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In Order That the People of the Torrance Area May Know Why Their Steel Mill Is Down...

HERE ARE THE FACTS

As Set Forth In a Letter to Employees!

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Columbia Geneva Steel Division
UNITED STATES STEEL

January 11, 1952

TO ALL EMPLOYEES OF TORRANCE WORKS:

The present work stoppage seriously affects each employee, the Union and the Company, and in order that there may be no misunderstanding with respect to the Company's position, I desire to explain briefly to each of you our position in this matter.

On Friday, January 4, at 4:00 P.M. thirteen employees of the Rolling Mill were suspended and sent home for refusing to carry out a normal work assignment. On January 7, at 8:00 A.M. these employees reported back to work and eleven of them were assigned to and commenced work. However, after a review of the records of those involved, two of the suspended employees were found guilty of repeated acts of insubordination which justified their discharge.

Upon being notified that their suspensions were being converted into discharges, they requested a hearing before the department head with their Grievance Committee present, as permitted under the provisions of the Labor Agreement. At the conclusion of the hearing the two employees involved were advised that on the basis of the facts disclosed their discharges were confirmed.

As you know, the provisions of the Labor Agreement provide that a discharged employee may, if he feels the discharge is not justified, file a grievance in the third step which could thereafter be carried promptly through to arbitration if the company's answer is not satisfactory to him.

It is our position that the work stoppage is a violation of the provisions of the Labor Agreement and all employees should continue working while the disciplined employees' grievances are being processed through the grievance procedure. The provisions of the Agreement further provide that while the work stoppage continues no discussion of the facts of the case can take place, therefore it is not possible to resolve the differences between the Company and the Union until all employees return to work.

Respectfully yours,

O. A. Kresse

General Superintendent