



# Out-of-Date Work Practices in Steel Mean Lost Markets, Fewer Jobs, and Higher Costs to YOU

**That's What The "Local Working Conditions" Dispute Is All About**

Like every successful enterprise, the steel industry is constantly striving to improve its efficiency and hold down the cost of its product to you.

Since the end of World War II, it has spent more than \$12 billion on new plants and equipment, and hundreds of millions more on steel-making research.

It has sought to provide its steelworkers with the world's finest tools of production and the world's most modern methods and techniques.

Yet the Fact-Finding Report of Secretary of Labor Mitchell shows that, today, output per man-hour has increased much less in steel than it has in the total national economy.

Why is this true?

### Fault Lies in Restrictive Contract Provisions

The Steel Companies believe the answer lies largely in the fact that one provision in the former steel contracts has prevented the elimination of many outmoded local work practices in the industry. This "local working conditions" provision has, for years, protected waste and inefficiency in the plants, and has led, inevitably, to higher costs of the steel you buy.

Here is a typical example of the way this provision has worked:

#### Contract Prevents Improved Efficiency

A seven-man crew was employed on a particular furnace in one of the steel companies. After studying the work-load of this crew, the company transferred two of these seven men to other jobs, leaving five men to run the furnace. Even then, none of these five men had to perform as much as four hours a day of actual work, although each put in eight hours and was paid for eight hours. Moreover all five men now received incentive pay they had not enjoyed before.

Thus, no one was thrown out of work, no one was overworked, everyone benefited and two unnecessary jobs were eliminated. But the Union objected, a grievance was filed and the arbitrator held that this change was in violation of the contract. The seven-man crew had to be restored simply because the use of seven men on this furnace had become an established local working condition.

#### Waste and Inefficiency Cost Markets and Jobs

As the result of many such instances, the steel industry is finding it more and more difficult to meet the growing competition from steels made abroad and from substitutes for steel made at home.

During the past two years, steel exports have declined sharply while the tide of foreign steel imports has steadily risen. Today it is estimated

that this trend—heightened by the effect of the steel strike—has given foreign steel makers a market this year for 6,600,000 tons of finished steel products that were formerly made in America.

To produce this quantity of finished steel would provide full-time jobs for nearly 52,000 people in the American steel industry.

#### Changes Would Help—Not Hurt—Workers

Union officials have fought the Companies' proposals for changes in the new labor agreements on the ground that elimination of waste might wipe out some jobs.

The truth is that if the industry is hampered in meeting competition, far more jobs could be lost through declining sales and shrinking markets, than could possibly be lost through any

changes in working conditions.

#### Efficiency Means Job Security

To sum it all up:

The greatest job security is a busy industry.

Today the American steel industry is facing the most intensive competitive challenge in its history.

It can meet this challenge only with the help of the steelworkers.

Only by eliminating waste and by increasing efficiency can it maintain and expand its markets to the greatest possible degree, and thereby protect the jobs of its workers, the investment of its owners, and the industrial strength of America itself.

**No job is ever really saved by perpetuating waste and inefficiency.**

## STEEL COMPANIES' PROPOSAL TO SOLVE THE LOCAL WORKING CONDITIONS DISPUTE

The Steel Companies have proposed the following steps to solve their disagreement with the Union over changes in the restrictive language in the old labor agreements:

1—The question would be submitted for study and recommendation to a joint committee of two outstanding men—one named by the Union, the other by the Companies. This part of the proposal was suggested by the Union and accepted by the Companies.

2—If no solution results by next June 30, the question would then be submitted to binding arbitration by a board of three—one named by the Union, one named by the Companies, and the third chosen by these two nominees. This board would render a decision within 90 days.

3—The question submitted for study, and arbitration if necessary, would be as follows:

"What, if any, changes should be made in the local working conditions provisions of the basic labor agreements to enable the Companies to take reasonable steps to improve efficiency and eliminate waste, with due regard for the welfare of the employees involved, including: the avoidance of undue work burdens; and, to the extent practicable, the retraining and placement

on available jobs in the plant, of any employees affected by such steps?"

4—Pending a final solution of the issue in one of these two ways, the Companies would agree that the present local working conditions provisions be retained in the new contracts, if the Union, in turn, would agree that its officers and members will cooperate with management to improve efficiency and eliminate waste.

Thus the Steel Companies are proposing a deliberate, orderly, step-by-step method of solving this problem. Clearly they are not trying to wipe out—"at the bang of a gavel" all of the evils that have grown up through the years under the former contracts.

On the contrary, they are seeking Union cooperation in solving the serious problems that now exist and that must be faced squarely.

With such cooperation, they believe that the Union and the Companies together can provide the steelworker with a greater degree of job security than he has ever known before.

But without this cooperation—and so long as the Union officials refuse to consider the change of a single word, or even a comma, in the provisions of the former contracts—the inevitable result must be the loss of steel markets, the loss of steel jobs, and the loss of America's industrial strength.

## Camp Fire Girls Hold Party to Fete Holidays

The Okita Camp Fire Girls brought their group Christmas activities to a climax on Dec. 17th with their first Council Fire and Christmas party for their mothers and sponsors, held at the home of their Guardian, Mrs. James A. Davis, 2452 W. 227th St.

The Christmas theme was pre-dominant, with each girl receiving the honor beads she had earned inside a small Santa Claus. A total of 233 honors have been earned by the ten girls since the group's inception on May 21, 1959. Each girl also was presented with a Blue Bird Patch to signify her prior membership in Blue Birds, the junior Camp Fire program, and two swimming honors were awarded to Sharon Madary.

FOLLOWING the ceremonial, Indian symbol games were played by the guests, with prizes won by Mesdames Corey, Hamilton and Harrower. The girls gave their mothers Christmas corsages which they had made. Christmas gifts were exchanged and refreshments which had been prepared by the girls were served by them.

Camp Fire Girls participating were Barbara Corey, Christine Francesconi, Mary Hagler, Claudia Hamilton, Sharon Harrower, Kristin Johnson, Linda Keller, Deborah LaMour, Jane Lavender and Sharon Madary. The mothers of the girls were their guests, as well as Nancy Davis, Paulette LaMour, and Mrs. Kuri Muranaka, President of the Howard Wood Elementary School PTA, which is sponsor of the group.

## Rose Parade Buses Still Have Seats

Special buses will be available to transport Torrance area people to the Tournament of Roses Parade in Pasadena on Jan. 1, 1960, according to Marshall Chamberlain, supt. of the Torrance Municipal Bus Lines. Chamberlain said tickets may be purchased from the Torrance Chamber of Commerce, 1511 Cravens Avenue; Torrance City Hall, 3031 Torrance Blvd; Torrance Municipal Bus Lines Office, 20466 Madrona; or from any city bus operator.

Officials urged that early reservations be made. The total round-trip fare, including tax is \$2.75 per person, which does not include reserved grandstand seats. Persons wishing reserved seats in the grandstands may call SYcamore 3-4528 in Pasadena. For local bus information, call FAirfax 8-7402.

## Rodman Wins Trophy for Formal Talk

Stacy Rodman's description of "What a Year in Toastmasters Did for Me" was good enough to win him a first place trophy for formal speeches at the Wednesday night meeting of the South Bay Toastmasters Club at the Redondo Beach Elks Lodge.

Rodman, Torrance, described his improvement from a poor, timid speaker to a self-confident man able to express himself well, citing his Toastmasters training as the cause. Second place winner was John Barton, Torrance, who spoke on "The Smutkateers."

Spud Monahan, Manhattan Beach, won first place in impromptu speaking competition.



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