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NUMBER 24

Union at Work

Makepeace Co.

Members of IAM Lodge 1175 at D. E. Makepeace Co., Attleboro, Mass., have won raises of 45 cents an hour in a renewed three-year contract.



Wilfred J. Baillargeon, Jr., union representative for IAM District 64, reports that employees received

a 15 cent raise on July 18. Two more 15 cent raises, scheduled for 1967 and 1968, will raise the top tool-makers' rates to \$4.02 an hour. Vacations also have been improved to provide for four weeks off with pay after 20 years.

Assisting Baillargeon in the negotiations were John Sullivan, Walter Sergeant, and Warren Brownell, lodge president.

Cutler-Hammer

The Labor Board has dismissed objections of Cutler-Hammer Inc., and certified the IAM as the official bargaining agent for its employees at Bowling Green, Ky.

Company objections were filed after the employees won the IAM in an election last April. The vote was 445 to 412. The company alleged that supervisors voted during the elections and that IAM supporters threatened employees to get votes.

A labor board regional director who heard testimony from both sides found no evidence to support the charges. He maintained that since no formal challenges were filed about supervisors' votes during the election, that objection was also without merit.

Parker Brothers

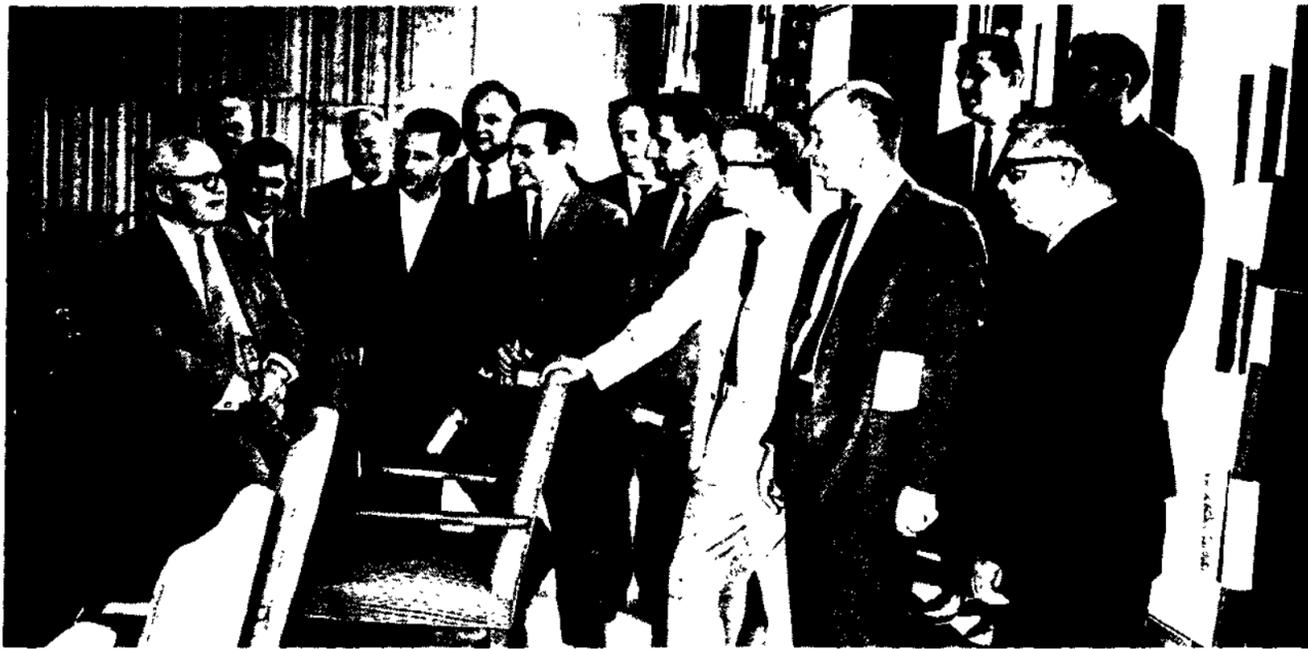
Employees at Parker Brothers & Co. Inc., Houston, Tex., won the IAM in a recent Labor Board election.



Grand Lodge Rep. Steven E. Williams, coordinator for the AFL-CIO Industrial Union Dept., reports that 266 employees voted for the IAM while 119 voted

for the independent union that represented them for the past 12 years. Only six votes were cast for no union.

Grand Lodge Rep. R. B. Combs, also on the IUD staff was in charge of the campaign. (Continued on page 2)



At AFL-CIO headquarters in Washington, 13 IAM airline lodge presidents meet with George Meany after his news conference defending airline strikers. L to r, Frank Harley, Lodge 368, Miami; Felix Cicco, 1932, Los Angeles; Don Shea, 702, Miami; Frank Waldner, 1759, Washington; Charles Kaczinski, 1322, New York; Frank Score, 1487, Chicago; Lawrence Brassard, 1111, Los Angeles; Gus Ballas, 1894, New York; Joe Harrison, 1833, Minneapolis; Joe Bowman, 1650, Kansas City; Louis Schroeder, 1781, San Francisco; Cal Payne, 796, Washington; Ray Adshade, 1056, New York.

Greatest airline strike solid after five weeks

The great airline strike of 1966, as the history books will call it, had moved into its sixth week when this issue of THE MACHINIST went to press.

The strike was solid. Pickets continued to walk the lines at 231 airports across the USA. The five struck carriers—United, TWA, Eastern, Northwest and National, were still grounded.

The only crack anywhere was a Northwest charter flight serviced by strikebreakers that carried the Minnesota Vikings football squad to an exhibition game at New Orleans (see photo, page 5). The Vikings were tied 6 to 6 by the Detroit Lions who were able to get to New Orleans without strikebreaking.

With the beginning of the fifth week of the strike, IAM President Roy Siemiller called to union headquarters in Washington, D. C. the presidents of 12 of the largest IAM lodges involved in the strike.

The lodge presidents had an opportunity to discuss their problems with IAM negotiators, talk to Secretary of Labor Willard Wirtz and AFL-CIO President George Meany and to see for themselves the strikebreaking efforts of some Congressmen.

Throughout the fifth week, management negotiators marked time, waiting for Congress to complete action on its strikebreaking resolution. The resolution ordering airline employees back to work had already been adopted by the U.S. Senate. Chief spokesman

for the airlines, Attorney William J. Curtin told the House Commerce Committee that the negotiations had "broken down," that legislation was the "only solution."

He pleaded with the Congressmen to "get the employees back to work so that reason can prevail."

Some committee members questioned Curtin about profits, strike losses and proceeds from the strike insurance arrangement with other airlines.

Rep. John Dingell (D) drew from Curtin the estimate that the carriers had lost about \$256 million as a result of the strike. Dingell then pointed out that the carriers could settle the dispute by adding only ten per cent of their claimed loss to the benefits offered union members.

Rep. John Moss (D) of California, among others, expressed his distaste for strikebreaking legislation "that finds one party guilty. I have not yet heard the evidence to support that. I am not blessed with the wisdom of Wayne Morse."

From the opening of the House hearing, Rep. Harley O. Staggers (D) of W. Va., chairman of the Commerce Committee, left no doubt that, reluctant as he and many Congressmen might be, the House would adopt a back-to-work resolution if it ever came to a vote. He predicted that the measure would be like the Senate resolution that was sponsored by Sen. Wayne Morse (?) of Oregon.

As he had in the Senate earlier, Secretary Wirtz stoutly denied that any national emergency had been created by the airline strike. He denied that national defense was jeopardized or that the health of the nation was endangered.

The Administration, he said, did not request the legislation—nor did it oppose it.

Many Congressmen had already made up their minds to use the force of Government to break the strike. When they found that their action could not be justified on the grounds of a national emergency, they shifted their justification to the "public interest."

If Congressmen saw any public concern over the recent increase in steel prices, there was little evidence of it at last week's hearing on the strikebreaking resolution.

In his testimony before the House Committee, Mr. Siemiller called attention to the fact that the public interest had also been affected by the Western Greyhound strike which stalled busses in 11 states earlier in the summer. He told Congressmen:

"The number of passengers affected by the recent bus strike against Western Greyhound was approximately 135,000 a day, 150,000 at peak periods. This is about the same number affected by the airline strike.

"Yet, there was never any hue and cry to suspend the right to strike because of the Greyhound bus strike. This fact has led some (Continued on page 5)

Air strike solid after 5 weeks

(Continued from page 1)
observers to suggest that the pressure to end the airline strike has a relationship to the higher income level of airline passengers."

-Mr. Siemiller warned the Congressmen that their resolution would "destroy collective bargaining in the airline industry." He explained:

"Any legislation which prevents a work stoppage and which leaves management free from any pressure to compromise their position will end collective bargaining."

The IAM President's defense of the right to strike was reinforced during the week by AFL-CIO President George Meany. Earlier when Mr. Meany was refused permission to testify against the strikebreaking resolution by the Senate Committee, he sent telegrams to all Senators stating his position. Last week when he was denied a voice in the House hearings, he called a news conference at AFL-CIO headquarters and before reporters, cameramen and the 12 visiting IAM lodge presidents read the testimony he had prepared (see page 12).

The AFL-CIO President went all-out in his defense of the airline strikers, calling attention to airline profits, the productivity record of airline employees and citing higher wage rates being paid in other industries.

Productivity

At the request of the House Commerce Committee, the Secretary of Labor produced for Congressman Staggers the official report on increasing productivity in the airline industry.

That report shows that for the past four years, airline employees have been increasing their output at an average rate of 10 per cent a year.

That startling increase in productivity is justification in the eyes of many economists for a substantial improvement in wages and other benefits.

It was one reason the President's so-called "guidelines" were under review last week with some indications that they would soon be revised upward as a result of the airline experience.

President Johnson called to the

White House both Secretary of the Treasury Henry H. Fowler and Secretary of Commerce John T. Connor.

As they left the White House, both Cabinet members indicated that the President was seriously considering revising the guidelines.

Mr. Connor was reported as saying that a "preoccupation with the 3.2 per cent figure can lead to misunderstandings in certain cases."

Adjustment

He questioned whether one set formula for annual wage increases should apply to everyone and suggested strongly that the guidelines be adjusted to take into account productivity rates in specific industries.

Next day, at a news conference, President Johnson indicated that some revision of the guidelines may be under consideration.

He pointed out, however, that prices were rising more slowly in the United States than in any other country. He said:

"I would say that when the average increase in the last post-war period since World War II has been 2.6 per cent and the increase this year is only 2.5 per cent, the last 12 months, that that would not indicate that the country is going to pot."

Support for a basic revision in the wage guidelines came unexpectedly last week from Walter W. Heller, former chairman of the President's Council of Economic Advisers.

In a telephone interview with Lee M. Conn of the *Washington Star*, Heller said the guidelines should be revised to take account of the rising cost of living.

Airline profits there were, but four of the five struck carriers were holding back their six-month reports officially due at the Civil Aeronautics Board by Aug. 10. All but TWA had officially requested permission to delay filing their half-yearly profit statement.

A year ago, before negotiations had started, all five had filed their six-month reports on or before Aug. 2.



TWU members demonstrate support

Members of the Transport Workers Union in Miami, Fla., demonstrated their opposition to Congressional strikebreaking with a mass rally and march on August 5. The Miami demonstration was part of a nationwide protest by TWU airline employees against Congressional interference in airline negotiations. In the photo, TWU Inter-

national Vice President William Grogan, wearing a jacket, is flanked by IAM Grand Lodge Rep. John Courtney, (arrow) TWU Local 500 President Bud Radford. TWU Local 368 President Frank Harley, and a few of the others who made the mile and a half trek under Miami's blazing sun.



Minnesota Vikings bust wrong line

Members of the Minnesota Vikings professional football team crossed an IAM picket line to board a -struck Northwest Airlines chartered flight at Rochester, Minn. The Vikings were en route to an exhibition game in New Orleans

of IAM District 143 said two substitute charter flights had been available as of midnight the night before. Hubbard called for a boycott of all Viking games by IAM members

Northwest officials claimed they had tried to get a plane from a nonstruck carrier but had been unable to do so. Earl Hubbard, secretary-treasurer

The pickets include Hubbard, Louis Schmidt, president of IAM Lodge 723; Joseph Harrison, president of Lodge 1833; and Lyle Wheeler, a steward for Lodge 1833.



Strike benefit at O'Hare

Fred Goetz, center, was the first member of IAM Lodge 1487, Des Plaines, Ill., to receive an airline strike benefit check. Goetz works at nearby O'Hare Field in Chicago.

Frank Score, right, lodge president, presents Goetz with his check while William Austin, financial secretary, looks on. Score reports that Lodge 1487 distributes the weekly strike benefit checks to 2,700 of its members who work on the five struck airlines. Members around the nation, unemployed because of the strike, began receiving the IAM benefit checks with the third week of the strike.



California members sign for benefits

Members of IAM Lodge 1781 sign for strike benefits at San Bruno, Calif.

The checks were issued locally by Rowan Tyler, seated center, lodge financial secretary. He was assisted by Don Baker, left, and Sarg Schram.

Members of Lodge 1781 are able to keep abreast of the latest strike developments via telephone tape recordings carrying up-to-minute reports. Lodge officers have also kept the public informed of the union's position at news conferences covered by local newspapers, television and radio stations.



Ronald Reagan minus makeup

In his bid for Governor of California, TV-movie actor Ronald Reagan has wandered away from his script often enough now that you can begin to see where he stands.

With no record in public office, Reagan was difficult to catalog. Earlier he used a set speech that glittered with generalities, but gave few clues to his precise position. Now in the heat of his campaign to unseat Democratic Gov. Pat Brown, Republican Reagan's real stands are coming through.

For open shop

Take his views on labor questions, for example. The *Los Angeles Times* recently quoted him as favoring mis-named "Right-to-Work" laws that make the open shop compulsory. Reagan said: "I support Section 14(b) (of the Taft-Hartley Act) permitting states to outlaw the union shop."

On unemployment compensation, the *Fresno Bee* quoted him:

"It provides pre-paid vacations for a segment of our society which has made it a way of life."

Jobless benefits ought to be cut back, he feels. The *Sacramento Union* quoted him: "A rollback is necessary to prevent the program from becoming a way of life."

Reagan is against collective bargaining for farm workers and for importing low-wage Mexican braceros to do the work on California's big fruit and vegetable farms.

The *San Diego Union* reported that he labeled California's hordes of poverty-stricken aged persons depending on public assistance as "a faceless mass waiting for handouts."

He thinks the idea of charging higher tuition in the state universities ought to be explored.

Against Medicare

Reagan was paid by the American Medical Association to stump the country against Medicare and has described it as "socialized medicine—one of the first steps in imposing statism on our people."

The wealthy actor is against the progressive income tax and believes that all citizens—from the worker to the millionaire—should pay the same percentage of income. He contends the income tax was invented by Karl Marx.

On the John Birch Society, Reagan told a New Haven, Conn., press conference last year: "I don't believe I have any moral justification for repudiating them."

The right-wing organizations are now beginning to beat the drums for Reagan for President in 1968. The defeated 1964 Presidential candidate, Barry Goldwater, recently said:

"Reagan is a definite Presidential possibility in 1968, and I will work with him, beside him, or under him."

Reagan has taken no stand on that. However, the record shows that he has not uttered one word to discourage such an eventuality.

Recently, Reagan was revealed to have had a series of top-secret conferences with the executive director of the National Association of Manufacturers at a luxurious Lake Tahoe private home. The NAM official was Richard Cornuelle, a wealthy Californian, who shuttles back and forth between his New York office and his San Mateo residence. A private detective patrolled the area during the session.

Senate votes standards to raise jobless pay

Jobless workers in most states are a step closer to winning higher unemployment benefits for more weeks through Federal standards urged by labor.

The issue is up to a joint Senate-House conference committee in Washington, D.C., this week. The Senate has adopted a bill providing Federal standards. The joint committee must adjust the differences between the Senate bill and a weak House bill that provided no Federal floor under benefits.

AFL-CIO President George Meany termed the House bill "completely unsatisfactory . . . a mere token measure."

Under the leadership of Sen. Russell Long of Louisiana, the bill passed the Senate 53 to 31. It would set up Federal standards:

- Requiring all states to pay weekly benefits of 50 per cent of the average weekly wage received by a worker before he became jobless or a maximum of 50 per cent of the state's average weekly wage, whichever is lower. This would raise payments in 34 states.

- Making it mandatory that states pay at least 26 weeks of benefits to a worker who had previously been employed at least 39 weeks. A number of states don't.

The Senate Finance Committee had recommended that a worker with 20 weeks of employment should be eligible for 26 weeks of benefits, but controversy on the Senate floor led to the 39-week figure.

- Specifying that any unemployed person who has worked at least 20 weeks in a year be eligible for benefits. The requirement is much stiffer in some states.

- Providing full Federal financing of an extra 13 weeks of benefits to unemployed workers during recessions. The House bill has a similar plan

Upset of Tennessee's Bass labors first primary loss

Defeat of U.S. Sen. Ross Bass of Tennessee in the recent Democratic primary marks the first time this year a proven friend of labor has lost in a primary. Despite hard work by union members, he lost to Gov. Frank Clement by the narrow margin of 9,000 votes out of 750,000 cast. Despite his defeat, Bass last week voted down the line for the improved jobless pay bill.

but would split financing 50-50 with the states.

The Senate bill would increase the wage base on which employers pay taxes from the current first \$3,000 a year to \$3,900 in 1968 and \$4,800 in 1972. The House bill would increase the base eventually to \$4,200. Both measures would raise the tax applied to the wage base from 3.1 to 3.3 per cent starting next year.

Coverage under the Senate bill would be extended to an additional 2,300,000 workers, exempting employers with fewer than 4 workers. The House bill would cover 3,500,000 now unprotected workers, extending the law to employees of all firms with more than one worker.

The key Senate vote was on the basic bread-and-butter question of putting a floor under weekly payments to raise benefits for the unemployed in nearly two-thirds of the states.

This was the proposal to require states to pay a worker 50 per cent of his average weekly wage or half the state's average weekly wage, whichever is lower. Labor had urged this, plus the proviso that benefits gradually step up to two-thirds of average weekly benefits.

The graduated step-up got lost in the shuffle. The Senate approved the 50 per cent floor under weekly benefits on a 45 to 36 roll call vote. Here is how the Senators voted:

FOR higher jobless benefits—45

- | | | | | | |
|---------------------------|--------------------------|-------------------------------|----------------------------|-----------------------------|----------------------------|
| Alaska
Gruening (D) | Illinois
Douglas (D) | Minnesota
McCarthy (D) | New Mexico
Anderson (D) | Oregon
Morse (D) | Vermont
Alken (R) |
| Arkansas
Fulbright (D) | Indiana
Bayh (D) | Montdale (D) | Montoya (D) | Neuberger (D) | Prouty (R) |
| Connecticut
Dodd (D) | Iowa
Hartke (D) | Missouri
Long (D) | New York
Javits (R) | Pennsylvania
Clark (D) | Washington
Magnuson (D) |
| Delaware
Boggs (R) | Kansas
Ribicoff (D) | Montana
Metcalfe (D) | N. Dakota
Burdick (D) | Rhode Island
Pastore (D) | W. Virginia
Byrd (D) |
| Hawaii
Fong (R) | Michigan
Brewster (D) | New Hampshire
McIntyre (D) | Ohio
Young (D) | Texas
Yarborough (D) | Wisconsin
Nelson (D) |
| Idaho
Inouye (D) | Mississippi
Case (R) | New Jersey
Williams (D) | Oklahoma
Monroney (D) | Utah
Moss (D) | Wyoming
McGee (D) |
| Pa. (Bass) (D) | Tenn. (Gore) (D) | Tenn. (Long) (D) | La. (Mansfield) (D) | Mont. (Tydings) (D) | Md. |

AGAINST higher jobless benefits—36

- | | | | | | |
|---------------------------|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Arizona
Fannin (R) | Florida
Holland (D) | Kansas
Carlson (R) | Nebraska
Curtis (R) | N. Dakota
Young (R) | Texas
Tower (R) |
| Arkansas
McClellan (D) | Georgia
Russell (D) | Holloman (R) | Nebraska
Hruska (R) | Ohio
Lausche (D) | Virginia
Byrd (D) |
| California
Kuchel (R) | Idaho
Talmadge (D) | Kentucky
Cooper (R) | Nevada
Bible (D) | Oklahoma
Harris (D) | Washington
Robertson (D) |
| Colorado
Allott (R) | Illinois
Jordan (R) | Maine
Morton (R) | New Hampshire
Cannon (D) | S. Carolina
Harris (D) | Washington
Jackson (D) |
| Delaware
Dominick (R) | Iowa
Hickenlooper (R) | Mississippi
Eastland (D) | New Jersey
Cotton (R) | S. Carolina
Thurmond (R) | Wyoming
Simpson (R) |
| Delaware
Williams (R) | | Mississippi
Stennis (D) | N. Carolina
Ervin (D) | S. Dakota
McGovern (D) | |
| | | | Utah
Jordan (D) | Utah
Mundt (R) | |

Paired Against—Ellender (D), La.; Hill (D), Ala.; Russell (D), S. C.; Smathers (D), Fla.; Sparkman (D), Ala.

Not Voting—Bartlett (D), Alaska; Bennett (R), Utah; Dirksen (R), Ill.; Griffin (R), Mich.; Hayden (D), Ariz.; Kennedy (D), Mass.; Murphy (R), Calif.; Saltonstall (H), Mass.; Scott (R), Pa.

CARTOON COMMENT: The strike



PARKER—WASHINGTON POST



BANX-WOKCSSTKR. MASS., GAZ*TT*



MIUJOU-THZ DM MOINCS BSOI8TIS

"This is your point spnPOTHlv* f fths delay is caused by trouble with some of our wheels."



George Meany defends the right to strike

AFL-CIO President George Meany's week made the following statement in a specially-called press conference. In the AFL-CIO headquarters:

When Congress first started to move toward legislation on the airline strike, I asked for an opportunity to testify, first in the Senate and then in the House. My request was refused in both cases.

I think this was a mistake on the part of the committees. It should be obvious to everyone that there is much more involved here than 35,000 machinists and five airlines.

If Congress votes to end this legal, non-emergency strike by a federal law forcing the men back to work, it will deliver a crippling blow to the whole labor movement, and more than that, to the liberty of every American who works for wages. This is very much the business of the AFL-CIO.

Therefore I have called this press conference to read you what I would have said to the committees. I think it is essential for the American people to know what is really at stake in this bill. Here is my testimony as I prepared it:

Mr. Chairman, I appear here on behalf of the AFL-CIO to express our total opposition to the bill before you.

According to its proponents, this bill is necessary in order to protect the "public interest." We completely reject that claim.

What is involved is a strike that unquestionably has greatly inconvenienced a substantial number of citizens who use the five airlines involved. This is, of course, regrettable. But as every expert witness has testified, there is no national emergency. Transportation is not paralyzed. The flow of men and materials affecting the national defense has neither been interrupted nor delayed.

Where, then, does the "public interest" lie?

Does it really lie with a statute which, for the sake of overcoming an inconvenience, would force free men to work against their will for private, profit-making corporations? We say no. We say the preservation of freedom outweighs the elimination of an inconvenience.

Make no mistake about it, the preservation of freedom is what you are debating—the freedom of American workers to decide, collectively, the terms and conditions under which they will work, or will not work.

This is a basic freedom: for the alternative is involuntary servitude.

It is in that spirit that I ask you to weigh this bill. The love we hold for our country is not served by attacking the freedom of its citizens.

Yes, everyone who has spoken on this measure has defended the right to strike. But the right to strike is not an abstract theory. It is an operating right. Anyone who believes in the right to strike must accept the proposition that strikes will take place. It is not enough to believe in the right to strike in every case except the strike that is going on at the time or the strike that inconveniences articulate citizens. Yet that is the substance of this bill.

While it is not my purpose to argue the merits of the economic dispute between the parties, a few facts should be mentioned.

First, the airline companies can easily afford a much more generous settlement than they have yet offered. Their profit figures prove it; they themselves admit it. But during the long period of negotiations, mediation and fact-finding—and even after the strike began—the companies limited their proposals. They also claimed to be serving the "public interest," this time described as preventing inflation. We reject that claim as well, both in general and in its application to these companies.

This is not the time or place for an extensive discussion of the so-called "guidelines," except to emphasize our conviction that attempts to limit wages, when there are no effective ceilings imposed on prices, profits,

dividends, corporate salaries, etc. do not serve the public interest—they damage it. These airlines typify the basis for our conviction. Their profits have soared far beyond what the government itself considers reasonable; and they have applied no "guidelines" in the executive suite.

Second, the workers who are now on strike shared a succession of lean years with these companies. They accepted wage agreements that fell farther and farther behind those of workers with comparable skills and lighter responsibilities—fellow-members of their own union. Having shared the lean years, they now want to share in the fat ones—not excessively, only to the point of catching up with the general wage standards of their craft. I might point out that in addition, since their last contract expired, the cost of living alone has risen by 1.7 percent.

Third, this is a legal strike. The union exhausted every procedure prescribed by law. It agreed to an additional delay during which the matter was studied further. After the strike began, the leaders of the union actually recommended terms of settlement. By secret ballot, the workers rejected these terms by three to one.

It does not matter whether I think their decision was right or wrong. It does not matter what the Congress thinks of it. That is beside the point. It was a decision that free workers had every right to make.

Now we have a bill that proposes to make this legal strike illegal. It proposes to force the strikers to work for these profit-rich companies on terms that are unacceptable to them, while the same procedures that failed earlier are repeated again.

Meanwhile, bargaining between the parties has been totally disrupted. It stopped for almost a week after Senator Morse first introduced his ill-advised bill. It resumed only when the Senate laid the question aside, to clear the way for the White House meetings that produced a tentative settlement. After the workers had rejected that settlement, Congress again intervened and bargaining again stopped. A new effort by Secretary Wirtz to bring the parties together brought no results.

Of course not. The companies see no need to bargain when they expect Congress to break the strike.

We in the AFL-CIO urge this committee to demonstrate the courage and the devotion to freedom that this issue requires.

We urge you to vote this proposal down—to make it clear that the Congress will stand aside and let the process of free collective bargaining proceed. I am well aware that this will not be an easy course for you to take. But I confidently predict that if you follow that course, free collective bargaining will settle this dispute in less time than the Congress has already devoted to it.

That is what I hoped to tell the committees. Let me add a few more words.

The other day, Congressman Stagger called on the parties to reach an agreement to avoid legislation which, he said, "you will regret for the rest of your lives."

I would say it another way. I say to the Congress, do not pass legislation that you will regret for the rest of your lives. Do not legislate against the rights of free Americans.

I repeat what I said at the beginning. This is a far more serious matter than a dispute between 35,000 machinists and five airlines. Those who vote for this bill will be voting—no matter how good their intentions—against the basic freedom of every union member and every wage-earner in America. It is hard to believe that this Congress will blacken its great record of social progress by curtailing the liberty of free men.



September Living Costs Highest Ever

Read Sidney Margolis, p. 10



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Union at Work

Chicago Tool & Die

Contracts recently negotiated by IAM Lodge 113, with nine Chicago tool and die shops provide across-the-board raises ranging from 14 to 25 cents an hour and minimum contract rates from \$4.10 to \$4.25 an hour.

Victor Horvath, directing union representative, reports that shop averages vary, with \$4.50 being the highest. The duration of the contracts vary also. In two shops with three-year contracts the rate will be \$4.39 and \$4.45 an hour in 1968.

The IAM members covered by the new contracts work at Argus Mfg. Co., Comar Electric Co., E. Edelmann & Co., Federal Sign and Signal Co., Goss Co., Mercoird Corp., Webcor Inc., Wilson Jones Co., and the York Tool and Manufacturing Co.

Norma-Hoffman

After 40 years of working under incentive plans, members of IAM Lodge 1666, at Norma-Hoffman Bearing Co., Stamford, Conn., are now working under red circle and base wage rates.

Anthony Masso, union representative for IAM District 127, reports that members recently ratified a three-year contract that guarantees them wage increases of 18 cents an hour. Red circle employees will receive an additional four cents an hour each year. Rates, in 1968, will range from \$1.94 an hour to \$3.53 an hour.

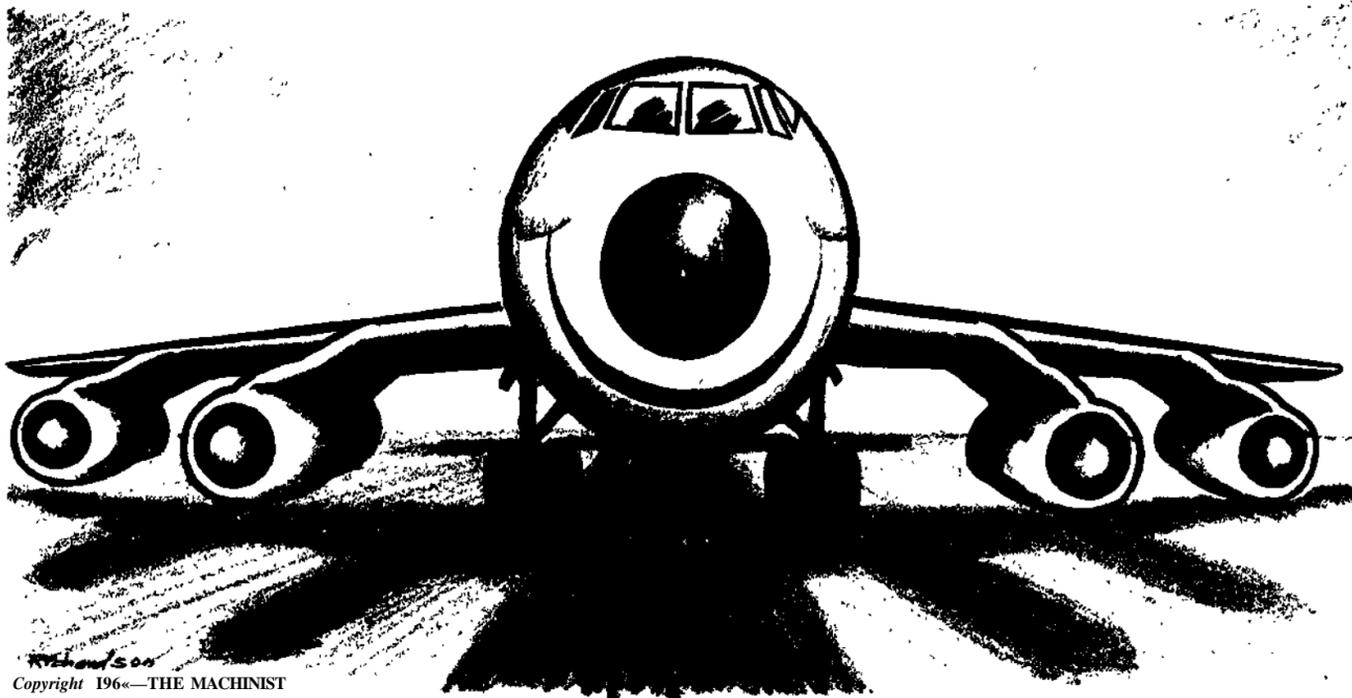
Other provisions include supplementary pay for jury duty, and improvements in insurance and pension programs.

Aerojet-General

John Garcia and Clyde Thornton have won a total of \$1,261 to pay them for time lost when Aerojet-General Corp., Rancho Cordova, Calif., laid them off. Garcia is chief steward for IAM Lodge 946. Thornton is a member of the lodge executive board.

Grand Lodge Rep. Bob Carter reports that the company accused them of discouraging mechanics from working overtime and laid them off as a matter of discipline. They denied the charge and took the grievance to arbitration. The arbitrator's decision: discipline was unjust and the men must be reimbursed for lost wages.

(Continued on page 2)



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Airline Industry Now A Better Place to Work

"The airline industry is now a better place to work."

With those words, IAM President Roy Siemiller formally announced that the airline strike had ended with a resounding victory for 35,400 union members who had walked the picket lines for 43 days in 231 cities.

The end came at 8 p.m. last Friday with the announcement in Washington, D.C. that the striking union members had voted to ratify the settlement. The vote was:

Yes—17,727
No—8,235

Almost three weeks earlier, the same members had voted down by a three-to-one margin a lighter package worked out at the Executive Offices building next to the White House.

This time, the settlement was reached after 20 hours of direct negotiations in the basement of the Labor Department building in Washington.

Word that terms had been tentatively agreed to was flashed by radio and TV at 6:20 a.m. Monday, August 15.

Unlike the earlier vote, on this vote there was no effort to hurry this ratification.

Personal Letter of Explanation

On behalf of the negotiating committee, the IAM President wrote personally to each union member for whom headquarters has an address. He enclosed a summary of the settlement (see page 3).

"In spite of all the odds against us," he pointed out, "your Committee secured... a package of benefits that is by far the best ever secured in the air transport industry and

far surpasses any secured by any union, including ours, in any major industry in one set of negotiations."

The IAM President called attention to the fact that the airline settlement had shattered the guidelines, and broken through the Government's opposition to cost-of-living escalator clauses. Mr. Siemiller's letter concluded:

"Thanks again for your solid support and loyalty. I and the entire negotiating committee, including Vice President (Joseph W.) Ramsey and all four General Chairmen, plus Fred Spencer negotiating for TWA, District 142, who had an opportunity to participate, are fully aware of the entire situation and recommend that you vote yes."

The four General Chairmen are: J. B. Wilhelm of District 100; R. T. Quick of District 141; E. P. Barstad of District 143; and J. M. Burch of District 145. In addition, Frank Heisler, IAM airline coordinator and Vernon Jirikowic, IAM Research Director, were important members of the negotiating committee.

The union did not attempt to play the millionaires' game, adding up the cost of the proposed improvements in astronomical figures. The *Wall Street Journal*, which is accustomed to such sums, reported that the settlement would cost the airlines an estimated \$92,000,000—an average of \$2,325 per IAM member.

AFL-CIO President George Meany, who met with 13 IAM lodge presidents while they were in Washington during the week preceding the settlement, wired each of them to say:

"Your being in Washington played an important part in helping your Union secure a wonderful settlement. The total labor movement was with you as legislation against the

Machinists would, in fact, be against the whole labor movement in the USA."

The settlement and its subsequent ratification killed the Senate-passed resolution to order the strikers back to work on management's terms.

The resolution was pushed through the Senate two weeks earlier largely through the efforts of Sen. Wayne Morse of Oregon and Sen. Everett Dirksen of Illinois. That vote was 54 to 33.

The House referred the resolution to its Committee on Interstate and Foreign Commerce chaired by Rep. Harley O. Staggers, of West Virginia. Congressman Staggers called the Morse resolution "terrible" and said it would "set back collective bargaining 50 to 100 years."

Abbreviated Hearing

Even an abbreviated hearing took 9 days, with only the Secretary of Labor Willard Wirtz; one spokesman for the airlines, William Curtin; and IAM President Roy Siemiller being allowed time to testify.

At the end of that time, the Committee, with its chairman publicly holding his nose, voted to recommend its passage (see page 3).

Committee members were so leary of the prospects that Congress would become known as strikebreaking headquarters—as Mr. Siemiller had warned them it would be—that the Committee began trying to mediate the dispute.

Mr. Staggers called leaders of both sides to his office one night for a secret session. Next day, Assistant Secretary of Labor James

(Continued on page 5)



Victorious airline strikers fete Roy Siemiller at Chicago

IAM President Roy Siemiller, center, flashes the V-for-victory signal among cheering airline strikers, members of IAM Lodge 1487, at O'Hare Airport, Chicago. The Chicago members feted Mr. Siemiller the night before last week's overwhelming vote for ratification of the new airline contract. Chicago is Mr. Siemiller's home town.

Converted picket signs hail the contract, applaud Mr. Siemiller who led the IAM negotiators, and condemn the so-called wage-price guidelines. Mr. Siemiller hurried back to Washington next day for tabulation of the vote and his network TV and radio announcement of ratification of the agreement.

BURKE & DEAN PHOTO

Summary of airline settlement

This summary of the proposed settlement between the IAM and the five struck airlines was sent by President Siemiller to the members prior to the vote last week.

1. Duration

Three-year agreement, effective January 1, 1966.

2. Wages

Effective January 1, 1966—a 5% general wage increase. (Full retroactivity for all straight time and overtime hours [at applicable overtime rate] worked since Jan. 1, 1966, will be paid to the employees.)

Effective January 1, 1967—a 5% general wage increase. Percentage increase to be computed on new rate.)

Effective May 1, 1968—a 5% general wage increase. (Percentage increase to be computed on new rate.)

Moving the 1967 wage adjustment back to Jan. 1, 1967, means in effect that our members will receive on the average 171 an hour more for a period of six months. Similarly, moving back the 1968 wage adjustment will mean that our members will receive on the average an additional 18c an hour for a period of two months. When these two adjustments are averaged out, it would mean in effect that the wage adjustment for 1967 is increased 8xi³¹ per hour for that year, and approximately 3f an hour for 1968. All effective general wage increases will be made on the first of the month as so indicated rather than on the first payroll period thereafter.

3. Cost of Living

After considerable opposition from the carriers, we were successful in establishing a cost-of-living clause to be applicable in the second year of the agreement. It is our judgment that the clause which we have negotiated represents the best that could be secured in view of the other wage movements the carriers made.

Changes in the cost of living, commencing July 1, 1967 through December 31, 1967, will be reflected in a cost-of-living adjustment effective January 1, 1968. The adjust-

ment will be based upon a 4 points = f³¹ formula, and there will be a maximum of 3f on this adjustment.

Increases in the cost of living between March and August 1968 will be reflected in an adjustment effective September 1, 1968. The maximum adjustment will be 3* for this period.

No downward adjustment may reduce the basic hourly rates. Cost-of-living adjustments for pay purposes are to be computed as part of the basic hourly wage rate, but shall not be considered as part of the basic hourly rate when computing general wage increases.

This is the first cost-of-living clause negotiated in this industry and is one of the major achievements of this settlement. Should the cost of living continue to increase, we could anticipate receiving a total of 6* cost-of-living raise.

4. Holiday and Holiday Overtime

Upon the signing of this agreement, one additional holiday (Good Friday) will become effective

Also effective upon the signing of this agreement, the holiday overtime premium will be 2½ times for all time worked on paid holidays. Under the previous settlement, this benefit was to be effective July 1, 1967, and we have now made it effective immediately. It will apply to the remaining holidays of this year and all those that follow

5. Health and Welfare

Effective Jan. 1, 1967, those carriers who do not presently pay for dependent's health and welfare benefits will contribute 5⁴ per hour, not to exceed \$2.00 per week (or approximately \$8.60 per month) towards their respective programs. In most instances, this will substantially reduce the premiums which employees are paying for their dependent's coverage.

During the term of this agreement, the carriers have agreed that premiums paid by employees would not increase. In effect, this means that should hospital and

medical costs increase, the carriers would be obligated to absorb such increased costs.

6. Modification of Progression Schedules

Effective Jan. 1, 1967, the next-to-last step shall be eliminated. Individuals within that step will be moved to the top of the wage scale in their classification.

Effective Jan. 1, 1968, the present first step of each wage scale will be eliminated. Everyone in that step will be moved to the second step.

7. Vacations

Effective Jan. 1, 1967, individuals with fifteen years of service will receive four (4) weeks' vacation. Previously, one had to work twenty years.

Effective Jan. 1, 1968, individuals having eight (8) years of service will receive three (3) weeks' vacation. Previously, one had to work ten (10) years to secure three weeks' vacation.

Coupled with our new vacation schedule is the commitment from the carriers that no deduction of the strike period shall be made from the employee's service record in determining the employee's eligibility for the increased vacations provided in this settlement.

8. Line Maintenance Premium

Effective Jan. 1, 1967, the carriers will pay 5c per hour to mechanics, lead mechanics, and inspectors assigned to line aircraft maintenance. This .V shall be considered a part of the individual's base rate for purpose of computing overtime payments and all other benefits, i.e., vacation pay, etc., which are based upon an individual's rate. Individuals assigned to line maintenance for less than four (4) hours in a workday will not be paid this premium. However, if he is assigned to line maintenance for four hours or more, he will receive the differential for the entire shift

Since Eastern Airlines already pay 3c for line maintenance work, they will be raised 2c, establishing a uniform line premium.



Stackers
ment last week.

Three days before agreement was reached the House Interstate Commerce Committee had voted 17 to 13 to report out its resolution. This was a measure nearly identical to the Morse resolution that cleared the Senate 54 to 33 eleven days earlier.

The resolution would have faced a protracted fight in the House Rules Committee despite lame-duck Chairman Howard Smith (D) of Virginia, defeated for re-nomination, who was anxious to push it through. Then a floor fight would have followed.

House Commerce Chairman Harley Staggers (D) of West Virginia, who reluctantly voted for the proposal, called it "terrible," said it would create "chaos for a while." He said it would set back collective bargaining 50 to 100 years.

However, Staggers said he felt duty-bound as chairman to vote to send the measure to the floor, even though he opposed it. House Speaker John McCormack

Agreement killed strikebreaking bill

The U.S. House of Representatives was still not ready to act on a strikebreaking resolution when negotiators for the IAM and the airlines reached tentative agreement last week.

(D) of Massachusetts, he said, asked him to get the resolution approved. In the final days, Staggers played a

House committee votes 17-13 for strikebreaking measure

As reported by Congressmen present, here is how members of the House Interstate Commerce Committee voted Aug. 12 when the Committee approved a strike-breaking resolution 17 to 13:

For breaking airline strike—17

James Brovhill(R), N.C.	J. J. Pickle(D), Texas
Willard Curtin(R), Pa.	Paul Rogers(D), Fla.
Samuel Devine(R), Ohio	Walter Rogers(D), Texas
Samuel Friedel(D), Md.	David Satterfield(D), Va.
James Harvey(D), Mich.	William Springer(R), Ill.
John Jarman(D), Okla.	Harley Staggers(D), W. Va.
Hastings Keith(R), Mass.	Albert Watson(R), S.C.
Horace Kornegay(D), N.C.	J. A. Younger(R), Calif.
Ancher Nelsen(R), Minn.	

Against breaking airline strike—13

Brock Adams(D), Wash.	John Moss(D), Calif.
Glenn Cunningham(R), Neb.	John Murphy(D), N.Y.
John Dingell(D), Mich.	Xeo O'Brien(D), N.Y.
Charles Farnsley(D), Ky.	Daniel Ronan(D), Ill.
John Gilligan(D), Ohio	Fred Rooney(D), Pa.
J. O. Huo(D), N.H.	John B. Williams(D), Miss.
Torbirt Macdonald(D), Mass.	

Absent—Tim Carter(R), Ky.; James Mackay(D), Ga.; Lionel Van DeerUn(D), Calif.

leading role in attempting to mediate the dispute and avoid legislation

The proposal would have ordered the IAM strikers back to work for 30 days. Within this period the President was authorized to extend the strike ban another 150 days.

During the period another Presidential board would attempt to mediate the dispute further. Thirty days before expiration of the six-month period, the President would give Congress recommendations for additional action to settle the dispute without resumption of the strike.

The House measure differed slightly from the Senate version fathered by Sen. Wayne Morse (O) of Oregon. It spelled out precisely that the strikebreaking process could not be extended beyond 180 days without further legislation.

Before the approval vote, the Committee voted down, 20 to 11, a proposal by Rep. John Dingell (D) of Michigan for Federal seizure of the five airlines. It would have limited profits to 1014 per cent of invested capital. The airlines earned 12.5 per cent last year.

When the tentative agreement was announced, House action on the measure halted immediately.

This advertisement appeared in the New York Times and the New York Daily News, Sunday, August 14. This was the crucial weekend, when negotiations were at their most critical point—when legislation to break the airlines strike hung in the balance.

Members of Congress;

Don't change the rules in the middle of the game...

The name of the game is DEMOCRACY!

When 17,251 vote "NO" and only 6,587 vote "YES"
Why should Congress deny the Democratic principle?

Just three weeks ago, 23^38 out of a possible 35,400 members of the International Association of Machinists went to the poll to vote on a contract proposal submitted by their officers after 12 hours of high-pressure negotiation.

More than 70% voted "no", though this strike, like any other strike, works the greatest hardship on the men and women who sacrifice their weekly paychecks for both a principle and a cause.

Less than 30% voted "yes", and there is no way of knowing how many of these members voted for the proposal for the wrong reason... anxiety to get back to work or fear of Presidential or Congressional amrtwisting.

The Automotive And Truck Mechanics Of Lodge No. 447
Respect The Inalienable Right Of The Majority To Vote "NO"

The International Association of Machinists is a responsible union. It has always obeyed both the spirit and the letter of the law. When this strike was called, the aircraft mechanics were well within their rights. THEY STILL ARE.

Further, since the strike began, the union has bent over backwards to permit ESSENTIAL air traffic to continue... in fact, the strike has brought about an increase in the amount of military cargo transported by air. Even Secretary of Labor Wirtz has admitted that no national emergency exists. Military travel, essential cargo* etc., has gone on.

This Unprecedented, Discriminatory "After-The-Fact"
Legislation Should Never Be Enacted

The legislation now before the Congress is an unwarranted interference with the rights of EVERY WORKING MAN, affected by collective bargaining, within a single segment of industry.

If it goes through, it will establish a new precedent in United States labor law... the right of the Government to enact laws to settle any strike which by force of circumstances becomes a public issue.

It will be, in effect, the first example of "LEGISLATIVE STRIKEBREAKING".

The ability of labor and management to sit down and reach an equitable settlement of a difficult agreement will be forever impaired.

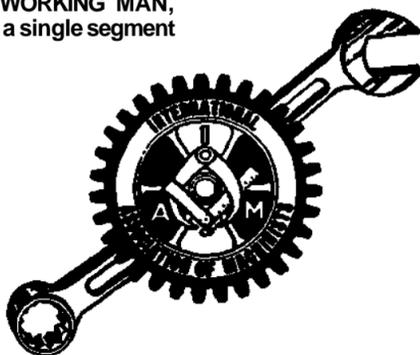
There will be... FROM NOW ON... a dangerous cloud hanging over every major negotiation: the cloud of "settle it now or we'll settle it for you."

We ask the public to recognize the peril before it's too late. If this negotiation is settled under the threat of legislative action... let alone settlement by legislation... "collective bargaining" will never again be the same in the United States. Rep. Harley O. Staggers, D-W. Va., said if the Senate-passed bill now before his committee is enacted it "would set back collective bargaining for 50 to 100 years."

What Can You Do About It?

Any citizen has the duty to object to unfair and discriminatory legislation. Our Senators, our Representatives, and our elected and appointed officials of the executive branch must heed our wishes.

We urge you, therefore, to write or wire your Congressional Representative, and the Secretary of Labor as well, to register your objection to this new form of Legislative strikebreaking.



AUTOMOTIVE MECHANICS LOCAL 447

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Daniel Kelly, Vice President
John Hoffmann, Treasurer
Joseph Tormey, Financial Secretary
C. J. Lubas, Recording Secretary
Larry Sepp, Trustee
Andrew Mutterer, Trustee
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