A BAPTISMAL SERVICE for Melayne Andrea Hammond, daughter of the Rev. and Mrs. A. H. Hammond Jr., of 2312 E. Federal St. was held recently at the Milton Avenue Methodist Church. The christening was done by the baby's grandfather, the Rev. A. H. Hammond Sr., pastor of the St. James Methodist Church. From left in picture are the Rev. Mr. Hammond Sr., Mrs. Harriet Hammond, mother; Mrs. Barbara Wood, godmother; Mrs. Hilda Hammond, grandmother; Mrs. Hattie Kemp, Mrs. Carlega Johnson and the Rev. Mr. Hammond Jr.

Judge says 'dirty work' behind undertakers' dispute

"I'm tired of this mess. I didn't think I can clean up these undertakers' squabbles."

Thus Municipal Court Judge Andrew W. Howard, Monday brought to a close a trial against a funeral director. Willard H. Bacon and his employee, James A. Quarles, both charge of practicing the funeral client with violations of D.C. undertakers' regulations.

Bacon paid a $10 fine in lieu of five days in jail on a charge of permitting Quarles to practice the funeral profession without a license. He was cleared of charges of soliciting funerals and of annoyance.

Quarles was given a $10 fine in lieu of five days in jail on a charge of soliciting funerals. He was cleared of a second charge of soliciting or "annoyance."

JUDGE HOWARD'S statement closing the cases came after testimony that certain undertakers were "out to get" Quarles, an employee of the Bacon Funeral Home, 1200 block 7th St., NW, an establishment owned by Bacon.

The cases in which Bacon and Quarles were charged involved the Johnson and Single funeral families.

THEIR CONVICTIONS were in connection with the Johnson family, but in the Singletary case they were both cleared.

Judge Howard said there seemed to be "bad blood" and "dirty work" among the undertakers.

QUARLES AND BACON were accused of annoying the Singletary family because of a visit they made to the home of Mrs. Joan McNeil, 300 block Decatur St. NW, and her husband Robert, on Sept. 24.

Mrs. McNeil, daughter of Mrs. Singletary, whose husband had died, stated Quarles, whom she had known for several years, told her the Bacon Funeral Home would give the family a cheaper funeral than Taylor, whom the family had already contacted. **Quarles also talked to her mother over the telephone about the matter,** Mrs. McNeil stated.

She said neither Bacon nor Quarles had been asked to come to her home and that Quarles told her he learned of her father's death through "connections."

Mrs. McNeil testified that she reported the matter to Taylor whose funeral home continued with arrangements, and later, she and her mother gave Taylor an affidavit complaining about Bacon and Quarles.

ASKED THE meaning of certain words in the complaints, Mrs. McNeil admitted she did not know their meaning and her mother, Mrs. Singletary, testified that she was not quite sure she understood the document she had signed.

In the other case, Quarles was found guilty of annoying Miss Mary Johnson, 100 block Pierce St., NW and her mother, Mrs. Pearl. Testimony disclosed he made a visit which had not been requested by the family to their home on Nov. 1. The Johnsons had already made arrangements with the Frazier Funeral Home, but decided to use the services of the Bacon Funeral Home after Quarles quoted a cheaper price, it was stated.

Later a third funeral establishment, the Horton Funeral Home, was used by the Johnsons after contact was made with them by a niece of Mr. Horton, owner of Horton's Funeral Home.

Testimony also revealed that a representative of the Horton establishment took the Johnsons to a lawyer to make arrangements for filing a complaint against the Bacon Funeral Home.

IN CONNECTION with the charge of practicing the funeral profession without a license Quarles was found guilty of transporting the Johnsons to D.C. General Hospital where he arranged for them to authorize a release of their relative's body to the Bacon Funeral Home. Quarles, an apprentice, had failed to renew his license which had expired previous day.

Bacon was accused during testimony by a member of the Johnson family, R. F. Phillips, of attempting to bribe him with $200 to prevent prosecution of the case. Bacon denied this on the witness stand.

The defendants were represented by Perry W. Holland and William C. Davis, attorneys.

Present fireman

Information against James Rhone, 28, 1400 block E. Biddle St., was presented to the grand jury Thursday involving him in a series of 12 burglaries.

Rhone, a city fireman, also faces charges in the county.

Rev. J. H. Buggs, 90

AUGUSTA, Ga.—The Rev. John H. Buggs died at his residence, 1685 Floyd St., Nov. 26, at the age of 90.

1,000 Yule gifts for children in training schools

Over 1,000 gifts for the young people in the Maryland Training Schools have been made possible by contributions from the Protestant churches and church-related organizations of the Council of Churches of Maryland.

The superintendents of the Maryland Training School for Boys, Boys' Village, Montrose School for Girls and Barrett School for Girls and the three Forestry Camps are asked for lists giving the age ranges and the type of items which the young people would like to receive.

Some items requested were socks, jewelry, toilet articles, scarves, toys, games, comb and brush sets, ties, gloves, wallets, pen and pencil sets, stationery, stuffed bed toys, flannel shirts, etc.

MRS. VIRGINIA HOWARD who is in charge of the Christmas Project and Mrs. Mildred Atkinson, director of the Department of Christian Social Relations, purchase the gifts. Volunteers from the churches and the United Church Women of Baltimore wrap each gift and attach a card saying — "A gift from the Protestant Churches of Maryland through the Council of Churches and Christian Education of Maryland Inc."

GOOD DEEDERS — At work here are two of the many volunteers who have given of their time and other assistance on behalf of the program of the Department of Christian Social Relations of the Council of Churches in providing gifts for children in the various state training institutions. Working here are Mrs. Barbara Holback, left, and Mrs. Patricia White.

Mrs. N. Morgan

Funeral services were held for Mrs. Novice Morgan, 67, 911 N. Wolfe St., on Wednesday at the First Baptist Church with the Rev. Vernon T. Williams officiating.

A native of S.C., Mrs. Morgan had lived in Baltimore for the last 40 years.

She was a member of First Baptist.

Mrs. Morgan died at the home of her sister, Mrs. Lillian other sister, Mrs. Edith Good Armistead, 1212 Ashland Ave., wife, a brother, William Kwon, six nieces, and two nephews.

Woman's Day at John Wesley

John Wesley Methodist church recently celebrated its Annual Woman's Day under the auspices of the Woman's Society of Christian Service and the Ida C. Norris Wesley Guild.

At the 11 a.m. service, the Rev. Miss Agnes Alston delivered the sermon.

Mrs. Dorothy Height national president of the National Council of Women, gave an address.

With contributions from members of the church and many friends, the 20 captains raised $3,600.

The Rev. J. Lloyd Garrison is minister of the church and Mrs. Pearl Brown was chairman of Woman's Day.

3RD ANNIVERSARY
OF THE GOLDEN CROSS SOCIETY OF
MT. ZION METHODIST CHURCH
RIGGS AVE. AND GILMOR ST.
SUNDAY, DECEMBER 13, 1959
AT 3:30 P.M. Sermon by Rev. Mrs. Agnes Alston
Mrs. Ida Kess, President
Mrs. Gwendolyn Tripp, Chairman of Anniversary
REV. O. ST. CLAIR FRANKLIN, Pastor

AMES MEMORIAL METHODIST CHURCH
CHURCH CAREY AND BAKER STS.
SUNDAY, DECEMBER 13, 1959
9:30 A.M.—Church School. Mr. James Owings, Supt.
11:00 A.M. — Morning Service. Sermon by the pastor. Theme—"The Advent of Christ In Prophecy." Music by The Senior and Gospel Choirs
5:00 P.M. — Afternoon Service. Program — J. Lloyd Garrison Male Chorus. 6 P.M. M.Y.F. Program 7 P.M. Vesper Bible Class.
8:00 P.M. — Evening Service. Evangelistic Hour. Sermon by the pastor. Music by The Senior Choir.
A Cordial Welcome To All. Will See You In Church.
REV. FRANK J. FRYE, Minister.

SHARP ST. MEM. METH. CHURCH
DOLPHIN AND ETTING STREETS
SATURDAY, DECEMBER 12
CHILDREN'S MOVIE 11:00 A.M.
EVERY SATURDAY MORNING, SPONSORED BY THE METHODIST YOUTH FELLOWSHIP
PLACE—SHARP ST. COMMUNITY CENTER, 1206 ETTING STREET
SUNDAY, DECEMBER 13, 1959
9:00 A.M. — Church School
11:00 A.M.—Morning Worship. Sermon Topic: "Sinners Return" Rev. Edward G. Carroll
3:00 P.M. — Mass Meeting NAACP
6:00 P.M. — Methodist Youth Fellowship
MR. MORRIS QUELER, Minister of Music
REV. EDWARD G. CARROLL, Minister

One thousand expected to see and hear the
BATTLE of SONGS
between
The FIVE BLIND BOYS of Jackson, Miss.
The ORIGINAL FIVE BLIND BOYS of Birmingham Ala.
PLUS 3 LOCAL GROUPS
SUN., DEC. 13th 8-30 P. M.
GILLIS MEMORIAL
COMMUNITY CHURCH
Calhoun and Mulberry Sts.
REV. THEO. C. JACKSON, Pastor

Honor 3 for work toward brotherhood

More than 800 persons attended the 23rd anniversary dinner of the National Conference of Christians and Jews Wednesday to honor three outstanding citizens for their contributions to the ideals of Brotherhood.

George L. Radcliffe, M. Jenkins Cromwell and Albert D. Hutzler Sr., were presented citations on behalf of the National Conference by dinner chairman J. Benjamin Katzner.

The speaker was D. Howard Beale, Australian Ambassador to the United States. Dr. Lewis Webster Jones, former Rutgers University President, who succeeded Dr. Everett R. Clinchy as president of the National Conference of Christians and Jews, also spoke briefly.

Secretary of State Thomas B. Finan and Mayor J. Harold Grady brought greetings and congratulations from the State of Maryland and city of Baltimore.

William Cherry heads lodge

William A. Cherry was elected exalted ruler of Monumental Lodge, No. 3, I.B.P.O., Tuesday.

Other officers named were: leading knight, Percy Pruden, esteemed loyal knight; the Rev. Joseph Thompson, esteemed lecturing knight; John A. Smith, esquire; Oscar Thomas, inner guard;

Edgar B. Hall Sr., filer; William H. Harper, financial secretary, and Charles A. Jones, treasurer.

TRUSTEES named were: Marcus McBride, Clarence Bishop, George Allen, James Carroll, Forest McJenkins, Joseph Berry, Andrew J. Penn, Richard F. Thomas and Jesse Condarvis.

CHURCH OF CHRIST
(Non Instrumental)
103 N. GILMOR ST.
ORDER OF SERVICE
Bible Class 10 A.M. 6 P.M.
Worship Services 11 A.M. 7 P.M.
For Christian Association and Bible Classes, Phone 62-3[illegible]
H. FOUTZ 3014 HANSON AVE.
WI 7-0331

FIRST BAPTIST CHURCH
CAROLINE and McELDERRY STS.
SUNDAY, DECEMBER 13, 1959
9:30 A.M.—SUNDAY SCHOOL. Mr. Wardell T. Richardson Supt.
10:50 A.M.—MORNING WORSHIP — Sermon by the Pastor—Communion
8:00 P.M.—Most Worshipful Prince Hall Grand Lodge Free and Accepted Masons, Inc. Maryland No. 215, will hold its Memorial Services. Senior Choir, Hoots.
6:00 P.M.—BAPTIST TRAINING UNION
7:30 P.M.—EVENING WORSHIP
THE PUBLIC IS INVITED
REV. VERNON T. WILLIAMS, Pastor
A CORDIAL WELCOME TO ALL

GRACE PRESBYTERIAN CHURCH
One of Baltimore's Friendliest Churches
DOLPHIN AND ETTING STREETS
SUNDAY, DECEMBER 13, 1959
9:30 A.M.—SUNDAY CHURCH SCHOOL
Mrs. Ethel J. Day, Superintendent
11:00 A.M. WORSHIP SERVICE
Anthems by the Children's Choir "Bless The Lord, O My Soul"—Holler
"O Come All Ye Faithful"—Diverse
Sermon: "When The Bible Creates Unrest"
WEDNESDAY
8:00 P.M.—Hour of Prayer. Service Theme: "The Layman Faces His Stewardship Obligations"
ADVANCE NOTICE
SUNDAY, DECEMBER 20th
3:00 P.M.—ANNUAL CHRISTMAS MUSICALE
Participants: The Senior Choir, the Grace Girls' Trio and the Children's Choir.
WE WELCOME YOU
REV. ROBERT T. NEWBOLD JR. Pastor
FLOYD ADAMS, Minister of Music

ST. LUKE
Methodist Church
12 S. Stockton Street
Sunday, 9:30 A.M.
Sermon by Rev. H. A. Parker (District Supt. of the Southern Baltimore District)
Service Sponsored by Mrs. Chambers and Sister Johnson.
WE WELCOME YOU
REV. C. A. GREEN, Pastor

ST. PAUL MARCHES ON
Into Its New Church Home
FEDERAL AND WOLFE STS.
SUN., DECEMBER 13, 1959
LEAVE
1612 ASHLAND AVE., 2 P.M.
OPEN SERVICE - 3:30 P.M.

REV. G. W. BAYNARD

REV. E. M. REVELS

Sermon by the Pastor, Subject: "We Plant You Water and God Will Give the Increase"
8:00 P.M.—Service will be rendered by the Rev. George W. Baynard, accompanied by his choir and congregation, Shiloh C. C. Church
YOU ARE INVITED TO MARCH WITH US INTO OUR NEW CHURCH
SPECIAL NOTICE:
A Week of Praise and Thanksgiving Services, Beginning Monday, December 14, 1959, continuing throughout the week — from 7:30 a.m. to 8:30 a.m. and at 8:00 p.m. Special prayer for the sick, Thursday 8:00 p.m. and 12:00 noon Friday.
REV. EDWARD M. REVELS, Pastor

PERKINS SQUARE BAPTIST CHURCH
EDMONDSON AND WARWICK AVENUES
BALTIMORE 23, MARYLAND
SUNDAY, DECEMBER 13, 1959
WILLING WORKERS DAY
9:15 A.M.—SUNDAY SCHOOL
10:30 A.M.—OPEN HEART SERVICE
11:00 A.M.—HOLY COMMUNION SERMON BY PASTOR
3:00 P.M.—W.F.C. WORSHIP AT ABYSSINIA BAPTIST CHURCH
6:00 P.M.—B.T.U.
7:30 P.M.—EVENING WORSHIP
Starting the 14th Sunday, the 50 OPEN FRIDAY SHOP CLUB WEEK

REV. WARD D. TERRY, Pastor

EBENEZER BAPTIST CHURCH
GUILFORD AVE. and 23RD ST.
SUNDAY, DECEMBER 13, 1959
9:15 A.M.—Sunday School
10:45 A.M.—Morning Worship. Sermon by the Pastor
The Lord's Supper will be served on the 2nd Sunday morning following the worship service.
6:00 P.M.—B.T.U.
7:45 P.M.—Evening Worship
REV. MAXWELL JOHNSON, Pastor

ENON BAPTIST CHURCH
Edmondson Avenue and Schroeder Street
SUNDAY, DECEMBER 13, 1959
6:30 A.M.—EARLY PRAYER AND PRAISE SERVICE
9:30 A.M.—SUNDAY SCHOOL
11:00 A.M.—SERMON BY THE REV. WILLARD W. MONROE OF NEW YORK CITY — DEDICATION OF BABIES
6:30 P.M.—B.T.U.
8:00 P.M.—EVANGELISTIC SERVICE
KATHERINE BOSTON, Organist
ISADOR OGLESBY, Choirmaster
REV. ARTHUR J. PAYNE, Minister

MEMORIAL BAPTIST CHURCH
CAROLINE and PRESTON STREETS
SUNDAY, DECEMBER 13, 1959
9:30 A.M.—SUNDAY SCHOOL
10:30 A.M.—PRAYER AND PRAISE SERVICE
11:00 A.M.—SERMON BY REV. A. A. SMITH
3:30 P.M.—CHRISTMAS PLAY BY THE CHILDREN OF SCHOOL NO. 142. MRS. RUBY GROOMS PRINCIPAL
6:00 P.M.—B.T.U.
7:30 P.M.—EVENING WORSHIP
REV. C. EDWARD BROWNE, Pastor
The Church With A Hearty Welcome

FAITH BAPTIST CHURCH
"The Praying Church"
SUNDAY, DECEMBER 13, 1959
9:15 A.M.—SUNDAY SCHOOL
10:45 A.M.—MORNING WORSHIP. Sermon by the Pastor
3:00 P.M.—RALLY DAY OF THE SUNDAY SCHOOL. SPECIAL PROGRAM
6:00 P.M.—BAPTIST TRAINING UNION
7:00 P.M.—PROGRAM BY THE SIMON WILLIAMSON MEMORIAL CHOIR
WE WELCOME YOU!
REV. WALTER E. PAIGE, Pastor

SOUTHERN BAPTIST CHURCH
"The Friendly Church"
PRESTON AND BOND STS.
9:15 A.M. Sunday School
10:00 A.M. Sermon by the pastor. Music by Senior Choir and Jubilee Chorus. Communion.
3:00 P.M. Baptist Training Union
6:00 P.M. Program, Jubilee Chorus
REV. J. R. GRANT, Pastor

DOUGLAS MEMORIAL
COMMUNITY CHURCH
"The People of the Way"
LAFAYETTE and MADISON AVES.
SUNDAY, DECEMBER 13, 1959
IDENTICAL SERVICES, 8:30 A.M. - 11 A.M.
"THE SOURCE OF RESTORATION"
REV. FRANK L. WILLIAMS, Preaching
MUSIC
CHANCEL CHOIR
"THE CHERUBIN SONG"—Bortniansky
"WITH A VOICE OF SINGING"—Shaw
SANCTUARY CHOIR
"O BLESS THE LORD"—Ippolitov-Ivanow
"SALVATION IS CREATED"—Tschemokow
GOSPEL CHOIR
"GOD IS GOOD TO ME"—Akers
YOUTH CHOIR—"ST. FRANCIS' PRAYER"—Gilbert
JAMES S. HAMMOND, Minister of Music
REV. MARION C. BASCOM, Minister

Death sentence appealed

JACKSON, Miss.—Contending that the presence of the Governor-elect as special prosecutor prejudiced the jury, lawyers for Robert Lee Goldsby appealed his first degree murder conviction Wednesday.

Goldsby was found guilty and sentenced to die for the 1954 Christmas Eve slaying of a blonde Mississippi housewife.

It marked the second death sentence for Goldsby who spent nearly five years on Mississippi's death row.

A federal court last January threw out the first death sentence and ordered a retrial after finding that colored citizens were "systematically excluded from jury duty."

Goldsby, 32, of St. Louis, Mo., was originally tried in Vaiden, Miss., where the slaying occurred.

No colored persons were on the jury since Carroll County, where the trial was held, has no colored persons qualified to vote and being qualified to vote is a prerequisite to jury duty.

The second trial took on political overtones when Governor-elect Ross Barnett was scheduled to prosecute for the state.

Monday, the first trial day, was consumed selecting a jury. Five colored persons on the 150 member jury panel were scratched for various reasons and the case was heard before an all-white jury.

Attorneys for Goldsby asked that the governor-elect, a popular political figure, be removed from the case, but Judge Henry L. Rodgers overruled the motion.

Also prosecuting for the state were Attorney General Joe Patterson and District Attorney Lem Aldrich.

The defense was made up of two colored lawyers, George Leighton of Chicago, and R. Jess Brown of Jackson, and a court-appointed white lawyer, Luther Ringgold.

The victim, Mrs. Bryant Nelms, was slain during a disturbance at a filling station operated by her husband.

Testimony disclosed that Mrs. Nelms was shot when she went to the aid of her husband who was wounded during the altercation.

The case has been one of the most publicized legal battles in Mississippi history.

Originally aired in Vaiden, the second trial was moved to Jackson, the state capital, after defense lawyers contended **that feeling was so high against Goldsby in Vaiden, he could not receive a fair trial there.**

The court set Jan. 22, 1960, as the date for Goldsby's execution, but the sentence will be deferred pending appeal.

Banker visits South Africa for parleys

JOHANNESBURG, South Africa — John H. Wheeler, president of the Mechanics and Farmers Bank in Durham, N.C., arrived last week in the Union of South Africa. He is one of seven Americans selected by the United States-South Africa Leader Exchange program, of which he is a fellow.

While here, Mr. Wheeler will confer with business leaders of the several racial groups here and will attend the Ecumenical Church Conference as an observer from the AME Church.

The exchange program was started in 1950 to further understanding between Southern African and American professional, business and civic leaders.

Mr. Wheeler is a Kittrell, N.C., native and a graduate of Morehouse College and North Carolina College law school. He is a trustee of Atlanta University, Morehouse College and several other institutions.

He is married to the former Miss Selena Warren, they have two children, Warren and Julia. His family is with him on the trip.

Union official will speak here

WASHINGTON

George L. P. Weaver, assistant to the president of the International Union of Electrical, Radio and Machine Workers, AFL-CIO, will speak here next Monday.

Mr. Weaver will address the Men's Club of Plymouth Congregational Church at 8:30 p.m. in the Kappa House, 1708 S St. NW. His topic will be "Why a Labor Union." The talk will include a question and answer period.

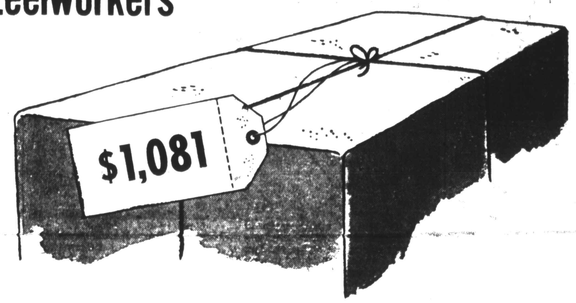
The Rev. Theodore S. Ledbetter is minister of Plymouth Congregational Church. Charles D. McLeod is president of the Men's Club.

Why "Good-Time Charlie" Suffers Uneasy Bladder

Unwise eating or drinking may be a source of mild or severe bladder irritations—making you restless, tense and uncomfortable. And if restless nights, with nagging backache, headache or muscular aches and pains due to over-exertion, strain or emotional upset, are adding to your misery—don't wait—try Doan's Pills.

Doan's Pills act 3 ways for speedy relief. 1—They have a soothing effect on bladder irritations. 2—A fast pain-relieving action on nagging backache, headaches, muscular aches and pains. 3—A wonderfully mild diuretic action thru the kidneys, tending to increase the output of the 15 miles of kidney tubes. So, get the genuine Doan's Pills. Millions have enjoyed for over 60 years. New, large, economy size saves money. Get Doan's Pills today.

Package for Steelworkers



THE STEEL COMPANIES OFFER:

Almost $1,100 worth of increased wages and benefits—in A three year, strike-free agreement; and A practical way to settle the "local working conditions" dispute

What the package includes

A three year package providing improved benefits in the first year and higher wages in the second and third years. This would cost more than 30 cents per hour worked, without provision for possible cost-of-living increases, and would accumulate to $1,081 for the average steelworker over the period. It includes:

Insurance

- **Company-paid life insurance on a generally increased scale.**
- **Company-paid sickness and accident benefits—also on an increased scale.**
- **Consequent reduction in employee contribution to insurance program and a net increase in take-home pay.**
- **Improvements in insurance protection in event of lay-off.**

Pensions

- **Increased pensions for employees retiring after January 1, 1960, including:**
- **An increase of at least $12 per month for employees retiring on minimum pensions with 35 or more years of service.**
- **An increase of $5 per month for employees retiring with more than minimum pensions.**
- **An increase of $10 per month in minimum disability pensions.**
- **Provision for early retirement on full pension under special circumstances.**

Wages

- **Wage increase in the second year, ranging from six to twelve cents per hour, depending on job classification.**
- **Another wage increase in the third year, ranging from six to twelve cents per hour.**

Cost-of-Living

- **Continuation of 17 cents an hour cost-of-living adjustment obtained under previous contract.**
- **Further provisions for possible cost-of-living increases.**

Supplemental Unemployment Benefits

- **Increased cash payments by companies into Supplemental Unemployment Benefit fund.**
- **Restoration of full benefit level at beginning of new agreement.**

Seniority

- **Strengthened seniority rights in line with certain Union proposals.**

Human Relations Research

- **A Joint Committee on Human Relations Research to study employment stabilization and many other mutual problems.**

Local Working Conditions

- **Submission to a Union-Company Committee for solution, and to final arbitration if necessary.**

This is the offer which the steel companies made on November 15 and on which the employees may vote early next month if no settlement is negotiated meanwhile.

In declining to accept this offer the union officials demanded a package of wages and benefits which, with cost-of-living provisions, could amount to an inflationary 45 cents per hour.

The Companies' offer amounts to an average annual increase of 2.7 percent in their employment costs. According to Secretary of Labor Mitchell's Fact Finding Report, however, output per man-hour in the steel industry increased at an average annual rate of only 2.6 percent between 1947 and 1957.

Clearly this is a fair and generous offer; but it confronts the Companies with a difficult problem—the problem of meeting their increased employment cost without reducing their ability to compete both with low-cost foreign made steel and with substitute materials produced here at home.

In meeting this problem they must count on the steelworkers themselves to help earn the additional money going into their pay envelopes by cooperating in the elimination of waste wherever possible. That is what the local working conditions dispute is all about.

A Way to Solve the Local Working Conditions Dispute

As a solution to this dispute, which has been a stumbling block in the negotiations thus far, the Companies have offered to accept the Union's proposal for a joint study committee. But if that step does not result in a mutually satisfactory solution by June 30, 1960, the issue would be turned over to binding arbitration.

They have also expanded the question which would be submitted to the committee, and to arbitration if necessary, by adding the words underlined in the following question. It now reads:

"What, if any, changes should be made in the local working conditions provisions of the basic labor agreements to enable the Companies to take reasonable steps to improve efficiency and eliminate waste, with due regard for the welfare of the employees involved, including: the avoidance of undue work burdens; and, to the extent practicable, the retraining and placement on available jobs in the plant, of any employees affected by such steps?"

Meanwhile, subject to a solution of the issue in this way, the Companies would agree that the present local working conditions provisions be retained if the Union in turn would agree that its officers and members will cooperate with management to improve efficiency and eliminate waste.

Companies Strive to Meet Union Objections

Of the contract changes originally proposed by the Companies, all except those generally relating to local working conditions, wildcat strikes and scheduling have now been dropped. Those remaining have been substantially modified in an effort to meet the Union's objections.

Thus the Steel Companies have made every effort to reach a non-inflationary agreement through voluntary collective bargaining.

They know that the outcome of the negotiations between the Steel Companies and the Steelworkers Union is of vital interest to everyone . . . that it can affect the value of your dollar, your standard of living and your future security.

They know that American industry must be able to compete at all times with the growing economic challenge from abroad.

They realize the heavy responsibility that rests upon them in these negotiations and they have sought to meet this responsibility fairly and fully.

They believe that the offer presented above accomplishes this purpose.

What do you think?

WHAT THIS OFFER MEANS TO AVERAGE STEELWORKER
(Employment cost based on 1800 hours per year)

	FIRST YEAR	SECOND YEAR	THIRD YEAR	TOTAL
Benefits	$173.00	$189.00	$215.00	$577.00
First Wage Increase	—	$168.00	$168.00	$336.00
Second Wage Increase	—	—	$168.00	$168.00
Total	$173.00	$357.00	$551.00	$1081.00*

*Does not include possible cost-of-living increase which could reach a maximum of $288.00 over the period.

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

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