National Catalogue Stores Inc. 612 Cabrillo Torrance

Notary Public in and for the County of Los Angeles, State of California. (SEAL) My Commission Expires

Notary Public in and for sald County and State, residing therein duly commissioned and sworn, personally appeared Ted E. Jensen known to me to be the person whose name is subscibed to the within instrument, as the county of th

(SEAL) T—June 14, 21, 28; July 5, 1956.

TORRANCE HERALD

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# Who Would Gain From A Five-Year, No-Strike Agreement in Steel?

You Would . . . Everyone Would

E veryone would stand to gain from the new five-year, no-strike contract offered by the undersigned steel companies to the United Steelworkers of America — the employees themselves, the steel companies, the consumers of steel, the suppliers who sell to steel companies, and the nation as a whole.

The Union, in its collective bargaining, has always stressed the need for ployee security — financial security against old age, sickness and layoffs. All of these are covered in the companies' proposals. But the steel companies go even further . . . they offer the workers security — for a five year period against loss of pay in costly strikes. In the 1952 strikes alone, steelworkers lost a staggering \$450 million in wages — more than \$700 apiece.

## Would Give Security Against Higher Living Costs

The proposed agreement would give workers security against possible rising living costs by providing compensation for cost-of-living increases which may occur during the life of the contract.

The proposed agreement would provide workers with greatly increas cial security in case of layoffs. The companies would do this by supplementing state unemployment compensation for as much as a whole year.

The proposed contract would afford still further security through increased insurance, hospitalization and pensions.

And, finally, it would provide a pay raise every year for five years. companies' offer covers wage increases and additional fringe benefits for workers over the next five years, amounting, by the end of that period, to a total increase of employment costs of 65 cents per hour worked. Of this sum, 17% cents would be incurred in the first year.

And the peace and stability produced by such a five-year agreer be a boon to the entire country.

#### Families Would Be Free From Strike Worries

Steelworkers' families would no longer have to worry about the possibility of a costly strike every summer. Workers would feel freer to commit themselves to the purchase of many things for which they have to plan ahead and

A new home, college for the young sters, more new household appliances—all would be easier to buy when the steelworkers' families could be sure of no strikes and a bigger paycheck every year. And steelworkers, whose average weekly earnings exceed \$100, are already among the highest paid industrial workers in America.

It took confidence in the future on the part of the steel companies to offer a pay raise every year for the next five years, together with other benefits. But the companies also would gain from a five-year agreement, just as the steelworkers and their families would.

### Big Expansion Program Would Be Helped

The companies could proceed with even greater confidence with their expansion programs which will create thousands of new jobs. They would bene-

es of steady production uninterrupted by strikes. With a five-year agreement, individual steel companies could better gear production to the normal demands of their customers.

There also would be substantial benefits from a five-year agreement for the steel industry's many thousands of customers and suppliers. The customers no longer would have to build up inventories every spring for fear of a strike. Customers and suppliers alike could plan ahead and provide jobs in their plants on the basis of steady, uninterrupted steel production.

Five years of peace in the steel industry would be a blessing to every American. Individuals, families, companies — big and little — could best plan and build and progress with confidence in an atmosphere of industrial peace.

In the box below is a digest of the companies' proposals and the dates when they would become effective.

# Effective Dates for Proposed Improvements

July 1—A direct wage increase averaging 7.3 cents an hour.
July 1—Advance all job class 1 employees to job class 2 with a consequent additional increase of 6 cents an hour for these

July 1—A direct wage increase averaging 7.3 cents an hour.
July 1—Add a seventh paid holiday.
November 1 — increase minimum pensions for employees retiring on or after this date.

1958

ary 1-Increase vacation pay of

employees with 3 to 5 years of service to 11/2 weeks and in crease vacation pay of employees with 10 to 15 years of service to 2½ weeks.

July 1—A direct wage increase averaging 7.3 cents an hour.

July 1—Increase shift premiums to 7 cents for afternoon shift and 10 cents for night shift.

1959

July 1—Establish new premium for Sunday work equal to night shift

July 1-Make up pay lost due to jury service.

July 1—A direct wage increase averaging 7.3 cents an hour.

July 1—Increase shift premiums to 8 cents for afternoon shift and 12 cents for night shift.

In addition, the proposal would provide compensation for cost of living increases which may occur during the life of the contract.

United States Steel Corporation \* Bethlehem Pacific Coast Steel Corporation \* Republic Steel Corporation Jones & Laughlin Steel Corporation . Youngstown Sheet & Tube Company . Inland Steel Company . Great Lakes Steel Corporation Colorado Fuel & Iron Corporation • Wheeling Steel Corporation • Pittsburgh Steel Company • Allegheny Ludium Steel Corporation