

# THE MILL WHISTLE

*Fieldcrest*  
COORDINATED FASHIONS  
FOR BED AND BATH



*Karastan*  
AMERICA'S FINEST POWERLOOMED RUG

VOL. 27

Eden, N. C., June 23, 1969

NO. 24

## Vacation Pay Totals Over One Million

### *A Message To All Employees*

Fieldcrest Mills, Inc., a federal contractor, on May 8, 1969, signed an Affirmative Action Program in compliance with Presidential Executive Order 11246. In addition to providing for non-discrimination in employment and conditions of employment on the basis of race, color, religion, sex or national origin, as required by Title VII, Civil Rights Act of 1964, Executive Order 11246 further specifies that we take affirmative action to improve the status of minority groups in our company.

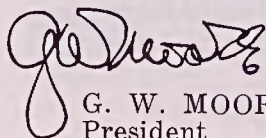
I am writing this message in THE MILL WHISTLE to make it absolutely clear to every member of the Fieldcrest organization that we will comply with Executive Order 11246. It has been and continues to be our policy both to obey the law and all agreements entered into under the law. We will continue to comply with both the letter and the spirit of Title VII of the Civil Rights Act of 1964.

Executive Order 11246 does not require reverse discrimination nor does it require a numerical quota system. There will be no need for discrimination in Fieldcrest in favor of any group members at the expense of any others. We shall continue to provide employment, opportunities for advancement, and all other conditions of employment in accordance with the capabilities of the individuals involved and the efficient operation of Fieldcrest Mills, Inc.

So that there can be no misunderstanding of the company's position, we are holding a series of meetings with management and supervisory personnel at all company locations at which the Affirmative Action Program and the company's policy relating to it are being explained. All managers and supervisors have been directed to familiarize themselves with the Executive Order and to make certain that it is lived up to in their respective mills and departments.

I urge you all to ask questions of your supervisor if you want further information. Lack of understanding is often the only cause of difficulty and we anticipate no difficulty at Fieldcrest. We will continue our best efforts to operate the mills efficiently, provide jobs and payrolls for employees and the home communities and satisfy our customers.

We appreciate and thank you for your past and future cooperation.

  
G. W. MOORE  
President

Vacation pay for production employees in Fieldcrest's southern plants will amount to \$1,182,900, a tabulation by the Payroll Department shows. The extra pay will be distributed to employees along with their regular paychecks this week.

A breakdown of the figures shows that \$561,700 in vacation pay will go to 3,301 employees in Eden and that \$205,900 in vacation pay will be distributed to 1,075 employees of the Fieldale Towel Mill.

The vacation pay, combined with the employees' regular pay and the monthly paychecks of salaried employees, to be paid Friday, will amount to \$1,625,000 to be disbursed by Fieldcrest in Eden on Thursday and Friday of this week.

At Fieldale, the combined vacation pay, employees' regular pay, and the salaried employees' pay will total \$449,900 to be paid this week.

The vacation pay for a majority of the employees, those with five or more years of continuous service, will be four percent of their past year's earnings. This is the equivalent of about two weeks of extra pay.

Two percent of their past year's earnings or about one week of vacation pay will be paid to employees who have worked as much as one year but less than five years.

Fieldcrest was one of the first textile companies to provide paid vacations for employees. Vacation pay has been issued each summer for about 30 years.

### **Vacation Schedule**

Fieldcrest plants, generally, will close for vacation at the end of the second shift Friday, June 27, and resume operations Sunday evening, July 6, at 11 p.m. If there are any exceptions to this schedule, the employees affected will be notified by their mill management.

Paychecks for the week ending June 29 will be distributed to all employees in the regular manner Monday, July 7. Group life, hospital, surgical and accident and health insurance premiums will be waived for the week ending July 6.

The Credit Union offices will close at the end of business Friday, June 27, and will re-open Monday, July 7. The Personnel Office at Eden will be open on a limited basis during vacation.