, Montana, *Chairman*

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| JOSEPH P. ADDABBO, New York | GLENN CUNNINGHAM, Nebraska |
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HAZARDOUS DUTY PAY

WEDNESDAY, AUGUST 1, 1962

HOUSE OF REPRESENTATIVES,
SUBCOMMITTEE OF THE
COMMITTEE ON POST OFFICE AND CIVIL SERVICE,
Washington, D.C.

The subcommittee met, pursuant to notice, at 9:30 a.m., in room 215, House Office Building, Hon. Arnold Olsen (subcommittee chairman) presiding.

Mr. OLSEN. The subcommittee will come to order.

This subcommittee was appointed to consider H.R. 2079, sponsored by Mr. Wallhauser, and H.R. 5444, sponsored by Mr. Miller, of California, identical bills, to amend the Classification Act of 1949 to authorize the establishment of hazardous duty pay in certain cases. Both bills would provide premium compensation to Classification Act employees of not more than 25 percent of their basic compensation for any period in which they perform hazardous duties.

It should be stressed that such compensation would not be paid when the unusual physical hardship or hazard has been taken into account in the classification of the position. For example, an employee regularly assigned to duty aboard a submarine would not receive premium compensation if such hazardous duty was considered in evaluating the classification of his position. If, however, the submarine ventured into unknown or potentially dangerous areas, such as under the polar icecaps, and such duties were not a part of the evaluation of the employee's position, he would then be entitled to premium pay.

(H.R. 2079 and reports thereon follow:)

[H.R. 2079, 87th Cong., 1st sess.]

A BILL To amend the Classification Act of 1949 to authorize the establishment of hazardous duty pay in certain cases

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That title VIII of the Classification Act of 1949, as amended (5 U.S.C. 1131-1133), is amended by adding at the end thereof the following:

"SEC. 804. The Commission shall establish a schedule or schedules of pay differentials for irregular or intermittent duty involving unusual physical hardship or hazard. The appropriate differential shall be paid to any officer or employee to whom this Act applies for any period in which such officer or employee is subjected to physical hardship or hazard not usually involved in carrying out the duties of his position. Such pay differential—

"(1) shall not be applicable with respect to any officer or employee in any position the classification of which takes into account the degree of physical hardship or hazard involved in the performance of the duties thereof;

"(2) shall not exceed an amount equal to 25 per centum of the rate of basic compensation applicable with respect to such officer or employee; and

"(3) shall be paid under regulations which shall be prescribed by the Commission."

SEC. 2. The amendment made by the first section of this Act shall become effective on the first day of the first pay period which begins more than ninety days after the date of enactment of this Act.

U.S. CIVIL SERVICE COMMISSION,
Washington, D.C., July 23, 1962.

HON. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service,
House of Representatives.

DEAR MR. CHAIRMAN: This is in further response to the committee's requests of January 12 and March 14, 1961, for the Civil Service Commission's views with respect to H.R. 2079 and H.R. 5444, identical bills, to amend the Classification Act of 1949 to authorize the establishment of hazardous duty pay in certain cases."

These bills would authorize the payment, subject to regulations to be prescribed by the Commission, of pay differentials not to exceed 25 percent of basic compensation, to Classification Act employees performing irregular or intermittent duties involving unusual physical hardship or hazard. The differential would be paid only during the period the employee is subjected to physical hardship or hazard not usually involved in carrying out the duties of his position. It would not apply where the classification of the employee's position takes into account the degree of physical hardship or hazard involved.

The Commission favors enactment of H.R. 2079 and H.R. 5444.

The question of whether or not Classification Act employees should be paid additional or premium compensation for performing duties involving unusual physical hardships and hazards has been a subject of discussion for a long time. Such differentials are paid to some categories of military personnel and Public Health Service personnel, among others. Hazard pay also is authorized under wage board pay systems of some agencies. The conditions under which separate hazard pay is authorized for wage board employees in the Army and Air Force are very similar to those prescribed in the proposed bills; that is, such premiums are paid for irregular or intermittent performance of duties under unusually arduous or hazardous circumstances which have not been considered in the evaluation of the job. The Department of the Navy authorizes a differential of 50 percent for flying in connection with testing aircraft or apparatus or appliances on aircraft. The Army-Air Force Wage Board has authorized hazard differentials at twice the basic hourly rate for work performed at a height of 100 feet and above, under hazardous conditions caused by the absence of scaffolding guards or other suitable protective measures or facilities. Both the Department of the Navy and the Army-Air Force Wage Board authorize premium payments for a number of other hazardous situations. The Army-Air Force Wage Board policy requires that hazard payments be made in increments of 15 minutes, with a 1-hour minimum payment for any day in which the hazardous work is performed.

We believe that unusual physical hardships or hazards which are inherent in a position, which regularly recur, and which are performed for a substantial part of the working time are best compensated for through the regular position classification process. However, there does not now exist a means for providing such compensation where regularly assigned duties are performed under unusually hazardous conditions at such irregular or intermittent intervals that these conditions cannot be taken into consideration for position classification purposes. Yet it seems logical that the Government offer some additional remuneration to the employee asked to take unusual risks not normally associated with his occupation and for which added compensation is not otherwise provided.

The proposed legislation would fill this void. At the same time it would avoid many of the problems normally associated with hazard pay proposals by restricting coverage to the most deserving cases, and by limiting payments to periods of actual exposure not taken into consideration in the classification of the position. This would preclude the possibility of double payment through both job classification and separate premium pay which otherwise might occur. Since the premium would be paid only on an irregular basis, it would not lose its identity as a separate payment, thus forestalling problems often associated with

moving employees from premium compensation positions to regular rate positions.

We would visualize assignments such as those requiring irregular or intermittent participation in hurricane weather flights, participation in test flights of aircraft during their developmental period or after modification, participation in trial runs of newly built submarines or in submerged voyages of an exploratory nature such as those under the polar icefields, and performance of work at extreme heights under adverse conditions, as among those meeting the criteria of unusual physical hardship or hazard. We recognize that in most regularly recurring hazardous work situations safety training and precautions have been developed which so greatly reduce the possibility of accident that the degree of hazard becomes negligible. The examples cited above, however, go beyond such conditions. They take into consideration, for example, such matters as the need to deliberately operate equipment such as newly developed or modified aircraft beyond its known design capabilities or safe operating limits, and exposure to elements or conditions over which little or no control can be exercised. Normally few accidents occur in these hazardous situations; nevertheless such assignments always are accompanied by the undeniable awareness of the inherent danger of the activity and the knowledge that an accident, should it occur, would almost certainly be fatal.

The total cost of premium payments under these bills probably would be relatively low. Nevertheless, in individual situations they would serve as inducements to attract personnel for special tasks involving unusual hardships or hazards. The differential would not eliminate all pay inequities among Classification Act and wage board employees working under similar conditions of hardship or hazard; however, it would largely reduce the amount of the difference which normally favors the wage board employee. The monetary payment represented by the premium would, of course, be of immediate benefit to the employee. The Government can expect to benefit, too, however, as a result of improved employee morale, which undoubtedly would attend this formal recognition of the performance of unusually hazardous work.

The premium rate program provided by the bills would have its problems of administration. For example, there would be considerable difficulty in determining work situations and environments for which the premium payments should be made, especially in establishing a dividing line between "usual" and "unusual" physical hardship and hazard. This is particularly true since many potentially hazardous situations are, in effect, nullified by the presence of safety precautions and employee training which make the incidence of accidents either nonexistent or very low.

We do not think it feasible to establish such a program and have it operating satisfactorily within a period of 90 days after enactment as required by the bills. Accordingly, we recommend that consideration be given to amending section 2 of the bills to read as follows:

"SEC. 2. The amendment made by the first section of this Act shall become effective on the first day of the first pay period which begins more than 180 days after the date of enactment of this Act."

The Bureau of the Budget advises that from the standpoint of the administration's program there is no objection to the submission of this report.

By direction of the Commission.

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*

EXECUTIVE OFFICE OF THE PRESIDENT,
BUREAU OF THE BUDGET,
Washington, D.C., July 18, 1962.

HON. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service, House of Representatives,
Old House Office Building, Washington, D.C.

DEAR MR. CHAIRMAN: Reference is made to the committee's request for views of the Bureau of the Budget concerning H.R. 2079 and H.R. 5444, identical bills, to amend the Classification Act of 1949 to authorize the establishment of hazardous duty pay in certain cases.

The bills would require the Civil Service Commission to establish schedules of pay differentials (not to exceed 25 percent of basic compensation) to be paid to an employee subject to the Classification Act, for any period in which he is

subjected to physical hardship or hazard not usually involved in carrying out the duties of his position. Such differential is not to be payable to any employee whose position classification has taken account of the degree of physical hardship or hazard involved in his position.

The Civil Service Commission, in a report to your committee, is recommending enactment of the subject legislation.

Inasmuch as the Commission has determined, for the reasons stated in that report, that such legislation is desirable from the viewpoint of the principles of the Classification Act and sound administration, the Bureau of the Budget would not object to enactment of the proposed legislation.

Sincerely yours,

PHILLIP S. HUGHES,
Assistant Director for Legislative Reference.

Mr. OLSEN. The first witness this morning will be our colleague and the author of H.R. 2079, Congressman Wallhauser.

STATEMENT OF HON. GEORGE M. WALLHAUSER, REPRESENTATIVE IN CONGRESS FROM THE STATE OF NEW JERSEY

Mr. WALLHAUSER. Mr. Chairman and members of the subcommittee, first let me express my most sincere appreciation to the Honorable Tom Murray, chairman of the Post Office and Civil Service Committee, for appointing this subcommittee to hold hearings on my bill, H.R. 2079, and a similar bill, H.R. 5444, and to the members of the subcommittee for making it possible to schedule the hearings during these busy days so close to the end of the 87th Congress.

Whether or not Classification Act employees should be paid additional premium compensation for performing duties involving unusual physical hardships and hazards has been a subject of discussion and continued debate since enactment of the Classification Act in 1949. I sponsored a bill during the last Congress, H.R. 12322, and H.R. 2079 this Congress, to correct this gross inequity. It seems logical to me that now is an appropriate time for Congress to take action and authorize additional remuneration to employees asked to take unusual risks normally not associated with the performance of the duties of their position and for which added compensation is not otherwise provided. I know of no opposition to this proposal.

My bill will authorize the Civil Service Commission to establish a schedule of pay differentials for irregular and intermittent duties involving unusual physical hardships or hazards. It will apply only to employees covered by the Classification Act. It will not apply to any employee where the physical hardship or hazard has been taken into consideration in establishing the position of the employee.

Section 2 of my bill provides that the bill would become effective on the first day of the first pay period which begins more than 90 days after enactment. I understand that the Civil Service Commission has recommended that this section be amended to provide that the 90 days be changed to 180 days. I agree that this is an appropriate recommendation and urge the members of the subcommittee to take favorable action on H.R. 2079, with an amendment as recommended by the Civil Service Commission.

Mr. Chairman, as we know, section 302(a) of the Classification Act now requires that the duties and responsibilities of a position are the basis for determining the class in which each position is placed and the qualifications required by such duties and responsibilities.

I am sure that we all agree that when physical hardships and hazards have been considered in establishing the class of the position and the appropriate rate of compensation, then there is no justification for hazardous duty pay since the level of the position, because of such duty, would provide the proper rate of compensation. However, it is of equal significance to point out that physical hardships or hazards for which my bill would provide hazardous duty pay have not entered into the evaluation of the positions of these employees.

Mr. Chairman, I would visualize my bill as covering assignments such as those requiring irregular or intermittent participation in hurricane weather flights, participation in test flights of aircraft during their development period or after modification, participation in trial runs of newly built submarines or in submerged voyages of an exploratory nature such as those under the polar ice fields, and performance of work at extreme heights under adverse conditions.

I would like to point out for the subcommittee members that separate hazardous pay now is authorized for wage board employees in the Army and the Air Force for work involved in such situations described above—also, the hazardous differentials are paid in most categories to military personnel and Public Health Service personnel required to perform services in these situations.

I think it is now time that we remove the inequity that exists against our Classification Act employees.

Furthermore, Mr. Chairman, I would like to point out that the costs which would be involved would depend on the extent to which classified workers are assigned to hazardous or hardship duty, the length of such assignments, and the basic pay rates of the employees. But in any event, the total cost would be negligible in terms of the total Federal payroll for classified employees, and in terms of the increased effectiveness and morale which should result from the equitable treatment of the employees concerned.

Mr. Chairman and members of the subcommittee, pay differentials are provided in private industry collective bargaining contracts covering employments that fall principally into seven categories: high work; work with or near explosives; work involving exposure to fumes, dusts, and other irritants; work in extreme temperatures; underground and underwater work; piloting and other flight work; and work requiring exposure to high voltages.

Also under date of July 12, 1960, President Eisenhower issued an Executive order in which he gave special hazardous pay to members of the Armed Forces who were involved in undersea exploration and research facilities.

So there is an inequity and a gap in the law. I think this subcommittee should take proper steps to correct this inequity if it is so pleases the members.

I would suggest that the subcommittee give some consideration to strengthening the language on page 2 to overcome possible objections within the full committee or by Members of the House or the other body. I am referring particularly, at the top of page 2, to the word "usually." I think the subcommittee in its deliberations, with the assistance of counsel, can spell out a greater clarification, perhaps, of this language so that it would meet any objections that we might run into later on.

This concludes my testimony, Mr. Chairman and members. I shall be very pleased to try to answer any questions if there are any.

Mr. OLSEN. Thank you, Mr. Wallhauser. I congratulate you on an excellent statement in support of your bill.

Mr. Addabbo, have you any questions?

Mr. ADDABBO. No questions, except to convey congratulations to Mr. Wallhauser for his interest in this bill. I know he has been writing to the committee. He has given me copies of the correspondence for some time.

No questions, Mr. Chairman.

Mr. OLSEN. Mr. Cunningham, have you any questions?

Mr. CUNNINGHAM. I would like to say to our colleague that I join with the other members of the subcommittee in stating that he has made a very fine statement, and I am pleased that he is so diligent in his work that he has introduced this legislation. Frankly, it did not occur to me that this problem existed and these people were not covered.

That is all I have.

Mr. WALLHAUSER. Before I conclude, Mr. Chairman, may I state for the record that I appreciate very much the attention of the members of the subcommittee, and also the help of the Civil Service Commission. They have been very helpful and have clarified the record, I think, so we can all now face up to this problem. I would like to express public appreciation to the Civil Service Commission.

Mr. OLSEN. Thank you very much, Mr. Wallhauser.

The next witness is Hon. George P. Miller of California.

STATEMENT OF HON. GEORGE P. MILLER, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF CALIFORNIA

Mr. MILLER. Mr. Chairman and members of the subcommittee, I appreciate the opportunity of appearing before your subcommittee to offer testimony on behalf of H.R. 2079 and H.R. 5444, identical bills to amend the Classification Act of 1949, to authorize the establishment of hazardous duty pay in certain cases of Federal employment.

In this growing age of scientific research more and more activities are being carried on by civilian scientific personnel that place these individuals in hazardous assignments for which no special compensation is offered to them. A good example of this is the underwater polar travel of the submarine *Triton*, where civilians were placed in a hazardous environment for which no extra pay was provided to them, while service personnel on the same voyage were paid a compensation equivalent to the hazard which they encountered.

The Civil Service Commission has endorsed this proposal. The Commission believes that it is feasible to establish schedules of pay differentials not to exceed 25 percent of the basic compensation to be paid to an employee subject to the Classification Act for any period in which he is subjected to physical hardship or hazard not usually involved in carrying out the duties of his position.

The military services have various programs for paying wage differentials to employees where physical hardships and hazards are part of the normal requirements of their job assignments. The conditions under which separate hazard pay is authorized for wage board

employees in the Army and Air Force are very similar to those prescribed in the proposed bills. That is, such premiums are paid for irregular or intermittent performance of duties under unusually arduous or hazardous circumstances which have not been considered in the evaluation of the job. The Department of the Navy authorizes a differential of 50 percent for flying in connection with testing aircraft, or apparatus or appliances on aircraft. The Army-Air Force Wage Board has authorized hazard differentials at twice the basic hourly rate for work performed at a height of 100 feet and above, under hazardous conditions caused by the absence of scaffolding guards or other suitable protective measures or facilities. Both the Department of the Navy and the Army-Air Force Wage Board authorize premium payments for a number of other hazardous situations. The Army-Air Force Wage Board policy requires that hazard payments be made in increments of 15 minutes, with a 1-hour minimum payment for any day in which the hazardous work is performed.

It is my opinion that the additional cost involved in making this amendment is actually negligible and will certainly provide for fairness and equity to those individuals who are diligently pursuing their assignments and encountering risks in their duties.

I respectfully urge the members of this subcommittee to favorably report the legislation proposed in H.R. 2079 and H.R. 5444.

Mr. Olsen.

The CHAIRMAN. Thank you, Mr. Miller.

The next witness is Hon. Charles McC. Mathias, Jr., of Maryland.

STATEMENT OF HON. CHARLES McC. MATHIAS, JR., A REPRESENTATIVE IN CONGRESS FROM THE STATE OF MARYLAND

Mr. MATHIAS. Mr. Chairman and members of the subcommittee. I am Charles McC. Mathias, Jr., Congressman from Maryland's Sixth Congressional District. I appreciate very much the opportunity to appear here this morning in support of H.R. 2079, a bill to authorize the establishment of hazardous duty pay for certain individuals included within the Classifications Act of 1949.

This bill was introduced in an effort to equalize the salary standards of certain white collar Federal employees while engaged in extraordinary dangerous work assignments. As an example of a present inequity that would be remedied if this proposed legislation were adopted I would like to call the committee's attention to the situation that exists during full scale trials aboard U.S. submarines. At present, blue collar employees of the Federal Government, such as machinists and electricians, are paid a higher hourly rate on trials when the submarine is in a submerged condition. The members of the crew aboard a submarine are paid higher salaries because of submarine service. Yet, the white collar personnel abroad trial runs, such as engineers and naval architects, receive the straight hourly rate, the same as if they were behind their desk in the office. In the case of the blue collar employees, the submarine while on trials need only submerge once during the first 8 hours (either for a few minutes or an hour or more) and the higher salary rate is paid for the entire first 8 hours.

This proposed legislation is designed to rectify these existing inequities in the hazardous pay scales. I am happy to recommend passage of this bill.

Mr. OLSEN. Thank you, Mr. Mathias.

We shall next hear from the Honorable John W. Macy, Jr., Chairman of the Civil Service Commission.

Mr. Macy.

STATEMENT OF HON. JOHN W. MACY, JR., CHAIRMAN, CIVIL SERVICE COMMISSION, ACCOMPANIED BY RAYMOND WEISSENBORN, PROGRAM PLANNING DIVISION

Mr. MACY. Thank you, Mr. Chairman.

Mr. Chairman, I have a brief statement, and I think it will conserve the subcommittee's time if I read it quickly, and then I will be available for your questions.

Mr. Chairman and members of the subcommittee, it is a pleasure to appear before you today to speak in favor of enactment of H.R. 2079 introduced by Congressman Wallhauser and H.R. 5444 introduced by Congressman Miller. These identical bills would authorize the payment of salary differentials, not to exceed 25 percent of basic compensation, to Classification Act employees performing irregular or intermittent duties involving unusual physical hardship or hazard not usually involved in carrying out the duties of their positions, and not taken into account in the classification of the positions.

Mr. Chairman, you may wish to incorporate in the record of these hearings the official report of the Civil Service Commission to the chairman of the full committee, Congressman Murray. This report is dated July 23, 1962. I wish to apologize to the committee, and particularly to Congressman Wallhauser, the sponsor, for the long delay in the transmittal of the Commission's report, but we had some problems in settling the executive branch position with respect to this legislation.

Mr. OLSEN. Without objection, the report of the Civil Service Commission dated July 23 will be incorporated in the record.

Mr. MACY. Thank you, Mr. Chairman.

I should like to point out that we in the Civil Service Commission view the proposed differentials as serving three principal purposes: (1) As incentives to present employees to accept such irregular or intermittent assignments, (2) as a means of reducing inequities in pay treatment among the various groups of Federal employees, and (3) as a measure of recognition and appreciation for the employees' willingness to perform the regular duties of their positions under conditions of unusual physical hardship or hazard. We do not view the differentials either as a device to aid the Government in recruiting or retaining employees or as a means of providing pay increases for the employees involved.

The question of whether or not Classification Act employees should be paid additional or premium compensation for performing duties involving unusual physical hardships and hazards has been a subject of discussion for a long time. Such differentials are paid to some categories of military personnel and Public Health Service personnel. They are also paid to wage board employees of some agencies, particu-

larly the military departments. Hazard payments for wage board employees usually are authorized under conditions similar to those prescribed in the proposed bills, although the amounts of the differentials often exceed the 25 percent prescribed in H.R. 2079 and H.R. 5444. For example, one agency authorizes a differential of 50 percent for flying in connection with testing aircraft. Another agency authorizes hazard differentials at twice the basic hourly rate for work performed at a height of 100 feet and above under hazardous conditions caused by the absence of scaffolding guards or other suitable protective measures or facilities. Such premium payments are currently authorized for a number of other hazardous situations.

Extra compensation may be provided Classification Act employees through the regular position classification process when the unusual physical hardship or hazard is inherent in the position, regularly recurs, and is performed for a substantial part of the working time. However, there does not now exist a means for providing compensation for this purpose where the unusual hardship or hazard occurs at such irregular or intermittent intervals that it does not constitute a regular part of the job for position classification purposes. Yet, it is fair and logical that the Government offer some additional remuneration to the employee asked, in the course of performing assigned duties, to take unusual risks not normally associated with his regular job, and for which premium compensation is not otherwise provided.

The proposed legislation would fill this void. At the same time, it would avoid many problems normally associated with hazard pay proposals by restricting coverage to unusually severe working conditions, and by limiting payments to periods of actual exposure. Since the premium would be paid only on an irregular basis, it would not lose its identity as a separate payment, thereby avoiding problems often associated with moving employees from premium compensation positions to regular rate positions.

We are well aware of potential problems in administering the premium differential program provided by these bills. For example, we anticipate considerable difficulty in determining work situations and environments for which the premium payments should be made, especially in establishing the point at which physical hardships and hazards become "unusual." This is particularly true since in many potentially hazardous situations the presence of safety precautions and employee training drastically reduce or almost entirely eliminate the possibility of accidents. Nevertheless, a workable program can be established and operated within the criteria established by the bills. Because of the prospective difficulties in administration we do not think it feasible to establish such a program and have it operating satisfactorily within a period of 90 days after enactment as required by the bills. Six months would provide more adequate lead time. Accordingly, we recommend that consideration be given to amending section 2 of the bills to read as follows:

SEC. 2. The amendment made by the first section of this Act shall become effective on the first day of the first pay period which begins more than 180 days after the date of enactment of this Act.

In summary, Mr. Chairman, the Civil Service Commission supports this as desirable legislation for the purposes indicated, and congratulates the subcommittee on bringing forward this bill for hearings at this time.

Thank you for affording me the privilege of appearing before you this morning. I shall be happy to answer any questions you may have.

Mr. OLSEN. Thank you Mr. Macy, for your splendid testimony.

Mr. Addabbo, have you any questions?

Mr. ADDABBO. No questions. Again, thank you, Mr. Macy.

Mr. OLSEN. Mr. Cunningham?

Mr. CUNNINGHAM. Mr. Macy, how did the need for this legislation come to our attention? Is it your continual review of the employee situation in the Government and your concern for them that discovered this, or is there a morale problem that came to your attention which initiated thinking on this legislation?

Mr. MACY. The issue, I believe, was originally raised from two sources. One, from some of the agencies engaged in research and development which included this kind of occasional hazardous exposure, particularly the military departments. It came to their attention because of the inequity between those covered by the Classification Act and those covered by the wage board pattern where the agencies had the discretion in developing regulations of this kind.

Secondly, this was called to our attention by employee organizations who had members who were engaged in this kind of work.

The actual legislative initiative, I believe, was taken by your colleague, Congressman Wallhauser, prior to any action in the executive branch to formulate this idea in sufficiently concrete terms to provide a bill.

Mr. CUNNINGHAM. Then there is quite a great deal of concern among the employees who are affected, which does create a morale problem?

Mr. MACY. Yes, I think particularly the inequities, the fact that there are others who are favored with this, and also there are so many new programs which provide the necessity for exploring the unknown with the exposure which is involved, which has brought this up in the minds of the employees who are engaged in this work.

Mr. CUNNINGHAM. I know both you and the Congress are interested in the morale problem. Do you feel definitely that this will contribute to the morale of the employees?

Mr. MACY. I feel the passage of this legislation would clearly contribute to better morale on the part of employees doing very important work which involves this type of exposure.

Mr. CUNNINGHAM. Just one further thing to clear in my mind how this might operate, of which I am not positive at this time. Say a man is in the hazardous part of his day's work for 1 hour, how would the payment be made? For that 1 hour?

Mr. MACY. For that 1 hour. In other words, he is on a regular job. The duties and responsibilities of that job under the Classification Act result in a certain grade and, therefore, a certain salary.

Mr. CUNNINGHAM. I understand.

Mr. MACY. When he is assigned to a form of work which has been identified as unusual under the terms of this statute and in regulations issued by the Commission, he will be clocked onto that hazardous duty and will be paid at 25 percent above his normal rate for the period of time he is actually engaged in that work.

Mr. CUNNINGHAM. In the case of a weatherman who goes up to chart a hurricane and who is gone an hour, all he gets is 25 percent more? For what? For that hour?

Mr. MACY. For that hour, for the period of actual exposure.

Mr. CUNNINGHAM. It seems that is not quite adequate. What would a man be making an hour? I know they are Classification Act employees, but what would a weatherman who goes up get in an hour?

Mr. MACY. I do not have my hourly table here, but let us assume that he is paid roughly at \$4 an hour, this would mean that he would get—

Mr. CUNNINGHAM. One dollar?

Mr. MACY. He would get 25 percent of that, or \$1 for that particular hour.

Mr. CUNNINGHAM. That is all I have, but that seems quite inadequate to me. I would think at least he ought to be given 25 percent additional for his full working day.

Mr. MACY. We would have to work out regulations based on the actual time. The starting point of exposure may include some preliminary preparations. You have a sort of portal-to-portal problem which has to be defined here. In the case we cited, it seemed to me the hazard starts when they take off and head out into the hurricane. Those who are doing this regularly will have this particular working condition incorporated into their job classification and, therefore, their job level will be affected by it.

Mr. CUNNINGHAM. Just one other thing, Mr. Macy. This says 25 percent. For example, say he is up only an hour. After you go into this carefully, if you feel it is such a hazardous hour that \$1 does not adequately pay him, would you have authority under this act to say the full day was hazardous?

Mr. MACY. Under the language here in the bill, in H.R. 2079, provision is made for the premium differentials to be paid under regulations prescribed by the Commission. It would be my view that the Commission, in its prescription of regulations, would have to establish standards.

Mr. CUNNINGHAM. You would have some leeway?

Mr. MACY. Yes.

Mr. CUNNINGHAM. You would not necessarily have to confine this to the hour he was up?

Mr. MACY. No. We might be able to broaden the period of time.

Mr. CUNNINGHAM. Thank you very much.

Mr. OLSEN. There is some kind of standard already established under the wage board policy?

Mr. MACY. The individual departments, Mr. Chairman, have developed their own standards, and, as I indicated, they vary from department to department. There is need to bring those into greater harmony. This is something we feel we need to do administratively.

Mr. OLSEN. You could do it under this act?

Mr. MACY. No. This act is not necessary in order to bring about a greater degree of coordination among the wage board systems. This act applies only to Classification Act employees. It would cover a total of about 1 million employees who are now paid under the Classification Act.

Mr. CUNNINGHAM. One more question. Did I understand you to say that this bill possibly would cover a million employees?

Mr. MACY. That is correct, sir. The wage board system includes approximately 700,000 at the present time, the Classification Act slightly over a million.

Mr. OLSEN. Have you any cost estimates at all on this?

Mr. MACY. No, Mr. Chairman. I agree with the testimony that Congressman Wallhauser offered, to the effect that the cost would be very limited, but it is difficult to estimate it without having established the standards that I was discussing with Congressman Cunningham. I feel that the cost of administration would be minimal.

Mr. OLSEN. Would you say it could not exceed \$100,000?

Mr. MACY. I think that is as reasonable an estimate as any we could develop at this time.

Mr. CUNNINGHAM. One other thing. I would not want the record to give the wrong impression. You said this could apply to a million people, but you were thinking of all civilian employees, and we all know the great majority of them would never participate in this.

Mr. MACY. Indeed. As far as coverage of this proposed bill is concerned, the numbers would be very small. I would not see more than a few hundred who might prospectively be involved. When I indicated a million, I was indicating the total coverage of the Classification Act, not those who would be covered by this amendment.

Mr. CUNNINGHAM. I understand. I would not want someone reading this record to get the impression that 1 million employees would participate in this.

Mr. MACY. I appreciate your clarifying question.

Mr. OLSEN. Thank you, Mr. Macy.

Mr. MACY. Thank you, sir.

Mr. OLSEN. We shall call our next witness, Mr. Vaux Owen, president of the National Federation of Federal Employees.

STATEMENT OF VAUX OWEN, PRESIDENT, NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Mr. OWEN. Mr. Chairman, I have a brief statement which I shall read, and then be available for questions you may desire to ask me.

My name is Vaux Owen. I am president of the National Federation of Federal Employees. Our office is located at 1737 H Street NW., Washington, D.C.

We favor the purpose of H.R. 2079 and H.R. 5444, which are identical bills. The purpose is to provide additional compensation for hazardous employment when the officer or employee is subjected to physical hardship or hazard not usually involved in carrying out the duties of his position.

The additional compensation would not be payable where the classification of the employee's position takes into account the hardship or hazard involved in performing the duties of the position and may not exceed 25 percent of the basic rate of the employee's compensation.

Section 803 of the Classification Act of 1949 directed the Civil Service Commission to make a study of the problem of additional compensation for hazardous employment and submit a report to Congress setting forth its findings and recommendations for a future policy.

These bills add an additional section (sec. 804) to title 8 of the Classification Act of 1949.

The net effect of this legislation will be to place Classification Act employees on a somewhat equal footing with wage board employees with respect to additional compensation for hazardous duty.

It is now possible for the various wage board authorities to recognize irregular and intermittent duty involving unusual physical hardship or hazards. No such similar authority exists for employees subject to the Classification Act.

A professional engineer under the Classification Act cannot receive any hazard pay for irregular or intermittent duty involving testing experimental aircraft; yet, a wage board mechanic working alongside the engineer can be so compensated.

Another illustration would be the professional engineer working in a radiation hazardous area.

I thank the chairman and the members of the subcommittee for the opportunity to appear in favor of this proposed legislation. I urge a favorable report by the subcommittee.

Mr. ADDABBO (presiding). Thank you very much, Mr. Owen.

Any questions, Mr. Cunningham?

Mr. CUNNINGHAM. No. I appreciate Mr. Owen's taking the time to come here and give us his views.

Mr. OWEN. Thank you, gentlemen.

Mr. ADDABBO. The next witness is Mr. John McCart, legislative representative, American Federation of Government Employees.

**STATEMENT OF JOHN McCART, LEGISLATIVE REPRESENTATIVE,
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES**

Mr. McCART. Mr. Chairman, we have presented to the subcommittee a prepared statement which, with your permission, I would like to have included as a part of the record, and I would like to proceed very briefly extemporaneously.

Mr. ADDABBO. Without objection, it is so ordered.

(Mr. McCart's statement follows:)

**STATEMENT OF THE AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES ON BILLS
AUTHORIZING DIFFERENTIALS OF PAY FOR IRREGULAR HAZARDOUS DUTY**

The American Federation of Government Employees approves the two bills which are the subject of today's hearing, for their purpose of equalizing the treatment of all classified employees performing hazardous duties. We urge the enactment of the provisions of H.R. 2079, introduced by Representative Wallhauser, and its companion bill, H.R. 5444, sponsored by Representative George P. Miller.

This proposal does not introduce a new concept into the classification system, nor does it broaden the scope of the law to encompass a very large number of positions. It does augment an objective already contained in the law to the extent that it will do justice to many employees who are now excluded from its benefits.

The classification law now authorizes the Civil Service Commission to prepare standards for the purpose of placing positions in their proper classes and grades. In so doing, the Commission is to take into account the duties, responsibilities, and qualifications requirements of positions subject to the law. This authority to appraise the content and requirements of a position permits the Commission to take cognizance of hazard as an element of that position. However, this recognition of hazard as a factor in determining the classification and the compensation of duties regularly performed still does not provide for determining the payment for the irregular performance of duties which involve unusual physical hardship or hazard.

There is need, therefore, to provide a compensation differential for those irregular or intermittent situations wherein weeks or months might separate instances of exposure to danger which is not inherent in an employee's daily duties.

There are existing precedents in other pay systems for compensating these periodic hazards. It has been a feature of the military pay system for some time. It is also an authorized practice of the Public Health Service.

The conditions for providing additional compensation for hazardous duty performed by wage board employees of the Army and Air Force are similar to those which are defined in these bills. In commenting on its new wage payment policy, the Army-Air Force Wage Board in its report for fiscal year 1960 stated: "Inherent risks will continue to be recognized as an element in the evaluation of wage board jobs; however, certain predefined, unusually hazardous conditions will be treated for pay purposes by authorization of premium pay."

In defining the conditions which warrant the authorization of this extra pay, the Board stipulated that it would be limited to certain situations which require working with certain substances or agents "under conditions which by common acceptance clearly demonstrate a potential danger of temporary or permanent disability or disease, or death."

The intent of these bills then is to make provision for those situations involving hazard which have not been taken into account in the evaluation of the position. It is not a matter of double payment, through the regular classification of the position and also by means of premium pay. Nor is it rewarding regularly recurring hazard by means of an addition to the regular rate or by allocation to a higher grade. That is now permissible under the law. It is instead the compensation for occasional exposure to unusual danger.

There are many such circumstances which may affect the so-called white-collar employee. It will happen in the case of an electronic specialist—engineer or technician—who is required to go aloft in a flight test of newly devised airplane equipment. By providing this means of extra compensation for these irregular occasions of hazard, the Government would be equalizing the classification law with those other pay systems which now authorize such treatment.

It is after all only a means of compensating an employee in a very minor manner for hardship or hazard which might cost him his life. Of course there is no means of adequate compensation, but it will provide recognition of the existence of the unusual aspect of the duty and to the extent that it will remove what now amounts to discrimination, the proposal will have positive benefit to employee morale.

The task which will be required by the implementation of this legislation will be of considerable difficulty. It is apparent that a distinction between usual and unusual hazard or hardship will have no ease of accomplishment, but that is no reason why it should not be attempted. Perhaps it will require more than the 90 days provided in these bills to put the program into effect, but that is an administrative aspect which can best be determined by the Commission and decided by this committee.

We appreciate, Mr. Chairman, the opportunity to present our views on these bills.

Mr. McCART. First, we wish to express our appreciation to you and the chairman of the subcommittee and the other members of the committee for arranging the hearing, and to Representatives George Wallhauser and George Miller for their sponsorship of this legislation.

I think the rationale of the legislation has been clearly explained. You get to a point actually where there are no further arguments in favor of legislation of this kind.

I think it has been pretty clearly demonstrated that this type of premium pay exists in other types of salary systems.

With reference to the practice in the Army and Air Force, under the Army-Air Force wage pay system, I would like to allude to the report of the Board for 1960, which said, in part:

"Inherent risks will continue to be recognized as an element in the evaluation of wage board jobs; however, certain predefined, unusually hazardous conditions will be treated for pay purposes by authorization of premium pay."

Mr. Chairman, we assert that this is on all fours with the problem we are confronted with in the classified pay system which these bills are designed to correct.

As has been indicated, this is not an effort to provide base pay increases, but actually the intent is to provide compensation for occasional exposure to unusually dangerous hazards.

My early years were spent in the naval shipyard, and I can recall, Mr. Chairman, the employees of the various shops being required to go on vessels on test runs after either construction or conversion. Some classified employees would accompany the vessel; also, engineers from the design department. Employees of the Navy's Wage Board system would be entitled to hazardous pay while employees on the classified side would not be. I think this points up the specific problem involved.

There is only one further point that I would like to suggest, Mr. Chairman, and that is that any employee who feels he has not been afforded proper compensation under this bill, if it becomes law, has an opportunity to appeal the fact that he either has not been covered or has not received the proper amount of compensation.

With that, Mr. Chairman, we heartily subscribe to the two bills before the subcommittee, and we urge your early favorable report on them to the full committee.

Mr. ADDABBO. Thank you very much, Mr. McCart.

Does an employee under the wage board classification have a right of appeal at the present time?

Mr. McCART. Yes, Mr. Chairman. It is quite true any employee under an agency appeals system has an opportunity of asserting a grievance, but it occurs to me if we are to have some regulations developed and promulgated, the controlling regulations will be prepared and presented by the Civil Service Commission. In this instance, it seems to me it would be proper for the employee to be able to appeal ultimately to the agency that is responsible for the preparation of the basic regulations. There is in existence an appeals system. I am sure any classified employee who felt he was unjustly treated under the program in this legislation could appeal under the agency grievance system, but I do not think there would be any provision for appeal to the Civil Service Commission, the agency responsible for the basic program.

Mr. ADDABBO. Thank you very much, Mr. McCart.

Mr. Cunningham?

Mr. CUNNINGHAM. I appreciate Mr. McCart's statement and appreciate his being here.

Mr. McCART. Thank you, Mr. Chairman.

Mr. ADDABBO. Our next witness is Mr. Peter C. Palermo, structural engineer, David Taylor Model Basin, Bureau of Ships, Department of the Navy.

STATEMENT OF PETER C. PALERMO, STRUCTURAL ENGINEER,
DAVID TAYLOR MODEL BASIN, BUREAU OF SHIPS, DEPARTMENT
OF THE NAVY

Mr. PALERMO. Mr. Chairman, we have a prepared statement from the David Taylor Model Basin. I am a little cold on this. I have just seen it, but I will be glad to read it, if you will permit.

Mr. ADDABBO. You may read it.

Mr. PALERMO. My job at the David Taylor Basin is the submergence test of submarines the first time out, the first builder's trials. We have other groups there who perform other such duties on builder's trials of submarines, such as stability trials and vibration trials.

There are 122 graded civil service employees at our naval activity who are required to attend submarine trials for a few days to a few weeks on a temporary basis. We wish to bring to the attention of the committee the conditions under which we work while on board ship.

Without exception, civil service engineers and technicians are the only ones who ride submarines without some extra compensation for the hazardous nature of the work. Officers and enlisted men draw submarine pay, private shipyard and manufacturers' representatives receive extra trial pay, and civil service ungraded workers have diving pay.

The nature of our work in evaluating the performance of submarines is necessarily classified. Except for the security involved, we could cite numerous near fatal incidents in day-to-day operations, circumvented only by the skill of the officers and crew in operating their ships. After some emergency or damage has occurred to a submarine, we are often told not to mention this to the shipyard or the general public. Occasionally, however, word does reach the newspapers and is verified by the Navy. We submit herewith seven news clippings and other items which relate to the hazardous conditions of our work.

Mr. ADDABBO. Without objection, they will be included as a part of the record at this point.

(The documents referred to follow:)

[From the San Francisco News-Call Bulletin, Dec. 11, 1959]

A-SUB PERILED ON TEST BY DEFECT—MEN BANGED UP IN DIVE

(By Yancey Smith)

Several crewmen were banged up recently when the first Regulus missile-firing atomic submarine, the *Halibut*, went into a steep unexpected dive during a test run here, it was learned today.

Comdr. Walt Dedrich, commanding, said only that the dive was caused by a mechanical defect.

Five or six men were banged up, none seriously, before Dedrich managed to halt the dive and back out.

Dedrich said the defective equipment has been corrected.

"It's been running real good since then," he added. "Everything's been going along fine."

The incident took place almost 100 miles off the Golden Gate in October. Dedrich said he wasn't allowed to say at what depth the submarine was operating.

"This kind of thing happens all the time," he said. "That's what we have these test runs for, to see if there are any defects and correct them."

The *Halibut* is due to be placed in commission and formally joins the fleet on January 4, with Commander Dedrich as skipper.

She was built at Mare Island.

Commander Dedrich confirmed the incident only after he was questioned regarding rumors.

[From the Navy Times, Dec. 16, 1961]

PROPELLER LOST IN A-SUB TEST

VALLEJO, CALIF.—The nuclear submarine *Scamp* has arrived under tow at the Mare Island shipyard here after losing her propeller during test maneuvers about 50 miles off the coast.

A Navy spokesman said the ship's nuclear apparatus was not affected and that there were no casualties.

The breakdown occurred during a severe test of special instrumented propeller shaft. The shaft failed, causing the submarine to lose the propeller, the spokesman said.

The Coast Guard cutter *Commanche* towed the *Scamp* through the Golden Gate where two Navy tugs met the disabled vessel and towed her to Mare Island.

[From the Navy Times, May 19, 1962]

A-SUB RUN OVER BY FREIGHTER

SAN FRANCISCO.—The nuclear-powered attack submarine *Permit* was run over by a 12,000-ton freighter off the California coast earlier this month. Both ships reached port under their own power although damaged.

There were no injuries among the 140 men aboard the *Permit*.

The 9-month-old submarine was on a submerged test run with extra personnel aboard when she was run over by the *Hawaii Citizen* near the Ferallon Islands, some 30 miles off California.

Only the submarine's sail was reported to be damaged in the collision. The freighter reported damages to one of her holds.

Lt. Comdr. Ernest R. Barrett is skipper of the A-sub.

[From the David Taylor Model Basin Bulletin, July 13, 1962]

LIFE INSURANCE COVERAGE FOR EXTRA HAZARDOUS DUTY

Inasmuch as a number of inquiries have been received from employees of the Model Basin as to the availability of life insurance coverage for extra hazardous duty while engaged in trial tests, a survey has been made to see what kind of coverage might be available.

We have received information from a local agent who handles such insurance on both an annual and a short-term day-to-day basis. If you are interested in arranging for this type of coverage or in the details concerning such coverage, please call or visit the Employee Relations Branch, code 130, ext. 213.

[From the Washington Post, June 15, 1961]

U.S. A-SUBS SENT TO POPULATED PORTS DESPITE ORDERS OF ADMIRAL BURKE—
"REACTORS ARE NOT SAFE"—TELLER

(By Howard Simons)

The U.S. Navy has been sending atomic submarines into populated ports despite orders against this from Adm. Arleigh A. Burke, Chief of Naval Operations, and the warnings of top atomic scientists.

On April 9, 1960, Vice Adm. H. G. Rickover and Edward Teller told the Joint Committee on Atomic Energy that nuclear submarines should not be sent into populated ports unless there is actual military or national necessity. Testimony at the hearing was made public 2 weeks ago.

Despite instructions and warnings, the Navy has since sent nuclear submarines to La Spezia, Italy; Bremerhaven, Germany; Portsmouth, England, and Sydney, Australia.

The visits to these foreign ports were made for good will and rest, and recreation for the crews.

A Navy spokesman said the Navy had been aware of the orders mentioned in the testimony, that the submarines were technically dispatched by the Office

of the Chief of Naval Operations; and that shore leave for submarine crews is, in itself, a matter of military necessity.

The spokesman also said all ports visited had been cleared with the Reactors Safeguards Committee, advisory group to the Atomic Energy Commission.

It took a lot of argument to convince the "operating forces," Admiral Rickover testified last year, that "they must not move these ships around the way they were accustomed to move conventional ships."

He told the committee that "even though Admiral Burke has issued instructions to the Navy that there must be an actual military or national necessity before a nuclear ship can go into a populated harbor," in his opinion, "the spirit of this order is not always lived up to fully."

Admiral Rickover said the operating forces say a scheduled visit to a populated port is a military necessity." And he replied, "What if something happens and you are irradiate a city and you are called upon to prove there really was a military necessity." What are you going to say?"

Admiral Rickover, who is scheduled to appear today before the Joint Committee to testify on the technical aspects of reactor safety, is concerned that persons are taking the safety of nuclear reactors too much for granted.

He told the same committee in April 1960, that "no such wonderful day has yet dawned" when reactors can be considered safe.

"In fact," he continued, "the more reactors there are operating the more serious is the problem, because the chance of something happening multiplies with the number of reactors."

Similar concern and argument was introduced into the record by Teller, called by many the father of the H-bomb. Teller wrote in a letter to the committee, "We must not be deluded by the excellent safety record made to date; such a record is not intrinsic to any reactor plant. Reactors are not, ipso facto, safe devices."

"It is still my deep conviction," Teller concluded, "that it would be wrong, in spite of all the care taken, to operate these ships in and out of populated ports unless it was absolutely necessary. Since the entire world is watching us in this field, the same prudence should be applied in visits to foreign ports."

[From the Fort Lauderdale News and Sun-Sentinel, Feb. 11, 1962]

MAYOR IS COOL TO SUB PLUNGE—DECLINES TRIP

City officials apparently are not too hot on the idea of diving beneath the sea in a submarine.

Both Mayor Edmund Burry and Commissioner James Leavitt have passed up invitations to take a cruise aboard the U.S.S. *Albacore*, described by one Navy spokesman as an "experimental job."

Burry was to have departed Port Everglades Thursday morning for a 9-hour trip beneath the briny.

The mayor said he understood the sub was to have engaged in maneuvers with a Navy destroyer, the U.S.S. *Hood*, which is also visiting here.

"If the invitation had been for the *Hood* I might have gone," the mayor said, indicating he was not especially fond of submarines.

Burry had hoped Commissioner Leavitt would serve as his replacement. But after the Navy went to the trouble of clearing Leavitt for the cruise, he, too, was unable to cast off.

The invitation is still open for Monday and Tuesday of next week. One of the five commissioners may yet decide to take a plunge.

From: Commanding Officer and Director.

To: Chief, Industrial Relations.

Viz: Chief, BuShips, Code 720.

Subject: Hazardous duty pay for graded and ungraded employees; inequities in.

Reference: (a) NCPI 53L.

1. Reference (a) makes provisions for hazardous and additional pay for ungraded employees under certain circumstances. The same provisions do not apply to graded employees, and as a consequence serious morale problems are caused when graded and ungraded employees perform as a team.

2. We are aware that this problem has been the subject of discussion for several years; however, no positive action has been taken to correct the situation. It is our understanding that there is a bill, H.R. 2079, pending in Congress this

session which would amend the Classification Act to permit payment of hazardous duty pay to graded employees. If this bill corrects the current inequities between graded and ungraded employees, it is urged that it be supported by the Navy.

3. The Model Basin is critically affected by the inequities of hazardous duty pay because of its many programs requiring full field trials and tests aboard ships and submarines which involve ungraded and graded employees. For this reason we wish to register our interest in the correction of the inequities.

J. A. OBERMEYER.

Mr. PALERMO. Among the clippings enclosed is one on hazardous life insurance which is necessary in our profession. Our employer is powerless to compensate us for this additional cost.

The only benefit we enjoy from the risky nature of our work is the effective way it discourages unwanted life insurance salesmen.

Evidence of the duress encountered aboard submarines is the fact that among those who ride such ships, the Navy requires periodic psychological examinations for civilians and service personnel alike.

Paul V. Ruscus, 2655 41st Street NW., Washington, D.C.

Frederick N. Saxton, 802 East Jefferson Street, Rockville, Md.

Erich H. Dittrich, 150 South Columbus Street, Arlington, Va.

Bruce H. Burnside, 505 Calvin Lane, Rockville, Md.

Peter M. Palermo, 12816 Connecticut Avenue, Silver Spring, Md.

Kenneth E. Newton, 1040 Welsh Drive, Rockville, Md.

Mr. ADDABBO. Thank you very much.

Are there questions?

Mr. CUNNINGHAM. I appreciate Mr. Palermo's statement and appreciate his coming in and giving it to us.

Mr. PALERMO. Thank you.

Mr. ADDABBO. That concludes the hearings, and the committee will now go into executive session.

(Whereupon the subcommittee adjourned at 10:20 a.m., Wednesday, August 1, 1962.)

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