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## HEARING

BEFORE THE

### COMMITTEE ON

### LABOR AND PUBLIC WELFARE

### UNITED STATES SENATE

### NINETY-SECOND CONGRESS

### SECOND SESSION

ON

KAY McMURRAY, OF ILLINOIS, TO BE A MEMBER OF THE  
NATIONAL MEDIATION BOARD

SEPTEMBER 20, 1972

Printed for the use of the Committee on Labor and Public Welfare



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## NOMINATION

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WEDNESDAY, SEPTEMBER 30, 1972

U.S. SENATE,  
COMMITTEE ON LABOR  
AND PUBLIC WELFARE,  
*Washington, D.C.*

The committee met, pursuant to notice, at 10 a.m., in room 4232, New Senate Office Building, Hon. Harrison A. Williams, Jr., chairman, presiding.

Present: Senators Williams, Pell, Cranston, Javits, Dominick, and Schweiker.

Committee staff present: Stewart E. McClure, staff director; Robert E. Nagle, general counsel; and Eugene Mittelman, minority counsel.

The CHAIRMAN. The Committee on Labor and Public Welfare is meeting this morning to hear testimony on the nomination of Mr. Kay McMurray, of Illinois, to be a member of the National Mediation Board.

Mr. McMurray most recently was employed by United Airlines as a consultant on Government affairs, prior to which he served for many years as an executive administrator of the Airlines Pilots Association.

We have your biography, Mr. McMurray, and we will include that in the record at this point.

(The biography of Mr. McMurray follows:)

(1)

Kay McMurray, nominated to be a member of the  
National Mediation Board

GENERAL DATA

Date of Birth:	March 18, 1918
Marital Status:	Married; three children
Residence:	4101 Cathedral Ave., N. W. Washington, D. C. 20016 XXXXXXXXXXXXXXXXXX or 315 Forest Road Hinsdale, Illinois 60521 XXXXXXXXXXXXXXXXXX

EDUCATION

Stanford University  
A. B. in Political Science, 1940  
Pursued M. B. A. at Graduate School of Business, 1947-1948

BUSINESS HISTORY

May 7, 1971	Consultant on Government Affairs - United
to	Air Lines.
Present	

October, 1953	<u>EXECUTIVE ADMINISTRATOR</u>
to	<u>Air Line Pilots Association, Int'l.</u>
February 1, 1971	Washington, D. C.

A professional association organized to promote and protect the U. S. aviation industry and the interests of its 30,000 airline transport rated member pilots.

Directed and coordinated all major activities toward achieving ALPA's objectives. Responsible for effective operation of the Association. Assisted the President in developing long- and short-term objectives and formulating ALPA policy.

Responsible for management of the Association in areas of representation, finance, personnel, public relations, public affairs, education and services in support of seventeen field offices. Directed General Manager who was employed two years ago.

Directed the Association's legislative activity including the drafting of language for legislation, testifying before committees and coordinating efforts to gain passage.

Responsible for implementation of the reorganization of ALPA in 1968.

Joined as Executive Vice President. Was responsible for planning negotiation strategy, administering negotiations and concluding the more difficult negotiations. Participated in research and creation of new type variable annuity pension plan. Directed negotiation of this plan with over thirty air lines. Drafted definitive language on several of these plans and organized the committee to persuade pilot members concerning the variable annuity pension plan.

Participated in the development of systems to evaluate the investment performance of these pension funds which now exceed \$1,000,000,000 in assets.

1949 to 1953

Returned to Boise, Idaho, which was home prior to joining United Airlines, Inc., to develop personal business interests. In addition to personal business, was Assistant to President of Inland Empire Insurance Company, which involved responsibility for general management, also negotiated the sale of the company; was a Registered Representative, NYSE, with Wegener & Daly.

During this period, was primarily responsible, as legislative representative for the Western Highway Institute, a trade association whose members include truck owners and operators in eleven western states, for passing two laws and amending thirteen others in Idaho relative to the interests of the Western Highway Institute.

1940 to 1949

CAPTAIN  
United Air Lines, Inc.

Attended Flight School. Served as copilot for thirteen months and advanced to captain in 1942. Elected to United Air Lines Pilot Negotiating Committee and represented fellow pilots in negotiation of employment agreements.

The CHAIRMAN. Mr. McMurray, we wish to welcome you to the committee.

**STATEMENT OF KAY McMURRAY, OF ILLINOIS, TO BE A MEMBER OF THE NATIONAL MEDIATION BOARD**

Mr. McMURRAY. Thank you very much, Mr. Chairman. I greatly appreciate the opportunity to be here.

The CHAIRMAN. Mr. McMurray, you have worked for both labor and for management in the airlines industry, and that industry of course is one of the industries that comes within the jurisdiction of the National Mediation Board.

I wonder if you could give us a general comment on the nature of your previous experience as it might relate to the particular functions of the Board, which I am sure you are familiar with.

Mr. McMURRAY. Thank you, Mr. Chairman. I have no prepared statement this morning, but I do want to express my appreciation for this opportunity to be here.

In connection with your question as my biography indicates, for 17 years I have served as executive administrator of the Pilots Association, which more properly could be described I think as an executive vice president position that I served, and in that position I had the responsibility for the negotiations in all of the functions which the association carried on.

I did a great deal of work actually negotiating contracts, and then after I retired from the Airlines Pilots Association, I served as a consultant more in Government affairs than labor management, because it was a general feeling that I should not get involved in labor matters after I left the association, and since that time, it has been largely in the area of Government affairs.

The CHAIRMAN. I appreciated the opportunity to talk with you informally before this hearing.

There is a dispute in the airlines industry now in Northwest.

Just using that as a real ongoing and a live labor-management problem, how long has it gone on?

Mr. McMURRAY. I am not sure, I think it has gone on for a number of months.

I have not been close to it, and I cannot tell you with any degree of accuracy.

The CHAIRMAN. I was going to ask, what is the availability of the Mediation Board in a situation like that?

Mr. McMURRAY. A dispute like that comes directly under their jurisdiction.

I presume they are constantly available to deal with that problem.

The CHAIRMAN. Do they have to be invited in in the first instance?

Mr. McMURRAY. Normally their services are requested by the parties, but there is a clause in the act that says they can interject themselves.

As I understand, they were invited in this case.

The CHAIRMAN. But there is no time certain which they must be in there in the event of a strike?

Mr. McMURRAY. None that I know of.

The CHAIRMAN. Is there any Presidential order in any of these cases putting them in?

Mr. McMURRAY. None that I am aware of that says the Board must be in by a certain time.

The CHAIRMAN. You know, there does not seem to be a great deal of national cry about this particular strike.

It must have a limited impact, and it must be regionally limited.

Mr. McMURRAY. Well, I would presume so. Your judgment to that would be better than mine, I think.

The CHAIRMAN. I frankly had not heard much about it, until I had to get out to Seattle this Monday, and then I found out about it.

I am delighted you are nominated, and we will move this expeditiously.

Senator Schweiker, do you have any questions?

Senator SCHWEIKER. Mr. Chairman, I do not have any questions.

I just want to say I certainly strongly support the nomination.

I think he will make a valuable addition to the Board, and he has my full support.

The CHAIRMAN. Well, we thank you very much for your presence.

Mr. McMURRAY. Thank you very much, Mr. Chairman.

The CHAIRMAN. Thank you very much.

The committee will proceed to further business.

(Whereupon, the committee proceeded to consider further business.)



