

Del Norte Fair Set For August 17-19

CRESCENT CITY — Entries for the 1951 Del Norte county fair closed Monday, Aug. 6, Les McClure, secretary-manager, announced early this week, as completions of plans for the biggest fair in the Del Norte history began to shape up.

McClure announced that all booths in the commercial exhibit have been filled for the past six weeks. The floral show this year promises to be as large as last year's at least.

Entries in the chicken and rabbit divisions also are higher this year and in the beef cattle division, entries are doubled.

A bigger horse show and more races also have been scheduled for the fair-goers this year. Five races each day already have been scheduled and \$800 in purses will be awarded, plus the entry fees for each division. One chariot race also is scheduled for the races Saturday afternoon and on Sunday afternoon. Fair dates are set for August 17, 18 and 19.

Forest Service Move Engineer

GRANTS PASS—The transfer of Daniel D. Olin to the Siskiyou National Forest with headquarters here was announced the first of the week by H. C. Obye, forest supervisor. Olin assumed his duties this week as highway engineer on the Siskiyou National Forest where his assignment will be primarily in connection with the location, construction and maintenance of the forest road system.

Olin comes to the Siskiyou from the Willamette National Forest where he has been in charge of timber management activities on the Oakridge Ranger district for the past four years. He is a veteran of World War 2, having served in the army as a member of the coast artillery aircraft regiment, later receiving commission and assignment to the signal corps. He left the military service with the rank of captain in February, 1946. Olin is a graduate of the University of Washington school of forestry, a member of the Society of American Foresters and Xi Sigma Pi, honorary forest fraternity.

Mr. and Mrs. Olin have two children, Millicent age 2 and Stephen age 4, and will make their home at Grants Pass.

Estate Herschel P. Weter

Notice To Creditors

No. 1290)

In the County Court of the State of Oregon for the County of Curry.

Notice is hereby given that the undersigned has been appointed executrix of the estate of Herschel P. Weter, deceased, by the County Court of the State of Oregon for the County of Curry, and has qualified. All persons having claims against said estate are hereby notified to present the same, duly verified as by law required, to the undersigned at Room 10, Central Building, Brookings, Oregon, within six months from the date hereof.

Dated and first published, August 9, 1951.

Last Publication, Sept. 6, 1951.

Estate Herschel P. Weter,
/s/Hilda C. Driskell, Executrix
Samuel A. Hall, Attorney for
Executrix, Central Building,
Brookings, Oregon.

A Message to all Employees West Coast Telephone Company

To Our Employees:

You have been informed of the previous negotiations which we had with the committee of the Union and the several proposals which we had previously made, culminating in our offer of 10c per hour for certain wage groups and 11c per hour for others; also, the Union's demand for 15c per hour from which they did not recede.

In an endeavor to end the strike which has been in progress since July 24, we again met with the Union's Negotiating Committee on August 3 and 4. During these negotiations, we made further offers in a desire to arrive at a settlement.

One such proposal was a two-year contract, including the wage adjustments previously offered, together with a proposed reduction in the progression schedules from 72 months to 60 months effective July 1, 1952. The differential between the 60-month and 72-month rate to be spread equally over the other progression steps. Furthermore, in order to protect you against further increased costs of living, we offered to include a provision that the Agreement could be re-opened for wage adjustments at any time after January 1, 1952, provided that the Bureau of Labor Statistics Cost of Living Index increased 6 points or approximately 3% over the July, 1951, Index. This offer was rejected by the committee unless we would also agree to increase our previous offer of 10c to 12c per hour and our offer of 11c to 13c per hour, respectively.

The committee offered to arbitrate the difference between 8c per hour and 15c per hour. We rejected this offer because, in our opinion, it would have been nothing more than a compromise between the 11c and 15c per hour. Our wages are equal to or higher than the wages of other telephone com-

panies in the Northwest. Consequently, the increase resulting from such a compromise would be wholly unjustified. Furthermore, we had already offered the maximum increase which we believe we could justify under the regulations of the Wage Stabilization Board. In support of this statement we are setting forth below a comparison of wage rates presently in effect for a few job classifications in comparable communities in the State of Washington:

Cities	Top Wage For 40-hour Week Splicer or Switchboardman	Telephone Operator
Everett	\$79.20	\$48.80
Wenatchee	\$78.00	\$46.80
Bellingham	\$80.00	\$47.00

Comparison of similar job classifications in other communities in the States of Washington and Oregon would show similar results.

With respect to our offers, you have undoubtedly read in the public press that the recent telephone strike in the State of Oregon was settled within the 10% formula allowable under Wage Stabilization regulations. You will also recall that our offers made prior to August 3, 1951, were equivalent to an average of 12.3%.

We have earnestly and conscientiously tried to arrive at a settlement which would continue to provide wages comparable to those in our own industry and also in other industries for jobs of equal skills. Throughout the entire negotiations, we had offered various changes and plans in a desire to make a reasonable settlement but found agreement impossible. Further negotiations appear futile at this time.

In order to end the unnecessary loss of wages being experienced by our employees, we are placing an increase of 8c per hour into effect in all job classifications, retro-active to July 1, 1951, and will forthwith apply to the Wage Stabilization Board for approval of an additional 2c or 3c per hour, respectively, in line with our previous proposal, which amounts would become effective upon approval by said Board.

We are inviting you to join those of your fellow employees who are now working to enjoy with them these higher wage scales. Under the provisions of the Labor-Management Act of 1947, you cannot be discriminated against by the Union if you return to work. In this connection, Section 8 of said Act provides as follows:

"Section 8 (a) It shall be an unfair labor practice for an employer—

(3) . . . provided further, that no employer shall justify any discrimination against an employee for non-membership in a labor organization (A) if he has reasonable grounds for believing that such membership was not available to the employee on the same terms and conditions generally applicable to other members, or (B) if he has reasonable grounds for believing that membership was denied or terminated for reasons other than the failure of the employee to tender the periodic dues and the initiation fees uniformly required as a

condition of acquiring or retaining membership;

(b) It shall be an unfair labor practice for a labor organization or its agents—

(2) To cause or attempt to cause an employer to discriminate against an employee in violation of Sub-Section (a) (3) or to discriminate against an employee with respect to whom membership in such organization has been denied or terminated on some ground other than his failure to tender the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership;"

All employees of this Company Will be accorded their full rights under applicable State and Federal Labor Laws.

SINCERELY,

RAY DALTON

Vice-President and General Manager
West Coast Telephone Company.

