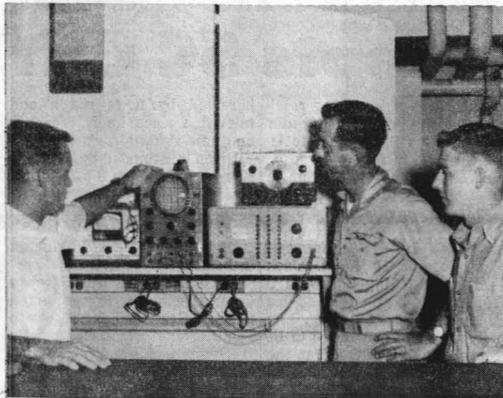


Pictorial HiLights



PHILANTHROPY THROUGH ARTISTRY — Tina Hanne (l) and Cathy Wilson strike a graceful pose during a dress rehearsal of the "Ballet Classique" to be presented next Friday at the James Monroe School. Stefa Delys and Bette Jacks, instructors, present their students and members of the China Lake Ballet Society, in a concert of two original ballets and a series of diversissements. Donations will be retained by the IWV Council for Retarded Children. There will be no advance ticket sale.



NEW ACTIVITY — Electronics Technician John Sloan (left) takes pride in pointing out the electronics equipment of the new Electronics Hobby Shop, which was opened this week, to Lt. Carl Vancil, Special Services Officer, and Thomas Presson, AA. Operated for the convenience of military personnel, the hours of operation will be from Monday through Friday from 6-9 p.m.; Saturday 9 a.m. to 6 p.m.; Sunday 1-6 p.m., and is closed on holidays. The shop number is Ext. 72080.

Children's Nursery Adds Summer Day Program June 11

Specialized instruction in swimming, dance, music, arts and crafts has been scheduled by the China Lake Day Nursery Association. This special summer day program will be held June 11 through July 6. Swimming classes are scheduled for one hour sessions from Tuesday through Friday beginning at 10:30 a.m. Instruction will be at the Station pool and youngsters must be at least 4½ years of age.

The dance period is also set for the morning hours.

Music and the arts and crafts classes will be held in the afternoon. The number of days per week devoted to music instruction will be determined by the size of the group.

Children enrolled in the regular nursery school program may participate in this program at no additional cost. For further information, call the Nursery office, Ext. 71398, or Marge Adloff, Ext. 77052.

Unions Called To Testify on Pay Legislation

The House Civil Service Committee this week was scheduled to begin hearing the pay testimony of federal employee union representatives.

The announcement of the testimony of union witnesses marked a speedup in the schedule. Earlier, it appeared that union representatives would not be called to testify until as late as mid-June.

The House group has been meeting three times a week to try to make headway with the long list of witnesses slated to appear on pay. The first group of witnesses to testify included Postmaster General J. Edward Day, Civil Service Commission chairman John W. Macy Jr. and Deputy Budget Director Elmer B. Staats.

Heroic Act . . .

(Continued from Page 1) Nothing unhesitatingly left the comparative safety of the overturned whale boat, swam toward open sea amid the high breakers and strong undertow and succeeded in rescuing the boat engineer who had become entangled in small lines.

RECREATION BILL

Three One-Act Plays Is Product of Drama Group

The China Lake Players, local community theatre group, are presenting a summer festival of one-act plays on June 20 and 21 at the James Monroe School.

"Glory in the Flower," a new play by William Inge which was their entry in the Kern County Drama Festival, will be offered for the first time locally.

The cast is headed by Betty Hughes and Art Pelletier in the roles of Jackie Bowen, a music teacher who has dreamed for 17 years of the high school hero, and Bus Riley, the hero who has become a heel.

Rekohsh Directs

Another selection "The Boor" by Anton Chekov will be directed by Ruth Rekohsh, starring B. A. Fouse as the quick-tempered Russian widow, Madame Popova.

Also appearing in this classic comedy are Bob Spence as the boorish, hot-headed landowner and Alan Fouse, the old servant.

From Dorothy Parker

A new play featuring Len and Connie Finney as a newly-wed pair beginning their honeymoon journey is the final series on the bill. Entitled "Here We Are," it is a brief and witty dramatization of a short story by Dorothy Parker.

Civic Concert Board

Four directors were elected to the NOTS Civic Concert Association at their annual meeting held last week in the Community Center.

Beginning new two-year terms are Dr. G. S. Colladay, Burma Schwager, Virginia Wiseman from West End, and Bruce Wertemberger.

Mary Wickenden was confirmed to finish the term for Dr. C. E. Waring, and Earle Kirkbride will head the ticket sales committee.

Artists selected for the next

SHOWBOAT

TODAY JUNE 8
"THE DAY THE EARTH CAUGHT FIRE" (90 Min.)
Janet Munro, Edward Judd
7 p.m.

(Science-Fiction) Shockingly plausible film about the earth being knocked out of orbit by simultaneous H bomb blasts which create floods, tornadoes, extreme temperature, etc., includes a small romance and a lot to consider. (Adults and Young People)
SHORT: "Magoo's Puddle Jumper" (7 Min.)
"Sound of Arizona" (10 Min.)

SAT. JUNE 9

—MATINEE—
"LAST OF THE FAST GUNS" (82 Min.)
Jack Mahoney

SHORT: "Jittery Jester" (7 Min.)
"Radar Men No. 9" (13 Min.)

—EVENING—
"DON'T KNOCK THE TWIST" (87 Min.)
Chubby Checker, Mari Blanchard
7 p.m.

(Musical) TV executive is given orders to produce a spectacular within four weeks and before he completes the show he's in a commercial battle with his dress-designer fiancée. (Adults and Young People)
SHORT: "Red Ridinghood Rides Again" (7 Min.)
"Candid Mike No. 4-3" (10 Min.)

SUN.-MON. JUNE 10-11
"SATAN NEVER SLEEPS" (125 Min.)
WILLIAM HOLDEN, FRANCES NUYEN, CLIFTON WEBB
7 p.m.

(Drama in Color) Two priests endure the invasion of their Chinese mission by the Reds. Pretty Chinese girl idealizes the younger priest and follows him incessantly. (Adults and Young People)

TUES.-WED. JUNE 12-13
"BEAU BRUMMEL" (111 Min.)
Stewart Granger, Elizabeth Taylor
7 p.m.

(Drama in Color) Dashing swordsmen, and horseman finds favor with the Prince despite his frequent degrading insults. But his disregard towards his debtors causes court and romantic troubles. Interesting sidelight on circus changing of men's fashions. (Adults)

THURS.-FRI. JUNE 14-15
"13 WEST STREET" (80 Min.)
Alan Ladd, Rod Steiger, Dolores Dorn
7 p.m.

(Drama in Color) Missile Engineer develops fanatical hunger for revenge against teenage mob which beat him as the police fail to catch the mob. It's suspense and action! (Adults and Young People)

SPORTS SLANTS

Tennis Tourney Edges Toward Championships

Gino LaMarca pulled off the upset of the spring tennis tournament by defeating the No. 1 seeded player, Jim Smith, in a hard-fought match. The scores were 10-8, 6-4.

Other matches in the singles event found Don Beresford defeating Rich Underwood 6-4, 6-3, and LaMarca 6-4, 6-2; Ashburn defeating Walden 6-0, 6-0; and Whitnack over Rock 6-3, 6-3.

The winner of Ashburn vs Whitnack will now play Beresford for the singles championship.

Men's Doubles

The teams of Smith-LaMarca and Whitnack-Underwood will play for the men's doubles title. In semi-final matches, Ashburn-Ashburn lost to Smith-LaMarca while Whitnack-Underwood defeated Bennett-Silver.

The mixed doubles event provided one of the closest matches of the tournament when Smith-Vaughn won a thriller over Ashburn-Rowlison 9-7, 6-8, 9-7.

Smith-Vaughn will now play the winner of O'Neill-Whitnack vs Nyberg-Nyberg for the mixed doubles title.

For Young Golfers

Applications are still being ac-

cepted at the Pro Shop for youngsters from ages 10 through 15 for the summer golfing instruction which starts next Tuesday.

Participants are reminded to bring at least one club.

Softball Schedule

June 11
Salt Wells vs Genge7 p.m.
Marines vs Staff9 p.m.

June 12
Genge vs Merchants7 p.m.
VX-5 vs Salt Wells9 p.m.

June 13
Marines vs NOTS7 p.m.
Staff vs NAF9 p.m.

June 14
NAF vs Marines7 p.m.
NOTS vs Salt Wells9 p.m.

June 16
NOTS at Edwards
Air Force Base8 p.m.

Softball Standings

Team	Won	Lost
Merchants	9	0
VX-5	6	2
Staff	7	3
NAF	4	4
Salt Wells	4	5
Marines	3	6
NOTS	3	5
Genge	0	9

NOTS Navyman Receives Medal For Korea War Heroism

The wartime act of bravery and heroism that saved the life of a shipmate won for a NOTS Navyman last week the Navy-Marine Corps Medal and Presidential Citation.

Harold E. Nething, BMI, attached to the Sea Operations Division at Long Beach, married and the father of four children, Nething was serving in the USS Reclaimer off the beaches of Korea at the time of the incident in Dec. 1952.

The Presidential letter, accompanying the medal, read, in part, "The President of the United States takes pleasure in presenting the Navy - Marine Corps Medal to Harold E. Nething, BMI, in the United States Navy for services as set forth in the following citation:

"For heroic conduct in saving a shipmate from drowning while serving on board the USS RECLAIMER. During an attempted salvage of beached LST at SOABHO-RI, KOREA, on December 2, 1952, although nearly exhausted while floundering in rough waters after the whale boat flopped in heavy surf during an attempt to float a messenger line to the stricken LST,

NEWS ROUND-UP

- Cadets Cruise Globe
- Seagoing Doggies
- Temporary Disability

WASHINGTON — More than 5000 Naval Academy and Naval Reserve Officer Training Corps midshipmen will range worldwide waters from Hawaii to the Mediterranean and from the Arctic to Cape Horn on training cruises this summer.

Most of the middies will cruise the Atlantic with only 15 Academy men in the Pacific. An additional 2100 cadets and midshipmen will train at shore installations.

SS SKYWATCHER—An Army air defense detachment is currently at sea aboard this radar picket ship. They're being oriented on the Navy's role in the North American Air Defense system.

WASHINGTON — Use of the temporary disability retired list by the Navy will not be curtailed, as previously predicted, by a forthcoming Defense Department directive, according to Navy officials.

Use by the Navy of the temporary disability retired list enables the service to invite a retiree back within five years if he has recovered. Temporary disability retirement does not provide a permanent irrevocable decision. The new directive will provide uniform disability requirements for all services.

Station officials this week emphasized the necessity for adherence to this Instruction following a series of complaints over lack of control by owners. When the owner of an animal creating a nuisance is known, the offended party has a responsibility to seek solution with the owner. When such action does not correct the problem or when the owner of the animal is known, the matter should be reported to Security Police.

Violations of these regulations can lead to actions by the Community Hearing Board, when owners of pets do not assume their responsibilities, and it becomes necessary for Security Police to cite the owner.

Station residents are urged to exercise continuing control over domestic pets.



A BIG HIT—Ryne Duran (l) and Earl Averill, L.A. Angels stars, are swamped by youthful baseball fans prior to Monday's Little League-Pony-Colt League opening ceremonies. The surprise guests were last moment replacements for Eli Grba and Lee Thomas who were originally scheduled to appear. A capacity crowd was in attendance.



NO MORE HOMEWORK, NO MORE BOOKS—Murray School students display unbounded enthusiasm as they rush to greet the promise of summer frivolity. These eighth grade pupils are a few of 180 students who were feted at graduation ceremonies held last night in the Station Theatre. It is expected that approximately 1600 elementary school youngsters will attend the five-week summer program offered by China Lake School District.



OFFICE HOUSING BLDG., TOP DECK : PHONES 71354, 72082, 71655
Vol. XVII, No. 21 Naval Ordnance Test Station, China Lake, California Fri., June 8, 1962

PAL Passengers Must Plan Early Airport Arrival

Personnel traveling via Pacific Air Lines leaving from Inyokern are urged to report to the PAL Office no later than 6:15 a.m. when driving to the airport in their private vehicle.

Due to the firm flight schedule, late arrivals are necessarily excluded from the manifest and will not be permitted to board the plane.

Passengers arriving at the airport via Station transportation have sufficient time to check in.

Rocketeer Praised For Morale Values

The Rocketeer's value as an instrument in developing Command morale and esprit de corps was noted this week in a letter of commendation from the Commandant, Eleventh Naval District.

Addressed to the Commander, Naval Ordnance Test Station, the letter expressed "pleasure to note the improvement in typographic, content and general appearance" of the Rocketeer in recent months.

"It is considered that a well-edited internal publication, such as the Rocketeer, contributes to good morale and esprit de corps. "The Armed Forces Day souvenir edition is of particular note in view of the comprehensive picture of your command which it contained."

Executive Order 10988 Featured In This Issue

Station employees should familiarize themselves with the special insert in today's Rocketeer introducing the President's Executive Order No. 10988. Although this is a government-wide policy on employee-management relations, variations among the many agencies require that each devise its own particular practices.

Retain this copy for your personal reference.

Burroughs To Hold Evening Exercises

An impressive parade of 183 graduating seniors converging tonight at the High School's athletic field will mark the 17th annual Burroughs graduation exercises. Kenneth Westcott, principal, will certify the graduates for their diplomas, which will be awarded by Albert S. Gould, president of the Board of Trustees

for the Kern County district. The program begins at 8 p.m.

Donna Huse, valedictorian; John Anderson, salutatorian; and Tyrone St. Louis, senior class president, will deliver the commencement addresses. Chap-

Salutatorian
Playing an important part in student life at Burroughs as well as abroad is Salutatorian John Anderson. Also a life member of the scholastic honorary CSF, he is affiliated with the Desert Interscholastic Mathematics League and was a semi-finalist in the '62 National Merit Scholarship Contest.

Selected by the American Field Service to spend six months in Sweden in the capacity of foreign exchange student, John also found time to participate in the local work-experience program.

Festivities for the graduating class begins at 11 p.m. at the



Donna Huse

Jain R. C. Fenning is giving the invocation and The Reverend William Richardson will offer the benediction.

Music for the exercises is arranged by Neal W. Olsen, music instructor and members of the Key Club are serving as ushers.

Valedictorian

Top scholarship honors were directed to Donna Huse, selected to deliver the valedictorian oration. A life member and president of the local California Scholarship Federation, Donna was recently named winner of the Elks Scholarship, and was, further, granted a scholarship from the Kern County Stanford Club.

She is also a member of the senior class council, science club, treasurer of the United Nations Club, and last month walked



John Anderson

Community Center. The all-night, chaperoned affair will be concluded with an early morning breakfast prepared and served by the parents.

EDITORIAL

Where the Flag Flies Freedom Holds Sway

Can any man or woman in the service see it rise in the morning light and descend in the evening to the bugler's notes without feeling a sense of its beauty as a symbol? Generations have worked and fought and died that its original 13 stars might multiply to 50. And as it flew over them, so it shines for us and for free men everywhere as the embodiment of the liberty to which men throughout history have aspired.

Our flag—this June 14 as in past years we honor it, for on that date 185 years ago it was adopted by the Continental Congress. By seeing it in "the rockets' red glare" Francis Scott Key was inspired to write our National Anthem, and in our own time the greatest Yankee Doodle dandy of them all, George M. Cohan, set the country to whistling "It's a Grand Old Flag" and meaning every note of it.

Ask any WW II veteran who was on Corregidor what it feels like to see the Stars and Stripes dragged down by an exultant enemy—for no veteran of Bataan will ever forget May 6, 1942, when our resistance ended. Nor will the troops who in February of 1945 fulfilled Gen. MacArthur's pledge to return forget the sight of the flag rising triumphantly in vindication of dead and captive Americans.

"The emblem of our unity, our power, our thought and purpose as a nation," Woodrow Wilson called it. "We celebrate the day of its birth; and from its birth until now it has witnessed a great history, has floated on high the symbol of great events, of a great plan of life worked out by a great people." Almost half a century of great events since Wilson's Flag Day message of 1917 have given his words new luster. (AFPS)

CHAPLAIN'S MESSAGE

How Much Do You Rely On 'The Sliding Factor?'

By CHAPLAIN R. C. FENNING

Mr. Rupert Hughes, the famous author and lecturer, of a few years ago, once got off a train in a small town and hopped into the taxi nearest the car from which he had alighted.

"See that feller up there?" inquired the driver, pointing to a hack parked up near the engine.

THE ROCKETEER

The Rocketeer receives Armed Forces Press Service material. All are official U. S. Navy photos unless otherwise specified.

OFFICIAL WEEKLY PUBLICATION

of the

U. S. NAVAL ORDNANCE TEST STATION

China Lake, California

Captain Charles Blennan Jr., USN

Station Commander

"J. T." Bibby

Public Information Officer

Office—Housing Building 35

Telephone 71354, 71655, 72082

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Promotional Opportunities

Present Station employees are encouraged to apply for the positions listed below. Applications should be accompanied by an up-to-date Form 58. The fact that positions are advertised here does not preclude the use of other means to fill these vacancies.

Machinist, \$3.02 to \$3.28 p/h, Code 4542—To do machining on explosive items. Will use precision lathe, milling machine, shaper, grinder, etc. Work done to close tolerances. Makes templates, gages, fixtures of intricate design. Hazardous pay of 0.13 per hour additional.

Industrial Engineer, GS-13, Code 17 — Incumbent provides consultative assistance on Industrial Engineering policies and technology and they broadly apply to Station programs.

Management Analyst, GS-7 and 9, Code 1131 — This position is in the Community Programs Office. The incumbent will conduct segments of long-range and short term investigations and studies in such areas as public health, education, welfare, recreation, parks and fire protection, maintenance of community facilities and sociological aspects of the community.

File applications for above positions with Mary Watts, Room 28, Personnel Building, Ext. 7-2723.

Clerk (DMT), GS-4, Code 5521 — Bldg. 162, Salt Wells Pilot Plant, Branch Secretary.

Clerk-Typist, GS-3, PD No. 29091-1, Code 7333 — Processes reports and prepares and maintains records of the library's holdings.

Waste Plant Disposal Operator, \$2.84 to \$3.08 p/h, Code 7452 — Operates, oils, cleans and makes minor adjustments on all equipment such as recirculating pumps, settling

bank motors, rotary filter arms, digestors, preerators, etc., used for settling, dewatering and disposing of sewage and industrial waste. Takes water samples. Maintains safety precautions in handling chlorine or other gas.

File applications for above positions with Wilma Smith, Room 31, Personnel Building, Ext. 7-1393.

Mechanical Engineer (Ordnance), GS-12, PD No. 040153, Code 4054 — Plan, direct and coordinates the design and development of servos for guided missiles, such as SIDE-WINDER, IC, SHRIKE and SARAH.

Staff Nurse (WAE), GS-5, Code 8820 — To work on substitute or emergency basis, are currently available in the NOTS Medical Department. Applicants must be currently licensed to practice as registered professional nurses at the time of appointment, and must have completed a full 3-year course in residence in an approved school of nursing, or a full 2-year course in residence in an approved school, plus a year's additional nursing experience or education.

Stock Control Clerk (Typing), GS-3 or 4, (2 vacancies), PD No. 125021 or 125010-2, Code 2575 — Maintain files for receipt of all material received at this activity, follow up work to expedite receipt of material, accompanies Government Bills of Lading, reviews inspector's reports, reconciles invoices with summary lists.

File applications for above positions with Iris Ortega, Room 34, Personnel Building, Ext. 7-2032. Deadline date for all applications, June 15.

R. W. Stephenson Of Personnel Dept. Receives Ph.D.

A Doctor of Philosophy degree in Industrial Psychology was awarded to Robert W. Stephenson, Head of the Employee Development and Research Division, it was recently announced from the University of California at Berkeley.

His dissertation entitled "Originality and Affect" reports an experiment conducted at NOTS and other Navy laboratories. The research identified those characteristics which reliably distinguish original engineers. He is currently developing a test instrument based on the results of this research.

Stephenson received his A.B. in Psychology from the University of California, Berkeley, and was affiliated with that school, the Ford Foundation, and the American Institute for Research prior to joining the Employee Development and Research staff in 1957.

Volunteer Workers To Enter National Red Cross Classes

Four Red Cross volunteer workers will attend the American Red Cross National Aquatic School to be held in Kings Canyon National Park this summer.

Mary deLancey and Chris Leininger will have an opportunity this month to qualify as water safety instructors through the generosity of the WACOM and Rotary organizations.

Fern Wacker attends the school in August, assisted by a gift from the Community Woman's Club. Len Campbell, another service volunteer, also plans to attend in August.

Through this school, the American Red Cross is able to do important work in upholding standards of water safety throughout the country and teach new methods and programs which have been carefully evaluated by the Red Cross.

In addition, they receive training in boating, canoeing, and first aid programs.



Your supervisor will be proud of your Beneficial Suggestions, too!

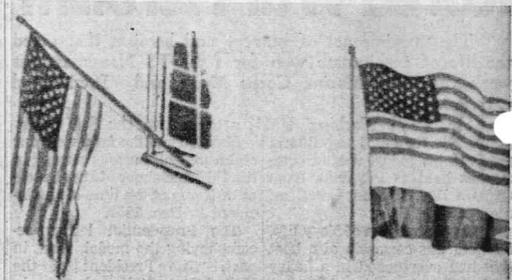
Navy Incentive Award Program



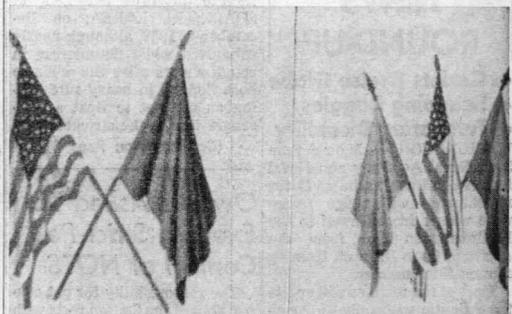
Christian Science (Chapel Annex) Morning Service—11 a.m. Sunday School—11 a.m. Nursery facilities available. Protestant (All Faith Chapel) Morning Worship—9:45 and 11 a.m. Sunday School—9:30 a.m., Groves and Richmond elementary schools. Roman Catholic (All Faith Chapel) Holy Mass—7, 8:30 a.m. and 4:45 p.m. Sunday. 6 a.m. Monday through Friday, 8:30 a.m. Saturday. Confessions—8 to 8:25 a.m., 7 to 8:30 p.m. Saturday. Thursday before First Friday—8 to 9:30 p.m. NOTS Hebrew Services (East Wing All Faith Chapel). Every first and third Friday, 8:15 p.m. Sabbath School every Saturday morning.

FLAG DISPLAY

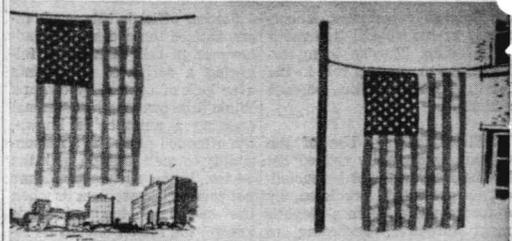
Because many local residents have recently expressed interest in the proper method of displaying the national colors, the ROCKETEER here presents the major points.



WHEN DISPLAYED from a staff projecting horizontally or at any angle from the window sill, balcony or front of a building, the union of the flag should go clear to the peak of the staff unless the flag is to be displayed at half-mast. When flags of states or cities or pennants of societies are flown on the same halyard with the flag of the United States of America, the latter should always be at the peak. When flown from adjacent staffs the Stars and Stripes should be hoisted first and lowered last.



THE NATIONAL FLAG should be at the center and highest point of the group when a number of flags of states or localities or pennants of societies are grouped and displayed from staffs.



WHEN DISPLAYED over the middle of the street, the flag should be suspended vertically with the union to the north in an east and west street, or to the east on a north and south street. When the flag is suspended over a sidewalk from a rope extending from house to pole at the edge of a sidewalk, the flag should be hoisted out from the building toward the pole, union first.

When displayed the flag is hoisted at 8:00 a.m., and lowered at sunset. On Memorial Day, the flag is flown at half-mast until noon and then hoisted to the top of the staff. Under no circumstances is the flag ever permitted to touch the ground.

When carried in a procession with other flags, the national colors are placed to the right of the marchers. It is never dipped in a salute.

Navy To Operate New Satellite System at Pacific Missile Range

Washington (AFPS) — The Navy Astronautics Group which will operate the navigational satellite system now being developed by the Navy for the Department of Defense has been established at the Pacific Missile Range Headquarters, Point Mugu, Calif.

The group will maintain and operate astronautics systems assigned by the Chief of Naval Operations, including spacecraft, ground-based components and sub-systems. Eventually the new command

will include a satellite command and injection station, computer center, operations control center and satellite tracking facility, all at Point Mugu, with other tracking facilities at Winter Harbor, Me.; Minneapolis, Minn.; and Wahiawa, Oahu, Hawaii. The group's first commanding officer is Cdr. James C. Quillian, Jr. Capt. Robert T. Tolleson, now assigned to the Astronautics Branch, Office of the Chief of Naval Operations, will assume command of the group in August.

Apprentice Grads Spotlited In Formal Ceremonies Today

Twenty - one Station apprentices are accepting journeyman certificates today during graduating exercises held at 2 p.m. in the Community Center. Principal speaker is Capt. Charles Blennan, and presentation of awards and certificates will be handled by Robert W. Anderson, Head, Personnel Department.

Completing a four - year program of academic course work, trade theory instruction, and shop experience, sixteen of the total graduates will also be announced as nominees for the Associate in Arts degrees from Bakersfield Junior College.

Graduating members and their respective trades are:

Electrician Ronald R. Cunningham, James E. Dowda, Charles G. Johnson, Glenn R. Johnson and Frank Ptacnik, Jr.

Electronics Mechanic Walter J. Becktel, Douglas W. Cowan, Anthony J. Durand, George W. Gregory, Albert J. Guerrero, Robert M. McArtor, William F. Mumford and Michel A. Vernon-Cole.

Machinist Oramel M. Gates, Jack L. Herbstreit, Bruce A. Suladie and James E. Wilkie.

Pipefitter David A. Henden and Kenneth W. Hignite.

Plumber Jack L. Joyce and Charles Shields.

Baseball Clinic Slated Tomorrow For Pony-Colt League Participants

A baseball clinic for Pony-Colt Leaguers, their managers and coaches, will be conducted tomorrow by Herb Guest at 9 a.m. on Schoeffel Field.

Assisting Herb will be Ed Weiser, Bob Forster, Ed Creer and Bill Bessee. Boys are requested to bring their gloves and shoes as they will be actively engaged in actual game situations. This clinic covers the finer points of the game, and the correct way to play each position under varying conditions will be

enacted. Interpretation of the rules and new rule changes will also be discussed.

Colt League Schedule Colt League games will be played at Schoeffel Field starting at 8 p.m., lasting a full seven innings.

Table with 3 columns: Date, Time, Teams. Lists games for June 11-15.

PONY LEAGUE SCHEDULE

The following schedule is subject to postponement if the Pony League diamond at Snackenberg Field is not completed.

Table with 3 columns: Date, Time, Teams. Lists games for June 11-15.

Major League Team Schedule

The following games on the major league team schedule have been set for 8:30 p.m. The last named team is home team.

Table with 3 columns: Date, Diamond No. 1, Diamond No. 2. Lists major league games for June 11-29.

GEBA Makes Two Benefit Payments

Assessment for benefit payment No. 60 paid on the death of Alma Turse was waived due to adequate funds on hand. \$1,000 was paid to her husband, Emanuel P. Turse. She is also survived by two sons.

The assessment for benefit payment No. 61, however, is now payable by GEBA members for Thomas A. Marcus who died last Saturday at the Ridgecrest Hospital. \$1,000 was paid to his widow Catherine.

Members are asked to mail \$1.10 to secretary - treasurer Frank M. Brady, 302-A Groves. It is further requested that members who have recently changed address notify Mr. Brady.

Sec. Korth Sees Vast Technological Trend

WASHINGTON—Secretary of the Navy Fred Korth commented following his West Coast tour of military installations, that the Navy's No. 1 problem is retention of skilled personnel.

"Every year," he said, "ships, planes and weapons become increasingly complicated and require a greater investment of money and schooling for training and operation purposes."

He also stated that a committee of Navy and civilian aerospace experts will meet this summer in California to study possible effects of space flights on seapower.



STAFF OFFICE — LCDr. Robert G. Douglas reports to the office of the Technical Officer (Code 16) from USNUOS, Newport, Rhode Island. A 1944 Annapolis graduate, he later attended submarine school. He resides at 114 Coral Sea Circle with his wife, Virginia, and children, Diana 14, Lynn 12, and Bruce 7.

NEWS FROM PASADENA



BARELY A HANDFUL—LCDr. Earl W. Norton, Operations Officer, San Clemente Island, displays Utron, NOTS gift to Children's Zoo at San Diego. Airman Apprentice J. N. Sargent rescued the one pound package of fur and fleas from a high ledge at San Clemente Island

Childrens' Zoo Accepts SC Gift

"Utron" is not another satellite whirling around in outer space. It is a San Clemente Island little gray fox.

Utron was rescued from a ledge on the side of a cliff by NOTS Airman Apprentice J. N. Sargent. LCDr. Earl Norton, Operations Officer at San Clemente Island contacted LCDr. Jack Brennan of Utility Squadron 3 (from which Utron derived his name) and prevailed upon him to fly Utron to San Diego to be presented as a NOTS gift to the Children's Zoo.

He is also known as Urocyon Cinerloargentus (if preferred to Little Gray Fox), is peculiar to San Clemente Island and usually frequents woods and lives in hollow logs or burrows.

The Foxy one was presented by Lt. Gibbons of Utility Squadron 3 to the Children's Zoo where he will be kept for several months. Children and adults may visit him there and become acquainted. However, when full grown, he will be quite frisky and will be transferred to the big zoo.

heralded by news media and television since he is the only one now at Children's Zoo. Utron is estimated by the Head Keeper to be from 3 to 4 weeks old. He weighed in at one pound, fleas and all. When full grown he will tip the scales at about 5 pounds and will be 8 to 10 inches in height.

Symposium Attended By Pasadena Scientists

The Naval Ordnance Test Station, Pasadena, was well represented at the Institute of Aerospace Sciences Symposium on Aeromarine Sciences held in Los Angeles on May 28.

The Symposium consisted of a series of invited presentations by authorities in the rapidly-growing fields of hydrodynamics, propulsion and underwater research vehicles.

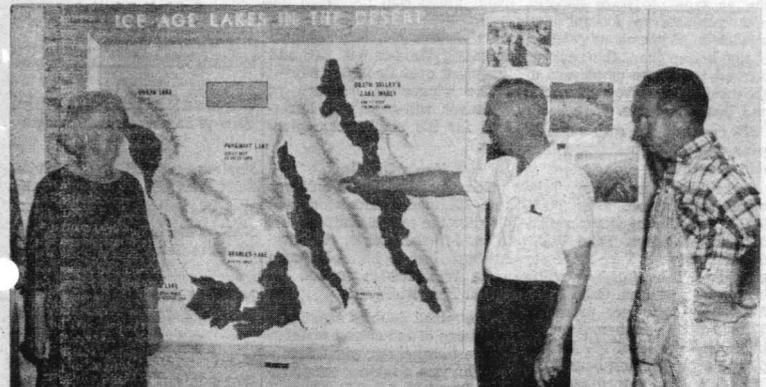
Those from NOTS Pasadena presenting papers were Dr. Jack W. Hoyt, Head, Propulsion Division, "Experimental Study of Ventilated Propellers;" Dr. John G. Waugh, Hydrodynamics Branch, "Water-Entry and Exit Phenomena;" and Thomas G. Lang, Head, Hydrodynamics Group, "Vented Hydrofoil Research at NOTS."

Other participants included the following from NOTS, China Lake: Dr. Rene Engel, H. R. Kelly, Firth Pierce and Roger Wickenden. Former NOTS employees Sidney Thurston and Dr. R. C. Brumfield served as Session Chairmen.

Employee Development Committee announces a Technical Lecture, "Frequency Response of Towed Thermometers" to be presented by Andrew G. Fabula, Physicist, P5006. Fabula will discuss the dynamic response of towed thermometers as inferred from "plume tests" in a small towing tank. In particular, he will describe work with the platinum-film thermometer used for measuring small-scale oceanic temperature variations.

This unclassified lecture will be held Wednesday, 13 June at 1330 in the Large Conference Room, Bldg. 7.

Technical Lecture Set for Wednesday



KERNVILLE ARTIST VISITS MUSEUM — Norma McClure, Kernville artist, inspects the first mural panel display to be installed in the new Maturango Museum. The visiting artist donated one of her oil paintings of the Kern River to the Spring Festival which was won by Mike Jenkins, a local radio announcer. At right are Hal Lindberg of TID, who designed and executed the mural, and Richard Edwards, who volunteered the carpenter work necessary for the installation. Volunteer workers are still needed for the Museum.

EXECUTIVE ORDER 10988 QUESTIONS ANSWERED

Q. Does the Executive Order prohibit supervisors and other management officials from joining an employee organization which includes rank and file employees?

A. No. Section 1 (a) makes it clear that all employees have a right to join an employee organization without any restraint whatsoever by management.

Q. The Navy Department's current policy now includes a statement encouraging employees to organize and join employee groups. Should this be continued?

A. No.

Managerial Executive

There is no fixed definition of management in the Executive Order and circumstances within individual agencies may lead to somewhat varying conclusions. The Civil Service Commission considers the following to be a general guide on what constitutes management for this purpose: *Persons who make or recommend management policies or who direct, control, or supervise Government operations or personnel, and those associated with or assisting in such direction or control generally carry responsibilities incompatible with leadership in an organization of rank and file employees.* This general guide does not apply, of course, when an agency is satisfied that no conflict of interest would arise for persons in designated specific positions or classes of positions.

Q. Does the Executive Order require that all supervisors refrain from running for, or holding office in, or acting as a representative of an employee organization?

A. Yes (except for organizations of supervisors) if at every level the agency's supervisors possess significant managerial responsibilities and are in fact part of the management group. In this event, their official duties would result in conflicts of interest.

Q. What is the relationship of conflicts of interest and membership in unions?

A. The two things are separate. The right to join a lawful union extends to all employees, whether or not engaged in managerial, personnel, or similar duties, and may not be restricted by agencies. But if management and certain other officials were to take an active role in union affairs (by serving as an officer or representative, etc.) these activities would be incompatible with official duties and therefore represent conflict of interest.

Employee Organizations Defined

Whether or not the organization is called a union, association, or by some other name is not in itself significant. The basic purpose of the organization is important. Organizations whose primary purpose is social, fraternal, religious and so on, may not be recognized under this program although the views of such groups may be considered in matters of interest to their members.

The term "employee organization" also includes groups of organizations, e.g., a "council" composed of several local craft unions.

However, "council" does not include management-sponsored "employee councils." Such groups do not meet the conditions for recognition. They are generally established by management, often have management representatives as members, and can be changed or abolished by management action. Thus while some agencies have found employee councils of this type a valuable source of employee views (and may continue them if they determine it is in the interest of employee-management cooperation to do so) they do not fall within the scope of this program and may not be given recognition under E.O. 10988.

Q. What is meant by the term "council" in the Order?

A. The word "council" in the Order means a group which is formed by employee organizations. It refers to the type of council that the Tennessee Valley Authority deals with, i.e., a collection of otherwise independent unions.

Q. Are "employee councils" sponsored by management permitted under the new program?

A. The general answer is "yes." However, an employee council would not be appropriate in any situation in which a union has exclusive recognition in a unit. And management should take a rather close look, even at situations where there is formal recognition.

In an installation that has no substantial organized representation of employees through their own volition—no bona fide employee organization—an employee council would not be inappropriate and, in fact, might be a useful device for management-employee communications.

Individual Rights Protected

The introduction of the employee-management cooperation program should in no sense be viewed as an effort to deemphasize the importance of the individual or to dilute existing programs designed to meet his needs and protect his rights. This would not be desirable in any event in view of the Government's traditional concern for effective personnel management, the requirements of the merit system, and the policy of strict neutrality with respect to the decision of employees to join or not join an organization. For example, even where there is exclusive recognition, any individual employee has the right to choose his own representative in a grievance action.

Identification of "Professional Employees"

In most cases, the question of who is a professional should not be difficult to resolve for employees covered by the Classification Act. More than 160 series definitions in the Handbook of Occupational Groups and Series of Classes state that the duties of positions in those series are to "advise on, administer, supervise, or perform professional work," or in similar language indicate that the series is professional.

Persons properly classified in these series would be considered professional employees for the purposes of defining exclusive units under E.O. 10988. (Some might also meet the definition of managerial executive or supervisor and would be treated accordingly.)

Identification of "Supervisors"

A guide that may be used in determining who is a "supervisor" within the meaning of Sec. 6(a) is given below. Where an employee performs a preponderance of the following duties he should be considered a supervisor for purposes of this program:

- Assigns and schedules work for employees reporting to him.
- Initiates requests for filling vacancies.
- Selects or participates in the selection of employees.
- Recommends promotions, reassignments, other status changes, or recognition of outstanding performances of assigned personnel.
- Initiates classification actions.
- Checks attendance and approves leave, including all ordinary sick and annual leave and vacation schedules.
- Receives complaints and grievances.
- Holds corrective interviews and proposes disciplinary action to higher authority.
- Conducts informal training; broadens employee training and provides back up skills by cross training; recommends more formalized training where needed.
- Keeps subordinates informed on important features of management's personnel and employee relations programs.
- Sets or participates in setting performance standards and prepares formal evaluations of employee performance.

Q. In an election to determine majority status for exclusive recognition purposes, should the winner obtain a majority of eligible employees (an absolute majority) or simply a majority of those who actually vote?

A. The President's Temporary Committee on the Implementation of the Federal Employee-Management Relations Program believes that a consistent rule should be applied by all agency heads on this point. It advises that:

(a) Exclusive recognition should be granted to the organization chosen by a majority of those voting, provided that there is a representative vote. Generally, a "representative vote" should mean a minimum of 60% of those in the unit eligible to vote. In particular situations, an agency might determine that a percentage slightly less than 60% is representative.

(b) When an absolute majority of employees in the unit votes for one organization the 60% rule would not apply. For example, if only 52% voted of those eligible to vote, the agency still should grant exclusive recognition if 51% voted for one union.

The following are some of the considerations which should be kept in mind during negotiations:

1.—The basic objective of negotiation is to reach agreement. This requires a willingness to listen and to compromise. Adoption of a "take it or leave it" attitude is not a suitable basis for negotiation, since, in effect, it serves notice that there is really nothing to negotiate about. Often the best way to facilitate general agreement is to deal first with an issue on which there is a very good chance that there will be agreement.

2.—There is no requirement that agreement must be reached every time or on all issues. Each side may find that some or perhaps all of the other's demands are unreasonable or impossible to put into effect. However, persistent failure to reach agreement is a symptom of something wrong on one or both sides of the table. On the other hand, over-eagerness on the part of management to agree or to "do something" for the union is not the intent of the program.

3.—Real success in cooperative efforts requires that each side believe the other will act in good faith and is not out to destroy the basic authority or position of the other.

4.—As in any kind of bargaining each side is likely to ask for more or offer less initially than it is willing to settle for. This is the simplest, oldest, and most commonly used tactic in negotiation whether the field is commerce, diplomacy, union-management relations, or whatever. It gives both sides the opportunity to gain something and give up something, and in the process one side may perhaps get more or give up less than would otherwise be the case.

5.—As in most of relationships, more factors may be involved in reaching agreement than resolution of the specific issues in question. There are matters of "face," traditional attitudes, "expected" behavior, personal ambitions, disputes within organizations, personality clashes, and so on, which may affect negotiations.

Q. May an organization be permitted to have meetings on Government property?

A. This is not prohibited by the Order. This privilege, however, should not be loosely granted.

Q. May employees attend such meetings on Government time?

A. No.

Q. May employees collect or pay dues on Government time?

A. No.

Q. May an agency permit union representatives to solicit members during the lunch period?

A. Yes.

INTRODUCING EXECUTIVE ORDER 10988



A New Era In Civil Service Employee-Management Relations

The information presented to you in this special enclosure to the *Rocketeer*, concerning Employee-Management Cooperation, represents a major change in the relationship between employee and manager in the Federal Civil Service.

Executive Order 10988, entitled "Employment Management Cooperation," and issued by President Kennedy, expresses his belief that "the participation of Federal employees in the formulation and implementation of employee policy and procedures affecting them, contributes to the effective conduct of public business."

The Navy takes pride in its long and successful history of relations with employee groups. Recognition of these important relations has served as a continuing source of unifying strength.

This Executive Order will further strengthen relationships to be pursued by this Command in the spirit of willing cooperation.

The end to be sought is an orderly and constructive employee-management relationship dedicated to the effective accomplishment of the Station's mission.

C. BLENMAN, JR.
Captain, U. S. Navy
Commander, NOTS

Executive Order 10988

WHEREAS participation of employees in the formulation and implementation of personnel policies affecting them contributes to effective conduct of public business; and

WHEREAS the efficient administration of the Government and the well-being of employees require that orderly and constructive relationships be maintained between employee organizations and management officials; and

WHEREAS subject to law and the paramount requirements of the public service, employee-management relations within the Federal service should be improved by providing employees an opportunity for greater participation in the formulation and implementation of policies and procedures affecting the conditions of their employment; and

WHEREAS effective employee-management cooperation in the public service requires a clear statement of the respective rights and obligations of employee organizations and agency management:

NOW, THEREFORE, by virtue of the authority vested in me by the Constitution of the United States, by Section 1753 of the Revised Statutes (5 U.S.C. 631), and as President of the United States, I hereby direct that the following policies shall govern officers and agencies of the executive branch of the Government in all dealings with Federal employees and organizations representing such employees.

SECTION 1. (a) Employees of the Federal Government shall have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join and assist any employee organization or to refrain from any such activity. Except as hereinafter expressly provided, the freedom of such employees to assist any employee organization shall be recognized as extending to participation in the management of the organization and acting for the organization in the capacity of an organization representative, including presentation of its views to officials of the executive branch, the Congress or other appropriate authority. The head of each executive department and agency (hereinafter referred to as "agency") shall take such action, consistent with law, as may be required in order to assure that employees in the agency are apprised of the rights described in this section, and that no interference, restraint, coercion or discrimination is practiced within such agency to encourage or discourage membership in any employee organization.

(b) The rights described in this section do not extend to participation in the management of an employee organization, or acting as a representative of any such organization, where such participation or activity would result in a conflict of interest or otherwise be incompatible with law or with the official duties of an employee.

SEC. 2. When used in this order, the term "employee organization" means any lawful association, labor organization, federation, council, or brotherhood having as a primary purpose the improvement of working conditions among Federal employees, or any craft, trade or industrial union whose membership includes both Federal employees and employees of private organizations; but such term shall not include any organization (1) which asserts the right to strike against the Government of the United States or any agency thereof, or to assist or participate in any such strike, or which imposes a duty or obligation to conduct, assist or participate in any such strike, or (2) which advocates the overthrow of the constitutional form of Government in the United States, or (3) which discriminates with regard to the terms or conditions of membership because of race, color, creed or national origin.

SEC. 3. (a) Agencies shall accord informal, formal or exclusive recognition to em-

ployee organizations which request such recognition in conformity with the requirements specified in sections 4, 5 and 6 of this order, except that no recognition shall be accorded to any employee organization which the head of the agency considers to be so subject to corrupt influences or influences opposed to basic democratic principles that recognition would be inconsistent with the objectives of this order.

(b) Recognition of an employee organization shall continue so long as such organization satisfies the criteria of this order applicable to such recognition; but nothing in this section shall require any agency to determine whether an organization should become or continue to be recognized as exclusive representative of the employees in any unit within 12 months after a prior determination of exclusive status with respect to such unit has been made pursuant to the provisions of this order.

(c) Recognition, in whatever form accorded, shall not—

(1) preclude any employee, regardless of employee organization membership, from bringing matters of personal concern to the attention of appropriate officials in accordance with applicable law, rule, regulation, or established agency policy, or from choosing his own representative in a grievance or appellate action; or

(2) preclude or restrict consultations and dealings between an agency and any veterans organization with respect to matters of particular interest to employees with veterans preference; or

(3) preclude an agency from consulting or dealing with any religious, social, fraternal or other lawful association, not qualified as an employee organization, with respect to matters or policies which involve individual members of the association or are of particular applicability to it or its members, when such consultations or dealings are duly limited so as not to assume the character of formal consultation on matters of general employee-management policy or to extend to areas where recognition of the interests of one employee group may result in discrimination against or injury to the interests of other employees.

SEC. 4. (a) An agency shall accord an employee organization, which does not qualify for exclusive or formal recognition, informal recognition as representative of its member employees without regard to whether any other employee organization has been accorded formal or exclusive recognition as representative of some or all employees in any unit.

(b) When an employee organization has been informally recognized, it shall, to the extent consistent with the efficient and orderly conduct of the public business, be permitted to present to appropriate officials its views on matters of concern to its members. The agency need not, however, consult with an employee organization so recognized in the formulation of personnel or other policies with respect to such matters.

SEC. 5. (a) An agency shall accord an employee organization formal recognition as the representative of its members in a unit as defined by the agency when (1) no other employee organization is qualified for exclusive recognition as representative of employees in the unit, (2) it is determined by the agency that the employee organization has a substantial and stable membership of no less than 10 per centum of the employees in the unit, and (3) the employee organization has submitted to the agency a roster of its officers and representatives, a copy of its constitution and by-laws, and a statement of objectives. When, in the opinion of the head of an agency, an employee organization has a sufficient number

of local organizations or a sufficient total membership within such agency, such organization may be accorded formal recognition at the national level, but such recognition shall not preclude the agency from dealing at the national level with any other employee organization on matters affecting its members.

(b) When an employee organization has been formally recognized, the agency, through appropriate officials, shall consult with such organization from time to time in the formulation and implementation of personnel policies and practices, and matters affecting working conditions that are of concern to its members. Any such organization shall be entitled from time to time to raise such matters for discussion with appropriate officials and at all times to present its views thereon in writing. In no case, however, shall an agency be required to consult with an employee organization which has been formally recognized with respect to any matter which, if the employee organization were one entitled to exclusive recognition, would not be included within the obligation to meet and confer, as described in section 6(b) of this order.

SEC. 6. (a) An agency shall recognize an employee organization as the exclusive representative of the employees, in an appropriate unit when such organization is eligible for formal recognition pursuant to section 5 of this order, and has been designated or selected by a majority of the employees of such unit as the representative of such employees in such unit. Units may be established on any plant or installation, craft, functional or other basis which will ensure a clear and identifiable community of interest among the employees concerned, but no unit shall be established solely on the basis of the extent to which employees in the proposed unit have organized. Except where otherwise required by established practice, prior agreement, or special circumstances, no unit shall be established for purposes of exclusive recognition which includes (1) any managerial executive, (2) any employee engaged in Federal personnel work in other than a purely clerical capacity, (3) both supervisors who officially evaluate the performance of employees and the employees whom they supervise, or (4) both professional employees and nonprofessional employees unless a majority of such professional employees vote for inclusion in such unit.

(b) When an employee organization has been recognized as the exclusive representative of employees of an appropriate unit it shall be entitled to act for and to negotiate agreements covering all employees in the unit and shall be responsible for representing the interests of all such employees without discrimination and without regard to employee organization membership. Such employee organization shall be given the opportunity to be represented at discussions between management and employees or employee representatives concerning grievances, personnel policies and practices, or other matters affecting general working conditions of employees in the unit. The agency and such employee organization, through appropriate officials and representatives, shall meet at reasonable times and confer with respect to personnel policy and practices and matters affecting working conditions, so far as may be appropriate subject to law and policy requirements. This extends to the negotiation of an agreement, or any question arising thereunder, the determination of appropriate techniques, consistent with the terms and purposes of this order, to assist in such negotiation, and the execution of a written memorandum of agreement or understanding incorporating any agreement reached by the parties. In exercising authority to make rules and regulations relating to personnel policies and practices and working conditions, agencies shall have due regard for the obligation

(Continued on Page 5)

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imposed by this section, but such obligation shall not be construed to extend to such areas of discretion and policy as the mission of an agency, its budget, its organization and the assignment of its personnel, or the technology of performing its work.

SEC. 7. Any basic or initial agreement entered into with an employee organization as the exclusive representative of employees in a unit must be approved by the head of the agency or an official designated by him. All agreements with such employee organizations shall also be subject to the following requirements, which shall be expressly stated in the initial or basic agreement and shall be applicable to all supplemental, implementing, subsidiary or informal agreements between the agency and the organization:

(1) In the administration of all matters covered by the agreement officials and employees are governed by the provisions of any existing or future laws and regulations, including policies set forth in the Federal Personnel Manual and agency regulations, which may be applicable, and the agreement shall at all times be applied subject to such laws, regulations and policies;

(2) Management officials of the agency retain the right, in accordance with applicable laws and regulations, (a) to direct employees of the agency, (b) to hire, promote, transfer, assign, and retain employees in positions within the agency, and to suspend, demote, discharge or take other disciplinary action against employees, (c) to relieve employees from duties because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the Government operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the agency in situations of emergency.

SEC. 8. (a) Agreements entered into or negotiated in accordance with this order with an employee organization which is the exclusive representative of employees in an appropriate unit may contain provisions, applicable only to employees in the unit, concerning procedures for consideration of grievances. Such procedures (1) shall conform to standards issued by the Civil Service Commission, and (2) may not in any manner diminish or impair any rights which would otherwise be available to any employee in the absence of an agreement providing for such procedures.

(b) Procedures established by an agreement which are otherwise in conformity with this section may include provisions for the arbitration of grievances. Such arbitration (1) shall be advisory in nature with any decisions or recommendations subject to the approval of the agency head; (2) shall extend only to the interpretation or application of agreements or agency policy and not to changes in or proposed changes in agreements or agency policy; and (3) shall be invoked only with the approval of the individual employee or employees concerned.

SEC. 9. Solicitation of memberships, dues, or other internal employee organization business shall be conducted during the non-duty hours of the employees concerned. Officially requested or approved consultations and meetings between management officials and representatives of recognized employee organizations shall, whenever practicable, be conducted on official time, but any agency may require that negotiations with an employee organization which has been accorded exclusive recognition be conducted during the non-duty hours of the employee organization representatives involved in such negotiations.

SEC. 10. No later than July 1, 1962, the head of each agency shall issue appropriate policies, rules and regulations for the implementation of this order, including: A clear

statement of the rights of its employees under the order; policies and procedures with respect to recognition of employee organizations; procedures for determining appropriate employee units; policies and practices regarding consultation with representatives of employee organizations, other organizations and individual employees; and policies with respect to the use of agency facilities by employee organizations. Insofar as may be practicable and appropriate, agencies shall consult with representatives of employee organizations in the formulation of these policies, rules and regulations.

SEC. 11. Each agency shall be responsible for determining in accordance with this order whether a unit is appropriate for purposes of exclusive recognition and, by an election or other appropriate means, whether an employee organization represents a majority of the employees in such a unit so as to be entitled to such recognition. Upon the request of any agency, or of any employee organization which is seeking exclusive recognition and which qualifies for or has been accorded formal recognition, the Secretary of Labor, subject to such necessary rules as he may prescribe, shall nominate from the National Panel of Arbitrators maintained by the Federal Mediation and Conciliation Service one or more qualified arbitrators who will be available for employment by the agency concerned for either or both of the following purposes, as may be required: (1) to investigate the facts and issue an advisory decision as to the appropriateness of a unit for purposes of exclusive recognition and as to related issues submitted for consideration; (2) to conduct or supervise an election or otherwise determine by such means as may be appropriate, and on an advisory basis, whether an employee organization represents the majority of the employees in a unit. Consistent with law, the Secretary of Labor shall render such assistance as may be appropriate in connection with advisory decisions or determinations under this section, but the necessary costs of such assistance shall be paid by the agency to which it relates. In the event questions as to the appropriateness of a unit or the majority status of an employee organization shall arise in the Department of Labor, the duties described in this section which would otherwise be the responsibility of the Secretary of Labor shall be performed by the Civil Service Commission.

SEC. 12. The Civil Service Commission shall establish and maintain a program to assist in carrying out the objectives of this order. The Commission shall develop a program for the guidance of agencies in employee-management relations in the Federal service; provide technical advice to the agencies on employee-management programs; assist in the development of programs for training agency personnel in the principles and procedures of consultation, negotiation and the settlement of disputes in the Federal service, and for the training of management officials in the discharge of their employee-management relations responsibilities in the public interest; provide for continuous study and review of the Federal employee-management relations program and, from time to time, make recommendations to the President for its improvement.

SEC. 13. (a) The Civil Service Commission and the Department of Labor shall jointly prepare (1) proposed standards of conduct for employee organizations and (2) a proposed code of fair labor practices in employee-management relations in the Federal service appropriate to assist in securing the uniform and effective implementation of the policies, rights and responsibilities described in this order.

(b) There is hereby established the President's Temporary Committee on the Implementation of the Federal Employee-Management Relations Program. The Committee shall consist of the Secretary of Labor, who will be chairman of the Committee, the Secretary of Defense, the Postmaster General, and the Chairman of the Civil Service Commission. In addition to such other matters relating to the implementation of this order as may be referred to it by the President, the Committee shall advise the President with respect to any problems arising out of completion of agreements pursuant to sections 6 and 7, and shall receive the proposed standards of conduct for employee organizations and proposed code of fair labor practices in the Federal service, as described in this section, and report thereon to the President with such recommendations or amendments as it may deem appropriate. Consistent with law, the departments and agencies represented on the Committee shall, as may be necessary for the effectuation of this section, furnish assistance to the Committee in accordance with section 214 of the Act of May 3, 1945, 59 Stat. 134 (31 U.S.C. 691). Unless otherwise directed by the President, the Committee shall cease to exist 30 days after the date on which it submits its report to the President pursuant to this section.

SEC. 14. The head of each agency, in accordance with the provisions of this order and regulations prescribed by the Civil Service Commission, shall extend to all employees in the competitive civil service rights identical in adverse action cases to those provided preference eligibles under section 14 of the Veterans' Preference Act of 1944, as amended. Each employee in the competitive service shall have the right to appeal to the Civil Service Commission from an adverse decision of the administrative officer so acting, such appeal to be processed in an identical manner to that provided for appeals under section 14 of the Veterans' Preference Act. Any recommendation by the Civil Service Commission submitted to the head of an agency on the basis of an appeal by an employee in the competitive service shall be complied with by the head of the agency. This section shall become effective as to all adverse actions commenced by issuance of a notification of proposed action on or after July 1, 1962.

SEC. 15. Nothing in this order shall be construed to annul or modify, or to preclude the renewal or continuation of, any lawful agreement heretofore entered into between any agency and any representative of its employees. Nor shall this order preclude any agency from continuing to consult or deal with any representative of its employees or other organization prior to the time that the status and representation rights of such representative or organization are determined in conformity with this order.

SEC. 16. This order (except section 14) shall not apply to the Federal Bureau of Investigation, the Central Intelligence Agency, or any other agency, or to any office, bureau or entity within an agency, primarily performing intelligence, investigative, or security functions if the head of the agency determines that the provisions of this order cannot be applied in a manner consistent with national security requirements and considerations. When he deems it necessary in the national interest, and subject to such conditions as he may prescribe, the head of any agency may suspend any provision of this order (except section 14) with respect to any agency installation or activity which is located outside of the United States.

Approved—January 17th, 1962.

JOHN F. KENNEDY

THE WHITE HOUSE,

January 17, 1962.

(F.R. Doc. 62-700; Filed Jan. 18, 1962; 10:18 a.m.)