

How Binding Is Your Signature?

Read Family Lawyer, page 9



The Machinist



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NUMBER 11

GO-GO-UNION

San Juan

Mechanics and other ground personnel on Caribbean Atlantic Airlines (Caribair) have won the IAM as their union, Frank Heisler, IAM Airline Coordinator, reports.

In a National Mediation Board election, the vote was 71 for the IAM, 16 for the Teamsters. At the same time, all radio operators on Caribair, formerly members of the Air Lines Employees Association, voted to go IAM.

The organizing drive at Caribair was conducted by R. J. Rapp, general chairman for IAM District 100, assisted by IAM Special Rep. Juan L. Maldonado. Caribair is a local operator with routes in Puerto Rico and the Virgin Islands.

Honolulu

IAM Lodge 1998 won recognition as exclusive representative for employees at the U.S. Army Supply & Maintenance Center in a recent election, Ernest Liu, union representative, reports. The vote was 256 for the IAM, 181 against. In the organizing drive, a large employees' committee was assisted by Liu and IAM Special Rep. George Bowles.

Chicago

Employees at the Marshall Steel Co. at Chicago won the IAM as their union, John A. Augustyn, union representative for IAM District 8, reports. The firm is a division of the J. W. Thompson Co. The vote was 57 to 12.

Wichita

In a recent National Labor Relations Board election, employees at International Harvester, Wichita, won the IAM as their union. Organizing at the firm was handled by a shop committee assisted by Jarrett Molen and Earl Mundy, union representatives for IAM District 70.

Jobs for Mechanics Open at Washington

There are job openings for licensed aircraft maintenance technicians and for automotive mechanics in the Washington, D.C., area, Albert M. Raistrick, president of IAM Lodge 1747, reports. Employees work under an IAM contract with good rates and conditions.

For more information, contact Raistrick at IAM Lodge 1747, 111 Lambert Drive, Manassas, Va. Be sure to include your local lodge number.

Corporate Profits Up Another 12 Per Cent

See pages 3, 12

Emergency Board Warned Of Airlines Strike July 4

See page 2



IAM Sets a Record at Canadian Labour Congress

The Canadian Labour Congress convention at Winnipeg, Manitoba, last month, set several new records. Sixty-six IAM delegates attended (see photo), the largest Machinist delegation in history and one of the three largest at the convention. IAM President Roy Siemiller came to Winnipeg for the convention. He is the first IAM International President ever to attend a CLC convention. And, finally, nine inches of snow fell during the convention, an all-time record for the end of April in Winnipeg.

Of the many actions by the delegates, most important was a motion suggested by President Claude Jodoin in his keynote authorizing a study of the "structure, mergers, affiliations and unity" of the Canadian labor movement—to make sure it is meeting the challenge of the modern world.

The delegates voted a militant policy to eliminate the use of court injunctions in labor disputes. Hereafter, CLC unions will challenge injunctions wherever and whenever they are granted.

A system of mutual aid for union members affected was ordered.

A broad statement on Vietnam was adopted after vigorous debate. The CLC supports "unconditional discussions or negotiations" by all parties to bring about an immediate cease-fire, the eventual removal of all foreign troops from both North and South Vietnam, and United Nations action in both the cease-fire and the subsequent peace-keeping machinery.

CLC support of the New Democratic Party was renewed with a recommendation that urged local unions to affiliate with the party and work for the goals it shares with labor. AFL-CIO International Unions were asked to amend their constitutions where necessary to permit Canadian locals to affiliate with the labor-oriented political party.

Jodoin and Secretary-Treasurer Donald MacDonald were re-elected as were most of the vice presidents, including IAM Vice President Mike Rygus of Ottawa.

THE MACHINIST Is Read by More than 3,000,000 in All of the 50 States, Canada, Puerto Rico, and the Canal Zone

UNION AT WORK

Pension plan negotiated

A pension plan has been added to the list of benefits received by machinists at the Eagle Pencil Co., Danbury, Conn., Grand Lodge Rep. John D. Manfredo reports.



Manfredo

The employees, who are members of IAM Lodge 983, ratified a three-year contract.

The pact calls for wage increases of 33 cents. The first raise was 11 cents retroactive to Feb. 22, 1966. Two additional raises are scheduled for the same date in 1967 and 1968. The rate for journeyman machinists after the final increase will be \$3.62 an hour.

Employees will receive a floating holiday as their ninth paid holiday. They will also receive an additional \$4,000 life insurance coverage and an increase in welfare benefits to \$25 a month instead of \$21.50.

Assisting Manfredo in negotiations were Stephen Delisle, president of Lodge 983, and Henry Habelewski, committeeman.

Raises won at Mill Electric

A wage increase of 25 cents an hour highlighted a one year contract recently negotiated at Mill Electric Ltd., Cornwall, Ont. Grand Lodge Rep. Nat Gray reports that the increase will begin June 1, 1966. It will raise the rate for journeyman machinists to \$3.70 an hour.

The agreement also established an apprenticeship program. It provides for the reclassification of former helpers as apprentices.

Other improvements include a one percent increase in vacation pay and double time for daily and weekend overtime. Triple time will be paid for holiday work beginning June 1, 1966.

The employees are members of IAM Lodge 412, Ottawa, Ont.

Firemen, nurses get five-year pact

Firemen and nurses are now working under five-year contracts at General Dynamics Corp., Fort Worth, Tex., A. L. Smith, president of IAM Lodge 776, reports.



Smith

Firemen will receive five annual wage increases of eight cents an hour. The first increase was effective Apr. 4, 1966. Current rates range from \$2.59 to \$2.92 an hour.

Firemen were also permitted to maintain guaranteed overtime they had been receiving for the past 20 years. Smith said the company had threatened to take away the two-and-a-half hours overtime per week.

Nurses won wage increases of 13 cents on Apr. 4, 1966 and four annual raises of eight cents for the duration of the contract. Their rates now range from \$2.78 to \$3.23 an hour.

(Continued on page 5)



WALTER PHOTO

Pact signed at Paper Novelty

The people who work all year to make everyone happy at Christmas and Valentine's day, are now happier themselves.

Anthony L. Masso, union representative for IAM District 127, reports that a renewed contract has been signed at the Paper Novelty Co., Stamford, Conn. The 200 IAM members who work there help make Christmas decorations and Valentine cards. They belong to Lodge 880 at Stamford.

Members recently ratified the agreement which provides for wage increases of six to 45 cents an hour over three years. When the contract expires in 1969, the rates will range from \$1.69 to \$3.85 an hour plus incentive earnings. The pact also

includes an increase in disability pay to \$55 per week for 26 weeks in 1967, and a company paid pension plan in 1968.

Other improvements include decreased vacation requirements, and increased medical and life insurance coverage.

Signing the contract in the photo are, 1 to r, Charles Moses and Herman Zoeller, Paper Novelty vice presidents; Masso; Ralph Kay, shipping manager; Mary Cassone and Inez Gonzalez, committee-women; Patricia Kokolis, Lodge 880 secretary treasurer; E. Adam Podaski, lodge president; Bertram Lee, company president; Sidney Orenstein, attorney; and Barry Fieden, personnel manager.

Independence Day

Airlines headed for strike July 4



Mr. Ramsey

Speaking for 34,000 air transport employees, IAM Vice President Joseph W. Ramsey warned a Presidential Emergency Board last week that five major U.S. airlines are headed for a strike on or about July 4.

The IAM Vice President reported to the Board that union members on the airlines will vote down any proposed settlement of their wage dispute based on the Administration's so-called guidelines.

Five airlines

President Johnson recently appointed the three-man Emergency Board under provisions of the Railway Labor Act. The Board is charged with investigating and recommending a settlement of the dispute between IAM members and the five airlines—Eastern, National, Northwest, Trans World and United.

The Board members are U.S.

Sen. Wayne Morse of Oregon, chairman, and David Ginsburg, a Washington attorney, and Richard E. Neustadt, associate dean of the Harvard School of Business.

In a statement prepared for the Board, Mr. Ramsey said:

"We sincerely believe this Board will feel bound in any recommendation made on economic issues to adhere to such guidelines as the President has emphasized in past months.

"The guidelines referred to have not been accepted as appropriate or reasonable by organized labor and certainly are not recognized by this union as valid or controlling.

"Therefore, we suggest recommendations emanating from this Board in reporting to the President, if so governed, will be without value insofar as the union is concerned."

Mr. Ramsey pointed out that

the union had protested to President Johnson over the creation of a Board at the time the recommendation was made by the National Mediation Board and the Department of Labor.

In a telegram to the White House, IAM President Siemiller told President Johnson that the appointment of a Board "would be a total waste of time at the taxpayer's expense."

Mr. Ramsey said that the union will cooperate with the Board in making the facts available.

However, he continued, "This union believes the pattern of long delays in both contract negotiations and grievance handling, as well as in procedures before Emergency Boards, is in itself one of the most serious irritants creating difficulties between employees and carriers."

Union exhibits

Union negotiators gave the Board copies of Mr. Siemiller's telegram to President Johnson, copies of all contracts on the five airlines, and a copy of the joint negotiations agreement signed last August.

Under that agreement, the airlines and the union were to exchange a number of industry-wide contract proposals. Union negotiators, headed by Mr. Ramsey and IAM Airlines Coordinator Frank Heisler, submitted eight proposals covering wages, vacations, holidays, insurance, pensions, hours of work and license requirements.

After months of negotiations, the airlines made only a token counter-offer to the union's proposals.

A strike set for April 23 was delayed by appointment of the Presidential Emergency Board.

Answer to brain twister: 28 feet. This is a problem in simple proportion. The height of the pole is to its shadow, 21, as the man, 6, is to his shadow, 4 1/2.

OFFICIAL NOTICES

Notices should be received at least two weeks prior to event. Correspondents must give brief necessary facts, i.e., nature and name of event, time, date and place, full names of persons in charge, other factual data. Address copy to THE MACHINIST, 909 Machinists Bldg., Washington, D.C.

VIRGINIA Machinists Council will meet May 13 and 14 at the Holiday Inn, Uklett Ave., Route 81, Bristol, W. E. Hicks, secretary-treasurer, reports.

NEBRASKA State Council of Machinists will meet May 15, 1:30 P.M., at Nap's Steak House, 1625 N. 6th St., Beatrice. L. K. Emfy, president, reports.

WESTERN Council of IAM District 44 will meet May 20 and 21 at the Machinist Bldg., 701 13th St., Oakland, Calif. Pauline N. Ward, secretary-treasurer, reports.

STAFF INSTITUTES will be held beginning May 22 and July 24 at Grand Lodge headquarters, Washington, D.C. IAM President Roy Siemiller has announced. Newly appointed Grand Lodge Reps. will attend May 22-27. District and local lodge representatives or general chairmen who assumed office on or after June 1, 1965, may attend an Institute July 24-29.

IAM DISTRICT 19 will hold its biennial convention May 24 and 25 at the Hotel Allis, Wichita, Kan. reports. System Federation 97 convention will follow on May 26 and 27.

SOUTH-CENTRAL States Conference of Machinists will meet June 11 and 12 at the Marion Hotel, Little Rock, Ark. E. W. Davenport, secretary-treasurer, reports.

IAM DISTRICT 3 will meet June 13 and 14 at the Lowry Hotel, St. Paul, Minn. Lavern Z. Ozman, secretary-treasurer, reports. Executive Board will meet June 11 and 12 at 417 Northwestern Bank Bldg., St. Paul.

NEW JERSEY State Council of Machinists will meet June 3-5 at the Midtown Motor Inn, Atlantic City. William G. Keele, secretary-treasurer, reports.

CONNECTICUT State Council of Machinists will meet June 25 and 26 in the meeting room of IAM District 104, 31 W. Main St., Mystic. Phil Kohler, secretary-treasurer, reports.

IAM DISTRICT 143 will hold its 20th annual convention July 12 and 13 at the Leamington Hotel, Minneapolis, Minn. Eric E. Hubbard, secretary-treasurer, reports.

IAM FINANCIAL SEMINARS will be held June 21, Aug. 22, Sept. 19 and Oct. 17 at Grand Lodge headquarters, Washington, D.C. Secretary-Treasurer Matthew DeMore reports. Each seminar will last four days, limited to approximately 50 financial officers. The seminar which begins June 21 is limited to financial officers of air transport lodges.

LEADERSHIP TRAINING

Applications for each school must be received at least one month in advance to be sure of acceptance. Information and application forms have been sent to each lodge. Extra copies available by writing to IAM Education Department, Machinists Bldg., Washington, D.C. 20036.

BASIC SCHOOLS

JUNE 19-24, University of Wisconsin, Madison, Wis.

JUNE 26-JULY 1, University of Western Ontario, London, Ont.

JULY 10-15, Miami University, Oxford, Ohio.

JULY 24-29, University of Connecticut, Storrs, Conn.

AUG. 7-12, University of California, Santa Barbara, Calif.

AUG. 14-19, University of Oregon, Eugene, Ore.

AUG. 21-26, University of the South, Seawane, Tenn.

AUG. 28-SEPT. 2, University of Iowa, Iowa City, Iowa.

SEPT. 18-23, University of Oklahoma, Norman, Okla.

ADVANCED SCHOOLS

JUNE 5-10, University of Illinois, Champaign-Urbana, Ill.

JUNE 12-17, Queen's University, Kingston, Ont.

JUNE 26-JULY 1, Indiana University, Bloomington, Ind.

JULY 17-22, University of California, Berkeley, Calif.

JULY 31-AUG. 5, University of Wisconsin, Madison, Wis.

AUG. 7-12, Rutgers University, New Brunswick, N.Y.

4400 Win IAM at Norfolk Air Station

IAM President Roy Siemiller flew into Norfolk, Va., last week for the big celebration. More than 4,400 employees at the Naval Air Station had just won the IAM as their exclusive bargaining agent. The vote, conducted last Wednesday, was 1,959 for the IAM, 1,313 against.

The election was conducted under Executive Order 10988 which guarantees Federal employees the right to bargain through a labor union of their own choice. Four independent unions and two

unions affiliated with the AFL-CIO failed to qualify for a position on the ballot. All six campaigned vigorously but vainly for a "no" vote.

As a result of their union victory, Naval Air Station employees will now proceed to frame contract proposals on such important issues as hours of work, overtime, promotions, job descriptions and rating determination, and training.

IAM Lodge 39 with exclusive recognition at the Naval Air Station will become the largest

affiliate of IAM District 44. The Lodge also represents employees at the Naval Weapons Station, Hampton Roads Army Terminal, Oceana Naval Air Station and the Naval Public Works Center.

The Lodge officers are William J. Barnes, president; George N. Griffin, vice president; Walter C. Savelle, Secretary-treasurer, and Jack H. Dollar, financial secretary.

Grand Lodge Rep. Desford D. Smith and Mack Queen, union representative for IAM District 44, assisted in the pre-election campaign.



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NUMBER 12



Following jobs are available for qualified IAM members. Please include Lodge number in your letter.

Douglas Aircraft Corp. has job openings for 5000 more production workers in Southern California.

Joe R. Hayden, president of IAM District 720, reports that the company is conducting a five-month employment campaign to meet stepped-up production schedules.

Hayden said the company is looking for aircraft assemblers, aircraft installers, machinists, and jig builders, and others.

Experienced applicants are in greatest demand, but persons with little or no aircraft experience will be considered.

Anyone interested should write to Joe R. Hayden, President, IAM District 720, 19626 S. Normandie, Torrance, Calif. 90501. Be sure to include your lodge number.

Washington, D.C.—Openings for six A & P mechanics and six radio mechanics. Write: Calvin Payne, President, IAM Lodge 796, 6908 G St., Seat Pleasant, Md. Include your lodge number.

Sunnyvale, Calif.—Immediate need for experienced machine shop personnel including turret lathe operators, journeyman engine lathe operators and journeyman boring mill operators. Write: John Escamilla, Union Representative, IAM District 93, 45 Santa Teresa St., San Jose, Calif. 95110. Include your lodge number.

"World of Labor" Aired At Cape Kennedy, Fla.

The "World of Labor," the IAM's award-winning radio program, is now being broadcast in Cocoa, Fla.,

It can be heard on WEZY, 1350 kc., every Wednesday at 6:55 A.M. The program is sponsored by IAM Lodge 773 whose members work for TWA at Cape Kennedy.

For a complete schedule of IAM broadcasts next week, see page 9.

IAM Strike Fund Now \$10,000,000

See pages 6 and 7



ANKERS PHOTO

A Presidential Emergency Board in Action

This was the scene in the Inter-Departmental Auditorium at Washington, D.C., where President Johnson's Emergency Board is hearing both sides in the dispute between 34,000 IAM members and five major airlines.

U.S. Sen. Wayne Morse of Oregon, Board chairman, has announced that the Board will not serve as "any sort of a rubber stamp for any views of anyone else as to how this case should be settled."

The remark was made after IAM Vice President Joseph W. Ramsey, who heads the union's negotiators, warned that "the

Board will feel bound . . . to adhere to such guidelines as the President has emphasized."

Senator Morse immediately interrupted to say that the Board was appointed without any pre-conditions.

Others showing in the photo are William J. Curtin, chairman of the airlines' committee, and James J. Reynolds, assistant Secretary of Labor. Board members are Senator Morse, chairman, David Ginsburg, a Washington attorney, and Richard E. Neustadt of Harvard University. Board counsel is John B. Bruff. For a complete report, see pages 2 and 12.

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Exclusive Recognition for IAM

Admiral R. H. Northwood, commander of the Defense Electronics Supply Center, Dayton, Ohio, signs a letter granting exclusive IAM representation for 723 employees at the center. The employees won the IAM in an election last month.

Grand Lodge Rep. Pete MacCagno reports that contract proposals are being drawn up as specified by Executive Order 10988.

Standing in the photo are, l to r, Brad Robbins, civilian personnel director; Hank Jacobs, assistant civilian personnel director; Emerson Needham, IAM committeeman; MacCagno; and Amos Lemmon and John Kerrigan, committeemen.



MACHINIST PHOTO



Jirikowic

Union gives Board facts backing raises on airlines

Union representatives, headed by IAM Vice President Joseph W. Ramsey, last week gave a Presidential Emergency Board the facts justifying—substantial pay raises and other improvements requested by more than 34,000 air transport employees.

IAM negotiators told the Board that airline employees are entitled to be protected against "a continuing erosion of their earnings by higher and higher living costs."

Testimony was presented to a three-man Emergency Board recently appointed by President Johnson. The Board is charged with investigating and recommending a settlement of the dispute between IAM members and the five airlines—Eastern, National, Northwest, Trans World and United.

Board members are U.S. Sen. Wayne Morse of Oregon, chairman; David Ginsburg, a Washington, D.C., attorney, and Richard E. Neustadt, associate dean of the Harvard School of Business.

Decreased buying power

IAM Research Director Vernon Jirikowic testified that higher living costs are seriously cutting into the wages and decreasing the buying power of the wage dollar.

Since 1963, when the current airline contracts went into effect, living costs went up 4.7 per cent. In some areas, the increase has been even more marked, Jirikowic said. In San Francisco and Washington, D.C., for example, living costs went up 6 per cent. In Kansas City, Mo., they went up 8.9 per cent. In New York, 5.5 per cent.

The Department of Labor expects living costs to continue climbing. Jirikowic quoted Arthur M. Ross, Commissioner of the Bureau of Labor Statistics, who said in January

that prospects are that prices will go up even more in 1966 than they did in 1965.

Jirikowic went on to say that "airline employees must catch up, must make some real gains to increase their purchasing power. We must give consideration to the growing wealth of this nation. We must give consideration to the fact that every employee in this nation must share in that growing wealth."

Escalator clause

Jirikowic then called for a cost of living clause in all airline contracts "to protect future wages of all workers in the air transport industry." He gave the Board figures showing that 15 per cent of all union contracts now in effect provide for pay raises based on increased living costs.

Continuing testimony on the need for a substantial wage increase, IAM Airline Coordinator Frank Heisler pointed out that mechanics and related personnel on foreign flag airlines such as Air France and British Overseas Airways Corp. are already earning wages in excess of \$4 an hour. The top rate for mechanics on American carriers is \$3.52 per hour.

These foreign airlines also provide their American employees with better vacation benefits, overtime provisions, holidays and holiday pay provisions and longevity. "It's time American carriers caught up," Heisler said.

The IAM Airline Coordinator restated the union proposal for an increase in overtime rates. Citing contracts in a number of industries, Heisler provided figures showing that there is a growing trend to pay workers double time for regular overtime work and triple time for work which formerly called for double time pay such as holiday work.

Albert Epstein, IAM Associate Research Director, told the Board that the airlines are lagging behind other industries in not providing company paid health and welfare insurance for employees and their dependents. At the present time, only Eastern pays the full cost of this insurance.

Epstein said that, on an average, a worker must pay \$2 a month for coverage for his family. The employer pays about \$1 a month for each worker. Employer contributions are tax deductible, but employees cannot claim deductions for their insurance payments, Epstein said.

Standardized pensions

Concerning pensions, Epstein said that there are considerable variations among the plans carried on the five airlines. These must be standardized, he said, and the airlines must pick up the full tab of the plans.

Others presenting testimony on behalf of IAM members were J. B. Wilhelm, general chairman for IAM District 100; Robert Sencer, president of IAM District 142; Elston Barstard, general chairman for IAM District 143; and John M. Burch, general chairman for IAM District 145.

Michael Fox, president of the AFL-CIO Railway Employees Department testified that union members on the nation's railroads are now demanding substantial pay increases and a return to the cost of living clause.

Grand Lodge Rep. Robert E. Stenzinger, labor member of the National Railway Adjustment Board, testified on the health and welfare plan for railway employees. This plan, which covers approximately 725,000 workers, is fully paid by railroad management, he said.

The Board continues hearings this week.

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MIDWEST States Conference of Machinists will meet May 31 and 31 at the Sheraton-Jefferson Hotel, St. Louis, Joseph F. Cobrin, Secretary-treasurer, reports. Sessions start at 9:30 a.m. Saturday.

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AUG. 14-19, University of Oregon, Eugene, Ore.

AUG. 21-26, University of the South, Seawee, Tenn.

AUG. 28-SEPT. 2, University of Iowa, Iowa City, Iowa.

SEPT. 18-23, University of Oklahoma, Norman, Okla.

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JUNE 12-17, Queen's University, Kingston, Ont.

JUNE 26-JULY 1, Indiana University, Bloomington, Ind.

JULY 17-22, University of California, Berkeley, Calif.

JULY 31-AUG. 5, University of Wisconsin, Madison, Wis.

AUG. 7-12, Rutgers University, New Brunswick, N.Y.

Answer to brain twister: 7225. Any two-digit number ending in 5 can be squared as follows: take the first digit (8), multiply it by the number which follow in simple arithmetical sequence (9). To the product (72) attach the number 25, which never varies.

Needles



"Listen, stupid, why don't you join the Union, instead of trying to prove you've got a hole in your head?"

Rail shopmen seek pay boost

The IAM and five other shopcraft unions this week presented the nation's Class I railroads with bargaining proposals calling for a 20 per cent pay raise, IAM Vice President Joseph W. Ramsey reports.

The six unions, operating through the AFL-CIO Railway Employees Department, sent the proposals to rail management on May 17 with a call for early bargaining sessions so that new rates can go into effect on Jan. 1, 1967.

The present rate for machin-

ists and other mechanic classifications in the railroad industry is \$3.04 3/4 an hour. The proposed 20 per cent increase would apply on all rates and premiums.

In addition to the pay raise, other proposals include:

Shift differential—Pay a bonus of 18 cents an hour for work on shifts which begin between noon and 5 p.m.; 25 cents an hour for shifts beginning after 5 p.m.

Living costs—Establish a cost of living adjustment so that wage will go up one cent for every

increase of 3/10th of a point on the Consumer Price Index.

Work week—Reduce the work week to 37 1/2 hours by establishing a 30-minute paid lunch period on all shifts.

Overtime—Pay for normal overtime work at double-time rates, present double-time work at triple-time rates.

Holidays—Establish a minimum of nine paid holidays.

Vacations—Increase paid vacations to two weeks after one

year's service, three weeks after five, four weeks after 10 and five weeks after 15 years.

The six shopcraft unions involved are the IAM, the International Brotherhood of Electrical Workers, the Sheetmetal Workers, Boilermakers & Blacksmiths, Carmen and Firemen & Oilers.

Together, these unions represent 152,000 railroad workers. Of these, 43,000 are machinists, helpers and apprentices.



An appeal for campaign funds

To all IAM members in the USA
Greetings:

The Taft-Hartley Act prohibits labor unions from contributing funds to political candidates in Federal elections. The union cannot help labor's friends in Congress buy TV and radio time, pay for billboards, literature, telephones, travel and the hundred other campaign necessities.

That is why we have a Machinists Non-Partisan Political League to collect campaign funds to help labor's friends finance their

election campaigns. MNPL is asking each of you to contribute one hour's pay for the 1966 Campaign Fund. Not one cent of your contribution will be spend on overhead.

All of it goes to worthy candidates, the kind of Congressmen and Senators who helped to move the USA forward on so many fronts since the 1964 elections. They enacted Medicare, aid to public and parochial schools, colleges loans and scholarships, anti-pollution, civil rights and a dozen other measures.

Whether we, as a nation, continue to move

ahead depends on whether we, as union members, do our job in re-electing these men this November.

Labor's friends don't get contributions from management or the John Birch Society or their right-wing allies. They depend on you through MNPL. When MNPL asks you for an hour's pay to keep America moving, give. I do. It's well worth it.

Fraternally,
Roy Siemiller
Chairman



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WASHINGTON, D.C. 20036 MAY 26, 1966

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NUMBER 13

OPENINGS

Following jobs are available for qualified IAM members. Please include Lodge number in your letter.

Los Angeles, Calif.—50 vacancies for radio mechanics, sheet metal workers, line maintenance men, and aircraft overhaul mechanics. Radio mechanics must have second class FCC license. Write: J. M. Carter, Assistant General Chairman, IAM District 146, 8820 Sepulveda Blvd., Los Angeles, Calif. 90045. Include your lodge number.

Sunnyvale, Calif.—Immediate need for experienced machine shop personnel including turret lathe operators, journeyman engine lathe operators and journeyman boring mill operators. Write: John Escamilla, Union Representative, IAM District 93, 45 Santa Teresa St., San Jose, Calif. 95110. Include your lodge number.

Torrance, Calif.—Five thousand aircraft production workers needed in Southern California area to meet stepped-up production schedules. Aircraft assemblers, aircraft installers, machinists, jig builders, and others. Write: Joe R. Hayden, President, IAM District 720, 19626 S. Normandie, Torrance, Calif. 90501. Include your lodge number.

Sarasota, Fla.—Tool and gauge inspectors, experienced in the use of latest type inspection equipment for precision machining house. Write: Frank Hurley, Recording Secretary, IAM Lodge 1767, P. O. Box 144, Tallevast, Fla. Include your lodge number.

Washington, D.C.—Openings for six A & P mechanics and six radio mechanics. Write: Calvin Payne, President, IAM Lodge 796, 6908 G St., Seat Pleasant, Md. Include your lodge number.

Go-Go Union

Cottrell Co. Workers Win at Fort Worth

Employees at the Cottrell Co., Fort Worth, Tex., have won the IAM in a recent labor board election, Grand Lodge Rep. Steven Williams reports. The results: 53 for IAM, 52 for no union.

Clarence Clark, a UAW representative assigned to the IUD, assisted in the campaign. He was assisted by Don Harvey of the Steelworkers, and Williams, who is the IUD co-ordinator in Texas. Williams reported that members of IAM Lodge 627, who work at Harris-Intertype, Westerly, R.I., were very cooperative in furnishing information helpful in the Cottrell campaign.

Airline Executives Love Those Guidelines

See page 2, THEN page 3



More Job Security at International Harvester

IAM members in 81 cities who work for International Harvester Corp., now have preference for available jobs in any of 125 company shops. That is one of the advances in the first National Labor Contract signed at Chicago last week by IAM President Roy Siemiller and Harvester management. The contract benefits 2,900 truck and farm implement mechanics.

William Winpisinger, IAM Automotive Coordinator, reports that under Harvester's new National Labor Contract, an IAM member who is laid off at one Harvester location automatically has first preference for available jobs at any other IAM-Harvester location.

The pact also provides for a union shop, grievance procedure

with arbitration, and the employee's absolute right to appeal disciplinary action. The National Labor Contract covers all but economic items such as wages which will continue to be negotiated locally. An improved apprenticeship agreement was signed at the same time.

Signing, l to r, seated: Robert Graham, Harvester industrial relations; Mr. Siemiller, Winpisinger, DeWayne Williams, IAM Lodge 1546; Robert Zapfel, Lodge 701; Ray Mathers, Lodge 1363, Elmer Horn, Lodge 1152. Standing: Ed Allen, J. T. Adams, Jack Leahy, Harvester representatives, and Grand Lodge Rep. Kenneth Holland. Not present were IAM Research Director Vernon Jirikovic; Leonard Rizzo, District 15, and Edd Foster, Lodge 850.

THE MACHINIST Is Read by More than 3,000,000 in All of the 50 States, Canada, Puerto Rico, and the Canal Zone

UNION AT WORK

Moore reinstated at McDonnell

Marvin Moore, a member of IAM District 9, is back at work at McDonnell Aircraft Corp., St. Louis, Mo.



Heine

George Heine, union representative, reports that Moore was fired when a department store garnished his salary for a payment he missed on a bill. This was Moore's third garnishment in two years. He was warned by the company after the second, that one more would result in discharge.

Moore said that he had requested permission from the store to miss a payment. The only reply he received was the garnishment which came one month later.

An impartial arbitrator was selected to hear the arguments. After reviewing both sides, he ruled that the evidence presented showed that the last garnishment could have been a mistake. He also upheld the union's contention that Moore believed his request to the store was sufficient notice to miss the payment.

The arbitrator ordered the company to reinstate Moore with back pay and full seniority rights.

Automotive employees choose IAM

More than 250 employees of three automotive shops in the Washington, D.C. area have chosen the IAM in recent labor board elections. They work at Trailways Bus Co., Eaton Chevrolet Co., and International Harvester Co.

Harry Eickenberg, union representative for IAM District 67, reports that Trailways employees chose the IAM 61 to 37. At Eaton Chevrolet, the vote was 26 to 16, and at International Harvester, 19 to 15.

The campaigns were coordinated through the AFL-CIO Industrial Union Department. William Layman, IUD co-ordinator was in charge, assisted by Eickenberg.

Pact renewed at seven shops

Tool and die makers at seven shops in Muskegon, Mich., have ratified an IAM contract that guarantees wage increases of 50 cents an hour in four semi-annual steps.

H. L. Fowler, union representative for IAM District 97, reports that the two-year pact provides for increases of ten cents May 1, 1966, 20 cents Nov. 1, 1966, and two additional raises of ten cents on the same dates in 1967. The tool and die rate will be \$3.90 after the final raise.

Other provisions include the addition of the IAM pension plan, and improvements in vacations and the employee insurance program.

More than 100 employees work at the companies covered by the new agreement. The companies are, Advance Tool & Die Engineering Co., Brickner-Kropf Machine Co., Economy Tool & Machine Co., Johnson Tool & Engineering Co., Midwest Machine and Manufacturing Co., Tri-City Tool & Die Co., and the Muskegon Tool & Die Co.



MACHINIST PHOTO

Wages and benefits improved at Chicago

An average increase of 80 cents an hour for the three-year duration of an "historic" new agreement was signed recently by IAM District 8 and Ingersoll Products, division of Borg-Warner Corp., of Chicago, George Janas, union representative for IAM District 8, reports. Janas is seated center above.

Cash in the package will be worth 47 cents to machinists and tool and die makers. The raise will apply to the old wage scale of \$3.38 an hour for machinists and \$3.59 an hour for tool and die makers. Other employees in the IAM unit, including machine shop and other skilled workers will get raises ranging from 18 to 33 cents an hour. A cost of living clause can increase the wages by

another three cents. The fringe improvements are estimated as worth 40 cents.

The new contract includes improvements in pension benefits, life insurance, hospitalization, holidays (now nine), automatic progression, and vacation plan.

Shown at the contract signing are, seated, 1 to r, Larry Oaks, company divisional accountant; William Blake, Jr., industrial relations director; Janas; Cullen K. Mack, shop chairman; and Norman J. Pattenaude, Jr., shop committeeman. Standing, Frank Marcolini, manager of labor relations; Steve Merva, Ray Scheer and Gabriel Chiaro, committeemen.

"Love those guidelines," air carriers tell Board

With five witnesses and more than 60 exhibits, airline management tried to convince the Presidential Emergency Board last week that raises for more than 34,000 IAM members should be limited to 3.2 per cent. The five airlines are Eastern, National, Northwest, Trans World and United airlines.

Board members are U.S. Sen. Wayne Morse of Oregon, chairman; David Ginsburg, a Washington, D.C., attorney, and Richard E. Neustadt, associate dean of the Harvard School of Business.

Management claimed that any wage increase which exceeds the Administration's guidelines "could upset the national economy."

IAM Vice President Joseph W. Ramsey called the testimony "absolutely predictable." He has already told the Board that the guidelines are "not recognized by this union as valid or controlling."

Here are highlights from the airlines' arguments:

Prof. John Kendrick, an economics professor at the University of Connecticut testified that the airline settlement "will significantly influence the pattern of wage settlements in the United States this year."

He argued that the Board should recommend a small raise to "preserve the good economic health of the airline industry and the economy."

Professor Kendrick also opposed the union's request for a cost of living escalator on the grounds that it would "pyramid inflationary pressures." In the Professor's opinion, airline profits in 1965,

the highest in airline history, "do not appear to be excessive."

Marvin Whitlock, senior vice president of United, testified on several of the union's proposals:

Wage progression. On the proposal to eliminate wage progression steps, he said that progression steps are necessary because it takes from 30 to 36 months "for the average new hire to become 80 per cent proficient."

Under cross examination by Mr. Ramsey, he admitted that all airlines give a battery of tests to determine proficiency in advance.

Overtime pay. On the proposal to increase overtime rates, Whitlock said that "overtime is frequently mandatory. It is unavoidable. The union's proposal would increase the economic penalty upon the carriers."

License premiums. On the proposal for a premium rate for all required licenses, Whitlock said that licenses have been required since 1926 and "No U.S. carrier that I know of today pays a premium specifically for holding or using a license. If a premium were adopted, it would create a serious inequity in the pay of mechanics."

Under cross examination, he admitted that airlines have paid license premiums in the past.

Another witness, James Kerley, vice president for Trans World, testified on the "economic problems" of the air transport operator. He said that "automatic cost of living adjustments are most inconsistent with the way we run our business."

Hearings continue this week when the union will answer these arguments.

OFFICIAL NOTICES

Notices should be received at least two weeks prior to event. Correspondents must give brief necessary facts, i.e., nature and name of event, time, date and place, full names of persons in charge, other factual data. Address copy to THE MACHINIST, 909 Machinists Bldg., Washington, D.C.

STAFF INSTITUTES will be held July 24-29 at Grand Lodge headquarters, Washington, D.C. IAM President Roy Stiemler has announced. District and local lodge representatives or general chairmen who assumed office on or after June 1, 1966, may attend.

SOUTH-CENTRAL States Conference of Machinists will meet June 11 and 12 at the Marton Hotel, Little Rock, Ark. E. W. Davenport, secretary-treasurer, reports.

IAM DISTRICT 3 will meet June 13 and 14 at the Lowry Hotel, St. Paul, Minn. Lavern Z. Ozman, secretary-treasurer, reports. Executive Board will meet June 11 and 12 at 417 Northwestern Bank Bldg., St. Paul.

NEW JERSEY State Council of Machinists will meet June 3-4 at the Milltown Motor Inn, Atlantic City.

William G. Keele, secretary-treasurer, reports.

IAM FINANCIAL SEMINARS will be held June 21, Aug. 22, Sept. 19 and Oct. 17 at Grand Lodge headquarters, Washington, D.C. Secretary-Treasurer Matthew DeMoro reports. Each seminar will last four days, limited to approximately 50 financial officers. The seminar which begins June 21 is limited to financial officers of air transport lodges.

IAM ELECTRONICS CONFERENCE will be held July 8-10 at the Hotel Lenox, Boston, Mass. Grand Lodge Rep. Hal Shean, chairman, reports.

IAM DISTRICT 29 will hold its 27th biennial convention July 12 and 13, at the Lord Baltimore Hotel, Baltimore, Md. Anthony S. Manno, secretary-treasurer, reports. System Federation 30 convention will follow on July 14.

IAM DISTRICT 143 will hold its 20th annual Convention July 12 and 13 at the Leamington Hotel, Minneapolis, Minn. Eric E. Hubbard, secretary-treasurer, reports.

IAM DISTRICT 142 will hold its

annual convention July 26-28 at the Sheraton-Jefferson Hotel, St. Louis, Mo. A. R. Kemble, secretary-treasurer, reports.

LEADERSHIP TRAINING
Applications for each school must be received at least one month in advance to be sure of acceptance. Information and application forms have been sent to each lodge. Extra copies available by writing to IAM Education Department, Machinists Bldg., Washington, D.C. 20036.

BASIC SCHOOLS
JUNE 19-24, University of Wisconsin, Madison, Wis.
JUNE 26-JULY 1, University of Western Ontario, London, Ont.
JULY 10-15, Miami University, Oxford, Ohio.
JULY 24-29, University of Connecticut, Storrs, Conn.
AUG. 7-12, University of California, Santa Barbara, Calif.
AUG. 14-19, University of Oregon, Eugene, Ore.

AUG. 27-28, University of the South, Seawater, Tenn.
AUG. 28-SEPT. 2, University of Iowa, Iowa City, Iowa.
SEPT. 18-23, University of Oklahoma, Norman, Okla.

ADVANCED SCHOOLS
JUNE 5-10, University of Illinois, Champaign-Urbana, Ill.
JUNE 12-17, Queen's University, Kingston, Ont.
JUNE 26-JULY 1, Indiana University, Bloomington, Ind.
JULY 17-22, University of California, Berkeley, Calif.
JULY 31-AUG. 5, University of Wisconsin, Madison, Wis.
AUG. 7-12, Rutgers University, New Brunswick, N.Y.

Answer to brain twister: Erase the sevens. Leave the first two 1's and one of the 9's. Nine plus 11 equals 20.

Needles



"Betty! That isn't Daddy's boss!"

U.S. airlines report on executive rates

Executive rates on the nation's airlines ranged from \$22 to \$58 an hour last year, according to corporation reports on file with the Civil Aeronautics Board. All U.S. airlines are required to report annual salaries of \$20,000 or more.

Delta pays the highest executive wage in the industry. It reported that C. E. Woolman, Delta's board chairman, earned \$58.68 an hour, based on a 40-hour week, for a total of \$121,667 in 1965.

The lowest rate for airline executives was paid by Northeast. James Austin, president of Northeast, made \$22.48 per hour based on annual earnings of \$47,387. He is scheduled for a substantial raise this year as he steps up to become chairman of the board.

The reports to the CAB show that most airline executives own a sizable chunk of stock in the airline.

Here is a summary of reports showing wages, stock holdings and, when reported, bonus payments and payments for expenses.

American Airlines—C. R. Smith, board chairman, \$85,000; owns 22,537 shares of common stock. William J. Hogan, executive vice president, \$75,000; owns 2,000 shares of common stock.

Brantiff Airways—Harding L. Lawrence, new president, \$55,721; \$19,649 in expenses; owns 5,000 shares of stock. Salary for nine months only based on annual wage of \$75,000. H. V. Carleton, executive vice president, \$49,250; owns 2,000 shares of stock.

Continental Air Lines—Robert Six, president, \$87,000; owns 30,000 shares of common stock. Under a new contract negotiated last August, his annual wage goes up to \$100,000 this year. Alexander Dann, vice president, \$65,000; owns 10,800 shares of stock.

Delta Air Lines—C. E. Woolman, board chairman and chief executive, \$121,667; \$81,961 in expenses; owns 211,604 shares of common stock.

C. H. Dolson, vice president, \$71,042; owns 8,068 shares of stock.

Eastern Air Lines—Floyd D. Hall, president and chief executive, \$80,000; owns 1,100 shares. A. D. Lewis, senior vice president and general manager, \$45,834; owns 500 shares of common stock.

National Airlines—L. B. Maytag, Jr., president and chief executive, \$75,000; owns 165,998 shares of common stock. G. R. Woody, executive vice president, \$55,833; owns 3,400 shares of stock.

Northeast Airlines—James W. Austin, president, \$47,387; owns 51,200 shares of common stock. Edmond O. Schroeder, executive vice president, \$38,000; owns 4,200 shares of stock. On May 1, Austin stepped up to Chairman of the Board. Succeeding him as president is Forwood G. Wiser, Jr., formerly vice president of American Airlines. No report filed on new contracts. Wiser earned \$50,000 last year at American.

Northwest Airlines—Donald W. Nyrop, president, \$115,000; owns 25,000 shares of stock. Emory T. Nunneley, Jr., vice president and general counsel, \$41,625; owns 3,400 shares of common stock.

Pan American Airways—Juan Trippe, board chairman, \$97,223; \$50,000 bonus; owns 13,968 shares of common stock. H. E. Gray, president, \$63,195; \$45,000 bonus; owns 14,351 shares of stock.

Trans World Airlines—Charles C. Tillinghast, president, \$75,000; \$47,000 bonus; owns 4,500 shares of common stock. R. M. Dunn, Sr., vice president and general manager, \$60,000; \$27,000 bonus; owns 7,300 shares of stock.

United Air Lines—W. A. Patterson, board chairman, \$100,000; owns 19,215 shares of common stock. G. E. Keck, president, \$83,750; owns 10,110 shares of stock.

Western Air Lines—Terrell C. Drinkwater, president, \$86,577; owns 15,000 shares of stock. Stanley R. Shatto, vice president, \$56,461; owns 9,000 shares of common stock.



UNITED COMMUNITY COUNCIL-UNITED APPEAL PHOTO

Columbus labor honors Smith

IAM Secretary-Treasurer Matthew DeMore, left, presents Howard L. Smith of IAM Lodge 1651, Columbus, Ohio, with the Columbus-Franklin County AFL-CIO's annual Labor Award. Warner Kellar, union representative for IAM District 52, Columbus, is at right.

Smith was honored recently at a dinner in Columbus for "his devotion to the advancement of human welfare through the Labor Movement." He is Columbus labor's liaison with the United Community Council-United Appeal organization. Smith is a past president of Lodge 1651 and a former vice president of the Ohio State Council of Machinists.



La Follette

Wisconsin consumers organize

Wisconsin joined the new consumer movement in America with a recent statewide Conference on Consumer Affairs, called by Attorney-General Bronson C. La Follette.

The day-long conference was attended by 250 representatives of people's organizations including labor, women, co-ops, and education.

Mrs. Esther Peterson, special assistant to President Johnson for consumer affairs, the key speaker, said that in the last two and a half years, consumer activity has developed "virtually everywhere."

Among examples of "vigorous consumer action on the state level," Mrs. Peterson cited the creation of consumer counsel offices in the governments of California, Massachusetts and Connecticut. Eighteen states have set up consumer protection agencies, she said.

The Wisconsin conference, held on the state university campus at Madison, was the first of its kind—the first with respect to its broad representation and diversity

of experts. In his opening remarks, La Follette declared: "Hopefully, this conference will be the beginning of a consumer movement in Wisconsin."

Before it closed, the conferees voted to set up a pro-tem committee to continue the work started by the conference, to be called the Wisconsin Consumers' League.

Officials of federal and state government agencies and experts in various areas of consumer education discussed at the conference such broad topics as credit buying; packaging, advertising and labeling; consumer fraud; consumer education; and consumer representation. Kits containing 50 pieces of literature on different consumer subjects were issued to the conference participants.

La Follette is the author of a package of "consumer protection bills" which are in various stages of progress in the Wisconsin legislature. One of the most important of the bills is one that would create a position of consumer counsel in the Governor's office.

Conference teaches how to help people in trouble

Four hundred AFL-CIO Community Service representatives met in Washington, D. C., last week to learn how better to help people in trouble.

The union representatives attended the 11th Annual National Conference on Community Services at the capital's International Inn.

During workshop sessions spread over four days, the delegates studied the latest techniques of aiding families in need.

The workshops covered such subjects as unemployment relief, food stamps, strike assistance, debt counseling and disaster relief.

Leo Perlis, director of Community Service Activities for the AFL-CIO, presided.

Speakers included Gen. James F. Collins, presi-

dent of the American National Red Cross, John E. Cosgrove, assistant director of the U.S. Office of Emergency Planning, and Joseph A. Beirne, president of the Communication Workers and chairman of the AFL-CIO Community Service Committee.

At the closing session of the conference, the AFL-CIO's annual Murray-Green Award was presented to Sargent and Eunice Shriver for "their outstanding and inspiring work in behalf of retarded children." Sargent Shriver is director of the Office of Economic Opportunity.

Among IAM members attending the conference were Fred L. Waggoner, union representative for IAM District 86, Denver; Alton E. Ross, secretary-treasurer of the Pennsylvania State Council of Machinists; Howard Smith, IAM District 52, Columbus, Ohio; Lula Reider, IAM District 70, Wichita, Kans., and Ed Camunes, San Jose, Calif.

Bias against draft-age men hit

A move to halt discrimination against young men of draft age has been started by IAM Lodge 612, Lincoln, Neb.

The lodge seeks a Federal law to make it an offense for an employer to ask a prospective job applicant about his military status or to deny job advancement or apprentice training to a young man because he still has military service ahead.

L. K. Emry, lodge legislative chairman and president of the Nebraska State Council of Machinists, explained:

"We know of many instances when 18 to 20-year-old men have been told by employers who are hiring: 'We will not hire any one who does not

have his military obligations already behind him.'

"We also know of instances when an advancement or an apprenticeship was in line or available but was admittedly denied because the young man was about to sign for enlistment or be drafted."

Many of these young men, Emry said, will be too old for apprenticeships when they return from military service. He added:

"We are also very disgusted to find our draft-age men who don't have sufficient funds to go to college relegated to second-class citizenship."

Lodge 612 is calling on all labor, farm, civic, service and religious organizations to join in seeking a Federal law to halt this form of age discrimination.



Mr. Brunner

Brunner to visit European unions

IAM Vice President Gil Brunner of New York will fly to Europe this week. His first stop will be Geneva, Switzerland, where he will work with Grand Lodge Rep. Rudy Faupl, U.S. Worker Delegate to the International Labor Organization.

Next, Brunner and Faupl will fly to Frankfurt, Germany, for the 75th Anniversary Convention of E. G. Metal, the big union of German metalworkers. Brunner will present a hand-turned, stainless steel gavel and base as a

joint gift of the IAM and the United Steelworkers.

Finally, at the invitation of the Swedish labor movement, Brunner will go to Stockholm for a one-week international seminar on job evaluation and job classification problems.

Reminder

Help labor's friends in Congress. Give an hour's pay to the Machinists Non-Partisan Political League's Campaign Fund.



**Help save
our friends.
Give an hour's pay
to MNPL Campaign Fund**

Help! Help!



The Machinist



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NUMBER 15

UNION AT WORK

Airline Report Awaited at Press Time



Heisler

More than 34,000 IAM members on five major airlines were waiting for the report and recommendations of a Presidential Emergency Board as this issue of THE MACHINIST went to press. The Board's recommendations for a settlement were due at the White House on Sunday, June 5, following three weeks of public hearings.

IAM Airline Coordinator Frank Heisler reports that under the Railway Labor Act, IAM members can take no further action in the dispute for thirty days after the Board makes its recommendations.

IAM members on Eastern, National, Northwest, Trans World and United airlines voted almost unanimously last February to strike if necessary to win a fair settlement. President Johnson appointed the Emergency Board only hours before an April 23 strike deadline.

More Job Security at Schjeldahl

Employees of the G. T. Schjeldahl Co., E. Providence, R.I., have more job security now as a result of a union contract that streamlines the grievance and arbitration procedures.

Daniel E. Chapman, union representative for IAM District 64, reports that the addition of a new article permits submission of more than one grievance to a single arbitrator.

The two-year pact also gave employees a ten-cent raise on May 1, and guarantees another ten cents on the same date next year. The rates now range from \$1.71 to \$2.76 an hour.

Other provisions include a ninth paid holiday, a uniform 20 cents an hour additional for all leadmen, improved vacations, and an option for employees to buy additional life insurance at reduced rates.

Crider and Couser Are Paid



Tosti

Glenn Crider and Ray Couser, welders at Piper Aircraft Corp., Lock Haven, Pa., have been paid for work they performed in a higher job classification.

Grand Lodge Rep. A. L. Tosti reports that the two welders were given a machining job normally performed by experimental mechanics in a higher pay grade. The grievance they filed with IAM Lodge 734 eventually went to arbitration.

In arbitration, the IAM showed that the machining job had always been done by workers in the higher grade. After hearing both sides, the arbitrator ordered the company to pay the men the higher wages of the machining job.

(Continued on Pages 2 and 5)

\$222,296,000 Missing

Who Is Withholding Our Withholding Taxes

See page 3

\$400 for Working Poor

See page 4



ANKERS PHOTO

Pension Fund Trustees Raise Future Benefits

Union and management trustees of the IAM Labor-Management Pension Fund—the union's portable pension plan—have voted to raise monthly benefits from \$88 to \$96 for union members retiring on or after June 1. Employees of nearly 800 firms which make monthly contributions to the Fund will benefit.

Grand Lodge Rep. William Winpisinger, co-chairman of the Fund, reports that the \$8 per month increase will apply to members aged 65 with 25 years of service with an employer contributing 10 cents per hour per employee. Members whose employers make higher contributions will receive higher benefits.

The trustees reported that the Fund is financially sound and enjoying a satisfying growth

rate. By the year's end, they expect the plan to cover more than 30,000 IAM members.

Attending the annual meeting at union headquarters, Washington, D.C., were, clockwise from left side of table: Samuel Leigh, Fund consultant from Martin E. Segal Co.; Ernest Summers, vice president of Twin Industries, employer trustee; Francis Thompson of the Employers Group of Motor Freight Carriers, Inc., employer trustee; John Lane of Associated Transport, employer trustee and co-chairman; Winpisinger; Albert Epstein, IAM associate research director and union trustee; Roger Hunt, Fund counsel; Leslie Flinn, Fund Manager. Another union trustee, Grand Lodge Rep. Thomas Hawes, was not present for photo.

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61 Reasons Why We Support MNPL

See pages 6 and 7



The Machinist



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NUMBER 16

Union at Work

Kansas Victory

Employees at the Consolidated Motor Rebuilders, Hutchinson, Kan. have picked the IAM to represent them in collective bargaining. Jarrett Molen, union representative for IAM District 70 announced that the vote was 79 for the IAM and 76 against.

Earl Mundy, union representative, and John Elan, organizer, assisted an active shop committee in the campaign, Molen reports.

Canadian Raises

Machinists in Canada reached a new high last month when their wages were increased to \$4.05 an hour. The new rate was established when the Ontario Hydro Electric Power Commission agreed to reopen its contract with the Allied Construction Council.

Negotiations were headed by Grand Lodge Rep. Alex Reith who reported that the province-wide contract resulted in wage boost from 17 to 37 cents an hour for auto and diesel mechanics, and 45 cents an hour for machinists.

Illinois Pact

Mechanics at Zimmerman's Garage, Freeport, Ill., have won a wage increase of 50 cents an hour. With the raise, Robert F. Miller, union representative for IAM Lodge 1096 reports, the workers won company-paid insurance and hospitalization and longer vacations.

'World of Labor' Now Broadcast At Bellingham

Machinist families and the listening public in the most Northwestern part of the



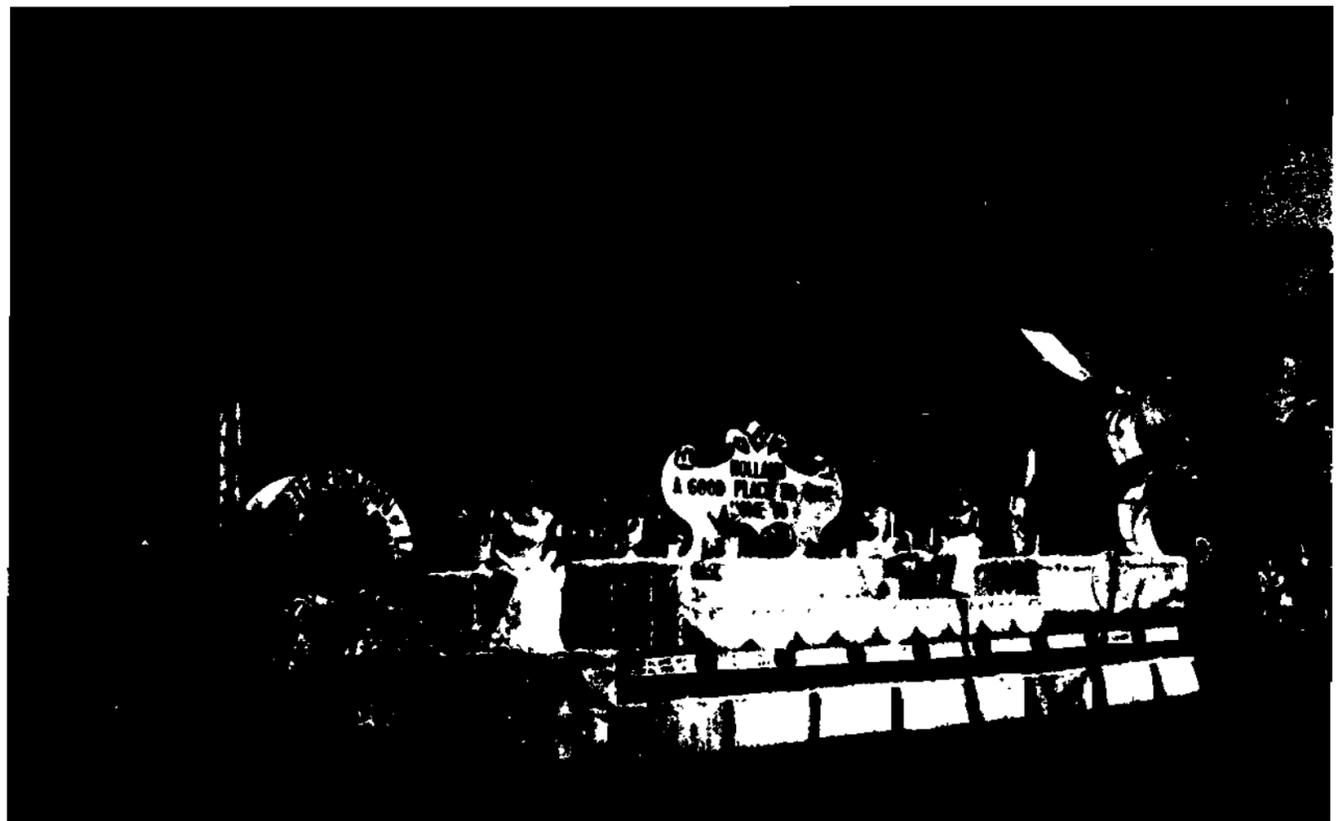
United States will soon be hearing "The World of Labor" radio program twice weekly, according to an announcement by Walter E. Berg, president of the Washington State Machinist Council.

The council, representing 70,000 IAM members in the Evergreen state, voted to spend \$500 to get the "World of Labor" started over Radio Station KGMI, Bellingham. The council is sponsoring the broadcasts in the name of IAM Lodges 239 and 2250.

Time Running Out

IAM Rejects Horsecar Ideas For Airline Employees

See page 2



MACHINIST PHOTO

Labor's Entry in Holland's Tulip Time Parade

More than 200,000 cheered this union float during Tulip Time at Holland, Mich. Chester Harmsen, union representative for IAM District 97, reports that IAM Lodge 1418 was one of the 16 local unions which sponsored the AFL-CIO Labor Council entry in the gala annual parade.

Theme for the float was "Holland—a good place to come home to." Four Homecoming Queens from area high schools added to the colorful decoration of the labor float. They were Anita Awad of Hope College, Claire Morse of Holland High

School, Nancy Groenevelt, West Ottawa High School and Gayle Yerkey, Zeeling High School.

Harmsen and Jay Mulder, representative for the Outside Carpenters Union, drove the car which pulled the float.

The union-made float was financed by a voluntary assessment of 15 cents per member of all unions affiliated with the council. The council's union label committee made all the arrangements for the parade.

THE MACHINIST Is Read by More than 3,000,000 in All of the 50 States, Canada, Puerto Rico, and the Canal Zone



Siemiller

IAM rejects 19th century for air transport employees

The Emergency Board reported to President Johnson last week its 66 pages of recommendations for settling the dispute between 35,300 IAM members and five major airlines—United, TWA, Eastern, Northwest and National.

IAM President Roy Siemiller and Grand Lodge Rep Frank Heisler went to the White House to receive the report directly from the three Emergency Board members.

Mr. Siemiller predicted that union members would be "disappointed and dissatisfied." He told reporters:

"We hope to resume negotiations with airline management as soon as possible to work out an agreement that our members will buy and thus to avoid the necessity of a work stoppage. Union action in this dispute will be decided only by a vote of IAM members on the five airlines."

The elected General Chairmen from the five airlines were called to Chicago that night by IAM Vice President Joseph Ramsey. After hours of careful study, the General Chairmen, acting as a Wage Policy Committee, spoke out:

"The union is more than disappointed with the recommendations made by this board relating to wage rates, duration of contract, protection of wage rate against increased cost of living and other items of an economic nature.

"It is apparent to the International Union and unanimously concurred in by the General Chairmen that the recommendations made on economic issues and local issues give no sound basis for settlement of our dispute with the airlines.

"The Wage Policy Committee feels that Emergency Board #166 was mistaken in their understanding of many of the issues and in addition arrived at certain conclusions based on 19th Century concepts rather than liberal 20th Century thinking."

Mr. Ramsey then invited the carriers back to the bargaining table "before time runs out" if they desire a settlement of the dispute "without interruption of service early in July and interference with their present abnormal profits."

Actual date and time for resumption of direct negotiation had not been fixed when this issue of THE MACHINIST went to press.

A digest of the Emergency Board's recommendations on the eight national issues in dispute appear in the adjoining columns with some of the Board's own explanations. In addition there are many local issues with each of the airlines. They will be reported directly by the General Chairmen.

The Emergency Board's report first reached the President while he was at his ranch in Texas over the weekend. Its contents were a closely guarded secret until the President returned. Three hours after he got back to the White House he met with the three Board members. Senator Wayne Morse of Oregon, Prof. Richard Neustadt of Harvard, and David Ginsberg, a Washington, D.C., attorney.

Then, calling reporters into the Cabinet Room, the President announced that the recommendations would be made public at a briefing the Board would hold for reporters next day.

At the same time, President Johnson read a prepared statement, saying:

"The dispute between the airline companies and the Union threatens to cripple the vital flow of people and products across America. These airlines fly six out of every ten domestic passenger-miles. Over 35,000 airline employees are involved from mechanics to flight deck personnel.

"The issues are complex and important. Eight national issues involved all of the companies; 40 local issues involved four of the companies. The recommendations of the Board reflect the highest order of judgment, imagination and wisdom. I appreciate the work that this Board has done. Its three members have unselfishly taken time from their busy lives to devote to this case.

"Together these men worked many long days patiently gathering and analyzing the evidence. They heard testimony from all of the parties, presented with great conviction and skill. A record of almost 2,000 pages has been compiled. On this record, this independent and able Board arrived at its recommendations.

"Those recommendations form the framework for a just and prompt settlement which is in the national interest.

"Without such a settlement, there would be a disruption of the movement of men and materials needed to support our commitments to freedom's cause throughout the world. Hundreds of thousands of citizens who depend on rapid, convenient airline service will have to go without it.

"I do not believe that either labor or management wants this.

"Ever since the day I became President, I have asked Labor and Management to work together with me to improve the lives of every American. They have responded to this call. Today, they have another opportunity—and obligation—to show the Nation the Progress that can come from mutual trust and cooperation."

Secretary of Labor Willard Wirtz and Assistant Secretary James Reynolds were with the President when he met with the Emergency Board members.



UPI PHOTO

President Johnson with the Emergency Board at the White House. 1 to r, Richard Neustadt of Harvard, U.S. Sen. Wayne Morse, Board chairman, Mr. Johnson, David Ginsburg, Washington, D.C. attorney. In the background, James Reynolds, assistant Secretary of Labor.

The Board's recommendations

Here in digest are the Emergency Board's recommendations on eight national issues as they were stated in the Board's report to President Johnson. In addition, 44 pages of the report were devoted to recommendations on local issues on four airlines. They will be reported through regular channels by the General Chairman.

Duration and retroactivity—The parties themselves have suggested a three-year period. . . . The Board recommends that the new agreement run for three years from July 1, 1966—but retroactive to January 1, 1966. That is a 42-month contract.

Cost-of-Living Escalator — The Union is concerned that increases in the cost of living may erode the gains employees have made in real wages and has proposed an escalator clause as its preferred way of safeguarding those gains. . . .

The trend away from escalator clauses is marked although increases in the cost of living have revived interest in them. In our view the danger they present to the economy in this case is real.

The Board recommends against the use of an escalator clause. Instead we recommend that the union be given the right to re-open the wage rate provisions of the contract if, by December 1967, the cost of living since December 1966 has increased more than one per cent over the average annual increase in the consumer price index during the five-year period, 1962 through 1966.

If within 30 days the parties cannot agree on wage adjustments, the issues would automatically within one week be submitted to final and binding arbitration.

Wage progression — The Union contends that progression schedules merely provide a means to permit the Carriers to pay less than the job rate; that lengthy progression steps for each classification are unnecessary because very little training is required and no additional responsibilities or duties are assumed at each step.

It is apparent to the Board that in many classifications the number of progression steps is excessive.

The Board recommends that the entry rate in each classification be eliminated as of Jan. 1, 1967 and that the rate just before the final rate be eliminated as of Jan. 1, 1968.

Wage Rates — Under previous agreements, employees have been paid hourly rates established under two categories, Groups A and B, which broadly distinguished higher from less skilled classifications. The Board recommends the following

| | | | |
|---------|-----------------|----------------|----------------|
| | First 18 months | Next 12 months | Last 12 months |
| Group A | 18¢ | 15¢ | 15¢ |
| Group B | 14¢ | 10¢ | 10¢ |

For the top mechanic rate this recommendation would have the following effect:

| | | | |
|--------|-----------------|----------------|----------------|
| Past | First 18 months | Next 12 months | Last 12 months |
| \$3.52 | \$3.70 | \$3.85 | \$4.00 |

The evidence before us suggests that over the life of the contract prospective productivity gains make these wage increases supportable without net additions to cost.

Vacation allowances — The Carriers have provided paid vacations to these employees on the following formula: Two weeks of vacation after one year of employment; three weeks after 10 years; and four weeks after 20 years. The Union currently seeks a modification of this formula to provide three weeks of vacation after eight years and four weeks after 15 years.

While relatively few contracts in this country now provide four weeks of vacation after 15 years, the Board thinks that liberalization is justified in an industry which needs stability of service from the skilled men represented by this Union.

Health and Welfare programs—The Union proposed that the entire cost of the individual Carrier Health and Welfare plans shall be borne by the Carrier and that all plans shall provide full coverage for employees and dependents.

The Board recommends against any increase in Carrier contributions at this time. Since the scope and coverage of the plans would remain unchanged an additional Carrier contribution of 3¢ per hour beginning the second year would simply result in an increase in employee compensation by this amount.

Pension Plans — The Pension plan of National Airlines is already non-contributory and the Union requested that the other four Carriers assume the full cost of their plans. . . . The union proposal to transfer the cost of four plans to the Carriers is thus a request for additional compensation equal to the cost of the plan. Since we have already responded to the request for higher wage rates, we recommend that this request be withdrawn.

Overtime Rules — The Union has

proposed a sharp upward adjustment of pay for overtime work. . . . In this industry, above most others, overtime work is necessarily an adjunct of regular operations. While we accept the notion that the Carriers, like other employers, should be discouraged from misuse of overtime, we cannot accept the contention that they should be penalized severely for resorting to this means of meeting their undoubted obligation to the public.

Holiday Provisions — The union has proposed an increase in the number of holidays from seven to eight, the eighth to be Good Friday. In addition for work on holidays the Union requests holiday pay plus double time for all hours worked, with a minimum of eight hours' pay; if more than eight hours are worked on holidays, the excess is to be paid for at triple time rate.

The record clearly supports the existence of a trend to more liberal holiday provisions: Good Friday is observed as a religious day by many employees; Good Friday is accepted in other agreements as a suitable vacation day. The Board is unable to endorse the union proposal for penalty overtime first, because this is a "round-the-clock industry with 24-hour commitments to its customers; second because this underlies the contract between the parties.

Hours of Service — The Union proposed that the 30-minute meal period now taken without pay as a break in each 8-hour working day, be compensated and treated as a portion of the hours worked.

A growing and regulated industry, faced by increasing competition for skilled personnel should not be asked to put into effect a shorter workweek.

License Premiums — The Union proposed that any mechanic required to have and use any license issued by the FCC or FAA should receive additional compensation in the amount of 10¢ per hour for each license required.

In treating the wage issue this board provided substantial pay differentials for mechanics and higher classifications; the license holders are all within this group. Since the added exposure to disciplinary action relied on by the Union is neither diminished nor remedied by a pay premium requirement, we recommend that the union's proposal for license premiums be withdrawn.

Notice

Official Notices will be found on page 4

AFL-CIO Backs ILO Walkout

See page 3



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Union Still Seeks Airline Settlement

IAM negotiators continue to press for a fair settlement for 35,300 IAM members on five major airlines—Eastern, National, Northwest, Trans World and United.

U. S. Labor Secretary W. Willard Wirtz called all parties together at the Labor Department for two days last week. IAM Vice President Joseph W. Ramsey reports that most of this time was used to clarify the recommendations made by President Johnson's Emergency Board.

Board Questioned

The union, through its Airline Wage Policy Committee, has already rejected those recommendations because they "give no sound basis for settlement." The airlines told President Johnson that the Board's recommendations were costly but "form the framework" for a settlement.

Last week, IAM negotiators headed by Mr. Ramsey asked the Board how it arrived at some of the conclusions.

For example, at one point the report stated that the average rate for airline employees in all classifications is \$3.25 per hour while average labor costs, taking wages and fringe benefits together, is \$4.50 per hour. Mr. Ramsey called for a breakdown of that figure.

The Board replied that fringe benefits amounted to:

- 15.7 cents per hour for vacations
- 9.9 cents per hour for holidays
- 14.4 cents per hour for sick leave and insurance.
- 21.6 cents per hour for pensions.
- 17.3 cents per hour for shift differential and overtime pay.
- 18.2 cents per hour for Social Security, unemployment compensation, disability benefits.

This totals to 97.1 cents per

hour per employee, a figure based on the \$3.52 per hour rate for mechanics.

Mr. Ramsey commented: "It's the first time I have ever heard overtime pay called a fringe benefit. It's the first time I've ever heard employer contributions to Social Security called a fringe benefit. Did the Board forget that employees make a contribution to Social Security and unemployment compensation equal to the employer's contribution?"

"Based on figures such as these, it is easy to see where the Board went astray."

IAM negotiators also questioned the Board on many other portions of its reports including pensions, health insurance and local issues.

As this issue of THE MACHINIST went to press, negotiators were preparing to meet separately with each airline to discuss local issues.

All Present

In addition to Mr. Ramsey, other IAM negotiators attending last week's meeting include Frank Heisler, IAM airline coordinator, Grand Lodge Reps. Robert E. Stenzinger and William Schenck, and General Chairmen J. B. Wilhelm of IAM District 100; Robert T. Quick, District 141; Fred Spencer, District 142; Elton Barstad, District 143 and John Burch, District 145.

Representing the airlines were William J. Curtin, attorney; Ralph H. Skinner, Jr., and John P. Mead, both Eastern Air Lines; J. M. Rosenthal, National; Robert Ebert and Donald Oswald from Northwest; W. E. Malarkey, Trans World; and Charles M. Mason, Paul Berthoud and H. L. Pollard from United Air Lines.

Labor Secretary Wirtz, and James J. Reynolds, Undersecretary of Labor, also attended.

2 Big Breaks To Help Families Who Buy on Time

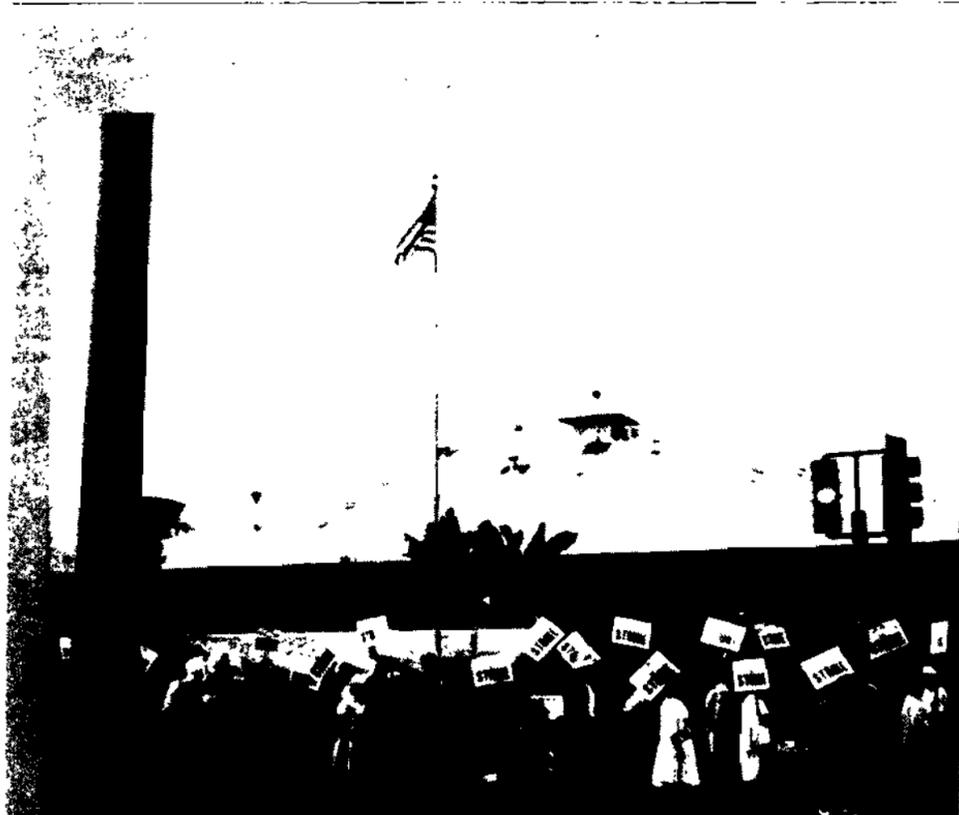
See pages 3 and 8

Two Mississippi Stations Broadcast 'World of Labor'



Al Gardner, union representative for IAM Lodge 1133, Pascagoula, Miss., has announced that two radio stations in Mississippi are now broadcasting the IAM's twice-weekly labor news program. The broadcasts are sponsored by Lodge 1133.

The program can be heard on Station WVMJ, Biloxi, at 6:30 a.m. Tuesdays and Thursdays, and on WAML, Laurel, at 6:10 a.m. Tuesdays and Thursdays. For a list of World of Labor broadcasts see page 9.



... Raise Old Glory

... raised their own flag for the first time in the history of the company. As some of the men raised the flag, for the first time in the history of the company, a first for the California... see page 2.

THE MACHINIST Is Read by More than 3,000,000 in All of the 50 States, Canada, Puerto Rico, and the Canal Zone