

90-DAY DELAY SEEN FOR RETIREE PROCESSING

The Civil Service Commission has advised all agencies that final processing of retirement applications may be delayed approximately 90 days, due to the heavy workloads resulting from the retirement amendments of 1969.

However, to alleviate possible financial hardship until regular annuity payments begin, the Treasury Department will make special payments, and the Commission will send separate form letters explaining the payments. The CSC will then make appropriate monetary adjustments when it completes final processing.

In addition, CSC will defer processing regular applications for deposits, redeposits and voluntary contributions until the workload tapers off.

Upon receipt of an application for retirement, CSC will send the retiring employee an acknowledgment letter showing his Civil Service Annuity number. This is his assurance that the application has been received. Employees should limit correspondence with the Bureau of Retirement, Insurance and Occupational Health concerning the status of claims, as such inquiries will only further delay the processing of applications.



NEWSLETTER



U.S. Department of the Interior National Park Service

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Changes in Labor-Management Relations Announced

Recognizing that some Federal agencies and installations have had less cooperation between employees and management than had been hoped for, President Nixon signed Executive Order 11491 "Labor-Management Relations in the Federal Service" on October 29.

The new Executive Order, effective on January 1, 1970, replaces Executive Order 10988 "Employee-Management Cooperation in the Federal Service" which has governed the relationship between employee unions and Federal managers since January 17, 1962.

Some of the major changes are:

- Unions will no longer be given informal or formal recognition. Existing informal recognitions will be terminated on July 1, 1970 and existing formal recognitions will be terminated sometime after October 1, 1970.

- Exclusive recognition will no longer be granted on the basis of union membership or authorization cards. A secret ballot election will be required in all cases. However, the requirement that 60 percent of the employees in the unit must vote has been dropped. Instead, if a majority of these voting select the union, it will be granted exclusive recognition. In addition, the former requirement that 10 percent of the employees in the unit be members of the union has been dropped.

- Guards, defined as employees who are "assigned to enforce against employees and other persons rules to protect agency property or the safety of persons on agency premises, or to maintain law and order in areas or facilities under Government control" cannot be included in the same unit with other employees.

Even if they form their own separate unit, they may not be represented by any union which admits to membership employees other than guards.

- Even though no such units have been established in the Service, E.O. 10988 permitted the establishment of units consisting solely of supervisors. The new Executive Order DOES NOT permit this except for a few cases, such as in the maritime industry, which has a historic precedent for such units in private and public employment.

- Supervisors, even first line supervisors, are prohibited from serving as officers or participating in the management of unions.

- At present, union negotiators who are Service employees are "on the clock" during negotiations. Under the new Order, such employees must be on Annual Leave or LWOP.

- Under E.O. 10988 negotiation impasses could be appealed only to the head of the agency, whose decision was final. E.O. 11491 establishes a FEDERAL SERVICE IMPASSES PANEL, which consists of at least three members appointed by the President. The panel can resolve the impasse through various means, including third-party fact finding and arbitration.

- At present, the head of each agency administers the labor relations program within his own department with only advice and guidance from the Civil Service Commission. Under the new Order, the program will be administered by a FEDERAL LABOR RELATIONS COUNCIL, consisting of the Chairman of the Commission, the Secretary of Labor, an official of the Executive Office of the President and other officials that the President may designate.



By — Jean L. Beal

Do you know someone who can meet a room full of strangers then turn around and introduce another newcomer to the party to the entire room without missing a name? If so, you know Lucile (spelled with one l) Sneddon. Gregarious, fun-loving, thoughtful of others and a genuine interest in the world around her are descriptive of Emma Lucile Wallace who was born in Fullerton, Nebraska.

While attending Colorado State University, she met the forestry student who became her husband. Lucile and Lee were married at graduation after Lee warned her that as a National Park Service wife she might have to live in a tent. Recalling some places they've lived, she said a tent might have been better!

Tours of duty took them to Scotts Bluff, Dinosaur, Texoma Recreation Area, Crater Lake, Olympic, Rocky Mountain, Andrew Johnson, Blue Ridge Parkway, and their present location at Great Smoky Mountains National Park where Lee is chief ranger.

Lucile has had a lasting influence on all parks and communities where she has lived as illustrated by the nursery school she organized and taught while stationed at Texoma. Upon their arrival at Crater Lake there was no public school available and she began teaching her two daughters by the Calvert System. With three students, her own girls in first and fourth grades and a neighbor child in second grade, Lucile established and taught a private school which was later given State support and eventually grew into the present elementary school at Crater Lake.

In addition to establishing nursery school and teaching school; she has taught Bible school, worked with youth groups, helped with school lunch programs, assisted Girl Scouts, Campfire Girls, 4-H groups and worked with Home Demonstration Clubs. At present she is active in Smoky Mountain Park Wives, serves as a Pink Lady with the Sevier County Hospital and holds an office in the Gatlinburg Garden Club.

She enjoys skiing, square dancing, hiking and plays bridge. She is an accomplished and gracious hostess who enjoys having a party at every opportunity. She remembers birthdays, anniversaries and other special days of all her friends and neighbors. She is a marvelous neighbor with a remarkable memory, always thinking of what she can do for someone else before that person even realizes they could use the help.

Lucile and Lee have made the National Park Service a complete way of life. Although their family includes two grown daughters, they have a larger unofficial family including the younger people they've worked with and their families. Lucile takes a special interest in the young park wives calling them "her girls." If she were to give a helpful hint to young women starting out as park wives, it might be to encourage them to make home wherever they live. Give the community time to accept you but go more than halfway in being friendly and helpful, putting the best Park Service foot forward at every opportunity.

The Sneddon's daughter, Donna Lee (Mrs. John Holden), lives in England where her husband is on foreign assignment with Westinghouse. Their second daughter, Janet (Mrs. Nicholas Rayder), has recently moved to Berkeley, California, where her husband is with Far West Laboratories.

This year, Lucile and Lee celebrate 30 years with the National Park Service and their 30th wedding anniversary. Recalling those years she immediately says that it has been a wonderful challenge and she looks forward to future years of Service activities.

See Here,

KUDOS to the Editors of THE SMOKE SIGNAL—the October issue is a real winner. For a subscription to this quarterly publication, send \$1.00 to the SW Regional Chairman, Betty Peterson, Big Bend National Park, Texas 79834, or to The Editors, THE SMOKE SIGNAL, Saguaro National Monument, Box 17210, Tucson, Ariz. 85710

QUILTING BEE

A quilting bee was first on the agenda of the monthly Park Wives meeting held at the "farmhouse" in the Shenandoah National Park residential area on Wednesday, November 12. Mrs. Bob Johnson and Mrs. Doug Lancaster were co-hostesses.

The quilt is entitled "Wildflowers of Shenandoah," and contributions (at the rate of 50 cents per ticket or 3 for \$1.00) are being accepted for a drawing to be held on December 12. The winner does not have to be present at the drawing and will be notified immediately of the outcome.

While some of the ladies assumed various positions around the quilting frame in order to make the necessary "stitch in time," others worked on toys to be presented to the Park children at their annual Christmas party to be held at the VFW Home on Saturday, December 20.

The following slate of new officers was presented

On July 6, 1936, Franklin D. Roosevelt issued a proclamation establishing Perry's Victory and International Peace Memorial as a national monument. Tony Kindt was working at the Monument on that day, operating the elevator that carried visitors to the top of the 352-foot granite column. At that time he had been working at the Monument for several months.



Thirty-three years later, Tony is still at the Monument, working just as enthusiastically as he did then. In his Park Service career he has served as elevator operator, handyman, laborer, historical aid, tour leader, supervisor, ranger historian and since 1961 as chief maintenanceman. Over the years, he has also been acting superintendent at Perry's Victory on numerous occasions. During the winter of 1967-68, he was acting superintendent for over 8 months. Truly, there is very little about Perry's Victory that Tony doesn't know.

Tony was born in Toledo, Ohio, on January 26, 1904. His family didn't tarry in the city too long and moved back to South Bass Island, where the Monument is located, while Tony was still a small boy. As a school-

boy on the island, he saw the courses of stone in the Monument reach ever higher during the years 1912-1915.

For a while after he graduated from Put-in-Bay High School, Tony drove a cab and gave tours to the many visitors who came to the island on the old lake steamers. He layed out steel work for the American Bridge Company in Toledo for a time, but then the depression came and South Bass Island beckoned. For several years he fished and piloted one of the water taxis that service the island. It was then that the job at the Memorial became available, and Tony took it.

The work at the park was seasonal at first, so Tony was employed during the winters as a boiler operator at the Ohio State Fish Hatchery at Put-in-Bay between 1937 and 1954. After several years of experience, he received his Boiler Operator's license from the state. His experience along these lines has served him well in the operation of the Monument's highly technical dehumidification system, installed in 1961.

Tony married Elizabeth Wendell on November 14, 1929. Over the years they have successfully raised seven children. Always interested in the welfare of the island community, Tony served for 16 years as a member of the Put-in-Bay School Board and was also a volunteer fireman for many years. Today he still serves as a trustee for the village park. He has also been a faithful member of the Mother of Sorrows Church.

The Monument is Tony's first love, but he also enjoys gardening and showing people through the cave on his property.

Ladies

by the nominating committee and received unanimous approval:

Mrs. Bob (Phyllis) Wiley, President; Mrs. Doug (Thelma) Warnock, 1st Vice Pres.; Mrs. Frank (Joan) Elliott, 2nd Vice Pres.; Mrs. Dick (Sheila) Rasp, Sec.; and Mrs. Dale (Juanita) Hoak, Treas.

HAIL AND FAREWELL

Washington Office and Eastern Service Center employees gathered in the Interior Department Cafeteria on November 6 to bid hail and farewell to sixteen of the Washington, D.C. area employees who retired under the High Three formula for computing retirement annuities.

During the reception in their honor, Director Hartzog welcomed them into the High-3 Club and presented each with his "Certificate of Charter Membership."

Present to receive the honor were Melford O. Anderson, Belya I. Brandon, John B. Cabot, Robert G. Cooper, Harry M. Elsey, Caroline G. Holcomb, Wallace Johnson, Edwin C. Kenner, Willie B. Liggan, Paul L. Mayrose, Louise Murray, William E. Newcomb, John A. Reeves, John C. Reshott, Howard R. Stagner, and Kathryn Thomas. Each member of the retiree team was also presented with a year's membership in the Employee and Alumni Association.

UNPEACEFUL DEMONSTRATION PENALTY

All employees are hereby alerted to the following provision which was included in Public Law 91-98, the Department of the Interior and Related Agencies Appropriation Act, 1970, approved October 29, 1969:

Sec. 303. No part of the funds appropriated by this Act shall be used to pay the salary of any Federal employee who is convicted in any Federal, State, or local court of competent jurisdiction, of inciting, promoting, or carrying on a riot, or any group activity resulting in material damage to property or injury to persons, found to be in violation of Federal, State, or local laws designed to protect persons or property in the community concerned.

CHRISTMAS REMINDER

THIS TIMELY SUGGESTION from E&AA Board Chairman Howard W. Baker: "For those who have problems deciding on a suitable holiday remembrance for a National Park Service friend, why not give a new membership—or an extension of an existing membership—in the Employees and Alumni Association?" Ed. Note: Send \$3 or \$5 check to Ray Martinez, Treasurer, E&AA, NCR Building, 1100 Ohio Drive, S.W., Washington, D.C. 20242

People on the move-

NEW PLACES

Babbitt, Daniel H., from Landscape Arch., SFSC, to same, NW Dist. Off.
 Bathke, David M., from Pk. Ranger, Albright TC, to same, Yosemite NP
 Blackwell, Ralph E., Jr., from Foreman I, Maintenance, Effigy Mounds NM, to Foreman II, R&G, Roosevelt-Vanderbilt NHS
 Brooks, William P., from Maintenance Programs Analyst, WSC, to Budget & Prgms. Off., NW Dist. Off.
 Clary, Benton J., from Civil Engr., SFSC to same, Lake Mead NRA
 Collins, Franklin G., from Landscape Arch., WASO, to Mgmt. Asst., Redwood NP
 Duntun, Irving L., from Enrollee Work Supv., Acadia JCCCC, to same, Mammoth Cave, NP, Great Onyx JCCCC
 Finn, Linda L., from Pk. Nat., Albright TC, to Pk. Ranger, Redwood NP
 Footer, Dennis E., from Electrician, Yosemite NP, to Foreman II, Curecanti NRA
 Forsell, Warner R., from Supv. Pk. Ranger, Isle Royale NP, to same, North Cascades NP
 Gay, Gordon V., from Hist., Albright TC, to same, Blue Ridge Pkwy.
 Gillespie, H. Oliver, Jr., from Teacher, Mammoth Cave NP, Great Onyx JCCCC, to Ranger, Albright TC
 Gyllenskog, J. Grant, from Supv. Civil Engr., SFSC, to same, Sequoia-Kings Canyon NP
 Holland, James V., from Landscape Arch. SFSC, to same, MWRO
 Hollister, Alan D., from Landscape Arch., WSC, to same, Great Smoky Mtns. NP
 Hope, Robert A., from Landscape Arch., WSC, to same, Blue Ridge Pkwy.
 Ingersol, William T., from Hist., WASO, to same, SFSC
 Kahn, Mohammed A., from Corpsmen Asst. Supv., Mammoth Cave NP, Great Onyx JCCCC, to Pk. Techn., Albright TC
 Knornelis, Thomas, from Realty Spec., WASO, to same, WSC
 Morgan, Billy F., from Landscape Arch., WSC, to same, Colonial NHP
 Pingry, Earl M., from Civil Engr., SFSC, to same, Lake Mead NRA
 Rouse, James S., from Pk. Planner, WSC, to Supv. Pk. Ranger, NW Dist. Off.
 Salmon, Wilmer H., from Const. Rep., SFSC, to Constr. Supv., Whiskeytown NRA
 Schreffler, Robert E., from Landscape Arch., WSC, to same, Blue Ridge Pkwy.
 Shields, William R., from Corpsman Asst. Supv., Mammoth Cave NP, Great Onyx JCCCC, to Pk. Techn., Albright TC
 Smith, Kenneth L., from Civil Engr., WSC, to same, NW Dist. Off.
 Specht, Lee A., from Constr. Rep., SFSC, to Maintenance Supv., Coulee Dam NRA
 Webster, Dorothy M., from Accounting Clk., NYC Group, to Sec., Job Corp, WASO

Wetzel, William L., from Foreman II, Maintenance, Sequoia-Kings Canyon NP, to same, North Cascades NP
 Wiley, Robert R., from Landscape Arch., WSC, to same, Shenandoah NP

JOINING THE ALUMNI

Alleman, Carl W., from Supv. Landscape Arch., SFSC
 Anderson, Melford O., from Asst. to the Assoc. Dir., WASO
 Backensky, John J., from Supv. of Contr. Admin., WSC
 Biggs, William B., from Foreman II, George Washington Pkwy.
 Breckenkamp, William H., from Pers. Off., Yosemite NP
 Brown, Frank L., from Constr. Rep., SFSC
 Camoon, Gene W., from Pk. Ranger, Yosemite NP
 Cutshaw, Elward B., from Pvt., U.S. Park Police, NCR
 Deloof, Henry J., from Maintenance, Glen Canyon NRA
 Dickison, Fred F., from Forester, MWRO
 Dillon, Jesse W., from Disposal Plant Oper., Zion NP
 Dreyer, Kenneth D., from Exhibits Spec., WASO
 Finzel, William J., from Sgt., U.S. Park Police, NCR
 Gormley, Jay S., from Gen. Supply Clk., Olympic NP
 Guinn, Arthur D., from Foreman II, R&T, Organ Pipe Cactus NM
 Harrison, Esther, from Charwoman, Fire Island NS
 Holcomb, Caroline G., from Graphics Spec., WASO
 Liggan, Willie B., III, from Exhibits Spec., WASO
 Martin, Emmett B., from Supv. Civil Engr., WRO
 McClure, Albert, from Mus. Curator, Roosevelt-Vanderbilt NHS
 McGregor, Robert, from Foreman II, Packer, Yosemite NP
 Meredith, Peter, from Constr. Inspector, WSC
 Nash, Edward, from Civil Engr., WSC
 Nelson, Marvin L., from Admin. Off., Klamath Falls Field Off.
 Newcomb, William E., from Civil Engr. Techn., WSC
 Pearce, F. Cliff, from Arch., WSC
 Peters, George M., from Supv. Pk. Ranger, Mount Rainier NP
 Riddick, Charles T., from Foreman I, Maintenance, Fire Island NS
 Rossiter, John, from Civil Engr., SFSC
 Ryan, Mary C., from Writer-Editor, WASO
 Sandifer, Emmette M., from Pvt., Horse-Mounted Off., U.S. Park Police, NCR
 Seasholtz, Lloyd W., from Electrical Engr. Techn., WRO
 Sigler, Charles R. from Supv. Arch., SFSC
 Smith, Malcolm G., from Arch., SFSC
 Sweeny, Ross F., from Supv. Civil Engr., WSC
 Thorn, William H., from Civil Engr., WSC

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