YOU HAVE A CHOICE

The Company has received a number of requests for information relating to the rights of an employee in an economic strike. To provide the same, impartially, we are answering these questions with excerpts from the Bureau of National Affairs (BNA) publications, which are distributed nationally.

WHAT IS AN ECONOMIC STRIKE?

An economic strike is a strike over wages, hours, or working conditions.

RIGHT OF NONSTRIKERS TO STAY ON JOB

Under the Federal Labor Law, employees have the right to join strikers or stay on the job. A union has the right to try to persuade nonstrikers to join the strike in a peaceable manner.

HIRING REPLACEMENTS

If management decides to try to run the plant during a strike, it has the right to hire replacements for the strikers.

REPLACEMENT FOR ECONOMIC STRIKERS

When a company has complied fully with the Labor Law, strikers have no guarantee of getting their jobs back when they walk out. The Company is free if it chooses to fill their places with other workers on a permanent basis.

ANNOUNCEMENT THAT STRIKERS WILL BE REPLACED

When a company has complied fully with the Labor Law, it may warn employees who threaten to strike that they will be replaced by other workers if they walk out. As long as a strike is not caused or prolonged by a company's violations of the law, management is permitted to hire new employees on a permanent basis to replace strikers. An announcement of plans to hire replacements for strikers is therefore nothing more than a simple statement of fact.

COMPANY COMMENT

On the basis of the foregoing excerpts, it can be seen that each of you has a choice in an economic strike - you may work or not, as you and you alone decide. As a public service corporation, the Company has no choice - it must continue to operate in the public interest.

Post on bulletin boards at once.
Remove when next negotiations bulletin is received.
Negotiations - No. 4
A MESSAGE FROM PRESIDENT FRED LEAREY:

I want to express my deep appreciation to each of you who are on the job, performing with excellence, in the true spirit of service. And, I want to ask each of you to pass my message on to those non-management people who are working with you, side by side, demonstrating their full sense of responsibility to the people we serve. By now, I am sure, you heard about the severe beating received by two of our employees during performance of their work. I cannot help but believe, that most of our non-management people who are out on strike will want to return to work when they fully realize the meaning of the destruction of telephone facilities that has taken place, and now physical violence against their fellow employees. I plan to visit as many offices as possible within the next few days to thank each of you in person for working long hours to provide an essential service to the communities we serve. Your fine spirit of service will long be remembered within this Company and, I know truly appreciated by the people whom we serve. Keep up the good work.

Sincerely,

Fred Leary

COMPANY'S POSITION ON ARBITRATION

The Union has stated that it is ready to take negotiations before an arbitrator, but the Company feels that this step is completely unnecessary and has no place in our negotiations. The normal channels of collective bargaining have not been exhausted. The Union broke off negotiations after a fair and equitable contract proposal including a substantial wage increase. The Company is willing to meet at any time, but the meetings must be arranged by the Mediator since he is in charge. Arbitration is not desirable. The Union and the Company should be able to reach agreement themselves. An arbitrator cannot possibly determine all the facts that are best known by only telephone people.

COMPENSATION FOR WORK PERFORMED

No doubt there are a number of questions especially from management persons, as to what arrangements will be made for compensation for the type of work being performed, and for overtime being performed. Non-management employees working will be paid at their normal rate of pay plus time and a half for all overtime. Management persons who are not exempt from overtime will be paid at their regular rate of pay regardless of the type of work they are doing, and also will receive time and a half for overtime based on their regular rate of pay. For management persons who are exempt from overtime under Federal regulations, and who have been working many long hours, it is the Company's intentions that their efforts will not go unrewarded.
DESTRUCTION CONTINUES

As most of you know through reading the daily newspapers and watching television, destruction of Company property continues although it was not as heavy Saturday, Saturday night and early Sunday as it had been the first two days of the strike. A brief summary by division at Sunday Noon is given below:

Southern Division - Venice long distance cable out, two 50-pair and two 11-pair cables out with work progressing on a damaged 900-pair and 100-pair.

Western Division - St. Petersburg had only four 25-pair cables out with some others, giving partial service, being repaired. New Port Richey and Tarpon Springs long distance back in.

Eastern Division - Working on a 900-pair with two 100-pair, two 50-pair and two 26-pair out.

Central Division - Still about 25 per cent of local service out, but working on repairing most of it. Four 900-pair cables partially damaged, but being restored along with a 455-pair and a Clearwater toll cable. Many terminals and repeater huts damaged. Service being provided public is considered good, and, in some instances, better than customary.

Bill Karrh of Tampa Commercial and another employee were attacked and beaten by three men while preparing to work on a damaged cable at Florida and Fern in Tampa around 8 a.m. Sunday. Although Bill must have an operation Monday for a broken nose, he and the other man will be able to return to work soon.

The Company upped its reward to $5,000 for information leading to the arrest and conviction of anyone caught destroying telephone equipment or property in connection with the strike. The Union's assertion that Company management persons are damaging and destroying Company equipment is completely unfounded and has been termed "ridiculous" by President Leary. He said that whoever is responsible for the damage must not be aware of the fact they could be putting the lives of their own family members in jeopardy by cutting them off from telephone service, and that if they are caught, they could be sent to prison for as long as fifteen years.

CUSTOMER REACTION

From all reports, customer reaction to destruction of Company property and to the Company's efforts to provide service has been one of complete understanding and a willingness to help in any way. Words of encouragement and appreciation from many citizens have come from citizens outside the Company.

COOPERATION OF LAW ENFORCEMENT AGENCIES

All law enforcement agencies have been cooperating fully with the Company, and all incidents are being investigated completely. Employees should be on the alert to report any suspicious occurrences to the Company immediately.
COMPANY AND UNION MEET WITH FEDERAL MEDIATOR

A joint meeting between the Company and the Union was held Wednesday morning, July 17, in Tampa at the request of Federal Mediator, John L. Kenney, with Mr. Kenney presiding. Various areas of outstanding items were discussed and explained by the Company representatives to the Federal Mediator and again to the Union. The Union didn't offer any suggestions or modifications to the Company's proposal or indicate that they would move on their demands in any way. The Company made the suggestion that it would be receptive to discussing a longer contract with the second year having an automatic wage increase, but no amount was stated. The Union wasn't receptive to discussing this, and stated that this would have to come after the contractual areas were settled. The morning meeting adjourned with no new results. In the afternoon, Mr. Kenney met separately with both groups with still no further developments reached. The Federal Mediator scheduled separate meetings with both the Union and Company Negotiating Committee Chairmen Thursday morning.

COMPANY PLANT FACILITIES DAMAGE CONTINUES

Destruction of the Company's outside plant continues throughout the service area with many small cables being cut along with some large ones. Central Division continues to be in the worst condition, with approximately 40,000 telephones out of service as of late Wednesday. Plant City had no local service due to failure in the ringing equipment Tuesday night, and Bartow microwave was out for a short time on Wednesday. Zephyrhills circuits between Tampa were half out on Wednesday with much of the service being handled through Dade City, and the Tampa - Winter Garden circuits were out about 6:00 P.M. last night. The Bradenton - Sarasota toll service was adequate.

Coverage on the damaged facilities continued on a 75 per cent basis, although hampered somewhat by the rains on Tuesday and Wednesday.

ANOTHER INCIDENT AT TAMPA INTERNATIONAL AIRPORT

Another incident occurred at the Tampa International Airport where repair crews are working on the damaged cable serving that facility. An employee was threatened by a striking employee with a club, and a warrant was issued for his arrest.

Egg throwing incidents occurred several times in the past two days in Auburndale and then again in Winter Haven. One employee was struck with one of the eggs thrown by a striking employee.

NOTE FROM A CUSTOMER

This note was received as an open letter to Mr. Learey, Management and Managing Operators:
"I wish to extend to you and your Company my sympathy for the appalling destruction of property and equipment during this strike period.

While I have not always been in agreement with the rates and charges of your Company and while I often am frustrated by inadequate service, I am sincere in my conviction that this wanton vandalism is a direct infringement upon your property rights. I do not believe you have instigated such actions to 'gain sympathy' and I am not of the opinion that people can push people by introducing property damage. I am not, in any way, taking sides in what is no doubt an honest management/labor disagreement, but I do stand with you against this sabotage of communications. I believe that if local Labor leaders are, in effect, not responsible, or in knowledge of these acts they should publicly join you in trying to learn the identity of those responsible.

I would like to take this opportunity to thank the managing operators, both men and women who, under difficult conditions, so graciously and efficiently placed a long distance call for me to Tampa today. They have my understanding that these are trying times for each of them."
COMPANY STATES POLICY ON ARBITRATION

The Union has begun a concerted effort to bring pressure on the Company to submit to arbitration. This follows a week of wilful, violent destruction of telephone facilities and attacks on Company personnel which has jeopardized the welfare, safety, and the very lives of our customers, and which has resulted in the arrest of thirteen union members. The Company does not intend to be intimidated into arbitration, in this matter, because the arbitration proposed by the union is not in the public interest.

It is not reasonable or sound for fundamental or technical management decisions in the operation of this public service enterprise to be made by a third party even though it be a person for whom we would have the greatest respect.

The arbitration proposed by the union would substitute the judgment of an outside person not experienced in the telephone business for the knowledge and experience of telephone management.

Telephone management has the responsibility for decisions long after the matter in controversy is settled. Therefore, it would be unwise to surrender management decisions to arbitrators who would not have long-term responsibility for either the cost or the quality of telephone service or for telephone rates. Acting on a onetime basis, they could not have the knowledge and experience required to decide fundamental issues in the best interest of the public, the employees and the shareholders of the Company.

Genuine collective bargaining is the sound method of reaching agreement, and arbitration cannot be made an effective substitute. By its very nature, arbitration tends to resolve differences through compromise or expediency rather than on the real merits of the issue. There should be no compromise with what is right and what is in the long-range to the advantage of the public which inevitably would pay for any resulting increase in the cost of providing telephone service.
SEPARATE MEETINGS CONTINUE WITH FEDERAL MEDIATOR
Federal Mediator John Kenney continued to hold separate meetings with Company and Union representatives during Friday in an effort to reach an agreement on the contract. No further progress was reported after two meetings with each, and Mr. Kenney announced no plans for future meetings at this time.

KEYSTONE BUILDING DYNAMITED FRIDAY MORNING
The Keystone central office building was dynamited Friday morning, cracking the brick structure from ground to roof, separating the bricks on the side enough to see through to the inside of the building. Approximately $2500 damage was done to the 1600-sq. ft., one-room building. No apparent damage was done to the equipment or to the cable leading into the building. The MacDill AFB demolition team verified that it was dynamite used, and it was placed at the north corner of the building where the cable leads into the office, apparently with hopes of damaging the cable at the same time of damaging the building. A guard was inside the building and was unharmed.

HARASSMENT OF EMPLOYEES WIDESPREAD
Harassment of employees continued widespread throughout the Company of plant crews working in the field repairing cables and other damage, and of hourly employees working during the strike. Telephone calls, visits to homes, and following in cars have been the means of harassment of employees.

Milk was thrown on Tampa Traffic employee Medna Barnes Friday morning as she entered the Tampa Main building for work. The person throwing the milk was striking employee Katherine Prather of Tampa Traffic.

Two lighted bottles filled with kerosene were thrown at the home of a Tampa Traffic employee Thursday night, but did no damage.

In Tampa Friday afternoon, two men jumped Jack Landry of General Personnel while he was assisting a plant man in the field. The plant man was up the pole repairing a cable and couldn't assist Jack, but another bystander came to his aid. Jack wasn't hurt -- in fact, he got in some good licks.

PROGRESS MADE IN OUTSIDE PLANT IN PAST TWO DAYS
Progress was made by the Company in repairing damage to outside facilities late Wednesday, Thursday, and early Friday. A count of pairs out at the end of Friday is as follows: Western -- 1825 pairs; Central -- 8300 pairs (stated as 900 in yesterday's bulletin but should have been 8900); Southern -- 450; Eastern -- 1800 (only one not showing a decrease, but attributed to some early-morning cable cutting in Plant City).

In number of telephones out, this rough estimate was given early Friday morning: Lakeland -- 400; Winter Haven -- 500; Haines City -- 200; Lake Wales -- 50; Bartow -- 100; Plant City -- 400; Tampa exchange -- 40,000; Clearwater -- 1000; Tarpon Springs -- 150; New Port Richey -- 200; St. Petersburg -- 7000; Bradenton -- 1100; Sarasota -- 800; Venice -- 50. This give a rough approximation of 51,950 total for the Company.

COMPANY PUBLICATION, ADVERTISING HALTED DURING STRIKE
During the strike, the Florida General News will not be published, and all advertising also has been discontinued for the duration of the strike with the exception of several ads which have been pertinent to the strike.
STRIKING EMPLOYEE CAUGHT CUTTING CABLE

Oran J. Teal, a striking Plant employee from Tampa, was caught in the act of cutting a large Company cable at 50th Street and Adamo Drive late Saturday night by an off-duty policeman. Teal had hacked the cable several times before the arrest was made. Teal's brother tried to run down the arresting officer, got his car stuck, and was arrested for assault with intent to kill. A woman was with the brothers, but left the scene before she could be arrested.

UNION CHARGED WITH SECONDARY BOYCOTT

C. A. Fielland, Inc., contractor for the Company's new six-story addition adjacent to Tampa, has filed a charge of illegal secondary boycott against IBEW, Local 824, for picketing the construction site last week. Fielland, Inc., has asked the National Labor Relations Board for an injunction to prevent any further picketing which kept construction workers from their jobs Thursday and Friday. A decision is expected early this week.

PROGRESS REPORT ON PLANT FACILITIES

Number of cable pairs out in each division as of late Sunday afternoon is as follows: Eastern Division - 100 pairs; Southern Division - 500 pairs; Western Division - 1950 pairs; Central Division - 6300 pairs.

Number of telephones out as of 10:00 A.M. Sunday morning by exchange: Sarasota - 750; Bradenton - 800; Venice - 30; Lakeland - 100; Winter Haven - 200; Lake Wales - 50; Plant City - 300; Bartow - 50; Haines City - 75; St. Petersburg - 2500; Clearwater - 600; New Port Richey - 50; Tarpon Springs - 75; Tampa - 40,000.

Major cable damage late Saturday and Sunday was as follows: Tampa-Bradenton toll cable out again; 900 pair damaged five minutes after being repaired in St. Petersburg, and 455 pair between Pasadena and North Gulf Beach cut; 300 pair - 22 gauge aerial cable cut in Tampa. Trunk repeaters and cable stubs cut at all locations between the Sulphur Springs and Keystone offices in Tampa.

INCIDENT REPORTS

Three men - one definitely identified as a striking employee - jumped two Company men at 34th Street and Adamo Drive late Saturday afternoon, and a fight ensued. The two Company men won the fight, chasing two off and holding another.

Bob Tickle of Plant City was erroneously reported yesterday as being arrested for throwing eggs. Bob was escorting hourly employees out of the building in Plant City when the egg throwing incident occurred, and he tried to protect the employees by placing himself between them and the egg throwing strikers. Bob later was charged by a striker as committing assault, but actually was only trying to protect the employees and himself from the eggs.
JOINT, SEPARATE MEETINGS HELD WITH FEDERAL MEDIATORS
The Company and Union negotiating teams met jointly Wednesday morning for a half hour, and then met separately with William S. Pierce, regional director of the Federal Mediation and Conciliation Service, and Federal Mediators John Kenney and Leland Dean two times during the remainder of the day. In the meetings, proposals by the Company and Union were reviewed for Mr. Pierce's benefit who joined the meetings for the first time. The Union interrupted and stated that if the Company didn't have any changes in their proposals, then both parties were wasting their time. Even with this interruption the Company continued to explain the first item prior to the mediators' adjourning the joint morning session. Exploratory conferences are expected to continue on Thursday, but no definite time was set by the mediators.

APPROXIMATELY 65,250 TELEPHONES OUT OF SERVICE
A rough estimation of the number of telephones out of service throughout the Company totaled approximately 65,250 Wednesday morning. This is attributed to continued damage to main cables as well as many small cables. The Tampa-Dade City toll cable was out on Wednesday along with the Tampa-Zephyrhills cable in addition to those already damaged and under repair.

Station outage according to exchange yesterday was as follows: Tampa, 47,000; St. Petersburg, 9500; Clearwater, 2500; Sarasota, 1500; New Port Richey, 450; Bartow, 100; Tarpon Springs, 700; Lake Wales, Venice and Haines City each had 50 out.

Some of this outage is contributed to the heavy rains in the Company area during the first part of the week.
UNION COMMITTEE WALKS OUT OF NEGOTIATIONS
The Union negotiating committee walked out of a joint meeting with the Company committee Monday morning shortly after the meeting convened. The Union group left without a word of explanation, and the Company committee remained in the meeting room until asked to leave so that the Union could use the room for a separate meeting. Federal Mediator John L. Kenney, who sat in on the current sessions for the first time Monday, has called a joint meeting for Wednesday morning.

This was the fifth consecutive day of meetings between the Company and Union, having begun on Thursday, August 8. During these sessions, both committees have been reviewing and discussing differences in their contract proposals. Following is an advertisement giving a progress report on the strike and particularly on recent negotiating meetings. This ad will appear in local area newspapers Tuesday and Wednesday, titled "A Review of the Strike Situation".

1. It seems apparent that the Union had planned a strike against the public early in June, because:
   (a) The International IBEW office had approved a strike before the Local Union vote.
   (b) From June 15 to July 8, no bargaining sessions were held, because the chief Union negotiator was out of the city.
   (c) Union turned down Company contract proposals on June 22.
   (d) Union voted strike authorization on June 29.
   (e) Union unavailable for negotiations until July 8.
   (f) Federal Mediator called in by the Company on July 10.
   (g) Union called strike on July 11.

2. Criminal destruction of telephone company property began on the day the strike started.

3. Union immediately started whirlwind campaign to gain public support for arbitration even though Federal Mediator was trying to encourage collective bargaining.

4. Company has contended from the start that law enforcement is essential and everyone should be entitled to protection of private property.

5. Several arrests have been made concerning destruction of private telephone company property. All, except one, have been striking employees and Union members.

6. Company has maintained from the start its willingness to negotiate and firmly believes that agreement can be reached through collective bargaining.

7. In an effort to show good bargaining faith and to bring about an end to the strike, the Company has since last Thursday through collective bargaining:
   (a) Changed its wage offering from a one-year proposal totaling $350,000 to a firm two-year wage increase totaling nearly a million dollars. For the first year of the proposed new contract, top wage increases have been offered in different categories of four, five and eight cents. For the second year of the contract, the Company has offered in the same categories increases of five, six and nine cents.
(b) With respect to the seniority layoff provision, the Company has withdrawn its proposal to restrict bumping provisions on a divisional basis and leave this provision effective on a Company-wide basis. In return, the Union has agreed to start any such layoffs the Company feels necessary within the classifications involved rather than on a department-wide basis. The Company still feels, however, that its original proposal provides a far more efficient way to run the business.

c) The Company has agreed right from the start to provide cab fare to women employees in all departments who arrive at or depart from their place of work during late night hours, however, on a fixed payment basis. Through bargaining, the Company has now agreed with the Union demand that no change be made in the present variable payment arrangement, this in spite of the fact that the Company had agreed to raise its original offering for cab fare from 65c to $1 per person, which is a generous offer and would give the most employees the greatest benefit.

d) The Company stands firm on its proposal to have complete control on the hiring of regular part-time employees which has become necessary in order to give good long distance service. The Company has no intention of using this provision to replace present full time employees.

e) The Company withdrew its original proposal to eliminate 48-month clause which would allow after hours overtime work to be performed only by those persons having credit for 48-months seniority. The Company changed its proposal to lower the requirement to 24 months for the first year new contract, and to eliminate it beginning the second year. The Union rejected this proposal. The Company has, however, agreed to equalize overtime work among all of the employees involved.

We believe these concessions made by the Company clearly show that we are trying to settle this strike in order to best serve the public interest.

**STRIKER BEATEN BY 'HIRED THUGS'**

Charles Mount, Central Division plant testman and brother of IBEW Local 824 president Robert Mount, told Hillsborough County sheriff's deputies that two men entered his home Sunday night, pulled him off a bed where he was sleeping, and one of the men beat him while the other held him. The two were referred to as "hired thugs who were karate experts." The Company regrets to hear that this beating occurred, and hopes as in the case of several management employees beaten earlier, that those responsible are apprehended and dealt with by law enforcement agencies.

**FIVE MAJOR CABLES CUT IN TAMPA WESTSIDE**

Shortly after 5 p.m. Monday five major cables in Tampa Westside office area were cut at Glenn just east of Lemon Street. Cables cut included two 1200-pair cables and three 900-pair cables, cutting off much of the westside office area. Among those without service were WTBT Channel 13 television station and Tampa Electric Company. Other damage in the Central Division Sunday night and Monday included a 100-pair trunk cable and 400-pair local cable in the Alafia-Ruskin area, a 455-pair cable on 30th Street, and a 200-pair cable on Fowler Avenue.

Three cables cut in the Eastern Division -- 100-pair in Haines City, 200-pair in Winter Haven and a 200-pair in Lakeland -- but these reportedly were back in service by the end of the day.

The Tampa incident late Monday afternoon was the second worst single incident to occur during the strike -- second only to the Lakeland Main incident which happened last week.
JOINT NEGOTIATIONS MEETING TENTATIVELY SET FOR MONDAY
Federal Mediator John Kenney canceled the scheduled joint meeting between Company and Union negotiating committees Saturday morning for the second straight day, but met with Company and Union representatives and Tampa city officials to review the main contract issues. A joint meeting is tentatively scheduled for 10 o'clock Monday morning.

MORE CRIMINAL DESTRUCTION OCCURS SATURDAY AND SUNDAY
More criminal destruction of Company property occurred over the weekend, and most of it continued to take place in the Western Division. Cables serving the community of Gulfport west of St. Petersburg were damaged late Saturday night -- a 600-pair and a 100-pair at Sixth Avenue and 62nd Street South -- and a 400-pair cable at 42nd Street plus several smaller cables also were damaged.

A gas bomb was dropped in a manhole on Hanna Avenue north of Woodlawn in Tampa late Saturday, and burned through the sheath of a 600-pair cable damaging approximately 400 pairs. A 50-pair and 25-pair riser cable also were cut in Tampa the same day. A 100-pair cable was damaged with several probe holes in Seventh Avenue in Bradenton during the night. A telephone pole in front of the Tampa East Office was set fire Sunday afternoon, but no damage to cable on the pole was reported.

Reported early Saturday were a 900-pair cable shot twice on 38th Avenue North in St. Petersburg, and a 100-pair cut at 26th Street and 50th Avenue North in St. Petersburg. Several small cables and four paystations were reported damaged in Tampa during Friday night.

MORE APPLICATIONS RECEIVED SATURDAY
Company employment offices continued to receive applications for jobs during Saturday, and 278 more applied at the five offices. This makes 935 applications received the first two days of hiring new or replacement employees for non-management job classifications. Offices will be open Monday through Saturday, 8 a.m. till 5 p.m., beginning Monday, August 26. Testing also began Saturday, and actual hiring is expected to begin early this week.

TWO MORE STRIKER PARADES HELD IN TAMPA SATURDAY
Approximately 130 striking Union employees paraded by the Company's three downtown Tampa buildings and the Spring Street warehouse Saturday morning for about 45 minutes, and returned in the afternoon following a picnic to march once again. Another parade is scheduled for Monday morning, 9 o'clock.
STRIKE COSTLY TO WORKER AND FAMILY

Many questions have been asked during the past few weeks just how much strikers stand to lose in wages as they continue to remain out week after week. A bulletin released by the Associated Industries of Florida on August 15 gives a breakdown of approximate losses as shown below:

HERE IS WHAT A STRIKE COSTS A WORKER AND HIS FAMILY

<table>
<thead>
<tr>
<th>TAKE HOME PAY AT THE BEGINNING OF STRIKE</th>
<th>AMOUNT OF HOURLY INCREASE STRIKING FOR</th>
</tr>
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<tbody>
<tr>
<td>$40.00</td>
<td>4¢</td>
</tr>
<tr>
<td>50.00</td>
<td>6¢</td>
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<tr>
<td>60.00</td>
<td>8¢</td>
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<tr>
<td>70.00</td>
<td>10¢</td>
</tr>
<tr>
<td>80.00</td>
<td>12¢</td>
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For each week of strike it will take this long to recover wages lost during strike

<table>
<thead>
<tr>
<th>$</th>
<th>4-weeks</th>
<th>6-weeks</th>
<th>8-weeks</th>
<th>10-weeks</th>
<th>12-weeks</th>
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<tbody>
<tr>
<td>40.00</td>
<td>25 wks</td>
<td>17 wks</td>
<td>13 wks</td>
<td>10 wks</td>
<td>9 wks</td>
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<td>50.00</td>
<td>31 wks</td>
<td>21 wks</td>
<td>16 wks</td>
<td>13 wks</td>
<td>11 wks</td>
</tr>
<tr>
<td>60.00</td>
<td>38 wks</td>
<td>25 wks</td>
<td>19 wks</td>
<td>15 wks</td>
<td>13 wks</td>
</tr>
<tr>
<td>70.00</td>
<td>44 wks</td>
<td>29 wks</td>
<td>22 wks</td>
<td>18 wks</td>
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<td>80.00</td>
<td>50 wks</td>
<td>34 wks</td>
<td>25 wks</td>
<td>20 wks</td>
<td>17 wks</td>
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<td>90.00</td>
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<td>38 wks</td>
<td>28 wks</td>
<td>23 wks</td>
<td>19 wks</td>
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<tr>
<td>100.00</td>
<td>62 wks</td>
<td>42 wks</td>
<td>32 wks</td>
<td>25 wks</td>
<td>21 wks</td>
</tr>
</tbody>
</table>

EXAMPLE SITUATION: EMPLOYEE'S WEEKLY TAKE HOME PAY, $90.00. ADDED HOURLY WAGE INVOLVED IN STRIKE, 10¢. LENGTH OF STRIKE, FOUR WEEKS.

LOOK DOWN THE LEFT COLUMN FOR THE TAKE HOME WAGE PER WEEK. UNDER THE AMOUNT OF ADDED WAGE INVOLVED IN THE STRIKE, GO DOWN UNTIL OPPOSITE THE WEEKLY TAKE HOME WAGE. THE NUMBER OF WEEKS SHOWN (23 IN THE EXAMPLE) IS THE NUMBER OF WEEKS IT WILL TAKE TO MAKE UP THE LOSS IF THE ADDED WAGE PER HOUR IS WON AND IF THE STRIKE LASTS ONLY ONE WEEK. MULTIPLY THE WEEKS SHOWN BY THE NUMBER OF WEEKS IN THE STRIKE TO FIND THE TOTAL NUMBER OF WEEKS IT TAKES TO MAKE UP FOR WAGES LOST DURING THE STRIKE. IN THIS EXAMPLE IT WILL TAKE ALMOST TWO YEARS.

NOTES FROM OUR CUSTOMERS

Following are notes written on Out-Of-Service cards and returned with the bills to our Company:

Mulberry -- With the conditions like they have been with you all at GenTel, I think the service has been O.K.

St. Petersburg -- Since I feel that you have done your best under the circumstances, I mailed you full payment for the period -- my phone has been messed up for several weeks, but we just keep hoping that you will soon be back to normal service.

Tampa -- I want no rebate until after GenTel collects all damage claims from the Tampa Mafia that caused the interruptions.
COMPANY SURPRISED AT UNION COMMITTEE ACTION
President Fred Learey expressed surprise and puzzlement over the action taken by the Union executive committee in refusing to submit the contract proposals to the membership for a vote without first reviewing the back-to-work agreement. Mr. Learey stated that it was the spirit of understanding Friday night when the joint meeting with Union representatives ended that it was almost certain that the proposals would be presented for a vote. As far as the back-to-work agreement is concerned, Mr. Learey said that the Company considers the contract proposals and the back-to-work agreement to be separate and unrelated items and should be treated as such.

It was the Company's understanding that once the executive committee agreed to present the proposals to the membership for a vote meetings between the Company and Union would begin immediately to negotiate the back-to-work agreement.

The Union has scheduled an informational meeting for the entire membership Tuesday afternoon at the Union Hall in Tampa.

KATHRYN PRATHER CHARGED ON TWO MORE COUNTS
Kathryn Prather was arrested Saturday afternoon and charged with firing two rifle shots at microwave dishes on top of the 12-story Tampa Main building Tuesday, August 27. She was freed on $2000 bond shortly after being taken to the police station as an attorney and bondsman were waiting at the jail when she arrived. However, she was back at the jailhouse two and a half hours later for an investigation of a homemade bomb that was found in the trunk of her car when she was stopped by police officers for a traffic violation. The bomb was fashioned out of a piece of pipe with two caps on the end and a fuse. She was released Sunday on $2000 bond in connection with the bomb investigation.

Miss Prather, who is a striking Tampa long distance operator, has already been tried in court in Tampa for assault and battery, and the decision is still pending.

STATION OUTAGE DOWN TO 3310
As of Sunday morning, the number of telephones out of service throughout the company's six-county operating area totaled 3310, and 2140 of these are in the Central Division area. Other division outages are: Southern - 620; Eastern - 300; Western - 250.

The only damage reported since Friday morning was a 400-pair cable cut in St. Petersburg, five small cables cut in Sarasota, and some open wire cut in Bradenton. All of these reports came in Saturday morning, and apparently occurred during Friday night.

HIRING CONTINUES AND MORE APPLICATIONS RECEIVED
Through Saturday afternoon, the company had hired 129 new employees, and 40 more had been sent for physical examinations and were to be hire pending the passing of the exams. Applications also were received from 102 persons on Saturday, bringing the total so far to 2448.
Negotiations Bulletin No. 62

September 10, 1963

STRIKE OVER -- CONTRACT PROPOSALS APPROVED

A majority of the IBEW Local 824 membership voted for the contract proposals during the all-day voting in five different cities Monday. In effect, the 61-day old strike against the Company is over.

The Company will make every effort to return the striking employees to work as soon as possible. Obviously, there will be a time lag existing as arrangements for held work requirements are met. Some will be returned immediately while others may not be returned for a longer period.

Further details of the contract proposals and the return to work procedure will be given in a bulletin to be issued later today.

DAMAGE CONTINUED THROUGH WEEKEND

Damage to Company facilities continued Saturday night, Sunday and Monday -- all in the Central Division. In Tampa, a 400-pair exchange cable between the Tampa East and Alafia central offices was damaged during Saturday night along with a 200-pair riser cable, a 26-pair terminal and a 25-pair riser cable. Reported from Sunday night were a 50-pair riser cable, a 26-pair terminal and a 50-pair aerial cable -- all cut in Tampa.

Station outage went up slightly over Sunday primarily because of the cable cuttings in the Central Division, and totaled 2063 as of Monday morning.

STRIKING EMPLOYEE ARRESTED

Striking Tampa plant employee Lawrence Stephens was arrested Sunday afternoon for a cable cutting incident which occurred in Tampa earlier in the week. He was first held without bond, but later released on $2000 bond.
TO ALL MANAGEMENT EMPLOYEES:

During the past eight weeks, each of you has worked long and hard, and has shown a wonderful devotion to your job and loyalty to the Company through your efforts. Words cannot begin to express my appreciation to you and your families during these trying times. Many of you have undergone undue pressures while continuing with your work, realizing your duty and responsibility in serving the public. We also have received many kind words and expressions of appreciation from members of the general public about the superb job and courteous work you have continued to do.

Now that the strike is over and everyone will be returning to his own work, the sooner the past eight weeks is forgotten the better. Let's remember that our primary objective is to work together to provide good and efficient service to the public. This takes teamwork. We're counting on each of you to strengthen this teamwork.

The management of the Company set certain goals to be gained during this year's negotiations. These key items were necessary in order for the Company to meet its obligation of providing the best possible service at the lowest cost to the customer. Included among these was gaining the right to hire regular part-time employees without the approval of the Union, elimination of the foreman's classification, gaining the right to administer overtime in a more efficient manner, and a more adequate force adjustment clause.

We feel that much of this was accomplished in this year's negotiations with the Union. What has actually been gained in the contract concerning these four proposals of management is presented below.

REGULAR PART-TIME EMPLOYEE
The Company now will be able to hire regular part-time employees without the approval of the Union, although a restriction -- only nine per cent of the total basic assigned operator hours on a weekly basis in each division can be worked by part-time employees -- is included in traffic. This basically is what the Company needed to help solve its peak business periods, particularly the after-nine heavy long distance calling problem.

FOREMEN AND MISCELLANEOUS CLASSIFICATIONS
The foremen and miscellaneous classifications at the bottom of the wage schedule that were considered unnecessary by the Company have been deleted from the contract. The proposal provides for these employees to receive all wage increases in excess of five cents per hour for both years of the contract. The Company felt foremen should be placed back into the craft classification because under present conditions they have not been performing foremen work.
EQUALIZATION OF OVERTIME
A clause has been added to Article V, Section 10 of the contract which involves
the rotating of overtime among craftsmen who have completed 48 months in their
wage progression schedules. This clause allows an employee engaged in work in
which he started to complete the job if it requires working beyond the scheduled
quitting time. This eliminates the inefficient method of replacing the employee
with another if he does not qualify for overtime as stated in the previous contract.
The Company considered this procedure inefficient because of the time lost in
shuffling the men, and the time needed for the replacement to become familiar
with the work being done.

FORCE ADJUSTMENT
In order to restrict the amount of bumping and where bumping could take place
when a lay-off occurs, the Company felt it necessary to revise Article XI in the
contract which concerns force adjustment. A revision to Section 1.5 provides
that those who can be bumped include the employee or employees with the least
seniority in the classification in the department within an exchange area.
However, any employee selected for lay-off may exercise the privilege of bumping
any employee with less seniority and who occupies the same or a lower classification
in the same department.

In addition to these key proposals of the Company, the Union's leave of absence
proposal was also one of the last items to be settled before the Company and
Union could reach an accord on the contract. The Union wanted a leave policy
which would permit their official body to take leaves as long as they deemed
necessary and still receive all normal benefits including retirement from the
Company. The Company considered this impractical and unrealistic, and offered
to extend the present three-year leave policy for one additional year for the
present officers if re-elected. This was accepted by the Union. This will be
handled by a letter of agreement and will not involve the change of contract
wording.

Agreement was finally reached on these items by the Company and Union through
collective bargaining. It was the Company's contention all along that the strike
could be settled if the Union negotiators would sit down and bargain. With
the mediation efforts of Tampa city officials and officials of the Public
Utilities Commission, the Union did sit down to seriously bargain with the Company.
The contract then was settled. The Company feels that this could have been done
many weeks before if the Union representatives would have spent as much time at
the bargaining table as they did contacting public officials, trying to build
pressure against the Company to force us to arbitrate the issues.

The Company feels that the working agreement as presented to the membership for
a vote is one that will be beneficial to both sides. It will enable the Company
to operate more efficiently and in the best interest of its employees, its
customers and those who have invested their money in the business. Among other
things, it provides the employees with a substantial wage increase over a two-
year period with an automatic increase after the first 12 months. This was
the identical wage offer on the table at the time the strike began. With this
mutually agreed upon working agreement, we can look to the future with enthusiasm
and confidence. Thanks again for your fine assistance in providing an essential
service to our communities. It was truly a team effort.

Sincerely,

[Signature]
President