

GRAND THEATRE TORRANCE THEATRE

PHONE TORRANCE 367
NOW PLAYING
Lawrence Tierney in
"SAN QUENTIN"
And
Roy Rogers in
"UNDER NEVADA SKIES"
SUN. - MON. - TUES.
Sub in
"JUNGLE BOOK"
In Technicolor
And
"Ghost Goes West"
NEXT WEEK—STARTS WED.
**"THE TIME, THE PLACE
AND THE GIRL"**
And
**"CRIME DOCTOR'S
MANHUNT"**

GARDENA
Gardena, Calif.
FRIDAY & SATURDAY
"RUSTLERS' VALLEY"
And
"ROARING MOUNTAIN"
SUN. - MON. - TUES.
**"RETURN OF MONTE
CRISTO"**
And
**"CRIME DOCTOR'S
MANHUNT"**

THE NEW PARK
1408 S. CHENSHAW BLVD.
NOW PLAYING
"SWELL GUY"
And
"UNDER NEVADA SKIES"
SUN. - MON. - TUES.
"THE RAZOR'S EDGE"
And
**"SHADOWS OVER
CHINATOWN"**

Read the Want-Ads for Profit!

U. S. Steel Subsidiaries Proposals To United Steelworkers Revealed

A fair day's work for a fair day's pay is one of the principal conditions required by the steel producing subsidiaries of United States Steel Corporation in proposals made to the United Steelworkers of America recently for a new labor agreement. In addition to insisting upon greater productivity of the workers, these U. S. Steel subsidiaries notified the Union that they would insist that an employee has the fundamental right to determine for himself, free from intimidation, coercion or discrimination from any source, whether or not to become or to continue to be a member of the Union.

The proposals were presented to the union at the second collective bargaining conference between the union and United States Steel subsidiaries held at the William Penn Hotel in Pittsburgh, Pennsylvania. The United States Steel subsidiaries which presented the proposals to the union are: the American Steel and Wire Company, Carnegie-Illinois Steel Corporation, Columbia Steel Co., Geneva Steel Co., National Tube Co., and Tennessee Coal, Iron and Railroad Company.

U. S. Steel's proposals dealt almost exclusively with non-economic or non-cost matters because of the agreement

reached at the first conference recently when the present labor contracts were extended until April 30, 1947, by which time it is hoped that the existing portal-to-portal confusion will have been clarified by legislation or further court decisions. The only reference to purely cost aspects was contained in a proposal that the wage-cost consideration of a new agreement shall be regulated by the long-term best interests of the employees, the owners and the public, and shall be minimized by maximum performance of the employee.

The proposals make clear that the companies are insistent upon retaining full management control over hiring, termination of employment, wage incentives, maintenance of discipline and similar activities. U. S. Steel further proposes that the parties be bound by a no strike-lockout pledge, by penalties for failure to live up to the agreement and by compulsory arbitration of grievances arising under the contract with the functions of the arbitrator limited to determinations involving interpretation, application or compliance with the provisions of the contract.

Text of the Proposals

1. The United Steelworkers of America, as duly recognized exclusive collective bargaining representative, shall make clear that the agreement binds the union and its locals, all union officers and representatives, and all employees of the company represented by the union to observe the provisions and conditions of the agreement.

2. In making a new labor agreement, it shall be not only the purpose but the accepted responsibility of the parties to promote orderly and peaceful relations with the employees so as to achieve uninterrupted operations in the plants and to secure and sustain the highest level of employee performance consistent with safety, good health and sustained effort.

3. The agreement shall not abridge the fundamental right of an employee to determine for himself, free from intimidation, coercion or discrimination from any source, whether or not to be a member of the union.

4. The authority and responsibility of the company to manage the business and to direct the working forces consistent with the provisions of the agreement shall not be abridged, and management shall not be obstructed by acts of the union, its representatives or employees of the company represented by the union.

In making the agreement, it shall be clearly understood that: A. The provisions of the agreement shall in no way assign or be interpreted to assign to the union, its representatives, or any of the employees represented by the union any of the authority or responsibility which is vested in management. B. The company, consistent with the provisions of the agreement, shall determine and decide such matters as how, when and where the company will:

- 1) Establish new jobs or abolish or change existing jobs;
- 2) Increase or decrease the number of jobs in the various departments;
- 3) Apply wage incentives;
- 4) Change materials, products, processes, equipment and operations;

- 5) Schedule employees, operations, and work to be performed;
- 6) Promote, demote, transfer, terminate or hire employees; and
- 7) Maintain discipline of employees.

Responsibility
5. The responsibilities of the union, its international, district and local representatives and employees of the company represented by the union shall be set forth more clearly in the agreement. Revisions shall be made to insure the discharge of those obligations. The agreement shall contain specific provisions binding the union, its international, district and local representatives, and employees of the company represented by the union to the conditions that they:

- A. Will not intimidate or coerce employees into joining the union or continuing their membership in the union.
- B. Will not engage in union activity on company time.
- C. Will not authorize, instigate, aid, condone or participate in a strike, slowdown or any other interference with operations, or in picketing of the company's plants or premises for any purpose.
- D. Will take affirmative action to prevent any employee from engaging in such prohibited activities.
- E. Will use the grievance procedure of the agreement for the adjustment of differences regarding interpretation, application or compliance with the provisions of the agreement.
- F. Will support the requirements of the company that all employees shall perform to the best of their individual abilities,

the assigned work as directed by management.
G. Will suffer penalties under the agreement if they fail to observe their commitments.

6. The agreement shall contain provisions for the prompt and orderly adjustment of differences regarding interpretation, application of, or compliance with its provisions. The procedures for such adjustments shall include the binding decision by arbitration or orderly and peaceful relations, the agreement shall:

- A. Be stated in simple and concise language.
- B. Define the status of employees actively employed, as compared to that of individuals on leave of absence, layoff or other temporary termination.
- C. Confine the grievance procedure to matters covered by provisions of the agreement.
- D. Confine arbitration to matters involving the interpretation, application of or compliance with provisions of the agreement.
- 7. Strikes, slowdowns, or any other interferences with operations, or lockouts shall be prohibited during the term of the agreement.

ment regarding rates of pay shall include the scale or scales of standard wage rates which shall apply to all employees, and shall include procedure which will be used to maintain such wage rates.

Avoids Inequities
The provisions of the program for ultimate elimination of all intra-plant wage rate inequities agreed to in the continuing May 8, 1946 Intra-plant Wage Rate Inequities Agreement between the company and the union shall be incorporated in the new agreement.

10. The agreement shall obligate each employee to perform a fair day's work, as provided and determined by management, for a fair day's pay.

The agreement shall provide that, subject to applicable provisions of the May 8, 1946, Intra-plant Wage Rate Inequities Agreement, and regardless of prior performances, the company shall determine and secure a fair day's work for a fair day's pay to the extent that management provides the opportunity to perform a fair day's work.

11. The agreement shall not impose punitive overtime penalties not required by law or for conditions not within the control of the company.

12. The provisions of the agreement regarding seniority shall provide maximum promotional opportunity for employees of outstanding qualifications and ability, reasonable security of employment for qualified employees of long service, and unrestricted employment opportunity for handicapped war veterans.

A. Ability, physical fitness and length of continuous service shall be applicable factors in determining the relative seniority status of employees.

B. Length of continuous service shall be the determining factor only as between employees of relatively equal ability and physical fitness as determined by management.

C. Seniority considerations shall be applicable only in the determination by management as to who among demoted, transferred or terminated, or who among former employees having unbroken continuous service shall be rehired, and then only when management decides that it is necessary to promote, demote, transfer, terminate or rehire.

D. Seniority considerations shall not be required in connection with such matters as the temporary assignment of employees, or prevention of shifts or work, and division of the available work.

E. Seniority considerations shall not preclude physically handicapped war veterans from employment on jobs which they are able satisfactorily to perform.

13. The wage-cost considerations of the agreement shall be regulated by the long-term best interests of the employees, the owners and the public, and shall be minimized by maximum performance of the employees.

14. The term of the agreement shall be such as to permit an extended period of stabilized relationship and uninterrupted operations in the interest of the employees, the owners of the company, and the nation.

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