The Committee on Professional Relations, through its Subcommittee on Professional Standards, continues to investigate layoffs of chemical professionals. This report covers nine layoffs involving 49 chemists and chemical engineers, and is the latest in a series of committee reports on multiple terminations (C&EN, Aug. 25, 1975, page 48).

Eight layoffs occurred between the summer of 1974 and March 1975 by the following employers: Amerace Corp. (Indianapolis and Medora, Ind.), Beckman Instruments Inc. (Fullerton, Calif., and other locations), U.S. Air Force Cambridge Laboratories (Bedford, Mass.), General Electric Co. (Selkirk, N.Y.), Itek Corp. (Lexington, Mass.), Kendall Co. (Wellesley Hills, Mass.), Kerr Manufacturing Co. (Romulus, Mich.), and Phillips Fibers Corp. (Greenville, S.C.). The ninth layoff, which was reported to the committee in January 1975, occurred at the Austin, Conroe, and Fort Neches plants of Jefferson Chemical Co. in February and November 1971. A previous layoff had occurred at Itek in May 1974 (C&EN, May 19, 1975, page 45).

Officials at Amerace, General Electric, Jefferson Chemical, Kerr Manufacturing, and Phillips Fibers declined to supply the committee with information for this report. Also, officials at Beckman Instruments supplied the committee with limited information. The committee received detailed termination information from Kendall, but Kendall officials then requested that this information not be published. The data on these companies included in this article were supplied by the terminées.

The committee compared the termination of these layoffs to the standards outlined in the 1975 Professional Employment Guidelines. The committee found that employers still do not provide terminées with sufficient advance notice. Terminées at Jefferson Chemical, Kerr Manufacturing, and Phillips Fibers stated that they were asked to leave the company property the same day they were notified. Amerace terminées were notified 11 days before the termination date. Terminées at Beckman Instruments were given two to 11 weeks of notice in lieu of severance, according to length of service. According to terminées at Kendall, notice ranged from two to five weeks. Company officials at Itek reported that one month of advance notice was given. However, one terminée indicated that he received a week of advance notice. General Electric and Cambridge Labs met or surpassed the guideline standard of one month of advance notice. Terminées at GE received one month's notice and Cambridge terminées received a minimum of 60 days' notice of the reduction-in-force action.

Companies also do not meet the guideline standard on severance. Terminées at Beckman were given advance notice in lieu of severance pay at the company's insistence. Terminées at Kerr Manufacturing and Phillips Fibers received a month of severance pay in lieu of notice, regardless of length of service. At General Electric, three of the terminées had three months of service and did not receive severance pay. Terminées with longer service received one week of severance pay per year of service. Terminées at Kendall, Itek, and Jefferson Chemical received severance pay averaging one week per year of service. On the other hand, a survey of the terminées at Cambridge Labs showed that they received an average of two weeks' pay for each year of service.

Companies still are terminating longer service employees. At Cambridge Labs, six of the seven employees affected by the reduction-in-force action who responded to the survey had more than 10 years of service. Five of the eight Jefferson Chemical terminées responding to the survey had more than 10 years of service, and one of the Itek terminées responding had more than 10 years of service.

The committee noted that eight of the companies included in this report met or surpassed the guideline standards of 10-year pension vesting regardless of age. Both Cambridge Labs and Kendall provided vesting rights for employees with more than five years of service. At General Electric, a terminée with 9 1/2 years of service was granted vesting rights, even though the pension plan provides for vesting at 10 years of service. Information was not available on pension vesting provisions at Amerace Corp.

Six of the companies also met or surpassed the guideline standard on extension of employee protection plans. At General Electric, terminées were allowed to remain in the group plans for up to a year after termination, or until they were eligible for coverage by a new employer. However, health insurance and disability income coverage ceased upon termination for terminées at Itek and Kendall. Terminées did have conversion privileges on health insurance.
insurance, and life insurance was continued for one month after termination with the option to convert to an individual policy. The majority of the Jefferson Chemical terminées reported that insurance coverage ceased upon termination.

Companies still do not notify terminées of rehire privileges. Eight of the employers covered in this report either do not have a rehire policy, or did not inform terminées that such a policy existed. Cambridge Labs, a Defense Department installation, followed Civil Service procedures for recall rights. The committee also learned that one of the terminées at Kerr Manufacturing was rehired by the company.

The Committee on Professional Relations expresses its appreciation to the following local sections for their help in investigating the layoffs of chemical professionals and preparing this report: Detroit, Eastern New York, Indiana, Orange County, Northeastern, and Western Carolinas.

All past articles on layoffs data published in C&EN are available on request from the Office of Professional Relations, American Chemical Society, 1155—16th St., N.W., Washington, D.C. 20036.

Members of the Subcommittee on Professional Standards are:
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Amerace Corp., Emconite division, Indianapolis and Medora, Ind.; December 1974

Information from the employer

Three chemists were terminated at the Indianapolis and Medora locations. The company declined to supply the committee with detailed termination information.

Information from the terminées

The professional relations committee of the Indiana Section surveyed the terminées, and found the following:
Number Involved. 3 chemists responded to the survey.
Advance notice. 11 calendar days' notice was given.
Severance pay. 2 weeks' severance pay was given to terminées with less than 2 years of service. The severance pay included 2 days that were normally paid holidays.
Assistance. No effort was made to place terminées in other positions within the company. Limited assistance was provided in preparing résumés; typing, copying, and telephone service also were provided.
Employee service. All 3 terminées had less than 2 years' service.
Employee protection plans. Protection plans were extended to the end of the month following the month in which the layoffs became effective.
Rehire privileges. There were no rehire privileges. This was explained to the terminées.

Beckman Instruments Inc., Fullerton, Calif., and other locations; November 1974 to February 1975

Information from the employer

Number Involved. 7 professionals with chemical backgrounds were terminated during the period November 1974 to February 1975 at the following locations: Fullerton, Palo Alto, Anaheim, and Irvine.
Advance notice. Some advance notice was given. Detailed information was not supplied.
Severance pay. Information was not supplied.
Assistance. Every effort is first made to place the terminée within the company at another division or location. If this is not possible, the company assists by arranging interviews, preparing résumés, making available free telephone service, etc., in instances where the laid-off employee desires this service.
Pension plan vesting. Information was not supplied.
Employee service. 3 of the 7 terminées were hired in 1974; none had as much as 10 years of service.
Employee protection plans. Information was not supplied.
Rehire privileges. Information was not supplied.

Information from the terminées

The professional relations committee of the Orange County Section surveyed the terminées and found the following:
Number Involved. 5 terminées responded to the survey.
Advance notice. Advance notice ranged from less than 2 weeks to 11 weeks.

Severance pay. No severance pay was given.
Assistance. Some terminées were assisted in preparation of résumés. No efforts were made to place employees in other departments of the company.
Pension plan vesting. 1 terminée, with 9 years of service, obtained 100% vesting.
Employee service. Service of the terminées ranged from 1 month to 9 years.
Employee protection plans. The medical plan was continued for 1 month after termination.
Rehire privileges. None were mentioned.

USAf Cambridge Laboratory, Hascom Field, Bedford, Mass.; summer 1974

Information from the employer

Number Involved. 4 chemists and chemical engineers were separated; 6 chemists and chemical engineers had their position changed to a lower grade; and 3 chemists and chemical engineers were reassigned. 3 of the 4 chemists reassigned were nonveterans, having length of service and qualifications that did not permit them to displace other persons. The other individual was serving on a temporary appointment as a re-employed employee.

Advance notice. 60-day minimum notice was given.
Severance pay. 1 week of salary was given for each year of creditable service for the first 10 years, 2 weeks' salary for each year of service thereafter, plus age adjustment allowance—10% basic allowance for each year the terminée's age exceeds 40.
Assistance. Terminées received mandatory rights to agency vacancies in the commuting area. Terminées also can register, upon request, for priority consideration for vacancies throughout the agency. These efforts continue for 2 years after separation. Assistance is provided in writing and reproducing résumés, supplying job-finding literature, contacting employers, and ar-
Pension plan vesting. Plan is fully vested after 5 years’ service. Employee separated in a reduction-in-force can retire regardless of age with at least 25 years’ service, or after 20 years’ service but at least 50 years old. Annuity is reduced by one-sixth of 1% (2% a year) for each full month the terminée is under age 55.

Employee service. Information was not provided.

Employee protection plans. Plans are extended for 31 days; can be converted to private plans without evidence of insurability.

Rehire privileges. The terminée’s automatic eligibility on Civil Service registers, under the displaced employee program, is limited to grades at or below the grade of the position from which the terminée was displaced. The terminée may apply for entrance of his name on any existing register, even though the examination is closed for regular competitors at grades higher than the grade from which he was displaced. He will be rated under the same conditions as all other competitors, and his name will be put on the register in the order in which his rating, including veteran preference, entitles him. Upon request, the displaced employee will be considered for opportunities in other areas, if he cannot be placed in the region of his original discharge. The terminée competes for retention on the basis of type of appointment (tenure), veteran preference, total length of civilian and creditable military service, and performance rating.

Information from the terminées

The professional relations committee of the Northeastern Section surveyed the terminées and found the following:

Number involved. The committee interviewed 7 chemists affected by the reduction in force; of these, 2 were terminated, 4 were downgraded for 2 months or more, 1 was separated for 6 months, and 1 transferred to another government agency.

Advance notice. Notice varied from 8 to 13 weeks.

Severance pay. This varied from 25 to 32 weeks and was, generally, about 2 weeks per year of service.

Assistance. No assistance of any significance was reported.

Pension plan vesting. All respondents had vesting rights.

Employee service. 6 out of 7 employees surveyed had more than 10 years of service. Their ages ranged from 43 to 52.

Employee protection plans. Respondents reported 1 month of protection beyond the termination date.

Rehire privileges. 5 stated they had no rehire privileges; 2 said they did have such privileges.

General Electric Co.,
Selkirk, N.Y.; November 1974

Information from the employer

5 chemists and chemical engineers were terminated at the Selkirk location. The company declined to supply the committee with detailed termination information.

Information from the terminées

The professional relations committee of the Eastern New York Section surveyed the terminées and found the following:

Number involved. 7 chemists and 4 chemical engineers were terminated. 4 responded to the questionnaire.

Advance notice. All received 1 month’s notice.

Severance pay. 3 of the 5 had less than 3 months of service and received no severance pay. The fourth had 9½ years’ service and received 9½ weeks’ severance pay (1 week per year of service). The fifth had 21 years of service (8 years as an exempt employee) and received 21 weeks of severance pay.

Assistance. During the 30-day notice period the terminées were not expected to come to work and were told to spend full time seeking employment. Telephone and secretarial service and company assistance in finding new positions were provided.

Pension plan vesting. The plan is fully vested at 10 years of service. The terminée with 9½ years’ service was given a vested pension normally requiring 10 years of service.

Employee protection benefits. 1 claimed coverage until his new position covered him, one claimed 12 months’ coverage while the third claimed 3 months’ coverage, all at the employer’s expense. The fourth did not complete this question.

Rehire privileges. The terminées were not informed of any rehire privileges.

Itek Corp., Central Research Laboratory,
Lexington, Mass.; March 1975

Information from the employer

Number involved. 3 chemists were terminated. 42 chemists and chemical engineers are employed at the Central Research Laboratory.

Advance notice. Terminées were given 1 month’s notice.

Severance pay. In addition to the advance notice, terminées were given 4 weeks’ salary, plus 1 week’s salary for each year of service in excess of 5 years, up to a maximum of 10 weeks for 10 years’ service, over and above the minimum 4 weeks’ severance pay.

Assistance. The company provided personal assistance, including contacting professional agencies and other companies, providing recommendations, résumé service, use of typing, and telephones. The possibility of placement elsewhere within the company was fully explored prior to termination.

Pension plan vesting. Pension was fully vested after 10 years of service.

Employee service. None of the 3 chemists terminated had 10 or more years of service.

Employee protection plans. Dis能力 income benefits coverage ceased upon termination, with no convertibility. Life insurance continued for 31 days beyond the date of termination and the employee was offered, at his own expense, the right of conversion coverage to other private life insurance plans. Health benefits ceased upon termination, but the terminée had 31 days to convert, at his own expense, to another limited, basic health benefits program.

Rehire privileges. The company’s rehire policy requires that the company rehire those terminated before new employees are recruited. The rehire policy states that recall will be made in reverse order of layoff, provided employees recalled are capable of performing the necessary jobs and tasks. The recall policy was explained to the terminées.

Information from the terminées

The professional relations committee of the Northeastern Section surveyed the terminées, and found the following:

Number involved. 3 terminées responded to the survey.

Advance notice. 2 persons received 1 and 4 weeks of advance notice, respectively, plus 4 weeks of severance pay in lieu of notice at the company’s insistence. The third received 4 weeks plus 3 weeks of severance pay, plus 3 weeks of severance pay in lieu of notice, by mutual consent.

Severance pay. 1 got 8 weeks, 2 got 12 weeks.

Assistance. Little assistance was reported; 2 of the terminées said they were helped with résumé preparation.

Pension plan vesting. 2 reported no vesting rights; 1 received 7½ years vesting.

Employee service. 2 had 7½ years of service; one had 12 years.

Employee protection plans. 2 reported no insurance protection after termination; 2 reported that life and health insurance plans were continued for 1 month.

Rehire privileges. None of the 3 reported being informed of any rehire privileges.

Jefferson Chemical Co., Austin, Tex.;
February and October 1971

Information from the employer

15 chemists and chemical engineers were terminated at the Austin, Port Neches, and Conroe plants. The company declined to supply the committee with detailed termination information.
Kerr Manufacturing Co.,
Romulus, Mich.; January 1975

Information from the employer

4 chemists were terminated at Kerr Manufacturing in Romulus, Mich. The company declined to supply the committee with detailed termination information.

Information from the terminées

The professional relations committee of the Detroit Section surveyed the terminées and received the following information:

Number involved. 4 chemists were terminated; 1 was rehired by Kerr. 2 of the 4 terminées responded to the questionnaire.

Advance notice. No advance notice was given.

Severance pay. Each terminée received 4 weeks' severance pay, in lieu of advance notice, on the same day they were notified.

Assistance. With the exception of an offer of assistance for preparing and reproducing résumés, no other assistance was given.

Pension plan vesting. 1 of the terminées indicated that the pension plan was fully vested after 10 years.

Employee service. The respondents to the questionnaire had less than 3 years of service.

Employee protection plans. The group health insurance was continued for 1 month at employer's expense.

Rehire privileges. 1 of the respondents indicated that the subject of rehire privileges was indefinite and that a review could possibly be made in 6 months.

Phillips Fibers Corp.,
subsidiary of Phillips Petroleum,
Greenville, S.C.; January 1975

Information from the employer

The company declined to supply the committee with detailed termination information. Four chemical scientists were terminated at the Greenville, S.C., location.

Information from the terminées

The professional relations committee of the Western Carolinas Section surveyed the terminées, and found the following:

Number involved. 4 terminées responded to the survey.

Advance notice. Terminées were asked to vacate the premises the same day they were notified.

Severance pay. 4 weeks of severance pay, in lieu of advance notice, was given to each terminée.

Assistance. No assistance in relocating or finding new employment was given.

Pension plan vesting. The plan was fully vested at 10 years of service or 55 years of age.

Employee service. Service of the terminées ranged from 1½ years to 7½ years.

Employee protection plans. Major protection plans were not continued after the severance pay. The option to convert to an individual policy was available.

Rehire privileges. No rehire privileges were mentioned.

ACS booklet focuses on chemical news

The 1976 edition of "What's Happening in Chemistry" is now available from the ACS Department of Public & Member Relations. A summary of newsworthy events in chemical research, the 62-page booklet is primarily for writers, editors, and broadcasters and will be sent to them free on request. Its aim is to generate more articles in the press and on radio and television about chemists and chemistry.

The booklet is the fourth in a series of such publications distributed by Public & Member Relations. About 3000 copies of the 1975 edition were distributed free and sold.

The latest edition covers a variety of topics, including new chemical clues to the origin, and perhaps the control, of diabetes; advances in immunochemistry; use of lasers to separate one chemical isotope from another; new screening test for lead poisoning; advances in biodegradable polymers; fresh approach to pest control based on sex attractants produced by the boll weevil and other insects; latest developments in detecting and treating cancer; foods of the future; new environmentally tolerable techniques for using coal and oil; and the facts behind the ozone-aerosol spray controversy.

"What's Happening in Chemistry" also is expected to be useful to ACS members, teachers, and students. It is available to them, and anyone else, from the ACS Office of Special Issue Sales, 1155—16th St., N.W., Washington, D.C. 20036. The price is $1.50 per copy or, for single orders of 15 or more copies, 75 cents.