

stabilize employment. If they are unable to reach agreement by August 1, 1966, their respective positions shall be presented to the undersigned and this figure will be set on or before September 1, 1966, to be applied retroactively to July 1, 1966.

(d) It is an essential element in this Determination that the Development Authority will be authorized to conduct such operations and activities as will provide constructive use of the time of all operating engineers who participate in its activities. This can and should be a human resources development program—worthwhile to those engaged in it, and worthwhile to the community and to the Nation. The Authority should be authorized to engage in activities for profit where this is in the interests of the parties to this agreement; or in not-for-profit activities where this better serves the interests involved. The idea is that people are entitled to a chance to produce, to serve, to earn, and to learn; and that it doesn't make sense to waste either men or manpower.

The charter and program of the Development Authority should be worked out by the parties and should include the following:

- Establishment of upgrading and retraining programs involving new methods and equipment;

- Development of an apprenticeship program which will ensure that new entrants are trained for a variety of assignments, thus making them increasingly valuable for year-round work; it should establish and administer objective standards for recruiting and selecting apprentices;

- Power to negotiate special arrangements, at special prices or on an unreimbursed basis, for doing nonbudgeted and noncompetitive public work while paying those employed established rates of pay;

- Assisting management in developing new methods and season-extending techniques;

- Enlisting the cooperation of activities such as The Neighborhood Youth Corps in its project work;

- Undertaking, sponsoring, or encouraging new research to solve weather-related technical problems;

- Undertaking the training of foreign trainees, here and abroad, and undertaking special projects overseas;

- Developing programs of adult education and sabbaticals, particularly for members whose lack of education impedes earnings opportunity; and

- Authority to investigate the factors which produce seasonality and intermittent work, including those which may arise from the provisions or administration of collective bargaining agreements between the parties.

(e) The present contract provisions for weekly guarantees should be suspended between December 1 and March 31 of each year.

(f) The point of this Determination is that "employment" in this industry should include some of the assurance of continued earnings opportunity which it includes in most other industries; and that the answer to the "stabilization" issues which have developed is to provide this assurance instead of paying for the uncertainty which now exists.

5. *Wage rates and fringes*

(a) The hourly rates established in the contract which expired on June 30, 1965, are to be increased as follows:

- (i) Thirty-five cents an hour, the amount agreed upon by the parties, to be effective July 1, 1965.

- (ii) An additional fifteen cents an hour, effective July 1, 1968.

(b) If, as of June 15, 1967, the cost of living (Consumer Price Index) has increased by more than one percent during the preceding 12 months over and above the average annual increase during the period between June 1961 and June 1966, the Union may reopen the contract on wage rates; and if agreement is not reached by August 1, 1967, the wage rates for the period from July 1, 1967 to June 30, 1968 shall be determined by a person designated by the Secretary of Labor and the Commissioner of Labor and Industry of the State of New Jersey.

(c) The parties shall jointly sponsor an actuarial study of the present welfare and pension funds to determine whether present benefit levels can be properly sustained in the future under present financing arrangements. Unless it is agreed, on the basis of this study, that they can be so sustained, there shall be submitted to arbitration the question of whether additional payments should in the future be made into these funds either from the funds of the Development Authority or by additional payments by the contractors on a per hour per employee basis.