Charles J. Mankin Heads Officers, Executive Committee as Institute President for 1987

Charles J. Mankin, Director of the Oklahoma Geological Survey, Norman, Oklahoma, is the 1987 President of AIPG. Mankin took office January 1st as the 24th President of the Institute and will serve as its chief officer for the year.

Sam R. Evans, an independent geologist and operator in Houston, Texas, will serve in 1987 as President-Elect and will be the 1988 President of the Institute.

Richard J. Proctor, an engineering geologist in Arcadia, California, is 1987 Vice President of the Institute.


The 1987-88 Editor of AIPG is Edward B. Nuhfer, Associate Professor, University of Wisconsin-Platteville, Platteville, Wisconsin.

Completing the Institute's slate of officers for this year is 1986-87 national Secretary Stanley S. Johnson, Chief Geologist with the State of Virginia Department of Mines, Minerals and Energy, Division of Mineral Resources, Charlottesville, Virginia.

AIPG Gov't Affairs Conference April 13th

AIPG will hold its Seventh Annual Governmental Affairs Conference in Washington, DC, Monday, April 13th, at the Ramada Renaissance Hotel, 1143 New Hampshire Avenue, N.W., in the District. All members are invited to attend and guests are welcome. Advance registration is not required. The cost of the luncheon will be covered by those in attendance.

The primary purpose of this Conference is to hear from key federal agency officials about matters of concern to professional geologists. The meeting will also provide attendees with the opportunity to voice their views on specific legislative and regulatory issues.

Institute President Charles J. Mankin and Executive Director Vic Tannehill will welcome the group.

(Continued on Page 5)

'86 Year-End Financial Report "On Target"

Executive Director Vic Tannehill reports that according to the accountant's preliminary year-end 1986 figures, AIPG finished last year financially right on target. He notes as a bottom line that AIPG's preliminary unaudited operations for the year are almost exactly as forecast, and that the Institute should break even on operations, as directed by the budget adopted by last year's Executive Committee.

Application Changes Are Now Effective

Two noteworthy and important changes have been in effect since the first of this year for those applying for AIPG Certification:

- The processing fee which must accompany applications is now $30;
- Applicants are now required to submit transcripts (a copy will do; it need not be certified) of their college credits.

Report Shows 238 New Members Certified Last Year; Same Number as in 1985

According to a year-end report from Executive Director Vic Tannehill, 238 new members were certified by AIPG during 1986. By coincidence, that is exactly the same number of professionals who were accepted for Institute Certification last year.


Processing of a number of applicants for membership was very nearly completed by December 31, 1986. Very possibly only the holiday season and slow mail delivery prevented 1986 from surpassing 1985 in terms of the number of new members certified.

The all-time high year for new members being certified by the Institute was 1976 when 886 were accepted. That was the period during which reciprocity agreements with other geologic societies (AAPG most notably) permitted AIPG membership (certification) upon request without the application having to go through the usual review and screening process. In 1977, still under that policy, 491 individuals were certified by the Institute.

Disregarding the special situation of '76 and '77, for the ten years of 1974-75 and 1978-1986, new AIPG memberships have averaged 216 per year.

Thus, in the midst of very possibly the worst year that the shrinking U.S. geologic profession has ever experienced for employment, your institute achieved better-than-average growth. Considering the regrettable net losses in membership suffered during 1986 by some other geologic societies, AIPG's considerable net growth this past year is remarkable.
250 Applications for Membership

Two hundred fifty applications for Institute Certification and 40 associate affiliate applications were received at Headquarters during 1986, according to the final year-end report from Executive Director Vic Tannehill. That is ten less member and five more associate applications than were received in 1985.

The Texas Section, by a narrow margin, led all sections of AIPG in '86 with 30 membership Certification applications during the past year. The Northeast Section was close behind in second place with 29 applications and the Colorado Section was third with 25 member applicants in 1986.

The Alaska (10), California (13), Illinois-Indiana (15), Minnesota-Wisconsin (10) and Pennsylvania (16) Sections of the Institute were all in "double digits".

The complete section-by-section report for 1986 has been sent to section presidents and membership chairman for their information and action.

Institute Demographics: 1987 Update Coming

Along with their 1987 dues payments, certified members and associate affiliates are asked to update information on their "vital statistics". A major effort has again been made by Headquarters this year to assure accuracy and completeness of every individual's record. Inquiry forms have been mailed to some whose records are incomplete.

A feature story giving updated and revised Institute membership demographics is being prepared for an upcoming issue of the TPG.

As staff keys this new data into AIPG's computerized record-keeping system, the Institute will soon be able to publish useful demographic statistics regarding its membership.

New Membership Directory Production Starts

The Institute's 1987 Membership Directory is about to go into production, under the direction of AIPG Editor Edward B. Nuhfer and Executive Director Victor C. Tannehill.

Alphabetical and geographical listings of all paid-up members and associates of record as of February 15, 1987, will be included.

It is expected that the '87 books will be printed and ready for distribution around mid-April.

Willing Volunteers Work for AIPG

AIPG comprises more than 4,700 members from industry, government, consulting and academia. Yet the Institute has just three employees to serve this large and growing membership.

How then, you might ask, can the high level of AIPG activities be carried on so successfully with a member-employee ratio of roughly 1,600-to-1? The answer lies in one of the most outstanding characteristics of AIPG--unsellish volunteer efforts and major amounts of time freely donated by members, supported by their employers.

Some specifics of the extensive work accomplished by volunteers within the Institute are the following:

✓ Ten members serve on AIPG's Executive Committee, the Institute's governing body.
✓ Seventy members gave advice and counsel through their service on the two advisory boards.
✓ The thirteen standing committees of the Institute involve over two hundred member volunteers.
✓ Ad hoc AIPG committees, formed by the President as needed to address short-term projects, involve the efforts of an additional 75 members.

At the section level, important statewide activities of AIPG are carried out by elected section officers, committee appointees and many other dedicated and willing volunteers. Nearly 250 members contribute their time, talents and energy to serve in various capacities with the Institute's 35 sections.

These are the reasons why an organization of nearly 5,000 members functions, grows and prospers with a staff of only three. The involvement of volunteers in carrying out the Institute's activities is why so many good things can be accomplished and why dues can be kept as low as they are.

There are so many needs (and opportunities) for your help at both the national and section levels. You can find many forms of service that will suit your abilities and interests. As always, those who contribute the most realize the greatest satisfaction from their Institute membership. You owe it to yourself to become more active in AIPG. Contact the National President or your section president and express your willingness to serve. Get involved; it's good for everyone.

Prompt Action Necessary for Applicants

Membership applications coming into Headquarters with everything in order are being processed rapidly and thoroughly. Applicants are, however, still having difficulty getting their sponsors to reply promptly with letters. Sponsors should submit such letters within 30 days of receiving the request from Executive Director Vic Tannehill. Some applications are delayed for months by a member's failure to reply, positive or negative, to a request for a recommendation.

Section screening board chairman are asked to complete processing of applications at their level within two months of receipt. In this way, unnecessary delays can be prevented.

Code of Ethics Available at No Charge

A copy of AIPG's Code of Ethics is yours for the asking. Just write or call Headquarters. The Code has been printed on heavy 11 1/2" x 14" parchment stock suitable for framing. It is hoped that members will obtain and proudly display this set of principles under which Institute members work.
Make Bottom Line the Top Line

By Hugh Hay-Roe
(From the Texas Section Newsletter)

I've heard more than one geologist ask, "Why should the 'bottom line' become the top line of my report?" A full answer to that question goes well beyond the cynical answer, "Because the name of the game is money." (The term "bottom line" refers, of course, to the final line of figures in a financial statement, but it has now been taken over by business people in general to mean the net result, the main outcome.)

On-the-job writers who ask this question—and insist on delaying the main point—are often hung up on a format that served well in university settings but is out of place in the fast-paced world of business.

Here are three reasons why geowriters continue, even after they leave college, to use the "Biblical Approach", proceeding from Genesis to Revelations.

1) Some are afraid that their conclusions or recommendations will not be accepted if they state them up front, without any prior support.

2) Others are so in love with the project that they want to spend all their time (and the reader's) telling about what they DID, forgetting that the reader is more interested in what they FOUND OUT.

3) Many probably just keep using the suspensive "Biblical Approach" out of college-induced habit.

None of these reasons has any validity in on-the-job writing:

- People who fearfully hide their main points forget that busy readers will flip ahead of suspensive detail in search of buried treasure.

- Most of the time, techniques are the means to an end; they support findings and proposals. If the writer, as the expert, has come up with any useful conclusions or recommendations, they belong up front.

- While thick, suspensively organized term papers may have earned A's in college, they cannot help one's efficiency rating on the job. Busy readers don't want to be sandbagged by 5-pound reports or even 5-page memos.

Consider switching from an author-oriented to a reader-oriented approach. Make your "bottom line" the top line.

'87 Annual Meeting Arrangements

The Kentucky Section of the American Institute of Professional Geologists will host the 24th AIPG Annual Meeting at Lexington, Kentucky, October 13-17, 1987. General Chairman for this year's event is Larry Rhodes. For further information write or call him: 2627 Regency Road, Lexington, Kentucky 40503, telephone (606) 278-9465.

The general theme of the '87 AIPG Annual Meeting will be The Professional Geologist in the Practice of Environmental and Engineering Geology. A detailed schedule of planned events will appear in subsequent issues of TPG.

The Program Chairman is John Philley, 1001 Knapp Avenue, Morehead, Kentucky 40431, telephone (606) 783-2140. Dick Naylor is in charge of arrangements; Mark Reinhardt will handle exhibits; Larry Rhodes is Publicity Chairman. Social Chairman is Bill MacQuown.

Special events will include 1) walking tours of historic areas in downtown Lexington; 2) bus tour of Kentucky Horse Park and Headley-Whitney museum and lunch at Spindletop Hall; 3) trip to Keeneland Race Course for lunch in the clubhouse and an afternoon at the races; 4) scenic field trip to the Natural Bridge State Park with lunch at the lodge. U.S. Senator Wendell Ford will be dinner speaker at the AIPG Annual Banquet.

Registration is required for all those participating, but attendance is not limited to AIPG members. One hundred twenty five rooms have been reserved at the convention hotel, the Hyatt Regency in downtown Lexington. Please respond at your earliest convenience so that a tentative count on attendance can be known.

For further information on housing or registration, write or call Registration Chairman Paul Howell, 333 Waller Avenue, Lexington, Kentucky 40504, telephone (606) 233-2754.

1986 Inflation Rate Lowest in 25 Years

America finished 1986 with its lowest inflation rate in a quarter-century, as prices climbed just 1.1%, due mainly to tumbling oil prices, the U.S. Department of Labor has reported.

Economists hailed the news, but predicted that inflation will return this year.

White House spokesman Larry Speakes said, "Americans have good reason to feel confident that 1987 will be another banner year in the Reagan economic expansion."

Energy prices fell 19.7% during 1986 as oil-producing countries slashed the price of crude during the spring and summer, throwing U.S. oil states into financial havoc.

Excluding energy, the cost of goods increased 3.8% last year.

Economists predict that U.S. inflation will rise to about 4% in 1987, primarily because energy prices are climbing again.

Members May Qualify for "Retired" Status

Members are reminded that they may now qualify for the AIPG "retired" status. Under the amendments to the Institute's Bylaws passed last December by the membership, a member may now be designated "retired", upon his or her request, at the age of 60, provided that the member "ceases the practice of geology for financial gain."

Those who qualify under the above provisions should notify the National office in writing so that their 1988 AIPG dues can be billed at the lower retired member rate.
Unemployed? Suggestions for Finding a New Job

All of us have heard the profession of geology referred to as a "cyclic field", but the challenges associated with this label are only truly understood by those who have personally experienced layoff and subsequent search for a new job or even a new career. In this respect, the mid-80's will probably be remembered as a crowning nightmare by geologists and the industries which they serve.

Loss of employment by anyone may bring feelings of powerlessness, anger and loss of self-esteem and identity. It is unfortunate that the very best employees are most likely to be those who experience the greatest personal difficulty. The devotion of a large part of themselves to the jobs which they cared about makes them particularly vulnerable because the losses they suffer are emotional as well as economic. If you are faced with unemployment, it is important to remember that your experience is being shared by many of your colleagues, that the nightmare will not last indefinitely, and that there are steps which you can take to turn this apparent setback to positive benefit.

- Obviously, bread-and-butter issues have immediate priority. As a highly-paid geologist, your taxes and payroll deductions for years have given support to unemployment compensation benefits. You have helped pay for these benefits and you should have no reluctance or embarrassment in utilizing them when you yourself need them. An early phone call to your State Employment Information Office will provide the area location where you can apply for unemployment compensation benefits. Payments won't begin until about 4 or 5 weeks after application, so apply promptly. Another immediately useful resource may be the local offices of United Way, which can provide advice on health clinics, finances and other sources of assistance which may otherwise be overlooked.

- Although job loss was probably not what you had in mind as the ideal way to obtain a chance for introspection, time for this is certainly a benefit. During routine work schedules, few of us give concrete thought and planning to what we would rather be doing or perhaps to where we would rather live. By closing the door on our everyday routine, loss of employment opens doors to those very possibilities. The worst decisions are made by unhappy minds, so before you rush into a job with which you may not be satisfied, take the time to define what you would really like to do. Be creative and consider alternatives, even those which you might have considered as only wishful dreams when you were employed. During this period of introspection, take care to establish a good frame of mind, even if it takes professional help to overcome the temporary depression. Avoid looking back or trying to re-establish the old routine. The past is more inaccessible than the moon and there is nothing to be gained by dwelling negatively on it; the present is infinitely more important. Get proper exercise, pay attention to good nutrition and enjoy some recreation. Working with your hands, such as on some of those home improvement projects which you previously didn't have time for, will take your mind off of negative aspects and help give you the relaxed mind which you need to make good decisions.

- Make special efforts to communicate well with family and close friends. A positive transition will affect and benefit everyone who is close to you. Discuss alternatives positively. Changes such as relocation, returning to school, a new career—all will eventually involve your family, so take care to develop a team spirit there to cope with these changes. As you begin to develop a vision for the future, establish an agenda for working toward these goals.

- You have every reason to be positive. As a geologist, you are a college graduate, likely a holder of a graduate degree, and you have many skills which will serve you well. Simply because the mineral or petroleum market is in a down-cycle does not mean that you cannot move into productive and rewarding work. As a professional geologist, you likely have better writing and speaking skills than do many professionals. Geologists make their living developing original, often complex, proposals and presenting them clearly and persuasively to peers. You have likely had to manage or work as a team member with engineers, lawyers, statisticians, graphic artists, editors, government personnel, drillers and field laborers and other physical scientists. With the costs involved in mineral extraction, you have probably been responsible for projects and equipment that would dwarf the entire annual budgets of most college deans. In your training, you probably have had courses at an advanced level in every physical and natural science as well as background in the arts and humanities. Your experience and training have demanded the power of careful observation. The breadth of your field has demanded that you know how to obtain information; you probably know library resources better than other professionals. You likely have good quantitative abilities. The unique and rigorous screening process which you underwent for AIPG Certification documents your integrity and competence and also that you are respected by peers. This respect implies that you have a record of responsible performance and that you likely know how to get along with others. There are few employers who could not value these personal attributes. You have much to offer. Make sure you realize these attributes and convey them in any cover letter attached to your resume.

- Update your resume and have multiple copies made. If you haven't composed a resume in some time, a guide such as How to Write a Winning Resume, D. Perlmuter, VGM Career Horizons, Lincolnwood, IL, 1985, 117 pages, or The Damn Good Resume Guide, Y. Parker, Ten Speed Press, Berkely, CA, 1986, 75 pages, may prove useful.

- While you are familiar with the traditional profession, peripheral opportunities which would utilize geology and other science or engineering training also exist. These include natural resources, reclamation, civil engineering, geological engineering, soil and erosion control planning, water resources, cartography and landscape architecture. Some positions may be entered directly; others with varying amounts of additional training. Obviously, opportunities increase with ability and willingness to relocate. There are many position titles within the federal government for which you may qualify for employment. These may fall under one of "engineer", "physical scientist", "geodesist", etc. A good source for nationwide listings is the publication Federal Career Opportunities, published by Federal Research Service, Inc., P. O. Box 1059, Vienna, VA 22180-1059. This firm also supplies job application forms and the booklet How to Get a Federal Job.

State agencies also have opportunities. You should contact the state civil service commissions of your own state and of states to which you may like to relocate. Geologists are employed in many phases of natural resource management, by environmental agencies, departments of transportation, conservation offices and a number of less obvious offices in

(Continued on Back Cover)
Fewer Jobs for Grads This Spring

College graduates this spring will likely find fewer jobs (but higher salaries) than 1986 grads as increased global competition forces employers to become “more lean and mean,” says researcher John Shingleton, author of the 16th annual Michigan State University study.

The survey of 76 businesses, industries, government agencies and educational institutions found that more than 630 employers expect to hire 58,942 graduates during the year, a 2.4% decrease from the 61,651 hired last year by 647 jobs providers. Slightly more than 100 of the employers said they don’t expect to hire any new graduates during the year.

The survey found that employees with as many as 5,000 workers said they expect to hire more new graduates than last year, while those with 5,000 to 9,999 employees expect a slight drop in hiring quotas.

This academic year’s graduates will find starting salaries about 2.9% above last year. While bachelor’s degrees will translate into starting salaries of $21,815, master’s degrees will get an average $26,628 to start and doctorates $30,754. The highest starting salaries by major are electrical engineering, $29,680; mechanical engineering, $29,636; chemical engineering, $29,254; metallurgy and materials science, $28,309; and computer science, $28,087.

Survey Shows Rise in College Enrollments

The U.S. Department of Education has reported that college enrollments are up this school year.

Colleges have been girding for several years for a sharp drop in enrollments because of the steady decline in the number of traditional college-age students. The post-World War II baby boom ended in 1964, creating what many campus administrators regarded as a demographic nightmare that could threaten their enrollments into the 1990s.

The Department of Education’s Center for Statistics had forecast last August that college enrollments this past fall would dip by 83,000 from last year’s level of 12,247,000. Instead, the Center says a federal survey of campuses indicates that 12,398,000 students enrolled this fall in America’s colleges—151,000 more than last fall.

While the number of 18 to 24-year-olds fell 2% from 1985-86 to this year, most colleges have kept their numbers up by enrollments of part-time and older students.

Openings in Waste-Related Fields

Despite the drastic effect of recent actions of some petroleum companies on jobs, the future for the geoscience community may not be as grim as many believe, according to Stephen H. Stow writing in the December, 1986, issue of GEOTIMES. He notes that recently enacted Federal legislation dealing with waste-management practices represents a stable and long-range basis for job security in many geoscience disciplines.

The Nuclear Waste Policy Act, which regulates disposal of high-level nuclear waste in mined repositories in the western states, has created hundreds of jobs for hydrologists, geochemists and petrologists. Superfund legislation is creating an unprecedented demand for geoscience specialists to deal with site characterization and remedial actions.

CONFERENCE... Continued from Front Page

AIPG’s Governmental Affairs Committee Chairman will speak briefly to attendees, as will the Institute’s Washington Representative.

Scheduled to start at 9:00 A.M. at the Ramada Renaissance, the Conference will begin with a round-table, open discussion on governmental relations for geologists and the Institute’s involvement and activities in governmental affairs.

Several federal officials will then make presentations to the Conference. A question-and-answer period will follow.

Lunch, preceded by an 11:30 A.M. cash bar, will be served at noon, at which time conferences will be joined by more members and guests from the DC area. A featured luncheon speaker will be announced shortly.

Hiring of Professionals, Middle Managers Up

Middle managers have reportedly been major casualties in the crunch of mergers, acquisitions and corporate restructuring, but they are far from becoming an endangered species. Out of 2,780 company executives surveyed by Management Recruiters International, the Cleveland search firm, 35% planned to expand their middle management and professional staffs (or both) during the next six months, and 51% expected to keep everyone they now employ. Only 12% planned to cut in this area. The most hiring will come in the mid-Atlantic region, where 41% of respondents said they would add new middle managers.

OTHER SOCIETY MEETING DATES

February 24-27, 1987 - Society of Mining Engineers - AIME (SME-AIME)
March 25-27, 1987 - Seismological Society of America (SSA)
June 7-10, 1987 - American Association of Petroleum Geologists (AAPG)
August 20-23, 1987 - Society of Economic Paleontologists and Mineralogists (SEPM)
September 14-16, 1987 - National Water Well Association (NWWA)
September 27-30, 1987 - Society of Petroleum Engineers - AIME (SPE-AIME)
October 8-13, 1987 - Association of Engineering Geologists (AEG)
October 11-15, 1987 - Society of Exploration Geophysicists (SEG)
October 26-29, 1987 - Geological Society of America (GSA)

FEBRUARY, 1987
More Societies Adopting Certification Programs

In a recent study of association executives, advancement of professional competency was identified as the primary purpose for their organizations’ certification programs. The study involved 70 national associations and societies with memberships between 2,000 and 5,000. Dr. Jerry Gilley, assistant professor at the University of Central Arkansas, presented the findings in his doctoral dissertation.

Among the other reasons for initiating certification programs cited by the study’s respondents were to protect the public against inadequate workmanship and services, to enhance the prestige of a field or industry, to increase the association’s influence with its members and to provide improved academic programs. Although it is not directly addressed in his study, Dr. Gilley believes that the desire to escape external regulation has also been a factor.

The study showed a definite trend by national associations and societies to offer voluntary certification programs to their members.

Indeed, more and more certification programs are surfacing across the country. All offer one thing: increased recognition of the recipients’ high professional standards and commitment to their profession. Most of the association executives surveyed by Dr. Gilley agree that such programs promote professionalism and competency.

Among the respondents’ comments were these:

“Highly motivated and competent individuals will tackle difficult certification requirements because they want others to view them as a pro. If you see people with certification initials after their names, you know they have a good idea of what the business is all about.”

“Professional certification provides some concrete rewards in business, but mostly the initials will aid members in their chosen profession because others will recognize them as people attempting to excel by going the extra mile.”

“Many people view obtaining certification as a personal challenge: it represents a pinnacle in our society and the individuals’ own self-image causes them to go for it.”

“Does certification make a person more of a professional? Beauty lies in the eye of the beholder. Those with whom those certified work must decide that.”

“Many use the certification designation initials in their business correspondence, and this brings some recognition of accomplishment. People ask what the initials stand for and what the person had to go through to be certified. When told, they’re fairly impressed that the individual took the time and effort to get certified because they can see it wasn’t easy.”

“It’s like picking an accountant, buying life insurance or going to the doctor. If I need an accountant, I’m going to one with CPA (Certified Public Accountant) after his or her name. If an insurance agent is a CLU (Chartered Life Underwriter), I’m impressed by the agent’s willingness to stay educated. Likewise, when I see a bunch of similar certificates on a doctor’s wall, I feel a little more at ease.”

According to Kimberly Grever, Certification Administrator for the American Society of Association Executives (ASAE) in Washington, DC, there is a definite salary advantage for those professionals who are certified. Companies are likely to pay 5% to 7% more to them than they would a noncertified candidate.

“One person told me that being certified was worth about a $10,000 difference in his salary,” Grever says. “Others have indicated similar salary benefits, as well as leverage in obtaining better job offers in the future as a result of certification.”

New Tax Law Redefines “Independent Contracting”

Some geologists who work as independent contractors are in a panic over a provision in the new federal tax law which may force them to give up that status. The provision, which took effect January 1st, is causing concern among contractors and contracting companies alike. Many accountants and attorneys believe that the change could wipe out independent contracting altogether.

Under the new provision, computer programmers, systems analysts, engineers and other similarly skilled workers face stiff new tests to retain their tax status as independent contractors. Those who fail must be treated as employees, for federal and state tax purposes, by whomever hires them.

Many geological consulting firms use independent contractors to avoid the paperwork, withholding requirements and costly benefits necessary if they were employees. If these individuals can no longer be treated as independent contractors, the companies who hire them as employees must withhold and report federal and state income and Social Security taxes, plus pay the employers’ share of Social Security tax, as well as provide Workers’ Compensation insurance and pay federal and state unemployment compensation taxes.

Such a change could also require the employer to comply with regulations such as the Federal Fair Labor Standards Act, requiring that most employees be paid time-and-a-half for working more than 40 hours a week.

There is the possibility that the company would also have to provide all employee benefits such as group medical insurance and life insurance coverage, retirement plan participation, etc. Attorneys and accountants are giving a range of sometimes contradictory advice to employers on these matters. It is unclear whether employees doing work under contracts signed before 1987 are affected.

Major confusion surrounds the question of who may now be an independent contractor and under what circumstances. The IRS determination in the past has been based largely on whether the employer controls the details of the job and the ways in which the contractor performs services, but some say the criteria are vague. The IRS plans to issue detailed guidelines in the near future.

In 1978, in response to protests over IRS efforts to crack down on independent contractors, Congress passed a measure which said individuals could be classified as independent contractors as long as it was common industry practice, or they had some other reasonable basis to claim that status. The new provision apparently eliminates a number of professionals and technical specialists from that older so-called “safe harbor” provision. If it is impossible for independent contractors to pass the IRS criteria, companies may or may not give them the option of joining the company as full-time employees.
Bill to Protect Volunteers Alive

Although it did not reach Congress before the end of the last session, a bill to protect volunteers, introduced by Representative John E. Porter (R-IL), is still very much alive.

Porter wrote the Voluntarism Protection Act of 1986, which he introduced in the House Appropriations Committee as an amendment to the continuing budget resolution passed by Congress in October.

Procedural problems blocked the amendment, but Porter has referred the bill to the House Judiciary Committee, which will likely hold hearings on it early this year.

The legislation would encourage states to pass legislation granting immunity from personal civil liability to volunteers of nonprofit organizations and government entities, providing they are not acting willfully or wantonly. Twelve states already have such legislation; states that do not pass similar laws within one year after Porter's bill is approved would be denied one percent of the funds due them for Social Service Block Grants.

"In 1981, 17 million Americans donated 7.2 billion hours of volunteer service," Porter says. "But the word is out. People are finding out they're subject to suit." There is concern about volunteers' willingness to continue serving on boards and committees as a result of the nation's liability crisis.

Volunteers are the broadest legislative coalition one could possibly have in America, adds Nelle Temple, Porter's Legislative Assistant, noting that 52% of America's adults and 50 percent of its teenagers are volunteers. Porter's Voluntarism Protection Act would help protect volunteers against "litigational blackmail," because people filing such suits would be required to demonstrate willful or wanton intent.

Energy Manpower Report Issued

The Proceedings of the Symposium on Science and Engineering Manpower in Energy: Labor Market and Education Issues and Outlook, held May 14, 1986, in Washington, DC, have been issued by the Oak Ridge Associated Universities. Panelists attending the Symposium identified and assessed several key factors affecting future employment of energy-related scientific and engineering personnel including public and private R & D funding, oil prices, debts incurred by oil companies, economic growth and energy usage, demographic shifts with declines in college age groups and the time lags involved in educating new scientists and engineers.

The panelists provided the following main conclusions:

- A decline in employment of 15 to 20 percent in energy-related science and engineering is likely to occur over the next decade because of declining R & D funding (both federal and private), relatively low oil prices and lack of new orders for nuclear electric facilities. Occupations facing the largest declines in energy-related employment will be petroleum, materials, mining and mechanical engineering and geology/earth sciences.

- Shortages are likely, at least in the next four years, in health physics and nuclear engineering because of declining numbers of enrollments and degrees. Knee-jerk reactions of students, compounded by the government's short-term perspective, tend to cause excessive decreases in enrollments and in the supply of new graduates.

- Because of the small size of the energy-related science and engineering manpower segment, mobility between occupations and between different segments of the economy may play a key role in alleviating any shortages.

- In general, the energy-related manpower supply will be adequate for the needs of energy research and commercial energy in this country for the next decade. The supply problem faced by employers of energy-related science and engineering personnel will probably be mainly qualitative and not quantitative.

The report is available from the National Technical Information Service, U.S. Department of Commerce, Springfield, VA 22161.

Senate Committees Look at Tort Reform

The Senate resumed legislative business on January 12th and the House on January 20th. The legislative agendas for the new Congress are beginning to be formulated. Addressing the National Conference of State Legislatures (NCSL) on December 4th, Cindy Lebow, Democratic staff director for the Senate Judiciary Committee, highlighted its tentative tort reform agenda. According to Lebow, the Kasten product liability bill is not going to be deliberated, but there are indications that tort reform will be considered by the Committee. The Committee is expected to analyze the liability crisis in its entirety with consideration of the following:

1. Procedures for mass tort cases such as the Dalkon Shield, asbestos and Agent Orange
2. Antitrust legislation—McCarran-Ferguson
3. Alternative dispute resolutions
4. Government reinsurance mechanisms for high risk areas.

In addition, there have been discussions of forming a working group among members of the Commerce, Environment & Public Works and Judiciary committees to address the liability crisis. For further information contact the Judiciary Committee, (202) 224-5225.

CPAs Form Liability Insurance Group

Delaware Insurance Commissioner David N. Levinson has licensed the CPA Risk Retention Corporation (C-PAC-O), the first risk retention insurance group to be formed under the new Federal Risk Retention Amendments of 1986. C-PAC-O, managed by Professional Service Corporation (PSC), began offering coverage to small and medium-sized CPA firms January 1st. According to James Sullivan, President of PSC, the lack of availability of liability insurance for CPAs was the issue in the formation of C-PAC-O. Nationwide, some 35% of all CPAs have no liability insurance.

State Insurance Commissioner Levinson also announced that Delaware intends to become the national center for risk retention groups. Because Delaware has been regulating risk retention groups longer than any other state and because of the state's new Directors' liability law, it feels it is uniquely qualified to become the central location for risk retention groups.

For further information contact the PSC, (800) 345-3511 or the Delaware Insurance Department, (302) 736-4251.
Federal Legislative and Regulatory Issues Reviewed

By Russ Wayland
AIPG Washington Representative

The Federal Register. You have of course been waiting to hear that the 1986 page count was 47,418. Your tax dollars are at work!

No need for a massive federal groundwater program. This was the conclusion of the Environmental and Energy Study Institute, an "independent arm" of the Congressional Environmental and Energy Study Conference. The Institute has very close ties to Capitol Hill staff. Calling for "prevention through federal leadership, not new federal regulations" the Institute favors states flexibility, financial and technical support through the Environmental Protection Agency (EPA), data and technical assistance through United States Geological Survey (USGS) and EPA, non-regulatory programs through the Department of Agriculture to prevent contamination from agricultural chemicals, and a public education program. Other sources forecast that the Senate is more likely to consider groundwater legislation than is the House.

How to protect the Ogallala aquifer. The Water Resources Development Act of 1986 sets aside $13 million to determine how to protect the Ogallala. To oversee the research, the law sets up a High Plains Study Council composed of the governors of eight states and an Agriculture Department official. Each state will have a technical advisory committee to review state local laws and water conservation programs and to coordinate efforts with other states.

Vaults and bunkers for low-level radioactive wastes. The Nuclear Regulatory Commission (NRC) has NUREG-1241 available through the Government Printing Office (GPO). It focuses on alternative methods of disposal that utilize engineering material with earthen cover (e.g. below-ground vaults and earth-mounded concrete bunkers). 52FR397

Employee protection in hazardous waste operations. As required by the Superfund Reauthorization Act of 10-17-86, the Occupational Safety and Health Administration (OSHA) has issued an "interim final rule" effective immediately, on protection requirements for workers in hazardous waste operations. Included are requirements for emergency response to hazardous substance incidents. An estimated 200,000 workers would benefit—30,000 at Superfund sites, 137,000 at licensed disposal sites and 40,000 state or municipal workers. OSHA notes that its new rules go somewhat beyond the minimum EPA standard. They will be enforced by OSHA inspectors who are said to have targeted 100 facilities a year for inspection out of the some 47,000 recognized sites. 51FR45634-45675

Geologic repository for high-level radioactive waste. The NRC intends to form an advisory committee to negotiate a proposed rule related to licensing. The committee would be composed of organizations representing the major interests, including NRC, the Department of Energy (DOE), states and tribes potentially affected, local governments at proposed sites, environmental groups and energy groups. Comments by 2-17-87 are invited. 51FR45338-45342

Radiation standards for underground mines. The Mine Safety and Health Administration (MSHA) is proposing new standards for radon and gamma radiation. Entry into areas with concentrations above new ceiling limits would require use of approved respiratory protection. Comments are due 2-17-87. 51FR45678-45688

Regulation of mine waste. Congress will probably be asked to give EPA authority to regulate mine waste under Subtitle D of the Resources Conservation and Recovery Act (RCRA). Last June EPA determined that mine waste is not hazardous under the terms of Subtitle C of RCRA.

Special Flood Hazard Areas Survey (SFHAS). The Federal Emergency Management Agency (FEMA) has a form entitled "Right to Submit Technical or Scientific Data to Correct mapping Deficiencies Related to Community-wide Elevation Determinations." Any owner or lessee of property in the 19,705 communities with SFHAS who believes his property has been incorrectly included has a right to submit technical or scientific data that shows the map to be deficient. 51FR45549

Susquehanna River Basin. An additional hearing on the revised Comprehensive Plan for Management and Development of the Water Resources of the basin is now scheduled for Binghamton, NY, on 2-11-87. 52FR193, 51FR45422

Crude Oil Windfall Profit Tax. The Internal Revenue Service will hold a hearing 2-25-87 in Washington on its proposed clarification of the meaning of "property". The proposed regulations were published last September at 51FR34095-34102. This is a second chance to comment on them. 51FR47031

National Petroleum Council meeting. An open meeting of the Council is scheduled for 2-4-87 in Washington, DC. The agenda is to include the final report of the Committee on U.S. Oil and Gas Outlook as well as remarks by Secretary Herrington. 52FR1229

OCS Regional Technical Working Groups (RTWG). The three RTWGs for the Atlantic OCS are holding a joint open meeting in Arlington, VA, on 1-30-87. The agenda includes environmental issues for Sale 96 (North Atlantic), non-energy minerals, and activity reports. 51FR47313

Less mineral leasing in the National Park System. The law is clear about national "parks" and national "monuments", but less clear about mineral leasing in other types of land administered by the National Park Service (NPS), such as historical parks, battlefields, historic sites, national parks, preserves and recreation areas. Until recently the NPS has approved or rejected applications forwarded to it by BLM on a case-by-case basis. The Interior Department has now decided that mineral lease applications for such lands will no longer even be forwarded by BLM to NPS, except for those involving five recreation areas specifically authorized by law, or if drainage is occurring. 52FR1255

BLM/Forest Service land exchange. The Administration is expected to propose this interchange to the 100th Congress, including transferring mineral management for 204 million acres to the Forest Service.

New Mexico land exchange. BLM proposes to exchange 29,082 federal acres for 28,588 state acres in Torrance and Cibola Counties. Comments are due about 2-1-87. 51FR44951

Environmental Impact Statements (EISs): Inyo NF, CA & NV, comments due 3-15-87*, FR page 312; Dickenson District RMP, ND, comments due 3-25-87, FR page 45561; North Dakota RMP (Dunn & Bowman Counties), comments due 3-25-87, FR page 131; Carlsbad RMP, NM, comments due 3-2-87*, FR page 45063; and Great Dismal Swamp NWR, VA & NC, comments due 2-20-87, FR page 45187.

*extended or reopened
ALABAMA

Bob McKeagney will continue to serve in 1987 as President of the Alabama Section. Bob is Manager of Business Development for Vulcan Materials, Birmingham, Alabama. He was Vice President of the Alabama Section and he has been active in AIPG for many years.

Lois D. George will likewise serve another year as Vice President of the Section. She is Project Director for P. E. LaMoreaux and Associates in Tuscaloosa. Gerald Grainger will also go on as Section Secretary-Treasurer for the year. He is Supervisor of the Engineering Geology Section for the Southern Company.

CALIFORNIA

The California Section has completed its election of 1987 officers: President, Lisa C. Worthington; President-Elect, Stephen M. Testa; Secretary-Treasurer, John G. Parrish; and Newsletter Editor, Mike Mulhern. California Section Committee Chairmen appointees for '87 will soon be announced by President Worthington.

Wallace A. Jensky II
1986 California Section President

MONTANA

The Montana Section of AIPG held its annual meeting September 27, 1986, at the Cross Cut Ranch near the Bridger Bowl, east of Bozeman. Vice President-East Don Wirth presided. Dr. John Montagne reported on the September National AIPG meeting at Keystone, Colorado. The thoughts and opinions expressed were very timely and of concern to us all, considering the near crisis we find our profession in today.

Jack Warne discussed Senator Melcher's proposed wilderness bill, which would prohibit exploration and development in several areas in Montana with high potential for oil and gas. Jack has sent a letter to the Montana Over-thrust Energy Foundation on this.

Don Wirth has sent letters to our Montana Senators and Representatives to express the concern of the Montana Section, AIPG, over this unwise proposed withdrawal of these federal lands from present or future resource development. We all, as individual AIPG Members, should write our Congressional delegation to express our opinions on this important matter. On a more positive note, Don Wirth reported on several new metals mines that will be starting soon.

After the open discussion period, Dr. Dave Lageson gave a talk, *The Tectonic Evolution of the Bridger Range*. This was very interesting, especially considering the locale of the meeting. The meeting concluded with a short field trip, led by Dr. John Montagne, to view the structure of the east flank of the Bridger Range and the site of the recently drilled Sohio No. 1 Moats well. Sohio had to comply with very strict zoning regulations and contend with local opposition. They apparently accomplished the task very nicely.

The Election Committee has announced that the following slate of candidates for 1987 Montana Section officers has been elected: President, Don Wirth, geologist with the B.L.M. in Billings; Vice President-West, Dr. Edward T. Ruppel, director of the Montana Bureau of Mines and Geology in Butte; Vice President-East, Mike Whalen, consulting geologist in Billings; and, Secretary-Treasurer, Elmer G. (Jerry) Meldahl, geologist with the Montana Power Company.

Elmer G. Meldahl
Montana Section Secretary-Treasurer

OREGON

The following 1986 AIPG Oregon Section officers have agreed to continue to serve the Institute in 1987: President, Durga Rimal; Vice President, Jerry Gray; and, Secretary-Treasurer, Ron Geitgey.

Our thanks to them for their willingness to work for the cause of professionalism and AIPG Certification in Oregon.

TEXAS

As a result of our recent Texas Section elections, the officers and District Representatives for 1987 are as follows: President, Donald L. Hook; President-Elect, G. V. Mendenhall; Secretary-Treasurer, D. O. Reese; District I Representative, D. N. Farmer; District II Representative, E. G. Werumund, Jr.; and District IV Representative, S. H. Phippiatt.

Robert W. Richter
1986 President

OKLAHOMA

Tulsa Chapter

AIPG Members in the Tulsa area met for their monthly luncheon December 18th at the Oneok Plaza Cafeteria in Tulsa. Carey Fields handled arrangements. The featured program presentation was *Leaking Dams in Oklahoma*, by Dr. Murray McComas, Partner of A & M Engineering and Environmental Services, Tulsa.

WYOMING

The Wyoming Section's December luncheon meeting featured Scott Hocker and Duane Harkens of the accounting firm of Bates and Hocker, who gave the members a review of the new tax code. The membership found little to cheer about. In general, the new tax code is more complex and more expensive than the previous tax law.
policies and regulations.
The speaker for the January 14th luncheon meeting was Paul Reid, registered land surveyor and principal of Pathfinder Surveyor’s, Inc., who spoke on the status of the current land resurvey taking place in Campbell County.

Ronald A. Baugh
Wyoming Section Vice President

COLORADO

The Section’s monthly luncheon meeting was held January 19th at the Denver Press Club downtown. Featured speaker was David M. Abbott, Jr., Regional Geologist, U.S. Security & Exchange Commission, Denver Regional Office and 1987 Section President. Dave’s topic was A Regulators View of Certification/Licensing of Professional Geologists.

NEW MEXICO

Here are the results of the Section’s recent election of 1987 officers: President, James H. Clary; Vice President, Randall T. Hicks; Secretary-Treasurer, Joe D. Sphar; and Newsletter Editor, Phillip Goetz.

Appointments for 1987 by President Clary of the New Mexico Section Screening Board Chairman, Membership Chairman, Regulatory and Legislative Chairman, Program Chairman and ’87 and ’88 Advisory Board Delegates will soon be made and announced.

MICHIGAN

The membership of the Michigan Section has completed its election of 1987 officers: President, Robert Hayes; Vice President, Larry Austin; and Newsletter Editor, George Kunkle. Michigan Section Committee Chairman for ’87 will be announced shortly.

KENTUCKY

Happy New Year! Plans are being made at several levels for AIPG activities in 1987. Paul Dubois, the 1987 Kentucky Section President, has set in motion a number of arrangements. Look for another joint Kentucky Section AIPG and Geological Society of Kentucky spring (March or April) banquet in Lexington, probably preceded by an afternoon technical session.

We are hosting the 24th Annual Meeting of AIPG in Lexington in October. The Kentucky Section will probably have its annual meeting in conjunction with the national one, perhaps a Friday morning breakfast or brunch meeting.

Paul has indicated a desire to reconstruct some of the standing committees to involve more of our membership.

1987 promises to be a very busy year for the Kentucky Section. Add to your list of resolutions for the New Year one to be more more active and involved in the Section.

OHIO

Members and spouses attended the annual Ohio Section-AIPG Banquet that was held November 21, 1986, at the plush Embassy Suites Hotel in Columbus.

Charles Mankin, AIPG’s 1987 President, was this year’s banquet speaker. His informative and interesting talk focused on the geopolitics of our natural resources and how we, as educated professionals, can help influence policies that are currently being shaped and implemented by non-geologists.

Dr. Mankin posed the question, “Who better can understand the complex nature of natural resources than a professional geologist?” and “Why are biologists and engineers making decisions for us?”

Mark your calendars and plan to attend the monthly AIPG Ohio Section Meetings. An exciting winter schedule has already been planned. Meeting times and place will change, so please mark your calendars. If you have any questions, call Curt Coe or John Voytek.

January 22, 1987: Mother’s Restaurant, Noon - 1:30 P.M. Topic will be 1987 Planning & Business Meeting. President Curtis Coe will be the speaker.

February 19, 1987: Dinner, OSU Faculty Club, 6:00 P.M. Meeting is at 7:00 P.M. in the OSU Lecture Room. Topic will be The new ASTM Section on Ground Water Monitoring and Well Construction. Speaker will be David M. Nielsen, ASTM Section Chairman, JEP, Inc., Worthington, Ohio.

March 11, 1987: Kent State University, McGilvrey Hall Room 234, 7:00 P.M. Topic will be Identifying Brines Produced from Oil and Gas Wells. Speaker will be Dr. Yoram Eckstein, Professor, Kent State University.

Message From The President
I would like to begin my message to the members of the Ohio Section of AIPG by thanking you for your support and encouragement.

John Voytek and I have already been designing an active program of events and meetings for 1987. We have also been hard at work developing a set of achievable goals. These goals include increased unity, increased membership growth, and increased communications within the membership and with public and governmental officials.

The first task of 1987 at the Section Executive Committee Meeting January 15th was to schedule future Section meetings, speakers and special projects during 1987. Results were reported at the January 22nd meeting.

In order for this year to be successful, the Institute will need your input and support. It is my goal to meet and talk with as many Section members as possible. Each member is important to the organization. By working together as a team, we can make an important impact and help our profession become more stable and prosperous in the future.

Curtis Coe
Ohio Section President
Our Members Make the News...

George H. Brandon, CPGS 3587, has retired from Home Oil Company Limited, Calgary, Alberta, Canada, after more than 40 years in oil exploration work. He has worked in most of the western states in the U.S., the western provinces of Canada, the Northwest Territories and the Beaufort and Arctic islands. In the last five years he has been in the Geophysical Development Group with Home Oil Company Limited as a Senior Geophysical Specialist. He is now available for part-time geophysical consultation and interpretational work.

Gary A. Robbins, CPGS 6715, formerly a Senior Project Hydrogeologist with Woodward-Clyde Consultants, Santa Ana, California, has joined the Department of Geology and Geophysics, University of Connecticut, Storrs, Connecticut, as an Associate Professor of hydrogeology and engineering geology.

South Carolina Offers Registration Period

The South Carolina General Assembly on June 10, 1986, enacted legislation requiring all geologists engaged in the public practice of geology in South Carolina to be registered. Anyone in the geosciences who meets the academic and work requirements as set forth in the act (Act 507) is eligible for registration during the twelve month “grandfather” period ending June 10, 1987.

Send your name and address for notification of forms package (available February, 1987) to South Carolina State Board of Registration for Geologists, 1213 Lady Street, Suite 201, Columbia, SC 29201.

IN MEMORIAM...

The Institute has received word of the death of Keith W. Calderwood, CPGS 395. He died recently, at age 62, in Anchorage, Alaska, after a long bout with cancer. He had been a consultant geologist and was an authority on Cook Inlet.


Carry Out Job Change Carefully

Would-be job or career changers often hint at their plans before securing a new position. They'll voice job frustrations in remarks to co-workers or superiors, often hoping such remarks will get them the promotion or raise they want. What's more likely is that the remarks will get them terminated. Companies fear keeping disgruntled employees on staff since they negatively affect the morale and productivity of other workers. Sensing someone's dissatisfaction, a company may begin scrutinizing his/her behavior, looking to document any infractions of rules, incompetent performance, etc. that might justify a termination. To avoid such an undesirable circumstance, keep the following preventive measures in mind:

1. Keep job dissatisfaction to yourself while conducting a discrete job search. Don't even discuss your search with close coworkers. Jobseekers have often been surprised to find a colleague eager to fill their position. They may expose the search effort to superiors, resulting in your termination before a new job has been found.

2. While job hunting, be diligent about current work responsibilities. A sudden decrease in your work performance will usually be noticed by superiors. Such minimal effort may also ruin a previously outstanding work record and leave a negative last impression which you can't afford. You may need your former employer for references and/or referrals to other employers in the future.

3. Arrange interviews, whenever possible, after or before work hours or during lunch. Interested employers will usually appreciate the delicacy of a working candidate's position.

4. If you normally dress casually for work, start dressing more formally, so it won't be as obvious when you wear a suit the day you have a job interview. Should your change in attire be too dramatic and only occasional, someone will guess that you're dressing for interviews.

5. During interviews, avoid responses that present your current employer in a negative light. The interviewer will generally identify with the employer and be concerned that at some future date, should they hire you, they'll be described as poorly to other employers if you start job hunting again. If asked why you're changing jobs, "more opportunity", "more challenge", and/or "higher earning potential" are good reasons to give. Stay positive.

6. When you do receive a job offer, keep the following in mind:
   a. Get the conditions of the job offer in writing. This helps avoid misunderstandings regarding salary, benefits or job responsibilities and may later protect you should the employer withdraw the offer after you've resigned your current job.
   b. Put your resignation in writing. Express regret at leaving your company but explain you received a growth opportunity offer you just couldn't refuse. Express positive aspects of your association with your employer, closing with the hope that a long-term professional rapport will be maintained. Offer the company the standard two weeks' notice. They may insist you clean out your desk the day you resign but let that be their decision. Should you quit abruptly, offering no warning, the company may harbor resentment which could prove harmful should you ever need their good will in the future.
APPLICATIONS RECEIVED

Applicants for Certification must meet AIPG's standards as set forth in its Constitution on education, experience and competence and personal integrity, and for Associate status, the same except for experience. If any Member has any factual information as to any applicant's qualifications in regard to these standards, whether that information might be positive or negative, please mail that information to Headquarters within thirty (30) days. This information will be circulated only so far as necessary to process and make decisions on the applications.

ATKINSON, Jon C., 4910 Chelsea Ct., Lincoln, NE 68516. Sponsors: Owen Goodenkauf, Roy Elliott, David Thomassen, Marvin Carlson, Rob Tobin.


DAVIDSON, Terry L., 7631 Creek Glen, Houston, TX 77095. Sponsors: David G. Rensink, James Entyeart, Marvin Smith, Neal Hilton, Lee Smith.

DONNELSON, Kenneth D., 5544 West Elm Street, Phoenix, AZ 85031. Sponsors: Ralph E. Weeks, Paul V. Smith, Robert S. Frieberg, Bruce V. Templeton, John P. Brooke.


GRAASKAMP, Garret W., 4008 Pond Road, Gilmanton, NH 03237. Sponsors: James R. Dunn, Richard M. Foose, Brian K. Fowler, Edward S. Belt, Mark J. Zdunczyk.


KENDRICK, George C., 5480 S. Woodcrest Drive, Salt Lake City, UT 84117. Sponsors: Carleen H. Achuff, W. I. Van Der Pauw, Albert Lamphere, Peter W. Rankin, Donald Winston.


SMITH, Stephen A., 1421 S. College Avenue, Tempe, AZ 85281. Sponsors: William M. Greenslade, Barbara Murphy, David A. Stephenson, Gary G. Small, Gordon Stephenson.


WALLACE, Blanche M., 6112-3 Principia Drive, Fort Myers, FL 33907. Sponsors: Roland S. Banks, Gardiner Strasser, James E. McNeal, Thomas H. O'Donnell, Marycarol Riley.

NEW MEMBERS

Take a minute to call and welcome these new Members into the Institute. Invite those from your state to become active in Section affairs.

BAKER, David A., CPGS 7227, Canfield, OH
EATON, Richard G., CPGS 7228, Morton, IL
EIGE, Dean L., CPGS 7229, Plano, TX
REESE, Ronald S., CPGS 7230, Tucson, AZ
SHAW, Stephen L., CPGS 7231, Midland, TX
STANDISH, Richard P., CPGS 7226, Lakewood, CO
TURNER, J. Rick, CPGS 7225, Marshall, TX

Terminated Employees Filing More Suits

Suits by fired employees against their former employers alleging "breach of contract" are on the increase. Before 1980 the legal doctrine known as "employment at will" allowed management simply to fire workers as it liked. But since then judges in at least 25 states have ruled that employee handbooks or verbal statements by corporate executives constitute implied contracts with employees.

In 1985, 20,000 middle managers were dismissed from companies, according to the Association of Outplacement Consulting Firms. Such employees typically have been with the company for more than 10 years, are over 40 and earn a good salary. They are the ones filing suits, often claiming a number of violations, including age discrimination. While many cases are dismissed, a growing number are reaching trial—and large judgments are encouraging plaintiffs and their lawyers to go to court. The working public is more educated as to their rights.

Companies may have seen only the tip of the iceberg. The suits have prompted firms to review their personnel practices. In the past few years many have revised their employee manuals to eliminate any language that might imply a contract. In addition, many are upgrading their internal grievance procedures to resolve discharge disputes internally rather than in court. Companies are recognizing that they have an exposure in the way they terminate employees. As long as firings continue, more lawsuits are likely—particularly by workers who can't find another job.
Carnegie Report Questions Purpose, Worth of Degree

According to a major new study conducted by the Carnegie Foundation for the Advancement of Teaching and released in November, 90% of U.S. high school students and 88% of parents say “to get a job” is the prime purpose of a college education. Only 28% of parents and 27% of high school students see college as a place to learn to become a more fulfilled person and a better citizen.

The 242-page study, titled College: The Undergraduate Experience in America, draws on surveys of 5,000 college faculty, 4,500 undergraduates and 1,300 presidents and other administrators, as well as 1,200 high school students. The author, Carnegie President Ernest L. Boyer, points to the realities beneath such vocationalism: between now and 1990 there will be 12 million to 13 million jobs for some 15 million baccalaureate earners. The University of Illinois reports that only 19% of its humanities students have guaranteed jobs upon graduation, vs. 90% for business majors. Small wonder that according to U.S. Government statistics, bachelor’s degrees in business have doubled from 114,865 in 1971 to 230,031 in 1984, while B.A.s in English and literature have plunged from 57,026 to 26,419. In the competition for enrollments, some schools have dropped B.A.s in subjects such as geology and music education to emphasize business specialties like restaurant management. “It’s all right to talk about liberal arts goals, but we have to face up to what students want today,” says one college president.

Since it yields in these ways to societal pressures, the report argues, the baccalaureate is a “troubled institution. Driven by careerism and professional education, the nation’s colleges…are more successful in credentialing (for future jobs) than in providing a quality education.” The document singles out several “deep divisions” in the typical undergraduate experience in the U.S.:

- A “mismatch…between faculty expectations and the academic preparation of entering students.”
- A “disjointed” curriculum whose “disciplines have fragmented into smaller and smaller pieces, unrelated to an educational whole.”
- A chasm between undergraduates who expect to be taught and faculty for whom “promotion and tenure hang on research and publication.”
- A divorce between an undergraduate’s major and general education requirements.
- Disagreements and confusion between faculty and students over goals.

The Carnegie report is far from the only alarm being raised about the baccalaureate. During the past two years, criticisms of undergraduate curricula and values have come from such sources as the National Institute of Education and the Association of American Colleges.

As for what can be done, Boyer argues that colleges should upgrade language proficiency by, first, requiring a written essay of incoming freshmen. Freshmen ought then to take a yearlong English course, with emphasis on writing that should extend to other courses through all four years. The heart of those four years, he declares, should be a required core curriculum that embraces language, the arts, history, social and governmental institutions and the natural sciences. Thus everyone, regardless of individual goals, gets a base of essential common knowledge. Moreover, the major subject must be enriched with related requirements on the history of the field, its socioeconomic implications and the ethical issues it raises. If, writes Boyer, a major cannot be discussed in these terms, “it belongs in a trade school.”

The status of teachers, he continues, must be raised through higher salaries and departmental standing, as well as cash prizes for top instructors and grants to develop improved teaching methods. The mismatch between secondary and higher education should be eliminated by various means, such as creating partnerships between schools and colleges to improve pre-entrance achievements.

Fear of Lawsuits Inhibits Candor in Giving References

The touchy subject of references for departing employees is getting touchier. Why don’t companies warn potential employers about “bad applicants”? The major reason is fear of lawsuits. There has been an epidemic of litigation. Huge awards have been wrung out of companies by fired employees claiming libel or slander in connection with their terminations. Lawyers who specialize in employer-employee relations say it is becoming more and more popular for anyone suing a prior employer over a separation to charge there was defamation or discrimination in the old boss’ references.

The genesis of the idea seems to be the antidiscrimination laws of the mid-1960s. As an extra lever in retaliation, employees and their lawyers began adding defamation charges to the court calendars. No hard and fast statistics exist, for one thing, many are settled out of court, but the trend has been building. Some suspect the recent buildup in discrimination suits stems from the numbers of veteran employees pushed out in the recent waves of cutbacks, mergers, acquisitions and restructurings. Attorneys advise employers to respond to calls for references with only job title and dates of employment.

The biggest problem with that is the difficulty it creates for a potential employer seeking to check out a person under consideration for a job. With more and more employers refusing to tell anything about the ex-employee except name, length of service and jobs held, the potential employer is left pretty much in the dark. This situation can also be a handicap to the talented, honest job-seeker, who would like very much to have the ex-boss detail and comment candidly and favorably on his or her years of valuable service.

What can a company do to protect itself from, on the one hand, being sued for terminating someone and on the other, hiring somebody likely to be trouble with a capital T?

- Document thoroughly your justifications for termination.
- Conduct exit interviews with employees who are leaving.
- Help ex-employees by arranging for outplacement counseling and job-finding assistance. A happily reemployed individual is much less likely to sue.
- In the case of former employees whom the employer would be willing to recommend to other companies, get a waiver of liability from the person involved, leaving yourself free to give an honest appraisal without fear of lawsuits.
- When considering a person for employment, it might be wise to leave the checking of background, experience and qualifications to an outside agency.
IRAs—Still a Good Investment

The Individual Retirement Account (IRA) continues to be a good retirement savings and investment vehicle, even under the new federal tax law. Anyone who earns income can still contribute up to $2,000 per year in an IRA account. It is important to remember that the amount you can deduct does not affect the amount you can contribute to your IRA. The contribution maximums remain the same, and contributors earn tax-deferred interest on their money. As in past years, all earnings and interest on IRA accounts are tax-deferred until the funds are withdrawn.

What has changed with the new federal tax law is the yearly allowable tax deduction on IRA contributions. However, this change doesn’t affect tax year 1986, so Americans have until April 15, 1987, to invest in their IRA accounts and take the FULL AMOUNT of their contribution as a deduction against 1986 income.

After tax year 1986, the rules as to who may contribute to an IRA on a tax-deductible basis will change. Workers who are eligible for, or covered by employer-sponsored formal-ized retirement or profit-sharing plans will have their IRA deductions reduced if they make over a certain income. If you are not eligible under such a plan, then you can continue to deduct the full amount of your IRA contributions each year.

These income levels are expressed in terms of Adjusted Gross Income, or AGI, which is your gross income amount minus adjustments, but before subtracting exemptions or deductions.

Assuming that you or your spouse is eligible or covered under a qualified plan, the following outlines your IRA contribution deductibility according to AGI:

- Single filers making less than $25,000 a year can still claim up to a $2,000 deduction, depending upon their IRA contribution amount. Between $25,000 and $35,000 the deductible amount is reduced by $200 for each incremental $1,000 of AGI. For example, if the single filer makes $26,000, he or she can contribute $2,000 to an IRA and $1,800 would be deductible. If income is greater than $35,000, contributions to an IRA will not be deductible at all.

- Married couples filing jointly who make a combined AGI of less than $40,000 can continue to take a full deduction for their IRA contributions. They can take a partial deduction if their combined income ranges between $40,000 and $50,000. The deductible contribution amount is again reduced $200 for each incremental $1,000 of AGI. Married couples filing jointly with combined AGIs of more than $50,000 will not be able to take a tax deduction for their IRA contribution.

- Married couples filing separate returns face individual limitations. Contributions by a spouse filing a separate return who is not eligible or covered by a company retirement plan are fully deductible. Contributions by a spouse who is covered or eligible for a retirement plan will find his or her deduction phased out between AGIs of $0 and $10,000. As above, the deductible amount is reduced $200 for each incremental $1,000 of AGI.

Don’t Lose Income Report Forms

You will receive notification forms from banks, brokerage firms and others summarizing interest and dividend incomes to you during 1986. Don’t lose or throw away any of these. The IRS receives copies of these same Form 1099 notices, so if the income is not reported on your 1986 tax return, the Revenue Service can and will demand not only the taxes due but also interest and a penalty. The penalty is now automatic; approximately 1,600,000 taxpayers were zapped in October for penalties on unreported interest and dividends received in 1985.

Last year, computer matching of information returns—Forms 1099 and others—resulted in $2.5 billion in additional tax assessments. What’s more, the matching uncovered more than three million individuals with taxable income who hadn’t filed tax returns at all in 1985.

The IRS has announced that the penalty on underreported dividends and interest is 5 percent of the additional tax plus 50 percent of the interest charge on the additional tax.

Incidentally, some of the 1099s you receive may come squared with bills or checks from whoever pays you the interest or dividends. Formerly, a 1099 had to be sent in a separate mailing, but the 1986 tax law authorized enclosure of the forms as part of other routine first-class mailings. Look for envelopes that carry the inscription, “Important Tax Return Document Enclosed.”

Consumer Interest Tax Deduction Phaseout

When the new federal tax law is fully phased in over the next few years, you will no longer be allowed to deduct interest costs incurred for consumer loans, although there is an exception for some borrowing secured by residential property.

But for this tax year 1986, you can still deduct all of your interest expenses. In 1987, 65% of consumer interest expenses will be deductible for taxpayers who do not take the standard deduction. In 1988, 40% of interest expenses will still be deductible for taxpayers who itemize; in 1989, that figure will drop to 20%, and in 1990, it will dip to 10%. After 1990, no consumer interest expense will be deductible.

The new rules apply to interest costs paid or owed after December 31st, regardless of whether the loan or credit card balance was incurred before that date. For example, say that you took out a $5,000 car loan in June, 1986. For the tax year 1986 you can deduct all of the interest expense. But in later tax years, your interest paid on that car loan deduction will decrease according to the schedule outlined above. Interest is deductible only in the tax year in which it is accrued and paid.

Government Contractor Travel Expense Limits

For those who have contracts with the federal government, there are new limits on the amounts that can be claimed for travel expenses. Effective last August 1, contractors generally must stay under the ceilings Uncle Sam sets for his own employees for meals, lodging and other travel costs. No longer will there be a test based merely on “reasonableness.”

The government ceilings vary from country to country and city to city. For travel abroad the maximums for each locale are listed in the Joint Travel Regulations and Standard Regulations. For domestic travel consult Federal Travel Regulations.

Moving?

send AIGP your new address!
AAAS to Hold Ethics Symposium

The American Association for the Advancement of Science (AAAS) will hold a Symposium on "Ethical Norms in Science, Challenges and Opportunities," in conjunction with its annual meeting. The event will be at the Hyatt Regency Hotel, Chicago, February 17th.

Presiding will be Rachelle Hollander, National Science Foundation, and Jules LaPidus, Council of Graduate Schools. The program will include the following:

Stephen J. Ceci, Cornell University, Responses to Disputes over Ownership of Data. Dr. Ceci will describe the results of a survey of scientists' attitudes toward mandated data-sharing and discuss ethical, legal and pragmatic issues in creating a national policy.

Alfred S. Sussman, University of Michigan, Establishing New Norms: University of Michigan Reports on Graduate Education and Research Policy. Dr. Sussman will describe the ethical issues identified in these reports and the university's attempts to reflect on and improve its standards in education and scholarship.

Walter W. Stewart and Ned Feder, HHH, Reluctance to Collect Data on Frequency of Misconduct. Drs. Stewart and Feder will discuss the need for empirical studies of professional misconduct and examine the barriers to such research. They will identify possible causes of misconduct and several corrective measures.

Marcel C. Lafollette, MIT, Changing Norms in Scientific Publication. Drawing on interviews with editors and others in scientific publishing, Dr. Lafollette will identify some of the factors affecting norms and standards in the publication process and report on their effects.

C. Ian Jackson, Sigma Xi, and Judith P. Swazey, The Acadia Institute, Developing Honor in Science—First Steps and Next Steps. Dr. Jackson will review the development of an honor code at Sigma Xi's publication of practical, ethical advice for undergraduates, Honor in Science; Dr. Swazey will present and seek views about next steps to build on that and other work.

Discussants: Taft Broome, Ethics Committee, American Association of Engineering Societies; Paul J. Friedman, Associate Dean, School of Medicine, University of California San Diego; John Sommer, Division of Policy Research and Analysis, NSF.

Official Holidays Listed for 1987

The following is a list of remaining official holidays (in most states) for 1987:

February 16  Monday  President's Day
April 17    Monday  Good Friday
May 25     Monday  Memorial Day
July 3     Friday  Precedes Independence Day
July 4     Saturday  Independence Day
September 7  Monday  Labor Day
October 12  Monday  Columbus Day
November 11  Wednesday  Veteran's Day
November 26  Thursday  Thanksgiving Day
December 24  Thursday  Christmas Eve
December 25  Friday  Christmas Day

When a holiday falls on a Sunday, then the Monday following is usually considered as the holiday. Many businesses and government offices close on Saturdays which precede Monday holidays.

Page 15
state government. Your own state may have reciprocity with other states so that you can take their required examinations in your own state. If your state announces jobs, get on their mailing lists.

University departments get and post job announcements. Frequently check postings at your nearest large university. Contact the university from which you graduated, even if it was some time ago. Get an updated vita to the placement office of all universities which you attended. Address a letter to the placement directors stating clearly the type of work you are seeking. Be sure to let your college advisors, friends and colleagues know that you are seeking employment and ask them to pass on leads to you.

As noted in the December, 1986 issue of Geotimes positions for geologists are likely to increase in the environmental field. A job announcements newsletter with national coverage titled Environmental Opportunities is published monthly by the Antioch/New England Graduate School, P. O. Box 670, Walpole, NH 03608. Your background in science and mathematics may also qualify you for teaching in those areas for which there is high demand.

Your desired transition may require or be aided by further education. The January, 1987, issue of Geotimes carried an announcement from Western Michigan State University, telephone (616) 383-1775, which provides second master’s degrees in hydrogeology and teaching for holders of current master’s degrees in geology. The University of Wisconsin-Extension, 432 North Lake Street, Room 227, Madison, WI 53706, provides over 400 excellent correspondence courses and many of these are ideal for geologists to broaden their training to qualify for positions in related fields. While there are many MBA’s being graduated, few MBA graduates have technical backgrounds. This combination can open additional doors to employment. The geological education of many graduating civil engineers is substandard. Some geologists are obtaining a second degree in civil engineering and becoming highly employable as a result. Courses in soils, soil mechanics, rock mechanics, hydrology and water chemistry are particularly useful.