

WHAT'S WRONG WITH THE POSTAL SERVICE?

(Editor's note: This is the last of two articles dealing with the Post Office and written by a Torrance Postal employee. The article does not necessarily reflect the opinions of this newspaper.)

By **GEORGE E. HUNTER**
Secretary, National Association of Letter Carriers,
Torrance Sunshine Branch No. 2207

Three factors govern the deterioration of today's Postal Service. In the order of their importance they are, the labor factor, present day salaries, and the increase of the daily work-load.

Of course, there are other elements which have a bearing on the problem facing us, but the improvement of the first three conditions can virtually wipe out the situation overnight.

The Postal Service has been plagued by a shortage of an adequate labor force ever since the advent of World War II. This shortage is not always the amount of labor available, but rather the quality. As fewer persons compete in present day civil service exams, it is only natural that the choice of candidates would be limited.

Just for the moment, let us visualize the Postal Service competing in our local labor market with a job paying a gross of \$70.38, against a factory job paying a gross of \$84.05.

Now this a Labor Department report as of January 11, 1957. Many of these jobs in private industry have had a raise since then, and are seeking another.

In which direction would your choice lie? You must, of necessity, go where you can command the best wage. This is but one part of the problem faced by the Postal Service.

The solution lies in creating an incentive to attract qualified, and satisfactory labor. The Postal Service must be able to compete with private industry in the labor market or suffer the consequences.

Eventually, you, the patron feel the pinch, not only in an inferior service, but in the rising cost of operation due to excessive turnover, and unsatisfactory personnel.

The incentive we need is a pay schedule commensurate with the present day cost of living. This is the first step.

Turnover of personnel is the great bugaboo facing the Post Office today, and it is the result, primarily, of the poor pay schedule discussed previously.

Many persons take a Postal position only as an emergency stop-gap; as soon as a better paying job presents itself, off they go. Can you blame them?

Meanwhile, it has cost the Post Office Department a good deal of money to train them. When they leave, the cost of training is irretrievably lost, and the cost of operation goes up.

A new person must be trained to take the place of the one lost. We have lost the money needed to train two men, and the experience necessary to maintain good service.

Expensive and Wasteful
Employee turnover is an expensive and wasteful procedure to any business, the Post Office notwithstanding. It is a frustrating problem to Postal officials, trying to procure and keep desirable employees with inadequate salaries as bait. The failure of the department to openly acknowledge, and the attempts to conceal or obscure the true picture of employee losses, is truly sad.

They must attack the problem at its root, and the root is the present day, unrealistic, pay scale. The resignations by younger employees is alarmingly high; replacing them has become increasingly harder.

Some offices have gone to the extreme of having their carriers pass handbills from door to door in an attempt to remedy the situation. These circulars give a lurid description of the benefits that go with the position.

They are misleading to the point that a new employee soon learns he has been taken in. Naturally he makes his escape as soon as possible. Figures available from the California Association of Letter Carriers, show turnover in employees of the Postal Service range to a known high of 41%. This is too high even for a subsidized service.

The salary of the Postal employee has consistently lagged behind the wages of workers in private industry for nearly 20 years. With the cost of living still on the rise, and the prospect of further increases for outside industry in the bag, the Postal laborer is more than ever in dire need of a substantial salary increase. An adequate salary adjustment, at this time, would be the incentive to eliminate the turnover problem, and increase the quality factor of today's Postal employee. This can only result in a better Postal Service; the kind we would like to have.

During the past ten years, the work-load of the individual postal worker has increased tremendously. New systems for speeding up the distribution of mail have been innovated, additional duties have been assigned, and the one-trip delivery has been accepted. All of these elements have provided a full eight hours of work for each eight hour schedule, on normal days.

Any increase in the normal volume of mail creates an abnormal condition.

This, coupled with the shortage of help, and the lack of provision for overtime, results in overloading the worker and an unbearable atmosphere of tension. The frequency of these conditions have added to the undesirability of the position, and have become a factor in obtaining and retaining satisfactory employees.

and to contact the office of Civil Defense for organizational meetings to see that the program moves in the right direction.

Highly industrialized Torrance is particularly subject to attack in the event of a national emergency.

Captain Horlander announced a planned series of programs to acquaint Torrance with Civil Defense organizational problems. Torrance now has the necessary equipment but lacks civic interest and organization to have an adequate defense set-up, he stated.

Mayor Isen encourages homeowner groups to appoint their Civil Defense area leaders, public service personnel, and block wardens for their own areas.

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2 Bedroom Dwellings
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STUCCO & PLASTER
As Low as \$5.50 Sq. Ft.
Come in and see

VICTOR RODRIGUE
(General Contractor)

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(Manager)

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Open 7 Days eves only

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NOTICE TO PLACE A WANT AD DIAL

FA. 8-2345
SAY: "I want to place a want ad."

All ads taken before our Tuesday deadline of 5 p.m. will appear in Thursday's paper.

Cancellations . . .

Ad must appear in paper one time before it can be cancelled.

Errors . . .

The Torrance Press will not be responsible for more than one incorrect insertion of any advertisement and reserves the right to rectify all errors by a corrected insertion of the advertisement the following Thursday.

It's Easy to Place a TORRANCE PRESS Classified Ad

Use One of These Ways—

1. PHONE FA. 8-2345 and say "I want to place a Classified Ad."

2. MAIL it to Torrance Press Classified Ads, 1406 Cravens, Torrance, California.

3. BRING it to The Torrance Press office, 1406 Cravens Ave., (Corner of Cravens & Post, Torrance.

Your Classified Ads in The Torrance Press will reach more than 60,000 readers on Thursday.

"CASH IN" ON THE MANY OPPORTUNITIES IN THE TORRANCE PRESS CLASSIFIED ADS

Phone FA. 8-2345

LEGAL NOTICES

NOT RESPONSIBLE for bills contracted for or by anyone other than myself.
CHARLOTTE L. PORTER

ANNOUNCEMENTS

THE FAMILY STORE
1673 CRENSHAW AVE.
FA. 8-7775

TERRIFIC BUYS

47" WIDE CHEFFON, different colors. Special for this week only. Thurs., Fri., and Sat., regular \$1.49 yard. Special 90c.

100% NYLON NETS, any color, 72" wide, 88c yard.
COTTON NETS, any color, 72" wide, 68c yard.

COTTON L.A.C.E., Special for ceramics, 1 1/2" to 2" wide. All widths and patterns, priced right.

This is the best place to buy merchandise in town or anywhere else.

VOILE, SIMPLICITY & NEW YORK PATTERNS
STORE OPEN 8:00 TILL 7:00 P.M. DAILY
SMALL STORE
SMALL EXPENSES
SMALL PRICES

THE FAMILY STORE

TREAT FATHER
To a big juicy steak just the way he likes it, at DANIEL'S CAFE
1625 CARRILLO

HOME AND BUSINESS IMPROVEMENT SERVICES

ORDER NOW BEFORE PRICES CHANGE
Beautiful Your Home With The Latest In Style For Comfort & Practicality

FLEXALUM Aluminum Awnings
The finest & toughest that man can make. Will not chip, peel, crack or fade. Requires no upkeep & always maintains its beauty in color.

Also FLEXALUM Aluminum Draw Drapes
Will not fade, chip or peel and requires very little easy and simple cleaning.

We carry a complete line of all aluminum frame screen doors and windows
FREE ESTIMATES
NO OBLIGATIONS
24-hr. phone service TE. 3-0533
TOM GARRETT, Owner
SAN PEDRO SAILMAKERS
511 W. SANTA CRUZ

HOME AND BUSINESS IMPROVEMENT SERVICES

TOP SOIL & FILL DIRT—Excavating—Leveling—Clean up work
FR. 2-3056

LOST AND FOUND

LOST—Bulova wrist watch. In Roth's parking lot, or on Cravens St. FA 8-4099

PERSONALS

FREE PIANOS
We will store a piano in your home FREE.

WHITMAN PIANO CO.
1746 W. Adams Blvd. RE 1-7319
Open daily till 5:30 p.m. & Sun

EXPERIMENT IN TELEPATHY
Sat. 10 a.m. Adm. free. 227 E. 8th St. (2nd floor), or Long Beach. For details call FA 8-3838 EYES

PROFESSIONAL SERVICES
36 PROFESSIONAL SERVICES

WORKING FOLKS - Attention

If you suffer from black or blue nails of hand or foot, we treat same, by removing the pressure upon nerve and reducing pain. Sterile techniques are used here.

GEO. N. MERSON, D.C.
General Practice — Bio Chemistry — Emergency — Lomita
25036 Walnut Street
MEMBER OF NOA, OCA, AND AFL-CIO
DA. 6-6198

SAME IS WITH CONFORMITY OF FEDERAL AND STATE LAWS OF HEALTH ALSO CALIFORNIA STATE COMPENSATION INSURANCE ACT

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LET'S GO FISHING
All poles and reels, 20% off this week!
Get your license here!

RENT IT!

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Wheel Barrows Trailers
Rototillers Power Mowers

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20 Feet 69c
30 Feet 96c

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Large bale, Sunshine brand,
Regular \$6.60 - Our price...\$4.95

Our own special Lawn Seed - Mixture contains blue grass, clover, alta fescue, and meadow fescue 69c lb.

We loan seeders and rollers free with your seed purchase. We carry Golf Brand, Scott's and Germain's 12. Complete line of Bandini Fertilizers.

Paramount Builders Supply and Nursery

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TORRANCE FR. 4-3428

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HOLLYWOOD GRANITE FOR DRIVEWAYS
AND PARKING LOTS
CEMENT - SAND - GRAVEL
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CLEARING OUT ODDS AND ENDS OF PAINT AS LOW AS \$1.00 PER GALLON

Call for free estimate on Block and Concrete Walls
PAINTS & HARDWARE
Full Sherwin-Williams Line
CALL OS. 6-7712
For Sunday Deliveries

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INTERIOR AND EXTERIOR ZEPHYRUS AND SPRAY LOCAL, REASONABLE REFERENCES
DA. 6-8312

TOP SOIL & FILL DIRT

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FR. 2-3056

CONCRETE BLOCK Walls

Cement and Brick Patios
FR. 9-2025

GENERAL CONTRACTOR

Residential - Commercial
FREE ESTIMATES
JOHN H. SCHICKE
15008 HALLDAL AVE.
DA. 3-1973 Eves.

TILE WORK

NEW and REMODELING
TORRANCE TILE
3822 W. 177th St. DA. 9-1507

ROOM ADDITIONS

Family rooms, bedrooms, baths, kitchens, etc.
Free Plans and Estimates
100% FINANCING
B & M CONSTRUCTION
DA. 6-8440

RESTAURANTS

COOKING'S A FINE ART AT DANIEL'S CAFE
1625 CARRILLO
That's why every dish pleases, why so many folks come back again and again. Be our guest!

PROFESSIONAL SERVICES

PUBLIC STENO.
Typing of all kinds
Ditto & mimeograph
PACIFIC SECRETARIAL SERVICES
3810 Pacific Coast Hwy.
FR. 5-3247

PROFESSIONAL SERVICES

INSTRUCTION IN Electronic Writ- dom. DOUG SIMCOB
FA 8-3838 EYES

BUILDING AND REMODELING

ROOFING

OF ALL TYPES
RECOVER
HOT MOP
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SHAKES
For Free Estimate
CALL DA. 3-5827

ANGELES ROOF CO.

Wm. Punt Co.
PLUMBING HEATING
PROMPT EXPERT SERVICE
Garbage Disposals
Thermostats
Water Heaters
Floor Furnaces
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DANIEL D. LEWAND
PLUMBING CONTRACTOR
New Work & Repairs
FA 8-3889

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NEW & USED LUMBER
GOVT SURPLUS and BLDG. MATERIALS
SAVE UP TO 50% & MORE
At the Southland's Headquarters for all types biggs. materials
CREDIT TERMS—NO DOWN SHOP and Save—10-Acre Yard

CLEVELAND

Wrecking Co.
21932 S. Avelon
(1/2 Blk. So. of Carson)
Open Daily 8 to 5, Sat. 8 to 1
NE. 6-5206
TE. 5-5182

LUMBER SPECIALS

Full screen doors \$7.25 each
No. 1 4x4 redwood, lin. ft. \$1.50
Lath & furring bundle of 50 \$1.40
Thick butt shingles \$8.50 sq.
Johns-Manville roofing \$3.50 sq.
(including Tar & Nails)
Wood Shingles \$10.75 sq.
Fiber glass ideal for patios, fences, etc. 5/16" 4x8 \$3.20 ea.
10 sheets or more \$2.88 ea.
Shipl. Ply. 1/2" 4x8 \$3.99
10 sheets or more \$3.79 ea.
Nail. Ply. 3/4" 2x8 \$1.25
Crested 5 ft. 1x6; 6 ft. 2x6
Outside paint, white \$1.98 gal.

REDWOOD FENCES

ALL CLEAR DRY BOARDS
Materials cut to size
F.H.A. TERMS
NO DOWN PAYMENT
36 MONTHS TO PAY

USED LUMBER

2x3's approx. 8 ft. 20c ea.
2x4's lineal ft. 85c ea.
2x8's 10 ft. 85c ea.
3x10's \$75 M
2x8's-T&G \$90 M
1x4-T&G Flooring \$30 M
Door with frame \$4.50
Window & Frame 4.0x4.8 \$5.50
We also carry a full line of NEW Building Materials, Hardware and Paint.

AFFILIATED LUMBER CO.

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TORRANCE FA. 8-2124
Open daily till 5:30 p.m.
Including Saturdays
Sun. till 1 Closed Mondays