



Out-of-Date Work Practices in Steel Mean Lost Markets, Fewer Jobs, and Higher Costs to YOU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

Homes Must Have a Delight, Design Keynote

A good home today must have delight. That is the opinion of many of the nation's leading architects.

Delight is the keynote of modern home design, one architect suggests, and this applies as much in design of homes as in churches, schools or other structures.

How do you get delight in a home? One outstanding architect says you achieve delight by the introduction of more play of sun and shadow, of more interesting textures, and by taking advantage of silhouette against the sky.

Certain materials give man a feeling of delight. Wood is traditionally warm and friendly, thus delightful, so wood becomes a tool of the architect in his search for delight in homes.

Textures create delight, the incomparable grain and whorls of wood, the more mechanical textures of brick, the varied potentials of fabrics.

Colors create delight, the warm hues of golds, yellows, tans and autumn browns so effectively projected in wood, brick, stone and other native materials become media of expression for the talented architect.

Probably no one material offers the architect more possibilities for creating delight in his homes than wood properly used inside and outside the home. The shaggy friendly textures of rough sawn siding or the orderly shadow lines of vertical boards and battens or horizontal drop or beveled siding of western red cedar or Douglas fir gives a home an outer appearance of charm, friendliness and delight. Here texture is important and are the artistically created shadow lines where the play of sunlight adds enchantment.

Delight comes from intimacy inside the home with the very shape and structure of the home, one architect points out. Here again, texture and color create an atmosphere of delight, when materials are skillfully used.

Most architects use woods for interior finish of the home in paneling, trim, ceilings, floors and a wide variety of storage walls and built-ins. Using such lovely woods as west coast hemlock and Douglas fir, they get delight from the sunny, golden colors of the woods, and they use the ever-changing texture and growth rings of the materials for decorative effect. Other materials such as brick, stone and glass are used in conjunction with wood to create the perfect picture of delight.

Parish to Sponsor Holiday Dance

The Council of Catholic Women and the Holy Name Society of St. James Church, Redondo Beach, will sponsor a Christmas dance at Knights of Columbus Hall, 214 Ave. I, Redondo Beach, Dec. 27 from 8:30 p.m. to 12:30 a.m.

Committee in charge of the event includes Jack Pederson, John McLaughlin, Paul Reams, Herb Wurth and Paul Justice.

Also Mmes. Paul Ott, Lee Fox, James Burschinger, M. J. Henricks, W. L. Keller and Herb Wurth.

NOW HEAR THIS



MR. LEE WILLIAMS
Silvertone Consultant

Sears breaks the price barrier on hearing aid glasses. Let me show you the new Silvertone Quality Hearing Aid Glasses at an amazingly low price.

Only **\$159⁹⁵**

Batteries, accessories and service for almost all makes of hearing aid.

FREE hearing test and consultation in the privacy of your home or in our air conditioned office.

SILVERTONE GUARANTEE
Satisfaction guaranteed with your Silvertone Hearing Aid or your money back.

Sears, Roebuck and Co.
Hawthorne at Sepulveda
Silvertone Hearing Service

Please send me without obligation the new Sears Booklet that tells me about the new way to hear. ABSOLUTELY FREE!

Name

Address

City

THE STEEL COMPANIES COORDINATING COMMITTEE
375 Lexington Avenue • New York 17, New York

Allegheny Ludlum Steel Corporation • Armco Steel Corporation • Bethlehem Steel Company • The Colorado Fuel and Iron Corporation • Great Lakes Steel Corporation • Inland Steel Company • Jones & Laughlin Steel Corporation • Republic Steel Corporation • United States Steel Corporation • Wheeling Steel Corporation • The Youngstown Sheet and Tube Company.