

## Portable Fringe Benefit Program For Construction Workers In The Carolinas

Carolinas Branch, AGC, announced Tuesday that it has developed, and is ready to implement, a group life insurance and hospitalization program to be offered to members for their hourly construction workers. The program has a unique portability-of-benefits feature and is the first of its kind in this country.

Carolinas Branch President Marvin L. McCrory, McCrory-Sumwalt Construction Company, Columbia, S.C., is announcing the program, said, "The Portable Employees Program (referred to as PEP) scores another 'first' for Carolinas Branch in the area of good labor-management relations. It is one more part of our continuing effort to recognize and solve manpower problems in the Carolinas construction industry."

The program will operate under a trustee agreement. Trustees are: Nello L. Teer, Jr., Chairman, Nello L. Teer Company, Durham, N.C.; F. J. Blythe, Jr., Blythe Brothers Company, Charlotte, N.C.; E.M. Denbo, Crain and Denbo, Durham, N.C.; E.L. Laxton, Laxton Construction Company, Charlotte, N.C.; W.L.G. Mackenzie, Fiske-Carter Construction Company, Spartanburg, S.C.; N.

Carl Monroe, N.C. Monroe Construction Company, Greensboro, N.C.; and J. Cooper Shackelford, Potner-Shackelford Construction Company, Greenville, S.C.

The program is wholly financed by participating employers and provides life insurance and hospitalization benefits for eligible employees and their dependents. It is available to all regular and associate members.

In the construction industry an employee may work for several firms in any given year. This is due to construction project phases and completions. Normally a worker does not remain with one company long enough to become eligible for its particular fringe benefit programs.

Under PEP an employee would be eligible for benefits, regardless of his mobility, as long as he works a required number of hours and works for any of the participating contractors. The plan also features an "hours bank" system, which enables an employee to build up hours towards eligibility during periods of peak construction activity. These banked hours can be used to meet eligibility requirements during bad weather or slower periods.

Managing Director Henry J. Pierce described the program as "designed specifically for the Carolina construction industry with its unique employee-employer relationships. It should be very helpful in attracting and holding people in our industry," Pierce said, "We recognize that a construction worker has problems and working conditions different from those of other industries. Because of this, we must use greater imagination and different yard-sticks in our attempts to maintain a capable and plentiful labor force. PEP is one result of this."

The Carolinas Branch Labor Relations Committee, The Industrial Relations Division, and the consulting firm of Alester G. Furman Company, Greenville, S.C., spent over eighteen months developing the program, much of the work dealing with the portability feature.

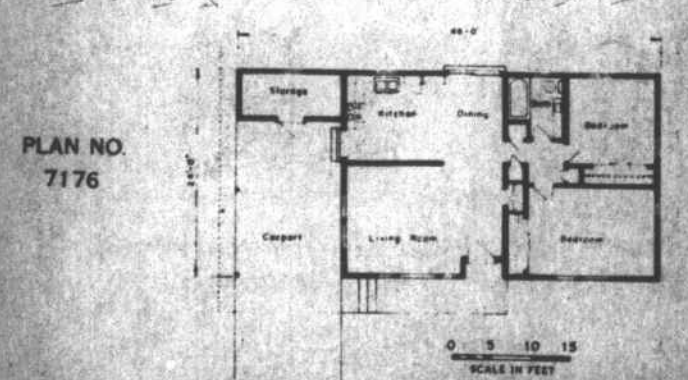
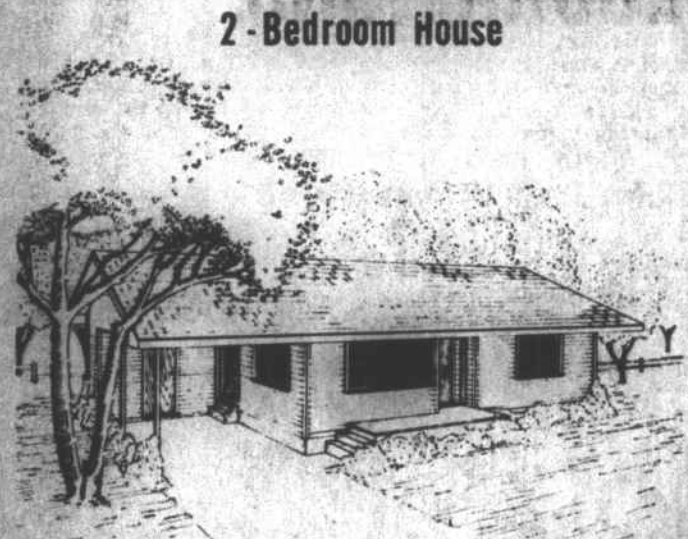
The program carrier is Continental National American Group and the administrator is Administration by Continental.



A Christmas tree in the summer dining room at Liberty Hall contains all the gala decorations used in the mid 1800's. Garlands of popcorn and colorful paper chains encircle the tree. Gingerbread men and sugar cookies

made from Kenan recipes, add color and a delightful fragrance. The star is of popcorn and luscious fruit is stacked underneath the native cedar. (Photo by Ruth Wells)

## Two Bedroom House Offers Owner Comfort & Economy



PLAN NO. 7176

Comfort and economy are two features of a two-bedroom house plan available from the Agricultural Extension Service.

The plan, Plan No. 7176, calls for a house of frame construction with 864 feet of heated space and 288 square feet for the carport and utility room.

Vernon H. Reynolds, Duplin County Extension Chairman said complete working drawings of the plan could be obtained from the county extension office or by writing to the extension agricultural engineer at North Carolina State University Raleigh.

"Although this is a minimum house," Mr. Reynolds explained, "the rooms are large enough for comfortable living. The carport is convenient to the kitchen, sliding glass doors provide excellent light in the dining area and the bedrooms will hold the usual bedroom furniture."

"An especially nice feature of this house is the storage and utility room at the rear of the carport," Mr. Reynolds said. "This room is a step away from the kitchen door and is a good location for the washer and water heater."



Manager Bob Hughes has completed the move from the old location of the Kenansville AEC store to the new building located on highway

24 near the city limits. The Colonial structure is a beautiful addition to the town.

## Water Project

Continued From Page 1

enough water to meet the community needs for 20 years, and fire hydrants would be installed near the well and near the fire house. This will allow



The house plan was originally prepared in Arkansas as part of a cooperative effort by the U.S. Department of Agriculture and land-grant universities to help rural families improve their housing.

nesses. The Raleigh FHA Office is expected to approve the final project requirements in January. The Chinquapin Water Association project is the second water project in Duplin to be financed through a FHA insured loan and grant.

The first water project financed by FHA in Duplin County is at Porters Hill which was completed about one year ago and serves some 16 families.

The fire department to fill the water tankers at either side. The minimum charge per month for the water customers will be approximately \$4.50.

The system will supply water to about 60 families plus to the two elementary schools in Chinquapin plus several busi-

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## BREAD

## Guides Yule Traditions

Many of the cherished traditions which make Christmas merrier in the United States had their start in the White House.

George Washington, first President of the United States, surrounded himself with family and grandchildren at cheerful Christmas parties, and set the theme of a "merry Christmas" for his country. Washington also furthered the use of American holly as a decoration by growing the glossy-leaved tree on his estate at Mount Vernon.

Andrew Jackson was fond of giving large, colorful parties for young and old on Christmas Day. Fossil ice, a novelty at that time, was served, and there was a small, frosted pine tree, surrounded by toys. Franklin Pierce introduced the modern Christmas tree to the White House in 1856.

Benjamin Harrison, in 1889, told reporters he planned an "old fashioned Christmas" including a Christmas tree, for his family, and urged others to join him in observing the custom.

Conservation-minded Theodore Roosevelt once refused to allow a Christmas tree in the White House. His son, Archie, smuggled one in, however, and the President finally relented. First lighting of the National Community Christmas Tree at the White House was observed in 1923, when Calvin Coolidge was President.

shadowing the merger which was approved by the stockholders and boards of directors of both companies," Haddock said. "If the North Carolina Utilities Commission will grant us another hearing, we will be pleased to provide the additional documentation which apparently the Commission needs to meet the requirements of the state statute."

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